



# Sustainable Production

A large percentage of textiles end up in landfills on a yearly basis (85% to be precise). Since inception in 2019, THE FASHION BLUEPRINT has been on a mission to create more sustainable fashion brands. When evolving and creating its own in-house production arm, TFB STUDIOS, it became imperative to find solutions to fashion's current wasteful process. Typically, it is said that the most sustainable way to operate is to reuse and repurpose, rather than extracting and making new items. With this in mind, TFB STUDIOS seeks to operate in a way that prioritises recycled materials, using technology to advise on production quantities and providing upcycling services to avoid stockpiling, and ultimately, saving items from landfills. With the aim of fostering deeper collaboration within the supply chain, this document highlights our code of conduct and roadmap.

# How We Work

## Our Operations

At THE FASHION BLUEPRINT, we are committed to transforming the fashion industry by prioritising sustainability in every aspect of our operations. As our valued supply chain partner, we expect you to share and uphold our commitment to environmental responsibility. Together, we can contribute to a more sustainable and ethical future for fashion manufacturing.

### Fabric and Trim Sourcing

We prioritise sourcing fabrics and trims with minimal environmental impact.

Within our operations, we consider materials that are eco-friendly, ethically produced, and contribute to a circular fashion economy.

### Order Quantities

We do not impose minimum order quantities as we encourage responsible manufacturing practices.

We do however impose maximum order quantities of 500 units to prevent overproduction and reduce the environmental impact of excess inventory.

### Tech-Led Production

We embrace technology and specialist software to enhance accuracy in sample creation and production planning.

We utilise 3D rendering techniques, enabling the identification and rectification of design errors before physical production.

### Sustainable Shipping

We use carbon-neutral couriers for shipping to reduce the carbon footprint associated with transportation.

We utilise reusable shipping packaging to minimise environmental impact and contribute to waste reduction.

### Environmental Impact Awareness

We acknowledge the significant environmental challenges associated with garment manufacturing, such as soil exploitation, water consumption, and pollution of rivers and oceans.

We actively work towards mitigating these challenges by adopting sustainable practices throughout the supply chain.

### Waste Reduction and Circular Economy

We recognise the environmental consequences of textile waste and the fact that a substantial portion ends up in landfills.

We offer a take-back scheme to facilitate the upcycling of deadstock, promoting a circular fashion economy and minimising wastage.

### Customer-Centric Sustainability

We understand that consumer preferences may change, and products may not always resonate as intended.

We collaborate with our clients to implement efficient inventory management strategies and avoid stockpiling, reducing unnecessary waste.



# How We Work

## We are a sustainable fashion production house

Whether clients only have an initial rough sketch, reference images or a full tech pack, we are here to help. Our production process covers design development, sampling and small production runs to test new collections. We don't have Minimum but we have Maximum Order Quantities so we can avoid overproduction. As a tech-led company, we use data and specialist software to increase the accuracy of samples and to predict the size breakdown to go for in production.

We take a holistic approach to sustainable fashion production, looking at everything from the materials we source and the partners we work with to what impact our production has on the environment and people.

This Code of Conduct is firmly based on respect for human and labour rights that has been formalised by the Ethical Trading Initiative Base Code. This is an internationally recognised set of labour standards based on the International Labour Organisation (ILO) conventions and the Four Fundamental Principles and Rights at Work developed by the International Labour Organisation.

1. Freedom of association and the effective recognition of the right to collective bargaining;
2. The elimination of forced or compulsory labour;
3. The abolition of child labour and;
4. The elimination of discrimination in respect to employment and occupation

Our Code of Conduct underpins the 'way we do business' with all of our supply chain partners. It is further informed by international regulations set by the UN Universal Declaration of Human Rights, including the Code of Labour Practice used by Fair Wear Foundation (FWF), and the UN Guiding Principles on Business and Human Rights.

THE FASHION BLUEPRINT has confidence in its suppliers and manufacturers. The purpose of this Code of Conduct is to ensure an ethical and fair business of all parties, people and animals involved. We believe that a strong focus and continuous improvement of an ethical business and compliance to the principles below will ultimately benefit all parties and countries - both economically and socially.

THE FASHION BLUEPRINT expects that all supply chain partners and their subcontractors to comply with this Code of Conduct and that when necessary it will be translated into the national language by the supplier and communicated with employees in a way that the supplier deems fit and reasonable. In addition to meeting the requirements put forward in this CoC, we expect that our suppliers comply with all national/regional laws, administrative practises, and standards in the country they operate.

We aim to operate with an open dialogue between THE FASHION BLUEPRINT and its suppliers to improve the economic, environmental and social ecosystem and to advance the fashion industry as a whole.





# Code of Conduct

## Environment

Our suppliers and their subcontractors must comply with all relevant local and national environmental protection laws and regulations and aim to meet international environmental protection standards, particularly with respect to water, energy, hazardous chemicals, air emission, and waste.

### Waste

Suppliers must have the effective control of waste in respect to ground, air and water pollution whilst reducing the waste sent to landfill. THE FASHION BLUEPRINT prioritises working with suppliers with strong recycling programmes for their products and facilities.

### Climate change

Suppliers must monitor and actively seek to reduce Greenhouse Gas (GHG) emissions associated with its operations.

### Energy

We expect our suppliers to go beyond compliance and take measures to continuously improve energy efficiency in buildings, production processes, and transportation. We require suppliers to provide us with carbon and energy data upon request. Suppliers shall make reasonable efforts to use renewable energy or less carbon-intensive energy sources. Where possible, THE FASHION BLUEPRINT will work closely with suppliers to help them to achieve adherence.

### Conservation of biodiversity

Seek to minimise the impact of operations on fauna, flora and land to ensure the conservation of biodiversity and habitats.

### Water

Suppliers must develop a thorough understanding of its water use and develop management processes and water reduction plans, where appropriate.

Suppliers must be able and willing to provide evidence and documentation of their commitment to environmental standards, upon request by THE FASHION BLUEPRINT.

### Chemical Safety

All manufacturing and wet-processing facilities must abide by the requirements the ZDHC Manufacturing Restricted Substance List (MRSL) THE FASHION BLUEPRINT has adopted.

Final products and raw materials must meet the requirements of the Apparel and Footwear International RSL Management (AFIRM) Groups RSL THE FASHION BLUEPRINT has adopted.

We require all our suppliers, whether production is placed outside or inside Europe, to comply with the European legislation and regulations of chemicals. All suppliers must sign and adhere to our Restricted Substance List (RSL) which is based on the European chemical legislation REACH standard with a higher level of requirement. Suppliers are to adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances including labelling laws and regulations for recycling and disposal.



# Code of Conduct

## People

All suppliers are to promote human rights across our direct and indirect business operations. THE FASHION BLUEPRINT supports the UK's Modern Slavery Act in eradicating forced labour and human trafficking. We require our suppliers and extended supply chain to comply with our principles.

The national laws of the supplier and of subcontractors must be complied with at all times that is being warranted by the suppliers. In situations where the framework would turn out to be in violation with mandatory national laws of the supplier and the subcontractors the national law applied by the supplier must immediately inform THE FASHION BLUEPRINT hereof in writing. This applies to all the principles and sections.

### **No forced labour**

THE FASHION BLUEPRINT prohibits any form of Forced Labour in supplier facilities or facilities of any services related to the Supplier. Suppliers are strictly prohibited from working with recruiters who engage in debt-bonded labour. Suppliers must not independently or through an agent, engage in trafficking of any persons for any purpose whatsoever. THE FASHION BLUEPRINT must be informed if the supplier relies on third-party recruiters to secure contract workers from external countries.

Suppliers must have a code of conduct in place regarding the use of labour brokers to recruit workers and what to do in the instance that an employee uses a labour broker to gain employment. Fees or costs associated with recruitment charged by labour brokers or third-party recruiters including travel costs, processing of official documents and work visas charged by labour should be fully paid by employers.

Workers must not be required to lodge deposits or their identity papers with their employer and must be free to leave their employer after reasonable notice. The supplier undertakes to closely monitor and care for all workers, including migrant workers, to ensure that all employees are not in debt from securing their job. Suppliers are responsible to investigate all suspected cases of debt-bonded Labour throughout their supply chain.

### **No child labour**

Suppliers must not employ minors unless they are of the legal working age, namely Young Workers (minors who are of the legal working age). Young Workers must be treated with special consideration, with working hours and tasks adapted to their increased vulnerability due to their low age and experience. For example, They must not do excessive overtime or night work. Similarly, Young Workers must not work in any conditions that may cause them harm, or that they are not sufficiently trained or certified to be engaged in.

Suppliers must have in place a child labour Investigation and remediation procedure. For effective remediation, this procedure should include information on which specialised organisations will be contacted to support the company in addressing and resolving situations of child labour if they should occur anywhere in the supply chain. THE FASHION BLUEPRINT may request copies of this procedure to ensure each supplier has a robust process to follow if this situation should occur. Upon request, THE FASHION BLUEPRINT is willing to support suppliers with examples and resources to build their own child labour investigation and remediation procedure.



# Code of Conduct

## **No discrimination**

Suppliers must not apply any discriminatory practice with regards the compensation, access to training, promotion, termination of the employment agreement or retirement, based on race, caste, creed, nationality, religion, age, physical or mental disability, gender, marital status, sexual orientation and/or union membership or political affiliation.

Suppliers must treat all employees equally, regardless of race, colour, sex, religion, political affiliation, trade union membership, nationality, social origin or disabilities.

Suppliers shall promote a culture of enabling a supply chain that includes equality, diversity and actively support programs that look to ensure a diverse worker base.

Female workers must not be discriminated against due to pregnancy or maternity leave and must be given equal access to employment.

Employees should have the right to education, training and opportunities to develop their skills.

Suppliers must treat their employees with dignity and respect. Under no circumstances shall physical punishment, sexual or racial harassment, verbal or power abuse or any other form of harassment or intimidation be permitted.

## **Freedom of Association and Collective Bargaining**

Suppliers must ensure that their employees have the right of Freedom of Association, Union Membership and Collective Bargaining. No retaliation may arise from the exercise of such right and no remuneration or payment whatsoever may be offered to the employees in order to hinder the exercise of such a right. Likewise, they shall adopt an open and collaborative attitude towards the activities of Trade Unions.

Workers' representatives shall be protected from any type of discrimination and must be free to carry out their representative functions in their workplace.

Where the rights to Freedom of Association and Collective Bargaining are restricted under law, the appropriate channels to ensure a reasonable and independent exercise of such rights must be designed.

## **Healthy & Safe Workplace**

Suppliers must provide a safe and healthy workplace. This must include but is not limited to sanitary workspaces and dormitories, Personal Protective Equipment (PPE), Minimum Conditions of light, ventilation, hygiene, fire prevention, no hazards, access to safe drinking water, clean toilet facilities and, where required, sanitary food storage. Suppliers must make proper provision for the health and safety of their contractors and visitors, including those in the community who may be impacted by their operations.

Under Special Conditions PPE must be provided and workers must be trained on how to properly wear or administer PPE. Suppliers must take reasonable steps to prevent accidents and minimise health risks.



# Code of Conduct

The workplace must be prepared to safely evacuate and protect employees in the case of an emergency:

- A fire alarm and fire extinguisher must be easily accessible on every floor.
- Adequate first aid equipment must be easily accessible.
- At least one person in each division must be trained in the provision of first aid

If an injury occurs at work, the supplier shall fund all medical costs that are not covered by insurance.

If a serious accident or injury occurs in the workplace, the supplier must report the accident with a supplier accident report form to THE FASHION BLUEPRINT within five business days via email to [info@thefashionblueprint.co.uk](mailto:info@thefashionblueprint.co.uk). Examples of serious and abnormal incidents include; mass fainting, traffic accident, fighting, hospitalisation of a team member from a workplace accident, fires, and death from a workplace incident. This information is only for internal purposes at THE FASHION BLUEPRINT and gives an opportunity for THE FASHION BLUEPRINT to support a resolution process if appropriate. THE FASHION BLUEPRINT only intends to use this information to assist in creating a positive impact, for both brand and supplier.

Suppliers must provide their workers with regular training focused on health and safety at work. The supplier shall keep an appropriate record of the training courses done. Likewise, they shall appoint a person in management to oversee health and safety procedures. Suppliers must comply with applicable national laws and standards in relation to health and safety management.

## **Fair Wages**

Workers employed by THE FASHION BLUEPRINT receive a minimum of a Living Wage after full training has been completed and full-time employment has begun. All Suppliers with THE FASHION BLUEPRINT must strive to pay a Living Wage.

At the minimum, Suppliers must pay their employees minimum wage. Prior to entering into a supply contract, prospective suppliers must provide THE FASHION BLUEPRINT with evidence of the correct wage payments to their employees.

Deductions from wages, which are not provided for by National Law, are not permitted. Workers should be informed about how their wages are made up, including wage rates, pay periods and deductions from pay. 9.5 Wages must be paid at regular intervals in line with industry standards. Workers shall be free to dispose of their wages as they choose. In the case of supplier insolvency or bankruptcy, wages must enjoy a priority in the distribution of liquidated assets

Suppliers shall adjust the length of the working day to the provisions of the applicable laws or of the collective bargain agreement applicable for the sector in question, if the latter affords greater protection for the workers. Suppliers should not make it compulsory for their employees to work in excess of 48 hours a week and workers shall be granted at least one day off for every 7 calendar day period on average. Overtime should be voluntary, and working hours including overtime should not exceed 60 hours per week. Overtime should not be demanded on a regular basis and must always be paid at a premium rate, in accordance with the law.

All employees shall be entitled to contractual holidays and sick leave with no negative repercussions. All employees shall be entitled to parental leave without negative repercussions.



# Code of Conduct

## Confidentiality

THE FASHION BLUEPRINT shall preserve the integrity of confidentiality of information relating to staff and their private details. THE FASHION BLUEPRINT requires suppliers to do the same. Suppliers shall preserve the integrity and confidentiality of the information they may receive as a consequence of their commercial relationship with THE FASHION BLUEPRINT. The obligation of confidentiality will remain once the relation with THE FASHION BLUEPRINT is terminated and it will include the obligation to return any material related to the company held by the supplier.

## Legal Requirements

As a minimum, suppliers must follow the national legislation and regulations in the countries where they work. If any of THE FASHION BLUEPRINT requirements contradicts national legislation, the law applies. If this occurs, the supplier must inform THE FASHION BLUEPRINT. In addition to the law, this code imposes further obligations on suppliers.

## Code of Implementation

Suppliers shall implement and maintain programs to enforce this code. They shall appoint a senior member of management who shall be responsible for the implementation and enforcement of this code.

Suppliers must communicate the code to all employees and those in any way involved in the THE FASHION BLUEPRINT supply chain.

## Transparency & Anti-Corruption

Suppliers must not manipulate or influence their workers, nor shall they forge any files or records in order to alter the verification process regarding compliance with this code.

Suppliers are expected to maintain adequate records that accurately record all financial transactions and information regarding its business activities, labour, health and safety and environmental practices in accordance with applicable laws, policies and procedures. Disclosure of information is expected to be undertaken without falsification or misrepresentation.

No personal advantages may be requested, assumed, offered or granted for a preferential treatment in connection with the negotiation, placement or execution of an order. No personal advantages may be offered or granted to officials, including officials from foreign states.

No gifts shall be granted or accepted. Exceptions apply only with generally customary occasional or advertising gifts and with gifts, which correspond to custom and politeness in a country.

Suppliers must not offer nor accept remuneration of any kind, which seeks, or may be perceived to seek, to affect the impartial judgment or the objectivity of such parties appointed by THE FASHION BLUEPRINT to carry out inspections and compliance audits in connection with this Code.





# Code of Conduct

## Reference to National Legislation, Conventions and Agreements

The provisions of this code constitute only minimum standards. Should national regulations or any other applicable law or any other commitments undertaken or applicable, including collective bargaining agreements, govern the same issue, the provision which offers greater protection for workers shall apply.

THE FASHION BLUEPRINT assumes, as part of its internal norms, the content of national and international agreements and conventions to which it has adhered, and that they are applied in its relationship with manufacturers and suppliers, committing to their promotion and compliance.

### Verification of Compliance

Suppliers shall authorise third parties to monitor the appropriate enforcement of the code. For these purposes, they shall provide the required means and the appropriate access to the facilities and documentation required to ensure this verification.

### Complaints or Breach of Code

This code is aligned with the principles and values that are included here in the Supplier's Code of Conduct. In this sense, and in order to ensure the enforcement of the Code of Conduct for Suppliers, THE FASHION BLUEPRINT can act at its own initiative or following a formal complaint made in good faith by a manufacturer, supplier or other interested third party that might have any direct relationship or commercial or professional interest with THE FASHION BLUEPRINT.

To this end, any notices given pursuant to the provisions of this Code, either reports of any breach or enquiries regarding the code's interpretation or application can be addressed directly to THE FASHION BLUEPRINT via:

Postal Address: THE FASHION BLUEPRINT at The Exchange (New Wing) Strand, London WC2R 1LA

Email: [info@thefashionblueprint.co.uk](mailto:info@thefashionblueprint.co.uk)

Website: [www.thefashionblueprint.co.uk](http://www.thefashionblueprint.co.uk)

The requirements in the Code are minimum requirements. THE FASHION BLUEPRINT has confidence that our suppliers have even higher standards than those laid out in this suppliers code of conduct. Therefore, we ask that you provide to us any relevant certifications and reports to confirm this.



# Client T&Cs

## Terms & Conditions

### 1. Scope of Services:

1.1 The Client engages THE FASHION BLUEPRINT for the provision of 3D fashion design and/or manufacturing services as described in the project agreement emails and purchase order.

### 2. Payment:

2.1 The Client agrees to pay THE FASHION BLUEPRINT the agreed-upon fee for the services rendered.

2.2 Payment terms and schedules are outlined in the purchase order.

2.3 Full payment for 3D fashion design and sample manufacturing services to be made upfront.

2.4 Partial payment of 50% to be made upfront for production orders and 50% before shipping.

### 3. Intellectual Property:

3.1 All intellectual property rights, including copyrights and designs, arising from the services provided shall be the exclusive property of THE FASHION BLUEPRINT until full payment is received.

3.2 Upon receipt of full payment, the Client will have a non-exclusive license to use the deliverables for the agreed-upon purpose outlined in the project agreement emails.

### 4. Confidentiality:

4.1 Both parties agree to keep confidential any proprietary or sensitive information disclosed during the course of the project.

4.2 The confidentiality obligation extends beyond the termination of the project.

### 5. Delivery and Revisions:

5.1 THE FASHION BLUEPRINT will make reasonable efforts to meet project timelines outlined in the agreement.

5.2 The Client may request reasonable revisions within the scope of the project, and any additional work outside the scope may incur additional fees.

### 6. Termination:

6.1 Either party may terminate the project with written notice if the other party breaches a material term of the agreement.

6.2 In the event of termination, the Client will pay for all services rendered up to the termination date.

### 7. Limitation of Liability:

7.1 THE FASHION BLUEPRINT will not be liable for any indirect, consequential, or incidental damages arising out of the provision of services.



## Terms & Conditions (continued)

### 8. Governing Law:

8.1 This agreement shall be governed by and construed in accordance with the laws of England & Wales.

### 9. Dispute Resolution:

9.1 Any disputes arising from our agreement with the Client is resolved through negotiation in good faith.

9.2 If negotiation fails, the parties agree to pursue mediation or arbitration as outlined in the project agreement.

### 10. Miscellaneous:

10.1 Our agreement constitutes the entire understanding between the parties and supersedes all prior agreements.

10.2 Amendments to our agreement must be in writing and signed by both parties.

By engaging in our services, the Client agrees to be bound by these terms and conditions.

## Our Practices

We envision ourselves as a world-leading circular fashion manufacturer. Some of our practices:

- Prioritising recycled materials over virgin textiles.
- Using a high proportion of lower-impact materials including Global Organic Textile Standard (GOTS) certified organic cotton.
- Recycling all textile offcuts to minimise waste.
- Using reusable and or recycled packaging.



# Our Roadmap

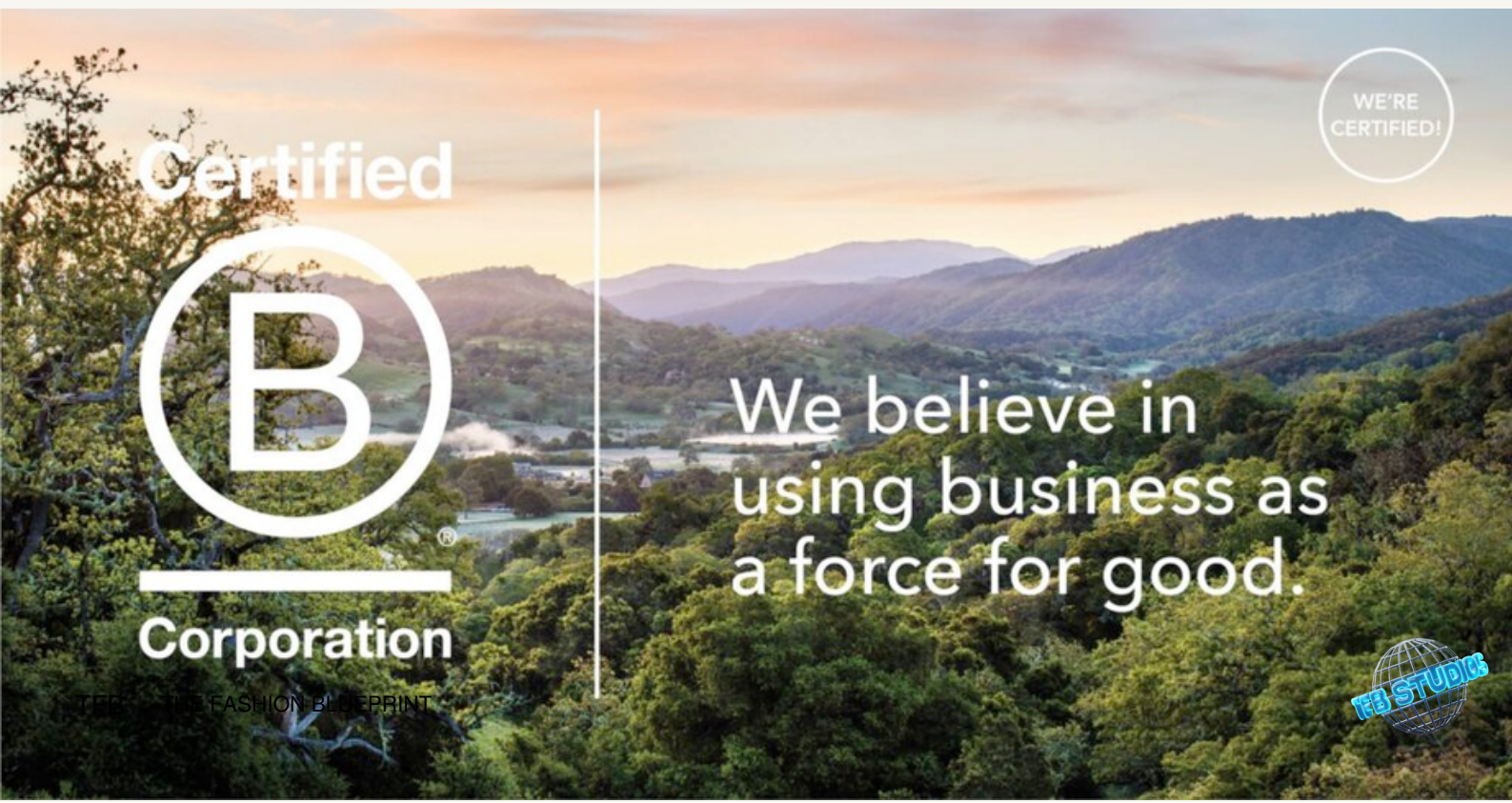
We are a fashion production house, on a sustainable mission.

We're not only in business to generate profit, we are here to make a positive impact on the people who make and wear our items, and the planet which provides us with the resources and environment to do so. As such, a major goal of ours is **to become B-Corp certified by 2026**.

This is a very rigorous certification, involving around 300 questions across five main impact areas: Governance, Workers, Community, Environment and Customers. It works according to a point scoring system where the certified party must achieve a minimum of 80 points to qualify for B-Corp status.

To fulfil our overall mission, we are actively working on the following initiatives:

- Providing end-to-end **supply chain traceability** by 2030
- Achieving **net-zero emissions** by choosing lower carbon alternative materials and compensating for unavoidable emissions
- Directly investing in the local environment of UK fabric and trims suppliers to **promote biodiversity**
- **Phasing out** fabric, materials and trims suppliers which use coal-generated heat or energy
- Using only **responsible materials**
- **Removing the use of coal** in our supply chain activities
- Creating internal & external environmental and ethical manufacturing **awareness campaigns**
- Ensuring the use of **renewable energy** within our facilities
- Designing for circularity, circular business models, increasing **recycling & upcycling** in our operations
- **Decreasing transportation emissions** in inbound, outbound & last mile delivery
- Committing to **real living wages** as defined by the Living Wage Foundation and equivalent
- Auditing and monitoring any subcontracted suppliers
- **Training all employees** on sustainability, diversity, equity and inclusion practices



Certified



Corporation

WE'RE  
CERTIFIED!

We believe in  
using business as  
a force for good.



# Let's work together.

Contact us:  
[info@thefashionblueprint.co.uk](mailto:info@thefashionblueprint.co.uk)  
[www.thefashionblueprint.co.uk](http://www.thefashionblueprint.co.uk)

Copyright © 2023 The Fashion Blueprint.  
All rights reserved.

No part of this publication may be reproduced, distributed, or transmitted in any forms of by any means, including photocopying, recording, or other electronic or mechanical methods, without the prior written permission of the publisher, except in the case of brief quotations embodied in reviews, tweets and certain other non-commercial uses permitted by copyright law.

To request permission or report misuse contact [info@thefashionblueprint.co.uk](mailto:info@thefashionblueprint.co.uk)