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 sits at the heart of what we do and 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 activities and performance is monitored via a range of KPIs.

		Primary Associated Commitments								
		Responsible Business	The Living World	Carbon & Climate	Circularity & resource Management	Water	Chemicals & Pollution	Wellbeing, Safety & Human Rights	Diversity, Equity & Inclusivity	Flourishing Communities
PRODUCT										
1	Build on the success of our Wax for Life programme to enhance circularity (design, longevity and/or end of life) across our product offering by FY2032.	✓	✓	~	✓	✓				
2	Identify preferred materials and enhance uptake of these year on year.		✓	✓	✓	✓	✓	✓		✓
3	Reduce packaging per garment, increase the use of recycled content and maximise packaging recyclability year on year.		✓	✓	✓					
PEOPLE & PARTNERSHIPS										
4	Develop and deliver a new DE&I Strategy from FY2024, including key deliverables and timelines, covering all Barbour employees.	~						~	~	
5	Grow Barbour programmes to support staff health, safety and wellbeing, and learning and development year on year.							✓	✓	✓
6	Develop and continue partnerships with demonstrable benefits, aligned with our sustainability commitments.	✓								✓
BUSINESS										
7	Develop and uphold a new Barbour Code of Ethics from 2024.	✓								
8	Publish and achieve SBTi verified near and long-term carbon reduction targets, including net zero by 2050.			✓						
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 year on year.	~	✓	~	~	~	~	~	✓	1
10	Proactively update stakeholders on our sustainability activity, product credentials and performance against our sustainability commitments	1								

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 Sustainability Group, created under the authority of the Board and chaired by our Managing Director.

Signed:

Date:

28/9/2023.