



2021 SUSTAINABILITY REPORT



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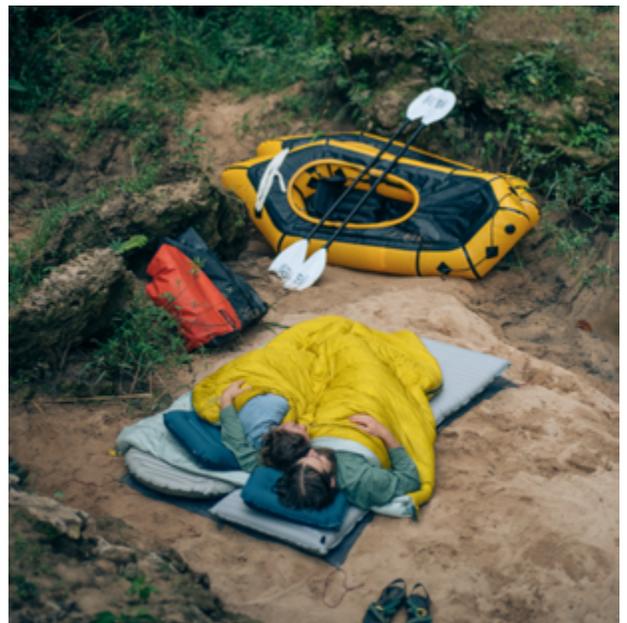
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This report highlights the efforts and goals that will make Therm-a-Rest a sustainability leader regarding the products we make, our manufacturing philosophies, and in the ways we care for our community and environment.



PHOTOS_ Cover-Scott Rinckenberger, John Villachica, Sammy Spence



OUR VISION STATEMENT

At Therm-a-Rest, we aim to provide quality comfort for outdoor adventures. We want to ensure that customers will have access to those adventures in perpetuity.

We work hard to make our products responsibly, to protect the outdoors and to provide opportunities for transformative outdoor experiences for all communities.





THE HIGG INDEX

In 2015, Therm-a-Rest worked with other outdoor industry innovators to create tools that guide the transformation to sustainable business models. Using this model, known as the Higg Index, our sustainability working group focused on where we needed to improve, making immediate changes and planning future efforts to make our business

33%

Higg Score increase
2015-2017

We judge our efficacy using the Higg Index, which reports on product care and repair, responsible chemical and material use, product end of life, green manufacturing, recyclable packaging and efficient supply chain and transportation.

**To find out more visit
apparelcoalition.org/the-higg-index.**





PRODUCT

Care & Repair

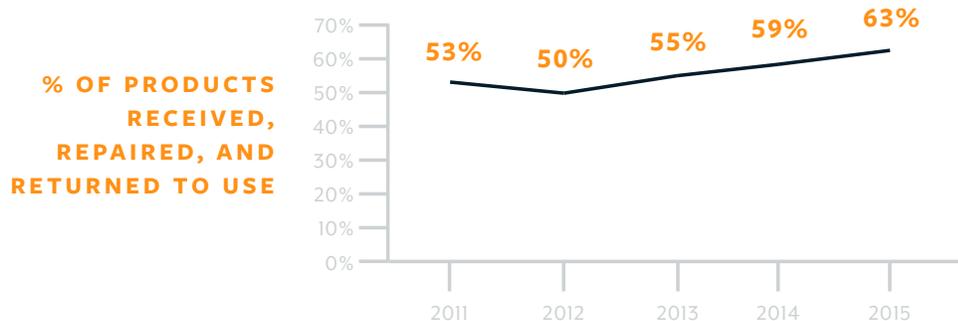
When customers send us products for service, we repair and return their product whenever possible to increase product life and reduce landfill waste.

Our products are developed to endure a lifetime and prioritize repairability. We include repair kits with many of our mattresses, and build resources for our customers to repair their own gear in the field and at home.

GOAL

Improve the feedback loop between our product development team and repairs team to continually evolve our products.

Our repair and service team has over 51 years of combined experience, and has been featured in Outside Magazine for their work and expertise. In 2015, we repaired and returned to use over 13,700 products, or more than 60% of all products received. These repairs are tracked and feedback from our repair shop is passed on to our product team to ensure we make intelligent design decisions moving forward. This feedback informs our product durability criteria as we rigorously test products in the field and the lab.



PHOTOS— Rodney Jackson, Alison Vagnini



Warranty

Because we believe that our outdoor gear should support you on adventures for years to come, we offer a [limited lifetime warranty](#) on all of our non-electronic products.

End of Use

While many of our decades-old products are still in use, we still consider and focus on the end of a products life. We are working hard to build our products and packaging with recyclable and upcycled materials with plans to add more year over year.

GOALS

Find recyclers for scrap nylon, polyester, foam and develop a strategy for end-of-life waste.

Develop a preferred materials policy for nylon and polyester that is easily recycled.

Create examples of other uses for pads at end of product life.





PRODUCT

Materials & Chemicals

We aim to build our products with high-performance, long-lasting and environmentally-friendly materials and chemicals. We have an established restricted substance list to ensure we are complying with material regulations and our personal environmental goals. With these attributes in mind, we seek the best options for our new products and constantly look to improve the textiles used in our existing products. We also partner with material certification agencies and initiatives like the Responsible Down Standard and suppliers like Nikwax to find better and more sustainable material sourcing.

GOALS

Develop a chemical management database and strategy.

100% of soft good products to be third-party approved by bluesign by 2030.

100% of DWR used in soft good products are non-PFC by 2030.



PRODUCT

Packaging

Our goal is to create product packaging with minimal waste. We are always designing packaging that is more efficient, uses recycled and recyclable materials, and reduces weight. We use reusable stuff sacks as packaging for all self-inflating pads to be a functional part of the product after purchase. All recyclable materials are noted on packaging to make it easy for our community to keep our packaging out of landfills.

GOALS

100% of product packaging contains recycled content by 2030.

100% of product packaging is easily recyclable by 2030.

Establish a packaging material recyclability standard.



MANUFACTURING

Made in Market

Building the majority of what we make in-house and using local suppliers allows us greater control over the environmental impacts of our manufacturing processes.

In the past year, we set up a new process that helps divert manufacturing scrap from the waste stream. This new approach bales scrap foam to be reused by our foam supplier, uses excess materials in other Therm-a-Rest products and donates scrap fabric to local partners that manufacture upcycled products.

We're incredibly proud of the fact that across our brands, over 83% of our products, by dollars of sales, are made in-market. Domestic production provides hundreds of jobs in Seattle, U.S.A, Reno, U.S.A, and Middleton, Ireland and also minimizes the inefficiencies of shipping products around the world, only to ship them out again for final distribution.





Manufacturing Standards

Locating our production facilities in Seattle, WA, Reno, NV, and Middleton, Ireland holds us to strict standards for how we manage and dispose of water and waste resulting from the manufacturing process.

In Seattle, these include:

- US DOT: 49CFR 172 (Hazardous Materials)
- WA Dept. of Ecology: WAC 173-303 (Dangerous Waste Regulations), RCW 70.119A (Public Water Systems)
- King County 28.84.060, and RCW 35.58 (Wastewater)
- King County Stormwater Ordinance Nos. 16264 and 15052 (Stormwater)
- US EPA: 40CFR Part 261 and 262 (Hazardous Waste Generator)
- Globally Harmonized System of Classification and Labeling of Chemicals (GHS) – WAC 296-800-170, 296-839, 40CFR1910
- City of Seattle (Seattle Municipal Code (SMC) chapter 25.09 - Environmentally Critical Areas (ECA) Code

GOAL

Reduce manufacturing waste.



97.5%

of energy used by our Seattle, WA, facilities is supplied by renewable energy resources.

25%

of energy used by our Reno, NV, facilities is supplied by renewable energy resources.

Waste

Therm-a-Rest is actively working towards minimizing and eliminating waste at every turn. From updating machinery and processes to creating ways to reuse mattress foam, we plan to take steps towards this goal year over year.

Energy Usage

Our Seattle, WA, manufacturing facility and offices are powered by Seattle City Light, with a renewable energy mix of over 97.5%.

ENERGY GENERATION TYPE	PERCENTAGE
Hydroelectric	89.6%
Nuclear	4.3%
Wind	3.6%
Coal	0.9%
Others	0.9%
Landfill Gas	0.7%

Source: Seattle City Light, 2014

In Reno, NV, our manufacturing facilities and distribution are powered by NV Energy, which has a growing renewable energy portfolio of over 25%.

ENERGY GENERATION TYPE	PERCENTAGE
Natural Gas	89.6%
Non-Hydroelectric Renewable Sources	4.3%
Coal	3.6%
Hydroelectric	0.9%

Source: Energy Information Administration, 2017



Supply Chain

We are working to closely monitor all of our supply partners and facilities to maximize efficiency and minimize our global footprint.

GOALS

Increase our visibility to Tier 2 and below.

Request third-party certification of suppliers' environmental performance.

Transportation

To ensure that we don't create unnecessary waste, we are working to carefully observe and optimize the way we move goods around the world. We track and monitor all air freight and use consolidation programs to ensure we only transport fully-loaded containers.

GOALS

Track, monitor and report on all air freighting.

Create transportation packaging policy and tracking system.

Create a vendor compliance transportation manual that maximizes the utilization of transportation assets.



In addition to our environmental efforts, Therm-a-Rest is invested in conserving our wild spaces and empowering our community.

One of our primary social responsibility goals is to provide outdoor recreation opportunities to underserved youth.

Every year, we support Big City Mountaineers and the Outdoor Empowered Network with financial contributions, gear donations and employee volunteers to give kids the opportunity to have transformative experiences in the outdoors.

We also provide financial and material support for several agencies that steward our mountains, rivers and forest while also supporting outdoor recreation in the spaces we love.

We are proud partners of the organizations below and look forward to seeing the positive impact of our combined efforts.



Protect America's Climbing



OUTDOORS EMPOWERED NETWORK

