

EQUIP

OUTDOOR TECHNOLOGIES UK LTD



May 2024

Sourcing Principles

Equip Outdoor Technologies Sourcing Principles

Equip's mission is to inspire adventure. We do this by building technical products that last while driving industry-wide change to protect our planet, respect human rights, and increase participation in the outdoors.

By acting as a responsible business, we can positively impact the lives of our employees, manufacturing partners, retail partners, consumers, and the communities where our products are made and used.

Our sourcing principles guide our sourcing strategy, ensuring we embrace responsible business practices when sourcing.

1. **Foster Enduring Partnerships:** We are committed to long-term relationships underpinned by continuous production plans, providing stable conditions for our suppliers to be responsible employers.
2. **Drive Commercial Rigour:** We seek and reward partners who are prepared to innovate and expand their operations through alignment with our company values and a commitment to work toward mutual sustainable growth.
3. **Optimise Supplier Leverage:** We aim to enhance our influence on our suppliers, ideally maintaining leverage between 25% and 75%. This balance ensures we do not make the supplier excessively dependent on us while allowing us to promote good working practices. We occasionally accept lower leverage from suppliers with exceptional social commitments and implementation. When sharing suppliers with other brands, we actively seek collaboration with other brands that align with our social and environmental commitments.
4. **Align with Responsible Suppliers:** We work with suppliers that share our social and sustainability values. These companies must have robust processes to mitigate the risks identified in our Human Rights Due Diligence Procedure.
5. **Prioritise Quality:** We source from suppliers that share our emphasis on quality, thereby ensuring the longevity of our products. This approach reduces the per-use environmental impacts and keeps our products in use longer.
6. **Promote Efficiency:** We collaborate with suppliers that demonstrate efficient production processes, enabling us to offer competitively priced products.
7. **Reward Improvements:** Suppliers that exhibit improvements, as measured in our seasonal supplier scorecard, are rewarded with additional production opportunities.
8. **Adhere to Responsible Exit Policy:** When a supplier persistently fails to meet our requirements, as indicated in the seasonal supplier scorecard, or when our business strategy evolves, we adhere to our Responsible Exit Policy.