

Corporate Social Responsibility and Environmental requirement policys- Business partners

- Code of Conduct
- Animal Welfare
- Environmental requirements

General

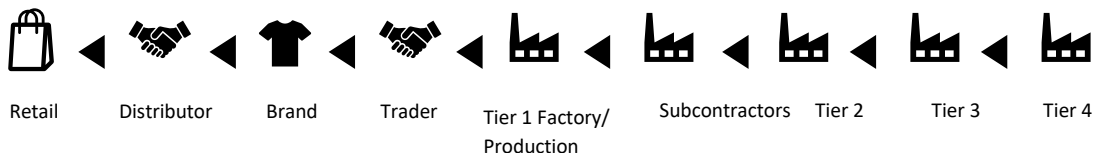
At Open air group, we have a long-term perspective on business, and it is therefore part of our core values to do business responsibly. This includes human rights, animal welfare and environmental effects. We believe that a sustainable way of doing business is the only way and we expect the same approach of our business partners.

We do business with honesty and openness

Our expectations on our business partners are highlighted in this policy. And please, never hesitate to ask if you have any questions and or concerns regarding anything in following policy. We know that this work does not finish with an agreement of this requirements. It is an ongoing work and new things can always be discovered during the journey. So, an open, honest and transparent approach in our collaboration is highly valuable.

Business partners can be at different places in the production chain, but it is important that our requirements are followed all the way to where the production starts and its subcontractors if used.

Below is a visualization that the responsibility extends to the production of the product and its parts, whether the business relation is in the end of the production chain or the beginning.



Legal Requirement

The way we deal with our co-workers and business partners shall be characterized by honesty and openness. We have zero tolerance against any form of corruption, extortion or bribery. We refer to the United Nations Convention on Corruption, [Convention against Corruption \(unodc.org\)](https://www.unodc.org/).

We shall of course comply with the laws and regulations where we do business. Should any of the following requirements be in violation of the national law in any country or territory, the law should always be followed. It is however important to understand that Open air group's requirements may not be limited to the requirements of the national law.

CODE OF CONDUCT

Introduction

We are committed to upholding human rights for all those involved in making our products. Our Code of Conduct defines the minimum requirements that our suppliers are obliged to adhere to when entering a business relationship with Open air group.

This Code of Conduct seeks to define and concretize what responsible business means our co-workers, but also towards our customers, business partners and the community as a whole.

ETI Base Code

Open air group use ETI base code and refer our business partners to [ETI Base Code | Ethical Trading Initiative \(ethicaltrade.org\)](#). To use an internationally recognised code of labour practice we believe it makes it easier for business partners if it is shared by others and can be downloaded in many different languages. It is our business partners responsibility to follow updates on ETI Base Code.

In addition to ETI Base Code, Indigenous communities stated in ILO convention number C169 are a part of our Code of conduct. The production and use of natural resources must not contribute to the destruction of resource and income bases for indigenous peoples or other marginalized communities, for example through the seizure of large areas of land or the irresponsible use of water or other natural resources on which population groups depend.

All our business partners have to follow the ETI Base Code and must ensure that the ETI Base Code is also observed by subcontractors and upstream suppliers involved in production. To control that business partners follow ETI Base Code we make regular controls every year. The inspection entail physical inspection of the factories, as well as the control of documents concerning wages, benefits, insurance, pensions, appointments letters, working hours and wages receipt.

Responsibility

Open air group request business partners to appoint a senior management representative whose responsibility is to ensure the requirements of ETI Base Code are met.

Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of ETI Base Code.

ANIMAL WELFARE

Animal welfare shall be respected

Measures should be taken to minimize any negative impact on the welfare of livestock and working animals. It is essential to ensure animal welfare in our products supply chains. All farmers have a duty of care; the responsibility is clearly defined in the "Prevention of Cruelty to Animals Act 1986". The requirements for animal welfare based on the "Five Freedoms" must be followed;

- **Freedom of hunger and thirst** by ready access to fresh water and diet to maintain health and vigour.
- **Freedom from discomfort** by providing an appropriate environment including shelter and a comfortable resting area.
- **Freedom of pain, injury or disease** by prevention or rapid diagnosis and treatment.
- **Freedom to express normal behaviour** by providing sufficient space, proper facilities, and company of the animal's own kind.
- **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering.

We do not allow in any products,

- Animal fur
- Wool from sheep that have been exposed to mulesing
- Made of or parts made of endangered species.
- Down and feather from birds that have not been bred and raised for the food industry

- Down and feather from birds that have been live plucked
- Angora wool or angora wool blend yarns
- Hides or skins from exotic animals, domestic animals and animals that are killed only for the purpose of using the skin.

- Products made from tropical wood

We prefer,

- ZQ and ZQrx wool
- RWS- Responsible wool standard
- RAS- Responsible alpaca standard
- RMS- Responsible Mohair Standard
- RLS- Responsible Leather Standard
- RDS- Responsible down standard
- RE Down
- FSC- Forest Stewardship Council

ENVIRONMENTAL REQUIREMENTS

Care for nature

As we are in the business of providing goods and services for outdoor experiences, it is of great importance to care for nature. We always treat all animals with respect and have a conscious approach to hunting with the aim to preserve wildlife for generations to come. We are also aware that production and sales of products have a negative impact on the environment, and we strive to continuously learn how to minimize that impact and make the best possible use of resources. We aim to base our decisions on the precautionary principle, especially when it comes to product design and development.

Business partners must have an environmental management system or plan. Business partners must have procedures for notifying local community authorities in case of accidental discharge or release or any other environmental emergency.

Legislation

All our products need to follow the European legislation. Business partners requires to be updated and comply with following legislation:

REACH (European Chemicals legislation), follow updated information on the website of the European Chemicals Agency (ECHA), <http://ECHA.europa.eu> which is the European Authority for REACH on behalf of the European Commission. It is the responsibility of our business partners to be updated on the Candidate list of the authorization, annex XIV of authorization substances and annex XVII of restricted substances, http://ECHA.europa.eu/chem_data/candidate_list_table_en.asp

Business partners needs to inform us if our product/products contain any listed substance according to the Candidate List, including all accessories such as trims etc.

Stockholm Convention on Persistent Organic Pollutant (EU) 1021/2019 (POPs)

http://ec.europa.eu/environment/chemicals/international_conventions/index_en.htm

EU Directive 94/62/EC for packing and materials

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:01994L0062-20180704>

RoHS Directive 2011/65/EU

[RoHS Directive \(europa.eu\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32011L0065)

EU battery regulation (EU) 2023/1542

[Regulation - 2023/1542 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32023R1542)

We do not allow in any products,

- PFAS chemistry
- Biocidal treatments
- PVC

We prefer,

- Bluesign
- OEKO-Tex
- Bra Miljöval
- EU Ecolabel
- KRAV
- Svanen /Swan label
- Debio's Ø-label
- GOTS- Global Organic Textile Standard
- OCS- Organic Content Standard

Energy

Business partners must make progressive improvement in energy performance in their own operations and require the same of their partners, suppliers and subcontractors. This includes: Measure energy consumption, reduce the energy use and use energy from renewable energy sources.

CO₂

Business partners must make progressive improvement in reducing carbon dioxide emissions and other greenhouse gases in their own operations and require the same of their partners, suppliers and subcontractors. Open Air group are committed to the Science based target and has set targets in line with the Paris Agreement. We encourage our business partners to do the same, set targets for the reduction of greenhouse gas emissions.

Water

Business partners must make progressive improvement in reducing water consumption and ensure compliance with all applicable laws and regulations pertaining to water in their own operations and require the same of their partners, suppliers and subcontractors. This includes: Ensure compliance with all applicable laws and regulations also including pertaining to ground contamination, measure water consumption, change to more water efficient processes, etc.

Waste

Business partners must make progressive improvement in reducing waste and ensure that waste is stored and disposed properly as per legal regulations without any harm to employees and the environment in their own operations and require the same of their partners, suppliers and subcontractors.

To be a part of a circular business it starts with efficient use of resources, waste avoidance/minimize waste both in production and a high product quality.

We prefer,

- GRS- Global Recycled Standard
- RCS- Recycling Claim Standard
- SpinDye/ Dope Dye/ Solution Dye

We prefer business partners committed to,

- SBTI- Science based target initiative
- SME Climate Hub
- Exponential Roadmap Initiative
- UN Fashion for Climate
- STICA- Swedish textile initiative climate action

Read, respected and accepted

These requirements are determined by Open Air Group management and will be updated when relevant. All business partners will be informed if any update has been made.

By reading and accepting the Corporate Social Responsibility and Environmental requirement policies of Open air group, I oblige to follow its content.

Open air group expects all business partners to respect this policys.

We are prepared to take cultural differences and other factors, which can differ between countries, into consideration.

However we will not compromise about the fundamental demands for safety, human rights and chemical legislation.

We reserve the right to unannounced visit all factories where our products are produced, at any time.

If we find a business partner that is not complying with the requirements in our policy and if not improvements are made within an agreed period of time, we will terminate the cooperation.