



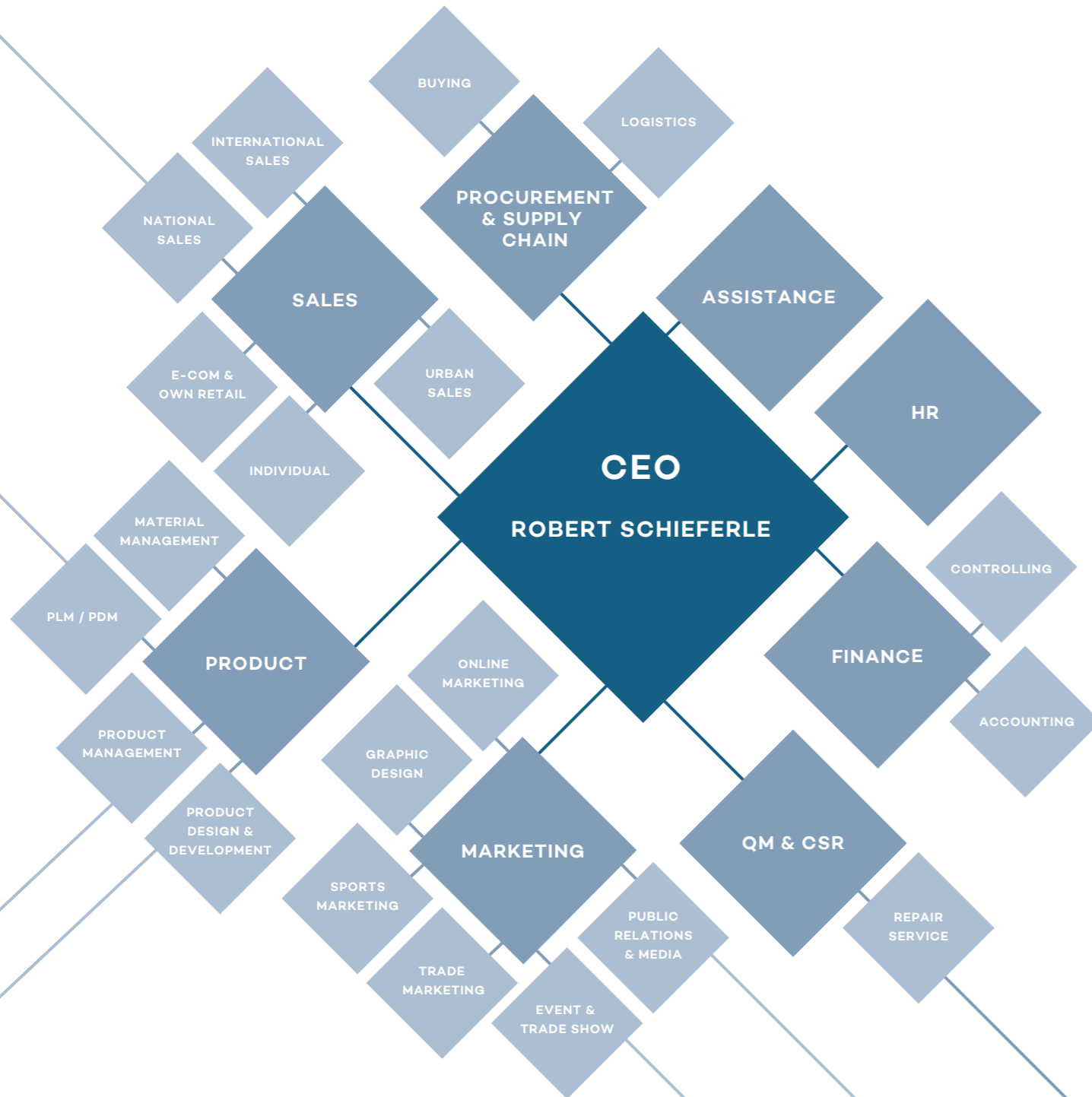
SOCIAL REPORT

JULY 2019 - JUNE 2020



ORGANISATIONAL CHART

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FOREWORD

DEAR DEUTER FAMILY, CUSTOMERS AND BUSINESS PARTNERS,

The past year has presented Deuter and its partners with major challenges and changes.

Ensuring the health and safety of our employees in Germany, USA, China and at our suppliers' in Vietnam and Myanmar has been our greatest priority.

Right from the start of the pandemic, one thing was clear to us: We would have to weather the storm together with our suppliers. Our official Covid-19 statement (p. 6) explains exactly what measures were implemented. We are proud of the fact that we were able to maintain capacity with our suppliers in such a way that no redundancies were necessary.

Now more than ever, the issue of sustainability remains one of the most important issues there is.

Increasingly, the way in which we look at our products is through the spectrum of their entire lifecycle. The highest quality and excellent fit are fundamental to this.

The longer the life of a product and the more use we derive from it, the more sustainable that product is. Which is why we look to use the most durable materials and construction methods, and ensure our products can also be repaired. For those times when something breaks on that favourite pack or bag, we offer a lifetime

repair service. The previous business year saw us carry out repairs to over 3,300 pieces, thereby extending their lifetime. That figure is equivalent to less than one per cent of our yearly production volume.

We have set ourselves the goals of determining and trying to minimise the impact that we have, improving working conditions and adopting a holistic approach to creating sustainable products.

When it comes to the choice of materials for our collection pieces, we are steadily increasing the proportion of recycled materials. From May this year we were able to launch our first ever series of day packs (UP) that are bluesign® products and made from 100% recycled materials.

In this, our 8th Social Report, we hope to emphasise the importance of our aspiration to be a responsible company by giving you a detailed insight into our commitment.

Yours sincerely,

Robert Schieferle

1.3

COVID-19 STATEMENT

PREAMBLE

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

GUIDING PRINCIPLES

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

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

SHORT-TERM MEASURES DURING THE COVID 19 OUTBREAK

- In general, we are refraining from cancelling orders, especially if they have already been confirmed and/or material has been purchased.
- We are adhering to agreed payment terms, and if necessary, arranging advance payments.
- There will be no late delivery penalties if these are due to the effects of the COVID-19 outbreak.

- In the case of factory closures, workers will receive their wages and severance pay (provision of emergency financial aid).
- We are looking into whether wages can still be paid in the case of a production standstill, or whether it is possible to make any concessions e.g. through adjusting payment terms, in order to secure wage payments.
- Together with other stakeholders in-country, we are looking into other support measures that might be required, such as the provision of emergency financial aid to bridge workers' wages or redundancies.
- We are informing suppliers early of our projected orders and updating these regularly. And lead times are being coordinated with our partners.

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

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

OUTLOOK

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

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

1.4

ABBREVIATIONS AND EXPLANATIONS

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

ACT	Action, Collaboration, Transformation (Foundation)
BPC	Brand Performance Check
CAP	Corrective Action Plan
CMT	Cut, Make and Trim
CoLP	Code of Labour Practices
CSR	Corporate Social Responsibility
GRS	Global Recycle Standard
NGO	Non Governmental Organisation
OHS	Occupational Health and Safety
RDS	Responsible Down Standard

WHAT IS WEP TRAINING

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

This module has been developed to:

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

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

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

WHAT WEP TRAINING IS ABOUT

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

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

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

2.1 2019/20 ACHIEVEMENTS

LEADER STATUS

Leader Status confirmed in the FWF Brand Performance Check for the 2018/19 financial year.

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

A large proportion of our training and work meetings were held virtually as a result of the COVID-19 pandemic. The changing situation made up a large part of the ongoing training content. Participation in the Partnership's 'Living Wage' initiative. Utilisation of the 'ACT self-assessment tools' to assess and improve Deuter's purchasing practices. Writing a supplier statement on the current situation.

FURTHER RESEARCH ON IMPROVED EFFICIENCY AND PRODUCTION PROCESSES

Research project carried out together with the Fraunhofer Institute and our manufacturing partner Duke on how to prevent bottlenecks and excessive overtime by improving efficiency and planning.

WEP COMMUNICATIONS TRAINING

The extensive WEPC (Worker Education Program Communications) training started in September 2019 in Myanmar, and in May 2020 in Vietnam, and focused on efficient communication between the management and staff at participating factories. Spanning several modules and including several face-to-face meetings, the course is intended to last approximately one year. It will be delivered to the factory management team and HR department, as well as to factory workers and union representatives.

DROP IN SUBCONTRACTOR NUMBERS IN VIETNAM SINCE LAST YEAR

Our partner company, Duke, came to an agreement with Deuter not to award any new subcontractor contracts. Some existing subcontractors also merged. The use of subcontractors is important to our manufacturing partners, to help cope with spikes in orders. But establishing transparency about upholding fair working conditions in these subcontracting companies is much more complicated. And that is why we try to work closely with all parties concerned to that aim.





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


TRAININGS & STAKEHOLDER INVOLVEMENT

PROVIDES WORKER COMPLAINT HOTLINES IN 15 PRODUCTION COUNTRIES

CHECKS THE WORKING CONDITIONS IN FACTORIES

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

FWF STATUS SINCE 2013:
LEADER



MONITORING LK		SCORING BRAND PERFORMANCE CHECK
97% PURCHASING VOLUME	DEUTER	87 POINTS
> 90% PURCHASING VOLUME LEADER STATUS	MINIMUM REQUIREMENT OF LEADER STATUS	> 75 POINTS

2.2 20/21 GOALS

Recommendations for Deuter made by FWF in their Brand Performance Check 2018/19 led to us setting ambitious targets for the 2020/21 financial year.

1 REINFORCED EXAMINATION OF THE SUBCONTRACTORS TO ACHIEVE FAIR WORKING CONDITIONS



2 TRANSPARENT PRICING WITH SLEEPING BAG SUPPLIER



3 LIVING WAGES BASED ON THE ANKER BENCHMARK STUDY



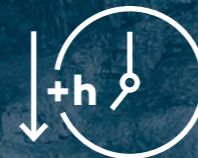
4 SUPPORTING CONSTRUCTIVE WORKER-MANAGEMENT DIALOGUE



5 IMPLEMENTATION OF THE CORRECTIVE ACTION PLAN AT A PRINTING SUPPLIER



6 REDUCTION OF OVERTIME



GOAL 1:

Deuter and its manufacturing partner, Duke, were able to reduce the number of subcontractors Duke uses. Going forward, the number of subcontractors needs to be closely monitored to ensure acceptable working conditions throughout the supply chain. Steps should also be taken to ensure that any further restructuring of production in Vietnam does not result in additional subcontractors being assigned.

GOAL 2:

Deuter is verifying the implementation of transparent pricing with its sleeping bag supplier.

The Bellmart sleeping bag factory in China should have been audited in the 2019/20 financial year, but due to the pandemic, no audit date has been set at this time. This would have given us a clear picture of the current level of wages. However, ongoing discussions with Bellmart and other FWF members using this factory indicate that wage levels are above the legal minimum.

The Myanmar government regularly increases minimum wages through consultation with trade unions and industry associations. Discussions are also held between the trade union at Bellmart and the factory management team to adjust wages and increase bonuses and overtime pay.

GOAL 3:

Deuter to implement a strategy to increase wages based on the Global Living Wage Coalition study (Anker Benchmark).

Wage adjustments are always taken into account in the Deuter pricing negotiations between Deuter and Bellmart senior management. The higher costs of materials as well as increases in the legal minimum wage in the manufacturing countries is reflected in a substantial increase in purchase price in 2018. In Myanmar and China, after a minimum wage increase last year of 33% and 13.3% respectively, no further increases were made. The minimum wage represents the basic salary upon which piecework payments and productivity bonuses are calculated.

We have managed to get our partner Duke to put together a planning and procedures taskforce in order to make pricing more transparent in the future – especially with regards to wage costs. This will help to better determine the parameters for achieving Living Wage benchmarks and will also help with production planning, in order to avoid overtime. If this policy proves successful, we will look at ways of adapting it for our sleeping bag supplier's production sites.

Deuter is also looking at ways it can achieve a Living Wage other than at product level. Because of occupying almost 100% of the capacity at Duke, we are largely responsible for all wage payments at the production sites in Vietnam. Deuter wants to agree worker wage targets with Duke in order to achieve a gradual increase to Living Wage benchmarks.

GOAL 4:

Deuter to continue its efforts to remediate more complex issues like a lack of constructive worker-management dialogue and to continue supporting its suppliers in implementing constructive worker-management dialogue and ensuring freedom of association. This was a key topic

for the Myanmar site in the 2019/20 financial year. The regular talks between workers and management introduced after the 2017 audit must be resumed with a focus on improved communication. This should be based on the WEPC training course, which takes place over the course of a year. An initial interim report showed significant potential for improvement. Currently however, realising this goal is difficult, because planned visits have had to be cancelled and the training program has been postponed because of travel restrictions.

The audit carried out in 2017 clearly showed there was room for improvement in communications between the union and factory leadership. The Deuter CSR team met 2018 with union representatives at the site to identify key issues and understand any shortcomings. The first step was to schedule regular meetings between the union and factory leadership. Experts from the FWF adopted a mediating role. As a further measure for improvement, an extended Worker Education Training scheme with a focus on communication was devised and scheduled. The training scheme will continue in the 2020/21 financial year, insofar as possible, given travel restrictions.

GOAL 5:

CAP (Corrective Action Plan) implementation from the last audit at one of the printing suppliers.

In July 2019, a printing supplier for Duke in Vietnam was inspected by the FWF audit team. The report flagged up several issues that required attention and further monitoring by the Deuter CSR team, in particular regarding wage payments and the documentation that goes with them.

At Deuter's last visit, the printers produced their wage documents to evidence the payment of the minimum wage. It has not been possible to carry out the verification visit planned for March 2020 together with experts from the FWF. The Duke CSR team is responsible for monitoring the CAP at this supplier.

GOAL 6:

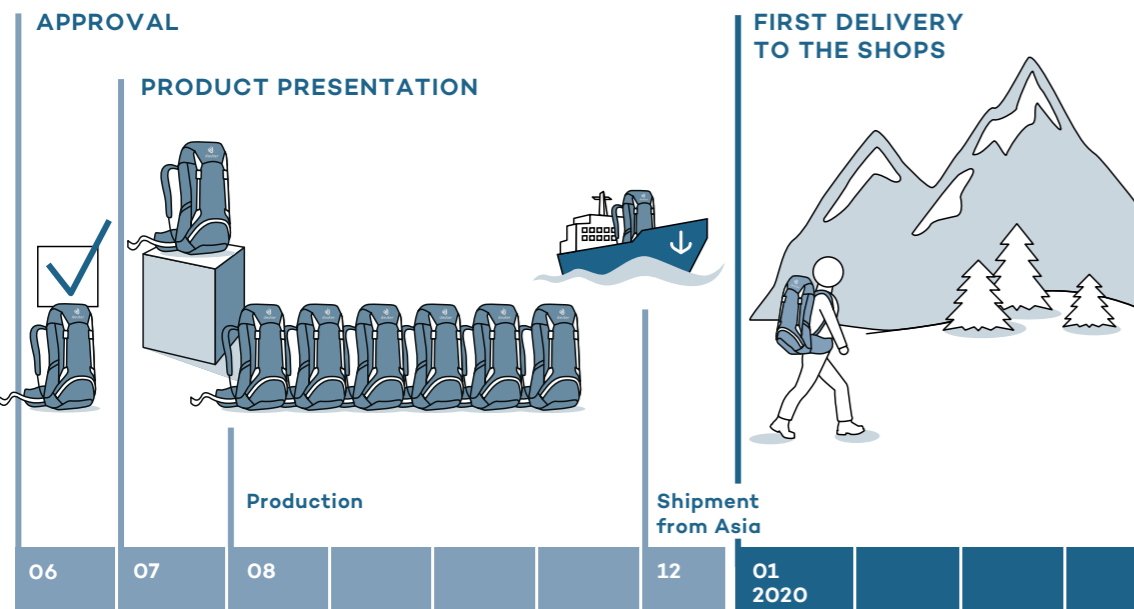
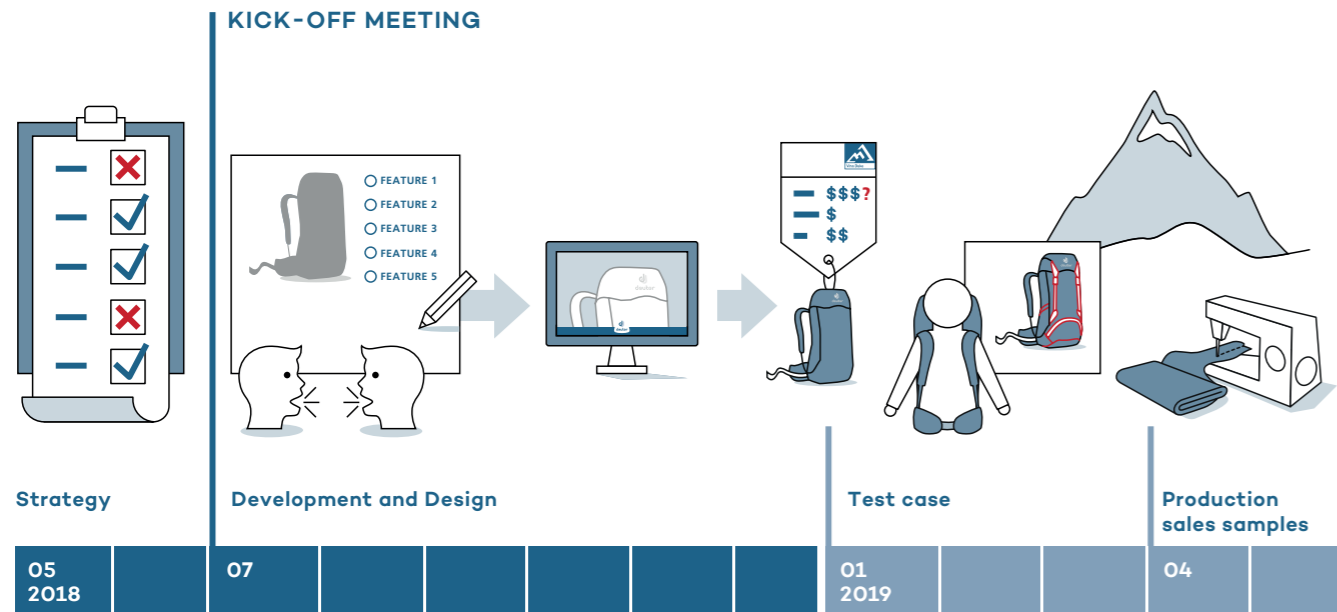
Deuter would like to work with its manufacturing partners to reduce the amount of overtime worked. By devising a planning system with long lead times on product orders, Deuter can prevent the excessive overtime that results from poor product planning. However, situations do still occasionally arise for various reasons. And so Deuter is keen to analyse these reasons and find ways together of making improvements.

In order to determine our potential for improvement, we use the ACT Self Assessment Tool provided as part of the Partnership For Sustainable Textiles "Living Wages" initiative. In the course of using the tool, various departments were asked about the purchasing behaviour they employ with our manufacturing partners. The evaluation showed that there is sufficient need for training to be carried out in order to raise awareness of the consequences of our purchasing behaviour.

On the other hand, we will also work towards a better understanding of the planning systems that our manufacturing partners employ. Innovative information and tools are provided here both by the FWF in its "Living Wage Incubator 2.0" and by the Partnership for Sustainable Textile's "Living Wages" initiative. If we are to achieve our goals, we not only need to work closely with our manufacturing partners, but also ensure clear communication between all relevant departments.

3. SOURCING STRATEGY

SIMPLIFIED PRODUCTION CYCLE: (SAMPLE MAIN COLLECTION 2018)



3.1. SOURCING STRATEGY AND PRICING

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

We have been working with our backpack manufacturer, Duke, since 1991. Duke has produced our entire backpack collection since 1994 and manufactures almost exclusively for Deuter. We have been working with our sleeping bag manufacturer, Bellmart, in China for 17 years, and in Myanmar since 2015.

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

In addition, we also provide our manufacturing partners with all the information and tools they need to be able to set the prices, and subsequently the wages that are dependent on them, in an even more transparent and fair way. Duke nominates suitable suppliers, taking into consideration quality, sustainability and lead times, or alternatively works together with suppliers that Deuter has nominated. Changes in materials must be made with appropriate lead times to allow timely purchasing, well before production begins, and in order to eliminate any knock-on effects on production schedules and working hours.

Deuter does not have a dedicated procurement or sourcing department because we do not swap and change suppliers. It is the Supply Chain Manager and the Director of Products, Production and Logistics who are responsible for production planning and who work closely together with our suppliers. There is a strategy in place should the situation arise where we require a new supplier. In such cases, close collaboration with the CSR Department is necessary.

3.2. PRODUCTION CYCLE

Deuter produces one main collection a year, plus a reduced winter range. The main collection is usually showcased in the summer at the OutDoor international sports trade show in Munich, Germany. The winter range is usually showcased in February at the ISPO trade show, also in Munich. We only tend to make changes to one third of our collection each year. Most of our products remain part of the collection for several years with only minor modifications. For instance, one of our classics, the Trans Alpine pack, has been in our collection for over 17 years.

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

**SINCE
2015**

WE HAVE BEEN WORKING WITH
BELLMART IN MYANMAR

WE HAVE BEEN WORKING
WITH OUR SLEEPING BAG
MANUFACTURER, BELLMART,
IN CHINA FOR 16 YEARS

**16
YEARS**

**SINCE
1991**

WE HAVE BEEN WORKING WITH
OUR BACKPACK MANUFACTURER,
DUKE, SINCE 1991

3.3. SUPPLIER RELATIONS

During the financial year in question, Deuter did not employ any new suppliers nor did it terminate any relationships with any current direct suppliers. Our backpack supplier, Duke, did not employ any new CMT (Cut, Make & Trim) subcontractors in the year 2019/20.

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

3.4. INTEGRATION OF MONITORING ACTIVITIES INTO SOURCING STRATEGY

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

Deuter's commitment to these partnerships has a direct influence on Deuter's sourcing decisions. For example, when sleeping bag supplier Bellmart decided to relocate its production of synthetic sleeping bags to Myanmar, because of difficulties with the factory in China, Deuter supported Bellmart but also carefully evaluated the risks of using Myanmar as a sourcing country. These risks were minimized by implementing enhanced monitoring and training – especially on age verification.

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

Subcontractor Selection

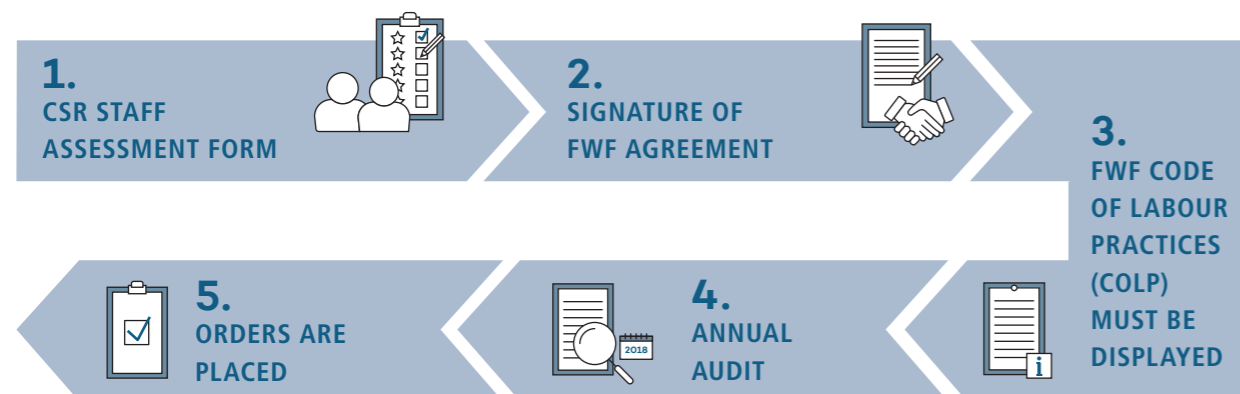
Deuter does not have a dedicated procurement or sourcing department because we do not swap and change suppliers. The process of selecting new subcontractors, if they are required, is the responsibility of Deuter's partner Duke, because Deuter has no direct business links with these smaller factories.

Subcontracting inevitably entails an increased risk of non-compliance with the FWF CoLP, which Deuter counters through monitoring measures. Should a business relationship with a direct partner be terminated, for whatever reason, Deuter adopts the responsible exit strategy requirements issued by the FWF. Because we do not swap and change suppliers, our monitoring activities do not have a great effect on our manufacturing partners. With different supplier structures it makes sense to reward certain suppliers with bigger orders, because this is a good way of encouraging them to achieve their improvement goals. But we have a long-standing relationship with each of our product group manufacturing partners. Should anything arise during the monitoring process, we will naturally work on it, but it does not affect the volume of orders we place with them. We are able to make improvements effectively without the need for such incentives because our relationship is based on trust.



SUBCONTRACTOR SELECTION

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



4.

COHERENT SYSTEM FOR MONITORING AND REMEDIATION

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

regular meetings (min. twice per year) held between the senior management team from Deuter and our suppliers. This practice adds weight to audit results and follows up on corrective action plans.

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

Corrective action plans (CAP) resulting from these audits are followed up by the Deuter CSR team with e-mails, Skype conferences and on-site visits from Deuter employees. In the case of Bellmart, we share follow-ups and audits with other FWF members to minimize the communication and workload for all parties. Combined leverage is also likely to elicit compliance more quickly and more sustainably. During the remediation process, Deuter takes into account FWF country studies as well as legal regulations relevant to the manufacturing location. Recommendations and requirements that are listed in the FWF audit report also form part of the remediation process. Audit reports form part of the

This year, due to the COVID-19 pandemic, it was not possible to implement all measures. Trips to Myanmar and Vietnam that were planned could not take place, and in Myanmar, outside visitors were not allowed in the factories. This affected the audits that were planned: In Vietnam these were late, and in Myanmar they had to be moved to the next financial year. Visits could not be made face-to-face; instead, they were virtual meetings. Planned meetings for the WEPC training scheme also had to be postponed in Myanmar.

4.1. VIETNAM

Vietnam is in Southeast Asia and covers an area of approximately 331,210 km². It has one of the highest population densities in the world but most of its 97 million inhabitants live along the coast of the Chinese Sea and the Gulf of Tonkin. The government officially recognises 54 ethnic groups, with the Viet being the largest group at 85.7%. The official language is Vietnamese, but English is gaining in significance, especially in larger cities like the capital Hanoi, or in Ho Chi Minh. In some areas French, Chinese or Khmer are spoken. With a GDP of USD 261 billion and a GDP of USD 2,700 per capita in 2019¹, Vietnam is considered a middle-income country (MIC). Vietnam's top export goods are mobile phones (49.1 billion USD), textiles and clothing (30.5 billion USD), computers (39.3 billion USD) machinery (16.5 billion USD) and footwear (16.2 billion USD)².



Country profile Vietnam

Language: Vietnamese, English, French, Chinese, Khmer

Capital: Hanoi

Form of government: Socialist Republic

Area: 331.210 km²

Population: 98.721.275

Currency: Vietnamese Dong

Literacy rate: 95%



Sources:
<https://www.cia.gov/library/publications/resources/the-world-factbook/geos/vm.html>

⁰¹ <https://www.worldbank.org/en/country/vietnam/overview>

⁰² <https://bit.ly/2DVdgnK>



Tour of the production facilities (cutting) – Count Vina Factory



Visiting the printer production hall



"I made your bag" photo shoot

4.1.1. DUKE PRODUCTION FACILITY OVERVIEW

FWF-Nr.	Factory Name	Process	City	Last Audit	Last WEP Training	Last complaint	Visited in 2019/20 financial year
2442	Count Vina Co. Ltd.	CMT	Tien Giang	10.09.2015 (19/20 financial year audit postponed)	08.05.2020 in progress	01.07.2017 resolved	Yes, Nov 19, planned for March 20, but postponed due to COVID-19
2421	Cu Chi Co. Ltd.	CMT	Ho Chi Minh	26.06.2020	07.05.2020	01.04.2020 resolved	Yes, Nov 19, planned for March 20, but postponed due to COVID-19

4.1.2. MONITORING AND REMEDIATION

The second half of 2019 saw Duke and Deuter working together as usual. Historically, a meeting is held in November at Duke with all the key figures from management, product development, quality and CSR, and this year also including marketing. At the time of the meeting, the Brand Performance Check for the year 18/19 had only just taken place a few days earlier. This meant it was not yet fully clear what recommendations and requirements the report would highlight.

Using the most recent CAP and BCP reports, the issues of production planning, overtime, wages and wage increases, as well as target wages were discussed, and the Health & Safety audit was followed up. The yearly meeting is also an opportunity to verify corrective measures have been undertaken.

We were able to recruit several employees for the Fashion Revolution „Who made your clothes“ campaign. This campaign is about making the people who actually make our clothes more visible, in the hope that it raises awareness of fair working conditions. The scheme came about in the wake of the Rana Plaza disaster and serves as a reminder at Fashion Revolution Week every year.

A brief visit was made to one of Duke’s subcontractors that carries out the printing work on Deuter products. The printing company was audited for the second time by the FWF in July 2019. Various points raised in the CAP were discussed at the visit. This illustrates how Deuter not only takes responsibility for its direct manufacturing partners but also for ones where there is no direct business relationship. Duke’s management team is involved in the remediation process, so that the printing company can benefit from Duke’s now extensive experience in improving working conditions.

A visit and consultation about the audit in Count Vina was planned for March. However the audit had to be postponed by the FWF. From January, Deuter employees were no longer allowed to travel to Vietnam. Even members of the Korean management team were unable to travel to and from Vietnam.

In the months of February, March and April, very close contact was maintained via Skype and email in order to exchange current events such as infection rates, lockdown arrangements and safety regulations.

Duke communicated transparently at all times about the implementation of government regulations in Vietnam. The assurance on the part of Deuter not to cancel any orders, as well as to maintain punctual payments meant that Duke was able to maintain production in line with the new requirements.

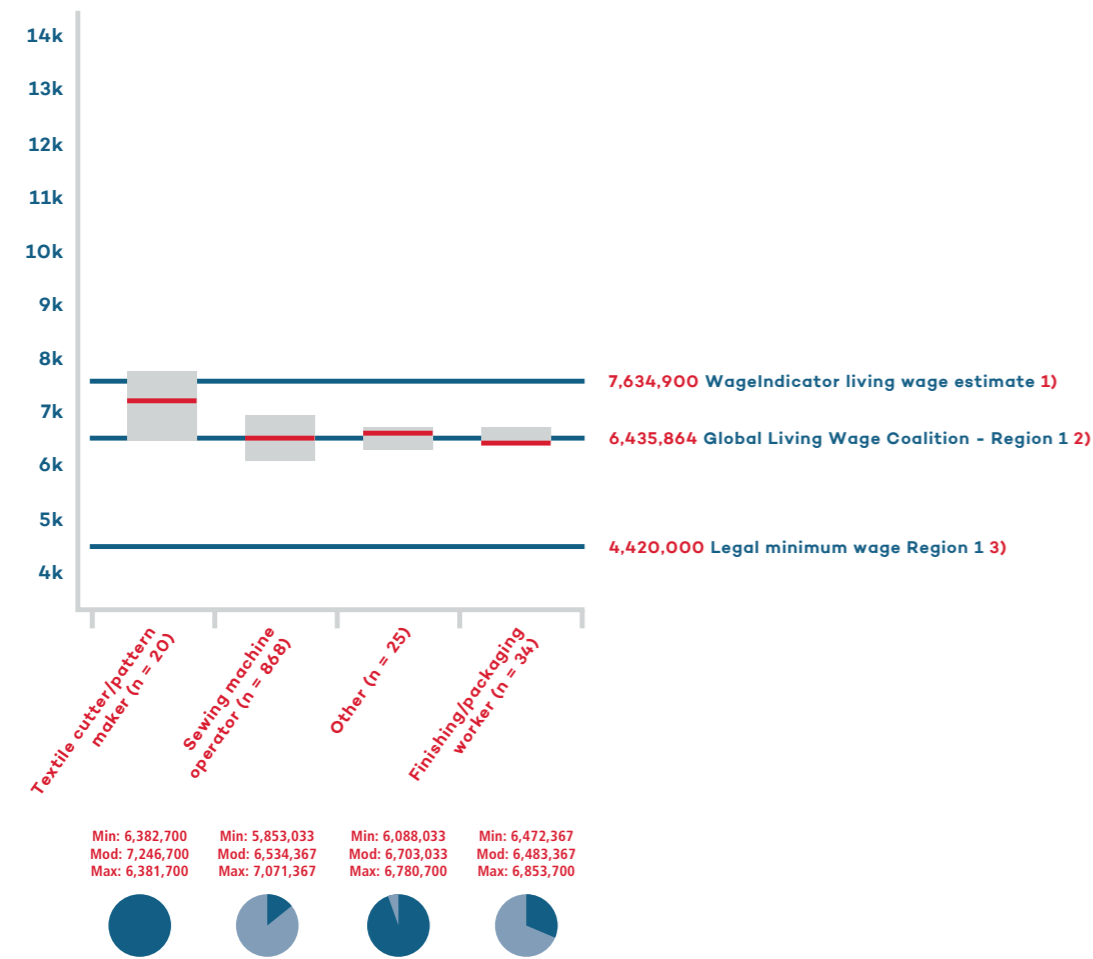
In May, Fair Wear Foundation employees were able to visit the manufacturing facilities once again. Both manufacturing sites were able to proceed once more with their WEPC training scheme, with safety precautions in place. This intensive training scheme spans the course of a year and helps improve communications and make them more efficient between workers and the management team at the manufacturing sites.

Key points from the audit report:

Considerable improvements were made with regards to ‘safe working conditions’ compared to the 2018 Fire & Safety audit. For instance, training for the in-house fire team was improved. This also led to improved fire drills. Enhanced First Aid training was also carried out last September. Large-scale buildings alterations were made to ensure the best possible fire safety. The storage area was separated from the production hall by a solid fire protection wall. Escape routes were improved and practice evacuations were carried out. Nevertheless, as a somewhat older building, the production facility could still be improved, and so we are working on this together with our manufacturing partner.

4.1.7. WAGE LADDER

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



- 1) Minimum earnings needed to cover food, non-food and childcare expenses (2016).
- 2) Living wage estimated using the wage indicator data as of October 2017 based on a family of 2 adults, 2 children.
- 3) Legal Minimum Wage region 1, national government, as of Jan 2018. Refers to monthly salary paid to untrained employees doing the simplest tasks in normal working conditions, ensuring full working days as standard days in the month and completing the assigned work.

Legend
Male
Female

4.1.3. COVID-19 IN VIETNAM

There was no lockdown in Vietnam, but strict regulations were still imposed by law. Shops and meeting places were closed down, and events with more than 30 people were prohibited.³ Business in our manufacturing partner's factories was not significantly affected. Naturally, in accordance with the strict regulations, safety and hygiene measures were introduced such as the provision of hand sanitizer and face masks, as well as temperature measurements at the factory entrance and a visitor register.

In a survey conducted by the FWF, Duke stated that it had taken all necessary precautions (the provision of face masks, hand sanitizer, taking temperatures, announcing that sick workers must stay at home) to stem the spread of the virus. Duke also stated that it had received constant support from Deuter and was in active communication with us. There were no major delays with materials, so production was therefore

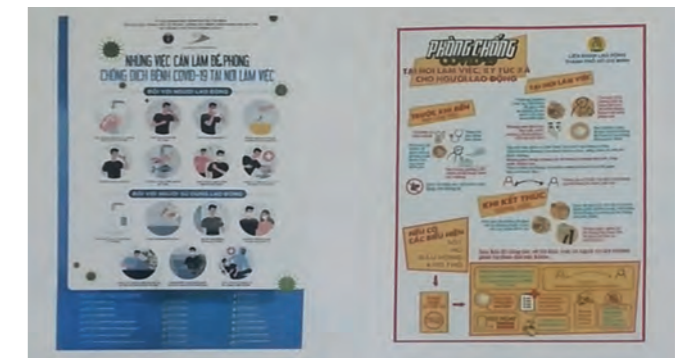


Taking temperatures upon entry

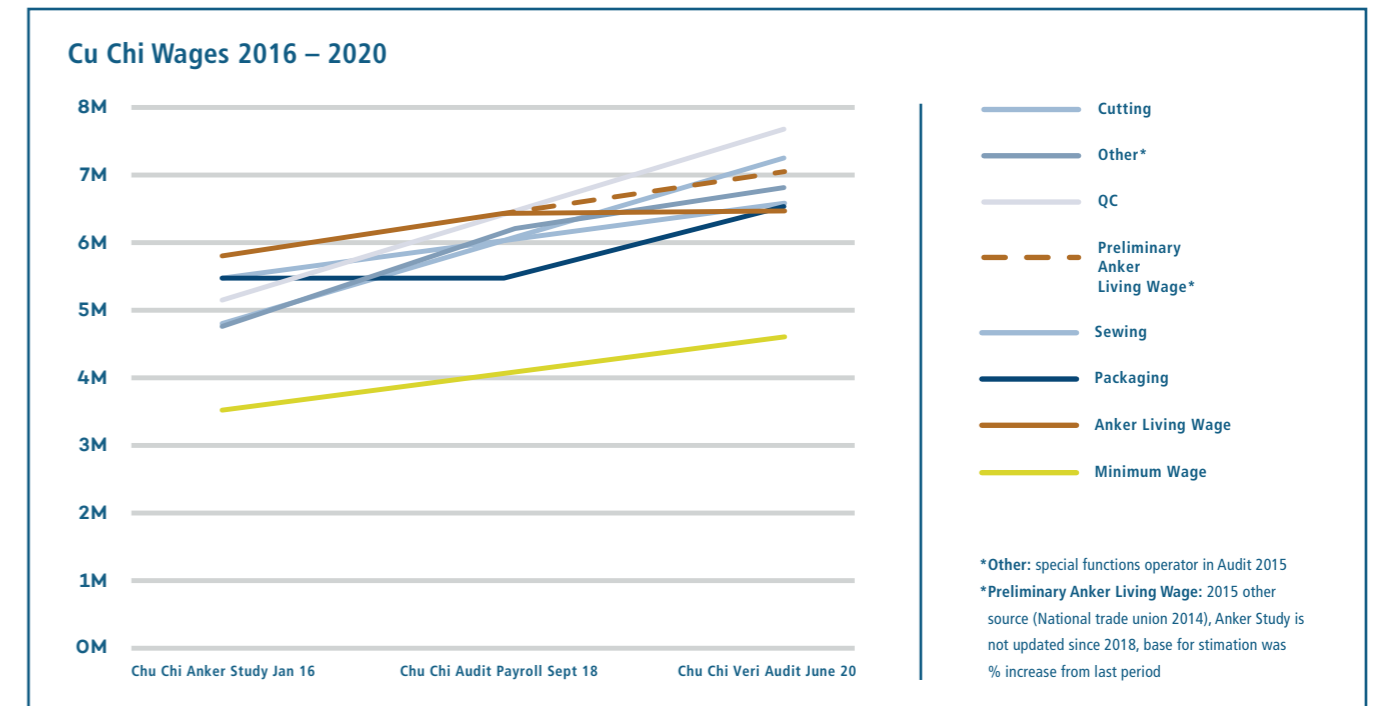
not delayed. It did however agree a later delivery date for a small proportion of orders with us, to avoid a backlog of stock that might arise at our headquarters because of the closure of retail shops during lockdown.

4.1.4. CU CHI AUDIT AND WAGE PROGRESS

According to the audit report, positive progress was also made with wages and working hours. Overtime was worked but workers were given reasonable advance notice and the pay rate for overtime was increased. Looking at the data between 2016 and 2020, wages have increased at a regular rate in almost all areas. The wage graphs depict the median wage. Currently this is above the Living Wage Benchmark (Anker Report) in all areas. These figures have not been updated since 2018, however, so we must assume a higher benchmark due to other factors such as inflation. Nevertheless, the upward trend on the graph still depicts significant progress in raising wages.



Information displays on the noticeboard



⁰³ <https://www.gtai.de/gtai-de/trade/specials/special/vietnam/covid-19-allgemeine-situation-und-konjunkturentwicklung-235168>



Country profile China

Languages: Chinese, Mandarin, Yue, Wu, Minbei, Minnan, Xiang, Gan, Hakka dialects
Capital: Peking
Form of government: People's Republic
Area: 9.596.960 km²
Population: 1.394.015.977
Currency: Renminbi
Literacy rate: 96,8%



Sources:
<https://www.cia.gov/library/publications/the-world-factbook/geos/ch.html>
http://www.auswaertiges-amt.de/DE/Aussenpolitik/Laender/Laenderinfos/China/Wirtschaft_node.html

4.2. CHINA

At 9.5 million km² the Chinese mainland is almost as big as the United States, making it the fourth-largest country in the world. Its border is 22,133 km long; the longest of any country in the world. Although China has the largest population, its population density is lower than that of most other Asian countries. The majority of the population lives in the eastern part of the country. The Chinese government officially recognises 56 ethnic groups, with Han being the largest group (92%). The official languages are Chinese and Mandarin. China is currently the largest economic power with a GDP of 14.1 trillion US dollars (10,099 USD per capita)⁴. Its main export goods are mechanical and electrical products (138 billion USD), machinery and transport equipment (112 billion USD) and high-&-new-tech products (67 billion USD).⁵

4.2.1. BELLMART FACTORY KINGTAI/CHINA

Deuter teamed up with Bellmart 17 years ago, to develop down and synthetic sleeping bags in its factory in Xiamen, China. In the beginning, this is where Deuter's entire sleeping bag range was produced. In 2015, its synthetic sleeping bag production was shifted to Bellmart's site in Myanmar, leaving only down sleeping bags in Xiamen. Bellmart is a bluesign® system partner and is therefore regularly checked by bluesign® advisers to ensure good OHS (Occupational Health and Safety) conditions and environmental performance. The factory is also certified according to the RDS (Responsible Down Standard).

4.2.2. MONITORING AND REMEDIATION

By opening a production site in Myanmar, our partner Bellmart was able to take pressure off its production site in Xiamen. Overtime has been a concern in the past at the Chinese production site. **All of Deuter's down sleeping bags are currently manufactured at this site.** Bellmart employs 209 workers (162 women/ 47 men) at Kingtai, in Xiamen (as at June 2019), China. The site specialises in the production of down sleeping bags and is also a bluesign® system partner. Currently Deuter only takes up a very small percentage of the production capacity at Kingtai (in the lower single-digit range).

Deuter carries out joint audits, training and remediation measures at the Kingtai factory together with other FWF members. The pandemic has resulted in all of the usual meetings that would have normally taken place at trade fairs or on-site, taking place virtually instead.

In June 2017, the FWF conducted an audit at Xiamen. Deuter organised the audit together with the other FWF member that uses the facility.

Implementation of the corrective action plan was also conducted together with the FWF member and, following consultation, was chiefly driven by them. Overall it was asserted that several improvements had already been made in terms of workplace safety at this factory. One critical factor remaining is the fact that workers are still not able to elect their own workers' council. Since some of the workers were not aware of the FWF nor the Code of Labour Practices in the audit interview, a WEP (Worker Education Program) scheme was implemented in 2018.

The fact that the Living Wage (Asian Floor Wage Benchmark) has not yet been reached, makes it clear that the wage issue needs to be discussed further. However average wages for a 40-hour week with special benefits are considerably above the average wage in the textile industry in this part of China. An increase in the legal minimum wage of 13% was implemented in 2017. This also has a positive impact on production-related performance and bonuses, and therefore on overall pay. However, despite easing the burden on production and improving the planning, and despite the implementation of a new ordering procedure, overtime was still identified as a persistent issue. In a 6-day working week during the peak season, working hours of up to 69 hours were identified. However, the influence Deuter can exert is limited due to the fact it only takes up a modest proportion of the site's production capacity. Currently, over half the capacity is taken up by a brand that is not an FWF member and is not willing to cooperate on this matter, nor to discuss wages or production planning. The next audit for this factory is planned for November 2020 and will be carried out together with two other FWF member brands. The CAP that results from this will also be actioned in close collaboration.

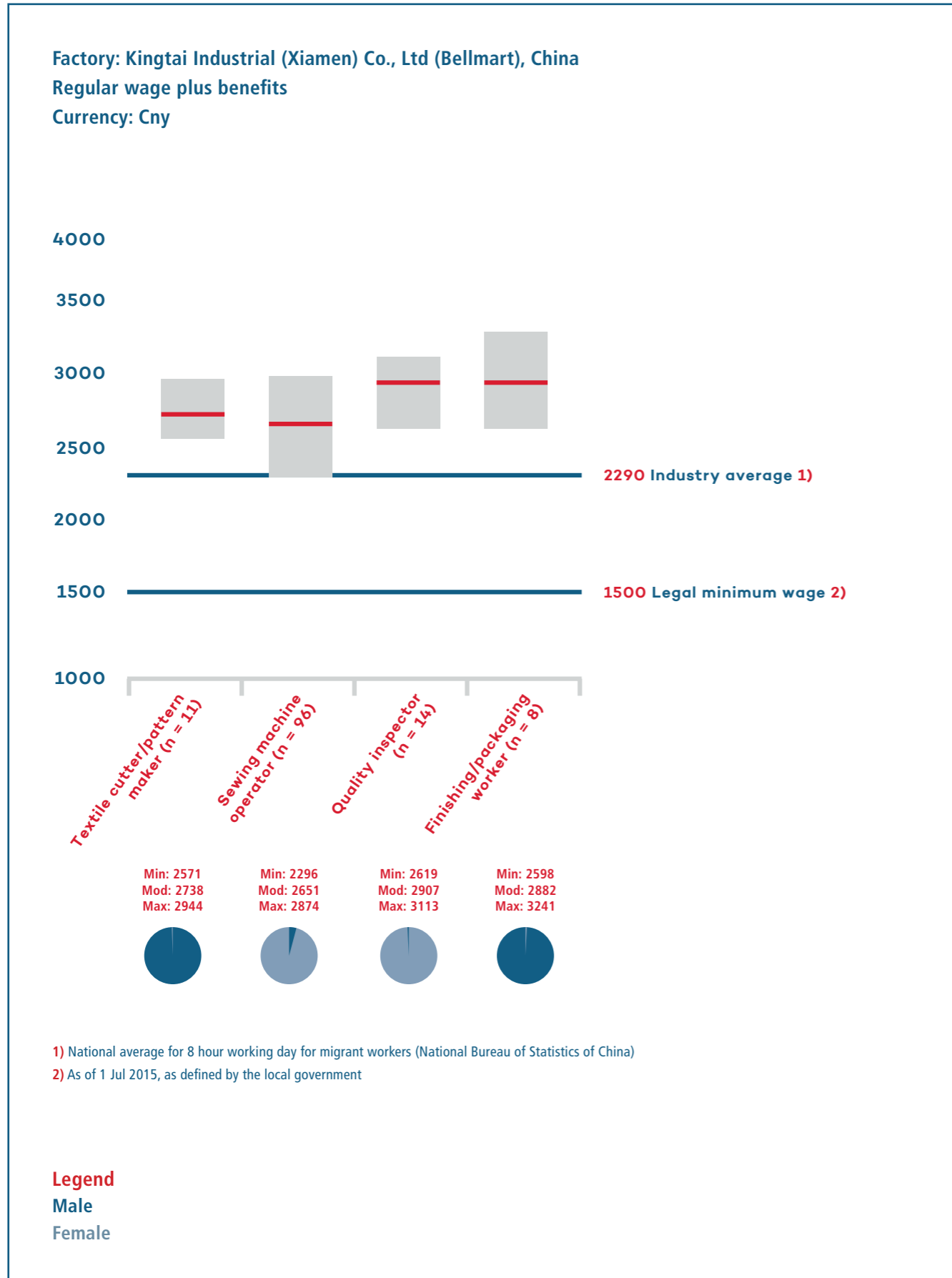
4.2.1. OVERVIEW

FWF-Nr.	Factory Name	Process	City	Last Audit	Last WEP Training	Last complaint	Visited in 2019/20 financial year
2448	Xiamen Kingtai Industrial Co. Ltd.	CMT	Xiamen	15.06.2017	05.07.2018	n/a	no

⁰⁴ <https://wko.at/statistik/laenderprofile/lp-china.pdf>

⁰⁵ <https://tradingeconomics.com/china/exports>

4.2.4. WAGE LADDER



4.2.3. COVID-19 IN CHINA

The Kingtai production facility in Xiamen, China, is situated over 1,000 miles away from Wuhan Province, where the virus originated. There was no regional lockdown here and it was only affected by nationwide safety measures.⁶

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

Despite a low number of cases in the Province of Fujian, our manufacturing partner has notified us that production had to be halted temporarily. Roughly half of the orders were deferred but none of them were cancelled. Bellmart reported that they received late payments for one quarter of their overall orders. It was these difficult circumstances that forced them into having to let go of some their staff, despite any state

aid that was granted. Deuter did not have any production at the factory during the period in question.

All necessary hygiene measures were adopted in the factory and masks and hand sanitizer were distributed. The workers were informed to stay at home if they displayed any Covid symptoms, and that wage payments would continue in the case of a worker becoming ill.

In the FWF survey, Bellmart consistently replied "no" to questions about support from clients/brands. But Bellmart did not approach Deuter for any such support.

4.2.4. WAGE LADDER CHINA (AS AT 2015)

The latest study and audit of wage documentation at the Xiamen Kingtai Industrial Co. Ltd. factory the year before last, showed that average basic wages without overtime were getting closer to the Living Wage. In particular considering the legal minimum wage was raised 13% in 2018. If you look at the findings of the Wage Indicator online portal for September 2019, it states that an average family with 1.6 children and 1.7 earners would need CNY 3650-5730 to live in China. Wage monitoring is planned to take place again in November 2020.

⁶ <https://www.textilbuendnis.com/covid-19-laenderinfos/>



Country profile Myanmar

Language: Burmese
Capital: Naypyidaw
Form of government: Republic
Area: 676.578 km²
Population: 56.590.071
Currency: Kyat (MMK)
Literacy rate: 75.6%



Sources:
<https://www.cia.gov/library/publications/resources/the-world-factbook/geos/bm.html>

4.3. MYANMAR

Myanmar is a country in Southeast Asia. It shares borders with Thailand, Laos, China, India, Bangladesh and the Gulf of Bengal. It is about the size of Texas, USA, covering an area of 676,578 km². The majority of the population lives near the coast and along the Irrawaddy River. The Myanmar government recognises 135 indigenous groups. The Burmese represent the largest group with 68%. The official language is Burmese. The GDP of Myanmar was 66 billion USD in 2019⁷. Its most significant export goods are mineral fuels, mineral oils and derivatives thereof, clothing, grain and vegetables.

4.3.1. BELLMART FACTORY/COUNTRY MYANMAR

FWF-Nr.	Factory Name	Process	City	Country	Last Audit	Last WEP Training	Last Complaint	Visited in 2019/20 financial year
8561	Bellmart (Myanmar) Co. Ltd	CMT	Bago	Myanmar	09.05.2016	WEPC scheme running (currently suspended due to pandemic)	n/a	no

A total of 506 workers (428 women and 78 men) are currently employed at our supplier's Bellmart factory in Myanmar (as at August 2019). Deuter sources a large proportion of its sleeping bags from this location near the city of Bago, about an hour's drive from the former capital Yangon (formerly Rangoon). Deuter is currently taking up a substantial part of the factory's capacity and therefore has considerable influence. Deuter supported Bellmart in their decision to set up a new factory in Myanmar, despite the associated risks with a production site there. Both partners agreed to carefully monitor working conditions, to carry out regular risk assessments and to implement the more stringent FWF monitoring requirements for Myanmar.

Bellmart Myanmar has a sister factory called 'Greatmen' on the same premises, which supplies two other FWF members. The 'Greatmen' factory produces apparel and is therefore not one of Deuter's suppliers. However, since both companies are under the same management, all the FWF members work closely together to provide training schemes, schedule audits or follow up on corrective action plans.

4.3.2. MONITORING AND REMEDIATION

In May 2016, the factory was audited for the first time, and towards the end of 2016 a WEP (Worker Education Program) run by the FWF was piloted there.

Despite the WEP training being held in the factory, there is still a significant lack of understanding and dialogue between the management and the workers' council at the factory. This can largely be attributed to

cultural differences between the management (largely from Taiwan and China) and the staff (from Myanmar) but also due to language barriers. In 2017, as a consequence of the WEP training, the workers elected a trade union representative. Deuter enrolled the FWF to help set up a workable communications system by moderating the communication process and setting up regular meetings between the union and the factory management. Local FWF representatives were involved in the process; translating, explaining and facilitated mutual understanding. Three of these meetings were held in 2018 and showed good results. Initial improvements were implemented, such as the installation of first aid rooms, the introduction of a collective wage bargaining procedure, no work on Sundays and establishing an internal grievance procedure.

At a factory visit during the reporting period, in addition to the usual follow-up of CAP activities, a meeting was held between the Deuter CSR team and trade union members. The FWF also helped with this. The wage situation continues to be closely monitored. During the 2017/18 financial year the legal minimum wage increased by 33%, which is why no further wage increases were implemented during the 18/19 financial year. The union is also in discussions about increasing performance bonuses and attendance bonuses. The FWF has developed an add-on module to its 2016 WEP training scheme. Known as the "WEP Communications Training", it focuses on improving and employing goal-oriented, solutions-based communication. The module will deal with a range of country-specific issues and be delivered in several training sessions over the course of a year.

⁰⁷ https://www.destatis.de/DE/Themen/Laender-Regionen/Internationales/Laenderprofile/myanmar.pdf?__blob=publicationFile

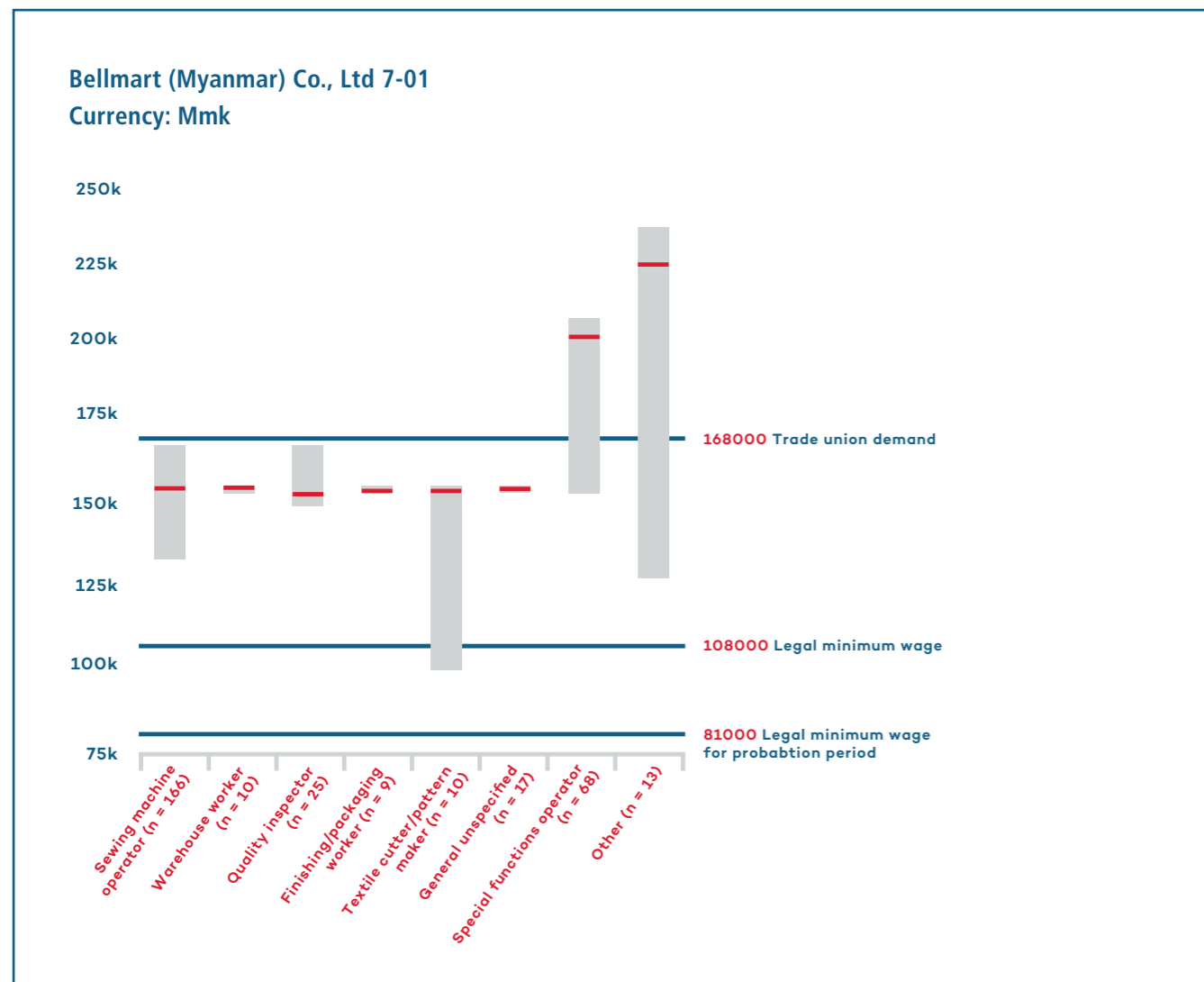


Social distancing and safety measures when entering the production facility



Social distancing and safety measures within the production facility

4.3.4. WAGE LADDER:



4.3.3. COVID-19 IN MYANMAR

Myanmar officially reported just under 300 cases of COVID-19 (up until 28 June, a total of 299 COVID-19 cases were reported, including six deaths and 218 cases of recovery).⁸ Schools were allowed to reopen on 21 July once they had passed inspection by the Ministry of Health. Large gatherings are prohibited, as are international flights. The government has ordered masks to be worn as mandatory in several regions, including Yangon, Mandalay and Nay Pyi Taw.⁹ After the national holidays for the traditional Water Festival, there was an extended period of this to keep the infection curve low. Factories and manufacturing facilities throughout Myanmar were closed April 20-30 and only allowed to reopen following a government inspection.¹⁰

In a questionnaire, our manufacturing partner confirmed that all the correct hygiene measures had been taken. According to the questionnaire, the situation with orders proved to be erratic. Half of the orders had been either pushed back or cancelled altogether. In addition, some clients had asked them for a later delivery date. This also affected payments, which were delayed in a quarter of the cases. Very few brands try to work through situations like this together with the manufacturing facilities, in order to minimise the effect on workers.

Bellmart did not reduce working hours but did cancel any and all overtime. This measure was effective enough for them to safeguard all jobs. If workers have to quarantine or are ill, their wages are paid on presentation of a medical certificate. Regular discussions have taken place with employee representatives, and they have been involved in all of these processes. During this period, Deuter has not postponed or cancelled any orders.

4.3.4. WAGE LADDER MYANMAR

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

4.4. EXTERNAL PRODUCTION

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



⁸ <https://www.botschaft-myanmar.de/corona-virus-in-myanmar-aktuelle-infos.html>

⁹ <https://www.textilbuendnis.com/covid-19-laenderinfos/>

¹⁰ <file:///Z:/CR/01%20FWF/2020/Covid%2019/UPDATE%20%20Factories%20in%20Myanmar%20to%20close%20for%20mandatory%20COVID-19%20inspections%20%20%20The%20Myanmar%20Times.html>

5. COMPLAINTS HANDLING

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



During this financial year, one worker at the Cu Chi site in Vietnam lodged a complaint via the FWF hotline. A worker reported that the tank from which the drinking water had previously been drawn was no longer in working order and that, although the water from the taps was running through a filter system, the smell of it did not inspire confidence. The staff therefore did not dare to drink the water. It was also feared that excessive use of the toilets (washing hands) would lead to a shortage of drinking water, as the two sources were no longer clearly separated.

Our manufacturing partner Duke explained that they were given an official order to switch the water source from the tank to the tap. Water from the ground is used for the toilets, so that there is no shortage of drinking water due to the increase in toilet use. They reported that the smell of the drinking water was down to the purifiers which are added to the tap water.

Duke arranged for the filter systems in its water treatment plant to be changed earlier than planned, informed its staff of the change to the drinking water source and assured its drinking quality. This was assessed by an independent expert. Duke has agreed to communicate changes more transparently and clearly to its employees in future, in order to avoid unnecessary confusion.

In the verification audit report carried out in June, it was noted that the complaint was considered to be "resolved".

The following diagram shows the FWF complaints procedure:



6. TRAINING AND CAPACITY BUILDING

6.1. MEASURES TO INFORM STAFF MEMBERS

Biannual training of international Deuter staff and distributors (on FWF and other sustainability measures) in the form of presentations and/or workshops during the international sales meeting. Twice a year, the CSR team hosts training for new Deuter staff about the FWF (as well as applicable established staff). As part of the move to hold trade fairs and events in the virtual realm, Deuter has produced various training videos including some that cover CSR topics. Video topics included: The handling of the Corona crisis by our manufacturers and general information about our involvement with the FWF. These are available to both retail partners and employees.

6.2. MEASURES TO INFORM MANUFACTURERS AND WORKERS

As explained above, meetings are regularly held with our manufacturing partners. Since our suppliers have remained the same for so many years,

it is no longer necessary to conduct training about the FWF system with them. Instead, the focus is on monitoring and implementing Corrective Action Plans (CAP) and on the working partnership as we go forward. Deuter regularly implements FWF WEP training schemes for each factory. These are about promoting dialogue between the workers and management. The courses inform both production workers and the management team about employee rights, FWF complaints procedures, etc. A further objective is to encourage employees to enter into negotiations independently and use employee representatives to advocate their rights.

Duke has also introduced a system of regular training for its workforce on Fair Wear and safety issues. The CoLP (Code of Labour Practices) always forms part of this training.

7. INFORMATION MANAGEMENT

7.1. TRANSPARENCY AND COMMUNICATION

Deuter publishes its Social Report on a yearly basis to inform people (and its customers in particular) about the latest developments in fair working conditions. This year, for the first time, Deuter took part in the "Who Made your Clothes" campaign to draw attention to the working conditions within the textile industry, with photos of our partner's operations in Vietnam for this year's Fashion Revolution Week.

The FWF also held an interesting event on Black Friday. The 'Fair Friday' Pop-Up Store was designed as a response to online retail giants who slash prices, and to draw attention to the working conditions behind the products we consume. On 28 November 2019, FWF Director Alexander Kohnstamm opened the Pop-Up Store in The Hague, together with Dutch Minister for Foreign Trade and Development Cooperation, Sigrid Kaag. Deuter was represented along with a few other FWF member brands. There were talks on how to ensure fair working conditions and visitors were able to try their hand at upcycling Vaude fabrics. Visitors could also

go on a virtual tour of a Bangladesh production facility get a realistic impression of how clothes are made.

7.2. STAKEHOLDER ENGAGEMENT

Deuter believes external input from different stakeholders is very valuable and helpful in adopting best practice throughout its supply chain. The Deuter CSR team regularly attends stakeholder meetings arranged by the FWF, the Partnership for Sustainable Textiles or bluesign®. During these meetings stakeholders from the public sector, industry, trade unions and NGOs discuss their work or give presentations on issues faced in manufacturing countries such as wages, environmental concerns, and Best Practice approaches. Deuter is a member of the BSI¹¹ and EOG, both of which are industry associations that deliver training and seminars on CSR-related issues. Deuter is also a member of several working groups that aim to develop solutions on CSR-related issues such as setting up training schemes on safe chemical handling for the supply chain, microfibre prevention,

¹¹ <https://www.bsi-sport.de>

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

7.3. CORPORATE SOCIAL RESPONSIBILITY

Social responsibility and environmental protection are deeply embedded in the Deuter company ethos. It's part of who we are and guides our daily efforts.

We adopt a holistic approach to social responsibility, or 360°, which means achieving sustainability from the very start of a product's life – from the recycled and sustainable materials we use, and the responsible way our high-quality products are manufactured in collaboration with our established partners, all the way through to our repairs service that extends the lifetime of our products.

In addition to our collaboration with the Fair Wear Foundation, we are supported along the way by sustainability initiatives like the Partnership for Sustainable Textiles or the bluesign® system. We only use materials that offer special properties if these carry certification from recognised standards, such as the Global Recycling Standard (GRS) or the Responsible Down Standard (RDS). From 2020, we are dispensing with PFCs from all of our backpacks and sleeping bags, and in so doing are contributing to the reduction of harmful substances in the environment.

Participation in the Fashion Revolution Week



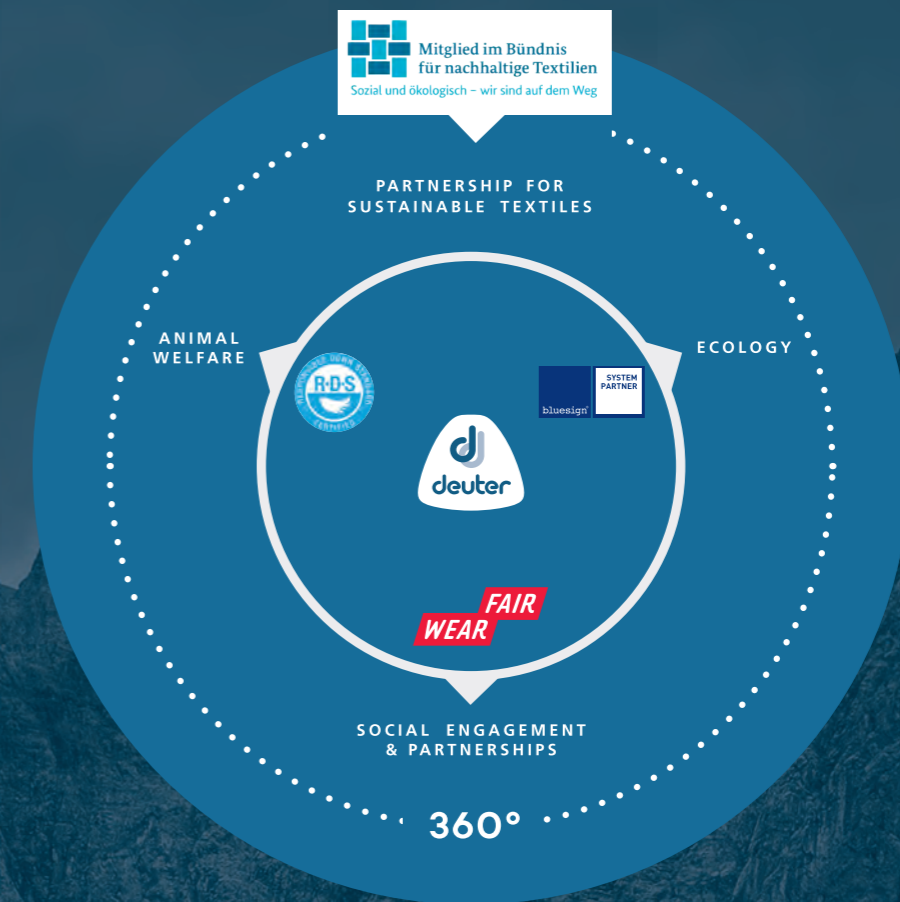
FWF Fair Friday Pop-Up Store campaign



Dutch Minister for Foreign Trade and Development Cooperation, Sigrid Kaag, visits the Fair Friday Pop-Up Store



360° CORPORATE RESPONSIBILITY AT DEUTER



BLUESIGN®

The bluesign® system is the world's strictest standard for environmental protection, occupational safety and consumer protection throughout the textile industry. As part of the bluesign® system partnership since 2008, we are actively working to make our products and the entire supply chain more resource-efficient and environmentally friendly: from the design right through to delivery.

- 100 % T1-supplier (direct production partners) bluesign® systems partner
- bluesign® products: ASTRO-series, Kikki



RESPONSIBLE DOWN STANDARD

To be Responsible Down Standard (RDS) certified, the entire supply chain must be fully traceable – from the chicks to the finished sleeping bag – and the strictest animal welfare standards upheld. And so, to ensure that species-appropriate rearing procedures and animal welfare standards are sustained throughout our supply chain, since June 2015 we've exclusively used down and feathers from certified suppliers.



DEUTER HAS BEEN A MEMBER OF THE PARTNERSHIP FOR SUSTAINABLE TEXTILES SINCE JUNE 2015.

The partnership is an initiative set up by the German government in October 2014. Its members from business, civil society, standard organisations and trade unions have set out to improve the social, environmental and economic conditions throughout the textile supply chain.

For more information visit: www.textilbuenndnis.com



Deuter CSR Team

“OUR COMMITMENT TO THE WORKING CONDITIONS OF OUR SUPPLIERS HAS ANNUALLY BEEN AWARDED ‘LEADER STATUS’ BY THE FAIR WEAR FOUNDATION SINCE JOINING IN 2011. DEUTER RECEIVED THE 2015 FWF BEST PRACTICE AWARD FOR RESPONSIBLE PURCHASING PRACTICES. THE DEUTER 360° CR STRATEGY COVERS ALL AREAS AND IS CONTINUALLY BEING IMPROVED.”

Anna Steffen and Marco Hühn, Quality & CSR



MEMBERSHIP START DATE:
August 2011

FOR MORE INFORMATION PLEASE CONTACT THE CSR TEAM:

Marco Hühn

Tel. +49 (0) 821 | 49 87 349
Fax: +49 (0) 821 | 49 87 5349
Marco.Huehn@deuter.com

DEUTER SPORT GMBH

Daimlerstr. 23
86368 Gersthofen
Germany

deuter.com