

EMPLOYEES

	MEASURES / PROJECT	STATUS QUO	OBJECTIVES
	<p>Overall Objective: We believe that everyone involved in making our products should have fair working conditions. Which is why we implement the ILO's (International Labor Organization) core labor standards.</p>		
Company level	<p>Fair Wear Foundation membership</p>	<p>deuter has held FWF membership for 10 years and was granted Leader Status once again in this financial year.</p>	<p>Retain Leader status</p>
	<p>Green Button Company Certification</p> <p>The Green Button (or Grüner Knopf) is a state-run international hallmark for sustainable textiles. We have our company and our products certified by the Green Button label.</p>	<p>deuter successfully passed a company re-audit in August 2022.</p>	<p>Progression to Green Button 2.0 compliance.</p>
	<p>Greenteam</p>	<p>Introduction of a deuter Repair Cafe for employees.</p>	<p>The Green Team independently organizes projects, activities and information sessions on sustainability.</p>
	<p>CRS training for deuter employees at the Gersthofen headquarters.</p>	<p>Regular updates on CSR progress and raising awareness of CSR issues.</p>	<p>Carry out regular training sessions.</p>
	<p>Fair Wear Audits/Training</p> <p>At tier 1 level deuter only works with two manufacturing partners.</p> <p>FWF audits inspect human rights and working conditions in tier 1 factories. They also assess the progress made annually in implementing remediation measures and to what extent these have led to improvements. Audits are planned at intervals of no more than 3 years and are based on the Fair Wear Foundation's regulations.</p>	<p>Due to the difficult political situation in Myanmar, all FWF activities (training, factory visits by local experts, audit verifications) had to be suspended. FWF organized regular meetings with member brands to share information on the situation in Myanmar. FWF continued to provide support where wages are concerned.</p> <p>In Vietnam, FWF was able to resume operations following the government-imposed Covid 19 lockdown. Training, audits etc. continue as usual.</p>	<p>Continue to offer WEP training in Vietnam and carry out verification audits on the ground.</p> <p>Continue to monitor and evaluate the situation in Myanmar together with FWF.</p>
	<p>deuter CSR team audits</p> <p>The deuter CSR team carries out regular site visits to factories. Before the Covid 19 pandemic, these visits took place on a yearly basis, at the very least.</p>	<p>During the 2021/22 financial year the deuter CSR team was finally able to visit the factories in Vietnam after lengthy Covid 19 induced travel restrictions were lifted.</p>	<p>Carry out regular site visits to suppliers.</p>
Supplier level	<p>Living Wage</p>	<p>We are taking part in the Partnership for Sustainable Textile's 'Living Wage Lab' and the FWF's 'Living Wage Incubator' and are thereby broadening our strategies and implementing identified measures.</p>	<p>70% of employees to receive a benchmark wage as determined by the Global Living Wage Coalition.</p>

<p>Continuation of wage payments during Covid lockdowns</p>	<p>Thanks to the support of deuter and the Vietnamese government, approx. 1.5 million US dollars was paid out in wages to workers during the lockdown period and production stoppages. This equates to 75% of their regular earnings.</p>	
<p>Training initiatives (Worker Empowerment)</p>	<p>It was not possible to carry out planned training initiatives in Vietnam because of the Covid pandemic and lengthy lockdown periods. Because of the political situation no training took place in Myanmar.</p>	<p>Resume WEP training. Implement regularly available training courses.</p>
<p>Our manufacturing partners' complaints mechanisms</p> <p>Workers in our supply chain are given the opportunity to raise grievances in the workplace and, where necessary, granted effective corrective action.</p>	<p>With our tier 1 suppliers in Vietnam, we have successfully implemented the FWF's complaints mechanism and applied CAPs (Corrective Action Plan) together with the management team.</p> <p>In Myanmar the FWF complaints mechanism is still in place, but the extent to which it is still fully representative under the circumstances needs to be reassessed.</p> <p>We are also supporting the service provider Atlat in developing a new complaints mechanism for lower down the supply chain. We will be testing out this complaints mechanism with select tier 2 suppliers in a pilot scheme.</p>	<p>Continue to apply the FWF complaints procedure at tier 1 level.</p> <p>Evaluation of the pilot scheme and optimizing Atlat's complaints system.</p> <p>Upscaling of Atlat's complaints procedure further down the supply chain.</p>
<p>Overtime</p>	<p>We prevent excessive overtime by applying the FWF's benchmark for overtime.</p>	<p>We will continue to do so.</p>
<p>Green Button Products</p> <p>For Green Button product certification, another 26 social and environmental criteria must be fulfilled above and beyond Green Button company certification.</p>	<p>Social standards include the payment of minimum wages, occupational health & safety, adherence to clearly defined working hours, the prohibition of forced and child labor, as well as the prohibition of sexual discrimination and physical or verbal abuse.</p> <p>17% of the products in the deuter SS/FW 2021 collection are Green Button products.</p>	<p>Increase the proportion of Green Button products in the collection.</p> <p>Progression to Green Button 2.0 compliance.</p>
<p>deuter Promise Policy Supplier Handbook</p> <p>In July 2022, we published our Supplier Handbook for the deuter Promise Policy.</p>	<p>The Supplier Handbook clearly defines the requirement for suppliers to comply with the ILO's core labor standards and UN human rights.</p> <p>The Supplier Handbook is distributed to suppliers via an eLearning platform.</p>	<p>Regular updates to the Supplier Handbook and communicate these via the eLearning platform.</p> <p>Provide information on new training schemes and supporting materials via the eLearning platform.</p>

Higg Index

deuter uses the Higg Index from the Sustainable Apparel Coalition.

The Higg Index is a suite of tools for the standardized measurement of the sustainability of businesses, manufacturers and suppliers, as well as products within the textile industry.

Consult the Higg Facility Social & Labor Module further down the supply chain, starting with our tier 2 fabric suppliers.

Evaluation of the risks and occurrence likelihood of our tier 2 suppliers as identified in the FSLM data.

Prioritizing of improvement potential and joint implementation of targeted measures together with relevant suppliers.

Prioritizing of suppliers according to purchasing volume (core suppliers) and severity of social risks.