

EQUALITY, DIVERSITY AND INCLUSION POLICY

EQUALITY, DIVERSITY AND INCLUSION POLICY

INDEX

1. Mission
2. Vision
3. Values
4. Message from CEO – Miquel Fluxà
 - Why an Equality, Diversity and Inclusion Policy?
5. Context
6. Scope of application
7. Commitments
8. Application
9. Whistleblower Channel
10. Governance

EQUALITY, DIVERSITY AND INCLUSION 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

Diversity and inclusion is an important part of our culture that sits within our core values. We want to work, interact and support people whose values are aligned with ours. We also want to reach out and encourage a more inclusive society. We are continually learning how to be the kind of company which enables self-expression, the kind of company that values the unique beauty of every individual. We can only achieve this by being inclusive and respectful and by caring.

5. Context

Camper promotes a culture of respect and values differences. It will promote dignity, equality, inclusion and diversity in order to fulfil the company's mission. As part of its Code of Conduct, Camper creates this Equality, Diversity and Inclusion Policy, with the aim of clearly outlining a series of guidelines that must govern the company.

With a history of more than 140 years as a family owned Company and heritage in the creation of footwear we understand that our people are our main asset. Camper is committed to promoting equal opportunities among all employees and will work to encourage and drive positive reinforcement across all stakeholders. This policy incorporates the following dimensions: cultural diversity, gender, sexual orientation, generational, skills, disabilities, religion, education, social background and marital status.

Camper rejects any form of discrimination or harassment and in doing so applies a zero-tolerance criterion with respect to any breach of this Policy.

Without exception, Camper neither allows nor consents to the participation by its executives and employees in any act of discrimination or harassment in any manner and under any circumstance, either with our employees or with the community.

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.

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 addition, the principles of this document are reinforced within other policies of the company including the supplier code of conduct and the recruitment policies of the company for example.

7. Commitments

Camper establishes the following commitments in the workplace:

1. Provide a work and retail environment based on dignity and respect for all people, without tolerating any form of action not aligned with this principle.
2. Respect and consider diversity as a value, promoting non-discrimination based on race, colour, age, sex, marital status, ideology, nationality, beliefs, sexual orientation or any other personal, physical or social condition among its professionals.

3. Guarantee the right to equal opportunities. This principle implies the commitment to carry out an equitable treatment that promotes the personal and professional progression of the human team, specifically:
 - a. Make sure that the processes related to professionals are carried out based on the knowledge, skills, merits and competencies required by the different jobs, without establishing differences due to personal, physical or social conditions including sex, race, marital status or ideology, political opinions, nationality, religion or any other personal, physical or social condition.
 - b. Support professionals with different capacities, promoting their effective occupation and professional development.
 - c. Promote a culture that fosters collaboration, transparency, communication and equity so that all employees can contribute to their full potential and share knowledge and experience.
 - d. Promote cross-cultural understanding by providing the organization, and the professionals that comprise it, with tools to develop a global mindset, preserving the values that have remained throughout its 140-years of Camper history.
 - e. Promote transparent communication, encouraging respect, innovation and granting the necessary autonomy to professionals in the exercise of their functions.
 - f. Strengthen the commitment to gender equality and respect for diversity.
4. Do not use references in our internal or external communications that are discriminatory or include expressions of prejudice. Please refer to our [Marketing Ethical Policy](#).
5. Will not tolerate any type of annoying conduct, or threat, harassment, abuse of power or coercion in the Company's work environment by any employee, including intimidation and abuse of authority. specifically established under our Policy against Harassment and Gender Violence, including but not limited to the following:
 - a. Do not tolerate any type of harassment in any of its forms, including acting aggressively, comments that pose threats, any form of intimidation work-related or others, disrespectful communication or intentionally causing damage to the properties of others.
 - b. Specifically, avoid any type of action that may mean sexual harassment in any of its forms:
 - i. Be it through actions or annoying as a condition for employment or when career and career decisions in the position held are based on actions such as dating, sexual favours or any other similar conduct of a sexual nature.
 - ii. Whether creating an intimidating or hostile work environment, with offensive behaviours, actions, verbal or physical.
6. Avoid favour treatment based on family or personal relationships.
7. Build trust and confidence among those with disabilities to ensure that they are valued, and their dignity and rights are respected and that, in the workplace and within our stores,

they find an enabling environment in which to fully and effectively participate on an equal basis with others.

8. Camper will accelerate efforts to achieve the goal to empower and increase representation of persons with disabilities in all their diversity among all categories of Camper staff.
9. Make the concerns and experiences of persons with disabilities an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in Camper, so that those with disabilities benefit equally and inequality is reduced and ultimately eliminated.
10. We commit ourselves to continue advancing any integration introducing technical aids and supports to reduce and eliminate barriers to any employees, to ensure they can participate in an environment work on equal terms.
11. We strive to incorporate the concept of “design for everyone” in the process of designing and producing shoes to promote the inclusion of all people removing any kind of barriers to enhance their inclusion.
12. To ensure that all communications from the company is inclusive and respectful at all times. This includes any material, but with particular focus on HR, Recruitment, Marketing and Communications.
13. To support organisations and NGOs who support communities local to Camper and who also support social inclusion and the development of a fairer and equal society.

8. Goals

The following goals act as focus for work but no means limit the scope and progression set by the Working Committee to improve and progress diversity and inclusivity within the company:

- **Better & fair Recruitment:**
 - Attract, hire and retain diverse profiles across all positions within the Company.
- **Better workplace:**
 - Guarantee equal treatment and opportunities any person in the company, promoting non-discrimination based on race, colour, age, sex, marital status, ideology, nationality, beliefs, sexual orientation or any other personal, physical or social condition among its professionals.
 - Favour the access and incorporation of women & minority groups to the company or to positions of responsibility to drive greater inclusivity and equality.
 - Facilitate an inclusive work environment that ensures that all people who are part of the company feel accepted and integrated.
 - Use unbiased, respectful and neutral internal and external documents and forms of communication and promote collaboration and respectful communication amongst the members of all teams.
- **Better people management:**
 - Integrate the diversity perspective transversally into the company culture and especially in human resource management.

- **Family Friendly:**
 - Facilitate the reconciliation of personal, family and work life of the people that make up the workforce, developing co-responsibility policies. This includes developing measures to ensure inclusivity where the workforce is predominantly female.
- **Fair & Equal Pay:**
 - Guarantee equal pay for work of equal value with focus on specific areas where gender inequalities have been detected.
- **Better Governance:**
 - Promote the periodic evaluation of the effectiveness of the principle of equality in all fields of action.

9. Whistleblower Channel

The Whistleblower Policy describes the procedure that staff must follow to report misconduct, or suspicion thereof. The way the report is treated is also part of the policy. The Whistleblower Policy also describes the guarantees regarding confidentiality and the protection that staff have.

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.

Camper expect workers who suspect misconduct to first inform their immediate superior about it. If staff are unable or unwilling to do this, they can email the Camper Compliance Committee at ethicscompliancechannel@camper.com.

10. Governance

Implementation, reviews and enforcement of this policy are led by the Chief Financial Officer, Member of the Executive Committee of Camper Group, José Ignacio Lugo Rojo.

Camper has appointed a Working Committee of elected individuals who represent the delivery of this Policy as well as specific actions in order to ensure its continual improvement. Camper is committed to the issue of diversity both with regards to employees or customers and, as such this is addressed by the Working Committee on an annual basis and reviewed. Diversity, Equality and Inclusion issues will be included in the review of metrics within the company. These will also be published in the Non-Financial Report (EINF).