

## Slavery and human trafficking statement 2020

Amer Sports is a sporting goods company and sports lifestyle retailer with internationally recognized brands including Salomon, Wilson, Atomic, Arc'teryx, Suunto and Peak Performance. The company's apparel and footwear products as well as technically advanced sports equipment improve performance and increase customers' enjoyment of sports and outdoor activities. The Group's business is balanced by its broad portfolio of sports and products and a presence in all major markets.

Amer Sports expresses zero tolerance approach to any form of modern slavery. Amer Sports is committed to acting ethically and with integrity and transparency in all business dealings and implementing effective systems and controls to safeguard against any form of modern slavery taking place within our business or supply chains.

### **Our business**

Amer Sports' strategy focuses on the strategic priority areas which are softgoods, own retail, e-commerce, and China. The strategy emphasizes excellence in consumer-centric product creation and enhancing the consumer experience.

Through continuous research and development, Amer Sports seeks to develop new and better sporting goods, services and experiences that appeal to both consumers and trade customers. Amer Sports aims to ensure the quality and safety of its products, make products durable while improving efficiency, and, with actions related to these areas, meet the expectations of its stakeholders and strive for continuous improvement.

Amer Sports' offering of sports equipment, apparel, footwear, and accessories covers a wide range of sports, including: running, hiking, tennis, badminton, golf, American football, baseball, basketball, alpine skiing, cross-country skiing, fitness training, cycling, and diving.

Amer Sports' global operations encompass business functions from product development to product sourcing, manufacturing, and outbound logistics. Reliable, efficient and timely supply chain management and operations are important elements of the Group's strategy.

Amer Sports sells its products directly to consumers through brand stores, factory outlets, and e-commerce, and through trade customers in sporting goods chains, specialty retailers, mass merchants, fitness clubs, and distributors. Amer Sports sales network covers 35 countries. Amer Sports Corporation is a privately-owned company.

### **Our suppliers**

Amer Sports sources its products from suppliers globally, however, a significant proportion of the suppliers are located throughout Asia. Amer Sports manufactures one third of its products itself, approximately two thirds of the production value is outsourced, and a minor percentage is produced by partially outsourced vendors.

The Amer Sports' Sourcing Office ensures that Amer Sports and its suppliers follow Amer Sports' standards for ethical operations. Amer Sports conducts third-party audits to help sourcing

partners comply with laws and regulations, industry standards, and Amer Sports' requirements with regards to human rights, health and safety, and environmental sustainability.

Amer Sports provides training to its vendors during the vendor selection process. The requirements and expectations included in the Ethical Policy are also communicated to all factory workers by placing the policy on the factory workshops in local languages.

Amer Sports cooperates with workers organizations in case of any grievances. In addition, Amer Sports acts also proactively, e.g. Amer Sports supports ILO Call to Action: Covid-19 to support manufactures to survive the economic disruption caused by the Covid-19 pandemic.

Our technically advanced products are produced by reputable manufacturing partners which are strong in both technical background/equipment and financial position. Our suppliers are managed under a single global operations function, which includes integrated and shared platforms of manufacturing, supply chain and sourcing practices.

Amer Sport has published the list of its major finished goods suppliers on its website: <https://www.amersports.com/responsibility/social/supply-chain/>, and updates the list regularly. The list also includes some indirect suppliers, such as direct material suppliers

### **Our policies**

Our internal policies set out our requirements to ensure that we are conducting business in an ethical and transparent manner. The following Amer Sports Group-wide policies prohibit slavery and human trafficking:

- Code of Conduct  
[www.amersports.com/about-us/our-business/code-of-conduct/](http://www.amersports.com/about-us/our-business/code-of-conduct/)
- Ethical Policy  
[www.amersports.com/responsibility/guidelines-and-policies/ethical-policy/](http://www.amersports.com/responsibility/guidelines-and-policies/ethical-policy/)
- Ethical Policy Implementation Guideline  
This internal document sets out the approach on how Amer Sports implements its Ethical Policy at its manufacturing facilities and suppliers.

In these policies has committed to prevent e.g., child labor, any form of forced labor, and migrant labor. Amer Sports policies require that the employment of persons must be voluntary and it is prohibited to use any forced or involuntary labor, whether prison, bonded, indentured, or otherwise.

### **Code of Conduct**

The Amer Sports Code of Conduct defines the major principles of the Company's business conduct, based on its values. The Code of Conduct focuses on the promises to consumers, shareholders and business partners and refers to International Labour Organization (ILO) standards and the United Nations' Universal Declaration on Human Rights. The Code of Conduct is reviewed periodically.

**Ethical Policy**

The Amer Sports Ethical Policy, together with the social compliance monitoring program, sets out the core values of the sourcing operations, and applies also to the Amer Sports owned manufacturing facilities and operation.

Amer Sports expects its suppliers and sourcing partners to operate according to the principles in its Ethical Policy, and to respect human rights in the spirit of internationally recognized social and ethical standards, including the International Labour Organization (ILO) Standards and the United Nations' Universal Declaration on Human Rights. Fair Labor Association (FLA) was consulted in last review and the policy is aligned with the FLA Code of Conduct. Amer Sports is a participating company of FLA.

The ethical standards contained in the policy are also used as one of the aspects in selecting and retaining suppliers. The Ethical Policy requires suppliers to further monitor the ethical performance of their suppliers, and contractors and be prepared to take immediate and thorough steps in cases of questionable ethical performance.

**Ethical Policy Implementation Guideline**

This guideline details Amer Sports commitment on implementation of its Ethical Policy and its approach on responsible sourcing practice, suppliers monitoring program, grievance mechanism and remediation procedure to adverse impacts.

**Risk management in relation to slavery and human trafficking**

As Amer Sports sources a significant proportion of its products from suppliers located throughout Asia, it exposes the Company to political, economic, and regulatory conditions, as well as to a variety of local business and labor practice issues. Out of the Amer Sports' total production value, approximately 60 % is outsourced.

Amer Sports is committed to socially responsible sourcing practices. Amer Sports shares with its suppliers the commitment to treat employees with respect and dignity by adhering to local labor laws and regulations relevant to the business.

Amer Sports has a third-party audit program monitoring the fulfilment of our suppliers of the requirements of the Ethical Policy. This program ensures that manufacturing facilities do not apply modern slavery practices and human trafficking, employees (including migrant employees) are properly compensated, and work is performed in a safe working environment without exposure to health hazards. Amer Sports collaborates with the suppliers for continuous improvements of the program. Amer Sports provides details about the key efforts in the supply chain compliance program on its non-financial information statements, which can be found at <https://www.amersports.com/responsibility/reporting/>.

Amer Sports Ethical Policy forms part of our contract with all suppliers who confirm that no part of their business operations contradicts the requirements of the policy. Modern slavery and human trafficking form the key focus areas. Whenever performance gaps are identified in an audit, Amer Sports works with the suppliers to remediate the issue for the best interest of the workers. Amer Sports holds the right to terminate the business relationship with a supplier if there is a violation to this or any other critical issue.

**Effectiveness in ensuring that slavery and human trafficking is not taking place**

The Amer Sports Vendor Sustainability team regularly monitors public sources and internal reporting channels of any reports related to modern slavery practices in our business and supply chain. Social and labor audit scores and number of critical issues (related to forced labor but also others) are part of the suppliers' scorecard to be reviewed every month under the Amer Sports global sourcing function. Amer Sports provides information about the progress of the audits and related key findings in the supply chain compliance program on its non-financial Information statements which can be found at <https://www.amersports.com/responsibility/reporting/>.

**Training**

Amer Sports provides online training to its own employees on the essentials of the Code of Conduct.

The Amer Sports Vendor Sustainability team managing the supply chain audit program is trained on international social standards (e.g., SA8000). The team also provides orientation trainings to procurement/buying teams on social and labor requirements including modern slavery/human trafficking topics. In addition, Amer Sports Vendor Sustainability team hosts trainings every year.

Amer Sports will continue to review and update the policies and procedures periodically as required to ensure employees in the Amer Sports and its supply chain are protected from mistreatment including forced labor and human trafficking.

**Important events in 2021**

The novel coronavirus (Covid-19) pandemic created unprecedented challenges to Amer Sports and its supply chain. While the company has been working hard to secure the continuity of its business and protect its employees, athletes and partners, the workers' well-being and safety are continuously also at the heart of concern. Amer Sports has taken several measures to support its suppliers in this challenging situation. Please read more about Covid-19 related actions (<https://www.amersports.com/responsibility/social/covid-19-related-actions/>).

**Declaration and approval for this statement**

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the measures that Amer Sports Corporation and its affiliates (“Amer Sports”) have taken during the 2020 financial year.

This statement was approved by the Board of Amer Sports Corporation on 30 April 2021.

Jussi Siitonen

Member of the Executive Committee