



The logo for Stephen Walters features the name 'Stephen' in a black, elegant cursive script, positioned above the name 'WALTERS' in a bold, black, uppercase sans-serif font. The entire logo is centered within a white rectangular box.

Stephen
WALTERS

Woven in England since 1720

Sudbury Silk Mills is our weaving mill situated close the river Stour in Suffolk, England. The site overlooks ancient water meadows enjoying changing views throughout the seasons.



Sudbury Silk Mills is a vertical production jacquard weaving mill, the entire process from design concept and development, yarn dyeing, warping, weaving to finished fabric can be followed through the factory.

There are 48 looms in operation at the mill, weaving a wide range of fabrics to order with exceptional quality.

All weaving takes place on site by our highly skilled weavers and technicians before every metre of fabric is inspected by hand prior to leaving the mill.

Julius Walters, MD

Sudbury Silk Mills (SSM) is home to a group of companies who are involved in the manufacture of a wide range of textile products for customers worldwide. This report focuses on areas of progress and our performance for all areas of sustainability which are considered to be material by our stakeholders and are also important to the success of our business.



SSM recognises the importance that its customers and staff place on sustainability and is developing meaningful key performance indicators to enable the board to monitor the Group's progress in meeting its objectives and responsibilities in these areas. We recognise the value of the certification process to an industry standard for sustainability and have committed to achieving Oeko-Tex certification this year.

Corporate responsibility and sustainability (CSR)

Being responsible and sustainable is fundamental to our purpose and this section of the policy sets out our progress and performance in social aspects ensuring human rights and ethics. That our working practices promote the health, safety and wellbeing of our colleagues and that we promote awareness of our impact on the environment as we design our products and processes, while delivering the greatest benefit to our local community. SSM's non-financial KPIs reflect the importance that we place on CSR and enables the board to monitor progress in meeting its objectives and responsibilities in these areas.

Our culture and people

Our purpose is to grow a sustainable business and retain employment here in Sudbury. This is why we exist. It is our transformative purpose, and acts as our north star to ensure we focus on doing those things that make it happen, and not doing those things that work against it. Our culture is one of openness, integrity and accountability. We encourage our employees to act fairly in their dealings with fellow employees, customers, suppliers and business partners.

We recognise that our employees determine our success and we continue to invest in, and encourage further development of, our employees each year, not only utilising external training and development programmes, but also by providing clear leadership and decisive action. As a board we work closely with our teams to ensure that we have the right capabilities and best talent to match our growth ambition.

Social conditions can be improved for all through the creation of wealth. We aim to create wealth responsibly and sustainably allowing our board to determine where this wealth is best invested and distributed.

Human rights and ethics

Our human rights and labour conditions policy reflects the core requirements of the universal declaration of human rights, the UN global compact, the OECD guiding principles and the ILO declaration on fundamental principles and rights at work, including the conventions relating to forced labour, child labour, non-discrimination, freedom of association and right to collective bargaining.

We establish the core structure to ensure that SSM comply with legislative and regulatory requirements while permitting them to tailor their approach to their particular needs. We do not tolerate practices which contravene international standards.

We embrace our responsibility for ensuring that human rights considerations are integral to the way in which existing operations and new opportunities are developed and managed. Compliance with, and respect for, these fundamental principles are integrated throughout our organisation. Everyone working as part of SSM is responsible for having due regard for human rights. Managers and supervisors must provide leadership that promotes human rights as an equal priority to other business issues. All employees are responsible for ensuring that their own actions do not impair the human rights of others, and are encouraged to bring forward, in confidence, any concerns they may have about human rights.

Health and safety

Health and safety is critical to all SSM companies and a clear priority for company management. We recognise the necessity of safeguarding the physical and mental health and safety of our own employees while at work and operate so as to provide a safe and comfortable working environment for employees, visitors and the public. Our health & safety policy requires SSM businesses to manage their activities in a way which avoids causing unnecessary or unacceptable risks to health and safety.

The environment

We support the concept of sustainability and recognise that, in common with all businesses, our activities have an environmental impact. Our strategy is to minimise waste in our manufacturing processes, so the environmental impact of our operations is relatively low compared to manufacturers in other sectors. We recognise that our impact on the local community is as important as our global contribution. We also recognise that we can improve our own environmental performance and so resources are deployed to actively reduce our own carbon footprint.

What does Sustainability mean to our employees?

Rachel Claydon: Sample Preparation



“Sustainability is so important – The smallest action can make the biggest difference.

I am aware of the throw away nature we have all become accustomed to so at home I enjoy upcycling furniture and clothes to give items a new lease of life.

I talk to my children about the environment and encourage them pick up waste which can be harmful to our wildlife when at the beach or other public spaces.

We also try to source Fairtrade and find that clear labelling on packaging has been helpful in making these buying decisions.

A quote that really stands out to me is, “We do not inherit the earth from our ancestors, we borrow it from our children”.

Lee Jarmin: Weave Shift Supervisor



“Sustainability is important for a very simple reason, so we can maintain our quality of life now and for future generations.

At home I try to reduce the amount of waste and energy we use I have had smart meters installed and we recycle everything we can and in the garden we have water butts to help in conserving water.”

Katherine Winterton, Senior Lead Designer (Stephen Walters)



“I believe we all need to be conscious about not depleting the world's resources so where possible we should reuse.”

I enjoy making my own clothes, so I put my skills to good use by attempting to amend and repair my own items of clothing before sending to a textile recycling deposit.

At home effective measures are taken to reduce our household energy by turning lights off, installing energy efficient appliances and using water butts to collect rain water.

When it comes to food shopping, we tend to buy seasonal produce and source locally helping reduce the overall impact and carbon footprint from land to table.”

What does Sustainability mean to our employees?

Lucy Gormley, Accounts



“Sustainability to me, means caring for both people and our environment. -We cannot live in a world where everything is ‘throw away’; we must take a responsible approach in how we get to live and work in the world, not just for now but for future generations.

In the accounts team we will reduce the amount of paper we use when printing, as well as making sure that we turn off equipment that is not in use to reduce energy consumption. -It’s exciting to be part of team that embraces these changes and actively encourages us to make positive steps towards a better world.

At home, we are using more eco-friendly household products and have installed a water butt to help reduce water consumption.”

Lisa Horler: Key Account Manager (Stephen Walters)

“As an individual I try to keep informed and up to date. Ultimately, I am in a lucky position to have the choice of the way I live my life and therefore, can change what I do for the better.

I am fortunate here at Walters, the company has been proactive in their approach to sustainability and have for many years had best practices in place, including avoiding the use of landfill and saving energy by switching off lights! Simple but effective measures.

At home, we aim to be conscious consumers by eating locally produced foods and having a more vegetarian diet. We are fanatical about recycling. For us it’s about reusing and refilling whenever possible. We try to reduce our own personal impact, by not over consuming or wasting in the first instance.”



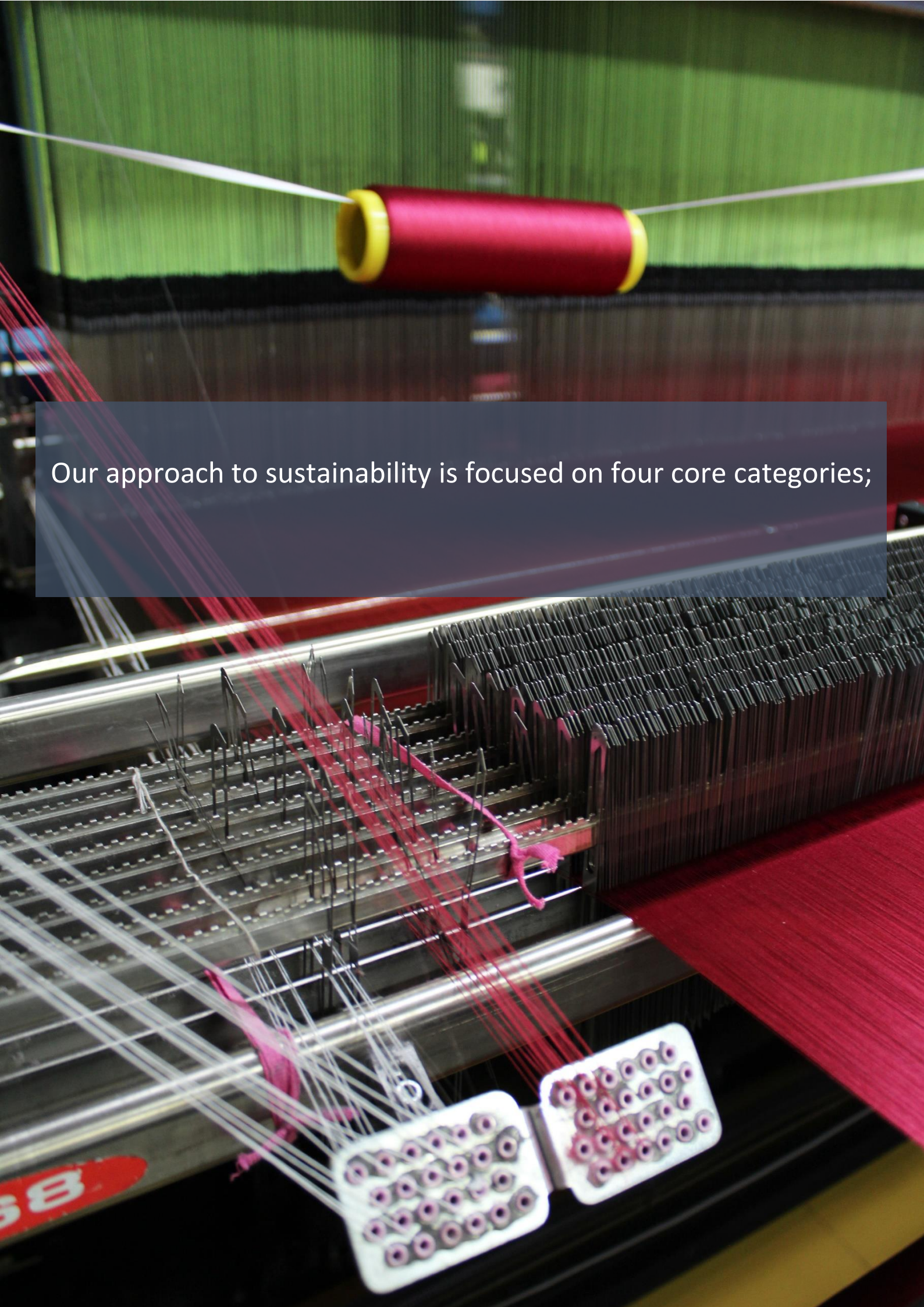
Adam Jenkins, Facilities Manager



“We all have a moral obligation to be as sustainable as possible. I try to shop wisely to reduce food waste and limit the amount of packaging that I bring in to my home. I try to recycle using clothes banks, bottle banks etc.

Over the last three years I have managed to cut my Household energy consumption by 4/5ths. I also have a wood burner which is a renewable energy source.

I believe it important to look after the environment to maintain biodiversity, everything we need to live comes from the land.”



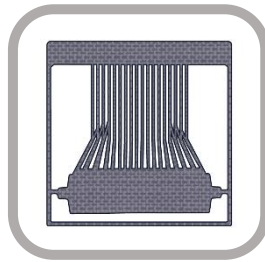
Our approach to sustainability is focused on four core categories;

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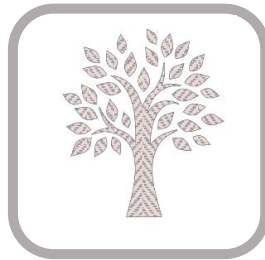
Products



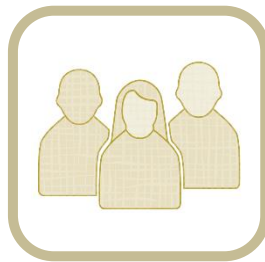
Processes



Environment



Social





Products

Our raw materials are carefully selected, and our supply chain is managed to offer great diversity, quality and performance of the range of products that we can produce, while minimising the impact on the environment.



Demand Driven

Fabrics are woven to order in direct response to customer demand, minimising fabric waste caused by over-production for stock. As the industry is trend driven it's important for us to take this approach; only weaving what is required by the customer.

We create directional new seasonal collections adding to our extensive archive of fabrics, available to be ordered as they are or to inspire bespoke developments for our customers.

Keeping production market driven, rather than speculative, eliminates unnecessary use of raw materials and resource. The raw materials are only drawn down as required from our stock yarn ranges.

We always seek to maximises social and financial value from any waste fabrics and yarns, finding alternative commercial uses or donating to educational and charitable organisations that can derive benefit from them.



Yarn offering

Our affinity with silk is deeply rooted in the origins and heritage of the business and still one of our specialities today. Many of our fabrics are either pure silk or woven as blends with other noble fibres.

Silk

Silk has been prized for its luxurious lustre for thousands of years and can be dyed to create an incredible quality of colour. Silk's natural prism structure makes it great at reflecting light. It is also breathable, hypoallergenic and known for its thermal properties being cool in the summer and warm in the winter. Silk is naturally self-extinguishing giving great natural fire-retardancy without the application of chemicals. It is also biodegradable in both sea and land.

Mulberry silk is a natural protein fibre obtained from the cocoons of the larvae of the mulberry silkworm, *Bombyx mori*.

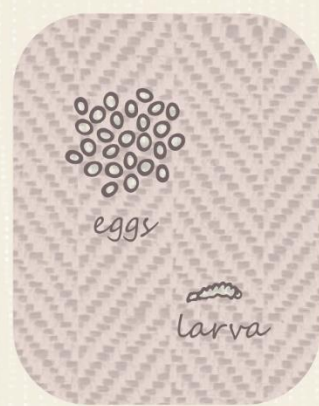
We purchase only the highest quality silk from China. The threads are unravelled from the cocoons, before being shipped by sea to Europe. The thread produced from each silk cocoon will measure between 1km and 1 mile of filament silk.

The next stage of the process is to throw or twist, the yarn in Italy. The yarn is then either shipped by road freight to be dyed at SSM, or dyed by Italian dyehouses before shipping when required.

The lifecycle of the silkworm (Bombyx Mori)

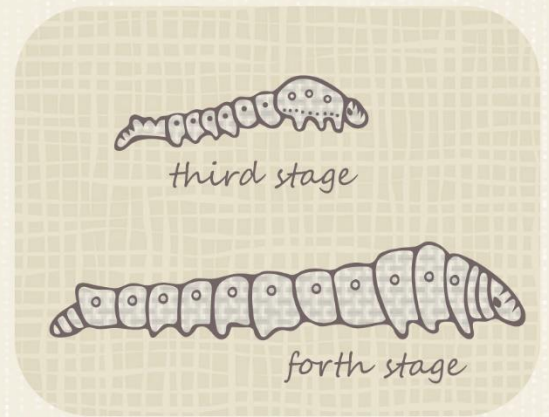
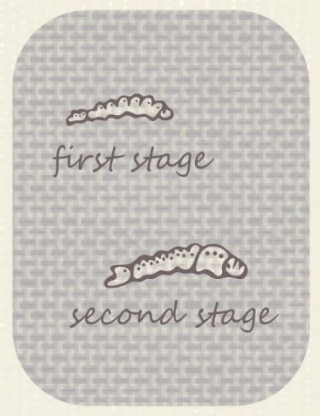


The silk moth lays upto 350 eggs



When the eggs hatch a hairy larva emerges

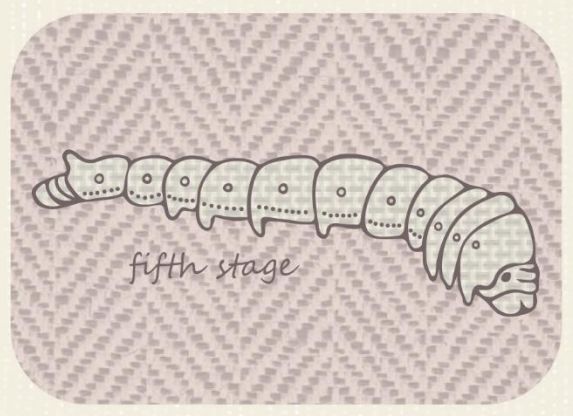
The larva feed on mulberry leaves for 20 to 30 days



The silk larva go through four stages of molt



The pupa remains dormant in the protective cocoon for 2-3 weeks



The raw silk thread is unwound from the cocoon and measure 300 to 900 metres in length

At the final stage the silkworm spins a single thread of silk around itself to form a cocoon

Wool

Wool is a popular and versatile fibre, it is breathable, moisture wicking, has a natural elasticity, holds bright colours in the dyeing process, is hypoallergenic and known for its thermal properties being cool in the summer and warm in the winter.

Every year the sheep produces a new fleece which can be removed without causing harm, making it naturally renewable. Our Wool supply is from farmed/domesticated sheep (Breed: Ovis Aries Aries) and is not sourced from those on the CITES register (*Convention on International Trade in Endangered Species of Wild Fauna and Flora*).

The origin of our wool is Australia, South America or New Zealand and it comes to SSM via Italy where it is processed and dyed. Our supplier is certified with *Associazione Tessile Salute*, this follows all the requirements of ZDHC and DETOX.

Cotton

Cotton is breathable wicks moisture, making it popular for keeping cool in humid climates. It is easy to care for and soft to touch in both apparel and furnishing. Our cotton has been sourced from the same Egyptian mill for the past 30 years and is carded long staple 100% handpicked Egyptian Cotton yarn, not blended.

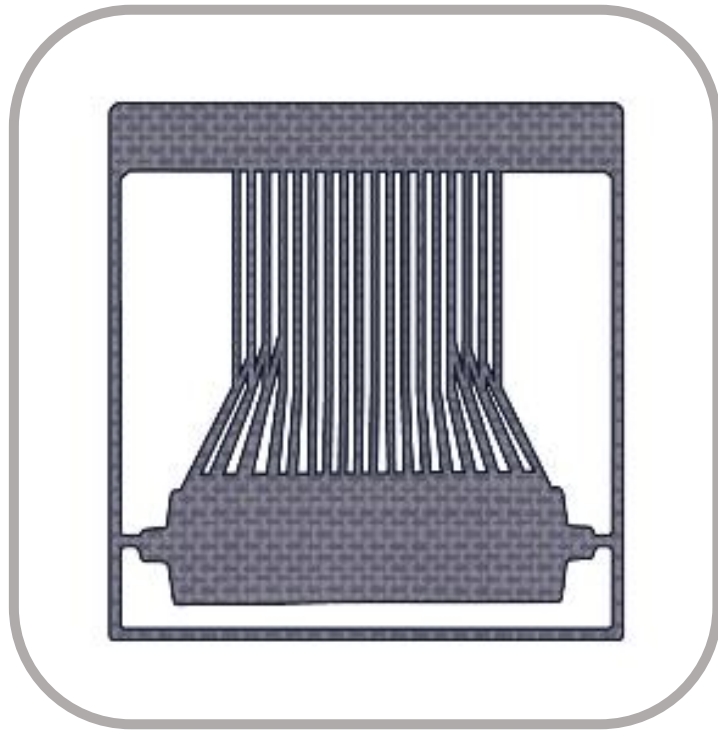
The cotton mill is OEKO-TEX certificated, a Swiss standard that confirms the yarn is produced in an environmentally safe fashion and in an ethical way - this also covers REACH regulations so that no harmful chemicals are used in the production of this yarn. The mill is also ISO 9001 registered for its quality.

Viscose Flax

Viscose flax is a blended yarn popular with furnishing manufacturers due to its strength, slub character and subtle lustre. This yarn provides a robust, natural alternative to synthetics for high performance, high abrasion fabrics for interiors

It retains bright colour in the dyeing process and adds a unique character to woven fabrics. We purchase our Viscose Flax produced in Austria and Czech Republic. Benefitting from the high manufacturing standards for these fibres in Europe.





Processes

The combined knowledge and expertise of our skilled staff contribute to our right first-time initiatives throughout our design and manufacturing processes; minimising waste, rework of materials and energy consumption through product development, yarn dyeing, weaving and finishing.

High Tech Solutions for Dyeworks Sustainability

Our dyeworks uses state of the art technology which oxidises 100% of the organic dyestuffs in the used dye liquor. This turns them back into their derived elements producing water that is completely clear and a small amount of hydrogen. There is no resultant slurry to dispose of and no reduction of efficiency as filters become clogged towards their end of life.

The clear water is then ideally suited to be reprocessed and recycled via the municipal waste water system.

SSM was one of the very first textile manufacturers to utilise this technology and is always looking to make sure that we are aware of further developments and solutions to improving sustainability.

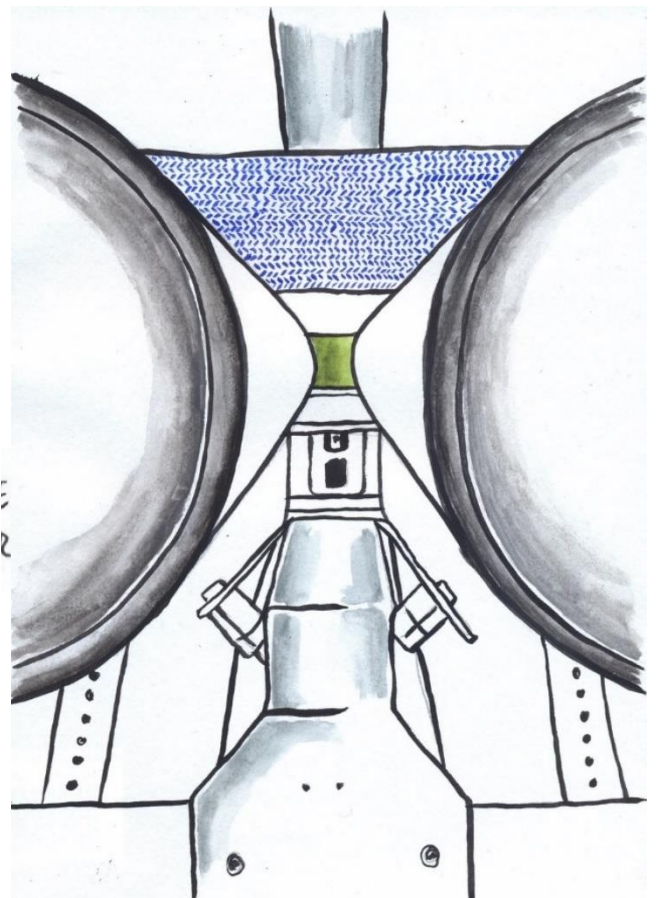
Ultra-efficient pressurised cone-dyeing reduces the amount of water and dyestuffs required in the dyeing process. All dyestuffs are REACH compliant and entirely Azo free. The heat from the dye liquor is recovered in a heat exchanger to preheat water for subsequent dyeing's, which in turn cools the waste liquor to the temperature required for treatment.

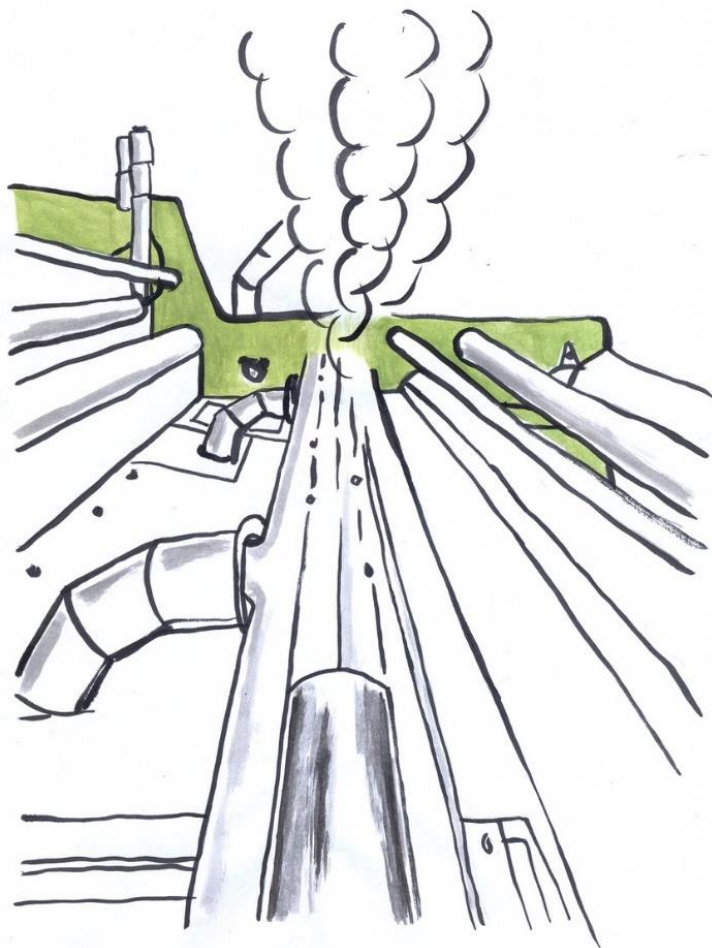
Finishing Machine

We have our own in-house, state-of-the-art finishing machine which allows us to offer a range of finishes to our customers. The machine is bespoke designed and custom built to be highly energy efficient and low-or-no water usage. Traditional textile finishing operations use large volumes of water, heat and often chemicals. Instead, the method we have developed uses energy efficient methods to generate heat and can include steam to achieve the desired effect using the minimum amount of water. As no chemicals or sizing is added in our production process, the fabrics require no washing or scouring, therefore generating no effluent.

Heat

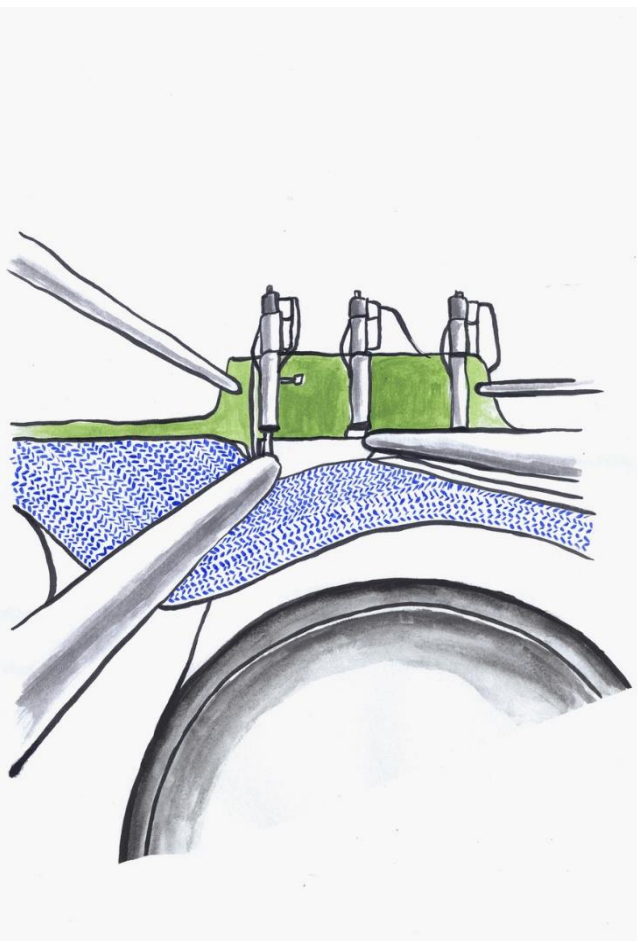
The heated rollers use infra-red technology to ensure an efficient and even delivery of heat on the contact surface. The surface of the roller is heated quickly on demand, so energy is not wasted having a machine heated on stand-by – we simply heat it as we need it, and power-down when we don't.





Steam

Steam is delivered at high pressure via a fine blade which is mounted close to the fabric surface to ensure optimum cover on the surface with very little steam escaping to air to maximise efficiency.



Recycling Fabric

Loading fabric into the machine requires a length of fabric known as a 'vent' which is used to pull the good fabric into place ready for finishing. At one end of the process we utilise any second quality fabrics. At the other end, we have devised a system for re-rolling the vent back into the machine to be reused.

Dornier Looms

To optimise weaving efficiency over the past year we have replaced some of our existing looms and invested in 12 new jacquard Dornier looms.

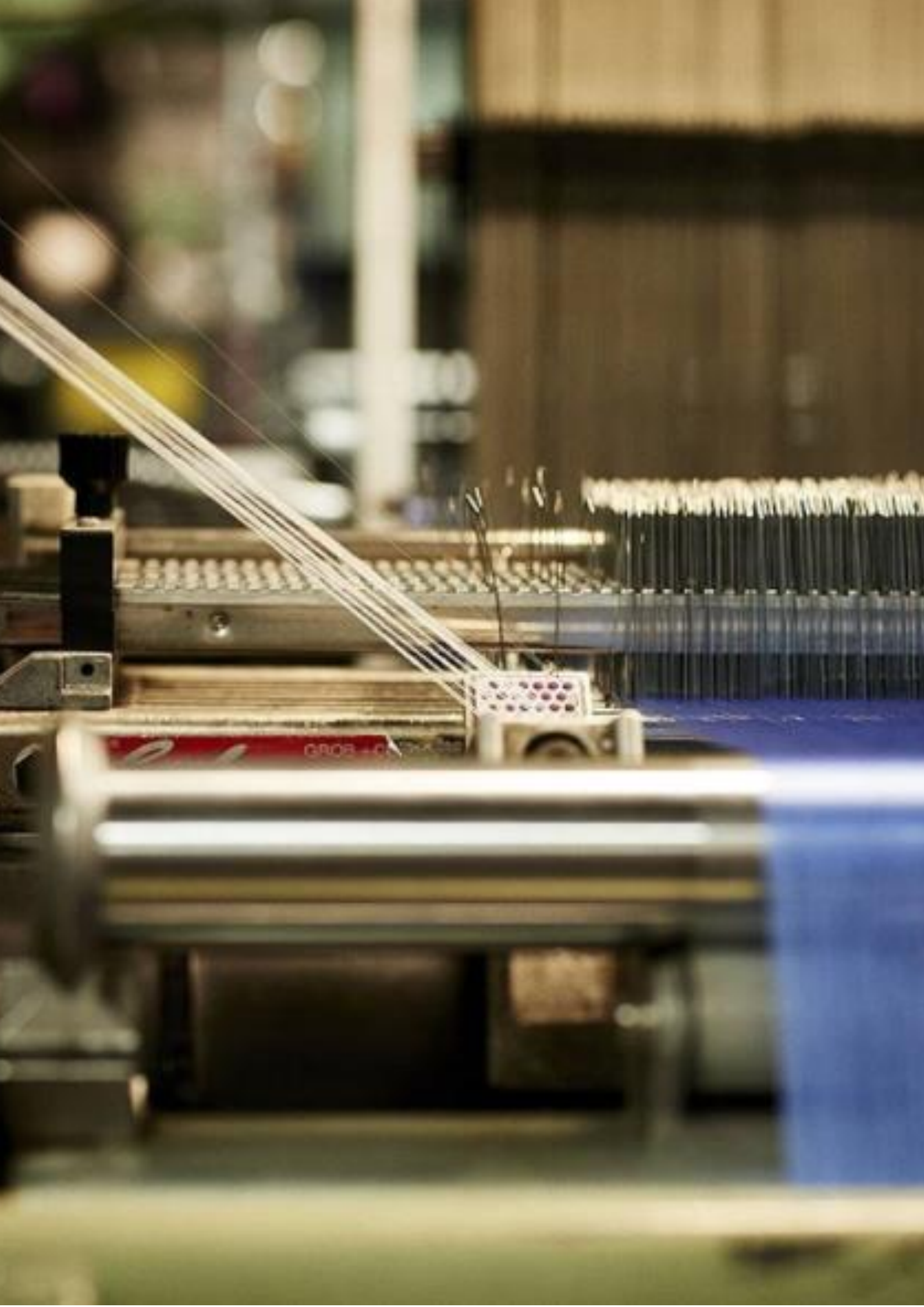
We have already seen some great benefits that result in the reduction of waste.

- Improved quality which results in far less wasted fabric; the machine is designed to handle weft yarn with care which has improved our ability to weave fabrics right first time.
- Ability to control the loom speed for each design, so the optimum weaving speed is set prior to weaving each order.
- We have been able to reduce our turnover of spare parts which were ordered and shipped from Europe.

All of these changes have contributed to reducing our carbon footprint.

Our specialist technicians actively undertake preventative maintenance on all our looms. Regular servicing, meaning reliability and efficiency helps reduce spare parts consumption and down-graded fabric.

Our weaving floor is also maintained at 65% relative humidity and 22°C to condition the yarn. This helps condition the yarn for efficiency gains and quality improvement, through fewer breakages of warp and weft due to increased yarn elasticity and strength. The temperature and humidity are controlled by an air-handling unit (AHU) which also extracts, cleans and replaces the entire volume of air in the weaving floor every 5 minutes, filtering out any fine particles of fibre or dust. The AHU is a crucial piece of equipment as it provides a comfortable working environment for our production teams, helps reduce static electricity in yarn and machinery, improves the fabric quality and can have a dramatic effect on how certain designs perform in weaving.



Health, Safety & Wellbeing

The safety and wellbeing of our stake holders is vital, be they employees, suppliers or clients and we are committed to ensuring the maximum safety possible. It is one of our five pillars meaning that there is active engagement throughout SSM.

Our policy sets clear responsibilities and requirements for staying safe in the workplace, alongside targets to continually improve the safety of our working environment. We aim to empower our workforce to take responsibility for their own health and safety and that of others working around them, by reporting any hazards or 'near misses' before they develop into more serious issues. By recording and investigating near misses we are able to take the necessary actions to minimise future risks and have reduced our incidence of minor accidents by 50%.

A monthly health & safety committee meeting includes representatives from operations and administrative areas, in addition to the management team and the board of directors, and is chaired by the dedicated health and safety manager. All issues are raised and appropriately actioned, with feedback and minutes posted on all bulletin boards. Health monitoring and support by a local occupational health provider is carried out annually.

Regular training is carried out for first aid, fire marshals, fork lift truck operators, those working at height and we have a large tool box talk library for all teams to incorporate into their regular team briefings.

In 2020 wellbeing was especially key with Covid-19 changing working practises. In conjunction with the people group regular correspondence has included links to support charities, ideas for home schooling, recipes, quizzes and sharing of staff photos and updates. Forced separation has highlighted the importance of support, communication and community both within the group and wider community.





Environment

Our aim is to ensure that the presence of our business is of benefit to both the local community and wider industry global network. This includes protecting resources, reducing consumption and adding value to the projects, businesses and people we work with.

Zero waste to landfill

SSM uses a local provider, CSH Environmental, based just 8 miles from the mill where we utilise a zero to landfill waste management process. The majority of our mill waste is recycled and the balance is responsibly incinerated to generate energy.

Richard Heap, Quality Manager and sustainability steering group leader;

“To see just how this is possible, they invited us along to their recycling plant. The first thing you notice on approach to the vast building is the scale – 50,000 tonnes processed per year. The main shed is the surface area of 3 football pitches, and the curved roof is designed to capture rainwater to limit their mains input. The whole site has been sympathetically designed to blend in with the natural surroundings, and an odour-neutralising spray limits the effect...until you step inside, although they do say you get used to it!

Huge mechanical arms separate the different types of waste which is then passed over blowers, suction, shakers, and magnets, through sieves and crushers, and finally onto a conveyor-belt at which an army of staff finally separate the remaining waste which is then baled by type and sold for re-processing.

Anything which cannot be completely isolated by waste-type is multi-wrapped and shipped to Sweden to fuel the power stations providing household heating and sub-surface heating for the main roads.”

For more information and a video of the process, visit their website at; www.cshenvironmental.co.uk



Sustainable packaging commitment

We have implemented a reduce, reuse, recycle strategy and transferred to recycled and recyclable packing materials for our fabric shipments.

We appreciate those customers who have taken the initiative to return the cardboard fabric tubes to us and reuse our packaging for onward shipping. All the packaging materials that we purchase are recycled and recyclable.

Onsite Carbon footprint reduction of 12.5% in FY 2020/21

This is measured using the Carbon trust calculation for small and medium sized businesses; focusing primarily on fuel and electricity consumption.

Each team has identified what they can do (however small) to contribute to this target. It may be as simple as switching off lights, managing the use of the air conditioning and heaters more efficiently or increasing awareness about the impact of national and international travel.

For more information please visit

Their website at; www.carbontrust.com





Spot

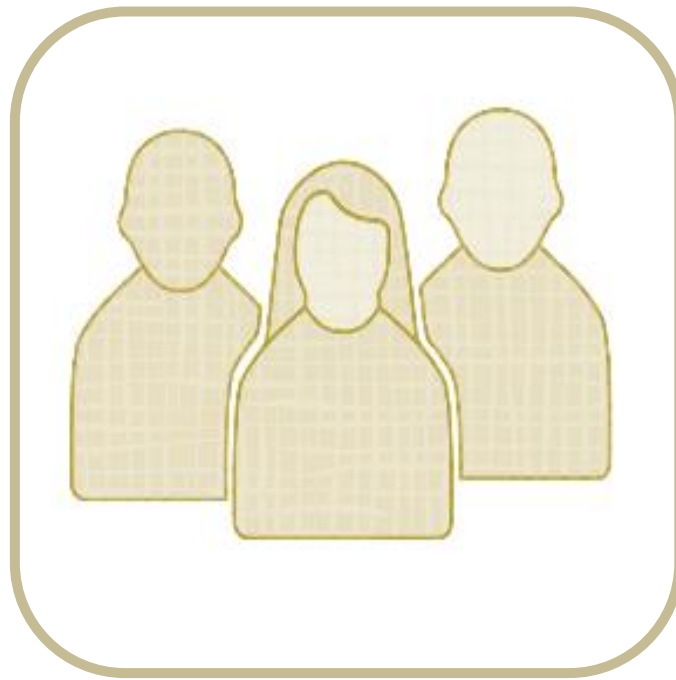
AW14

Collection AW14

ST GEORGE WALKERS

Checks & Plaids

Collection AW



Social

Being responsible and sustainable is fundamental to our purpose and this section sets out our progress and performance in social aspects ensuring human rights and ethics.

We support a values led approach through consultation and engagement to best achieve agreed outcomes and drive our continuous improvement process.

To provide a focus for our strategic activities we have identified five key pillars which form the framework underpinning all activities and plans for improvement. There are steering groups formed for each pillar, comprised of employees from all areas of the business that help identify business needs and drive projects forward to achieve the overall goal.

Sustainability is one of our fundamental pillars in this strategic framework. We also focus on our people, quality, revenue and health, safety & wellbeing. While inevitably all aspects are interlinked, each steering group has their own area of responsibility for the strategic development of the business; agreeing priorities, setting plans and realising outcomes as true stakeholders in the future of the business.

A similar approach is taken to enable staff to be involved and have a voice in other key decisions within the company. The remuneration committee comprised of representatives from all areas of the business meet annually. The quarterly staff committee contribute ideas and offer solutions to the issues identified as important by their colleagues in all departments. All of the contributions are evaluated by the group before being built into their ongoing plans. Hundreds of significant improvements have been made through this process in recent years.

Each departmental team determines their own opportunities and goals for improvement aligned to the five pillars, within their respective areas, to contribute to this progress and measure their success. There are opportunities for individuals to voice their opinions through employee surveys, with an emphasis on feedback demonstrating how the results will drive further improvement.

Social activities are viewed as integral to the life of the company. A representative group of employees independently manage the Events Team that finance and promote social activities, local initiatives, events and trips and throughout the year.

Covid 19

We have needed to navigate our way through this time of disruption and uncertainty, to focus on our core business and continue to meet the needs of our customers while ensuring the safety of our staff as our priority. Throughout the crisis we have sought to recognise their wide variety of needs and support the wellbeing of our staff in a range of different circumstances. Ultimately ensuring that members of staff returning to work can do so safely, protecting themselves and their colleagues. Often this has meant a significant change to ways of working while on site and at working from home.

We are proud to recognise our employees who used their creative skills to produce protective face masks and supplying scrubs to local hospitals during the pandemic. We were pleased to be able to support them by offering fabric from the mill to provide individuals with the materials they need to create their own non-medical face masks. Volunteers within the team made medical scrubs, gowns and face coverings for staff at West Suffolk Hospital in Bury St Edmunds, residential care homes and other independent schemes.

Corporate Social Responsibility (CSR)

Human rights

We are committed to protecting the human rights of all employees. Our position on human rights reflects the core requirements of the universal declaration of human rights, such as freedom from torture, unjustified imprisonment, unfair trial and other oppression. Other central tenets are freedom of expression, religion and political or other representation.

We recognise that many human rights abuses are systemic in their host communities. We are therefore committed to working with other organisations as appropriate who can help us implement this policy effectively over time.

SSM supports the protection of international human rights within the sphere of our influence and will not be complicit in human rights abuses.

Labour conditions

SSM observes the ILO declaration on fundamental principles and rights at work which upholds basic values in four areas:

1. Forced labour (modern slavery)

We will not tolerate forced labour, bonded labour or labour which involves physical or mental abuse, including actual or threatened physical punishment, verbal or sexual harassment, or domination or restraining of workers by force, authority or threats.

Workers must not be required to lodge "deposits" or their identity papers with their employer, and they must be free to leave their employer after reasonable notice.

2. Child labour

Exploitation of child labour is unacceptable under any circumstances.

No person under the minimum legal working age applicable to their country may be employed by SSM.

3. Freedom of association and the right to collective bargaining

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

SSM adopts a non-discriminatory attitude towards the activities of trade unions and their organisational activities.

Workers' representatives must not be discriminated against and must have access to carry out their representative functions in the workplace.

Where the right to freedom of association and collective bargaining is restricted under law, the supplier will facilitate and not hinder the development of parallel means for independent and free association and bargaining.

4. Discrimination

SSM does not discriminate in hiring, compensating, access to training, promotion, termination or retirement based on race, caste, national origin, colour, religion, age, disability, gender, sexual orientation, union membership or political affiliation.

Responsibility

We believe that everyone in our organisation is responsible for having due regard for human rights. In particular:

- The board has overall responsibility for ensuring that human rights considerations are integral in the way in which existing operations and new opportunities are developed and managed;
- Managers and supervisors must provide visible leadership that promotes human rights as an equal priority to other business issues. They also have a responsibility for identifying abuses that occur;
- All employees are responsible for ensuring that their own actions do not impair the human rights of others. They are also encouraged to bring forward, in confidence, any concerns that they may have about human rights abuses.

Ethics

SSM's culture is one of openness, integrity and accountability. SSM requires its employees to act fairly in their dealings with fellow employees, customers, suppliers and business partners. We have a code of conduct which applies to all employees and our external business partners. The code of conduct aims to ensure that we maintain consistently high ethical standards, while recognising that our business operates in markets and countries with cultural differences and practices.

Anti-bribery and corruption

SSM has a zero-tolerance policy on bribery and corruption which extends to all business dealings and transactions in which we are involved. This includes a prohibition on making political donations, offering or receiving inappropriate gifts or making undue payments to influence the outcome of business dealings.

Weavers for 300 years and 10 generations

In 2020 we celebrated 300 years of weaving and the 10th generation of family's stewardship. They were crowned winners of **Best Family Business in East Anglia and the East of England**.

“We are all proud to receive this award and for the external recognition that it brings. The judges can see what a special group of people we have, the importance of what we are setting out to accomplish and everything that is great about the way we are trying to achieve it; how we work together and follow our values.

I hope and believe these great attributes are apparent to everyone on the inside of the business and to all who visit our mill, but it's also rewarding for this to be recognised from the outside too.”

Julius Waters

Community Partnership

We value the relationships we have with a range of communities; be it our local community and education or sector specific further education and the wider industry.

We recognise the value in supporting local and national projects to promote Sudbury's silk heritage, including initiatives around the Sudbury Silk Festival and safeguard the local environment, such as the work done by the Sudbury Common Lands Charity.

Similarly, there are great opportunities to engage with local education providers; from primary schools e.g. gifting books about textiles, through to secondary schools; helping to students prepare for their career choices by supporting careers days, mock interviews and providing insight to industry. As well as sponsoring local youth sports clubs mixed participation age groups.

We have developed programs to connect with national and international further education students; setting industry specific projects, collaborations and sponsored awards with partner universities at degree and masters levels.

Our staff have a passion for supporting a wide range of local and national charitable organisations through group activities to raise funds or by volunteering time and collecting goods such as; food and cleaning products to a local foodbank, Easter and Christmas boxes for children and supporting local wellbeing organisations. Annual national events are also well supported such as Comic Relief and Sports Relief.

A significant number of individual employees also run their own charitable endeavours for causes with personal significance. The company will always seek to support these group and individual efforts. However, as a team we have established strong links with one key company charity, Suffolk Accident Rescue Service (SARS). We aim to promote awareness, facilitate and enable the great work of the incredible team that can literally be the difference between life and death, or impact on the quality of life for those surviving road traffic accidents in the local area.

SARS Charity Partnership

In 2019 we partnered with Suffolk Accident Rescue Service (SARS) with the aim to provide ongoing support for the charity. SARS are an emergency medical charity that provide advanced medical procedures at the scene of serious roadside accidents. Their teams include Consultants in Emergency Medicine, Anaesthetists and Critical Care Paramedics. SARS fund specialist training for doctors and paramedics and provide them with lifesaving equipment and drugs which are not available through some of the front-line services. This enables the doctors and paramedics to make the interventions which can really benefit those time-critical patients who need enhanced prehospital care.

Over the past year we have supported SARS with their activities by donating items, volunteering at events and providing company contributions. We are delighted to see that this has enabled them to kit out and train new first responders.



Ongoing projects include a collaboration with Richard Humphries to install a handloom in the mill shop where a design can be created using discontinued yarns. The winning design will be used to make products for sales in the shop with proceeds being donated to SARS.

www.sars999.org.uk