

PROMISE REPORT



deuter

JULY 2023 – JUNE 2024

#deuterforever

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FOREWORD

***Dear deuter family, customers,
and business partners,***

Traceability is essential when it comes to making objectives and processes transparent. And so, I am thrilled to present the third edition of the deuter Promise Report. With its revised reporting format and wide-ranging transparency, we are underscoring our commitment to continuous progression and to meeting our responsibilities.

Our sustainability strategy remains at the heart of everything we do. And even if we can't achieve all our targets in the time-frame that we planned for them, we can see it as a learning opportunity and a chance to develop new approaches to solutions. Rising inflation and its impact on our supply chains calls for us to remain flexible.

By signing up to the UN's Race to Zero initiative, we are making a clear commitment to climate protection and pledging to minimizing our impact on the environment over the long term. Our aim is to uphold the Paris Agreement target of 1.5° and to calculate and reduce emissions along our entire value chain. Together with our partners, we are working on effective measures to reduce our emissions and are ploughing resources into this.

Our Repair Service is an excellent example of our commitment: This financial year, we mended around 5,100 backpacks – and with that, extended the usable lifespan of these products, which in turn saved virgin resources.

We've also made progress where materials are concerned: Our target was to have 70% bluesign® certified fabrics in the collection by 2025 – we are already at 82%. Which illustrates our continued focus on responsible supply chains that value people and the environment.

Our responsible exit from Myanmar, despite being a difficult step to take, was successfully executed. And our new manufacturing partner in Vietnam is already meeting our high standards, making the transition very smooth for us.

Through our long-standing, close working relationships with our manufacturing partners like Duke, we have created resilient supply chains that can cope with the challenges they face. Together, we can look to the future with confidence. The key to our success lies in our cohesive teamwork and having a clear roadmap.

Thank you all for your hard work, loyalty and commitment. Together, we're shaping the future of deuter.

Yours sincerely,

A handwritten signature in dark ink, reading 'R. Schieferle'.

Robert Schieferle
deuter CEO

HIGHLIGHTS FROM 2023/24 FY



1,5°C

We are committed to
CLIMATE TARGETS

RACE TO ZERO



6300

REPAIRS

worldwide

11 YEARS

FAIR

WEAR

LEADER

82%

of the
MAIN FABRICS

we use are bluesign® certified

bluesign®

PRODUCT

WE HOLD
GREEN BUTTON
CERTIFICATION

GREEN
BUTTON

GOOD FOR PEOPLE.
GOOD FOR NATURE.

DIGITAL COMPLAINTS
SYSTEM 2.0

Lower down the supply chain
in collaboration with



GREEN FRIDAY

With Patron Plasticfree Peaks



PATRON e.V.

2 out of 4
manufacturing
SITES AUDITED

Supporting
CLIMATE PROJECTS
with



Your partner for climate action

STATEMENTS FROM DEUTER

MARKETING

"I see the deuter Promise as a pledge that we make to our customers and to ourselves. It provides the framework for so many of our decisions and actions, and that's a good thing.

The deuter Promise is a collaborative and holistic undertaking. Each department within the company was involved in its creation and therefore played a significant role in how it was shaped. Because it is only by collaborating and facing challenges together that we will find solutions for achieving our ambitious goals."

Christina Völlinger – Head of Marketing

COMPLIANCE & RISK MANAGEMENT

"In my mind, the deuter Promise is a driver for sustainability that helps us assume responsibility toward our employees and business partners, but also in terms of climate protection and animal welfare. Not only does it demonstrate that deuter fulfills regulatory requirements such as legislation or regional regulations, but also that it is a responsible partner for society and the environment."

Beatrice Stamp – Compliance & Risk Manager,
Equal Treatment Complaints Representative

PROCUREMENT & SUPPLY CHAIN

"There are many processes, particularly within the areas of production and procurement, which require a responsible approach to people and the environment. And doing so together is by far the best way."

Sebastian Schmidt –
Head of Procurement & Supply Chain

PRODUCT MANAGEMENT

"For me, the deuter Promise is a promise for the future, and a shared commitment to sustainability across all areas of the company. The environment, climate and society must be at the center of everything we do."

Sebastian Schwager –
Head of Product Management

PRODUCT DESIGN

"Here in the development team, we lay the foundations for products that are functional and sustainable, with everything that this entails. We are well aware that it is not a finite process and are constantly on the look-out for innovative and sustainable solutions."

"It is not only for what we do that we are held responsible, but also for what we do not do." (Molière)

Thomas Hilger - Head of Product Design & Development

HUMAN RESOURCES

"Fairness has always been close to my heart and is at the core of my role in human resources.

Fairness is deeply embedded at deuter, at times hard won, but always genuinely strived for. I am proud of the fact I work at deuter!"

Bettina Vogt -
Head of Human Resources

CSR & QUALITY MANAGEMENT & REPAIR SERVICE

"The Deuter Promise, developed in 2020 and supported by a robust strategy and implementation plan, laid the foundation for a fully integrated sustainability approach within our organization.

The low-hanging fruits on this tree have long been harvested, and today, CSR work has become far more detailed and challenging than it was a few years ago. To be successful and ensure we reach the higher-hanging fruits without missing any, it requires a dedicated team of enthusiastic specialists in various fields of action, along with substantial budgets to drive change and move forward. And—we have all of that! Thus, we will continue to uphold our promises and systematically reduce our footprint."

Marco Hühn –
Head of CSR / Quality / Repair Service



deuter CSR Team

STATEMENTS FROM THE OUTSIDE

PARTNERSHIP FOR SUSTAINABLE TEXTILES

„The members of the Partnership Initiative Digital Complaint Management and Capacity Building have taken steps in recent months to advance effective grievance mechanisms in the deeper supply chain. Collective complaint channels are often rolled out primarily at the first stage of production, which is the assembly phase. This is very important; however, the downstream production stages must not be neglected, as human rights violations can also occur here. The partnership initiative submitted by the brands demonstrates that the establishment of grievance mechanisms and awareness training is also possible in the deeper supply chain.“

Martha Scheifel –
Project Manager for Grievance Mechanisms & Remedy at the Partnership for Sustainable Textiles



FAIR WEAR FOUNDATION

“In 2011, deuter joined Fair Wear as a dedicated, inspiring, committed, and valuable member brand. As a long-lasting “Leader” brand, deuter takes up its responsibility to implement impactful human rights due diligence in its supply chain by showing good practices and impacting working conditions in the factories. As Brand Liaison, it has been my utmost pleasure to be part of deuter’s journey.”

Annet Baldus –
Fair Wear Brand Liaison Coordinator



CLIMATE PARTNER

“deuter was one of the first clients from the outdoor sector that we worked with to implement our new ‘ClimatePartner certified’ label for the whole company, as well as for specific products. The label sets tougher requirements for a company’s reduction efforts than the ‘climate neutral’ label and incorporates climate protection systematically within the company’s strategy. Their early adoption of the new label was an enormous vote of confidence for our collaboration and shows that deuter is a driving force for innovation and a trailblazer within the industry. Carbon accounting forms the foundations for any commitment to climate protection. Particularly noteworthy at deuter is the exceptionally high quality and accessibility of their usage data, which is primarily due to the very close and long-standing relationships they enjoy with their suppliers.”

Susanne Reinthaler – Climate Partner



CARE

“Our mission at CARE Germany is to support people – especially girls and women – in improving their living conditions. Together with deuter and ORTOVOX, we are striving for improved working conditions of female textile workers in Vietnam. We value the open and direct exchange with both companies and their recognition of our expertise in supply chains in Southeast Asia. This partnership of equals is characterized by mutual trust and a willingness to learn.”

Bettina Ernst –
Corporate Partnership Manager, CARE Deutschland e.V.



TRANSPARENCY AND COMMUNICATION

We want to be transparent to our customers and between ourselves, and to share information on our engagement, the challenges we face and the progress we are making. Starting as our annual Social Report in 2017, the Promise Report now

covers more than social aspects but also includes environmental and supply chain aspects. In other words, the deuter Promise report encompasses our wide-ranging sustainability strategy.

Previous reports can be found [here](#).

CSR STRATEGY – DEUTER PROMISE

As part of our deuter Promise, we have embedded sustainable business and trade practices throughout all areas of the company. Because businesses play an important role in generating economic, social and environmental advancements. Particularly in an industry as complex as the textile industry, decisions that are made at a corporate level have fundamental and global consequences for people and nature.

In 2020, we revised the company's entire CSR strategy in a cross-departmental committee, consisting of the executive management, relevant department heads, and the CSR team, and turned it into a holistic, integrated plan with targeted, risk-based measures.

Since then, we've continued to refine our strategy to help us reach our ambitious sustainability goals and meet new challenges. The result is our deuter Promise.

Our vision for this is "Together for 360° Responsibility", which means we adopt a holistic approach to sustainability. Corporate Social Responsibility spans all departments at deuter. Our sustainability goals form part of the strategy for each individual area of the company. All of our employees are obliged to assist in the realization of these. Examples of this include our Design to Repair approach to product development and the use of sustainable packaging in our logistics department. At the same time, we can only achieve our sustainability goal by working together with our manufacturing partners. Which is

why we set store in long-term partnerships, based on mutual trust and respect. By adopting this approach, we ensure that sustainability practices are implemented and improved throughout all processes and partnerships.

Within the categories of 'Planet' and 'People', we have established 3 actionable areas into which we consolidate our measures. For each actionable area we carry out a risk assessment. **Based on the UN's 17 Sustainable Development Goals (SDG) we have developed quantifiable goals and defined time frames in which to achieve these measures** ([to our Actionable Areas](#)). A policy statement, the deuter Promise Policy, sets out the guidelines for our actions.

We will continue to focus our efforts lower down the supply chain and on strategies for a more circular economy as well as work hard to hit ambitious climate targets. Overhauling our climate strategy and joining the 'Race to Zero' is just one aspect of delivering on our promise.

TOGETHER FOR 360° RESPONSIBILITY



SUSTAINABLE DEVELOPMENT GOALS – INTERNATIONAL GOALS FOR A SUSTAINABLE FUTURE

The 2030 Agenda for sustainable development encompasses 17 global goals and 169 targets on a wide range of issues to enable people to live decent lives and to ensure the planet can continue to sustain all life forms. The SDG Barometer lists the SDGs that guide our actionable areas. Which of our measures contributes to the individual targets can be seen in greater detail [here](#) on the deuter website.

THE 17 SUSTAINABLE DEVELOPMENT GOALS (SDGS) TO CHANGE OUR WORLD:

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



To recognize, prevent or reduce any possible negative effects of our actions, we follow the OECD (Organisation for Economic Co-operation and Development) guidelines and those of the FWF (Fair Wear Foundation) for responsible business practices.

These organizations help businesses throughout the world avoid and manage the negative impacts of their activities, their supply chains and other business relationships in relation to employees, human rights, the environment, corruption, consumers and corporate governance.

OUR DUTY WITHIN THE SUPPLY CHAIN – CS TRIPLE D AND ESCA

As part of the Schwan-Stabilo Group, deuter will need to comply with the requirements of Germany’s Supply Chain Duty Act (ESCA) and the upcoming European guidelines on Corporate Sustainability Due Diligence Directive (CSDDD). These new legal provisions specifically target the safeguarding of human rights and environmental standards along the entire supply chain. At deuter, we warmly welcome the move, as it confirms and further strengthens our long-standing commitment to sustainability and responsibility.

The deuter Promise has already gone a long way toward preparing us for the journey ahead. The Promise embodies our all-encompassing duty toward social responsibility and environmental protection. It covers various initiatives and measures that ensure our products are not only of high quality but are also ethically and sustainably made.

3D-CYCLE DEUTER DUE DILIGENCE CYCLE

To meet our due diligence obligations and to monitor and evaluate our business activities and actions at all times, we have set up what we call our ‘3D Cycle’. It is made up of the following six steps:

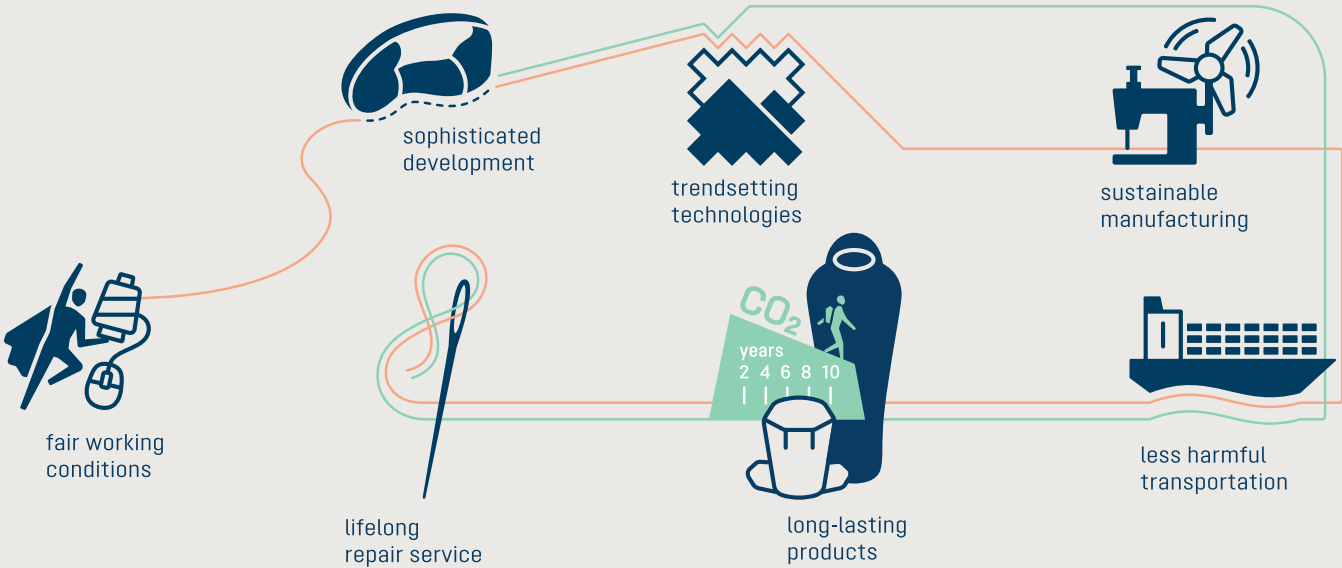
- 1.**
DEUTER PROMISE POLICY
Responsible business practices are firmly anchored in our guidelines and management systems and documented in the deuter Promise.
- 2.**
In it, we identify and assess potential risks that our manufacturing and business practices could have on human rights, workers’ rights, and environmental concerns, that may affect us as well as our supply chains and business relationships.
- 3.**
We then take measures, such as reviewing and adapting supplier contracts or introducing employee training schemes to put an end to, prevent or mitigate these negative effects.
- 4.**
We track the progress of any implemented measures and regularly monitor results so we can ensure that targets are being met.

- 5.**
We communicate transparently about how we are dealing with any identified risks and impacts to inform stakeholders about our efforts, and we provide a full progress account in the deuter Promise report.
- 6.**
We establish mechanisms or work together with stakeholders to come up with appropriate solutions to redress any adverse impacts.



INITIATIVES AND PARTNERSHIPS / STAKEHOLDER ENGAGEMENT

RESPONSIBILITY SINCE 1898



At the heart of our sustainability strategy is our responsibility toward people and planet that runs along the entire supply chain. We are supported on this path through membership of and collaboration with various organizations.

The graphic shows our key partnerships. deuter is also a member of the BSI (Bundesverband der Deutschen Sportartikel-Industrie – or German Sporting Goods Industry Association) and EOG (European Outdoor Group), both of which are industry associations that deliver training and conferences on CSR-related issues. You'll find information on other partners that have supported us over the years, [here](#). We particularly value the interdisciplinary nature of meeting with stakeholders from the public sector, NGOs, trade unions and industry to discuss important social and environmental issues and share best practices and experiences.

And deuter is a member of several initiatives and working groups that aim to develop solutions for CSR issues such as the payment of a living wage, grievance procedures and the reduction of Scope 1-3 emissions.

Standards like the Global Recycle Standard (GRS) or Responsible Down Standard (RDS) are also important for deuter when it comes to materials that offer special properties, such as recycled materials or down feathers. Since 2020, none of the fabrics used in our backpacks or sleeping bags have been manufactured using PFAS, which means we're helping to cut harmful substances in the environment.



BNT
PARTNERSHIP FOR
SUSTAINABLE TEXTILES



EUROPEAN
OUTDOOR
GROUP

**GREEN
BUTTON**
GOOD FOR PEOPLE.
GOOD FOR NATURE.

Environment



Climate



Animal Welfare



Employees



Customers



CARE INSTRUCTIONS,
DO IT YOURSELF

Society



DEUTER PROMISE TOUR,
PARTNER



PARTNERSHIP FOR SUSTAINABLE TEXTILES – UNITED FOR GREATER SUSTAINABILITY

We want to make outdoor equipment in an environmentally friendly, sustainable way, under fair working 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. Which is why we have teamed up with other businesses and members of the Bündnis für nachhaltige Textilien (Partnership for Sustainable Textiles). Our aim is to improve social, environmental and economic conditions along the whole supply chain. As part of our joint efforts, deuter is currently focusing on a project to implement effective complaints mechanisms lower down the supply chain. You can find out more about this project [here](#).

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. deuter has been a member of the Partnership for Sustainable Textiles since 2015.

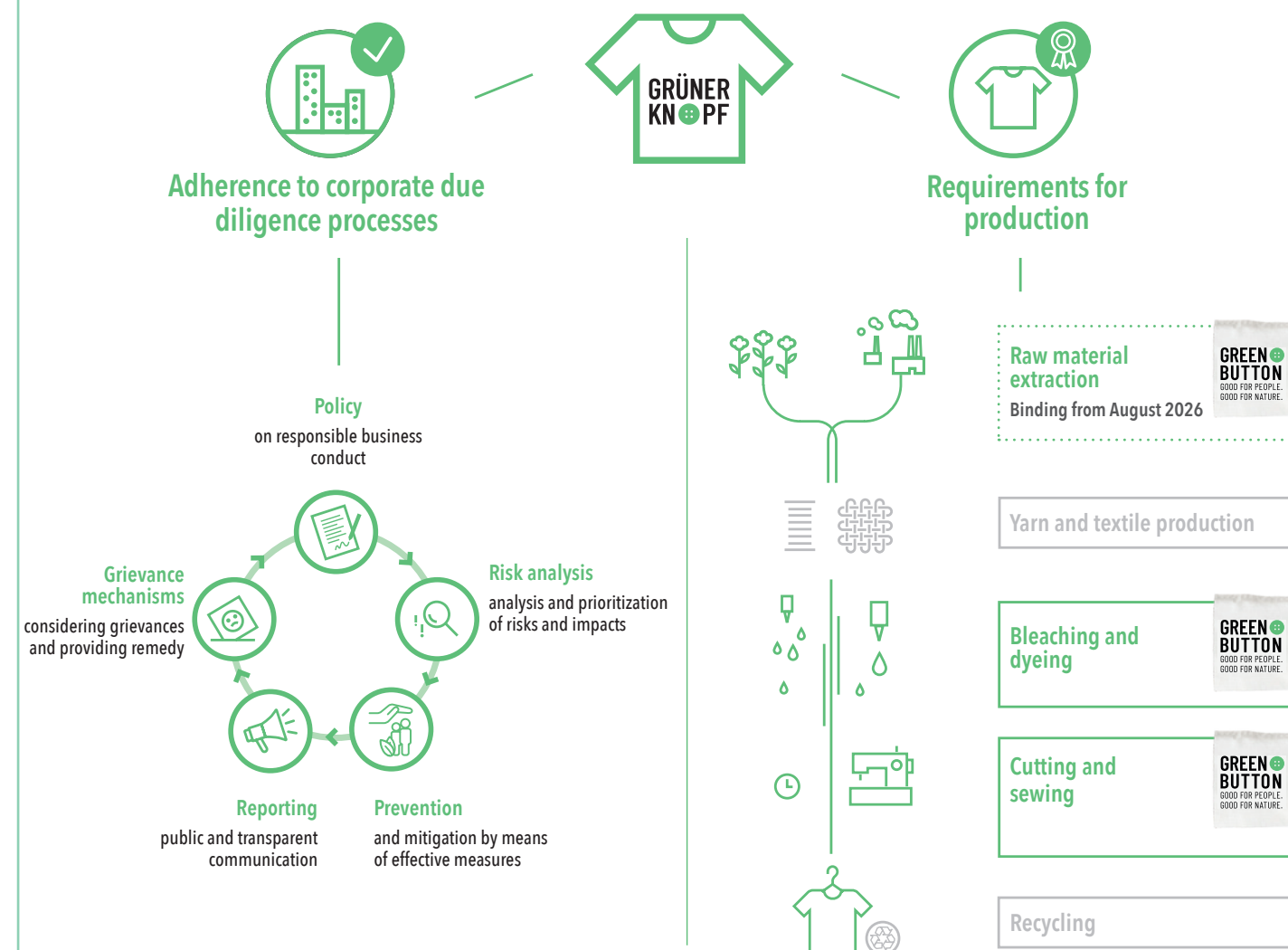


GREEN BUTTON FOR GREEN PRODUCTS

Since 2021, deuter has held the “Green Button” (Grüner Knopf) label – the international standard initiated by the German government. It is the world’s first state-supervised certification mark to establish compliance standards for sustainably produced textiles. The Green Button (Grüner Knopf) sets mandatory requirements that businesses and products must meet to protect people and the environment. The Green Button seal indicates that products have met high social and environmental standards and come from businesses that adopt responsibility for their supply chains. The Green Button 2.0 version of the seal sets even more stringent requirements for companies and products. From the start of the 2022/23 FY deuter has achieved both company level and product level Green Button 2.0 certification. It’s another important step in preparation for the Supply Chain Act.

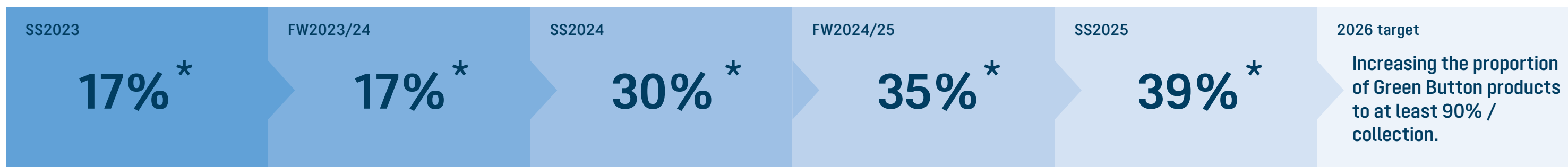
[Watch this video](#) to find out more about the Green Button and why deuter decided to use this certification.

The Green Button at a glance



GREEN BUTTON CERTIFIED PRODUCTS / COLLECTION

* Data rounded





WORDLY / HIGG INDEX TOOLS

deuter has worked with Higg Index Tools since the 2021/22 financial year. They are a standardized calculation for the sustainability performance of businesses, manufacturers and suppliers, as well as products from the textile industry. The Higg Index helps companies make more informed decisions about the products they produce, reducing their quantifiable impact on people and the planet. At deuter, it is mostly the Facility Tools that are used for monitoring further down the supply chain (Factory Social & Labor modules, Factory Environmental modules). The Brand & Retail module is used to assess our own businesses practices. It helps establish improvement options, measures progress and offers more targeted support to our manufacturing partners, with the Planet & People Guideline (Promise Policy) for instance.



CLIMATE PARTNER

Each EU citizen generates 8 to 9 tons of CO₂ emissions each year. To limit global warming to less than two degrees, that figure needs to be just 1 ton. Energy-intensive manufacturing and transportation of products means that industries account for disproportionately greater CO₂ emissions. But of course, that also means that we're in a position to make a particularly important contribution to reducing carbon emissions. That's why we work closely together with ClimatePartner, who specialize in calculating and offsetting CO₂ emissions and supporting worldwide climate projects.



RACE TO ZERO

In line with the United Nations' Framework Convention on Climate Change (UNFCCC) Race to Zero, we have set ourselves a scientifically based climate target: the 1.5°C (the target established at the Paris Climate Agreement). Which means that by 2030 we will reduce our CO₂ emissions and those in our supply chain by 42%, and by 2050 we will achieve a reduction of 90% and net zero emissions.



WE MANUFACTURES ACCORDING TO BLUESIGN® STANDARDS – FOR 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. The proportion of bluesign® certified materials is steadily increasing. 82% of our main materials are already bluesign certified. ***Find out about our progress and our targets [here](#).***

[In this video](#) we explain what the certification entails and why it is so important for deuter.



RESPONSIBLE DOWN STANDARD –
FOR THE LOVE OF ANIMALS

Even sustainable natural materials must be produced in an environmentally sound way. That’s why, since 2015, we’ve exclusively used high-quality feathers that are Responsible Down Standard (RDS) certified for all our down sleeping bags. To obtain RDS certification, the animal welfare and farming practices must be traceable throughout the entire production chain and meet the strictest requirements – from fledgling all the way through to finished sleeping bag.



ATLAT – COMPLAINTS MECHANISM
LOWER DOWN THE SUPPLY CHAIN

As a digital complaints system provider, atlat combines a passion for digital software development with that of social impact. *Working with atlat, we aim to improve workers’ rights in the deeper supply chain and ensure they have access to effective grievance mechanisms.*

We have worked together with atlat since 2020. Following an initial pilot phase, we are currently implementing a project on a larger scale: Digital Complaints Management and Capacity Building project (Digitales Beschwerdemanagement und Capacity Building), which is a collaboration between deuter, atlat GmbH, ORTOVOX Sportartikel GmbH and CARE Germany and was established under the guidance of the Partnership for Sustainable Textiles. The project is being rolled out with 8 material and fabric suppliers in Vietnam and will empower workers in our deeper supply chain to proactively assert their rights by learning to assess their working conditions themselves and having access to effective (anonymous) grievance mechanisms.

Find out more about the atlat project and their complaints system [here](#).



FAIRNESS FROM A TO Z –
WITH THE FAIR WEAR FOUNDATION

deuter has been a member of the Fair Wear Foundation (FWF) for thirteen years, and this year was awarded Leader Status for the eleventh year in a row. 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 brands and factories to improve working conditions in textile and garment factories, particularly on the ground in production countries. Recognition of our efforts confirms we’re on the right path: Our focus on long-established partnerships with one supplier per product group, Leader Status in the FWF Brand Performance Check since 2013, and the 2022 winners of the German Sustainability Prize for ‘Global Partnerships’ together with Duke.

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

WHAT DOES THE FAIR WEAR FOUNDATION DO?



Checks that members respect human rights in their supply chains (implementation of CoLP)

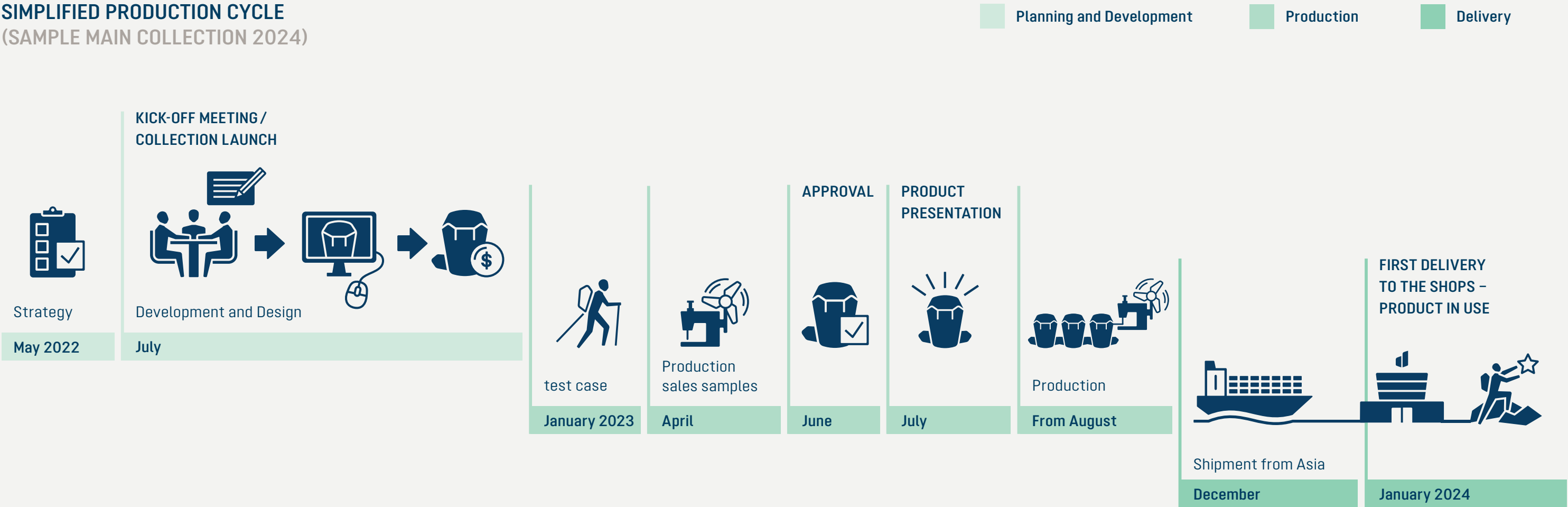
Provides worker complaint hotlines in 15 production countries

Trainings & Stakeholderinvolvement

Checks the working conditions in factories

BUSINESS & PROCUREMENT PRACTICES

SIMPLIFIED PRODUCTION CYCLE (SAMPLE MAIN COLLECTION 2024)



FROM CONCEPT TO FINISHED PRODUCT

deuter produces one main collection each year, plus a smaller winter range. The main collection is usually showcased in summer at the OutDoor by ISPO international sports trade show in Munich, Germany. The winter collection is showcased at ISPO in February. Each year, new products make up around one third of the collection. Bar minor adjustments or color changes, most products remain in the collection for a minimum of three years. A deuter classic like the Trans Alpine bike backpack, for instance, has been part of the collection for over 20 years now.

PURCHASING PRACTICES

LONG-ESTABLISHED TRUST

deuter sets store in long-term partnerships based on trust and mutual respect. This helps us foster high levels of motivation, creativity, quality, and reliability – right from our headquarters in Gersthofen through to our retailers and, of course, our manufacturing partners. In line with our commitment to responsible sourcing, we actively incorporate the principles of the Common Framework of Responsible Purchasing Practices (CFRPP) into our sourcing strategy.

deuter’s sourcing strategy is to focus on a small number of trusted suppliers for all its products. Aside from Duke, our main supplier for all backpacks, bags and accessories for many years, we only had one other supplier, Bellmart. Sadly, due to the military coup in Myanmar, we were forced to terminate our business relationship with Bellmart (see [Myanmar Responsible Exit Statement](#)). To enable us to resume sleeping bag production, we are currently in a trial phase with our new supplier High Rock, in Vietnam, after they signed our supplier agreement.

deuter will continue to use as few suppliers as possible. The strategy comes with risks, but also opportunities.

Because we occupy almost all of Duke’s capacity and Duke is our main supplier, any delays in production or fluctuations in orders have a direct effect on both parties.

But both parties also benefit from our lengthy partnership and the easy working relationship that it has generated. During difficult times in particular — such as the covid-19 lockdown period, where special payments to help quickly restart production were needed — we support each other.

Because we do not swap and change suppliers, as is often the case in the textile industry, our monitoring activities have no influence on the overall selection of our manufacturing partners. With other supplier structures, rewarding certain suppliers with greater orders makes sense, because this is a good way to encourage achieving their improvement goals. But we only have one manufacturing partner for each product group. 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 a manufacturing partner. We can make improvements effectively without the need for such incentives because our relationship is founded on trust.

deuter intends to carry on the good relations it enjoys with its long-term partner Duke. We are convinced that nurturing close, trusting relationships with all our suppliers is the way to go, even if in-country risks such as Freedom of Association (FoA) in Vietnam persist. For any potential new suppliers, any FoA risks are taken into account within our assessment of them.



DEUTER’S SOURCING STRATEGY IS TO FOCUS ON ONE SUPPLIER PER PRODUCT GROUP:

SINCE 1991

Vina Duke, in Vietnam, has exclusively made all deuter backpacks and accessories at its highly specialized manufacturing sites

2024

we embarked on a new collaboration with our sleeping bag manufacturer in Vietnam, High Rock, following a Responsible Exit from Myanmar.

NO PRICE SQUEEZING

Our manufacturers calculate the price of our products being developed based on our designs and their material requirements. Prices are adjusted during the prototype phase to match targets, and the products are also adjusted to achieve a more competitive price point. Throughout this process, deuter does not squeeze prices and always negotiates fairly. Purchasing practices like benchmarking the price of different suppliers to find the cheapest offer is not the way that deuter conducts business with its partners. The cost of materials as well as local wages and wage increases are taken into consideration during these pricing negotiations. By applying transparent costings, we can track any progress in living wages within the supply chain better. Both parties strongly believe that trust is the best foundation and always pays off in the long run. Since we depend on our suppliers for their reliability, know-how and quality, and since we are reliant on them to a certain extent, we need to be sure that their business is running well and is financially resilient. We also provide our manufacturing partners with all the information and tools they need to be able to set prices and therefore wages more transparently and fairly.

Taking into consideration quality, sustainability and lead times, Duke nominates suitable materials suppliers or works together with suppliers that deuter has nominated. Changes in materi-

als must be made with appropriate lead times to allow timely purchasing, well before production begins, and to eliminate any knock-on effects on production schedules and working hours.

Given the nature of its procurement practices, deuter does not have a special sourcing department and associated costs. It is the Supply Chain Manager who is responsible for production planning and who works closely together with our suppliers. And when it comes to worldwide shipping of goods, there is also close collaboration. But should the need ever arise for a new supplier to be added to the portfolio, the CSR team are involved from the outset and have the power to veto any decision if there are concerns. To ensure we follow these steps we refer to our onboarding processes for tier 1 and tier 2 suppliers, which are clear and transparent, and to our supplier contracts.

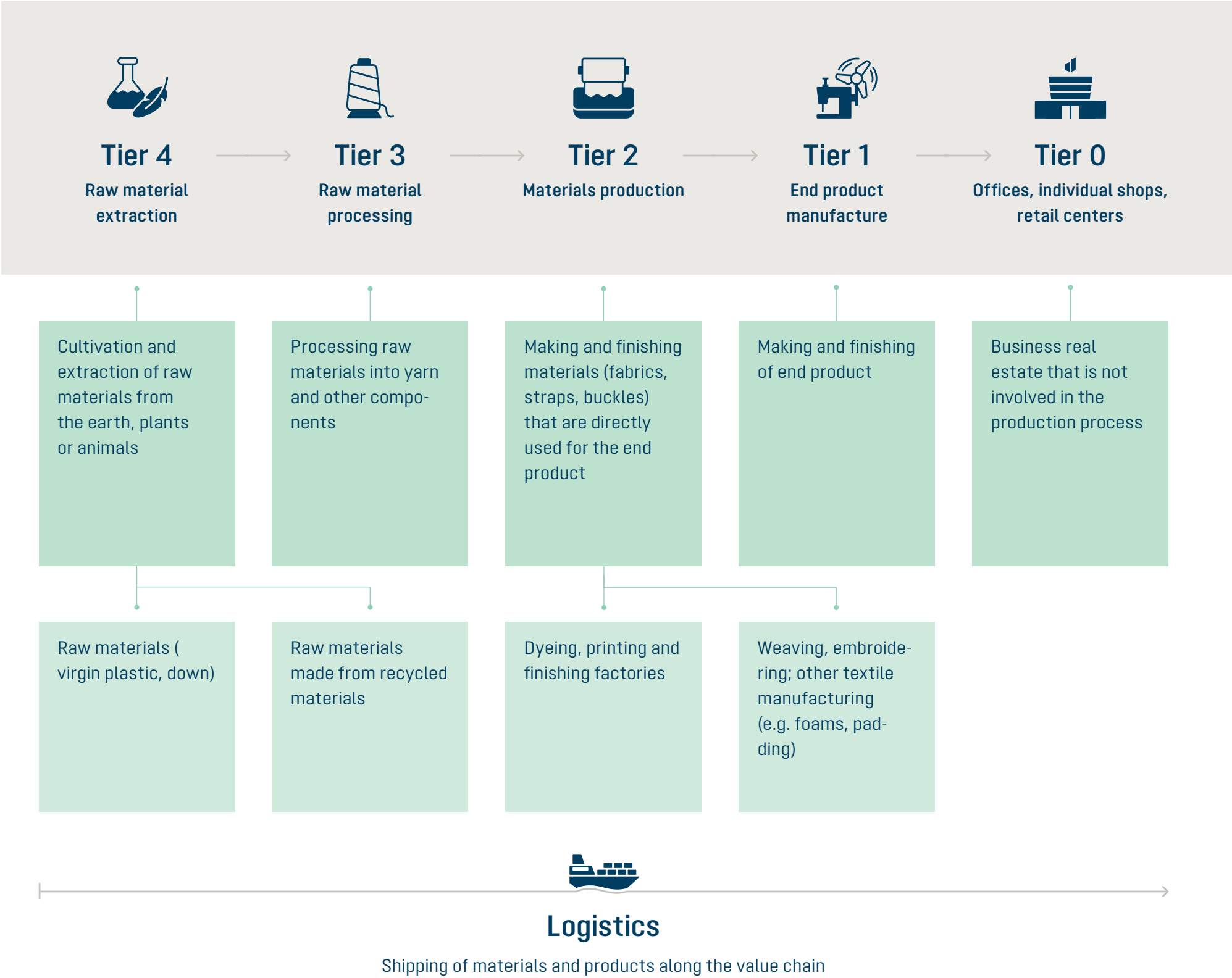
SUPPLIER RELATIONS

At deuter, suppliers can be divided into direct and indirect supplier categories. For cutting and sewing services there is a direct business relationship (tier 1), while deuter is also significantly involved in the selection of materials manufacturers (tier 2) and materials. For these, and those further down the supply chain (tier 2-4), there is an indirect business relationship. These materials are used by cutting and sewing staff to create the final deuter product.

We have achieved full transparency with our tier 1 and tier 2 suppliers and are constantly building on this. A key area we focus on is the wet processes.



TEXTILE SUPPLY CHAIN



SELECTION AND ONBOARDING OF NEW SUPPLIERS

deuter’s strategy is built on maintaining long-standing supplier relations. But sometimes, there can be a need to initiate a new partnership, like our new sleeping bag manufacturer, High Rock.

When selecting a new supplier, we use country-specific risk analyses to help in the selection process. These take into account all OECD sector risks. Preference is given to countries in which freedom of association (FoA) rights are respected.

The selection is also carried out in compliance with the sustainability criteria that are defined in the deuter Promise Policy, and with a view to creating a long-standing business partnership. Suppliers are obliged to uphold the standards outlined within the policy. Our policy stipulates deuter’s requirements and expectations regarding social and environmental sustainability for all manufacturing partners, which helps minimize the risk of harmful practices being adopted.

Equally important, is the assessment of technically complex production steps and associated product risks. The technical requirements are an important aspect of supplier selection and heavily influence the selection process.

Risk assessments are carried out from a gender perspective at all levels to take account of all potentially affected vulnerable groups in this cross-departmental issue.

A binding supplier contract is entered into with all direct suppliers. This provides a clear, transparent framework for our working relationship. These contracts are drawn up based on the Common Framework for Responsible Purchasing Practices (CFRPP) and the Model Contract Clauses 2.0 of the Responsible Contracting Project (RCP).



DEUTER ONBOARDING PROCESS FOR NEW PRODUCTION PARTNERS



DEUTER PROMISE POLICY– TRANSPARENT, OPEN AND BINDING

How can we guarantee that our policies are adopted by everyone? Through our deuter Promise Policy that applies to us and our manufacturing partners. It includes restricted substances lists as well as a People Guideline and a Planet Guideline. The **Planet & People** Guidelines address the principles of the policy, explain them in full detail and offer guidance and best practice examples. They also refer to some useful tools to help with implementation. Which means the Guidelines can be used as training material for deuter’s manufacturing partners.

These documents together form the deuter Supplier Handbook, which is distributed to suppliers via an eLearning platform. It is where all of the documents can be viewed and downloaded, and where questions can be addressed to deuter’s CSR team. Any updates to the Promise Policy and its supplementing documents will also be communicated via the platform.

deuter communicates its Promise Policy and Guidelines to all of its tier 1 suppliers and tier 2 materials and fabric suppliers. In turn, these are responsible for communicating the Promise Policy to their subcontractors. Compliance with national laws and regulations as well as the Promise Policy and the deuter Restricted Substances List (RSL) is a mandatory requirement for any working relationship with deuter.

Creating the Supplier Handbook was an important step in deuter’s due diligence strategy since it allows us to establish direct chains of communication with suppliers further down the supply chain and gradually develop them more. It’s not just about upholding standards but also about collaboration and learning from one another.

PEOPLE GUIDELINE

Responsible business practices:

- Compliance with national laws and deuter policy
- Supply chain transparency
- Anti-corruption

ILO fundamental labor standard and human rights:

- Safe and fair workplace
- Occupational health and safety

→ Recommendations for action

→ Practical examples

→ Training documents and tools

PLANET GUIDELINE

Environmental Issues :

- Management of chemicals
- Water and wastewater management
- Waste management
- Air emissions and effects on climate change
- Biodiversity
- Animal welfare

Chemicals regulations:

- Deuter RSL (bluesign® and ZDHC compliant)
- REACH Annex XVII and SVHC Compliance
- ZDHC MRSL
- Afirm Packaging RSL

→ Recommendations for action

→ Practical examples

→ Training documents and tools

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deuter Promise Report 2023/24

SUPPLIER CONTRACTS

deuter enters into supplier contracts with all its direct suppliers. deuter attaches great importance to securing long-term contractual partnerships with its suppliers. It allows us to promote lasting developments and ensure ongoing improvements in the production process. Our training courses and regular audits mean we can work together on long-term improvements.

deuter encourages open discourse with its suppliers, to find solutions together for any challenges that arise. This includes regular meetings, workshops and the establishment of feedback mechanisms to ensure that improvements are made on a rolling basis.

deuter encourages its suppliers to develop and implement innovative approaches to improving sustainability. This might be through collaborative projects, research initiatives and the sharing of best practices.

Adopting a collaborative approach ensures that both deuter and its suppliers are responsible for the implementation and further improvement of all sustainability practices.

Contracts are drawn up in line with the [Responsible Contracting Principles](#) and Fair Wear Foundation’s Common Framework of Responsible Purchasing Practices ([CFRPP Framework](#)). The obligation to abide by the deuter Promise Policy forms part of the supplier contract, which among other things, sets out the following principles:

TRANSPARENCY AND RESPONSIBILITY

An important aspect of these contracts is a requirement for transparency. Suppliers must disclose their production sites and sustainability practices. deuter requires its suppliers to comply with strict regulations regarding workers’ rights, including fair wages, safe working conditions and the freedom to establish trade unions.

FAIR PAY AND PRICING

Another key aspect is fair remuneration. deuter ensures that the contracts include clear rules on fair pay for workers and that fair prices are set.

This creates a more sustainable basis for all parties in the supply chain.

ENVIRONMENTAL PROTECTION

deuter supplier contracts also include comprehensive requirements for environmental protection. Suppliers must use eco-friendly materials and employ resource-efficient production practices. And all suppliers must abide by the deuter Restricted Substances List (RSL). This supports deuter’s commitment to sustainability and environmental protection.



RESPONSIBLE EXIT STRATEGY

At deuter, we have established a Responsible Exit Strategy in keeping with OECD and FWF guidelines. This applies when a business relationship needs to be terminated, either due to violations of labor laws, or if other factors such as supplier performance or geopolitical developments in that country make it necessary to take such steps. The Responsible Exit Strategy facilitates a responsible termination of business relations for the supplier and its employees. deuter recognizes that labor law infringements do not have to immediately result in the termina-

tion of a business relationship with a supplier. Doing so would deny them the opportunity for improvement and any leverage to do so. Our aim is to arrive at solutions that are sustainable through a close collaboration with our suppliers. Terminating a business relationship is viewed as a last resort, where all efforts have failed, or the supplier is not prepared to cooperate in undertaking necessary improvements.

PROCEDURE IN THE EVENT OF LABOR LAW VIOLATIONS

Detection and evaluation of violations:

As soon as a violation has been identified, a thorough evaluation of the situation is carried out. This is done in collaboration with the FWF and local stakeholders to establish the severity of the violation and the manufacturing partner's willingness to remediate it.

Remediation support:

Instead of immediately terminating the business relationship, deuter will actively support the supplier in finding a lasting solution to the problem. Together, we come up with remediation measures and oversee their implementation.

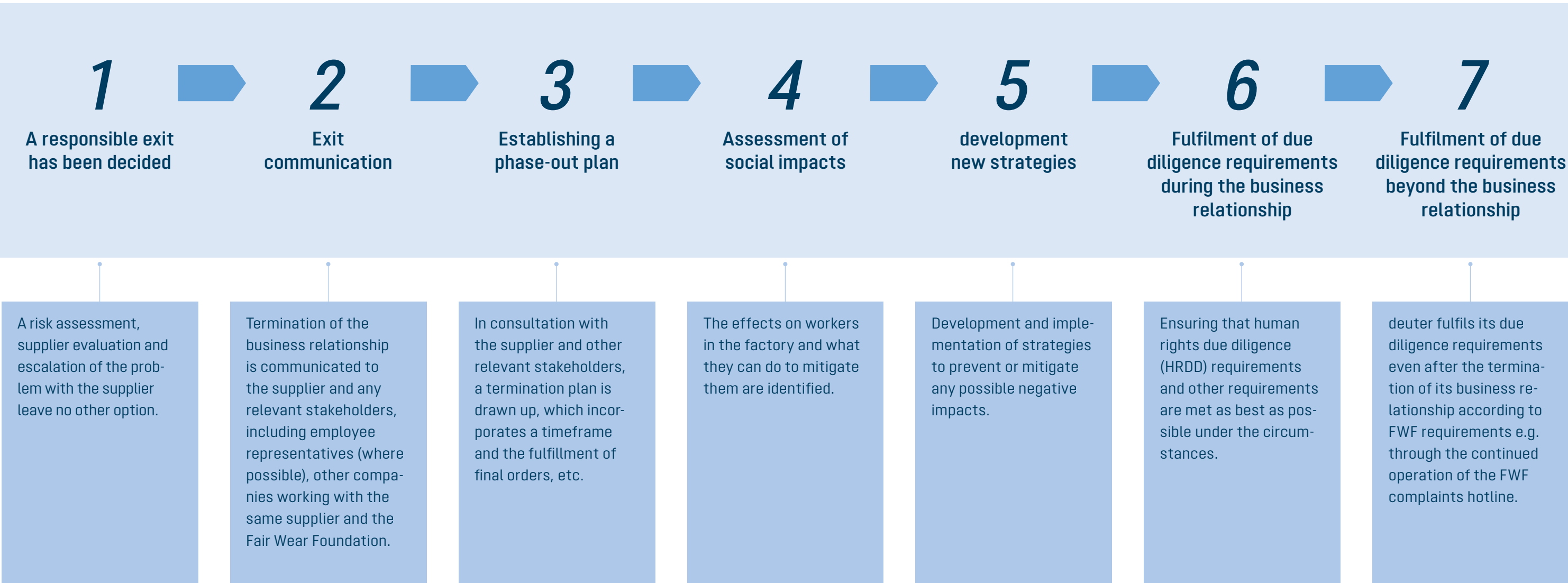
Ultimate consequences:

If the supplier is not prepared to undertake the necessary measures or is unwilling to cooperate, terminating the business relationship will be considered as a last resort option. The decision is entered into with great care and abiding by our Responsible Exit Strategy guidance.

Documentation and evidence:

Before terminating a business relationship, we meticulously document all the remediation efforts and measures undertaken. We demonstrate to the Fair Wear Foundation that we've exhausted all possibilities of finding a workable solution.

RESPONSIBLE EXIT STRATEGY — THE RESPONSIBLE TERMINATION OF BUSINESS RELATIONSHIPS



WHERE WE MANUFACTURE

TEXTILE SUPPLY CHAIN

To ensure transparency, we provide information on the countries and regions of manufacture and the materials used for our products.

COUNTRY PROFILES

Tier 1: Vietnam¹



LANGUAGES:
Vietnamese, English, French, Chinese, Khmer, mountain area languages

CAPITAL: Hanoi

FORM OF GOVERNMENT: Communist state

POPULATION: 105,758,975 (2024 est.)

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%)

Tier 2: China³



LANGUAGES:
Standard Chinese or Mandarin, Yue, Wu, Minbei, Minnan, Xiang, Gan, Hakka dialects, minority languages, Zhuang, Mongolian, Uighur, Kyrgyz, Tibetan

CAPITAL: Peking

FORM OF GOVERNMENT: People's Republic

POPULATION: 1,416,043,270 (2024 est.)

ETHNICITIES:
Han Chinese 91.1%, ethnic minorities 8.9% (includes Zhang, Hui, Manchu, Uighur, Miao, Yi, Tujia, Tibetan, Mongol, Dong, Buyei, Yao, Bai, Korean, Hani, Li, Kazakh, Dai, and other nationalities) (2021 est.)

Tier 2: South Korea²



LANGUAGES: Korean

CAPITAL: Seoul

FORM OF GOVERNMENT: Presidential republic

POPULATION: 52,081,799 (2024 est.)

ETHNICITIES: homogeneous

Tier 2: Taiwan⁴



LANGUAGES:
Mandarin (official), Min Nan, Hakka dialects, approximately 16 indigenous languages

CAPITAL: Taipei

FORM OF GOVERNMENT: Semi-presidential republic

POPULATION: 23,595,274 (2024 est.)

ETHNICITIES:
Han Chinese (including Holo, who compose approximately 70% of Taiwan's population, Hakka, and other groups originating from mainland China) more than 95%, indigenous Malayo-Polynesian peoples 2.3%

Source:
¹<https://www.cia.gov/the-world-factbook/countries/vietnam/>
²<https://www.cia.gov/the-world-factbook/countries/korea-south/>
³<https://www.cia.gov/the-world-factbook/countries/china/>
⁴<https://www.cia.gov/the-world-factbook/countries/taiwan/>

INTEGRATION OF MONITORING ACTIVITIES AND SOURCING STRATEGY

Caption our Tier 1 main suppliers

FWF-NR.	NAME OF FACTORY	PROCESS	CITY	LAST AUDIT	LAST WEP TRAINING	LAST COMPLAINT	VISITS 22/23
2442	Count Vina Co. Ltd.	CMT	Tien Giang	21.11.2023	29.06 & 30.06 2020 (WEPC)	01.07.2017 fixed	April 2023
2421	Cu Chi Co. Ltd.	CMT	Ho Chi Minh	23.11.2023	April 2024 ongoing (WEPC)	01.04.2020 fixed	April 2023
2405	Vina Duke Factory (Hoc Monh) Co. Ltd	CMT	Ho Chi Minh	24.04.2023	28.08.2015 (onboarding)	12.12.2014 fixed	April 2023
8561	Bellmart (Myanmar) Co., Ltd	CMT	Bago	10.08.2023	01.12.2016 (due to unavailability FWF) Social Dialogue Training made 30/31.01.2024		March 22 (by independent auditor)

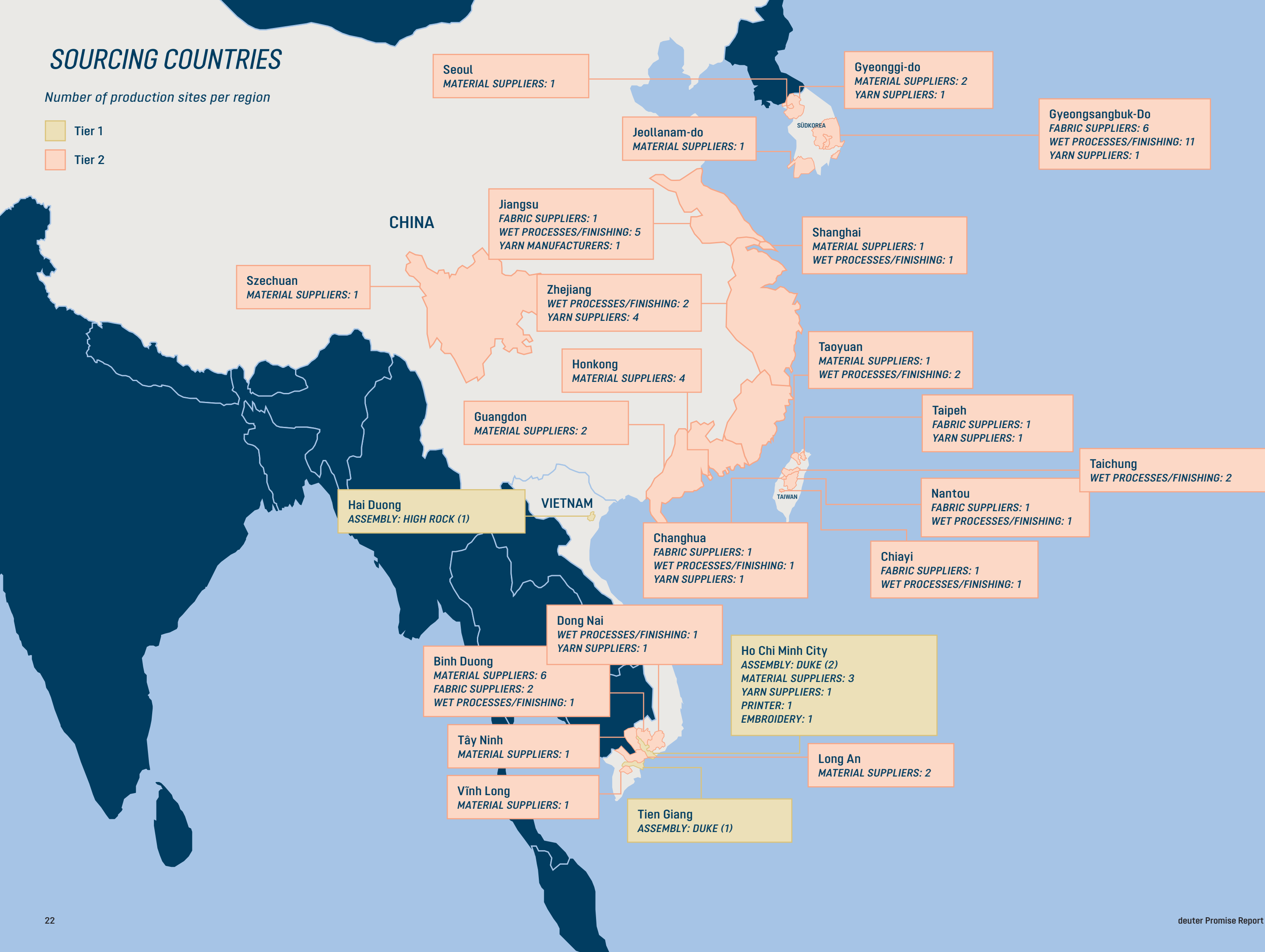
Caption our Tier 1 main subcontractors

FWF-NR.	NAME OF FACTORY	PROCESS	CITY
5940	Dream Emb Co., Ltd	EMB	Ho Chi Minh
5941	Ne Whe Co., Ltd	Printing	Ho Chi Minh
12137	Minh Quang Long An Co., Ltd	CMT	Ho Chi Minh
35193	An Minh Co., Ltd	CMT	Ho Chi Minh
35192	Thuong Mai Khanh Co., Ltd	CMT	Ho Chi Minh
12312	Gia Minh Co., Ltd	CMT	Tien Giang
10663	Kim Chi Co., Ltd	CMT	Ho Chi Minh
35191	Boa Nam Co., Ltd	CMT	Ho Chi Minh
10668	Thanh Vinh Co., Ltd (Quang Hai)	CMT	Ho Chi Minh
12316	Nghia Thang Co., Ltd	CMT	Ho Chi Minh
35182	Lam Minh dung Co., Ltd	CMT	Tien Giang
11793	MK-1 (Le Mi Vina)	CMT	Ho Chi Minh
11800	Yun Long	Printing	Bago

SOURCING COUNTRIES

Number of production sites per region

- Tier 1
- Tier 2



RISK ANALYSIS

OECD GUIDELINES & OECD SECTOR RISKS

Our sustainability strategy is largely based on the recommendations and requirements of the [OECD's 'Due Diligence Guidance to Promote Responsible Supply Chains in the Apparel and Footwear Industry'](#) and the industry risks defined therein.

Sectors risks in textile supply chains include (based on the risks identified by the OECD):

- Sector risks **Human**
- Sector risks **Environment**

1	Discrimination, sexual harassment	6	Corruption and bribery	11	Hazardous chemicals
2	Gender-based violence	7	Occupational health and safety (OHS)	12	Greenhouse gas emissions
3	Wages and welfare benefits, living wage	8	Forced labor	13	Water pollution
4	Working hours/ overtime	9	Child labor	14	Animal welfare
5	Freedom of association and the right to collective bargaining			15	Water consumption

WHY WE NEED RISK ASSESSMENTS

deuter follows a strategic management-level approach to the implementation of all due diligence processes. We believe it is our duty to take preventative measures against any possible adverse effects. Should any adverse effects still arise, however, we are committed to mitigating and remedying them. It is particularly important that we protect the rights of vulnerable groups such as children, refugees, women, migrant workers, home workers and ethnic or religious minorities.

By carrying out a risk assessment we can establish the likelihood of potential risks occurring along our supply chain and the subsequent severity of these. The degree of severity is calculated according to the OECD in terms of the extent, scope and irreversibility of the risks.

The type of risk and severity can vary depending on the country/region of production, the stage of production, and the product group. For instance, the use of hazardous chemicals in wet processing of products (tier 2) poses a significantly higher risk of harm to the environment than the cutting, sewing and finishing of products (tier 1).

And so, our risk assessment is country specific and product group specific for each individual stage of the supply chain. Furthermore, we also analyze the impact of our business and procurement practices on social and environmental risk factors throughout the whole supply chain. In addition, each sector risk is examined from a gender perspective. Through this systematic approach, we ensure that the special protection of vulnerable groups is taken into account.

CONTENTS RISK ASSESSMENT | CORE ISSUES OF RISK IDENTIFICATION

1.

COUNTRY-SPECIFIC RISKS

- Distribution of the order volume
- Prevalent political or socio-economic structures and their influence on risks
- Sector-specific risks at country/regional level (external information) such as studies, public reporting
- Sector-specific risks at factory level (internal information) such as audits and complaints
- Risk to individual groups of people

Where is production taking place?

2.

PRODUCT-SPECIFIC RISKS

- Associated social or environmental risks
- Specific risks in the manufacture of products

What is being produced?

Prioritization =
probability of occurrence
+
severity
(per sector risk)

3.

RISK ARISING FROM THE BUSINESS MODEL AND PURCHASING PRACTICES

- Core activities of the company
- Frequency of product line changes
- Type and method of order placement

How is it being produced?

GENDERLENS

For each OECD sector risk, we take into account the risk of gender-specific inequality for those potentially affected.

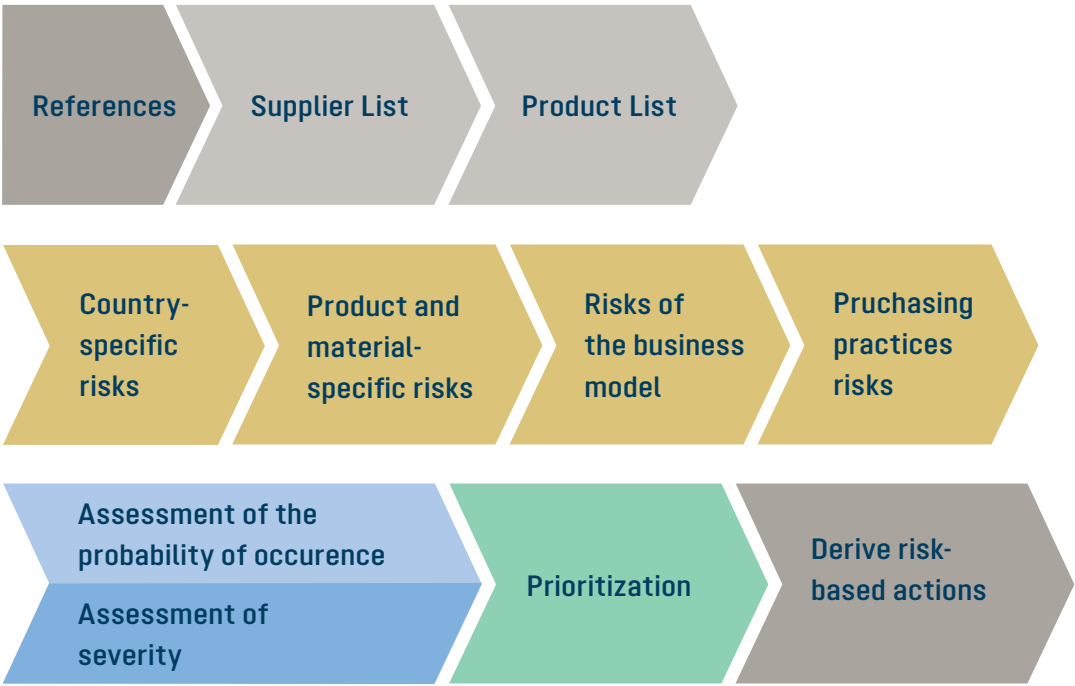
These vulnerable groups include for example:
Women, children, refugees, migrant workers, home workers, LGBTQIA+ people and ethnic and religious minorities.

Using the resultant risk profile, we then prioritize areas of higher risk and determine mitigation measures. These measures span anything from information events to workers’ rights for employees, and from training sessions to wage increases. Even our Responsible Exit from Myanmar arose as a result of our risk assessment, because the identified risks could no longer be reduced by adopting remedial measures. And so, the risk analysis has wide-ranging implications for our business practices and procurement strategy, as our entrepreneurial actions indirectly and directly affect our environment and employees.

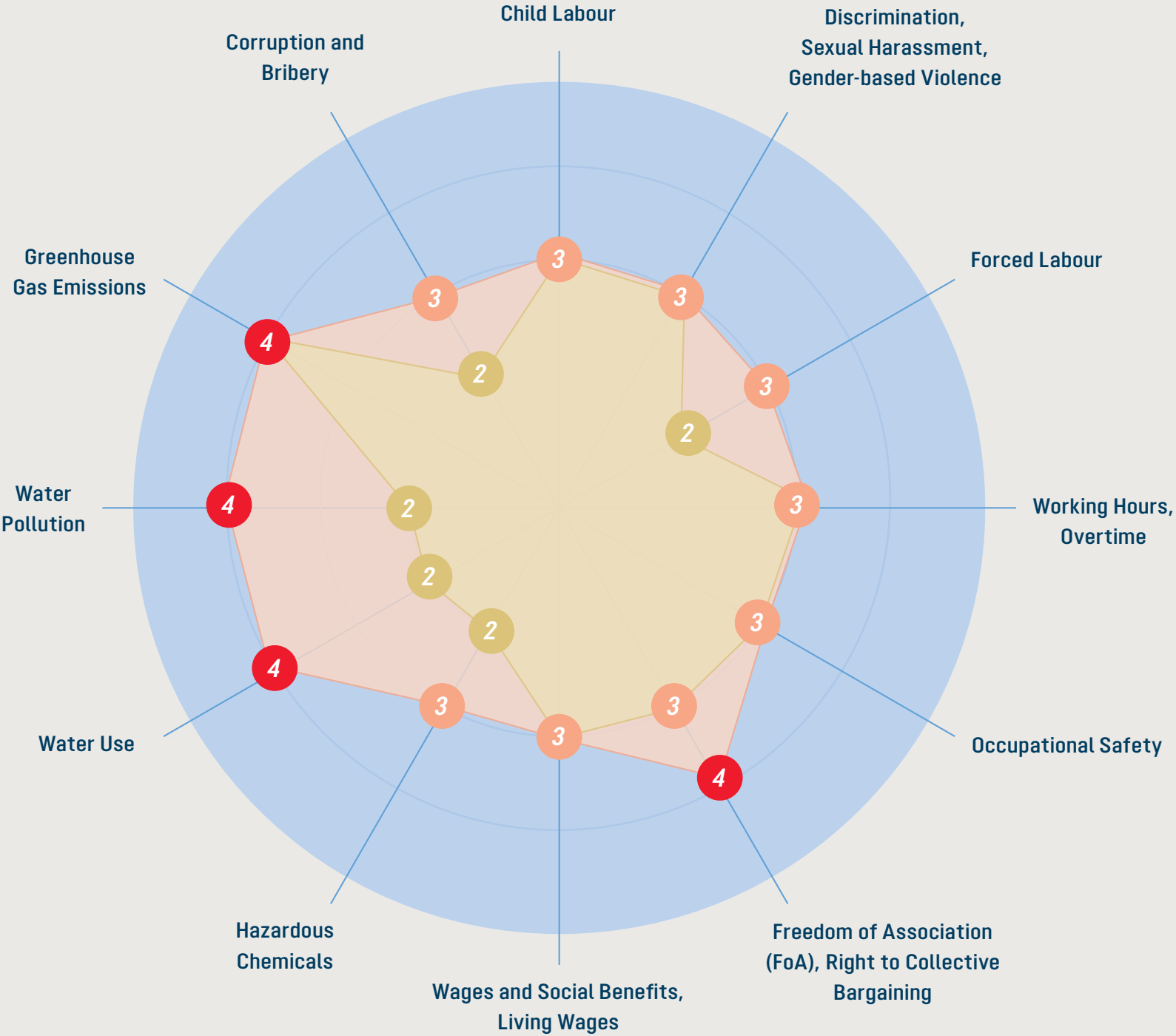
We use a risk assessment tool developed by the Green Button that has been adapted to our specific needs.

We revise risk assessments on an annual basis and update them with new developments in the countries concerned and within our supply chain. Finally, we generate and assess new targets and measures for the different production steps and factory-based at manufacturing level.

METHODOLOGY



RESULTS



LEGEND:
4 = Very High
3 = High
2 = Medium
1 = Low

Tier 1
Tier 2

RISKS AND MEASURES ACCORDING TO ACTIONABLE AREAS

With our [‘Together For 360° Responsibility’](#) policy we have adopted a holistic sustainability strategy which is applied company wide. Categorizing it into Planet and People and divided into six actionable areas makes it easier for us to identify the measures we need to take. But some of the measures apply to multiple actionable areas. The bluesign® system partnership, for instance, protects people and nature. Which shows that our 360° approach is evident here, too.



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



15 LIFE ON LAND



CLIMATE PROTECTION

OUR PROMISE

We will continue to identify and reduce our carbon footprint. We will participate in Race to Zero. **By 2030, we will reduce the CO₂ emissions of our company and of our supply chain (scope 1-3) by 42% compared to the 2022 baseline year. By 2050, we will reduce all emissions by at least 90% and achieve net zero emission status.** We support carefully selected climate projects to cover any remaining unavoidable emissions.

In doing so, we are contributing to the goals of the **Paris Climate Agreement**.

RISK IDENTIFICATION

Greenhouse gas emissions

Analysis has identified that there is a risk in Vietnam, China, Taiwan, and South Korea lower down the supply chain and at the cutting and sewing level. Greenhouse gas emissions are too high across the supply chain. The supply chain tiers 2 and 3, in particular, and the upstream production tiers are emissions heavy. The level of CO₂ emissions per product in supply chain tier 1 (cutting and sewing) is in the lower single-digit percentage range, according to the Product Carbon Footprint calculation. Over 90% of emissions are generated in the upstream produc-

tion tiers (wet processes, fabric manufacture, raw material extraction) because these are very energy intensive and largely fossil fuel reliant.

In view of the severity of the risk and the likelihood of its occurrence, we are focusing on further mitigation strategies for fabric and yarn manufacturing operations and wet processes. Because of our long-standing partnership with our manufacturers and the increased influence this has leveraged, we are also implementing mitigation measures at the cutting and sewing stage.

RACE TO ZERO

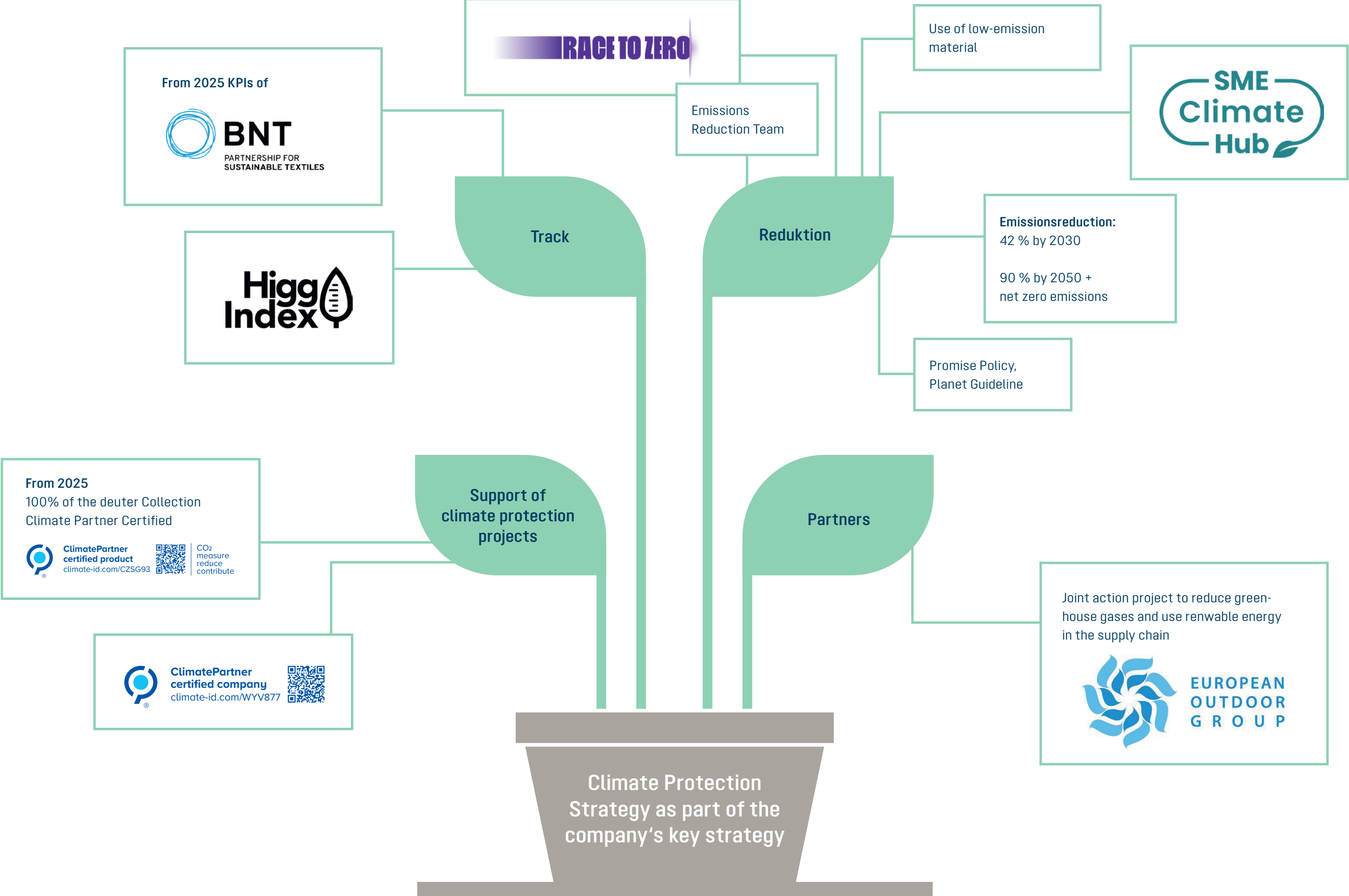
To actively combat the human-driven climate crisis, we have decided to adopt the science-based climate targets of the United Nations Framework Convention on Climate Change's (UNFCCC) and join the Race to Zero. This global campaign is the largest coalition of non-state actors and has set a target of halving global CO₂ emissions by 2030.



ClimatePartner
certified company
climate-id.com/WYV877



OBJECTIVES & MEASURES



ROADMAP TO 1.5° TARGET

By 2030, we will reduce the CO₂ emissions of our entire business, including our supply chain, by 42% compared to the 2022 base-line year. By 2050, we will reduce our CO₂ emissions by 90% and achieve net zero status. In a public commitment to this target, we have joined the SME Climatehub and consequently also the Race to Zero. The measures that it requires will be incorporated into all departments and applied company wide. With clear incentives, a transparent process and effective allocation of tasks, this ambitious target can be achieved.

CATEGORIZATION OF EMISSIONS ACCORDING TO SCOPE

3 **Scope 3** includes all other emissions that are not under the direct control of the company, such as employee commute or the manufacturing of products in partner factories.

2 **Scope 2** contains emissions caused by purchased energy, for example electricity and heat.

1 **Scope 1** includes all emissions generated directly, for example by the company’s own storage facilities or vehicle fleets



Indirect corporate Emissions

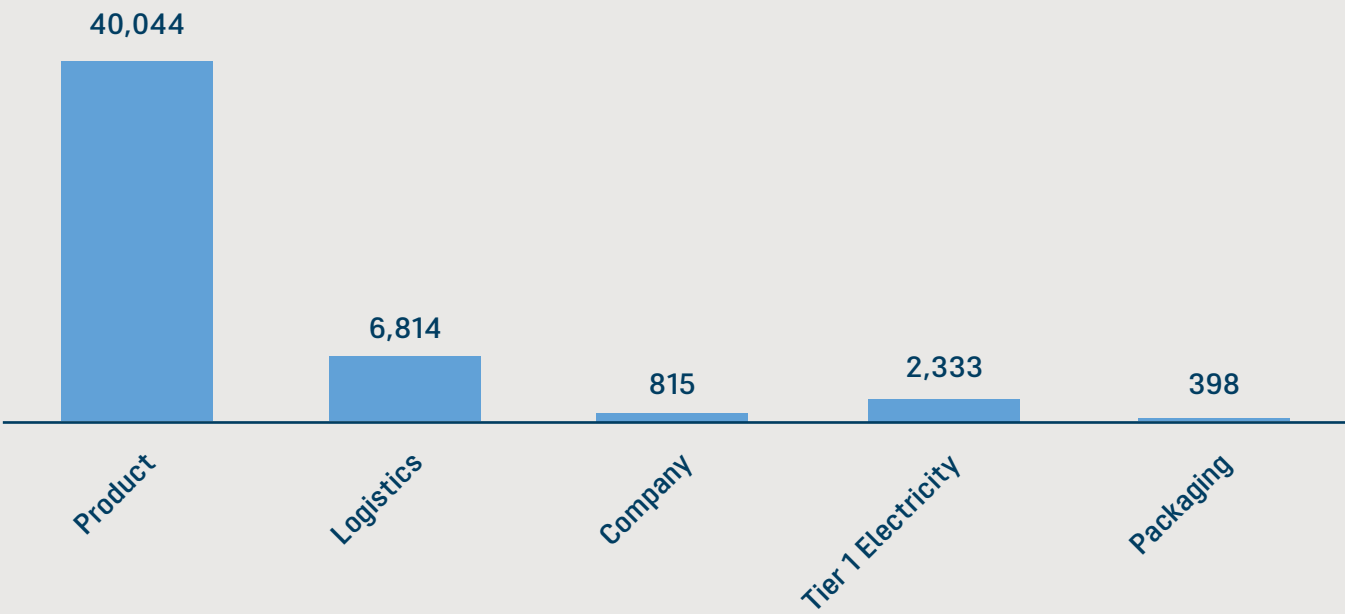
99.4 %* of all emissions

Directly controllable corporate Emissions

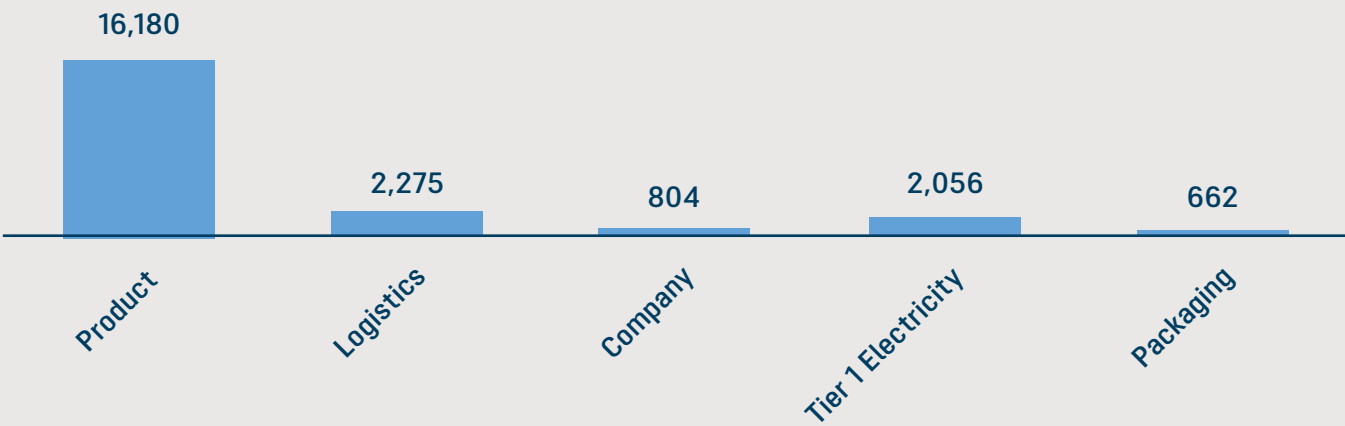
0.6 %* of all emissions

*Proportions not shown to scale

EMISSIONS 2022



EMISSIONS 2023



HOW WE ASSESS THE REDUCTION IN OUR EMISSIONS

As shown in the diagram, most of our CO₂ emissions – 70-80% – are generated by products. Because textile manufacturing is very energy intensive, and to a large extent, especially in Asia, reliant on fossil fuels.

The apparent reduction in emissions from 2022 to 2023 is primarily due to a drop in the number of products sold. In 2022, a record number of products were manufactured, and some of these were only sold in 2023. This explains the substantial reduction in emission for these years. Unfortunately, we cannot yet attribute any significant decreases to our reduction measures.

As part of our new climate strategy, we will revise and extend our existing measures in the coming financial year and define new measures. We will focus on reducing our carbon footprint in the areas of product and material development, since this is where a significant potential for reduction exists.

The specific breakdown of CO₂ emissions by source can be found in the appendix.

BUDGETARY APPROACH

To comply with the 1.5°C target, we are allowed to emit 296,722 tons of CO₂ in Scope 3 and 1,625 tons of CO₂ in Scope 1 & 2 between 2023 and 2030. This, in effect, is our CO₂ budget. If we do not meet our reduction target of 6,58% in a given year, then we have to make bigger cuts in another year.

EMISSIONS REDUCTION TEAM

To embed our climate strategy throughout the company, an Emissions Reduction Team (ERT) will be formed within the current financial year and include representatives from all departments so that they can establish and implement measures for each individual department to adopt. Since the ERT includes experts from all areas, they can work together with the CSR team to make operational and strategic plans. Because any changes will come from these individual departments, it will be easier to implement them company wide.

EXISTING REDUCTION PROJECTS

SUPPLY CHAIN DECARBONIZATION PROJECT (SCDP) – EOG

The European Outdoor Group’s (EOG) Supply Chain Decarbonization Project (SCDP) is a collaborative initiative set up by ten outdoor brands to reduce greenhouse gas emissions and increase renewable energy use in outdoor industry supply chains. Following the establishment of baseline emissions, and the definition and implementation of reduction plans, we successfully carried out the project with two tier 2 suppliers in Taiwan during the 2022/2023 financial year. In the 2023/24 FY, the second round of the project will begin, with another 2 of our suppliers taking part.

Successes of the pilot project: In total, over 250 mitigation strategies were put forward and 88% were adopted by the factories. These measures included such things as phasing out coal, technical efficiencies (boilers, air systems, etc.), increasing green energy use, etc.

RENEWABLE ENERGY TAIWAN

The Renewable Energy Taiwan project was developed as a follow-on project from the EOG’s SCDP. The objective is to explore the possibilities for factories in Taiwan to obtain renewable energy.

CO₂ OFFSETTING

We are aware that carbon offsetting needs to be seen in a critical light. In the past, cases have emerged where climate projects that had been paid for were only completed in part, or not at all. At the same time, focusing purely on offsetting makes no sense either, because a company’s emissions will continue and end up in the atmosphere. Achieving climate neutrality through offsetting payments alone is therefore known as Greenwashing.

At deuter, we focus on reducing emissions. But for emissions that to date are unavoidable, we support [certified social and climate projects](#). Since 2020, together with ClimatePartner, we have been calculating the site-specific emissions and unavoidable emissions from select products. *From 2025 onward, we will support climate projects to offset all emissions we generate at our headquarters as well as from the manufacture of our products. The SS2025 collection is 100% Climate Partner certified, meaning all the products we manufacture are certified.*



ENVIRONMENTAL PROTECTION

OUR PROMISE

We will do our best to minimize the impact of our products on the environment.

We will protect the environment by selecting resources carefully, reducing the quantity of resources used and avoiding harmful substances. And we will engage in environmental projects together with partner organizations and NGOs, and keep expanding on these.

RISIK IDENTIFICATION

Hazardous Chemicals

Analysis has identified a risk in China, Taiwan and South Korea further down the supply chain. Where factories are not certified further down the supply chain, there is a greater risk. These must adhere to deuter's RSL (Restricted Substances List) and ZDHC MRSL standards.

In view of the severity of the risk and the likelihood of its occurrence, we are focusing on further mitigation strategies for fabric and yarn manufacturing operations and wet processes. The bluesign® standard is our most important measure for chemical safety in the supply chain because its upstream management ensures that all chemicals used are tested and declared safe, even in the initial production stages. More than 80% of the body fabrics that were bought in the 2023 calendar year were bluesign®-certified fabrics. The Higg Index tools are important aids in generating transparency and managing data.

Mitigation strategies already implemented, such as our backpack main supplier becoming a bluesign® system partner, and the minimal overall use of chemicals in the sewing stage, mean the risks here are minimized.

Water consumption and water pollution

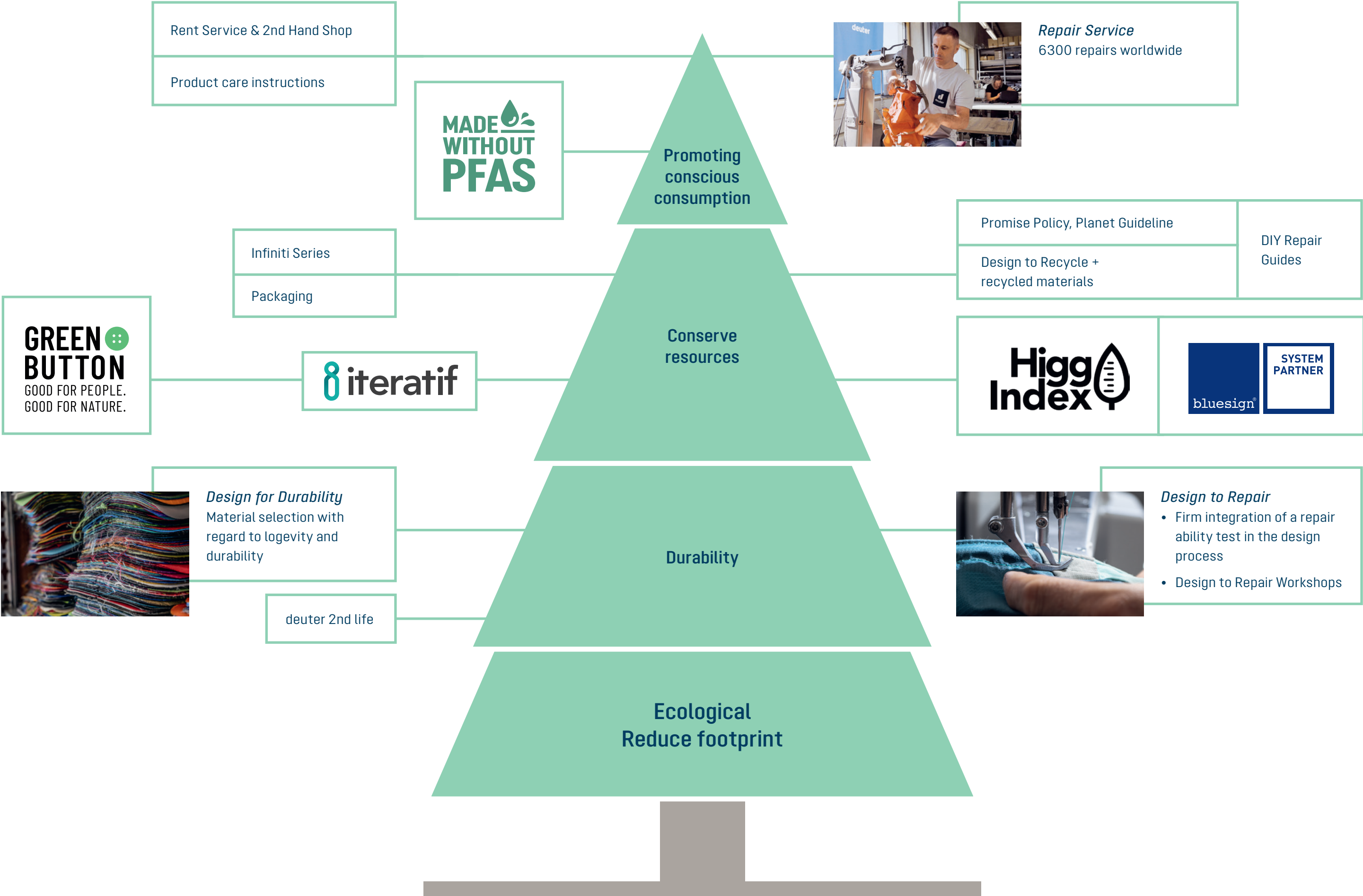
Analysis has identified potential risk in all manufacturing countries, but particularly in Taiwan, South Korea and China (tier 2+3 of the supply chain). Hazardous chemicals and a lack of wastewater treatment are the biggest causes of water pollution. There is a further risk presented by the amount of water required for the manufacturing processes in these stages of the supply chain. Here too, bluesign® certification is the most important measure. Certification includes limits for harmful substances in wastewater, regular testing of wastewater quality, and the introduction of more advanced wastewater treatment plants. The aim is to ensure that the wastewater that flows from the manufacturing sites is not harmful to people or the environment.

In view of the severity of the risk and the likelihood of its occurrence, we are focusing on further mitigation strategies for fabric and yarn manufacturing operations and wet processes. Going forward, the Higg Index Tools will help provide a reliable baseline set of data.

In view of mitigation strategies such as our backpack main supplier being a bluesign® system partner, we can assume that risk is minimized. We recognize, however, that the measures already taken do not prevent the risk completely.



OBJECTIVES & MEASURES



BLUESIGN® SYSTEM PARTNERSHIP

Manufacturing textile products involves a lot of chemicals. They're used to add color or waterproofing performance, for instance. According to bluesign®, over 1000 chemical substances are used in textile manufacturing. Of these, over 900 are harmful chemicals and must be carefully managed. In addition to questions about occupational safety, the way that wastewater is processed or handled is also important to address. And so, the chemists and engineers at bluesign® drew up a 'Black Limits'. There are over 800 banned substances listed, with the list updated on a yearly basis and open to public scrutiny. Chemicals included in the list are prohibited from use in production. The bluesign® standard also helps to significantly reduce the quantity of resources used in textile manufacturing. According to bluesign®'s own statistics their system leads to a reduction in water consumption of 50%, energy up to 30% and chemicals up to 15%.

We've been a bluesign® System Partner and have applied the bluesign® Standard since 2008 as part of our efforts to minimize the impact of our manufacturing processes on the environment. As a bluesign® system partner we take part in an annual Brand Assessment. This generally takes place at our headquarters. It includes issues related to organizational structure, supply chains and materials, fabrics and chemical substances, reporting and communication, and monitoring of suppliers. The results of this assessment are documented in a Gap Analysis which forms the basis of our strategic action plan.

The bluesign® system examines the manufacturing processes for all the individual components along the whole supply chain and the materials used for our backpacks and sleeping bags. These are put through rigorous compliance checks. The same applies to the impact that the manufacturing processes have on people and the environment. The manufacturing processes and assembly of components are inspected based on the 'bluesign® criteria' and made more sustainable. These are then given 'bluesign® approved' status. Step by step, a continuous supply chain of sustainable materials and production processes emerges, which ultimately results in a "bluesign® product". These sustainably made products are made with a minimum of 90% 'bluesign® approved' fabrics and 30% 'bluesign® approved' components (for backpacks it is 20% of components). At deuter, we achieve significantly higher percentages in components. It is our aim to steadily increase the number of bluesign® approved components, in order to provide the highest standards in safety and achieve the greatest possible reduction in harmful substances.

bluesign® System Partnership (or comparable certification) is a deciding factor in the choice of new suppliers, and as such is defined in the deuter onboarding process.



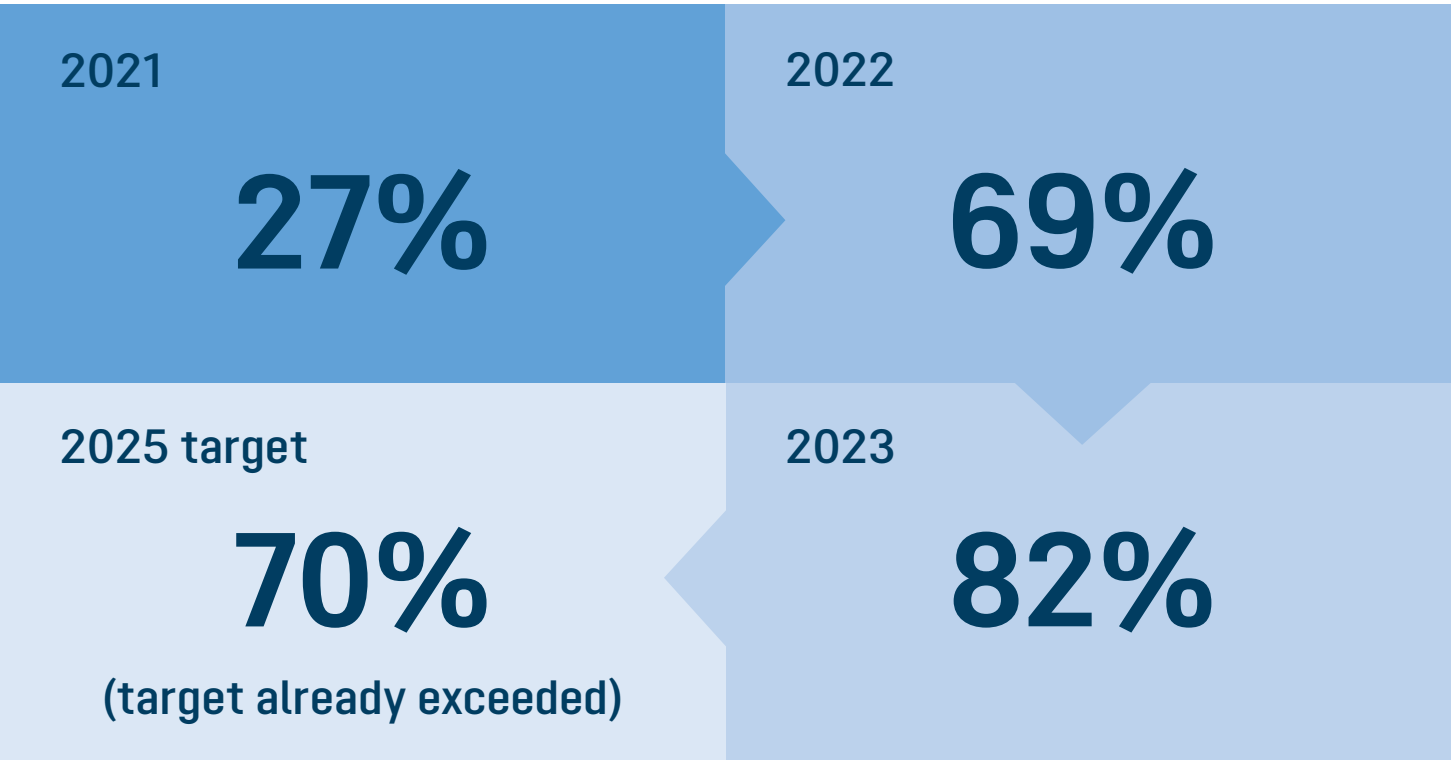
MADE WITHOUT PFAS

To protect people's health and the environment, deuter has exclusively used fabrics that are free from PFAS – but of equally high quality – since 2020.

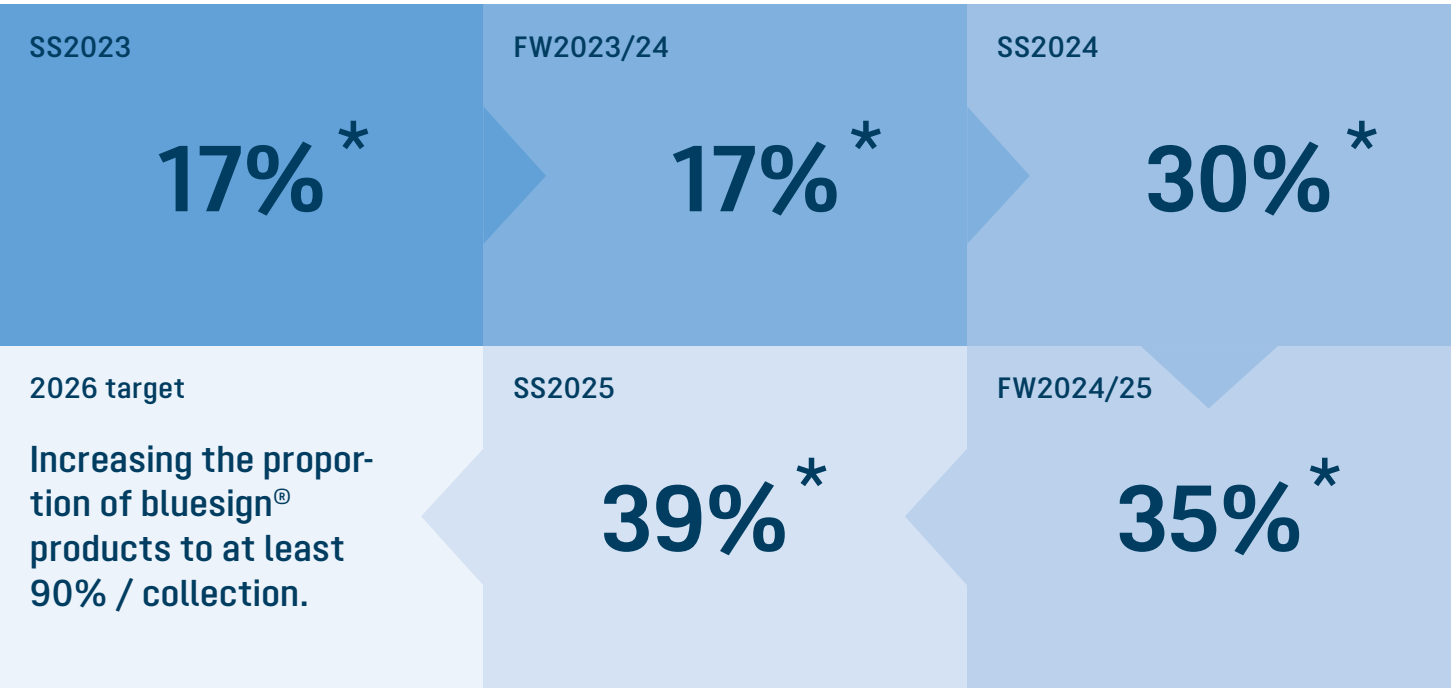
PFAS (per- and polyfluoroalkyl substances) are a group of synthetic chemicals that have water, dirt and grease repellent properties and are used as a surface coating for such things as textile waterproofing or to make waterproof breathable PTFE membranes. These chemicals are useful, but they are persistent and leach into the environment through the manufacture, use and disposal of products, and are proven to be extremely harmful to humans, animals and the environment.



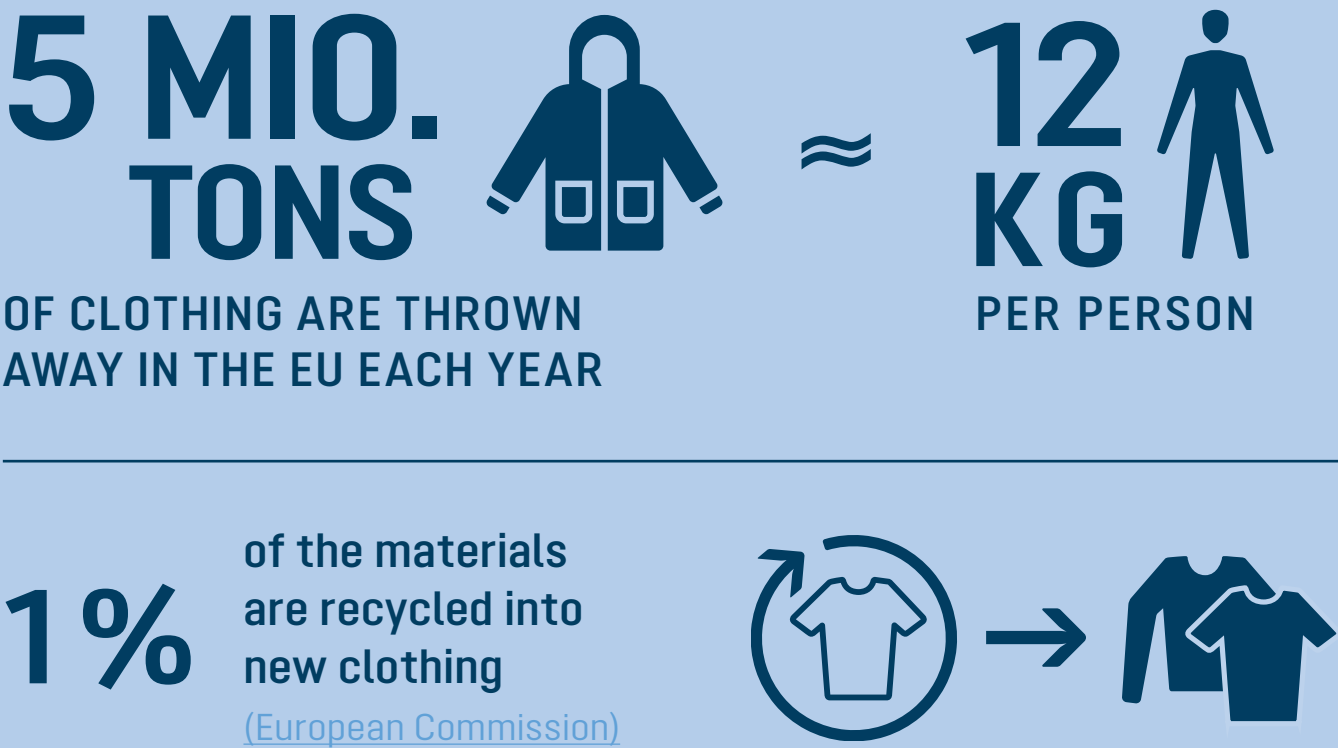
BLUESIGN® APPROVED MAIN FABRICS AS A PROPORTION OF ANNUAL VOLUME (2021-2023) OUTLOOK: 2025 TARGET



PROPORTION OF BLUESIGN® PRODUCTS IN THE COLLECTIONS (SS 2023 - SS 2025)



* Data rounded



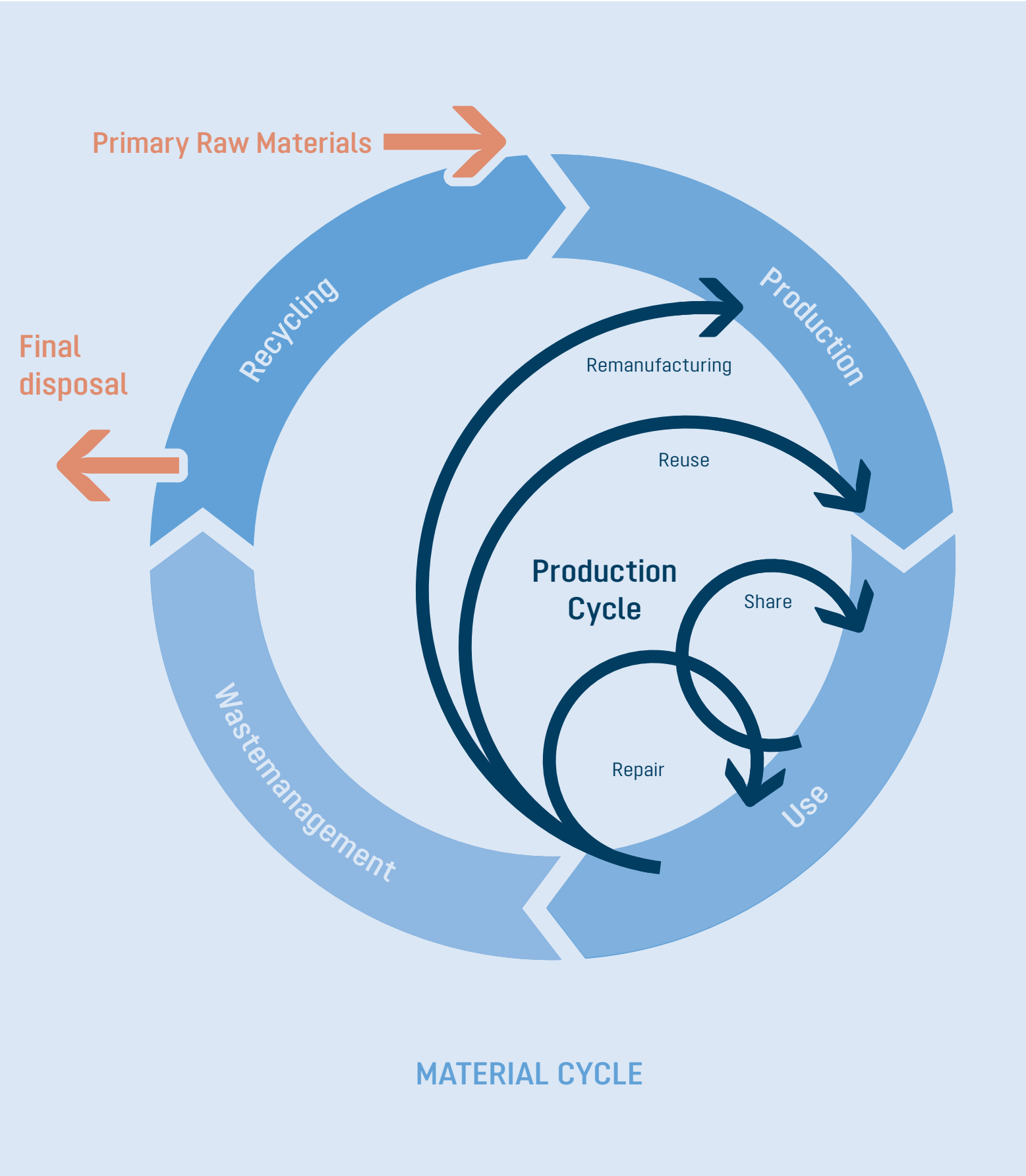
Within the framework of the European Green Deal and the Circular Economy Action Plan, the EU is addressing the textile industry’s problems: Overconsumption, socially and environmentally harmful manufacturing practices, and mountains of textile waste. Its vision is clear: All textiles in the EU should be durable, repairable and recyclable, consist largely of recycled materials, contain no harmful chemicals and be produced with respect for people and the environment.

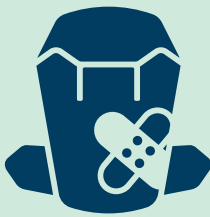
deuter was already working toward a circular economy before the regulations were passed. A key aspect of this was in lengthening our product lifespans, recycling materials and cutting waste. These principles are firmly embedded in the deuter Promise.

An important goal is to make the lifespan of deuter products as long as possible so as to reduce their ecological footprint and save resources. Which is why we work hard to ensure our designs are timeless, that we use materials that are sustainable and ensure the highest standards of quality are met throughout our entire manufacturing process. **And it’s why we carry out repairs. The deuter Repair Service has existed for 120 years already.** We have a

highly qualified repair team at our headquarters’ workshop, and since August 2022 we have been training apprentices to become textile and fashion seamsters. This is in tandem with our “Design for Durability” and “Design to Repair” policies that ensure the repairability and durability of our products right from the outset. Customers are also given repair instructions and care tips to extend the usable lifetime of our products.

And then, there is the **recycling of materials**. deuter persists in trying to increase the proportion of recycled materials used in its products – **to close the loop on materials**. But to make our products truly circular, we need a comprehensive recovery and processing system that dismantles products and makes recycled materials available for the manufacture of new products. Fully implementing such a system has proven too complex at this time. But deuter has already started with some pilot projects to test and refine the feasibility and effectiveness of such approaches.





DESIGN TO REPAIR

Within the framework of our 'Design to Repair' approach, we are making every effort to improve the repairability of our products.

- Verifiable repairability is firmly embedded in the design process.
- Design for Repair workshops will continue to be carried out in collaboration with the Product Design & Development department and the specialists from the Repairs Department. This interaction allows us to take note of any repairs that we are currently unable to make, so that we can avoid weak points in the repairability of products when designing new ones.



DESIGN FOR DURABILITY

Within the framework of our 'Design for Durability' approach, we are making every effort to improve the longevity of our products.

- When it comes to choice of materials, we base it on durability and longevity. All materials used need to meet deuter's strict quality standards. Quality assurance is carried out through comprehensive laboratory tests.
- Practical field tests are also carried out to test for functionality and durability in real-world conditions.



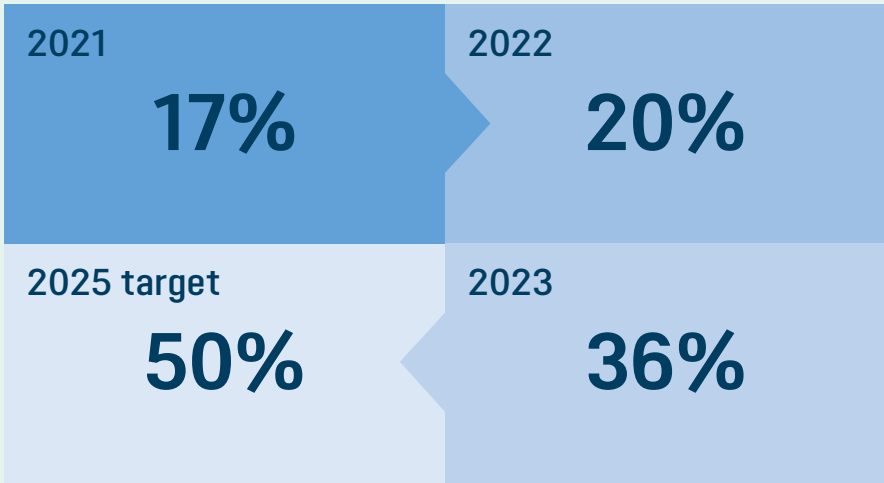
DESIGN TO RECYCLE

Within our 'Design to Recycle' approach, we are making every effort to improve the material purity and therefore recyclability of our products.

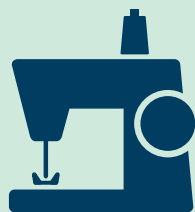
A product with all elements made from the same single-origin fibers e.g. Thermoplast, is pure and therefore recyclable. Single-origin products are better suited to value-added recycling. Products like backpacks, for example, can be made up of more than 100 individual parts that cannot always be separated from one another (in recycling processes).

- The aim is to reduce the number of different materials and material blends to improve the recyclability of deuter products. Furthermore, replace difficult to recycle materials with more recyclable materials. Initial pilot projects are already underway.
- The use of raw materials with a proportion of recycled content should gradually be increased.

Proportion of raw materials with recycled content in the total annual volume (2021-2023) / Outlook: 2025 target



REPAIR & CARE



LIFELONG REPAIR SERVICE

The deuter Repair Service is about extending the lifespan of our products.

This service is especially important for products which are in good condition, but no longer functional unless repaired.

- By repairing these items, we are cutting down on landfill waste – both post-consumer and pre-consumer waste – where products and prototypes with minor flaws are given a new lease of life.
- It also saves resources, because extending the usable lifetime of products means there is no need to purchase a new product for the time being.
- Backpacks that can no longer be repaired or have been donated are inspected to determine if the materials can be reused. The outer fabric, the lining, entire sections like shoulder straps or buckles, which are in good condition can be used in the repair of other backpacks.
- There is a deuter Repair Guide for national and international retailers and distributors, to make customers more aware of the possibility to repair. The contents of this are also available on our website and can be viewed [here](#).

Repairs at a glance

2021	2022	2023
4.000	4.500	6.300



DEUTER DIY

By creating a deuter DIY option, we're encouraging our customers to carry out small repairs to their deuter products themselves.

A defective buckle, a frayed waist strap or a worn-out chin pad from a child carrier – parts like these can easily be replaced by the customer. This saves time and money and makes a significant contribution to the sustainability of a deuter product by extending its usable lifespan.

Correct care, cleaning and storage are also important for the lasting durability of products. It helps keep them in top condition so that they last for many years.

- The deuter [DIY videos](#) feature step-by-step processes for carrying out simple repairs yourself.
- We provide additional repair guides internationally through the [iFixit](#) platform – a project we have recently launched and aim to continuously expand with further guides. This will give our customers and partners easy access to detailed repair instructions.
- Spare parts can be purchased directly from our [online store](#).
- See our [product care tips](#).



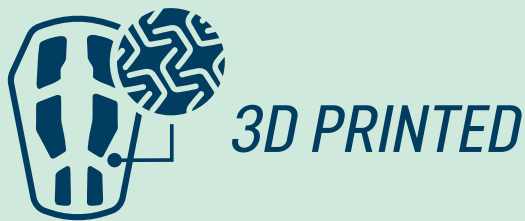
deuter Repair Team

SAVING RESOURCES & ENCOURAGING SUSTAINABLE CONSUMPTION



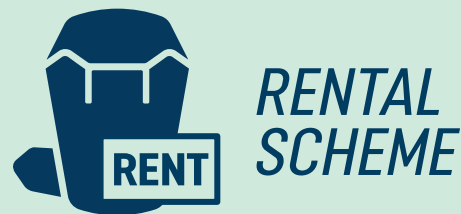
The deuter Infiniti series is made from 100% remnants that are left over from the manufacture of deuter products.

- Using fabric remnants or offcuts from our main production to create the Infiniti series makes for more optimized material usage, saves virgin resources, and cuts down on waste. This series has already repurposed 26,200 yards of fabric remnants. That's equivalent to around 5 soccer fields of fabric.
- 10% of the revenue from deuter Infiniti series sales goes to the organization [1% for the Planet](#) which supports the work of carefully selected partners across 7 core environmental areas: climate, land, water, food, pollution, wildlife and biodiversity. Over the past four business years, the sale of Infiniti products has generated a contribution of 25,686 euros.



We've been able to cut waste or surplus material in the new Hiline enduro mountain bike backpack by using a 3D printer to create our deuter Airstripes back system.

- The back padding is lightly chamfered at the edges to ensure a particularly comfortable and efficient fit
- The 3D printing creates an ergonomic shape for the padding, while also generating minimal waste by only printing the material that is actually required
- The chamfering of the padding that's applied in usual production methods generates more waste
- This pilot project is just one example of how deuter embraces innovative technology to improve the sustainability of its products



Renting out products is very cost-effective and encourages responsible consumption.

- We have established a free-of-charge child carrier rental service at 5 cable car stations in the mountains of the Allgäu region of Germany. You can find out more about our rental scheme [here](#).

2025 target:

Setting up a deuter Online Secondhand Shop, where our B-grade goods (deuter Second Life products) are sold, and customers can also resell their good-quality used products.



Second Life products are backpacks with light wear and tear, or factory seconds, and product samples that are no longer needed, which have been expertly restored or made ready for use by our skilled repair team.

- Our Second Life products are available to buy from the [deuter Shop](#) in Gersthofen. All products are in good working order and fully operational.
- We're involved with some non-profit associations and organizations that promote social equality, inclusion and support for those in need. We help establish welfare facilities by providing funding, or support in the form of donations in kind.

2025 target:

Setting up a deuter Online Secondhand Shop, where our B-grade goods (deuter Second Life products) are sold, and customers can also resell their good-quality used products.



CLOSING THE LOOP



A collaboration with Iteratif started in the 2022/23 FY. [Iteratif](#) works as the mediator between deuter and recycling businesses and carries out Life Cycle Assessments (LCAs) of products.

- Within the scope of this collaboration, we hold circularity workshops for our developers and designers at our headquarters in Gersthofen.
- We are also working with Iteratif on developing a recyclable sleeping bag. We have already achieved 70% recyclability at this stage.



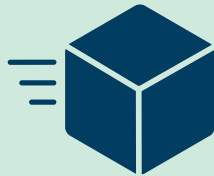
PACKAGING

We comply with [Afirm Packaging's RSL](#) for all our packaging to ensure that it is free from harmful substances.



POLY BAGS

- In July 2022, we switched from low-density polyethylene (LDPE) bags to 100% recycled LDPE and RCS-certified poly bags. We also reduced the thickness of our poly bags by 50% to cut our carbon footprint and minimize resources. By making these adjustments and tailoring the size of our bags to individual products we have become more resource efficient.
- Unfortunately, following extensive tests and research, we are unable to do away with poly bags entirely because we cannot otherwise ensure that our products will not be damaged or soiled during transport.
- At present, bio-based or biodegradable plastics are not a suitable alternative, as their environmental credentials are not significantly better than those of conventional plastics. The environmental impact is simply deferred ([German Environment Agency](#) – text in German)



SHIPPING BOXES & BAGS

- We source our shipping boxes for the Gersthofen offices from a local supplier to reduce delivery miles. The boxes are made using 74-100% recycled content and are 100% recyclable.
- Hang tags and header cards are designed with as little plastic or adhesives as possible. Instead, we use folding/creasing techniques.
- In 2022/23 FY we shifted from boxes to bags made from 100% recycled paper for our accessories and smaller products.

2025 TARGETS:

- Assess alternatives to poly bags.
- Assess the possibility of setting up a returns system for our shipping boxes. If feasible, conduct a trial with selected partners.
- Assess other reusability options e.g. for B2C returns boxes or for mailing to the repair workshop.
- Prepare a fact sheet about our shipping packaging.





ANIMAL WELFARE

OUR PROMISE

To consciously avoid animal-based products where possible. And to ensure, where possible, that all components used in our production chain are vegan.

RISK IDENTIFICATION

Because we only use down feathers are [RDS](#)-certified from China, the risk is virtually non-existent. And we do not use any other animal-based products.



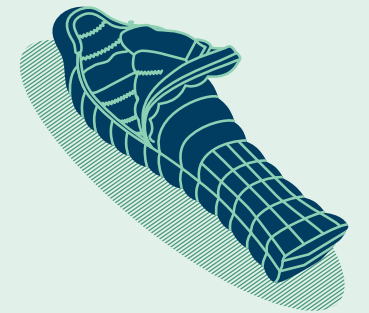
OBJECTIVES & MEASURES



No
Gavage



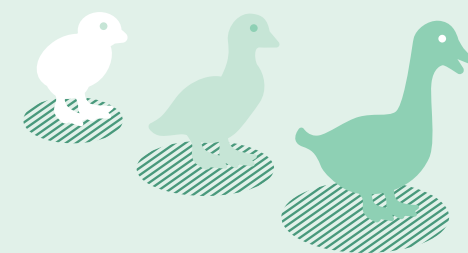
100% RDS
certified down



Cruelty-free
down



Without animal
products
where possible



No live plucking





EMPLOYEES



OUR PROMISE

We believe that everyone who is involved in the manufacturing of our products, either directly or indirectly, should have fair working conditions.



We ensure both our own co-workers in Germany and those of our manufacturing partners benefit from fair working conditions, fair pay, social justice, equal opportunities, and have the possibility of leading a healthy, balanced lifestyle.



VULNERABLE GROUPS

We are committed to respecting and protecting the rights and needs of vulnerable groups. These include refugees/displaced individuals, female workers, children, migrant workers, home workers and ethnic or religious minorities. The needs of vulnerable groups are identified and laid out in detail in our People Guideline (see [People Guideline](#)) as part of risk assessments.



deuter identifies which vulnerable groups are represented within the supply chain, as well as its own business, and takes targeted measures to address their needs.



Implementation in the supply chain:

We have identified a heightened risk regarding female workers and home workers within our supply chain. For other vulnerable groups, there is also a potential risk.



Transparency and Reporting:

We require our suppliers to be transparent regarding their labor practices and compliance with international labor laws and human rights laws. We will continue to demand that they regularly report on their efforts at considering vulnerable groups of people (e.g. gender-specific personnel and wages data).



Audits and Inspections:

We carry out regular risk assessment-based audits in our supply chains to ensure that all workers' requirements are met, including those of vulnerable persons. This includes checking that the social standards outlined in our deuter Promise policy are adhered to.



Training and Sensitization:

We supply our manufacturing partners' management teams with training and training materials to increase awareness on the rights and needs of vulnerable groups. For instance, all our

direct suppliers have undergone training on age verification and have implemented these systems in their human resources departments. deuter regularly checks their efficacy and can therefore be relatively certain that child labor is not occurring. Worker Empowerment and Communications (WEPC) training programs also take place regularly at our production sites. Care is taken to ensure that vulnerable groups are proportionately represented at these.

Complaints Mechanisms in the Supply Chain:

We establish an effective complaints mechanism that allows our suppliers and vulnerable groups to confidentially report concerns and complaints regarding the upholding of their rights. We are committed to investigating these complaints thoroughly and taking action to resolve any issues.

Monitoring and Implementation:

Compliance with the deuter Policy is checked through regular audits and in-person visits. Together with our manufacturing partners, we establish measures for improving social standards, which also incorporate the needs of vulnerable groups. We also support our manufacturing partners in how they deal with vulnerable groups, through specific guidance which is clearly defined in our People Guidelines.

RISK IDENTIFICATION

Child Labor

Analysis has identified potential risk in Vietnam, China and Taiwan. Mitigation strategies already implemented in the cutting and sewing operations, such as deuter's guidelines for subcontractors, supplier hiring policies, workplace training and regular audits, mean the risk is significantly reduced. The FWF's Age Verification training course, which all our direct suppliers have completed, has provided the HR departments in question with extensive knowledge on how to verify the authenticity of employee documents and has resulted in enhanced vigilance when recruiting young people.

Manufacturing processes further down the supply chain are usually highly mechanized and specialized, which requires workers to be well trained, thereby reducing the risk of child and forced labor.

We are focusing on issues further down the supply chain because current knowledge here is still limited.

Discrimination, sexual harassment, gender-based violence

Analysis has identified a potential risk in Vietnam, China, Taiwan and South Korea. From mitigation strategies already in place in the cutting and sewing operations, such as Worker Empowerment Training through the FWF, as well as audit data, we know



the risk is minimized in Vietnam. Since 2022, all our direct suppliers have been audited by the FWF and none of these indicated evidence of discrimination, harassment or violence.

We recognize however, that this risk is impossible to assess through audits, and so we must assume that there is currently a risk. Especially given that there are more people, in particular women, working in cutting and sewing operations.

Further down the supply chain, the mechanized processes means there are fewer people and therefore the risk is lower – however still present. In view of the potential risk lower down the supply chain in South Korea, Taiwan and China, we are focusing on further mitigation strategies for fabric and material manufacturing operations as well as wet processes. During the 2023/24 FY, a pilot project was started to establish effective complaints mechanisms within the fabric and material suppliers in Vietnam, which also incorporated training events on workers' rights, social dialogue and the prevention of gender-based violence. Because of the modest capacity utilization at these facilities and the limited influence we are therefore able to exert, we continue to use the Higg FSLM Tool as well as our deuter Promise Policy and People Guidelines to raise awareness about the issue.

Forced Labor

Analysis has identified potential risk in Vietnam, China and Taiwan. Mitigation strategies already implemented in the cutting and sewing operations, such as deuter’s guidelines for subcontractors, supplier hiring policies, workplace training and regular audits, mean that the risk is reduced. Manufacturing processes lower down the supply chain (China, Taiwan, South Korea) are usually highly mechanized and specialized, which requires workers to be well trained, thereby reducing the risk of child and forced labor. But there is residual risk where subcontractors are concerned or even further down the supply chain. However, information is here limited. And so, we are focusing on the lower supply chain with greater diligence.

Working hours/ Overtime

Analysis has identified potential risk in Vietnam and China. From mitigation strategies already implemented such as planning far in advance, long production lead-times, and collaboration with the Fair Wear Foundation, the risk is reduced in Vietnam at the cutting and sewing level. Despite deuter’s close relationship with Duke, overtime during peak periods could not be avoided altogether. Meanwhile, many cutting and sewing operations are struggling with low order volumes due to a drop in consumer demand. And so overtime hardly took place in our cutting and sewing partner businesses. deuter and our main supplier kept order levels as high as possible by temporarily cutting minimum order quantities, for instance, so that workers would not be drawn to other sectors.

Further down the supply chain, the risk is minimal since processes here are less labor-intensive and therefore fewer overtime hours are likely. We recognize, however, that the measures already taken do not prevent the risk completely. Especially further down the supply chain, and in China in particular, there is still a risk.

But thanks to our long-standing relationship with our direct manufacturing partners, which therefore gives us greater influence, we can focus further mitigation measures on the tier 1 supply chain in Vietnam.

Occupational health and safety

Analysis has identified potential risk in Vietnam, Taiwan, China and South Korea. Thanks to mitigation strategies already implemented such as fire safety and first aid training in collaboration with the Fair Wear Foundation, as well as bluesign® System Partnership for our main suppliers, the risk at cutting and sewing level is reduced in Vietnam. But despite improvements made in recent years, worker safety still poses a challenge for the

textile industry. The key issues are fire safety and worker training. Lower down the supply chain the risk is greater because this is where more chemicals are used. With bluesign® certified suppliers the risk is reduced.

Since the risk at the cutting and sewing stage is minimal, we are focusing on risks further down the supply chain.

Freedom of association and the right to collective bargaining

Analysis has revealed there is a potential risk in almost all manufacturing countries where freedom of association and the right to collective bargaining in the supply chain are concerned: in China (tier 2+3), Vietnam (tier 1), and South Korea and Taiwan (tier 2+3). Although we can assume that the sector risk is reduced in Vietnam thanks to our close business relationship and regular inspections, collective bargaining and freedom of association, are not guaranteed however, because of the political framework. Instead, we encourage social dialogue in the factories through FWF training, for example.

Information is limited further down the supply chain, and so here, there is a potential risk.

But thanks to our long-standing relationship with our direct manufacturing partners in Vietnam, we can focus further mitigation measures on the tier 1 supply chain. And we are also looking at the situation further down the supply chain, especially in China.

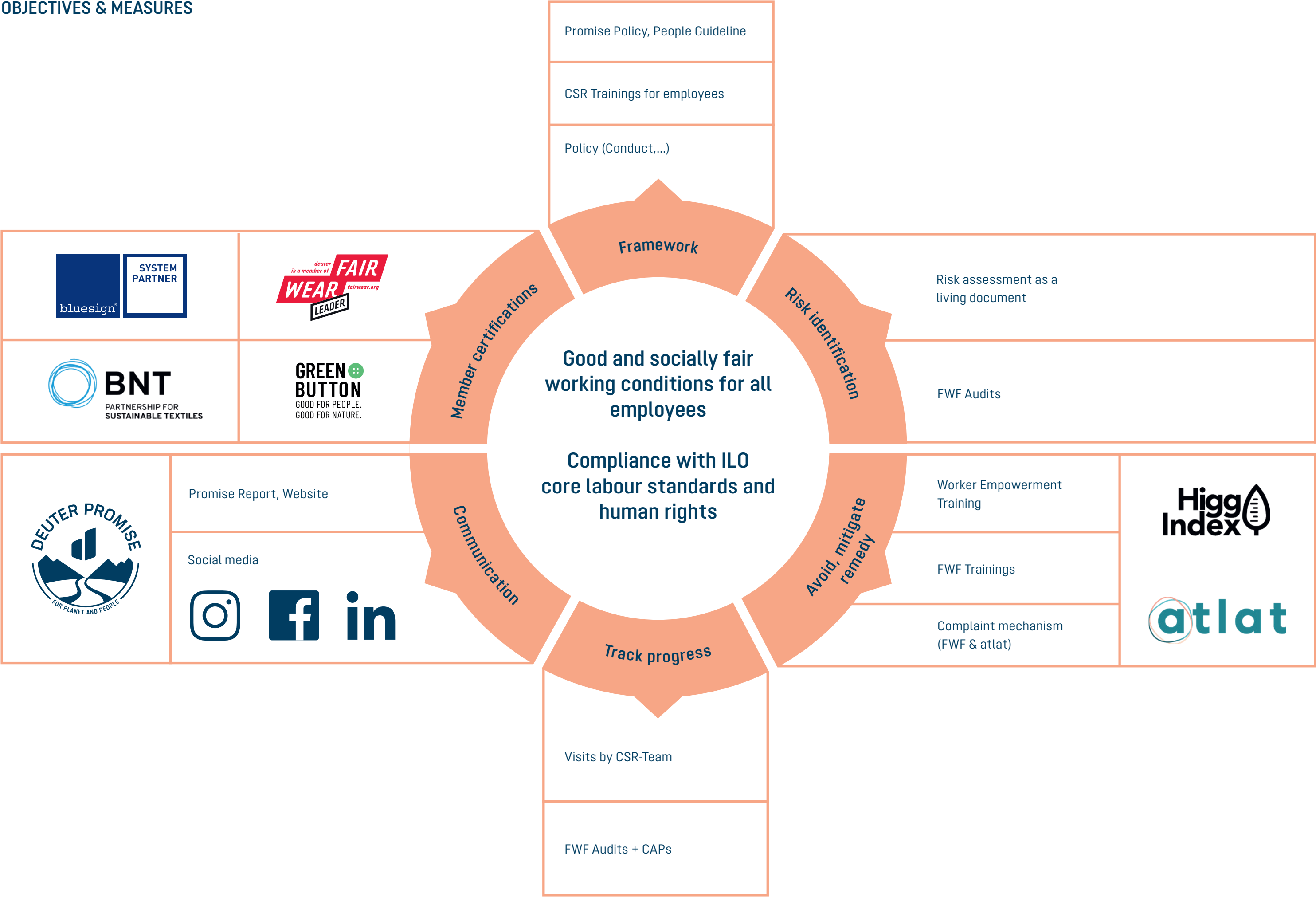
Wages and welfare benefits, living wage

Analysis has identified potential risk in Vietnam, Taiwan, China and South Korea. Workers in the textile industry are generally not paid a living wage. The rise in cost of living poses a risk that wages will not be sufficient. Because of mitigation strategies already in place with tier 1 suppliers, such as working closely with the Fair Wear Foundation and our direct manufacturing partners in Vietnam, our direct suppliers pay wages that exceed the minimum wage in Vietnam. We are currently in discussions with our suppliers on increasing tier 1 wages. At our supplier Duke in Vietnam, the special circumstances (100% capacity utilization) give us better opportunities to support positive development. Lower down the supply chain in China, South Korea and Taiwan, where information is less comprehensive, there is a potential risk because there are greater numbers of workers in tier 1 than tier 2.

Because of our long-standing partnership with our manufacturers and resulting influence we are focusing on mitigation measures at the cutting and sewing level in Vietnam.



OBJECTIVES & MEASURES



COHERENT SYSTEM FOR MONITORING AND REMEDIATION

The CSR team plans regular audits together with FWF to effectively monitor deuter’s production sites. These audits are scheduled once every 3 years, at most, to get a precise overview of the status of each factory. If there is an increased risk, then intervals between audits are shortened or scheduled according to need. deuter uses local FWF audit teams where possible to ensure the highest standards are upheld. This is particularly important for us, since off-site worker interviews are a key element of these audits. These allow a better insight into the real situation in factories and can throw up issues which were not apparent in the factory audit.

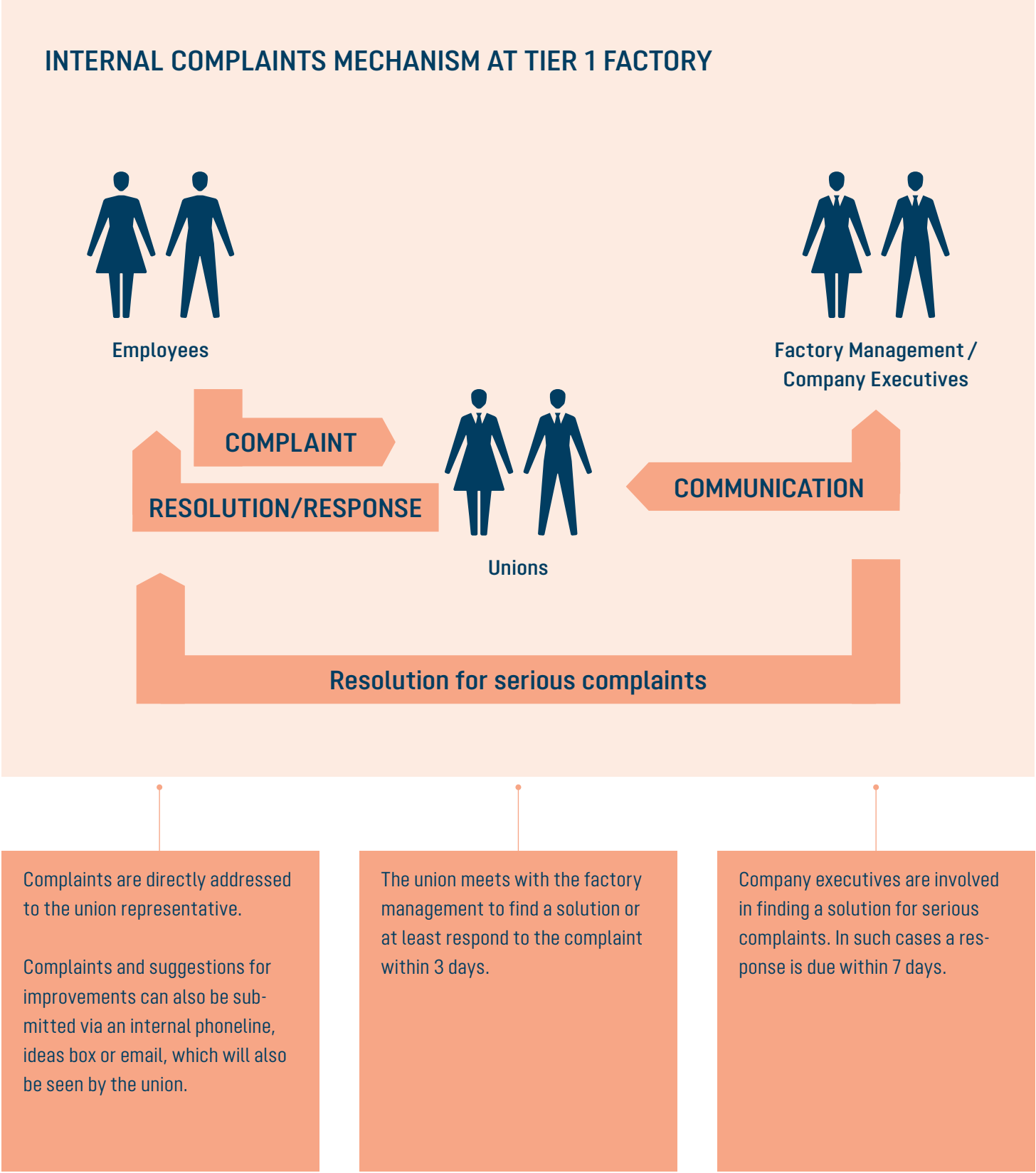
The deuter CSR team then follows up on timebound improvement plans which arise from these audits and risk assessments by email, Skype or video conferencing calls, and through in-country site visits by deuter employees. These visits take place yearly. Where production sites are shared with other FWF members, then synergies will be exploited to achieve improvements together. During the remediation process, deuter con-

siders 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 are discussed as part of regular meetings (min. twice a year) between the senior management teams from deuter and our suppliers. This practice adds weight to audit results and follows up on corrective action plans. Where subcontracting takes place, Duke and High Rock are responsible for monitoring working conditions at its subcontractors’ factories. Both suppliers have a designated CSR team at their headquarters and their production sites. Duke’s CSR staff rank highly within the management hierarchy and are therefore able to address issues effectively with senior management.

Based on risk analyses results, deuter schedules worker training on specific themes together with its suppliers.

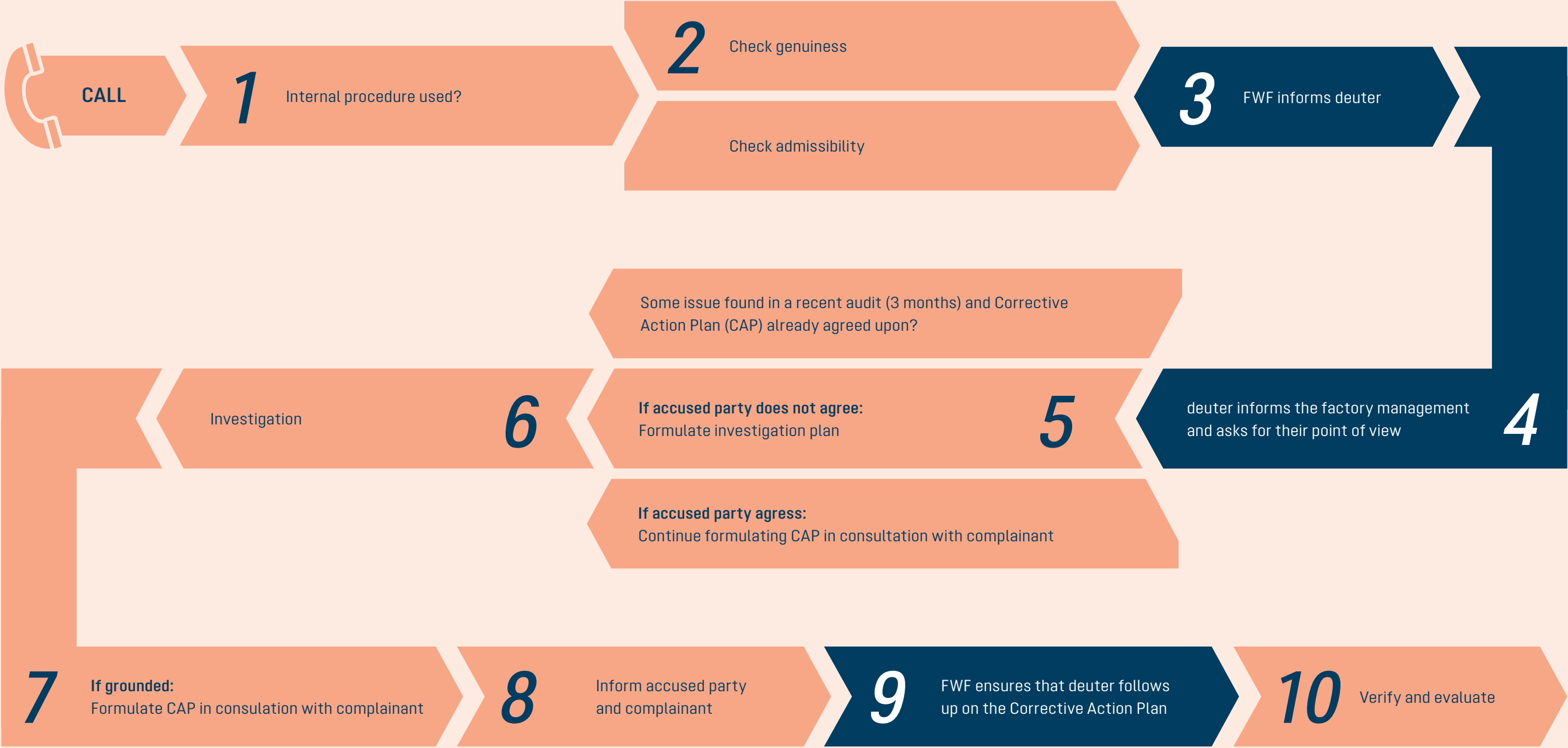
TIER 1 COMPLAINTS HANDLING



COMPLAINTS MANAGEMENT USING THE FWF COMPLAINTS SYSTEM

All manufacturing sites and subcontractors must have the Code of Labor Practices (CoLP) information sheet clearly on display in an easily accessible public area within the factory. This info sheet contains the contact details for the local complaints handler and is, of course, written in the language of that country. Correct display of the workers’ info sheet is verified during regular visits by deuter staff or through appropriate documentation thereof.

THE FWF COPMLAINTS PROCEDURE



TIER 2 COMPLAINTS MANAGEMENT

COMPLAINTS MANAGEMENT USING THE ATLAT COMPLAINTS SYSTEM

We have been working with software developer atlat since 2020 to improve workers’ rights in the deeper supply chain and to give workers access to effective complaints mechanisms.

atlat offers a new digital complaint system that allows workers to submit complaints through an automated chat and enables brand employees to track and process these complaints on the associated resolution platform. atlat’s digital complaints system gives deuter a direct link to workers at production sites.

With the help of automated translations, any language barriers are significantly reduced. The digital complaints system also allows workers to remain anonymous and is accessible at any time.

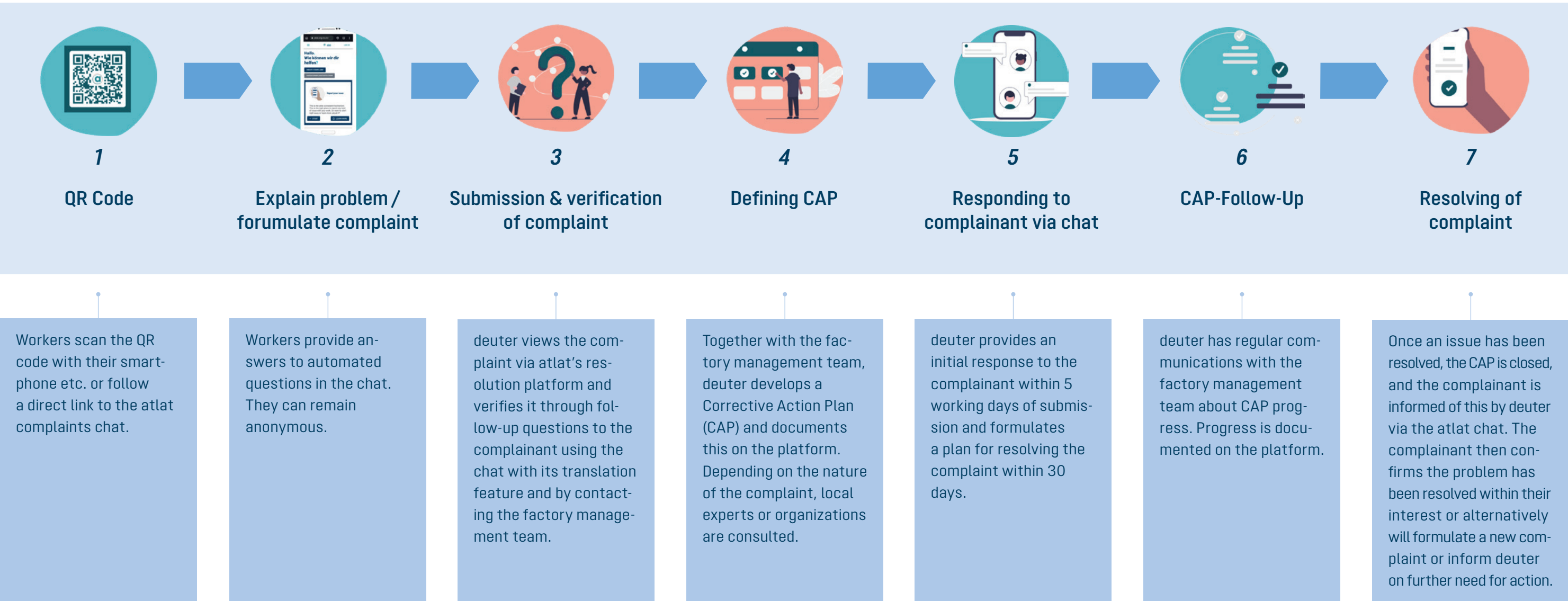
As part of a study and a testing phase at deuter’s production partner sites in Vietnam, workers were involved in further improving the complaints system. The aim here was to incorporate their specific needs and to ensure better adoption of the system.



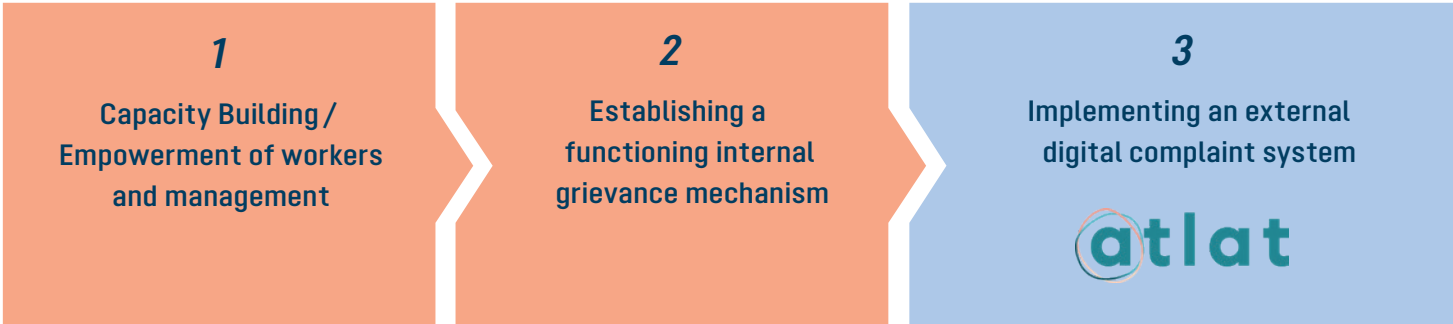
“At atlat, we have combined our passion and digital expertise to create software that has real social impact. We aim to help companies like deuter strengthen workers’ rights further down the supply chain and improve working conditions beyond legal requirements. We are proud of our collaboration with deuter, which from the very first meeting has been characterized by our shared values.”

Josua Ovari –
CEO atlat

THE ATLAT COMPLAINTS PROCESS



atlat’s digital complaints system is implemented in our deeper supply chain in a three-stage process that creates an effective grievance system and which, through targeted training, gives workers confidence and security.



Addressing and resolving concerns or complaints internally should always be the first course of action, and this requires effective internal grievance mechanisms to be in place in factories.

It is only when these internal systems are unable to find a resolution, or workers do not trust them, or when a safe place is needed to discuss sensitive topics, that atlat’s anonymous external complaints system should be used. It acts as a reliable alternative or back-up system for workers.

The first step is therefore to raise awareness about the process. This is done through training on workers’ rights for both factory management teams and their workers and by improving communication between them. Furthermore, both parties are made aware of the benefits and trustworthiness of complaints systems to ensure that workers file their complaints and do not have to fear any restrictions from the factory management.

Together with ORTOVOX Sportartikel GmbH and CARE Germany, we developed the project as part of the Joint Commitment of the Partnership for Sustainable Textiles. In the 2023/24 fiscal year, the project started implementation with eight material and fabric suppliers in Vietnam.

The trainings take place in form of on-site training sessions and are individually tailored to the specific needs of each factory. The trainings are conducted by the Vietnamese non-profit organization Center for Development and Integration (CDI). CDI specializes in promoting workers’ rights in the textile industry with a particular focus on vulnerable groups.

This approach allows us to strengthen workers’ rights, identify risks in our supply chain in good time, and take effective remedial action when needed. Complaints mechanisms are an important aspect of preventative and remedial measures for deuter and our production partners.



„Empowering workers and ensuring access to grievance mechanisms is a fundamental pillar of our promise to promote fairness and accountability in our supply chain. Our dedication lies in enabling a workplace culture where every voice matters, and concerns are handled safely and reliably. With this project we aim to extend this commitment to our indirect production partners. This is an important step in mitigating risks in our deeper supply chain, and in strengthening the partnerships with our production partners by enhancing collaboration and trust.

Collaborating with ORTOVOX, CARE, atlat, and CDI as a local partner, we aim to build robust structures for sustainable solutions. We are proud to have these partners at our side who support us with their expertise and network and continuously generate new and valuable impulses.“

Natalie Birke –
CSR Manager, deuter Sport GmbH

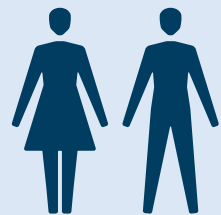


STAKEHOLDER ENGAGEMENT AND COMMUNICATION

Stakeholder engagement plays a key role in the deuter corporate strategy. Regular and open communication with all parties along our value chain helps us make informed decisions and achieve long-term, sustainable improvements. Involving employees and other key stakeholders particularly promotes transparency and generates trust, which in turn helps to strengthen the entire supply chain.

By carrying out audit interviews with employees, digital questionnaires (tier 2) and targeted training, such as our WEPC training, we can raise awareness of workers’ rights and promote

social dialogue. Effective complaints mechanisms like those of the Fair Wear Foundation and atlat allow us to resolve situations efficiently. In addition, our involvement in sector initiatives, such as projects in Vietnam, contribute to sector-wide improvements. The OECD suggests that stakeholder engagement not only helps identify and mitigate risks at an early stage, but also boosts trust in companies and enhances their legitimacy. It’s these principles that also guide our efforts: A close working relationship with our partners and stakeholders is essential in achieving sustainable and fair working conditions.



*MAKING EMPLOYEES’ VOICES
BETTER HEARD DURING AUDITS AND
THROUGH EMPLOYEE SURVEYS*



*MORE OPTIONS FOR EFFICIENTLY
TACKLING PROBLEMS BY USING
EFFECTIVE COMPLAINTS MECHANISMS*



*ACHIEVING INCREASED AWARENESS FOR
WORKERS’ RIGHTS AND ENCOURAGING
SOCIAL DIALOGUE THROUGH TARGETED TRAINING*



*CROSS-SECTOR
COMMITMENT*



FACTORY DUKE / VIETNAM

During this financial year, our main backpack manufacturer again received several visits from various departments. In November 2023, some of the deuter CSR team visited the Duke head offices and its three production sites. deuter also maintained close contact with Duke representatives throughout the year via digital communications. Regular online conferences are held with the Duke CSR manager to discuss CAP follow-ups

or to plan training delivery. Based on the last CAPs and BCP reports topics discussed included production planning, overtime status, wages, wage increases and agreed wage targets, the use of subcontractors and improvements in occupational safety. During a meeting with Duke executives at the deuter headquarters, a wage strategy was also developed that reflects product prices right from the start of the design process.



To meet our needs, as well as the needs of its factories, Duke subcontracts small sections of its production, where necessary (e.g. backpack components such as shoulder straps), so that it avoids production bottlenecks and can better cope with spikes in order levels.

We came to an agreement with Duke, that CMT (cut, make & trim) subcontracts would only be given to factories with which we already have a working relationship, and that new subcontractors would require approval from deuter. Our shared goal is to keep the number of subcontractors, where possible, to a minimum so that the associated risks are also minimized.

Employing subcontractors is the responsibility of our manufacturing partners, because deuter has no direct business relationship with these smaller factories. In such cases, deuter's policy for subcontractors must be observed. deuter and Duke have developed a system together that helps evaluate all subcontractors and ensures the workers in these factories have access to the FWF complaints hotline and are aware of its Code of Labour Practices (CoLP). Subcontractors that are part of the pool of suppliers are regularly visited or audited, just like the main factories.

Subcontractors are also employed by Duke where they are not in possession of the technology that's required. This applies to printing and embroidery.



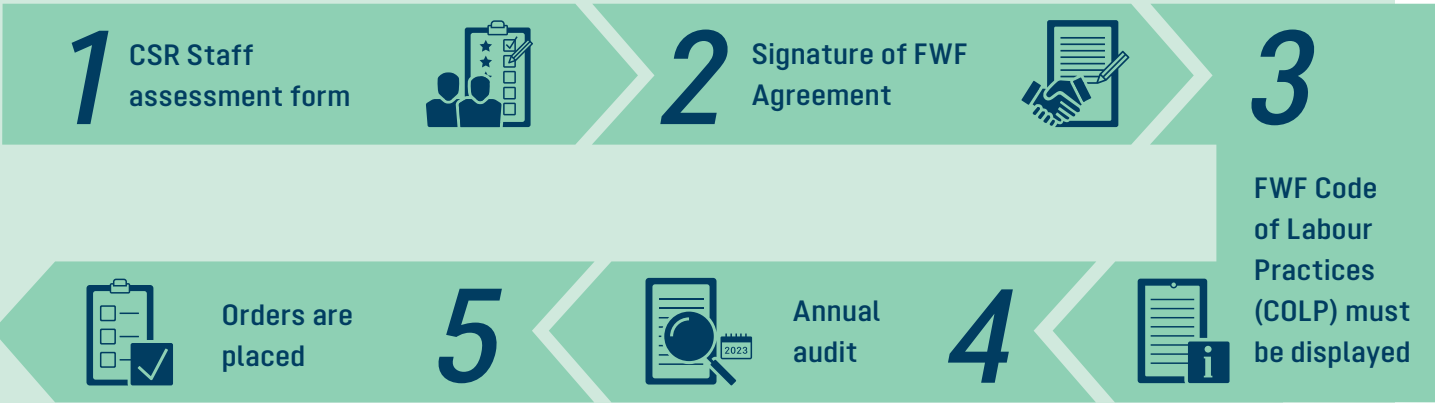
During this financial year, the deuter team visited Dream Embroidery and the printers Ne Whe.

Subcontracting inevitably entails an increased risk of non-compliance with the FWF CoLP. This risk can be reduced

through inspection visits and regular checks by Duke employees. deuter publishes information on the Open Supply Hub and together with Duke has agreed upon a strict subcontractor policy.

SUBCONTRACT 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.



WEPC TRAINING AT CU CHI AND COUNT VINA MANUFACTURING SITES

WHAT ONBOARDING TRAINING IS ABOUT

The FWF onboarding training aims to move companies beyond auditing and corrective action, and towards workplaces where issues are raised and resolved through open communication.

The onboarding training 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 countryspecific modules.

WHAT WEPC TRAINING IS ABOUT

WEP Communications Training builds on the Basic onboarding 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.

deuter’s assessment of its last WEPC training showed that the training sessions only had some of the desired effect. This was for several reasons: Recent training courses were often interrupted by the pandemic and the management could not get involved in the way they’d hoped for.

To address this, the deuter CSR team prepared a training course in consultation with the FWF, which was carried out by WEPC trainers at the Duke offices on-site in Vietnam, together with the top management team from Duke and the deuter leadership team. The course dealt with training content that needs to be delivered by WEPC training as well as the importance of good communication between employees and management. Together, they finished off by deciding on a roadmap. This action plan stipulates that not all production sites will go through training at the same time. They will begin with one production site and take what they learn from that training event and share it among the management so that subsequent training events deliver even better results. We deliberately selected the production sites where the first training sessions had achieved better results.



AUDITS AND WAGE PROGRESS VIETNAM

In November 2023, two full audit assessments were carried out at Duke’s largest backpack production sites, Cu Chi and Count Vina.

These audits were carried out by the Fair Wear Foundation (FWF) and accompanied by both deuter employees and Duke management.

During a full-scale audit, the production sites are not just checked from a health and safety point of view, but a comprehensive documentation check and an inspection of the management system are also carried out. After the final meeting, the FWF prepares an audit report and a corrective action plan (CAP). deuter uses this to derive an action plan for each factory in which measures are prioritized, compiled and allocated a timeline ([timebound improvement plan](#)).

Aside from smaller occupational safety improvements that had to be implemented at both production sites, the document check revealed that some of the recently introduced Vietnamese labor law provisions had not yet been fully implemented.

Some of these provisions set out processes for involving employees in matters such as joint wage negotiations and general workforce meetings. Here, the improvement plans are in line with what deuter and the FWF want to achieve in the Worker Empowerment and Communications (WEPC) training with the Duke workforce.

All employees should be familiar with relevant policies and the Collective Bargaining Agreement, as this is the basis for the effective operation of a democratically elected workers’ council. Democratic elections of worker representatives demonstrates the company’s commitment to employee participation and a fair working culture.

WAGE PROGRESS AT DUKE

Wages continue to progress in a positive direction, and we are working together on further improvements. Looking at the data from 2016 to 2023, wages have increased at a consistent rate across almost all areas. The wage graphs depict the median wage. Currently this is just below or even above the Living Wage Benchmark of 2023 (Anker Report). Based on this, wages will continue to be raised gradually to the Anker Living Wage of VND 8,606,008 .

Both the minimum wage and the benchmark will go up, for instance, together with inflation in a country. Wages did not rise sharply enough during the last financial year to get significantly closer to the Living Wage Benchmark. And so deuter and Duke agreed on a Living Wage Strategy, which aims to improve transparency in the process of determining product costs. The more transparent the pricing, the better Duke and deuter can ensure that more workers are receiving a living wage and that we are hitting our KPIs.

DEVELOPMENT



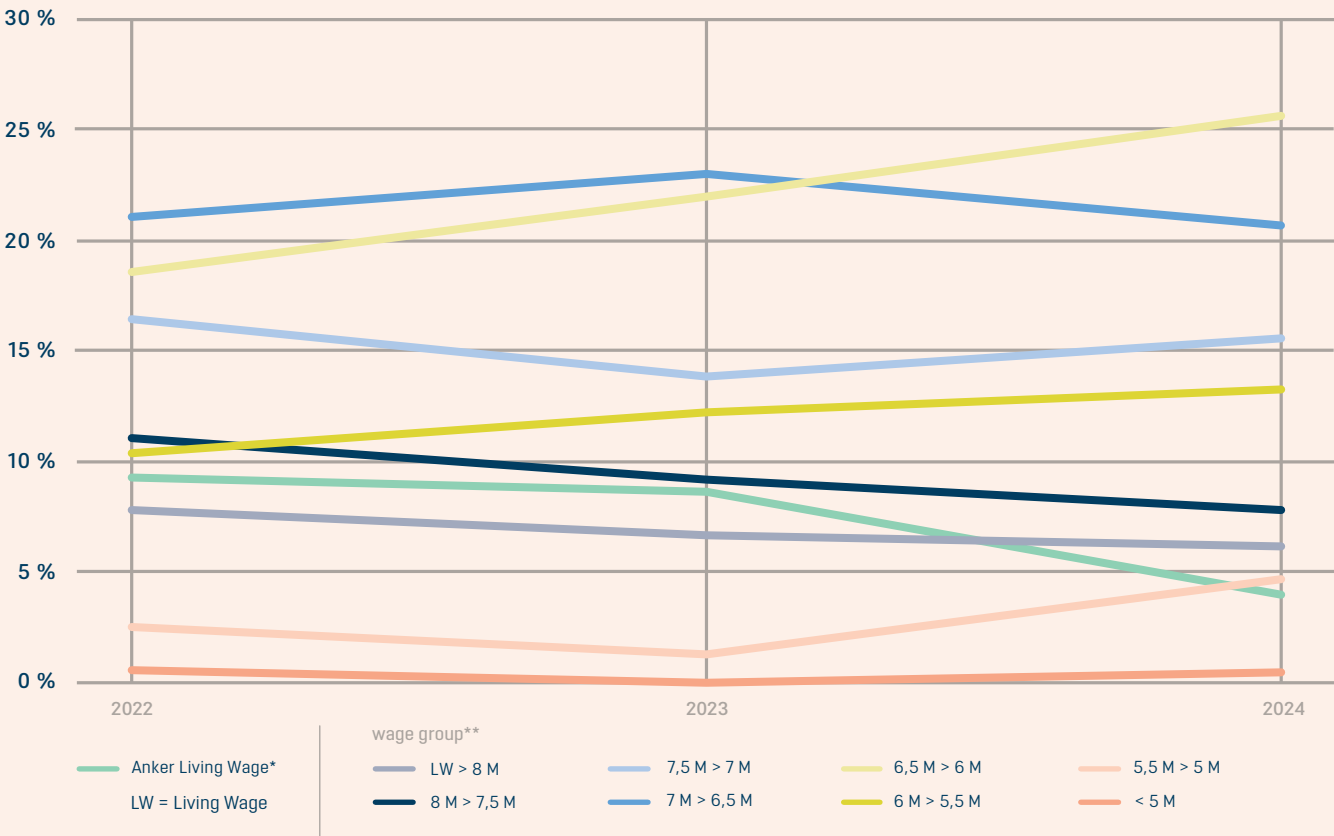
The audit team inspecting the notices and fire extinguishers in one of Count Vina’s big production spaces.



Even the canteen and sick bay are inspected. According to the new policies Duke must make available at both sites an area where employees with babies and small children can nurse or express milk. There is now also more childcare support.

WAGE GAP ANALYSIS FOR LIVING WAGE — OVERVIEW

Factory: Vina Duke Cu Chi, Vietnam
Currency: Vnd



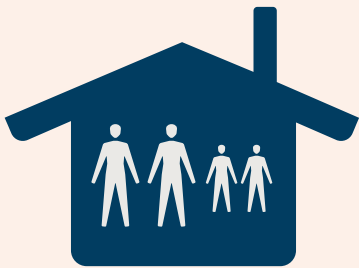
*Anker Living Wage: 8.606.008 Vietnamese Dong per month.
Updated 2023: <https://www.globallivingwage.org/living-wage-benchmarks/living-wage-for-minimum-wage-region-1-vietnam/>
For previous years, the benchmark was adjusted on the basis of the inflation rate.

** Wage groups: This represents the proportion of employees in the wage groups shown.
For example, 8M>7.5M: this group includes all employees who earn between 7.5M VND and 8M VND per month.

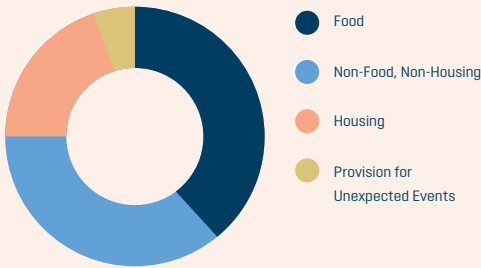
The Living Wage is based on...



Urban Vietnam,
Vietnam

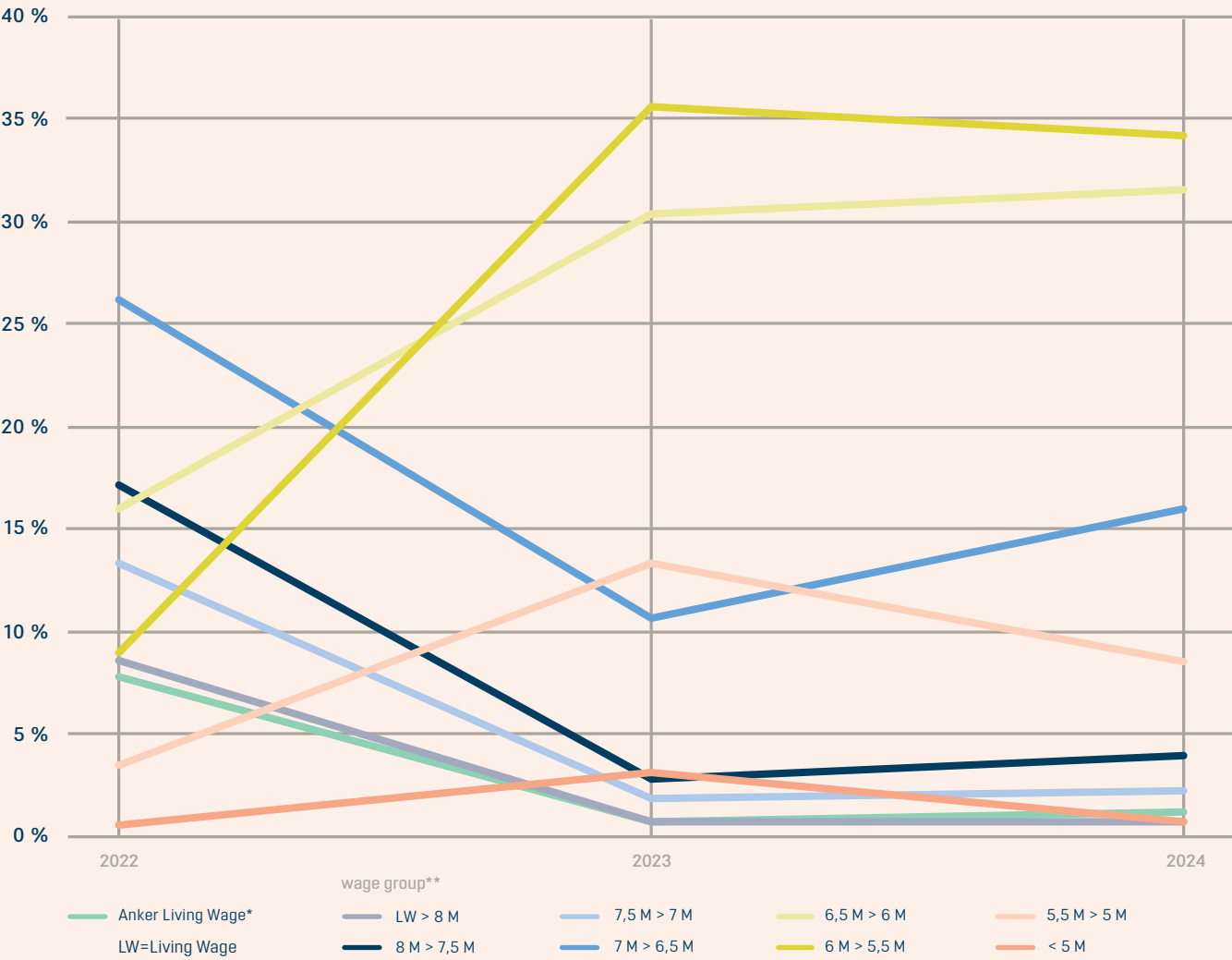


Family of 4 with
1,78 workers



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

Factory: Vina Duke Count Vina, Vietnam
Currency: Vnd



ANKER LIVING WAGE BENCHMARK

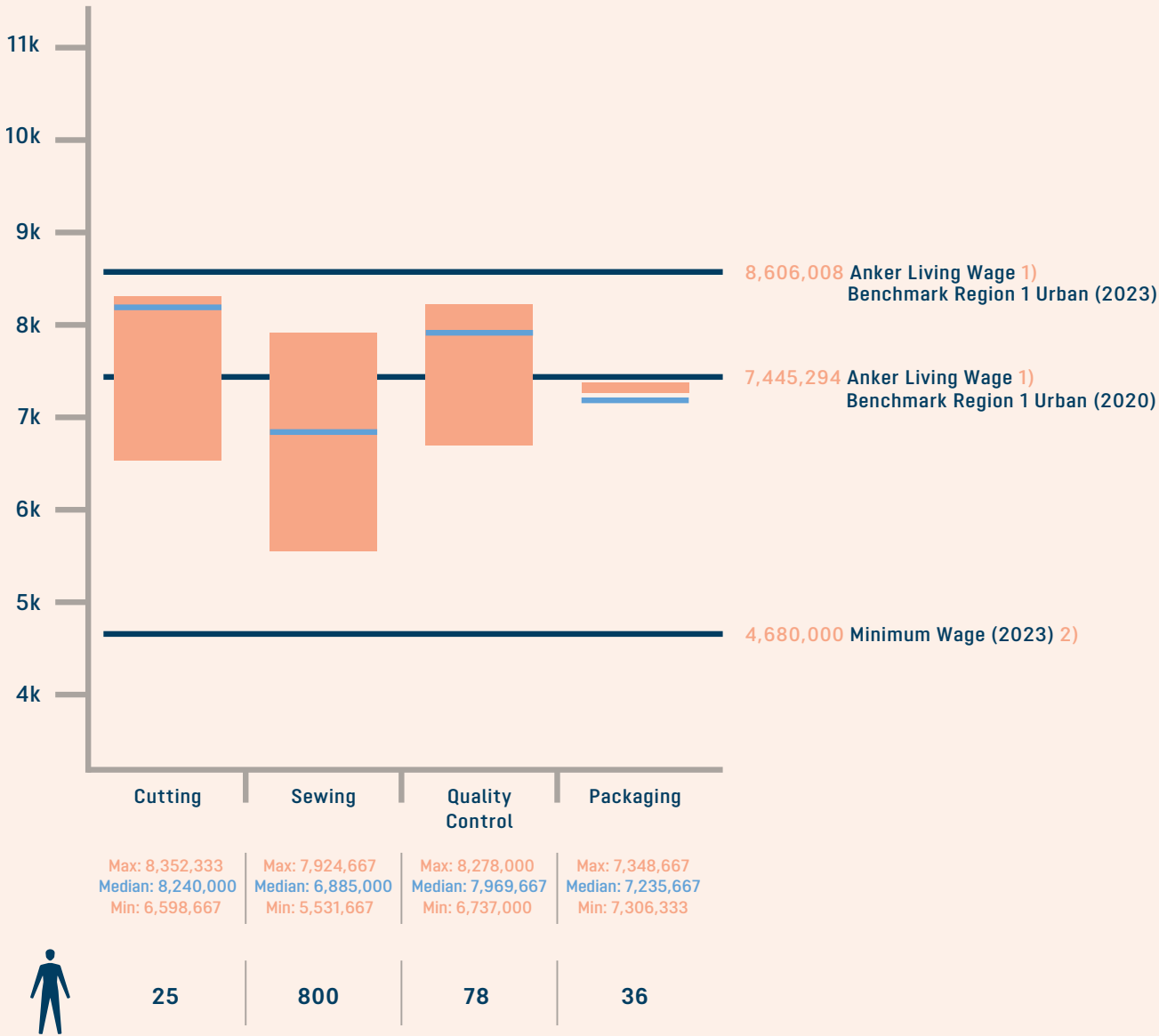
The Living Wage Benchmark for Vietnam is an important indicator that establishes the income required to meet the basic needs of a worker and their family. This wage is higher than the legal minimal wage and takes into account factors like food, accommodation, health, education and other basic outlays. The Anker Living Wage Benchmark is an internationally recognized standard, that compares the cost of living across different countries.

Over time, this benchmark has risen as various factors have contributed to an increase in the cost of living. Economic growth, urbanization and inflation are driving up the prices of goods and services. Added to this, rising welfare expectations and higher standards where quality of life and education are concerned. Also changes in the work market such as increased industrialization and globalization which lead to greater awareness on fair pay and fair working conditions.

In summary, the Anker Living Wage Benchmark in Vietnam is regularly adjusted to reflect rising costs of living and to ensure a fair livelihood for workers and their families.

WAGE LEVEL (11/2023)

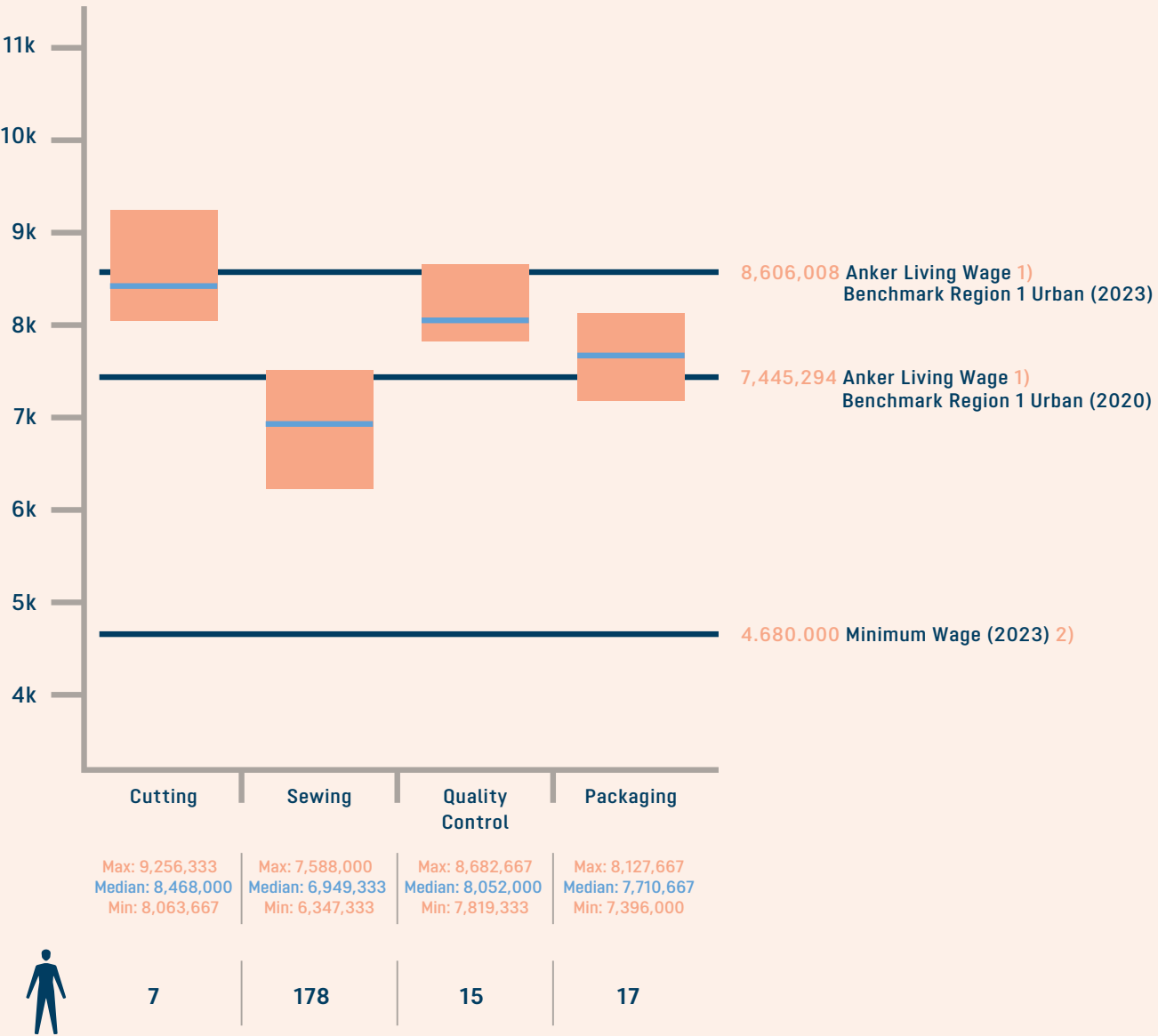
Factory: Vina Duke Cu Chi, Vietnam / Regular wage and benefits
Currency: Vnd



1) Updated 2023: <https://www.globallivingwage.org/living-wage-benchmarks/living-wage-for-minimum-wage-region-1-vietnam/>
2) Legal Minimum Wage Region 1, national government, 2023. 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.

WAGE LEVEL (04/2023)

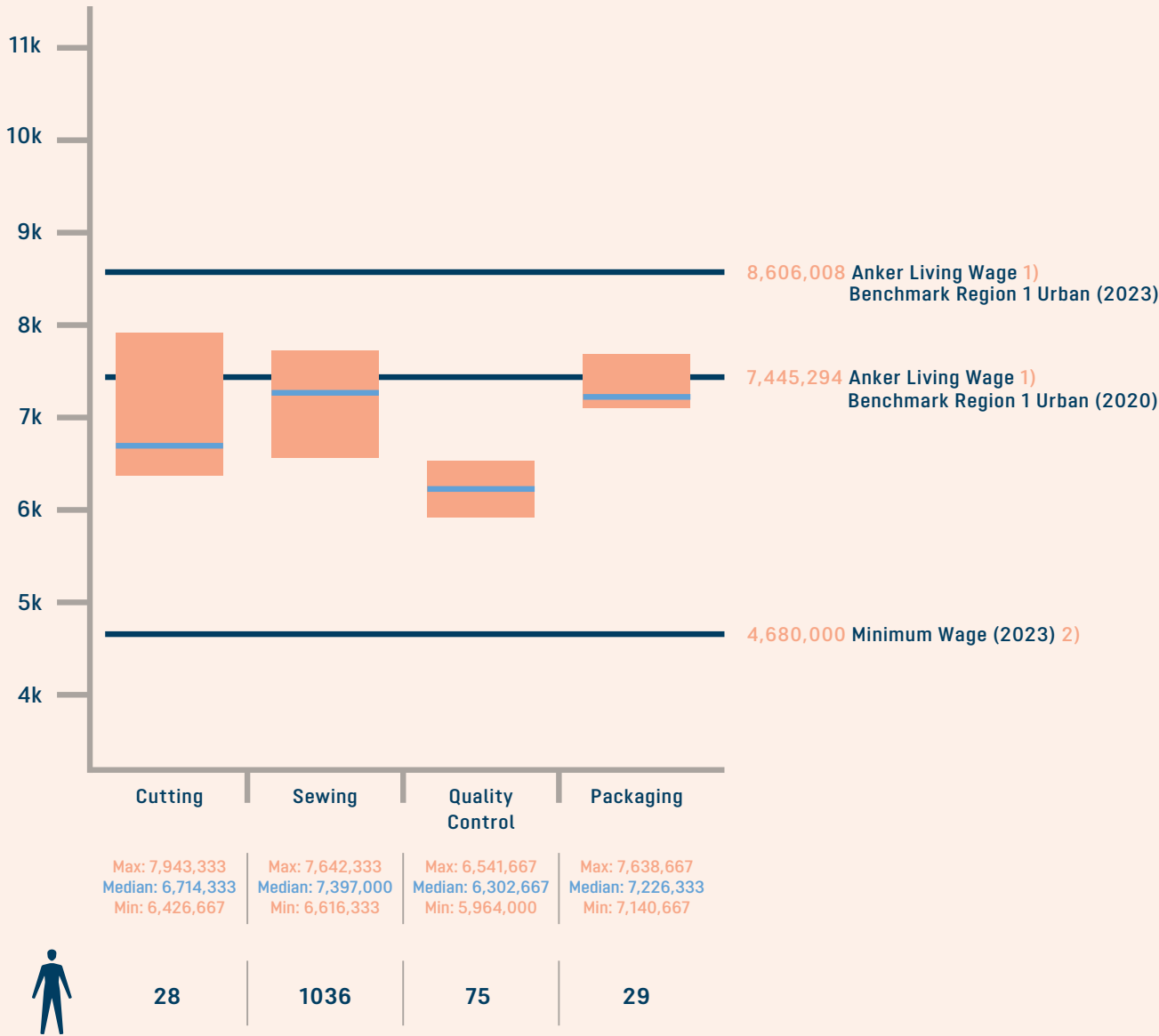
Factory: Vina Duke Hoc Mon, Vietnam / Regular wage and benefits
Currency: Vnd



1) Updated 2023: <https://www.globallivingwage.org/living-wage-benchmarks/living-wage-for-minimum-wage-region-1-vietnam/>
2) Legal Minimum Wage Region 1, national government, 2023. 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.

WAGE LEVEL (11/2023)

Factory: Vina Duke Count Vina, Vietnam / Regular wage and benefits
Currency: Vnd



1) Updated 2023: <https://www.globallivingwage.org/living-wage-benchmarks/living-wage-for-minimum-wage-region-1-vietnam/>
2) Legal Minimum Wage Region 1, national government, 2023. 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.



RESPONSIBLE EXIT FROM MYANMAR



Our last deuter Promise Report started with a statement from our CEO about deuter’s decision to responsibly terminate our working relationship with our manufacturing partner in Myanmar. A general strategy for the responsible termination of a business relationship can be found here. The main points of this strategy included supporting the sleeping bag supplier through an audit, which was conducted by Made Myanmar due to the discontinued activities of FWF, and the placement of a year’s

worth of sleeping bag orders, which gave the producer enough time to attract new customers to fill the production capacity freed up by deuter’s decision.

Because of travel restrictions, the MADE audit was unfortunately carried out without deuter employees present. The first appointment took place July 24 - 26, 2023, and involved a full assessment, which was then followed up at two further appointments. The follow-up appointments took place on September 29 and 30, and on November 22 and 23, 2023. All reports and progress were shared with us, and both MADE and Bellmart were always available to answer any queries.

A marked improvement in all areas was noted after the second follow-up appointment, even though there were still some points to address, which were then followed up by email and during a final online meeting in January 2024, although not fully resolved.



Screenshot of the final online meeting

MADE also offered a wide range of training on important themes. Bellmart took part in a course on social dialogue and complaints mechanisms on January 30 and 31, 2024. They also completed the Smart Social Compliance training on January 12, 2024. An employment law awareness training course and a skills training course for supervisors was carried out in November 2023, and a series of courses on chemical management and water efficiency and rainwater treatment were carried out throughout the year.

In addition, they completed the HIGG FEM self-assessment and a BSCI audit with level C for its other customers. The customer that utilized Bellmart the most in the last financial year has launched a program together with Bellmart to support employees beyond their wages with the supply of everyday products. This customer works closely with the United Nations and Better Work. They have decided to continue to produce in Myanmar, as they have structures in place to deal with the local risks on a different scale than deuter is capable of.

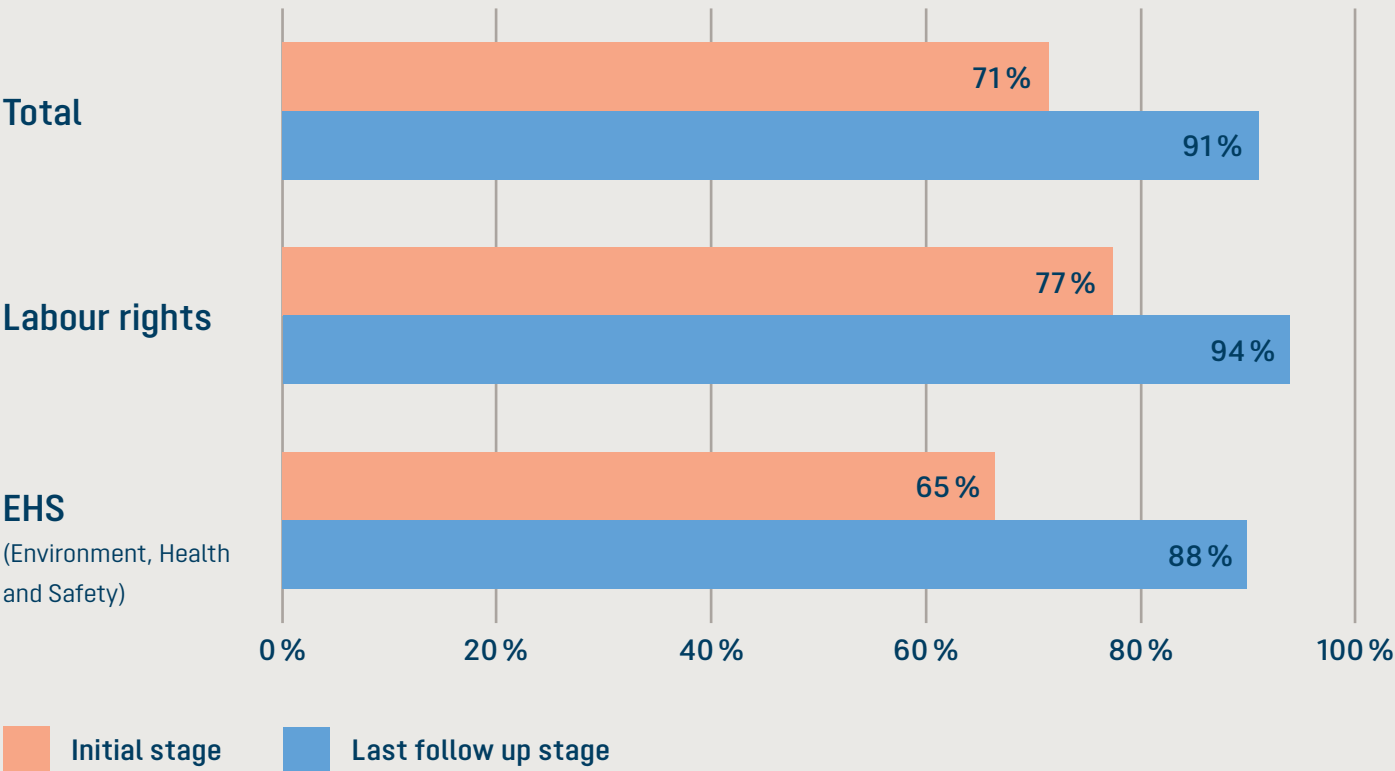
Aside from a generous timeline to allow the effects of deuter’s exit from Myanmar to be minimized, one of the strategy’s key focus points was to prevent employees from being let go as a result of our withdrawal. This responsibility also extends to the printer subcontracted by Bellmart. If redundancies are unavoidable, they must be carried out in accordance with fair selection criteria, considering vulnerable groups and observing notice periods and termination laws.

From July 2023 to March 2024, the workforce shrank from 399 workers to 330. Bellmart assured us that its workforce is still being sufficiently utilized and that no employee reductions are directly attributable to deuter. Both the MADE scheme and a labor law expert commissioned by deuter once again raised awareness of the requirements for fair dismissals, and Bellmart assured them that they are aware of these and will implement them. During the reporting period, Bellmart started to establish a production site in Vietnam and use the freed-up resources from Myanmar to furnish the factory in Vietnam.

For the subcontracted printer, we were forced to rely on Bellmart’s assurances that they would continue to use the printer firm, which would mean that any significant redundancies were unlikely. The risk is always greater with subcontractors, like this one, because of the lack of a direct relationship. This, combined with the fact that it was not possible for deuter employees or FWF employees to visit the supplier on-site during the reporting year, means that we have no way of ensuring independently verified information.

According to Bellmart, the printer employees are aware of complaints mechanisms, however there are no worker representatives there. Bellmart, on the other hand, elected a new employee representative body and documented its worker communication.

GAP OF FULLY IMPLEMENTATION



In the concluding employee satisfaction survey at Bellmart, a score of 4.5 out of a possible 5 points was achieved.

HIGH ROCK ONBOARDING

Following our responsible exit from Myanmar in 2023/24 FY, we decided to manufacture our sleeping bags through High Rock, in Vietnam, in future. This was because of the previously established country reports and based on technical requirements. The technically complex production processes are an important factor in the selection of suppliers and heavily influence the process. Most production sites that offer this level of technology are already fulfilling their corporate due diligence obligations to a high standard. The degree of technological sophistication our products require means that product-level risks are generally minimal. Despite limited opportunities for freedom of association in Vietnam, we have been impressed by High Rock’s good collaboration with other Fair Wear Foundation brands.

As well as several visits by our product team, a deuter CSR manager was on-site during the selection process to get a first-hand impression of the conditions at both this and other production sites.

The new supplier shared its FWF audit report from March 2022 with us. Initial discussions with two other Fair Wear brands producing at the site, revealed High Rock was willingness to cooperate in pursuing corrective action plans. Going forward, we will work together on a training strategy and a production site risk analysis.



FWF – ACTION PLAN

In order to track our specific measures and goals, we have created a tabular Time-bound Improvement Plan. This can be found [here](#).



CUSTOMERS

OUR PROMISE

We design our products with the aim of maximizing their usable lifetime and minimizing their impact on people, animals and the environment.

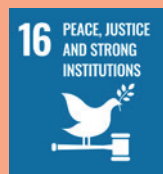
That our high-quality and reliable products meet specific customer needs and are sustainably made and long lasting to generate better value.

RISK IDENTIFICATION

Analysis has identified a general risk across the textile industry of a lack of transparency in global supply chains, and an over-supply of products with shorter service lives, which do not promote responsible consumerism. To counteract this, we strive for the greatest possible transparency regarding our suppliers and our strategic measures. This is evident in the wider scope of our sustainability report to include environmental issues. We also focus on making products of high quality and adopting our repair service to foster more sustainable consumerism.

MEASURES

The measures we adopt for the two actionable areas of customers and society are explained below.



SOCIETY

OUR PROMISE

As an international brand, we use our influence to bring about positive change in society.

To help people in need and organizations that fight for equality and better lives. And to participate in initiatives with a view to bringing about social change.

RISK IDENTIFICATION

Corruption and bribery

Analysis has identified a systemic risk of corruption in Vietnam and China. Suppliers in the cutting and sewing tier are aware of the deuter Policy Statement, which prohibits corruption.

We recognize that this only marginally reduces the risk. Awareness further down the supply chain is limited, and so we must assume the risk here is high.

Because of the limited influence we can have on the issue of corruption, we are not focusing on this topic. We would, however, like to raise awareness about this issue throughout our supply chain.





MAKING CSR EVIDENT FOR CUSTOMERS

TRANSPARENT COMMUNICATION

At deuter, we firmly believe that transparency is essential for the continuous improvement of social and environmental standards. With our annual Promise Report, we highlight the challenges we have already overcome as well as those that still lie ahead.

We also ensure knowledge transfer on social media, where anyone can ask us questions about production and our commitment directly. In the “Together we care” CSR campaign in March 2024, we produced animated explanatory videos on the topics of bluesign® system partnership, Fair Wear Foundation membership, PFAS-free production and animal welfare and shared them as a focus topic over several weeks.

We have published additional [explanatory videos](#) that focus on the individual parts of backpacks. Our aim is to give the user an understanding of how many individual parts a backpack consists of and the importance of having each individual part certified.

DEUTER PROMISE TOUR 2023

As part of the deuter Promise Tour 2023, on three Fridays in October and November, customers were able to take their deuter backpacks to participating retailers in Munich, Garmisch-Partenkirchen and Freiburg and have them repaired in-store, free of charge. Retail employees were also given training on the deuter Promise CSR strategy. The aim of the Promise Tour is to raise awareness about the key role sustainability plays at deuter, to convey the deuter Promise pledges and to make these more evident to customers.



ACTIVITIES TO INFORM DEUTER STAFF MEMBERS AND DISTRIBUTORS

deuter arranges bi-annual training for international deuter staff and distributors (covering FWF and other sustainability measures) through presentations and/or workshops during international sales meetings. Twice a year, the CSR team hosts training for new deuter employees about the deuter CSR strategy (as well as some longer established employees).

The [‘deuter Get the Facts’](#) website hosts CSR training videos on topics such as the Green Button label, climate neutrality and recycled materials. These are available to retail partners, employees and customers to watch.

The [deuter website](#) offers detailed information on all our sustainability strategies and targets for the coming years.

GREEN FRIDAY

Instead of encouraging consumerism through discounts, we decided to put that money into an environmental project of our choosing. And so, we donated 10% of our online sales from the period November 20 to 26, 2023.

This year, our Green Friday donation went to PATRON – Plasticfree Peaks.

PATRON believes in the vision of a natural world free from plastic trash. As a charitable organization, PATRON has set out to help restore and protect natural habitats. Its CleanUP events and workshops instill greater awareness and hope to spur people on to let their nurturing side come out. Since its first CleanUP days in the Allgäu region of Germany in 2019, PATRON has made huge progress. In 2023, almost 20,000 PATRON supporters helped get closer to their shared goal of [#plasticfreepeaks](#).



APPENDIX
ABBREVIATIONS USED IN THE TEXT

ACT	Action, Collaboration, Transformation (Foundation)	FOA	Freedom of Association – Versammlungsfreiheit	RCP	Responsible Contracting Project
BPC	Brand Performance Check	FSML	Facility Social & Labour Module (Higg Index)	RCS	Recycled Claim Standard
BNT	Partnership for Sustainable Textiles	FWF	Fair Wear Foundation	RDS	Responsible Down Standard
BSI	Federal Association of the German Sporting Goods Industry	FW 2023/24	Fall Winter 2023/24 Collection	RSL	Restricted Substances List
CAP	Corrective Action Plan	FY	Financial Year	SCDP	Supply Chain Decarbonisation Project
CCF	Company Carbon Footprint	GIZ	German Development Kooperation	SDGS	Sustainable Development Goals
CDI	Center for Development and Integration	GRS	Global Recycled Standard	SME	Small and medium-sized enterprises
CFRPP	Common Framework of Responsible Purchasing Practices	HRDD	Human Rights Due Diligence	SS2024	Spring Summer 2024 Collection
CMT	Cut, Make and Trim	ILO	International Labour Organization	T1, T2	Tier 1, Tier 2
COLP	Code of Labour Practices	KPI	Key Performance Indicator	UNFCCC	United Nations Framework Convention on Climate Change
CO₂	Carbondioxide	LCA	Life Cycle Assessment	WEPC	Worker Empowerment and Communications Training
CSDDD	Corporate Sustainability Due Diligence Directive	LDPE	Low Density Polyethylen	ZDHC	Zero Discharge of Hazardous Chemicals
CSR	Corporate Social Responsibility	MRSL	Manufacturing Restricted Substances List		
DWR	Durable Water Repellent	NGO	Non Governmental Organisation		
EHS	Environment, Health and Safety	NUG	National Unity Government		
EOCA	European Outdoor Conservation Association	OECD	Organization for Economic Co-operation and Development		
EOG	European Outdoor Group	OHS	Occupational Health and Safety		
ERT	Emissions Reduction Team (deuter)	PFAS	Per- and polyflorinated alkyl compounds		
FEM	Facility Environmental Module (Higg Index)	PTFE	Polytetrafluorethylen, Teflon		

DEUTER CODE OF
CONDUCT & WHISTLE-
BLOWER SYSTEM

[Code of Conduct](#)

[Promise Policy mit Planet Guideline und People Guideline](#)

[Whistleblower System](#)

LATEST REPORTS

[Promise Report 22/23](#)

[Promise Report 21/22](#)

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