

HUNTER

PROTECT

HUNTER



At Hunter we have been creating products for a life outdoors for over 160 years.

Made from rubber trees, our iconic boots are designed for discovering and experiencing our world.

We have an appreciation of nature, which is fundamental to our brand. Our history is rooted in your protection. As such, it is imperative that we also protect and care for our environment and our global community. We continue to develop our legacy by preserving and restoring our forests for future generations.

Hunter Protect is our mission to achieve a positive purpose and protection. We have three pillars to guide our strategy and seven pledges to help us make progress and to hold us accountable.

Our Pledges

01

By 2025 all of our rubber footwear will be Forest Stewardship Council® certified.

02

We pledge to work with World Land Trust to protect endangered forests, the species that depend on them and the people that care for them.

03

In 2022, 65% of our collection will incorporate FSC®-certified rubber, BLOOM algae foam or recycled textiles.

04

By 2022, 100% of our packaging will be recyclable.

05

By 2022, we will offset all direct carbon emissions from our global stores and offices.

06

We foster a culture where all voices can flourish. In 2020, we established a D&I committee to create dialogue, educate and promote diversity and inclusion in the workplace. By 2022, we will have conducted inclusive leadership training to all hiring managers worldwide.

07

We have donated over 150,000 boots to date and every year, we pledge to donate a further 15,000 pairs of fully functional boots to global charities.



A dense forest scene with tall, slender trees and a thick canopy of green and yellowing leaves. Sunlight filters through the branches, creating a dappled light effect. The text is overlaid on the center of the image.

Protect Our Forests

Natural rubber, which comes from trees,
is at the heart of our brand. Protecting our
forests is fundamental.

Sourcing Our Rubber

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.

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.

This year, we are working 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 land managers who work in the field. In 2022, we will conduct field monitoring and training to land managers to ensure compliance with our standards and with industry best practice.



Sourcing Our Packaging

Our paper packaging is recyclable. The FSC label on our packaging means that the paper and card it is made from is responsibly sourced.

Over the next 12 months, we plan to ensure that all our packaging (both branded and unbranded) is sourced responsibly. 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.



The mark of
responsible forestry
FSC® N003379

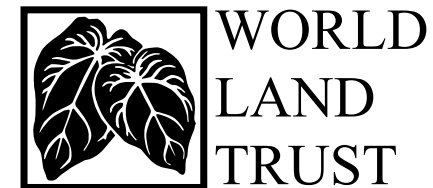


Protecting Our Endangered Forests

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, a portion of Hunter's profits was donated to World Land Trust to plant 1000 new trees in Borneo and a portion of profits from our Original Forests Boot, made from FSC-certified natural rubber, will fund the annual salary of a conservationist in the area. World Land Trust's conservation partner, 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.

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

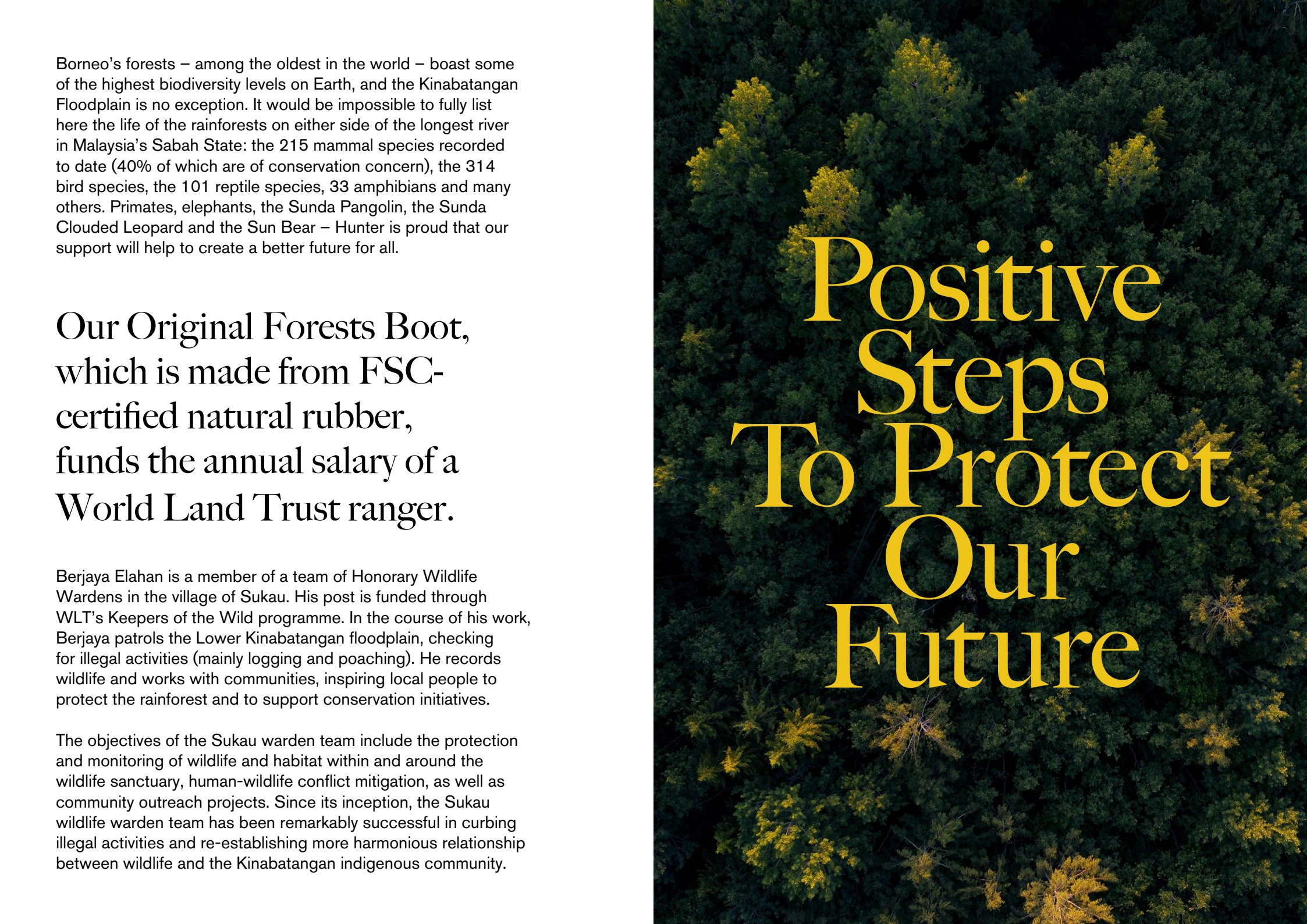


Borneo's forests – among the oldest in the world – boast some of the highest biodiversity levels on Earth, and the Kinabatangan Floodplain is no exception. It would be impossible to fully list here the life of the rainforests on either side of the longest river in Malaysia's Sabah State: the 215 mammal 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.

Our Original Forests Boot,
which is made from FSC-
certified natural rubber,
funds the annual salary of a
World Land Trust ranger.

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.



Positive
Steps
To Protect
Our
Future

PROTECT OUR FORESTS PROTECT OUR FORESTS PROTECT OUR FORESTS



Our Forest Stewardship Council® Commitment

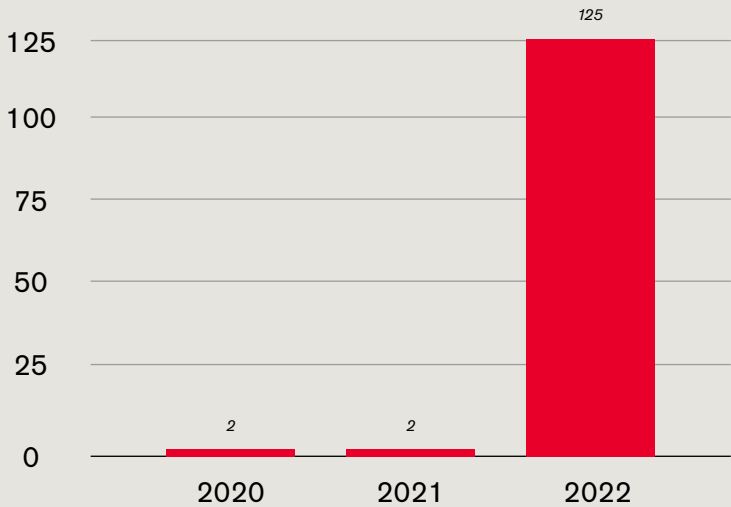
In 2022, we are committed to producing 125 styles using FSC-certified natural rubber – our largest collection yet.

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.

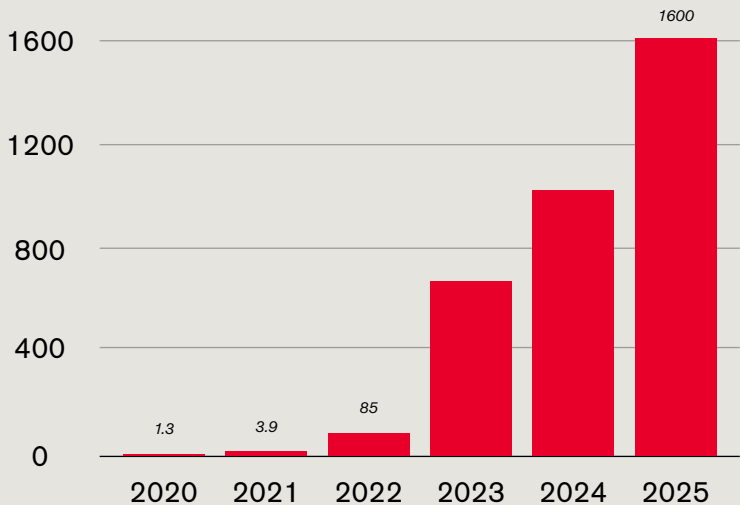
Since then, we have actively encouraged the rubber forests supplying our factories to join us on our journey and to become FSC certified. We are so pleased that one of our long-term rubber suppliers based in Thailand, whose rubber has been used to make Hunter boots for over 13 years, aims to be fully certified by the end of August.

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.

Hunter FSC-Certified Styles



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





Protect Our Resources

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

Our Carbon Emissions

We offset all our 2020 carbon emissions from our UK offices and stores. By 2022, we will become carbon neutral across our direct global operations.

In 2017, we started working with The Carbon Trust to measure our direct global carbon emissions.

We found that in 2018, our direct global Scope 1 and 2 emissions totalled 378.0 t CO₂e, while our direct global Scope 3 emissions totalled 1191.3 t CO₂e. Business travel alone accounted for 67.9% of our carbon footprint.

By 2022, we will become carbon neutral across our direct global operations.

The Carbon Trust also helped us submit our Phase 2 ESOS report covering the period Jan-Dec 2018 and our SECR report covering the period Jan-Dec 2020. Both ESOS and SECR are in compliance with UK legislation on energy reporting. We found that in 2020, we emitted 51.87 tonnes of CO₂ through our UK offices, stores, and mileage and car hires. We have offset this through a verified carbon balance programme in Guatemala through the World Land Trust.

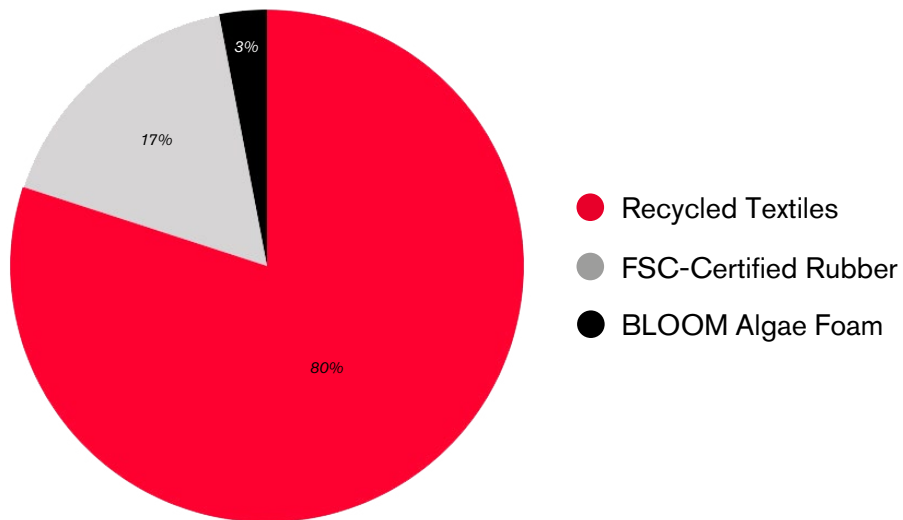
In the next three years, Hunter plans to continue measuring our own company's carbon footprint, set reduction targets and begin working towards reductions. We also plan to extend our carbon footprint measurement programme through our upstream supply chain, providing factories with support on measurement and working together on achievable reduction targets.



UK Carbon Emissions (tonnesCO ₂ e)	2020
Scope 1 Emissions	0
Scope 2 Emissions - Purchased Electricity	47.51
Scope 3 Emissions - Business Travel Where Responsible For Fuel	4.36
Scope 1, 2 and 3 Emissions	51.87

Our Materials and Components

Hunter's 2022 Sustainable Materials



In 2022, our aim is that 65% of our collection will incorporate FSC®-certified rubber, BLOOM Algae Foam or recycled textiles. 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 65% 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 sustainable materials to further guide our work.



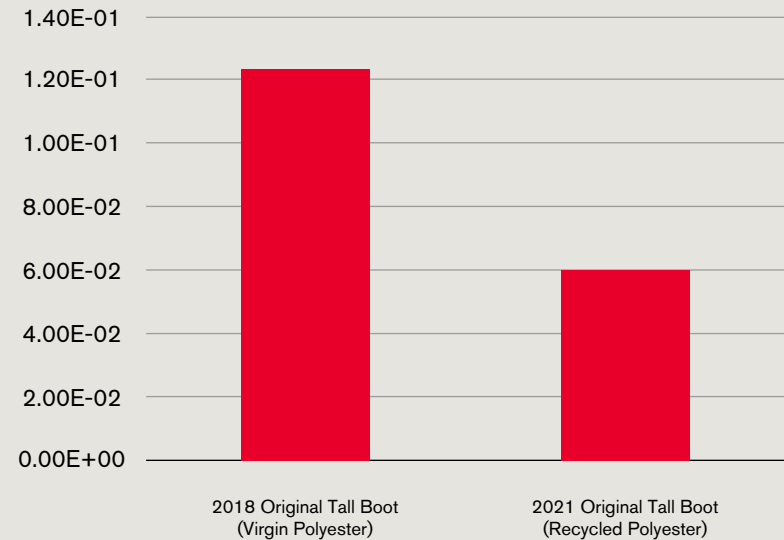


Following a lifecycle assessment of our Original Tall Boot, conducted by Long Trail Sustainability in 2018, Hunter decided to replace the virgin polyester used to line our boots with GRS-certified (Global Recycled Standard) post-consumer recycled polyester (polyethylene terephthalate, or PET).

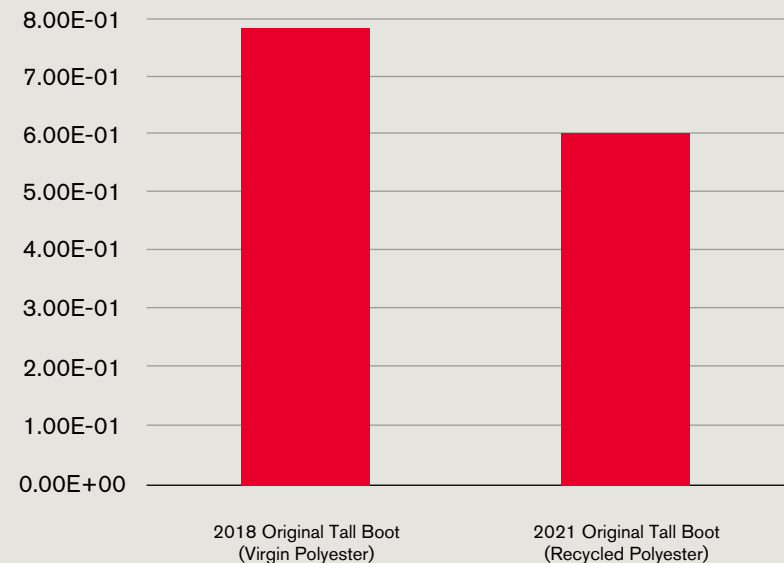
In 2021, we commissioned a follow-up lifecycle assessment of our Original Tall Boot with Long Trail Sustainability and found that the impacts on human health, ecosystems, resources, cumulative energy demand, climate change, and water use were each 1% to 7% lower per pair of boot, simply by changing our lining. This is only the beginning of Hunter's work on product and materials sustainability.

These charts show that using a recycled polyester lining yields 50% fewer impacts in the use of resources and uses 24% less CO₂ than virgin polyester lining.

Impacts in the use of Resources



Impacts in the use of CO₂



Recycling Our Packaging

By 2022, all of our packaging will be 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.

Since 2020, we have been changing our single-use virgin plastic packaging to GRS-certified recycled content, which is also recyclable (LDPE-4). By 2022, 100% of our single-use plastic packaging will be similarly converted. We know that plastic is not the answer and will continue to seek more sustainable alternatives to this.

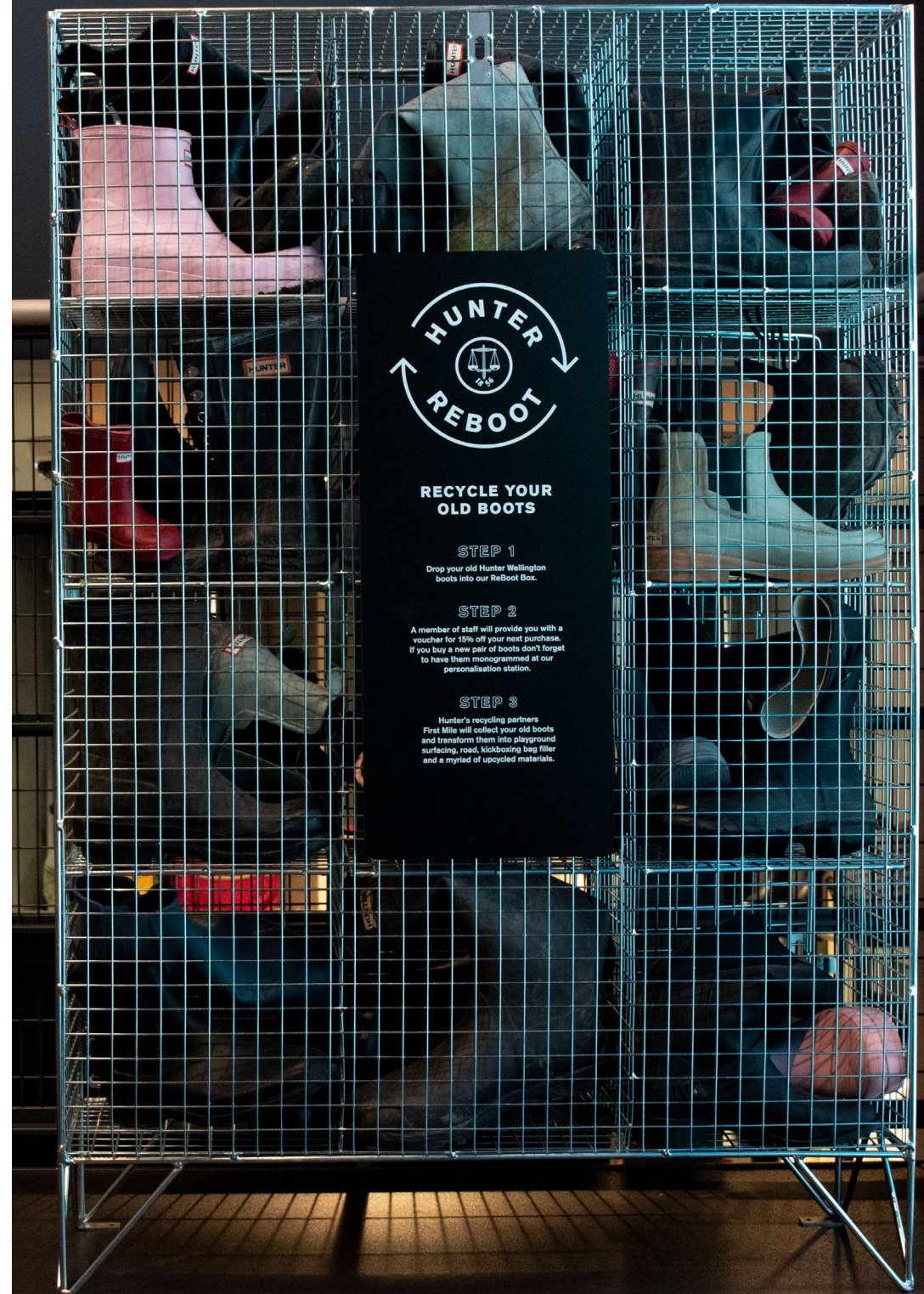
Our Reboot Recycling Scheme

Hunter ReBoot is our recycling scheme for our rubber boots. 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.

By using one tonne of recycled rubber to surface an arena (compared to virgin rubber), we save three tonnes of CO2 from being emitted into the atmosphere – that's the equivalent of driving a car for 7,540 miles! Recycle your boots today and we'll grind them down for a new life as a speed bump.

By 2022, UK and Japanese customers will be able to recycle their boots with us too.



A man wearing glasses, a blue long-sleeved shirt, and brown pants with purple stripes is kneeling in a lush green forest. He is using a specialized tool to make a diagonal incision in the bark of a large tree trunk. The forest is filled with tall, thin trees and dense undergrowth. The scene is brightly lit, suggesting daylight.

Protect Our People and Community

Our people and communities are at the heart of our brand.
We believe in working with others who share our ideals
and principles and help uphold them.

Our Commitment To Our People

Now in its 10th 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:



Diversity and Inclusion at Hunter

We foster a culture where all voices can flourish. Hunter is committed to embracing diversity, equality, and inclusion – which we recognise is an ongoing process.

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.

To ensure we are challenging ourselves to hardwire Diversity and Inclusion into everything we do, we have devised a Diversity and Inclusion strategy which comprises the following foundation:

Inclusive talent attraction

We recognise the responsibility we have to ensure we are hiring a diverse range of candidates; therefore, we have started to review our current recruitment strategy to define goals, accountabilities, actionable items and success measures to attract, engage and assess how we can hire a diverse talent to drive our business success. We will provide our employees with options for professional growth and pathways for career progression, empowering employees to own their career choices.

Inclusive careers

We have recently communicated our mentorship programme which is being developed to encourage personal and professional development. Soon we are looking to launch career paths to map out potential roles and the skills, knowledge, competencies, experience, and personal characteristics required at each job level as employees flourish in their careers.



Inclusive culture

We will directly communicate with all employees' policies and procedural changes that will help us form a structure framework that supports an inclusive workplace. These policies include: Code of Conduct Guidelines; Equality, Diversity and Inclusion Guidelines; and Recruitment Guidelines.

Hunter Donated

Since 2012, we have donated 150,000 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 150,000 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.



We have donated to the following charities:

East Timor:

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

Indonesia:

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

China:

- o Amity Foundation
- o Henan Province flood response

Japan:

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



UK:

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

Americas:

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

An aerial photograph of a dense forest at dawn. A thick layer of mist or fog hangs over the trees, which are illuminated by the soft, golden light of the rising sun. The sky is a clear, pale blue. In the center of the image, there is a logo consisting of the word 'HUNTER' in a white, sans-serif font, arched over a red rectangular box. Inside the box, the word 'PROTECT' is written in a bold, black, sans-serif font. Below the box, the word 'HUNTER' is repeated in the same white, sans-serif font, arched.

HUNTER

PROTECT

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protect@hunterboots.com

August 2021