

NIKWAX
OUTDOOR INNOVATION®



SUSTAINABILITY REPORT UPDATE 2025

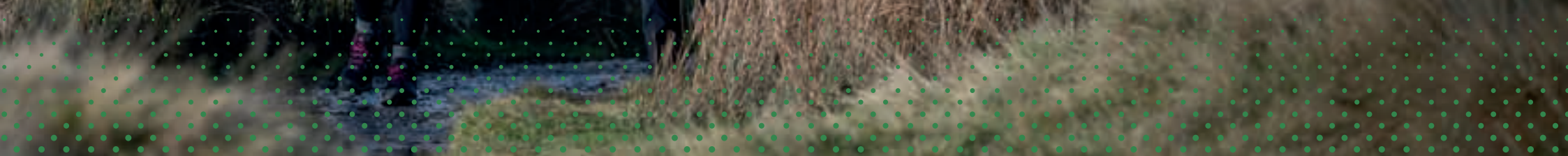


INTRODUCTION

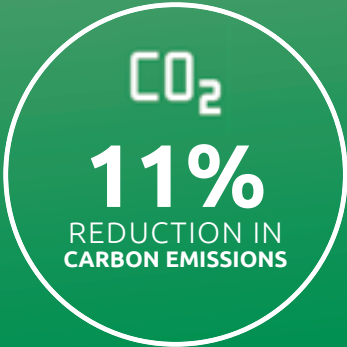
Nikwax has manufactured market-leading sustainable aftercare for outdoor gear since 1977. Our products are water-based and PFAS-free and support a circular economy, minimising environmental impact.

All our operational carbon emissions are balanced, and by decarbonising our products, investing in research, and developing new technologies, we are confident we can achieve Net Zero in 2040.

None of this is possible without our people - we are employee-owned and dedicated to sharing the responsibility of doing the right thing. Sustainability is in our DNA and our collective years of service and expertise propels us forward.



ACHIEVEMENTS





CLIMATE ACTION UPDATE

We have reduced the carbon footprint of
Down Wash by a huge **40%**

Our powerful, water-based cleaner for all natural and synthetic down-filled gear is now **even safer** for the environment.

- Brand new, more effective soap formula = even better cleaning results = less washing needed
- Significant reduction in energy consumption during manufacture
- Bottle and cap made from 100% post-consumer recycled and recyclable plastic

MAINTAINS THE WATER REPELLENCY AND INSULATING PROPERTIES OF ALL DOWN-FILLED GEAR



MAINTAINS DOWN

SAFE AND SUPER EASY TO USE



SAFE & EASY

EXCELLENT VALUE WITH A LOWER COST PER WASH THAN EQUIVALENT COMPETITOR PRODUCTS*



EXCELLENT VALUE

*UK ONLY



CLIMATE ACTION UPDATE

Nikwax is committed to becoming **Net Zero**

We will **reduce our greenhouse gas emissions** by 90% and offset the remaining 10% by purchasing carbon credits from our longstanding partner, the World Land Trust.



Click here to view our Net Zero Roadmap



CLIMATE ACTION UPDATE

We have reduced our overall carbon emissions by **11% since 2019***

SCOPE 1 EMISSIONS	TONNES OF CO ²
On-site fuel combustion	0.9
Company vehicles	15.3
Leaked emissions	10.1
Industrial process emissions	0
TOTAL	26.3

2019 baseline 7.12

SCOPE 2 EMISSIONS	TONNES OF CO ²
Purchased electricity	3.8
Steam, heat and cooling	0
TOTAL	3.8

2019 baseline 96.62

SCOPE 3 EMISSIONS	TONNES OF CO ²
Purchased goods and services	1532.7
Capital goods	0.6
Fuel and energy related activities	114
Upstream transport and distribution	185.4
Waste generated in operations	1702.3
Business travel	142.3
Employee commuting & homeworking	94.8
Downstream transport and distribution	772.9
Processing of sold products**	0
End of life treatment of sold products	1
TOTAL	4,576.16

2019 baseline 5045.71

*All emissions are calculated in accordance with the GHG Protocol Standard, using the assistance of third-party consultancies. Scope 2 market-based emissions are shown and Scope 3 categories 8, 13, 14 & 15 are currently not applicable. A combination of activity and spend-based data has been used. These results exclude deductions from carbon credit purchases. Our footprint is measured against the calendar year.

**These emissions are included in Scope 1 & 2 emissions

WE HAVE DONATED TO THE WORLD LAND TRUST'S
CARBON BALANCED PROGRAMME SINCE 2018 TO OFFSET
OUR REMAINING SCOPE 1, SCOPE 2, AND UK BUSINESS
TRAVEL EMISSIONS





CIRCULARITY UPDATE

We have increased the volume of recyclable plastic we use to over 99% and all our bottles and caps are made from **100% post-consumer recycled and recyclable plastic**

OUR PROGRESS

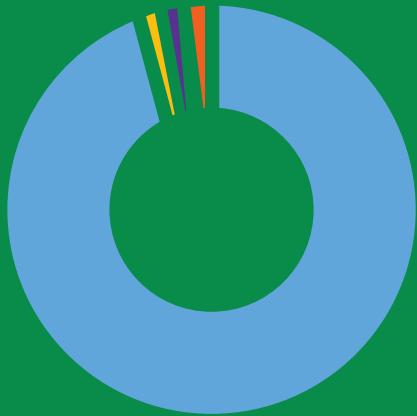
	% OF TOTAL	
	2020	2024
Recycled Plastic	66	76
Virgin Plastic	33	24
Recyclable Plastic	91	99

PLASTIC TYPE



- RECYCLED **76.22%**
- VIRGIN **23.78%**

SOURCE OF PLASTIC



- LABORATORY **0.01%**
- HOUSEHOLD/OFFICE GOODS **0.02%**
- MANUFACTURING **0.07%**
- PRODUCT PACKAGING **99.90%**

NO WASTE FROM OUR HQ SITES GOES TO LANDFILL, AND WE RETURN INDUSTRIAL GRADE CONTAINERS TO OUR SUPPLIERS FOR RE-USE



CONSERVATION UPDATE

We have donated to the World Land Trust's Carbon Balanced programme since 2007, helping to fund **environmental and rainforest conservation projects**



**WORLD
LAND
TRUST**

Saving land
Saving species



3,307,362

ACRES
PROTECTED*



3,575,259

FURTHER ACRES
PROTECTED*



3,247,843

TREES
PLANTED*



13,066

SPECIES
PROTECTED*

WE HAVE CONTRIBUTED £106,606 TO WORLD LAND TRUST'S CARBON
BALANCED PROGRAMME TO MITIGATE 7,175 TONNES OF CO₂.**

WE ARE COMMITTED TO DONATING 1% OF OUR
TURNOVER TO ECOLOGICAL AND SOCIAL CAUSES.

**Figures are for the GearForm group
*Total World Land Trust funded figures
to date



OVER 7k TONNES
OF CO₂ MITIGATED



1% OF
TURNOVER

CONSERVATION UPDATE

We have been a member of the European Outdoor Conservation Association since its foundation in 2006, helping to **raise funds for projects that give back to nature**



206

FLORA & FAUNA
PROJECTS IN OVER
65 COUNTRIES*



2,500,000

TREES
PLANTED*



400,000km

HABITAT CLEARED
OF PLASTIC
& RUBBISH*



750,000

HECTARES
CONSERVED*

IN 2024, WE CELEBRATED 10YRS OF EOCA SUSTAINING MEMBERSHIP.
OVER THE PAST DECADE, WE HAVE DONATED AN EXTRA €100,000 TO
HELP FUND EOCA'S OPERATIONAL COSTS



*EOCA funded figures to date

COMMUNITY UPDATE

We are a values-oriented organisation that champions transparency and treats the people we work with **fairly and equally**



EMPLOYEE-OWNERSHIP, SINCE 2022

- We are proud to be Partners with an equal share in a thriving business
- Our Partners are based in the UK, USA, Poland, and the Netherlands
- We have elected employee representatives globally to form a Staff Council, ensuring all Partners can input into how Nikwax is run
- We offer flexible working arrangements
- In 2023, we became a **Sedex** member to improve our supply chain visibility



OUR PEOPLE*

- 36% of directors are female
- 58% of senior leaders are female
- 11% of the workforce is part time:
 - 21.4% of directors
 - 16.7% of senior leaders
 - 10.5% of the main workforce
- 6.09x the highest to the lowest pay (based on hourly rate)**
- £0.87 the gender hourly pay gap**
- 5.34 years average length of service
- 43.18 years average age of Partners

*Figures are for the GearForm Group, comprising Nikwax Ltd, Nikwax North America Inc, Nikwax Europe sp. z o.o, Páramo Ltd and GearForm S.A.S.

** Figures are for GearForm UK, comprising Nikwax Ltd and Páramo Ltd.



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