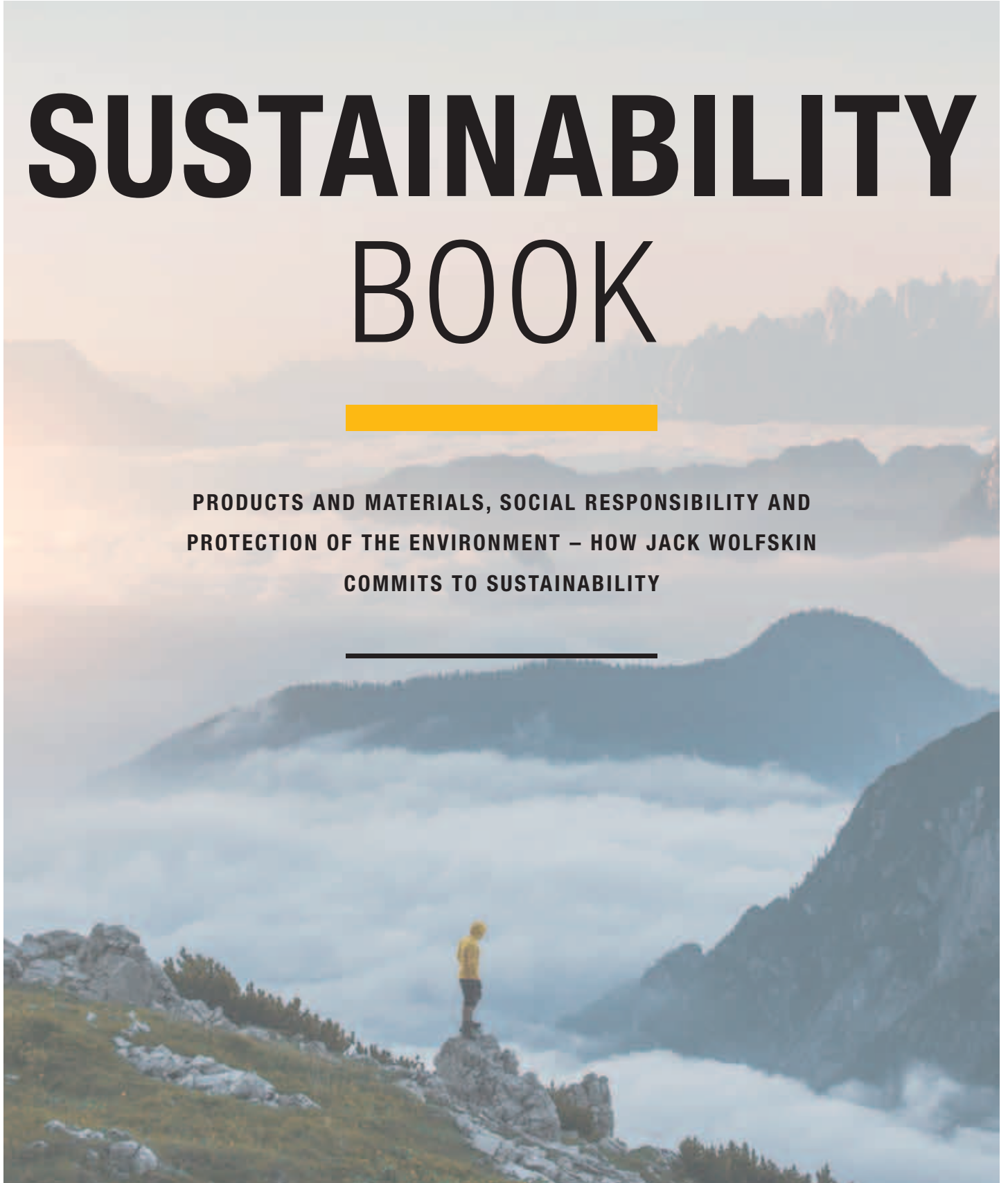


# SUSTAINABILITY BOOK

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PRODUCTS AND MATERIALS, SOCIAL RESPONSIBILITY AND  
PROTECTION OF THE ENVIRONMENT – HOW JACK WOLFSKIN  
COMMITTS TO SUSTAINABILITY

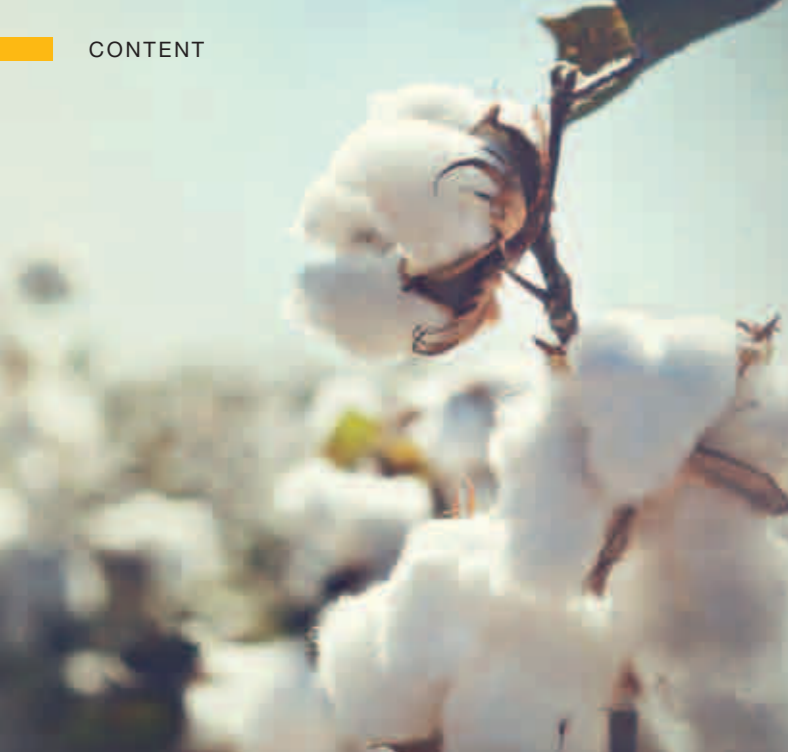
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**THIS IS  
WHAT  
WE'RE  
DOING**

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## SUSTAINABLE PRODUCTS

### ECOLOGICAL ASPECTS

- Recycled materials are of the essence - we are pioneers in new technology
- Sole use of organic cotton
- Strict specifications for our leather suppliers
- Down originating from ducks and geese, kept species-appropriate only.
- Our Merino wool is obtained from species-appropriate kept sheep.

**Page 10 ff**

### ELIMINATING SUBSTANCES & MATERIALS, IN FAVOUR OF ANIMAL WELFARE AND ENVIRONMENTAL PROTECTION

- PFC-free!
- No use of natural furs
- We oppose use of Angora rabbit wool
- No nanotechnology in our products
- Ban of all PVC from our products
- Our 100 % mosquito protection contains 0 % chemistry

**Page 14 ff**

### MADE TO LAST PRODUCTS

- Our products are durable – Quality benefits the environment
- Our impregnation service increases the life span of our jackets
- Repair service avoids many re-purchases

**Page 18 ff**

## TRANSPARENT SUPPLY CHAIN

- Comprehensive list of our manufacturing partners – transparent on our homepage
- On our website anyone may check the origin of their product.

**Page 24 ff**

## SOCIAL RESPONSIBILITY

### SOCIAL COMMITMENT

- Collaborating with the Fair Wear Foundation to improve working conditions
- Binding for our suppliers: Our Code of Conduct for fair working conditions
- Our Social Reporting shows our progress as well as challenges
- We support Vitos Behindertenhilfe (aid for the handicapped) in Idstein

**Page 30 ff**

### FOR OUR DOMESTIC EMPLOYEES

- Our trainees are in for an exciting experience
- Employee health and welfare is a heartfelt priority

**Page 34 ff**

## ENVIRONMENTAL PROTECTION

### CLIMATE PROTECTION

- We reduce CO<sub>2</sub> emissions on all transports
- We use 100 % green electricity – in part self-generated
- We advocate eco-friendly mobility – including work travel
- Eco-friendly furnishing and illumination in our stores
- Natural environment and biodiversity around our headquarters in Idstein

**Page 40 ff**

### PROTECTING RESOURCES AND SUSTAINABLE CHEMICALS MANAGEMENT

- We are bluesign® system partner – for safe and sustainable manufacturing processes
- Committed to manufacturing with zero hazardous chemicals in line with ZDHC
- Hazardous chemicals prohibited! Due to MRSL, our No-Go blacklist
- Our Green Book contains stringent requirements for the finished product
- Frequent inspection of chemical output in factories
- We avoid packaging waste wherever possible (as best we can)
- We are working on industry solutions for microplastics handling
- Achieving more partnering up

**Page 44 ff**



# SUSTAINABLE PRODUCTS

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GENTLE ON THE ENVIRONMENT

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ELIMINATING SUBSTANCES & MATERIALS  
IN FAVOUR OF ANIMAL WELFARE AND  
ENVIRONMENTAL PROTECTION

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COMPLIANCE WITH STANDARDS

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MADE TO LAST PRODUCTS

*WE LOVE THE  
BEAUTY OF  
OUR WORLD  
AND TREAT IT  
WITH RESPECT*



Products made from recycled material, our ban on PFCs, eliminating natural fur as well as angora wool – our sustainability goals continually drive us to develop innovative and eco-friendly materials. To us, “at home in the great outdoors” signifies not only enjoying our world in the outdoors – but, more importantly, do everything in our power to protect and preserve it.



## ECOLOGICAL ASPECTS

Innovating exceptional technologies of the highest standards, JACK WOLFSKIN underpins its pioneering role along with its outstanding expertise in the area of sustainability. Conservation of resources as well as effective elimination of harmful emissions in the manufacturing process are at the core of our efforts. We especially focus on products made from recycled materials. Applying the revolutionary TEXAPORE ECOSPHERE technology, JACK WOLFSKIN was the first clothing manufacturer to launch a 100 percent recycled weather protection gear in 2018. Moreover, as early as summer 2019, we managed to manufacture our entire apparel line as well as all our bags and backpacks without the use of PFC.

## **RECYCLED MATERIALS ARE OF THE ESSENCE – WE ARE PIONEERS IN NEW TECHNOLOGY**

A veritable milestone in terms of recycling is our fully rainproof TEXAPORE ECOSPHERE Jacket – not only outer fabric and lining are made from 100 percent recycled polyester, but also the high-tech, waterproof membrane in between. JACK WOLFSKIN is the only company on the globe to master this technology. For production of textile fabrics, we mainly use post-consumer PET bottles. The membrane is made from cutting scraps and fabric remnants, which are recycled from the production process. This specific recycling process is called Zero Waste concept: residue turns resource.

This sustainable approach forms the basis of our ever-broadening product range. For use in apparel and accessories such as hats or gloves, by now we produce fleece fabrics (NANUK ECOSPHERE) and synthetic paddings (MICROGUARD ECOSPHERE), both made from 100 percent recycled synthetic material. These innovative materials are just as effective as conventional ones. Our next goal is to produce smaller details, such as buttons and zip fasteners, as well as transport packaging, from all recycled resources.

All recycled components in our products are certified according to the Global Recycled Standard (GRS). This allows us to trace their supply chain back to its origin. For verification, that the recycled materials meet the limits for harmful substances, we work towards their bluesign® certification.

**For more information on our products made from recycled materials, please visit:**

[www.jack-wolfskin.com/texapore-ecosphere](http://www.jack-wolfskin.com/texapore-ecosphere)

**For more information on our Global Recycled Standard (GRS):** [www.textileexchange.org/integrity](http://www.textileexchange.org/integrity)

**For more information on bluesign®: see page 45**





**SOLE USE OF ORGANIC COTTON**

Since 2013 we have been using 100 percent organic cotton, from certified ecological origin, in all our products made from cotton or mixed cotton fabrics. High standards are applied to cultivation of organic cotton: naturally, the use of chemical fertilisers and pesticides, as well as genetically modified seeds are strictly prohibited. This “green farming” approach protects cotton farmers from health-hazardous substances – and benefits the ecological balance in the cultivation regions at the same time.



**STRICT SPECIFICATIONS FOR OUR LEATHER SUPPLIERS**

We use leather in our shoes only. We have always been careful to source this natural material as a by-product from the food production process and does not originate from protected animals. Furthermore, as is true for all our materials, our leather is subject to strict regulations on harmful substances as defined in our Green Book (see page 46). The Green Book is a binding element in our contracts with each of our suppliers.



**DOWN ORIGINATING FROM DUCKS AND GEESE, KEPT SPECIES-APPROPRIATE ONLY**

By principle, we condemn the use of down from live plucking and force-feeding. For our apparel, we only source down and feathers certified independently. Since 2013, our strict animal welfare requirements are monitored applying the “Responsible Down Standard” (RDS) of US based organisation Textile Exchange. The RDS label certifies, that the down supplied is obtained strictly from animals that have been kept species-appropriate and not suffered from forced feeding.

**For more information on the Responsible Down Standard (RDS) visit: [www.responsibledown.org](http://www.responsibledown.org)**



**OUR MERINO WOOL IS OBTAINED FROM SPECIES-APPROPRIATE KEPT SHEEP**

We pay very close attention to the origin of our merino wool - as a rule, it may only be harvested from sheep, which are kept in a species-appropriate manner. We absolutely condemn Mulesing, cruel and torturous to the animals! It is a painful intervention on the sheep’s breech to prevent parasitic infection. Unfortunately, the procedure is still widely practised in Australia, for example.

## ELIMINATING SUBSTANCES & MATERIALS IN FAVOUR OF ANIMAL WELFARE AND ENVIRONMENTAL PROTECTION

# PFC-FREE!

We have achieved a major milestone: In our summer 2020 collection, all apparel as well as all backpacks, bags, accessories and tents, are entirely free from PFC, i.e. without any per- and polyfluorinated chemicals!

Outer fabric coatings based on PFC actually do have some benefits for weather protection clothing - they are durable and quite effective in terms of water-, dirt-, and oil-repellence. But they are also toxic and not or hardly bio-degradable. To that effect, PFC residue will cause damage to the environment and eventually find its way into the human organism via alimentation, air or water resources - thus eventually harming our health. Naturally, this harmful process is unacceptable according to our sustainability standards.

Therefore, we had already abandoned the critical PFC substance PFOA (perfluorooctanoic acid) back in 2009. Increasing our efforts, starting in 2012, we have consistently focused on reducing the use of PFC in our products applying our innovative, durable water-repellent coatings. These are just as water-repellent or water-resistant as the earlier, PFC-based products - but verifiably without the use of questionable substances.

**For more information on our PFC free products visit:**  
[www.jack-wolfskin.com/information-pfc](http://www.jack-wolfskin.com/information-pfc)



## ***NO USE OF NATURAL FUR***

We condemn breeding of animals to obtain their fur. Likewise, we oppose the use of fur for fashion purposes. Both cannot be reconciled with our commitment towards animal welfare. Thus, without exception, all “fur” trimmings on our garments are made from high-quality faux fur. We are member of the international Fur Free Retailer programme; all companies participating in this initiative have committed to refrain from the use of fur. The membership list is publicly available. In Germany, the programme is supervised by animal welfare organisation “Vier Pfoten” (“Four paws”).

For more information on the Fur Free Retailer programme visit:  
[www.furfreeretailer.com](http://www.furfreeretailer.com)

For more information on animal welfare organisation “Vier Pfoten” visit:  
<https://www.four-paws.org/>

## ***WE OPPOSE USE OF ANGORA RABBIT WOOL***

The animals are often not kept species-appropriate. Furthermore, it cannot be assured that Angora rabbits will not be harmed during the wool harvesting process. Therefore, we have never used their wool in our products.

## ***NO NANO TECHNOLOGY IN OUR PRODUCTS***

These are minute particles that provide textiles with special properties, such as a water-repellence or antibacterial function. However, to date it is unknown how the human organism reacts to these particles and whether they pose any health risks. As long as there are no conclusive long-term studies, we will refrain from using nanotechnology for safety reasons.

## ***BAN OF ALL PVC FROM OUR PRODUCTS***

The supposed advantage of polyvinyl chloride (PVC) - its enormous durability - is also the crucial environmental hazard. The material is practically not biodegradable. As of 2012, we have completely abandoned PVC from our products.

## ***OUR 100 % MOSQUITO PROTECTION CONTAINS 0 % CHEMISTRY***

With our Mosquito-Proof technology, we have developed an innovative, especially dense, breathable fabric, which no sting can penetrate. Thus, all shirts, jackets and pants from our Lakeside collection protect 100 % from annoying mosquitoes - entirely free of chemical treatment with insect repellents.

## MADE TO LAST PRODUCTS

## ***OUR PRODUCTS ARE DURABLE – QUALITY BENEFITS THE ENVIRONMENT***

One of the crucial concepts in our sustainability standards is manufacturing all around high-quality products for extreme long-term durability. After all, the longer our pieces are functional and wearable, the better for the environment: the energy and resources consumed in the manufacturing-process gradually grow more efficient as they are used.

With the right care, lifespan and functional properties of our apparel may be even further extended. On our website, our outdoor fans will find comprehensive information on how to best handle our products. Moreover, we offer optimal as well as eco-friendly care and impregnation products - all bluesign® certified, PFC-free and containing no critical substances. An impregnation as well as a repair services complete our care and maintenance offerings.

## ***OUR IMPREGNATION SERVICE INCREASES THE LIFE SPAN OF OUR JACKETS***

Our professional impregnation service offers our customers optimal care for water-repellent or waterproof functional garments - noticeably extending the lifespan of those pieces. They are washed eco-friendly and impregnated 100 % PFC-free.

For information on our impregnation service visit:  
[www.jack-wolfskin.de/impraegnieren/?location=de](http://www.jack-wolfskin.de/impraegnieren/?location=de)

## ***REPAIR SERVICE AVOIDS MANY RE-PURCHASES***

A slight tear on the back of a jacket? No need to purchase a replacement! Our repair service allows for small damages to be repaired swiftly, holes to be patched waterproof - thus the favourite piece will be fully functional again in no time and virtually as good as new. All stores accept damaged items and forward them to our repair service team.



# TRANSPARENT SUPPLY CHAIN

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LIST OF OUR MANUFACTURING PARTNERS

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WHERE OUR PRODUCTS ORIGINATE



***WHO ARE OUR  
MANUFACTURING  
PARTNERS?  
HAVE A LOOK AT  
OUR WEBSITE!***

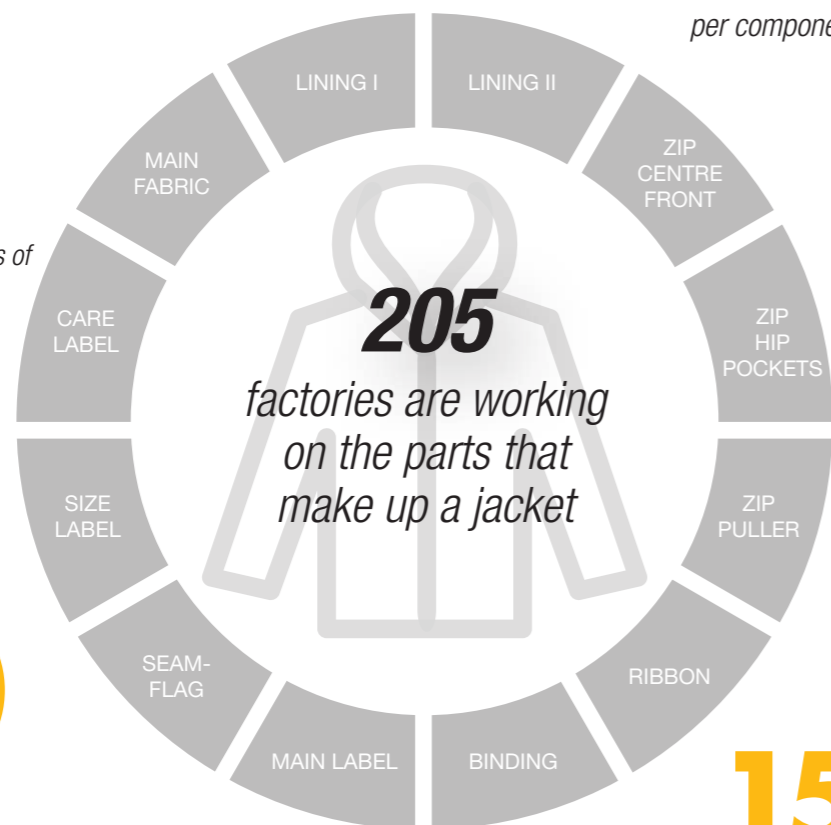
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Naturally, our customers wish to know where, and how sustainable, their JACK WOLFSKIN products are manufactured. By using the supplier code on each label, this easily may be identified on our homepage. There we list our suppliers - with detailed information on each company.

**5** processes  
in various factories  
per fabric

**7** processes  
in various factories  
per component

**20** different types of  
fabrics



**100** factories  
work on fabrics

**15** different  
components  
such as zippers, buttons  
and cords

**105** factories  
work on the components

## TRANSPARENT SUPPLY CHAIN

To us, consumer trust matters! Therefore, we strive for maximum transparency in all processes. In 2014, we first published our entire supply chain, including the extent to which ecological and social standards have been implemented. We have decided to disclose our suppliers' audit results as well as address information, in order to mutually pursue the path to fair wages, safe working conditions and reasonable working hours.

## TRANSPARENCY ON OUR WEBSITE - DISCLOSURE OF ALL MANUFACTURING PARTNERS

The textile supply chain is probably more complicated than you might imagine. Our Altis Women softshell jacket in black, e.g. consists of 12 components - from outer fabric to various zippers to the care label. All components are manufactured by 12 different suppliers in various countries. Each supplier, in turn, cooperates with further suppliers. Thus, in total, 54 manufacturers and process stages contribute to the making of this jacket.

For our entire product range, our supplier database provides us with an overview of all partners and process chains involved. At any time, we may identify who manufactures which product - and whether they meet our high environmental and social standards. In case a supplier struggles to meet these high standards, we are able to help swiftly and straightforward in order to implement required improvements. Since 2014, we have been disclosing a list of all our partners on our website - accessible to anyone: Moreover, we publish individual results from monitoring fair working conditions, wastewater tests, as well as the current bluesign® status. bluesign® membership ensures, that in the entire production process no substances are utilized, which damage health or the environment.

**12** COMPONENTS  
COMPOSE A JACKET

**54** SUPPLIERS AND INDIVIDUAL  
PROCESS STAGES ARE  
REQUIRED

To provide a comprehensive overview, we have divided our suppliers into three categories, which indicate the sustainability status of their manufacturing processes: "Pioneers", "Good with potential for improvement" and "in the early days". This way, anyone interested may receive information on our set goals, and monitor any progress made.

For information on our suppliers visit:  
[www.jack-wolfskin.com/supply-chain.html#materialsupplier](http://www.jack-wolfskin.com/supply-chain.html#materialsupplier)

## ON OUR WEBSITE, ANYONE CAN CHECK WHERE HIS PRODUCT ORIGINATES



In what factory, and how sustainable, has my JACK WOLFSKIN piece been manufactured? Any customer can track this information on our transparency page - referring to the supplier code indicated on the sewn-in label on each product. Using this tracking code, as for instance KI or ET (between article and batch number), the respective production site may be found under heading "Manufacturers": including the current monitoring results on social working conditions as well as our rating regarding sustainability status.

For information on our suppliers visit:  
[www.jack-wolfskin.com/supply-chain.html#materialsupplier](http://www.jack-wolfskin.com/supply-chain.html#materialsupplier)



# SOCIAL RESPONSIBILITY

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SOCIAL COMMITMENT

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FOR OUR DOMESTIC  
EMPLOYEES

A world map where several regions are highlighted in yellow, including North America, Europe, and parts of Asia and South America. Other regions are shown in grey. The text is positioned on the left side of the map.

*WE ARE COMMITTED  
TO FAIR WORKING  
CONDITIONS WORLDWIDE  
**FULLY TANGIBLE AND  
TRANSPARENT***

---

Safe and fair working conditions in our suppliers' production facilities are fundamental to all our commercial relationships. All manufacturers commit to our Code of Conduct. We assist them implementing it – as partners we have already achieved a remarkable success.



## SOCIAL COMMITMENT

Fair, humane and safe working conditions, we consider to be of paramount importance. Regardless, if these apply to our own employees, or those of our suppliers. In order to honour our social responsibility, we have, among other measures, joined the Fair Wear Foundation (FWF), established requirements for all suppliers in our binding Code of Conduct, and conduct regular on-site audits to verify compliance.

### ***COLLABORATING WITH THE FAIR WEAR FOUNDATION TO IMPROVE WORKING CONDITIONS***

The Fair Wear Foundation (FWF) is an independent, non-profit organization, which is committed to the improvement of working conditions in the textile and clothing industry. The FWF develops useful solutions for manufacturing sites worldwide - in a joint effort with various stakeholders, such as FWF members, further non-profit, non-governmental organisations (NGOs), employers' and employees' unions in Asia and Europe, as well as government representatives. We have been a member of the Dutch foundation since 2010.

As such, we have committed to actively optimize working conditions in our supply chain applying strict guidelines. At all times, we have pursued to establish stable and long-term relationships with our suppliers - this allows us to work in close partnership on improvement measures. To this end, the FWF and its network assist us, as well as our manufacturing partners, individually and in line with their requirements by means of consulting, knowledge exchange and training programmes. Through our FWF membership, all our activities are externally certified.



Every year, conducting a "Brand Performance Check", the FWF monitors business practices of its member companies, as well as working conditions on site in partner factories. The results of this review are published transparently by the FWF as well as JACK WOLFSKIN on their respective websites.

Right from the beginning of these FWF audits in 2015, our efforts each year have earned us Leader Status, the best possible rating. Mainly due to monitoring 100 % of our production chain, effectively improving on-site working conditions in a joint effort with our partners - and actually exceeding some of the general requirements.

**For more information on the Fair Wear Foundation visit:**  
[www.fairwear.org](http://www.fairwear.org)

**For the latest "brand performance check" on our website visit:**  
[www.jack-wolfskin.de/brand\\_performance\\_check\\_2018](http://www.jack-wolfskin.de/brand_performance_check_2018)



## ***BINDING FOR OUR SUPPLIERS: OUR CODE OF CONDUCT FOR FAIR WORKING CONDITIONS***

We do not operate company-owned factories. Our products are manufactured by partners predominantly situated in Asia and to some extent in Europe. All the more reason for us to assume responsibility in providing everyone working for us with working conditions according to consistently fair labour right standards. Therefore, in 2007, at JACK WOLFSKIN we have established a code of conduct, encompassing eight guidelines.

Our Code of Conduct is based on the United Nations International Bill of Human Rights as well as the conventions of the International Labour Organization (ILO). It is a binding, inherent constituent in every single business partnership with our suppliers. An Idstein-based team is responsible for continuously establishing the according standards in our production partners facilities across the globe and providing tangible support for implementation. Through trainings and consulting, we raise awareness in our supplier's staff and management and thus contribute to continuously improving working conditions.

Compliance to our requirements is routinely monitored on factory site by independent auditors and furthermore, since 2010, by the Fair Wear Foundation (FWF) - thereby observing 100% of our partners. Monitoring results from these visits are published on our website.

In order for each employee to know her or his rights - as only then will she or he be able to claim them - our Code of Conduct is put on the noticeboard in all production facilities, clearly visible and in the local language.

# 8

### **Code of Conduct for fair working conditions - our eight standards :**

1. no forced labour
2. no discrimination in the workplace
3. child labour is not tolerated
4. the right to form association and collective negotiations is granted
5. wages securing a livelihood
6. reasonable working hours
7. safe and healthy working conditions
8. legally binding employment contracts for all employees

## ***OUR SOCIAL REPORT SHOWS OUR PROGRESS AS WELL AS CHALLENGES***

As a member of the Fair Wear Foundation (FWF), we publish comprehensive social reports, describing our activities in regard to humane, fair and safe working conditions. It outlines progress - as well as challenges we face in our global supply chain. Included is detailed information on the extent to which our producers have implemented required social standards and potential for improvement.

**For our current social report on our website visit:**

**[www.jack-wolfskin.com/on/demandware.static/-/Library-Sites-JackWolfskin\\_SharedContentLib/default/dw91e9ee57/Content\\_Ressources/CR/Social-Report-2015/JW-6784-16\\_Sozialbericht\\_2015\\_EN\\_web.pdf](http://www.jack-wolfskin.com/on/demandware.static/-/Library-Sites-JackWolfskin_SharedContentLib/default/dw91e9ee57/Content_Ressources/CR/Social-Report-2015/JW-6784-16_Sozialbericht_2015_EN_web.pdf)**

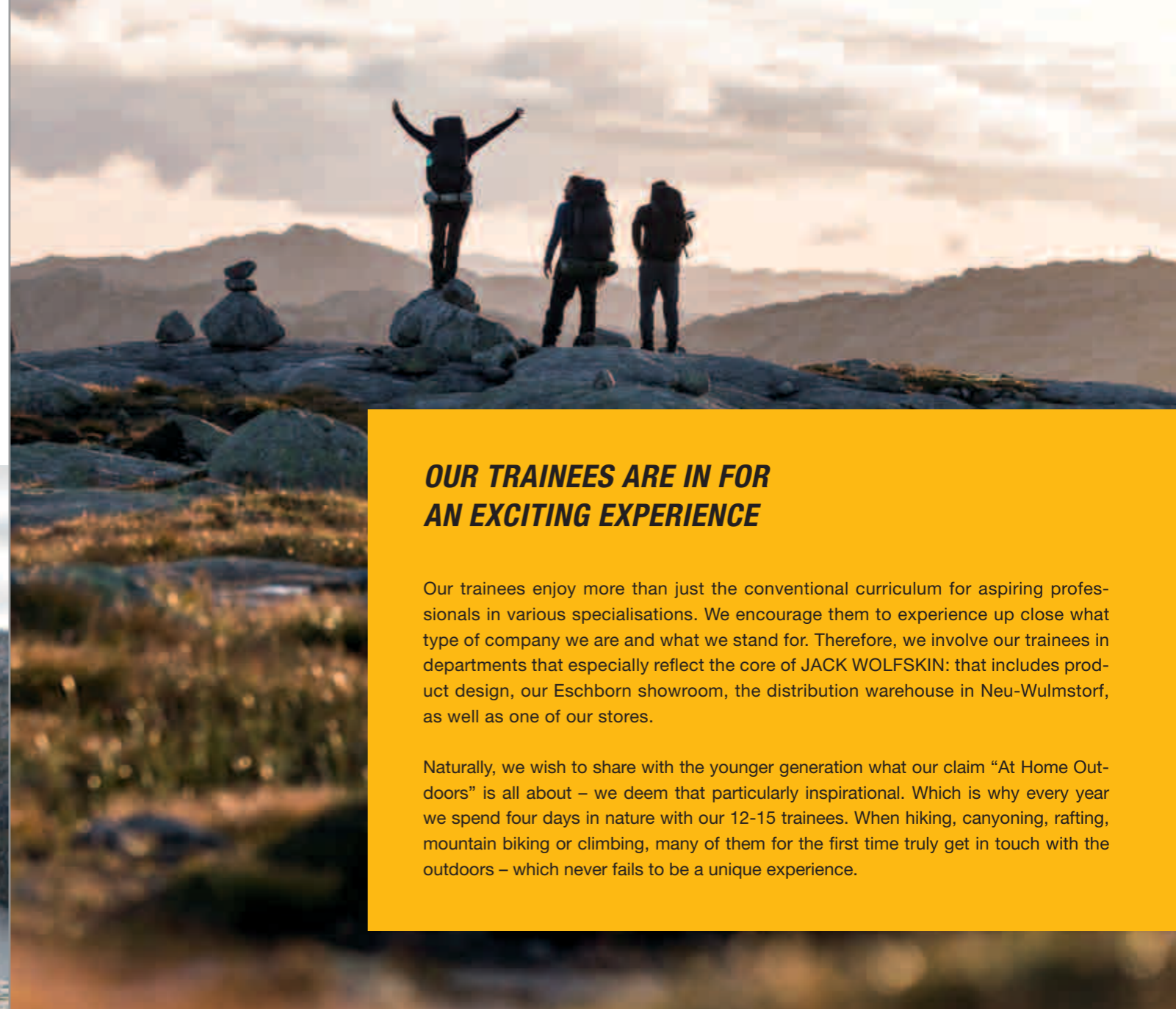
## ***WE SUPPORT VITOS BEHINDERTENHILFE (AID FOR THE HANDICAPPED) IN IDSTEIN***

Vitos Behindertenhilfe enables children and young people with learning or intellectual disabilities from the age of six to live in small residential groups. They receive individual support from trained caregivers and therapists to develop their personality, abilities and talents. The aim is to enable the mentees to live as self-determined a life as possible in adulthood.

We consider the commitment of this non-profit charity particularly valuable and have provided various kinds of support since 2014. We frequently donate money for their work with the disabled and organise the annual "Wolf's Run", a cross-country race for everyone, the proceeds of which we pass on to Vitos as well. Furthermore, we entrust tasks and small jobs to the mentored youths, such as gardening on our campus.

## FOR OUR DOMESTIC EMPLOYEES

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### **OUR TRAINEES ARE IN FOR AN EXCITING EXPERIENCE**

Our trainees enjoy more than just the conventional curriculum for aspiring professionals in various specialisations. We encourage them to experience up close what type of company we are and what we stand for. Therefore, we involve our trainees in departments that especially reflect the core of JACK WOLFSKIN: that includes product design, our Eschborn showroom, the distribution warehouse in Neu-Wulmstorf, as well as one of our stores.

Naturally, we wish to share with the younger generation what our claim “At Home Outdoors” is all about – we deem that particularly inspirational. Which is why every year we spend four days in nature with our 12-15 trainees. When hiking, canyoning, rafting, mountain biking or climbing, many of them for the first time truly get in touch with the outdoors – which never fails to be a unique experience.

### **EMPLOYEE HEALTH AND WELFARE IS A HEARTFELT PRIORITY**

To us, it is self-evident to not only promote our employees' professional skills, but also support and encourage them to maintain or even improve their health. We do so by offering a bundle of initiatives. Once a year, for instance, we organise health days during which we offer our employees comprehensive individual physical check-ups, courses such as eye-training, individual prophylaxis counselling and educational seminars. On top, we frequently offer further seminars and workshops on various health topics.

Physical activities play a particularly important role in our health management. Anyone with a challenging and busy career requires some form of physical activity to strengthen the physique and keep body and soul in harmonic balance.

Consequently, we offer our team a wide range of sports activities - including special health topics - to suit all ambitions and training preferences: from after-work events with mountain biking and company runs, to team sports in our own company gymnasium, to fitness and back courses, dance workshops and relaxation techniques such as yoga and wellness.

Welcome side-effect: exercising and sharing activities with your colleagues tremendously enhance team spirit. Among the highlights are outdoor experiences such as climbing, hiking and skiing trips.



# ENVIRONMENTAL PROTECTION

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CLIMATE PROTECTION

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PROTECTING RESOURCES AND  
SUSTAINABLE MANAGEMENT  
OF CHEMICALS



*WE WANT TO  
EXPERIENCE  
NATURE.  
**THEREFORE,  
WE MUST  
PROTECT IT.***

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We're "at home outdoors"! Protecting our forests, rivers and lakes, our deserts and seas is amongst our highest priorities. We continuously strive to further improve our ecological commitment - on every level. No matter the scale.





## WE REDUCE CO<sub>2</sub> EMISSIONS ON ALL TRANSPORTS

The major factor to reducing our transport-induced carbon dioxide emissions is the complete reorganisation of our logistics processes - the key lies in effective Supply Chain Management (SCM). At JACK WOLFSKIN we rely on an efficient, fully integrated planning and control system, which was implemented in 2017 and we since use to coordinate our global supply chain and optimize it on all levels. For each individual freight, we may determine the most economic, as well as most ecological transport, taking into consideration availability date, means of transport, and route including accompanying CO<sub>2</sub> emissions.

Thus, being able to reduce those emissions significantly. We were able to largely replace air cargo - favouring cargo by ship. We now transport 90% of our global inbound cargo, which accounts for the majority of our CO<sub>2</sub> emissions, by sea. Also due to the SCM, a further reduction in CO<sub>2</sub> emissions is achieved through improved synchronization of our store's delivery cycles. Rather than numerous small daily consignments, fewer and larger shipments are now delivered - reducing the number of transports and the amount of packaging material required.

### SCM SUPPLY CHAIN MANAGEMENT

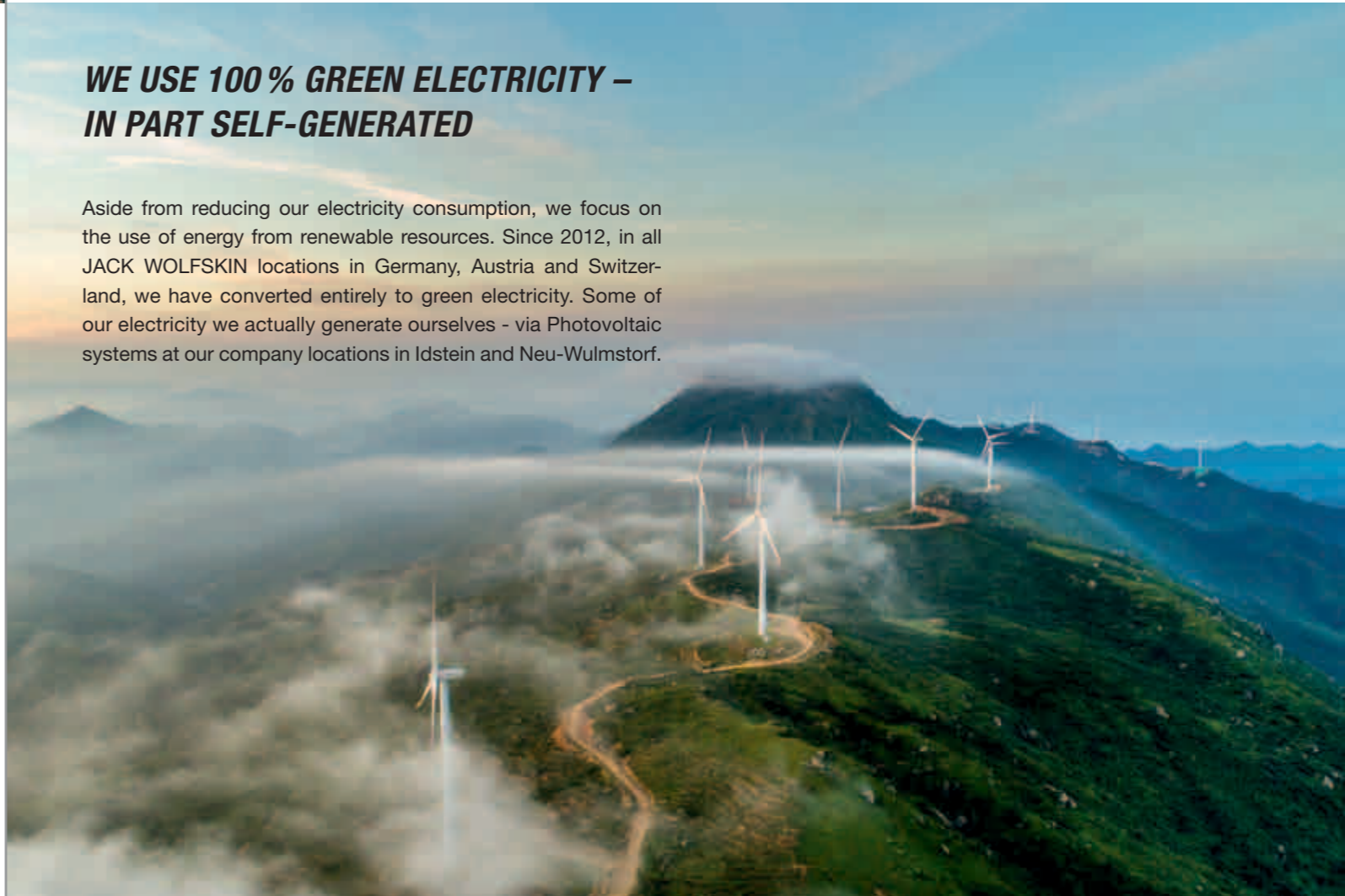


## CLIMATE PROTECTION

We are committed to protecting the environment within our company, at our partner's production sites and throughout the entire supply chain. To do so, we are reducing CO<sub>2</sub> emissions on all our transportation routes. We engage in sustainable shop-fitting and promote eco-friendly mobility for our employees. Our locations in Germany, Austria and in Switzerland strictly source green electricity. To confirm that our entire supply chain meets our standards, we work with renowned and experienced partners. Moreover, we have established bans and restrictions on the use of certain chemicals in the production process.

## WE USE 100% GREEN ELECTRICITY – IN PART SELF-GENERATED

Aside from reducing our electricity consumption, we focus on the use of energy from renewable resources. Since 2012, in all JACK WOLFSKIN locations in Germany, Austria and Switzerland, we have converted entirely to green electricity. Some of our electricity we actually generate ourselves - via Photovoltaic systems at our company locations in Idstein and Neu-Wulmstorf.



## **WE ADVOCATE ECO-FRIENDLY MOBILITY – INCLUDING WORK TRAVEL**

Environmental protection is a priority as well in all our work-related travel - both short or long-distance. As a result, all JACK WOLFSKIN employees travel by rail within Germany and into bordering countries. Moreover, air travel may be avoided through use of our video conferencing systems - whenever sensible.

To run errands in and around Idstein, bicycles and pedelecs are available to all employees. Electric vehicles and pedelecs may be charged with 100 % green electricity supplied by the charging station on our premises.



## **ECO-FRIENDLY FURNISHING AND ILLUMINATION IN OUR STORES**

We commit to sustainability as well, when equipping our stores, and use no PVC at all. We carefully select durable and long-lasting, organic materials such as domestic woods, and use construction materials, which are recyclable and thus hardly impact the environment. Just as important is reusability of shop elements. Moreover, we have implemented an energy-saving lighting concept.



## **NATURAL ENVIRONMENT AND BIODIVERSITY AROUND OUR HEADQUARTERS IN IDSTEIN**

At our headquarter in Idstein in the Taunus region, we have replaced paved surfaces on our campus with ecologically sensible greenery as early as 2008 - planting bushes, trees, flowers and lawns instead. In 2012 insect hotels, nesting and breeding enclosures as well as bird fountains were introduced to the company premises.

In 2013, collaborating with local initiative “Blühendes Idstein” (“Blooming Idstein”), we had planted greenery in the gravel bed of the roundabout just outside our main building: Now native plants well suited to the location, offer bees, bumble bees and butterflies a rich habitat - and eye-pleasing colours to passers-by.

Obviously, only organic fertilizers are used on those green grounds - we strongly oppose using any type of herbicides by definition.



# PROTECTING RESOURCES AND SUSTAINABLE CHEMICALS MANAGEMENT



## **WE ARE BLUESIGN® SYSTEM PARTNER – FOR SAFE AND SUSTAINABLE MANUFACTURING PROCESSES**



The independent bluesign® system stands for textile production that is sustainable across the board. It imposes the highest standards in terms of occupational safety, consumer protection, resource conservation and the prevention of water and air pollution.

Thanks to an inspection of the chemicals used even before production begins, it is possible to exclude the use of substances harmful to health or the environment from the outset. All steps in the process are comprehensively monitored by independent bodies.

We have been a bluesign® system partner since 2011 and prefer to work with suppliers who have themselves signed up to the bluesign® system. We source our “bluesign®-approved” fabrics, which make up the lion’s share of our range, from these suppliers. “bluesign®-approved” certification guarantees stringent safety standards for the people in the factories at all stages of the manufacturing process, as well as demanding requirements in terms of environmental protection and resource conservation.

For more information on the activities of bluesign®, visit [www.bluesign.com](http://www.bluesign.com)

## **COMMITTED TO MANUFACTURING WITH ZERO HAZARDOUS CHEMICALS IN LINE WITH ZDHC**

“Zero Discharge of Hazardous Chemicals” (ZDHC) is the name of an initiative of multinational textile and footwear manufacturers. We signed up to it in 2012 as the first and so far only company in the outdoor sector.

The aim of the alliance is to completely eliminate hazardous chemicals from the textile supply chain. This ambitious goal can only be achieved through the shared engagement of industry, supervisory authorities and stakeholders.

Within the ZDHC, we participate in various work groups with aims such as developing alternative solutions to harmful chemicals. What’s more, we have helped to devise training programmes that teach suppliers how to use chemical agents safely within their factories. We also played a crucial role in compiling the “ZDHC Wastewater Guidelines” and the “Manufacturing Restricted Substances List”, or ZDHC MRSL for short, through knowledge sharing and regular wastewater analysis at our suppliers’ production sites.

For more information on the ZDHC programme, please visit [www.roadmaptozero.com](http://www.roadmaptozero.com)



**Ø ZDHC**  
Zero Discharge of  
Hazardous Chemicals

## HAZARDOUS CHEMICALS PROHIBITED!

THANKS TO MRSL,  
OUR NO-GO BLACKLIST

MRSL stands for “Manufacturing Restricted Substances List” and refers to a catalogue of chemicals that are prohibited, or may not exceed strict concentration limits throughout the complete production process. **Cooperating with the ZDHC (“Zero Discharge of Hazardous Chemicals”) initiative, we have established a standardised ZDHC MRSL** that allows us to pinpoint all relevant substances and thus prevent potential harm to humans and the environment in advance.

Shared sustainability standards in the textile and footwear sector are the foundation for continuous improvement of chemicals management in partnership with suppliers. In conjunction with the other member of the ZDHC, we exert considerable influence on our suppliers and their production conditions.

We establish the guidelines of the ZDHC MRSL as a mandatory requirement for all partners involved in production of our materials, such as fabrics, and other product components. **We apply wastewater tests, which are conducted through random sampling by independent laboratories at individual production sites across the entire supply chain, to verify compliance with the ZDHC MRSL.**

For the latest MRSL, please visit  
[www.roadmaptozero.com/mrsl\\_online/](http://www.roadmaptozero.com/mrsl_online/)

## OUR GREEN BOOK GUARANTEES HAZARDOUS SUBSTANCES MONITORED PRODUCTS

In addition to the ZDHC MRSL, we have implemented our own “Restricted Substances List” (RSL, which governs substances and residues in our finished products, including all fabrics and all components, such as buttons and zippers. The listed substances on the RSL may not be used or – in a handful of exceptions – may only be used in minimal amounts that are no longer harmful.

**Since 2007, we have annually updated this list in our Green Book. As of April 2007, the Green Book has been a mandatory component of contracts with our suppliers.** A comprehensive testing programme ensures that our requirements are adhered to, with the relevant checks being carried out on our behalf by independent and accredited laboratories in Germany.

The requirements laid out in our RSL are based on international statutory regulations such as the European Union chemicals regulation REACH as well as stringent industry requirements, e.g. the bluesign® standard and the Öko-Tex® Standard 100. In many cases, our requirements are even more stringent than the aforementioned regulations.

For the latest Green Book (last updated in August 2019), visit:  
[www.jack-wolfskin.de/greenbook\\_2019](http://www.jack-wolfskin.de/greenbook_2019)

## FREQUENT INSPECTION OF CHEMICAL OUTPUT IN FACTORIES

We contract independent, accredited laboratories to frequently monitor our suppliers' wastewater by testing random samples. After all, we wish to confirm that established sustainability standards, such as bluesign® system or ZDHC specifications, deliver the desired results and furthermore, whether the wastewater treatment technology in the factories functions properly. **Wastewater tests are conducted according to ZDHC wastewater guidelines.**

We encourage our suppliers to share the results of their wastewater testing on the global online platform “ZDHC Gateway - Wastewater Module”. On this platform, validated test data from wastewater and sludge may be accessed by all parties involved - both manufacturers and their customers such as JACK WOLFSKIN. This offers a further opportunity to collaborate on improvements.

**All test results are published on our transparency page:**  
[www.jack-wolfskin.com/supply-chain.html](http://www.jack-wolfskin.com/supply-chain.html)

## WE AVOID PACKAGING WASTE WHEREVER POSSIBLE

Protective packaging for our products, such as used in container transports, cannot be entirely avoided. **We have implemented various countermeasures to reduce packaging waste as much as possible, though.**

- **Banning plastic bags from in our stores:**  
For a number of years, we have only been providing re-usable, sturdy paper shopping-bags instore
- **Hang tags are made from FSC-certified paper** (FSC® – Forest Stewardship Council® – is an international certification system for more sustainable forestry)
- Plastic transport packaging will gradually be replaced by **100 percent recycled bags.**
- Binding hazardous substance guidelines according to our Green Book applied as well to supplier packaging.
- Optimised delivery to our Stores – **fewer, larger consignments with more items each, rather than many smaller deliveries on a daily basis.**





# ACHIEVING MORE PARTNERING UP

## WE ARE WORKING ON INDUSTRY SOLUTIONS FOR MICROPLASTICS HANDLING

It's not just large volumes of plastic waste that are polluting the environment; microplastics – minute and barely visible plastic particles – are increasingly becoming a problem. Microplastics are used in many cosmetic products, for instance toothpaste and shower gel. Furthermore, microplastic is emitted using synthetic everyday objects, such as abrasion on car tires when driving or through wearing and washing of synthetic fabrics.

The problem: Even advanced water and sewage treatment facilities are incapable of entirely eliminating these microscopic particles. As a result, they will enter into the sea over time. Scientists assume microplastics absorb hazardous substances like a sponge, thus endangering the maritime ecosystem as well as human health. Simply because these microparticles are eaten by fish and eventually end up on our plates.

We are actively approaching this concerning, complex topic and are working on eco-friendly solutions for handling these plastic particles. We intend to not just develop solutions for our own company and our products. Our goal is to develop sustainable options for the entire global textile industry.



Currently we are involved in the following projects:

- **Guppyfriend® Washing Bag:**  
As a short-term measure, we are offering the Guppyfriend® Washing Bag: this washing bag, developed by non-profit organisation STOP! MICRO WASTE, filters microplastics.

**Find out more about our Guppyfriend® Washing Bag:**  
[www.jack-wolfskin.de/guppyfriend-washing-bag/1907681-9991.html](http://www.jack-wolfskin.de/guppyfriend-washing-bag/1907681-9991.html)

**For more information on STOP! MICRO WASTE, visit:**  
[www.stopmicrowaste.com](http://www.stopmicrowaste.com)

- **Outdoor Industry Microfibre Consortium:**  
This European Outdoor Group (EOG) initiative is supported by renowned companies and research institutions.

**For more information, please visit**  
[www.microfibreconsortium.com](http://www.microfibreconsortium.com)



Collaborating with like-minded, strong partners in the clothing industry, we may influence suppliers all over the world more significantly than just by ourselves - and achieve greater success in terms of sustainability. Therefore, we have joined dedicated associations and other organizations.

We are a member of the European Outdoor Group (EOG), an alliance of European outdoor companies. The organisation, based in Zug (Switzerland), has devised the "Outdoor Industry Sustainability Charter", applying to sustainability in the outdoor industry. We are one of the signatories. The document states our goals and our commitment in regards to ecology and environmental protection.

Furthermore, we participate in the Sustainability Working Group (SWG) initiated by the Outdoor Industry Association (OIA) in Washington D.C. (USA). Approximately 150 companies, suppliers, retailers and other interest groups, all from the outdoor industry, collaborate in this sustainability consortium. The shared objective: establishing binding standards for eco-friendly and socially responsible supply chains.

**For more information on the European Outdoor Group (EOG), please visit [www.europeanoutdoorgroup.com](http://www.europeanoutdoorgroup.com)**

**For more information on the Outdoor Industry Association (OIA), please visit [www.outdoorindustry.org](http://www.outdoorindustry.org)**





Special thanks to our partner, the adventure and outdoor photographer Gürel Sahin



