

AMER SPORTS SUPPLIER CODE OF CONDUCT

GENERAL EXPECTATIONS

Introduction

The Amer Sports Supplier Code of Conduct (hereafter “SCoC”) lays out the minimum sustainability standards for our raw material, component and finished goods suppliers, our licensees, contractors, subcontractors and agents, our own and third-party distribution facilities as well as our own manufacturing facilities (hereafter collectively referred to as “suppliers”). These minimum standards are fundamental to our supplier strategies, meaning that they are thoroughly examined when evaluating supplier performances and determining whether we continue to engage and grow business.

International standards

We are aligned with the following international standards:

- Universal Declaration of Human Rights of the United Nations
- Declaration on Fundamental Principles and Rights at Work of the International Labor Organization
- United Nations’ Guiding Principles on Business and Human Rights

Responsible procurement

We are committed to operating responsibly with our suppliers, to ensure that our procurement decisions do not have adverse impacts on human rights and the environment.

We also engage with our suppliers to support them in improving their sustainability performance, as well as with industry peers, civil society organizations and governments to improve employees’ wellbeing throughout our supply chain.

Enforcement and compliance

Our suppliers must sign this SCoC and commit to implementing it. They shall prominently display the summarized version and must train their employees on the standards described below.

Suppliers must fully comply with all applicable rules, regulations and laws. Should there be any discrepancies between local laws and regulations and this SCoC, the strictest provisions shall apply.

Suppliers shall agree that Amer Sports and its designated agents have the right to monitor and audit their facilities to verify compliance with this SCoC at their cost. Suppliers shall maintain adequate and transparent records on site to demonstrate their compliance.

In case of non-compliances, suppliers are required to implement remediation actions, and if the non-compliances persist, Amer Sports reserves the right to terminate the business relationship.

Traceability and transparency

Traceability and transparency are crucial to achieving a sustainable supply chain. Thus, suppliers shall track their upstream suppliers and provide Amer Sports with information (including but not limited to name, address, number of employees) of each production site, facility, or entity involved in the production of Amer Sports’ products upon request. Also, suppliers give their consent for such information to be published on the Amer Sports website and disclosed to civil society organizations.

Our documents

The standards described in this document are further elaborated in our Code of Conduct, Human Rights Policy, SCoC Benchmarks, Material Compliance Policy, and Living Wage Commitment, which can be found on our official website¹.

¹ [Ethics and compliance | Amer Sports](#)

HUMAN RIGHTS STANDARDS

Ethical and lawful employment

Suppliers shall comply with all applicable national and international labor and social security laws and regulations regarding employment. Permanent employment contracts shall be prioritized over temporary employment contracts when possible.

Suppliers must establish an ethical recruitment process. If suppliers use any recruitment agencies or third parties to hire employees, they shall ensure they respect this SCoC.

Suppliers shall not resort to home working or subcontracting without prior written approval from Amer Sports, which will be granted based on the associated level of risk. If written approval is granted, suppliers shall monitor their authorized subcontractors and home workers to ensure compliance with this SCoC.

Prohibition of forced labor and modern slavery

There shall be no use of any type of forced labor, human trafficking or modern slavery, including prison, indentured or bonded labor, or other forms of forced labor. All employees shall be free to leave their work site, choose the type of employment they engage in and resign from employment at any time. Suppliers must not retain any part of their employees' salary, benefits or personal documents.

Prohibition of child labor

Child labor is strictly forbidden. No person under the age of 15, or under the age of completion of compulsory education, or under the legal minimum age for employment of the country, whichever is higher, shall be employed. Employees below the age of 18 shall not perform work that is likely to compromise their health, safety or personal development. Suppliers shall collect necessary documents during the hiring process to verify the date of birth of candidates.

No harassment or abuse

Employees shall be treated with dignity and respect. It is prohibited to use corporal punishment, threats of violence, or any other forms of physical abuse as well as engage in psychological abuse or verbal harassment, such as ridiculing, teasing and inappropriate comments. Sexual harassment, whether it be verbal or physical, is strictly forbidden.

No discrimination in employment

Discrimination is prohibited in hiring and employment practices including salary, benefits, access to training, advancement, discipline, termination or retirement, based on race, religion, caste, birth, age, nationality, social group or ethnic origin, sexual orientation, gender, family responsibilities, marital status, membership in employees' organizations including unions, political affiliation, political opinion or disability. All employees shall receive equal treatment for work of equal value.

Payment of fair wages

Suppliers must pay at least the minimum wage, or the prevailing wage, whichever is higher. They shall comply with all legal requirements on compensation, including benefits, and the terms agreed in the employment contract. There shall be no disciplinary deductions from pay.

In addition to compensation for regular working hours, employees must be compensated for overtime hours in compliance with local laws and applicable collective bargaining agreements. When such laws do not exist, overtime shall be compensated at a rate exceeding the regular hourly compensation rate. Every employee has a right to compensation for a regular work week that is sufficient to meet their basic needs and provide some discretionary income. When it is not the case, suppliers shall implement strategies to progressively realize compensation that does.

Reasonable working hours

Suppliers shall comply with all applicable laws, regulations and collective bargaining agreements on regular and overtime working hours. A regular work week shall not exceed 48 hours and there shall be at least one day off for every seven-day work period. Overtime shall be consensual and shall not be demanded on a regular basis. Other than in extraordinary circumstances, regular working hours plus overtime working hours shall not exceed 60 hours per week or the local legal requirement, whichever is lower.

Freedom of association and collective bargaining

Suppliers must recognize and respect the right of employees to form and join trade unions as well as bargain collectively without penalty or interference. Suppliers must not discriminate against, harass, intimidate, terminate or disadvantage employees, who take advantage of these rights. When the right to freedom of association and collective bargaining is restricted under law,

suppliers shall not obstruct legal alternative means for employee association and collective bargaining.

Personal data protection

Suppliers must respect the privacy of their employees and the confidentiality of their personal data. Suppliers shall strive to minimize the amount of personal data they collect and shall process the data they hold in a fair, discreet and lawful manner.

Respect for local communities and indigenous people

Suppliers shall not negatively impact the livelihoods of local communities and indigenous people. Forced eviction and similar practices are prohibited.

HEALTH AND SAFETY STANDARDS

Robust management of health and safety

Suppliers shall establish robust policies, procedures and management systems to prevent health and safety risks. Suppliers shall implement corrective action plans for all incidents, including minor ones and near misses. Employees must receive regular training on health and safety.

Safe and healthy facilities

Suppliers shall ensure the workplace is fit for purpose and is constructed according to applicable laws. All facilities, including housing and dining, must be safe, hygienic and routinely cleaned. Facilities shall be equipped with adequate lighting, heating, cooling and ventilation systems. Employees shall always have access to drinking water and sanitary facilities, without unreasonable restrictions.

Identification and prevention of occupational health hazards

Suppliers shall identify and recognize occupational health hazards that are present at the workplace and shall implement appropriate actions to prevent associated negative impacts on employees' health and safety. Employees must not be exposed to physical (noise, heat, vibration, etc.), chemical (fumes, dust, smoke, etc.) or biological (mold, bacteria, etc.) hazards above authorized exposure limits. Employees shall wear personal protective equipment that is appropriate for the identified occupational hazards.

Effective fire safety and emergency action plans

Suppliers must have a robust emergency management system, including an emergency response team, regular employee training and regular emergency drills, to respond to emergency situations such as fires or natural disasters. Supplier facilities must have fire detection systems and evacuation alarms as well as safe and identifiable exit routes.

ENVIRONMENTAL STANDARDS

Mitigation of climate change

Suppliers must monitor and report their energy consumption and associated greenhouse gas emissions. They shall establish greenhouse gas reduction targets with an associated pathway plan, including actions such as implementing energy efficiency measures, using renewable energy and phasing out of coal.

Proper management of chemicals

Suppliers must implement a robust management system to mitigate chemical risks for employees, the environment and consumers. They must comply with legal requirements and Amer Sports standards regarding the use and disposal of chemical substances. Suppliers shall test their products on a regular basis to ensure compliance.

Responsible water management

Suppliers shall be compliant with local laws concerning the withdrawal of water as well as the treatment and disposal of wastewater. They must monitor and report their water consumption and strive to consume water efficiently as well as implement reduction measures.

Proper waste management

Suppliers must properly manage, transport, sort and dispose of all waste (including hazardous) and comply with local laws and regulations. They shall strive to reduce and recycle their waste, as well as monitor and report it.

Reduction of negative environmental impacts

Suppliers must implement a robust environmental management system to prevent negative environmental impacts, including, for example, deforestation, loss of biodiversity, land use, overexploitation of natural resources, animal welfare, and pollution (air, land and water).

BUSINESS ETHICS STANDARDS

Zero tolerance for fraud, bribery and corruption

Suppliers shall act with integrity and conduct business in an ethical manner. Suppliers must not offer or accept, directly or indirectly, bribes, kickbacks, illicit payments, or improper benefits, or anything of value intended to achieve business advantage or financial gain.

Effective grievance mechanisms and remediation processes

Suppliers must develop and implement effective grievance mechanisms, which resolve disputes, employee complaints, SCoC violations, and ensure effective, respectful and transparent communication between employees, their representatives and management. Suppliers shall ensure that the grievance mechanisms are accessible to all employees and that the resolution of issues are conducted in a fair, credible and effective manner without any retaliation.

If the standards described in this SCoC are violated, employees are encouraged to bring this to Amer Sports' attention via email (vsl@amersports.com) or our whistleblowing platform, which can be found on the Amer Sports official website². Amer Sports will keep all information strictly confidential. Employees shall be free from retaliation for issues raised in good faith. Suppliers must provide reasonable support during an investigation of a potential violation.

² <https://www.amersports.com/sustainability/ethics-and-compliance/whistleblowing/>

APPENDIX

SUPPLIER SIGNATURE AND COMPANY STAMP

We hereby acknowledge receipt of the Amer Sports Supplier Code of Conduct. We accept, confirm and agree with the content of this document and we commit to upholding the sustainability standards described in it.

We also agree to ensure that our suppliers, with whom we have a direct relationship, continuously strive to improve workplace conditions and comply with the standards outlined in this SCoC.

We acknowledge that Amer Sports reserves the right to update their Supplier SCoC if needed. Any updates will be effective on the date of publication on the Amer Sports official website³.

The undersigned hereby represents and warrants that he or she is an authorized signatory to acknowledge, agree to, certify and sign this document on behalf of the company indicated below.

Company:

Country:

Address:

Job title of signatory:

Name of signatory:

Date:

Signature and company stamp:

³ [Ethics and compliance | Amer Sports](#)