



Aqua House, Buttress Way,
Smethwick,
Birmingham,
West Midlands,
United Kingdom.
B66 3DL

ESG Plan for Future Garments Limited t/a Eurox Limited (2024/25/26)

Executive Summary

Future Garments Ltd, trading as Eurox Ltd, is committed to operating responsibly and reducing the environmental and social impact of its activities. As a provider of workwear, PPE, and uniform solutions, we recognise the importance of integrating Environmental, Social and Governance (ESG) principles into our operations, supply chain, and business strategy.

This ESG Plan outlines our approach to improving environmental performance, supporting employee wellbeing, maintaining ethical supply chain practices, and strengthening governance across the business. It sets out the actions we are taking to reduce carbon emissions, improve resource efficiency, and ensure responsible business practices.

The plan reflects our progress across 2023-2025 and sets the direction for continued improvement as we move into 2026 and beyond. Through this approach, Eurox aims to align with the UK's Net Zero ambitions while continuing to deliver responsible and sustainable solutions for our customers and stakeholders.

Purpose of the ESG Plan

This ESG Plan sets out the framework that guides how Future Garments Ltd, trading as Eurox Ltd, manages its environmental, social and governance responsibilities across the business.

The plan outlines our priorities and actions for reducing environmental impact, supporting our workforce, maintaining ethical supply chain practices, and ensuring strong governance. It provides a structured approach to managing ESG risks and opportunities while supporting continuous improvement across our operations.

The ESG Plan also helps ensure that sustainability and responsible business practices remain embedded in day to day decision making. Progress against these commitments will be reviewed regularly to ensure the business continues to improve its performance as we move through 2023–2025 and into 2026 and beyond.

Key ESG Goals and Values

Future Garments Ltd, trading as Eurox Ltd, has identified a number of key ESG priorities that guide our approach to responsible business practices. These priorities focus on reducing environmental impact, supporting people and communities, and maintaining strong governance across the organisation.

Environmental Responsibility

Eurox is committed to reducing the environmental impact of its operations and supply chain. Our key environmental goals include:

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



- Achieving Net Zero carbon emissions for operational activities by 2040, with alignment across the wider supply chain by 2050.
- Reducing operational carbon emissions by 10% annually through initiatives such as LED lighting upgrades, energy efficiency improvements, and the potential installation of solar PV systems.
- Reducing waste and improving resource efficiency through packaging optimisation, recycling initiatives, and responsible waste management.
- Supporting circular economy practices through initiatives such as PPE recycling and reducing unnecessary packaging across product ranges.

Social Responsibility

Eurox is committed to responsible employment practices and supporting the wellbeing of employees, partners, and local communities.

Our social commitments include:

- Upholding ethical labour standards and fair working conditions across our supply chain through supplier assessments and responsible sourcing practices.
- Supporting diversity, equity, and inclusion by promoting a respectful and inclusive workplace.
- Providing training and development opportunities for employees to support skills and career progression.
- Engaging with community initiatives and charitable activities that contribute positively to the areas where we operate.

Governance

Strong governance ensures accountability, transparency, and responsible decision making across the business.

Eurox maintains governance practices that support compliance and ethical conduct, including:

- Maintaining FGL Eurox management systems such as ISO 9001, ISO 14001 and ISO 45001.
- Ensuring supplier due diligence and responsible sourcing across the supply chain.
- Operating clear internal policies, including a Code of Conduct and Whistleblowing Policy.
- Monitoring ESG performance and reviewing progress as part of regular management review processes.

Statement from Leadership

“Our business supplies workwear and PPE to organisations across the UK, and with that comes a responsibility to operate in a fair and responsible way. This includes how we manage our energy use, how we work with manufacturing partners, and how we look after the people who work for us.

Over the past few years we have taken steps to improve areas such as energy efficiency, packaging, and supply chain oversight. This ESG Plan sets out how we will continue building on that work as we move into

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



2026 and the years ahead. The aim is simple. Keep improving how the business operates while continuing to deliver the quality, reliability and service our customers expect.”

Organisational Context

Purpose

This section provides context for our ESG Plan and outlines the environment in which Future Garments Ltd, trading as Eurox Ltd, operates. It explains the nature of the business, where operations are located, and the market conditions that influence our environmental and social responsibilities.

Understanding this context helps explain where the main impacts sit across our operations, particularly within product sourcing, logistics, warehousing and packaging.

Industry, Geography and Market Context

Industry

Future Garments Ltd t/a Eurox Ltd operates within the PPE, workwear and corporate clothing sector, supplying uniforms and protective equipment to organisations across the UK.

The environmental impact within this sector largely sits within manufacturing, raw materials, logistics and product lifecycle. For this reason, our ESG approach focuses on responsible sourcing, supply chain oversight, packaging reduction and improving operational efficiency within our UK facilities.

Eurox works with a combination of UK-based suppliers and offshore manufacturing partners to produce garments that meet required safety and performance standards. Supply chain standards are monitored through supplier engagement, ethical sourcing requirements and recognised frameworks such as Sedex, alongside participation in external assessment and supplier assurance platforms including EcoVadis, Achilles and RISQS.

Geography

Eurox currently operates from two sites within the West Midlands.

Smethwick – Aqua House

This site acts as the main operational base for the business and includes office functions, warehousing and product distribution. Environmental measures at this site include energy efficiency improvements such as LED lighting upgrades and waste management processes aligned with our ISO 14001 environmental management system.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Aqua House, Buttress Way,
Smethwick,
Birmingham,
West Midlands,
United Kingdom.
B66 3DL

Garretts Green – HRS Business Park

This site supports additional warehousing and stockholding capacity. Activities at this location are primarily related to storage and distribution. Energy usage and operational efficiency at the site are reviewed as part of our wider environmental management approach.

Market Context

Demand for workwear and PPE continues to grow as organisations place greater emphasis on workplace safety, product durability and responsible sourcing.

Customers are increasingly asking suppliers to demonstrate how products are sourced, how packaging is managed, and how environmental impact is being reduced across the supply chain.

Eurox continues to respond to these expectations through improvements in areas such as recycled fabrics, packaging reduction, supply chain monitoring and environmental management, supported by recognised standards including ISO 14001 and external sustainability assessments.

Stakeholders Impacted by ESG Initiatives

Eurox engages with a range of internal and external stakeholders who are affected by the way the business manages environmental, social and governance responsibilities. Understanding these groups helps ensure that ESG actions remain relevant to the people and organisations connected to the business.

Internal Stakeholders

Employees

Employees are directly affected by the company's approach to health and safety, workplace conditions and training. Eurox maintains structured health and safety procedures, supported by ISO 45001 management systems, to ensure a safe working environment across office and warehouse operations. The business also supports employee development through training and skills progression opportunities.

Leadership and Management

Senior leadership and management teams oversee ESG priorities within the business. This includes reviewing environmental performance, supply chain standards, compliance requirements and operational improvements to ensure the business continues to meet regulatory and customer expectations.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



External Stakeholders

Clients and Customers

Customers rely on Eurox to supply workwear, PPE and uniform solutions that meet required safety standards while also addressing growing expectations around responsible sourcing, packaging reduction and product lifecycle management. ESG initiatives such as improved packaging methods and garment recycling options support customers who are working towards their own environmental targets.

Manufacturing Partners and Suppliers

Eurox works with a network of UK suppliers and offshore manufacturing partners. These partners are expected to meet ethical and operational standards, including compliance with labour laws and responsible sourcing requirements. Supply chain oversight is supported through supplier engagement and recognised frameworks such as Sedex.

Local Communities

As a business operating within the West Midlands, Eurox also recognises the importance of contributing positively to the communities where it operates. This includes supporting local initiatives, responsible waste management practices and maintaining safe working environments within its facilities.

Current ESG-Related Policies and Programmes

Environmental Policies

- Commitment to achieving Net Zero operational emissions by 2040, with wider supply chain alignment targeted by 2050 as part of the company's long-term ESG strategy.
- Environmental performance is managed through the ISO 14001 Environmental Management System, which supports continuous improvement in energy use, waste reduction and responsible resource management across company operations.
- Ongoing energy efficiency improvements at the Smethwick operational site, including LED lighting upgrades, energy monitoring and ongoing evaluation of renewable energy solutions such as solar PV installations.
- Recycling and waste reduction initiatives, including improved packaging efficiency, bulk garment packing and collaboration with recycling partners such as SUEZ Recycling and Recovery UK. Eurox was recognised with the SUEZ Sustainable Supplier Award Winner Badge in 2026 for its sustainability efforts.
- Development of circular economy initiatives such as the Uniform Reuse and Recycling Box Initiative, enabling returned garments to be recycled or repurposed where possible.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Social Responsibility

- Community engagement initiatives delivered within the West Midlands, including environmental volunteering activities such as local litter picking programmes around the Smethwick site.
- Donations of workwear and high-visibility garments to local community organisations and transport services, supporting volunteers and staff working in challenging weather conditions.
- Ongoing engagement with Sandwell Council volunteer programmes, including proposed tree planting initiatives within Sandwell Valley to support local environmental improvement.
- Contributions to wider social value initiatives including support for community safety awareness campaigns, youth engagement activities and donations to local support services.
- A commitment to promoting diversity, equality and inclusion across the workforce through formal policies including Equal Opportunities, Diversity and Inclusion, and Work-Life Balance policies aligned with the Equality Act 2010.

Governance Practices

- Compliance with recognised management system standards including ISO 9001 (Quality), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety) to ensure structured governance across business operations.
- A strong ethical sourcing framework supported by the company's Ethical and Sustainable Procurement Policy and supplier due diligence processes.
- Supply chain monitoring through supplier engagement, ethical sourcing requirements and recognised frameworks such as Sedex, helping ensure responsible labour standards across manufacturing partners.
- A Modern Slavery Policy and associated supplier due diligence procedures to ensure transparency and eliminate risks of forced labour or human trafficking within the supply chain.
- Internal governance policies including whistleblowing, anti-bribery and ethical conduct procedures, ensuring employees can raise concerns and that the company operates with transparency and accountability.

Please scroll down for Environmental Strategy - Driving Sustainability Across Every Step of Our Journey

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk

Environmental Strategy - Driving Sustainability Across Every Step of Our Journey

Purpose

Future Garments Limited t/a Eurox Limited is committed to implementing practical environmental initiatives that support its Net Zero targets and wider sustainability objectives. This section outlines the steps the business is taking to improve energy efficiency, reduce carbon emissions, manage waste responsibly, conserve water and explore renewable energy opportunities across its operations.

Scope 1 & 2 Energy Usage and Efficiency Plans 2023

Future Garments Limited t/a Eurox Limited has taken significant steps to reduce energy consumption across its operational sites.

- **Smethwick Site:**
 - Electricity usage for 2023 was 112,729 kWh, equating to 15.52 tonnes CO₂.
 - Gas consumption for 2023 was 25,835 kWh, resulting in 4.26 tonnes CO₂.
 - Implemented measures include:
 - LED Lighting Installation: Estimated annual savings of 16,200 kWh, reducing emissions by 3.64 tonnes CO₂.
 - Ceiling Insulation: Annual savings of 3,000 kWh, reducing emissions by 0.67 tonnes CO₂.
 - Plans for a 50kWp Solar PV Array capable of generating 25,420 kWh/year, projected to reduce emissions by 5.72 tonnes CO₂. annually.
 - Business miles in 2023 totalled 81,710 miles, contributing 17.46 tonnes CO₂.
- **Garretts Green Site:**
 - Electricity usage for 2023: 278,000 kWh, resulting in 38.38 tonnes CO₂.
 - Gas consumption for 2023: 21,000 kWh, resulting in 4.26 tonnes CO₂.
 - Business travel for 2023: Contributed an additional 0.16 tonnes CO₂.
 - Planned energy audit for 2025 to identify efficiency opportunities, ensuring alignment with Smethwick's energy-saving measures.
- **Combined Baseline for 2023:**
 - Total Electricity Consumption: 390,729 kWh.
 - Total Gas Consumption: 46,835 kWh
 - Total emissions: 80.04 tonnes CO₂.
 - Targeted annual reduction: 10%, progressing towards Net Zero by 2040.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Carbon Footprint and Reduction Targets

2023 Carbon Footprint:

- Scope 1 (direct emissions from gas and business miles): 26.14 tonnes CO₂.
 - Smethwick Site: 4.26 tonnes CO₂ (gas) + 17.46 tonnes CO₂ (business travel) = 21.72 tonnes CO₂.
 - Garretts Green Site: 4.26 tonnes CO₂ (gas) + 0.16 tonnes CO₂ (business travel) = 4.42 tonnes CO₂.
- Scope 2 (indirect emissions from electricity): 53.90 tonnes CO₂.
 - Smethwick Site: 15.52 tonnes CO₂.
 - Garretts Green Site: 38.38 tonnes CO₂.

Reduction Targets:

- 2024: Achieve a 10% reduction in total emissions, targeting 72.04 tonnes CO₂.
- 2040: Reach Net Zero emissions for Scope 1 and Scope 2 operations.
- Scope 3 emissions (supply chain): Begin comprehensive data collection and establish a baseline by 2024 to assess and reduce indirect emissions throughout the value chain.

Pathway to a Brighter, Sustainable Future Scope 1 & 2

In 2023, Future Garments Limited t/a Eurox Limited recorded a total carbon footprint of 80.04 tonnes of CO₂ across its Smethwick and Garretts Green (HRS) sites, primarily driven by electricity consumption (53.90 tonnes CO₂), business travel (17.62 tonnes CO₂), and gas usage (8.52 tonnes CO₂). Committed to achieving Net Zero emissions by 2040, the company is implementing energy efficiency measures such as the planned installation of a 50kWp Solar PV Array at the Smethwick site, LED lighting upgrades, and enhanced insulation. Further strategies include transitioning to hybrid and electric vehicles, reducing business travel through virtual meetings, and conducting a comprehensive energy audit at the Garretts Green site in 2025. With a targeted 10% emissions reduction by 2024 and ongoing improvements in tracking Scope 3 emissions, Future Garments Limited t/a Eurox Limited is driving meaningful change towards a more sustainable and environmentally responsible future.

Please see below tables for clarity.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

FG/EUROX Site Billing Month	FG/EUROX Site Tons CO2 Emissions from Electricity (kg to tons)	FG/EUROX Site Total CO2 Gas Emissions (tons)	FG/EUROX Site Business Travel (tons)	FG/EUROX Site Total Tons CO2
Jan-23	1.377864843	0.723993	1.4546775	3.556535343
Feb-23	1.53411934	0.9162372	1.4546775	3.90503404
Mar-23	1.764299717	0.7862094	1.4546775	4.005186617
Apr-23	1.336728544	0.5962032	1.4546775	3.387609244
May-23	1.249569046	0.4276818	1.4546775	3.131928346
Jun-23	1.30039422	0.0640068	1.4546775	2.81907852
Jul-23	0.977219707	0.0360318	1.4546775	2.467929007
Aug-23	1.09005947	0.0362556	1.4546775	2.58099257
Sep-23	0.848465621	0.043641	1.4546775	2.346784121
Oct-23	1.020176518	0.0642306	1.4546775	2.539084618
Nov-23	1.870527234	0.240585	1.4546775	3.565789734
Dec-23	1.153914552	0.3260766	1.4546775	2.934668652
Total	15.52333881	4.261152	17.45613	37.24062081
HRS Billing Month	HRS Tons CO2 Emissions from Electricity (kg to tons)	HRS Total CO2 Gas Emissions (tons)	HRS Business Travel (tons)	HRS Total Tons CO2
Jan-23	3.26233127	0.83134184	0.01315875	4.10683186
Feb-23	3.752610928	0.85069644	0.01315875	4.616466118
Mar-23	4.332877321	0.7451521	0.01315875	5.091188171
Apr-23	3.207120013	1.05270493	0.01315875	4.272983693
May-23	3.68180779	0.54001393	0.01315875	4.23498047
Jun-23	3.961884061	0.044046128	0.01315875	4.019088939
Jul-23	2.890755529	0.00920373	0.01315875	2.913118009
Aug-23	3.266031033	0.01155099	0.01315875	3.290740773
Sep-23	2.158006764	0.01385707	0.01315875	2.185022584
Oct-23	2.628033672	0.01389825	0.01315875	2.655090672
Nov-23	3.714385156	0.1494834	0.01315875	3.877027306
Dec-23	1.521985896	0	0.01315875	1.535144646
Total	38.37782943	4.261948808	0.157905	42.79768324

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



Scope 1 & 2 CO₂ Emissions Reduction (2023-2050): Year-on-Year Progress and Future Targets

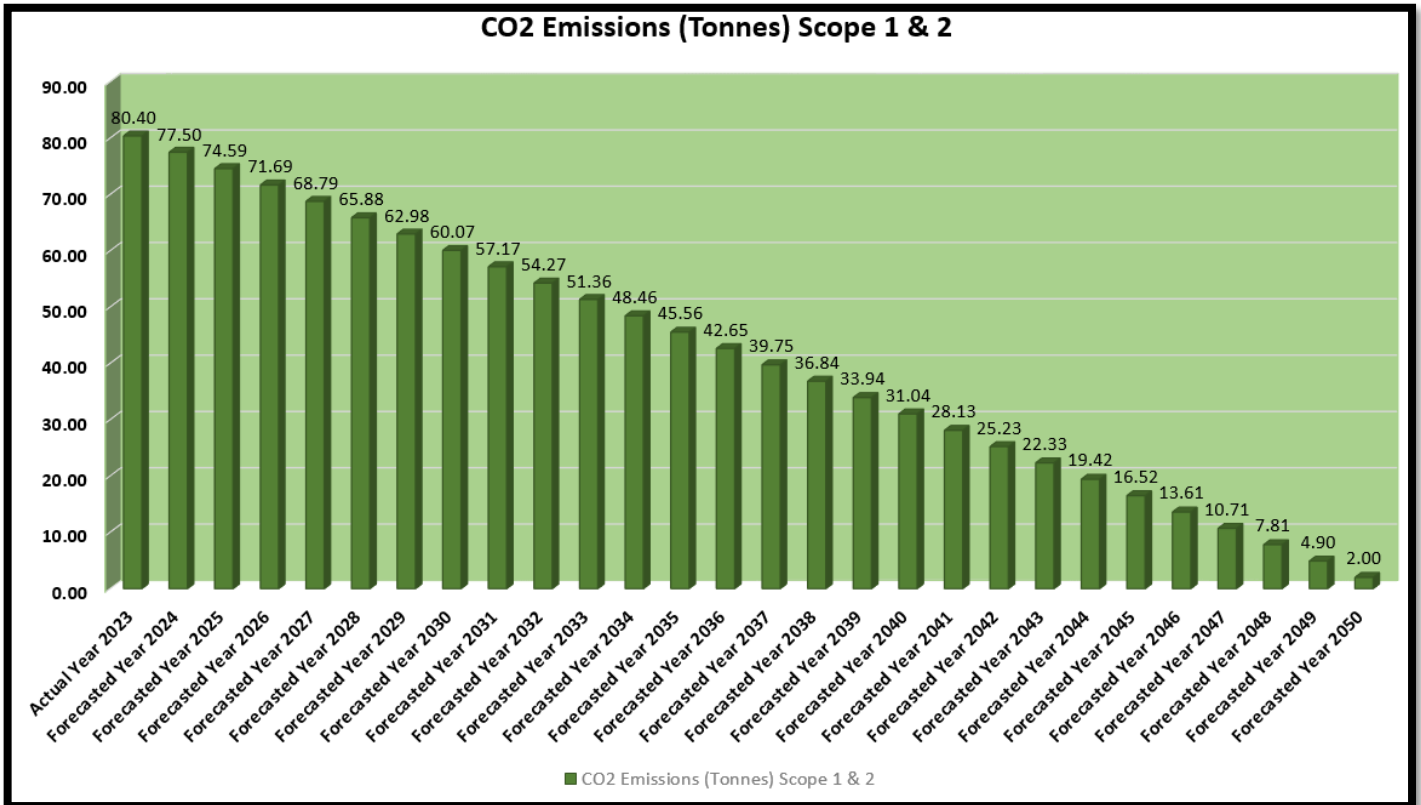
Scope 1 & 2 CO₂ Emissions Reduction Calculation (2023-2050). The Scope 1 & 2 CO₂ Emissions Reduction Table is based on the current emissions baseline and follows a structured year-on-year reduction model to align with Eurox Ltd.’s ESG Plan. The approach ensures that the company meets its sustainability targets while maintaining operational efficiency.

The emissions reduction follows a linear model, ensuring a steady, controlled decrease in CO₂ emissions over time rather than abrupt drops. The calculation is based on the starting emissions value for 2023 and applies a 10% reduction per year in line with the company’s Net Zero strategy.

The formula used for each year’s projected emissions is:

$$\text{CO}_2 \text{ Emissions for Year } n = \text{CO}_2 \text{ Emissions in Previous Year} - (\text{CO}_2 \text{ Emissions in Previous Year}) \times 10\% \text{ Reduction}$$

This method ensures that emissions decrease gradually while accounting for the company’s efforts to improve energy efficiency, renewable energy adoption, and operational optimisations. By 2050, emissions are projected to reach a minimal level rather than absolute zero. This accounts for unavoidable residual emissions that remain after implementing all feasible reduction strategies. The final emissions value is kept at a low threshold to reflect practical sustainability targets while ensuring compliance with ISO 14001 and Net Zero principles.



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+44(121)555-7167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk



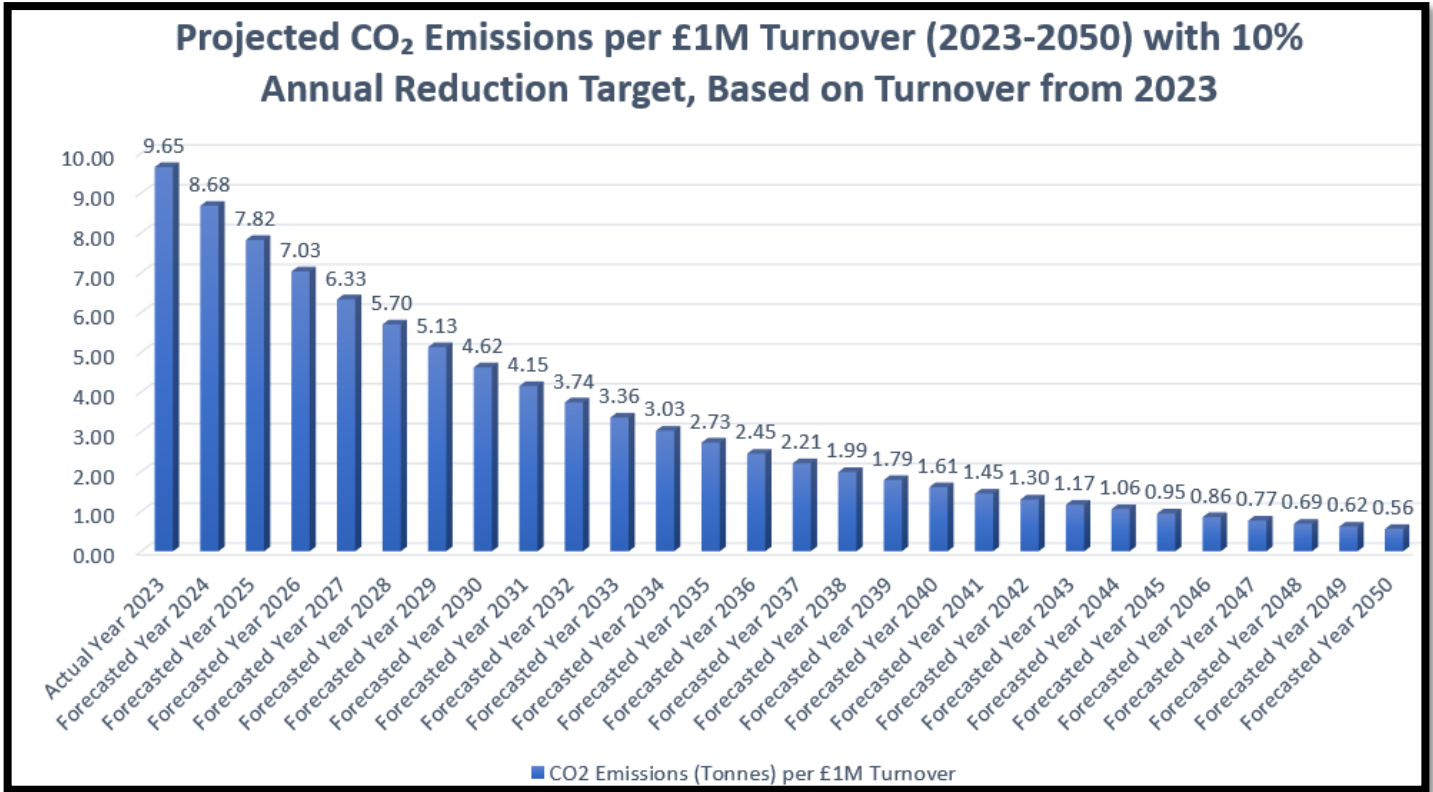
Projected CO₂ Emissions per £1M Turnover (2023-2050) with 10% Annual Reduction, Based on 2023 Turnover

The Projected CO₂ Emissions per £1M Turnover (2023-2050) table illustrates the year-on-year reduction in carbon intensity relative to revenue, aligning with Eurox Ltd.’s 10% annual emissions reduction target. The calculation adjusts Scope 1 & 2 CO₂ emissions proportionally to turnover, ensuring that as the company reduces its operational carbon footprint, its emissions efficiency improves. This projection supports Eurox Ltd.’s Net Zero strategy by demonstrating a structured decline in emissions intensity, reflecting ongoing sustainability initiatives such as energy efficiency improvements, renewable energy integration, and operational optimisations.

The Projected CO₂ Emissions per £1M Turnover table is calculated by dividing total Scope 1 & 2 CO₂ emissions for each year by the company’s annual turnover, which is assumed to remain constant at the 2023 level of £8.3M. The emissions reduction follows a structured 10% annual decline, ensuring that as Eurox Ltd reduces its operational carbon footprint, its emissions efficiency improves over time.

$$\text{CO}_2 \text{ Emissions for Year } n = \text{CO}_2 \text{ Emissions in Previous Year} \times (1 - 0.10)$$

$$\text{CO}_2 \text{ per } \text{£}1\text{M Turnover for Year } n = \frac{\text{Total CO}_2 \text{ Emissions for Year } n}{\text{Turnover (}\text{£}\text{M)}}$$



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
 +44 (121) 555-7167
 0121 289 2769

Website
www.eurox.co.uk
www.futuregarments.co.uk

Scope 1 & 2 Energy Usage and Efficiency Plans 2024

Future Garments Limited t/a Eurox Limited continues to implement strategic energy efficiency measures across its operational sites, further progressing towards its Net Zero goals.

- **Smethwick Site:**
 - Electricity usage for 2024: 82,686.90 kWh, resulting in 12.3051 tonnes CO₂.
 - Gas consumption for 2024: 15,143.80 kWh, resulting in 3.3889 tonnes CO₂.
 - Implemented and Planned Measures:
 - Next Stage of LED Lighting Installation: Estimated annual savings of 20,000 kWh, reducing emissions by 4.50 tonnes CO₂.
 - Expanded Ceiling Insulation: Annual savings of 5,000 kWh, reducing emissions by 1.12 tonnes CO₂.
 - 50kWp Solar PV Array (Operational/Planned): Projected to generate 42,000 kWh/year, reducing emissions by 10.5 tonnes CO₂ annually.
 - Business miles in 2024: Totalled 28.59398 tonnes CO₂.
- **Garretts Green (HRS) Site:**
 - Electricity usage for 2024: 82,300.20 kWh, resulting in 12.8218 tonnes CO₂.
 - Gas consumption for 2024: 28,045.03 kWh, resulting in 5.9867 tonnes CO₂.
 - Business travel for 2024: Contributed an additional 0.1982 tonnes CO₂.
 - A comprehensive energy audit is scheduled to identify further energy efficiency improvements and ensure alignment with Smethwick's sustainability initiatives.
- **Combined Baseline for 2024:**
 - Total Electricity Consumption: 164,987.10 kWh.
 - Total Gas Consumption: 43,188.83 kWh.
 - Total emissions: 63.2953 tonnes CO₂.
 - Targeted annual reduction: 10%, driving progress towards Net Zero by 2040.

Carbon Footprint and Reduction Targets 2024/2025

- **2024 Carbon Footprint:**
 - Scope 1 (direct emissions from gas and business miles): 38.1678 tonnes CO₂.
 - Smethwick Site: 3.3889 tonnes CO₂ (gas) + 28.59398 tonnes CO₂ (business travel) = 31.98288 tonnes CO₂.
 - Garretts Green Site: 5.9867 tonnes CO₂ (gas) + 0.1982 tonnes CO₂ (business travel) = 6.1849 tonnes CO₂.
 - Scope 2 (indirect emissions from electricity): 25.1270 tonnes CO₂.
 - Smethwick Site: 12.3051 tonnes CO₂.
 - Garretts Green Site: 12.8218 tonnes CO₂.
- **Reduction Targets:**
 - 2025: Achieve a 10% reduction in total emissions, targeting 56.9658 tonnes CO₂.
 - 2040: Reach Net Zero emissions for Scope 1 and Scope 2 operations.

Scope 3 emissions (supply chain): Continue data collection and establish reduction strategies to mitigate indirect emissions throughout the supply chain.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Pathway to a Brighter, Sustainable Future Scope 1 & 2

In 2024, Future Garments Limited t/a Eurox Limited recorded a total carbon footprint of 63.30 tonnes of CO₂ across its Smethwick and Garretts Green (HRS) sites. The primary contributors were:

- Electricity consumption: 25.13 tonnes CO₂
- Business travel: 28.79 tonnes CO₂
- Gas usage: 9.41 tonnes CO₂

Committed to achieving Net Zero emissions by 2040, the company is actively progressing with several energy efficiency measures, including:

- Planned installation of 50kWp Solar PV Arrays at both the Smethwick and Garretts Green sites.
- Ongoing LED lighting upgrades across both sites, projected to save 20,000 kWh annually, reducing emissions by 4.50 tonnes CO₂.
- Enhanced insulation projects scheduled for completion, estimated to save 5,000 kWh annually and reduce emissions by 1.12 tonnes CO₂.

Additional strategies include transitioning to a hybrid and electric vehicle fleet, further reducing business travel through increased use of virtual meetings, and preparing for a comprehensive energy audit at the Garretts Green site in 2025.

Future Garments Limited t/a Eurox Limited has successfully achieved its targeted 10% emissions reduction by 2024, with a total reduction of 16.74 tonnes CO₂ compared to 2023. This progress is largely due to a significant 28.77 tonnes CO₂ reduction in Scope 2 emissions, despite a 12.03 tonnes CO₂ increase in Scope 1 emissions, primarily from business travel.

These efforts highlight the company's commitment to a more sustainable and environmentally responsible future.

Please see below tables for clarity.

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk

FGL/EUROX SITE

FG/EUROX Smethwick Site Billing Month	FG/EUROX Site Tons CO2 Emissions from Electricity (kg to tons)	FG/EUROX Site Total CO2 Gas Emissions (tons)	FG/EUROX Site Business Travel (tons)	FG/EUROX Site Total Tons CO2
Jan-24	1.621798279	0.371192442	2.382831667	4.375822388
Feb-24	1.664492177	0.340569888	2.382831667	4.387893731
Mar-24	1.533542048	0.30337209	2.382831667	4.219745804
Apr-24	0.949853573	0.267080682	2.382831667	3.599765922
May-24	1.237010261	0.176137314	2.382831667	3.795979242
Jun-24	0.590750709	0.001917966	2.382831667	2.975500342
Jul-24	0.592078255	0.282431795	2.382831667	3.257341717
Aug-24	0.387900049	0.282431795	2.382831667	3.053163511
Sep-24	0.649089913	0.028787394	2.382831667	3.060708974
Oct-24	0.815212984	0.295212342	2.382831667	3.493256993
Nov-24	1.270208889	0.599625102	2.382831667	4.252665658
Dec-24	0.99320058	0.440422734	2.382831667	3.81645498
Total	12.30513772	3.389181545	28.59398	44.28829926

HRS SITE

HRS Garretts Green Billing Month	HRS Tons CO2 Emissions from Electricity (kg to tons)	HRS Total CO2 Gas Emissions (tons)	HRS Business Travel (tons)	HRS Total Tons CO2
Jan-24	2.45	1.898637269	0.0165165	4.366535882
Feb-24	2.26	1.903565955	0.0165165	4.176740511
Mar-24	0.92	0.876594877	0.0165165	1.813226921
Apr-24	0.89	0.617983941	0.0165165	1.523964949
May-24	1.13	0.257181857	0.0165165	1.399705254
Jun-24	0.56	0.046673066	0.0165165	0.627303856
Jul-24	0.63	0.009752646	0.0165165	0.660485149
Aug-24	0.35	0.012239898	0.0165165	0.381364996
Sep-24	0.76	0.01470315	0.0165165	0.789928384
Oct-24	0.83	0.014746786	0.0165165	0.864122617
Nov-24	1.41	0.158400862	0.0165165	1.582841918
Dec-24	0.63	0.176496711	0.0165165	0.820758939
Total	12.82180436	5.986977017	0.198198	19.00697938

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



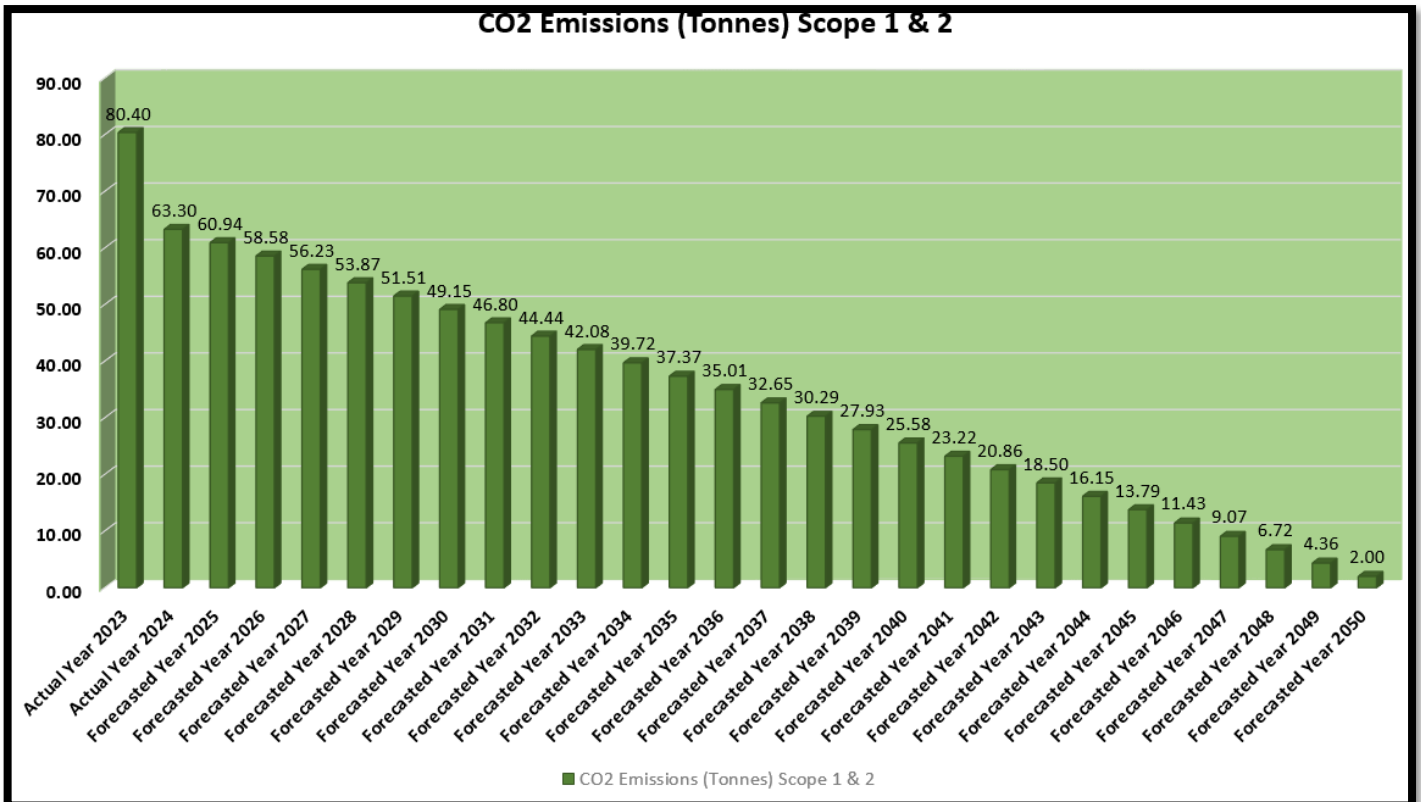
Scope 1 & 2 CO₂ Emissions Reduction (2024-2050): Year-on-Year Progress and Future Targets

Summary of CO₂ Emissions for 2024

The 2024 CO₂ emissions projection reflects Eurox Ltd.’s commitment to reducing Scope 1 & 2 emissions in line with its 10% annual reduction target. Based on the actual emissions of 80.4 tonnes CO₂ in 2023, the projected emissions for 2024 are 63.3 tonnes CO₂, demonstrating a significant step toward Net Zero by 2050.

In 2024, Eurox Ltd reduced Scope 1 & 2 CO₂ emissions from 80.4 tonnes in 2023 to 63.3 tonnes, aligning with the 10% annual reduction target outlined in the ESG plan. This was achieved through a combination of energy efficiency improvements, including the installation of LED lighting, enhanced insulation, and increased reliance on solar PV systems to reduce electricity consumption.

Fleet optimisation was another key factor, with company vehicles transitioning to lower-emission hybrid and electric models to reduce fuel-based emissions. Eurox Ltd also partnered with UPS for deliveries, utilizing their carbon-efficient logistics network to minimise transport-related emissions. Additionally, the company introduced more sustainable packaging solutions, reducing plastic use and optimising materials to lower waste and carbon footprint. These initiatives reinforce Eurox Ltd.’s commitment to Net Zero by 2050, ensuring environmental sustainability while maintaining operational efficiency.



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+44(121)555-7167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk



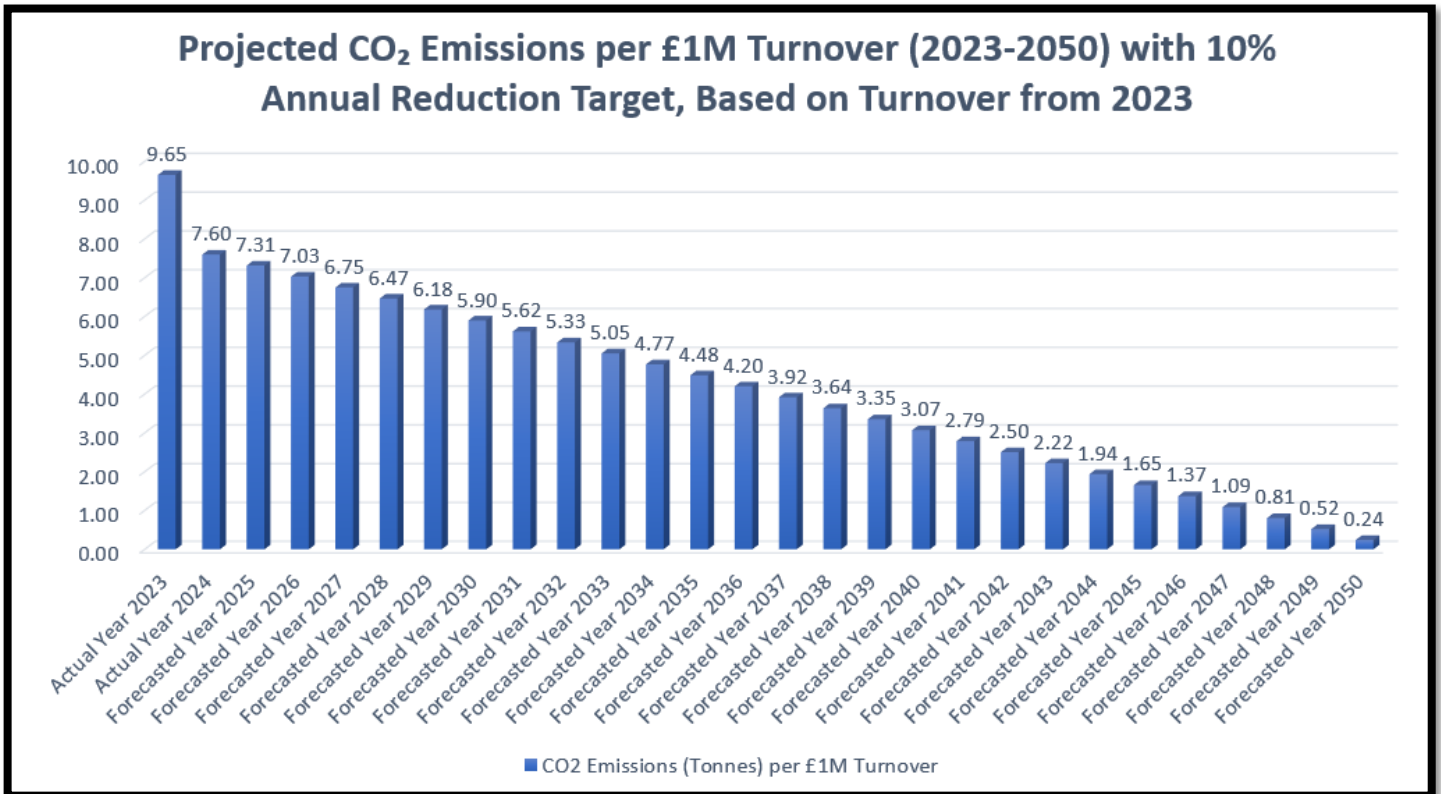
**Projected CO₂ Emissions per £1M Turnover
(2024-2050) with 10% Annual Reduction, Based on 2024 Turnover**

Updated CO₂ Emissions per £1M Turnover Summary (2024 Update)

Following the reduction in Scope 1 & 2 CO₂ emissions from 80.4 tonnes in 2023 to 63.3 tonnes in 2024, the CO₂ emissions per £1M turnover have also decreased from 9.65 to 7.60 tonnes per £1M turnover.

This reflects Eurox Ltd.'s ongoing sustainability initiatives, including energy efficiency improvements, increased use of renewable energy, fleet optimisation, sustainable packaging, and carbon-efficient logistics partnerships such as UPS.

By maintaining a 10% annual CO₂ reduction target, this projection demonstrates a structured decline in emissions intensity, ensuring Eurox Ltd.'s operations become more carbon-efficient over time. These efforts align with the company's Net Zero strategy, reinforcing its commitment to reducing environmental impact while maintaining business performance.



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+44(121)555-7167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk



Scope 1 & 2 Energy Usage and Efficiency Plans – 2025

Executive Summary

This Environmental, Social and Governance (ESG) report outlines the sustainability strategy, environmental performance and operational improvements implemented by Future Garments Limited t/a Eurox Limited, a UK-based provider of PPE, workwear and corporate clothing solutions.

As part of its commitment to responsible environmental management, Eurox measures and reports its greenhouse gas emissions in line with the Greenhouse Gas (GHG) Protocol, the internationally recognised standard for carbon reporting. The organisation currently reports emissions across Scope 1 (direct emissions from gas usage and company travel) and Scope 2 (indirect emissions from purchased electricity). Scope 3 emissions relating to the wider supply chain are currently being assessed and will be incorporated into future reporting.

In Q1 2024, Eurox undertook an independent review of its carbon reporting methodology, ensuring that emissions data collection, calculations and reporting processes aligned with recognised GHG Protocol guidance. This review established a reliable carbon baseline and supports transparent reporting across operational activities.

Eurox operates from two primary operational locations in the West Midlands:

- Smethwick Site – operational headquarters and warehouse facility
- Garretts Green (HRS) Site – warehouse and logistics facility

Through a combination of energy efficiency improvements and operational changes, the organisation has successfully reduced its Scope 1 and Scope 2 carbon emissions.

Scope 1 & Scope 2 Emissions Reduction

Eurox reduced combined Scope 1 and Scope 2 emissions from 80.40 tonnes CO₂ in 2023 to 63.30 tonnes CO₂ in 2024. Further operational improvements during 2025 reduced emissions to 55.41 tonnes CO₂. This represents a reduction of approximately 25 tonnes CO₂ across Scope 1 and Scope 2 emissions since 2023, demonstrating measurable progress towards the organisation's Net Zero strategy.

Key operational improvements contributing to this reduction include:

- Installation of energy-efficient LED lighting systems
- Improvements to building insulation and energy efficiency
- Removal of gas usage at the Garretts Green (HRS) site
- Development of solar photovoltaic (PV) renewable energy projects
- Continued optimisation of business travel and fleet management

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Carbon Intensity Relative to Turnover

Eurox monitors emissions relative to company turnover to understand carbon efficiency in relation to operational output.

For the financial year ending 29 May 2025, Future Garments Limited reported turnover of approximately £9.72 million.

Based on this operational scale:

- 2023: 9.69 tonnes CO₂ per £1M turnover
- 2024: 6.45 tonnes CO₂ per £1M turnover
- 2025: 5.70 tonnes CO₂ per £1M turnover

Full comparison is as follows:

- 2023: £8.30M turnover – 80.40 tCO₂ (9.69 tCO₂ per £1M)
- 2024: £9.82M turnover – 63.30 tCO₂ (6.45 tCO₂ per £1M)
- 2025: £9.72M turnover – 55.41 tCO₂ (5.70 tCO₂ per £1M)

Expressed in kilograms:

- 2023: 9,690 kg CO₂ per £1M turnover
- 2024: 6,450 kg CO₂ per £1M turnover
- 2025: 5,700 kg CO₂ per £1M turnover

This represents a reduction of 3,240 kg CO₂ per £1M turnover between 2023 and 2024, followed by a further 750 kg CO₂ reduction between 2024 and 2025, giving a total reduction of 3,990 kg CO₂ per £1M turnover since 2023.

Overall this equates to an improvement of approximately 41% in carbon intensity since 2023, demonstrating that operational emissions are reducing while business activity remains stable.

Future Garments Limited t/a Eurox Limited remains committed to achieving Net Zero Scope 1 and Scope 2 emissions by 2040 as part of its long-term environmental strategy.

This will be supported through continued energy efficiency improvements, renewable energy deployment and operational improvements across both sites, while work continues to expand measurement and reduction strategies for Scope 3 supply chain emissions. The reduction in carbon intensity has been calculated by comparing the 2023 baseline of 9.69 tonnes CO₂ per £1M turnover with the 2025 figure of 5.70 tonnes CO₂ per £1M turnover. This represents a reduction of 3.99 tonnes CO₂ per £1M turnover (equivalent to 3,990 kg CO₂), which equates to a 41.2% improvement in operational carbon efficiency over the two-year period. This calculation is based on total reported Scope 1 and Scope 2 emissions relative to annual company turnover, providing a consistent measure of emissions performance against business activity.

Please see below tables for scope 1 and 2.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Eurox FGL Billing Month	Eurox FGL Tons CO2 Emissions from Electricity (kg to tons)	Eurox FGL Total CO2 Gas Emissions (tons)	Eurox FGL Total Tons CO2
Jan-25	2.10623532	0.261003	2.37 tCO ₂
Feb-25	1.80782784	0.33188592	2.14 tCO ₂
Mar-25	1.61444241	0.26411672	1.88 tCO ₂
Apr-25	1.21366861	0.18975376	1.40 tCO ₂
May-25	0.99034586	0.07216504	1.06 tCO ₂
Jun-25	0.93723126	0.05641328	0.99 tCO ₂
Jul-25	1.01014312	0.03956256	1.05 tCO ₂
Aug-25	0.92033116	0.03516672	0.96 tCO ₂
Sep-25	1.08039925	0.083771889	1.16 tCO ₂
Oct-25	1.40705404	0.21631196	1.62 tCO ₂
Nov-25	1.74867749	0.3122878	2.06 tCO ₂
Dec-25	1.4558229	0.3855518	1.84 tCO ₂
Total	16.29217926	2.247990449	18.53 tCO₂

HRS Billing Month	HRS Tons CO2 Emissions from Electricity (kg to tons)	HRS Total CO2 Gas Emissions (tons)	HRS Total Tons CO2
Jan-25	2.396989469	0	2.40 tCO ₂
Feb-25	2.175574016	0	2.18 tCO ₂
Mar-25	1.242762615	0	1.24 tCO ₂
Apr-25	0.924337691	0	0.92 tCO ₂
May-25	0.787596567	0	0.79 tCO ₂
Jun-25	0.761825122	0	0.76 tCO ₂
Jul-25	0.787908254	0	0.79 tCO ₂
Aug-25	0.738015054	0	0.74 tCO ₂
Sep-25	1.55339273	0	1.55 tCO ₂
Oct-25	2.000409308	0	2.00 tCO ₂
Nov-25	2.277072637	0	2.28 tCO ₂
Dec-25	2.026405766	0	2.03 tCO ₂
Total	17.67228923	0	17.68 tCO₂

BUSINES MILES USAGE DETAILS 2025 HRS & FGL	Eurox & HRS CO ₂ e (kg)	Eurox & HRS CO ₂ e (tonnes)
Jan-25	1721.529	1.72 tCO ₂
Feb-25	2114.153	2.11 tCO ₂
Mar-25	1857.22	1.86 tCO ₂
Apr-25	1079.869	1.08 tCO ₂
May-25	1321.98	1.32 tCO ₂
Jun-25	1985.211	1.99 tCO ₂
Jul-25	1961.061	1.96 tCO ₂
Aug-25	1474.495	1.47 tCO ₂
Sep-25	1850.287	1.85 tCO ₂
Oct-25	1469.015	1.47 tCO ₂
Nov-25	1073.989	1.07 tCO ₂
Dec-25	1288.974	1.29 tCO ₂
Total		19.20 tCO₂

Total Scope 1 & 2

55.41 tCO₂
 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk

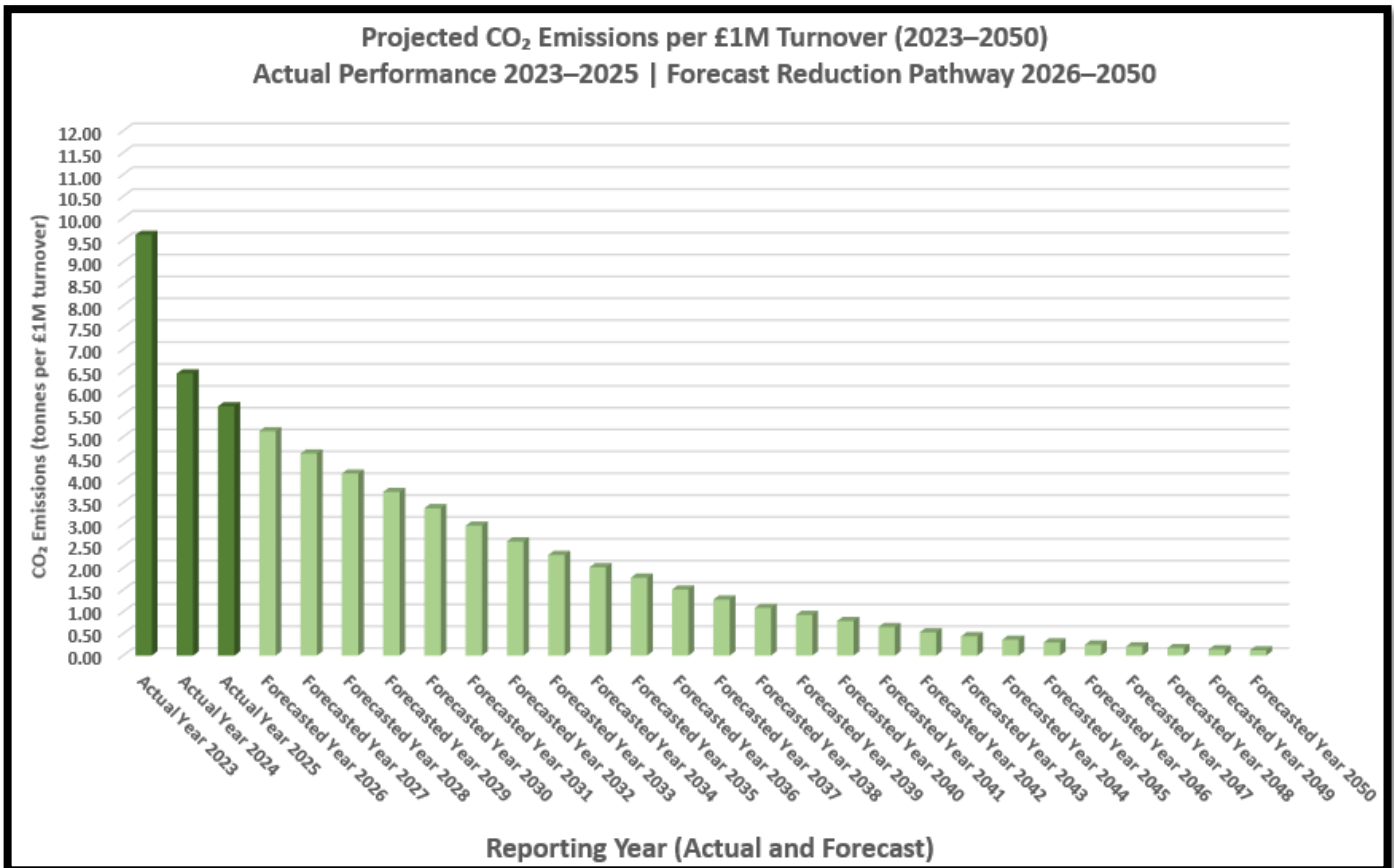


Approach to Calculating Scope 1 and Scope 2 Emissions

Scope 1 – Natural Gas Consumption. Scope 1 emissions from natural gas were calculated by multiplying total gas consumption (kWh) by the natural gas emission factor from the UK Government GHG Conversion Factors for Company Reporting, with the resulting kilograms of CO₂ equivalent converted to tonnes of CO₂ equivalent (tCO₂e).

Scope 1 – Business Travel (Company Vehicles): Scope 1 emissions from company vehicle travel were calculated by multiplying total recorded business miles by the relevant vehicle emission factor (kgCO₂e per mile) based on fuel type, using the UK Government GHG Conversion Factors for Company Reporting, with emissions converted from kilograms to tonnes of CO₂ equivalent (tCO₂e).

Scope 2 – Electricity Consumption. Scope 2 emissions from purchased electricity were calculated by multiplying total electricity consumption (kWh) by the UK electricity carbon intensity factor from the UK Government GHG Conversion Factors for Company Reporting, with additional Transmission and Distribution (T&D) and Well-to-Tank (WTT) factors applied, and the result converted from kilograms to tonnes of CO₂ equivalent (tCO₂e).



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk

Comprehensive Scope 3 Emissions Strategy Plan (2025 and Beyond)

Executive Summary

During 2025 and into 2026, Future Garments Limited t/a Eurox Limited has taken significant steps to develop a structured and evidence-based approach to measuring and reducing Scope 3 emissions across its value chain.

Scope 3 emissions represent the indirect emissions associated with activities outside the company's direct operational control. Within the workwear and PPE sector, these emissions primarily arise from raw material sourcing, garment manufacturing, packaging, logistics, business travel, employee commuting, water use and product end-of-life management.

Eurox initially outlined its Scope 3 ambitions within its earlier ESG planning framework, which focused on supplier engagement, sustainable sourcing, logistics optimisation and circular economy initiatives. Since that time, the organisation has progressed from high-level strategy to practical measurement and implementation across key areas of its value chain.

Rather than relying solely on spend-based estimation methods, Eurox has focused on developing a more accurate and product-led approach to Scope 3 measurement. This includes the introduction of garment-level carbon analysis, life cycle assessments for selected product ranges, recycled material substitution, packaging redesign and improved tracking of travel and operational activities.

Key actions undertaken during 2025 and early 2026 include:

- Development of product-level carbon calculations comparing recycled polyester with virgin polyester
- Introduction and expansion of recycled garment ranges across PPE and workwear products
- Quantification of carbon reductions achieved through recycled materials in customer supply chains
- Reduction of single-use plastic packaging through redesigned packaging formats
- Collection and analysis of hotel accommodation emissions linked to business travel
- Establishment of a framework to capture employee commuting emissions
- Monitoring and reporting of water consumption emissions across operational sites
- Continued expansion of recycling initiatives and garment recovery programmes

These initiatives provide a stronger evidence base for Scope 3 emissions reporting and support the organisation's long-term ambition to reduce emissions across its wider supply chain.

Eurox will continue to expand its Scope 3 methodology through further lifecycle analysis, supplier engagement, product design improvements and improved data collection across its operational activities.

Next below is our approach to development of the scope 3 strategy

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Development of the Scope 3 Strategy (2023–2026)

Eurox's approach to Scope 3 emissions has evolved progressively between 2023 and 2026. Early ESG planning focused on identifying the key areas of indirect emissions across the value chain, including supply chain sourcing, logistics, product materials, packaging and operational activities.

During 2025, the organisation began transitioning from strategic planning into practical measurement and reporting. This included the development of product life cycle analysis, improved tracking of business travel emissions, analysis of packaging impacts, and the introduction of recycled material alternatives across selected garment ranges.

This transition has allowed Eurox to begin building a more detailed understanding of its wider carbon footprint and identify areas where meaningful reductions can be achieved.

Garment Life Cycle Carbon Analysis

part of its Scope 3 emissions strategy, Eurox has begun developing product-level carbon analysis to better understand the environmental impact of garments supplied within its workwear and PPE ranges.

Traditional Scope 3 reporting within the apparel and PPE sector often relies on spend-based calculations, which estimate emissions based on financial expenditure. While this provides a high-level overview, it does not accurately reflect the real carbon impact of individual products, materials, or manufacturing choices.

To address this limitation, Eurox has introduced a more detailed garment life cycle carbon comparison approach. This work focuses on analysing the emissions associated with different material inputs, particularly the difference between garments produced using virgin polyester and those produced using recycled polyester.

The analysis evaluates the estimated carbon emissions generated during the production of each garment based on its net material weight and the associated emission factors for virgin and recycled polyester. By comparing these two scenarios, Eurox is able to quantify the potential carbon savings achieved when recycled materials are used.

This approach provides many key benefits:

- It allows Eurox to identify which products offer the greatest potential for carbon reduction through material replacement.
- It provides customers with clearer visibility of the environmental benefits associated with selecting recycled garment options.
- It supports evidence-based decision making when expanding recycled product ranges.
- It contributes to improved Scope 3 emissions measurement by linking emissions directly to product materials rather than financial spend.

The analysis also estimates the approximate number of recycled plastic bottles required to produce each garment, helping demonstrate the material recovery and circular economy benefits associated with recycled polyester production.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

The table below presents a comparison of selected garments within the Eurox range, highlighting the estimated CO₂ emissions from both virgin and recycled polyester materials, along with the associated carbon reduction achieved when recycled materials are used.

Recycled Polyester Product CO₂ Comparison

Code	Product (A 500ml empty plastic bottle is considered to weigh 15 grams)	Product Net Wet (kg)	CO ₂ kg Emissions from Non Recycled Polyester	CO ₂ kg Emissions from Recycled Polyester	CO ₂ kg Emissions Reduced by Recycled Polyester	CO ₂ Saving Percentage (%)	Plastic Bottles Required (Approx.)
PS020	Hi-Vis Polo Shirt (Short Sleeve)	0.23 kg	3.99 kg CO ₂ e	2.82 kg CO ₂ e	1.17 kg CO ₂ e	29%	15
PS131	Hi-Vis Polo Shirt (Long Sleeve)	0.34 kg	5.65 kg CO ₂ e	4.19 kg CO ₂ e	1.46 kg CO ₂ e	35%	23
SS104	Hi-Vis Quarter Zip Sweatshirt SS001	0.61 kg	4.27 kg CO ₂ e	2.69 kg CO ₂ e	1.58 kg CO ₂ e	37%	41
FJ098	Hi-Vis Full Zip Fleece FJ077	0.79 kg	5.32 kg CO ₂ e	3.35 kg CO ₂ e	1.97 kg CO ₂ e	37%	53
JK126	Hi-Vis Waterproof Jacket JK525/526	0.69 kg	5.28 kg CO ₂ e	3.30 kg CO ₂ e	2.00 kg CO ₂ e	37%	46
TR721	Hi-Vis Waterproof Trousers TR661	0.49 kg	4.28 kg CO ₂ e	2.70 kg CO ₂ e	1.60 kg CO ₂ e	37%	33
TR776	Hi-Vis Ballistic Stretch Trousers TR047	0.61 kg	4.58 kg CO ₂ e	3.20 kg CO ₂ e	1.38 kg CO ₂ e	36%	41
TR748	Hi-Vis Stretch Cargo Trousers	0.64 kg	5.06 kg CO ₂ e	3.20 kg CO ₂ e	1.86 kg CO ₂ e	36%	43
FJ075	Hi-Vis Softshell Jacket	0.80 kg	5.39 kg CO ₂ e	3.39 kg CO ₂ e	2.00 kg CO ₂ e	37%	53
PS017	Aqua Pique Knit Polo Shirt (Recycled)	0.33 kg	3.17 kg CO ₂ e	2.00 kg CO ₂ e	1.17 kg CO ₂ e	37%	22
SS004	Aqua Long Sleeve Sweatshirt (Recycled)	0.48 kg	3.80 kg CO ₂ e	2.40 kg CO ₂ e	1.40 kg CO ₂ e	37%	32
FJ001	Heavyweight Deluxe Fleece Jacket (Recycled)	0.65 kg	5.11 kg CO ₂ e	3.24 kg CO ₂ e	1.87 kg CO ₂ e	37%	43

The life cycle approach used by Eurox as follows:

- Plastic Bottle Waste Recovery → Material Processing and Cleaning → Recycled Polyester Fibre Production → Fabric Manufacturing and Processing → Garment Manufacturing and Assembly → Customer Use Phase → Recycling, Reuse or End-of-Life Recovery.

Recycled Garment Range and Material Substitution

Part of our Scope 3 emissions reduction strategy, Eurox has begun expanding the use of recycled polyester across selected workwear and PPE garments within its product range. This approach reduces reliance on virgin polyester while supporting circular material recovery through the reuse of plastic waste.

Recycled polyester used within these garments is produced from recovered plastic bottles that are processed and converted into textile fibres. By substituting virgin polyester with recycled alternatives, Eurox can reduce the carbon impact associated with raw material production while also diverting plastic waste from landfill and the natural environment.

The garments shown below represent examples from the Eurox recycled workwear and PPE range. These products incorporate recycled polyester fibres while maintaining the required durability, safety performance and compliance standards for operational workwear.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

- **Hi-Vis Polo Shirt (Short Sleeve)** ➤
- PS020 FGXeco Range
- EN ISO 20471 Class 2
- Recycled & Vented Poloshirt
- Made using recycled polyester
- Derived From 15 Plastic Bottles
- Sustainable Packaging



- **Hi-Vis Full Zip Fleece (Recycled)** ➤
- FJ098 FGXeco Range
- EN ISO 20471 Class 3
- Made with recycled polyester
- Derived From 53 Plastic Bottles
- Soft inner fleece for warmth
- Supplied in plastic-free packaging



- **Hi-Vis Quarter Zip Sweatshirt** ➤
- SS104 AQUA Recycled Range
- EN ISO 20471 Class 3
- Reflective Tape
- Recycled & Vented Poloshirt
- Derived from 41 plastic bottles
- Premium Brushed Fabric



- **Hi-Vis Softshell Jacket (Recycled)** ➤
- FJ075 AQUA Recycled Range
- EN ISO 20471 Class 3
- Made with recycled polyester
- Premium tri-laminate softshell
- Derived From 53 Plastic Bottles
- Wind-resistant outer with warm fleece



- **Hi-Vis Polo Shirt (Long Sleeve)** ➤
- PS131 FGXeco Range
- EN ISO 20471 Class 3
- Recycled & Vented Poloshirt
- Made using recycled polyester
- Derived from 23 plastic bottles
- Sustainable Packaging



- **Hi-Vis Waterproof Jacket (Recycled)** ➤
- JK126 FGXeco Range
- EN ISO 20471 Class 3
- EN343:2019 4:4X
- Made with recycled polyester
- Derived from 46 plastic bottles
- Lightweight laminated
- Breathable waterproof fabric
- Taped seams for weather protection
- Lightweight segmented reflective tape



- **Hi-Vis Waterproof Trousers** ➤
- TR721 FGXeco Range
- EN ISO 20471 Class 2
- EN343:2019 4:4X
- Made with recycled polyester
- Derived from 33 plastic bottles
- Lightweight laminated
- Breathable waterproof fabric
- Two-way zip and stud fastening
- Lightweight segmented tape



- **Hi-Vis Ballistic Stretch Trousers** ➤
- TR776 FGXeco Range
- EN ISO 20471 Class 2
- Made with recycled polyester
- Derived from 41 plastic bottles
- Multi-Dimensional light-weight stretch fabric
- Reinforced ballistic panels
- High-rise elasticated waistband



✉ **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

☎ **Phone**
 +44 (121) 555-7167
 0121 289 2769

🌐 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



Depending on the garment type, each item may incorporate recycled polyester derived from between 15 and over 50 recycled plastic bottles. This demonstrates how material substitution within workwear products can contribute to both carbon reduction and improved resource efficiency.

By increasing the availability of recycled garment options, Eurox is able to provide customers with workwear solutions that support both operational performance and environmental objectives.

The expansion of recycled material garment ranges also supports Eurox's wider Scope 3 emissions strategy by reducing upstream emissions associated with raw material production and textile manufacturing.

Why Eurox Uses a Life Cycle Carbon Approach

Future Garments Limited t/a Eurox Limited has chosen to develop a product-level life cycle carbon approach rather than relying solely on traditional spend-based Scope 3 emission calculations.

Spend-based methodologies estimate emissions using financial expenditure data and industry averages. While useful as an initial baseline, these models often lack accuracy because they do not reflect the actual materials, manufacturing processes, or product design choices used within specific garment ranges.

As Eurox increasingly introduces recycled materials, redesigned packaging formats and improved manufacturing methods, a spend-based model would not accurately reflect the real carbon reductions being achieved at product level.

By analysing emissions across each stage of the garment life cycle, Eurox is able to calculate the carbon impact of individual products and demonstrate the measurable benefits of design improvements such as recycled polyester fabrics and reduced packaging. This product-level approach also supports the development of customer-facing sustainability reporting tools. As the Eurox online ordering portal evolves, clients will be able to view estimated carbon impacts associated with the garments they purchase, helping organisations better understand and manage the environmental impact of their workwear and PPE supply chains.

The life cycle assessment data presented in the following section provides the evidence base for these calculations and demonstrates the carbon reductions achieved through the introduction of recycled polyester across selected product ranges.

Eurox is developing its garment life cycle carbon methodology to support improved transparency for clients through the Eurox online ordering portal. Rather than relying solely on spend-based Scope 3 estimates, which often use industry averages and financial data, Eurox is building product-level carbon calculations based on the materials, manufacturing processes and packaging used within specific garment ranges. This approach allows clients to view estimated environmental impacts linked to the workwear and PPE they purchase, including carbon footprint, recycled material content, packaging reductions and recycling outcomes. By using life cycle analysis, Eurox can provide a more accurate representation of the environmental impact of its products and help organisations better understand and manage the sustainability performance of their workwear supply chains.

E-mail

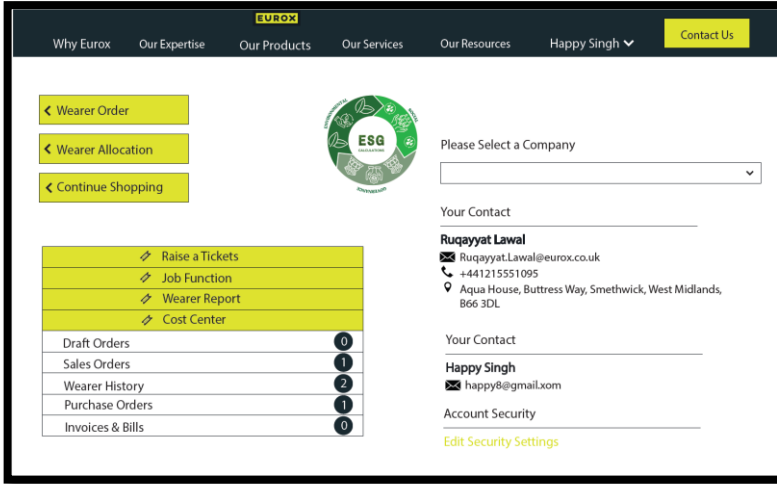
info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
[0121 289 2769](tel:01212892769)

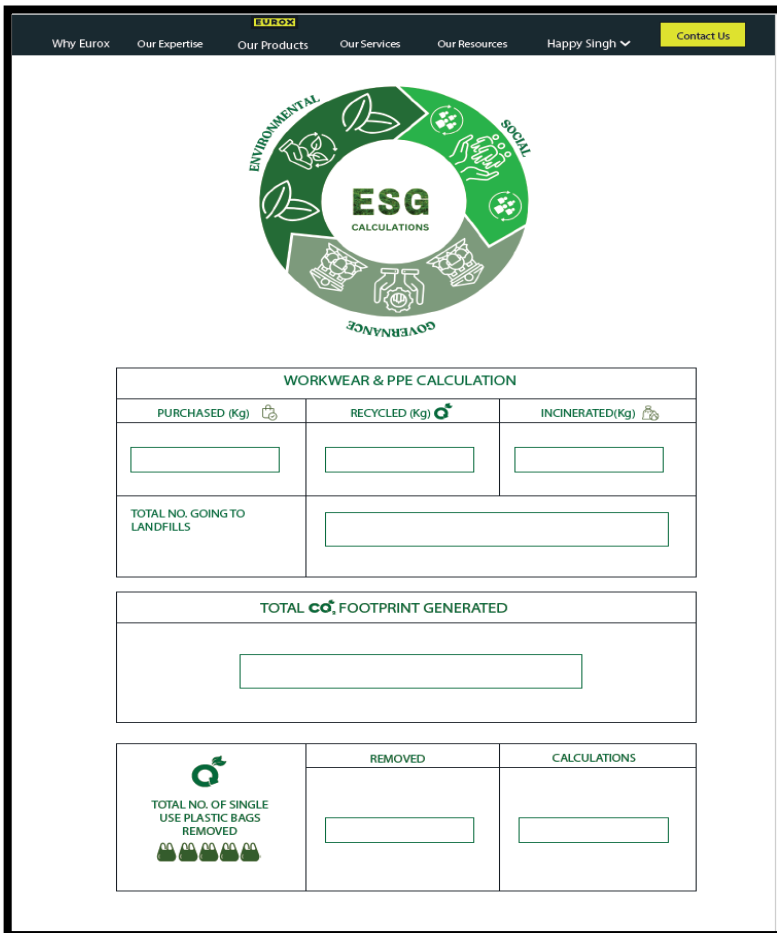
Website

www.eurox.co.uk
www.futuregarments.co.uk



The Eurox client portal includes an integrated ESG calculation dashboard that allows organisations to view key environmental metrics associated with their workwear and PPE purchases.

Through the portal, clients can monitor product volumes supplied, estimated carbon footprint, quantities recycled or recovered, materials diverted from landfill, and reductions in single-use plastic packaging.



The portal includes an ESG calculation dashboard that automatically calculates key environmental metrics associated with workwear and PPE supplied to each organisation.

The system uses product, material and packaging data to estimate the total carbon footprint generated, quantities recycled or recovered, waste diverted from landfill, and reductions in single-use plastic packaging.

This provides clients with a simple way to monitor the environmental impact of their uniform and PPE supply, supporting internal ESG reporting and helping organisations track progress against their sustainability objectives.

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
 +44 (121) 555-7167
 0121 289 2769

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



Packaging Sustainability and Waste Management

Packaging is an important component of the workwear and PPE supply chain and contributes to Scope 3 emissions through the production, transportation and disposal of packaging materials. As part of its wider ESG strategy, Eurox has undertaken a detailed review of packaging formats across its product ranges to reduce unnecessary materials while maintaining the protection required for garments during storage and delivery.

Rather than applying a standard packaging format to all products, packaging is reviewed at SKU level to determine where materials can be removed, replaced or reduced without compromising product integrity.

Packaging Compliance and Reporting

Future Garments Limited t/a Eurox Limited maintains full compliance with UK packaging waste regulations and reporting requirements.

- Continue bi-annual packaging compliance reporting through Valpak Limited
- Monitor packaging material usage across product ranges
- Support compliance with the UK Plastic Packaging Tax

This reporting framework allows Eurox to measure packaging material volumes and track reductions achieved through packaging redesign initiatives.

Sustainable Packaging Materials

Eurox is actively transitioning towards lower-impact packaging materials across workwear, PPE and accessory ranges.

Key initiatives include:

- Removal of unnecessary plastic sleeves and garment wraps
- Replacement of individual polybags with paper bands and cardboard wraps
- Introduction of compostable and recyclable packaging materials
- Packaging designs focused on minimal material use

Many products are now supplied using paper-based band packaging rather than individual plastic bags, significantly reducing plastic consumption across garment orders.

Where plastic packaging remains necessary, it is used only where required to protect garments from moisture, contamination or damage during storage and transport.

Eurox aims to continue expanding the use of recyclable and biodegradable packaging materials across its product ranges by 2026.

Please see below our packaging solutions

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Sustainable Packaging

Eurox is progressively transitioning towards recyclable and biodegradable packaging materials, introducing more minimalist packaging designs to reduce waste. In parallel, Eurox is working towards a zero waste-to-landfill target across all operational sites while continuing to source lower-carbon packaging materials to further reduce environmental impact.



 **HAVE WE MET BEFORE?**
RECYCLE ME AGAIN

 **REUSE THEN RECYCLE**

✉ **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

☎ **Phone**
+44 (121) 555-7167
0121 289 2769

🌐 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



Sustainable Procurement and Supply Chain Engagement

Eurox accept that a significant proportion of Scope 3 emissions arise within the upstream supply chain, particularly through raw material production, textile manufacturing and garment assembly. To address this, Eurox works closely with its manufacturing partners to improve material selection, increase the use of recycled fabrics and encourage environmentally responsible production practices. Suppliers are expected to meet recognised environmental and ethical standards, including certifications such as ISO 14001 and Sedex membership, helping ensure transparency and responsible sourcing throughout the supply chain.

Supplier Environmental Standards

Eurox works with a network of UK-based suppliers and offshore manufacturing partners who are expected to meet recognised quality, environmental and ethical standards. These include certifications such as ISO 9001 for quality management, ISO 14001 for environmental management, and Sedex membership to support ethical sourcing and responsible labour practices. These frameworks provide assurance that suppliers operate within structured management systems and maintain appropriate environmental and social controls throughout their operations.

Increased Use of Recycled Polyester Materials

art of our product sustainability strategy, Eurox is increasing the use of recycled polyester fabrics across selected workwear and PPE garments. Recycled polyester fibres are produced from recovered plastic bottles and other recycled materials, reducing reliance on virgin polyester and lowering the carbon footprint associated with raw material production. The expansion of recycled material garment ranges forms part of the organisation's wider Scope 3 emissions reduction strategy.

Collaboration with Offshore Manufacturers

Eurox works closely with its offshore manufacturing partners to review product design, packaging formats and material use. This collaboration focuses on reducing unnecessary packaging, improving material efficiency and identifying opportunities to incorporate recycled or lower-impact materials into garment production. By engaging directly with manufacturers during the sourcing and production process, Eurox is able to support improvements that reduce both material waste and environmental impact across the supply chain.

Continuous Supplier Performance Monitoring

Supplier performance is monitored through a structured supplier evaluation and review process. This includes regular assessments covering product quality, ethical compliance, environmental performance and operational reliability. Supplier evaluation forms and internal monitoring processes help ensure that manufacturing partners continue to meet Eurox's required standards and support ongoing improvements in responsible sourcing and sustainability practices. New suppliers are subject to an evaluation process before approval, including assessments of quality systems, environmental management practices and ethical sourcing standards.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Ethical Sourcing and Modern Slavery


Eurox is committed to maintaining responsible and ethical supply chains across all areas of its operations. The organisation operates in accordance with the Modern Slavery Act 2015 and has implemented a Modern Slavery Policy that outlines the company’s approach to preventing forced labour, human trafficking and other forms of exploitation within its supply chain.

All suppliers and manufacturing partners are expected to comply with applicable labour standards and ethical sourcing requirements. This includes adherence to internationally recognised labour principles and the maintenance of appropriate working conditions, fair wages and safe working environments.

As part of its supplier management process, Eurox works with suppliers who demonstrate recognised ethical compliance standards, including **Sedex membership (below images)** and participation in SMETA ethical audits where applicable. These frameworks help provide transparency and oversight within the supply chain and support responsible labour practices across manufacturing partners.

Eurox continues to monitor its supply chain relationships through supplier evaluation and review processes, ensuring that ethical sourcing expectations are clearly communicated and maintained throughout the procurement and production lifecycle.

Completed





Company and site details

Add company and site details to customise your SAQ
Company reference: ZC1023787 Site reference: ZS4736752

[Edit details](#)

Submitted Version 2 submitted 2026-02-26 at 4:06pm GMT



SAQ 

Assess site practices on labour, health & safety and more to identify and manage social risks

[Edit details](#)

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



Logistics and Transportation Optimisation

Transportation of garments and PPE forms part of the organisation's Scope 3 emissions footprint, as products move from manufacturing locations to Eurox distribution facilities and then onward to customers.

For downstream distribution within the UK, Eurox utilises UPS as its primary courier partner, supporting reliable delivery of workwear and PPE orders to client locations. Working with a centralised courier network allows Eurox to manage shipments efficiently while reducing unnecessary transport movements through consolidated deliveries.

Upstream transport from manufacturing locations to the UK is currently being reviewed as part of the organisation's developing Scope 3 emissions framework. Eurox is working to better understand transport routes, shipment volumes and journey durations associated with inbound freight from manufacturing partners.

As part of this process, Eurox is also exploring opportunities to review delivery patterns with clients, including coordinating delivery days and consolidating orders where possible, helping to reduce the number of individual transport movements and improve overall logistics efficiency.

These initiatives form part of Eurox's wider strategy to improve visibility of logistics-related emissions across the supply chain and identify practical opportunities to reduce transport impacts over time.

Logistics Data Collection Methodology

To improve the accuracy of logistics-related Scope 3 emissions reporting, Eurox is developing a structured approach to gathering transportation data across both inbound and outbound supply chain activities. This process involves analysing operational records, courier reporting and internal logistics planning information to understand how products move through the supply chain.

The following data points are currently being captured and reviewed:

Shipment volumes and delivery frequencies

This information is gathered through order management records and courier shipment data. By reviewing the number of orders dispatched, parcel volumes and delivery frequency to customer locations, Eurox can better understand the scale and pattern of outbound logistics activity.

Transport routes between manufacturing locations and UK distribution points

Inbound logistics routes are identified through shipping documentation, freight booking records and supplier shipment information. This enables Eurox to understand the typical journey routes used to transport garments from offshore manufacturing partners to UK distribution facilities.

Journey durations and distances associated with inbound freight

Transport duration and estimated travel distances are assessed using shipment tracking information, freight forwarder data and logistics planning tools. These indicators help build a clearer picture of the transport footprint associated with inbound product shipments.

Delivery patterns between Eurox warehouses and customer locations

Outbound delivery patterns are analysed using courier tracking systems and internal dispatch records. This

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



allows Eurox to review delivery routes, shipment consolidation opportunities and the frequency of deliveries to specific customer locations.

By developing a clearer understanding of shipment volumes, transport routes, travel distances and delivery patterns, Eurox will be able to establish a more accurate logistics emissions profile and identify practical opportunities to improve transport efficiency and reduce Scope 3 emissions across the supply chain.

Employee Commuting and Business Travel Reduction

Employee commuting and business travel form part of Eurox's wider Scope 3 emissions profile. While travel requirements across the organisation are relatively limited, Eurox recognises the importance of understanding and managing these emissions as part of its developing sustainability strategy.

Eurox is currently working with the HR team and employees to begin gathering data on commuting patterns and business travel activity. This process will help the organisation better understand typical travel distances, methods of transport used by employees and the frequency of work-related travel. The information collected will form the basis for future analysis of commuting-related emissions.

Sustainable Commuting Considerations

- Gathering commuting data with the support of HR and employee engagement to understand travel patterns across the workforce.
- Encouraging car sharing where practical between employees travelling from similar locations in order to reduce the number of individual vehicle journeys.
- Promoting awareness of lower-impact travel options, including shared travel or public transport where feasible.

Business Travel Efficiency

- Continued prioritisation of virtual meetings and digital collaboration tools to reduce unnecessary travel where possible.
- Monitoring business travel activity, including mileage and overnight accommodation, to improve visibility of travel-related emissions.
- Exploring recognised carbon offset programmes for unavoidable travel emissions, including schemes such as Gold Standard, Verified Carbon Standard (VCS) and Carbon Footprint Ltd.

Expected Impact

- Improved understanding of commuting and travel-related emissions.
- Opportunities to reduce travel-related carbon impacts through better planning and shared travel options.
- Increased employee awareness and participation in sustainable travel practices.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Water Conservation and Responsible Use

Water consumption across Eurox operational sites is relatively low due to the nature of the organisation's activities, which focus primarily on warehousing, distribution and office-based operations rather than water-intensive manufacturing processes. Water use is therefore mainly associated with welfare facilities such as washrooms and kitchen areas used by employees.

Although overall water demand is limited, Eurox recognises the importance of responsible water management and continues to monitor water consumption across its facilities as part of its wider environmental management programme.

Water Conservation Measures

Eurox implements several practical measures to ensure water is used responsibly across its sites:

- Installation of efficient flush systems in washroom facilities to minimise unnecessary water consumption.
- Routine inspection and maintenance of plumbing systems to identify and address leaks quickly.
- Promotion of employee awareness regarding responsible water use within office and operational areas.
- Ongoing monitoring of water consumption data to identify trends and opportunities for further efficiency improvements.

Water Usage Data (2025 Reporting Year)

Water consumption for the 2025 reporting year has been calculated using verified utility billing data and the UK Government GHG Conversion Factors for Company Reporting (2025) for water supply emissions.

Across both operational sites, total water-related emissions were calculated at:

0.0602 tCO₂e

This reflects the relatively low environmental impact of water consumption within Eurox operations.

- Aqua House (Smethwick): 0.0405 tCO₂e
- HRS Business Park: 0.0197 tCO₂e

Water emissions were calculated using the UK Government conversion factor of 0.19130 kg CO₂e per m³ of water supplied.

At the HRS site, early-year billing estimates were corrected following updated meter readings provided by the utility provider. As a result, verified water consumption for the site resumes from Quarter 3 onwards, ensuring the reported figures reflect actual measured usage rather than estimated consumption.

Please see below data table.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Q for Aqua House	Bill Start Date	Bill End Date	Days	Water Usage (m ³)	Water CO ₂ e (kg)	Water CO ₂ e (tonnes)
Quarter 1 2025	01 January 2025	01 April 2025	90	55.05	10.531065	0.0105
Quarter 2 2025	01 April 2025	01 July 2025	91	48.81	9.337353	0.0093
Quarter 3 2025	01 July 2025	01 October 2025	92	55.90	10.69367	0.0107
Quarter 4 2025	01 October 2025	01 January 2026	92	52.00	9.9476	0.0099
						0.0405
"Water emissions calculated using UK Government GHG Conversion Factors for Company Reporting 2025 – Water supply factor 0.19130 kg CO ₂ e/m ³ . Q4 water usage includes an estimate for December with zero usage assumed during site closure 23 Dec 2025 to 02 Jan 2026."						
Q HRS	Bill Start Date	Bill End Date	Days	Water Usage (m ³)	Water CO ₂ e (kg)	Water CO ₂ e (tonnes)
Quarter 1 2025	01 January 2025	01 April 2025	90	0	0	0
Quarter 2 2025	01 April 2025	01 July 2025	91	0	0	0
Quarter 3 2025	01 July 2025	01 October 2025	92	40.18	7.686434	0.007686434
Quarter 4 2025	01 October 2025	01 January 2026	92	62.82	12.017466	0.012017466
						0.0197039
"Water usage reflects corrected WaterPlus billing. Early-2025 estimated consumption was removed following actual meter readings."						
Water usage methodology – HRS site (2025)						0.0602
Water consumption data for the HRS site is based on the latest corrected invoices issued by WaterPlus for the 2025 reporting year.						
During 2025, WaterPlus identified that a significant proportion of earlier water consumption had been estimated and subsequently overstated. Following updated and actual meter readings,	As a result of these corrections, no chargeable or confirmed water usage was recorded for Quarter 1 or Quarter 2 2025, and these quarters are therefore reported as 0.00 m ³ .	Confirmed water consumption resumes from Quarter 3 2025 onwards, based on actual meter readings. The remaining annual usage has been apportioned across Quarter 3 and Quarter 4 2025 in line with the	This approach ensures that reported water consumption reflects actual, validated usage only, in line with good ESG reporting practice and audit expectations.			

Renewable Energy Initiatives

Eurox recognises that reducing reliance on conventional energy sources is an important part of lowering operational carbon emissions. As part of its wider environmental strategy, the organisation is reviewing opportunities to introduce renewable energy generation and improve energy efficiency across its operational sites.

Smethwick Site (Aqua House)

Following an energy assessment of the Smethwick facility, Eurox has identified the potential installation of a 50 kWp Solar Photovoltaic (PV) system as a future renewable energy opportunity. The proposed system could generate approximately 25,420 kWh of electricity annually, helping to reduce reliance on grid electricity and lower the site’s overall carbon footprint.

The project remains under review as part of the company’s wider energy management planning.

Garretts Green (HRS Business Park)

E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk



Renewable energy opportunities at the Garretts Green site will be reviewed following the 2025 energy assessment. This will allow Eurox to better understand site energy demand, infrastructure capability, and the feasibility of renewable installations or other energy efficiency improvements.

Long-Term Energy Goals

Eurox is committed to gradually increasing the proportion of renewable energy used across its operations. As part of this long-term strategy, the organisation aims to:

- Increase the use of renewable electricity sources across operational sites where feasible.
- Continue identifying energy efficiency improvements through energy assessments and operational reviews.
- Support the wider transition towards lower-carbon logistics and transportation solutions over time.

Uniform Reuse and Recycling Initiative

Eurox also supports clients through a Uniform Reuse and Recycling Box Initiative, designed to help organisations manage end-of-life workwear and PPE in a more sustainable way. Dedicated recycling boxes are supplied through the client portal and used to collect garments and PPE that are no longer suitable for use. Once collected, the materials are returned to Eurox where they are sorted, weighed and processed through appropriate recycling or recovery streams. Recyclable materials are repurposed where possible, while non-recyclable items are directed towards energy-from-waste solutions to minimise landfill disposal. Clients are able to view recycling data through the portal, providing transparency on the total weight of items recycled, recovered or diverted from landfill.



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
+44 (121) 555-7167
0121 289 2769

Website
www.eurox.co.uk
www.futuregarments.co.uk



Reuse of Packaging Materials

Eurox actively promotes the reuse of packaging materials across its operations to reduce single-use waste and extend the lifecycle of existing materials. Packaging boxes sourced from SUEZ are reused within the organisation’s packing and distribution processes wherever possible.

By repurposing these boxes for internal shipments and customer deliveries, Eurox reduces the demand for new packaging materials and helps minimise the environmental impact associated with single-use packaging. This approach supports the organisation’s wider commitment to waste reduction and more responsible resource management across its supply chain.

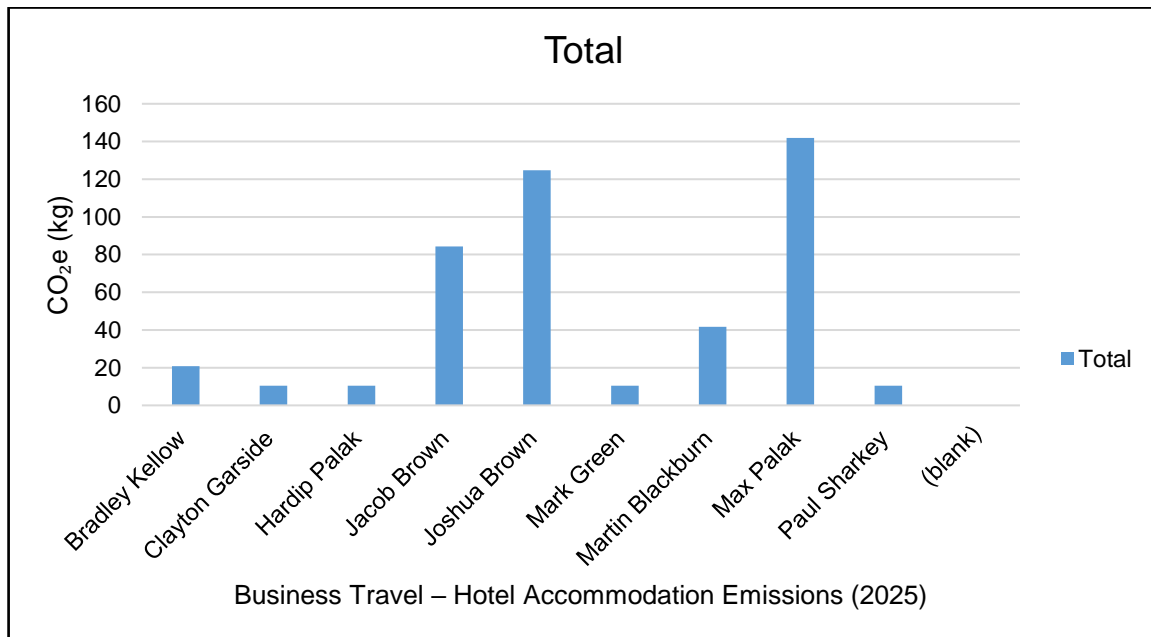
Business Travel – Accommodation Emissions

With our Scope 3 emissions monitoring, Eurox has begun tracking emissions associated with employee accommodation during business travel. Hotel stays are recorded internally and calculated using an average emissions factor per night to estimate the associated carbon footprint. For the 2025 reporting year, a total of 43 hotel stays were recorded across business operations. Based on an average emissions factor per night, this resulted in estimated emissions of:

0.4549 tCO₂e

Monitoring accommodation-related emissions helps Eurox better understand the environmental impact of business travel and supports ongoing efforts to reduce travel-related emissions through improved planning, route optimisation and the increased use of virtual meetings where appropriate.

Hotel Accommodation Emissions by Employee – 2025



E-mail
info@eurox.co.uk
info@futuregarments.co.uk

Phone
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

Website
www.eurox.co.uk
www.futuregarments.co.uk

HOTEL ACCOMADATIONS DETAILS 2025	Date of Stay	Nights stayed	Name of Person	Hotel Details	Locations	Hotel CO2 factor kg per night	CO ₂ e (kg)	CO ₂ e (tonnes)
1	22.01.2025	1	Bradley Kellow	Mercure Nottingham Sherwood Hotel	NG5 2BT	10.4	10.40	0.0104
2	10.02.2025	1	Bradley Kellow	Windmill Village Hotel	Coventry	10.4	10.40	0.0104
3	13.10.2025	1	Clayton Garside	Plough & Harrow Hotel	Birmingham	10.4	10.40	0.0104
4	18.01.2025	1	Hardip Palak	The Grand Hotel	Birmingham	10.4	10.40	0.0104
5	19.02.2025	1	Jacob Brown	Raddison Blue	London	11.5	11.50	0.0115
6	11.03.2025	1	Jacob Brown	Western Avenue	RM20 3JQ	10.4	10.40	0.0104
7	3.04.2025	1	Jacob Brown	Holiday Inn	DA1 5PA	10.4	10.40	0.0104
8	19.6.2025	1	Jacob Brown	The Bell Inn Hotel	S043 7HE	10.4	10.40	0.0104
9	20.06.2025	1	Jacob Brown	The Bell Inn Hotel	S043 7HE	10.4	10.40	0.0104
10	24.06.2025	1	Jacob Brown	Langstone Quays Hotel Ltd	Hampshire	10.4	10.40	0.0104
11	4.11.2025	1	Jacob Brown	The Hower Hotel		10.4	10.40	0.0104
12	4.12.2025	1	Jacob Brown	Mulberry House	Essex	10.4	10.40	0.0104
13	23.01.2025	1	Joshua Brown	The Qhotels Collections	WA4 4NS	10.4	10.40	0.0104
14	3.02.2025	1	Joshua Brown	Avisford Park Hotel	BN18 0LS	10.4	10.40	0.0104
15	11.02.2025	1	Joshua Brown	Village Hotel Blackpool	FY3 8LL	10.4	10.40	0.0104
16	12.02.2025	1	Joshua Brown	Farington Lodge Hotel	PR26 7UX	10.4	10.40	0.0104
17	20.03.2025	1	Joshua Brown	MGM Hotel	Ipswich, England	10.4	10.40	0.0104
18	29.04.2025	1	Joshua Brown	Hollins Hall Hotel & Country Club	BD17 7QW	10.4	10.40	0.0104
19	30.04.2025	1	Joshua Brown	Hollins Hall Hotel & Country Club	BD17 7QW	10.4	10.40	0.0104
20	8.05.2025	1	Joshua Brown	Bolholt Country Park Hotel	BL8 1PU	10.4	10.40	0.0104
21	21.05.2025	1	Joshua Brown	Holiday Inn Express	CM77 7AB	10.4	10.40	0.0104
22	28.05.2025	1	Joshua Brown	Diamond Lodge	M18 7BA	10.4	10.40	0.0104
23	18.06.2025	1	Joshua Brown	The Oak Hotel Burnleg	BB10 2LF	10.4	10.40	0.0104
24	23.09.2025	1	Joshua Brown	The Mountford Hotel	L8 3SQ	10.4	10.40	0.0104
25	11.12.2025	1	Mark Green	Mercure Hotel	West Bromwich	10.4	10.40	0.0104
26	22.01.2025	1	Martin Blackburn	Plough & Harrow Hotel	Birmingham	10.4	10.40	0.0104
27	17.09.2025	1	Martin Blackburn	Western Hall Hotel	Coventry	10.4	10.40	0.0104
28	28.01.2025	1	Martin Blackburn	Plough & Harrow Hotel	Birmingham	10.4	10.40	0.0104
29	22.01.2025	1	Martin Blackburn	Plough & Harrow Hotel	Birmingham	10.4	10.40	0.0104
30	6.02.2025	1	Max Palak	Inter Continenetal Hotel	Southend on Sea	10.4	10.40	0.0104
31	10.02.2025	1	Max Palak	Travel Lodge	Thames	11.5	11.50	0.0115
32	23.02.2025	1	Max Palak	Inter Continenetal Hotel	Southend on Sea	10.4	10.40	0.0104
33	27.02.2025	1	Max Palak	Gatwick Cambridge Hotel	Cambridge	10.4	10.40	0.0104
34	28.02.2025	1	Max Palak	Gatwick Cambridge Hotel	Cambridge	10.4	10.40	0.0104
35	9.03.2025	1	Max Palak	Inter Continenetal Hotel	Southend on Sea	10.4	10.40	0.0104
36	1.05.2025	1	Max Palak	BKG Hotel	London	11.5	11.50	0.0115
37	2.05.2025	1	Max Palak	BKG Hotel	London	11.5	11.50	0.0115
38	15.05.2025	1	Max Palak	Delta Hotel	Bristol	10.4	10.40	0.0104
39	10.06.2025	1	Max Palak	BKG Hotel	London	11.5	11.50	0.0115
40	4.08.2025	1	Max Palak	UK Hotel.com	London	11.5	11.50	0.0115
41	18.09.2025	1	Max Palak	BKG Hotel	London	11.5	11.50	0.0115
42	30.10.2025	1	Max Palak	Premier Inn	Thurrock East	10.4	10.40	0.0104
43	23.01.2025	1	Paul Sharkey	Holiday Inn Express	B69 2BD	10.4	10.40	0.0104

"Column H (CO₂e kg):

Calculated as the number of nights stayed multiplied by an average hotel emissions factor (kg CO₂e per"

"Column I (CO₂e tonnes):

Converted from kilograms to tonnes by dividing total CO₂e (kg) by 1,000."

Below is the Scope 3 Emissions Reduction and Future Targets

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



Scope 3 Emissions Reduction and Future Targets

Eurox recognises that a significant proportion of the organisation's carbon footprint sits within Scope 3 emissions, particularly within areas such as raw material production, textile manufacturing, inbound freight, packaging and end-of-life product management. As a result, reducing Scope 3 emissions forms a key part of Eurox's long-term sustainability strategy.

The organisation is currently strengthening its data collection processes across the supply chain to better understand upstream and downstream emissions. This includes reviewing supplier material data, transport movements, packaging formats and product life cycle impacts.

Short-Term Priorities

In the near term, Eurox is focusing on practical initiatives that help reduce Scope 3 impacts across its operations and product ranges. These include:

- Expanding the use of recycled polyester materials across selected garment ranges.
- Strengthening sustainable packaging initiatives to reduce single-use plastic and packaging waste.
- Expanding garment recycling and take-back programmes to divert used workwear and PPE from landfill.
- Improving supply chain transparency through supplier engagement and environmental monitoring.

Medium-Term Objectives

Over the coming years, Eurox will continue working with suppliers, logistics partners and clients to identify opportunities to reduce supply chain emissions. Key focus areas include:

- Increasing the proportion of recycled and lower-impact materials used in garment production.
- Reviewing transport routes and logistics operations to support lower-emission delivery methods where feasible.
- Continuing to improve packaging efficiency and waste reduction across the supply chain.

Long-Term Direction

Eurox aims to progressively reduce supply chain emissions while supporting circular economy principles within the workwear and PPE sector. Long-term ambitions include expanding garment recycling programmes, increasing the use of sustainable materials and strengthening collaboration with manufacturing partners to reduce environmental impacts across the full product life cycle.

Key Achievements and Future Goals

Eurox continues to make steady progress in improving environmental performance across its operations. A number of practical initiatives have already been implemented to reduce energy consumption, minimise waste and improve operational efficiency. These actions form the foundation of the organisation's wider sustainability strategy as it continues to strengthen environmental monitoring and reduce its operational impact.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Key Achievements

Several environmental improvements have already been implemented across Eurox operations:

- Installation of LED lighting at the Smethwick site, reducing electricity consumption by approximately 16,200 kWh per year.
- Implementation of packaging reduction initiatives, including the reuse of boxes and the removal of unnecessary single-use packaging materials.
- Introduction of PPE and workwear recycling programmes, helping divert end-of-life garments from landfill through specialist recycling partners.
- Reduction of business travel miles through improved route planning, operational efficiencies and the increased use of virtual meetings.
- Completion of water consumption monitoring for the 2025 reporting year, improving transparency of environmental data across both operational sites.

Future Environmental Priorities

Eurox will continue to strengthen its environmental strategy through improved data monitoring and operational improvements. Key priorities include:

- Completion of an energy review at the Garretts Green site to identify additional efficiency opportunities.
- Continued development of Scope 3 emissions tracking across the supply chain to improve visibility of upstream and downstream impacts.
- Expansion of sustainable packaging initiatives, supporting a target of reducing packaging waste by 20% by 2030.
- Ongoing collaboration with suppliers and manufacturing partners to increase the use of recycled materials and lower-impact production methods.

These initiatives form part of Eurox's wider commitment to reducing environmental impact while continuing to provide high-quality workwear, PPE and uniform solutions.

Our Commitment to a Sustainable Future

Eurox is committed to continuously improving the environmental performance of its operations and supply chain. Through responsible sourcing, improved product design, waste reduction and transparent reporting, the organisation aims to reduce its environmental impact while supporting customers in meeting their own sustainability objectives. By strengthening data monitoring, increasing the use of recycled materials and expanding circular initiatives such as garment recycling, Eurox will continue working towards a more sustainable and responsible future.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Social Responsibility - Investing in People, Communities, and a Sustainable Future

Purpose

Future Garments Limited t/a Eurox Limited is committed to promoting social well-being through initiatives that create diversity, equity, and inclusion (DEI), prioritise employee welfare, engage with local communities, and ensure health and safety for all. This plan outlines a comprehensive approach to creating a lasting positive social impact in 2025 and beyond.

Diversity, Equity, and Inclusion (DEI) Policies

Future Garments Limited t/a Eurox Limited strives to create a workplace where individuals from all backgrounds feel valued, respected, and empowered to contribute to their fullest potential.

Inclusive Recruitment Practices:

The company ensures all job advertisements are free from discriminatory language and are crafted to attract a diverse range of candidates. Recruitment processes include tailored support for neuro diverse individuals and those with physical disabilities, ensuring equal opportunities for everyone. Collaboration with community organisations to engage with underrepresented groups further enhances inclusivity.

DEI Training:

Regular workshops and training sessions focus on combating unconscious bias, creating cultural competence, and addressing systemic barriers to inclusion. These sessions empower employees and leaders to actively participate in building a more inclusive workplace.

Employee Resource Groups (ERGs):

ERGs are established to provide a supportive platform for employees from underrepresented groups. These groups encourage dialogue, advocate for improvements in workplace policies, and create opportunities for collaboration on DEI initiatives.

Measurement and Accountability:

The company tracks progress towards DEI goals using measurable KPIs, such as diversity in leadership and workforce representation. Annual reports are published to ensure transparency and to drive continuous improvement.

Expected Outcomes:

A workplace that thrives on diversity and inclusion, with improved employee satisfaction, higher retention rates, and a stronger organisational culture.

Employee Welfare Programmes

Future Garments Limited t/a Eurox Limited is committed to supporting the physical, mental, and financial well-being of its employees through innovative programmes and policies.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



Wellness Programmes:

Wellness initiatives include access to mental health resources such as confidential counselling services, stress management workshops, and mindfulness sessions. Physical fitness is promoted through subsidised gym memberships, fitness challenges, and wellness campaigns.

Flexible Working Arrangements:

Flexible work schedules are offered to accommodate employees' personal and professional needs. Options such as hybrid working and adaptable start and finish times create a better work-life balance.

Professional Development:

Employees are encouraged to grow through access to job-related training programmes, certifications, and leadership development initiatives. Mentorship programmes are also in place to support career progression.

Recognition Initiatives:

Employee recognition is prioritised through awards programmes, appreciation events, and incentives. These initiatives celebrate outstanding contributions and reinforce a positive workplace culture.

Expected Outcomes:

A healthier, happier, and more engaged workforce, leading to higher productivity, enhanced morale, and a stronger employer reputation.

Community Engagement and Philanthropy

Future Garments Limited t/a Eurox Limited actively engages with the communities it operates in, creating meaningful partnerships and driving impactful social change.

International Humanitarian Support

Eurox also supports humanitarian initiatives when communities are affected by natural disasters or global emergencies. During 2025, the organisation helped raise awareness and support for relief efforts following Hurricane Melissa in Jamaica, encouraging donations and community support to assist those affected. Through outreach and awareness campaigns, Eurox aimed to help direct support towards organisations providing urgent aid, rebuilding assistance and essential resources for impacted communities. This initiative reflects Eurox's broader commitment to supporting communities both locally and internationally when assistance is needed most.



 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk

Anti-Knife Crime Initiatives:

The company collaborates with Sandwell Council for the Anti-Knife Crime T-Shirt Design Competition, encouraging youth creativity while raising awareness about the dangers of knife crime. This programme will be bolstered by the establishment of an annual Anti-Knife Crime Angel Legacy Day, which includes educational workshops, community gatherings, and youth-led awareness campaigns. School outreach programmes further reinforce these efforts, using assemblies and workshops to educate students on the importance of safety and resilience.



Supporting Youth Clubs:

Donations of essential supplies, such as bread, tea, coffee, arts and crafts materials, gaming equipment, and sports gear, are provided to Messenger Road Youth Club to ensure it remains a safe and welcoming space for young people. Employees volunteer their time to engage in mentorship and organise activities, building trust and offering valuable life skills.

Litter Watch Campaigns:

Regular clean-up drives in areas like Buttress Way involve employees, local residents, and community groups. These campaigns not only improve local environments but also raise awareness about responsible waste management. Recycling awareness days are organised to educate the community on reducing single-use plastics and improving recycling practices.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

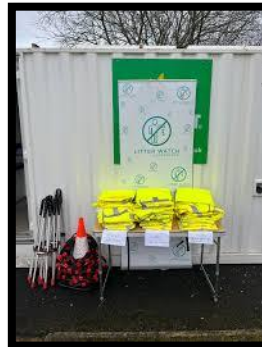
Website

www.eurox.co.uk
www.futuregarments.co.uk



Allotment Days:

Collaborations with litter watch local gardening initiatives promote sustainable practices through allotment days. Employees volunteer to plant, nurture and maintain green spaces, helping improve local environments while strengthening community engagement. As part of these initiatives, Eurox will also work with SUEZ during 2026 to support a joint community allotment day focused on environmental awareness, sustainability and local participation.



Sports and Fitness Support:

The sponsorship of the Halas Hawks West U9 Football Team provides funding for essential equipment, winter kits, and tournament participation, encouraging teamwork and promoting physical activity among young players. Community Fitness Days include free yoga sessions, family-friendly walks, and sports tournaments to create health and wellness.

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



Educational Outreach:

High-visibility vests are donated to local schools to enhance children's safety during outdoor activities. Additionally, STEM and sustainability/social value workshops are delivered to inspire young people to pursue innovative careers while embracing environmental responsibility.

Supporting Youth Development and Community Organisations:

Eurox is committed to supporting organisations that provide opportunities for young people to develop confidence, skills and teamwork. During 2025, Eurox supported Trafford Sea Cadets by providing high-visibility lime green T-shirts for a youth activity day on behalf of one of its valued customers.

The Sea Cadets organisation provides a positive and structured environment where young people can take part in activities such as sailing, windsurfing, climbing, music and leadership training. These programmes help build resilience, discipline and teamwork while encouraging personal development and confidence.

Eurox was proud to contribute to the event and support the work of Trafford Sea Cadets, helping ensure participants were easily identifiable and able to take part safely in the day's activities. Supporting youth organisations forms part of Eurox's wider commitment to community engagement and delivering positive social value through partnerships and charitable initiatives.



✉ E-mail

info@eurox.co.uk
info@futuregarments.co.uk

☎ Phone

+44 (121) 555-7167
0121 289 2769

🌐 Website

www.eurox.co.uk
www.futuregarments.co.uk



Community Donations and Charitable Support

Eurox continues to support local charities and community organisations through donations and practical support initiatives. At the end of 2025, Eurox donated funds to Birmingham Dogs Home to support the care and welfare of vulnerable animals. £125 was raised internally by employees and matched by the business, allowing the organisation to contribute £250 in total to help provide care, protection and second chances for dogs in need.

Eurox also supports community organisations through the donation of clothing and protective items where these can provide meaningful benefit. For example, workwear and high-visibility garments were donated to Walsall Community Transport, helping staff work safely while supporting local community services and vulnerable residents during the winter months.



Seasonal Giving Programmes:

The “Gift-a-Wish” Campaign provides financial and material assistance to local families in need during the festive season, promoting a sense of togetherness and care.

Disaster and Crisis Support:

A rapid-response fund is maintained to assist communities during emergencies, such as floods or extreme weather events, ensuring timely and meaningful support.

Expected Outcomes:

Stronger community relationships, improved youth development, heightened employee pride in community initiatives, and a well-earned reputation as a socially responsible organisation.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Health and Safety Measures

Maintaining a safe and healthy workplace is a core priority for Future Garments Limited t/a Eurox Limited, ensuring compliance with international standards and best practices.

Health and Safety Audits:

Regular risk assessments are conducted to identify and mitigate potential workplace hazards. These audits ensure the environment remains safe and conducive to productivity.

Employee Safety Training:

Comprehensive training programmes cover emergency preparedness, first aid, fire awareness and specific safety protocols related to employees' roles.

Emergency Response Plans:

Robust emergency response plans are regularly updated and tested, ensuring the organisation is prepared to handle crises effectively.

Standards Compliance:

The company adheres to its ISO 45001 standards and other relevant health and safety regulations, demonstrating its commitment to excellence in safety practices.

Expected Outcomes:

A safer workplace, increased employee confidence in safety measures, and improved organisational resilience and reputation.

Commitment to Social Responsibility

Future Garments Limited t/a Eurox Limited social value is at the centre of our operations. We believe that the success of our business is inherently tied to the well-being of the communities we serve, the people we employ, and the partners we collaborate with. Through targeted initiatives, such as supporting youth empowerment programmes, championing environmental stewardship, and ring inclusive workplace practices, we are actively shaping a better future for those around us. By leveraging our resources and expertise, we aim to address pressing social challenges, from reducing inequality to promoting educational opportunities and tackling environmental degradation.

Our unwavering commitment to social responsibility is reflected in the breadth of our initiatives. From partnering with Sandwell Council to combat knife crime and engaging with youth clubs to providing mentorship and support, we prioritise programmes that deliver measurable, meaningful outcomes. Furthermore, we work closely with organisations such as Litter Watch, local schools, and food banks to enhance community welfare while encouraging our employees to contribute their time and skills. These efforts not only build stronger communities but also promote a sense of pride and purpose within our workforce, reinforcing our belief in the shared value of collaboration.

Looking ahead, we remain dedicated to expanding our social impact by deepening our engagement with stakeholders and identifying new opportunities to create positive change. By aligning our business practices

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



with the principles of equity, sustainability, and inclusivity, we will continue to invest in the people and communities that underline our success.

Next Governance Below.

Governance Framework - Transparency, Accountability, Compliance, and Integrity at Every Step

Purpose

Future Garments Limited t/a Eurox Limited is committed to maintaining robust governance structures and ethical practices to support its Environmental, Social, and Governance (ESG) objectives. This framework outlines the leadership roles, ethical policies, compliance measures, and data security initiatives that ensure accountability, transparency, and resilience.

Leadership Roles and ESG Accountability

Leadership Structure:

The company is guided by a clearly defined governance structure, with key roles ensuring oversight and accountability across all ESG initiatives:

- **Managing Director (Kuldip Palak):** Oversees the overall ESG strategy and ensures alignment with corporate objectives.
- **Commercial Director (Hardip Palak):** Monitors the commercial implications of ESG initiatives, ensuring they drive sustainable growth.
- **Business Development Director (Paul Sharkey):** Focuses on integrating ESG goals into client relationships and partnerships.
- **Operations Manager (Arjun Palak):** Implements operational changes to meet environmental and social targets.
- **Sustainability Team:** Leads the design, monitoring, and evaluation of ESG projects and ensures compliance with key performance indicators (KPIs).
- **Health and Safety Committee:** Ensures employee welfare and workplace safety, contributing directly to the company's social responsibility goals.

ESG Accountability:

The leadership team meets quarterly to review ESG progress, update stakeholders, and ensure alignment with international frameworks, such as ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety). A dedicated ESG Committee reports on progress, identifies risks, and recommends improvements

Ethical Policies

Future Garments Limited t/a Eurox Limited has implemented robust ethical policies to uphold transparency, integrity, and accountability across all operations.

- **Anti-Corruption and Anti-Bribery Policy:**
Strict measures are in place to prevent corruption and bribery within the organisation and throughout

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk

the supply chain. Regular training is provided to employees on recognising and addressing unethical practices.

- **Whistleblowing Policy:**
Employees are encouraged to report any unethical or illegal activities through a confidential reporting system, ensuring concerns are addressed without fear of retaliation.
- **Modern Slavery Policy:**
The company is committed to eradicating modern slavery and human trafficking from its supply chain, adhering to the Modern Slavery Act 2015 and conducting regular supplier audits.
- **Code of Conduct:**
A comprehensive Code of Conduct guides employee behaviour, emphasising professionalism, respect, and adherence to ESG principles.

ESG-Related Compliance and Risk Management

- **Certifications and Standards:**
 - ISO 14001: Ensures effective environmental management practices are in place.
 - ISO 45001: Demonstrates a commitment to maintaining high standards of workplace health and safety.
 - EcoVadis Silver Rating: Reflects the company's achievements in sustainability and social responsibility.
- **Supplier Accountability:**
Regular supplier audits and assessments ensure compliance with ESG requirements, including ethical sourcing, labour standards, and environmental practices. Self-assessment questionnaires and on-site inspections are conducted to maintain transparency.
- **Risk Management Framework:**
The company identifies, evaluates, and mitigates risks related to ESG compliance. This includes supply chain vulnerabilities, environmental risks, and regulatory changes. A dedicated risk management team collaborates with leadership to address emerging challenges.

Data Privacy and Security Measures

Future Garments Limited t/a Eurox Limited prioritises the protection of sensitive information for employees, clients, and stakeholders.

- **GDPR Compliance:**
The company complies with the General Data Protection Regulation (GDPR), ensuring personal data is processed lawfully, transparently, and securely.
- **Data Protection Policy:**
A detailed Data Protection Policy outlines how information is collected, stored, and used. Regular reviews are conducted to ensure ongoing compliance with regulatory standards.
- **Cybersecurity Measures:**
 - Implementation of advanced firewalls, encryption tools, and intrusion detection systems to protect against cyber threats.
 - Regular training for employees on recognising phishing attempts and other cybersecurity risks.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

- Periodic audits and penetration testing to identify and resolve vulnerabilities.

Business Continuity Plan:

A robust plan is in place to ensure operations can continue in the event of data breaches, cyberattacks, or other disruptions, minimising risks to clients and stakeholders.

Commitment to Ethical Governance

Future Garments Limited t/a Eurox Limited recognises that effective governance is the foundation of its ESG success. By upholding the highest standards of transparency, ethical behaviour, and accountability, the company ensures it operates with integrity while driving meaningful progress towards its sustainability and social responsibility goals.

Metrics and Targets

Purpose

The Metrics and Targets section defines measurable ESG goals and tracks the company's performance against short-term and long-term objectives. It provides a framework for monitoring progress and ensuring accountability across all areas of Environmental, Social, and Governance (ESG) initiatives.

Current ESG Performance Metrics

Eurox monitors its environmental, social and governance performance through a range of measurable indicators to ensure transparency, accountability and continuous improvement. These metrics help the organisation track progress against sustainability objectives and identify opportunities to reduce environmental impact while strengthening social value initiatives.

Environmental Metrics

Monitoring of carbon emissions, including:

- Scope 1 emissions from direct sources such as gas usage and company vehicles.
- Scope 2 emissions from purchased electricity across operational sites.
- Development of Scope 3 emissions monitoring, including business travel, accommodation and supply chain activities.
- Tracking of energy efficiency improvements, including LED lighting installations and other energy-saving initiatives.
- Monitoring of water consumption and associated emissions across operational sites, using UK Government GHG conversion factors.
- Measurement of waste management and circular initiatives, including packaging reuse, waste reduction and PPE recycling programmes.

Social Metrics

- Participation in community engagement initiatives, including campaigns such as the Anti-Knife Crime initiative, Litter Watch and other community support programmes.
- Monitoring of employee wellbeing and engagement, including internal feedback where available.

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



- Tracking diversity, equity and inclusion (DEI) representation and participation in employee development and training activities.

Governance Metrics

- Compliance with recognised management system standards, including ISO 14001 (Environmental Management) and ISO 45001 (Health and Safety).
- Monitoring of supplier sustainability performance, including adherence to environmental and ethical sourcing standards through supplier evaluation processes.
- Ongoing ESG monitoring and reporting to support transparency and continuous improvement across operations.

Short-Term Priorities (2026)

- Continue reducing Scope 1 and Scope 2 emissions through energy efficiency improvements and operational monitoring.
- Complete and review the energy assessment at the Garretts Green site to identify further efficiency opportunities.
- Expand packaging reduction initiatives, including reuse of packaging materials and minimising single-use plastics.
- Continue strengthening Scope 3 emissions monitoring, including supply chain activities, logistics, business travel and product lifecycle impacts.
- Expand community engagement initiatives, including youth development programmes, charitable support and environmental volunteering.

Long-Term Environmental Goals (2040)

- Achieve Net Zero Scope 1 and Scope 2 emissions through energy efficiency, renewable energy adoption and operational improvements.
- Continue reducing Scope 3 emissions through improved supply chain transparency, sustainable materials and logistics optimisation.
- Work towards enhanced energy management practices, including consideration of ISO 50001 energy management certification.
- Expand circular economy initiatives, focusing on garment recycling, material reuse and product lifecycle sustainability.

Monitoring and Reporting Processes

- Annual monitoring of carbon emissions, energy consumption and water usage using recognised reporting methodologies.
- Ongoing waste monitoring and recycling performance reviews, including packaging reduction initiatives.
- Monitoring of ESG metrics across environmental, social and governance activities to track progress against sustainability objectives.

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

+44 (121) 555-7167
0121 289 2769

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk



- Regular review of community engagement initiatives and social value activities to assess impact and participation.

Next Steps

Eurox will continue strengthening its ESG programme through improved monitoring, stakeholder collaboration and practical sustainability initiatives across its operations and supply chain.

- Continue developing Scope 3 emissions monitoring, building on the baseline data currently being established across supply chain, logistics, travel and product lifecycle activities.
- Continue improving internal ESG data monitoring and reporting processes, supporting clearer tracking of environmental and social performance metrics.
- Expand employee engagement initiatives to encourage participation in sustainability activities, community programmes and volunteering opportunities.
- Strengthen partnerships with clients, suppliers and external organisations to support environmental improvements, renewable energy opportunities and social value initiatives.
- Publish periodic updates on ESG progress to maintain transparency and accountability with stakeholders.

Stakeholder Engagement

Purpose

Future Garments Limited t/a Eurox Limited places a strong emphasis on stakeholder collaboration to support its ESG objectives. By engaging with internal and external stakeholders, the organisation ensures that its sustainability initiatives align with shared goals, promote transparency and deliver meaningful long-term impact.

Engagement Process

Eurox works with a range of stakeholders to support the development and delivery of its ESG strategy:

Internal Stakeholders:

Employees and leadership teams contribute to ESG initiatives through workplace engagement, wellbeing programmes, diversity and inclusion initiatives, and community participation activities.

External Stakeholders:

Clients, suppliers and community organisations support sustainability initiatives through partnerships, shared environmental goals and collaborative programmes.

Collaborations and Feedback

- Partnerships with organisations such as Sandwell Council and Newlife Charity support youth development initiatives and recycling programmes.
- Engagement with employees, clients and community groups helps inform the organisation's social value initiatives and sustainability priorities.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



- Collaboration with SUEZ and other partners on community environmental initiatives such as allotment days and sustainability awareness activities.

Commitment

Eurox remains committed to building strong relationships with stakeholders and working collaboratively to strengthen its environmental, social and governance impact.

Implementation Plan

Purpose

The Implementation Plan outlines the structure, timeline and responsibilities required to deliver Future Garments Limited t/a Eurox Limited's Environmental, Social and Governance (ESG) strategy. The plan provides a clear framework for implementing sustainability initiatives, monitoring progress and ensuring accountability across the organisation.

Eurox's approach focuses on continuous improvement through practical operational changes, improved environmental data monitoring, supplier engagement and community participation. The plan supports the organisation's commitment to reducing carbon emissions, improving supply chain sustainability and delivering measurable social value.

Timeline and Milestones

2023–2025 (Foundation and Data Development)

During this period Eurox focused on establishing the core data, processes and operational improvements required to support long-term sustainability objectives.

Key initiatives include:

- Monitoring and reducing Scope 1 and Scope 2 emissions, including improved energy management across operational sites.
- Implementation of energy efficiency measures at the Smethwick site, including LED lighting improvements and insulation upgrades to reduce electricity consumption.
- Development of Scope 3 emissions monitoring, including the introduction of garment lifecycle carbon analysis, supply chain engagement and tracking of travel, logistics and operational activities.
- Expansion of recycled polyester garment ranges, reducing reliance on virgin polyester and lowering carbon intensity within product manufacturing.
- Introduction of product lifecycle carbon comparison tools, allowing clients to view carbon impacts of garments through the customer portal.
- Implementation of packaging reduction initiatives, including reduced single-use plastic and improved packaging design.
- Monitoring of water usage across operational sites, with full annual water data recorded for 2025.
- Expansion of waste management and recycling initiatives, including PPE recycling partnerships and packaging reuse programmes.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
[0121 289 2769](tel:01212892769)

Website

www.eurox.co.uk
www.futuregarments.co.uk



- Growth of community engagement initiatives, including volunteering activities, environmental projects and charitable support.

2026–2040 (Long-Term Sustainability Development)

The next phase of the ESG strategy focuses on scaling the systems developed during the foundation stage and delivering long-term environmental improvements.

Key long-term objectives include:

- Achieve Net Zero Scope 1 and Scope 2 emissions by 2040 through continued energy efficiency improvements and increased renewable energy adoption.
- Continue reducing Scope 3 emissions across the value chain, including supply chain engagement, sustainable materials, lifecycle product improvements and logistics optimisation.
- Increase the use of recycled and lower-carbon materials across product ranges.
- Expand circular economy initiatives, including garment recycling, product reuse and improved packaging sustainability.
- Increase the proportion of renewable electricity used across operational sites, supported by solar PV installation and energy management improvements.
- Improve logistics emissions monitoring, including inbound freight data and downstream delivery emissions tracking.

Roles and Responsibilities

Leadership and Governance

The leadership team provides strategic direction for ESG implementation and ensures sustainability objectives are integrated within the wider business strategy.

Responsibilities include:

- Setting ESG objectives and monitoring progress against targets
- Ensuring compliance with environmental and regulatory requirements
- Supporting long-term sustainability investments and initiatives

ESG and Compliance Oversight

The ESG and compliance function coordinates environmental monitoring, reporting and sustainability initiatives across the organisation.

Responsibilities include:

- Monitoring carbon emissions and ESG performance metrics
- Managing ESG reporting and environmental data collection

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



- Supporting the development of Scope 3 monitoring frameworks
- Coordinating supplier sustainability engagement

Procurement and Supply Chain

The procurement and supply chain teams work directly with UK suppliers and offshore manufacturing partners to support responsible sourcing and environmental improvements.

Responsibilities include:

- Promoting the use of recycled materials and sustainable fabrics
- Reducing packaging and material waste within manufacturing processes
- Ensuring suppliers meet environmental and ethical standards including ISO 9001, ISO 14001 and Sedex membership
- Monitoring supplier performance through structured evaluation processes

HR and Employee Engagement

HR supports employee participation in sustainability and social value initiatives and assists with internal ESG data collection.

Responsibilities include:

- Supporting employee engagement in sustainability initiatives
- Assisting with employee commuting and business travel monitoring
- Supporting internal awareness and participation in environmental initiatives
- Coordinating employee volunteering activities

Logistics and Operations

Operations teams support environmental performance improvements through efficient logistics, warehouse operations and packaging management.

Responsibilities include:

- Managing inbound freight from manufacturing partners
- Coordinating downstream deliveries through logistics partners including UPS
- Monitoring shipment volumes, delivery patterns and transport routes
- Supporting packaging reduction and reuse initiatives

Employees

Employees play an important role in supporting the organisation's ESG objectives through everyday workplace practices and participation in sustainability initiatives.

Responsibilities include:

- Following responsible workplace practices to reduce environmental impact

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk



- Participating in sustainability and volunteering initiatives
- Supporting community engagement activities where appropriate

Budget and Resource Allocation

Environmental Initiatives

Eurox allocates resources to support environmental improvements across its operations and supply chain. Investment priorities focus on reducing carbon emissions, improving energy efficiency and supporting responsible waste management practices.

Key areas of investment include:

- Energy efficiency improvements at operational sites, including LED lighting upgrades, insulation improvements and ongoing energy monitoring.
- Assessment and potential installation of renewable energy solutions, including solar PV generation at the Smethwick site.
- Development of product lifecycle carbon analysis tools to support improved Scope 3 emissions monitoring and provide customers with greater transparency on garment carbon impacts.
- Waste reduction and recycling initiatives, including partnerships with specialist recycling providers and packaging reuse programmes.

Social Responsibility Programmes

Resources are also allocated to support Eurox's social value and community engagement activities. These initiatives focus on supporting local communities, encouraging employee participation and contributing to positive social impact.

Key initiatives include:

- Support for community partnerships, youth development initiatives and charitable organisations.
- Participation in environmental volunteering activities, including community improvement projects and local sustainability initiatives.
- Contributions to community organisations and charitable causes as part of the company's wider social responsibility programme.
- Internal employee engagement activities that encourage participation in sustainability and community initiatives.

Monitoring and Reporting

Eurox allocates resources to support the monitoring and reporting of ESG performance across environmental, social and governance activities.

This includes:

- Monitoring carbon emissions across Scope 1, Scope 2 and developing Scope 3 emissions data.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk



- Tracking environmental performance indicators including energy consumption, water usage, waste generation and recycling activity.
- Maintaining compliance with recognised management systems including ISO 9001, ISO 14001 and ISO 45001.
- Producing ESG reporting and documentation to support transparency, stakeholder engagement and continuous improvement.

Commitment to Execution

Future Garments Limited t/a Eurox Limited is dedicated to ensuring the successful execution of its ESG strategy through structured planning, active collaboration, and continuous improvement. By allocating the necessary resources and creating accountability across all levels, the company aims to achieve its sustainability objectives while creating long-term value for stakeholders.

Risk Assessment and Management

Purpose

Risk assessment and management are essential to ensuring the success of Future Garments Limited t/a Eurox Limited's ESG strategy. This section consolidates potential risks identified in the Environmental, Social, and Governance (ESG) pillars and outlines proactive mitigation strategies, based on the information already provided.

Environmental Risks and Mitigation

- **Energy Reliance and Costs:**
Rising energy costs and reliance on non-renewable energy sources pose challenges to achieving sustainability goals.
- **Mitigation:** Transition to renewable energy through solar PV installations and efficiency upgrades like LED lighting and improved insulation. Regular energy audits will help identify further optimisation opportunities.
- **Regulatory Compliance:**
Failure to comply with emerging environmental laws, such as the UK Plastic Packaging Tax, could result in financial and reputational risks.
- **Mitigation:** Adherence to ISO 14001 environmental management standards and proactive adaptation to changing regulations ensure compliance.
- **Supply Chain Challenges:**
Disruptions in the supply chain or non-compliance by suppliers may hinder Scope 3 emissions reductions.

Mitigation: Implement supplier ESG compliance frameworks, conduct regular audits, and diversify supplier partnerships to reduce risk exposure.

Social Risks and Mitigation

 **E-mail**
info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**
[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**
www.eurox.co.uk
www.futuregarments.co.uk

- **Workforce Morale and Retention:**
A lack of employee engagement, welfare support, or inclusion could lead to dissatisfaction and turnover.
- **Mitigation:** Expand employee welfare programmes, including mental health support, flexible working, and career development. DEI policies and measurable progress reporting will strengthen inclusivity.
- **Community Perception:**
Insufficient social engagement or misaligned initiatives could harm relationships with local communities.
- **Mitigation:** Continue impactful programmes like the Anti-Knife Crime Campaign, youth club support, and volunteering initiatives such as Litter Watch. Regular feedback from community stakeholders ensures alignment with their needs.
- **Reputational Risk from DEI Gaps:**
Ineffective implementation of DEI policies could damage the company's reputation.

Mitigation: Deliver ongoing DEI training, set measurable inclusion targets, and report progress transparently.

Governance Risks and Mitigation

- **Compliance Failures:**
Non-compliance with governance standards or data breaches could lead to regulatory penalties and loss of trust.
- **Mitigation:** Adherence to ISO 45001 and GDPR standards ensures robust data security and operational compliance. Regular audits further strengthen governance practices.
- **Inconsistent ESG Implementation:**
A lack of uniformity in ESG practices across sites and teams may undermine strategic goals.
- **Mitigation:** Assign clear roles and responsibilities to leadership and sustainability teams. Regular performance reviews and reporting mechanisms ensure consistent execution.
- **Supply Chain Violations:**
Unethical labour practices or environmental breaches in the supply chain could harm the company's reputation.

Mitigation: Maintain supplier accountability through ethical codes of conduct, regular site audits, and ESG compliance assessments.

Commitment to Risk Management

Future Garments Limited t/a Eurox Limited is committed to integrating risk management into its ESG strategy, ensuring proactive identification, monitoring, and mitigation of potential challenges. By embedding risk assessment into decision-making processes and engaging stakeholders at all levels, the company aims to achieve its sustainability objectives while maintaining operational resilience.

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk

REF No	COMMITMENTS MADE & OBJECTIVES	Quarter	BY DATE	STATUS	Person	% Completed
13	Complete an Energy Efficiency review by end of 2024	Q4	2024	Completed	Mark H	100%
19	Introduce reusable packaging from Suez	Q4	2024	Completed	Abdus	100%
29	Introduce and achieve a 10% reduction on total emissions of 72.04 tonnes / Co2	Q4	2025	Completed	Mark H	100%
45	Introduce a recycle program by Q2/2025 to recover materials & reduce waste	Q2	2025	Completed	Max/Martin/Mark	100%
5	Reduce Carbon by 10%	Q4	2025	Completed	Mark H	100%
10	Engage with local community partnerships, youth programs and Charitable Initiatives	Q4	2025	Completed	Mark H	100%
18	Social Responsibility-Introduce Community Anti-Knife Initiative 2025/26	Q4	2025	Completed	Mark H	100%
41	Conduct Life Cycle Analysis (LCA's) for all core product lines by Q4/2025	Q4	2025	Work in Progress	Arjun/Mark	50%
65	Community Anti-Knife Initiative with James Brindley Foundation/Sandwell MBC for 2026/2027	Q2	2026	Underway	Mark H	25%
28	Complete Planned energy Audit for Garretts Green in 2025	Q1	2026	Underway	Mark H	25%
14	Market Context – Via Eco-wards rating	Q3	2026	Underway	Mark H	25%
52	Complete Scope 3 emission baseline by 12/2025	Q2	2026	Underway	Mark H	25%
30	Scope 3- Complete comprehensive data collection on the supply chain to establish base line	Q4	2026	Underway	Harvy/Abdus	25%
20	Introduce and complete a 2% packaging waste reduction program	Q1	2026	Underway	Abdus	25%
44	Launch a garment 'Uniform take-back' scheme and program by Q1/2026	Q1	2026	Completed	Max/Martin/Mark	100%
7	Install LED Lighting in all areas	Q2	2026	Approaching completion	Arjun/Mark	75%
9	Strengthen DEI Policy to ensure Inclusive Workplace	Q4	2026	Underway	Mark H	25%
11	Strengthen suppliers due diligence and compliance with 14001 & 45001	Q4	2026	Underway	Harvy/Abdus	25%
21	Provide contributions to local Food banks	Q4	2026	Not Started	Mark H	0%
32	Transition all diesel vehicles to hybrid and / or electric	Q4	2026	Underway	Max/Martin/Mark	25%
34	Introduce enhanced insulation projects to save 5000Kwh / year and reduce emissions by 1.12	Q3	2026	Underway	Arjun/Mark	25%
35	Introduce LED light upgrades at Smethwick & Garretts Green site to save 20K/Kwh/Year	Q3	2026	Underway	Arjun/Mark	25%

Eurox ESG Progress and Commitments

Progress Achieved (2024–2025)

During 2024 and 2025, Future Garments Ltd trading as Eurox Ltd made significant progress across environmental, social and governance initiatives. These actions form the foundation of the company's long-term ESG strategy and demonstrate practical steps taken to reduce environmental impact, support communities and improve responsible business practices. Building on the progress made during 2024 and 2025, Eurox has set a series of objectives for 2026 focused on deeper environmental measurement, improved operational efficiency and continued community engagement.

E-mail

info@eurox.co.uk
info@futuregarments.co.uk

Phone

+44 (121) 555-7167
0121 289 2769

Website

www.eurox.co.uk
www.futuregarments.co.uk

Final Statement

“We recognise that operating responsibly is essential to the long-term success of our business. Our ESG strategy reflects our commitment to reducing environmental impact, supporting the wellbeing of our employees and communities, and maintaining strong governance across everything we do.

Over recent years we have taken important steps to improve how we measure and manage our environmental performance. From monitoring carbon emissions and developing product lifecycle analysis to reducing packaging waste and supporting recycling initiatives, we are continuing to build a more responsible and sustainable way of working across our operations and supply chain.

We also recognise the importance of people and community. Through employee engagement, local partnerships and social value initiatives, we aim to make a positive contribution beyond our day-to-day business activities.

Looking ahead to 2026 and beyond, we will continue developing our Scope 3 emissions monitoring, strengthening supplier engagement, expanding recycled material product ranges and improving the transparency of carbon data available to our customers. We will also continue building on our social value initiatives and community partnerships as part of our wider ESG commitments.

This ESG plan outlines the progress we have made so far and the direction we will continue to take in the years ahead. Sustainability is an ongoing journey, and we remain committed to improving our approach through collaboration with our employees, customers, suppliers and wider stakeholders.

I am proud of the progress the Eurox team has made and look forward to continuing to develop a business that operates responsibly while supporting our customers, communities and the environment.”

Kuldip Palak
Managing Director
Future Garments Limited t/a Eurox Limited

 **E-mail**

info@eurox.co.uk
info@futuregarments.co.uk

 **Phone**

[+44 \(121\) 555-7167](tel:+441215557167)
[0121 289 2769](tel:01212892769)

 **Website**

www.eurox.co.uk
www.futuregarments.co.uk