

IMPACT

Rapha.

PEOPLE

PLANET

PRODUCT

2025

REPORT

INTRO 03–07

PEOPLE 08–21

PLANET 22–32

PRODUCT 33–44

INTRODUCTION

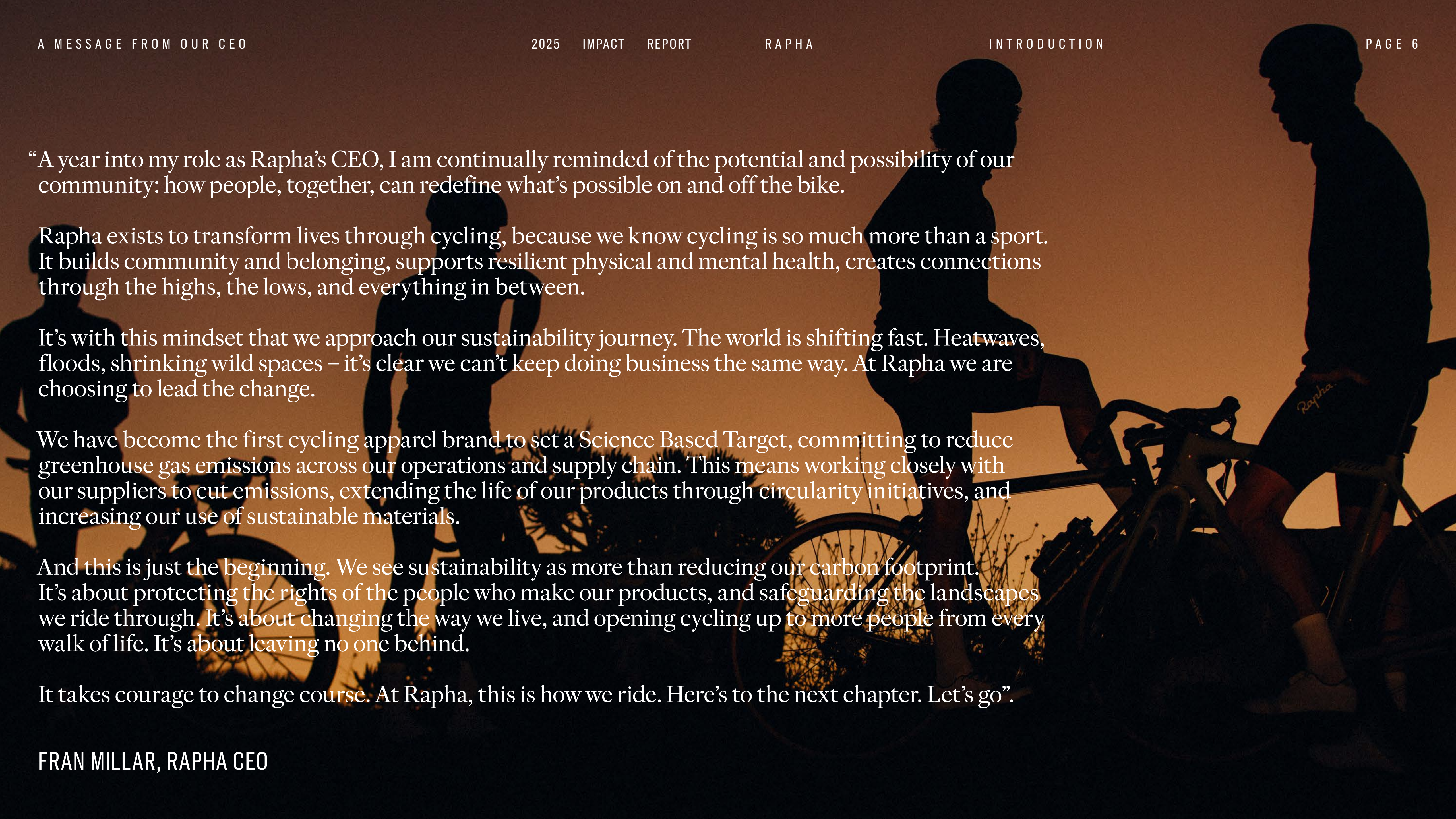
We're on a mission to make cycling the most important sport in the world – by transforming the lives of millions.

WE BELIEVE in the transformative power of cycling: its ability to create connections, build belonging, and reshape our perceptions of what's possible.

The bike itself is a force for good, offering freedom of movement and a way of travelling that's kinder to the planet. Yet we acknowledge that the cycling industry leaves a footprint on the world around us. At Rapha, we believe that where there is challenge, there is also opportunity. That's why we transparently track our impact, set bold targets, and continually push for better. Our ambition is to build a company that prioritises people and planet, without compromising performance. We invite you along for the ride.



	2024		TARGET	STATUS
Science-based target: reduce Scope 1 and 2 GHG emissions	35.6% reduction	<div><div></div></div>	88% reduction by 2030	Progressing
Science-based target: reduce Scope 3 GHG emissions	24% reduction	<div><div></div></div>	45% reduction by 2030	Progressing
Reduce water consumption in production process	–	<div><div></div></div>	REDUCE WATER USAGE PER KG OF MATERIAL USED	Setting out
Products Made with Preferred Materials (VOLUME)	46%	<div><div></div></div>	90% by 2025	Progressing
Decrease use of virgin synthetic materials	53% overall material volume	<div><div></div></div>	20% by 2030	Setting out
Expand takeback scheme across Europe	–	<div><div></div></div>	Establish by 2030	Setting out
Reduce excess fabrics in production process	1.31%	<div><div></div></div>	0.5% by 2030	Setting out
Workers producing Rapha products earn a living wage	–	<div><div></div></div>	100%	Setting out
Workers producing Rapha products have access to representation or worker voice mechanisms	–	<div><div></div></div>	100% by 2030	Setting out
Suppliers Disclosing Social Performance	94.8%	<div><div></div></div>	90% annually	Achieved
Suppliers Disclosing Environmental Performance	91.3%	<div><div></div></div>	90% annually	Achieved
Clubhouses & Offices Renewable Energy	59%	<div><div></div></div>	100% by 2025	Progressing
PFC-Free Durable Water Repellency	All new ranges PFC-free	<div><div></div></div>	100% by 2025	Progressing
Packaging made with Preferred Materials (WEIGHT)	70%	<div><div></div></div>	100% by 2024	Target Missed
Repairs Completed	4880	<div><div></div></div>	Provide free crash repairs	Achieved

The background of the page features a warm, orange-toned sunset scene. In the foreground, the silhouettes of three cyclists are visible against the bright sky. One cyclist is in the center, riding a road bike. To their left, another cyclist is partially visible, also on a bike. To the right, a third person is standing, looking towards the cyclists. The overall mood is peaceful and active.

“A year into my role as Rapha’s CEO, I am continually reminded of the potential and possibility of our community: how people, together, can redefine what’s possible on and off the bike.

Rapha exists to transform lives through cycling, because we know cycling is so much more than a sport. It builds community and belonging, supports resilient physical and mental health, creates connections through the highs, the lows, and everything in between.

It’s with this mindset that we approach our sustainability journey. The world is shifting fast. Heatwaves, floods, shrinking wild spaces – it’s clear we can’t keep doing business the same way. At Rapha we are choosing to lead the change.

We have become the first cycling apparel brand to set a Science Based Target, committing to reduce greenhouse gas emissions across our operations and supply chain. This means working closely with our suppliers to cut emissions, extending the life of our products through circularity initiatives, and increasing our use of sustainable materials.

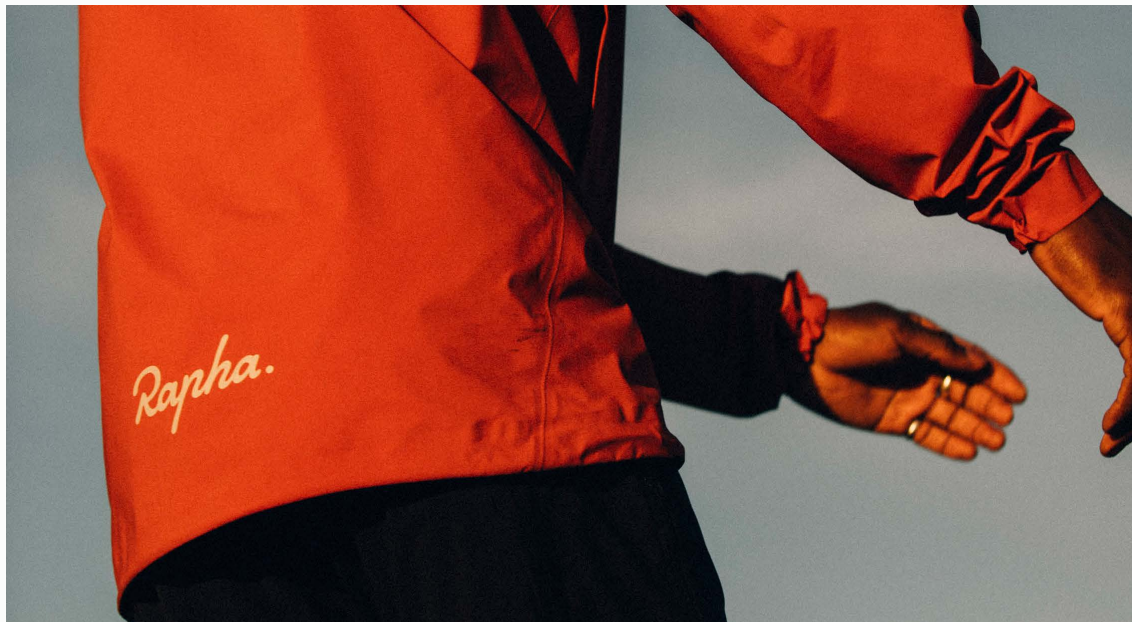
And this is just the beginning. We see sustainability as more than reducing our carbon footprint. It’s about protecting the rights of the people who make our products, and safeguarding the landscapes we ride through. It’s about changing the way we live, and opening cycling up to more people from every walk of life. It’s about leaving no one behind.

It takes courage to change course. At Rapha, this is how we ride. Here’s to the next chapter. Let’s go”.

FRAN MILLAR, RAPHA CEO

While we have much more to do, we're proud of what we've achieved so far.

In 2024, we:



Used more recycled polyester than virgin polyester in our products, for the first time



Closed our gender pay gap



Repaired over 4,800 products



Launched Clean by Design, supporting our highest-emitting suppliers to reduce their carbon footprint



Introduced ReRoute in the US – our first takeback scheme, giving old kit a second life



Rolled out the Rapha Spare Parts Programme, making it easier to replace lost or worn-out parts



Increased renewable energy use, with 59% of our clubhouses around the world now powered by renewables



Released a new collection made from excess materials

PEOPLE



SAFEGUARDING OUR WORKERS

Rapha has always relied on people. From the workers who make our products to the communities we ride with, people are at the heart of our company, and of our sport. That's why we're committed to ensuring that everyone involved in creating Rapha products is protected and treated fairly.

New Target: 100% of tier 1 factory workers earn a living wage

IN MANY of the countries where our products are made, minimum wages don't always cover the basics of a decent life. That's why we're committed to ensuring that every worker in our tier 1 factories – where our products are assembled – earns a living wage.

This is about more than compliance: it's about respecting the people who make the products we ride in. While there's debate in the industry over what constitutes a living wage, we're aligning with globally recognised benchmarks, including the Global Living Wage Coalition, and using local wage studies where available.

We've already begun assessing pay across our tier 1 suppliers and have identified the gaps. Over the next 12 months, we'll work with suppliers to design practical steps that lift wages to the right level. From this, we'll set a clear, time-bound target for achieving living wages across our tier 1 supply chain.

We'll track progress each year, build it into how we buy and make products, and ensure transparent reporting in our annual Impact Report.





NEW TARGET 100% of tier 1
factory workers have access
to representation or worker
voice mechanisms.

By 2030, we're committing that every worker involved in making Rapha products will have access to representation or an effective voice mechanism. This ensures workers understand their rights and have trusted ways to be heard.

Where laws allow, we'll prioritise collective bargaining and freedom of association, working with suppliers and trade unions to create the right conditions. Where these aren't possible, we'll establish accessible, effective alternatives that are trusted by workers, from grievance channels to worker support lines.

TRACKING OUR SOCIAL TARGETS

We track our social targets – living wages and worker representation – through the Higg Index, a global benchmark for sustainability in the apparel industry.

Suppliers use the Index to report on both environmental and labour practices, with assessments verified by independent third parties. This data helps us pinpoint where improvements are needed in our supply chain and focus our efforts where they’ll have the greatest impact.

Each year, we monitor supplier participation, aiming to cover 90% of our supply chain. In 2024, over 90% of our products were made in facilities completing environmental audits, and nearly 95% in facilities completing social and labour audits.

	2022	2023	2024
HIGG FEM	88%	91%	91%
HIGG ONBOARDING			
HIGG FSLM	78%	88%	95%

The Ethical Trade Initiative (ETI)

OUR MEMBERSHIP with the ETI helps drive progress on living wages and worker representation. The ETI is a leading alliance of brands, trade unions, and NGOs, bringing together the industry stakeholders we need to collaborate with to deliver our goals and strengthen social impact across our supply chain.

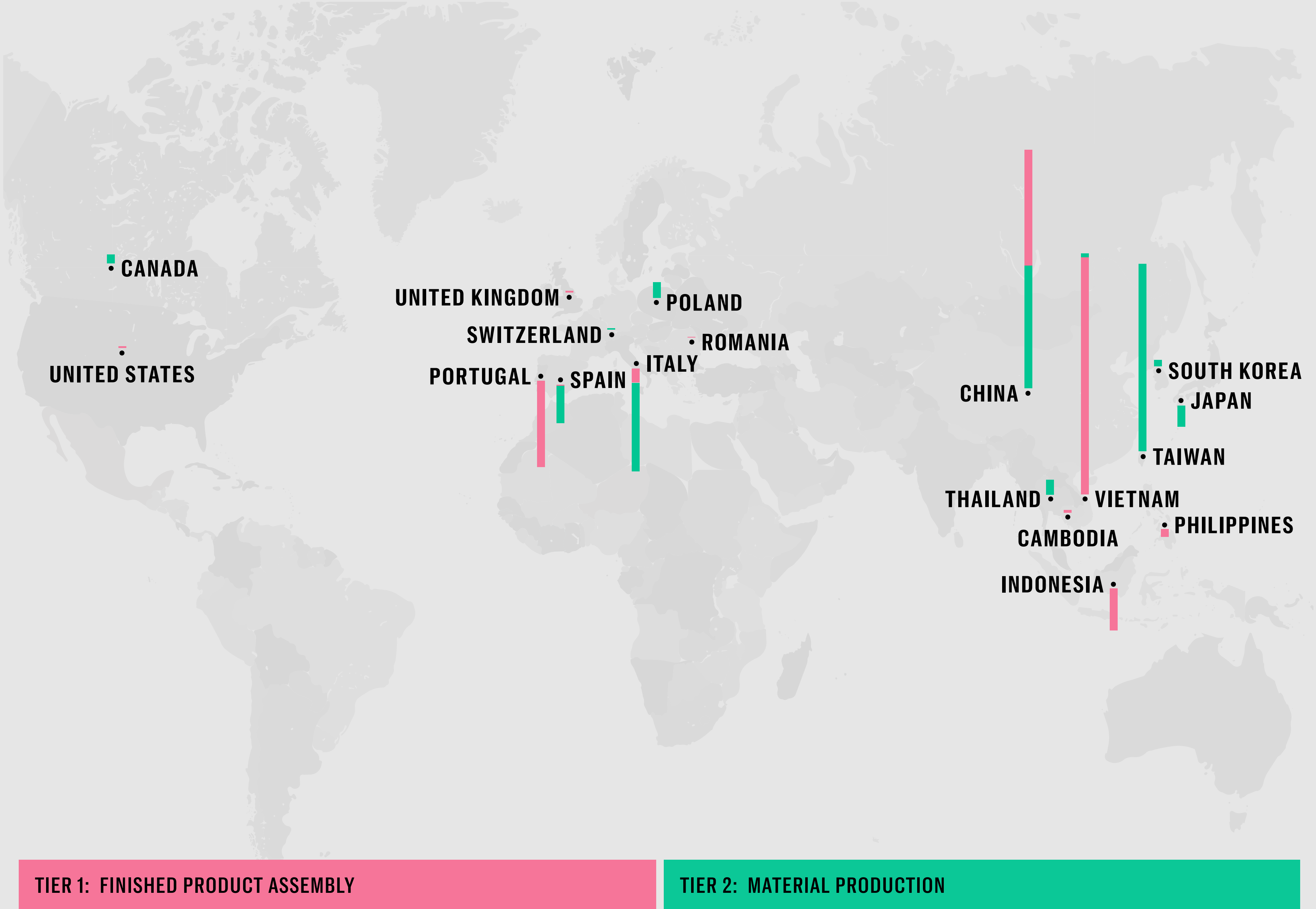
In 2024, Rapha became a graduate member of the ETI, reflecting our progress in implementing the ETI Base Code. We are now aligning our social targets with the ETI Corporate Transparency Framework – a set of best-practice guidelines for reporting on human rights due diligence. Details of our refreshed human rights policies will be published on our website by the end of 2025.



SUPPLY CHAIN TRANSPARENCY

Transparency is key to safeguarding worker rights. It helps identify risks, empower workers, and give customers insight into where their products are made.

We are proud of the partnerships we’ve built with our suppliers to uphold the highest human rights standards. Since 2022, we’ve published our tier 1 suppliers on the [Open Supply Hub](#), with the aim of making our due diligence data more transparent and easier to engage with.





PROGRESSING THE SPORT

Cycling should be open to everyone, yet too many barriers still exist. At Rapha we work hard to increase accessibility through investing in grassroots initiatives that build community and support under-represented groups.

City Academies

IN 2023 and 2024, British Cycling launched City Academies, a programme to identify and nurture young talent across the UK. Supported by Rapha, it creates a pathway from grassroots to elite cycling, with a focus on creating opportunities for under-represented athletes.

By March 2024, 38% of participants were female, and 69% were from diverse ethnic backgrounds. Next, the Academy aims to become a British Cycling-affiliated club, organising more races and unlocking additional funding to increase participation.





Community is at the heart of Rapha

IN 2024, we supported community initiatives that celebrate and expand cycling culture, creating space for more people to ride and belong.

Rapha proudly sponsors the **Black Unity Bike Ride**, a movement championing cycling within Black communities. It brings thousands of riders together on big group rides across the UK, with its flagship event held in London.

We also partner with **Cycle Sisters**, a charity enabling Muslim women to ride. The charity organises over 400 rides a year and hosts group lessons with instructors from the community, building confidence among women to commute by bike.

In 2024, Rapha teamed up with Canyon, ultra-endurance cyclist Emily Chappell, and Peak Queer Adventures to host **High Camp**, a bikepacking retreat in the Peak District celebrating queer cycling culture.

These communities reflect Rapha's mission, to build the world's largest community of riders and transform the lives of millions.

Team AMANI: Racing Towards History

TEAM AMANI has a bold goal: to become the first fully African women's team to compete at the Tour de France Femmes avec Zwift, Giro d'Italia Donne, and La Vuelta Femenina by 2028. This milestone is a defining chapter in the team's journey to reshape the global cycling landscape.

Founded in 2020, AMANI is a project rooted in Kenya, Rwanda, Uganda, and now Ethiopia, created to address the structural inequalities that have long kept African cyclists out of the top tiers of global competition. From limited access to international races and lack of high-performance infrastructure, to barriers in visa, travel, and sponsorship systems, the obstacles have been many—but not insurmountable.

Over the past five years, AMANI has built one of the most dynamic cycling movements on the continent. Through elite gravel racing and road development programs, the team has consistently challenged assumptions about what East African cyclists can achieve.

At Rapha, we back AMANI because they represent the future of the sport. We believe in the transformative power of cycling, and their riders are among the most exciting athletes in the world today, chasing history with grit and vision. Supporting AMANI is about performance, courage, and the belief that cycling is at its best when riders from all walks of life are given the chance to race, to lead, to win.





OUR CULTURE

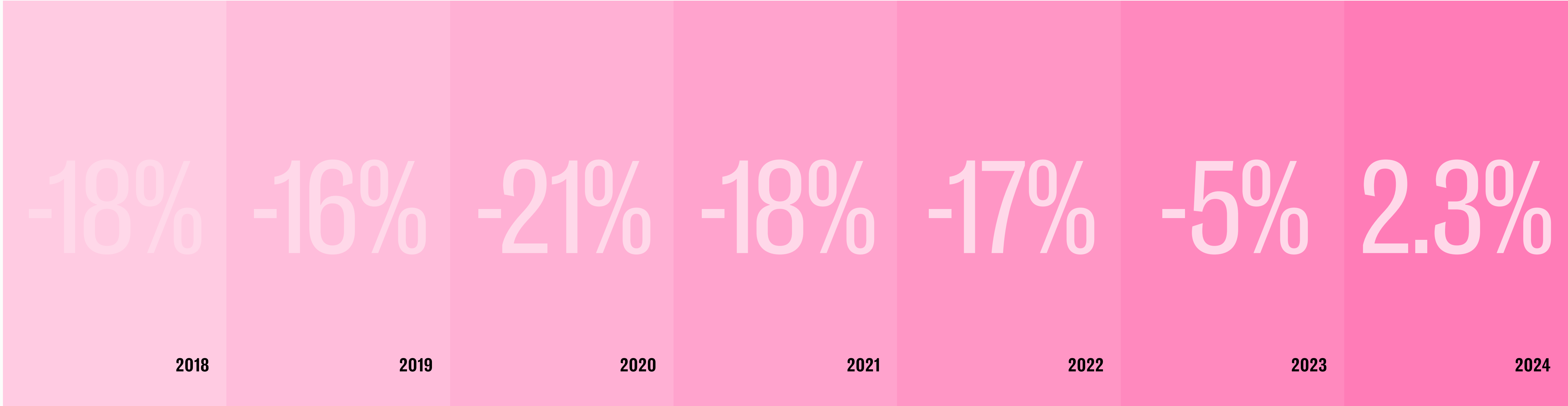
At Rapha, community isn't just what we build – it's who we are. Our people are the beating heart of the brand, united by a shared passion for life on two wheels. From day one, we've fostered a workplace culture that's open, inclusive, and inspired by the freedom of the ride.

Gender Pay Gap

We’ve worked hard to close the gap between men’s and women’s salaries at Rapha, and in 2024, we achieved it. Thanks to personnel changes and more women stepping into senior leadership roles, women at Rapha now earn the same, or in some cases slightly more, than men.

This progress also reflects wider changes in the sport itself, with more women participating, more diverse voices entering the industry, and a move towards greater equity across cycling.

What is the gender pay gap?
The difference between the average pay of men and women in a company.





Getting Started

WE BELIEVE cycling should be for everyone, whether you're clipping in for the first time or chasing a personal best. In 2024, we ran beginner rides to support colleagues who were new to the sport, helping them build confidence and discover the joy of riding. 20 employees joined us on those first rides, and today 6 cycle to work regularly.

We also ran the Rapha Works Race Team budget, giving staff the chance to experience racing without financial constraints. Last year, 24 employees received support to race.

PLANET



CLIMATE While the act of cycling itself does not produce carbon, the industry built around it, including our business, does. We are working to reduce our total emissions at the pace and scale determined by the latest scientific findings.

Current State of Play – Rapha’s 2024 Carbon Footprint

Rapha’s carbon footprint has fluctuated over the four years since we began measuring it, shaped by the volume of products we make and the materials we use.

SCOPE 1 – Direct emissions from our office and Clubhouses.

SCOPE 2 – Indirect emissions from the energy we purchase for our office and Clubhouses.

SCOPE 3 – All other emissions across our value chain, including from materials, manufacturing, logistics, and products.

*Calculated by an independent consultant in line with the GHG Protocol.

	2022	2023	2024
SCOPE 1	24	18	34
SCOPE 2	361	234	168
SCOPE 3	22229	10905	11035
Most of our emissions sit within Scope 3 – the most critical area for us to address.	22615	11157	11237
	TOTAL EMISSIONS (TONNES OF CO ₂ e)	TOTAL EMISSIONS (TONNES OF CO ₂ e)	TOTAL EMISSIONS (TONNES OF CO ₂ e)

Scope 3 Deepdive

In 2024, our Scope 3 emissions rose by 130 tonnes of CO₂e, mainly due to increased product volumes. However, by expanding our use of sustainable materials and reducing emissions in other parts of our supply chain, we were able to keep our overall footprint stable.

It’s a reminder that as we grow, our responsibility grows too – and that every design and sourcing decision matters.

98.21% SCOPE 3	EMISSION SOURCE	% OF SCOPE 3	2024 TOTAL EMISSIONS (TONNES OF CO ₂ e)
	PRODUCTS	48.8%	5382
	TRANSPORTATION	23.1%	2550
	PURCHASED SERVICES	16.2%	1786
	CAPITAL GOODS	3.1%	341
	BUSINESS TRAVEL	2.6%	282
	PRODUCT EOL	1.7%	186
	PACKAGING	1.1%	119
	EVERYTHING ELSE	3.5%	389
			TOTAL: 11035

Looking ahead – Rapha’s decarbonisation strategy

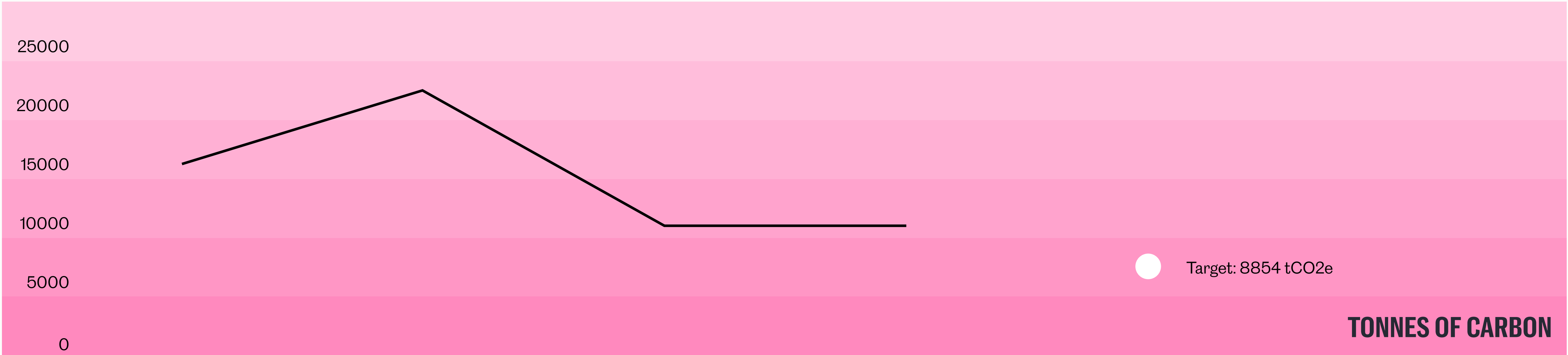
Net zero means reducing our greenhouse gas emissions to as close to zero as possible. To reach it, we must first reduce emissions across our operations and supply chain, and then eliminate any residual emissions through permanent carbon removal.

Rapha is the first cycling apparel company to set a Science Based Target for both short- and long-term emissions. We’ve committed to cut Scope 1 and 2 emissions by 88%, and Scope 3 emissions by 45% by 2030, with a goal of reaching net zero by 2050.

While our footprint rose slightly in 2024, we remain on track to meet these targets. Shifting to sustainable materials and reducing virgin synthetics directly tackles product-related emissions (see pages 30 and 35). Our Clean by Design partnership

with the Apparel Impact Institute (see page 27) supports tier 1 suppliers in adopting greener production methods, helping to reduce supply chain emissions. We’re also working with tier 2 suppliers to explore innovative technologies that support their transition to lower-carbon operations.

Scope 3 presents the biggest challenge, but our roadmap is clear: create materials and products with lower carbon footprints, and invest in greener supply chain practices.



TONNES OF CARBON

Clean by Design

CLEAN BY DESIGN is central to decarbonising our supply chain, working with our highest-emitting suppliers to reduce their carbon footprint. In partnership with the Apparel Impact Institute, we invest in training and smarter, lower-impact production methods, creating tailored action plans to reduce energy use.

We launched the programme with one supplier in January 2024, achieving a reduction of 154 tonnes of CO₂e within the first year. In December 2024, we expanded the programme to a second supplier, with results to be shared in our next Impact Report.

Looking ahead, we'll continue to expand Clean by Design across our supply chain. By doing so, we're helping raise the standard for responsible manufacturing while driving progress towards our carbon, biodiversity, and water goals.

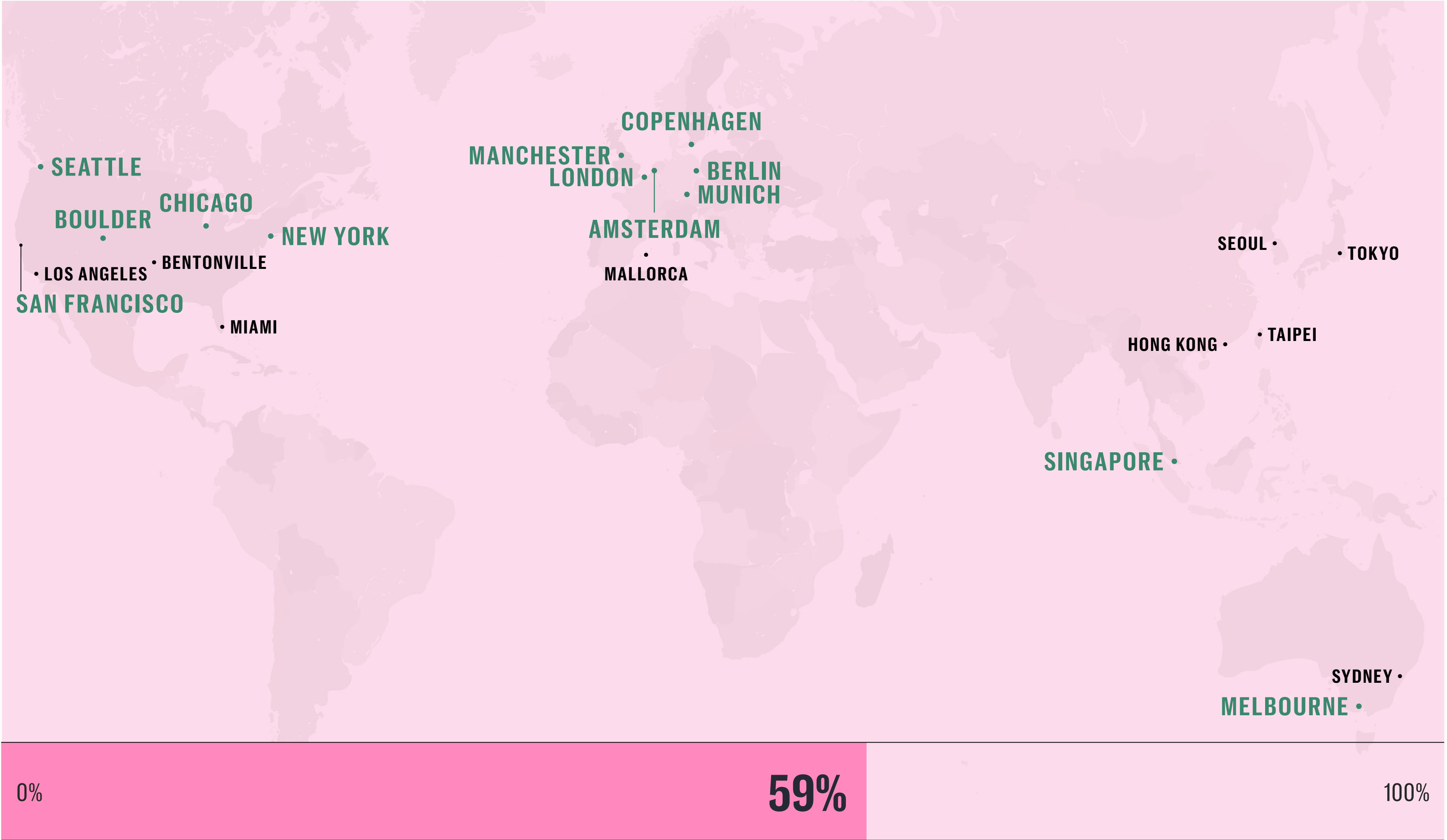


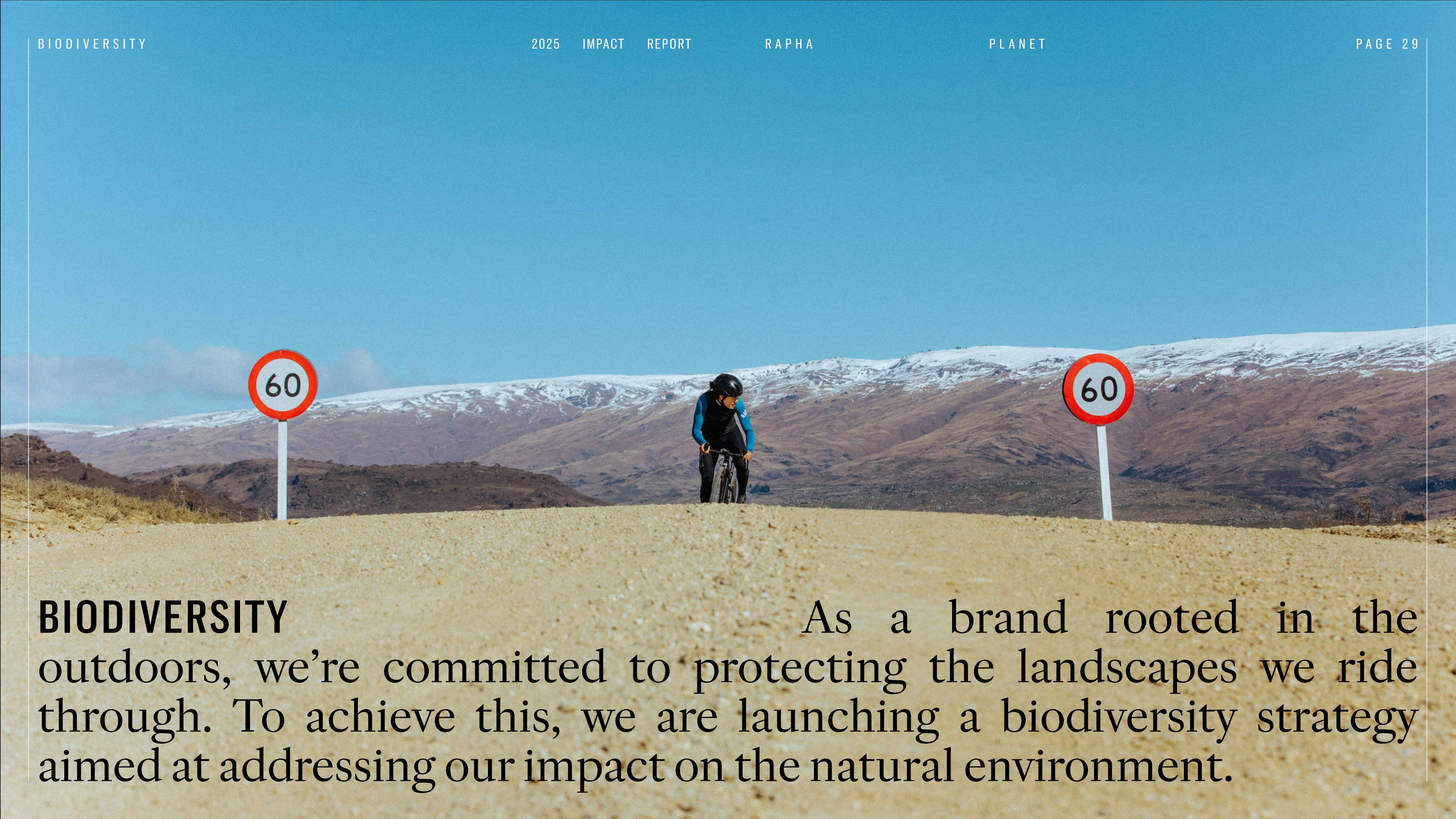
OUR CLUBHOUSES

The Rapha Clubhouses are at the heart of our brand. They are home to the Rapha Cycling Club – the world's largest community of cyclists. Rapha is their constant, unwavering connection to the sport.

Today, over half of our global clubhouses run on renewable energy. Reaching 100% will enable us to meet our Scope 2 carbon target.

While we continue to make progress, some locations face challenges where renewable energy isn't readily available on the grid. We're exploring new ways to overcome these barriers to ensure every clubhouse reflects our commitment to a low-carbon future.





BIODIVERSITY

As a brand rooted in the outdoors, we're committed to protecting the landscapes we ride through. To achieve this, we are launching a biodiversity strategy aimed at addressing our impact on the natural environment.



What are virgin synthetic materials?
Materials made from new, never-before-used resources.
Virgin polyester and nylon are derived from fossil fuels.
Switching to recycled or alternative materials therefore
helps cut emissions.

New Target: Reduce the use of virgin synthetic materials to 20% of total materials used in our products by 2030.

CLIMATE and biodiversity are closely connected, and one of the clearest ways our products affect both is through virgin synthetic materials. Polyester, nylon and elastane are made from fossil fuels, making their production energy-intensive and carbon-heavy, while also harming habitats, polluting waterways, and releasing microplastics.

Starting in 2025, we have set a new target: to cut virgin synthetics to 20% of total materials used in our products by 2030. This target covers all the materials we use

across our range, not just those that qualify as Environmentally Preferred Materials (see page 35). This aligns with our product strategy, lowering carbon emissions while reducing our impact on ecosystems. Beyond 2030, we'll continue exploring ways to phase out virgin materials.

Switching to recycled alternatives helps, but it doesn't solve microplastic runoff. That's why we're exploring material innovation and new solutions to tackle this challenge across the full lifecycle of our products.



WATER Water is essential to making our products, from dyeing fabrics to finishing garments. Starting in 2025, we are launching a water stewardship program to reduce our footprint and ensure we use only what's necessary to produce the kit we love to ride in.

New Target: Reduce water usage per kg of material used

AS AN apparel company, our operations use significant amounts of water, primarily in the production and dyeing of our products. To address this, we assessed the water intensity of our most commonly used materials and pinpointed hotspots in our tier 2 supply chain where reductions are most needed.

Over the next 12 months, we'll establish a baseline for our current

water use and set time-bound reduction targets, which we'll share in next year's Impact Report.

Several projects are already underway as part of our water stewardship programme, including shifting away from virgin synthetics, scaling our Clean by Design program, and working with suppliers to reduce water use in production.



PRODUCT



CIRCULARITY

Circularity lessens the demand on resources by looking to reduce and reuse waste from products. For us this means focusing on the materials we use for products and packaging, reducing the chemicals used in their manufacturing and ensuring that we develop products that are durable and repairable. In instances where this isn't possible, we will be offering schemes for takeback, donation and recycling to minimize the end of life impact.

TARGET 90% of production volume will be made with environmentally preferred materials by 2025.

STATUS 46% (SS24 + AW24)

OUR materials are the biggest driver of our environmental footprint. To tackle this, we have been shifting towards Environmentally Preferred Materials (EPMs). We’ve already made good progress – 46% of our 2024 products used EPMs in their construction. These meet Textile Exchange’s preferred material standard.

Our EPM target focuses on the share of production meeting our preferred material criteria (outlined to the right), while our virgin synthetics target (page 30) addresses the overall material composition across our range. Together, they represent one of the most significant steps in our sustainability journey.

EPM criteria

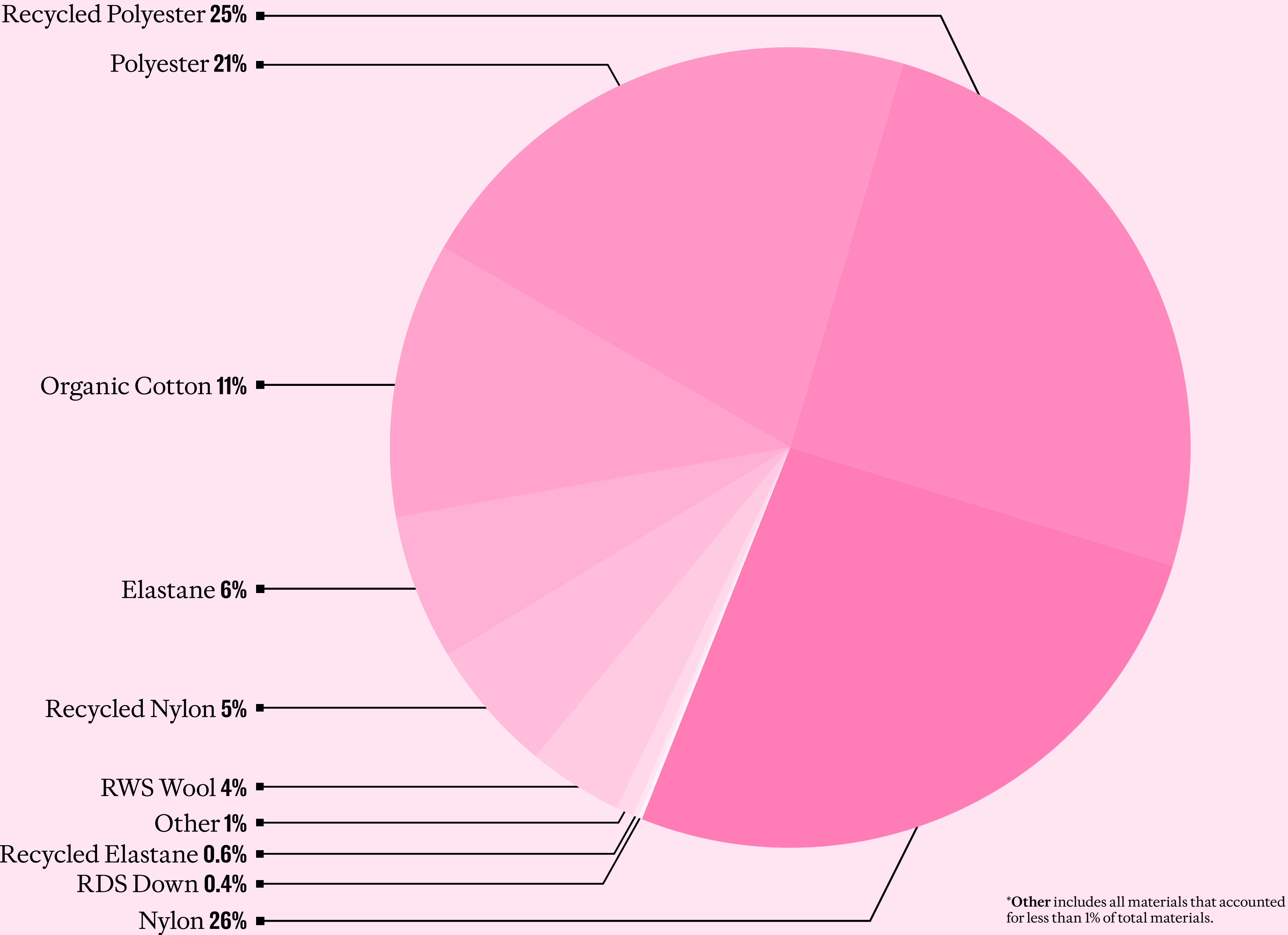
For a style to be included in our EPM calculations, it must meet two criteria:

Product level:
- At least 50% of the finished product, by weight, must be made with environmentally preferred fabrics.

For a fabric to be deemed environmentally preferred:
- At least 50% of synthetics must come from recycled sources.
- At least 95% of natural materials must be organic.

RECYCLED AND NATURAL FIBRES
2024 marked an important milestone in our shift to more sustainable materials: for the first time, we used more recycled polyester than virgin polyester. We will continue building on this progress as we expand our use of recycled and innovative lower-impact fabrics, showing that it's possible to prioritise sustainability without compromising performance.

For natural fibres, we use only organic cotton and wool certified by the Responsible Wool Standard (RWS). This promotes better land management and animal welfare, while contributing to healthier ecosystems.





Geared for wet weather

MANY OF our outerwear products were historically treated with durable water-repellent (DWR) coatings. Over the past three years, we've been phasing out PFC-based treatments. In 2024 we continued to introduce new PFC-free products, largely in collaboration with major suppliers like Gore-Tex and Pertex, as well as within our own material development.

We no longer produce new styles containing PFCs, though some older stock with this coating remains available while it sells through.

What are PFCs?
Perfluorinated chemicals (PFCs) are synthetic compounds traditionally used to make fabrics water- and stain-repellent. They don't break down easily in the environment and can accumulate in soil and water. Moving to PFC-free alternatives allows us to maintain high-performance wet-weather protection without the lasting environmental impact.



NEW TARGET Reduce excess fabrics in production to 0.5% of total volume.

EXCESS FABRICS are a common challenge in the apparel industry. They often result from over-ordering, inefficient pattern cutting, or design changes, and contribute to unnecessary waste and resource use.

This year, we've set a new target to reduce excess fabrics to 0.5% of our total material volume. Reducing excess not only cuts waste but also supports progress towards our other environmental targets – using less fabric means lowering carbon emissions, water use, and chemical inputs.

Turning excess into performance

IN 2024, we launched a collection made from surplus fabric, turning excess materials into world-class racing apparel. Highlights included a stretch rain jacket built from leftover GORE-TEX and a tech musette crafted from surplus fabric rolls.

Using excess fabric is just one part of tackling waste. To reach our target of reducing excess fabrics to 0.5% of total production volume, we're working

closely with suppliers to minimise waste at the source and integrate surplus into production planning. For materials we can't eliminate, we'll continue exploring ways to turn them into products, ensuring materials stay in circulation rather than going to waste.

A male cyclist is shown in a dynamic, low-angle shot, leaning forward in a racing crouch. He is wearing a white and black cycling helmet with the 'S-WORKS' logo. His jacket is a rich brown color with white accents on the sleeves. The background is a blurred, natural landscape, suggesting an outdoor setting. The lighting is soft, highlighting the texture of the fabric and the cyclist's form.

Our excess fabric mainly comes from minimum order quantities and changes in styles or materials. It isn't yet made from factory floor off-cuts – something we hope to achieve in the future.

Progressing our packaging

IN OUR previous Impact Reports, we set a target for all our packaging to use environmentally preferred materials by the end of 2024. While we have achieved this for dispatch packaging, product-level packaging remains a work in progress. The challenge lies in balancing sustainability with product protection: the environmental footprint of our products far outweighs that of their packaging, so keeping them safe during transit is essential.

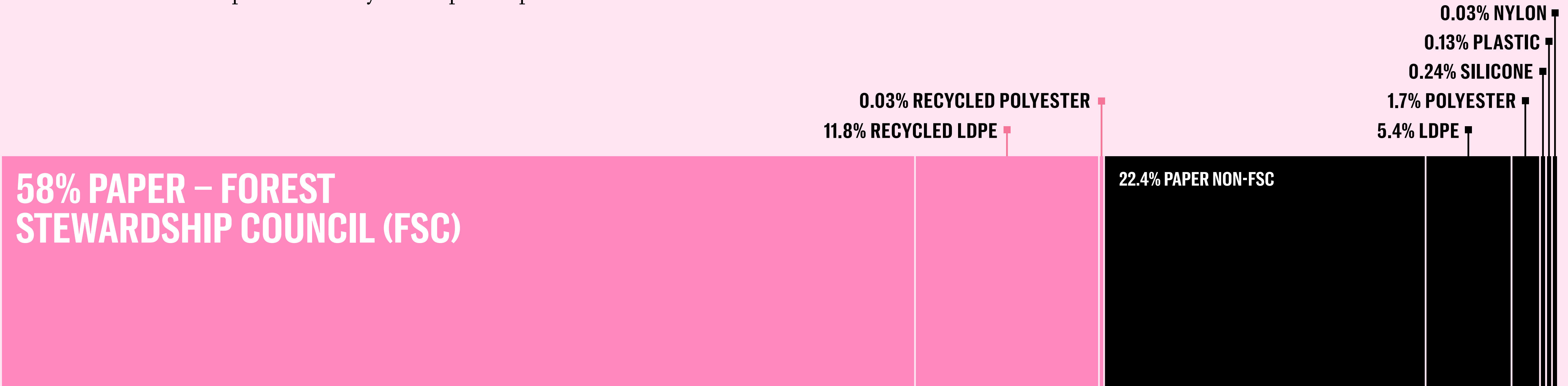
We remain committed to reaching this target and continue to explore alternatives to make all customer packaging sustainable. We'll share updates in next year's Impact Report.

DISPATCH PACKAGING

The outer packaging used to ship products to customers or retailers, such as boxes, mailers, and protective wrap. Its primary purpose is transport and delivery.

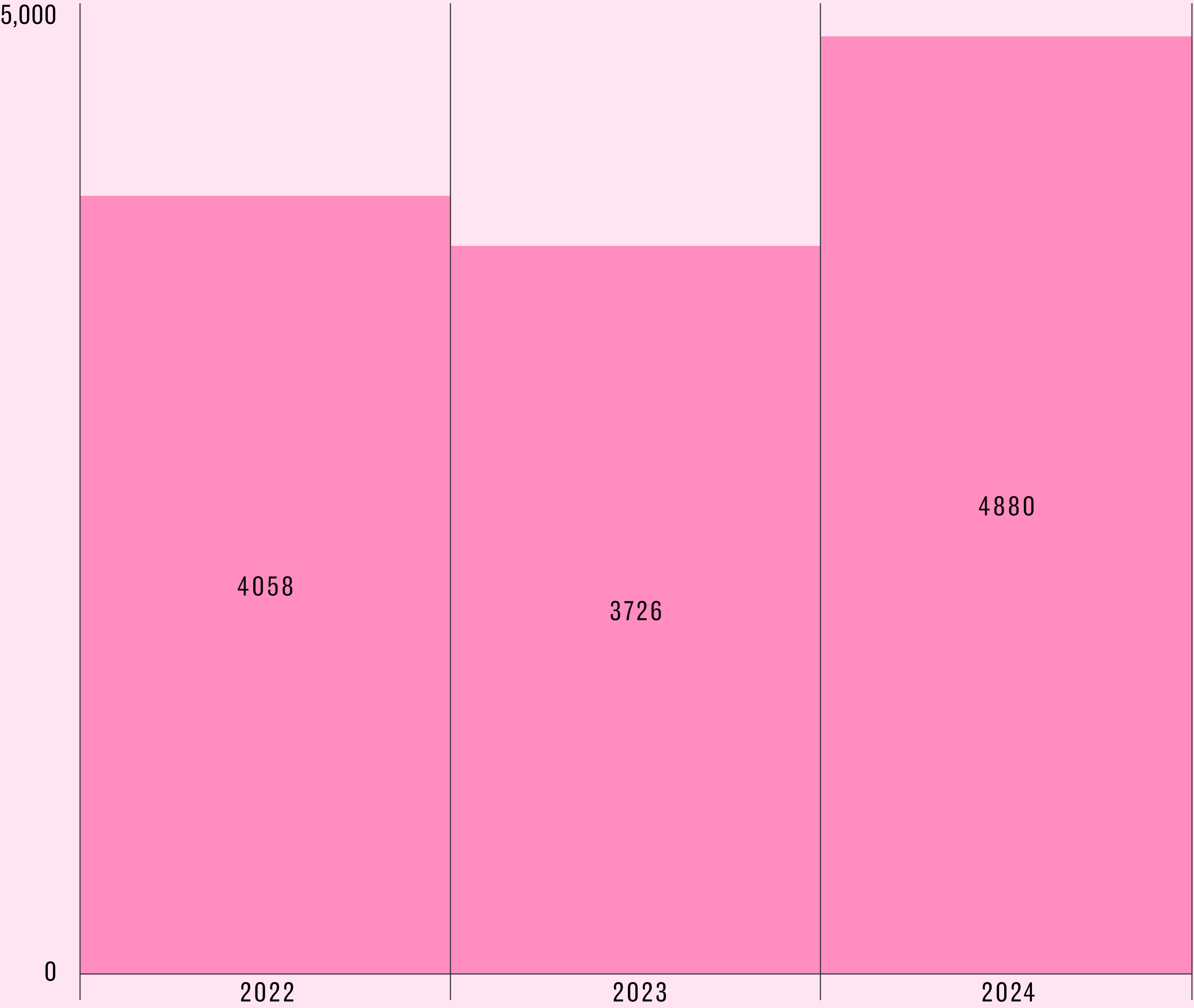
PRODUCT-LEVEL PACKAGING

The packaging that comes with the product itself, including tags, polybags, or sleeves. It protects and presents the product.



CRASH REPAIR SERVICE

Our free crash repair service is at the heart of keeping riders on the road and kit out of landfill. Since our last report, we’ve increased repairs by 31%, making it easier and faster for riders to get back on their bikes. Every repair extends the life of our products and keeps them in circulation, proving that our kit is built to go the kilometres.





Rapha Spares

IN 2024, we launched Rapha Spares as part of our mission to keep Rapha kit on the road for longer.

If a part of a product – like the nose piece of glasses or the arch insert of shoes – gets lost or damaged, riders can order a replacement directly from our [website](#). By giving products a second life, we reduce waste.

In 2024, we estimate that nearly 1,000 accessory parts were saved from ending up in landfill, demonstrating that even small components can make a big difference in our circular approach to product design.

Rapha ReRoute

EVERY piece of Rapha kit is built to go the distance, through high-quality materials, rigorous testing, and thoughtful design. But longevity is only part of the story. We want our products to have multiple lives.

That’s where Rapha ReRoute comes in. Launched in 2024 in the U.S. through a partnership with Out&Back, the program lets customers trade in gently used kit they no longer wear for store credit or cash. These products are given a second life, reducing textile waste, keeping our products on the road longer, and giving our community the chance to experience high-quality kit second-hand.



A wide-angle photograph of a rugged mountain landscape. Two cyclists are silhouetted against a bright, hazy sky as they stand on the crest of a dark, rocky ridge. The surrounding slopes are covered in patches of snow and low-lying vegetation. The overall tone is dramatic and adventurous.

NEW TARGET Expand Rapha ReRoute to Europe.

THIS YEAR, we're committing to bring Rapha ReRoute to more riders across Europe, starting in the UK, with the goal of making the programme available continent-wide by 2030.

Expanding globally is more complex, but we are exploring different ways to offer takeback options and give more of our community access to second-hand kit. It's another step towards a culture where repair and reuse are part of every rider's journey.

Rapha.

PEOPLE

PLANET

PRODUCT

2025