

Positive Business Report



2022

A Bit About Us

Gnarly climbs. Cross-country expeditions. Everyday adventures. Since we started in the 60s in England's rugged North East, the outdoors has been a way of life.

We love a good adventure. But we realise there's no escaping our impact on the places we explore. We also believe the outdoors must be for everyone. We want to do good by the people we work with and create gear for.

While it all started out with an ethos of making repairable and long-lasting kit, we've pushed further to try reduce our impact and make a positive difference. And we're dead set on doing more.

This report shows how we're tracking in our big areas of People, Product and Planet.

We're getting stuck in. We hope you do too.

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Our Proudest Moments



5,000
repairs since 2021



10%
increase in MADE KINDER products in 2021



57%
of our apparel products were MADE KINDER in 2021
*(styles from SS21 and AW21)



2 million trees planted in 2021
working towards 2 million more in 2022



£35,000
donated to environmental causes in one campaign

Our work aligns with the **UN Sustainable Development Goals** for people and planet.

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



People

We believe the outdoors is for everyone. That's why we chuck our weight behind causes and communities that inspire more young people to get outside. We championed three grassroots environmental organisations in 2021 – investing in their work so they can do more of what matters.

Down to Earth Derby

Mission: Teaching people how to practically grow their food and live a more sustainable life.

Community: Derby, UK

Champion: Jamie Quince-Starkey

www.dtederby.org

Beach Guardian

Mission: Engaging, educating and empowering the local community to come together to combat plastic pollution in our oceans.

Community: Cornwall, UK

Champion: Emily Stevenson

www.beachguardian.org

City of Trees

Mission: Tackling the climate emergency head-on by planting trees and restoring public spaces for future generations.

Community: Greater Manchester, UK

Champion: Zain-Ul-Deen Muhammad

www.cityoftrees.org.uk

**£35,000
donated
to these
causes**



Emily Stevenson



Zain-Ul-Deen Muhammad



Jamie Quince-Starkey



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Opening Up The Outdoors

Meet the organisations we work with to conserve green spaces and get more people outside.

Outward Bound Trust

This educational charity helps younger people to defy limitations through learning and adventures in the wild.

www.outwardbound.org.uk

Millimetres 2 Mountains

This charity creates positive change for people who are facing mental health challenges because of encountering adversity in their lives.

www.millimetres2mountains.org

Black Girls Hike

A walking community, providing a safe space for Black women to explore the outdoors and reconnect with nature.

www.bghuk.com



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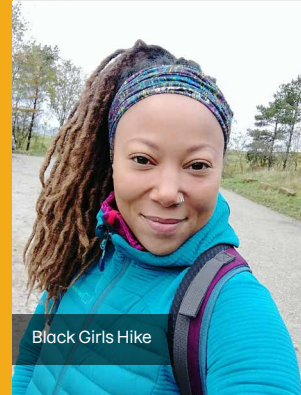
Product

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“The ‘Berghaus Adapts’ programme gave our beneficiaries the opportunity to adapt their kit so their disabilities were less of a problem outdoors. This support gives our beneficiaries the strength to know that disability can be normalised in the outdoors and being out in nature will assist with their mental health.”

Lois Jackson, Co-Founder Millimetres to Mountains Foundation



Black Girls Hike



Millimeters 2 Mountains



Outward Bound Trust

“Berghaus shares our goal of breaking down barriers to the outdoors”

Team Berghaus

Talented, reliable, down-to-earth – we're bloody proud of our team. They work out of base camp in the North East of England and we look out for them in many ways.

- We offer subsidised gym access and online tools to support their physical and mental health. We encourage our team to test out gear on hikes.
- We have internal squads that champion sustainability, diversity and inclusion and charity initiatives.
- Our employee networks support LGBTQ+ and Black colleagues, and women their allies. We have a dedicated community to make Berghaus a welcoming place to work in.
- Give-back days and charity partnerships create plenty of opportunities to get stuck in and do some good.
- We support career development through learning modules. This includes a sustainability curriculum and learning series covering diversity and inclusion topics such as neurodiversity, race and disability inclusion.



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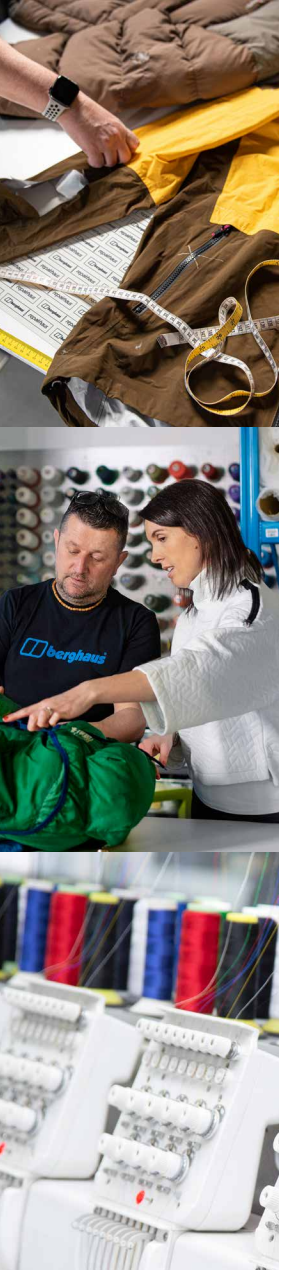
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For designer Rosie Dobby, it's always been important to pursue an ethical career. She's been designing clothes from fabric scraps since she was four. She worked for six months inside garment factories. She gives back through research and helping with corporate social responsibility at Berghaus.

**Fashion designer.
Researcher. Activist.**

"I'm proud to work for a company aligned with my values, which I know is rare in this industry."



Ethical Trading

We're committed to sourcing products in a responsible way that strives to protect workers' rights and improve working conditions.

We require everyone we work with to follow **Our Standards**. This outlines our expectations for ethical trading. This includes workers having safe and ethical working conditions, choosing to work and having the right to come together to advocate for better employment conditions or working conditions.

We work to promote ethical behaviour in the factories we work with. On the ground, that looks like checking up on factories through audits and training our people to do business ethically.

See our policies, tier 1 and tier 2 supplier lists, and Modern Slavery report [here](#).

Our suppliers

Our gear is made by global suppliers with different strengths.

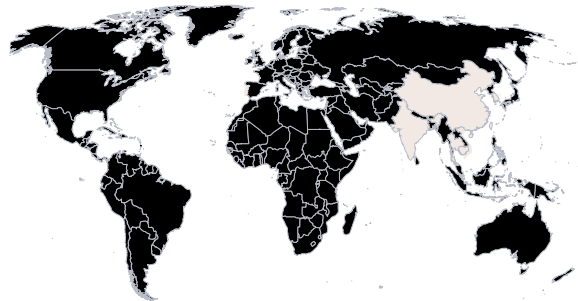
Tier 1 – 31 factories

China, India, Portugal, Thailand, Vietnam

Tier 2 – 35 factories*

Cambodia, China, Korea, Taiwan, Thailand, Vietnam

* Nominated tier 2 factory list. Correct as of August 2022. Our tier 1 and 2 lists are regularly updated.



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Our Global Memberships

We can't go at this alone. As Berghaus is part of Pentland Brands, we have access to global organisations that work to protect and enable worker's rights.

Ethical Trading Initiative*

A leading alliance of companies, trade unions and non-governmental organisations that promotes workers' rights.

www.ethicaltrade.org

Better Work*

An organisation that improves working conditions in the garment industry.

www.betterwork.org

ACT (Action, Collaboration, Transformation)*

An organisation that aims to achieve living wages for workers in the garment, textile and footwear industries.

www.actonlivingwages.com

*Pentland Brands membership



Product

From epic expeditions to local treks through the moors – our gear has been part of some of the world's greatest adventures. But there's no denying that everything we make impacts the planet. From how raw materials are farmed or extracted, to the manufacturing process, to what ultimately happens at the end of a product's life – it all leaves a footprint. Our responsibility is to work out how to lessen this burden on the planet. Although we're chuffed with our innovations and initiatives, we realise we must do more. So, we're doubling down our efforts to reduce our product's impact.

Built to last

Since we started making our gear over 50 years ago, we've chosen quality materials and construction techniques that make our kit long-lasting and easily repairable. Because keeping a product in use for as long as possible goes a long way in reducing its environmental footprint.

Tried and tested

To ensure our gear goes the distance, it goes through rigorous testing by our in-house lab. Our field testers also test it out in the elements. That means every piece of kit comes with up to 200 hours of field testing before it earns its Berghaus badge.

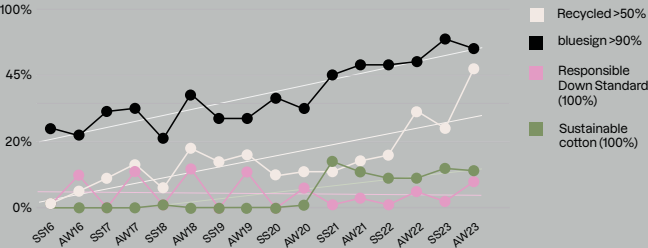


Materials Progress

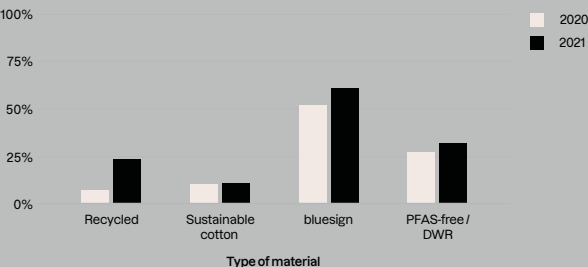
We're progressing in our journey to using materials that are lower impact, which means they have less impact on an area than conventional materials.

Lower-impact materials by range (apparel and accessories)

*This graph shows the products developed and doesn't represent products sold.



Overall volume of materials (apparel and accessories)



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Tracking impact

Since 2016, we developed and used our **MADE KINDER** criterion to help us classify gear that use some lower-impact materials.

We're proud to share that the volume of **MADE KINDER** items jumped up 10% from last year.

We're straight talkers. So, it's important to remember that simply using lower-impact materials can't be the only measure of sustainability – the amount of products produced (the volume) also needs to be considered.

As **MADE KINDER** styles only make up three of the top 20 styles sold, we've still got a mountain to climb to make a bigger impact.



57% of our apparel products were **MADE KINDER** (styles from SS21 and AW21)



10% jump in **MADE KINDER** products from 2020 to 2021

Our glossary, in case we lost you.

Lower-impact materials

A material that has less of an impact in at least one impact area, such as water or chemical usage, as opposed to a conventional material.

MADE KINDER

Products that have either more than 50% recycled or bio-based content in weight, more than 90% bluesign® approved fabric or are made with certified sustainable down or responsible cotton.

bluesign®

A system supporting a safer and more sustainable environment for people to work and live in, reducing the impact on the environment at each stage of manufacture.

Sustainable cotton

Cotton that's grown in a way that can maintain levels of production with minimal environmental impact, can support viable producer livelihoods and communities, and can do so in the face of long-term ecological constraints and socio-economic pressures. ***Cotton Up Guide**

PFAs

Durable Water Repellent (DWR) treatments include Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS), traditionally used to waterproof garments. This group of chemicals is known to be harmful to the environment and humans.

Repairing Gear

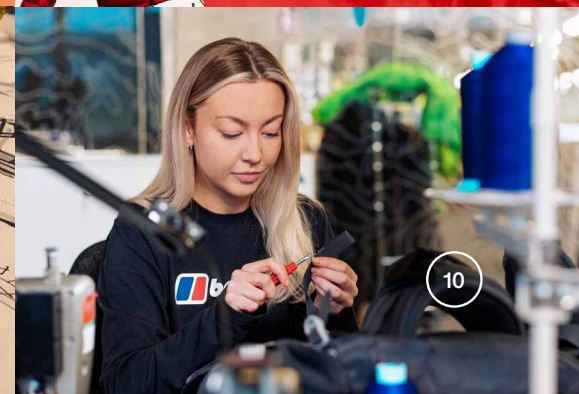
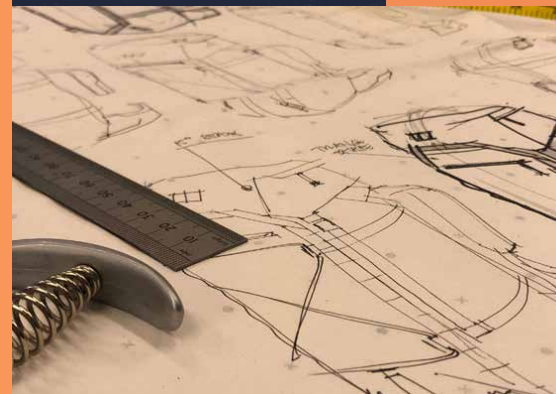
Busted zips. Ripped hems. Snagged sleeves. Tough outdoor adventures shouldn't mean the end of your gear's life. As the most sustainable product is the one you already own, our care guides and free, lifetime repair service - **Repairhaus** - helps extend the life of your kit.

We champion repair over replacing and have been fixing up Berghaus kit since the 60s. Our Repairhaus team repairs worn and weathered items for free. No matter how often it's been seared from a campfire or chewed by mice or squirrels (it's happened). All customers pay for is postage. Data from Berghaus' internal tools shows that, on average, repairing rather than buying a new like-for-like product generates 50% less kg of CO2e*.

We also collaborate with the climbing company **Dirtbags** to upcycle our old or unusable products into new climbing gear. One waterproof jacket and one fleece zip top make six or seven fleece-lined chalk bags.



*This number was calculated using the Higg Product Module 1.0, and considers cradle-to-gate impacts from raw materials through to finished product. They were calculated by Pentland Brands using our product data and are not verified by a third party.

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Working To Higher Standards

We take other actions to reduce our gear's impact, including working with global organisations serious about doing things right.

Animal welfare

We're certified to the **Responsible Down Standard**. This describes and (independently) certifies animal welfare practices in down and feather production from farm to the final product. Our **Ethical Materials policy** details our requirements for sourcing animal products ethically.

Chemical management

We prioritise working with material suppliers who responsibly manage chemical usage so they are safe for the environment, workers, and customers. Over 90% of the volume of our apparel is free from PFAS (go to page 9 for more information).

Measuring our footprint

We're a member of the **Sustainable Apparel Coalition** and use its Higg Index tools to track our value chain's social and environmental impact. In 2021, the tier 1 factories that make 68% of our products now use the Higg Facilities Environmental Module to assess their environmental impact.

Sustainable Apparel Coalition*

We're a member of this global alliance that promotes sustainable production in the fashion industry.

apparelcoalition.org

AFIRM / AG*

They reduce the use and impact of harmful substances in the apparel and footwear supply chain.

afirm-group.com

The Microfibre Consortium*

They help us find solutions to reduce the release of microfibres during the product lifecycle.

www.microfibreconsortium.com

Leather Working Group (LWG)*

They help improve the environmental impact of leather manufacturing. Most of our leather is sourced from leather suppliers medal-rated by the LWG, meaning they follow best practices in areas, including water usage, waste management and worker safety.

www.leatherworkinggroup.com

European Outdoor Group

They work towards creating an outdoor sector that gives back more than it takes away from people and nature.

www.europeanoutdoorgroup

*Pentland Brands membership



Planet

Our day-to-day

We use 100% renewable energy at our HQ. None of our waste gets sent to landfill. We also promote more responsible travel by encouraging our team members to walk, cycle, car-share, or use public transport. And our company fleet features lower-emission vehicles.

Packaging

We're working on making our packaging more sustainable. So far, our in-store paper shopping bags are 100% recycled, and our footwear boxes are made from 100% recyclable material. We package online orders in carton boxes made from over 80% post-consumer waste. These are resealable for quick and easy returns. In 2023 we'll be swapping out our recyclable plastic polybags with ones made from 100% recycled content.

Plant trees and reduce poverty

We're working with the folks at **Eden Reforestation Projects** to plant mangroves in Kenya and Madagascar. Mangroves store carbon, help protect communities against storm surges and provide nurseries for fish and other marine life. They employ local people to plant the trees and care for them so they can reach maturity and absorb more carbon. By the end of 2022 we are planning to have planted four million trees.



Learnings And Looking Ahead

Resetting the route

Our positive business strategy is always evolving. When it comes to reducing our carbon emissions and reaching net zero, we have a way to go. This past year, we experienced challenges in our supply chain and had to rely on air freight more than we would have liked. Our overall volume of products also increased, which inevitably leads to more emissions. We've been taking the time to update our strategy to one that's realistic, ambitious, and positively impacts people, planet and our products. We have some ideas brewing; we're not giving up that easy.

Doing the right thing isn't easy

We feel a heavy responsibility to do more for our people, the planet, and in our products. But there's no quick fix. Consumers are holding brands accountable, and the good news is that's shaping the way we work. You'll see us share even more about our actions in the future.

Actively investing in the environment

As a brand connected to the outdoors, we want to do more to protect and conserve it. Because without it, what have we really got? Through assessing our strategy and impact, we learned we must invest more in the environment. Moving forward, this will be a key focus area for our new positive business strategy. We're excited to get our hands dirty.





Berghaus

Sunderland Enterprise Park
12 Colima Ave
Sunderland
SR5 3XB

Berghaus has been part of the **Pentland Brands** family since 1993, the name behind some of the world's best sports, outdoor and lifestyle brands that make life better. Find out more about what it does for people and planet [here](#).

To find out more about our positive business approach, please contact corporate.responsibility@pentland.com or visit our [website](#).