



# 2022 Responsibility Report



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# About this report

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

This year, we incorporated our Social Report into our Responsibility Report, creating a comprehensive document that provides an annual progress update on the goals outlined in our 2025 Target Report. The data and findings shared cover the 2022 reporting period.

In the following pages, you will get to know our history, team, policies, and our updated WE CARE responsibility

strategy. 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 collaborations recently launched. Throughout this report, 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.

→ **2025 Target Report**

Inquiries about this report:

→ [responsibility@mammut.com](mailto:responsibility@mammut.com)

# Letter from our CEO

**For all of us at Mammut, there is a deep love for mountains.** They are where our products are used and the source of passion and direction for our business. Every day we see how climate change impacts the mountain environment, and as a business, we feel it is critical for us to act as thought leaders and use our position to encourage industry-wide change across the value chain.

From day one in my position as CEO, our responsibility agenda has played an essential role in defining priorities and multiyear plans on all levels – strategy, product, and operations. In times when many companies are tightening their budgets in response to economic uncertainty, corporate responsibility is an area I feel we cannot afford *not* to invest in. It is our collective insurance policy and duty, and we are all in this together.

Set on achieving our goal of net zero, we are actively working with industry partners to learn and share our successes and missteps. One success story from 2022 was our collaboration for International Mountain Day with the UNLESS Collective on a plant-based capsule. Exchanging and working with brands like UNLESS who are reshaping the industry is one way we plan to drive and scale CR innovation internally at Mammut.

We are proud to share our second annual Responsibility Report. The report presents our climate strategy as well as our WE CARE responsibility framework, which holds us accountable to our partners and circularity, animal welfare, reduced impact, and ethical production targets. This holistic commitment to corporate responsibility allowed us

“From day one in my position as CEO, our responsibility agenda has played an essential role in defining priorities and multiyear plans on all levels.”



to achieve one of the highest brand rankings by the Stand.earth organization in their biannual climate report.

Over the past 160 years, Mammut athletes and products have told the story of teamwork and innovation in the world's most extreme environments; inspired by our love for the mountains, we look forward to reaching the next peak together.

**Heiko Schäfer**  
Chief Executive Officer  
Mammut Sports Group AG





01

# About Mammut





# The leading Swiss mountain brand since 1862

**We create the highest performing mountain apparel and equipment as responsibly as possible.**

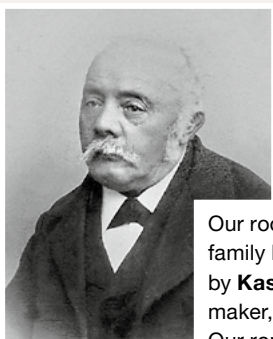
Since our founding over 160 years ago, Mammut has been a global leader in mountain safety and protection. Offering a head-to-toe range, our resourcefully designed products embody our love for mountains and set the standard for quality and durability.



# 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.



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.



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. Our first recycled PET fleece is also released.

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



**MAMMUT**  
SWISS 1862

1862

1952

1969

1981

1995

2003

2006

2022



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.



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



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.



We celebrated our **160th anniversary** in 2022. Now operating in 35 countries and employing over 850 outdoor enthusiasts worldwide, we strive to create a legacy and world that will allow future generations to experience the spirit of adventure we enjoy today.



# 2022 Highlights

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Over **16,000** 

repairs were made by our **in-house product care teams** and third parties

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First **Responsibility Report** was published



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First Mammut x **UNLESS** collab with **plant-based** garments



**160** years   
**of Mammut were celebrated**

**Stand.earth** awarded our climate strategy a “C” - among the highest rankings of all participating brands in their biannual climate report

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**14** years



as a **Fair Wear Foundation Member**

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**11** years



as certified as a bluesign® **SYSTEM PARTNER**

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**ZERO** **product recalls** in 2022

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**Solar panels** were installed on our primary German subsidiary and warehouse



**Close the Loop** won the Innovation Booster Applied Circular Sustainability





# Presence



1862

Founded and based in Switzerland

850

employees across 8 countries

40

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

47

Mammut brand & outlet stores  
across the world

4.9<sub>M</sub>

products sold in 2022



A photograph of two hikers, a man and a woman, walking along a dirt trail on a mountain. The man is wearing a black jacket and the woman is wearing a grey jacket. They are surrounded by autumn-colored trees and rocky terrain. In the background, there are more mountains and a valley.

# We inspire love for mountains.

**We believe that everyone fortunate enough to experience mountains can see them as more than just natural features but as symbols of strength, beauty, adventure, and challenge.**

They represent our highest aspirations and are the ultimate test of our abilities. Mountains inspire people to explore, overcome, and grow. They evoke a sense of respectful awe for nature and its power.

Our business is more than a provider of mountain sports equipment; we exist to inspire love for mountains.

As a community of mountain enthusiasts, we want to share our passion, products, and expertise to help others enjoy them safely and responsibly. We believe that by educating our consumers on the environmental and social issues related to mountains and how they can contribute to their conservation and protection, we can contribute to enriching people's lives and making a positive impact in the world.



A full-page background image of a person in an orange jacket standing on a snow-covered mountain peak, looking out over a vast, cloudy landscape. The person is positioned on the right side of the frame, standing on a rocky outcrop covered in snow. They are looking towards the left, where a large, dark, and dramatic sky with swirling clouds dominates the upper half of the image. The mountain itself is rugged and covered in patches of snow and dark rock. The overall mood is one of solitude and achievement.

# 02 Responsibility

# Responsibility

**We exist to inspire love for mountains,** and we are committed to building a global brand that actively works to ensure future prosperity for people and planet.

Our corporate responsibility efforts are 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 UN 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 artisanship ensures we use high-quality materials and responsible production process-

es to create outdoor equipment that is durable, designed for repair, or which can be reentered into our increasingly circular supply chain.

Our responsibility strategy is fully embedded within our overall brand strategy, informing short and long-term decisions. As part of the effort to build accountability and transparency into our products, we established the 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.

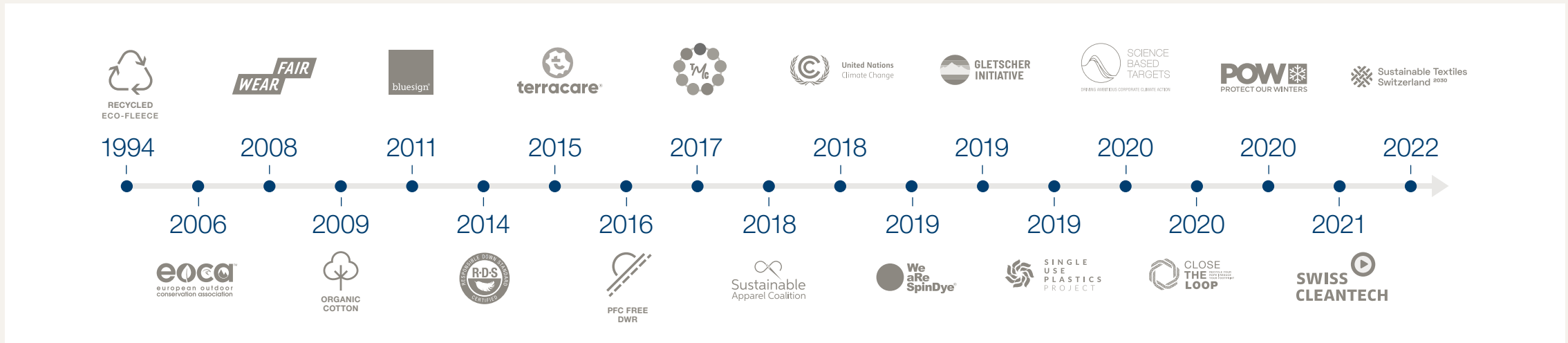
Responsibility is a team effort, and as such, we aim to work and learn together with our suppliers, retailers, and wider stakeholders.

→ [2025 Target Report](#)





# Responsibility journey



**Since our founding in 1862**, mountain landscapes have changed dramatically, and addressing the climate crisis through responsible business practices is a top priority for us. Environmental and social responsibility was first defined within our strategic business agenda in 2006, but we had already taken steps as early as 1994 to work with more sustainable materials, such as recycled polyester.

In recent years, responsibility challenges in international supply chains have been addressed through collaborations with industry experts and external monitoring systems and partners, including Fair Wear Foundation, bluesign®, and The Higg Index. As a primary signatory of the UN's Fashion Industry Charter for Climate Action in 2018, we have put the climate crisis at the top of our strategic agenda.

In addition to our industry collaborations and accreditations, we also engage in political discussions, such as the counterproposal for the Swiss Glacier Initiative, and are a part of Sustainable Textiles Switzerland 2030, a multi-stakeholder program aiming to support the Swiss textile and apparel industry in working towards the UN Sustainable Development Goals.

# Impact & approach



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

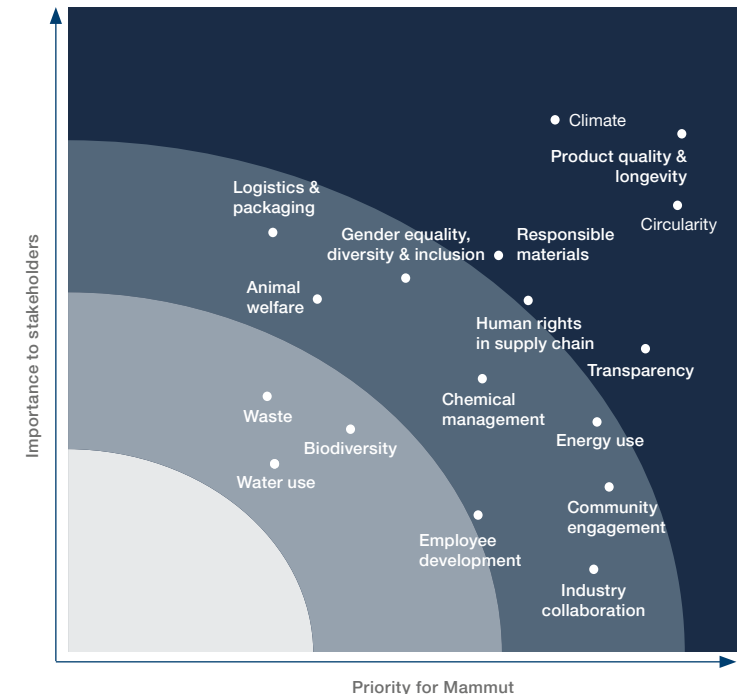
The impact of the sporting goods industry's materials, production, and logistics can be overwhelming to assess. As a result, we developed a materiality matrix to help us define our priorities through a multi-stakeholder perspective.

In the materiality matrix, topics are rated according to their priority for us as a brand as well as their importance to our stakeholders. We have identified the three primary levers as follows:

- **Decarbonizing our supply chain**, which means moving towards renewable energy in our production;
- **Making more sustainable material choices**, which means adopting lower impact materials and more efficient production processes, and;
- **Exploring more circular business models**, which means focusing on extending the quality and longevity of our products as well as expanding repair and exploring circularity projects.

With that said, all items listed are relevant and none shall be disregarded. Sustainability issues are interdependent, and improvements in one area often positively impact others. This approach represents our best judgment and is constantly reevaluated to reflect new insights, upcoming governmental intervention, the latest scientific research, as well as feedback from our customers.

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







“We strongly believe mountains have the power to transform lives, connect people, and inspire greater responsibility.”

# Climate strategy



**Our climate is in crisis. The mountain environments we love are changing. Global social inequality cannot be ignored. As an organization, we 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 verified 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
- Reducing impact when moving 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

To reach net zero will require us to cut at least 90% of our emissions and remove all remaining unavoidable CO<sub>2</sub> emissions from the atmosphere. We “remove the rest” by investing in innovative carbon removal technologies. In 2022, we initiated a multi-year contract with Climeworks, a carbon capture technology company, and other decarbonization partners.

→ [Learn more about the Science Based Targets Initiative \(SBTi\) Corporate Net-Zero Standard](#)

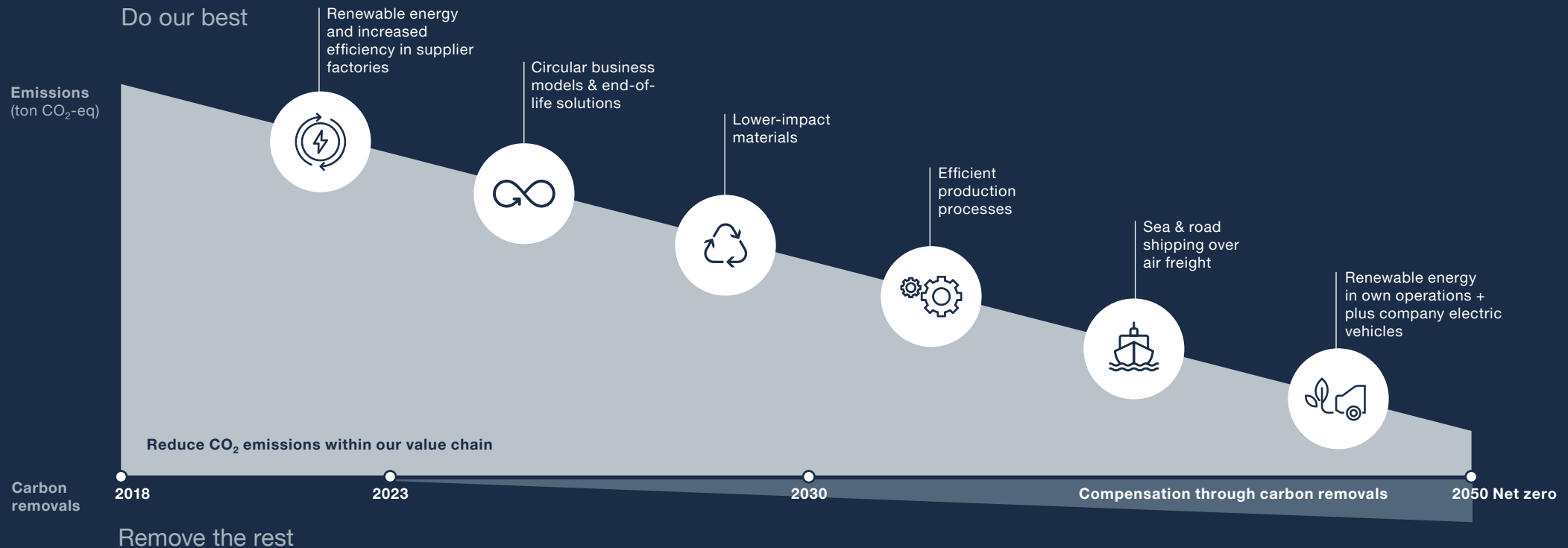
2050  
→ Net zero

Support the overall objective  
of limiting global warming to

1.5°C



# Do our best – Remove the rest



Our goal is to halve our greenhouse gas emissions by 2030 compared to our baseline year 2018.

# Targets and scopes

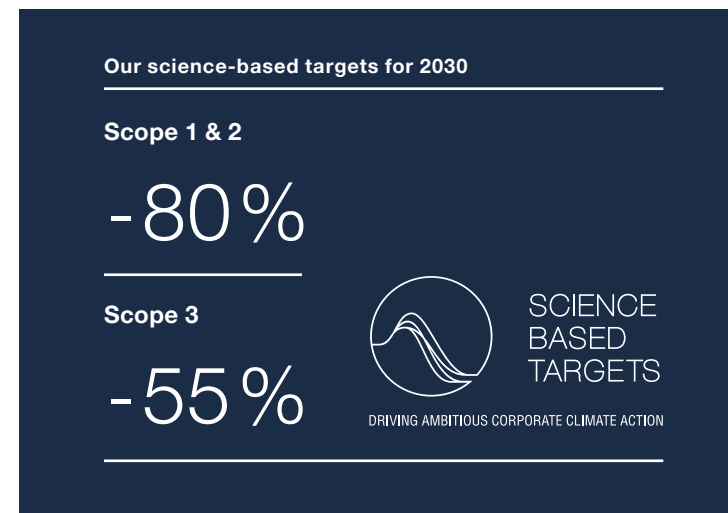


**Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a leading standard for analyzing an organization's emissions. It distinguishes between three scopes, or categories, which can then be used to clearly define emission targets and strategies.**

**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 from the 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 activities 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.



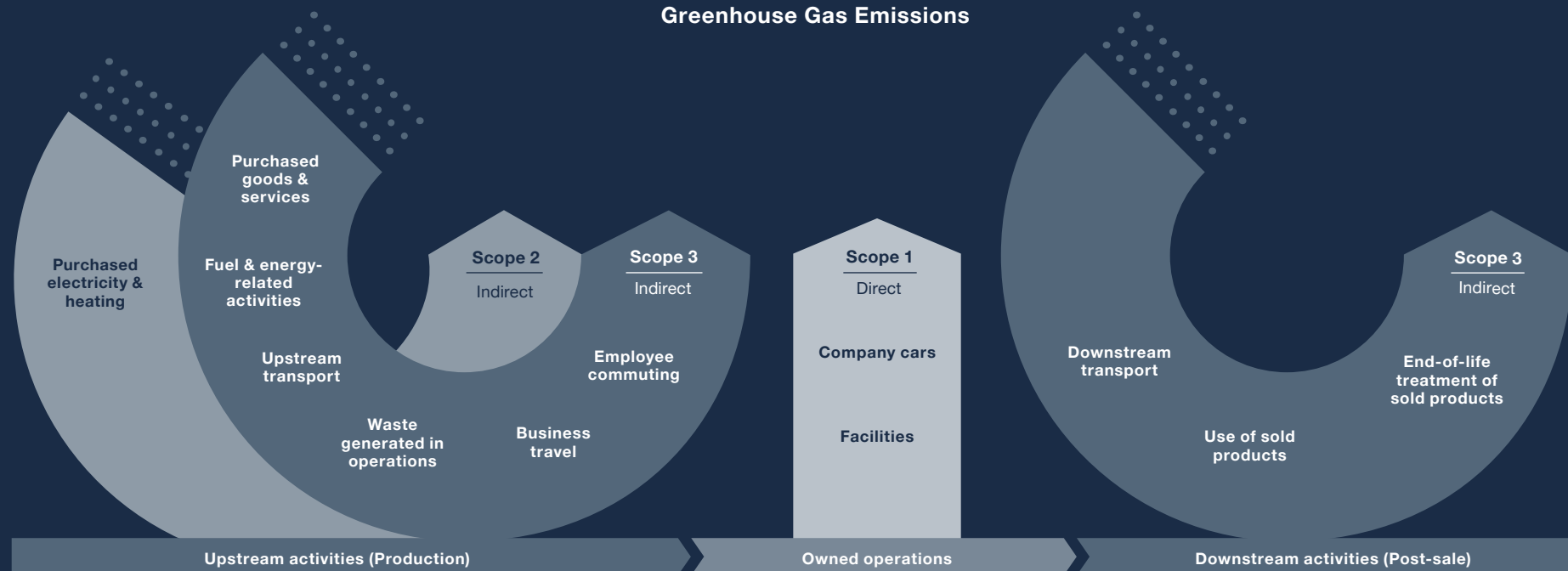


# Scope 1 - 3



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



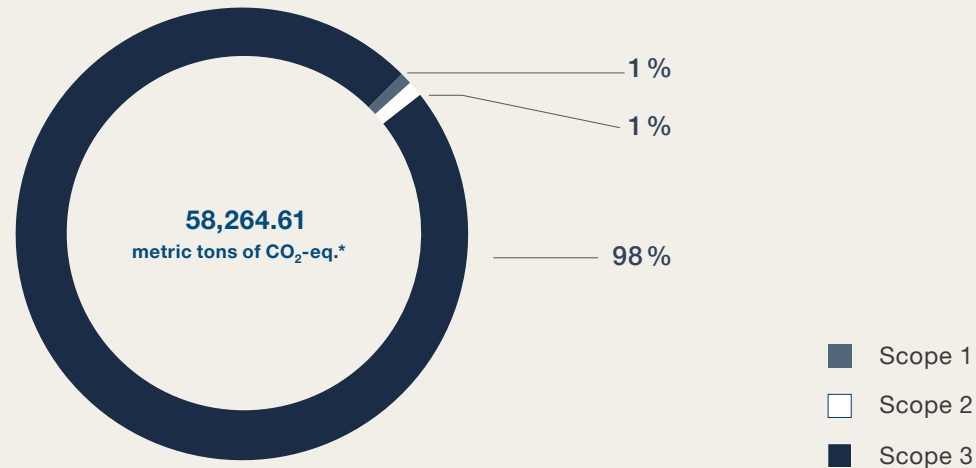
# Carbon footprint



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 2022, our carbon footprint was an estimated 58,264.61 metric tons of CO<sub>2</sub>-eq. This was an approximate 12% increase from 2021 and is a result of selling more goods.

## Our 2022 carbon footprint



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

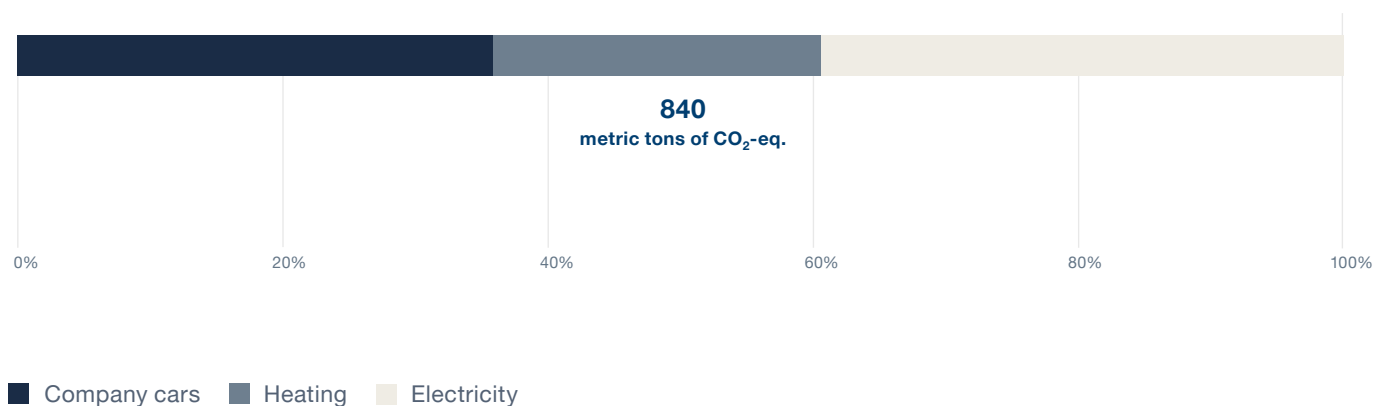


# Reducing CO<sub>2</sub>

## in our Scope 1 & 2 operations



### Scope 1 & 2



Our **Scope 1 and 2 emissions** accounted for 2% of our carbon footprint in 2022, for a total of **840 metric tons of CO<sub>2</sub>-eq.**

### 2022 Priorities & highlights

#### Internal technology

Reviewing our internal software solutions to ensure they are carbon neutral

#### Solar at German subsidiary & warehouse

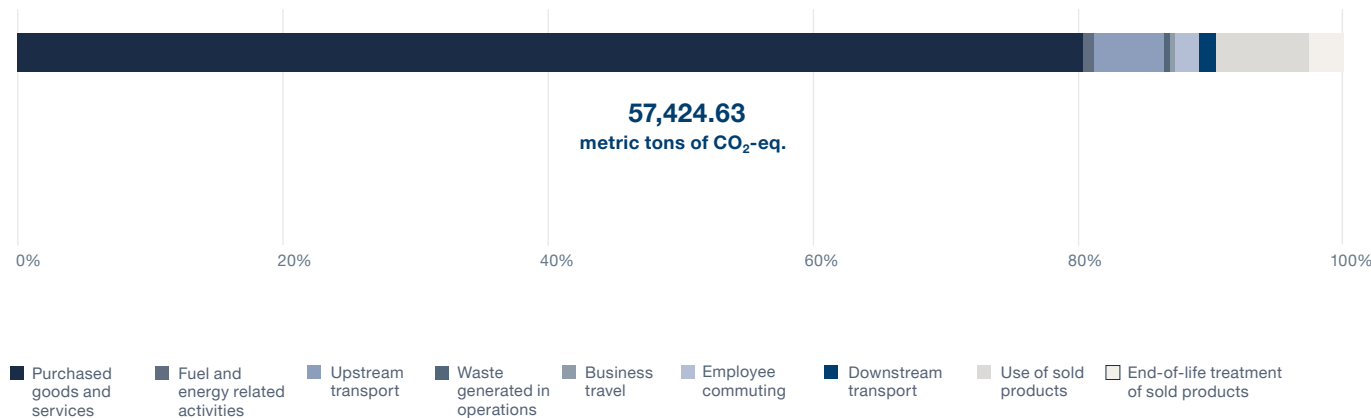
Installing solar panels that support our facilities and feed the local grid

# 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 overall footprint. In 2022, our Scope 3 emissions were estimated

at **57,424.63 metric tons of CO<sub>2</sub> equivalent**. The carbon footprint of Scope 3 subcategory *Purchased goods and services* is our biggest challenge in carbon accounting and is currently under review.

### 2022 Priorities & highlights

- Supplier's energy efficiency** – Continued with Phase Two of the EOG's Carbon Reduction Project and held a Supplier Energy Workshop
- Logistic solution alignment** – Changed our logistics partner to be more aligned with our responsibility targets
- Lower-impact materials** – Increased the use of recycled polyester, polyamide, and solution dyeing
- Efficient production processes** – Implemented climate targets into our supply chain strategy and supplier evaluation
- Circularity solutions** – Continued with our Close the Loop project and made over 16,000 product repairs



03

WE CARE







# WE CARE

**Defined in 2018, our WE CARE framework was established to ensure we continue to create the highest quality performance mountain equipment while also reaching our social and environmental targets.**

Split into five parts, the WE CARE strategy holds us accountable through our community and partners (WE), Circularity & services, Animal welfare, Reduced impact, and Ethical production.

In preparation for this 2022 report, the WE CARE structure was updated to better reflect our approach, which has evolved over the years. ‘C’ previously stood for Clean production and was shifted to Circularity & services. The modules previously in Clean production were

incorporated into Reduced impact and Ethical production. No elements or commitments were otherwise removed from the framework.

Five-year responsibility targets and key performance indicators were established within WE CARE for the design and development teams regarding products created between 2018 and 2023 and released on the market between summer 2020 and 2025.





**WE**

**Who WE are**

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- Team
- Memberships & partners
- Supplier strategy
- Community engagement



**C**

**Circularity & services**

---

- Circularity
- Quality
- Close the Loop
- Repair



**A**

**Animal welfare**

---

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



**R**

**Reduced impact**

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- Chemical management
- PFC-free
- Microfibers
- Biodiversity



**E**

**Ethical production**

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- Fair Wear Foundation
- Due diligence approach
- Country-by-country reporting

# Who WE are

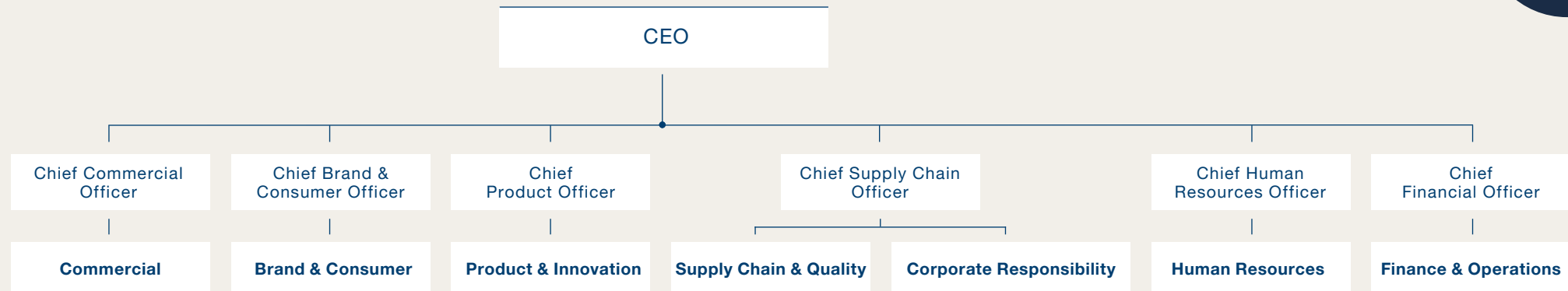


**Together we are stronger, and we are proud of our industry collaborations, supplier relationships, and commitment to external partners and membership organizations, which collectively help us define a new status quo in apparel and equipment manufacturing.**

Through initiatives such as the Sustainable Apparel Coalition, the European Outdoor Group, and our recently launched Trusted Partner Program, we can share industry

learnings to reach our goals together. We are guided by tools and systems from leaders such as Fair Wear Foundation and bluesign® that ensure we are staying ahead of the curve and developing systems of compliance and accountability with our peers. By having university partnerships and supporting our internal team members with continued training, we seek to listen and learn from those following their aspirations and testing what is possible.

# 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 dedicated employees and three additional employees who are specialized in communications, climate impact, and chemical and vendor management. The Head of Corporate Responsibility is part of the extended general management team.

## Our corporate responsibility team reports to the Chief Supply Chain Officer

As of fall 2022, the corporate responsibility team is part of the Supply Chain department. The team works across the organization, reporting to our Chief Supply Chain Officer (CSCO), Michael Rammelsberger, and working closely with the Product & Innovation team. This structure ensures environmental and social issues maintain high visibility within the board, general management, and our product development.

## Corporate responsibility is a collaborative commitment across our organization

Corporate responsibility cannot be tackled by one department alone; it requires every employee's commitment to translate our responsibility strategy into their daily work.



# Team



**People are at the heart of Mammut. We do what we can to support our team in doing their best work, driving innovation and resourcefulness to address our environmental and social impact.**

## **Employee engagement**

Since 2019, we have evaluated key internal topics with biannual Pulse Checks to measure employee satisfaction, belonging, and leadership. While each Pulse Check is tailored to capture attitudes towards current items, past years' results have consistently shown that the culture and team spirit are continuously rated highly by employees. Additionally, the majority of employees feel alignment and clarity in their roles and responsibility.

In 2020, we introduced monthly information sessions for all employees with our CEO in response to lower Pulse Check scores on internal communication. With this step, we saw a 10% increase in satisfaction for our internal communication

from 2020 to 2021 and an additional 8% increase from 2021 to 2022, for a total of 18% improvement over two years. Trust in the understanding and involvement of the Head of Departments was also measured higher, with a 15% increase from 2020.

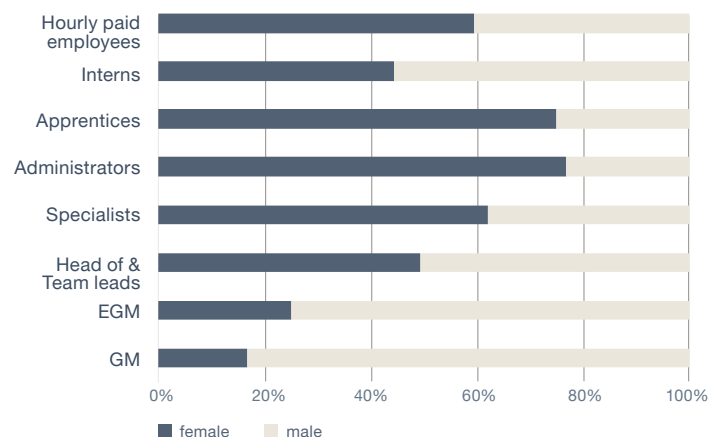
For 2023, a larger employee engagement survey is planned to understand employees' attitudes and concerns under our new ownership and management.

## **Employee benefits**

- Up to 50% flexible remote work
- Up to 3 development training days annually
- Free languages classes with goFluent
- Free access to GoodHabitZ, an e-learning platform with +100 courses
- Free fitness classes at our offices in Seon and access to partner climbing gyms throughout Switzerland
- Discounts for Mammut & other sport brand products

## **Gender equality**

We are committed to increasing the number of women in leadership positions and creating a work environment with equal opportunities for women. On International Women's Day 2022, we hosted a special edition of our internal Women's Network with a workshop on communicating strengths, goals, and desires, and action strategies on how to leverage support from your network. Nearly 50 women from the Swiss office participated. Additionally, the entire North American team took part in a virtual learning program focused on gender, race, and sexual orientation privilege, and how they exist in the workplace and private life.



### Future talent

Through apprenticeships and internships, we strive to develop the next generation of innovative employees for the outdoor industry. In 2022, we hosted 7 apprentices and 15 interns worldwide.

### Employee development

In addition to supporting self-selected further education courses, we launched the annual Mammut Talent Development Program in 2022. The program provides guidance and mentoring for peer-nominated employees whose performance has demonstrated their motivation and desire to shape the future of the company. In 2022, 70% of participants were women, thereby aiming to create a clear pipeline to leadership and management positions for current female employees. Global talent was also incorporated into the program, and we are proud to have had 17 participants from around the world who successfully completed the first cohort. A continuation program called Tour Guides was launched in 2023. 6 Talent Development Program alumni were nominated, interviewed by the CEO, and selected at the end of 2022 to continue with Tour Guides in the new year.

### 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 submitted anonymously via the Mammut whistleblowing Integrityline system. All additional claims can be filed with the legal firm Blesi & Papa.

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

Anonymous submission  
→ [Integrityline](#)

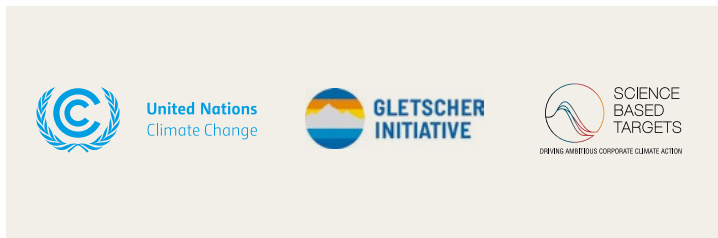
Additional claims  
→ [whistleblowing@blesi-papa.ch](mailto:whistleblowing@blesi-papa.ch)

# 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 exchange and consistent feedback from external partners help us to continuously rethink and fine-tune our strategy and measures.

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



## We are a members of multiple initiatives and industry collaborations:



## We are in international working groups for specific corporate responsibility topics:

- The Single Use Plastics Project (EOG)
- The Carbon Reduction Project (EOG)
- Audit Alliance for Hard Goods (EOG)
- The Microfibre Consortium
- The United Nations Framework Convention on Climate Change (UNFCCC) Decarbonisation Pathways

## We collaborate with universities and polytechnics:



Another funnel to keep up to date with research advancements while simultaneously getting to know future talent is working with students on concrete industry challenges. In 2022, we invited groups from University of Applied Sciences and Arts Northwestern Switzerland (FHNW) and Lucerne University of Applied Sciences and Arts (HSLU) to work on circular business model solutions. HSLU students focused on the collection of goods at the end of their lifecycle and FHNW students focused on reparability and upcycling. Their project results were exhibited at the Mammut Circular Innovation Summit.



“Together, we are stronger – we seek to listen and learn from those following their aspirations and testing what is possible.”



# Tools



**Working with external tools and organizations builds transparency and accountability in our responsibility journey. In addition to our industry memberships and partnerships, we have three primary tools to manage external audits and knowledge-sharing.**

**FAIR WEAR** **Fair Wear Foundation** is a multi-stakeholder initiative 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. We have been a Foundation Member since 2008, and were the first outdoor brand to join.

→ Learn more about our **Fair Wear membership**



**The Higg Index** is a toolbox central to the Sustainable Apparel Coalition's (SAC) mission, providing mechanisms for the standardized measurement of organizations' impacts in areas such as carbon emissions and labor conditions across the value chain. With the support and research of SAC members, consultants, and industry experts, the methodologies found within the Higg Index have evolved significantly over the 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). We have worked with the tools since 2018.

→ Learn more about our **BRM results**

→ Learn more about our **FEM results**

→ Learn more about our **FSLM results**



**bluesign®** is 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 material chemical 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. We have been a bluesign® SYSTEM PARTNER since 2011.

→ Learn more about our **bluesign® certification**

→ Learn more about our **chemical management**

# Purchasing practices



**Traceability and transparency are key in every part of the supply chain. In 2022, we had 47 finished-product suppliers, which are labelled tier 1 suppliers. Tier 2 suppliers provide fabric and components.**

The Purchasing team consists of 8 employees. Purchasing decisions are made by the Head of Sourcing and the functional responsibility is held by the Chief Product Officer (CPO). We do not work with any agents or intermediaries, and prior to entering a new business relationship, we visit potential suppliers to assess their production policies and factories to ensure they meet our human rights standards. Before a partnership can begin, all new suppliers are required to sign a contract, committing themselves to the enforcement of **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 careful process, involving purchasing, vendor control, development, and quality assurance. 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 fabric and trim manufacturers.

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.

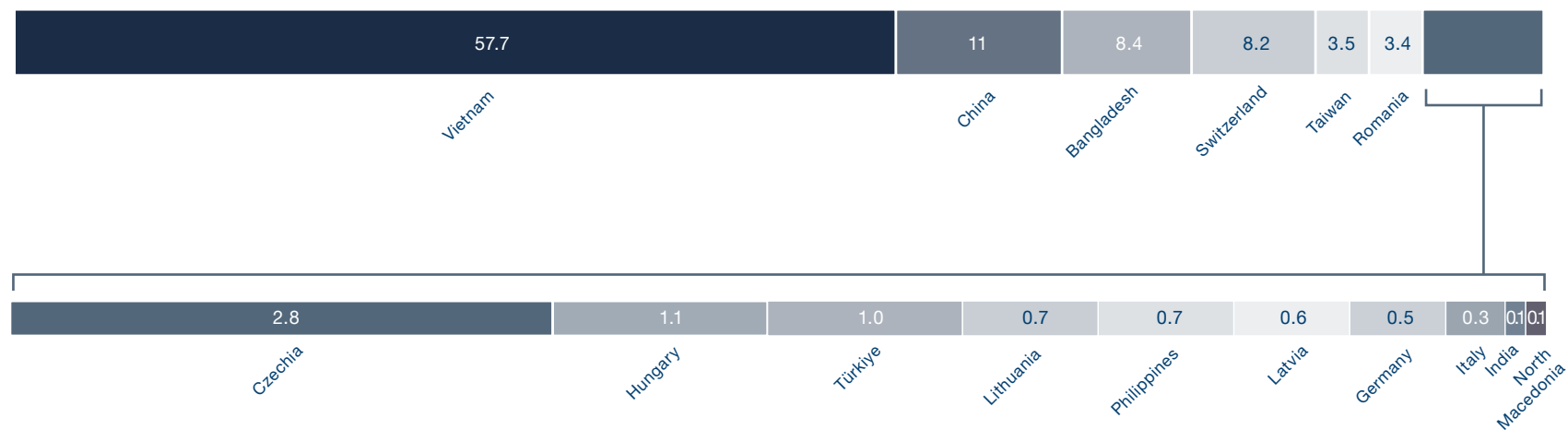
In 2022, purchases from Vietnam nearly doubled due to a backlog on production from 2021. Purchases also increased in Bangladesh and two trials were launched at two new factories in Bangladesh and one in Türkiye. A new footwear supplier was also introduced in Romania. We reduced purchases from China, as well as from Latvia and Lithuania, and ended two long-term relationships in China. Additionally, we stopped sourcing in India, the Philippines, and Portugal. Excluding China due to COVID-19 restrictions, we were able to visit suppliers again from mid 2022 onwards.

→ Learn more in **Country-by-country reporting**





## Purchasing split



Values in %

# Supplier strategy



**80% of our business is conducted within our Trusted Partner Program by 15 core partners nominated throughout 2022. With its strategy defined in 2021, the goal of the Trusted Partner Program is to improve collaboration, better manage delivery deadlines, and reach net zero by 2050. This approach eases production timelines, decreases our reliance on air freight, and establishes an even workload for factories, which may reduce overtime and support greater stability for workers.**

**Prioritizing adaptability, responsibility, and profitability, we have the following targets for 2026:**

- Establish an annually nominated Trusted Partner Program by evaluating performance, highest turnover, and product complexity
- Categorize the supplier base by Good, Better, and Best
- Focus on 15 Trusted Partner Program suppliers and consolidate where possible
- 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 follows 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.**

## **Supplier Summit 2022 Munich**

In December 2022, the first Trusted Partner Program supplier summit was held after the ISPO trade show with our 12 tier 1 core partners and 3 tier 2 strategic partners in Munich. The summit day hosted sixty participants and included a strategy presentation from our CEO, a deep dive on the Trusted Partner Program from the Head of Buying, quality strategy update from the CSCO, and corporate responsibility expectations and strategy for partners from our sustainability analyst. Workshops on the topics of

Availability, Responsibility, and Profitability were voted “most impactful” by the participants.

## **The Carbon Reduction Project**

Hosted by the European Outdoor Group, the Carbon Reduction Project (CRP) strives to reduce greenhouse gas emissions through radical collaboration and transparency. Prior to 2023, it was called the Supply Chain Decarbonisation Project (SCDP). We joined for the CRP launch in 2021 with nine other outdoor brands whose primary climate impact comes from textile wet processing across our value chains. Together, we mapped an overlap in our top tier 1 and 2 suppliers, allowing us to address the impact of these suppliers collectively as opposed to individually. In 2022, our external partner identified by the EOG, RESETcarbon conducted facility audits and identified

emission hotspots with our suppliers. With their support, the twenty facilities who were audited drafted a climate action plan and carbon leadership targets to transition to renewable energy. To inspire further participation and transparency within the industry, we also took part in a panel discussion organized by the EOG together with Gore and Ortovox at ISPO 2022.



# Community engagement



**We strongly believe mountains have the power to transform lives, connect people, and inspire greater responsibility in our personal lives and businesses. Our dedicated nonprofit partners make the joy of mountain sports more accessible to marginalized and historically excluded populations, contribute to conservation efforts, and promote political engagement for effective climate policy.**

## **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 manage mental health issues, social integration, and personal development. As their primary partner since 2020, we provide equipment and financial support. In 2022, we collaborated with ClimbAID to create a special “Climb

for Peace” T-shirt where 10% of the purchase price goes straight to the organization.

## **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.

In 2022, we presented at POW’s annual three-day summit in Engelberg, Switzerland. Over 60 individuals, including athletes, creatives, business leaders, scientists, and policy makers, were brought together to push forward POW’s advocacy work, with a specific focus on Switzerland’s indirect counterproposal to the Glacier Initiative, which paves the way for effective and rapid climate action in the country. Additionally, in celebration of International



Mountain Day 2022, the CHF 10,000.- profit from the limited edition **Mammut X UNLESS** collab were donated to support Protect Our Winters Switzerland.

#### **Climb United**

In 2022, we continued to support the American Alpine Club's (AAC) Climb United 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. To celebrate these efforts, Mammut continued its sponsorship of the AAC's Shelf Road Craggin' Classic, an annual multi-day festival dedicated to community, learning, and giving back to the Shelf Road crags in Colorado, USA.





### **Access Fund**

Access Fund is a nonprofit advocacy group that works towards and inspires sustainable use and conservation of climbing environments. In 2022, we sponsored their Trail Stewards Program, donating 2,500 USD worth of products and 6,000 USD cash to support the people who maintain trails within the Access Fund network.

### **The Global Climbing Initiative**

In many parts of the world, climbing gear is either prohibitively expensive or not available at all. This barrier to climbing and the safety hazards of people climbing with old gear is at the heart of the work done by the Global Climbing Initiative. The nonprofit organization coordinates with brands to distribute new gear to climbing communities around the world. In 2022, we partnered with The Global Climbing Initiative by donating unsold products worth 1,500 USD to their gear distribution program.

### **Support for Ukraine**

Driven to respond to the displacement of Ukrainian people caused by the Russian war in Ukraine, Mammut employees donated nearly 1,500 jackets, midlayers, sleeping pads, beanies, and shoes for adults, as well as over 540 items of children's clothing. In addition to individual employee donations, we supplied cold-weather equipment worth approximately 40,000 euro, including sleeping bags, down jackets, and warm clothing. All donations were handled by our partners in Poland and Romania who were able to distribute the items directly to Ukrainian refugees onsite.





# Higg Brand and Retail Module BRM



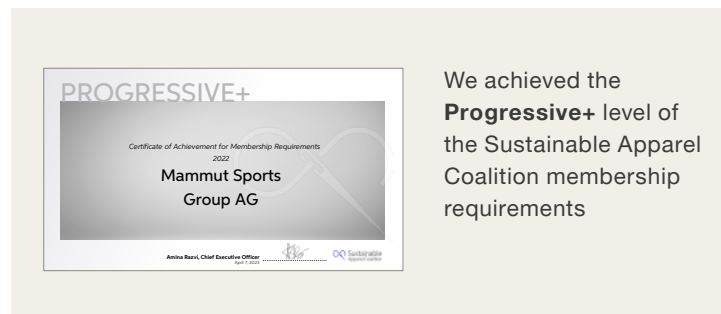
**For a broad overview of our social and environmental impact and how we benchmark against the industry, we use the Higg Brand and Retail Module (BRM).**

The BRM is 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 the Sustainable Apparel Coalition's standards are upheld and provide additional perspective on our practices and areas for improvements.

In 2020, our last verified BRM Module year, we achieved an overall score of 79.6% in social and 63.7% in environment. Due to a redesign of the BRM questionnaire for 2023, brands have not been requested to verify their module, and hence are also unable to share the self-assessment for 2022. Since joining in 2018, we also reached the Sustainable

Apparel Coalition's **Progressive+** membership requirements. In 2020, one of our lowest verified scores was 57.1% for the Operations & Logistic stage. As a result, when we chose our new logistics provider, we integrated more environmental and social requirements into the contract to ensure that

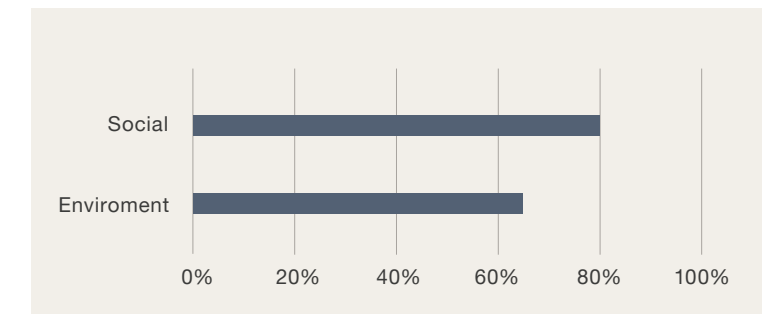
## Progressive+



our main logistics partners are meeting our sustainability standards.

- More information can be found in **Shipping & freight**
- More detailed results can be found in the **appendix**

## Verified BRM 2020 Scores





## Circularity & services



**Through circularity and the creation of closed loop initiatives, we are reducing resource consumption, waste, and emissions.**

While this is promising, scaling circular design with partners across the value chain is a challenge we are facing as an industry. This is why extending the lifecycle and development approach of products also remain major focus points in our overall responsibility strategy.

Our product quality is the first step in dismantling the linear ‘make – take – waste’ system, and we are committed to designing versatile, durable, and repairable outdoor gear that can work across seasons and activities for many years of adventurous use. To extend our products’ lifespans even further, in 2022, we focused on evolving our business model to include more repair and circular systems. In our 2021 report, we included our initial work in resell and will return to this initiative in 2024 with additional resources.

# Circularity

## Responsible consumption



**Invest in quality**  
Buy things that last



**Close the Loop**  
Recycle your old ropes



**Extend the lifetime**  
Keep products in use



## Responsible production



**Circularity & services**  
Repair | Product care



**Animal welfare**  
Down | Leather | Wool

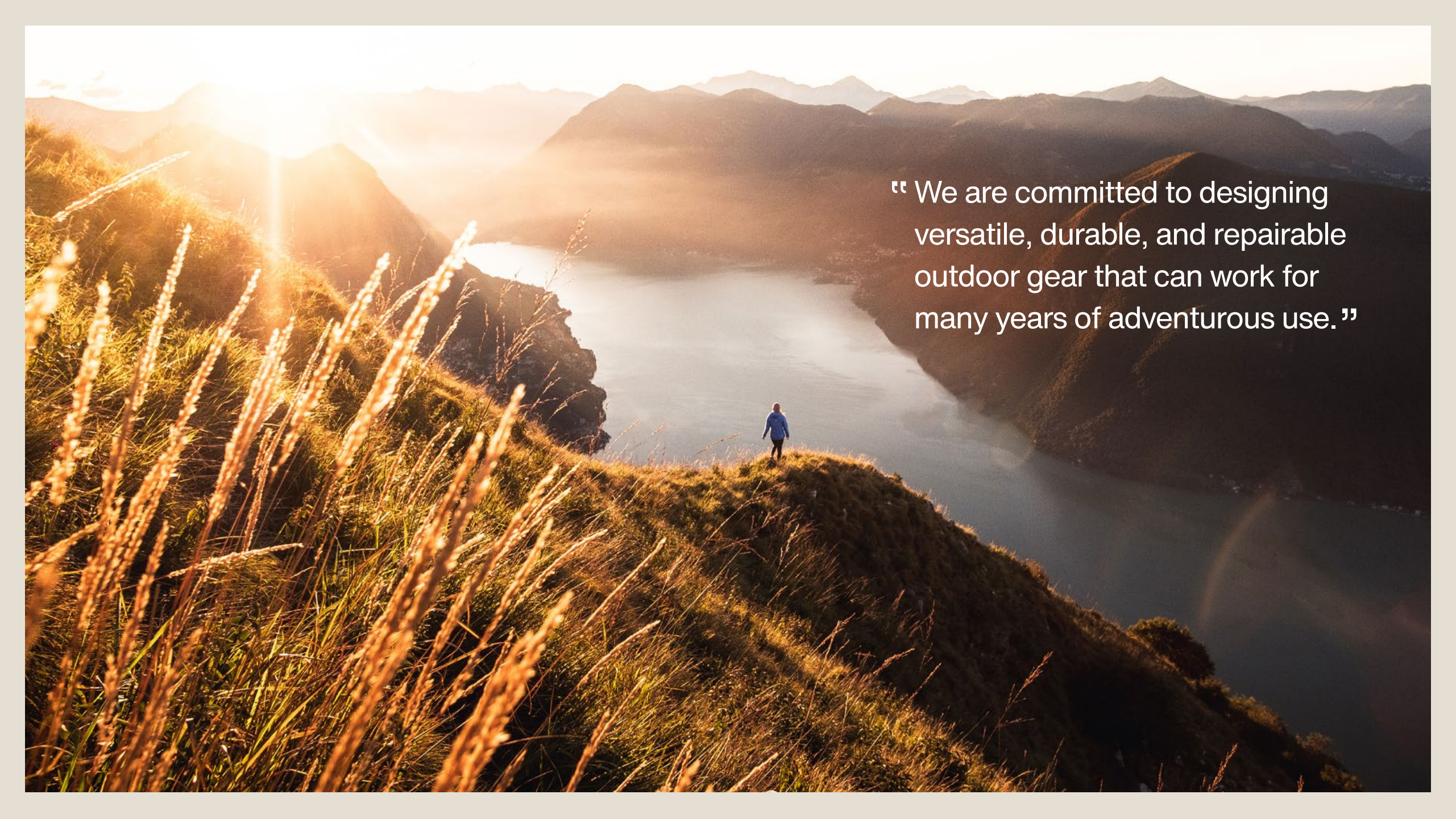


**Reduced impact**  
Safe inputs | Organic



**Ethical production**  
Fair working conditions



A scenic landscape photograph featuring a person standing on a grassy ridge in the foreground, looking out over a calm lake. In the background, there are rolling mountains under a warm, golden sunset sky. The sun is low on the horizon, creating a strong lens flare and illuminating the scene with a warm, orange glow. The foreground is filled with tall, golden grasses. The overall mood is peaceful and adventurous.

“ We are committed to designing versatile, durable, and repairable outdoor gear that can work for many years of adventurous use.”



# Quality & longevity

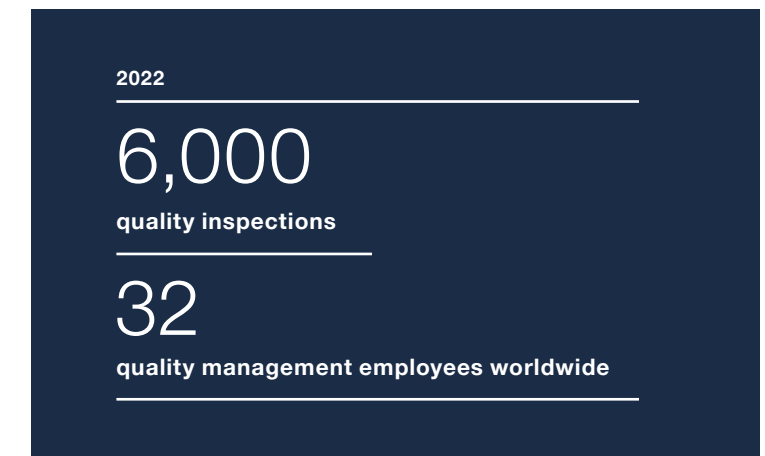


**Durability, material quality, and repairability are at the heart of our design process and are essential ingredients for products to be long-lasting and sturdy companions in the outdoors.**

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 2022, we conducted nearly 6,000 quality inspections, which resulted in design alterations, production process improvements, and even the end of production for some items.

Our second Open Lab Days was held at our headquarters in 2022. Employees from all departments had hands-on

experiences in product development and testing, trialing the limits of our new equipment as well as their own that they brought from home. Employees also got to sew their own T-shirt themselves, learning how our product team approaches their work and impact mitigation within it.



# Close the Loop

**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 with the help of Protect Our Winters Switzerland in 2020. The take-back program was rolled out at climbing gyms across Switzerland with bins placed on location to collect used climbing ropes, which are then recycled to be used in new products, primarily shirts.

Aquafil, an Italian manufacturer that produces ECONYL® regenerated nylon, is our materials partner. ECONYL® nylon comes entirely from pre- and post-consumer waste such as old carpets, fabric scraps, fishing nets, and our donated used climbing ropes. The ECONYL® manufacturing process

reduces roughly 90% of CO<sub>2</sub> emissions and 50% of energy consumption compared to the production of standard nylon. Since launching, we have prevented over 4,000 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 2022, the Close the Loop project was awarded with the Innovation Booster (IB) for Applied Circular Sustainability, funded by the Zurich University of Applied Sciences (ZHAW) and Innosuisse. The program promotes the implementation of truly circular concepts and solutions in Switzerland.

**50** \_\_\_\_\_ rope collection points in Switzerland  
**67%** \_\_\_\_\_ CO<sub>2</sub> saved compared to a regular T-shirt  
**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 water-proofing service, which has supported 1,673 customers

in extending the life of 2,231 items, over half of which were hard shell jackets.

**In 2022, 301 individuals used this service, a nearly 20% increase in the program's popularity since 2021.**

If an item is damaged, customers may also send it in to one of our regional repair studios or a third-party partner. 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 13 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. In 2022, we offered in-house repairs within Switzerland and the EU. Globally, we have an established network of local retail and third-party repair studios.

**In 2022, we mended 14,815 products in Europe and are aware of 247 third-party repairs in North America, 330 in China, an estimated 930 in Japan, and 134 in Norway.**

→ [Contact Mammut Warranty & Repair](#)

# 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 animal welfare organization, Four Paws, we implemented the Five Freedoms approach, which includes the following categories: Good nutrition, Good environment, Good health, Appropriate behavioral interactions, and Positive mental experiences.



# Animal welfare



## Responsible Down Standard



**We are proud to say that 100% of the virgin 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.

## 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 entire virgin wool supply chain.

**In our Spring-Summer 2022 collection, 64% of the wool in our garments was certified RWS, an 8% increase from 2021. 100% of our virgin wool was mulesing-free. For our Fall-Winter 2022 collection, 100% of our woollen accessories used certified RWS wool. Our goal is that by Summer 2025, 100% of the virgin wool in our apparel products will be certified RWS.**



#### terracare® & Leather Working Group



We work with leather because of its performance and durability; however, to align 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 Leather Working Group (LWG) certified leather to ensure we are meeting all of our WE CARE commitments. The LWG audits tannery facilities, examining wastewater, energy usage, traceability, and more.

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. This average is defined by tanneries that are also certified by the Leather Working Group, which suggests that terracare® could have significantly less impact than its industry peers.

All our selected leather suppliers have a Leather Working Group rating of Bronze or above. terracare® is rated Gold by the LWG.

**In 2022, 98% 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.**





## Reduced impact



**Producing physical goods across a global value chain is complex and managing and decreasing the associated carbon footprint and waste impacts in tandem is a formidable challenge. This is why we address our impact through a differentiated approach with dedicated oversight partners like bluesign® and Higg.**

For nearly half a century, outdoor brands including ourselves 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 has proven to be problematic. We need to explore alternative solutions that can perform as well or better while reducing water use and material shedding of non-decomposable microfibers and water repellants. In addition to these efforts, we seek to proactively encourage biodiversity through our material selection and support for conservation.



# Chemical management



**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). It is based on the bluesign® SYSTEM SUBSTANCES LIST (BSSL), and is applied to all our apparel, footwear, and hardware products.**

The RSL impacts materials, additives, and additional processes that are required in production. 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 production

country or upon arrival at our warehouse in 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 2022, of 2,301 tests administered, 18 failed to pass and response plans were developed for each. We increased the number of tests we conducted to have a more exact understanding of how and where we can improve our chemical management.

→ Learn more about **bluesign®**



**Our chemical management system partner, bluesign®, specializes in safer and more sustainable textile production processes for improved workers’ and consumers’ 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. 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. In our Spring-Summer 2022 collection, 57% of our apparel products, 58% of our

sleeping bags, and 100% of our ropes were bluesign® PRODUCT certified. 75% of our backpacks, bags, and harnesses were made of bluesign® APPROVED textiles.

Our Restricted Substances List is based on the bluesign® SYSTEM SUBSTANCES LIST.

	 Apparel	 Sleeping bags	 Packs, bags & harnesses	 Ropes
Summer 2022	57 %	58 %	75 % *	100 %
Summer 2025	90 %	90 %	90 % *	100 %

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

# Higg Facility Environmental Module FEM



**The Higg FEM provides suppliers along the value chain a clear picture of their operations' environmental impact.**

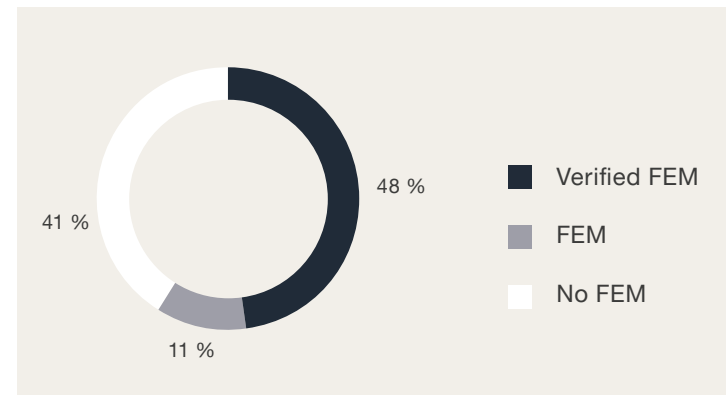
Their results can be shared with their brand partners, such as Mammut, to give more insight into their emissions produced across the value chain. More than half of our tier 1 and tier 2 suppliers conduct the Higg Facility Environmental Module (FEM), and we strongly encourage all to do so. With the collected data, we can measure our carbon footprint and understand how to better push for decarbonization within our supply chain.

As a part of the United Nations Framework Convention on Climate Change, we are committed to phasing out coal across our own operations and from our suppliers by 2025. We use the Higg FEM to collect information about our suppliers' energy sources, and in 2021, 6 out of 48

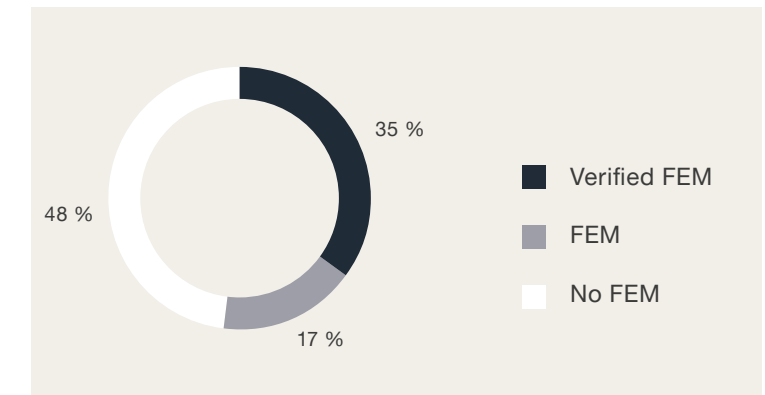
verified Higg FEM suppliers reported having coal as an energy source. By 2025, we want to decrease this number

to zero to achieve our coal phase-out across all suppliers.

## Product manufacturers



## Fabric suppliers



The data above is from 2021. Higg FEM verification is conducted through the end of the December of the following calendar year. FEM is not available for some hardgoods manufacturers for specific products, such as helmets.



# 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 reassessed 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.

**In 2022, 85% of our apparel, 88% of our accessories, 80% of our sleeping bags, 69% of our ropes, and 94% of our backpacks, bags, and harnesses were PFC-free.**

In some categories, there was a slight decrease in the use of PFC-free compared to 2021 due to performance issues. New PFC-free materials have already been selected for future collections. 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 grease or wash resistant. Our goal is to find suitable PFC alternatives that still provide excellent performance for all of our products.



## Percentage of products that are PFC-free

	 Apparel	 Accessories	 Sleeping bags	 Packs, bags & harnesses	 Ropes	 Footwear
Summer 2022	85%	80%	80%	94%	69%	9%
Goal FW 25/26	100 % *	100%	100%	100%	Under review **	90%

\* The use of PFCs will be phased out from our ski school equipment after FW25/26.

\*\* The PFC phase-out for ropes has been initiated but requires further research and development to guarantee safety standards.



“To reduce our footprint, we need to explore alternative solutions that can perform as well or even better.”



# Solution dyeing

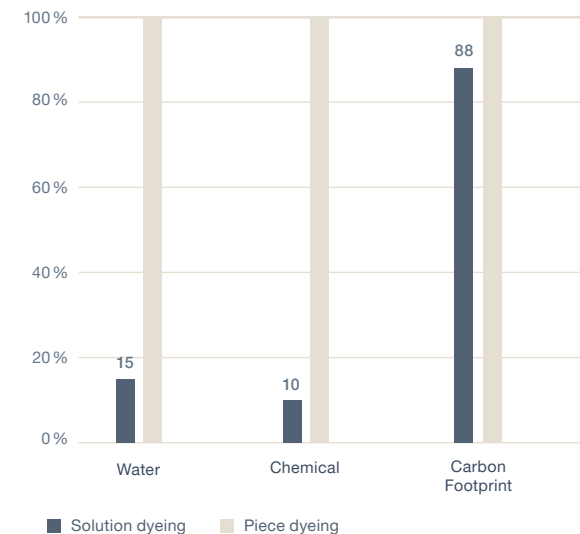


**Traditional piece dyeing techniques are resource-intensive, using large dye baths that require vast amounts of water, chemicals, and energy, resulting in high carbon emissions and the potential for chemically contaminated wastewater. For a selection of our synthetic fabrics, we have introduced the 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 yarn creation rather than with the constructed fabric. 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.

In 2022, we purchased 32,249 kg of solution dyed fabric from e.dye®, which, based on their third-party verified data, saved a calculated 967,461 liters of water, 16,025 kg of chemicals, and 48,376 kg of CO<sub>2</sub> compared to an equivalent volume of piece dye fabric. Additional solution dyed fabrics were purchased from another supplier; however, we did not have the impact data at the time of writing. While we continued to expand our use of solution dyed materials in 2022, 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.



According to third-party verified data from e.dye®, 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.

# 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 statistically 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 1994. For our 2022 collection, 26% of our apparel, 22% of our sleeping bags, and 60% 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 and at least half of the fiber is recycled

	 Apparel	 Sleeping bags	 Packs, bags & harnesses
Summer 2022	20 %	22 %	60 %
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.

# 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.**

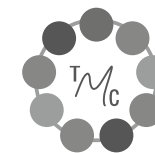
Their extremely small size creates challenges for collection, and their durability, which is part of their original design and intention, makes them incredibly persistent.

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 and launched the Microfibre Roadmap and Microfibre 2030 Commitment

in 2021. As a member, we are committed to implementing state-of-the-art technologies once they hit the market, taking part in industry exchanges, and applying TMC's test protocols.

In 2022, we began submitting our developing fabrics to TMC's test protocol and database. This step is now integrated into our material development and approval process.

→ [Learn more about the Microfibre Consortium](#)





# Organic cotton



**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 Remei, which we labelled as bioRe® in our 2021 report, an organic cotton textile supplier based in Switzerland. Remei manages a transparent supply chain from fibers to ready-made garments. This includes their own seed supply, grants a purchase guarantee, and pays a premium to its smallholders. Remei organic cotton T-shirts are fully traceable via QR code and a traceability tool back to the smallholder farmers where the organic fibers were grown under controlled

organic conditions. To manage emissions, Remei invests directly in carbon insetting projects by compensating carbon emissions within their own supply chain.

In summer 2022, 57% of the cotton in our apparel collection was organic.



# 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 contribute funds via an annual membership fee. EOCA supports projects in wildlife protection, ecosystem conservation, and pollution remediation. Together, the outdoor industry has supported over 170 different projects in 65 countries, donating nearly five million euro. With fundraising and membership fees such as ours, over €400,000 was committed to conservation by EOCA in 2022. This funding supported eleven new projects in ten different countries.



# Product collaboration: Mammut x UNLESS

In 2022, we teamed up with the US-based brand, **UNLESS Collective**, to create a limited-edition hoodie and T-shirt for International Mountain Day. The mini-collection was 100% plant-based, containing no plastics or synthetic fibers, including in the thread, label, and print dyes.

Each piece features facts about the mountains and their role in supporting our mountain sports community and alpine ecosystems. All profits from the sale of the Mammut x UNLESS collection, totaling more than CHF 10,000 as of February 2023, will be donated to Protect Our Winters Switzerland.

→ Learn more about POW in **Community engagement**





# Leftover material



**To ensure no resources go to waste, four dedicated team members meet monthly to discuss the management of our leftover materials. Leftover materials fall into one of two categories:**

- **End of life fabrics:**  
Textiles we discontinued the use of, and which are no longer incorporated into upcoming seasons
- **Sample fabrics:**  
Material that we bought and used for samples, but which have not gone into production and are no longer needed

The leftover material group's goal is to minimize waste and maximize material usage. After each season, we take stock of any leftover material and make plans to incorporate these textiles in product for the coming seasons. If this is not possible, we find alternative solutions to use the materials for custom and lower volume products.

In 2022, we created 55,000 new apparel pieces from over 13,000 yards of fabric material.

Examples of how we are using leftover rope nylon material are our WE CARE Classic and Dry ropes. These ropes are made from residual yarn left over from changes between different colors in the factory. Each rope features a unique color pattern based off the chosen yarn blends while fully complying with our quality standards. In 2022, we produced over 1,800 WE CARE ropes from our leftover rope nylon.

# 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. In 2022, we began working with a new logistics partner more aligned with our emissions strategy.**

Similar to 2021, the shipping and freight industry faced enormous global challenges in 2022 that made long-term freight planning, which has lower emissions, unrealistic for many of our delivery targets. In the first quarter, we struggled with sea freight delays and limited capacity due to COVID-19 instability. In June, port workers in Hamburg, Germany, went on strike causing additional setbacks. The Russian war in Ukraine was another significant challenge in 2022. Airlines had to avoid Ukrainian airspace, resulting in longer flight paths with higher costs and emissions.

The war also led to a shortage of truck drivers in Europe along with higher energy, metal, food, and fuel costs.

To address these challenges, we implemented several solutions, including working with Online Supply Chain Accelerator (OSCA), a supply chain software that provides better monitoring and communication with our logistics partners and suppliers. We also maintained early communication with our suppliers and utilized Sea-Air freight, which combines the speed benefit of air freight with the lower emissions of sea freight.

While we reduced the number of air shipments with good planning, there is still room for improvement. Specifically, we plan to expand our use of Sea-Air freight, strive for full container deliveries to reduce the need for follow-up shipments, and introduce direct shipment to retailers from production.

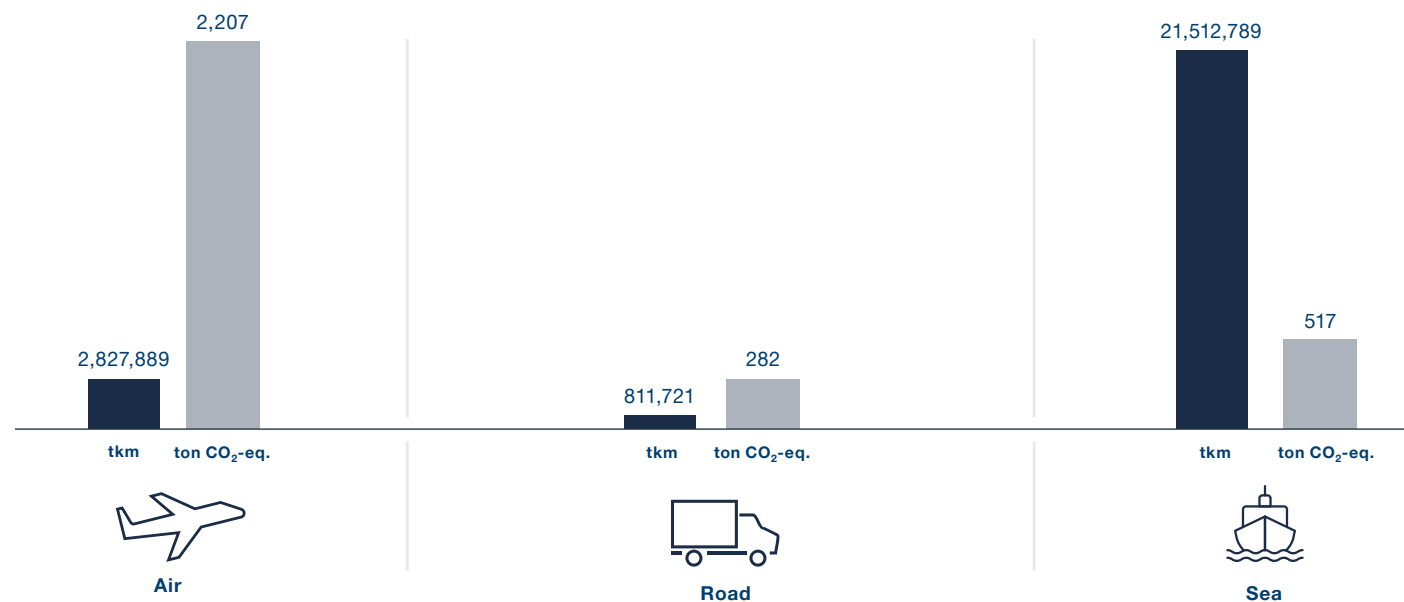


## Logistics & transportation emissions

3'006 metric tons CO<sub>2</sub>-eq.

**tkm** = Ton-kilometer is the weight in tons of material multiplied by the number of kilometers of travel.

**ton CO<sub>2</sub>-eq.** = Ton carbon dioxide equivalent measures the impact of greenhouse gas emissions.





# Packaging



**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 plastic and cardboard packaging materials have their own impact, the footprint of items damaged irrevocably during transport before its first use by a consumer is higher. We aim to reduce the impact of our packaging where we can.**

## **Cardboard and plastic packaging**

All our cardboard is made from 100% recycled materials and is fully recyclable. To decrease overproduction and waste in 2022, we simplified our printed packaging, reduced the size of individual packaging, and completely removed plastic and plastic films wherever possible. We also began the design process for a responsibility hangtag to inform consumers about each product's specific social and environmental attributes. While we recognize the irony of creating a new

hangtag to explain how we are reducing the impacts of our products, the aim is to empower consumers to make informed purchase decisions. Additionally, we will reduce the total impact by decreasing the size of all our hangtags.

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

Through the EOG, we work 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.

Since 2021, we have removed poly bags from products before sending them to our own stores and outlets. The poly bags are then sent to a local recycler that processes them into high-quality re-granulates. We are planning on expanding this process, but still face logistical and re-source challenges regarding how bags will be physically removed.



# Internal operations



## Electricity consumption

Our headquarters in Switzerland is powered by hydropower and our German stores and warehouse are also solely reliant on renewable electricity. In 2022, we installed **solar panels** at our German subsidiary and warehouse, with an expected capacity of over 1 million kWh per year, which will create an estimated 45% self-sufficiency for these buildings. 60% of the total electricity generated will be surplus and will be fed back into the grid. The remaining purchased electricity, which will be required at night and in poor weather, will come from renewable sources contracted in 2021.

### Solar panels

installed on German warehouse



## Commuting

To encourage public transportation use by our employees, we work with the local municipalities to decrease commuting hurdles. In 2022, we organized a **free employee shuttle** from the neighboring train station to make public transport more attractive. We also have charging stations on-site for employees with electric vehicles.

### Free local shuttle

for employees at HQ in Switzerland



## Software

In 2022, we reviewed the two digital **tools** we rely on the most, and both are **carbon neutral**. Our enterprise resource planning software recycles 100% of its wastewater and our primary application system aims to run solely on renewable energy by 2025.

### Carbon neutral

software solutions





# Ethical production



**Unsafe working conditions and poverty wages in the garment and hard good industries are a root cause of social injustice, which gravely impacts women who work in factories.**

When local laws and customs can increase the risk for human rights violations, a strict due diligence approach and partnerships with independent auditing organizations, such as the Fair Wear Foundation, and joint audits with

industry peers help us build accountability in addressing these challenges. To systematically improve workplace conditions in our supply chain, we also rely on long-term relationships with our suppliers to create a more even demand for workers despite the seasonality of collections.

Previously, Mammut published a separate annual Social Report. For 2022, our country-by-country reporting for sewn goods has been included in this Responsibility Report.



# Production in context



## Social risks in production



### Seasonal overtime

The fashion industry produces summer and winter collections, which results in every retailer around the world expecting to receive their collection items at the same time. Retailers place their orders after the trade shows, six months before the season launches in-store. This causes a rush to order fabrics and make the required quantity of garments in time for the retail release.

### Minimum wage

Most countries define a legal minimum wage, and by referring to third party audits and wage surveys, we can be confident that our primary suppliers pay their workers the required minimum wage. Problems have however occurred with minor suppliers. This is typically related to piece work, temporary workers, and wage averages when there are temporary layoffs. Payment of public holidays or overtime premiums often follow local customs rather than strict adherence to law.

### Union culture and regulation

When a factory supplies to us, we require that all workers be permitted to join a union and engage in collective bargaining without consequence. The reality is that in certain countries, local customs and laws can restrict union activities and other forms of worker representation. Our partner, Fair Wear, evaluates the status of unions in each

factory audit and communicates overarching issues in country reports.

### Occupational health and safety

Occupational health and safety (OHS) issues are often identified during audits and factory visits. Along with local quality specialists, our team members who frequently visit factories are prepared to routinely check for OHS infringements in work processes, environment, and use of personal protective equipment (PPE). To prevent OHS shortcomings from recurring, OHS training of management, supervisors, and workers is key.



## Preventative measures in production



### Increasing lead times

To address overtime, we extended the lead time for orders and share detailed forecast information with our suppliers early in the production cycle. After lead times were dramatically impacted in 2021 due to supply chain issues, we responded by ordering with longer lead times of up to a year in advance.

### Specialized inspectors

When our partners at Fair Wear Foundation conduct an audit, a document inspector is always included. This inspector is responsible for reviewing factory contracts, training certificates, and vacation records. They also verify if the

factory procedures comply with local laws and International Labour Organization standards.

### Audit collaboration

Multiple brands often work with the same supplier or in the same region. To build industry alignment and accountability and to increase efficiency and impact, brands can pursue factory audits together. This coordinates requirements, reduces overlap, and facilitates more thorough implementation of Corrective Action Plans.

### Long-term contracts

Changing the status quo requires strong relationships. By having long-term supply contracts with partners who comply with the values in the outdoor industry, we can achieve and maintain high social and human rights standards across our sector.

# Fair Wear Foundation



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



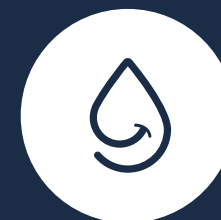
Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. In some countries, additional training modules, such as harassment and age verification during recruitment, are covered.

Based on the International Labor Organization (ILO) Conventions and the Universal Declaration of Human Rights, 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. If a violation is found, we create a Corrective Action Plan, which is taken into account by Fair Wear in our Brand Performance Check (BPC).

→ Learn more about the Code of Labor Practices in **Due diligence approach**

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. We are proud to have been recognized by Fair Wear for our efforts to promote industry collaboration, where we have encouraged other brands to pursue joint audits at shared facilities to help us collectively address these massive challenges.





The new Fair Wear assessment will be based upon the Organisation for Economic Cooperation and Development (OECD) guidance for Responsible Business Conduct in alignment with new laws being implemented in Europe. Results of the Brand Performance Check are categorized as Leader, Good, or Needs Improvement. We aim to monitor at least 95% of our textile supply chain according to the Fair Wear Foundation standard. **In 2022, our ranking remained at Good after monitoring 96% of our supply chain.**

We have developed a plan to regain Leader status and are actively working on this. For 2023, our focus lies in expanding our due diligence process to include a gender lens and further emphasis on promoting freedom of association, as well as remediation of any recurring issues. We will also ensure we create visit reports and follow up on existing Corrective Action Plans (CAPs). Our purchasing depart-

ment has written our Fair Wear Handbook for buyers, run training sessions, and plan to do key reports on topics such as the living wage gap, homeworkers, and country risk analysis. Additionally, we have joined the International Accord for Health and Safety in the Textile and Garment Industry and are in the process of writing our Responsible Business Conduct Policy.

→ Learn more about our work with Fair Wear Foundation in **Due diligence approach**





## 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**

# Higg Facility Social and Labour Module FSLM



**The Higg Facility Social Labour Module (FSLM) is conducted by individual suppliers and assesses the social impact of manufacturing, reviewing topics such as wages, working hours, health and safety, and employee treatment.**

This auditing tool is particularly important for us in maintaining accountability with our tier 2 fabric and components suppliers, as they are not covered by the Fair Wear system. Nevertheless, to more easily benchmark and reduce double-auditing between FSLM and FWF and between tier 1 and tier 2 suppliers, we strongly suggest that all our partners undertake the FSLM and verify the results with an independent body.

With our verified FSLM data, we identified that our tier 2 material supplier facilities perform lower in comparison to our tier 1 sewing and final product assembly factories on

Social Management Systems, which assess their governance structure and documentation and policy documents. The current average score of our tier 2 facilities in management systems is 57%. By 2025 we want to improve this to 75% through closer engagement and further support in establishing clear policies and structured documentation about the social wellbeing of our supplier's employees.



# Audit Alliance for Hard Goods



**The European Outdoor Group Audit Alliance for Hard Goods (EOG AAHG) was founded in 2019 by Mammut and Salewa (Oberalp) to apply the same principles as Fair Wear to metallic and electronic hard goods. The EOG working group is now comprised of nearly all hard goods industry leaders, including Black Diamond, Edelrid, Leki, Mammut, Petzl, Oberalp (Salewa), Ortovox, and Scott Sports. The AAGH oversees 98% of our metal suppliers by value.**

The initial focus of the AAGH was to arrange social audits at metal product factories in Taiwan, where there was a known problem with migrant workers from Indonesia, Thailand, and Vietnam being charged high fees by employment agents and living in unsafe dormitories. The group identified three shared suppliers in Taichung, Taiwan, and shared the costs to run a social audit together with Elevate. Fair Wear also acted as a consultant and Collec-

tive Action Plans were defined, with one brand holding responsibility for it on behalf of the group per factory. In 2022, the AAGH focused its efforts on helmet factories.

# Due diligence approach

**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 (CAP) is created to outline the issue and the steps that will be taken to address it.

In 2022, Fair Wear changed emphasis to risk-based Human Rights Due Diligence to align with new mandatory laws that are being introduced in many countries. Mammut prepared for this change by attending seminars and retraining relevant staff.

**In 13 years, with approximately 35,000 people working for our tier 1 primary suppliers, we processed 35 individual complaints with some covering multiple topics, totaling 64 issues. Complaints were made about overtime**

**payment & wages (23), reasonable working hours (20), 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.**

→ For more on Fair Wear's specific findings in each country we source from, review **Country-by-country reporting**

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

# Sourcing by country for sewn goods

## Supplier performance per country

Based on audit results of the Mammut supply chain, common social problems are indicated per country by traffic light dots.

Fair Wear Countries 2022	1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security	Mammut purchasing value in %
Vietnam	●	●	●	●	●	●	●	●	●	69.0%
China	●	●	●	●	●	●	●	●	●	12.1%
Bangladesh	●	●	●	●	●	●	●	●	●	10.1%
Romania	●	●	●	●	●	●	●	●	●	4.0%
Türkiye	●	●	●	●	●	●	●	●	●	1.3%
Lithuania	●	●	●	●	●	●	●	●	●	0.9%
Latvia	●	●	●	●	●	●	●	●	●	0.7%
Germany	●	●	●	●	●	●	●	●	●	0.5%
Taiwan	●	●	●	●	●	●	●	●	●	0.5%

● Minor non-compliance found and quickly resolved, or no problem found.

● Major non-compliance found and resolved. Recurring problems.

● Major or critical non-compliance found. Recurring problems.



# Country-by-country reporting for sewn goods

Vietnam		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
7219	Footwear	●	●	●	●	●	●	●	●	●
7371	Apparel	●	●	●	●	●	●	●	●	●
3268	Hardware	●	●	●	●	●	●	●	●	●
14342	Apparel	●	●	●	●	●	●	●	●	●
10013	Apparel	●	●	●	●	●	●	●	●	●
5869	Footwear	●	●	●	●	●	●	●	●	●
11333	Hardware	●	●	●	●	●	●	●	●	●
10768	Hardware	●	●	●	●	●	●	●	●	●
34137	Apparel	●	●	●	●	●	●	●	●	●
3277	Apparel	●	●	●	●	●	●	●	●	●
12320	Apparel	●	●	●	●	●	●	●	●	●
3919	Apparel	●	●	●	●	●	●	●	●	●
35016	Apparel	●	●	●	●	●	●	●	●	●
9415	Apparel	●	●	●	●	●	●	●	●	●
10014	Apparel	●	●	●	●	●	●	●	●	●
9857	Apparel	●	●	●	●	●	●	●	●	●
3287	Apparel	●	●	●	●	●	●	●	●	●
5414	Footwear	●	●	●	●	●	●	●	●	●
2935	Apparel	●	●	●	●	●	●	●	●	●
4568	Apparel	●	●	●	●	●	●	●	●	●
7504	Apparel	●	●	●	●	●	●	●	●	●

## VIETNAM

Mammut has sourced backpacks and gloves from Vietnam for 25 years. For the outdoor industry, manufacturing in the country has expanded dramatically in recent years. In 2012, 10% of our textile production took place in Vietnam and in 2022 it was 69%. 2022 was a challenging year as our team was unable to visit partners until the end of June due to COVID-19 lockdowns. Purchases also doubled in the country as result of 4 months of non-production during 2021, also due to the COVID-19 pandemic.

Often, there are challenges in Vietnam with proving legally binding employment relationships. Vietnamese law specifies detailed elements for employment contracts; however, factories often fail to include them. In these instances, we ask suppliers to adapt by complying with the local laws.

## We identified the following points for Vietnam in 2022:

- 2. Freedom of Association – There is only one legally recognized trade union organization in Vietnam and workers do not have the right to establish the union of their choice. Factory management often distrust unions.
- 5. Legal Wage – Vietnam has complex labor laws and audits have often found violations such as severance and sick pay not being paid or being paid late.
- 6. Excessive Hours – Overtime is a problem in some apparel factories.
- 7. Health and Safety – Vietnamese labor law specifies six monthly health checks for workers in hazardous occupations, and many jobs in sewing factories are considered hazardous. Audits often find failures to comply with these regulations.

# Country-by-country reporting for sewn goods

China		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
4591	Footwear	●	●	●	●	●	●	●	●	●
5304	Apparel	●	●	●	●	●	●	●	●	●
2448	Hardware	●	●	●	●	●	●	●	●	●
5305	Apparel	●	●	●	●	●	●	●	●	●
3267	Hardware	●	●	●	●	●	●	●	●	●
8326	Hardware	●	●	●	●	●	●	●	●	●
4575	Apparel	●	●	●	●	●	●	●	●	●

## CHINA

In 2019, the United Nations Human Rights Council condemned China for mass detention and cultural re-education of Muslim Uyghur people in Xinjiang. In 2020, the United States of America banned imports from the Xinjiang region, and in 2021, the European Union and the United States imposed sanctions. There are also concerns about the treatment of ethnic minorities under the poverty elimination policy. We have zero production in Xinjiang and do not use cotton originating from the region. In 2022, Mammut reduced purchases from China and ended two long-term supplier relationships. In 2022, 12.1% of our textile production took place in China.

## We identified the following points for China in 2022:

- 2. Freedom of Association – Unions are not independent.
- 5. Legal Wage – Many factories pay piece rates, meaning wages are based on the number of tasks produced, not the number of hours worked. This leads to frequent noncompliance as wages are not correctly paid.
- 5. Legal Wage – Migrant workers are not always able to transfer their social security payments back to their home regions. Solutions are being implemented; however, many workers choose to not to partake.
- 6. Excessive Hours – Overtime is a prevalent and recurrent problem in many Chinese apparel factories.

# Country-by-country reporting for sewn goods

Bangladesh		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
5285	Apparel	●	●	●	●	●	●	●	●	●
5843	Apparel	●	●	●	●	●	●	●	●	●
35178	Hardware	●	●	●	●	●	●	●	●	●

## BANGLADESH

Mammut partners with a Korean supplier that has several factories in Bangladesh which produce apparel at an export factory complex in Chittagong. The complex was audited by the International Accord for Health and Safety in the Textile and Garment Industry and the units producing for Mammut were also audited by Fair Wear Foundation. In Bangladesh, all factories we partner with have also been specifically audited for fire and building safety by the International Accord or the nonprofit Nirapon, and have completed the resulting Corrective Action Plan. Business increased in 2022 in the country and we placed trial orders at two new suppliers, Kadena and Eusebio. In 2022, 10.1% of our textile production took place in Bangladesh.

## We identified the following points for Bangladesh in 2022:

- 7. Health and Safety – Fair Wear Foundation requires additional fire and building safety audits in accordance with the Bangladesh Accord. Both factories we work with have been audited and corrective actions are being performed to the agreed timescale.
- 7. Health and Safety – Harassment of women is a serious concern and the auditors raised concerns regarding supervisors shouting at workers. In response, training for supervisors was arranged.

# Country-by-country reporting for sewn goods



## ROMANIA

Mammut sources footwear from two suppliers in Romania, which is considered a low-risk country by Fair Wear Foundation. One of these suppliers was onboarded in 2022, increasing our business in the country. In 2022, 4% of our textile production took place in Romania.

There are no additional comments for 2022.

## TÜRKIYE (formally known as Turkey)

Mammut sources apparel from two suppliers in Türkiye. Due to its proximity to Syria, millions of Syrian refugees live in the country and there are concerns about their employment, particularly with subcontractors. Additionally, there is often hostility between unions and factory management. In 2022, a new supplier was introduced, and our textile production increased to 1.3% in Türkiye.

We identified the following points for Türkiye in 2022:

- 2. Freedom of Association – In 2022, there was a complaint about threatened violence on union officials in Türkiye. In response, Fair Wear launched an investigation and facilitated meetings between the management and the union. The relationship is now cited to be improved.



# Country-by-country reporting for sewn goods



## LITHUANIA

Mammut has one long-term apparel supplier in Lithuania, which is considered a low-risk country by Fair Wear Foundation. In 2022, we reduced our purchases from Lithuania and 0.9% of our textile production took place the country.

**There are no additional comments for 2022.**

## LATVIA

Mammut has one Spectre supplier in Latvia, which is considered a low-risk country by Fair Wear Foundation. Five factories are owned by Spectre and two additional factories are subcontractors to them. The factories are audited against the SA8000 certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace. In 2022, we reduced our business in Latvia, and 0.7% of our textile production took place in the country.

**There are no additional comments for 2022.**

# Country-by-country reporting for sewn goods



## TAIWAN

Mammut has one sewn goods and five hard goods suppliers in Taiwan. In 2022, 0.5% of our textile production took place in Taiwan.

### We identified the following points for Taiwan in 2022:

- 2. Free employment – Taiwanese companies often employ foreign migrant workers from Thailand, Vietnam, and Indonesia who must pay high fees to employment agencies.
- 7. Health & safety – It is a known issue in Taiwan that migrant workers are often housed in accommodations with poor fire and building safety.

## GERMANY

Mammut has one knitwear supplier in Germany, which is considered a low-risk country by Fair Wear Foundation. In 2022, 0.5% of our textile production took place in Germany.

There are no additional comments for 2022.

## INDIA

Mammut stopped sourcing sewn goods in India in 2022.

## PHILIPPINES

Mammut stopped sourcing sewn goods in the Philippines in 2022.

## PORTUGAL

Mammut stopped sourcing sewn goods in Portugal in 2022.






# 04 Appendix













# Materiality assessment

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

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

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, product care instructions, repair studios	
<b>Climate</b>	9	8	Net zero strategy, annual company carbon footprint, SBTi, UNFCCC, CDP	
<b>Industry collaboration</b>	8	4	EOCA, EOG, SAC, STS 2030, TMC, UNFCCC, university collaborations	
<b>Community engagement</b>	7	5	ClimbAID, POW, Climb United, Access Fund, The Global Climbing Initiative, Support for Ukraine	 
<b>Gender equality, diversity &amp; inclusion</b>	5	8	Gender equality, Talent Development Program	 
<b>Energy use</b>	7	4	Renewable electricity in Swiss and German facilities, installing solar panels in Germany, electric car charging stations at Swiss and German offices, EOG Carbon Reduction 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 simplification, hangtag size reduction, 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, Brand Performance Check, Responsible Business Conduct Policy, CDP, Fashion Transparency Index, SAC Higg Index	
Waste	4	4	Close the Loop, 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.

Climate strategy > Carbon footprint

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

WE CARE > Who we are > WE CARE

The WE CARE key performance indicators in this report cover our **summer 2022 collection**.

WE CARE > Who we are  
> Membership associations  
& partnerships

Fashion Transparency Index by Fashion Revolution:  
Mammut scored 26% in the Fashion Transparency Index 2022  
  
Good On You:  
Ranking updated February 2022 “It’s a start”

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

**WE CARE > Who we are**  
**> Community engagement**

**Contributions**

ClimbAID:	30,000	CHF and in-kind donations worth 20,000 CHF (annual contribution)
Protect Our Winters CH/US/JP:	35,000	CHF (annual contribution)
Access Fund-Climbing stewards:	6,000	USD and in-kind donations worth 2,500 USD
The Global Climbing Initiative:		in-kind donations worth 1,500 USD
Support for Ukraine:		in-kind donations worth 40,000 USD

**WE CARE > Who we are**  
**> Higg Brand and Retail Module**  
**(Higg BRM)**

**Verified BRM 2020 Score**

Management System:	Brand:	Stores:	Operations & Logistics:
Environment: 89.5 %	Environment: 75.0 %	Environment: 33.3 %	Environment: 57.1 %
Social: 95.8 %	Social: 86.5 %	Social: 76.9 %	Social: 59.2 %

**WE CARE > Circularity & services**  
**> Repair**

**Total international product repairs and maintenance works: 16,472**

Switzerland:	5,937	(in-house repair studio)
Germany, France & United Kingdom:	8,878	(in-house repair studio in Germany)
United Kingdom	10	(local repairs with Lancashire Sports Repairs LSR)
Japan:	936	(third party repair studio)
North America & Canada:	247	(third party repair studio)
Norway:	134	(third party repair studio)

**WE CARE > Ethical Production**  
**> Fair Wear Foundation**

**Fair Wear Foundation Brand Performance Check 2022 (covering year 2021)**

Benchmarking score: 61  
Performance Benchmarking Category: GOOD

# Glossary

<b>BPC</b>	Brand Performance Check
<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>CEO</b>	Chief Executive Officer
<b>CoLP</b>	Code of Labour Practices
<b>CO<sup>2</sup>-eq</b>	CO <sub>2</sub> equivalent is a unit based on the global warming potential (GWP) of different greenhouse gases
<b>CPO</b>	Chief Product Officer
<b>CRP</b>	Carbon Reduction Project (CRP) run by the EOG
<b>CSCO</b>	Chief Supply Chain Officer
<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>ILO</b>	International Labour Organization
<b>ISPO</b>	Internationale Fachmesse für Sportartikel und Sportmode
<b>LWG</b>	Leather Working Group
<b>MSI</b>	Higg Materials Sustainability Index
<b>NGO</b>	Non-governmental organization
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OSCA</b>	Online Supply Chain Accelerator
<b>PET</b>	Polyethylenterephthalat
<b>PFC</b>	Perfluorinated compounds
<b>PFC-free</b>	Items made without perfluorinated compounds
<b>PM</b>	Higg Product Module



# Glossary

<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>STS 2030</b>	Sustainable Textiles Switzerland 2030
<b>TMC</b>	The Microfibre Consortium
<b>UNFCCC</b>	The United Nations Framework Convention on Climate Change

#### **Behind this report**

Project Management: Sara Liz Marty  
Copywriting and Editing: Alex L. Phillips  
Assistant Editing: Matt Hundhammer  
Layout and Graphics: Denise Drews, Jörg Richter

Publication: June 2023  
Inquiries about this report: [responsibility@mammut.com](mailto:responsibility@mammut.com)

#### **Mammut Sports Group AG**

Birren 5  
5703 Seon  
Switzerland

[mammut.com](https://mammut.com)