

POSITIVE BUSINESS REPORT »»

2023

»»ENTLAND
BRANDS

This is Pentland Brands' fifth annual Positive Business report, evaluating improvements made during the period January 2023 - December 2023 and our plans for 2024 and beyond. It was approved by the Pentland Brands Executive team on 27/08/24. Our previous Positive Business reports can be viewed [here](#).

We welcome your feedback on how we can improve our policies and approach to corporate responsibility. To get in touch, email corporate.responsibility@pentland.com

1	CEO's message	3
2	About	4
3	Highlights	6
4	Brands	7
5	Governance	14
6	People	18
7	Planet	24
8	Next steps	32

Letter from our CEO

More than ever, innovation and adaptability are key to building a business fit for the future. Reflecting on 2023, we faced numerous challenges but it was the resilience of our teams and the strength of our brands that made it successful.

We continue to enhance our brands by evaluating our impact, which is guided by our 100-1-0 positive business strategy. Our goals are ambitious: helping 100 million consumers lead positive, active, sustainable lifestyles, improving the lives of one million people in our communities and achieving net zero emissions. We've aligned these objectives with the United Nations' Sustainable Development Goals, which tackle inequality and address climate change.

In 2023, we built on past successes, helping 21 million consumers and assisting 175,000 people in our communities. To advance our net zero ambitions, we partnered with Segura, a technology platform that helps us drive more transparency and traceability. We also hosted our first-ever vendor roadshow, a collaborative event that brought together our teams with suppliers to explore innovation, sustainability, and how we can build brands to succeed now and into the future.

As a business that prioritises health, wellbeing and confidence, we're proud to support the World Federation of the Sporting Goods Industry memorandum of understanding with the World Health Organisation to improve global health. Across the globe activity levels are declining, which is why we're proud our brands get people moving.

Once again, our brands promoted healthier and more sustainable lifestyles. Speedo's Swim United programme helped children become more active, confident and safe in the water and Canterbury financially supported more women to participate in grassroots rugby. I'm also proud to share that Berghaus announced its B Corp status, our first brand in our portfolio to join the global network of businesses doing good. We're excited to see our brands embark on this path and plan to certify more in 2024. As a global business impacting millions of consumers, we also participate in and contribute to many industry groups and organisations.

I believe that 2024 is going to be a great year for our brands and I can't wait to see more category-leading products and positive business campaigns. Together, we'll find new ways to pioneer brands that make life better and inspire the next generation of consumers.



Chirag Patel
CEO, Pentland Brands



About us

Pentland Brands is the name behind some of the world's best sports, outdoor and lifestyle brands. We own Speedo, Berghaus, Canterbury of New Zealand, Endura, ellesse, Red or Dead, KangaROOS and Mitre. We're also the UK footwear and apparel licensee for Kickers and manage the Fitco business. Our products are sold either directly or by licensees and distributors.

Pentland Brands is a division of Pentland Group, a privately owned, global brand management company with retail and wholesale businesses in sports, outdoor and fashion.

+ 21
offices across
4 continents

+ 1,300
employees
globally

+ 190
countries
products
available in

Over
+ 100,000
people working
in our supply
chain

 **berghaus**

 **ellesse**

Kickers

Mitre

 **canterbury**

Red or Dead

 **KangaROOS**

speedo 

ENDURA 



[CEO's message](#)

[About](#)

[Highlights](#)

[Brands](#)

[Governance](#)

[People](#)

[Planet](#)

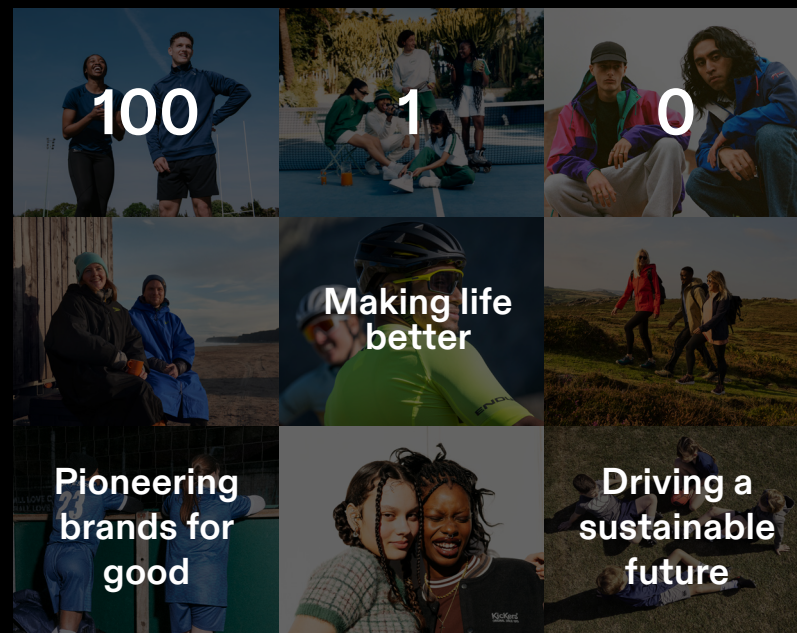
[Next steps](#)





Positive business

Our positive business strategy sets out three goals to take action for people and planet by 2032. We will help 100 million consumers live positive, active and sustainable lifestyles, we will improve the lives of 1 million people in the communities we operate in, and we will be a net zero business. This strategy is shaped by the United Nations' Sustainable Development Goals (SDG), with this report showing how we tackle global inequalities and environmental challenges. Read more [here](#).



CEO's message

About

Highlights

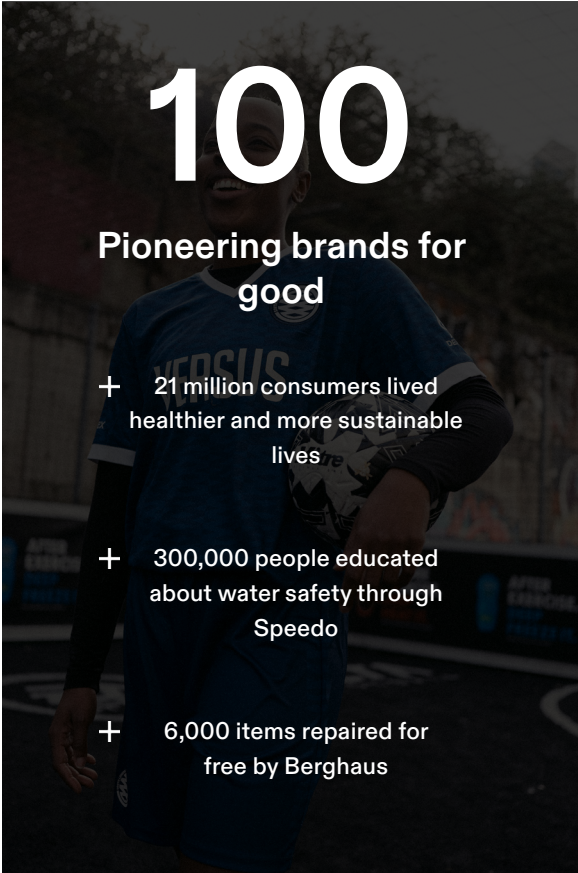
Brands

Governance

People

Planet

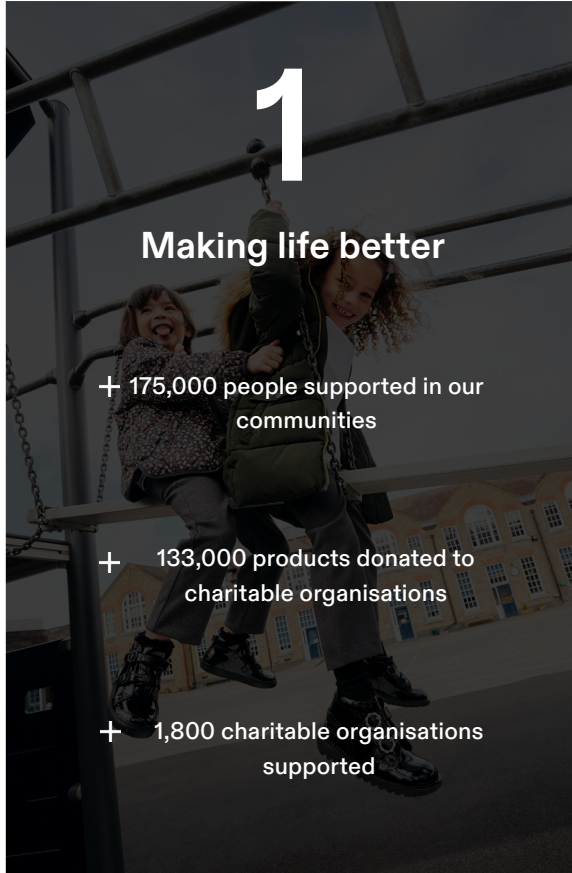
Next steps



100

Pioneering brands for good

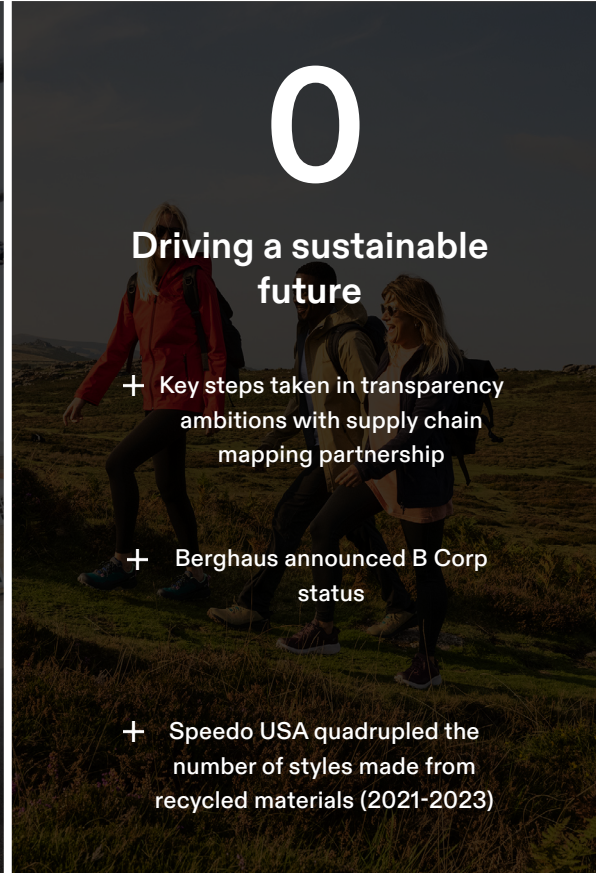
- + 21 million consumers lived healthier and more sustainable lives
- + 300,000 people educated about water safety through Speedo
- + 6,000 items repaired for free by Berghaus



1

Making life better

- + 175,000 people supported in our communities
- + 133,000 products donated to charitable organisations
- + 1,800 charitable organisations supported



0

Driving a sustainable future

- + Key steps taken in transparency ambitions with supply chain mapping partnership
- + Berghaus announced B Corp status
- + Speedo USA quadrupled the number of styles made from recycled materials (2021-2023)





Speedo is on a mission to inspire more people to swim and embrace innovation and sustainability in its products.

+ Speedo's Swim United programme provided swim lessons to 5,000 children and taught water safety to over 300,000 people. In the UK, its innovative pop-up pool programme taught swimming skills to kids, addressing the issue of 1 in 3 children leaving primary school unable to swim. It also presented a report to the UK Government, lobbying for greater water equity. In the USA, it raised awareness about water safety and donated swim safety products, while in South Africa, it supported an organisation that offers swim lessons to communities in rural areas.

+ Speedo's Outsiders Club promoted the benefits of wild swimming and its positive impact on mental and physical health. It shared real stories from outdoor swimming communities across the UK to inspire others to try swimming and experience its many benefits.

+ Speedo continues to explore ways to help its consumers buy better by focusing on quality and sustainability. Demonstrating this commitment, the swimwear brand's USA division quadrupled the number of styles made from recycled materials in only two years (2021-2023).





As a B Corp, Berghaus is committed to creating long-lasting and repairable gear and making the outdoors more inclusive.

- + Berghaus became a B Corp in 2022 and announced its status in 2023, joining the global network of businesses dedicated to positive change.
- + From mountain peaks to city streets, Berghaus continued to encourage more communities to enjoy the physical and mental benefits of the outdoors. It supported the charities Outward Bound Trust and Millimetres to Mountains and launched a hiking Hijab co-created with a Berghaus ambassador, Zahrah Mahmood.
- + It donated products to In Kind Direct, Oxfam and Red Cross, benefiting 265 charitable organisations through these contributions.

- + The Ascension Series set new standards of inclusivity in adventure filmmaking, documenting inspiring personal stories of inclusivity in the outdoors. Episodes were designed to be fully accessible, featuring audio descriptions, subtitles and British Sign Language – a first for the outdoor industry.
- + Berghaus' free repairs service keeps its gear in use for longer. In 2023, it repaired over 6,000 items, amounting to 15,000 free repairs since 2021.





The global brand continued to support charity initiatives and champion diversity in the fashion and sports world.

+ In a pioneering move to champion emerging international fashion talents, ellesse teamed up with Graduate Fashion Foundation (GFF) to launch the GFF x ellesse Tailors Programme. From Rome to Bournemouth, ellesse engaged with and inspired fashion students to think bold. Prizes for the competition include a mentorship and the opportunity to showcase at Graduate Fashion Week in London in 2024.

+ ellesse partnered with charity: water to provide clean water access to its communities in India, one of its sourcing countries. The organisation works in communities where there is little access to clean water and they build piped water systems so people can access clean water in their homes.

+ ellesse believes athletes, like its fashion, are here to redefine boundaries. Its support of UK tennis ambassador Alfie Hewett, a leading name in wheelchair tennis, demonstrates how sports can be empowering and life-changing.



Mitre

Mitre harnesses the global impact of football to demonstrate how sports can transform lives.

- + Mitre supported the Homeless World Cup, an annual event that brings together teams of men and women who are homeless or have experienced homelessness to represent their country. From 2020, Mitre has been the Official Supporter of the event, providing match balls for three years.
- + Once again, Mitre continued to inspire individuals and communities to lead active and healthy lifestyles by donating products to the UK charity In Kind Direct.

- + Mitre continues to champion women's football. The Girls United x Mitre x Power League promoted safe places for women to play football. It also honoured the contributions of women in football by helping to tell the story of the 1971 England Women's Team, known as the 'Lost Lionesses', presenting them with upcycled caps and a hand-crafted bespoke Mitre football to commemorate their incredible achievements in women's football.





Canterbury of New Zealand is building inclusive sporting communities and promoting mental health.

- + With more than one million girls giving up on sport as a teenager, Canterbury's FWD Fund knocked down financial barriers to encourage more women to take part in grassroots rugby. First launched in 2022, the fund supports rugby players, coaches, supporters or grassroots clubs with kit, equipment or funding.
- + Canterbury teamed up with the mental health charity, Brave Mind, to start the conversation around mental wellbeing in rugby and redefine what it means to be 'tough'.

- + The Ireland women's rugby team swapped its traditional white shorts for navy, a game changing move led by Canterbury of New Zealand and the IRFU in response to players' feedback about period anxieties. As part of the shift, teams and players who had previously purchased white women's shorts from Canterbury could trade them in for a different colour for free.





This Scotland-based brand shows how cycling can be a force for change.

- + Endura demonstrated its commitment to making cycling more accessible in underserved communities by proudly supporting the Pump for Peace team, a group of exceptional professional mountain bike riders hailing from Iran, Lesotho and South Africa. It helped provide these riders with opportunities to excel in the high-performance cycling world and encourage their own communities to embrace an active lifestyle.
- + It raised awareness for inclusivity in cycling through its award-winning film, Flow, an inspiring story highlighting how neurodivergence shapes the riding experience of two mountain bikers.

- + For Brain Awareness Week, Endura collaborated with The Brain Charity to promote helmet use for cycling.
- + Over the years, the team has worked hard to place sustainability at the heart of everything it does. It applied for B Corp certification in late 2023, aiming to become part of the global network of businesses dedicated to positive impact across various sectors.



This footwear brand champions diversity, inclusivity and doing things a little differently.

- + Kickers continued its long-standing relationship with the charity Show Racism the Red Card, supporting 'Wear Red Day,' the national anti-racism fundraising day for schools. It also delivered anti-racism workshops for Pentland Brands' global leaders.
- + It donated over 750 pairs of footwear to the charity In Kind Direct, reaching 171 charitable organisations and social enterprises.
- + Kickers supported young creative talent at the Baltic Weekender Festival, hosting a competition for young DJs to win a slot.

- + Through its partnership with Reskinned, a company focused on second-life solutions, Kickers saved 500 pairs of shoes from landfill. Customers can trade in used footwear for online credit, while Reskinned reuses, resells, or recycles all received products.
- + It further expanded its PETA-approved vegan footwear range to include vegan patent options as part of the 'Back to School' range. It also met its target for all leathers to be a 100% Leather Working Group compliant and its packaging (shoeboxes and tissue paper) is now 100% recycled and 100% recyclable.



Governance

We embed good governance and a culture of 'doing the right thing' through robust policies and governance structures, legal training for all employees and social audits. This ensures we continue to act responsibly to our people, consumers and the communities we operate in.

Activity	Status	Progress	SDG
Provide e-learning training on key compliance areas	Complete	We provided online training on modern slavery, anti-bribery and corruption, personal data and competition law.	8
Continue with risk assessment across key business functions	Complete	The internal group met regularly to identify, monitor and measure risks.	17
Review upcoming legislation	Ongoing	We reviewed upcoming legislative changes and customer requirements.	8
Continue to review and publish our ethical trade policies	Complete	We reviewed Our Standards, Corporate Responsibility Charter and Restricted Locations Policy.	8



Governance

We strengthen our approach to positive business through regular collaboration across the business. This ensures we are continuously evaluating environmental, social and economic risks and opportunities, allowing us to make more informed and coherent decisions.

Our code of conduct, outlined in Our Standards, sets out our expectations for our employees, suppliers and partners. Our Executive team oversees all the areas detailed in [Our Standards](#), including responsibility for human rights, supply chain and the environment.

Our dedicated teams, leaders and committees help us put our principles into practice, each with individual focus areas including diversity, inclusion, sustainability and charity.

Governance structure

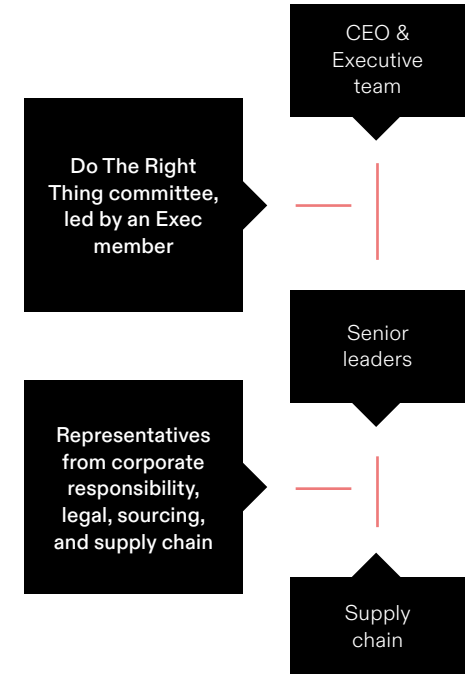
Our Do The Right Thing committee evaluates the risks and opportunities in our supply chain, including those related to ethics, integrity and the environment. It also reviews upcoming legislative changes and customer requirements and is made up of representatives from supply chain, sourcing, corporate responsibility and legal.

Our Risk committee unites stakeholders across key functional areas to strengthen the effectiveness of risk management in the business. They identify, monitor and measure risk to improve awareness and accountability.

We promote ethical behaviour through:

- + Compulsory online legal training modules so our people do business ethically and responsibly. These include modern slavery, anti-bribery and corruption, personal data and competition law.
- + Managing our risks through social audits to ensure compliance with the ethical, social and operational criteria set out in Our Standards. Our audit data can be viewed in our [Modern Slavery report](#).
- + Our whistleblowing service ensures any employee can safely raise an issue. This goes together with our Speak Up policy that reflects our commitment to conduct our business honestly, ethically and transparently.

Governance structure



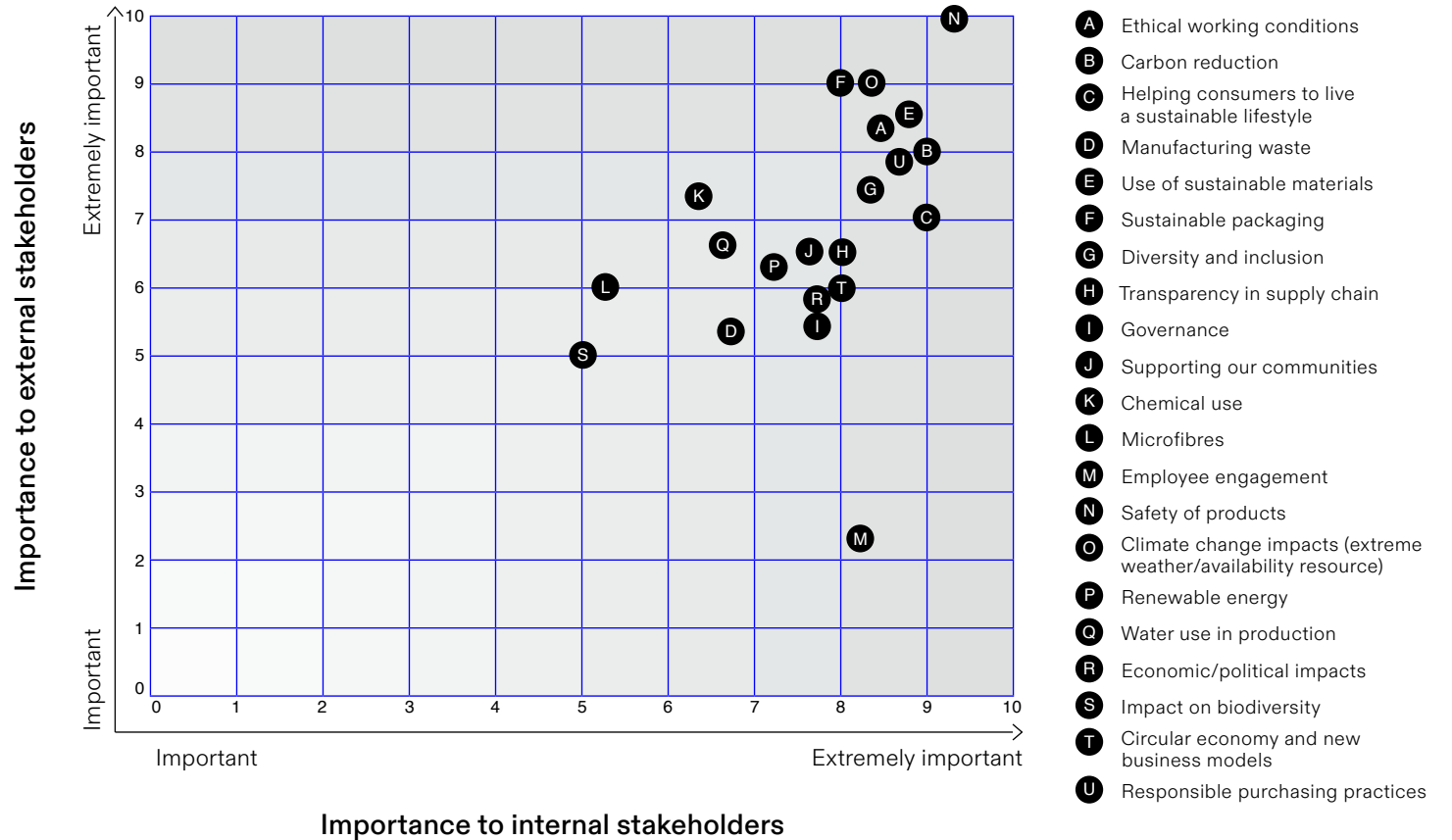
Structure for 2023



Materiality framework

We engage with our key stakeholders to identify topics of importance to inform decisions on issues that matter to our business. Information on our key business decisions and any resulting stakeholder engagement can be found in our Pentland Brands Section 172 statement [here](#).

Pentland Brands materiality assessment



Positive collaborations

Collective efforts are far more effective in bringing about positive change and we work together with global industry partners and companies to create greater impact.

Memberships and organisations

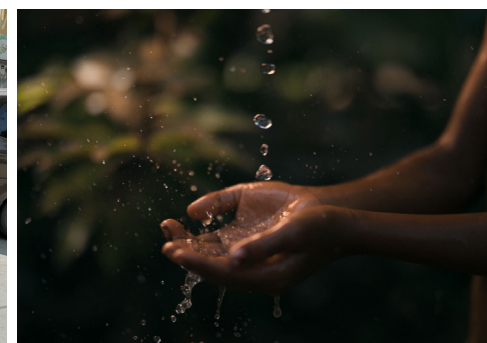
- + ACT (Action, Collaboration, Transformation)
- + AFIRM / AG
- + American Apparel & Footwear Association
- + Cascale
- + Ethical Trading Initiative
- + Federation of the European Sporting Goods Industry
- + Leather Working Group
- + Nirapon
- + Social & Labour Convergence Programme
- + The Microfibre Consortium
- + United Nations Global Compact
- + World Federation of Sporting Goods Industry

Charity partners

Our main charity partners for 2023:

- + charity: water
- + In Kind Direct
- + Lend with Care
- + Making the Leap
- + Oxfam
- + Panathlon
- + Room to Read
- + Unitas Youth Zone

Our resources and policies are available on our [website](#).



CEO's message

About

Highlights

Brands

Governance

People

Planet

Next steps

People

Our people are essential to our success. We aim to create equitable, supportive and inclusive workplaces that foster a positive and productive work environment. We also strive to improve the lives of workers in our supply chain and support people in our communities.

Activity	Status	Progress	SDG
Run anti-racism training	Complete	Ran four anti-racism workshops for Pentland Brands leaders.	10
Help young people gain work experience	Complete	Launched a Youth Advisory panel as part of Pentland Collective.	8
Improve the lives of 100,000 people in our global community through charitable actions	Complete	We exceeded our target and impacted 175,000 people.	10
Donate 50,000 products to charitable organisations	Complete	We exceeded our target and donated 135,000 products.	10
Continue mapping and assessing risk for our tier 2 suppliers	Complete	We're continually increasing visibility in our supply chain. We published 58% of our nominated fabric and 64% of our nominated trims suppliers on our website, a lower percentage than last year as our list of nominated suppliers has expanded.	8


[CEO's message](#)
[About](#)
[Highlights](#)
[Brands](#)
[Governance](#)
[People](#)
[Planet](#)
[Next steps](#)

People: diversity and inclusion

We believe that building diverse teams will allow us to drive performance, innovation and growth. That's why, from our recruitment processes to our brand campaigns, we're building diversity and inclusion into everything we do.

Our pledge is to build a business that is:

Positive

Our people and brands power diversity and inclusion

Inclusive

Everyone feels a true sense of belonging

Diverse

Striving for better representation across our business to reflect the diverse consumers we serve

+ Our employee networks help create a sense of belonging for everyone, fostering inclusive conversations that support people in their daily tasks, whether that's consumer or personal issues. These groups are: Black Colleagues & their Allies, LGBTQ+ Colleagues & their Allies, Women & their Allies and Wellbeing. The Black Employees and Allies network organised a Next-Gen Muslim panel with The People for the UK's National Inclusion Week and the LGBTQ+ Colleagues & their Allies led global celebrations during Pride Month.

+ Following the success of the mentoring programme in collaboration with **The People**, we introduced the Pentland Collective Youth Advisory Panel. This focus group – made up of talented under-30s from around the world – will provide fresh perspectives and inform key strategic decisions.

+ Our brands are committed to helping create equal opportunities for women in sports. They help drive gender equity through grassroots initiatives, long-term industry partnerships and championing strong female ambassadors. Some examples include Mitre's support of the Women's FA Cup and Endura's sponsorship of Limitlass, a Scottish mountain bike festival for women.

+ In 2023, we saw a reduction in our UK mean gender pay gap from 15.2% to 9.2%, with 54% female representation across the workforce and 50% female representation in our Executive team. We acknowledge there is more to do, and remain committed to continuous improvement, driving change through recruitment, succession planning and talent development. See our Gender Pay Gap report [here](#).



People: health and wellbeing

We understand the benefits of physical and mental activity to our overall health, which is why wellbeing perks form part of our employee global benefits.

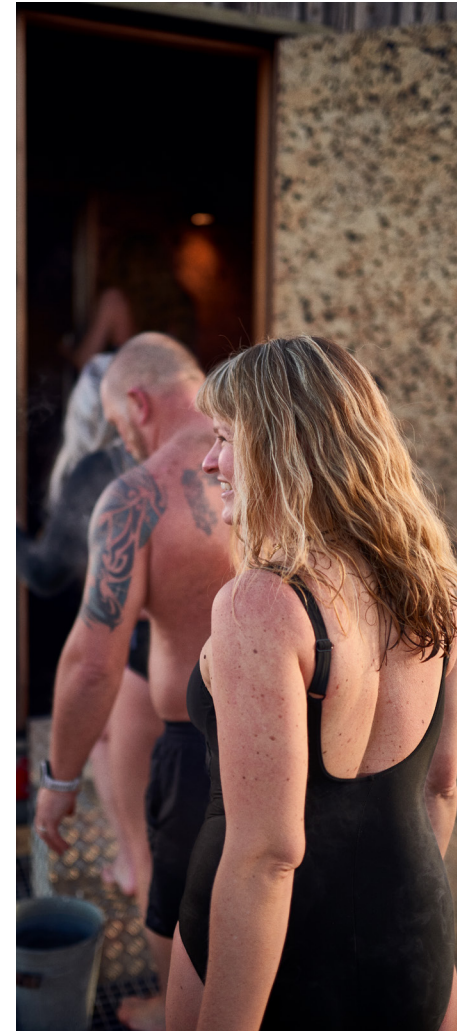


- + Our global wellbeing hub helps our people access support for mental, physical, social and financial support. All employees also have unlimited access to Unmind, a platform dedicated to mental wellbeing. We also offer confidential 24/7 access to counsellors and information specialists in emotional health, management, legal, debt, elder and younger care and financial advice.
- + We offer flexible working, helping our people to manage childcare, wellbeing or personal commitments better.
- + Volunteering is good for emotional and mental health and we give our people paid time off to volunteer.

Some of the benefits across our global offices include:

- + For our UK employees, we offer enhanced shared parental and neonatal leave, paid time off for women to attend IVF appointments and menopause testing, 24/7 GP support and dental advice.
- + In the USA, employees have access to fertility, surrogacy and adoption benefits as well as natural disaster recovery and counselling services.
- + Our people in Asia enjoy having the fifth Friday off each month. This time can be used to recharge individually or to engage in fun team-building activities together.

**Except India*



People: learning and development

We want to be a place where everyone feels welcomed, supported and encouraged to grow and contribute. That's why we offer a range of learning and development opportunities and on-the-job experiences.

Talent development

We're dedicated to empowering our global workforce through people development initiatives such as mentorship and development opportunities, working experiences and access to both critical skills and soft skills training. Employees benefit from regular speaker sessions and sponsorship or study support for further education. Through these efforts, we ensure our employees are well equipped and inspired to achieve personal and professional growth.

Our in-house internship programme has been instrumental in helping young talent enter the creative workforce. Externally, we support young people by

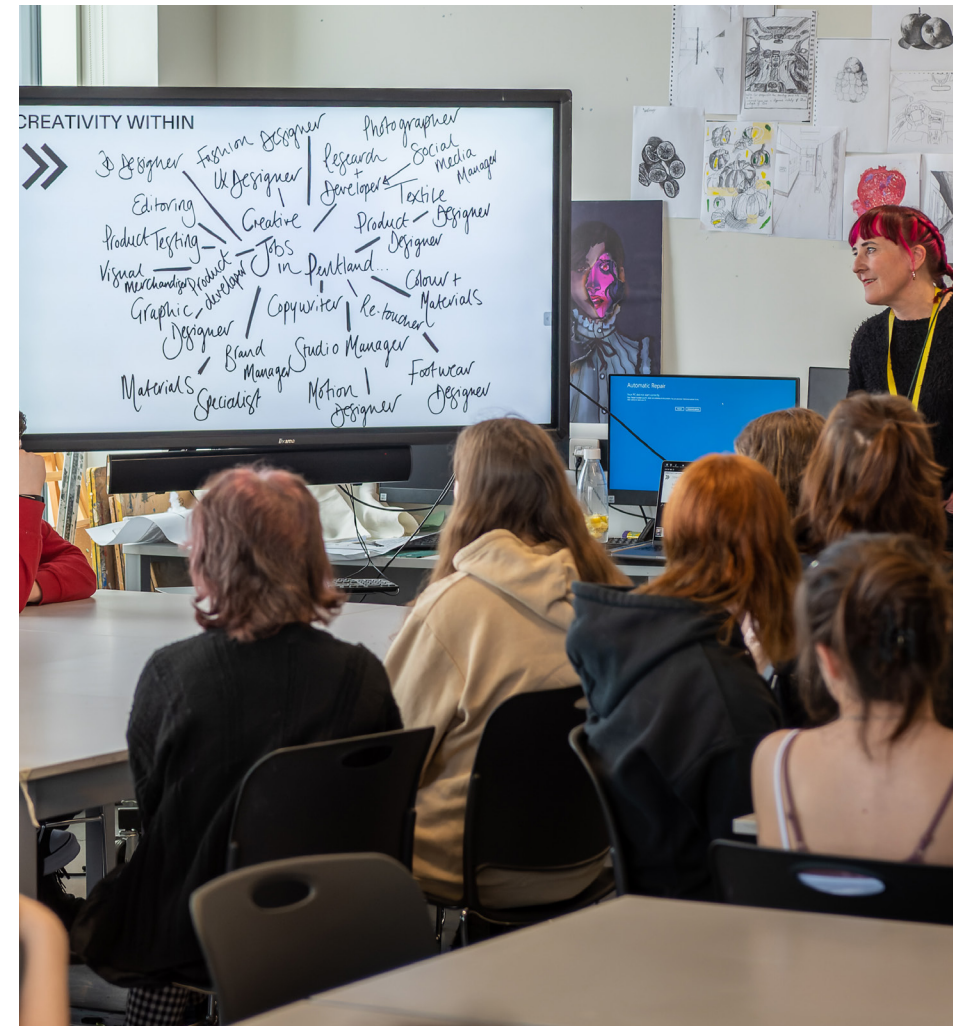
working closely with 30+ universities across the UK and other organisations empowering young creatives.

Pentland principles

Our principles guide our behaviours, one being 'Doing the right thing'. This encourages our people, particularly those in leadership roles, to do the right thing, even if it isn't the easiest. These principles have now been implemented and included in employee personal development plans.

Positive business bonus

Our employee annual bonus scheme is based on financial targets as well as positive business targets. Bonuses are only triggered if the business first delivers its annual positive business targets, regardless of the sales revenue and profit targets achieved. All employee personal development plans now include annual positive business targets.



People: communities

We aim to improve the lives of one million people in our communities. To do this, we support individuals and causes that inspire people to be more active, strengthen underserved communities and advance environmental initiatives. We're proud of our 2023 impact:

+ 175,000 +
people supported

+ 133,000 +
products donated

+ 1,800 +
charities helped

Charity partners

We partner with a selection of international charitable organisations to support causes that resonate with our brands' consumers and positively impact the communities in our offices, supply chain and sourcing market locations.

You can see a selection of our brand charity partnerships on pages 7 - 13. Our Pentland Brands charity partners can be seen [here](#).

Since 2018, we've supported Lendwithcare, providing vital microfinance support to over 400 entrepreneurs in economically challenged regions across the world. This has created over 90 jobs within their communities and impacted around 2000 family members.

Product donations

Our brands continued to support organisations through product donations. Over the past two decades, we've worked with the UK charity In Kind Direct to distribute products that provide warmth and protection and support physical and mental wellbeing. In 2023, these donations impacted 1,585 charitable organisations.

Emergency relief

We provided humanitarian aid to those affected by the earthquakes in Turkey and Syria and to communities impacted by Cyclone Gabrielle in New Zealand.

Local charity squads

Based out of their locations, these employee-led squads drive charitable actions in their chosen impact areas.



People: workers in our supply chain

Modern slavery permeates every corner of the globe, cutting across industries, genders, ethnicities and regions. Every day, an alarming 50 million people* are trapped in situations characterised by modern slavery. We seek to have 100% visibility of our supply chain and strive to build a fair, ethical and transparent supply chain that protects and respects workers' rights and improves working conditions.

We do this through robust policies and governance processes, regular risk assessments and audits and transparent supplier relationships. We also collaborate with organisations and businesses worldwide on industry-wide solutions to continuously improve our ethical trading practices and continually review and publish our ethical trade policies.

In 2023, we transitioned to a leading supply chain mapping platform called Segura, to help us increase our supply chain transparency. We provided training on the new software for our suppliers, enabling them to manage social audits and corrective action plans. We also conducted targeted training on health and safety practices, environmental regulations, labour laws and managing migrant labour.

We have a robust third-party audit programme looking at working conditions in our supply chain, covering both Tier 1 (manufacturing) and key tier 2 (fabric and trims) factories. One of the tools we use to do this is Higg Facility Social and Labour Module (FSLM). We have been pleased to see a significant increase in the volume of business covered by verified Higg FSLM assessments.

More information can be found in our [Modern Slavery report](#).

Find out more about our supply chain model [here](#).

View our tier 1 and tier 2 supplier lists and our policies on our [website](#).

*Global estimates of modern slavery



Higg FLSM assessment data

		2022		2023		
		Factories	Annual business volume	Factories	Annual business volume	Increase of factories
Tier 1	Higg FSLM assessments	35	54%	45	55%	29%
Tier 2	Higg FSLM assessments	35	59%	43	63%	23%



Planet

We recognise that we have a part to play in protecting our planet and its natural resources and are actively working on ways to minimise our impact.

Activity	Status	Progress	SDG
Establish a pathway to reduce emissions	Ongoing	We submitted our data to go through Science Based Targets initiative validation in 2024.	13
Complete targets for Higg FEM and Higg verified FEM for tier 1 and tier 2 factories in our supply chain	Complete	We exceeded both targets (Higg FEM 80% and Higg verified FEM 50%)	12
Complete projects to provide clean and easily accessible water to communities in our sourcing markets	Complete	Kickers completed its support for a water project, with four other water projects in progress.	6
Map out visibility on products in the business to prevent stock reaching landfill	Ongoing	This has been mapped out with global contact points to prevent stock reaching landfill.	13
Increase recycled contents across all plastics used in hard and soft goods and minimise amount of material used	Ongoing	Our brands continued to integrate recycled contents into product ranges.	12
Increase supply chain transparency	Ongoing	We transitioned to Segura, an ethical supply chain mapping platform, to support transparency.	12
Promote product circularity within our brands	Ongoing	We introduced positive business and product circularity scorecards.	12



Planet: our net zero goal

We recognise that businesses have a crucial role in addressing the causes and impacts of climate change. As part of our 100-1-0 positive business goals, we aim to become a net zero business. To map our route to net zero, we have submitted our data to be validated by the Science Based Targets initiative (SBTi) in 2024. We use the SBTi definition of net zero, which is balancing the amount of greenhouse gas emissions produced against what's removed to reach 'zero'.



We made a significant investment in our supply chain management by transitioning to the ethical supply chain mapping platform, Segura. This will help us map our entire multi-brand, multi-tier supply chain – from the first tier to raw materials – across our global operations. By leveraging Segura, we can more effectively monitor our suppliers' sustainability advancements, ensure regulatory compliance and manage our supply chain. The data captured via the Segura platform will then empower consumers to make informed purchasing decisions. This is a significant step forward in our efforts to achieve 100% transparency in our supply chain and support our net zero ambitions.



Planet: towards net zero

To reach our long-term goal of net zero, we will need to reduce greenhouse gas emissions (GHGs) associated with our business. We have the most influence over our scope 1 and 2 emissions, particularly in our owned operations in the UK but we will also need to tackle our larger scope 3 emissions, particularly in supply chain, materials and products

Scope 1: Direct emissions generated from owned or controlled sources (like natural gas and company-operated transport)

Scope 2: Indirect emissions generated by purchased electricity

Scope 3: Indirect emissions from our value chain, from raw materials to customer use

Our GHG emissions for owned operations in the UK between 1st January 2023 and 3rd February 2024 was 2,923 tonnes of CO₂e. This increased by 6% from 2022 driven by an increase in air travel and purchased electricity.

We continued to procure 100% renewable energy for electric energy across the whole of our UK estate (Fitco, PDS, Endura, UK offices). Endura's head office in Scotland runs on renewable energy and it installed a solar panel system on its roof to fulfil half of its electricity requirements. We also continue to work on energy efficiency initiatives.



Planet: UK GHG emissions

This includes all material scope 1, 2 plus scope 3 emissions required to be disclosed by the Streamlined Energy and Carbon Reporting (SECR), a UK carbon reporting legislation. It does not reflect the entire carbon footprint of the organisation - as part of the process of submitting to the SBTi we will be calculating and reporting on our global GHGs in 2024.

GHG by scope (tonnes CO2e)

Emissions source	2022	2023	Share (%)	(%) Annual Change
Scope 1	1,016	930	32%	-8%
Scope 2	0	0	0%	
Scope 3	1,737	1,993	68%	15%
Total emissions (tCO2e)	2,754	2,923	100%	6%

GHG by type (tonnes CO2e)

Emissions source	2022	2023	Share (%)	(%) Annual Change
Fuel combustion: natural gas	1,002	900	31%	-10%
Purchased electricity	80	84	3%	-5%
Fuel combustion : transport	119	112	4%	-6%
Air	1,444	1,733	59%	20%
Hotel	63	63	2%	0%
Rail	46	32	1%	-31%

Total Emissions (tCO2e)	2,754	2,923	100%	6%
Revenue (£m)	380	400 <small>(estimated)</small>		5%
Intensity: (tCO2e per £m)	7.25	7.31		1%

Energy consumption

Emissions source	2022	2023	Share (%)	(%) Annual Change
Natural gas (KWh)	5,491,826	4,918,600	43%	-10%
Electricity (KWh)	4,528,373	4,679,909	41%	3%
Transport (KWh)	1,129,461	1,801,430	16%	59%
Total consumption (KWh)	11,149,660	11,399,939	100%	2%

Location-based reporting

The 2023 emissions figure for purchased electricity above (and used throughout) reflects our investment in a zero-carbon electricity tariff at all sites. In terms of the Greenhouse Gas Protocol, this is called 'market-based' reporting - as opposed to 'location-based' reporting. Location-based reporting does not take into account the electricity supply contracts a company has and instead uses a national carbon emissions factor for electricity, reflecting the diverse sources of electricity generation supplied to the national grid. Following the location-based methodology (which is required to be also reported under SECR alongside market-based figures), our 2023 emissions from electricity were 969 tCO2e (including transmission and distribution losses), giving total annual emissions of 3,892 tCO2e and an intensity of 9.73 tCO2e per £m revenue. The electricity emissions figure above 83.84 tCO2e is from grid transmission and distribution losses.

Boundary, methodology and exclusions

An 'operational control' approach has been used to define the Greenhouse Gas emissions boundary. This approach captures emissions associated with the operation of all buildings such as warehouses, offices and manufacturing sites, plus company-owned and leased transport. This report covers UK operations only, as required by SECR for Non-Quoted Large Companies. This information was collected and reported in line with the methodology set out in the UK Government's Environmental Reporting Guidelines, 2019. The GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and emission factors from the UK Government's GHG Conversion Factors for Company Reporting 2023 have been used to calculate the SECR disclosures. The reporting period is 1st January 2023 to 3rd February 2024, as per the financial accounts.



Planet: supply chain performance

The biggest part of our global environmental footprint is in our supply chain - the factories we work with to manufacture our products, and the materials we use to make them.

To understand and improve our footprint, we need to measure our supply chain footprint.

To facilitate this process we use a 3rd party system and tools called the HIGG Facility Environment Module (FEM) to help suppliers measure. We're committed to increasing the number of suppliers using the Higg FEM, with this figure increasing from 2022 to 2023.

Factories measuring environmental impacts through HIGG FEM assessments

		2022		2023	
		Factories	Annual business volume	Factories	Annual business volume
Tier 1	Higg FEM assessments	71	87%	91	91%
Tier 2	Higg FEM assessments	56	84%	80	90%

Reducing supplier impact

Linea Aqua is a swimwear manufacturer in Sri Lanka that Speedo co-founded. Its renowned for its efforts to reduce water consumption and has been recognised as the first water-neutral apparel manufacturing facility in the world. Its pioneering responsible chemical usage, tackling waste, restoring biodiversity in 100 times the area it occupies and has joined the Science Based Targets initiative. It continues to explore circular business models. Find out more [here](#).



Planet: lower impact materials

Our brands continue to work towards a vision of a more sustainable future.

They do this by shifting towards more responsible materials, avoiding harmful chemicals, and trialling innovative products with reduced environmental impacts. Our **policies** outline our approach to restricted substances and ethically sourced animal products.

We work with a number of tools that help us understand the environmental impacts of materials and products:

+ Higg Product Module: This tool helps our brand teams learn about a product’s impact, examining its environmental impact from resource extraction to manufacturing to what happens to it at the end of its lifecycle.

+ Higg Material Sustainability Index: We use this to measure the environmental impact of different materials, including a material’s

water and carbon footprint.

+ Chemical management: We prioritise working with materials suppliers who have third-party accreditations in chemical management and manufacturing. Our **Restricted Substances List** provides guidance on restricted chemicals, and we offer advice to our brands on how to expand into more responsible textiles.

Third Party Chemical Management Accreditations		
	% of Suppliers	% of Volume
bluesign® system partner	83%	88%
OEKO-TEX® Standard 100	38%	21%
One or more of the above	92%	94%

* All brands excluding Kickers and Ellesse. Nominated suppliers only.

Speedo prioritises recycled materials

Speedo continues to explore ways to help its consumers buy better by focusing on quality and sustainability. It uses recycled polyester in some of its products; for example, its ECO Endurance+ fabric and Repreve® Polyester yarn are made from 100% post-consumer waste, such as recycled plastic bottles. Demonstrating this commitment, the swimwear brand’s USA division quadrupled the number of styles made from recycled materials in only two years (2021- 2023).

It also continues to explore innovative ways to reduce its products’ environmental impact. It has produced kickboards in partnership with BLOOM™ made from a mix of 90% ethylene-vinyl acetate foam and 10% algae bloom, cleared from freshwater ecosystems where it would otherwise be detrimental to the environment. Its

Biofuse 2.0 goggles frame, gaskets and adjustment mechanisms are made using bio-based materials – meaning a portion of the materials is derived from renewable raw materials such as sugar cane and castor oil.



Our brands continued to integrate lower impact, recycled and other certified materials into products

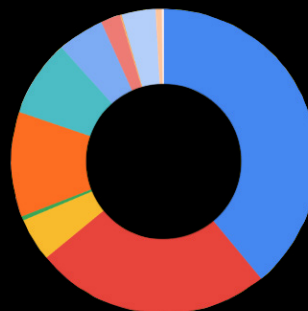
Top 3 material types used

Fabric	Metric tonnes used	Lower impact raw material share (e.g. Recycled polyester, recycled nylon, organic cotton)
Polyester	1,855	45%
Polyamide/Nylon	369	56%
Cotton	194	40%

* All data includes apparel and swimwear fabrics for Berghaus, Speedo, Canterbury and Endura.

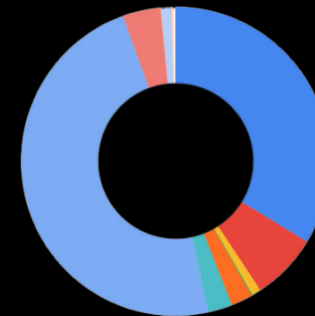


Material carbon footprint
2022 carbon dioxide equivalent (CO2e) volume in kilogrammes



- + conventional polyester 11,366,054
- + recycled polyester (mechanical) 7,287,074
- + conventional polybutylene terephthalate 1,341,735
- + recycled polybutylene terephthalate (PBT) 128,770
- + conventional polyamide (nylon) 3,252,932
- + recycled polyamide (nylon) 2,371,295
- + conventional cotton 1,433,649
- + organic cotton 609,912
- + tencel lyocell 12,760
- + conventional lyocell 150
- + conventional viscose 29,084
- + conventional wool 8,381
- + conventional elastane 1,036,653
- + conventional polypropylene 18,672
- + conventional down 6,948
- + conventional PTFE membrane 168,187
- + conventional polyurethane (PU) membrane 12,32
- + conventional polyurethane (PU) coating 47,934
- + conventional polyethylene (PE) membrane 2,92

Material water footprint
2022 water (H2O) volume in cubic metres (m3)



- + conventional polyester 9,802,164
- + recycled polyester (mechanical) 2,033,664
- + conventional polybutylene terephthalate 272,515
- + recycled polybutylene terephthalate (PBT) 34,083
- + conventional polyamide (nylon) 665,021
- + recycled polyamide (nylon) 739,280
- + conventional cotton 13,918,947
- + organic cotton 1,160,120
- + tencel lyocell 5,229
- + conventional lyocell 20
- + conventional viscose 4,986
- + conventional wool 918
- + conventional elastane 310,690
- + conventional polypropylene 5,447
- + conventional down 2,532
- + conventional PTFE membrane 36,428
- + conventional polyurethane (PU) membrane 12,142
- + conventional polyurethane (PU) coating 65,569
- + conventional polyethylene (PE) membrane 6,440



CEO's message

About

Highlights

Brands

Governance

People

Planet

Next steps

Planet: innovation, circularity & packaging

Pentland Brands is committed to promoting innovation as a means of achieving sustainable outcomes. With this in mind, we recently conducted our first-ever vendor roadshow, which provided our internal design, brand, and product teams the opportunity to collaborate with global vendors and partners on sustainability and innovation in the industry.



Our brands are actively seeking ways to prolong a products' longevity, embed circular design principles and responsibly manage items at the end of their lifecycle.

Some of our brands are already embracing circular principles. Berghaus designs durable gear with a big focus on repairability, fixing 15,000 items for free from late 2021. Kickers partners with the preloved platform Reskinned to provide its customers with the option to trade used footwear for online credit. Through resale, repair, and innovative recycling, clothes are resold, repurposed, or recycled, with nothing going to landfill.

Across our brands, we're working towards integrating packaging solutions that use more recycled materials and lessen the amount of virgin plastic used.

Canterbury transitioned to packaging and transit materials in 2023 made from recycled and recyclable materials, with Berghaus set to follow suit soon.

All swing tags used by Canterbury, Berghaus and Speedo are Forest Stewardship Council (FSC) Recycled packaging, which is made from 100% recycled materials.

Goggles are one of Speedo's highest volume goods and in 2023, the brand transitioned all mainline goggle packaging from 70% to 100% rPET material.**

*rPET is recycled polyethylene terephthalate made from either post-consumer or post-industrial sources

**This excludes Speedo USA



Next steps

SBTi validation

We'll continue our net zero journey. We have submitted our targets and data to go through Science Based Targets initiative (SBTi) validation in 2024. This will provide a clear roadmap to reduce our impact, in line with the Paris Agreement goals.

Carbon education

To advance our sustainability efforts, we'll engage and educate our wider business and supply chain on carbon reduction. Through discussions, training and sharing best practices and innovations, our teams will gain a deeper understanding of carbon impacts and reduction strategies. This collaborative approach ensures that everyone works together to support our net zero ambitions.

B Corp certification

In the coming year, we will submit more of our brands for B Corp certification, an initiative demonstrating our commitment to high standards of social and environmental responsibility.

By pursuing B Corp certification, we aim to enhance our positive impact, build greater trust with our stakeholders, and lead the way in responsible business practices.










Pentland Brands Limited
Johnson Gardens
77 Hatton Garden
London, EC1N 8JS
United Kingdom

To find out more about corporate responsibility
at Pentland Brands, please contact
corporate.responsibility@pentland.com or
chirag.patel@pentland.com or visit our [website](#)

© Pentland Brands 2024. All rights reserved.

Airborne Footwear Limited is the UK licensee for footwear under licence from Kickers International B.V.

BERGHAUS and  are registered trademarks of Berghaus Limited. CANTERBURY and  are registered trademarks of Canterbury Limited. ELLESSE and  are registered trademarks of Ellesse International S.p.A. ENDURA and  are registered trademarks of Endura Limited. KANGAROOS and  are registered trademarks of Asco Group Limited. KICKERS is a registered trademark of and used under licence from Kickers International. MITRE and  are registered trademarks of Mitre Sports International Limited. RED OR DEAD is a registered trademark of Red or Dead Limited. SPEEDO and  are registered trademarks of Speedo Holdings B.V. PENTLAND is a registered trademark of Pentland Industries Limited. B.V.