

Positive Business Report

This report covers the period from 1 January 2022 to 31 December 2022. It also includes information around the context of our sustainability plans.

Endura was founded in 1993 and joined the Pentland Brands family in 2018. Our sustainability efforts form part of Pentland Brands' **positive business strategy** that take action for people and our planet.

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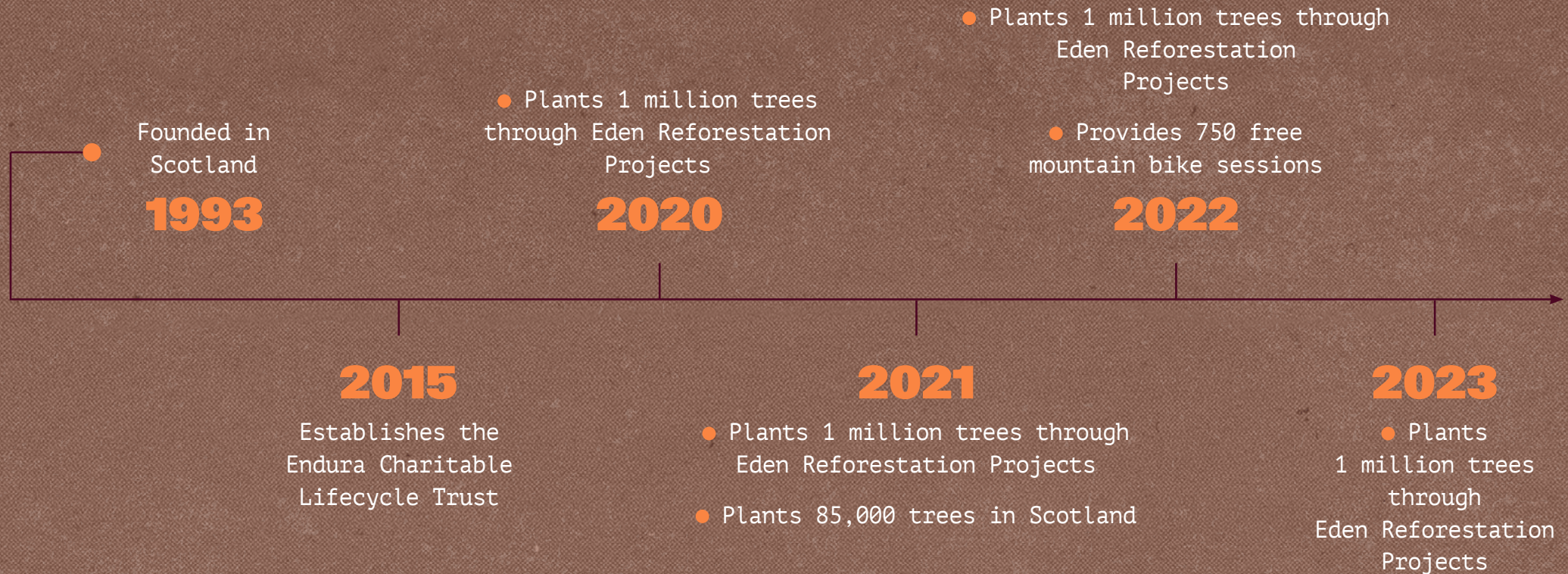
ABOUT US

Born in Scotland, Endura was founded on a straightforward promise: to push the boundaries of cycle apparel performance and functionality for everyone. Our dedication resulted in innovative products that have achieved legendary status and are endorsed by esteemed teams, MTB enthusiasts, triathletes and road riders worldwide. From the very start, we've been committed to improving things for both people and the planet. However, we recognise there's still more ground to cover. We're not interested in taking the easy path; instead, we're always thinking about the next part of the journey.

As part of Pentland Brands, we're a signatory of the UN Global Compact, a voluntary initiative to implement sustainability principles. Our work drives progress towards the United Nations' Sustainable Development Goals.



OUR SUSTAINABILITY JOURNEY



PEOPLE



HOW WE WORK

We're based out of Livingston, Scotland. We're passionate about empowering our team to be their best, supporting their physical and mental wellbeing and offering career development and training opportunities. Our people can join global squads that champion sustainability, diversity and inclusion and charity initiatives. Find out more info [here](#).

OUR SUPPLY CHAIN

We're committed to sourcing products in a responsible way. Our garments are made by suppliers in China, Vietnam, Indonesia, Cambodia, Italy, Lithuania and the UK, and our main head office in Livingston is home to our custom production department. We strive to protect workers' rights and improve working conditions, which we do through good governance processes, regularly reviewing policies and training, and completing due diligence processes.

As a member of the Pentland Brands family, we're part of several global organisations that help us to continuously improve our ethical trading practices. These include the Ethical Trading Initiative, Better Work and ACT. Find our policies, tier 1 and tier 2 supplier lists and Modern Slavery report [here](#).



COMMUNITIES

We believe cycling can be a force for change and are proud to give back to communities.

ENDURA LIFECYCLE CHARITABLE TRUST

Established in 2015 by Endura's founders Pamela Barclay and Jim McFarlane, the **Endura Lifecycle Charitable Trust** provides free mountain biking sessions at a purpose-built venue for people who face challenges accessing outdoor activities. Through it, the charity's team of instructors have provided over 3,000 sessions to people from low-income communities across Scotland, as

well as New Scots (refugees and asylum seekers), veterans and people with additional support needs. In 2022 the Endura Lifecycle Charitable Trust delivered 750 free mountain bike sessions, including hundreds of rider sessions for girls from secondary schools across Glasgow as part of a 2023 UCI Cycling World Championships legacy project.

IN KIND DIRECT

We donated over 2,000 items to the UK charity **In Kind Direct**. They distribute items to charities across the UK, ensuring people have items that bring warmth and encourage wellbeing.



RICHMOND CYCLING CORP

Cycling can be a tool to change lives. Since 2020 we've supported the **Richmond Cycling Corps (RCC)** in Virginia, USA, to engage with young people in Richmond living in the city's public housing projects. RCC encourages young people to get outside, be active, and improve their physical and mental health through cycling. The team is also active in racing in the Virginia High School Mountain Bike League.

INCLUSIVE CYCLING COMMUNITIES

We want cycling to be enjoyed by everyone, and we stand alongside adaptive riders, Paralympians and individuals trying to widen participation in cycling.

From 2022 we have partnered with **Limitlass**, the Scottish mountain bike women's-only festival and have helped support the training of new female MTB leaders and coaches.

We're stoked that from 2023 we support the **Pump for Peace** Racing Team, a remarkable group of professional mountain bike riders from Iran, Lesotho, and South Africa who have conquered many personal challenges. The talented team are part of a global initiative by Velosolutions to make cycling and action sports more accessible in underserved communities.



Richmond Cycling Corp

PRODUCT

We've earned ourselves a reputation for designing and producing kit that thrives under demanding conditions. By designing products with durability in mind, they can stay in use for longer, which can help reduce carbon, water and waste footprints (**WRAP**). To further extend our gear's lifespan, we're also working on launching our repairs patch kit for easy at-home repairs.

INCREASING RECYCLED MATERIALS

We can build a more circular economy by reducing our reliance on virgin resources. Many of our fabrics use synthetic fibres - polyester and nylon - derived from non-renewable fossil fuels. However, we're working on increasing the proportion of recycled fabrics in our garments made from recycled materials, such as recycled water bottles. In 2022, 23% of fabrics ordered were recycled materials, slightly up from 22% in 2021.

GLOBAL STANDARDS

As part of Pentland Brands, we use the Higg modules to track and measure our footprint. We're working with the Higg Facility and Environmental Module to measure our supply chain footprint, the Higg Material Sustainability Index to measure environmental impact of different materials, and the Higg Product Module to learn about a product's real impact during its lifetime.





CHOOSING CHEMICALS CAREFULLY

We don't use Polytetrafluoroethylene (PTFE) - a chemical often used in waterproof membranes - in our products. It's a particularly persistent compound that takes an exceptionally long to break down in the natural environment.

Because we've removed these fabrics, a garment's durable water-repellent coating needs to be reproofed more regularly to maintain its effectiveness. So we launched our own biodegradable and PFC-free re-proofer and cleaning products in 2018 to help keep garments waterproof and water-resistant.





PLANET

OUR HOME TURF

Our head office in Scotland runs on renewable energy, and we installed a solar panel system on its roof to fulfil half of our electricity requirements. Our staff who ride to work have access to a cycle-to-work scheme through Pentland Brands, and they can use showers and changing facilities. We've also set up a pool bike scheme to allow our people to borrow bikes for leisure or work purposes.

REDUCING IMPACT

We achieved carbon neutral certification from **The Carbon Trust** for 1 January 2021 to 31 December 2021. This is for

scope 1 and 2 and for scope 3 business travel and upstream distribution, excluding upstream transportation, for Endura Ltd and its US subsidiary Endura Inc. All other scope 3 categories have been excluded. This is in accordance with PAS 2060:2014.

Carbon neutrality means making sure that the amount of carbon emissions we produce is balanced out by the amount of emissions we remove or offset. We're working towards recertification for the 2022 period.

We're also aligning ourselves to a bigger Pentland Brands goal to work towards net zero.



ONE MILLION TREES

In 2020 we launched our One Million Trees initiative and have committed to planting one million trees yearly for the next ten years. By the end of 2022, with the help of our reforestation partner **Eden Reforestation Projects**, we've planted over 3 million mangroves in the Maputo Bay area of Mozambique. The mangrove restoration project is a biodiversity initiative that works alongside communities to produce, plant and protect trees.

PACKAGING PROGRESS

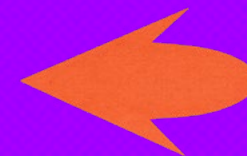
All our cartons, header cards and hang tags are made of paper or card, which is widely recyclable in most territories. We've removed all plastic laminate and gloss finishes from our packaging and tags for easier recycling. The plastic hooks and tags used to safely attach information for consumers to products need to be disposed of separately. In 2022 we started using recycled bags for transit packaging.

OVER 3 MILLION MANGROVES PLANTED



TRASH FREE TRAILS

Trash Free Trails is a community-focused, non-profit organisation that exists to protect our trails and the wild places they take us. We work with Trash Free Trails to help people reconnect with nature through the simple yet meaningful act of removing single-use pollution from wild places. Once the litter is collected from cycling trails, they work closely with local councils and recycling providers to make sure that, as much as possible, the waste collected is recycled and disposed of responsibly.



WHAT'S NEXT



We've got a long way to go to reduce our impact but we're proud of how far we've come. We have some exciting initiatives in the pipeline.

- ⊕ Championing diversity and inclusion in the cycling space through ambassadors, sponsorships and charity support.
- ⊕ An at-home repairs kit so kit stays in use for longer.

⊕ Continuing exciting partnerships with local organisations like **Trash Free Trails**, helping communities connect with nature by taking part in litter clean-ups.

⊕ We're working towards a clearer picture of our impact. Our Pentland Brands sustainability team are developing product circularity and positive business scorecards for our vendors to track their ethical and environmental performance.



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To find out more about corporate
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