



**PREMIER**®

UNIFORMS THAT WORK FOR YOU

THE

# ORGANIC & RECYCLED

UNIFORM COLLECTION

MAKE A BETTER CHOICE

# ETHICAL POLICY

## PEOPLE, PRODUCTION & THE PLANET

### ETHICAL PRODUCTION

Our manufacturing facilities and supply chains are certified by some of the world's leading organisations. This allows us to monitor and assess workplace standards by working closely with our suppliers encouraging continuous improvements.



### PRODUCT CERTIFICATION

Selected products carry certifications to back up our sustainability claims.



Certified by Control Union  
CB-CUC-119398



Certified 100% GRS Certified Organically Grown by Control Union  
Certified by Control Union  
CB-CUC-119398



Certified by Control Union  
CB-CUC-119398



### INITIATIVES & ASSOCIATIONS

We are proud members of Better Cotton™ and we support Fairtrade® farmers by purchasing their cotton.



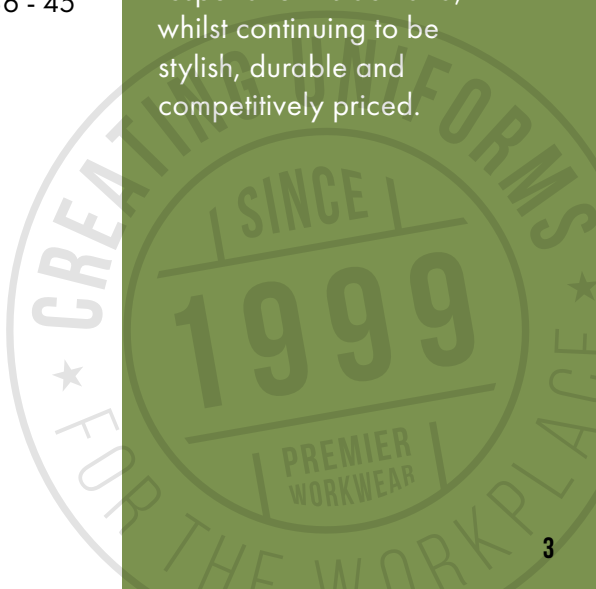
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**At Premier, we are committed to introducing better materials and processes into our supply chain to minimise our impact on the environment.**

As lots of companies look for ways to operate more responsibly, the demand for products made with less impact on the environment increases.

We have developed a range of products that respond to this demand, whilst continuing to be stylish, durable and competitively priced.



# OUR SUSTAINABILITY JOURNEY

## RESPONSIBLE COTTON SOURCING



Where we can, we source cotton that has been grown organically, using less water and without toxic pesticides.

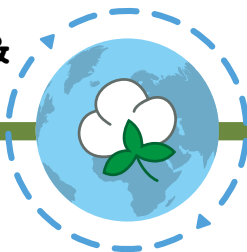


## BETTER PACKAGING

We are reducing the amount of packaging for our products and use recycled, compostable and bio-degradable solutions where we can.

## MEMBERSHIPS & ASSOCIATIONS

We are a members of Better Cotton™ and also support Fairtrade® farmers by purchasing their cotton.



## COMMUNITY ENGAGEMENT

It's important to us to give back, which is why we donate and sponsor charities that benefit the communities where our products are made.

## REUSING PLASTICS



The recycled polyester in our garments comes from post-consumer raw material, like plastic bottles.



## SOCIAL COMPLIANCE

The people who make our garments work in factories that are audited to ensure ethical, social and environmental standards are maintained.



## GREENER TRANSPORT



We are striving to improve the way we import our goods into Europe and are working with key transportation partners to monitor and reduce the CO<sub>2</sub> levels we produce.

## SHARED VALUES



Our network of distributors and official resellers share our values for a more sustainable supply chain and are trusted to promote these values.

For more information about our sustainability journey, visit our website, [www.premierworkwear.com](http://www.premierworkwear.com)



We are members of **Better Cotton™** and committed to sourcing 50% of our cotton as Better Cotton™ by 2026.

## WHAT IS BETTER COTTON™?

Better Cotton™ is the world's leading sustainability initiative for cotton. Their mission is to help cotton communities survive and thrive, while protecting and restoring the environment.

Better Cotton™ encourages farmers to grow cotton more sustainably, improving soil health, water management, greenhouse gas emissions and climate resilience.



## OUR SOURCING STORY SO FAR

In 2022 Premier sourced over **91 tonnes** of Better Cotton™ and this had a positive impact in the areas below.



An estimated **42.5 million litres** of water saved.



Better Cotton™ farmers benefitted from an estimated **18,000 EUR** additional profit.\*



An estimated **27kg** of pesticides were avoided.

\*Better Cotton farmers experience profit increases for a variety of reasons, most commonly due to increased yields and/or optimised used of inputs (such as irrigation water, pesticides or synthetic fertilizer).



## CERTIFIED ORGANIC COTTON & ORGANIC COTTON IN-CONVERSION

Some of our styles are made from - or include, organic cotton and are certified to the **Organic Content Standard (OCS)**.

Our PR102 cotton bib apron is made from cotton that is organic in-conversion.





# WHAT IS ORGANIC COTTON?

Organic cotton crop cultivation is better for the environment because it requires considerably less water than conventional cotton and is grown without the use of toxic pesticides and synthetic fertilizers.

# WHAT IS THE ORGANIC CONTENT STANDARD (OCS)?

The **Organic Content Standard (OCS)** is a voluntary global standard that sets the criteria for third-party certification of organic materials and chain of custody.

The percentage of organically grown material is tracked and verified from source to final product.



Products that display the **Organic Content Standard 100** (OCS 100) logo contain at least 95% certified organically grown material.



Products that display the **Organic Content Standard In-Conversion** logo contain cotton from farms who are transitioning from conventional to organic crop production.



Products that display the **Organic Content Standard Blended** (OCS Blended) logo contain between 5-94% certified organically grown material.



The Fairtrade Cotton Mark displayed on a garment means that the cotton element has been sourced from Fairtrade certified producer organisations.

Fairtrade certify producer organisations who meet the criteria set out in the Fairtrade Standards for cotton production.

## WHAT IS FAIRTRADE COTTON?

Fairtrade supports small-scale farmers to secure fairer prices. They also work with the farmers to address environmental issues by promoting better agricultural practices that help protect biodiversity through the Fairtrade Standards.

When you buy our styles made with Fairtrade Cotton, you are supporting positive change in the cotton industry.





## RECYCLED MATERIALS

Selected styles are made from – or include, recycled polyester, recycled nylon or recycled cotton and are certified to the **Global Recycled Standard (GRS)**.

## WHAT IS THE GLOBAL RECYCLED STANDARD (GRS)?

The **Global Recycled Standard (GRS)** set the criteria for third-party certification of recycled materials and chain of custody. The percentage of recycled content is tracked and verified with social and environmental requirements relating to processing and chemical use.



Products that display the **GRS** logo contain at least 50% recycled material.



## RECYCLED COTTON

Our 'Regenerate' Apron is made from offcuts of scrap denim from textile factories or from pre-loved consumer clothing like jeans.



## RECYCLED POLYESTER

Our softshell jackets and gilets are made entirely from post-consumer plastic bottles.



## RECYCLED NYLON

Our padded jackets and gilets are made from recycled nylon yarn. The waste nylon yarn is collected from textile factories, garment manufacturers and households.

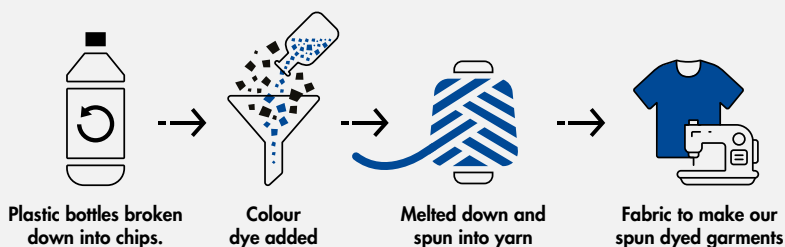


As part of our sustainability efforts, we are now manufacturing clothing that has been spun dyed.

# WHAT IS SPUN DYED/ SPUN DYEING?

In order for the fabric in our clothing to have colour, there is a process of colour dyeing that takes place during production.

Spun dyeing reduces the environmental footprint when compared to traditional methods.



## PERFORMANCE BENEFITS

Spun-dyed garments benefit from what is known as excellent colour fastness, meaning that the colour won't fade in UV light and they can withstand washing up to 60°C, without suffering any long-term colour degradation.

THE METHOD OF SPUN DYEING USES:-



**66%**

LESS WATER



**75%**

LESS CHEMICALS



**60%**

LESS CO<sub>2</sub>

# 'BARLEY'

## CONTRAST STITCH

### BIB APRON

**PR121**

- Eyelet and rivet detail
- Adjustable antique brass buckle on neckband
- Side pockets and centre zipped pocket
- Contrast stitching

#### **FABRIC**

65% Recycled Polyester, 35% Cotton, 195gsm

#### **COLOUR**

4 colours



Contrast stitching







PR 121





PR 122



WOVEN ON HAND LOOMS

# 'REGENERATE' BIB APRON

Recycled cotton from used denim

**PR122**

- Slanted side pockets with contrast trim
- Adjustable knotted neckband
- Contrast stitching
- Recycled cotton from used denim

**FABRIC**

**Black Denim:** 53% Recycled Cotton, 41% Recycled Polyester, 6% Recycled Viscose, 275gsm

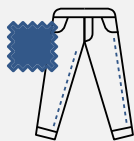
**Indigo Denim:** 58% Recycled Cotton, 36% Recycled Polyester, 6% Recycled Viscose, 275gsm

**Grey Denim:** 55% Recycled Cotton, 36% Recycled Polyester, 9% Recycled Viscose, 275gsm

**Natural:** 44% Recycled Cotton, 37% Recycled Polyester, 19% Recycled Viscose, 275gsm

**COLOUR**

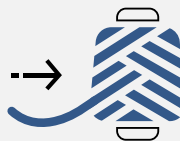
4 colours



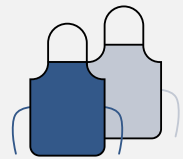
Used denim



Shredded up and broken down



Spun back into yarns



Fabric to make our aprons

20

Colours

PR102



# 100% COTTON APRON, ORGANIC IN-CONVERSION

Made with 100% in-conversion Organically Grown Cotton.

Supporting farmers through the transition period from conventional to organic cotton crop production.

## PR102

- Self-fabric ties
- Self-fabric neckband
- Width 60cm, Length 87cm

## FABRIC

100% In-Conversion Organically Grown Cotton, 240gsm

## COLOUR

20 colours



Contains 100% OCS Certified Organically Grown In-Conversion Cotton  
Certified by Control Union  
CB-CUC-11939/8



PR112



PR114



# COTTON APRONS, ORGANIC & FAIRTRADE CERTIFIED



**PR112** **PR114**

- Sliding adjustable buckle on neckband (PR112)
- Centre pocket (PR112)
- Width 60cm, Length 84cm (PR112)
- Width 70cm, Length 50cm (PR114)
- 90cm self-fabric ties

## **FABRIC**

100% Organic & Fairtrade Certified Cotton, 200gsm

## **COLOUR**

Black



Certified by Control Union  
CB-CUC-1119398

# RECYCLED POLYESTER & COTTON BIB APRON, ORGANIC & FAIRTRADE CERTIFIED

## PR120

- Two slanted side pockets measuring 24cm depth by 18cm wide
- Adjustable buckle on neckband

### FABRIC

65% Recycled Polyester, 35% Cotton,  
Organic & Fairtrade Certified, 280gsm

### COLOUR

5 colours





INCLUDES



PR 120





# DENIM COTTON BIB APRON, ORGANIC & FAIRTRADE CERTIFIED

## PR113

- Two mitred pockets measuring 20cm deep x 19.5cm wide
- Antique brass/gunmetal buckle on neckband
- 80cm long x 72cm wide with 107cm long ties

## FABRIC

100% Cotton, Organic & Fairtrade Certified, 235gsm

## COLOUR

3 colours

INDIGO DENIM

BLACK DENIM

Antique brass/gunmetal buckle



Certified by Control Union  
CB-CUC-1119398

# 'COMIS'

## COTTON-RICH TEE

PR219

MEN'S 'COMIS'  
COTTON-RICH TEE

PR319

WOMEN'S 'COMIS'  
COTTON-RICH TEE

- Narrow banded collar
- Single button placket
- Soft feel

### FABRIC

60% Cotton, 40% Recycled Polyester, 160gsm.

**Grey Marl:** 90% Cotton, 10% Viscose, 160gsm

### SIZES

Men's sizes: **S**/34" – **3XL**/54"

Women's sizes: **XS**/8 – **2XL**/18

### COLOUR

5 colours



<sup>†</sup> Grey Marl does not contain recycled polyester

PR319

PR219





PR631

PR633



# RECYCLED SPUN DYED POLO SHIRTS

Spun dyeing uses less water, chemicals and carbon compared to traditional methods.

**PRG31**

MEN'S RECYCLED  
SPUN DYED POLO SHIRT

**PRG33**

WOMEN'S RECYCLED  
SPUN DYED POLO SHIRT

- Made with spun dyed recycled polyester yarn
- Ribbed collar
- Three button placket

## FABRIC

100% Recycled Polyester, 160gsm

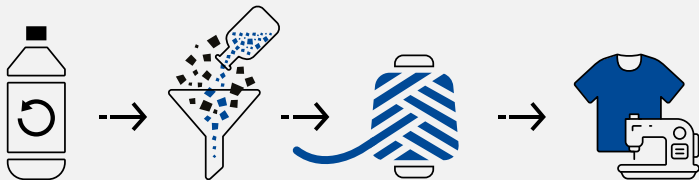
## SIZES

Men's sizes: **S**/35" – **4XL**/53"

Women's sizes: **XS**/8 – **2XL**/18

## COLOUR

3 colours



Plastic bottles broken down into chips.

Colour dye added

Melted down and spun into yarn

Fabric to make our spun dyed garments

PR247

PR347





# CHAMBRAY SHIRTS

## ORGANIC & FAIRTRADE CERTIFIED

**PR247**

MEN'S CHAMBRAY SHIRT -  
ORGANIC & FAIRTRADE CERTIFIED

**PR347**

WOMEN'S CHAMBRAY SHIRT -  
ORGANIC & FAIRTRADE CERTIFIED

- Two chest pockets with combined pen pocket to the left
- Double button cuff for adjustment with a single button sleeve guard
- Button-down collar on the underside

### FABRIC

100% Cotton, Organic & Fairtrade Certified,  
160gsm

### SIZES

Men's sizes: **S**/34" – **3XL**/54"

Women's sizes: **XS**/8 – **3XL**/20

### COLOUR

2 colours



Certified by Control Union  
CB-CUC-1119398

MODERN  
FIT



# MEN'S WORKWEAR

## CARGO SHORTS

**PR564**

- Mobile friendly pockets with hook and loop sealed fastening
- Belt loops, metal button and YKK zip for fastening
- Single patch pocket to the reverse

### FABRIC

65% Recycled Polyester, 35% Cotton, 195gsm

### SIZES

**XS/30" – 4XL/44"**

### COLOUR

2 colours



**NEW**



PR564



**NEW**

PR810

PR812



# WINDCHECKER®

## PRINTABLE & RECYCLED SOFTSHELL JACKET

**PR810**

MEN'S WINDCHECKER®  
PRINTABLE & RECYCLED  
SOFTSHELL JACKET

**PR812**

WOMEN'S WINDCHECKER®  
PRINTABLE & RECYCLED  
SOFTSHELL JACKET



- Two layer zip through jacket with chin guard
- Zipped side pocket
- Hook 'n' loop strip to the cuffs
- Drawcord to the hem

### FABRIC

100% Recycled Polyester, 280gsm

### SIZES

Mens' sizes: **S**/35" – **4XL**/53"

Women's sizes: **XS**/8 – **2XL**/18

### COLOUR

3 colours



### Printability

Perfect base for all types of  
print applications

### Recycled fabric

Polyester made from  
post-consumer plastics



Softshell outer layer  
for wind and water resistance



Fleece inner layer  
for warmth and softness

# WINDCHECKER®

## PRINTABLE & RECYCLED SOFTSHELL GILET

**PR814**

MEN'S WINDCHECKER® PRINTABLE & RECYCLED  
SOFTSHELL GILET

**PR816**

WOMEN'S WINDCHECKER® PRINTABLE & RECYCLED  
SOFTSHELL GILET

- Two layer zip through gilet with chin guard
- Zipped side pockets
- Drawcord to the hem
- Bonded fleece inner layer

### FABRIC

100% Recycled Polyester, 280gsm

### SIZES

Mens' sizes: **S**/35" – **4XL**/53"

Women's sizes **XS**/8 – **2XL**/18

### COLOUR

3 colours

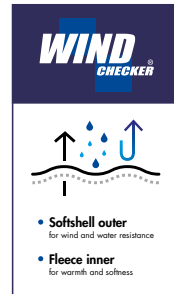


### Printability

Perfect base for  
all types of print  
applications

### Recycled fabric

Polyester made  
from post-consumer  
plastics



**NEW**

PR816

PR814



PR808

PR809



100% RECYCLED POLYESTER



# SPUN DYED RECYCLED ZIP-THROUGH SWEAT

**PR808**

MEN'S SPUN DYED RECYCLED  
ZIP-THROUGH SWEAT

**PR809**

WOMEN'S SPUN DYED RECYCLED  
ZIP-THROUGH SWEAT

- Made with spun dyed recycled polyester yarn
- Contrast zip detail
- Two external zipped pockets
- High neck cadet collar

## FABRIC

100% Recycled Polyester, 280gsm

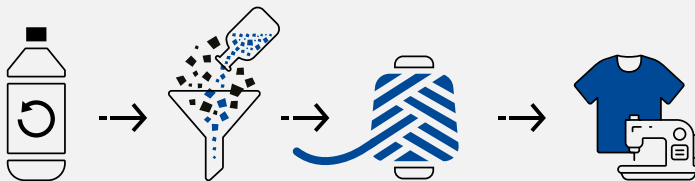
## SIZES

Men's sizes: **S**/35" – **4XL**/53"

Women's sizes: **XS**/8 – **2XL**/18

## COLOUR

3 colours



Plastic bottles broken  
down into chips.

Colour  
dye added

Melted down and  
spun into yarn

Fabric to make our  
spun dyed garments

**NEW**

PR819

PR817



**RECYCLIGHT®**

# 'RECYGLIGHT'<sup>®</sup> PADDED JACKETS

PR817

## MEN'S 'RECYGLIGHT' PADDED JACKET

PR819

## WOMEN'S 'RECYGLIGHT' PADDED JACKET

- Zip-through padded jacket with horizontal baffle detail.
- Two zipped side pockets
- Warm, lightweight and water-resistant.
- Zip access in the lining for embroidery applications

### FABRIC

Outer: 100% Recycled Nylon, Inner: 100% Recycled Polyester, 38gsm

### SIZES

Men's sizes: **S**/35" – **4XL**/53"

Women's sizes: **XS**/8 – **2XL**/18

### COLOUR

2 colours



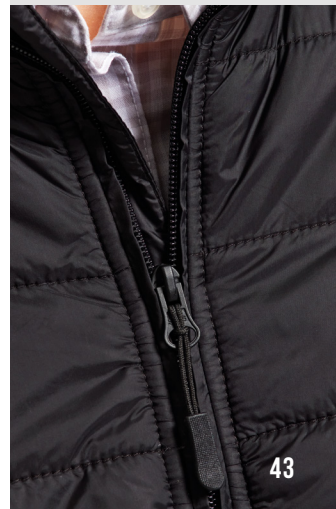
Comes with a handy stuff sack



Two zipped side pockets



Open pocket to the inner lining





# 'RECYCLIGHT'<sup>®</sup> PADDED GILETS

**PR811**

## MEN'S 'RECYCLIGHT' PADDED JACKET

**PR815**

## WOMEN'S 'RECYCLIGHT' PADDED JACKET

- Zip-through padded gilet with horizontal baffle detail.
- Two zipped side pockets
- Warm, lightweight and water-resistant
- Zip access in the lining for embroidery applications

### FABRIC

Outer: 100% Recycled Nylon,

Inner: 100% Recycled Polyester, 38gsm

### SIZES

Men's sizes: **S**/35" – **4XL**/53"

Women's sizes: **XS**/8 – **2XL**/18

### COLOUR

2 colours



Comes with a  
handy stuff sack



Certified by Control Union  
CB-CUC-1119398

**NEW**



PR811



PR815



THE

# ORGANIC & RECYCLED

UNIFORM COLLECTION

- APRONS
- TOPS
- SHORTS
- OUTERWEAR

