



COVID-19 corporate responsibility update from Pentland Brands

Working with our suppliers

During the COVID-19 global pandemic the safety and wellbeing of those working within our supply chain, and the communities in which we operate, continues to be of the utmost importance to us and at Pentland Brands we are already taking action.

We endorse the call to action initiative convened by the International Labour Organisation (ILO) to address COVID-19 impact on the global garment sector and, as a founding member of ACT (Action, Transformation, Collaboration), we have committed to paying for goods produced for Pentland Brands and so we will continue this during the COVID-19 pandemic. You can find more information about the ACT member commitments at <https://actonlivingwages.com/purchasing-practices/>

We have also been working together with our suppliers on any rephrasing of orders and looking to mitigate impact and, in some cases, our suppliers have switched to producing PPE/Covid-19 related goods.

Health and safety within our supply chain is important to us and forms part of our regular auditing practice. Due to the need for increased safety and hygiene measures during the COVID-19 pandemic we have also shared industry best practice guidance with our suppliers.

We value our partnerships with our suppliers and in many cases have long standing relationships, which we have held over many years, and we are working together to help them navigate through this difficult period and to reassure them of our long-term commitment to them.

Protective clothing & equipment for frontline workers

Our brands and suppliers have been working to find ways to support the global efforts for personal protective clothing and equipment for frontline workers.

- + 4,500 Speedo goggles have been donated - 2,000 to US hospital partners, via the Swim Across America organisation, and 2,500 to Shield for redistribution to charities supporting UK frontline workers.
- + 30,000 masks and 1,400 pieces of Endura protective eyewear have been donated to UK GP surgeries and health centres.
- + The Speedo Fastskin supplier in Portugal is manufacturing masks for public and healthcare professionals. Speedo has also waived its exclusivity conditions for its goggle supplier in China, so it can manufacture PPE visors and protective goggles and its manufacturer in Vietnam is also manufacturing masks.

Supporting & thanking frontline workers

Our brands have been active in supporting and thanking the frontline workers for everything they are doing to care for those affected, and for keeping us safe.

- + Berghaus has offered all UK key workers - including nurses, paramedics, refuse collectors, delivery drivers and any other role providing a key service – a 50% discount all products on www.berghaus.com.
- + Endura has also offered NHS workers 50% off everything on www.endurasport.com, as a thank you for their bravery and superhuman efforts during the current COVID-19 crisis.
- + SeaVees has donated 500 pairs of shoes to US healthcare workers and is offering care packages to nominated frontline workers in California.
- + ellese is running a charity T shirt design competition, where the winning designs will be sold on www.ellese.com and all proceeds will go to support frontline workers via the World Health Organisation's COVID-19 Solidarity Fund.

Supporting charities & our communities

During these unsettling times, it's more important than ever that we come together to help those in need, so we've made a number of product and financial donations to support those impacted.

- + We have donated products to our charity partner, In Kind Direct, for redistribution to UK charities working in the UK and overseas (including 3,000 Mitre balls).
- + We have donated to Mediciens Sans Frontiers (Doctors Without Borders), who are delivering medical services to some of the most vulnerable people at risk from the global pandemic, in areas that don't normally have access to medics and healthcare. We have also donated to the Red Cross, to show our support for the heroic efforts of the doctors and nurses and those working in Wuhan and Hubei communities.
- + In the UK, we have made donations to the Trussell Trust (working to provide emergency food to people in crisis), the London North West University Healthcare Trust (providing care packages and equipment to the amazing staff at North West London hospitals) and the National Emergencies Trust (raising funds to help frontline local and grassroots charities provide vital support to individuals suffering hardship).
- + We've also agreed to fund-match any of our employees raising money as part of the 2.6 Challenge. Additionally, many of our employees are supporting their local communities through volunteering, fundraising, or making PPE clothing and equipment.