










Sustainability Statement

Introduction

Founded in 1894 by John Barbour, in South Shields in the North East of England, J Barbour & Sons Ltd is a 5th generation family-owned British company built on the founding principles of quality, attention to detail, durability and being fit for purpose. Sustainability sits at the heart of what we do and is one of our key business values.

Our Sustainability Commitments

Our sustainability work focuses on nine key commitments:

 RESPONSIBLE BUSINESS A principled family owned business that operates with integrity, is opposed to corruption and proactively manages its sustainability performance.	 THE LIVING WORLD Protect nature including animals, wildlife, ecosystems and agricultural systems.	 CARBON & CLIMATE Implement means of mitigating and adapting to climate change.
 CIRCULARITY & RESOURCE MANAGEMENT Support circularity, minimise waste and use resources efficiently.	 WATER Use water efficiently and protect water quality.	 CHEMICALS & POLLUTION Minimise and manage pollution risk and the use of hazardous substances.
 WELLBEING, SAFETY & HUMAN RIGHTS Support and respect the protection of internationally proclaimed human rights and the provision of safe, healthy and happy working environments.	 DIVERSITY, EQUITY & INCLUSIVITY Building and supporting inclusive and diverse communities.	 FLOURISHING & PROSPEROUS COMMUNITIES Support our local communities, understand priorities and needs, and collaborate with others to help tackle sustainability challenges.

We are working to uphold these nine commitments across our **Products**, our **People & Partnerships** and our **Business**.

We recognise that both sustainability and our business are continually evolving, and that our sustainability commitments and actions will therefore grow and develop too. We remain engaged with our stakeholders and best practice organisations and will continually review our sustainability priorities and actions accordingly.

Governance

Our Sustainability Statement and supporting objectives, targets and activity are overseen by our Sustainability Group, created under the authority of the Board and chaired by our Managing Director.

Signed:

A handwritten signature in black ink, appearing to read 'Neil Bees', written over a horizontal line.

Date:

28/9/2023.