



Ethical Policy

The Amer Sports Ethical Policy (hereafter, “Ethical Policy”) sets out the social and environmental fundamentals for the Amer Sports supply chain. The Ethical Policy – being an integral part of Amer Sports’ responsible operations strategy – is based on our commitment to uphold human rights in the spirit of internationally recognized social and ethical standards including International Labor Organization (ILO) Standards and the United Nations’ Universal Declaration on Human Rights. This holds true especially for women, children and migrant employees. Amer Sports shares this commitment within its entire supply chain to treat employees with respect and dignity.

The Ethical Policy applies to all operators in the Amer Sports supply chain including Suppliers (as defined below) and Amer Sports’ internal manufacturing and distribution facilities alike (collectively referred to as “Employers”). “Suppliers” are business partners through the entire supply chain including but not limited to contractors, subcontractors, and any party running facilities producing components, materials for Amer Sports’ products in whole or partially.

The standards set in the Ethical Policy are further elaborated in the Social and Environmental Compliance Benchmarks (hereafter, “Compliance Benchmarks”). Employers shall comply with these standards (as supplemented by the Compliance Benchmarks) and all applicable national and international laws, rules, legal regulations and industry best practices pertaining to any of Employers’ activities including, without limitation, those applicable to the manufacture, sale, and distribution. When differences of standards arise, Employers shall apply the strictest standards.

As the Amer Sports Executive Committee (hereafter, “ExCom”) is accountable to uphold the Ethical Policy, it reviews and approves the Ethical Policy on a regular basis. For owned manufacturing and distribution facilities, ExCom considers their respective General Managers in charge of the implementation of the Ethical Policy. Suppliers agree to uphold and implement the Ethical Policy by signing Supply Agreements with Amer Sports Corporation or one of its subsidiaries. Amer Sports’ Sourcing Directors are responsible for their Suppliers to sign such Supply Agreements. Finally, ExCom holds the Vendor Sustainability team responsible for monitoring Employers’ adherence to the Ethical Policy.

According to that and following the Amer Sports responsible operations strategy, employers are monitored regularly, and their performance is part of our consideration to retain and grow our business. Employers are required to remediate any issues that cause adverse human right impacts. Effective management systems shall be implemented to drive continuous improvement from meeting the requirements of the Ethical Policy to demonstrating sustainability leadership in their own facilities and their tier suppliers. Employers shall maintain adequate and transparent records to demonstrate compliance with all provisions under the Ethical Policy.

If there is a violation of any standards of the Ethical Policy, employees are encouraged to bring issues to Amer Sports’ attention by emailing to vsl@amersports.com in English or their native language. Amer Sports will keep all information strictly confidential. Employees shall be free from retaliation because of issues raised.

1. EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect employees and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

2. PROHIBITION OF CHILD LABOR

Employment of child labor is prohibited in any capacity. No person under the age of fifteen (15), or under the age for completion of compulsory education, or under the legal minimum age for employment in the country, whichever is higher, shall be employed. The employment of young persons shall comply with any laws applicable for the protection of such persons. The hiring procedure shall include collection and maintenance of all documentation necessary to confirm and verify the date of birth of all employees. An effective remediation procedure shall be implemented if child labor is identified.

3. PROHIBITION OF FORCED LABOR

The employment of persons shall be voluntary and it is prohibited to use any forced or involuntary labor, whether prison, bonded, indentured, or otherwise. All forms of human trafficking and forced labor, such as lodging deposits or the retention of identity documents from employee upon commencing employment, are also forbidden. Neither Employers nor any entity supplying labor to it shall withhold any part of any employee’s salary, benefits, property, or documents in order to force such employee to continue working for the Employers.

4. PROHIBITION OF HARASSMENT AND ABUSE

Each employee shall be treated with dignity and respect, and it is prohibited to use corporal punishment, threats of violence, or any other forms of physical, sexual, psychological or verbal harassment or abuse.

5. PROHIBITION OF DISCRIMINATION

Discrimination is prohibited in hiring and employment practices including salary, benefits, access to training, advancement, discipline, termination or retirement, on the basis of race, religion, caste, birth, age, nationality, social group or ethnic origin, sexual orientation, gender, family responsibilities, marital status, membership in employees’ organizations including unions, political affiliation, political opinion or disability.

6. COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker’s basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by applicable law, regulations or respective employment contract. Employers are committed to continuous improvement and encouraged to take actions to progressively implement employees’ compensation rights.

7. WORKING HOURS

Employers shall not require employees to work more than the regular and overtime hours allowed by the law of the country where the employees are employed. The regular work week shall not exceed forty-eight (48) hours. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed sixty (60) hours. Employers shall allow employees at least twenty-four (24) consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate.

8. HEALTH AND SAFETY

Employees are to be provided with a safe and healthy workplace in compliance with applicable laws, ensuring, at a minimum, access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation. The same standards of health and safety shall be applied in any housing employers provide for employees. Effective steps shall be taken to prevent potential accidents and injuries to employees’ health arising out of, associated with, or occurring in the course of work, by minimizing the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards. All employees shall receive regular and recorded health and safety training, moreover, such training shall be repeated for new and reassigned employees.

9. ENVIRONMENTAL STANDARDS

In addition to complying with applicable environmental laws and regulations regarding the handling and disposal of chemicals and other dangerous materials, waste disposal and management, Employers strive to reduce negative environmental impacts of their operations and continuously improve the environmental performance.

10. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Employers respect the rights of employees to freedom of association, and the right to organize and collectively bargain without penalty or interference. Employees are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them. Employees are allowed to freely elect their own representatives. When the right to freedom of association and collective bargaining is restricted under law, employers shall not obstruct legal alternative means of employees association.

11. MONITORING

Amer Sports and its designated agents (including third parties) will engage in monitoring activities on a schedule that is specified in the Amer Sports Ethical Policy Implementation Guide. To verify compliance, monitoring activities include reviews of books and records and private interviews with employees. Employers shall maintain on site all information and documentation necessary to demonstrate compliance with this Ethical Policy.

12. PROTECTION OF INTELLECTUAL PROPERTY

Employers avoid directly or indirectly infringing or misappropriating any patent, trademark, copyright, trade secret, or other intellectual property right of any third party, or otherwise violate any rights of any third party in the manufacturing process.

13. COMMUNICATION TO EMPLOYEES

Employers shall take appropriate steps to ensure that this Ethical Policy is communicated to employees through a prominent posting of this Ethical Policy in languages that employees understand. The Ethical Policy is also available on Amer Sports’ web site www.amersports.com. Employers shall establish effective grievance mechanisms which are accessible directly to employees who may be impacted by adverse human right issues. Employers shall ensure that reviews of grievance issues are conducted in a fair, credible and effective manner without any retaliation.

14. PRIVACY OF DATA

Employers respect the privacy of their employees. All personal data collected or held will be processed in a fair, discreet and lawful manner that protects the privacy of individuals.

15. PROHIBITION OF CORRUPTION & BRIBERY

Employers do not engage in the giving or receiving, directly or indirectly, of bribes, kickbacks, other illicit payments or improper benefits intended to achieve business advantage or financial gain. Situations that involve a conflict or the appearance of a conflict between duty to Employers and personal interest shall be avoided.

16. SUBCONTRACTING

Suppliers shall not subcontract finished goods or components production work without prior written approval from Amer Sports. Employers shall monitor its authorized subcontractors (if any) to ensure compliance with this Ethical Policy.

