

PÁRAMO SUSTAINABILITY REPORT



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A MESSAGE

FROM OUR DIRECTOR

When Páramo launched in 1992, the environmental movement as we know it today was still in its infancy; the term 'global warming' had only just been coined, and it would be almost a decade before people started talking about their 'carbon footprint'.

Páramo's founder, Nick Brown, has spent the equivalent of my lifetime thinking radically, constantly innovating and striving to change the way the outdoor industry interacts with the wider world. Páramo's aim is to carry on this radical thinking, to never settle for mediocre and always push ourselves to improve, whilst staying true to our values and meeting our customers' ever evolving needs.

As the current custodian of Páramo Directional Clothing, I lead a team of inspirational, committed and resilient colleagues. It is our job to continue our founder's legacy; to provide high quality protective kit for outdoor enthusiasts, while ensuring we do no harm to the environment we love.

I am proud that Páramo is launching our first sustainability report. It documents a fantastic journey and some of the accomplishments from the past 30 years, whilst setting some goals for what we want to achieve in the next 5 years - allowing us to continue our journey into the future.

Richard Pyne

(Páramo Commercial Director)



INTRODUCTION

ABOUT PÁRAMO & OUR SUSTAINABILITY REPORT

About Páramo

The páramo is an area of the Andes Mountains, in South America, between the upper limit of the forests and the lower limit of the snowline. It was here, in 1986, around 3800m above sea level that Nick Brown tested his first garment and fabric combinations to their limits - staying warm, dry and comfortable.

Six years later, in 1992, Nick met with Sister Esther Castaño Mejía, who was running a small sewing workshop, offering practical help to women rescued from the streets of Bogotá, Colombia. Working together, the production of Páramo garments began with the Miquelina Foundation in Bogotá.

Páramo Directional Clothing offers high performance, sustainable outdoor clothing. Intelligent design combines with directional fabrics to ensure the comfort and safety of the wearer across a wide range of weather conditions and throughout a variety of outdoor activities.

About this report

Páramo's ethical production has been evident since inception and the team's core focus is the protection and enjoyment of the natural environment. This report is the next phase of our evolution; we want to share our vision and strategy, as well as the actions we are taking to reduce the impact on our planet and all of its inhabitants. We will never stop striving to improve the decisions we make and the actions we take.

The development of our sustainability strategy started with our materiality assessment. We have looked at over 30 different sustainability aspects - both social and environmental - within each step of our value chain. Based on this assessment, we have developed over 20 projects to fulfil our goals, ensuring we are able to have a tangible, positive impact with the outcomes.

In this report, we are trying to address two simple, yet important questions:

- Why is this project important to us?
- What are we doing about it?

Furthermore, we want to share our goals and celebrate what we have already achieved.

WHAT DOES IT MEAN?

Materiality assessment: this is a tool used to identify and prioritise sustainability (social, ecological, economical) issues which are the most critical to an organisation. This involves looking at a variety of aspects defined by the potential impact on the organisation and the importance to stakeholders.

Value Chain: this is an alternate term for 'supply chain'. It highlights the value that is created by the numerous suppliers of raw materials, components, packaging, and logistical solutions we are dependent upon to create and distribute our products.

OUR JOURNEY

FROM INITIAL IDEA TO AWARD-WINNING CLOTHING



1986
Prototypes of several garments tested to their limits on a trip to the Colombian Andes.

1992
Production started in Bogotá, Colombia at Miquelina. Páramo was officially born.

2002
Miquelina attain ISO 9001 accreditation.

1999
Páramo workshop established at headquarters in East Sussex enabling the repair and alteration of Páramo garments.

2006
A partnership with "Trees for Life" begins - rewilding the Scottish Highlands.

2007
Páramo & Nikwax® launch their carbon balancing initiative, working with the World Land Trust.

2010
Páramo awarded the 'Best Buy Award' by the Ethical Consumer magazine.

2012
Páramo Recycling Scheme launched, providing a safe route for the disposal of unwanted garments.

2014
All production of Páramo garments from now is guaranteed PFC-free.

2016
Páramo awarded The Guardian 'Sustainable Business Award' in the 'Bold move' category.

2016
Páramo becomes the first outdoor company to sign up to the Greenpeace Detox Commitment.

2017
Miquelina attains guaranteed Fair Trade status from the World Fair Trade Organization.

2021
Páramo's updated Velez jacket awarded 'Best Sustainable Waterproof Jacket' by Outdoors Magic.

2022
Páramo celebrates 30 years.



THE PÁRAMO VISION

Páramo will be recognised as a global leader in sustainable, innovative design and ethical manufacture of high performance, technical clothing.

OUR VISION

A BLUEPRINT FOR THE FUTURE

What does “being sustainable” actually mean?

We have decided to use the United Nations (UN) Sustainable Development Goals (SDGs) to help us define our key sustainability projects. The SDGs serve as framework and are a global standard for sustainable development. 17 goals define the most pressing issues of our time and what we can do as a global society to fulfil those goals.

The SDGs show that true sustainable development focuses on two main aspects: **people and planet**.

At Páramo, we are focusing our sustainability strategy on 3 fields of action within the ‘people’ dimension and 4 fields of action within the ‘planet’ dimension.



PEOPLE

ETHICAL & FAIR

We are a values-oriented organisation and believe in treating the people we work with, with fairness and equality.

PÁRAMO PEOPLE

We value our loyal customers and the people working for this company. They are all at the heart of what we do.

PARTNERSHIPS

We want to serve as an ethical industry stakeholder and engage in partnerships that provide mutual benefit.



PLANET

CIRCULARITY

We ensure that our garments are designed to last, can be repaired, are reused, and at the end of their life, fully recycled.

DETOX OUTDOOR

We guarantee the exclusion of hazardous chemicals in our value chain to preserve the outdoors for generations to come.

CLIMATE ACTION

We take action against further climate change and its negative impact on the planet and people.

CONSERVATION

We collaborate with conservation organisations to protect the natural world we love.

 ETHICAL AND FAIR

We are a values-oriented organisation and believe in treating the people we work with, with fairness and equality.



OUR GOAL
1%
FOR PEOPLE
AND PLANET



1% of the yearly turnover will be donated to social and environmental initiatives, where a real impact can be achieved.



ETHICAL AND FAIR

TREATING EVERYONE WE WORK WITH EQUALLY

The Miquelina Foundation

Páramo's partnership with the Miquelina Foundation began in 1992. This partnership enables training and employment for vulnerable women trapped in prostitution or exploitative situations, often due to the massive internal displacement and violence from decades of civil conflict. Much of Páramo's annual production occurs at "Creaciones Miquelina", the factory run by the Foundation.

For 30 years this partnership has been at the centre of the Páramo brand, something everyone who works for Páramo is proud to be a part of. By sharing the story, we aim to raise awareness of the exceptional work the Miquelina Foundation does for displaced women in Colombia.

Sister Esther Castaño Mejía once said of the Miquelina Foundation that:

"The Miquelina Foundation is not there just to create jackets, but to create people - to dignify women who have been denied everything in society and left to feel alone as negotiable objects".

Fair Trade

In 2017, 25 years after Páramo production began, Miquelina attained guaranteed Fair Trade status from the World Fair Trade Organization (WFTO) and all garments manufactured by Miquelina now carry this label.

The accreditation is of significant importance to the women who work at Miquelina. It aligns with the mission of the Foundation - to support social development with a vision to build a better future for people.

The Foundation continues its work to assist these women and the factory allows them to progress and become skilled workers.



Our Achievements

- 30 years of partnership
- Employment and training for over 10,000 vulnerable women
- 130+ houses have been built
- 85% of Páramo Clothing is produced at the Miquelina Foundation and since 2017 all garments have carried the WFTO First-Buyer label.



THE NEXT STEP - 1% FOR PEOPLE AND THE PLANET

We want a tangible, positive impact - our next chapter is firmly underway.

We will integrate the management of the Miquelina factory into our business. This will ensure a production partnership, enabling the work done by the Miquelina Foundation to continue long into the future.

1% of the yearly turnover will be donated to social and environmental initiatives where a real impact can be achieved. In doing this, we will show the world that ethical companies can succeed and make a difference.

We value our loyal customers and the people working for this company. They are all at the heart of what we do.



OUR GOAL
EOT
EMPLOYEE
OWNED TRUST



In 2022, Páramo will take another big step in its development - we will become an employee-owned business.



PÁRAMO PEOPLE

THE HEART OF OUR BUSINESS

Páramo Customers

"Having robust and reliable kit like my Páramo jacket and trousers is a must for getting out in the mountains. I trust they will keep me warm and dry, enabling me to focus on enjoying my time safely outside regardless of the conditions."

Emma Gerrard, Mountain Leader & DofE Award volunteer, Cumbria

"It's not difficult in my opinion to sing the praises of Páramo clothing and their range of accessories. Every item of Páramo kit that I have owned has lived up to its promise and served me well for many years. With Páramo's recycling scheme, ethical manufacturing and product quality, I, for one, would not use anything else and I know many friends who feel the same."

Chris Wellstead, Freelance Photographer

"Having used the brand for several years I have been impressed with the design and performance of their products. Their different layers - base, mid, waterproof and insulation - work well together. Since starting to use their system I have managed to stay more comfortable while outdoors in a wide range of conditions and environments."

John Morgan

Páramo Staff

In 2022, Páramo will take another big step in its development. Together with our sister company Nikwax and the Miquelina factory, we will become an employee-owned business, run through an Employee Owned Trust (EOT). This means that our employees get an equal stake in the companies' future, whilst ensuring that the social and ecological founding values are maintained.

Located in Wadhurst, East Sussex, Páramo is able to provide local employment in a small, rural village. We offer flexible work arrangements across all levels of the business and are proud to have many of our members of staff work with us for many years. We believe in transparency and want to share some key data about the business. We are continuously striving for more equality within the organisation in 2022 and beyond. Becoming an EOT will help us to widen the support and opportunities offered to our employees.

SOME KEY ORGANISATIONAL DATA

25%
of directors* identify as women

47%
of senior leaders* identify as women

22%
of workforce working part-time:
• 21% of senior leaders*
• 25% of directors*
• 22% of main workforce

8.6x
the highest to lowest pay** (amount the highest earner is paid against the lowest salary)

£0.03
the gender hourly pay gap. Women earn 97p for every £1 that men earn

92%
staff retention rate**

7.8 years
average length of service

44 years
average age of workforce

REPORTING PERIOD 2021

*GearForm group

** UK (Nikwax Limited combined with Páramo Limited)

👤 PARTNERSHIPS

We believe in transparent collaboration and partnerships where possible. We can achieve more working together; ensuring our principles are maintained across our value chain, whilst continually pushing to improve and learn from each other.



Creaciones Miquelina
Main Garment Assembly

Colombia

Lafayette
Fabric Supplier

Colombia

Outdoor Industry Association
Industry Association

United States

World Land Trust
Conservation Charity
UK / Europe

Trees for Life
Conservation Charity
UK

Royal Society for the Protection of Birds
Wildlife Charity
UK

The Microfiber Consortium
Industry Association

UK

European Outdoor Group
Industry Association

Switzerland / Europe

European Outdoor Conservation Association
Industry Association

Switzerland / Europe

World Fair Trade Organization
Industry Association

Netherlands / Europe

Various
Fabric & Component Suppliers
China, Japan, Taiwan

Jordon Garments
Garment Assembly

Vietnam

We ensure that our garments are designed to last, can be repaired, are reused and, at the end of their life, fully recycled.

ACHIEVEMENT
4500
GARMENTS
SAVED FROM
LANDFILL



In the last year over 4500 garments were given a new life by our repair workshop, which has been in place since 1999.

CIRCULARITY

DESIGNED TO LAST

Longevity - Repairability - Recyclability

We want a Páramo garment to last as long as possible.

Páramo waterproofs are engineered not to become obsolete. Designs are classic and timeless, and the unique Nikwax Analogy® fabric system provides breathable and durable, directional waterproof performance. This keeps the weather out, without the need for laminates, membranes, or taped seams, all of which can break down over time. Instead, the waterproofing is renewable indefinitely with water-based Nikwax aftercare products.

Páramo waterproof garments are easily repairable and are not compromised by puncture (you could stick pins all over a Páramo waterproof, take them out and it will still keep the rain out). As a result, many of our original jackets are used daily and still performing over fifteen years later.

Nikwax aftercare products ensure that, with regular washing, a Páramo garment will remain clean and waterproof, ensuring the wearer is always dry and comfortable without needing to rely on harmful chemicals or delicate membranes.



Páramo Repair Workshop & eBay stores

We want to extend the life of a Páramo garment for as long as possible.

Designing garments to be easily repairable was important to Páramo long before terms like “circularity” were part of the public discussion. Páramo have offered repairs and alterations for over 25 years and have had a workshop at the head office since 1999. Repairability, as a design requirement, is still in place after 30 years of business.

Páramo garments are extremely durable, but damage can and does still occur. It is always preferable to reuse before recycling, so if an old garment can be refurbished at reasonable cost, our expert workshop will do so.

Repaired and refurbished items then make their way either back to their owners who can enjoy their favourite pieces for many more years to come or, since 2009, to appreciative new owners via one of our eBay stores.

WHAT DOES IT MEAN?

Circularity: “In a circular economy there is no waste, there are only materials.”

A circular economy distinguishes between technical and biological cycles.

Consumption happens only in biological cycles, where food and biologically based materials (such as cotton or wood) are designed to feed back into the system through processes like composting and anaerobic digestion. These cycles regenerate living systems, such as soil, which provide renewable resources for the economy.

Technical cycles recover and restore products, components, and materials through strategies such as, reuse, repair, remanufacture or (in the last resort) recycling.

CIRCULARITY

PÁRAMO RECYCLING SCHEME

We want to transform used Páramo garments into virgin-quality new garments.

The Analogy waterproof fabric system, used in Páramo garments, avoids the need for mixed materials, membranes or taped seams. This makes our gear uniquely suited for recycling. It uses 100% polyester which, unlike most other materials, can be broken back down to its basic building blocks and reformed into new fibres.

We offer our customers an option to recycle their Páramo garment at the end of its useful life with them. This may be because it no longer fits their needs. As a result the garment will be serviced, re-waterproofed and sold through our eBay store to accompany another Páramo enthusiast on another set of adventures.

It may be because the garment has lost a battle with a barbed-wire fence (it has happened!) and is beyond economic repair. In this instance it is collected, bailed and shipped to a specialist recycling facility.

This recycling facility is one of few around the world that specialises in a chemical recycling process which, unlike traditional textile recycling, preserves the value and quality of the polyester.

Preserving the valuable polyester used in our garments is a key step towards a truly circular product. The technology used allows polyester fibres to be made from polyester fibres, rather than virgin polyester chip, allowing horizontal recycling from clothing to clothing. Páramo garments, without any harmful coatings, make this process available as a route to a responsible end of life.

Our Achievements

- Since 2014 we have shipped 3.5 tonnes of old garments to the recycling facility to be turned into raw material.



CIRCULARITY

MATERIALS SUSTAINABILITY

We want to minimise the footprint of each Páramo garment.

In addition to the longevity of Páramo garments, we also want to minimise the impact they have on the natural environment.

Within our fabric strategy, we have assessed the impact of different materials on the environment.

As a first step, we have introduced recycled polyester into some garments and fabrics throughout our range. We are looking to increase this over the coming years as stock fabric is depleted - we will not needlessly waste any fabric we already have.

We have chosen recycled polyester as our first step; as various life-cycle assessments show it to have significantly less impact on the environment than virgin polyester.

Different fibre types provide other interesting options, as do bio-based and biodegradable materials. We are developing a material sustainability index, through which we will continuously monitor developments in these areas.



© Sue Flood



© Nick Garbutt

OUR GOAL

We will move over 20% of our fabrics to sustainable materials by 2025 and we will target 80% by 2030.

Our Achievements

- 31% of our main fabrics currently used in the range have at least 66% recycled content.

We guarantee the exclusion of hazardous chemicals in our value chain to preserve the outdoors for generations to come.



ACHIEVEMENT
100%
PFC-FREE
PRODUCTION



100% of Páramo products have been PFC-free in their production since 2014.

DETOX OUTDOOR

PFC-FREE OUTDOOR CLOTHING

The journey to a PFC-free production

PFCs are a family of chemicals with very useful water and oil repellent properties, that are often applied to outdoor clothing. However, they also have some very undesirable properties: PFCs are persistent in the environment. This means that they cannot be broken down by natural processes, and many members of the PFC family have shown to be bio-accumulative, meaning that they build up in the bodies of people and animals.

Páramo directional waterproofs have never required PFCs for water repellency. With emerging evidence of the hazardous and polluting nature of PFCs, Páramo decided to ensure they were excluded from all production by introducing a fabric testing protocol, in order to certify that garments are PFC-free.

Since 2014, all Páramo water repellent products carry a guaranteed PFC-free label. When we say that a Páramo product is PFC-free, we mean that no PFCs have been used in its manufacture. We ensure that third party textile suppliers are not using PFCs on our behalf, by testing each batch of fabric we order.



Greenpeace Detox Commitment

In September 2015, Greenpeace produced the report "Footprints in the Snow" to follow up their earlier publication "Chemistry for Any Weather", which highlighted the continued widespread use of PFCs in the outdoor industry.

By measuring PFC levels in water, snow and ice in Arctic zones and in mountain ranges, Greenpeace demonstrated that PFCs occur even in the most remote areas. This is why Páramo believe that the ideal solution is to eliminate the use of PFCs in both manufacturing and aftercare.

Following these findings, Páramo took the significant step of signing up to the Detox Commitment in January 2016. Following the sign up, we adopted the Greenpeace Detox MRSL; by which we commit to the exclusion of hazardous chemicals from the production of all Páramo products.

Our Achievements

- Páramo was the first outdoor company to sign up to the Greenpeace Detox Commitment.
- 100% of Páramo products are PFC-free in their production since 2014.

WHAT DOES IT MEAN?

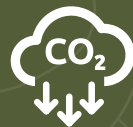
PFC: Per - and polyfluorinated compound. PFCs are a group of chemicals that are known for their water and oil repellent properties and have been identified as persistent, bio-accumulative and toxic. PFAS is a different name for PFC and PFOA is one kind (of thousands) of PFCs.

MRSL: Manufacturing Restricted Substances List. It provides brands, retailers, suppliers and manufacturers with acceptable limits of restricted substances that are used in the product manufacturing processes.

We take action against further climate change and its negative impact on the planet and people.



OUR GOAL
30%
REDUCTION
IN EMISSIONS



We will commit to science-based targets and reduce our scope 1 & 2 Greenhouse Gases (GHG) emissions by 30% by 2025. We will measure our scope 3 emissions.



CLIMATE ACTION

TAKING ACTION TO COMBAT FURTHER CLIMATE CHANGE

Our Achievements:

- Since our foundation in 1992, working with the World Land Trust, we have carbon balanced all operational emissions at our headquarters in Wadhurst, East Sussex.
- At our headquarters, we switched to renewable energy in 2013, causing a significant reduction of our scope 2 emissions.
- In 2016, we started converting our fleet of vehicles to electric and hybrid powertrains and installed the necessary charging infrastructure at our headquarters.
- In 2021, we implemented a new working methodology that allows the majority of employees to work remotely, thus greatly reducing the emissions from employee commuting.

The Páramo Climate Action Plan

Step 1: Measurement

We create a corporate carbon footprint, including scope 1, 2 & 3 and all locations together with ClimatePartner



Step 2: Energy reduction

We will develop energy reduction measures across all offices and factories



Step 3: Emissions offset

The remainder of the emissions will be offset with certified carbon credits

WHAT DOES IT MEAN?

GHG: Greenhouse Gases are gases in Earth's atmosphere that trap heat. They let sunlight pass through the atmosphere, but prevent the sun's heat from leaving. The main greenhouse gases are: water vapor, Carbon Dioxide, Methane, Ozone, Nitrous Oxide, and Chlorofluorocarbons.

GHG Scope 1 emissions: direct emissions from company-owned and controlled resources.

GHG Scope 2 emissions: indirect emissions released into the atmosphere, from the consumption of purchased electricity, steam, heat and cooling.

GHG Scope 3 emissions: indirect emissions that are linked to the company's operations (business travel, employee commuting, waste generated, purchased goods and services, transportation and distribution, end of life).

🌍 CONSERVATION

We collaborate with conservation organisations to protect the natural world we love.



ACHIEVEMENT
33000
SAPLINGS
PLANTED



Since 2008, 33000 saplings have been planted in partnership with Trees For Life - one for each Pájaro or Halcon jacket purchased.

CONSERVATION **LASTING PARTNERSHIPS FOR CONSERVATION**

Together we achieve more. This is why Páramo and sister company, Nikwax, team up with conservation focused organisations - those with both a global and local impact.

- Since 2007, we have worked with the World Land Trust (WLT). The funds raised through our donations through their Carbon Balanced programme are used to protect some of the world's most threatened habitats.
- For every Halcon and Pájaro jacket sold, a sapling is planted by Trees for Life, an award-winning charity dedicated to regenerating and restoring the Caledonian Forest in the Scottish Highlands
- The Royal Society for the Protection of Birds (RSPB) is the UK's largest nature conservation charity, inspiring everyone to give nature a home and secure a healthy environment for wildlife. Páramo sales made to RSPB members include a donation to the organisation.

World Land Trust

WLT was one of the first organisations in the world to focus specifically on the conservation of threatened habitats through land purchase. Working with partner organisations across the world, WLT funds the purchase or lease of threatened land to create nature reserves, protecting both habitats and their wildlife.

Empowering local people has always been central to the WLT's mission and this is one of the many reasons why Páramo has chosen them as a partner. It is essential to use the expertise and knowledge of local organisations, rather than to manage projects from the UK.

European Outdoor Conservation Association (EOCA)

We are a member of EOCA, which is a group of businesses in the European outdoor industry who have come together to raise funds for conservation projects to give back to the great outdoors. Since its foundation in 2006, EOCA has supported over 140 projects with over €3.6 million.

The projects chosen cover a variety of locations and topics. Thus far, projects have included the establishment of an environmental trail in Nepal, clean-up operations on a mountain peak in Kyrgyzstan, the protection of brown bears in northern Spain, and replanting of native 'virgin' forest in the Czech Republic.

There are currently over 150 members, stretching from Norway to Spain and from the UK across to the Czech Republic. Together with EOCA, Páramo wants to show that the European outdoor industry is committed to coming together and making a real difference.



Together with our sister company, Nikwax, we have protected over 155 acres of rainforest with WLT and EOCA

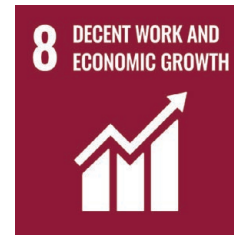


APPENDIX

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At its heart are the 17 Sustainable Development Goals (SDGs) which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth - all while tackling climate change and working to preserve our oceans and forests.



GET IN TOUCH

Any questions? Feel free to contact us:

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[paramoclothing](https://www.facebook.com/paramoclothing)



[paramooutdoor](https://www.instagram.com/paramooutdoor)

[paramo-clothing.com](https://www.paramo-clothing.com)

