SALOMON

SALOMON SPORTS PLEDGE



SUSTAINABILITY

SALOMON

SALOMON SPORTS PLEDGE ATHLETES & EVENTS

Promote SUSTAINABLE SPORT development through PROTECTING our PLAYGROUND, SUPPORTING our athletes & PLAYERS towards RESPONSIBLE PRACTICES and lifestyle, while supporting COMMUNITIES who welcome our events and practices.

Supported by **A TEAM OF ATHLETES AMBASSADORS** & an operational team of Salomon employee ambassadors.



Officially supporting the Kilian Journet Foundation's outdoor-friendly pledge



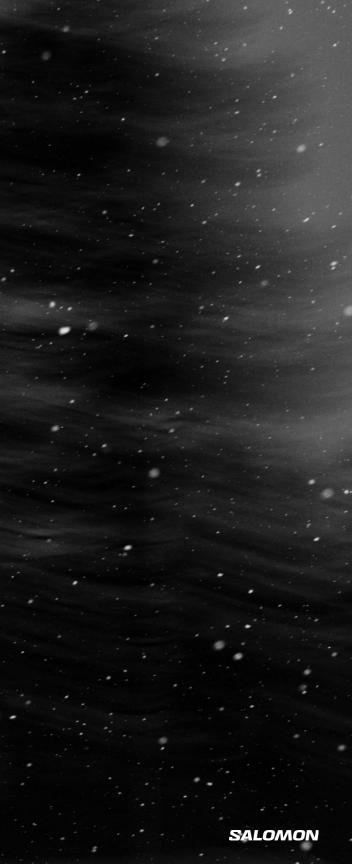
SALOMON SPORTS PLEDGE

What we support for our **athletes**, and recommend for our players.

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SUSTAINABILITY

SALOMON ATHLETES PLEDGE

OUR COMMITMENTS FOR OUR ATHLETES

01

Measuring the individual travel CARBON **FOOTPRINT** of each international athlete

04

Encouraging greater participation in KEY LOCAL EVENTS near brand epicenters

07

PROTECTING THE ENVIRONMENT by doing no harm to natural sites during sports practice (no waste, no degradation)

10

SUPPORTING COMMUNITIES in the effort to limit their environmental impact

02

REDUCING BY 30% the collective travel carbon footprint of its international athletes by adapting professional travel plans such as favoring longer stays to multiply activations when travelling long distances

05

REDUCING the amount of equipment used by each athlete by estimating needs, **RE-USING** and **DONATING** used gear to other athletes, and refusing a racer pack unless needed

08

Promoting a responsible lifestyle by **ADOPTING ECOLOGICAL HABITS** as much as possible

11

Creating a diverse team of athletes across ACROSS GENDER and NATIONALITY

03

OFFSETTING the collective travel footprint of its international athletes from 2022

06

CARING for and **REPAIRING** athlete equipment

09

Raising awareness by sharing, on a regular basis, theirs and Salomon's efforts towards **REDUCING ENVIRONMENTAL IMPACT**

12

SUPPORTING WOMEN athletes in their career goals and being advocates for women's empowerment through sports



What we commit as community **event** organizers & what we support as **event** coordinators & sponsors.

OUR EVENTS:

Salomon Running Camps Salomon Running Academies Community Runs & Events micro-experiences MAOS Golden Trail Series



SUSTAINABILITY

SALOMON EVENTS PLEDGE

OUR COMMITMENTS FOR OUR EVENTS

01

Water protection by avoiding **OVERCONSUMPTION** and **POLLUTION**

02

Clean energy sourcing by switching, wherever possible, to **RENEWABLE** ENERGY

03

07

11

Responsible sourcing through **RE-USABLE** and **SUSTAINABLE** event materials (such as marking flags and banners)

05

Waste management through **REDUCTION RE-USING** and **RECYCLING**

06

10

BANNING PLASTICS such as bags, trophies, Responsible catering through sourcing gifts, bottles and glasses of LOCAL SEASONAL and ORGANIC FOOD

with a vegan option

PROTECTING NATURAL HABITS through environmental assessment, preservation work and controlling the impact of participants through **CROWD-SIZE MODERATION** (using start waves and environmental protection education at races)

04

Creating responsible race packs by sourcing **ECO-FRIENDLY LOCAL FAIR** and offering the opportunity to refuse the pack in lieu of a donation to an environmental cause funded by Salomon

08

12

Optimizing event transportation by offering **LOW CARBON** transportation and promoting **SOFT MOBILITY**

09

Communicating responsibly by **BANNING HELICOPTERS** for filming and for the promotion of events

13

PROMOTING DIVERSITY AND INCLUSION

by supporting equal treatment and balanced gender split in races, by training race directors and race staff on diversity and inclusion, and by **PROMOTING EVENTS' ACCESSIBILITY**

14

Engaging in dialogue with international federations and series organizers to OPTIMIZE RACE CALENDARS

Offsetting event carbon emissions

OPTION for participants during

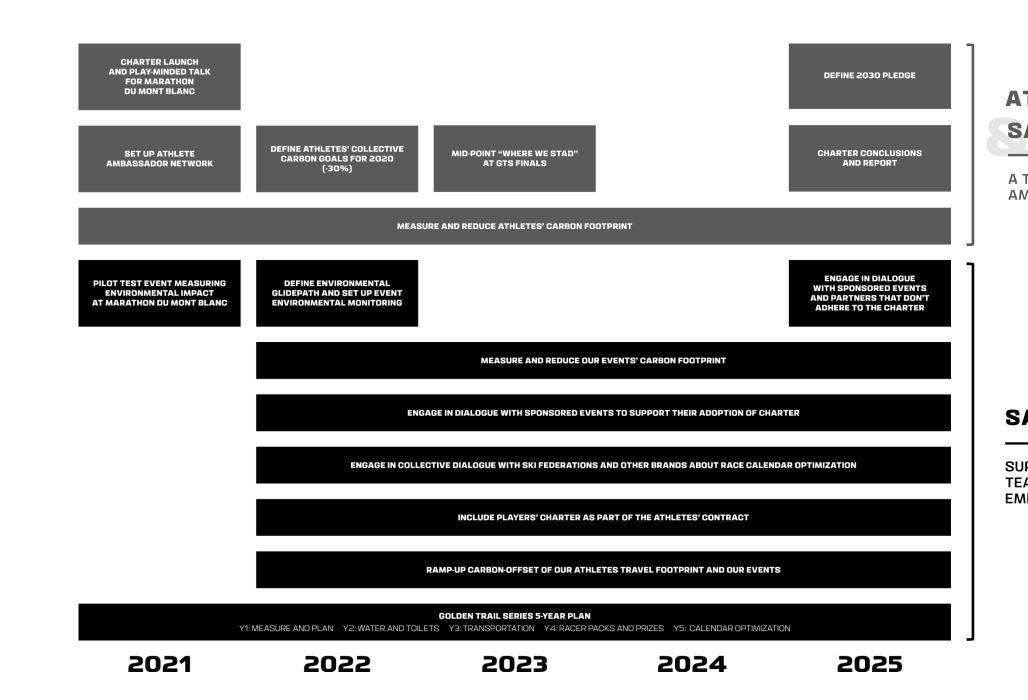
their ticket purchase

and offering a travel CARBON OFFSET

Identifying a **SUSTAINABILITY MANAGER** for each event and briefing volunteers on the event's sustainability



OUR WAY FORWARD



ATHLETES SALOMON

A TEAM OF ATHLETES AMBASSADORS

SALOMON

SUPPORTED BY AN OPERATIONAL TEAM OF SALOMON EMPLOYEE AMBASSADORS

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