

GORE FABRICS RESPONSIBILITY UPDATE 2018



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EDITORIAL

2018 was a remarkable and directive year for Gore Fabrics. We launched our new GORE-TEX INFINIUM™ product range and made good progress on our journey to further improving our impact on the environment while creating high performing, durable products.

Caring not only about today, but also about tomorrow, in 2017 we announced our ambitious goal to eliminate PFCs of Environmental Concern (PFC_{EC}) from the entire lifecycle of our consumer products by the end of 2023. In early 2018, we reached the first key milestone of our roadmap: We introduced the first GORE-TEX laminates with a new durable water repellent (DWR) that is free of PFC_{EC}. This achievement, which received positive feedback from our customers and key stakeholders, as well as having prototypes utilizing PFC_{EC} Free membrane materials in field trials, gives us confidence that we will also achieve the next goals on our roadmap, albeit a few of them a bit delayed. However, our overall goal to have PFC_{EC} eliminated from the entire lifecycle of our consumer products by the end of 2023, remains unaltered.

Today, we are also pleased to report about the progress we have made in our work with HIGG, the increased use of recycled and solution-dyed materials in our products, and a new Life Cycle Costing methodology for Technical Oriented Fabrics. Learn about how our Wash & Care pilot project works, why we joined the "Make Fashion Circular" initiative and what one of our plants did to receive ISO 14001 certification. Furthermore, we are proud of our Associates that initiated or continued volunteering programs and briefly featuring two GORE-TEX athletes, who both perfectly match our core beliefs in how to deliver high performance while striving to protect our environment.

Finally, I'd like to briefly mention one project that is not yet included in this update, as it is work in progress. We are investing a lot of our energy to update our vision of how our material science and innovation power can contribute to solving important social and environmental challenges. We work internally to adapt our organization towards that aspiration but also collaborate with our industry partners in a number of multi-stakeholder initiatives to create solutions for a more sustainable industry.

For now, I hope you enjoy reading our Responsibility Update 2018 – and watch out for more news to come in 2019!

Kind regards,
Bernhard Kiehl



SIGNIFICANT PROGRESS MADE TOWARDS GORE FABRICS' GOAL OF **ELIMINATING PFCs OF ENVIRONMENTAL CONCERN** (PFC_{EC}) FROM ITS CONSUMER PRODUCTS

In February 2017, Gore Fabrics announced its “Goal and Roadmap for Eliminating PFCs of Environmental Concern (PFC_{EC})” from the lifecycle of its consumer fabrics products following an intense and fruitful discussion with Greenpeace. This has led to an ambitious research and development (R&D) program for Gore Fabrics stretching over several years to 2023.

In 2018, Gore invested several million US-Dollars in pursuit of achieving its PFC_{EC} goal. So far, hundreds of dedicated Gore Associates have invested thousands of working hours in key projects.

New PFC_{EC} Free DWR introduced to the market

As a result of these efforts, Gore Fabrics has made some significant progress: In early 2018, Gore began shipping GORE-TEX 2-Layer laminates with a new PFC_{EC} Free Durable Water Repellent (DWR) treatment to its customers. In addition, PFC_{EC} Free DWR was introduced to most GORE® WINDSTOPPER® laminates for retail season Autumn/Winter 2018. So, in 2018 more than 50% of Gore Fabrics' general outdoor product portfolio transitioned. In November 2018, Gore Fabrics announced that in retail season Autumn/Winter 2019 new GORE-TEX 3-Layer laminates will be available at retail that also utilize this new high performance PFC_{EC} Free DWR.

This PFC_{EC} Free DWR has been selected after a thorough screening and field test phase that Gore Fabrics conducted, which demonstrated that it fully meets consumers' performance expectations for general outdoor activities like lift-served skiing or day hiking.

To allow consumers to connect Gore's progress to the products available in the retail market, Gore Fabrics developed and implemented a new product labeling framework with its brand and retail partners, starting with PFC_{EC} Free DWR.



Window decoration, posters and hangtags allow consumer to easily identify GORE-TEX products with the new PFC_{EC} Free DWR at retail.



Scientific incineration study completed and under peer review

In order to complement knowledge regarding the environmental fate of GORE-TEX products at the end of their life, Gore Fabrics commissioned the renowned Institute of Technical Chemistry at the Karlsruhe Institute for Technology, Germany, to conduct a study on the incineration of products that contain PTFE – the key barrier material in GORE-TEX products – in its pilot size incineration plant.

A variety of scientific stakeholders had provided input on the draft study plan to evaluate potential releases of a broad range of PFC_{EC} in representative municipal incineration conditions. Following a series of validation campaigns, the experiments were carried out at the Karlsruhe Institute for Technology in February 2018. The experimental samples were analyzed by independent third-party laboratories.

The study is now complete, and KIT and Gore have submitted a scientific article for peer review for publication in a scientific journal. Pending feedback from the review panel, Gore Fabrics can already say that the results look promising.



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INTERVIEW WITH JON HAMMERSCHMIDT, SUSTAINABILITY TECHNICAL CHAMPION

Gore Fabrics' PFC goal also includes the elimination of PFC_{EC} from the product lifecycle of your membranes. What is the status of this development?

JH: We made significant progress in developing new PTFE membranes that no longer require PFC_{EC} as polymerization aids in the upstream manufacturing. While we are working very hard together with our suppliers on delivering against our plan, we, however, may have to accept that true innovation does not often go by scheduled time. Although we had technical breakthroughs in finding new and high performing PFC_{EC} Free materials, commercializing PTFE made without PFC_{EC} will take longer than we originally expected. The progress we are making nevertheless gives us confidence that we will achieve this goal, albeit delayed.



Also, the development of PFC_{EC} Free DWR for highly demanding end-uses remains a significant challenge ahead, but with close external collaboration we have focused our work on the most promising routes and are still on track to achieve our goal in this respect as well.

Do you also look for alternative membrane solutions that work without fluorinated materials?

JH: Yes, in addition to ePTFE solutions, we have also been actively pursuing other or complimentary membrane materials, that are not based on fluorinated materials. Following the evaluation of a range of options, we now have a focused effort on the most promising development paths. Major technical uncertainties have been addressed, but there is still technical work to do.

What does this mean for the overall goal of eliminating PFC_{EC} from the entire lifecycle of Gore's consumer fabrics products by 2023?

JH: Due to the technical challenges we have not yet fully achieved the commercial capability and scale to meet our aggressive 2020 goal. Nevertheless, as of today we are confident to meet our ultimate goal to complete elimination of PFC_{EC} by the end of 2023. We have also shared our development status with Greenpeace, they generally appreciated the progress made and indicated that they understand the reason for the delay in some areas and continue to support our PFC_{EC} elimination program.

To make sure that customers, end consumers and the broader public remain informed about Gore Fabrics' endeavors to achieve its PFC goal, the company publishes regular updates on the progress it is making. The latest Progress Report can be found online at www.gore-tex.com/technology/responsibility/pfc-goal.

GORE FABRICS INCREASES **USE OF RECYCLED AND SOLUTION-DYED TEXTILES** IN GARMENT PORTFOLIO, CONTRIBUTING TO WATER SAVINGS AND REDUCTION OF CO₂ EMISSIONS

In addition to introducing a new PFC_{EC} Free DWR (Durable Water Repellent), in 2018 Gore Fabrics made two other significant steps to improve its environmental footprint and to make the GORE-TEX consumer garments portfolio more sustainable.

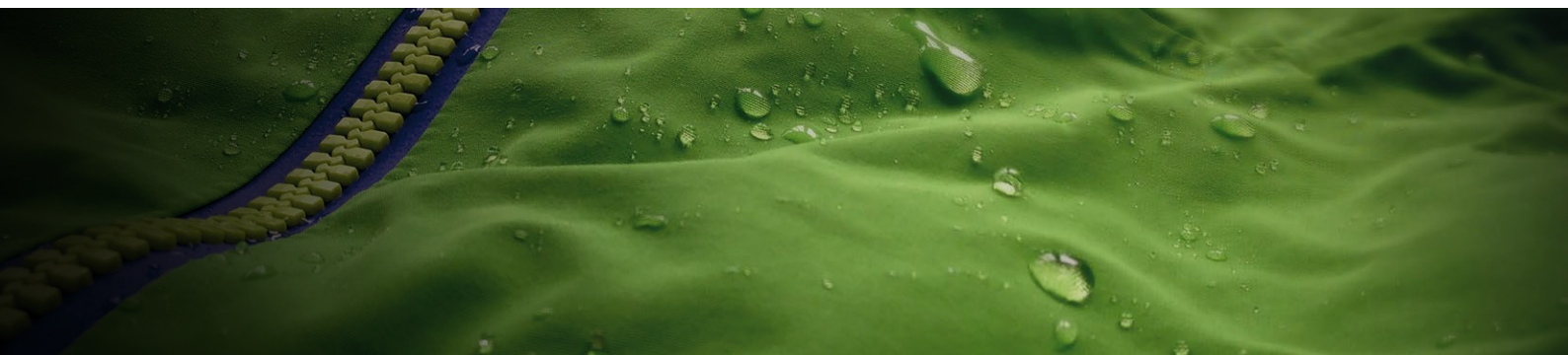
In July, Gore presented new GORE-TEX 2-Layer jackets that, in addition to a PFC_{EC} Free DWR, were manufactured with laminates utilizing face-textiles made from recycled materials. This has been a key initiative within Gore Fabrics' sustainability strategy and while the consumer product collection for the retail season Autumn/Winter 2018 already included more than a dozen of these laminates, for the retail season Autumn/Winter collection 2019 the number has almost tripled.

Using recycled materials helps reduce the amount of plastic waste that otherwise would end up in landfill or incineration systems. The recycled nylon is currently sourced from pre-consumer waste, while the recycled polyester stems from used PET bottles.

In November 2018 Gore Fabrics unveiled a second innovation which is also ready to be rolled out to customers for the retail Autumn/Winter collection 2019: the new versatile GORE-TEX 3-Layer laminates with a PFC_{EC} Free DWR of the face fabric and a solution-dyed textile backer made from recycled polyester.

"We seek to expand our share of solution-dyed textiles as they bring two compelling advantages: solution-dyeing helps reduce our environmental footprint and in terms of performance, it has superior color-fastness to light – which will allow consumers to enjoy the brilliance of colors for longer than usual. And, as we know from our Life Cycle Assessment studies, using durable outerwear for a long time is the best thing you can do to reduce its impact on the environment."

Thomas Kiebler, Gore Application Engineer



This new product combines the advantages of solution-dyeing with recycled content, which will bring an additional range of 18 laminates with solution-dyed content to GORE-TEX brand partners from 2019 onwards. This continues Gore's journey of developing fit-for-use performance fabrics that improve the environmental footprint of outdoor apparel, while delivering the right level of durable comfort and protection. The new 3-Layer garments provide everyday versatility for a wide range of urban and general outdoor activities ranging from camping, hiking and adventure travelling to golfing, skiing, and other outdoor sports.

Gore worked for more than a year with its supply chain partners to develop a completely new recycled and solution-dyed yarn, with the lowest weight ever produced. About 4,000 recycled plastic bottles are used to make 1,000 meters of the new backer textile.

Solution dyeing is a yarn-dyeing technology with a simple, but smart difference to conventional dyeing techniques. During the solution-dyeing process, dyestuffs are mixed with the nylon or polyester pellets before being spun into yarn. The resulting yarn is permanently deeply colored and ready to be woven into fabrics. The process saves about 96% of Global Warming Potential and 88% of Water Scarcity, compared to conventional jet dyeing (according to the Higg Material Sustainability Index).





GORE FABRICS JOINED ELLEN MACARTHUR FOUNDATION'S "MAKE FASHION CIRCULAR" INITIATIVE

In May 2018, Gore Fabrics announced its participation in the Ellen MacArthur Foundation's "Make Fashion Circular" initiative, joining forces with some 20 global brands in a commitment to develop new pathways for the textile industry informed by the principles of a circular economy.

Launched in May 2017 at the Copenhagen Fashion Summit, the "Make Fashion Circular" initiative brings together leaders from across the fashion industry, including brands, but also cities, philanthropists, NGOs and innovators. With the aim to stimulate collaboration and innovation, participants are committed to work together to build a system for a new textiles economy based on three key strategies:

1. Business models that keep clothes in use
2. Materials that are renewable and safe to wear
3. Solutions that turn used clothes into new clothes

The long-term vision of the "Make Fashion Circular" initiative aligns well with Gore Fabrics' aspiration to deliver the best possible combination of high performance and low environmental footprint, allowing for durably performing products and longer usage of apparel and footwear.

More information on the initiative can be found online at www.ellenmacarthurfoundation.org/our-work/activities/make-fashion-circular or on Twitter under @circularfibres #makefashioncircular.

"We are really excited to join the "Make Fashion Circular" initiative and are very much looking forward to contributing through our expertise, in particular by sharing our science-based insights about product durability. We know from our Life Cycle Assessment (LCA) studies that the useful lifetime of functional apparel is a key factor for reducing its environmental footprint. That is why making durably performing products has always been at the heart of what we do. Certainly, we are also eager to learn from and get inspired by what others do to create a circular economy for textiles."

Bernhard Kiehl, Gore Fabrics' Sustainability Leader



Joining "Make Fashion Circular" also opens a new page in Gore Fabrics' commitment to actively contribute to leading multi-stakeholder platforms working together transparently to overcome key sustainability issues in the textile industry. Amongst others, Gore has been a founding member to the Sustainable Apparel Coalition (SAC) and the Sustainability Working Groups of the US Outdoor Industry Association (OIA) and the European Outdoor Group (EOG).



FURTHER STEPS MADE IN APPLYING HIGG INDEX FOR SHARING INFORMATION ON SUSTAINABILITY PERFORMANCE OF OUTDOOR PRODUCTS WITH CUSTOMERS AND CONSUMERS

Gore is a founding member of the Sustainable Apparel Coalition (SAC) that – among other activities – develops and promotes the Higg Index, a suite of tools that enables brands, retailers, and facilities of all sizes – at every stage in their sustainability journey – to accurately measure and score a company or product’s sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment. As one of its key projects the SAC currently aims at adding a tool to the Higg Index that is targeted to become a credible standardized source of information on the environmental impact of finished products. In 2018 Gore continued its work within this industry collaboration on developing the underlying measurement and verification methods to make use of this information for product labeling or online information, intended to educate consumers and help buyers make more informed decisions.



INTERVIEW WITH BEN BOWERS, PRODUCT ENVIRONMENTAL FOOTPRINT SPECIALIST

How did Gore contribute to the development of the HIGG Index in 2018?

BB: We feel there has been pretty good progress in measuring the environmental and social impact of apparel manufacturing over the years. In 2018, Gore adopted version 3 of the Facility Environmental Module (FEM) and has continued to work on implementing it into our internal processes. We are looking forward to getting the Facility Social and Labor Module (FSLM) for manufacturers up and running. The next major step for SAC is to enable brands to measure the environmental footprint of finished goods. Materials, as well as their durability, will play a key role for this. For example, a jacket that is used for longer is better for the environment than a similar jacket with a shorter lifetime. This tool will allow the measurements of these differences.



Why is the HIGG suite of tools relevant to Gore?

BB: The Higg Index tools are important because they represent a unique chance for companies to measure the environmental impacts of their products in a transparent, credible way that is also comparable between multiple companies, countries and even across product categories. The Higg Index is a comprehensive suite of tools looking not only at the product from an environmental and social point of view, but also considering retail and production facilities. Used all together, the Higg Index tools will eventually allow consumers to get a transparent view on the overall sustainability of the products they are buying, including the environmental impact of their own decisions as for example using products for a long time.

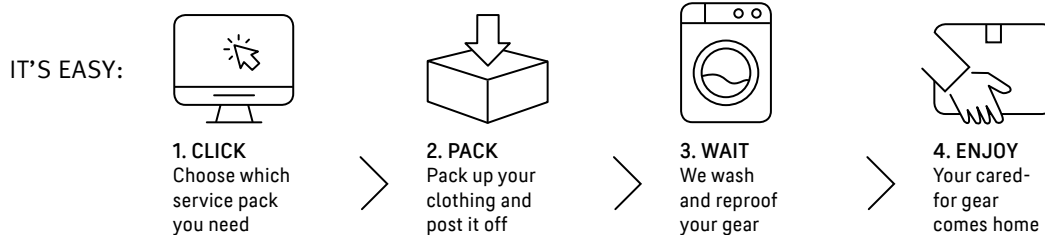
What else do you expect in 2019?

BB: 2019 is set to be an exciting year for Gore and the Sustainable Apparel Coalition. The SAC has recently set up an advisory council to work on the finalization of their Product Module, on which Gore has a seat. I personally have a history working with the SAC on this topic and I am glad to be reunited with the team to continue this important work. With particular regard to Gore, 2019 will see the submission of new data for PTFE, the key barrier material in GORE-TEX products, to the Higg Material Sustainability Index (MSI). This new data shall correct a long-standing, outdated assessment of PTFE’s carbon footprint and allow for Gore materials to be evaluated using more accurate and up-to-date data.

GORE FABRICS STARTED **WASH & CARE** PILOT PROJECT FOR GORE-TEX GEAR IN GERMANY AND AUSTRIA

Extending a product's useful life remains the most effective way to reduce its environmental footprint, as has been examined through Gore Fabrics' LCA studies. In addition, assessment of GORE-TEX products which customers have returned through Gore's GUARANTEED TO KEEP YOU DRY™ program, has led to the conclusion that durability of a product's performance is directly linked to proper care. In order to help consumers prolong the useful life of GORE-TEX gear, in 2018 Gore Fabrics launched a Wash & Care pilot project.

The pilot project is being delivered in partnership with external washing experts and is available to outdoor enthusiasts in German and Austria. Services on offer include washing and drying as well as refreshing the durable water repellent (DWR) treatment to keep gear waterproof, windproof and breathable. The Wash & Care project makes caring for GORE-TEX products straightforward. Consumers can post their gear to the team and it is returned only two working days later, ready for action – having received all due care and attention.



As with brand new GORE-TEX gear, any relevant outdoor products which receive the service are subject to Gore's GUARANTEED TO KEEP YOU DRY™ promise. Add to that, if anyone is not satisfied, they can send their gear back for a free second round of Wash & Care, or can request a refund.

While the services are currently only offered to consumers and Gore Associates in two countries, this is a pilot project and the outcomes will be carefully assessed to determine whether it might be rolled out to other countries in time. While this pilot project is giving Gore Fabrics a unique opportunity to better understand the role proper care plays in extending the lifetime of outdoor gear, Gore Fabrics is also eager to substantiate its assumption that professional washing and reproofing also bring considerable environmental benefit by making tangible savings on water, energy and chemicals.



More details about the Wash & Care services can be found online at <https://service.gore-tex.de/>

GORE SUPPORTED **WORN WEAR TOUR** TO MAKE OUTDOOR PRODUCTS LAST LONGER

To help people keep their outdoor gear performing for longer, a concept that Gore Fabrics has been pushing for over 20 years and that is core to its belief in sustainability, in 2018 Gore specialists supported the Worn Wear Tour of California-based customer Patagonia.

In summer 2017 the Gore Fabrics team gave training and technical repair equipment to the Patagonia Worn Wear crew, enabling them to offer professional technical repair of GORE-TEX garments. During the 2017/2018 winter season, the crew then toured top ski destinations around Europe in a wooden snow trailer, offering free clothing repairs, regardless of the brand. They also showed people how to fix their own gear and educated them on how to keep it in good condition for multiple seasons.

Overall, Patagonia's initiative, which began in 2013, encourages consumers to extend the lifetime of their garments by proper care and repair, thereby reducing the need to replace. As shown by Gore's Life Cycle Assessment (LCA) studies, extending the lifetime of gear is the single most important thing people can do to lower their impact on the environment, avoiding the CO₂ emissions, waste output, and water usage required to manufacture a product.

For more information on Patagonia's Worn Wear program: <https://wornwear.patagonia.com/>



patagonia[®]
WORN  **WEAR**

NEW LIFE CYCLE COSTING (LCC) METHODOLOGY OF **TECHNICAL ORIENTED FABRICS (TOF)** ENABLING SUSTAINABLE GOVERNMENT PROCUREMENT

As one of the most significant environmental improvements within its Technical Oriented Fabrics (TOF) in recent years, in 2018 Gore Fabrics developed a methodology for life cycle costing (LCC) for combat uniforms. Once widely adopted, this new methodology could help government organizations, whose budgets are under pressure and procurement policies challenged following greenhouse gas emission commitments, meet two objectives with their combat wear procurement: saving money and buying more sustainable products.

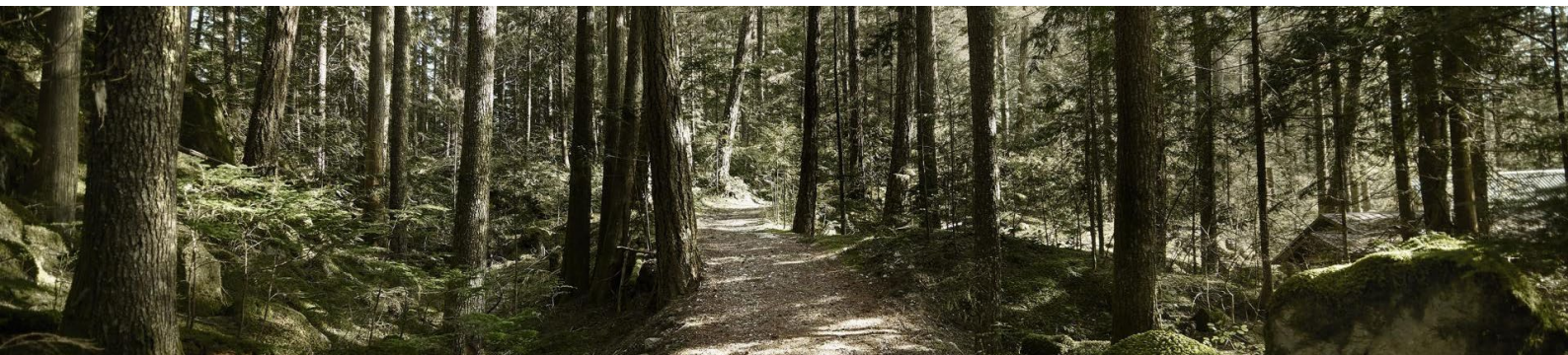
In general, LCC allows organizations to better understand the value of a range of items with different durability in meeting a clear end-user requirement. It is also a way to validate the phrase “buy cheap, buy twice”, which in the long run, when all costs are taken into account, is more expensive.

Market research reveals: potential of life cycle costing not yet fully exploited

Since life cycle costing can be complex and time-consuming, currently LCC is typically only used in public procurement on very high value items. In order to better understand why it is not used more widely, Gore Fabrics recently funded market research into its use during procurement. The outcomes confirmed that lifecycle costing could be used when buying clothing across a range of European countries, but it is often ignored simply because there is no usable methodology within government agencies’ standard tendering processes.

External experts: Gore military combat clothing good option for exploring new methodology

In finding a way to close this gap, Gore Fabrics commissioned Intertek, an international assurance, inspection, product testing and certification company, headquartered in London, to develop an independent LCC methodology. Intertek was chosen due to its extensive knowledge of life cycle costing and its testing expertise across a range of industries including textiles. As military combat clothing is used in a wide range of operations and faces many tough challenges both in durability and performance, it offered a good first option to test the new methodology.



The methodology Intertek finally suggested, focusses on better understanding the common failures of combat uniforms and then finding relevant lab tests to replicate them. This is common testing practice and actually replicates the basis for how typical or average light bulb hours are calculated, for instance.

The methodology would be used within a procurement process by putting test garments through a number of failure simulations. This would then allow the procurement team to assess a combination of durability and price, so a best value option can be established. Based on evaluation, therefore, it will then become clear that the more durable and longer lasting products bring both better economic value and a lower environmental footprint.

New LCC methodology demonstrates that durable products are probably the best buy

The outcome from Gore Fabrics' lifecycle assessment (LCA) study shows that the longer a functional outdoor jacket lasts, the smaller its annual environmental impact will be. It demonstrates that most of the product's environmental footprint is created during the manufacturing and distribution phases, so it is by wearing a durable garment for longer that the environmental impact and cost per each and every year of use will be lowered.



GORE® PYRAD®
combat uniform
in use by
German army

ENVIRONMENTAL PROGRAMS AT GORE'S MANUFACTURING SITES: **ELK MILLS 5 PLANT** RECEIVED ISO 14001 CERTIFICATION

During 2018, Gore's manufacturing site Elk Mills 5, located in Elkton, Maryland, USA, worked on a variety of initiatives to reduce overall energy consumption and successfully received ISO 14001 certification, an established and internationally recognized management process for minimizing environmental impact.

Although the plant had applied for external review and certification of its existing Environmental Management System for the first time, the local team successfully implemented all the required elements, as outlined in the ISO standard, and was successfully audited.

What do Gore's manufacturing sites do to receive ISO 14001 certification?

- Identify significant environmental impacts such as gas or electrical energy usage and the waste from plants.
- Monitor energy usage to achieve sustainable energy reductions.
- Measure environmental impact through greenhouse gas emissions.
- Track projects to show progress.
- Comply with all legal requirements relating to the environmental performance of Gore's people, processes, plant and products (4Ps); for example, meeting the requirements of Gore's environmental permit.
- Follow operational controls, meaning that Gore follows proper procedures for handling and storage of chemicals, and has trained Associates for emergencies.

ISO 14001



Elk Mills 5 Plant: Home of Gore's Biophysics and Heat and Flame Protection Labs

Gore's Elk Mills 5 plant also houses the company's Biophysics and Heat and Flame Protection labs. These state-of-the-art facilities allow Gore engineers to evaluate the performance of new GORE-TEX products in a controlled environment and to predict the effects of apparel, activity, and environment on the human body by recreating a wide range of environmental conditions:

- The Environmental Chamber can simulate up to 95% of the environments on the earth's surface, recreating extreme conditions from frigid temperatures on Everest, to the blazing sun and heat of Death Valley, to rainforest humidity. In addition, its Rain Tower can simulate realistic rainfall rates ranging from a light drizzle in Scotland to a tropical monsoon downpour.
- The Heat and Flame Protection lab allows Gore to precisely measure and analyze the ability of its – mostly technical-oriented – fabrics to provide the three key elements of burn protection: flame resistance, thermal insulation, and thermal stability.

SIGNIFICANT PROGRESS IN GORE'S GUIDELINES ON SOCIAL RESPONSIBILITY (GSR) PROGRAM

Gore is committed to conducting its business with integrity, both legally and ethically. In support of these values, aligned with broadly accepted industry-specific standards, Gore has adopted Guidelines on Social Responsibility (GSR) – as a “Code of Conduct”.

INTERVIEW WITH KENAN ERCEL, GORE SOCIAL RESPONSIBILITY EXPERT

What does Gore's GSR Program focus on?

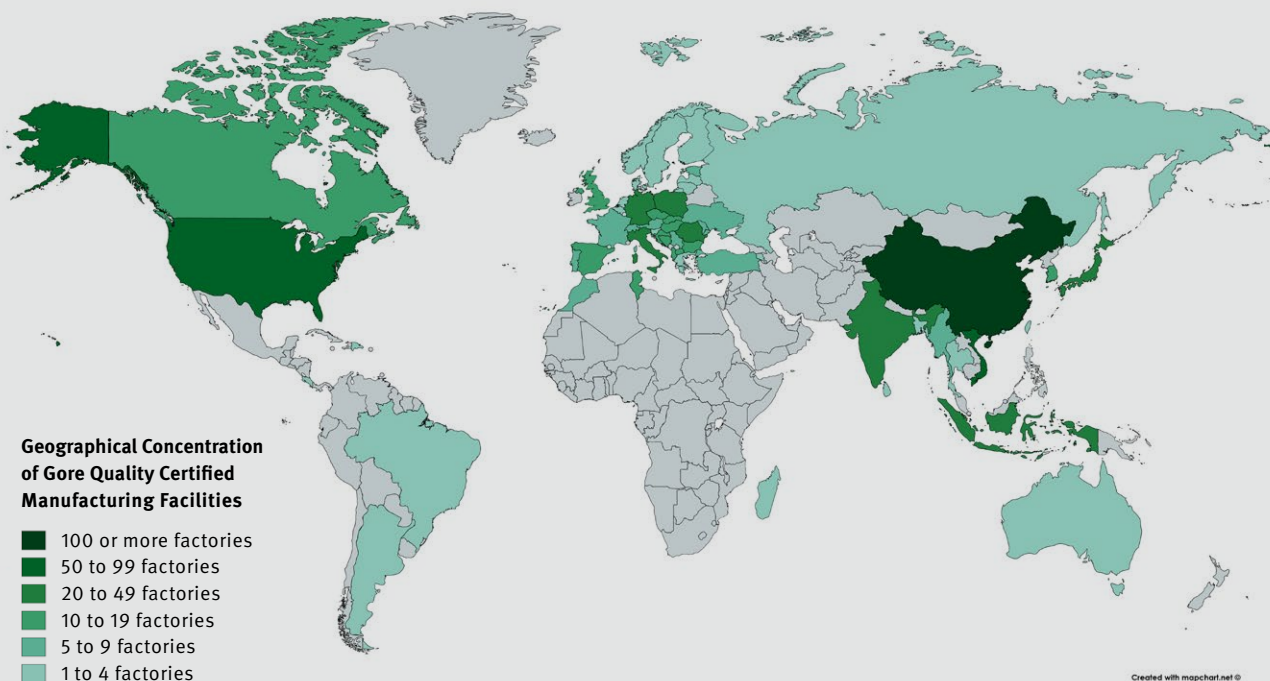
KE: Our Guidelines on Social Responsibility are standards which aim at ensuring that the people involved in the production of Gore fabrics, or their transformation into finished products, are treated with respect and dignity. This is in accordance with national laws and international practice across all areas of their employment: wages and benefits; hours of work; freedom of association; emergency preparedness; etc.



Our GSR program covers three different segments of the supply chain:

- (1) Gore's own manufacturing facilities and its material suppliers;
- (2) suppliers where Gore's own direct-to-consumer brands are produced; and
- (3) the factories from which Gore's customers source their merchandise.

While the number of production facilities in the first two segments is relatively small, our customers do business with close to 800 manufacturers in 59 countries (see the chart below).



Therefore, we rely on the cooperation of our business partners to uphold fair labor practices across this vast network of producers around the globe. Of course, this is not without challenges, such as Syrian migrant workers in Turkey, fire and building safety in Bangladesh, child labor in Myanmar or, most recently, overtime compensation in Hungary.

Speaking of industry collaboration, we are glad and excited that the Social & Labor Convergence Project (SLCP) has launched its tool and verification scheme in China and Sri Lanka in 2018. This holds great promise for reducing duplicative efforts and enhancing transparency with respect to working conditions in the apparel and footwear supply chains.

Where does Gore currently stand with its key activities?

KE: To take stock of our key activities in 2018, let's follow the segmentation as outlined above:

(1) In 2018, the HIGG Index fully adopted the SLCP tool in the form of HIGG Facility Social & Labor Module (FSLM). Gore is preparing to undertake a self-assessment process using this new tool at its manufacturing facility in China. This will then be followed by an independent verification by a certified third-party auditing company and we'll then roll it out to our other Gore manufacturing facilities as the verification becomes available in those countries.

(2) Gore Fabrics' direct-to-consumer business for runners and bikers, branded GORE BIKE WEAR® and GORE RUNNING WEAR®, became affiliates of the Fair Labor Association (FLA) in 2012. In 2017, the brands earned FLA accreditation, which is its highest recognition.

(3) In 2015, Gore rolled out a multi-step, multi-year program to ensure alignment with its customers (licensees) on social responsibility goals – the aim being to join forces with our value chain partners to improve the lives of workers that make finished products from our fabrics products.

In 2018, we achieved Code alignment with all our consumer-oriented fabrics licensees, meaning hundreds of Gore customers have either signed Gore's GSR or provided a Code of Conduct of their own that meets our standards. We have also made significant progress towards the same goal with our business partners making apparel to protect professionals, i.e., Technical Oriented Fabrics (TOF) licensees.



Giving a brief outlook, what will be Gore's next steps?

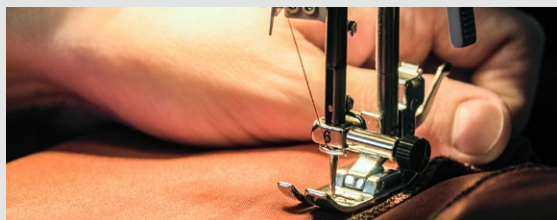
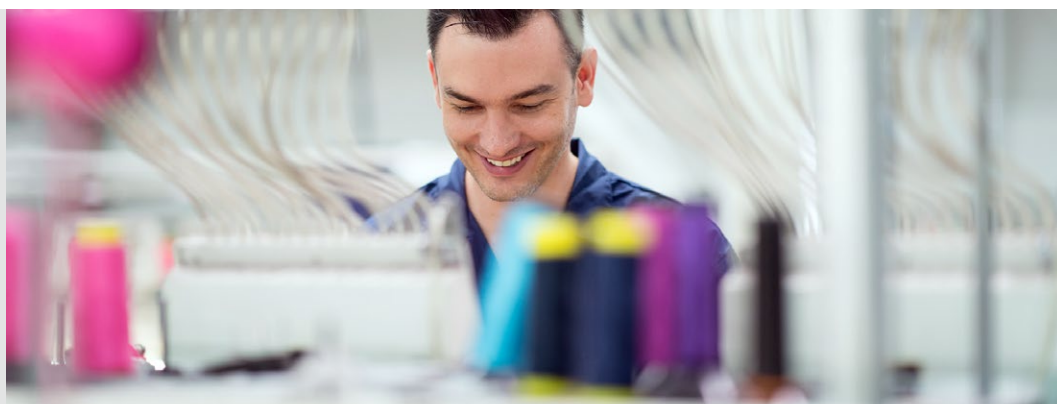
KE: Now that we have achieved alignment with all of our consumer-oriented fabrics customers on the level of standards, the next step will be to confirm they have a robust supplier monitoring system in place to identify and rectify any violations of those standards. While some of our business partners have highly advanced social compliance programs, not all of them have the same level of sophistication or resources.

Therefore, in 2019 and beyond, Gore will continue to provide guidance to customers in this area, where needed, and encourage them to join industry initiatives such as Sustainable Apparel Coalition, Fair Labor Association, Fair Wear Foundation, or Better Work, so challenges can be tackled collectively.

Gore will be pursuing the same goal with our Technical Oriented Fabrics (TOF) business partners once we attain Code alignment with them. There have been legislative initiatives in several countries which include working conditions, along with environmental impact, within criteria in public procurement decisions.

We believe that our customers in this line of business will find the Gore GSR program helpful in navigating the changing legislative landscape. We will also be seeking collaborative opportunities to expand our social responsibility efforts upstream in the supply chain, especially where some labor risks are more pronounced.

Gore's Guidelines on Social Responsibility (GSR) can be found online at www.gore-tex.com/sites/default/files/assets/Gore-Fabrics_Guidelines_Social_Responsibility.pdf



ASSOCIATES VOLUNTEERING ACTIVITIES IN 2018

Gore Associates continue to support Mountain Forest Project in the Bavarian Alps

For the eighth year running, as part of the Work-Life Balance program, Gore Associates in Germany donated their time to support the non-profit Bergwaldprojekt e.V. This prominent German conservation group has worked to restore forest trails and tree cover in the Bavarian Alps within its Mountain Forest Project for almost 25 years. In 2018, as part of the charity's ongoing work, again thousands of young trees were planted and several kilometers of forest paths were laid or replaced.

Since 2009 Gore has encouraged its Associates to become actively involved in environmental protection and nature conservation. Once a year, up to 20 Associates join a four-day work project under the guidance of an expert volunteer coordinator, supporting the vital work of this organization.

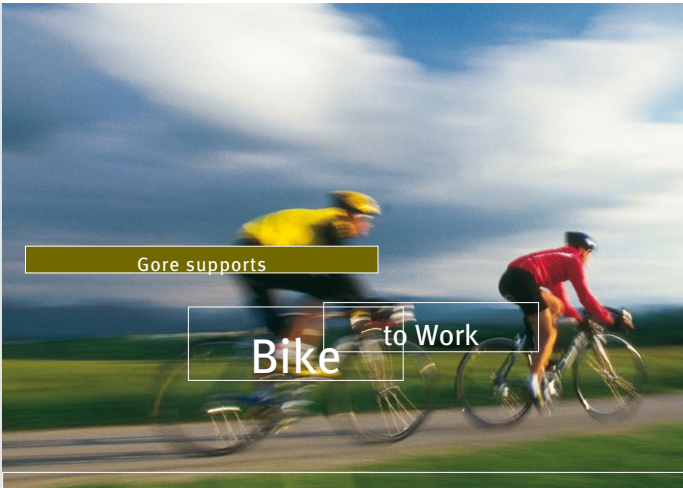
What is the Mountain Forest Project?

The mountain forests are Alpine regions which are particularly vulnerable to environmental impact, including climate change. Damage to these valuable and protective areas is expensive to repair due to factors such as the cost of replanting and labor. Many woodland owners and state forest enterprises cannot afford to carry out the work themselves and it is only through bringing in charity volunteers and experts that the remedial work can be done. Restoring and protecting our woodland areas is essential for environmental reasons and also to ensure they are there for the benefit of future generations.



“Bike-To-Work”: Associates cycled two and a half times around the world donating 10.000 euros

In 2018, 170 Associates at four Gore locations in Germany took up a “Bike-to-Work” challenge. Together they covered nearly 100.000 kilometers, which equates to almost two and a half times the circumference of the earth. While the Associates reduced their individual environmental footprint and may also have improved their personal health, Gore as a company boosted their motivation by rewarding each kilometer with a 10 eurocents donation. In total, the “Bike-to-Work” team collected almost 10.000 euros which was donated to six different child welfare charities in the communities around Gore’s sites. Since the “Bike-To-Work” project started in 2005, Gore Associates have cycled more than 750.000 kilometers, which has so far resulted in a total of over 75.000 euros donated to local charities.





GORE-TEX ATHLETE **STEFAN GLOWACZ**: CROSSING GREENLAND “BY FAIR MEANS”

German climber and modern adventurer Stefan Glowacz (53) is part of the GORE-TEX athlete team. For more than 20 years, his expedition strapline has been “by fair means”, which when translated from his native German, means that he enjoys the challenges nature brings, but only while maintaining the lowest possible environmental footprint.

During the summer of 2018 Glowacz was joined by climber Philip Hans and photographer Thomas Ulrich, to undertake his latest challenge. Aiming to combine different sports activities such as sailing, snow-kiting and hiking, the team set off to cross Greenland from “Coast to Coast” with the ultimate goal to free-climb one of the country’s big walls. Keeping to his “by fair means” approach, the group had to travel in as eco-friendly way as possible, minimizing the environmental footprint of their challenge.

The team set off from Stefan’s home at Starnberger See, near Munich. Driving by electric car to Scotland, they then boarded the “Santa Maria”, a 14-meter sailing ship and sailed for 27 days until they landed on Greenland’s west coast and their real adventure began.

On 13 August Glowacz and team began their 1.000-kilometer hike across the island’s huge ice-shield. Bad weather, with temperatures as low as –40 degrees Celsius and heavy storms, put huge demands on the team and its equipment, of course including GORE-TEX products, which stood up well to the conditions they faced. However, after 35 days of trekking through ice and snow, Glowacz and his team safely reached the east coast of Greenland.

Unfortunately, due to their travel delays and icy conditions, in the end they were unable to climb the big wall. With one challenge short, the team had to return on the “Santa Maria” to Scotland. They returned home to Munich in early October, once more by electric car and although they arrived later than planned and without conquering the big wall, the exhilaration and excitement of the challenge, plus their tiny environmental impact, were definitely cause for celebration.

Stefan Glowacz says: “I enjoy nature and love to be in the mountains. Climbing new routes on big walls is always the ultimate goal in my expeditions. However, I also know that we have to preserve the beauty of our nature and to do so, we need to keep our environmental impact as low as possible. Traveling the world by fair means and using durable products like GORE-TEX products, is what modern adventurers should do.”



© Thomas Ulrich



GORE-TEX ATHLETE **GREG HILL**: IN SEARCH FOR SUSTAINABLE ADVENTURES

Greg Hill, ski mountaineer and member of the GORE-TEX athlete team, is famous for going different ways. He has set unbelievable records for going vertical up mountains and in back-country all around the world. He is also keen on other adventure sports like trail running, mountaineering, and biking, and is an active filmmaker, speaker, father, and environment-lover.

INTERVIEW WITH GREG HILL

What does sustainability mean to you in your personal life?

GH: I have always loved and believed in being a good earth dweller, and I thought that being a lover of the outdoors, I was being good. For years I would drive a large truck to a trailhead, jump on a snowmobile and rip up into the mountains. I would ski tour and enjoy nature and then turn around and drive my sled and big truck home. This hypocritical approach to nature started to weigh on my conscience. I also have two children and I started wondering what I was teaching them. I did a carbon calculator and I was blown away by how huge my personal impact was. I realized that I should change; that perhaps I could never be perfect, but I should at least progress. It has been a really satisfying journey and I am looking for easy changes that have big impacts. Locally sourcing as much of my food as possible, eating less meat, and looking at my lifestyle and figuring out everything I can do, within reason. To be perfect I would need to live in a cabin in the woods and live off the land, but this is not realistic. Instead, I can explore ways of being better, and use my voice to help influence others to change also.

Why do you cooperate with Gore?

GH: GORE-TEX fabric is the best protection against the elements and it allows me to focus on my adventures versus worrying about staying dry or warm. Gore is also very concerned about their footprint and is working towards being better. From the footprint of their factories to the full effects of the lifecycle of their products, Gore cares and is diligently researching better ways to produce their fabrics.



What is your current project about and what is the learning for you?

GH: After having flown around the world searching out remote mountaintops for years; I am trying to look into more sustainable adventures. The first step to that is to have more local challenges. I sold my big truck and snowmobile, and now I own an electric car, which greatly reduces my impact. My challenge is to summit 100 mountains electrically, to prove that there are different ways to access adventures and we can all do our own part. In the past year and a half, I have climbed 60 different mountains, from California to Washington and throughout British Columbia and Alberta. I have skied, mountaineered, mountain biked and run to the tops of these peaks. During this challenge, I have also progressed on my lifestyle changes and have halved my footprint. As an influencer, this is a really exciting way to inspire others to change.



ABOUT GORE

W. L. Gore & Associates is a global materials science company dedicated to transforming industries and improving lives. Founded in 1958, Gore has built a reputation for solving complex technical challenges in the most demanding environments – from revolutionizing the outerwear industry with GORE-TEX fabric to creating medical devices that improve and save lives to enabling new levels of performance in the aerospace, pharmaceutical and mobile electronics markets, among other industries. The company is also known for its strong, team-oriented culture and global recognition from the Great Place to Work® Institute. Headquartered in Newark, Del., Gore employs 9.500 Associates and generates annual revenues of \$3.5 billion. www.gore.com

CONTACT

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