



IT'S IN OUR DNA

## Sustainability Report 2021



THE MOUNTAIN PEOPLE

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## Message From Our CEO

2020 has been a memorable year for our business. Despite the curveball of the Covid Pandemic, we chose to concentrate on some clear goals to drive the business forward and give focus in an otherwise disruptive year.

In June we announced our membership of Fair Wear Foundation. Our business has grown partly due to the strong open relationships we have with our manufacturing partners. Joining Fair Wear was the obvious next step for us. Our first assessment is in 2021 and we look forward to learning from the partnership and working with our factories to improve standards.

In November we announced our certification as a Climate Neutral Company and our ambition to achieve Carbon Net Zero by 2030. Like many, I have seen the impact of climate change myself; trying to guarantee winter conditions in Scotland for climbing and skiing is more difficult than it was in my younger years! I'm now in a position where I can make a difference and I have embraced the passion we have in the organisation to drive this change forward.

Now, I am pleased to share our first Rab DNA Sustainability Report. Building our business the right way, with technical equipment and apparel designed to last, has always been part of Rab's DNA. Sharing our journey, mapping progress and taking pride in the people and partners who help us is important. I have set the business some tough goals to achieve but know that we must start somewhere. Waiting until we have all the answers before acting will simply be too late.



**Matt Gowar**  
CEO and Owner  
Equip Outdoor Technologies UK Ltd



# About Us

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

We pride ourselves on producing high quality, hard-wearing technical clothing and equipment that's designed to last. Our commitment goes beyond production. We are driving industry wide change, working hard to address the big challenges facing the outdoor apparel and equipment sector.

We lead by example. Since our inception, we've been repairing kit so it can see another adventure and not landfill. We use the world's first GRS-certified recycled down and were an early adopter of the Responsible Down Standard. We're founding members of The Single Use Plastics Project set up by the European Outdoor Group, and our UK office and warehouse are powered by 100% renewable electricity.

## Simply put, sustainability is in our DNA.

We want to share our progress so far, in this, our first sustainability report. We will be up-front with our message, our journey and our future ambitions.



Our story is woven from four key threads:

Creating technical sustainable **Products**

Respecting the **Planet**

Challenging our **Partners**

Taking pride in our **People**

*This report covers the sustainability strategy and performance for the 2020/21 financial year which runs from 1st February 2020 to 31st January 2021.*



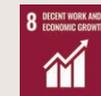
We support the UN Sustainable Development Goals. They address the global challenges we all face. Though all the goals are important, the five areas we can make the biggest difference are:



**GOAL 3: GOOD HEALTH AND WELL-BEING**  
Ensuring healthy lives and promoting well-being at all ages.



**GOAL 5: GENDER EQUALITY**  
Not only a fundamental human right but a necessary foundation for a peaceful, prosperous and sustainable world.



**GOAL 8: DECENT WORK AND ECONOMIC GROWTH**  
Sustained and inclusive economic growth can drive progress, create decent jobs for all and improve living standards.



**GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Decoupling economic growth from environmental degradation, increasing resource efficiency and promoting sustainable lifestyles.



**GOAL 13: CLIMATE ACTION**  
Climate change is affecting every country on every continent, disrupting national economies and affecting lives.



# Proud to be Climate Neutral

In 2020 we became a Climate Neutral Company.  
It's our base camp.



From here we start our ascent to Net Zero.  
We aim to reach Net Zero by 2030.

## GOING FORWARD

We will detail our plans, set internal targets and engage staff, suppliers and business partners.

Annually we will measure, report our emissions and deliver our progress report annually.

### 1970s

Rab begins making and repairing sleeping bags whilst Lowe Alpine's reputation for innovation, durability and reliability grow.

### 1980s

Rab sets up an attic 'micro-factory' and starts to sell to local climbers whilst Lowe Alpine continues to push boundaries of alpine equipment with a number of world firsts.

### 1990s

Rab and Lowe Alpine establish themselves as market leaders in Rab sleeping bags and Lowe Alpine packs in the UK and Europe.

### 2000s

Rab retires and hands ownership to Equip Outdoor Technologies Ltd – a business with similar ambitions, ethics and goals.

### 2010s

Rab becomes Responsible Down Standard certified, we join The Microfibre Consortium and sign the European Outdoor Group Sustainability Charter.

### 2020-2021

We become approved members of Fair Wear Foundation, commit to purchase only Fluorocarbon Free fabrics for Lowe Alpine packs, and the iconic Rab Microlight jacket is produced with 100% recycled fabrics and 100% recycled down.

### 2021-2030

We will continue to be ambitious in our use of recycled fabrics and materials, while reducing our reliance on air travel for business and freight shipments. We aim to eliminate all unnecessary packaging and innovate sustainable solutions, including the use of 100% recycled polybags. All our global offices and warehouses will switch to 100% renewable energy.

### 2030 NET ZERO EMISSIONS

This means our greenhouse gas emissions will not exceed the volume we remove from the atmosphere. We'll reduce our emissions to as close to zero as possible, then balance any remaining emissions through carbon removal projects and technology.

# Our 2021 Highlights

It's been a busy year, so here is a snapshot of our 2020/21 activity and plans.

## Product

### Looking Back

Launched Rab Microlight and Rab Cirrus with 100% recycled outer, liner and insulation.

21,500kgs of virgin down saved from landfill and recycled as P.U.R.E down.

98% of fabric used for SS21 Lowe Alpine packs was fluorocarbon free.

Over 7,000 products had their life extended through our Service Centre.

### On The Horizon

Use more technical recycled materials.

Design for end of life.

Study the impact of our materials.

Easier access to care and repair for our customers.

## Planet

### Looking Back

Second year as a certified Climate Neutral Company (2019, 2020).

100% renewable electricity in UK owned facilities.

50% recycled material in all polybags.

79% weight reduction in consumer hangtags.

### On The Horizon

42% reduction in absolute GHG emissions from direct operations by 2030.

58% reduction in GHG emissions from purchased goods and services per item shipped by 2030.

## Partner

### Looking Back

Became members of Fair Wear Foundation.

Published first Social Report.

95% of our production is from manufacturing partners audited in last 3 years.

89% of production from long-term partners (over 5 years).

### On The Horizon

Deliver 2021/22 Fair Wear Work Plan to further improve labour standards, achieve living wage payments and reduce excessive overtime.

## People

### Looking Back

Partnership with Outward Bound Trust for the second year.

Supported outdoor education sector in a difficult year with donations, promotion and volunteers.

Donated over £3000 to Dukes Barn Outdoor Education Centre.

### On The Horizon

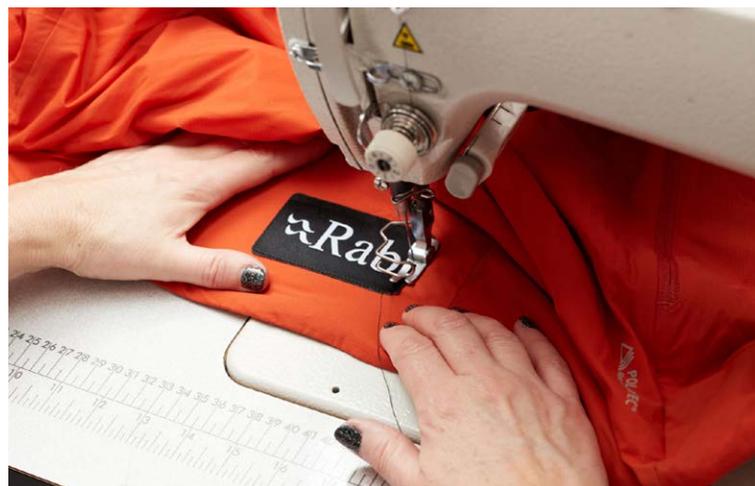
Drive activity with partners like UK Outdoors and the It's Great Out There Coalition to protect and promote the value of outdoor experiences for people, especially children and young people.

# Product

## Recycled Materials

At Rab's and Lowe Alpine, we create industry leading, responsibly made products that don't compromise on performance.

Together with our partners, we have identified opportunities to develop materials that reduce our environmental impact whilst maintaining performance. Using more recycled fabrics and challenging our manufacturing processes are two of the most radical steps we can take to reduce our carbon footprint and make a real difference.



In 2020, 34% of Rab's fabric contained recycled materials. That's 10 times more than 2019.



### P.U.R.E. Recycled Down

In 2019, we introduced the world's first GRS (Global Recycled Standard) certified down into our range. P.U.R.E. recycled down is a high quality, sustainable solution that uses fewer resources to produce than virgin down, and prevents unnecessary waste from going to landfill.



**P.U.R.E.**  
RECYCLED DOWN

unnecessary waste from going to landfill.



### Recycled Synthetic Insulation

For AW20, we introduced PrimaLoft® Silver Insulation Luxe™ into our range. It uses post-consumer recycled materials to create high-performance synthetic insulation that mimics down. We also use recycled Stratus™ sheet insulation, made from 100% recycled polyester.



### Recycled Fabrics Throughout Our Products

We are swapping out virgin materials for recycled fibres where possible, in everything from shells to fleeces. In partnership with brands like Pertex® and GORE-TEX®, our team are developing fabrics containing varying levels of recycled content that still perform to the highest level.



By 2030, at least 50% of our fabrics will contain 100% renewable or recycled materials.

# Product

## The Microlight – Reinvented

In AW20, our iconic Microlight range was updated to use 100% P.U.R.E. recycled down, a recycled 30 denier Pertex® Quantum outer fabric, and a fully recycled nylon lining.

This launch was a landmark moment, communicating our commitment to more sustainable products.

Ever since the 80s Pertex® and Rab have had a dynamic and forward-thinking relationship. Our combined efforts to create progressive answers for the demands of our customers has allowed us to stay at the forefront of the industry.

Alongside our existing relationships we are always seeking new innovative and creative partners, so we are

delighted to be working with Minardi Piume, the down reclaiming experts behind P.U.R.E. recycled down. We look forward to our future collaborations and exciting projects ahead.



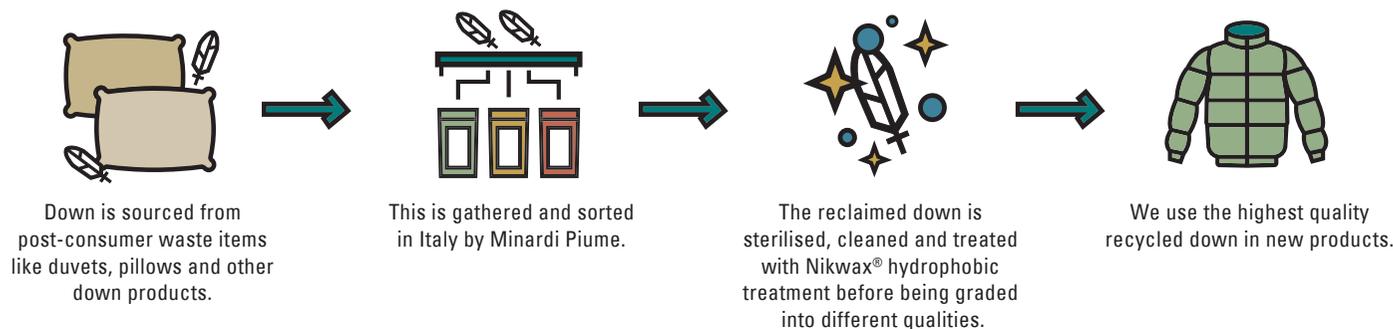
## Using Recycled Down

Down is naturally one of the best and most insulating materials in the world. By recycling it we can recapture a valuable material that would otherwise end up in landfill. The team at P.U.R.E. reclaim down from post-consumer waste items like duvets and pillows. That ‘waste’ material is upcycled and restored to high quality down suitable for some of our most technical products.

“Performance is of the utmost importance to us, so when sourcing recycled materials, they must offer equal or improved performance to the virgin material,” explains Debbie Read, our Corporate Social Responsibility Manager.

“Introducing recycled down to our AW20 collection, while meeting our technical requirements, gives us an opportunity to start closing our down recycling loop in 2021.”

## How do we recycle down?



Debbie Read,  
Corporate Social Responsibility Manager



In 2021, we are attempting to close our down recycling loop by launching a down collect and recycle scheme at our head office in Derbyshire, UK.

# Product

## Designing Responsibly

Responsibility is at the core of our design. We have a responsibility to ensure that our products are fit for purpose, but we're also responsible for minimising their impact on the planet. We create apparel and equipment with longevity, durability and repairability in mind.



## Closing the loop with the Arc Eco Jacket

While our Service Centres keep products in use for as long as possible, there comes a time when products are no longer serviceable. Most yarn these days is a blend of materials. And technical garments, particularly waterproofs, have multiple layers, making them very complex fabrics to recycle. That's why we are developing products that can easily be fully recycled at the end of their usable life.



The Arc Eco Jacket is a fully featured waterproof jacket that has sustainability at its core. It's our first garment to utilise the new 3-layer Pertex® Shield Revolve mono-polymer fabric that is entirely made from recycled polyester. Using a single polymer means it is more easily recycled at its end of life.

This long-term thinking is pushing the boundaries of how we can design and produce technical product within our planet's finite resources. What's more, it is treated with a fluorocarbon-free Durable Water Repellent (DWR). The Arc Eco Jacket has even been honoured with a 2021 ISPO Award.

A truly revolutionary piece, it's challenging the relationship we have with our gear, from its creation, throughout its use and then at its disposal.



We continue to design for durability, repair, disassembly and end of life.

98% of all Lowe Alpine fabric is fluorocarbon free, for SS21.

In 2020, 48% of Rab® DWR fabric was fluorocarbon-free. That's 8 times more than 2019!



## Decreasing the fluorocarbons on our fabrics

Durable Water Repellent coatings (DWRs) encourage water to bead and roll off the fabric, enhancing performance and comfort. Ineffective DWRs lead to fabric 'wetting out', which drastically reduces the overall performance of the product. Fluorocarbons are widely used in outdoor clothing and equipment in the manufacture of DWRs but fluorocarbons are harmful to the environment. That's why, at Rab®, we're working hard to find a suitable replacement that allows our products to perform to the high standards you expect.

We have transitioned many products across to a fluorocarbon-free finish and are working to develop the right solution for our other, high-performance products. Rab only uses fluorocarbon-free DWRs or shorter chain fluorocarbons (C6) DWRs in our apparel.

Lowe Alpine moved over to fluorocarbon-free fabric from the 1st of November 2019. We're using up any remaining fabrics containing C6 fluorocarbons, switching to the fluorocarbon-free alternatives once old materials are exhausted. This maintains production efficiency, speeds the transition to fluorocarbon-free fabrics and most importantly avoids unnecessary fabric waste.



# Product

## Caring For Animals

### Responsible Down Standard



It's been over 30 years since the first Rab sleeping bag was hand cut, sewn and filled. We're known for our down products. It's no surprise then that we take great care selecting our virgin down, ensuring it is high quality and ethically sourced. When it comes to ethics, we believe the Responsible Down Standard (RDS) is the most robust and transparent certification available. From farm to factory, every stage is certified by the RDS, ensuring that animals:



Are not live-plucked.  
(We don't accept  
moult-harvesting either).



Are not force-fed.



And, have been treated  
with respect, from birth to  
end of life.

The RDS requires that each stage of the supply chain is audited by a third-party, so, we know that all the virgin down that goes into your sleeping bag or jacket is fully certified. Only products that use 100% certified down and feathers carry the RDS logo.

### Wool, Leather and Fur

Down is not the only animal product we use. Sometimes the best option for our products come from animal-derived materials. If so, we only source these materials through partners who commit to strict adherence of codes of practice that meet or exceed International, National and State Government standards for animal welfare. We only do business with suppliers who source animal by-products from entities that use fair and humane animal welfare practices.



We only accept leather originating from animals that have been bred for meat production.



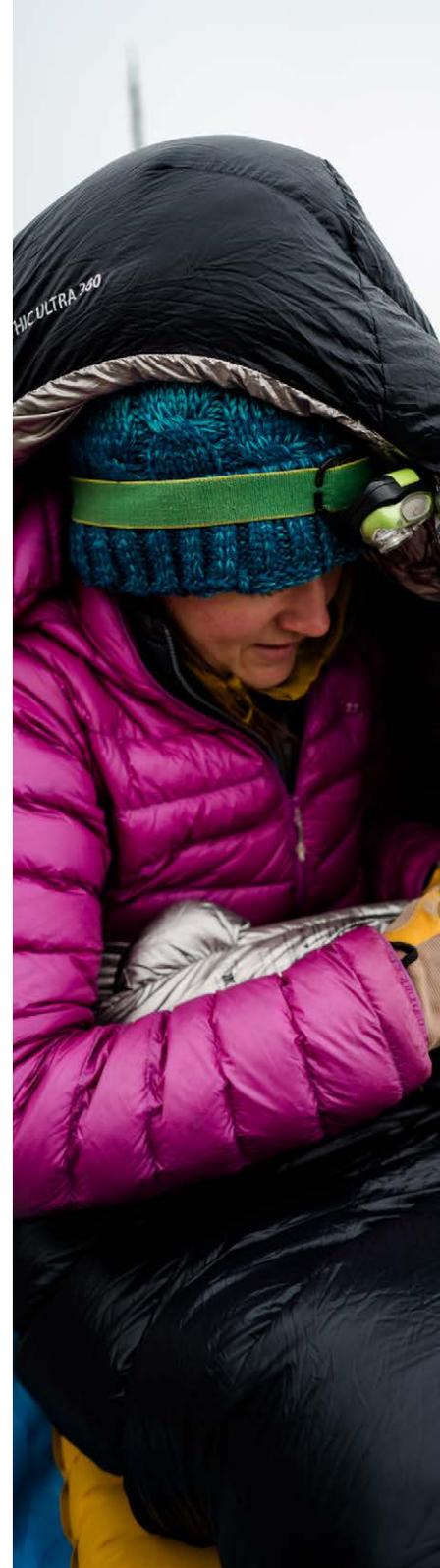
We do not accept exotic skins or skins from wild animals, including but not limited to: snakes, alligators, crocodiles, lizards, ostrich, emu or kangaroo.



We do not accept wool from farms that practise mulesing of sheep.



We do not use real fur in any products.



## Understanding Microfibres

Microfibres are those which are directly released into the environment as small particles (less than 5 mm size). Although often included in microplastic discussions, microfibres can be synthetic or natural, and are shed from carpets and other household textiles, as well as clothes.

We have been members of The Microfibre Consortium since 2019, and have sat on the board since 2020. We have our own materials experts actively engaged with ongoing research to increase our understanding of microfibres.



We will test 100% of our midlayer fabrics for AW21 and SS22 against the industry agreed test methodology to understand and assess our impact.

# Product

## The Service Centre

Your kit tells a story. A tear from a tricky off-width or a singe from the campfire after a hard day's trek. We want those stories to last and your kit alongside it. Our ambition is to keep your gear going for as long as you need it.



Rab Promise

The **Rab® Promise** is our commitment to you that our gear will deliver long-lasting and rewarding experiences throughout its usable life. We do this a number of ways:



Rab Wash

A zero-fuss, inexpensive washing service for our customers with down products. Making it easier to keep your down kit going for longer.



Rab Repairs

Our specialist team, many of whom worked alongside Rab Carrington at our original Sheffield premises, can handle almost any repair.



Spare Parts

We have a number of spare parts available on our website so that you can upgrade, repair or customise your kit to suit you.



Second Stitch

Some kit gets damaged before it reaches us. We take those items, patch them up and sell them through our Second Stitch programme.



Rab Service Centre



We're opening a new European Service Centre in 2021, reducing the distance kit has to travel to be repaired for our European customers.

In the AW20 season alone we...



Repaired 4862 wounded items.



Washed 2165 grubby items.



Resulting in over 7000 products being given a new lease of life and continuing on adventures and expeditions.



Second Stitch® is expanding to more countries, making it easier for you to give gear a second chance.

# Product

## Almost Nothing Is Wasted

We don't believe in waste. So, any samples, repaired returns, discontinued fabrics, overstocked items, or other unsaleable products are either:



Resold in our retail outlets, at events or tradeshows



Repurposed into new items



Donated to charities for reuse or resale through Outdoor Gear for Good



Disassembled back to raw components and donated as fabric for education and research



Trims, zips, and zip pulls are kept as spares



And any remaining waste fabrics are recycled through trade waste where possible



We continue to look at ways to use up waste fabric and will expand our range of accessories made with fabric off-cuts.



## Using up left-over fabric with the Lowe Alpine Bag for Life

Made from off-cuts and obsolete pack fabrics, this tote bag diverts our production waste away from landfill and onto your shoulder or into your hand. These are great all-purpose tote bags, from coiling your sport rope into, to carrying your weekly shop.

Over the last year, we donated at least 50 pence (or 50 cents) of each sale to Dukes Barn Outdoor Education Centre, a UK charity providing access-for-all outdoor learning.

As a fabric use-up item they come in a variety of colours. But trust us, they are all great. And any colour will look better filled with your belongings than in a landfill site!



We have donated over £3000 to Dukes Barn Outdoor Education Centre from the sales of Bag for Life in 2020.

# Planet

## Our Ascent To Net Zero By 2030

### Why Net Zero?

Simply put, it's the right thing to do.

Reaching Net Zero means we've reduced all unnecessary carbon emissions from our business operations, and anything left is offset using avoidance or nature based forestry projects. We'll also drastically reduce our resource dependency along the way.

### Rab & Lowe Alpine are already Climate Neutral

This means we're working to reduce our carbon emissions whilst balancing any remaining emissions through carbon credits.

Our partner, South Pole verify our data and provide carbon credits to support projects that reduce or remove emissions.

In 2020 we chose to support the following South Pole projects that are meaningful to our business and will have a lasting social as well as climate impact:

- Nam Hong Hydropower in Vietnam
- Efficient Cookstoves for Women in Nepal
- Kariba Forest Protection in Zimbabwe



You can read more about these projects here: <https://rab.equipment/uk/climate-neutral>



Photographs of the Kariba Forest Protection in Zimbabwe



By 2030 we're aiming for



\*From our 2019 baseline. These targets are based on the Science Based Target methodology, in line with efforts to limit the global temperature increase to 1.5°C.



In 2025, we'll evaluate our progress, and reassess our baseline and targets.

	2019		2020	
	Emissions (tCO <sub>2</sub> e)	% of total	Emissions (tCO <sub>2</sub> e)	% of total
Scope 1: Direct emissions from owned or controlled sources e.g. company cars	219	3.7%	132	3.0%
Scope 2: Indirect emissions from the generation of purchased electricity, heating and cooling.	163	2.7%	83	1.9%
Scope 3: Indirect emissions that occur in our value chain e.g. production and shipping	5,584	93.6%	4,173	95.1%
<b>TOTAL</b>	<b>5,966</b>	<b>100%</b>	<b>4,388</b>	<b>100%</b>

Source South Pole, based on Equip 2021 Report  
NOTE: Some of our emissions reduction will have been achieved in context of changes to business operations due to Covid-19

The following are our priority reduction areas:



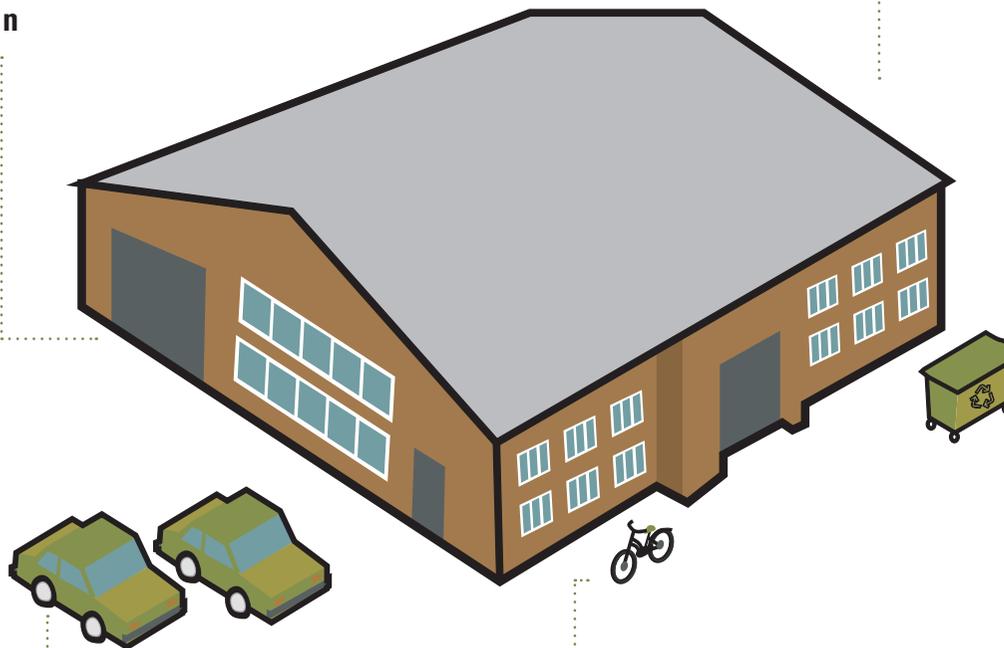
# Planet

## Reducing Our Impact

Achieving bold ambitions like our planned ascent to Net Zero by 2030 must start close to home. Making small changes, engaging many people, educating and communicating are the small actions that help us achieve great milestones. Take a look at what we've achieved so far:

### Warehouse and Distribution

- All the cardboard packaging we receive in the UK is recycled and returned to us as boxes and paper bags that we use for our online customer orders.
- Web orders are shipped in cardboard and paper for easier recycling by the consumer.
- We remove and capture polybags from orders which are held for collection and recycling through a specialist processor to maintain the quality of the raw material (UK only for now).
- 60% of our downstream distribution is operated with a certified CO2-Neutral courier.



### Our Vehicles

- In 2020 we switched most of our UK fleet cars from diesel to petrol hybrids or electric vehicles.
- Established electric vehicle charging parking bays for staff and visitor use.

### Our Offices

- 100% certified-renewable electricity in our Derbyshire Headquarters, warehouse, Rab Service Centre, Mountain Outfitters Factory Shop and Kendal Sales Office.
- Energy-saving passive infrared sensor (PIR sensor) lights, filtered water and boiling water points in common kitchen areas.

### Waste and Recycling

- We separate out our recycling and have food and polybag collection points at key sites.
- No desk-side bins, forcing us to think about our personal waste.
- Filtered water and fridges to discourage single-use plastic bottles and encourage reusable food packaging.

### Employee Commuting

- Our employees are encouraged to find alternative routes to work through car sharing and cycle-to-work days.
- Secure cycle storage, e-bike power points, shower facilities and discounted cycle scheme to encourage cycling.



Continue transition of owned fleet to hybrid and electric vehicles globally.



We intend to achieve 100% renewable electricity globally by 2024.

# Planet

## Packaging

As an outdoor brand, we are concerned about the excessive use of unnecessary packaging in our lives and the impact this has on the environment we all enjoy so much. The packaging we use is there to protect our products in transit. We're reducing all unnecessary packaging where there is no detrimental impact to product quality.

### Upstream: Products on their way to us

- Up to 70% reduction (by volume) of our polybags through rolling and folding, minimising pack size, from SS21 onwards.
- Our polybags are now made from at least 50% recycled content. We are moving towards 70%, then 100%.
- Swapping to pillow-style reusable polybags where practical, from AW21.
- Using biodegradable paper gum tape to secure boxes, instead of plastic strapping.



### Downstream: Products on their way to you

- Saved 300kg of polybags from going to landfill in the first 9 months since launch.
- Swapped to biodegradable gum tape for all downstream shipping.
- Swapped to paper/cardboard distribution packaging made from 100% recyclable sustainably sourced materials replacing plastic mailer.

### Product: Consumer hangtags

- Reduced consumer hangtag materials by 79% through introducing a QR code, negating the need for detailed text information and multiple languages.
- That's saved almost a tonne of card per season!



## Industry Partners

We are founding members of the European Outdoor Group's EOG Single Use Packaging Project – working with the industry to develop a roadmap to significantly reduce single-use plastics in the supply chain.

We supported the European Outdoor Conservation Association (EOCA) at ISPO 2020, to implement its Plastic Pledge, avoiding the use of single-use plastic at the trade show.

We are part of the Plastic Impact Alliance, working to make the outdoor industry free from single-use plastic with a focus at the US Outdoor Retailer trade show.



We're developing our cardboard packaging to allow high-value and delicate items to have their polybags removed without the risk of damage to the product on our web order shipments.



We're working with the EOG and retailers to develop ways to capture polybags and recycle them as an industry.

# Planet

## Plastic Isn't The Problem - Plastic Waste Is!

Plastic is a valuable resource. It's still the most effective and lightest packaging solution for us to store and transport our high-value products, from factory through to customer. It protects garments from being damaged by moisture, dust and dirt.

However, if not dealt with properly at its endpoint, that plastic can cause issues. It can be sent to landfill losing it as a resource, incinerated instead of being recycled, or end up in our waterways by mistake. Plastic use is not the problem. Plastic waste is.

In late-2019, our Customer Experience team wanted to make a change. We were receiving overwhelming feedback about unnecessary single-use plastic. So, an idea was born: to start removing avoidable polybags from our supply chain.

*“Love the packaging and environmental responsibility RAB is undertaking.”*

*Rob, Rab® customer*

A few concerns were raised, but the biggest hurdle was, ‘How do we protect our technical and high-value apparel, like down products or waterproof shells, and ensure they don't get damaged in transit?’

After linking up the key stakeholders and brainstorming some answers, a solution emerged; remove any unnecessary polybags from orders which were being shipped directly to consumers from our UK distribution centre. And for exceptionally high value or delicate items, the bag is left in place to do its job. After all, damaging a technical garment like a down jacket to a point where it is no longer serviceable is more harmful to the environment than the polybag.



We worked with our packaging provider to ensure the paper bags and cardboard boxes we use are sturdy enough to survive the UK and EU delivery network – and weather! It was trialled in March 2020, at a period that online orders were increasing due to the Covid-19 pandemic. And the response from customers was overwhelming.

*“Delighted to see a company making a genuine effort to reduce unnecessary packaging and use of plastics.”*

*Sally, Rab® customer*

We have expanded the trial to other countries including the USA. In the UK, it's no longer a trial – we don't see the need to ship the majority of our products in polybags. We believe it's our responsibility to recycle them effectively, taking the pressure off the consumer, and preventing plastic simply becoming waste.

## Where do our removed polybags end up?

Industry-wide problems demand an industry-sized response. For this reason, we have joined with the European Outdoor Group Single Use Plastic Project and over 30 other brands and retailers to take responsibility for reducing single use plastic packaging.

We send consumers the product, we remove the poly bag and we make sure the plastic is recycled. We have joined up with specific recyclers who we can trust will keep these plastic bags far away from landfills or incinerators, and instead recycle to create a stream of clean, pre-sorted, homogenous plastics. These could be used for new products or new recycled plastic bags.



*“We're always nervous when making a change to the way our customers receive their products, so much can go wrong. So, the idea of removing the polybags, and trusting paper and delivery services was unthinkable a few years ago”*

**Matt Clarke,**  
Head of Customer Experience.



## Our response to Coronavirus

COVID-19 has had a significant impact on all of us, both at home and work. The impact was immediate on our industry with shops closed, and websites and trading volume initially reduced and then erratic depending upon stock locations, local messaging and guidance.

In unprecedented times, both our retail and manufacturing partners needed reassurance and stability.

Once we realised the impact of the pandemic, we acted quickly to adjust the volumes and ranges in our season launches. We worked with our retail partners, big and small, to revise order levels, take back surplus stock, and delay product launches so that current options wouldn't face clearance prices.

To mitigate the impact for manufacturing partners, we:

- Did NOT cancel any orders in production.
- Spaced orders out and re-planned production levels and range for autumn and winter 2020 products.
- Agreed any additional costs incurred, for example for additional storage.

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

We continue to work closely with both our factories and retailers to understand their needs and make sure we move forward in union as the pandemic continues to cause disruption.

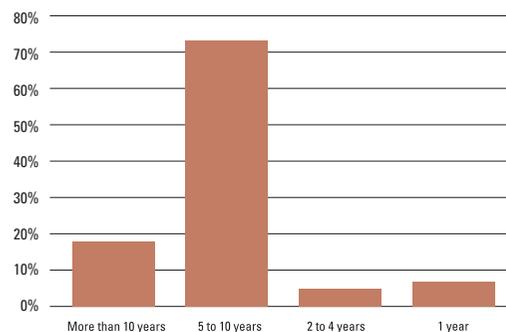
# Partner

## Where We Work

In 2020, we worked with 20 manufacturing partners who operate 25 sites across Bangladesh, China, India, Indonesia, Myanmar, Philippines, Sri Lanka, and Vietnam who cut, make, and trim our products, employing over 20,000 people.

We've maintained long-term relationships with our manufacturing partners enabling them to invest in both the people that work there and the facilities they provide. We're also proud to retain manufacturing expertise at our UK site, where we hand-fill every single down sleeping bag and make all our expedition garments.

89% of production volume in 2020-21 was manufactured by partners who we've been doing business with for more than five years.



2020-21 Production volume by manufacturing partner relationship length

## Monitoring and Improvement

Despite our rigorous audit programme, visiting factories is still the best way to build relationships, monitor conditions, and oversee production and quality. We have Equip representatives based in China and Vietnam, so even with the limited travel allowed in 2020 due to Covid-19 restrictions, we prioritised factory visits where feasible.

All our strategic manufacturing partners are audited by third parties against the amfori BSCI Code of Conduct, at least every two years. They share the audit reports with us, and together we work to continuously improve conditions.



Member of amfori, the leading global business association for open and sustainable trade. For more information visit [www.amfori.org](http://www.amfori.org)

## Fair Wear Foundation

In 2020, we became an official member of Fair Wear Foundation. We are increasing transparency about how our clothes and equipment are made and continue to improve working conditions for the people making them. We have some key focus areas to address as we move through our Fair Wear journey, which have been outlined in our Fair Wear Work Plan and Social Report, which you can read here:

<https://rab.equipment/uk/fair-wear-membership>



Deliver first year Fair Wear Brand Performance assessment and 2021/22 Work Plan.

# Partner

## Our Global Footprint



# People

## Being Part of our Community

Our development of better outdoor gear enables more people to experience the wilderness, but there's so much more to outdoor pursuits than covering ground and conquering summits.

More than ever, the past year has highlighted the mental and physical benefits of spending time outdoors. We've been working in strange conditions and confined to watching adventures on screen rather than living them out in the hills. In the wider community however, there have been more serious issues raised.

Our friends in the outdoor education sector have suffered job losses and centre closures. In December 2020 our partners the Outward Bound Trust reported that schools were seeing children's performance deteriorate, citing a lack of time outside as increasingly responsible. We believe outdoor access should be prioritised as we recover from the challenges of 2020.

We are aware that barriers to the outdoors disproportionately affect the underprivileged and feel strongly that no matter your gender, age, race, sexuality or ability, the outdoors should be a welcoming place. We continue to support organisations like the Outward Bound Trust, Dukes Barn outdoor Education Centre and It's Great Out There Coalition who all work to improve access for underrepresented communities. But more needs to be done.

We're working more closely than ever with our partners to remove barriers and encourage new participants. Our staff are each given two working days to volunteer with these organisations, increasing awareness internally, but also building connections with our broader community. We have recently partnered with UK Outdoors, the industry body for outdoor learning. We are increasingly involved in supporting grassroots events like the Women's Trad Festival and the Peak



Mountaineering Pick and Play, a free litter collection and outdoor activity event for all.

We see the immediate future as a significant opportunity to connect more people with the outdoors and empower people to care for and protect our wild spaces.

“Most people don't realise either the benefit of outdoor education or how many people are deprived of it. You don't have to be an outdoorsy person, or even become one, to benefit from outdoor experiences, you've just got to be given the chance.”

Angus Kille,  
Rab athlete and climbing instructor



Drive activity to protect and promote the value of outdoor experiences for people, especially children and young people.



Organise a regional outdoor education event to facilitate organisations and charities access to outdoor education.

# Who We Work With



**South Pole**  
<https://www.southpole.com/>  
We help realise deep decarbonisation pathways across industries, based on a thorough understanding of climate risks and opportunities in specific sectors, as well as the highest emission reduction standards.



**The Microfibre Consortium**  
<https://www.microfibreconsortium.com/>  
The Microfibre Consortium (TMC) facilitates the development of practical solutions for the textile industry to minimise fibre fragmentation and release to the environment from textile manufacturing and product life cycle.



**Responsible Down Standard**  
<https://textileexchange.org/standards/responsible-down/>  
The Responsible Down Standard (RDS) aims to ensure that down and feathers come from animals that have not been subjected to any unnecessary harm.



**Outdoor Industries Association (USA)**  
<https://outdoorindustry.org/>  
A force for the industry in recreation and trade policy, sustainable business innovation and increasing outdoor participation.



**Snowsports Industries America (SIA)**  
<https://snowsports.org/climate/>  
Focused on providing the highest value to our members, to help them navigate our constantly evolving and complex marketplace, and get their businesses in fighting shape.



**Outdoor Industries Association (UK)**  
<https://www.theoia.co.uk/>  
Provide leadership and promote the outdoors, persuasively representing the industry's interests in all activities and at every level and be a high profile, campaigning organisation.



**Fair Wear Foundation**  
<https://www.fairwear.org/>  
Fair Wear Foundation is a non-profit organisation. Our mission is to see a world where the garment industry supports workers in realising their rights to safe, dignified, properly paid employment.



Member of amfori, the leading global business association for open and sustainable trade. For more information visit [www.amfori.org](http://www.amfori.org)

**amfori BSCI**  
<https://www.amfori.org/>  
Improving social performance in global supply chains. It's now more necessary than ever for companies to improve visibility over their production – and to drive improvements across their supply chains wherever possible. amfori BSCI has enabled companies to trade with purpose by improving social performance in their supply chain.



**European Outdoor Conservation Association**  
<https://www.eocaconservation.org/>  
EOCA wants to show that the European outdoor industry is committed to putting something back into the environment, and all working together a real difference can be made.



**European Outdoor Group (EOG)**  
<https://www.europeanoutdoorgroup.com/>  
We are the voice of the European outdoor sector, our vision is to do global, profitable business in a way that gives back more than we take.



**FGHS (Dutch Association of Sporting Goods Suppliers)**  
<https://fghs.nl/en/>  
The FGHS, founded in 1950, is the Dutch industry association for sporting goods suppliers. FGHS has more than 140 members, who together represent 80% of the annual turnover of the industry.



**BSI (Bundesverband der Deutschen Sportartikel-Industrie - Federal Association of German sporting goods industry)**  
<https://www.bsi-sport.de/>  
The BSI represents the German sporting goods manufacturers, sporting goods retailers and sporting goods importers. It has ca. 150 members including international business leaders of various industries.

## Advocacy and Inclusion Programmes



**The Outward Bound Trust**  
<https://www.outwardbound.org.uk/about-us>  
An educational charity that helps young people to defy limitations through learning and adventures in the wild. We challenge young people to never give up, to change their perspective and to learn the most important lesson: to believe in themselves.



**It's Great Out There Coalition**  
<https://www.itsgreatoutthere.com/>  
Europe active Outdoors inspiring individuals and communities to explore the outdoors safely and responsibly, one activity day at a time.



**Dukes Barn Outdoor Centre**  
<https://www.dukesbarn.org/>  
Dukes Barn Outdoor Activity Centre provides adventurous activities with a primary focus on children with special needs, hearing or sight impairment and with physical disabilities.



**Outdoor Gear For Good**  
<https://www.outdoorgearforgood.com/about-us>  
We take excess inventory at no charge and we supply approved outdoor-related charities. We recycle in the best way that we know and we recover value from the best inventory. We give all profit to charity.



**AMI**  
<https://rab.equipment/uk/athletes-partners/ami-team>  
The representative body for professionally qualified Mountaineering and Climbing Instructors in the UK and Ireland aiming for the advancement of mountaineering education; the promotion of good health and well being and the saving of lives; and the promotion of equality and diversity.



**UK Outdoors**  
<https://ukoutdoors.org.uk/>  
Bringing one voice and the best support for everyone in the outdoor education sector. UK Outdoors is the industry body for outdoor learning in the United Kingdom. They represent over 5000 individuals and organisations in outdoor and environmental education.



IT'S IN OUR DNA

<https://rab.equipment/rab-dna>



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THE MOUNTAIN PEOPLE

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