



FURTHER.  
FOREVER.

OUR  
RESPONSIBILITY

## 2023 IMPACT REPORT

Published January 2024

 MONTANE®

“Montanes work on improving corporate responsibility and product transparency has been built into our ways of working for many years. Reflecting on 2023, this Impact Report brings together the work done so far, so that our stakeholders can easily see what has already been achieved, what we are working on, and which steps are next.

By beginning to annually publish these reports we hope that our progress can be more visible and easily understood. Ultimately, we aim to balance the scales by recognising that our processes and conduct come at a cost that must be balanced with action.”

Anna, Corporate Social Responsibility Manager





Corporate Social Responsibility requires input from right across our business, to identify and prioritise realistic targets and ensure that progress is made. Through the work we are doing Montane is addressing the above **United Nations Sustainable Development Goals**, to play our part in protecting the global environment.

In 2024 Montane has committed to the **United Nations Race to Zero campaign** – a coalition to expedite halving global emissions by 2030 to achieve a healthier and fairer global future. This commitment will see us align our own emissions reduction targets with the Science Based Targets initiative, ensuring that communication for this aligns with the Green Claims Code legislation expected to be finalised in early 2024. We are dedicated to increasing our transparency with consumers, doing this in a way which both shares our goals and explains the reasoning behind them in a way that can be easily understood.



Montane is a global brand based in Northumberland, UK, and has been designing high-performance mountain apparel and equipment for 30 years.

Montane produces timeless performance product that protects you from the harshest elements. Our products combine physical, aesthetic and emotional durability to give them a permanent relevance that transcends short-term trends, and they are built for more so that they adapt to the wearer's outdoor ambitions.

Long-term thinking governs every Montane decision. Through design we strive for simplicity. Our focus on lightweight construction naturally delivers a timeless look, fusing performance with a modern aesthetic.

We build our products to ensure they are functional and durable to their core. From construction methods to fabric choices, we continuously scrutinise our entire process to produce the highest performing apparel and equipment possible. We design every element to ensure our clothing and equipment becomes your trusted companion in the mountains.

And we do it all while constantly assessing our impact and striving to make responsible choices.







## 1993

### Born on Expedition

Montane's founding directors Chris Roff and Jake Doxat met on a 3 month expedition to southern Chile in 1989.

## 1997

### Extreme Range

One of Montane's most iconic product ranges, used by outdoor professionals worldwide.

## 1999

### Featherlite Smock

Montane pioneers Featherlite™ clothing with the original super lightweight packable windshirt.

## 2001

### Terra Pants

Often imitated yet never beaten. A technical outdoor wardrobe staple.



## 2002

### Air Jacket

Innovative, versatile, lightweight 3 layer waterproof jacket that set a new industry standard.

## 2008

### 1st Montane Lakeland 100 Race

The Launch of the iconic Lakeland 100 Ultra tour of the Lake District.

## 2011

### Minimus Jacket

Incredibly lightweight, waterproof, breathable garments essential for fast and light mountain activities.

## 2014

### 1st Montane Spine Race

Montane becomes headline sponsor of one of the world's toughest endurance races.

## 2017

### Icarus & Phoenix Jackets

The first technical brand to use PrimaLoft® ThermoPlume, revolutionary lightweight 'synthetic down' insulation.



## 2019

### Fair Wear Foundation

We joined the Fair Wear Foundation, an independent, non-profit organisation that works to improve conditions for workers in garment factories.

## 2021

### Responsible Choices

We switched our polybags to use 100% recycled plastic.

## 2022

### Anti-Freeze Jackets Range

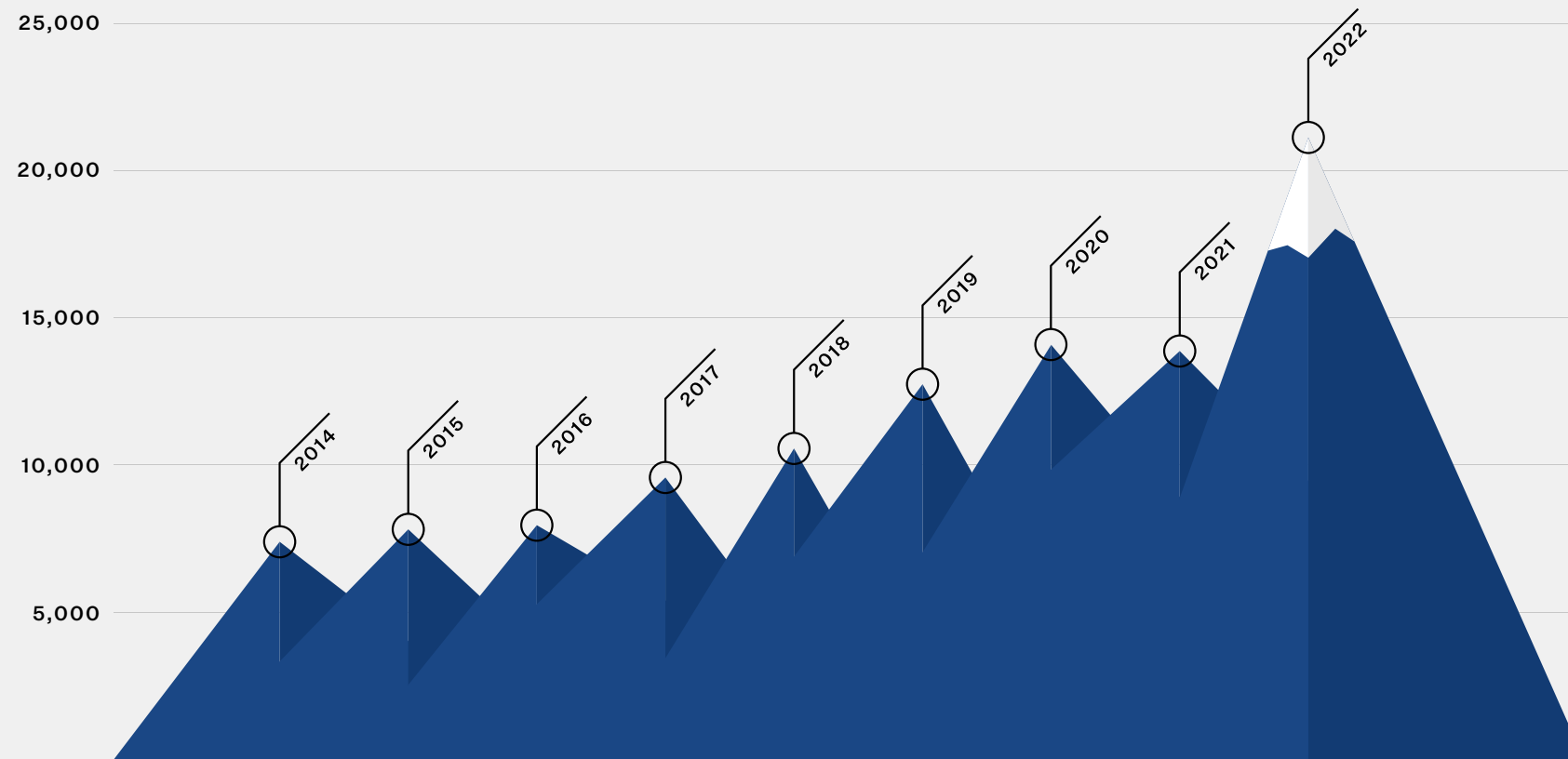
Made from recycled materials and RDS certified down.

## 2023

### Know What You're Buying

Transparent information on the materials used in products to help consumers make informed, long-term choices.

Sales by Calendar Year



**For three decades Montane has evolved with the changing landscape of adventure. We were born in a world of exploration and have evolved to enable fast and efficient movement.**

“As Montane has grown in the past few years, the work we have done to assess and reduce our environmental footprint, and the people who help us to do this has grown too. We are continuously seeking new ways to enhance this work and to communicate clearly about our achievements, commitments, and goals.

As a small UK based brand, we recognise that the products we sell and the ways in which they are manufactured, transported, used, and maintained, have a negative environmental impact. We also recognise that it is only when we work together with our supply chain, retailers, and particularly with our consumers, that we can achieve true and meaningful change.”

**Gary, Managing Director**





**ALL IN**

No half measures

> **Passion, commitment, a collective purpose.**



**PURSUE PERFECTION**

Deliver beyond expectations

> **Performance, quality, service, communication.**



**PRESENCE NOT NOISE**

Prioritise the things that matter

> **Add value, create clarity, build trust.**



**THINK LONG TERM**

Considered, responsible choices

> **Protect our playground.**

“In May 2023 we launched our, Purpose, Mission, Vision, and Values Framework, aka ‘Our Route Map’. Combining elements from our foundations, our progress over the last 30 years and our future ambitions, ‘Our Route Map’ shapes our culture and aligns everyone on the same journey. This provides clarity and direction, enabling us to make the right choices for the business and do right by our customers, communities and playground.”

**Ruth, Head of People and Culture**



Tributes poured in across the world following the senseless loss of Sycamore Gap’s iconic tree. As a business based in the North East of England, our team shares memories of the Sycamore and its place in the Northumbrian landscape. Montane employees are highly motivated to preserve our natural heritage for future generations.

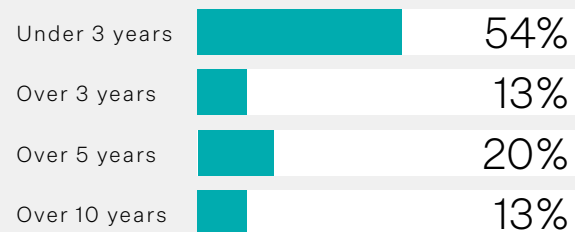
### HEAD COUNT GROWTH AND LENGTH OF SERVICE

Our headcount has nearly doubled in the last 5 years. It has been great to welcome new people, and ideas to compliment the wealth of experience that we have at Montane.

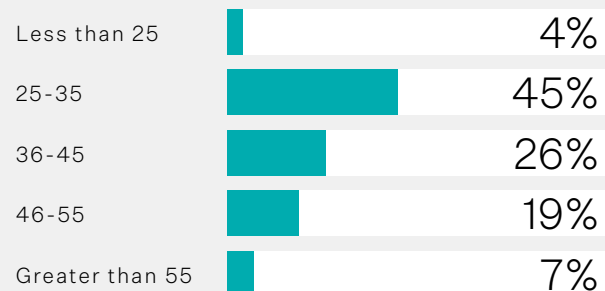
#### HEADCOUNT SINCE 2019



#### LENGTH OF SERVICE 2023



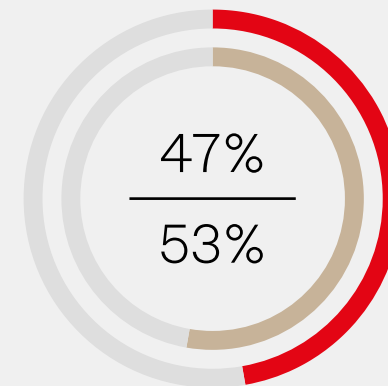
#### EMPLOYEE AGE GROUPS 2023



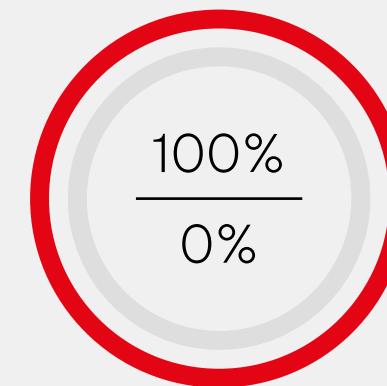
### GENDER SPLIT

When recruiting we focus on hiring the best talent for the role and its responsibilities. Measuring and reporting on our gender split across different areas and levels of responsibility helps to us to identify any areas where certain groups are underrepresented and take actions to ensure any decisions are made without bias.

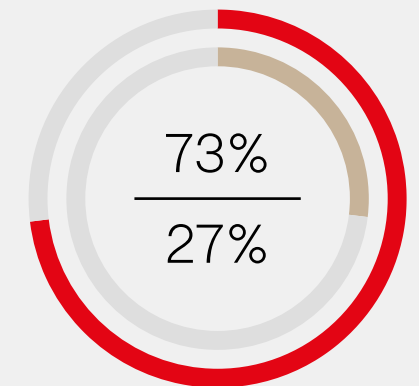
EMPLOYEE GENDER SPLIT  
HEAD OFFICE 2023



EMPLOYEE GENDER SPLIT  
WAREHOUSE 2023



GENDER SPLIT ON OUR  
LEADERSHIP TEAM



■ Are known as male.  
■ Are known as female.



It is important that we look close to home to make sure that what we expect from our suppliers, retail partners, and consumers is reflected by what we do ourselves. With the aim of taking Montane employees with us in our quest to reduce negative environmental company impacts, we have taken the following steps:



Electric car charging points are available for employees and visitors at our own managed sites.

All company leased cars are either fully electric, or electric-hybrid.



To promote cycling to work employees at our head offices in Northumberland have access to the Cycle Scheme, secure bike storage, showers, and storage lockers.



Home working 1 day per week helps to reduce emissions from commuting.



All of Montanes own managed sites run on renewable energy.



Central office bins rather than desk-side bins encourage team engagement with using the correct bin to dispose of any waste.



Recycling facilities are also available for mixed recycling (defined by Northumberland County Council), glass, batteries, redundant IT equipment, and polybags.



Employees are gifted a branded reuseable water bottle to minimise the use of single use plastics.



**Other ways we support the team to consider their own impacts and ability to give back include:**

- > Regular company litter picks
- > Corporate volunteering opportunities
- > An employee book swap
- > A lunchtime gardening group
- > A National Cycle to Work Day breakfast station
- > A National Recycling Week team quiz.

When identifying which employee perks and benefits to invest in we listen to the team to find out what benefits would be most effective for them. We also look at how our benefits align with our brand culture. New benefits that we introduced in 2023 were:

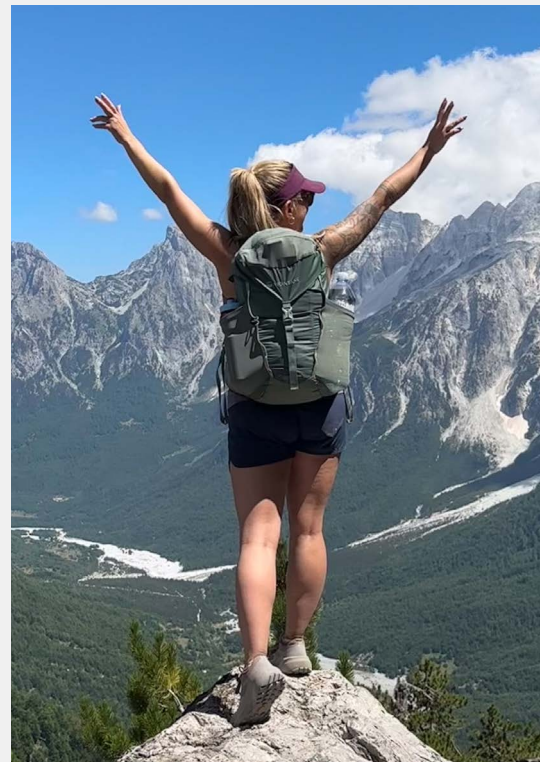
- > Increased annual leave
- > Health Cash Plan
- > Employee Assistance Programme
- > Employee volunteer days

“Everyone has different things that they like to focus on outside of work. The flexible working hours allow you to do some of the things that you can’t do with a 9 – 5 role and plan for a good work life balance.”

**Helen, Import and Export Logistics Executive**

**Example list of employee benefits:**

- > Friendly and supportive team
- > Employer pension contributions
- > Health Cash Plan
- > Work from home days
- > Early Friday finish
- > Cycle Scheme
- > Employee volunteer days
- > Free on-site parking
- > Employee discounts
- > Flexible start and finish times



**ENABLING ADVENTURE**

We recognise that most of the things that people would like to do but can’t do because of work, take place either before 10am or after 3pm, like taking children to school, going for a swim, going to the gym etc. To help improve people’s work/life balance and create more opportunities for adventure we introduced ‘Enabling Adventure’; a system with core hours and flexible start and finish times. This enables people to plan their working hours around their daily adventures, and also gives people the opportunity to start their weekend adventures early with a half day Friday finish.

**FLEXIBLE LUNCH HOURS**

Inspiring and enabling people to get out in nature is part our brand existence, so we offer team members the opportunity to extend their lunch breaks up to 1 hour to give them the opportunity to go for a walk or a run in the local area. There is also a regular employee lunchtime run club.





## Pamela

Factory Outlet Sales Assistant  
1 Year, 4 Months

I've been working as a Sales Assistant in the Factory Outlet since September 2022. My day to day is varied but mostly involves assisting customers with their purchases. I have built up a rapport with regular shopper's and this has helped the shop have a great atmosphere.

The team benefits are excellent and the package makes me feel that I work for a company that really cares about their employees.

One big perk for me is meeting customers dogs! It's awesome that we allow dogs in the shop and customers definitely appreciate this. I've been with the company for over a year and really enjoy my role. The team benefits are excellent and the package makes me feel that I work for a company that really cares about their employees.

## Claire

Ethical Compliance Coordinator  
12 Years

I've been at Montane for 12 years now, and the company has changed so much in that time- essentially exploding from a small group of passionate people into a full cohort of them! It's been amazing to see the company culture and policies develop, and the progress the brand has made across those years. Though I started out in a different capacity, my current role as Ethical Compliance Coordinator is an exciting one, in a constantly evolving field. I get to work closely with our supply chain on making improvements for the workers who make our products and advise our internal departments on requirements and best practices to make sure we are operating fairly. I love working with the different teams in the company and to feel like the work I do has an impact on the business. I love that I was given the opportunity and support to move roles within Montane – I get to develop my personal and professional skills in a new direction while continuing to work with and alongside a great set of colleagues. Even now, I am still finding challenges that make working here engaging and fulfilling.

## Steven

International Sales Support Executive  
7 Years, 10 Months

I began my professional journey seven years ago with Montane and it's been an incredible experience to witness the evolution and growth of both the company and myself during this time. The team was much smaller when I started and it has been great to see the brand grow as each new member brings their passion and expertise of the outdoor industry into the Montane team. I'm excited about the future, as I look forward to continuing my development and contributing to the company's ongoing success and innovation. Further, Faster, Forever!

...it has been great to see the brand grow as each new member brings their passion and expertise of the outdoor industry into the Montane team.

## Megan



D2C Merchandising Manager  
2 years, 8 months

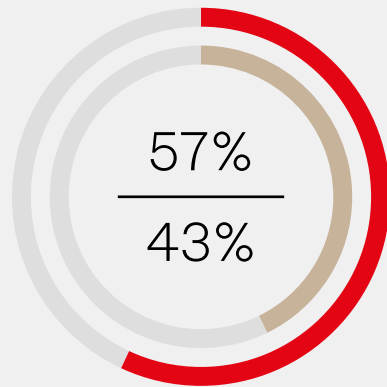
In my role at Montane I am responsible for buying and forecasting the stock for our website, ensuring our product range is presented in the best way possible through onsite merchandising and providing data analysis on our sales and sell through performance. I really enjoy collaborating with the E-commerce team on our trading strategy to ensure our product range gets best possible sell through.

One of the best things about working at Montane is the culture, we are a hardworking team but with flexible working hours are able to ensure a positive work life balance. I personally choose to work more hours Monday to Thursday which enables me to finish earlier on a Friday and we also have the benefit of working from home one day per week.

At Montane we are 'All In', we are passionate about encouraging diversity, inclusion, and equal opportunities. Everyone has a part to play, and each person contributes to our success. The diverse backgrounds, experience and commitment of our team members enables us to keep innovating and pushing boundaries through our brand and product.

**ATHLETE AND  
CONTENT CREATORS  
GENDER SPLIT 2023**

-  Are known as male.
-  Are known as female.



#TeamMontane athletes and content creators range in age from 18-58, hail from around the world, and include talent representing varied cultural backgrounds as well as disabilities such as partial sight.





Every #TeamMontane member plays a part in our success, and we have a long-term commitment to the athletes who represent us, because life is never predictable. #TeamMontane's Malcolm Bass is a highly accomplished alpinist with first ascents in the Himalaya, India's Karakorum, and the Scottish Highlands to his name, who was enjoying a climbing weekend in the Cairngorms in 2020 when he suffered a severe stroke, which required life-saving surgery.

Montane is most grateful for Malcolm's continuing role in evaluating applications to the **Montane Alpine Club Climbing Fund**, which offers rewards totalling £5,000 every year for British climbers who wish to explore the world's mountainous regions.

"I'm excited to see all the daring expeditions that will be heading out to the mountains next year supported by the relationship between Montane and The Alpine Club," says Malcolm.



"Montane have contributed generously to the Montane Alpine club climbing fund supporting expeditions in exploring the worlds mountains and opening up opportunities for those who might not be able to afford such expeditions."

**Malcolm Bass, Montane Athlete**



Montane recognises the need for extended sizes outside the ranges of Women's Size 8-16 and Men's size S-XL. Throughout Montane's 2023 product ranges, we have offered extended sizing for 55% of our styles, including some of our most popular pieces as well as highly technical products, from the Montane Dart baselayers, Anti-Freeze Down Jacket and Tucana Pants, to the Fury XT Hoodie and Minimus Lite Jacket.

We offer  
extended  
sizing for  
**55%**  
of our styles



Whilst these styles are available in extended sizes, we do acknowledge that our product imagery doesn't yet reflect this. Photography is done ahead of bulk stock arriving and therefore uses standard sample sizes that we work with throughout product development. We are currently assessing how we can best improve inclusivity around sizing to help a broader range of our customers to shop online, whilst managing the increased resources needed to achieve this.



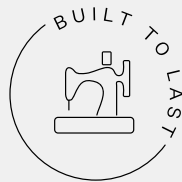


 **FURTHER. FOREVER.** | OUR RESPONSIBILITY

**OUR RESPONSIBILITY AND THE FOUR PILLARS**

As outdoor adventure enthusiasts we are inherently connected to nature and the great outdoors. It's what drives us to do what we do: engineer outdoor clothing so more of you can explore the world's wild places. We know these places we love to escape to are under increasing threat and that we have a responsibility to help to protect the planet for future generations.

We are committed to reducing our environmental impact and to being transparent with consumers as this journey continues, so you are well informed and confident about the origin of your Montane products. In the meantime, to help us navigate our way, we are led by these four guiding pillars:

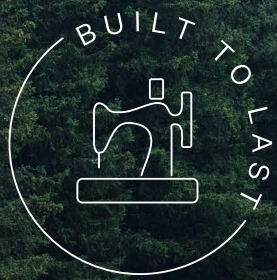


As we reflect on our journey, we look to reduce our impact on the wild landscapes where we find inspiration and correct our path for the future. Environmental and social responsibility includes a broad and complex range of work. Although we are a fairly small team, we recognise that there is a lot still to do and believe we can make a big impact.

Please send any questions or feedback you have about Further Forever to [responsibility@montane.com](mailto:responsibility@montane.com)







Montane strives to produce the highest performing, longest-lasting outdoor clothing and equipment possible. Durability is the cornerstone of our design and manufacturing philosophy. Extending the lifetime of the product effectively diminishes the impacts associated with production by sharing them over more years and cutting down on landfill in the process.





## TIMELESS DESIGN

Timeless Design delivers three pillars of durability to make Montane products physically, aesthetically and emotionally durable, because long-term thinking has such an impact on the life cycle of a product...

**Physical Durability:** Designed with simplicity in mind to stand the test of time and excel through product engineering, high-quality materials and a commitment to ensuring Montane products thrive in extreme environments.

**Aesthetic Durability:** Montane designs products with clean lines and does not chase passing trends. Working with a considered palette of colours, we do less with more, to give the user space to express their own sense of style.

**Emotional Durability:** Montane strives to become a trusted, long-term companion in the mountains. Making products that create a shared history with the user forges long-lasting bonds in extreme environments, that build trust in Montane being your performance brand of choice.

“Our products are built to last. We strive to produce the highest performing, longest-lasting products possible. Therefore, durability is a guiding principle.”

**Matt, Design Director**



Building on the long-term thinking behind our timeless designs, Montane offer the below services and support to help customers keep their Montane products going for as long as possible.



#### LIFETIME GUARANTEE

All Montane products are guaranteed for their lifetime against faults in workmanship and materials – that is, the length of time any product can reasonably be expected to keep delivering the same great performance as when it was new.



#### PRODUCT AFTERCARE

We recommend taking the time to take care of your Montane apparel and equipment to ensure optimum performance and a longer product life. All Montane garments, packs, accessories and sleeping bags come with care labels attached internally containing fabric composition and wash care instructions specific to the product. We've put together an aftercare guide to provide hints and tips on the best way to care for your Montane apparel and equipment.



#### REPAIR SERVICE

Montane believes in extending the life of products wherever possible to conserve resources and avoiding garments going to landfill. Our UK repair service was originally launched in 2018, and our permanently employed team of professional tailors have breathed new life into Montane products, giving them further aesthetic durability through practically invisible repairs. This easy-to-access service is designed to support consumers' wishes to repair rather than replace their favourite garments, and has since been extended to Germany, Austria and Switzerland, with other key markets on the way.





Montane Repurposed is about furthering the adventure of products and leftover fabrics, extending their useable lifespan to conserve resources and avoid waste.

Launched with a two-fronted approach, the initiative aims to celebrate repaired Montane products and address the inevitable leftovers generated by the manufacturing process, diverting them from landfill.

When consumers' garments need a little extra care and attention to carry on, Montane's in-house team expertly repairs these garments by hand, to give them renewed aesthetic, physical and emotional durability.

Through these repairs, Montane Repurposed helps to educate consumers about how repairing, re-proofing, and re-selling used goods can reduce overconsumption.

In 2024 Montane Repurposed will expand from only repaired items sold locally in our outlet store, to also include a limited range of items made from fabric leftovers which will be available on our website from AW24. These items give a new lease of life to what would have been wasted fabric that is still fully fit for purpose. Re-engineered in limited edition numbers, in the same factories, Montane Repurposed garments are ready for a lifetime of adventure.







Montane is proud to work with some of the leading technical apparel and equipment factories in the industry, many of which we've partnered with since the very beginning. We only work with manufacturers who respect both our standards, and the rights and well-being of the people who make our products.

“Montane wants to provide complete transparency about how we do business in the most responsible and fair way we can. We continue to build communications around this topic to improve consumer understanding of the work we do and the decisions we take to make our business more transparent.”

**Gary, Montane Managing Director**



The UN’s International Labour Organisation reports that there are **94 million workers** in the global garment industry, and once raw materials farming and fabric production are included in the total, it jumps to at least 430 million, or 1 in 8 workers worldwide, according to **Common Objective**.

At Montane, we are dedicated to improving working conditions for the people making our products, and doing business in the most responsible and fair way we can. In 2019 we became a member of the Fair Wear Foundation (FWF), helping us to work more closely with Tier 1 suppliers (manufacturers) to ensure that our high standards are continuously met.

To aid transparency with all of our stakeholders we disclose the factories we work with on our website, to other Fair Wear member brands, and on the Open Supply Hub.

Although we would love to address Tiers 1-3, as an SME and part of an industry with especially complex supply chains, this work currently focusses on Tier 1 only. This is where we have the highest leverage to influence change, which is bolstered by our FWF membership as it enables us and other members to work together to improve and uphold positive factory conditions. In time we do expect this work to extend to Tiers 2 and 3.

A full report of our social compliance work with the Fair Wear Foundation is published annually on our website **[here](#)**.



As part of our Fair Wear membership Montane is audited annually to monitor the work we are doing, where our aim is to ensure social compliance in our supply chain and continuous improvements.

THE CODE OF LABOUR PRACTICES ARE THE FUNDAMENTAL LABOUR STANDARDS WE STRIVE TO COMMUNICATE AND SUPPORT THROUGHOUT ALL MANUFACTURERS MONTANE WORKS WITH.



Employment is freely chosen



No discrimination in employment



Payment of a living wage



Safe and healthy working conditions



Freedom of association and the right to collective bargaining



No exploitation of child labour



Reasonable hours of work



A legally binding employment relationship

# 2023

- > We joined the ILO/ GIZ Bangladesh Employment Insurance Pilot Scheme
- > 8 of the factories we work with were audited
- > Due to the ongoing coup in Myanmar, we have ceased production there in line with Fair Wear guidance. You can learn more about this on our website [here](#).



2019  
JOINED FWF



7  
PRODUCTION  
COUNTRIES



20  
PRODUCT  
MANUFACTURERS

**70%** In 2023 our team visited manufacturers producing 70% of our total production volume.

**74%** of workers across our product manufacturers are women, who hold 24% of supervisor or management roles.



For women's needs to be addressed in the workplace, it is important that women are proportionately present in supervisory and management roles and that they are actively involved in worker representation. We acknowledge that the low percentage of women in such roles means that we need to work on female empowerment in our supply chain going forward.



**MONTANE  
MANUFACTURING**

**77%** of our manufacturers had a valid audit in 2023.

**83%** of the suppliers Montane works with have manufactured for us for over 5 years.

*\*Both of these are an increase on 2022.*





April 2023 marked 10 years since the Rana Plaza factory disaster in Bangladesh. The event led to the establishment of the International Accord for Health and Safety in the Textile and Garment Industry. This is a legally binding agreement between brands and trade unions, promoting a safe and healthy textile and garment industry. In 2021 Montane began manufacturing in Bangladesh, becoming an official signatory of the International Accord in 2022.

In addition to the social audits we conduct as part of our Fair Wear Foundation membership, regular safety audits monitor Bangladeshi factories to assess structural, fire, and electrical safety. The purpose is to enable a working environment in which no worker needs to fear fires, building collapses, or other workplace accidents that could be prevented with reasonable health and safety measures. Where a factory has met the expected standards the audits continue to ensure that those standards are upheld.

In 2023 Montane was an initial signatory of the newest iteration of the International Accord and the Bangladesh Country Specific Safety Program (CSSP) addendum – you can read about this in more detail on our website [here](#) and see which other brands have signed up [here](#).

*\*Infographic supplied by the International Accord*



To further protect garment workers in Bangladesh, in 2023 Montane began supporting a pilot Employment Insurance Scheme managed by the International Labour Organisation (ILO) and Gesellschaft für Internationale Zusammenarbeit (GIZ). This scheme protects 4 million garment workers by helping to ensure that international standards are met regarding medical care and compensation for any loss of earnings in the event of a workplace accident.

Montane are proud to be an early supporter of this initiative, which ultimately aims to introduce a permanent employment injury protection scheme into Bangladeshi law.

“As Montane’s production in Bangladesh continues to grow, ensuring a safe and healthy working environment for the workers in the supply chain remains an important consideration in our sourcing and production decisions.”

**Claire, Ethical Compliance Coordinator**





Our products are made for wild and extreme environments, so we're passionate about the survival and ongoing maintenance of these places. For example, through our support of the European Outdoor Conservation Association and annual donations to the Lake District's Fix the Fells programme, we're doing what we can to help protect the landscapes that we cherish.







Montane supports the following charities through donations, volunteering, match funding and coffee mornings, because their work reflects our concern with impacts on the lands and waters that support and surround us. We are committed to the protection and restoration of the places we all love to explore.



“As someone who spends a great deal of time outdoors in nature I feel I have a duty of care to look after it as best I can. It’s a privilege most people overlook and, as a rule of thumb, I always try to leave somewhere better than I found it. It’s also a great excuse to break up the working day and get outside for some fresh air and a chat!”

**Simon, Sales Support Executive**



2023 saw the launch of Montane’s corporate volunteering programme to take an active role in the valuable work performed by the charities that we support.

As a result, the Montane team devoted almost 250 hours to volunteering with charities who are working to restore and protect our natural habitats, in a sustained effort throughout 2023. Employees also participated in litter picks to manage refuse in the local area around Montane’s Ashington HQ.



**April 2023** – Montane employees joined Fix The Fells in the Lake District to help restore the zig-zag path on the side of Helm Crag, Grasmere...

“After swinging the mattock and jumping up and down on a spade for 6 hours, it turns out that I’d actually repaired some paths. This protected them from erosion caused predominantly by people enjoying the Lake District hills; and the inclement weather. It was a truly insightful, educational and enjoyable day.”

**Pete, Montane Head of Sales (UK)**

## Tyne Rivers Trust

**June and December 2023** – The Montane team took on the challenge of removing invasive Himalayan Balsam from local riverbanks, and planting mixed species hedgerows with the Tyne Rivers Trust, which were great teambuilding experiences...

“A really good way to work alongside and get to know other colleagues in different departments.”

**Rebekah, Montane Repair Seamstress**



**September 2023** – Employees joined Moors For The Future to see Montane’s cumulative donations of over £25,000 put into action. They assisted with the planting of the miracle moss, sphagnum; the plant with the capacity to restore peat bogs and thereby absorb some of the carbon dioxide that’s fuelling global heating.

“It was incredibly insightful to spend a day finding out more about the work that Moors for the Future do and the many benefits of sphagnum moss.”

**Jacob, Montane Brand Manager**



### LUNCHTIME LITTER PICKS

For several years now the Montane team have got outside for regular litter picks. As well as helping to keep our local area tidy, this has been a great way to bring together employees from different departments and get to know newer members of the team.

After each pick we get together for lunch – usually pizzas, or ice creams if it’s sunny and we have headed to one of our local beaches that day.

“I know that doing my bit affects the bigger picture – if everyone just did a little bit; the impact is incredible!”

**Kirsty, Demand Planner**







In 2023 Montane joined forces with the 2 Minute Foundation – an environmental educational charity who encourage people to take action for Ocean health through tools and encouragement. Montanes visit from the 2 Minute Foundation on World Environment Day was a fantastic opportunity to elevate one of our regular company litter picks. Helping employees to better understand the many benefits of litter picking, Claire and Georgie ran a session explaining the work the 2 Minute Foundation does, why litter picking is important, and some of the key challenges facing the UK.

The 2 Minute Foundation ‘Love where you work’ equipment station in our head office foyer means employees can easily do a 2 minute litter pick whenever they fancy, as a break from their screen and a way to keep our local area tidy.

“The 2 Minute Foundation reminded me that many people making just a small adjustment can make a significant difference to the problem. The whole backstory about nurdles and how widespread they are was staggering. It certainly makes me think twice about buying or using anything plastic.”

**Jon, Head of Logistics**







We're committed to delivering timeless products, that are both physically and aesthetically durable, and deliver the highest levels of protection and performance. We are committed and continuously working on reducing our environmental footprint, through every stage of the product development, manufacturing and shipping processes, and keeping you informed along the way.



**WHAT HAVE WE ACHIEVED ALREADY?**

For several years we have been working to better understand and minimise our company impact where possible, and to build product transparency. The achievements shown here help us and you to clearly see the progress made and how our materials are being sourced. Third party verification plays a key part in supply chain traceability, and ensuring that our high standards are being met and maintained by all of the suppliers and manufacturers we work with.



Any wool used in Montane products is certified as being mulesing free.



All Montane products are manufactured in factories working in alignment with Fair Wear Foundation principles, based on international labour standards.



AW21 Completed the transition to all polybags being 100% (certified) recycled.



2023 Montane joined the Leather Working Group.



All virgin down used in Montane products is certified to the Responsible Down Standard.



SS20 moved away from plastic kimbles to use cotton cords to attach hangtags to products.



2022 all cotton used by Montane has been certified as being 100% organic.



SS23 all Montane synthetic baselayers are now made from 88%+ recycled content.



Where we apply prints, these are always free from PVC and phthalates, which are known potential hazards to human health.



AW20 removed polybags for stuff sacks and dry bags.



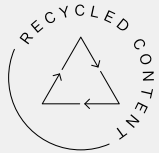
SS22 updated our brand hangtag and header cards used for accessories to be smaller, use soy based inks, and FSC certified materials.



AW23 all synthetic insulation used by Montane contains 90%+ recycled content.

AW22 plastic hooks on headwear switched to be FSC certified cardboard.





Each step in the design process is carefully considered. Montane continues to work closely with our fabric suppliers to introduce recycled materials to our product range, where performance and durability are not negatively impacted. Because many technical fabrics are made from polyester and nylon, which are both oil based, switching to recycled alternatives reduces global demand on virgin resources.

“The technical textile landscape is in the middle of a significant transition in terms of available best chemistries, transparency, traceability and ever-increasing recycled content. Long-term established relationships with nominated fabric suppliers ensure we are aware of all the various technical challenges while guiding us towards the best possible technical solutions that balance compliance, weight, durability and performance,”

**Liam, Montane Material Manager**

*Montane Women's Tundra Hooded Down Jacket made from 100% recycled outer and lining fabrics, zip tapes, recycled down and using a PFC-Free DWR.*



We have already integrated recycled fabrics and trims from suppliers including Pertex, Gore-tex, Primaloft, YKK, and Allied Feather and Down. Across Montane's 2023 summer and winter seasons, an average of 42% of styles included recycled content, with 28% of styles containing 50%+ recycled content, and we work hard to increase this with each new season. We require third party verification of recycled content from our suppliers of recycled materials, to build product transparency and share accurate information with our customers.

The longer consumers keep garments and equipment, the more the initial energy and resources consumed are offset. Where a recycled counterpart cannot match a virgin fabric's performance and durability we continue to seek out and test suitable alternatives.

Recycled fabrics are only a small step towards industry solutions that target product circularity. Whilst textile-to-textile recycling technology remains limited in both capability and availability, we recommend consumers follow these three steps: Invest in timeless, quality product that will stand the test of time; Learn how best to care for your product to maintain optimum performance; When the time comes, repair your equipment to enable it to keep on going.



### KNOW WHAT YOU'RE BUYING

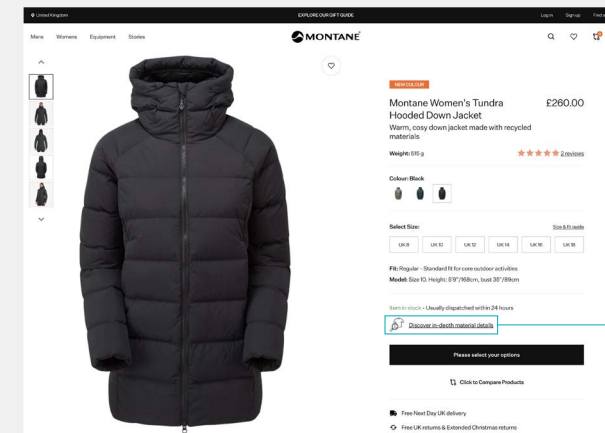
In 2016 we developed More Sustainable Choice – a means to measure the certified content in our products like recycled fibres, organic cotton, and traceable down, to identify the ‘more sustainable’ products in our range. This information was gathered alongside details like whether a PFC Free DWR was used, and shared with distributors of Montane.

To further increase product transparency, in 2022 More Sustainable Choice became consumer facing. The response was incredibly positive, however, it became quickly apparent that as an increasing number of styles were transitioning to qualify as being ‘more sustainable’ the label was becoming obsolete. Our ultimate goal was always to build transparency and keep our customers informed about the sourcing choices we make.

As such, from AW23 we rolled out this information on our brand website in material breakdown tables like the one shown here. Products can be complex, so we want to help you to understand where Montane products are made and what they are made from. Look out for the ‘Know What You’re Buying’ icon on product pages on our site – these are currently available on 40% of styles and are planned to extend to all products by AW25. When clicked this provides additional information about the product you are looking to buy.

These material breakdown tables should help to inform you when browsing our site, but we understand that some of the terms included like ‘PFC Free’ might seem unfamiliar. To help, in 2022 we also launched the **Montane glossary** to help you navigate the technical world of outdoor clothing and the terms you’re likely to encounter on our website.

We are continuously seeking to educate and inform our customers, both about our products and the steps we are taking to verify our sourcing decisions through third party certifications. These certifications give us confidence in our product claims, so you can Know What You’re Buying.



#### KNOW WHAT YOU'RE BUYING

The table below is designed to help you understand where Montane products are made and what they are made from.

Lower impact materials have a reduced environmental footprint and increased traceability via third party accreditations. For example recycled content, Responsible Down Standard certified down, and branded yarns like Polylene®. Where a product uses a DWR you can easily see whether this uses potentially harmful chemistry (PFCs).

The overall percentage of lower impact materials is to help you to make more informed choices and to draw comparisons between products.

Montane is a member of the Fair Wear Foundation, ensuring that our values, policies and standards are understood and adhered to in the factories who manufacture our goods.

<b>Product Name</b>	Women's Tundra Hoodie	
<b>Country of Origin</b>	Cambodia	
<b>Material Composition</b>	<b>Extra Detail</b>	
<b>Fabric 1</b>	Outer: 100% Nylon (recycled)	PFC Free (CO) DWR, Oeko-Tex® certified
<b>Fabric 2</b>	Recycled down	PFC Free (CO) DWR - HyperDRY™ down
<b>Fabric 3</b>	Lining: 100% Nylon (recycled)	PFC Free (CO) DWR, Bluesign® Approved Fabric, Oeko-Tex® certified

**% OF LOWER IMPACT MATERIALS**
100%



As part of Montane's commitment to pursuing perfection we work with industry leading ingredient brands, who due to their size and prominence in the outdoor industry, are creating big changes that filter through to brands, including smaller brands like us!

These examples from some of our key partners help to show how changes from across the industry can come together to create high quality lower impact products.



## PERTEX®

We are committed to production using no less than 50% recycled or renewable content by 2030. And we are on course to eliminate use of per- and polyfluoroalkyl substances (PFAS) from production by 2025.”

**Andy Laycock, Pertex Brand Director**

## GORE-TEX BRAND

“The introduction of PFC-free ePE membranes and DWR treatments across all consumer end uses is a key focus area, where the target is the transition of all Montane GORE-TEX Products (Garments and Gloves) by AW25.”

**Murray Macadam, Gore Fabrics**

## PRIMALOFT®

“Both Primaloft and Montane share the same values – elevating performance and sustainability without sacrificing one or the other. Currently over 80% of PrimaLoft’s total revenue contains more than 80% post-consumer recycled material; almost all insulation technologies used from Montane consist of 100% recycled polyester made from plastic bottles.”

**Primaloft**

## YKK™

*Little Parts. Big Difference. >>>*

“Montane exclusively uses YKK® zips in their products. YKK® share Montane’s ambition to reduce environmental impacts where possible, and from Spring Summer 2023 we supplied all standard zip tapes using recycled polyester instead of virgin.”

**Gunther Frank Nellesmann, Global Marketing Group General Manager**

## Duraflex®

“Duraflex® is a long-term trims partner of Montane, offering various lower impact materials and products to reduce impact to the environment. As part of making responsible choices across their range, in 2022 Montane started to use Duraflex rPA (recycled polyamide) and rPET (recycled polyester) trims.”

**Jochen Schulz, Duraflex Group**



“Scope 3 emissions reductions will be achieved through transition to 100% non-virgin oil-based raw materials by 2030. Our Ecoverde range of products are fully recycled polyester and significantly support our materials transition journey.”

**Arzu Turgay, Coats Global Accounts Manager**

Animal welfare is a critical part of our sourcing decisions, and some Montane products contain animal derived materials that offer exceptional performance. These include wool, down and leather, where our certification to or membership with the below organisations supports material traceability. For those looking to avoid animal content we also offer synthetic alternatives to the materials described here.



Montane does not produce any products that require the use of fur, exotic skins, angora or silk.



Where merino wool is used in our range it is always certified to be mulesing-free, prohibiting the act of mulesing. Mulesing treats a common infection for merino sheep called flystrike, where infected flesh is removed from the sheep, often without anesthetic. Regular shearing and anti-biotics can be used to prevent flystrike and are more humane. This is why Montane places importance on ensuring all of the merino wool we are sourcing is certified as being mulesing free.



In 2015, Montane became the first brand in the world to implement the Responsible Down Standard (RDS) across our entire down collection. The RDS is a comprehensive global, third-party-certified, animal welfare and traceability standard for down and feathers. The RDS ensures that the down in a product does not come from birds that have been live-plucked or force-fed, and that the welfare of the birds is protected throughout their full life. The entire supply chain – farms, collectors, slaughterhouses, down processors, sewing factories and distribution centres – are inspected by independent, professional certification bodies annually to guarantee complete traceability and compliance.

We have a small number of styles that use certified recycled down, which cannot be accredited to the Responsible Down Standard because the origin is unknown due to it being recycled. For the same reason we do not specify whether our recycled down comes from geese or from ducks (this detail is given on Montane products using virgin down).



In 2023 Montane became a member of the Leather Working Group. Leather is exclusively used in our gloves, where we also offer gloves with a synthetic leather alternative for those looking to shop leather free.

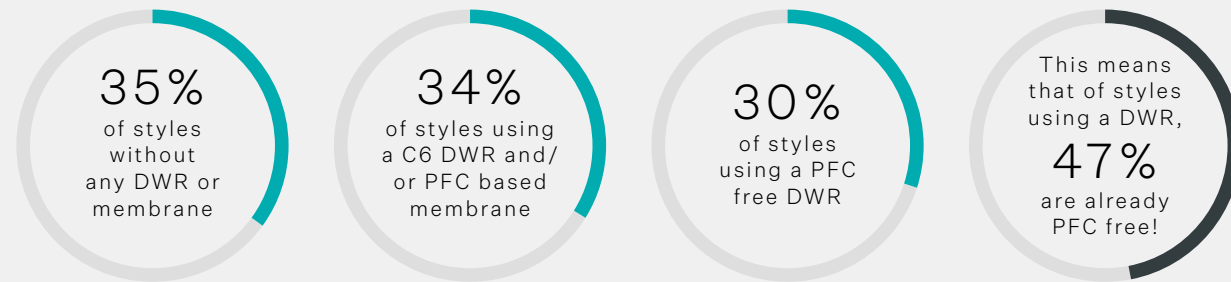
Where small areas of leather are used, it is a bi-product of the meat industry and where available, tanneries are audited by the Leather Working Group (LWG). This helps to protect the environment through the processes used to source, tan and dye the leather, as well as the workers in this supply chain. By AW25 all leather used by Montane will be sourced from LWG audited tanneries.



### PFAS CHEMICALS

Our longer-term goal is to eliminate PFCs from our supply chain by 2026. Montane introduced our first products using a perfluorinated compound (PFC) free durable water repellency (DWR) in 2019. Since then, we have been working hard to test and introduce PFC free products where user protection and product performance are minimised. Our transition to eliminating PFCs is partially dependent on our material and trim suppliers sharing our goals and taking action that filters into Montane products.

At the end of 2023 our winter product range included:



The Spring Summer 2024 Solution Jacket and Pants are Montane's first waterproof products where both the membrane and the DWR are PFC free.



Look out for the 'Know What You're Buying' icon on our website's product pages where the type of DWR or membrane is detailed.



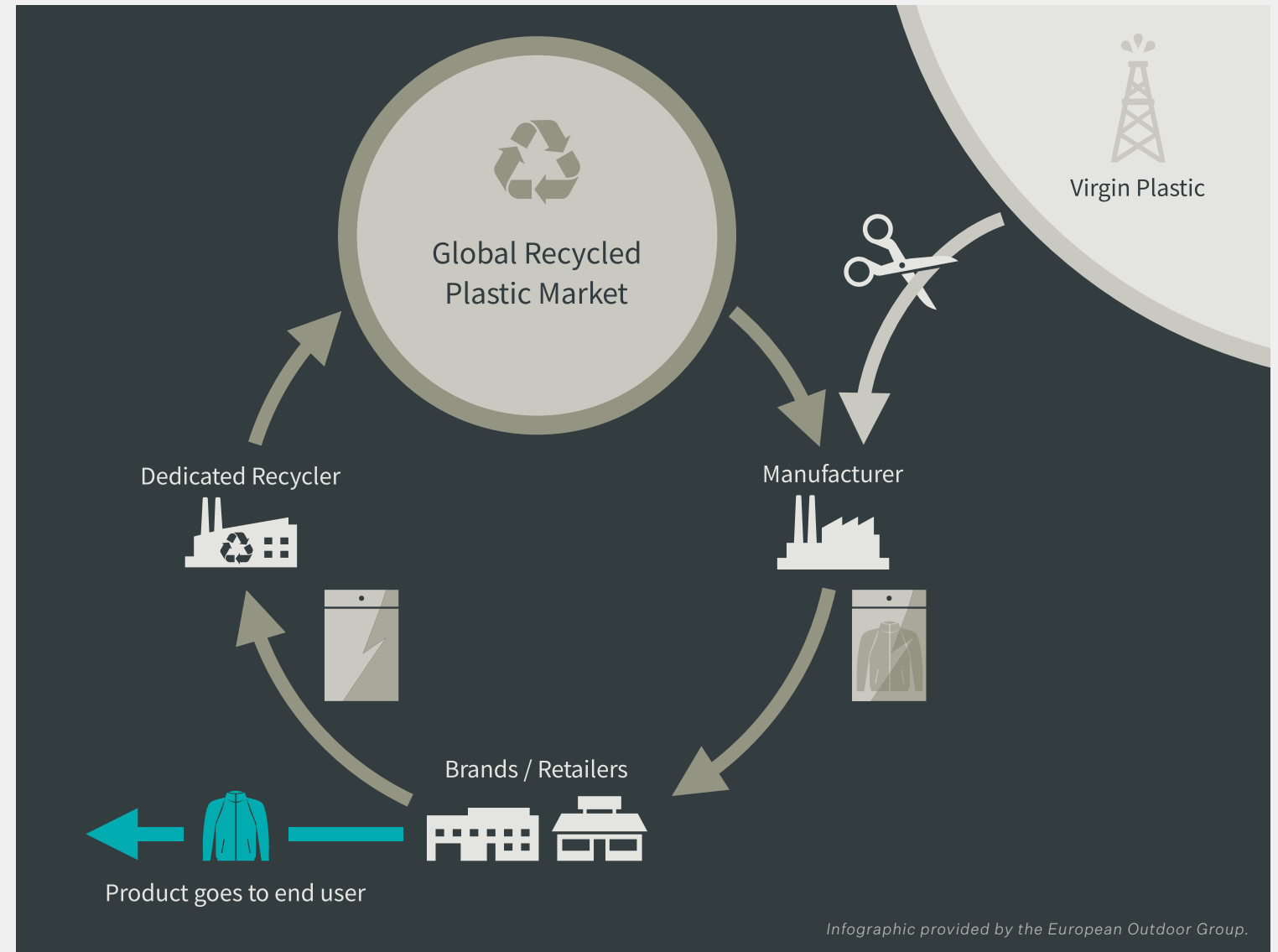


- > Montane has been a member of the European Outdoor Groups Single Use Plastic Project (SUPP) since 2019.
- > The SUPP is an industry-wide project, backed by extensive research and dedicated to reducing the impact of single-use plastic packaging in the outdoor industry.
- > Their research found that recycled LDPE plastic is the most easily available, protective, affordable and (crucially) recyclable polybag material available.

- > We have used 100% recycled LDPE polybags since AW21.
- > In 2023 we began removing polybags from our D2C orders.
- > This led to over 800kg of polybags being diverted from landfill.
- > Polybags aren't generally included in curbside mixed recycling collections. By removing them at the point of sale we can divert them from landfill by baling and recycling them.

“The problem is not the material, it is the linear systems we continue to support”

European Outdoor Group



Infographic provided by the European Outdoor Group.



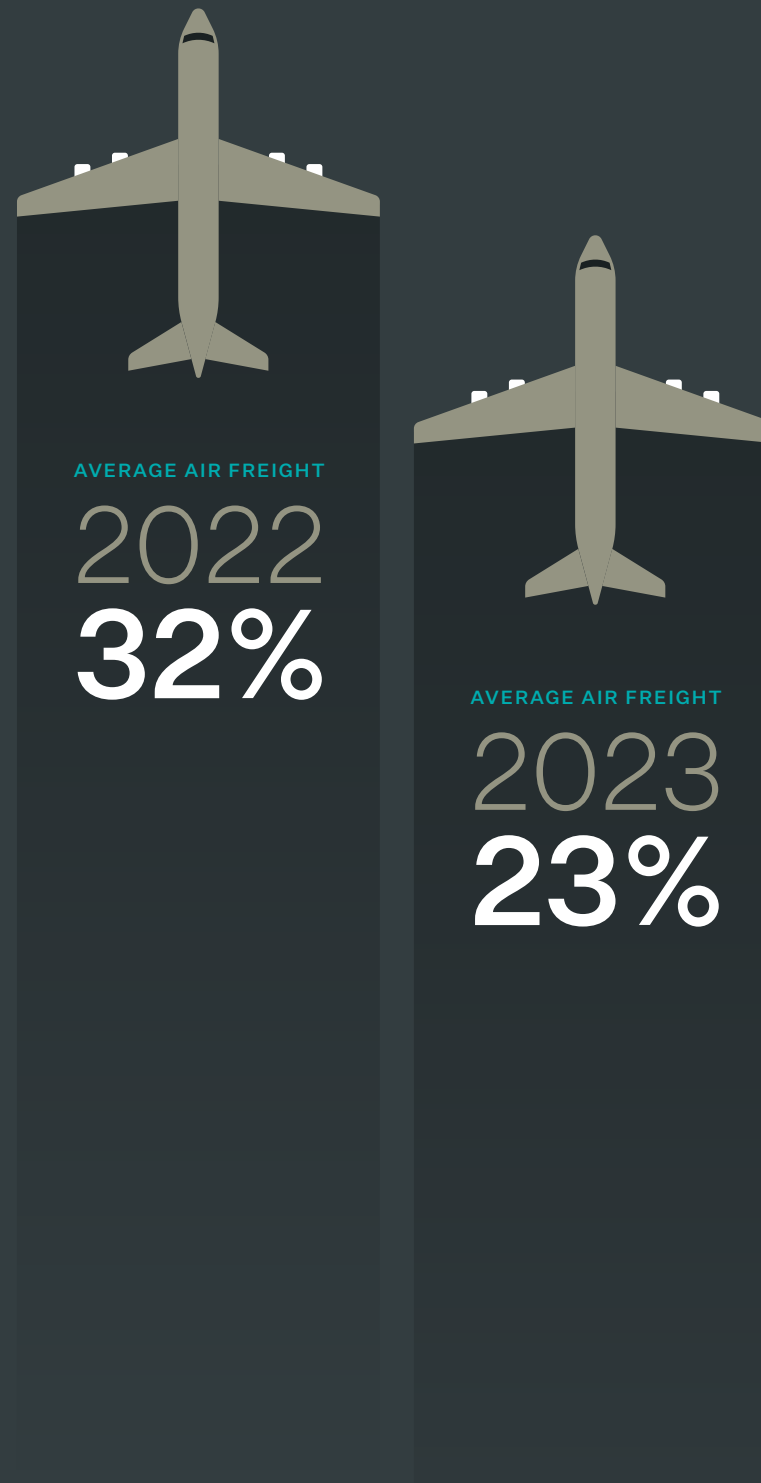
## OPERATIONS

### AIR FREIGHT Vs SEA FREIGHT

Montane products are typically shipped from our manufacturers, which has a lower financial cost as well as a lower carbon footprint than sending by air freight. Sometimes however, where a production schedule has been significantly delayed air freight is needed to fulfil our customer orders and receive product that is appropriate to the season.

**9%** Air freight reduced  
by 9% in 2023

The Covid-19 pandemic saw air freight increase globally as supply chains were heavily impacted by local lock downs, or delayed production due to reduced employee numbers. The repercussions were long lasting, however we were pleased to reduce our use of air freight by 9% in 2023 against the previous year, and are committed to minimising this going forwards as we assess Montanes carbon footprint and set realistic carbon reduction targets.



### WAREHOUSING AND DISTRIBUTION

All cardboard boxes used by our warehouse to distribute stock use 96% recycled and 100% recyclable materials. Used boxes are then recycled by a local paper mill to process into more packaging.

In 2022 the box tape used by our warehouse team switched from plastic to paper. It is fully recyclable and in 2023 began transitioning to also be FSC certified.

In 2022 Paper invoices were removed from our website orders. In 2023 this change saved over 34,000 pieces of paper!

In 2023 we began shipping all orders placed on our UK and US websites without their polybag, enabling us to collect and bale them to be recycled, and prevent them from reaching landfill or being incinerated.

All website orders are also distributed in paper packaging to aid easy recycling, which is currently transitioning to be FSC certified. Our packaging is also designed to be reused for customer returns.

### MICROFIBRES

Microfibres are tiny fragments of textile fibres that are lost during the washing and wearing of garments. They pose a significant challenge for the textile and garment industry as these fragments are known to contaminate the environment around us. They are persistent, meaning they either do not break down at all or they break down very slowly.

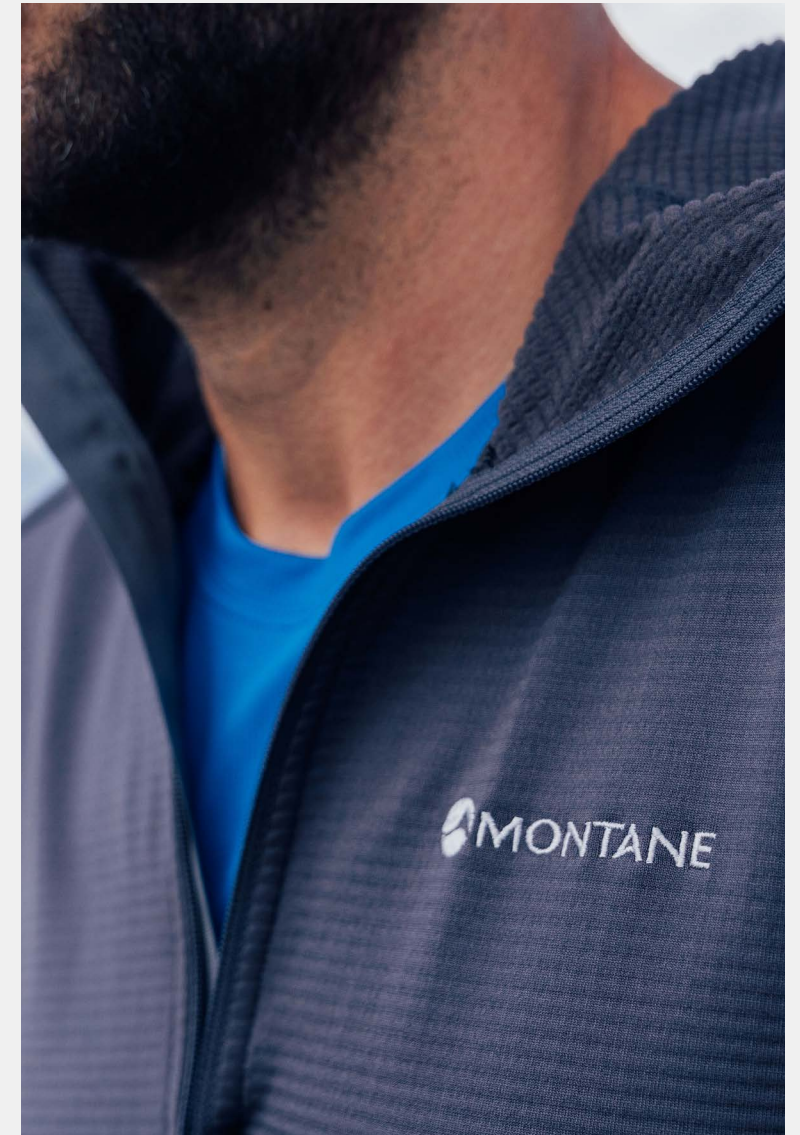
Unfortunately, there are widespread misconceptions that eliminating synthetic textiles (commonly used for technical and active wear) will solve this issue, however microfibres can be either natural or synthetic, and research has shown persistence from both when found in the environment. For natural fibres this is due to a range of things such as the oils used to smoothly spin the fibres into yarns, the dyes and fixatives used to produce the textiles, and any treatments added to finish textiles or garments including anti-odour, anti-mosquito, and flame retardance. In addition to this many natural fibres are blended with synthetics to improve durability (nylon), stretch (elastane), or wicking (polyester) as examples.

Microfibres from synthetic fabrics are also microplastics, however the term microplastics is broad and includes fragments from a number of sources including car tyres and the breakdown of waste plastics.



In 2023 Montane joined the IMPACT\*+ Network as a Project Partner on their Independent Advisory Board, alongside partners including The Microfibre Consortium and the Waste and Resources Action Programme (WRAP) as well as other small and large garment brands. The Network has been awarded £1.9million from government funding through UKRI Research Councils and aims to improve the collation, analysis and assessment of environmental impact across the fashion and textile industries. You can follow the progress of this project on their project [website](#) and on X [@IMPACTnetwork23](#).

*\*Index Measures Promoting Assessment and Circular Transparency in fashion*





In our commitment to opting for lower impact materials, we uphold the principles of durability and performance to maintain the integrity of our decisions. Consequently, it is imperative that we challenge and scrutinize our products to ensure that the established standards are rigorously maintained. This dedication is reflected in the positive reviews, accolades, and feedback garnered by our products:



**SOLUTION JACKET**

ISPO AWARD

**Outer textile:**

100% Polyester (recycled, solution dyed),  
PFC Free (CO) DWR

**Membrane:**

100% Polyester (75% recycled), PFC Free (CO)

**Outer textile backer, mesh pocket bags  
& threads:**

100% Polyester (recycled)

**YKK Aquaguard zips:**

Natulon (recycled tape), PFC Free (CO) DWR

-

**93%** Lower impact materials

*Available for men and women*



**ANTI-FREEZE LITE HOODIE**

BACKCOUNTRY AWARD

**Outer and lining fabrics:**

100% Nylon (recycled), PFC Free (CO) DWR,  
Bluesign Approved Fabric

**Fill:**

90/10 duck down, Responsible Down  
Standard certified, PFC Free (CO) DWR –  
HyperDRY™ down

**YKK Zips:**

Natulon (recycled tape)

-

**100%** Lower impact materials

*Available for men and women*



The mountains are the ultimate playground; the place where we feel happiest and most alive. But Montane knows that it is a privilege to explore these natural environments and that we must do our utmost to and help protect them for future generations.

Montane strives towards this throughout the year, and rather than flooding social media with Black Friday discounts, encouraging overconsumption, we reaffirmed our commitment to thinking long term by donating our Black Friday marketing budget to Fix the Fells.

In addition, after introducing a check-out donation point on our brand websites in August 2023, we also matched customer donations over the Black Friday weekend, raising a total donation in 2023 of over £4,000 for Fix the Fells.

“As a brand it would be really easy to galvanize an annual Black Friday campaign and message it across a couple of weeks to participate in heavy discounting. Instead we use this time to acknowledge our brand values and choose to support organizations with similar values to correct our path and protect our playground for future generations”

Elaine, Montane Digital Director

**MONTANE**

New Mens Womens Stories

**OUR BLACK FRIDAY DEAL**

ADD A DONATION TO FIX THE FELLS ON YOUR MONTANE PURCHASE AND WE WILL DOUBLE YOUR DONATION.

**Match funding your donations this weekend.**

We know our impact and seek to correct our path. Want to get involved and give back? Add a donation to Fix the fells on your Montane purchase and **we will double your donation, from 24th to 27th November 2023\***. Every penny will go towards combating erosion head on through the dedicated Fix the Fells team.

Ditching Black Friday Deals for Donations

**"A TRULY INSIGHTFUL, EDUCATIONAL AND ENJOYABLE DAY."**

MONTANE x FIX THE FELLS

MONTANE x FIX THE FELLS



### LOST CONNECTIONS: THE STORY

Alex and Calum embark on a human-powered journey through Knoydart, driven by curiosity and a passion for sustainable adventure. As they paddle and hike through the diverse landscape, a deeper connection with the land and Knoydart's rich stories unfold. This light footed adventure is a reminder that sometimes the best journeys are the simplest.

### FACTS / FIGURES

**1.25** tonnes total  
production footprint.

**4** tonnes offset  
through Ecologi®.

**3\*** Albert (BAFTA) Certified, awarded maximum  
3 Stars and a 88% Certification score.



**30%** Just by prioritising rail travel for production  
we reduced the total production impact by 30%.

**0.5** Rail use saved  
over 0.5 tonnes.

**ZERO** Totally paperless  
production.

**100%** All office-based elements of production  
including editing using 100% renewable energy.



#### The main ways in which we reduced the off-screen production impact:

- > Rail travel prioritised for almost all travel involved
- > Mainly vegan/vegetarian meals
- > Recyclable expedition food packaging
- > Using hired packrafts

#### On screen production approach included:

- > Telling a human powered adventure
- > Showing protagonists using public transport
- > Normalising climate positive behaviour from respected adventurers




“As filmmakers we have the opportunity and the responsibility to have a huge impact on how the wider community take action in respect of the climate emergency. The stories we tell and how we tell those stories, both on and off screen are contributing to shape the future of the environment. At Summit Fever Media we’re proud to be working with Montane in taking action on this incredibly important topic.”

Matt, Summit Fever Media Director







The Last Ride Project is an ambitious world's first in global ski mountaineering, and an exploratory documentary investigating catastrophic deglaciation and its effects within the wider climate emergency. With an aim to become the first people to climb and ski the tallest mountain on each of the seven continents – from Kilimanjaro at the peak of Africa, to Mt. Vinson in the far-gone plains of Antarctica, and culminating in a nail-biting winter expedition on Mt. Everest.



### THEIR MISSION

This feat, however, is simply a backdrop to their ultimate goal – to develop a greater understanding of climate change, showcase the beauty and fragility of our world, and most importantly share innovative and actionable strategies to preserve it.

### THE PEOPLE

Over the course of this project, they will collaborate with a wide network of inspirational people and delve into their positive actions in the face of this growing crisis. They will endeavour to meet a broad and inclusive range of people from leading climatologists and environmental activists to local communities and individuals around the world.



### WHY IS IT ‘THE LAST RIDE’?

Tragically they will most likely be the last people to ski the Seven Summits, as their historic glaciers are melting at an unprecedented rate. For example: scientists project that the ice fields on Kilimanjaro will be gone within a decade, and the glaciers atop Puncak Jaya (the highest peak in Australasia) will have disappeared by this time next year



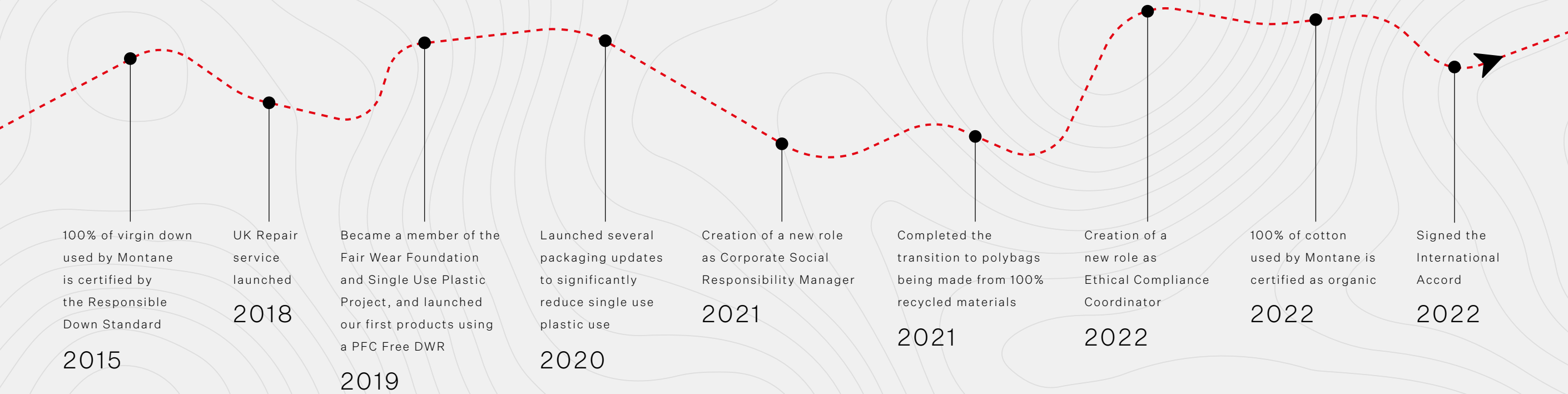
As part of our ongoing support, Montane organized a carbon-positive initiative to offset some of the environmental impact of their expeditions. This initiative was executed in collaboration with Moors for the Future, focusing on replanting sphagnum moss in the Peak District.

“Montane has proudly partnered with the Last Ride Project since 2021. Upon reviewing the pitch deck, we were profoundly impressed by the comprehensive detail, passion, and unwavering commitment to fostering positive change and education that the team brings to the project. The Last Ride team’s values resonate closely with Montane’s, and we are dedicated to providing them with protective clothing and equipment to enable their journey while also amplifying their efforts to educate the world on climate change.”

**Matt, Montane Marketing Director**







**WHAT WAS NEW IN 2023?**

- > In May we launched Our Route Map, to support clear and aligned choices business wide.
- > Know What You're Buying product information tables were added to 40% of styles on our website.
- > From SS23 100% of Montane baselayers have contained 88%+ recycled content.
- > We expanded our product repair capability to Germany and Austria.
- > Montane became a member of the Leather Working Group.
- > Over 34,000 pieces of paper were saved by removing invoices from our online orders.
- > Over 800kg of polybags were diverted from landfill to be recycled by removing polybags from our online orders and products sold in our outlet store.
- > Montanes corporate volunteering programme began, with the team volunteering over 250 hours to conservation work and litter picking.
- > Air freight of our products was 9% lower in 2023 than in 2022.
- > Montane was an initial signatory to the updated International Accord, and began supporting a Bangladeshi Employment Insurance Scheme to extend our support for workers rights there.
- > Over £4,000 was donated to Fix the Fells in 2023 alone.





#### WHERE WILL WE GO IN 2024?

- > This Impact Report begins an annual round up of our achievements, making progress more visible and easily understood.
- > Our journey towards net zero officially begins in 2024, when we will assess our carbon footprint to establish where we are now, where we want to go, and how we will get there in line with Science based Targets and the UN Race to Zero.
- > We are targeting to become a Bluesign System Partner.
- > Our first fluorocarbon free waterproof jacket and pant will be available from SS24.
- > From SS24 spare parts will become available through our website for selected styles.
- > Introducing Montane Repurposed products from AW24.
- > Building our educational assets – product aftercare and self-repair guides will be a key focus.

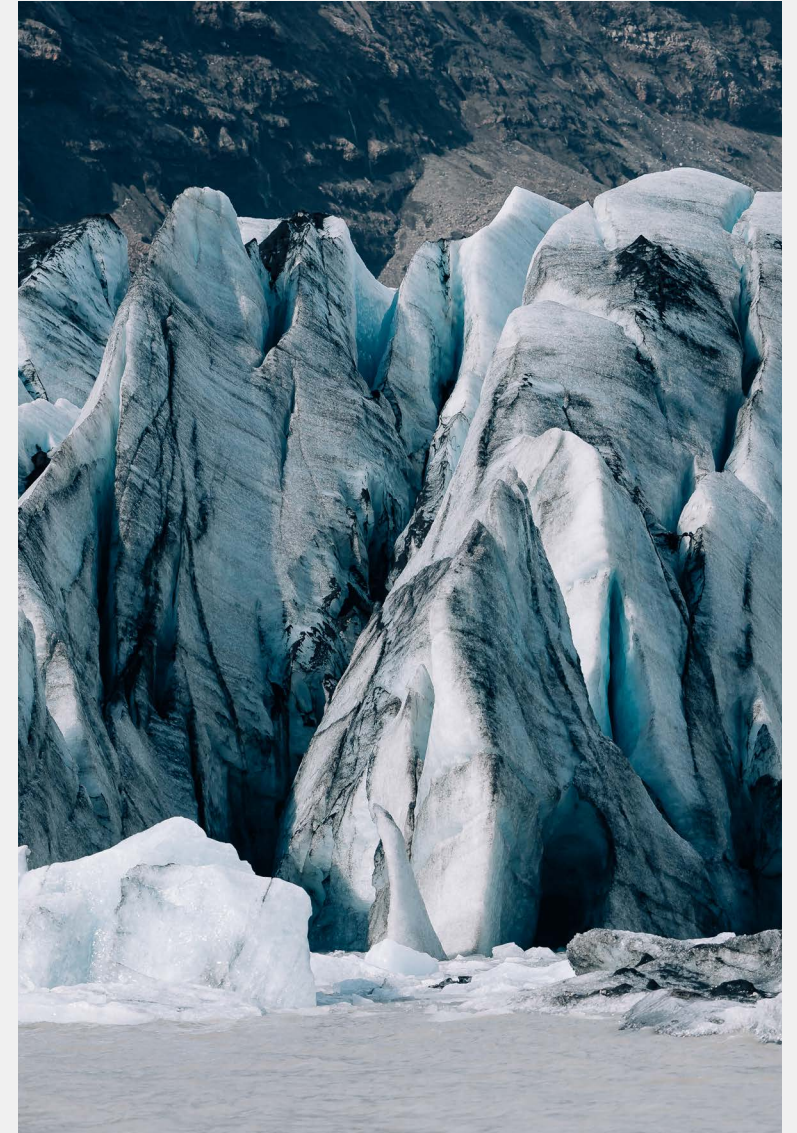
#### WHERE TO NEXT?

- > Know What You're Buying tables to be available on all products by AW25
- > Extending third party material certifications to support supply chain and product transparency.
- > Plastic Free packaging by 2025.
- > Elimination of PFAS chemicals in our range by AW26.



Montane brings considered long-term thinking to everything we do. We are aware that there's always more we can do to mitigate the environmental impact of our business, and we are committed to building on our existing efforts and achievements.

We strive to minimise our own environmental impact whilst maximising supplier influence and consumer education, to support responsible supply chains and purchasing practices.







 FURTHER. | OUR  
FOREVER. | RESPONSIBILITY