Also in this issue:
Inclusivity in uniform design | Building sustainability into textiles | Advancing protective workwear

Carrington Textiles is a proud sponsor of the PCIAW® Summit, Exhibition & Awards
The story of Carrington Textiles dates back to the 19th century when Benjamin Davies from Adlington and his brother-in-law, James Eckersley from Duxbury, bought Huyton Bleachworks together in 1948, later evolving into the fabric bleaching and finishing operations of Pincroft Dyeing and Printing in 1891.

Fast forward a century, in 1998, Pincroft acquired Carrington Textiles as the company’s commercial arm, which now employs over 200 people across the UK and mainland Europe.

Global reach with accountable supply chains

With an extensive sales network that expands to all corners of the globe, Carrington Textiles can export its workwear, flame-retardant, defence and waterproof fabrics to over 80 countries from the company’s production facilities in the UK, Portugal and Pakistan. The global workwear textile manufacturing group has a combined capacity to produce 130 million metres annually.

Carrington Textiles has purposefully and strategically located its manufacturing bases to serve all markets globally. The company’s vertically integrated supply chain gives it control and transparency of the production, providing a consistent high quality of both fabric and customer service across all locations.

A heritage of technical expertise in workwear fabrics

The internationally leading workwear fabric manufacturer has an in-depth understanding of performance – from fibre to fabric – due to the established network of factories and partnerships that enables the business to develop the highest-performing workwear, PPE and defence fabrics globally.

Carrington Textiles’ heritage in technical disciplines such as textile dyeing, printing and the development of flame-retardant fabrics means customers can trust that their garments will perform in the most demanding of workplace environments.

The workwear and PPE fabric company serves a wide range of sectors including healthcare, heavy industry, light engineering, food processing, retail, distribution, defence, hospitality, travel, utilities, public sector and emergency services.

Multinational brands such as McDonald’s, BUPA, TATA Steel, Shell, Coca-Cola, Airbus, Jaguar Land Rover, BP and Arcelor Mittal all trust the performance of Carrington Textiles’ workwear fabrics to clothe their personnel. Carrington Textiles also benefits from long-established partnerships with major European laundries such as Alsco, Bardusch, Berendsen, Johnsons Apparelmaster, Lindstrom, Mewa and Elis, giving flexibility to end-user customers who require high quality professional clothing.
Developing sustainability, comfort and protection in workwear fabrics

‘Sustainability’ and ‘comfort’ are the cornerstones of Carrington Textiles’ product development and innovation strategies.

Starting with new and advanced textile finishing technologies, Carrington Textiles has innovated on new precision spray technology that adds special finishes to fabrics in a more responsible and resource-efficient way, whilst the latest product developments include a broadening of its stretch fabric portfolio, including new blends, weights and weaves.

In the FR category by Carrington Textiles, lightweight fabrics are now available with similar performance standards as the heavier counterparts. The business is now launching a new range of stretch FR fabrics as its guiding principles for wearer comfort.

In addition, Carrington Textiles has developed new sustainable alternatives to the most popular fabrics, which now feature a mixture of recycled and biodegradable polyester and cotton, Tencel™, organic cotton and Better Cotton.

The innovation by Carrington Textiles on synthetic fibre biodegradability in its workwear fabrics will help to reduce the problem of pollution by making the polyester fibres behave more like natural fibres when the garment ends up in the environment, either through washing or end-of-life. By embracing synthetic biodegrading technologies, the textiles can degrade faster.

Looking to the future of professional clothing with Carrington Textiles

Sustainability will drive Carrington Textiles and the wider professional clothing industry over the coming years as the supply chain seeks to reduce its environmental impact, in line with the United Nations Sustainable Development Goals by finding more innovative ways to reduce, reuse and recycle.

It is the view of Carrington Textiles that new fibre types, circularity in textiles and an ongoing focus on reducing the consumption of energy and raw materials in the production of fabrics will continue to both challenge and excite R&D initiatives in equal measure.

In PPE, the business expected a higher adoption of occupational health & safety will drive increasing compliance on protective clothing in hazardous industries, placing higher demands on fabric performance. Carrington Textiles is looking forward to continuing to rise to the challenge and lead the markets in these areas.
A+A, the world’s leading trade fair and congress for personal protection, occupational safety and health at work, will take place in Düsseldorf from 24 to 27 October 2023.

This will be the 34th edition of A+A and the organisers are looking forward to welcoming exhibitors, journalists and visitors to an arena filled with innovative impulses and solutions revolving around a safe and healthy working environment.

For 2023 the mega trends of digitalisation and sustainability will serve as a thematic umbrella for this leading international trade fair.

Finally the A+A International Congress and WearRAcon Europe will round off the high-calibre trade fair programme.

Under the motto “People Matter”, numerous exhibitors will present innovative solutions and concepts for safe and healthy working at A+A 2023.

Jobwear becomes more sustainable

The textile sector is switching to more sustainability. Particularly committed are the manufacturers of jobwear and personal protective equipment (PPE); but they also face special challenges. The latest trends and developments can be found at the Düsseldorf trade fair A+A.

Jobwear has passed practical tests in terms of circular economy. The “DiTex” project recently completed by the “Institut für ökologische Wirtschaftsforschung (IÖW)” (Institute for Ecological Economic Research) found that industrial textiles can play a key role in the textile sector’s transition to durability, recyclability and repairability. Police officers and rescue forces tested the specially developed polo-shirts, business shirts and bed linen complete with a rental textiles system for their everyday professional lives.

The result: they work. The ecologically optimised and recyclable selection of fibres and materials, a prolonged product lifecycle by renting rugged textiles that can be used for longer, digital tracking as well as the fibre recycling of these textiles – all this taken together can make the industry, whose operations are currently far from sustainable, an eco-minded one.

After over three years’ research Project Director Frieder Rubik of the IÖW sums up: “The DiTex textiles were designed to suit a closed-loop system and be recyclable. This is an important building block for a circular textile economy. But our project also shows: recycling is not the only solution for solving the textile industry’s environmental problems. A circular economy comprises various strategies for improved resource efficiency – with products but also business models.”
Corporate fashion sector is highly committed

“The corporate fashion sector is highly committed to sustainability,” confirms Thomas Lange, General Manager of the German Fashion Association. Forming part of this association is the Bespo Group that represents suppliers of workwear, jobwear and protective wear.

Lange identifies two drivers for sustainability: the Due Diligence Act and the EU Eco-Design Regulation. Both push the complete textile industry in the direction of sustainability. “Many SME manufacturers are not directly affected by this. Indirectly, however, they have to orient themselves towards it because public buyers specify them in their invitations to tender.”

The requirement of presenting a digital product pass featuring proof of the original materials and a documentation of their recyclability drives digitalisation in the industry as a whole.

Protection in focus

However, the blended and composite fibres required especially in the PPE segment presents companies with major challenges. “Here the focus is on protection and manufacturers are primarily committed to complying with legal requirements,” says Lange highlighting the challenge. And this challenge is made harder by the trend towards multi-functionality:

“Fire protection, chemical protection, high visibility – the more protective features textiles have, the higher the demands made on the fabrics and the harder it is to ensure their recyclability. This means all manufacturers have to do a high-wire act to comply with protective requirements and recyclability and sustainability.”

Materials account for a quarter of the carbon footprint

Nevertheless, at present less than 10% of all recyclable materials are actually re-used in the global textiles market, according to Textile Exchange; although material selection accounts for just under a quarter (24%) of the textile industry’s carbon footprint. Industry-wide investment in the circular economy as well as circular-economy and closed-loop technologies and processes are therefore what’s needed. Only if the technical solutions are fully developed and become a mass standard will they result in an improved eco footprint.

At present, the entire textile sector is in motion. The McKinsey study “State of Fashion 2022” found that 60% of all fashion companies are currently increasing their investment in closed-loop recycling solutions to mitigate their impact on the environment. One in eight managers (12%) view sustainability as the biggest potential growth driver.

One measure alone does not achieve the goal and old paths do not open new doors. This is why A+A will provide an overview of the wide range of new trends and developments in this field. The leading international Trade Fair for Safety, Security and Health at Work in Düsseldorf will have a clear focus on sustainability in October 2023.
Welcome to the 2023 edition of PCIAW® VOICE.

The professional clothing industry has evolved significantly over recent years, as design is being reimagined, taking inspiration from the fashion and sportswear market. Sustainability is now top of the agenda, whilst the conversation moves towards diversity and inclusion of professional clothing to consider the retention and wellbeing of employees.

The regulatory landscape is also developing in the textile industry with the European Strategy for Sustainable and Circular Textiles being adopted by the EU Parliament, as the world tries to move away from the use of PFAS chemistries due to its impact on the environment and people’s health.

PCIAW® Summit, Exhibition & Awards 2023

It is the first year that the PCIAW® is hosting the annual event outside the UK to expand the global nature of the trade association with a membership base that spans across Europe, Africa, North America and Asia.

ANIVEC, the Portuguese association for apparel and clothing, has been a long-term sponsor of PCIAW® and is proud to host the 2023 event in Porto, the heart of the textile industry.

ANIVEC has generously organised factory tours for delegates to showcase the broad capabilities of the Portuguese textile ecosystem. Carrington Textiles will be opening their doors to educate on how workwear textiles are processed, and from ANIVEC, manufacturers of fashion fabrics and uniform suppliers will showcase their factories.

The PCIAW® Exhibition will showcase innovations from the supply chain including 3D design solutions, testing and certification bodies, textile recycling solutions, embroidery threads, intelligent camouflage fabrics, uniform designers and collection of high-quality manufacturers, featuring the return of the Tunisian delegation.

The PCIAW® Summit will bring together experts from the industry to discuss the implications of the changing landscape in the professional clothing industry, whilst the PCIAW® Awards will celebrate the and recognise the talent and innovation announced, celebrating the joining of the professional clothing association.

Inside this edition of PCIAW® VOICE

Carrington Textiles takes the front cover to tell the story about its journey of innovation from the very beginning. The global workwear fabric manufacturer tells of its cornerstones of product development as the business prioritises sustainability and comfort for the future.

Westex®: A Milliken Brand reports on its expertise in US-based, fire-resistant textile manufacturing, whilst Milliken & Company talks about its scientific approach to achieving net zero and its leading position in a post-PFAS textile industry.

The Dishang Group gives its perspective on the importance of creating secure and resilient supply chains, alongside the three topical features covering sustainability, inclusivity and protective clothing.
Contents

2-3  Carrington Textiles
4-5  A+A
10-11  WESTEX: A Milliken Brand
12-13  Milliken
14-15  Dishang
16, 18, 20, 22  Industry News
23  Shield 360
25  Inclusivity in Uniform Design
26  Workwear Solutions International
27  PULSAR
28  The Menopause At Work
29  Building Sustainability into Textiles
30  Project Plan B
31  Klopmam
32  Bodi.Me
33  Advancing Protective Workwear
34  Phantomleaf
35  Gore-Tex
36  Lafont
37-40  Supply Chain Resilience
41-42  Women in Leadership
43  Karen Burrows
44  Anna Topham
45  Sam Fernando
SME FOCUS
46  Meryl Fabrics
47  Uplift360

Index

ADVERTISER INDEX
2-3  Carrington Textiles
4-5  A+A
10-11  WESTEX: A Milliken Brand
12-13  Milliken
14-15  Dishang
17  Madeira
19  Cooneen
21  Incorporatewear
23  Shield 360
26  WSI
27  PULSAR
30  Project Plan B
31  Klopmam
32  Bodi.Me
34  Phantomleaf
35  Gore-Tex
36  Cepovett

EDITORIAL CONTRIBUTIONS
2-3  Carrington Textiles
4-5  A+A
10-11  WESTEX: A Milliken Brand
12-13  Milliken
14-15  Dishang
23  Shield 360
26  WSI
27  PULSAR
28  The Menopause At Work
30  Project Plan B
31  Klopmam
32  Bodi.Me
34  Phantomleaf
35  Gore-Tex
36  Cepovett

Event Guide

CONTENTS
EG2-3  Forewords
EG6-7  Carrington Textiles
EG8-9  ANIVEC
EG10-11  Milliken & Westex
EG12-13  Gresham Blake & Stuncroft
EG10-11  Suit Sponsors Gresham Black & Stuncroft
EG14-15  PCIAW® Tunisian Delegation
EG16-17  Sponsors & Exhibitors
EG18-19  Speakers
EG20-21  Meet the Sponsors
EG22-24  Meet the Exhibitors
EG25  Floorplan
EG28-36  Summit Speakers
EG37-39  Summit Day 1
EG40-42  Summit Day 2
EG43  Exhibition Landing
EG44  Awards Landing
EG45  Awards Judges
EG46-47  Awards Categories
EG48  PCA Vision Landing
EG49  PCA Vision Fabric Sponsor
EG50-51  PCA Vision Students
EG52-53  PCA Vision Judges

PCIAW® VOICE  Summit, Exhibition & Awards  Uniform Buyers’ Network  www.pciaw.org  7
Diary Dates

October 2023
24-27 October 2023
A+A Health and safety trade fair
Düsseldorf, Germany

www.aplusa-online.com

November 2023
7-9 November
PCIAW® Summit, Exhibition & Awards
Our biggest event yet, save the date and don’t forget your tickets.
Alfandega Congress Center
Porto, Portugal
Book your tickets or hotel now:
www.pciaw.org/shop
www.pciaw.org/book-your-room
Or email: harry@pciaw.org

November 2023
21 - 23 November
Tex-Style Expo
International Conference Centre, Algeria
An international exhibition showcasing textiles, leather, workwear apparel and textile printing technology.

www.textyle-expo.com

April 2024
17 - 19 April
FaW Tokyo
Toyko Big Sight, Tokyo, Japan
Textiles and garments from all over the world. A platform and opportunity for those looking to enter Japanese / Asian markets.

www.fashion-tokyo.jp

July 2024
17 - 19 July
Functional Fabric Fair Summer
Javits Center, New York
Trade-exclusive event showcasing the latest trends in fabric development for the functional textile industry and provides an opportune marketplace in the United States.

www.functionalfabricfair.com

Get in touch:

CEO:
Yvette Ashby
T: +44 (0)1908 411 415
E: yvette@pciaw.org

Editor:
Declan Osborn
T: +44 (0)1908 411 415
M: +44 (0)7770 873 200
E: declan@pciaw.org

Content Writer:
Jamie Stokes
T: +44 (0)1908 411 415
E: jamie@pciaw.org

Graphic Designer:
Oscar Edwards
T: +44 (0)1908 411 415
E: oscar@pciaw.org

Business Development Executive
Harry Forder
T: +44 (0)1908 411 415
E: harry@pciaw.org

Executive Manager:
Alex Ngai
T: +44 (0)1908 411 415
E: alex@pciaw.org

Published by:
PCIAW® Ltd.
South House 3A, Suite 4,
Bond Estate, Bond Avenue,
Milton Keynes MK1 1SW.

www.pciaw.org

CEO:
Yvette Ashby
T: +44 (0)1908 411 415
E: yvette@pciaw.org

Editor:
Declan Osborn
T: +44 (0)1908 411 415
M: +44 (0)7770 873 200
E: declan@pciaw.org

Content Writer:
Jamie Stokes
T: +44 (0)1908 411 415
E: jamie@pciaw.org

Graphic Designer:
Oscar Edwards
T: +44 (0)1908 411 415
E: oscar@pciaw.org

Business Development Executive
Harry Forder
T: +44 (0)1908 411 415
E: harry@pciaw.org

Executive Manager:
Alex Ngai
T: +44 (0)1908 411 415
E: alex@pciaw.org

Published by:
PCIAW® Ltd.
South House 3A, Suite 4,
Bond Estate, Bond Avenue,
Milton Keynes MK1 1SW.

Front cover:

Carring Textiles is a proud sponsor of the PCIAW® Summit, Exhibition & Awards.

Carrington is the largest producer of workwear fabrics in the UK, producing over 50 million metres of fabric annually, and exporting to more than 75 countries worldwide.

www.pciaw.org               +44 (0)1908 411 415             info@pciaw.org            /thepciaw             @thepciaw                   /company/thepciaw

The opinions expressed in this publication are not necessarily those shared by the editor or publishers. Although the highest level of care has
been taken to ensure accuracy the publishers do not accept any liability for omissions or errors or claims by contributors or advertisers, neither
do we accept liability for for damage or loss of unsolicited contributions. The publishers exercise the right to alter and edit any material supplied.
This publication is protected by copyright and may not be reproduced in part or in full without specific written permission of the publishers.

www.pciaw.org

CEO:
Yvette Ashby
T: +44 (0)1908 411 415
E: yvette@pciaw.org

Editor:
Declan Osborn
T: +44 (0)1908 411 415
M: +44 (0)7770 873 200
E: declan@pciaw.org

Content Writer:
Jamie Stokes
T: +44 (0)1908 411 415
E: jamie@pciaw.org

Graphic Designer:
Oscar Edwards
T: +44 (0)1908 411 415
E: oscar@pciaw.org

Business Development Executive
Harry Forder
T: +44 (0)1908 411 415
E: harry@pciaw.org

Executive Manager:
Alex Ngai
T: +44 (0)1908 411 415
E: alex@pciaw.org

Published by:
PCIAW® Ltd.
South House 3A, Suite 4,
Bond Estate, Bond Avenue,
Milton Keynes MK1 1SW.

www.pciaw.org
Westex®: A Milliken Brand’s unmatched expertise in the manufacturing of flame-resistant, arc-rated (FR/AR) fabrics were first established when the US Military commissioned technology from Westex during World War II.

The scientific knowledge of flame-resistant fibres and yarns is a significant determinant of the quality of an FR garment and the continuous innovation and proprietary processes developed by the Westex R&D team helped to create the first-ever FR cotton fabric guaranteed for the life of the garment.

The expert engineering capabilities of Westex gives confidence to wearers as the flame-resistance properties of its fabrics and garments are guaranteed and market-proven to remain intact well beyond the typical service life of a garment.

The life-saving materials and technologies by Westex are the trusted last line of defence for hardworking people in the utilities, oil and gas, electrical maintenance, alternative energy and metals industries.

Guaranteed protection engineered to be comfortable

Westex’s FR/AR textiles not only guarantee multipurpose protection, but they also integrate safety with wearer comfort, employing a unique balance of chemical and mechanical procedures that give a softness to the fabric.

The specialists in FR combine its legacy of technical knowledge with the manufacturing strength and credibility of Milliken & Company. As part of Milliken’s Textile Division, Westex leverages the engineering and industrial expertise at the state-of-the-art facilities to create an extensive range of high-quality fabrics constructed to industry specifications.

Westex® DH Air™

Westex DH Air is patented, lightweight fabric blend that protects workers from dual hazards, arc flash and flash fire. Constructed with TENCEL™ Lyocell*, modacrylic, aramid and anti-static fibre blends, the Westex DH Air fabric range is rated Cat 2, all whilst giving the protective garments excellent breathability, moisture management and long lasting colour consistency for the wearer.

The TENCEL Lyocell fibres by Lenzing AG help to reduce the environmental impact of the Westex DH Air FR/AR fabrics, whilst improving comfort. The biodegradable, cellulosic fibres are derived from wood pulp and are managed in an environmentally responsible, closed-loop production process, that reuses water and its organic solvents, whilst being powered by renewable energy.

*TENCEL™ is a trademark of Lenzing AG
Westex® UltraSoft®
Westex UltraSoft has a strong reputation for providing an excellent level of protection, comfort and value. Originally introduced more than two decades ago, the UltraSoft fabrics are cotton-rich, focused towards the skin for a soft feel and are blended with a high-tenacity nylon on the outer surface to give enhanced strength and abrasion-resistance to prolong the garment’s wear life.

The UltraSoft fabrics by Westex is available in hi-vis options and provide multipurpose protection from electric arc flash, flash fire, molten ferrous metal and welding exposures. The hi-vis, flame-resistant fabric is certified to ANSI 107, whilst also being compliant with NFPA 2112 and NFPA 70E PPE Category 2.

Westex® Indigo®
Westex Indigo is a premium line of FR denim that combines the look and feel of everyday denim jeans with the protective qualities of industrial workwear, certified to NFPA® 70E Cat 2 and NFPA® 2112. Guarding workers from electric arc and flash fire exposure, the newest Indigo style features REPREVE® performance fibres made from recycled materials to reduce its environmental impact and spandex to give stretch, comfort and freedom of movement for workers.

US manufacturing gives visibility and accountability to a localised supply chain
Having the facility to spin fibres and yarns and weave into fabrics within an onshore supply chain in the US gives Westex visibility and control of its operations. The vertical integration of a low-distance supply chain helps to reduce carbon emissions and the fabric’s time-to-market, whilst giving a greater assurance for supply chain security in times of disruption, as experienced throughout the pandemic.

The in-house manufacturing capabilities of Westex also gives the ability to ensure responsible manufacturing processes, in-line with the net-zero goals of Milliken & Company. The FR textiles are manufactured in plants harnessing innovative solutions. The Magnolia Plant saw significant investment into cogeneration, combining steam and power to increase energy efficiency, whilst the Pendleton facility implemented operational efficiencies to reduce water consumption.

Westex dedicated to surpassing expectations
The FR textile brand as part of Milliken Textiles is committed to innovating on protective fabric solutions that surpass industry expectations from a safety and comfort perspective but also from an environmentally responsible standpoint. The brand is always exploring how Westex fabrics and associated sourcing operations and manufacturing processes perpetuate the company values and sustainability goals.

Westex advances its technologies to surpass expectations by listening to both direct customers and end-users of the PPE to learn more about their needs. By staying in tune with the customer base and technical advances within the industry, the FR brand keeps its finger on the pulse and translates the needs of the wearers into a roadmap for innovation.
Milliken Textiles Protect Workers Against Anything, Everywhere

The Textile Business is one of four at Milliken & Company, a privately-owned, US-based manufacturer that has been operating for more than 150 years.

The Milliken Textile Business develops fabrics across a broad spectrum of industries to meet their specific workwear needs, ranging from building and construction, industrial, and automotive to healthcare, hospitality and the public sector.

In 2022, Milliken Textiles shipped more than 12,000 products to customers worldwide. The breadth of the company’s product portfolio is extensive, manufacturing for performance apparel, the fire service, government and defence, plus ranges of technical textiles, cable management, automotive, décor, bedding, and table linens; Polartec® and Westex®: A Milliken Brand are two of the leading brands at Milliken.

Advance textile capabilities delivered in domestic and global supply chains

Milliken Textile Business gives its customers peace of mind with a secure supply chain that offers a manufacturing footprint with 27 plants across North America, Europe and Asia. The company’s US-based manufacturing capabilities helps support its customers ‘nearsourcing’ and ‘friendshoring’ strategies with a localised supply chain that reduces the financial and environmental costs of long-haul transportation, whilst increasing speed to market.

The vertically integrated textile manufacturer is also equipped with state-of-the-art facilities that give Milliken Textile Business the capabilities of textile finishing, processing, composite formation, plus dyeing and fabric formation, giving it control and visibility of its textile production.

Milliken’s ability to innovate is enhanced by its rapid prototype centre, based in its South Carolina HQ, which is one of the largest private textile research facilities in the world. Being able to test and scale new technologies in the rapid prototype centre helps the business to accelerate the invention of new textile solutions.

Innovative professional clothing solutions can positively impact workers’ wellbeing

Milliken’s functional fabrics are renowned for their durability, long lasting colourfastness and comfort. The professional textile manufacturer is a valued resource to its customers, delivering a consultative approach across its areas of expertise that includes a wide range of natural, synthetic and blended performance fabrics to meet their specific needs.

Designing with the worker in mind is critical to Milliken’s expert R&D process. With every product in development, the business seeks to positively impact the worker that’s wearing them, with comfort, safety and longevity as the starting points of consideration.
Leading the textile industry in new chemistries for non-PFAS professional clothing

Milliken Textile Business continually innovates on new fibre and yarn technologies and has taken a lead on developing new chemistries to create environment and people-focused solutions. Milliken & Company announced in January 2023 that it was the first US-based multi-market manufacturer to successfully eliminate per-and-poly fluoroalkyl substances – PFAS – from its textile fibres and finishes portfolio.

The uniform and workwear fabrics by Milliken Textile Business are designed to protect and its new developments in non-PFAS chemistry has challenged the business to adapt its solutions. The positive results on the back of this challenge are epitomised by its new proprietary soil release technology which surpasses and improves upon the performance of PFAS chemistries.

Soil release technologies aim to make removing stains in the laundry process more effective rather than prevent stains in the first place. Milliken Textiles Business’ new soil release technology has been tested to remove stains to the level commonly specified by the industry (3.5 rating on AATCC Test Method 130) beyond 25 washes, far surpassing the frequently specified criteria of 5 wash and dry cycles.

Investing in circular solutions for the future

Milliken is actively investing and partnering in organisations leading the movement in making the textile industry circular, including Circ and Accelerating Circularity. Milliken is a US Steering Committee member of Accelerating Circularity and is participating in two trials that are testing different methods to make all types of textiles recyclable, including one program for the workwear market.

There is a lot of progress that still needs to take place in order to truly make a textile-to-textile supply chain a reality, but Milliken is excited to adapt and innovate, as it always has in the company’s 150-year history.

Milliken adopts a scientific approach to achieving net-zero

In 2022, Milliken became one of the first 50 companies (and first five manufacturers) globally to achieve an approved set of science-based net-zero targets by the Science Based Targets initiatives (SBTi). The forward-thinking textile manufacturer has now committed to reaching real net-zero greenhouse gas emissions across the value chain by 2050 from a 2018 base year.
Secure, resilient and flexible manufacturing for Professional Clothing
Helping professional clothing brands help their customers

Dishang has built its operation to be proactive. When working with customers delivering large uniform programs, the experienced manufacturer can collaborate to understand demand forecasts and production schedules of the end-users and align fabric and trim stock levels accordingly. This capability helps to ensure that Dishang always has the necessary materials readily available when needed.

Professional clothing suppliers working with Dishang can facilitate priority production when speed-to-market is particularly important. In crucial top-up order and re-supply situations, the Dishang Group has the ability to set up a fast-track line which quickly ensures supply chain continuity and fast response replenishment for any sizes which may be out of stock in the customer warehouses.

The Dishang Group is a $2.5bn+ business with a AAA credit rating and a strong financial backbone. After more than 20 years of supplying the garment industry, the business understands the difficulties SMEs face with factories making technical protective clothing.

Whilst the scale of the Dishang Group offers a safe pair of hands, the business is structured modularly with dedicated production teams, meaning every customer gets the support they need. Dishang can offer open terms when helpful to customers, as well as a variety of incoterms.

Tailoring the service to different ways of working, the business will structure repayment schedules that align with their business cycles to reduce financial burden and ensure a smoother cash flow management process.

Dishang recognises the importance of supporting SMEs in the professional clothing industry, helping them thrive in the marketplace.

Dishang has excelled in developing and manufacturing apparel for the uniform, fashion and sportswear markets for decades, fully understanding the technical aspects and compliance requirements. This experience is now equipping the manufacturing business with the knowledge and strategy to leverage advanced technologies to empower the performance of workwear and PPE.

Expert development, sourcing and manufacturing capabilities on behalf of brands

Highly skilled teams of design and development managers at Dishang help brands of all sizes to conceptualise workwear apparel and bring garments to life. The company’s familiarity of apparel manufacturing in diverse markets helps them to stay ahead of the latest trends and technologies, leading the brands that the Dishang Group partners with to the forefront of innovation.

The extensive sourcing operations of the Dishang Group result in wide-ranging, high-quality fabric and trim options to meet customer requirements, including eco-friendly alternatives. In terms of production, the factories owned by Dishang streamline the manufacturing processes to maximise efficiency and flexibility, whilst reducing waste and environmental impact. Investment in modern machinery and equipment is reinforced by strict quality control processes, which results in garments with consistent, superior craftsmanship that enhances customer satisfaction.
BSIF Releases Statement On CE Extension Past 2024

In response to the government’s announcement on 1st August that it intends to extend recognition of the CE marking for placing most goods including Personal Protective Equipment (PPE) on the market in Great Britain indefinitely, beyond December 2024, Alan Murray, BSIF CEO has issued the following comment.

Read more at www.pciaw.org

Global PPE Market 6.2% CAGR Through 2031

According to a new market research report, the global personal protective equipment (PPE) market is projected to grow at a 6.2% compound annual growth rate through 2031. Key drivers include new product developments, increasing safety awareness, and government regulations.

Read more at www.pciaw.org

Australian Clothing Industry’s Circularity Roadmap

Some of Australia’s major fashion and clothing brands have committed to be foundation members of a national stewardship scheme that aims to make Australian fashion and clothing truly circular, and significantly reduce the 200,000 tonnes of clothing that currently goes to Australian landfill each year.

Investigation Exposes H&M’s Ineffective Recycling Solution

Investigative journalists from the Swedish newspaper Aftonbladet have recently highlighted the environmental problems associated with the disposal of used garments by companies like H&M. The authors were contacted by an anonymous source who claimed that H&M collects used clothes but often sends them to developing countries, where they are dumped or burned without proper control.

EU Releases New Standard For Nickel EN 1811:2023


Read these articles and more at www.pciaw.org
Global Sourcing Simplified

Wherever your manufacturing base, Madeira supports and supplies the embroiderer.

Madeira’s extensive embroidery thread range offer solutions to meet the demands of the workwear, uniform, PPE and corporate fashion sectors.

Our threads are certified with OEKO-TEX® STANDARD 100

FLAME & HEAT RESISTANT
Fire Fighter self-extinguishing ARAMID fibres for complete fire protection.

SUSTAINABLE
Threads from post-consumer PET from certified sources and eco-friendly lyocell fibres.

ANTI-STATIC
Classic Rayon can prevent the build-up of electrostatic discharge.

SMART TEXTILES
High Conductive thread for textile circuitry.

madeira.com
Madeira Supplies Thread Fit For A King: Sustainable Thread Used In Coronation Anointing Screen

5th May – Having been sworn to secrecy for months, Madeira UK, Ripon, North Yorkshire, is proud to finally be able to announce its part in the King’s Coronation.

Read more at www.pciaw.org

Launch Of New Workwear Uniform Group

Two of the leading names in technical workwear and corporate uniforms have come together in a major new Group to deliver an ambitious strategic growth plan.

Read more at www.pciaw.org

Strategic Defence Fabrics Appointment For Carrington Textiles

Global manufacturer of military fabrics, worn by armed forces across the UK, Europe, the Middle East and Australasia, Carrington Textiles, has announced the appointment of its new Head of Defence and Security, Graham Dobson.

Successful Recycling Of Polyester Textiles

Polyester textiles have been successfully recycled back into raw material as part of a joint venture between the UK’s largest charity textile collector and a leading corporate wear producer.

SPINNOVA® Granted Funds For Textile Waste Research

Business Finland has granted Spinnova research and development funding of up to EUR 1.9 million for the period 15.4.2023–14.4.2025. This is a grant of EUR 3.9 million for 50% of the project’s total cost estimate.

Read these articles and more at www.pciaw.org
We are the Cooneen Group, designers and manufacturers of uniform and body armour into Defence, Emergency services and workwear sectors around the world.

Cooneen is one of the lead providers of battle dress uniform for the British, Dutch and Swiss armies.

We provide Police uniform and body armour to over 35 police forces in the UK and a number across the globe including France, Belgium and New Zealand.

Cooneen is the current chosen supplier of the UK National health service National Ambulance Uniform and General Workwear (Lot 1).
Bluesign® Partners With Sustainable Footwear

Vibram, the global lead producer of high-performance rubber soles and bluesign®, the Swiss material verification solutions firm, are proud to announce the elevation of Vibram to a bluesign system partner. This marks a significant milestone in the fruitful collaboration between the organisations. The partnership, which began in November 2022, underscores their joint commitment to fostering sustainable practices within the footwear industry.

COBMEX® Celebrates 25 Years

Celebrating a significant milestone, COBMEX®, a leading uniform sweater manufacturer based in Toronto, proudly announces its 25th anniversary. For a quarter of a century, COBMEX® has established itself as a trailblazer in the industry, designing exceptional knitwear, fostering innovation, and prioritizing customer satisfaction.

Read more at www.pciaw.org

Petra Öberg Gustafsson New MD Of Fristads

Petra Öberg Gustafsson has been appointed as the new MD of Fristads. Öberg Gustafsson is currently the CEO of Teng Tools and has previously held senior roles at SKF as well as several board assignments. Now she is taking on the challenge of driving the transition to a more sustainable production of workwear and of halving Fristads’ emissions by 2030.

Pineapple Production Rebrands For Launch

To better reflect our offer to the market Pineapple Production AS is rebranding to Around. The company’s official new name is Around Systems AS.

CTI Fashion Initiative For Sustainability

Today, at the Global Fashion Summit in Copenhagen, Denmark, the CTI Fashion Initiative was unveiled as a new collaboration to propel the adoption of circularity in the fashion industry. Led by the World Business Council for Sustainable Development (WBCSD), VF Corporation and Deloitte Switzerland, the collaboration unites industry players to establish harmonized standards, metrics, data and best practices to scale up a circular economy throughout the fashion and textile value chain.

Read these articles and more at www.pciaw.org
Introducing the New Subway X ICW Uniform: Where Fashion Meets Sustainability

Elevating the concept of corporate wardrobes, the new Subway uniform seamlessly blends fashion and functionality.

The innovative design utilises recycled plastic bottles, transforming them into a stylish and eco-conscious uniform collection. This bold move showcases Subway's commitment to reducing environmental impact without compromising on style. A labour of love spanning 18 months, every garment is meticulously woven with a unique polyester blend, incorporating recycled plastic bottles and BCI cotton. This ground-breaking approach not only redefines sustainable fashion but also signifies a noteworthy crossover between fast food and fashion.

The range encapsulates the spirit of innovation and style that defines Subway's contemporary new uniform collection skilfully brought to life by Incorporatewear.

“We are excited to introduce our latest collaboration, a symbol of a combined dedication to sustainability between Incorporatewear and Subway, and a testament to the fusion of fashion and functionality. These uniforms empower the wearers to look and feel their best while minimising the impact on the environment,” said Ed Grigg (MD - ICW).

With Incorporatewear’s vision for a greener future, this collection is set to revolutionise the perception of corporate attire. Join us in this exciting journey towards a more fashionable, sustainable, and eco-conscious future.
Better Cotton Signs UN Pledge For Traceability And Transparency

Better Cotton, the world’s largest cotton sustainability initiative, has signed the United Nations Economic Commission for Europe (UNECE) Sustainability Pledge ahead of the launch of its Traceability Solution at the end of 2023.

Read more at www.pciaw.org

Uplift360 Wins Babcock Contract For Circular Economic And Recycling Assessment On Future Net Zero Aircraft For The Royal Air Force (RAF)

Sustainability startup Uplift360 has been selected to assess the circular economic viability of a future net zero aircraft by Babcock as part of the RAFs Rapid Capabilities Office MONET Project award announced 6th April.

Read more at www.pciaw.org

Polartec, the premium creator of innovative and sustainable textile solutions, is pleased to announce the appointment of Mynt, as global creative lead agency for the Polartec brand.

Bollé Safety Appoints Richard Heppell As New CCO

Bollé Safety has today announced the appointment of Richard Heppell as its new Chief Commercial Officer. Part of the Bollé Brands group, Bollé Safety is the leading global brand in the PPE eyewear market with over 14 million wearers including construction and industrial workers across a number of sectors as well as first responders, military personnel, healthcare professionals, office workers and shooting enthusiasts across the world.

Lenzing Takes Supply Chain Transparency To Next Level

Lenzing Group, a leading global producer of wood-based specialty fibers, is taking an important step in enhancing the transparency and efficiency of the global fiber supply chain with the launch of a pioneering real-time ocean shipment tracker in collaboration with digital supply chain solution company, project44.

Read these articles and more at www.pciaw.org
Multi-award winning Shield360 provides garment brokering services for industry which deliver on advanced workwear and PPE projects with highly demanding technical specifications.

Shield360 has a reputation for delivering quality of product & service for our clients. This underpins everything – from how & why we select their supply chain and expert team, through to support, communication & reliability for clients.

In operating this way, we have retained clients, delivered higher quality, more comfortable and durable products to the end wearer and enhanced our clients’ own businesses in doing so.

“We believe that building long term, mutually beneficial, sustainable relationships with both suppliers and customers is essential – and this approach is helping us to make waves within the industry.

Our approach has resulted in a transformation of customer and supplier relationships and enabled us to be focussed on delivering added value throughout the supply chain, from raw materials suppliers to the end user.

Our passion for manufacturing high quality garments, delivering exceptional service to our clients and commitment to sustainability has seen significant interest for our Garment Brokering Services.”

Design & Development

Our approach to design and product development always begins with the wearer to ensure products are fit for purpose and will enhance the comfort and safety of the individual. By connecting design and technical aspects during the earliest stages of product development, we ensure suppliers have clear technical information and specifications to work from and support any technical questions. We design for end of life so that we are starting from the perspective of offering the most sustainable solution for the specific product & environment.

Sourcing

As an experienced team of product developers and supply chain managers, we have audited and worked with factories across the globe, including Sri Lanka, China, Vietnam, Bangladesh, India, Bali, Eastern Europe and the UK. We understand intimately the details of independent reports from 3rd parties such as SEDEX, WRAP & BSCI and know what both minimum performance and best practice look like.

Production Management

We use critical paths to ensure production is closely managed and can establish Key Performance Indicators (KPIs) to track and monitor production, ensuring it stays on track or flagging at the earliest stage if there are issues within the production cycle. Being highly proactive in addressing and resolving any issues that occur is key to success – mitigation may include dual production sources for operationally critical items, and an ability to pivot or fast track manufacturing during demand surges.

Quality Control + Compliance

Quality and consistency throughout a contract can only be achieved and controlled by establishing robust sample approval processes which are used extensively by the team, across all product categories. Our proven 3 stage sample approval process delivers robust, future-proof evidence to ensure consistency for on-going production.

On-Going Support + Innovation

Having worked extensively on both the supplier and buyer side of the tender process, we understand how to deep dive into the detail of responses and have an industry-leading tender success rate for our clients. We also connect our clients through our extensive industry network to innovative products, techniques and applications which deliver enhanced safety, comfort and sustainable credentials of technical workwear & PPE.

What our customers say...

Family Owned Managed Service Provider; Company Managing Director:

“Since meeting Natalie of Shield360 she has helped us write and deliver better tender writing, that has put us in pole position against the competition. With her technical knowledge, she has also advised and delivered a better and far more robust procedure in manufacturing overseas to enable us to deliver projects on time and in budget. I would have no hesitation in recommending her to anybody that needs help in these areas”

UK Manufacturer & Corporate Clothing Provider, Company General Manager:

“Natalie stepped in when we encountered problems with our overseas manufacturing partner, with orders pending manufacture that were vital to fulfil a roll out, the support and the speedy service provided were paramount in ensuring our continuity of supply to one of our biggest customers. I would not hesitate in recommending Natalie and team.”

Industrial Laundry Provider, Divisional Managing Director:

“Having channel partners that are willing to ensure the growth of our company whilst providing exemplary service themselves makes doing business with Shield360 a pleasure and a very rewarding experience. We are proud of its association with Natalie and her Team and watching them develop and winning awards for doing so is very satisfying.”

For further information on how Shield360’s sustainable Garment Brokering Services may be of benefit to your organisation, please contact Natalie Wilson, Shield360 MD

Email: Natalie@shield360co.uk

www.shield360.co.uk

@shield360nw-ltd

+44 (0)1172 441910

info@shield360.co.uk

@shield360nw-ltd

www.shield360.co.uk

PCIAW®VOICE Summit, Exhibition & Awards Uniform Buyers’ Network www.pciaw.org

23
In this issue of PCIAW® VOICE we offer insights into three critical areas shaping the professional clothing and PPE industry today: sustainability, inclusivity, and protective technology. We’ll connect with experts along the supply chain to go in-depth on how these innovations are creating value and competitive advantage in a rapidly changing textile landscape. Readers can expect to gain actionable insights and inform their strategy for the year ahead.
Inclusivity in uniform design

Traditionally uniform designs have held convention in mind rather than individuality, but the workforce of today is increasingly diverse. Employees need options that fit their bodies, identities, and beliefs in order to be comfortable at work. In response to this shift, designers have had to reconsider uniforms through an inclusive lens, and this feature focuses on how designers can successfully incorporate inclusive options into their uniform design.
Equality, diversity & inclusivity (ED&I) are key drivers for employers, and the need to support diverse workforces is therefore a key challenge for buyers of workwear, corporate uniforms and personal protective equipment (PPE). The uniform industry needs to continuously develop inclusive products to adapt to an increasingly diverse workforce.

Morphology research is underway at the European Committee for Standardisation to ensure a wider range of morphologies are accounted for in the development of product and testing requirements, and to futureproof standards.

In the meantime, industry needs to ensure that a variety of aspects are considered during the product development phase, including gender identity, ethnicity, disability and physiological and physio-social needs of different groups.

Considerations should be made at all stages of product development from design to fit, fabric selection, and understanding how combinations of items worn together will help/hinder the wearer.

Improving current provisions for wearers doesn’t have to be complex – simple improvements can be made with huge benefits to wearers. Recent examples of where Workwear Solutions International (WSI) has achieved this for their clients include:

**UK Construction Company** - developed enhanced technical designs meeting the Health & Safety requirements of the client, with a full range of traditionally male and traditionally female fit garments designed to look identical with fit being the only difference.

**European Volunteer Rescue Organisation** – introduced female fit garments for technical trousers and blouses.

**UK Logistics Company** – developed female fit driver uniforms including trousers, polos, blouses and softshells.

**European Military Organisation** – reviewed all female fit garments to ensure that the fit was updated to modern blocks, and not simply small male silhouettes or outdated uncomfortable patterns. Included ceremonial, operational and sportswear reviews which also delivered improvements for all wearers.

**European Naval Service** – introduced female fit and maternity garments for the first time.

Whilst the necessity of developing female fit garments shouldn’t be news to the industry, there are still significant numbers of workers who are not provided with items designed to meet their needs. Menopause is one area receiving attention from uniform designers that can have a positive benefit for all employees.

Menopause affects approximately half the world population, including women, trans-men and some non-binary people, all of whom will need supportive uniforms in their workplace regardless of their gender presentation. Meeting the uniform requirements of employees experiencing menopause can help them feel supported, comfortable and ease some of the physio-social challenges this can pose. Whilst not all staff will experience menopause in the same way, considering comfort in design can benefit all staff, creating a truly inclusive uniform.

As part of their commitment to inclusivity, WSI worked with specialist menopause expert Sarah Wilsher (the Menopause at Work) to engage discussions with female user groups around menstrual and menopausal health and well-being, including how uniforms can utilise specific adaptations such as reconfiguring trouser gusset construction to remove surplus seams.

The importance of this subject is reflected in the release of British Standards Institute (BSI) Standard BS 30416 Menstrual and Menopausal Health in the Workplace, highlighting the need for specific physical and physiological requirements to be considered from a Health & Safety perspective.

Inclusive Standards such as this will continue to raise important Health & Safety considerations for diverse workforces and will directly impact the requirements for workwear, corporate uniforms and PPE. As industry continues to move forward and consider the needs of wearers, opportunities for gender diverse product ranges should avoid poorly designed unisex, but strive for true supportive inclusivity.
PULSAR® have been providing its workwear ranges in women’s sizes for years, placing them firmly at the cutting edge of inclusive workwear design. Debbie Huntley, Sustainability Manager at PULSAR®, shares her knowledge on inclusivity from the perspective of a workwear supplier.

Why is it important to have inclusive uniform policies?

The world we live in today is different to the protective clothing and workwear which was once only suitable for males. In an industry which is now driving change and diversity it’s important to be aware of these demographic shifts.

People are demanding better workplace conditions, and uniform can play a big part in that. Well-fitting uniforms can provide comfort, respect, and pride in people’s daily work, as they begin to feel they can represent themselves as well as their company.

As a business, PULSAR® has an open-door policy on bringing issues in uniform to the table for discussion. The sales team supports this function by offering expertise in round table discussions for areas where the uniform is not meeting the end user’s needs, be it because of religious concerns or medical issues such as menopause.

When PULSAR® can be a part of the discussion directly, the design team can see what challenges are being faced and can collaborate with fabric partners and manufacturers to work on a solution together, providing a uniformed offering.

Considerations for inclusivity in the uniform industry

It’s been fantastic for PULSAR® to be involved in and witness changes happening in the industry to support maternity wear, inclusivity, and religious clothing.

Discussions are taking place and they’re being given space to build momentum.

It is important to approach the development of uniforms with a view of offering something that can support wearers and act as an activewear item, utilising performance fibres to combat unpredictable weather and high temperatures occurring due to climate change. It’s necessary to learn about the needs of workers by investing time on-site, allowing designers to provide truly functional workwear, with features like stretch for moveability and well-being.

What are the challenges in delivering inclusivity in uniform programs?

In inclusive design there’s always going to be challenges with minimum order quantity (MOQ) and lead time. If it’s a small take-up of items then going to the sample room is best, but there will be a surcharge and often end-users don’t understand why they must pay more.

When inclusivity and uniform pricing are brought up it can sometimes spook buyers who are focused solely on the cost, however, it is crucial to have these discussions to educate people about the true costs and benefits involved in producing goods with inclusivity in mind.

Size ranges can also play a significant role. If the size range is limited, it can result in repeated orders at the same high price, which often leads to kickback and frustration.

Lead time for development is another problem. If a query has been brought to a supplier it’s often a challenge to deliver in the time scales the client demands, particularly for protective clothing, as buyers want a solution readily available which simply can’t happen due to the necessary care and resources needed in the design process.

Manufacturers with an inclusive mindset like PULSAR® are making strides in delivering on the needs of all workers. Opening the discussion can drive change, overcoming hurdles in pricing and order quantities. Through ongoing collaboration between suppliers, manufacturers and workplaces, workwear can accommodate organisational diversity, equality and inclusion.
The needs of different demographics in the workforce are slowly being realised, but the needs of people undergoing menopause are still sadly neglected. The professional clothing industry needs to learn how to accommodate menopause in uniform options, and the PCIAW® has reached out to Sarah Wilsher from The Menopause At Work to highlight the ways garment design can be modified to help.

As the retirement age rises worldwide, the workforce is undergoing a significant shift, and women between the age of 46 and 64 are now the fastest-growing demographic in the workplace. It is estimated that approximately 80% of menopausal women are currently in the workplace, and with more than 45% saying menopause has had a negative impact on their work life, it is now more important than ever for employers to consider ways to improve their support and understanding of menopause at work.

One of the most impactful ways to do this is to consider the design and functionality of workplace uniforms. By creating menopause-friendly professional garments, designers can contribute to fostering comfort, confidence, and inclusivity for women during this transformative life stage.

Considerations for Designing Menopause-Friendly Professional Garments:

- **Breathability and moisture management:** Menopausal symptoms often include hot flashes that produce a sudden and extreme surge of heat up through the body. Hot flashes can make the face and neck redden and can cause the individual to physically sweat. Designers should prioritise breathability and moisture-wicking properties such as microfibre blends or performance textiles that can draw sweat away from the body, reduce the discomfort caused by perspiration and ensure comfort throughout the day for the wearer.

- **Temperature regulation:** Incorporating features such as ventilation panels, adjustable layers, or strategic placement of cooling fabrics (particularly on pulse points such as wrists, neck, and hips) may help regulate their body temperature effectively.

- **Personal hygiene and sensitivity:** Genitourinary syndrome of menopause (GSM) can present with some of the most embarrassing symptoms of menopause: stress incontinence, vaginal atrophy (dryness, burning & irritation) repetitive UTIs and yeast infections can be extremely painful for the sufferer, so designers should consider the seam alignment in trousers, perhaps considering a gusset panel to avoid multiple seams meeting at the crotch as this can exacerbate any irritation.

- **Body Image and Size:** During menopause, women may experience changes in body image, size, and weight distribution. Designers should implement the following modifications to professional clothing to ensure comfort and confidence:
  - **Adjustable waistbands:** Bloating is a common problem for many, so incorporating adjustable waistbands, such as elastic or drawstrings, can accommodate fluctuations in waist size, providing a personalised fit that remains smart and professional.
  - **Layering options:** Introducing versatile layering pieces, such as cardigans or tailored garments with strategic draping, can provide comfort while maintaining a professional appearance.

Highlighting Examples of Innovative Designs for Menopausal People:

- **In recent years, the textiles industry has witnessed a growing focus on designing professional attire that caters to the needs of menopausal individuals. Some notable examples of innovative technologies and designs include:**
  - **Temperature regulated fabrics** can absorb and release heat based on the wearer’s body temperature, promoting thermal comfort during hot flashes. (Brands include 37.5, HEIQ, Dezeen, and Eysan)
  - **Hidden ventilation systems:** Certain professional garments feature discreet ventilation panels or mesh inserts strategically placed to allow airflow without compromising aesthetics.
  - **Adaptive clothing:** Designers have embraced adaptive clothing concepts that incorporate adjustable features, discreet magnetic closures, and stretch fabrics to accommodate body changes while maintaining style and professionalism.

It is important that the garments are designed with menopause symptoms in mind, but not designed just for menopause. The symptoms listed above may also be experienced by individuals following surgery or medical treatment, so should be accessible for all wearers, without carrying a menopause label.

Designers may also consider providing an absorbent gusset liner in trousers that can provide an extra layer of protection. This is particularly helpful if an individual cannot frequently leave their workstation to change their sanitary products. (i.e. Armed Forces, Police, Paramedics, Field-based, etc)

Contact Sarah Wilsher:

www.sarahwilsher.com sarah@sarahwilsher.com
Building sustainability into textiles

Sustainability has become central to textile production and design as environmentally conscious consumers increasingly demand ethical fabrics. This heightened attention has driven promising innovations in sustainable textiles, and companies are finding creative ways to expand the sustainable infrastructure behind their products.
Project Plan B has a goal to produce fully recyclable garments and build the infrastructure for a textile-to-textile circular economy.

Alongside fully recyclable garments, the recycling system is capable of processing post-consumer polyester textile waste, converting it back into fibre-grade raw material. The system, developed and prototyped by Project Plan B, launched its first commercial processing unit in 2023 with a joint venture with the Salvation Army (Project Re:Claim), with plans to spread the technology around the world in the coming years.

The company’s vision for the future is based on recycling polyester textiles back into commercial-grade yarns. This will close the loop within the textiles industry, creating massive savings in carbon emissions, energy consumption, and textile waste. The company has been collaborating with the Circular Textiles Foundation, the University of Arts London (UAL), and WRAP to prove the carbon savings of circular clothing, helping to educate the industry and prove that circularity is a commercial reality.

Project Plan B has collaborated with major workwear brands to create recyclable versions of common garments. For example, they worked with David Luke to create fully recyclable school blazers, produced fully recycled lab coats with Avantor, and partnered with Beeswift to develop EnviroWear, the world’s first range of recyclable hi-vis workwear. The recyclable uniforms, made from recycled materials, leverage the latest fabric technologies and are breathable, moisture-wicking and meet all relevant safety standards.

Building a circular recycling infrastructure

Project Plan B has been working to tackle commercial-scale polyester recycling systems, using thermo-mechanical extrusion to turn polyester garments back into pellets which can be re-spun into yarn. This unlocks the capacity for a true textile-to-textile circular economy, eliminating the need to draw on other polymer feedstocks such as recycled bottles.

After 4 years of research, Project Plan B finished development in late 2022 and invested £2,000,000 in their first commercial unit which went live in 2023. The thermo-mechanical extruder is supported by the Carbon Trust for deployment in the UK, and the company plans to establish more machines across Europe and the UK for more efficient recycling infrastructure.

The system’s current processing capacity is just under 3000 tonnes, which already makes it the largest polyester textile recycling system in Europe, and Project Plan B is looking to expand this capacity to 6000 tonnes over the next 2 years.

The best option for a sustainable future

What sets Project Plan B apart is its versatile approach that can be implemented across various brands. Unlike other proprietary solutions, Plan B’s process only requires garments to have a mono-fibre polyester composition. This means that their recycling system can efficiently recycle garments from other brands just as easily as their own, so long as they are designed to be recycled through the Project Plan B recycling process, and certified as recyclable through the Circular Textiles Foundation.

The company’s collaboration with industry partners such as the Salvation Army contributes to a more comprehensive industry-wide solution. Recycling polyester using their method uses 89% less energy than virgin polyester, with no compromise on quality or performance.

Through pioneering recyclable workwear design and investing in textile-to-textile recycling technology, Project Plan B is cutting the path towards a circular textile economy. Their unique approach proves recyclable alternatives are possible without compromise, all while catalysing change across the industry. With versatile recycling capabilities and infrastructure to close the loop, there is no other Plan B for the future outside of circular textiles.
The Klopman/TDV Group is a market leader in producing high-quality technical textiles for the workwear industry. We produce over 50 million fabrics annually at our production sites and sustainability has always been a fundamental root of our operations. Our Group has always been a pioneer in sustainability issues by guaranteeing maximum transparency, quality raw materials, and products in consumer-friendly environments, but now we have taken it a step further with initiatives to drive change in the business around us.

We are presenting at A+A a completely new range of products made of polyester-cotton fibre derived from post-consumer recycled garments. A project ready at an industrial scale, it will significantly save resources and reduce waste.

The process consists of collecting clothes and fabrics at the end of their first lifecycle and recycling them to generate new fibres. These fibres will be used to create new fabrics and therefore new garments. The fabrics we offer the market today are created from fibres derived from first-quality textile waste carefully selected by our partners to guarantee performance in line with the high standards that the workwear sector imposes in terms of physical performance and colour fastness.

We offer the market 4 different fabrics, differentiated by weight and weave, to meet the most diverse market requirements in terms of performance and design.

Research and Development of new solutions is for us an absolute priority. We are heavily investing in monitoring the real impact of our fabrics thanks to the calculations we make as part of our Life Cycle Assessments (LCA), which we make for all products in our portfolio. LCAs allow our company to guarantee maximum transparency to our customers, enabling them to choose the best fabric based on quality and material characteristics and factoring in environmental performance. This is a real revolution in the way to propose a fabric.

On top of that we are monitoring our company performance, calculating our emissions and working daily to reduce the impact of our productions. We have invested in new machinery in all our industrial sites to guarantee products are in line with the most demanding quality specifications.

We are also working actively on spreading our sustainability mindset along our supply chain towards our suppliers, asking them to subscribe to the platform which will allow us to monitor their environmental, social and governance performance at a glance.

www.klopman.com  
+39 (0)775 2981  
sales@klopman.com
Sizing up the returns issue: how AI can solve fashion’s fit problem

Returns are costing UK retailers and suppliers billions whilst impacting the environment at an unacceptable rate.

With online orders as high as ever, it should come as no surprise that returns are also increasing and that incorrect fit is still the number one reason for apparel returns, be it in fashion retail or work uniform services. Ordering online can be a real game of chance, with fit differing form brand to brand and garment to garment. Industry wide this is a huge challenge.

Not only do returns place a big financial and logistical burden on the supplier but with almost 50% of returns ending-up in landfill, the increased carbon footprint of each returned garment plus the impact of the approximate 46% of packaging that is not recyclable, returns make a substantial contribution to the industry’s heavy environmental footprint. Of the 100 billion garments produced each year, 92 million tonnes end-up in landfills. That is the equivalent of one rubbish truck per second.

The uniform industry is particularly challenged as many products are branded, so not suitable for reuse or recycling.

But how can we tackle the problem? Lara Mazzoni, Co-Founder of Bodi.Me, believes that technology holds the key. “Imagine being able to support the end-user to make the right size choices from the very start, so that returns are minimised and the wearer feels more satisfied. It’s a win-win situation,” states Lara. Half the battle is to get shoppers to use the fit tools available. Forget confusing size charts, dated fit assistants or in fact, anything that requires the wearer to dig out a tape measure or take “embarrassing” pictures of themselves. There is a better way.

With years of tech sector experience, Lara and her team have designed Size-Me, a super easy to use, yet highly sophisticated, accurate and bespoke fit solution with a highly sophisticated, accurate and bespoke fit solution that is user-friendly. The adaptable tool integrates with customer systems and matches wearers to the right size garment from the customer’s range simply by asking a few basic questions. This new generation of fit technology uses high quality data from more than 350,000 3D body models, seamlessly incorporating cutting-edge AI, the latest machine learning (ML) integrated with its proprietary algorithms to extrapolate a complete size and fit recommendation from a few simple questions, with a high degree of accuracy. Client feedback is reporting a reduction in return rates, in some instances, up to 80%.

But returns are not the only problem the industry has due to sizing or fit inconsistencies. Overproduction is one of the biggest contributors to the industry’s environmental footprint. “By applying Bodi.Me’s data and technology to future planning, we can also help suppliers with better production planning and ultimately support the move to a more circular model,” states Lara. Using its extensive data bank as well as data collected from current orders, Bodi.Me is already assisting some of its uniform supplier clients in planning for future demand. “I strongly believe that technology holds the key to fashion’s transition to a more sustainable business model,” Lara concludes.

As the move to online continues to grow, tools like this will become increasingly important in helping companies to tackle the waste issue and support them on their sustainability journey.

www.bodi.me
info@bodi.me
/bodidotme
/bodi-me
Advancing protective workwear

Protective workwear plays a vital role in maintaining safety across a broad range of vocations, from construction workers to military personnel. In this feature we cast a spotlight on those companies which are advancing the protective capabilities of their workwear, ensuring a safer environment for workers fulfilling vital roles.
“Videre sine videri” or “to see without being seen” is a fundamental principle as old as the concept of the military itself.

In today’s highly mobile deployment of military and security forces there is often a constant and rapid change in environment. This not only applies to broader geographic-tactical theatres, but also to an individual’s immediate surroundings – changing dramatically with every meter of advance.

PHANTOMLEAF® recognised that highly flexible, auto-adaptive camouflage patterns are required to effectively conceal modern forces. These patterns can be modularly combined and applied to create a complete camouflage system. PHANTOMLEAF® achieves this complex goal with robust, low-interference products and patterns that are carefully tailored to the object being camouflaged.

The PHANTOMLEAF® patented algorithm has the distinct advantage of maintaining concealment despite a constantly changing background of operations. The innovative construction of the pattern ensures fluid concealment at all ranges, accounting for the equipment used and the human figure.

Exploiting the perception chain

PHANTOMLEAF®’s ground-breaking technology obscures silhouettes in a unique and novel manner. Through the utilisation of multilayer structures, it effectively merges an entity with its environment, making it visually indistinguishable from the terrain. The camouflage has an outstanding performance against long-range reconnaissance, but also has remarkable effectiveness in short-range observation.

The PHANTOMLEAF® inherent obfuscation exploits interactions between information processing systems in the human perception chain, enabling the wearer to submerge in a wide range of environments such as grass, dry branches, meadow, and various other foliages and lighting conditions.

PHANTOMLEAF® has employed medical, psychiatric, and neuropsychologic experts to optimise interactions in the data processing system to ensure its camouflage has maximum impact.

The technology can be integrated into existing camouflage patterns, decisively increasing their camouflage effect without losing the original pattern’s identity. This is particularly important in country-specific uniforms, as camouflage patterns are often the distinguishing feature in friendly-hostile recognition.

PHANTOMLEAF®’s military products are being supplied exclusively to undisclosed NATO-friendly authorities, particularly within the armed forces and law enforcement, and in these fields the technology has already proven successful in action.

The users behind PHANTOMLEAF®

The technology can be integrated into existing camouflage patterns, decisively increasing their camouflage effect without losing the original pattern’s identity. This is particularly important in country-specific uniforms, as camouflage patterns are often the distinguishing feature in friendly-hostile recognition.

PHANTOMLEAF®’s military products are being supplied exclusively to undisclosed NATO-friendly authorities, particularly within the armed forces and law enforcement, and in these fields the technology has already proven successful in action.

The company strictly distinguishes between the official use and commercial use of its camouflage technology. This means that patterns and materials developed for official use by armed forces will not be disclosed to the public, in order to keep partnered authorities safe. PHANTOMLEAF® is also proud to provide material for commercial markets through the specific PHANTOMLEAF® CIV product range.

Creating the patterns

Pattern development, trials, and implementation are handled by PHANTOMLEAF® GmbH, while PHANTOMLEAF® Textiles GmbH uses high-quality tested materials for fabric production, ensuring longlasting durability and performance in action.

PHANTOMLEAF®4USE also produces tailor-made garments, designed specifically for the needs of law enforcement and armed forces units.

For the commercial market, PHANTOMLEAF® offers its WASP II camouflage pattern in three colour variants. This commercial pattern comes equipped with all the benefits of PHANTOMLEAF® technology, combining an exclusive look with striking camouflage effectiveness.

www.phantomleaf.de /phantomleaf
info@phantomleaf.de +0049 (0)35930 55 60 27
GORE-TEX Professional (Gore) will be introducing a comprehensive range of new technology innovations, as well as prototypes and commercially available styles, for both protective garments and safety footwear, at this years’ A+A exhibition in Hall 11, Booth G60.

**Garments for professional use**

For many years Gore’s PYRAD® portfolio has been safely protecting electrical workers against the risks of heat and flame and electric arc. Gore’s research and development team have further extended the potential of PYRAD® technology through new innovative laminates. At this years’ event they will be showcasing New arc rated GORE-TEX PYRAD® stretch technology and New arc rated PYRAD® UNIFORM by GORE-TEX LABS.

**New arc rated PYRAD® UNIFORM by GORE-TEX LABS**

This next generation laminate technology offers Class 2 arc protection. It is extremely light in weight and is an ideal solution for end-users who don’t require waterproof protection but who do need multi-norm defence from accidental electric arc incidents.

Arc rated PYRAD® UNIFORM by GORE-TEX LABS is an advanced single-ply laminate construction which ensures the wearer feels thermally comfortable, especially during physical activity or in moderate to hot indoor or outdoor working conditions. Simply put, there is no compromise between reliable Class 2 safety protection and breathable comfort for the wearer. This means that electrical engineers can focus on their work with total confidence and be safe in the knowledge that they are protected from the risks of accidental electric arc.

**New arc rated GORE-TEX PYRAD® stretch technology**

Another new advancement to come out of Gore’s research and product development team: a new protective solution for electrical workers who require waterproof arc flash protection but who need to be agile and therefore not restricted by their safety garments.

New arc rated GORE-TEX PYRAD® stretch technology combines Gore’s proprietary technologies with different engineering techniques.

It has a unique stretch attribute which provides electrical workers with an extremely comfortable, flexible, easy to wear and lightweight solution to arc rated foul weather protection. Workers can easily bend, kneel, climb, and stretch without any restriction of movement thanks to the innovative new GORE-TEX PYRAD® stretch technology.

Typically norm compliant PPE for electrical workers is heavy and bulky, restricts freedom of movement and absorbs water. This new fabric technology is remarkably different. Why? Because it has 50% more stretch than other existing products available. Now that GORE-TEX technology, offering waterproof and breathability benefits, has been combined with PYRAD® product arc protection and completed with the wearer advantages of stretch, this new material is set to revolutionise the PPE industry. Arc Rated GORE-TEX PYRAD® Stretch Jackets and Trousers deliver flexible comfort and improved overall fit and are 45% lighter than other Class 2 arc protection rainwear.

**GORE-TEX Safety Footwear**

At A+A in 2021, Gore introduced to the industry the application possibilities and science behind its innovative GORE-TEX EXTRAGUARD upper technology. At this year’s show, prototypes, first commercial styles and collections of GORE-TEX safety footwear utilising the new EXTRAGUARD upper technology will be showcased on the Gore stand from more than 10 footwear partners. Amongst others, Elten, Haix, Solid Gear, Steitz Secura and Upower will present their first commercial styles. GORE-TEX EXTRAGUARD upper technology combines the advantages of leather and textile uppers in one solution. This technological breakthrough clears the way for robust, waterproof and at the same time permanently lightweight and comfortable safety footwear. Designed for use in even the most extreme weather conditions, this great response from Gore’s licenced manufacturing partners clearly reflects the need for this product technology in the safety footwear market.

For more information or to connect with a product specialist during the A+A show visit: [www.goretexprofessional.com/uk/a-plus-a](http://www.goretexprofessional.com/uk/a-plus-a)
There has been a seismic shift in the recent approach to the design of safety garments. Historically, hi-vis and workwear garments were designed with only safety in mind, with little attention to the feel-good factor of the wearer. Today, however, Lafont Workwear pays as much attention to the overall wearability of a garment – including fashion, fit, design and comfort – as the safety elements.

Lafont Workwear believes that everyone who dresses for work should feel proud and comfortable in their clothing, whether they wear safety garments on an oil rig, work as a nurse, a chef, a builder, or any other uniformed worker.

Lafont Workwear product range reflects that belief. Their technical hi-vis multi-norm jacket with a softshell fabric and bomber jacket styling to make it more fashionable is a perfect example. In 2021 Lafont Workwear introduced a new innovative, high fashion Modul’wear range of hi-vis, interchangeable, layered garments, all manufactured from lightweight, soft, and highly durable RIPSTOP fabric. Modul’wear proves you can make an elegant high-fashion collection with a hi-vis finish.

Quality Materials, Quality Results
All of the brands hi-vis garments are certified to at least EN ISO 20471 Class 1, with the majority of products being Class 2, and many Class 3 (often depending on combinations of top/trouser). All new products also features the UKCA certification on the garment labels.

The stand-out benefit of companies supplying their employees with good quality, well-designed, fashion fitting work clothing is of course employee satisfaction. In turn, leading to increased productivity and staff turnover. It is not uncommon for workers to leave their jobs for one offering the same conditions and salary, but a better protective and comfortable uniform—Lafont Workwear can help you ensure this is not a reason for your workers to leave you.

More importantly, well-fitting garments are less likely to create a trip or stumble hazard or get caught on something while working. Quality products using RIPSTOP fabrics are less likely to be subject to tears or worn holes, and therefore retain their protection for longer. Find these features in Lafont Workwear garments.

Improving on hi-vis with fabric technology
Lafont Workwear use segmented reflective tape on all new garments, to give greater movement and flexibility to the wearer. This allows garments to flex and stretch, something that traditional reflective tape does not do, often making it very uncomfortable.

Supplying big brands sustainably
Lafont Workwear is one of few manufacturers in the professional clothing industry who own their manufacturing facilities, with factories in Madagascar, Tunisia and Morocco. That allows the possibility to have total control of the teams, the culture, the workflow processes, the production schedules and the environmental considerations.

The brands annual CSR policy details their approach to ensuring sustainability across the entire business—particularly within its factories. These initiatives include local sourcing, the use of alternative and ethical materials under the “Positive Impact” label, and voluntary compensation for negative externalities including replanting 40,000 trees per year.
Developed by the buyers, for the buyers.

The Uniform Buyers’ Network (UBN) is a platform for education, best practice and collaboration for procurers of uniform, workwear and PPE.

The group was founded by Louise Johnson, NatWest Group; Nisha Muire, Air Canada and Karen Sparrow, Red Sparrow Consulting.

With decades of experience among its founding associates, the UBN has worked with PCIAW® to highlight some key concerns buyers have regarding the stability of global supply chains, and what buyers and suppliers can do to avoid contributing to current risks and compounding future ones.
Uniform Buyers Need a Resilient Supply Chain to Operate

Extreme weather had negatively affected cotton yields in major producing countries. India, Pakistan and China experienced heavy rains that damaged crops, whilst droughts impacted cotton production in the US, meaning the global supply of cotton was less than expected.

Then, as the pandemic stifled economic demand, oil prices collapsed, and the volume of production was cut. As a result, when lockdowns began to be lifted and consumer demand began to increase, there was a reduced supply of petrochemicals to produce synthetic fibres.

Whilst the sourcing of raw materials was delayed, garment manufacturers worked tirelessly to deliver professional clothing to customers. However, the pandemic also affected both air and ocean freight capacity; intermittent lockdowns, particularly in China, caused delays to shipments, resulting in unreliable services that were significantly more expensive.

The textile and apparel industry lacks redundancy in supply chains

According to the data by World Integrated Trade Solution (WiTS), 4 of the 5 top countries that the European Union imports textiles and clothing from, in 2021 (based on monetary value) were from the Asian continent, including China, Bangladesh, India and Pakistan; Turkey ranked fourth out of fifth.
The WITS data also shows that in the United States, 4 of the 5 top countries that the United States imports textiles and clothing from, in 2021 (based on monetary value) were also from the Asian continent, including China, Vietnam, India and Bangladesh; Mexico ranked fifth.

Both the European Union and the United States have a majority reliance on the Asia-Pacific region for the sourcing of clothing and textiles (based on monetary value), according to the WITS data. This means that when cross-continent transportation is disrupted, like during the pandemic, most of the supply has the potential to be delayed.

The professional clothing industry must reflect on the lessons to learn

Uniform is an underestimated yet essential part of a business. Professional clothing is there to identify and/or protect employees and without such, pilots could not fly aeroplanes, highway maintenance would not be visible on the roadsides and the emergency services could not safely protect the public.

What the UBN Associates are learning from the experience of managing uniform programs during the period of supply chain instability is that more resilience and redundancy is required in sourcing and manufacturing from the supplier side and changes to operations and strategy are needed from the procurement teams.

It is important that the professional clothing industry is not complacent about future risks. Scientists continue to warn about the potential for future pandemics and that climate change is causing extreme weather more frequently. Additionally, geopolitical tensions are simmering, above and beyond the Russian war in Ukraine. The professional clothing industry must work to gain better visibility of the supply chain and to understand the risks if it is to prepare for future disruptions.

Finding solutions to mitigate against potential supply chain risks

Due to the bottlenecks in the textile and apparel supply chains, the UBN Associates found that they had to use air freight instead of ocean to accelerate speed-to-market, which costed more both financially and environmentally.

The UBN Associates reported a greater willingness for collaborative support from their suppliers during the period of instability, helping to guide them with solutions to improve the effectiveness of the uniform programs.

One part of the conversation happening now is around dual sourcing of materials, components and manufacturers, in both offshore and nearshore regions to help avoid over-reliance on any one supplier or continent. By bringing a proportion of manufacturing nearshore, the uniform buyer can reduce their exposure to localised risks.

From the buyer’s side, one of the key solutions suggested is to procure excess fabric stock as part of the initial contract terms. The lack of access to raw materials for fabric production was reportedly one of the main drivers of the supply chain delays. By having additional buffer stock of fabrics that could be supplied to garment manufacturers, the UBN Associates believe that this could help to avoid future backlogs in uniform programs.
If a uniform is designed to last for two-to-three years and employees leave the business after a matter of months, then the garments are being underutilised and resources are being wasted. Professional clothing procurers can implement an internal process to ensure that garments are collected from employees when they leave or request replacement items.

By collecting underutilised uniform from employees leaving the business, buyers can work with suppliers or other partners to refurbish and reuse the clothing, and provide them to other employees, either new or in need of replacement garments.

**Shifting attitudes to second-hand clothing is an opportunity for uniform reuse**

The challenge to overcome with the reuse strategy is persuading employees that second hand uniforms are acceptable. Years ago, there was a societal stigma around second-hand clothing, but looking at the global market data for the second-hand apparel market suggests that mindsets are changing.

According to the market data by Statista, the global second-hand apparel market was worth $177-billion in 2022 and is projected to almost double to $351-billion by 2027. Attitudes are changing, as second-hand clothing is appealing to the cost-and-planet-conscious buyer.

The last three years have been turbulent for the whole world, starting with the pandemic and followed by the energy crisis and the war in Ukraine. A global consensus to achieve net zero means that change must happen, and the transition offers an opportunity to improve the professional clothing industry, by reorganising supply chains for resilience and redundancy and to optimise the use-phase of uniform programs to maximise resource efficiency and give flexibility to operations.

**Implementing the use phases of the circular economy**

Employing elements of the circular economy will also help to alleviate the pressures in professional clothing consumption by reducing consumption.

Uniforms are designed for longevity because employees need to wear the clothing every day in the working week. The full lifespan of uniform garments is not always utilised, due to the natural churn of employees and the recruitment of seasonal workers.
Women in Leadership

Women are massively underrepresented in leadership positions within the professional clothing and textiles industry, which is an anomaly when research shows that women are equally as good or potentially better than men at leading profitable businesses. In this feature PCIAW®VOICE will share some of the causes behind this imbalance, and showcase some of the accomplished female leaders within the professional clothing industry, demonstrating the value more diverse leadership can bring to a company.
Women have been an integral part of the textiles and apparel industry for generations, with evidence suggesting women have been involved in textiles since the industry’s neolithic origins. Additionally, women report more negative stereotyping than men regarding leadership capabilities, which creates an environment where deserving women are not being properly considered for these positions.

There is, however, a discrepancy in the representation of women in leadership within the industry. Women make up 80% of students at fashion schools and 75% of employees in apparel companies, yet only 12.5% of Fortune 1000 apparel companies are led by women. Furthermore, research reported in PwC indicates only 25% of women who rose to CEO positions did so through promotion, far less than the 54% of men who did the same.

While much progress has been made to assure the legal rights of women in the workplace there still appears to be a fundamental issue with the pipeline to female leadership. A study in the US found that for every 100 men who receive promotions only 83 women are promoted to similar positions, which results in a gradual reduction of female representation as employees progress their careers.

If the professional clothing industry is to achieve gender parity in leadership, it’s necessary to showcase women at the forefront who exemplify the value female leaders add to a business and build the pipeline to female leadership. PCIAW®VOICE interviewed three such women who represent the growing generation of women in leadership, highlighting their achievements, sharing their experiences, and showing how female empowerment has contributed to greater industry progress.

Factors determining the lack of women in leadership are diverse, but one prominent reason is the lack of female mentors and advocates. People are statistically more likely to mentor and promote others of the same gender, so a lack of women in leadership has prevented women from getting the helping hand they need to ascend.
Karen Burrows: Witnessing Change in the Industry

Karen Burrows started her career in administration and accounts. In 1985 Karen joined Madeira UK, part of the global Madeira group, the largest manufacturer of high quality decorative and technical threads worldwide.

Now with more than 38 years’ experience in the textile industry, Karen attributes her success to her drive, determination, and willingness to learn and share knowledge, which was recognised and valued within the merit-based attitude of the German company. This set a career path leading to her becoming the first ever female Managing Director within the organisation in 2000.

As a single parent and breadwinner, she personally funded and studied part-time for an MBA, to gain more credibility as a business leader, whilst continuing to work full-time at Madeira.

Spending a couple of years at the Freiburg HQ, Karen undertook significant research in product qualities and market requirements. Using her knowledge, she introduced complementary ancillary ranges, building up supply chain relationships and developed embroidery training courses to help improve product quality across the industry.

Whilst the talent of women was often overlooked in the past, education and employment opportunities have massively increased for new generations.

Yet, in Karen’s own experience, senior roles still tend to be male-dominated and Karen often finds herself the only high-ranking woman in the room. Burrows feels in some businesses skilled women are all too often channeled into traditionally ‘softer’ roles like HR, design and marketing. Or they encounter fewer opportunities for advancement, missing out on opportunities to develop leadership skills necessary for higher positions.

Alongside leading year on year growth at Madeira UK with loyal staff, Karen was appointed Sales Director for Northern Europe, supporting Madeira’s development through distribution partnerships across Scandinavia, Finland and the Baltics. Then from 2016-18, Karen took the HQ role of Head of Global Marketing, before recruiting new team members and her successor.

Karen was recently responsible for the design, build and project management of the company’s new UK purpose-built premises. As she settles into her role as Chairman of Madeira UK, supporting her incoming MD Andrew Maylor, Karen’s passion for global development of the Madeira brand continues.

Karen feels that any woman with the right skillset is able to succeed in business today. Women are keen and ready to take their place in high level positions.

Her successful career is testament to her hard work, positive attitude, cross-cultural understanding and willingness to travel, something women can do equally as well as men.
Anna Topham: Strengthening the family legacy

As Operations Director of UK workwear supplier Progressive Safety, Anna Topham is the first woman to run the family business. Adopting the responsibility from her father and grandfather, Topham has never thought about her position as anything extraordinary.

Having grown up with the business and taking on the key role of Marketing Manager, Anna already knew the staff well and was perfectly situated to take over the business. In her new position she’s already seen success, maintaining Progressive Safety’s relevance in the market by working closely with buyers and continuing to supply the trade retail network in the UK with JCB branded safety footwear and workwear.

It’s only when venturing to trade shows and industry events that her minority status becomes apparent. While this has never affected her ability to do business, it does provide a moment for reflection. In Anna’s view, the industry’s professionalism should never be marred by discrimination towards any gender, and it’s peculiar that skilled women are not finding their way into this space. The focus should always be on competence, as that’s the primary factor important to success. As Anna puts it, “It shouldn’t be about finding the right woman for the job or the right man for the job. It’s just about finding the right person for the job.”

Equal opportunity for women’s workwear has become an increasingly pressing issue, as the volume of women entering skilled trades has steadily increased. Responsive to this growing demand, Topham believes suppliers can and must adapt to meet this need, which contrary to popular belief does not require compromising on MOQs or wasting storage space. By utilising stretch fabrics and adaptive unisex design, companies such as Progressive Safety have kitted women head-to-toe in protective gear which feels comfortable and mobile, allowing women equal opportunities in PPE without a specific women’s fit.

Through wearer trials and feedback Anna and Progressive Safety have found there is no compromise to safety or comfort when a garment can be properly adjusted, which is a fresh perspective many suppliers could learn from. Progressive are giving a tailored solution for working women through a combination of own manufactured styles paired with supply from other leading brands in the UK. Working with garment factories, Progressive Safety are successfully delivering women’s bespoke uniform to workforces round the UK with a tried and tested fit bespoke to them.

Beyond her own company, Anna has observed more women rising to senior leadership roles within the professional clothing industry overall. While this trend is a positive development, there is still more work to be done in creating a level playing field for men and women in the industry. Equal opportunities and merit-based advancement for all deserving candidates is necessary to close the gender gap, and the evidence of progress will be when skilled women aren’t the clear minority in the room.

www.psf.co.uk /Progressive.Safety
sales@psf.co.uk +44 (0)114 2738349
Sam Fernando: Leading from the front

Representing a company and helping it live up to its full potential is an enormous responsibility, not only from a business perspective, but also in regard to managing and looking after employees. For Sam Fernando, Sales Director at outdoor specialist Keela, the business and its employees must work as a unit to achieve success, and in her leadership role she binds the team together to deliver the product to the highest possible standard. At Keela each team member forms part of the DNA of the company, bringing something special to the table and helping build the business up. In her words, “When you spend so much time with your colleagues, going through thick and thin together, they become more than just coworkers; they become an extended family”.

Fernando understands this better than most, as recent challenges in her life have been made easier by her team’s voluntary adoption of additional responsibilities, enabling her to tend to her family in their time of need. As Fernando has taken care of her team in the past, her team had her back when she needed it, allowing everyone to keep the business running smoothly.

At the heart of Keela’s vision is the UK manufacturing of high-quality workwear and outdoor clothing, which is not without its challenges. The textiles and apparel industry in the UK is often underserved by both regional and national governments, and all UK manufacturers could benefit from increased government support to remain competitive in the international market. Under Sam’s guidance Keela has become a prominent voice for change in this area, speaking with politicians and policy makers regarding what they can do to support UK apparel manufacturers.

Keela has also reflected this attitude in their product ranges, launching the Made in the UK collection which features locally made products, ranging from specialist FR technical garments to tartan waistcoats and other corporatewear items. There is still a long road ahead for British companies in need of support, but through Keela Sam has been championing UK manufacturing and proving that companies can still make themselves heard.

As a woman, Sam also has a personal understanding of the problems that poorly designed workwear can bring, negatively impacting women’s ability to work safely or effectively. Keela’s team likewise understand that the one-size-fits-all approach rarely provides adequate comfort or protection, often resulting in a one-size-fits-none situation. To counteract this the design team accounts for a range of sizes and shapes so nobody is left behind. The design team, primarily comprised of women, have also begun addressing health concerns such as menopause and pregnancy, ensuring problems specific to women are not ignored when designing protective workwear.

Navigating the landscape of the past five years has been stressful, with global events such as COVID-19, the war in Ukraine, worker shortages, and Brexit shifting the landscape of business in the UK and the wider world. However, for those companies with impassioned leaders and strong visions there have been opportunities to exceed in the face of adversity, and the recent successes of Keela are owed in part to the work of Sam Fernando.

Navigating the landscape of the past five years has been stressful, with global events such as COVID-19, the war in Ukraine, worker shortages, and Brexit shifting the landscape of business in the UK and the wider world. However, for those companies with impassioned leaders and strong visions there have been opportunities to exceed, and the recent successes of Keela are owed in part to the work of Sam Fernando.

Having a team which can think outside the box has been instrumental in adapting to ongoing crises, and the professional clothing industry is ripe for a new generation of women who are ready to make their mark on the world. Young women entering the scene today would do well to follow in the footsteps of Fernando and other strong female leaders by making their voice heard, displaying their business finesse, and getting involved with the future trajectory of uniform, workwear, and PPE.

www.keelaoutdoors.com /KeelaOutdoors
enquiries@keela.co.uk +44 (0)1592 777000
UK Fabric Manufacturer Informs Tunisian Partners

Pioneer in hi-tech sustainable textiles Meryl Fabrics®, was recently invited by the Tunisian government to join key industry representatives to share an insight into its innovative fabric technologies and in-house circular economy offering.

Meryl Fabrics® Co-Founder Peter Broom, met with a group of insightful individuals and companies in Tunisia, including the government investment and advisory department, alongside the British Ambassador and her well-informed team with a wealth of knowledge across all industry sectors.

Throughout the five-day trip, Peter explored the well-established modern textiles manufacturing sector and investigated the possibility to partner with companies as part of Meryl’s plans to upscale, bringing its CO2 and pollution-reducing technology to a broader customer base. The packed itinerary consisted of meetings with the Tunisian Federation for Textile and Clothing, leading suppliers of apparel and garments, and a visit to the Neotex Monastir Technopark.

Peter Broom commented: “We are thankful to our trade body, the PCIAW® for an introduction to the Tunisian government and British Ambassador; this combination of governments working together and bringing the information that points you to the right people and companies was a refreshing and remarkable initiative.

“The commitment and calibre of the civil servants and politicians in Tunisia enable the region to better assist small and medium size businesses to succeed and grow into the green industry that they all talk about. It is the investment in innovation outside academia that is what sets this country apart, ensuring a broad enough reach to allow entrepreneurs and companies that are innovating to grow easily and bring these impactful products to the market, which in turn will bring additional growth to the economy. The highly skilled industry that I was given access to showed what is available, and the enthusiasm to bring new business forwards was inspiring.”

“We understand at Meryl Fabrics that manufacturing close to the market that we operate in reduces our impact on the environment, and seeing first-hand the active part the industry in Tunisia is playing in reducing pollution from dyeing and finishing, and fully supporting the government in the effort to reduce pollution is a perfect display of valuing our future, over an easy profit route.”

Driven by problem solving, the award-winning Meryl Fabrics® uses their technology to enhance the molecular structure of fibres; seal-in microplastics within the yarn and improve the durability of garments. Their continual innovation in Meryl® Eco Dye offers a waterless dyeing process, saving thousands of litres of water during manufacture of fabric as they re-engineer the present of apparel. Meryl Fabrics® seeks to replace cotton with its exceptionally soft touch fabrics that feature natural stretch and moisture management properties that are designed to be recycled and offer other businesses a fully circular model in one place.

Meryl Fabrics® celebrated in 2022 a record year for awards, after chalking up an impressive 11 winner, highly commended and finalist trophies presented by international and UK bodies in recognition of their firm’s major achievements in achieving sustainability with textile innovation. And following on from this the pioneering firm has secured another 4 major finalist accolades in the first quarter of 2023.

Most notably the firm was named Winner of the Circular and Recycling Award, National Sustainability Awards 2022; Winner – Industry Award for Sustainability, Professional Clothing Industry Association Worldwide Ltd (PCIAW®) and Winner of the Sustainability Award, Med-Tech Innovation 2022.

Peter Broom, Director & Co-Founder, Meryl Fabrics

Veteran-run, green-tech start up, Uplift360, recognised the opportunity to improve the methods used to dispose body armour. They have devised a method that allows para-aramid fibres to be recycled while preserving their original strength, enabling their reuse in defence materials with the potential for dual and multi-use application across sectors.

Funded through the DASA Open Call in 2021, 2022 and 2023, the innovation uses environmentally friendly, recyclable solvents to dissolve para-aramids into a concentrated solution so they can be reformed into like-new fibres. The system utilises a wet-spinning approach, where the aramid material is passed through a syringe into a bath of the eco-friendly solvents, and a rotating device is used to "re-spin" the fibres back to structural uniformity.

This represents a breakthrough in the potential longevity of body armour materials. The inherent strength and chemical resistance of para-aramids have previously meant that they could only be disposed of through chopping into small fragments which have few uses and little value, or environmentally damaging methods, such as high temperature incineration.

Not only have Uplift360 found a solution to recycle aramid-fibres in environmentally friendly way, but also the capability to retain its strength so it can potentially be used create new body armour or be used in other critical applications.

Minister of State for Defence, Baroness Goldie said: "The process designed by Uplift360 is a really good example of how new and intelligent thinking can transform old practices in Defence. Their innovative approach could reduce wastage, save money and secure supply without compromising on high quality kit for our armed forces. I look forward to seeing their important work continue to help Defence make even more progress toward reducing emissions."

Another key advantage of Uplift360's innovative recycling system is that the fibres remain highly versatile for reuse after recycling and have the potential to be reintroduced back into the supply chain, in materials across defence, civilian and humanitarian purposes. For example:

- Flame and heat resistance clothing, stab/cut resistant clothing, ropes, civilian clothing such as hiking gear, airframes, tyres, backpacks, gloves and fibre optics.

With recent events, such as Covid-19 and the Ukraine conflict demonstrating how fragile supply chains can be, using circular economic practices to regenerate body armour material will not only help Defence reduce costs, but also help support more resilient supply chains.

Uplift360’s journey with DASA

Founded in 2021 by a veteran and military spouse, Uplift360 has already made significant strides in promoting circular economics in defence, leveraging their defence backgrounds and expertise to drive sustainability forward. After initially exploring textile sustainability with DASA, they shifted their focus to more eco-friendly body armour. Despite being a new player in the market, Uplift360 has achieved remarkable success in a short span of time, receiving £495,577 in project funding from DASA.

Jamie Meighan, Uplift360 Chief Executive Officer and Co-Founder: “DASA has been instrumental to the success of Uplift360. From a concept to our initial investment to creating our ground-breaking technology in our labs, DASA has been there every step of the way. As a Veteran/Spouse start-up is was very important from the outset to find funding, mentors and support that understood us as a business, saw the potential of our technology and believed in it. Supporting Uplift360 clearly shows DASA’s commitment to help achieve a more sustainable future, maintain resiliency and save money for Defence.”

DASA funding served as a critical stepping stone in their journey. The funding was not only valuable to develop the technology from concept to working prototype, but also served to demonstrate the innovative nature of the technology while signalling government support for its development.

Uplift360 has gone on to successfully raise Angel and venture capital funding, and they were also selected to evaluate the potential for a circular economic approach in the development of a future net zero aircraft, as part of the RAF’s Rapid Capabilities Office MONET Project award. Their sustainability efforts have also earned the support of the Luxembourg government, which has provided funding for complimentary work on a separate project.

Currently a team of 5 which is growing, the future is bright for Uplift360, with numerous successful funding rounds and interest from international allies. With their most recent round of DASA funding, their next step is to work with aramid manufacturers to further demonstrate the technology at wider scale. Uplift360 have also just secured their initial seed investment. Into the future, they are also exploring the potential of applying their innovative technologies to carbon fibre composites, a critical component in many military materials and capabilities.
**JUDGES**

**Karen Sparrow**  
Consultant, Red Sparrow Consulting  
Qualified in leadership and business management, Karen has won awards in the professional clothing industry for Business Management and Environmental Sustainability. She has over 28 years in the industry, working on high-profile brands and events. In May 2022, Karen became a consultant working with new and existing companies that are looking to be positive disrupters in their sectors, enhancing their futures in industry and promoting growth through improved customer experience and brand identity.

**Louise Johnson**  
Uniform Manager, NatWest Group  
Louise Johnson has been the National Uniform Manager for NatWest Group for 24 years, managing the design, supply and maintenance of uniform across multiple banking brands, including NatWest, Royal Bank of Scotland and Ulster Bank. Louise is a key founder member of the Uniform Buyers' Network, is affiliated with the PCIAW® and has a wealth of uniform buying experience. She has been recognised with several nominations and awards within the industry. Louise has done volunteer work as a pastoral mentor at the Hackney-based charity Fashion Awareness Direct, where she provides practical help and guidance to students.

**Zoe Lola Dixon**  
PCA VISION 2022 Winner; Junior Design Intern, H&M  
Winning last year’s competition with her durable and water-resistant water-quality scientist’s workwear, Zoe knows better than anyone what it takes to be a PCA VISION winner. She also graduated in 2022 with a 1st in Fashion Design and Technology, and has since started a graduate placement at H&M’s Headquarters in Sweden.
### Dr Annette Van Es
**Co-Owner, Fibre2Fashion.consulting**
KIG

Annette has creative and technical design expertise in the fields of sustainable fashion (design2recycle) and protective wear. Annette also holds a PhD in thermo-physiological wearing comfort, and has over 15 years of international experience in various fields of the textile value chain. Her professional background spans several countries and encompasses fashion design, scientific research programmes and full vertical production of fabrics, fashion, sustainable fashion, commission garment production and workwear.

---

### Debbie Huntley
**Sustainability Manager, PULSAR®**

As Sustainability Manager at PULSAR®, Debbie oversees the core range and future developments for the brand, implementing sustainable practices, greener products within the lifecycle of PPE and sustainable fibres and end-of-life processes. Debbie has extensive experience within the protective workwear and corporate industries, working on projects involving the introduction of ladies’ hi-vis, Modesty 7 maternity PPE projects and Thames Tideway and BAE bespoke projects.

---

### Janet Prescott
**Independent journalist and feature writer**

Janet has more than 30 years’ experience writing about textiles and fashion. She is the author of the book Fashion Textiles Now as well as Fabric & Yarns Editor for Twist magazine (WTiN). Janet has also written many features and industry reports. She has served as a Council member at Texprint/TexSelect and was a jury member at Feel the Yarn, Pitti Immagine Filati (Florence) from 2010–2018.

Janet has also been a long-serving judge at the PCIAW® Professional Clothing Awards.

---

### Nisha Muire
**Uniform Program Manager, Air Canada**

Nisha Muire is a key part of the uniform department at Air Canada, overseeing the design, supply management, and planning of the organisation’s uniform program. As a skilled liaison, she fosters strong relationships with customers and uniform suppliers, and her expertise ensures smooth operations and effective communication strategies. Her contributions have earned her prestigious accolades, including the PCIAW® 2018 Best Corporate Design Award, and she co-founded the Uniform Buyers Network in 2019.
Mariana Pereira and Catarina Lopes
Universidade de Lisboa, Portugal
An inclusive yet retro take on flight attendant uniform, Mariana and Catarina have produced a gender-neutral outfit inspired by the luxury uniforms of the 1960s and 70s. The coat embraces the flowy aesthetic of historic uniforms, with a long tail gliding elegantly down the back.

Connor Read
Manchester Metropolitan University, UK
Based on the needs of wildlife conservationists, this design utilises waterproof materials and design elements to ensure conservationists have both the movement necessary for taking observations while also utilising water proof fabrics to keep scientists dry and comfortable. The jacket also includes a mosquito belay net, and the fabric would be made of recycled bottles reclaimed from the ocean.

Zoe Lola Dixon
Connor Read
Manchester Metropolitan University, UK
Based on the needs of wildlife conservationists, this design utilises waterproof materials and design elements to ensure conservationists have both the movement necessary for taking observations while also utilising water proof fabrics to keep scientists dry and comfortable. The jacket also includes a mosquito belay net, and the fabric would be made of recycled bottles reclaimed from the ocean.

PCA Vision 2022 Winner
Zoe Lola Dixon
PCA VISION Students

PCA VISION is the internationally acclaimed student design competition dedicated to the professional clothing industry, for corporatewear, workwear and personal protection equipment (PPE) markets.

Sarah Young
Edith Cowan University, Australia
This corporatewear design is based on a system of modular elements which can be zipped and unzipped to add or remove length, while additional panels can be used to tighten the garment to fit the wearer’s shape. The design is gender-neutral due to its high customisability and form-fitting design, while it remains sustainable due to the compostable fabrics and novel combinations.

Megan Dyson
Manchester Metropolitan University, UK
Inspired by the swarms of yellow taxis and sharp edges of the New York City skyline, this corporateware design represents a functional and sleek suit design. The suit will be cut from deadstock material to make the garment environmentally friendly, while the design includes all the pockets and vents necessary to make the garment practical.

Sophie Woodliffe
Manchester Metropolitan University, UK
Designing Workwear for air traffic control (ATC) ground crew, Sophie has combined modern comfortable styles with all the practical elements needed to keep ATC crew safe. Using sew-on reflective strips and recycled polymer, the garments are deconstructable for recyclability. Elasticated drawstrings, zip guards, and Velcro are used at the openings to keep wearers safe and the garments clean.
Each year students enrolled in the PCA VISION competition receive complimentary fabric to use in their designs, and this year Carrington Textiles supplied the students as Fabric Sponsor. Three of this year’s five finalists have decided to use Carrington Textiles’ fabric offering, and PCA VISION would like to share which fabrics they chose and what features they have.

Megan Dyson decided to use TOMBOY fabric for her New York inspired corporatewear, using a selection of black, yellow and saffron colours. TOMBOY is a 65-35 polycotton blend, with abrasion resistance, colour fastness, and suitability for industrial laundering, alongside OEKO-TEX® certification. TOMBOY is Carrington Textile’s top selling men’s workwear fabric, and with great feel and durability it’s easy to see why.

Sophie Woodliffe’s design focuses on a modern approach to hi-vis workwear for airport groundcrew, coming in a variety of styles including hoodies and cargo shorts. In her design, Sophie chose the 100% polyester Alaska Pro 2 as her primary hi-vis fabric which is a perfect choice for its waterproof and breathable properties, in addition to inherent EN20471 compliance. Alaska Pro 2 is ideal for any hi-vis garment worn regularly outdoors, matching the brief for uniform worn daily by outdoor groundcrews.

In order to build his nature conservationist workwear, Connor used COOLCEL 200 Plus, Meridian and Astacon 180S fabrics, providing the waterproof and solid constructive features needed in the field. Meridian is a waterproof and breathable polyester base layer typically used for blouson style waterproof jackets, and COOLCEL 200 Plus is an environmentally friendly and bacterial resistant fabric utilising polyester and Tencel™ fibres for improved durability and performance. Connor’s material choices help prevent exposure to parasites and allows cool and breathable performance in difficult terrain, assisting conservationists in their important work.

The PCA VISION staff and finalists are grateful to Carrington Textiles for supplying the fabrics this year, and we look forward to seeing the garments modelled live on stage in Porto 2023.
PCA VISION 2023: the next generation of design

PCA VISION is returning once again, the internationally acclaimed student design competition for the professional clothing industry.

This year’s PCA VISION is sponsored by Carrington Textiles and chaired by Harold Tillman CBE.

Professional clothing is one of the most design-led and technical sectors within the textiles industry and PCA VISION is set to challenge, inspire, and motivate students around the globe to compete with their most innovative, functional, sustainable, and commercially viable designs.

Who will rise to the top in PCA VISION Towards 2030?

The winner of the global student design competition will be given a prestigious PCIAW® Award during the PCA VISION ceremony in Porto, Portugal on the 9th of November 2023, in front of the biggest players within the professional clothing industry.

The finalists will have many opportunities to network and create industry contacts at the awards ceremony, furthering their professional development and building pathways for potential future careers.

The finalists are currently producing their garments for the final round

This year’s finalists are from a handful of universities across the world, with Manchester Metropolitan University in the UK, Universidade de Lisboa in Portugal, and Edith Cowan University in Australia.

Bringing the designs to life on centre stage

In the months leading up to our event the newly announced PCA VISION finalists will be working on their pieces to produce fully functional, made-to-fit garments from their designs. After we’ve received all the entries the PCA VISION designs will be reviewed by our panel of independent expert judges and a winner will be decided.

Students will receive their fabrics from our fabric sponsor Carrington Textiles, who will help bring their designs to life with a range of materials from their workwear, waterproof, and FR ranges. Thank you to Carrington Textiles for your contributions to this year’s competition.

PCA VISION offers all our finalists a big round of applause and the best of luck in the next stage of the competition, and we are overwhelmingly excited to see the final garments adorn our catwalk at the ceremony showcasing their innovative designs with style and extravagance.

Harold Tillman CBE, 
Enterprise and Business Advisor at the London College of Fashion and Former Chair of the British Fashion Council and Chair of PCA VISION says:

“ I feel privileged to give something back to this extraordinary industry, and it now gives me enormous pleasure to chair PCA VISION 2023. I am convinced that students are entering one of the most exciting and vibrant competitions that exist. With their skills and training, they have a wonderful future ahead of them.”

Edith Cowan University, Australia
Sarah Young
Manchester Metropolitan University, UK
Connor Read
Megan Dyson
Sophie Woodliffe
Universidade de Lisboa, Portugal
Mariana Pereira and Catarina Lopes
PCIAW® Awards Categories

Suppliers & Distributors Awards

- Best Consultancy & Service Award
- Best Managed Major Uniform Contract Award
- Transformational Technology Award

Suppliers and Distributors Awards

What has the company done to provide exceptional customer service, quality of product, timely delivery, cost-effectiveness, and transparency? Additionally, we recognise outstanding consultancy and technology services in professional clothing.

Sustainability Awards

- Circular Product Award
- Sustainable Business Award

Sustainability Awards

How has the company reduced the environmental impact of its products and service, embraced the circular economy, and fulfilled its social responsibility obligations?
The Professional Clothing Design Awards

Is the professional clothing design concept distinctive, resonant with the brand identity, and how does it utilise innovative fabric and garment technologies to improve performance and reduce its environmental impact?

Manufacturer Awards

Has the manufacturer shown excellence in innovation, production quality, and operational efficiency, as well as adherence to industry standards, regulations, and best practices?
Karen Sparrow, Consultant, Red Sparrow Consulting

Qualified in leadership and business management, Karen has won awards in the professional clothing industry for Business Management and Environmental Sustainability. She has over 28 years in the industry, working on high-profile brands and events. In May 2022, Karen became a consultant working with new and existing companies that are looking to be positive disrupters in their sectors, enhancing their futures in industry and promoting growth through improved customer experience and brand identity.

Janet Prescott, Independent journalist and feature writer

Janet has more than 30 years’ experience writing about textiles and fashion. She is the author of the book Fashion Textiles Now as well as Fabric & Yarns Editor for Twist magazine (WTiN). Janet has also written many features and industry reports. She has served as a Council member at Texprint/TexSelect and was a jury member at Feel the Yarn, Pitti Immagine Filati (Florence) from 2010–2018. Janet has also been a longserving judge at the PCIAW® Professional Clothing Awards.

Nisha Muire, Uniform Program Manager, Air Canada

Nisha Muire is a key part of the uniform department at Air Canada, overseeing the design, supply management, and planning of the organisation’s uniform program. As a skilled liaison, she fosters strong relationships with customers and uniform suppliers, and her expertise ensures smooth operations and effective communication strategies. Her contributions have earned her prestigious accolades, including the PCIAW® 2018 Best Corporate Design Award, and she co-founded the Uniform Buyers Network in 2019.

Reena Mital, Managing Editor, Textile Excellence

Reena is the Managing Editor at Textile Excellence, a publication specialising in developments in the textile industry. Since its launch in 2003, Textile Excellence has been consistently present as a fortnightly printed magazine and online news portal with valuable business insights, analysis of market trends and information that has benefited the industry globally.

Louise Johnson, National Uniform Manager, NatWest

Louise Johnson has been the National Uniform Manager for NatWest Group for 24 years, managing the design, supply and maintenance of uniform across multiple banking brands, including NatWest, Royal Bank of Scotland and Ulster Bank. Louise is a key founder member of the Uniform Buyers’ Network, is affiliated with the PCIAW® and has a wealth of uniform buying experience. She has been recognised with several nominations and awards within the industry. Louise has done volunteer work as a pastoral mentor at the Hackney-based charity Fashion Awareness Direct, where she provides practical help and guidance to students.
The PCIAW® Awards 2023

The PCIAW® Awards is a black-tie event with a champagne reception and three course gala dinner, followed by an awards ceremony that recognises innovative boundary-breakers in the professional clothing industry. It is an unforgettable night dedicated to celebrating dynamism, success and innovation.
Alongside the Summit, the PCIAW® Exhibition offers a comprehensive showcase of the best products, services, and technologies in the professional clothing industry. Exhibitors from leading brands, manufacturers, suppliers, and service providers will present their latest offerings, allowing attendees to explore and discover cutting-edge solutions to meet their specific needs.

The following exhibitors will be on display over the course of 2 days:

8th Nov 1:35pm until 5:00pm
9th Nov 1:40pm until 4:00pm
13:00 - 13:30
Prolonging the Protection of Healthcare Professionals

Peter Broom, Director & Co-Founder, Meryl Fabrics
Joseph Ricci, President & CEO, Textile Rental Services Association (TRSA)

The panel discussion will look back at the impact on healthcare professionals lacking PPE supply in the pandemic and consider the environmental impact of its disposable products, exploring circular solutions that help prolong the life of healthcare textiles, helping protect people and the planet.

13:30 - 13:40
Closing the PCIAW® Summit Part 2

Elena Lai, Secretary-General, European Textiles Services Association (ETSA)

Elena Lai introduces the PCIAW® Summit as Chair of the event, summarising the Part 1 and highlighting what is in store for the Part 2.
Timeline Continues

10:28 - 11:08
Uniform Buyers Navigate Supply Chain Disruption and Inclusivity

- Sarah Wilsher, Founder, The Menopause at Work
- Gresham Blake, Owner, Gresham Blake Bespoke Uniforms
- Nisha Muire, Uniform Program Manager, Air Canada

The panel discussion with professional clothing buyers talks about the challenges they face in managing uniform, workwear and PPE programs in times of supply chain disruption and how they find the right garment solutions to deliver sustainability, circularity and inclusivity.

Q&A – 5 minutes

11:08 - 11:40
Networking Break

11:40 - 12:20
Tactical Innovations in Defence Textiles

- Benjamin Norsworthy, Co-Founder & Chief Sustainability Officer, Bendi
- Lucy Westgarth, ESG Lead, Leidos Europe
- Jonathan McKendry, Business Development Director, Cooneen Group
- Rick Van Es, Managing Director, Phantomleaf

The panel discussion will shed light on the changes in mindsets in the defence sector for procurement and the tangible benefits of developing circular technologies in defence textiles, whilst the geopolitics of the modern world motivate the projects currently being undertaken.

Q&A – 5 minutes

12:20 - 13:00
Textile Solutions are Rescuing the Firefighters

- Abby Hannah, International Business and Strategy Development Manager, Stedfast Inc
- Thomas Verminck, CEO, Decontex
- Tommy Bækgaard Kjær, Chair of Firefighters Health Commission, International Association of Fire and Rescue Services (CTIF)
- Thomas Verminck, CEO, Decontex

The panel discussion will speak about the WHO’s link between firefighting and cancer, whilst industry experts highlight textile decontamination solutions that can help to reduce the risks to firefighters and extend the life PPE suits in a way that has the potential to impact how we consider industry standards going forwards.
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:00</td>
<td>Portuguese Opening Address</td>
<td>Pedro Cilini, Portugal’s Secretary of State for the Economy, welcomes attendees to the second day of PCIAW® Summit.</td>
</tr>
<tr>
<td>09:05</td>
<td>PCIAW® Opening Address</td>
<td>John Miln, Chairman, PCIAW®, Yvette Ashby, Chairman, PCIAW®, John Miln and Yvette Ashby welcome delegates to Europe’s biggest professional clothing event.</td>
</tr>
<tr>
<td>09:14</td>
<td>ANIVEC Opening Address</td>
<td>César Araújo, President, ANIVEC; César Araújo welcomes back delegates and shares his thoughts on the education from the PCIAW® Summit Part 1.</td>
</tr>
<tr>
<td>09:18</td>
<td>Carrington Textiles Premier Sponsor Address</td>
<td>Paul Farrell, Sales &amp; Marketing Director, Carrington Textiles, Paul Farrell thanks delegates for attending and gives an overview of the insights from the PCIAW® Summit Part 2.</td>
</tr>
<tr>
<td>09:23</td>
<td>ETSA Chairs the PCIAW® Summit</td>
<td>Elena Lai, Secretary-General, European Textiles Services Association (ETSA), Elena Lai introduces the PCIAW® Summit as Chair of the event, summarising the Part 1 and highlighting what is in store for the Part 2.</td>
</tr>
<tr>
<td>09:33</td>
<td>Technology in the Textile Industry</td>
<td>Bráz Costa, Director-General, CITEVE, Bráz Costa, Director-General, CITEVE</td>
</tr>
<tr>
<td>09:48</td>
<td>Digitalising the Professional Clothing Industry</td>
<td>Ana Tavares, CEO, RDD Textiles, Richard Jessup, Vice President, Optitex, Lara Mazzoni, CEO, Co-Founder, Bodi.Me, Lara Mazzoni, CEO, Co-Founder, Bodi.Me, Q&amp;A – 5 minutes, Advocating for digitalisation of the professional clothing industry to improve productivity, reduce waste and combat inflation, the panel discussion will explore how uniform, workwear and PPE companies can leverage innovative solutions to streamline activity and build-in resilience into its operations.</td>
</tr>
</tbody>
</table>
PCIAW® Summit Agenda
Day 1 Continued

12:20 - 13:00
Implications of EU Sustainability Regulations

Ed Grigg, Managing Director, Incorporatewear
Mandeep Soor, CEO, Co-Founder, Bendi
Louise Bécart, Business Strategy Analyst, Carrington Textiles
Dr Kelly Sheridan, Research Director, The Microfibre Consortium
Dr Anette Van Es, Co-owner, Fibre2Fashion Consulting KIG

Q&A – 10 minutes
Reviewing the effect of potential EU regulations around, microfibre pollution reduction, the digital product passport and green claims to give insights into the actions the professional clothing industry can take to future-proof compliance.

13:00 - 13:10
Will the UK Align or Diverge from EU Sustainability Regulations?

Elena Lai, Secretary-General, European Textiles Services Association (ETSA)
John West, Director of Skills and Training, UKFT

Q&A – 10 minutes
Giving the full picture of UK policy thinking around textile sustainability and highlighting the activities occurring in the UK from Government and industry to transform into a circularity.

13:10 - 13:30
Industry Skills and the Next Generations

Elena Lai, Secretary-General, European Textiles Services Association (ETSA)
John West, Director of Skills and Training, UKFT

Q&A – 5 minutes
Exploring the ongoing activities to promote skills and training in the textile and textile services industries and discussing the challenges in skill retention.

13:30 - 13:35
Closing the PCIAW® Summit Part 1

Elena Lai thanks the speakers for their expert insight in the practicalities of the textile industry keeping ahead of the curve with the changes happening as 2030 approaches, and announces it is time for lunch located by the PCIAW® Exhibition.
PCIAW® Summit Agenda Day 1
Continued

Timeline Continues

10:06 - 10:26
Frost & Sullivan Speaks on Professional Clothing Market Growth Opportunities
Sanjiv Bhaskar, Vice President of Research, Frost & Sullivan
Sanjiv Bhaskar evaluates the market performance of the professional clothing industry, looking at emerging trends such as the re-engineering of supply chains and sustainability investment, comparing with other critical industries that are trying to improve supply chain resilience.

Q&A – 5 minutes

10:26 - 10:46
Green Chemistry
Dr Helmut Krause, Technical Director, Softline & Shoes, Hohenstein
Dr Helmut Krause educates on the responsibilities of chemical management in the professional clothing and textile industries, looking at organic colour dyes and changes in accreditations in consideration of the PFAS debate.

Q&A – 5 minutes

10:46 - 11:15
Networking Break

11:15 - 11:40
EU Regulations on a Trajectory to Mandate Sustainability and Circularity in the Textile Industry
EURATEX Presents on EU Policy Thinking
Dirk Vantyghem, Director-General, European Apparel and Textile Confederation (EURATEX)
Exploring EU Strategy for Sustainable and Circular Textiles and the implications for the textile industry with 20 pieces of European legislation to consider.

Q&A – 5 minutes

11:40-12:20
Implications of EU Ecodesign Regulations
Rossella De Angelis, Group Communication/CSR & Circular Economy Director, Klopman International
Pascale Florant, Secretary-General, GINETEX
Macro Volpi, Customer Relationship Manager, bluesign®
Josh Moody, Director of Product Management, Westex; a Milliken brand
Dr João Valério, CEO, RECUTEX
Discussing the practicalities of ecodesign requirements: recycled content inclusion, repairability and recyclability, in an expert panel to understand how the professional clothing markets will be affected.

Q&A – 10 minutes
Opening Addresses

09:00 - 09:03
Portuguese Opening Address

Rui Moreira, Mayor of Porto

Rui Moreira, Mayor of Porto, extends a warm welcome to attendees of the Professional Clothing Industry Association Worldwide’s (PCIAW®) inaugural overseas event being held in Porto, Portugal.

09:03 - 09:12
PCIAW® Opening Address

John Miln, Chairman, PCIAW®

Yvette Ashby, Chairman, PCIAW®

John Miln and Yvette Ashby welcome delegates to Europe’s biggest professional clothing event.

09:12 - 09:16
ANIVEC Opening Address

César Araújo, President, ANIVEC; CEO, Founder, Calvelex; Founding Board Director, PCIAW®

César Araújo welcomes the PCIAW® Summit, Exhibition & Awards 2023 to Portugal, a long term nearshore manufacturing partner for the professional clothing industry.

09:16 - 09:21
Carrington Textiles Premier Sponsor Address

Neil Davey, Managing Director, Carrington Textiles

Neil Davey speaks on the importance of education and networking in the professional clothing industry, and how PCIAW®’s global advocacy of sustainable practice and social value resonates with Carrington Textiles’ international operation in the workwear fabric markets.

09:21 - 09:36
ETSA Chairs the PCIAW® Summit

Elena Lai, Secretary-General, European Textiles Services Association (ETSA)

Elena Lai, Chair of the event, introduces the PCIAW® Summit, speaking on the important cross over between professional clothing and textile services industries as stakeholders collaborate to achieve the shared objectives of net zero and circularity.

09:36 - 10:06
An Economic Overview

Dr Paulo Portas, Former Deputy Prime Minister 2013 - 2015

Dr Paulo Portas will speak on the changing economic headwinds in the global economy and the implications for industry and business. Dr Portas will consider trends in deglobalisation and the geopolitical landscape.

Opening Addresses End
Tommy Bækgaard Kjær, Chair of Firefighters Health Commission, International Association of Fire and Rescue Services (CTIF)

Tommy Bækgaard Kjær, a seasoned firefighter, specialises in rescue diving and high-risk situations. With over 27 years of experience, he actively addresses psychological well-being and occupational cancers among firefighters. Kjær’s contributions as an Editor, Union Leader, and Board Member have significantly improved firefighter welfare. Founding the Danish Firefighter’s Cancer Organisation, he shares his expertise through articles and international speaking engagements. Recognised with prestigious awards, Kjær now chairs the CTIF Health Commission, continuing his dedication to firefighter safety and well-being.

Peter Broom, Director & Co-Founder, Meryl Fabrics®

After gaining over 30 years’ experience innovating new and improving existing technology for blue chip organisations, Peter co-founded Meryl Fabrics®. Together, with business partners, Peter has created in-house, the first infinitely recyclable fabrics for virtually all applications, from simple face covers to fire-resistance clothing. Mery pioneered this process to reduce the environmental impact with an easily cleaned longer-lasting fabric.

Joseph Ricci, President & CEO, Textile Rental Services Association (TRSA)

As President and CEO of the Textile Rental Services Association, Joseph Ricci leverages decades of leadership experience to serve laundries and allied partners. He provides strategic direction for TRSA and industry advocacy on legislative and regulatory policies. Known for building consensus and developing solutions to complex challenges, Joseph ensures TRSA provides maximum value to its members. His collaboration with global partners advances the Association's mission to promote textile services industry excellence worldwide, environmental impact with an easily cleaned longer-lasting fabric.
PCIAW® Summit 2023
Speakers

Jonathan McKendry,
Business Development Director,
Cooneen Group
Jonathan McKendry is the Business Development Director for Cooneen Group, a leading manufacturer of professional workwear and protective equipment. With over 20 years of experience in the industry, Jonathan has developed extensive knowledge and relationships across the workwear, defense, and protection sectors. In his role at Cooneen Group, Jonathan leads all aspects of new business development, from identifying growth opportunities to managing key client accounts. He has successfully helped the company expand into new markets and increase sales through his strategic vision and business acumen.

Rick Van Es,
Co-owner, Fibre2Fashion Consulting KIG
Rick is the Director and Co-owner and brainchild of the wear2wear (closing the textile loop) consortium. He has over 25 years of experience in textile production, processing, sales and marketing in various end-user segments and across the globe. With an expertise in developing and implementing marketing strategies across different regions, Rick possesses excellent technical and marketing knowledge in the field of automotive, home, protective, and sustainable textiles. Rick was previously Head of Business Unit Protection at Schoeller Textiles and Member of the Advisory Board TechTextil at Messe Frankfurt Exhibition GmbH.

Abby Hannah,
International Business & Strategy Development Manager, Stedfast Inc
Abby has 8 years’ experience in international business development and strategy, focusing on customer satisfaction and retention alongside advancing new business prospects. Abby has honed her ability to develop strategies based on market intelligence working together with operations and procurement to ensure the customer receives the best possible product and experience. Abby appreciates the challenge of working in a busy environment, striving towards deadlines and managing a diverse workload (the more time zones the better). Abby is always engaged in continuous learning and relish a new challenge especially to new places and with new people.

Thomas Verminck,
CEO, Decontex
Thomas started his career with a degree in textile engineering from Ghent University and the role of Product Developer in the Heavy-Duty Liquid department at Procter & Gamble. In 2012, he became president of ENPROTEX, the European Association of end-users, companies and knowledge centres in the field of Protective Textiles. In 2015, he collaborated with Ghent University and other industrial partners to develop a new technology for the decontamination of protective clothing, with a focus on fire gear, named DECONTEX. In 2016, the ‘decontextechnology’ was valuated as the best and only 100% green worldwide decontamination technology to decontaminate fire intervention gear according to REACH and OEKO-TEX class 3, without negative impacts on the gear. Today, Thomas is the CEO of DECONTEX HOLDING NV, a company that owns all ‘DECON IP,’ with a focus on the global implementation of the DECONTEX TECHNOLOGY®.
The New Trajectory

Nisha Muire,
Uniform Program Manager, Air Canada
Nisha Muire is a key part of the uniform department at Air Canada, overseeing the design, supply management, and planning of the organisation’s uniform program. As a skilled liaison, she fosters strong relationships with customers and uniform suppliers, and her expertise ensures smooth operations and effective communication strategies. Her contributions have earned her prestigious accolades, including the PCIAW® 2018 Best Corporate Design Award, and she co-founded the Uniform Buyers Network in 2019.

Gresham Blake,
Owner, Gresham Blake Bespoke Uniforms
Gresham Blake is a British bespoke tailoring and ready-to-wear clothing brand founded in 2000 by Gresham and his wife Fal. Known for quality garments with quirky details, Gresham Blake has attracted high-profile celebrity clients. The brand upholds British eccentricity across bespoke designs and limited edition ready-to-wear collections created in their Brighton studio. With stores in London and Brighton, Gresham Blake combines accessibility and premier service. The brand frequently features in media endorsed by news anchors wearing their signature prints and jacquard silks.

Sarah Wilsher,
Founder, The Menopause at Work
As a transformation coach, trainer and speaker, Sarah supports individuals navigating midlife changes with compassion. She guides clients to embrace menopause transitions confidently. Through workplace training and speaking engagements, Sarah raises awareness and improves understanding of menopause, fighting stigma. Her mission is clear – create an environment where all feel empowered through menstrual health education, amplifying impact on individuals and their networks.

Benjamin Norsworthy,
Co-Founder & Chief Sustainability Officer, Bendi
Benjamin Norsworthy has worked on climate change and sustainability topics for over a decade. He has extensive experience in the fashion industry having worked for Burberry’s in-house responsibility team, with a focus on responsible sourcing strategies for raw materials and circularity. Benjamin was also public affairs lead at sustainable fashion think tank Global Fashion Agenda and the Copenhagen Fashion Summit. Benjamin is currently co-founder and chief sustainability officer at London-based start-up Bendi, helping apparel and textile companies identify supply chain sourcing risks.

Lucy Westgarth,
ESG Lead, Leidos
With 10+ years of experience in supply chain management, Lucy has worked in a range of industries balancing commerciality with necessary compliance requirements across sourcing, procurement and logistics. Having shifted her focus towards ESG, she aims to drive understanding of the compatibility between sustainability and a successful business model. Lucy currently works for Leidos Europe Ltd, the prime contractor on the UK Ministry of Defence “Logistics, Commodities and Services Transformation” contract.
John West,
Director of Skills and Training, UKFT
As Director of Skills and Training at the UK Fashion and Textile Association (UKFT), John West is a respected leader in addressing the industry's skills gap. With decades of experience, West is lauded for transforming vocational training and championing fashion as a career path. His promotion signals UKFT's commitment to nurturing talent and future-proofing British fashion manufacturing.

Paul Farrell,
Sales & Marketing Director, Carrington Textiles
An accomplished influencer at the highest level, leading multichannel Sales & Marketing teams. Paul is a sales and marketing professional with over 30 years of experience. His career-to-date has followed a natural line of progression through to senior leadership roles within both national and international businesses. Paul has a proven track record across multiple sectors and industries in B2B, B2C, offline and online.

Ana Tavares,
CEO, RDD Textiles
Ana Tavares is an experienced leader in sustainable textiles. With an engineering background, she has spearheaded innovation initiatives at companies like Tintex, Smartex, and CITEVE. As CEO of RDD, a joint venture between Valerius Group and Pangaia, Tavares is now focused on scaling new sustainable technologies for the textile industry. Her expertise spans materials science, certification, AI, and the circular economy.

Lara Mazzoni,
Co-Founder & CEO, Bodi.Me
Lara, a seasoned entrepreneur, has over 20 years of experience in luxury and mass-market design. Her company, Bodi.Me, aims to create a sustainable fashion industry by developing technologies that solve fit issues, reduce returns, and enable made-on-demand and made-to-measure models. Lara has created proprietary tools that integrate with other technologies, offering end-to-end solutions for the fashion industry. Bodi.Me's intuitive and versatile tools optimise collections, foster brand loyalty, and minimise wasteful returns, benefiting businesses of all sizes.

Richard Jessup,
Vice President of Sales, Optitex
Richard has over a decade of fashion software experience and expertise, combined with both enterprise level software, and technology-based capital goods. A savvy industry professional, prior to joining Optitex, he successfully built, developed, and managed sales teams in the UK and EMEA for leading software solution providers in the Fashion & Apparel, Automotive, and Furniture industries. Based in the UK, Richard now leads the Optitex global sales function. He is passionate about driving technology to solve the problems faced by many companies today in our sector.
Ed Grigg, Managing Director, Incorporatewear

Ed Grigg is the Managing Director of Incorporatewear, one of the leading suppliers of corporate clothing and workwear in Europe. With over 25 years of experience in the clothing and textile industry, Ed has built an impressive career leading successful companies in this commercial and consulting roles and technology startups, including 5 years at the Boston Consulting Group and as Chief of Staff at the data science startup Pivigo.

Mandeep Soor, CEO & Co-founder, Bendi

Mandeep Soor is Co-founder and CEO at Bendi, helping textile and apparel companies go beyond audits and understand their supply chains in real-time. Previously, Mandeep spent 14 years in leadership positions across commercial and consulting roles and technology startups, including 5 years at the Boston Consulting Group and as Chief of Staff at the data science startup Pivigo.

Louise Bécart, Business Strategy Analyst, Carrington Textiles

By focusing on efficiency, industry 4.0, and sustainability, Louise has been able to put her MEng in Engineering from Hautes Etudes d’Ingénieur in France to good use, both in the fashion and manufacturing industries.

Since joining Pincroft in 2016, Louise has applied her analytical skills on effectively reducing value loss across the business and implementing process driven improvements. Recently, she has been assigned with defining and implementing the group’s sustainability roadmap.

Dr Kelly Sheridan, Research Director, The Microfibre Consortium

As a forensic scientist specialising in the analysis of textile fibres, Dr Kelly Sheridan, Research Director at The Microfibre Consortium (TMC) brings first-hand experience and analytic thinking to the industry challenge of fibre fragmentation. TMC facilitates the development of practical solutions for the textile industry to minimise fibre fragmentation release to the environment from manufacturing and product life cycle. TMC connects academic research with commercial supply chain production to offer solutions to its signatory base, and the greater good of our ecosystems.

Dr Annette Van Es, Co-owner, Fibre2Fashion Consulting KIG

Annette is Director of the circular wear2wear™ consortium. Annette has creative and technical design responsibility in the fields of sustainable fashion, design2recycle, third-party garment making and protective wear. Annette has over 15 years of international experience in various fields of the textile value chain and across several countries, from fashion design, over technical applications and scientific research programs to expertise in full vertical production of fabrics, fashion, sustainable fashion, commission garment production and workwear.
Rossella De Angelis,  
Group Communication/CSR & Circular Economy Director at Klopman International  

Since 2000, Rossella has been working for primary brands/companies as Marketing & Communication Supervisor and Manager up to her current role of Director. Rossella’s professional background started with event organisation, press office, moving up to digital strategy, product marketing, above and below the line. I have a solid background in humanistic studies and a professional curiosity towards the newest technologies and trends.

Pascale Florant,  
Secretary-General, GINETEX  

As Secretary-General of GINETEX since 2010, Pascale Florant has spearheaded key initiatives to develop international standards for textile care labeling and provide guidance on sustainability. With over 20 years in the industry, Pascale brings extensive expertise in connecting textile stakeholders worldwide and driving the adoption of unified care labeling practices. Her leadership enables GINETEX to harmonise standards across markets to support clothing longevity, minimise environmental impact, and educate consumers.

Marco Volpi,  
Customer Relationship Manager, bluesign®  

Marco holds a degree in Economy and Marketing from the University of Milan in Italy. While being in the textile industry for 15 years, he had a solid international experience working both in production and in sales across Europe and Asia. He managed for 6 years his own manufacturing and trading company that he founded in 2009 in India and sold in 2015. Thanks to this background, he got the know how to become the Bluesign® Customer Relationship Manager for Europe.

Josh Moody,  
Director of Product Management, Westex®: A Milliken Brand  

Josh Moody is the Director of Product management at Westex®: A Milliken Brand, a renowned company specialising in flame-resistant (FR) textiles. With his extensive knowledge and expertise in FR fabrics, Josh has been instrumental in driving Westex’s success in providing high-quality FR solutions to various industries. Through his strategic leadership, Westex has expanded its customer base and established a strong reputation for delivering exceptional FR products. Josh’s dedication to safety and his commitment to innovation make him a respected figure in the FR textiles industry.

Dr João Valério,  
CEO, RECUTEX  

As CEO of RECUTEX, Dr. João Valério is a pioneering innovator in textile sustainability. With over 15 years driving circularity, he created groundbreaking recycling technologies enabling large-scale reclamation of end-of-life fabrics. Through extensive R&D, João developed novel methods for upcycling waste into high-quality sustainable materials. He continues leading RECUTEX’s growth at global facilities, collaborating with brands to implement impactful closed-loop solutions. João’s vision and expertise establish him as a leader in textile waste recovery and recycling.
### Elena Lai,
**Secretary-General, European Textiles Services Association (ETSA)**

A driven and reliable European and international director with a strong focus on public affairs and network development. Excellent lobbying/advocacy, networking and negotiation skills. Strong focus on business development and management skills, with a high level of expertise on media, communication and digital areas applied to a wide range of sectors. EU funding and EU projects set-up/implementation, internationalisation of companies, with great focus on large companies and SMEs/start ups.

### Dr Paulo Portas,
**Former Deputy Prime Minister, 2013-2015**

Paulo Portas served as Minister of Foreign Affairs and Deputy Prime Minister of Portugal between 2011-2015. He was also Minister of Defence, between 2002-2005. Dr. Portas was leader of the moderate conservative CDS-PP for 16 years, MP for 7 terms. State Council and National Defence Council member in different periods. He founded Vinciamo Consulting, strategic advisory and business intelligence company, with activities in Americas, Africa, Asia and the Gulf.

### Sanjiv Bhaskar,
**Vice President of Research, Frost & Sullivan**

Sanjiv Bhaskar, Vice President of Research at Frost & Sullivan, is a highly accomplished professional with over 24 years of consulting experience. He specialises in personal protective equipment (PPE), building technologies, industrial automation, environmental, and metals industries. With a strong background in market analysis, M&A research, and strategic planning, Sanjiv has established himself as a renowned thought leader in the PPE industry. His extensive international work experience, coupled with his educational achievements and client advocacy, make him a valuable asset to any team.

### Dr Helmut Krause,
**Technical Director, Softline & Shoes, Hohenstein**

More than 20 years experience in the global consumer products industry. As a PhD Chemist with a solid toxicological background engaged in the testing & inspections industry. As a member of the AFIRM Group’s Laboratory Technical Advisory Committee he supports AFIRM’s mission to reduce use and impact of harmful substances in the supply chain. For many years member of the European Norming Commission CEN and the German Norming Commission DIN.

### Dirk Vantyghem,
**Director-General, European Apparel and Textile Confederation (EURATEX)**

Dirk joined EURATEX as a Director General in September 2019, representing the interests of 160,000 European companies in the textiles and clothing industry towards the European Union. His mandate is to move the organisation forward and to promote a competitive, sustainable and innovative European Textiles and Clothing industry. Prior to EURATEX, Dirk worked for EUROCHAMBRES, the European Chamber of Commerce lobby, as a Director of Operations and previously Director of International Trade. Dirk has an economic background and holds a Masters degree from the College of Europe, Bruges.
PCIAW® Summit 2023
Speakers

Rui Moreira,
Mayor of Porto

Rui Moreira is the serving Mayor of Porto, Portugal since 2013. Whilst officially an independent, he has been supported by CDS - People’s Party since 2013 and the Liberal Initiative since 2021. Rui Moreira graduated in Business from London’s University of Greenwhich and is a successful Portuguese businessman.

John Miln,
Chairman, PCIAW®

John is the Chair of PCIAW® who is supporting the international growth of the professional clothing association. John is the former CEO of the UK Fashion and Textile Association (UKFT) and was instrumental in the growth and success of the UKFT and the numerous businesses it helped to develop and grow. He brings a wealth of experience to the PCIAW®, through the leadership of UKFT and throughout his established career in the textiles and apparel industry, which spanned over 40 years, both in the UK and Internationally.

Yvette Ashby,
CEO & Founder, PCIAW®

As CEO, Yvette Ashby guides the PCIAW® for the benefit of the entire textiles industry. With over 25 years of experience, Yvette has supported the uniform, workwear and PPE industries through various initiatives, such as educational reports, building an extensive network of sustainable manufacturers and responsible buyers, and organising the annual PCIAW® Summit, Exhibition & Awards. Her dedication to collaboration within the industry is unparalleled, and the PCIAW® Trade Association is now an iconic cornerstone which binds the professional clothing industry together.

César Araújo,
President, ANIVEC; Founder, Calvelex; Founding Board Director, PCIAW®

With over 35 years of experience in the clothing industry, César Araújo is a business manager with high experience and know-how in the creation, development and internalisation of businesses, mainly in the corporatewear and fashion markets. He is the Founder and CEO of Calvelex, one of the best-known clothing companies from Portugal with several international offices. César also assembles the position of President of ANIVEC (Portuguese Clothing Industry).

Neil Davey,
Managing Director, Carrington Textiles

With over 30 years of experience in the UK’s textiles industry sector, Neil is Managing Director at the global textiles manufacturer Carrington Textiles. During his time with the company since 2011, he has been dedicated to establishing strong customer partnerships worldwide. Neil has been instrumental in expanding Carrington’s customer base in new regions and developing product ranges tailored to meet specific environmental requirements.
The 2023 PCIAW® Summit is the most ambitious and exciting event to date, as the PCIAW® is taking our event into Europe for the first time. The networking event is a unique opportunity to get educated on current affairs facing the professional clothing and textiles industry, and find new partners through our international network of buyers and suppliers for uniforms, workwear, and personal protective equipment (PPE).

‘The New Trajectory’ is the theme of the 2023 Summit, focusing on how the industry can adapt to the changes we face in the years ahead. The industry panels and keynote speakers are set to discuss a variety of topics which are shaping the new landscape of the professional clothing industry, from incoming sustainability legislation to the innovations which are bringing in a new age of efficiency and stability through digitalisation and research.

Carrington Textiles, an international leader in workwear fabrics production, is the Premier Sponsor for the 2023 Summit, Exhibition & Awards and will be giving an address highlighting the need for education and responsibility in our industry. The PCIAW® would also like to thank César Araújo, President of ANIVEC, for helping to organise the event in Porto, Portugal and the factory tours on the first day.

There are a host of keynotes and panels on the agenda, with some of the most pressing discussions focused on new legislation within the EU Strategy for Sustainable and Circular Textiles. Other topics include; an overview of the professional clothing market, responsible chemistry in the textile industry, future-proofing industry skills for the next generation, resilience through digitalisation, uniform buyers navigating supply chain disruption along with diversity and inclusion, tactical innovations in defence textiles, health issues in firefighter PPE, and prolonging the life of healthcare textiles.

The professional clothing industry is about to find itself in a massive transformational period as authorities demand more accountability on businesses to ensure their goods are manufactured ethically, with circularity in mind and minimal impacts on health and the environment. To stay ahead of the curve, the supply chain must embrace a mindset of active engagement, awareness, and collaboration. By drawing on knowledge from the experts at the forefront of our industry, delegates can equip themselves with the insights necessary to navigate this dynamic landscape with agility and drive positive change.

Through educational events and networks the PCIAW® is helping forge a future for the professional clothing industry that embodies sustainability, responsibility, and innovation, and the PCIAW® hope you can join us in Porto to be part of the next step forward.
SUMMIT, EXHIBITION & AWARDS 2023

7 – 9th November
Alfandega Congress
Centre, Porto, Portugal

www.pciaw.org
Alfandega Congress Centre – Archive Hall

PCIAW® Summit, Exhibition & Awards 2023 will be hosted at the Alfandega Porto Congress Centre, Porto, Portugal.

The Alfandega Congress Centre is a restored 19th century customshouse with a rich history situated on the Douro River. Its Neoclassical design provides a unique backdrop for events. Originally built to facilitate river trade, it now hosts conferences, having been adapted to meet modern needs while preserving its architectural heritage.

The event space will be open plan, including stage, tables and exhibition.

The PCIAW® Exhibition offers the unique opportunity to see what innovations are available in the global uniform, workwear and PPE markets, covering diverse industries including industrial, public safety, healthcare, maritime, logistics, travel & tourism, banking, hospitality and more. Uniform and PPE procurement teams can get inspiration on how to improve safety, productivity and brand identity with the latest fabric and garment technologies, whilst the digital technologies ease the administrative burden of uniform management.
The Tunisian Delegation

CEPEX (Tunisian Export Promotion Centre) has 40+ years of experience supporting and guiding Tunisian companies to export worldwide. They aim to enhance the "Tunisia Export" brand, strengthen their position in foreign markets, diversify exports, and optimise free-trade agreements. CEPEX offers a wide range of services and operates with professionalism, customer trust, innovation, and continuous improvement. Their vision is to boost the international presence of Tunisian products and services while focusing on high-value offerings.

Cavalier International is a Tunisian company founded by Mr. Mongi Braham in 1984. The company’s primary focus is manufacturing clothing, textile treatments, and industrial apparel. The company makes high-end workwear for the brands Alpinestars, Kermel, EIKO and Carhart. Most of its products are designed for the Italian, French and German markets. Cavalier International manufactures its goods responsibly, creating products that are socially and environmentally responsible.

Butterfly Design produces and manufactures world-class linen for luxury hotels, the beauty and wellness industry, tablecloths, napkins, curtains, throws, cushions, poufs, and outfits. Since launching in 2018, the textile company has expanded its range to include workwear and hotel uniforms, particularly kitchen wear, corporate wear, medical uniforms, paramedic uniforms, barristers’ uniforms, teachers’ uniforms, aprons, and uniforms for schoolchildren.

DORRATEX is a Tunisian garment company established in 2007. The company is focused on professional clothing, specifically outfits for hotels including kitchen wear, corporate wear, medical and paramedical garments. The company provides professional clothing on a custom basis, through co-contracting, and finished products. DORRATEX manufactures for the BELISSA- BRAGARD- KEIT- SERVI brand, and the company produces most of its products for the French market.

Prym Fashion Tunisie (PFT), established in 1998, is a Tunisian company specialised in the manufacture and distribution of Eclair brand materials and other textile accessories for the clothing industry, including partners in workwear and some of the recognisable professional clothing giants.

Tendance Fashion Textile is a textile company founded in 2001, with 21 years of experience. The company has continued its growth through good business policies, high-quality products and competitive prices supported by dedicated management. The company develops its activities over the long term by respecting the commitments of customers by improving the company’s technology to international standards. Tendance Fashion Textile exports its product to Europe, especially to Belgium as its main market.
Meet the Exhibitors

York Overseas Limited is a garment company established in 1997 with 26 years of experience and a rich array of partnerships and certifications such as Wrap, ISO 14001, Fair Wear, Gore-Tex, GRS, OCS, RCS, RDS, and BCI. The design team is centred around Hong Kong and the development centre in China. With a production base in Vietnam, Myanmar and China, the company specialises in outdoor, professional and functional workwear, and also provides tailor-made solutions.

Lucky Textiles Group is a professional manufacturing enterprise located in Yixing, China that provides global customers with end-to-end services for designing, developing, and manufacturing high-quality fabrics and garments. With an annual production capacity in the billions of meters, Lucky Textiles Group offers fabrics like denim, knits, and piece-dyed fabrics as well as full-package garment manufacturing. Their production facilities, product range, and worldwide customer base position them as a leader in international textile manufacturing.

SKYPRO revolutionizes Uniform Management through excellence, innovation and sustainability. The global Uniform Solutions cover design, production, management, distribution and eco-services as repair, reuse and recycling. SKYPRO ProHealth® textile ensures comfort and safety, while the revolutionary Uniform Management Software, mySkypro, boosts productivity and excels in uniform demand forecasting. SKYPRO has made history as IATA’s first aviation uniform partner and Forbes recognized them as one of Europe’s fastest-growing companies in 2020. Etihad Airways honored SKYPRO as Supplier of the Year in 2016.

PHANTOMLEAF® Textiles GmbH develops and produces woven and knitted fabrics globally. Its domestic partners produce to the highest quality standards with testing being completed by accredited labs. Headquartered in Switzerland, they ensure long lasting and high quality fabrics that give customers the leading edge when performing their duties. Their experience and know-how allows PHANTOMLEAF® to have the flexibility to provide its customers with the best solution for their fabric and technology needs, as well as the ability to develop and test new products.

Coleo transforms textile waste into the garments of the future. Coleo is dedicated to building a circular and sustainable industry, prioritising maximum quality, transparency, and measurable traceability. Their approach revolves around an integrated local and scalable ecosystem that covers all stages of the recycling chain.

ANIVEC is led by highly experienced industry professionals, this trade organisation represents the expanding Portuguese clothing and apparel industry. ANIVEC/APIV represents over 6,000 national companies and offers high-value individually tailored consulting and advisory services. They are also PCIAW®’s long-term nearshore manufacturing partner as well as a Trusted Member.
Meet the Exhibitors

1. **Stedfast**
   - Stedfast is a world leader in manufacturing value-added laminated and coated textiles serving the material to specification needs of industrial, medical, protective clothing and military applications, including chemical and biological weapon resistant textiles. Stedair®, waterproof breathable technologies and Stedfast’s coated fabrics offer new levels of protection and comfort that go above and beyond.

2. **Hohenstein**
   - Hohenstein is dedicated to responsible education in professional clothing and is a global powerhouse for testing, research and certification within the textiles industry. Their focus on science and the advancement of knowledge allows Hohenstein to ensure the safety and reliability of fabrics tested at their many facilities across the world.

3. **Madeira**
   - Wherever your manufacturing base, Madeira supports and supplies the embroiderer. Madeira’s extensive embroidery thread range offers solutions to meet the demands of the Workwear, Uniform, PPE, Corporate Fashion and Smart Textiles sectors. Madeira’s thread portfolio includes rayon, polyester, flame and heat resistant, sustainable, anti-static and high conductive options. For product specific certification, see www.madeira.com.

4. **Lianfa Hengyu Cambodia Garments Co. Ltd**
   - Lianfa Hengyu Cambodia Garments Co. Ltd. is a true vertical supply operation from fabrics to finished shirts. They can provide customers with comprehensive manufacturing solutions tailored to fit their uniform needs. Lianfa Hengyu Cambodia Garments utilises intelligent manufacturing systems such as online visual fabric inspections and MES systems, combining the abilities of humans, machines, and organised processes to achieve more efficient, flexible working methods to produce positive manufacturing outcomes. Lianfa specialises in woven shirts, with a current capacity of 250,000 pcs/month. The new green garment factory capable of producing 2.4 million pieces a year is currently under construction, and will be ready for production in early 2024.

5. **OPTITEX**
   - OPTITEX is a renowned global provider of 2D-3D CAD software for the fashion industry. Their solutions effectively streamline design, development, and production processes, resulting in reduced lead time and precise fit across different sizes. OPTITEX’s pattern-making tools empower brands, retailers, and manufacturers to create complex patterns, dynamic measurements, and detailed costing, leading to substantial waste reduction. With a wide user base of over 30,000 worldwide, they offer cost-effective and sustainable solutions backed by three decades of experience.

6. **Kariwala Industries Ltd.**
   - Kariwala Industries Ltd. is a private label manufacturer with rich social credentials such as Sedex, BSCI, 4 Pillars, Leeds Gold, Wrap, Disney, L’Oreal and Walmart. Kariwala has various product certifications such as Oeko-Tex, GOTS, GRS, Fairtrade. The company is an award winner for it’s quality process and digitalisation of products, and received a UN Global Award for Women Empowerment. The factory has an all-women base, aligned with SDGs.
Westex®: A Milliken Brand is a flame-resistant textile manufacturer that combines its legacy of technical knowledge that dates back to World War II. Innovating the first-ever FR cotton fabric that guarantees life-of-the-garment performance, Westex® utilises state-of-the-art facilities to develop and construct fabrics to industry specifications. PCIAW® are grateful for the continued support of Westex: A Milliken Brand.

Bodi.Me, a leading innovator in apparel size-and-fit technologies, has tackled the problem of size mismatching in the online garment industry with great results. Their user-friendly size advice platform, Size-Me, provides fast and accurate results with minimal data input, reducing returns and increasing efficiency. PCIAW® sincerely appreciates Bodi.Me’s partnership as a Trusted Member within the PCIAW® network.

Gresham Blake is a design-led tailoring business and ready-to-wear clothing brand, offering bespoke, made-to-measure, and limited-edition luxury clothing, shoes, and accessories for both men and women. With stores in Shoreditch, London, and Brighton’s North Laine, they provide worldwide shipping, easy returns, and exceptional customer service. Known for their quirky twist on quality garments, Gresham Blake has dressed high-profile clients like Ray Winstone and Steve Coogan. The PCIAW® team are proud and grateful to be wearing a uniform designed by Gresham Blake at the 2023 PCIAW® event.

Stuncroft, with over 40 years of tailoring experience, specialises in bespoke clothing. They offer made-to-measure shirts, jackets, trousers, waistcoats, and more, ensuring top-notch quality, fit, and timely delivery. By sourcing premium fabrics and linings from renowned mills and wool brokers, Stuncroft provides a refined selection. Their meticulous attention to detail and skilled craftsmanship guarantee precision and personalised style. PCIAW® appreciate Stuncroft’s quality manufacture of the uniforms for the PCIAW® team at the 2023 event.

PULSAR® is one of the UK’s foremost specialists in performance apparel, including hi-vis, flame-retardant and arc-protective clothing. As a PCIAW® Trusted Member, PULSAR® prides itself on partnering with suppliers that are committed to sustainability. PULSAR® has supported this year’s event with branded lanyards and funding.
Meet the Sponsors

The PCIAW® Summit & Awards is one of the biggest events of the year for the world of professional clothing, and an opportunity for all attendees to celebrate the achievements of the industry. This very special 2-day event wouldn’t be possible without the generous support of our many sponsors:

Carrington Textiles is a leading global workwear textile manufacturer with factories in Pakistan, Portugal, and the UK. Producing 130 million meters annually, they export to over 80 countries, supplying fabrics for various industries, including heavy industry, healthcare, defence, and more. With a focus on innovation, Carrington Textiles develops high-performance fabrics and finishes that meet the demanding requirements of workplace environments. Their expertise in flame-retardant, waterproof, and defence fabrics has made them a trusted choice worldwide.

ANIVEC is led by highly experienced industry professionals, this trade organisation represents the expanding Portuguese clothing and apparel industry. ANIVEC/APIV represents over 6,000 national companies and offers high-value individually tailored consulting and advisory services. They are also PCIAW®’s long-term nearshore manufacturing partner as well as a Trusted Member.

CALVELEX is a leading Portuguese textile manufacturer located in one of the most important textile regions in the EU. With roots dating back to 1985, the company has 30,000m² of facilities housing 700 workers who produce around 1 million high-quality garments per year using advanced CAD/CAM systems. Focusing on ladies’ apparel like jackets, trousers, and dresses, CALVELEX exports mainly to Europe and the US. The company leverages Portugal’s strategic location between North America and Europe, and aims to expand through partnerships to develop a robust vertical supply chain domestically and abroad.

Milliken’s textile division is a world renowned leader in enhancing the sustainability, performance, and protective properties of fabrics. Milliken creates technical fabrics for a broad range of global markets, including construction, hospitality, industry and the military. PCIAW® are grateful for their long and continued partnership with Milliken, a PCIAW® Trusted Member.
Speakers
Speakers
Exhibitors

ANIVEC

Stedfast

YORK OVERSEAS LIMITED

International Fabric/Garment Sourcing & Manufacturing

OPTITEX

HOHENSTEIN

MADEIRA
coleo

KARIWALA

PHANTOMLEAF

Lianfa Hengyu Cambodia Garments Co. Ltd

SKYPRO

Phantomleaf

Lucky Textiles Group

TUNISIA EXPORT

ECLAIR

since 1924

DORRATEX

BUTTERFLY DESIGN

luxury linen
Sponsors

Carrington Textiles

ANIVEC APIV

Milliken

Calvelex

Westex

Bodi.me

Gresham Blake

Stuncroft

Pulsar
Tunisian Delegation of Exhibitors
Following on from the success of the PCIAW® nearshore manufacturing project with Tunisia, which saw professional clothing members attend a trade mission to Tunisian factories, a return delegation will be showcasing their capabilities at the PCIAW® Exhibition 2023.

The Tunisian economy is heavily export-based, with the textiles and apparel sector accounting for up to a third of total exports. The Tunisian workwear sector comprises over 116 companies, experiencing a rapid expansion since the 1980s, when competitive production costs, adherence to international standards, and a highly skilled workforce set the sector apart. The country is growing its already successful exports to French, Italian and German brands and is ambitious in seeking to expand its cooperation within the UK market.

Whilst many countries around the world experience skills shortages, Tunisia’s passion for textiles is ingrained in its heritage and culture. The textiles nation is home to 58 vocational training institutions providing courses in textiles and clothing in more than 20 specialities, graduating more than 5,000 students every year, in addition to having 2 higher institutes for technological studies that ensure the training of qualified middle managers and technicians to meet the needs of companies.

The Tunisian textile industry is well-established and experienced in partnering with international partners throughout the supply chain. Tunisia has secured FTAs with Morocco, Egypt, Jordan, and Turkey. Its regional and international integration is evident in its inclusion in 54 bilateral agreements to protect investments.

A Trade and Political Continuity Agreement was signed between Tunisia and the UK in October 2019. The Agreement covers trade benefits and tariff-free trade of industrial products, strengthening the relationship between the UK and Tunisia. In 2018, trade between the two countries was worth £378 million, an increase of 3.0% from the previous year.

The country’s infrastructure and proximity to European markets allow for efficient transport of goods, and Tunisian manufacturers can handle large production volumes and produce innovative, high-tech textiles to the latest standards.

The skilled Tunisian manufacturing base is known for its precision, productivity and flexibility, providing an ideal alternative with all the benefits of nearshoring and lower manufacturing costs. In recent years, Tunisia has focused on high-value activities to support the textile sector, including research and development, design, marketing and branding. Tunisian firms now have the expertise to provide full package services from concept to delivery.

To support the growing textile industry, Tunisia has been upgrading its infrastructure, transportation networks, ports, and utility services, which are being expanded and modernised. There are new industrial parks and special economic zones with tax and customs incentives.

With its reputation for quality and reliability, Tunisia is an attractive partner for workwear brands seeking offshore production. Ongoing government support provides a facilitating environment for investment. The Tunisian textile industry appears well-positioned for continued growth as a supplier to global markets.

The PCIAW® Tunisian Delegation pavilion provides an opportunity for UK brands to connect with vetted Tunisian manufacturers aligned with CSR principles, opening doors to profitable new partnerships in the evolving post-pandemic landscape. By coming together at PCIAW® 2023, UK and Tunisian companies can build relationships and cooperate for mutual benefit far into the future.
Gresham Blake and Stuncroft have returned as the suit sponsors for the 2023 PCIAW® Summit, Exhibition & Awards, providing each member of the PCIAW® team with a bespoke suit inspired by Portuguese Azzurro art.

Azzurro typically takes the medium of ceramic tiles, with iconic white and azure-blue designs which depict landscapes, famous scenes from history, or repeating patterns. The uniform design chosen by the PCIAW® team features one of these beautiful repeating patterns as a highlight feature on the waistcoat, which compliments a matching deep blue suit jacket and trousers.

Gresham Blake is known for their meticulous attention to detail, eccentric design and prized craftsmanship when constructing uniforms. Employing a team of expert designers, tailors and seamstresses, Gresham Blake delivers excellent quality for their clients. From initial design consultations with clients to the finished product, Gresham Blake use their premier skillset to support and guide the client to the design which suits their needs.

PCIAW®’s 2023 suit design will be produced by Stuncroft, utilising a custom-made premium fabric produced exclusively for this event. Stuncroft work with some of the finest mills and weavers in the world to produce their fabrics, with connections to industry elites in France, Italy, and the UK. The partnership between Gresham Blake and Stuncroft on this design will showcase the talent of these premium uniform manufacturers, and ensure the PCIAW® team are looking their best on the night.

Gresham Blake’s design team commented:

“We want to create clothes that make people feel good. The right design can boost confidence creating a uniform that can be worn with pride.

Drawing from our extensive background in bespoke tailoring we know the importance of interpreting a brief thoroughly and delivering a uniform that surpasses the client’s expectations.”

“The right uniform design goes beyond just clothing – it plays a pivotal role in shaping the perception of a business or event. It can influence branding, professionalism, customer experience, and employee morale, all of which contribute to the overall character and success of a space.”

“As the event is being held in Porto this year, our goal was to create a collection that paid tribute to the city’s vibrant atmosphere and deep cultural heritage. Celebrating Portugal’s luxury textile manufacturing industry, we made sure to incorporate a touch of opulence into our designs. Inspired by Porto’s iconic blue and white tiles, our collection incorporates these elements into the jacquard collar and waistcoat details, as well as the printed jacket linings. For the suits, we used navy Envee Collection fabric, ensuring not just style but also comfort and durability for long-lasting enjoyment by the PCIAW® team.”

The team at Stuncroft remarks:

“When translating a design made by a business with genuine design pedigree, it is always important to be faithful to all aspects of the design. To achieve this, we work only with the highest quality factories and technical professionals to translate the design accurately in to the reality of the garments we produce.”

“We invariably produce the small amount of clothing within the expert sample section of our fabric and garment manufacturing sites which follows the same rigorous standards set of the bulk lines but allows us to essentially produce a small amount of bespoke clothing exactly to the clients needs in line with the schedule asked of us.”

“It is always a pleasure to be involved with the team at Gresham Blake who have added their own special magic to the clothing solution we have become accustomed to making annually for the PCIAW® team.”
Milliken HQ, built on a former peach orchard in the 1950s, is now adorned by diverse noble trees that have been nurtured for decades and genuinely capture the forward-thinking nature of the business, by altruistically planting what is to be enjoyed by future generations.

As PCIAW® toured the state-of-the-art manufacturing plants around South Carolina in the US, it was evident that Milliken & Company and Westex have invested heavily in energy-efficient facilities to decarbonise its textile production. The business owns its vertically integrated supply chain from fibre to garment manufacture, giving Milliken and Westex flexible control and transparency of its operations.

One thing that stood out to PCIAW® on the tour of the high-tech factories was a quote on the wall by Roger Milliken, which read: “Operational effectiveness secures the present. Innovation excellence secures the future.”

This ethos of operational effectiveness was clearly visible as PCIAW® toured several of the textile processing plants and there was no place better than the Milliken Innovation Gallery that detailed Roger Milliken’s philosophy on innovation. The breadth of Milliken & Company’s capabilities shone through, with examples ranging from military and fire textiles to roofing reinforcements and table linens.

When sitting down with Josh Moody, Director of Product Management for Westex: A Milliken Brand and Michael Eckert, Director of Brand and Content, Milliken & Company, a statue of a gazelle stood prominently by the window and it was explained that, like the gazelle, it represents Milliken’s ability to pivot at speed.
Milliken & Company and its flame-resistant textile brand, Westex®: A Milliken Brand are returning as Headline Sponsors for the fourth and first time respectively at the PCIAW® Summit, Exhibition & Awards 2023.

As a long-time leader in innovative and sustainable textile solutions for protective clothing and uniforms, Milliken & Company leverages scientific expertise and traceable domestic manufacturing capabilities to engineer high-performance and comfortable fabrics.

Westex®: A Milliken Brand has pioneered durable, flame-resistant fabrics, evolving its proprietary technologies over the last 80 years to integrate arc-flash protective properties into the core of the textile.

Both sponsors underscore PCIAW®’s commitment to thought leadership and partnerships that progress the industry forward. Milliken and Westex representatives convey pride in supporting PCIAW®’s mission and will represent the FR/AR textile market in an industry panel discussion on the practicalities of upcoming ecodesign regulations.

Michael Langley, vice president of protective fabrics, Milliken & Company, commented: “There’s a reason why Milliken continues to participate in the PCIAW® Summit & Awards program year after year. The calibre of professionalism and commitment to propelling our industry forward is unmatched. We’re proud to serve as the Headline Sponsor and can’t wait to gather with leaders in the industry to talk about the next generation of textile sustainability and innovation.”

Josh Moody, director of product management, Westex: A Milliken Brand, commented: “Westex values its steadfast partnership with PCIAW®. We are excited to be part of the PCIAW® Summit, which highlights the association as a valuable resource that links its members to relevant thought leadership for the protective clothing and PPE industries.”

PCIAW® visits the Milliken Textile Business and Westex manufacturing facilities

The PCIAW® team was invited to tour the facilities of Milliken & Company and Westex: A Milliken Brand in May 2023 and had the chance to experience first-hand how the business practices what it preaches.

The grounds of Milliken & Company HQ are a sight to behold. PCIAW® drove through the 600-acre corporate campus, framed by the Milliken Arboretum, which was carefully cultivated based on the vision of the former President and CEO of the business, Roger Milliken.
Lameirinho

LAMEIRİNHİO is a family-owned and run company with a proud tradition, working at the heart of the Portuguese textile industry since 1948. Over the years the company have embraced new materials, fresh designs, innovative technology and sustainable manufacturing. One thing that has never changed is its passion for making the finest quality bed and table linen, both under our own label and for select hotel and luxury brands worldwide. As a company with a strong international reputation, we stand by our motto of Ecologic, Sustainability and Environmental Protection. Constant investment goes into design and innovation, making products of the highest quality with the least impact on our local and global communities.

Polopiqué

Designing, spinning, weaving and manufacturing tomorrow’s fashion Creative Texagility from Portugal to the World

The Polopiqué Group is a Portuguese family-owned company, with decades of textile tradition and history. A complete vertical textile European Group, controlling production from spinning, weaving, knitting and finishing to the manufacturing of high-quality garments for clothing and home textiles. Polopiqué’s Texagility is our unique ability to combine textile expertise with agility and responsiveness. It is our superpower that allows us to quickly and efficiently develop and produce custom textile solutions for our customers, while also maintaining the highest quality standards. We are actively dedicated to sustainable practices, ensuring the responsible utilization of all resources, aiming to give back to our Earth and its communities. Polopiqué - a heritage of excellence, a future of innovation.

Riopele

Founded in 1927, Riopele is one of the most prestigious textile manufacturers in Portugal and an international reference in the creation and production of fabrics for fashion and clothing collections.

As a leading textile manufacturer of fashion fabrics, Riopele integrates the areas of R&D, Spinning, Dyeing, Twisting, Weaving and Finishing, offering a vertical production system that can meet the current demands of the fast-paced fashion industry.

Striving to create innovative and sustainable fashion fabrics, Riopele is focused on achieving operationally carbon neutral by 2027. This includes increasing the use of recycled raw materials. Designing for circularity. Creating fabrics that last longer and adopting cutting-edge technologies for more efficient production processes.

MARFEL

Founded in 1946 in Felgueiras, Portugal, Marfel started as a textile garment factory with a vision to revolutionize the industry.

In the 1960s, Marfel launched their renowned shirt brands, Triple Marfel and Rosa Negra, becoming symbols of national reference.

Besides retail, Marfel is a global leader in Private Label markets, with 40+ clients worldwide, producing for some of the most prestigious fashion brands, with a strong presence in Nordic and American markets.

Their core products include all kinds of garments, such as shirts, blouses, pyjamas, skirts, pants, shorts and dresses.

With more than 75 years of experience, focusing on quality craftsmanship, innovative production methods and customer satisfaction, Marfel remains committed to delivering top-notch products and service quality.

ANIVEC represents the Portuguese apparel industry

The Portuguese textile ecosystem is thriving and ANIVEC proudly represents the businesses within it. Now that the PCIAW® Summit, Exhibition & Awards has taken its first step into the international sphere, it offers the people within the professional clothing industry the opportunity to see for themselves, the nearshore manufacturing quality available.

César Araújo, President of ANIVEC; CEO of Calvelex and PCIAW® Board Director comments:

“I have been collaborating with PCIAW® since its inception and I am proud to be one of the Founding Board Directors. The uniform industry needs consistent quality and that is what I am delighted to prove that Portugal can offer during the PCIAW® Factory Tours.”

In the 1960s, Marfel launched their renowned shirt brands, Triple Marfel and Rosa Negra, becoming symbols of national reference.

Besides retail, Marfel is a global leader in Private Label markets, with 40+ clients worldwide, producing for some of the most prestigious fashion brands, with a strong presence in Nordic and American markets.

Their core products include all kinds of garments, such as shirts, blouses, pyjamas, skirts, pants, shorts and dresses.

With more than 75 years of experience, focusing on quality craftsmanship, innovative production methods and customer satisfaction, Marfel remains committed to delivering top-notch products and service quality.
ANIVEC is the Key Sponsor for 2023

ANIVEC (the Portuguese Association of the Clothing and Apparel Industry) is the Key Sponsor of the PCIAW® Summit, Exhibition & Awards 2023, for the 7th year running.

Portugal is dedicated to developing its textile ecosystem to be one of the most sustainable and environment-conscious in the world. The country is renowned for producing high-quality garments for the global fashion industry and is experiencing significant increase in demand across the professional clothing industry.

A premium textile ecosystem with full capabilities

The country offers great potential for nearshore manufacturing options as the textile and apparel industry considers the resilience of its supply chains. The Portuguese textile apparel industry is made-up of around 6,000 companies and employs more than 100,000 people. The majority of the companies are SMEs in the sector which has a collective export value of €2.89 billion.

Portugal is dedicated to developing its textile ecosystem to be one of the most sustainable and environment-conscious in the world. The country is renowned for producing high-quality garments for the global fashion industry and is experiencing significant increase in demand across the professional clothing industry.

The Portuguese textile ecosystem is broad in its capabilities, garnering a prestigious reputation for luxury and quality. Integral to the country’s economy, Portugal delivers across the entire value chain, from spinning and weaving to dyeing and finishing, right through to garment manufacturing.

MODAPORTUGAL has been at the forefront of promoting the Portuguese textile industry around the world, highlighting the innovation, digitalisation and sustainability in the textile industry. They promote the country’s efforts going into skills and training on the circular economy and sustainable manufacturing. It is through these promotion campaigns that has delivered Portugal the reputation it has earned.

ANIVEC promote the ecosystem in the PCIAW® Factory Tours

As it’s the first time that the PCIAW® Summit, Exhibition & Awards is taking place in Portugal, ANIVEC is proudly organising factory tours for delegates of the event.

The intention is to educate on the capabilities of the Portuguese textile ecosystem, comprising a range of companies that will give delegates the opportunity to see how textiles are processed and how technology is transforming the garment manufacturing processes.

Calvelex

Calvelex is a garment manufacturer founded in 1985, operating 3 production units and 2 logistic centres with over 600 workers. Focused in high-end apparel with expertise in tailoring, the core products are coats, jackets, trousers and dresses. Calvelex has an annual capability to produce over 600K garments, exporting to over 50 markets and currently working with more than 100 different customers. The company continuously invests in cutting edge technology, staff training and up-to-date partnerships to remain competitive in the international textiles industry.

Carité

Tentoes Professional footwear is a creation of the well-established portuguese shoe manufacturer Carité Shoemaking Group that has its origins in 1990.

At the heart of it all, our production infrastructure is a perfect combination of qualified staff, know-how, modern settings and technology.

We interact and provide services adapted to the projects and needs of each of our clients and partners. We strive to respond to our customers’ needs with quality, speed and agility; providing them with a best-in-class experience.

We can give you access to decades of technical knowledge, experience and expertise, articles and collections with features tailored to your needs and expectations.

State-of-the-art footwear design, combined with high-tech materials and technologies, to guarantee high-quality products.

QUALITY FOOTWEAR & INNOVATION IS OUR PASSION

WE ARE READY TO BECOME AN INVALUABLE BUSINESS PARTNER

Carrington Textiles

Carrington Textiles is a workwear textile manufacturer, exporting to more than 80 countries. Carrington partnered with Acabamentos Têxteis SA more than 20 years ago and officially signed a joint venture in 2017. The premises has an annual production capacity of 18 million metres of fabric for workwear and fashion.
How has collaborating with PCIAW® helped to grow Carrington Textiles as a business on a national and international level?

The opportunity to network and make new connections has been invaluable to us. The textiles sector has one of the most complex supply chains of any industry worldwide, therefore, greater collaboration nationally and internationally is of paramount importance. The PCIAW® provides those opportunities and features its members, including us at Carrington Textiles, to offer thought leadership on industry-specific topics that help to progress the professional clothing industry.

How important is PCIAW® in bringing sustainability and circularity into the wider discussion and how has Carrington Textiles leveraged the PCIAW® platform to bring environment-focused solutions to market?

As the industry association, PCIAW® provides the opportunity to engage in these important topics via several routes, including round table events, webinars, online content, and written pieces. Carrington Textiles has invested heavily in the development of new environment-focused fabric solutions for the workwear market and have benefited from being a part of the PCIAW® events, both as presenters and delegates. We believe that sustainability and circularity will continue to be some of the most important topics in our industry and PCIAW® offers the best platform to have these discussions.

What would Carrington Textiles like to say to delegates attending the PCIAW® Summit, Exhibition & Awards in 2023 and what does the business think of hosting the event in Portugal for the very first time?

The PCIAW® Summit, Exhibition and Awards are not only a great opportunity to learn and engage with like-minds, industry-wide but are a celebration of the exceptional work that the professional clothing sector delivers. With a manufacturing base in Portugal, we are excited to showcase our factory and capabilities as the association continues to widen its reach across Europe and the globe. We look forward to seeing everyone there for a productive and enjoyable event!
Carrington Textiles: Premier Sponsor of the PCIAW® Summit, Exhibition & Awards 2023

Carrington Textiles is the Premier Sponsor for the PCIAW® Summit, Exhibition & Awards 2023, hosted in Porto, Portugal for the very first time.

Carrington Textiles is an international fabric manufacturer for the uniform, workwear and PPE markets with 130 years of experience in technical textiles under its belt. The leading innovator has developed solutions ranging from biodegradable synthetic textiles to reusable antiviral healthcare textiles, continuing to improve the protection and safety for workers on the front line.

Since the inception of PCIAW®, Carrington Textiles has been a founding member, advocating for representation for the professional clothing industry, greater collaboration with key stakeholders in the global supply chain and technical education.

PCIAW® spoke with Paul Farrell, Sales & Marketing Director for Carrington Textiles and Non-Executive Board Director of PCIAW® to gain insight into the company’s long-standing collaboration and support of the professional clothing association.

Carrington Textiles is a founding member of PCIAW® from the very beginning, what was the value proposition for the trade body that aligned with Carrington Textiles as a business?

Carrington Textiles works with a breadth of companies up and down the professional clothing supply chain. As a major manufacturer in the space, it’s important that we are an active part of the community and can contribute positively to important topics that help shape the future of our industry. The PCIAW® is an excellent vehicle to achieve this, bringing people together from around the world to create more opportunity and offer education to develop the professional clothing industry.

How have you seen PCIAW® develop and grow after the last 5 years and what are the strengths the organisation brings to the wider professional clothing supply chain?

As the professional clothing association, PCIAW® brings together organisations, experts, and individuals to create a platform that provides business opportunities, professional guidance and strategic support. This has continued to develop over the last 5 years, adding more tools to help businesses grow and ultimately become more successful. With a growing membership and support, this will continue well into the future.
Circular PPE from head-to-toe

Following on from the first-of-its-kind report, Circular Textiles for a Sustainable Future

A major report for the professional clothing and textiles industry

UNIFORMS | WORKWEAR | PPE

COMING SOON
Contents

EG2-3  Forewords
EG6-7  Carrington Textiles
EG8-9  ANIVEC
EG10-11  Milliken & Westex
EG12-13  Gresham Blake & Stuncroft
EG14-15  PCIaW® Tunisian Delegation
EG16-17  Sponsors & Exhibitors
EG18-19  Speakers
EG20-21  Meet the Sponsors
EG22-24  Meet the Exhibitors
EG25  Floor Plan
EG28-36  Summit Speakers
EG37-39  Summit Day 1
EG40-42  Summit Day 2
EG43  Exhibition Landing
EG44  Awards Landing
EG45  Awards Judges
EG46-47  Awards Categories
EG48  PCA Vision Landing
EG49  PCA Vision Fabric Sponsor
EG50-51  PCA Vision Students
EG52-53  PCA Vision Judges

in partnership with

Carrington Textiles

ANIVEC
CALVELEX
Milliken
Gresham Blake
Stuncroft
PULSAR
BODIME

www.pciaw.org
César Araújo  
President, ANIVEC; Founder, Calvelex;  
Founding Board Director, PCIAW®

ANIVEC (the Portuguese Association of Clothing and Apparel Industry) and CENIT (the Textile Intelligence Centre) are delighted to welcome you to the 2023 PCIAW® Summit & Awards.

I am thrilled to welcome you to the 2023 PCIAW® Summit, Exhibition & Awards on behalf of ANIVEC (the Portuguese Association of Clothing and Apparel Industry) and CENIT (the Textile Intelligence Centre). This marks the 7th consecutive year that these esteemed organisations have partnered with PCIAW®, which is a testament to the immense value this event provides.

We are extraordinarily proud to bring the annual PCIAW® Event into Europe and Portugal for the first time, showcasing the value present in Portuguese manufacturing and highlighting the changing landscape of textiles in Europe. This year’s summit is set to cover many important topics from incoming legislation to the future technologies which will change the face of manufacturing. Portuguese manufacturers are always striving to lead the charge of manufacturing excellence, so we are delighted to provide the platform and contribute to these important discussions.

The PCIAW® network is unmatched in connecting apparel and textile professionals worldwide. This summit fosters relationships and sparks ideas that drive innovation in our industry. There will be a strong showing of Portuguese businesses at this year’s event, and we whole heartedly encourage delegates to engage with local manufacturers on the factory tours and grow your connections. These tours will highlight our country’s creative spirit, craftsmanship, and cutting-edge technologies.

Portugal aims to lead the way in ethical, sustainable textile manufacturing. While we already create exceptional garments for professional attire, we are eager to form new partnerships and demonstrate our capabilities as a reliable nearshore partner.

The PCIAW® Summit, Awards & Exhibition has become a can’t-miss event for textile leaders. I am delighted to experience the energy and collaboration this summit fosters every year, and I cannot wait to see what new developments emerge from this year’s discussion. Thank you to ANIVEC, CENIT, and the Portuguese companies in attendance for making this year’s summit a success.

---

Paul Farrell  
Sales & Marketing Director, Carrington Textiles

Greetings to all attending the PCIAW® Summit, Exhibition & Awards 2023!

Representing Carrington Textiles as founding members of the PCIAW®, it brings me immense pleasure to see our collective vision come to life in Portugal, a location close to our manufacturing heart. Our journey with PCIAW® has been one of mutual growth, with the association serving as a beacon, uniting the professional clothing supply chain and fostering invaluable collaborations.

Over the past years, PCIAW® has evolved into a formidable platform, offering businesses the tools and guidance to thrive. Carrington Textiles has been privileged to leverage this platform, expanding our network and fostering collaborations both nationally and internationally.

In today’s world, sustainability and circularity are not mere buzzwords but imperatives. PCIAW® has been instrumental in championing these causes, and we at Carrington Textiles have been honoured to contribute, sharing our environment-focused solutions with the wider community.

To all delegates, this summit is not just an event but a celebration of our industry’s achievements. As we gather for the first time in Portugal, we invite you to experience our manufacturing prowess firsthand. Let’s come together, learn, and pave the way for a brighter, more sustainable future.
Summit, Exhibition & Awards.

Ladies and gentlemen, welcome to the annual Professional Clothing Worldwide, PCIAW® Summit, Exhibition & Awards. This annual gathering has become a cornerstone for our community.

I’m delighted to introduce the Event Guide, spotlighting the 2023 PCIAW® Summit, Exhibition & Awards. This annual gathering has become a cornerstone for our community.

I’m continuously inspired by the dedication and resilience of textile and apparel professionals. Despite ongoing hurdles like supply chain disruptions and climate events, you press on with purpose and passion, which is a thing to be admired.

In particular, I want to recognise those taking steps, big and small, on the sustainability journey. With the textile industry being one of the biggest polluters, transforming practices is an urgent need, not a trend. From devastating wildfires to flooding, the impacts are clear. Events like the PCIAW® Summit allow us to share ideas and solutions to drive collective change.

The PCIAW® Summit promises powerful insights from industry leaders and meaningful conversations which will steer the industry, alongside the PCIAW® Awards which celebrate the incredible achievements of individuals and organisations in our network.

This year’s event will take place in Portugal, at the iconic Alfandega Congress Centre on the Duoro river. The city’s colourful architecture and history of innovation provide an ideal backdrop for this year’s PCIAW® Summit, Exhibition & Awards, and we are excited to be bringing the event to Europe for the first time. Delegates will experience the city’s vibrant energy and cuisine while celebrating the achievements of our industry. Porto’s dynamic mix of storied past and present make it the perfect destination for exchanging ideas, sparking inspiration, and appreciating the passion that unites our community as we shape the future.

I hope the panels, keynotes, and networking at this year’s event allow us to share ideas and solutions to drive progress in our businesses and the wider community. The need for education and information sharing has never been greater, and now is the time to understand what it means to be on “The New Trajectory”.

As the professional clothing industry continues to evolve, this event provides a meeting place to connect, share ideas, and drive innovation through collaboration.

Over my six decades working in the textile industry, I have witnessed great changes in technology, business practices, and perhaps most importantly, sustainability.

When I entered this industry, our impact on the environment was an afterthought at best. Materials went in the bin without a second glance, and waste was simply waste. How far we’ve come since then.

Today, sustainability is top of the agenda. We now understand the consequences – for people and planet – of wastefulness and pollution. Recycling, reducing, and reusing are becoming priority ambitions. Even so, we are still on a journey. True sustainability requires a complete rethink and redesign of entire systems of production and consumption.

At this year’s event, a host of expert speakers will discuss a variety of topics from new eco regulations affecting the European market to discussions on how to protect firefighters with innovations in textiles and decontamination, and likewise in this issue we discuss important topics such as inclusivity in professional clothing and supply chain resilience.

I believe education is the critical starting point, as every other facet of the industry benefits from knowledgeable professionals. Changing regulations, sustainability technologies, and best practices are constantly progressing, and if companies don’t adapt, they will almost certainly be left behind.

Of course, this shift will have costs, but sticking to business as usual will have far greater costs over the long term. As a collective voice of the industry, we can find ways to do right by people, planet, and profit, and the educational work that PCIAW® does every day is helping steer the industry on the right path.

My hope is that the 2023 PCIAW® Summit, Exhibition & Awards leaves all attendees energised and equipped to drive progress in their businesses and the wider community. The need for education and information sharing has never been greater, and now is the time to understand what it means to be on “The New Trajectory”.

Yvette Ashby
CEO & Founder, PCIAW®
Carrington Textiles is a proud sponsor of the PCIAW® Summit, Exhibition & Awards 2023.

SUSTAINABLE WORKWEAR FABRICS THAT DON’T COST THE ENVIRONMENT