

Sustainability Statement

Introduction

Founded in 1894 by John Barbour, in South Shields in the North East of England, J Barbour & Sons Ltd is a 5th generation family-owned British company built on the founding principles of quality, attention to detail, durability and being fit for purpose. Sustainability is one of our key business values.

Our Sustainability Commitments

Our sustainability work focuses on nine key commitments:

 RESPONSIBLE BUSINESS A principled family-owned business that operates with integrity, is opposed to corruption and proactively manages its sustainability performance.	 THE LIVING WORLD Protect nature including animals, wildlife, ecosystems and agricultural systems.	 CARBON & CLIMATE Implement means of mitigating and adapting to climate change.
 CIRCULARITY & RESOURCE MANAGEMENT Support circularity, minimise waste and use resources efficiently.	 WATER Use water efficiently and protect water quality.	 CHEMICALS & POLLUTION Minimise and manage pollution risk and the use of hazardous substances.
 WELLBEING, SAFETY & HUMAN RIGHTS Support and respect the protection of internationally proclaimed human rights and the provision of safe, healthy and happy working environments.	 DIVERSITY, EQUITY & INCLUSIVITY Building and supporting inclusive and diverse communities.	 FLOURISHING & PROSPEROUS COMMUNITIES Support our local communities, understand priorities and needs, and collaborate with others to help tackle sustainability challenges.

We are working to uphold these nine commitments across our **Products**, our **People & Partnerships** and our **Business**.

Delivering our commitments

We are delivering on our commitments through a wide variety of workstreams and performance is monitored via a range of short term and longer-term objectives.

WORKSTREAM	ASSOCIATED COMMITMENTS								ANNUAL TARGET (FY2026)	LONG TERM TARGET (FY2032)		
	Responsible Business	The Living World	Carbon & Climate	Circularity	Water	Chemicals & Pollution	Wellbeing	DE&I			Communities	
PRODUCTS												
1	Build on the success of our Wax for Life programme to enhance circularity (design, longevity and/or end of life) across all product categories.		✓	✓	✓	✓					3% year on year annual increase in number of items handled through our Repair or Re-Loved offerings.	Circularity offer* in place for all product categories. *Repair, cleaning, Re-Loved and/or recycling.
2	Identify preferred materials and enhance uptake of these year on year.		✓	✓	✓	✓	✓			✓	5% annual increase in proportion of Preferred Materials* used in Barbour’s products. *Better Cotton, organic, recycled, Leather Working Group sourced leather, RWS/RAS/RDS certified animal fibres.	At least 75% of all materials used in Barbour products to be Preferred Materials*. *Better Cotton, organic, recycled, Leather Working Group sourced leather, RWS/RAS/RDS certified animal fibres.
3	Reduce packaging per garment, increase the use of recycled content and maximise packaging recyclability.		✓	✓	✓						Revise packaging data collection to establish packaging baselines for tonnage, recycled content and recyclability. Revise garment bag sourcing/design to increase recycled content and aid recyclability.	At least 95% of all packaging to be from recycled content. 10% reduction in packaging per product compared to baseline year (to be set). 100% of all packaging to be recyclable.

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PEOPLE & PARTNERSHIPS										
4	Create and implement a Diversity, Equity & Inclusivity (DEI) plan to increase representation, strengthen awareness and build education on all DEI related matters.	✓					✓	✓	Launch and raise awareness of the DEI strategy. Drive completion of mandatory DEI training, including 100% attendance of accountability training.	Improve DEI-related employee engagement metrics from 63% to 80%, reflecting a stronger inclusive culture and diverse workforce.
5	Grow Barbour programmes to support staff health, safety and wellbeing, and learning and development.	✓					✓	✓	✓ Drive at least 90% completion of mandatory health and safety training via the Learning Management System platform. Achieve the Bronze Better Health at Work Award.	Achieve the Gold Better Health at Work Award.
6	Develop and continue partnerships with demonstrable benefits, aligned with our sustainability commitments.	✓						✓	Expand on the Royal Countryside Fund Biodiversity Skills project through delivery of workshop session and implementation of monitoring. Strengthen the SmartWorks partnership to support inclusive recruitment, with measurable increases in candidate referrals and engagement.	Portfolio of at least three long-term strategic partnerships (min 3 year) with demonstrable social and environmental benefits, contributing to one or more of our sustainability commitments.

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BUSINESS											
7	Embed the Barbour Values across the business.	✓								Launch updated Barbour values across the business, including new staff recognition scheme. Develop new Barbour Corporate Code ready for launch in 2026.	Demonstrate consistent alignment with Barbour Values across all business practices, measured through employee engagement survey, leadership behaviours, and culture audits by 2032.
8	Achieve SBTi verified near and long-term carbon reduction targets, including net zero by 2050.			✓						6% reduction in scope 1 and 2 GHG emissions (market-based). 3% reduction in total tCO2e/million £ revenue. 5% reduction in inbound transportation emissions.	Reduce absolute scope 1 and 2 GHG emissions 60% by FY2032 from a FY2022 base year and reduce absolute scope 3 GHG emissions* 30% within the same timeframe. *From purchased goods and services, upstream transportation and distribution and downstream transportation and distribution. Reach net-zero greenhouse gas (GHG) emissions across the value chain by FY2050.
9	Enhance transparency of our supply chain, uphold Barbour’s Supply Chain Code of Conduct, and endeavour to improve the environmental performance of our supply chain .	✓	✓	✓	✓	✓	✓	✓	✓	At least 90% of all Tier 1 external manufacturers to complete a social third party audit or independent assessment* every 2 years, uploaded to SEDEX or alternative platform.	100% of all Tier 1, Tier 1+ manufacturers and direct Business Partners at Tier 2 to complete a social third party audit or independent assessment* every 2 years, uploaded to SEDEX or alternative platform.

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									*SMETA, amforiBSCI, SA8000, WRAP, ILO/Better Work, FLA. Build on implementation of our new Traceability Project, to trace 50% of AW2026 to at least Tier 2 Baseline energy sources of suppliers and set targets for reducing non-renewable energy use by Tier 1 and Tier 2 direct business partners. Upload our Tier 1 Finished Goods Site List to the Open Supply Hub and Barbour website twice per annum.	*SMETA, WRAP, ILO/Better Work, FLA. 75% of products traced to at least Tier 3. Energy, waste and water sustainability targets (in development) to be achieved across all Tier 1 and direct Tier 2 business partners. Share product sustainability and traceability information through on-product labelling e.g. Digital Product Passports). Upload our Site List to the Open Supply Hub and Barbour website twice per annum, containing details of all direct Business Partners supplying any Barbour branded goods, including all mapped Tier 2 producers.
10 Proactively update stakeholders on our sustainability activity, product credentials and performance against our sustainability commitments	✓								Launch new <i>It's In Our Nature</i> website, including information on Sustainability Strategy key projects, targets and progress. Increase number of certified products by 5% annually.	Share product sustainability and traceability information through on-product labelling e.g. Digital Product Passports. Implement verified, annual sustainability reporting.

We recognise that both sustainability and our business are continually evolving, and that our sustainability commitments and actions will therefore grow and develop too. We remain engaged with our stakeholders and best practice organisations and will continually review our sustainability priorities and actions accordingly.

Governance

Our Sustainability Statement and supporting objectives, targets and activity are overseen by our Central Leadership Team chaired by our Managing Director.

Signed:

A handwritten signature in black ink, appearing to read 'S. Buck', written over a horizontal line.

Steve Buck, Managing Director

Date:

21 / 8 / 25