
SUSTAINABILITY REPORT 2021
CRAGHOPPERS



ABOUT THIS SUSTAINABILITY REPORT

Craghoppers is committed to transparency, and accountability. This report will allow us to identify areas for improvement and areas for innovation, and furthermore update our sustainability strategy to progress the positive impact we are leaving on our very delicate planet.

In this report we will be covering the 2020 fiscal year - one which created unforeseen setbacks. In our effort to try and recover from the unprecedented times, our social impact programmes have gained increased importance and our aggressive goals reflect our optimism to get back on track.

We have not obtained any external assurance, but this report was prepared in accordance with the GRI Standards, at the CORE option. For any further questions please contact **sustainability@craghoppers.com**.

LETTER FROM JOANNE BLACK



We are delighted to have completed our first GRI report. We have found the whole process really inspiring. We appreciate the journey we are on, what we have completed and where we need to focus our efforts. This report will allow everyone to easily compare our work against others in our sector and across industries.

As a family business, our core values of honesty and respect are central to what we do and have been for generations. Nowhere is this more evident than in our Craghoppers Cares programme. We believe that everybody in the organisation has a part to play. From the directors and leadership team, everyone has individual targets to meet.

Our sustainability business plan is quite ambitious. This is thoroughly reviewed by the sustainability leadership team each quarter. As one of the owners of the business, I am able to bring focus and the funds required. I am lucky enough to work with a tenacious and forward-thinking team.

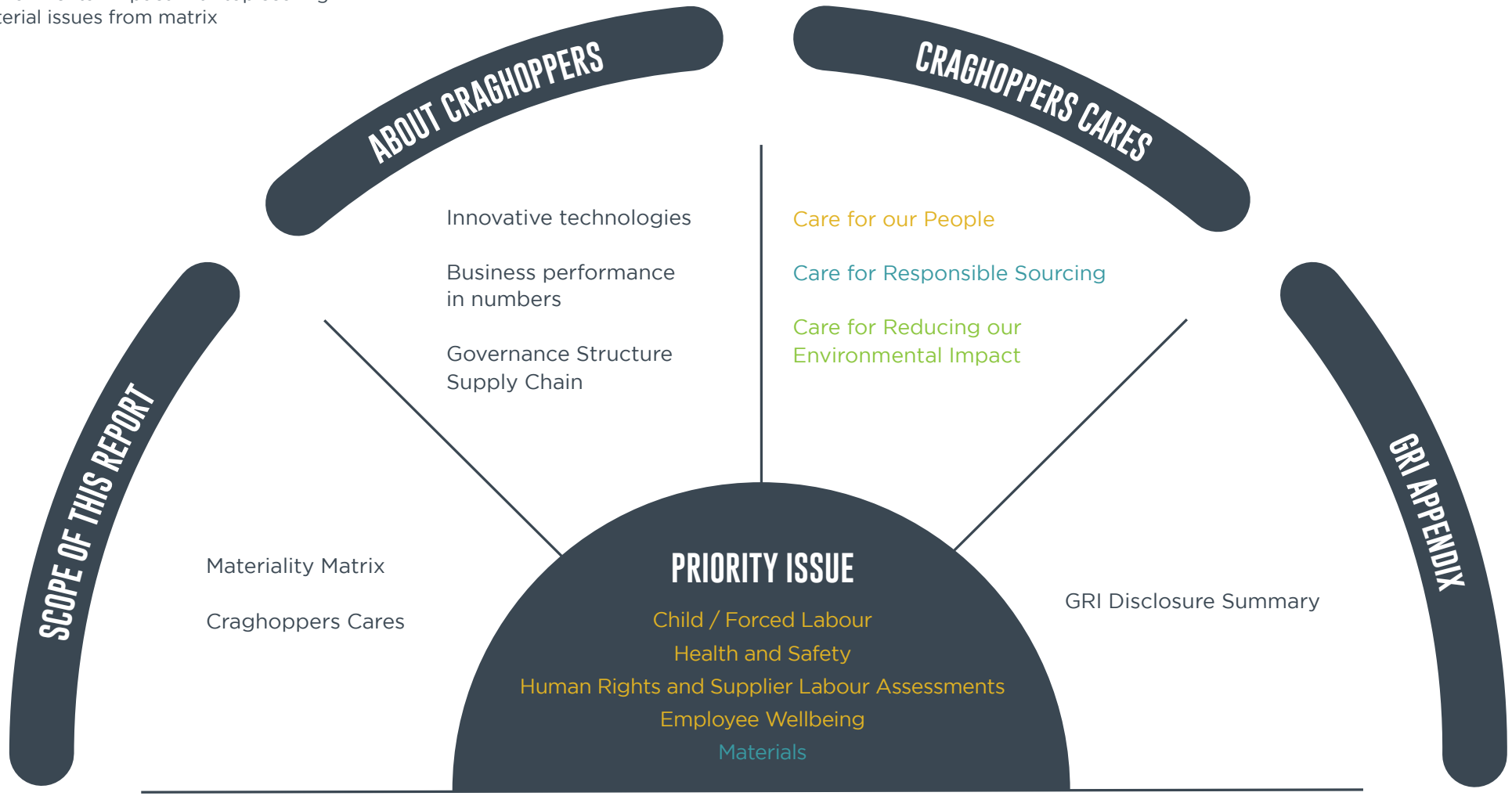
This report will allow us to identify new areas of focus, where we can bring our skills of innovation. We appreciate that we operate in a worldwide community where resources are precious. Our customers rely on us to protect the great outdoors.

You can rely on us to do the very best we possibly can, to keep our focus and push ahead.

Yours sincerely,
Joanne Black
Director

REPORT CONTENT

Care for our People, Care for Responsible Sourcing and Care for Reducing our Environmental Impact with top scoring material issues from matrix





SCOPE OF THIS REPORT

SHARE OUR PERFORMANCE



THE PURPOSE OF THIS REPORT IS TO SHARE OUR PERFORMANCE IN A RELEVANT, BALANCED, AND COMPLETE WAY.

Being transparent in our reporting allows us to fulfil commitments we have made to sustainability. In order to correctly assess our economic, social and environmental impact, we scored each topic on a 1-10 scale on how relevant, and impactful each topic was to Craghoppers' operations, 10 being the most relevant.

STAKEHOLDER ENGAGEMENT

Next, we considered the concerns of five key stakeholder groups: Employees, Customers, Management, Community, and our international Supply Chain Partners. We sent out surveys and conducted interviews with each group to identify areas of concern and increasing importance.

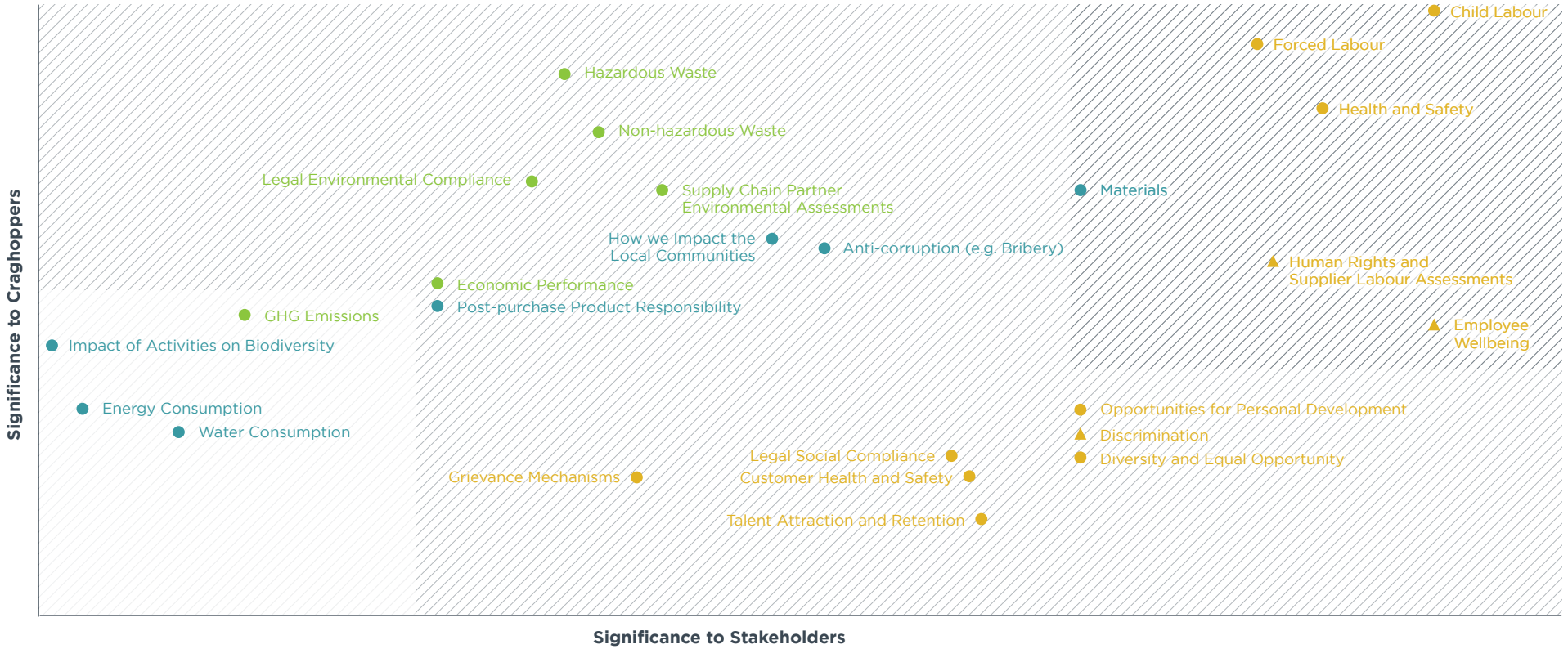
MATERIALITY ASSESSMENT

We adjusted and increased the weighting for customers, employees and management as these three groups interact with our operations most frequently. Topics were chosen by using industry standards, advice from industry peers, input from experts in the field and SASB.

MATERIALITY MATRIX

KEY

- Care for our People
- Care for Responsible Sourcing
- Care for Reducing our Environmental Impact
- △ Points with increasing Momentum
- Areas of Increasing Momentum
- Areas of Focus
- Areas of Critical Importance



WHAT EACH MATERIAL TOPIC MEANS TO CRAGHOPPERS

Material Topic	Meaning	Goal
Materials	Increasing use of sustainable materials in our footwear and apparel products.	Source 100% of our cotton more sustainably across Craghoppers.
Investment into sustainable research	Maintaining up-to-date on research and news about sustainable alternatives entering into the textile industry.	Replace any existing materials with a more sustainable alternative, every season, where possible.
Post-purchase product responsibility	Creating products for maximum long-term performance with minimum impact, adhering to our Guarantee For Life.	Score products on their longevity and provide recycling/reusing opportunities on website for each product. By 2022, 75% of products should have post-product options available on website.
Legal Environmental Compliance	Ensuring our HQs, DCs and Stores all comply with all local regulations, especially acknowledging any sites located in areas of abundant biodiversity and fragile environments.	Promote awareness about any endemic species in the area and provide location specific information for customers.
Supply Chain Partner Environmental Assessments	Adhering to all international standards, using industry standard 3rd party assessments to ensure we partner with the best factories.	Source 100% from factories that not only adhere to international assessments but also meet our sustainability standards and comply with ETI.
Energy consumption	Observing all local regulations surrounding energy consumption and replacing any sources with renewable options. Also investigating new forms of energy to be installed in our HQ and DCs.	Reach 100% renewable energy in owned or operated facilities by the end of FY25 and encourage broader adoption as part of our effort to control emissions.
Water consumption	Innovating and adopting new approaches to reduce water use in our supply chain.	A 20% reduction in freshwater use in textile dyeing and finishing. Build resilience through supplier water risk-mitigation plans with material processors.
Impact of activities on Biodiversity	Managing and reducing the negative impacts on species and ecosystems of our operations and sourcing activities.	Communicate local endemic species in all our stores by 2022, and ways to best conserve our local environment.
GHG Emissions	Quantifying our emissions and understanding the alternative techniques to reduce negative impacts.	Decrease energy use and CO2 emissions 25% per unit in key operations.
Non- Hazardous and Hazardous Waste	Recognising that our manufacturing processes, DCs and HQs produce waste, and understanding practices to eradicate or reuse it.	Eliminate product manufacturing waste to landfill or incineration, while continuing to reduce overall waste. Reduce waste index by 10% in manufacturing, in DCs and HQs. Increase landfill diversion at DCs and HQs.
Employee Wellbeing	Supporting the mental and physical wellbeing of employees. Providing meaningful work and a sense of purpose. Respecting the individual and engaging our people to succeed.	Further our Project 5 and incorporate more ways of promoting a healthy work/life balance, continue to match donations for employee's own efforts of fundraising.

WHAT EACH MATERIAL TOPIC MEANS TO CRAGHOPPERS

Material Topic	Meaning	Goal
Talent Attraction and Retention and Opportunities for Personal Development	Providing a workplace that is attractive to prospective employees and where current employees can grow and pursue fair career development, and responsibly addressing the future of work: the impacts of automation, digitalization, and business transformation.	Foster any suggested ways of personal development opportunities, and business development opportunities.
Employee Health and Safety	Promoting a safe and healthy working environment that protects the physical and mental well-being of all while at work.	Elevate a culture of health and safety and eliminate excessive overtime.
Customer Health and Safety	During COVID19 and panic surrounding in-person activities, we ensure that all our customer interactions adhere to government advice to ensure our customers have a comfortable shopping experience.	Incorporate and uphold best hygiene practices in all customer interactions.
Diversity and Equal Opportunity and Discrimination	Fostering an inclusive and diverse working environment, ensuring fair treatment and non-discrimination.	Corrective actions for any discrimination are enforced, as well as application processes to eliminate discrimination.
Grievance Mechanisms	Ensuring that all employees, customers and stakeholders have a point of contact at Craghoppers to share any concerns.	Acknowledge all concerns and take proper action where possible.
Human Rights/ Supplier Labour Assessments	Safeguarding the human rights of all people affected by our activities. Ensuring compliance with international standards, and Craghoppers policies on topics within the realm of human rights.	Remain in partnership with only those that do not have any discrepancies with these assessments.
Forced Labour (including Child Labour)	Assessing our manufacturing partners and any employee, ensuring all work is legal.	Remain in partnership with only those that do not have any discrepancies with these assessments.
How we impact the local communities	Contributing to local communities' development through charitable donations, and employee volunteering initiatives.	Invest a minimum of 1.5% of pre-tax income to drive positive impact in our communities. Get kids (ages X)
Legal Social Compliance	Ensuring our HQs, DCs and Stores all comply with all local employment laws.	Understand the government mandated benefits and remain up to date with any changes.
Economic Performance and Anti-Corruption	Upholding ethics, business integrity and a culture of respect, honesty and fairness through governance structures, and policies and practices that require compliance with the law, encourage transparency and are designed to prevent unethical behaviour across our operations and value chain (including corruption, fraud, bribery and anti-competitive behaviour).	Continue to follow our company values during all business endeavors.



ABOUT CRAGHOPPERS



BRITAIN'S ADVENTURE OUTFITTER SINCE 1965

WE HAVE BEEN BRITAIN'S ADVENTURE OUTFITTER SINCE 1965, AND OUR MISSION IS TO MAKE OUR CLOTHING & PRODUCT AS SUSTAINABLE AS POSSIBLE.

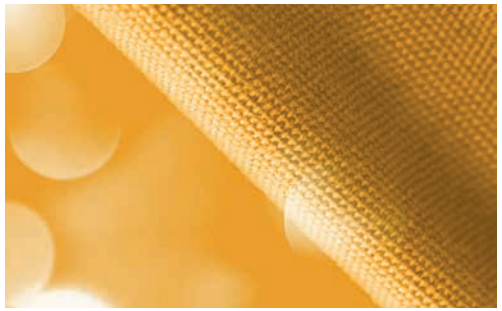
We aim to help our customers stay on the trail as long as possible, and every year we get that little bit better. By introducing new designs, using the latest technologies, and bringing to the mix that specific spirit of innovation, our products are more comfortable, lighter, more waterproof, insulating and sun protective than ever before. We are now the world leader in outdoor and adventure trousers. Today we are privileged to share our wanderlust with millions of people – fellow voyagers who are as keen as we are to explore the furthest reaches of our beautiful planet and share their experiences with others.

Craghoppers is best known for its innovative technologies serving four bespoke markets of waterproof, insulating, anti-insect and sun protective clothing:



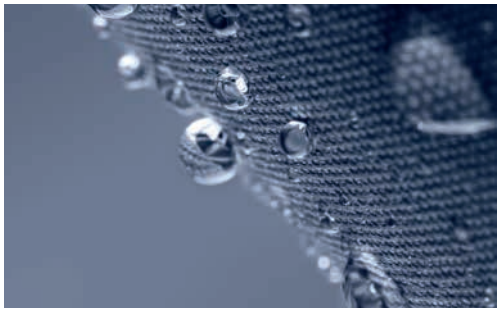
NOSILIFE

Anti-insect clothing. Our anti-insect treatment, “NosiLife” is built into our fabric and offers an outstanding defence against most biting insects, lasting the lifetime of the garment.



SOLARSHIELD

Range of sun-protective fabric tested for UV-protection UPF40+. Sun-protection is given by a combination of 3 things, the density of the fabric construction, the type of yarns used, and its colour.



AQUA DRY

A combination of our waterproof and breathable coating and our technical outer fabrics delivers guaranteed levels of protection and comfort. The outer face is treated with a Durable Water Repellent finish to help keep the outer fabric drier for longer.



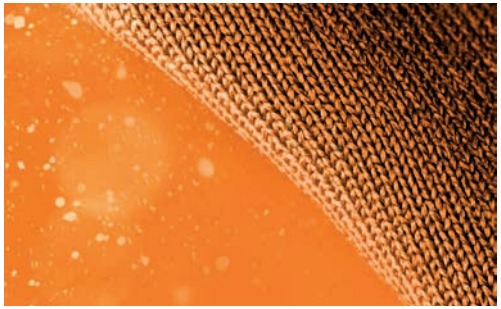
GORE-TEX

World-leading waterproof and breathable fabrics for all weather conditions.



MOISTURE CONTROL

Moves body moisture away from the skin, keeping you cool and on the move in the most intense humidity.



THERMAL CONTROL

Innovative thermal regulation technology for day-long comfort.

BUSINESS PERFORMANCE IN NUMBERS



Total number of operations
Craghoppers Limited heads up a group of 5 subsidiaries and 1 UK Branch Office as per the attached group structure chart.

Products
Products are sold through Craghoppers own stores, concessions, retail partners and online platforms.

987
MAIN RANGE

1392
OUTLET

£47,800,000*

Net sales (for private sector organisations)
Net sales per the final audited Jan 2020 consolidated group accounts for Craghoppers Limited were £47,800,000

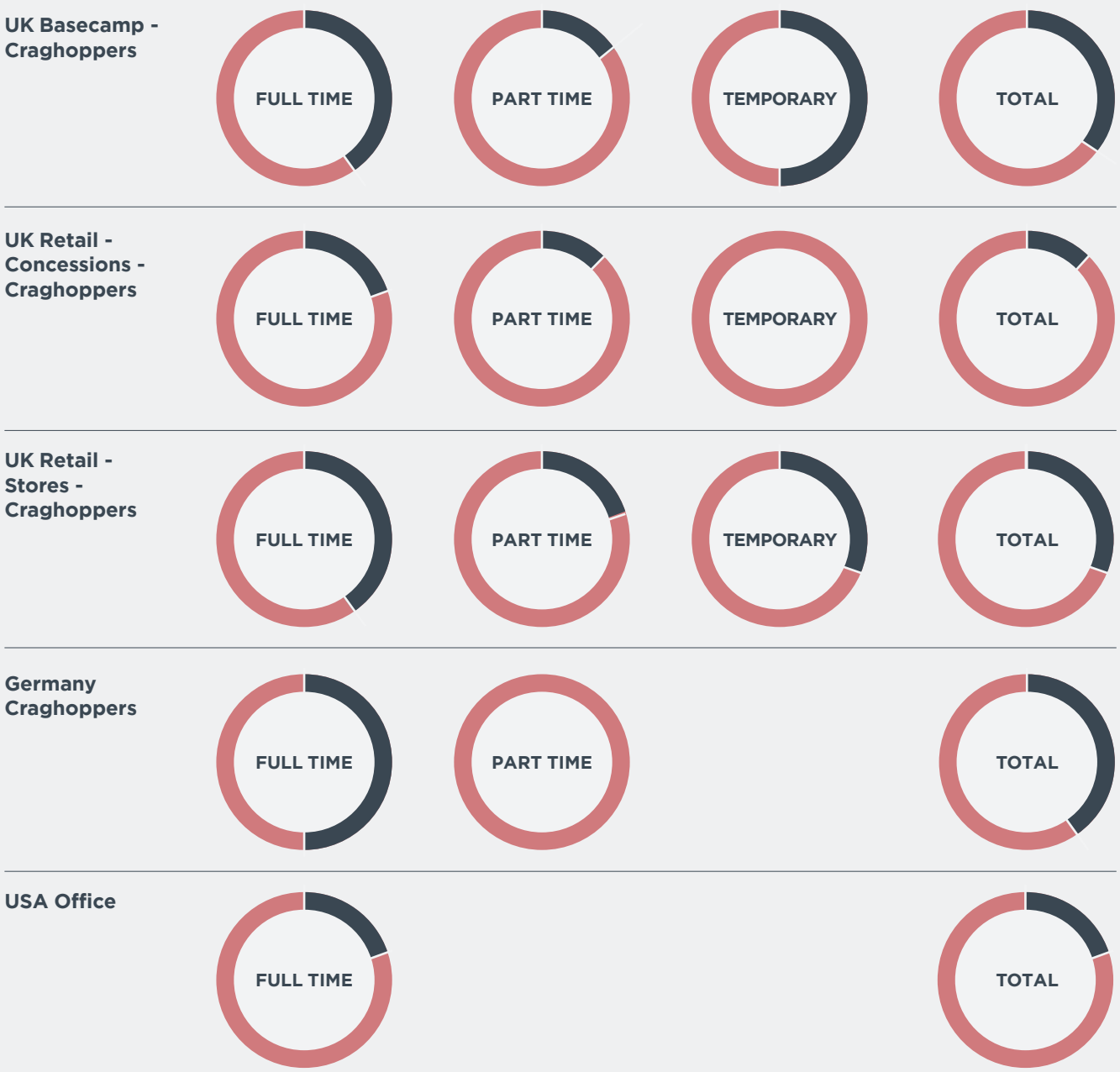
Total capitalisation (for private sector organisations)
Per the final audited Jan 2020 consolidated group accounts for Craghoppers Limited:

£13,000,000*

NET ASSETS

*rounded to nearest £1,000

HEADCOUNT MAY 2021



The majority of our activities are performed by our own employees. The only exception would be in some non-UK markets where we use 3rd party Sales Representatives to build our customer database and drive sales in our wholesale business. They are either self-employed Commercial Agents paid on a commission basis, or Distributors with appropriate commercial agreements in place.

In the UK, we have a small number of contractors (less than 5) utilised for small periods of time throughout the year for temporary work such as freelance graphic design, events or new system projects.

There may be some variation in the numbers reported due to certain roles. For example, retail traditionally attracts predominantly females. It has been found that many find the flexibility of the part time working patterns attractive.

The headcount data has been gathered using our HR database as of May 2021 and uses employing company information.

We have 6 UK stores and no global stores.

With regards to the benefit plans or other retirement plans provided, the UK Office teams are provided with a company pension scheme with employer contributions of 5% with minimum 3% Employee contributions. Everyone else in the UK is provided with a statutory auto-enrolment pension.

GOVERNANCE STRUCTURE

Top level

The Group operates a CSR Committee which is chaired by the owner of the Group including Buying Directors of each Brand and senior managers across the business. This ensures that the most senior individuals with operational responsibility for the delivery of climate-related issues have the support of and accountability to the Group Board. The Owner of the Group reports to the Board on a monthly basis.

The CSR Committee formulates a business plan that sits under our CSR pillars - 'The Honesty Project' that measures and targets Ethical, Sustainable and Social initiatives. A yearly and 3 yearly business plan has been formulated.

The CSR Commitee meets quarterly to discuss the below:

- Reviewing and guiding strategy
- Reviewing and guiding business plans
- Setting performance objectives
- Monitoring implementation and performance of objectives

This is supported through our partnerships with UNFCCC, Microfibre Consortium, ETI and benchmarked communications with other Brands.

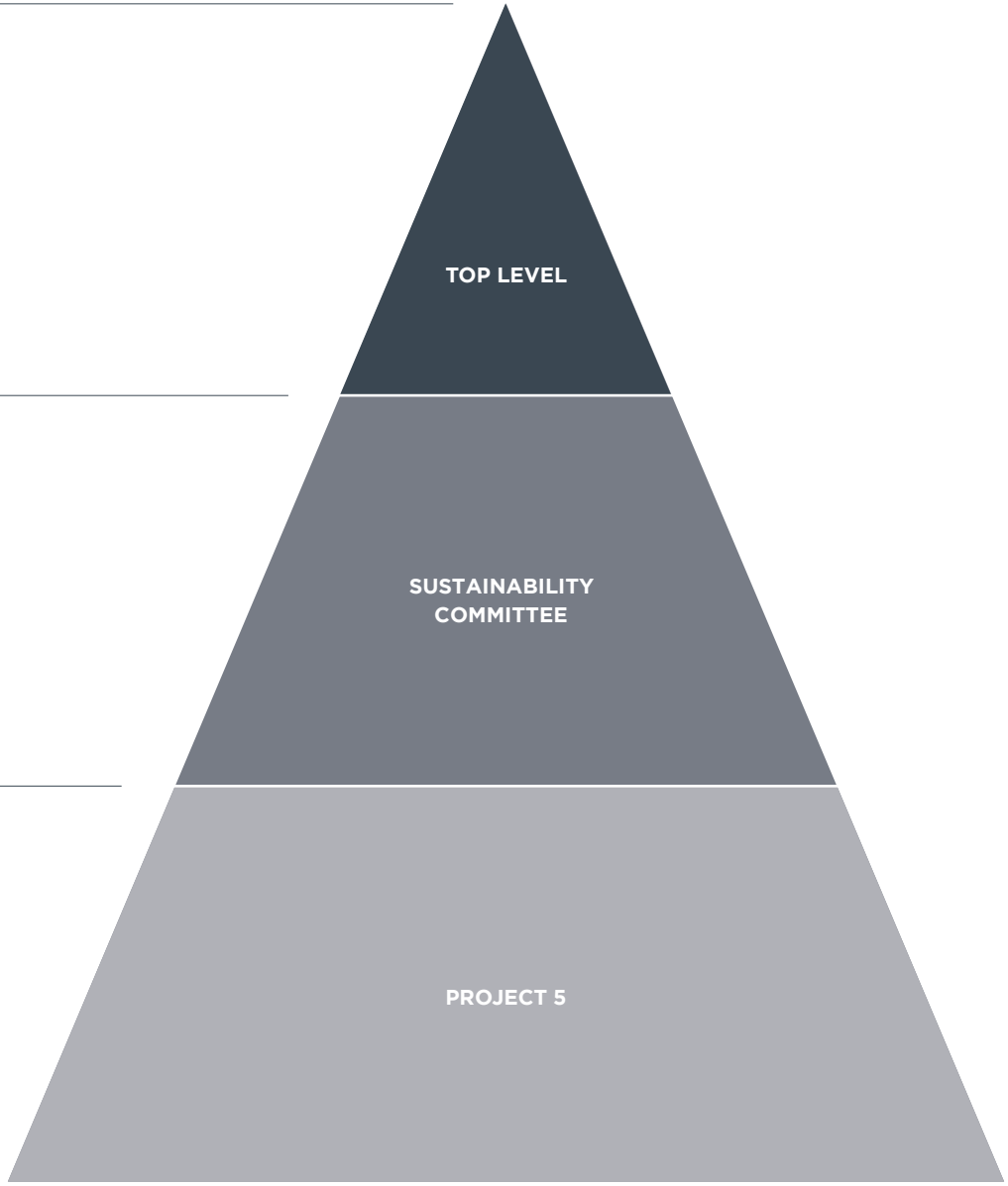
Sustainability Committee

There is a Sustainability Group comprising of managers from across the business that meet on a quarterly basis to ensure a co-ordinated and effective approach to the delivery of the CSR business plan companywide. The Group contains the Operational and Facilities Manager, Logistics Manager, E-comms Digital Manager, HR Manager, Distribution Site Manager, Brand Marketing Managers, Product Managers and Sourcing Managers.

These managers are responsible for the day to day key climate-related impact areas eg buildings, sourcing, logistics. The Group will advise of any issues to the main CSR committee. The Group is also responsible for preparing and managing information to ensure correct reporting on the CSR business plans KPI's.

Project 5

Project Five was created from the CSR Group to get more people involved on our sustainability journey to make a bigger impact. Each colleague is encouraged to make personal sustainability goals as part of their development review. The Group was formed in 2020 with 20 volunteers from Basecamp and Pioneer Point displaying a passion for sustainability and the environment. The committee meets monthly and has introduced a calendar of Events that tie in with national events. The Project 5 family has been extended in 2021 as invites have been sent to international colleagues with the plan to launch Project 5 worldwide.





SIGNIFICANT DEVELOPMENTS AND CHANGES

Sales Channels
In the last twelve months, with all the disruptions caused by COVID, we have seen changes with our distribution. Our E commerce has grown and we have made significant changes to our departments to accommodate for this. Unfortunately some of our key business partners through our concession division did not survive the pandemic. We had to close our concessions within the Debenhams estate. Fortunately we have established new relationships with new sales channels.

Senior Management
We celebrated the retirement of Jim McNamara after 25 years. He stood down as Managing Director. James McNamara was promoted to Brand Director.

Supply Chain
There have been no significant changes in our supply chain. We have continued to strongly support our current partners throughout the pandemic. We have particularly close relationships with our partners which have been developed over many years. Our innovation projects have not been diverted by the pandemic. We are working with new Tier 4 suppliers on new products we have brought to market. Our NosiBotanical and SmartDry Eco collections are with new partners.

Location
We have entered Myanmar with one new factory. This has been properly audited by a 3rd party. Our Bangladesh partner has also completed a long term expansion building project.

MEMBERSHIP OF ASSOCIATIONS/ PARTNERS






















CRAGHOPPERS
CARES

AT CRAGHOPPERS, WE CARE FOR OUR PEOPLE



PEOPLE ARE AT THE HEART OF ANY BUSINESS, AND WE WORK WITH SOME AMAZING PEOPLE ACROSS THE WORLD: IN OUR OFFICES, WAREHOUSES, STORES AND SUPPLY CHAIN PARTNERS.

We believe that honesty, courtesy, and respect for each other is the only way to work with our customers, colleagues, and workers in our factories. We want to make sure that those working with us are looked after and given the best opportunities for their own success. We also believe that we can make a positive difference in the lives of those touched by our business.



WHAT WE ARE DOING

We are committed to increasing our transparency and human rights within our supply chain and our focus over the past year has been to further embed our policies into our 2nd and 3rd tier suppliers.
We have already mapped out our extended supply chain and have completed an audit on 60% of our 2nd tier suppliers. For those not yet audited we have begun work already to promote labour rights and increase awareness to the workers through training sessions, posters and leaflet handouts.

Ethical Trading Initiative
Respect for workers worldwide

FOR ALL THE FASHION BUSINESS
Drapers

1998
All product suppliers follow globally recognised SA8000 social standard.

2012
Regatta Group became a member of Ethical Trade Initiative (ETI).

2014
Advanced from Foundation level member to Improver level member with ETI following our first report submission.

2017
Awarded Achiever level with ETI and won MEN Business of the year Judges Choice Award.

2018
Joined Greater Manchester Network for Modern Slavery.

2019
Maintained Achiever level with ETI but recognised as one of the top performing companies within the ETI members.

2020
Craghoppers won Brand of the Year (>£30m) Drapers Sustainable Fashion Awards 2020

ETHICAL TRADE INITIATIVE (ETI)

As members of the ETI since 2012, we continue to work with our supply base to improve the working conditions and wellbeing of the workers, ensuring that the facilities follow best practice in the working environment. Craghoppers reached and has maintained "Achiever Level" status, since 2017, through regular checks (which shifted to video calls in 2020).
We ensure that working conditions remain at a high standard in our factories.

We are now implementing a management **training** programme and promoting **opportunities for personal development** within the business for everyone - women and men. We are also addressing gender bias and pay equality through our 3rd party audits. We have also taken the time to work with our key fabric mills and garment manufacturers to develop their own sustainable business plans.

ETI IN BRIEF

- Ensured 68,000 workers in our partner factories, across 9 countries are covered by the ETI Base Code
- Inspected 122 factories across 9 countries
- Set up worker's participation committees in key factories
- Reached over 14,000 workers in our **Health and Safety** training workshop

Ethical Trading Initiative
Respect for workers worldwide





RHEP PROGRAMME

The RHEP Programme educates and empowers female workers in Bangladesh about health & nutrition, but also Health and Safety in the workplace, gender equality, discrimination, violence, and harassment. The programme has been completed in 9 factories in Bangladesh, reaching over 15,500 workers.

We have now added prenatal care to the programme for all female workers.



SAVAR PRIMARY SCHOOL

We have been funding the Savar Primary School, located in our garment factory area in Dhaka, Bangladesh, for over 12 years. The school offers life-changing education to 262 students between the age of 4-14, including 58 children with learning and physical disabilities. We also provide a nutritious meal for every child, school uniforms, teacher training and colouring books & masks during COVID lockdowns.

Most recently an ex-pupil has recently been employed as the new librarian of a fully stocked library and we are running a full teacher training programme to ensure the very best education possible. We have supported over 3,300 families over the years. We have continued to provide monthly food parcels, masks and blankets for over the winter months.











HQ PROJECT 5

After meeting quarterly with a select number of representatives across the Group, it became very clear that more people wanted to get involved on our sustainability journey to make a bigger impact as this is an opportunity for personal development. With this in mind, we wanted sustainability to truly become part of the DNA of our Group and Brand Values, so on an individual level, staff were invited to make 5 pledges of ways they can do their bit to save the environment. This led to the Launch of Project 5 - Reduce 5 things by 50% by 2025.

The committee was formed in 2020 with 20 volunteers from HQ and the DC displaying a passion for sustainability and the environment. The committee meets monthly and has introduced a calendar of Events that tie in with National events. One recent initiative from the committee included 12 days of 'how to have a sustainable festive season' with daily posts on Workplace. This included everything from sustainable gift wrapping to recipes of what to make with your leftover Christmas dinner.

The committee has also asked all International employees to highlight their 5 pledges for 2020. This was a huge success in getting more people involved. The Project 5 family has extended into 2021, with the recent addition of the Project 5 Pioneer Awards, where staff can nominate colleagues for outstanding performance and for driving a sustainability message in their area.

Project Five.



CRAGHOPPERS FILM PRIZE

As a global brand with adventure at our heart, we wanted to create an award to encourage people to tell their stories, highlight global issues around the world and share their opinions. Craghoppers strives to be a truly accessible brand, and we believe supporting people to participate in creating short films is an accessible medium to share experiences, with the help of our partners at Discover. Film.
The student award was created to encourage people to start creating short film, and we have managed to find some incredible creators at the beginning of their creative journeys. We also have a Best Social Impact Film Award. The 2020 winners were celebrated with a virtual festival in October, where “The Lost Scot” by Julien Cornwall won The Student Prize.

CRAGHOPPERS FILM

UK SCHOOL MEALS

A small action team from across the Group has been working with local primary schools in Trafford and Salford to help their most vulnerable children over the Christmas school holidays and beyond. For Christmas, over 400 bags of food and treats including Christmas crackers, selection boxes, festive snacks, colouring books, pens and drinks as well as a bag of cupboard essentials to help make substantial breakfasts and meals were donated, packed and delivered to these primary schools over the festive break.

MODERN SLAVERY

Craghoppers first published its Modern Slavery statement in July 2017 in accordance with the UK Modern Slavery Act of 2015. In 2020, we hosted a virtual conference on Modern Slavery for the North West. It was attended by academics, local businesses, the Board of Control, and it was an opportunity to learn and share experiences and ideas.

We are now proud to share this; our fourth statement, which summarises our activities and progress during the year ending January 2020 to prevent modern slavery of all forms, including child slavery, in our business and supply chain. At Craghoppers we have a zero-tolerance approach to modern slavery of any kind. Our approach is clear, "we care and treat people in our business and supply chain fairly, with honesty, courtesy and respect, as we ourselves would expect to be treated"

From our Board down, and through all aspects of our business we understand, "It is not just about what we do, but rather how we do it."

We operate a culture where staff are encouraged to voice any concerns using the appropriate reporting channels. Everyone must play their part and be alert to the warning signs of slavery. This year our work on modern slavery continues to extend further into our wider supply chain. We want to act as leaders in our field, making changes, having conversations, allowing voices to be heard, understanding risks, and preventing exploitation throughout by following a robust due diligence.

Tracking our Progress

Despite the challenges that come our way we are committed to ensuring the work and progress we do to prevent modern slavery continues to embed into our own business and through our business partners alike. We have the following checks in place to ensure KPIs are met:

- Our transparency map is one way we keep check of how far we have come, and as this continues to expand further to 2nd, 3rd and 4th tier suppliers of packaging, embroidery, washing and printing, we enforce the same principles and ask partners to align with us.

- Our CSR business plan sets objectives and strategy across a 3-year period, and we regularly review this across the business and at Board level with regards to modern slavery.

- Our ETI membership helps us to navigate deeper into the human rights issues and also keeps in check our progress through a bi-annual reporting system which we will be submitting next year.

- Our questionnaire to the wider supply chain of providers of GSNFR continues to benchmark their ability to detect and mitigate modern slavery risk through policy and training, trading relationships, recruitment, and employees working conditions and wages.

- 3rd party audit reporting, & reporting through NGO hotline.

- Continuous presence in our factories, through employees on the ground, right up to our owner and company MD's visiting.

We recognise that modern slavery cannot be combatted alone, and so we believe in sharing best practices at all levels within the industry.

- Collaboration and sharing of best practice with other brands, and members within the European Outdoor Group (EOG) and the Outdoor Industry Association (OIA).

- Collaboration with supply partners through projects such as The ILO SCORE project in China, Smart Myanmar in Myanmar and the Social dialogue programme in Bangladesh. These programmes aim to improve H&S, HR, Recruitment and management systems in factories as well as encouraging free election and the establishment of workers committees, to give the workers a voice.

- As a supplier ourselves, we continue to offer support and collaborate with our customers in completing their own risk assessments by being open and transparent about our business practices and policies as well as these of our supply chain partners.

We are members and attend the Greater Manchester Modern Slavery Business Network quarterly meetings. These provide an opportunity for businesses based in or with connection to the region to work together and support each other in tackling modern slavery. It is a great opportunity for representatives from a wide range of businesses and sectors to hear about some of the good work that is going on in the region, as well as sharing some of the challenges businesses face in tackling this horrific crime. In June, this year we hosted the first virtual meeting due to Covid restrictions, which saw over 25 organisations from across the North West, as well as one of our own supply partners in Bangladesh come together to discuss openly responsible recruitment and preventative measures within global supply chains. We hope to inspire other businesses with our work and in the fight to stop modern slavery in all forms.

COVID RESPONSE

We cannot talk about 2020 without mentioning COVID 19 and how it changed our business. It didn't, however, change our focus on the Honesty Project and its values for our supply and community.

Our Brands continued to support our charitable commitments by donating 20% of the sales of medical masks in our retail to support charities and conservation partners and supplying 23 charities with face masks at either cost price or free of charge.

In response, we committed to our garment suppliers. We did not cancel any immediate orders which were in production or in transit. We used up all fabrics and accessories that had been booked for the season ahead, and negotiated extended payment terms with our nominated materials suppliers for any orders which we had to delay shipment on.

We ensured all our factories paid their workers full salaries and bonuses before the lock down periods and when the factories re-opened again, they did so in a Covid safe manner. Through our community support initiatives, we actioned: essential food parcels to our Savar school children and their families during the pandemic period.

Customer Health and Safety

Within our shops we are above and beyond government advice to ensure the safety of each of our customers. We mandated the following:

- Continuously disinfected surfaces, fixtures, fittings and changing rooms after each use
- We did 48 hour quarantine for any clothes customers tried on
- Mandated masks, even after government advice said they were optional
- Socially distanced, including the rearranging of clothes to provide a safer shopping experience











ALZHEIMER'S SOCIETY

Alzheimer's Society is a UK based care and research charity for people with dementia and their carers. Craghoppers has supported this charity by having employees and representatives attend Lake District Treks, Memory Walks, 5ks, baked for Cake Sales and Summer BBQs as well as donating through participating in Raffles and Quizzes in our HQ and DCs.

ROYAL SOCIETY FOR BLIND CHILDREN (RSBC)

The Royal Society for Blind Children supports blind and partially sighted children and young people, and their families. Craghoppers raise money for this incredible organisation that offer a range of services including emotional support and practical advice for families, opportunities for children and young people to build confidence and skills through activities, and a specialist further education college.



ENGLISH HERITAGE

English Heritage cares for over 400 historic monuments, buildings and places – from world-famous prehistoric sites to grand medieval castles. They bring the story of England to life for over 10 million visitors each year. English Heritage is passionate about the importance of history. Every year they seek to bring the story of England to life for people of all ages and backgrounds, in the places where it happened and in the most enriching ways. From Dover Castle to the Northumbrian Coast, the friendly staff of English Heritage are passionate about their locations, sharing stories, facts and knowledge about their site. Craghoppers is proud to be the official outdoor clothing supplier for the English Heritage, keeping staff comfortable from the outdoor elements all year round.

ENGLISH
HERITAGE

DUKE OF EDINBURGH'S AWARD (DOFE)

The Duke Of Edinburgh's Award (DofE) is the world's leading youth achievement award. Nearly 300,000 young people in the UK, aged 14 to 24, take part each year, achieving a DofE Award and obtaining transferable skills, improving their wellbeing and having a great time along the way. There are three levels, Bronze, Silver or Gold DofE Award. The main differences between the levels are the age you can start, the time they take to complete and how challenging they are. There are four sections to all Award levels – Volunteering, Physical, Skills and Expedition and a fifth, Residential, at Gold Award level. Many young people enjoy the Expedition section, in which they get an opportunity to stay away from home in a group and experience the outdoors.

Craghoppers is proud to have an exclusive range, designed for those who are taking part in DofE activities. From waterproof jackets to fleeces, we have created technical kit to ensure participants are comfortable out on the hills. Craghoppers make a donation to the DofE charity for every item purchased. This goes towards enabling more young people from all backgrounds to achieve a DofE Award.

Craghoppers recently teamed up with 10 students from Manchester Academy, who are working towards their DofE Award, to take part in our latest photo shoot for the campaign. The photo shoot features the latest DofE clothing range, which is packed full of comfortable yet technical gear.

Craghoppers are also proud to support 40 students from Manchester Academy to complete their DofE award.





ORDNANCE SURVEY (OS)

Ordnance Survey (OS) is the national mapping agency for Great Britain.

OS founded GetOutside, to help more people to get outside more often. Whether it's close to home or exploring part of the UK you haven't been before, the aim is to inspire people to live an active, outdoor lifestyle which can help you to live longer, stay younger and enjoy life more. GetOutside is for everyone who wants to be more active, but doesn't know where to start, or thinks that outdoor activity is just too complicated, expensive or out of reach.

Through the GetOutside Website, GetOutside App and Getoutside Champions, Ordnance Survey are engaging, educating and inspiring people to take that first step towards a more active outdoor lifestyle, shifting perceptions and driving real behavioural change. Craghoppers is proud to support their OS GetOutside Champions with technical outdoor gear – from BlueSign Approved waterproofs to fleeces made from recycled plastic bottles, our gear ensures you are ready and comfortable for any adventure!

Ordnance Survey

#WETWO

The #WeTwo Foundation was set up by Adventurers Dwayne Fields and Phoebe Smith to empower underprivileged young people (age 16+) from disadvantaged backgrounds, by providing life changing experiences such as expeditions overseas and in their home country and undertaking wildlife and conservation initiatives. The pair met several years ago at Countryfile Live on a panel discussing barriers to getting into the outdoors and having adventures.

"Since then, we've been using the tool of adventure to encourage the next generation, from all walks of life, to fall in love with the outdoors and look after our planet."

"We want them to fall in love with nature and wilderness and understand the relationship between what we do here in the UK and how it affects Antarctica (and vice versa) so that they will fight to protect it."

In the first year, Phoebe and Dwayne will be taking a group of 10 young adults to the Antarctic Peninsula, by expedition ship, Hurtigruten's MS Fridtjof Nansen which is one of the world's first hybrid expedition vessels, setting off in Feb 2022. This will help to ensure that the trip is as carbon negative as possible as it emits 20% less carbon than usual ships.

As well as sponsoring 4 places, Craghoppers will also be supplying the team with their technical kit for the expedition including performance insulated waterproof jackets, mid and base layers, waterproof trousers, accessories and rucksacks. Phoebe and Dwayne chose Craghoppers because of our commitment to sustainability and the kit they have chosen uses recycled materials and is responsibility sourced.





AT CRAGHOPPERS, WE CARE ABOUT RESPONSIBLE SOURCING

OUR ETHICAL STRATEGY ISN'T JUST ABOUT MAKING SURE WE'RE SOURCING RESPONSIBLY – IT'S ABOUT MAKING A POSITIVE IMPACT ON THE WORLD AROUND US AND THE COMMUNITIES IN WHICH WE OPERATE.

We build close, long term relationships with the suppliers that manufacture our products and we only work with factories that comply with our ethical, social and environmental standards.

Our supply chain spans across continents from raw materials to manufacturing, all the way through to wear, use and disposal by our consumers. We do not own the factories or suppliers who produce our goods, but we understand that our biggest exposure to modern slavery is within our product supply chains. Therefore we take a hands-on approach to work with all our partners to ensure our company ethics align.

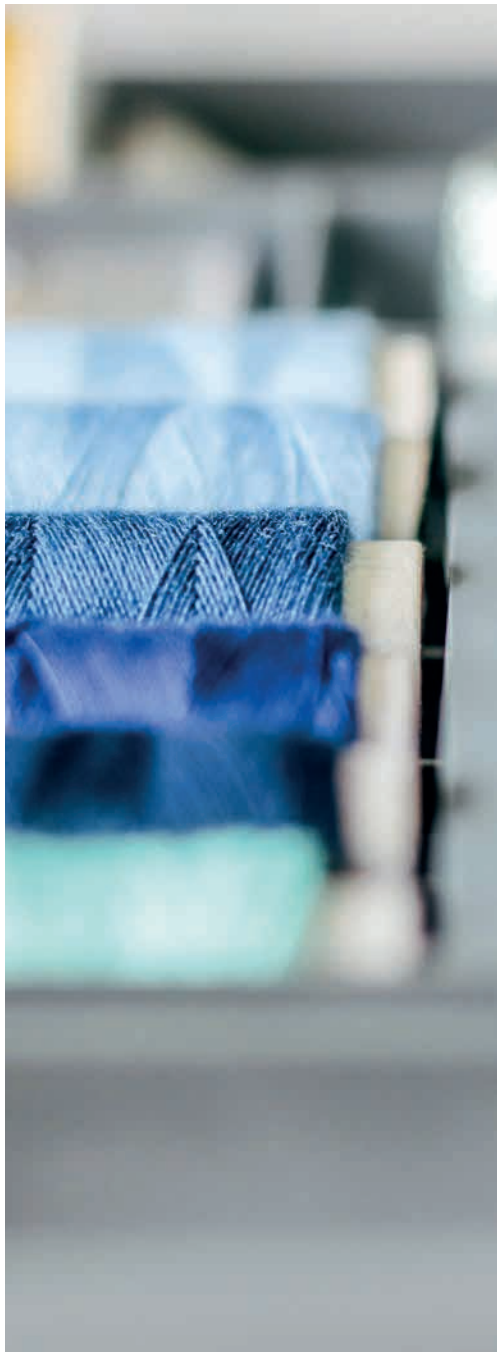
Since 1981 our core strength has been in our product and product supply chain. Sourcing products from 10 countries predominantly in eastern Asia, we have built great relationships with our suppliers and are extremely proud of our longstanding strategic partners. We remain alert to the vulnerability of modern slavery that may exist not only due to the high-risk nature of the countries that we source from, but also the predominantly female workforce that associates with the garment making industry. Ethical Trading has always been a cornerstone within our business.

Championed by our owner and Board Director Joanne Black, it runs through our core because we wholly believe that:
"Making good quality clothing, footwear, accessories and equipment should not come at the expense of others."



HIGG INDEX

We work with the Higg Index to practically measure the facilities in our supply chain to assess their environmental impact. We are increasing the use of this important tool year on year. The Brand MSI and Product Tools enable us to review our materials, trims and products. This helps us raise the bar on our sustainability efforts and gives us realistic targets. Our current goal is to reduce our energy consumption by 20% by 2022.



BLUESIGN SYSTEM PARTNERS

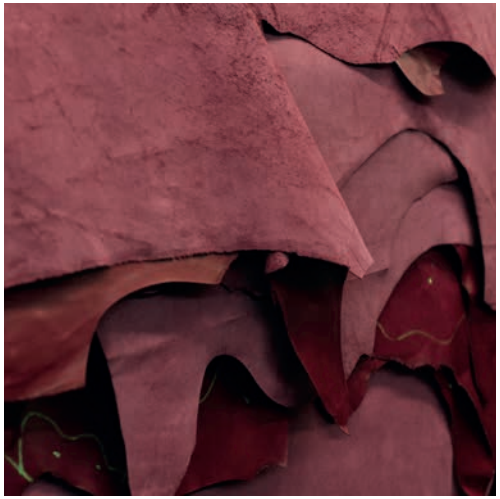
We are proud members of Bluesign and we work with other Bluesign partners around the world. Bluesign is a globally recognised standard that ensures our **materials** are manufactured using kinder dyestuff and less water with the least harmful chemicals possible. We go beyond compliance and adhere to all EU Reach regulations. Since 2019, all our gear uses 100% PFC free fabrics, ensuring we have the best chemistry in all our water repellent finishes. From Winter 2021, our PFC free DWR finish is plant based and our sprays and wash in reproofers will also be PFC free and biodegradable.

MATERIAL BREAKDOWN



NO TO DOWN

We have taken a stand against the use of Down in all our products and now only offer man-made fillings in all our insulated products. Our man-made insulation has some **recycled** content and is hypo-allergenic, dries faster than its Down counterpart and offers as much warmth as Down.



LEATHER

We only use gold standard tanneries for our leather boots and shoes. They use better methods of tanning creating less waste and using less water. We also use flame lamination to apply our AquaDry membrane.



MERINO WOOL

We only use wool which has been ethically sourced.



USE OF BYPRODUCTS

In some of our footwear styles, from Summer 2021, we use recycled coffee beans in our EVA midsoles. We have been researching second life products to introduce into future ranges.
One area we have looked at is the use of oyster shells. The oyster shells are responsibly sourced and would normally be the product of food waste.
The crushed shells are added to the extrusion process to make polyester.
We use a wax coating to some of our jackets in the Naturally Outdoors range which is derived from oil made out of rice bark (or rice peel). This is a byproduct from the food industry.

ORGANIC COTTON

By 2020, Craghoppers ensured all its cotton T-shirts were produced from certified organic cotton standard, either BCI (British Cotton Initiative) or GOTs (Global Organic Textile Standard). BCI a global non-profit organisation that is driving cotton production which is better for those who produce it and for the environment.

As members of BCI, we ensure that our cotton meets the highest standards for sustainability, for workers conditions and that the right price is paid for the cotton. We call this the holistic approach to cotton production. We believe that cotton is the most sustainable mainstream commodity and BCI cotton is best.

BCI Better Cotton Initiative

OUR COTTON SOURCING

Cotton workers in Xinjiang Uyghur's autonomous region, the largest cotton producing region in China, have been in the media recently with accusations of **forced labour** and **discrimination** of minority groups being reported.

As part of our own continued due diligence and transparency with our supply chain partners, Craghoppers can confirm that we are not and have not used cotton from this region in our products.

BCI has suspended all licenses in this area of China.



PLANT BASED CHEMICALS

For 2021, we have mapped out the chemicals we are using and we have started to use more which are plant based. The Nosi Botanicals range uses a plant based anti insect treatment made from lemon eucalyptus and is effective in repelling biting insects. The lemon eucalyptus is sustainably sourced as it is taken from the leaves and branches while keeping the tree intact.

For Winter 21, we will be using a PFC (polyfluorinated or perfluorinated compounds) free plant based water repellent chemical which features across all our products with DWR.

RESTRICTED CHEMICALS

Our Restricted Substances List sets out our requirements, including restrictions for any potentially harmful chemicals.

Our Restricted Substances list is aligned with Bluesign, EOG and Reach, which is best practice for our industry. All our suppliers are required to declare compliance with our list of restricted substances before beginning production.

Our Restricted Substances list is carefully monitored and aligned with any amendments to harmful chemicals. Each component used in our production will be traceable and will have been tested or assessed in line with our Restricted Substance list.

We work with suppliers who have accreditations to validate the materials they provide. We look for:

- Bluesign®: a system for sustainable textile production that eliminates harmful substances
- Oeko-Tex®: a system for testing textiles to show they're free from over 100 harmful substances
- Leather Working Group: an initiative that awards tanneries with good environmental and chemicals management a gold, silver or bronze rating





ECO FRIENDLY INNOVATIVE TECH

We have used Dynamic 12000, an innovative fabric technology, new to the outdoors, which uses a combination of six naturally found minerals including magnesium and calcium, to help reflect your body's own infrared rays back into the body. The reflected infrared rays can permeate deep into the body. This has been widely credited for cell regeneration and improving circulation of oxygen rich blood, which may promote faster healing of deep tissues such as our muscles, improve wellbeing and keep you active for longer.

RECYCLED MATERIALS

We have been making good progress in this area and since Winter 20, 70% of Craghoppers products have been made using recyclable materials, compared to 12% in AW19. By the end of 2021 we will have recycled over 64 million (PET) plastic bottles. We have also increased the amount of recycled materials within each individual product. We use yarns which have been sourced from suppliers that are certified by the Global Recycled Standard (GRS).

From 2021, we joined the Textile Exchange and the Fashion Industry Charter for Climate Action's joint initiative to further spur a shift in the market towards the uptake of recycled polyester (rPET) and the associated reduction in greenhouse gases.

The 2025 Recycled Polyester Challenge serves as an important catalyst for change in the apparel and textile industry. Our business targets align with the challenge to commit to bringing the percentage of recycled polyester up from 14% to 45% at 17.1 million metric tons by 2025.

Global Recycled Standard

MICROFIBRE SHEDDING

We are currently testing our fabrics and aim for 50% of fabrics being tested for fibre fragmenting by the end of 2021. We are aware that microplastic shedding is a well known and dangerous polluter to our water systems. Our luxury Microfleece has extra finishing to remove these excess fibres. This has resulted in significantly less shedding than others on the market. Microfibres lost in the production process are collected by the vacuum system and recycled into wall insulation. We joined the Microfibre Consortium in 2017 to find a solution to Microfibre leakage into our oceans. We are working with the research programme and other likeminded companies, to find better fibres, yarns and fabrics to use in our collections which are kinder to the environment.

MINDFUL PACKAGING

We only use recycled materials in all our printing. We don't laminate paper and we source all paper from renewable sources (FSC Standard). Our polybags contain 30% recycled material and are fully recyclable (from Spring 21.) Our goal for the Group is to move to 50% recycled from Spring 22. This is an area we are constantly looking to improve and we work collaboratively with other like minded local businesses and universities to look at ways to work in a more circular economy.

We have worked closely with Duo, our UK polybag supplier to upgrade all our mailing bags to 65% recycled content and all our repro bags to 50%. Duo provides our bags from recycled plastic from circular recycling. We continue to meet regularly to keep up to date on any new exciting SMART packaging that we should be using as a Brand.





GUARANTEED FOR LIFE

Making products that last is a key ingredient to sustainability. We are so proud of the quality of our product that we offer unparalleled guarantees. Our clothing is guaranteed for life, our footwear for two years and our luggage for five.
Each part of our products are tested to ensure they are fit for purpose and offer durability.



CLEVER CARE

Although the product life cycle of outdoor garments is considerably longer than fast fashion, it's still our responsibility to extend the product life cycle to the best of our abilities.

In 2020, Craghoppers have started a 'Clever Care project' where every item within the range is checked to see the best way for consumers to launder and care for their garments, to improve garment life. This includes reducing washing temperatures to 30 degrees where appropriate and offering more environmentally sustainable ways such as line dry.

This year we have extended our marketing communications on our websites to ensure our customers are extending the life of products from reproofing wax jackets to removing pills from base layers. This extends to basic at home repair instructions of how to rethread a zipper or stitch on a button.

We have also joined forces with the Timpson Group - the UK's largest branch network of Repairs and Alterations, Dry Cleaning and Laundry to offer a free repair service for our customers.

TIMPSON
Great Service by Great People
Est. 1903





PRODUCT RECYCLING

We are proud of our partnership of over 5 years with Newlife, a Charity who provides much needed equipment to disabled children. All returns from our warehouse are sent to the Newlife who manage the process of repurposing, by either mending, or stripping them down into components which can then be sold to make money for the Charity. The money made is then spent on providing items for children in order for them to live a fuller life.

Newlife offers full traceability, which is an integral part of the Honesty Project, to ensure that our items are not just ending up in landfill. Newlife has a process where they can audit and check the garments into the warehouse, they also provide regular reports, which show how many items they have collected. In 2019/20 Newlife's unique recycling operation, in partnership with its brands, including us, collected 2,190 tonnes of items, diverting over 2,000 from landfill, generating 13,050 tonnes of carbon savings and reusing 3.3 million items. This is the equivalent to taking 4,800 cars off the road or the carbon used by 1,610 homes, enough to fill 80 Wimbledon Centre Courts.

In 2020, between lockdowns we trialled a Bring Back service in one of our Hawkshead stores. This enabled customers to bring back old jackets in part replacement for new - any type of garment, any age, which is either surplus to requirements or in need of mending/re-proofing. This has now been fully rolled out in all stores in the UK and we hope to roll out across all European stores in 2021. This provides customers with a direct link to recycling outdoor garments and allows us more control over how unwanted or used products are taken back. The consumer incentive is to receive money off vouchers for any Group garment being recycled.

newlife
THE CHARITY FOR DISABLED CHILDREN

AT CRAGHOPPERS, WE CARE ABOUT REDUCING OUR ENVIRONMENTAL IMPACT



SINCE CRAGHOPPERS IS FOCUSED ON THE OUTDOORS, WE MUST MINIMISE THE IMPACT ON OUR ENVIRONMENT WHEN WE ARE DESIGNING OUR PRODUCTS.

We use or develop the most sustainable materials available where possible and care about what happens at the end of a product's life.

We design with durability in mind - supported by rigorous testing and wearer trials - and guarantee our products where possible. Design, materials and workmanship are all focused on ensuring that products can be used for as long as possible. Our products need to be as simple and easy to clean as possible. We care about product life extension and, as previously mentioned, offer advice on repair and provide a repair service. Any items that are returned that cannot be repaired, we are responsible for and must ensure they do not end up in landfill.

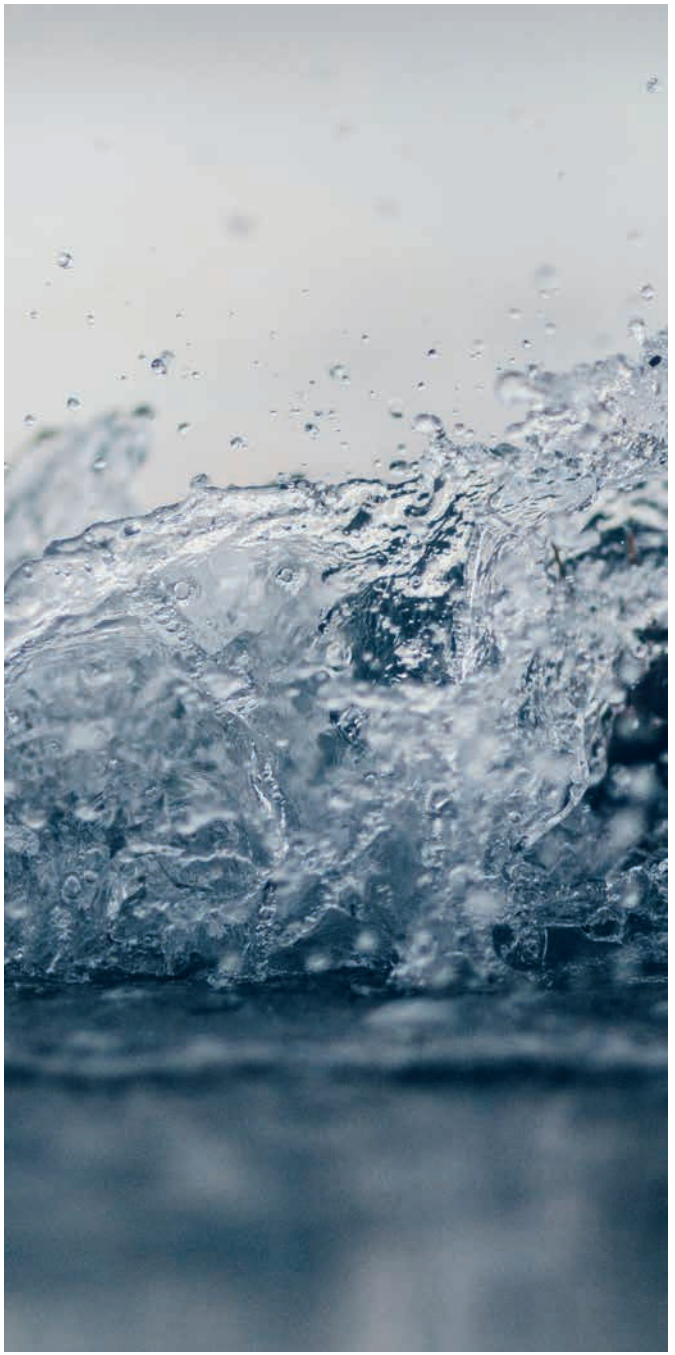


OPERATIONS

Over 10 years ago, we started to import our goods from Liverpool rather than Southern ports. With our Distribution Centre being in Ellesmere Port, this has reduced our road miles by 400,000 miles per year.

We are members of the UN Climate Change Group and primary members of Smart Freight. Through this, we work to reduce our road miles in our distribution and on improving our efficiency whilst lowering emissions. A considerable effort in benchmarking is undertaken. As signatories to the UNFCCC Fashion for Global Climate Action we are committed to net zero emissions by 2050. This is a collaborative approach to climate action across the textile, clothing and fashion industry.

Since 2019 we have been working with the Global Logistic Emissions Council using their GLEC framework measurement tool to report on our Carbon Footprint. In 2020, we saw a 23% drop (against 2019 emissions) in our overall carbon footprint which has mainly been driven from origin initiatives and greater container utilisation. Also, in 2020, we used the train from Asia more than ever, instead of transporting by air. This saved around 11,000 tonnes of CO2.



WATER

We are looking at **water consumption** in our Head office and with our suppliers. We are looking to reduce our water consumption in all of our worldwide offices by 20% by the end 2021 and our factories by 20% by 2022, measuring our impact using the Higg Index.

WASTE MANAGEMENT

Our operations produce waste and it's our responsibility to ensure that it's managed, with a closed loop economy being the goal. At HQ and our Distribution Centre all waste is collected by a waste management company, the following are recycled: metal, wood, WEE, lamps, paper, card, plastic.

In 2021, we will investigate if any of this waste can be closed loop with our local suppliers. Any residual waste is disposed of with 'Zero Waste to landfill'. At present this waste is 'thermally recovered' ie. incinerated as fuel for energy intensive industries or energy regeneration. We are looking for a zero-waste certification for 2022. At HQ in 2021, we are currently working on a system to take grey water and roof water and convert it back to use in the sinks and toilets (not drinking water).

In 2019 we started a project at HQ to reduce the amount of paper used by each employee and look at a process to print more smartly. All our printers are set to double sided and we ask all employees to 'Think before you print'. In 2020, we used 56% less paper. Our target for 2025 is 50% so when we all return to the office, hopefully we can hit it!

We have management systems in place that comply with the requirements of The Control of Substances Hazardous to Health Regulations 2002 (COSHH). Under these regulations, UK operations evaluate and control the risks to the health of all employees from exposure to **hazardous substances** at work.





GHG EMISSIONS

By signing up to the UN Global Compact, we agree to 45% less GHG by 2030. In 2020, therefore we have started our carbon measurement plan for our workplaces as well as shipping, operations and business fleets, so we can more effectively measure and manage our emissions. This includes collating data, setting a baseline and then targeting in line to achieve the UN targets.

At Basecamp (HQ) we complete the Energy Savings Opportunity Scheme (ESOS) every 4 years. This is designed to investigate our current outlay on energy and highlights how we can reduce energy usage and also incorporate further efficiencies etc.

In 2021, we will complete the UK Government's compliance scheme, the Streamlined Energy and Carbon Reporting (SECR). This is designed to make companies aware of their energy usage and carbon footprint. Currently we are reviewing our energy suppliers and renegotiating contracts, to switch where possible to those offering renewable energy. Our Distribution Centre (Pioneer Point) currently draws 44% of its energy from renewable sources.

As previously mentioned, in 2020, we started using Higg Index tools to measure the impact, specifically using the Facility Environmental Module (FEM) to help our Tier 1 and Tier 2 suppliers self-assess their environmental performance. The tool measures information on energy usage, greenhouse gas emissions, water use, wastewater, emissions to air, waste management and chemical usage.

In 2021, we will start training our Tier 1 and Tier 2 suppliers in Bangladesh to measure their GHGs using this tool. We also have plans to start measuring the carbon footprint of each of our individual products using this tool.

ENERGY

We're committed to delivering on our targets for reducing waste, water and carbon emissions.
We believe that every individual can make an impact and we're committed to reducing our footprint across all our operations. We're focusing particularly on:

- Our workplaces
- Our logistics
- Our vendors
- Our products

Here's a summary of the different activities our offices across the world have undertaken to help reduce our environmental footprint:

HQ and Distribution Centre

Food waste bins available, environmentally friendly cleaning products, charging points for electric vehicles, LED and monitor sensors for lighting to save energy, paper from recycled content. Hopefully when we return to normal from COVID restrictions, we can remove all single use plastic and disposable coffee cups as we had in 2019.

We set our baseline in 2020 at Basecamp and Pioneer Point and have targeted to reduce our energy and water consumption by 20%.

In 2021, at Basecamp, we installed 892 solar panels, across 1,623 m2 of roof, to reduce our energy consumption. These panels will produce 23% of our current annual usage. The yield will be approximately 252,112kWh per annum. We currently consume 1,087,000kWh per annum. This is a carbon reduction of 58.7 tonnes per annum.

Far East Offices

Removal of single-use plastics, recycling bins available, environmentally friendly cleaning products, paper from recycled content, 10% energy saving target.

Shipping

Looking at the supply chain and freight transportation profile which contributes to the overall Group's corporate carbon footprint has allowed us to make some ambitious changes. We outsource our shipping and transportation, so it's important we have a unified calculation to measure our carbon footprint and emissions. Using the GLEC framework allows for consistency and accuracy across all modes of transport. By using our collaborative 4-step roadmap provided by our Smart Freight partnership gives us the framework to work with our current shipping partners.
We started collecting the GLEC data in 2019 to understand what our "line in the sand" looked like. We are using it as a benchmark to propel green thinking and make informed decisions. In 2020, we targeted a single high volume ISC port and introduced a zero 20ft container approach. This, coupled with a greater container utilisation has shown a 23% reduction on our 2019 GLEC data.

This has given us the springboard to roll out the programme on a wider scale targeting all supply base ports and areas of export. We have further ambitious initiatives planned for the future and greater industry engagement, with hopefully fewer COVID issues.





RENEWABLE ENERGY

In 2020, we attended the UNFCCC Policy Change meeting which brings brands together to engage with countries and change renewable energy regulations for China, Bangladesh, Cambodia, Vietnam and Indonesia.

From this meeting, it was highlighted that the working group in Bangladesh was not strong enough to lobby the Government - large international brands were active partners and they needed more contributors. As part of our collaboration with other brands, we decided to sign up.

There is a lack of a long term plan from the Government. Their mission is to increase fossil fuel consumption from 3% currently to 35% by 2041. This is worrying, especially as solar power is a viable option. This is a long term project over 3 years that will be covered by our Ethical and Sustainability manager in Bangladesh.



QUEEN'S GREEN CANOPY

The Queen's Green Canopy (QGC) is a unique tree planting initiative created to mark Her Majesty's Platinum Jubilee in 2022 which invites people from across the United Kingdom to "Plant a Tree for the Jubilee." Craghoppers is proud to be a platinum supporter for the upcoming Jubilee, working alongside the Department for Environment, Food and Rural Affairs to plant trees in communities needing more greenery.

THE
QUEEN'S GREEN
CANOPY
THE PLATINUM JUBILEE 2022

DIAN FOSSEY GORILLA FUND

We have been working with the Dian Fossey Gorilla Fund since 2013, committed to protecting the Mountain gorillas of Rwanda and the Grauer gorillas in the Congo. Their holistic approach to conservation work has spanned over 50 years, and focuses on four main areas: Daily protection of gorillas, scientific research on gorillas and eco systems, education and helping local communities.

We proudly support the foundation and provide the brilliant team of conservationists with uniform, helping them to stay protected against the elements whilst working in the wild. We ensure that the rangers are properly kitted out with hardwearing Craghoppers clothing as they spend day in day out in the unforgiving forests near the Karisoke Research Centre.

One of our ambassadors, Felix Ndagijimana, leads more than 150 staff at the Fossey Fund's Karisoke Research Centre. As the Director, he oversees all of the programmes in Rwanda, which includes research, protection and helping local communities. You can learn more about how the Dian Fossey Gorilla Fund successfully protects these gorillas by watching our short film 'Hope', narrated by Sir David Attenborough, available on our YouTube.







GALAPAGOS CONSERVATION TRUST

Isolated 600 miles off the coast of Ecuador, the Galapagos Islands and its resident wildlife and ecosystems are unique and fragile. With increasing human impact, they are also extremely vulnerable to change.

GCT is the only UK charity focused solely on the conservation of the Galapagos Archipelago, one of the most ecologically important places in the world. With nearly 25 years of experience, they partner with Ecuadorian authorities, NGOs, local communities and leading researchers to support impactful conservation programmes and deliver community outreach across the Archipelago. As a charity GCT relies on the generosity of donors in the UK and abroad to raise money to support our work so that we can preserve Galapagos for generations to come.

"We are repeatedly warned of the accelerating rate of species extinction worldwide and Galapagos is no exception. Around 80% of the land birds and 97% of the reptiles and land mammals in Galapagos are found nowhere else in the world, yet over 80 Galapagos species are now listed as either critically endangered or endangered. Galapagos Conservation Trust is committed to the continued conservation of Galapagos and supports ongoing efforts to protect and conserve its wildlife and ecosystems" – **Sharon Johnson, CEO, Galapagos Conservation Trust.**

We have been supporting the work of Galapagos Conservation Trust (GCT) since 2020, when we donated 40p from each piece of our NosiLife Adventure Swimwear range sold. This supported – in particular - their significant work of making the Galapagos Islands plastic free again.

From 2021, we will continue to financially support and raise awareness of GCT's projects, including their work on stopping plastic pollution. Through new ranges for AW22, dedicated web pages, and with the knowledge of GCT, we will help educate children and adults about the importance of protecting the animals and marine life of Galapagos and of the growing importance of blue carbon and the impact they all have on Climate Change.

Galapagos Conservation Trust



SAVING THE SURVIVORS

Saving the Survivors was founded by Dr Johan Marais, a qualified veterinary surgeon, in 2012. The charity is dedicated to saving wild animals, which have been victims of poaching, habitat loss or other traumatic incidents that threatens their lives and their very existence.

Although the main focus for Saving the Survivors is rhinos that have survived, their dedicated team also work with other animals: the elephant, cheetah, lion, leopard, or African wild dog. They aim to maintain biodiversity through their work, whilst medically treating, rescuing and caring for endangered wildlife species.

"Our main two pillars at STS are first to maintain biodiversity by caring for and rescuing primarily threatened and endangered wildlife species, and secondly by conserving threatened and endangered species in Africa by developing and supporting conservation programmes and projects that threaten biodiversity."
– Dr Johan Marais.

SAVING THE SURVIVORS
CREATING HOPE FROM HURT



EOCA

The European Outdoor Conservation Association enables conservation projects across the world to happen. There are currently over 150 members of this 'not-for profit' Association, stretching from Norway to Spain and from the UK across to the Czech Republic. As a charitable organisation directly funding specific projects, the association wants to show that the European outdoor industry is committed to putting something back into the environment, and all working together a real difference can be made. Through our membership to EOCA we can help to choose and recommend projects needing support.

eoca™
european outdoor conservation association



APPENDIX

GENERAL DISCLOSURES

GRI Standard	Number	GRI Disclosure	Location And Notes
Organisational Profile	102-1	Name of the Organisation	Craghoppers LTD.
	102-2	Activities, brands, products, and services	“About Craghoppers” pg 9
	102-3	Location of Headquarters	Craghoppers Ltd, Basecamp, Mercury Way, Urmston, Manchester, UK, M41 7RR
	102-4	Location of Operations	“About Craghoppers” pg 9
Craghoppers Traceability Map	102-5	Ownership and Legal Form	Privately Owned by the Black Family.
	102-6	Markets Served	“About Craghoppers” pg 9
	102-7	Scale of the Organisation	“Business Performance in Numbers” pg 12
	102-8	Information on Employees and Other Workers	“Business Performance in Numbers” pg 12
	102-9	Supply Chain	“Supply Chain” pg 15
	102-10	Significant Changes to the Organisation and its Supply Chain	“Supply Chain” pg 15
	102-11	Precautionary Principle or Approach	“Scope of this Report” pg 4
	102-12	External Initiatives	Mentioned throughout this report.
	102-13	Membership of Associations	“Membership of Associations” pg 16, also mentioned throughout this report.
Strategy	102-14	Statement from a Senior Decision-Maker	“Letter from our Director” pg 2
Ethics and Integrity	102-16	Values, Principles, Standards and Norms of Behavior	“Letter from our Director” pg 2
Governance	102-18	Governance Structure	“Governance Structure” pg 14
	102-19	Delegating Authority	“Governance Structure” pg 14
	102-20	Executive-level responsibility for economic, environmental, and social topics	“Letter from our Director” pg 2 | “Governance Structure” pg 14
	102-21	Consulting Stakeholders on economic, environmental and social topics	“Scope of this Report” pg 4
	102-22	Composition of the highest governance body and its committees	“Governance Structure” pg 14
	102-23	Chair of the highest governance body	“Letter from our Director” pg 2 | “Governance Structure” pg 14
	102-29	Identifying and managing economic, environmental, and social impacts	“Scope of this Report” pg 40
	102-30	Effectiveness of risk management processes	Throughout this report.“Tracking our Progress” pg 24
	102-31	Review of economic, environmental, and social topics	“What Each material Topics means to Craghoppers” pg 7
	102-32	Highest Governance Role in sustainability Reporting	“Letter from our Director” pg 2
	102-33	Communicating Critical Concerns	“Governance Structure” pg 14
Stakeholder Engagement	102-40	List of stakeholder groups	“Scope of this Report” pg 4
	102-42	Identifying and selecting stakeholders	“Scope of this Report” pg 4
	102-43	Approach to stakeholder engagement	“Scope of this Report” pg 4
	102-44	Key topics and concerns raised	“Scope of this Report” pg 4
Reporting Practices	102-46	Defining report content and topic Boundaries	“Scope of this Report” pg 4
	102-47	List of material topics	“What Each material Topics means to Craghoppers” pg 7
	102-49	Changes in reporting	No changes, as this is first GRI report
	102-50	Reporting Period	This report aims to cover 2020.
	102-51	Date of Most Recent Report	This is our first GRI report.
	102-52	Reporting Cycle	Craghoppers aims to publish an annual GRI report.
	102-53	Contact point for questions regarding report	sustainability@craghoppers.com
	102-54	Claims of reporting in accordance with the GRI Standards	This report is aligned with the GRI Standards at the CORE level.
	102-55	GRI Content Index	pg 51 (of this table)

ECONOMIC

GRI Standard	Number	GRI Disclosure	Location And Notes
Management Approach	103-1	Explanation of the material topic and its boundary	“What Each material Topics means to Craghoppers” pg 7
	103-2	The management approach and its components	“What Each material Topics means to Craghoppers” pg 7
	103-3	Evaluation of Management Approach	Throughout this report.
Economic Performance	201-1	Direct Economic value generated and distributed	“Business performance in Numbers” pg 12
	201-2	Financial Implications and other risks and opportunities due to climate change	CPD Climate Change Report for 2021 Currently Underway, we are planning to introduce a climate-related risk management process in the next two years.
	201-3	Defined Benefit Plan Obligations and other retirement plans	“Business performance in Numbers” pg 12
	201-4	Financial assistance received from government	During COVID the government aided with furlow assistance. Craghoppers did not claim the full entitlement.
Market Presence	202-2	Proportion of senior management hired from local community	100%
Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported	Mentioned throughout this report.
	203-2	Significant Indirect Economic Impacts	Mentioned throughout this report.
Anti-Corruption	205-1	Operations assessed for risks related to corruption	Risk assessment for corruption throughout the company is currently underway.
	205-2	Communication and training about anti-corruption policies and procedures	Our Ethical Business Practice Policy covers Bribery, Corruption, and Tax Avoidance as well as Modern Slavery. Reading this policy as well as completing online training about bribery and modern slavery is included in the Digital knowledge diary annual training plan. This training also includes speaking up/ whistleblowing procedures.
	205-3	Confirmed incidents of corruption and actions taken	0 confirmed incidents. Our HR team has a detailed remediation plan if this instance did ever occur.

ENVIRONMENTAL

GRI Standard	Number	GRI Disclosure	Location And Notes
Materials	301-1	Materials by weight or volume	“Recycled Materials” pg 36
	301-2	Recycled Input materials used	“Recycled Materials” pg 36
	301-3	Reclaimed products and their packaging materials	“Recycled Materials” pg 36, “Mindful Packaging” pg 37 “Guranteed for Life” pg 38, “Clever Care” pg 39, “Product Recycling” pg 40
Energy	302-1	Energy consumption within the organisation	“Energy: HQ and Distribution Center” pg 45
	302-2	Energy consumption outside of the organisation	“Energy: Far East and Shipping” pg 45
	302-4	Reduction of Energy Consumption	“Energy” pg 45, “Renewable Energy” pg 46
Water and Effluents	303-1	Interactions with water as a shared resource	“Water” pg 42
	303-2	Management of water discharge-related impacts	“Water” pg 42, “Waste Management” pg 43
Biodiversity	304	Biodiversity	“Conservation” pg 46-49
Emissions	305-1,2, 3	Direct (Scope 1) GHG Emissions	CPD Climate Change Report for 2021 Currently Underway, we are planning to introduce a climate-related risk management process in the next two years.
	305-4	GHG Emissions Intensity	“GHG Emissions” pg 44
	305-5	Reduction of GHG Emissions	“GHG Emissions” pg 44
Waste	306-1	Waste generation and significant waste-related impacts	“Waste Management” pg 43
	306-2	Management of Waste Related Impacts	“Waste Management” pg 43
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	3rd party audits of factories by SJS.
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Team training currently underway.
	308-2	Negative environmental impacts in the supply chain and actions taken	Team training currently underway.

SOCIAL

GRI Standard	Number	GRI Disclosure	Location And Notes
Employment	401-1	New employee hires and employee turnover	“Business performance in Numbers” pg 12
Occupational Health and Safety	403-1	Occupational health and safety management system	
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programmes	“ETI” pg 20, “Project 5” pg 22
	404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive this twice a year.
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	“Business performance in Numbers” pg 12
Non-Discrimination	406-1	Incidents of Discrimination and Corrective Actions taken	There have been 0 reported cases of discrimination. Our HR team has a detailed remediation plans if this instance did ever occur.
Child Labour	408-1	Operations and suppliers at significant risk for incidents on Child Labour	“Modern Slavery” pg 24
Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forces of compulsory labour	“Modern Slavery” pg 24
Human Rights Assessments	412-2	Employee training on human rights policies or procedures	“Modern Slavery” pg 24
Local Communities	413-1	Operations with local community engagement, impact assessment and development programs	Mentioned throughout this report.
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	Mentioned throughout this report.
Customer Health and Safety	416-1	Assessment of the health and safety impact of product and service categories	“COVID Response” pg 25


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