

# ESG REPORT

# 2023





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# GENERAL INFORMATION





# LETTER FROM the CEO

● [GENERAL INFORMATION]

The late 1980s in Poland marked a time of profound economic transformation. It was during this pivotal period that Cumulus®, like many other companies, began its journey in a 40-square-meter garage in Gdynia. From the very beginning, we envisioned producing high - quality gear based on outstanding Polish down, which, surprisingly, remained relatively accessible even in a market defined by scarcity. One of our early priorities was finding a partner who could provide lightweight and functional fabrics. Our search through British textile companies led us to the then-little-known Perseverance Mills, and so began a collaboration that has lasted nearly forty years. Among many companies, they were the only ones willing to sell fabric in quantities of just a few hundred meters and that was a crucial factor for a fledgling business running on “capital” earned from berry picking in Sweden. Today, the brand is known globally as Pertex® and is owned by the Japanese company Mitsui, with production based in the Far East. Their fabrics are now used by many outdoor gear manufacturers. Thanks to the continuous development of new fabric variations, we are able to create our uniquely lightweight products..

It’s important to remember that in the 1980s and early 1990s, down sleeping bags were virtually unknown outside the mountaineering community, or at the very least, they were hard to come by and considered exclusive. Down clothing was even more difficult to find and practically unseen in everyday life. Occasionally, custom-made down jackets from Himalayan expeditions would surface, but even those were rare, as they often sold quickly in Kathmandu after the expeditions ended. These conditions turned out to be ideal for the growth of a company that, by then, had moved beyond the garage stage and started operating on slightly larger premises.

But it was also a time of significant challenges. In the 1990s, Polish society had limited purchasing power, which meant there was little demand for relatively expensive products. The mountaineering community was small, advanced international travel was nearly nonexistent, and no one had even heard of low-cost airlines yet.

Nevertheless, our gear was used during the major Polish winter expedition to K2 in 2002/2003, as well as the 2005 Shishapangma expedition, which achieved the mountain’s first winter ascent. The next natural step for us was international expansion. For a small company, export formalities presented a major hurdle, which is why Poland’s accession to the European Union in 2004, and access to its vast market of hundreds of millions, felt like a breath of fresh air. Free access to an open market with significantly wealthier consumers and stronger outdoor traditions, combined with the rise of the internet, enabled us to grow at a much faster pace. At the same time, particularly in the second decade of the 21st century, as incomes rose and travel became increasingly popular, our presence in the domestic market also began to take on greater significance.

Although we’ve grown and evolved over the years, we continue to stay true to the philosophy that laid the foundation for Cumulus®. This ESG report was created to gather and organize what feels natural and self-evident to us: the way we work, make decisions, and care for quality, people, and the environment. We believe it’s worth sharing our approach and speaking openly about the direction we’re heading. Because while we take great pride in what we’ve achieved so far, we also know that the real challenges and opportunities still lie ahead.



Zdzisław Wyleżek  
CEO

“Although we’ve grown and evolved over the years, we continue to stand by the philosophy that laid the foundation for Cumulus®. “



# LETTER FROM the deputy CEO

● [GENERAL INFORMATION]

One of the key takeaways is that, as a family-run company manufacturing exclusively in Poland and committed to fair labor practices and a strong organizational culture, we already operate responsibly in our everyday work.”

For over a decade now, the pursuit of running a business responsibly and sustainably has ceased to be just a trend: it has become an ethical imperative. At Cumulus®, we’ve been observing this shift for years, not only on the global stage but especially within the outdoor and sports industries. Most companies and organizations have fundamentally transformed their communication, placing care for the planet and sustainable development at the heart of their narrative. The real challenge, however, lies in going beyond words, in driving actual change, translating values into concrete actions and measurable outcomes. As an independent, relatively small company, we haven’t had the same resources as the larger players in our industry when it comes to formally reporting on our ESG efforts.

In recent times, however, the need to structure and deepen our commitment has become increasingly clear. That’s why we’re proud to present our first ESG report, covering our activities in 2023. The process of creating this report has been incredibly insightful for us. First and foremost, it led us to conduct an in-depth analysis of our existing ESG efforts, and it brought many surprising discoveries. We realized that in numerous areas, our impact is far greater than we had anticipated, and in many categories, we genuinely have something to be proud of.

One of the key takeaways is that, as a family-run company manufacturing exclusively in Poland and committed to fair labor practices and a strong organizational culture, we already operate responsibly in our everyday work. A sustainable approach to production, the environment, and social issues, and the role our company plays in these areas, isn’t something we’re just beginning to build. It’s deeply embedded in our DNA.

Secondly, the report helped us identify areas where there’s room for improvement and where our efforts can be strengthened, which gives us even more motivation to keep moving forward. And that’s something we genuinely welcome. It’s especially important to us not to stay within the realm of polished statements and well-chosen words, but to translate our values into real, tangible changes in our day-to-day work.

We want to continue to grow into a modern organization that puts today’s global challenges at the core of its mission. This report is a source of pride not just for what it stands for, but because it marks a meaningful step forward, toward greater alignment with European values and a higher level of professional excellence. That’s why we’re truly excited! Not just about publishing our first ESG report, but about everything that lies ahead. Our ambition is simple: to keep getting better at what we do.



Jacek Wyleżek  
DEPUTY CEO



# NATURE IS AT THE HEART OF EVERYTHING WE DO!

● [GENERAL INFORMATION]



At Cumulus® our passion for the outdoors comes with a deep sense of responsibility to protect it. That's why we promote responsible tourism and continuously track and improve our ESG performance. By measuring our impact and setting clear goals, we ensure that our love for adventure never comes at nature's expense.



# ABOUT the company

● [GENERAL INFORMATION]

Cumulus® is a Polish outdoor company founded in 1989. We specialize in ultralight gear: from sleeping bags and high-performance clothing to hammocks and shelters.

Our products are made using premium materials and ethically sourced Polish goose down, known for its exceptional loft and quality. For years, we’ve earned the trust of demanding outdoor enthusiasts who value durability and performance. Our business is built on strong, long-standing relationships and mutual trust with our partners.

Transparency is central to how we operate! From responsibly sourcing raw materials and manufacturing our gear in Poland to how we deliver our products and communicate our progress. We openly share both the goals we’re working toward and the challenges we face along the way.

In 2023, Cumulus® employed 50 people — 41 women and 9 men — all on full-time employment contracts.

PEOPLE  
IN THE TEAM

50

WOMEN

41

MEN

9



# MARKETS AND scale of operations

● [GENERAL INFORMATION]

Over 70% of Cumulus® products are delivered to European markets, with Germany, Poland, France, and the Nordic countries being our strongest and longest-standing destinations. Nearly 25% of our gear reaches customers in Asia, primarily South Korea and Japan, as well as the United States.

We sell the majority of our products directly through our online store. By bypassing traditional retail channels, we eliminate unnecessary markups and maintain a fair balance between price and quality, making our gear an attractive choice for outdoor enthusiasts who value performance and transparency.

Instead of prioritizing large-scale marketing campaigns, we focus on delivering products that meet real needs in the outdoors. Shared experiences and recommendations from our clients have become our most authentic form of outreach, helping us grow through trust, quality, and community.

EUROPEAN  
MARKETS

70%

ASIA & USA

25%



# BUSINESS model

● [GENERAL INFORMATION]

We present information about our business model - key inputs and outputs, as well as actions and results:

Input							
HUMAN CAPITAL	01.	PRODUCTION CAPITAL	02.	NATURAL CAPITAL	03.	FINANCIAL CAPITAL	04.
50 employees in Poland		One facility in Poland		Down		Cash	
		Total production capacity of over 18,000 sleeping bags per year		Materials			
				Water			
				Energy			

Business Activities							
PURCHASING	01.	INNOVATIONS	02.	PRODUCTION	03.	TRANSPORT AND LOGISTICS	04.
Sustainable and ethical materials		Eco-friendly products		Responsibility for employee health and safety, the environment, and product quality		Sustainable development and reduced CO2 footprint in deliveries	
		Innovative and efficient production processes					

Results							
PRODUCTS	01.	SERVICE OFFERINGS	02.	EMISSIONS AND WASTE	03.	ENERGY	04.
Durable and repairable		Availability of standard products					
		Production on demand (regulated timelines, quality, quantity)					
		Delivery					
		Customer training on product care					
		Personalized products		Impact on air, water, and soil		Investment planning and working on energy efficiency and independence	

Outcomes							
CUSTOMER	01.	EMPLOYEES	02.	SOCIETY	03.	STAKEHOLDERS	04.
No complaints and customer satisfaction Brand loyalty				Taxes from employees and the company		Profits and investments	
				Ensuring local employment			
				Participation and support for local initiatives			
				Commitment to programs and initiatives supporting employees, their families, and local communities			



# TRANSPARENT communication

## ● [GENERAL INFORMATION]

We believe in transparent communication – for us, it's the foundation of trust and accountability. At Cumulus®, we're committed to sharing our decisions and actions openly, guided by the following principles:

- We take full responsibility for what we do.
- We comply with all applicable laws and regulations, and we respect the needs of our partners.
- We act ethically and promote a culture rooted in honesty, fairness, and integrity.
- We support fair and open trade and stand firmly against all forms of bribery and unethical business practices.
- Our team is guided by strong values and a shared ethical code that shapes our company culture. We prioritize trust and long-term relationships with our employees, customers, shareholders, and local communities.
- Our employees are expected to avoid conflicts of interest and refrain from any actions that could harm the company's reputation.

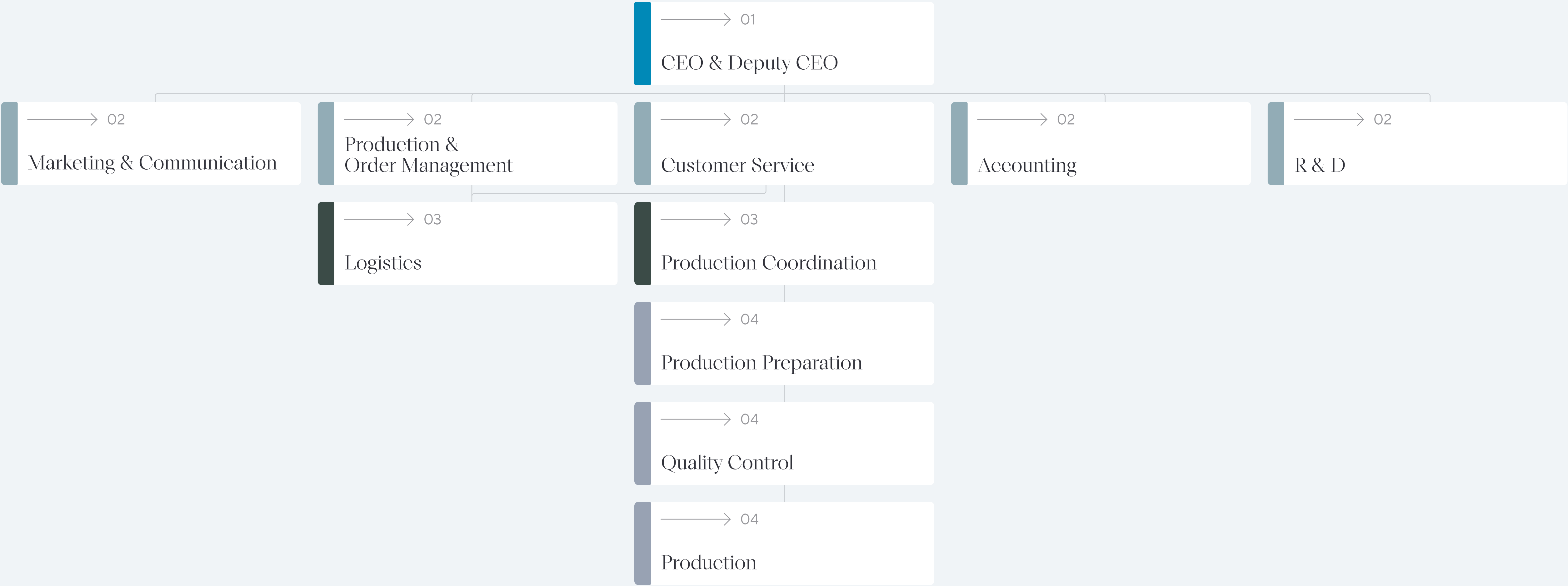
We're committed to maintaining a high standard of business ethics. Our operations are guided by a set of policies, internal standards, legal requirements, and procedures designed to ensure responsible conduct. Transparency is key to how we operate, and we encourage active engagement from our employees and stakeholders in shaping the way we move forward.





# GOVERNANCE structure

● [GENERAL INFORMATION]







# PRODUCTS





# PROUDLY MADE in Poland

● [PRODUCTS]

In a globalized world, many brands outsource production to developing countries in response to pricing pressures and consumer expectations. But for us, it's difficult to ignore the growing concerns about labor rights violations and unsafe working conditions. Outsourcing overseas would mean losing the ability to monitor each step of the process and uphold the standards we believe in.

Our clothing and gear highest quality is possible because 100% of our production is handled by highly skilled teams here in Poland, including at our main facility in Gdynia. Nearly 50 people work in the cutting room, sewing department, down-filling station, and quality control. We also collaborate with 6 trusted production partners across the country.

Our decision to manufacture locally is driven by both ethical and environmental values. Cumulus® is created for people who care: outdoor enthusiasts who value craftsmanship, transparency, and the assurance that their gear is made under fair and safe conditions.





# WHAT WE BUY and make in Poland

● [PRODUCTS]

→ MADE  
IN POLAND

100%

## Made in Poland

- natural goose down
- selected fabrics
- tulle
- cardboard and plastic packaging
- product labels
- small finishing elements, such as elastic bands, strings, threads, etc.

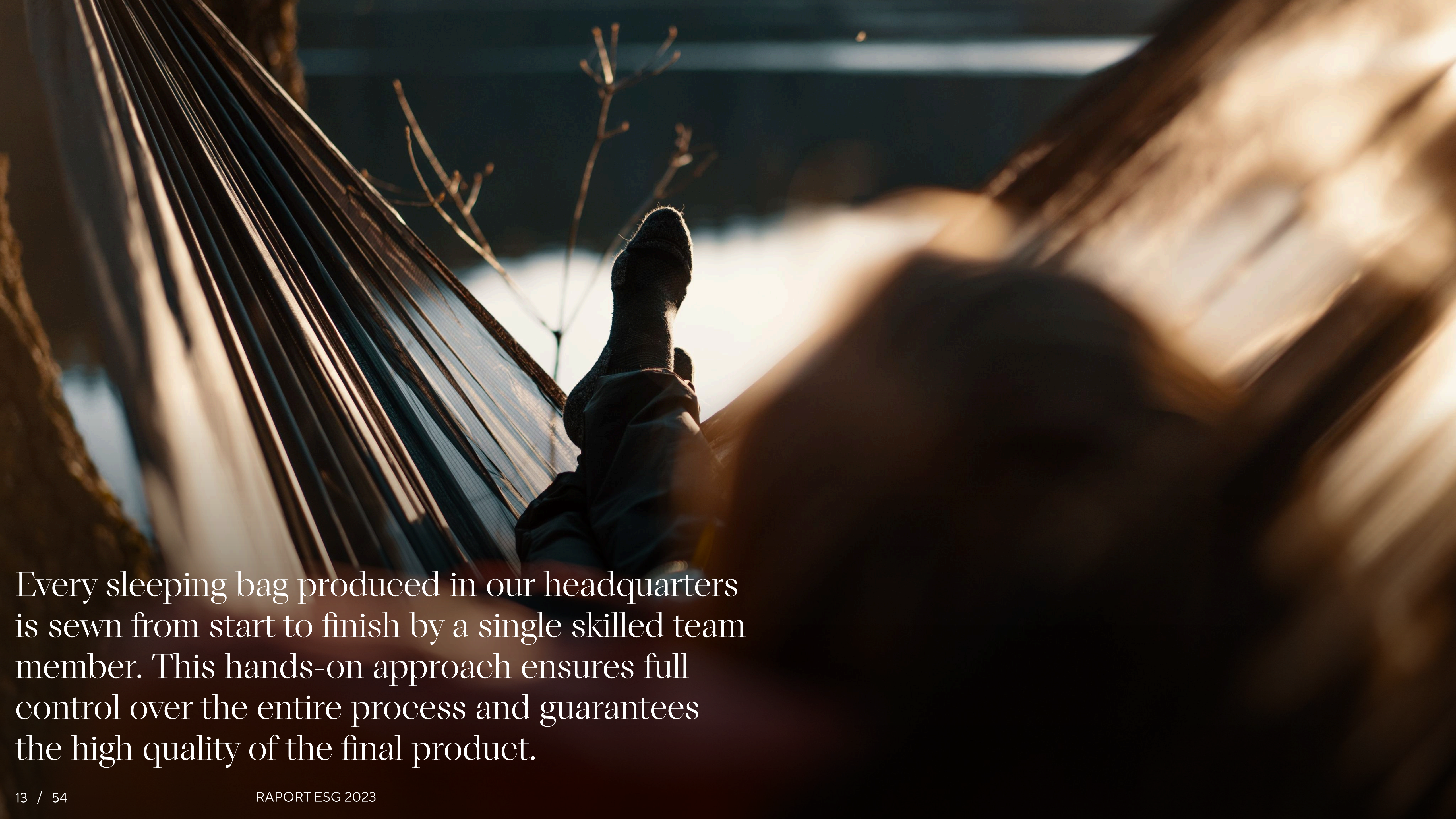
## Operations based in Poland

- embroidery of products
- production services (subcontractors)
- advertising services
- product washing services
- fabric cutting services for bindings
- IT services
- graphic designs
- machine park service

## Procured in Poland

- synthetic insulation
- zippers
- plastic elements, such as stoppers, pullers, etc.



A close-up, low-angle shot of a person's feet sticking out of a dark sleeping bag. The person is wearing dark socks and pants. The background is a warm, golden sunset or sunrise over a body of water, with some bare tree branches visible in the distance. The lighting is soft and warm, creating a peaceful atmosphere.

Every sleeping bag produced in our headquarters is sewn from start to finish by a single skilled team member. This hands-on approach ensures full control over the entire process and guarantees the high quality of the final product.



# RECYCLED. RESPONSIBLE.

## Ready for the Outdoors.

● [PRODUCTS]

In 2023, 58% of the nylon used in our products was GRS-certified.<sup>[1]</sup>

Recycled nylon is made from PET bottles or fishing nets. At Cumulus®, we use GRS-certified (Global Recycled Standard) nylon

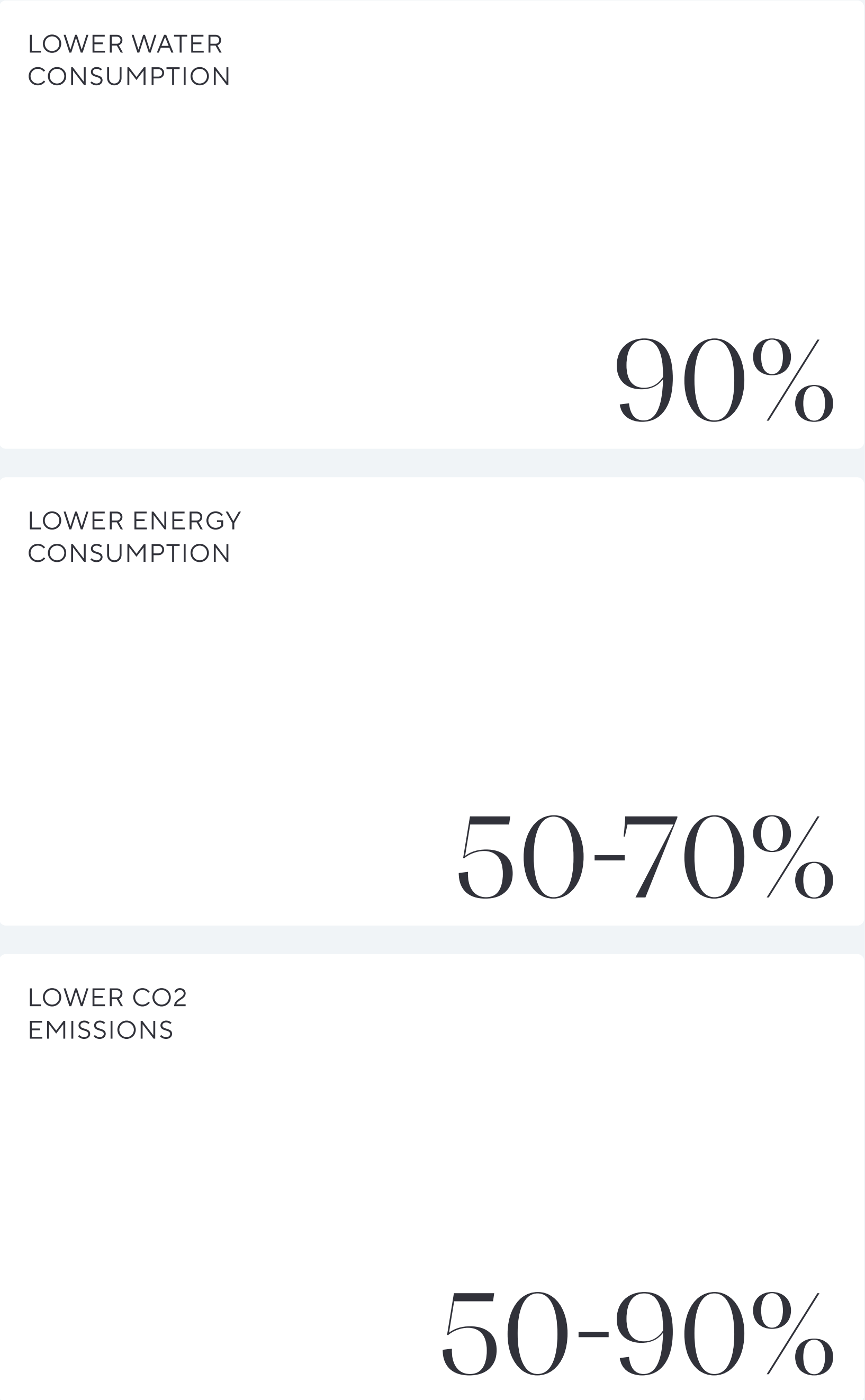
We believe that great gear shouldn't cost the Earth. Recycled nylon helps us deliver high performance with a lower environmental impact: transforming waste like PET bottles and fishing nets (that would otherwise pollute the environment!) into durable, lightweight fabrics built for adventure. At Cumulus®, we use GRS-certified (Global Recycled Standard) nylon to ensure traceability and environmental responsibility throughout the supply chain.

Reducing our environmental impact is a top priority, and each year we increase the share of recycled nylon in our products. We focus on using materials from post-consumer and industrial waste, helping to reduce the need for petroleum-based resources, and that means a lower carbon footprint for every product we make.

We know our community cares about the Planet, and so do we! That's why we continue to raise the bar. In 2024, we aim to boost our use of GRS-certified recycled nylon by another 10%, taking another step toward more sustainable product design and manufacturing.

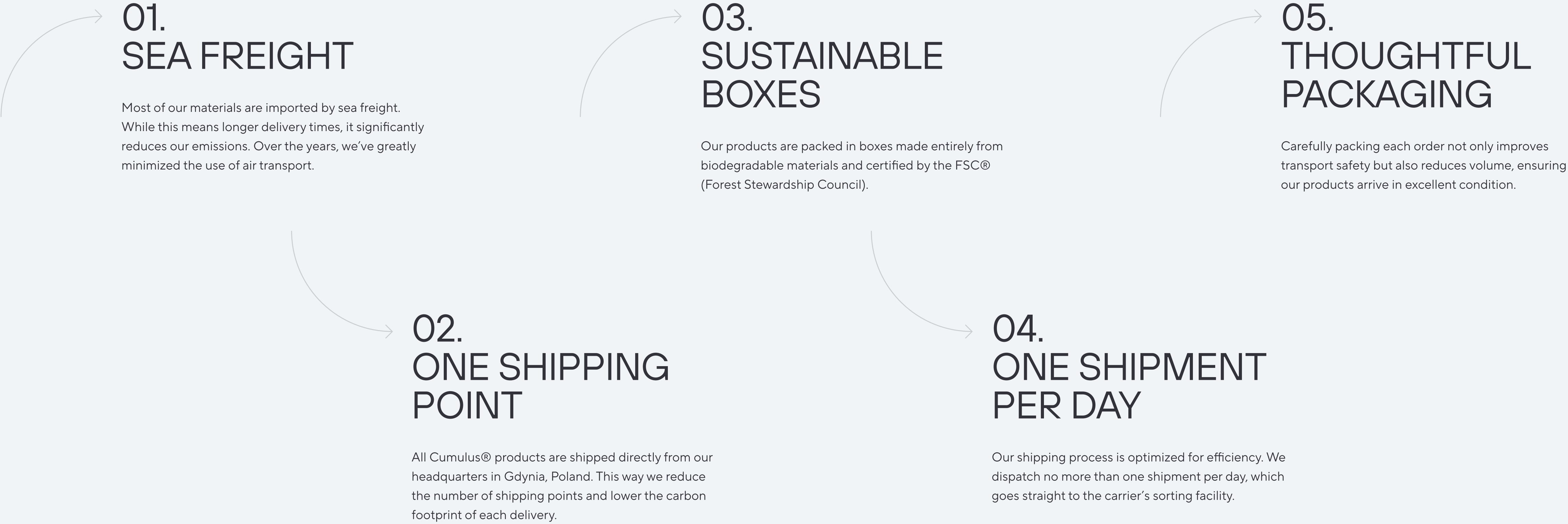
<sup>[1]</sup> [https://www.rebornplas.com/en/news\\_i\\_Exploring-Nylon-Recycling-Process.html](https://www.rebornplas.com/en/news_i_Exploring-Nylon-Recycling-Process.html)

Recycled nylon compared to virgin nylon:

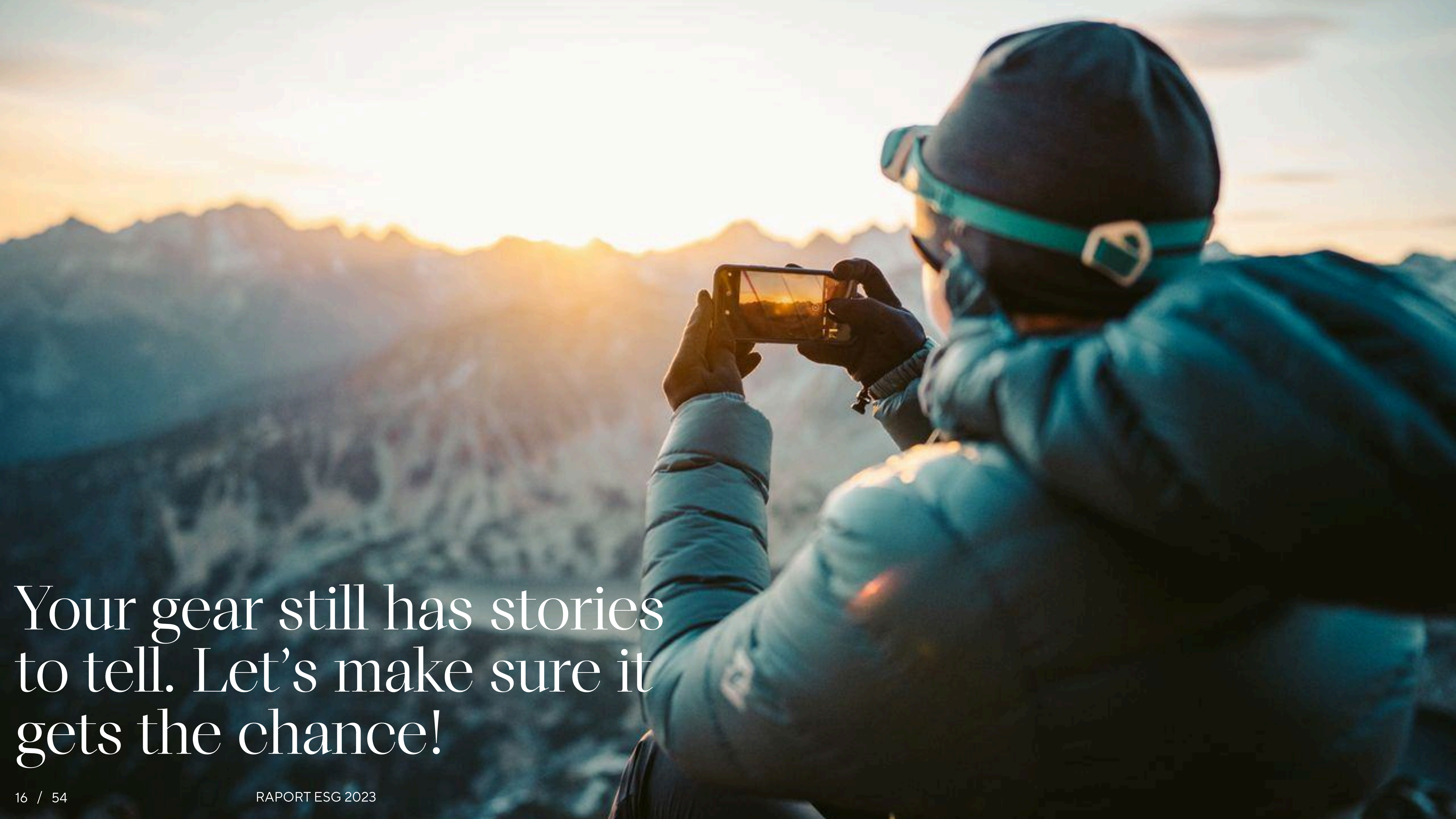


# THE JOURNEY OF Cumulus® products

● [PRODUCTS]





A person wearing a blue jacket and a dark helmet with a green strap is seen from the back, holding a smartphone to take a photo of a sunset over a mountain range. The sun is low on the horizon, creating a warm, golden glow. The person's hands are visible, holding the phone steady. The background shows a vast, hazy landscape of mountains and valleys.

Your gear still has stories  
to tell. Let's make sure it  
gets the chance!



# RECEIPTS FADE our guarantee doesn't

● [PRODUCTS]

Every repair is a reminder that well-made gear doesn't have an expiration date.

At Cumulus®, we stand firmly behind the quality of our products. That's why, in 2022, we introduced an unlimited warranty lifetime experience covering any manufacturing defects for the entire lifespan of the product, as long as it's used as intended. And because we believe in taking full responsibility for everything we create, we don't ask for a proof of purchase. Our lifetime warranty applies to all Cumulus® products, even those made before the policy was officially introduced. For us, quality doesn't end at the moment of purchase: it's something we carry forward together, for years to come.

Adventure leaves its mark - and we're here for it. For damages caused by regular use rather than manufacturing issues, we offer a repair service. Any Cumulus® product can be returned to our headquarters, where our repair team will restore it to full functionality. We only ask customers to cover the basic cost of the repair, calculated individually based on the time and materials required. Cumulus® does not profit from repairs. Keeping gear in use is better for the planet, and extending the life of what you already own is part of our commitment to reducing waste and overconsumption.

We regularly receive sleeping bags from the early 1990s - still going strong, just in need of a little care. One of the most frequent repairs includes replacing baffles in sleeping bags and garments, a process that takes around 65 minutes per chamber.





# REPAIRS performed

● [PRODUCTS]

In 2023, at the Cumulus® headquarters, we completed a total of 637 repairs:

- 363 sleeping bags
- 274 pieces of clothing

including:

- free of charge (under warranty): 252 products
- for a fee: 318 products
- partially paid: 67 products



REPLACEMENT  
OF CHAMBER

203 times

OPEN  
SEAM

105 times

ADMISSION

134 times

DOWN  
ALIGNMENT

53 times

LOCK  
REPLACEMENT

89 times

WASHING

141 times

REPLACEMENT  
OF RUBBER BANDS

14 times

OTHER  
REPAIRS

48 times

REPAIR OF  
THE PULLER

22 times



# I MADE your clothes

● [PRODUCTS]

Our main production facility is located in the same building as headquarters: on Opata Hackiego Street 19, in Gdynia, Poland. Around 50 employees work here every day, most of whom live in the surrounding area. As an employer, we're committed to fair treatment: all of our staff are employed on full-time contracts and receive wages above the national minimum.

Having our team and production under one roof brings real advantages. It allows us to test new solutions quickly, maintain strict quality control, and ensure safe, supportive working conditions. It also enables us to fulfill custom orders efficiently: from tailoring sleeping bags to individual needs to adjusting length, width, fabric, color, weight, and down fill through our Configurator Online Tool.

Our local production model helps us stay close to our customers, literally and figuratively. It ensures every product is made with care and purpose, shaped by real needs and thoughtful design. By producing only what's needed, we minimize waste and stay aligned with our core values.





# VALUES over hype

● [PRODUCTS]

We don't follow seasonal trends, nor do we run clearance sales based on replacing one collection with the next.

We understand that discounts, sales, and special offers are something many people look forward to. But at Cumulus®, we've made a conscious decision to step away from traditional sales campaigns, and here's why:

1. Sales often fuel impulsive buying, not real needs. Events like Black Friday encourage purchases driven by emotion, not intention or real need - and that's not a model we want to support.
2. Discounts usually mean that prices were inflated in the first place, only to be later reduced. At Cumulus®, our prices reflect the true cost and quality of each product: no tricks, no markups.

That said, we proudly support outdoor professionals and passionate adventurers. That's why we make a few thoughtful exceptions to our no-discount policy:

- At select industry events, we occasionally offer promotional pricing to introduce our gear to new users.
- Returning customers who share our values may receive personalized offers as part of a long-term relationship.
- Certified mountain guides can access dedicated pricing.
- In partnerships involving product testing or promotion, we offer gear under special conditions.

We don't follow seasonal trends or replace collections, so you won't find clearance sales on our site. If you do see a "garage sale" type of campaign, it's likely part of a meaningful initiative, for example: raising funds for environmental causes through our commitment to 1% for the Planet.



9 INNOWACYJNOŚĆ,  
PRZEMYSŁ  
INFRASTRUKTURA



8 WZROST  
GOSPODARCY  
I GODNA PRACA



12 ODPOWIEDZIALNA  
KONSUMPCJA  
I PRODUKCJA



# GREEN friday

● [PRODUKTY]

Back in 2018, we realized that simply opting out of Black Friday wasn't enough. We wanted to spark a broader conversation about the environmental cost of impulsive shopping and the growing waste of perfectly usable products.

For example, independent UK think tank and charity Green Alliance reported that in 2019, up to 80 percent of items - and any plastic packaging they are wrapped in - will end up either in landfill, incineration or (at best) low quality recycling, often after a very short life.

That is why we launched a campaign called "Repair, Don't Buy!" - offering free repairs for all Cumulus® products sent to us by the end of November. Instead of chasing deals, we encouraged people to care for the gear they already own.

In the years that followed, we kept challenging the culture of overconsumption with campaigns like "Save the Swamps", or "Upcycle your experience" promoting conscious use of resources and reducing textile waste.

Details of the campaign are available at:

[savetheswamps.com](https://savetheswamps.com) ↗

<sup>[1]</sup> Building a Circular Economy, Green Alliance, in collaboration with the Resource Recovery from Waste program, University of Leeds (<https://phys.org/news/2019-11-black-friday.html>)

REPAIRED  
PRODUCTS

156 items

TIME SPENT  
ON REPAIRS

238 hours

ESTIMATED VALUE  
OF REPAIRED ITEMS

142,720 zł





# ESSENTIAL BY DESIGN

## lightness, durability, repairability

● [PRODUCTS]

At Cumulus<sup>®</sup>, we design gear to perform - whether you're deep in the mountains or navigating the everyday challenges of the urban jungle.

Our design philosophy rests on three key pillars: lightness, durability, and repairability. We intentionally minimize the number of components, like zippers or drawcords, to reduce weight gram by gram and eliminate potential failure points. We also work exclusively with premium materials from trusted suppliers like Pertex<sup>®</sup> and Toray<sup>®</sup>, known for their impressive strength-to-weight ratio. In fact, Toray Airtastic<sup>®</sup>, weighing just 19 grams, is the lightest downproof fabric in the world!

Beyond performance, we design with purpose. Drawing on our deep understanding of the outdoor industry, we focus on creating timeless, versatile styles that go beyond passing trends. Our garments are made to last not only technically but visually as well. A classic, functional color palette ensures they stand the test of time, season after season. Because when your gear is built to last, in performance and in style, it stays with you for years to come.



# LIGHT by nature

● [PRODUCTS]



A Life Cycle Assessment (LCA) conducted by the International Down and Feather Bureau (IDFB) found that down, when compared to polyester, has an environmental impact that is 85% to even 97% lower, and what is more, its impact on climate change is up to 18 times smaller. The analysis covered the product's life cycle from production to the moment it leaves the factory ("cradle to gate"), excluding use and disposal.

We choose down to insulate our sleeping bags and jackets not only for its performance but also for its exceptional longevity. Down retains its loft for many years, and sometimes decades (we regularly service sleeping bags that are over 30 years old!), while some synthetic insulations begin to degrade after just a few seasons of heavy use. That's why, when viewed from a full product life cycle perspective ("cradle to grave"), down can be even more environmentally beneficial thanks to its durability and the reduced need for replacement.

<sup>[1]</sup> [https://idfb.net/fileadmin/user\\_upload/reports/LTS\\_IDFB\\_White\\_Paper\\_Final\\_6May19\\_1\\_.pdf](https://idfb.net/fileadmin/user_upload/reports/LTS_IDFB_White_Paper_Final_6May19_1_.pdf), accessed on 06.02.2025

LOWER ENVIRONMENTAL  
IMPACT COMPARED TO  
POLYESTER

85 -  
97%



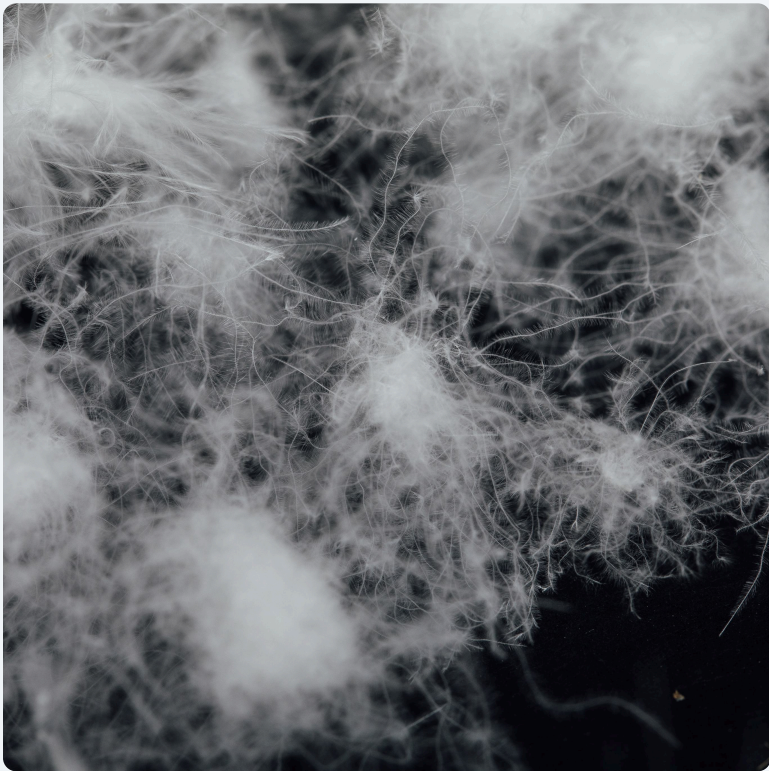
# THE PATH of every feather

● [PRODUCTS]



## 01. DOWN SOURCING

The down used in Cumulus® products comes exclusively from two of the largest Polish suppliers. Thanks to our close collaboration and a transparent supply chain, we maintain full control over its origin. Our down suppliers work with local farms, ensuring that the down is sourced ethically, with no live plucking, and fully respecting the natural life cycle of the geese. The animals have constant access to fresh air, open spaces, and water, which directly contributes to the exceptional quality of their plumage.



## 02. HYDROPHOBIC TREATMENT

Natural down loses its loft and insulating properties when exposed to moisture. That’s why, for over a decade, we’ve been using hydrophobic down in many Cumulus® products. Thanks to a special treatment, it performs better in damp conditions, maintaining its loft longer and drying more quickly. Importantly, the hydrophobic down we use is free from harmful perfluorocarbons (PFC-free), making it safe for both the user and the environment.



## 03. DOWN FILLING

Our sleeping bags and garments are filled with down in a dedicated space known as the “feather room” - a cleanroom designed to maintain the highest standards, where not a single feather goes to waste. Thanks to our location in Gdynia, right next to our sewing and cutting facilities, customers can order products with custom-fill adjustments tailored to their individual needs.



# DOWN to ethics

● [PRODUCTS]

Down is not the primary reason for raising waterfowl; it is a by-product of the meat industry, accounting for only 2–8% of the total value of the animal.

This means that even a complete removal of down from the market would have little to no impact on the scale of goose and duck farming. What truly makes a difference is choosing responsible down producers and, in turn, working with farms that prioritize animal welfare, follow high ethical standards, and hold the appropriate certifications.

By supporting such farms, we help improve animal living conditions, strengthen local communities, and provide a product of the highest quality.





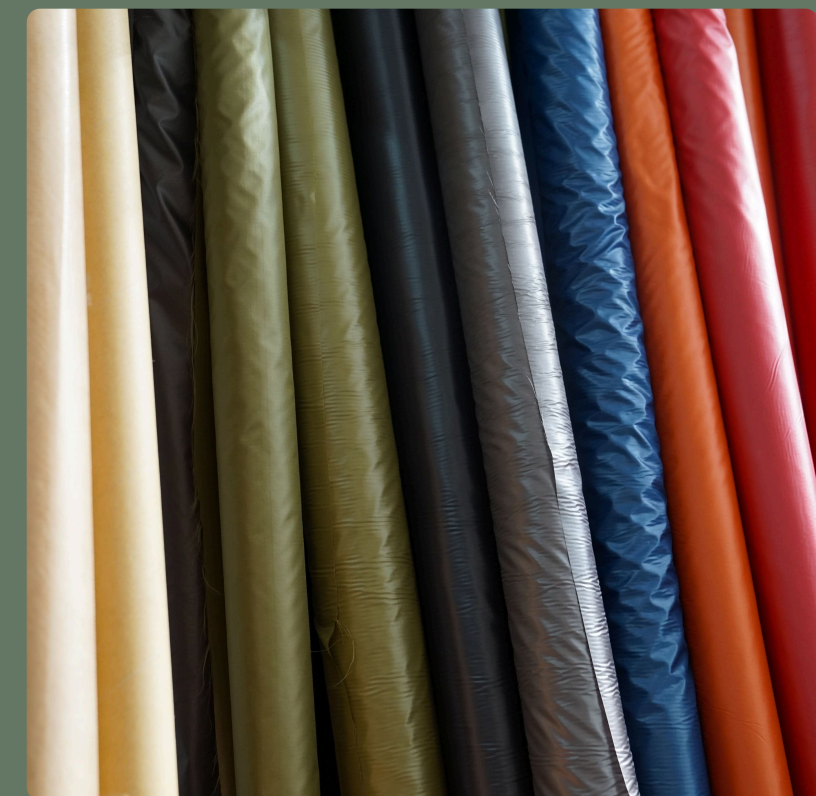
# UPCYCLING

● [PRODUCTS]



At Cumulus<sup>®</sup>, fabrics and down are the core materials in our production process. That's why we treat them with care and intention: not only during product design but throughout the entire manufacturing cycle. High – performance gear should be created with high awareness – down to the very last scrap.

When creating cutting layouts, we rely on advanced computer software to plan material use with precision. This helps us minimize waste right from the start. Still, some fabric offcuts are inevitable and we make sure they don't go to waste. Instead of discarding these remnants, we repurpose them into practical compression sacks, which are included with our sleeping bags and insulated garments. It's a small detail, but one that reflects our broader commitment to circular thinking.





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# PARTNERSHIPS





# PARTNERSHIPS

## sponsorship and support

● [PARTNERSHIPS]

One of the ways we bring our mission to life and shape our brand identity is by supporting initiatives and individuals whose work aligns with our values, even when there's no direct link to product promotion or commercial return. Through sponsorships and long-term partnerships, we stand behind those promoting responsible tourism and working to make the outdoors more inclusive, especially those facing barriers or social exclusion that limit their access to nature.

Our goal is to help level the playing field and amplify diverse voices in outdoor spaces. We don't make decisions based on gender, background, or nationality — we focus on passion, purpose, and the impact an initiative can create.





# PARTNERSHIPS

## sponsorship and support

● [PARTNERSHIPS]

KASIA RADECKA



### Błękitny Jastrząb

Supporting the Błękitny Jastrząb bushcraft team from Gniew (Poland) is one of the ways we aim to make outdoor experiences more inclusive. The group is made up of children and teenagers facing severe financial and social challenges. Led by Grzegorz Połomski, the team regularly heads into the wild and we were proud to equip them with several down sleeping bags and jackets to keep them warm and comfortable during their outdoor camps.

### Dom dziecka w Kórniku

To support outdoor access for children in state care, we donated three down sleeping bags to the children’s home in Kórnik. This way we helped expand the center’s limited outdoor gear collection, enabling more residents to take part in overnight trips and nature-based activities. The initiative was coordinated in collaboration with one of the center’s educators, who organizes outdoor experiences as part of the children’s development and well-being.

### Kasia Radecka (Śmiałek)

Outdoor adventures can be especially challenging for people with disabilities, but Kasia Radecka (Śmiałek) is proving that determination knows no limits. Despite being diagnosed with muscular atrophy, she’s taking on the ambitious goal of summiting all the peaks in the Crown of Polish Mountains, accompanied by a close group of friends. At Cumulus®, we’re proud to support Kasia on this journey by providing her with essential down gear: including pants, a sleeping bag, and boots, to help her maintain body warmth during each stage of the expedition.



# PARTNERSHIPS

## sponsorship and support

● [PARTNERSHIPS]

SANDRA & FIONA



### Mateusz Malisz

Mateusz Malisz is on a mission to overcome personal challenges and redefine what’s possible. Navigating the world with autism and ADHD, Mateusz has taken on the goal of climbing 4,000-meter peaks in the Alps. With the unwavering support of his father and a helping hand from Cumulus®, he continues to reach new heights. At the base of each summit, his trusted Teneqa 700 down sleeping bag ensures Mateusz gets the rest he needs to keep climbing.

### ADV TravelBug

Fiona and Sandra, the duo behind the ADV TravelBug project, are showing the world that motorcycles and long-distance adventures aren’t just for men. As life partners and fearless explorers, they travel to some of the most remote corners of the globe on two wheels: challenging stereotypes and expanding the narrative of who belongs in the world of adventure. Along the way, they rely on Cumulus® gear, including hammocks, sleeping bags, and windproof jackets, to keep them comfortable and protected through every climate and condition.

### Benjamin de Molliens – 3 x ZERO

We’re all in for projects that spark conversation, drive education, and push for meaningful change. That’s why we partnered with French adventurer Benjamin de Molliens, whose expedition through the Swiss Alps was guided by three powerful principles: Zero Waste, Zero New Equipment, and Zero Carbon Footprint. For this journey, Benjamin used a repaired sleeping bag and jacket that has been returned to us through our warranty program, proving that gear doesn’t need to be new to be adventure-ready.



# PARTNERSHIPS

## sponsorship and support

● [PARTNERSHIPS]

PARTICIPANTS OF THE EXPEDITION  
"IN THE FOOTSTEPS OF WANDA RUTKIEWICZ"



### Wandalistki

Gender disparity and inequality in sports remain pressing issues, and the outdoor world is no exception. Women still face more obstacles when it comes to gaining recognition, securing sponsorships, or setting out on solo expeditions in unfamiliar places.

The Wandalistki Foundation, named in honor of legendary mountaineer Wanda Rutkiewicz, is working to change that. The foundation’s mission is to empower women at every level: from seasoned professionals pursuing ambitious alpine projects to beginners taking their first steps into the mountains.

We’re proud to support courageous and uncompromising women pushing their limits, whether summiting the world’s highest peaks or walking hundreds of kilometers alone. Among them are Ewa Chwałko, who completed a solo crossing of the Scandinavian Peninsula, and Dorota Rasińska-Samoćko, a dedicated mountaineer, the first and so far the only Polish woman to have summited all fourteen eight-thousanders. We provide both women with the down gear they need to stay warm, safe, and focused on their goals.



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# PEOPLE





# OUR CUMULUS® TEAM!

● [PEOPLE]



At Cumulus®, people come first. Behind every product that reaches our customers is the work of an incredible team, their work, values, and expertise are what truly define us. At our core, we're a team of nature lovers and outdoor enthusiasts. For us, work isn't just about products: it's about pursuing dreams, one adventure at a time.





# WHO are we?

● [PEOPLE]

The story of Cumulus® began in the 1980s, when our founder, Zdzisław Wylęzek, worked as a tent and bike pannier designer at the state-run cooperative Żagiel. It was there that he first encountered Polish goose down and discovered its exceptional properties. Inspired by its performance and potential, he founded Cumulus® in 1989.

From the very beginning, we were focused on excellence over volume. That's why we've always partnered with top-tier fabric manufacturers, including Pertex®. By combining their ultralight materials with ethically sourced Polish down, we created high-performance sleeping bags with a unique market advantage: exceptional warmth-to-weight ratio.

Between 2009 and 2018, after years of steady growth, we entered a period of rapid development. We expanded our product range, introduced technical clothing lines, and diversified our sleeping bag collections, all while staying true to our values.

Today, Cumulus® is a global outdoor brand trusted by adventurers around the world. We maintain full control over our production by keeping it entirely based in Poland, allowing us to uphold the highest ethical and quality standards.





# OUR values

● [PEOPLE]

Cumulus® ultralight gear is built for those who move fast and travel light, proving that lightweight and durability can go hand in hand.

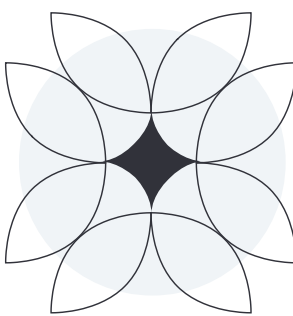
Every piece of Cumulus® gear is created by us: outdoor enthusiasts, explorers, and gear users ourselves. We understand the challenges that arise in the field because we've faced them too. That's why we design the kind of equipment we'd want to rely on in the wild, refining every detail until it meets our own high standards.



Polish Production



Lightness



Technology  
and Modernity



Durability for years



Nature and Ecology



# EMPLOYMENT

● [PEOPLE]



We are committed to sourcing materials responsibly, respecting human rights and the environment in which we operate, and promoting the dignity of everyone who contributes to our work. Most importantly, we strive to minimize any negative impact our operations may cause.

We firmly believe that fair working conditions should be the standard across the industry: that's why we're transparent about our employment and wage policies from the very start of the recruitment process.

→ EMPLOYMENT CONTRACT

100%





# THINK GLOBALLY act locally

● [PEOPLE]

Rooted in our region and guided by global responsibility, we believe strong, ethical workplaces start at home.

We operate as both a global brand, trusted by customers around the world, and a locally rooted company, with our own sewing facility and a strong commitment to the community we're part of.

Our production site and office are located at Opata Hackiego 19 street in Gdynia, Poland. We employ around 50 people, most of whom come from the surrounding area. Every member of our team is hired on a full-time employment contract.

How do we care for our team?

- We include salary ranges in all job postings
- We guarantee above-minimum wages for our staff
- We actively hire people with disabilities
- We provide employment opportunities for retirees
- We invest in nature-based team-building activities
- We offer medical benefits and private insurance packages
- We support employee growth through development benefits (including funding for cultural activities and English lessons)



4 DOBRA JAKOŚĆ  
EDUKACJI



8 WZROST  
GOSPODARCTWA  
I GODNA PRACA



9 INNOWACYJNOŚĆ,  
PRZEMYSŁ  
I INFRASTRUKTURA



10 MNIEJ  
NIERÓWNOŚCI





# LOCAL collaborations

● [PEOPLE]

Local production means more to us than just logistics. It’s about building trust, reducing our environmental impact, and ensuring fair standards every step of the way.



- Today, 100% of Cumulus® production takes place in Poland.
- Our production is carried out in two ways:
- At our main facility in Gdynia, which includes a cutting room, sewing department, down-filling station, and quality control, with around 40 people involved in the daily production process.
  - In close partnership with six trusted manufacturing facilities across Poland, with whom we maintain strong, long-term relationships.

TEAM  
IN GDYNIA

50 people

PARTNERS  
IN POLAND

6 facilities

LOCAL  
PRODUCTION

100%



# EQUAL OPPORTUNITIES IN PRACTICE

● [PEOPLE]

Whether it's on the production floor or in decision-making positions, we believe skills, passion, and dedication should always come first.

We are committed to providing equal opportunities for women and men: including in roles that are still often seen through the lens of gender stereotypes.

We actively maintain a high percentage of women in our workforce and support a range of social initiatives aimed at empowering them. At the same time, we recognize that the strong presence of women in sewing roles reflects the broader dynamics of our industry and the historically gendered nature of the profession.



GENERALLY

MEN

WOMEN

18%

82%

OFFICE WORKERS

MEN

WOMEN

60%

40%

MANAGEMENT

MEN

WOMEN

60%

40%



# THERE'S NO BAD WEATHER ONLY BAD CLOTHING

● [PEOPLE]

We believe that contact with nature should be a part of everyday life, not just a weekend privilege.

Cumulus® was born from a love of spending time in motion and nature. Our products support a healthy lifestyle and promote physical culture. We believe that movement can aid in the treatment of many ailments, but above all, it allows us to enjoy better health and high fitness throughout our lives.

Spending time in nature also plays a crucial role in building mental well-being – it reduces stress levels and improves mood, and its positive impact cannot be overstated. Outdoor activities that combine movement with being in nature are accessible to everyone: regardless of age and physical condition, no matter the season or weather. To benefit from it, all you need is the right equipment and appropriate clothing.

We share a passion for the outdoors with our customers, but we also encourage our entire team to engage in movement and spend time in nature – that's why we organise team-building outdoor trips and promote cycling to work on a daily basis.





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# PLANET





# 1% FOR THE PLANET

● [PLANET]

We firmly believe that if we encourage people to spend time outdoors and find joy in nature, it is also our responsibility to support those who work to protect it.

Jacek Wyleżek

DEPUTY CEO

Every true outdoor enthusiast knows the golden rule: take only memories (and photos), leave only footprints. But as the pace of climate change accelerates, we recognize that protecting the future of our planet requires more than good intentions: it requires action.

That's why in 2019, we became a proud member of 1% for the Planet, committing to donate 1% of the total sales value of all Cumulus® products to support environmental organizations working to protect the natural world.

1% for the Planet is a global movement co-founded in 2002 by Yvon Chouinard (founder of Patagonia) and Craig Mathews (founder of Blue Ribbon Flies). It encourages businesses to take real, measurable steps toward positive environmental impact.

By the end of 2023, we had contributed ~ € 212,390.74 (923 438,00 zł) to environmental initiatives.





# WETLAND Conservation Centre

● [PLANET]

Since 2021, we’re proudly supporting the Wetland Conservation Centre (Centrum Ochrony Mokradeł) in their mission to protect wetland ecosystems and raise awareness about their crucial role in combating climate change.

Thanks to our financial support, the Centre has been able to purchase land near the Rospuda Valley: a region of outstanding ecological value. In addition, they have become the official owner of Wilcze Bagno, a drained wetland located within the buffer zone of Biebrza National Park.

We also provide ongoing funding for staff members at the Centre, ensuring the organization can operate sustainably without relying solely on short-term grants. This stable support allows them to plan long-term, high-impact conservation efforts more effectively.

Cumulus® is also championing the development of Poland’s first science-based, credible peatland-based carbon offset program. This pioneering initiative focuses on preventing peatland drainage, one of the most effective and natural methods for reducing greenhouse gas emissions.

Wetland Conservation Centre:

[bagna.pl](https://bagna.pl) ↗





# SAVE THE swamps

● [PLANETA]

Peatlands cover only about 3% of the Earth's land surface, yet they store twice as much carbon as all the world's forests combined. These vital ecosystems help retain moisture in the landscape, reduce the risk of long-term drought, and play a key role in local climate regulation. They are also biodiversity hotspots, offering a safe haven for many rare and endangered species.

Together with the Wetland Conservation Centre, we've launched the Save the Swamps campaign!

As part of Green Friday 2021 (organized to opt out of promotions associated with Black Friday) we donated 100% of the sales from selected Cumulus® products sold on November 26 to support wetland conservation.

Thanks to the incredible support of our community, we raised a remarkable amount of 43 000.00 EUR!

We directed the entire sum to the Wetlands Conservation Centre to safeguard pristine wetlands and repurchase and rewet dried-out areas that were once marshes:

Find out more at:

[savetheswamps.com](https://savetheswamps.com) ↗

The Rospuda Valley - It is the largest wetland area with no traces of human activities in Poland, as well as one of the largest in Europe. The landscape of this amazing ecosystem has not changed for millennia. Rare species of plants and animals occur here, which are protected not only in Poland but also throughout the European Union (including the only site in Poland of a critically endangered species of orchids - cruciferous honeysuckle). Wetlands such as the one in the Rospuda Valley form at least several thousand years. Any changes that disturb the water conditions in this extremely sensitive ecosystem may be irreversible!

Wolf Swamp - Decades ago, this peat bog was drained and transformed into meadows and pastures. In recent years, due to the activity of beavers, the once-degraded peat bog is naturally rewatering and rejuvenating. As the current landowners aren't utilizing the areas for agriculture, these plots are now cloaked in alder forest, willow thickets, and reed beds.





The European Outdoor Conservation Association is a collective initiative of the European outdoor industry, created to protect the wild places that are essential to both our planet and our passion.



Founded in 2006 by the European Outdoor Group (EOG), EOCA is a non-profit organization that enables outdoor companies to take joint action for the environment. Together with its member brands, EOCA supports and funds an increasing number of impactful, local conservation projects around the world — all focused on preserving and restoring natural habitats and the biodiversity they support.

As proud EOCA members, we at Cumulus® have contributed to several important initiatives, including:

- "Volunteering for Healthy Landscapes" — led by the NGO Hnuti DUHA
- "Stop the ALPs becoming Plastic Mountains" — protecting high-altitude Alpine terrain, one of the last remaining wild environments in Southern Europe

FUNDED

201 projects

REACH

65 countries

INVESTMENTS IN ENVIRONMENTAL PROTECTION

€5.6 million



## Caring for wild places creates a ripple of impact that flows far beyond their borders.

In Green Friday 2023, we donated 20% of profits from Cumulus® product sales to support the project "Clean-Up Action for Vulnerable Natural Habitats in Ukraine". Thanks to our community, we raised €15,700 (~68,295 PLN) for this important cause.

Szatmár-Bereg plain, belonging to the Pannonian Lowland, near the foothills of the Carpathian Mountains contains species-rich hardwood groves dependent on regular flooding. The species-rich Latorica River is threatened by huge blockages which have developed as it flows through forests, picking up waste dumped by local communities, when it floods.

As part of the initiative, several educational events were organized to raise awareness around the issue of pollution in natural habitats. The team successfully surveyed 3,000 hectares of both floodplain and non-floodplain areas to identify key locations where waste was accumulating and in need of removal.

During the first major clean-up operation15 volunteers came together to clear waste from a section of river and its surrounding floodplain. Their efforts resulted in the removal of approximately 2 tonnes of litter — mostly plastic bottles, but also some surprising items, including a mini fridge. In the next half of their project Papilio plan to hold more clean-up events in May and June 2025.







# CARBON FOOTPRINT





# GREENHOUSE GAS EMISSIONS

● [PLANET]

Greenhouse gases are gases that contribute to the greenhouse effect and global warming. The most significant greenhouse gases include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and fluorinated gases.

Greenhouse gas emissions are categorized into Scope 1 (direct emissions), Scope 2 (indirect emissions from energy), and Scope 3 (other indirect emissions, e.g., transport, supply chain). Reducing greenhouse gas emissions is essential in the fight against climate change.

We have been collecting data on our emissions since 2021, which serves as the baseline year for our calculations.

→ 01

## Scope One

Direct emissions (e.g., fuel combustion in vehicles and installations).

→ 02

## Scope Two

Indirect emissions related to purchased electricity and heat.

→ 03

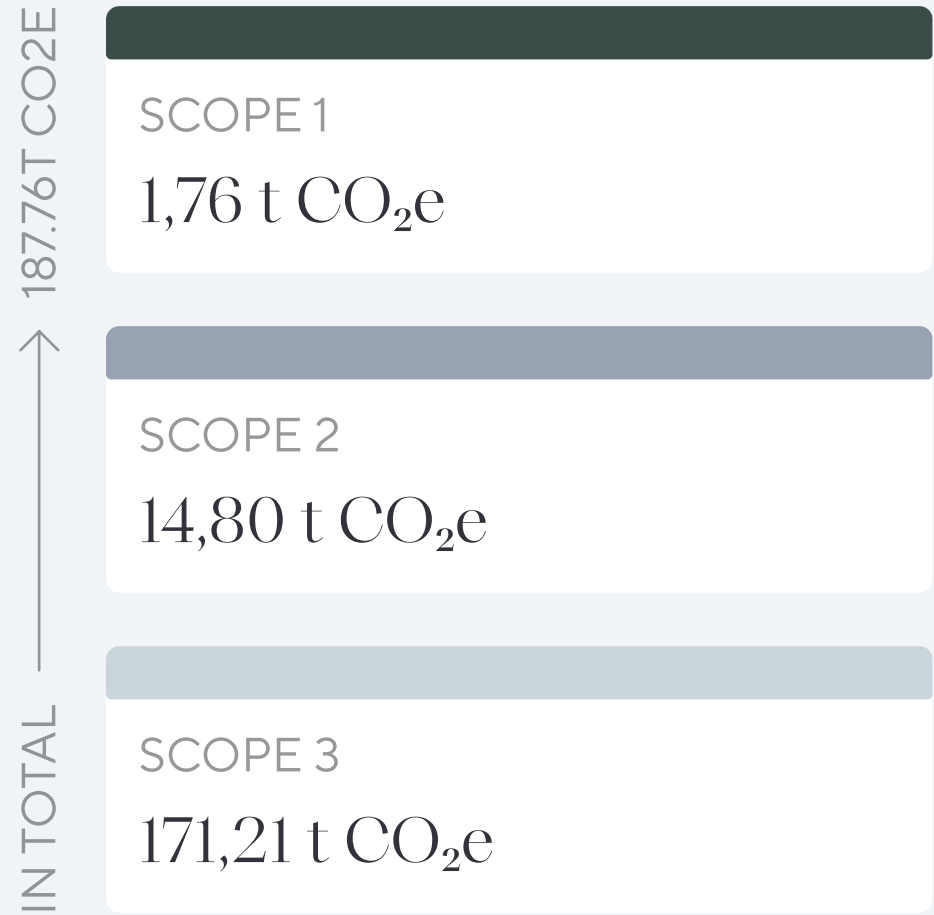
## Scope Three

Other indirect emissions, including maritime and air transport and the purchase of materials.



# GREENHOUSE GAS EMISSIONS

● [PLANET]



The annex detailing our carbon footprint includes results based on two methodologies:

- Location-based (LB): Based on average emission factors for the local energy grid (e.g., national average).
- Market-based (MB): Based on actual electricity purchases (e.g., PPAs, guarantees of origin), reflecting the specific energy sources used.

In the summary results, we report using the market-based (MB) method, as it provides greater accuracy.



# GREENHOUSE GAS EMISSIONS

● [PLANET]



## Major Sources of Emissions

- Air transport: 196.82 t CO<sub>2</sub>e (2021), 107.24 (2022), 63.98 (2023)
- Polyamide (raw material): 92.10 t CO<sub>2</sub>e (2021), decrease to 61.32 t CO<sub>2</sub>e (2023).
- Washing 24.42 t CO<sub>2</sub>e (2021), decrease to 6.30 t CO<sub>2</sub>e (2023).

## Electricity – emissions eliminated from certain sources:

- In 2021, emissions from electricity were high (23.29 t CO<sub>2</sub>e).
- In 2022 and 2023, these values decreased due to a change in supplier to one sourcing 100% from renewable energy.

## Purchased Heat – Emission Reductions:

- 2021: 22.78 t CO<sub>2</sub>e
- 2022: 12.16 t CO<sub>2</sub>e (decrease of 47%)
- 2023: 13.39 t CO<sub>2</sub>e (slight increase, but still below the 2021 level)

## Other Significant Emission Sources - Polyamide remains a major source of emissions, and in 2023, emissions increased by 39%:

- 2021: 92.10 t CO<sub>2</sub>e
- 2022: 44.50 t CO<sub>2</sub>e (decrease of 52%)
- 2023: 61.32 t CO<sub>2</sub>e (increase of 39%)





# NATURAL Heritage Foundation

● [PLANETA]

Due to large-scale logging, entire ecosystems are disappearing before our eyes. Scientists have no doubt - the current rate of species extinction is 1,000 times higher than before humans appeared. Estimates presented in a UN report suggest that up to one million species could become extinct in the coming decades.



# OFFSET

● [PLANET]

Our emissions for 2023 have been offset in collaboration with the Natural Heritage Foundation.

The plot we’re investing in is designated for purchase as part of the Forever Forest project. It is located in the lower basin of the Biebrza River (Poland) and largely consists of well-preserved alder swamp forest, interspersed with fragments of wet pine forest and spruce forest growing on peat. In the future, as the trees mature, it could become a nesting ground for the white-tailed eagle. Given the current trend of degradation of such environments, every preserved fragment of alder forest is extremely valuable. Ultimately, this 1 hectare of alder forest, once the trees reach 80 years of age, will capture around 535 tons of CO<sub>2</sub> from the atmosphere, storing atmospheric carbon in their trunks and branches.

Calculation Method: With knowledge of the wood density of alder (0.51 t/m<sup>3</sup>) and the carbon content of alder wood (49%), it’s possible to estimate the amount of carbon stored in an 80-year-old stand (584 m<sup>3</sup>). This means that such a forest will contain approximately 146 tons of carbon (0.51 × 0.49 × 584 = 146).

One ton of carbon captured by trees equals a reduction of 3.67 tons of CO<sub>2</sub> in the atmosphere — so 1 hectare of 80-year-old alder forest reduces CO<sub>2</sub> levels by 535 tons (146 × 3.67 = 535).

In addition to the carbon captured by trees, peat forms in well-watered swamp forests, albeit slowly, at a rate of about 1 mm per year. This process captures an additional ton of carbon per hectare per year, meaning that over 80 years, another 80 tons of carbon would be stored in the peat. This adds 294 more tons of CO<sub>2</sub> removed from the atmosphere, totaling 829 tons of CO<sub>2</sub> captured per hectare. In dried-out alder forests, emissions from desiccated peat can reach up to 30 tons of CO<sub>2</sub> per year. Therefore, our conservation efforts, by blocking drainage ditches and rewetting the peat, also prevent such emissions and restart natural carbon capture processes. Moreover, alders typically live 100–120 years, so they will ultimately store even more than the estimated 146 tons of carbon. As the trees die off naturally, they will also contribute to the build-up of deadwood, with long-term potential for an additional 100 m<sup>3</sup> of wood per hectare.

Sources:  
<https://www.itd.poznan.pl/en/vademecum/olcha>  
Bolesław Szymkiewicz, Tables of Forest Stand Volume and Growth, Warsaw, 1966

Assuming only the above-ground biomass, the CO<sub>2</sub> captured through photosynthesis and stored in wood amounts to 535 tons per hectare of Eternal Forest. The total area planned for purchase by the Natural Heritage Foundation with support from Cumulus® is 1.75 hectares, of which 0.4 hectares will be allocated toward offsetting emissions from 2023.





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# REPORTING PERIOD: calendar year 2023

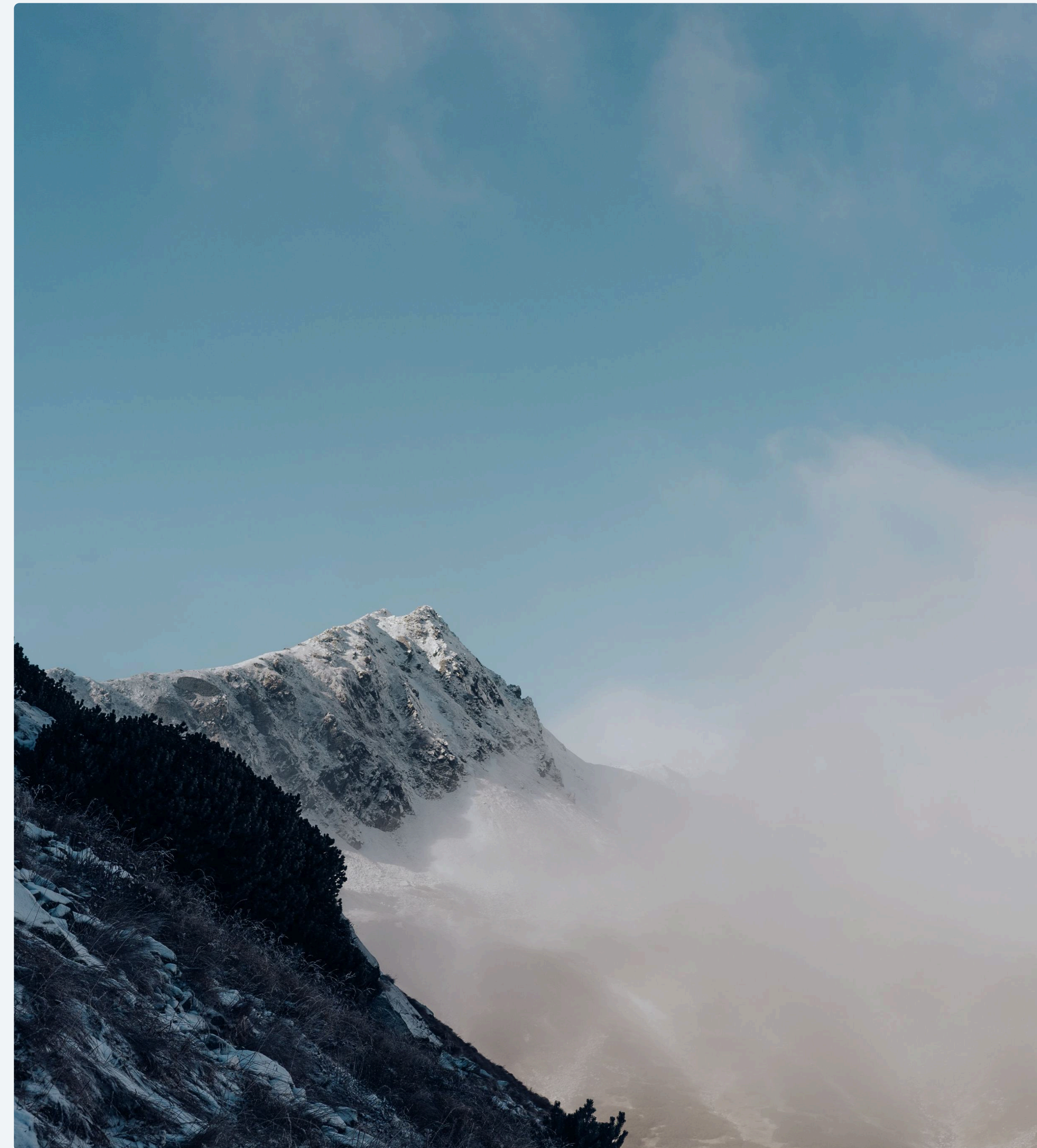
● [ABOUT THE REPORT]

This report was prepared in collaboration with the company TerGo. Subject-matter oversight was provided by Ewa Kielsznia and Klementyna Sęga, both experts in ESG, corporate communications, and public relations.

The 2023 Sustainability Report is our first report presenting the environmental, social, and economic impacts of our organization, along with a description of our management practices. It covers the period from January 1, 2023, to December 31, 2023, unless stated otherwise in the report. We will be publishing reports on an annual basis.

This report was prepared in alignment with the Sustainable Development Goals (SDG) framework and is not subject to external audit.

It highlights the most relevant information for investors, regulators, and our clients, including key ESG (Environmental, Social, Governance) indicators and the European Commission's guidelines on the disclosure of non-financial information related to climate impact.





# ANNEXES

—————> [LINK](#)

DOWN QUALITY CERTIFICATE

—————> [LINK](#)

OEKO TEX CERTIFICATE [ENG]

—————> [LINK](#)

1% FOR THE PLANET

—————> [LINK](#)

EMISSION TABLE FROM BUREAU VERITAS

—————> [LINK](#)

ANY OTHER CERTIFICATES, ACKNOWLEDGEMENTS, THANKS, ATTESTATIONS





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