



THE MOUNTAIN PEOPLE

Sustainability Report 2023



IT'S IN OUR DNA

Contents

3 About Us and This Report

4 Highlights of 2022/3

5-12 Product

6-7 Material Facts

13-21 Planet

14-15 Our Carbon Emissions

22-27 Partner

28-36 People

37 Our Global Footprint

38 Who We Work With

Message From Our CEO

After the challenges of the previous few years, 2022 gave us the opportunity to realise some of the benefits we've achieved after the hard work and decisions we've been making through this period.

In the first half of the year, we achieved Fair Wear Leader Status barely two years into our membership. This is not just a result of our collaborative work with Fair Wear Foundation and other brands, but also the importance we place on building relationships and supporting production partners wherever they are across the globe.

In the second half of the year, we launched Material Facts, an industry-first which allows us to share product data in a clear and simple way. Driven by our need for accuracy, and a belief in trust and honesty, we were frustrated with the lack of clarity and assumptions around sustainability criteria. We are challenging others to join us in sharing the same way.

We remained a Climate Neutral Company, and continue to find ways to reduce our impact. We are working hard to increase the use of renewables in our supply chain, but also leaving no stone unturned using our 'marginal gains' mindset with our product development. While our overall emissions continue to rise due to increased production, our item-level carbon emissions have reduced for the third consecutive year.

Alongside these big steps forward in our environmental and social impact, 2022 was also the year that Equip regained our independence through a new banking arrangement. Plus, we achieved the milestone of £100m turnover well before the end of FY23.

2023 will no doubt present new challenges; economic uncertainty, consumer confidence and continued climate challenges. But the key to negotiating these issues is decision-making. I've learnt that often there is no right or wrong answer but if you don't make a decision, you don't move forward. We are a business that has the people in place to make decisions and act, which keeps us moving forward, whatever the next challenges may be.

Matt Gowar
Equip CEO and Owner, May 2023



About Us and This Report

Rab and Lowe Alpine are owned and operated by Equip Outdoor Technologies UK Ltd. We're an independent international business with our head office in Derbyshire, UK.

Our experienced team develop high-performance products designed to give you absolute protection, comfort, and freedom in the toughest mountain conditions. Our products are tried, trusted, and the first choice for countless climbers, hikers, runners, skiers, and cyclists seeking adventure.

We're also passionate about these activities and the mountains ourselves, and see the effects of climate change when we're enjoying the outdoors. That's why we are driving industry-wide change and addressing the big challenges facing our sector.

In 2022 we launched Material Facts, an industry first point-of-sale ingredients label for sustainability criteria. Consumers will see this on products later in 2023.

This builds on many areas where Equip is taking a role in minimising our environmental and social impacts. We were one of the first outdoor brands to be certified as a Climate Neutral Company. We are a Fair Wear Foundation leader brand, driving improvements that are making clothing production fairer for everyone. We continue to expand our care and repair service centres, to keep our products performing better, for longer. We are pushing marginal gains in every area like swapping trims to recycled fabrics and removing 'hidden' fluorocarbons. We continue the move to 100% renewable electricity in the majority of our offices and warehouses.

This is where we are in 2023.



This report covers 1st February 2022 to 31st January 2023.



THE MOUNTAIN PEOPLE

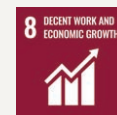
We support the **UN Sustainable Development Goals**. They address the global challenges we all face. Though all the goals are important, the five areas we can make the biggest difference are:



GOAL 3:
GOOD HEALTH AND WELL-BEING



GOAL 5:
GENDER EQUALITY



GOAL 8:
DECENT WORK AND ECONOMIC GROWTH



GOAL 12:
RESPONSIBLE CONSUMPTION AND PRODUCTION



GOAL 13:
CLIMATE ACTION



Our Sustainability Highlights

4 Outward Bound Trust employee ambassadors



80% of Rab AW23 products are 100% fluorocarbon-free



Achieved Fair Wear Foundation "Leader" status after only two years of membership.

74% of our products came from partners we've worked with for more than five years



530

Material Facts tables published

Material Facts	
Rab Microlight Alpine Jacket Work	
Total Recycled Content*	90%
Fabric	100%
Outer	97%
Liner	100%
Down	100%
Zip	40%
Trims	11%
Fluorocarbon (PFC) Content	PFC-Free
DWR	PFC-Free
Hydrophobic Down	PFC-Free
Zip	PFC-Free
Trims	PFC-Free
Manufactured in Indonesia	

*Calculations based upon the weight of component's size 10. For more information see www.rab.eu/green



4th year as a Climate Neutral Company



17.6% CO₂e reduction per unit produced vs 2019*
(*our baseline emissions year)

12.25kg CO₂e average per product

737 volunteer hours



15,416 product washed and repaired



90% of our production volume came from manufacturing sites audited by a third party (Fair Wear of amfori BSCI) at least once in the last three years



+£8000 generated from consumers through the 'no free returns' project donated to charities



15416

The numbers 15416 are rendered in a large, bold, white-outlined font. Each digit is filled with a photograph showing hands working on a bright yellow fabric, likely a jacket or quilt, with a sewing machine or needle and thread visible in some of the images.

WASH AND REPAIRS IN 2022

Sustainability. It's complicated.

We're helping you to make informed choices by giving you the raw data. Clear. Concise. Honest. We pledge to be transparent, showing you how our products are made, from which materials, and where.

Consumers are demanding more. As an industry we must be clear about the data, the claims, and the complexities of our product composition. It's the right thing to do.

Material Facts is the way forward.

From Autumn/Winter 2023, you'll start to see Material Facts tables appearing on our product pages. These break down the product's sustainability credentials by component, presented in a concise, easy-to-understand format.

Total recycled materials by weight, followed by a detailed breakdown

Material Facts

Rab Microlight Alpine Jacket Women's

Total Recycled Content*	
Fabric	100%
Outer	100%
Liner	100%
Down	100%
Zips	40%
Trims	11%

Fluorocarbon (PFC) Content	
DWR	PFC-Free
Hydrophobic Down	PFC-Free
Zips	PFC-Free
Trims	PFC-Free

Manufactured in Indonesia

*Calculations based upon the weight of a UK women's size 10. For more information see www.rab.equipment/material-facts

QDB-13 Version Issued 03/2023

Recycled content split by fabric type

Is the product as a whole fluorocarbon-free?

Country of Origin

Product code and season

Recycled content in the insulation, zips, and trims

Fluorocarbon content by component

The small print – size and weight assumptions

Material Facts

Eco. Green. Planet friendly. What does it really mean?

We're making it easier to navigate the complexities of sustainability and we're inviting retailers, brands and stakeholders to join our journey.

Material Facts is our gift to the industry.

Consumers and retailers want accurate and honest sustainability claims about their products.

Material Facts delivers that.

Already launched to our retail partners, it will be rolled out to consumers in Autumn/Winter 2023.

Material Facts will be available for every apparel product, disclosing accurate recycled material content (by % weight), fluorocarbon status and production location, with more criteria to be added in the future.

As we move towards Net Zero emissions by 2030, we're making incremental improvements to our products. Not just in face fabric, but in details such as toggles and zip tape.

These marginal gains are explained in an open, honest and easy-to-understand format.

Material Facts will be available on our website and reached through a QR code printed on every product's hangtag, as well as provided to retailers for their own channels.

Through Material Facts, we are supporting the European Outdoor Group's (EOG) Sustainability Data Exchange Project, which addresses the need for alignment on product sustainability communication between brands and retailers.



“For us, introducing Material Facts is the only way forward. We may not have it right (yet) but we are transparent, show our methodology and are open to an industry-wide dialogue. To create real change in the industry, we call other brands and retailers to join our path and disclose the same.”

- Tim Fish, Product Director



Huw James, Rab ambassador and science communicator scrutinises Material Facts



Eradicating fluorocarbons by AW24

When fluorocarbons are mentioned in the outdoor sector, people often only talk about Durable Water Repellent coatings (DWRs).

We could tell you that 82% of Rab products with a DWR in AW23 will have a fluorocarbon-free DWR - but that is not the whole story.

What is often overlooked is that fluorocarbons can also be used in waterproof membranes, zips, and trims. We want to tell the whole story. That's why we talk about fluorocarbon-free products, not just fluorocarbon-free DWRs.

So, we're proud that 80% of Rab AW23 products will be fluorocarbon-free products. That 2% difference might not matter to everyone. But it does to us.

We can't do this alone

Our Shell range has the most products containing fluorocarbons. Over 70% have membranes that are manufactured using fluorocarbons. That's why we're working closely with our partner GORE-TEX to find alternatives. We're launching our first fluorocarbon-free GORE-TEX jacket in AW23, the Namche Jacket.

We also know that many waterproof zips use fluorocarbons when manufactured. We're working closely with our partner YKK® to find fluorocarbon-free alternatives that meet our standards.

We're still on track to meet our AW24 target. Using our Mountain Manifesto mindset and working with our ingredient partners will be key to our success.

We've made progress since we last reported

We've switched more DWRs and membranes to fluorocarbon-free, improving from 64% of Rab AW22 products being fluorocarbon-free. We've worked closely with our zips and trims suppliers making sure we know exactly where fluorocarbons are used, and where we can switch to alternatives.

57%

of Rab products with a DWR in AW22 have a fluorocarbon-free DWR

82%

of Rab products with a DWR in AW23 have a fluorocarbon-free DWR

64%

of Rab AW22 products are fluorocarbon-free products

80%

of Rab AW23 products are fluorocarbon-free products

100%

of fabric purchased for Lowe Alpine packs is fluorocarbon-free



Understanding microfibres

Our materials experts are engaged with ongoing research to increase understanding of microfibres. Microfibres, or fibre shedding, is the process of fibre loss from a textile product during its life.




We know that all types of fibres have the tendency to shed to some extent - the full impact of their presence and impact on human and animal health and the environment are growing areas of research.

The Microfibre Consortium (TMC) 2030 Commitment

We are committed to The Microfibre 2030 Commitment. A roadmap for the outdoor sector to take meaningful, science-based, coordinated action on fibre shedding from textiles. By working with TMC we can contribute to anonymised testing data and collaborate with peers on research topics.



Our commitment

-  Test 100% of new midlayer fabrics from AW21 onwards
-  Test baselayers from AW22 onwards
-  Submit all TMC test data to the Microfibre Data Portal (a minimum of five test fabrics per year)

We are gradually swapping over to TMC test methodology from an alternative that was being used in some of our third-party verified labs.



Our testing

In 2022 year we reported that we tested 66% of AW21 new fabrics for microfibre impact. Since then, we have improved our reporting and results.



	FLEECE/MIDLAYER			BASELAYER		
	% of all fabrics tested*	No tested using TMC method	% of new fabrics tested	% of all fabrics tested*	No tested using TMC method	% of new fabrics tested
AW21	83%	3	100%	-	-	-
SS22	89%	1	100%	-	-	-
AW22	96%	4	100%	67%	4	NA
SS23	100%	3	100%	86%	1	NA

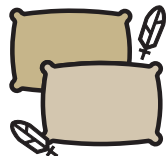
*Using AATCC TM 212 test method and/or TMC test method

Animal Welfare

There are times when animal by-products offer performance, weight or insulation benefits that exceed their synthetic alternatives. Where we use animal products, we have controls in place to ensure that we always source from partners with strict adherence to animal welfare standards.

Equip will only do business with suppliers who source animal by-products from reputable partners that use fair and humane animal welfare practices.

- ✓ Only use leather originating as a by-product from animals bred for meat production.
- ✓ Only source from suppliers whose processes are certified by the Leather Working Group (LWG).
- ✓ Never accept exotic skins or skins from wild animals.
- ✓ Never use wool from farms or suppliers that practise mulesing.
- ✓ Never use Angora or Mohair.
- ✓ Never use real fur.
- ✓ Stopped sourcing silk in 2021.



Down

All of our virgin down is certified to the Responsible Down Standard (RDS). The RDS independently certifies down against animal welfare requirements and tracks it from the source to the final product.

- ✓ Every stage is certificated from farm to final product
- ✓ Respect for the animal welfare of the birds throughout their lives
- ✓ Live plucking or moult-harvesting is prohibited
- ✓ Force-feeding is also prohibited

Recycled Down

We use recycled down in many products. This cannot be RDS certified. We only source recycled down certified through the Global Recycled Standard (GRS), a voluntary standard for tracking and verifying the content of recycled materials.

Rab Service Centre

We have extended the life of over 15,000 products

Since our inception, we've been offering repair and wash services to give gear a second chance.

In 2022 we opened two new service centres in addition to our existing ones. Our service centres can now be found in:

- UK
- Netherlands
- Canada
- USA

Our service centres are part of our DNA, honouring our promise to keep products going for as long as possible.

At the heart of this is our Second Stitch programme, offering many of the same expert fixes as our standard repairs service but repairs using recycled fabric and offcut materials that would otherwise have been sent to landfill.

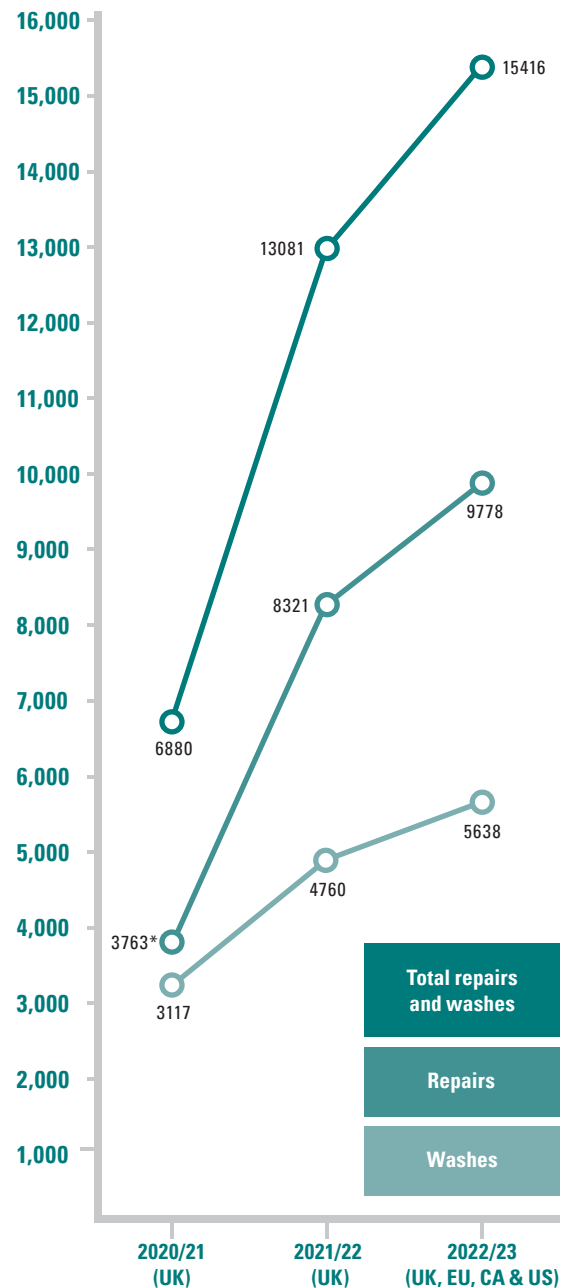


Rab Service Centre



“My coat has been restored completely after a very bad tear. I can’t see where it was damaged at all! Remarkable - this is my second time using the service. Excellent!”
- Judi (@judi_spiers)

“You repaired my hood a few years ago. My ‘big Rab’ is still going strong...nine years in.”
- Donna (@donnasbigwalk)



*Repairs did not go live as a 'purchasable service' on our website until May 2020 so year-to-year figures on Repairs will be skewed

“With our highly experienced team, we can help consumers to keep their gear in peak condition, thus extending its lifetime and reducing the amount of waste going to landfill.”

- Robert Brunet, Country Manager Canada

Rab Rental

We know how expensive it is to invest in specialist gear – especially for one-off trips and expeditions.

So, in April 2022, we launched Rab Rental – supplying high-quality kit for our customers when they need it.

No need to compromise on cheaper, poor quality products. No more one-trip gear gathering dust in the back of a cupboard or dumped in landfill.

We clean, re-proof and repair all rented gear as necessary, so it's in peak condition for the next adventure. And, at the end of its rental life, products are either cleaned, serviced and upcycled or stripped for parts which can be recycled.

Our rental service is currently available in the UK only, but we hope to roll this out to other regions in the future.

“This trip (to Svinafellsjokull Glacier, Iceland) was the first for our team to try out the Rab rental service and it did not disappoint!”

- Huw James, Rab Ambassador, January 2023



Rab Rental

Since Rab Rental launched, we have rented specialist kit for 84 different events.

There's no such thing as free returns

So, we don't offer free returns anymore.

Instead we aim to reduce the number of returns by encouraging customers to think before they buy from our website.

Over-ordering has an environmental impact, from creating unnecessary cleaning, repairs, and packaging waste, to seeking alternative sales outlets for unwanted items.

We understand that returns are sometimes necessary so we offer a subsidised next-day, insured, courier return service. 50% of this payment is donated to our partners – the Outward Bound Trust and the European Outdoor Conservation Association (EOCA).



UK returns 2022 total donation to Outward Bound Trust

£7662



Europe returns 2022 total donation to EOCA

€856

17.6%

REDUCTION IN GHG EMISSIONS PER ITEM

Our Journey to Net Zero

We set targets using Science Based Target (SBT) methodology and are consistent with efforts to limit the global temperature increase to 1.5°C.

Targets and progress - Scope 1 and 2

Target | 42% Reduction in our absolute GHG emissions from our direct operations by end of FY2030 (2019 baseline).

Progress | We are on track to hit this target with a 41% reduction against the 2019 baseline.



Scope 1

Reductions achieved despite a 33% growth in employee numbers since 2019 and opening of a new showroom and a new warehouse in 2022.

Scope 2

Reductions driven by switching 89% of our global electricity consumption to renewable energy tariffs.

Scope 3

Absolute emissions increased by **71%** against the 2019 baseline, in part due to a significant **(108%)** upturn in products manufactured in the same period and the inclusion of End of Life emissions in 2022 for the first time.

7% of our production volume comes from manufacturing sites with renewable energy generation on site.

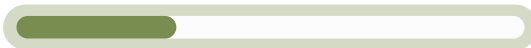
19 tCO₂e

calculated for athlete expeditions for the first time.

Targets and progress - Scope 3

Target | 58% Reduction in GHG emissions from purchased goods and services per item shipped by end of FY2030 (2019 baseline).

Progress | We are on track to hit this target with a 17.6% reduction per item shipped against the 2019 baseline.



17.6% reduction in CO₂e per product against our 2019 baseline.

(Excluding one-off capital costs associated with a new exhibition stand and new warehouse fit-out, our per-product emissions dropped by **18.2%.**)

66% of all fabric purchased was recycled (63% in 2021)

46% of all down purchased was recycled (53% in 2021 – this figure fluctuates annually as we replenish stocks as needed).

Climate Neutral Certification

We purchase high-quality, certified carbon credits to balance our verified carbon footprint each year through a process called offsetting.

This is facilitated through our partner South Pole. To achieve the Climate Neutral Label we must follow the steps outlined below.



Equip has been a certified Climate Neutral Company since 2020.

Based on the review of the 2022 GHG footprint, Equip continues to meet the standard necessary to qualify for South Pole’s 2022 Climate Neutral Company Label.



Emissions (tCO ₂ e)	2019	2020	2021	2022
Scope 1	218	131	215	200
Gas	68	103	129	113
Vehicle fuels	150	28	81	81
Refrigerants	0	0	5	5
Scope 2	163	84	28	26
Electricity	163	69	12	14
District heating and cooling	0	15	16	13
Scope 3	24,341	16,876	33,253	42,158
Manufacturing	22,521	15,482	28,650	36,094
Packaging	198	186	301	335
Other goods and services*	1	52	39	540
Capital goods*	0	0	0	244
Fuel and energy related activities	84	50	63	65
Upstream distribution	577	742	3,264	3,157
Waste	0	1	58	75
Business travel	435	120	110	314
Commuting and teleworking*	338	185	255	350
Downstream distribution	186	58	513	238
End-of-life impact*	0	0	0	748
Total GHG emissions (tCO₂e)	24,722	17,091	33,496	42,384
Emissions per unit (kgCO₂e)	14.88	13.55	12.30	12.25

* New/Extended reporting in 2022

*We compensate by supporting high-quality carbon action projects. South Pole defines high-quality carbon action credits as those that are certified under ICROA-endorsed standards such as Verified Carbon Standard (VCS) or Gold Standard (GS). Our 2023 projects can be viewed [here](#).

Small changes. BIG impact.

We're scrutinising every aspect of every product, making continual changes which go beyond the obvious.

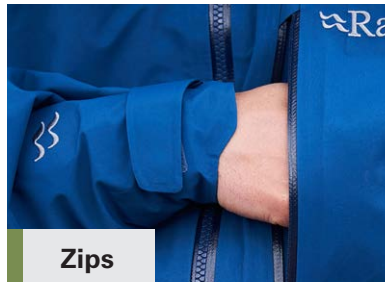
These are Marginal Gains - attention to tiny details, which add up to a significant difference in our use of materials, our CO2 emissions and our journey to Net Zero.

We apply this scrutiny across our products to make the changes we need to reduce all avoidable emissions.

This approach is at the heart of our Material Facts activity as we step towards reducing our impact... one zip, label, pull and bag at a time.

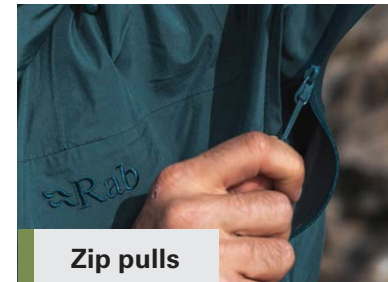
“Marginal Gains is about having the intellectual honesty to see where you are going wrong and delivering improvements as a result.”

- Lesley Barker, Head of Development



Zips

For AW23, we'll use over two million zips that contain recycled tape. That's an estimated 550,000 metres of zipper tape that will move to recycled.



Zip pulls

For AW23 we have moved to recycled zip pull cord outers - we said we were talking marginal gains! This change impacts approx. 957,770 metres of cord, so suddenly it is a big deal!



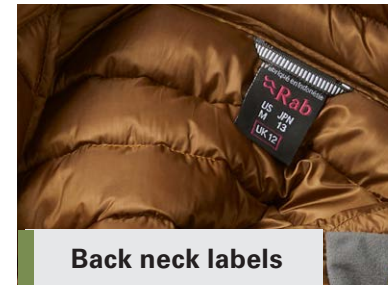
Sleeping bag storage

From SS23, our sleeping bag storage sacks are made using recycled polyester and virgin polyester mesh, replacing virgin cotton storage bags. The recycled polyester will provide better protection when the bag is in storage and mesh panels allow air circulation.



Stuff sacks

Many stuff sacks are not being used to protect products - but instead used for storing travel items, phone chargers and even other stuff sacks! For AW23 we've chosen to remove selected stuff sacks. Potentially saving 300,000 meters of cord and tape, 101,560m² of fabric and 550kg of plastic trims.



Back neck labels

The weft threads have been switched to recycled polyester and the size reduced by 25%. We produced almost two tonnes of neck labels in 2021!



Poly bags

Recycled content continues to increase from 50% to 70% and we're currently testing 100% recycled content.

Note | These are estimated data based on predicted production figures. The actual carbon savings are captured within our verified emissions data on page 15.



- Roeland van Oss,
Rab athlete



Leading by Example

We rely on our athlete ambassadors to not only test our kit in the world's toughest environments, but to be our eyes and ears on the health of the planet.

They inspire us to do better, to take sustainability to the next level.

In summer 2022, Dutch mountain guide and Rab athlete, Roeland van Oss, summited all 82 4000m peaks in the Alps - in just 78 days.

His **Climbing4Climate** project was even more extraordinary as Roeland self-powered his way between mountains by bike - keeping his carbon footprint to a minimum.

As the effects of climate change were felt across Europe, Roeland wanted to set an example of how we can all do small things to impact change.

"The summer of 2022 sadly demonstrated what the big issue is. It was extremely hot and dry; many routes were closed due to rock and ice fall, with several major incidents in the mountains that could be directly related to climate change."

Roeland became the first Dutch person and only the fourth climber ever to achieve the challenge of all 4000m peaks in a single expedition.

But he insists: "For me, it was purely about the climate. After my journey, I think that the problem is even bigger than we actually thought. As an outdoor community, we need to think about the future – what we can do; how we can change.

"We can have a big mouth about the climate, point our finger at someone else, look away...but the problem of climate change is there and only WE can change it. By climbing all 82 x 4000m peaks of the Alps, self-powered, I wanted to show that it is possible to do things differently. Try to be the best example, in every little thing you do."

Throughout the trip, Roeland van Oss:

Biked more than

1300KM

Walked more than

600KM

Ascended

100,000

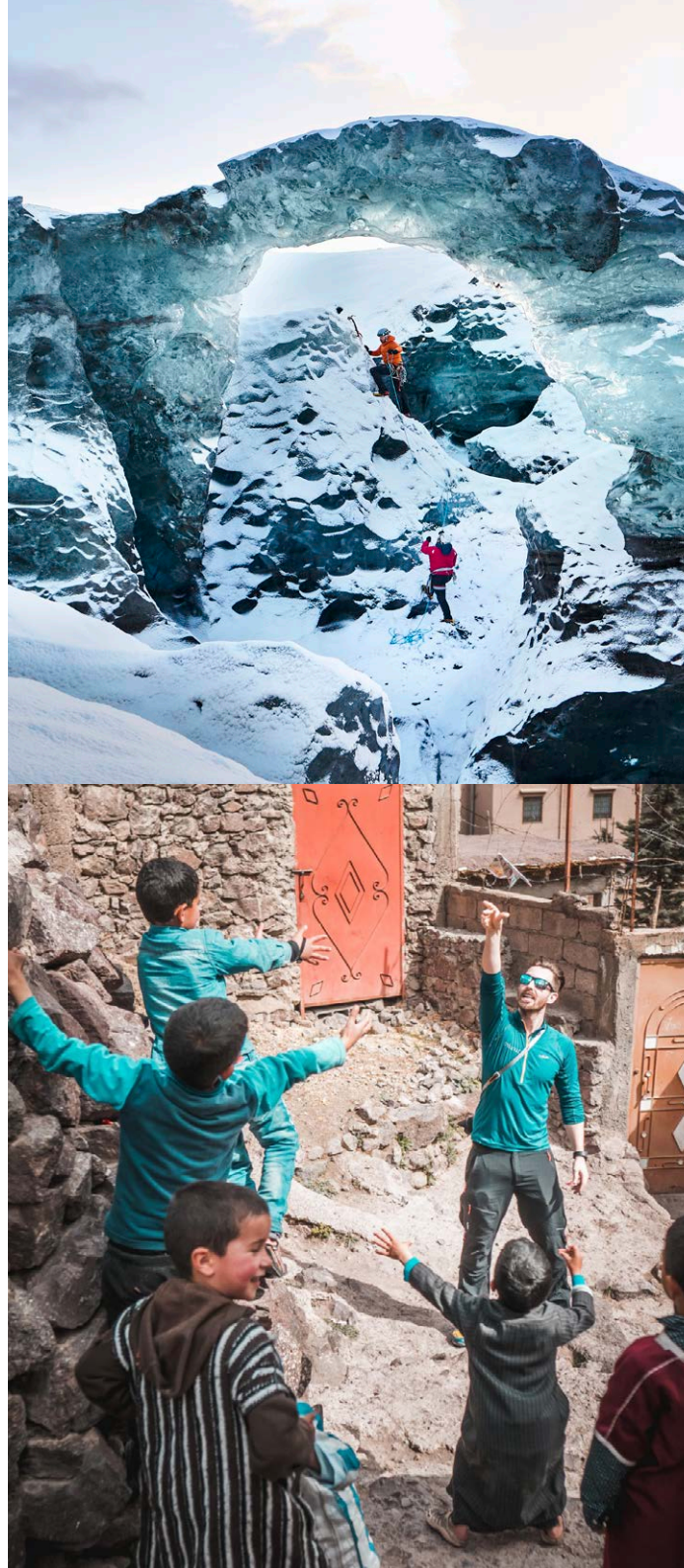
Vertical metres

"When brands create clothing for the outdoors, they can at least think about sustainability, recycling and the impact on the climate. I think Rab is doing a big part in those areas."

Huw James - Athlete Climate Academy

Huw James is a professional science communicator and adventurer who mixes mountaineering and running with education and film to show how science influences our time in the outdoors.

Originally from the South Wales Valleys, Huw grew up climbing the quarries and running the coal tips of Wales. Huw is a Fellow of both the Royal Geographical and Royal Astronomical Societies. He is training the next generation of explorers, and co-runs the Athlete Climate Academy, educating athletes about climate change and the science of the outdoors.



Huw's live talks – from locations including glaciers, volcanos and jungles - have so far reached over one million people on six continents.

“Science directly or indirectly influences all our lives. From the clothes we wear outdoors, the weather forecasts we read, to the GPS we use to navigate.

“I firmly believe that if you tell people why something is happening, they can make better decisions for themselves. With the Athlete Climate Academy, we run live training for athletes and host sessions at events that discuss the future of outdoor sports from a sustainability angle. We find that people who spend their time in the outdoors want to make their adventures, clothing choices and travel more sustainable. The companies who provide that just need to catch up.

“For a single person heading off to have an adventure, your impact on the planet in terms of carbon and the environment is relatively negligible. But when we include the entire industry – travel, clothes, food and energy - we start to have an impact. Ultimately it's the systems we've built to support all this that need to change.”

- Huw James, Rab Ambassador

Reduced Impact Expeditions

Bronwyn Hodgins and Jacob Cook are rock and mountain athletes, based out of Squamish, Canada.

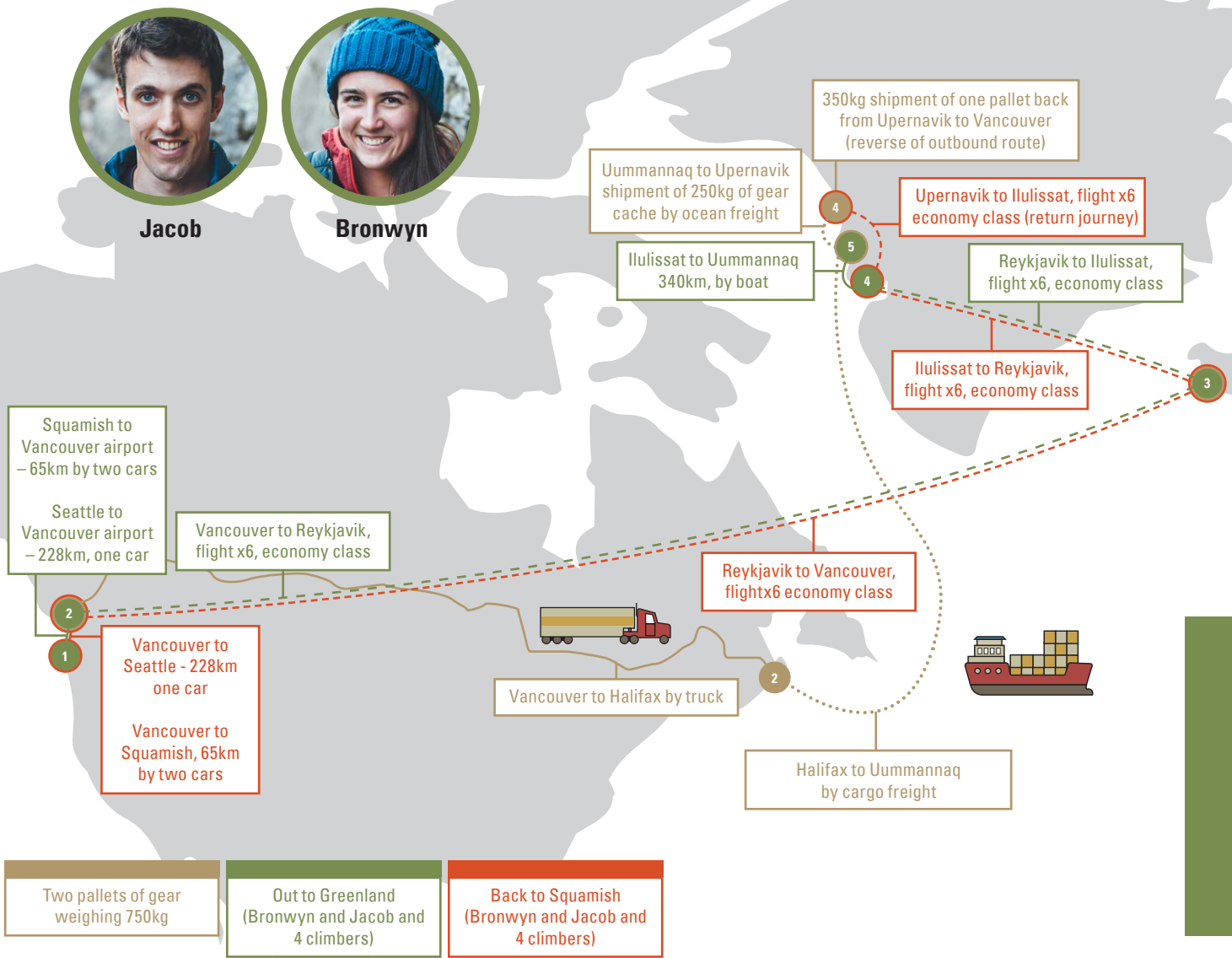
In 2022, Bronwyn, Jacob and four others kayaked 450km along the west coast of Greenland, scoping and establishing new routes on the huge granite cliffs rising out of the Arctic Ocean.



Jacob



Bronwyn



“Our Greenland expedition was in many ways the culmination of a decade learning the skills and gaining the experience necessary for remote human-powered Arctic exploration and adventure climbing. We spent the first month journeying 400km north up the coast by inflatable sea kayak via an exploratory route, then the second month making a first ascent on a 900m wall rising straight out of the Arctic ocean. On our final push we spent over a week living on the wall in portaledge, waiting out a storm as a full team of six.”

- Jacob Cook, Rab Athlete

Bronwyn and Jacob’s expedition has been offset through our partner [South Pole](#). The Greenhouse Gas Emission (GHG) impact of each stage of the trip has been calculated, verified and the total balanced through a certified South Pole offset project.

“Despite my efforts to use recycling, composting, limiting consumption of new products, biking instead of driving, limiting my meat consumption...the brutal reality is that my carbon footprint through travelling for my professional job is quite high. That’s something I grapple with, for sure.”

- Bronwyn Hodgins, Rab Athlete

ATHLETE EXPEDITIONS tCO2e CALCULATION

Origin	Destination	Trip Type	Total Distance (km)	Mode of Travel	No of People	Additional Kit (kg)	Total tCO2e
Squamish	Vancouver Airport	Return	130	Car	2		0.03
Squamish	Vancouver Airport	Return	130	Car	2		0.03
Seattle	Vancouver Airport	Return	456	Car	2		0.10
Vancouver Airport	Reykjavik Airport	Return	11442	Flight - Economy	6		11.26
Reykjavik Airport	Ilullisat Airport	Return	2748	Flight - Economy	6		2.76
Ilullisat	Uummannaq	Single	340	Ferry - Foot Passenger	6		0.05
Upernavik Airport	Ilullisat Airport	Single	436	Flight - Economy	6		0.44
Vancouver	Halifax	Single	6166	HGV		750	0.61
Halifax	Uummannaq	Single	3510	Boat - Cargo Freight		750	0.04
Uummannaq	Upernavik	Single	428	Boat - Cargo Freight		250	0.00
Upernavik	Halifax	Single	3747	Boat - Cargo Freight		350	0.02
Halifax	Vancouver	Single	6166	HGV		350	0.29

Total: 15.63



Reuse, Recycle

Giving old graphics a new lease of life

We're always looking for ways to minimise what we throw away. This year we partnered with NKBV, the Royal Dutch Climbing and Mountaineering Club, to create 25 one-of-a-kind gear bags. Made from old marketing banners used in our Dutch showroom, they were all manufactured in our Service Centre.

Inspired by our Benelux team's excellent idea, when the time came to launch our new Cinder Bike collection, we partnered with Restrap, a Leeds based family-run business specialising in hand-made outdoor accessories. Using our old marketing banners and some spare fabric from our Service Centre their talented team hand-crafted 200 bespoke canister bags.

It's a pleasure to work alongside other organisations and businesses looking for innovative solutions to minimise waste and make use of everything we create.



“When NKBV approached us with a request to create some large gear bags for their rental scheme, we were delighted to offer to create them through our Second Stitch program.

It's great to see that our partners share the same values, looking for options to extend the lifetime of gear and apparel and minimise the impact we have on our planet.”

Gerard Ritter, Equip
Country Manager
Benelux





740%

**OF OUR PRODUCTION CAME FROM
PARTNERS WE'VE WORKED WITH FOR
MORE THAN FIVE YEARS**

Improving worker standards and developing relationships

In 2022-23, we worked with 19 manufacturing partners, operating in 26 sites across Bangladesh, Cambodia, China, Indonesia, Myanmar, Philippines and Vietnam. Over 19,500 people are employed by our manufacturing partners globally.

We maintain long-term relationships with our partners, enabling them to invest in their workforce and facilities.

74% of our production volume came from partners we've worked with for more than five years. This is lower than previously due to business growth. As our production increases and we introduce new ranges, we must find new partners so our existing sites are not overwhelmed.

In 2022-23 we visited most of our partners' manufacturing sites, accounting for 94% of our production volume.

- We were awarded Fair Wear Leader status after just two years of membership.
- We published our first-ever public **Responsible Business Conduct Policy**.
- We worked collaboratively to reduce excessive overtime in a strategic Chinese factory.
- We captured data on worker gender insights for the first time.
- We reinstated factory visits throughout Asia for the first time since the pandemic.

You can read more about these activities by checking out our 2022-23 Social Report and Responsible Business Conduct Policy published [here](#).



“I was delighted to visit our Asian factory partners again. Reconnecting with old friends and business partners after so long away.”

- Equip CEO Matt Gowar

Covid-19 in 2022

The pandemic continued to disrupt supply chains in 2022-23. All tiers were affected, from fabric mills to shipping. Disruptions were mainly felt in China where our partners faced both government restrictions and sharp rises in case numbers. We continued to support partners by:

- Maintaining close communication and adapting production schedules
- Anticipating Covid disruptions by extending production lead times from 2021 onwards

Monitoring and standards

In addition to our Fair Wear membership, we require all our strategic manufacturing partners to be audited against **amfori's BSCI Code of Conduct**.

- 90% of our production volume came from manufacturing sites audited at least once in the last three years

Gender insights

Women make up the majority of the workforce in partner facilities. As risks often differ between men and women, we know it is critical to consider gender when conducting due diligence. In 2022-23, we captured data on gender in the workforce, for the first time.

Average % of women workers – 72%

Average % of women supervisors – 50%

Average % of women managers – 40%

Average % of women worker representatives – 74%

Our responsibilities

Conducting business responsibly is part of our DNA and always has been. But being a “responsible business” isn't the same for everyone. That's why in 2022 we created our **Responsible Business Conduct Policy**. It outlines what stakeholders can expect from us and, where relevant, what we expect from them.

Responsible disengagement from Myanmar

Following the military coup in February 2021, our initial plan to remain in Myanmar to maintain stability for workers has become untenable. A **formal responsible disengagement process** is now underway as we exit Myanmar.

Our commitment to the welfare and safety of the factory workers remains a priority and we are guided by Fair Wear responsible disengagement processes.

Fair Wear Foundation

In 2022 Equip reached Fair Wear Foundation's "Leader" status after only two years of membership.

We have always aimed to establish long-standing partnerships with our suppliers, based on regular communication, mutual trust, and shared values.



“Reaching Fair Wear Leader status in only our second Brand Performance Check is a great achievement. It is recognition for the long-term relationships we have built with our suppliers over the years. These relationships create resilience in our businesses and allow us to improve the working conditions, safety and wellbeing for the people who make our products.”

- Matt Gowar, Equip CEO & Owner

You can find more details of our assessments on the Fair Wear brand pages for **Rab** and **Lowe Alpine**.



Each year we develop a plan with Fair Wear and our manufacturers, targeting efforts to maximise improvements across our supply chain. Ultimately, we want to change the garment industry for the better.

Our business thrives on strong relationships with suppliers

We're proud to be a member of Fair Wear Foundation and we want to work with partners who share our values.

Sometimes we need to find new manufacturing partners - due to changes in our ranges or supply chains, or the introduction of new products. Before working with a new supplier, we carefully consider:

- Country risk
- Health and safety
- Facilities
- Environmental factors
- Employment conditions

Our due diligence includes pre-evaluation surveys, audits and site visits.

Once selected, partner relationships develop through onboarding sessions, covering all aspects of the partnership – from technical matters to auditing requirements to our focus on continuous improvement.

We work together to create positive change, sharing the ethos of our Mountain Manifesto.

If a prospective supplier doesn't meet our standards, we will not work with them.

New Partner India: Recycling water reduces environmental pollution

Investment in wastewater treatment facilities means one of our newer small suppliers is showing a huge commitment to the environment.

The new partner is an integrated supplier – weaving and dyeing fabrics before making them into casual shirts.

The dyeing processes carry pollution risks but, by recycling wastewater, chemicals and contaminants are removed, minimising risk to the local environment. A reverse osmosis procedure sends fresh water back into the dyeing process.



70% of water is recycled at the dye factory through a reverse osmosis process

New Partner China: Balancing business and nature

We already knew that one of our new partners had an impressive social record - but a site visit revealed a strong environmental commitment, too.

The factory, which makes sleeping mats, is in rural, tea-picking country – and our partners are keen to maintain the beauty of their countryside.

An expansion programme for the facility – and a passion for the new technology they bring to our range – is balanced by a commitment to replanting trees and creating wildflower areas on the site of buildings they remove.

We can't do this alone - Our Mountain Manifesto

Consumers expect more of brands and businesses. Demanding we reduce our impact. We are already taking steps to lighten our footprint. But it's hard. And we can't do it alone.

That's why in 2021 we launched our Mountain Manifesto. A set of shared commitments to help us all tread more lightly on the planet.

We've worked hard to share our progress, be transparent around what we've learnt and encouraged others to join together to create a positive change in our industry.

These are some of our achievements so far.



April 2022 Equip Sustainability Summit – Netherlands

We held our first Sustainability Summit at the Sports Business Center in Leusden, Netherlands.

By welcoming a panel of distinguished speakers representing brands and retailers we tackled some key topics affecting our industry. From single use plastics to product care and repair, and social and labour standards in overseas manufacturing.



June 2022 and January 2023 Outdoor Industries Association (OIA) – UK

Each season we support the OIA Sustainability Breakfast at the summer Outdoor Trade Show (OTS) and Slide Snowsport Trade Show in the UK.

It is a fantastic opportunity for retailers and brands to hear from other industry partners about their sustainability journeys. Rather than take the floor alone, we work with other brands and retailers to share the stage and learnings including carbon accounting, plastic reduction, reporting activity and transparency.

As one of the larger brands in our home market, we feel a responsibility to share our approach and learning. The only way to deliver long lasting sustainable solutions is by working together.

Our Mountain Manifesto Continued...

April 2022 Outdoor Industries Association (OIA) Climate Action Corps – US

Being mindful of our individual footprint, we don't just support in-person events. Haydn Cornish-Jenkins, Equip's CSR Coordinator, was interviewed online in a 'Coffee & Climate' OIA member event. Based upon his experience calculating Equip's Scope 3 emissions, he talked through data collection, tools used, challenges and solutions, and other questions brought up by brand and retail Corps members.

Q: "Can you explain how you approach measuring purchased goods and services?"

A: "We've always taken the approach that we need to do the best with what we have available at that time – the data, the knowledge, and the tools. And then in the last two years, we've tried to slowly improve the granularity of our data.

"It's about taking small steps, slowly getting more and more granular, more and more accurate, and being transparent and open as you go."



June 2022 Retailer Engagement – Norway

Communicating clearly and directly to retail partners is always a priority, so in June 2022 we were delighted when Head of Design Jacopo Bufacchi and Head of Corporate Comms and CSR Debbie Read presented to 200 attendees from Intersport's retailer stores from across Norway.

The pair talked through the marginal gains that will be needed to create more sustainable products from sourcing, design, care and repair, through to final end of life. It was a great opportunity to share our activity with the people who interact with the end customer and hear what is important to those customers.

Another step forward for our Rab Mountain Manifesto, allowing us to identify ways of working together to minimise our impact and create positive change in this agenda.

November 2022 European Outdoor Group (EOG) Material Facts – Germany

Material Facts is key to how we help share more transparent and accurate data within the industry.

We launched Material Facts, firstly through a webinar (that's available [here](#)), and in person at ISPO outdoor trade show in Munich. In person we worked with the European Outdoor Group to run a retailer focused session. We shared the reasons for Material Facts and encouraged others to work with us and the EOG, to develop robust and transparent data solutions that retailers will benefit from.



Photo from Outward Bound Course

HOURS OF EMPLOYEE VOLUNTEER TIME IN 2022

Our people make us who we are

Their wealth of backgrounds, knowledge, culture and experiences help to challenge and inspire us...leading the way for others to follow. Over the next few pages we'll share just a few. All united by our values. And passion for sharing what we do.



**Jacopo
Bufacchi**

ITALIAN MOUNTAIN GUIDE
AND HEAD OF DESIGN

2 YEARS

"I have always spent a lot of time in the mountains and know the needs of outdoor athletes. As a mountaineer and freeride skier, I have experienced weather conditions in mountains all over the world. In my job as a designer, I know quickly and exactly what works – and what does not."



**Lindy Ljosdal
Maurseth**

NORDIC COUNTRY
MANAGER

9.5 YEARS

"My first leadership role was at Equip – as Sales Manager for Norway, then Nordic Country Manager. I had delivered results over the years and gradually worked my way up. Whether my name was Lindy or Lars, I don't think had much to do with it - which is the way it should be."



**Sarah
Kampf**

PR AND
COMMUNICATIONS
MANAGER EUROPE

3.5 YEARS

"When I started rock climbing at the age of 14, I knew immediately that this was me. It just feels like the most natural thing to do. Now, priorities have changed, with my career and my family. I love the process of finding solutions for the challenges of my job, watching my boys grow and sharing my passion for the outdoors. I am grateful that Equip allows for a flexible workplace to balance these three passions."



**Macy
Chan**

MATERIAL
TECHNOLOGIST

1.5 YEARS

"I moved to the UK from Hong Kong in May 2021, to work for Equip. As most of our fabric mills and garment vendors are in Asia, it's helpful that I can speak Mandarin and Cantonese to deliver clear messages and drive quality improvements. I've enjoyed settling into the UK with lovely friendly colleagues who have helped prove I can survive in a foreign country! I love the half-day Friday and the work-life balance that creates a positive work culture."



**Georgina
Reed**

GRAPHIC DESIGNER

19 YEARS

"When I arrived in November 2003, there were about 20 people employed at our Derbyshire base – now there are more than 230 globally! We've expanded in size, brands and buildings. I've met a lot of good friends here including my boyfriend. It's been great to be part of the Equip story. And I don't think I'll ever get bored of that phrase 'wow, you work for Rab!'"

Our People

238  50% Men 50% Women

EMPLOYEES

DIRECTORS

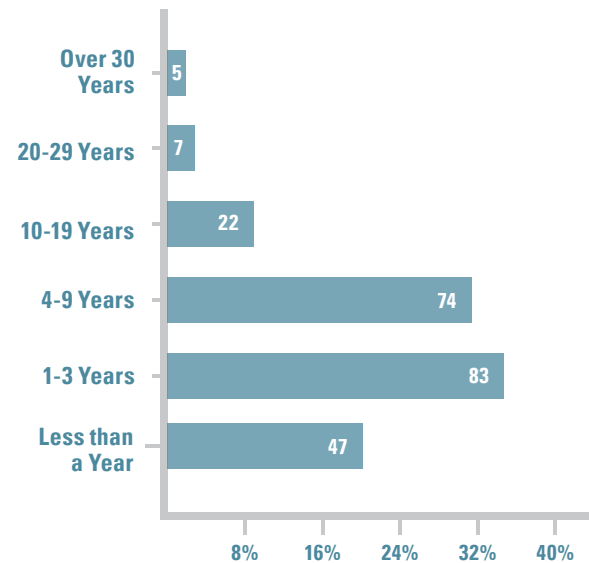


SENIOR LEADERS

Heads of Dept/Country Managers



LENGTH OF SERVICE



Delivering high performance, technical apparel and equipment is no small feat.

It takes working together to get there. We're sure to face challenges, big and small. And we support each other every step of the way. Encouraging continued personal growth, being inclusive, and celebrating diversity.

Early finish Fridays. Having squeezed a full working week into 4.5 days, our Friday afternoons are spent in the hills with ropes, boots, bikes and friends enjoying the outdoors.



Playing Our Part

We pride ourselves in using our experienced and passionate people to learn, share and influence change throughout the industry.

“As an industry, we need to work together to overcome the challenges we all face”

- Matt Gowar



Matt Gowar

CEO AND
OWNER OF
EQUIP OUTDOOR
TECHNOLOGIES
LTD

PRESIDENT OF
THE EUROPEAN
OUTDOOR
GROUP (EOG)

BOARD
DIRECTOR OF
THE OUTDOOR
INDUSTRIES
ASSOCIATION
(OIA)



“I want to see the EOG commit the industry to clear metrics and reduction targets. I want to encourage collaboration and partnership and for the industry to take accountability and accelerate the behavioural changes we all need to see.

“As an industry, we need to work together to overcome the challenges we all face, such as utilising effective and sustainable packaging solutions, minimising air freight impacts, product care and repair, alternative ownership models and end of life product solutions. These are not isolated activities, but cross supply chain and business boundaries.

“Working together, we can lead for the growth of an ethical and sustainable industry, preserving the outdoors for future generations and shaping the industry we are all so proud of.”



Debbie Read

HEAD OF CORPORATE
COMMUNICATIONS

CSR DEVELOPMENT
BOARD MEMBER
OF THE OUTDOOR
INDUSTRIES
ASSOCIATION (OIA)

“My role on the OIA Development Board allows me to share the work we are doing at Equip with a wide audience and understand what else we can put into action.

“In November 2022, the OIA Development Board pulled together a Women In Leadership Within The Outdoor Industry webinar. Not only did it have a personal resonance for me, but it was the highest subscribed and best-attended webinar the OIA had held. We will continue the focus on growing numbers of women at senior levels within the outdoor industry. On an individual level, I can focus on this and consider my personal impact and the changes I can make within Equip.”





Andy Schimeck

GLOBAL SALES DIRECTOR

PRESIDENT OF THE IT'S GREAT OUT THERE (IGOT) COALITION

“Opening up the outdoors is more important than it has ever been. Research shows that children in particular are not getting enough time outdoors. I’m fortunate to enjoy many outdoor activities in my professional and personal life and want more people to realise those benefits.

“IGOT’s mission is to get Europe active outdoors. We motivate, activate and advocate, inspiring and enabling individuals and communities. We’re working towards more diverse, inclusive and responsible participation in outdoor activity.

“We have experienced and passionate people at Equip, with a wealth of knowledge in the outdoors. Finding ways where we can influence and share our experience with our partners and the wider industry is part of our DNA.”



Tim Fish

PRODUCT DIRECTOR

TRUSTEE OF DUKES BARN OUTDOOR ADVENTURE ACTIVITY CENTRE

“Dukes Barn is local to our office and works with children with disabilities, special needs and disadvantaged backgrounds to support them in accessing and learning about the outdoors.

“The centre - and the people within it - have been influential in my life. The most rewarding element is seeing the progress it has made in surviving the Covid pandemic and flourishing with people, growth, bookings and a healthy future. My biggest achievement has been to help clarify what is unique and special about Dukes Barn and to steer this for the future.

“Equip punches above its weight in many areas. Having that mindset encourages organisations like Dukes Barn to do the same. If they can engage children at a grassroots level, and help them experience and learn new things - who knows how this will change their lives in the future?”



Playing Our Part

As part of our commitment to increasing access to the outdoors for everyone, our employees spent more than 700 hours volunteering in 2022.

“Our Customer Services team joined Peak Mountaineering for a day of litter picking and climbing. We met at a popular Peak District area notorious for litter. I said from the start that due to my fear of heights, I wouldn’t go climbing or abseiling. But eventually, through the support of my team, I overcame these fears and did both. A great day of good work and victories.”

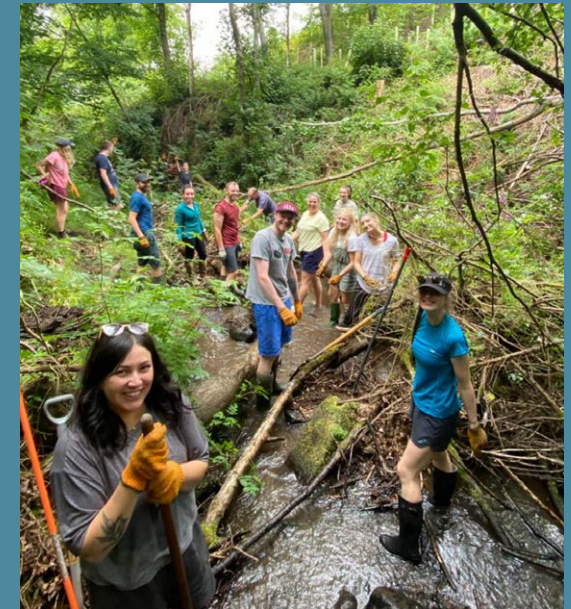
- Rahil Kar, Sales Office Supervisor



Volunteers from the marketing team spent a day at Dukes Barn Outdoor Activity Centre, on the Chatsworth estate. The centre’s primary focus is children with special needs and those from disadvantaged backgrounds.

“Our first job was to clear out the nearby stream of debris, making it safe and enjoyable for children to use for outdoor activities.”

- Richard Lovewell, Digital Marketing Manager



Our US team linked up with Boulder Climbing Community to preserve a popular crag in Boulder, Colorado close to our US office.

They helped to reinforce a retaining wall, built a belay platform for one of the canyon’s most popular sport climbs and enhanced the approach trail to reduce erosion.

“We worked up in Boulder Canyon for the day at an area called Avalon. To get there, we had to cross the river using the Tyrolean traverse and scramble up the talus field.”

- Annalee Loomer, Marketing Coordinator, US



Learn, Support, Explore, Inspire

Adventure.

Aspiration.

Aiming high.

Pushing your limits.

Learning about yourself
and others.

Understanding the
outdoors.

Respecting nature.

A moment in time
which could change
your life for the better.

Forever.

We're proud to continue our partnership with educational charity, The Outward Bound Trust (OBT).

The OBT works with schools, colleges, employers and youth groups to inspire young people to feel confident in the outdoors – and in themselves.

The partnership between Equip and the OBT builds on shared values and a desire to introduce even more young people to the outdoors. Working together, we can provide young people with powerful, lasting experiences in nature, while teaching them how to behave responsibly and sustainably in wild spaces.

Our partnership began in 2019 and, despite the disruptions of the Covid-19 pandemic, has continued to grow. From 'In School Adventures' and local exploration during Covid restrictions, our sights can now turn to more adventurous pursuits.



New horizons

Following the renewal of our multi-year partnership in January 2022, we supported the OBT to work with a local Derbyshire school on two residential courses in Aberdovey, Mid Wales.

In May 2022, 48 Year 8 students enjoyed a range of outdoor activities. Four Equip employees volunteered as the OBT Ambassadors and Mentors, inspiring the students while developing their own communication, teamwork, and leadership skills.

We are continuing our partnership in 2023, by supporting an OBT residential course at Ogwen Cottage, North Wales for Year 8 pupils.

“Young people have faced unprecedented disruption to their lives during the Covid-19 pandemic. Many continue to be socially disconnected, emotionally fragile and lacking the confidence, inspiration and resilience they need to regain feelings of control and purpose in their lives. As we emerge from the pandemic, the need for what Outward Bound does for young people has never been greater.

By combining the unpredictability of the outdoors with learning and adventure in the wild, our instructors and Equip UK Ambassadors will support young people to build self-belief and resilience, often transforming lives for the better. We are delighted to work with Equip UK for what promises to be another successful year.”

**Martin Davidson, Chief Executive,
The Outward Bound Trust**

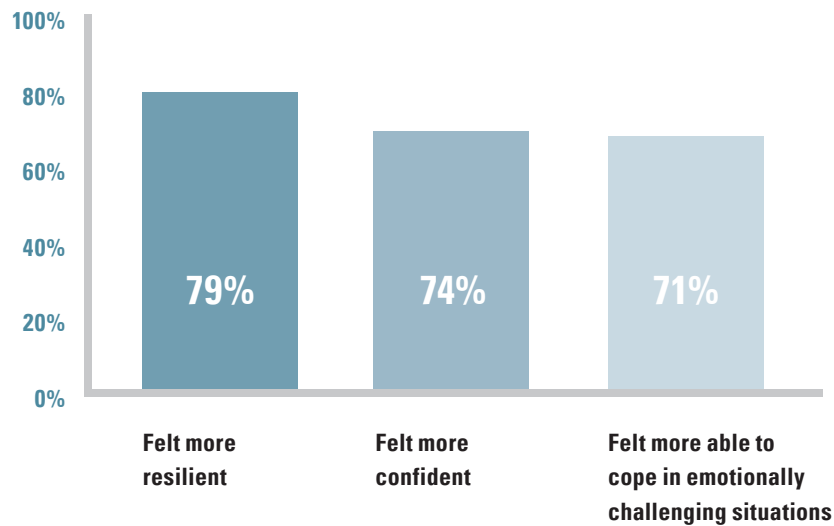
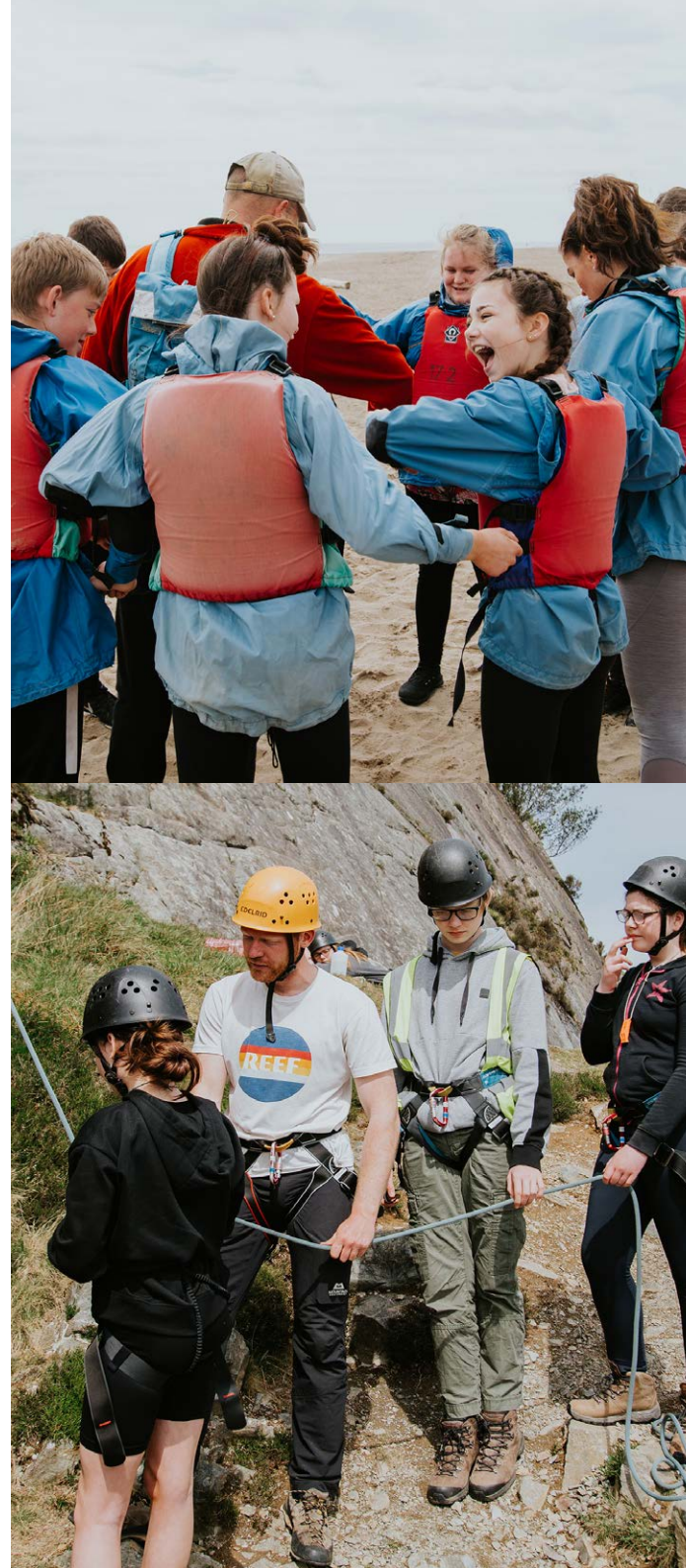


Reaching New Heights

For the young people, the Outward Bound residential was an opportunity to experience new challenges and rebuild social skills which had been impacted over the last two years as a result of the Covid-19 pandemic.

The students were in receipt of Pupil Premium funding and were, it was felt, the most likely to gain from the experience.

During the course, they took part in a range of outdoor activities, including hiking, rock climbing, canoeing, raft-building and cooking outdoors. These activities taught them new skills, which will help them in school and later life – such as communication, resilience, self-belief and working with new people.



“The time we spent in North Wales was magical. Pupils developed in confidence, their friendships grew stronger as they supported each other through challenges and we all showed courage to defy our limitations. Every single young person left believing in themselves a bit more than before.”

Bernie Brankin, Lead Teacher

“I’ve done things I’ve not done before, that I would (usually) be scared to do.”

Gemma, age 14

“When I came on Wednesday, I was really nervous, but now I’m really confident.”

Alex, age 13

“We went to places I’ve never been and explored forests with waterfalls and things I’ve never seen.”

Sadie, age 14

Leading the Way

Our OBT Employee Ambassadors, from a variety of roles within the business, threw themselves into the challenges of mentoring the young people and helping them to realise their potential.

The volunteers joined in activities, acting as role models to the pupils, and providing emotional and practical support.

They also benefited from the experience, developing their own skills in communication and leadership. All agreed that their enthusiasm for their work, pride in working for Equip, and confidence that they could manage challenging situations at work had increased.

Our Ambassadors agreed that, during the OBT residential, the young people:

- Realised they were capable of more than they had thought
- Developed their ability to work together with others



“I want to give back to where I started with youth groups and school trips to outdoor activity centres. I want to inspire people to be involved in the outdoors and this can be an avenue for non-academics.”

Stu Hitcham
- Regional Account Manager (North)



“When I was their age, I was certain I would become an outdoor sports instructor, PE teacher or something in sports. Now I have the chance to pass this on to a group of wonderful students who, without Equip, might never have had this opportunity.”

Jasper Hogenhout
- Sales Administrator



“Seeing the students grow was amazing. I saw someone transform from the shyest in the group, to leading the charge in the afternoon. Where else can that happen, but the outdoors?”

Bronwyn Benstead
- Forecasting and Analytics Manager



“It was great to increase my experience working with young people in an outdoor setting - previously I had only worked with young adults. Great to (also) work more closely with colleagues from Equip, who I wouldn't usually work with.”

Harley Allan
- Customer Experience Coordinator

Our Global Footprint

● Equip 2022/3 Manufacturing Locations

Bangladesh x 4
Cambodia x 1
China x 14
Indonesia x 1
Myanmar x 3
Philippines x 1
UK x 1
Vietnam x 2

● Equip Offices & Sales Showrooms

Equip Outdoor Technologies Ltd (HQ) - UK
Equip Benelux B.V. - Leusden
Equip Canada Inc - Québec
Equip Deutschland GmbH - Munich
Equip Deutschland GmbH - Sindelfingen
Equip Finland - Helsinki
Equip Norway AS - Oslo
Equip USA LLC - Louisville, Colorado

● Equip Service Centres

Derbyshire - UK
Leusden - Netherlands
Quebec - Canada
Colorado - USA

● Equip Retail Outlets

Mountain Outfitters Factory Shop - Derbyshire, UK
Rab USA - Colorado, USA

● Equip Quality Control & Manufacturing Support

Equip Asia - Shenzhen, China
Equip Vietnam - Long An Province, China

● Equip Distribution Centres

- UK (Owned)
- USA (Owned)
- Rotterdam (Third Party)
- Seattle (Third Party)
- Thurrock (Third Party)

● Equip Distributor Agents

Argentina - Superfit Srl
Australia - Thurston Agencies
Austria - Equip Deutschland GmbH
Belgium - Equip Benelux BV
Chile - Diseño Tatoo Limitada
China - Equip (Beijing) Technology Inc
Czech & Slovak Republic - SPORT prima spol. s r.o

Denmark - Granitbiten
Ecuador - Tatoo Adventure Gear
France & Andorra - Top Rock
Greece - Etcetera
Iceland - Stodtaeki
India - Trek Kit India Pvt Ltd
Ireland - Core Outdoor Ireland
Israel - Kal-Gav Ltd

Italy - Sport Alliance International SpA
Japan - L and R Life
Korea - Ho Corporation
Malaysia - Montanic SDN
Nepal - United Brands PVT. LTD
New Zealand - Outfitters
Peru - Tatoo Adventure Gear
Poland - SBrothers

Singapore - Adventure 21
Slovenia - Iglu Sport
Spain and Portugal - Outdoor Representaciones
Sweden - Granitbiten
Switzerland - Equip Deutschland GmbH
Taiwan - TGO International Co.,Ltd
Ukraine - SMG
Ukraine - Runa
Uruguay - Wystam



Who We Work With

Selection of Our Ongoing Partnerships



Member of amfori, the leading global business association for open and sustainable trade. For more information visit www.amfori.org



Selection of Our Advocacy and Inclusion Programmes





IT'S IN OUR DNA

Stay up to date with our CSR journey at
<https://rab.equipment/rab-dna>



@rab.equipment
@lowealpine



@rab_equipment
@lowealpine



@rab.equipment
@lowe.alpine



@Equip Outdoor Technologies Ltd
@lowe.alpine
@Rab



THE MOUNTAIN PEOPLE

Please don't print me.