



IT'S IN OUR DNA

# Sustainability Report 2022



THE MOUNTAIN PEOPLE

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## Message From Our CEO

**2021 was a year of challenges. The continuation of Covid-19, global retail and manufacturing lockdowns, supply chain costs, and availability pressures all made for a perfect storm.**

**Despite these challenges, our business continues to grow.**

We achieved a 'Good' rating for our first Fair Wear Brand Performance Check in the summer. This was driven by the strong relationships we have with our suppliers. These relationships allowed us to effectively manage production peaks and shipping challenges, despite having no in-person meetings since early 2020. It has been frustrating that we still couldn't travel in 2021, but now in 2022 we have restarted visits and see the positive effect that is causing.

We further embedded our Fair Wear membership by auditing two of our most important factories. We are supporting them with specialist Fair Wear training, reflecting the commitment we make to each of our partners. This training empowers workers to give feedback on problems or concerns, giving us the chance to improve conditions and take action, if needed.

This is our third year as a Climate Neutral Company. Our ambition is to reach Net Zero by 2030. As expected, 2021 was a larger year for carbon emissions as production volumes increased to record levels. But we are pleased to see that item-level carbon emissions are reducing. This is largely down to the increased quantity of recycled fabrics we're using in our products.

I am proud of what we achieved in 2021. We launched a consumer down recycling scheme, welcomed back Women's Trad Festival in the UK after a Covid-enforced break, demonstrated an (almost) closed-loop plastic recycling scheme, reconfirmed our partnership with Outward Bound Trust and celebrated our brand Rab's 40th anniversary.

2022 is not looking any more stable. But we are ready. We have great partnerships in place, skilled employees and a strong customer base. We will constantly be tested, but are well positioned to see through the next 40 years.

**Matt Gowar**  
Equip CEO and Owner, May 2022



# About Us and This Report

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've always made gear that lasts, but it's not indestructible. Since our inception, we've offered a repair service, helping to keep kit going for longer, diverting it from landfill.

Today we are driving industry wide change and addressing the big challenges facing our sector.

We were one of the first outdoor brands to be certified a Climate Neutral Company in 2020, and set an aim to achieve Net Zero carbon emissions by 2030. As a member of Fair Wear Foundation, we're driving step-by-step improvements that are making clothing production fairer for everyone. We use recycled fabrics, recycled synthetic and down insulation; 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, US, German, and Benelux offices, plus our UK warehouse, are powered by 100% renewable electricity.

**This is where we are in 2022.**



*This report covers 1st February 2021 to 31st January 2022.*



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



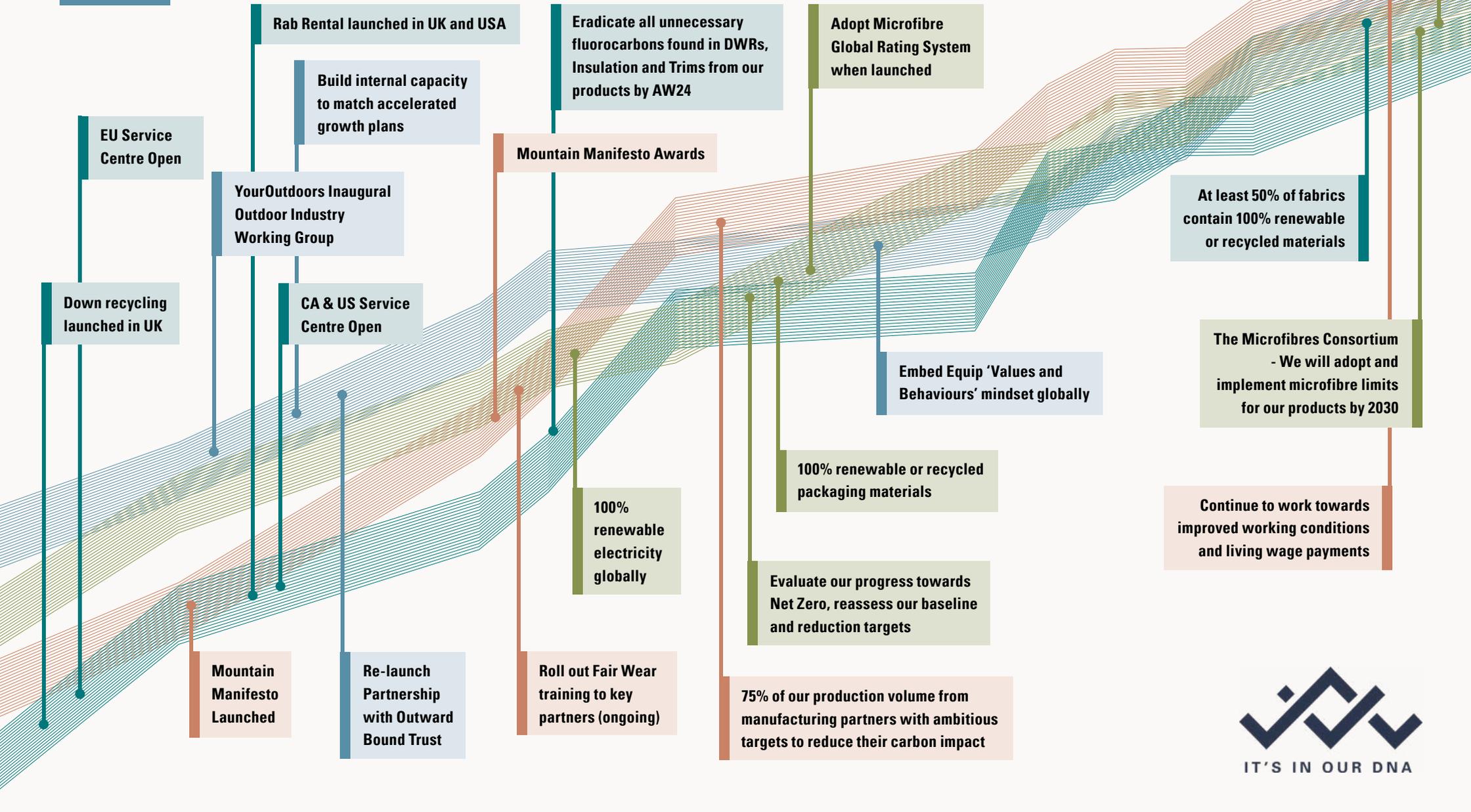
**GOAL 13:**  
CLIMATE ACTION



# Our Journey to 2030

- PRODUCT
- PLANET
- PARTNER
- PEOPLE

Become a Net Zero business by 2030



2021      2022      2023      2024      2025      2026      2027      2028      2029      2030

# Rab DNA 2021 Highlights

Working with grassroots groups in Europe and North America to improve access to the outdoors



We're a certified Climate Neutral Company for the 3rd consecutive year

Expand Service Centre to Europe, USA and Canada



Achieved Good status in 1st Fair Wear Brand Performance Assessment

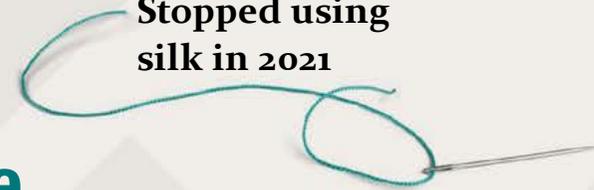


**63%** Recycled fabrics vs **46%** in 2020



**17.4% CO<sub>2</sub>e** emissions reduction per unit produced vs 2019\*  
(\*our baseline emissions year)

Stopped using silk in 2021



6 years supporting Women's Trad Fest



UK and US have eradicated polybags from 'direct to consumer' shipping

Expanding to Europe in 2022.



The Rab Mountain Manifesto is launched

A set of shared commitments to encourage the industry to work together.

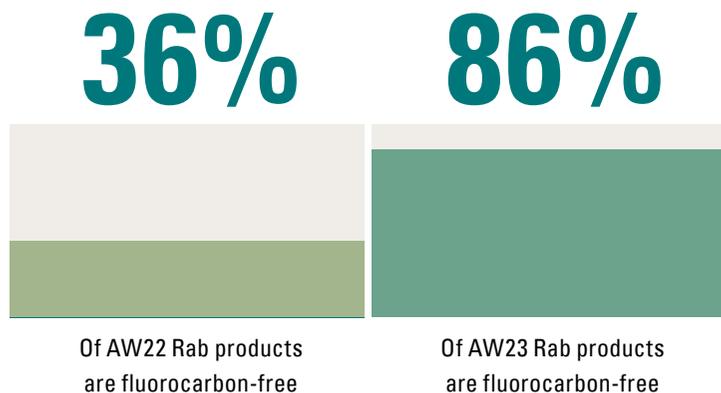
# Product

## DWRs and Fluorocarbons

We're trying to eradicate fluorocarbons from all our products by winter 2024.

Fluorocarbons are found in Durable Water Repellent coatings on fabrics and trims. We use fluorocarbon-free DWRs where suitable or shorter chain fluorocarbons (C6) DWRs in our more technical apparel. Once we find an alternative that performs, we'll switch.

**All fabrics bought for Lowe Alpine packs have been fluorocarbon-free since 2019.**



## Microfibres

Our materials experts are engaged with ongoing research to increase understanding of microfibres. In 2021, we recommitted to The Microfibre 2030 Commitment (TMC). A roadmap for the outdoor sector to take meaningful, science-based, coordinated action on fibre fragmentation from natural and synthetic textiles.

We committed to testing 100% of new mid-layer fabrics from AW21 onwards at third party verified labs.

We tested **66%** of new fabrics for microfibre impact.

Test results will be submitted to TMC for analysis in line with our 2030 commitment



Difficulty sourcing fabrics and shipping to the labs through COVID resulted in a lower test rate than we wanted. Going forward, we'll refine processes so we can increase our test numbers.

From AW22 onwards, we will also test baselayers and submit all test data to the Microfibre Data Portal in line with our The Microfibre 2030 Commitment.



# Product

## Wool, Leather, Fur and Silk

### We treat animals with respect.

Sometimes the best materials to use come from animals. We only use 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 boycott exotic skins and skins from wild animals
- ✓ We prohibit wool from farms that practise mulesing of sheep
- ✓ We only use fake fur in our products

### In 2021, we stopped using silk.

We're not convinced that there is a silk production method that is humane and meets animal welfare best-practice. We will sell our existing stock to avoid sending it to landfill.



### All of our virgin down is certified to the Responsible Down Standard.

The RDS independently certifies down against animal welfare requirements and tracks it from the source to the final product. From farm to factory, every stage is certificated, ensuring that animals:

- ✓ Are not live-plucked. (We don't accept moult-harvesting either)
- ✓ Are not force-fed
- ✓ And, have been treated with respect, throughout their lives
- ✓ All virgin down is a by-product of the food industry

# Product

## Rental Service

We made high quality outdoor kit more accessible with our Rental Service.

Renting equipment also reduces single-use purchases and maximises an item's useful life, ensuring it is used for more mountain-days and cared for between uses.

Too often kit is bought for an epic trip, used for a few days, then gathers dust in a cupboard, or worse, is thrown out.

Currently being trialled in the UK we plan to expand this service, offering convenient drop off locations and growing the program to other markets.

Our expert in-house service team professionally clean, reproof, and repair returned gear as necessary, to ensure it delivers long-lasting performance for every customer, whether it's the first rental or the last.

At the end of its rental-life, products will be assessed and either cleaned, serviced, and upcycled, or stripped for parts, recycling remaining materials where possible.



Rab Rental

“Rab Rental makes it easier for more people to enjoy the outdoors with the best outdoor apparel and equipment. We have designed a process that makes it as easy as possible for anyone to choose the kit they need. At the same time, we’re offering an opportunity to try before you buy, while extending the lifecycle of our gear and reducing the need to buy new every time.”

**Matt Clarke,**  
Head of Customer Experience



# Product

## Expanding our Service Centre globally

In 2021, we opened a centre in Leusden, The Netherlands, catering for consumers in Western and Central Europe. Here, we can repair, wash and reproof waterproof shells and GORE-TEX items, insulated gear, sleeping bags and equipment.

Our Canadian Services Centre opened in April 2022. USA and Norway centres will open later in 2022. These will provide aftercare services to our customers, and help us all to reduce our impact.

## In the last year, we repaired and washed over 13,000 items

Customers choosing a quality repair over a new replacement shows the shift in attitude away from a 'single-use' society.

We've always made gear that lasts, but it's not indestructible. Repairing an item reduces the overall impact on the planet, by keeping valuable resources in use, rather than sending them to landfill.

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



Rab Service Centre



“People look to a Rab product because it does what it says it will do. It performs, and it lasts.”

Rab Carrington, Rab Founder



Watch Video

# Product

## Recycling Down

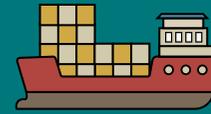
In May 2021, we started a down collect-and-recycle scheme. It started with one down bin, at our HQ in Derbyshire, UK, inviting staff, local customers and stores to bring worn-out down jackets and sleeping bags to be recycled.

In the summer of 2021, our down bin went “on-tour”. We visited outdoor festivals, film events and trade shows, spreading the word far and wide of our collection scheme. Plenty of down products were donated on the way too.

Building on this, we expanded the types of down we were collecting. No longer just apparel and sleeping bags, but accepting down bedding and duvets. Down bedding is difficult to recycle, and it usually ends up in landfill. Including it in the scheme means we can use the system we’ve put in place to find a new life for the down inside these too.

If you’ve got old down products you want to recycle, you can find out more [about recycling it online](#).

At the end of the year, we parcelled up the collected down, almost 200kg, and shipped to our down processor Minardi Piume, in Italy. They are the team behind P.U.R.E. Recycled Down certified by the Global Recycling Standard (GRS).



# Product

## Composition of our first end-of-life down shipment

**70%**  
JACKETS  
124 KG



**27%**  
BEDDING  
47.5 KG



**4%**  
SYNTHETIC  
FILL 6.5 KG



### Bedding: 19.4 KG down and feathers recovered

24% DOWN

76% FEATHER

### Jackets: 34.8 KG down and feathers recovered

85% DOWN

15% FEATHER



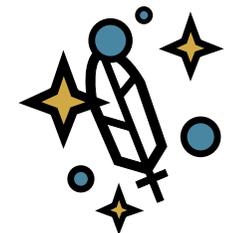
## Down. Reborn

After being washed, treated and graded for quality the down can be used for new technical products. Other materials from the collected items are processed and recycled offsite.

In 2020, we started using GRS certified recycled down in our iconic Microlight jacket range. Since then, we've used more and more recycled materials in our products.

In 2022, we're working hard to expand our down collection scheme globally, closing the loop on valuable resources.

Only end of life products are processed through this recycling stream.



We buy more recycled fabric  
and down than virgin.

IN 2021

63%

OF PURCHASED FABRIC WAS RECYCLED

IN 2021

53%

OF PURCHASED DOWN WAS RECYCLED

# Our Journey to Net Zero by 2030

## Year 3 as a Climate Neutral Company

### 2021 Overall Emissions

As more people enjoy time spent outdoors, our sales are growing. That means our emissions have increased too. In 2021, we emitted **33,496 tCO<sub>2</sub>e.**

But, our per product **GHG EMISSIONS DROPPED 17.4%** from 2019

99.3% of our emissions come under Scope 3. Totaling 33,253 tCO<sub>2</sub>e.

### Scope 1

Emissions return to 2019 baseline levels as we return to business as usual in our offices, and visit retailers and events again

### Scope 2

**90%** of electricity purchased came from **RENEWABLE SOURCES**

### Scope 3

Per unit **PACKAGING EMISSIONS DROPPED 25%** per product compared to 2020 by using more recycled materials and less packaging due to rolling and folding products.

Joined **HIGG INDEX** to improve data granularity

Upstream distribution emissions grew **466%** vs 2019 due to 4x increase in reliance on air freight

Product manufacturing emissions only up **27%** despite 49% production (by weight) increase

In 2021 we used **MORE RECYCLED FABRIC** than virgin fabric and **MORE RECYCLED DOWN** than virgin down for the first time

**COMMUTING EMISSIONS 25%** lower than 2019 with hybrid working



# Our Journey to Net Zero by 2030

When we achieve Net Zero, this indicates we will have significantly reduced our carbon emissions from our business operations in line with a 1.5°C trajectory and as close to zero as possible. We are aligned with the Science-based Targets Methodology.

Any residual emissions are offset and neutralised using credits from certified carbon removal projects.

Emissions (tCO <sub>2</sub> e)	2019	2020	2021
Scope 1	218	131	215
Scope 2	163	84	28
Scope 3	24,341	16,876	33,253
Emissions per unit	14.9 kg CO <sub>2</sub> e	13.5 kg CO <sub>2</sub> e	12.3 kg CO <sub>2</sub> e

Our current focus is on reducing our impact in the following areas

**Minimising Air Freight**

**Agreeing activity and targets with our manufacturing partners**

**Continuing with product and material design improvements**

## By 2024

**100% renewable energy in global owned and leased facilities**

### Current progress

91% of our sites were powered by renewable energy

## By 2025

**100% renewable or recycled packaging materials**

### Current progress

All polybags contain 50% recycled materials. Beginning increase to 70%

UK, US eradicated polybags from 'direct to consumer' shipping. Expanding to Europe in 2022

All paper shipping bags and cardboard shipping cartons are 100% recycled materials

Plastic packaging tape replaced with paper gummed tape

Per unit packaging emissions dropped 25%

## By 2025

**Source 75% of our production volume from manufacturing partners with ambitious targets to reduce their carbon impact**

### Current progress

Net Zero by 2030 ambition communicated to all Tier 1 manufacturing partners

15% of our Tier 1 production has been self-assessed by Higg FEM

7% of production volume is manufactured in a solar powered factory

## By 2030

**50% of all fabrics sourced will contain 100% renewable or recycled materials**

### Current progress

In 2021 we bought more recycled fabric than virgin fabric and more recycled down than virgin down

- 63% (by yardage) of our fabric was made from recycled materials
- 53% (by weight) of our down was 100% recycled

As we gain more granularity on our environmental impact, we re-assessed and adjusted our 2019 and 2020 emissions figures to 24,722 tCO<sub>2</sub>e and 17,091 tCO<sub>2</sub>e respectively. We retrospectively compensated our emissions gap to comply with our Climate Neutral Company claims for both years. The reassessment and subsequent adjustment were carried out after consultation and in agreement with our climate data verification partner.



# 2022 Climate Projects

On our journey to Net Zero carbon emissions, we're offsetting the emissions we can't yet reduce by supporting certified climate projects with proven impact. These projects reduce carbon emissions, protect biodiversity, and bring real benefits to local communities. **South Pole** independently verify all our carbon activity, ensuring we're held to account for our impact.



## Kariba Forest Protection in Zimbabwe

Protects almost 785,000 hectares of forests and wildlife on the southern shores of Lake Kariba, near the Zimbabwe-Zambia border.

This is one of the largest registered REDD+ projects connecting four national parks and eight safari reserves, with a giant biodiversity corridor.



## Stoves and Slow Life in Myanmar

By significantly reducing the amount of wood consumed by households, this project acts against deforestation and slashes critical greenhouse gas emissions.

With the clean burning cookstove, families are no longer exposed to the dangers of open fires and fatal air pollution.



## Musi Hydropower in Indonesia

This project has created quality jobs and upskilling opportunities for locals in what has been traditionally a farming community.

Project revenue is also reinvested in the local community, building an orphanage, constructing new roads and a traditional marketplace giving farmers the opportunity to pursue additional income.

# Planet

## We're reducing the amount of plastic packing we use.

Packaging is vital to protecting your kit in transit. We're cutting down how much we use. Only using what's essential.

### Re-Using "Single Use" Plastics

Research from the European Outdoor Group (EOG) shows that plastic polybags have the least environmental impact for protective packaging for outdoor products. Even compared to bio-degradable and paper options.

The biggest issue with plastic is its disposal.

Municipal recycling streams cannot, generally, process thin film polybags – instead, they get burnt, landfilled, or exported.

We're working with the EOG to create a system where these polybags are collected and recycled by brands and businesses, rather than burdening consumers.

## Treating plastic as a valuable resource. Not waste.

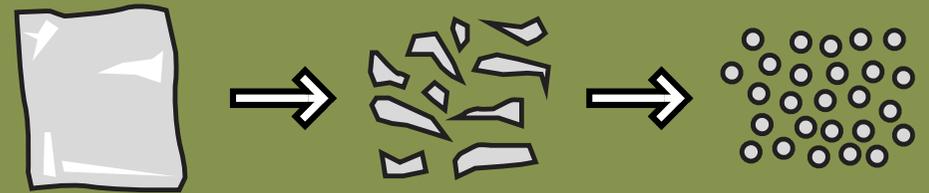


## Downstream

We collect polybags from our online orders in the US and UK, and send these to nearby recycling facilities. In the UK, these polybags are recycled into high-quality pellets that can be sold back to industry. So old polybags can be made into new polybags.

This is leading the way for the outdoor industry, in collaboration with the European Outdoor Group's Single Use Plastics Project.

Learn more about the [Single Use Plastic Project](#).



# Planet

## Upstream

Alongside our partners, we work hard to reduce our impact where we can.

- Rolling and folding product to take up less space
- 50% or more recycled content in packaging
- Minimal printing, tape or labels to reduce contamination
- Using paper gum tape to seal boxes
- Opt for cardboard or paper fillings



# New Sleeping Bag Storage Sacks Eradicate Need for Polybags

We never compress our sleeping bags in transit. Long term compression is harmful to the insulation and can reduce performance.

**In 2021, we realised we could save 1,900kgs of of single-use plastic per year by redesigning our storage sacks and eradicating the polybags entirely.**

It's the small things that make a big difference.

“The outdoor industry needs to keep the plastic polybags we use for shipping inside the B2B environment and not put it out there into the consumer world, where the recycling wheels fall off the truck. Polybags are a valuable commodity that need to be respected and repurposed.”



– Matt Gowar, Equip CEO and Owner

# Planet

## Renewable energy in our supply chain

It's not only our offices that run on renewable energy. Our factories are adopting renewables too.

Pak's parents founded their factory 40 years ago, in 1982. He spent his childhood surrounded by the smells of fabric, clatter of sewing machines, and bustle of the factory floor. Pak's family have become more and more aware of the impact they have on their local community. Over the last 18 years we've developed a close relationship, built on shared values.

In September 2020, Pak led a project installing 1500m<sup>2</sup> of solar panels on their rooftop. Over 12 months, this generated 385,000kWh of energy, serving 29% of their energy needs. "We've seen the results" says Pak, aware that solar power is an investment that doesn't give you instant return. "It's not a positive benefit — it's a deduction of negative cost".

Although this investment was a big risk for them, it's already starting to pay off. With a promise of 25-years at over 80% efficiency, Pak already has plans to add more panels and rely less on energy from the grid.

Transparency: Our full factory details are disclosed to and reviewed by Fair Wear. We choose to withhold some information from public view to protect our commercial relationships.

"Our relationship has resulted in us being able to shift our business to be more sustainable as products and customer demand has changed."

– Pak, Factory Owner

**The factory has expanded their operations, they have been able to invest in more sustainable initiatives, such as:**

- Adopting HIGG Facility Environmental Module
- Making uniforms in low-production periods to gift to local schools
- Teaching local students about agriculture, landscape and environment, offering land for practical engagement
- In 2021, staff were allowed to use vacant factory-owned land as allotments, for free, to grow food for personal consumption



Founded in

1982

18

Years working with Rab

1500m<sup>2</sup>

Solar panels

29%

Of total energy self-produced

240

Tonnes of CO<sub>2</sub>e saved in their first year

# The world has changed.

**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.**



**IT'S IN OUR DNA**

# Mountain Manifesto

It takes more than a ripple to create a wave of change.

That's why late in 2021 we started to ask the industry to work with us.

Our Mountain Manifesto is a set of shared commitments to help us all tread more lightly on the planet.

Join us in creating positive change in our industry.



## PRODUCT

- Prolong life and performance
- Minimise impact of end-of-life

## PLANET

- Drive more sustainable packaging solutions
- Highlight the environmental impact of air freight

## PARTNER

- Improve standards for workers
- Minimise the impact of late orders

## PEOPLE

- Improve diversity and inclusion
- Remove barriers to access

# Partner

## Responding to Covid-19

The pandemic affected us all in 2021. Particularly supply chains. Retail shops closed, websites and trading volume reduced, then surged. Demand and production planning is near-impossible. And the people most affected are our manufacturing partners.

To reduce the impact on factories, we...

- Continue to replan production, managing peaks and troughs in demand
- Consider factory closures due to local/national level lockdowns
- Honour any orders in production at our sites. We have not cancelled or missed payments on anything
- Agree any additional costs incurred, for example additional storage, with our factories
- Monitor factories and encourage that workers are compensated for lost working time due to lockdown closures, where possible. And see that Covid-19 working protocols are adhered to.
- Encourage our manufacturing partners to join Fair Wear webinars that include how to operate safely during outbreaks

## Partnerships

With our industry continuing to face unpredictable times, we're keeping close communication and flexibility with our partners. This is mutually beneficial and helps protect the workforce.

Despite the travel and lockdown challenges that Covid-19 presented, we visited many of our strategic manufacturing sites, accounting for 46% of our production volume.

We look forward to getting back to a regular cycle of factory visits in 2022.

## Global Supply Chains



### Cotton Sourcing

We have strict sourcing requirements for cotton. Suppliers must share details of the countries that they source cotton from and inform us when this changes.

We don't use cotton grown, harvested, or processed in Turkmenistan or other regions where forced labour is known to be used in cotton production.

### Myanmar

We are deeply concerned by the military coup of February 2021 and condemn the Myanmar military's action.

Our partners in Myanmar are foreign owned and do not have any direct connection to the Myanmar authorities or military. We're working with Fair Wear and other brands sourcing from Myanmar to support the workers and protect their safety.

Simply withdrawing from the country would leave a vacuum and risk exposing the workers to unemployment or uncontrolled labour practices. We have taken the decision to exit from some Myanmar factories, but are slowly working through a responsible exit strategy to minimise disruption to the workforce.

# Partner

## Where We Work

We run a 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 2021-22 financial year, we worked with

- 17 manufacturing partners
- 25 sites across Bangladesh, Cambodia, China, Indonesia, Myanmar, Philippines, Vietnam and 1 site in the UK
- Over 21,500 people are employed by our manufacturing partners globally

## 86%

Of our production volume from partners who we've worked with for more than five years

## 92%

Of our production volume from manufacturing sites audited at least once in the last three years

## 58%

Of our production volume from manufacturing sites whose workers received Fair Wear training



## Monitoring and standards

We have clear guidance in place to ensure social, environmental and health and safety standards are maintained in our manufacturing facilities.

- Pre-evaluation survey carried out with any new manufacturing partner
- Supplier Manual issued annually, including mandatory chemical compliance requirements
- Audited against the amfori BSCI Code of Conduct, at least every two years and working together on continuously improve plans based upon the outputs
- All manufacturing partners have adopted the Fair Wear Code of Labour Practices
- 58% of our production was audited by Fair Wear in 2021. These sites were given Fair Wear training to improve social dialogue and how to better address and resolve worker complaints

## Fair Wear Foundation

Since 2020 we have been members of Fair Wear Foundation. We had our first Fair Wear Brand Performance Check in 2021 and achieved the rating of 'Good'. This positive result was partly due to the strong and open relationships we have with our manufacturing partners.

You can read our Brand Performance Check and annual social report [here](#).



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

# Partner

## The fibres that entwine us all

It's the people we work with that sit at the heart of our business. 86% of our production comes from partners we have worked with for over 5 years. Most of our production is in Asia, but we still hand-fill every single down sleeping bag and make our expedition clothing in Derbyshire, UK.

Just because most our production is out of sight, it is not out of mind. We have strong processes in place to ensure that everyone from the factory floor to the corner office is treated fairly and with respect. 92% of our production has been audited in the last 3 years through amfori BSCI, who carries out a social compliance audit at factory level.

The last two years have been challenging for all of us. Our factories have been struggling due to covid restrictions, increased production, and ongoing supply chain challenges.

Not being able to visit our factories has been difficult for us too. We cherish the fact we have such close relationships with our factories. It's more than just business. It's a friendship, with shared goals. It's nice to keep good company.

Transparency: Our full factory details are disclosed to and reviewed by Fair Wear. We choose to withhold some information from public view to protect our commercial relationships.

## Supporting Improvements in Indonesia

Working together for 8 years with one of our Indonesian manufacturing partners has forged a strong relationship. Something we've built upon open, honest dialogue.

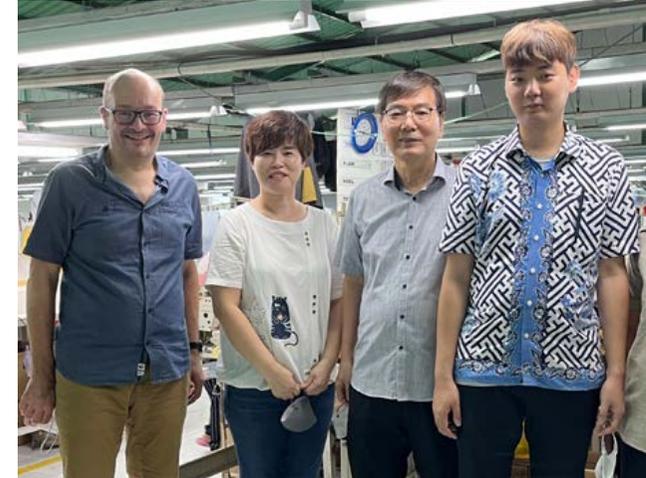
We have a continuous production schedule, ensuring year-round employment and a smoother manufacturing profile. Recently, we sped up our payment process to make sure production staff were paid early for a national holiday.

So, when they missed the grade we expected in their 2019 amfori BSCI Audit, we knew we were going to be able to turn things around.

The factory team worked closely with us to review the audit and put a plan together to make improvements. This included establishing an action log, providing guidance on best practices, discussing improvement options, having regular updates on progress, agreeing on an interim follow up audit, and next full audit dates.

By September 2021, the team achieved the highest rating of A.

They didn't stop there. Off the back of seeing the benefits, they embarked on their Fair Wear journey with us. We arranged a monitoring audit in October 2021, then commissioned a Fair Wear Communication training for workers at the site. Helping to promote social dialogue and create a constructive workplace.



"I am very happy working with Equip in such a bad situation (Covid). I can see steady production and all our workers are in safe and good conditions now a days. I am awaiting face-to-face talking and dinner together soon."



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

# Our People

219

EMPLOYEES



51% Men

49% Women

7 DIRECTORS

86% Men

14% Women

We are The Mountain People



**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're here 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.



## LENGTH OF EMPLOYMENT

30+ Years



20-29 Years



10-19 Years



4-9 Years



1-3 Years



Less than a year



Celebrating 40 years of Rab



# People

## Learn, Support, Explore, Inspire

The spirit of adventure.  
Something we develop at a young age. Climbing trees. Getting muddy. Swimming in the sea.

The Outward Bound Trust (OBT) work with schools, colleges and employers to inspire young people to defy their limitations. So they become strong, resilient and curious. Confident. Ready for life's challenges.

### Finding adventure closer to home

The benefits of getting outside are clearer than ever. Being outdoors benefits physical and mental health. During the pandemic OBT adapted their usual programmes and held 'In School Adventures'.

In the summer of 2021, we supported OBT to work with a local Derbyshire school helping pupils discover adventure in their local environment. Six Equip staff-volunteers joined OBT instructors lending a hand on these fun-packed days.

### Renewed partnership

In January 2022, we recommitted to a multi-year partnership with The Outward Bound Trust



Four employees from Equip will serve as OBT Ambassadors and Mentors to 48 students from a local school on their 2022 Outward Bound residential adventure, whilst also developing their own communication, teamwork and leadership skills.



“The pandemic impeded our work, but as restrictions lift, young people are back on Outward Bound residentials, where they are once again climbing mountains, sleeping under stars, getting battered by the elements and having wonderful adventures in the wild places of the UK. We’re thrilled to continue our partnership with Equip UK. Our organisations both share a passion and an understanding of the unique opportunity the outdoors offers for young people to connect with each other and with nature, learn to believe in themselves, develop resilience and to have fun. Never has the development of these attributes been more important than now.”

Nick Barrett, Chief Executive at  
The Outward Bound Trust



# People

## Celebrating 6 Years of Making Climbing More Accessible

For 6 years, Women's Trad Festival has been breaking down the barriers of entry into the outdoors. We've supported them every step of the way.

That doesn't mean simply funding – it means getting our hands dirty:

- ✓ We've helped people put up tents for the first time
- ✓ We've loaned equipment to participants without waterproof clothing
- ✓ We've shared our stories demonstrating how women are shaping the industry
- ✓ We've listened to feedback on how to make our products better for women
- ✓ We've learned how we can help improve outdoor access for underrepresented groups
- ✓ And in 2021, we offset unavoidable carbon emissions from the event, after working closely with the WTF team to minimise their impact. WTF 2021 was a climate-neutral event

# The biggest result is the new faces in climbing.

## 1040

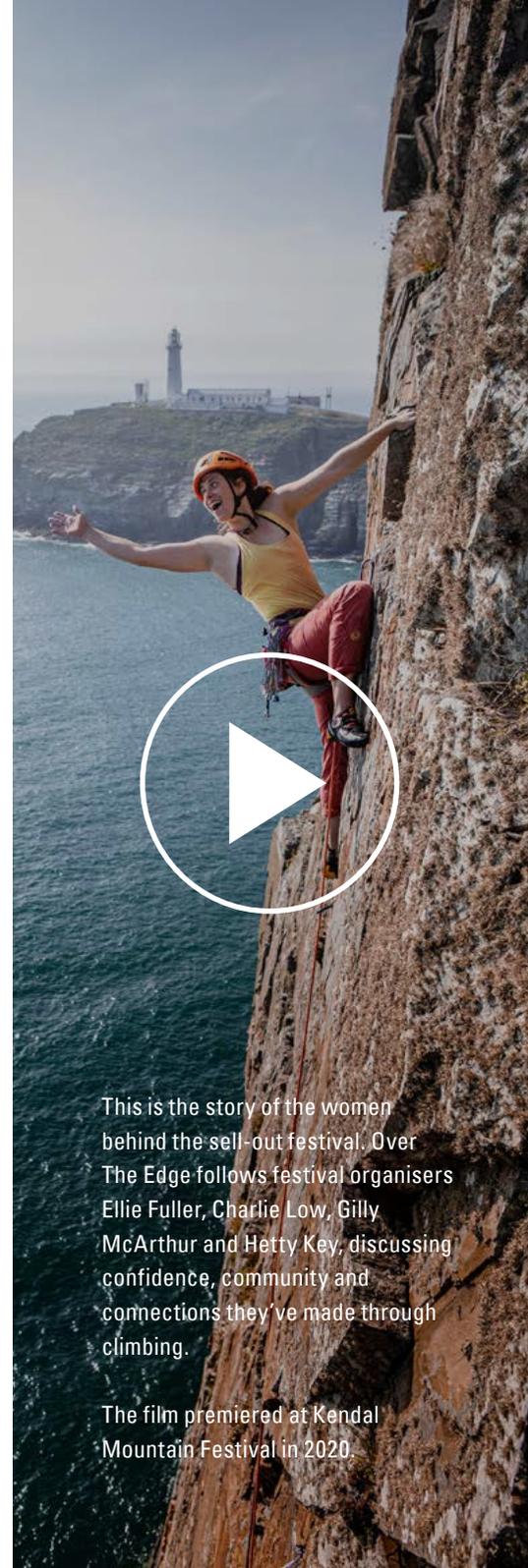
People have attended Women's Trad Fest over 6 years

## 70 to 350

Attendees increased to 350 in 2021 vs 70 in 2016

## 89%

Found the weekend **IMPROVED THEIR CONFIDENCE**



“We believe - and the research shows this as well - that if you can see someone like you doing something, you are far more likely to be able to do it. If you can see it, you can be it. That is essentially the basis of the festival: trying to inspire role models, through showing people that what was traditionally viewed as a climber is not fixed. Age, ability, gender, background: that doesn't matter at our festival.”

**Hetty Key, Researcher & WTF Director**

This is the story of the women behind the sell-out festival. Over *The Edge* follows festival organisers Ellie Fuller, Charlie Low, Gilly McArthur and Hetty Key, discussing confidence, community and connections they've made through climbing.

The film premiered at Kendal Mountain Festival in 2020.





“WTF showed me that I belong in the climbing community despite my disability, chronic illness, and mental health.”

WTF Attendee - WTF 2021

## People

**Climbers attended from all over the UK and ranged in age from 8 to 78**

**94%**

Identified as female or non-binary

**78%**

Had never attended a WTF before

**68%**

Came to WTF alone

“We have three core values, they are sustainability, accessibility, and mental wellbeing. We are incredibly passionate about them and they underpin absolutely everything we do. We also have three main aims: to help beginners transition from indoor to outdoor climbing, to support women and other marginalised genders in outdoor leadership, and to create an inclusive network of trad climbers.

Overall, we hope that everyone feels welcome at our festival, makes new connections, and learns new skills. But most importantly of all, we hope that each attendee finds their home in the climbing community and leaves with a big smile and a full heart.”

Ellie Fuller, WTF Director

# People

## Access for all



### AKA | Health Wealth & Oneness CIC, Nottingham, UK

A grassroots non-profit organisation founded by three friends (Antwon, Kevin & Anton hence AKA) seek to make a positive impact on their local community. They provide opportunities for people of all ages from disadvantaged, socially isolated groups in Nottingham to access projects and events that improve their physical, emotional, and mental well-being.

Equip teamed up with AKA to promote an ambitious plan, taking young people and adults from the inner city and give them access to hiking and other activities in the Peak District – the UK’s oldest National Park.

Equip supported the grant application process for the project to be funded by [#itsgreatoutthere](#) in 2021. Over 250 people participated.

#### What is [#itsgreatoutthere](#)?

The It’s Great Out There Coalition is an International Non-profit Association (INPA) launched by the [European Outdoor Group \(EOG\)](#). Full members include a wide range of outdoors organisations and brands, including Rab. The [#itsgreatoutthere](#) programme of grants was launched in 2017.



### Dukes Barn Outdoor Activity Centre | Derbyshire, UK

A local outdoor education centre close to our hearts, and head office. Dukes Barn actively seeks to offer outdoor experiences for children with special needs including Autism, Asperger’s and Downs Syndrome, plus children with hearing or sight impairment, and with physical disabilities including wheelchair users. They also target primary and secondary school children from inner city areas and from disadvantaged backgrounds.

Despite Covid-19 restrictions in 2021, we sent staff volunteers to support some of the ongoing grounds maintenance. Equip donated funds to purchase materials to repair damage caused by the winter storms.

Alongside this, two of our senior team are volunteer Trustees for the centre. They support with time, skills, energy and (more often than not) a car full of apparel and packs for use by the centre staff and visitors.



### All In Ice Festival | Ouray Ice Park, Colorado, USA

All In Ice Fest held its inaugural gathering in January 2022. The festival is centred around the experience of LGBTQIA2S+, Black, Indigenous, People of Colour (BIPOC), and adaptive climbers. This is a platform to focus on marginalised groups and create opportunities to develop as climbers. There were clinics geared towards beginners and advanced climbers.

We had employees and Rab athlete, Marcus Garcia, attend the weekend. Marcus taught clinics, and we provided demo gloves and jackets to participants who needed them.

“Supporting traditionally marginalized groups get into climbing and mountaineering is some of the most urgent work we can be doing right now. It’s important that people get to meet and climb with others they associate with. We’re proud to be helping the All In Ice Fest get more people into the outdoors.”

- Jon Frederick, US Country Manager

# People

## Access for all



### AIARE Women's Mentorship program | USA

- The Women's Mentorship Program supports aspiring, new, and experienced women avalanche educators by:
- Hosting and providing scholarship funds for women's-specific **PRO1** and **Instructor Training Courses**
- Connecting women with mentors and community via application-based mentorship cohorts.
- And organizing events that include panel discussions and structured networking opportunities.

In partnership with Rab, the American Institute for Avalanche Research and Education is creating a community for women to connect with likeminded people and develop their avalanche education. The aim is to bolster women's participation and engagement in avalanche education by building supportive communities of women.

"There's something special about woman-to-woman mentorship. When another person you can identify with is crushing it at anything, it's much easier to see yourself in their boots — the she can do it, I can do it mentality."

- Amy Jane David, Athlete, AIARE Mentor

### Radical Trails | UK

A film that aims to break the status quo, help diversify the outdoors, and inspire more people to fight for outdoor conservation.

Filmmakers, Jaha Browne and Olivia Martin McGuire, aim to show the British outdoor landscape through a different lens in an intimate, character-driven portrait of inspiring black females in the outdoors. The film will follow a pioneering group of black women connecting to nature and claiming their right to be well. They hope to capture the spirit of the mountains and trails they are walking – always through a black lens – rather than the white lens through which the British landscape is usually viewed.

It will premiere in 2022 – keep an eye on our social media and the UK Film Festival programmes for its launch.

"We are really excited to come together on this project to try to bridge a much deeper understanding and stimulate a wide-reaching conversation around the BIPOC experience of the British outdoors."

- Jaha Browne and Olivia Martin McGuire, Filmmakers



# Our Global Footprint



# 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](http://www.amfori.org)



## Advocacy and Inclusion Programmes





IT'S IN OUR DNA

Stay up to date with our CSR journey at  
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THE MOUNTAIN PEOPLE

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