

LIZ CHRISTY

HAND-WOVEN IN IRELAND

Swallow Studios, Annayalla, Castleblayney, Co Monaghan, A75 Y318 Ireland

www.lizchristy.com

Environmental Management Policy Statement

Liz Christy is a luxurious hand-woven Irish scarf company in Monaghan. Liz Christy's products are made with care and skill, each individually hand-woven in Ireland and inspired by Liz Christy's love of art. At Liz Christy, we recognize our responsibility to protect and preserve the environment for present and future generations.

As such, we are committed to integrating environmental considerations into all aspects of our operations and striving for sustainability in everything we do. The following outlines Liz Christy's commitment to ensuring responsible environmental stewardship throughout its operations.

Commitments:

Water Management

- Engage sustainable dyeing supplier to request information about water consumption and pollution.
- Reuse water Washing and dyeing process.
- Track water consumption and monitor water pollution
- Track septic tank.

Waste Management

- Give packaging from raw materials to schools for arts and crafts.
- Zero fabric waste, donate any wool/cotton waste to school or recycle.
- Recycle cardboard boxes from wool.
- Compost organic waste.
- Recycle all bottles including vinegar bottles.
- Reuse packaging i.e. bubble wrap, cardboard etc.

Sustainable Business Travel

- Sign up to cycle to work scheme.
- Make the studios more cycle-friendly.
- Use public transport for business travel whenever possible.
- Track business travel to enable continuous improvement.
- Use hotel accommodation close to sites to be visited to minimise transportation.

General Commitments

Regulatory Compliance: Liz Christy is dedicated to upholding the highest standards of regulatory compliance in all aspects of environmental management in relation to its operations.

Staff Engagement: We will communicate our Environmental Policy, plans and performance to staff, and we recognise the contribution our staff make towards improving the environmental performance.

Continuous Improvement: the Environmental Management Policy will be reviewed on an annual basis. Any changes made will be communicated and made available to all stakeholders via the website.

This environmental management statement represents our firm commitment to environmental stewardship and sustainability. By adhering to these commitments, we aim to minimize our environmental impact, conserve natural resources, and contribute to a healthier planet for current and future generations.



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Sustainable Procurement Policy Statement

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Commitments

- Investigate the possibility and consider the use of recyclable and local packaging.
- Engage suppliers to share their sustainable practices.
- Consider local fabric suppliers and consider sustainable suppliers for raw material purchases.
- Reduce packaging where possible and/or consider sustainable packaging alternatives.
- Buy local as much as possible.
- Utilise An-post as a delivery service.

General Commitments

Regulatory Compliance: Liz Christy is dedicated to upholding the highest standards of regulatory compliance in all aspects of sustainable procurement for its operations.

Supplier Engagement: We will communicate our sustainable procurement policy and expectations to suppliers. We recognise the importance of supplier engagement and cooperation with our sustainable procurement policy to minimise the environmental impact of our operations procurement activities.

Continuous Improvement: We commit to reviewing the sustainable procurement policy which acts as a cornerstone of the organization's dedication to environmental stewardship and social responsibility. By committing to periodic evaluations, we aim to demonstrate a proactive approach to identifying areas for improvement, optimizing resource use, and minimizing environmental impact throughout the supply chain. Any changes made will be communicated and made available to all stakeholders via the website. By adhering to this Sustainable Procurement Policy, employees, partners and suppliers demonstrate their commitment to environmental responsibility and contribute to the collective effort to build a more sustainable future.

This sustainable procurement statement represents our firm commitment to environmental stewardship and sustainability. By adhering to these commitments, we aim to minimize our environmental impact, conserve natural resources, and contribute to a healthier planet for current and future generations.



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Diversity, Equity and Inclusion Policy Statement

Liz Christy is a luxurious hand-woven Irish scarf company in Monaghan. Liz Christy's products are made with care and skill, each individually hand-woven in Ireland and inspired by Liz Christy's love of art.

Our company is fully committed to diversity, equity, and inclusion. We value every individual's unique perspective and strive to create a workplace where everyone feels respected and empowered. We prioritize fairness, equal opportunities, and a culture of belonging for all employees, fostering collaboration and innovation. Through ongoing learning and inclusive practices, we aim to build a more equitable and inclusive environment, both within our organization and in society as a whole.

Commitments

- Create an employee wellbeing policy.
- Flexible working hours
- Foster a friendly and inclusive working environment.
- Canteen

General Commitments

Commitment to Supporting All Employees: Our organization is fully committed to employing and supporting employees including those identifying as women, being from underrepresented or minority groups, individuals with chronic barriers to employment and underrepresented social groups.

Commitment to Address Male-to-Female Pay Gap: Our organization is fully committed to addressing and eliminating the gender pay gap. We recognize that pay equity is not only a matter of fairness and equality but also essential for fostering an inclusive and supportive workplace environment.

Regulatory Compliance: Liz Christy is dedicated to upholding the highest standards of regulatory compliance in all aspects of diversity, equity, and inclusion in the workplace.

Stakeholder Engagement: We recognize that our stakeholders, including employees, customers, suppliers, investors, and community members, play a crucial role in shaping our DEI efforts and holding us accountable. We are committed to fostering open dialogue and collaboration with stakeholders to understand their perspectives, gather feedback, and co-create solutions that promote diversity, equity, and inclusion.

Continuous Improvement: We are committed to continuously improving diversity, equity, and inclusion (DEI) within our organization. Through ongoing evaluation, feedback, and adaptation, we will strive to create a more inclusive environment where everyone feels valued and empowered.

This diversity, equity and inclusion statement represents our firm commitment to diversity, equity, and inclusion. By adhering to these commitments, we aim to create a workplace where diversity is embraced, equity is ensured, and inclusion is practised as a core value, fostering a culture of belonging and excellence for all employees.



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Human Rights Policy Statement

At Liz Christy's we are dedicated to upholding human rights principles in all aspects of our operations. We believe in the inherent dignity and worth of every individual, and we are committed to respecting and promoting human rights in our interactions with employees, customers, suppliers, and the communities in which we operate.

Our policy includes the following key commitments:

- **Non-Discrimination:** We do not discriminate against any individual or group based on race, colour, ethnicity, nationality, religion, gender, sexual orientation, disability, age, or any other characteristic protected by law.
- **Fair Employment Practices:** We provide equal opportunities for employment and advancement based on merit, qualifications, and performance. We prohibit any form of harassment, exploitation, or discrimination in the workplace.
- **Labor Rights:** We respect the rights of workers, including the freedom of association, collective bargaining, and fair compensation. We oppose forced labour, child labour, and any other forms of labour exploitation.
- **Supply Chain Responsibility:** We expect our suppliers and business partners to uphold human rights principles in their operations. We strive to work with suppliers who share our commitment to ethical and responsible business practices.
- **Community Engagement:** We engage with the communities where we operate to understand their needs and concerns, and we strive to contribute positively to their social and economic development.
- **Transparency and Accountability:** We are committed to transparency and accountability in our human rights efforts. We regularly assess and address human rights risks in our operations, and we provide mechanisms for individuals to raise concerns and grievances.

Through these commitments, we aim to promote human dignity, equality, and social justice within our organization and across our broader sphere of influence.



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Value Chain Stakeholder Impact Policy Statement

Liz Christy is a luxurious hand-woven Irish scarf company in Monaghan. Liz Christy's products are made with care and skill, each individually hand-woven in Ireland and inspired by Liz Christy's love of art. At Liz Christy, we recognize the interconnectedness of stakeholders throughout the value chain which underscores the critical importance of understanding, managing, and mitigating the impacts of our operations on all relevant parties, thereby fostering sustainable and mutually beneficial relationships.

Commitments:

- **Fair Treatment:** We are dedicated to treating all stakeholders involved in or affected by our operations with fairness, respect, and dignity, regardless of their role or influence.
- **Transparency:** We commit to transparency in our interactions and decision-making processes, providing stakeholders with clear and accessible information about our activities, impacts, and decisions.
- **Accountability:** We hold ourselves accountable for the impacts of our actions on stakeholders and their communities, taking responsibility for addressing any adverse effects and striving to mitigate them.
- **Engagement:** We value stakeholder engagement as an essential aspect of our decision-making processes, actively seeking input, feedback, and collaboration from all relevant parties to inform our actions and decisions.
- **Continuous Improvement:** We are committed to continuously improving our practices and processes related to stakeholder impacts, learning from feedback, assessments, and best practices to enhance our performance and outcomes.
- **Compliance:** We adhere to all relevant laws, regulations, and industry standards concerning stakeholder impacts, ensuring our operations meet or exceed legal requirements and industry norms.
- **Empowerment:** We empower stakeholders to voice their concerns, participate in decision-making processes, and access grievance mechanisms to address conflicts or issues related to our operations.
- **Positive Contribution:** We strive to make a positive contribution to the well-being and prosperity of stakeholders and their communities, seeking opportunities to create shared value and enhance social and environmental outcomes.
- **Collaboration:** We recognize the importance of collaboration with stakeholders, including employees, suppliers, customers, local communities, and other partners, to achieve mutually beneficial outcomes and address shared challenges.
- **Long-Term Perspective:** We take a long-term perspective on value chain stakeholder impacts, considering the sustainable development goals and ensuring our actions contribute to the well-being of current and future generations.

General Commitments

- **Regulatory Compliance:** Liz Christy is dedicated to upholding the highest standards of regulatory compliance in all aspects of stakeholder value chain interactions and impact for its operations.
- **Stakeholder Engagement:** We commit to effective stakeholder engagement which is paramount for managing value chain stakeholder impact. By actively involving stakeholders throughout the chain, from employees to suppliers, customers, and local communities, we ensure that their perspectives are heard, concerns addressed, and input integrated into decision-making processes.

- **Continuous Improvement:** We commit to reviewing the sustainable procurement policy which acts as a cornerstone of the organization's dedication to environmental stewardship and social responsibility. By committing to periodic evaluations, we aim to demonstrate a proactive approach to identifying areas for improvement, optimizing resource use, and minimizing environmental impact throughout the supply chain. Any changes made will be communicated and made available to all stakeholders via the website.

A handwritten signature in black ink that reads "Liz Christy". The signature is written in a cursive, flowing style.

Signed

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Anti-Corruption Policy Statement

At Liz Christy, we are committed to conducting our business with the highest standards of integrity, transparency, and ethical behaviour. We recognize that corruption undermines trust, fairness, and sustainability, and poses significant risks to our reputation and success. Therefore, we have adopted this Anti-Corruption Policy to guide our actions and ensure compliance with relevant laws, regulations, and international standards.

Key Principles:

- **Zero Tolerance:** We have a zero-tolerance policy towards corruption in any form, including bribery, fraud, extortion, embezzlement, and collusion. We prohibit any actions or behaviours that seek to obtain undue advantages or benefits through unethical or illegal means.
- **Compliance with Laws:** We are committed to complying with all applicable laws, regulations, and international conventions related to anti-corruption, including but not limited to the [List relevant Irish laws and international standards, such as the Criminal Justice (Corruption Offences) Act 2018 and the UN Convention against Corruption].
- **Ethical Conduct:** We expect all employees, contractors, suppliers, and business partners to uphold the highest standards of ethical conduct in their interactions with colleagues, clients, government officials, and other stakeholders. We do not tolerate any conflicts of interest, kickbacks, or facilitation payments.
- **Transparency and Accountability:** We promote transparency in our business practices, financial transactions, and decision-making processes. We maintain accurate and complete records of all transactions and activities, ensuring accountability and traceability.
- **Risk Management:** We identify, assess, and mitigate corruption risks within our organization and supply chain through regular risk assessments, due diligence, and internal controls. We empower employees to raise concerns and report suspected instances of corruption through our confidential reporting mechanisms.
- **Training and Awareness:** We provide training and awareness programs to educate employees and stakeholders about the importance of anti-corruption measures, their legal obligations, and the consequences of non-compliance. We foster a culture of integrity, where ethical behaviour is valued and rewarded.
- **Continuous Improvement:** We continuously review and enhance our anti-corruption policies, procedures, and controls to adapt to evolving risks, legal requirements, and best practices. We learn from past incidents and strive to implement lessons learned to strengthen our anti-corruption efforts. This Anti-Corruption Policy applies to all employees, officers, directors, contractors, suppliers, and business partners of Liz Christy. Violations of this policy may result in disciplinary action, termination of contracts, or legal proceedings as appropriate.

We encourage all stakeholders to support our commitment to combat corruption and uphold the values of honesty, integrity, and accountability in everything we do.



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