

NIKWAX[®]
OUTDOOR INNOVATION





Message from our CEO

In 2022, we published our first Sustainability Report, outlining our goals for the next 3 years. 2 years on, we are now part of an Employee Owned Trust (EOT). I'm proud to have become the CEO of a company that has sustainability at the core of what we do. We have never used PFAS or aerosols in our products since the company was founded in 1977, and we have offset our operational carbon emissions back to that date too.

We are delighted with our results of achieving our scope 1 & 2 carbon emission goals a full 18 months earlier than scheduled and are focused on our scope 3 goals and new science-based targets.

We are committed to investing in the continued development of sustainable products that deliver high performance for our customers and feel the urgency to do more to help protect the planet and support people.

Brian Davidson

Nikwax CEO



At Nikwax, we have and will always be PFAS-free.

Chemical management is at the heart of the company's sustainability efforts, and we continually strive to use the most sustainable chemistry available to us in our products.



Our Chemical Management System encompasses all chemicals that enter and leave our site: from cleaning chemicals through to raw chemicals that go into our product. Furthermore, we make our MRSL (Manufacturing Restricted Substance List) publicly available via our website. The Nikwax MRSL covers the ZDHC MRSL and the US Environmental Protection Agency PFAS Master Lists.

We have continued to audit and annually review our Chemical Management System, both as part of our ISO 9001 Quality Management System and our Higg Facilities and Environment audits. We choose to have our Higg score verified to ensure quality and consistency, and this year, saw our score improve in nearly all modules.

The Higg FEM evaluates a manufacturing site on its environmental practices across 7 different areas, including

water use, chemical management, energy management and waste. The platform, along with our ISO standards, allows us to continually improve the environmental impact of our manufacturing.

ACHIEVEMENTS

- The Nikwax MRSL adopts the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL, and all known per- and polyfluoroalkyl substances (PFAS or otherwise known as PFCs) as identified by the US Environmental Protection Agency (EPA).
- Our Chemical Management System has been annually audited by a third party and is integrated into our ISO 9001 quality management system.
- We have improved our verified Higg FEM score by 13%.



Higg FEM Score IMPROVED BY 13%



We help protect nature reserves, habitats and wildlife.

We have worked with the World Land Trust since 2007 and through this partnership have supported projects in Ecuador, Guatemala, and Vietnam.



These projects prevent deforestation, support and empower local communities to protect threatened coastal forest, and protect biodiversity from illegal hunting.

World Land Trust works with partner organisations across the world to achieve its goal to create and protect nature reserves, protect habitats and wildlife.

In addition to our work with World Land Trust, we are a Sustaining Member of the European Outdoor Conservation Association (EOCA). EOCA supports grassroots conservation projects around the world and, as a Sustaining Member, we help to support the growth of EOCA and help enable the Association to increase the number of projects it can support .

ACHIEVEMENTS

- We have carbon balanced our operational emissions back to our foundation in 1977 with the World Land Trust's Carbon Balanced programme.
- We work with conservation-focused organisations which have a global and local impact.
- Members of the Conservation Alliance and conservation associations in the USA.

COMMITTED
1%
OF TURNOVER
TO ECOLOGICAL &
SOCIAL CAUSES



We are working hard towards keeping things in the loop and out of landfill.

We continue to conduct an audit of our plastic use every year. This calculates the amount of plastic, both in volume and type, across our operations, manufacturing, and warehousing.



Our Plastic Strategy aims to tackle the main problem with plastic, which is its end of life. In other words, we need to keep plastic in the production loop and out of the bin. To do this we have focused on increasing the amount of recycled and recyclable plastic we use.

As well as our Plastic Strategy, we continue to be an active member of the Single Use Plastic Project, an initiative from the EOG (European Outdoor Group) to ensure that we are a part of the solution to the single use plastic problem.

Nikwax aftercare products enhance the performance and extend the usable life of outdoor clothing, footwear and gear. By helping our customers' gear to last longer, we are keeping things in the loop - reducing waste.

ACHIEVEMENTS

- We now use 100% recycled and recyclable plastic caps and bottles across our product range.
- Over 70% of the plastic we purchased since 2022 was recycled plastic.
- Over 96% of the plastic we purchased was recyclable.

ACHIEVED
ZERO
HQ WASTE
GOES TO LANDFILL



We have achieved all our Climate Action Plan targets.

Our Climate Action Plan lays out a roadmap to address our environmental and social impact across our business operations.



GearForm's Climate Action Plan lays out a roadmap to address our environmental and social impact across our business operations. As part of this plan, we set ourselves several targets:

- 1. To reduce our Scope 1 & 2 emissions by 30% by 2025**
- 2. Commit to a science-based target**
- 3. Measure our scope 3 emissions**

By 2023, we had have achieved all of these. Our 2022 Carbon Footprint Report highlighted that we have made huge improvements to our own operational emissions.

Our science-based target is to achieve a 46% reduction in these emissions by 2030, and we're pleased to report that we're on track to achieve this.

ACHIEVEMENTS

- We have successfully achieved our Group target of a 30% reduction in our scope 1 and 2 emissions, 18 months early.
- We have set a near-term science-based target to reduce our scope 1 and 2 emissions.
- We have measured our scope 3 emissions and will continue to do so every year.
- We continue to offset our scope 1 and 2 emissions, as well as emissions associated with our business travel, with the World Land Trust .

**TARGETS
ACHIEVED
EARLY**
& COMMITTED TO
DOING EVEN MORE

We hold ourselves and our suppliers to high ethical standards.

We deeply value the relationships we've built over the years with our suppliers and we will only choose to work with suppliers who comply with our own ethical standards.



We have developed a supplier scorecard to help improve transparency and increase the sustainability of our value chain.

Over 85% of suppliers who took our survey have an environmental management system in place.

This year, we undertook our first 4 Pillar Sedex SMETA audit to verify our compliance to the highest ethical employment practices.

We are pleased to have gone through this process as a symbol to our commitment to our employees and our ethical ethos.



Sedex[®]



**ACHIEVED
ETHICAL
EMPLOYER
VERIFIED BY SEDEX**



Being an EOT enables us to aspire to make a positive contribution to the world.

Nikwax has worked hard to start embedding how we want to look for the future. This builds upon our founding values, ensuring that we can continue to build a sustainable future.



Following the transition to an Employee Ownership Trust (EOT) in 2022, Nikwax is now fully owned by employees of the business.

Being employee owned means we can take a longer-term view on the minimisation of environmental impact. The EOT enables us to aspire to make a positive contribution to the world and communities we operate in, by ensuring that the sustainable development and production of our products is placed above pure and short-term financial gain.

ACHIEVEMENTS

- We have defined a revised Mission Statement.
- Started to refine our goals for sustainability, growth and profitability for the future.
- Elected Partner (employee) representatives from around the world form the EOT Staff Council, so that all Partners can have input into how the company is run.

**PROUD
TO BE
EMPLOYEE
OWNED
SINCE 2022**

Our Six-Point Sustainability Plan



Clean Chemistry

Nikwax aftercare products are water-based, PFAS-free and we have never used aerosols.



Conservation

We partner with conservation organisations to help preserve the natural world we love. We are also active on a local level.



Ethical & Fair

We are a values-oriented organisation and believe in treating the people we work with fairly and equally.



Circularity

Nikwax aftercare products enhance the performance and extend the usable lifetime of outdoor clothing, footwear and gear.



Climate Action

Our operational emissions have been offset since launch and we have developed a Climate Action Plan to do more.



Employee Owned

In 2022, we became part of an Employee Ownership Trust (EOT). Sustainability is at the heart of what we do.

Our Vision

To be the global leader in combining aftercare products with materials systems and processes for outdoor and high activity clothing and equipment using innovative, effective, clean and sustainable technology.






Get in touch

Any questions?
Feel free to get in touch:

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