

S U S T A I N A B I L I T Y
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AW HAINSWORTH®

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Leading from the top on sustainability

AMANDA MCLAREN
Managing Director

"As the Managing Director of a manufacturing company, I see each day the challenges that aiming for sustainability can bring. With increasing pressure from customers, governments, and other stakeholders to reduce our environmental impact, plus our own ambitions in this area, it is essential that we take proactive measures to ensure that our operations are sustainable. The realities of this approach can be very demanding.

We have already implemented numerous initiatives to reduce our carbon footprint, but we are also working on a shift in our culture to embed sustainability into the working lives of every employee. I believe this has to come from the top, which is why the Senior Leadership Team are heavily involved in the Sustainability Committee, with some of us attending additional training on the topic.

I am extremely proud that, in our 240th year, we are leading the way on sustainability for businesses of our type, and I will continue to be personally responsible for driving us forward."

ANDREW WRIGHT
Chairman

"For AW Hainsworth, 2022 was a year in which our approach to sustainability was reinforced. As you will read throughout this report, we have undertaken a number of initiatives to not only reduce our carbon footprint, but to invest in our people and support their continued growth and development.

This year I was proud to join Mayor Tracy Brabin's West Yorkshire Manufacturing Task Force, which brought together representatives from across the region to find solutions to future challenges, including the transition to net zero, industry skills needs, and the need for increased efficiency. This is what sustainability is all about – a combined commitment to caring for our environment, our employees, our customers and our wider community.

By publishing this report, we set out to not only communicate what we are doing, but to commit ourselves to improving even further in the years to come. By clearly stating our goals and targets for 2023 we can hold ourselves accountable for continuously improving our sustainability levels year on year."





ZENA AL MAUSAWE

Director for Operational Excellence

"Amanda and I completed a course at the International Institute for Management Development (IMD) titled 'Winning Sustainable Strategies', with the aim of embedding Sustainability into the broader strategy at Hainsworth.

We acknowledged that to lead the business in Sustainability, we had to better understand the concepts, key terms and practical applications involved. This course put us in contact with Mark Wade, Chairman of Future Considerations and former Head of Sustainable Development at Shell. Mark has visited the mill and met with the Sustainability Committee, to provide support around our Vision, Mission and wider strategy. This support has been invaluable, as we are more likely to make progress through collaboration.

We are already applying our learning and the 'framework we developed as a result of this course, and our aim is to set some ambitious goals in 2023 and beyond."

RACHEL HAINSWORTH

Member of the Family Council

"Sustainability is a key concern for the Hainsworth Family. We view ourselves as the current conservators of a 240 year old company, so what we do and the decisions we make can impact our employees, the environment and the longevity of AW Hainsworth.

We are hands-on in our approach. The Family Council meets regularly and gives a clear steer for the board on how we want the company to be run. We are from a mixed background of professions, so sustainability can mean something different to each of us and we input and feed back based on that.

It's not just the environment that we care about - we also have a responsibility to our employees, customers and suppliers. This all forms part of our mission statement and will be something we continue to focus on in the future."



Dumfries House Declaration

In September 2016, Hainsworth attended a gathering of industry influencers at Dumfries House on the invitation of King Charles III.

We subsequently signed the Dumfries House Declaration, and have worked since to promote wool and the industry through a 10 point declaration of intent to support an environmental, responsible, sustainable and commercially viable wool industry. A commitment to this declaration feels as important today as it did when we signed 6 years ago.

1. Wool is 100% natural
2. Wool is a renewable resource
3. Wool forms part of a natural carbon cycle
4. Wool is a natural alternative to wasteful consumer practices
5. Wool was made for recycling
6. Wool is biodegradable
7. Wool is naturally odour resistant
8. Wool is fire resistant and fire retardant
9. Wool improves indoor air quality
10. Wool is welfare assured

We have been proud holders of the Royal Warrant for supplying interior furnishing fabrics to Her Majesty the Queen, which was a driver for us to create the projects and initiatives that complete our statement of intent towards building a more sustainable future.

We were deeply saddened by the news of the Queen's passing, which signalled the end of an era for our company. We will re-apply for our Royal Warrant in 2023, and continue to promote the benefits of wool in the Royal Households and around the world.



A close-up photograph of a person's hands holding a white ceramic mug. The mug features the Hainsworth logo in black text, which includes the word 'HAINSWORTH' in a bold, sans-serif font and 'THE fabric OF A...' in a smaller, serif font below it. The person holding the mug is wearing a dark-colored garment. The background is softly blurred, showing what appears to be a light-colored wall or door.

HAINSWORTH
THE *fabric* OF A...

Our responsibility to our employees

We strive to create an environment in which our workforce feels happy, settled, and healthy; both within their role and after they leave the workplace to return to their homes. Our employees are more to us than just workers and it is our responsibility to keep Hainsworth as an environment in which they can sustain long careers and be given opportunities to learn and progress.

To achieve this goal, we have implemented a variety of measures, including:

- Care policies: training, period products, flu jabs
- Investing in spaces
- Investment in mental health
- Training schemes across the wider team including Menopause Training
- Rewarding our team including extra time off and a pay review to ensure all of our shift workers are fairly compensated
- Learning more about celebrating cultural events
- Long Service Awards
- Making the workplace safer through REACH, accident reporting, initiatives and risk management

We believe that investment into our people is fundamental to the success of the business, as it is their skills, passion and capabilities that will drive the business forward and allow us to sustain the reputation that we have built up over the last 240 years.



COMMUNICATION IS KEY

We have continued with our Quarterly Briefings, bringing the whole company together to update them on Financials, Health & Safety, Quality, Production and Sales so that every employee understands their role in our aims and objectives.

We have also rejuvenated our Employee Forum. Every department has nominated representatives who meet monthly with our Managing Director and Human Resources Manager. This is an opportunity to raise issues and suggest ideas, and is proving a successful tool for engagement across the mill.

Finally, we have re-introduced a long standing tradition at AW Hainsworth: the Run of the Mill Newsletter. We have copies of this newsletter dating back to the 1960s, but we stopped publication during the Covid pandemic. A new edition launched in December, with features on key events, employee achievements and our charity fundraising initiatives. Run of the Mill will be released quarterly going forward.



FAIR COMPENSATION

At the start of the year we undertook a benchmarking exercise for all our Direct Labour Employees, taking into account base rates, shift premiums, working hours and overtime allowances, to ensure the pay they receive is fair, consistent and competitive. It resulted in a clearer pay structure and an increase for most of the team.

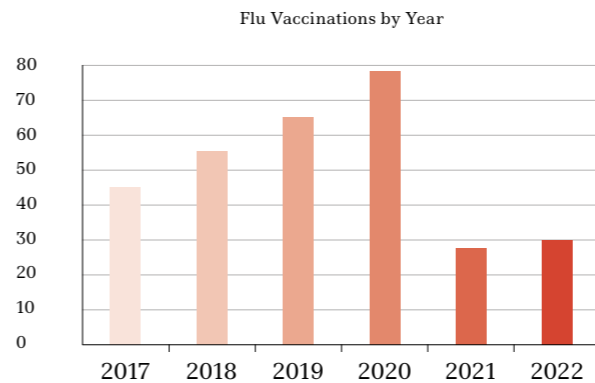
A GIFT DAY

From 2022 onwards, the last working day before Christmas has now been gifted to all employees as a day off in addition to their standard annual leave.

HEALTH & WELLBEING

Flu vaccinations

30 flu vaccinations were funded by AW Hainsworth in 2022. This number has dropped significantly over the pandemic, and we believe the timing of vaccinations and general vaccination fatigue has played a part in this. We will encourage our workforce to increase the uptake in 2023.



Period products

We have introduced free period products in our Ladies Bathrooms, as a gesture of care and respect for our female employees. We hope that convenient access to towels and tampons will save our team money, improve their well-being in the workplace and remove some of the stigma surrounding periods.

TRAINING

Training is essential for our workforce to help ensure our employees have the skills necessary to perform effectively in their roles, and to promote a culture of improvement and development. In addition to our Apprenticeship schemes, we have provided on-the-job training, leadership training and funded courses to support the progression of employees in key roles. In total our training investment in 2022 totals £19,000.

Training courses provided include:

- Menopause in the Workplace Training
- First Aid and Mental Health First Aid Courses
- Manual Handling Courses
- Support for Degrees and MBAs
- 'Developing and Leading People' Team Leader Training

CASE STUDY: JULIE HILLIARD

Julie is a Production Manager at AW Hainsworth, with responsibility for Finishing, Conversion and Distribution. In September 2017 we agreed to part fund a BSc degree in Business Management and Leadership at Leeds University, which Julie would study part time alongside her role.

Julie graduated in 2022 after completing a dissertation on 'Barriers to effective communication in the workplace'. We asked her about how her studies have developed her as a manager and a person.

"The company has gained a more rounded and educated Manager, who has an appreciation of what the company does in all aspects. I have a lot of knowledge in the business from sales, customer service, marketing, warehouse and production co-ordination, but it helped me to see how the strategy and accounting side of the business makes it all work.

I feel that I have a better appreciation of the colleagues that I work with, be it my direct team, other managers/directors or other departments. I aim to see everyone not just for their job roles, but to use the knowledge I gained about how people respond to and feel about different successes and challenges in order to help them to overcome issues, frustrations or solve problems.

It had always been on my bucket list to do a degree before I was 50 and I completed the course the month of my birthday – and a first class honours was the icing on the cake!"





INVESTING IN SPACES

It is important that we invest in our buildings, common spaces and employee areas for two main reasons:

1. To ensure Hainsworth has a solid, safe and modern home so we can remain in Stanningley for decades to come
2. To ensure our employees have spaces to work, take breaks and socialise so that they enjoy coming to work

To support this, we have invested in 3 new areas for employees in 2022.

The Canteen: A common space for employees to take breaks, eat their lunch and socialise with each other. We have added a table tennis table, a dartboard and TV to relay company information.

Outside Seating Area: An outside space, behind the mill, with picnic tables and planters. This is to allow our team to make the most of the warmer weather and enjoy their lunch and break times outside, as pictured.

Reflection Room: A quiet, private space for mental health breaks, sensitive meetings and prayer.



MENTAL HEALTH FIRST AIDERS

In May, we welcomed Unmasked Mental Health to the mill, a Halifax based charity tackling the stigma against mental illness. Their representatives told their personal stories and shared techniques, strategies and sources of support for coping with mental ill health. As a result of this event, 25 employees signed up to become a Mental Health First Aider.

In October, Unmasked led these colleagues through their training course, which helped them identify a range of mental health conditions and ways to support others who may be suffering. In addition to explaining different common mental health conditions, the trainers also helped the group to identify signs someone may be struggling and how to help them find support.

Everyone passed their certification, which means over 10% of our workforce are qualified as Mental Health First Aiders. They can be identified around the mill by a yellow band on their wrist.

“By removing the stigma around mental illness and putting strategies, signposting and qualified support in place, I am hoping we can make a positive difference to many of our colleagues’ lives.”

Amanda McLaren, Managing Director

MENTAL HEALTH MANIFESTO FOR 2023

A study by Mind found that at least 1 in 6 workers experience mental health problems like anxiety and depression.^[i]

Our aim is for mental health is treated with the same respect, support and understanding as physical health, and we recognised that to make this change we had to implement more initiatives to support our workforce.

1. We've formed a partnership with Unmasked Mental Health, to ensure a professional, expert and bespoke service is delivered to our workforce.
2. 25 employees (more than 10% of our entire workforce) are Mental Health First Aid Trained - a first for the mill..
3. We are committing around £20,000 of investment into Mental Health Support for all Employees to access, over the next 12 months. This will come in multiple forms, including Monthly Mental Health & Well-being Sessions and Private on-site counselling.
4. All our employees have a Simply Health plan from the day they start work with us, which guarantees access to a Doctor or Counsellor 24/7.
5. We now have an Occupational Health at Work Partnership, to monitor the Health & Wellbeing of our employees. The scope of this is wider than Mental Health, but can include activities such as stress audits.

We are still learning in this area and will review and adapt our approach throughout the year.

[i] <https://www.mind.org.uk/workplace/>



**CASE STUDY: CHARLOTTE DUDILL
(HR MANAGER)**

“Taking a Mental Health First Aider course has been an invaluable experience for me as a HR Manager. The nature of my role means I often have to support colleagues through the most challenging scenarios, and I feel better equipped to do that.

I can now recognise the signs of mental health issues, and provide resources and support for my employees. I also have the tools to create a more supportive work environment, while also fostering a culture of understanding and compassion.”

**CASE STUDY: JAMES WILSON
(MAINTENANCE ENGINEER)**

“The Mental Health First Aid Course is one of my proudest moments at Hainsworth. If someone is struggling mentally with whatever is going on in their lives, they can come to me and I can comfort them and signpost them to someone professional who can help them.

It was brilliant to see so many people take part in this, from lots of different departments in the business.”



MENOPAUSE TRAINING

The menopause is something the majority of the population will experience or be impacted by at some point in their lives, but it is a subject that largely goes undiscussed – particularly in working environments. A 2019 survey found that almost 900,000 women in the UK left their jobs over menopausal symptoms^[ii]. To tackle this, AW Hainsworth invited Pannone Corporate to the mill to deliver their 'menopause toolkit' in a training session for all managers and supervisors.

The training session covered the symptoms of menopause, an assessment of current policies and procedures, and the ways that managers can support and provide help to those going through it.

It is vital to us that we create a culture at Hainsworth where colleagues feel they can request, and will receive, support with any menopause-related problems they are facing. Together, we can work to end the stigma.

CASE STUDY: PHIL PICKARD

Phil Pickard (pictured), Team Leader in our Wet Processing department, found the training invaluable to helping him identify and support a menopausal colleague. Phil says:

"I was in work one day and noticed that a colleague who I've known for a long time wasn't her usual self and seemed quite upset. I asked her what was wrong and it all came out – she was going through menopause and having a rough time at work because of it. Having had the Menopause Training the week before, I asked her what symptoms were and she told me she going through awful hot flushes that were causing her distress. I got her set up with a portable fan as a short-term solution, and asked how her job could be changed to suit her needs and if her hours needed changing. I then spoke to her line manager and we all worked to put a plan together to help her going forward.

"The training from Pannone Corporate really opened my eyes and helped me to understand how if someone going through the menopause doesn't have support it could be critical to their wellbeing. It also particularly gave me guidance as to how I as a man can speak to my female colleagues about this and offer support as best I can."

[ii] <https://committees.parliament.uk/work/1416/menopause-and-the-workplace/>





REWARDING OUR TEAM

We've taken every opportunity to reward our team this year, for key company milestones and generally for their hard work. This has included:

- Breakfast sandwiches for everyone to launch the new laboratory
- Ice creams to help cope with the hot weather
- A pizza treat when we beat a tough September target
- An end of year celebration with food and prizes
- An end of year voucher and gift for all employees

LEARNING MORE ABOUT CULTURE

Our diverse workforce has observed many different cultural events and holidays throughout the year, and we have encouraged sharing and celebrating with the wider workforce. This has included:

- Burns Night
- Chinese New Year
- Ramadan
- St Patricks Day
- Diwali
- Eid-al-Adha

We have marked these important events with food, decorations and information sheets.

LONG SERVICE AWARDS

We introduced a new Awards scheme this year to mark the long service of our employees. Recipients were presented with a certificate and a gift - a blanket or voucher dependant on the number of years service - at our quarterly company updates.

No. of years service	No. of employees rewarded
5 years	6
15 years	4
25 years	4
35 years	2
40+ years	1



MAKING THE WORKPLACE SAFER

Health & Safety remains a vital commitment for us, and we continuously monitor and review our practices to ensure AW Hainsworth remains a safe place to work.

Risk management

In 2022 our new Health & Safety team was firmly established, with Mark Vose joining as H&S Manager in April and Anthony Pearson as H&S Advisor in September (after having previously worked as an external consultant to the company). At our Atkinson’s Dyers site in Keighley, Wise Monkey Health & Safety Solutions are continuing to consult once a week. There are daily meetings between our Manufacturing Director and our H&S team, and in 2023 the H&S Committee will be re-established and meet monthly.

External occupational health testers have been contracted to regularly visit AW Hainsworth and carry out hearing testing, as well as identify any special requirements colleagues may have.

In September we were proud to pass our ISO 45001 accreditation audit for H&S management systems, and in accordance with the standard we ensure that all risk assessments are regularly updated and reviewed. We are on track to achieve ISO 14001 and 50001 certification by the end of 2023.

Accident reporting

Reported in 2022

Accidents	29
Lost Time Injuries	2
Near Miss Reports	173

Initiatives

In 2022 we created a new online maintenance database that will make it easier for the H&S team to track any recurring issues and work to resolve them before they happen again. Work also began on developing 2 mobile phone apps that will allow all AW Hainsworth employees to report and track any maintenance and risk issues. The apps will be available to download in early 2023 and will not only allow for easier reporting but greater transparency.

REACH

Our REACH policy has been re-written to reflect that PFOA (also known as C8) chemicals will no longer be available to buy in the UK from 2023. We are currently running down our stock of C8 and will have used it up by the end of January 2023, in accordance with UK regulations.

Health & Safety training

A new H&S training matrix was implemented in October 2022 to ensure that everyone working in the mill has regular refresher training and ensure better accountability. The matrix focuses on a different training process each month - for example forklift training in January followed by heavy lifting in February - that enables us to more easily keep track of which of our colleagues is being trained in which area.





Our responsibility to the environment

As a manufacturing company, we are conscious that the processes we undertake can use up a significant volume of energy and water resources. We are committed to regularly reviewing our impact on the environment and looking at ways that we can make reductions by implementing greener solutions through various initiatives. We aim to achieve this through a combination of large and small projects - from saving millions of litres of water to changing light bulbs.

The Covid pandemic was challenging for us in this respect; during this period we lost members of our team and became less efficient in the process of training new team members to the required standard. It also led to gaps in our reporting and a slow down in the number of projects we could undertake, as some employees were placed on furlough and making our products became the top priority for everyone still in the business.

A key part of being sustainable is transparency and a willingness to learn, and we will do both as a result of this.

We have big ambitions for 2023 to reduce our carbon footprint, with some exciting projects planned that we expect to make a significant difference.



ENERGY & EMISSIONS

The last time we reported on these figures, from 2019, we were encouraged by the downward trend in electricity, gas, water and effluent usage. We had invested in a new boiler, compressors and a new hydro, and implemented processes to reduce our consumption.

Then the pandemic hit in March of 2020, and our progress halted. We've analysed this period to further understand why this was:

1. It was extremely difficult to plan during this period. We work to optimum batch sizes, but during the pandemic we were making smaller batches to keep our customers satisfied. We lost the economies of scale that are important for reducing our energy consumption.
2. We were less efficient overall, as members of our team were furloughed and some ultimately left. We had less skill and experience to run each process efficiently, and as we worked towards normality new members of our team required training.
3. The number of sustainability projects we undertook significantly reduced as our focus shifted to protecting our employees and keeping production running. Our ability to make changes was limited without key personnel and skill-sets and less time to work on initiatives.
4. We manufacture a diverse range of products for many different markets, and each fabric is produced using a different amount of energy. As we report on usage per finished metre, a changeable product mix can have an impact on our overall figures.

These factors combined meant our usage per metre increased, which you can see on the accompanying graphs. We are now working hard to make reductions and this has been achieved for 2022. There is still a lot of work to be done, through continuing the projects in this report and introducing new ones for 2023, but we are committed to doing it.

Table No. 1
Electricity Usage per Finished M

We have seen a 19.3% reduction from 2021 to 2022. This figure is now below 2019 levels, meaning we have corrected the increase over the pandemic.

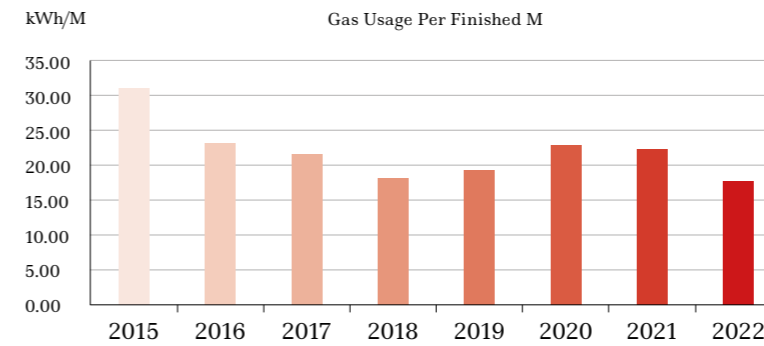
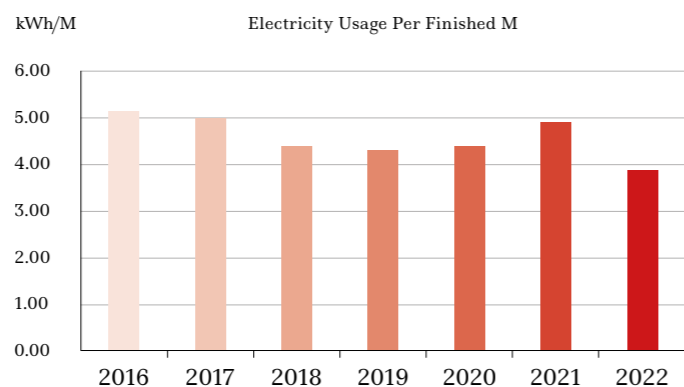


Table No. 2
Gas Usage per Finished M

We have reduced our gas usage by 21.2% compared to the previous year, meaning our usage has fallen in line with the previous low in 2018.

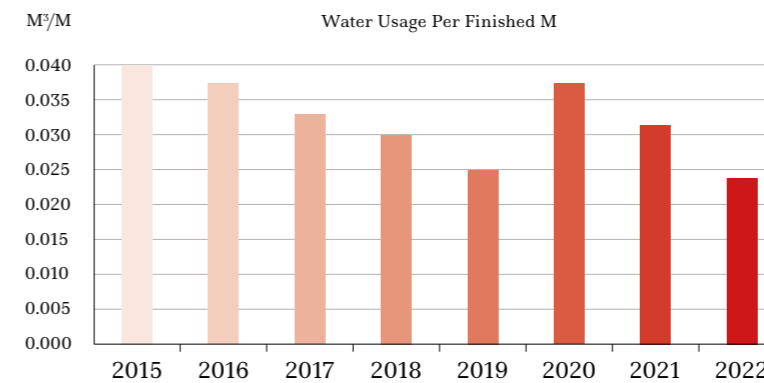


Table No. 3
Water Usage per Finished M

Our water reduction from 2021 to 2022 is 35.4%. It is promising to see such a large reduction as a result of the milling project, and there is potential for further reductions in 2023.

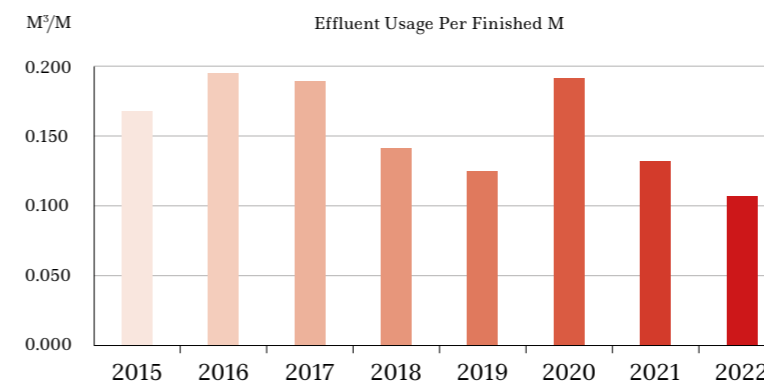


Table No. 4
Effluent Usage per Finished M

Our effluent usage reduced by 22.2% from 2021 to 2022. This is the lowest it has been since we started recording these figures in 2015.



CASE STUDY - WATER RE-CIRCULATION IN MILLING

Milling is the process of shrinking a cloth using heat and pressure to create the desired thickness. Our milling team use their skills and knowledge to ensure our fabrics are milled down to the correct specifications, from very thick 8mm fabrics for piano keys down to lighter weight fashion cloth.

Water is an integral part of the milling process, as it helps to remove dirt and debris from the fabric, as well as aiding in the felting of the fibres. As part of a Quality Project, we identified that this process is very wasteful, as new water is introduced at each stage to run off down the drain.

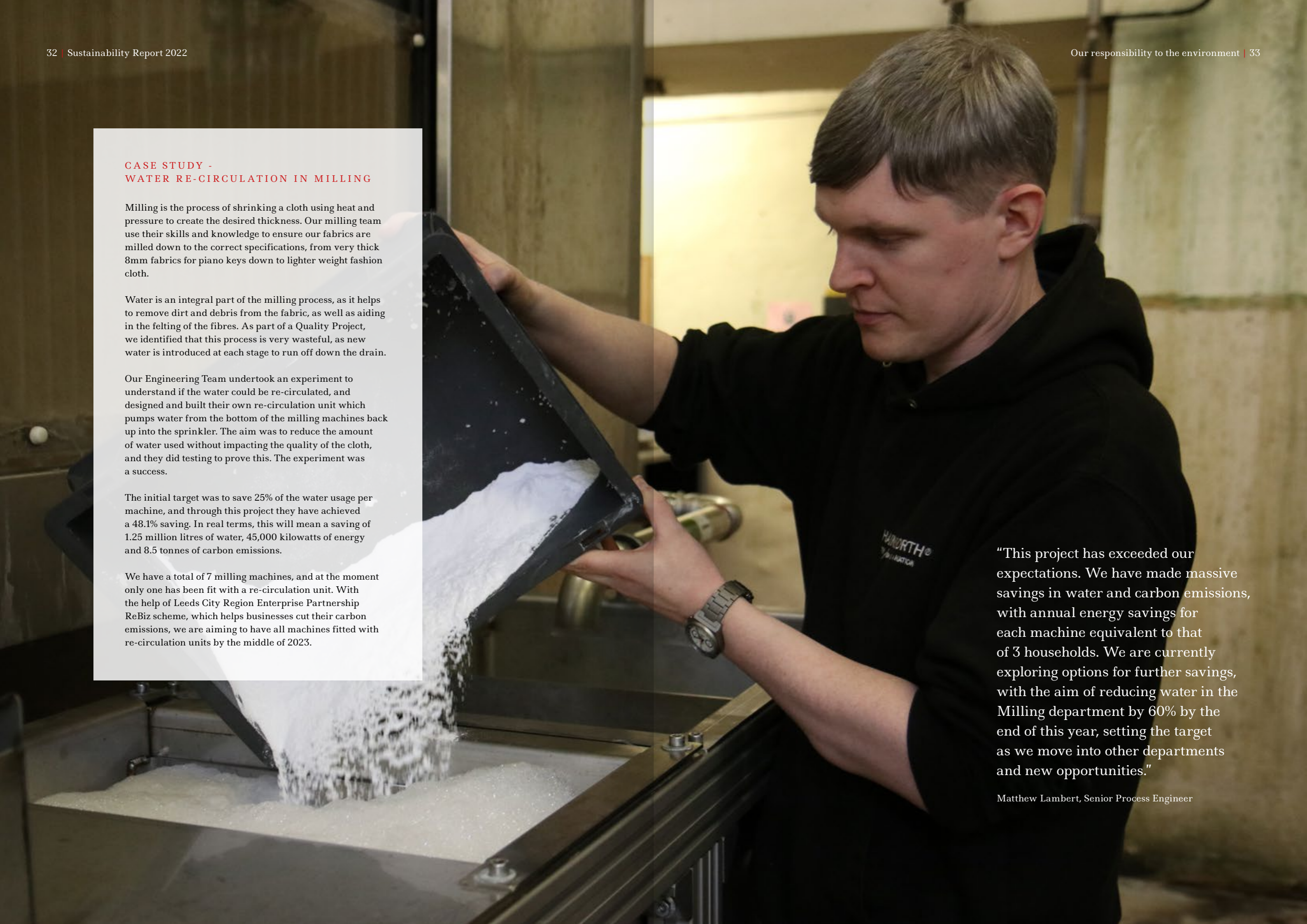
Our Engineering Team undertook an experiment to understand if the water could be re-circulated, and designed and built their own re-circulation unit which pumps water from the bottom of the milling machines back up into the sprinkler. The aim was to reduce the amount of water used without impacting the quality of the cloth, and they did testing to prove this. The experiment was a success.

The initial target was to save 25% of the water usage per machine, and through this project they have achieved a 48.1% saving. In real terms, this will mean a saving of 1.25 million litres of water, 45,000 kilowatts of energy and 8.5 tonnes of carbon emissions.

We have a total of 7 milling machines, and at the moment only one has been fit with a re-circulation unit. With the help of Leeds City Region Enterprise Partnership ReBiz scheme, which helps businesses cut their carbon emissions, we are aiming to have all machines fitted with re-circulation units by the middle of 2023.

“This project has exceeded our expectations. We have made massive savings in water and carbon emissions, with annual energy savings for each machine equivalent to that of 3 households. We are currently exploring options for further savings, with the aim of reducing water in the Milling department by 60% by the end of this year, setting the target as we move into other departments and new opportunities.”

Matthew Lambert, Senior Process Engineer



ONGOING PROJECTS

Changing the light bulbs

We completed a survey that found we have 658 fluorescent tube lights on site, which includes the mill and offices. Our aim is to change all of these to LED lights by the end of 2023 and we have completed roughly 50% of this so far.

We are currently working on the Weaving Shed, where there are 224 light fittings with 344 fluorescent tubes. They will be replaced with 220 LED fittings. This will result in an annual saving of 26,827 kilowatt hours.

Installing inverters

We undertook a programme of installing inverters across our mill to reduce energy usage. Inverters allow machines to operate at variable speeds, which helps to reduce electricity usage. Additionally, inverters can help reduce wear and tear on machines, as they reduce the amount of time it takes for it to start up or shut down.

6 different machines were included in the roll out, ranging from our borehole to a dry finishing cooling fan. To date, this has resulted in savings of £4000 and 23,463 kilowatt hours.



TRANSPORTATION, PACKAGING & RECYCLING

Implementing balers

In May of 2022 we installed two energy efficient balers, one for plastic and one for cardboard. While traditional balers use oil, Hainsworth's balers run on electricity only, in a cleaner and less wasteful process.

The implementation of the balers has been challenging as we experienced issues with training, timings for emptying and uptake, but fortunately these have now been resolved. We estimate that we send 400-500kg of cardboard per week for recycling, and similar amount of clear plastic every month, and we are working with the service provider for more accurate reporting of these figures.



Recycling across site

As well as the materials that go into the baler, we also recycle the following:

- Coloured Plastic
- Metal
- Waste wool fibre and off-cuts
- Plastic, cardboard and tin from employee waste in our kitchens

At the moment we are recycling roughly 85% of all the waste we produce, but acknowledge that the final 15% will be the hardest to overcome. We have set the ambitious target of zero waste to landfill, but expect this to take several years to achieve.

Deliveries

We have reduced the number of journeys for our aramids, which go to Atkinson Dyeing to be dyed. They were previously delivered to Hainsworth first for testing, but we now send them directly to Atkinson Dyeing from our suppliers and complete testing earlier in the process to reduce the amount of travel required.

We will only use dedicated transport if we are moving enough fabric to ensure the vehicle is fully utilised. Groupage delivery is our method of choice, where we are on a route with other businesses in the local area. We also encourage our suppliers to adopt this approach, and many of them now deliver and collect at the same time to cut down on the number of journeys required.

Yarn packaging

We identified that our weft yarns were delivered in cartons with an excess of packaging, and have explored ways to reduce this.

We undertook a trial where the yarns were delivered without the carton. For this to be successful we needed to achieve three things:

- The yarns would need to be secure and safe in the reduced packaging;
- The yarns would need to arrive intact, and not be damaged in transit;
- Our yarn store and weavers would be happy handling the yarns day to day.

We achieved the points above and were happy with the results of our trial, so will now explore ways to roll this out further





ATKINSON DYEING

Hainsworth purchased Atkinson Dyeing in 2019 to guarantee the sustainability of our yarn dyeing supply chain. We are dependent on package dyeing for a range of our products, and this allows us a continuous and secure supply which in turn benefits our customers.

Atkinson Dyeing is based in Keighley, a short journey from AW Hainsworth.

We have invested heavily in a range of sustainability initiatives at Atkinsons in 2022 to improve their efficiency and bring them in line with AW Hainsworth.





ATKINSON DYEING: PROJECTS IN 2022

A new boiler

With the support of the Leeds City Region Enterprise Partnership ReBiz scheme, the old gas boiler has been replaced with a cleaner and more efficient gas boiler. This has reduced the amount of energy used by 64%.

Installing inverters

All the dyeing and winding machines run on motors that traditionally are set to on or off. The installation of inverters regulate flow of electrical power and reduce the initial load, which means the machines don't need to run on full speed to begin with. The inverters track the electricity and money saved, and in the first year this amounts to 296,000 kilowatt hours and £40,000.

Double glazing

The Atkinson site had single glazing window units, many of which were broken. They were cold, inefficient and unpleasant for employees. Double glazing has been installed across the whole site, making it more efficient and easier to heat.

Insulation in the roof

A large section of the roof has been replaced to remove existing concrete corrugated panels. The new roofing panels include 100mm of insulation in them to better hold in the heat. This approach to every day repairs, where a more sustainable option is found, has been implemented across the site.

Electric fork truck

A diesel fork truck was used inside the factory building, which used a lot of fuel and also produced fumes. This has now been replaced by an electric truck which can be charged and runs very cleanly, improving the environment for employees.

LED lights

Every light bulb across the factory has been replaced with an LED bulb.



Our responsibility to the local community

We recognise that we are a manufacturing business within a residential area, that has grown around the mill since it was first built over 200 years ago. Remaining respectful of and doing what we can to support the surrounding community are very much at the forefront of our efforts, as a family-owned business.

We interact with the local community by carrying out key activities such as:

- Partnering with local charities
- Providing career development opportunities for local people
- Providing affordable living
- Supporting other local businesses
- Partnering with universities and supporting them with student projects
- Monitoring noise levels
- Keeping the local area looking attractive
- Continuing to ensure the buildings are kept in good condition

Our strategy for interaction with society is based on respect, support, creating opportunities and delivering a positive environment for generations to come.





A PARTNERSHIP THAT WILL MAKE A DIFFERENCE: ZARACH

At the start of 2022, we selected Zarach as our company charity so we could focus the majority of our efforts towards one good cause. Set up by Leeds deputy head teacher Bex Wilson, Zarach is a charity committed to helping children and families living in poverty, by providing local children with a bed and nutritious meals. They recognise that without an appropriate bed to sleep in, children don't have the foundations for healthy growth or the energy to concentrate at school. These are some of the initiatives we have completed this year:

Dream Maker status

We have committed to being a Zarach Dream Maker, which is an annual monetary donation over the next 3 years to cover the cost of a bed bundle (valued at £150 a month). This is in addition to all our other fundraising activity.

Pyjama drive

Over the summer, we had a pyjama drive for our colleagues to donate new pyjamas, bedding and toiletries. We collected over 30 pyjama sets, 10 bedding sets, 6 duvets and lots of shower gels, toothpastes and toothbrushes.

Royal Warrant Holders Charity Fund Grant

As Royal Warrant Holders, we applied to the Royal Warrant Holders Association Charity Fund for a grant to support Zarach's School Uniform scheme. This aims to reduce the financial burden on parents who are struggling by giving children a smart new school uniform they can be proud to wear to school. A grant of £3000 was paid to the charity in October.

Blankets

Our Conversion Team re-purposed some high quality dead stock, fents and roll ends from our John Atkinson luxury blankets to produce some warm blankets for Zarach to give out with their bed bundles. They have made 25 blankets so far, and will continue this project into 2023.

Mobile phone sale

Our IT team sold all the mobile phones no longer in use by the company, which raised a total of £240. This was donated to Zarach toward the cost of new beds.

"Thousands of children in Leeds are going to sleep hungry and cold; without a proper bed of their own. Poverty is a real problem that has a significant effect on a child's education. By providing something to eat and a good night's sleep, we can give every child a chance to learn and succeed at school."

Zarach



OTHER CHARITY INITIATIVES

WaterAid

For every customer feedback form submitted, we make a donation to WaterAid, a charity who provide 'clean water, decent toilets and good hygiene' to some of the toughest places in the world.

Royal British Legion & Macmillan

We held two bake sales this year, with the proceeds going to the Royal British Legion and Macmillan. Our star bakers across the business made a range of sweet and savoury treats, which raised nearly £1000 across the two events.

Barnardo's Easter Egg Appeal

We held our annual Easter Egg Appeal for our local Barnardo's in Horsforth. Through a joint effort from our employees, suppliers and customers, we collected a total of 735 eggs.

Employee charity initiative: Recovery Runners

Warehouse Operative Dean Smith (pictured) had an incredible year raising awareness about recovery, in addition to money for charity. Dean first established the Recovery Runners running group in Leeds in 2021 in order to support those recovering from substance addiction, mental illness, disordered eating and addiction to gambling, amongst many other issues.

The group also collect sports kit to donate to those who are unable to afford it, and won in the Community Champions category at the Leeds Sports Awards. Recovery Runners is open to anyone who wants to join, whether they are in recovery or not, and whether they're a seasoned runner or just want to walk.

At their Rudolph's River Run in December the group collected a van-load of donations for food banks and several car loads of toys for children's charities. The AW Hainsworth team donated to this collection to support Dean with this cause.

In addition to this, Dean took part in a number of races including the Berlin Marathon, London Marathon, Great North Run and the Leeds Abbey Dash, raising nearly £1,500 for the Meningitis Foundation and SSAFA – and setting several personal best times!



APPRENTICESHIPS

There is a growing shortage of young talent coming into the textile industry, to learn from and carry on the incredible work that our experienced workforce has built up over centuries.

We identified an opportunity to take on people from our local community to enrol on our new apprenticeship, where they can develop life-long skills and work towards building a more sustainable workforce for the future.

We also want to keep skills in the region. We are one of very few mills left in Yorkshire and the UK, and so prioritising the longevity of our workforce is important for textile production in the UK.

We plan to take on apprentices every year over the next three years, after which we will assess the impact and success of this approach. Our aim is to develop Engineers with the right skills and mindset to further our sustainability initiatives.

We currently offer 2 types of apprenticeships which are detailed below.

MECHANICAL ENGINEERING APPRENTICESHIP

Our Mechanical Engineering Apprenticeship is designed to give learners a solid foundation from which they can build a career in engineering upon completion.

It entails rotating around every department in the business, giving each learner an insight into the complete running of a business, with opportunities to specialise in a chosen discipline further down the line.

Each learner spends one day a week learning both theoretical and practical skills at Calderdale College, which they can then apply whilst working in the mill.

We currently have two Mechanical Engineering Apprentices.

TEXTILES MANUFACTURING OPERATIVE APPRENTICESHIP

The Textiles Manufacturing Operative apprenticeship is for individuals who are employed within the textile manufacturing industry and who are required to use specific machinery to produce textiles. This has been offered to existing team members with the aim of enriching the skills of our workforce.

It involves key textile manufacturing processes such as carding, spinning, twisting, and warping within the mill, as well as learning practical and theoretical skills at college.

Upon completing this apprenticeship, learners will be competent in the use of various machinery across different departments in the business, giving them the skills needed to progress to the next step in their career.

We have six of our existing employees enrolled in this 18 month course, from many different departments including Sales, Quality and Carding.



CASE STUDY: JAY (CARDING OPERATOR & TEXTILE MANUFACTURING OPERATIVE APPRENTICE)

Jay (pictured) is 3 months into a Textile Manufacturing Operative Apprenticeship, although he has been working at AW Hainsworth for over 18 months. He applied to do this course alongside his existing role because he has ambitions to progress his career and fulfil his true potential.

“I am the only Carding team member on this apprenticeship, but there is always a senior member of my team available and willing to help. There is plenty to learn and get involved with. A standout experience for me so far was working in the blending department, learning about how we mix precise recipes of raw wool to get the perfect fibre mix for each of our different products.”

CASE STUDY: HARLEY (MECHANICAL ENGINEERING APPRENTICE)

Harley is currently 3 months into his Mechanical Engineering Apprenticeship. So far, he has learned a lot about key tools used in the Process Engineering Department and what they can be used for, and he will soon be moving to the Carding Department.

“What I like most about working at AW Hainsworth is how welcoming the team have been – I haven’t met one bad person. No two days are the same and there is always something new to learn and get involved with. My aim is to build a career in Engineering, this is something I have always had an interest in.”



CONNECTING WITH LOCAL SCHOOLS

When we think about the longevity of AW Hainsworth as a company, we know that young people will play an important role. For this reason, connecting with local schools, colleges and universities, as well as students in the wider textiles community, is an essential task.

In 2022, we attended the following events:

FEBRUARY

Leeds Apprenticeship Recruitment Fair

We joined with Leeds Manufacturing Festival to speak to young people from around the region about engineering apprenticeships.

MARCH

Leeds Manufacturing Showcase at Leeds City College

Our Managing Director Amanda McLaren was invited to sit on a panel to answer questions from 20 aspiring Engineers of the Future.

APRIL

Women in Engineering at Calderdale College

80 young women aged 14-18 from local high schools came together at Calderdale College for a discussion about careers for women in engineering. Our Managing Director was part of a panel of female business leaders.

JUNE

Leeds Manufacturing Trek from Leeds City College

We were a stop on the Leeds Manufacturing Trek, an initiative by Leeds City College to visit businesses in Leeds. Students had a tour of the mill and spent some time in our Laboratory.

JULY

KITS Apprenticeship Fair

Three of our Engineers attended a smaller apprenticeship fair at Kirkdale Industrial Training Services, to talk one to one with potential apprentices aged 16-21.

OCTOBER

Worshipful Weavers 'Making it in Textiles' Student Visit

We welcomed University students from around the country to the mill for a tour and fashion-themed presentations, as part of an initiative by The Company of Worshipful Weavers.

NOVEMBER

Year 9 Careers Morning at Holmfirth High School

Our Human Resources Manager took part in an event with students choosing their GCSEs, to talk about what is required for a career in Engineering or Manufacturing.

“It was great to meet you at the Women in Engineering Event before Easter holidays, you were very inspirational. By providing young people with information, advice and guidance it should motivate and inspire more of them to study the right courses and subjects at a higher level, consider apprenticeships and the many different career options that are available to them.”

Course Leader, Calderdale College

CASE STUDY: LOTTIE SHAW'S

Throughout 2022 visitors to AW Hainsworth have been delighted to receive complementary gift bags containing Lottie Shaw's much-loved treats. Named the 'Official Taste of Yorkshire', Brighouse-based Lottie Shaw's biscuits, cakes and chocolates are manufactured using sustainable practices and with a passion for home baking. There's no better way to show gratitude to our guests than by giving them some chocolate-chip flapjack or parkin biscuits to take home - though they're so good we are often tempted to keep a few for ourselves!

OUR LOCAL SUPPLIERS

We believe it is vital to support other businesses based in the local area to help ensure they continue to grow and develop alongside Hainsworth and our community. We have a number of long-standing relationships with businesses in Pudsey and the wider West Yorkshire region, who provide us with everything from building work, to catering, to dry cleaning, to printing our company brochures!

CASE STUDY: SUTCLIFFE'S

Sutcliffe's is a family-run greengrocer's established in 1900 and based at their shop in Farsley, a 15-minute walk from the Hainsworth mill. Every Monday Sutcliffe's deliver crates of fresh fruit including apples, bananas and satsumas to our kitchens and canteens, helping our colleagues get their 5-a-day throughout the working week. In December, we also purchased several beautiful Christmas trees from Sutcliffe's that we positioned throughout the mill, bringing cheer throughout the festive season.

CASE STUDY: SANDY'S SANDWICH SHOP

Sandy's Sandwich Shop, only half a mile up the road from the mill, are Hainsworth's choice for lunchtime catering. Sandy's provide excellent sandwich platters that can be made suitable for a wide range of dietary needs, and make for a great refreshment break during an all day meeting. Sandy's are also popular with our colleagues for breakfast, with owner Chris regularly making deliveries of hot sandwiches, omelettes and hash browns to the mill.



AFFORDABLE LIVING

We own residential properties in close proximity to the mill that we offer to our employees and local people at an affordable rate. This housing is in-demand amongst our team. We spoke to two of our residents to better understand the benefits of living on-site.

RESIDENT CASE STUDY: LIAM

Our Quality Systems Technician Liam lives in a mill house with his young family. He enjoys living there and finds that living closer to work makes his life a lot easier. Liam believes there are lots of benefits of living there over other rented accommodation.

“There’s so many benefits! It’s a very nice area to live in with great schools and open spaces for the children, with the subsidised rent offered it’s a lot cheaper than the other houses for private rent in the area.

Not having to drive to work anymore saves me a lot of money in fuel and time, so now I get to spend more time with the family rather than sitting in traffic.

I find living next to my colleagues has improved my relationship with them, I have spent a few nights down the pub with people I had never spoken to at work before. Overall I really enjoy living on site and it has helped improve the lives of my family.”

RESIDENT CASE STUDY: JESS

Jess (pictured) moved into one of the new-build mill houses in April 2022. One of the things she likes most about living there is how convenient the commute to work is and that she can save both time and money by living in the mill housing.

It is a lovely home in a nice location and Jess finds that any necessary improvements or repairs can be carried out easily, and any questions or concerns are addressed promptly by the mill housing team.

“The mill housing is less expensive in comparison to other accommodation in the area because AW Hainsworth employees receive discounted rates. It is also close to all the shops I need to visit regularly and is based close to bus lines and a train station which is convenient when I don’t want to drive. I also like that it’s in a quieter area off of the main road and that is close to outdoor facilities such as a park and tennis court.”



NURTURING THE NEXT GENERATION OF FASHION DESIGNERS

AW Hainsworth have long been supporters of rising fashion talent and helping to encourage sustainable approaches to fashion design. We have worked closely with UK universities and higher education institutions since 2014, setting annual projects intended to give students real-life experience of working to a fashion industry client's brief and exacting requirements. In presenting their garments, working closely with a professional client and receiving constructive feedback, fashion design students gain real practical experience of working in the fashion industry.

In 2022 we reached out to a new quotient of students with a series of live briefs that encouraged them to think outside the box and come up with original approaches to sustainable design. Once again, we were amazed by the creativity, skill and conscientiousness of the next generation of fashion designers.

London College of Fashion Bespoke Jacquard Project

In 2022 we met with the London College of Fashion to present a unique opportunity to 3 of their Bespoke Tailoring students – to design and create 8 metres of their very own bespoke designed jacquard fabric. Students needed to create an original design and consider the type of garments that would be made from the cloth, the finishings and fastenings of the garment, and a sustainable, low-waste approach to fabric usage. The winning designers demonstrated real originality and commitment to craftsmanship, and were invited to the mill to see their fabrics being woven on our jacquard looms in person (pictured right).





Circular Fashion x MMUFDT

For our 21/22 Live Brief competition, Fashion Design and Technology students from Manchester Metropolitan University were challenged to create a 'circular fashion' garment from Hainsworth wool. The winning design by Sophia Bruckner (pictured left) was a Bavarian-inspired dress made from our Vivid Hues Melton in Cornflower Blue with a recycled cotton lining, stitched together using a heat-dissolving thread that allows for the fabric pieces to easily be taken apart and repurposed at the end of the garment's life.

UCA Rochester

We briefed second year Fashion Design students at University for the Creative Arts Rochester to create a hypothetical clothing brand with sustainability at its heart, and a capsule collection of garments made using Hainsworth fabrics which demonstrates their fictional brand's ethos. The three winning designers created highly professional and original garments alongside thorough and exacting brand presentations, with inspirations ranging from brutalist architecture to vintage gardening apparel to environmental activism (pictured below).

"I was really excited to find out my university had chosen A W Hainsworth to collaborate with on this project. I really admire their sustainable ethos as this is a big part of my personal aesthetic and an element I am hoping to take forward into my future career."

Megan Hann, UCA Rochester



Our responsibility to our customers and supply partners

In our messaging we aim to advocate the value of quality over quantity. Buying a luxury fabric allows our customers and supply partners to obtain and appreciate a high-quality product that will withstand the test of time. To achieve this, we understand that there is a need to offer a continuous supply chain to our customers and to stock support products.

We do not encourage fast fashion or work with companies endorsing this policy. Rather, we work with partners who share our values, focusing on building strong connections with credible partners and creating new relationships with both well established and up-and-coming businesses that align with the Hainsworth way of working. For this very reason, we ask all major potential suppliers to complete an audit - and we visit their site to verify the information provided, if necessary.

Where possible, we work with suppliers that carry industry-recognised accreditations for quality standards. We ask for evidence of sourcing through certificates of origins and in the case of wool scouring, we require evidence of good practice.

Also as part of our commitment, we have made some improvements to various areas relating to our customers and supply partners in 2022.





INVESTMENT IN SKILLS & QUALITY - OUR NEW LABORATORY

In May we were thrilled to unveil our new state-of-the-art testing laboratory to our colleagues and customers. The UKAS-accredited space includes a range of advanced instruments and machinery that greatly enhance AW Hainsworth's current in-house testing abilities, ensure our commitment to 'right first time', and complement the skill and experience of our people.

In a project lasting 6 months and costing a quarter of a million pounds, our internal Project Engineers and Maintenance team worked tirelessly to build the new laboratory space, all the while ensuring it met the exacting needs of our Technical and Quality teams.

In addition to housing cutting-edge testing equipment, the laboratory is a more modern, spacious and accessible environment than our previous lab space and is a creative and engaging facility for our technicians to work in.

We worked closely with leading local suppliers James Heal and Roaches International to equip the lab with the finest testing equipment and machinery, and we are proud to have collaborated with such renowned fellow businesses from the West Yorkshire area.

The new laboratory greatly enriches our capabilities in research and development, which in turn benefits our customers and fabric end users. The enhanced equipment and increased space ensures that we can continue to provide excellent testing, guaranteeing that our fabrics continue to exceed industry quality standards.

With access to this ultra-modern laboratory our Technical and Quality teams are able to build on their already considerable expertise and reach their full potential as technicians. The lab is not just a refurbishment project, but an investment into the skills of our technicians and Hainsworth's continued future as innovators in the field of fabric development.



EXTRACTS FROM SURVEY RESPONSES...

"Always a pleasure dealing with this great company!"

"Amazingly helpful - even to the most inept customer!
Really such a treat to deal with. Hoping we'll be
working together a lot in the future."

"Even though we are just a school ordering very small
quantities, Gill did every she could to help us get the product
we needed. Pleasure to work with such an amazing company
with such beautiful fabrics."

"A very professional and friendly service.
Prompt delivery."

"Customer service is second to none. If all businesses in the
UK modelled their Customer service on Hainsworth we would
be living & working in a perfect business environment.
Well done Hainsworth! You are the BEST."

"Always found staff to be very helpful."

"Great service as usual especially through these recent,
unprecedented and testing times."

"Louise has been brilliant and supremely helpful
from the very start- if all companies had the level
of customer service as Hainsworth has we would
be in a very happy consumer world- bravo."



What does sustainability mean to our customers?



“The fashion industry is under immense pressure to prove it’s sustainability credentials.”

“The fashion industry receives a lot of bad press about its approach to sustainability, but I am proud to work with customers who subscribe completely to the slow fashion movement. Our partners believe in lasting fashion and create garments that are built for longevity. They are focused on style rather than trends, and our luxury, durable fabrics help them reach their goals.”

Ivana Rosinova, Business Development Manager, Fabric of a Nation



“Aviation needs progress on sustainability, but is challenged by strict standards.”

“The aviation industry knows it needs to move forwards with sustainability but is challenged by strict international safety regulations and established performance expectations. They rely on their supply chain to make continuous improvements and be transparent in their processes, it is a partnership. Our Steadfast collection of undyed natural fibres offer a more sustainable choice and this has been well received by airlines.”

Patsy Gemmell, Design & Development Manager, Replin



“The longevity and reliability of Hainsworth is a big part of sustainability for my customers.

“My customers value a continuous, reliable supply of a product made to incredibly tight specifications. Our sustainable designs are often a crucial, component part of their product and they want to sure they can purchase that part for many years to come. Hainsworth making sustainable choices to guarantee it’s future is very important.”

Rachel Oates, Sales Executive, Hainsworth Technical Felt



“It’s difficult to apply conventional sustainability approaches in this sector.”

“Protective textiles is our most challenging sector from a sustainability perspective. The nature of these products means that it’s difficult to apply conventional sustainability approaches. These are technical fabrics made from high-performance materials that are designed to protect the wearer.

We believe that the best route to sustainability in this sector is by creating products that are more durable, so that they last longer and don’t need to be replaced as often. This means developing products that are stronger, with better abrasion resistance and that have chemical repellency that is more durable. We are also working with suppliers who are exploring the use of recycled materials”

Richard Davies, Innovation, Technical & Design Director



JOHN ATKINSON
England’s Finest Blankets
BY HAINSWORTH

“Blankets that last for generations are a truly sustainable choice.”

“I have spoken to people who are still using John Atkinson blankets purchased by their grandparents 50 years ago, they are investing in something that will be passed down through generations. Sustainability is buying wool, a natural, durable fibre, that has been made into a product that is designed to last.”

Jill Heald, Sales Executive, John Atkinson Blankets



“Durable cloth and no heat requirements make a more sustainable game.”

“We consider the needs of players, clubs and installers alike by using our unique recipe combined with finer fibres to enhance speed increasing the enjoyment and challenge of play, through moisture management ensuring the cloths remain fast whilst in use without the need for under table heaters.”

Diane Simpson, Commercial Director, TopTable





Who is responsible for sustainability at Hainsworth?

In 2022 we formed a Sustainability Committee to encourage stakeholders from across the business, at every level, to think and contribute to sustainability initiatives.

This Committee is headed by Zena Al Mausawe, Director for Operational Excellence, and attended by:

Amanda McLaren, Managing Director

Diane Simpson, Commercial Director

Lee Martin, Finance Director

Richard Davies, Innovation, Technical & Design Director

Emma Scanlan, Purchasing Manager

Charlotte Law, Marketing Manager

Steve Redmond, Process Engineer

Matthew Lambert, Senior Process Engineer

Julie Hilliard, Production Manager

Martin Scott, IT Engineer

Robert Taylor, Commercial Director - Atkinson Dyers

Mark Vose, HSE Manager

The Committee meets once a month to discuss ongoing projects, events and initiatives.



Weaving sustainability into our future

“A blueprint to achieve a better and more sustainable future for all.”

In order for our business to keep making progress towards being more sustainable, we need to put a greater focus on our commitment to the environment. We are proud of all our initiatives in 2022, but acknowledge that they are heavily weighted towards social, health and well-being.

We have taken the decision to align our strategic aims with The Sustainable Development Goals, a set of 17 global goals adopted by all United Nations Member States. While not all the goals will be relevant to us, we will ensure that all our projects align with a specific goal.

The purpose of this alignment is two-fold; we tie in to a global agenda to ensure we act responsibly to the environment, our employees and customers, but it also allows us to develop and grow our company in a sustainable manner.

A fundamental part of all of the above is embedding sustainability into the lives of our workforce, and creating a culture where it can thrive. We plan to incorporate Sustainability in our Vision and Mission statements, and begin a programme of employee education about what this means day to day.

The Sustainable Development Goals we will work on in 2023 are:

SDG 3: Good Health & Well-being^[iii]

“Ensure healthy lives and promote well-being for everyone at all ages”

Projects in this area include more focus on health and well-being for our employees, with investment in areas such as mental health employee events and family support schemes.

SDG 11: Sustainable Cities and Communities

“Make cities and human settlements inclusive, safe, resilient and sustainable”

We want to play a bigger part in our local community, investing more in money and time. We will implement guides for purchasing for local businesses and strengthen our relationship with our chosen charity, Zarach.

SDG 12: Responsible Consumption and Production

“Ensure sustainable consumption and production patterns”

This is the goal we want to see the biggest improvement on in 2023, and we will commit resource and investment to achieve this. Planned initiatives include:

- Improving our waste management, working towards zero landfill
- Promoting members of our team into sustainability roles, and providing carbon literacy training
- Installing solar panels and a combined heat and power plant so we are using more renewable energy
- Completing our water saving project in Milling, then repeating the process in Dyeing
- Maintaining our accreditation for traceability and responsible sourcing
- Collaborating with aviation customers on sustainability projects
- Investment in a new Enterprise Resource Planning (ERP) system to improve efficiency and reduce waste

[iii] <https://sdgs.un.org/goals>





Sustainability in partnership

We will finish our 2022 Sustainability Report with an open invitation to our customers, suppliers and partners to work with us on sustainability.

We believe that collaboration is essential for achieving our sustainability goals. We would like to invite you to join us in this effort as we strive to reduce our environmental footprint and grow our business in a more sustainable way.

Whether it's making more efficient use of resources, minimising waste and emissions, or finding new ways to reduce our energy consumption, we believe that working together will bring us the greatest success.



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