



**MAMMUT**  
SWISS 1862

# 2021 Responsibility Report

# 2021 Responsibility Report

## Contents

|                                    |           |                                   |           |                                   |           |
|------------------------------------|-----------|-----------------------------------|-----------|-----------------------------------|-----------|
| <b>About this report</b>           | <b>3</b>  | <b>Climate strategy</b>           | <b>22</b> | <b>Operations &amp; logistics</b> | <b>59</b> |
| Letter from our Executive Chairman | 4         | Targets and scopes                | 25        | Internal operations               | 61        |
| <b>About Mammut</b>                | <b>5</b>  | Carbon footprint                  | 27        | Shipping & freight                | 62        |
| History                            | 7         | Reducing CO <sub>2</sub>          | 28        | Packaging                         | 64        |
| 2021 Highlights                    | 9         | <b>Product &amp; materials</b>    | <b>30</b> | Supplier strategy                 | 65        |
| Presence                           | 10        | WE CARE                           | 32        | Supplier engagement               | 66        |
| Purpose                            | 11        | Clean production                  | 33        | Higg Index                        | 67        |
| Team                               | 12        | Animal welfare                    | 39        | <b>Appendix</b>                   | <b>69</b> |
| <b>Responsibility</b>              | <b>14</b> | Reduced footprint                 | 42        | Materiality assessment            | 70        |
| Responsibility journey             | 16        | Ethical production                | 46        | Supplementary information         | 72        |
| Impact & strategy                  | 17        | <b>Circularity &amp; services</b> | <b>52</b> | Glossary                          | 75        |
| Responsibility governance          | 18        | Quality & longevity               | 54        |                                   |           |
| Membership associations & partners | 19        | Close the Loop                    | 55        |                                   |           |
| Community engagement               | 20        | Product care                      | 56        |                                   |           |
|                                    |           | Repair                            | 57        |                                   |           |
|                                    |           | Resell                            | 58        |                                   |           |





# About this report

**We are proud to present our first comprehensive Responsibility Report, covering social and environmental topics.**

Our aim was to present a centralized document to complement our annual Social Report and to provide a response to the goals outlined in our 2025 Target Report. The data and findings shared cover the 2021 reporting period. In the following pages, you will get to know our history, team, policies, and strategies. We are excited to share the

work we have done, highlighting everything from industry initiatives we have been a part of since their inception to pilot projects recently launched. You will find that we strive to be as transparent as possible, sharing the successes as well as challenges we have faced along the way.

→ [2021 Social Report](#)  
→ [2025 Target Report](#)

Inquiries about this report:  
→ [responsibility@mammut.com](mailto:responsibility@mammut.com)

# Letter from our Executive Chairman

**Looking back at 2021**, it has been a big year for Mammut, with a change of ownership and leadership – but more importantly, it has been turbulent times for the world. The fact that we now, despite these challenging times, can present our very first Responsibility Report fills me with joy and pride.

The pandemic continuously impacted our business in 2021, from not being able to come to the office and people living apart from their families to major supply chain challenges. In all this uncertainty, nature and the mountains represent a source of energy, peace, and inspiration.

The mountains are home to me and countless others. The spark they carry is hard to find elsewhere: They push me to higher limits, let me expand my boundaries, drive me

physically and mentally, and invite me to enjoy the beauty that the world and nature have to offer. To exist, we need a healthy, flourishing environment. Led by our purpose, **"to create a world moved by mountains,"** we strive to use our platform to guide and inspire our ambassadors, consumers, partners, and colleagues to act responsibly. Across the value chain, we are looking for ways to build material efficiencies, develop new circular approaches, and find the right partners to pursue sustainable innovation.

From a personal point of view, I hope that we are not too late. As a father of five, I am deeply convinced that we must take responsibility as a company and do what is right for our children, their children, and the generations to follow. My wish is that my grandchildren will be able to ski, walk

"I am deeply convinced that we must take responsibility as a company and do what is right for our children, their children, and the generations to follow."



on glaciers, and climb mountains like I was able to do when I was a child.

I'm pleased to share our first Responsibility Report. It is a big milestone in a solid multi-year plan that builds on science-based targets, commits to investments, and looks at our emissions and how they can be reduced significantly – all in alignment with our aspiration to advance positive change.

A handwritten signature in blue ink, likely belonging to Greg Nieuwenhuys.

Greg Nieuwenhuys  
Executive Chairman  
Mammut Sports Group AG



01

# About Mammut







# The leading Swiss mountain equipment brand since 1862

We create high-quality products and unique brand experiences for mountain enthusiasts around the world.

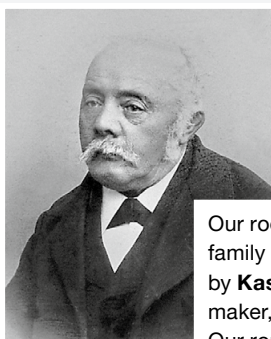
Since our founding **160 years** ago, we have strived to be a global leader in safety and innovation with durable products that merge functionality and performance. From hardware to apparel and footwear, our product line is one of the most all-encompassing for the mountain enthusiast.



# History

Our founder, **Kaspar Tanner**, far right, with his team in front of the original rope factory founded in 1862 in Dintikon, Switzerland.





Our roots go back to a small family business opened in 1862 by **Kaspar Tanner**, a rope maker, in Dintikon, Switzerland. Our ropes are primarily produced for agriculture.

1862



After 80 years and World War II, the company is renamed **Mammut**. Production focus shifts to ropes for mountaineering and sailing. In the 1950s, we launch the first glacier rope made from nylon yarn, which proves to be a milestone for alpine safety.



1952



The development of the **Barryvox®** VS 86 for the **Swiss Army** begins our journey in creating tools for avalanche safety. The transceiver significantly improves the chances of being rescued if caught in an avalanche, and is later followed by our airbags, probes, and shovels.

1969



Additional hardware, apparel, and footwear are also developed, establishing our holistic approach to **mountain sports equipment**.

1981



The **Eiger Extreme** collection is introduced for high alpine pursuits. Mammut athletes are heavily involved in the development process to ensure elite mountaineering needs are met.

1995



In 2003, the company is renamed **Mammut Sports Group AG**, as it is known today. In the early 2000s, we also acquire Norwegian sleeping bag manufacturer, Ajungilak, and mountain boot specialist, Raichle.

2003



2006

We significantly increase our commitment to **environmental** and **social responsibility** in 2006, which includes improving materials and working conditions, and developing a climate strategy.



**MAMMUT**  
SWISS 1862

2022

We will celebrate our **160th anniversary** in 2022. Now operating in 35 countries and employing over 850 outdoor enthusiasts worldwide, we think Kaspar Tanner would be proud of how his humble company has grown. We strive to create a legacy and world that will allow future generations to experience the spirit of adventure we enjoy today.



# 2021 Highlights

100%



of our down was certified according to the **Responsible Down Standard**

Our environmental and social efforts were **independently** verified in the first ever cohort by the **Higg Brand & Retail Module**

Our Close the Loop project won the **German Sustainability Award GSA 2021**



CLOSE  
THE  
LOOP  
RECYCLE YOUR  
ROOF | REDUCE  
YOUR FOOTPRINT



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**SCIENCE BASED TARGETS**  
initiative certified our climate targets

Our **climate strategy** received the **highest** grade of all participating brands in **Stand.earth's Fossil-Free Fashion Scorecard**.



100%



**renewable electricity**  
in all German stores and warehouses

HR was promoted into the General Management, strengthening our focus on **people & culture**

We were **re-certified** as a bluesign® **SYSTEM PARTNER**, which we have been since 2011



We supported **700 female mountaineers** from **20 countries** to climb all **48** of Switzerland's **4000 m peaks** as part of Switzerland Tourism's **100% Women Peak Challenge**

Over **14,000** repairs were made by our **in-house** product care teams



**13 years** as a Fair Wear Foundation Member



Acquisition by **Telemos Capital**

# Presence



35

countries of active distribution,  
offering a full range of outdoor  
apparel, hardware, and footwear

51

Mammut brand & outlet stores  
across the world

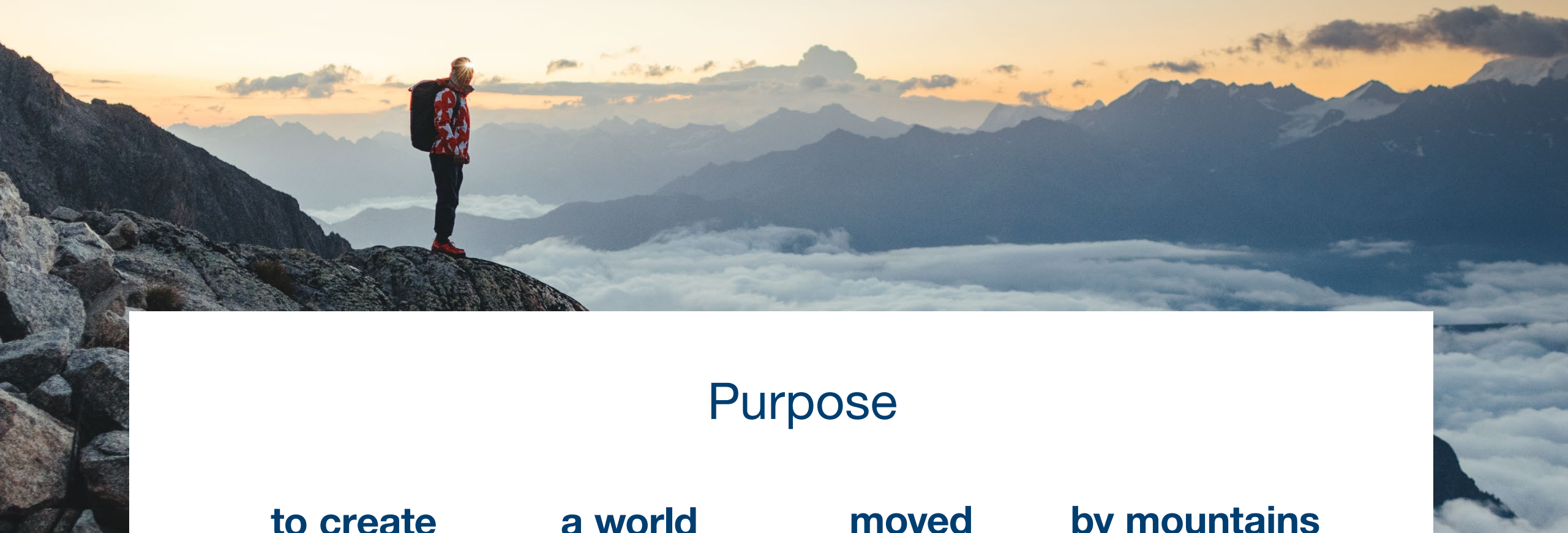
850

employees across 8 countries

4.5

million products sold in 2021





# Purpose

## to create

We create products that enable people to safely experience the mountains. Whether it's the tools they need to scale higher peaks or quality apparel and footwear that brings superior functionality to everyday life, we provide access to the mountains.

## a world

We exist to create a world that allows people to experience the mountains no matter where they live. From dramatic ascents to family hikes to digital storytelling, we make mountain experiences accessible.

## moved

We move people to enjoy the mountains in every way. We move them to challenge their physical limits while moving them emotionally from fun to joy to awe. The combination of these experiences inspire people to try new adventures, to respect the mountains, and to play a meaningful role in protecting their planet.

## by mountains

Mountains move people like no other place on Earth. They challenge you. They silence you with their beauty. They change how we see ourselves, each other and nature. They are a mindset, a practice, a way of being in our world.

# Team



**People are the backbone of our company, and we do what we can to support them in doing their best work.**

## Employee engagement

Since 2019, we have evaluated the most important internal topics with biannual Pulse Checks to measure employee satisfaction, belonging, and leadership. While each Pulse Check is tailored to capture the mood of employees in the moment, and therefore has questions related to the most pressing topics at the time, the results over the past years have consistently shown that culture and team spirit are highly valued by employees. Additionally, we have seen that most employees are clear and aligned on their roles and responsibilities and are proactive in their collaboration with one another.

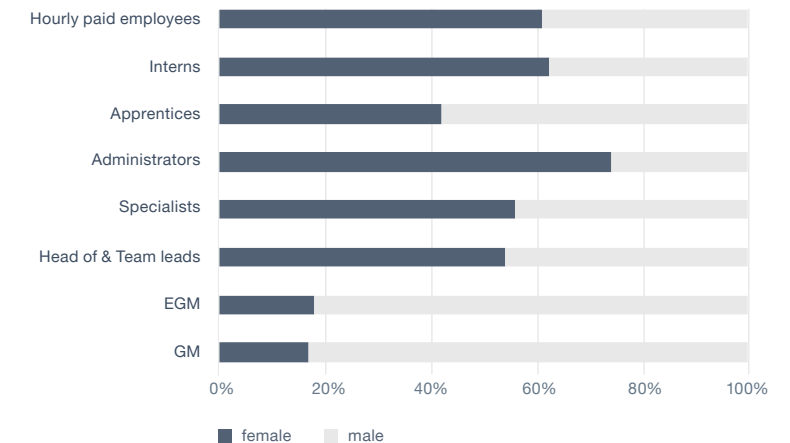
One example of how we have addressed concerns raised in the Pulse Check survey is the following: In 2020, responding to lower scores for internal communication to employees,

we introduced monthly information sessions for all employees with our CEO. With this step, we have seen a 10% increase in satisfaction for our internal communication from 2020 to 2021. We will continue with these sessions as well as the Pulse Checks in our effort to improve transparency and address employee concerns across the organization.

## Employee benefits

- Discounts for Mammut & other sport brand products
- At the end of 2021, it was decided to give employees the gift of time instead of a physical Christmas present, as had been the tradition. Mammut offices were closed on Earth Day 2022. For retail, warehouse, and other essential workers, they received a supplementary day off to use at their discretion throughout the year.
- 50% flexibility to work from home
- Free fitness classes at our offices in Seon and access to partner climbing gyms throughout Switzerland

## Gender equality, diversity, and inclusion







We are committed to increasing the number of women in leadership positions and creating a work environment with equal opportunities for women. To fulfill this commitment, we created a Global Diversity & Inclusion team. The team oversees our Working Parents and Women's Network working groups with the goal of fostering exchange and forming proposals for advancing these topics within the organization. Additionally, Gender Diversity & Inclusion Accountability Targets are set for the gender split within different sectors of our day-to-day business.

To create more awareness among all hierarchies for the US team, we partnered with Ecoinclusive to run a six-month diversity-equity-inclusion training course covering the topics of unconscious bias, understanding privilege and microaggressions, anti-racist allyship, organizational review lenses, and creating a multicultural organization. The trainings started in late 2021 with an average of 20 participants per training.

#### **Future talent**

Through apprenticeships and internships, we strive to develop the next generation of innovative employees for the outdoor industry. In 2021, we hosted 11 apprentices and 20 interns worldwide.

#### **Employee development**

We want to encourage our employees to develop their professional skills. In addition to supporting self-selected further education courses, in 2021, we began work on a Talent Development Program. The program launched at the beginning of 2022 and is designed to give additional guidance and mentoring for peer-nominated employees whose work performance has shown their interest and desire to shape the future of the company. In this program, 70% of participants are women, thereby creating a clear pipeline to leadership and management positions for female employees.

#### **Internal whistleblowing**

To ensure our employees feel their concerns and grievances can be communicated effectively, legally, and without fear of retaliation, we have multiple pipelines in place for employees to report issues both internally and externally. The system allows the individual making the claim to remain anonymous should they so desire. Reports may be sent directly to Mammut legal counsel or anonymously to the legal firm Blesi & Papa. Additional claims can be filed through Integrityline.

Mammut legal counsel  
→ [legal@mammut.com](mailto:legal@mammut.com)  
Phone: +41 (0)62 769 83 50

Anonymous submission  
→ [whistleblowing@blesi-papa.ch](mailto:whistleblowing@blesi-papa.ch)

Additional claims  
→ [Integrityline](#)



02

## Responsibility





# Responsibility



Led by our purpose to create a world moved by mountains, we aim to build a global brand for the future that actively works to ensure prosperity for people and planet.

Our vision is guided by the 2030 Sustainable Development Goals set by the United Nations General Assembly in 2015. Given the nature of our organization, we are particularly focused on the following goals and their implementation: **Good Health and Well-Being, Clean Water & Sanitation, Decent Work & Economic Growth, Responsible Consumption and Production, Climate Action, and Partnerships for the Goals.**

Within our operations, we are actively working to reduce our carbon footprint towards net zero emissions, build an ethical supply chain, and ensure fair conditions for workers.

Our approach to product craftsmanship ensures we use high-quality materials and responsible production processes to create outdoor equipment that is durable, designed for repair, or which can be reentered into our increasingly circular supply chain.

As part of the effort to build accountability and transparency into our products, we established a WE CARE framework, where best-practice approaches are defined with targets for 2025. We constantly track our progress and assess our processes and actions for opportunities to improve.

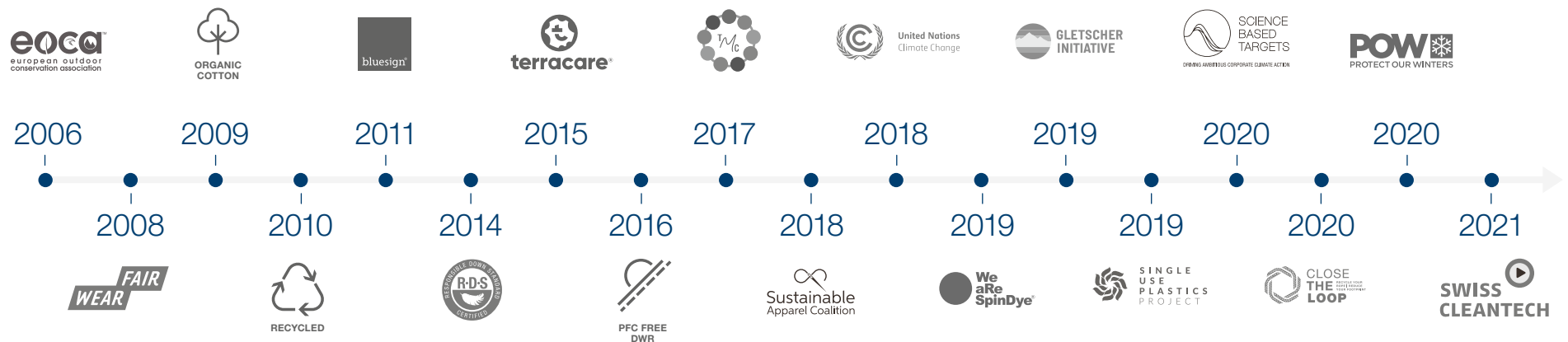
Responsibility is a team sport, and as such, we aim to work and learn together with our suppliers, retailers, and wider stakeholders.

→ [2025 Target Report](#)





# Responsibility journey



Since our founding in 1862, mountain landscapes have changed dramatically. As a result, environmental and social responsibility was first defined within our strategic business agenda in 2006. Challenges with international supply chains were addressed through collaborations with industry experts

and external monitoring systems and partners, including Fair Wear Foundation and bluesign®. As a primary signatory of the UN's Fashion Industry Charter for Climate Action in 2018, we put the climate crisis on the top of our strategic agenda. In addition to our industry collaborations and

accreditations, we also engage in political discussions such as the Swiss Glacier Initiative and CO<sub>2</sub> bill and are a part of swisscleantech, an association that connects government with businesses to improve sustainability practices.

# Impact & strategy



**Our products enable people to enjoy outdoor experiences all over the world. While we are proud of this, we are simultaneously aware that our business operations come with a social and environmental impact.**

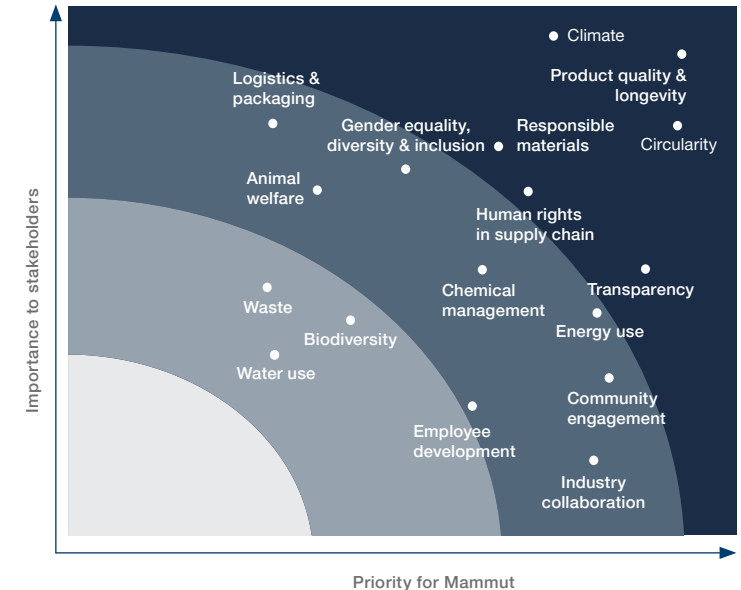
The impact of the sporting goods industry's materials, production, and logistics can be overwhelming to assess. As a result, we developed a materiality matrix to help us define our priorities through a multi-stakeholder perspective. The corporate responsibility team works closely with our own team members, scientific experts, and NGOs.

→ More information on this can be found in **Responsibility: Membership associations & partners.**

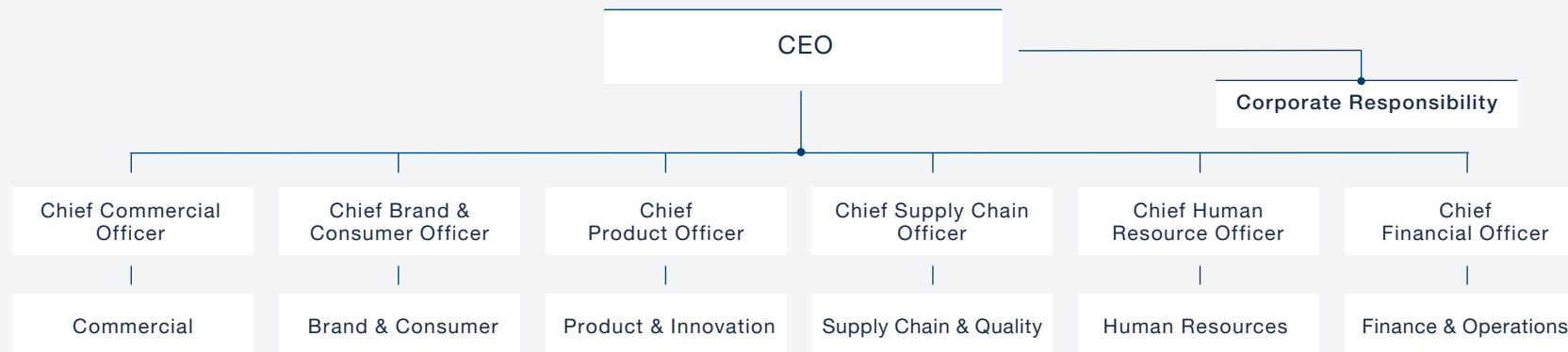
In the materiality matrix, topics are rated according to their priority for us as a brand, as well as their importance to our stakeholders. This results in us focusing our energies where we have the biggest impact and where our attention and resources are needed most.

With that said, all items listed are relevant and none shall be disregarded. Sustainability issues are interdependent; improvements in one area trickle down to others. This approach represents our best judgment and is evaluated regularly to reflect new insights, upcoming governmental intervention, the latest scientific research, as well as feedback from our customers. We are constantly improving the quality and performance of our products while reducing their social and environmental impacts.

→ Data for the materiality matrix is available in the **Materiality assessment**



# Responsibility governance



## **We have a dedicated corporate responsibility team**

The corporate responsibility team supports the entire organization in implementing and coordinating sustainability initiatives. The team includes three full-time employees and two additional employees who are specialized in climate impacts, chemical and vendor management. Additionally, the head of corporate responsibility is part of the extended general management team.

## **Our corporate responsibility team reports directly to the CEO**

The corporate responsibility team works closely with all departments as well as directly with the CEO to improve and implement change. The CEO reporting line ensures environmental and social topics maintain high visibility within the board and general management teams. On the board, our CEO is designated to oversee corporate responsibility.

## **Corporate responsibility is a collaborative commitment across our organization**

Corporate responsibility cannot be tackled by one department alone; it requires every employee's commitment. Our team members are the true experts in their fields; they translate our responsibility into their daily work.



# Membership associations & partners



**We strongly believe that success can only be achieved through collective collaboration.**

By transparently sharing our experiences and expertise, we hope to support other brands and organizations on their journey. This collaboration and consistent feedback from external partners help us to continuously rethink and fine-tune our strategy and measures.

**In this spirit...**

**We signed commitments and raised our voices for topics close to our heart:**



**We are a member of different initiatives and industry collaborations:**



**We take part in international working groups for specific corporate responsibility topics:**

- The Single Use Plastics Project (European Outdoor Group - EOG)
- The Supply Chain Decarbonisation Project (EOG)
- Hard Goods Roundtable on sustainability (EOG)
- The Microfibre Consortium
- The United Nations Framework Convention on Climate Change (UNFCCC) Decarbonisation Pathways

→ Learn more about our partnerships in **Product and materials.**

# Community engagement



**We strongly believe mountains have the power to transform lives, connect people, and improve mental health. Our dedicated nonprofit partners make the joy of mountain sports more accessible to marginalized and historically excluded populations and promote political engagement for the climate crisis and social equity in the outdoors.**

## **ClimbAID**

ClimbAID brings the joy of climbing to communities affected by war and poverty. The nonprofit organization has projects in Lebanon, Greece, and Switzerland, where they use climbing to support refugees and asylum seekers. They focus their resources on helping children and adolescents with their social integration and personal development. As their main partner, we provide equipment and financial support. In summer 2021, we also made it possible for one employee to apply to go to Lebanon and work on the project alongside

ClimbAID staff. A textile engineer in our climbing equipment department was selected. She traveled and spent four weeks working with participants and sharing her love for climbing.

## **Protect Our Winters**

Founded by professional snowboarder Jeremy Jones in 2007, Protect Our Winters (POW) is an international nonprofit that advocates for stricter climate legislation, advancing policies that protect our world today and for future generations. On Earth Day 2021, we announced our partnership with POW in Switzerland, Japan, and the United States. In 2021, we participated in the “Vote Now. Ride Later.” campaign to pass an ambitious climate legislation in Switzerland. We were also part of the #POWTakeTheTrain awareness campaign, focusing on low-carbon mobility. In the US, we hosted the POW Virtual Movie Night with American athletes Michelle Parker and Cody Townsend during Avalanche Safety Week.





### **Climb United**

In 2021, we sponsored the American Alpine Club (AAC) with the launch of Climb United, an initiative dedicated to transforming the culture around racial, gender, and sexual-identity inclusion in climbing by bringing together climbers, climbing organizations, and industry brands. The Climb United Route Name Task Force (RNTF) is a part of the collective, bringing awareness, guidelines, and open forum discussion to discriminatory and oppressive route names. In 2021, we sponsored the AAC's Shelf Road Craggin' Classic, a multi-day celebratory and community festival.

### **The Lady Alliance**

Our US office teamed up with The Lady Alliance, whose mission is to unite mental health and adventure, bringing confidence and community to women+ in North America. Together, we hosted two virtual Adventure Safety Festivals, one in the summer and one in the winter. These festivals

had free entry and offered educational sessions and raffles. Our athletes also participated, sharing stories and resources on backcountry skiing and climbing safety. To help reduce financial barriers when accessing technical tools and apparel, The Lady Alliance members had access to discounted products.

### **Access Fund**

Access Fund is a nonprofit advocacy group that works towards and inspires sustainable use and conservation of climbing environments. In autumn 2021, we sponsored the Access Fund's Climber Stewards program, supplying equipment and our We Care Classic ropes. Two Climber Stewards spent nine weeks in Indian Creek, Utah, providing visiting climbers with information and resources on how to minimize their impact and recreate responsibly.

03

Climate strategy





# Climate strategy



**Our climate is in crisis, the environments we love are changing, and we as an organization have a responsibility to respond.**

Our climate strategy motto is “**do our best, remove the rest.**” This approach encourages us to focus on tangible, progressive climate action, and measurable carbon removal solutions, whether that be with nature-based, technological, or hybrid approaches. Having signed the Paris Agreement’s UN Fashion Industry Charter for Climate Action, we are committed to reaching net zero by 2050. To do our part in limiting global warming to 1.5 °C above pre-industrial levels, we have set science-based targets and identified measures to significantly decarbonize our value chain. The do our best, remove the rest strategy is guided by the latest Science Based Targets initiative (SBTi) Corporate Net-Zero Standard. The SBTi was initiated by the non-profit Carbon Disclosure Program (CDP), the United Nations Global Compact, World Resources Institute (WRI), and the World Wildlife Fund for Nature (WWF).

**Our goal is to halve our greenhouse gas emissions by 2030 compared to 2018, our baseline year.** This requires us to challenge every area of our current business practices. We do our best by:

- Powering our operations and sourcing from factories using renewable energy
- Increasing our use of lower-impact materials and production processes
- Rethinking how we move products around the world
- Ensuring products last longer and can be easily repaired
- Exploring alternative circular business models
- Engaging consumers and supporting stronger regulations to accelerate policy change

We also recognize that our impact goes beyond reducing CO<sub>2</sub> emissions in our own value chain. To become net zero requires at least 90 % of emissions to be cut and removing

all unavoidable CO<sub>2</sub> emissions from the atmosphere. Investing in innovative technologies will be how we remove the rest.

Our goal

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2050  
→ Net zero

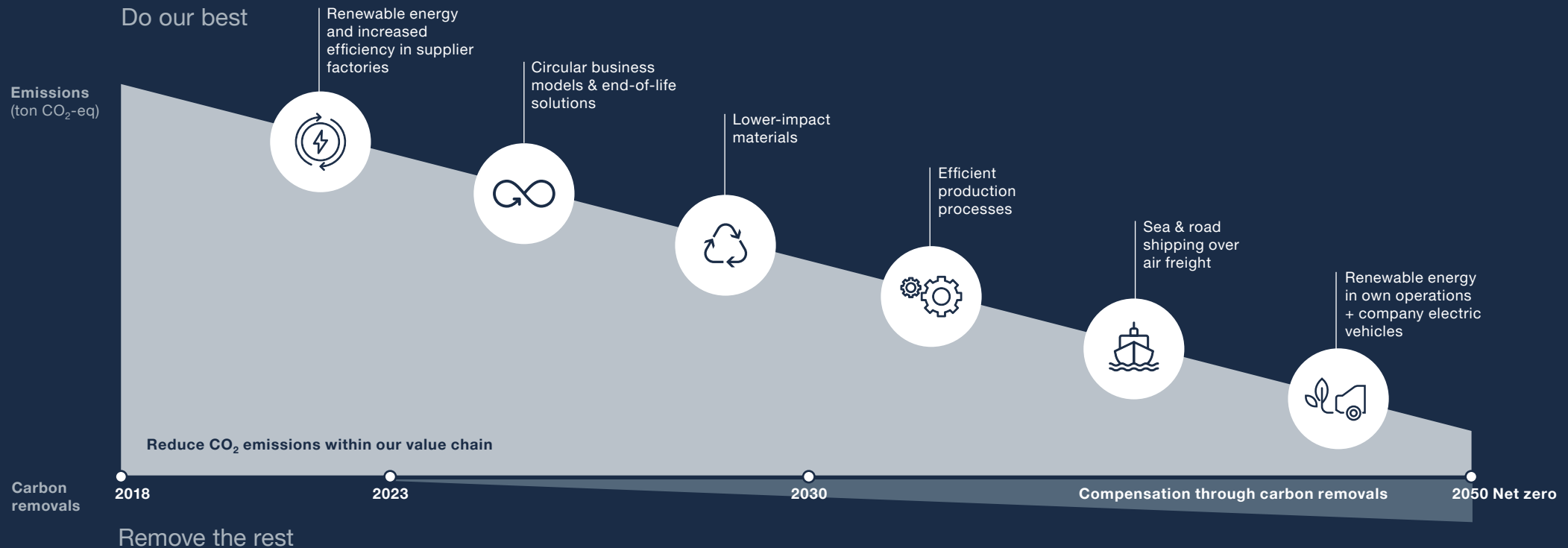
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Support the overall objective  
of limiting global warming to

1.5°C

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# Do our best – Remove the rest



# Targets and scopes



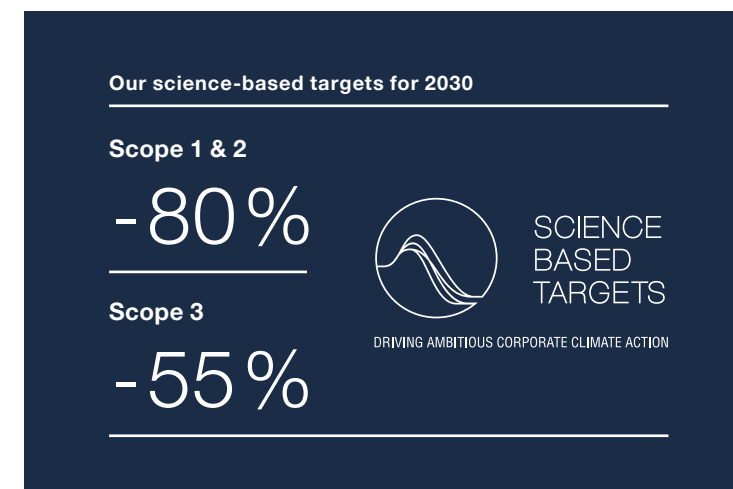
**Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a leading standard for analyzing an organization's emissions. It distinguishes between three scopes, which can then be used to clearly define emission targets and strategies.**

**Scope 1** accounts for emissions from facilities and tools we own or control, including company cars and technical equipment at our headquarters.

**Scope 2** addresses indirect emissions of electricity, steam, heating, and cooling purchased directly by our organization.

**Scope 3** is the largest and most challenging category, involving all production and post-sales emissions, ranging from unused materials during the manufacturing process to employees commuting to how products are treated at end-of-life. These different stages are called upstream for production and downstream for post-sales activities. Building more sustainable supply and value chains will significantly impact our Scope 3 emissions, which is why

our climate strategy is focused on upstream and downstream activities.



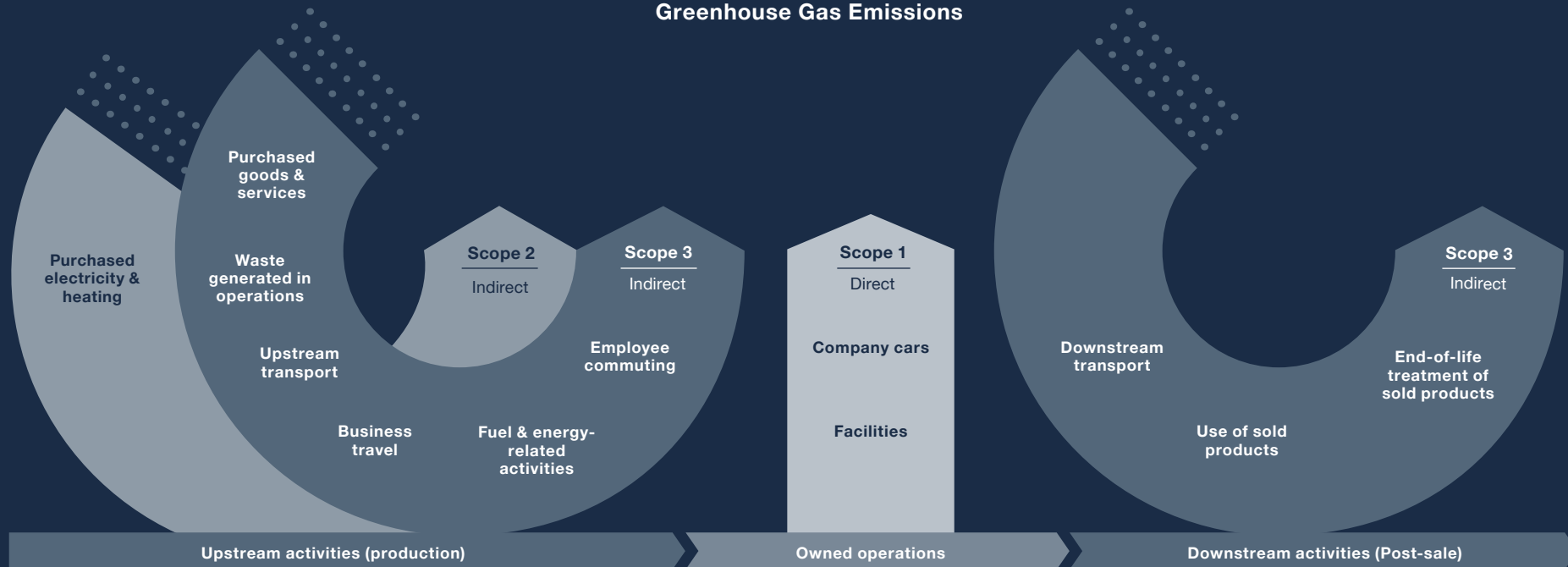


# Scope 1 - 3



CO<sub>2</sub> CH<sub>4</sub> N<sub>2</sub>O HFC<sub>s</sub> PFC<sub>s</sub> SF<sub>6</sub>

Greenhouse Gas Emissions



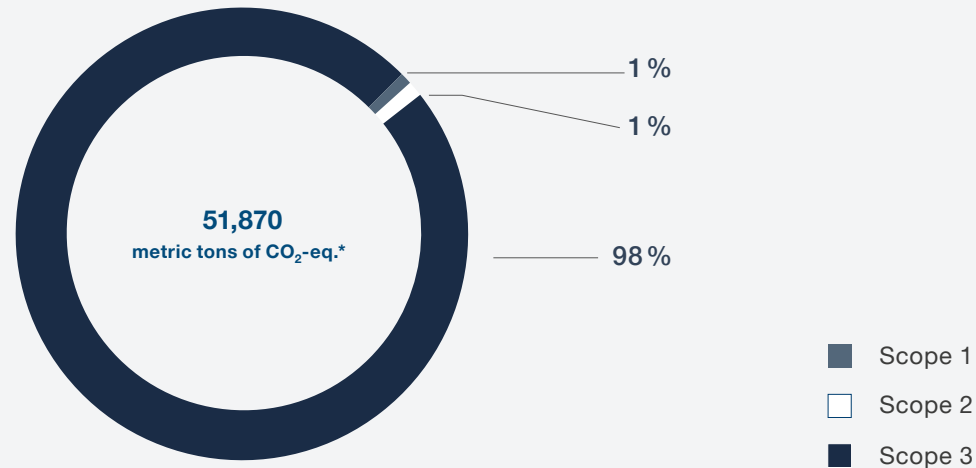
# Carbon footprint



**Carbon accounting is a rapidly evolving field, and since 2018, our annual carbon footprint has been the foundation for our climate strategy.**

In just a few years, we have made progress in our data collection processes, using original data from our operations and suppliers whenever possible to ensure our calculations made in partnership with Cozero technology are as accurate as possible. In 2021, our carbon footprint was an estimated 51,870 metric tons of CO<sub>2</sub>-eq.

## Our 2021 carbon footprint



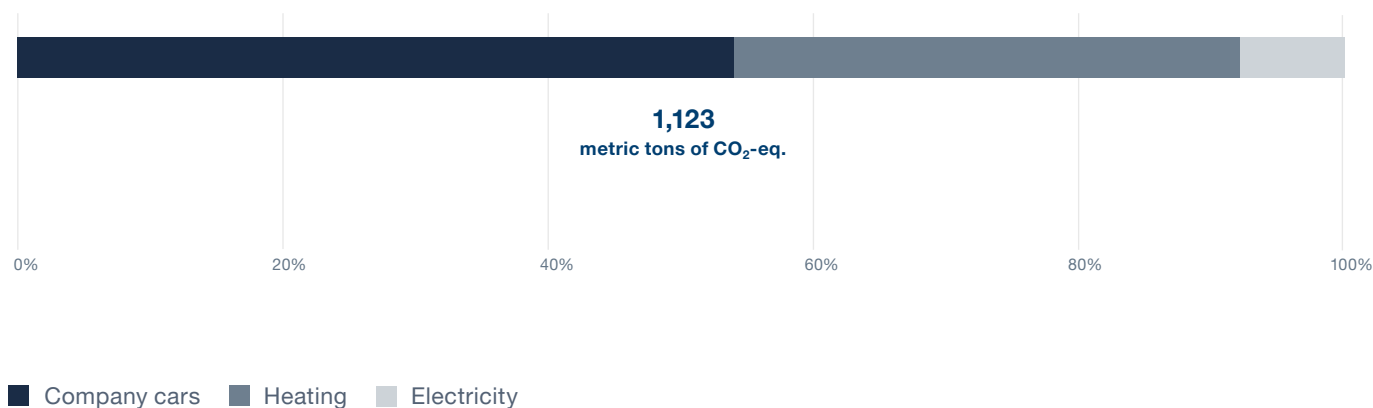
\* CO<sub>2</sub> equivalent is a unit based on the global warming potential (GWP) of different greenhouse gases.

# Reducing CO<sub>2</sub>

in our Scope 1 & 2 operations



## Scope 1 & 2



Our **Scope 1 and 2 emissions** accounted for 2 % of our carbon footprint in 2021, for a total of **1,123 metric tons of CO<sub>2</sub>-eq.**

## 2021 Priorities & highlights

### Renewable electricity

Upgraded to renewable electricity at our biggest subsidiary in Germany, which includes our EU warehouse, offices, and retail locations

### Electric cars

Equipped our offices in Switzerland and Germany with charging stations for electric cars

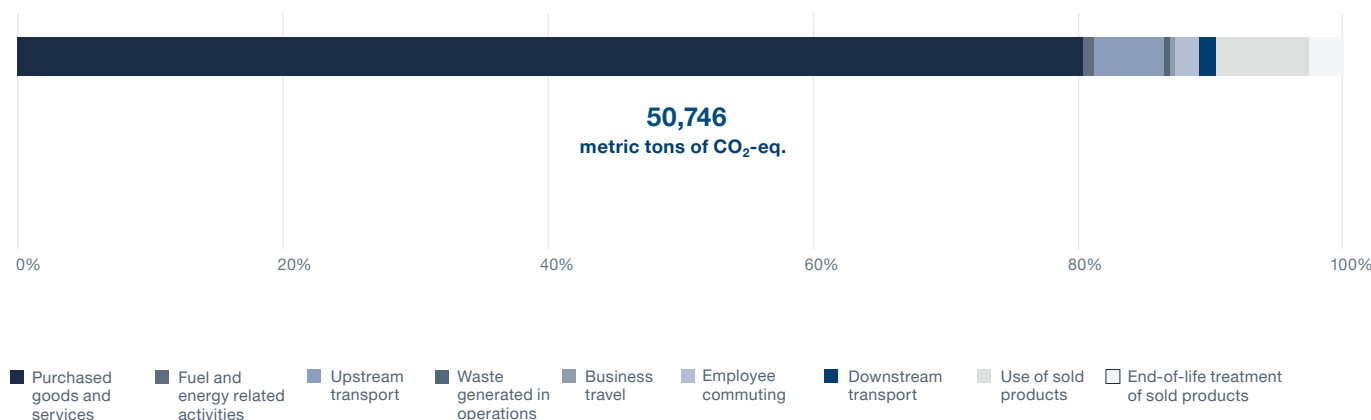


# Reducing CO<sub>2</sub>

## in our Scope 3 upstream and downstream activities



### Scope 3



Our **Scope 3** impact accounted for 98% of our total greenhouse gas emissions, which is why we see addressing these activities as having the greatest potential to reduce our over-

all footprint. In 2021, our Scope 3 emissions were estimated at **50,746 metric tons of CO<sub>2</sub> equivalent**.

### 2021 Priorities & highlights

**Supplier's energy efficiency** – Participated in EOG's Supply Chain Decarbonisation Project

**Air freight solutions** – Created targets to reduce our reliance on air freight

**Lower-impact materials** – Increased the use of recycled polyester, polyamide, and solution dyeing

**Efficient production processes** – Added climate targets into our supply chain strategy and supplier evaluation

**Circularity solutions** – Launched our Close the Loop project, piloted a resell program, and provided 14,000 product repairs

04

Product &  
materials





A large, white iceberg floats in a deep blue ocean. The iceberg has a jagged, rocky appearance with visible cracks and crevices. The water around the base of the iceberg is a vibrant turquoise color, contrasting with the darker blue of the surrounding sea. The sky is a pale, clear blue.

# Product & materials

**To help us create products that are more durable, ethical, and part of a circular economy, team members from across our organization defined the WE CARE framework and goals.**

While developing the craftsmanship and performance of our materials and products, WE CARE holds us accountable to clean production, animal welfare, reduced footprint, and ethical production.

Five-year responsibility targets and key performance indicators were established for the design and development teams for products created between 2018 and 2023 and which were, or will be, released on the market between summer 2020 and 2025.

More information on these goals and the certifications we use to measure and achieve them can be found in the following pages.



# WE CARE



**C**

## Clean production

---

- bluesign®
- Chemical management
- PFC-free
- Solution dyeing



**A**

## Animal welfare

---

- Responsible Down Standard
- Responsible Wool Standard
- terracare® & Leather Working Group



**R**

## Reduced footprint

---

- Recycled polyester
- Microfibers
- Organic cotton
- Biodiversity



**E**

## Ethical production

---

- Fair Wear Foundation
- Human rights
- Purchasing practices



# Clean production



**As a manufacturer of physical goods, our journey begins by reviewing the materials and chemicals we work with and how they impact the environment and people who interact with them, both during and after production.**

In 2011, we first partnered with bluesign®, an independent global authority that provides a system for developing more sustainable and responsible textile manufacturing practices. Under their guidance, we introduced a risk-based chemical management system to ensure the safety of our products.

We also enforce a Restricted Substances List based on the bluesign® SYSTEM SUBSTANCES LIST, committing ourselves to a higher standard than required by local and international law.

For 2021, we introduced a new chemical risk assessment to help us better measure and mitigate our use of harmful chemicals, including perfluorinated compounds (PFCs). Learn about these issues and more on the following pages.

→ [bluesign® SYSTEM SUBSTANCES LIST](#)





## 1 – bluesign®





Our chemical management system partner, bluesign®, specializes in safer and more sustainable textile production processes for improved workers' health and safety and responsible use of resources. A bluesign® PRODUCT is made with at least 90% bluesign® APPROVED textiles and 30% bluesign® APPROVED fastening and trim elements.

**In 2021, 52 % of our apparel products, 64 % of our sleeping bags, and 100 % of our ropes were bluesign® PRODUCT certified.**

57 % of our backpacks, bags, and harnesses were made of bluesign® APPROVED textiles. Our goal is to have 90 % certified bluesign® PRODUCT and bluesign® APPROVED fabric in our collection by 2025. We have consciously chosen not to aim for 100% because this allows us to continue collaborating with startups and up-and-coming industry disruptors who meet our standards but often lack the financial resources to have their operations certified.

Our Restricted Substances List (RSL), based on the bluesign® SYSTEM SUBSTANCES LIST (BSSL) is applied to all our apparel, footwear, and hardware products. The RSL im-

pacts materials, additives, and additional processes that are required in production. → More information on the RSL can be found under **Product & materials: Chemical management.**

|             | <br>Apparel | <br>Sleeping bags | <br>Packs, bags & harnesses | <br>Ropes |
|-------------|--|--|--|--|
| Summer 2021 | 52 %   | 64 %   | 57 % *   | 100 %  |
| Summer 2025 | 90 %   | 90 %   | 90 % *   | 100 %  |

\* Data covers bluesign® APPROVED fabric, not bluesign® PRODUCT





## 2 – Chemical management

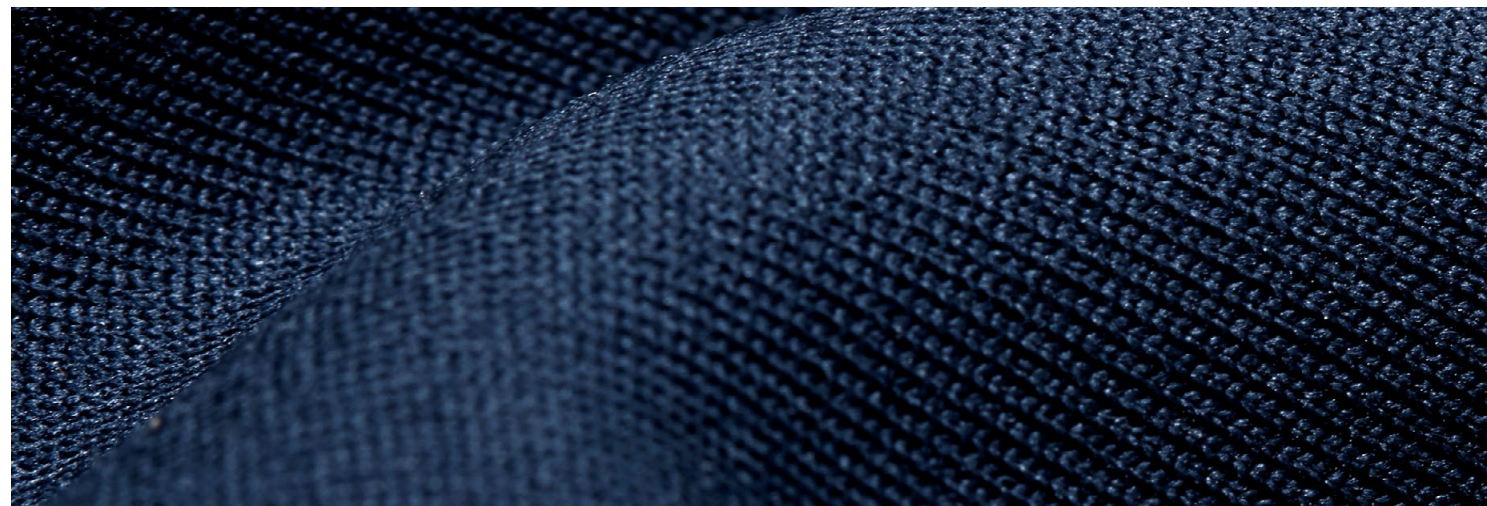
**When textiles are manufactured, chemical agents are required for processes, such as dyeing and waterproofing. The correct handling of these chemicals is critical for protecting the people who work with these items, the environment, and our customers.**

To reduce negative chemical impacts and to ensure consumer, supplier, and employee safety is maintained, we follow specific testing methods in our textiles, leather, and accessories to trace any legally restricted and/or impactful substances as outlined by our own internal Restricted Substances List (RSL). Testing also applies to our partner suppliers, who must confirm in writing any changes to their processes or materials. When this occurs, an updated agreement is signed before the collaboration can continue. Spot tests are done on individual items selected based on their likelihood-of-risk rating. These tests are carried out by

accredited labs in the country of production or upon arrival at our warehouses in Asia and Europe. When test results indicate a failure, our response plan depends on the issue

identified. Production processes may be adapted, materials replaced, or articles reworked.

**In 2021, of 2,064 tests administered, eight failed to pass.**





### 3 – PFC-free

Perfluorinated compounds, or PFCs, are a family of chemical compounds used in outdoor clothing and other applications to give products water repellency as well as stain and grease resistance. Historically, their use has been considered crucial in products intended for mountain activities; however, in recent years, this has been criticized due to their negative impact on both human health and wildlife. PFCs are not biodegradable and travel easily through water and wind. As a result, they have been found all over the world, from Everest Base Camp to human blood.

The use of PFCs is one of our greatest concerns and challenges. In 2016, we started the switch to PFC-free alternatives using a short-term impact-based strategy to decide which garments would be selected first. We have since reduced the use of PFCs by 85 % in our apparel.







**In 2021, 86% of our apparel, 95 % of our accessories, 89% of our sleeping bags, 67 % of our ropes, and 83 % of our backpacks, bags, and harnesses were PFC-free.**

One of the challenges we still face is providing alternatives that live up to the standard expected by customers after becoming accustomed to PFC in their gear. The durability associated with PFC products is precisely because the compounds do not readily break down. Unlike their predecessor, PFC-free Durable Water Repellents (DWR) are not yet as grease or wash resistant.

**Our goal is to find suitable alternatives that still provide excellent performance and to remove all PFC-based treatments from our products by 2025.**



## Percentage of products that are PFC-free

|             | <br>Apparel | <br>Accessories | <br>Sleeping bags | <br>Packs, bags & harnesses | <br>Ropes | <br>Footwear |
|-------------|--|--|--|--|--|---|
| Summer 2021 | 86 %   | 95 %   | 89 %   | 83 %   | 67 %   | N/A   |
| Summer 2025 | 100 %  | 100 %  | 100 %  | 100 %  | 100 %  | 100 %   |





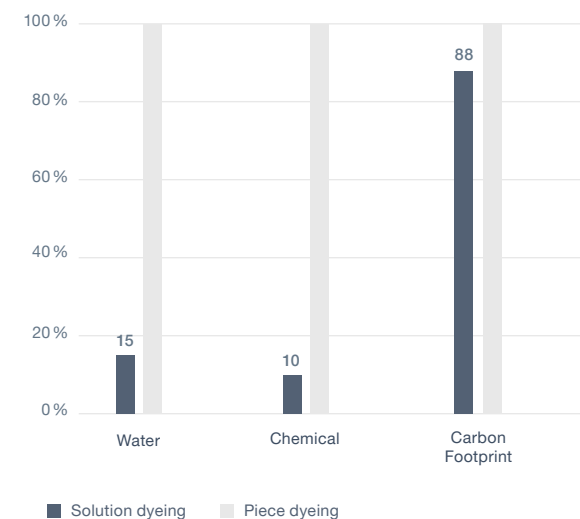
## 5 – Solution dyeing

Traditional piece dyeing techniques are resource-intensive, using large dye baths that require vast amounts of water, chemicals, and energy, resulting in high carbon emissions and the potential for chemically contaminated wastewater. For a selection of our synthetic fabrics, we have introduced the solution dyeing technique, which significantly reduces water and chemical requirements and lowers CO<sub>2</sub> emissions.

Solution dyeing applies a fundamentally different approach to color, with the dyeing process taking place at the beginning of fabric creation, rather than the end. Polyester or polyamide granules are dyed before being extruded into yarn, so the color pigment is trapped within the raw material that is then spun into yarn and knitted or woven into a fabric. This means the color is an intrinsic part of the textile, thereby retaining its color properties longer and more durably than conventional piece-dyed fabric.

Solution dyeing does present us with new challenges. Minimum order quantities are higher and production lead times are much longer than with traditional techniques. This requires us to adopt new development and bulk production processes going forward.

While we were just at the beginning of our solution dyeing journey in 2021, the technique's potential for reducing impact and increasing durability are strong motivators for us to expand its use across a wider range of products in the coming years.



Compared to traditional piece-dyed fabrics, solution-dyed fabrics reduce water consumption by up to 85%, chemical use by up to 90%, and CO<sub>2</sub> emissions by up to 12% in production.

# Animal welfare



**Merino wool, down, and leather are natural materials used in some of our products, such as sleeping bags, hiking boots, and apparel. We strive to uphold the highest animal welfare standards and partner exclusively with farms practicing responsible animal husbandry with the goal of achieving full supply chain transparency.**

As a certified Fur Free Retailer, we never use hair, hide, or any other material from exotic or endangered species. No animals may be slaughtered specifically for the production

of our goods, meaning that we only use animal materials that are byproducts from the meat industry. Suppliers of animal-based materials are required to adhere to the strictest international standards for the farming, transport, and slaughtering of livestock when partnering with us. Based on recommendations from the global organization, Four Paws, we have implemented the Five Freedoms approach to animal welfare, which includes the following categories: good nutrition, good environment, good health, appropriate behavioral interactions, and positive mental experiences.



Summer 2021

100 %



Responsible Down Standard certified down

56 %



Responsible Wool Standard certified wool

## 1 – Responsible Down Standard



**We are proud to say that 100 % of the down used in our apparel, accessories, and sleeping bags have a Responsible Down Standard (RDS) certification.** RDS ensures that the down and feathers in our products come from ducks and geese that have been treated well, reflecting our values in quality and ethical sourcing. Live-plucking and force-feeding is prohibited, and the birds are treated with respect from birth to end-of-life. RDS down can also be traced back through the entire supply chain, from the final product to the original source.

## 2 – Responsible Wool Standard



Merino wool is one of the materials used in our apparel. The Responsible Wool Standard (RWS) is an independent certification, which ensures that wool comes from farms where the Five Freedoms approach is upheld and where progressive methods of land management are practiced, protecting soil health, biodiversity, and native species. Additionally, the RWS ensures that wool from certified farms is properly identified and tracked. In the coming years, we will be expanding the RWS to our whole wool supply chain.

**In summer 2021, 56 % of the wool in our garments was certified RWS and 100 % of our wool was mulesing-free. Our goal is that by summer 2025, 100 % of the wool in our apparel products will be certified RWS.**





### 3 – terracare® & Leather Working Group



We work with leather because of its performance and durability; however, aligned with our animal welfare commitments, no cattle are killed specifically for the production of our goods. Additionally, the tanning process can have massive social and environmental impacts, which is why we strive to have certified leather to ensure we are meeting all our WE CARE commitments.

For nubuck leathers in our shoes, we use terracare® performance leather from Josef Heinen, one of Germany's oldest specialists. According to terracare®, its production practices generate 30 % less CO<sub>2</sub> and use 40 % less water than the industry average.

All our selected leather suppliers have a Leather Working Group (LWG) rating of Bronze or above. The LWG audits tannery facilities, examining wastewater, energy usage, traceability, and more. terracare® is rated Gold by the LWG.

**In 2021, 82 % of our leather was of certified origin, either from terracare® or the Rino Mastrotto Group in Italy. Our goal is to reach 100 % certified leather by 2025 for footwear.**



# Reduced footprint



**For any producer of physical goods, managing and decreasing their organization's carbon footprint is a massive and incredibly complex challenge, which is why we address ours through a differentiated approach.**

For nearly half a century, outdoor brands have been reliant on materials made of virgin plastics. Derived from fossil fuels, these textiles are stretchy, sweat-wicking, fast-drying, and incredibly durable, but our dependence on them has proven to be problematic. Exploring alternative solutions,

including recycled polyester and researching the impact and mitigation of microfibers, is one piece of this puzzle. When working with natural fibers such as cotton, we aim to invest in partners who encourage biodiversity through their soil management and agricultural practices.

→ For information on CO<sub>2</sub> reduction strategy goals and our roadmap, explore **Climate strategy**.






1 – Recycled polyester

To reduce our footprint, part of the solution is moving away from working with virgin plastics such as polyester. Based on estimations, recycled polyester (rPET) requires 45 % less fossil fuels and generates 26% less greenhouse gas emissions. While impressive, the rPET supply chain is less transparent, which increases the amount of impurities, potentially decreasing the final product quality. This poses unique challenges and barriers for all our products, but particularly when reconsidering materials used in our safety equipment.

We first began incorporating rPET into our products in 2010. **For our 2021 collection, 33 % of our apparel, 23 % of our sleeping bags, and 27% of our backpacks, bags, and harnesses were made with at least 50% rPET. We aim to use 95 % rPET for all our polyester products by 2025, building a more resilient and circular supply chain.**

Percentage of materials that are at least 75% polyester where at least half of the fiber is recycled

|             | <br>Apparel | <br>Sleeping bags | <br>Packs, bags & harnesses |
|-------------|--|--|--|
| Summer 2021 | 33 %   | 23 %   | 27 %   |
| Summer 2025 | 95 %   | 95 %   | 95%  |

Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.3. They were calculated by Mammut Sports Group AG and are not third-party verified.





## 2 – Microfibers

As our high-performance garments and goods are made up primarily of synthetic materials, we must consider the impact of microfiber shedding.

Even with recycled polyester, minuscule plastic fragments called microfibers can disconnect from the garments and enter waterways. Their extremely small size creates challenges for collection, and their durability, which is part of their original design and intention, makes them incredibly persistent.

To address this issue, we have been a signatory of The Microfibre Consortium (TMC) since 2017. The group's aim is to mitigate the existence and impacts of microfiber shedding through solutions such as improving textile design and water filtering systems. The consortium bridges the gap between the latest academic research and commercial textile supply chain production.

**In 2021, the Microfibre Roadmap and Microfibre 2030 Commitment were launched. Their intention is for all signatories to adopt and implement new limits on microfibers by 2030.**

In addition to our annual membership fee and commitment to implementing state-of-the-art technologies once they hit the market, we also take part in industry exchanges, apply TMC's test protocols, and share our testing results with their research department.



### 3 – Organic cotton



Conventional cotton farming requires huge amounts of water and energy. Organic cotton is grown without the use of synthetic fertilizers, pesticides, herbicides, or genetically modified organism (GMO) seeds, promoting good soil management practices and cultivating biodiversity.

Although cotton is not one of our primary textiles, we started using organic cotton in 2009 and our goal is to use 100% organic cotton by 2025. The primary challenge with this shift is availability and supply shortages. Since 2013, we have worked closely with bioRe®, an organic cotton supplier based in Switzerland. bioRe® manages their own seed cultivation, grants a purchase guarantee, and pays an industry

premium to its smallholders. Since the beginning of our collaboration, all bioRe® organic cotton t-shirts have been fully traceable via QR code back to the smallholder farm where they were grown under fair working conditions. To manage emissions, bioRe® also invests directly in their value chain to make their production climate neutral.

**In 2021, 55 % of the cotton in our apparel collection was organic.**

### 4 – Biodiversity

Biodiversity is the backbone of life on our planet. Under increasing threat due to the climate crisis and exploitative and degenerative business and farming practices, our ecosystems need additional protection.

Since 2006, we have been members of the European Outdoor Conservation Association (EOCA), where we contrib-

ute funds via an annual membership fee. EOCA supports projects in wildlife protection, ecosystem conservation, and pollution remediation. Together, the outdoor industry has supported 121 different projects across the globe, donating over three million Euro.

Despite this, we are aware that acting upon the loss of biodiversity goes further than choosing the right materials and funding conservation efforts. We are continuously working on ways to assess our impact on biodiversity and how to develop more specific measures as an organization.



# Ethical production

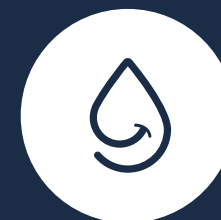


**Unsafe working conditions and poverty wages in the garment and hard good industries are a root cause of social injustice, which primarily impacts women who work in factories. To systematically improve workplace conditions in our supply chain, we rely on strong relationships with our suppliers, a strict human rights due diligence approach, and partnerships with independent auditing organizations.**

In 2021, approximately 85 % of our production took place in Asia, primarily in China and Vietnam, and 15% in Europe. Our approach is to work on long-term contracts with our suppliers and prioritize partners that also manufacture for other outdoor brands, because this helps us achieve and maintain high social and human rights standards for our industry. As the first outdoor brand to join Fair Wear in 2008, we pledge to only sell garments and textile hardware, such as backpacks, harnesses, and sleeping bags, manufactured under humane working conditions.

Our metallic and electronic hard goods are not audited by Fair Wear, as their scope is limited to sewn products; however, the European Outdoor Group Audit Alliance for Hard Goods (EOG AAHG) was established in 2019 to apply the same principles as Fair Wear to hard goods. We are a founding member of the group, which oversees 98% of our metal suppliers by value. Our European metal and electronics suppliers also adhere to high quality management systems standards, such as the ISO 9001.





## 1 – Fair Wear Foundation



**Fair Wear Foundation is a nonprofit organization dedicated to improving working conditions in the garment and soft goods industry. As an independent verification body, Fair Wear audits member companies' production practices and their tier 1 sewing suppliers and encourages exchange between brands, factories, and workers.**

Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. In some countries, additional training modules, such as age verification during recruitment and harassment, are covered.

Our organization and suppliers must comply with Fair Wear's Code of Labor Practices (CoLP). For workers this means: employment is chosen freely, freedom of association and the right to collective bargaining, no discrimination in employment, no exploitation of child labor, a living wage, reasonable working hours, safe and healthy working conditions, and a secured legally binding employment relationship.

A Brand Performance Check is conducted each year, auditing our procedures, activities, and reporting, and results are published publicly on both our own and Fair Wear's websites. To participate, organizations must ensure that at least 90 % of its applicable supply chain is monitored according to the Fair Wear Foundation standard. In 2021, we monitored 96%. Results are categorized as Leader, Good, or Needs Improvement.

**In 2021, our ranking fell from Leader to Good due to challenges related to the COVID-19 pandemic. To correct this, we are expanding and delegating responsibility for social compliance more widely within our buying team.**



## The 8 elements of Fair Wear's Code of Labor Practices

1



**Employment  
is freely chosen**

2



**Freedom of association and the right  
to collective bargaining**

3



**No discrimination in  
employment**

4



**No exploitation of  
child labour**

5



**Payment  
of a living wage**

6



**Reasonable  
hours of work**

7



**Safe and healthy working  
conditions**

8



**A legally binding  
employment relationship**



## 2 – Human rights

To ensure we maintain the highest ethical standards when it comes to our workers and those of our suppliers, we follow Fair Wear's Human Rights Due Diligence Policy. In addition to Fair Wear's Brand Performance Checks, our team does factory visits to confirm ethical production. These audits are prioritized based on suppliers who account for 2% or more of our sewn products.

All garment manufacturers involved in our textile and soft goods production commit to enforcing Fair Wear's Code of Labor Practices. To ensure workers are informed and supported, we provide our suppliers with posters in their local languages that explain how to file complaints either locally or directly with Fair Wear. These posters must be clearly displayed inside the factory. During our regular supplier visits, our purchasing and quality staff verify whether this is the case. If there is a breach, individuals can file complaints either to the factory management or directly to

Fair Wear by emailing [complaints@fairwear.org](mailto:complaints@fairwear.org). Should the individual feel safer, they can make complaints anonymously. When we receive a complaint or a problem is identified during an audit or visit, a Corrective Action Plan, or CAP, is created to outline the issue and the steps that will be taken to address it.

**In 12 years, with approximately 35,000 people working for our tier 1 primary suppliers, we processed 34 individual complaints with some covering multiple topics, totaling 62 issues. Complaints were made about overtime payment & wages (22), reasonable working hours (19), unfair dismissal (7), safe and healthy workplaces (5), sick leave and insurance issues (4), union disputes (2), worker discrimination (2), and underaged workers (1). Fair Wear publishes all complaints on their website, excluding those in China due to legal restrictions.**

Collaborating with other brands on auditing and monitoring strategies is another vital tool for improving human rights in our industry, not just our individual organization. In addition to discussions with other Fair Wear brands, we are a founding member of the European Outdoor Group Audit Alliance for Hard Goods (EOG AAHG), which arranges audits at metal factories in Taiwan. We are also a member of the Sustainable Apparel Coalition (SAC). The SAC created an audit system called Higg, which includes a Facility Social & Labour Module (FSLM) and a Facility Environmental Module (FEM).

→ More on this can be found under **Operations and Logistics: Higg Index**

→ **2021 social report**

Anonymous complaints to Fair Wear:  
→ [complaints@fairwear.org](mailto:complaints@fairwear.org)





### 3 – Purchasing practices

Traceability and transparency are key in every part of the supply chain. We have just over 50 finished-product suppliers, which are labeled tier 1 suppliers. Tier 2 suppliers provide fabric and components.

Purchasing decisions are made by the Head of Purchasing, with full responsibility held by the Chief Product Officer (CPO). We do not work with any agents or intermediaries, and before entering a new business relationship, we visit potential suppliers to assess their production policies and factories. Before a partnership can begin, all new suppliers are required to sign a contract, committing them to enforcing Fair Wear's Code of Labor Practices and our Restricted Substances List.

**After each seasonal collection is produced, supplier evaluations, which include social and environmental compliance, are completed.**

Onboarding new suppliers is a long and careful process involving purchasing, vendor control, development, and quality control. Most commonly, we seek out new suppliers for commercial reasons, such as wanting to introduce a new technique due to product development. We introduce an average of four suppliers a year, and shifts occur when an existing supplier operates out of more than one location. To assess the social risks of working with a new supplier or in a new region, our teams liaise with Fair Wear, which continuously assesses each country's working conditions and risk for violating human rights.

We work directly with factories to plan production timelines and to review their worker capacity. The average tier 1 supplier relationship lasts 12 years, but we have some that have lasted for more than 30 years. Similarly, there are long-term relationships with key tier 2 fabrics and trim manufacturers.

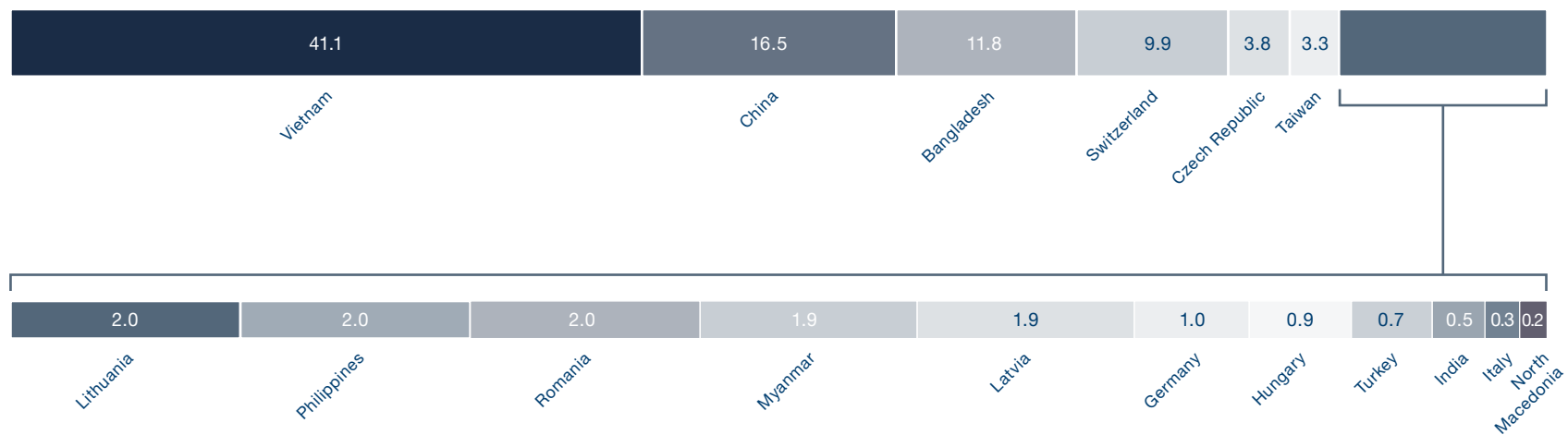
Usually, our buyers would visit each supplier once or twice per year, depending on the seasonality of a product.

**In 2021, COVID-19 restrictions prevented this, so regular contact was maintained through video meetings. In addition to face-to-face calls, regular communication about business results and strategy took place through video presentations and a supplier newsletter.**

At the end of a business relationship, we strive to uphold a responsible and ethical exit, whereby decisions are communicated months in advance to ensure that workers can be reassigned to other partners and unused materials are minimized.



## Purchasing split



Values in %

05

Circularity &  
services





# Circularity & services

## Responsible consumption



**Invest in quality**  
Buy things that last



**Close the Loop**  
Recycle your old ropes



**Extend the lifetime**  
Care | Repair | Resell



## Responsible production



**Clean production**  
Safe inputs | Safe products



**Animal welfare**  
Down | Leather | Wool



**Reduced footprint**  
Recycled | Organic



**Ethical production**  
Fair working conditions

# Quality & longevity

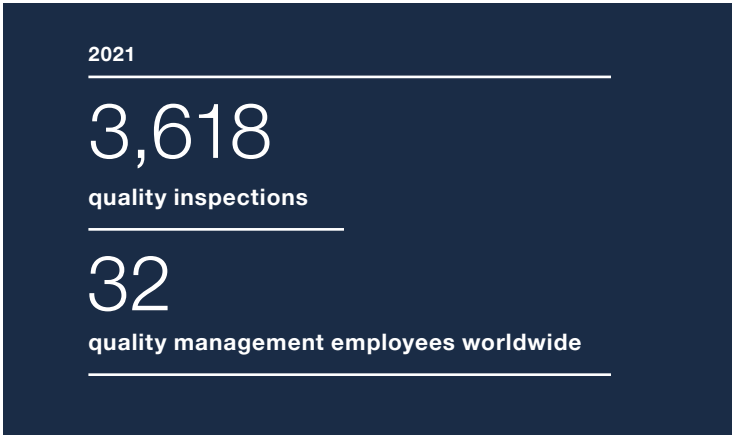


**Durability, material quality, and repairability are at the heart of our design process and are essential ingredients for products to be long-lasting and sturdy companions in the outdoors.**

Our in-house development and test labs assess and replicate our products' entire lifecycle. Rub tests, safety checks, and wear-and-tear trials play a crucial role in designing items with an extended lifespan. Worldwide, we have a dedicated team of 32 quality management employees who work to optimize our apparel, footwear, and hardware, striving to guarantee the highest quality possible. In 2021, we conducted 3,618 quality inspections, which resulted in design alterations, production process improvements, and even the end of production for some items.

Our product quality is a first step in dismantling the linear 'make – take – waste' system that has become so prevalent

in our modern consumer society. To extend our products' lifespans even further, we are working towards a business model that includes repair, resell, and circularity. Learn more about this in the coming pages.



# Close the Loop

## Product and resource circularity will play an essential role in achieving our 2050 net zero target.

Ropes are central to our brand DNA and history, but in terms of environmental impact, they present a serious challenge, as their production accounts for over ten percent of our annual carbon footprint. To address this while creating a more circular business model, we piloted the Close the Loop project in Switzerland in 2020. Established with the help of Protect Our Winters Switzerland and climbing gyms, the take-back program collects used climbing ropes, which are then recycled to be used in new products, primarily shirts. Aquafil, an Italian manufacturer that produces ECONYL®, a post-consumer regenerated polyamide, is our materials partner. Often, recycled materials are made from pre-consumer waste, such as factory scraps. To create a closed-loop system of recyclability, Aquafil works with polyamide waste from oceans and landfills, as well as our donated

used climbing ropes. Their manufacturing process reduces roughly 50 % of CO<sub>2</sub> emissions and 50 % of energy consumption compared to virgin polyamide fiber production. Since launching, we have prevented over 3,500 kg of rope from going into landfill or incineration. Our goal is to design a rope-to-rope recycling program; however, with current technologies, the yarn created is not yet sufficient for the safety demands of a climbing rope. In 2021, the Close the Loop pilot was honored with the ISPO Gold Award, as well as the German Award for Sustainability Projects. We are currently in the process of expanding the Close the Loop project and setting up climbing rope take-back programs in fourteen other European countries.

**67 %** \_\_\_\_ CO<sub>2</sub> saved compared to a regular T-shirt  
**50** \_\_\_\_ rope collection points in Switzerland  
**100 %** \_\_\_\_ recycled material



### 1 – Collect old ropes



### 2 – Recycle the material



### 3 – Produce a new T-shirt





# Product care



**Caring for outdoor gear is about more than just aesthetics; it also extends durability and maintains protective features.**

Sweat, dirt, and sunscreen can negatively affect functional textiles and ropes, which is why it is important to know how to properly clean and store your equipment. Regular care will help maintain its performance and safety, and prolong an item's lifespan, thereby reducing its environmental impact.

To support our customers, on our website, we offer detailed care instruction videos for our most popular products, including hard shell jackets, down jackets, shoes, and ropes. In 2017, our German market quality management team introduced a washing and waterproofing service, which has supported 1,551 customers in extending the life of 2,018

items, over half of which were hard shell jackets. **In 2021, 251 individuals used this service.**

If an item is damaged, customers in the EU and Switzerland may also send it in for repairs at one of our in-house studios. Learn more about this program on the following page.

→ [Product care resources](#)

# Repair



**Long-term use of outdoor equipment is the easiest way to reduce its environmental footprint.**

While we stand behind the durability of our products, damage can occur, whether from intensive use, material failure, or accidents. To stop items from being disposed of prematurely, we have over 14 team members working from our two repair studios at our headquarters in Seon, Switzerland and our logistics center in Wolfertschwenden, Germany.

Replacing zippers is the most common fix, but our seamstresses also take on more complex repairs using their industrial and specialized equipment and tools. Customers are often surprised by how extensive repairs can be.

In Switzerland, Germany, and Austria, owners of damaged products can simply bring their freshly washed item to their

local retailer or one of our stores for evaluation. If the item was purchased via our online store, our customer service team can be contacted directly with photos and a description of the issue. At present, we are only able to offer in-house repairs within Switzerland and the EU; however, international customers may be able to bring their items to their local retailer for third-party repairs.

**In 2021, we mended over 14,000 products in Europe and are aware of 175 third-party repairs in North America and 800 in Japan. Comparing the environmental impact of repairing items to purchasing new products, our workshops save almost 375,000 kg of CO<sub>2</sub> and 3,000,000 liters of water annually.**

→ [Contact Mammut Warranty & Repair](#)

# Resell



**As part of our commitment to adopt more circular business models, we partnered with The Renewal Workshop for a resell pilot project in 2021.**

Spanning over three months in Germany and Austria, the project focus was on the collection and analysis of products worn and loved by everyday customers. Our goal was to understand the demand for second-hand clothing, analyze the quality of pre-worn products, learn about resell communication, and to explore future partnership options. In exchange for a 30% off voucher, the take-back program received over 400 items.

Through this process, we learned about both the excitement and the hurdles we must overcome before launching a resell platform. These challenges include the quality of the garments received as well as missing care labels removed by

the previous owners, which makes product and material categorization difficult. Additionally, there are logistical issues in keeping resell items separate from new products.

We are currently in the process of reviewing the potential options for this program and its feasibility for scaling in the future.



06

Operations &  
logistics







# Operations & logistics

**We have immediate control over improvements to our operations and supply chain management. This covers everything from logistics to packaging to decarbonization and our corporate and retail energy consumption.**

As with materials, collaboration plays a vital role as we work with local municipalities and government, logistics partners, and suppliers to identify and improve efficiencies to decrease our impact.

As part of our internal risk assessment and benchmarking, we use The Higg Index, defined by the Sustainable Apparel Coalition (SAC), to measure our environmental and social

impact. This acts as both an internal assessment and an independent verification and provides feedback on our progress throughout our value chain. The SAC is a global, multi-stakeholder nonprofit alliance for the consumer goods industry. Working to reduce environmental impact and promote social justice throughout the global value chain, the SAC is made up of more than 250 apparel, footwear and textile brands, retailers, suppliers, service providers, trade associations, nonprofits, NGOs, and academic institutions.

→ More information on our impact measures can be found in **Operations & Logistics: Higg Index**.

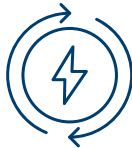
# Internal operations



## Electricity consumption

Our headquarters office in Switzerland is exclusively powered by hydropower, a renewable source of electricity. Since 2021, our German stores and warehouse are also solely reliant on renewable electricity.

**100 % renewable electricity**  
in Germany and HQ in Switzerland



## Energy efficiency measures

Since 2015, our headquarters has been a part of the Swiss Private Sector Energy Agency Programme, which outlines annual CO<sub>2</sub> and energy efficiency targets and the mechanisms to achieve them. Since joining, we have saved 218,266 kWh by replacing light bulbs and old heating pumps and installing additional pipe insulation.

**Voluntary participant**  
in the Swiss Private Sector Energy Agency Programme



## Commuting & business travel

Since the beginning of the COVID-19 pandemic, we have reduced our business trips to a minimum and avoid flying whenever we can. To encourage public transportation use by our employees, we are in the process of working with the local municipalities to decrease commuting hurdles. We also have charging stations on-site for employees with electric vehicles.

**Installed electric charging stations**  
for commuting employees



# Shipping & freight



**Logistics account for a considerable proportion of our overall environmental impact. While most of our freight travels by sea and truck from and in Asia and Europe, we still rely on air freight, which contributes disproportionately to our total transportation emissions. Nevertheless, with improved and advanced production planning and clear communication with our logistics partners, we do everything possible to avoid last-minute air shipments to meet our delivery targets.**

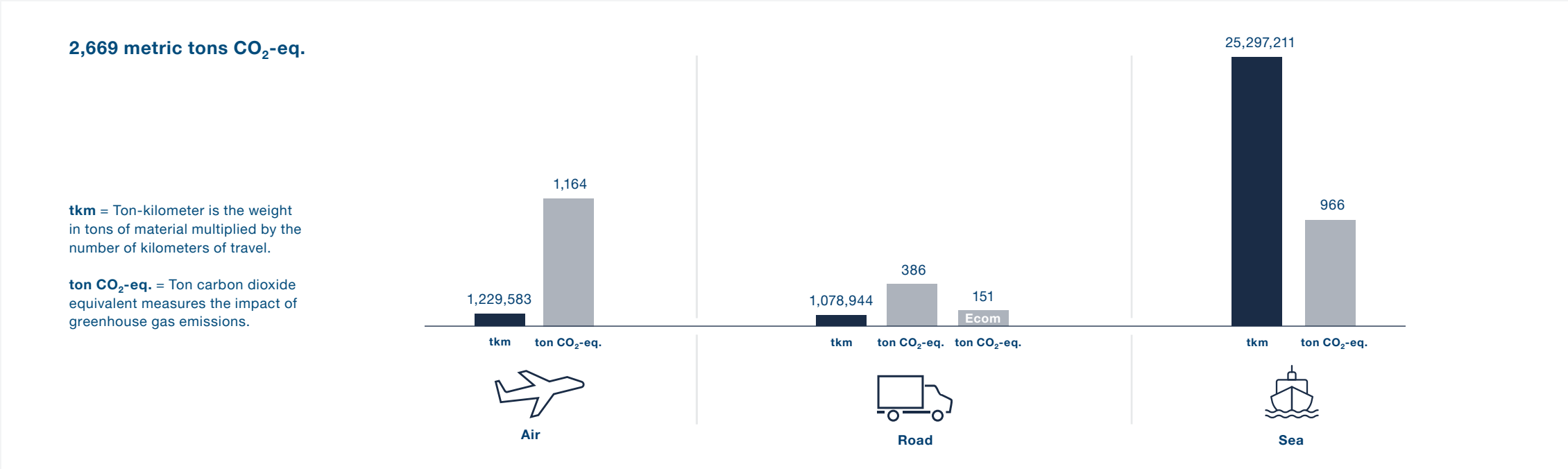
As part of our new supplier strategy, we also plan to move more of our production to Europe, minimizing the need for air freight to Europe. → Read more about this in **Operations & logistics: Supplier strategy**.

In 2021, global challenges impacted our logistics greatly. COVID-19 closed factories in Vietnam and China for lockdowns. In addition to the Suez Canal blockage, other inter-

national ports were shut down, leaving large freight market backlogs, both in Asia and the United States. All of this resulted in widespread delays and spiraling transportation costs. Due to these logistical challenges, we relied on air freight more than desired in 2021, as this was the only way to ensure products were delivered on time. Even though only 5 % of our goods were flown, they contributed to nearly 45 % of our total transportation emissions. 35 % of our emissions came from sea freight, but this covered 90 % of our product shipments, meaning the impact was significantly lower per item. Through the logistical turmoil of 2021, we also learned a great deal. Flexibility and day-trading were essential. Instead of shipping full containers, we sent individual pallets in shared containers, allowing us to work with products that were ready rather than waiting for an entire shipment. We also continued to collaborate with our courier and trucking partners to ensure customer shipments remained CO<sub>2</sub> neutral.



# Logistics & transportation emissions



Footnote: The transportation mode in ton-kilometers for Ecom cannot be separated from road transportation.



# Packaging



**The impact and role of packaging are often misunderstood. Plastic bags and cardboard boxes protect goods from dirt, moisture, and harm during transportation from the factories where they were produced, to ports, logistical centers, and stores. While packaging materials have their own impact, the footprint of items damaged irrevocably during transport before its first use by a consumer is higher.**

**In 2021, to decrease the environmental impact of our packaging, we participated in the European Outdoor Group's Single Use Plastic Project and invested in redesigning our packaging.**

## **Packaging redesign**

All our cardboard is now made from 100 % recycled materials and is fully recyclable. We got rid of all unnecessary coatings and problematic finishing. To decrease overproduction and waste, we also use more universal packaging and labels. Additionally, we focused on reducing the size of individual packaging and/or completely removing plastic and plastic films wherever possible.

## **European Outdoor Group's Single Use Plastic Project**

Through the EOG, we are working with over 30 brands and retailers to take responsibility for single-use plastic packaging. If we relied solely on customers, under the best of circumstances, only a fraction of bags would be recycled. The Single Use Plastic Project vision is to remove customers from the waste equation and manage these plastics' disposal with our peers in the industry.

To test this solution, the first step was stopping the use of sealant and print on single-use bags. Without ink or glue residue, plastic recycling is more efficient. As an industry, we can then create a stream of pre-sorted, homogenous plastics to be distributed to specific, trusted recyclers across Europe. Instead of ending up in landfills or incinerators, this material can then be used for new products - or potentially future bags.



# Supplier strategy



**In 2021, we defined a new supplier strategy with the goals of improving our collaboration, reaching delivery deadlines, having more geographical balance between our supplier base, and reaching net zero by 2050. Prioritizing adaptability, responsibility, and profitability, we have the following targets for 2026:**

- Work towards a 60/40 split between our Asian and European suppliers
- Establish an annually nominated Trusted Partner Program by evaluating performance, highest turnover, and product complexity
- Consolidate from 53 tier 1 suppliers to 30, consisting of 15 Trusted Partner Program suppliers and 15 standard suppliers
- Define tandem suppliers working on similar product ranges in Europe and Asia to balance potential supply chain disruptions
- Secure supplier commitment to our corporate responsibility targets
- Improve our profitability and sustainability by shifting production of select items
- Diversify our supply models, services, and purchasing

The Trusted Partner Program will follow 7 principles:

- 1. Product roadmaps**  
over short-term planning
- 2. Environmental responsibility**  
over greenwashing
- 3. Consumer and values-driven**  
over lowest cost
- 4. Risk sharing**  
over individualism
- 5. Digitalization and automation**  
over analog processes
- 6. Trust and transparency**  
over control
- 7. Iteration** over perfection

Our core suppliers have already been onboarded and are committed to these principles and their key performance indicators.

# Supplier engagement



**Significant leverage is required to implement impactful changes in the supply chain, which is why collaboration is essential. Precompetitive initiatives with other brands and building more cooperative, mutual partnerships with our suppliers are key to our future strategy.**

## **UltimateUS Project**

For over a decade, we have worked closely with Spectre A/S, a supplier with similar values to our own. Our pilot together, UltimateUS, imagines a more equal future between brand and factory. The project focuses on four areas:

Product roadmap - Setting up a mutually aligned multi-year growth plan and allocation.

Supply chain efficiency - Establishing new supply chain models, working with dedicated production lines, and

multi-country planning to prepare for long- and short-term requests and unexpected supply chain challenges.  
Environmental sustainability - Identifying the CO<sub>2</sub> footprint of products manufactured by Spectre A/S, showcasing their most ecologically conscious garment factory in Vietnam, and building their credibility and reach within the industry.

Digitalization - Establishing best practices by trialing new digital systems and tools to decrease unnecessary administration, freeing up time to focus on concrete issues.

## **The Supply Chain Decarbonisation Project**

Hosted by the European Outdoor Group, the Supply Chain Decarbonisation Project (SCDP) strives to reduce greenhouse gas emissions through radical collaboration and transparency. With nine other major brands, we are proud to have joined the SCDP at its launch in 2021.

Like many outdoor companies, our primary climate impact comes from textile wet processing across our value chain. A mapping exercise of all the participating organizations' top tier 1 and tier 2 supplier networks confirmed that there is crossover in the facilities used. In the second stage of the project, which is underway in 2022, an external partner will conduct facility audits and identify emission hotspots. In the final stage, which will also take place in 2022, the participating brands will jointly support and finance facility improvements.

The SCDP proves that collaboratively engaging with shared suppliers and transparent knowledge exchange moves industries towards real action in decarbonization. We hope it serves as an inspiration for others.

# Higg Index



The Higg Index is a toolbox central to the Sustainable Apparel Coalition's (SAC) mission, providing mechanisms for the standardized measurement of organizations' impacts across water usage, carbon emissions, and labor conditions. With the support and research of SAC members, consultants, and industry experts, the methodologies found within the Higg Index have evolved significantly over the past ten years. The toolbox includes the Higg Facility Environmental Module (FEM), Higg Facility Social & Labor Module (FSLM), Higg Brand & Retail Module (BRM), Higg Materials Sustainability Index (MSI), and the Higg Product Module (PM). Together, these five tools are intended to assess a product's environmental and social impact and performance in an organization's value chain.

## Higg Brand and Retail Module (Higg BRM)

We apply the Higg Brand and Retail Module (BRM), an

extensive self-assessment that analyzes everything from material choices to our products' end of life. The evaluation also goes through an independent verification to ensure SAC standards are upheld, which provides an additional perspective on our practices and outlines areas for improvements.

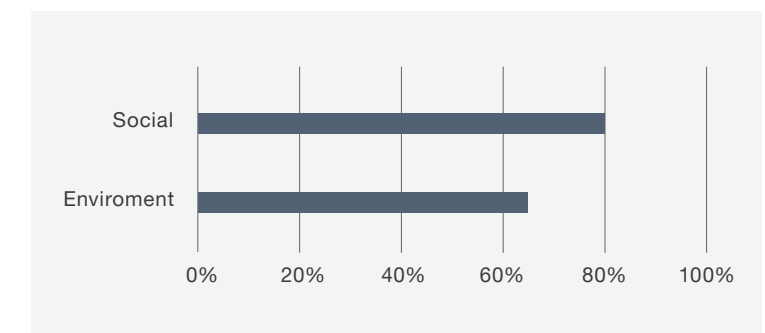
## Foundational+



We achieved the Foundational+ level of the Sustainable Apparel Coalition membership requirements

**In 2021, we achieved a high overall score of 79.6% in social and 63.7% in environment.** Since joining in 2018, we also reached the Sustainable Apparel Coalition's **Foundational+** membership requirements. → More detailed results can be found in the **Supplementary information**

## Verified BRM 2020 Scores







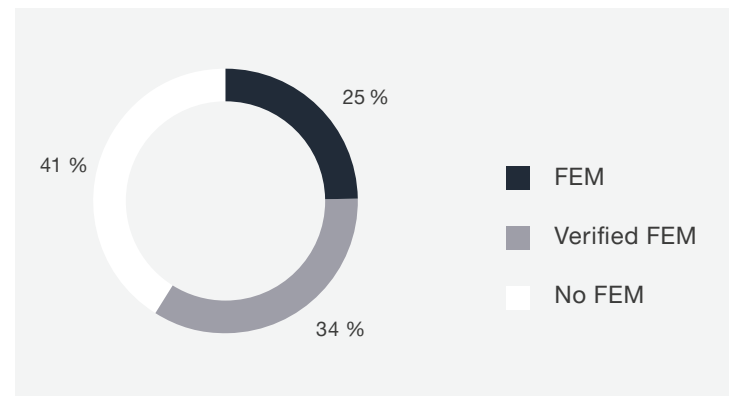
### Higg Facility Environmental Module (Higg FEM) and Higg Facility Social and Labour Module (Higg FSLM)

In addition to compliance with our Restricted Substances List (RSL), approximately 50 % of our tier 1 and tier 2 suppliers conduct the Higg Facility Environmental Module (FEM), and we strongly encourage all to do so. The Higg FEM provides manufacturers, brands, and retailers with a clear picture of their environmental impact, helping them identify and prioritize performance improvements.

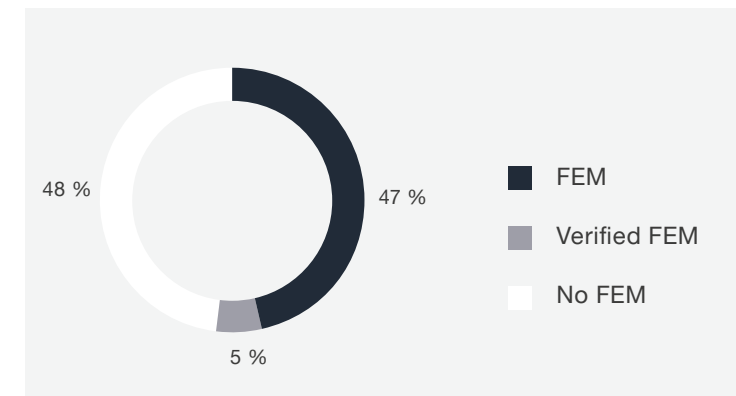
We strongly suggest that all our partners undertake the Higg Facility Social Labour Module (FSLM) and verify the results with an independent body, even if they already participate in Fair Wear audits. The FSLM assesses the social impact of manufacturing, reviewing topics such as wages, working hours, health and safety, and employee treatment. With the collected data, we can measure our carbon footprint and

understand how to better push for decarbonization and improved working conditions within our supply chain.

#### Product manufacturers



#### Fabric suppliers



The data above is not fully representative. The latest FEM verification period extends until December 31<sup>st</sup>, 2022, and many suppliers are still completing their external verification. Additionally, FEM verification is not available for some hardgoods manufacturers for specific products (ex: Helmets).

# 07

## Appendix













# Materiality assessment

Graphical data, partners, policies, and contribution to the UN Sustainable Development Goals as shown in the materiality matrix described in **Impact & strategy**.

→ Strategy for the materiality matrix is explained in **Impact & strategy**

| Topic   | Priority for Mammut | Importance for Stakeholders | Actions & Policies  | Contributing to the Sustainable Development Goals   |
|---|---------------------|-----------------------------|---|---|
| <b>Animal welfare</b>                             | 5                   | 7                           | Four Paws Five Freedoms, Fur Free retailer, RDS, RWS, terracare® leather, Leather Working Group   |       |
| <b>Biodiversity</b>                               | 5                   | 5                           | Organic cotton, EOCA member, RDS, RWS   |       |
| <b>Circularity</b>                                | 9                   | 7                           | Close the Loop, repair studios, resell pilot  |    |
| <b>Climate</b>                                    | 9                   | 8                           | Net zero strategy, annual company carbon footprint, SBTi, UNFCCC, CDP   |    |
| <b>Industry collaboration</b>                     | 8                   | 4                           | EOCA, EOG, SAC, UNFCCC  |   |
| <b>Community engagement</b>                       | 7                   | 5                           | ClimbAID, POW, Climb United, The Lady Alliance, Access Fund   |   |
| <b>Gender equality, diversity &amp; inclusion</b> | 5                   | 8                           | Gender Diversity & Inclusion Accountability Targets, HR in General Management, Talent Development Program   |   |
| <b>Energy use</b>                                 | 7                   | 4                           | Renewable electricity in Swiss and German facilities, electric car charging stations at Swiss and German offices, EOG Supply Chain Decarbonisation Project, climate targets for supplier evaluation |    |

| Topic                        | Priority for Mammot | Importance for Stakeholders | Actions & Policies  | Contributing to the Sustainable Development Goals   |
|------------------------------|---------------------|-----------------------------|---|---|
| Human rights in supply chain | 8                   | 6                           | Fair Wear Foundation, HIGG FSLM supplier strategy   |   |
| Employee development         | 6                   | 4                           | Talent Development Program  |    |
| Logistics & packaging        | 6                   | 8                           | Packaging redesign, EOG Single Use Plastic Project, reducing air freight  |    |
| Product quality & longevity  | 9                   | 8                           | Quality management, product care instructions, repair studios   |    |
| Chemical management          | 7                   | 5                           | Chemical management & testing, bluesign® SYSTEM PARTNER, PFC phase-out strategy   |    |
| Responsible materials        | 8                   | 6                           | WE CARE Targets, recycled polyester, recycled polyamide, organic cotton, solution dyeing, RDS, RWS, terracare® leather, Leather Working Group |   |
| Transparency                 | 8                   | 6                           | Responsibility report, target report, social report, brand performance check report, CDP, Fashion Transparency Index, SAC Higg Index          |    |
| Waste                        | 4                   | 4                           | Close the Loop, resell pilot, repair studios, The Microfibre Consortium   |    |
| Water use                    | 4                   | 4                           | bluesign®, organic cotton, solution dyeing  |    |



# Supplementary information

About this report > Disclaimer

This Responsibility Report was published voluntarily, to the best of our knowledge and in the most transparent way possible. All numbers and calculations within this report are based on the best-available methodology and data, at the date of publication. This Responsibility Report also contains future-oriented statements which are based on our views and expectations regarding future developments impacting Mammut Sports Group and therefore involve several risks and uncertainties. They are based upon current expectations and assumptions regarding anticipated

developments and other factors affecting the Mammut Sports Group which could differ materially from those expressed or implied in the forward-looking statements. We caution that these statements are not historical facts, nor are they guarantees of future performance or outcomes. Mammut Sports Group undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

About Mammut > Team

Gender Diversity & Inclusion Accountability Targets

Representation

Do we ensure representation of women?

Regarding performance, skills, and motivation, do we ensure women are shown on the same level as men?

|   |   |  |
|---|---|--|
| Project team set-up                                       | Target: > 30 % women  | Roles and responsibilities are equally split                                 |
| Participants/audience in meetings/presentations           | Target: > 30 % women)   | Roles and responsibilities are equally split                                 |
| Speakers  | Target: > 30 % women  | Roles, content, and share of contribution are equally relevant               |
| Athletes  | Target: > 30 % women  | Both genders are represented in each activity                                |
| Models  | Target: 50 % of models shown are female   | Both genders are represented in each activity                                |
| Visual representation                                     | Target: 50 % of content shows/refers to women   | Both genders are represented in each activity                                |
| Product Presentations                                     | Target: 50 % of content shows women's products  | Both genders are represented in each activity                                |
| Product Creation  | Target: Women first / 50 % of time dedicated to women's range                             | Both genders are equally considered in product needs and aspiration          |
| Participants/Nominees for training & development programs | Target: > 50 % women (to ensure future increase in women's share in leadership positions) | Both genders have the same access to qualifications, resources, support etc. |

**Responsibility > Membership associations  
& partnerships**

**Rankings**

Fashion Transparency Index by Fashion Revolution:  
Mammut scored 31% in the Fashion Transparency Index 2021

Good On You:  
Ranking 2021 “It’s a start”

Stand.Earth Fossil-Free Fashion Scorecard:  
Mammut’s climate strategy is ranked the highest out of all brands  
evaluated with a score of B-

**Responsibility > Community engagement**

**Contributions**

ClimbAID: 50,000 CHF (annual contribution)  
Protect Our Winters CH/US/JP: 45,000 CHF (annual contribution)  
Climb United: 10,000 USD  
The Lady Alliance: 9,300 USD  
Access Fund-Climbing stewards: In-kind donation

**Climate strategy > Carbon footprint**

Mammut reports its climate improvements annually through the  
Carbon Disclosure Program (CDP)  
Result in 2021: C+  
Target for 2023: B

Product & materials > WE CARE

The WE CARE key performance indicators in this report cover our summer 2021 collection.

Product & materials > Ethical Production

Fair Wear Foundation Brand Performance Check 2021 (covering year 2020)

Benchmarking score: 59  
Performance Benchmarking Category: GOOD

Circularity & services > Repair

Total international product repairs and maintenance works: 15'298

Switzerland: 5'884 (in-house repair studio)  
Germany, France & United Kingdom: 8'289 (in-house repair studio)  
Japan: 800 (third party repairer)  
North America & Canada: 175 (third party repairer)  
Norway: 150 (third party repairer)

Operations & logistics > Higg Index

Verified BRM 2020 Score

|                           |                     |                     |                                    |
|---------------------------|---------------------|---------------------|------------------------------------|
| <b>Management System:</b> | <b>Brand:</b>       | <b>Stores:</b>      | <b>Operations &amp; Logistics:</b> |
| Environment: 89.5 %       | Environment: 75.0 % | Environment: 33.3 % | Environment: 57.1 %                |
| Social: 95.8 %            | Social: 86.5 %      | Social: 76.9 %      | Social: 59.2 %                     |

# Glossary

|                          |   |
|--------------------------|---|
| <b>BRM</b>               | Higg Brand and Retail Module  |
| <b>BSSL</b>              | bluesign® SYSTEM SUBSTANCES LIST  |
| <b>CAP</b>               | Corrective Action Plan  |
| <b>CDP</b>               | Carbon Disclosure Program   |
| <b>CoLP</b>              | Code of Labour Practices  |
| <b>CO<sub>2</sub>-eq</b> | CO <sub>2</sub> equivalent is a unit based on the global warming potential (GWP) of different greenhouse gases. |
| <b>DWR</b>               | Durable water repellent   |
| <b>EOCA</b>              | European Outdoor Conservation Association   |
| <b>EOG</b>               | European Outdoor Group  |
| <b>EOG AAHG</b>          | European Outdoor Group Audit Alliance for Hard Goods  |
| <b>FEM</b>               | Higg Facility Environmental Module  |
| <b>FSLM</b>              | Higg Facility Social and Labour Module  |
| <b>GHG Protocol</b>      | Greenhouse Gas Protocol   |
| <b>GWP</b>               | Global Warming Potential  |
| <b>LWG</b>               | Leather Working Group   |

|                 |   |
|-----------------|---|
| <b>MSI</b>      | Higg Materials Sustainability Index                       |
| <b>NGO</b>      | Nongovernmental organization                              |
| <b>PFC</b>      | Perfluorinated compounds                                  |
| <b>PFC-free</b> | Items made without perfluorinated compounds               |
| <b>PM</b>       | Higg Product Module                                       |
| <b>POW</b>      | Protect Our Winters                                       |
| <b>RDS</b>      | Responsible Down Standard                                 |
| <b>rPET</b>     | Recycled polyester  |
| <b>RSL</b>      | Restricted Substances List                                |
| <b>RWS</b>      | Responsible Wool Standard                                 |
| <b>SAC</b>      | Sustainable Apparel Coalition                             |
| <b>SBTi</b>     | Science Based Target initiative                           |
| <b>SCDP</b>     | Supply Chain Decarbonisation Project run by the EOG       |
| <b>TMC</b>      | The Microfibre Consortium                                 |
| <b>UNFCCC</b>   | The United Nations Framework Convention on Climate Change |



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