

ESG POLICY

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ESG POLICY

1. Mission

WALKING WITH PURPOSE

Delighting people with a playful, sustainable and responsible walking experience

2. Vision

To be the world's leading premium footwear brand:

- Leading in product design
- Leading in customer experiences
- Leading in communication
- Leading responsible business

3. Values

Real

We have been shoemakers for over 140 years. Quality and craftsmanship remain at the heart of what we do.

Imaginative

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.

Playful

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.

Caring

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.

4. Message from CEO – Miquel Fluxà

To achieve our vision, Camper must be a responsible business which creates positive impact; through the creation of excellent products, by doing business in a responsible manner and by improving the lives of our community, not only working for Camper, but for the people impacted by our business model in all our geographical areas across our value chain. This objective is clearly outlined in our mission and is something we strive to be better at as we grow and evolve.

The very first shoe we produced, made of fabric offcuts and rubber from tyres, reflects the attitude and approach that has been inherent in our business from the outset. But as our business became more complex, so did our impact. Our aim is simple. We must challenge ourselves in every area of our business on how we can be better and we must be rigorous in doing so. Twenty years ago we created the phrase “A little better, never perfect” and today it symbolizes our efforts to continuous improvement to protect our planet and people.

5. Context

Consideration for being a responsible business, the environment and society is vital to our success as a company. This is embedded in our mission, our values and within our DNA, and through this Policy we aim to integrate our ESG objectives into our operations.

Sustainability is a fundamental part of our business where product is at the core. We are committed to a long-term sustainable approach to develop products that have as little footprint as possible – not only the impact on our planet but how we get there - operating as a responsible business with rigorous processes and practices.

Our approach is set out in long-term goals and annual objectives to address the impacts from our products and business operations. In addition, the ESG policy sets out our commitment to develop our contribution within society and amongst our peers to be a responsible business.

In particular, we are committed to working with all stakeholder groups to identify how the ESG policy applies to them and also how it impacts them, working to ensure we take all stakeholder perspectives into account. This collaborative approach is an important part of our evolution to being ‘A little better, never perfect’.

Camper is committed to respecting fundamental human rights across our company and with our stakeholders. Our commitment is based on the *UN Guiding Principles on Business and Human Rights*.

As such, our processes and operations are guided by a set of principles related to human rights, labour standards, environmental protection and fraud prevention and practice corrupt aimed at guaranteeing the ethical and socially responsible behaviour of the entire company in the development of its operations.

We comply with national laws where we operate. Where they are in conflict with UN guidance or other connected principles – environmental, social or governance related, we will respect the national law while seeking to honour the international principles.

6. Scope of application

This document outlines and conveys the corporate policy and is applicable to the entire Group, regardless of geographic location. It is applicable to all those territories in which Camper operates directly by means of its companies and those in which the marketing and distribution of the products, undertaken by any company of the Group.

Camper's social responsibility falls under two concepts: compliance and proactiveness. Compliance refers to our company's commitment to legality, the implementation of values and regulations. Proactiveness is our approach towards continuous improvement "A little better, never perfect" in order to govern our business, protect human rights, help communities and protect our natural environment.

The governing principles of this policy are of compulsory application by all companies of the Camper Group. Their compliance is mandatory for all employees.

In particular, the principles of this document are applied to all areas of our business where impact is made. This includes our upstream activity – from where we start making an impact. Although many aspects of the ESG Policy are not legally enforceable to stakeholders, we ask our stakeholders to comply with specific aspects and to work towards others proactively and to be transparent in doing so.

As such this policy is reinforced by the Corporate Governance pillars, with the different committee's structure and within some other policies of the company including the Code of Conduct and Ethics, the Anti-Corruption and Bribery Policy, the Materiality Assessment, the Supplier Code of Conduct and the Procurement Policy.

Regarding social impact specifically, the ESG Policy is also linked with other policies and documents to achieve the ESG objectives of the Company. This includes the Employee Handbook, Equality Diversity and Inclusion Policy, Anti-Harassment Policy, Health and Safety Risk Prevention Policy and Donations and Sponsorship Policy.

7. Commitments

Through a materiality assessment (where we have identified a comprehensive list of material aspects, the most relevant regarding Governance, Environmental and Social matters for the Company) Camper has identified and defined an ESG Strategy with concrete areas and objectives.

All ESG actions are set within the strategic framework of:

A LITTLE BETTER, NEVER PERFECT

In consultation with Camper's ESG Committee, the company focuses its activities in the following areas to create the maximum impact. Each area of focus includes a set of objectives and measurements to ensure that the company is in a process of continual improvement. These areas are:

Designing Unique and Outstanding Walking Experiences – Developing unique & innovative products that have the lowest possible environmental impact. Achieved through; innovative design, the selection of materials, best of breed partners, new or improved production techniques and transparency to our customers. It also covers our commitment to our customer, to create a product that is durable, of excellent quality, and can be purchased through the best possible customer experience.

Preserving and Conserving Natural Resources – To ensure all business processes and procurement minimize damage, and/or create opportunities to preserve and protect animals, the earth and water. Includes not only the purchase of raw materials, but also considers the use of energy, chemicals and other impacts that occur during the production process. To ensure we effectively use resources, measure & minimize waste and to ensure responsible waste disposal for materials, products and by-products connected with our business.

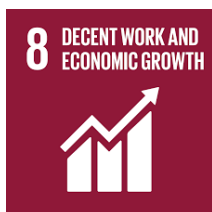
Delivering Responsible and Ethical Growth – To ensure our processes and frameworks enable company objectives and drive improvement, as well as maintain our legal and ethical standing in the eyes of shareholders, regulators and the wider community.

Caring about Human Progress – To develop and foster growth and human development of those connected with our business. Includes initiatives and practices that protect and support our employees and those who work to produce our shoes around the world. It considers how we support, through a number of mechanisms, to benefit local communities and organizations connected with our business with a focus on our home of Mallorca.

8. Contribution to the SDGs

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

Camper has set out its commitment for the coming years and has selected SDG's that fit most closely with its strategy and core business processes defined by strategic contribution and basic contribution. Our strategic commitments are outlined as:



Camper continuously works to improve the levels of productivity and profitability of its business model through innovation locally and globally through partners.



With a legacy for creating well-made and durable footwear, Camper's mission sets out its philosophy towards reducing its environmental impact by reducing resources, selection of materials and by the development of innovative production and design techniques



Camper contributes to the global reduction of carbon emissions as a strategic priority, through a holistic approach to measuring, reducing and offsetting the footprint of its direct and indirect actions.



With its roots in the Mediterranean, Camper collaborates with local entities focused on the conservation and protection of the Mediterranean Sea, as well as an aim to eliminate virgin plastics through the use of recycled plastics or natural alternatives.



Through the selection of more responsible materials, from improved agricultural processes and including good animal welfare, the company contributes to the conservation and sustainable use of natural terrestrial ecosystems.



Camper believes that that the only way to multiply the positive impact and achieve the achievement of the goals of the SDGs is through the collaboration and partnerships for the implementation of projects and improvements in its ESG objectives.

In addition, we are also developing projects which contribute to the following goals:



9. Principles that Govern Stakeholder Relationships

Permanent dialogue and transparency are the core principles that define our relationships with stakeholders. The ESG policy works to both encourage its stakeholders to support the actions set out within the ESG strategy, but it also aims to create improvement and support for each stakeholder group. It includes:

CUSTOMERS

Through the ESG Policy Camper is committed to transparently outline its contribution and impact on society and the environment using the best and clearest communication possible. Within this approach Camper takes responsibility to ensure its footwear is produced with the best quality, materials and production processes possible and to ensure our products are in a process of continual improvement. Through its quality management process Camper is committed to providing the best quality of product possible – this includes upholding legal chemical requirements, local laws and compliance with health and safety standards including the [Ethical Marketing Policy](#).

EMPLOYEES

Through the ESG Policy and other connected policies, Camper encourages the development of the ESG strategy to ensure that its employees understand the impact that they and the company is making and their role to support that. In addition, these policies work to develop specific aspects of the strategy which protect, nurture and develop employees ensuring that they are treated in a fair and decent manner.

SUPPLIERS

Via the ESG Policy and other connected policies including the [Procurement Policy](#) and [Supplier Code of Conduct](#), Camper expects that its suppliers read, understand and comply with the guiding principles of the brand to ensure responsible social and environmental practices being especially observant of Human Rights within the framework of the United Nations Guiding Principles on Business and Human Rights.

SHAREHOLDERS & DIRECTORS

Through the ESG Policy and other connected policies, Camper outlines the due diligence and responsibilities of company directors to deliver company growth whilst upholding the principles and objectives of the ESG strategy, and through its Materiality Assessment to understand the impact the company makes directly and indirectly.

ADMINISTRATION & FINANCIAL BODIES

To monitor the ESG Policy and its strategy, in addition to the ESG Committee, the Compliance Committee has been entrusted with the supervision of risks arising from Camper's activities. Camper and its directors are responsible to ensure the compliance of social, legal & financial obligations of the company and the accurate and compliant reporting of activities within these areas to key groups, organizations and bodies.

PEOPLE & COMMUNITY

Camper believes it has an opportunity to contribute to the development of society based upon the use of its resources – financial or other. The ESG Policy and connected strategy outlines that the company must undertake socially responsible practices that create value for the community and the company. This includes the social conditions of people who work or are connected with the company, and the wider community based in areas where Camper is located. In particular Camper will focus its efforts on the Communities and Organizations located in Mallorca, Spain. More information regarding the company's commitment to charitable organisations and NGO's can be found in the [Donations Policy](#).

ENVIRONMENT

We consider the planet as a stakeholder, in order that we work in harmony with the environment by seeking to minimize the environmental impact of our business operations. We strive to develop footwear in a way that is respectful to the planet, and to build relationships with organizations involved in environmental preservation, specifically in our Island home of Mallorca.

10. Training & Adoption of Policy

Camper will provide regular training to all management and as part of the onboarding process for new employees on the subject of the ESG policy and strategy. All employees will have access to this ESG Policy via the Internal Communications Portal. Wider stakeholders will have access to the Policy via their Camper Point of Contact, or through Camper.com.

Camper recognizes that everyone has a part to play in the process of improvement and all employees have the opportunity to make a difference. All employees will have ESG issues included within their annual performance review and must detail how they individually support the sustainability objectives of the company within their specific discipline.

With regards to wider stakeholders Camper will communicate this Policy to all suppliers at the outset of any business relationship, and as appropriate thereafter. For specific identified suppliers (where their impact is large) Camper will ask them to comply with the ESG Policy (Either via the [Procurement Policy](#) or the [Supplier Code of Conduct](#)) on an annual basis, will ask them to report on key metrics and will bi-annually independently audit them to ensure the Code and Policy are being upheld.

11. Monitoring & Reporting

Camper will evaluate the effectiveness of this Policy and the implementation of it on an ongoing basis, to ensure that it remains effective and reflects best practice. The content in this Policy will be monitored by the ESG Committee by using a set of KPI's (Key Performance Indicators) as set out in the ESG strategy.

Camper will include information on compliance to and continuous improvement of this Policy on an annual basis in the non-financial report to ensure transparency of operational practices. The ESG Policy and its connected strategy will be independently audited on an annual basis with an ESG Report. The results of this report will be reviewed by the Board and recommendations incorporated into the strategy to ensure a process of continual improvement.

12. Governance

The CEO, CFO and ESG Impact Manager are responsible for monitoring the effectiveness of this Policy and reviewing the implementation of it on a regular basis. Camper has appointed an ESG Committee of elected individuals who represent the delivery of this Policy as well as specific actions in order to ensure its continual improvement.

All Camper directors, employees, workers and contractors are expected to do business in accordance with this Policy. Third parties should be managed to fulfil the requirements of this Policy by relevant department leads and performance against this Policy will be included in the evaluation of contractual relationships and is detailed in the Procurement Policy and within the individual contracts of suppliers (within the Supplier Code of Conduct).

Should any stakeholder suspect that the code is not being upheld or there are breaches which go against the principles set out in this document they can report the matter to their immediate superior or the Head of ESG Impact. If they are unable or unwilling to do this they can email the Whistleblower Channel at ethicscompliancechannel@camper.com.

The Compliance Committee undertakes to treat any report received in strict fulfilment of the confidentiality rules contained in the Whistleblower Channel Policy.

Camper does not allow any kind of reprisals against staff members who have reported a violation, or possible violation, in good faith, and guarantees to keep confidentiality and prevents any disciplinary action against the staff who have reported such violation.