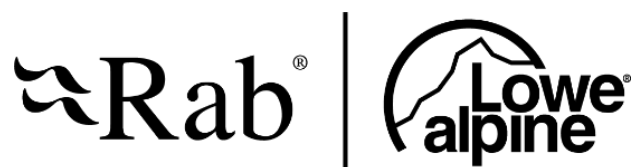


EQUIP

OUTDOOR TECHNOLOGIES UK LTD

Social Report

2022-23



THE MOUNTAIN PEOPLE

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1. Introduction

1.1. CEO Statement

After the challenges of the previous few years, 2022 gave us the opportunity to realise some of the benefits we've achieved after the hard work and decisions we've been making through this period.

In the first half of the year, we achieved Fair Wear Leader Status barely two years into our membership. This is not just a result of our collaborative work with Fair Wear Foundation and other brands, but also the importance we place on building relationships and supporting production partners wherever they are across the globe.

I was delighted that many of the travel restrictions we'd witnessed through covid were lifted, allowing me and key members of my team to visit our Asian partners again. I was pleased to reconnect with old friends and business partners after so long away. I took the opportunity to visit Myanmar twice in 2022 to see for myself the impact of the military coup on manufacturing and the workforce.

In the second half of the year, we launched Material Facts, an industry-first which allows us to share product and manufacturing data in a clear and simple way. Driven by our need for accuracy, and a belief in trust and honesty, we were frustrated with the lack of clarity and assumptions around sustainability criteria. We are challenging others to join us in sharing the same way.

2023 will no doubt present new challenges; economic uncertainty, consumer confidence, and continued climate challenges. But the key to negotiating these issues is decision-making. I've learnt that often there is no right or wrong answer but if you don't make a decision, you don't move forward. We are a business that has the people in place to make decisions and act, which keeps us moving forward, whatever the next challenges may be.

- Matt Gowar
Chief Executive Officer

1.2. Our 2022-23 Achievements

- Awarded Fair Wear Leader status after our two years of membership recognising the emphasis we have always placed on long term, collaborative relationships.
- Published our first ever public Responsible Business Conduct Policy, on our new Corporate Policy Webpage (<https://equipuk.com/statements-and-policies>).
- Worked collaboratively to reduce excessive overtime in a strategic Chinese manufacturing site.
- Captured data on worker gender insights for the first time.
- CSR team formally contributes to our seasonal future sourcing strategy meetings by providing a rating of current partners.
- CSR team actively involved in onboarding sessions with new manufacturing partners.
- Reinstated regular site visits in Asia for the first since the pandemic, including two separate visits to Myanmar.

1.3. Fair Wear Foundation









This Social Report relates to our financial year 1st February 2022 to 31st January 2023 and is published in accordance with our membership of Fair Wear Foundation.

Fair Wear is a movement for change that seeks to push the garment industry towards the new normal: a world where working conditions are fair for the people who make our clothes.

Fair Wear Member Brands are committed to supporting garment workers' rights to safe, dignified and properly paid employment, and making garment production fair for everyone.

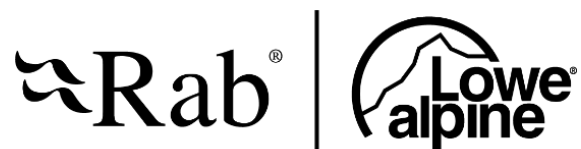


Central to Fair Wear is the [Code of Labour Practices](#). This code sets out internationally recognised standards that member brands and their manufacturing partners must commit to and uphold.

	1. Employment is freely chosen		5. Payment of living wage
	2. Freedom of association and the right to collective bargaining		6. Reasonable hours of work
	3. There is no discrimination in employment		7. Safe and healthy working conditions
	4. No exploitation of child labour		8. Legally binding employment relationship

1.4. Our Organisation

Equip Outdoor Technologies UK Ltd (Equip) is an international business with our head office based in Derbyshire, UK. We are proud to own two specialist outdoor brands – Rab (established 1981) and Lowe Alpine (established 1967).



THE MOUNTAIN PEOPLE

Equip's mission is to inspire adventure. We do this by building technical products that last, whilst driving industry-wide change to protect our planet, respect human rights, and increase participation in the outdoors. 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.

Equip employs approximately 240 team members in the UK. 130 of these team members work in our head offices designing, developing, marketing, and selling our products or providing core functions to our business. 60 of these team members work in our distribution warehouse and factory site, where we fill our down sleeping bags, distribute them to retailers and consumers, and operate our UK service centre for washing and repairing our products.

A further 50 Equip employees work across Germany, the Netherlands, Norway, Finland, Canada, and the USA marketing and selling our products to international markets and running our product service centres. We also have small teams in China and Vietnam who are responsible for monitoring our manufacturers in Asia.

Equip’s membership of Fair Wear is led by our Corporate Social Responsibility (CSR) Team with the backing of our Senior Leadership and support from several relevant teams, as outlined in Figure 2.

Figure 1: Equip’s organisational structure

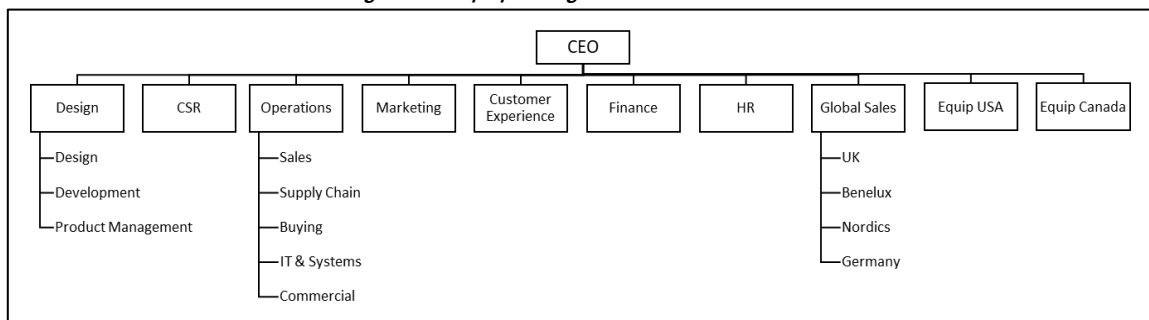
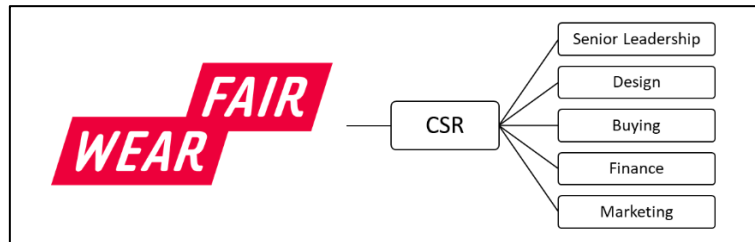


Figure 2: How we work with Fair Wear



1.5. Covid-19

Covid-19 continued to disrupt our supply chains in 2022-23. The impacts of disruptions were compounded as all tiers of our supply chain were affected, from fabric mills down to shipping.

The disruptions were mainly felt in China where our manufacturing partners faced both government restrictions and sharp rises in case numbers. Our UK team continued to have no access to our partners in China throughout 2022-23, whilst our in-country team had limited opportunities to visit manufacturing locations due to regional restrictions. Many of our partners’ manufacturing facilities were closed for up to a week during December 2022 as the Chinese Government ended its zero-covid policy, with staff absences continuing to be high until February 2023.

Equip maintained close communication with our partners throughout the period and continued to adapt production schedules to ensure workers were not further negatively affected. Fortunately we had partially-mitigated the impact by deciding to extend our production lead times from 2021 onwards as we expected covid disruptions to continue.

2. Human Rights Due Diligence

Endorsing the principles enshrined in the UN Guiding Principles on Business and Human Rights, Equip recognises that we have a responsibility to both respect human rights and to provide access to remedy when violations occur. This responsibility applies wherever our decisions could cause, contribute to, or be linked-to violations, in both our direct operations and our supply chains.

We follow the six steps established in the OECD Guidelines for Multinational Enterprises (OECD Guidelines), as interpreted for our industry by the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#), when conducting human rights due diligence.

2.1. Responsible Business Conduct Policy

The [Equip Responsible Business Conduct Policy](#) establishes the principles that are the foundation of how Equip conducts business. The policy communicates these principles to key stakeholders throughout the value chain. Including employees, manufacturing partners, retail partners, consumers, and the communities where Equip's products are made and used. It outlines what stakeholders can expect from Equip and, where relevant, what Equip expects from them.

2.2. Identify Actual & Potential Harm

Equip is committed to routinely conducting risk assessments to identify actual and potential harms. Our risk assessment addresses all relevant rights impacts, as outlined in the OECD Guidelines, but pays particular attention to the risk of child labour, excessive overtime, homeworking, gender inequality, below-minimum wage payment and unsafe working conditions.

Our risk assessment of tier one manufacturing partners is based on five risk types: sector, product, country, business-model, and sourcing model. The assessment is guided by Fair Wear's resources including country studies, external resources published by international bodies and NGOs, social audits, worker complaints, and annual self-assessments completed by our partners.

Equip is committed to achieving gender equality and strives to follow a gender-responsive due diligence process that ensures that gender is always considered when assessing risks (see Section 4.1.4).

2.3. Cease, Prevent, & Mitigate Harm

We work with partners to prevent harms identified in the risk assessment. Equip recognises that we an active role to play in not contributing to harms and to facilitate conditions for our partners to mitigate harms. This primarily means championing responsible practices, as outlined in Section 3, but can also involve providing training where needed, as outlined in Section 6.

Equip uses both amfori BSCI and Fair Wear audits to monitor harms at our partners' manufacturing facilities. We support partners to develop and implement a Corrective Action Plan (CAP) after each audit. Equip does not expect all issues to be resolved immediately but requires partners to embrace continuous improvement and demonstrate progress over time. Section 4 provides further detail on our partner monitoring activities.

2.4. Track

Equip annually conducts an internal self-assessment to review progress in the previous financial year. This includes tracking progress on CAPs, the key focus areas outlined in our previous Fair Wear Member Work Plan, and Fair Wear's recommendations from our previous Fair Wear Brand Performance Check.

The annual Fair Wear Brand Performance Check provides an external review of our procedures, particularly our purchasing practices, and provides us with recommendations to deliver further improvements.

Our Senior Management are involved in this internal self-assessment and the outputs are reported to our Board of Directors.

2.5. Communicate

Equip maintains close communication with Fair Wear throughout the year, discussing ongoing complaint, audit remediation, and changes to our sourcing strategy. We annually communicate our progress to external stakeholders in this Social Report and in our [Sustainability Report](#). In 2022 we created a new [Statements and Policies](#) webpage for stakeholders to quickly and easily locate key documents. Section 8 discusses how we engage our customers on our Fair Wear membership and our due diligence.

2.6. Remediate

Despite our prevention and mitigation activities, harms will still occur in our value chains. As established in the UN Guiding Principles, we recognise we have a responsibility to provide access to remedy for when harms occur. Section 5 elaborates how we use the Fair Wear Complaints Hotline to meet this responsibility.

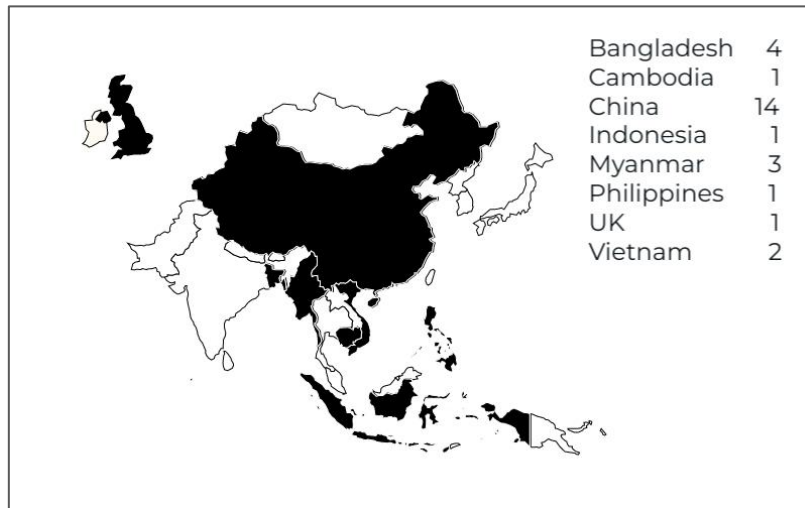
3. Sourcing Strategy

3.1. Global Sourcing

Equip is proud to still run our manufacturing site in the UK, where we hand fill all our down sleeping bags, manufacture our expedition suits, and wash and repair products for our customers. All our other manufacturing takes place in Asia, by manufacturing partners who meet our high technical standards.

In our 2022-23 financial year, we also worked with 19 manufacturing partners who operate 26 sites across Bangladesh, Cambodia, China, Indonesia, Myanmar, Philippines, and Vietnam who cut, make, and trim (CMT) our products. Over 19,500 people are employed by our manufacturing partners globally. We primarily work directly with the manufacturing sites, though we do occasionally use intermediaries for sites where we purchase smaller volumes.

Figure 3: Equip’s 2022-23 manufacturing sites by country



Equip’s brands, Rab and Lowe Alpine, offer a wide range of outdoor apparel and equipment with different technical attributes. All our manufacturing partners are experts in product manufacturing, but to deliver these our wide-ranging product, our partners have specific technical capabilities which include:

- Down filling and insulation quilting
- Working with laminates and seam-taping
- Pack manufacturing
- Knitting gloves and hats

We maintain long-term relationships with our manufacturing partners as this enables them to invest in the individuals that work there and the facilities they provide. 74% of our production volume in 2022-23 was manufactured by partners with whom we’ve been doing business with for more than five years. We understand long-term partnerships don’t guarantee good working conditions, however, we believe our influence and support contribute to improving conditions over time.

74% of Equip’s production volume came from partners who Equip has worked with for more than 5 years

This lower percentage of production volume than in previous years (86% in 2021-22) is primarily due to business growth in 2022-23. As our production increases, we must find new facilities to manufacture our products so that our existing sites are not overwhelmed. Where we can, we support existing manufacturing partners to open new sites or expand existing facilities, but we have also started working with new partners to meet demand.

We launched two new product ranges in 2022-23, gravel biking apparel and sleeping mats. These new ranges required us to find new partners that had the technology and expertise required.

Engaging new manufacturing partners in 2022-23 allowed the CSR team the opportunity to feed directly into sourcing strategy decisions, through the partner pre-evaluation questionnaire and the improved focus on Human Rights Due Diligence (HRDD).

The outdoor industry is primarily a seasonal business, with key demand peaks in Spring and Autumn. To minimise the impact of peaks and troughs in our partners' manufacturing cycles, we provide regular production forecasts and allow for long-lead times. We're proud that 50% of our production volume comes from manufacturing sites where we have a continuous production plan. This means they operate at a similar capacity all year, employing workers permanently rather than on seasonal contracts.

*50% of Equip's production volume came from partners
who Equip has a continuous production plan with*

Equip also launched [Material Facts](#), product information tables in 2022-23. This consumer facing product specific table includes country of origin that allows consumers to make informed decisions at point of purchase.

3.2. Pricing

Equip strives to provide responsible and fair payment terms to our manufacturing partners.

We pay for finished goods upon receiving the bill of lading with no delay in payment. If partners require us to alter our standard terms, such as partial upfront payment, we remain willing to meet their requests as far as practically possible.

As is standard for our industry, our manufacturing partners quote us for the CMT cost of each style. The CMT cost includes the cost of labour, the cost of any additional trims and fabrics, operating overheads, and our manufacturing partners' profit margin.

To better understand the link between the prices we pay and workers' wages, our Development team collect the labour cost of each style in addition to the CMT cost. This data allows us to check that price increases are being passed on to the workers and that wages are not being squeezed.

3.3. Production Cycle

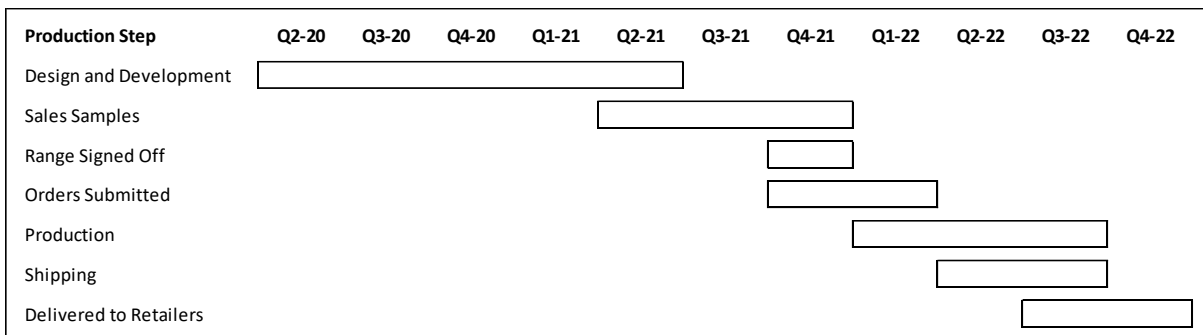
Equip produces two ranges each year: Autumn/Winter and Spring/Summer. Each range includes both our existing and new styles. Our Design and Development Teams start working on new styles approximately 18-months before they are delivered to our customers.

Each range is signed off at our international sales meetings the previous year, October for Autumn/Winter and April for Spring/Summer. Our manufacturing partners produce sales samples in time for our international sales meetings, which are used for launching ranges with retailers.

In 2021, we moved our sales meetings a month earlier in the year to increase the production lead time.

Production lead times for our bulk orders are approximately five months. We share production forecasts with manufacturing partners as early as possible and regularly update them on any revisions to forecasts. Our production cycle allows our manufacturing partners to be producing our bulk orders for the majority of the year, approximately six months for each season.

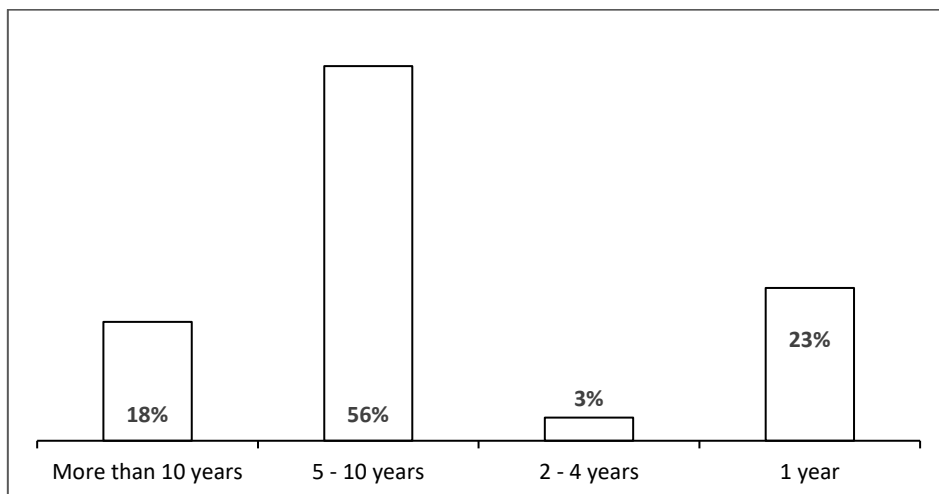
Figure 4: Autumn/Winter 2022 Production Cycle Example



3.4. Manufacturing Partner Relations

Equip is committed to maintaining long-term business relations with our manufacturing partners. As shown in Figure 5, much of our production volume comes from manufacturing sites with whom we've worked for many years.

Figure 5: Equip's 2022-23 production volume by manufacturing partner relationship duration



3.4.1 New production sites

In 2022-23 we started to work with several new manufacturing partners due to an increase in demand and new product ranges. Where we can reward existing partners with additional volume we always do. However, this is not always possible as each product type requires specific skills and technologies.

- In 2022-23, we started sourcing from five new manufacturing sites; four in China and one in Myanmar.
- Four of these new facilities are run by manufacturing partners we have not worked with before.
- One of the facilities is run by an existing partner who was able to expand the manufacturing of our products to two of their sites as production volume grew.

The manufacturing sites' technical expertise, production capacity, and employment conditions were all considered during the decision process.

The new manufacturing facility in Myanmar forms part of a short-term transition to the partner's new facility in Bangladesh. This decision was made to ease production pressure on other partners. For more information, see Section 4.6.

3.4.2 Exiting production sites

In 2022-23, we announced our decision to stop sourcing from two manufacturing locations. This decision was made primarily due to quality and pricing. In line with our Responsible Exit Strategy,

- we informed the partners as soon as possible,
- provided a reason for our exit, and
- agreed upon a production phase-out with a clear timeline.

We also received our final orders from five manufacturing sites where we had announced our exit from in either 2020-21 or 2021-22.

3.5. Integrating Monitoring into Sourcing Decisions

Our Due Diligence Policy sets out how we assess, onboard, monitor, and responsibly exit manufacturing partners. It ensures that social standards and potential harms are considered throughout our sourcing strategy.

3.5.1 Selection

The Equip Due Diligence Policy requires all prospective partners to complete a pre-evaluation self-assessment that provides information on their working conditions, including any audit reports or certifications they have. The completed self-assessment is evaluated by our CSR Team and discussed at our monthly supply chain monitoring cross-functional meeting.

When evaluating the partner, our CSR team use Equip's risk assessment procedure (outlined in Section 2.2) to identify relevant actual and potential harms and to explore what mitigation actions have been implemented. The CSR team feed their conclusions directly into our selection scoring procedure, ensuring that there is both a minimum threshold that partners must meet and that responsible practices are positively rewarded during selection.

3.5.2 Onboarding

All new partners have an onboarding session with our CSR team as part of their wider Equip onboarding. This is typically conducted alongside our Buying and Product Development teams so that partners appreciate our joined-up approach. Given that most of our partners are in Asia, these meetings are normally conducted online, but we also conduct meetings in-person where possible. In 2022-23 we conducted three partner onboarding sessions, two of which were in-person.

The CSR onboarding session covers:

- An introduction to our CSR team to aid good communication,
- An overview of Fair Wear and the COLP,
- What partners can expect from Equip (as established in Equip's RBC Policy), and
- What Equip expects from partners, including the need to communicate the COLP to their workers.

The team also introduces partners to the Equip Manufacturing Supplier Manual. This document formally establishes our requirement for manufacturing partners to comply with Fair Wear's Code of Labour Practices, how often we expect them to be audited, and how we expect them to respond to non-compliances identified in audits or complaints submitted to Fair Wear.

3.5.3 Future sourcing strategy

Partners' approach to improving social standards and environmental outputs is fed into Equip's future sourcing strategy in two ways.

Firstly, the CSR team provide team provides regular updates on partners' progress at our monthly multi-departmental supply chain meetings which are attended by staff responsible for sourcing strategy, including both our Director of Operations and Head of Supply Chains. These meetings allow us to conduct cross-functional reviews of our supply chain, further improving our shared knowledge and enabling us to coordinate our sourcing and monitoring activities and decisions.

Secondly, our CSR team formally contributes to our seasonal sourcing strategy meetings by providing a rating of current partners. This rating covers the partner's communication and relationship with the CSR team, their ability and willingness to uphold social standards, and their ability and willingness to improve environmental outcomes. The CSR team's input can lead to both rewarding strong-performing partners with increased production and contribute to a decision to ultimately exit a manufacturing site.

3.5.4 Responsible exit

Our Due Diligence Policy also outlines our Responsible Exit Strategy; the process that governs how we end contracts with manufacturing partners. This process distinguishes between leaving a contract due to a labour non-compliance and leaving due to other issues such as changes to our range. We are committed to working with a manufacturing partner if a labour non-compliance is identified, exiting the contract is always treated as a last resort after all remediation has failed.

4. Monitoring and Remediation

4.1. Overview

Internally, Equip’s monitoring procedures are established in our Due Diligence Policy, setting out how and when partners are monitored and who is responsible for each step. Externally, Equip’s Manufacturing Supplier Manual establishes our monitoring requirements and communicates our expectation for partners to work with us to remediate any findings from visits, audits, or complaints. We have regular in-country meetings with our manufacturing partners. Personnel from Equip at all levels, including our Directors, Design, Development, Buying, Quality Control, and CSR teams have regular discussions and make frequent site visits.

We have Asian team members permanently based at four of our Asian manufacturing sites. The primary role of these colleagues is quality control; however, they are also familiar with both Fair Wear’s Code of Labour Practices and social audit requirements and will report any concerns to our CSR Team who follow up with the manufacturing partner.

After each site visit, Equip employees complete the Equip Site Visit Checklist that includes indicators relevant to all the standards in Fair Wear’s Code of Labour Practices, allowing our CSR team to follow-up with manufacturing partner if any concerns or shortcomings are reported.

Following several years of Covid restrictions, we were eager to start visiting manufacturing sites again in 2022-23. Our CEO, Director of Operations, Head of Development, and others were able to visit partners in Bangladesh, Indonesia, Myanmar, Philippines, and Vietnam. Many of our partners had multiple visits from Equip staff. Although Covid restrictions continued in China, our in-country colleagues were able to visit most of our key partners throughout the year. We visited the majority of our partner’s manufacturing sites, accounting to 94% of our 2022-2023 production volume.

94% of Equip’s production volume came from manufacturing sites visited by its teams in 2022-23

4.1.1 Audits

In addition to our Fair Wear membership, we require all our strategic manufacturing partners to be audited against [amfori’s BSCI Code of Conduct](#) (or equivalent) which establishes standards that companies must abide by to protect their workers’ human rights. The amfori BSCI Code of Conduct is directly comparable to Fair Wear’s Code of Labour Practices as both are based upon the same international human rights and labour rights treaties.

All our strategic manufacturing partners are required to be audited by third parties at least every two years. We expect our manufacturing partners to follow the principle of continuous improvement and remedy issues that are identified in the audit. We use amfori’s sustainability platform to monitor and verify partners’ improvements.

Equip’s CSR team is responsible for following up on remediation activities and offering guidance to manufacturing partners throughout our supply chain.

The CSR team has meetings at least every quarter with our strategic partners and regularly follows up on CAPs with all partners.

We also use Fair Wear audits at our strategic manufacturing sites to cross-reference the results of amfori BSCI audits. These audits assign greater importance to worker interviews providing us with new findings and further opportunities to improve conditions for their workers.

90% of our production volume in 2022-23 came from manufacturing sites that had been audited against either Fair Wear’s Code of Labour Practices or amfori’s BSCI Code of Conduct in the past 3-years.

The following subsections highlight the monitoring and remediation conducted in each of the eight countries we sourced from in 2022-23. We have included our manufacturing partners’ results, graded on a scale of A-E by the auditor, for the eight Performance Areas that are directly comparable to Fair Wear’s Code of Labour Practices.

90% of Equip’s production volume came from manufacturing sites audited at least once in the last three years

It should be noted that the amfori BSCI approach to the fifth standard differs from Fair Wear’s. Whilst Fair Wear focuses on living wages, amfori BSCI audits look at wider remuneration, which includes paying legal minimum wages and providing social insurance schemes for workers.

4.1.2 Workplace Dialogue & Representation

We recognise that promoting strong social dialogue and worker representation is key to achieving high social standards as they enable workers to identify issues and work with management to find resolutions. Effective dialogue allows sites to be self-enforcing, achieving improvement without the need for audits or external input. Social dialogue can be facilitated through several means: having elected worker representatives or worker committees that meet with management regularly; recognising trade unions; and operating effective grievance mechanisms.

Equip has always checked procedures that promote social dialogue at partners’ sites through audits. We started to collect additional social dialogue statistics from our partners in 2022-23 to have better insight.

A summary of the findings can be found below.¹

- 61% of sites have worker representatives or committees with reps elected in the last two years. The most, common arrangement was for the representatives to have quarterly meetings with management.
 - A further 22% had unelected worker representatives or committees. This is not something Equip encourages.
 - Of sites with worker reps, 67% included them in resolving grievances.
- 33% of sites have a recognised trade union and 28% determine wages through collective bargaining in dialogue with the trade union.
- All but one partner has an operational internal grievance mechanism.
 - We are working with the remaining partner to resolve this.
- 61% of sites surveyed their workers either annually or after each grievance was closed, to determine satisfaction with the mechanism.

¹ Note that this data is only applicable to partners that completed our 2023 survey. Sites which we either exited from or announced our exit from in 2022-23 did not complete the 2023 survey.

4.1.3 Gender-Responsive Due Diligence

Women account for the majority of the workforce that manufactures outdoor apparel and equipment globally. As risks of harm often differ between men and women, with women disproportionately affected by many impacts, it is critical that gender is considered when conducting due diligence in our sector.

Equip’s Responsible Business Conduct Policy explicitly commits our company to achieve gender equality and to strive to follow a gender-responsive due diligence process that ensures that gender is always considered when assessing risks.

In 2022-23, we updated our annual partner survey to collect new workforce demographics data and assess performance indicators that are relevant to ensuring gender is considered in mitigation. This data has allowed us to better understand how women are represented in management and social dialogue, both of which are key to achieving gender equality.

Equip’s 2022-23 results show²:

Average percentage of women workers	72%
Average percentage of women supervisors	50%
Average percentage of women managers	40%
Average percentage of women worker representatives	74%

The gender-equality data by role is presented per manufacturing site below. Throughout 2023-24 we will be using this data to prioritise our work with partners on improving gender equality.

² Note that this data is only applicable to partners that completed our 2023 survey. Sites which we either exited from or announced our exit from in 2022-23 did not complete the 2023 survey.

4.2. Bangladesh

We sourced from one manufacturing partner operating four sites in Bangladesh.

- All the Bangladeshi manufacturing locations we source from have been audited at least once in the past three years.
- Common Bangladesh audit findings were the prevention of discrimination and working hours. Although none of the audits identified discrimination, two sites did not have adequate anti-discrimination procedures. Equip has since provided guidance on what policies and procedures are required.
- Two of the sites had excessive overtime identified in their audits. We are working to understand the root causes of this. Our initial review suggests that overtime is more common in the runup to Eid as workers want to earn additional income.
- Our CEO, Director of Operations, Head of Development and Apparel Technical Manager made multiple trips to Bangladesh in 2022-23, visiting all sites.
- All these manufacturing sites have been inspected for fire, building, and electrical safety in compliance with the RMG Sustainability Council requirements (previously the Bangladesh Accord) and have made significant progress in correcting any issues.
- Bangladesh has the lowest average percentage of women supervisors across the countries we source from. Only 1 in 3 supervisors are women, whilst 1 in 2 is the average for the other countries. This is partially explained by a higher percentage of men working in apparel sector in Bangladesh, however, we recognise that this it is an issue that needs tackling. We will be working with our partners in 2023-24 to address this.
- We did not receive any complaints regarding our active manufacturing sites in Bangladesh in 2022-23. We did receive a complaint relating to a site that we had last sourced from in 2020. Another Fair Wear member brand still actively sourcing from the site, accepted responsibility for following up.
- We announced our exit from one of these facilities in 2022-23 primarily due to their quality not meeting our high standards. Additionally, our partner decided to consolidate production of products into two of the remaining three sites, resulting in only two sites continuing into the next financial year.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	Workers Managers	Trade Union
Bangladesh	12355	Yes	-	2022	A	A	A	A	C	A	A	>1000	-	-	-	-	-
Bangladesh	15439	Yes	-	2022	A	A	C	A	A	B	A	>1000	54%	40%	20%	Yes	Yes
Bangladesh	33996	Yes	-	2022	A	A	C	A	A	C	A	501-1000	69%	27%	13%	Yes	No
Bangladesh	34660	Yes	-	2022	A	A	A	A	A	A	A	>1000	72%	33%	45%	Yes	Yes

4.3. Cambodia

We sourced from one manufacturing partner operating one site in Cambodia in 2022-23.

- This site has been audited annually for the last three years and performs strongly with no major findings.
- We were unable to visit the site in 2022-23 due to Covid restrictions.
- We did not receive any complaints regarding the manufacturing site in Cambodia in 2022-23.
- We announced our exit from this site in early 2022. This site is operated by a manufacturing partner that runs another site in China which we have sourced from for eight years. We agreed to start production in their Cambodia site in 2021 as an opportunity for them to step-up and start producing more technical products. Within a season it became apparent that the site could not meet the standards we expect, and this was causing delays to their other production. We mutually agreed to stop sourcing from the site. We continue to work with the partner via their production site in China.
- We do not have access to gender and worker representation data for our site in Cambodia due to our data collection being conducted after we announced our exit.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	% Women Managers	Workers Committee	Trade Union
Cambodia	33824	No	-	2021	A	A	B	A	A	A	A	A	51-500	-	-	-	-	-

4.4. China

We sourced from 13 manufacturing partners operating 14 sites in China in 2022-23.

- Four of these sites were new in 2022-23, one of which is operated by a partner we already worked with.
- Of the 14 sites, 13 had been audited at least once in the past 3 years. 12 have completed an amfori BSCI audit and two completed a Fair Wear audit.
- The two common areas for audit findings in China were excessive overtime and missing social insurance payment. Excessive overtime is a persistent problem in China, affecting many industries. Equip works with partners to minimise the need for overtime by carefully planning production (see Section 3). However, address the structural root causes remains a significant challenge.
- In 2022-23 we worked closely with our key partner in China to address the excessive overtime that had been identified in their 2021 Fair Wear audit. Following several months of adapting our production planning and communicating with the site management, we were very proud to see that their 2022 BSCI audit showed that overtime had nearly been halved. Taking them from a C-grade to a B-grade audit.
- As China's international borders remained closed for 2022-23 due to Covid restrictions, our UK team were unable to visit. However, thanks to our in-country Asia production team, some of whom are permanently based at key manufacturing site, we were still able to visit our strategic sites in China.
- Our main manufacturing site in China last completed Fair Wear worker training in 2021.
- We received one complaint regarding a manufacturing site in China in 2022-23. See Section 5 for more information.
- We received our final orders from one site in 2022-23 which had announced it was permanently closing in the previous financial year. We continue to work with this partner through their other site in the Philippines.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	Workers Managers	Trade Union	
C h i n a	4576	No	2022	-	-	-	-	-	-	-	-	-	51-500	69%	52%	33%	Yes	Yes
C h i n a	5428	Yes	-	2022	A	A	A	A	B	D	A	A	501-1000	-	-	-	-	-
C h i n a	5483	Yes	-	-	-	-	-	-	-	-	-	-	51-500	68%	38%	50%	Yes	No
C h i n a	13311	Yes	-	2022	A	A	A	A	A	D	A	A	>1000	56%	56%	42%	Yes	No
C h i n a	15429	Yes	-	2022	A	A	A	A	B	D	A	A	51-500	84%	33%	60%	Yes	No
C h i n a	15430	No	-	2020	A	A	A	A	A	D	A	A	51-500	-	-	-	-	-
C h i n a	15431	No	-	2021	A	A	A	A	B	C	A	A	26-50	-	-	-	-	-
C h i n a	15432	Yes	2021	2022	A	A	A	A	B	C	A	A	51-500	84%	20%	50%	Yes	No
C h i n a	15433	No	-	2022	A	A	A	A	C	D	D	A	51-500	86%	71%	67%	No	No
C h i n a	15435	No	-	2020	A	A	A	A	B	D	B	A	51-500	45%	0%	33%	No	No
C h i n a	15436	Yes	-	2022	A	A	A	A	B	D	A	A	51-500	76%	54%	50%	Yes	Yes
C h i n a	15440	Yes	-	2022	A	A	A	A	B	D	A	A	51-500	95%	83%	33%	Yes	Yes
C h i n a	34144	Yes	-	2022	A	A	A	A	A	D	A	A	51-500	86%	63%	50%	Yes	No
C h i n a	35548	Yes	-	2022	A	A	A	A	B	D	A	A	51-500	66%	68%	50%	Yes	No

4.5. Indonesia

We sourced from one manufacturing partner in Indonesia in 2022-23

- This site has completed both an amfori BSCI and Fair Wear audit in in the past three years.
- This partner performs strongly in audits, with only minor findings to follow up on. This has allowed us to focus on promoting best practices. Since the site completed Fair Wear Social Dialogue training in 2021, we've worked with them to further promote dialogue.
- Our CEO visited this site multiple times in 2022-23 with additional visits from our Director of Operations, Head of Development and Apparel Technical Manager.
- Indonesia has the highest country average for the share of women managers. This site is one of two in our supply chain with more managers that are women than men.
- We did not receive any complaints regarding our manufacturing partner in Indonesia in 2022-23.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	% Women Managers	Workers Committee	Trade Union
Indonesia	5521	Yes	2021	2021	A	A	A	A	A	A	A	A	>1000	83%	53%	60%	Yes	No

4.6. Myanmar

We sourced from three manufacturing partners operating three sites in Myanmar in 2022-23

- We started sourcing from one new site in Myanmar in 2022-23. This was a short-term transition agreement that allowed us to immediately ease production pressure on other partners before gradually transferring production to the partner’s new facility in Bangladesh.
- The new Myanmar site has been audited annually by amfori BSCI Code of Conduct for the last five years, including three times since the coup in 2021.
- Previous audits of our new Myanmar site had shown that they did not have elected worker representatives, only appointed representatives. Following input from Equip, the sites 2023 audit report showed that they had elected representatives and met the required law.
- Despite the travel challenges, our CEO and Head of Development were able to visit this new site twice in 2022-23.
- Myanmar has the highest country average for percentage of women supervisors in our supply chain. Although we recognise this is still lower than the percentage of women workers.
- We received our final shipments from the other two Myanmar sites in 2022-23, having announced our exit in the previous financial year.
- We received one complaint regarding the manufacturing sites we source from in Myanmar in 2022-23, however, this related to a site we hadn’t sourced from since 2021. Another Fair Wear member brand still sourcing from the site, accepted responsibility for following up.

Despite Equip’s plans to remain in Myanmar to support its partners and create stability for many workers, it has become clear that this is becoming untenable. Equip’s priority is always to support the welfare and safety of the workers in Myanmar. Equip has worked with all its manufacturing partners to conduct enhanced due diligence processes throughout its time operating in the country. All factories where it has operations are foreign-owned with no business relationships with Myanmar military entities.

In October 2022, Equip formally initiated a responsible disengagement process from Myanmar. Phasing our production from the remaining site to the partner’s new site in Bangladesh. The [Myanmar Responsible Disengagement Statement](#) on our corporate webpage provides further information.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	Workers Managers	Trade Union	
Myanmar	9416	No	-	-	-	-	-	-	-	-	-	-	501-1000	-	-	-	-	
Myanmar	10775	No	-	-	-	-	-	-	-	-	-	-	501-1000	-	-	-	-	
Myanmar	34378	Yes	-	2023	A	A	A	A	B	C	B	A	>1000	80%	59%	40%	Yes	No

4.7. Philippines

We sourced from one manufacturing partner in the Philippines in 2022-23

- The site last completed an amfori BSCI audit in 2021. They performed well with no urgent findings to address.
- Both our CEO and Director of Operations visited the site in 2022-23.
- We did not receive any complaints regarding our manufacturing partner in the Philippines in 2022-23.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	% Women Managers	Workers Committee	Trade Union
Philippines	33872	Yes	-	2021	A	A	A	A	A	A	A	A	>1000	70%	56%	40%	Yes	No

4.8. United Kingdom

We’re proud to still operate our manufacturing site in Derbyshire, UK. This is where we hand fill all our down sleeping bags, manufacture our expedition gear, and repair and wash our customers’ cherished products.

We do not use external auditors to monitor our manufacturing site for two reasons. Firstly, Fair Wear has designated the UK a ‘low-risk country’ which does not require auditing given the effective labour regulations. Secondly, we have direct oversight of our site with all our manufacturing team members being directly employed, some of which who have worked for us since Rab was founded in 1981. The site is less than 2km from Equip’s HQ.

- We did not receive any complaints from our UK manufacturing site through the Fair Wear complaints hotline in 2022-23.
- Our manufacturing site is visited weekly by our Senior Operations Team, as well as frequently by our CSR and Development teams.

4.9. Vietnam

We sourced from two manufacturing partners in Vietnam in 2022-23

- One of the two manufacturing sites was audited at least once in the past three years. Their audit report showed high standards with only minor findings to follow up on.
- We have staff permanently based at one of these sites.
- Our CEO and Directors of Operations visited one site in 2022-23. The other site was not visited in 2022-23.
- We did not receive any complaints regarding our manufacturing partners in Vietnam in 2022-23.
- We announced our exit from one manufacturing partner in Vietnam in 2022-23, primarily to allow us to consolidate our production of equipment and reduce the tail-end of our supply chain.

Country	Fair Wear ID	Visited in 2022-23	Fair Wear Audit	amfori BSCI audit	1. No Forced Labour	2. Freedom of Association	3. No Discrimination	4. No Child Labour	5. Remuneration	6. Working Hours	7. Health & Safety	8. Employment contracts	Workforce Size	% Women Workers	% Women Supervisors	Workers Managers	Trade Union	
Viet Nam	11333	Yes	-	2021	A	A	A	A	A	A	A	A	>1000	79%	58%	50%	No	Yes
Viet Nam	14390	No	-	-	-	-	-	-	-	-	-	-	>1000	-	-	-	-	-

5. Complaints Handling

Fair Wear's Complaints System is an important element of effective monitoring of manufacturing sites. It enables workers' voices to be heard and provides us with insights into the working conditions in our manufacturing partners' manufacturing sites. The system does not seek to replace internal grievance mechanisms but acts as a safety net that workers can call upon if internal mechanisms fail.

When a complaint is raised by a worker, the details of the complaint and which manufacturing site it regards are passed to us as a member brand. Importantly the complainant remains anonymous unless the worker consents otherwise. If the manufacturing partner does not agree with the complaint, Fair Wear will investigate if the complaint is grounded or not.

Equip's CSR team is responsible for responding to any complaints. They work with the manufacturing partner and other brands sourcing from the site to resolve the issue and address root causes so that it doesn't happen again. Fair Wear verifies that the issue has been resolved, typically by corresponding with the complainant. You can find out more about how Fair Wear's Complaints System works [here](#).

All our new manufacturing partners are informed about Fair Wear's complaints system as part of our onboarding process. We require all partners to annually provide us with photographic evidence of information about the Complaints Helpline being displayed in the local language at their sites.

In 2022-23 we received four complaints through the Fair Wear Complaints System. Three of these related to manufacturing partners that we no longer sourced from. In all these cases, the site continued to manufacture for another Fair Wear member brand. Equip therefore left remediation to the remaining brands who would have ongoing relationship.

The fourth complaint related to one of our manufacturing partners in China:

Complaint No. 1322	
Country:	China
Labour Standard(s)	Employment Relationship
Summary:	<p>The complainant reported that unfair termination of employment had taken place after a formal resignation. Subsequently this resulted in termination of employment and lack of payment and compensation for notice period.</p> <p>The partner claims that the termination was lawful. The complainant cites alternative circumstances which led to the termination.</p> <p>If proven in the complainants favour the result will require financial compensation.</p>
Status:	Ongoing

6. Training and Capacity Building

6.1. Informing Our Teams

Our membership of Fair Wear is important to our company. It is regularly communicated to our employees. We achieved Fair Wear Leader Status in July 2022 and were proud to celebrate by sharing the outcome of our 2021-22 Brand Performance Check with all our global employees on 1st August 2022.

We also held separate meetings with our Board and our Buying and Development departments to discuss in detail how we can implement Fair Wear’s recommendations.

The Head of Corporate Communications and CSR has regular review meetings with the CEO, where the results, recommendation and priority areas are reviewed against progress.

Internal induction meetings are held with new starters across many departments, some of which would be less familiar with Fair Wear on a day-to-day basis. We share our Fair Wear activity, focus areas and the importance of the collaborative work we are doing with other brands to improve working conditions.

6.2. Informing Our Manufacturing Partners

Informing workers in our supply chain about Fair Wear and the Code of Labour Practices (COLP) is a central element of our approach. In 2021-22, we commissioned Fair Wear training at two of our strategic manufacturing partners to ensure workers were aware of their rights and knew how to raise complaints if issues were not addressed internally.

61% of Equip’s 2022-23 production volume came from manufacturing sites where the workers have been trained by Fair Wear.

In 2022-23 we also encouraged our manufacturing partners to join specific Fair Wear webinars that were relevant to their contexts. These included changes to local labour laws and how to operate safely during Covid outbreaks.

7. Information Management

As established in our Due Diligence Policy, Equip requires all manufacturing partners to complete Equip’s Partner Questionnaire annually to ensure we have up to date information.

This includes information on any subcontractors used by manufacturing partners. All information gathered through this process is cross-checked with information previously provided and the information available on the amfori Sustainability Platform.

In 2022-23 we changed the way we asked partners about subcontractors. We now assume that they use subcontractors unless they told us otherwise, rather than the reverse. This resulted in us identifying seven subcontractors used by existing partners that we didn’t have oversight before.

When our staff visit manufacturing locations, they complete a site visit checklist that is sent to our CSR team. This checklist reminds staff about the indicators highlighting unreported subcontracting which they are encouraged to report to the CSR team to follow up on.

8. Transparency

Equip is a proud member of Fair Wear and communicates this externally to retailers and consumers. We posted our 2021/22 Brand Performance Result relating to our recognition as a Fair wear Leader Brand on our social media channels, our external electronic newsletter and use on-garment logos and point of sales displays. We use it as an opportunity to further educate customers about Fair Wear.

We dedicated multiple pages of our [2022/23 Sustainability Report](#) to our Fair Wear membership

We share our progress with brand ambassadors, sponsored athletes and other stakeholders through face-to-face meetings, webinars and seasonal launch events.

Additionally, recognising the importance of our decision to disengage from Myanmar, we published our [Myanmar Responsible Disengagement Statement](#) on our corporate policies webpage.

9. Stakeholder Engagement

Equip is a member of various industry associations which focus on human rights and sustainability. These include the European Outdoor Group, European Outdoor Conversation Association, the Outdoor Industry Association, the Higg Index, and the Microfibre Consortium. We regularly attend meetings and webinars organised by Fair Wear and these associations and work with other members to address sector-wide sustainability issues.

You can find out more about our wider sustainability commitments and projects on our brand and corporate website and in our [Rab DNA Sustainability Report](#) that is published annually in June.