

Equip Outdoor Technologies UK Ltd Modern Slavery Act Statement 2019-2020

Modern slavery categorises offences of slavery, servitude and forced or compulsory labour and human trafficking. Freedom of movement and the human rights of all people working directly or indirectly for Equip Outdoor Technologies are of utmost importance to us. We are committed to protect and uphold these rights throughout our organisation and our supply chain. Modern slavery has no place in our business or in the world in which we live.

This statement meets the requirements of the UK Modern Slavery Act 2015 to prevent modern slavery in organisations and their supply chains. Organisations are required to make this information known through a public statement.

This is Equip Outdoor Technologies UK Ltd's second statement made under the Modern Slavery Act 2015 and constitutes our modern slavery statement for the financial year ending 31st January 2020.

Our values

Equip Outdoor Technologies UK Ltd specialises in the design and marketing of technical outdoor equipment. Our experienced and enthusiastic team develop innovative designs, manufactured across the globe to the highest standard and brought to market throughout the world.

Throughout our organisation, we take our social responsibilities very seriously and believe that as a business we have absolute responsibility to bring a positive contribution to the lives of the people that work both directly and indirectly for Equip.

Our business and our supply chain

Equip Outdoor Technologies UK Ltd is an international business with the head office based in Derbyshire, UK. We are proud to own two specialist outdoor brands – Rab (est 1981) and Lowe Alpine (est 1967). We design exceptional product to meet the needs of our active customers. We encourage our teams to thrive and be part of our success.

Equip does not own or operate any overseas manufacturing facilities, but we contract partners to do so to our required standards. Many of these contract relationships have been in place since the origin of our brands. We do own and operate a Rab manufacturing facility in the UK.

Our Rab supply chain has five major suppliers. This includes three suppliers in China and one supplier in each of Indonesia and Myanmar.

Lowe Alpine has one major supplier based in Vietnam.

These major suppliers are called Tier 1A suppliers and are the factories that supply us directly. In addition to this, we have 15 secondary suppliers.

Through our supply chain we indirectly employ over 8000 people through our suppliers.

We have regular and frequent in country meetings which help to forge the long-term relationships we rely on to produce our quality products to the standards and in the environment we require. Personnel from Equip at all levels, including design, operations, materials planning and buying will have day to day discussion and frequent site visits. Our overseas operations can be visited by Equip personal up to eight times a year.

Our policies and approach

With Equip Outdoor Technologies UK Ltd's product supply chain predominately situated in Asia we realise we must be extremely vigilant in ensuring standards are met to eradicate modern slavery. We take our responsibility to protect and uphold human rights throughout our organisation and supply chain extremely seriously.

We do this by:

- Demanding fair wages in all the factories we work with;
We make sure we work with partners in countries and areas that most benefit from the wages and employment that our business brings. We understand we have the chance to improve the lives of the people that work for us and insist all employees of the factories we work with are on a fair and living wage.
- Maintaining long term relationships with our suppliers;
This allows the factories we partner with to invest in both the individuals that work there and the facilities they can provide them with. We understand long terms partnerships don't guarantee good working conditions, however we work hard to develop this over time and hope that the influence Equip can have on suppliers continues to increase.
- Ensuring continuous production schedule with suppliers;
People rely on consistent and regular earnings. Brands that place orders once a year make it hard for factories to employ their workers continuously. In contrast with this, we work in partnership with our factories to ensure individuals are able to earn every day of the year.
- Minimise the number of disruptive short-term delivery requests;
It has been shown that short term deliveries can fuel the overtime issues that are common place in many factories. When a brand places an order with a short delivery time, the factory often increases overtime to meet deadlines. Whilst all overtime in all our factories must be voluntary; there can be an implied pressure, which can be hard to monitor. By avoiding short term deliveries, we reduce the chances of this.
- Recognising UK factories have a viable risk from modern slavery;
Zero hour contracts are perceived to be a form of modern slavery which is widely operated within the UK manufacturing sector. We believe zero hour contracts are a form of modern slavery and Equip do not and will not operate such practices.
- Adherence to Equip Outdoor Technologies UK Ltd's Supplier Manual;
All Tier 1A suppliers are expected to adhere to the Supplier Manual, which outlines minimum standards around our Ethical Requirements including:-
 - Forced labour
 - Child labour
 - Harassment and abuse
 - Wages and benefits
 - Non-discrimination
 - Health and safety
 - Hours of work/overtime
 - Environment
 - Documentation and inspection
 - Freedom of association
 - Subcontracting and changes in manufacturers, factories or vendors or change of control
 - Animal welfare
 - Anti-bribery and corruption
 - Fair and free trade

Our business and supply chain due diligence and risk assessment

Equip Outdoor Technologies UK Ltd has a long-standing relationship with the factories in our supply chain. Whilst this does not mitigate the risks, it does allow a relationship of mutual trust, understanding and shared values. Our key activities to monitor progress, and mitigate risk include:

- Each of the Tier 1A factories is visited at least quarterly by an Equip Outdoor Technologies UK Ltd Director with frequent team visits in addition to this.
- All factories have recognised industry standard audits and action plans in place (including WRAP, BSCI, Fair Wear) with action plans in place. From 2019, these audits were assessed internally to more diligently follow up on action plans and make a commitment to continually improve against industry standards and processes.
- In the larger supplier's factories, we have our own Equip Outdoor Technologies UK Ltd staff permanently based on site.

In 2019 we created a new CSR position to provide added focus on ensuring that our supply chain adheres to the CSR principles and standards expected by Equip Outdoor Technologies UK Ltd.

Looking ahead

- Our Equip Outdoor Technologies UK Ltd's Supplier Manual is being refreshed and will be fully communicated to all Tier 1A supply chain staff, with clarity on how to seek support and eradicate risk.
- Continue a journey to audit our smaller tier 1B suppliers throughout the 2020-21.
- Assess the likely risk in the material suppliers we use to make the fabrics that our products are made from.

This statement covers the financial period January 2019-January 2020 and has been approved by the Board of Equip Outdoor Technologies UK Ltd.

Matt Gowar

Chief Executive Officer at Equip Outdoor Technologies UK Ltd.

22nd February 2020