

Sustainability Report

2025

 Rab®

 Lowe
alpine

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KYRGYZSTAN, CENTRAL ASIA | PHOTOGRAPHY: DANIEL HUG

A message from our CEO

As I complete my first year as CEO of Equip Outdoor Technologies there is much to reflect on. Like many organisations, 2024 was challenging – global politics, supply chain challenges, economic instability, military activity, new ESG legislation, and more evidence of accelerated climate change. Taking over from Matt Gowar, who remains Equip’s owner and an Investor Director, meant I had a tough act to follow. Matt’s vision, passion, and rigour remains evident throughout the business – particularly in our CSR agenda, an area which is equally important to me.

In 2024 we achieved Fair Wear Brand Leader status – for the third year, demonstrating commitment to our manufacturing partners in ensuring their workers are supported, listened to, and fairly paid. We continue to drive forward activities to minimise GHG emissions and reduce our impact. A challenging task, especially when disruption overseas forces more airfreight shipments than ideal, but we continue to make progress against our science-based targets. We again offset our emissions with quality reputable projects, but do not count this offset within our carbon reduction calculations. We do this because we believe it is right.

An influx of ESG legislation has kept our teams on their toes. While our Material Facts programme is not the whole answer, it applies scrutiny to our supply chain and transparency of components, something essential for futureproofing the business. This has driven the success of the Material Facts Collective, a group of brands who have worked alongside us and the European Outdoor group to create a methodology and toolkit which any outdoor apparel or equipment brand can adopt. We firmly believe that collaborating on an industry standard, rather than competing, helps the whole sector grow in an area that is equally challenging for all. The Material Facts Collective being shortlisted for the 2025 Drapers Conscious Fashion Positive Change Award shows how important this initiative is to the industry.

Finally, an area I am proud to have pushed forward in 2024 is our People agenda. 129 employees spent over 1100 hours volunteering in our outdoor partner programmes. A record-breaking year of active engagement for us and something we hope to match in 2025. We also launched the Rab Stewardship Fund to draw together all the partner programmes we support – a chance to showcase our commitment to supporting the outdoors.

In summary, a busy but rewarding first year for me. Picking up an ambitious CSR agenda was always going to be a challenge. However, we have a strong and driven business aligned around a clear 5-year strategic business plan which puts CSR as a core function. This has allowed us to build on our CSR principles and continue to grow the business the right way. I look forward to another no doubt challenging but fulfilling 2025.

Richard Leedham

RICHARD LEEDHAM
JUNE 2025



About us and this report

Our experienced team develop high-performance products designed to give you absolute protection, comfort, and freedom in the toughest mountain conditions. Our products are tried, trusted, and the first choice for countless climbers, hikers, runners, skiers, and cyclists seeking adventure.

As mountain people ourselves, we're passionate about these activities and the mountains, and see the effects of climate change when we're enjoying the outdoors. That's why we are driving industry-wide change and addressing the big challenges facing our sector.

In 2024 we collaborated with other leading outdoor brands to improve the Material Facts methodology, building a robust scalable solution that works for new categories and new data criteria. A transformative approach, that will benefit adopting brands both now and in the future by providing an aligned industry standard for product data methodology.

This builds on many areas where we are taking a role in minimising our environmental and social impacts. We have approved near and long-term science-based emissions reduction targets with the SBTi, and work to improve the accuracy of our carbon data year on year. We are a Fair Wear Foundation Leader brand driving improvements that are making clothing production fairer for everyone. We continue to expand our care and repair service centres, to keep our products performing better, for longer. We operate 100% renewable electricity in the majority of our offices and warehouses, and support partners in our supply chain to do the same.

This report covers 1st February 2024 to 31st January 2025.

This is where we are in 2025.

Our story is woven from four key threads.

Creating sustainable
Products.

PAGE 8

Respecting the
Planet.

PAGE 19

Challenging our
Partners.

PAGE 27

Taking pride in our
People.

PAGE 34

Equip Outdoor Technologies UK Ltd (Equip) is an international business with our head office in Derbyshire, UK. We are proud to own both the Rab and Lowe Alpine brands.

We support the UN Sustainable Development Goals. They address the global challenges we all face. Though all the goals are important, the five areas we can make the biggest difference are:



Good health and well-being

Goal 3



Gender equality

Goal 5



Decent work and economic growth

Goal 8



Responsible consumption and production

Goal 12



Climate action

Goal 13

**SUSTAINABLE
DEVELOPMENT GOALS**

Our strategy

We launched a 5-year strategy in 2024.

Led by a new CEO, and with a tweaked board structure, the strategy drives our vision to be the brand of choice for mountain people globally, while protecting the planet and enhancing the lives of the communities we reach.

With a clear focus on growth and brand awareness, our expertise in technical quality outdoor products remains central to our plan.

But, as has always been part of our DNA, this can only be achieved through the passion and drive of our supporting functions; our people, our operations and our financial integrity.

All of this is underpinned by our long-term commitment to be market-leading in ESG & CSR.

We will continue to grow our business, design our products and support our people the right way. These are the principles on which we have built our business.

Brand

PRODUCT



MARKETING



SALES



Enablers

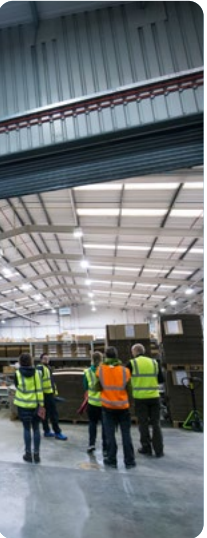
PEOPLE



FINANCE



OPERATIONS



Market-leading ESG & CSR

Our CSR priorities

One year on...

In 2023 we completed a materiality assessment, delivered through a multi-stakeholder approach based on Global Reporting Initiative (GRI) standards. We used a mixture of online surveys, 1-1 interviews, and an analysis of our current business strategy, engaging 575 stakeholders. The result of the assessment was the Materiality Matrix originally published in 2024.

Every topic listed is relevant. The shared importance trendline indicates that there's a strong correlation between what we see as important and what our stakeholders see.

We have used these findings to help guide our activity and focus on the areas with less correlation to the trendline. For now, these actions are within our People, Planet and Product agendas.

The materiality assessment will continue to guide our priorities and approach for the coming year.



People

All the people topics were grouped away from the trendline, suggesting that our external stakeholders placed more importance on these areas. As a result, we launched the Rab Stewardship Fund to assist us in focusing time, resource and effort on the community and cause-related projects where we can have the most impact. It allows us to better promote our supported activities and identify areas where we need to focus more.

[Go to section](#) →



Planet

Three topics in this group (packaging, energy and water use, and biodiversity) were also grouped away from the trendline. Our involvement with the Single Use Plastic project has continued and has been better promoted in the last year. Plus we recruited a new role, 'Environmental Compliance Coordinator', to give more focus to this area with a particular focus on non-carbon environmental metrics.

[Go to section](#) →

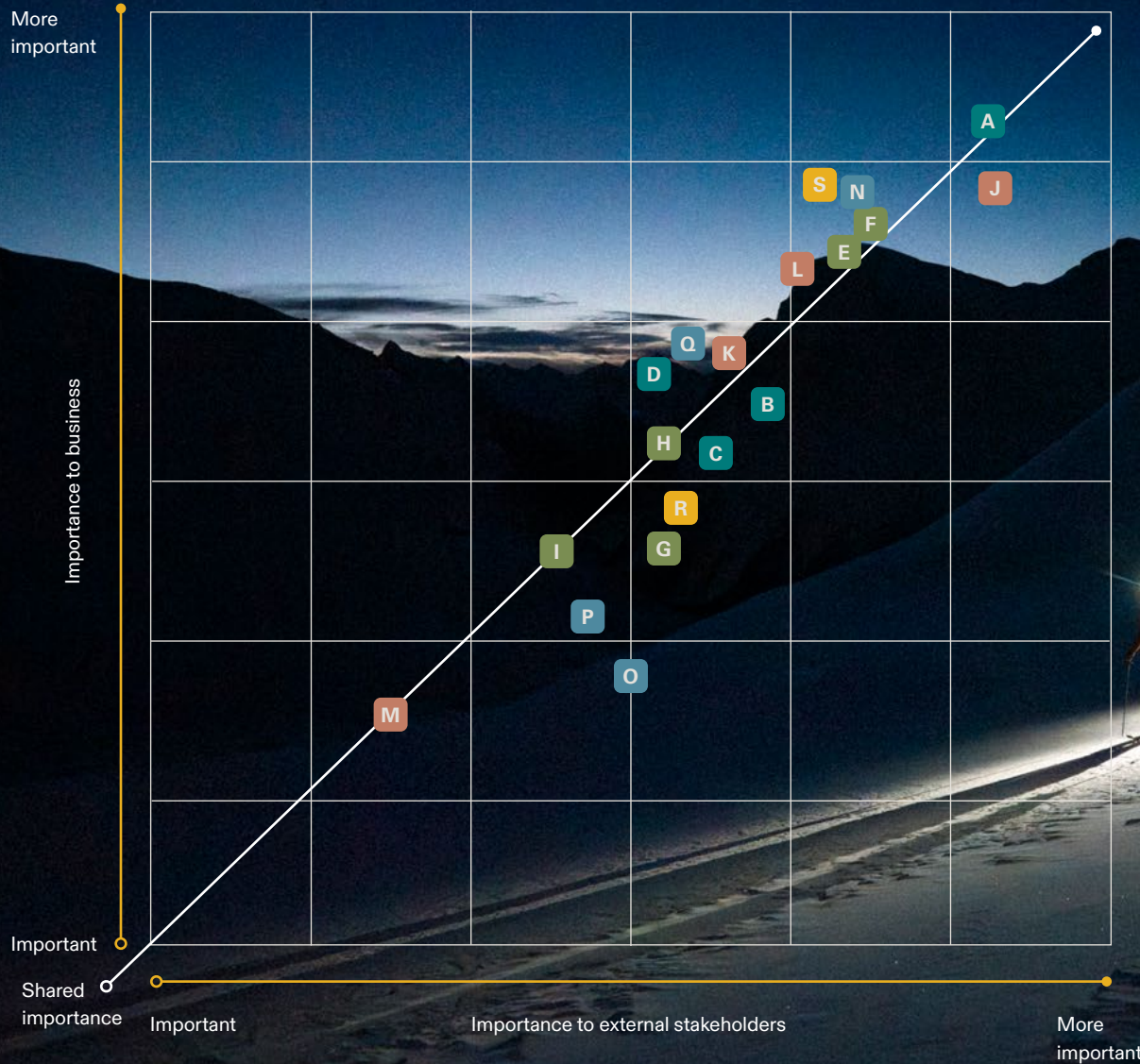


Product

Animal welfare was an outlier in the research. We only use animal-derived products where they offer a performance benefit and never for aesthetics. We continue to apply the highest levels of welfare and stringent controls when sourcing these materials.

[Go to section](#) →

Materiality matrix



Label	Topic list
Product	
A	Product quality, durability and safety
B	Responsible sourcing of lower impact materials
C	Circularity and end of life design
D	Animal welfare
Planet	
E	Climate change and greenhouse gas emissions
F	Chemical management and water pollution
G	Biodiversity
H	Energy and water use
I	Packaging
Partner	
J	Human rights due diligence
K	Responsible purchasing practices
L	Living wages and economic opportunities
M	Industry collaboration and partnerships
People	
N	Employee wellbeing and engagement
O	Participation in outdoor activities
P	Local communities
Q	Diversity, equality and inclusion
Rab DNA	
R	Corporate governance and business ethics
S	Transparency and communication

Our sustainability highlights



10 global brands and retailers collaborated on the Material Facts Collective.



22,005 products washed and repaired at our global Service Centres.



100% of AW25 Rab products are PFAS-compliant.



1% reduction in absolute emissions in 2024 compared to 2023.



65% renewable energy used in our product manufacturing.



7.75 tonnes of polybags diverted from landfill since SS21.



Third year recognised as a Fair Wear Leader Brand.



65% of our products came from partners we've worked with for more than 10 years.



50% of our manufacturing partners improved their supplier scorecard impact scores.



1,100 employee volunteer hours, 34% increase from last year.



£300k of support provided to 40 organisations through the Rab Stewardship Fund.



215 young people supported by our 5 year partnership with The Outward Bound Trust.

Product

Creating high performance products with greater transparency and lower impact.

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The Material Facts table

Created as an unbranded, standardised tool for providing consumers with clear and concise product sustainability information.

Material Facts tables can be found on each product's page on our website, or by scanning a QR code on the product's hangtag. The tables break down the product's sustainability credentials by component, presented in a concise, easy-to-understand format.

We now have Material Facts tables for all of our products, including equipment and packs.

In its current version, the Material Facts table provides consumers with information on a product's recycled content, PFAS usage, country of manufacture, and renewable energy use in the supply chain.

The table is purposely built to allow for the addition of further data criteria in the future, and the Material Facts Collective are already gathering feedback to find the priorities.

As an industry we must be clear about the data, the claims, and the complexities of our product composition. It's the right thing to do.

Recycled material by weight. Split by fabric type, insulation, zips, and trims, so you know exactly how much recycled material is used, and where.

Fluorocarbon (PFAS) content. So you see exactly where PFAS are being used in your product.

Material Facts

Rab Cirrus Ultra Hoody

	Recycled	PFAS
Total Content	87%	
Fabric	87%	No
Outer	95%	No
Second Outer	95%	No
Liner	100%	No
Insulation	100%	No
Zips	35%	No
Trims	13%	No

The % of renewable energy: used in the final product manufacturing stage.

Country of origin, at point of production.

Renewable Energy

Product Manufacturing 57%

Manufactured in Indonesia

*Calculations based upon the weight of a UK men's size medium. For more information see www.rab.equipment/material-facts

QIP-21 Version 03/2024

Size and weight assumptions.



The Material Facts Collective

A group of like-minded technical outdoor apparel and hard goods brands seeking to establish a shared standard for product sustainability claims.

Brands face great challenges in obtaining and communicating accurate and understandable product sustainability data.

Lack of agreed methodology, conflicting metrics, limited resources, and transparency of the supply chain all contribute to the ambiguity of metrics. This creates compliance risks, potential reputational damage, and future legislation challenges.

The Material Facts Collective, launched in September 2024 unites prominent UK, European, and US brands determined to standardise a data methodology for the industry by building on Material Facts, originally launched by Rab in 2023.

The goal is to standardise the dissemination of sustainability data across the industry, benefiting consumers, retailers, and businesses by providing consistent and transparent information.

“Together, as a network of leading brands from the industry, we can efficiently develop sustainability data in a clear and transparent way that consumers want, and that drives efficiency, and prepares us all for the upcoming legislation.”

RICHARD
LEEDHAM
CEO

The output

As the first phase concludes in spring 2025, the revised methodology has been tested and improved by brands forming The Collective representing apparel and hard goods; building a robust scalable solution that works for new categories, and new data criteria.

A full implementation toolkit has also been developed to support brands in adopting this revised methodology, including:

Methodology document:

Detailing the steps, calculations, and assumptions.

Calculations template:

Allowing brands to check calculations as they engage with the methodology.

Communications guidelines:

Defining how brands will communicate Material Facts data.

Business case:

Securing internal buy-in and resource.

Material Facts offers a clear path forward for the outdoor industry, promoting trust, honesty, and clarity in sharing essential sustainability data. All resources created by the Collective will be available on the European Outdoor Group website for brands and retailers to adopt.

Material Facts

C O L L E C T I V E



Our journey to phase-out PFAS

We've hit our AW25 target to phase-out all intentionally added PFAS from our products.

PFAS (per- and polyfluoroalkyl substances) are a group of chemicals that are used to make products waterproof. The characteristics of PFAS means they're the perfect addition to outdoor products, as water beads on its surface and rolls off, rather than being absorbed. This forms the basis for membranes and water-resistant treatments such as durable water repellent coatings in outdoor clothing, equipment, and many other consumer products.

Over the years, increasing research has shown that the 'long-lasting' quality offers a longer lifetime guarantee than initially bargained for. PFAS do not occur in the natural environment and can't be degraded promptly by water, light or bacteria. Often referred to as 'Forever Chemicals', these synthetics can take as long as 1,000 years to degrade, and can now be detected everywhere on earth.

Our journey

Our DNA has always been to develop technical, high-performing durable products that are fit for purpose. For over 40 years, we've been keeping people warm and dry so they can safely spend more time in the outdoors.

Driven by values, and not legislation, for the last 10 years we've looked for other ways of maintaining water repellency, breathability, and durability from lower-impact alternatives.

Through strategic approaches with material sourcing, strict internal due diligence testing, and collaboration with our ingredients partners, we have met our target to phase-out all intentionally added PFAS for AW25.

By continuously improving our material choices and working closely with our supply chain, we remain focused on minimising our chemical footprint, and have started reporting our chemical management for the first time ([see page 25](#)).

A complex reality

Because of their long-lasting nature, fluorine-containing substances can transfer within the supply chain, in retail, or even during use, therefore we cannot rule out that traces of PFAS may occur on a product.

We declare products as PFAS-compliant when we have replaced all intentionally added PFAS, and are working in compliance with current EU and US legislation.



Education is key

As the industry continues to switch to lower-impact options, the way we care for our products must change to maintain optimal performance.

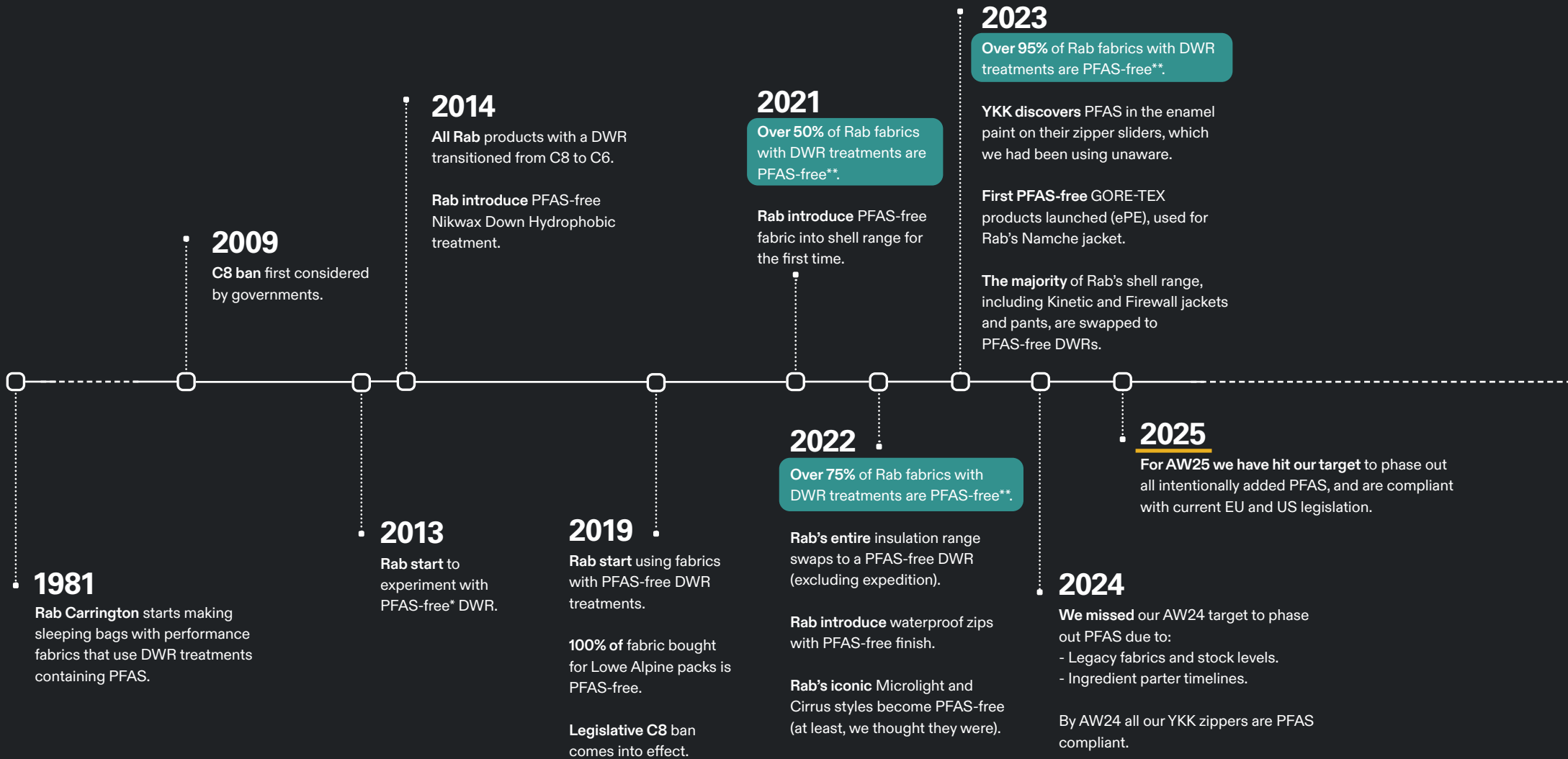
Our work doesn't stop here. We're collaborating with retailers and other industry peers, alongside creating our own educational content to ensure our end-users understand the differences in these new alternatives and why we will need to wash and re-proof them more regularly.

“Our journey to phase-out PFAS hasn't been simple, nor linear. There have been a few setbacks along the way, but our success in achieving our AW25 target wouldn't have been possible without the relationships and trust we have with our valued ingredients partners and the high standards we hold throughout our supply chain.”

TIM FISH
PRODUCT DIRECTOR

A black and white portrait of Tim Fish, a bald man with a friendly expression, wearing a dark t-shirt.

Our journey to phase-out PFAS



*PFAS-FREE MEANS WE'VE PHASED OUT ALL INTENTIONALLY ADDED PFAS AND WE ARE COMPLIANT WITH CURRENT EU AND US LEGISLATION.

**BY ANNUAL LINEAR VOLUME OF PURCHASED FABRIC.

Closing the loop

We're on a continuous journey to becoming a more circular business, striving to reduce the impact of our products at every stage of their lifecycle.

We have always made products you'd rather repair than replace. With our Rab Service Centre on hand to keep it in action, your kit is built for a lifetime of use. This way, all our adventures have a lower carbon footprint, giving products a second chance and keeping valuable resources out of landfill.

Of course, all products come to the end of life at some point. When an item needs to be retired from the field, we look at it afresh and either upcycle it for a second use, repair it and donate it to one of the charities we partner with, or strip it for spare parts to give other garments a new lease of life.

So, before you look at throwing that old gear away, please consider sending it back to us for a repair, or wash and keep it in use for longer.



Rab Service Centre

For over 40 years, we've been expanding our repair and wash services.

This is part of our DNA, honouring our Rab Promise to keep products going for as long as possible. You can currently access our Rab Service Centre in the UK, Netherlands, Canada, and the USA. Plus, [find repair hints and tips and spare parts on our website](#) to carry out your own DIY repairs.

Last year, our Rab Service Centres extended the life of over 22,000 products.



The top three repairs in 2024/5 were:

Patch repair

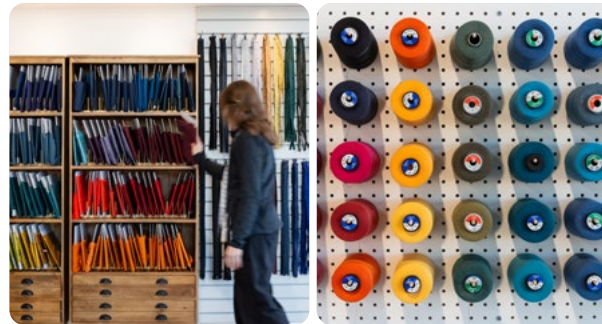
5,093 repairs

Full zip replacement

8,442 replacements

Panel replacement

1,708 replacements



WINNINGTON SERVICE CENTRE | 53.25803° N, -2.53905° W

We're still evolving

In 2024 we enhanced our customer experience by opening our first-ever customer-facing Service Centre. This new state-of-the-art facility revolutionises the way we serve our customers by making professional care and repair services directly accessible to the public.

The newly established centre in Winnington, UK, features a fresh, modernised space staffed by a team of highly experienced professionals, and hosts some of the most advanced laundry equipment in the industry.

“This is our first customer-facing Rab Service Centre and will serve as a blueprint for future centres. It offers the same attention to detail and product lasting repair that we are known for, but with the convenience of dropping it in to our in-house experts.”

MATT CLARKE
HEAD OF CUSTOMER
EXPERIENCE



Wash services for non-Rab products are also launching this year for the very first time in our UK Service Centres, with plans to roll this out globally as capacity allows.

Rab Service Centre

Second Stitch

Unique to our Service Centre is our [Rab Second Stitch](#) programme, offering many of the same expert fixes as our standard repairs service but using contrasting recycled fabric and offcut materials that would otherwise have been sent to landfill. This creates distinctive products which provide an interesting conversation starter on the mountain, and an opportunity to tell the story of the adventure that resulted in your repair.

Last year, our talented intern Arnice made waves at our Leusden Service Centre with her creative Second Stitch designs. The unique qualities of a Second Stitch repair allowed Arnice to keep her own identity in the creative process, which was evident in every piece she crafted.



Rental

Since 2022, we've been changing the narrative around single-use specialist gear purchases by offering our Rab Rental scheme, supplying high-quality kit for our customers when they need it.



Our most technical sleeping bags and expedition range remain our most popular choices for rental. On return, we clean, re-proof and repair all rented gear, so it's in peak condition for the next adventure. And, at the end of its rental life, products are either cleaned, serviced and upcycled, or stripped for parts which can be recycled. Our rental service is currently available in the UK only, but we hope to roll this out to other regions in the future.

There's no such thing as free returns

Instead of offering free returns, we aim to reduce the frequency of them by encouraging customers to think before they buy from our website.

Over-ordering has an environmental impact, from creating unnecessary cleaning, repairs, and packaging waste, to seeking alternative sales outlets for unwanted items.

We understand that returns are sometimes necessary, so we offer a subsidised next-day, insured, courier return service. 50% of this payment is donated to our partners – the Outward Bound Trust, the European Outdoor Conservation Association (EOCA), and Big City Mountaineers.



UK returns 2024 total donation to The Outward Bound Trust

£3,700



EU returns 2024 total donation to EOCA

€652



US returns 2024 total donation to Big City Mountaineers


\$8,055

Recycle, reuse, repeat

We're still working hard to keep valuable resources in the loop and out of landfill.

Since 2021, we've been operating a down recycling scheme in the UK, expanding out to Europe in 2023 in our Leusden Service Centre. Just under a tonne of end-of-life down products have already been collected during that time, with bedding accounting for 32% and apparel and sleeping bags contributing 57% of the processed down and feathers.

254kg
of down has been repurposed and reused from the collections to date.



In 2024, we onboarded our first major retailer to our down collection scheme in Europe.

The primary objective of this pilot was to test a new process, shipping down collections directly from the retailer to our recycling partner, whilst offering more consumer-facing collection points in retail stores across Europe. In collaboration with the retailer in the Netherlands, we've now refined this process, creating an implementation toolkit to allow other retailers to start their own consumer down collections.

By enabling more retailers to adopt this process, we're reducing the environmental impact of outdoor gear by providing consumers with an accessible and practical solution for products that have reached the end of their lifecycle. The implementation toolkit will be launched in collaboration with our recycling partner later in 2025.

We still highly encourage consumers to utilise the Service Centre for any gear that could be repaired, down recycling is purely for products at the end of their lifecycle.



How is it recycled?

Donated products are shipped [to our down recycling partner, Minardi Piume](#). The down is meticulously recovered, cleaned, sorted and processed as GRS-certified down. Other components such as trims and fabric fibres are also saved from landfill and repurposed.

Parts of the recovered down will find their way into other Rab recycled down products. Our [Material Facts tables](#) allow consumers to easily identify products that use recycled down.



FINISHED PRODUCT WAREHOUSE - MINARDI PIUME.

We're continuing to expand

Following successful implementations of our down collection points in the UK and the Netherlands, we're looking further afield to our consumer base in North America in 2025. Watch this space...

Material choices

Natural materials, including animal by-products, can offer performance, weight, or insulation benefits that exceed their synthetic alternatives.

Animal welfare

Animal by-products used within our products are sourced from partners committed to strict adherence to animal welfare standards.

Down sourced from farms is Responsible Down Standard (RDS) certified. The RDS independently certifies down against animal welfare requirements and tracks it from the source to the final product.



[You can find more information about the Responsible Down Standard here.](#)

Recycled down is certified through the Global Recycled Standard (GRS), which tracks and verifies the content of recycled materials.

Wool comes from farms or suppliers that are certified as mulesing-free.

Leather is sourced from suppliers certified by the Leather Working Group (LWG) and is a by-product of meat production.

We never use real fur, exotic skins or skins from wild animals, and we stopped sourcing silk in 2021.

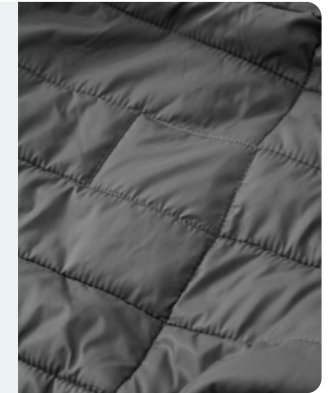
Animal products are only ever used for technical and performance reasons, never for an aesthetic purpose.

Cotton

Cotton is a low-use fabric for Rab. It is primarily used in tees. 100% of the cotton used in our tees is certified organic and all our organic cotton is GMO-free.



In 2024,
68%
of purchased
fabric was
recycled.



We buy more recycled fabric
and down than virgin.



In 2024,
62%
of purchased
down was
recycled.

Microfibres

Tiny fibres released from natural and synthetic textiles throughout the product lifecycle are widely referred to as microfibres, microplastics, or fibre fragments.

The Microfibre Consortium

We are a signatory of The Microfibre 2030 Commitment. Led by The Microfibre Consortium (TMC), the Commitment forms a common ambition to work towards zero impact from fibre fragmentation from textiles to the natural environment by 2030. Signatories to the commitment embed fibre fragmentation into their sustainability agenda and become publicly accountable for addressing fibre fragmentation.

Microfibres have the potential to harm the environment, wildlife and people through their presence in ecosystems.

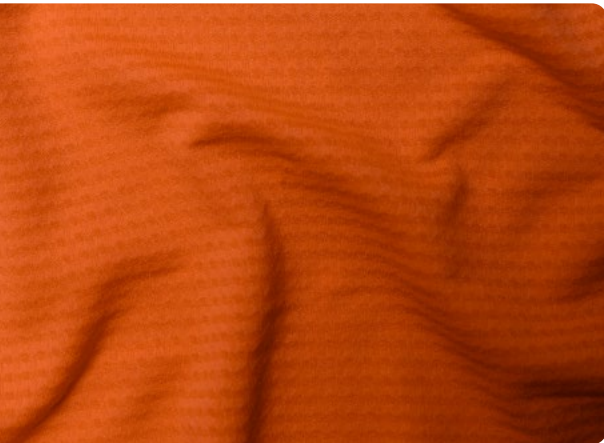
All types of fibres tend to shed, and understanding the full impacts of their source, presence, and impact is a growing area of research.

Each year, we test our new midlayer fabrics and share the data results with TMC. Our participation will support closing the knowledge gaps and identifying the root causes of fibre fragmentation. It contributes to the development of industry-wide practical solutions for product design and manufacturing.

Supply chain partnership

Over the last two years, we have been raising the understanding and the impact of fibre shedding with our fabric manufacturers. In 2024 we started to carry out some deeper analysis and testing with a fabric mill in Taiwan. As a result of discussions, a vacuum machine was installed, designed to absorb fibres at the end of the production process. Samples were collected using TMC test methods before and after the vacuum machine was installed. These show that the installation appears to slightly reduce microfibre shedding, although the results vary depending on fabric type.

The test results indicate that the changes may not be large, but we continue to measure and learn from this work.



“We eagerly look forward to expanding the testing and considering whole rolls of fabric in bulk quantities. This could support an improvement in microfibre understanding, and shedding reduction could be substantial in long-term production.”

MACY CHAN
SENIOR MATERIALS DEVELOPER



Planet

Combatting climate change and protecting the natural environment.

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PARQUE NATURAL DE GORBEIA, BASQUE COUNTRY | 43.0306° N, 2.8248° W
PHOTOGRAPHY: LEO BRASIL

Our journey to net zero

Everyone has a part to play.

The climate emergency demands immediate action. Despite ongoing warnings from climate experts and increasing evidence of extreme weather events, governments are struggling to prioritise the climate emergency amidst other global issues.

As a business, we have taken proactive steps. Since 2019 we have been working towards GHG reduction targets aligned with SBT methodology. These were officially verified by SBTi in 2024. We are proud of the approach implemented during this period to understand, measure and reduce our impact both within our owned operations and by influencing our supply chain partners.

Science-Based Targets Initiative (SBTi)

From 2019 base year, Equip has committed to:

Target year	Scope 1 & 2	Scope 3
2030 (near-term)	46% absolute reduction	61% intensity reduction*
2050 (long-term)	90% absolute reduction	90% absolute reduction

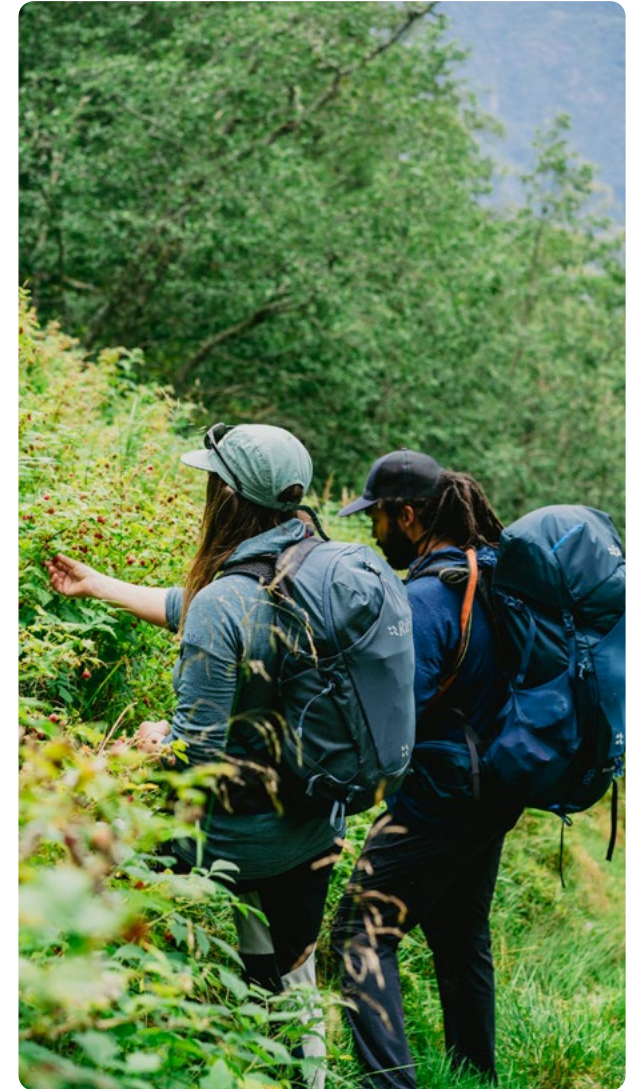
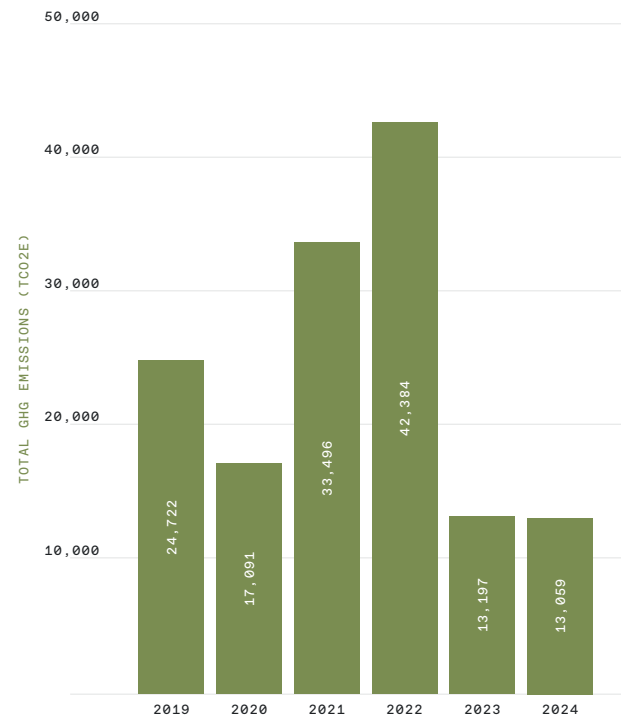
*PER ITEM SHIPPED - NOTE THAT OUR 2030 SCOPE 3 TARGET IS NOT SBTI VERIFIED, IT IS SBT ALIGNED.

The targets covering greenhouse gas (GHG) emissions from Equip's operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement.

2024 GHG data transparency

Our year-on-year analysis shows there was a decrease in emissions between our baseline year, 2019, and 2020 (the COVID year). There was a significant increase in overall emissions in 2021 and 2022 as production ramped up.

Our 2024 absolute emissions remain broadly in line with 2023, which demonstrated a significant change in emissions reductions. Our 2024 intensity per unit has increased. While we would hope to see these figures indicating more of a downward trend, detailed analysis of the data enables us to better understand future opportunities and successes.



Our journey to net zero

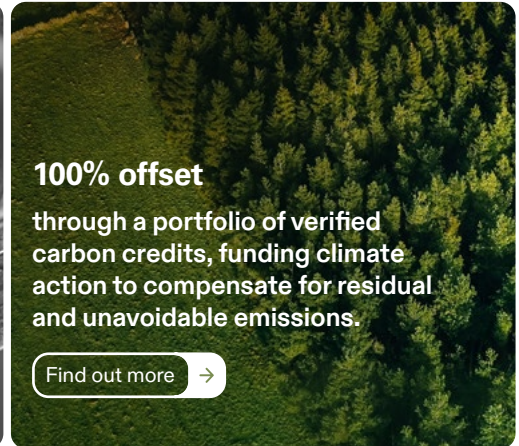
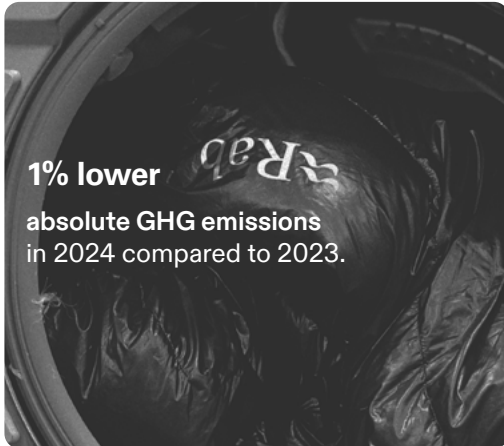
Progress - Scope 1 and 2



Progress - Scope 3



Progress - Overall



Our journey to net zero

2024 GHG emissions

GHG reductions

Having accurately measured the primary data for Tier 1 and 2 suppliers, Equip continues to engage with key suppliers to reduce facilities' emissions. This is evident in an over 1800 tCO₂ reduction in the manufacturing category. To achieve this we are:

- Actively supporting Tier 1 suppliers to invest in renewable energy. ([See page 23](#))
- Providing Tier 2 suppliers with expert facility-tailored guidance through the European Outdoor Group's Carbon Reduction Project. ([See page 24](#))

GHG increases

- In 2024, the purchase of fabric was significantly increased while production volume decreased, leading to a higher emissions intensity per product. This figure will fluctuate as GHG accounting does not neatly align with purchasing/manufacturing calendars.
- We used a new methodology for the use of sold products to better account for emissions from water use, detergents, etc. The new methodology uses the Product Environmental Footprint Category Rules Guidance (PEFCR) method. This new methodology increases emissions, but allows us to align early with this approach.
- An increase in business travel due to more face-to-face meetings to welcome a new CEO, share a new strategy, and introduce some board role changes. This meant more travel to meet global teams and supply chain partners. For 2025 we have already created an environmental travel hierarchy to better communicate ways to minimise the impact of travel.
- An increased reliance on air freight has resulted in higher distribution emissions. Disruption in global supply chains has made this a difficult year for logistics and customer service.



Emissions (tCO ₂ e)	2019	2020	2021	2022	2023	2024
Scope 1	218	131	215	200	182	207
Gas	68	103	129	113	111	109
Vehicle fuels	150	28	81	81	65	81
Refrigerants	0	0	5	5	6	18
Scope 2	163	84	28	26	27	28
Electricity	163	69	12	14	19	19
District heating and cooling	0	15	16	13	8	9
Scope 3	24,341	16,876	33,253	42,158	12,988	12,823
Manufacturing	22,521	15,428	28,650	36,094	9,645	7,765
Capital goods	0	0	0	244	68	65
Fuel and energy related activities	84	50	63	65	86	89
Upstream distribution	577	742	3,264	3,157	1,442	1,844
Waste	0	1	58	75	54	37
Business travel	435	120	110	314	314	587
Commuting and teleworking	338	185	255	350	395	367
Downstream distribution	186	58	513	238	228	412
End-of-life impact	-	-	-	748	392	365
Use of solid products*	-	-	-	-	364	1,300
Total GHG emissions (tCO₂e)	24,722	17,091	33,496	42,384	13,197	13,059
Emissions per unit (kgCO₂e)	14.9	13.5	12.3	12.2	5.8	7.1

PLEASE NOTE THAT, DUE TO ROUNDING OF NUMBERS, THE FIGURES MAY NOT ADD UP EXACTLY TO THE TOTAL PROVIDED. THIS DATA IS THIRD-PARTY VERIFIED BY SOUTH POLE.

Working together to reduce impact

Supply chains are complex, but by working in partnership, we can reduce environmental impact to benefit us all.

We work closely with our Tier 1 manufacturing partners and support them in many ways, both to improve social standards and as highlighted here to reduce carbon impact. Through regular meetings, we outline our ambition to deliver our SBTi targets and seek ways their processes could help. Making changes reduces their impact, often results in long-term cost savings and improves their reputation and CSR agenda.

Renewable energy use

In 2023, 49% of our production was manufactured in factories that use renewable energy.

Our 2024 data shows that we have increased this total to around 65% of our total production volume, a figure which we are committed to further grow.

These suppliers are located across five of our sourcing countries, Bangladesh, China, Indonesia, Philippines and Vietnam.

Challenges

Certain regions provide a more challenging environment to install or purchase renewable energy. Local regulations, limited access to in-country renewable energy installation providers, or climatic factors, can all hinder the uptake of renewables. We work hard to find ways to support our suppliers in overcoming these challenges.

In 2024 we wrote a letter to a local regulator to explain the importance to us of a Chinese factory installing solar panels. We were delighted when, within weeks, the previous restriction was lifted and the factory could proceed with its installation.

We are currently working with a factory in Bangladesh to assist their solar panel installation. We have facilitated connections between the factory and an in-country solar panel supplier, plus shared guidance from another Bangladeshi factory that has successfully installed and maintained on-site solar panels.

Next steps

We will continue to support energy efficiency improvements and the switch to renewable energy sources in the factories we work with. This reduces the greenhouse gas emissions generated by our suppliers' operations and improves their operations and their environmental impact.



Working together to reduce impact

As outlined in our 2024 Sustainability Report, Tier 2 material production is one of the most carbon intensive areas of our manufacturing supply chain.

Tier 2 suppliers are weaving, dyeing and knitting, so often using energy intensive processes. While we have good relationships and influence over our Tier 1 manufacturing partners, Tier 2 partners are more difficult to engage due to lower leverage. So we need help.

Since 2023 we have participated in the European Outdoor Group (EOG) Carbon Reduction Project. By working in collaboration with EOG and other outdoor brands we can identify shared Tier 2 suppliers. We then jointly assess which of those facilities in our shared supply chains have the greatest potential for greenhouse gas emissions reductions. And then, we do something about it!

The project has engaged specialist climate consultants from RESET Carbon. RESET audit the identified suppliers and share expert guidance on energy efficiency opportunities and emission reduction targets.

Example recommendations

After RESET Carbon have undertaken the facility audits, they share recommendations for potential emissions reductions.

Suggested actions include:

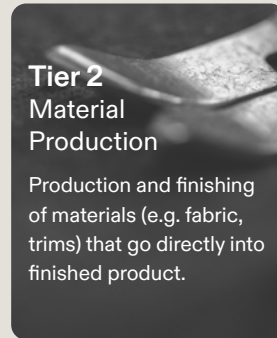
- Insulation of heated water pipes and steam valves



Tier 4
Raw Material Extraction
Extraction and processing of raw materials.



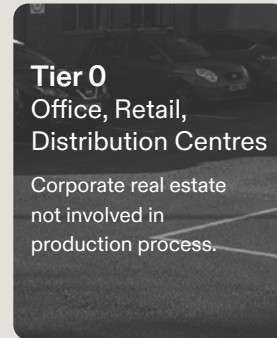
Tier 3
Raw Material Processing
Processing of raw materials into yarn and other intermediate products.




Tier 2
Material Production
Production and finishing of materials (e.g. fabric, trims) that go directly into finished product.



Tier 1
Finished Production Assembly
Assembly and manufacturing of final products.



Tier 0
Office, Retail, Distribution Centres
Corporate real estate not involved in production process.

Supply chain typology	Tier 4 Raw Material Extraction	Tier 3 Raw Material Processing	Tier 2 Material Production	Tier 1 Finished Production Assembly	Tier 0 Office, Retail, Distribution Centres
Visibility* (% yard purchased / FOB)	0%	81%	87%	100%	100%
Energy Date* (% yard purchased / FOB)	0%	14%	71%	94%	100% 
% GHG Emissions* (Estimate)	21%	20%	43%	12%	3%
Reduction Approach	-	-	EOG Carbon Reduction Project	Renewable energy	Renewable energy

*BASED ON FABRIC AND PRODUCT PRODUCTION IN THE 2024 CALENDAR YEAR.

- Installation of heat pumps and thermal energy recovery of wastewater from wet processing and waste heat from machinery
- Replacing inefficient ventilation fans and machinery motors in workshops
- Aiming to reach 100% energy consumption from renewable sources, through on-site photo-voltaic solar panel installation

Follow up and support

The brands support these suppliers to take actions set out in their RESET Carbon action plans and track the facilities' progress towards their targets. For example, we follow up to assess whether we can share contact details of service providers or facilitate knowledge-sharing between factories.

Alternative environmental metrics

We've long focused on greenhouse gas (GHG) emissions as a key part of our climate strategy. But the climate emergency demands a broader view.

That's why, for the first time, we're publishing a wider set of environmental data—because understanding our full impact is the first step to reducing it.

Using the materiality assessment from our last sustainability report, and drawing on our knowledge of the outdoor apparel industry, we've identified key areas beyond GHGs that we need to address. These include water use, wastewater, chemical management, and energy consumption. These metrics reflect the real-world impacts of manufacturing our products.

This is just the beginning. We're already developing a non-GHG environmental strategy that will include setting reduction goals, improving how we measure and report, and—most importantly—taking action to reduce our impact across the entire value chain. We're committed to doing better, and we're bringing you with us on that journey.

Metric	T2 All	T2.2 Finishing	T2.3 Dyeing	T2.4 Fabric Formation	T3 Yarn Formation
Energy					
Energy usage (GJ)	27,529.6	8,372.99	8,650.13	10,506.51	13,820.74
% renewable energy	6%	7%	8%	2%	0%
Chemicals Management					
% of Bluesign System Partner mills	24%	42%	46%	15%	2%
% of GRS-certified mills	39%	40%	41%	44%	40%
Water					
Withdrawn water (m3)	65,629.66	18,703.18	20,173.94	26,752.55	5,954.98
% of recycled or reused water	16%	15%	14%	20%	17%
Wastewater					
Wastewater volume (m3)	47,128.65	17,187.89	18,747.60	11,193.16	34,998.02
% of mills ZDHC reporting (Waste Water Guidelines)	6%	9%	14%	6%	2%

Re-thinking “Single Use”

Research from the European Outdoor Group (EOG) shows that plastic polybags have the least environmental impact for protective packaging for outdoor products. Even compared to bio-degradable and paper options.

The biggest issue with plastic is its disposal.



Single-Use Plastics Project

In collaboration with the EOG Single-Use Plastics Project, we collect polybags from our online orders in the US and UK and send these to nearby recycling facilities. In the UK, these polybags are recycled into high-quality pellets that can be sold back to industry. So old polybags can be made into new polybags.

We've saved
7.75 tonnes
of polybags from going to landfill since SS21,
this equates to over 500,000 polybags.

Since 2020 we've been reducing all unnecessary packaging where this has no detrimental impact to product quality, both in our upstream and downstream operations.

Upstream:

Products on their way to us.

Up to 70% reduction (by volume) of our polybags through rolling and folding, minimising pack size, since SS21.

Our polybags continue to increase their recycled content, and we're currently testing 100% recycled polybags.

Downstream:

Products on their way to the consumer.

Saved 7.75 tonnes / 7750kg of polybags from going to landfill since SS21.

Swapped to biodegradable gum tape for all downstream shipping.

Swapped to paper / cardboard distribution packaging made from 100% recyclable sustainably sourced materials replacing plastic mailer.

Industry-wide problems demand an industry-sized response

We are a small cog in a big supply chain. We use our leverage to influence upstream. But, we still need retailers to adapt to this way of working. Some do. But many still send polybags to consumers who have no access to the high-quality recycling facilities that we do as an industry. That is why we continue to work with the EOG SUP project.

Last year we opened up our site, along with other brands, to allow EOG to record our processes, in the hope that we can encourage other outdoor brands and retailers to join us and keep polybags out of end consumers' hands.

The short film was launched earlier this year, showcasing the achievements and tangible outcomes from the project, highlighting its future focus, and a call to action for more partners to get involved.

“We're proud to be featured in this film. It is the responsibility of all of us to ensure plastic is recycled, and I urge interested brands and retailers to join us.”

DEBBIE READ
HEAD OF CORPORATE
COMMUNICATIONS AND CSR

[Watch the film here](#) →

Partner

Raising standards through collaboration.

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Our partner highlights

Rab and Lowe Alpine were awarded Fair Wear Leader status for the third consecutive year.



Joined and contributed to the **Employment Injury scheme in Bangladesh**, covering all our factories based in the region.



We became a part of the **Bangladesh Accord**, acknowledging the heightened risks related to injury insurance and health and safety violations in Bangladesh.

Reissued our **supplier scorecards**, which enable us to annually review and benchmark our suppliers.



Engaged Wage Indicator to perform a **living cost assessment** for two strategic manufacturing partners in China, aiming to initiate projects addressing the Living Wage Gap.

Relunched our suite of social policies, including our HRDD Policy, RBC Policy, and published Sourcing Principles.



Developed a procedure for formally requesting feedback from our **Tier 1 partners** as part of the scorecard process.

Introduced a **scorecard for our nominated suppliers**, with a particular focus on the performance and compliance of Tier 2 suppliers, especially fabric mills.



Initiated our **due diligence journey for the subcontractors** of our Tier 1 factories. This initiative involves mapping and identifying, risk assessing and monitoring.

Introduced a new **Social Compliance Coordinator** role into the CSR team, and a new role of **Buying and Sourcing Director** at the Board level.

Fair Wear Leader Brand

In 2024 Rab and Lowe Alpine were recognised as Fair Wear Foundation ‘Leader’ brands for the third consecutive year.

We have always aimed to establish long-standing partnerships with our suppliers, based on regular communication, mutual trust, and shared values.

Rab and Lowe Alpine became Fair Wear Members in 2020. We achieved Good in our first Brand Performance Check in 2021 and have since been recognised as a Leader Brand.

We are dedicated to improving working conditions for the people making our products and continue to increase scrutiny on HRDD and transparency within our operations. This year we published our Sourcing Principles, Responsible Business Conduct Policy, and a Human Rights Due Diligence (HRDD) Policy together externally for the first time.

“Maintaining our Fair Wear Leader status reinforces the importance we place on factory relationships. We prioritise face-to-face communication to build trust and openness. This is how we work as a business. It’s something we’ve always done, and will continue to do so.”

You can find more details of our assessments on the Fair Wear brand pages for [Rab](#) and [Lowe Alpine](#) members.

MATT BINGHAM
BUYING AND
SOURCING DIRECTOR



By acting as a responsible business, we can have a positive impact on the lives of our employees, manufacturing partners, retail partners, consumers, and the communities where our products are made and used.



Doing business responsibly

We're increasing scrutiny on Human Rights Due Diligence within our operations.

Last year we published three new documents which reinforce our commitment to conducting business with integrity, honesty, and transparency. These are more than simply written reports, but publicly outline how we hold ourselves to account, and the expectations of key stakeholders in how we do business. Additionally, they ensure compliance with all applicable laws and regulations, and are publicly available on our website.

“Integrating these principles into our day-to-day operations, drives a culture of ethical business practices that is evident throughout our workforce, our supply chain and other business partners. It promotes trust and accountability at every level.”

Many of our employees' actions will be influenced by these documents. We encourage them to read them on our internal intranet site, and share them with relevant business partners.

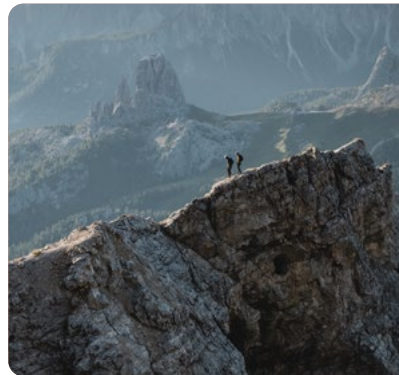
DEBBIE READ
HEAD OF CORPORATE
COMMUNICATIONS
AND CSR



Responsible Business Conduct (RBC) Policy

The RBC is a comprehensive framework that guides our operations, supply chain practices, and relationships. The policy communicates our principles to stakeholders throughout our value chain, including employees, manufacturing partners, consumers, and the communities where our products are used.

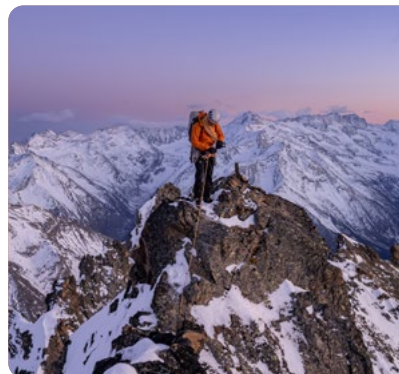
[Read our Responsible Business Conduct Policy](#) →



Human Rights Due Diligence (HRDD) Policy

The HRDD policy integrates the commitments established in our RBC Policy into our daily business practices. Primarily by providing procedures for assessing risks when selecting new manufacturing partners, monitoring our existing partners' risks and mitigation efforts, and minimising the impact when exiting business relationships.

[Read our Human Rights Due Diligence Policy](#) →



Sourcing Principles

This one page document outlines the principles that guide our sourcing strategy, ensuring we embrace responsible business practices when sourcing.

[Read our Sourcing Principles](#) →

Our supply chain

We have always aimed to establish long-standing partnerships with our suppliers, based on regular communication, mutual trust, and shared values.

In 2024-25, we worked with 18 manufacturing partners, operating in 21 sites across Bangladesh, China, India, Indonesia, Philippines and Vietnam, as well as maintaining our production site in the UK. Over 30,000 people are employed by our manufacturing partners globally.

We are dedicated to improving working conditions for the people making our products, and doing business in the most responsible and fair way we can.

8 years

Average relationship time with manufacturing partners

21 years

Longest current relationship time with our oldest partner

100%

of BSCI audited factories have achieved a grade C or above

55%

are grade A or B

70%

of our production volume came from sites that have been audited by Fair Wear

95%

of our production volume came from manufacturing sites visited by our teams in 2024-25

36%

of our production volume was manufactured at sites paying their workers a recognised Living wage

91%

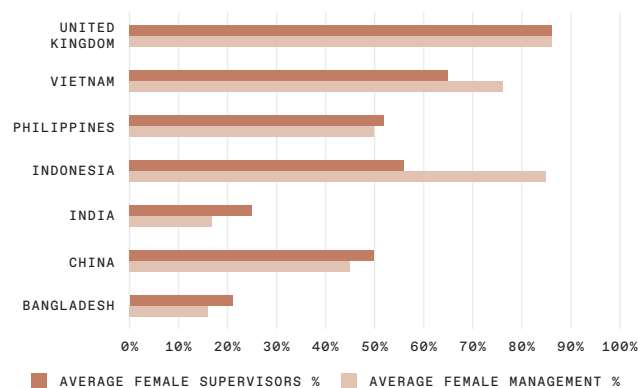
of our production volume came from manufacturing sites audited through amfori BSCI or equivalent at least once in the last two years

Gender insights

To help us gain an understanding of the different impacts on men and women within our supply chain, gender-disaggregated data has been collected. This data highlights the largest inequalities at each manufacturing site. By understanding these disparities, efforts can be better targeted to promote gender equality.

Additionally, there has been a focus on understanding the risks in countries from which sourcing occurs, aiming to enhance conditions within the supply chain, particularly where harms can arise due to social and cultural challenges.

Average percentage of women workers	66%
Average percentage of women supervisors	39%
Average percentage of women managers	37%
Average percentage of women worker representatives	54%
Percentage of sites with an anti-harassment committee	59%
Average percentage of women as anti-harassment committee members	82%



Actions we've taken so far

Data collection

Gender-disaggregated data has been gathered and analysed against Fair Wear's Code of Labour Practices to identify where risks for inequalities lie, including hiring practices and gender pay gaps, and freedom of association.

Risk assessments

Processes have been revised to address gender-related impacts and outcomes.

Trainings

Specifically, trainings have started to be implemented for factories in countries with the highest risk of gender discrimination. This includes providing training and resources to factories, particularly in countries like Bangladesh, where gender risks are significant.

Gender-based violence and harassment

We are addressing issues related to gender-based violence and harassment by working with factories in Bangladesh, influenced by social norms and resource limitations in the country.

Through these initiatives, we are starting to take steps towards fostering gender equality and creating opportunities throughout our supply chain. We are committed to continuous improvement and ensuring that practices contribute positively to all individuals involved in our operations, aligned with expectations and guidance from Fair Wear.

*NOTE THAT THIS DATA IS ONLY APPLICABLE TO PARTNERS THAT COMPLETED AND REPORTED FIGURES IN OUR ANNUAL SURVEY, COMPLETED IN 2024

Responsible sourcing in Bangladesh

We're taking accountability to improve worker standards within our supply chain.

In 2024, we sourced from five factories in Bangladesh, a key manufacturing location accounting for 25% of our total production. Like in many areas of the world, 2024 was a challenging year with geopolitical issues impacting the Bangladesh supply chain, including civil unrest and strikes, freight delays, and factory and port shutdowns.

We actively liaise with our partners in Bangladesh to mitigate risks, identify areas for improvement within their operations, and enhance Human Rights for their workforce. At the end of 2024, we carried out a responsible exit plan to transition away from two of these factories. This leaves us with three strategic partners in Bangladesh for production in 2025.

Our supply chain in Bangladesh

- In 2024, we worked with five factories in Bangladesh.
- Bangladesh employees account for over 21,000 workers in our supply chain.*
- This includes a 55% female workforce, with an average 3% female management*, and an average 21% female supervisors.**
- All of our factories in Bangladesh pay minimum wage or higher.

*based on latest amfori BSCI audit.

**data from 2024 annual supplier questionnaires.

Transforming responsibility into improvements

We've identified a number of areas where training and education can assist in raising standards within the factories and improve worker wellbeing.

We have organised training to educate workers and management on Fair Wear processes and support. Two of the factories are completing the Fair Wear Violence and Harassment Prevention Programme, an 18-month-programme focusing on workplace standards, internal grievance systems, Fair Wear's complaint mechanism, and facilitating the functioning of factory-level anti-harassment committees. These trainings are carried out with Fair Wear or third-party training providers, and often in partnership with other brands.

We also partner with collaborative third-party initiatives with a particular focus on protecting the workforce from health and safety risks:

Employment Injury Scheme (EIS)

In 2024 we joined the Employment Injury Scheme (EIS), a pilot project providing financial protection to workers in the readymade garments (RMG) sector in the event of work-related injuries or deaths. The EIS Pilot covers all four million workers in the export-oriented RMG sector of Bangladesh. It provides compensation payments for workers who are permanently disabled and for the dependents of deceased workers. The scheme aims to bring the level of benefits in line with international standards, specifically ILO Convention No. 12.



International Accord

In 2024, we joined the International Accord for Health and Safety in the Textile & Garment Industry. With this agreement, signatories commit to supporting workplace safety programmes in Bangladesh through the RMG Sustainability Council (RSC). The International Accord pursues three main goals:

- Promoting a culture of workplace safety by training Safety Committees and encouraging workers to identify, address, and monitor safety hazards at factories.
- Preventing fire, electrical, structural, and boiler safety accidents through an inspections and remediation programme led by specialist, independent engineers.
- Providing a trusted avenue for workers to raise safety concerns through an independent complaints mechanism.



Building good relationships

Positive and mutually beneficial supplier relationships take time, effort and some honest feedback.

Supplier newsletter

In 2023/2024, we launched a quarterly Supplier Newsletter to provide our manufacturing partners with timely and relevant updates. These newsletters focused on:

- Business updates
- Meet the teams
- Country-specific challenges
- Compliance information

The rollout of the Newsletter has received positive feedback from our partners, by providing structured communication, helping to reduce the repetition and inconsistency previously reported.

Supplier scorecard

In 2023 we introduced supplier scorecards for our Tier-1 partners. The scorecards are based on eight core measures, including social, environmental, quality, technical, and operations. Suppliers are graded on their performance, achieving Bronze, Silver, or Gold ratings. In 2024 we completed our second issue, which allowed us to identify the improvement and progress.

Nine of our manufacturing partners improved scores compared to the 2023 results. One partner has advanced from Bronze to a Silver award.

We know that progress can be gradual and sometimes challenging, but we are committed to working with our partners to grow competencies without undue pressure or consequences.

The CSR scorecard metrics:

Social Standards

- Social improvements and remediation
- Social dialogue and freedom of association
- Living wage

Environmental Standards

- Environmental reporting and improvements
- Renewable energy

Nominated supplier scorecard

In 2024 we introduced a scorecard system for nominated Tier 2 suppliers, including fabric mills. This helps to identify areas for improvement and fosters better communication and collaboration between us and these important partners. Plus allows us to expand our due diligence down the supply chain.

Supplier feedback survey

Conscious that feedback is two-way, in 2024, we developed a tool to collect comments and encourage open and honest two-way dialogue with our partners. The anonymous survey provided manufacturing partners the chance to give feedback on our purchasing practices, CSR standards, and overall relationship. The results aim to help us improve our communication, processes, and ways of working.

The survey was distributed to 17 key suppliers. We received 15 responses. The survey results were encouraging, with an overall average score of 2.6 out of 3 across all questions. Based on the feedback, we have developed an improvement plan to work on in 2025.

Notably, we scored 2.9 out of 3 for the question, "You recommend Equip as a customer to do business with", reflecting the positive sentiment among our suppliers.

"All good relationships take hard work on both sides. Something we are happy to put time and effort into."

MATT BINGHAM
BUYING AND
SOURCING DIRECTOR



[Read the 2024/25 Social Report](#) →

People

Committing to fairness, diversity and opportunity.

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Our people

Our people make us who we are.

Their wealth of backgrounds, knowledge, culture and experiences help to challenge and inspire us...leading the way for others to follow.

Gender identity breakdown

All employees

2024 | 278 Employees: 51% men, 49% women



2023 | 241 Employees: 47% men, 53% women



Directors

2024 | 86% men, 14% women



2023 | 86% men, 14% women



Senior leaders (heads of dept / country managers)

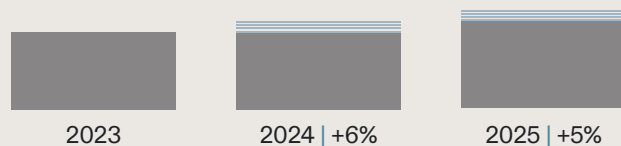
2024 | 60% men, 40% women



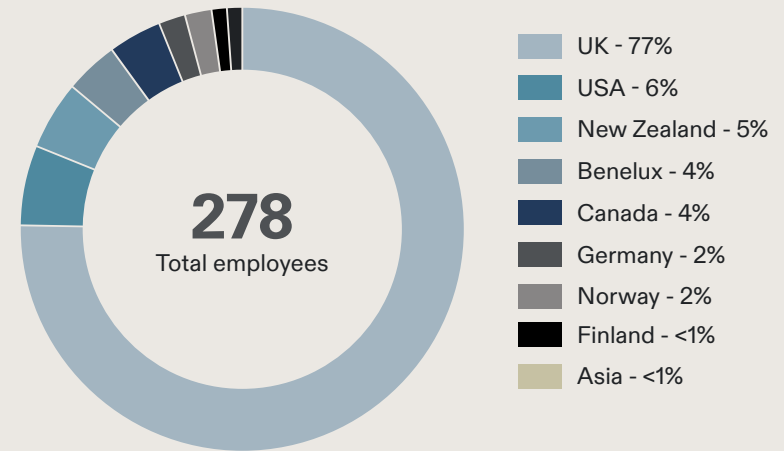
2023 | 63% men, 37% women



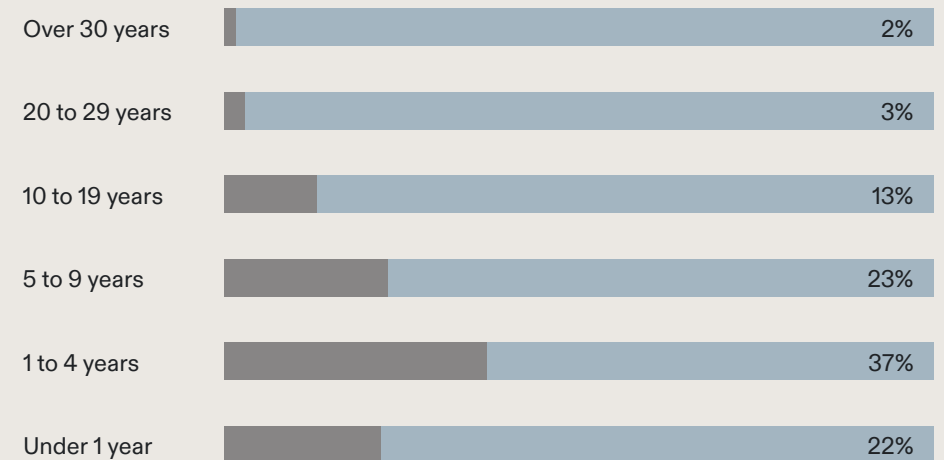
Growth



Employees by region



Length of service 2024



Values and behaviours

We take pride in building a team that's diverse, inclusive, and passionate about the outdoors.

Crafting high-performance apparel and equipment is no small feat. It takes teamwork, continuous personal growth, and expert knowledge of the activities we design gear for.

That's why we squeeze a full working week into 4.5 days, spending our Friday afternoons in the hills with ropes, boots, bikes, and friends.



Our values



Synergy

Shared endeavours.

Empowering people to work together and make decisions both collectively and individually.



Ingenuity

Ceaseless invention.

Championing inventive thinking to create simple solutions that are resourceful and relevant.



Integrity

Authenticity and responsibility.

Embracing an empathetic, open and transparent approach to business while generating long-term relationships.



Determination

Relentless spirit.

Harnessing an energised, positive, and resilient approach.



Ambition

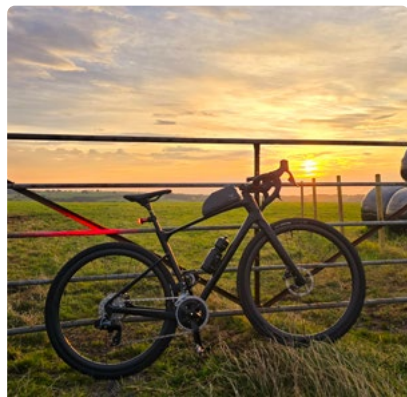
Curiosity and adventure.

Exceeding expectations and striving to improve.

Relentless spirit

In August 2024 we challenged our employees across the globe to ditch the car and cycle (or walk) to work, in return for a company paid donation to selected charity partners.

<h1>47</h1> <p>global employees participated.</p>	<h1>£940</h1> <p>was raised for our charity partners.</p>	<h1>963km</h1> <p>collectively cycled/walked - the longest journey was 89.5km.</p>
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We don't just encourage our employees to cycle to work in August, we're part of a cycle-to-work scheme with the Green Commute Initiative in the UK. This gives our employees access to significant savings on cycles and accessories used for commuting, allowing them to leave the car at home all year round. Employee commuting is tracked in our overall emissions on [page 22](#).

Our charity partners

Dukes Barn

A local outdoor education centre close to our hearts, and head office. Dukes Barn actively seeks to offer inclusive outdoor experiences for children with diverse needs including Autism, Asperger's and Down's Syndrome, hearing or sight impairment, and physical disabilities including wheelchair users. They also focus on primary and secondary school children from inner city areas and from disadvantaged backgrounds.



Youth Adventure Trust

The Youth Adventure Trust uses outdoor adventure and one-to-one support to empower vulnerable young people, aged 11-16, to fulfil their potential and lead positive lives in the future. They work with them to build resilience, develop confidence, and learn skills that will last a lifetime, helping them to face the challenges in their lives.



Giving back

We're proud to utilise our volunteering days protecting and connecting with the outdoor spaces we call home.

All of our employees are entitled to two paid volunteer days per calendar year, which we spend with our purpose-led partners around the globe: tree planting, litter picking, digging, mentoring... the list goes on!

Mount Cook Adventure Centre

In the last year we reignited a partnership with our friends at Mount Cook Adventure Centre, based in Wirksworth. Their mission is to provide access to the outdoors and outdoor activities for all, especially young people and those who might not otherwise have the opportunity. We've supported the care and maintenance of their outdoor facilities, providing a safe and tidy space for visitors.

"We are hugely grateful to Equip this year, who planted 2,000 trees with us, treated our glamping pods, re-painted external facilities, and recovered our roadside by digging through an ivy jungle. All these jobs are hugely helpful to us."

STEVE TURNER

CHIEF EXECUTIVE OFFICER, MOUNT COOK ADVENTURE CENTRE



Boulder Climbing Community (BCC)

Our US teams have volunteered with the BCC for the last five years. The BCC is an organisation that cares for more than 500 square miles of open space and climbing areas throughout the Front Range of Colorado. Their purpose is to ensure safe, sustainable and accessible climbing and recreational spaces for outdoor enthusiasts. This time around, Rab USA volunteered to help with the Saddle Rock Project, which is located in the Flatirons of Boulder, CO.

"Being in the mountains with likeminded coworkers, working in areas that are so special to all of us is simply an incredible thing."

DYLAN MCCONNELLOGUE

RAB US WAREHOUSE ASSOCIATE

Youth Adventure Trust

2024 was our second year fundraising for the Youth Adventure Trust with their epic Hike Bike Paddle challenge.

Our team achieved two leaderboard placements... third place for fundraising with a total of £1,809 and an award for best navigators!

We're excited to continue our support in 2025, with two determined teams heading to Eryri in July... watch this space!



Rab Stewardship Fund

Supporting projects and programmes designed to protect the landscapes we love, the people who help to preserve them, and encourage access for all.



Biodiversity

Protecting nature and wild places.

- Partners conservation
- Volunteers for the natural environment
- Supports nature-based solutions



Access

Supporting mountain inclusivity.

- Supports inclusive participation
- Highlights underrepresented groups
- Partners DEI activity



Stewardship

Driving outdoor industry leadership.

- Recognises heritage and commitment
- Gifts time and resources
- Contributes to industry groups



Environment

Reducing product and manufacturing impact.

- Implements reduced impact models
- Researches end of life
- Mitigates impact

We recently conducted a global review of our purpose-led partnerships, to better understand the scale of our existing giving strategy.

It was clear that we needed a way of identifying and validating all of this activity under one umbrella, aligning our partnerships to ensure we're driving the right activities in the right places.

The Rab Stewardship Fund now provides a clear set of criteria under four key pillars; Biodiversity, Access, Stewardship, and Environment.

Our global teams can now follow these guiding principles to drive and increase purpose-led projects in their regions.

You can see examples of Rab Stewardship Fund projects within this report.

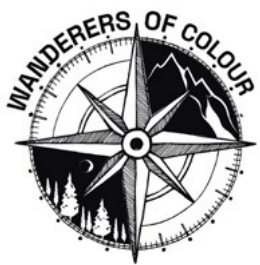
 | **Stewardship Fund**

Access for all

We work with many organisations around the world, aiming to increase access to the outdoors for all, and promote more inclusive outdoor communities.

Wanderers of Colour

The partnership with Wanderers of Colour allows us to increase the opportunities and accessibility to the great outdoors by funding bursary spots, kit support, and organising events that centre on outdoor pursuits. We want to support the community and help the way they empower and educate their members in an inspirational and engaging way.



Boulder UK

Our newly acquainted partnership with Boulder UK aims to encourage more women to take up climbing and continue to enjoy the sport indoors, and out. The collaboration centres on The Rab Women's Social, which combines a relaxed climbing session with Boulder UK coaches, community building, and inspirational talks. Held on the last Thursday of each month, the initiative provides a welcoming space for women of all skill levels – from complete beginners to elite climbers – to connect, learn, and grow.

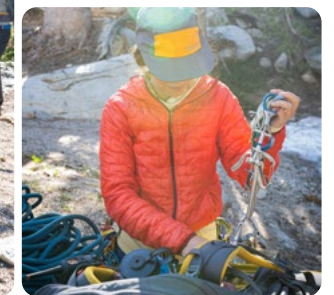


BOULDER UK

Ladies Weekend Out

Over the last three years we have proudly partnered with Ladies Weekend Out to create extraordinary outdoor adventures tailored for women. Together, we are on a mission to empower women in the great outdoors, nurturing their knowledge, confidence, and problem-solving skills. We provide equipment for every participant, ensuring they excel in each skill taught during their adventures.

In 2025, we launch an exciting evolution to the partnership: the Ladies Weekend Out x Rab Scholarship Program, creating more accessibility to those in need of financial help and a more inclusive outdoor community.



Supporting our retailers

We're proud to be a wholesale-led business. We engage with our retailers and their projects to achieve aligned goals, increasing access to the outdoors for our end-users.

Tiso | Connect Outdoors

Championing inclusion and engagement with wild places in Scotland.

In 2024 we teamed up with Tiso as a supporting partner for their educational hiking programme [Connect Outdoors](#).

We provide a pool of kit for some of their participants, gearing them up for the Scottish elements. We also provide educational resources and training space through our partners at Glenmore Lodge.

“Connect Outdoors is about building confidence, community, and a sense of belonging in Scotland’s wild places. By providing a pool of high-performance kit, Rab is helping people feel empowered to step into the outdoors. Thank you for being such a valued partner in this journey.”

CHRIS TISO
CEO OF TISO GROUP



Cotswold Outdoor | Extended size ranges

Collaborating with Every Body Outdoors to offer classic Rab gear in a greater range of sizes.

For AW24, Cotswold Outdoor exclusively launched a new Rab extended sizing range, in collaboration with Every Body Outdoors. The range features iconic Rab products in sizes XXS-3XL or women's 6-24.

To support the launch, our UK Marketing team hosted a shoot in the Roaches, Peak District, getting photography and video content while representatives from the Every Body Outdoors community tested and trialed the kit for the very first time.

Every Body Outdoors are fighting for clothing, gear and representation for plus-size bodies in the outdoor movement.

[You can find out more about them here.](#)



Celebrating a milestone

In 2024, we celebrated five years of partnership with educational charity, The Outward Bound Trust (OBT).

We've been partners with OBT since 2019, sponsoring outdoor residential courses for an academy close to our head office, enabling more young people to unlock their potential through unique learning experiences.

Over the course of five years...

We've supported	with almost	facilitated by
215	£100k	8
young people in Derbyshire,	funding to The Outward Bound Trust,	volunteer employee ambassadors.



Our partnership

Our partnership is built on shared values and a passion for encouraging more young people to experience the mental and physical benefits of the outdoors, while educating them on how to act responsibly and sustainably in wild spaces.

Together we take young people on a journey of learning and adventure in the wild to help them realise just what they are capable of achieving in life.

The courses are carefully designed to support pupils and improve their confidence in their abilities. The aim is to build their resilience, together with providing opportunities to develop their skills such as communication and teamworking.


Over the course of the week, the young people are challenged as they take part in activities such as canoeing, abseiling, jumping into the lake and hiking expeditions. Through each adventure, the young people increase their confidence and improve interpersonal skills as they learn to work together.

In 2025, we're continuing our partnership with a residential at the Aberdovey centre in North Wales, for 24 Year 8 pupils.

“Have you ever tried navigating in the mountains in the wind and rain? It’s a challenge, but much more enjoyable if you pull together as a team. Or how about sitting with your mates watching a sunset over a distant horizon? That’s a moment you’ll never forget. These are the kinds of experiences our partnership with Equip UK has unlocked at scale, and it’s my belief that the more we expose young people to them, the more they’ll learn about themselves and their role in the world.”

“The positive impact this has made to communities in Derbyshire and beyond should not be underestimated, inspiring hundreds of young people with confidence and self-belief in an increasingly turbulent world.”

MARTIN DAVIDSON
THE OUTWARD BOUND TRUST CHIEF EXECUTIVE



THE OUTWARD BOUND TRUST

Our global footprint

Equip distributor agents

- Argentina - Superfit Srl
- Australia - Thurston Agencies
- Austria - Ibex Sportartikel GmbH
- Belgium - Equip Benelux BV
- Chile - Diseño Tadoo Limitada
- China - Equip (Beijing) Technology Inc
- Croatia - Iglu Sport
- Czech & Slovak Republic - SPORT prima spol. s r.o
- Denmark - Granitbiten
- Ecuador - Tadoo Adventure Gear
- France & Andorra - Top Rock
- Greece - Etcetera
- Hong Kong - E.T Creation Limited
- Iceland - Stodtaeki
- India - Trek Kit India Pvt Ltd
- Ireland - Core Outdoor Ireland
- Israel - Kal-Gav Ltd
- Italy - B-Factory
- Japan - L and R Life
- Korea - Ho Corporation
- Malaysia - Brimag PTE LTD
- Nepal - United Brands PVT. LTD
- Netherlands - Equip Benelux BV
- Peru - Tadoo Adventure Gear
- Poland - SBrothers
- Serbia - Iglu Sport
- Singapore - Brimag PTE LTD
- Slovenia - Iglu Sport
- Spain & Portugal - Outdoor Representaciones
- Sweden - Granitbiten
- Taiwan - TGO International Co.,Ltd
- Thailand - Brimag PTE LTD
- Ukraine - SMG
- Uruguay - Wystem
- Vietnam - Brimag PTE LTD

Equip office & sales showrooms

- Equip Outdoor Technologies Ltd (HQ) - UK
- Equip Benelux. B.V. - Leusden
- Equip Canada Inc - Québec
- Equip Deutschland GmbH - Munich
- Equip Deutschland GmbH - Sindelfingen
- Equip Finland - Helsinki
- Equip Norway AS - Oslo
- Equip USA LLC - Louisville, Colorado
- Outfitters - New Zealand

Equip Service Centre

- Cheshire - UK
- Derbyshire - UK
- Leusden - Netherlands
- Quebec - Canada
- Colorado - USA

Equip quality control & manufacturing support

- Equip Asia - Shenzhen, China
- Equip Vietnam - Long An Province

Equip 2024/5 manufacturing locations

- Bangladesh
- China
- India
- Indonesia
- Philippines
- UK
- Vietnam

Equip retail outlets

- Mountain Outfitters Factory Shop - Cheshire
- Mountain Outfitters Factory Shop - Derbyshire, UK
- Rab USA - Colorado, USA

Equip distribution centres

- UK (Owned)
- USA (Owned)
- Montreal (Owned)
- Rotterdam (Third Party)
- Seattle (Third Party)
- Thurrock (Third Party)



Rab and Lowe Alpine are owned and operated by Equip Outdoor Technologies UK Ltd. We're an independent international business with our head office in Derbyshire, UK.

To find out more about our sustainability report and efforts, please visit -

WWW.RAB.EQUIPMENT/RAB-DNA

Please don't print me.



KYRGYZSTAN, CENTRAL ASIA
PHOTOGRAPHY: DANIEL HUG