



# Promise Policy

## INTRODUCTION

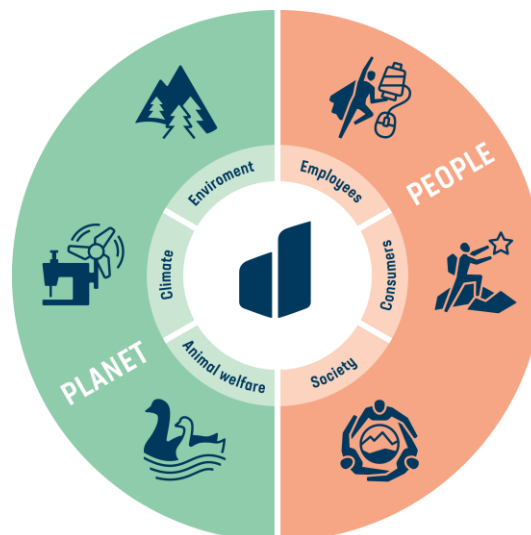
We are pioneers in mountain sports. As the leading backpack manufacturer in Europe and sleeping bag expert, we've been shaping the global alpine sports market for over 120 years.

We strive to preserve what we love for future generations by accepting responsibility for both people and the planet, carefully using resources in our manufacturing processes, creating products made to last, and treating our workers fairly.

Innovative product development, a history of German craftsmanship, and influential design make our products unforgettable, while our passion for the mountains drives us forward. deuter empowers you to experience the freedom of the mountains.

## THE DEUTER PROMISE STRATEGY

In 2020, deuter revised the company's entire CSR strategy in a cross-departmental committee and transformed it into a holistic project plan with risk-based selected measures. Measurable sustainability goals were formulated, considering the 17 UN Sustainability Goals. In the future, we will increasingly focus on the upper supply chain and develop strategies for the circular economy. Our vision here is "Together for 360° Responsibility", which entails that we work according to an integrated sustainability approach - CSR takes place in every department at deuter and every employee makes their contribution. This means forward-looking product development, resource-saving production and environmentally friendly transport, long product life cycles, responsible treatment of employees, conscientious behavior in our private lives. This is a matter close to our hearts and part of our DNA. We assume responsibility for both people and our planet. We want to preserve what we love for future generations - that's why we ensure careful use of resources and eco-friendly production as well as fair working conditions. To do so, we uphold the highest standards and cultivate lasting relationships with our manufacturing and development partners.



We have assigned three fields of action to each of the two pillars Planet and People, under which we combine our measures. Under the Planet pillar, we have defined the fields of action environmental protection, climate protection and animal welfare. The People pillar covers the areas of action customers, employees/workers, and society.

In each field of action, we have defined measures to meet our corporate and social responsibility.

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



### **THE DEUTER PROMISE POLICY**

Our Promise Policy is based upon this premises discussed above and outlines the most important principles and rules for all our activities - transparently, openly, and bindingly.

This document and its related Guidelines (Planet & People Guideline) are specifically geared toward the needs of deuter's supply chain, including raw material & chemical suppliers, mills, dye houses, trim & packaging suppliers, screen-printers, factories, and any other entity involved in the manufacturing of our finished goods. It's intended to be guideline for a successful implementation of a management system handling the deuter guidelines and standards. This document defines deuter's expectations towards direct and indirect suppliers in deuter's supply chain, to reduce the risk of harmful practices. We also want to draw your attention to the point, that you will be liable for damages, in fact your information given to deuter is not correct or incompliant with deuter's standards.



## **I. PEOPLE**

We bear responsibility as a brand. To our customers: We want to provide high-quality, long-lasting product. To our employees: We aspire to be fair to everyone involved in the development of our products. And fair to everyone in the society to which we belong.

### **1. BUSINESS PRACTICES**

#### **1.1. LAW AND COMPLIANCE**

All suppliers are expected to comply with and will be monitored to: (1) all relevant and applicable laws and regulations of the country in which workers are employed, including those at the federal, state/provincial, and local community levels, (2) our Promise Policy, and (3) where applicable, Collective Bargaining Agreements.

#### **1.2. TRANSPARENCY**

Suppliers are expected to share information about their supply chain. Deuter expects transparent disclosure about the suppliers used during periodic requests.

#### **1.3. CORRUPTION**

deuter has zero-tolerance against corruption. Suppliers are not allowed to provide for, request or receive anything that can be defined as corruption. All suppliers shall agree to condemn and act against corruption in all its forms, including extortion and kickbacks. However, no actions should put lives at risk due to strict adherence to the guideline and regulation for anti-corruption.

## **2. LABOUR PRACTICES**

All suppliers must comply fully with all legal requirements relevant to the conduct of their businesses and must adopt and follow practices which safeguard human rights, workers' employment rights, safety, and the environment.

deuter is committed to respecting human rights<sup>1</sup> and the ILO International Labour Standards<sup>2</sup> and will refrain from any activity or relationship with any company that assists, solicits, or encourages others to violate human rights. deuter expects all its suppliers to do the same and, in the event of a perceived risk of a human rights violation, to properly inform us of this and of the steps being taken to prevent or mitigate such violation and, where this is not possible, for the supplier to ensure that the negative human rights impact is remedied where they have caused or contributed to it. For the purposes of these Workplace Standards, human rights and labor standards are a set of rights that recognize the inherent dignity, freedom, and equality of all human beings, as expressed in the United Nations International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

---

<sup>1</sup> United Nations - Universal Declaration of Human Rights (2015)  
[https://www.un.org/en/udhrbook/pdf/udhr\\_booklet\\_en\\_web.pdf](https://www.un.org/en/udhrbook/pdf/udhr_booklet_en_web.pdf)

<sup>2</sup> International Labour Organisation - International Labour Standards  
<https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12000:0::NO::>



## **2.1. FORCED LABOR**

There shall be no form of forced or compulsory labor. Forced or compulsory labor is any form of service that is required of a person under threat of any penalty and for which the person has not volunteered. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. Human trafficking is prohibited. (ILO Convention 29, 105 and 182)

## **2.2. CHILD LABOR**

No child younger than 15 years of age or under the age of compulsory school attendance may be employed, whichever is greater. Youth workers (15-17 years of age) may not perform work that, given their circumstances, is detrimental to health, safety, or morale. (ILO Convention 138 and 182)

## **2.3. DISCRIMINATION, SEXUAL HARASSMENT, GENDER SPECIFIC VIOLENCE**

Each person shall be treated with respect and dignity. No employee shall be the target of physical, sexual, psychological, or verbal harassment or abuse, monetary penalties, or degrading actions as a disciplinary measure. No person shall suffer discrimination in any aspect of employment, including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, disciplinary action, termination, or retirement on the basis of race, religion, color, sex, pregnancy, birth age, national origin, ancestry, sexual orientation, physical or mental impairment, medical condition, disease, genetic characteristics, family support, marital or socioeconomic status, political opinion, union membership, ethnic group, and all others protected under the law. All hiring decisions must be based on the principle of equal employment opportunity and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination. (ILO Convention 100 and 111)

## **2.4. WAGES/LIVING WAGES**

All legal requirements relating to wages and benefits must be met. Wages must equal or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate.

Every worker has the right to be paid sufficiently for a regular work week to meet the basic needs of workers and their families and to provide some disposable income. Where compensation does not meet workers' basic needs and provide some disposable income, suppliers must take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programs and other services. (ILO Convention 26 and 131)

## **2.5. OVERTIME**

The working time of employees may not exceed the regular working time plus overtime allowed by law. The regular working time may not exceed 48 hours per week, or the maximum given by law, whichever is lower. In a seven-day week, employees must receive at least one break of at least 24 consecutive hours. All overtime must be mutually agreeable. The total of regular and overtime hours may not exceed 60 hours in a week, or the maximum allowed by law, whichever is less. Overtime shall not be required on a regular basis and shall be compensated at a premium rate. (ILO Convention 1)



## **2.6. HEALTH AND SAFETY**

Employers are required to provide safe and healthy working conditions to prevent accidents or adverse health effects resulting from work or the work environment. This includes protection from fire, accidents, and toxic substances. Lighting, heating, and ventilation systems must be adequate. Employees must always have access to sanitary facilities which should be adequate and clean. Employers must proactively address health and safety issues and implement effective policies, systems, and trainings to prevent accidents and injuries and protect workers' health. (ILO Convention 155)

## **2.7. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Workers must be granted the right to join independent organizations of their choice. Freedom of association and collective bargaining must be recognized and respected. An effective grievance mechanism must be available to all employees to resolve internal disputes, employee grievances and to ensure effective, respectful, and transparent communication between employees, their representatives and management. (ILO Convention 87, 98 and 135)

## **2.8. LEGALLY BINDING EMPLOYMENT RELATIONSHIP**

Obligations to employees under labor or social security laws and regulations arising from regular employment shall not be avoided through the use of labor-only contracting arrangements or through apprenticeship schemes where there is no real intent to teach skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programs.

## **2.9. GRIEVANCE MECHANISM**

It is mandatory that in every Factory an effective grievance mechanism is in place and functional. The mechanism must be known by the workers and easily accessible.

## **2.10. SUBCONTRACTORS**

Wherever subcontractors are used, the minimum requirements for cooperation in terms of fair labor practices apply (Section 2.1-2.8). If a supplier wishes to use a subcontractor, this must be made transparent in advance and agreed on with deuter.



## **II. PLANET**

Our planet as our source of life provides us with food, water, oxygen, and precious resources. In addition, with its unique beauty, it offers fascinating places where not only outdoor sports enthusiasts and nature lovers can recharge their batteries and enjoy life. The focus for us is the conservation of natural resources and the contribution to preserving our planet and thus our livelihood through responsible daily action. Our vision is to preserve what we love so that future generations can also live in an intact environment. On this basis we expect from all our suppliers to make progressive improvement in environmental performance in their own operations and require the same of their partners, suppliers, and subcontractors. This includes integrating principles of sustainability into business decisions; responsible use of natural resources; adoption of cleaner production and pollution prevention measures; and designing and developing products, materials, and technologies according to the principles of sustainability.

### **1. CHEMICAL MANAGEMENT**

The use of hazardous chemicals is to be minimized. Where this is not possible, the use as well as the disposal must be organized according to the best available technologies and standards.

### **2. WASTE MANAGEMENT**

Responsible consumption of water and prevention of water pollution shall be ensured according to the best available technologies and standards, considering local legislation.

The supplier will develop and implement policies and procedures to minimize hazardous waste generation and to minimize risks to human health and the environment associated with hazardous waste management and disposal. The supplier will develop and implement processes and procedures for selecting licensed and qualified hazardous waste transporters, recyclers, and disposal facilities, and verifying that they exercise responsible environmental management practices. Examples include not allowing open disposal to land or water.

### **3. AIR EMISSIONS**

The supplier will make sure that air emissions are characterized, routinely monitored, controlled, and treated according to the legal requirements and deuter-accepted industry standards. The program minimizes indoor and outdoor air pollution through program development, policy implementation, and regular training for the entire facility and process generated air emissions.

### **4. CLIMATE CHANGE**

We are committed to reduce greenhouse gas emissions that are within our scope of responsibility so that we are compliant with the 1.5° target of the Paris Climate Agreement<sup>3</sup>. The supplier will demonstrate a consistent and competent approach to GHG (greenhouse gas) emissions management at facilities. Efforts to quantify, track, reduce and report GHG emissions will be consistent with best practices and international standards.

---

<sup>3</sup> United Nations - The Paris Agreement  
[https://unfccc.int/sites/default/files/resource/parisagreement\\_publication.pdf](https://unfccc.int/sites/default/files/resource/parisagreement_publication.pdf)



## **5. BIODIVERSITY**

The dramatic loss of biodiversity is a big threat to humanity. Human survival heavily depends on functioning ecosystems and intact nature, whether fertile soil, clean water, or fresh air. We must minimize our impact on habitat loss, overexploitation of resources, pollution, and the introduction of invasive species.

## **6. ANIMAL WELFARE**

Everywhere it is possible deuter renounces animal products. Where this is not possible, Animal welfare must be respected. Likewise, progressive efforts must be made to establish humane and healthy practices towards animals based on the best available technologies and standards.

**For further information, guideline and explanations please see the related documents:**

**People Guideline & Planet Guideline**