



GORE FABRICS RESPONSIBILITY UPDATE

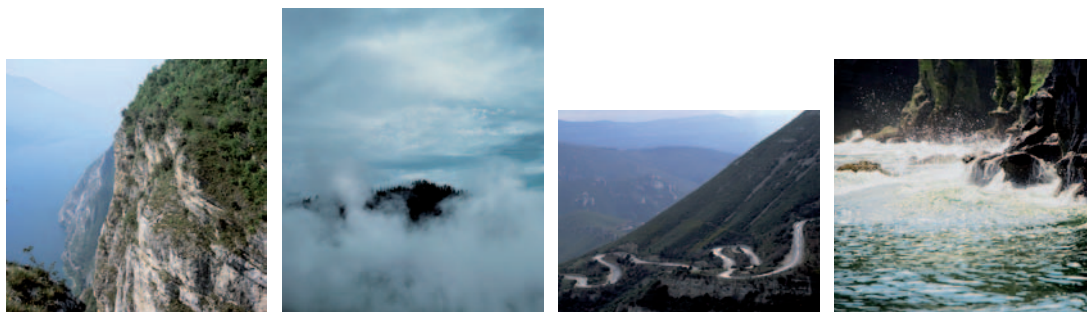


2014



Contents

Environmental and Social Responsibility at Gore Fabrics	p 2
Life Cycle Assessment data published for the first time	p 3
Elimination of PFOA completed in 2013	p 6
Percentage of bluesign® certified Gore laminates increases	p 6
Gore Fabrics site in China certified to ISO 14001	p 7
Higg Index presented at European Outdoor Summit™	p 8
GORE BIKE WEAR® and GORE RUNNING WEAR® join FLA	p 9
Great Place to Work®: Gore is ranked at the top worldwide	p 10
Gore supports Arc'teryx's Bird's Nest project	p 11
Mountain Forest Project in the Alps	p 11
About W. L. Gore & Associates, Inc.	p 12
Contact	p 12



ENVIRONMENTAL AND SOCIAL RESPONSIBILITY AT GORE FABRICS

Dear Licensees, Customers and Associates,

Gore is committed to making continual improvements to the environmental impact of our products throughout the value chain. We would like to provide you with information on this and on our overall progress towards more sustainable business practices during the last year through this Responsibility Update.

Over the past 20 years Gore has achieved a great deal with respect to environmental sustainability, but there remains much to do. As a company known for its innovations, we continue to drive ecological and social development – yet we do so without compromising the functionality and durability of the products we produce. Consistently meeting this expectation of you and our consumer is what keeps us focused and motivated to innovate.

Regards

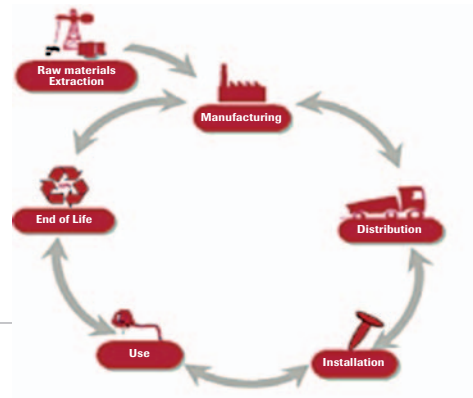
Bernhard Kiehl



Bernhard Kiehl

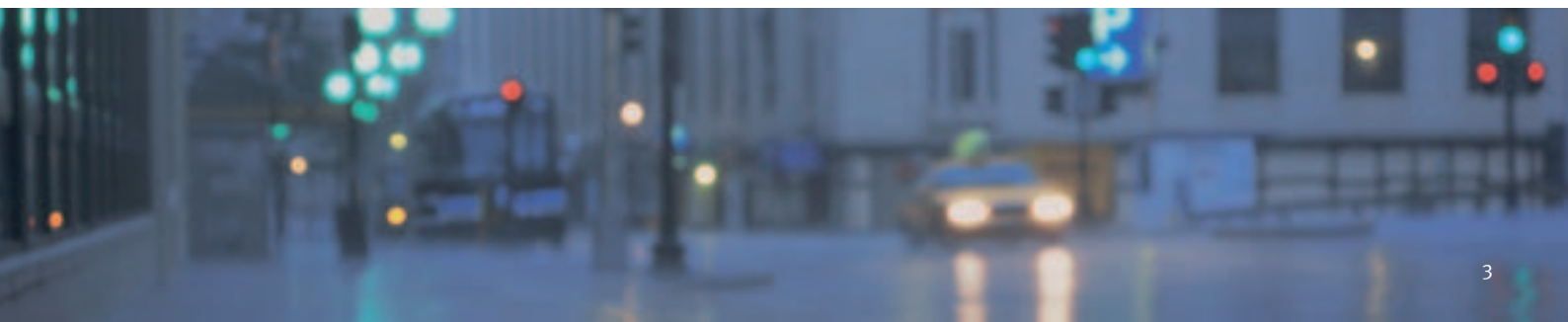
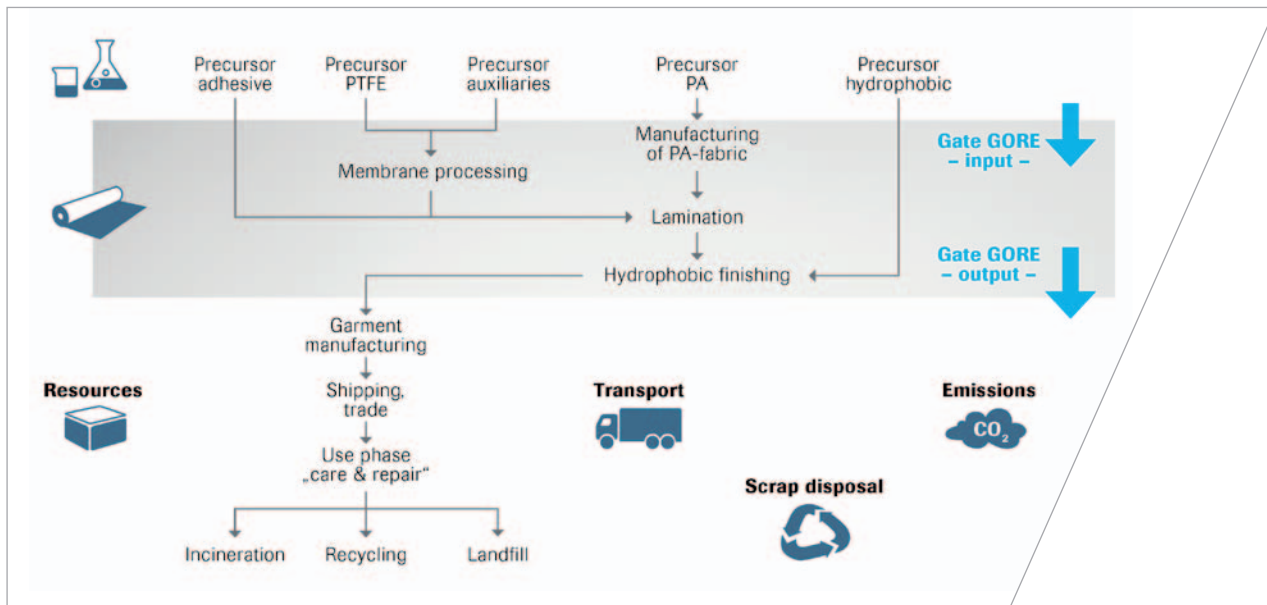
LIFE CYCLE ASSESSMENT DATA PUBLISHED FOR THE FIRST TIME

In 1992 Gore adopted Life Cycle Assessment (LCA) as a scientifically credible approach to understand the environmental impact of our products. Since then we have been able to measure the impact of our textile products in specific terms “from cradle to grave” and to make targeted improvements.



Life Cycle Assessment (LCA)

LCA is the worldwide standard for assessing the overall environmental impact of an end product and takes into account all the ecological aspects of a product including resource and energy consumption, emissions to air, soil and water as well as impact on health and ecosystems. The latest LCA results show that manufacture and transportation account for nearly two thirds of the greenhouse potential (global warming potential) of a GORE-TEX® jacket, while care of the product by end users still accounts for 35%. In other words, the longer a functional outdoor jacket lasts, the lower its yearly impact on the environment.



INTERVIEW WITH STEWART SHEPPARD, GORE FABRICS ASSOCIATE, EXPERT ON LIFE CYCLE ASSESSMENT

What is Life Cycle Assessment?

Stewart Sheppard: *The LCA approach is the worldwide standard for assessing the environmental impact of products in their entirety. LCA takes a holistic approach to this. In other words, all relevant factors are taken into account – from production of the raw materials through materials processing and manufacture, transportation, use, repair and care right through to disposal or recycling.*

Why does Gore use Life Cycle Assessment?

Stewart Sheppard: *Any company that manufactures products should be concerned about the impact of their products on nature and the ecosystem. Our understanding of this impact is based on a highly scientific approach that relies on knowledge, not assumptions. Life Cycle Assessment, or LCA for short, is part of this approach.*

What advantages does Life Cycle Assessment have?

Stewart Sheppard: *In order to genuinely reduce the environmental impact of products in the long term, we have to consider all aspects. For example, if fewer chemicals are used in production that could potentially reduce the useful life of a product. Shorter lifetime would result in earlier replacement of the product which may have an even more significant environmental burden than use of the chemical replaced. Unlike other methods, LCA allows us to understand these complex inter-relationships and to holistically view the life cycle of our products from cradle to grave.*

Who carries out the LCA studies?

Stewart Sheppard: *We work in partnership with external scientific institutions. The Institute for Applied Ecology at the Oeko-Institut in Freiburg, Germany advises us on matters related to methodology and data quality, for example, while Rita C. Schenck, Executive Director of the Institute for Environmental Research and Education in Washington State, USA performed an independent expert review of our overall research.*

What do you think is the most important result of the LCA?

Stewart Sheppard: *We are able to prove that the long life of functional clothing is the most important factor in improving the Life Cycle Assessment. Or to put it another way: the longer a jacket is used, the lower its environmental impact.*

When it comes to long life, how much of a role do consumers play in this?

Stewart Sheppard: *Consumers play a significant role! If they wash a functional jacket regularly and occasionally restore the DWR (Durable Water Repellency), they are able to use it longer and thereby actively contribute to protecting the environment.*

How is that connected?

Stewart Sheppard: *It's very simple: if you are able to wear your jacket longer, you will buy a new one less often which clearly reduces environmental impact. Truly green items tend to be those that are your favourites. They are timeless, easy to care for and robust – they are not discarded and replaced within a few months after purchase.*

What conclusions has Gore drawn from these results?

Stewart Sheppard: *Because a long lifetime can reduce the environmental impact of a product enormously, product quality and useful life are the cornerstones of our product strategy. Of course, the product must also be free from unwanted residues and must therefore be manufactured to the highest environmental standards available. To achieve this, we apply environmental standards such as the bluesign® standard or Öko-Tex® Standard 100.*

Given its unique role in the performance textile global value chain, what is Gore doing to improve the environmental impact of the whole supply chain?

Stewart Sheppard: *A large part of the environmental impact is actually beyond our direct control. That is precisely why it is important to select suppliers and textiles carefully and to work closely with the entire supply chain. A specific example is certification to the bluesign® standard, which is probably the most stringent environmental standard in the textile industry at present. We have taken this step ourselves and are now actively working to encourage our suppliers to take this step as well.*



Stewart Sheppard

CARE INSTRUCTIONS FOR GORE TEXTILE PRODUCTS

The Life Cycle Assessment shows that one of the most important factors for improving the LCA is how long a product lasts. Outdoor enthusiasts can themselves make a great contribution here through regular care:

EASY CARE



- Wash your garment as often as you need to remove such impurities as dirt, campfire smoke and cooking odours. Washing maintains the breathability and water repellency and extends the life of the jacket.
- Wash the jacket according to the care instructions, together with other lightly soiled items of clothing or alone.
- Only reapply water repellency if heat-treating the jacket by tumble drying or ironing after washing does not restore the water-repellent effect.
- Even if physically damaged, the life of the jacket can still be extended by using a repair kit or repair centre recommended by Gore.



Our care centre on our website contains detailed washing and care instructions for our various products: <http://www.gore-tex.co.uk/remote/Satellite/content/care/washing-instructions>

JASON KIBBEY, EXECUTIVE DIRECTOR SAC

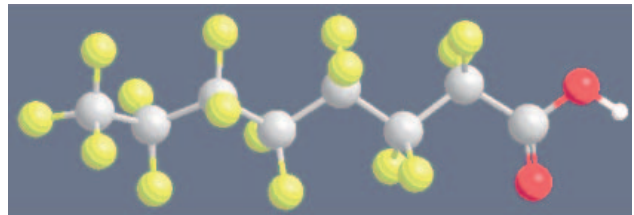
“We appreciate Gore sharing LCA results as they allow the partners in the value chain – including the consumer – to understand their environmental impact and how to improve. These data for functional outerwear will be valuable input to the Sustainable Apparel’s work to improve environmental product assessments and shape future versions of the Higg Index. By that we seek to make the measure of environmental performance scalable to a wide variety of products and catalyse substantial improvements”, says Jason Kibbey, Executive Director of SAC.



Jason Kibbey

ELIMINATION OF PFOA COMPLETED IN 2013

As far back as ten years ago Gore began a project to gradually removing perfluorooctanoic acid (PFOA) from its products. Since the end of 2013 we have used only PFOA-free raw materials in the manufacture of functional textiles. This makes Gore one of the first companies in the industry to have consistently made the switch in all textile product areas – from performance apparel to workwear.



Source for graphic: <http://www.heise.de/tp/artikel/26/26581/1.html>

In August 2013 the Norwegian Environment Agency (NEA) regulated on the use of PFOA, thereby laying down the most stringent legal limit values worldwide for the use of PFOA. The regulation, which enters into force on 1 June 2014, covers all forms of manufacture, import and export of PFOA in consumer products. Current estimates suggest that a ban on PFOA in the European Union is to be expected in 2015/2016.

Perfluorooctanoic acid (PFOA) has been found in raw materials in many industries, including the carpet, automotive, food packaging and outdoor industries. In 2013 PFOA was added to the list of Substances of Very High Concern under the European Chemicals Order REACH. Work is in progress on restricting the use of PFOA because it is widespread in the environment and has caused negative effects in animal experiments.

PERCENTAGE OF BLUESIGN® GORE LAMINATES INCREASES



Gore Fabrics has been an official partner of the bluesign® system since 2010, and now Gore has increased the percentage of bluesign® certified Gore laminates to 50% of its total laminates volume for consumer performance apparel.

“We will continue to work closely with our suppliers so that they also become partners of the bluesign® system and incorporate its criteria into their production facilities. We will then be able to increase the percentage of bluesign® Gore laminates still further,” says Bernhard Kiehl.

The bluesign® system aims to replace or reduce all chemicals in the textiles value chain that represent a potential risk to people, animals or the environment. The bluesign® system sets high requirements of energy efficiency and use of resources, and demands the most modern production management and standards of safety at work. Only substances that are definitely (or ‘proven’) safe are permitted to be used in the manufacturing processes certified by bluesign®. bluesign® technologies carries out regular checks to ensure compliance with its strict quality standards.



Source for graphic: <http://www.bluesign.com/industry/bluesign-system/principles#.UyavRvI5Nlo>

Shenzhen

GORE FABRICS SITE IN CHINA CERTIFIED TO ISO 14001

A further milestone in Gore Fabrics' environmental programme was recently reached: our production facility in Shenzhen, China was certified to the environmental standard ISO 14001, the second Gore fabrics facility to achieve this. *"This significant milestone clearly demonstrates our commitment to achieving uniformly*

high quality and environmental standards worldwide in our manufacturing operations. We are proud of our accomplishment and eager to continue our efforts towards environmental improvements in our global manufacturing operations", states Rosanna Gee, Global Manufacturing & Operations Leader – Fabrics Division.



ISO 14001 – Environmental Management

Since 1996 the standard ISO 14001 has provided a basis for the structure, introduction, monitoring and further development of environmental management systems. It lays down requirements that are applicable to organisations of all types and sizes, whatever their different geographical, cultural and social circumstances. **Its overall aim is to promote environmental protection and to prevent environmental pollution, in harmony with economic, social and political requirements.** At the same time, ISO 14001 also provides a basis for the certification of environmental management systems.

Source: http://www.tuev-sued.de/management_systeme/umwelt/iso_140012004
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Gore production facility in Shenzhen, China

HIGG INDEX PRESENTED AT EUROPEAN OUTDOOR SUMMIT™

“Through our partnership with the summit and our active participation, we are showing that Gore is committed to tackling sustainability through collaborative partnerships and to assume a pioneering role when it comes to environmental cooperation in the industry,” says Bernhard Kiehl, leader of the sustainability team at Gore Fabrics. In his presentation to the European Outdoor Summit™ Kiehl

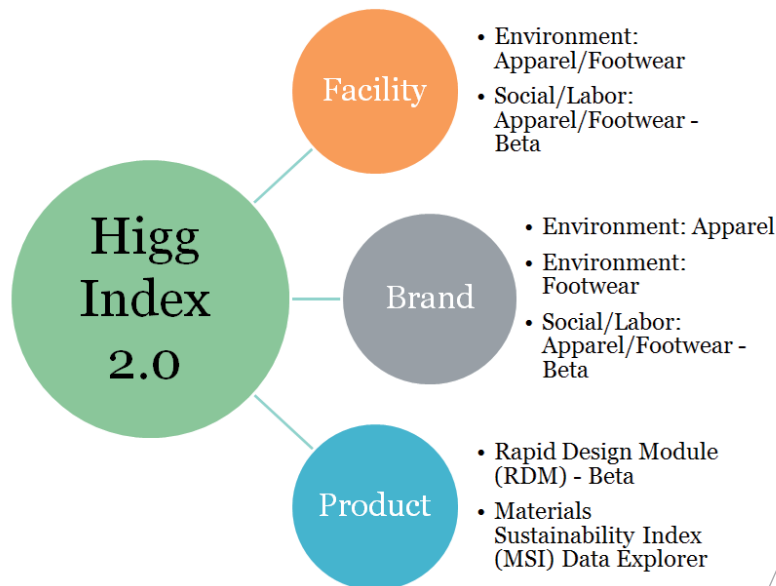
concentrated on presenting the “Higg Index”, which has been developed by the Sustainable Apparel Coalition (SAC) as a tool for assessing environmental and social sustainability along the supply chain and which is based on Life Cycle Assessment methodology (see pages 3-5). Credible measurement leads to more sustainable products and sound advertising claims.



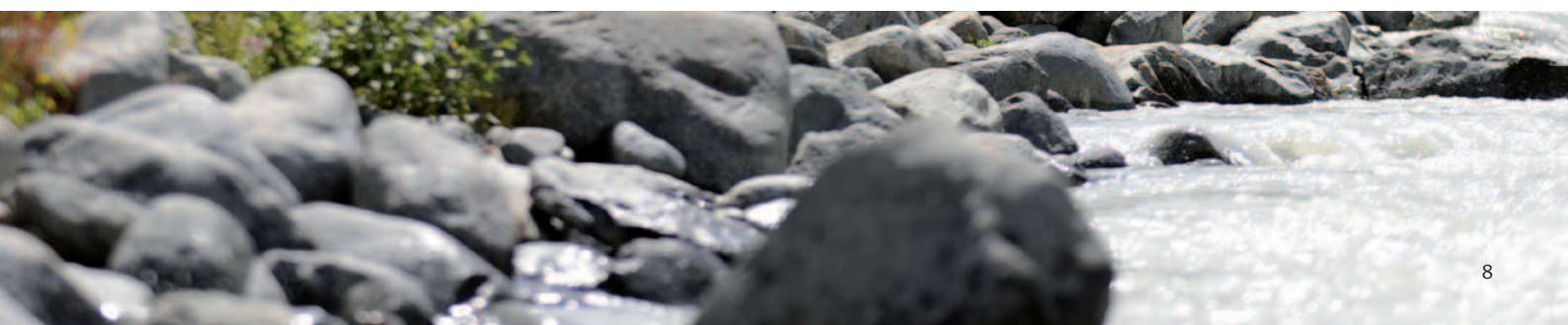
For more information on the Higg Index and the Sustainable Apparel Coalition visit:
<http://www.apparelcoalition.org/>
<http://www.apparelcoalition.org/higgindex/>

The Higg Index 2.0 Suite of Tools

See below for brief descriptions of the individual tools in the Higg Index 2.0 suite.



Source for graphic: <http://www.apparelcoalition.org/higgindex/>





FLA



GORE BIKE WEAR® AND GORE RUNNING WEAR® ARE MEMBERS OF THE FAIR LABOUR ASSOCIATION™

It is part of Gore's corporate culture to create fair working conditions worldwide, along with a positive work environment. We demand this not only of ourselves, but also of our suppliers and partners. Particularly in those integrated business areas where we offer finished products to the consumer – our GORE BIKE WEAR® and GORE RUNNING WEAR® products – our responsibility goes even further: in these cases, we are committed to verifying the working conditions in external production facilities used to manufacture our clothing.

Back in June 2012 Gore determined that GORE BIKE WEAR® and GORE RUNNING WEAR® products should be affiliated with the Fair Labour Association™ (FLA) in order to ensure fair and decent working conditions along the supply chain producing these products. The FLA is an international specialist for the apparel and textile industry and is recognised for its transparency and credibility in protecting the rights of workers.

Workplace Code of Conduct

All companies affiliated with the FLA must ensure that the workers paid for making their products are protected according to current laws, as well as the FLA Workplace Code of Conduct at the sites concerned. This includes compliance with local labour and environmental legislation, the banning of child labour, excessive overtime and harassment and the creation of safe jobs.

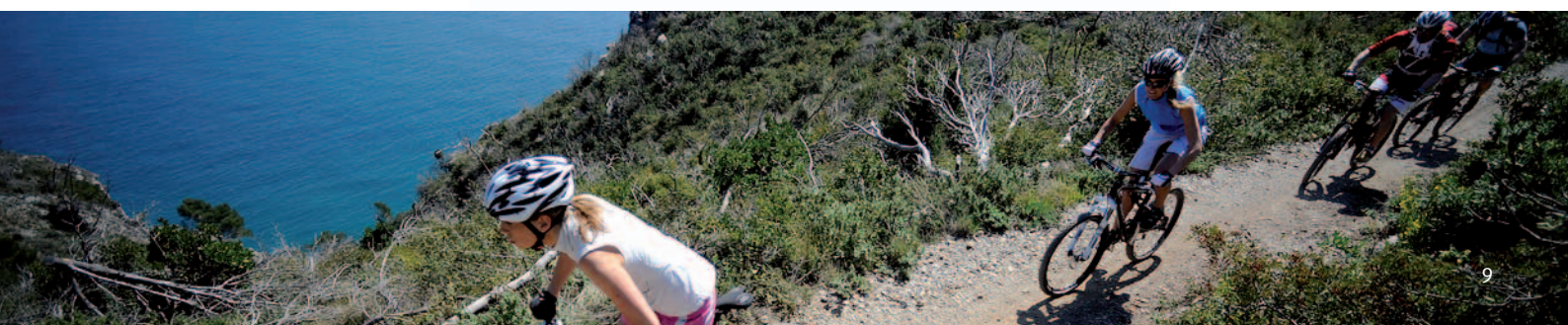
In accordance with FLA standards, the apparel manufacturers that supply Gore's clothing are contractually obliged to implement these social standards. Gore itself carries out regular checks on compliance, as does the FLA. Today more than 60% of apparel manufacturers that supply GORE BIKE WEAR® and GORE RUNNING WEAR® products have already been audited and we're planning to complete 100% by end of this year.



For more information on the FLA and the Code of Conduct visit:
<http://www.fairlabor.org/>
<http://www.fairlabor.org/our-work/labor-standards>



Source for graphic: <http://www.fairlabor.org/our-work>



GREAT PLACE TO WORK®: GORE IS RANKED AT THE TOP WORLDWIDE

For some years now Gore has repeatedly received international “Best Workplace” awards in a number of regions. In 2013, The Great Place to Work® Institute placed Gore among the top 5 workplaces globally and with the additional award in China, Gore is now present on nine national lists for this award around the world.

In 2013 Gore China took part in Greater China Best Workplace for the first time, and was named as one of the twelve “Best Companies to Work For”. *“We are extremely pleased to be included in this prestigious list,”* comments Pete Kubizne, Asia Pacific Region Leader

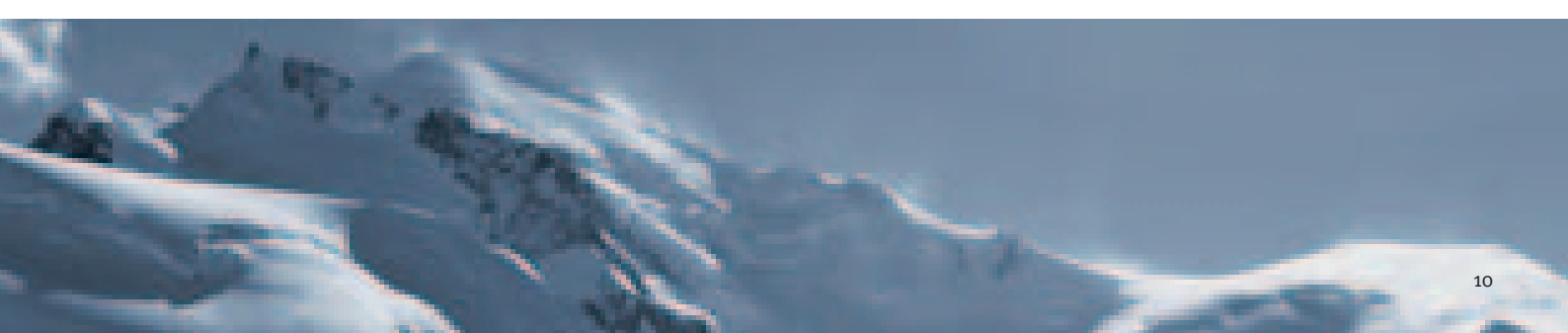
and responsible for the Shenzhen facility. *“This award confirms what Gore has embodied for more than 50 years. I am proud of our associates, who have taken on board our corporate culture and live it on a daily basis. It is they who have earned this award and made it possible.”*

“When people work in an environment that gives them the freedom to use their initiative, it releases huge creative energy that brings about groundbreaking innovations,” says Terri Kelly, Gore’s CEO. *“Our unconventional corporate culture is the driving force behind our success.”*



Gore has been receiving workplace awards for many years:

- In 2014 Gore was ranked among the top 5 companies in Germany, France, the UK, Italy, Sweden and Spain
- In 2014 Gore Germany also received a special award for Skills Development
- In 2013 Gore was ranked the 5th best place to work in Europe by the Great Place to Work® Institute
- US magazine Fortune named Gore as one of the “100 Best Companies to Work For” in the USA for the seventeenth time
- Fast Company magazine names Gore as one of “The World’s 50 Most Innovative Companies”



GORE SUPPORTS ARC'TERYX'S BIRD'S NEST PROJECT

In 2013 Gore once again supported social projects such as the worldwide “Bird’s Nest” campaign by the manufacturer Arc’teryx. For one weekend, volunteers at Globetrotter in Cologne, Germany made rain capes for the homeless using remnants of GORE-TEX® fabric

material left over from Arc’teryx’s production of GORE-TEX® jackets in their Vancouver, Canada facility. The resulting waterproof and windproof capes were handed over to the Gulliver project for further distribution to the homeless in Cologne.



MOUNTAIN FOREST PROJECT IN THE ALPS

For the fourth year running Gore has been involved in the Mountain Forest Project in the Bavarian Alps. Around 6,000 young trees were planted and around 3 km of forest paths were laid or replaced. Since 2009 Gore has offered its associates the opportunity to become actively involved in environmental protection and nature conservation. Once a year, up to 20 interested associates meet for a four-day work project under the guidance of an expert. The project is managed and organised by employees of the charity Bergwaldprojekt e.V., which has been organising volunteer work on nature conservation throughout Germany for nearly 20 years.

What is the Mountain Forest Project?

The mountain forests are Alpine regions which are particularly vulnerable to environmental influences such as climate change. Where these regions have been badly damaged, their ability to perform their function as protective woodland has been compromised. The regeneration and replanting measures required are expensive and labour-intensive, so woodland owners often cannot afford to carry them out on their own. The same is true of the state forest enterprises. To support these essential efforts, both volunteers and experts are needed to work cooperatively to ensure the sustained benefit for everyone.





ABOUT W. L. GORE & ASSOCIATES, INC.

Gore is a technology-driven company focused on discovery and product innovation. Well known for waterproof, breathable GORE-TEX® fabric, the company's portfolio includes everything from high-performance fabrics and implantable medical devices to industrial manufacturing components and aerospace electronics. Headquartered in the United States, Gore posts annual sales of more than \$3 billion and employs more than 10,000 associates with manufacturing facilities in the United States, Germany, the United Kingdom, Japan and China, and sales offices around the world. In Europe, Gore started its first business operations only a few years after the Enterprise's founding in 1958. Gore now has locations – sales offices as well as production facilities – in the key European countries dedicated to serving the markets of all of Gore's product divisions. Gore is one of a select few companies to appear on all of the U.S. "100 Best Companies to Work For" lists since the rankings debuted in 1984. For several years now, Gore has also been voted one of the best workplaces in Europe and has been ranked on top workplace lists in France, Germany, Great Britain, Italy and Sweden. Learn more at gore.com.

CONTACT

Call us on freephone **1800-GORE-TEX (467-3839)**

<http://www.gore-tex.com/remote/Satellite/content/customer-service/contact-us>

