

Positive Business Report

 **berghaus**

2023

A Bit About Us

The outdoors belongs to everyone; our mission is to inspire and enable people to access all its wonder. Pure and simple.

We've racked up over 50 years' experience creating outdoor gear that can handle what's on the horizon so more of us can get out in the open air.

Our focus is making long-lasting kit that's easily repairable; helping our customers keep their gear in use for longer. Proper gear with a proper conscience.

When it comes down to our impact, we know we can always do more. Our B Corp certification is just one example showing how we're serious about doing good by the planet and its people.

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



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This report covers the period from August 2022 to July 2023, but we've also included lots of information around this time to create a better picture of everything we're working on.

Proud Moments



2 million trees planted
in 2022



B Corp
certified in 2022



13,341 items repaired for free
to extend product life



Launched activewear hijab
in 2023



Filmed The Ascension Series
Free series championing diverse active communities



**B Corp added to
our legal structure**
By updating our articles of association



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Our work aligns with the **United Nations' 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



B Corp Journey

COMMUNITY

CUSTOMERS

WORKERS

GOVERNANCE

ENVIRONMENT

Since we started up in the 60s, we've been driven to do things better. We started off by creating easily repairable gear and prototyped our first-ever gaiter using an old tractor tyre.

In 2022 we made it official, certifying as B Corp, and joining a global group of businesses doing good. But becoming B Corp is more than a pat on the back for the work we already do. It's a fire under our arse and a promise to you and ourselves to keep on giving a damn, just as we have been since 1966. By becoming certified, we're legally and morally committed to consider, and report on, five impact areas: community, customers, workers, governance and environment. Throughout this report we have tagged these to show our progress.

Certified



Corporation



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This past year we moved on some big things. We built B Corp into our legal structure. We continued to make repairs a no-brainer for our customers. We made our internal product sustainability criteria stricter and planted another two million trees. We also continued to make the outdoors more welcoming for our communities and consumers by designing inclusive products, supporting organisations that make it a more welcoming space, and sharing stories that champion the adventurer in all of us.

B Impact Assessment score 2022	Sector average
--------------------------------	----------------

93.1 / 100	80.9 / 100
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To become a B Corp, you need a score of at least 80, on top of some big commitments.

Area	2022 score	Sector average
Governance	8	6.8
Workers	30.8	15.8
Community	20.1	12.9
Environment	29.8	33.5
Customers	4.1	2.3

People

COMMUNITY

CUSTOMERS

We believe that time with nature is indisputably good for you, and we don't like getting in anyone's way of it. That's why we support groups and projects that make it a diverse and accepting place for active communities.

Safe spaces

In the last year we supported organisations to get people of all ages and abilities out into nature. These included Outward Bound Trust, Millimetres to Mountains and Black Girls Hike. We also donated Berghaus products to the charities In Kind Direct, Oxfam, and Red Cross among others. And we just kicked off an exciting partnership with London National Park City to raise the profile of London's green spaces.

The Ascension Series

We created a free-to-watch short film series to inspire those who feel like the outdoors 'isn't for them'. These adventurers from diverse communities are redefining the outdoors, reminding us of the importance of diversity in the great outdoors. The films are also available to view with subtitles, audio descriptions and British Sign Language. **Watch them here.**

The Hiking Hijab

We worked with Berghaus ambassador Zahrah Mahmood, also known as the Hillwalking Hijabi, to design and launch our first activewear hijab so women can confidently enjoy the outdoors in a way that they choose. It took three years to collaboratively create this product that seamlessly merges technical performance and style.



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Black Girls Hike



The Hillwalking Hijabi



Millimetres 2 Mountains



Outward Bound Trust



Oxfam

Team Berghaus

WORKERS

GOVERNANCE

Our talented team works from our North-East England office, and we look out for them in many ways.

- ⊗ Supporting physical and mental health through subsidised gym and online tools. We hosted talks on menopause, endometriosis and prostate cancer and some were trained to be mental health first aiders.
- ⊗ We offer enhanced shared parental and neonatal leave and paid time off for women to attend IVF appointments.
- ⊗ 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.
- ⊗ Our charity squad supports local charities. And we have give-back days to get stuck in and do some good.
- ⊗ We support career development through learning modules and digital upskilling. We also offer a sustainability curriculum and learning series covering diversity and inclusion topics such as neurodiversity, race and disability inclusion.
- ⊗ To help with cost of living, our lower earners received an in-year salary increase while everyone else received an increase from 2023. We also offered financial education sessions and money coaching.
- ⊗ We started a 'do the right thing committee' to ensure we consider people and planet in our decisions – big and small.



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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**, which 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 and Modern Slavery report [here](#).

Tier 1

27 factories

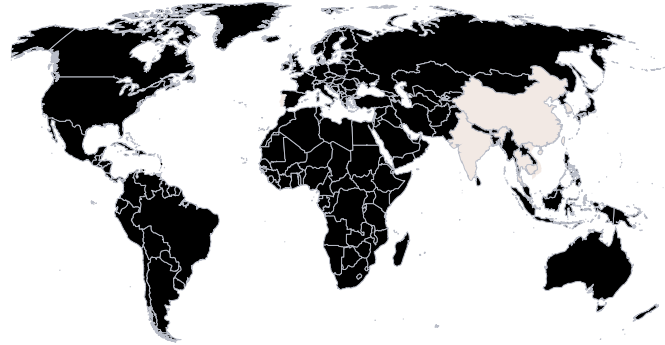
Bangladesh, China,
Hong Kong, Thailand,
United Kingdom,
Vietnam

Tier 2

19 factories*

China, Taiwan,
Thailand,
Vietnam

*Correct as of July 2023. 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

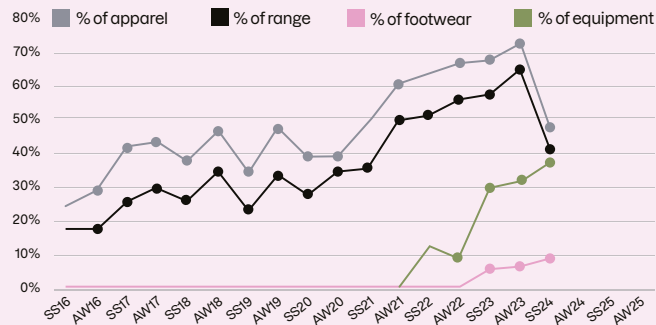
ENVIRONMENT

CUSTOMERS

There's no denying that all our actions impact the planet, from farming raw materials to manufacturing and eventually a product's end of life - it all leaves a footprint. Our responsibility is working out how to minimise this impact. By choosing quality materials and construction techniques we make our kit long-lasting and easily repairable. This helps keep a product in use for as long as possible and minimises the need to replace your favourite jacket, fleece or backpack with a new one.

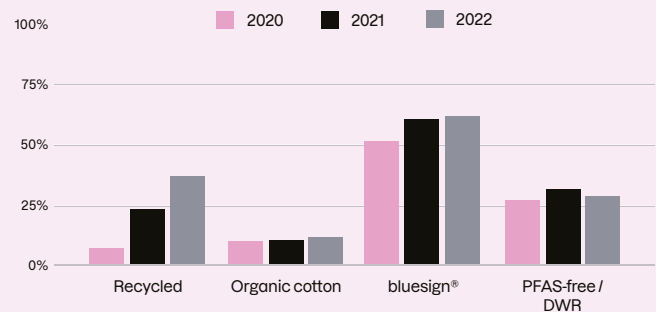
When it comes to materials, we're continuing our journey towards choosing ones that are lower impact. Since 2016, we developed and used our MADE KINDER criterion to help us classify gear that's made from some lower-impact materials. Products must have either organic cotton or recycled or bio-based content. To make sure we're keeping up with evolving sustainability standards, we made the criteria stricter in the last year. This means that the volume of MADE KINDER products have dipped as we transition to our new standards.

Tracking MADE KINDER



Lower-impact materials by volume

*(apparel and accessories year by percentage)



We waterproof our garments, so rain doesn't scupper your next adventure. In 2022 over 90% of the volume of our apparel fabrics were waterproofed without using harmful PFAS. What's not 100% PFA free? Our zips. Like others in our industry, we've recently discovered that zips often contain PFAS.

Our glossary, in case we lost you.

Lower-impact materials

A material that's less impactful in at least one impact area, such as water or chemical usage, than conventional materials.

bluesign®

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

Organic cotton

A more sustainable solution whereby farming practices avoids using harmful chemicals.

PFAS

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

MADE KINDER

Products need to have either more than 75% recycled or 50% bio-based content in weight, more than 90% bluesign® approved fabric or are made with organic cotton. If they're waterproof, they also have to use a PFA-free durable water repellent.

Working To Higher Standards

ENVIRONMENT

We work with global organisations to find industry solutions to reduce impact of our products.

AFIRM / AG*

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

bluesign®

Berghaus is a bluesign® system partner.

European Outdoor Group

An industry association that represents the outdoor sector across Europe and drives work in key sustainability areas to accelerate global change.

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.

The Microfibre Consortium*

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

Material Exchange's Material Change Index and Corporate Fibre and Materials Benchmark survey

To increase transparency and work towards a circular economy we take part in this survey. You can see our results [here](#).

Responsible Down Standard

We're certified to this global 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.

Sustainable Apparel Coalition*

We're a member of this global alliance that promotes sustainable production in the fashion industry. We use its Higg Index tools to track our value chain's social and environmental impact. In 2022, 84% of the volume produced for Berghaus was covered by a Higg Facilities Environmental Module to assess environmental impact (self-assessment and verified).

*Pentland Brands membership

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Net zero journey

As a brand intrinsically connected to the outdoors, we want to do more to protect and conserve it. We're on a journey to net zero by 2032. As part of Pentland Brands, we've joined Science Based Targets initiative (SBTi) and are working to verify our emissions targets. This will validate our transition plans to net zero and provide a clear roadmap to reduce our impact in line with the Paris Agreement goals. We use the SBTi definition of net zero, which is balancing the amount of greenhouse gas emissions produced against what's removed to reach 'zero'.

Plant trees and reduce poverty

By the end of 2022 we planted two million trees, putting the big number to four million trees planted since 2021. We partner with Eden Reforestation Projects who make sure trees are planted correctly and protected by local communities to ensure their longevity. We also support outdoor organisations including the John Muir Trust to protect and repair wild lands and The European Outdoor Conservation Association that funds biodiversity projects.

Packaging

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. We're working on swapping out our recyclable plastic polybags with ones made from 100% recycled content.



Repairhaus

ENVIRONMENT

CUSTOMERS

We want to make repairs a no-brainer. Our free repairs service fixes worn and weathered items, helping to increase an item's lifespan and slow down the rate of replacement. Although we launched Repairhaus in 2021, we've been fixing up Berghaus kit since the 60s. We also collaborate with the climbing company Dirtbags to upcycle our old or unusable products into other products such as storage bags for climbing, blankets and slippers.



13,341
items repaired
since
2021



3,788
items repaired
so far in
2023



1 fleece and
1 waterproof
jacket makes
**5 chalk
bags**

Another successful customer repair
"I inherited a jacket from my 103 year-old grandfather. It was purchased by my father in the 80s (he thinks) and given to my grandfather in the late 90s. He wore it daily every winter until he passed last year!"



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**DESIGNED
TO LAST.
REPAIRED
FOR FREE.**

Give hardworking gear a new lease of life with our free repair service.

[BERGHAUS.COM/REPAIRS](https://berghaus.com/repairs)



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The Path Ahead

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Always improving

Our newly-formed culture club will help find things to improve on to make Berghaus a great place to work. We're also trying to get better by offering our many customers what they want, and our innovation team is exploring ways to make our gear more inclusive.

Investing in the environment

We're creating positive business scorecards for our vendors to track their ethical and environmental performance to better monitor progress and measure results more efficiently. We're also developing a product circularity scorecard. This combined with our soon-to-be-launched supply chain mapping platform means we'll get a clearer picture of our true impact.

Championing active communities

We're continuing to look at how we can get more communities outdoors from mountain peaks to city streets. Our new partnership with London National Park City means we can put our weight behind a grassroots movement to make London greener, healthier and wilder.

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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](#).