



Ethical Materials Policy

2021

About Pentland Brands Ltd

Pentland Brands Ltd is the brand management division of Pentland Group plc.

Our brands include Berghaus, Canterbury of New Zealand, Ellesse, Endura, KangaROOS, Mitre, SeaVees, Speedo and Red or Dead. We are the UK licensee for Kickers.

We are committed to doing business responsibly and recognise the importance of sourcing raw materials ethically.

Policy overview

Pentland encourage suppliers to improve the environmental efficiency of their manufacturing facilities; specifically reduce energy use, water use and waste, and to preserve biodiversity. This Ethical Materials Policy applies to all products sold under the name of any of the Pentland family of brands, whether sourced directly from manufacturers or by licensee partners. It covers Pentland Brands Ltd's requirements regarding the ethical and environmentally-responsible sourcing of materials derived from animals and plants

Please especially note that:

- We do not permit the use of real fur.
- We do not permit the use of any products from threatened species that appear on the CITES (Convention on International Trade in Endangered Species) or IUCN (International Union for the Conservation of Nature) lists.
- Any animal-derived materials used must be a by-product of animals farmed and slaughtered for the food industry, and sourced from suppliers with good animal husbandry.
- Cotton must not be sourced from Uzbekistan, Turkmenistan or Xinjiang region of China.
- Materials made from wood pulp must be FSC or PEFC certified.
- We do not permit any sourcing or business activity in the Xinjiang region of China

Brands' additional requirements

Pentland's brands reserve the right to have their own, more stringent requirements additional to this policy. Brands will communicate any additional requirements to manufacturers and/or licensee partners.

Manufacturers' and licensees' responsibility

It is responsibility of all Pentland Brands manufacturers and licensees to ensure our brands' products are compliant with this Policy and with all applicable laws and regulations, including export or import restrictions / certifications and labelling requirements.

Policy compliance is included in, or additional to, all legal partnership agreements relating to the manufacture of Pentland brands' product lines.

Pentland's brands reserve the right to require manufacturers and licensees to provide details of any material and its source at any time.

Materials derived from animals

Any animal-derived materials used in Pentland Brands products must be a by-product of animals farmed and slaughtered for the food industry, and sourced from suppliers with good animal husbandry.

We do not permit the use of any products from threatened species that appear on the CITES (Convention on International Trade in Endangered Species) or IUCN (International Union for the Conservation of Nature) lists.

Additional requirements include:

Leather

- Leather must only be sourced from the following species:
 - Bovine (cattle and buffalo)
 - Pig
 - Sheep
 - Goat
- Materials must not have been derived from forced abortion or culling at birth, nor obtained while the animal is still alive.
- Leather must not be sourced from animals reared in India, China or the Amazon biome. Pentland reserves the right to require manufacturers and licensees to obtain written certification from tanneries that they are supplying leather from animals raised outside of these regions.
- Leather should be preferentially sourced from tanneries awarded a Gold, Silver or Bronze certification by the Leather Working Group.

Fur and hair

- Real fur must not be used in any Pentland Brands product.
- Animal hair products must only be sourced from cow, sheep and goat. Angora or rabbit hair must not be used in any Pentland Brands product.
- Animal hair must not be sourced from animals reared in cages.
- Animal hair must not be harvested by live plucking.

Feathers and down

- Feathers and down must only be sourced from duck and geese.
- Feathers and down must not be sourced from suppliers that practise live plucking.
- Feathers and down must not be sourced from suppliers that force-feed birds.
- Down should be preferentially sourced from suppliers complying with the Responsible Down Standard (RDS). All down used in Berghaus products must be RDS-certified.

Wool

- Wool must not have been sourced from producers practising mulesing.
- Wool should be preferentially sourced from suppliers complying with the Responsible Wool Standard (RWS).

Materials derived from plants

Cotton

- Raw cotton must not be sourced from Uzbekistan, Turkmenistan or Xinjiang region of China.
- Pentland reserves the right to require manufacturers and licensees to identify the country of origin of raw cotton used in our brands' products.
- Sustainable cotton, including BCI-certified or organic, should be preferentially sourced.

Wood pulp

- Any materials made from wood pulp (such as lyocell and modal) must be 100% certified by the Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC).
- Packaging made from wood pulp or paper should preferentially be FSC/PEFC certified or post-consumer recycled.

Bio-plastics and bio-synthetic fibres

- Any bio-plastics or bio-synthetic fibres used in Pentland Brands products and packaging should be sourced sustainably.

Upon receipt of this policy, you must notify the Corporate Responsibility team within 30 days if you are not in compliance with any part of this policy to cr@pentland.com