

A photograph of three models in a modern interior. In the foreground, a young man with dark curly hair sits on a white block, wearing a dark navy blue zip-up sweater and light beige trousers. Behind him, a young woman with long blonde hair and a young man with short brown hair stand, both wearing dark navy blue jackets over light-colored tops. The background features large wooden panels with green moss art installations. A large green banner with white text is overlaid on the left side of the image.

# OUR SUSTAINABILITY JOURNEY





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# COMMUNICATING OUR SUSTAINABLE PRODUCT BENEFITS

At Regatta Professional we care about our planet and take our responsibility for reducing the consumption of fossil fuels very seriously. For that reason,

**“we have committed to improving our range and incorporating sustainable materials within every product by 2025.”**

We appreciate this is a complex move to make, but we want to ensure all of Regatta Professionals well known and loved products become more sustainable and we are taking the steps necessary to meet this commitment.





Across our range sustainable materials could include either polyesters made from recycled fibres, or cotton sourced through the Better Cotton program.

Within our garments the sustainable elements could include:

- The main fabric of the garment,
- The synthetic insulation material in padded garments
- The inner jacket fabrics or lining fabrics
- Or it may be a combination of all the fabrics & insulation within the garment.



Whilst we have high ambitions to make sustainable improvements on all our products, we appreciate that our styles must remain commercially priced. Therefore, we are making gradual improvements with the aim that lots of small improvements will in turn add up to a big overall improvement, and that is why some of our fabrics are only using partially recycled content.



Since 2020 when we launched our first Honestly Made capsule range containing 100% recycled fabrics and insulation throughout, we have been working towards the rest of our fabrics becoming more sustainable so that the full Regatta Professional range can promote the same benefits.



To assist our customers with communicating our message of sustainability we agree to our supply partners using the assets as shown in this document to highlight our journey progress, and suggest linking to our website to guide customers who require further details.

For any styles which have been produced that contain recycled materials, no matter what the % or quantity within the product, we will add a bullet point to our brochure stating: made using recycled materials.



We will only call out the recycled % of fibres within the complete garment if this reaches at least 30% across all components of that garment. We will then communicate this under the thresholds of either 30%, 50% or 100%.



HONESTLY  
MADE



TRA213

ISOTEX 10000 SYMMETRY THERMOGUARD

#### HONESTLY MADE RECYCLED FLEECE-LINED BOMBER JACKET

##### Product Information

- 100% recycled waterproof and breathable Isotex 10,000 polyester fabric with sealed seams and a DWR (Durable Water Repellent) finish for all-weather protection
- Breathability rating 10,000/m<sup>2</sup>/24hrs
- 100% recycled polyester fleece lining fabric, with Thermo-guard insulation on the sleeves
- Concealed hood, 2 zipped lower pockets and zipped chest pocket
- Concealed zip in lining for embroidery access and shock cord adjusters at hem
- Made using recycled materials\* See page 389 for more details

##### Produktinformation

- 100% recyceltes, wasserdichtes und atmungsaktives Isotex 10.000 Polyestergerewebe mit verschweißten Nähten und einer dauerhaft wasserabweisenden Imprägnierung (DWR) die Allwetterschutz bietet
- 100% recyceltes Polyester-Fleece-Futter mit Thermoguard Isolierung an den Ärmeln
- Im Kragen verstaubare Kapuze, 2 tief angesetzte RV-Taschen und eine Brusttasche mit Reißverschluss
- Verdeckter RV-Veredelungszugang im Futter und Zugkordel-Verstellmöglichkeiten am Saum
- Hergestellt mit recycelten Materialien\*

##### Données produit

- Tissu polyester 100% recyclé imperméable et respirant Isotex 10.000, coutures étanchées et finition DWR /dépérance longue durée /pour une protection tous temps
- Doublure polaire polyester 100% recyclé avec doublure Thermo-guard dans les manches
- Capuche sous col, 2 poches basses zippées poche poitrine zippée
- Zip dissimulé dans la doublure pour accéder à la broderie et cordon de serrage à l'ourlet
- Confectionné à partir de matériaux recyclés\*

##### Productinformatie

- 100% gerecycled waterdicht en ademend Isotex 10.000 polyester materiaal met afgedichte naden en een DWR (duurzaam waterafstotend) afwerking voor bescherming tegen alle weersomstandigheden
- 100% gerecycled polyester fleece voeringstof, met Thermoguard isolatie op de mouwen
- Verborgen capuchon, 2 lage zakken met ritssluiting en borstzak met ritssluiting
- Verborgen rits in de voering voor toegang tot het borduursel en aansluitbaar elastisch koord in de zoom
- Gemaakt met gerecyclede materialen\*



#### HERES AN EXAMPLE FROM OUR LATEST BROCHURE

Men's Colourways  
1. Navy 540  
2. Black 800

Men's  
Sizes XS-3XL (EU 46-62)  
Quantity per carton 8

During 2023 we updated all of our synthetic insulation to be 100% recycled, this includes both Regatta Thermoguard and Warmloft insulation, and all production since then has been using 100% recycled insulation.

**WARMLOFT**   
**THERMOGUARD** 



## OUR SUSTAINABILITY JOURNEY







**Ethical  
Trading  
Initiative**



The ETI (Ethical Trading Initiative) is a leading alliance of trade unions, NGOs and businesses, working together with key stakeholders to promote practical solutions to improve conditions for workers. Regatta Group have been members of ETI since 2012 with ongoing progress and commitment to keep workers safe and free from exploitation. With all of our partner factories we ensure they are committed to following the ETI base code for labour rights, and we use a 3rd party auditing company to audit all of our production sites against its guiding principles.

In our partner factories we like to go beyond audit and also run an anonymous digital wellbeing survey that gives workers a channel to raise the flag if they are experiencing issues in the workplace.





# COMMUNITIES

## RHEP PROGRAMME

In Bangladesh we run a womens health programme to educate women workers about health, hygiene, nutrition and finances. This provides women an opportunity to get together with like-minded peers and discuss topics in a safe space. In 2024, we will be launching a new factory programme to empower women in the workplace.

## SAVAR PRIMARY SCHOOL

In one of the rural areas surrounding several of our garment factories Regatta have sponsored a primary school for over 10 years now, this includes a full refurbishment of the school, investment in training of the teachers, providing school meals to all pupils, and establishment of a library and playground. The children who attend the school are offered a full curriculum and we have more recently started a tutoring program for the school leavers who go onto secondary education in order to give them the very best start in life and reach their potential.





# QUALITY

At Regatta Professional we are extremely proud of our product and ensure the highest level of quality is maintained across all garment production. We have a highly competent team, and a process in place to ensure every detail is checked and meets our quality requirements, maintaining consistency for each and every order. To ensure consistency in our fabrics, we use nominated fabric mills, and our in-house fabric team work closely with them to test every 10,000m of bulk production. When developing our garment measurement charts, we always follow consistent grade rules across our product range.

Our Quality Control teams on the ground make regular visits to all of our suppliers reporting back to Head office on our expectation of Assured Quality Levels (AQL). An AQL inspection report is completed for every purchase order. For every purchase order we monitor the colour shade of the fabric using international standard D65 light source, and keep comprehensive records to ensure that over time our colour standards remain consistent.



REACH (Registration, Evaluation, Authorisation & Restriction of Chemicals) is a European regulation that restricts the use of certain chemical substances in all parts and products manufactured, sold, and imported within the EU. At Regatta our products are subjected to a rigorous testing programme to ensure they do not contain by weight more than 0.1% of the substances identified as very high concern under the REACH regulation.





The Sustainable Apparel Coalition (SAC) is a global, multi-stakeholder, nonprofit alliance for the consumer goods industry. It's made up of more than 250 leading apparel, footwear, and textile brands, retailers, suppliers, service providers, trade associations, nonprofits, NGOs and academic institutions working to reduce environmental impact and promote social justice throughout the global value chain.

Regatta Group joined the SAC in 2021 and have been on a journey to benchmark our business against the criteria set out by the coalition and using their standardized value chain measurement suite of tools otherwise known as the Higg Index. By joining forces in the Coalition, we are addressing the urgent, systemic challenges that are impossible to change alone.





The Higg Index is a suite of tools, developed by Higg & SAC to measure environmental and social & labor impacts across the value chain. The Regatta Group became a licensee of the Higg index in 2021 and have been benchmarking our data since joining. With this data, the industry can address inefficiencies, resolve damaging practices, and achieve the environmental and social transparency that consumers are demanding. The suite includes Higg Brand & Retail Module (Higg BRM), Higg Materials Sustainability Index (MSI), Higg Product Module (PM), Higg Facility Environmental Module (FEM), & Higg Facility Social & Labor Module (FSLM).



The European Outdoor Group undertake market leading research, organise and support trade shows and industry events, sustainability and social responsibility initiatives, work to support conservation and encourage and enable European citizens to get active outdoors and, last but not least, they represent our sector to the European Commission, NGO's and other stakeholders.





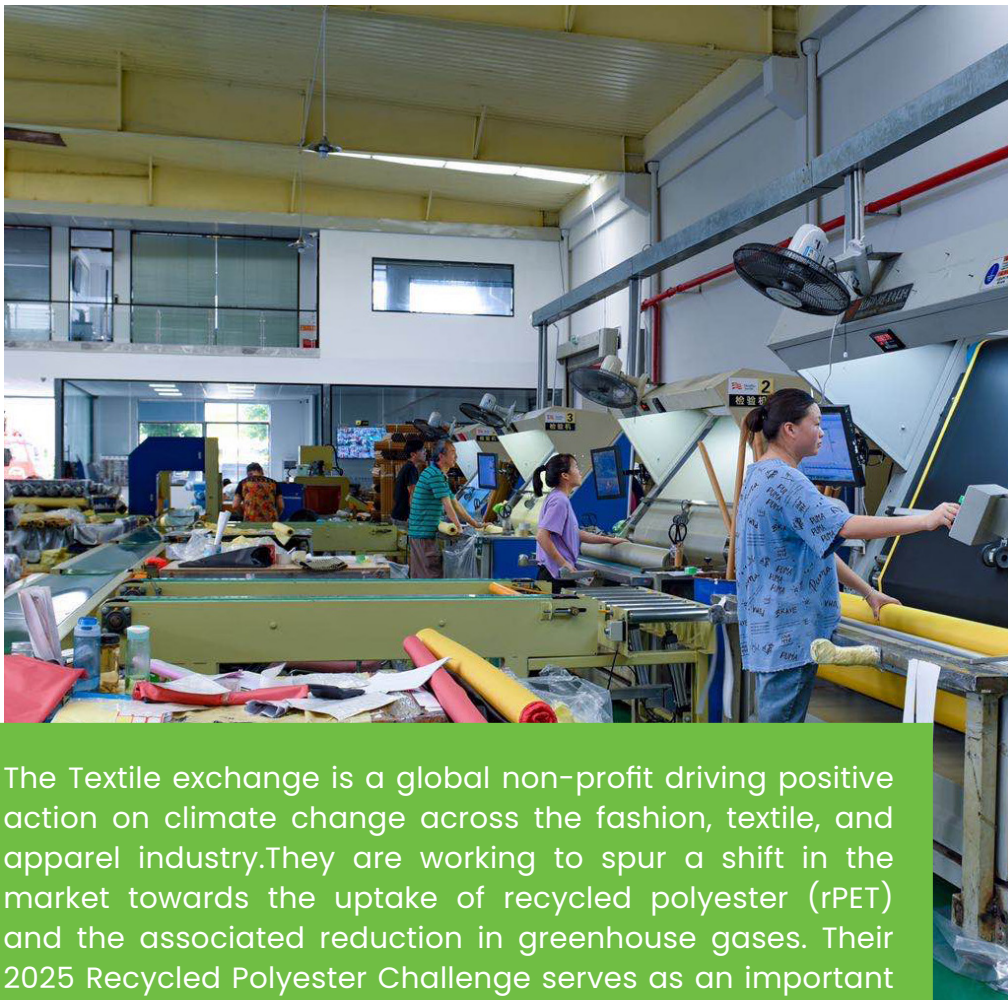


The BCI (Better Cotton Initiative) is a global non-profit organisation that is driving better cotton production for those who produce it and for the environment. The BCI is the largest cotton sustainability programme in the world and they take a holistic approach focusing on the farmers and field level partners.

Through better soil and water management, less use of pesticides, and greater resilience to climate change the farmers benefit from an improved crop, and through the BCI network the improved access to market also translates to profitability within the farming communities. At Regatta we have a zero tolerance approach to modern slavery and confirm do not source any cotton from the Xinjiang autonomous region and do not work with any suppliers who have links to this area.







The Textile exchange is a global non-profit driving positive action on climate change across the fashion, textile, and apparel industry. They are working to spur a shift in the market towards the uptake of recycled polyester (rPET) and the associated reduction in greenhouse gases. Their 2025 Recycled Polyester Challenge serves as an important catalyst for change in the apparel and textile industry. Regatta Group are participants in this challenge, and we commit to bringing the percentage of recycled polyester up from 14% to 45% at 17.1 million metric tons by 2025.

GRS (Global Recycled Standard) is an international voluntary standard to track recycled materials. By following this standard, we are increasing transparency and assurance of recycled fibres. The GRS also includes social and environmental production requirements which reduces harmful production of recycled fibres. At Regatta Professional all of our recycled fabrics are sourced from GRS certified mills and we are committed to increasing the use of GRS certified fabrics, within our range. To verify the recycled content in our products we collect GRS transaction certificates from our nominated fabric mills for each and every order.





As a group we are proud to have joined the UNFCC's Fashion for Global Climate Action initiative as a signatory to the Fashion Industry Charter for Climate Action. We have committed to net zero emissions by 2050.

This is a collaborative approach to climate action across the textile, clothing and fashion industry. As part of the groups commitments to the UNFCCC we completed the CDP report, the full results are publicly available through the CDP website, with the group achieving a grade B. <https://www.cdp.net/en>



**United Nations**  
Climate Change

The Microfibre Consortium work to connect and translate deep academic research with the reality of commercial supply chain production. Their goal is to offer solutions to brands, retailers and manufacturers to transform textile production for the greater good of our ecosystems.

Regatta Group joined the Microfibre Consortium in 2017 to find a solution to Microfibre leakage into our oceans. We are working with the research programme and other likeminded companies, to find better fibres, yarns and fabrics to use in our collections which are kinder to the environment.







# POLICY HUB

The Policy Hub unites the apparel and footwear industry to speak in one voice and propose policies that accelerate circular practices, and accelerate sustainable practices. Launched in 2019, they represent more than 700 stakeholders of the apparel and footwear industry, including brands, retailers, manufacturers, and NGOs. They gather the technical expertise and knowledge from members of their partner organisations, and work in close collaboration with policymakers to propose ambitious policies for the textiles industry in Europe.







# NEW LIFE

We are very proud to have been partnered for over 7 years with Newlife, a Charity who provide much needed equipment to disabled children. All returns from our warehouse are sent to the Newlife who manage the process of repurposing, by either mending, or stripping them down into components which can then be sold to make money for the Charity. The money made is then spent on providing items for children in order for them to live a fuller life. Newlife offers full traceability, to ensure that our items are not just ending up in landfill.





# PACKAGING

At Regatta Professional we continue to look for ways to make our garments more sustainable and drive cleaner production within our supply chain. To package our garments we use

**100% RECYCLED FSC QUALITY SWINGTICKETS**

**100% RECYCLED PLASTIC KIMBLES**

**50% RECYCLED POLYBAGS**

**FSC QUALITY CARTONS**

We have undergone extensive work to reduce our packaging volume to a minimum ensuring a 'best fit' approach to all items in the range, this involved reviewing all products at size level and specifying the closest fit packaging based on the folded dimensions of the product.





# LOGISTICS

We have committed to net zero by 2050 in line with the Paris Agreement. The logistics and transport of our goods are significant to this commitment.

We always use sea vessels as our default method of transport and where possible opt for the slower vessels with the lowest footprint. We do not use air freight unless absolutely necessary and in rare cases this happens a clean cargo plane would be used. Where quicker lead times are needed we always try to use lower footprint routes first such as sea/air, or train.

We are port centric in the UK being located in Ellesmere Port which minimises the road miles travelled to reach our UK DC and we always default to Liverpool as our destination port rather than using the southern UK ports. In Poland we use train method to transport goods from port to our DC in Poznan, rather than trucks by road. We support the use of electric vehicles and have trialled a program in Asia to move goods from factory to port.

Within the commercial constraints, we will always choose the most sustainable option possible for our goods, and as part of the groups commitments to the UNFCCC we complete the CDP report to monitor and track our emissions, the full results are publicly available through the CDP website, with the group achieving a grade B. <https://www.cdp.net/en>

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VESSELS AS  
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METHOD OF**





# HEAD OFFICE

We are committed to reducing our energy consumption within our operations. At our head office in Manchester 892 solar panels have been installed onto the roof of the building, and at our Distribution Centre in Ellesmere Port a further 1,111 Solar Panels have been installed.

In 2023, the Group launched an electric vehicle programme for employees to lease a fully electric vehicle for an agreed time period using a salary sacrifice scheme. We also have a policy that all of our company cars below 12,000 miles are either a hybrid or electric model.





BSiF (The British Safety Industry Federation) is the UK's leading trade body within the safety industry, and acts as a leading voice for the sector. At Regatta Professional we participate in annual audits with BSiF to ensure our products meet the necessary safety requirements for our industry.

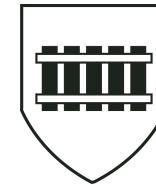


# EN20471

EN ISO 20471 is the European standard that outlines the requirement for hi-visibility workwear for employees in high risk areas. EN ISO 20471 is divided into 3 classes, depending on the risk zone you work in and how visible the wearer needs to be. The number refers to the level of class that the garment has been tested to and passed. There are 3 classes for this, class 3 being the highest level of hi-visibility workwear with the most fluoro-material and reflectors.



EN20471



RIS-3279-TOM

## RIS-3279 - TOM

RIS-3279-TOM is a hi-visibility standard that only applies to the rail industry in the UK. This standard ensures that rail workers on or near the trackside are sufficiently visible to trains approaching at speed or any other traffic.



### EN17353

EN17353 is the European standard applicable to hi-visibility clothing and devices worn in medium risk situations such as working with slow-moving vehicles, jogging on roads with lower traffic speeds, or cycling. It sets forth the minimum amounts of materials that should be incorporated into products in order to ensure enhanced visibility on an end user. The standard is divided in three categories based on the foreseeable wearing conditions:



### EN20345

EN20345 is the European Standard that specifies requirements and test methods for safety footwear. The basic requirements include testing the impact resistance of the toe cap, & abrasion and slip resistance of the outsole, as well as other design aspects. Additional requirements include testing the penetration resistance of the midsole, antistatic properties, and resistance of the outsole to fuel oil. Safety footwear is divided into different classes depending on the requirements filled. SB covers the minimum requirements in accordance with EN 20345. Safety footwear with additional requirements are divided into protection classes S1 to S7 depending on the properties of the footwear.

### EN343

EN343 is the European Standard that specifies requirements and test methods for the materials and seams of protective clothing against the influence of precipitation (e.g rain, snowflakes, fog and ground humidity). Waterproofness and water vapour resistance are the essential properties which are tested. The top number refers to the waterproofness level of which there are 4 classes. Class 4 being the highest level of waterproof protection. The bottom number refers to the level of breathability of which there are 4 classes. Class 4 being the highest level of breathability.

