



ROWLINSON RANKED BY GREAT PLACES TO WORK®

We're delighted to be ranked 19th UK Best Workplace® in the small business category by Great Places To Work®. Through an evaluation of our culture and employee experience, the independent ranking confirms Rowlinson as an employer of choice. Benchmarked against some of the UK's most successful organisations, the insight we gain helps us identify key areas that we can improve on, as part of our journey to become a truly great workplace for all our people.

OUR STOCKED SPECIALS PROVE A MASSIVE HIT

Following the launch of our stocked specials service last year, we're pleased that so many customers are benefitting from this new service. With 18 designs available to order on next day delivery from our popular Rowlinson Courtelle® and Performa® 50 ranges, and no minimum order requirements, here's why stocked specials make great sense for every customer.

Helping you win more business

Now you can promote a striped garment, confident in the knowledge that you'll receive a sample the next working day. No waiting for samples, faster order fulfillment and a better service to schools and parents.

Less risk, more space

As we hold stock, this reduces your financial outlay and frees up space in your stockroom, which is so important to many customers, particularly during Back to School.

No minimum orders

Order 100 or 1 garment – there are no minimums!

Bespoke for schools, better value for you

Available from stock at an attractive price, our stocked specials represent better value to you for a premium quality special garment.

Meet demand for specials

Now you can respond quickly to increasing demand for special knitwear. In real terms, our stocked specials service reduces delivery turnaround from 4-6 weeks to 1 day.

- Win more business – no-wait service on striped garments* gives you the edge.
- We hold large stocks – save space and no need to tie up cash in stock.

- No minimum orders – order 1, 100 or 1000!
- Superfast service to your customers – choose samples from 18 designs with next day delivery.

*Please request a stocked specials swatch card for details of available designs.



INTRODUCING MATT CLARK

We're pleased to confirm the appointment of Matt Clark as our Sales and Marketing Director. Previously Commercial Director at Nielsen, Matt brings significant leadership and business development expertise to Rowlinson, which will enable us to achieve our growth plans in the coming years.

Matt is learning about our business, products and customers, working closely with Andrew McConnell, our current Sales Director, as part of our long-term succession planning for Andrew's eventual retirement. Matt's appointment signals our ongoing commitment to be better, so that we can deliver market-leading customer service and high-quality products that help you to grow your business.

There is no change to your current points of contact for account management and customer care.

Rowlinson®
smarter for longer™

EMPLOYEE OWNED

The SCHOOLBAG

ISSUE 31
SPRING 2019

ROWLINSON CELEBRATES DOUBLE WIN AT INSTITUTE OF DIRECTORS AWARDS

On 4 April, Rowlinson was proud to attend the black tie event celebrating the first ever IoD North West/Isle of Man "Director of the Year" Awards. The awards dinner brought together over 300 business leaders to celebrate amazing leaders who are a positive force in communities and society, making the North-west a better place to live and work.

We're particularly proud that our Managing Director, Donald Moore, was a double award winner, scooping both the Corporate Social Responsibility and Small to Medium Business Director of the Year awards. Donald received a rapturous round of applause from the crowd as he collected his awards.

Commenting on the surprise double win, Donald said.

“ I am deeply honoured to win two IoD awards which is testament to the talent and efforts of all my colleagues and it is great to receive the awards on their behalf. It is also great to help to promote the huge benefits of being employee owned and I hope many more companies make that transition. I would also like to give huge thanks to HSBC who been fantastic and fundamental in all we have achieved. Putting customers and people before profit and shareholder primacy has really paid off. ”



ROWLINSON INTRODUCES BLAZERS!

STOCKED SPECIALS

Proving to be a big hit

MATT CLARK

Introducing our Sales and Marketing Director

UK TEAM TRIP TO BANGLADESH

Quality and Care in Action

Rowlinson®
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Rowlinson Knitwear Limited
Unit 1A, Discovery Park, Crossley Road, Stockport SK4 5DZ

t: 0161 477 7791 • free fax orderline: 0800 072 0217
e: sales@rowlinson-knitwear.com



www.rowlinson-knitwear.com

INTRODUCING BLAZERS

While we're well known for our knitwear, polos and sweatshirts, we're pleased to confirm that we're introducing a limited supply of blazers available to order for Back To School. Our ethically manufactured blazers are made from long-lasting polyester in two styles and a wide range of sizes.

Performa® Eco academy-style jackets are fitted in style with an outer made from 100% polyester derived from recycled plastic bottles. An environmentally conscious choice, they are practical, smart and something to feel great about.

Performa® Talent garments are a classic style three-patch pocket blazer, offering a traditional blazer that combines great value, easy care and durability.

Both styles are available for next day delivery from stock in two plain colours, black and navy, with no minimum orders for plain stock. In addition, we offer a market-leading 5 day embroidery service, even throughout Back to School, subject to us holding an approved badge design for the school.



Minimum orders - Embroidered blazers

- Until 31 July 2019, the minimum order is 6 blazers with a single badge design with no surcharge.
- From 1 August - 30 September 2019, the minimum order is 12 blazers with a single badge design.
- Minimum order requirements apply to embroidered blazer orders only, as you cannot mix and match blazers with other garment types (knitwear/sweats/polos) to make up the minimum order requirement.

REQUEST YOUR SAMPLE TODAY

We hope that you will consider Rowlinson blazers. Please contact your Account Manager to request a sample. Your Account Manager will also have details of stock availability and the introductory offers we have on blazers. As stocks are strictly limited, we'd encourage you to set up your designs soon. We're offering free set up of badges for all customers and 1 free blazer sample per customer in a colour and style of your choice.

UK TEAM VISITS BANGLADESH AHEAD OF BLAZER LAUNCH

Ahead of the introduction of blazers, staff from sales, marketing and quality control visited our Tier 1 partner factories in Bangladesh. Ensuring that the new garments are made to high standards is very important, so the chance to see our first blazers coming off the production line was an opportunity not to be missed! The team also visited our Tier 2 factories where our Woodbank Sweats sweatshirt fabric is dyed and made, and where the yarn is dyed for Performa® Cotton knitwear.

Sales and Marketing Director, Matt Clark, reflects, "It proved an invaluable trip for everyone. As a result of visiting four overseas factories, we've seen production at every stage in the process – from yarn to finished garment. There's an extraordinary level of care and attention by all the loyal factory workers involved in producing our garments."

The team witnessed the extensive quality control processes employed during production, guided by our overseas team. Under the direction of Ken Edgar, Overseas Director, QC checks take place at every stage – for example, every dye lot of yarn is checked prior to being knitted, and every panel of each garment is manually inspected at every production stage.



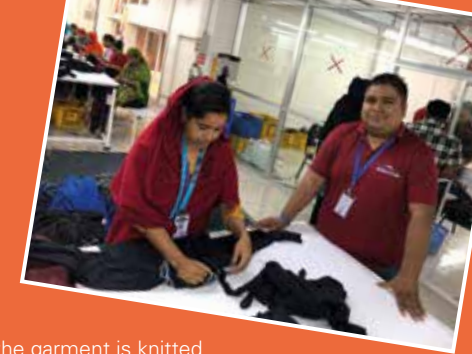
Even when the garment is knitted, washed and ready for packing, workers conduct further checks, rejecting any garment with a fault.

Seeing the production process in action underlines the critical role of our overseas team, who are permanently based at our factories. During the trip, it was an honour to present Mary Tomas with her 10-year service award, recognising her loyalty to our business. Together with colleagues Celia and Tess, Mary is instrumental in the development and quality of our new blazer range.

Meeting those who run the factories reinforces how our ethical commitment goes beyond ensuring our garments are safe, high quality and long-lasting. Our overseas factories are close working partners, who reflect our values-based ethos. Foundation members of the Ethical Trade Initiative, we're committed to the ETI Base Code, driving improvements in working conditions for the people who make our garments. Members of SEDEX, we're helping to empower our supply chains, with SMETA 2-pillar audits, corrective action planning and maintaining high standards of health and safety in our Bangladesh Accord factories.

In the UK, we're an accredited Living Wage employer, so everyone who works for us receives the real Living Wage.

With sustainability in mind, the outer fabric in our blazers is Standard 100 by OEKO-TEX® certified. We're committed to achieving this certification for the entire garment. Performa® Eco jackets include an outer shell derived from 100% polyester derived from recycled plastic bottles – approximately 30-35 bottles are used in each jacket.



TWO HEADS ARE BETTER THAN ONE!



We have recently appointed two co-Directors of People Services in a job-share role. Nicola Ryan, our former Head of People Services, and Leanne Gainford, our former People Development Manager, have taken up the newly created role of Joint Director of People Services. The role is the first appointment to Rowlinson's new senior management board, which will lead the company to achieve its next growth goal.

The duo said, "We're thrilled to take on this exciting role at such an important time for Rowlinson. It's critical that we make all our decisions through the lens of our people, and our joint appointment enables us to continue to develop our high performing culture. We're very proud to be part of a successful business that supports women to progress into board level appointments."

Donald Moore, Managing Director at Rowlinson said, "We have a longstanding commitment to put our employees first and believe that flexible working is a commercially sound strategy for recruitment and retention. This crucial job-share role fosters our values-led culture through the exemplary role models Nicola and Leanne are. We're proud to stand alongside forward-thinking organisations, including The Guardian, Age UK and the BBC, as a beacon for flexible working practices and promoting women into senior leadership roles."

CARING FOR THE ENVIRONMENT

We take our ethical responsibilities seriously, so we'd like to explain our plans to reduce our environmental impact, starting with garment packaging. The world's population currently produces nearly 300 million tons of plastic each year - a significant amount of which will end up in the oceans. This is harmful to the environment, the ocean and our wildlife.

We asked you if reducing the size of our garment polybags was a good idea and received universally positive feedback. With immediate effect, we're introducing a smaller portrait polybag for Rowlinson Courtelle® garments, enabling us to save 2.5 tonnes of plastic each year. We'll exhaust residual stocks first, so it may be a while before you receive garments in the new packaging.

We also intend to review the packaging of other Rowlinson brands as part of our ongoing commitment to be better in everything we do. We hope that this small step demonstrates our care for the world in which we live.



IMPORTANT REMINDERS ABOUT OPTION 3 AND OPTION 4 FORWARD ORDERS

We would like to remind you that the final payment deadline for all option 3 invoices is 10th September 2019. In addition, here is an update on our additional forward order option, which is option 4:

Plain and embroidered stock

Despatched by	Week starting 5 August 2019
Payment date	10 September 2019
Pre-book embroidery price	Yes
Settlement discount	None

IF YOU REQUIRE ANY COPY INVOICES, PLEASE GET IN TOUCH AS WE WILL BE HAPPY TO PROVIDE THESE TO YOU.