

OUR ENVIRONMENTAL POLICY

Produced by
The Feather Company

Page 1/2

Dated 18.0.21

Great pillows and duvets are just one part of how we sleep at night

For over 50 years, The Feather Company has been built on what nature has provided. And so it'll be no surprise to hear that we work hard to find ways of minimising the environmental impact of all our activities.

To help us achieve this, we've developed six key sustainability practices:

- Reduce waste: We regularly evaluate our operating procedures so we can take advantage of emerging technologies and new knowledge to help us minimise waste.
- Promote recycling: we actively promote recycling at all stages of our manufacturing process and encourage recycling among our customers and suppliers.
- Choose ethical suppliers: we'll always source the highest quality materials from ethical suppliers.
- Reduce harmful substances: we choose materials, couriers and energy suppliers that help us minimise emissions.
- Surpass regulatory compliance: we meet or exceed all the environmental legislation that relates to us.
- Be a guiding light: We use our sustainability goals and our 50+ years of experience to be a sustainability leader for our industry.

Core considerations

To reinforce these practices, we have also devised three core considerations that run through all business operations.

Raw materials

The down and feathers we use in our bedding and upholstery products use animal by-products. These items are considered waste of duck and geese processing and would otherwise go to waste.

Our down and feathers are ethically sourced, and come from tightly controlled and traceable supply chains. That means all source materials come from animals that are free from hunger and thirst; free from discomfort; free from pain, injury, or disease; free to express normal behaviour; and are free from fear and distress.

We can make these claims as our suppliers are certified by the **Downpass Standard** and the **Responsible Down Standard** — the two industry bodies tasked with regulating feather and down supply chains. Our cotton pillow and duvet casings are made from responsibly sourced cotton, certified to meet **OEKO-TEX 100 Standard**.

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Page 2/2

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Workforce

Our workforce is entirely made up of local crafts-people living within the Edinburgh area. We value our staff and pay above both the **National Minimum Wage** and the **National Living Wage**. As stated in our Equality and Diversity Policy, we do not discriminate and our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Packaging

From 2019 onwards, we have embarked on a process to reduce the amount of plastic in our packaging. Our ambition is to only use recyclable materials on all of our packaging. We're getting there. We've completely removed all non-recyclable plastic from our packaging process and have switched to natural materials such as cardboard and hessian bags.

All printed materials use **FSC Certified** paper and non-toxic printing processes.



Gareth Monro
The Feather Company