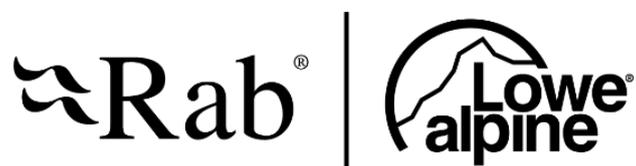


EQUIP

OUTDOOR TECHNOLOGIES UK LTD

Social Report

2020 - 2021



THE MOUNTAIN PEOPLE

1. Introduction

1.1. CEO statement

Equip has always believed that we must provide fair and safe working conditions for everyone in our business and supply chain, so joining Fair Wear was an obvious next step for us. I was pleased to announce our membership of Fair Wear in 2020 because I knew it was the right thing to do.

Central to Equip's success is the strong and open relationships we have with our global manufacturing partners. Our membership demonstrates our commitment to work with our partners in the long term to improve practices across our supply chain.

2020 was a tough year for all of us, including the outdoor sector. However, we're proud to have worked closely with our manufacturing partners to minimise the impact that Covid-19 had on their business, and most importantly, their workers.

We have our first annual assessment in May 2021 and look forward to learning more from the partnership. I have set our teams with ambitious targets for challenging and collaborating with our manufacturing partners and I believe they will deliver.

- Matt Gowar

Chief Executive Officer

1.2. Our 2020-21 achievements

- Became a member of Fair Wear in May 2020
- Communicated our membership of Fair Wear to all our manufacturing partners and our employees
- Communicated our membership of Fair Wear to our customers and consumers
- Expanded our Corporate Social Responsibility (CSR) team to help us implement our commitment to fair working conditions in our supply chain
- Submitted our 2021-22 work plan to Fair Wear, with a priority of improving wages and reducing excessive overtime at two of our strategic manufacturing sites

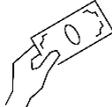
1.3. Fair Wear

This Social Report relates to our financial year February 2020 to January 2021 and is published in accordance with our membership of Fair Wear.



Fair Wear is a movement for change that seeks to push the garment industry towards the new normal: a world where working conditions are fair for the people who make our clothes. Fair Wear Member Brands are committed to supporting garment workers’ rights to safe, dignified and properly paid employment, and making garment production fair for everyone.

Central to Fair Wear is the [Code of Labour Practices](#). This code sets out internationally recognised standards that member brands and their manufacturing partners must commit to and uphold.

	1. Employment is freely chosen		5. Payment of living wage
	2. Freedom of association and the right to collective bargaining		6. Reasonable hours of work
	3. There is no discrimination in employment		7. Safe and healthy working conditions
	4. No exploitation of child labour		8. Legally binding employment relationship

1.4. Our organisation

Equip Outdoor Technologies UK Ltd is an international business with our head office based in Derbyshire, UK. We are proud to own two specialist outdoor brands – Rab (established 1981) and Lowe Alpine (established 1967). We design technical outdoor products to meet the needs of our active customers.



THE MOUNTAIN PEOPLE

We employ approximately 135 team members in the UK. 100 of these team members work in our head offices designing, marketing, and selling our products or providing core functions to our business. 35 of these team members work in our distribution warehouse and factory site, where we fill our down sleeping bags, distribute to retailers and consumers, and operate a service centre for washing and repairing our products.

A further 30 Equip employees work across Germany, the Netherlands, Norway, Canada, and the USA marketing and selling our products to international markets. We also have small teams in China and Vietnam who are responsible for monitoring our manufacturers in Asia.

Equip’s membership of Fair Wear is led by our CSR Team with the backing of our Senior Leadership and support from several relevant teams, as outlined in Figure 2.

Figure 1: Our organisation’s structure

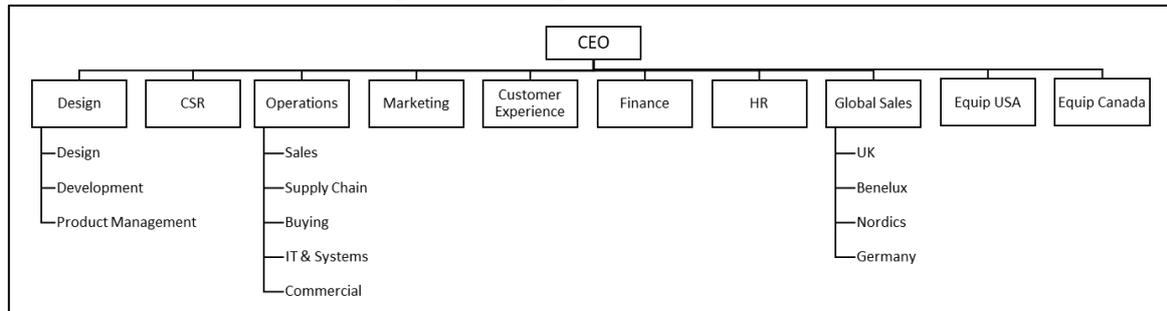
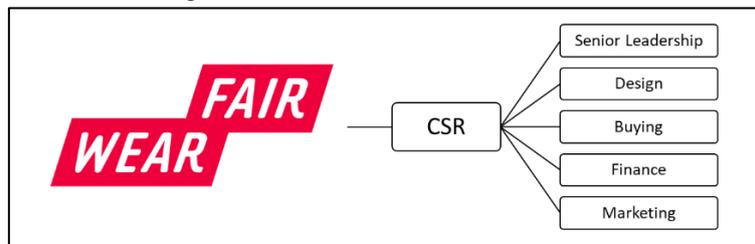


Figure 2: How we work with Fair Wear



1.5. Covid-19

Covid-19 had a significant impact on all of us, both at home and at work. The impact was immediate on our industry with shops closed, and websites and trading volume initially reduced and then became erratic depending upon local messaging and guidance. The knock-on effect is of great concern to all in the industry with the potential for unpredictable ordering patterns impacting everyone from our manufacturing partners to retail outlets.

Once we realised that the impact of Covid-19 we acted quickly to adjust the phasing and ranges in our season launches. We worked with our retail partners, big and small, many of whom were closed. We took back stock and allowed carry forward options to reduce the number of clearance items retailers would be faced with.

We take great pride in the long-term relationship we have with our manufacturing partners across the globe and have a responsibility to be open and honest with them, as we would expect them to be with us. We took the following steps to lessen the impact:

- We did NOT cancel any orders in production.
- We maintained volumes whilst spacing orders out and re-planning production levels.
- Any costs incurred, for example additional storage, were agreed with our factories to manage the impact.

As far as we know, no manufacturing partners laid off any workers as a direct result of Covid-19.

We continue to work with and communicate closely with all partners in our supply chains. Covid-19 has had a huge impact on the overseas factories we use, but we are committed to working in partnership to minimise the consequences and manage fluctuations in demand.

Short term volume shifts are difficult for us all. By communicating with our supply chain early, sharing production numbers and working collaboratively to re-plan volumes, we have supported our global partners which in the end is sustainable for us all.

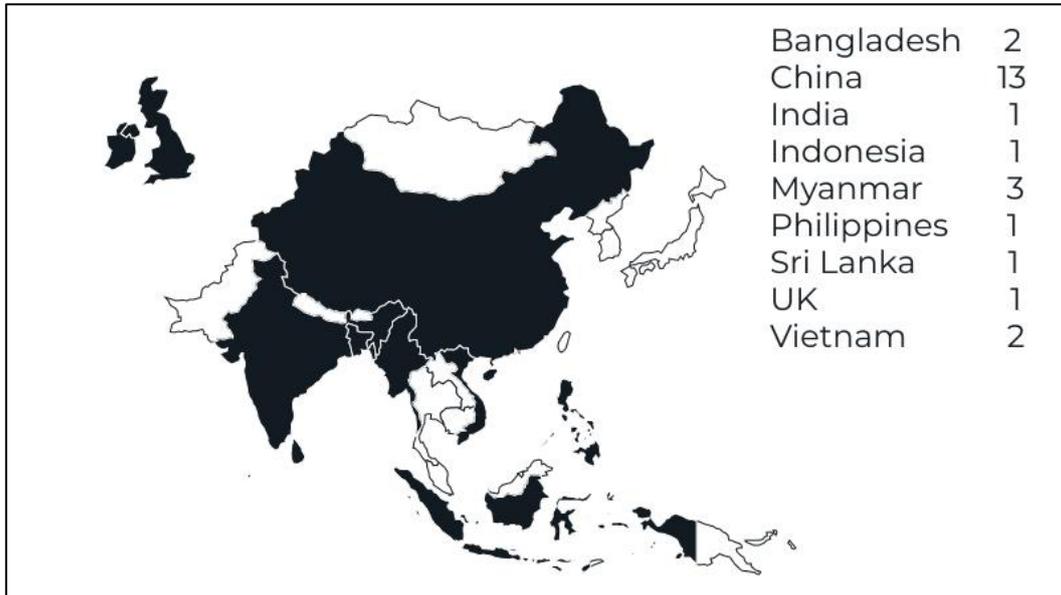
2. Sourcing strategy

2.1. Strategy and pricing

Equip is proud to still run our manufacturing site in the UK, where we hand fill all our down sleeping bags, manufacture our expedition suits, and wash and repair products for our customers. All our other manufacturing takes place in Asia, carried out by manufacturing partners who meet our high technical standards.

In our 2020-21 financial year, we worked with 20 manufacturing partners who operate 25 sites across Bangladesh, China, India, Indonesia, Myanmar, Philippines, Sri Lanka, and Viet Nam who cut, make, and trim our products. Over 20,000 people are employed by our manufacturing partners globally. We primarily work directly with the manufacturing sites, though we do occasionally use intermediaries for sites where we purchase smaller volume.

Figure 3: Our 2020-21 manufacturing sites by country



We maintain long-term relationships with our manufacturing partners as this enables them to invest in both the individuals that work there and the facilities they provide. 89% of our production volume in 2020-21 was manufactured by partners with whom we've been doing business with for more than five years. We understand long-term partnerships don't guarantee good working conditions, however, we believe our influence and support contributes to improving conditions over time.

89% of our production volume came from partners who we've worked with for more than 5 years

The outdoor industry is primarily a seasonal business, with key demand peaks in Spring and Autumn. To minimise the impact of peaks and troughs in our manufacturing partners’ demand, we provide regular production forecasts to our partners and allow for long-lead times. We’re proud that 58% of our production volume comes from manufacturing sites where we have a continuous production plan. This means they operate at a similar capacity all year, employing workers permanently rather than on seasonal contracts.

58% of our production volume came from partners who we have a continuous production plan with

Future Plans: We recognise that we need to improve our monitoring of the wages our manufacturing partners pay their workers and to better understand how our pricing strategy can influence wages.

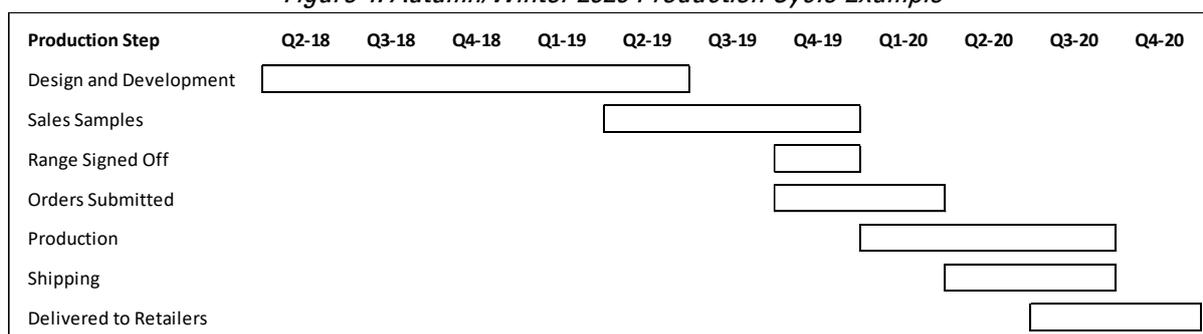
2.2. Production cycle

Equip produces two ranges each year, an Autumn/Winter range and a Spring/Summer range. Each range includes both our classic styles and new ones. Our Design and Development Teams start working on new styles approximately 18-months before they are delivered to our customers.

Each range is signed off at our international sales meetings the previous year, November for Autumn/Winter ranges and May for Spring/Summer ranges. Our manufacturing partners produce sales samples in time for our international sales meetings, which are then used for launching our ranges with retailers.

Production lead times for our bulk orders are approximately five months. We share production forecasts with manufacturing partners as early as possible and regularly update them on any revisions to our forecasts. Our production cycle allows our manufacturing partners to be producing our bulk orders for the majority of the year, approximately six months for each season.

Figure 4: Autumn/Winter 2020 Production Cycle Example



2.3. Manufacturing partner relations

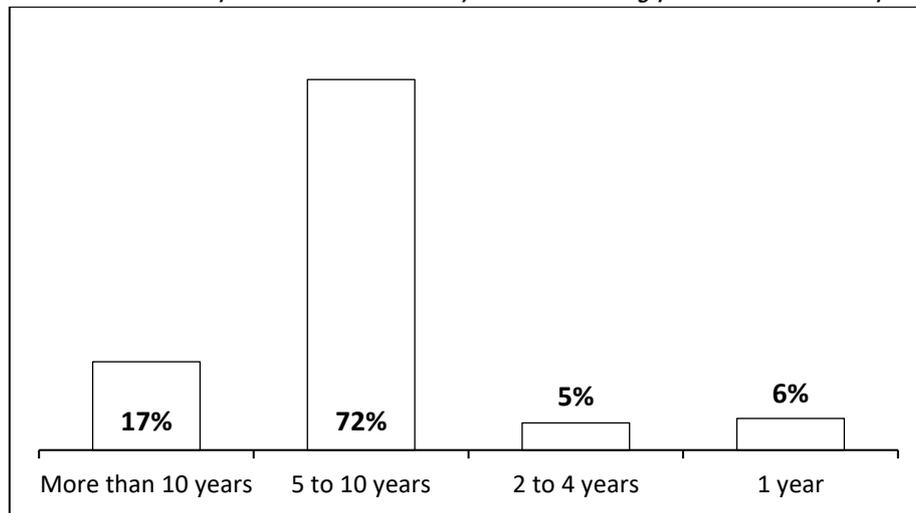
Equip is committed to maintaining long-term business relations with our manufacturing partners. As you can see from Figure 5, the vast majority of our production volume comes from manufacturing sites with who we’ve worked with for many years.

As Equip grows, we occasionally have to find new manufacturing sites to meet our increased demand or utilise new technologies. In 2020-21, we started working with two new manufacturing partners,

operating four sites across Bangladesh, China, and Myanmar. All these manufacturing sites were visited by our CEO or our Quality Control team based in Asia before we began production. The manufacturing sites’ technical expertise, production capacity, and employment conditions were all considered during the decision process.

Due to changes to our product ranges, we discontinued products made by two manufacturing partners in 2020-21, operating in India and Sri Lanka.

Figure 5: Our 2020-21 production volume by manufacturing partner relationship length



2.4. Integrating monitoring into sourcing decisions

At Equip we have always had a hands-on senior leadership team who conduct in-person visits to all potential manufacturing partners before deciding to start working with them. During these visits, and in subsequent correspondence, our teams determine if the manufacturing partner’s employment and working conditions meet Fair Wear’s Code of Labour Practices.

In 2020-21, we introduced a Due Diligence Policy for manufacturing partners which formalised our pre-existing process. The new Policy sets out how we assess and onboard new manufacturing partners. This includes communicating our membership of Fair Wear to new partners during initial visits, requiring them to complete a pre-evaluation survey to provide information on their working conditions, and an evaluation of their completed survey by our CSR Team. We will always follow this new Policy when making sourcing decisions from 2021-22 onwards.

Our new Due Diligence Policy also outlines our responsible exit strategy, the process that governs how we end contracts with manufacturing partners. This process distinguishes between leaving a contract due to a labour non-compliance and leaving due to other issues such as changes to our range. We are committed to working with a manufacturing partner if a labour non-compliance is identified, exiting the contract is always treated as a last resort after all remediation has failed.

Future Plans: Throughout 2021-22 we will be evaluating the effectiveness of our new Due Diligence Policy. We will review and update the Policy annually.

Successful new manufacturing partners are sent Equip’s Supplier Manual, which they are required to sign and return. This document regulates how we interact with our manufacturing partners. We have

recently reissued our Equip’s Supplier Manual to reflect our membership of Fair Wear. The updated Manual formally establishes our requirement for manufacturing partners to comply with Fair Wear’s Code of Labour Practices, how often we expect them to be audited, and how we expect them to respond to non-compliances identified in audits or complaints submitted to Fair Wear.

3. Monitoring and remediation

3.1. Overview

When we joined Fair Wear in 2020, we informed all our manufacturing partners of our membership by sending them an information pack. This pack included an overview of Fair Wear and what our membership meant for their business. We also required them to complete a Fair Wear questionnaire and provide photographic evidence that they had displayed the Fair Wear Code of Labour Practices and Complaints Mechanism information sheet in the local language at their site.

3.1.1 Site Visits

We have regular in-country meetings with our manufacturing partners. Personnel from Equip at all levels, including our Directors, Design, Development, Buying, Quality Control, and CSR teams have regular discussions and make frequent site visits.

We also have Asian team members permanently based at four of our manufacturing sites. The primary role of these colleagues is quality control; however, they are also familiar with both Fair Wear’s Code of Labour Practices and social audit requirements and will report any concerns to our CSR Team who follow up with the manufacturing partner.

Regrettably, our site visits were disrupted in 2020 due to travel restrictions imposed in response to the Covid-19 pandemic. However, we still managed to visit the majority of our strategic manufacturing sites, accounting for 89% of our 2020-21 production volume.

89% of our production volume came from manufacturing sites visited by our teams in 2020-21

3.1.2 Audits

In addition to our Fair Wear membership, for several years we have required all our strategic manufacturing partners to be audited against [amfori’s BSCI Code of Conduct](#) which establishes standards that companies must abide by to protect their workers’ human rights. The amfori BSCI Code of Conduct is directly comparable to Fair Wear’s Code of Labour Practices as both are based upon the same international human rights and labour rights treaties.

All our strategic manufacturing partners are required to be audited by third parties at least every two years. We expect our manufacturing partners to follow the principle of continuous improvement and remedy issues that are identified in the audit. We use amfori’s new sustainability platform to monitor and verify partners’ improvements.

Future Plans: We recognise that we need to improve our system of monitoring and verifying improvements after audits. We will be introducing focusing on this in 2021-22 with our expanded CSR team and support from other relevant internal teams.

95% of our production volume in 2020-21 came from manufacturing sites that had been audited against either Fair Wear’s Code of Labour Practices or amfori’s BSCI Code of Conduct in the past 3-years.

95% of our production volume came from manufacturing sites audited at least once in the last three years

The following subsections highlight the monitoring and remediation conducted in each of the nine countries we sourced from in 2020-21. We have included our manufacturing partners’ results, graded on a scale of A-E by the auditor, for the eight Performance Areas that are directly comparable to Fair Wear’s Code of Labour Practices.

It should be noted that the BSCI approach to fifth standard differs from Fair Wear’s. Whilst Fair Wear focuses on living wages, BSCI audits look at wider remuneration, which includes paying legal minimum wages and providing social insurance schemes for workers. We are currently improving our data management for monitoring so that we can report on manufacturing partner’s compliance with living wages in our next Social Report.

3.2. Bangladesh

We sourced from two manufacturing partners in Bangladesh, one of which was new in 2020-21. Of the two manufacturing sites, both have been audited at least once in the past three years. Unfortunately, neither factory was visited by our team in 2020-21.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
15438	A	A	A	A	A	A	A	A
15439	A	A	C	A	B	A	B	A

Both of these manufacturing sites have been inspected for fire, building, and electrical safety in compliance with the Bangladesh Accord, and have made significant progress in correcting any issues.

We did not receive any complaints regarding manufacturing sites in Bangladesh in 2020-21.

3.3. China

We sourced from 12 manufacturing partners operating 13 sites in China in 2020-21. One of these manufacturing partners was new in 2020-21. Of the 13 manufacturing sites, eight have been audited at least once against the amfori BSCI Code of Conduct in the past three years. Two of the remaining five sites had been audited by Fair Wear before we became a member. We either visited or had a team member permanently based at five of the 13 manufacturing sites in China in 2020-21.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
15429	A	A	A	A	B	D	B	A
15430	A	A	A	A	A	D	A	A
15431	A	A	A	A	C	C	A	A
15432	A	A	A	A	B	D	A	A
15433	A	A	A	A	B	D	A	A
15435	A	A	A	A	A	D	B	A
15440	A	A	A	A	B	D	B	A
33687	A	A	A	A	C	D	A	A
4576	-	-	-	-	-	-	-	-
9725	-	-	-	-	-	-	-	-
15434	-	-	-	-	-	-	-	-
15436	-	-	-	-	-	-	-	-
33618	-	-	-	-	-	-	-	-

We received one complaint regarding a manufacturing site in China in 2020-21, please see Section 4 for more information.

3.4. India

We sourced from one manufacturing partner operating in India in 2020-21. Unfortunately, this site was neither audited against the amfori BSCI Code of Conduct nor visited by us in 2020-21. However, it was audited by Fair Wear before we became a member. We ended our relationship with this supplier in 2020-21 due to changes to our range.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
7694	-	-	-	-	-	-	-	-

We did not receive any complaints regarding our manufacturing partner in India in 2020-21.

3.5. Indonesia

We sourced from one manufacturing partner in Indonesia in 2020-21. This site was audited at least once in the past three years and visited by our team in 2020-21.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
5521	A	A	A	A	A	A	D	A

We worked closely with our manufacturing partner in Indonesia in 2020 after an audit highlighted several issues with their social performance in 2019. Together we identified appropriate corrective actions for the findings and agreed upon an implementation timeline. We're proud that when they were audited again in 2020, all but two of 29 issues had been corrected. We continue to work with our partner in 2021 to address these remaining two issues and have increased our production volume with the partner partially as a result of their improvements.

We did not receive any complaints regarding our manufacturing partner in Indonesia in 2020-21.

3.6. Myanmar

We sourced from two manufacturing partners operating three sites in Myanmar in 2020-21. One of these manufacturing partners was new in 2020-21. Of the three manufacturing sites, two have been audited against BSCI's Code of Conduct at least once in the past three years. The third manufacturing site was audited by Fair Wear in 2019 before we became a member. Our team visited one of the three sites in 2020-21.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
10775	A	A	A	A	A	D	A	A
12399	A	A	A	A	B	A	A	A
9416	-	-	-	-	-	-	-	-

During one of our site visits in Myanmar in 2020, a team member reported concern about the age of one of the partner's workers. We quickly responded by sending our China-based team member to the site to follow up on the issue and verify the concern. Through conversations with the site management, a follow-up on-site check, and by reviewing a recent Fair Wear audit report and remediation plan, our team member was able to confirm that the manufacturing partner had an effective age-verification process in place and that the worker in question was not underaged.

We received three complaints regarding manufacturing sites in Myanmar in 2020-21, please see Section 4 for more information.

In February 2021, the Myanmar Military seized control of the Myanmar Government, undermining the country’s recent democratic elections. We condemned the Military’s actions and called for the return to democracy in [our public statement](#). As this Social Report relates to our financial year that ended in January 2021, we will report on how we have supported our manufacturing partners and their workers in Myanmar during this period in our 2021-22 Social Report.

3.7. Philippines

We sourced from one manufacturing partner in the Philippines in 2020-21. This site was audited at least once in the past three years but was not visited by our team in 2020-21.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
15437	A	A	A	A	A	A	A	A

We did not receive any complaints regarding our manufacturing partner in the Philippines in 2020-21.

3.8. Sri Lanka

We sourced from one manufacturing partner in Sri Lanka in 2020-21. This site was not audited nor visited by our team in 2020-21, however, it was visited by our team in 2019. We ended our relationship with this supplier in 2020-21 due to changes to our range.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
33623	-	-	-	-	-	-	-	-

We did not receive any complaints regarding our manufacturing partner in Sri Lanka in 2020-21.

3.9. UK

We’re proud to still operate our manufacturing site in Derbyshire, UK. This is where we fill all our down sleeping bags, manufacture our expedition gear, and repair and wash our customers’ cherished products.

We do not use external auditors to monitor our manufacturing site for two reasons. Firstly, Fair Wear has designated the UK a ‘low-risk country’ which does not require auditing given the effective labour regulations. Secondly, we have direct oversight of our site with all of our manufacturing team members being directly employed, some of which who have worked for us since Rab was founded in the 1980s.

In 2020, our Director of Operations and CSR manager presented Fair Wear’s Code of Labour Practices to our manufacturing team members and ensured that the information was displayed on site. We did not receive any complaints regarding our manufacturing site in 2020-21.

3.10. Viet Nam

We sourced from two manufacturing partners in Viet Nam in 2020-21. One of the two manufacturing sites was audited at least once in the past three years. The same site was also visited by our team in 2020-21. The other site in Viet Nam was visited by our team in 2019.

Fair Wear ID	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health and Safety	8. Employment Contracts
11333	A	A	A	A	A	A	A	A
14390	-	-	-	-	-	-	-	-

We did not receive any complaints regarding our manufacturing partners in Viet Nam in 2020-21.

4. Complaints handling

Fair Wear’s Complaints System is an important element of effective monitoring of manufacturing sites. It enables worker’s voices to be heard and provides us with insights into the working conditions in our manufacturing partners’ manufacturing sites. The system does not seek to replace internal grievance mechanisms but acts as a safety net that workers can call upon if internal mechanisms fail.

When a complaint is raised by a worker, the details of the complaint and which manufacturing site it regards are passed to us as a member brand. Importantly the complainant remains anonymous unless they consent otherwise. If the manufacturing partner does not agree with the complaint, Fair Wear will investigate if the complaint is grounded or not. Our CSR team is responsible for responding to any complaints. They work with the manufacturing partner and other brands sourcing from the site to resolve the issue and address root causes so that it doesn’t happen again. Fair Wear will then verify that the issue has been resolved, typically by corresponding with the complainant. You can find out more about how Fair Wear’s Complaints System works [here](#).

We informed all of our manufacturing partners about Fair Wear’s complaints system when we became a member in 2020. We required them to provide us with photographic evidence of information about the complaints helpline being displayed in the local language at their sites.

In 2020-21 we received four complaints from our manufacturing partners’ workers. Three concerned manufacturing sites in Myanmar and the fourth came from a factory in China. Two of the four complaints, both from Myanmar, related to the manufacturing partner’s response to Covid-19.

Complaint No. 926	
Country:	China
Labour Standard(s)	Legally binding employment relationship
Summary:	The complainant reported that they had been forced to resign after their role had changed as they did not have the relevant skills for the new role. According to the factory manager, the complainant had chosen to resign as they had found a new job at another factory. Although both parties agree that the worker has resigned and has received their final wages, the reason for resigning remains unconfirmed.
Status:	Open: verification ongoing

Complaint No. 937	
Country:	Myanmar
Labour Standard(s)	Safe & healthy working conditions
Summary:	The complainant reported that the Covid-19 measures were not properly followed by the factory. They reported that there was overcrowding on the factory buses and social distancing was not followed in the factory. The factory responded by improving social distancing, such as staggering lunch breaks, and reallocating buses to busier routes. The complainant confirmed that they were happy with the improvements.
Status	Resolved

Complaint No. 965	
Country:	Myanmar
Labour Standard(s)	Employment is freely chosen; Reasonable hours of work
Summary:	The complainant reported that they had been forced to work overtime on Sundays. The factory responded by training their supervisors on how to carefully communicate requests to work overtime so to avoid workers feeling pressured. They also provided more information to workers on the rules about voluntary overtime. The complainant reported some improvements but felt that some supervisors were still pressuring workers.
Status	Open: on hold due to the current situation in Myanmar

Complaint No. 1021	
Country:	Myanmar
Labour Standard(s)	Living wage; Legally binding employment relationship
Summary:	The complaint reported that the factory had been hiring casual workers in trainee positions so that they could reduce costs by paying these workers less. The factory reported that they had hired these unskilled workers as there was a shortage of skilled workers. According to the factory, these workers were undertaking simple jobs to support the skilled workers.
Status	Open: on hold due to the current situation in Myanmar

5. Training and capacity building

5.1. Informing our teams

Equip’s membership of Fair Wear is led by our CSR Team with the backing of our Senior Leadership. In 2020 we informed all our team members of our membership of Fair Wear in an internal announcement. Our new membership was also a key item on the agenda for our annual sales meetings in 2020. All Equip’s email signatures now include the Fair Wear logo, reminding our team and stakeholders of our membership.

Support from representatives from relevant teams, such as Buying, Finance, and Marketing, has been critical to our membership journey. Representatives from these teams joined various Fair Wear webinars for new members throughout 2020-21.

Future Plans: Representatives from our Quality Control team in Asia plan to attend Fair Wear webinars in 2021-22 so that they can improve their awareness of the issues and enhance their monitoring at our manufacturing sites.

5.2. Informing our manufacturing partners

We announced our membership of Fair Wear in 2020 to all our manufacturing partners by sending them an information pack. This included an overview of what Fair Wear was and what our membership meant for their company.

In early 2021, we reissued our Equip Supplier Manual to all our current manufacturing partners. This updated version formally establishes our requirement for manufacturing partners to comply with Fair Wear’s Code of Labour Practices, how often we expect them to be audited, and how we expect them to respond to non-compliances identified in audits or complaints submitted to Fair Wear.

In 2020-21 we also encouraged our manufacturing partners to join specific Fair Wear webinars that were relevant to their contexts. These included changes to Indonesian and Vietnamese labour laws.

Future Plans: In our 2021-22 Work Plan we have committed to rolling out Fair Wear Work Education Programme (WEP) training sessions at strategic manufacturing partners’ sites.

6. Information management

Equip requires all manufacturing partners to complete the Fair Wear Questionnaire in 2020 to improve our oversight of our production locations. Our CSR team combined the questionnaire results with our existing information to map all our current and legacy manufacturing partners to better understand our supply chain. Our new Due Diligence Policy establishes how we will gather information from new manufacturing partners in the future.

We also required our manufacturing partners to provide information on any subcontractors they used in 2020-21. One manufacturing partner reported that they did not use any subcontractors which was

contrary to our previous understanding. By working closely with the partner, we were able to clarify what we meant by subcontractors and collect information on the subcontractors the manufacturing partner used. Through this process, we identified 11 subcontractors working across our supply chain in 2020-21.

Additionally, in 2020-21, amfori BSCI launched an updated version of their information management platform. Changes to the platform have improved our visibility of manufacturing partners who have multiple sites. Although the migration to the new platform has required extra work, it has resulted in our CSR Team conducting an internal audit of all our manufacturing partner information.

7. Transparency

Equip is proud to announce our Fair Wear membership on [our website](#) in June 2020. Using a video that included our CEO, our team members, and our ambassadors celebrating our membership, we received 23 million online views. Our press release was picked up by numerous media outlets, resulting in a print circulation of 10,000. We followed up our announcement by sharing our Fair Wear membership on all our social media channels, which received over 600 reactions.

We used the Fair Wear Digital Christmas campaign to promote our membership of Fair Wear to staff and our wider audience through Instagram Stories. We were able to inspire consumers and promote sustainable options for Christmas shopping and gifting through the 2020 Wear Fair Christmas Guide. On 21st December, Rab and Lowe Alpine were highlighted as brands participating in the campaign by Fair Wear.

8. Stakeholder engagement

Equip's CSR Team and representatives from other relevant teams joined various Fair Wear webinars for new members throughout 2020-21.

Our company is a member of various industry associations which focus on human rights and sustainability. These include the European Outdoor Group, European Outdoor Conversation Association, the Outdoor Industry Association, and the Microfibre Consortium. We regularly attend meetings and webinars organised by these associations and work with other members to address sector-wide sustainability issues.

You can find out more about our wider sustainability commitments and projects on [our website](#) and in our Rab DNA Sustainability Report which we will be publishing on our website in May 2021.