



Corporate Environmental Responsibility Policy

Someone or something has to pay the cost of cheap products. As a glove manufacturer, significant pressures exist for us to lower the cost of our products and we shall continually strive to achieve this. But we must ensure that any reduction in price has no detrimental affect on the environment or anyone within the supply chain. We have, all of us, the responsibility of protecting our environment for future generations. As one of the leading suppliers of disposable gloves in the UK, Glove Club Ltd utilises modern technologies & manufacturing techniques which promote efficient use of the world's resources without detriment to its inhabitants and practices corporate responsibilities that enhance it's employees lives.

Glove Club Ltd recognises that in our day-to-day operations we inevitably have an impact on the environment in a number of ways and we wish to minimise the potentially harmful effects of such activity wherever and whenever possible. As part of our continuing drive for quality in all the things we do, we have developed this comprehensive policy statement.

This will enable us to set, publish and promote the targets by which our efforts are displayed towards sustainable environmental improvement that can be measured and monitored on a continual basis. In this way we aim to protect the health and safety of our employees and our customers whilst contributing to the future well being of the environment.

We have undertaken to help every employee to comprehend and implement the relevant aspects of this policy in their day-to-day work through the regular communication of objectives, action plans and achievements.

Our Managing Director has accepted specific responsibility for policy development and authorised a senior manager of the company to co-ordinate and evaluate the performance of our environmental programme.

We are committed to minimising the impact of our operations on the environment by means of a programme of continuous improvement:

Glove Club Ltd will:-

- Meet or exceed the requirements of current and future relevant legislation.
- Seek to reduce consumption of materials in all operations.
- Promote recycling and the use of recycled materials in our activities.
- Implement energy efficiency into processes, services & buildings.
- Manage energy wisely in all our operations.
- Reduce the level of harmful emissions wherever possible.
- Market products that are safe to use, fit for purpose and conform to all applicable environmental and other legislation.
- Work with our suppliers to minimise the impact of their operations on the environment through our quality purchasing policy which includes related human rights, moral and ethical issues relative to the countries in which they operate.
- Support promotion of environmental protection within our suppliers and clients.
- Actively encourage the implementation of sound environmental practices with all interested parties.
- Monitor progress and publish an environmental performance report on an annual basis.

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At our manufacturing plant, in Melaka, Malaysia, we have instigated a comprehensive environmental protection plan that ensures there is little or no detrimental impact on the local or greater vicinities.

This has been done by working in conjunction with suppliers, contractors and governmental agencies to advise, monitor and assist in improving manufacturing techniques and introducing a policy of non disposal of waste:

- Sludge residue is a natural bi-product in latex glove production. Where this was previously disposed of by burial in government facilities, this sludge is now being removed from our premises to be used as a component in, for example, carpet underlay.
- Water has to be used to produce many products and latex gloves are no different in that. No water is wasted though since once it has been used, it is filtered, cleaned and returned to the local water supply, after rigorous cleanliness testing has been undertaken.
- There is no chemical waste of any kind.
- All factory employees exceed the minimum legal working age, either at the factory or our component suppliers, who we constantly monitor.
- All employees receive training relevant to their position when starting and as part of an ongoing plan of personal development.
- All employees are paid in excess the legal minimum required by law.
- All employees have paid vacation time.
- All employees have access to appropriate protective clothing and safety equipment.

The policies detailed above have been in development since the production plant was founded in 1989. They will continue to improve as technology allows and the law requires but our aim is to change before we're asked to, indeed, as soon as we know how to bring about changes that further benefit our environment, we set to work on making the change. We shall never shirk our responsibilities or hide from mistakes.

The Glove Club welcomes any of our customers to visit our UK office or Malaysian factory or just ask relevant questions so you can find out for yourself that these are not merely words - we act with people and the environment in mind.

Care of the environment is second nature to us since we have always been fully aware of our responsibilities, so while we remain competitive, buying a glove from The Glove Club does not cost the earth.