

**Information Pack**

**Corporate structure and key partners**

Champion Teamwear was an Australian based division of global giant Hanesbrands Inc, a   
New York Stock exchange listed company with an annual turnover in excess of 8 billion dollars.

Champion Teamwear was assembled over the last 7 years through the acquisition of Australia’s leading elite sport and educational sector sportswear labels:

* Kea
* Track n Field
* Rider
* Leluu
* Performax

This brought together the combined resources, expertise and industry experience of the key players in the custom-made sector.

**The strengths of all 8 labels brought together under the one entity created Champion Teamwear** – **with the leading component of the business focus being: Design, Development, Project Management of large scale sport uniform reviews, and redesigns nationally to the education sector.**

**Champion Teamwear ‘spin off ’ to OnTrack Sportswear**

With the mid 2016 acquisition of Australian apparel giant – Pacific Brands (Pac Brands, whose labels include Bonds, Berlei, Sheridan) by Hanesbrands Inc, a strategic review of the joint Australian operation was undertaken on how best to merge the Pac Brands and Hanesbrands businesses.

**It was viewed that the “custom” division being “Champion Teamwear” be packaged into   
a standalone entity and divested as a unique business model. The business was offered to the senior executive of this division – Guy Tuthill, Managing Director of Hanesbrands Australia and previous owner of Track n Field Sportswear, Leluu and the Performax Brands, with March 2017 being the transition date of Champion Teamwear to OnTrack Sportswear. This included 100% of the resources, personnel and supply chain management transferring to the new entity – OnTrack Sportswear. This also returned the division to a fully Australian owned and managed private equity company. OnTrack Sportswear are the largest and most experienced supplier of Private School uniforms within Australia.**

**In addition to specific uniform supply, OnTrack Sportswear carry basic stock product enabling us to fulfil any urgent needs including warm-up tops, jackets, t-shirts and sweats.**

**OnTrack organisational model**

**Personnel**

Management Team 5

**Creative Design Unit 3**

Product Development R&D Team 3

**Production (Local) 5**

Sourcing (Off Shore) 2

**Customer Service Team 3**

Warehouse/Despatch 2

**Business Development /Sales 3**

ICT 1

**Interstate offices**

Sydney 4

**Adelaide 1**

Perth 3

**Brisbane 1**

Tasmania 2

**Key partners   
Manufacturing**

Four key supply chain partnerships have been established over a long period of time. The strategic focus being, to align the manufacturing model with specific garment specialists and to work closely with them utilising their core strength fabric and disciplines.

**Factory A – Wovens**

Specialises in woven and bonded fabrics that are used in the manufacture of key items, which include items such as jackets, pants and shorts.

**Factory B – Knits**

Specialises in knitted fabrics that cover high volume areas of polo shirts and rugby jumpers. They have the capacity to carry a range of “Knit Types” to cover the areas required within the polo and rugby categories.

**Factory C – Prints**

Sublimation print specialists, covering the detailed area of “Game Day” performance wear. This area is complex and a very different area of manufacturing to the woven and knits, which are more conventional, garment manufacturing.

**Factory D – Dual manufacturing facility**

Australian made production is still a highly valued key component of our business model. Being able to complete the small run/quick response requirement of our clients is critical to the successful partnerships we have established. Our ability to respond to the sometimes urgent or specialist needs of clients that arise from time to time is a huge asset.

**Our primary philosophy is to build long term supply arrangements with our joint venture partners in manufacturing, under the direction of specialist makers within their disciplines of garment/fabric construction. Our range of supply chain is sourced from:**

**Zhongshan, China Bangbon, Thailand**

**Watalla, Sri Lanka Melbourne, Australia**

**OnTrack “Connect”**

As part of the Master Plan Project Management Model, we commit to working closely with your school to design and develop the full range of sports uniform required.

Once the creative look has been established, we consult with the college uniform management on who is the best fit supplier for specialist garments eg: Swimwear, rowing, water polo, sailing, equestrian and triathlon, as well as key accessories such as bags, caps, water bottles, towels, etc. Once the best fit manufacturer has been selected, we jointly handover the details required for the item to be produced to the college’s needs. From this point the college and the selected manufacture then move to a standard buyer/supplier arrangement.

You may already be working with some of our current “Connect” suppliers. If the college already has a current supplier for an item, and this is the preferred supplier moving forward, then we work closely with them to establish the new creative look and feel.

**We view this “Connect” stage as vital to the successful role out of a co-ordinated, consistent, “one look” for your school. It ensures the integrity of the design package, which has been created.**

**Attractiveness, wearability,   
robustness of materials**

**Attractiveness**

Attractiveness is critical for the uniform to have the maximum positive influence on the culture within a school.

If we asked the students about attractiveness of the clothes they are asked to wear with pride, we are confident their response would include:

*“The level of attractiveness of the garment is everything and is directly proportional in how we wear it and the level of pride we show.”*

We have had overwhelming success with taking what the retail market would describe as “unsellable colours” to the consumer and designed and developed winning combinations that have become signatures for their schools.

Some case studies we will present in person to you, but picture some of the following combinations we have worked with to arrive at an “attractive” outcome:

* Purple and Gold
* Brown and White
* Bottle, Black and Gold
* Maroon and Grey
* Navy, Maroon, Sky
* Orange, Yellow, Sky, Navy, White
* Magenta, Gold, White, Black

We can all design safe colours combinations well. We accept the challenge of what we refer to as “non-traditional” clothing colours and blend them into a – balance on the body – tone that works.

There is no harsher demographic than 13-17 year old’s to judge “attractive” uniform designs. This statement always forms part of our thinking when developing concepts for the education sector, and we ask ourselves this question before every presentation.

“*What would the students be saying if they were in the room?”*

**Wearability & robustness**

A strong consideration at the initial research & development stage of sourcing is “is it school tough”balanced with “is it wearable” vs “wearability”?

All sets of industry tests and measurements are undertaken in the early stages to bench mark key areas of pilling, colourfastness, longevity, shrinkage, UV, flammable rating and other tests as required.

The best benchmarking occurs via the success rate of the product in the marketplace with 1,000 students covering both genders, all year levels ELC to Year 12, in all states and climates. Along with the knowledge and understanding that a community of your school size will have the full cross section of people’s individual thoughts, needs and behaviours towards clothing and a wide range of opinions, that society has on what is wearability and robustness in clothing.

We are very confident of our ability to bring to your school the right fabrics that are “fit for purpose” and covers the student’s needs, parent’s wants, the sports requirements at a price-point and longevity of product. This is highly successful throughout our existing client base.

An “unintended consequence” resulting from a survey we undertake 3-5 years after the launch of a new look and range is the quality, volume and pricing of our garments on the schools 2nd hand uniform rack. This is a strong indicator of performance.

We have also learned that there are a lot of urban myths about clothing and especially school uniforms. We all need to be mindful and respectful of these … however, be conscious of what is fact v’s fiction.

**Production and Delivery Timeline**

|  |  |  |  |
| --- | --- | --- | --- |
| **PRODUCTION LEAD TIMES** | | | |
| \* These timings below start once we have received customer **approval on the artwork/strike-off** | | | |
| \*\* These timings below start once we have received customer **approval on the pre-production sample** | | | |
| \*\*\* Embellishment must be approved for any garment to avoid delay in production, timings start once we receive the signed approval form back. | | | |
| **These are estimate times frames only. The timings below do not include delivery to Your schoolor organisation.** | | | |
| **SUBLIMATION** | **Minimum timeframe**  **required for  BULK production** | **KNITTED** | **Minimum timeframe**  **required for  BULK production** |
| Import Sub Air (Repeat) | 42 days | Rugby | 42 days |
| Import Sub Sea (Repeat) | 70 days | Rugby (+ Embroidery) | 49 days |
| Import New Sub Air \* | 42 days | Rugby (+ Digital/Plastisol) | 49 days |
| Import New Sub Sea \* | 80 days | Rugby (+ Screen Print) | 66 days |
| Local Sub | 35 days | Socks | 56 days |
| **CUT & SEW** | **Minimum timeframe**  **required for  BULK production** | **STOCK EX HBI –**  **(Stock in the warehouse)** | **Minimum timeframe**  **required for  BULK production** |
| Local Cut & Sew (Repeat) | 35 days | Stock ex HBI | 7 days |
| Local Cut & Sew (+ Embroidery) | 42 days | Stock ex HBI (+ Embroidery) \*\*\* | 21 days |
| Local Cut & Sew (+ Dig/Plastisol) | 42 days | Stock ex HBI (+ Dig/Plastisol) \*\*\* | 14 day |
| Local Cut & Sew (+ Screen Print) | 49 days | Stock ex HBI (+ Screen Print) \*\*\* | 21 days |
| Import (Repeat) Cut & Sew Air | 42 days | **EXPRESS**  **(Stock that is ordered externally)** | **Minimum timeframe**  **required for  BULK production** |
| Import (Repeat) Cut & Sew Sea | 65 days | Express (Stock that needs to be ordered externally) | 14 days |
| Import New C&S Air \*\* | 76 days | Express (+ Embroidery) \*\*\* | 28 days |
| Import New C&S Sea \*\* | 108 days | Express (+ Dig/Plastisol) \*\*\* | 21 days |
|  |  | Express (+ Screen Print) \*\*\* | 28 days |
|  | | | |
| **SEA FREIGHT SCHEDULE** | | | |
| **ORDER RECEIVED BY CHAMPION TEAMWEAR** | | **ETA INTO CHAMPION TEAMWEAR** | |
| 13/01/2017 | | 31/03/2017 | |
| 17/02/2017 | | 5/05/2017 | |
| 24/03/2017 | | 9/06/2017 | |
| 28/04/2017 | | 7/07/2017 | |
| 30/06/2017 | | 15/09/2017 | |
| 4/08/2017 | | 20/10/2017 | |
| **FACTORY CLOSURES** | | | |
| **PLEASE FACTOR THESE INTO YOUR DELIVERY DATES** | | **ETA INTO CHAMPION TEAMWEAR** | |
| Chinese Moon Festival | | 04 Oct - 11 Oct 2017 | |
| Chinese New Year | | 15 Feb - 15 March 2018 | |
| Thai New Year | | 13 April - 17 April 2018 | |

**Web content, visuals, product information, marketing and communication**

This is very much a strength area of what we bring to each project as part of our Partnership approach and *“we are all in this together attitude”* from the start of the project to the roll-out of the sports uniform Master Plan.

It is often the difference in what should be, but not always is, a PR Positive Project for the college. We would like to present various case studies we have undertaken with clients to ensure the successful communication to all stakeholders within the college community.

Including what we view as a new level of “release” by Prince Alfred College, Adelaide last month via You Tube. A project we worked on together with their marketing department to communicate the story behind the new look to over 1400 members of the PAC community.

[**Click here to view Prince Alfred Uniform Release Video**](https://www.youtube.com/watch?v=prGi4OEehzs)

**What is Unique … About us**

**Total project management**

We bring a Master Plan approach and methodology that is proven within the education sector that is ‘owned’ by your school as the project evolves.

**Creative**

We are modern, progressive and innovative in our thinking, our creativity via our philosophy based on the 70/30 principals of design.

***‘We get Culture’***

**Solutions**

We bring to you solutions for all the often complex twists and turns that are part of the sports uniform mix. We don’t say that we have all the answers, but we will bring to the college proven ways to approach each situation, so that the college can make informed and considered decisions that set the direction.

**Commitment to excellence**

You will get the full attention from our team to deliver an outstanding uniform for St Patrick’s Cathedral.

**A partnership**

In all areas of the project, we will leave no stone unturned.

**Your school is Unique**

It is important for us to internally understand and externally communicate that our view   
is – no two schools are the same – which is why we bring experience, case studies and proven methodologies to the project.

There is only one of *your school* and we view you as one.

We are not true to our word, or true to our values, if we don’t respect that *your school* is unique.

*The unknown becomes known.*

*It is a journey … 2017 to 2027 and beyond.*

*We collectively are setting a 10-15 year culture path … a Legacy.*

**Environment, social responsibility  
and ethical compliance**

A global challenge that we all have to play a part in, is to aim to “make a difference”.   
We will touch on various areas that we are focussing on as an organisation, and as an industry collective, to seek continual environmental improvement in areas of water usage, pollution electricity efficiency, and coal to gas-fired fabric mills, packaging and wastage.

We would also like to take the opportunity to present our commitment to Global Ethical Compliance and Social Reasonability Accreditation that our JV supply partners are committed to.

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We look forward to discussing your uniform requirements in more detail.

Kind regards,

Guy Tuthill