

SOCIAL REPORT



deuter

JULY 2020 - JUNE 2021

#deuterforever

ORGANISATIONAL CHART

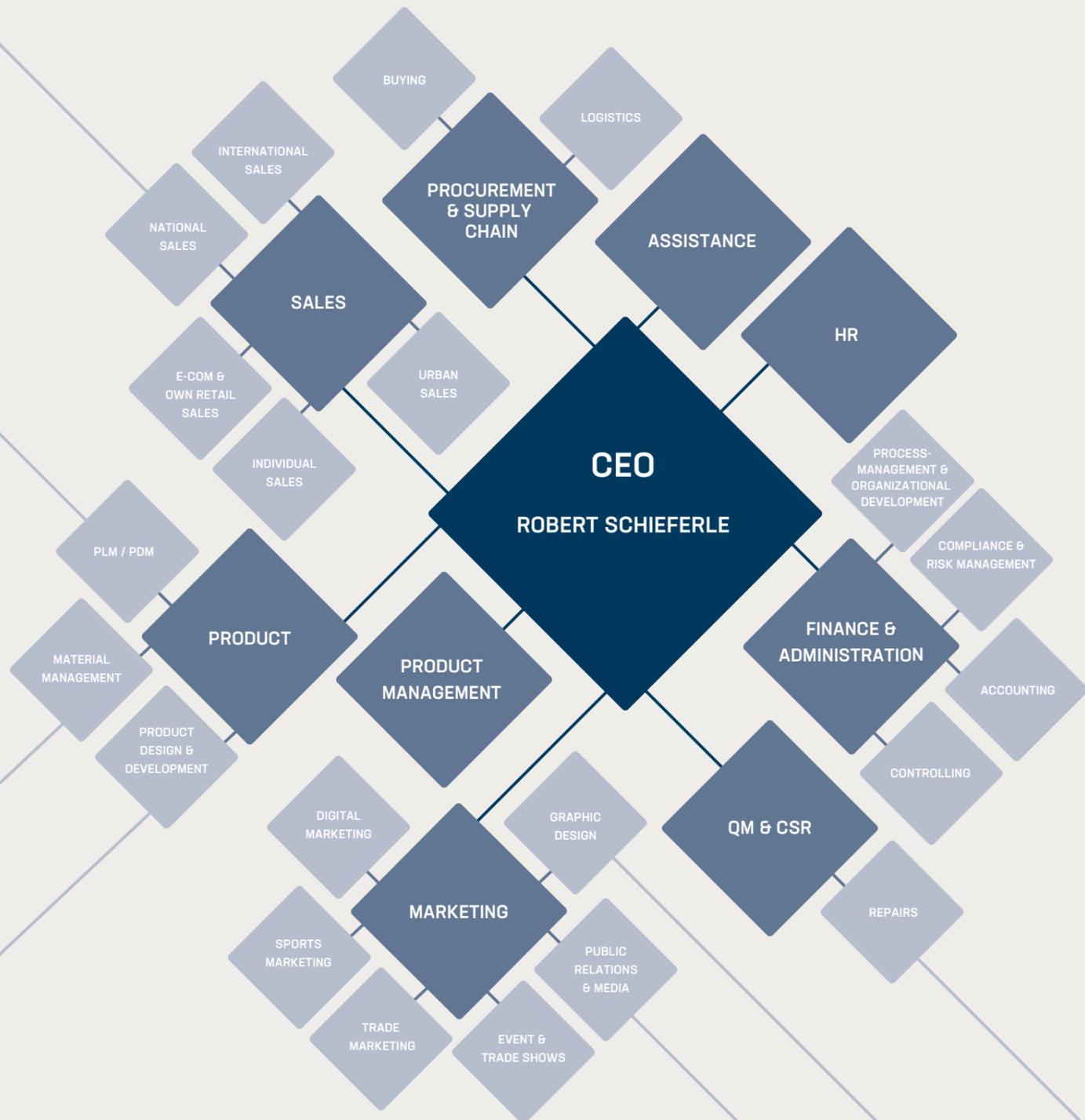


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FOREWORD

Dear deuter family, dear customers and business partners,

The second business year of the Covid pandemic is behind us. The constantly changing external influences and requirements were and are a great challenge for our employees and our partners.

Our unique way with two exclusive suppliers has proven its worth. Nevertheless, we were faced with huge challenges this year.

The military coup in Myanmar changed the situation completely from one day to the next. We condemn the military coup in Myanmar and support the peaceful protests. We are in close contact with the Fair Wear Foundation and ensure that there are no links with the military and that 100% of the wages reach the workers.

In Vietnam, the Covid pandemic has had terrible consequences and the greater Ho Chi Minh area had to enter a strict lockdown for over 3 months. We have been able to work with Duke to provide additional financial assistance to workers in addition to government support to cover necessary expenses.

Besides all these additional issues, we are working to significantly reduce our carbon footprint, the share of recycled

materials is continuously increasing. We adopted our CSR strategy, and we show clear and measurable targets with our deuter Promise.

We are proud to be certified with the Green Button label and to work together with Climate Partner on climate protection. Above all, we are pleased that our partnership with Duke was nominated for the German Sustainability Award and made it to the final round.

We will continue to work on extending the life cycle and increasing the reparability (design to repair) of all products. We want to underline the seriousness of our claim to be a responsible company by giving you a detailed insight into our passion with our 9th Social Report.

Best regards, Yours

Robert Schieferle

COVID-19 STATEMENT

The global Covid-19 outbreak is taking on a scale that poses unprecedented challenges and far exceeds the scope of any single company. Despite this, we are still highly committed to respecting human rights within our entire supply chain. As a member of the Fair Wear Foundation and as a member of the Bündnis für nachhaltige Textilien (Alliance for Sustainable Textiles), but also as a responsible company, we are looking to mitigate the negative effects of the Covid-19 outbreak on the companies and workers in the supply chain, both individually and together with other stakeholders, and to secure stable relationships for the future. Our efforts are based on a collaborative approach and an understanding of the shared responsibility that all stakeholders in the supply chain hold.

GUIDING PRINCIPLES

deuter has enjoyed a close working relationship with its two manufacturing partners, Duke and Bellmart, for several decades. And this applies now more than ever in the current challenging conditions. We are mindful of the responsibilities we have and have committed to the following measures:

- We are in close communication with our supply partners to find ways to minimise any negative consequences, and in particular to protect workers.
- We are collaborating with other stakeholders to find joint solutions that best mitigate the negative effects of the Covid-19 outbreak.
- Beyond the immediate crisis, we are continuing to help stabilise the supply chain and strengthen partnership relations through the implementation of responsible and fair purchasing practices.

SHORT-TERM MEASURES DURING THE COVID-19 OUTBREAK

- In general, we are refraining from cancelling orders, especially if they have already been confirmed and/or material has been purchased.
- We are adhering to agreed payment terms, and if necessary, arranging advance payments.
- There will be no late delivery penalties if these are due to the effects of the Covid-19 outbreak.
- In the case of factory closures, workers will receive their wages and severance pay (provision of emergency financial aid).
- We are looking into whether wages can still be paid in the case of a production standstill, or whether it is possible to make any concessions e.g., through adjusting payment terms, in order to secure wage payments.

- Together with other stakeholders in-country, we are looking into other support measures that might be required, such as the provision of emergency financial aid to bridge workers' wages or redundancies.
- We are informing suppliers early of our projected orders and updating these regularly. And lead times are being coordinated with our partners.

Regarding worker health and the risk of infection within production facilities, we are ensuring that:

- Adequate personal protective equipment and measures are implemented to reduce the risk of infection. This also applies to the transportation of workers to and from production sites.
- Workers are being informed about these protective measures and about their rights and have access to employee/union representatives and other grievance procedures.
- Suppliers are complying with government measures.

OUTLOOK

If we are to mitigate any negative effects, in particular on the employees within the supply chain, the current situation calls for a collaborative approach from all parties involved, as well as effective communication and flexibility. It is only together that we will be able to overcome the Covid-19 crisis. However, the current situation also highlights the importance, both now and in the future, of fair and collaborative relationships between buyers and suppliers, because these are the foundations upon which stable and resilient global supply chains are built.

For further information please contact Marco Huehn, marco.huehn@deuter.com, deuter Sport GmbH, Daimlerstr. 23, 86368 Gersthofen

MYANMAR STATEMENT

On 1 February 2021, at the beginning of the new legislative period of the democratically elected parliament, the Myanmar military led by General Min Aung Hlaing seized leadership of the country in a coup. The military declared a state of emergency for one year, dissolved the existing parliament and installed the former vice president Myint Swe as acting head of state.

Several civil government politicians were arrested in the early hours of February 1st. Following the coup, various protests took place in several cities and across the internet. There were also acts of civil disobedience, such as strikes by public sector workers. A government in exile was formed (NUG - National Unity Government). The demonstrators are still demanding a return to democracy and the release of the ousted and imprisoned de facto head of government, Aung San Suu Kyi.

The military responded with violence. To date, numerous people have died¹, thousands of people have been arrested and hundreds have been convicted.^{2/3} Workers participating in the events of the Civil Disobedience Movement face losing their jobs or being detained as well. Myanmar trade unions are fighting for workers' labour rights and demanding that international brands comply with freedom of association guidelines.

As a responsible company, we are committed to fully respecting human rights and workers' rights in at our manufacturing sites and throughout our supply chains, in particular the right to peaceful assembly, freedom of expression and freedom of association in accordance with the Universal Declaration of Human Rights. The safety of local workers is of highest priority to deuter,

as is ensuring their physical and financial security. Precisely because of the difficult situation in country, the need for people to have a regular income is even greater. And so, together with our partner Bellmart, we have ensured that the local factory has no links to the military, and we regularly monitor the employment situation. We are also in close contact with NGOs, international trade unions and other brands to observe and assess the difficult political situation, but also so that we can react to any changes effectively.

Like all companies manufacturing in Myanmar, we are facing a major challenge. The country is in a politically and economically unstable situation, which greatly affects the planning of relief efforts, but also the manufacturing of our products and the inspection and assurance of working conditions. The Covid-19 pandemic further complicates the situation. For this very reason, it is our greatest concern to support our manufacturing partners and the local population as much as possible. We base our measures and other activities on the FWF⁴ guidelines and use them to implement our corporate social responsibility efforts.

¹ <https://orf.at/stories/3225348/>

² http://www.industrial-union.org/sites/default/files/uploads/documents/2021/MYANMAR/call_for_campaign_on_myanmar.pdf

³ https://progressivevoicemyanmar.org/wp-content/uploads/2021/09/2021-09-17-210916_CDM_Report_edited-signed.pdf

⁴ <https://www.fairwear.org/stories/fair-wear-update-on-situation-in-myanmar>

ABBREVIATIONS & EXPLANATIONS

SOME ABBREVIATIONS ARE USED IN THE FOLLOWING TEXT. YOU CAN LOOK THEM UP HERE AT ANY TIME.

| | |
|-------------|--|
| ACT | Action, Collaboration, Transformation (Foundation) |
| BPC | Brand Performance Check |
| CAP | Corrective Action Plan |
| CMT | Cut, Make and Trim |
| CoLP | Code of Labour Practices |
| CSR | Corporate Social Responsibility |
| FWF | Fair Wear Foundation |
| GRS | Global Recycle Standard |
| NGO | Non Governmental Organisation |
| NGU | National Unity Government |
| OHS | Occupational Health and Safety |
| RDS | Responsible Down Standard |
| SDGs | Sustainable Development Goals |

WHAT WEP TRAINING IS ABOUT

FWF Workplace Education Programme (WEP) aims to move companies beyond auditing and corrective action, and towards workplaces where issues are raised and resolved through open communication.

The WEP aims to provide factory managers and workers with the tools they need to start an open dialogue about issues and opportunities in the workplace and about how to improve working conditions in the factory. Increased awareness about labour standards, together with functioning grievance systems, can contribute to improve working conditions.

Fair Wear Foundation provides both general and country-specific modules.

WHAT IS WEP TRAINING

WEP Communications Training builds on the Basic WEP training and focuses on discussions between the leadership and workers in the factories. It is designed to help with better communication and therefore help resolve complaints and concerns before they have to be dealt with through the official grievance procedure system. This module has been developed to:

- build up worker and management communications and problem-solving skills.
- create a working environment that supports and encourages management to enter dialogue with employee representatives when problems are raised.
- improve factory management's ability to engage in dialogue with brands about their practices, which impact on working conditions in the factory.

The module takes one year to complete. It encompasses an introductory meeting, two main course units and three satellite course units, which are tailored to a specific company's needs.

Upon completion, it is expected that both parties – management and workers – can recognise the advantages of working together in bringing up and resolving workplace issues. And to view collaboration of this sort as the new norm.

INITIATIVES & PARTNERSHIPS



WE MANUFACTURE ACCORDING TO BLUESIGN® STANDARDS, TO PROTECT PEOPLE AND PLANET

Even the most conscientiously made outdoor equipment creates an ecological footprint. At deuter, we want to keep that footprint as small and light as possible. That's why we have adopted the bluesign® system – the world's strictest standard for environmental protection, occupational safety and consumer protection in the textile industry – to guide us in our production. By using the bluesign® system, which

deuter adopted in 2008, we aim to make our products and the entire production cycle progressively more resource efficient and more environmentally friendly. And we're improving all the time. 100% of our manufacturing partners are bluesign® system partners and the number of bluesign® products in our collection is steadily rising: It currently includes the Heritage series, Astro series, UP series, Kikki, Urban Belts, Cotogy and Scula.



FAIRNESS FROM A TO Z - WITH THE FAIR WEAR FOUNDATION

We're celebrating a small anniversary – ten years' membership of the Fair Wear Foundation (FWF). It's a milestone in our efforts to achieve fair working conditions throughout the entire production and supply chain. The FWF is a multi-stakeholder initiative that works together

with companies and factories to improve working conditions in textile and garment factories, particularly on the ground in production countries. Recognition of our efforts, which include focusing on just two manufacturing partners, shows us we're on the right path. We've earned FWF Leader Status every year since 2013 and received the FWF Best Practice award in 2015.



PARTNERSHIP FOR SUSTAINABLE TEXTILES – UNITED FOR GREATER SUSTAINABILITY

We want to make outdoor equipment in an environmentally friendly, sustainable way, under fair conditions and within socially responsible manufacturing and supply chains. These chains are long and complex, and often hard for one company alone to clearly assess. That's why we have teamed up with other manufacturing partners and businesses through our membership

of the Bündnis für nachhaltige Textilien (Partnership for Sustainable Textiles). Our aim is to improve the social, environmental and economic conditions along the whole supply chain. The Partnership for Sustainable Textiles was set up in 2014 by the German government and brings together stakeholders from business, civil society, standards organizations and trade unions under one umbrella.



GREEN BUTTON FOR GREEN PRODUCTS

Policymakers have also recognized that textile manufacturing cannot become more sustainable without cross-border standards. deuter is collaborating with the international "Green Button" (Grüner Knopf) hallmark initiated by the German government. It is the world's first state-supervised certification mark to estab-

lish compliance standards for sustainably produced textiles. This global seal of approval sets mandatory requirements to protect people and the environment. A total of 46 stringent social and environmental standards must be met, such as wastewater limits and the prohibition of forced labor.



RESPONSIBLE DOWN STANDARD - FOR THE LOVE OF ANIMALS

Even sustainable natural materials have to be produced in an environmentally sound way. That is why, since 2015, we've exclusively used high-quality feathers that are Responsible Down Standard (RDS) certified for all of

our down sleeping bags. In order to obtain RDS certification, animal welfare and farming practices have to be traceable throughout the entire production chain and meet the strictest requirements – from fledgling all the way through to finished sleeping bag.



SUSTAINABLE DEVELOPMENT GOALS

Can you imagine a world without poverty or famine? Fewer natural disasters and diminished impact from climate change? A world where humans and animals are less vulnerable? It's a worthwhile ambition, but one that's only possible if we all pull together. In 2015, member states of the United Nations adopted

the 2030 Agenda, which serves as a comprehensive roadmap to a peaceful, sustainable and prosperous world for us all. It's built around 17 Sustainable Development Goals (SDGs). We have joined this collective group and use the SDGs to guide us in shaping our 'deuter promise' agenda.

2020/21 ACHIEVEMENTS

LEADER STATUS

Leader Status confirmed in the FWF Brand Performance Check for the 2019/20 financial year.

PARTICIPATION AT NUMEROUS WORKSHOPS AND SEMINARS HOSTED BY THE ALLIANCE FOR SUSTAINABLE TEXTILES AND FAIR WEAR FOUNDATION

Due to the pandemic, all training and work meetings, as well as reviews⁵ and expert panels⁶, were held virtually in FY 20/21. The focus was especially on discussing Covid-19 in the manufacturing countries, and on the political situation in Myanmar. Particularly noteworthy was participation in the Partnership Initiative's 'living wage' and the FWF's 'Living Wage Incubator'. By implementing and evaluating the ACT⁷ self-assessment, we were able to gain valuable insights into purchasing practices and implement initial corrective measures at deuter.

FAIRWEAR WEP COMMUNICATIONS TRAINING

The extensive WEP training (Workplace Education Programme Communications) started in Myanmar in September 2019 and in Vietnam in May 2020 were at least still able to continue at Duke in Vietnam, despite ongoing restrictions caused by the pandemic. Focusing on efficient communication at participating factories, with several face-to-face meetings and various modules, the module is designed to take one year. In addition to factory management and HR specialists, employees from production and members of the trade union were also trained and "real" issues were dealt with through roleplay. The training module also teaches the basics about forming a works council.

NUMBER OF SUBCONTRACTORS REMAINS LOW

Our manufacturing partner Duke has reached an agreement with deuter to no longer award contracts to new subcontractors. Furthermore, any existing subcontractors were consolidated. Subcontractors are important partners for our manufacturers so that they can absorb any peaks in order. However, transparency regarding compliance with fair working conditions is much more difficult to establish with subcontractors. That is why we are working together with everyone involved to sustain this achievement.

GERMAN SUSTAINABILITY AWARD

deuter was a finalist in the Corporate Partnerships category of the German Sustainability Awards⁸. The German Ministry for Economic Cooperation and Development (BMZ) and a broad-ranging panel of judges highlighted exemplary partnerships between textile companies based in Germany and the Global South. The Sustainability Award is the most prestigious award of its kind in Germany and Europe's largest award for ecological and social commitment.

GREEN BUTTON

deuter has been awarded the "Green Button" label, initiated by the German Government, for its responsible business practices. The Green Button is the first government-led, international label for responsible corporate governance and ecologically and fair produced textiles⁹.



CHECKS THAT MEMBERS RESPECT HUMAN RIGHTS IN THEIR SUPPLY CHAINS (IMPLEMENTATION OF COLP)

TRAININGS & STAKEHOLDER INVOLVEMENT

PROVIDES WORKER COMPLAINT HOTLINES IN 15 PRODUCTION COUNTRIES

CHECKS THE WORKING CONDITIONS IN FACTORIES

CODE OF LABOUR PRACTICES (COLP)

- 1 No forced labour
- 2 No discrimination in employment
- 3 No child labour
- 4 Freedom of association and the right to collective bargaining
- 5 Payment of a living wage
- 6 Reasonable hours of work
- 7 Safe and healthy working conditions
- 8 Legally-binding employment relationship

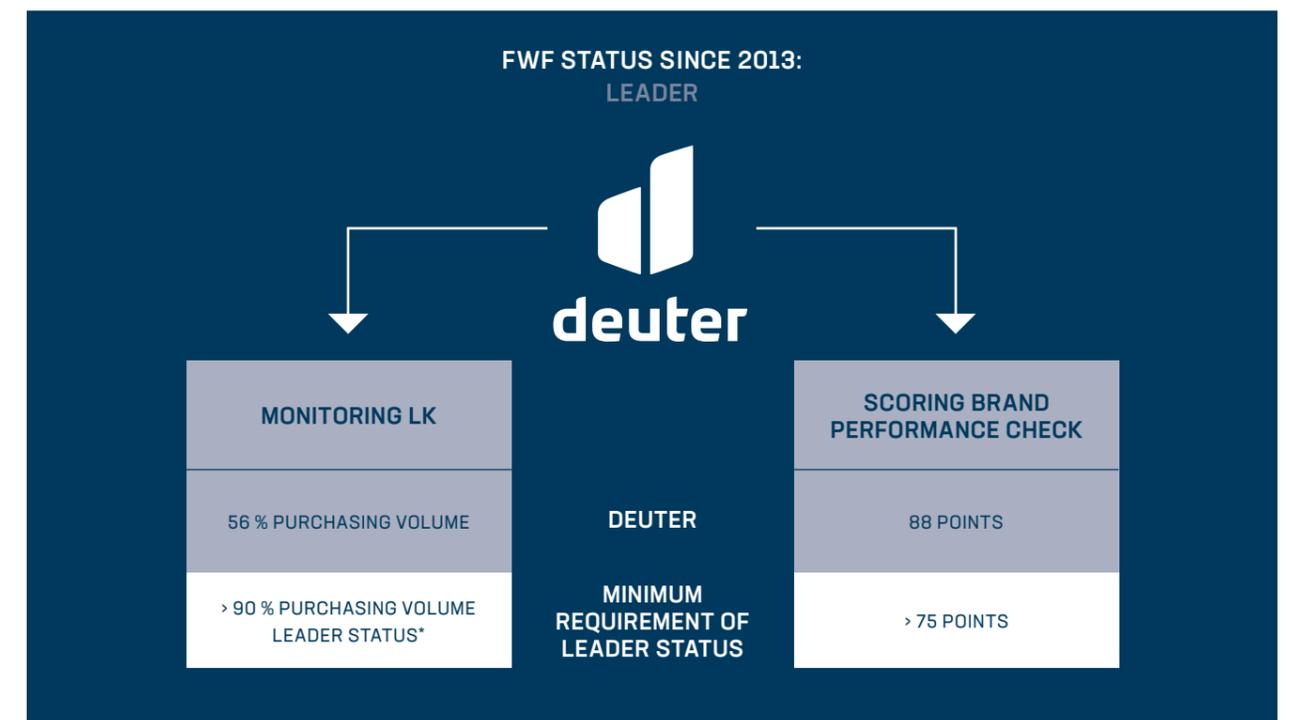
⁵ <https://www.textilbuendnis.com/review-prozess-2021-startet/>

⁶ <https://www.textilbuendnis.com/portrait-textilbuendnis/>

⁷ <https://actonlivingwages.com/who-we-are/>

⁸ <https://www.nachhaltigkeitspreis.de/wettbewerbe/unternehmenspartnerschaften-alt/finalisten/deuter-sport/>

⁹ <https://www.gruener-knopf.de/gruener-knopf>



* Lower monitoring threshold accepted due to Covid-19

GOALS FOR THE FINANCIAL YEAR 2021/22

- 1

REDUCTION OF OVERTIME


- 2

COPING WITH THE CONSEQUENCES OF THE COVID-19 PANDEMIC


- 3

LIVING WAGES BASED ON THE ANCHOR STUDY


- 4

INFORMING OUR SUPPLIERS' EMPLOYEES ABOUT THE "FAIR WEAR CODE OF LABOUR PRACTICES"


- 5

SUPPORT CONSTRUCTIVE DIALOGUE BETWEEN STAFF AND MANAGEMENT



GOAL 1
 We carry out regular analysis in collaboration with our procurement, production and product development departments on processes and timetabling in order to further reduce overtime at our suppliers with suitable measures or to keep it at a low level, and to take countermeasures by making changes where necessary.

GOAL 2
 By collaborating with our suppliers, we are overcoming the effects and costs of the Covid-19 pandemic, to prevent any negative impact on wages and jobs security at our production sites.

GOAL 3
 deuter is working on a strategy to further increase wages at our suppliers. The focus is on Vietnam; where we occupy nearly 100% of the site's production capacity so we have better leverage. Our aim is for at least 70% of our employees to receive a living wage according to the "Global Living Wage Initiative"

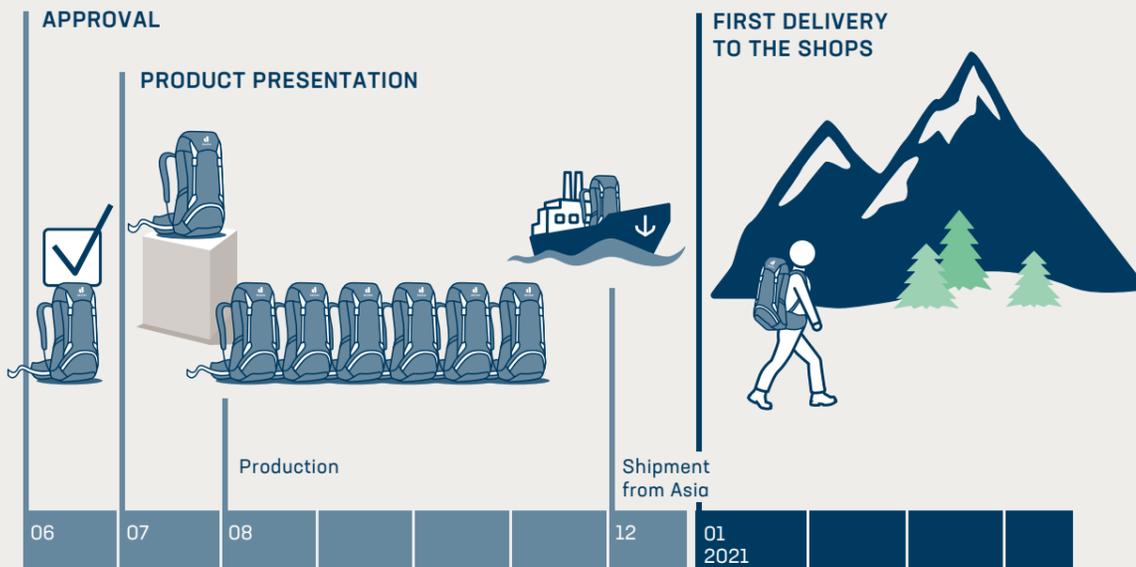
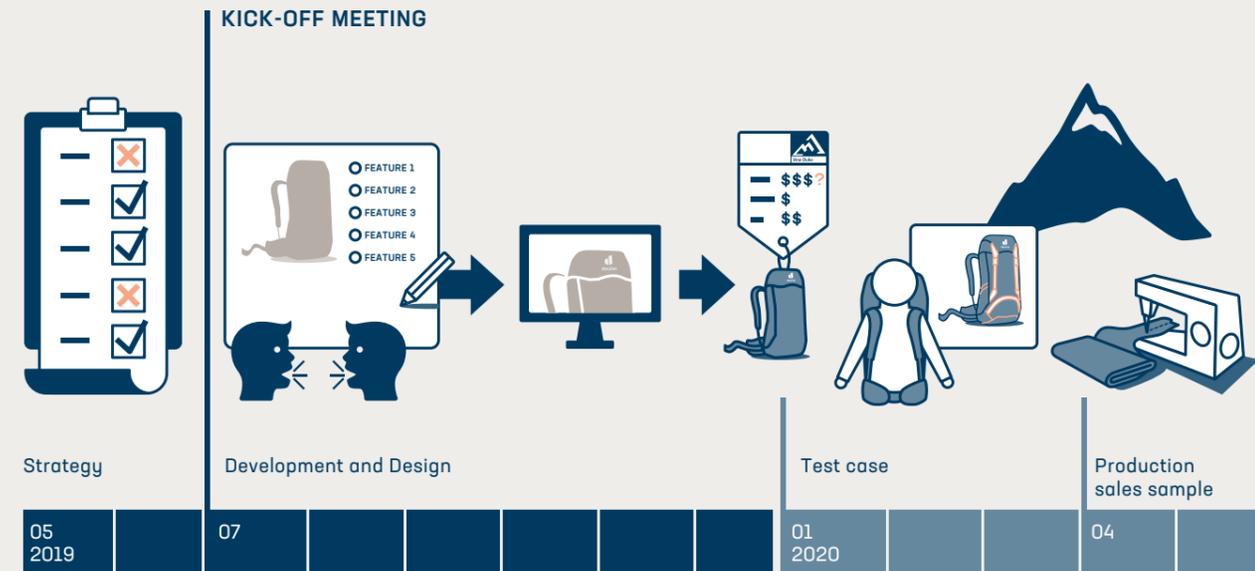
(Anker benchmark 2021). Currently employees already earn well above the legal minimum wage and average wage levels in-country for the industry.

GOAL 4
 We actively inform our suppliers' and subcontractors' employees about the Fair Wear Code of Labour Practices and ensure that they are aware of their rights as workers. We also aim to maintain a high level of awareness of the FWF grievance procedure.

GOAL 5
 deuter supports better dialogue between employees and management through appropriate measures such as regular meetings and implementation of the Workplace Education Programme.

SOURCING STRATEGY

SIMPLIFIED PRODUCTION CYCLE (SAMPLE MAIN COLLECTION 2019)



SOURCING STRATEGY AND PRICING

deuter sets great store in long-term partnerships based on trust and mutual respect. This helps us foster high levels of motivation, creativity, quality and reliability - from our head office in Gersthofen through to our retailers and, of course, our manufacturing partners.

We have been working with our backpack manufacturer Duke since 1991. Duke has produced our entire backpack collection since 1994 and manufactures almost exclusively for deuter. We have been working with our sleeping bag manufacturer Bellmart in China for 18 years, and in Myanmar since 2015.

Our manufacturers calculate the price of our products being developed based on deuter's designs and the materials required. Prices are adjusted during the prototype phase to match targets. We also work together on the product itself to achieve a competitive price point. During this process deuter does not apply pressure, nor does it beat down prices. Purchasing practices like benchmarking the price of different suppliers in order to find the cheapest offer is not the way deuter conducts business with its long-term partners. The cost of materials as well as local wages and wage increases are taken into consideration during these pricing negotiations. We know that our partners offer fair prices, because both sides strongly believe that trust is the best foundation and always pays off.

Since we rely on our suppliers in terms of knowhow and quality and are - to a certain extent - dependent on them, we need to make sure their business is running smoothly and is in good financial shape. In addition, we also provide our manufacturing

partners with all the information and tools they need to be able to set prices, and subsequently the wages that are dependent on them, in an even more transparent and fair way.

Duke nominates suitable suppliers, taking into consideration quality, sustainability and lead times, or alternatively works together with suppliers that deuter has nominated. Changes in materials must be made with appropriate lead times to allow timely purchasing, well before production begins, and in order to eliminate any knock-on effects on production schedules and working hours. deuter does not have a dedicated procurement or sourcing department because we do not swap and change suppliers. It is the Supply Chain Manager and the Director of Products, Production and Logistics who are responsible for production planning and who work closely together with our suppliers. There is a strategy in place should the situation arise where we require a new supplier. In such cases, close collaboration with the CSR Department is necessary.

PRODUCTION CYCLE

deuter produces one main collection a year, plus a reduced winter range. The main collection is usually showcased in the summer at the OutDoor international sports trade show in Munich. The winter range is usually showcased in February at the ISPO trade show. We only tend to make changes to one third of our collection each year. Most of our products remain part of the collection for several years with only minor modifications. For instance, one of our classics, the Trans Alpine pack, has been in our collection for 20 years.

deuter's sourcing strategy is to obtain all of its products from just two suppliers:

SINCE 1991

THE HIGHLY SPECIALIZED MANUFACTURING BUSINESS DUKE HAS EXCLUSIVELY BEEN SEWING ALL OUR BACKPACKS AND ACCESSORIES

WE TEAMED UP WITH OUR SLEEPING BAG PRODUCTION PARTNER BELLMART IN CHINA

2003

SINCE 2015

WE HAVE BEEN MANUFACTURING SLEEPING BAGS TOGETHER WITH BELLMART IN MYANMAR

3 SUPPLIER RELATIONS

During the financial year in question, deuter did not employ any new suppliers, nor did it terminate any relationships with any current direct suppliers. Our backpack supplier, Duke, did not employ any new CMT (Cut, Make & Trim) subcontractors in the year 2020/21.

The process of selecting new subcontractors, should they be required, is the responsibility of deuter's partner Duke, because deuter has no direct business links with these smaller factories. deuter and Duke have developed a system over the years that helps evaluate any new and existing subcontractors and ensures the workers in these factories have access to the FWF complaints hotline and to the Code of Labour Practices. We came to an agreement last year with our partners at Duke, that CMT subcontracts would only be given to factories where we already have a working relationship, and that no new subcontractors would be used.

INTEGRATION OF MONITORING ACTIVITIES INTO SOURCING STRATEGIES

deuter's sourcing strategy is to obtain all its products from just two suppliers: One supplier for backpacks, packs and accessories, and one for sleeping bags. These partnerships have been in place for several decades and have resulted in a close bond and mutual dependency between deuter, Duke and Bellmart – in particular with our backpack supplier Duke, which manufactures the majority of deuter's products.

deuter's commitment to these partnerships has a direct influence on deuter's sourcing decisions.

For example, when sleeping bag supplier Bellmart decided to relocate its production of synthetic sleeping bags to Myanmar, because of difficulties with the factory in China, deuter supported Bellmart but also carefully evaluated the risks of using Myanmar as a sourcing country.

Until the military coup in February 2021, the monitoring and corrective measures worked very well in cooperation with Bellmart. However, due to the current political status, things have changed for the worse. We are ensuring fair working conditions as far as possible through close cooperation and communication with our suppliers, despite difficulties in how information is distributed and the opaque political situation. By maintaining order levels, we also continue to secure local jobs. A change in the situation in-country is expected at any time, which will make reassessment necessary. We are in close contact with the FWF and other FWF member companies to keep abreast of the situation and assess any potential risk.

Concerning Vietnam: deuter accounts for almost all of Duke's production capacity. We guarantee enough orders throughout the year to keep all its production lines busy and we adjust our planning to suit the factory requirements as best we can, and vice versa. In order to meet our needs as well as the demands of its factories, Duke subcontracts small sections of its production where necessary (e.g., backpack components such as shoulder straps), in order to avoid production bottlenecks and to speed up the production process.

Subcontracting inevitably entails an increased risk of non-compliance with the FWF CoLP, which deuter counters through monitoring measures.

Should a business relationship with a direct partner be terminated, for whatever reason, deuter adopts the responsible exit strategy requirements issued by the FWF. Because we do not swap and change suppliers, our monitoring activities do not have a great effect on our manufacturing partners. With

different supplier structures it makes sense to reward certain suppliers with bigger orders, because this is a good way of encouraging them to achieve their improvement goals. But we have a long-standing relationship with each of our manufacturing partners. Should anything arise during the monitoring process, we will naturally work on it, but it does not affect the volume of orders we place with them. We can make improvements effectively without the need for such incentives because our relationship is based on trust



SUBCONTRACTOR SELECTION

deuter does not have a dedicated procurement or sourcing department because we do not swap and change suppliers. The process of selecting new subcontractors, should they be required, is the responsibility of deuter's partner Duke because deuter has no direct business links with these smaller factories.



COHERENT SYSTEM FOR MONITORING AND REMEDIATION

The CSR team plans audits in accordance with FWF regulations to make the monitoring of deuter's production locations effective. Audits are scheduled at intervals of 3 years at most, to provide a clear picture of the situation in each factory. deuter uses local FWF audit teams exclusively to ensure the highest standards are upheld. This is particularly important for us, since off-site worker interviews are a key aspect of these audits. We consider this to be best practice, as this procedure allows better insight into the actual situation and might highlight issues that did not emerge during the audit at the factory.

Corrective action plans (CAP) resulting from these audits are followed up by the deuter CSR team with e-mails, Skype conferences and on-site visits from deuter employees. In the case of Bellmart, we share follow-ups and audits with other FWF members to minimize communication and workload for all parties. Combined leverage is also likely to elicit compliance more quickly and more sustainably.

During the remediation process, deuter considers FWF country studies as well as legal regulations relevant to the manufacturing location. Recommendations and requirements that are

listed in the FWF audit report also form part of the remediation process. Audit reports form part of the regular meetings (min. twice per year) held between the senior management team from deuter and our suppliers. This practice adds weight to audit results and follows up on corrective action plans.

In Vietnam, where subcontracting takes place, Duke is responsible for monitoring working conditions at its subcontractors' factories. Duke has a designated CSR team at its headquarters and at its production sites. Duke's CSR staff rank highly within the management hierarchy and are therefore able to address issues effectively with senior management.

This year, due to the Covid-19 pandemic, it was not possible to implement all measures. Trips to Myanmar and Vietnam that were planned could not take place, and in Myanmar, outside visitors were not allowed in the factories. This affected the audits that were planned in Myanmar, which had to be further postponed. Visits could not be made face-to-face; instead, they were virtual meetings. Planned meetings for the WEPC training scheme also had to be postponed in Myanmar but could take place in Vietnam under sanitary conditions.

FACTORY DUKE/COUNTRY VIETNAM

DUKE PRODUCTION FACILITY OVERVIEW

| FWF-NO. | FACTORY NAME | PROCESS | CITY | LAST AUDIT | LAST WEP TRAINING | LAST COMPLAINT | VISITS IN FY 20/21 |
|---------|---------------------|---------|-------------|------------|-------------------|-------------------------------|---|
| 2442 | Count Vina Co. Ltd. | CMT | Tien Giang | 18.09.2020 | 07.10.2020 (WEPC) | 01.07.2017 <i>resolved</i> | Not feasible due to covid pandemic, planned as soon as possible again |
| 2421 | Cu Chi Co. Ltd. | CMT | Ho Chi Minh | 26.06.2020 | 06.10.2020 (WEPC) | 01.04.2020 <i>resolved</i> | Not feasible due to covid pandemic, planned as soon as possible again |



COUNTRY PROFILE VIETNAM

LANGUAGES: Vietnamese, English, French, Chinese, Khmer
CAPITAL: Hanoi
GOVERNMENT TYPE: Communist state
AREA: 331,210 km²
POPULATION: 102,789,598
CURRENCY: Vietnamese Dong (VND)
ETHNICITIES: 54 Ethnicities are recognised by the Vietnamese government (Kinh (Viet) 85.3%, Tay 1.9%, Thai 1.9%, Muong 1.5%, Khmer 1.4%, Mong 1.4%, Nung 1.1%, others 5.5%)
GDP: 260 billion USD



Source:
<https://www.cia.gov/the-world-factbook/countries/vietnam/>

MONITORING AND REMEDIATION

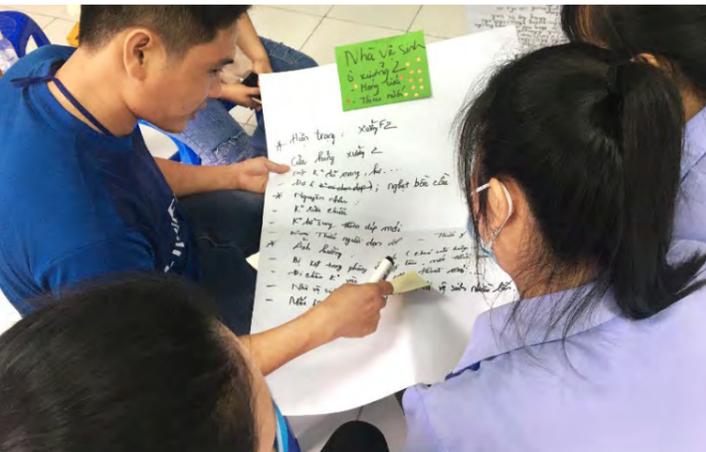
Since the last visit in 2019, it has no longer been possible to travel to Vietnam. Despite the difficult situation, we are in close communication with our contacts at Duke online. For example, we have regular online conferences with the Duke CSR manager to share daily updates such as infection figures, lockdown orders and safety regulations. Taking into account the latest CAPs and BPC reports, issues of production planning, overtime status, wages and wage increases, as well as Target Wage, Workers Rights and following-up on the Health & Safety audit were dealt with. The assurance from deuter not to cancel orders and to make payments on time gave Duke the security to maintain full production.

Despite the difficult situation, the FWF's WEPC training still went ahead under hygienic conditions. This intensive training serves the purpose of improving communication between workers and management in production facilities and making it more efficient.

The audit for the Count Vina factory, which was initially postponed, could be carried out in September 2020.

Main findings in the audit report:

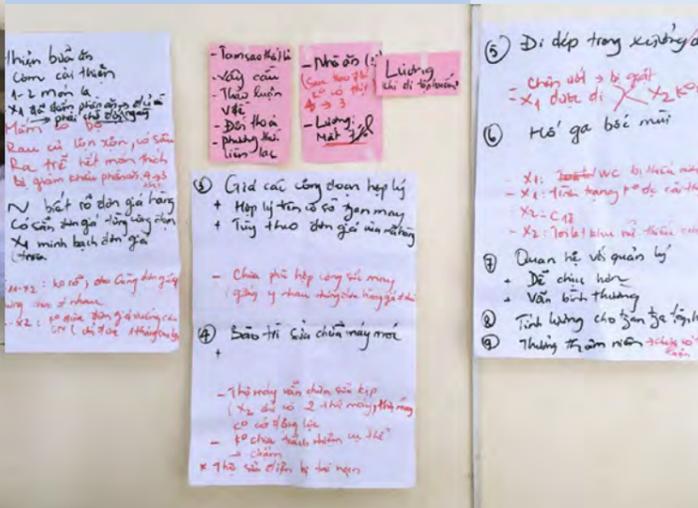
- The factory has a management system to improve working conditions. A compliance manager has been hired who is responsible for this and monitors conditions at its subcontractors.
- There is a trade union, but there is room for improvement in terms of independence from management.
- Aside from improvements, new problems were also identified, but these were corrected immediately through corrective actions.
- Production workers currently earn far more than the legal minimum wage and receive free meals and subsidies for commuting daily.



WEPC Training of the FWF at Count Vina in Vietnam



WEPC Training of the FWF at Vina Duke in Vietnam



COVID-19 IN VIETNAM

Unlike other production countries, Vietnam came through the pandemic largely unscathed due to its restrictive No-Covid strategy until June 2021. By June 2021, a total of 16863 Covid-19 cases had been registered in Vietnam.¹⁰ However, strict regulations imposed by decree applied. Shops and meeting places had to close, events with more than 30 people were prohibited.¹¹ Our production partner's factories were not significantly restricted in their operations. Of course, in accordance with the strict regulations, precautionary and hygienic measures such as the provision of sanitiser and masks, as well as measuring temperatures at the factory entrance and visitor registration were introduced.



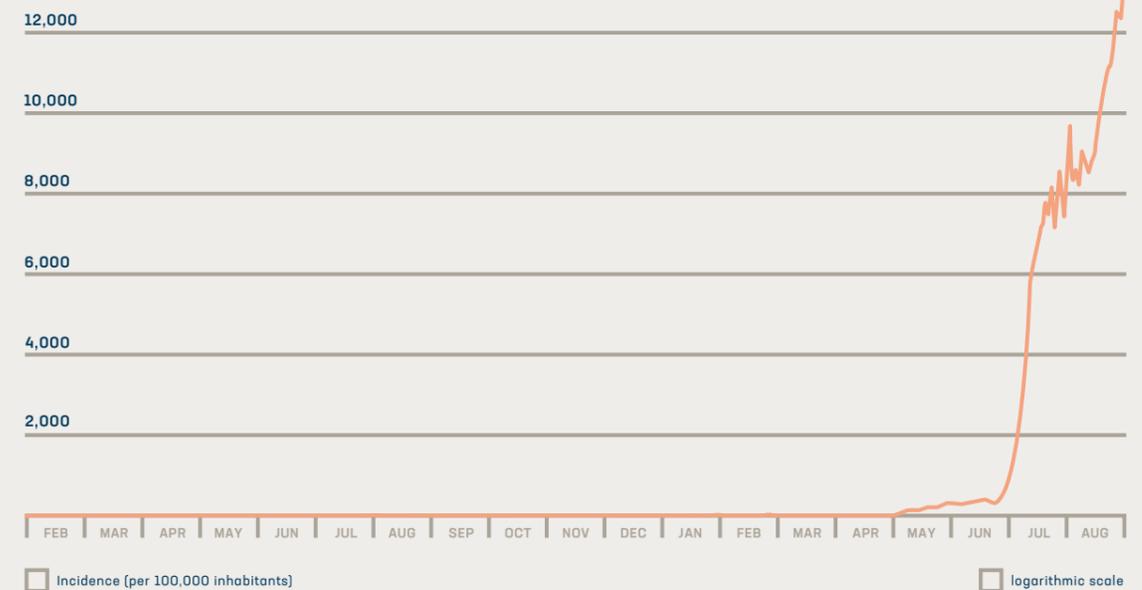
Checking temperatures at the manufacturing site entrance



Information displayed at the production site

NEW CONFIRMED COVID-19 CASES

↑ Shown is the rolling 7-day average



Confirmed new infections since the beginning of the pandemic: 449,489
Source: Kreis- und Landesbehörden, RKI, eigene Berechnungen, Johns-Hopkins-Universität.

Source: <https://ourworldindata.org/coronavirus/country/vietnam#what-is-the-daily-number-of-confirmed-cases>

¹⁰ <https://www.worldometers.info/coronavirus/country/vietnam/>

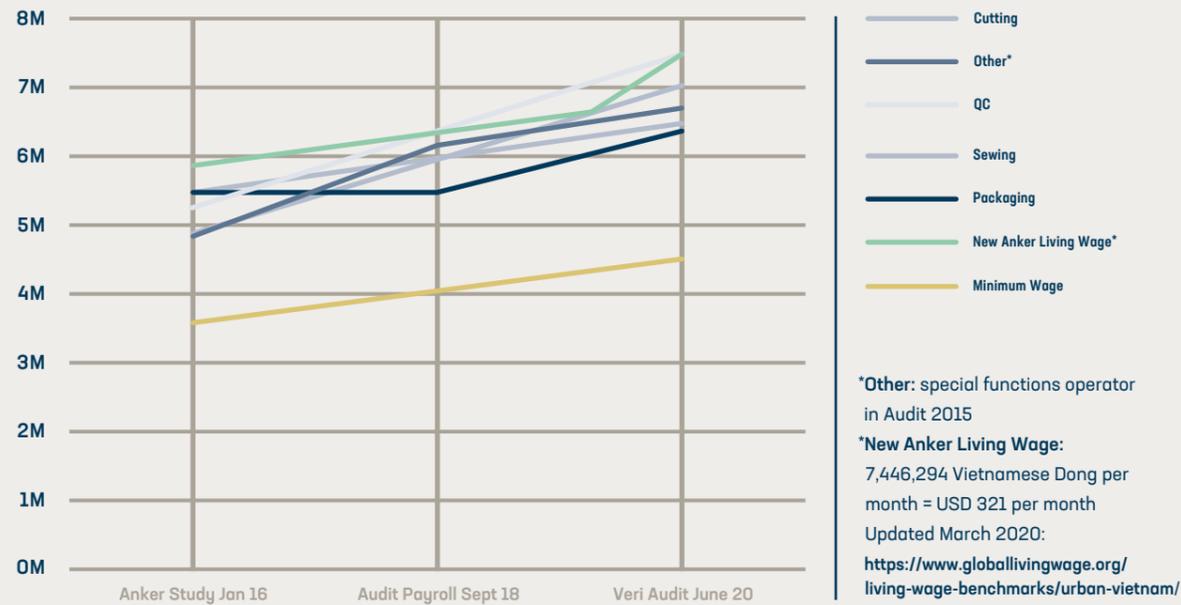
¹¹ <https://www.gtai.de/gtai-de/trade/specials/special/vietnam/covid-19-allgemeine-situation-und-konjunkturentwicklung-235168>

AUDIT CU CHI UND WAGE PROGRESS (AS AT 2020)

According to the audit report, the wage and working hours situation saw positive development. Overtime took place but was announced in time and approved by the state, and the remuneration for overtime also improved. Looking at the wage curve for the years 2016 - 2020, a constant increase can be seen in

almost all areas. The wage curves represent the median wage. This is currently above the 2018 Living Wage Benchmark in all areas, which was updated in March 2020. Based on this, wages will continue to be increased gradually to the Anchor Living Wage of VND 7,446,294.¹²

CU CHI WAGES 2016 - 2020



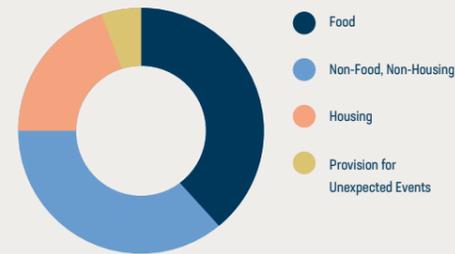
THIS LIVING WAGE IS BASED ON...



Urban Vietnam, Vietnam



Family of 4 with 1,78 workers



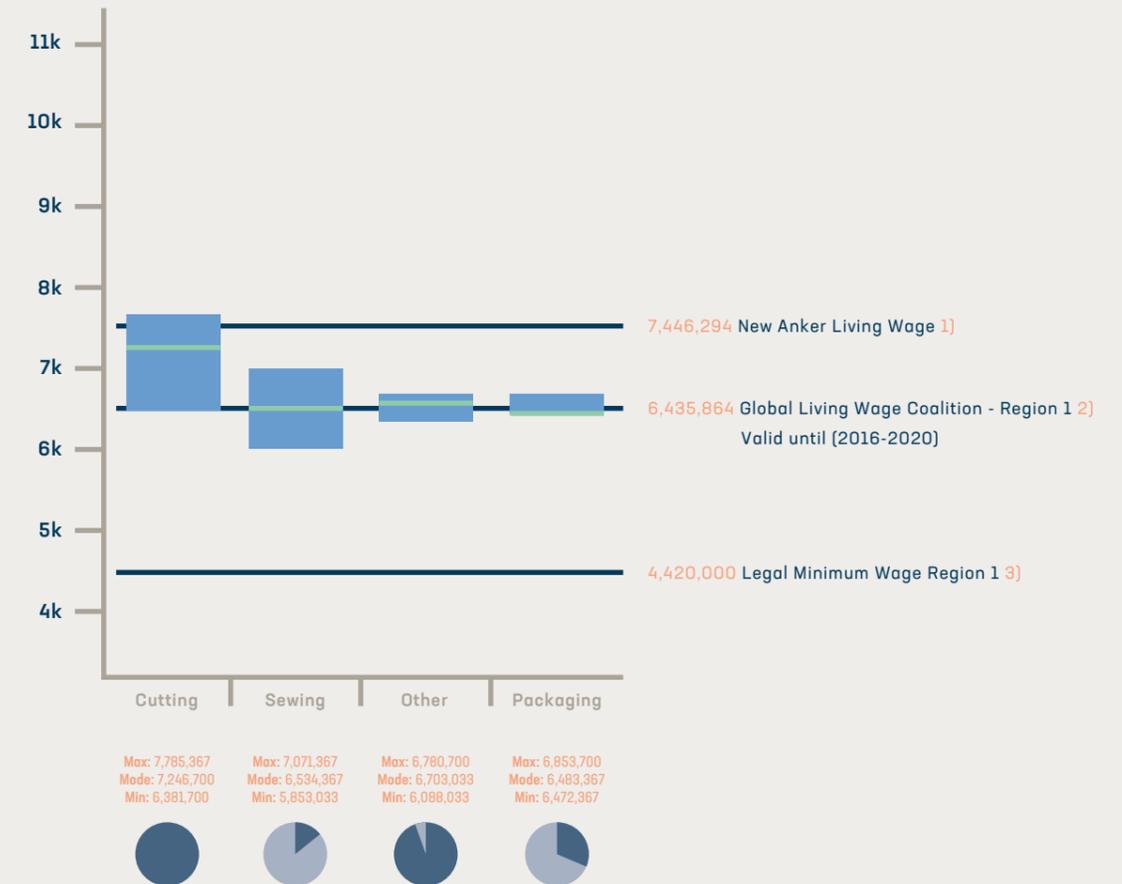
Living income (cost of basic but decent living for a family) = 11,862,692 VND

WAGE PROGRESS 2020/21

Factory: Vina Duke Cu Chi, Vietnam

Regular wage and benefits

Currency: Vnd



1) Updated March 2020: <https://www.globallivingwage.org/living-wage-benchmarks/urban-vietnam/>

2) Living wage estimated using the wage indicator data as of October 2017 based on a family of 2 adults, 2 children.

3) Legal Minimum Wage Region 1, national government, as of Jan 2018. Refers to monthly salary paid to untrained employees doing the simplest tasks in normal working conditions, ensuring full working days as standard days in the month and completing the assigned work.

¹² <https://www.globallivingwage.org/living-wage-benchmarks/urban-vietnam/>

BELLMART FACTORY KINGTAI/ COUNTRY CHINA



COUNTRY PROFILE CHINA

LANGUAGES: Standard Chinese, Mandarin, Cantonese, English, Zhuang, Tibetan, Uighur, Mongolian, Korean, Ladakh, Yi, Gan, Bouyei, Dong, Tai Lue, Tai Nua Tai Pong, Manghir Ainu, Ili Turki, Salarian

CAPITAL: Peking

GOVERNMENT TYPE: People's Republic

AREA: 9,596,960 km²

POPULATION: 1,397,897,720

CURRENCY: Renminbi

ETHNICITIES: Han Chinese 91.6%, Zhuang 1.3%, other (includes Hui, Manchu, Uighur, Miao, Yi, Tujia, Tibetan, Mongol, Dong, Buyei, Yao, Bai, Korean, Hani, Li, Kazakh, Dai, and other nationalities) 7.1% (2010 est.)

GDP: 23,393 trillions USD



deuter teamed up with Bellmart 19 years ago, to develop down and synthetic sleeping bags in its factory in Xiamen, China. In the beginning, this is where deuter's entire sleeping bag range was produced. In 2015, its synthetic sleeping bag production was shifted to Bellmart's site in Myanmar, leaving only down sleeping bags in Xiamen.

Bellmart is a bluesign® system partner and is therefore regularly checked by bluesign® advisors to ensure good OHS (Occupational Health and Safety) conditions and environmental performance. The factory is also certified according to the RDS (Responsible Down Standard).

MONITORING AND REMEDIATION

By opening a production site in Myanmar, our partner Bellmart was able to take pressure off its production site in Xiamen. Overtime has been a concern in the past at the Chinese production site. **All of deuter's down sleeping bags are currently manufactured at this site.** Bellmart currently employs 212 workers (170 women/ 42 men) in Xiamen (as at: November 2020). The site specialises in the production of down sleeping bags and is also a bluesign® system partner. Currently deuter only takes up a very small percentage of the production capacity at Kingtai (in the lower single-digit range).

deuter carries out joint audits, training and remediation measures at the Kingtai factory together with other FWF members. Due to the pandemic, all meetings that usually would have taken place at trade fairs or on-site, took place virtually instead. In November 2020, FWF conducted an audit in Xiamen together with two other FWF members. The company is affiliated to a

state trade union, yet most of the workers interviewed were not aware of the trade union or workers' representation. It was also found that there was increased overtime in some cases - despite the transfer of production to Myanmar.

On the positive side, the factory now pays almost all workers the Living Wage according to the Global Living Wage Coalition benchmark¹³. For this calculation, the benchmark of 3004 CNY from the neighbouring province of Guangdong / industrial region of Shenzhen was used, as well as average wages determined from the audit reports. Overtime with bonuses is also adequately compensated and social security contributions are paid for all workers. The average wage for a 40-hour week with benefits is significantly higher than the average wage in the textile industry in this part of China. This has an additional positive effect on production-related benefits and bonuses, and consequently on overall wages.

Further positive findings from the audit report:

- deuter's ordering prices are reasonable and production lead times are sufficient.
- deuter places orders with sufficient delivery time to ensure smooth production planning and workflow.
- deuter confirms design templates in a timely manner and the product development process is smooth and efficient.
- Management appreciates deuter's purchasing practices in terms of fair pricing, reasonable lead times and for its smooth communication, mutual respect and loyalty.
- During the Covid-19 crisis, orders from deuter even increased by around 6% compared to last year.

BELLMART PRODUCTION FACILITY OVERVIEW

| FWF-NO. | FACTORY NAME | PROCESS | CITY | LAST AUDIT | LAST WEP TRAINING | LAST COMPLAINT | VISITS IN FY 20/21 |
|---------|------------------------------------|---------|--------|------------|-------------------|----------------|--------------------|
| 2448 | Xiamen Kingtai Industrial Co. Ltd. | CMT | Xiamen | 04.11.2020 | 05.07.2018 | not specified | no |

¹³ <https://www.globallivingwage.org/living-wage-benchmarks/urban-shenzhen-china/>

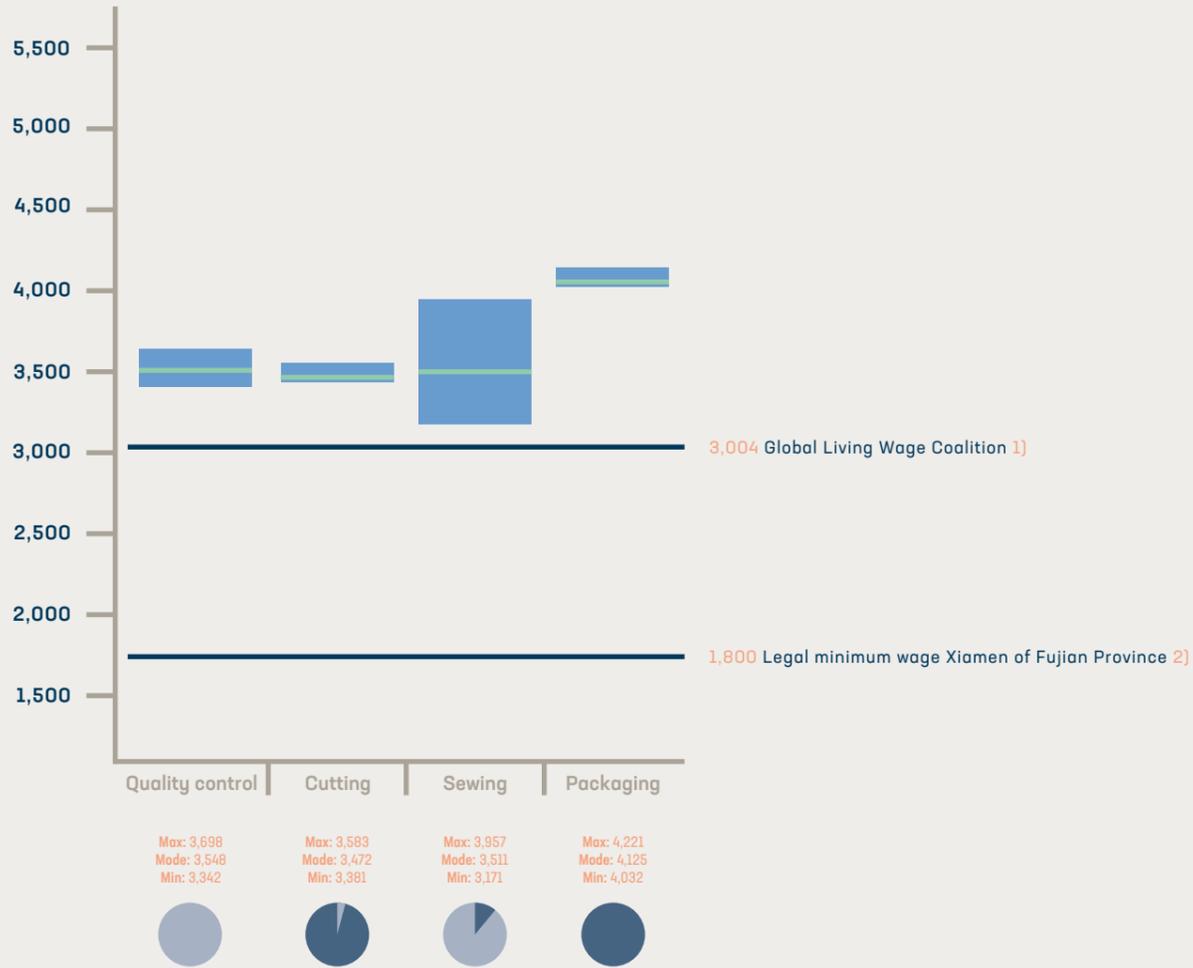
Source: <https://www.cia.gov/the-world-factbook/countries/china/>

WAGE LADDER CHINA (AS AT 2015)

Factory: Kingtai Industrial (Xiamen) Co., Ltd (Bellmart), China

Regular wage plus benefits

Currency: Cny



1) https://www.globallivingwage.org/wp-content/uploads/2018/05/Update-Report_Shenzhen_20191.pdf

2) As of 1 Jan 2020, as defined by the local government.

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LEGEND

Male
Female

COVID-19 IN CHINA

The Kingtai production facility in Xiamen, China, is situated over 1,000 miles away from Wuhan Province, where the virus originated. There was no regional lockdown here and it was only affected by nationwide safety measures.¹⁴

There is regular communication between Bellmart and deuter, along with other FWF member companies, regarding the follow-up of corrective measures and the implementation of remedial measures, as well as compliance with the minimum requirements for Covid-19 safety. Together, the three FWF member companies take up approx. 8% of the production capacity at Kingtai.

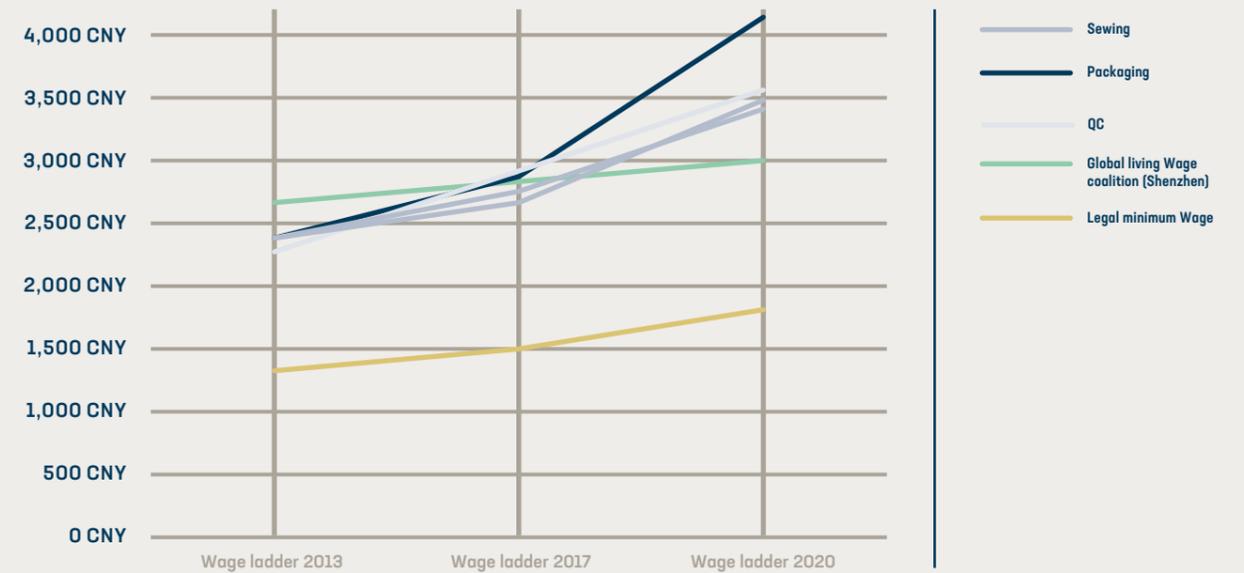
Last year, there was no production stop due to Covid-19. All necessary hygiene measures were implemented in the factory, masks and sanitiser were provided. Workers were informed to

stay at home if they had known symptoms of illness. Continued payment of wages in case of illness was covered. Questions about support from the clients/brands were answered with "no" by Bellmart in the FWF survey. However, Bellmart did not make a corresponding request to deuter.

WAGE LADDER CHINA (AS AT 2015)

The latest assessment and audit of wage documentation at the Xiamen Kingtai Industrial Co. Ltd. factory in the last financial year showed that wages increased by an average of 50% between 2013 and 2020. The minimum wage in Fujian increased by approximately 36% in the last 7 years (since 2013). Bearing in mind the 2019 Living Wage benchmark published by the Global Living Wage Coalition, it indicates a need in China of CNY 4898 for an average family with 1,6 children and 1,78 earners.

WAGE DEVELOPMENT BELLMART KINGTAI 2013 - 2020



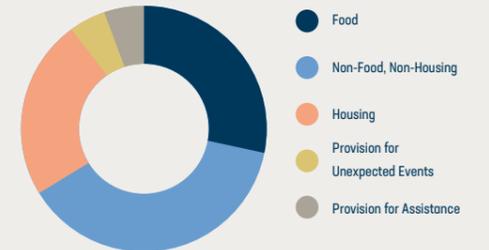
THIS LIVING WAGE IS BASED ON...



Urban China, China



Family of 3,5 with 1,78 workers



Living income (cost of basic but decent living for a family) = ¥11,862,692

¹⁴ <https://www.sixthtone.com/news/1008490/with-fresh-cases-in-fujian%2C-china-faces-another-covid-19-outbreak->

FACTORY BELLMART/ COUNTRY MYANMAR

BELLMART PRODUCTION FACILITY OVERVIEW

| FWF-NO. | FACTORY NAME | PROCESS | CITY | LAST AUDIT | LAST WEP TRAINING | LAST COMPLAINT | VISITED IN FY 20/21 |
|---------|----------------------------|---------|------|------------|---|----------------|---------------------|
| 8561 | Bellmart (Myanmar) Co. Ltd | CMT | Bago | 09.05.2016 | WEPC scheme running (currently suspended due to pandemic) | 25.10.2020 | no |

A total of 506 employees (428 women and 78 men) are working in the factory of our supplier Bellmart in Myanmar (as of August 2019). deuter sources a high proportion of its sleeping bags from this location near the city of Bago, about 1 hour from Yangon, the former capital. deuter currently occupies a significant proportion of the factory's production capacity.

Despite the risks associated with a production site in Myanmar, deuter decided to support Bellmart in its decision to build a new factory here. Both partners agreed to closely monitor working conditions and conduct regular risk assessments, as well as implement the FWF's more stringent monitoring requirements for Myanmar.

Bellmart operates a factory on the same site, which supplies two other FWF members. "Greatmen Co. Ltd." manufactures clothing and is therefore not a supplier to deuter. However, as both companies are under the same management, there is close cooperation between FWF members in terms of training, scheduling audits or following up on corrective action plans.

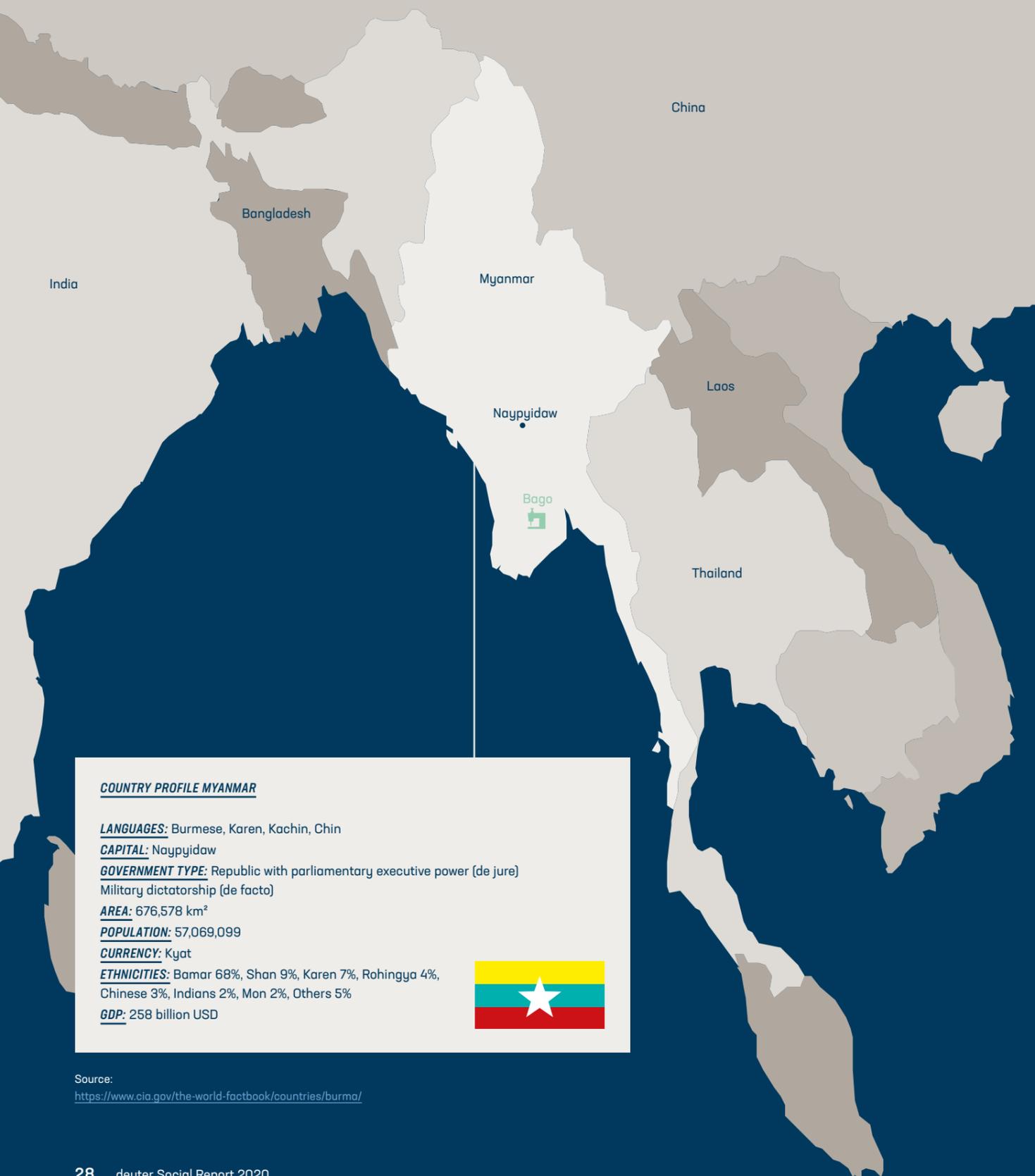
MONITORING AND REMEDIATION

In May 2016, the factory was audited for the first time, and towards the end of 2016 a WEP (Worker Education Programme) run by the FWF was piloted there. Despite the WEP training being held in the factory, there is still a significant lack of understanding and dialogue between the management and the workers' council at the factory. This can largely be attributed to cultural differences between the management (largely from Taiwan and China) and the staff (from Myanmar) but also due to language barriers.

In 2017, because of the WEP training, the workers elected a trade union representative. deuter enrolled the FWF to help set up a workable communications system by moderating the communication process and setting up regular meetings between the union and the factory management. Local FWF representatives were involved in the process; translating, explaining and facilitated mutual understanding. Three of these meetings were held in 2018 and showed good results. Initial improvements were implemented, such as the installation of first aid rooms, the introduction of a collective wage bargaining procedure, no work on Sundays and establishing an internal grievance procedure.

At a factory visit during the reporting period, in addition to the usual follow-up of CAP activities, a meeting was held between the deuter CSR team and trade union members. A The FWF also helped with this. The wage situation continues to be closely monitored. During the 2017/18 financial year the legal minimum wage increased by 33%, which is why no further wage increases were implemented during the 18/19 financial Year.

Due to the changed political situation, it is currently almost impossible for trade unions to carry out their work, which makes talks on improving working conditions difficult. deuter is trying to reassess the situation at regular intervals together with the supplier, but also with the FWF, the ETI, the textile alliance and IndustriAll and share information. In doing so, the safety of the local workers is of the highest priority.



COUNTRY PROFILE MYANMAR

LANGUAGES: Burmese, Karen, Kachin, Chin

CAPITAL: Naypyidaw

GOVERNMENT TYPE: Republic with parliamentary executive power (de jure)
Military dictatorship (de facto)

AREA: 676,578 km²

POPULATION: 57,069,099

CURRENCY: Kyat

ETHNICITIES: Bamar 68%, Shan 9%, Karen 7%, Rohingya 4%, Chinese 3%, Indians 2%, Mon 2%, Others 5%

GDP: 258 billion USD



Source:
<https://www.cia.gov/the-world-factbook/countries/burma/>



Safety and social distancing regulations in the production facility



Safety and social distancing regulations when entering the production facility

COVID-19 IN MYANMAR

Myanmar managed to keep Covid-19 cases relatively low until June 2021, when the numbers increased dramatically. Officially, nearly 409,509 confirmed Covid-19 cases and 15,693 deaths have been recorded in Myanmar to date.¹⁵ The government ordered a brief lockdown in response to the sharp increase, which lasted from 17 July to 25 July. Worker' wage payments were assured at this time. Factories were then allowed to resume work under certain conditions. Our production partner stated in an interview that it had provided and fulfilled all hygiene measures.

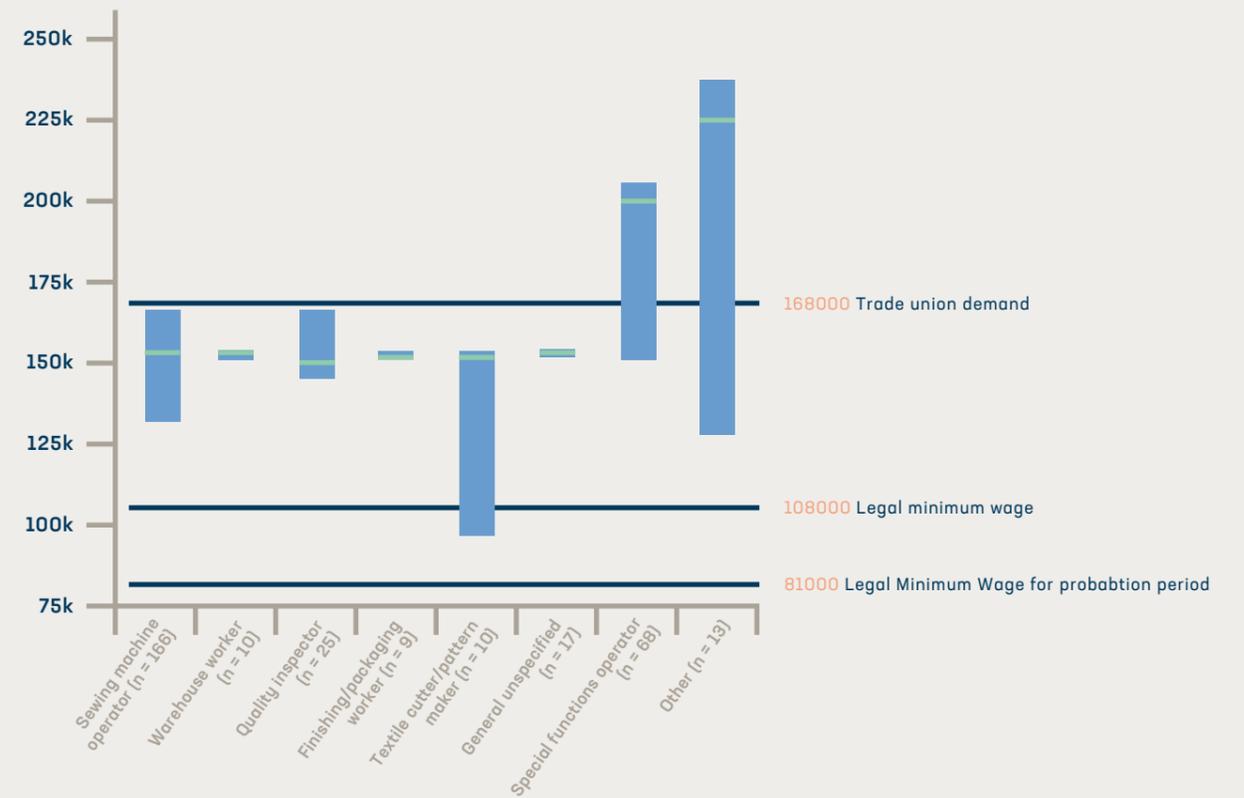
WAGE LADDER MYANMAR

The wage ladder for Myanmar (according to FWF) includes figures collected during the last audit at Bellmart, Myanmar in 2016. It does not take into consideration the most recent increases in legal minimum wage of 33% in 2018 (not increased since then). An audit was planned for the 19/20 financial year but due to the pandemic this has not yet taken place.

WAGE LADDER MYANMAR

Bellmart (Myanmar) Co., Ltd 7-01

Currency: Mmk



¹⁵ <https://covid19.who.int/region/searo/country/mm>

NEW CONFIRMED COVID-19 CASES

↑ Shown is the rolling 7-day average



Confirmed new infections since the beginning of the pandemic: 490,901

Source: Kreis- und Landesbehörden, RKI, eigene Berechnungen, Johns-Hopkins-Universität.

Source: <https://ourworldindata.org/coronavirus/country/myanmar#what-is-the-daily-number-of-confirmed-cases>

COMPLAINTS HANDLING

All production facilities as well as their subcontractors are required to post the worker information sheet (Code of Labour Practices) in a public and easily accessible area of the factory. This info sheet contains the contact details for the local FWF complaints handler and is naturally written in the language of that country. During their regular visits, deuter staff verify the worker info sheet is correctly displayed.

The following diagram shows the FWF complaints procedure:



Three complaints were filed with FWF in Myanmar during this financial year. These complaints related to lack of transport (pandemic-related), transfer of a staff member and a dismissal. The first two cases were resolved in cooperation with FWF, the last one turned out to be somewhat more complex and could not be resolved out of court. Unfortunately, the current political

situation is causing delays, which is why this case has not yet been resolved. The FWF also advises against contacting local labour offices currently, in particular to avoid putting trade union members at risk. The complaints are publicly available, and their status can be tracked.¹⁶

¹⁶ <https://fairwear.force.com/public/s/complaints>

TRAINING AND CAPACITY BUILDING

MEASURES TO INFORM STAFF MEMBERS

deuter organises training for international employees and distributors (FWF and other sustainability measures) twice a year in the form of a presentation or workshop at their international sales meetings. Twice a year, the CSR team provides training for new deuter employees (as well as for selected employees with longer service) about the FWF.

In the process of moving trade fairs and events into the virtual arena, deuter has also produced various training videos, including on CSR topics. The handling of the coronavirus pandemic at our producers, as well as general information about our commitment to the FWF are addressed in these videos. These are available to both sales partners and employees. In 2021, the deuter homepage¹⁷ was revised and now provides detailed information on its entire sustainability strategy, as well as goals for the coming years.

MEASURES TO INFORM MANUFACTURERS AND WORKERS

As explained above, meetings are regularly held with our manufacturing partners. Since our suppliers have remained the same for so many years, it is no longer necessary to conduct training about the FWF system with them. Instead, the focus is on monitoring and implementing Corrective Action Plans (CAP) and on the working partnership as we go forward. deuter regularly implements FWF WEP training schemes for each factory. These are about promoting dialogue between workers and management. The courses inform both production workers and the management team about employee rights, FWF complaints procedures, etc.

A further objective is to encourage employees to enter negotiations independently and use employee representatives to advocate their rights. Duke has also introduced a system of regular training for its workforce on Fair Wear and safety issues. The CoLP (Code of Labour Practices) always forms part of this training.



International Sales Meeting at deuter, 2019 (before the Pandemic)



FWF WEPC Training at Vina Duke

¹⁷ <https://www.deuter.com/de-de/verantwortung>

INFORMATION MANAGEMENT

TRANSPARENCY AND COMMUNICATION

deuter publishes its Social Report on a yearly basis to inform people (and its customers in particular) about the latest developments in fair working conditions. This year, deuter once again took part in the “Who Made your Clothes” campaign as part of the Fashion Revolution Week to draw attention to the working conditions within the textile industry, with photos of our partner’s operations in Vietnam. We also provided information on our social media accounts, so that questions about our production and our commitment to better working conditions could be asked directly to us. On the day before Fashion Revolution Day, deuter met up for an interview with Fashion Changers.¹⁸ During the Instagram Live Video, deuter and Fashion Changers discussed many challenges and solutions to issues such as human rights and environmental protection in the textile supply chain.

PEOPLE FRIENDLY FASHION UND GREEN FRIDAY

People Friendly Fashion is an FWF initiative in response to Black Friday and aims to inform customers about more sustainable and conscious shopping habits. The aim is to show how one can contribute to a fairer world for textile workers. deuter participated in the campaign and implemented Green Friday instead of Black Friday¹⁹.

Instead of promoting consumption through discounts, we decided to support a selected project and donated 10% of our turnover from online sales from 27-29 November 2020. For this, we chose the ALPs project²⁰ that is promoted by EOCA²¹.

The aim of the ALP project is to protect high alpine habitat, one of the last untouched landscapes in Southern Europe. For this purpose, measures are being developed together with four different alpine mountain huts on how disposable plastic items can be eliminated from everyday life. Afterwards, these experiences will be communicated to other hut operators in workshops. Furthermore, hiking and mountain guides, national park staff, local tourism officials and institutions are to be trained on how they can make their contribution. This will be accompanied, among other things, by collective clean-up campaigns of 150 km of hiking trails, lakeshores, alpine meadows, scree slopes and huts.

STAKEHOLDER ENGAGEMENT

deuter believes external input from different stakeholders is very valuable and helpful in adopting best practice throughout its supply chain. The deuter CSR team regularly attends stakeholder meetings arranged by the FWF, the Alliance for Sustainable Textiles or bluesign®. During these meetings stakeholders from the public sector, industry, trade unions and NGOs discuss their work or give presentations on issues faced in manufacturing countries such as wages, environmental concerns, and Best Practice approaches.

deuter is a member of the BSI²² and EOG, both of which are industry associations that deliver training and seminars on CSR-related issues. deuter is also a member of several working groups that aim to develop solutions on CSR-related issues such as setting up training schemes on safe chemical handling for the supply chain, microfibre prevention, the development of a sustainable down standards, as well as designing recyclable products etc.

In addition to industry seminars, deuter regularly compiles risk assessments in order to better evaluate and assess the situation in its manufacturing countries. Among others, they consult the websites and reports of relevant NGOs as well as websites such as www.mvorisicochecker.nl/de and www.wageindicator.org. A media warning system has now been set up to provide any news that arises on politics, business and society in the manufacturing countries of Vietnam, China and Myanmar. We also study yearly reports on human rights in high-risk countries.



Participation in the Fashion Revolution Week



Support for EOCA's ALPs-project

¹⁸ <https://fashionchangers.de/fair-fashion-labels/deuter/>

¹⁹ <https://www.deuter.com/us-en/deuter/green-friday>

²⁰ <https://www.eocaconservation.org/project-detail.cfm?projectid=2722>

²¹ <https://www.eocaconservation.org/>

²² <https://www.bsi-sport.de>



DEUTER PROMISE

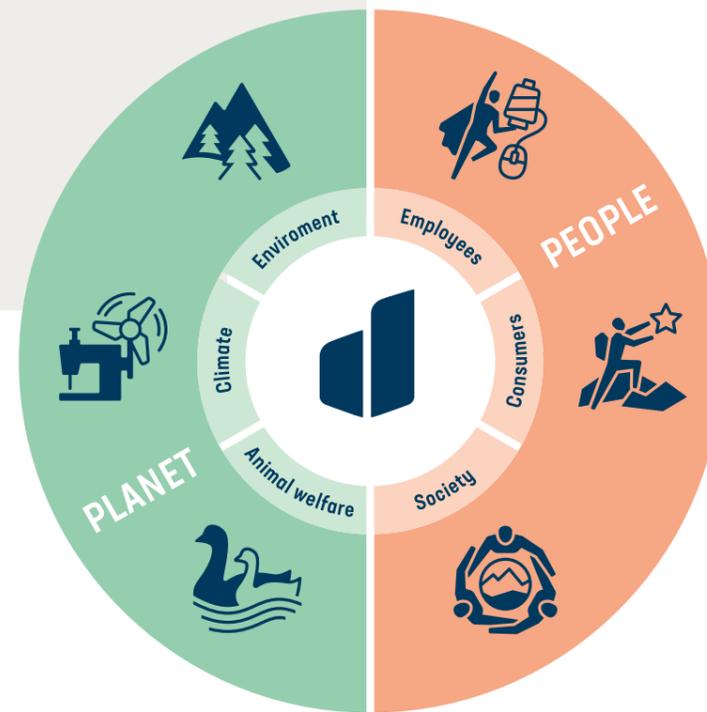
“TOGETHER FOR 360° RESPONSIBILITY”

Social responsibility and reducing the negative impact of our actions have been an integral part of deuter's DNA for decades. It's part of who we are and guides our daily efforts.

In 2020, we revised the company's entire CSR strategy (deuter Promise) in a cross-departmental in a cross-departmental committee and transformed it into a holistic, integrated action plan with targeted measures. Based on the UN's 17 Sustainable Development Goals, measurable targets were formulated and a timeframe for implementation was defined. A policy statement²³ summarises the guidelines for our actions. We will increasingly focus on the deeper supply chain and develop strategies for a circular economy and will continue to work tirelessly on climate protection.

Our vision is “Together for 360° Responsibility”, which means that we work according to an integrated sustainability approach. CSR takes place in every department at deuter and every employee makes their contribution.

This includes: forward-looking product development, resource-saving production and environmentally friendly transport, long product life cycles, responsible treatment of employees, sustainable behaviour in our private lives. This is a matter that is close to our hearts and is how we accept our responsibility towards people and the planet we live on. We want to preserve what we love for future generations. To this end, we maintain the highest standards and cultivate lasting relationships with our manufacturing and product design partners.



We have assigned three fields of action to each of the two areas Planet and People, under which we've organised our measures.

The Planet area covers the fields of environmental protection, climate protection and animal welfare. The People area comprises the fields of customers, employees and society. In each field of action, we have defined measures to fulfil our corporate and social responsibility. In addition to the Fair Wear Foundation, we are accompanied on this journey by our association with various organisations, such as the textile alliance or the bluesign® system. We only use materials that benefit from special properties if they have recognised certification such as the Global Recycling Standard (GRS) or the Responsible Down Standard (RDS). Since 2020, we have eliminated the use of PFCs in the production of all our backpacks, bags, sleeping bags and accessories, making an important contribution to the reduction of pollutants in the environment.

In order to live up to the deuter Promise, in future we will publish the deuter Promise report in place of our Social Report, in which we'll refer to our 360° strategy and also address our responsibility for the environment and social issues.

We PROMISE to take care of our PLANET and the PEOPLE.

RESPONSIBILITY SINCE 1898



²³ https://www.deuter.com/deuter/documents/grundsatzklärung/Grundsatzklärung_Deuter%202021_V1.1.pdf



DEUTER CSR TEAM

“Our commitment to the working conditions of our suppliers has annually been awarded ‘Leader Status’ by the Fair Wear Foundation since joining in 2011. deuter received the 2015 FWF Best Practice Award for responsible purchasing practices. The deuter 360° CR strategy covers all areas and is continually being improved.”

Josefine Berlik, Marco Hühn und Jonathan Dörr, Quality & CSR

FOR MORE INFORMATION
PLEASE CONTACT THE CSR TEAM:

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T +49 (0) 821 | 49 87 349



deuterSport



deuter



deuter



deuterSportGmbH



deuter

MEMBERSHIP START DATE:
August 2011