



Sustainability Report

UPDATE **2025**



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Introduction

A message from our CEO.

I am proud to lead a team of inspirational, committed, and resilient partners. Together, we provide high quality protective kit for outdoor enthusiasts, ensuring we do no harm to the environment we love, whilst caring for the people we work alongside.

"Páramo continues to strive for sustainable and ethical manufacture, setting an example for others to follow"

In this, Páramo's sustainability update, we continue to document our fantastic journey from our founder's radical and unique solution to keeping people dry and comfortable in the outdoors, to becoming an employee-owned company incorporating our Colombian facility.

We have done this alongside pushing further towards manufacturing circularity, achieving a milestone in making new jackets from old. Páramo continues to strive for sustainable and ethical manufacture, setting an example for others to follow, whilst constantly trying to improve ourselves.



Richard Pyne, Páramo CEO



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.

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

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

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

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

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 becomes
employee-owned
and celebrates its
30th birthday.

2024
We integrate
chemically recycled
yarns into two brand
new garments - the
Halkon® 360° Jacket
and the Aspira 360°
Expedition Smock.

2024
We boost our
nationwide presence
with the opening
of two new Brand
Stores.

2025
Páramo wins
Outdoor Brand of
the Year in The Great
Outdoors Magazine
Reader Awards.

Ethical & Fair

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



Since its creation in 1992, the Miquelina Foundation has helped 11,500 vulnerable women in Colombia.

Páramo and the Miquelina Foundation, since 1992

When our founder, Nick Brown, was introduced to Sister Esther Castaño Mejía in 1992, a truly special partnership was born. Sister Esther was running a small sewing workshop, Creaciones Miquelina, offering practical help to vulnerable women from the streets of Bogotá and she needed a visionary partner willing to help her charity grow. Hence the production of Nick's directional waterproof garments began, and Páramo was officially born.

Over 33 years, the Miquelina Foundation has grown to provide training for more than 11,500 women, helping them to gain a valuable and transferable skillset. It has also helped some to improve their financial literacy and secure homes within a local co-operative, fostering further independence.

Employee-ownership, since 2022

In February 2022, Nick Brown transferred his ownership of Páramo to us, his employees. At the same time, Páramo integrated the management of the Miquelina factory into its business, ensuring the women at Miquelina also receive an equal stake in the company's future.

Not only are we all now Partners with an equal share in a thriving company, but our collective years of service and expertise balance Páramo's social and ecological founding values with future development.

Páramo is proof that businesses can grow sustainably whilst making a positive social impact and we are rightly proud of the remarkable journey we have been on with Miquelina, and the future ahead of us.

Our People*

- 36% of directors identify as female
- 58% of senior leaders identify as female
- 11% of workforce works part time:
 - 21.4% of directors
 - 16.7% of senior leaders
 - 10.5% of 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

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Circularity

Our garments are designed to last. They can be easily cared for at home, repaired and reused and, at the end of their life, fully recycled.

Care

Páramo fabrics offer significant advantages in terms of waterproofness and durability and correctly caring for them with Nikwax aftercare is essential for their performance and longevity.



Since our foundation in 1992, we've always recommended Nikwax aftercare.

Repair

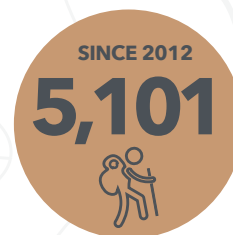
We purposefully design our garments to be repairable, ensuring they can continue their adventures with you year after year - avoiding landfill and reducing the need to buy new.



Since 1999, our workshop has repaired almost 25,000 garments.

Reuse

If your Páramo garment has reached the end of its useable life with you yet still has years of adventures left in it, we will re-sell it to an appreciative new owner via our Páramo Re-store Adventure online shop.



Since 2012, over 5,000 garments have been sold in our Re-Store Adventure store.

Recycle

If an item is retired from its lifetime of adventures and is clearly beyond economic repair, it is stripped of non-polyester components and baled up for shipping to a specialist recycling facility that preserves the quality of its polyester.



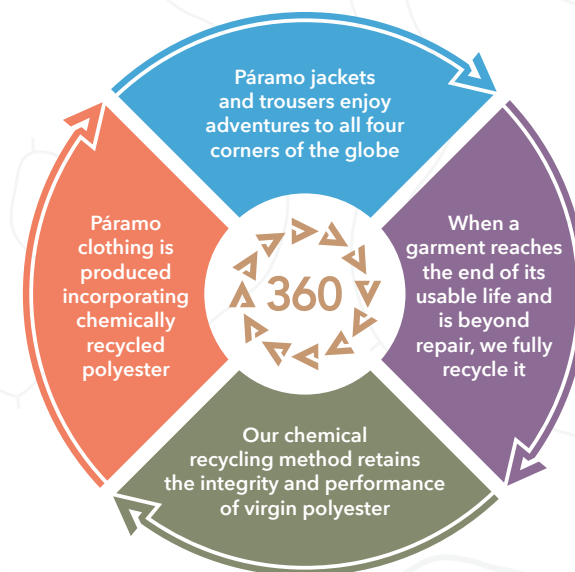
Since 2014, 5.26 tonnes of garments have been sent to our recycling facility.

Our Journey to 360° Circularity

We are championing chemical recycling in the textile industry by producing high-quality Polyethylene Terephthalate (PET) chip from recycled Páramo garments and textile waste. The innovative process involves depolymerisation and purification to remove dyes and contaminants, followed by repolymerisation to create high-quality PET chip. These chips maintain the quality of virgin materials, enabling production of high-performance recycled fabrics for new Páramo gear.

Collaborating with Lafayette Sports, our fabric partner for over 25 years, we have integrated chemically recycled yarns into two brand new jackets - the Halkon 360° Men's Jacket, and the Aspira 360° Unisex Expedition Smock.

These exciting new products, which use Pump Liner® made from recycled Páramo garments and waste from the textile industry, showcase the feasibility of a closed-loop supply chain and the potential for industry-wide adoption of chemical recycling.



Climate Action

Páramo is 100% PFAS-free and is committed to becoming Net Zero by 2040.

Páramo 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 long-standing partner, the World Land Trust.*



Saving land
Saving species



100%
RENEWABLE
ENERGY



100%
COMPANY-
OWNED ULEV



50%
REDUCTION IN
WASTE EMISSIONS



2040
NET ZERO



2035
100% OF GARMENTS
MADE FROM MONO-
MATERIAL TO INCREASE
RECYCLABILITY



2030
50% REDUCTION
IN SCOPE 1, 2 & 3
EMISSIONS



2025
30% REDUCTION IN SCOPE
1 & 2 EMISSIONS

ACHIEVED 18 MONTHS
AHEAD OF SCHEDULE,
IN 2023!

DEFINITIONS

Scope 1: Direct emissions from sources we own or control such as company-owned cars.

Scope 2: Indirect emissions from the energy we purchase such as electricity.

Scope 3: Indirect emissions from all other sources within our value chain such as purchased goods and services.

Mono-material: A product composed of a single type of material, making it easier to recycle.

ONGOING INITIATIVES

- Decarbonising products
- Investing in research
- Developing alternative technologies

*Targets are measured against a 2019 baseline year and include Scope 1,2 and 3 emissions.

Conservation

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

We are passionate about supporting the growth of the World Land Trust and the European Outdoor Conservation Association to help conserve our planet for future generations. We are also committed to donating 1% of our turnover to ecological and social causes, which are intrinsically linked.

We have worked with the World Land Trust since 2007, donating to their Carbon Balanced programme to preserve and restore some of the world's most threatened habitats.

We have been a member of the European Outdoor Conservation Association since it was founded in 2006, helping to raise funds for conservation projects to give back to the great outdoors.

*Since 1996, we have contributed £106,605.77 to WLT's Carbon Balanced programme.

*Since 1996, we have mitigated 7,174.9016 tonnes of carbon dioxide equivalent.

*Figures are for the GearForm Group.



Saving land
Saving species

OVER
106k
DONATED

Since 1996, we have contributed £106,605.77 to WLT's Carbon Balanced programme*.

OVER
13k
SPECIES
PROTECTED

To date, the World Land Trust has funded the protection of over 3,000,000 acres, planted over 3,000,000 trees, and helped protect over 13,000 species.

OVER
206
PROJECTS
SUPPORTED

To date, EOCA has supported more than 206 projects with over €5.8 million in 65 countries.

OVER
7,174
tCO₂e
OFFSET

Since 1996, we have mitigated 7,174.9016 tonnes of carbon dioxide equivalent*.





GET IN TOUCH

Any questions?
Feel free to contact us:

Georgie Mcloughlin

Sustainability Manager

Email: georgina.mcloughlin@nikwax.co.uk

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paramo-clothing.com

