



SUSTAINABILITY REPORT



HIGHLIGHTS

ABOUT THIS REPORT

Our biennial report provides information on our strategy, performance and community relationships. Our mission is to enable everyone to enjoy great times outdoors in their own way. We make choices to minimise our impact on the planet, creating honestly made products that last while ensuring those involved are treated fairly in good working conditions.

Restricted Chemicals

All Regatta products are PFAS-compliant and meet strict chemical safety regulations

Read more on page 16

29%

of all Polyester used in

Read more on page 21

Achiever Level

status with ETI (Ethical Trading Initiative)

Read more on page 33

Conserv

Funding provided to 3 countries to help regenerate habitats and protect climate resilience & re

Read more on page 43

METHODOLOGIES

This report has been developed with reference to the Sustainability Accounting Standards Board (SASB) industry-specific guidance for Apparel, Accessories, and Footwear. SASB identifies three key sustainability issues for this sector: Product Quality and Safety, see pages 16-17 for our commitment to high-quality products that meet expected safety standards, Supply Chain Management, see pages 30-35 for ethical sourcing practices and supply chain transparency and Materials Sourcing and Efficiency, see pages 21-23 for our use of sustainable materials and efficiency initiatives.

2023 was recycled

100%

of cotton is sourced from Better Cotton

Read more on page 22

ation

projects in 3
nerate natural
native species, build
duce pollution

Over 260

students supported through Savar School

Read more on page 48

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A LETTER FROM JOANNE BLACK



“

I am super proud to present our updated sustainability report. It's very satisfying to share the latest updates about our new initiatives, ongoing initiatives, and the overall progress we have made since the last iteration of this report. Fundamentally, we believe in transparency and accountability, as you can see through the publication of this detailed document.

We understand completely that the nature of our business operations, in a consumer-driven and resource-scarce society, results in an impact on society. It is our intention to ensure the impact we have on society remains positive, and it is imperative that we showcase the efforts we are taking to play our role as good corporate citizens.

Truthfully, it has not been easy. With every choice we make, we know that there is always a more sustainable option. The trade-offs are countless, sometimes between sustainable choices and commercial choices, and other times between a societal benefit or an environmental benefit, not both. My ambitious and innovative team dedicate huge efforts to ensure that we can do the best that we can.

As a family business, our core values of honesty and respect are central to what we do, and have been doing for generations. Sustainability continues to be core to our organisation and everyone at Regatta knows that they have their part to play. We appreciate that we aren't perfect, and that there is always room for growth. Despite this, it's important that we measure ourselves, and use this report to allow the industry to set benchmarks against others. By setting ambitious goals, our customers can rely on us to do our very best, to protect the Great Outdoors for everyone to enjoy, for generations to come.

”

**Owner and Board Director
Joanne Black**

BRAND HISTORY



Regatta was founded in 1977 by Lionel Black, who recognised the need for high-quality, affordable outdoor clothing. In 1981, Lionel handed over the company to his son, Keith, our current CEO, and soon after, his daughter Joanne joined, bringing her expertise in buying and now leading our sustainability initiatives. Today, Regatta is still more than a business; it's a family, reflected in how we care for our customers, global staff and partners.

In 1977, Lionel Black, with three decades in the waterproof game, seized an opportunity to purchase 'Risol Products.' To begin with, this was a modest wholesale business with six employees supplying workwear and footwear to army and navy shops. In 1982, Keith decided to buy a cancelled order of jackets that were decorated with a sailing boat design and the word 'Regatta' on them, planting the first seeds of the brand we know today. The iconic Regatta Jacket won the 'WHICH?' magazine award in 1987 for the best waterproof jacket, establishing our reputation for quality and expertise.

Moving forwards, Regatta expanded a popular workwear brand into Europe, establishing a presence in France, Germany, Holland, Belgium, and Spain. In 2000 Regatta launched their sister brand Dare2b, dedicated to skiing and outdoor adventure. Through steady growth and diversification, we built a recognisable brand rooted in quality, teamwork and entrepreneurial spirit.

Over the years, we have been committed to making choices that minimise our impact on the planet, creating honestly made products that last while ensuring those involved are treated fairly in good working conditions. Our recent initiatives include more sustainable sourcing and advancing our materials selection to include recycled and low-impact fabrics, strengthening our ethical practices across our supply chain, and supporting local communities through partnerships and charitable initiatives.

Today, headquartered in Manchester, we remain a family company with a vision to encourage everybody to enjoy great moments outdoors.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As UNFCCC signatories, our strategy is to be guided by the Paris Agreement – reducing our impact by 1.5 degrees by 2050. Part of this is the Carbon Disclosure Project (CDP) report. Results from the full report for 2023 are now available, with a focus of 2024 to collate data and set targets for a water strategy.

This report highlights how our sustainable Pillars align with the United Nations Sustainable Development Goals (SDGs), alongside our membership of UNFCCC.



BUSINESS PERFORMANCE

Sales: £286.2m

Net sales (for private sector organisations)
Net sales per the final audited consolidated
group accounts for Regatta Limited were
£286.2m.

Products

Products are sold through Regatta's own stores,
concessions, retail partners and online platforms.

Net Assets: £104.1m

Total capitalisation (for private sector organisations)
Per the final audited consolidated group accounts for
Regatta Limited.

Total number of operations

Regatta Limited heads up a group of 15
subsidiaries and 3 Branch Offices.

HEADCOUNT – SEP 2024



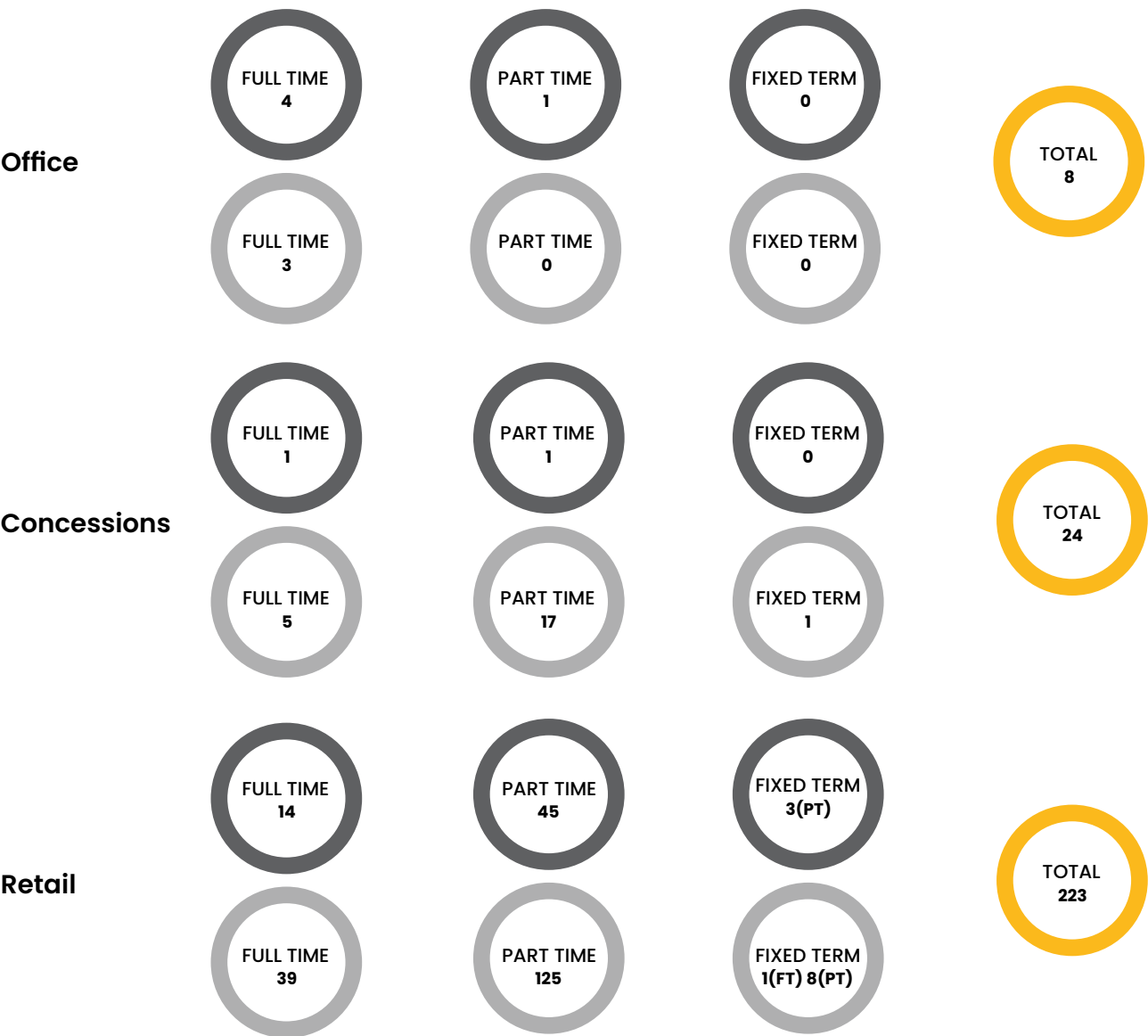
The majority of our activities are performed by our own employees. The only exception would be in some non-UK markets where we use third party sales representatives to build our customer database and drive sales in our wholesale business. They are either self-employed commercial agents paid on a commission basis, or distributors with appropriate commercial agreements in place.

In the UK, we have a small number of contractors utilised for small periods of time throughout the year for temporary work such as freelance graphic design, events or new system projects. There may be some variation in the numbers reported due to certain roles. For example, retail traditionally attracts predominantly females. It has been found that many find the flexibility of the part time working patterns attractive. The headcount data has been gathered using our People database as of September 2024 and uses employing company information.

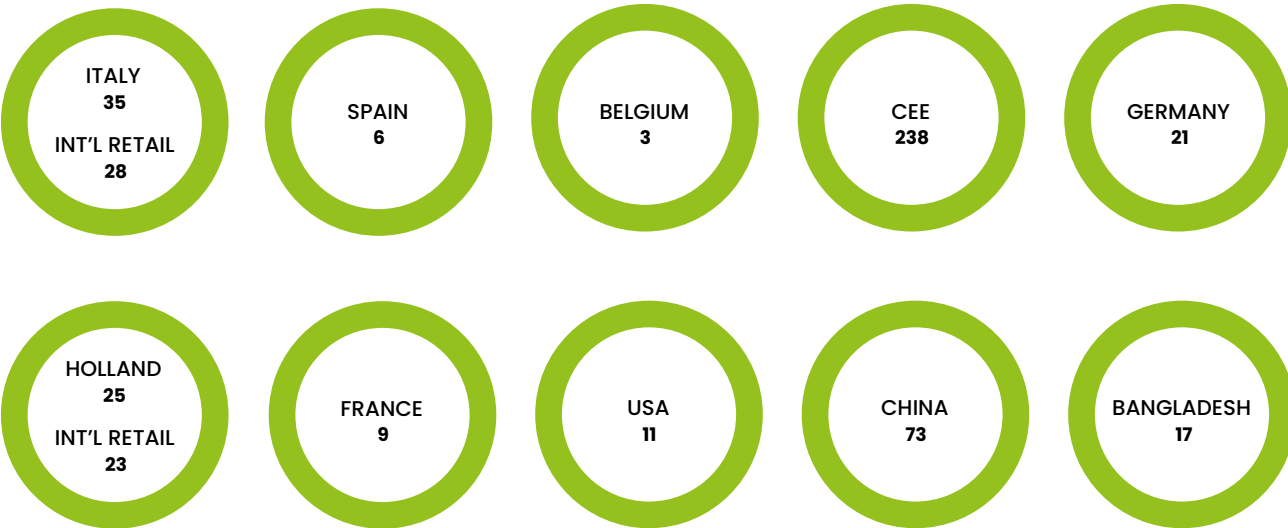
We have 56 UK stores, 201 UK concessions and 253 global stores and concessions.

Ireland

Men Women



International



GOVERNANCE STRUCTURE

Board Level

The Board are regularly informed at their bi-monthly meetings on sustainability progress and business endeavours, as board member, Joanne Black, is an owner of the business and responsible for buying and retail at Regatta. This ensures that buy in comes from top level.

CSR Committee

The Group's CSR Committee is chaired by Joanne Black and meet twice a year. Members of the group include Maya Fox and Melissa Harvey, the Buying Directors of each brand, as well as senior managers from across the business.

Sustainability Committee

The Sustainability Committee comprises of managers from across the business, who meet on a quarterly basis to ensure a co-ordinated and effective approach to the delivery of the sustainability business plan company-wide. The Committee includes managers from Operations and Facilities, Logistics, E-comms, People, Distribution, Brand Marketing, Product and Sourcing. They are responsible for the day-to-day key climate-related impact areas for the Group e.g. buildings, sourcing, logistics. They will advise the CSR Committee of any issues. The Sustainability Committee is also responsible for preparing and managing information to ensure correct reporting on the sustainability business plans KPI's.



RG Future Collective

Sustainability goals are built into every level of a colleague's journey in the business – from initial job descriptions, personal development review goals and department objectives.

Project 5 (now RG Future Collective) started in 2020 with volunteers from Basecamp and Pioneer Point displaying a passion for sustainability and the environment. This evolved in 2021 into an international group of colleagues, meeting monthly to discuss ways of being more sustainable and encouraging others to be more environmentally conscious too.

A lot of their activities follow a calendar of National/Global events such as Earth Day, Global Recycling Day and World Vegan Month. They post informative and engaging content on Viva Engage; organise events such as litter picking lunch times and promote healthy, competitive activities such as walking and biking challenges for colleagues to participate in.

In 2022, the team began to receive suggestions from colleagues on ways for the company to be more sustainable. They were simple ideas with big impact, such as the move to paper free for all our internal training courses which has illustrated a significant saving to the business both financially and environmentally. With this kind of engagement, in the October, they launched the Green Ideas Awards to celebrate those colleagues who had contributed the most to the company's sustainability strategies.

The Green Ideas Awards have evolved into a bi-annual event – the LBAs (Lionel Black Awards) – which celebrate colleagues who are making efforts in sustainability, entrepreneurial endeavours and great relationships.

In 2024, the team rebranded to RG Future Collective, continuing the engagement with new ideas and activities.



MEMBERSHIPS OF ASSOCIATION & PARTNERS





SUSTAINABLE PRODUCT

Since 1981, our core strength has been in our product and product supply chain. Sourcing products from 10 countries predominantly in eastern Asia, we have built great relationships with our suppliers and are extremely proud of our longstanding strategic partners.

Our business sets out to create the best product possible, whilst reviewing our processes from beginning to end to enable us to reduce our environmental impact. We have established a detailed plan across the business to document what we can do, with key dates and targets.

We keep up to date with industry standards on sustainability and chemical testing of product with our partnership with the EOG (European Outdoor Group), attending webinars, monthly updates and information exchanges at the Outdoor trade shows.

RESTRICTED CHEMICALS

All Regatta products are PFAS-compliant and meet strict chemical safety regulations. We follow robust guidelines under a comprehensive Restricted Substances List that aligns with industry best practice, including REACH and the European Outdoor Group (EOG) framework. All our suppliers must confirm their compliance with this before production begins.

PREFERRED MATERIALS

When selecting the right fabrics and components for our products, we believe it is critical to strike the right balance between sustainability, quality and performance. Our aim is to incrementally increase the content of preferred materials in our products, while still maintaining the high levels of performance, longevity and quality that our customers expect. We define preferred materials as fabrics and finishes that show environmental benefits versus their conventional alternatives.

WATERPROOF TECHNOLOGIES

ISOTEX STRETCH 20000

Isotex 20000 waterproof, breathable and windproof performance. With active stretch yarns, a hydrostatic head of 20000mm and durable water beading technology, it provides comfort and pinnacle wet weather protection.

ISOTEX STRETCH 15000

Isotex 15000 waterproof, breathable and windproof performance. With active stretch yarns, a hydrostatic head of 15000mm and durable water beading technology. It provides comfort and ultimate wet weather protection.

ISOTEX STRETCH 10000

Isotex 10000 waterproof, breathable and windproof performance. With active stretch yarns, a hydrostatic head of 10000mm and durable water beading technology. It provides comfort and advanced wet weather protection.

ISOTEX DRY

Isotex Dry 10000 waterproof, breathable and windproof performance. With active stretch yarns, a hydrostatic head of 10000mm and durable water beading technology. It provides comfort and enhanced wet weather protection.

ISOTEX 15000

Isotex 15000 waterproof, breathable and windproof performance. With a hydrostatic head of 15000mm and durable water beading technology. It provides comfort and ultimate wet weather protection.

ISOTEX 10000

Isotex 10000 waterproof, breathable and windproof performance. With a hydrostatic head of 10000mm and durable water beading technology. It provides comfort and advanced wet weather protection.

ISOTEX 5000

Isotex 5000 waterproof, breathable and windproof performance. With a hydrostatic head of 5000mm and durable water beading technology. It keeps you dry and comfortable all-day outdoors.

ISOLITE 15000

Isolite 15000 waterproof, breathable and lightweight performance. With a hydrostatic head of 15000mm, its small pack size provides ultimate comfort and protection in changeable weather conditions.

ISOLITE 10000

Isolite 10000 waterproof, breathable and lightweight performance. With a hydrostatic head of 10000mm and durable water beading technology, its small pack size provides advanced comfort and protection in changeable weather conditions.

ISOLITE 5000

Isolite 5000 waterproof, breathable and lightweight performance. With a hydrostatic head of 5000mm and durable water beading technology, its small pack size keeps you dry and comfortable all-day outdoors.

HYDRAFORT

Hydrafort waterproof and windproof protection. With active durable water beading technology, it keeps you dry and comfortable for everyday outdoors.

WATERPROOF FABRIC

Waterproof, breathable and windproof technology prevents water from penetrating the fabric. It keeps you dry and comfortable for longer in wet weather conditions.

SHOWERPROOF

Showerproof water-repellent technology prevents water from penetrating the surface of the fabric. It keeps you dry and comfortable in light rain conditions.

3 LAYER FABRIC

3 layer fabric.

INSULATION TECHNOLOGIES

FEATHER FREE

Feather Free insulation. Soft, light fibres that mimic real down by trapping heat, providing incredible comfort and high warmth to weight ratio. Unlike real down, the synthetic, quick dry, water-repellent fibres keep you warm even when wet.

WARMLOFT

Warmloft synthetic insulation. Soft-to-touch compressible fibres, providing a high level of warmth and comfort. The quick dry, water-repellent fibres keep you warm even when wet.

BRITE LIGHT

Brite Light wearable torch technology. Waterproof and breathable jackets provide additional light on darker days and nights. These jackets feature built-in LED lights either in the peak of the hood or as removable torches in the sleeves of our kids' jackets.

REACH TECHNOLOGY

Innovative Reach Technology. Underarm gusset built into the construction of the jacket provide maximum range of movement and unrestricted arm lift.

THERMOGUARD

Thermoguard synthetic insulation. High loft fibres provide warmth and comfort. The quick dry, water-repellent fibres keep you warm even when wet.

HYBRID PERFORMANCE

Multi-fabric hybrid performance. Zonal use of fabric provides core warmth and water-repellent protection, while allowing for freedom of movement.

TECFOAM

Greater underfoot cushioning and comfort for prolonged endurance with every stride.

MID-LAYER TECHNOLOGIES

SOFTSHELL XPT

Softshell XPT waterproof, breathable and windproof technology prevents water from penetrating the surface of the fabric. The flexible, tightly woven 2 layer fabric shields from the wind, providing greater mobility and comfort. The water-repellent finish provides further protection from the rain.

SOFTSHELL

Softshell wind resistant technology. The flexible, tightly woven 2 layer fabric shields from the wind, providing greater mobility and comfort. The water-repellent finish provides protection from the rain.

EXTOL STRETCH

Extol Stretch fabric technology. The ergonomic, quick drying fabric prevents windchill, providing greater comfort and freedom of movement.

EXTOL WARMTH

Extol Warm Stretch technology. The ergonomic quick drying fabric prevents windchill, providing greater comfort and freedom of movement. The thick brushed backing provides even more warmth and protection.

SYMMETRY

Comfort, quick drying, fleece technology with anti-pill finish making it durable and long lasting.

OTHER TECHNOLOGIES

ISOFLEX

Isoflex stretch fabric technology. With quick drying, active stretch yarns, it provides freedom of movement and all-day comfort. The water-repellent finish adds protection from the rain.

ISOFLEX+

Isoflex+ stretch fabric technology. With innovative quick drying spiral stretch yarns, it provides greater freedom of movement and active comfort. The water-repellent finish adds protection from the rain.

CONFIDENT

Specially designed products with hidden details and features for a smooth and flattering fit. Each product contains at least one of the following features; power mesh support and flattering ruching detail to the stomach area to smooth and sculpt, gripper elastic or side seam boning for enhanced secure fit, bum-sculpt mesh panels, removeable padded cups and adjustable straps.

MERINO WOOL

Natural antibacterial performance fabric keeping you fresher and odour free for longer. Comfortable to wear and lightweight making it ideal for high energy activities, hiking or everyday wear.

ANTIBACTERIAL

Anti-bacterial fabric for protection against bacteria and odour. For a fresher for longer feeling.

QUICKDRY

Dries quickly when wet.

PARTNERSHIP TECHNOLOGIES



BETTER COTTON

Better Cotton is a non-profit organisation that trains cotton farmers worldwide on more sustainable farming practices. This includes efficient water use, care for natural habitats, reduced use of harmful chemicals and respectful rights of workers. Cotton sourced from Better Cotton farms then gets mixed with conventional cotton throughout production via a chain of custody system called mass balance. Products sourced via the system of mass balance therefore may not contain Better Cotton.

THINSULATE

Thinsulate insulation is soft and compressible making it ideal for accessories like hats and gloves. It insulates effectively allowing complete freedom of movement without compromising the fit.

CORDURA FABRIC

Cordura Fabric offers advanced tear and abrasion resistance with long-lasting durability, ideal for areas of high use where extra protection is required.

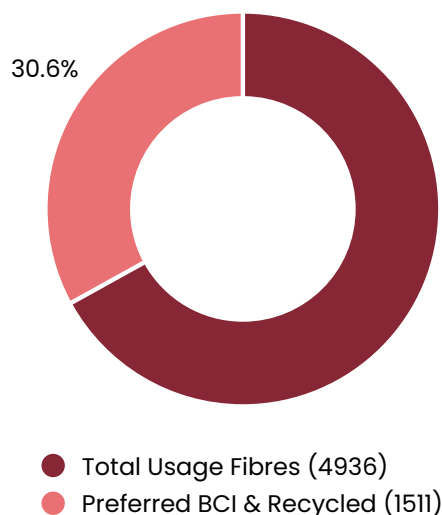
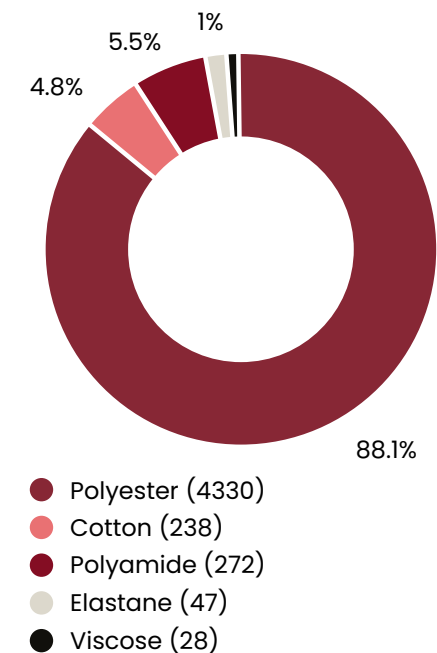
MATERIAL USAGE

The following shows the breakdown of our preferred material usage for 2023.

Our biggest impact area is Polyester, accounting for 88% of our total usage.

In 2023, 30% of the materials used in our clothing were selected from our preferred BCI cotton and recycled materials.

2023 Fibre Usage/Metric Tonnes



TARGETS FOR 2025

A minimum 30% GRS certified content in all polyesters

Maintain 100% cotton from Better Cotton

Maintain 100% leather from Gold Star Tanneries

Expand the use of recycled polyester into other trims

MATERIAL FACTORS

Polyester

Conventional

Regular Polyester

Preferred

GRS Certified Polyester

Target for 2025

A minimum 30% GRS certified content in all polyesters



Polyester is the most widely used material by far in Regatta's products. In 2023, 29% of all the polyester we used in metric tonnes was recycled. In order to ensure we are monitoring our supply chain, we only use recycled yarns which have been sourced from suppliers that are certified by the Global Recycled Standard (GRS) and supply certification at supplier level.

Cotton

Conventional

Regular Cotton

Preferred

Better Cotton

Target for 2025

Maintain 100% cotton from Better Cotton



We use cotton sourced from Better Cotton, a global non-profit organisation, in our products because we know that it will meet the highest standards for sustainability and for workers' rights.

Trims

Conventional

Regular Polyester

Preferred

GRS Certified Polyester

Target for 2025

Expand the use of recycled polyester into other trims



We nominate the majority of our trims and work closely with our supply partners to source the most sustainable options available, ensuring they are fit for purpose and provide the longevity required. Currently we use 100% recycled labels on all of our garments.

ANIMAL DERIVED FABRICS

Leather

Conventional

Regular Dyed Leather |
Unregulated

Preferred

Gold Star Leather

Target for 2025

Maintain 100% leather from
Gold Star Tanneries



We use leather for its unique properties that make it the ideal choice for footwear. We only use gold standard tanneries for our leather boots and shoes. They use better methods of tanning, creating less waste and using less water.

Wool

Conventional

Regular Wool

Preferred

Traceably Sourced,
Non-Mulesing Wool

Target for 2025

Maintain 100% traceably sourced,
non-mulesing wool



Any wool used within our products is required to come from low-risk sources such as New Zealand, South Africa, South America, and China where mulesing is not common practice. Sufficient traceability is crucial to understand whether the wool is of true low risk origin. All the Regatta Group product containing wool must adhere to the above.

Down & Fur

Conventional

Non-Certified Down & Real Fur

Preferred

Traceable and certified down,
feather-free down &
synthetic fur

Target for 2025

Maintain 100% certified or
feather-free down & synthetic fur



Our commitment to supporting ethical practices includes not using prohibited animal-derived materials such as real fur, silk and uncertified feathers/down. Our feather and down is fully traceable and certified to the Responsible Down Standard (RDS). It is a by-product of the meat industry, and must not be obtained from the live plucking of birds or from birds used in the production of foie gras, force-feeding is prohibited too.

ASSOCIATIONS AND PARTNERSHIPS



UNFCCC

The Fashion Industry Charter for Climate Action contains the vision to achieve net-zero emissions by 2050. It was launched at COP24 in Poland in December 2018 and renewed at COP26 in Glasgow, UK, in November 2021. A focus of the UNFCCC is to ensure all its Signatories have clear transition plans, publicly committing to its mission to drive the fashion industry to 50% emission reduction by 2030 and net-zero greenhouse gas emissions no later than 2050.

As a signatory to the UNFCCC and sitting in Bonn with the other members in February 2023, it was clear that the main focus is to influence policy with the support and leverage internationally of the UN. With collective GHG data from all signatories this year and aligned transition plans, the Charter will be able to understand the scale of the issue and then contribute actively to the build-up of industry-wide collaboration including targets and approaches. The focus has been redirected with 3 working groups looking at decarbonisation, manufacturing and policy being formed.

In 2022, we saw our first manufacturing partner join the UNFCCC.

We have maintained our overall score of grade B for two consecutive years, with an A- in Supplier Engagement. In October 2024 we submitted our report for 2023, which is available online. By the end of 2025, we will be reviewing this and moving towards SBTi's.



Cascale

(formerly Sustainable Apparel Coalition)

Since our last report, in 2022, we have joined Cascale, formerly the Sustainable Apparel Coalition, to enable us to work collaboratively with many other like-minded companies. As part of this, the Higg Index has been an integral tool to enable us to benchmark our current performance against the best sustainability initiatives around, helping us set targets for our continuous improvement (see Higg Index).

We have been verified as Foundation Plus members working and are currently working towards Progressive member status.

For the end of 2025, we are moving towards Science Based Targets (SBTs).



Higg Index

We started using the tools available through the Higg Index in 2021. We have completed the Brand Retail Module (BRM) to evaluate our status on salient ESG topics and to prioritise our efforts for 3 years now and share our assessment with our partner brands within the Regatta Group. We utilise the Materials Sustainability Index (MSI) and Product tools to enable us to review our materials, trims and products to make data driven decisions on what fibres, dyestuffs and finishes we should pursue in our development. These tools help us raise the bar on our sustainability efforts and gives us practical targets everywhere.



Policy Hub

We are members of the Policy Hub, which is an organisation that unites the textiles industry to develop ambitious policies that accelerate sustainable practices. They represent over 700 clothing & footwear stakeholders, including brands, retailers, and manufacturers. They gather technical expertise and knowledge from members of partner organisations: Sustainable Apparel Coalition (SAC), Global Fashion Agenda (GFA), Federation of European Sporting Goods (FESI), Textile Exchange, and Fashion For Good. The Policy Hub's focus is on the EU. They initiate meetings and discussion between policy makers and the membership to get a better understanding of localised legislation.



European Outdoor Group

We joined the European Outdoor Group (EOG) this year to ensure that we are ahead of any environmental legislation that is being discussed through the EU Directives. We engage on a regular basis on issues like legislation, circular business models and collaborate on projects such as textile-to-textile recycling.



TEXTILE EXCHANGE – 2025 RECYCLED POLYESTER CHALLENGE



As part of the Group, we are signatories to Textile Exchange's, 2025 Recycled Polyester Challenge – through which we are committed to increasing the amount of recycled Polyester in our brand's products and ranges.

The 2025 Recycled Polyester Challenge was developed by Textile Exchange in 2021 as a joint initiative with the UNFCCC, which serves as an important catalyst for change in the apparel and textile industry.

Our business targets align with the challenge to commit to bringing the percentage of recycled polyester up to >70% across our brand and the rest of the Group by 2025.

In 2022, we already crossed 42% recycled polyester. As part of our due diligence, we only use recycled yarns that have been sourced from suppliers that are certified by the Global Recycled Standard (GRS) and supply certification at supplier and transaction level.

PRODUCT RECYCLING

Circularity

In 2022, members of the Regatta Group began collaborating on a textile-to-textile recycling project spearheaded by European Outdoor Group (EOG) along with other EOG members. The goal of the project is to see our current returned products sorted into fibre content – breaking down the garment before making it into a new fibre that can then be used as another product.

Since the beginning of the project, we have seen the textiles that have been collected by the various processors, turned back into raw materials. The biggest challenge to date is sorting and removing components before the garments can be recycled. We are keen to see how this can be managed in future at scale to make it commercially viable. By 2025 we hope to be able to see yarn and potentially fabric that has been produced entirely from polyester textile waste, we can then see what applications this can be used for to build into our long term plans.



We are proud of our partnership with Newlife, a charity who provides much needed equipment to disabled children, which we will have been supporting for 10 years in 2025. Newlife offers full traceability, to ensure that our items are not just ending up in landfill. All returns and some end of lines from our warehouse are sent to Newlife who manage the process of repurposing, by either delabelling and reselling, mending, or stripping them down into components, which can then be sold to make money for the Charity. We also have a take back scheme in some of our stores where consumers can bring an old jacket and replace with a new Regatta one (with a voucher too). Newlife take these items for recycling. The money made is then spent on providing items for children in order for them to live a fuller life.

For the period of 2022–23, Newlife saved 8,304 tonnes of carbon, the equivalent of the carbon emissions from over 23.9 million road miles travelled by car. The Group's donations to the charity represents 2.46% of all in bound stock, making our estimated net carbon saving of 180.6 tonnes. Equivalent of over 1 million road miles travelled by a small petrol car.

We have been working with UDO solutions for over 12 months now, as we looked to expand our product recycling activities into Europe. This company, based in Poland was founded in 2018 to establish a fundraising platform combining used clothing collections, with financial support for charitable organisations in Europe. They handle all faulty returns at our Poznan warehouse.

RESPONSIBLE SOURCING

“Making good quality clothing, footwear, accessories and equipment should not come at the expense of others.”

Championed by our Owner and Board Director, Joanne Black, this ethos runs through the core of our business. Our ethical strategy isn't just about making sure we are sourcing responsibly but that we are making a positive impact on the world around us and the communities in which we operate.

We build close, long-term relationships with the suppliers that manufacture our products, and we only work with factories that comply with our ethical, social and environmental standards. Since 1981, our core strength has been in our product and product supply chain. Sourcing products from 10 countries, mainly in eastern Asia, we have built great relationships with our suppliers and are extremely proud of our longstanding strategic partners.

Our supply chain spans across continents from raw materials to manufacturing, all the way through to wear, use and disposal by our consumers. We do not own the factories or suppliers who produce our goods, but we understand that our biggest exposure to modern slavery is within our product supply chains. Therefore we take a hands-on approach to work with all our partners to ensure our company ethics align.



OUR MILESTONES

We are committed to increasing our transparency and human rights within our supply chain and our focus over the past year has been to further embed our policies into our 2nd and 3rd tier suppliers.



1998

All product suppliers following globally recognised SA8000 social standard

2014

Advanced from Foundation level member to Improver level member with ETI following our first report submission

2018

Joined Greater Manchester Network For Modern Slavery

2019

Became signatories of the UNFCCC

2012

Regatta Group became a member of Ethical Trade Initiative (ETI)

2017

Awarded Achiever Level with ETI & won MEN Business of the year Judges Choice Award

2019

Maintained Achiever level with ETI but recognised as one of the top performing companies within ETI members

2022

Became members of the Sustainable Apparel Coalition

SCORE CARD

We have been using a scorecard system to evaluate our supplier base for over a decade. This is a top-level tool used to assess the progress in specific areas of the process including deliveries, quality and ESG activities. This is a process that is conducted bi-annually.

Following on from this and as a suggestion from the SAC, we have now created and implemented a supplier sustainability score card across the business, for all non-product suppliers. The scorecard will allow us to monitor key non-product supplier's sustainability initiatives and better understand their capabilities. As well as identify continuous improvement and collaboration opportunities for us.

Our sustainability questionnaire is structured around 3 guiding principles: Transparency, Collaboration and Leadership & Innovation, in line with our Groups' core values. The questions included within each category are also carefully structured in line with our own key CSR initiatives.



ETHICAL TRADING INITIATIVE

As members of the ETI since 2012, we continue to work with our supply base to improve the working conditions and wellbeing of the workers, ensuring that the facilities in which we source from follow best practice in the working environment. We ensure that working conditions remain at a high standard in our factories, and we have progressed along the ETI landscape to achieve full member status, moving our focus for 2024 to their progression meetings which bring members together to discuss key topics, and collaborate.

We are now implementing a management training programme and promoting opportunities for personal development within the business for everyone – women and men. We are addressing gender bias and pay equality through our 3rd party audits. We have also taken the time to work with our key fabric mills and garment manufacturers to develop their own sustainable business plans.

- **Ensured 75,000 + workers in our partner factories, across 10 countries are covered by the ETI Base Code.**
- **Source from 218 factories across tier 1 & 2.**
- **Over 40% of Strategic Suppliers have been with us for over 5 years, and 20% of Strategic Suppliers have been with us for over 10 years.**
- **Performed our worker's wellbeing survey in all tier 1 factories.**

MODERN SLAVERY POLICY

At Regatta, we have a zero-tolerance approach to modern slavery of any kind. We care for and treat people in our business and supply chain fairly, with honesty, courtesy and respect. We operate a culture where staff are encouraged to voice any concerns using the appropriate reporting channels. Everyone must play their part and be alert to the warning signs of slavery. This year our work on modern slavery continues to extend further into our wider supply chain. We want to act as leaders in our field, making changes, having conversations, allowing voices to be heard, understanding risks, and preventing exploitation throughout by following a robust due diligence. We first published our Modern Slavery statement in July 2017 in accordance with the UK Modern Slavery Act of 2015.

We are now proud to share this; our eighth statement, which summarises our activities and progress during the year ending January 2024 to prevent modern slavery of all forms, including child slavery, in our business and supply chain. At Regatta we have a zero-tolerance approach to modern slavery of any kind. Our approach is clear, “we care and treat people in our business and supply chain fairly, with honesty, courtesy and respect, as we ourselves would expect to be treated”.

From our Board down, and through all aspects of our business we understand, “It is not just about what we do, but rather how we do it.” We operate a culture where staff are encouraged to voice any concerns using the appropriate reporting channels. Everyone must play their part and be alert to the warning signs of slavery.



TRACKING OUR PROGRESS

Despite the challenges that come our way we are committed to ensuring the work and progress we do to prevent modern slavery continues to embed into our own business and through our business partners alike. We have the following checks in place to ensure KPIs are met:

- Our transparency map is one way we keep check of how far we have come, and as this continues to expand further to 2nd, 3rd and 4th tier suppliers of packaging, embroidery, washing and printing, we enforce the same principles and ask partners to align with us.
- Our CSR business plan sets objectives and strategy across a 3-year period, and we regularly review this across the business and at Board level with regards to modern slavery.
- Our ETI membership helps us to navigate deeper into the human rights issues and also keeps in check our progress through progression meetings with other brand members.
- Our Cascale (Sustainable Apparel Coalition) membership allows us to benchmark our business against industry set criteria, in addition to our supply partners who are also in the process of enrolling onto the Higg Index to submit their own data.
- Our Salient Risk Analysis documents our own supply chain priorities, comparing the likeliness and severity of such risks occurring, and we review this regularly in line with an evolving supply chain.
- Our questionnaire to the wider supply chain of providers of GSNFR continues to benchmark their ability to detect and mitigate modern slavery risk through policy and training, trading relationships, recruitment, and employees working conditions and wages.
- 3rd party audit reporting, & reporting through NGO hotline.
- Continuous presence in our factories, through employees on the ground, right up to our owner and company MD's visiting. We recognise that modern slavery cannot be combatted alone, and so we believe in sharing best practices at all levels within the industry.
- Collaboration and sharing of best practice with other brands, and members within the European Outdoor Group (EOG) and the Outdoor Industry Association (OIA).
- As a supplier ourselves, we continue to offer support and collaborate with our customers in completing their own risk assessments by being open and transparent about our business practices and policies as well as these of our supply chain partners. We are members and attend the Greater Manchester Modern Slavery Business Network quarterly meetings. These provide an opportunity for businesses based in or with connection to the region to work together and support each other in tackling modern slavery. It is a great opportunity for representatives from a wide range of businesses and sectors to hear about some of the good work that is going on in the region, as well as sharing some of the challenges businesses face in tackling this horrific crime.

OUR PLANET

We're committed to delivering on our targets for reducing waste, water and carbon emissions. We believe that every individual can make an impact and we're committed to reducing our footprint across all our operations.



GHG & CARBON MEASUREMENT

Since our last report, we are well underway with our carbon measurement plan for workplaces, shipping, operations and business fleets and have plans in place to manage our emissions. This includes collating data, setting a baseline and then targeting in line to achieve the targets set by signing up to the UN Global Compact, to emit 50% less GHG by 2030.

At HQ, we complete the Energy Savings Opportunity Scheme (ESOS) every 4 years. This is designed to investigate our current outlay on energy and highlights how we can reduce energy usage and also incorporate further efficiencies.

In 2021, we completed the UK Government's compliance scheme, the Streamlined Energy and Carbon Reporting (SECR). This is designed to make companies aware of their energy usage and carbon footprint. Currently we are reviewing our energy suppliers and renegotiating contracts, to switch where possible to those offering renewable energy. Our electric energy consumption is now 100% supplied from renewable sources in our Distribution Centre (Pioneer Point).

In 2024, the Group has been reviewing its transition plan, in order to sign up to Science Based Targets for our Scope 1, 2 and 3 emissions potentially in 2025. This involves conducting a detailed review and gap assessment on our GHG inventory with recommendations from the consultant and GHG quantification support provided. Collaborative workshops are being held throughout the Group to review carbon reduction initiatives and decarbonisation plans, to impact our target status.

The Group monitors our supply chain's progress of Scope 3 emissions through the Higg FEM, to align with our transition plan. We engage with our supply chain partners through business plans, giving them a chance to showcase their short and long-term plans. Meetings are arranged to go through the business plans with the supplier, various managers and staff members. We also organise bi-annual supplier meetings to discuss progress from each party. These are followed up with regular meetings or face to face meetings with representatives of the brands to keep our plans moving forward.

Part of the review we have reduced use of LPG fuel in our fork lift trucks and changed to lithium batteries. This has resulted in a considerable reduction of CO₂ emissions from 17mtCO₂e to 0.3mtCO₂e.

RENEWABLE ENERGY

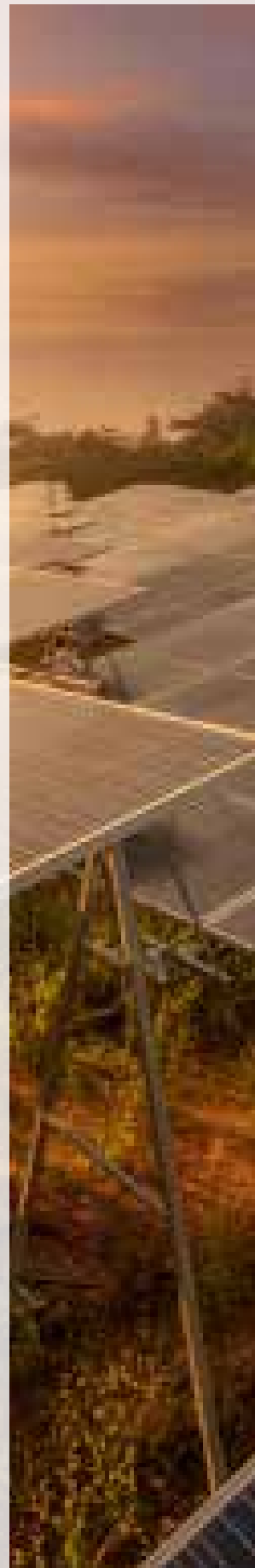
At the time of our last report we had just installed 892 solar panels, across 1,623 m² of roof of our Head Office. Since then, the use of renewable energy has increased in direct operations for the Group with not only our Head Office having solar panels installed, but our Distribution Centre in the UK also having the technology fitted 1,111 solar panels in July 2022. For 2022, the combined solar energy generated was 290890 kwh/291 mhw, saving 166 mtCO₂e. (The figures exclude January – March 2022 at HO, figures were not measured until March and July 2022 to beginning of September at the DC in order to calibrate and install the system).

Our Distribution Centre produced 36,810 kwh in the first 5 months which equates to a saving of 214 tonnes of CO₂e. In June 2023, we had no need to draw any electricity from the grid for either facility. But this is something we unfortunately can't maintain over the darker winter months.

Current Savings: Current saving from our Head Office (July 22 to June 23 using 273,176 kwh) and our Distribution Centre – (September 22 to June 23 using 155,630 kwh) is 246mt CO₂e.

Long term financial planning will be affected by our commitments to our climate strategy – this will be the commitment to ensure that all our global electricity needs come from 100% certified renewable sources – all contracts must be renegotiated and applied. We will need this to be able to achieve our targets and will be a focus in building our transition plan.

For the countries where renewable energy can't be purchased and where we have large presence, we would need to purchase Renewable Energy Certificates (REC's). At present we are in a budget planning phase to roll out globally, starting in 2024.



SHIPPING

The Group has engaged with our inbound logistic partner (K&N) from the outset. The Group default shipping method remains by sea, with train travel considered before any high impact methods of transport like airfreight, even if for only part of the journey.

Our strategy of consolidation and the shipment of full containers is mandatory for our logistic provider to make sea travel the preferred method of low impact method of shipping. We have been conducting trials on speed and the type of vessels to review the efficiency.

In 2022, we continued to purchase biofuel (2nd generation fuel using cooking oil Methyl Ester) as an offset asset. We doubled our intake from 45mt to 90mt.

By the end of 2023, the Group became members of ZEMBA, a consortium of businesses that lobby shipping lines to invest in greener fuels.

Transportation for outbound goods remains a priority with a trial (with mainly samples) of the use of electric/hybrid vehicles for transportation from our Tier 1 facilities to port completed and being rolled out in 2024. We receive regular reports to review our impact. Our freight partner is also now using a dashboard on our progress which is operated through our new BI system, to give us further clarity.



PACKAGING



Polybags

From 2024 our polybags are made from 79% recycled plastic, are fully recyclable and the size is seasonally reviewed to ensure minimal plastic use. For some products we have managed to reduce the size by over 25%.

The priority for our warehouse at Pioneer Point is to reduce plastic by 50% + in the next 2–3 years. This will be achieved by reducing our mail order bag size for 50% of the orders we send out for digital, as well as increasing the recycled content to 98%. This is an area we are constantly looking to improve, and we work collaboratively with other likeminded local businesses and universities to look at ways to work in a more circular economy.

FSC Paper and Single Walled Reusable Cartons

We only use recycled materials in all our printing. We don't laminate paper and we source all paper from renewable sources (FSC Standard).

We have moved to single walled reusable cartons in our warehouses and are reviewing on a product-by-product basis to move to single walled cartons for goods coming into our warehouses, which could save up to 20kg CO2e per carton to ship some of our goods.

WATER

We have been monitoring our water consumption in our Head office and with our suppliers, using the Higg Index, since our last report. For 2023/24, water has become our primary focus with a complete assessment of analysis of our data and review of our targets. As part of this work, we are looking at dyes using less water in factories and we are also looking at water quality and scarcity.

WASTE MANAGEMENT

Our operations produce waste and it's our responsibility to ensure that it's managed, with a closed loop economy being the goal.

We are looking for zero-waste certification for 2024. The following items are recycled: metal, wood, waste electrical and electronic equipment (WEEE), lamps, paper, card and plastic.

We trialled a programme for 3 months with Olio to ensure food left over from our canteen at the end of the day is taken away and distributed to the local communities. The issue of food waste has been raised through our Project 5 team and this trial is the result of best practices to do this and reduce our waste. The results of this indicated the level of waste from the canteen was lower than anticipated so did not warrant the continuation of this initiative.

We have management systems in place that comply with the requirements of The Control of Substances Hazardous to Health Regulations 2002 (COSHH). Under these regulations, UK operations evaluate and control the risks to the health of all employees from exposure to hazardous substances at work.

ELECTRIC/HYBRID VEHICLES

In 2022, we introduced a policy at Head Office that all company cars where mileage is below 12,000m/19,000km are to be replaced with an electric car. For all other company cars, with higher mileage than 12,000m/19,000km per annum, the company would replace with Hybrid cars. Our goal being to replace all fossil fuel company cars within the UK fleet. This increased the total number of electric/hybrid cars from 8 to 17. This includes our first fully electric vehicle and our first hybrid being used in Belgium. We also increased the number of electric charging points from 4 to 6.

Back in 2021, when 5 hybrid cars were added to the car fleet, Scope 1 CO₂e emissions were reduced by 16 tonnes CO₂. We have continued this strategy by increasing the number of low- or zero-emission vehicles by 15%, in total 1 electric and 16 hybrid out of a fleet of 52 cars. As a result of the increase in 2022, the reporting figure of CO₂e is 47mtCO₂e which is a 375% increase in avoided emissions due to the use of low or zero-emission cars.

In the first half of 2023, numbers of hybrid/electric cars, driven by Group employees rose to 25, 4 of which being totally electric cars. The total number of company cars in the UK increased by 13% with the number of low carbon vehicles rising by 66% in 2 years, in-line with our sustainability strategy to reduce Scope 1 emissions by switching our car fleet to low or zero-emission vehicles.

By end of Q3 2024, we have successfully replaced 84% of fossil fuel company cars. The UK fleet now consists of 9 electric and 34 hybrid cars, leaving just 2 fossil fuel company cars to be removed from the fleet by Q3 2025. The pool car fleet at our head office consists of 6 fossil fuel owned vehicles, which the company may consider replacing in the future also.

The Group also launched a programme in 2023 for employees to lease a fully electric vehicle for an agreed time period using a salary sacrifice scheme. As these will be leased by the company, these too would be considered as company cars. This is a great scheme to encourage people to choose an electric car who may not have been able to afford one otherwise. For our outbound logistics and general courier services we use DPD. They were chosen following a tender for the business where they had to provide their own sustainable credentials. Our strategy to reduce mobile Scope 1 emission by reverting to hybrid/electric vehicles was a consideration when engaging with them. They only use electric vehicles when delivering parcels for our organisation.

COLLEAGUE ENGAGEMENT

As part of our initiatives, we are reaching out to colleagues offsite in the UK with an interactive hub, set up to encourage positive change and designed to help share ideas and information and encourage a sustainable approach to working lives.

For our UK stores, we are focusing on these 4 pillars:

Buildings – energy review, repairs/renewals, management

People (staff and customers) – engagement, awareness, support

POS – reuse, reduce, recycle

Waste – clothing, general waste, CO₂



COMMUNITY

Conservation Collective

Regatta is proud to be supporting the Conservation Collective, a network of local environment foundations based in 20 locations across the world funding grassroots projects dedicated to preserving, protecting and regenerating biodiverse ecosystems and to slowing down and adapting climate change.

As outdoor experts, we have worked for many years with conservation project around the world, carving out a role to protect and preserve the environment. The partnership will benefit several projects through funding which will be used to launch new foundations to boost activities supporting the Collective's network members, including fundraising, coordinating knowledge sharing and overseeing risk management.

Regatta Great Outdoors is delighted to be supporting the Devon Environment Foundation (DEF), where funding will be allocated to the Wild Planet Trust: Save Our Seagrass project.

Save Our Seagrass

Seagrass is a vital marine habitat. Unfortunately, damage from dredging and anchoring, and poor water quality has caused the UK to lose over 90% of its seagrass meadows in the last century.

Wild Planet Trust's Save our Seagrass project aims to protect seagrass meadows through a holistic strategy of community engagement and ecological monitoring – working in collaboration with local stakeholders to increase knowledge and understanding of the local marine environment and the most effective ways to protect it. DEF funding will enable Save our Seagrass to continue monitoring work to gain further understanding of the health of Torbay's seagrass meadows, coupled with an ambitious advocacy campaign to spread awareness of the problems seagrass faces to reduce local human impact.



European Outdoor Conservation Association

The European Outdoor Conservation Association (EOCA) enables conservation projects across the world to happen. There are currently nearly 160 members of this 'not-for profit' Association, stretching from Norway to Spain and from the UK across to the Czech Republic. As a charitable organisation directly funding specific projects, the association wants to show that the European outdoor industry is committed to putting something back into the environment, and all working together a real difference can be made. Through our membership to EOCA we can help to choose and recommend projects needing support. Since they started 16 years ago, they have supported 172 projects and raised nearly 5 million euros.



PROFESSOR ADAM GREENSTEIN LABORATORY, UNIVERSITY OF MANCHESTER



The University of Manchester

Dementia affects one in seven people over the age of 65 in the UK. Behind this figure however lies an even more striking statistic, reflecting the devastating ripple effect on families as dementia slowly strips away a beloved parent's personality, dignity and independence. Amongst the wreckage of human lives lies the failure of modern medicine and science to develop effective medicines for patients with dementia. Indeed, there is no other disease worldwide which is as common as dementia and which has no treatment.

Through the Regatta Foundation, we will be supporting Professor Adam Greenstein's research at the University of Manchester for five years. The funds will be used to further the small artery research he is pioneering which is aimed at restoring healthy blood flow to the brain in dementia.



ALZHEIMER'S SOCIETY



As part of the Group, we are lead sponsors of Alzheimer's Society flagship trekking event – Trek26. As the UK's leading dementia charity, Alzheimer's Society works tirelessly to find new treatments, ultimately, to find a cure for dementia. They provide expert information, training and support services, working towards creating a dementia-friendly society. Trek26, which takes place in different venues across the UK and attracts thousands of people, helps to continue funding research, finding treatments and improving care for people affected by dementia.



SAVAR PRIMARY SCHOOL

We want to make a positive difference to the lives of those touched by our business. We run two main Social Impact Programmes in the same villages as our factories in Bangladesh, looking after the health and wellbeing of the female workers and supporting the education of over 260 children each year in a local school.

The Savar Primary School, located in our garment factory area in Dhaka, Bangladesh, has been a lifeline to many families for over 14 years. The school provides a safe space to educate 262 students from 4-14 years of age, of which 58 of them have some form of learning or physical disability. We also provide a daily nutritious meal, school uniforms, a fully stocked library with library books being added regularly and a scholarship programme.

Our teacher training programme ensures that the students get the best education possible and we have also employed an ex-student as our librarian.

We started a Scholarship initiative in 2021 at the school with the aim to support the primary graduates in completing Secondary and Tertiary Education, providing extra tutoring support.





RHEP PROGRAMME

We have run the Regatta Health Education Programme since 2017 in our factories in Bangladesh. The programme educates and empowers our female workers in health and nutrition, Health and Safety in the workplace, gender equality, discrimination, violence and harassment. Over the time, we have reached over 15,500 workers who then pass on their knowledge to their own communities.

BETTER WORK GEAR PROGRAMME

In 2024, we launched Better Work Bangladesh's GEAR gender equality programme in one of our Bangladeshi garment factories.

Through the programme our aim is to promote female worker retention and nurture women's talents, integrate gender equality into our factories management systems, and upskill women with technical, managerial and leadership skills. After our pilot factory has completed this programme, we plan to expand it out to other suppliers in our network.



EDUCATION & YOUTH

Local UK Schools

We have a small action team in the Group who work with local primary schools in Trafford and Salford, close to our head office, helping their most vulnerable children at key times of the year.

Each Christmas, we pack over 400 bags of food to help make substantial breakfasts and meals. We include treats like Christmas crackers, selection boxes, colouring books and pens that have been donated by staff or bought by the company. Before the festive break, we deliver these to the primary schools.

We support the schools educational visits by our partners. Ambassadors from Galapagos Conservation Trust recently spoke about their fight against plastic pollution on the Islands and how the GILLS club has been set up to give young girls an education in science.



UNITAS

“Unitas Youth Zone engages over 3,500 young people every year in meaningful, positive, fun activities and provides youth workers who act as trusted adults and role models. The difference our centre makes to the lives of young people is immense and the support of the Regatta Foundation is integral to our success, allowing us to be ‘somewhere to go, something to do and someone to talk to’ for hundreds of young people.”

*Unitas Chief Executive
Robin Moss*

**CLOTHING
THAT
WORKS**

**TODAY &
TOMORROW**

**COMMITTED TO
SUSTAINABLE
FABRICS IN EVERY
PRODUCT BY 2025**

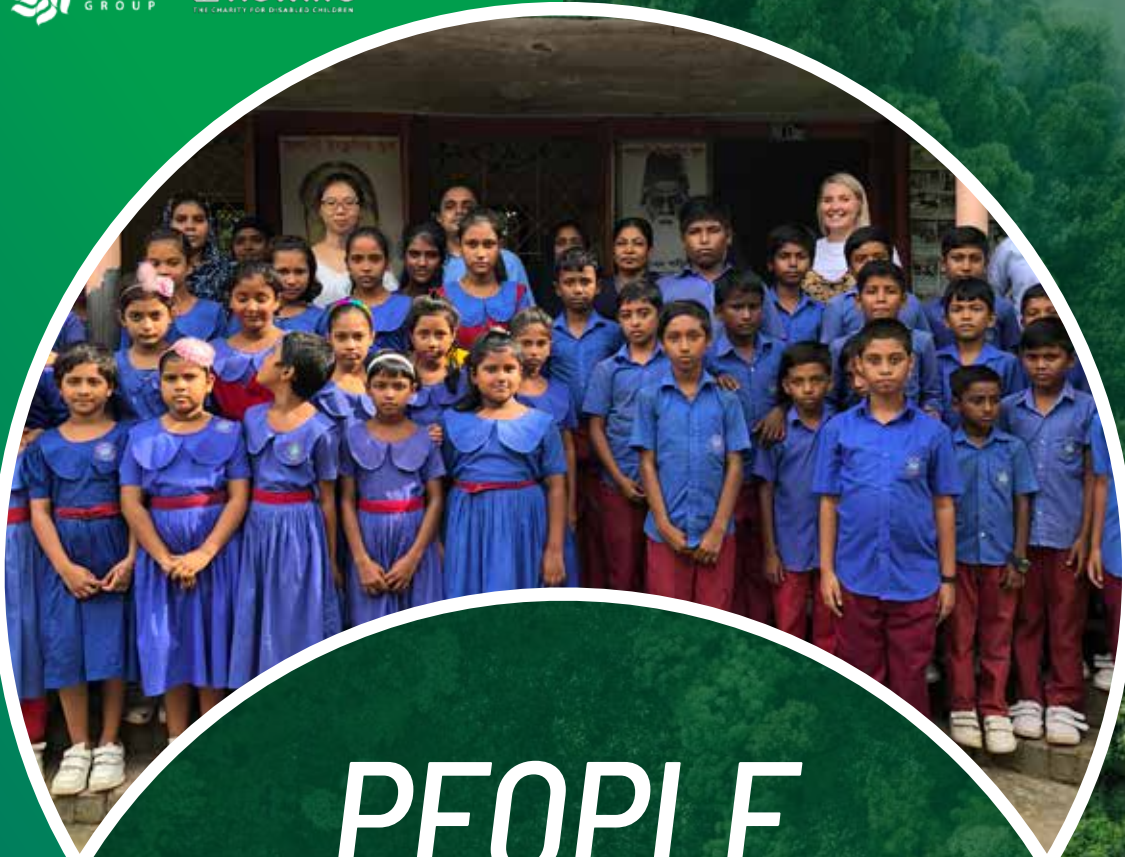
PURPOSE

The Regatta Groups corporate responsibility memberships showcase our commitment to fair labour, sustainability, and environmental responsibility. Through the Ethical Trade Initiative we are committed to providing good, safe working conditions to all workers within our supply chain.

The Sustainable Apparel Coalition guides us in reducing our environmental impact, and we use the Higg Index to ensure accountability for our social and ecological practices.

Our involvement with the UNFCCC reflects our active role in global climate change efforts, and all of these partnerships underscore our brand's dedication to responsible business practices, highlighting that ethics and sustainability are at the heart of what we do.

OUR MISSION:
**TO SELL GREAT QUALITY SUSTAINABLE
WORKWEAR, WELL-DESIGNED,
WELL-PRICED AND WELL-MARKETED**



PEOPLE

For over 10 years the Regatta Group have supported a primary school in the rural Savar area of Dhaka Bangladesh. The school offers 260 children a safe learning environment, hot meals every day, access to an education and a chance to reach their very best potential.

In our factories in Bangladesh we run a Health and Education Programme, facilitated by a local NGO, educating women on health, hygiene, nutrition and finances in a safe space environment.

Closer to home, we've joined forces with Band of Builders, a registered charity aiding individuals in the construction industry facing life-changing illnesses or injuries.

PLANET

Sustainability is ingrained into our Group operations, and we have committed to net zero emissions by 2050. Our default method of transport is sea vessel when bringing our products to market.

In the UK and Poland our DC operations keep road and truck usage to a minimum through close proximity to port. We support electric vehicles for both company cars and our employees through an EV salary sacrifice scheme.

Our UK operations have solar installations in line with our commitment to reduce emissions.

Through the UNFCCC, our Group completes the CDP report to track and monitor our emissions, proudly achieving grade B last year.

www.cdp.net/en



OUR MISSION:

**"WE ARE COMMITTED TO IMPROVING
OUR RANGE AND INCORPORATING
SUSTAINABLE MATERIALS WITHIN
EVERY PRODUCT BY 2025."**

PRODUCT

In 2020, we launched a range of products made from 100% recycled fibres, sourced from Global Recycled Standard (GRS) certified fabric mills.

Our strategy has since repositioned to incorporate sustainable fibres into all our products and packaging whether these are synthetic or natural fibres. Embracing the ethos of the Better Cotton Initiative, we contribute to the global movement for sustainable cotton, reinforcing our commitment to responsible and conscientious business practices.

Our dedication to product performance and safety is maintained through our own quality assurance programme, adherence to the REACH regulation, and a rigorous testing procedure on all components used every season.

**CLOTHING
THAT
WORKS**

**TODAY &
TOMORROW**

WHAT'S NEXT?

Regatta Group is focused on driving meaningful change in its global supply chain, targeting a 50% reduction in emissions by 2030 and targeting net-zero emissions across all scopes by 2050, inline with the Paris Agreement limiting global warming by 1.5 degrees. Immediate steps include eliminating coal boilers in the supply chain, increasing renewable energy adoption, and implementing water conservation measures. Long-term plans aim to integrate circular practices into production, establish decarbonisation plans with our suppliers and ensure 70% sustainable fibre sourcing by 2030. Progress will be monitored through the Cascale FEM tools, with annual sustainability reports to track and showcase achievements. This ongoing commitment underpins Regatta's goal to excel sustainably in the outdoor apparel industry.



REGATTA 
GREAT OUTDOORS®

