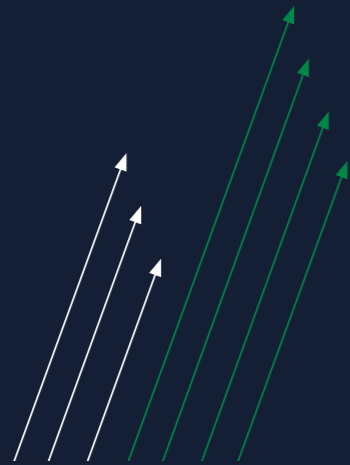




reusch



NEW PATHS
ARE MADE BY
WALKING THEM

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WHO
WE
ARE

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PROGRAM

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01 WHO WE ARE

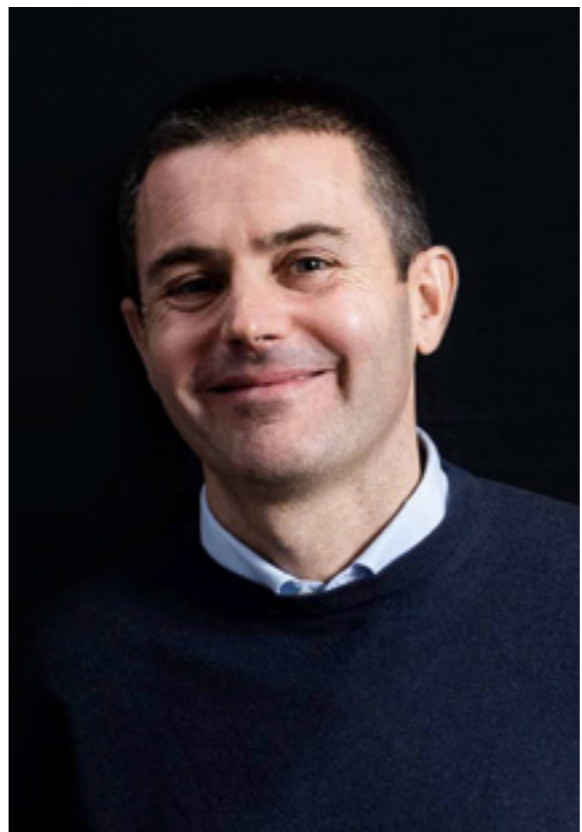
Reusch International SpA – AG is a company focused on the development and marketing of high-quality gloves and sportswear products. Founded in 1934, Reusch has been specializing on premium skiing & goalkeeping gloves for over 85 years. A close and sincere cooperation with our suppliers, customers, distributors, athletes

as well as other business partners is the basis of our success. Our customers can benefit from the highest-quality products and a strong service orientation. Pragmatism and proactivity are therefore fundamental principles of our daily actions, which enable us to ensure fast and smooth decisional processes.



01 WHY DO WE CARE ABOUT SUSTAINABILITY?

As a company deeply rooted in the astonishing mountain region of the Alps and producing goods for the everyday outdoor experience, we do not only base our brand but our entire lifestyle on nature as main source of life, belonging and passion. In order to minimize our company's impact on the environment and to establish a more ecological business model, we are taking action to implement sustainable processes in the entire supply-, manufacturing- and distribution chain of Reusch gloves.



Erich Weitzmann
CEO Reusch International SpA

“Trying to do better every day is our main purpose when it comes to sustainability. This means being careful about the materials we use for our products, our traveling attitude, as well as our own consumption habits. Of course, this is not something you can achieve overnight. For us, this is an ongoing process that started years ago, because we care and we want to take responsibility for our actions.”

02 OUR SUSTAINABILITY PROGRAM



The path towards a more sustainable and eco-friendly business development requires effort and dedication. However, it is absolutely necessary for guaranteeing a better future for the next generations. Therefore, we developed the Taking Care Strategy, our own approach to improve the firm's environmental compatibility, which is based on the sustainable development goals (SDGs) of the United Nation's Agenda 2030. Such goals include respect for human rights, fair working conditions, protection of the environment and prohibition of corruption.



PFC-FREE SYNTHETIC MATERIALS

The switch to synthetic fabrics without PFCs as backhand materials requires commitment from our side – as the purchaser - and from our production partners. On the one hand, the willingness to accept and bear additional costs for the conversion is of great importance and must be considered during negotiations. On the other hand, the focus must lie on transparent and appreciative communication to make the implementation of sustainable processes and materials a common concern. In order to ease the transaction, we stipulated contractual agreements with each supplying partner by which they commit to sourcing and using materials meeting our sustainability requirements. As a result, all our gloves using synthetic shell materials are either already PFC-free or will be produced with PFC-free shell material. In this way, we ensure that not only new models but also carry-over styles are manufactured based on our sustainability standards.

OUR SUSTAINABILITY PROGRAM 02

2.1 PRODUCT & PACKAGING PERSPECTIVE

Reusch is committed to constantly reducing the environmental footprint of its products and their manufacturing, as well as minimizing harmful packaging materials and implementing more sustainable alternatives. In particular Reusch endeavors to avoid the use of fabrics treated with PFC, to source insulation down only from RDS certified suppliers and to gradually increase the share of recycled and recyclable packaging materials and product components.

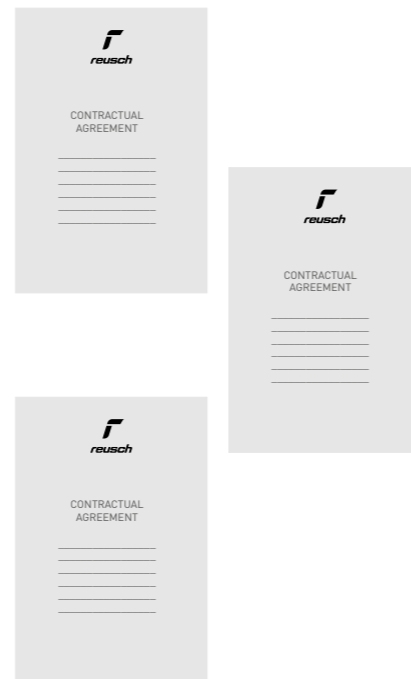
2.1.1 PRODUCT

WHAT ARE PFCs?

PFCs, also known as perfluorinated hydrocarbons, are chemical compounds that have been used in the textile and especially in the outdoor industry for many years, with the aim of ensuring water resistance. Textiles with Durable Water Repellent (DWR) treatment contain PFCs, thus offer protection in all weather conditions. However, the compounds have a proven negative impact on our environment as these carbon chains cannot be degraded when entering the water cycle or similar. PFCs are climate-relevant and, generally, the longer the carbon chains, the more harmful their impact on the environment.

RESPONSIBLE DOWN STANDARD

To ensure that down and feathers do not come from animals that have been subjected to any unnecessary harm, we require our suppliers to utilize down and feather coming exclusively from (Responsible Down Standards) RDS-certified sources. The certificate guarantees human treatment of geese and ducks making sure that the five freedoms of animal welfare are respected while prohibiting force-feeding and slaughter for mere feather-related purposes.



2.1.2 PACKAGING

EMISSIONS REDUCTION

16.1 tonnes CO2
change from PE Polybags to recycle

10.8 tonnes CO2
Change to FSC Paper.

Headercard



Hangtag



Packaging materials for winter gloves consist of a header card and different hangtags. Since season 21/22 these have been made of FSC-certified paper. In this context, a future objective will be the complete shift to recycled paper. For header cards and hangtags' design, we try to develop evergreen layouts and avoid the production of any surplus. In case of any changes in the layouts, stocks must be used up before implementing new ones. These "running changes" are of great importance because they prevent any unnecessary disposal of outdated packaging items and give producers the guarantee that no surplus remains in their warehouses. In the future, we are committed to minimizing hangtags on gloves and switching to digital alternatives such as QR codes and online information.

To protect our gloves from dirt and humidity during shipment, we must pack them in polybags. However, since 2020 these polybags have been made of 100% recyclable material: a significant milestone in the history of Reusch's sustainability program.

Moreover, we also engage in targeted and awareness-raising communication about sustainability topics on our channels and we periodically inform our distributors, partners, and consumers about our efforts.

2.1.3 PROJECTS

We strive to continuously strengthen our Taking Care Strategy through various pilot projects. Likewise, we aim to further implement the corporate philosophy of minimizing our impact on the environment and develop a more ecologically compatible business model.

THE MO:RE LINE project was launched with the 2020/21 collection and has now become a crucial part of the entire product range. This glove line focuses on being sustainable without compromising on quality, performance, or comfort. The gloves are made of a PFC-free, very durable 3-layer softshell, as well as PFC-free and chrome-free leather. As a matter of fact, the glove consists of 100% post-consumer recycled biodegradable Primaloft® Silver Bio™ insulation, a 100% recycled PFC-free filling, and an 85% recycled lining material. To provide the customer with a durable and sustainable product, a repair service has been established for this specific line: customers have the possibility to get their products repaired in case of damage for five years after purchase.



REUSCH FUTU:RE MITTEN is made of 100% fully recyclable polyester. The aim is to give this glove a second life, showing a special and innovative approach to sustainability while raising awareness of a young start-up determined to reduce the world's fashion footprint. In fact, Reusch Futu:re Glove was developed in collaboration with KLEIDERLY, a start-up whose founder Alina Bassi made it onto the European Fobes 30 Under 30 list. The young chemical engineer has developed and patented a process to transform old textiles into a material that can replace petroleum-based plastics. With this cooperation, we give customers the opportunity to recycle the product in a special way: KLEIDERLY collects the old products and turns them into recycled blue light safety glasses and sunglasses.

100%
recyclable



2.2 SUPPLIER PERSPECTIVE

2.2.1 CODE OF CONDUCT

Close, long-term cooperation with suppliers has established a professional, yet personal exchange. Regular visits to production sites and meetings with partners highlight the results of this efficient collaboration. For Reusch, it is of great importance that products are manufactured under human and decent working conditions for sustainable economic growth. Regulated working hours, fair salary, regular monthly payments, and equal opportunities are not only recommended but a prerequisite for working with Reusch. Such mandatory conditions are frequently checked during factory visits.



2.2.2 LONG-TERM PLANNING MEANS PERMANENT WORK

With long-term planning we refer to orders being spread over the entire business year to ensure constant capacity utilization, thus guaranteeing employment and retainment of workers on a persistent basis. Reusch's early planning and pre-financing enable suppliers to plan with certainty since they can benefit from orders coming in regularly. Moreover, this gives them the opportunity to better organize production materials and to hire employees permanently, hence fostering their professional development and improving their technical skills and capabilities. In this sense, Reusch benefits from a higher level of expertise and a better quality of the manufacturing process. Based on this early-planning approach, Reusch highly encourages its partners to prioritize eco-friendly and sustainable alternatives for freight transportation, even if this means risking delays due to long transport routes. Air freight is mainly avoided, and goods are delivered almost exclusively by ship.



Watch clip >>



2.3 PEOPLE AND CORPORATE PERSPECTIVE

Reusch values its employees' well-being very much and cares about their professional and personal development. Health, motivation, and satisfaction are important pillars of our human resource management approach. Reusch nurtures relationships between employees and managers as well as between employees themselves. It is crucial to organize internal company events and, in the future, place even more emphasis on team building.

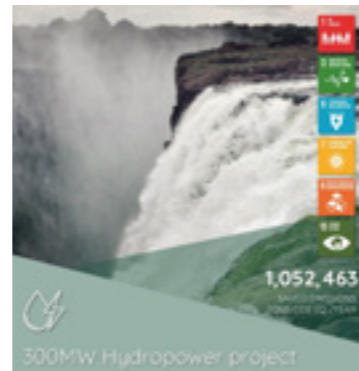
Mutual trust and the desire to ensure the compatibility of operational and private projects are strongly anchored in Reusch's corporate culture. Employees can take advantage of ongoing education and training courses relative to their field of work, which provides them a better and more detailed knowledge of specific subject areas. Obviously, employees have to complete them in occupational safety in accordance with legal requirements.

Equal opportunities play a major role at Reusch. The vast majority of the managers are female and the general gender distribution is very balanced. Furthermore, it is paramount for Reusch to support employees in their personal family planning: mothers can start working with part-time models after maternity leave, and it is also possible to work remotely.

As a sports brand we care about promoting an overall healthy lifestyle, therefore, we enable our employees to practice sports also before work or during the lunch break through flexible working hours. In addition, through the implementation of a rewarding program, we would like to start encouraging them to use more sustainable transportation means for coming to work – such as bikes or public transport.

2.4 INDEPENDENT CLIMATE PROJECTS

Reusch funds the Baspa project, which supports electricity generation through renewable hydropower by installing a run-of-river power plant with an installed capacity of 300 MW. This electricity is then sold to Himachal Pradesh State Electricity Board in India. With an estimated saving of over one million tons of CO2 equivalent per year, it is one of the largest private hydropower projects in India. The main objective of this project is to replace fossil fuel power plants and thus reduce CO2 emissions.

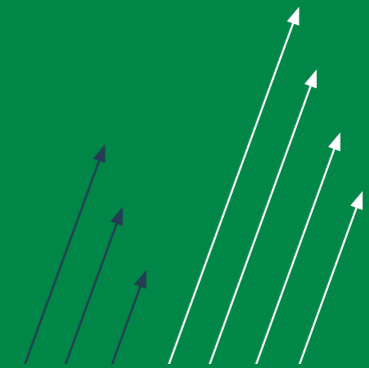


[Discover more](#)

Another project in which we are involved is the Guarané Forest Plantations in Uruguay. This project comprises a total of 21,298 ha of land previously used for extensive beef cattle grazing. Now it promotes forestry for the extraction of high-quality and durable wood products as well as to store large amounts of carbon dioxide from the atmosphere. In addition, the forest plantations preserve areas of high biodiversity. The practices used for this purpose are subject to the FSC standards for sustainable forestry.



[Discover more](#)



WHAT HAS BEEN DONE SO FAR?

- Conversion of almost 100% of FW 22/23 models to PFC-free backhand shell material.
- Achievement of climate neutrality for emissions of scope one, two and three for the headquarters in Bolzano and for the offices and warehouse in Cernusco/Milano.
- Replacement of former PVC packaging materials for gloves with 100% recycled and recyclable materials.
- Use of FSC-Certified paper for 100% of paper packaging items.
- Reduction of our carbon footprint through the avoidance of airfreight by innovating our order- and planning cycles and combining shipments.

WHAT ARE OUR NEXT STEPS?

- Source and provide our producers exclusively with PFC-free materials, not only for the backhand but rather for every component of our gloves.
- Gradually convert Reusch's own R-TEX membranes and R-Loft insulations to 100% recycled materials.
- Nurture the relationships with our suppliers to guarantee the procuring of high-performance and recyclable materials from controlled sources.
- Implement innovative and more sustainable production processes by raising awareness and acceptance among our supplying partners.
- Maximize product durability to reduce unnecessary textile waste.





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