



Modern Slavery Statement 2025

1. Introduction

Mammut Sport Group AG (“Mammut”) is committed to operating responsibly and upholding human rights across our business and supply chains. We have a zero-tolerance approach to modern slavery and human trafficking and take proactive steps to address these risks in line with Section 54 of the UK Modern Slavery Act 2015.

This statement covers the financial year 1. January 2024 to 31. December 2024 and outlines the actions taken to identify, prevent, and mitigate modern slavery risks. It applies to Mammut and its UK subsidiary, Mammut UK Limited, and has been approved by the Board of Directors.

2. Organization structure and supply chains

Mammut was founded in 1862 in Switzerland, and today operates in 51 countries, offering a full range of outdoor apparel, hardware, and footwear. Our products are designed for durability and safety, reflecting our commitment to quality and responsibility. Mammut UK Limited focuses on marketing and sales operations for the UK region, supporting local wholesale customers and key accounts. The UK entity does not engage in manufacturing; therefore, modern slavery risks primarily relate to our global supply chain.

Corporate Responsibility Governance

Mammut employs more than 950 people worldwide, including 7 in the UK. Our Corporate Responsibility (CR) team, part of the Supply Chain Department since 2022, reports to the Chief Supply Chain Officer (CSCO). The Head of Corporate Responsibility is a member of the extended general management team, ensuring that social and environmental issues remain a strategic priority.

Supply Chain Overview

Traceability and transparency are central to our operations. Mammut has been a member of the Fair Wear Foundation since 2008, being the first outdoor brand to join. In 2024, we worked with 56 tier-1 suppliers (finished products) and long-term tier-2 suppliers (fabrics and components). Our supplier relationships are stable, averaging 12 years, with some exceeding 20 years. In 2024, we ceased apparel production in China and Latvia, expanded production in Vietnam and Bangladesh, and onboarded new suppliers in Indonesia and Ethiopia.

We do not work with agents or intermediaries. Before entering any new business relationship, we conduct on-site assessments of potential suppliers to ensure compliance with our human rights standards. All new suppliers must sign a contract committed to Fair Wear’s Code of Labour Practices (CoLP). After each seasonal collection, we evaluate suppliers on social and environmental compliance.

3. Policies on modern slavery

Our Policy Framework

Mammut is committed to leading the industry in environmental and social responsibility. Our Responsible Business Conduct (RBC) Policy is designed to comply with current and emerging supply chain legislation in all markets where we operate. It aligns with OECD Due Diligence Guidance, United Nations Sustainable Development Goals (SDGs) and International Labour Organization (ILO) Conventions. We believe that all individuals have the right to dignity and equality, and we uphold human rights without discrimination of any kind.

Supplier Requirements

To prevent human rights infringements, including forced labour and human trafficking, all Mammut suppliers must comply with Fair Wear's CoLP, which includes employment freely chosen, freedom of association and the right to collective bargaining, no discrimination in employment, no exploitation of child labor, a living wage, reasonable working hours, safe and healthy working conditions, and a secured legally binding employment relationship. If the supplier does not show the willingness or ability to comply with the guidelines, the contract may be cancelled.

Mammut supports our suppliers in actively implementing our Code of Conduct by leveraging recognised tools and verification systems, including the Higg Index Facility Environmental Module (FEM) and Facility Social & Labour Module (FSLM), Fair Wear audits, and other approved third-party social and labour assessments. These measures ensure responsible business conduct across all levels of our supply chain.

Employee Grievance Mechanisms

We maintain multiple confidential and secure channels for employees to report concerns without fear of retaliation. Reports can be made:

- Internally via the Mammut Whistleblowing Integrity line (anonymous option available)
- Directly to legal counsel: legal@mammut.com
- Externally via our independent legal partner: whistleblowing@blesi-papa.ch

Contact details are published in our annual Responsibility Report and are publicly accessible.

4. Due diligence processes

Mammut follows the Fair Wear Foundation's Human Rights Due Diligence (HRDD) Policy to identify, prevent, and mitigate human rights risks in our supply chain. This process includes:

- **Risk Identification and prevention:** We conduct regular assessments to detect potential negative impacts on people, society, and the environment, and implement measures to prevent or reduce these risks.
- **Monitoring and evaluation:** The effectiveness of these measures is reviewed continuously, and adjustments are made where necessary.

If a breach occurs, individuals can report concerns to factory management or directly to Fair Wear at complaints@fairwear.org, with the option to remain anonymous. When a complaint or audit identifies an issue, we develop a Corrective Action Plan (CAP) to outline the steps for remediation. In addition to Fair Wear's Brand Performance Checks, Mammut conducts its own factory visits to verify compliance, prioritising suppliers that account for a significant share of production.

Country-Specific Measures

In response to increased sourcing from Bangladesh, Mammut strengthened its due diligence in 2023 by joining International Accord and Country-Specific Safety Program (CSSP) and Employment Injury Scheme Pilot (EIS Pilot). These initiatives ensure annual inspections for building integrity, electrical systems, and fire safety, and provide compensation for workers or their families in cases of permanent disability or fatal workplace accidents.

5. Risk assessment and management

Mammut applies a structured approach to assessing human rights risks across all production locations, including subcontractors. Our assessments draw on Fair Wear audits, worker and stakeholder feedback, and third-party evaluations. To prioritise oversight, we use a **traffic light system** that categorises suppliers by risk level, determining audit frequency, typically every three years for moderate-risk factories, and more often for high-risk or zero-tolerance cases.

The same HRDD principles apply to all product categories, including hard goods, through our participation in the European Outdoor Group's Audit Alliance for Hard Goods (AAHG).

In 2024, we introduced a supplier and country-specific risk assessment aligned with OECD guidelines. This analysis identified four salient risks in our supply chain: seasonal overtime, minimum wage compliance, union culture and regulation and occupational health and safety. These risks are reviewed annually, and our findings, along with details of complaints and remediation actions, are published in our Responsibility Report. For more details, see: [Responsibility reporting | Mammut](#).

To strengthen transparency and accountability, we also use the Higg FSLM and other social audit schemes, which evaluates social impacts such as wages, working hours, and worker

treatment. Additionally, our supplier evaluation system scores human rights performance and informs sourcing decisions. In 2024, this system was updated to better integrate social performance metrics into our long-term partnerships.

6. Effectiveness and KPIs

Mammut monitors the effectiveness of its measures to prevent and remediate human rights violations through a structured internal evaluation system. This process involves top management, sourcing, and product teams, who meet bi-monthly to review progress and agree on next steps. We also incorporate feedback from external stakeholders, such as the Clean Clothes Campaign and local organisations in production countries, as well as input from suppliers gathered during on-site visits and complaint-handling processes.

To measure progress, we track key performance indicators, including:

- Fair Wear Brand Performance Check: In 2024, we scored 61 and maintained a *Good* rating. We have published yearly the Brand Performance Check on our website: [Responsibility reporting | Mammut](#).
- Audit Coverage: 100% of tier-1 suppliers in high-risk countries are audited at least once every three years.

7. Training

Training is a critical component of our approach to preventing modern slavery. Through our partnership with Fair Wear, factory workers and management receive training designed to address systemic power imbalances in the industry. Internally, we ensure that:

- All relevant staff have access to audit reports and CAPs.
- Buyers, quality control staff, and technicians visiting suppliers are regularly briefed on CAP issues and instructed by the Head of Vendor Management.
- The buying team receives training on responsible sourcing and purchasing practices, which are integrated into their daily responsibilities.

To support this, our CR team has developed a Fair Wear Handbook for Buyers, reinforcing the shared responsibility to uphold the CoLP. We also provide awareness training for suppliers on grievance mechanisms and distribute our Worker Well-Being booklet to promote safe and fair working conditions.

8. Approval and signature

If any stakeholder or affected party has a concern or question related to our approach to tackling human trafficking and slavery, please reach out to us at responsibility@mammut.com. This statement has been approved by the board in October 2025.

Mammut Sports Group AG



Signatory: Heiko Schaefer

Timestamp: Tuesday, October 28th, 2025 1:01 PM UTC

Mammut Sports Group AG



Signatory: Michael Rammelsberger

Timestamp: Tuesday, October 28th, 2025 2:26 PM UTC