

Seasalt Social Responsibility Policy

Seasalt is a family-owned clothing business, founded in 1981. We have 11 shops in Cornwall, Devon and Guernsey and we employ over 80 people. As well as selling premium brands of leisurewear and footwear, we also produce our own brand of Seasalt clothing – for sale in our own stores and for wholesale across the UK.

Seasalt is committed to being a socially responsible business. We recognise that our activities have a direct impact upon the well being of our employees, customers, suppliers and wider community in Cornwall, Devon and Guernsey. Also, through our wholesaling and purchasing practices, our activities impact on communities nationally and globally.

With this in mind Seasalt will endeavour to make a positive impact upon our society.

Our commitments:

- Promoting an **Environmental Policy** which aims to minimize the impact of our business on the environment (for example, through the use eco-friendly textiles).
- Promoting an ethical **Purchasing Policy** and **giving preference** as far as practicable to suppliers who share our commitment to social responsibility, good labour and environmental standards, and fair trade.
- Using **local suppliers** as much as possible.
- Treating our **employees** and **customers** openly and fairly.
- Working with our **local community and charities** on initiatives to protect our environment and other good causes.
- **Communicating** our policies clearly to customers & suppliers

We will ensure continuous improvement in our social responsibility performance by:

- Providing **training** and raising awareness among employees.
- **Listening** to stakeholders.
- Actively supporting and taking part in social responsibility **projects and initiatives**.
- Asking Seasalt brand suppliers to sign our **Statement of Commitment** to ethical trading.
- Encouraging **employee involvement** in our local community.
- Meeting our **statutory obligations** on employment, health and safety and the environment.
- **Monitoring and reporting** our social responsibility performance.

This policy is communicated to all employees and those whose actions may have a significant affect on the environmental performance of Seasalt. This policy is available to members of the public upon request.

Signed by: *Leigh Chadwick*

Position: Director

Date: 17 July 2008

Review Date: July 2009