



**SUSTAINABILITY
REPORT
2021**



PROPER GEAR WITH A PROPER CONSCIENCE.

We can't make
kit that lasts if our
planet won't and if
more of us don't play
our part, our horizons
don't look pretty.

Nothing should cost
the earth.

Who we are

Berghaus has racked up over 50 years' experience creating outdoor gear that's built to last, all so more of us can get out in the open air. So, it doesn't take a rocket scientist to work out that looking after our planet is something we feel pretty strongly about. It's been in our bones since we were born, starting in England's North-East and stretching over every nook and cranny we've been to since. That's why, when we look at today's landscape, we know we need to do more.

What we're going to do

- Reduce our carbon emissions by 25% by 2025
- Reach net zero by 2030
- Kick it all off by planting 2 million trees per year, till at least 2025

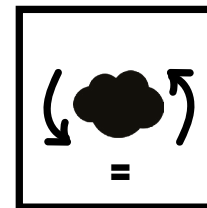
Why?

In a nutshell, it's the right thing to do.



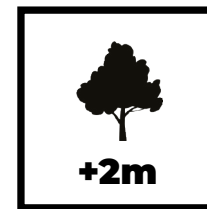
REDUCE
CARBON
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PLANT
2M TREES
EVERY
YEAR

UNTIL
2025

HOW WE MAKE OUR KIT.

Our gear's been essential on some of the world's greatest expeditions. It's scaled the mighty Everest and handled the tropics of Venezuela, and we've used that know-how to keep you just as warm and dry wherever you're grabbing some fresh air.

**Built
to last**

**Recycle,
re-purpose,
re-use**

**Madekind™
for the
planet**

**Unlimited
repairs since
day one**



BEHIND THE SCENES: HOW WE RUN OUR BUSINESS

People
Planet
Community

We're part of the Pentland family

Since we joined the Pentland family in 1993, we're now a key part of their portfolio of sports, outdoor and lifestyle brands. We're proud to work alongside other household names such as Speedo, Canterbury of New Zealand and Endura.

You can find out how Pentland Brands is taking action for people and our planet in its **Positive Business report**.

GLOBAL GOALS.

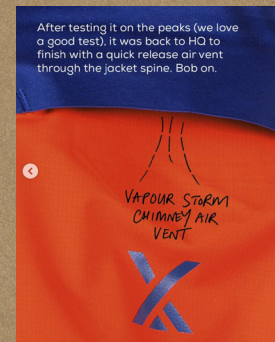
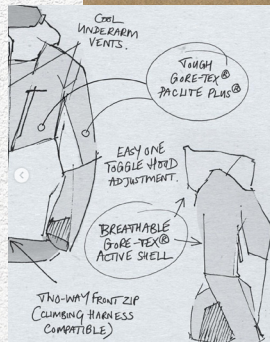
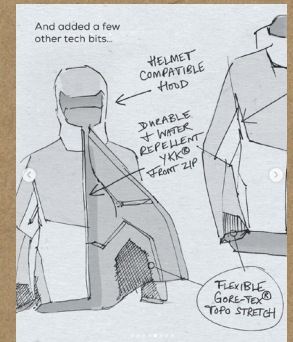
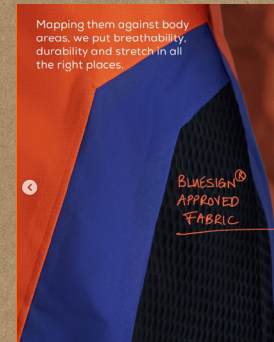
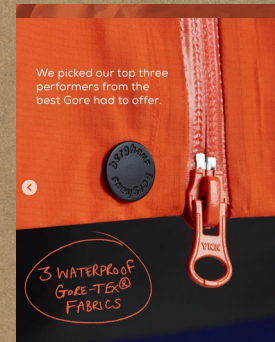
In 2001, we signed up to the UN Global Compact.* The UN Global Compact is a guide to our team and how we work, with ten principles on human rights, labour and the environment. We support the UN Sustainable Development Goals (SDGs), which help us take action in the best way we know how. All our work lines up with these goals, so we can make sure we're taking the right steps to look after our world.



Sustainable Development Goal	Where you can find out more
3. Good Health and Wellbeing	16, 20, 22
5. Gender Equality	16
8. Decent Work and Economic Growth	15
9. Industry, Innovation and Infrastructure	12, 13
10. Reduced Inequalities	15, 20
12. Responsible Consumption and Production	6-13
13. Climate Action	9, 18

1. BUILT TO LAST.

From designing concepts to repairing, recycling and repurposing – we spend a lot of time thinking about not just what we make, but how we make it. Since we were born in a room above LD Mountain Centre in Newcastle upon Tyne, making kit that lasts has been our business as usual. We design and build all our gear using quality materials and construction techniques that make it long-lasting and easily repairable. We test all our kit with everything we can throw at it, so nothing can hold you back when you're in the outdoors.



2. MADEKIND™ FOR THE PLANET

54% of products
in our AW21
range contained
more than
90% bluesign
approved fabrics.



MADEKIND™ is our approach to taking better care of our world. It brings together our efforts to reduce our environmental impacts from production, run our business responsibly and make a difference to our communities.

Products marked with our MADEKIND™ label mean they're kinder to the planet we love to explore. This could be because they contain recycled material, organic cotton, bio-based material from natural sources, or because they're made by one of our partners.

In the last 12 months, we've increased the number of MADEKIND™ products in our core range by 34% and we plan to add more each year.





OUR MADEKIND™ PARTNERS



bluesign®

bluesign® is a system that provides safer and more sustainable environments for people to work in and everyone to live in. It traces the path of each material as it's manufactured, so it can reduce the impact on the environment at each stage of the process.

Responsible Down Standard (RDS)

Berghaus is certified to the RDS standard, which certifies animal welfare practices in down and feather production from the farm to the final product.

Leather Working Group (LWG)

We encourage our suppliers to source leather from tanneries awarded LWG gold, silver or bronze certification for environmental best practice.

100% of leather in our footwear range is Leather Working Group certified.

Colourkind™

Our award-winning dyeing technology, Colourkind, is a woven fabric that is kinder to the environment as it goes through fewer dyeing stages, compared with regular fabrics. Resulting in 89% water savings, 63% less chemicals used, and 60% reduced CO2 emissions.



Measuring sustainability

Our products are made from the very best performance fabrics, but high tech shouldn't mean high environmental impact.

We use a sustainability measuring tool called Higg Materials Sustainability Index (Higg MSI) to review the carbon and water footprints of our materials. You can find out more about how the Higg Index works [here](#).

We're encouraging more of our factories to use Higg tools to measure their environmental impact. As of 2020, the factories that make 88% of our products now use the Higg Facilities Environmental Module.

Taking action

From 2019 to 2020, we used less material overall and more of it had a lower environmental footprint.

We saved:

485,852 kg CO₂e (kg), or the equivalent CO₂ from driving up and down Mount Everest 111,004,032 times*

2,373,045 H₂O (m³), or the equivalent of 949 Olympic sized swimming pools

*Calculated using **EPA equivalency tool**.

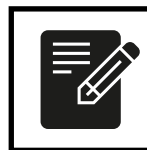


3. REPAIRABLE KIT SINCE DAY ONE



Our free repair service, **Repairhaus**, keeps your kit going over land, not into it. We make tough, long-lasting gear that goes the distance, but if it ever needs it, we'll repair it as many times as we possibly can, free of charge, whether you bought it from us, our stockists, or even if it's a hand-me-down.

We don't care how old, how worn, or how weathered it is or even how many times we've fixed it before. Any kit we can't repair is used to make other repairs (and we offer these customers a discount off their next piece of Berghaus kit too).



Fill in a simple form which gives our team all we need to get to know your product.



We'll fix your product at Berghaus HQ (or if you've really done a number on it, we'll ask for help from one of our partners).



We'll email you with all the info on whether your product is repairable, what we'll do and where to send it.



We aim to return every repair to you within 21 days.

Product lifetime guarantee

In addition to free repairs, we provide a product guarantee for every single item's reasonable lifetime, at no additional cost.

Caring for your Berghaus

We bang on about care, a lot, because caring for your kit helps it last, which keeps you out there and keeps stuff out of landfill. We all know that washing a down jacket or reproofing a worn pair of boots can be daunting. That's why we provide simple step-by-step guides for caring for your Berghaus kit.

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We tackle all the trickiest tasks, like washing a down jacket, cleaning a waterproof coat and caring for your footwear. It's really easy to do and the best way to keep your gear in tip top condition. Here's an example.

- Waterproof aftercare**
- Down insulation care**
- Footwear care**

Fight the fear: washing your down jacket

1. Place your jacket in the washing machine (preferably on its own) and wash according to care label, with non-biological soap. For extra benefits, we recommend 'Nixwax Down Wash' - 150ml in medium to hard water areas and 100ml in soft water areas.
2. Run multiple spin cycles, each time incrementally increasing the spin speed, to remove excess water.
3. If you have a tumble dryer, dry on a low heat with the added aid of drying balls, or half cut tennis balls as a budget option.
4. If you don't, allow to dry naturally on a washing line or radiator, shaking the garment every so often to allow the springy down to return. The drying process will be slow (a light down jacket can take 2-3 hours) but it's very important – so be patient!



4. REPURPOSE, RECYCLE, REUSE

We do all we can to help keep kit going over land and not into it, but what happens when it's finally beyond use?

This is where our collaboration with Dirtbags Climbing comes in. **Rehased by Dirtbags** takes Berghaus products at the end of their usable lives and upcycles them into nifty new climbing products, such as chalk bags or bum bags. Each piece is made individually, by deconstructing Berghaus kit that is beyond repair to turn it into something new.



**1 waterproof jacket
+ 1 fleece zip top
= six or seven fleece
lined chalk bags**





Re-using and recycling

When our products have reached the end of their usable lives, instead of sending them to landfill, we recycle them or donate them to people who need it. Here are some of the organisations we support.

Africa Shoes

In Kind Direct

Oxfam

Barnardos





PEOPLE

▲



At Berghaus, we're a team of people united by our passion for the outdoors. We love being outdoors, experiencing, exploring, and sharing moments with our friends and family, and we know you do too. Everyone here at Berghaus understands the importance of caring for our world and the people in it, so we try every day to consider how we can help by creating a positive impact.

Doing things the right way

We ask everyone we work with to follow **Our Standards** for how we do things, so we can make sure all our kit is made by people who are looked after and who care about the environment as much as we do.

Progress through partnership

We partner with organisations who we think are doing a great job. We're proud members of the Ethical Trading Initiative (ETI)*, which helps businesses to make the lives of workers in their supply chains better. Our Standards follow the ETI's way of doing things, so we know we're doing our best to put workers' voices at the heart.

We're also members of the ACT Foundation*, which helps us make sure the people who work on our products are paid fairly and on time.

You can find out more about our partnerships in our **Modern Slavery report**.



We're great
to work with
and great to
work for.



TEAM BERGHAUS

We're hugely proud of our HQ in the North East of England and the tight-knit team that works on our kit. Here are just some of the things we do to make sure we're great to work with and great to work for.

- Championing physical and mental health, with subsidised gym access and online mental wellbeing tools. We reached the final of the North East CIPD Awards for Health and Wellbeing in 2019.
- Focusing on diversity and inclusion – we celebrate Inclusion Week every year and we're working to build it into everything we do, from recruitment to our brand campaigns.
- Regular employee hikes to test out our gear (the annual **Sir Chris Bonington Walk** is a highlight in our calendar)
- Generous product discounts, including money off lightly worn returns and samples to extend their usable lives

And of course, we also offer competitive salaries, enhanced pensions and generous holidays.



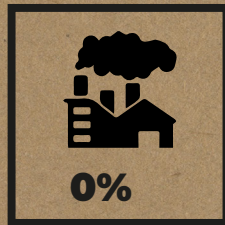


PLANET

Our impact on our world starts and ends with us. That's why we're doing more and more every year to reduce our carbon emissions and create a positive footprint.



Offices



0% WASTE
TO
LANDFILL



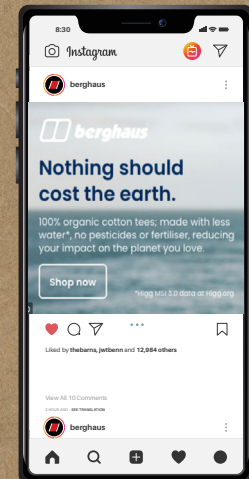
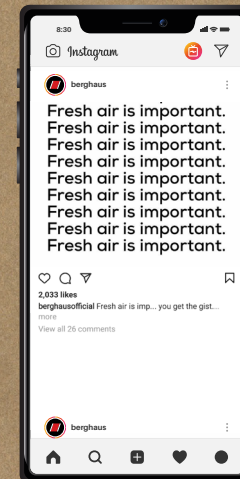
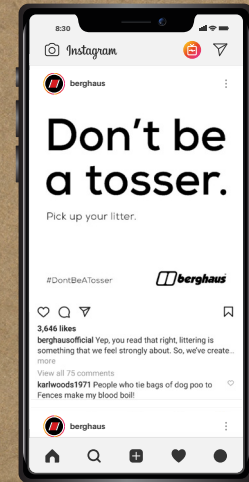
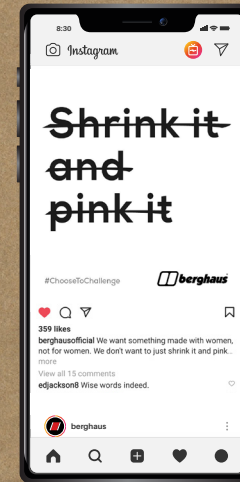
100%
RENEWABLE
ENERGY



ALL PAPER PRODUCTS
MADE FROM RECYCLED
CONTENT - FROM LOO
ROLL TO PRINTER PAPER

Causes that matter

We use our platforms to spread the word about things we care about – like doing the best we can to help everyone get into nature, and protect our planet while we're at it.



PARTNERS AND MEMBERSHIPS



The Microfibre Consortium*

We work with our friends at the Microfibre Consortium on solutions to prevent the release of microfibres during the product lifecycle.

European Outdoor Conservation Association (EOCA)

As a member of EOCA, we help support conservation projects all over the world. In 2020 we donated products to their fundraiser which helped them raise €20,000 for conservation projects.

It's Great Out There

Berghaus is a founding member of Its Great Out There, a coalition that work in partnership with European, national and regional authorities, all of the outdoor recreation industries, non-profit associations, other organisations, and directly with the public, with the aim to motivate people to get active outdoors through inspirational content, grants for people and outdoor projects and lobbying governing bodies to support outdoor activity.

*Pentland Brands membership



Community

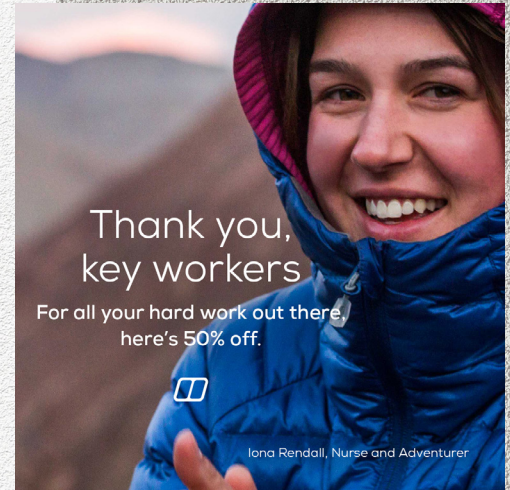


At Berghaus, we believe the outdoors is for everyone. That's why we like to collaborate with the community, curating proper, real experiences that inspire more of us to get out into nature.

Supporting communities in crisis

We thought we knew a lot about stepping out into the unknown, before COVID-19 came along. During the pandemic, our first priority has been supporting our employees and keeping our business running for people like you.

We thought that the bravery of everyone working to protect others, from the NHS to our employees hand-stitching personal protective equipment, was off the scale. In the best way we know how, we took the decision to offer a 50% discount to all key workers to ensure they were kept warm and dry while they worked on the front line of the pandemic. We had 40,000 visitors to our site and 17,000 front line folk benefited from our gear.



AMBASSADORS

We work with people who share our values – a passion for inclusion, respect for the environment and a love of the outdoors.

Iona Rendall, walking group leader and chief of all things #SunshineyHappiness

“As a nurse I’m all the more aware of the benefits that being outdoors can have, both on physical and mental health. Using social media to show people that we can all make time to be outside

despite leading busy lives is really important to me. I hope that showing how achievable a positive work life balance can be will help encourage more people to look for those everyday adventures, no matter how big or small.”

Ed Jackson, ex-professional rugby player

“I hope to inspire others to redefine their own limitations and take steps towards a brighter future.”



IONA
RENDALL



ED
JACKSON



RHIANE
FATINIKUN



ZAHRAH
MAHMOOD

Rhiane Fatinikun, founder of Black Girls Hike

“Black Girls Hike is paving the way, giving Black women the confidence and skills to reconnect with nature and adventure. We’re reframing how our community see the outdoors, increasing participation and creating a sense of belonging. We’ve already built a 10,000 strong community, with groups launching nationwide. This is just the start.”

Zahrah Mahmood, creator of The Hillwalking Hijabi

“My ultimate aim is to inspire other women, especially if they look like me. I hope they can relate to me and my journey with the outdoors and take that figurative and literal step to experience the benefits I have!”

Social impact

Everyone here at Berghaus understands the importance of giving back to our community. We've had an employee charity network and charity pot since 2018, which we allocate to causes that matter to our people and business, as voted for by members of the Berghaus team.

Some top causes we've supported in recent times are:

**Great North
Air Ambulance**

Mountain Rescue

Protect our Winters

Lendwithcare

Charity partners

We support a number of charities that do incredible work to support the environment and the people who care about it.

The Outward Bound Trust

The Outward Bound Trust helps inspire new generations of adventurers by showing young people they have no limits in the outdoors. They challenge young people to never give up, to change their perspective and to learn the most important lesson: to believe in themselves. Renowned explorer and non-executive Chairman of Berghaus, Sir Chris Bonington, is Deputy Patron and Leo Houlding, climber and Berghaus athlete, is a trustee.

John Muir Trust

The John Muir Trust is a conservation charity dedicated to the experience, protection and repair of wild places. It cares for 60,500 acres of wild land, with support from its members.

Mountains for the Mind

Mountains for the Mind is a campaign from Trail magazine to help people get outdoors and start more conversations about mental health. With getting outdoors helping reduce the risk of depression by 30%*, this campaign shows that mountains have the power to change lives.

*Mind, Mental Health charity

