

Hunter Protect Progress Report 2022



At Hunter, we have a deep connection to nature and a history rooted in protection. We have been creating weather-proof products for experiencing the world outside more freely for over 160 years, and we rely on natural rubber sourced from forests to create these products. That's why we believe that it is imperative that we play our part in protecting and caring for our planet and those impacted by what we do, so we can explore the outdoors together for generations to come.

Hunter Protect is our mission to protect our environment and global communities. We have 3 pillars to guide our strategy and 8 pledges to help us make progress and to hold us accountable.

Our Pledges

01

We continue to work toward ensuring all of our rubber footwear is Forest Stewardship Council® certified by 2025.

In 2022, we used 74 tonnes of FSC® rubber in our collections. In 2023, we will grow our offering and push this to 207 tonnes.

02

In 2021 and 2022, we planted 1,000 trees per year and funded the annual salary of a ranger in Malaysian Borneo through World Land Trust.

In 2023, we will double the number of trees to 2,000 and continue to fund a ranger's annual salary.

03

In our 2022 collections, 68% of our collection incorporated FSC®-certified rubber, BLOOM algae foam or recycled textiles.

From Spring/Summer 2023, we will increase this to 86%.

04

In 2021, we pledged to ensure that 100% of our packaging would be recyclable.

By 2024, we will build on this to ensure that 100% of our paper packaging is also traceable and come from FSC-certified and other sustainable sources – in line with our Forest Materials Policy.

05

Since 2019, we have recycled 2 tonnes of rubber footwear through our Hunter ReBoot initiative.

From September 2022, Hunter ReBoot will be available in the US, the UK, and Japan, as we continue to encourage more customers to recycle our rubber boots.

06

In 2022, we measured our direct and indirect global greenhouse gas emissions and offset all direct emissions from our global stores and offices.

By 2023, we will set internal carbon reduction targets and by 2024, we will sign up to the Science Based Targets Initiative which ensures full accountability and transparency.

07

In 2022, we completed a diversity and inclusion focused global staff questionnaire and hired EDUK to analyse our programme and provide recommendations for continuous improvement. By September 2022, we will have conducted inclusive leadership training to all hiring managers.

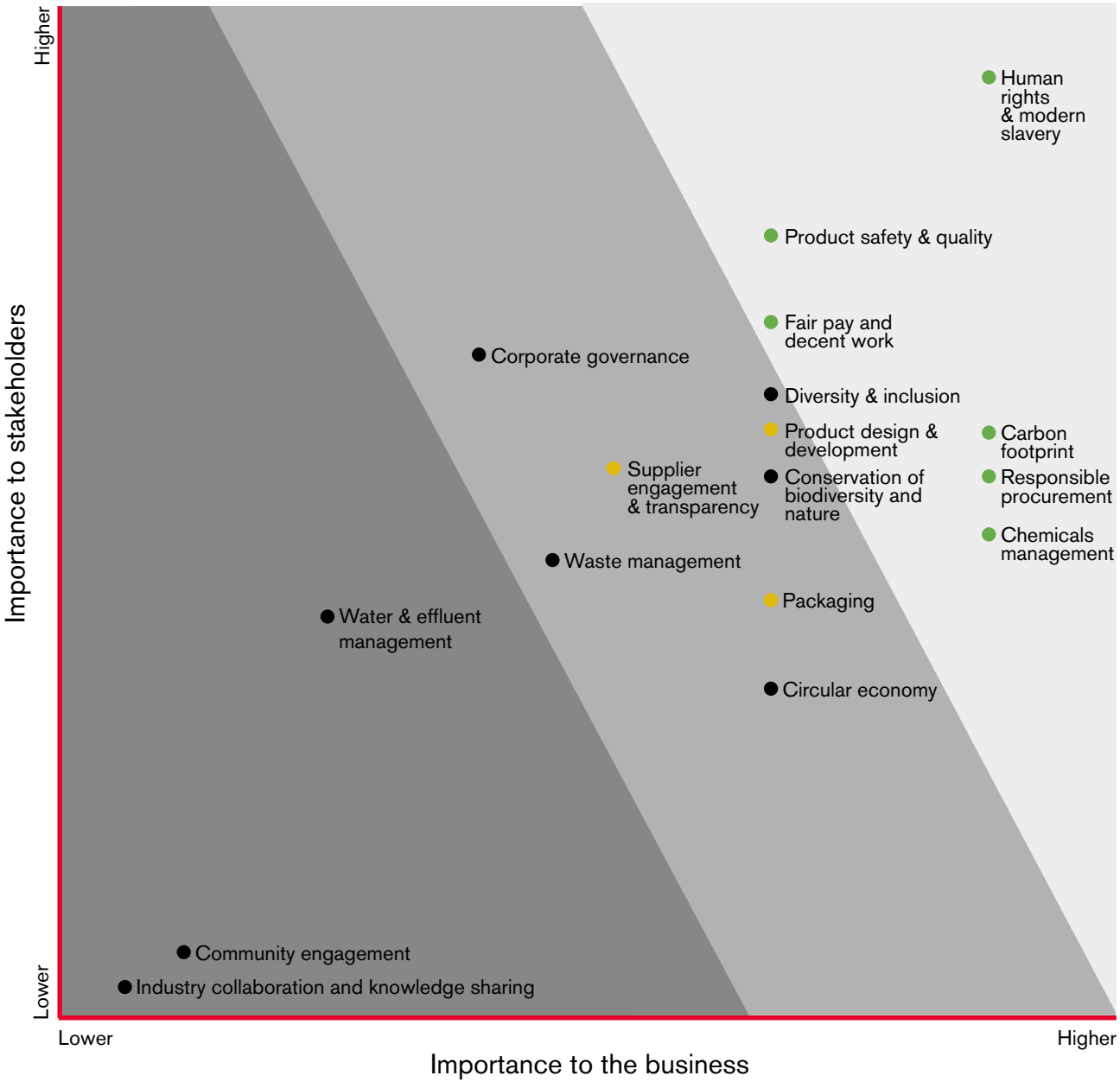
As we continue to nurture a culture where everybody feels valued and accepted, by 2023, we will put into practice our revised recruitment policy, increase internal communications around D&I and conduct a gender pay gap analysis to help ensure we are upholding our commitment to pay equality.

08

Since 2012, we have donated over 186,000 pairs of functional footwear to global charities.

We will continue to donate a minimum of 15,000 products a year and make financial donations to global charity partners.

Sustainability Materiality Matrix: Important issues to Hunter and our Stakeholders



Environment

Our impact on the climate, water, waste, natural resources and biodiversity

- Carbon footprint
- Chemicals management
- Responsible procurment
- Water and effluent management
- Conservation of biodiversity and nature
- Waste management

Product

Considered design and customer use

- Product safety, quality, and durability
- Product design and develoment: innovation and sustainable materials
- Packaging: innovation and sustainability
- Circular economy

Business activity

How we conduct our operations

- Corporate overnance
- Industry collaboration and knowledge sharing

Social

Our impact on Hunter employees, supply chain partners and local communities

- Fair pay and decent work
- Human rights and modern slavery
- Supplier engagement and transparency
- Community engagemeny
- Diversity and inclusion

Key

- Very important to both Hunter and our stakeholders
- Hunter also considers these to be key focus areas

Important issues to Hunter and our Stakeholders

Hunter recognises the importance of aligning its sustainability strategy with the needs and expectations of our partners, our customers, and our internal team. This is why in 2022, we undertook a sustainability materiality assessment. The purpose of a materiality assessment is to identify key environmental and social challenges for Hunter, so we can focus on these topics and strengthen our approach to sustainability. It ensures that Hunter is addressing the issues that will have the biggest impact on our communities and our environment.

In 2022, Hunter identified the sustainability issues that are most significant for the business through a detailed review of industry best practices, peer benchmarking and long-term trend analysis. We engaged with internal and external stakeholders through a series of interviews and online surveys to obtain their feedback on Hunter's sustainability journey to date, to understand their own priorities, and to determine the significance of key risks and opportunities to Hunter. Internal stakeholders included directors, managers and team members from our offices (China, Europe, Japan, UK, US). External stakeholders comprised of Tier 1 factory, long-term charity, logistics, and commercial partners. The findings were reviewed by Hunter's Steering Committee during a risk-assessment workshop.

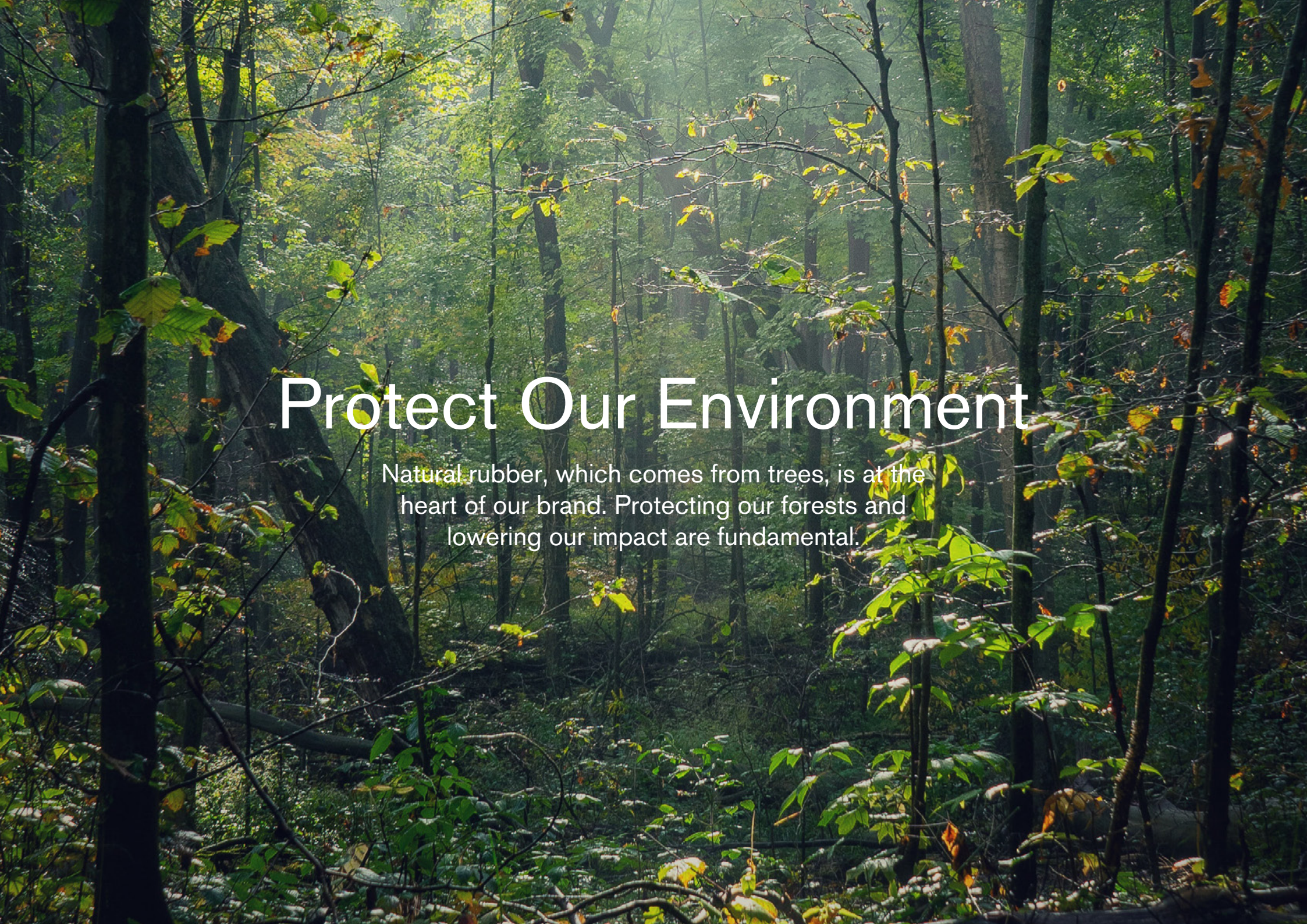
The materiality analysis helped Hunter to determine six priority areas:

- Carbon footprint
- Chemicals management
- Responsible procurement
- Fair pay and decent work
- Human rights and modern slavery
- Product safety, quality and durability

Hunter's Steering Committee has also identified three additional key focus areas:

- Supplier engagement and transparency
- Product design and development: innovation and sustainable materials
- Packaging: innovation and sustainability

This work will form the basis for the development of our sustainability commitments, and it enables us to focus our resources and efforts in the areas where we can make the most impact. Hunter is in the process of developing long-term targets and KPIs that support our priority and focus areas.


Protect Our Environment
Natural rubber, which comes from trees, is at the heart of our brand. Protecting our forests and lowering our impact are fundamental.

Sourcing Rubber and other Forest Materials

Forests are essential for the well-being of the planet. As critical carbon sinks, protecting and regenerating forests is one of the most effective ways to combat climate change. Hunter is committed to sourcing our rubber, wood, and paper packaging responsibly to conserve forests and protect biodiversity and natural resources, to uphold indigenous people and local communities' rights, and to help mitigate climate change.

Hunter's rubber wellington boots are handcrafted in four supplier factories in China and Indonesia that each purchase their own source of natural rubber. The natural rubber comes from farms that are near their factories in China, Indonesia, and Thailand. Since 2019, our factories have also been sourcing sustainable natural rubber from a Hunter-nominated supplier of FSC®-certified rubber in Guatemala and Thailand.

In 2019 we published our Forest Materials Sourcing Policy which details our commitment to ensuring that our rubber, wood, and paper packaging are all sourced responsibly, with a preference for FSC-certified rubber and FSC-certified packaging. In addition to responsible forestry, our policy also requires suppliers to uphold international human rights and labour rights standards. The policy was written and updated in close consultation with the Rainforest Alliance, an international non-profit that works to protect forests, farmers, and forest communities.

In 2021 and 2022, we worked again with the Rainforest Alliance to develop a guidance manual for suppliers and land managers and to conduct training to Hunter sourcing staff; rubber, wood, and packaging suppliers; and Tier 1 factories who procure rubber, wood, and paper products. For details about our plans to continue sourcing our rubber more responsibly, please continue reading.



RAINFOREST ALLIANCE

Sourcing Our Paper Packaging

The FSC logo on all our branded paper packaging means that the paper and card is made with materials that support responsible forestry. The FSC label on our packaging means that the paper and card it is made from is responsibly sourced.

By 2024, we plan to ensure that all our unbranded packaging is traceable and responsibly sourced.

Unbranded packaging includes cardboard cartons used for shipping and storage in our warehouses and for delivery to customers. Where possible, we will prioritise the use of recycled post-consumer materials, but where virgin fibre is necessary, it will be from responsibly managed forests, with a preference for FSC-certified sources. FSC certification helps to ensure that the forests from which Hunter source meet the highest environmental and social standards on the market.

We recently joined Canopy's Pack4Good initiative, which also outlines our commitment to ensuring that none of our packaging comes from ancient and endangered forests.

FSC
www.fsc.org

The mark of responsible forestry

FSC® N003379



Protecting Our Endangered Forests

We support World Land Trust to safeguard rich, biodiverse forests and critically endangered animals living in Borneo. World Land Trust is a conservation charity that protects biologically significant and vulnerable habitats around the world. Their work helps sustain the planet's ecosystems and biodiversity, as well as the communities dependent on these areas.

As a result of logging and agricultural development, particularly for Palm Oil, 90% of Sabah's native orangutan population has been wiped out in the past 100 years. To mark World Earth Day 2021 and 2022, a portion of Hunter's profits was donated to World Land Trust to plant 1,000 new trees per year in Borneo. Furthermore, to celebrate World Ranger Day 2021 and 2022, we funded the annual salary of a conservationist in the local area. World Land Trust's conservation partner in Hutan will restore forest patches that have been cleared to re-establish connectivity of the forest, thereby helping to save these great apes from a fate of genetic isolation.

In 2023, we commit to doubling the number of trees to 2,000 and continue to fund a local ranger's annual salary.

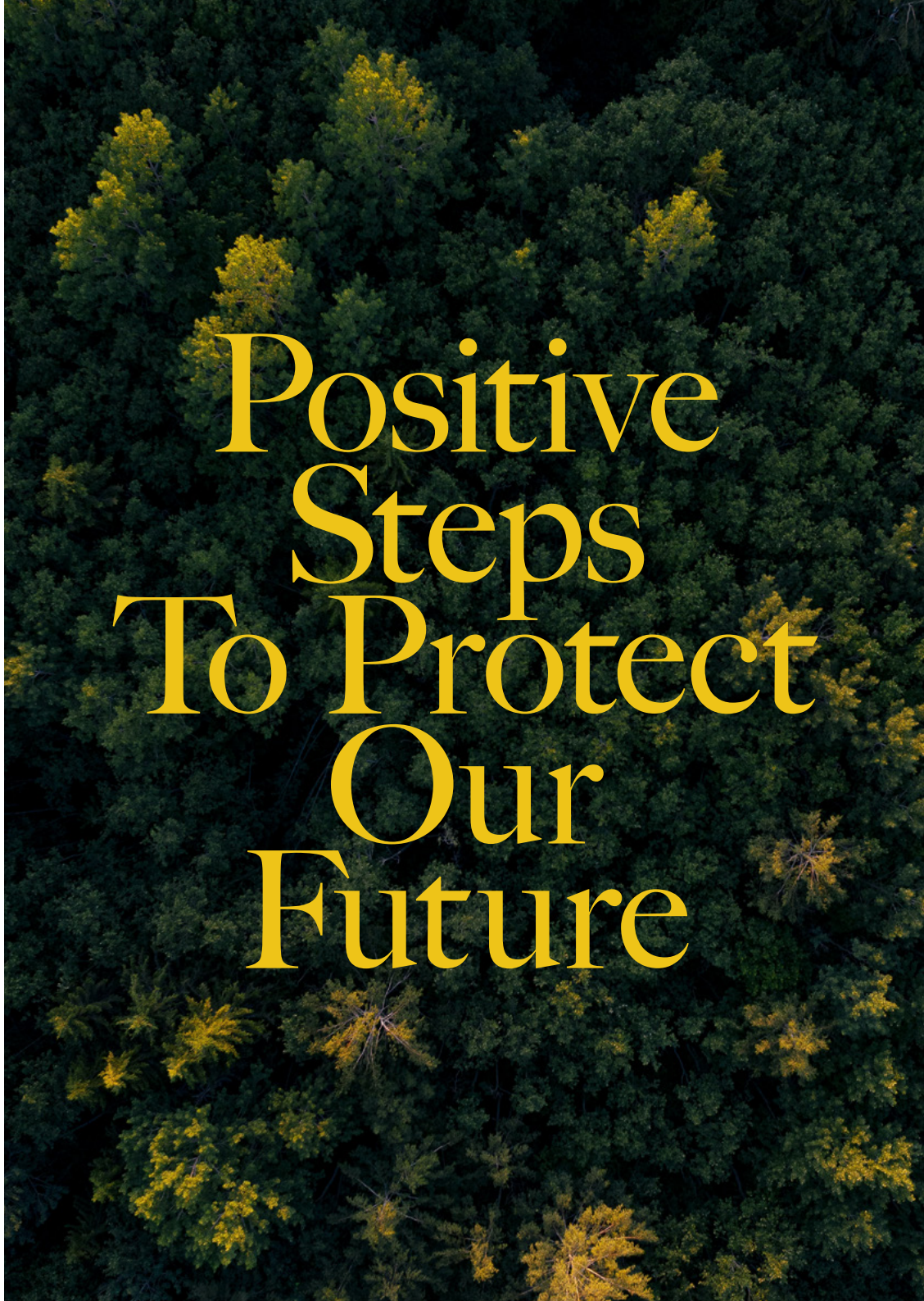
We truly value our charitable partnership with World Land Trust to help safeguard the rich, biodiverse forests and critically endangered animals living in Borneo.



Image courtesy of World Land Trust

WORLD LAND TRUST

Positive Steps To Protect Our Future



Borneo's forests – among the oldest in the world – boast some of the highest biodiversity levels on Earth, and the Kinabatangan Floodplain is no exception. It would be impossible to fully list here the life of the rainforests on either side of the longest river in Malaysia's Sabah State: the 215 mammal species recorded to date (40% of which are of conservation concern), the 314 bird species, the 101 reptile species, 33 amphibians and many others. Primates, elephants, the Sunda Pangolin, the Sunda Clouded Leopard and the Sun Bear – Hunter is proud that our support will help to create a better future for all.

Berjaya Elahan is a member of a team of Honorary Wildlife Wardens in the village of Sukau. His post is funded through WLT's Keepers of the Wild programme. In the course of his work, Berjaya patrols the Lower Kinabatangan floodplain, checking for illegal activities (mainly logging and poaching). He records wildlife and works with communities, inspiring local people to protect the rainforest and to support conservation initiatives. The objectives of the Sukau warden team include the protection and monitoring of wildlife and habitat within and around the wildlife sanctuary, human-wildlife conflict mitigation, as well as community outreach projects. Since its inception, the Sukau wildlife warden team has been remarkably successful in curbing illegal activities and re-establishing more harmonious relationship between wildlife and the Kinabatangan indigenous community.


PROTECT OUR FORESTS PROTECT OUR FORESTS PROTECT OUR FORESTS

Our Forest Stewardship Council® Rubber Commitment

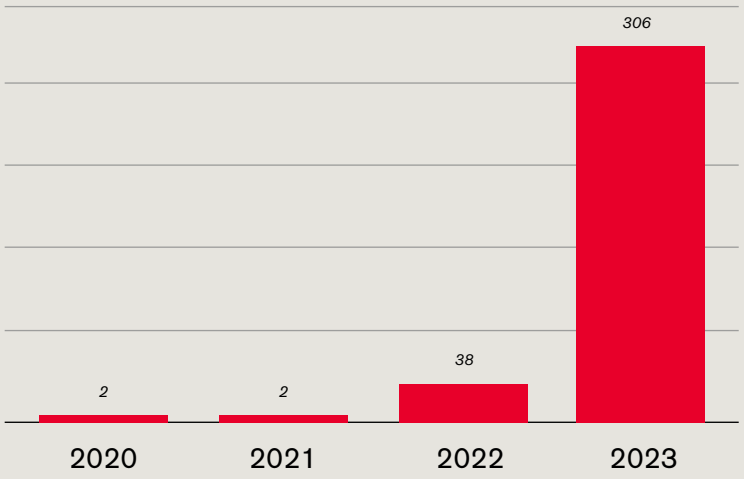
In 2023, we plan to produce 306 styles using FSC-certified natural rubber – our largest collection yet.

Since 2019, Hunter has actively supported FSC-certified natural rubber. We were one of the first brands to sign the FSC position statement on the responsible sourcing of natural rubber, showing our public commitment to source our rubber from deforestation-free and socially and environmentally responsible forests and in 2021, we spoke at two FSC webinars on sustainable natural rubber value chains.

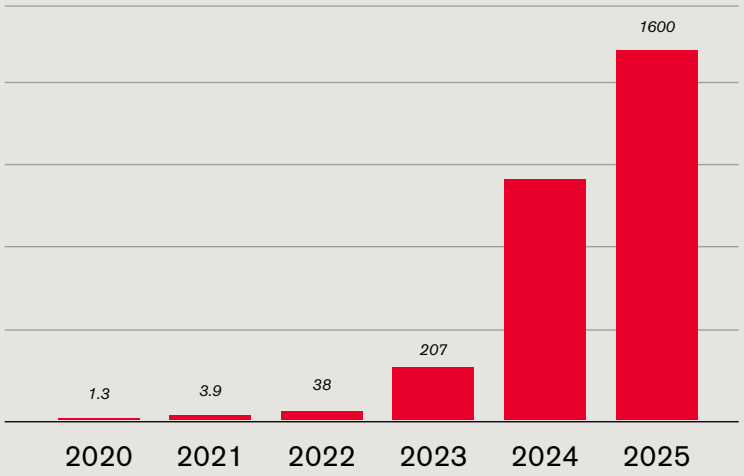
We have actively encouraged the rubber forests supplying our factories to join us on our journey and to become FSC certified. We are so pleased that one of our long-term rubber suppliers based in Thailand, whose rubber has been used to make Hunter boots for over 14 years, became fully certified in 2022.

Hunter is proud to announce that by 2025, we are committed to ensuring that all of our rubber footwear will be manufactured with Forest Stewardship Council®-certified natural rubber.

Number of FSC-certified styles



Hunter's FSC-Certified Natural Rubber Consumption (tonnes)



Reporting our Global Emissions

In 2017, we started to measure our direct global greenhouse gas (GHG) emissions, and this program has since been expanded in 2021 to include indirect global GHG emissions. The reporting boundary for the year 2021 (see right) outlines the scope of data that was included in the 2021 carbon footprint calculations.

Where data is 'Out of scope for reporting year 2021', this is primarily due to information being unreliable or not sufficiently representative of our operations to be used in the carbon footprint at present. Hunter is continuously working with our suppliers to improve data quality, that will enable categories which are currently out of scope to be added to the carbon footprint in future years. As a result, the reporting boundary is expected to grow year on year as more data becomes available, and quality control is established.

Hunter Boot Ltd GHG Emissions Reporting Boundary (2021)

Scope 1
Direct emissions

- o Refrigerants
- o Natural gas

Scope 2
Indirect emissions

- o Purchased electricity

Scope 3
Indirect emissions

- o Business travel
- o Employee commuting
- o Fuel & energy-related activities (electricity T&D losses)
- o Purchased goods & services (stores & offices)
- o Upstream leased assets (footwear factories only)
- o Upstream transportation & distribution (Canada, China, EU, Japan, non-EU, UK, & US)
- o Waste generated in operations (stores & offices)

Out of scope for reporting, year 2021
Scope 3
Indirect emissions

- o Business travel (US office)
- o Employee commuting (Regent Street store staff – store closed March 2021)
- o End of life treatment of sold products
- o Purchased goods & services (excludes raw materials and stores that were closed for FY21 due to the COVID-19 pandemic)
- o Upstream leased assets (apparel & accessories factories)
- o Upstream transportation & distribution (distribution to select parts of East Asia)
- o Use of sold products
- o Waste generated in operations (footwear, apparel & accessories factories. Wastewater)

Not applicable for operations
Scope 3
Indirect emissions

- o Capital goods
- o Downstream transportation and distribution
- o Processing of sold products
- o Downstream leased assets
- o Franchises
- o Investments

Our 2021 Carbon Footprint

We found that in 2021, our global Scope 1, 2 and 3 GHG emissions totalled 12,976 tonnes of carbon dioxide equivalent (tCO_2e). The top contributing Scope 3 emission categories are:

1. Upstream leased assets
2. Upstream transportation and distribution
3. Employee commuting and homeworking

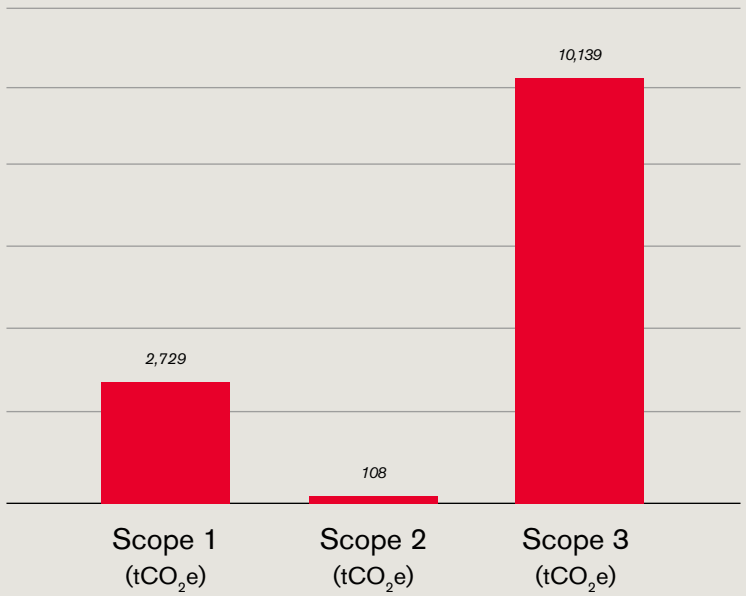
Our methodology has been calculated based on the principles of the Greenhouse Gas Protocol and ISO14064 and has been externally verified.

The last year has seen Hunter's carbon program strengthen by extending our carbon footprint measurement programme to include our upstream supply chain, providing factories with support on data collection and measurement of environmental metrics. However, there is still a long way to go to reach our goals.

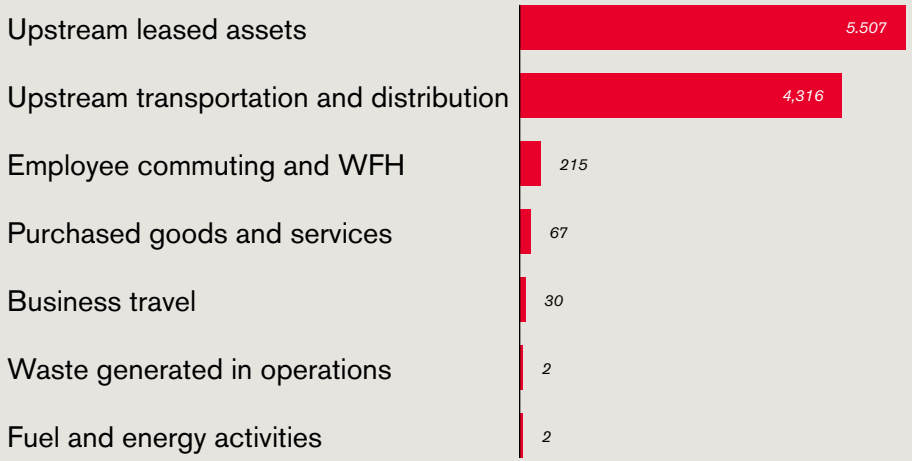
By 2023, we will set internal carbon reduction targets and by 2024, we will sign up to the Science Based Targets initiative (SBTi).

SBTi is a partnership between the Carbon Disclosure Project (CDP), The United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). It provides the tools and the platform for organisations to set goals that show a clear route towards the reduction of GHG emissions. To be successful, Hunter will need to develop reduction targets in line with the scale of reductions required to keep global warming below 1.5-degrees Celsius from pre-industrial levels.

Total emissions by scope, 2021



Scope 2 emissions by category (tCO_2e)



Carbon Offsetting with World Land Trust

Our carbon offsetting program is a steppingstone towards the decarbonisation of our operations; we know that preventing carbon emissions from being released into the air in the first place is the best approach. Whilst we are working towards this, we are offsetting our remaining impact. This year, we have become carbon neutral across our direct global operations through offsetting our GHG emissions from our stores and offices with World Land Trust (1,075 tCO_2e). We continue to invest in a long-term project in Guatemala.

The REDD+ Project for Caribbean Guatemala: The Conservation Coast has been running since 2012 (with predicted completion in 2042) and covers over 54,000 hectares of forest that is now marked an official International Union for Conservation of Nature (IUCN) protected area.

This forestland is under threat from illegal logging, industrial agriculture, cattle ranching, and slash and burn agriculture (a farming method that involves the cutting and burning of plants in a forest or woodland to create a field).

The aim of the project is to conserve this large forest area from being deforested, whilst mapping the environment over time, and tracking the development of trees and plants in the area.

The key benefits of the project are:

- Mitigating climate change by reducing deforestation
- Contributing to biodiversity conservation including trees, plants, and landscapes with high environmental and social significance
- Fostering sustainable development of local communities

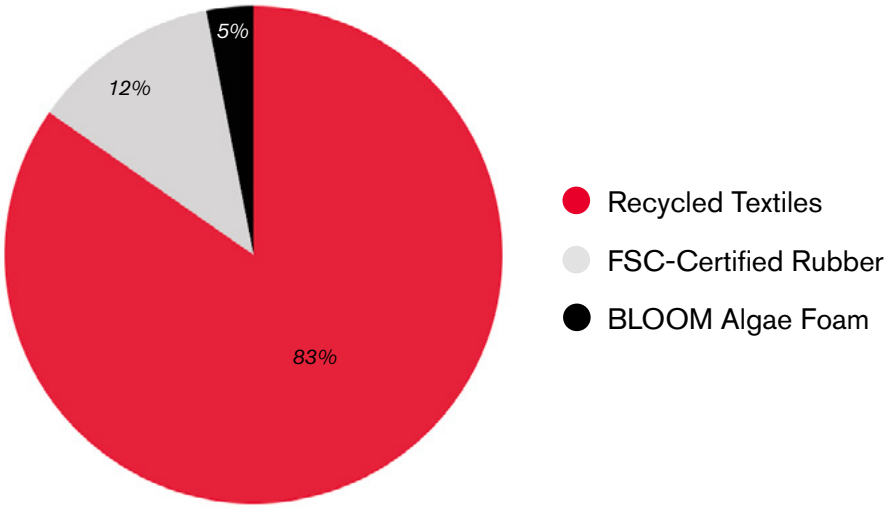


Protect Our Resources

As the world reaches a critical tipping point,
we are committed to using our resources and
materials wisely.

Our Materials and Components

Hunter's 2023 Lower-Impact materials



In 2022, 68% of our collection incorporated FSC®-certified rubber, BLOOM Algae Foam or recycled textiles. In 2023, we will increase this to 86%.

2022 Collection (AW22 & SS22)	
Lower Impact Materials	**73%**
Made of 1-50% lower impact materials by total product weight	58%
Made of 51-100% lower impact materials by total product weight	15%
No Lower Impact Materials	**27%**
Total	**100%**

SS23 Collection	
Lower Impact Materials	**86%**
Made of 1-50% lower impact materials by total product weight	66%
Made of 51-100% lower impact materials by total product weight	20%
No Lower Impact Materials	**14%**
Total	**100%**

Some examples of recycled textiles include recycled polyester lining used in our rubber boots, recycled fleece in our boot socks, and recycled nylon used in shell fabrics and linings across our range of bags. When we refer to 86% of our collection, we are referring to our range of products by style and colour. We have been developing our strategy for designing, developing, and sourcing innovative and lower-impact materials to further guide our work.

Recycling Our Packaging

In 2022, we ensured that all of our packaging was recyclable. Our paper packaging is recyclable. The FSC label on our packaging means that the paper and card it is made from is responsibly sourced.

We changed our single-use virgin plastic packaging to GRS-certified recycled content, which is also recyclable (LDPE-4). We know that plastic is not the answer and will continue to seek more sustainable alternatives to this.



Our Reboot Recycling Scheme

Hunter ReBoot is our recycling scheme for our rubber boots.

US

Customers in the US can pack up their old rubber boots and visit our partner, Zappos For Good, to print off a prepaid UPS postage label. Our recycling partners West Coast Rubber Recycling, will process, shred and transform the old boots into a myriad of upcycled materials, such as ground surfacing, roads, speed bumps and kickboxing bag filler.

UK

Similarly, in the UK, customers can print their own label at home and drop off their old rubber boots at the nearest Collect+ store. Our recycling partners at First Mile will process the boots in the same way we've described above.

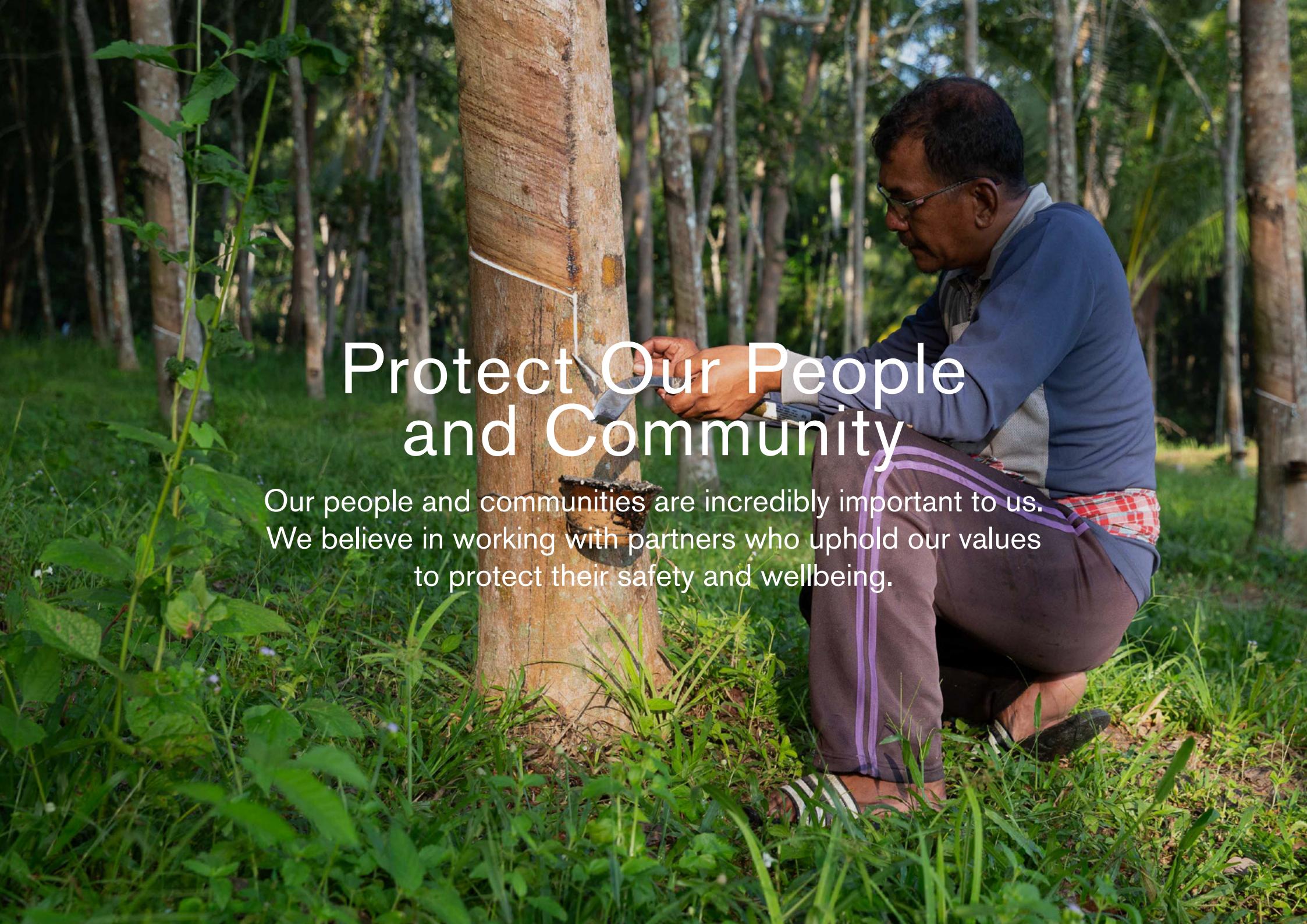
Since 2018, we have recycled 2 tonnes of our rubber boots in the UK. This figure includes our customer-facing recycling scheme, ReBoot, and rubber boot recycling from our stores and offices.

Japan

In September 2022, we will be launching ReBoot in Japan. Customers can drop off their boots at our Ginza Flagship Store and they will be processed in the same way as in the US and UK.

From September 2022, Hunter ReBoot will be available in the US, the UK, and Japan, as we continue to encourage more customers to recycle our rubber boots.





Protect Our People and Community

Our people and communities are incredibly important to us. We believe in working with partners who uphold our values to protect their safety and wellbeing.

Our Commitment To Our People

Now in its 11th year, our responsible sourcing programme ensures the safety and well-being of the factory workers making our products. We commission independent third-party audits of our suppliers. We follow up with structured training and support to factory managers, formal improvement programmes in factories, and regular progress updates to our team.

We are committed to ensuring the safety and well-being of all the people behind our brand – from our rubber farmers and factory workers to staff at our global corporate offices.

From the moment an item is designed in our London studio, our team begin to source suitable manufacturers for development and production.



Our Code Of Conduct

1
Living wages are paid

2
Working hours are not excessive

3
Working conditions are safe and hygienic

4
Child labour is forbidden

5
Employment is freely chosen

6
No discrimination is practiced

7
No harsh or inhumane treatment

8
Freedom of association and the right to collective bargaining are respected

9
Regular employment is provided

Our global partners must meet our human rights, workplace and environmental standards. Our factories must be transparent about how they work and willing to continuously improve their employees' rights and conditions. Our Supplier Code of Conduct defines the meaning of safe and fair working conditions. It is based on international standards, including the International Labour Organization conventions.

To ensure everyone in the factory can understand it, our Code is available in the languages of our factories (English, Burmese, Chinese, Indonesian, Italian, Turkish, Vietnamese).

Every new factory must meet the base standards of our Supplier Code of Conduct. We commission independent third-party audits, carried out by local factory experts, to check our Code is being upheld.

Our Code of Conduct stretches across every touchpoint of Hunter's supply chain: from our raw materials suppliers (like rubber plantations) to factories that provide us with fabrics, trims, and hardware (such as our buckles and button), through to the factories that produce the final product.

We independently audit our suppliers and provide structured training and support to factory managers, as well as formal improvement programmes in factories.

The following organisations help Hunter with annual independent third-party auditing, training and factory improvement work:

ELEVATE

THE REASSURANCE NETWORK

Diversity and Inclusion at Hunter

Equality and Diversity UK
www.equalityanddiversity.co.uk

We foster a culture where all voices can flourish. Hunter is committed to championing diversity, equality, and inclusion.

In 2020, our CEO established a Diversity & Inclusion Committee including many senior leadership team members and volunteer representatives from each of our global offices. The committee is working towards fostering dialogue, education, and promoting standard practices around diversity and inclusion in the workplace and the community. In 2022, Equality and Diversity UK (EDUK) conducted a formal review of our D&I programme, strategy, and relevant policies and helped us launch our first staff-wide D&I survey. In September, we will have conducted inclusive leadership training to all hiring managers. As we continue to nurture a culture where everybody feels valued and accepted, by 2023, we will put into practice our revised recruitment policy, increase internal communications around D&I and conduct a gender pay gap analysis to help ensure we are upholding our commitment to pay equality.



Hunter Donated

Since 2012, we have donated over 186,000 fully functional boots to global charities. We responded to natural disasters in Haiti and Puerto Rico, provided boots to hospital staff in New York and Jakarta, and protected the feet of refugees in Kurdistan and farmers in East Timor. We will continue to donate another 15,000 pairs of boots each year to communities in need.

When we discontinue a line or make a small aesthetic error in manufacturing, we are left with extra products that can't be sold but are fully functional. Rather than throwing these away and undermining the raw resources and human labour that made them, our Hunter Donated finds these boots, bags and jackets a good home.

Over 186,000 Pairs of Boots Have Been Donated

For nearly a decade we have been donating to organisations that will use these pieces. It may be in response to a natural disaster, a pandemic, or as part of their day-to-day operation. We've sent boots to Indonesian hospitals as part of COVID-19 relief, to refugee communities in Greece, to Haiti and Puerto Rico after a hurricane, as well as to development organisations in Cambodia and local farmers in East Timor. We have reached thousands of people across four continents.

Furthermore, within 5 days of the war between Russia and Ukraine, we launched a staff donation-matching scheme to raise money for our long-term partners, Goods For Good, who were delivering humanitarian relief into Lviv.

Here is a list of charities that we have donated at least 100 pairs of boots to:

Canada:

- Salvation Army
- Big Brothers Big Sisters

China:

- Amity Foundation
- Henan Province flood response

Ghana:

- Tree Aid

Indonesia:

- Sulawesi earthquake and tsunami response
- Baznas Kota Depok
- BPBD Kota Tangerang – Jakarta flood response
- Sumatran Orangutan Conservation Programme
- P3A Mitra Cai Kendal Jaya
- Yayasan Kalaweit Indonesia
- Wildlife Rescue Centre Jogja
- Bukit Tigapuluh Landscape Conservation Programme
- Regional Farm and Agriculture Services of Tangerang
- Regional Janitorial and Landscapes Services of Tangerang
- SMKN Tangerang
- Regional Fisheries and Maritime Service of Tangerang

Japan:

- Peace Boat Disaster Relief - flood response
- Fukushima Social Welfare Department – flood response

Timor Leste:

- Movimento Cooperativa Economica – Agricola
- Alola Foundation
- Cruz Vermelha de Timor-Leste (Red Cross)
- Seeds of Life
- Ministry of Agriculture
- Cooperativa Café Timor
- Ministry of Health

UK:

- Goods4Good
- Grow
- In Kind Direct
- Women's Trust
- Whitechapel Mission
- Marylebone Project
- Passage House
- Cyrenians

US:

- Soles4Souls – Puerto Rico and Haiti hurricane response
- Covid relief in 26 hospitals
- Harlem Grown



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August 2022