

# 2022

# SOCIAL REPORT

FINANCIAL YEAR  
JANUARY 2021 – JANUARY 2022



# SUMMARY

Despite continued impact from the COVID-19 pandemic, the financial year (FY) that ended in January 2022 saw Montane expand communications around our Fair Wear Foundation (FWF) membership, which began in the previous financial year. We have continued work with the 18 cut-and-sew factories who manufacture our products, to build upon previous achievements and increase the transparency in our supply chain.

FWF's 8 Code of Labour Practices (CoLP's) set the standard for what we expect from any factory, and guide the focus of the audits, training and remediation work being continuously undertaken.

We have continued to work closely with other FW member brands, who are striving to achieve the same goals as

Montane with regards to fair, safe and compliant factory working conditions. Working together in this way improves the influence we have in factories, and reduces the duplication of communication with factories who manufacture for several FW members.

The platform and structure that FW membership has provided, helps Montane to better understand the conditions, challenges, and achievements our manufacturers face, and how we can support them in making continued improvements. It also enables us to more effectively communicate our standards, to pinpoint key areas for improvement, and to work together with factories and other FW members alike to achieve greater impact.

Establishing a clear picture of when factories were last

audited in FY21 enabled us to plan suitable audits and training for FY22. However, with the COVID-19 pandemic continuing to restrict international travel, these plans were unfortunately delayed to FY23. We have used a combination of continued Corrective Action Plans (CAPs), remote auditing, factory questionnaires and regular communication, to maintain a clear understanding of factory conditions, aiding our understanding of the impacts to workers.

In FY22 Montane cancelled no orders, exited no suppliers, and brought one new supplier in Bangladesh on board. Two complaint's were made by workers in factories producing for Montane. Details of all of these aspects are included within this report.



*“The past two years have been hugely challenging for all of us, and it has highlighted the awareness and need to “do the right thing” within our company and with our consumer. Inflation, as usual will bring pressure to bear on our supply chain and we need to ensure that this pressure does not result in lack of investment in our broader workforce or diminish the focus on ensuring our manufacturing base is providing the right conditions for their workforce. The FWF is the key partner in ensuring our goals are achieved. This year will see us building on our sustainability efforts and improve transparency to our consumers on the product they buy and our efforts to make our business more sustainable”.*

**Gary Bryant**, Managing Director at Montane.



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# SOURCING STRATEGY & PRICING

Montane currently sells into 28 countries and manufacture's in 6. We are a distribution company, selling men's and women's clothing, backpacks and accessories for hiking, trail running,

mountaineering and climbing. The factories who produce our products are independently owned, with many of them also producing for other FWF member brands.

FW's 8 Code of Labour Practices (CoLP) are aligned with Montane's longstanding Code of Conduct, as well as the International Labour Organisation's labour conventions:

1



EMPLOYMENT IS  
FREELY CHOSEN.

2



FREEDOM OF  
ASSOCIATION AND  
THE RIGHT  
TO COLLECTIVE.

3



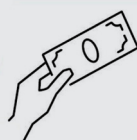
NO DISCRIMINATION  
IN EMPLOYMENT.

4



NO EXPLANATION  
OF CHILD LABOUR.

5



PAYMENT OF A  
LIVING WAGE.

6



REASONABLE  
HOURS OF WORK.

7



SAFE AND  
HEALTHY WORKING  
CONDITIONS.

8



A LEGALLY BINDING  
EMPLOYMENT  
RELATIONSHIP.



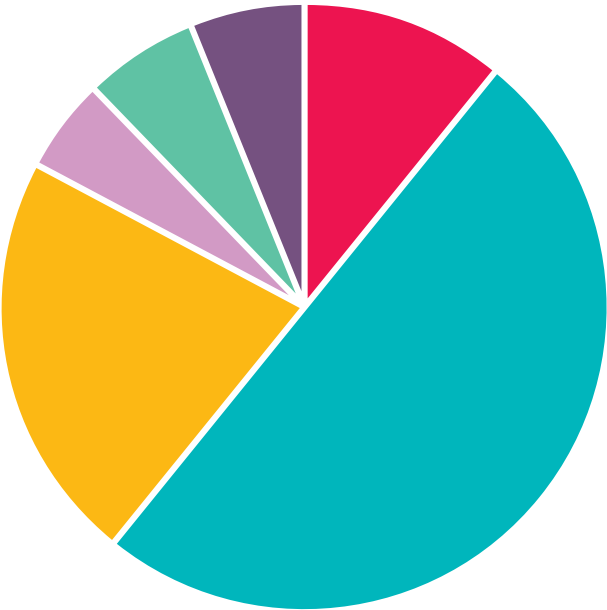




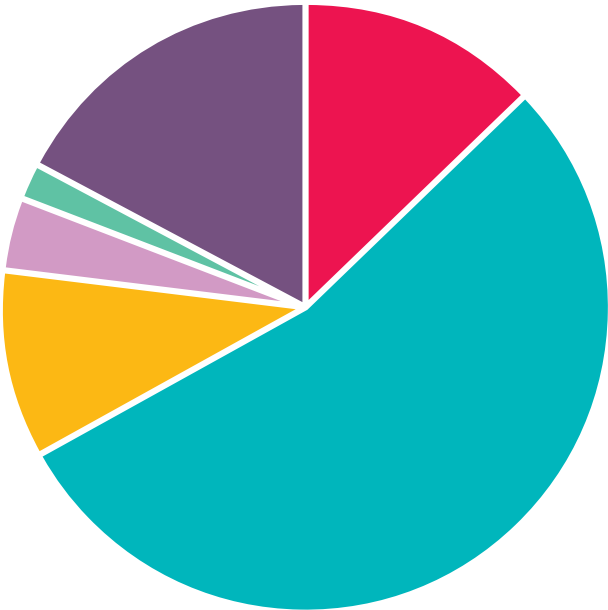
Within FY22 Montane’s sourcing strategy was impacted by external factors. The coup in Myanmar forced an unplanned move into Vietnam, with the existing (Myanmar) suppliers second factory (35% owned) for part of our AW21/ SS22 production. We have also introduced a new factory in Bangladesh which is managed through an agent, to produce Montane’s technical t-shirt program. Otherwise, only production volume splits have changed, to suit available capacity.

As a result, Montane now sources from 21 factories, where 18 are conducting cut-and-sewn processes. A breakdown of these manufacturers by country and by FOB spend is shown here:

Number of CMT Factories by country  
SS21/ AW21



Manufacturing countries by FOB spend  
SS21/ AW21





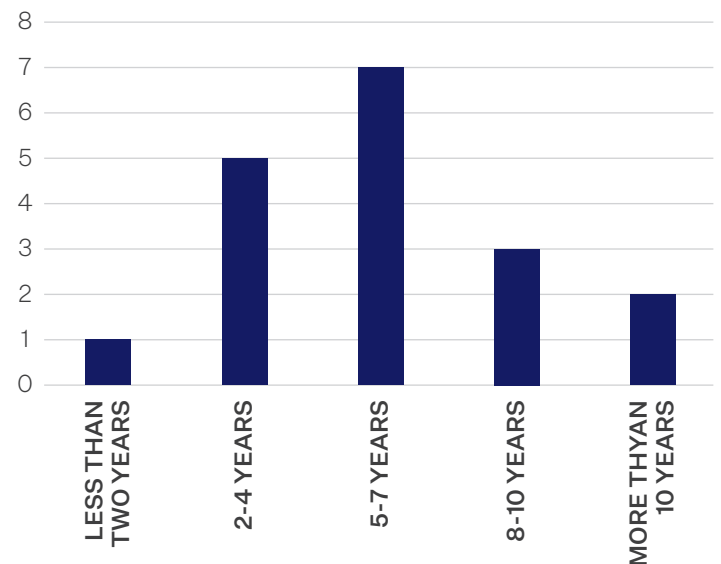
Additionally, communication with all of our factories moved online, due to the ongoing global pandemic making in-person visits impossible.

Montane's pricing policy has always been guided by target RRP's, based on commercial price points determined by the perceived market value. We work together with our suppliers across our production programmes to ensure both parties are achieving profitability across the full portfolio of products. Further to this, we are adapting our purchasing practices to provide better volumes for our manufacturers by placing fewer, bigger buys, whilst at the same time not aggressively pushing FOBs to reduce as volumes go up. This can help our suppliers to improve their efficiency and manage capacity.

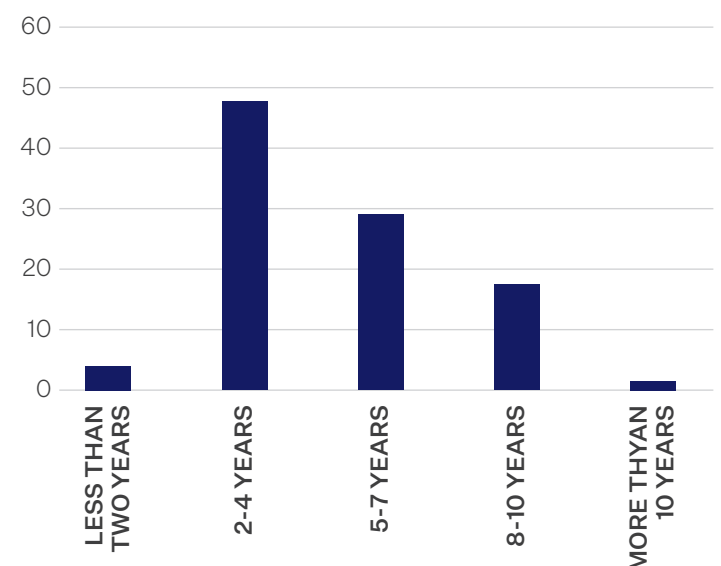
In FY21 we began to review FW's guidance around payment of the living wage, and how this relates to our factory FOBs. This work is ongoing, and is expected to be a long term focus to move towards greater understanding of how living wages can be achieved throughout our supply chain.

Montane only work's with factories where we see a long term relationship, which is reflected by us having worked with 67% of factories manufacturing for Montane for over 5 years. These factories produced almost half of our orders in FY22:

#### CMT Factory Relationship Length



#### 2021-22 FOB Spend by Length of Factory Relationship





# PRODUCTION CYCLE

Montane produces two cycles or seasons per year – Autumn/ Winter and Spring/ Summer, where products are guided by the Design Manager and Product Line Manager, and developed by our internal team of Designers and Garment Technicians.

Led by the production capacity of each factory and planned volumes of each style, we begin work around 25 months in advance of a season going to retail. This ensures production lead times are

sufficient and suitable for each manufacturer.

Nominated fabric suppliers receive forecasts to ensure sufficient griegie is available for SMS and bulk production, to prevent manufacturing delays caused by fabric availability. After discussion with suppliers, Montane has shown continued leniency on delivery dates throughout FY22, where there has been unavoidable delays in production and transportation caused by COVID-19.



JAN 4-6

Independence Day  
(Myanmar)

JAN 26-29

ISPO Fair

JAN 25 –  
FEB 3

CHINA

JAN 25-29

VIETNAM

Chinese New Year  
(China, Vietnam)



MAR 9-10

Holi (Spring) Festival  
(India)

APR 4-6

Tomb Sweeping Festival  
(China)

APR 10-13

Easter



APR 10-16

Water Festival  
(Myanmar)

APR 29 –

MAY 5

Golden Week (Japan)



Montane also holds seasonal sales launches 10 months in advance of a new season going to retail, with distributors of Montane product present. Information regarding required dates for product orders are provided ahead of sales launches, and individual presentations also take place, allowing more tailored product Information to be provided.

At the beginning of each development season key dates are provided to all factories Montane work

with regarding fabric forecasting, greige booking, SMS product orders and delivery, and bulk product orders and delivery. This allows factories to effectively manage their production capacity and to raise any queries or concerns with Montane.

**MAY 1**

International  
Labour Day

**JUL 30 –  
AUG 3**

Eidul Adha  
(India, Bangladesh)

**SEP 16-18**

Ancestors Day  
(Cambodia)

**NOV 12-16**

Diwali (India)

**MAY 23-24**

Eidul Fitr  
(India, Bangladesh)

**OCT 1-6**

Moon Festival (China)

**JUN 25-26**

Dragon Boat Festival  
(China)



**AUG 17-21**

Khmer New Year  
(Cambodia, Myanmar)

**OCT 30 –  
NOV 1**

Water Festival  
(Cambodia)



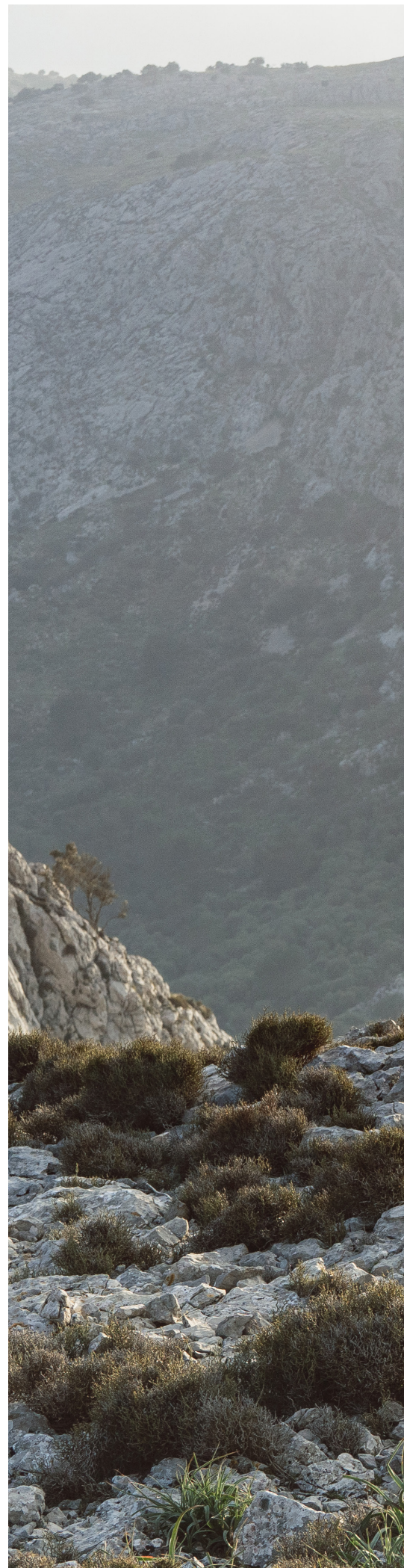
**DEC 25-26**

Christmas

# SUPPLIER RELATIONS

High quality manufacturing is at the heart of Montane's development strategy, with product quality monitored and managed in house by a dedicated Quality Control Inspector. Since joining the FWF, Montane has developed a clearer structure for recording and monitoring the locations of production for Montane products, including where processes are outsourced, for example embroidery or printing. We have also standardised the documentation process for new factories.

Requirements regarding manufacturers are considered within a two-year time frame, to ensure product volumes are suitably distributed. New suppliers are sourced when growth in volume is seen within a product category. Product margins are monitored by Montane's Finance Controller, helping to maintain profitability in all product categories, and identify whether alternative or additional suppliers are required to meet order volumes.







New suppliers are currently sourced by Montane's Production & Merchandising Manager and Product Development Manager. When beginning a new supplier relationship, manufacturers are issued with our Supplier Manual, Supplier Purchasing Agreements and information relating to our FWF Membership, which includes the CoLP. The documents must be signed and returned ahead of any orders being placed. In doing this we aim to ensure that the high-quality product standards and social compliance expectations we set can be met.

Further to this, all Montane manufacturers complete a Factory Profile, outlining their size, structure and capabilities. For new factories, such as the factory brought on board in Bangladesh, we arrange a technical audit to verify the information provided is accurate and supports information via email and video call. This is especially important whilst we cannot travel to visit our factories in person.



# INTEGRATION OF MONITORING ACTIVITIES AND SOURCING DECISIONS







Prior to our FW membership, Montane's supplier KPI's centered around quality, price, capacity and ability to meet specified delivery dates. Duty rates, quality of cross costed samples, stability within the country and efficiency of communication would also be reviewed in relation to whether a new supplier was suitable. Now as members, we also review available audit and OH&S documentation, as well as whether a factory is already familiar with FWF principles when assessing potential manufacturers.

Frustratingly, travel to factories to discuss potential production issues or sourcing requirements

for example, have not been possible due to COVID-19 travel restrictions throughout 2020 and 2021. In lieu of this, regular business meetings with suppliers have successfully been conducted via TEAMS, helping to remediate any issue's raised and prevent their recurrence in future seasons.

It is important to Montane that all suppliers we work with continue to work in alignment with the agreement outlined by our Supplier Manual, and the FWF CoLP. Confidence in this is achieved through conducting audits, issuing Supplier Questionnaires annually, and maintaining regular contact

with all suppliers. COVID-19 Questionnaire's have also been circulated periodically throughout the pandemic to maintain clarity of OH&S measures taken and any factory closures.

The factory new to us in Bangladesh was already working with other FW member brands, and had a valid FW audit in place. They also had a recognition letter from the Bangladesh Accord to verify good structural, fire and electrical safety standards had been independently reviewed and met. As a result of this information and certificates being available, we could be confident upon beginning this working relationship.

# COHERENT SYSTEM FOR MONITORING AND REMEDIATION

Factory audits help Montane to maintain good working conditions within our manufacturing supply chain, and to assess the extent to which the CoLP's are adhered to, highlighting any potential areas for improvement.

Social audits are conducted at least every three years, with plans for where to undertake audits being influenced by where a valid audit is not already in place, where a factory is new to Montane, where larger volumes of Montane orders are produced or where potential higher risks are identified.

In 2021 just under half (45%) of Montane's cut-and-sewn product orders were with factories with a valid audit, with a further 28% going to factories where the audit was planned, but delayed to 2022 due to the pandemic. Information regarding each country Montane manufactures in can be found within this section.

Pre COVID-19, Montane would visit factories at least annually, to maintain positive working relationships and a clear understanding of factory capabilities and conditions. Throughout 2021 the pandemic unfortunately prevented any visits from taking place, and continued to restrict the arrangement of audits and/ or training programmes. Where audits had

already taken place, we have continued to monitor improvements through the CAP, and have audits planned in 2022 when we hope travel restrictions will have eased.

We have of course maintained regular contact with factories, including a regularly circulated questionnaire relating to O&HS measures undertaken throughout the pandemic, to understand how these have changed over time. This has given us visibility over the % of workers vaccinated in each factory, other impacts such as limitations to electricity supply, and any changes to employee numbers. We have continuously tracked OH&S measures taken, along with any factory closures resulting from lockdowns. There has been a key focus on payment of at least the legal minimum wage in the face of factory closure's caused by COVID-19, where Montane has worked closely with FW and other FW member brands to establish clarity regarding the impact to workers.

The Wage Ladder is an area Montane has not yet begun focus on, however we are working to gain a clearer understanding of this, in relation to what is needed from Montane for it's implementation within the factories we work.





## VIETNAM

In 2020, Montane undertook one audit in Vietnam prior to the pandemic, where the CAP is ongoing and good progress has been made through 2021. This factory had not previously been audited by FW as Montane's membership was new, and the factory does not work with other FW brands. Elsewhere, Part 1 (virtual audit) of a blended audit at one factory was carried out in 2021, with Montane working together with other FW brands to improve on points raised and arrange training for 2022. Part 2 (on-site audit) has taken place in FY22 Q1.

Unfortunately, other audits (and training) in Vietnam planned for 2021 were postponed due to Covid-19, however ongoing CAPs for previous audits have been shared between Montane and other FW member brands, with remediation ongoing.

Faced with three-month closures in Vietnam in 2021, FWF and Montane have supported our Vietnamese suppliers in understanding and accessing government support for their workers.

As mentioned, some unplanned production was moved to Vietnam for SS21 as a result of the ongoing coup in Myanmar. This factory has a valid FW audit in place, for which we have the audit report and CAP. It was not impacted by the extended factory closure mentioned above.

One complaint was received from a Vietnamese factory producing for Montane in 2021, details of which are included within this report. The remediation is ongoing, in conjunction with other FW member brands.

## CHINA

Montane production mostly moved away from China in 2017, to take advantage of duty savings available elsewhere. However, Montane does still work with four factories in China. Owners of these factories also own factories producing for Montane in other countries.

One Chinese factory underwent a FW audit in 2021. This was financed and managed by the factory, however Montane has visibility of the CAP to understand any issues raised.

As with all factories producing for Montane, these manufacturers completed updated Supplier Questionnaires in December 2021, as well as the COVID-19 Supplier Questionnaire when circulated. Montane was also kept up to date with worker vaccinations, limits to energy supply and impacts to transportation.

## CAMBODIA

Montane works with two factories in Cambodia. We have worked with the owners of both of these factories for over five years, and to date have had no complaints raised by workers. Neither factory was impacted by Covid-19 lockdowns in 2021.

The Cambodian factory with the highest % of Montane production in 2021 was planned to be audited together with other FW member brands working with the same factory. This too has been postponed to 2022, however a valid audit is in currently still in place. This was conducted prior to Montane's FW membership, however we have visibility of the CAP report, which will aid our understanding in 2022 of any reoccurring issues, and what actions have been taken in the past.



## MYANMAR

Montane has worked with one factory in Myanmar since 2018. An audit was conducted by another FW member brand in 2018, with remediation completed around the time Montane began our membership with FW. Consequently, we have obtained a copy of the audit report and CAP to familiarise ourselves with any points previously raised, and planned an audit for 2021 together with other FW brands working with the same factory.

Further to the audit, Montane also planned a FWF Worker Education Program (WEP) in 2021, following three worker complaints in 2020. The training program is designed to equip factory management with suitable and sufficient tools to support staff, and to engage workers in open dialogue. As well as ensuring workers are aware of their rights, and their access to the FW complaints mechanism, this training also aims to contribute towards ongoing improvements in factory conditions.

Unfortunately, due to the ongoing coup, neither a factory audit nor WEP has been possible. We continue to closely monitor the situation with regards to how workers have been impacted, and have obtained another audit report from December 2021, to help us to understand factory conditions whilst the coup continues. FWF have also set up a virtual based audit process to monitor operations in Myanmar. This factory is expected to be included in this later in 2022.

The factory closed for one week in July 2021, amid a rise in COVID-19 infections. The closure coincided with several National holidays to minimise impact to workers (two working days missed). While other industries remained closed for longer, garment factories reopened quickly, and only overtime was restricted until mid-September. As mentioned, as a result of the coup and this closure, production of some of Montane's SS21 styles moved to a sister factory (35% under the same ownership), in Vietnam.

Upon overtime restrictions easing in Myanmar in mid-September, a complaint relating to overtime was received. This is detailed within this report and has since been resolved. Montane has stayed abreast of information made available regarding the ongoing coup by FWF, and has publicly issued a statement.

Being Taiwanese owned, this factory has no links to the military in Myanmar.

## INDIA

Montane works with one factory in India, who we have worked with since 2015. The factory is certified to Fairtrade Intl, the Global Organic Textile Standard (GOTs) as well as global social certification standard SA8000.

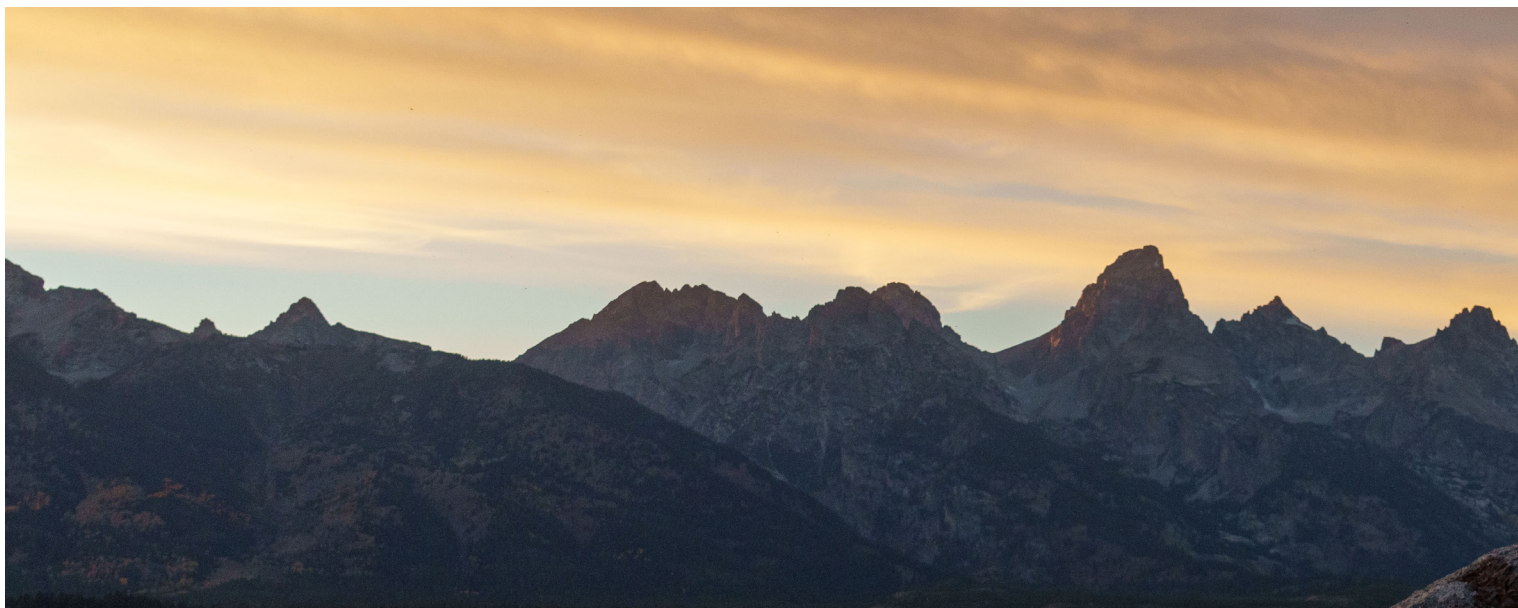
An audit and training programme had been planned here in 2021, however this was postponed due to COVID-19. An audit has taken place in 2022 Q1, with training scheduled in Q2.

In 2021 no factory complaint's were received, and all information regarding the factory and subcontractors for dying, printing and embroidery were provided to Montane.

## BANGLADESH

In 2021 Montane began manufacturing in Bangladesh via an agent. As mentioned, this factory had a valid FW audit in place, and a recognition letter from the Bangladesh Accord. To ensure maintenance of these high standards Montane is currently joining the International Accord (which began September 2021).

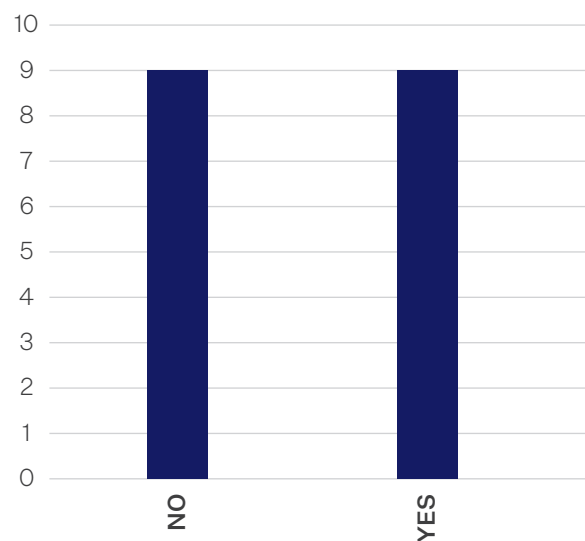
Montane has obtained the latest FW audit report and CAP, and is in discussions with other FW brands present in this factory, with regards to when the next audit will take place. We have also collected a BSCI audit conducted in 2021 to support our understanding of the current factory conditions whilst we cannot visit. This collaborative approach with other FW brands should improve our leverage and ability to influence decisions made at this facility. We are confident this factory have displayed the WIS for workers, that no recent complaints have been made, and that the factory took positive steps to improve on points raised during the last audit.



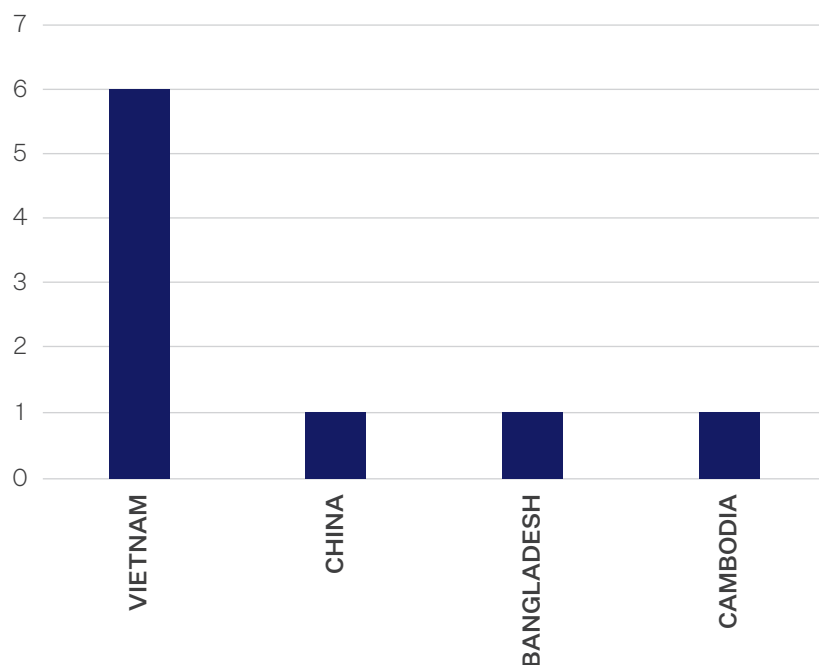


An overview of audits currently in place at Montane factories is shown here:

#### Montane factories audited in the past 3 years (total)



#### Montane factories audited in the past 3 years



#### EXTERNAL PRODUCTION

Montane does not use any external producers for cut and sewn products, and currently has no plans to do so in the future.

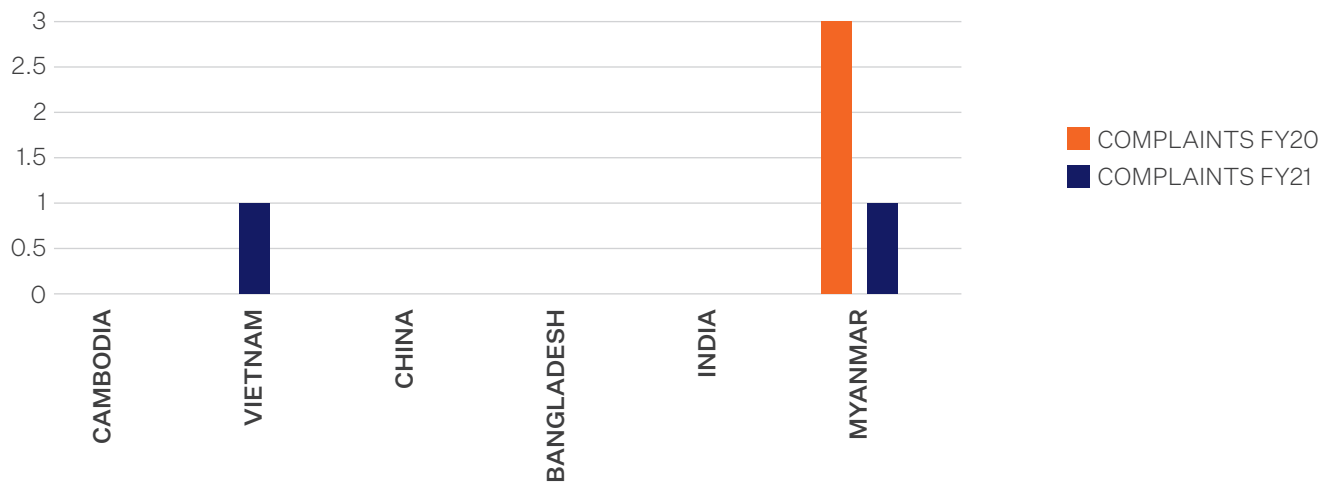
FWF do not monitor hard goods manufacturers, however Montane does work with three external suppliers for water bottles and soft flasks. All of these suppliers have completed the FWF Supplier Questionnaire, which includes the CoLP. This aids Montane's understanding of these manufacturers location, size and structure.

# COMPLAINTS HANDLING





## COMPLAINTS BY WORKERS



### Labour standards:

- |   |   |
|---|---|
| 1 Employment is freely chosen                                   | 5 Payment of a living wage                |
| 2 Freedom of association and the right to collective bargaining | 6 Reasonable hours of work                |
| 3 No discrimination in employment                               | 7 Safe and healthy working conditions     |
| 4 No exploitation of child labour                               | 8 Legally binding employment relationship |

### Labour standards:

- Complaint 1: #7 Safe and healthy working conditions, #8 Legally binding employment relationship
  - Complaint 2: #5 Payment of a living wage, #8 Legally binding employment relationship
  - Complaint 3: #8 Legally binding employment relationship
- Complaint 1: #6 Reasonable hours of work, #7 Safe and healthy working conditions
  - Complaint 2: #5 Payment of a living wage, #6 Reasonable hours of work

Montane are committed to addressing and resolving complaints made in line with the FWF complaints procedure. Both complaints and the remediation undertaken are published on the FWF website as well as being included here, to aid transparency.

All factories Montane work with are required to display and distribute information regarding the FWF complaints mechanism to employees, which includes contact information for a local FWF helpdesk if workers wish to utilise this. Evidence of

helpdesk contact information being displayed in each factory (including subcontractors) is kept on file by Montane, and is further verified by auditors.

Any complaints made are raised with Montane and other FW member brands present in the same factory, to ensure effective and collaborative remediation. FW are also involved in this process, advising whether remediation is adequate, and whether the complainant is satisfied with the agreed resolve.

**During Montane's second year of FW membership, there have been 2 complaints: one in Myanmar, and the other in Vietnam. Details regarding each complaint can be found below:**

#### COMPLAINT #1

**Factory 4522:** Myanmar

**Date Received:** 14th September 2021

**Labour standards breached:**

#6 Reasonable hours of work; #7 Safe & healthy working conditions

As part of policies introduced during the coup in Myanmar, factories were subject to curfewed hours and overtime was curtailed as sites were unable to operate later into the evening. In September, a complaint was received from a worker at Factory 4522 claiming that verbal abuse, work pressure and forced lunchtime overtime within the factory had doubled since the coup had started. Wherever targets were not met, the workers were forced to work during the lunch period with only 10-15 minutes break allowed. The complainant stated they had not taken a full lunch break for 3 months and that they were not paid for that time.

Furthermore, the workers were not forced when there were visitors at the factory site.

Montane supported another FW brand in gaining a response from the factory. The factory explained to the supervisors that break times were fixed periods and that they should not enforce overtime during them. Training was subsequently arranged in the factory for the 17th September which the complainant was able to verify took place. It was also verified that following the training, there was no forced overtime and the verbal abuse also ceased. All parties were satisfied with the remediation.



**COMPLAINT #2****Factory 10013:** Vietnam**Date Received:** 18th December 2021**Labour standards breached:**

#5 Living wage; #6 Reasonable hours of work

The initial complaint stated that workers were obliged to work overtime, in excess of the legal limit and without overtime payment. Furthermore, it was stated that there were two overtime reports generated; one with actual overtime recorded and another that showed less hours recorded so that the issue was not flagged during audits.

The vendor responded that the information in the complaint regarding overtime hours worked was incorrect. The vendor operates several production locations, and after a related factory shut down for 4 weeks due to a Covid outbreak, employees at the factory in question were asked to increase overtime to reduce the negative impact on production. Workers were willing to work extra up to 7:30pm, while the original complaint suggested it was until 8:30pm. Additionally, work was also outsourced to a subcontracted partner. The vendor advised that once the closed location reopened, then overtime was reduced to 6pm across all sites. They also

explained plans for increased capacity through employing additional workers in 2021, building a new facility in a new location and pre-booking space with the subcontractor, to enable them to work within overtime regulations while meeting increased consumer orders.

The complaint also indicated that it was not just production workers that were affected; supervisors and managers were also required to work overtime without suitable payment. The factory refuted this stating that a competitive salary package was offered, including overtime, with the supervisors and managers able to decide whether or not to work it.

The factory agreed to further investigate the claim of double book-keeping.

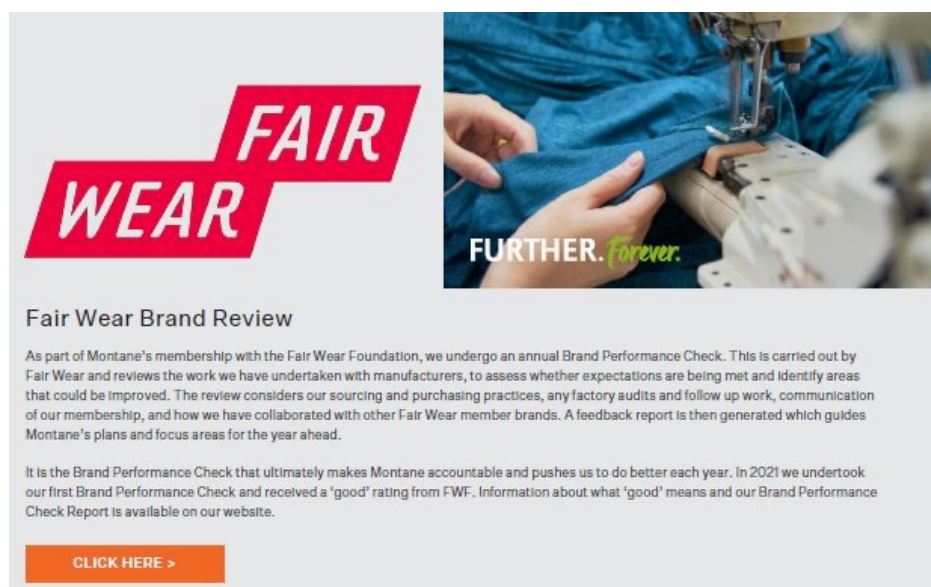
This complaint is currently ongoing, with no resolution yet confirmed. Montane is liaising with other FW brands with the intention of organising a joint funded inspection visit to the site through the FWF.

# ACTIVITIES TO INFORM STAFF MEMBERS

Montane employees receive bi-monthly newsletters, which in December 2021 included an announcement regarding Montane's first Brand Performance Check (BPC) result.

Further to this, in 2021 Q1, management from all departments attended an overview meeting which explained who the FWF are, the CoLP's and the wider

implications of Montane's membership to the business. In 2022 Q1, this internal training was extended to all Montane employees based at our head office, with a recorded version planned to be made available to off-site staff and distributing agents (sales) in Q2. The recording will also be integrated into the welcome pack for new Montane employees.



The screenshot shows a newsletter layout. On the left is the 'FAIR WEAR' logo in white text on a red background. To its right is a photograph of hands sewing blue fabric on a machine, with the text 'FURTHER. forever.' overlaid. Below the logo and image is the heading 'Fair Wear Brand Review'. The main text describes Montane's annual Brand Performance Check with Fair Wear, mentioning factory audits and a feedback report. It concludes by stating Montane received a 'good' rating in 2021. At the bottom is an orange button with the text 'CLICK HERE >'.

**Fair Wear Brand Review**

As part of Montane's membership with the Fair Wear Foundation, we undergo an annual Brand Performance Check. This is carried out by Fair Wear and reviews the work we have undertaken with manufacturers, to assess whether expectations are being met and identify areas that could be improved. The review considers our sourcing and purchasing practices, any factory audits and follow up work, communication of our membership, and how we have collaborated with other Fair Wear member brands. A feedback report is then generated which guides Montane's plans and focus areas for the year ahead.

It is the Brand Performance Check that ultimately makes Montane accountable and pushes us to do better each year. In 2021 we undertook our first Brand Performance Check and received a 'good' rating from FWF. Information about what 'good' means and our Brand Performance Check Report is available on our website.

[CLICK HERE >](#)

**Image source:** December 2021 Montane Newsletter

To aid awareness and understanding with stakeholders and distributors, an overview of the FWF is also included within our twice yearly Sales Launches, with annual Social Reports providing greater detail.



A photograph of two hikers on a mountain trail. In the foreground, a woman with blonde hair is wearing a purple beanie, a blue puffy jacket, and a green backpack. She is looking down at the ground. In the background, a man is wearing a dark jacket and a black beanie, also looking down. They are on a rocky, uneven path.

# ACTIVITIES TO INFORM AGENTS

Montane predominantly works directly with manufacturers, however where agents are in place, they are required to sign Montane's Supplier Purchasing Agreement & Supplier Manual before we begin working together. Agents have full visibility of the FW Supplier Announcement and Questionnaire sent to factories, the CoLP and Worker Information Sheets, as well as foresight on any plans regarding training or audits. This helps to ensure that the expectations of both the FWF and Montane are understood by all parties.

As mentioned, with regards to our distributing agents (sales), a recorded version of internal staff training on Montane's FWF Membership will be made available within 2022 Q2.

# ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

All of the manufacturers Montane works with have been issued with a FW Supplier Announcement Letter, which explains what our membership entails, as well as the Code of Labour Practices (CoLP) poster.

FW Worker Information Sheets (WIS) in both the local language and in English are also issued to all factories (including subcontractors). These are displayed in each factory and provide workers with awareness of the FWF, the CoLP, and contact information to a local FWF helpdesk, if workers wish to utilise the complaints mechanism. Montane keeps photographs provided by the factories on file, to confirm the display of WIS, which is further verified by auditors.

We also encourage factories to distribute FW Worker Information Cards to workers in the local language, which includes the same information as the WIS but in a smaller scale, for workers to take

home. Conducting audits at our factories helps us to establish the extent to which workers understand the CoLP, and whether regular training is being conducted by the factory to remind workers of their rights, and include any new employees.

Further to these documents, manufacturers are reminded regularly of the CoLP Montane expects them to adhere to at all times, as these are included within our Supplier Manual. This document is issued by the Operations team with every buy placed throughout the year. The CoLP are also included within the FWF Supplier Questionnaires, which are collected annually by CSR to maintain clarity of contact details, employee numbers and subcontractors used.

Unfortunately as the COVID-19 pandemic began a few months after our membership with FW began, travel opportunities have been heavily restricted and our training programme has been



unable to get underway. In 2022 however we have training planned in several factories, in partnership with other FW member brands. We are hopeful these will take place, and that they help to build worker awareness of the CoLP's. These training programmes will include both management and non-management factory workers.

Audits have been similarly impacted by the pandemic, however we are continuing remediation where audits have taken place, and have audits planned throughout 2022.

With Vietnamese manufacturers especially impacted in 2021 by COVID-19 and consequent factory closures, FW arranged a seminar in December 2021 for these manufacturers to share their experiences, learn what Government support was available to them, and how to apply for this on behalf of workers. Montane ensured all manufacturers we work with in Vietnam had access to the seminar, with the feedback being very positive.



Image source: Worker Information Sheet example

# INFORMATION MANAGEMENT

Montane's CSR, Operations and Development teams work together to ensure a broad understanding of the manufacturers producing our goods, any subcontractors being used, and any changes to this as they are proposed. Since our previous BPC in 2021 we have updated our internal system for information gathering with regards to new and existing manufacturers.

Audits planned and their outcome are also discussed between these teams, as findings may have implications for development decisions or orders being placed. This aids continued awareness in all departments for how and to what extent the manufacturers we work with are implementing the FWF Code of Labour Practices (CoLP).





As severity of the COVID-19 pandemic continues to ease globally, we hope to resume (at least) annual visits to manufacturers. In particular, we will prioritise visits to new manufacturers, where the relationship has begun since the beginning of the pandemic. To support these visits and ensure third party verification of our factory standards, Montane is committed to conducting a combination of technical and social audits, as well as factory training as previously described.

All CMT factories Montane work with are disclosed via Fairforce (FW's online hub), enabling

Montane to work more effectively with other FWF member brands working with the same factories. Where CMT factories use subcontractors for select processes such as printing, dying or embroidery, details are also disclosed via Fairforce.

A full list of the manufacturers we work with can also be found [on our website](#).

We request permission to disclose our working relationship from all manufacturers, keeping a signed copy of consent on file.

*All CMT factories Montane work with are disclosed via Fairforce (FW's online hub), enabling Montane to work more effectively with other FWF member brands working with the same factories.*

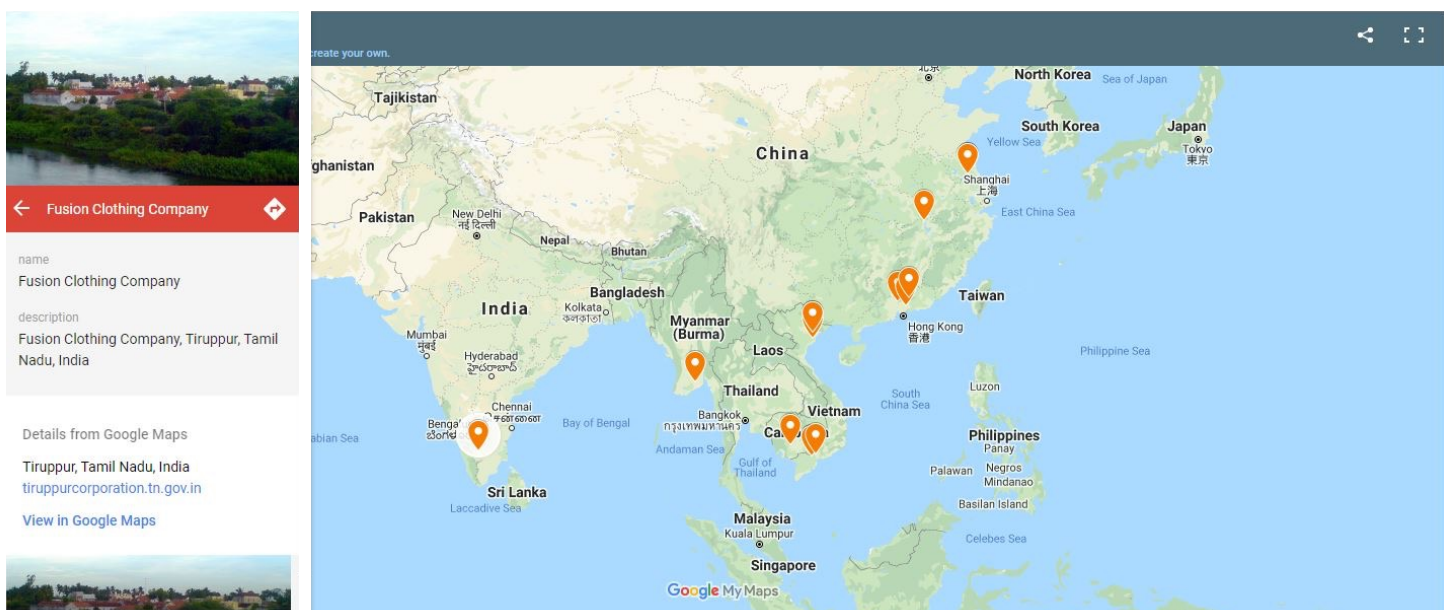


Image source: Montane website

# TRANSPARENCY & COMMUNICATION

In 2021 Montane's first Social Report and BPC Report were made available on our brand website, to aid transparency with consumers. By doing this each year, clear progression in the implementation of FWF Code of Labour Practices will be shared.

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## WHAT DOES IT MEAN TO BE GOOD?

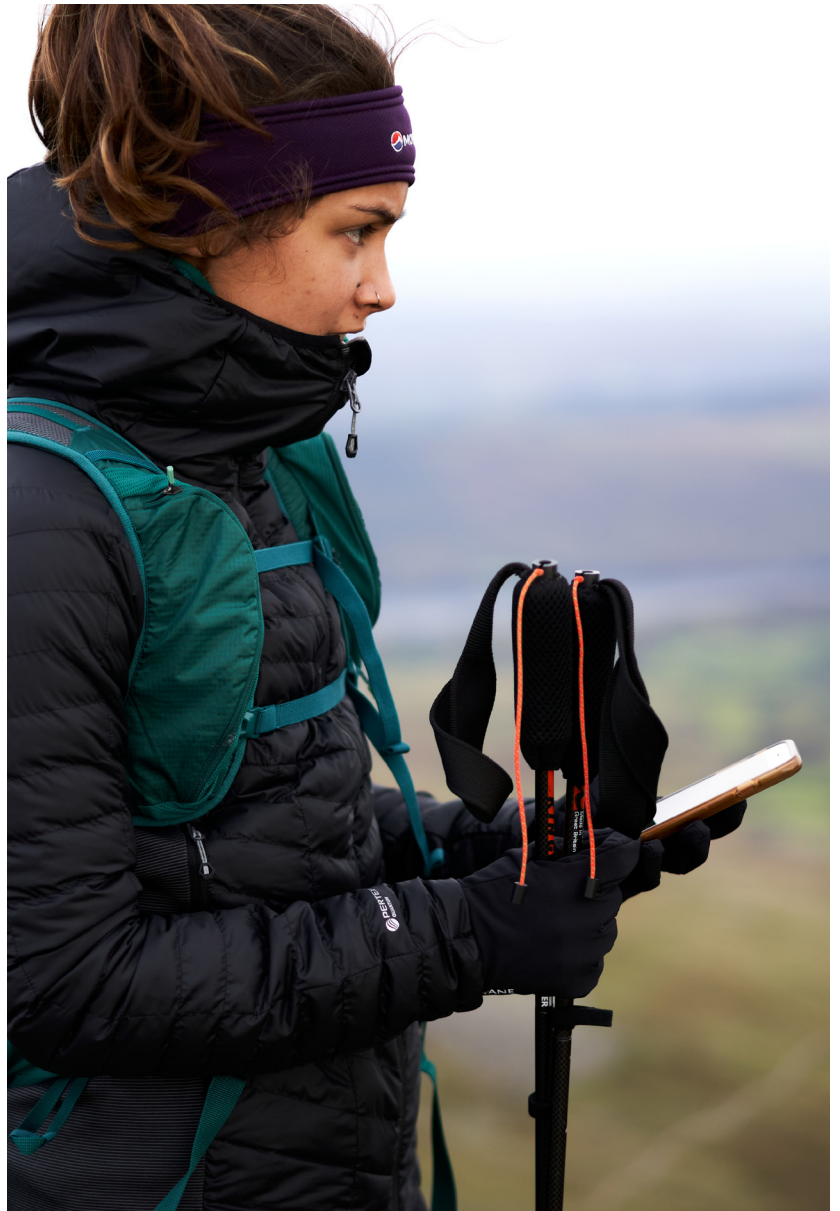
*“It is Fair Wear’s belief that member companies who are making a serious effort to implement the Code of Labour Practices – the vast majority of Fair Wear member companies – are ‘doing good’ and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO.”*



# STAKEHOLDER ENGAGEMENT

**In February 2020 Montane came under ownership by Inverleith LLP.**

Montane relies upon our relationships with the FWF and the European Outdoor Group (EOG) to stay updated regarding updates within the countries we manufacture in. This is with regards to minimum wages, trade unions, local labour laws and government guidance relating to Covid-19.



# CORPORATE SOCIAL RESPONSIBILITY







All down used in Montane products is certified to the **Textile Exchange Responsible Down Standard (RDS)**, and uses the Track my Down tool. More information can be found [here](#).



All wool used in Montane products is certified 100% non-mulesed.



All cotton used in Montane products is certified 100% organic.



**Montane exclusively uses Polygiene** as our anti-odour treatment on next-to-skin products. Polygiene is a silver based, Bluesign approved treatment, where the silver used is also recycled.



**SINGLE  
USE  
PLASTICS  
PROJECT**

In May 2019 Montane joined the **European Outdoor Group's Single Use Plastic Project**, which is working to develop a UK wide (and a European) recycling stream for polybag waste.



Montane has worked hard to source and secure certified 100% recycled polybags with all of our product manufacturers since 2021.



In 2018 Montane launched a **repairs service**, to provide customers with the opportunity to give their well used and much loved products a new lease of life.



Montane are a **member of EOCA**, supporting their global conservation efforts to promote care and respect for wild places.





As part of Montane's ongoing collaboration with the **British Mountaineering Council (BMC)**, we support the BMC's charity of choice; The Climate Project. By donating 5% of sales from **MONTANE X BMC product**, we support The Climate Project in facilitating the restoration of peat bogs around the UK.



Montane's ongoing support of **Fix the Fells**, aims to protect paths around the Lake District for future generations.



The **George Fishers Tea Round** is an epic 30 mile walking or running route based in the Lake District. Participants are encouraged to donate to Fix the Fells. To boost the positive impact from this challenge, Montane matches any donations made.



The **Montane Alpine Club Climbing (MACC) Fund** was set up at 2016, to support the Alpine Club's most intrepid expeditions, covering long distances in inhospitable environments. Up to £10,000 is made available annually, to British climbers and mountaineers attempting first ascents and/ or new routes in little known and remote alpine areas.



Montane is a member of the UK's Cyclescheme, which supports staff in purchasing a bike, encouraging an active and healthy workforce whilst also enabling a transportation alternative with lower carbon emissions.



In an effort to get staff outside together and keep the area around our office tidy, Montane employees conduct a bi-monthly litter pick.

## FURTHER. *Forever.*

Montane's sustainability platform is called Further.Forever. This comprises of four key pillars; Built to Last, Ethical Trading, Commitment and Sustainability.