

# Positive Business Report



2024



# About Us

We believe the best of life is lived outdoors, and that absolutely nothing should stop you being there. It's our mission to inspire and enable people to access all the wonders of nature, because the outdoors belongs to everyone.

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

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

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

This report shows what we've been working on for the last year for People, Product, and Planet, and highlights some of our biggest impacts.



[About Us](#) [Highlights](#) [B Corp Journey](#) [People](#) [Product](#) [Planet](#) [Goals for Improvement](#)

# Berghaus Impact Report

B Corps are asked to write an annual Impact Report, that details their progress to create a positive impact on people and the planet.

➤ About Us	02
➤ Proud Moments	03
➤ B Corp Journey	04
➤ People	05
➤ Product	07
➤ Planet	10
➤ Goals for Improvement	11

# Highlights

- Founding sponsor of Outward Bound Trust's Women in Leadership programme
- 537 communities and individuals impacted by Charity initiatives from August 2023 - July 2024
- 12.5 tonnes of cardboard saved in packaging overhaul based on 2023 sales data
- 4,386 items repaired in 2024
- 2467 products donated to charity from August 2023 - July 2024
- 62% of apparel styles for SS25 and 74% for AW25 developed as MadeKinder

Our work aligns with the **United Nations Sustainable Development Goals** for people and planet.





# B Corp Journey

We've always strived to do things better, and in 2022 we certified as a Bcorp, joining a global community that use business as a force for good.

We give a damn. About our planet, and about the people who live on it.

Being a B Corp is the proof. It's an independent standard that shows we're putting environmental and social responsibility at the heart of our business.

By becoming certified, we're legally and morally committed to consider, and report on, five impact areas: community, customers, workers, governance and environment.

To become B Corp, you need a score of at least 80, here's how we scored\*:

Area	2023 score	Sector Average
Overall	93.1	80.9
Governance	8	7.3
Workers	30.8	16.1
Community	20.1	12.9
Environment	29.8	34.3
Customers	4.1	2.4



\*Sector averages correct as of July 2024

# Recertification

Becoming a B Corp isn't a once-and-done job. We need to keep the pace up.

In 2025, B Lab – the nonprofit network behind the movement – will size us up again. To make sure we're still headed in the right direction.

Right now, we score above average in most areas compared to our sector, which we are really proud of. However, there is always room for improvement. We are looking to make progress across all impact areas, but especially in Governance & Environment.

This will include reviewing our policies and practices to ensure they consider social and environmental impact wherever possible and continuing our net zero and supply chain work to improve our scores across the Environment Impact Area.

The work we highlight in this report show some of the ways we are continuing to do things better.





# People

COMMUNITY

CUSTOMERS

## Community

We believe that the outdoors is for everyone. That's why we support various groups, projects and charities which strive to make it an accepting place for all active communities.

## Outward Bound Trust

We have partnered with the Outward Bound Trust this year to empower women to get into nature. We are helping 10 women become hiking instructors through Outward Bounds women's leadership course.

## John Muir Trust

We have also partnered with the John Muir Trust, who are a leading voice for the UK's wild places. By supporting them, we ensure that our wildlife is protected, conserved, and restored for future generations.

We have also donated Berghaus products to various charities including In Kind Direct and Oxfam, with a total of 2467 products donated over the last year. We estimate that our work with charities and organisations has impacted 537 communities, helping them to have greater access to the world around us.



About Us

Highlights

B Corp Journey

People

Product

Planet

Goals for improvement



# Workers

## WORKERS

## GOVERNANCE

Our culture club has continued to thrive, with the team organising various activities throughout the year to support social, and mental wellbeing on top of our wellbeing perks that form part of our employee global benefits.

This year we participated in the Pentland Brands Getting Active For Good campaign, which encouraged all employees to get the recommended 150 minutes of moderate exercise each week, in response to new data from the World Health Organisation (WHO) on rising levels of inactivity. In 5 weeks, our Sunderland site clocked up over 1,034 hours of physical activity.



# Supply Chain

We are committed to sourcing products in a responsible way that strives to protect the rights of workers' in our supply chain and improve working conditions. Having a fully transparent supply chain will enable us to protect the human rights of the workers in our supply chain and the environment.

We require everyone we work with to follow Our Standards, which outlines our expectations for ethical trading. This includes workers having safe and ethical working conditions, choosing to work and having the right to come together to advocate for better employment conditions or working conditions.

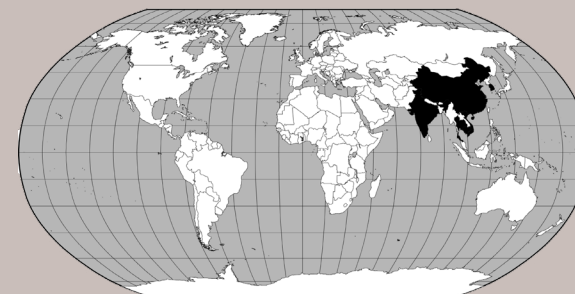
To check this is happening we require all of our tier 1 factories to have audits and where issues are found work with them to get them resolved. For more information on how we work and to see our Modern Slavery, report please go [here](#).

## Tier 1 -

28 factories  
Bangladesh, China, Thailand,  
United Kingdom, Vietnam

## Tier 2 -

19 nominated factories  
China, Taiwan, Thailand,  
Vietnam







# Product

ENVIRONMENT

CUSTOMERS

We continue to work on innovating new products that meet the challenges of our consumers head on, as well as reducing the impact of the manufacturing of these products on the environment.

## Berghaus Adapts

Increasing accessibility to the outdoors at a grassroots level is critical and we're actively encouraging people with physical limitations or disabilities to get outdoors with a bespoke kit adaption service for beneficiaries of Millimetres to Mountains, a charity led by Berghaus ambassador and adaptive adventurer Ed Jackson.

## Supporting Women

This year we celebrated the launch of our Maternity and Beyond collection, a collection of products to adapt with the body as it changes during and after pregnancy, supporting growing bumps, baby-wearing and breast-feeding in a way that powers women's time in nature.



# Made Kinder

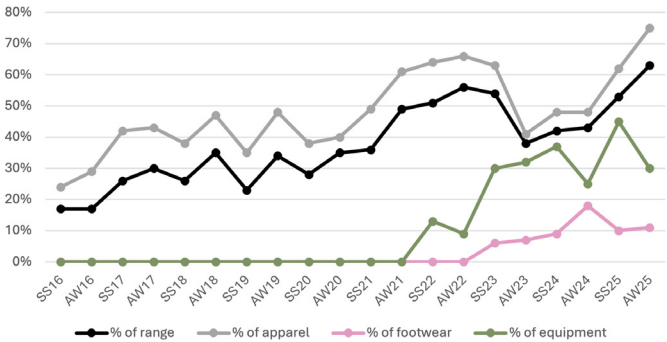
One of our major focus areas for improvement is the environmental impact of our product. From raw material extraction and manufacturing to product end of life, we know it all leaves a footprint, and it's our responsibility to reduce this.

Our kit is designed to last, and the quality materials and construction techniques ensure that our products stay in use for as long as possible.

For the materials we use, we are constantly looking for lower impact options. We created our MADE KINDER criteria in 2016 to help us track which products are made from lower impact materials. To be considered MADE KINDER, products must use either recycled or bio-based content or organic cotton or be made with bluesign approved fabric.

We have seen a steady increase of styles meeting the MADE KINDER criteria, with 62% of apparel styles for SS25 and 74% for AW25, despite making the criteria stricter in 2023 to make sure we're keeping up with evolving sustainability standards.

## Tracking MADE KINDER



\* The calculations for equipment for SS25 and AW25 only include carry over products.



# Our Glossary

## Lower-impact materials

A material that has a lesser impact in at least one impact area, such as water usage, chemical usage or carbon emissions, than its conventional alternative.

## bluesign®

A system supporting a safer and more sustainable environment, focusing on reducing the environmental impact at each stage of the manufacturing process.

## Organic cotton

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

## PFAs

Durable Water Repellent (DWR) treatments, used to waterproof garments, include Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS). This group of chemicals are known as “forever chemicals”, do not easily breakdown and are harmful to the environment and humans.

## MADE KINDER

Products must have either:

- ⦿ 75% recycled content\* or 50% bio-based content in weight;
- ⦿ more than 90% bluesign approved fabric or are made with 100% organic cotton.
- ⦿ waterproof products must use a PFA-free DWR.

\*50% recycled content for equipment and footwear



# Repairhaus

ENVIRONMENT

CUSTOMERS

We launched our Repairhaus scheme in 2021 to do our bit for the environment and our customers. Providing free repairs to fix weathered and worn items means we are contributing to lowering the environmental impact of our industry by increasing the products lifespan and slowing down the rate of replacement.

Actual repairs to date (March 2021 to July 2024): 17,695

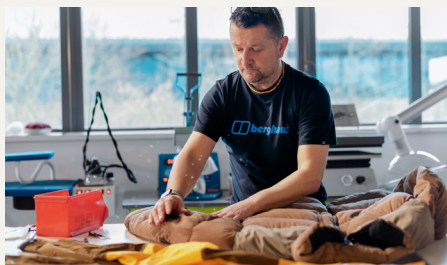
Repairs to  
date in  
2024:  
**4,386**

Repairs are up  
**+21%**  
vs 2023  
(July 2024)

**40%**

of kit received to  
date in 2024 has  
been repaired  
inhouse.

The efforts of our Repairhaus team help us to achieve our Positive Business goals and is encouraging a more circular industry.



[About Us](#)

[Highlights](#)

[B Corp Journey](#)

[People](#)

[Product](#)

[Planet](#)

[Goals for improvement](#)



# Planet

## ENVIRONMENT

### Net Zero

As a brand which celebrates the outdoors, we know we need to do everything we can to protect it. We are on a journey to net zero, and as part of Pentland Brands we have set a science-based emission reduction target aligned with the Science Based Targets initiative (SBTi). This organisation will review our reduction targets and helps us ensure we are creating a clear roadmap to reduce our emissions in line with the Paris Agreement goals. As part of Pentland Brands, our net zero target and data was submitted for validation by the Science Based Targets initiative (SBTi) in December 2023.

### Packaging

For the last year Berghaus has been making the transition into more sustainable transit packaging – all orders are sent with 100% recycled polybags and are shipped in sized optimised outers which better fit the containers and pallets. Swing tags have also been redesigned. They are now single leaf instead of multiple pages, and they utilise a QR code which takes you to the product page, where you can find all the product information. Based on sales in 2023, this change enables approximately 12.5 tonnes of cardboard to be saved, which equates to approximately 212 trees.







# Goals for Improvement

COMMUNITY

CUSTOMERS

GOVERNANCE

ENVIRONMENT

## Always improving

Following on from the launch of our first adaptive maternity wear collection, our innovation team continues to explore ways to make gear more inclusive; applying a female first design approach to some of our key products, to ensure that the unique kit needs of women are met.

## Investing in the environment

In order to meet our carbon net zero target we are setting targets for key areas of the business to track progress. We will work with our suppliers and continue to increase the use of lower impact materials in our products.

## Championing active communities

We will continue to donate products and work various organisations to champion active communities.





## Berghaus

Sunderland Enterprise Park  
12 Colima Ave  
Sunderland  
SR5 3XB

Berghaus has been part of the **Pentland Brands** family since 1993, the name behind some of the world's best sports, outdoor and lifestyle brands that make life better. Find out more about what it does for people and planet [here](#).

To find out more about our positive business approach, please contact [corporate.responsibility@pentland.com](mailto:corporate.responsibility@pentland.com) or visit our [website](#).