# **BFC/VOGUE DESIGNER FASHION FUND APPLICATION 2024**

## **COMPANY INFORMATION** Brand name\* Telephone\* Website\* Company name\* (If different from brand name) Instagram\* You must be a company limited by guarantee and registered at Companies House to apply for this funding. Tick here if you have read and understood the above statement\* Please copy and paste the full URL link, do not provide handles. Example of valid URL link: https://www.instagram.com/{username} Registration number\* When did you launch your brand?\* (Year & Month) Year Month Which regions/countries do you have trademark registered in?\* When did you incorporate your business as a Limited Company?\* (Year Address line 1\* & Month) Year Month Address line 2 When did you start actively trading as a Limited Company?\* (Year & Month) Address line 3 Year Month City\* Number of full-time employees currently on payroll, excluding yourself?\* Postcode\* Number of part-time employees currently on payroll, excluding yourself?\* Country\* Number of interns?\* -select-

PR Agency?\*

### **COMPANY OWNERSHIP**

| Current organisation structure including employees consultants, advisors and professional organisations 100 words*   |                                      | ownership from the co                         | iversity information of the business majority ategories listed below. Business majority ownership 50% of the individuals who own the business, or at position of senior management.* |
|--|--------------------------------------|---|--|
|  | //                                   | •   | o not represent how all people identify. We to write in their ethnicity using their own words if they y groups on the list.  |
| Please enter each owner's name, their relationship to percentage of the business that they own. Max 100 to   | •                                    | -select-                                      |  |
|  |                                      | Gender identity?*                             | _  |
|  |                                      | -select-                                      | ·  |
| Is your business a subsidiary of/owned by a larger   | entity (no more than                 | Under the definition is majority ownership di | n the 1995 Disability Discrimination Act, is the isabled?*   |
| 25%)?*  O Yes O No   |                                      | -select-                                      | ~  |
| STAFF DIVERSITY  |                                      |   |  |
| in our commitment to advocate for positive change, wand representation across our network.  We kindly ask you to fill in the below questionnaire so  Please indicate below the number of your staff that in  These ethnic groups do not represent how all people any groups on the list. | that we can understand the           | e ethnicity, gender and disa                  | bility status of your staff.   |
| Asian Indian   | Asian Pakistani                      |   | Asian Bangladeshi  |
|  |                                      |   |  |
| Asian Chinese  | Any other Asian backg                | ground  | Black Caribbean  |
|  |                                      |   |  |
| Black African  | Any other Black, Black<br>background | British, or Caribbean                         | Mixed White & Black Caribbean  |
|  |                                      |   |  |
| Mixed White & Black African  | Mixed White & Asian                  |   | Any other Mixed or multiple ethnic background  |
|  |                                      |   |  |
| White English, Welsh, Scottish, Northern Irish<br>or British   | White Irish                          |   | White Gypsy or Irish Traveller   |
|  |                                      |   |  |
| White Roma   | Any other White backs                | ground  | Arab   |
|  |                                      |   |  |
| Any other ethnic group   |                                      |   |  |

| Please indicate below the number of your staff th  | at relates to each gender ide                      | entity.                                    |             |   |
|--|--|--|-------------|---|
| Male   | Female   |  |             | Non-binary  |
|  |  |  |             |   |
| Prefer to self-describe  | Not Declared                                       |  |             |   |
| Under the 1995 Disability Discrimination Act, this cocarry out day to day activities (e.g. dyslexia, hearing |  | -  |             | -   |
| Please indicate the number of your staff that has  | declared themselves disable                        | d*   |             |   |
|  |  |  |             |   |
| COMPANY & DESIGNER BACKGROUS Short description of your brand. Max 150 words*                                 | JND  | categories listed l<br>Ethnicity*          | below.      | information of each designer from the epresent how all people identify. We  |
|  | 11   | encourage application do not identify with |             | e in their ethnicity using their own words if they<br>ps on the list.   |
| Historically have you produced a catwalk or prese  | entation?*   | -select-                                   |             | ~   |
| If yes to the above, where did it take place?  |  | Gender identity?*                          |             |   |
|  |  | -select-                                   |             | ·   |
| Creative Director/Designer's name*   |  | Under the definiti                         |             | 995 Disability Discrimination Act, is the   |
|  |  | -select-                                   |             | v   |
| Creative Director/Designer background. E.g. designerious jobs of relevance. Max 100 words*                   | gn education, training,                            | mental impairmen<br>the ability to carry   | t which has | crimination Act, this could be a physical or s a substantial and long-term adverse effect on day activities (e.g. dyslexia, hearing/visual ssues, epilepsy and cancer). |
| Creative Director/Designer direct email*   |  |  |             |   |
| ADD ANOTHER DESIGNER   |  |  |             |   |
| PRODUCT CATEGORY*  |  |  |             |   |
| Ready-to-Wear Menswear Shoes Millinery   | Ready-to-Wear Women:  Jewellery  Other Accessories | swear                                      | ☐ All ☐ Ba  | Ready-to-Wear<br>gs   |

#### **CREATIVE MERIT**

| Please describe your design approach and aesthetic. Max 200 words*   | Number of times you h<br>Fund excluding this ap | ave applied for BFC/Vog<br>plication* | jue Designer Fashion     |
|--|---|---------------------------------------|--------------------------|
|  |   |                                       |                          |
|  | Have you been suppor                            | ted by the BFC before?*               |                          |
|  | ◯ Yes ◯ No                                      | •                                     |                          |
| Please write a statement on how you and your brand have contributed to<br>the voice of UK fashion and have given back your time to support and   | If ves please specify (e                        | e.g. BFC Scholarship, NEV             | VGEN. Fashion Trust.     |
| further the fashion industry. Max 200 words*   |   | S, BFC/GQ Designer Fast               |                          |
|  |   |                                       |                          |
|  | U   |                                       |                          |
|  | initiative or prize?*                           | or received funding from              | n any other talent       |
| Please provide a link to your latest press book* (if sharing via Google  | ○ Yes ○ No                                      |                                       |                          |
| Drive please ensure that anyone on the internet with this link can view  | If yes please specify (e                        | e.g. Fashion East, LVMH F             | Prize, Sarabande, Other) |
| and do not submit any work using expiring links eg WeTransfer)   |   |                                       | •                        |
|  |   |                                       |                          |
| Please provide a link to the look book from your last two collections* (if   |   |                                       |                          |
| sharing via Google Drive please ensure that anyone on the internet with<br>this link can view and do not submit any work using expiring links eg |   |                                       |                          |
| WeTransfer)  |   |                                       |                          |
|  |   |                                       |                          |
|  |   |                                       |                          |
|  |   |                                       |                          |
| SALES  |   |                                       |                          |
| Tick what applies to your business structure from the list below:  |   |                                       |                          |
|  |   | YES                                   | NO                       |
| WHOLESALE*   |   | 0                                     | 0                        |
| ONLINE DIRECT-TO-CONSUMER*   |   | 0                                     | 0                        |
| (If applying as a DTC-only business, you must have been trading via your own ed  |   |                                       |                          |
| media channels for at least 2 years and a have minimum £100,000 annual sales.  | )   |                                       |                          |
| PHYSICAL RETAIL*   | (   | •                                     |                          |
|  |   |                                       |                          |
| Please give details of up to 10 of your top stockists  |   |                                       |                          |
| Country* Ci  | ty*   |                                       |                          |
|  | -   |                                       |                          |
|  |   |                                       |                          |
| Store Name*  | ebsite*   |                                       |                          |
|  |   |                                       |                          |
| Category*  |   |                                       |                          |

ADD STOCKIST

-Select-

| STOCKISTS                       | COUNTRY              | CITY              | STORE NAME         | WEBSITE          | CATEGORY                      | ACTION |
|---------------------------------|----------------------|-------------------|--------------------|------------------|-------------------------------|--------|
|                                 |                      |                   |                    |                  |                               |        |
|                                 |                      |                   | No stockist add    | ed.              |                               |        |
|                                 |                      |                   |                    |                  |                               |        |
| What percentage of yo           | our wholesale busin  | ess is UK-based o | or international?* |                  |                               |        |
| UK/EU                           |                      | NA                | (North America)    |                  | LATAM (Latin America          | )      |
|                                 |                      |                   |                    |                  |                               |        |
| APAC (Asia Pacific)             |                      | отн               | HER                |                  |                               |        |
|                                 |                      |                   |                    |                  |                               |        |
| Please tell us how man          | y stores your direct | ly operate and w  | rhere?*            |                  |                               |        |
|                                 | · · ·                | · ·               |                    |                  |                               |        |
| Please tell us how man required | y stores your direct | ly operate and w  | here?              |                  |                               |        |
|                                 |                      |                   |                    |                  |                               |        |
| Please provide your wh          | holesale price rang  | e (in £)*         | P                  | lease provide yo | ur retail price range (in £)* |        |
| (Minimum)                       |                      |                   | (                  | Minimum)         |                               |        |
|                                 |                      |                   |                    |                  |                               |        |
| Minimum range require           | ed                   |                   |                    | Minimum range re | equired                       |        |
| (Maximum)                       |                      |                   | (1                 | Maximum)         |                               |        |
|                                 |                      |                   |                    |                  |                               |        |

## MANUFACTURING

Maximum range required

| Types of manufacturing | YES | NO | Countries of manufacturing |
|------------------------|-----|----|----------------------------|
| CMT (Cut, make, trim)* | 0   | 0  |                            |
| Fully Factored*        | 0   | 0  |                            |
| Other*                 |     |    |                            |

Maximum range required

### FINANCIAL INFORMATION

| Please download and complete the financial summary and cash flow templates.  DOWNLOAD - Financial Template Guidance Notes  DOWNLOAD - Financial Summary Template  DOWNLOAD - Cash Flow Template  Please upload your fully completed financial summary* (Please refer to the guidelines PDF and use the provided financial template, keeping in excel format to upload. Maximum file size is 2MB)  Choose File no file selected  Please upload your fully completed cash flow template* (Please refer to the guidelines PDF and use the provided financial template, keeping in excel format to upload. Maximum file size is 2MB)  Choose File no file selected | Please upload your loss 2MB)*  Choose File no file s  Turnover Year End 20  Turnover Year End 20 | 22*  |
|--|--|--|
| Please provide a breakdown of your wholesale sales for the last 4 seasons  Season*   |  | Sales (in £)*  |
| -Select-   | ~  |  |
| -561661-   | Ť  | Sales1 amount is required for the selected   |
|  |  | season   |
| -Select-   | ·  |  |
|  |  | Sales2 amount is required for the selected season  |
| -Select-   | ~  |  |
|  |  | Sales3 amount is required for the selected season  |
| -Select-   | ~  |  |
| Please provide your DTC sales for the past two years (or sales to date)*  Year (Year 1)*   | Sales (in £) (Year 1)*   | Sales4 amount is required for the selected season  |
| 2023   | Sales in year 1 required   |  |
| Year (Year 2)*   | Sales (in £) (Year 2)*   |  |
| 2023   |  |  |
|  | Sales in year 2 required   |  |
| FUTURE STRATEGY  | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,  |  |
| Describe your business development strategy and business model over the next three years, outlining plans to keep your business financially viable. Max 200 words*   |  | roposal for the fund and how it will contribute to usiness, including proposed activities and costs. |
| Please list the top 3 business challenges that you are currently facing.  Max 200 words*   | Please list 3 areas the<br>words*  | at you would like to receive mentoring in. Max 150   |
| //   |  |  |

| What expertise is required in the business – full-time, part-time or consultant, paid for by the fund, to help overcome these challenges and encourage business growth? Max 200 words* |                |
|--|----------------|
| NEXT   | Section 2 of 4 |
| REFEREES   |                |
| REFEREE 1  | REFEREE 2      |
| Name*  | Name*          |
|  |                |
| Company*   | Company*       |
|  |                |
| Position*  | Position*      |
|  |                |
| Contact email*   | Contact email* |
|  |                |
| Relationship*  | Relationship*  |
|  |                |
|  |                |
| NEXT   | Section 3 of 4 |

#### INSTITUTE OF POSITIVE FASHION

#### IPF Standards - Minimum/Bronze Level

The Institute of Positive Fashion (IPF) has developed a set of 'Minimum' and 'Bronze' Standards for BFC/Vogue Designer Fashion Fund designer participants and its programme of events.

Each of the 'Minimum' and 'Bronze' standards are mapped against the UN's 2030 Agenda for Sustainable Development Goals (SDGs), ranging from ending poverty and deprivation to improving health and education, reducing gender inequalities, developing responsible production and consumption, implementing climate action, and saving our oceans and forests. These 17 SDGs are a united call for action by nations across the globe.

The Standards apply to seven focus areas of a garment's life cycle: #1 strategic direction, #2 raw material sourcing, #3 design, #4 manufacturing and distribution, #5 retail, consumer engagement and post-consumer, #6 working conditions and #7 fashion shows.

Our aim is for all BFC/Vogue Designer Fashion Fund participants to comply with the stipulations of each focus area by integrating the Minimum and Bronze Standards into the criteria, allowing us to assess and monitor.

We are grateful to Copenhagen Fashion Week Sustainability Action Plan 2020-2022 for taking the lead in devising these sustainable requirements which have helped to shape our Standards.

| 1. STRATEG | GIC DIRECTION   | LEVEL   | YES | NO | SUPPORTING INFORMATION |
|------------|---|---------|-----|----|------------------------|
| 1          | We will implement sustainability and international standards into our business, to protect workers rights, the environment and climate*   | Bronze  | 0   | 0  |                        |
| 2          | We have a Diversity and Inclusivity policy and create equal opportunities, foster good working relationships between people, especially when hiring staff for management positions* | Minimum |     |    |                        |

| 7           | We do not destroy combine to de that is smooth as actioned it  | Mii                                     |     |    |                        |
|-------------|--|---|-----|----|------------------------|
| 3           | We do not destroy surplus stock that is unsold or returned*  | Minimum                                 |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 4           | We recognise the value of the UN Sustainable Development   | Minimum                                 |     |    |                        |
|             | goals as a framework for good business practice*   |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 5           | We will develop a circular services business model (CSBM) to   | Bronze                                  |     |    |                        |
|             | achieve our long-term sustainability strategy and help guide   |   |     |    |                        |
|             | our business practices*  |   |     |    |                        |
|             |  |   |     |    | l)                     |
|             |  |   |     |    |                        |
| 6           | Within our plan, we will align with UN's 2030 Sustainable  | Bronze                                  |     |    |                        |
|             | Development Goals #8, #9, #12 and #13 to promote productive  |   |     |    |                        |
|             | employment, develop industry infrastructure, ensure  |   |     |    |                        |
|             | responsible production and consumption and protect the   |   |     |    | /A                     |
|             | planet*  |   |     |    |                        |
| 7           | We will manife and society regulators channel that said at   | Bronze                                  | 0   | 0  |                        |
| ′           | We will monitor and review regulatory changes that originate<br>in the EU and will shape UK legislation, including EPR and | Bronze                                  |     |    |                        |
|             | Digital Passports. We understand these changes will impact   |   |     |    |                        |
|             | our product design, manufacture and business model*  |   |     |    |                        |
|             |  |   |     |    |                        |
| 8           | We ensure that any and all our environmental and social  | Minimum                                 | 0   | 0  |                        |
|             | sustainability claims for our products are accurate, and   | 141111111111111111111111111111111111111 |     |    |                        |
|             | supported with evidence*   |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 9           | We will have a robust Environmental and Social Sustainability  | Bronze                                  | 0   | 0  |                        |
| -           | strategy for our business*   |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    | 1                      |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
|             | TERIAL SOURCING - Ambition: Use of safe, renewable and   | LEVEL                                   | YES | NO | SUPPORTING INFORMATION |
| recycled in | puts   |   |     |    |                        |
| -10         | We will have a surface of materials list in place  | D                                       | 0   | 0  |                        |
| 10          | We will have a preferred materials list in place*  | Bronze                                  |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 11          | We will have a list of restricted substances in place, following   | Bronze                                  | 0   | 0  |                        |
|             | the requirements of the EU REACH directive, and engage with  | DIONIZO                                 |     |    |                        |
|             | our suppliers to ensure compliance*  |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 12          | We will work towards the target industry 45% reduction in  | Bronze                                  | 0   | 0  |                        |
|             | emissions from our fibre and raw material selection*   |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
|             |  |   |     |    |                        |
| 13          | We know what all our products are composed of (including   | Minimum                                 | 0   | 0  |                        |
|             | tags, zippers, basic fabrics, buttons) and we create a list of all   |   |     |    |                        |
|             | the raw materials and components required to make our  |   |     |    |                        |
|             | products*  |   |     |    | 1                      |
|             |  |   |     |    |                        |
| 14          | We consider local sourcing of our materials*   | Minimum                                 | 0   | 0  |                        |
|             |  |   |     |    | - I                    |
|             |  |   |     |    |                        |

| 15          | At least 25% of our collection is designed with mono-fibres*   | Minimum |     |    |                        |
|-------------|--|---------|-----|----|------------------------|
|             |  |         |     |    |                        |
| 3. DESIGN - | Ambition: Zero-waste pattern cutting, design with circularity  | LEVEL   | YES | NO | SUPPORTING INFORMATION |
| 16          | We find a second life for our toiles by reusing, recycling and remaking into unique garments, objects and accessories. Or we use digital software to develop our toile, instead of making a physical sample*                             | Minimum | 0   | 0  |                        |
| 17          | Our design approach connects the product's intended use with appropriate material choices such as recycled and renewable materials and/or post-production offcuts*   | Bronze  |     |    | 14                     |
| 18          | We recognise that waste and pollution are the result of faulty design decisions at the start and that it can be eliminated through circular business practices*  | Bronze  |     |    | 11                     |
| 19          | We have a plan for leftover threads, trims, fillings and production scraps to be turned into new parts and clothing*   | Minimum |     |    | 12                     |
| 20          | We will design products in line with the principles of a circular economy, by preserving the value of a product in the system, by designing for upgradeability, modularity, repair, refurbishment and reuse*                             | Bronze  |     |    | 18                     |
| 21          | We consider the end-of-life process, as recognise this can be inevitable for some products. The focus will then shift to maximising the sustainability of the end-of-life process by designing for redesign, disassembly, and recycling* | Minimum |     |    | <i>n</i> .             |
| 22          | Some of our collection is upcycled or uses recycled inputs*  | Minimum | 0   | 0  |                        |
|             | CTURING AND DISTRIBUTION - Ambition: To reduce the volume sical clothing, and meet UK net zero ambitions   | LEVEL   | YES | NO | SUPPORTING INFORMATION |
| 23          | Some of our collection is made of pre- and/or post-consumer waste*   | Minimum | 0   | 0  | 1                      |
| 24          | We will plan to assess our supply chain, by getting in touch with our suppliers and factories, with a view to use renewable energy across our operations*  | Bronze  | 0   | 0  |                        |
| 25          | We actively are phasing out or do not utilise single-use plastic packaging, in preference to recycled, biodegradable, or compostable*  | Bronze  | 0   | 0  |                        |

| 26           | We have plans to meet emissions targets as set out by the UNFCCC Fashion Industry Charter, and will review this every year given changing climate science*   | Bronze  | 0   | 0  |                        |
|--------------|--|---------|-----|----|------------------------|
| 27           | We have plans to reduce excess production*   | Bronze  | 0   | 0  | 11                     |
| 28           | We have plans to start reporting energy-related CO2 emissions from the use of fuels and electricity across our operations, to support the UK transition to net zero*   | Minimum | 0   |    | //                     |
| 5. RETAIL, C | ONSUMER ENGAGEMENT, AND POST-CONSUMER  | LEVEL   | YES | МО | SUPPORTING INFORMATION |
| 29           | We will meet our organisation's 2030 UN SDG targets, by ensuring all our employees have access to effective and relevant learning through formal, non-formal and informal training*  | Bronze  | 0   | 0  | 18                     |
| 30           | We will educate and inform our customers about sustainable practices both on-line and in-store*  | Bronze  | 0   | 0  | //                     |
| 31           | We will respond to the UK's 2024 Extended Producer Responsibility (EPR) regulations on packaging by reducing the amount of packaging used, minimise the packaging waste which goes to landfill, and increasing the amount of recyclable, recycled, biodegradable/compostable or repurposable alternatives* | Bronze  | 0   | 0  |                        |
| 32           | We will design all our product labels to include clear instructions on care and disposal, including washing, mending, drying, repairing, and recycling and how they might meet recognised environmental performance (GOTS) standards*  | Bronze  |     |    |                        |
| 33           | We plan to ensure all our product labels include clear instructions on care such as washing, mending, drying, repairing, and recycling*  | Minimum |     |    |                        |
| 34           | We process customer feedback and loop data into our design and development process*  | Minimum |     |    |                        |
| 35           | We will gather feedback through the customer journey in the pre-purchase and post-consumer phase and share insights to the design team, suppliers and manufacturers*   | Bronze  |     |    | 18                     |
| 36           | We do not mislead our consumers regarding the efforts of our business to be environmentally-friendly*  | Minimum | 0   | 0  |                        |

| 6. WORKING | G CONDITIONS  | LEVEL                   | YES | NO      | SUPPORTING INFORMATION |
|------------|---|-------------------------|-----|---------|------------------------|
| 37         | We are committed to exercising due diligence in our supply chain according to international guidelines and standards and work with our suppliers to ensure e.g., freely chosen employment, secure employment and no child labour*   | Minimum                 | 0   | 0       |                        |
| 38         | We are committed to operating a safe, healthy and respectful working environment for all our employees, free from harassment and discrimination and where everyone enjoys equal opportunities regardless of gender, ethnicity, age, political/religious/sexual orientation, physical appearance and ability*  | Minimum                 |     |         |                        |
| 39         | We will have a plan in place to pay all workers a living wage which as defined by Labour Behind the Label "enables workers to meet their needs for nutritious food and clean water, shelter, clothes, education, health care and transport as well as providing a small discretionary income*   | Bronze                  |     |         |                        |
| 40         | We will have a plan in place, in the next 12 months, to educate our employees on social and environmental sustainability by offering mandatory training programmes and/or educational material for all departments*   | Bronze                  | 0   | 0       |                        |
| 41         | We have a Working Conditions policy in place, to cover the following: 1 - Complaints mechanism in place to gather feedback and take action, 2 - Ensure that all conduct is honest, fair, equal, non-discriminatory and law abiding, 3 - Apply the same professional standards regardless of an individual's gender, race, ethnicity, religion or beliefs, disability, sexual orientation, marital status or age, 4 - Do not partake in any activity or behaviour that amounts to professional misconduct* | Minimum                 | 0   | 0       |                        |
|            |   |                         |     |         |                        |
| 7. FASHION | shows   | LEVEL                   | YES | NO      | SUPPORTING INFORMATION |
| 7. FASHION | Our set design is zero waste*   | LEVEL<br>Bronze         | YES | NO<br>O | SUPPORTING INFORMATION |
|            |   |                         |     |         | SUPPORTING INFORMATION |
| 42         | Our set design is zero waste*  We intend to reduce, inset and offset the carbon footprint of  | Bronze                  | 0   | 0       | SUPPORTING INFORMATION |
| 42         | Our set design is zero waste*  We intend to reduce, inset and offset the carbon footprint of our show (in that order)*  All food and beverages are served in recycled or reusable/recyclable packaging, including cutlery, tableware  | Bronze Bronze           | 0   | 0       | SUPPORTING INFORMATION |
| 43         | Our set design is zero waste*  We intend to reduce, inset and offset the carbon footprint of our show (in that order)*  All food and beverages are served in recycled or reusable/recyclable packaging, including cutlery, tableware and straws*  | Bronze  Bronze  Minimum | 0   | 0       | SUPPORTING INFORMATION |

| 6. WORKING CONDITIONS  |   | LEVEL   | YES                     | NO | SUPPORTING INFORMATION |
|--|---|---------|-------------------------|----|------------------------|
| 37   | We are committed to exercising due diligence in our supply chain according to international guidelines and standards and work with our suppliers to ensure e.g., freely chosen employment, secure employment and no child labour*   | Minimum | 0                       | 0  |                        |
| 38   | We are committed to operating a safe, healthy and respectful working environment for all our employees, free from harassment and discrimination and where everyone enjoys equal opportunities regardless of gender, ethnicity, age, political/religious/sexual orientation, physical appearance and ability*  | Minimum |                         |    |                        |
| 39   | We will have a plan in place to pay all workers a living wage which as defined by Labour Behind the Label "enables workers to meet their needs for nutritious food and clean water, shelter, clothes, education, health care and transport as well as providing a small discretionary income*   | Bronze  |                         |    |                        |
| 40   | We will have a plan in place, in the next 12 months, to educate our employees on social and environmental sustainability by offering mandatory training programmes and/or educational material for all departments*   | Bronze  | 0                       | 0  |                        |
| 41   | We have a Working Conditions policy in place, to cover the following: 1 - Complaints mechanism in place to gather feedback and take action, 2 - Ensure that all conduct is honest, fair, equal, non-discriminatory and law abiding, 3 - Apply the same professional standards regardless of an individual's gender, race, ethnicity, religion or beliefs, disability, sexual orientation, marital status or age, 4 - Do not partake in any activity or behaviour that amounts to professional misconduct* | Minimum | 0                       | 0  |                        |
| Please write a statement on how you are addressing the three pillars of Positive Fashion: Environment, People and Community & Craftsmanship - visit the Institute of Positive Fashion website to find out more about the pillars. Max 200 words* |   |         |                         |    |                        |
|  |   |         |                         |    |                        |
| CONTACT DETAILS  Please provide the details of who we should contact, in case we have any questions regarding your application.  |   |         |                         |    |                        |
| First name*  |   |         | Direct email*           |    |                        |
|  |   |         |                         |    |                        |
| Surname*   |   |         | PA email, if applicable |    |                        |
|  |   |         |                         |    |                        |
| Position at the company* Mobile number*  |   |         |                         |    |                        |
|  |   |         |                         |    |                        |

# CONFIRMATION Tick this box if these details are the same as above Name of the person completing the application\* Email address of the person completing the application\* By ticking the box, I agree to have read and understood the terms of entry and applicant acknowledgement. I confirm that the information I have entered is correct and final, and cannot be amended once submitted. Applicant Acknowledgement By completing the online form and ticking the box, I agree to have read and understood the terms of entry and will accept that the decisions made by the judging panel are final. The information supplied in this application is used by the judging panel under Confidentiality Agreement to make decisions. If chosen as a shortlisted finalist for the BFC/Vogue Designer Fashion Fund, I agree to be interviewed, photographed and/or filmed throughout the process and to execute all agreements and/or releases which may be required in connection therewith, and that my application, including personal data, will be shared within the BFC for the purposes of business support and to inform me of future opportunities. I hereby release the BFC/Vogue Designer Fashion Fund, parent companies, subsidiaries and affiliates, advertising or promotion agencies, from any claim of injury or other loss that may result from my participation in the BFC/Vogue Designer Fashion Fund. After clicking 'Finish' please wait for the form to be processed. Please do not refresh or click the back button. Thank you. In accordance with the Data Protection Act 2018, the British Fashion Council will never use your personal data in a way that you have not consented to. Further information about the British Fashion Council's Data Policy can be found here: https://www.britishfashioncouncil.co.uk/Policy Thank you for submitting your application form. I'm not a robot

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