



2009 SUSTAINABILITY REPORT - TOPLINE SUMMARY

Transparency weighs nothing.
Therefore I GoLite.

Founded in 1998, GoLite® designs and brings to market a wide range of simple, beautiful, high performance gear that's light on the planet. Our product line includes men's and women's apparel and equipment for active outdoor pursuits, including waterproof, windproof, and insulated outerwear, performance baselayers, adventure travel wear, activewear, backpacks, tents, sleeping bags, and adventure travel luggage.

But GoLite is far more than a collection of products. Our very name is a philosophy, a commandment to do more with less, and a foundationally sustainable proposition. We believe that lighter products are not only better for the environment, but they make the experience of being outdoors more fun. The more fun people have outdoors, the more they want to spend time in nature. And more people in nature means more people dedicated to the cause of preserving and protecting our planet.

SUSTAINABILITY AT GOLITE

Corporate responsibility has been part of GoLite's ethos since our founding in 1998. GoLite is following a multi-year, metrics-based path to sustainability. We are striving to eliminate or mitigate 100% of our environmental footprint and be a model company in how we treat our people and community. Our long-term objective is to aim past neutrality towards becoming "net positive" to environment and civilization across our entire value chain. We don't have a "green collection:" we are striving to address 100% of our products and 100% of our operations. As we do this, we are maintaining or increasing our stringent end-use and testing requirements so that as we move forward, we are actually improving product quality and technical performance, not sacrificing them. We have an integrated set of mission, vision, values, policies, guidelines, and goals that guide every decision we make.

Key Impacts

Through our baseline footprint analysis in 2008, we know that greater than 60% of our climate impact is in the materials in our products. And that for every full-time GoLite employee, there are over 100 people working in our factories building our products. So these two areas - product impact mitigation and manufacturing our products in factories that are fair, safe, and non-discriminatory - are at the core of our sustainability work. While we have analyzed the bulk of materials in our products and have identified no banned or restricted substances, toxics are also a key impact area where we have less visibility, especially in "fringe" materials such as fabric coatings and manufacturing carriers: we intend to dig deeper and target improvements in this area in the years ahead.

PROGRESS TO DATE

The magnitude and urgency of the environmental, social, and economic challenges facing our civilization and biosphere cannot be ignored. At GoLite, we want to be a part of the solution.

In 2006, we set out to accomplish specific goals by December 31, 2010. We have already achieved, or are well on our way to achieving, each of them.

This is the Topline Summary Report of the GoLite 2009 Sustainability Report which is available for download in full at www.golite.com. This Summary Report was designed to provide a quick overview of the details found in the larger report which was written to meet the A+ Application Level standards of the Global Reporting Initiative (GRI) (www.globalreporting.org). The full report has been reviewed by an independent review committee. If you have any questions that arise after reading this Summary Report, the answers are likely found in the detailed report. If not, please email us at sustainability@golite.com.

2010 GOALS	PROGRESS TO DATE	ACHIEVED YET?
Use a majority (by mass) of Environmentally Preferred Materials (EPMs) in our products.	We are at 67% EPMs for the Spring 2010 season and expect to be even higher for Fall 2010.	YES
Achieve ongoing compliance with our factory fair labor Code of Conduct and regular improvements in our factories' human rights and environmental practices.	In 2009, 100% of our continuing factories showed improved assessment scores. And each year, we have seen a measurable improvement in average assessment scores and environmental scores for all factories. We are in compliance with the Timberland® Code of Conduct.	YES
Achieve a 30% absolute GHG emissions reduction off of our 2008 baseline emissions (not including offsets) even as sales more than double.	We have made significant progress in reducing the largest contributor to our corporate climate footprint (materials) by switching from approximately 20% Environmentally Preferred Materials in 2009 to over 67% in 2010. We are also taking other measures to reduce our climate footprint as discussed in the full report.	Expected
Be "carbon neutral" through greenhouse gas reduction strategies and through offsets.	We are making measurable improvements to reduce our actual GHG emissions. For 2009, all impacts will be offset through Native Energy except materials. For 2010, GoLite will be 100% "carbon neutral" for all impacts including materials.	Expected
Use zero restricted or banned substances in any product.	For 2009, there are no known banned or restricted substances in our products and we have strict processes in place to ensure continued compliance with this expectation.	YES
Have a "Zero Waste" headquarters.	For 2009, over 94% of our waste is either recycled or composted. That leaves 6% to figure out how to divert away from landfills in 2010.	Not Yet

As a global brand and corporate citizen, we work in partnership with our factories to ensure that our products are produced in workplaces that are fair, safe, and non-discriminatory. We annually audit 100% of our production facilities according to strict social and environmental guidelines.

Most GoLite products are by nature "greener:" less materials = less carbon, less toxics, and less waste. GoLite has also replaced virgin, petro-chemical based materials in all of our main pack fabrics and travel luggage with 50% Tier 1 recycled nylon, and in all of our sleeping bag collections with 100% Tier 1 recycled polyester. The impact reduction for recycled textiles varies, but it has shown to have up to 70% (for nylon) and up to 80% (for polyester) reduction in energy consumption and greenhouse gas emissions while performing on-par with their conventional alternatives.

GoLite has been printing and packaging using recycled and/or FSC certified stock and environmentally-friendly inks since our founding in 1998. We try to avoid packaging our products whenever possible and making existing packaging as small as feasible, using recyclable plastic bags, eliminating items not needed such as tissue paper, etc. In 2008, we eliminated the printed GoLite consumer catalog entirely, and we have converted 99% of all consumer communications to digital.

In 2008 and 2009, GoLite worked in partnership with Brandwise, Inc. to develop an innovative digital sales tool called Visual Merchandiser. The tool allows dealers to easily view a full integration of product details including product technologies, images and specs as well as plan and view product assortments and automatically place orders online. This tool offers speed, simplicity and sustainability and is changing the way GoLite does business. Using this revolutionary new digital solution enabled us to eliminate our dealer workbook and replace it with a far smaller printed companion piece that saves 1.4 tons of paper every season.

At our headquarters, our company practices are aligned with our values and sustainability efforts, from recycling, composting and HR benefits to community service and alternative transportation incentives.

NEW 2010 SUSTAINABILITY INITIATIVES

Two major new sustainability initiatives will launch in January 2010, The GoLite Index™ and the GoLite Take-Back program. Both efforts have been released to the trade and will be launched to consumers in January 2010.

The GoLite Index™

We have set some lofty impact reduction goals for our products. The only way we can reach these goals is with a detailed management system to measure our internal progress towards our macro-level objectives. New for 2010, The GoLite Index™ is a tool and report card we developed to help us drive our products to the most sustainable versions we can make. It helps us measure each of our products against our mission and our sustainability goals, addressing each product's highest social and environmental impacts. It's based on best practices from within our industry and the sustainability and fair labor realms. It's not a marketing campaign, so not everything is at the top of the scale. It's a starting point and an honest effort at product-level transparency. Information on The GoLite Index™ and individual product scores are available on GoLite's website. The GoLite Index™ measures:

- Environmentally Preferred Materials
- Responsible Production
- Education + End-of-Life Programs

GoLite Product Take-Back Program

GoLite is committed to taking responsibility for what we make. We seek to extend the life and reduce the end-of-life footprint of GoLite products via a comprehensive approach centered on product durability, design-for-recyclability, and care, repair, reuse and recycling education programs. GoLite's Take-Back Program is the first of its kind in the outdoor industry. GoLite takes back any unwanted GoLite product from consumers. Interior product labels teach consumers that their used GoLite product is "not trash" and encourages them to visit the GoLite website to learn more about how to repair or repurpose their product locally. If they decide to send it back to us, we repair, donate, repurpose, and/or recycle everything we get back.

2015 GOALS

By 2015, GoLite will:

1. Use 100% Environmentally Preferred Materials in our product line.
2. Continue to achieve ongoing compliance with our factory fair labor Code of Conduct and regular improvements in our factories' human rights and environmental practices.
3. Have a majority of our factories designated as "Partner" status.
4. Have achieved a 25% reduction in our materials-based carbon intensity.
5. Continue to be 100% "climate neutral" through greenhouse gas reduction strategies and carbon offsets.
6. Have a "Zero Waste," paperless headquarters that is powered by 100% renewable energy.
7. Achieve 100% employee participation in our company's Alternative Transportation Program.

GoLite's arrival on the outdoor gear scene caused a stir. Though still young, GoLite has taken its place among the leading brands in the outdoor industry. Today, the company is widely viewed as the driving force that sparked an industry-wide shift towards lighter gear. We believe lightness, both as a design philosophy and as a way of life, is our best strategy, not only for building a successful business but saving the planet.

Certified



Corporation™

bcorporation.net



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