



SUSTAINABILITY REPORT

2022

1. INTRODUCTION	3
2. ABOUT CAMPER	6
3. CAMPER	11
4. OUR ESG STRATEGY: "A LITTLE BETTER, NEVER PERFECT"	39
5. DESIGNING UNIQUE WALKING EXPERIENCES	47
6. DELIVERING RESPONSIBLE AND ETHICAL GROWTH	80
7. PRESERVING AND CONSERVING NATURAL RESOURCES	95
8. CARING ABOUT HUMAN PROGRESS	104
9. GRI INDEX	124
10. DEFINITIONS	129

1 INTRODUCTION

ABOUT THIS REPORT

At Camper we are governed by the philosophy of carrying out our business activity in a conscious manner, sustained by the responsible management of our operations and respect for the communities and the environment to which we belong. Our conviction and commitments are focused on moving towards activities with more value for society and the planet, through the holistic integration of sustainability at the heart of everything we do.

This report chronicles our sustainability efforts throughout 2022, highlighting milestones in each of our operational areas and explaining the progress we have made, with the intention of realising our mission: walking with purpose; delighting people with a fun, sustainable, and responsible walking experience.

The structure of our story is based on our ESG Strategy "A Little Better, Never Perfect", made up of four main pillars and 10 associated commitments. Under this framework, we share our environmental, social, and governance initiatives with all our stakeholders.

The results presented in this report show the highlights of the year, those that have had a significant influence on our performance. All qualitative and quantitative

information is taken at the close of the 2022 financial year, in accordance with **GRI (Global Reporting Initiative)** standards.

Our global presence begins from our headquarters in Inca, Mallorca – the heart of Camper – where the foundations of everything we do are based. The report covers our entire value chain, incorporating our different stakeholders: customers and consumers, employees, shareholders, business partners, non-governmental organisations (NGOs), public administrations, and all the people who make up our Camper community.

With this sustainability report we want to share in an honest and transparent way our achievements and progress in 2022, as well as the goals set for the future. Any questions regarding this report can be sent to the following e-mail address: ESG@camper.com.

LETTER FROM OUR CEO

MIQUEL FLUXÀ



Miquel Fluxà

Camper is a Mallorcan company founded in 1975 by Lorenzo Fluxà, whose origins date back to 1877 when his grandfather Antonio, an artisan shoemaker, established the first mechanised shoe factory in Inca (Mallorca, Spain).

Miquel Fluxà, the fourth generation of the founding family, took over as CEO of Camper in 2012.

2022 was a very special year in many ways. At the start of the year, there was still a great deal of uncertainty due to the evolving pandemic. We began with ongoing restrictions that now seem distant, but at the time significantly impacted our business. Simultaneously, disruptions in the value chain and rising costs posed significant challenges for all our teams. This uncertainty was further compounded by geopolitical instability and, most notably, the outbreak of the war in Ukraine.

However, as mentioned, it was a remarkable year for three reasons. Firstly, we exceeded 2019's sales level, the year prior to the pandemic, by 11% after two challenging years. Looking back, I cannot help but reflect on the difficulties we faced and the tough decisions we had to make. But above all, I remember the commitment, effort, and unity of all the teams that form part of this great family, and I am immensely proud to lead them. True character is demonstrated in challenging times, and we have emerged from this crisis stronger than ever.

The second reason is the launch of our new outdoor brand, NNormal, in collaboration with Kilian Jornet, the greatest mountain athlete of all time and someone who shares our values. With the purpose of "Inspiring people to enjoy and respect nature," we have created a brand that aims to be different, combining perfor-

mance, durability, and unique design. NNormal is a brand with a strong commitment to the community, a distinctive aesthetic, and a more human way of communication. Launching such a significant project is not an everyday occurrence, and sharing the launch and first races with all our teams has been a unique and unforgettable experience.

Last but not least, we achieved B Corp certification. After three years of preparation and improvement across our entire business, we are extremely proud to join this community whose leaders and collaborators believe that companies can act as a catalyst for change and build a more equitable society in every sense.

Beyond these reasons, I would like to note several additional milestones from 2022:

Driven by the belief that quality and durability are the most sustainable aspects, we continue to develop products with Better Materials that are also easy to repair. With this assurance, our iconic Pelotas Ariel now comes with a lifetime warranty. Additionally, we launched a product collection programme in our stores to give shoes a second life. We remain committed to renewable and recycled materials, and in 2022, 96% of our collection met our sustainability criteria.

We have committed to achieving carbon neutrality by 2050 and assess our progress by setting objectives approved by the **Science Based Targets initiative (SBTi)**, a partnership between **CDP, WRI, WWF**, and **UN Global Compact**.

Lastly, as mentioned earlier, we have obtained **B Corp certification**, signifying not only our commitment and continuous work towards more responsible products but also a heightened commitment to social and governance aspects. The steps we have taken in these areas in recent years have been transformative for the company, making us better in every aspect.

At Camper, we continue to dream of a fairer and better world. We believe that companies can and should be successful while contributing to greater social well-being. We will continue to work diligently and humbly every day to achieve our goals.

2 ABOUT CAMPER

Camper is the result of unwavering effort and the vision of a family located in the heart of Mallorca, in the Mediterranean Sea. From its origins in 1877 when Antonio Fluxà founded the family business, to the creation of Camper by Lorenzo Fluxà in 1975, this fourth-generation family company has evolved and expanded into new markets and sectors, demonstrating the dynamic nature of its entrepreneurial approach. This includes ventures into the hotel industry with casa camper and more recently into the outdoor world with NNormal.

At the heart of the organisation lies a strong sense of family, supported by a long-term business vision. While Camper, casa camper, and NNormal share a common purpose that defines their collective identity, each brand also pursues its own unique mission, reinforcing the values that are most relevant to them. The result is a rich tapestry that encompasses what is both diverse and cohesive.



D. Antonio Fluxà, the founder of the family business, surrounded by the staff of the first workshop in 1877



We are a Mallorcan footwear brand dedicated to creating designs that challenge the status quo.

By seamlessly blending our rich shoemaking heritage with cutting-edge innovation and design, we strive to develop shoes of the utmost quality that are built to last.

OUR STORY: CHALLENGING THE STATUS QUO SINCE 1975

Our heritage dates back more than 140 years when the Fluxà family began crafting shoes in Mallorca, an island nestled in the Mediterranean. By utilising top-quality materials and implementing the most innovative manufacturing processes and machinery, the family established the island as a renowned region in Europe for producing high-quality footwear.

In 1975, Lorenzo Fluxà, the third generation of our shoemaking family, founded Camper with the vision to create footwear that is easy to wear yet difficult to define.

Our inaugural shoe, the **Camaleón**, was a unisex design inspired by the footwear of local farmers who crafted their own shoes from recycled materials.

Each season, we continue to develop unique collections from Inca, Mallorca, combining iconic products like the **Pelotas** or the **Twins** with new additions such as the **Junction** or **Kobarah**. All of our products share the same values: unique, unisex, and inclusive design, maximum quality and comfort, utility, sustainability, and a focus on achieving exceptional durability and repairability.



Traditional shoe worn by local peasants which inspired our first Camaleón.

PRODUCT HIGHLIGHTS



Junction



Pelotas



Kobarah



Twins



Within Camper, we have developed a hotel concept, but with the personal touch of our brand, reflecting a unique approach to design in the world of hospitality.

With the aim of promoting a more human, respectful, and simple way of interacting with the environment, two casa camper hotels offer a modernised version of contemporary luxury and simplicity.

Our casa camper hotels in Barcelona and Berlin, opened in 2005 in the Raval neighbourhood, and in the Mitte neighbourhood in 2009 respectively. Both incorporate a unique touch by Spanish designer Fernando Amat, who also designed the first Camper store in 1981. They provide a memorable experience in every stay, where simplicity, authenticity, and discretion make you feel at home.

From day one, our main goal has been to create functional and environmentally-responsible design. Water recycling systems, energy efficiency, the use of certified green energy, good insulation, and the elimination of single-use plastics and waste have been priorities from the start.

Both hotels offer unique gastronomic experiences. Dos Palillos, led by chef Albert Raurich, is our Michelin-starred restaurant in Barcelona, combining creative cuisine with flavours from Japan, China, and Southeast Asia. Cafe Camaleón in Barcelona offers fresh, seasonal dishes with Mediterranean ingredients sourced from Italy, France, Turkey, Greece, and Spain.

At our casa camper hotels, we strive to provide a Smooth blend of exceptional design, sustainability, culinary delights, and a welcoming atmosphere that reflects the essence of Camper.



casa camper, Berlin



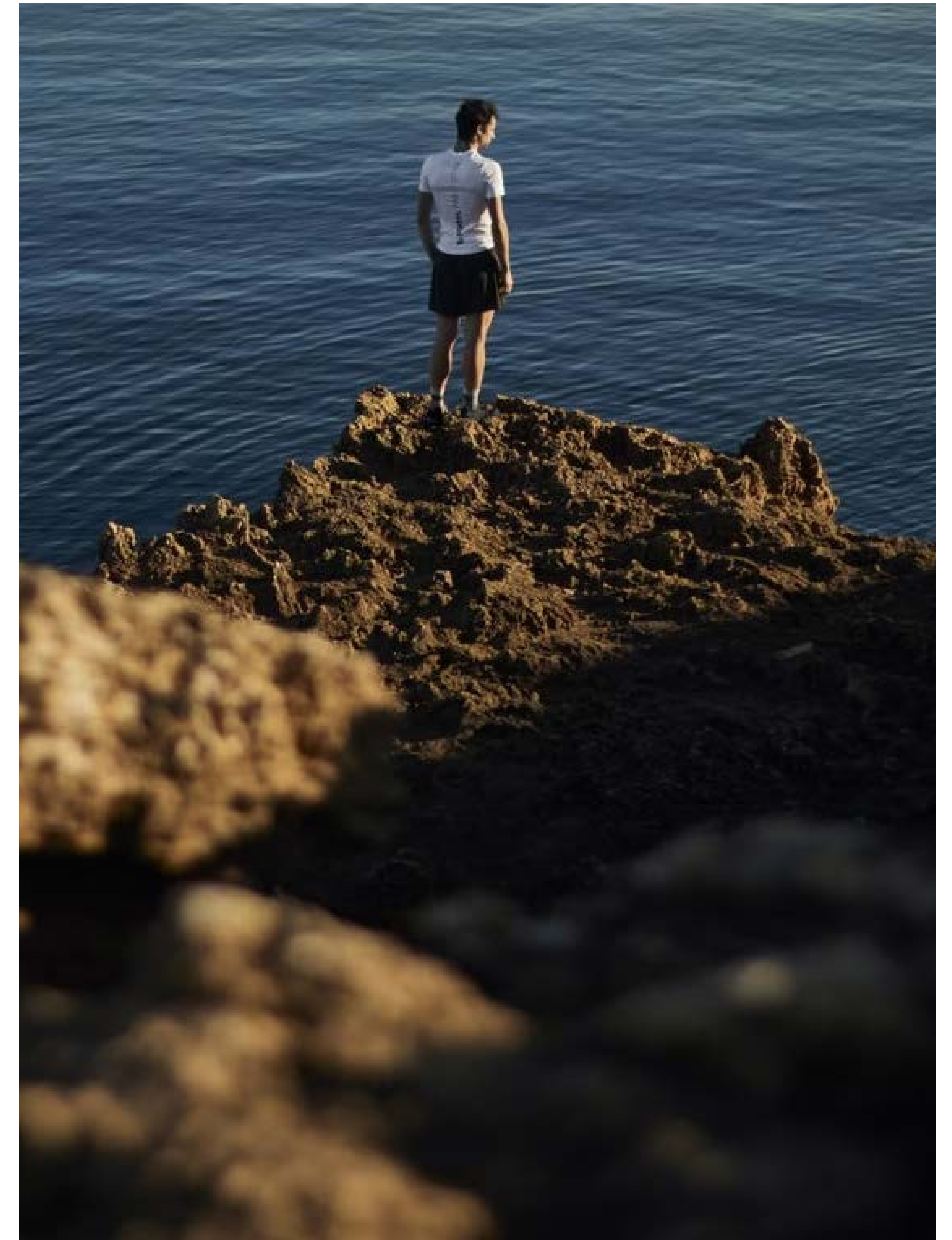
casa camper, Barcelona

As a result of the collaboration between world-renowned runner Kilian Jornet and Camper, we launched NNormal, a new outdoor brand in the autumn of 2022.

Its name is inspired by the origins of our collaboration: **Norway**, the place where Kilian resides, and **Mallorca**, our home. Both Kilian Jornet and Camper share the same philosophy: combining authenticity and functionality as an incentive for people to enjoy and respect nature.

Thus, we began to walk (and run) together, merging our experiences: Kilian's professional athletic background, knowledge of the mountain world, and his ability to conceive top-quality products, along with our technical expertise in footwear design, and our capabilities to manage an international brand. Together, we strive for innovative and sustainable products that embody, among other attributes, the use of the finest materials to meet the highest standards of durability and resilience, accompanied by timeless design.

Since its creation, NNormal has defined five essential commitments: durability, circularity, carbon neutrality, transparency, and fair business. All of them share the same goal: to become a brand that leaves no trace, hence its motto "Your Path, No Trace". NNormal is also part of "1% for the Planet", a global movement that brings together companies, non-profit organisations, and individuals to donate 1% of their gross revenue to fund environmental solutions.



3

CAMPER

3 CAMPER

3.1. 2022 HIGHLIGHTS 13

Stores	13
Product	14
Good Governance	15
People	16
Planet	17

3.2. OUR MISSION AND VALUES 18

3.3. OUR PILLARS 19

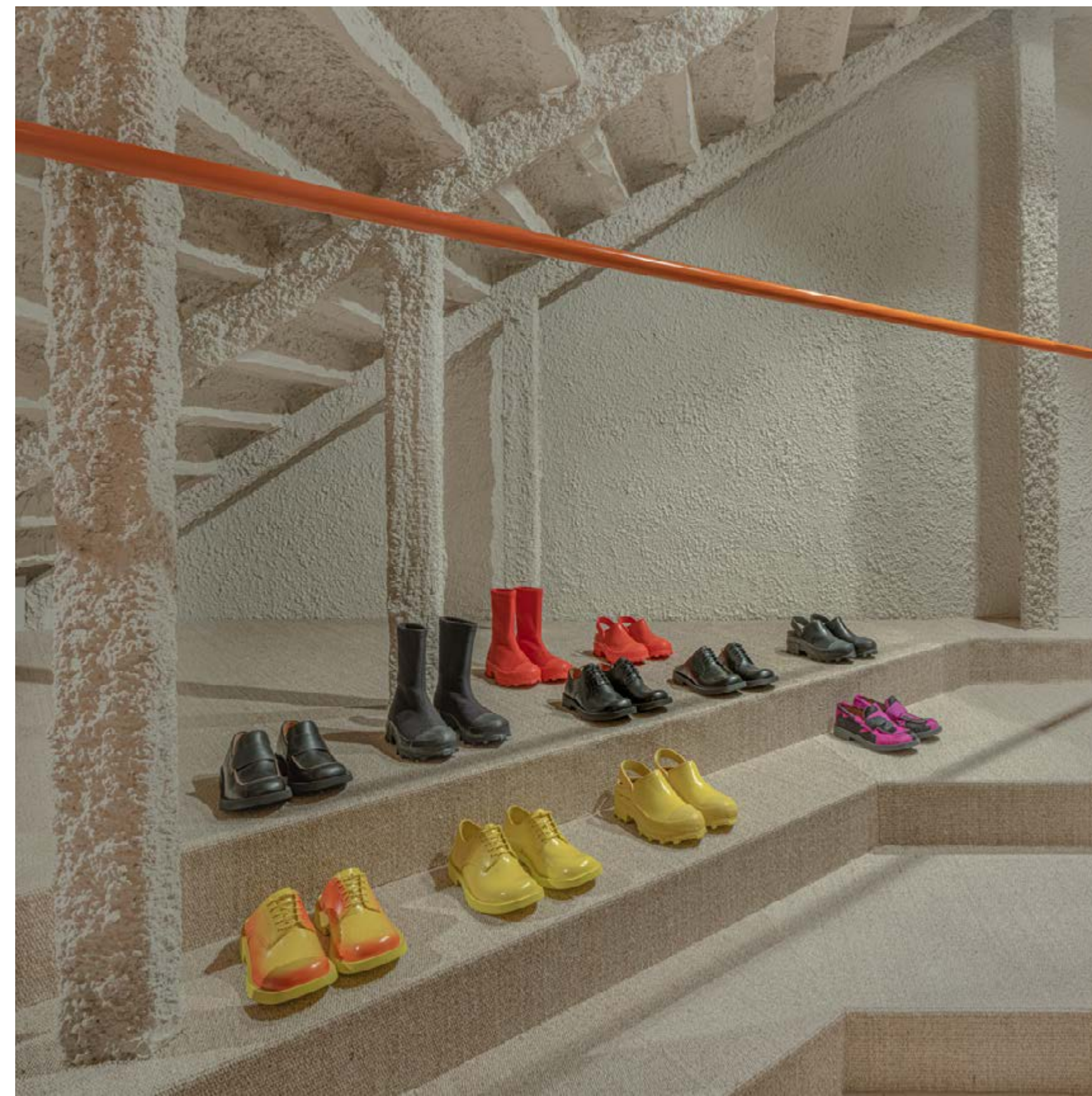
Product	20
Stores	24
Communication	30

3.4. OUR GLOBAL PRESENCE IN THE VALUE CHAIN 33

3.5. OUR TRACK RECORD IN SUSTAINABILITY 35

3.6. WE ARE B CORP! 38

Stores



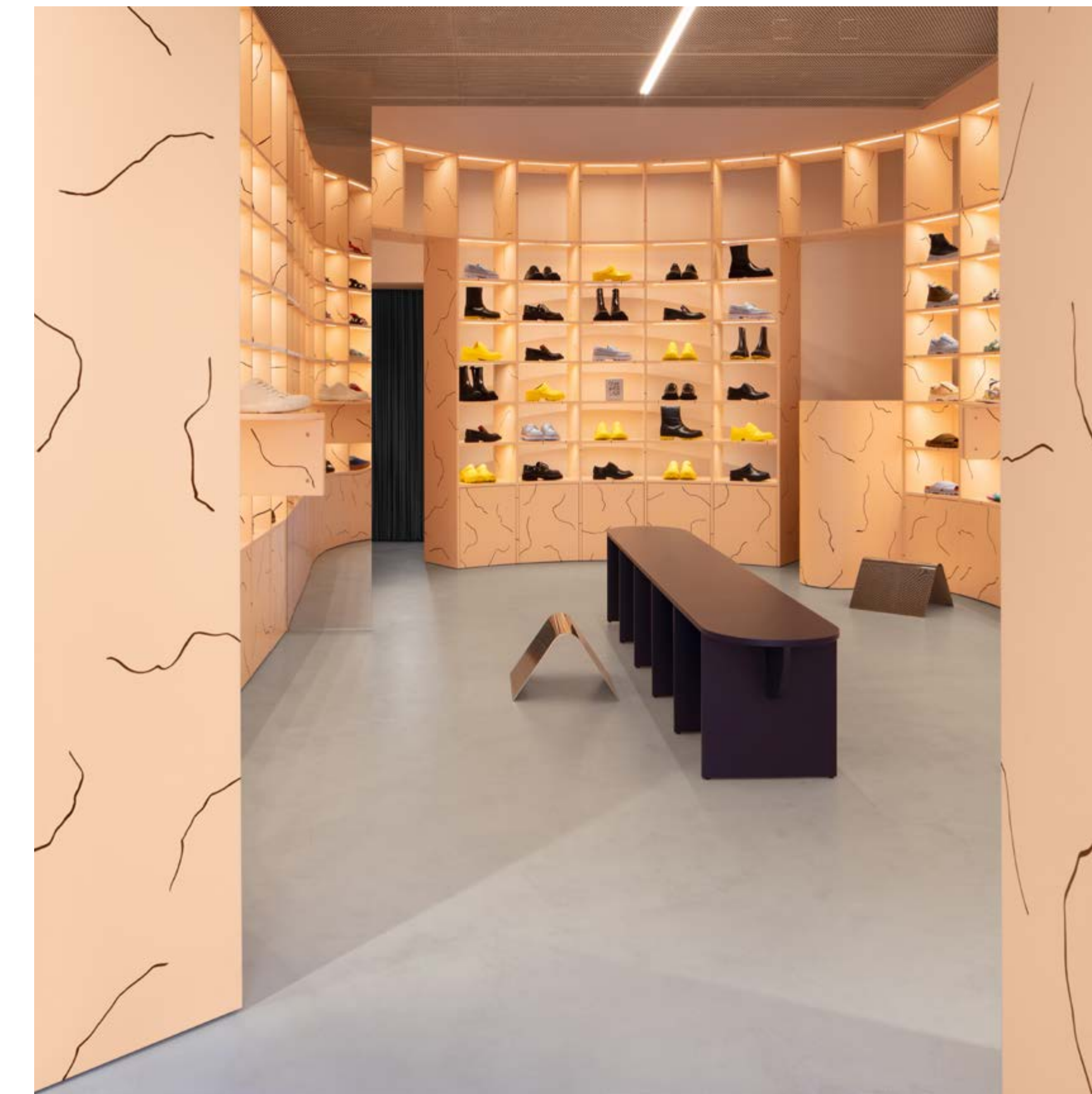
350 Camper directly-operated **stores**.



Global presence in more than **100 countries** with around **1,500 Points** of Sale globally across different multi-brand stores.



Opening of the first **Can Camper store** in **Valencia**.



Store opening in **Piazza di Spagna** in Rome in collaboration with **Piovenefabi**.



Omni-channel experience: single inventory, service integration, and real-time information.

Product



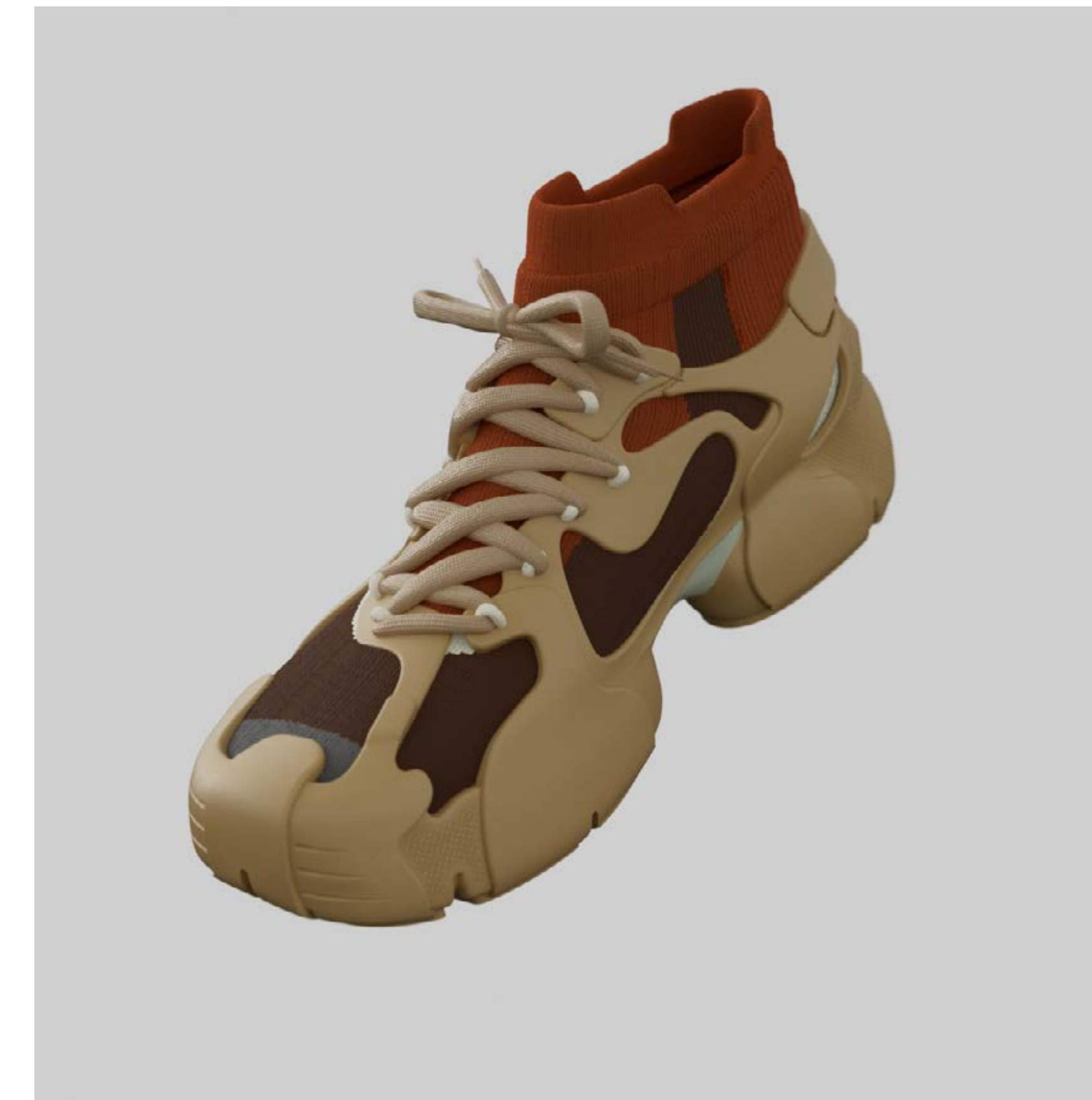
Quality and durability: **Pelotas Ariel** with **Lifetime Guarantee**.



Innovation in recycled and/or renewable materials: **Mirum**.



Designing for **circularity**: **Junction**.



R&D&I: **Tossu**.



Second Life and ReCrafted: maximising the life of our products.

Good Governance



We are **B Corp!**



An **Advisory Board** that meets quarterly.



Maximum transparency: we have published our **UN Global Compact Progress Report** and our **Modern Slavery Statement** for the UK.

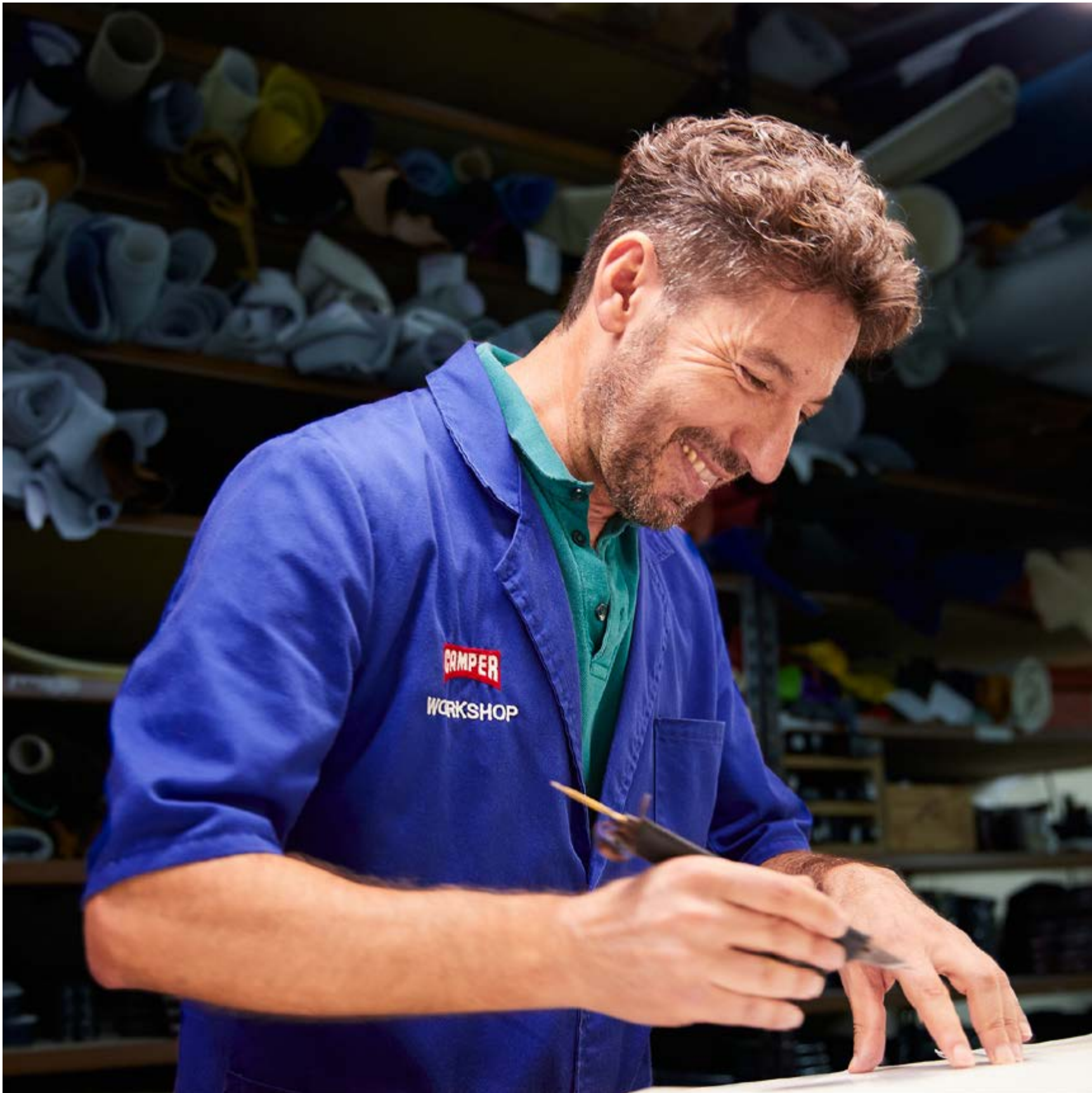


We have implemented the whistleblowing channel available to all stakeholders.



We have carried out **ESG company audits** (B Corp, Moody's ESG, and Higg's BRM), **conducted specialist verifications** (SBTi and Better Work), and added **new material standards**.

People



We have carried out our **Satisfaction Survey** for the third consecutive year.



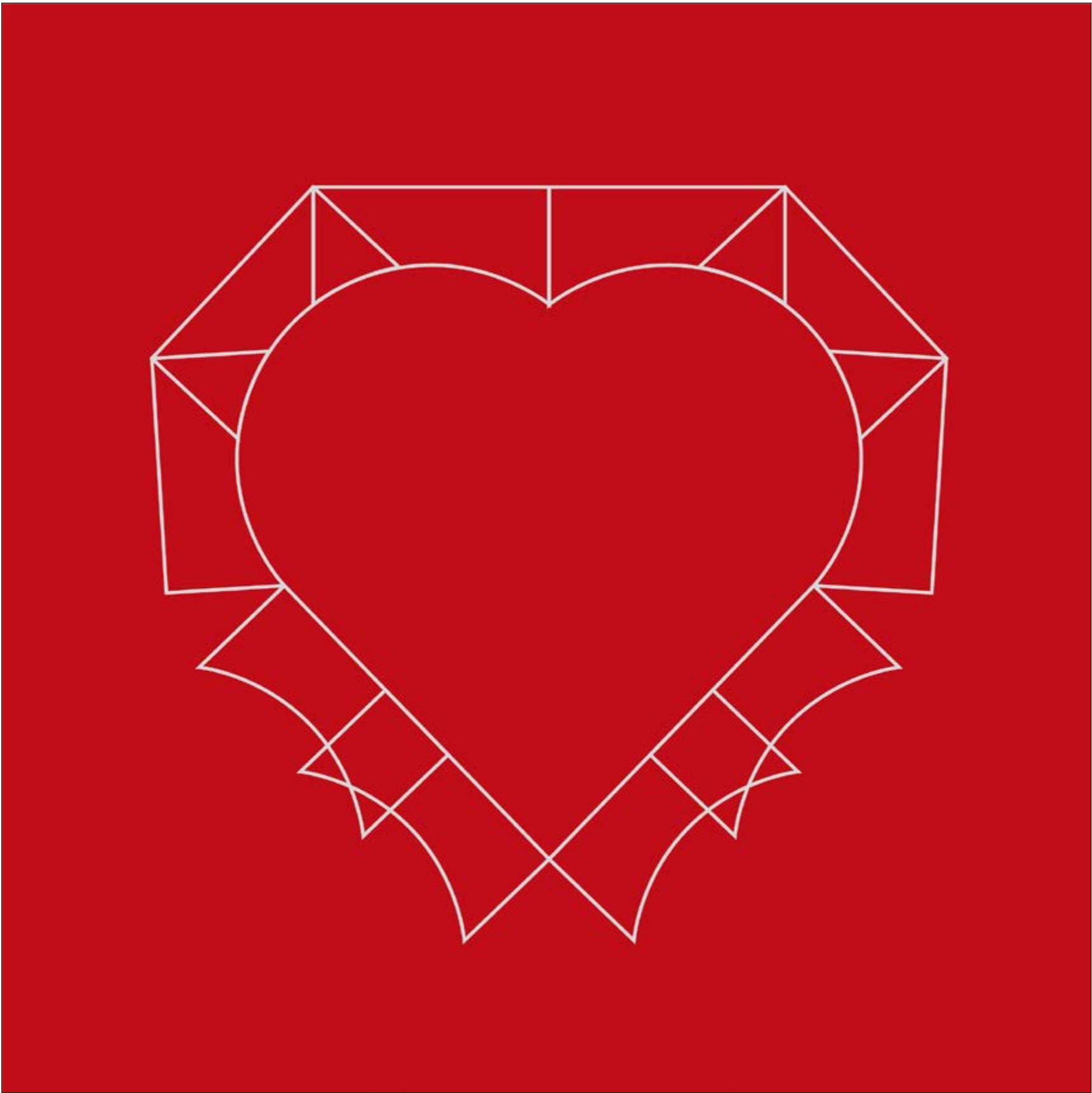
100% teams received an **Annual Development Review**.



104 new jobs created in 2022.



Camper **Family Day**: open doors for families at the corporate headquarters in Inca, Mallorca.



Better Together: we donated to the **Red Cross**, who are working on the ground in war-torn Ukraine.

Planet



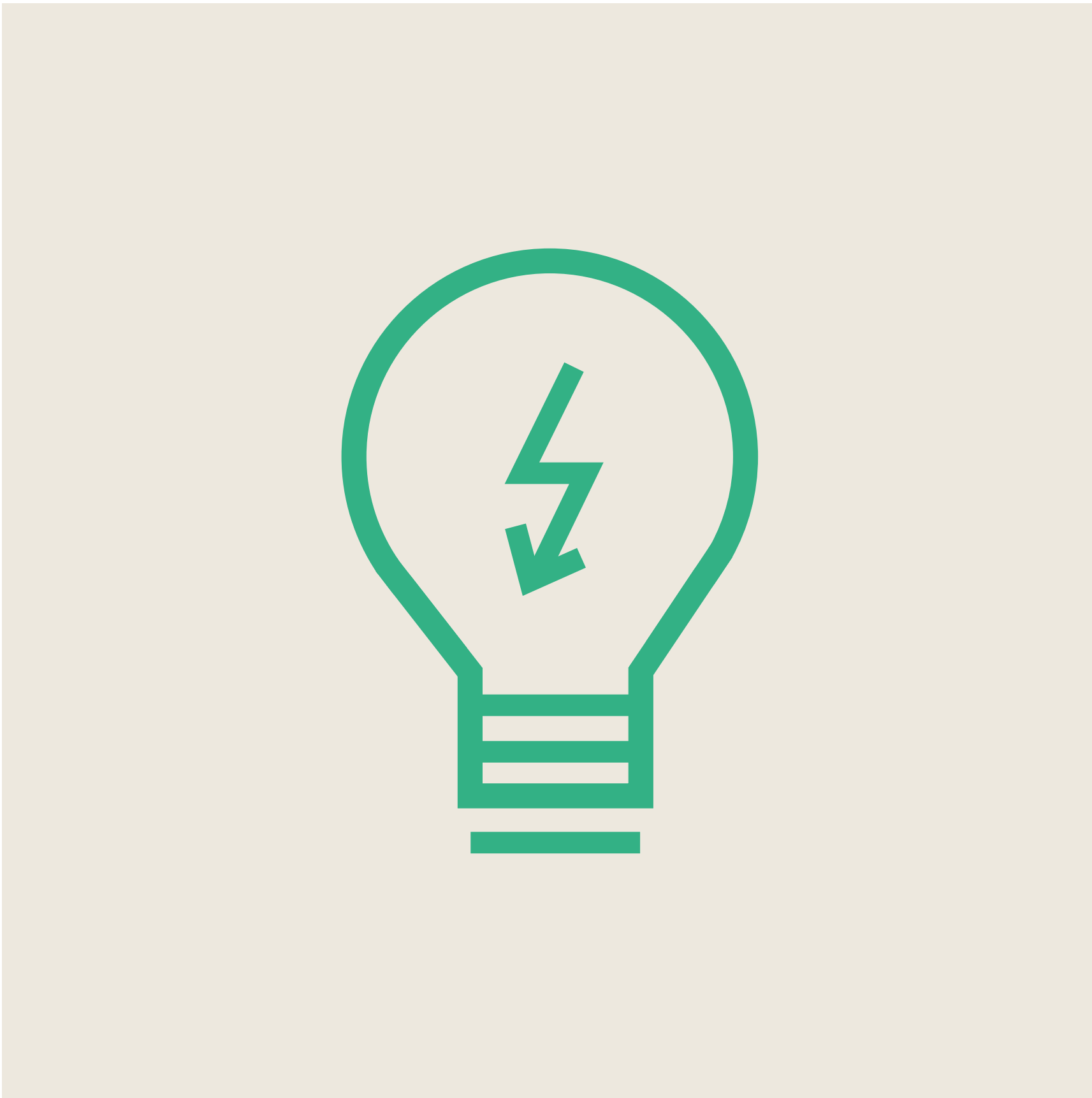
We have **reduced carbon emissions** from Scopes 1 and 2 by 6% annually since 2019.



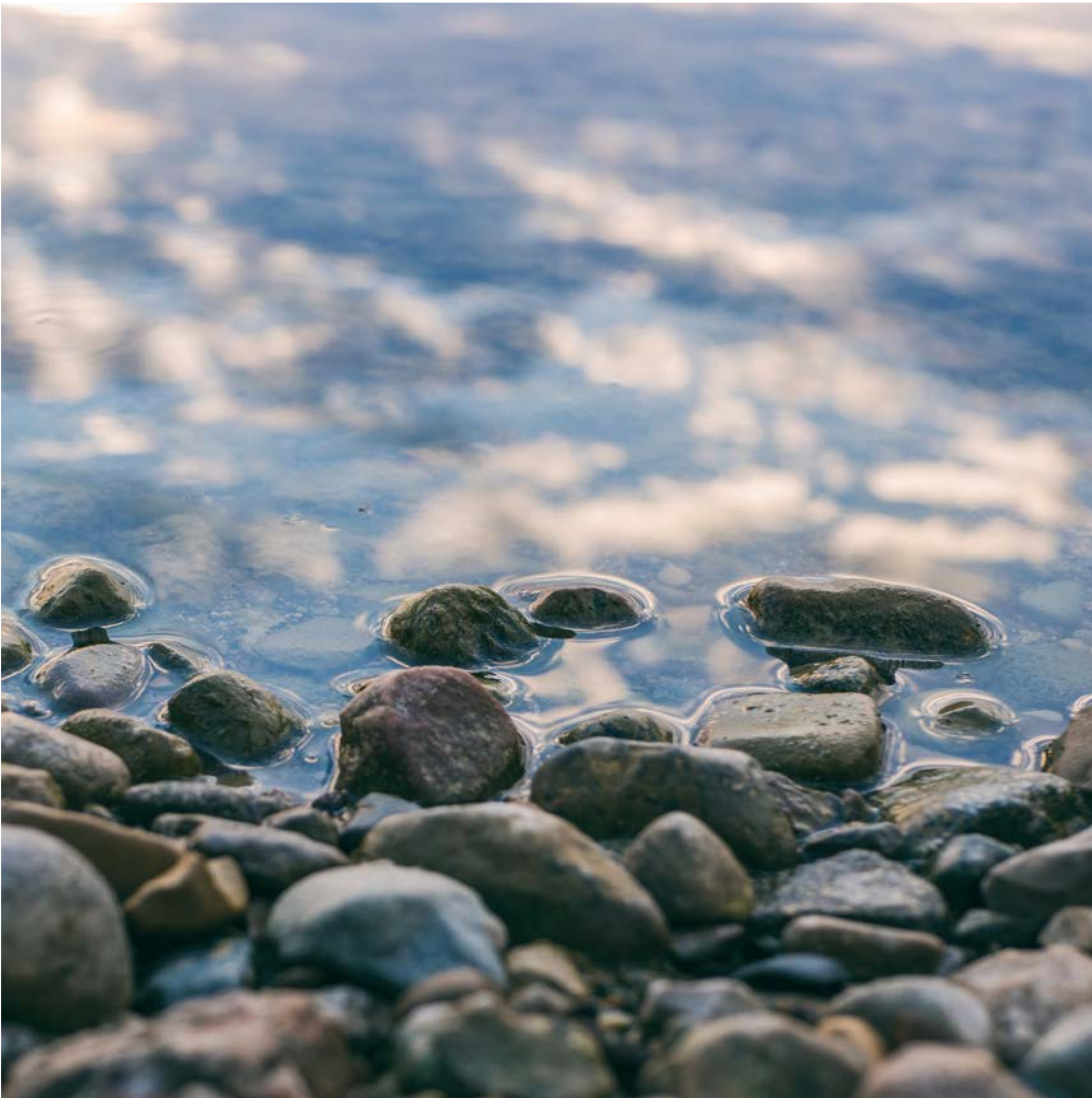
15% reduction in carbon emissions from our collections in 2022 (baseline year 2019) by assessing scope 3 category 1 (product).



All our stores in Spain use **certified renewable energy**.




We have consumed **11% less energy globally** compared to 2019 across all facilities.






We have developed a method of calculating our **water footprint**, which will be used for the first time in the Spring/Summer 2023 season.

WALK WITH PURPOSE: Delighting people with a playful, sustainable, and responsible walking experience.



<p>REAL</p> <p>We have been shoe-makers for over 145 years. Quality and craftsmanship remain at the heart of what we do.</p>	<p>IMAGINATIVE</p> <p>Camper thinks differently. And we want to be seen to be different. But not in a loud, showy way. We will add a twist of understated imagination to everything we do – in product, retail and communication.</p>
<p>PLAYFUL</p> <p>Camper is from the Mediterranean. We are serious about what we do but do not take ourselves too seriously. We walk, we don't run. And we will always try to add a smile to life.</p>	<p>RESPONSIBLE</p> <p>Camper is about people with local values and global horizons. We will do the right thing for the people and the environment wherever we work.</p>

Our brand is built upon three core pillars: **PRODUCT, STORES, AND COMMUNICATION**, with sustainability running transversely through each area.

PRODUCT	STORES	COMMUNICATION
		

Our first Camper Camaleón, 1975.

Our first Camper Store, Barcelona 1981.

Camaleón Add Campaign, 1976.

Communication has been one of our brand's pillars from the outset. The name, logo, visual language, stores, and advertising campaigns represent a creative discourse that has evolved and grown richer over the years.

In 2020, we revived our "Walk, Don't Run" campaign with the ninth edition of The Walking Society, a series of publications reflecting the brand's Mediterranean approach to culture, society, and community. In 2022, we ventured to the islands of Corsica and Hydra.

PRODUCT



Camper is the reflection of a conscious brand which has been evolving, growing, and adapting. We want to be a global reference, offering an innovative and unique style, always reflecting the spirit of our origin, Inca (Mallorca), where our essence – the heart of Camper – can be found.

We consider ourselves pioneers in design, sustainability, and comfort; presenting attractive models produced with durable, quality, and increasingly sustainable materials. Also, as part of our evolutionary process, our commitment to equality, diversity, and inclusion is stronger than ever. For this reason, we have designed products that break with stereotypes and represent a gender-free style of footwear, with two thirds of our collection being unisex lines.





Our most disruptive designs are found under the umbrella of CAMPERLAB. With an avant-garde style, this brand's mission is to transmit the most essential values of Camper while exploring new forms of design and communication in search of authenticity.

Under the creative direction of Achilles Ion Gabriel, CAMPERLAB presents collections that evoke the spirit of the island through surreal aesthetics and a fine sense of humour.



TOSSU



Traktori



Venga

Camper Toðer

Authenticity in its purest state can be found in the footwear and retail designs of Camper Toðer. This project fuses Camper's spirit with leading designers, in order to create truly exclusive pieces and spaces.

Camper Toðer embraces the spirit of collaboration, combining forces and capabilities to achieve a memorable result. Based on a foundation of sustainability, Camper Toðer achieves a conscious end product using local and natural materials.



camper
toðer
**OTTOL
INGER**





Through Camper for Kids, we create footwear designs specifically tailored to the youngest members of our society. These shoes carry the distinctive essence of Camper, ensuring that even little ones can enjoy our brand's unique personality. Available in sizes ranging from 20 to 38, our Camper for Kids collection is not only fashion-forward but also environmentally considerate, utilising natural materials. With a variety of styles, these durable and comfortable shoes allow children to unleash their boundless energy with ease.



STORES



In 1981, we opened our first store in Barcelona, and by 1992, we had embarked on international expansion with store openings in Paris and Milan. Soon afterward, we expanded farther across Europe, Asia, and the Americas.

Today, Camper is present in over 100 countries through a selection of multi-brand retailers, our network of flagship stores, and our digital channel, camper.com.



CAN CAMPER, Valencia



CAMPER Rome



CAMPER Soho, NY



CAMPER Shanghai



CAMPER & RECAMPER INCA

Aln mid-July 2022 we opened a new Camper Inca store to the public, annexed to our headquarters, and within the existing RECAMPER space (our outlet concept).

This Camper store, created in collaboration with the Spanish designer Jorge Penadés, stands out for its composition with handcrafted furniture made from recycled olive wood, a symbol that references the Spanish and the Mediterranean origin of our brand. The design of the store and its furniture are intended to reflect the paradigm of sustainability and circular economy. An example of this are the stackable and reusable stools made from olive wood that have a dual function: they serve both as elements for displaying footwear and as seats for trying on shoes.





Pop-Ups

Our Pop-Up stores are temporary spaces designed in accordance with the environment and a more organic concept, which transmit naturalness from an aesthetic point of view, while being customised in a sustainable way.

During the year we developed several unique spaces created by CAMPERLAB in Palma de Mallorca, Berlin, and Galeries Lafayette Haussmann in Paris, where we presented the highlights of the Autumn/Winter 2022 (AW22) collection.



CAMPERLAB, Palma de Mallorca



CAMPERLAB, Palma de Mallorca



CAMPERLAB, Galeries Lafayette Haussmann

Camper Toðer

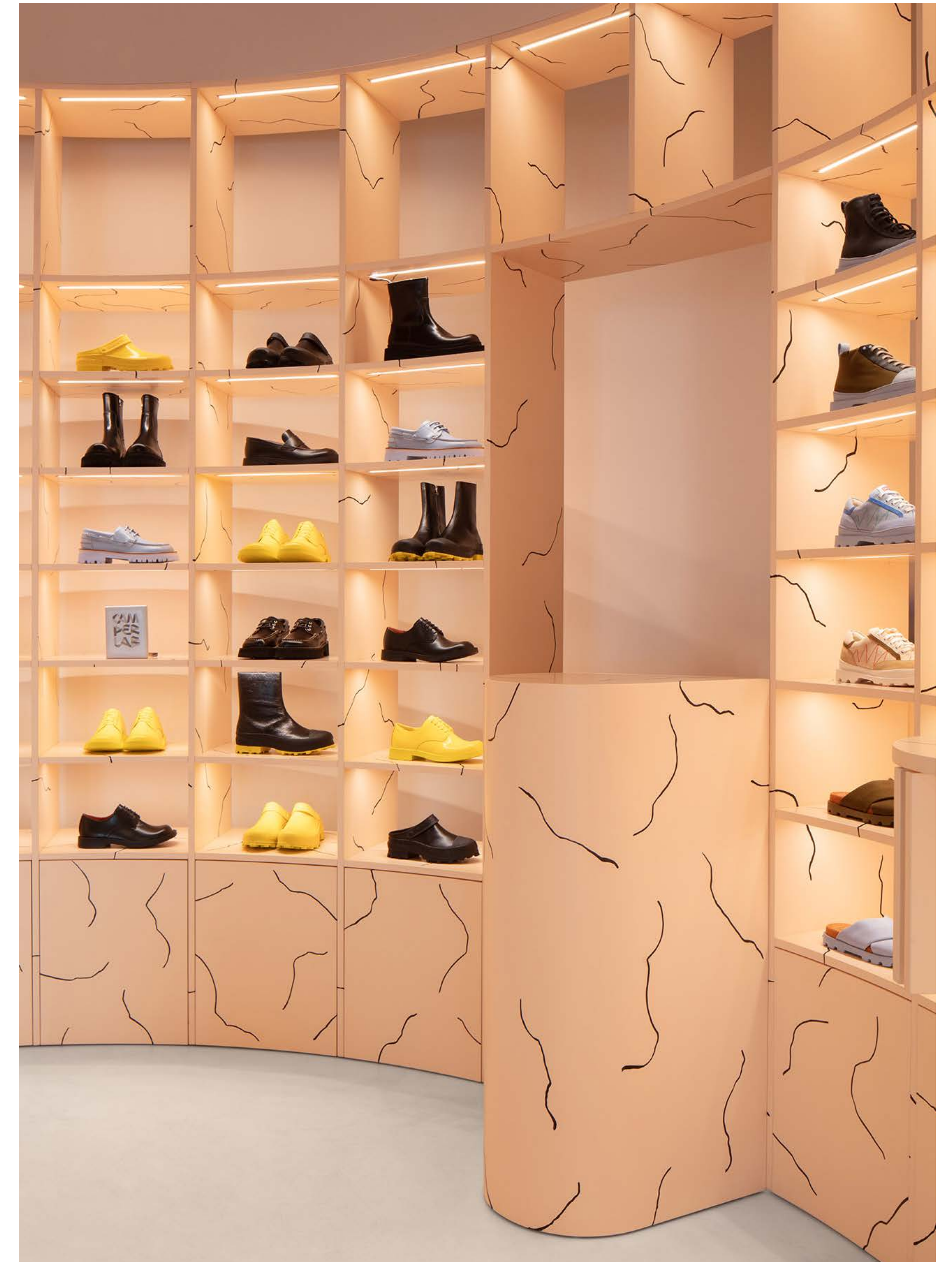
Camper Toðer stores are truly unique spaces co-created in collaboration with leading designers. Each store is identified with the designer's own style and personality, resulting in an individual authenticity. In addition, sustainability has come to play an important role in the design of our Camper Toðer spaces, to achieve the lowest possible impact.

NEW STORE IN ROME WITH PIOVENEFABI

In May 2022 we opened the doors of our latest Camper Toðer Pop-Up store with a romanesque and geometric style that incorporates the aesthetics of Rome's *Piazza di Spagna*, the very site where it is located.



Camper To&ther with Piovenefabi, Piazza di Spagna, Roma.





Can Camper

Since our inception, Camper's journey has been deeply influenced by our origins, shaping the path that has led us to where we stand today. Can Camper serves as a tribute to this rich history, a space that not only narrates our story but also embodies the essence of Camper's personality.

Can Camper opened in Valencia in April 2022, forty years after the opening of the first store. Designed by the Mallorcan architect Marta Armengol, it is a space that is contextualised in our origins: a Mediterranean style with a contemporary tone. Can Camper is also the first store to bring together all Camper products under one roof, including CAMPERLAB products.



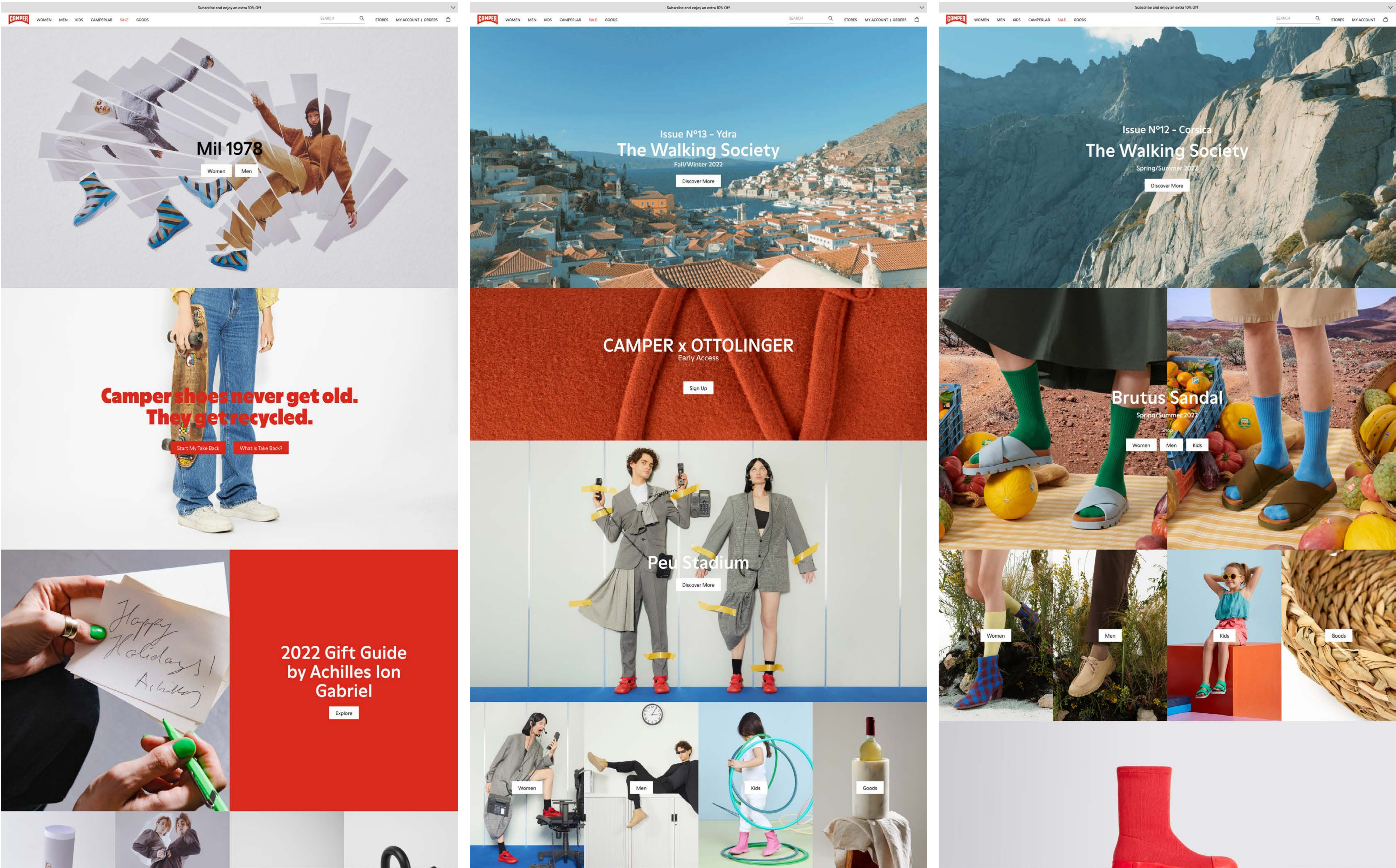
camper.com

Our online sales channel is an opportunity to reach an even wider audience and create a unique virtual experience. The **omni-channel** approach allows us to be present in more spaces and places without setting ourselves limits, and promoting the Camper culture beyond physical barriers

KPIs

At the end of 2022 we were present in **100** markets worldwide.

Achieved 22.54% of total sales through **camper.com**.

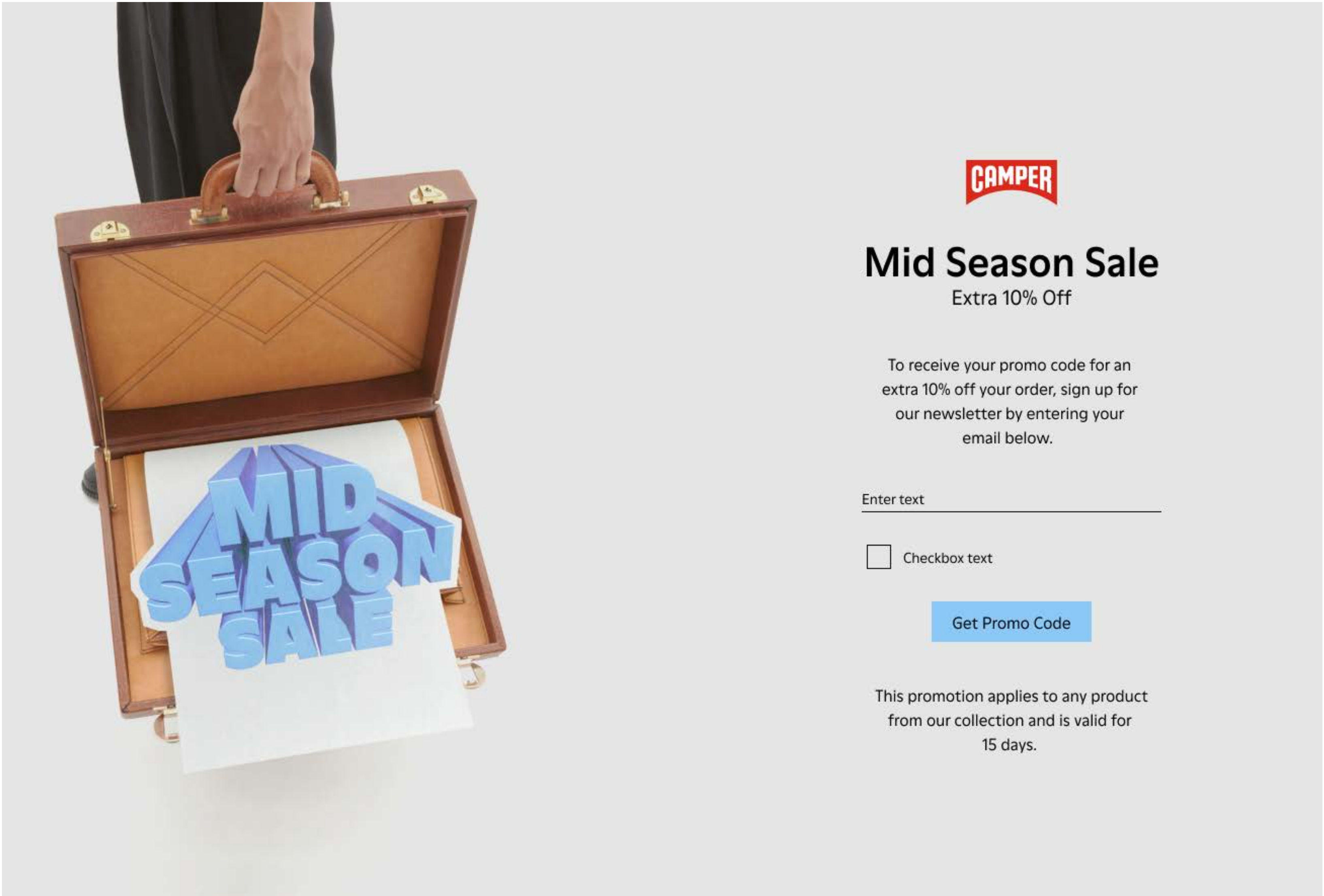


COMMUNICATION

Graphic Identity

From the outset, graphic identity has been one of our corporate pillars. The name, the logo, the stores, and our advertising campaigns represent a creative discourse that has been enriched over time.

Today, our graphic language continues to reflect our sense of humour and the unconventional spirit that has defined us for decades.



The Walking Society

The Walking Society is at the heart of our connection with the communities to which we belong. It is a virtual society, a magazine where we make space for all kinds of social, cultural, geographical, and economic contexts.

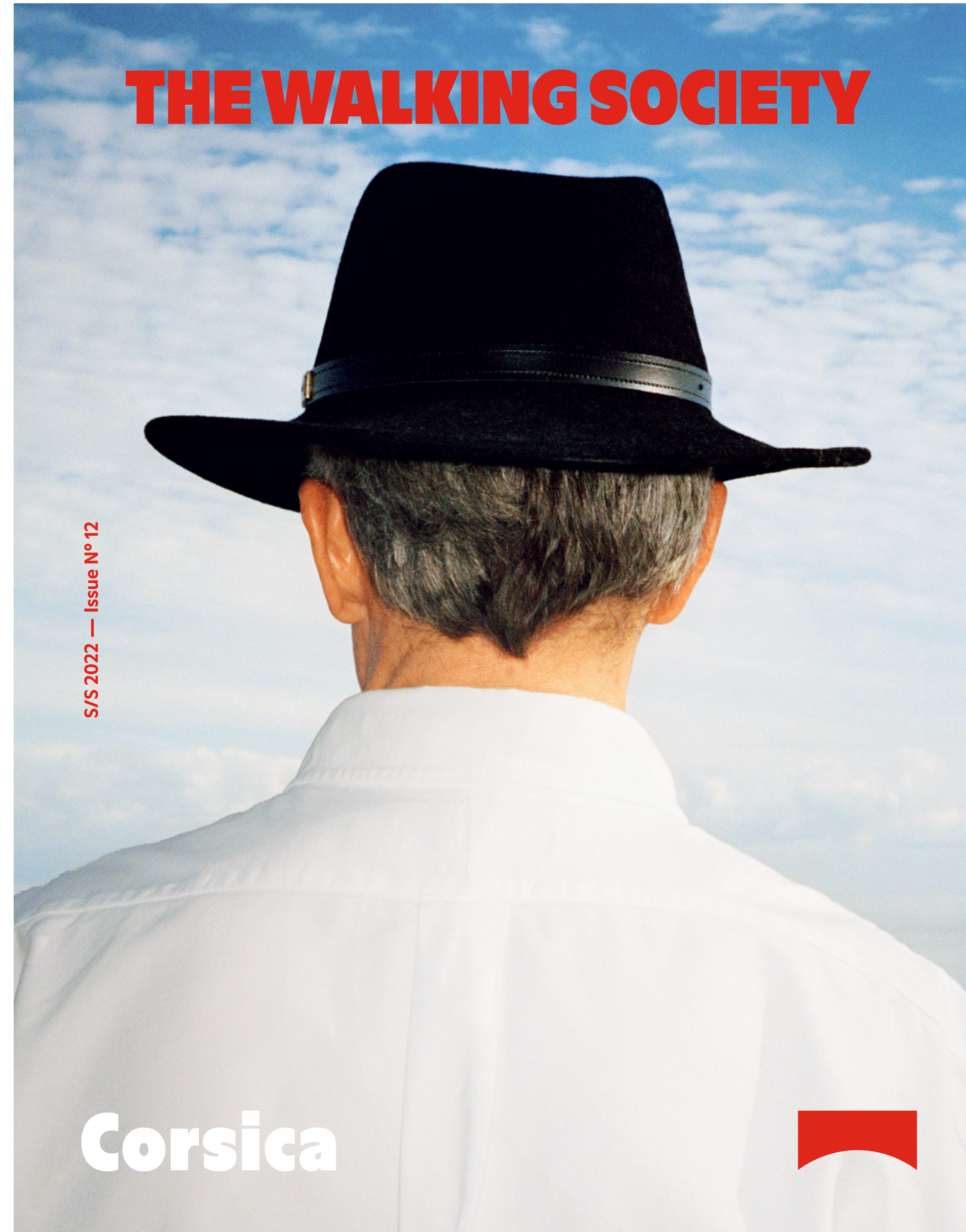
With *The Walking Society* we aim to be a media outlet open to all people who have something to tell and who share our purpose. We want to convey real stories and simple messages; to walk in community towards a sustainable and socially equitable future.

TWS CORSICA

Our 12th edition of *The Walking Society* takes the narrative to one of the largest and most mountainous islands in the Mediterranean, Corsica.

TWS YDRA

The destination of the 13th edition is Hydra, a Greek island that has been a source of inspiration for many artists and is still home to a large creative community today.



The Walking Society. Number 12, Corsica



The Walking Society. Number 13, Ydra

Kobarah

COMMUNICATION CAMPAIGN

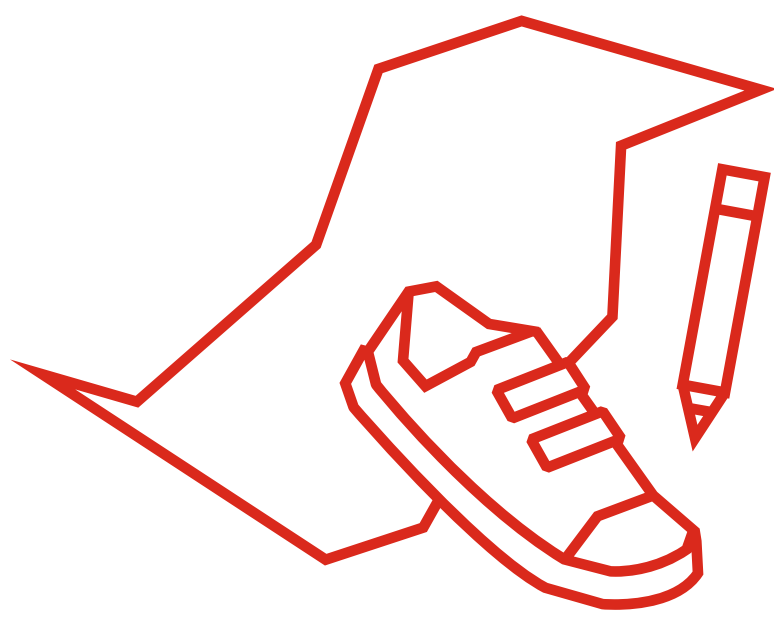
We aim to bring a fresh approach to our communication campaigns, faithfully conveying our values.

With the launch of Kobarah during the Spring/Summer 2022 (SS22) season, we presented our new gender neutral model.

Kobarah is a style of footwear with a more extensive size range and different colour options. It is also a design with the potential to be fully circular, as at the end of its life it can be dismantled, recycled, and transformed into a new material.



1. DESIGN



Beginning in Inca, Mallorca, our team of designers and technicians work hand-in-hand to create around 600 models per season.

People

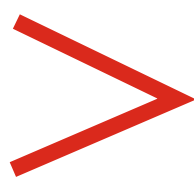
13 designers and 29 product developers create our collections, out of a total of 239 people working at our headquarters in different departments.

Sustainability Approach

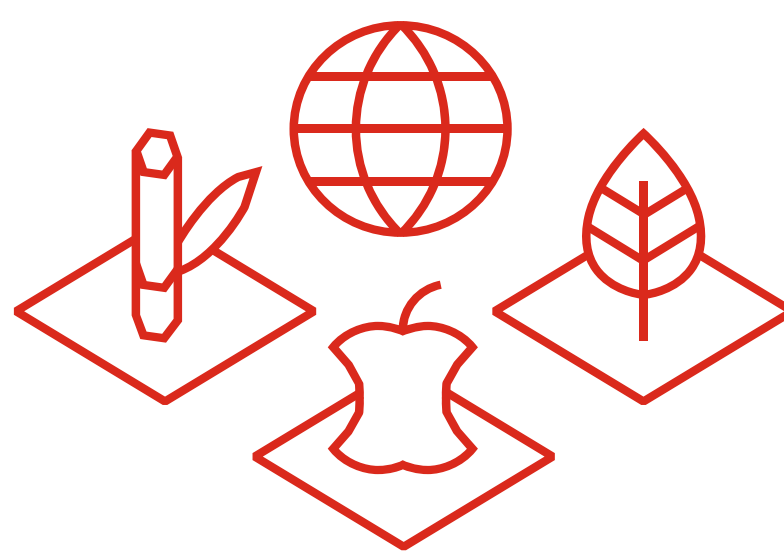
Sustainability is at the core of our product design.

Key KPIs

79% of our Designers have been trained on our ESG approach to social and environmental innovation.



2. RAW MATERIALS



The selection of the Better Materials comes from Tier 2 and Tier 3 partners who adhere to our Supplier Code of Conduct and have the certifications we seek to ensure responsible sourcing.

People

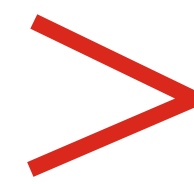
Five employees work at our headquarters and two based at our office in Guangzhou, China, close to our suppliers.

Sustainability Approach

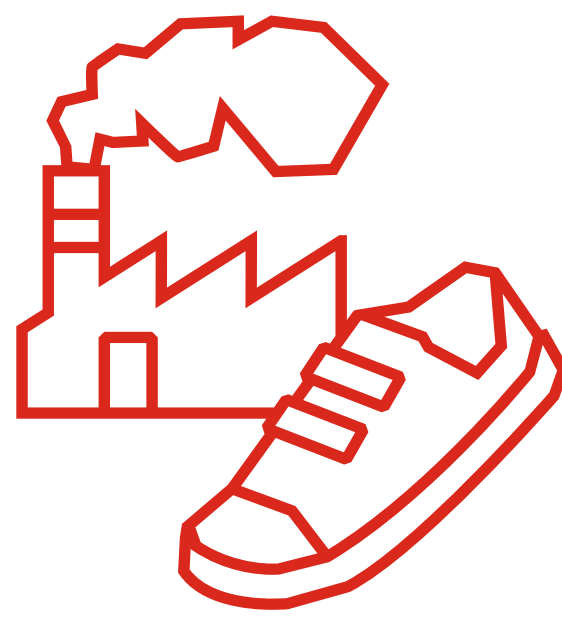
Renewable, recycled, or innovative natural sources are our material selection preference.

Key KPIs

One third of our Tier 2 suppliers are members of the Sustainable Apparel Coalition.



3. MANUFACTURING



Our products are manufactured to exceptional standards in factories in Europe and Asia. We ensure that our Tier 1 suppliers meet social and environmental standards through our quality technicians.

People

Nine employees work on-site in Vietnam and Cambodia to supervise production and work with our partners. In our factories, approximately 10,000 workers are employed by our partners.

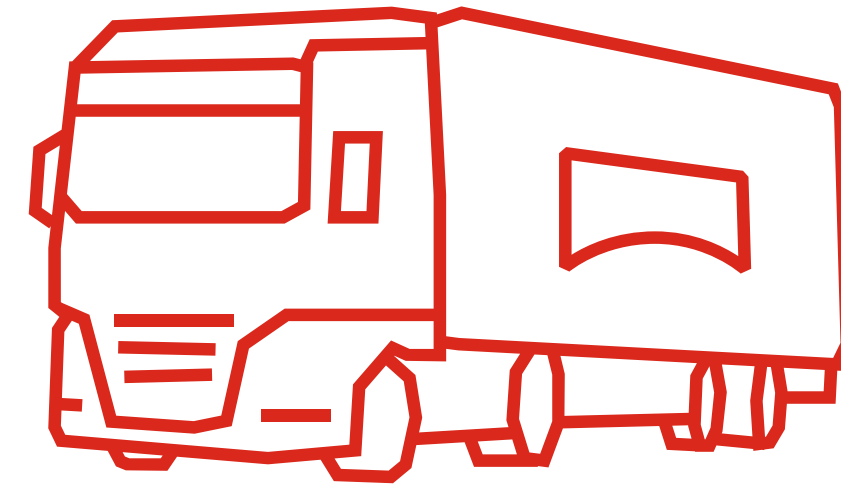
Sustainability Approach

We have mechanisms in place to ensure compliance with social and environmental standards at our factories.

Key KPIs

100% of Tier 1 suppliers signed our Code of Conduct.

4. LOGISTICS



Our distribution process consists of strategically distributed warehouses, logistics centres, and carriers.

People

We have a team of 32 direct Camper staff and a further 49 people employed by our logistics partner at our main warehouse in Barcelona, Spain, and at our distribution centres in the USA and China. Our main partner for transport is DHL..

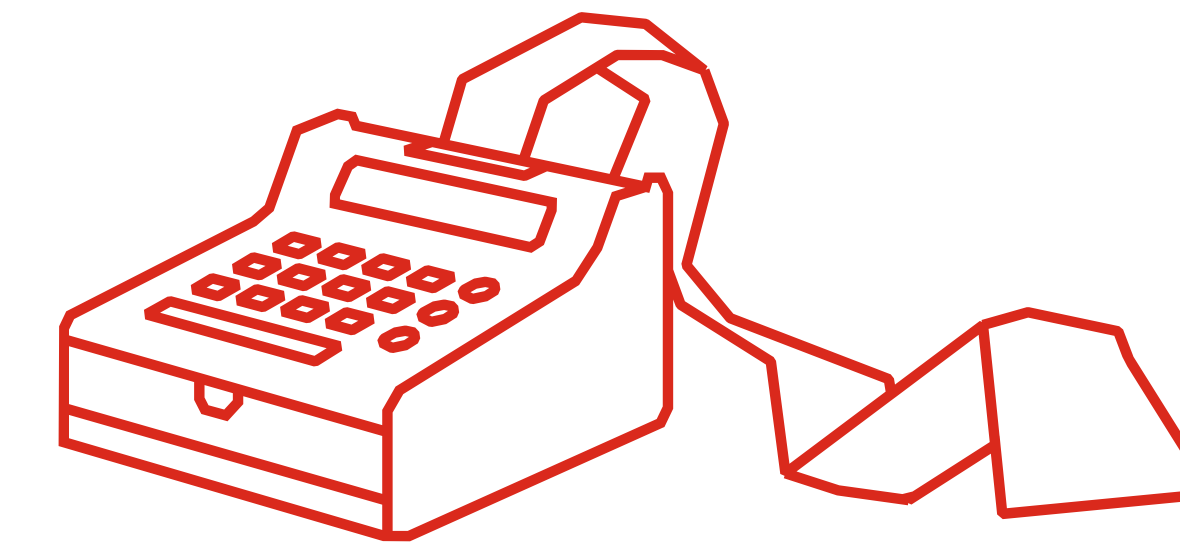
Sustainability Approach

We work to reduce the extent of our carbon footprint on an ongoing basis by selecting more sustainable logistics and distribution alternatives.

Key KPIs

100% of our key suppliers have signed up to the Code of Conduct.

5. SALES



We are present worldwide through various sales channels:

- Our own Camper stores
- Camper online
- Distributors, multi-brand retail, and online platforms.

People

115 employees in offices around the world oversee commercial aspects and we have a team of around 600 people working in retail.

Sustainability Approach

Sustainability is incorporated into all areas of sales, from our innovative stores to sustainable packaging.

Key KPIs

Around 60% of our global workforce is trained on our ESG strategy.

6. AFTER SALES



We have multiple customer service mechanisms in place to ensure the best possible experience during and after the sale of our products.

People

Two dedicated teams: our Customer Service and our Customer Operations department, comprising 42 people.

Sustainability Approach

We offer lifetime warranties on certain models, encourage the care and repair of our shoes, and provide our customers with shoe collection points.

Key KPIs

Customer rating of our service achieved a 4.51 score out of 5 (above target).

3.5

OUR TRACK RECORD IN SUSTAINABILITY



1975

Camper was born with the guiding principle of creating footwear that promotes a fun, sustainable, and responsible walking experience.



1990

Camaleón, our first shoe, is created with sustainability at its core. Using offcuts of leather and rubber, it was a shoe originally worn by Mallorcan farmers.



1993

Slogan "I like walking": reaffirms Camper's sustainable and nature-friendly values within the brand's identity.



1995

Our iconic and durable Pelotas is born, and today includes a lifetime warranty, a symbol of our commitment to truly sustainable footwear.



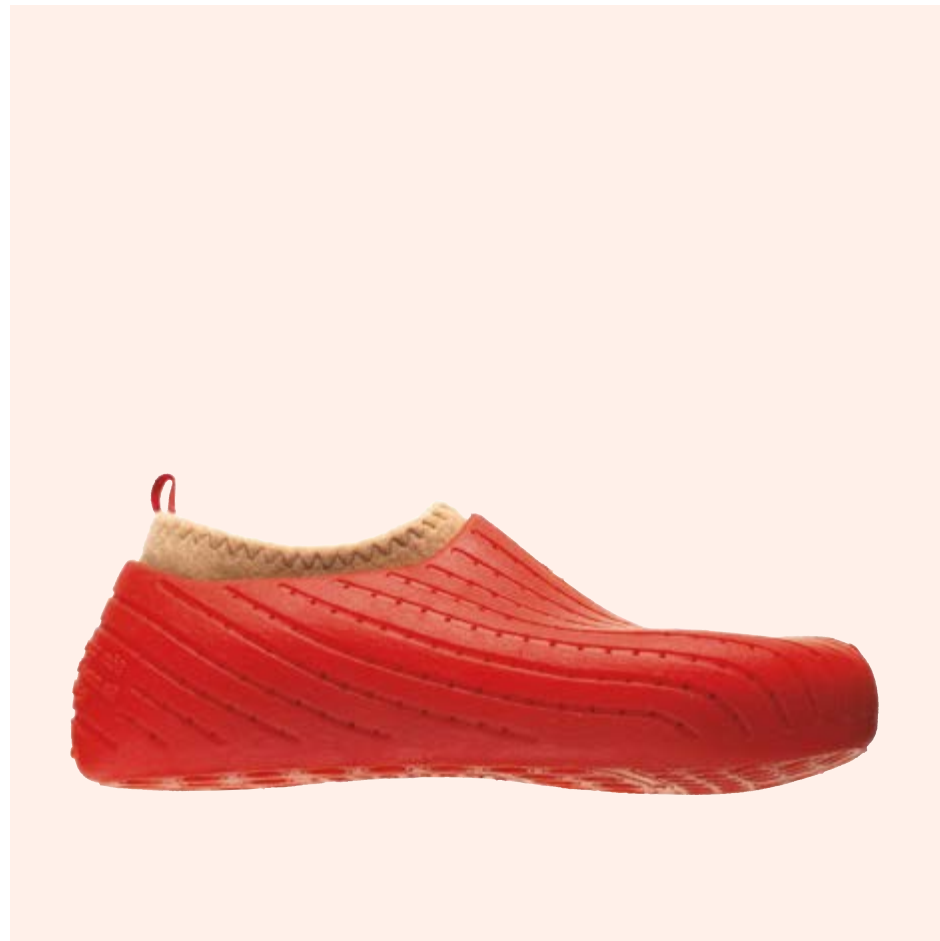
1998

The concept of the "edible garden" is created. The idea is to develop organic school gardens so that children can learn to grow their own food. The project is developed in Madrid, London, Rome, and Mallorca.



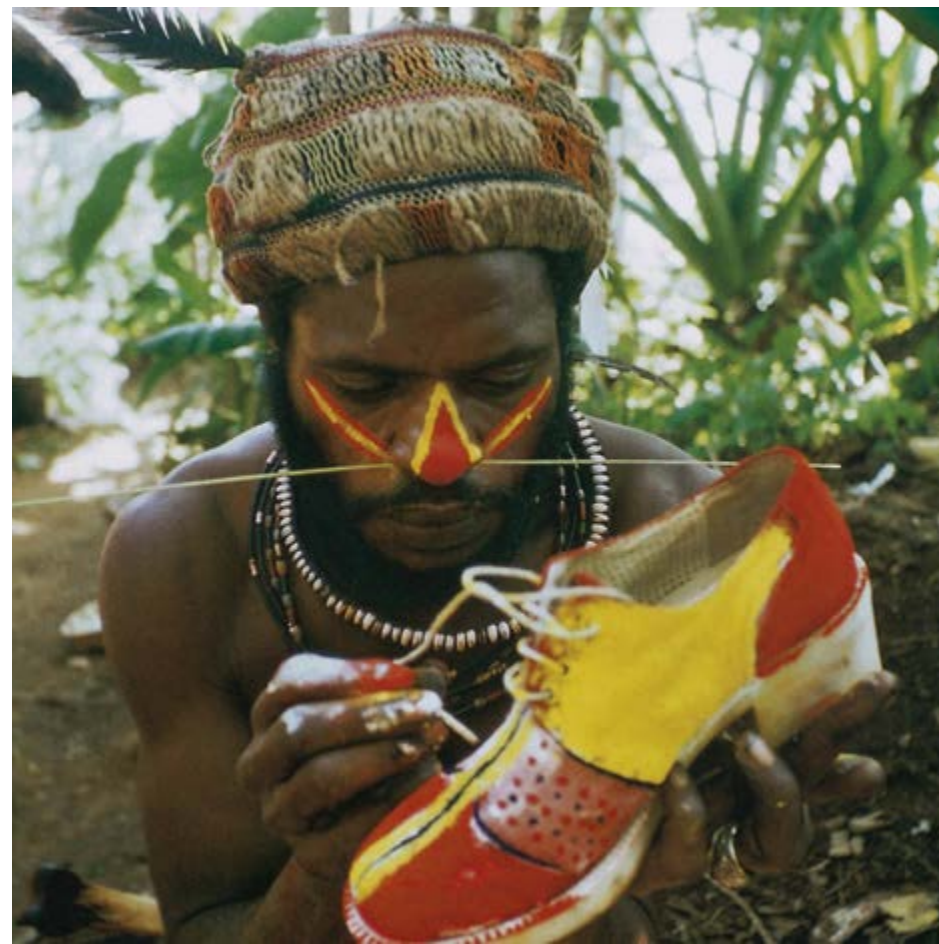
1999

Camper receives the first EEC ecological footwear accreditation for its Camaleón model.



2000

In an attempt to reduce waste and energy consumption, we produce our first mono-material shoe. Wabi, inspired by Japanese minimalism, is a nod to the concept of simplicity and efficient design.



2001

Our team travels around the world to meet with more than 30 indigenous groups from different cultures to understand the relationship between objects and the environment. The project "Shoes and Indigenous Art" is exhibited in Barcelona.



2002

Our advertising campaign "If you don't need it, don't buy it" supports the concept of slow fashion, encouraging consumers to shop more responsibly.



2003

We develop a project to make Wabi more biodegradable, replacing the uppers with natural fibres such as jute and banana or palm leaves.



The collection is together with local communities in Bangladesh, Ecuador, and Russia.



2004

We open a new restaurant in Barcelona called FoodBALL. Inspired by ancient farming techniques, the rice ball concept aims to be an environmentally friendly fast food alternative.



Peu comes to the world, our ergonomic style that uses vegetable-tanned leathers and minimal components to tread more lightly on the planet.



2005

Our casa camper hotel concept opens in Barcelona (later in Berlin – 2009). Offering a contemporary, minimalist experience, the hotel reduces waste by recycling as much as possible, eliminating the minibar and single-use toiletries; it uses green energy and a grey water recycling system for a less impactful experience.



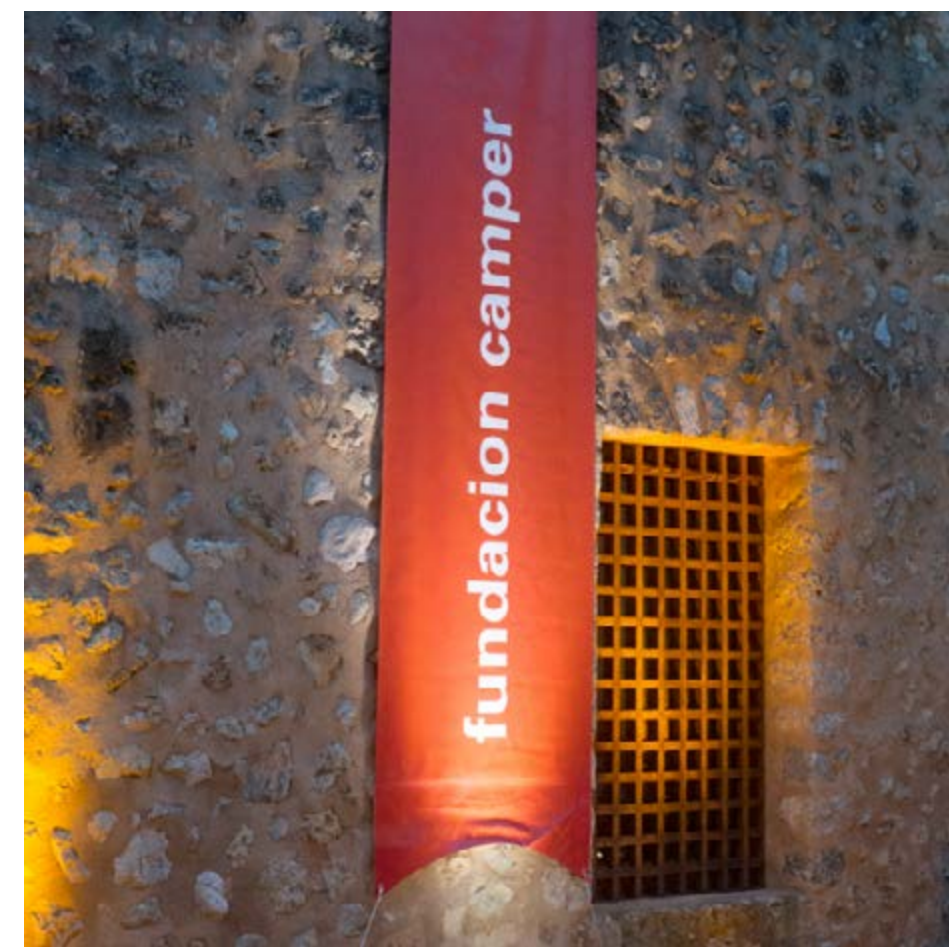
2010

We begin investing in solar and wind power plants in Spain. Today we are involved in seven projects working to supply clean, green energy.



2012

We transform two Camper stores in Spain with the Arrels Foundation – a foundation that cares for homeless people – creating the interiors of the spaces with recycled materials and installed by a team of people at risk of social exclusion.

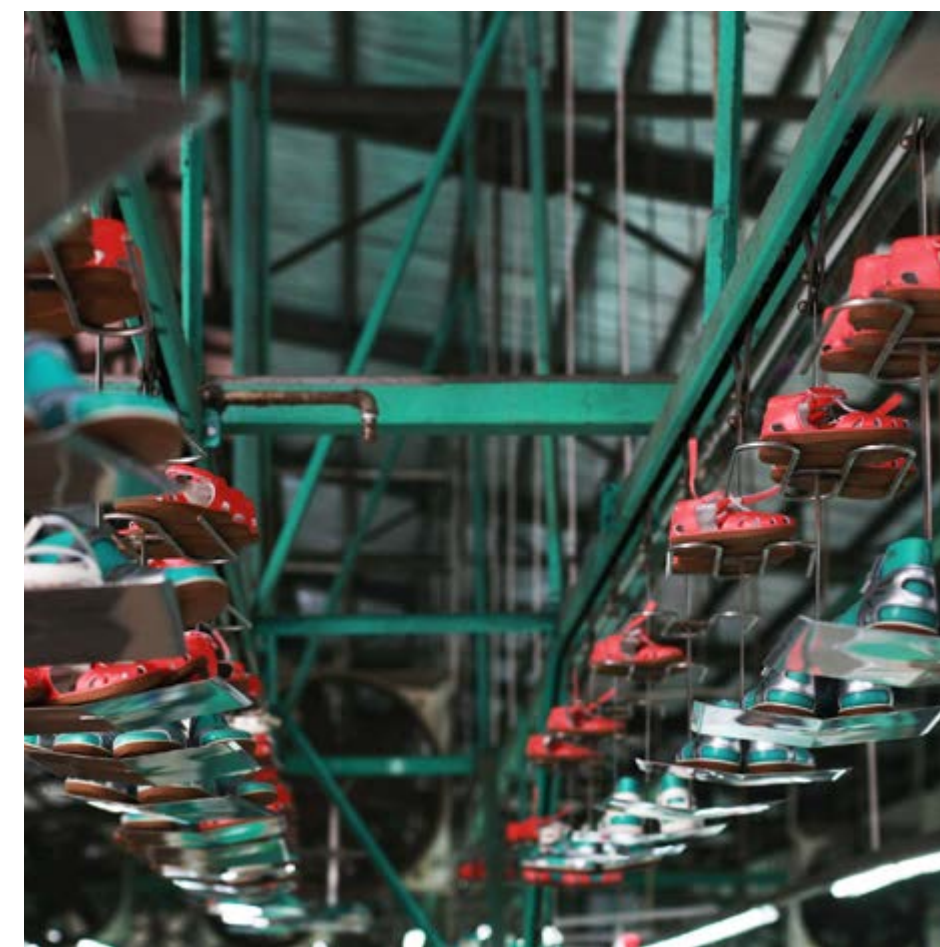


2013

The Camper Foundation is created to support artistic, cultural, social, and environmental initiatives, especially among disadvantaged groups in Mallorca, our home.



We join the **Leather Working Group** to promote best practice in the leather industry and ensure that our **tanneries** are environmentally responsible.



2014

We reduce and centralise our production in Asia so that we can work more closely with a small number of nearby suppliers who have excellent standards and who understand our values.



2015

Working with an artisan factory in Ethiopia, we initiate our first exchange of know-how to create footwear through a partnership with the Ethical Fashion Initiative.



2019

We develop and integrate our first ESG strategy, "A Little Better, Never Perfect", across our business.



We start to eliminate virgin plastic from our footwear collection and search for better alternatives.



We begin a long-term relationship with *Save the Med*, an organisation that is working to regenerate the Mediterranean Sea through protection, education, and intervention.

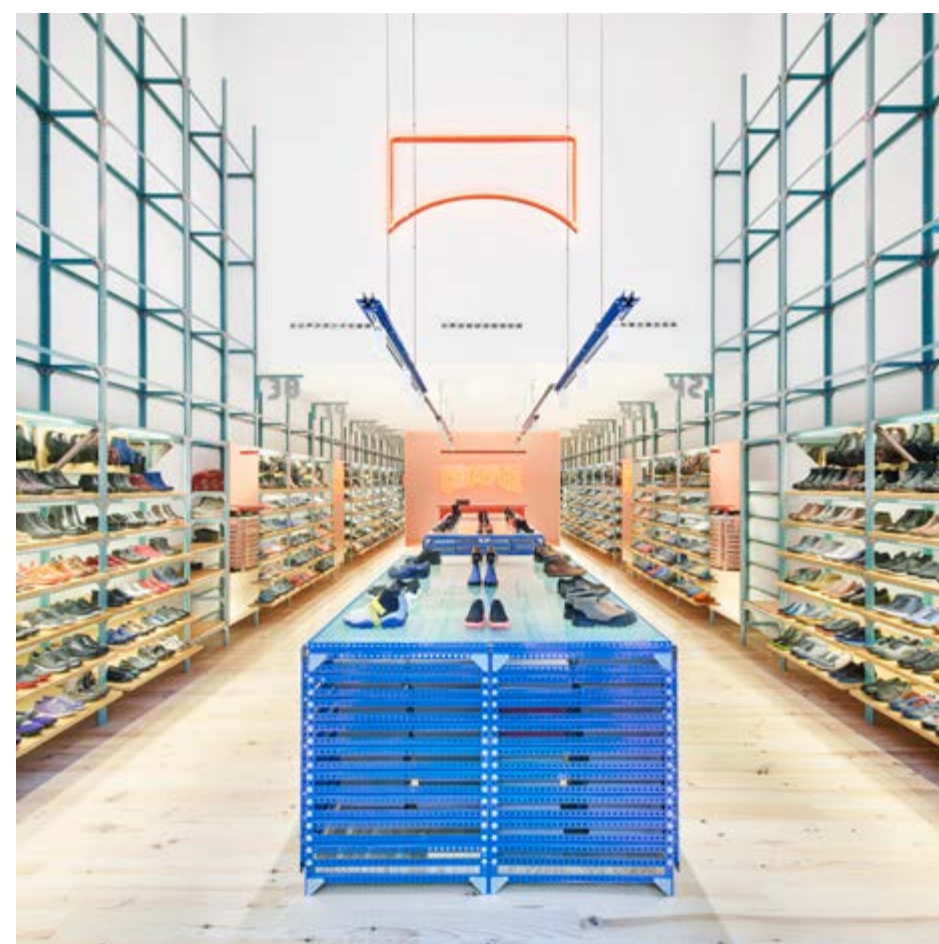


2020

We join the *Sustainable Apparel Coalition* (SAC) with the aim of working together with industry partners to create best practices and standards for environmental and social performance.



We are committed to using only certified green energy in Spain for our headquarters, shops, and warehouses, with the aim of extending this practice to all other countries. We also use renewable sources in Germany.



We open a store in Malaga made from recycled materials, used furniture, and modular shelving units and tables that can be used again.



Our search for superior natural synthetics translates into trials with algae, mushrooms, coffee, and sugar. We develop shoes with fabrics derived from wood fibres.



Our commitment to eliminating waste leads us to launch the SECOND LIFE shoe recycling scheme, so that the life of our shoes can be extended by repairing and reusing where possible.



We initiate an ongoing commitment to the *Esment Foundation* in Mallorca, which provides support to individuals with learning difficulties, and their families.

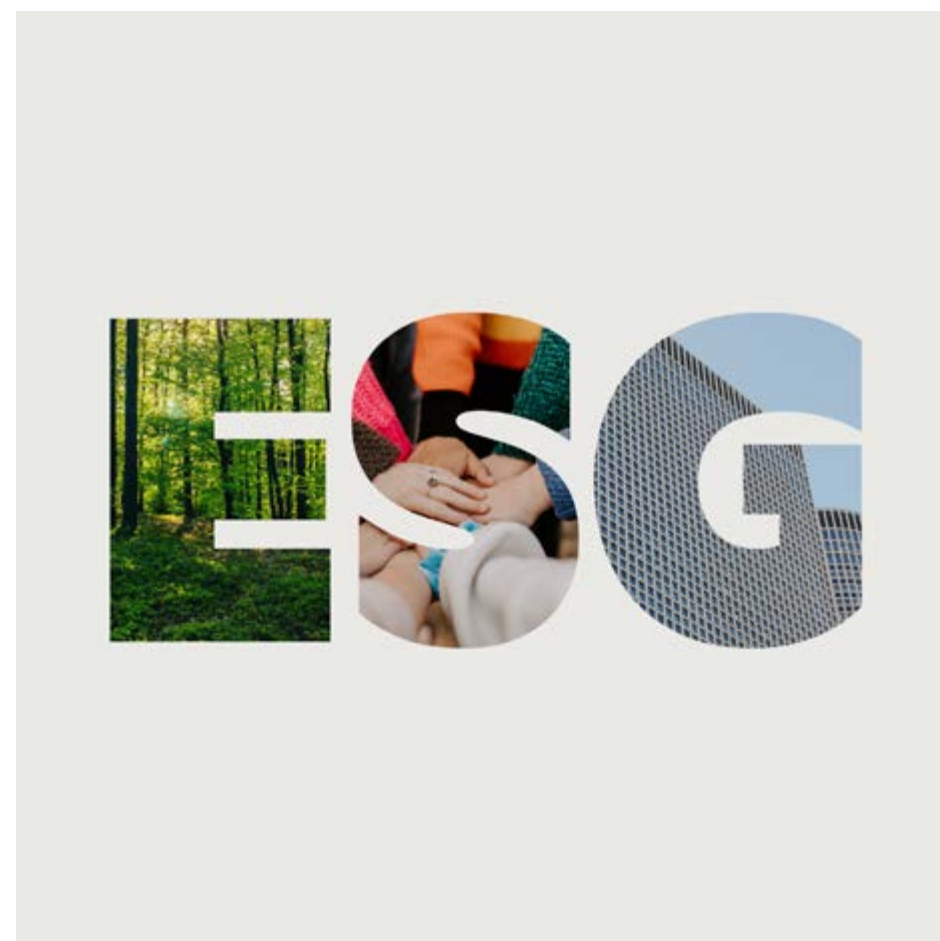
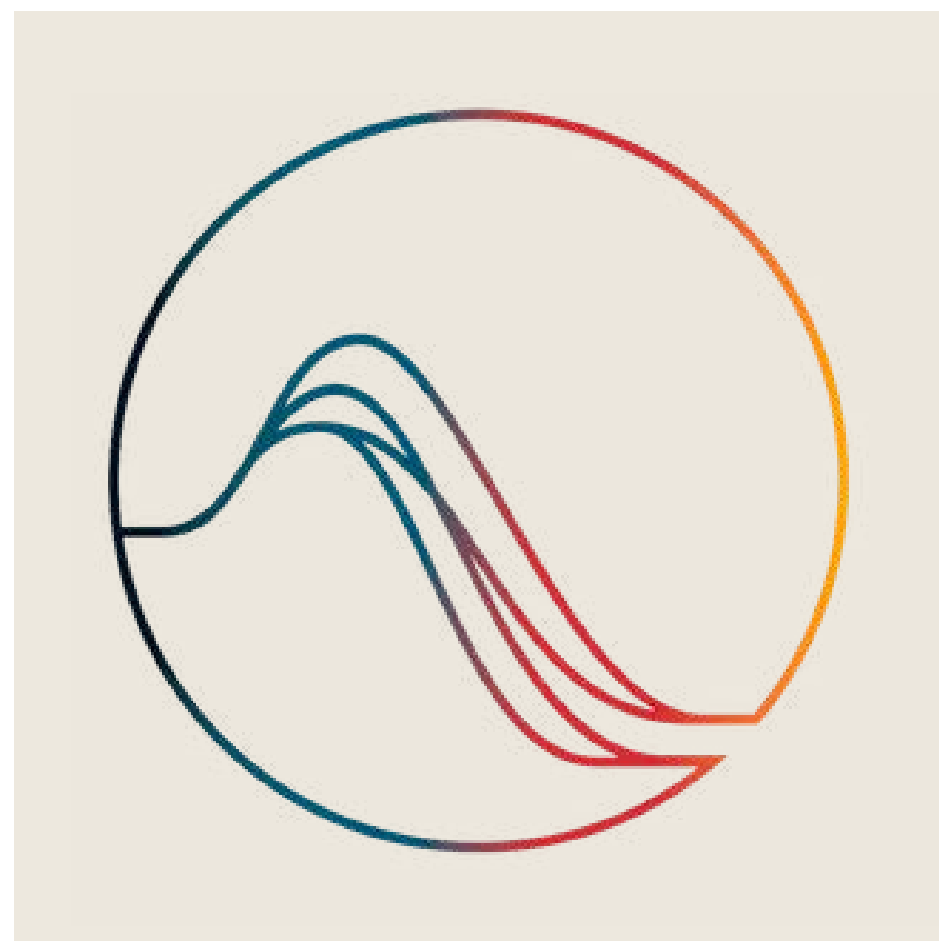


Introducing our first collection made from re-engineered used shoes to create new footwear. ReCrafted works by extending the life of footwear, reducing the waste that ends up in landfill.



2021

Two circular designs are launched on the market. Reinventing our iconic Wabi and Kobarah designs means they can be turned into a new pair of shoes at the end of their life cycle.



2022

We join the *Science Based Targets initiative (SBTi)* platform to reduce our emissions in line with the Paris Agreement targets.

We define our evolved ESG strategy based on four pillars and 10 commitments that revolve around our impact on society, the planet, and transparency.

As a member of the UN Global Compact we produce our first Progress Report.

Our carbon emissions reduction targets are approved by the *Science Based Targets initiative (SBTi)* after a rigorous verification process.

We submit *Higg's Brand Retail Module (BRM)* to external verification for the first time.

Camper is part of the *B Corp* community.

At Camper, our history demonstrates our genuine commitment to continually improving and conducting our activities in a responsible manner. This year, our collective efforts and dedication to progress have led us to a significant achievement: WE ARE NOW OFFICIALLY A B CORP!



Interview With Miquel Fluxà

What does being a B Corp mean to you?

Since 1975, at Camper, we set out the challenge of being a little better every day. And with a heritage in footwear that goes back more than 145 years, we have learnt, using experience and innovation, to create quality products that are more durable and more responsible than ever. Because there is nothing more sustainable than quality.

Achieving B Corporation certification is the result of believing in our values, moving forward with a clear purpose, and committing to a long-term vision. Building a strong relationship with our teams and our community. Without them, Camper would not be what it is today.

We firmly believe that being a B Corp is also a responsibility. We are part of a community of companies with some of the highest standards of social and environmental transparency. Our movement has the power to transform the global economy as we know it and create a better, more sustainable future for future generations.

What word would you use to summarise this achievement?

Progress. Without a doubt, progress. It is one more step towards the future we want as a company and as individuals. A better future for a new generation.

We know the journey won't be easy. It will take time. But it is a challenge we want to achieve. As we say:

Walk, don't run.



In 2022, we obtained B Corp certification, joining a group of companies committed to making a positive impact on people and the planet.



4 OUR ESG STRATEGY: "A LITTLE BETTER, NEVER PERFECT"

4 OUR ESG STRATEGY:

"A LITTLE BETTER, NEVER PERFECT"

4.1. MATERIALITY ANALYSIS

41

4.2. OUR PILLARS, COMMITMENTS, AND OBJECTIVES

43

4.3. OUR CONTRIBUTION TO THE SDGS

45

Camper is not simply a brand but also a community, and, as such, we want to build a model that involves all our **stakeholders**. In this way, the **materiality analysis** is a key exercise to obtain an internal and external perspective of our activity.

In 2020 we presented our **materiality analysis**, where we identified the key stakeholders that are part of our community: Camper employees, shareholders, managers, suppliers, customers, industry organisations, and NGOs.

Through this analysis, we were able to define and prioritise the material issues that have the greatest impact on Camper, using the **Global Reporting Initiative (GRI)** standards as a reference.

During this reporting period we have conducted a strategic prioritisation exercise to update and create a new sustainability performance framework. We conducted an analysis of sector trends and forces to identify potential new issues and ensure that we cover all relevant matters in the current global context.

The results of our internal work are reflected in the horizontal axis (x) of the materiality matrix:

OUR PILLARS, COMMITMENTS, AND OBJECTIVES

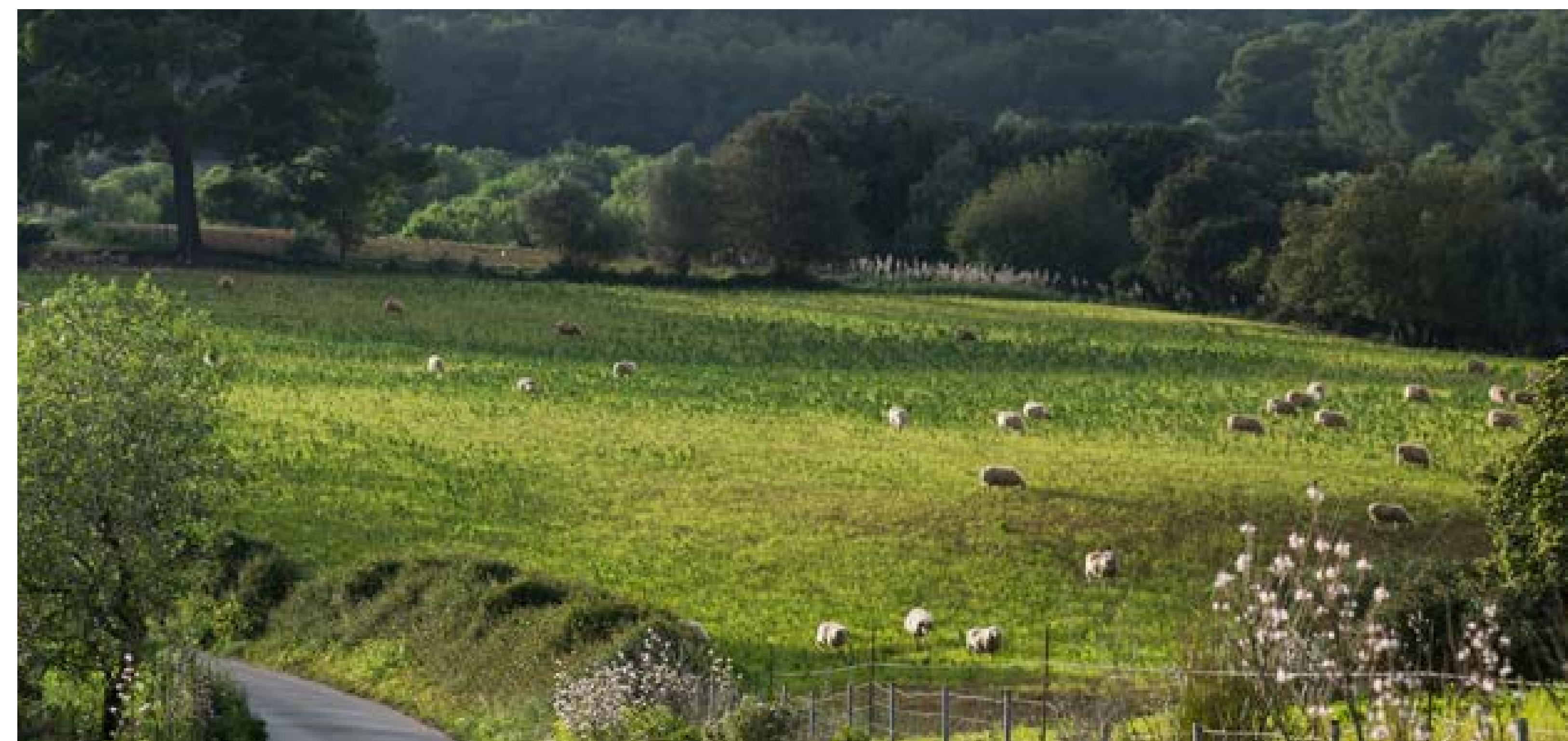
"A Little Better, Never Perfect" is our statement of intent, understanding sustainability as a journey of continuous improvement to be "a little better", and never ceasing our progress every day. At Camper, we are committed to implementing good business practices that contribute to environmental, social, ethical, and transparent responsibility.

The results of the **materiality analysis** help us to focus our work on the most relevant issues. We have defined four main pillars that bring together our environmental, social, and governance commitments. As a result of the strategic reflection carried out this year, we integrated two new commitments into our ESG Strategy for 2023-26, and we refined five additional relevant topics to commit to these issues in a more concrete and deeper way.



Designing Unique Walking Experiences:

We choose better materials and more efficient processes. Our goal is to design and sell high quality, durable products and services with the lowest possible environmental impact.



Preserving and Conserving Natural Resources:

We identify alternative ways to eliminate the consumption of the resources we use and thus reduce our environmental impact on the planet.



Delivering Responsible and Ethical Growth:

We make responsible and ethical decisions to deliver a successful, respectful, and competitive business.



Caring about Human Progress:

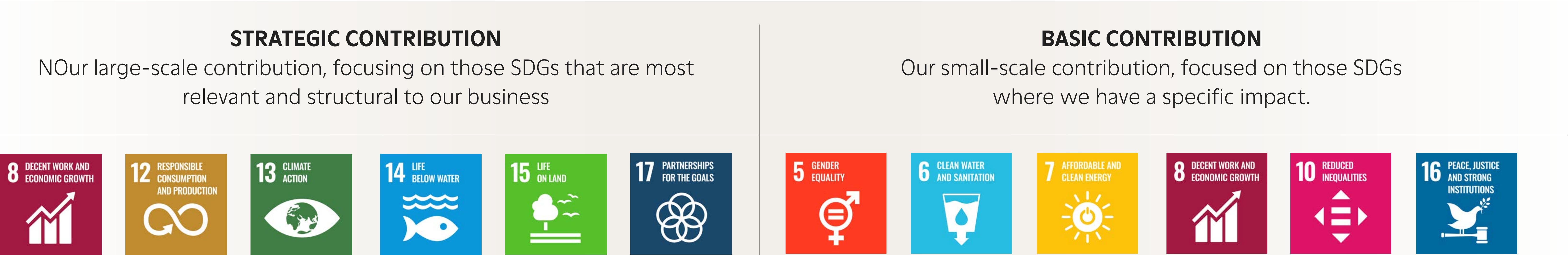
We care for people to create a positive impact in the communities related to our operations.










DESIGNING UNIQUE WALKING EXPERIENCES	DELIVERING RESPONSIBLE AND ETHICAL GROWTH	PRESERVING AND CONSERVING NATURAL RESOURCES	CARING ABOUT HUMAN PROGRESS
PILAR: ESG COMMITMENTS + SPECIFIC ESG OBJECTIVE			
<p>Better Materials</p> <ul style="list-style-type: none"> Chemicals and non-toxic materials Sustainable sourcing of materials Sustainable packaging Transparency, labelling, and product traceability <p>Circular Design</p> <ul style="list-style-type: none"> Recycled, re-usable, or compostable materials Product circularity Recovery of unsold and/or end-of-life products <p>Superior and Durable Products</p> <ul style="list-style-type: none"> Quality, durability, and product guarantee Design, creativity, and innovation Product safety <p>Unique Customer Experiences</p> <ul style="list-style-type: none"> Brand protection and brand management Privacy and data protection Customer experience 	<p>Consolidation of Governance, Compliance, and Risk Management Model</p> <ul style="list-style-type: none"> Accountable and transparent governance Compliance Transparency and fiscal contribution Risk management and control system Corruption and bribery <p>Sustainable and Profitable Business Model</p> <ul style="list-style-type: none"> Business model and profitability <p>Cooperation and Partnership with Stakeholders</p> <ul style="list-style-type: none"> Partnerships and cooperation with industry and stakeholders <p>Supply Chain Management (N)</p> <ul style="list-style-type: none"> Compliance with human and labour rights (N) Mitigation of environmental impacts (manufacturing and transport processes) (N) 	<p>Carbon Neutrality (N)</p> <ul style="list-style-type: none"> Energy, carbon footprint, and climate change <p>Management of Environmental Impacts</p> <ul style="list-style-type: none"> Waste management and reduction Water management Natural resources and biodiversity Chemicals and toxicity (N) 	<p>Promoting Human and Professional Development</p> <ul style="list-style-type: none"> Health, welfare, and safety at work (N) Diversity and equality Attracting, retaining, and developing talent Human rights (N) <p>Foster Inclusive Growth</p> <ul style="list-style-type: none"> Relationship with local communities

(N) New commitments and targets integrated in the ESG strategy "A Little Better, Never Perfect" 2023-26.

At Camper, we recognise the ongoing transition towards a sustainable future and strive to actively contribute: a future that embraces inclusivity, safeguards the planet, and nurtures its wellbeing.

We have defined our ESG Strategy by applying the **SDGs (Sustainable Development Goals)** as a global framework to further develop new practices that contribute to these global goals, differentiating between strategic contribution (our flags) and core contribution (our shields).



SDG STRATEGIC	COMMITMENTS	STRATEGIC CONTRIBUTION	BASIC CONTRIBUTION
Delivering responsible and ethical growth	Supply Chain Management 		We commit ourselves to contribute to eradicate forced labor, slavery, human trafficking and child labour (8.7) ; protect labor rights and promote a safe and secure working environment (8.8) .
	Stakeholder cooperation and partnerships 	We commit to encourage and promote effective partnerships in the public, public-private and civil society spheres. (17.15) .	
Preserving and conserving natural resources	Carbon neutrality 	We are committed to (13.2) incorporate climate change measures into policies, strategies; (13.3) improve education, awareness and human and institutional capacity for climate change mitigation, adaptation, mitigation and early warning.	
	Management of environmental impacts  		We are committed to contributing to (6.3) improving water quality by reducing pollution, eliminating dumping and minimising the release of chemicals and hazardous materials; (6.4) significantly increasing the efficient use of water resources in all sectors and ensuring the sustainability of freshwater abstraction and supply. We commit to contribute to significantly increasing the share of renewable energy in the energy mix (7.2) ; and doubling the global rate of improvement in energy efficiency (7.2) .
Ensuring human progress	Promoting human and professional development  	We commit ourselves to contribute to achieving full and productive employment and decent work for all (8.5) .	We commit ourselves to contribute to eradicate forced labor, slavery, human trafficking and child labour (8.7) ; protect labor rights and promote a safe and secure working environment (8.8) . We commit to contribute to: (i) ending all forms of discrimination against women and girls worldwide (5.1) ; and (ii) ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life (5.5) .
	Promoting inclusive growth  	We commit to sustainably manage and protect marine and coastal ecosystems (14.2) .	We commit ourselves to contribute to (i) empowering and promoting the social, economic, and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion, or economic or other status (10.2) ; and (ii) ensuring equality of opportunity and reducing inequality of outcome (10.3) .



5 DESIGNING UNIQUE WALKING EXPERIENCES

5 DESIGNING UNIQUE WALKING EXPERIENCES

5.1. FOCUS AND HIGHLIGHTS 2022	49	5.2. SOURCING BETTER MATERIALS	52	5.3. CIRCULAR DESIGN	71
Commitments	49	Overview	52	Overview	71
2022 Highlights	51	Progress 2022	52	Progress 2022	72
Related SDGs	51	Key Projects	53	Key Projects	73
		Future Vision	70	Future Vision	74
		5.4. SUPERIOR AND DURABLE PRODUCTS	75	5.5. UNIQUE CUSTOMER EXPERIENCES	78
		Overview	75	Overview	78
		Progress 2022	76	Progress 2022	78
		Key Projects	77	Key Projects	78
		Future Vision	77	Future Vision	79

COMMITMENTS

We are committed to creating unique and exceptional walking experiences, and our Product Strategy is built on the following three key pillars:



Make it **NATURAL**

Our materials are key to reducing our global impact. With this in mind, in 2022 we have committed to new, better material alternatives to advance this approach: natural materials that require minimal resources and energy to grow, harvest, and process. Where a renewable solution is not within our reach, we prioritise recycled synthetic alternatives to meet our goal of eliminating virgin plastics in uppers and linings by 2030.

TARGET

100% renewable or recycled materials by 2030.

HOW

- *Renewable Materials*

At Camper we promote the use of renewable natural materials as the most sustainable option.

Due to their natural regenerative processes, biodegradability, and absence of chemicals, they are the preferred alternative for the care of the planet.

- *Better Sources*

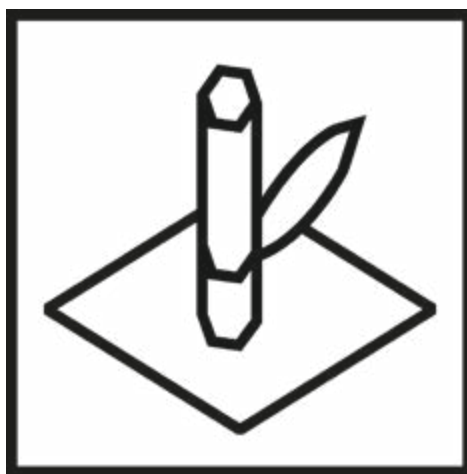
All our materials are certified so that, from the moment they are extracted, we guarantee their transparency and traceability.

We remain steadfast in our goal to achieve 100% regenerative practices by 2030, moving forward with a special focus on the traceability of our hides and skins.

- *Zero Hazardous Chemicals*

Our priority is to use materials that are free of hazardous chemicals to minimise the impact of our products. Innovation is crucial for advancing our progress, especially when it comes to exploring alternatives to conventional work methods such as traditional dyeing techniques, chemical adhesives, and standard finishes and prints.

KEY ELEMENTS



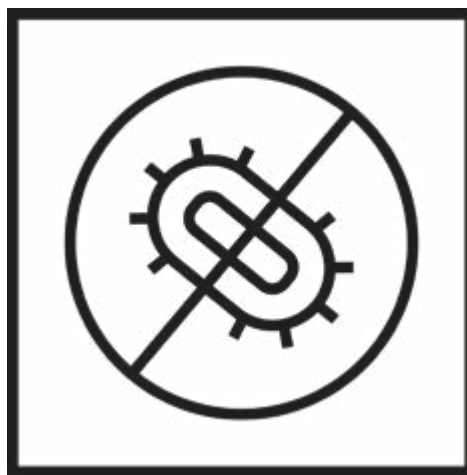
Natural-based



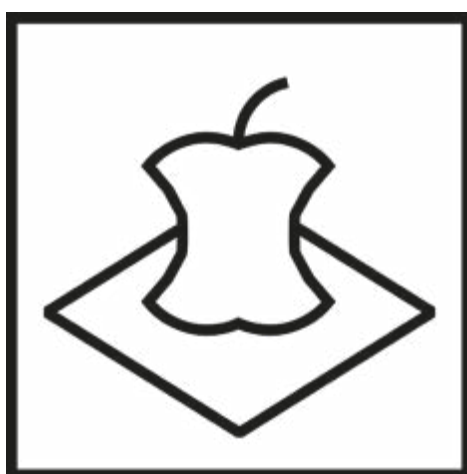
Organic



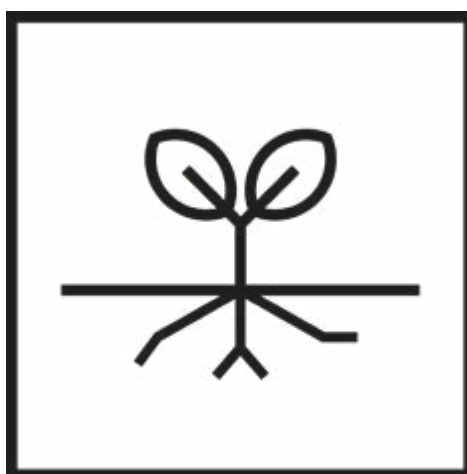
Reduced Chemicals



Free of Pesticides



Made from Leftovers



Responsibly raised



Better for Health



Biodegradable



Make it **CARBON NEUTRAL**

We are firmly committed to becoming a carbon neutral company. As such, we are constantly working to reduce the carbon footprint of our products.

GOAL

Reduce CO₂ emissions of the collection by 30% by 2030.

HOW

- *New tool to measure CO₂ emissions*

Without metrics there is no assessment of progress. That's why we have our own in-house tool designed to measure our carbon footprint along the entire product value chain, from materials through to use and end of life.

- *Circular Design*

Circularity is a fundamental pillar for reducing emissions and waste.

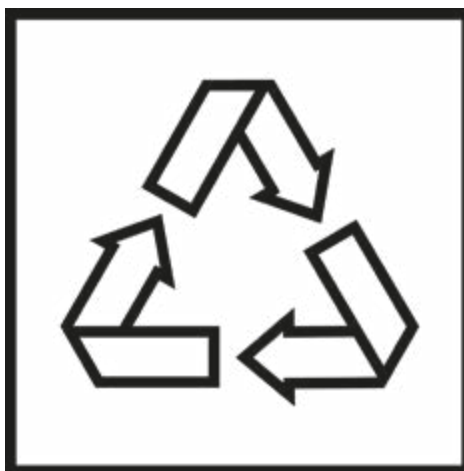
We promote the use of recycled and recyclable materials, avoiding virgin material production processes.

- *Sourcing Better Materials*

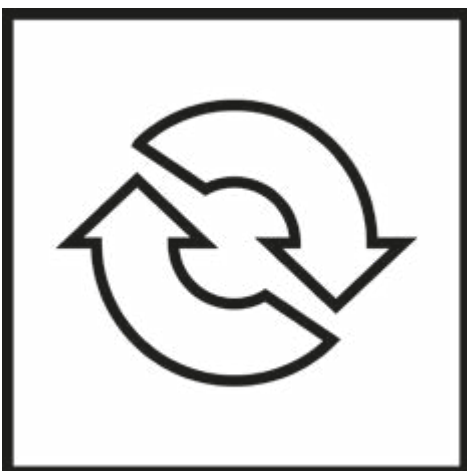
Up to 90% of the CO₂ emissions generated during a product's lifecycle can come from materials.

Camper is continuously sourcing better materials in order to reduce its impact on CO₂.

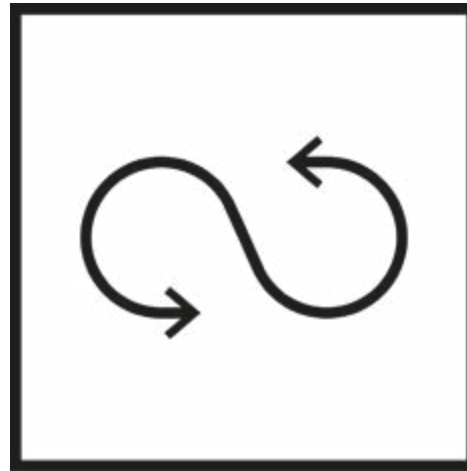
KEY ELEMENTS



Recycled



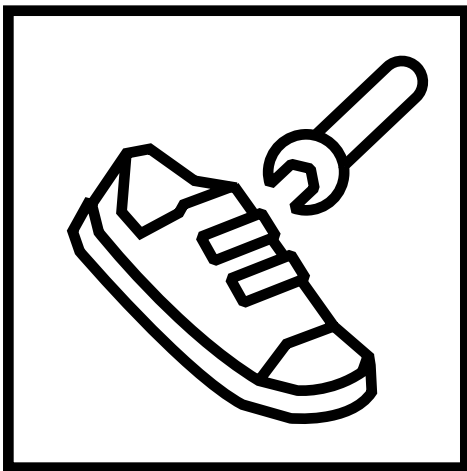
Recyclable



Circular



Reduced Emissions



Recrafted





Make it **TO LAST**

We believe in responsible consumption as one of the key levers towards sustainability, and at Camper we promote this through durability and end-of-life programmes. While striving for maximum durability, our priority remains to offer quality and comfortable footwear that contributes to unique consumer experiences.

OBJECTIVE

Zero Waste – design to last, find solutions to reduce waste.

HOW

- *Unique Design Aproach*

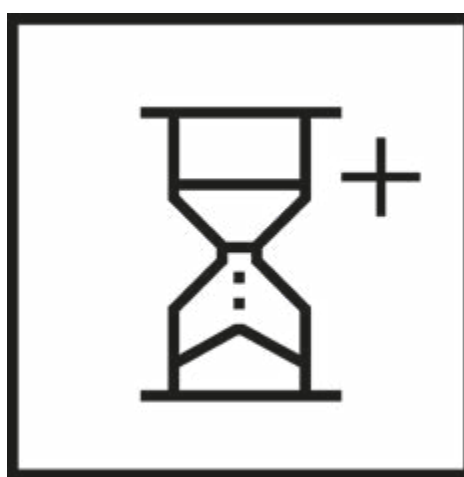
We look to the long term to create lasting value. We seek to create unique experiences that last over time with timeless footwear design.

- *Internal tool for measuring durability*

In order to achieve continuous improvement each season, in 2022 we developed an internal tool to carry out a durability assessment measuring four key aspects: flexibility, grip, strength, and abrasion resistance of the sole and lining.

Thanks to this assessment it is possible to obtain a score that allows us to understand where we are and where we need to go in terms of durability, as well as to align the whole team to achieve continuous improvement season after season.

KEY ELEMENTS



Extra Durability



Guaranteed for Life

2022 HIGHLIGHTS

KPIs

Launch of **new innovation concept, Tossu**¹

Creation of a **new circular model, Junction**²

Lifetime Guarantee on our iconic **Pelotas Ariel shoe**³

More than 90% of our collection achieved an exceptional quality and durability rating⁴

Opt for **natural materials**⁵, such as MIRUM® or TENCEL™

Special projects with a focus on materials:

- Collaboration with **Ethical Fashion Initiative**⁶
- **Upcycling** project with **North Sails**⁷
- Exclusive collaboration with **Kvadrat**⁸
- Local project with **Llanatura**⁹

Care & Repair product lines¹⁰

¹Page 71: 5.3.1. Overview
²Page 75: 5.4.1. Overview
³Page 77: 5.4.3. Key Projects; Lifetime Product Warranty
⁴Page 75: 5.4.2. Progress 2022; OUR PROGRESS: "Built to last"
⁵Page 52: 5.2.1. Overview
⁶Page 65: 5.2.2. Progress 2022; SPECIAL PROJECTS; Ethical fashion initiative
⁷Page 66: 5.2.2. Progress 2022; SPECIAL PROJECTS; North Sails
⁸Page 67: 5.2.2. Progress 2022; SPECIAL PROJECTS; Kvadrat
⁹Page 68: 5.2.2. Progress 2022; SPECIAL PROJECTS; Llanatura
¹⁰Page 77: 5.3.1. Key Projects; PROMOTION OF FOOTWEAR MAINTENANCE AND DURABILITY

Related SDGs

SDG 12: Responsible production and consumption

SDG 15: Life of terrestrial ecosystems

OVERVIEW

Our focus on the *Make it Natural* product design pillar reflects our commitment to sourcing materials that are natural, renewable, have a lower impact, and contribute to improved biodegradability of our products and their components.

With a commitment to producing an increasingly responsible line of footwear, we introduce MIRUM®, an innovative solution characterised by its plant-based origin and circular properties. Seeking plastic-free materials, such as MIRUM®, is our way of generating less waste, as we reduce our dependence on unsustainable synthetic materials.

Natural Fiber Welding set out to develop a plant-based material rooted on the premise that the Earth offers abundant renewable sources. With a soft and durable design, MIRUM® is an innovative natural option used as a substitute for leather. It is a revolutionary material that made its debut in the international footwear industry with our Spring/Summer 2022 (SS22) collection. Its composition, based on 100% natural materials such as cork, rubber, and rice and coconut husks, makes it more responsible and circular, meaning it can be recycled right up until the end of its useful life.

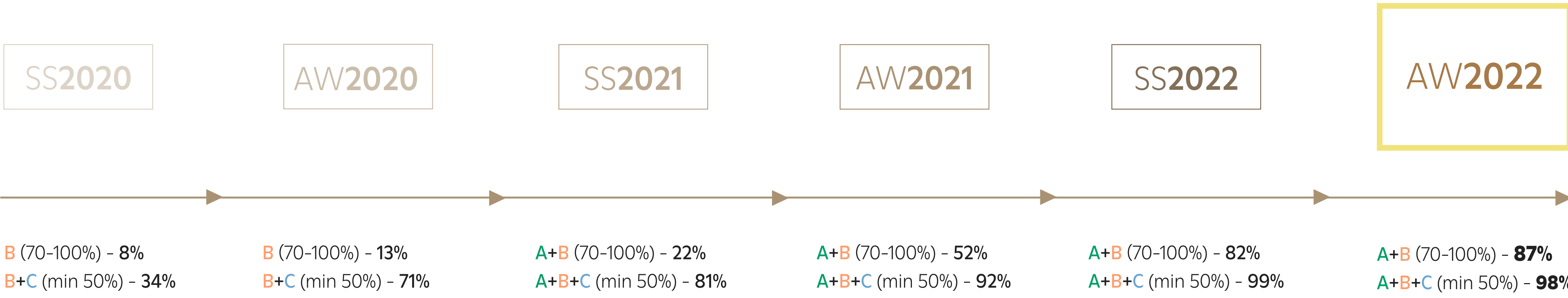
SOURCING BETTER MATERIALS

PROGRESS 2022

OUR PROGRESS

EVOLUTION OF THE "BETTER PRODUCTS" RESULTS

To date, our efforts have been focused on transitioning our materials towards alternatives that have less impact on the planet. In fact, our latest season marks our greatest accomplishment yet, with the most tangible transition across the entire collection. We have made a conscious effort to incorporate at least one or more sustainable and innovative material as part of every item.




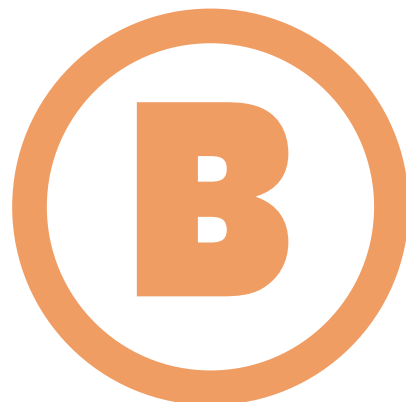
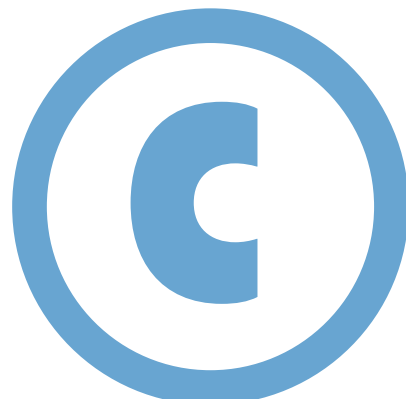

KEY PROJECTS

Sustainable Footwear Standards and Criteria

At Camper we developed an evaluation mechanism to establish the criteria for what sustainable footwear means, assigning a specific weight of materials (as a percentage) to each part of our footwear composition: upper, lining, insole, components, and sole.

Our sustainable footwear criteria are consolidated against different pillars that transversally cover the sustainability of the material, which are: responsible production, traceability of the leathers, simplification, guarantee of durability, animal welfare, and natural, recycled, and reused materials.

We apply this criteria within the design process, taking into consideration the weight of preferred materials for each part of the shoe with the aim of continual improvement. Through this process, we are able to calculate the weight of “better” materials in the whole shoe and we can grade it accordingly against categories A, B, C, and D.

CATEGORY	% OF BETTER MATERIALS	ATTRIBUTE	KEY CRITERIA AND REQUIREMENTS
<div> ADVANCED</div>	Circular	<ul style="list-style-type: none">• Circularity• Lifetime warranty	The ADVANCED product category is our highest standard. The main focus is to promote circularity by integrating a mix of components into products with the aim of closing their lifecycle and so they can be recycled as the material of new products and shoes.
<div> BETTER</div>	70-100%	<ul style="list-style-type: none">• Better raw materials• Better soles• Better components• Lower-impact finishes and final treatments only	The BETTER product category, in general, has to meet the composition criteria of 70-100% better materials. It focuses on improving various parts of the shoe, such as the sole and upper, to meet better quality, durability, and sustainability characteristics.
<div> CONSIDERABLE</div>	50-69%	<ul style="list-style-type: none">• Better raw materials• Better components	The CONSIDERABLE product category focuses on products that feature 50-69% better materials, through the combination of upper and lining. This means that these two parts are made from better components and recycled or natural materials.
<div> IN DEVELOPMENT</div>	<49% (minimum one material that is better)	<ul style="list-style-type: none">• Better raw materials• Better components	The product category IN DEVELOPMENT has at least one material that is better. This is the beginning of a journey of continuous and never-ending improvement.

LEATHER



Origin: Natural

Main use

- Upper
- Linings


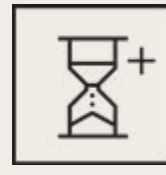



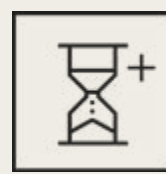



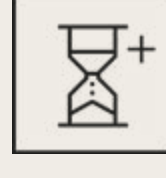






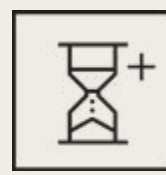

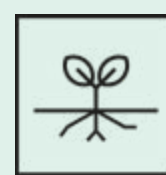


Where are we?

Leather is an essential material in our footwear due to its inherent naturalness, protective qualities, and insulation. These attributes contribute to enhanced durability. Currently, 95% of our leathers are preferred materials, from traceable *tanneries*. *The Leather Working Group Certification* considers the traceability and environmental impact of the tannery. The Responsibly Raised Leather certification begins on the farm, also giving us greater traceability about the origin, animal welfare, and environmental impact of these leathers. Additionally, we have started to work with recycled leather to promote the circularity of the skins.

Where do we want to be?

Camper prioritises enhancing processes and traceability of materials, with a key objective being the selection of leathers classified as "gold", "silver", and "bronze" in the LWG ranking. We also aim to explore circular options and utilise less chemical-intensive tanning methods to ensure our leathers are of high quality, durable, and environmentally friendly.

Contribution to product pillars

MAKE IT NATURAL			MAKE IT CARBON NEUTRAL			MAKE IT TO LAST		
Leather LWG								
<div> Biodegradable</div>						<div> Extra Durability</div>		
Free-Chrome Leather								
<div><div> Biodegradable</div><div> Better for Health</div><div> Reduced Chemicals</div></div>						<div> Extra Durability</div>		
Non-dyed leather (N)								
<div><div> Biodegradable</div><div> Better for Health</div><div> Reduced Chemicals</div></div>						<div> Extra Durability</div>		
Recycled Leather (N)								
<div> Biodegradable</div>			<div><div> Reduced Emissions</div><div> Recycled</div></div>					
Vegetable tanned leather								
<div><div> Biodegradable</div><div> Better for Health</div><div> Reduced Chemicals</div></div>						<div> Extra Durability</div>		
Responsible raised leather (N)								
<div><div> Biodegradable</div><div> Responsibly raised</div></div>			<div> Reduced Emissions</div>			<div> Extra Durability</div>		

COTTON



Origin: Natural

Main Use

- Upper
- Linings

Where are we?

We try to guarantee maximum traceability of the origin of the cotton we use. By 2022 we achieved 100% organic or recycled cotton. We have integrated new varieties with different aesthetics so that all our linings are made of recycled and organic cotton.

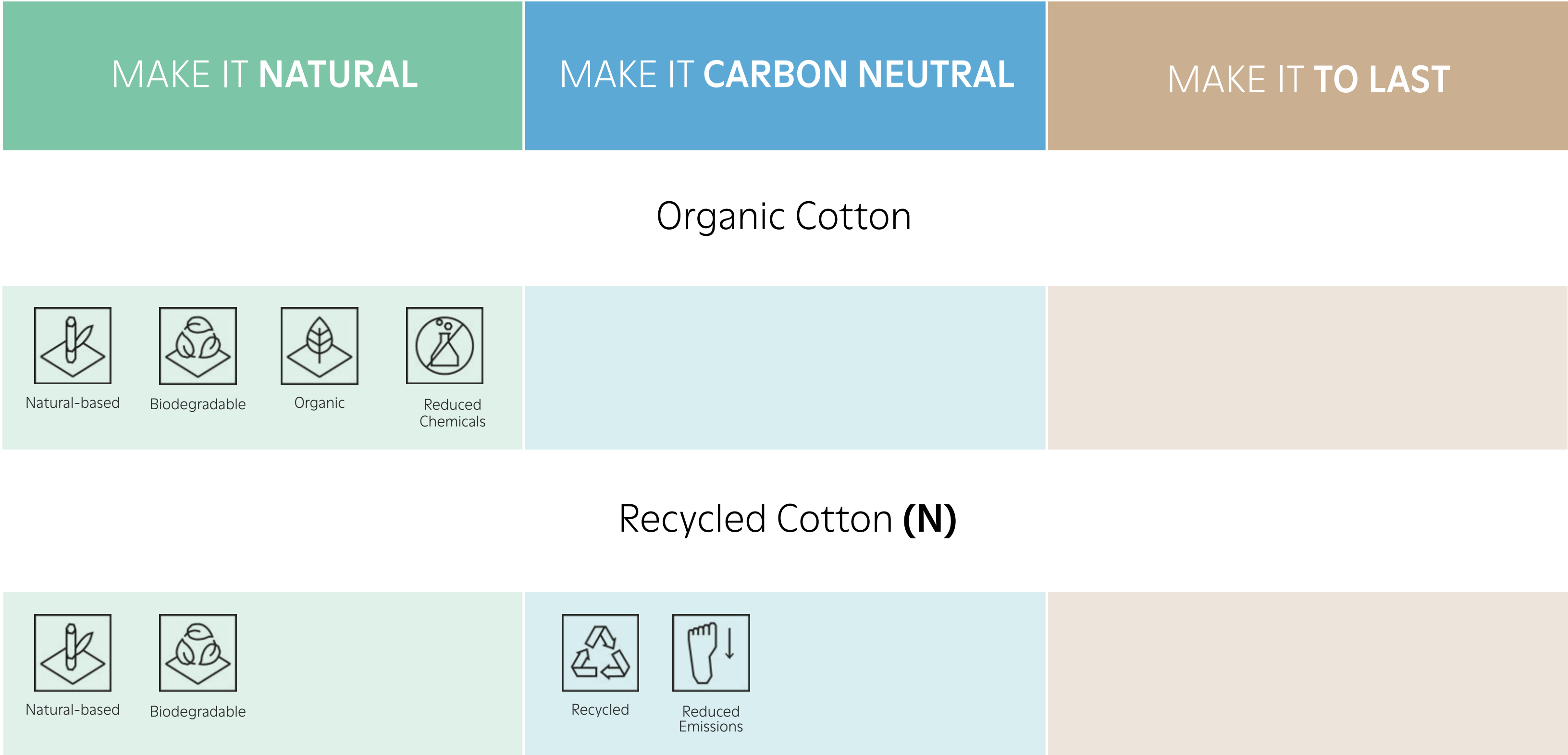
In addition, we regularly collaborate with the *Ethical Fashion Initiative* (EFI) to source better cotton grown and woven by women in Burkina Faso, West Africa.

Where do we want to be?

Maintaining our 100% record of sustainable cotton is one of our most important objectives. Our vision for 2025 is to integrate certified regenerative cotton practices.

We also want to avoid the use of hazardous chemicals. To this end, we will focus on improving the finishing and dyeing of our cotton fabric.

Contribution to product pillars



ITC | Ethical Fashion Initiative

WOOL



Origin: Natural

Main Use

- Upper
- Linings

Where are we?

The versatility and strength of wool make it a great partner for our footwear. Our wool suppliers are from the United Kingdom and New Zealand and follow **mulesing-free** practices.

This year, we have incorporated recycled wool, guaranteed by the Global Recycled Standard certificate, as one of the most sustainable options. Other highlights are the introduction of our Premium wool in collaboration with KVADRAT and a project with Llanatura, local regenerative wool from Mallorca.





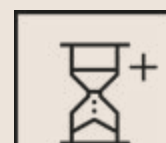




Where do we want to be?

Our aim is to further improve the traceability of all our products, in the case of wool, by considering a new responsible wool certification: *Responsible Wool Standard*.

We will also continue to focus on regenerative processes and recycling techniques, guaranteeing quality and durability of our wool.



Contribution to product pillars

MAKE IT NATURAL		MAKE IT CARBON NEUTRAL		MAKE IT TO LAST
Recycled Wool (N)				
 Biodegradable		 Recycled	 Reduced Emissions	
Premium Wool (N)				
 Biodegradable				 Extra Durability
Regenerative Wool (N)				
 Biodegradable	 Better for Health	 Recycled	 Reduced Emissions	





Origin: Natural

Main Use

- Upper

Where are we?

TENCEL™ Lyocell fibres are extracted from sustainably grown wood using a unique closed loop system. Being an entirely renewable material, it has outstanding strength and moisture absorption properties.

Extracted from controlled sources that are FSC® or PEFC™ certified, these botanical fibres are manufactured using water recycling methods that reduce their water footprint by 95% compared to conventional cotton.

With the aim of further strengthening our collaboration with TENCEL™, we introduced two new varieties of this material as a result of continuous research and experimentation to find the best solutions.

Where do we want to be?

Camper places great importance on incorporating TENCEL™ Lyocell as a sustainable alternative to synthetic materials and conventional cotton. We prioritise expanding its use in various components of the shoe by consistently integrating new materials that contain these fibres at the compositional level in each seasonal collection.

Our partnership with TENCEL™ is a key commitment for the future that we will continue to strengthen year after year.

Contribution to product pillars

MAKE IT NATURAL

MAKE IT CARBON NEUTRAL

MAKE IT TO LAST

TENCEL™ Lyocell (N)

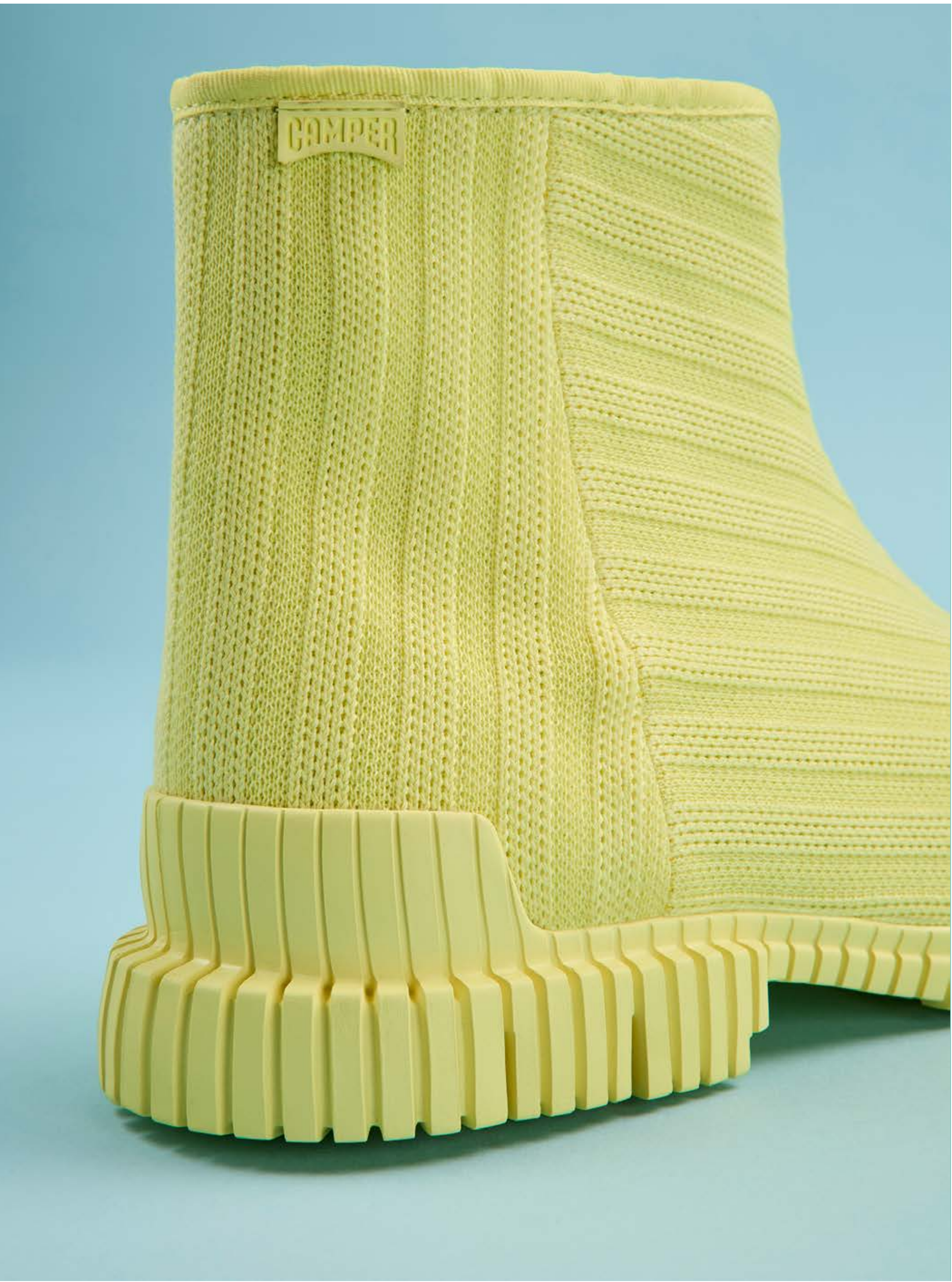
Natural-based

Biodegradable

Free of Pesticides

Better for Health

Reduced Emissions



MIRUM®



Origin: Natural

Main Use

- Upper

Where are we?

MIRUM® is one of the revolutionary new materials being introduced. It is a plant-based textile material and a pioneer in circularity, as it can be shredded and safely returned to the earth after use, being 100% plastic-free. It also contributes to the goal of reducing our carbon footprint.

MIRUM® represents a great opportunity to design high quality and durable footwear with lower impact materials.

Where do we want to be?

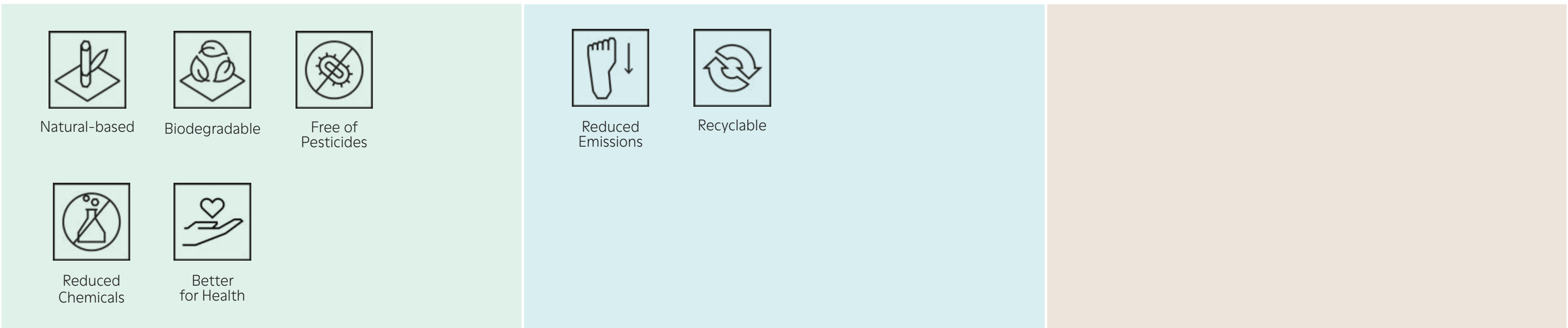
MIRUM® is a breakthrough in the progress towards a zero-waste circular activity, reducing our dependence on fossil fuels.

In the coming seasons, we will continue to promote the use of MIRUM®, opting for 100% natural materials that offer a high quality result and long-lasting performance.

Contribution to product pillars



MIRUM® (N)



OTHER NATURAL FIBRES



Origin: Natural

Main Use

- Upper
- Linings

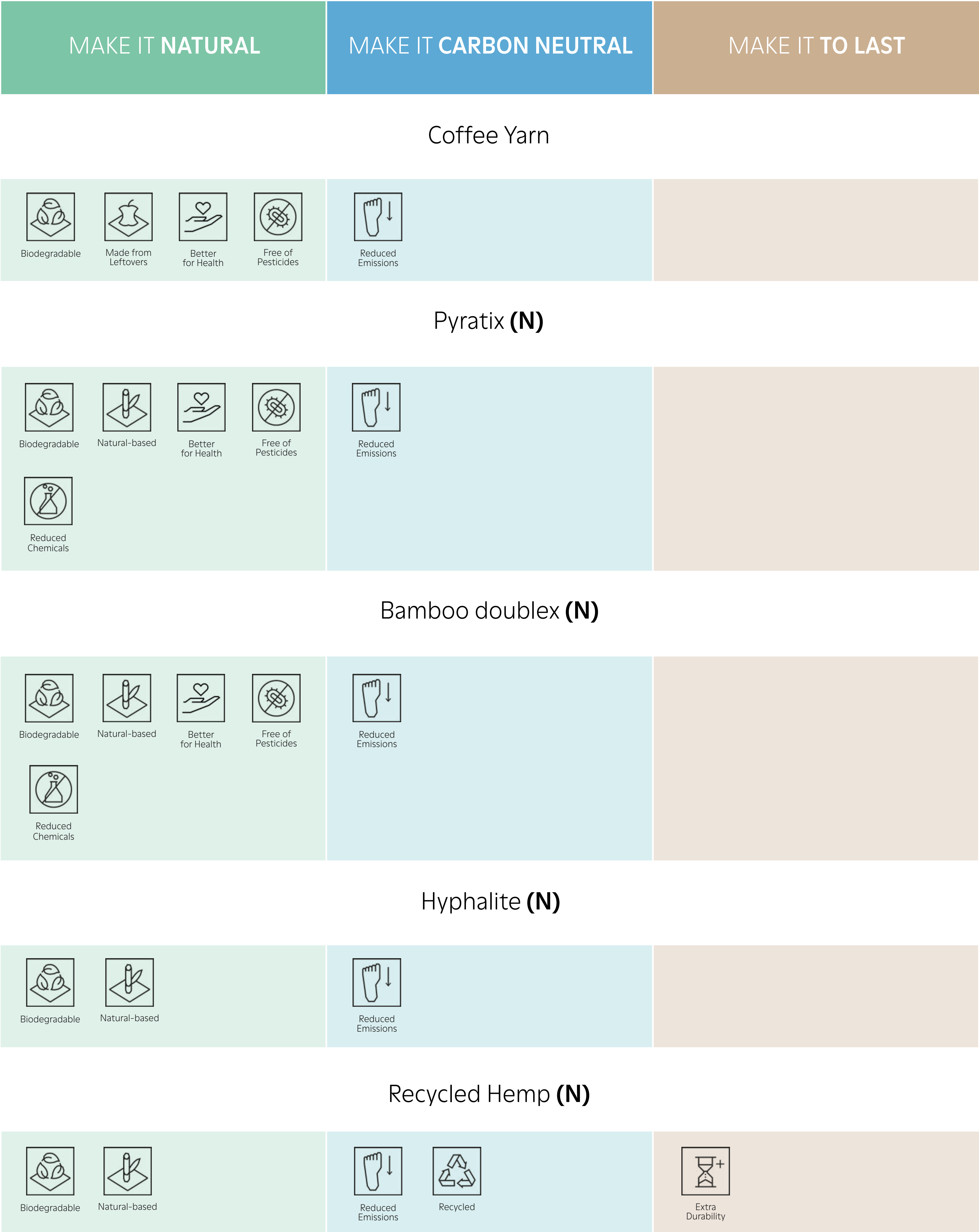
Where are we?

As we strive for greater responsibility, it is essential to consider alternative materials in place of synthetic fibres. This approach allows us to maintain our high-quality standards. Notably, we incorporate natural fibres such as coffee yarn and recycled hemp into our products.

Where do we want to be?

We continue our search for better solutions, new natural or recycled materials that minimise the use of virgin synthetic materials.

Contribution to product pillars



RUBBER



Origin: Natural or Synthetic

Main Use

- Midsole
- Sole

Where are we?

Our partners Michelin and Vibram help us to guarantee the highest quality and performance of our soles made of rubber, an extremely durable and water-proof material.

During the year, we incorporated a new natural rubber material for outsoles and midsoles: **Lactae Hevea**. This is a regenerative natural material that is totally respectful of its source: the Hevea tree. The extraction process does not weaken the tree and is carried out in an artisanal way. This new material has been part of our CAMPERLAB Island Espadrille model.

By using recycled rubber and new natural materials, we have been able to design models such as the Brutus Trek and the Drift Trail, which demonstrate how we can continue to advance material innovation processes with great results.

Where do we want to be?

To increase the percentage of better soles, we will continue to promote the use of natural and recycled rubber from responsible and traceable suppliers.

Our vision is to continue to work long term with Michelin and Vibram, for their excellence of performance and compliance with high standards of durability.



RECYCLED POLYESTER



Origin: Synthetic

Main Use

- Upper
- Linings

Where are we?

Without compromising quality and durability, we are making efforts to tackle one of the industry's significant issues and reduce the reliance on synthetic plastics, by prioritising the use of recycled polyester in our shoes. This lower-impact option maintains the same strength and high-performance properties as virgin polyester while contributing to a 50% reduction in overall energy consumption and environmental impact.

This year we have replaced our virgin polyester linings and uppers with 100% recycled polyester, using only the minimum and indispensable amount of virgin material that will guarantee the quality and durability of the shoe. Currently, only 4% of our linings and uppers are virgin polyester.

Where do we want to be?

We will continue to work to ensure the elimination of virgin plastics in our uppers, linings, and finishes through the use of recycled synthetic polymers or other natural alternatives to achieve our virgin plastic elimination target.

Contribution to product pillars



NAILON RECICLADO



Origin: Synthetic

Main Use

- Upper

Where are we?

We use recycled Nylon in footwear upper fabrics. This recycled alternative contains the same strength and performance properties as virgin Nylon whilst simultaneously contributing to the reduction of energy, water, and fossil fuel consumption throughout its treatment and production process.

Where do we want to be?

In line with our commitment to eliminate virgin plastics from our footwear, we will continue to work with materials free of virgin plastics, using recycled synthetic polymers or other natural alternatives, always prioritising the durability that distinguishes our products.

Contribution to product pillars

MAKE IT NATURAL

MAKE IT CARBON NEUTRAL

MAKE IT TO LAST

Recycled Nylon


Recycled


Reduced Emissions


Extra Durability



EVA



Origin: Synthetic

Main Use

- Midsole
- Outsole

Where are we?

While ensuring the quality and durability of our footwear, it is necessary to blend recycled components with virgin materials. However, there is one material that remains indispensable in our midsoles and soles: EVA. Its lightweight and flexible properties make it an essential component that cannot be overlooked.

In 2020, we introduced our soles made with a minimum of 20% recycled EVA and collaborated with Finproject to present a new sole made with 51% recycled EVA. Thanks to these advancements, as of today, 53% of our soles are “Better,” i.e. lower-impact.

Another highlight from Finproject is our XL EXTRALI-GHT® Organix (3.0) sole, composed of 30% bio-circular materials and 70% lightweight EVA.

Where do we want to be?

We want to continue working with the most responsible EVA options, focusing on the main use of recycled and/or natural EVA, and increase the percentage of soles that are composed of better materials, always prioritising the durability that makes our product stand out.



RECYCLED TPU



Origin: Synthetic
Main Use

- Sole

Where are we?

Our TPU soles have multiple benefits such as strength, aesthetic versatility, flexibility, abrasion, and slip protection.

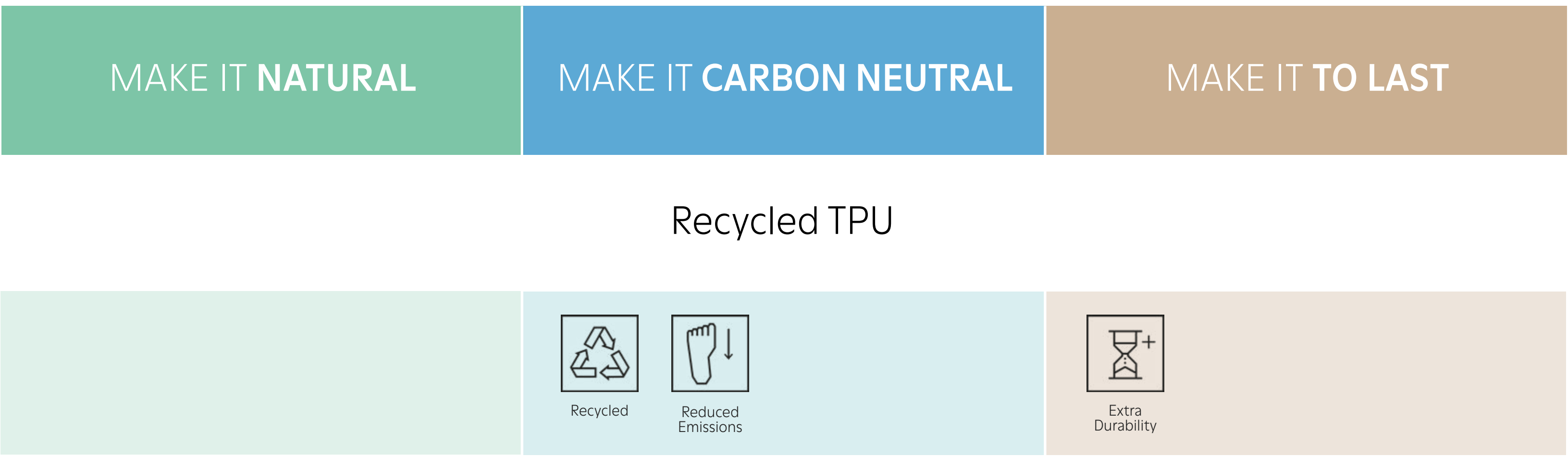
The use of recycled TPU in particular makes an important contribution to the elimination of virgin plastics from our products, thus contributing to the elimination of waste and reducing emissions.

As well as being a recycled material, it remains recyclable in all its aspects, allowing for the creation of new products after use. However, we note that, to guarantee the quality and durability of our soles, currently this material must be blended with virgin TPU.

Where do we want to be?

We will continue to work on improving the recycled TPU component that we integrate into our soles to ensure the quality and durability of our shoes.

Contribution to product pillars



Special Projects

In line with our commitment to generate a positive impact, and in relation to our materials, Camper developed four special projects in 2022.



The **Ethical Fashion Initiative (EFI)** is an organisation that fosters economic growth in emerging countries by facilitating collaborations between international brands and talented local designers, artisans, and micro-producers.

Through our partnership with EFI over several years, we have had the opportunity to collaborate with different artisans, including a collective in Burkina Faso. As a result, we have updated our iconic **Camaleon 1975** shoes, using an organic cotton fabric. The artisans skillfully applied wax to the fabric, creating intricate illustrations before the dyeing process.

This collaboration exemplifies our strong commitment to creating a positive societal impact and reflects our dedication to incorporating better, more sustainable materials in our collections, minimising our environmental footprint.

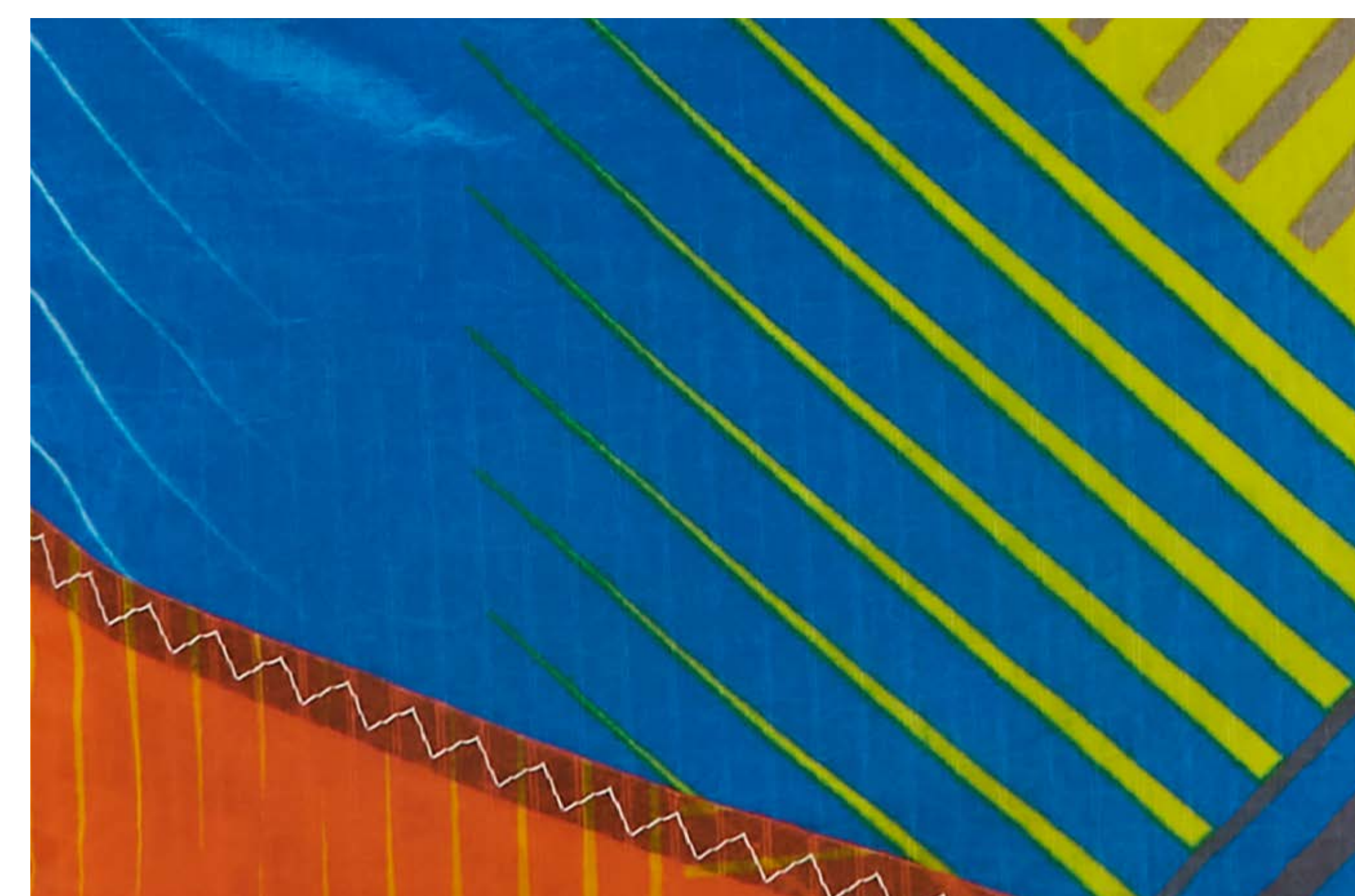
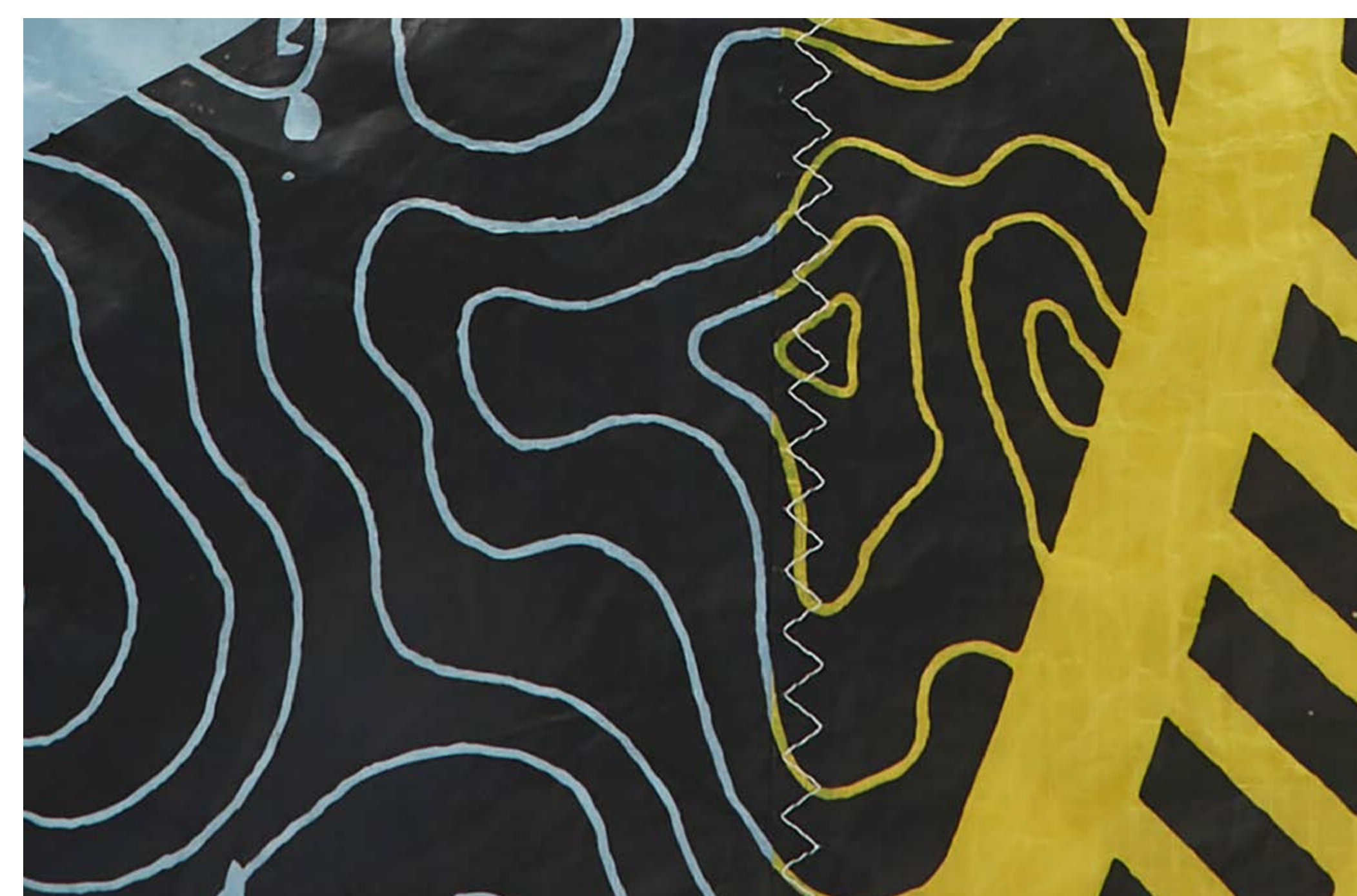
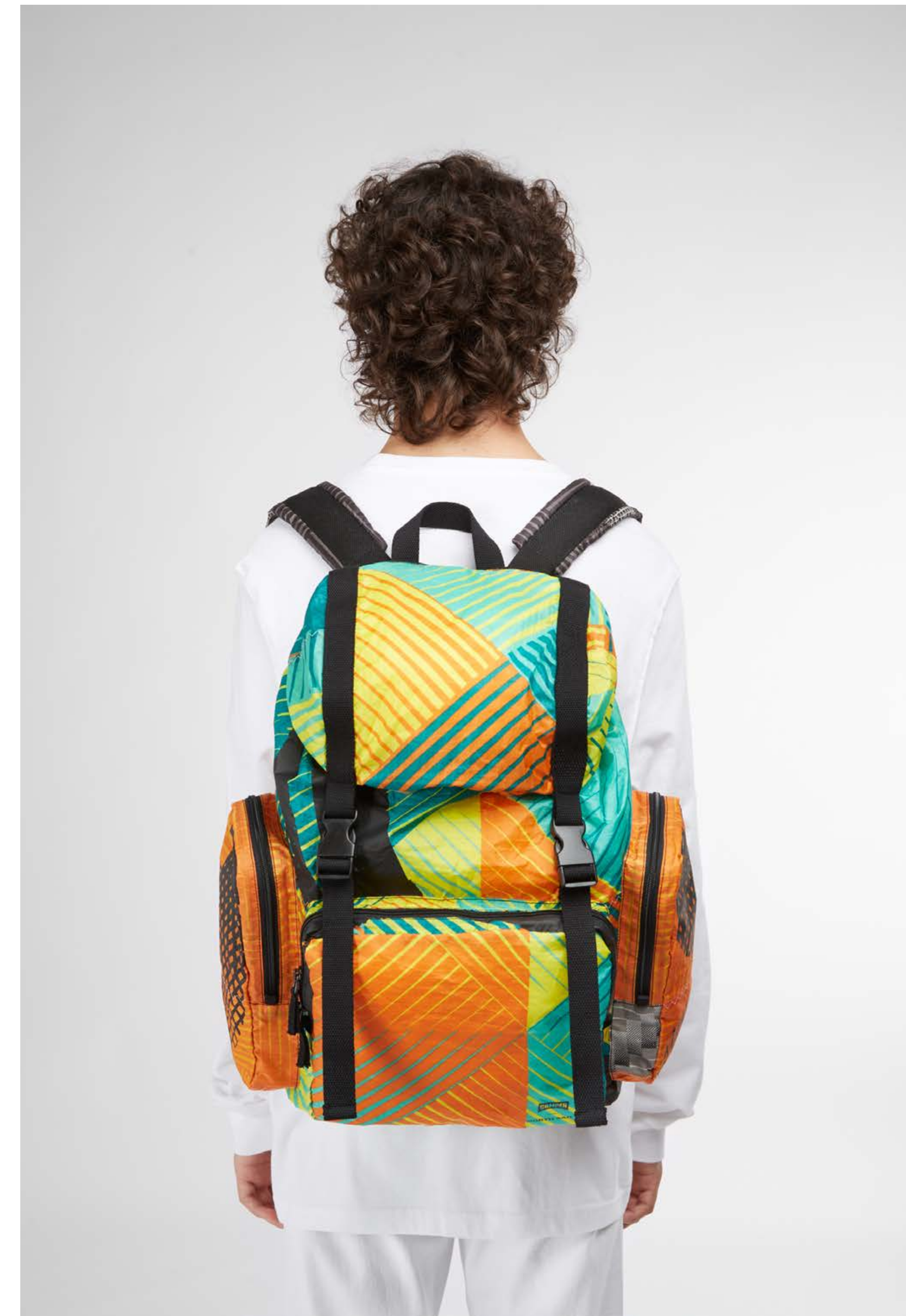


CAMPER

NORTH SAILS

Linked to our commitment to recyclability and waste reduction, we partnered with North Sails, an international manufacturer of sails and nautical clothing.

For this project we have developed a sandal, as well as backpacks and bags, using material made from recycled sails. These new components are made in our Camper workshop in Mallorca, where sails that no longer have a useful life at sea are transformed into new products.





An additional noteworthy project to highlight is the collaboration between Camper and Kvadrat, two brands that share many similarities.

Both brands possess a shared ambition to approach things differently, a determination to push aesthetic and technological boundaries, and a deep appreciation for excellent design, evident in their collaborations with some of the world's top creative minds.

Together, they have the ability to develop products that serve as universal symbols of creativity and innovation.



LLANATURA

With a shared heritage in Mallorca and reinforcing our commitment to the island, Camper formed a partnership with the Mallorcan brand Llanatura. Together, we have created a special limited edition of our iconic Wabi shoe, incorporating handcrafted regenerative processed wool. This premium material is chemical-free, dye-free, and gentle on the skin, offering an enhanced level of comfort for wearers.

Llanatura, an artisan brand based in Mallorca, holds a strong commitment to the intrinsic value of virgin wool and the regenerative process. This commitment starts with maintaining the entire wool value chain within the region, promoting bioeconomy as a response to social and environmental impacts in the Balearic Islands.

Furthermore, Llanatura's dedication to preserving traditional craftsmanship and fostering job opportunities within the local community has resulted in the creation of a unique shoe. This shoe is crafted using top-quality materials that adhere to our stringent standards of excellence, durability, and sustainability. Not only does it meet our high-quality expectations, but it also generates significant positive social and environmental impact.



Key Partners



GORE-TEX is a company dedicated to the development of technologies applicable to clothing and footwear designed for an active life.

We are proud to reinforce our long-standing partnership with GORE-TEX by introducing our innovative CRCLR shoe with the new GORE-TEX ePE membrane. It is a lightweight membrane, their most sustainable to date, that is waterproof, windproof, and breathable.



Aligned with the commitment to waste reduction, **Primaloft** is one of our key partners.

Primaloft works with post-consumer material by making recycled fibres at the end of their useful life. Its most outstanding properties are softness, breathability, and insulation for footwear designed for high-performance activities.



We first presented **TENCEL™** as one of the most innovative sustainable material solutions back in 2021. **Lenzing AG**, a leading technology textile pioneer, is a company dedicated to the development of fibres that help to maintain a balance in the natural cycle of the environment.

TENCEL™ fibres are the result of botanical innovations that are characterised by their plant origin and biodegradability. As a result, Lenzing AG solutions contribute to circularity and the reduction of waste and energy consumption.



Finproject is a company that offers innovative sustainable sole solutions with the aim of providing the highest possible level of quality.

Lower-impact designs include XL EXTRALIGHT® Sustainable+ (51% recycled EVA) and XL EXTRALIGHT® Organix (30% sugar cane): soles recognised for their comfort, lightness, resistance, and better performance than other products with the same mechanical properties.



Michelin is one of the most innovative and responsible tyre manufacturers in its industry.

Michelin provides us with rubber for our soles, a solution that gives us durability and performance in our winter footwear.



Vibram is a performance footwear company that recognises sustainability as a way of doing business through its The Sustainable Way programme.

As a key rubber supplier, Vibram adopts a holistic approach to sustainability with its six pillars of comprehensive sustainability intervention.



Ortholite is a world-renowned company dedicated to the production of insoles that improve comfort, performance, and long-term cushioning.

As our primary partner in insole production, they play a crucial role in ensuring comfort and durability in our shoes, all while developing innovative and sustainable formulas.



Natural Fiber Welding is a company that develops plant-based fibre technologies.

MIRUM® is one of the most innovative solutions in the textile industry thanks to its contribution to circularity, being a fully recyclable material. It is currently being used by Camper to evolve our Runner K21 and Brutus into less impactful footwear models.

Better Packaging

Although most of our impact is located in the production of the footwear itself, packaging is also part of the final product and involves the use of materials and energy resources in its manufacture.

In order to minimise our impact as much as possible, we have redesigned and simplified our packaging, with very satisfactory results: 95% of our shoeboxes are now made from 100% recycled cardboard, are FSC-certified, and contain no glue.

CERTIFICATIONS

- Accesories

FSC certificate *Tailien* packaging

- Hang tags

FSC certificado *Baosheng*

- Shoe boxes

FSC certificate *Tailien* packaging



KPIs

- 100% of our packaging by volume is recycled and uses recyclable paper.
- 100% of our dust bags are made from 100% recycled cotton.
- 100% of our brochures and hang tags are made from 100% recycled paper.
- 100% of our shoeboxes are made from 100% recycled paper (80% post-consumer content).

FUTURE VISION

Our Future Vision revolves around the integration of superior materials that prioritise exceptional quality and durability, while also promoting environmentally responsible practices. We acknowledge that there is still much progress to be made, but we have dedicated partners whose unwavering conviction and determination continually enhance our efforts.

KPIs 2025

- Better materials:** Design 100% of the collection corresponding to product categories A and B (more than 70% better materials).
- Certified materials:** Ensure that 100% of the materials we use are certified.
- Virgin plastic reduction:** 100% virgin plastic-free uppers and linings.

OVERVIEW

Featured Project of 2022

Our *Make it Carbon Neutral* pillar is based on the goal of reducing our carbon footprint emissions, starting from the circular design of our collections, through the selection of materials, to the closure of the lifecycle of our shoes.

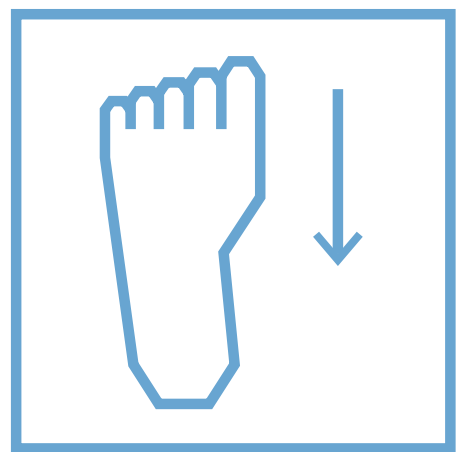
With the aim of reducing the carbon footprint of our products, we are very proud to be able to launch new innovative concepts such as *Tossu*, which currently represents one of CAMPERLAB's most sustainable and circular models.

TOSSU

Tossu consists of only six ingredients and features a sock made in Europe, which through the use of innovative direct-injection technology in its production, significantly reduces waste and has a carbon footprint 20% less than conventional shoes. In addition, while in general in footwear production the different components are joined together using glue and stitching, Tossu does not require this.

The innovation is even related to the end of use, as the reduction of the components allows this product to be fully recyclable, as, through a mechanical recycling process, the shoe can be shredded, in line with the zero-waste objective.

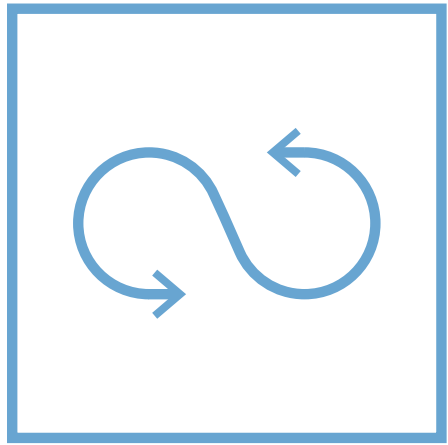
In conclusion, **Tossu** is an innovative project not only from an aesthetic and design point of view, but also from an environmental perspective, by manufacturing a shoe that not only reduces its impact on the carbon footprint, but also pushes towards circularity.



PROGRESS 2022

Our Progress

EVOLUTION OF THE "CIRCULAR DESIGN"



In 2022, we further developed the concept of circularity with the creation of designs that contribute to the reduction of impact thanks to materials, launching proposals aligned with the simplification of development, and production processes.

Kobarah and **Wabi** are part of Camper's circular design journey. During 2022, we continued to develop them, specifically for our Spring/Summer 2022 (SS22) collection.

These two models are mono-material, i.e. made from one material. By using a mould, we minimise any leftover scraps or unused portions. Additionally, when our products reach the end of their lifespan, we prioritise the recycling, reuse, and transformation of their components into new materials or products, further reducing waste generation.

These types of innovation in design and production are essential for us to achieve circularity. In this aspect, we have introduced a new form of shoe construction linked to the idea of "*simplification*", through which the upper part of the shoe is composed of a single piece, such as **Pelotas XLF** and **Peu Touring**.

These new techniques allow us to innovate towards more sustainable models that require fewer materials, generate less waste at the production stage, and are easier to recycle at the end of life. In addition, it has great benefits in terms of comfort, elasticity, and breathability.



Kobarah



Wabi Sandal



Pelotas XLF

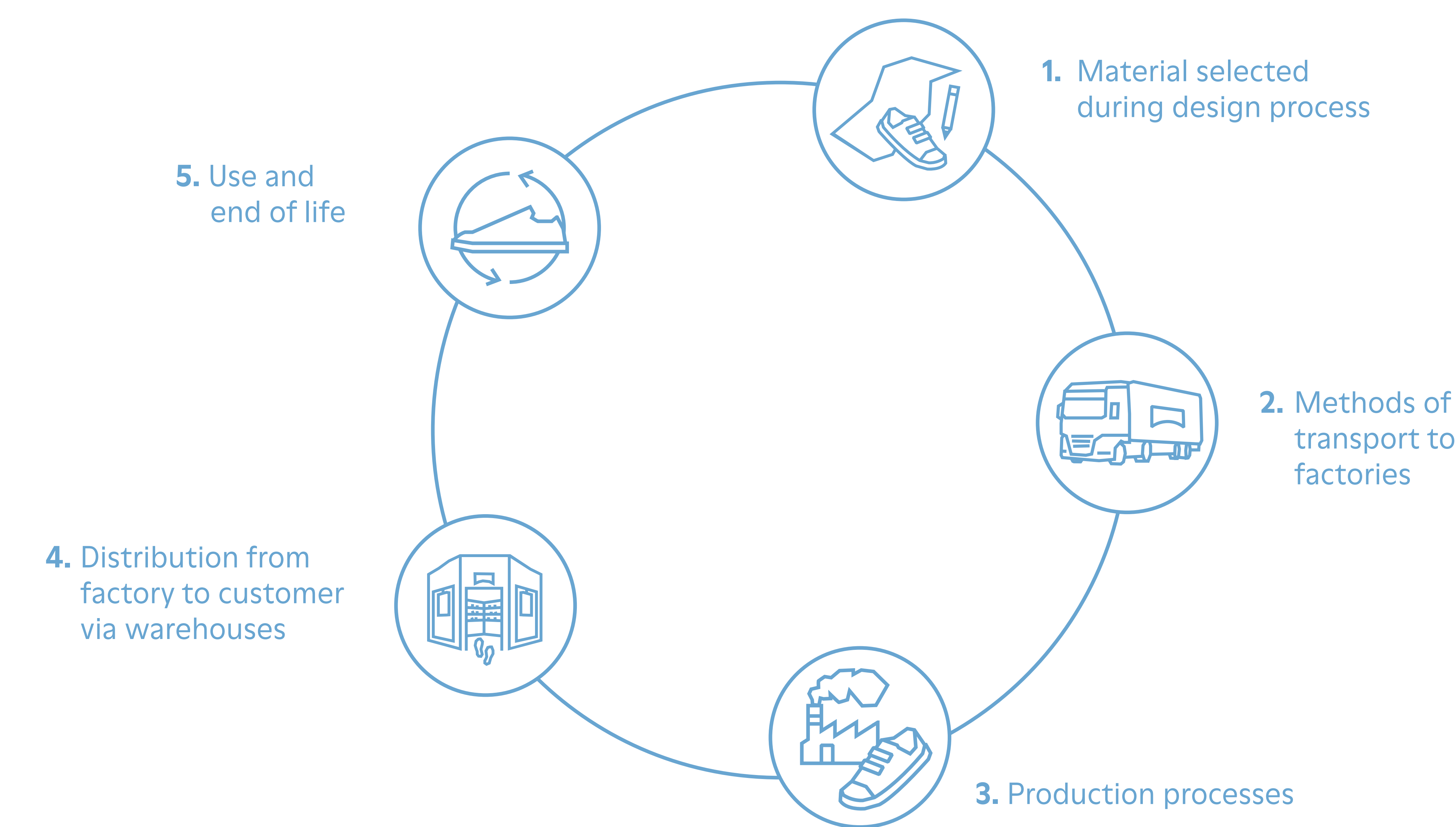


Peu Touring

KEY PROJECTS

Lifecycle Analysis

We take responsibility for our products in all life phases along our value chain. As a result, the lifecycle analysis of our products focuses on the following aspects, from the selection of materials to the end of life:



PRODUCT END OF LIFE

At Camper we want to build a new generation of shoes with less impact. We believe that our products and their components can continue to be a source of energy at the end of their useful life. Once their initial lifecycle is over, we look for alternatives to prevent our shoes from ending up directly in landfills. For example, transforming them into green energy.



Take Back

Camper has launched a **Take Back** programme to dispose of shoes as responsibly as possible, and help close the loop by extending the life of Camper shoes. Under the slogan "Camper shoes never get old. They get recycled", we encourage our consumers to return their used pairs of shoes to the nearest store to give them a second life. After collection, they are treated. It is at this point that we evaluate whether they are transformed into a new pair (**ReCrafted**), whether their components are recycled (**RePurpose**) or whether they can be repaired and donated to communities in need (**ReWorn**).

ReCrafted



Worn shoes are upgraded to be reworked into a new pair.

RePurpose



If nothing can be done, shoes are processed and converted into green energy or raw materials used for the creation of new products like outdoor floorina

ReWorn

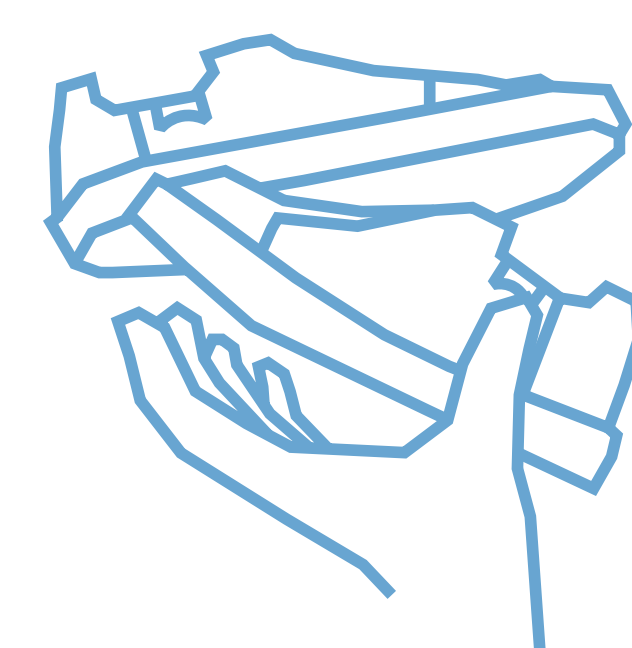


Shoes are repaired, inspected and quality-checked to be donatina to communities in need

HOW TO PARTICIPATE IN OUR TAKE BACK PROGRAMME


Derived from our project to recover shoes to give them a continued purpose, **Second Life**, the Take Back programme works in a similar way:

When you hand in your shoes, we will give you a pledge reward of up to €20 towards a future purchase on Camper.com or in any Camper store.



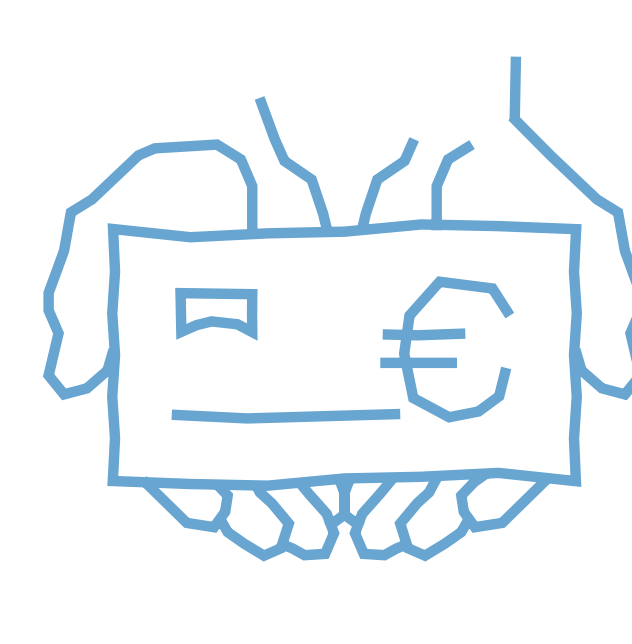
1. Select/Choose your used Camper shoes

We accept any pair of Camper shoes regardless of size, category, or condition.




2. Visit a Camper store or drop-off point

Take your shoes to one of our stores or leave them at any of our drop-off points with your pre-paid shipping label attached to the package.



3. Receive your Camper voucher

We offer you €20 credit for 1 pair and €30 credit for 2 pairs or more to use on Camper.com or in any Camper store.



4. Give your Camper shoes a second life

We make sure your shoes don't end up in a landfill and can have a chance to walk again.

WEARING A PAIR OF SHOES JUST NINE MONTHS LONGER CAN REDUCE YOUR CARBON IMPACT BY 20-30%.

FUTURE VISION

Our commitment to circularity is fundamental to moving towards an activity that leads to a reduction in the emissions we generate. Our vision is to progress in the creation of designs under circular schemes that help us to reduce our carbon footprint through the use of better materials and the simplification of footwear development and production processes.

KPIs 2025

Design for minimum impact:

Continue CO₂ reduction to reach -30% in 2030 against 2019 baseline.

Recyclability of our footwear:

20% of the collection is designed to be disassembled for easy recycling.

SUSTAINABILITY REPORT 2022

5. DESIGNING UNIQUE WALKING EXPERIENCES

5.3 Circular Design

74

OVERVIEW

Featured Project of 2022

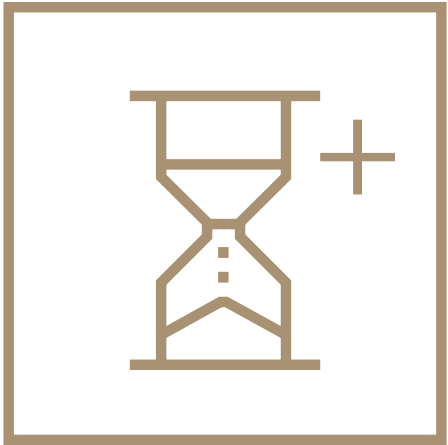
Our pillar **Make it to Last** is based on the importance of creating long-lasting products where quality and durability are the two main values. First and foremost, we are shoemakers. This means that high quality materials and craftsmanship are essential to offer long-lasting products.

We firmly believe that by increasing the durability of our products, we can actively discourage excessive consumption and thereby minimise our environmental impact. With this principle in mind, we proudly introduce Junction: a model specifically engineered to deliver exceptional durability.

JUNCTION

Junction represents a fresh concept, boasting a unique design that embodies our unwavering commitment to both quality and recyclability.

Using the best materials possible, **Junction** is designed for maximum durability. The shoe stands out for its removable rubber toe cap, which is interchangeable and easy to remove, allowing you to create your own style. It is a unique and innovative concept with a certified leather upper and a natural and recycled rubber sole. In addition, it uses the minimum amount of glue possible in its construction, allowing the shoe to be easily dismantled and given a new purpose through a recycling process at the end of its life.

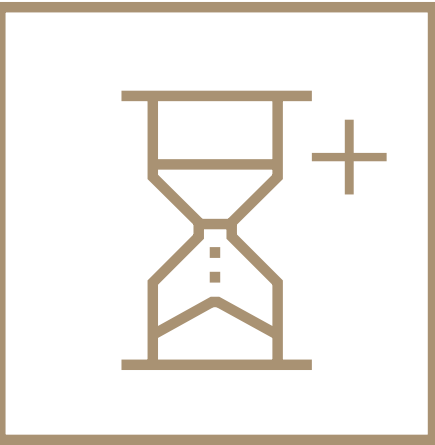


PROGRESS 2022

"Made to Last"

Camper is known for its innovative designs and exceptional durability. As part of our ambition to continuously improve season after season, in 2022 we worked on an internal tool that allows us to measure the durability of our shoes across four key aspects: flexibility, grip strength, and abrasion resistance of the sole and lining.

As a result of the tests carried out through this internal tool, and through the creation of recyclable, repairable, lifetime guarantee or circular products, 89% of our collection can be considered “Made to Last”.



89% OF OUR COLLECTION WITH AN EXCEPTIONAL LEVEL OF DURABILITY



Brutus Trek



Ground



Peu Pista



Pelotas Ariel

KEY PROJECTS

Lifetime Product Warranties

The quintessential Camper shoe that best represents the concept of durability is **Pelotas Ariel**: an iconic model that from the Autumn/Winter 2020 season has a lifetime guarantee, crafted with the highest-quality materials and made entirely in Europe.



Promoting the Maintenance and Durability of Footwear

We want to continue to travel with our customers for longer by extending the service life of their shoes. To this end, we have been providing them with *Care & Repair* resources, products, and services for shoe maintenance and care for a number of years now:

- Shoe care guidelines

[Show them Some Love](#)

This is a step-by-step guide with the keys to giving your shoes a longer and happier life. It is available on our website and all you have to do is select the material the shoes are made of to follow each step of the cleaning process and give new life to your used Camper shoes.

- Shoe care service

[Take your shoes to your local Camper store and we will make them as good as new within 24 hours.](#)

At our stores we are available to help our consumers to take better care of their shoes.

- Shoe care products



FUTURE VISION

Durability has always been an undeniable and identifying feature of Camper footwear, and we are committed to keeping it that way. Our Future Vision is to continue working to extend the life of Camper models even further, setting ourselves ambitious goals that define our course and the way forward.

KPIs 2025

Design for maximum durability: Achieve 100% of our products with level 1 durability according to our internal durability tool.

10% of our lines to have **Lifetime Guarantee**

OVERVIEW

Queremos que nuestros consumidores vivan experiencias de caminar únicas y excepcionales. Para ello, empleamos varios mecanismos para cuidar de la relación con ellos y conocer su nivel de satisfacción.

En nuestro sitio web, contamos con alternativas para que nuestros clientes se pongan en contacto con nosotros, entre otros, línea de atención telefónica, *whatsapp*, chat en vivo, formulario para registrar consultas, así como perfil profesional en redes sociales. Además, aproximadamente dos semanas después de una compra, enviamos un email de consulta de opinión. Asimismo, nos basamos en otras fuentes de información, como las reseñas de Google, el feedback de nuestros clientes y herramientas de Big Data, para monitorizar métricas de calidad y satisfacción de los clientes.

PROGRESS 2022

Our Progress

EVOLUTION OF CUSTOMER SATISFACTION SCORES

In sectors like ours it is challenging to keep customers satisfied, but at Camper we like to set ourselves ambitious targets. We work hand-in-hand with our teams to achieve them, sharing and monitoring all the results, which this year have been satisfactory.

UNIQUE CUSTOMER EXPERIENCES

KEY PROJECTS

Omni-Channel Shopping Experience

The fusion and interconnection of our physical and online sales channels consolidate the foundations of the best shopping experience. We are constantly working to improve our **omni-channel** mechanisms, which are based on three key aspects:

- **Unique inventory:** We offer our customers all the options and sizes available in our collection, regardless of the country or city, whether they want to buy in a physical store or on camper.com.
- **Service integration:** We have a service to check product availability both on the web and in physical stores.
- **Real-time updated information:** We update our store profiles on the website and Google in real time to avoid discrepancies and improve the experience.

Serving Our Customers

Our Consumer Service (CS) team is working on consolidating and improving customer services to enhance customer experiences across all available channels: camper.com, physical stores, and other points of sale.

The CS team is the direct contact for our customers. This means that they are the first to receive feedback and are the point of communication with other departments to act quickly and address areas for improvement.

2020	2021	2022	MEETING THE 2022 TARGETS	NEW TARGETS 2023
Contact rate CuCa (customer service) (Camper)				
7,90%	6,69%	6,96%	Yes	Less than 6.5
Customer first response hours (global)				
105 h	40,87 h	19,99 h	Yes	Less than 24 hour
Online product rating score				
4,3	4,3	4,26	Room for improvement	More than 4.5
Customer rating of the service received (chat)				
4,38	4,48	4,51	Yes	More than 4.5
Google Rating				
4,6	4,81	4,77	Room for improvement	4,8

Improving the Return Process

To reinforce our **omni-channel** approach, our Transport team is working on improving returns processes to ensure efficient distribution. This year, we improved the camper.com experience for returns management, enabling more than 100,000 drop-off points worldwide.

Personal Shopper

Nuestro servicio de *Personal Shopper* busca optimizar la experiencia de nuestros clientes en tiendas, acompañándolos de manera personalizada, en el proceso de compra.

En nuestra web, de manera sencilla, por medio del localizador de tiendas, se puede programar una cita virtual o física.

- **Virtual appointment**

From the comfort of your own home you can connect with the staff in store.

- **In-store appointment**

We meet you at the door of the Camper store of your choice.

Ethical Marketing Policy

At Camper we are committed to ethical marketing practices in line with relevant legislation, regulations, and self-regulatory codes, including the International Chamber of Commerce (ICC) Code of Advertising Practice. With our Ethical Marketing Policy we ensure the protection of personal data privacy, fair pricing, and the inclusion of diversity at the heart of our business.

We are aware that our advertising and marketing channels are tools of influence. Through them, we open up to the world and can become a reference point. We want to ensure that we convey fair, accurate, and honest messages, taking this opportunity to promote responsible consumption habits and proactive attitudes to create a positive social and environmental impact.

Accessibility Measures

Beyond compliance with established regulations, we place great importance on the continuous improvement of accessibility for customers with functional diversity in all our stores. The annual evaluations we carry out through our Occupational Risk Prevention Service (ORP) help us in this regard to identify our points of improvement and to progress towards a better overall experience.

FUTURE VISION

Our Future Vision is to continue to improve our customers' experience in all areas where we can add value: from our pre-sales, sales, and after-sales services, to our communication channels and accessibility measures within a retail environment, among many other aspects..

KPIs 2025

100% of stores accessible to people with functional disabilities.





6 DELIVERING RESPONSIBLE AND ETHICAL GROWTH

6

DELIVERING RESPONSIBLE AND ETHICAL GROWTH

6.1. FOCUS AND 2022 HIGHLIGHTS	82	6.2. OUR CORPORATE GOVERNANCE	83	6.3. CONSOLIDATION OF GOVERNANCE, COMPLIANCE, AND RISK MANAGEMENT MODEL	84
Commitments	82	Ownership Structure	83	Overview	84
2022 Highlights	82	Governance Structure	83	Progress 2022	84
Related SDGs	82			Key Projects	84
				Future Vision	86
		6.4. PROFITABLE AND SUSTAINABLE BUSINESS MODEL	87	6.5. STAKEHOLDER COOPERATION AND PARTNERSHIP	90
		Overview	87	Overview	90
		Progress 2022	87	Progress 2022	90
		Key Projects	88	Key Projects	90
		Future Vision	89	Commitment to Supply Chain Management	92
				Future Vision	94



COMMITMENTS

We believe that profitable and sustainable growth is crucial for the creation of shared value, and in this sense, it is important to highlight the fundamental role of companies in the development of the economy and society, and their relevance in the generation of economic value for shareholders.

Under the premise of growing profitably and generating value for all our stakeholders, we set ourselves the objective of the triple bottom line based on improving the impact of our activity in three dimensions: social, economic, and environmental. In this way, we combine the revenue we generate, the people we deal with, and the environment that surrounds us at the centre of our management culture and continuous improvement, through a rigorous decision-making process.

Through our Organisation Management System, we ensure with certainty that all areas of the business are properly managed and focused on achieving the objectives of Camper's strategic plan, including our ESG strategy.

2022 HIGHLIGHTS

KPIs

Certification **B Corp**

54% revenue from products with sustainability attributes

Embedded **company-wide ESG objectives**

Strengthened **culture of ESG**

Implementation of a **complaints channel**

Measurement and Standards

- Company ESG Audits: B Corp, Moody's ESG and Higg's BRM
- Specialist verifications: SBTi and BetterWork
- Material standards: BRM Higg Index (SAC), LWG, GRS, GOTS, FSC

Related SDG

- ODS 8:** Decent work and economic growth
- ODS 16:** Peace, justice, and strong institutions
- ODS 17:** Partnerships to achieve the goals

Our governance model defines how the company is organised, managed, and controlled. The main governing bodies are the Board of Directors, which determines strategic priorities, and the Executive Committee, which implements the Group's strategy.

At Camper Group we have established a series of governance bodies that are responsible for ensuring optimal management, safeguarding the interests of both shareholders and stakeholders.

The governance model operates under the principles of transparency, business ethics, and meticulousness, with a clear separation of functions between decision-making bodies. This extends to the execution, control, and monitoring processes to ensure the long-term sustainability of the business model. By adhering to these principles, we aim to enhance the company's value and foster the growth of our brand.

Ownership Structure

Camper's ownership structure is under the Fluxà family, which has 100% control of Forch Med, S.L.

Forch Med, S.L. is the majority shareholder of Camper, S.L., owning 65% of the company's share capital. Likewise, two groups belonging to different branches of the Fluxà family have equal stakes in the remaining 35%, through the companies Sayglo Holding, S.L. and FYD 2001, S.L. Their shareholders are the following: 1. Lorenzo Fluxà Rosselló (35.00%), 2. Lorenzo Fluxà Ortí (10.00%), 3. Miquel Fluxà Ortí (10.00%), 4. Aina Fluxà Ortí (10.00%), 5. Other minority shareholders (Sayglo Holding, S.L. and FYD 2001, S.L., each with 17.50%).

OUR CORPORATE GOVERNANCE

Governance Structure

In 2022, the committee structure has undergone some changes. The Tax Committee is now part of the Compliance Committee, and this year we have terminated the function of the Crisis Committee, which was born out of the pandemic in 2020 during a need for immediacy in decision-making.

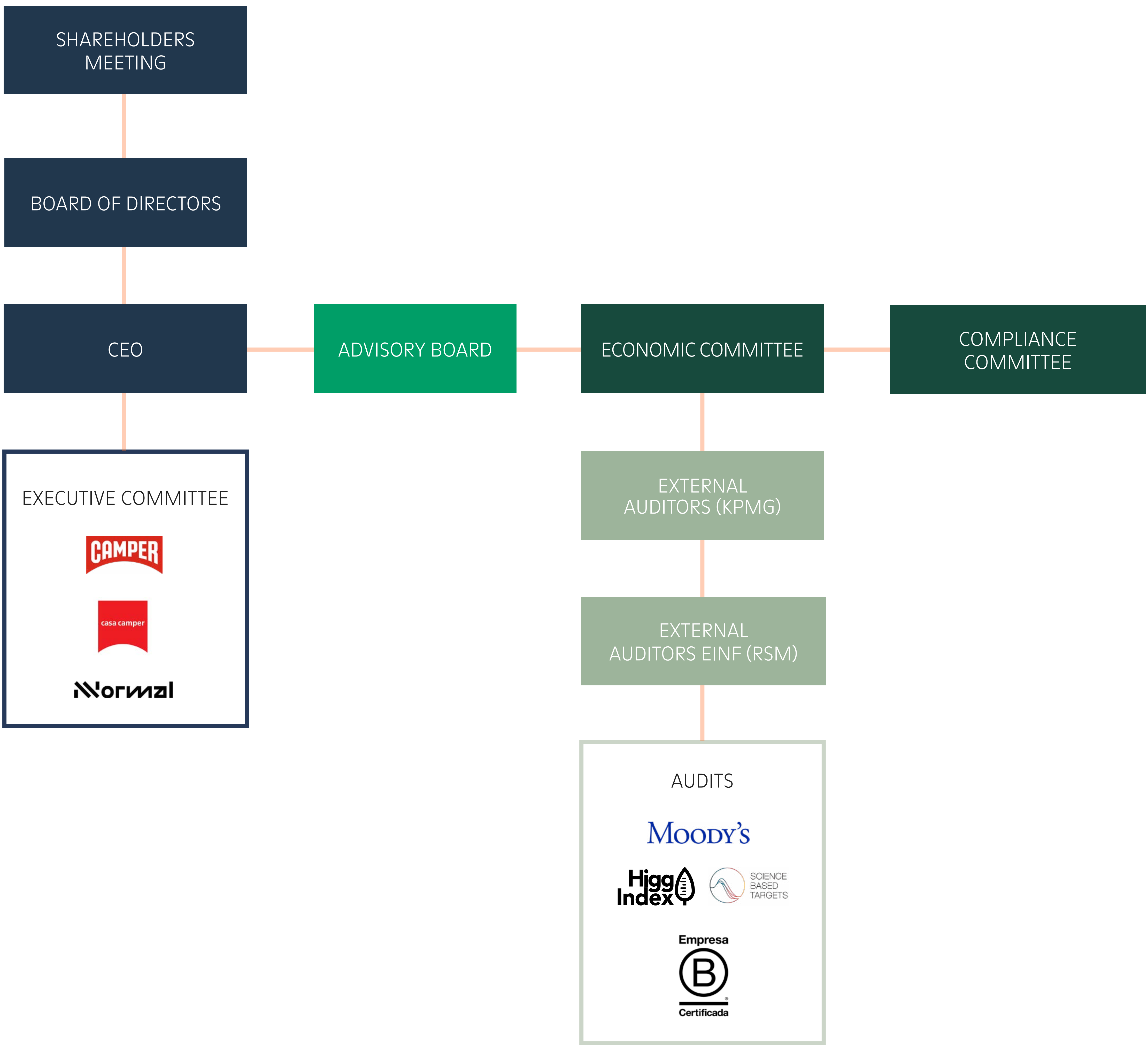
However, we have maintained our Advisory Board, which was initiated in 2021 as a consultative body, and which has met four times during 2022 to work on the Group's strategic vision.

COMPOSITION OF THE BOARD OF DIRECTORS OF CAMPER

- 1. Forch Med, S.L., represented by Miquel Fluxà Ortí (managing director and chairman), 2. Lorenzo Fluxà Ortí (secretary), 3. Miquel Fluxà Ortí (as an individual), 4. José Luis Zarraluqui Darder, 5. FYD, S.L., represented by Maria Isabel Fluxà Domené, 6. Sayglo, S.L., represented by Gloria Fluxà Thienemann.

COMPOSITION OF THE CAMPER EXECUTIVE COMMITTEE

Miquel Fluxà Ortí - <i>CEO</i>
José Luis Luis Salas - <i>Deputy CEO</i>
Álvaro Egido de la Hera - <i>Chief Commercial Officer (CCO)</i>
Cecilia Llorens Bobadilla - <i>Product Design Director</i>
Gloria Rodríguez García - <i>Brand Director</i>
Jaime Estela Somoza - <i>Consumer Director</i>
Enar Lazcano Alberdi - <i>Chief Operations Officer</i>
José Ignacio Lugo Rojo - <i>Chief Financial Officer</i>
Irene García Rodríguez - <i>People and Culture Director</i>



OVERVIEW

The consolidation of our management model aims to govern a decision-making process that puts the Group's ownership and responsibility at the centre. This objective specifies our management and continuous improvement culture, which is based on the analysis of opportunities and risks of our activity and is supported by certain compliance mechanisms that help us to reinforce our corporate culture, values, and ethical behaviour, aligned with the current regulatory framework.

PROGRESS 2022

Our Progress

EVOLUTION OF THE RESULTS OF THE CODE OF CONDUCT TRAININGS

ESG Training for all

Our Code of Conduct and Ethics encompasses the values, principles, and behaviours that we at Camper demand and expect all our employees, partners, managers, and other collaborators to comply with and respect.

This year we wanted to expand our ESG training for all teams. The focus has been on training new recruits on the Code of Conduct and Ethics, as well as developing specific training for the entire company on our ESG strategy. In addition to this, Diversity and Health and Safety topics have been addressed.

KPIs

632 people trained in ESG strategy
• 243 from Corporate and 389 from Retail.

KEY PROJECTS

Governance Model

Transparency, business ethics, and rigorous decision-making are the founding principles of our governance model, which is based on the following five pillars:

- 1 . Code of Conduct and Ethics
- 2 . Corporate Policies
- 3 . Risk Management System
- 4 . Organisational Management System
- 5 . Compliance System

Complaints Channel

At Camper, we had proactively implemented a whistleblowing channel even before the enactment of Law 2/2023, which governs the protection of individuals who report regulatory violations and combat corruption. This channel is accessible to all stakeholders, regardless of their role or position, 24/7 through our intranet and website. It empowers individuals to report any irregular or unethical behaviour that contradicts the principles outlined in our Internal and External Code of Conduct and Ethics, as well as Camper's mission and values. Additionally, we provide employees with a suggestion box to address any inquiries or incidents related to the Code.

The management of our whistleblowing channel is outsourced to an external company, which ensures anonymity, confidentiality, and security throughout the whistleblowing process. We also have a Whistleblowing Committee, which reports to the Compliance Committee and meets quarterly to monitor the channel and implement improvement measures resulting from the complaints received.

KPIs 2022

8 incidents received in the complaints channel, 100% of which have been resolved or have ended in withdrawal by the complainant (no follow-up).

By Category:

- Harassment at work: 3
- Human Rights: 2
- Working day: 2
- Diversity, Equity, and Inclusion: 1

Status:

- 3 have been withdrawn by the complainant
- 2 corrective measures have been implemented by the People & Culture
- 2 did not proceed due to insufficient evidence
- 1 has been resolved through People & Culture

Corporate Policies

This year we have taken a new approach to the organisation of our Corporate Policies, management mechanisms, and tools in order to highlight our commitments to our various stakeholders and to simplify their consultation.

OUR COMMITMENTS	KEY CORPORATE POLICIES, MECHANISMS AND MANAGEMENT TOOLS		SUPPORT POLICIES
Creation of Lasting Value	<ul style="list-style-type: none">Organisational Management SystemCamper Group Privacy PolicyCompliance PolicyPrevention of Money Laundering Policy	<ul style="list-style-type: none">Risk Management PolicyAnti-Corruption and Bribery Policy	
Commitment to Our Team	<ul style="list-style-type: none">Personnel PolicyHealth Promotion at Work PolicyOccupational Risk Prevention Policy	<ul style="list-style-type: none">Equality, Diversity, and Inclusion PolicyAnti-Harassment Policy	<ul style="list-style-type: none">Employee HandbookPerformance Evaluation ProcessRecruitment and Talent Loyalty PolicyDisciplinary RegimeBonus Policy – Headquarters and OfficesBonus Policy – RetailTime and Leave PolicyInternal Communication and Participation Policy
Strong and Solid Relationships	<ul style="list-style-type: none">Ethical Marketing PolicyCamper Group Privacy PolicySupplier Code of Conduct	<ul style="list-style-type: none">Purchasing PolicyProcurement and Purchasing Guides	
Duty in Society	<ul style="list-style-type: none">Conflict of Interest PolicyESG PolicyHuman Rights PolicyPersonnel Policy	<ul style="list-style-type: none">Supplier Code of ConductDeclaration on Modern Slavery (UK – Australia – USA)Donations and Sponsorship Policy	
Promise to the Planet	<ul style="list-style-type: none">ESG PolicyEnvironmental Policy		<ul style="list-style-type: none">Transport Policy

Risk Management System

A Risk Management System helps us define, identify, manage, and control all internal and external risks in the overall context of the organisation. Our model consists of three lines of defence based on best practices in risk management and control, which integrates, coordinates, and aligns all support and assurance functions to manage in the most efficient way all present and potential risks that may affect us.

Modern Slavery Statement

In 2022 we published our Modern Slavery Statement for the first time in compliance with the requirements of the Modern Slavery Act which applies to our operations in the UK, Australia, and the US. This statement is an annual publication to report on our actions to respect and comply with human rights across our business. We are continually taking steps to identify, prevent, and mitigate modern slavery in our operations and supply chain through risk analysis across all stages of our value chain, where we monitor incidents against our code on forced labour, child labour, working hours, freedom of association and collective bargaining, health and safety, discrimination, harassment and abuse, and bribery and corruption, through:

- Line management processes
- Health and safety incidents
- Cases from the whistleblowing channel
- Compliance Committee reports
- Supply chain escalation (through audits, etc.)

Finally, we can say that, according to the fiscal year covered by the declaration, during 2021 there were no incidences of modern slavery in any of our activities or within our value chain.



FUTURE VISION

We want to consolidate our governance model by extending it to the entire Camper Group, integrating the ESG strategy and defining our impact purpose. Our vision is to continue to enrich our corporate culture through the implementation of our ESG Action Plan 2023-26, in compliance with current and developing regulations, which is a major change in the current global context, such as the **European taxonomy** of sustainable activities, dual materiality, and the Corporate Sustainability Reporting Directive (CSRD). To this end, we will continue to conduct ESG ratings linked to sustainable finance to maintain a high level of governance maturity according to current Moody's ESG and B Corp standards.

KPIs 2025

Maintain a high B Corp score in the impact area of Governance.

OVERVIEW

We believe that, in order to talk about shared value, it is essential to recognise the important role of shareholders. Value creation starts with investments that strengthen the foundations of futures that contribute to the well-being of both society and the environment.

At Camper, we proudly carry a family legacy that spans four generations. As we strive to achieve long-term growth that is both profitable and sustainable, we recognise the importance of safeguarding the interests of our shareholders.

OUR IMPACT BUSINESS MODEL

Impact business models (IBMs) are recognised categories by the B Impact Assessment (BIA) that identify business models intentionally designed to generate positive outcomes in society.

At Camper, the impact of our business model stems from the sustainability attributes of our products. In other words, these attributes are characteristics that make our products better through the materials we use, such as natural, recycled, and responsibly sourced materials. That is why when we talk about sustainable revenues, we refer to the profits obtained through products that possess these attributes and positively impact our environment and society.

In this way, we have three types of applicable IBMs at Camper:

- **Resource conservation:** We use materials that reduce the use of resources and/or limit waste disposal to landfills (E.g. recycled materials like cotton, rubber, and TPU, among others).
- **Land/wildlife conservation:** We use materials that preserve or restore natural resources and/or protect animals (E.g. TENCEL™, MIRUM®, mulesing-free wool, among others).
- **Toxin reduction:** We use materials that reduce or remedy toxicity or contamination (E.g. organic cotton and regenerative wool, among others).

PROGRESS 2022

Our Progress

EVOLUTION OF SUSTAINABLE REVENUE PERFORMANCE

We have prioritised the implementation of our design strategy to develop collections that facilitate the majority of our revenues coming from sales of products with improved sustainability attributes based on B Corp’s Impact Business Model. The results speak for themselves.

KPIs	2020	2021	2022
% revenue from sustainable products	39%	46%	54%



KEY PROJECTS

B Corp, a Truly Global Movement

B Corp is a global movement that builds on **the power of business to respond to today's social and environmental challenges**. The B Corp philosophy stems from the vision that companies not only compete to be the best in the world, but also want to be **the best companies for the world**.



WHAT IS B CORP?

- **A certification based on a standard of best business practice assessment:** B Corp is not a certification based on minimum standards, but is one of the most demanding certifications in the field of sustainability on a global level, therefore, it leads us to visualise the highest practices and criteria.
- **A management tool:** Through the certification process and the B Corp assessment tool (B Impact Assessment – BIA) we have been able to identify and manage both the areas in which we already have a positive impact and those in which we need to improve.
- **A community with a shared vision:** Becoming a B Corp is also about joining a community of nearly 5,000 companies worldwide, in 79 countries and 154 industries, dedicated to the same vision and goal:

REDEFINING THE MEANING OF BUSINESS SUCCESS.



WHAT DOES B CORP PROVIDE US WITH?

- **Credibility and recognition.**
- **Competitive differentiation** and access to new customers and markets.
- **Continuous improvement** processes and benchmarking with other companies.
- **Legal protection of our mission.**
- Attracting **talent** and improving corporate culture.
- Being part of a **community of companies** with a common purpose.
- Reducing risks and ensuring that the **future prosperity** of the business is maintained.

The B Corp Evaluation

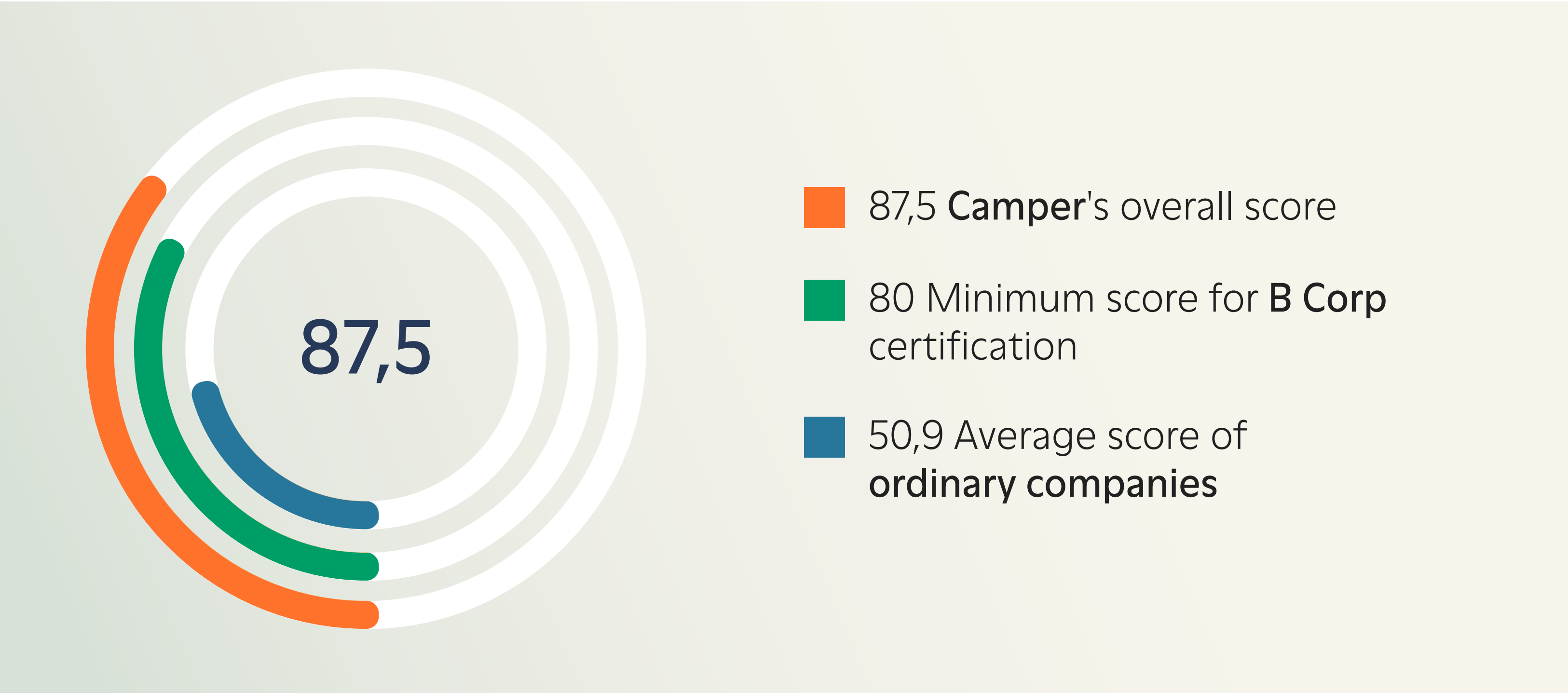
The B Corp assessment is based on a holistic approach, taking into account the social and environmental performance of the company as a whole. Through its core tool, the B Impact Assessment (BIA), it measures both the operational impact and the **overall impact of the business model** on different stakeholders. The impact areas that consolidate the B Corp assessment are as follows:



In this way, we are inspired and work under the motto "Doing impactful things (business model) in an impactful way (operations)".

Our Results

Based on the B Corp assessment, Camper has obtained an overall score of 87.5. The average score of companies completing the assessment is currently 50.9.



FUTURE VISION

Our Future Vision is to continue to grow sustainably, profitably, and organically. To this end, we want to continue to foster our impact business model, focusing on aligning our ESG strategy with the company's strategic plan, generating profitability and economic growth based on revenues from better criteria and sustainable sources.

KPIs

- 2023: EBITDA growth (200M and 10%+)
- 2026: 75% of revenues will come from products with a sustainable approach.



OVERVIEW

Cooperation and partnership are key to jointly creating shared value. In this sense, our objective is to continue building and maintaining lasting and solid relationships with our stakeholders through continuous communication, transmitting transparency and trust in our actions. As a consequence, our actions in measuring and evaluating standards are fundamental.

In 2022, we successfully underwent three ESG audit processes, with the last two conducted under rigorous audit and verification conditions. These audits included assessments such as Moody's ESG Rating, B Corp certification, and third-party verification of the Higg's Brand Retail Module. Furthermore, we obtained specialist verification (SBTi) for our carbon measurement and targets. These achievements reflect our commitment to transparently measuring and improving our environmental, social, and governance performance.

STAKEHOLDER COOPERATION AND PARTNERSHIP

PROGRESS 2022

Our Progress
MOODY'S ESG RATING PERFORMANCE

Moody's ESG governance results visualise our efforts to strengthen and improve our governance model, which is guided by the principles of transparency, business ethics, and rigour:

KPIs evolution			
Moody's ESG Rating	2020	2021	2022
Governance	39 points	37 points	42 points



KEY PROJECTS

Transparency of Our ESG Practices

During 2022, we focused our efforts on providing greater transparency in the communication of our ESG practices, which is why we submitted our 2021 Sustainability Report and the *Sustainable Apparel Coalition (SAC) Higg Brand Retail Module (BRM)* for third-party verification. Furthermore, one year after becoming a signatory to the *United Nations Global Compact*, we published our Progress Report for the first time.

Evolution of KPIs			
Results (*)	2020	2021	2022
Brand Retail Module (BRM) de Higg -Environment	51,6 points	59,6 points	70,1 points
Brand Retail Module (BRM) de Higgs - Social	46,3 points	58,5 points	61,6 points
Moody's ESG Rating	32 points	41 points	46 points

(*) The results of each report correspond to the previous fiscal year. In the case of 2020 and 2021 the results have not been verified by a third party, unlike 2022's, which have been verified.

MOODY’S ESG RATING

In order to promote responsible investment and sustainable value creation, Moody's¹¹ ESG is a rating and research agency that assesses the integration of environmental, social, and governance (ESG) issues into the strategies, operations, and management systems of organisations.

Thanks to the results of the ESG Rating, we can analyse our positioning vis-à-vis the market and benchmark companies in order to further improve our results and provide our stakeholders with a transparent and objective view of our performance.

HIGG BRAND & RETAIL MODULE (HIGG BRM)

Developed by the *Sustainable Apparel Coalition* (SAC), the Higg BRM tool is our compass in assessing the social and environmental performance of the different stages of our value chain: from the extraction and sourcing of raw materials, to the end of life of our products.

Through Higg, we are able to identify and assess sustainability risks and impacts in 11 key areas within **three pillars**:



Signatory of the United Nations Global Compact

In 2021, we signed the United Nations Global Compact, becoming proud partners of the Spanish Global Compact Network to further promote and contribute to the **Sustainable Development Goals** (SDGs) in our sector.

During the year, we published our first UN Global Compact Progress Report, highlighting Camper's support. Last year, we extended our efforts outlined in the Sustainability Report with a short self-diagnosis provided by the Global Compact to declare our contributions to the UN SDGs. In this regard, we provided descriptions of relevant actions and/or policies related to:

GOVERNANCE

HUMAN RIGHTS

ENVIRONMENT

EMPLOYMENT LAWS

FIGHT AGAINST CORRUPTION

¹¹ (*) Moody's Corporation acquired Vigeo Eiris (V.E) in 2019 and since 2020 is officially part of Moody's ESG Solutions group. The V.E brand name is now retired and replaced by Moody's ESG.

COMMITMENT TO SUPPLY CHAIN MANAGEMENT

Sustainable Procurement Model

Our Sustainable Procurement Model demonstrates our strong commitment to responsibly manage all environmental, social, and governance issues in our supply chain. Through it, we define our control and monitoring guidelines to contribute to responsible manufacturing and distribution processes and raise awareness among our partners and suppliers.

This model is made up of **three fundamental pillars**:

1 .Supplier Code of Conduct

The Supplier Code of Conduct sets out standards and commitments for our suppliers to provide fair, safe, and non-discriminatory workplaces that do not harm workers, the community, or the environment.

2 .Procurement Policy

Nuestra Política de Compras abarca las directrices y los mecanismos de control para gestionar y realizar compras en cada área de la cadena de suministro.

3 .Procurement Guides

We guide all the people involved in the purchasing and procurement processes in different areas of the company (materials, manufacturing, logistics, retail, and corporate services) in the selection, management, and monitoring of our suppliers.

Likewise, the consolidation of our **Sustainable Procurement Model** is fed back on the basis of the following supplier selection, management, and monitoring mechanisms:

ESG assessment of suppliers

Before selecting our suppliers, we evaluate them on ESG issues.

Adherence to the Supplier Code of Conduct

We ask our suppliers to comply with our ESG commitments.

ESG questionnaire designed by Camper

We assess supplier performance through our ESG questionnaire.

ESG platforms and audits

We encourage our suppliers to join ESG audit platforms, along with external audits.

KPIs

- **85% of our production** is made in factories that are part of the **Sustainable Apparel Coalition (SAC)**
- 100% of our Tier 1 suppliers committed to our **Supplier Code of Conduct**
- 100% of our Tier 1 suppliers have completed the **ESG Questionnaire**

Our Factories

The long-term relationship we have with our factories is strong and stable, giving us a thorough understanding of the entire production process. We strive to work with only the most reputable factories we can find, adhering to the highest standards in terms of quality and transparency. Our factories uphold our core human rights and environmental principles and are fully committed to ensuring compliance. This includes ensuring that every person, at every step in our supply chain, is treated fairly and with dignity. In this regard, we do our utmost to ensure an environment free of discrimination and prejudice for all our employees and partners.

After a long break due to COVID-19, this year it was a pleasure to revisit our factories in Vietnam and celebrate the 15th anniversary of our partnership with our partner Greenland, producing more than 14 million pairs of shoes over the years.



MLS Textiles 1992 (Spain)



Jefar (Portugal)



Golden Star (Vietnam)



Greenland I (Vietnam)



Greenland II (Vietnam)

ESG Audits and Specialist Verificatons

Since 2020, we have strengthened our social strategy for the factories we work with, asking them to join the *Sustainable Apparel Coalition* (SAC) and carrying out specialist checks through initiatives such as *Better Work*.

SUSTAINABLE APPAREL COALITION (SAC)



Has over 250 leading apparel, footwear, and textile brands, retailers, suppliers, service providers, non-profit organisations (NGOs), and others. The SAC is a global alliance that joins forces to work towards reducing environmental impact and promoting social justice throughout the global value chain.

The Coalition provides industry with the Higg Index, a toolkit for measuring social and environmental impacts across the value chain, to help identify areas for improvement of current practices, strengthen sustainability performance, and promote the transparency demanded by consumers.

BETTER WORK



The result of the union of various groups in the garment industry, with the partnership of the UN International Labour Organisation and the International Finance Corporation (a member of the World Bank Group), Better Work is a programme for the improvement and respect of human rights and working conditions of workers in garment companies.



FUTURE VISION

We want to continue achieving a positive trend in the results of our ESG assessments. In addition, we will place emphasis on sharing these results and our best practices with our key stakeholders.

KPIs 2025

Share the results of our ESG assessments with 80% of our Tier 1 suppliers and key accounts.

7 PRESERVING AND CONSERVING NATURAL RESOURCES

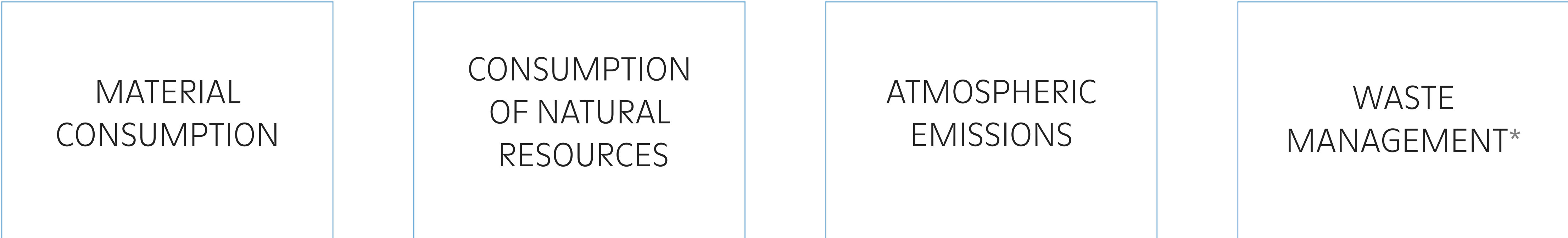
7 PRESERVING AND CONSERVING NATURAL RESOURCES

7.1. FOCUS AND 2022 HIGHLIGHTS	97	7.2. MANAGEMENT OF ENVIRONMENTAL IMPACTS	98
Commitments	97	Overview	98
2022 Highlights	97	Progress 2022	98
Related SDGs	97	Commitment to Carbon Neutrality	99
		Key Projects	101
		Future Vision	103

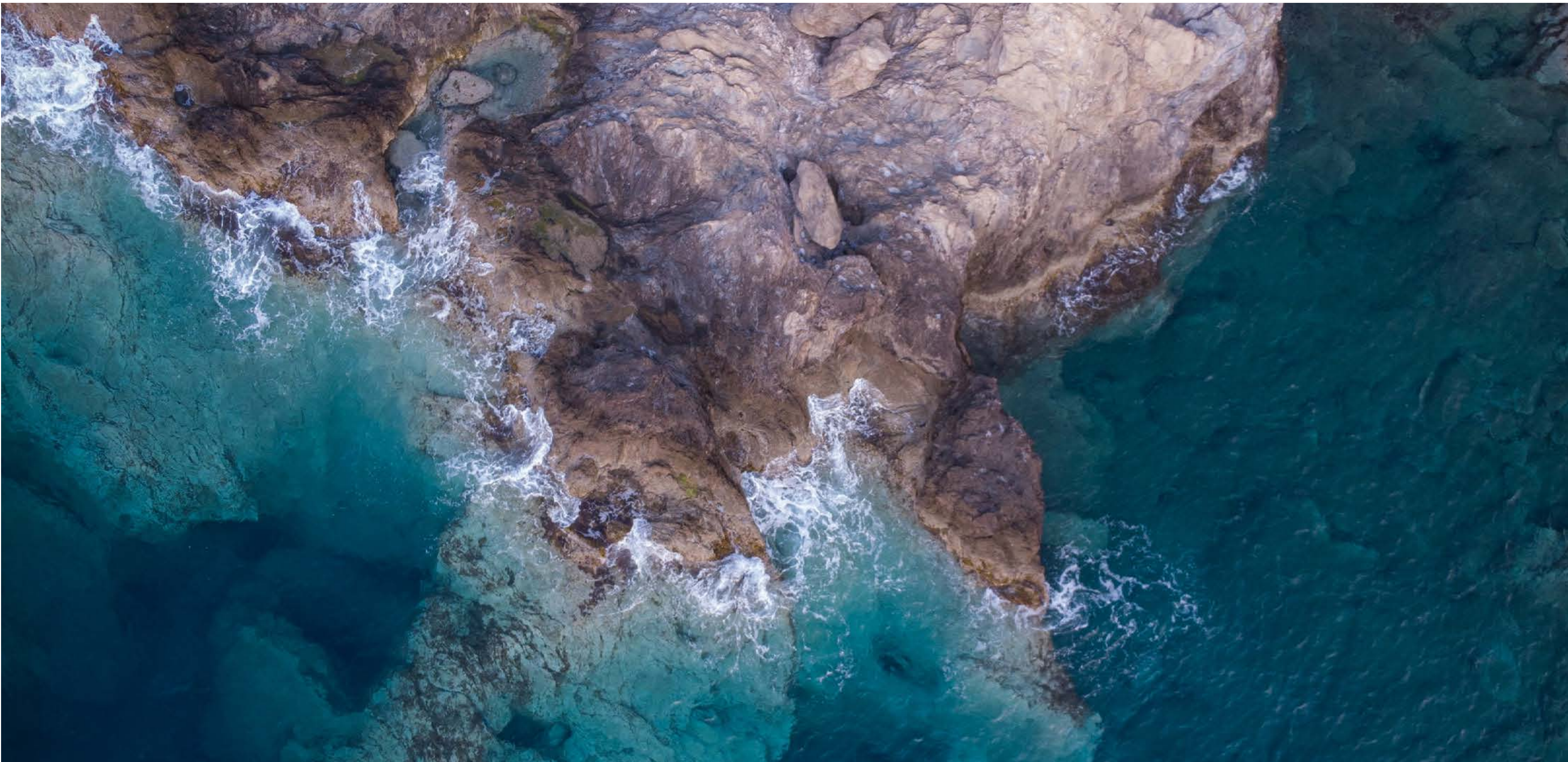
COMMITMENTS

At Camper, we have a strong commitment to minimising our environmental impact on the planet. In order to achieve this, we actively seek alternative methods to reduce, and whenever possible, eliminate the consumption of resources in our operations. This is facilitated through the implementation of our *Environmental Management System* (EMS). The EMS plays a crucial role in identifying, assessing, and documenting the most significant environmental aspects of our activities and products.

The scope of our EMS is mainly based on four environmental aspects, taking into account criteria of magnitude, frequency, and hazardousness in order to establish measures for continuous improvement:



(*) Waste management is the least significant environmental aspect for our operation, both at product and facility level.



2022 HIGHLIGHTS

KPIs

- Our carbon emission reduction targets (50% for Scopes 1 and 2, and 30% for Scope 3 by 2030) have been validated by the Science Based Target Initiative (SBTi).
- We are one of the first companies to sign the NET-ZERO commitment to achieve carbon neutrality by 2050.
- We have offset 800 tCO₂e from our Scopes 1 and 2; 40 tCO₂e more than last year.
- 40% of our direct energy consumption comes from renewable energy sources.
- We have developed a method of calculating our water footprint, which will be used for the first time in the Spring/Summer 2023 season.

Related SDGs

- ODS 6: Clean water and sanitation
- ODS 7: Affordable and clean energy
- ODS 13: Climate action



OVERVIEW

We strive to minimise our impact in activities that contribute to higher emissions, as well as significant water and energy consumption. Each year, we strive to enhance our operations and become more environmentally responsible.

Our *Environmental Management System* (EMS) plays a crucial role in identifying the areas where our activities have the greatest impact. By analysing the results, we can assess our current position and develop practical measures to work towards our objectives and reduce our overall environmental footprint.

PROGRESS 2022

Our Progress
REDUCING EMISSIONS

Against a baseline year of 2019, we reduced our Scope 1 and 2 emissions by 46% by 2022. These refer to direct and indirect emissions that are generated as a result of our own business activity (market-based).

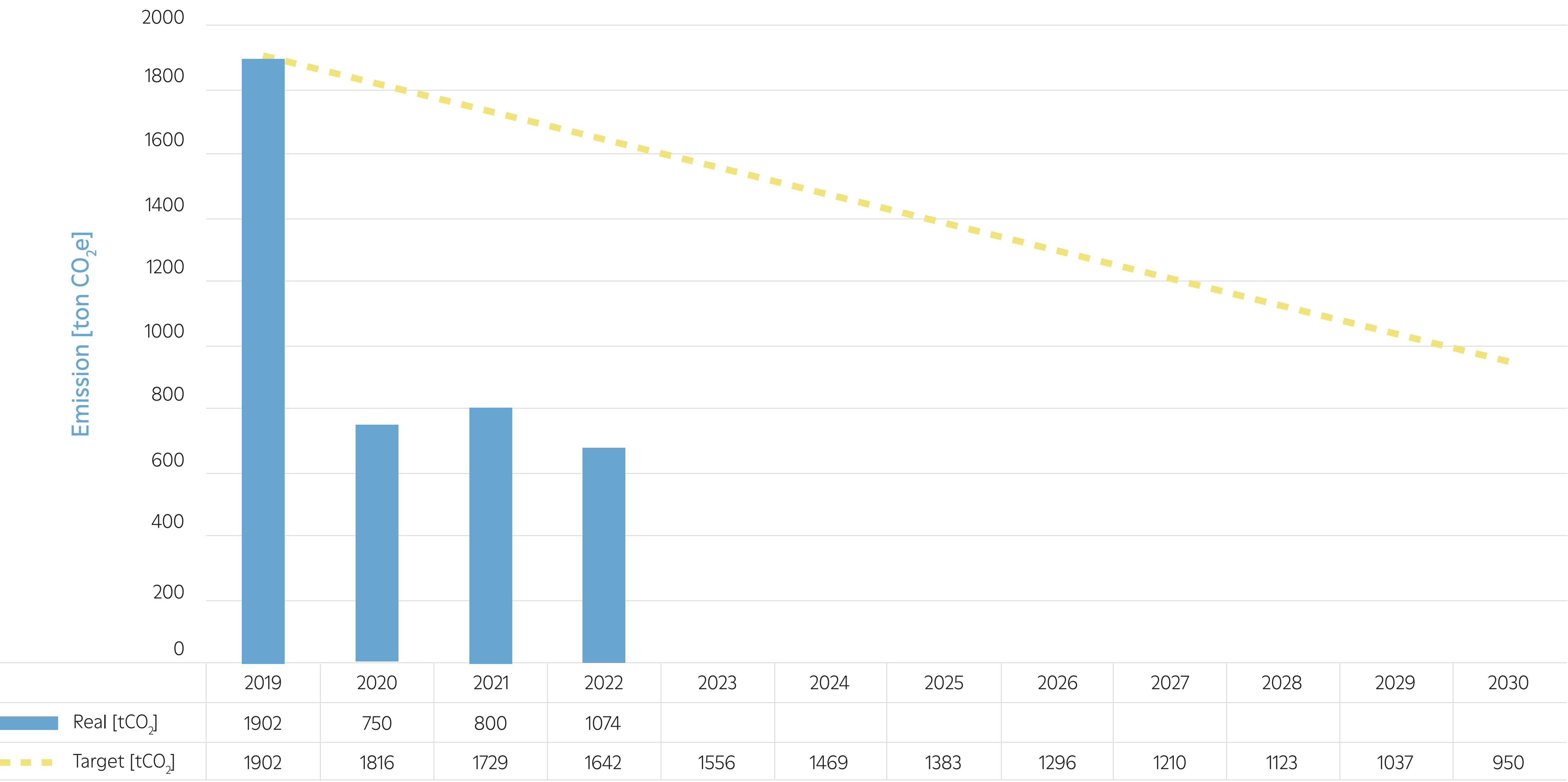
Scope 3 emissions, on the other hand, are those emissions also generated during the value chain of our product, but which are the result of the activity of suppliers or customers. In this case, our scope 3 emissions have been reduced by 13% against the baseline of 2019.

Emission reduction KPIs

% reduction of Scope 1 and Scope 2 emissions	46%
% reduction in Scope 3 emissions	13%

Here is a visual representation depicting our advancements in decreasing Scope 1 and 2 emissions over recent seasons, using 2019 as a baseline, alongside the target established by SBTi for 2030. It is important to note that the increase in emissions observed in 2022 is a result of the restoration of Camper's production activity, following a prolonged period of disruption caused by the pandemic.

Annual Reduction: 6%
SCOPE 1+2 ABSOLUTE EMISSIONS REDUCTION




COMMITMENT TO CARBON NEUTRALITY

Acknowledging that the fashion industry is the second most polluting sector, trailing only the energy industry, Camper is fully aware of the necessity for transformative action. With annual growth projections of approximately 5% in the global apparel and footwear market until 2030, we recognize the critical importance of making a resolute commitment to curbing our carbon emissions. We intend to achieve this by establishing science-based reduction targets, thereby addressing the environmental impact associated with our operations.

Joining Science Based Target initiative SBTi and the Set Reduction Targets

The **Science Based Target initiative** (SBTi) is a partnership between the **CDP**, the United Nations Global Compact, the **World Resources Institute** (WRI), and the **World Wide Fund for Nature** (WWF), which promotes the private sector to take climate action by setting science-based emission reduction standards and targets.

We joined the SBT initiative in June 2021, developing our decarbonisation plan, where we defined our short and long-term goals based on science, correctly articulating the resources available to us and properly designing the processes to achieve them.

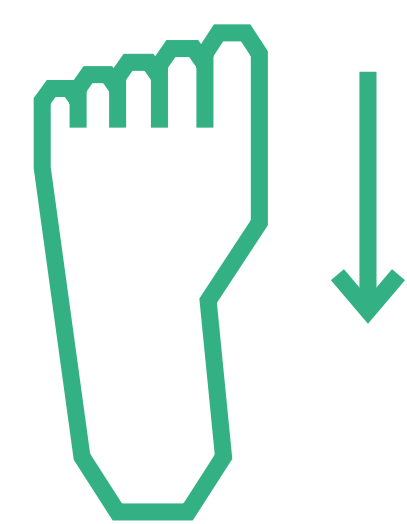
NEAR TERM TARGETS (2030)	
 SCIENCE BASED TARGETS	
Scopes 1 and 2 Direct emissions & Energy Consumption	Scope 3 Product-related emissions
<p>“Camper commits to reduce absolute Scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year “</p> <p>50% REDUCTION BY 2030</p>	<p>“Camper aims to reduce Scope 3 Product related Purchased Goods 30% by 2030 from a 2019 base year “</p> <p>30% REDUCTION BY 2030</p>



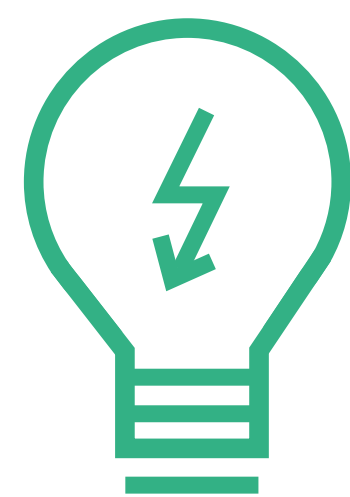
Moving Towards Carbon Neutrality

Within the fashion industry, a prominent initiative aiming for carbon neutrality is the Fashion Industry Charter for Climate Action. This charter aligns with the emission reduction targets established by the SBTi: a 30% reduction in GHG emissions by 2030 and achieving net zero carbon emissions by 2050. At Camper, we fully support these goals and are actively engaged in pursuing them, ensuring continuous progress on our sustainability journey.

TO DATE, WE HAVE:



CALCULATED our carbon footprint, starting with our own operations (Scopes 1 and 2). This is the first step towards achieving real and measurable targets based on following the science.



REDUCED OUR energy use, at our headquarters and in our warehouses.



IDENTIFIED alternatives introducing renewable energy sources in our offices and shops in Spain, and working towards a green future for the rest.

As part of our carbon footprint calculation, we also analyse the impact of our collection to further improve our material selection and production processes.

CARBON FOOTPRINT OFFSET

One of the methods for achieving carbon neutrality is the offsetting of our carbon footprint. We support two offset projects in the Brazilian Amazon rainforest: in the Acre region and on the island of Marajó. Thanks to the support of the **Reflora Initiative**, we have been able to assess the environmental and social impact of the projects, which has ensured transparency of the results. To date, we have successfully offset 800 tonnes of CO₂, which is equivalent to an area of 78 football fields.

BETTER TRANSPORT

One of the conflicts we face is our growth: as our operations expand, so do our emissions. With transportation accounting for more than 5% of our carbon footprint, last year we started working on alternatives to reduce this impact. In 2022, we are maintaining our DHL GoGreen programme, through which 186,561 shipments have been made, representing a total offset of 2,196 tonnes of CO₂.

KPIs evolution

	2019	2020	2021	2022	% reduction vs. 2019
Scope 1	42 tCO ₂ e	32 tCO ₂ e	47 tCO ₂ e	35 tCO ₂ e	-17%
Scope 2	1,860 tCO ₂ e	719 tCO ₂ e	753 tCO ₂ e	645 tCO ₂ e	-65%
Total Scopes 1+2	1,902 tCO₂e	751 tCO₂e	800 tCO₂e	680 tCO₂e	-64,3%
Scope (Product)	36,371 tCO ₂ e	27,512 tCO ₂ e	24,191 tCO ₂ e	30,827 tCO ₂ e	-15%
Total Scope 3	42,296 tCO₂e	32,314 tCO₂e	30,293 tCO₂e	36,614 tCO₂e	-13%
TOTAL EMISSIONS	44,198 tCO₂e	33,065 tCO₂e	31,093 tCO₂e	37,294 tCO₂e	-16%

* 2021 and 2022 Total Scope 3 emissions are still in draft version

KEY PROJECTS

Energy

Energy resources play a key role in our environmental impact, as they are present in a significant way across our operations. In order to mitigate the impact they can have on climate change, at Camper we have various programmes focused on energy efficiency, and as a result, on reducing our consumption.

WE ARE WORKING TO SAVE ENERGY

The various improvements implemented in stores and warehouses have also made a very positive contribution to this transition towards a more responsible and cleaner use of energy. Thanks to our LED lighting system and the change of sensors to promote energy efficiency in our distribution centre in Spain, we have reduced our energy consumption by 11% compared to 2019, globally (including stores and hotels). To continually enhance our energy-saving efforts, we have established a target for 2025 in which we aim to transition 50% of the lighting system in Camper facilities to LEDs. This objective reflects our commitment to improving energy efficiency and reducing environmental impact.

KPIs evolution				
	2019	2020	2021	2022
Total energy consumption	17,843 Gj	9,305 Gj	13,676 Gj	15,796 Gj
Electricity consumption	16,912 Gj	8,653 Gj	12,699 Gj	15,183 Gj
Total renewable energy consumption	2,604 Gj	3,708 Gj	6,547 Gj	6,495 Gj
% renewable energy consumption of total electricity consumption	15.3%	43%	52%	43%
% renewable energy consumption of total energy consumption	14.6%	40%	48%	40%

The various improvements implemented in stores and warehouses have also made a very positive contribution to this transition towards a more responsible and cleaner use of energy.

Energy Consumption Reduction					
Energy sources	2019	2020	2021	2022	% 2022 vs. 2019
Electricity (Gj)	16.912	8.653	12.699	15.183	10%
Propane (Gj)	295	83	165	110	63%
Diesel (Gj)	31	19	10	10	68%
Natural gas	605	551	802	494	18%
Total	17.843	9.305	13.676	15.796	11%

Thanks to our LED lighting system and the change of sensors to promote energy efficiency in our distribution centre in Spain, we have reduced our energy consumption by 11% compared to 2019, globally (including stores and hotels). To continually enhance our energy-saving efforts, we have established a target for 2025 in which we aim to transition 50% of the lighting system in Camper facilities to LEDs. This objective reflects our commitment to improving energy efficiency and reducing environmental impact.

IT'S NOT JUST ABOUT US

Reducing energy consumption and energy efficiency is a challenge that affects our entire value chain. From our interconnectedness and the influence we can have on our large network of partners and suppliers, we recommend and support them in joining initiatives such as the Sustainable Apparel Coalition (SAC) so that they can make progress in achieving their environmental goals. In addition, in the case of our main suppliers, we ask them for information regarding their energy consumption in order to identify savings and reduction improvements, and accompany them on the road to energy efficiency.

Waste

At Camper we know the importance of proper waste management. We are committed to legislative compliance, along with the vision to go one step further with actions focused on the goal of zero waste to landfill. As a collective responsibility, we try to transfer this focus to our entire workforce, as well as our suppliers and contractors to minimise the impact of our supply chain.

Along these lines, in order to responsibly manage the waste derived from our products, we are in a period of testing to find the best solution for recycling shoes at the end of their useful life. In 2022, we did not send any shoes returned by our customers to landfill, or recover energy from them.

We also promote the reduction of the use of chemicals that are potentially harmful to the planet. Our **Restricted Substances List (RSL)** is an example of this, through which we are able to identify chemicals and avoid their use in our production processes. However, when the use of chemicals is necessary, we apply them under industry best practice standards, in compliance with the strictest legal requirements.

As part of our holistic waste reduction programme, with a special focus on virgin plastic, we work on waste minimisation from our products and packaging to the facilities at our headquarters in Inca and our distribution centre:

In our shoes

Within our 2022 collections, we have **eliminated the use of virgin plastics** in our linings and uppers.

In our warehouse

We only use **natural rubber** as a substitute for sealing and strapping so that we provide our **packaging with more sustainable components**.

In our shops

Cardboard is the most commonly generated waste and has a simple **separation and recycling system**.



Water

The environmental footprint of our activity also includes the impact generated by the use of water resources.

WATER FOOTPRINT

In order to establish and define improvement objectives and practices, in 2022 we began developing the method for calculating the water footprint, which will be implemented for the first time in the Spring/Summer 2023 season (SS23).

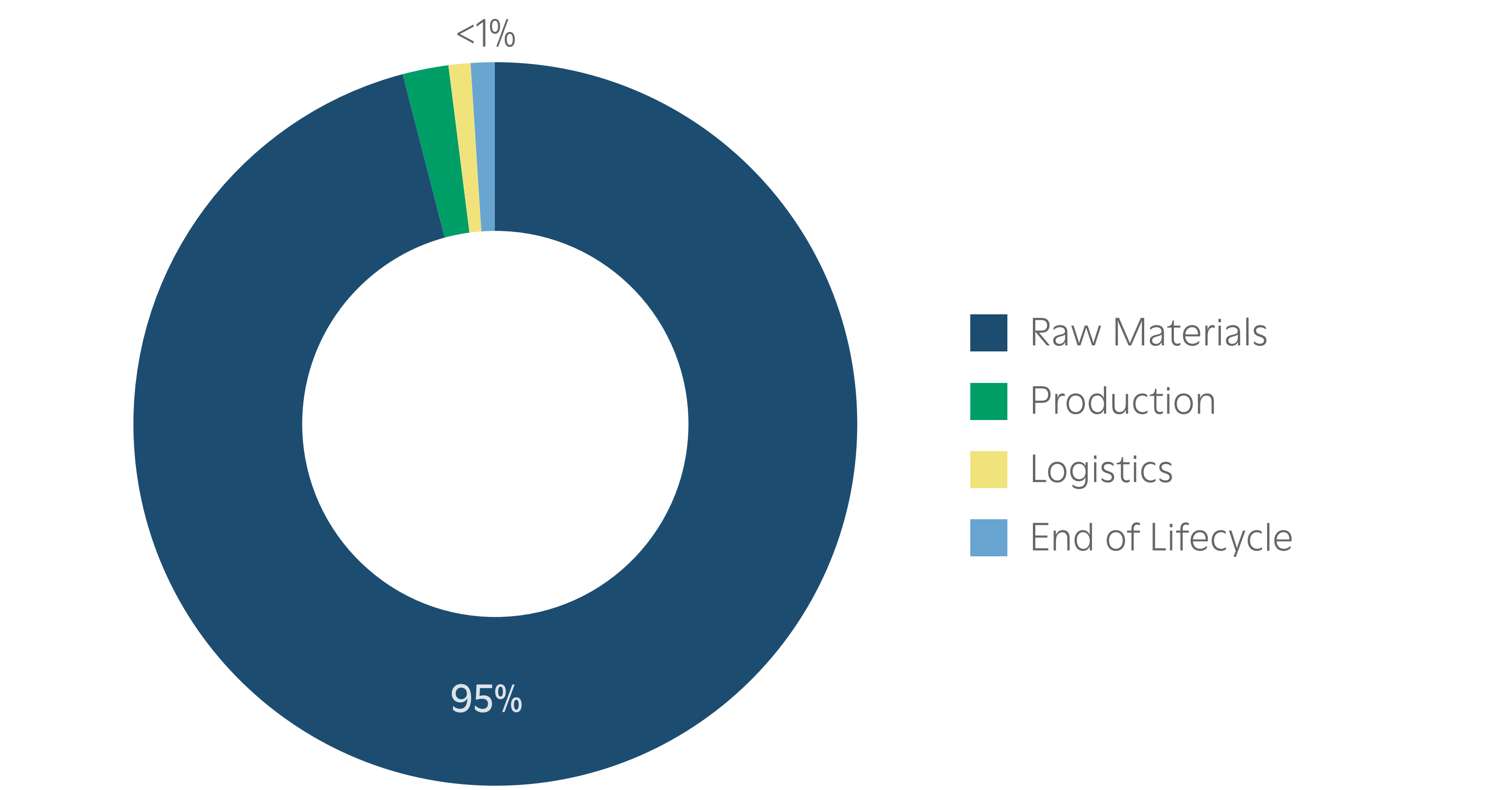
Our calculation method will assess the impacts associated with water use, availability, and pollution, and we will apply it to materials, new collections, and the product lifecycle. For this, we use the **AWARE (A**vailable-**W**ater-**R**emaining) lifecycle impact assessment method as a reference, in which the water scarcity footprint represents water consumption weighted by the water scarcity index.

Water Scarcity footprint [m³] =

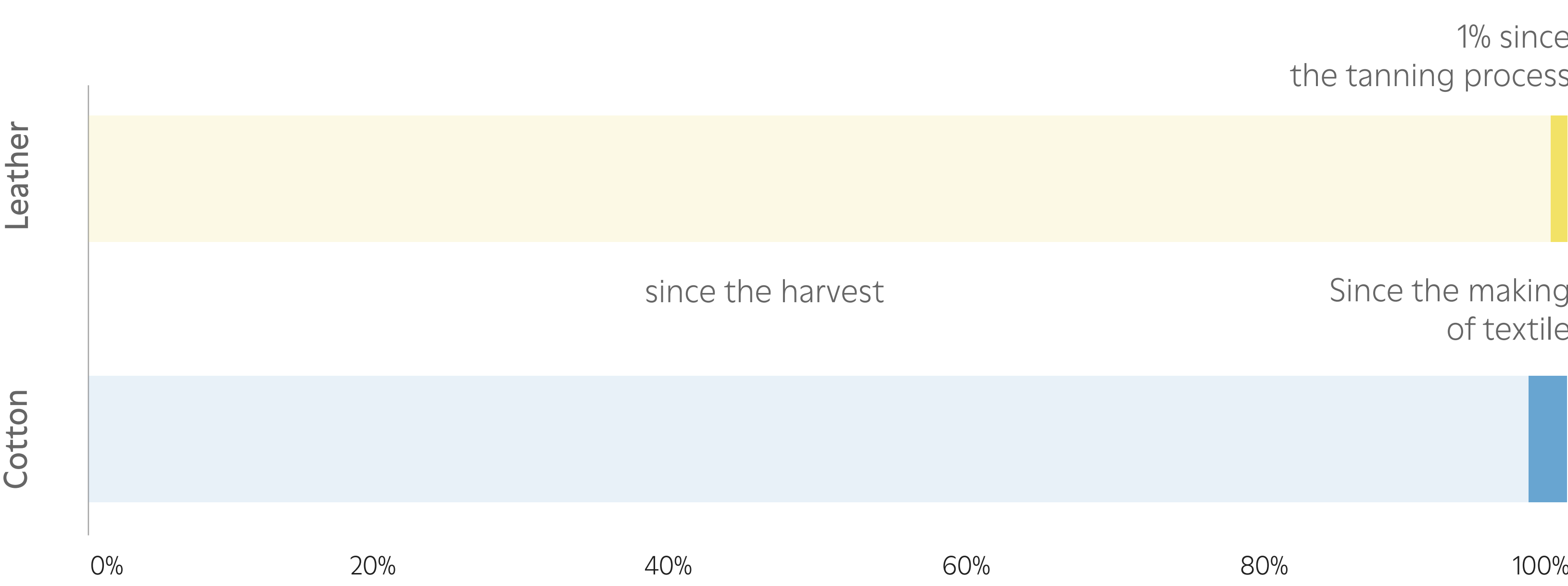
Water Consumption Weighted [m³] * Water Scarcity Index



Below is the percentage representation of the main water consumptions in the product lifecycle:



It's worth noting that the impact of natural fibres is 20 times higher than that of synthetics, primarily stemming from the initial extraction stages.



Source: Self-generated data using Higg Product Module - LCA [EO|RG1].

That's why, at Camper, we encourage the use and exploration of more sustainable natural alternatives, such as recycled cotton, which reduces the impact of conventional cotton by 95%.

WATER CONSERVATION PLAN

Under our water conservation plan, we have continued to implement various improvement measures at our headquarters in Inca, Barcelona warehouse, and casa camper hotels. These measures include low-flow faucets, water-efficient toilets, and low-volume urinals. In line with this, our goal for 2025 is to integrate low-flow faucets into 80% of our facilities to save a greater amount of water.

FUTURE VISION

Our Future Vision focuses towards carbon neutrality. We are committed to net zero energy emissions by 2050 and for this reason, with SBTi validating targets to reduce Scope 1 and 2 emissions by 50% and Scope 3 emissions by 30% by 2030, we aim to reduce our carbon footprint by 5.3% per season.

We also intend to continue working on the calculation of our water footprint in order to achieve our humble goal of reducing our annual water consumption by 2%.

KPIs

2023:

First season of water footprint calculation (S/S 2023).

2025:

50% of Camper's facilities to be covered by LED lighting and 80% by water conservation measures.

2030:

Reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 30%.

2050:

Carbon neutrality.



8 CARING ABOUT HUMAN PROGRESS

8 CARING ABOUT HUMAN PROGRESS

8.1. FOCUS AND 2022 HIGHLIGHTS	106	8.2. PROMOTING HUMAN AND PROFESSIONAL DEVELOPMENT	107	8.3. FOSTER INCLUSIVE GROWTH	119
Commitments	106	KPIs	107	Overview	119
2022 Highlights	106	Overview	108	Progress 2022	119
Related SDGs	106	Progress 2022	108	Key Projects	120
		Key Projects	109	Future Vision	123
		Future Vision	118		

COMMITMENTS

Our commitment towards human progress is based on generating a positive impact for society as a whole. We focus on the development of the people in our teams and the local communities in which we operate.

At Camper, we prioritise the well-being and rights of our employees by benchmarking and adopting leading business practices. We strive to exceed legal standards in areas such as working conditions, people's rights, health, welfare, and safety. By doing so, we aim to contribute to the highest level of satisfaction among our teams, fostering a positive and supportive work environment.

We also aim to make a difference in the communities to which we belong, creating shared value and generating a positive impact through social actions and financial and in-kind contributions. To this end, we strengthen close local partnerships with entities with which we share the same purpose of building a better future.



2022 HIGHLIGHTS

KPIs

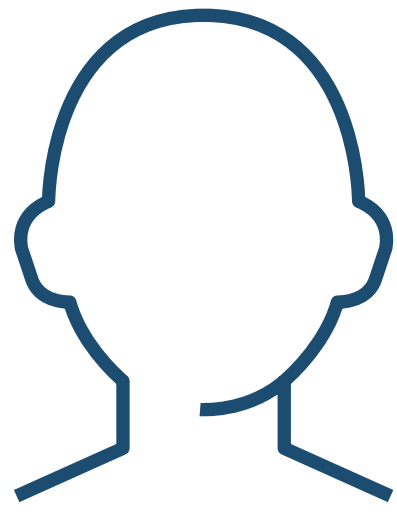
- 104 new hires
- 5,267 total hours of training (4.82 hours/employee)
- 90,507€ invested in training actions
- 10 people promoted internally
- Special focus on inter-departmental communication
- Strengthening ties with the community

Related SDGs

- ODS 5: Gender equality
- ODS 8: Decent work and economic growth
- ODS 10: Reducing inequalities
- ODS 14: Underwater life
- ODS 15: Life of terrestrial ecosystems

1.091

WORKING PEOPLE
FROM 23 DIFFERENT COUNTRIES



603 WOMEN,
55,27% OF THE WORKFORCE

7 WORKING PEOPLE WITH
FUNCTIONAL DIVERSITY

104

NEW HIRES
IN 2022



898 INDEFINITE CONTRACTS

193 TEMPORARY CONTRACTS

619 FULL TIME

93 FULL TIME

279 PART-TIME

100 PART-TIME

Employees by country

Country	Working people
Spain	587
Turkey	99
Germany	59
France	48
Australia	35
Greece	34
Italy	33
UK	31
USA	27
Hong Kong	26
China	22
Rusia & Ukraine	17
Belgium	11
Canada	10
Austria	9
Portugal	9
Vietnam	8
Poland	8
Switzerland	6
Ireland	5
Netherlands	4
Japan	2
Cambodia	1
TOTAL	1.091

Gender breakdown

Sex	Employees	%
Men	488	44,73%
Woman	603	55,27%
TOTAL	1.091	100%

Employees with functional diversity

Working people with functional diversity	7
--	---

New hires in 2022

New hires	104
-----------	-----

Breakdown by type of contract

Contract	Employees	%
Indefinite	898	82,31%
Full time	619	56,74%
Part-time	279	25,57%
Temporary	193	17,69%
Full time	93	8,52%
Part-time	100	9,17%
TOTAL	1.091	100%

OVERVIEW

Providing the best possible working environment and climate for our teams is key so that all the people who make up Camper can develop their potential and achieve their professional goals, as well as the company's corporate objectives.

Through our *Performance Culture*, we continuously drive the growth and performance of our people, focusing on their skills and competencies, supported by teamwork and interdepartmental collaboration.

PROGRESS 2022

Our Progress

GROWING EMPLOYEE SATISFACTION SCORES

We strive to create the best working environment and climate to meet the expectations of our people, caring for their well-being and creating spaces to enhance their professional and personal development. Our *satisfaction survey* is one of the tools through which we can measure the satisfaction of our people, allowing us to identify our strengths and areas for improvement and design actions to strengthen our environment and the way we work.

In 2022, the results obtained show a considerable improvement in satisfaction. An example of this is the percentage of people who would recommend working at Camper to a friend, with a score of 33.6%.



KPIs		2020	2021	2022
Ranking	Score	%	%	%
Promoters	9-10	38,5%	44%	47,6%
Neutrals	7-8	30,52%	35%	38,4%
Detractors	1-6	30,99%	21%	14%
eNPS*		18,44%	22,6%	33,6%

(*) The employee Net Promoter Score (eNPS) is the figure resulting from subtracting the percentage of Detractors from that of Promoters.

KEY PROJECTS

Internal Communication

TRANSVERSAL

- Encuentros Camper – CEO

Since the beginning of 2022, we have been holding our new "Camper Meetings" on a recurring basis, where the entire Camper family meets via streaming connection with our CEO, who, for about 20 minutes, explains the main milestones and most relevant facts of the business for the corresponding period.

- OKRs

To enhance the performance culture and promote the company's development, we have implemented the OKR (Objectives and Key Results) methodology. OKRs are an internal work management tool that provides focus, alignment, commitment, and motivation to achieve the expected results.

The implementation of this approach was communicated in March 2022 and subsequently put into practice. Every three months, the OKRs of the entire executive committee are published on the intranet, giving the entire team the opportunity to consult them. The methodology was so positively assessed that at the end of the year it was decided to implement it for the entire first reporting line of the Executive Committee from the first four months of 2023. In addition, seven *transversal-company projects* use this methodology to reinforce priorities, foster synergy between teams, and facilitate the achievement of results. The goal is to continue working with OKRs as an enabler of efficiency, focus, and alignment transversely across the company.

- Weekly team meetings

These weekly meetings help to encourage fluid communication and favour the creation of spaces where employees can also express their needs and priorities. This is a tool that has been consolidated internally as it also has great value in terms of company culture, fostering alignment in the team, and the commitment of all employees.

- Focus Groups

This is an initiative to talk about the needs of participants in relation to their jobs.

We are proud of the participation of a total of **41 people** in our Focus Groups, representing the following profiles:

- Women in decision-making positions
- Young people
- Senior profiles
- International profiles

Taking into consideration each of the individual groups, made up of between 10 and 11 people, we have held different sessions in which we dealt with topics related to Camper's work environment in order to identify our areas for improvement as an organisation.

We have put special focus and energy into getting feedback from participants on flexibility, communication, development opportunities, and how our

teams value us. Having identified first-hand the most important issues, we worked together to plan the roadmap towards improvement.

- Friday Breakfast

Friday Breakfasts have proven to be a useful tool to build inter-company communication. These consist of bringing together members of different teams with a representative of the Executive Committee, over an informal breakfast, with the aim of sharing the business vision with the team and listening to their ideas and opinions about the direction we are taking and its impact on their daily tasks.

In 2022, four Friday Breakfasts were held, attended by a total of 37 employees and 4 members of the Executive Committee. Due to the good reception of the initiative, this initiative will be implemented on a recurring basis in 2023, with one breakfast per month.

- Global Retail Summit

The Global Retail Summit was held in February 2022. Over three days, sessions were held with Store Managers from all over the world to present the new collection and share the Retail initiatives to be implemented during the year. The sessions were held by videoconference and proved to be the ideal forum to share knowledge and get together.



COMMUNITY

• Afterwork

At Camper we are a multicultural team with more than 23 nationalities in our offices in Inca. This year we launched our new *Afterwork* initiative, in which about 30 people participate to get to know each other better and share cultural richness, personal and professional concerns, interests, and hobbies.

• Camper Family Day

This year we invited our teams to share the Camper spaces with their loved ones at our *Camper Family Day*, an intergenerational event that aimed to bring together friends and family. After a period of great difficulty linked to the pandemic, we opened the doors of the company in July 2022 to show the entire creative and product development process, as well as the most emblematic corners of our HQ.

In addition, activities were organised for the children; storytelling and face painting for the younger ones and a *TikTok* activity, led by our Brand department for the older kids. For this initiative, the different external spaces were set up to create different atmospheres; in the canteen, an ice cream stand, external bars, and even a live band.

By participating in the Camper Family Day, we worked to encourage our employees' commitment to Camper and their sense of belonging. We take advantage of these moments to get to know each other better and thus improve communication and collaboration between teams.

For us it is vital to generate synergies between our employees because where bonds are created, happier work spaces are generated.

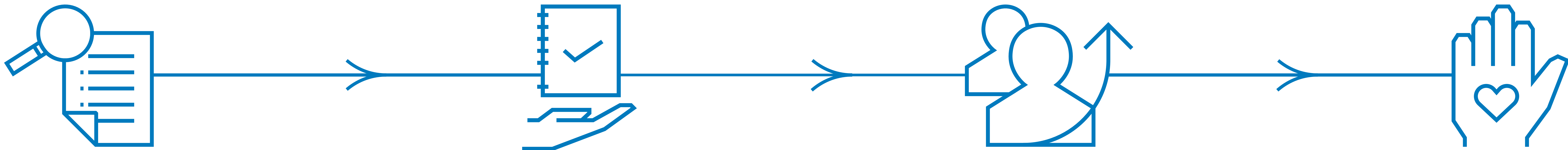
• 40's Meeting

The *40's Meeting* is a meeting between Camper managers where all relevant business topics for the quarter are discussed. The meeting aims to foster alignment between the main business challenges of the quarter by sharing issues, opportunities, solutions, and analysing results.



Employee Journey

At Camper, we want to provide the best possible support for our employees at every stage of their working life. In this way, our intention is to continue to improve the four phases of the Employee Journey of all employees who, at some stage of their lives (past, present, or future), walk with us.



1. SELECTION AND RECRUITMENT PROCESS

Our selection and recruitment processes are based on inclusive and equal opportunity practices.

KPIs	· 56 selection processes
(*) Talent selection and retention policy.	

2. ONBOARDING

We receive our newcomers with a personal welcome, providing them with an induction process and specific training on their job and an introduction to Camper's values and commitments.

KPIs	· 47 onboardings customised to the position.
(*) Onboarding process	

3. PROFESSIONAL DEVELOPMENT

We promote a culture of performance, to enhance the skills and competencies of our people, through various training and performance evaluations for continued growth in their professional careers.

KPIs	· 10 internal promotions
(*) Training and Performance Evaluation	

4. EXIT

We walk alongside our people until the very last moment of their work experience at Camper, providing honest and caring relationship closure, and supporting them for future opportunities.

KPIs	· 2 <i>outplacements</i>
(*) Offboarding process	

PROFESSIONAL DEVELOPMENT
Training

Our training programme is a fundamental pillar to provide development opportunities inside and outside Camper. Through the different training we provide, we encourage and accompany our teams to participate in continuous learning, acquire more knowledge, and develop new skills and competencies – both personally and professionally.

Alongside our skills-based, cross-job, and life skills training programmes, we have dedicated substantial financial resources this year to facilitate advanced training for specific individuals. This investment aims to foster professional growth, enhance internal promotions, and enable our team members to excel in their careers.

Training by Typology		
	Number of hours	Working people
Skills based	3117 hours	131 (33%)
Cross job skills	310 hours	174 (44%)
Life skills	1840 hours	91 (23%)
Total	5267 hours	396 (100%)
Total hours of training per employee		13 hours

Investment in Training	
Investment on training	96.296€
Investment on time (considering the average wage per hour)	192.000€ aprox.

We also highlight our efforts to foster a culture of growth and performance, referencing three key trainings during the year:

- 1 . Performance Culture
- 2 . Feedback Culture
- 3 . Accountability

• **Performance Culture**

Our "Performance Culture" training consisted of two workshops focused on learning about the performance evaluation process (Annual Performance Review) and deepening our understanding of this tool to effectively evaluate the skills and competencies of our teams. One of the key pillars of this training is the identification and development of talent within a culture of excellence that motivates and rewards our people.

This training is aimed at people who lead teams and was carried out with hybrid, online, and face-to-face options, and had a total of **55 participants**.

• **Annual Performance Review**

The Annual Performance Review serves as a valuable tool for assessing and identifying areas of improvement in team performance. It focuses on two main aspects: the company's overall goals, which encompass financial (EBITDA) and sustainability (ESG) components, and individual objectives that align with specific job roles and the strategic objectives of the respective

department or area. This comprehensive approach ensures that both organisational and individual goals are considered in the performance evaluation process.

The overall evaluation includes both the assessment of results and competences. At Camper we believe that HOW we do things (competencies) is as important as WHAT we do (results). Along these lines, through the Annual Performance Review we evaluate the basic, management, and strategic competencies.

Our five competencies of excellence that define the way we work and that are essential to be part of the Camper team are the following:

PASSION
PROACTIVITY
COLLABORATION
RESULTS ORIENTED AND EXECUTION
INTEGRITY

• **Feedback Culture**

Also aimed at the people in charge of a team, the Feedback Culture training is focused on understanding feedback as a tool to drive improvement in collective performance. In this case, through the training sessions, we wanted to transmit to the 55 participants this global understanding of the concept of feedback, not only to give it to the teams, but also to colleagues at the same level or in a higher role, while also taking into account the importance of knowing how to receive feedback.

Some of the topics covered in these sessions were the practice of giving feedback on a frequent basis and focusing on real-life scenarios, as well as managing difficult conversations with people in the team. Through the culture of feedback, we seek to foster engagement with teams and build mutual understanding, which in turn, leads to better performance.

• **Accountability**

Our Accountability training was the yearly closing of the training related to Performance Culture, in which *we trained 220 people*: all those people who are not responsible for a team. The aim of the Accountability training is that each employee understands and identifies the responsibility for their functions and projects and influences their individual responsibility.

The training session lasted for a duration of 2 hours and was specifically designed to align with the key characteristics that define individuals with a high level of individual responsibility.

• *Commitment*

Having clear expectations of what is expected of you and holding yourself accountable for it.

• *Proactivity*

Being a protagonist, meeting expectations, resolving and proposing solutions.

• *Consequence*

Taking ownership of the results, asking for help, giving feedback, and following established rules and processes.

EXIT - OFFBOARDING

At Camper, we have established an exit process structured by 1) document preparation, 2) exit communication and implementation, and 3) employment relationship termination, either by means of an exit interview, a letter of recommendation, etc. Throughout the entire process, whatever the reason for departure, we seek to meet the needs of both parties and provide support if necessary.

At Camper, we provide outplacement services in collaboration with Ethikos to support our employees during their transition process. Ethikos is a respected people management consultancy. This service is designed to facilitate reintegration into the labour market, aiming to align with the expectations and ambitions of individuals as much as possible. Through this support, we assist individuals in identifying their strengths and areas for professional growth, enabling them to explore new employment opportunities.



Health, Safety, and Welfare

OCCUPATIONAL RISK PREVENTION PLAN

Throughout 2022, in line with our commitment to incorporate risk prevention into all our activities and decisions, we continued to work on our improvement plan.

This includes collaborating with our joint prevention service in Spain and our health surveillance service partners, such as Previs, Grupo Preving, and Cualtis. In other countries where we operate, we rely on specialised companies to help us meet the established obligations. Our Health and Safety Officer oversees and coordinates these efforts to ensure the well-being of our employees and mitigate potential risks.

Our prevention plan is based on four pillars, which are described in the Occupational Risk Prevention Policy, as follows:

1. ALLOCATION OF RESOURCES

Allocate the necessary resources to comply with current legislation on occupational risk prevention.

2. RISK ASSESSMENT

Periodically assess the risks arising from the work activity, as well as when working conditions change or an accident at work occurs.

3. RISK TRAINING AND MEASURES

Train and inform all personnel on the risks and preventive measures of their job, on emergency measures, and on all those aspects that are necessary for the adequate protection of their health and safety.

4. ACCIDENT IDENTIFICATION

Investigate all possible work-related accidents suffered by our workers, to determine the possible causes, in order to avoid further risk.



Following these guidelines, we set ourselves three annual objectives detailed below, with great results:

OCCUPATIONAL RISK PREVENTION PLAN

OBJECTIVES	SCOPE	KPIs	RESULTS		
			2020	2021	2022
Keep accident rates at low levels, in such a way that they are maintained or reduced.	Global	<div><div>• No. of accidents at work</div><div>• No. of occupational diseases</div></div>	0	0	0
Reduce the number of identified risks in the assessments, with a rating of High risk.	Global	No. of high risks to be reduced/controlled	7	0	0
Train all new staff in the risks of their workplace.	Global	No. of workers trained:			
		On-site training for new recruits:			137
		Emergency Measures Training:			21
		H&S capsule training:			445
		Specific training on ergonomic risks for warehouse and shop staff:			75
		Specific training on risks of sedentary lifestyles in offices:			46
		Mental well-being training:			48

Healthy Enterprise Plan

In 2022, we continued working on the implementation of the Healthy Company Plan to promote the health and well-being of all our staff. This year, the plan included a fourth area of focus on community, in addition to those created in 2021, which centred around healthy eating habits, physical well-being, and mental well-being.



HEALTHY EATING

We have continued to make progress in our process of psychosocial evaluation of the staff, as well as continuing to give Mindfulness sessions, in this case, to the staff of casa camper Barcelona. We would also like to highlight the sessions on mental well-being that we organised at our head office, in which we explained the anatomy of the nervous system. Finally, another initiative that was very well received was the yoga session we held on International Yoga Day at our headquarters.



PHYSICAL WELL-BEING

n 2022, we conducted targeted sessions to enhance working posture and prioritise back health for our store staff. For our office staff, training sessions centred around raising awareness about the risks associated with a sedentary lifestyle and emphasising the importance of physical activity for overall well-being. To promote physical activity, we actively encouraged our Inca staff to participate in a race by facilitating registration and creating a dedicated training group. Over a period of two months, the group prepared for their participation, focusing on fitness and readiness for the event.



MENTAL WELL-BEING

We have continued to make progress in our process of psychosocial evaluation of the staff, as well as continuing to give Mindfulness sessions, in this case, to the staff of casa camper Barcelona. We would also like to highlight the sessions on mental well-being that we organised at our head office, in which we explained the anatomy of the nervous system. Finally, another initiative that was very well received was the yoga session we held on International Yoga Day at our headquarters.



COMMUNITY

On 8 July we celebrated Camper Family Day at Camper with an open day to share time with all the people who make up the Group, and our families. After lunch together, visitors enjoyed a guided tour of our graphic archive, our workshops, and the Shoe Library. The youngest members took part in games and activities, while the teenagers attended a TikTok workshop. To conclude, we enjoyed live concerts in the open air. Adding to that, on 18 September, we commemorated World Beaches Day by holding a beach clean-up to which we invited family and friends, and in which, together with Save the Med, we were able to reflect on actions we can take to prevent pollution of the seas and oceans.

WELLNESS WEEK

Apart from the different activities included in these four areas focused on health and well-being, another initiative that contributes to this is the Wellness Week, of which we held its second edition this year. *Wellness Week* returned to the Camper offices to great acclaim, with more than 279 participants attending and giving the initiative a score of 4.4 out of 5. With a total of seven areas focusing on the body and mind, sessions included yoga, a healthy snack, and personalised coaching and physiotherapy sessions. The event that generated the most participation was a talk by Mallorcan mountain runner Tòfol Castanyer, who shared his experiences as an elite athlete and the importance of mental health in optimising performance.



HEALTHY BUSINESS PLAN

FOCUS AREAS	KPIs	OBJETIVES	ACHIEVEMENTS
Improving the physical well-being of our employees	<ul style="list-style-type: none">• % Employees who participated in physical activities.• % Employees trained in ergonomics at work.	<ul style="list-style-type: none">• 80% of emp-Involve at least 10% of employees in physical activity initiatives.• Employees trained in ergonomics.	<ul style="list-style-type: none">• 21% of employees in Spain participated.• 44% in Spain and 9.8% in subsidiaries.
Improving healthy eating habits	<ul style="list-style-type: none">• Employees trained in healthy eating habits.	<ul style="list-style-type: none">• 10% of employees trained in healthy eating habits.	<ul style="list-style-type: none">• 14% of employees in Spain trained.• 50% of employees in Spain had fruit as a snack once a day.
Improving the psychological well-being of our employees	<ul style="list-style-type: none">• Employees with psychosocial evaluation in the last two years.	<ul style="list-style-type: none">• 50% of employees with psychosocial evaluations	<ul style="list-style-type: none">• 45% of employees stores in Spain completed the psycho-social assessment, with a participation rate of 84%. 100% participation in at casa camper Barcelona.• 66% of employees in Spain with evaluations.
Improving the feeling of relevance in the company	<ul style="list-style-type: none">• Results of employee satisfaction surveys	<ul style="list-style-type: none">• Maintain health and well-being scores above 8.	<ul style="list-style-type: none">• Results obtained in 8 points.

Equality, Diversity and Inclusion

At Camper, we aim to conduct responsible business activities that embrace diversity and inclusion, and support equitable social progress free from discrimination. Within and outside of Camper, our goal is to create non-discriminatory workspaces from the hiring and recruitment process to our corporate policies.

Through our commercial offerings, we seek to meet the expectations of a diverse range of individuals and provide representation for all realities. In this regard, our marketing campaigns on social media and the introduction of gender-free models like Kobarah are aimed at conveying the ideals that we stand for. We fully respect all forms of diversity, including functional diversity, gender identity, sexual orientation, race, ethnicity, and more, in order to foster an equitable and inclusive society.

ACCESSIBILITY PLAN FOR STORE REFURBISHMENT

At Camper, we are actively working towards inclusivity by prioritising the inclusion of individuals with functional diversity. Our efforts in this regard involve the implementation of an Accessibility Plan aimed at transforming Camper stores into more accessible spaces. Currently, we are in the process of developing this plan, striving to incorporate the most effective solutions to be implemented by 2023. Our objective is to create an inclusive environment where everyone, regardless of their abilities, can enjoy equal access and participation.

TRAINING ON UNCONSCIOUS BIAS

As part of our initiatives in promoting diversity and inclusion, we have conducted a global training programme on Unconscious Bias, serving as the foundational step for diversity training. The aim of this training, with a total of 132 people attending, was to raise awareness of what unconscious biases are and how to avoid them, in order to position ourselves on the right path towards the company we want to be in terms of inclusion.

IN THIS RESPECT, OUR CONTRIBUTION IS AIMED AT...

...TOWARDS EQUAL OPPORTUNITIES	
KPIs	
Women on the Executive Committee:	+2 compared to 2021
% Women of total internal promotions:	64%
% Women in middle management positions:	49%
% Women in top management positions:	49%

... TOWARDS GENDER NEUTRALITY	
Progress	
67% of the lines in our collection are gender-free	
Kobarah, our gender-free heel, is the most iconic line	

... TOWARDS THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY	
Progress	
Accessibility Plan to refurbish shops and make them more accessible.	
Three teams trained that have one or more members with cognitive functional diversity to facilitate their integration.	

... TOWARDS RAISING AWARENESS OF DIVERSITY AND INCLUSION	
Progress	
Training on Unconscious Bias:	132 attendees

FUTURE VISION

Our Future Vision focuses on finding the best people to form part of Camper and creating a solid structure for the organisation through training and talent development. We will continue to promote training that provides management tools and knowledge to our employees in order to maximise their potential. Likewise, with the aim of maintaining a friendly and stable working environment, we will continue to promote initiatives and activities to strengthen social relations within the company to enhance the well-being of everyone. In relation to these expectations, our objective is to maintain a robust score in the people impact area of the B Corp standard.

Additionally, by 2025, we also want to focus on developing strong relationships with schools in areas that are key to Camper, such as cord-wainers (shoemakers), product development, and digital.

KPIs 2025

- Maintain a score above 60% in the areas of B Corp Health and Safety, Welfare, and Professional Development.
- To exceed the 50% score in the Workers Impact area of B Corp.

OVERVIEW

At Camper we are conscious of our commitment towards the communities to which we belong and, as a result, seek to generate lasting relationships of mutual respect and commitment.

In 2022 we continued our collaboration with various local organisations: Save the Med, Mallorca Preservation Foundation, Esmement, Banco de Alimentos de Mallorca, and Asociación Inca Viva (both food banks). At the same time, we wanted to support those in need from the conflict that arose in 2022 between Russia and Ukraine, making a donation to the Red Cross.

At a local level, we actively engage our teams in various activities. This year, we successfully introduced an initiative from our Turkey team, and we take pride in sharing that a total of 67 Camper employees participated in one of five volunteering activities offered in 2022.

We place great emphasis on our Code of Conduct and Ethics statement, which clearly outlines our commitment to ethical practices. In this regard, we strictly adhere to the principles of refraining from making any financial or in-kind contributions to political parties and engaging in lobbying investments. We believe in upholding transparency and integrity in all aspects of our operations.



© Save the Med

PROGRESS 2022

Our Progress

EVOLUTION OF OUR COLLECTIVE ACTIONS

KPIs

Volunteering data

- Initiatives supported: 5
- People participated in volunteering activities: 67
- Volunteers contributed to SDG 14: 45
- Volunteers contributed to SDG 10: 18
- Volunteers contributed to SDG 16: 1
- Volunteers contributed to SDG 17: 3
- Total volunteer hours: 298 hours
- Per capita time donated for volunteer work: 4.45 hours/person volunteer

Donation data

- Value in € of donations to charities: 226,034 €
 - Financial donations: €130,330
 - Donations in kind: €95,705
- 0.12% of donated income

KEY PROJECTS

Save The Med

Save the Med is a foundation whose mission is “To enable the Balearic sea to recover its rich biodiversity and to thrive in harmony with a prospering, environmentally conscious, and proactive local population.”

The collaboration between Camper and Save the Med originated in 2019, rooted in the Balearic Islands and fueled by a mutual passion for the Mediterranean. In order to reverse and mitigate the deterioration of our seas and contribute to the care of a healthier and cleaner Mediterranean, this collaboration covers three areas:

- 1. **Beach Cleans:** Four sessions of corporate volunteering aimed at cleaning up waste on beaches.
- 2. **Funding of projects for the protection and conservation of marine ecosystems:**
 - 1% of the income generated by our classic style, Chameleon, is dedicated to the creation of marine protected areas.
 - 1% of the revenue generated by the SailGP* collection supports expeditions aimed at releasing and rescuing turtles in the Balearic Sea.
- 3. **Earth-Day:** Charla de concienciación y donación de 5€ por cada par vendido en nuestras tiendas y camper.com durante el Día de la Tierra.

(*) We are proud to be the official footwear supplier for the third season of SailGP and the Spanish SailGP team, marking our exciting new partnership with this dynamic sailing league.



KPIs

- **Total amount donated to Save the Med:** 44.001€
 - Camaleón sales: 23.336€
 - SailGP sales: 5.666€
 - Earth-Day sales: 15,000€
- **Volunteer hours:** 181 hours
- **Volunteers:** 45 people



Mallorca Preservation Foundation

Another of the collaborations with Mallorcan DNA that we have continued to support this year is MAPF, a foundation whose aim is to preserve the environmental ecosystem of Mallorca by financing local projects that contribute to a sustainable management model for the islands.

We are proud to specifically support the initiative promoting regenerative agriculture practices, which play a vital role in restoring soils and biodiversity. Just as we strive to source regenerative leathers and other natural materials, this initiative also aims to contribute to climate change mitigation efforts and foster rural development, particularly here in Mallorca. By actively participating in this initiative, we aim to create a positive impact on our local environment and communities.

Based on the positive feedback received from the agricultural courses conducted in collaboration between MAPF, Camper, and **APAEMA** in 2021, we have made the decision to further support this project at a national level. In the upcoming phase, we will focus on implementing the lessons learned from the previous year's courses on multiple pilot farms, aiming to expand the impact and effectiveness of regenerative practices.

Camper has donated 1% of the proceeds from the sales of our *Peu Stadium* model during the Autumn/Winter 2022 (AW22) season to this cause.



KPIs

- **Total donation to MAPF:** 14.021€

ESMENT

Esment works to improve the quality of life of people with cognitive functional diversity, and their families. It is a non-profit organisation that offers support services and different social activities based on a philosophy of inclusion and acceptance of diversity.

Through our long-term commitment between Camper and Esment we involve different areas of our business:

- 1 . Hiring of services: Esment Imprenta (printing) and Esment Alimentación (catering).
- 2 . Recruitment of people at risk of social exclusion.
- 3 . Workshops given by the Camper Design team to the Esment group in Inca.
- 4 . Professional advice from different specialists to support Esment further develop its management.
- 5 . Training to integrate teams with diverse members at Camper.

TRAINING IN INTEGRATION OF DIVERSE TEAMS

This training was aimed at the teams at Camper's headquarters in Inca that have one or more members with cognitive functional diversity: a total of 13 people. The ultimate goal of this initiative was to help the integration of diverse teams, knowing the point of view of these people and giving them tools to relate better.

KPIs

- **Services contracted to Esment:** 56.999€
 - Printing services: 33.576€
 - Catering services: 23.423€
- **Volunteer hours:** 72
- **Volunteers:** 12



Banco de Alimentos de Mallorca and Inca Viva

In collaboration with the Banco de Alimentos de Mallorca and the Inca Viva Association, we support projects for the recovery of food surpluses and the collection of food donations for subsequent distribution to people and families in vulnerable situations.

Thanks to the support of the teams at our head office in Inca, we have managed to collect food to the value of €977 in the end-of-year campaign in collaboration with the Banco de Alimentos de Mallorca.

For Inca Viva, our main contribution involves donating a portion of the food from our canteen to this organisation. By doing so, we ensure that the donated food maintains the same quality and price as the food intended for our own consumption. This initiative allows us to support Inca Viva in their mission while minimising any disparities in food quality or cost.

In 2022, one of our team members carried out an outstanding volunteering action in collaboration with the organisation Inca Solidaria, supporting the Ukrainian community.

KPIs

- **Calculated value of donations:** 8.898€
 - Banco de Alimentos de Mallorca(in kind): 977€
 - Inca Viva: 7.921€
- **Inca Solidaria volunteer hours:** 16
- **Volunteers:** 1



Workshop with ESMENT

Red Cross x Ukraine


The Red Cross, as a non-profit organisation, plays a crucial role in supporting charitable causes through volunteer actions and donations.

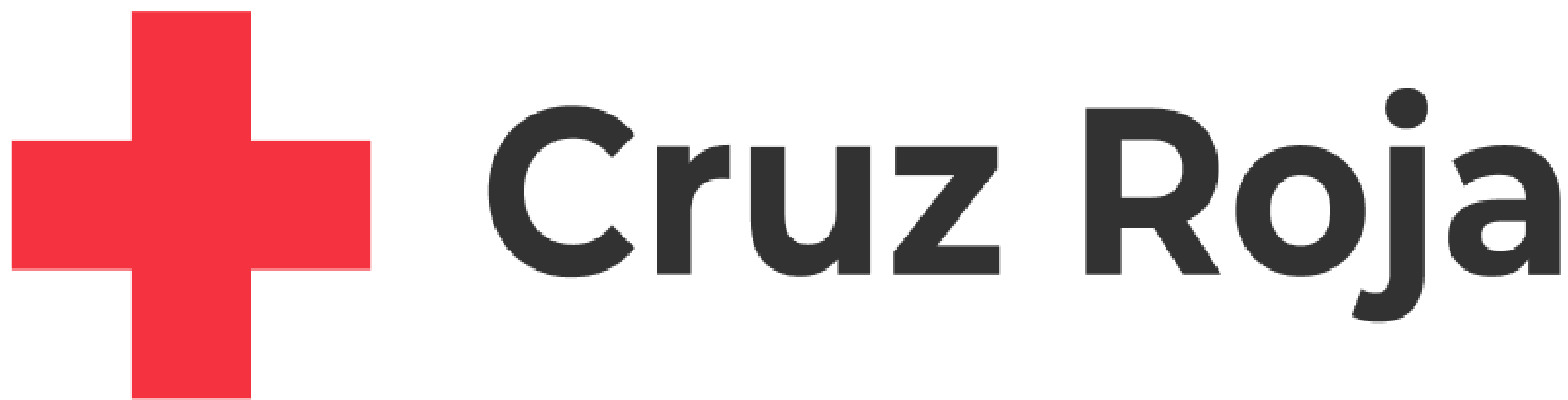
The escalation of the conflict between Russia and Ukraine in 2022 deeply saddened us. In an effort to support the Ukrainian population, Camper is supporting the Spanish Red Cross by providing a financial contribution.

Additionally, this year we have further strengthened our bond with the Red Cross through our participation in the "*Cuida la Platja*" volunteer programme, which focuses on educating school children about environmental issues through beachside games.

KPIs

- Total amount donated to Red Cross: 50.000€
- Volunteer hours: 16
- Volunteers: 3






Toy Workshop in Turkey

Camper also promotes volunteering activities in the different countries where we operate. Turkey is one of them, where our team carried out a toy workshop organised by the Gülmek İyileştirir (Smiles Heal) Foundation in Istanbul, an entity whose purpose is to provide smiles to social groups, especially children, who are in situations of illness, trauma, or other difficulties. For this particular initiative, our team was involved in making toys that were donated to children with cancer at the oncology unit of the *Başakşehir Çam ve Sakura* hospital.

KPIs

- Volunteer hours: 13
- Volunteers: 6



Other Donations

In addition to the aforementioned initiatives, Camper has added other monetary and non-fiscal donations and donations in kind – shoes – to various social organisations.

KPIs

- Other local donations: 13.409 €
- Donations of shoes: 95.705 €



The Walking Society

The Walking Society is our community: the set of values that define us and all those stories that identify us. It is a virtual society, open to people from different social, cultural, economic, and geographical realities. We work and collaborate, in particular, with artisans from different Mediterranean islands who visualise their personalities. In this way, TWS represents the essence of all these people who form our community, in a simple and honest way.



Camper Foundation

The Camper Foundation is the philanthropic organisation run by the Camper family, created in 2012 with the mission to support artistic, cultural, social, and environmental initiatives, especially among the most disadvantaged groups in society.

In addition, the Camper Foundation reinforces our values as a company, but from a totally independent position and one that is purely philanthropic in nature. These projects are mainly located in the Balearic Islands, but the Foundation seeks to support actions wherever it can make a real difference.

FUTURE VISION

Our intention in the medium to long term is to give continuity to existing partners with the NGOs we support. Our objective is to continue generating social value in the local community, and if the opportunity arises, to add new initiatives with the vision of expanding possible horizons by supporting other communities in which we operate.

KPIs 2025

- Donate 1% of net income to NGOs.
- Maintain a high B Corp score in the impact area of Civic Engagement and Donations.

9 GRI INDEX

STATEMENT OF USE	GRI 1 USED
Camper has reported the information cited in this GRI content index for the period from January 1st 2022 till December 1st 2022 with reference to the GRI Standards	GRI 1: Foundation 2021

GRI STANDARD	CONTENT	COMPLIANCE WITH THE REQUIREMENTS	PAGES
GRI 2 General Contents 2021	2-1 Organisational details	2-1a Legal name;	Pg. 83
		2-1b Nature of ownership and legal form;	Pg. 83
		2-1c Location of headquartersl;	Pg. 4
		2-1d Countries of operation.	Pgs. 33-34
	2-2 Entities included in the organisation's sustainability report	2-2a Entities covered;	Pg. 4; Pgs. 7-10
	2-3 Reporting period, frequency, and point of contact	2-3a The reporting period;	Pg. 4
		2-3c The date of the information submitted;	Pg. 4
		2-3d The point of contact for questions related to the report or information submitted.	Pg. 4
	2-6 Activities, value chain, and other business relationships	2-6a The sector in which it operates;	Pg. 7-10
		2-6b Value chain.	Pgs.33-34
	2-7 Employees	2-7a Total number of employees, and breakdown of this total by gender and by region;	Pg. 107
		2-7b Total number of:	Pg. 107
		i. Permanent employees	
		ii. Temporary employees	
		iii. Full-time employees	
		iv. Part-time employees	
	2-9 Governance structure and composition	2-9a Governance structure, including committees of the highest governance body;	Pg. 83
		2-9b List the committees of the highest governance body that are responsible for decision-making and oversight of the management of the organisation's impacts on the economy, environment, and people.	Pg. 83

GRI STANDARD	CONTENT	COMPLIANCE WITH THE REQUIREMENTS	PAGES
GRI 2 General Contents 2021	2-11 Chairperson of the highest governing body	2-11a Chairman of the highest governance body.	Pg. 83
	2-22 Sustainable Development Strategy Statement	2-22a Statement from the highest governance body of the organisation on the relevance of sustainable development to the organisation and its strategy for contributing to it.	Pg. 5
	2-23 Commitments and policies	2-23a Policy commitments for responsible business conduct;	Pg. 85
		2-23b Specific commitments and policies for the respect of human rights;	Pg. 85
	2-25 Processes to remedy negative impacts	2-25a Commitment to cooperate in the remediation of negative impacts; (*) Partially	Pg. 84
		2-25b Approach to identifying and addressing grievances or complaints, including any grievance mechanisms the organisation has established.	Pg. 84
GRI 3 Material Issues 2021	2-26 Mechanisms for seeking advice and raising concerns	2-26a Mechanisms for individuals to raise concerns about the organisation's business conduct.	Pg. 84
	2-28 Membership of associations	2-28a Industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant way.	Pgs. 90-91
	3-1 Process for determining material issues	3-1a The process followed to determine the material issues;	Pgs. 41-42
		3-1b Stakeholders and experts whose views have been involved in the process of identifying the material issues.	Pgs. 41-42
	3-2 List of material items	3-2a Material issues;	Pg. 42
		3-2b Changes that have occurred in the list of material topics with respect to the previous reporting period.	Pg. 42
GRI 301 Materials 2016	301-1 Recycled materials by weight or volume	301-1a 301-1a Volume of materials used to produce and package the organisation's principal products and services during the reporting period;	Pgs. 52-64; 70
	301-2 Recycled materials used	301-2a Percentage of recycled materials used in the manufacture of the organisation's main products and services.	Pgs. 52-64; 70
GRI 302 Energy 2016	302-1 Energy consumption within the organisation	302-1b Total energy consumption of the organisation from renewable sources;	Pg. 101
		302-1e Total energy consumption within the organisation.	Pg. 101
	302-4 Reduction of energy consumption	302-4a Number of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.	Pg. 101
		302-4c Basis for calculating energy consumption reductions.	Pg. 101

GRI STANDARD	CONTENT	COMPLIANCE WITH THE REQUIREMENTS	PAGES
GRI 305 Emissions 2016	305-1 Direct GHG emissions (Scope 1)	305-1a Gross direct (Scope 1) GHG emissions in metric tonnes of CO ₂ equivalent;	Pg. 100
		305-1d Base year of calculation.	Pg. 100
	305-2 Indirect energy emissions (Scope 2)	305-2a Gross indirect energy (Scope 2) GHG emissions in metric tonnes of CO ₂ equivalent;	Pg. 100
		305-2d Base year of calculation.	Pg. 100
	305-3 Other indirect emissions (Scope 3)	305-3a Other gross indirect (Scope 3) GHG emissions in metric tonnes of CO ₂ equivalent;	Pg. 100
		305-3d Base year of calculation.	Pg. 100
	305-5 Reduction of GHG emissions	305-5a GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO ₂ equivalent;	Pgs. 98-100
		305-5c Base or reference year;	Pgs. 98-100
		305-5d Areas where reductions occurred; whether direct (Scope 1), indirect energy (Scope 2), and/or other indirect (Scope 3);	Pgs. 98-100
		305-5e Standards, methodologies, assumptions, and/or calculation tools used. (*) Partially	Pgs. 98-100
GRI 306 Waste 2020	306-2 Management of significant impacts related to waste	306-2a Actions, including circularity measures, taken to prevent the generation of waste in the organisation's own activities and to manage the significant impacts of the waste generated.	Pgs. 73-74; 102
GRI 401 Employment 2016	401-1 Recruitment of new employees and staff turnover	401-1a Total number of new recruitments during the reference period.	Pg. 107
GRI 403 Occupational Health and Safety 2018	403-4 Workers' participation, consultation, and communication on health and safety at work	403-4a Involvement and consultation of workers in the development, implementation, and evaluation of the occupational safety and health management system.	Pgs. 114-117
	403-5 Training of workers in occupational safety and health	403-5a Description of any occupational health and safety training given to workers.	Pg. 115
	403-6 Workers' health promotion	403-6b Description of voluntary health promotion services and programmes offered to workers to address major non-work related health risks.	Pgs. 116-117
	403-9 Work-related injuries	403-9a (iii) The number and rate of recordable occupational injuries. (*) Partially	Pg. 115
	403-10 Occupational diseases and illnesses	403-10a (ii) The number of cases of recordable occupational diseases and illnesses.(*) Partially	Pg. 115

GRI STANDARD	CONTENT	COMPLIANCE WITH THE REQUIREMENTS	PAGES
GRI 404 Training and Education 2016	404-1 Average number of training hours per year per employee	404-1a Average hours of training that the organisation's employees have undertaken during the reporting period.	Pg. 112
	404-2 Employee skills enhancement programmes and transition assistance programmes	404-2a Type of programmes implemented and assistance provided to improve the skills of employees;	Pgs. 112-113
		404-2b Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Pgs. 112-113
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governing bodies and employees	405-1a (i) Percentage of persons within the governing bodies of the organisation from a gender perspective. (*) Partially	Pg. 118
GRI 413 Local Communities 2016	413-1 Transactions with software for local community participation, impact assessment, and development	413-1a (iv) Local community development programmes based on the needs of the local community. (*) Partially	Pgs. 119-123

10 DEFINITIONS

DEFINITIONS

- **Global Reporting Initiative (GRI):** an international standards organisation that helps companies, governments, and other organisations to understand and communicate their social, environmental, and governance impacts.
- **B Corp certification:** international certification that guarantees compliance with rigorous standards of social and environmental performance, public transparency, and legal accountability.
- **Science Based Targets (SBTi):** a collaboration between CDP, United Nations Global Compact, WRI, and WWF that drives ambitious climate action in the private sector by enabling organisations to set science-based emissions reduction targets.
- **Carbon Disclosure Project (CDP):** a non-profit organisation that manages the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.
- **World Resource Institute (WRI):** a global non-profit organisation that works with government, business, and civil society leaders to research, design, and implement practical solutions that improve people's lives and ensure that nature thrives at the same time.
- **World Wide Fund for Nature (WWF):** an independent international organisation dedicated to the defence of nature and the environment.
- **UN Global Compact:** an international corporate sustainability initiative that supports companies in aligning their strategies and operations with universal principles on human and labour rights, environment, and anti-corruption.
- **Trail running:** a form of running characterised by the fact that it takes place in nature.
- **Omni-channel:** a strategic business approach that unifies the different touch points to provide a single, inter-connected experience for customers, employees, and suppliers.
- **Leather Working Group (LWG):** a global multi-stakeholder community committed to building a sustainable future with responsible leather.
- **Tanneries:** where hides are tanned and developed.
- **Stakeholders:** groups of people who are impacted by the business activity and who have a particular interest in it.
- **Materiality Analysis:** a tool used for the identification and prioritisation of material issues for the organisation in relation to the interests and expectations of key stakeholders.
- **PFCs:** perfluorocarbons, a family of chemical compounds.
- **Sustainable Development Goals (SDGs):** 17 interconnected global goals designed to achieve a better and more socially and environmentally sustainable future for all. The SDGs were established in 2015 by the United Nations General Assembly (UNGA) and are intended to be achieved by 2030.
- **Mulesing-free:** refers to a practice or product that does not involve the removal of strips of skin from the buttocks of sheep, a procedure considered cruel, to prevent flystrike.
- **CuCa – Customer Care:** service of attention and advice to the consumer during the different phases of the purchase of the product or use of the service.
- **CuCa Rate – Customer Care Contact Rate:** indicator that measures the % of dispatched orders that have suffered some kind of incident for the consumer.
- **Taxonomy:** a classification system, which establishes a list of environmentally sustainable economic activities.
- **Transversal projects:** projects with involvement in the company across different departments and skill sets.
- **APAEMA:** Association of Ecological Agricultural Production of Mallorca.

