

Contribute

Sustainability Report 2021

oberalp
GROUP

*Look around. Our planet is precious,
we need to take care of it.

Sustainability is about how
everyone of us chooses to do
things. Every day.

This year, we are taking this statement literally and put the people behind
the projects in the spotlight. None of us is perfectly sustainable, but
together we #contribute to a more sustainable way of working and living.

Enjoy reading!

It is in times like these we have to consciously pause every now and then and reflect on what matters most.

Our report #contribute is such a reflection. We reflect on our own values, on the things we do on a daily basis and how we do them – and on the people that surround us.

#contribute is a means of pausing and looking back at the past year, evaluating all its facets, achievements, challenges, the goals we had set for ourselves and our fails.

We re-discover that our values are the foundation of our engagement in sustainability management. They are embedded deeply within our corporate identity and are internalized by all of us.

The Oberalp Group not only holds a role in an entrepreneurial, but also social responsibility – with full intention.

#contribute – this one term condenses our understanding of how we as a company understand this role and what importance we attach to our contribution.

We do not want to promise more than we can keep. Nevertheless, we are convinced of our long-time sustainability engagement. The mountains have taught us that projects and inventions, processes and traditions are a long-term investment. We have committed to this maxim, as have our mountain sport brands.

Our Oberalp Sustainability Report shows how far along we have come on our way and what we might still be missing.



Ruth Oberrauch, Brand Manager LaMunt, Group Sustainability Manager, is convinced that the best mountain snack comes from the own backpack – but the best omelette is served at Tschafon, while you can get the best roasted potatoes at the Innhofer Alm.



Christoph Engl, Group CEO, wanted to become a doctor, a conductor or a chimney sweep when he was little – which obviously did not come true.

What we have been up to in 2021



Our headquarters in Bolzano turned 10 years old



Groundbreaking ceremony for the new Dynafit headquarters in Kiefersfelden, Germany



We were awarded "Leader" status by Fair Wear Foundation for the 5th year in a row for our exceptional work in improving working conditions in our factories



We revised our Chemical Policy and Restricted Substances List for an even stricter approach towards chemical safety



Oberalp Group celebrated its 40th birthday



2117 of Sweden joined us as new partner brand



Our new brand LaMunt by women for women launched and directly gained FairWear Foundation "Leader" status



We are continuing our participation in the Single Use Plastics Project and started to collect polybags for recycling them into new raw materials.

Inspiring change awards 2021

We believe that positive attitudes bring change and innovation. That is why we give special awards to employees for their exceptional motivation and execution. You can read more about the respective rewards and a comment from the respective teams within the report.



Process Improvement

An award for managing change within and beyond Oberalp – by developing capability, efficiency and reducing costs, as well as focusing on process implementation.

Implementation of Rydoo p. 101
Campfire p. 101



Excellent Execution & Service

Adding value for consumers by understanding, anticipating and fulfilling needs, exceeding expectations in execution and achieving outstanding results.

Quality control in critical circumstances p. 31



Creativity & Innovation

Generate increased value and levels of performance through continual improvement and innovation.

Clean Desk & Guruu p. 101
Oberalp Christmas time p. 43



Sustainability

An award for innovative projects or activities that have a positive impact on economic, environmental and social conditions in the communities that we work in.

Re-use and recycle plastic from boots p. 76
Sports project for disabled people p. 88



Risk

Excellent organizations are widely recognized for their ability to take risks by breaking barriers, opening new ways of development and generating new ideas.

LaMunt Go to Market p. 50



Digitization

Contributing to the promotion and adoption of digitization tools/systems and workflows and bringing innovation in these areas to improve productivity, quality, efficiency, speed, sustainability and safety.

Digital workbook p. 102

Our Principles



Passion

We have unlimited enthusiasm for sports and mountains. For six generations this love for sports drives us to develop high quality and technically advanced products and brands.



Ethics

We strive to create meaningful relationships with our international partners.



People

Positive attracts positive. Our core asset is our team of talented, open, and culturally diverse people who operate effectively, driven by clear goals and shared values.



Courage

We are courageous in the ways we explore our curiosity, seek new paths, and then take responsibility for our decisions and actions.



Responsibility

We use resources carefully with an acute awareness of our impact and a deep desire to preserve the environment today and for future generations.



Sweat Together

Sweating together is one of the virtues of sports and we live it also at work.



Innovation

Through the continuous innovation of processes, products and ways of thinking and the cooperation with qualified partners we achieve new standards of excellence.



Future

Think long-term but act fast and execute well. Financial success is the consequence and ensures our independence.

Status Quo

Times change and so do priorities, and we are changing with them.

To continuously improve means to continuously revisit and revise the status quo. Therefore, we are re-organizing our Sustainability Strategy from a group central perspective towards a holistic and circular perspective.

EMPOWER PEOPLE



We're committed to our team



We promote fair factories



We share our passion & give back

ENGINEER GEAR



We make leading products



We produce mindfully

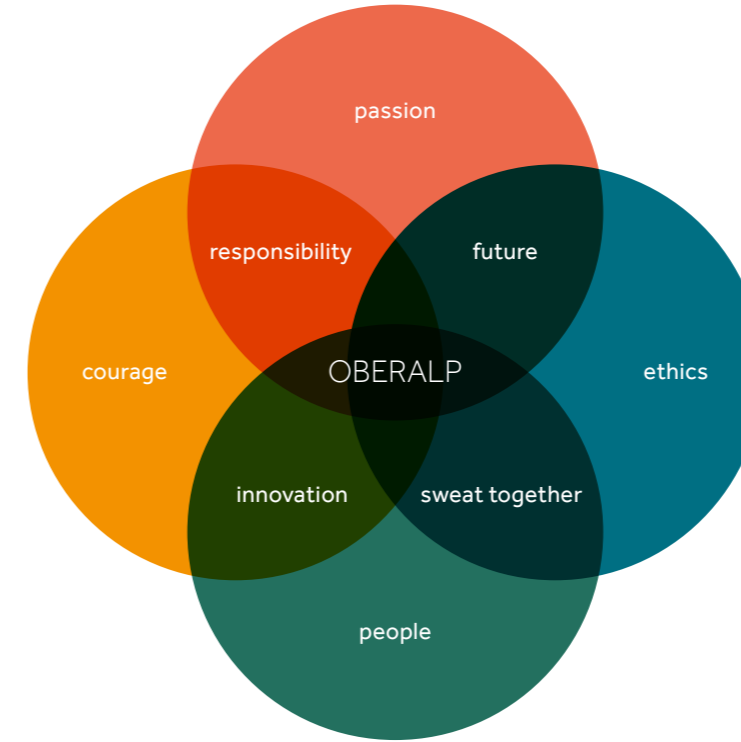
Ikigai

生き甲斐



Ikigai is the Japanese concept "reason for being", referring to something that gives a person a sense of purpose, a reason for living.

Index



For communicating our sustainability efforts, we have brought our eight Oberalp principles into this concept.

All of them important and rightful on their own, they complete each other when combined. Together, they illustrate what the group and its brands stand for, our own reason for being.

Who we are.

- Passion p.8
- Ethics p.24
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- Courage p.48

How we do things.

- Responsibility p.54
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What's next.

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Passion



We have unlimited enthusiasm for sports and mountains. For six generations this love for sports drives us to develop high quality and technically advanced products and brands.



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Partner Brands	p.19
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The most important Oberalp value for our CEO Christoph. He teaches his grandchildren that without passion and conviction, there is no way to succeed in professional nor private life.

A mission everyone believes in

Back in 2010, we created a Sustainability Working Group involving all the key functions in the Company, to identify the areas we should work in, to make our commitment to sustainability official towards stakeholders outside the Group. In 2012, we established a Sustainability Department, which is now a team of four people. We have a sustainability roadmap to keep us on track. Our team works to integrate sustainability into every department and brand of the Oberalp Group, and reports directly to the ownership and to our CEO.

We are constantly improving the way we do sustainability and we think the best way to do that is to be transparent: to talk about what we are doing and share the results. That is what this document is for.



The Sustainability Team from the left:
Sara, Chemical Compliance Specialist
Martine, Social Compliance Specialist
Marie, Sustainability Communication
Alex, Sustainability Manager

OUR STAKEHOLDERS

- Consumers
- Our athletes
- The owners (Oberrauch family)
- Our employees NGOs (Sustainable Apparel Coalition, Clean Clothes Campaign, FWF, Greenpeace, etc.)
- Industry associations (Outdoor Industry Association, European Outdoor Group, etc.)
- Local communities
- Other brands
- Media
- Authorities
- Sustainability professionals & experts

We make products for mountain lovers, by mountain lovers. But our mission does not just belong to us. It belongs to our consumers, athletes, owners and employees, too. We want to celebrate how far we have come and the progress we have made.

But we also want you to tell us how we can improve. This is why we are frequently engaging with our stakeholders through surveys, interviews, workshops, to understand which aspects of sustainability they believe are most important for Oberalp to focus on.

Sustainable development goals

The 17 goals have been adopted by UN Member States as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

We identified 10 out of the 17 goals where we have an impact as a company. Here is an overview of the relevant SDGs. Contrary to last year, we have not assigned one or the other SDG to a specific chapter, as they are underlying our holistic strategy and as we are in the process of revising our own Sustainability Strategy for the next years.



QUALITY EDUCATION

Access to education for all and increase the number of youth and adults with relevant skills for employment.



GENDER EQUALITY

End all forms of discrimination and violence against women and ensure their full integration.



CLEAN WATER AND SANITATION

Ensure our products and production processes do not use harmful chemicals and materials.



AFFORDABLE AND CLEAN ENERGY

Increase the share of renewable energy in the global energy mix.



DECENT WORK AND ECONOMIC GROWTH

Ensure a safe work environment and assist in the economic development of local communities. Protect human working conditions in our supply chain and promote safe and secure working environments for all workers.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Help suppliers upgrade infrastructure and increase resource-use efficiency by adopting clean and environmentally sound technologies and industrial innovation.



REDUCED INEQUALITIES

Contribute to addressing income inequality by addressing wage and social protection issues in developing countries.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Achieve the sustainable management of natural resources and the environmentally sound management of chemicals throughout the lifecycle of our products. Ensure that consumers have access to relevant information and are aware of sustainable development. Reduce waste generation through prevention, reduction, recycling and reuse.



LIFE BELOW WATER

Prevent and reduce marine pollution, in particular from plastics and microplastics.



LIFE ON LAND

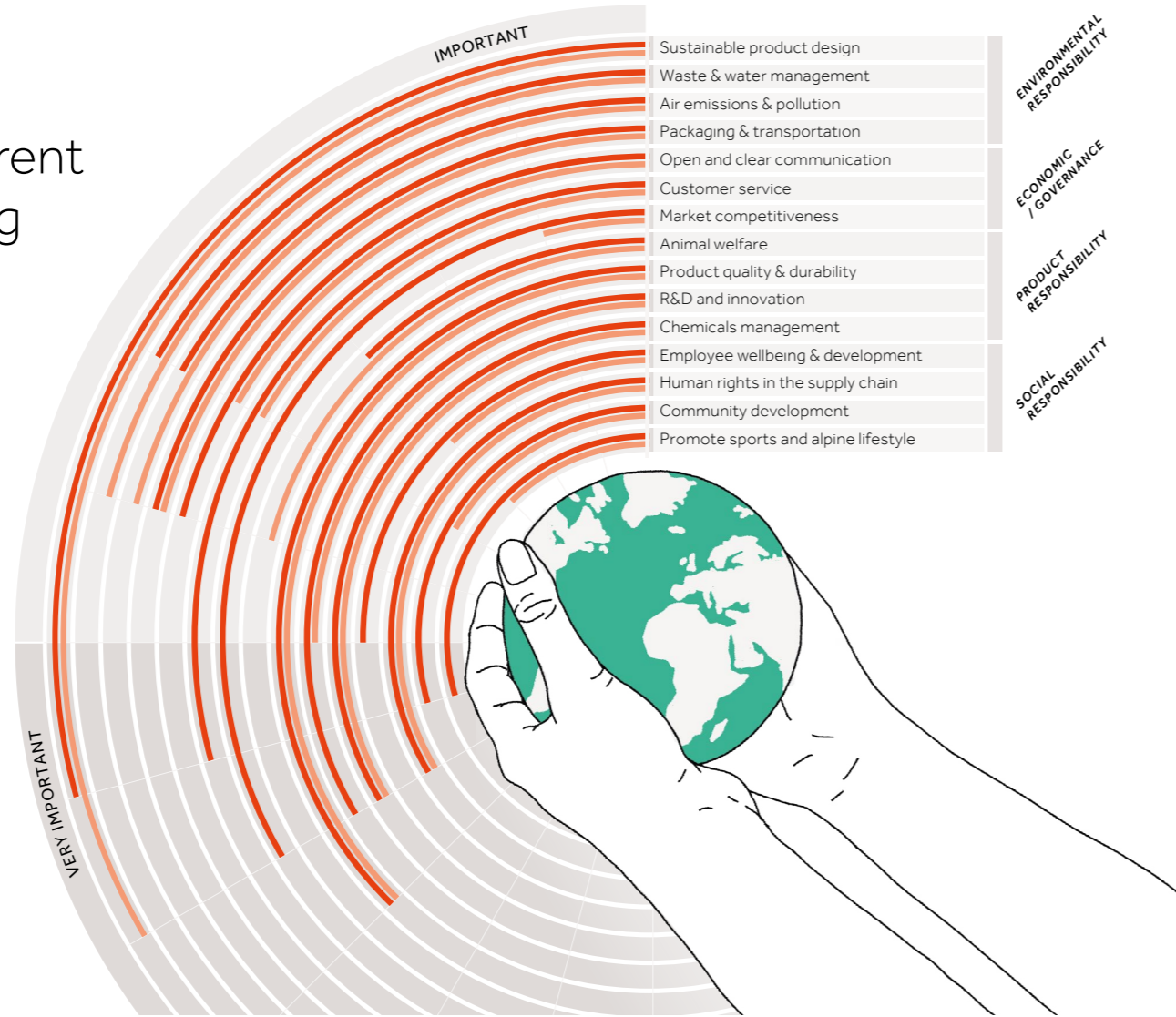
Ensure the conservation and sustainable use of ecosystems, in particular mountain ecosystems.

What we all care about

Our materiality matrix is an overview where we rank different sustainability topics according to how important they are to us as a company, and to our stakeholders.

All topics are important to us, but the ones that go beyond this threshold are the most relevant to our sustainability work.

▬ IMPORTANCE FOR OBERALP
▬ IMPORTANCE FOR STAKEHOLDERS



Oberalp Group in numbers

6 own mountaineering brands distributed in

803 group employees

65 countries

236 monobrand stores worldwide

24 production countries

3'500 dealers increase our reach

10 partner premium sports brands

Some of our most important milestones

Form the Oberalp Group	Take over Salewa	Acquire Dynafit	Enter the footwear industry	Partner with Speedo	Acquire Pomoca	Acquire Wild Country	Partner with Under Armour	Acquire U.S. Climbing Shoe Expert Evolv	Lamunt is born partner with Falke&Burlington	Partner with 2117 of Sweden
1981	1990	2003	2005	2007	2010	2011	2012	2016	2019	2021

THE HISTORY

The Oberalp Group was founded in 1981 and still is a family-owned company.

The Oberrauch Family has been working in the textile industry for six generations. Anton Oberrauch founded the family business back in 1846 when he started to import quality textile products to the Italian market.

In 1981, the Oberalp Group was founded and started distributing clothing and other sports products in Italy. 40 years later, we have about 800 employees and we are known for building great brands that make the highest quality technical mountaineering products.

Today, we are active in the product design, development, production and distribution of our five brands: Salewa, Dynafit, Pomoca, Wild Country, Evolv and LaMunt.

We also use our management and distribution experience to help our partner brands in the sports sector, including Under Armour, 2117, Speedo, Fischer and more.


While we have grown as a company, we are still a family. No matter how much we will continue to grow, our people will always come first.

This year, we celebrated the 40th birthday of the Oberalp group. The gifts, however, were not for the group or the founder, Heiner Oberrauch, but for everyone.

positive²

From November 2021, all 803 Oberalp Group employees receive an extra week of paid holiday until November 2022, to participate in charitable activities. We are looking forward to sharing the stories here next year!

Oberalp Group



WE INSPIRE AND ENCOURAGE PEOPLE FOR AND THROUGH MOUNTAINS

MOUNTAIN EXPERIENCE

We inspire and encourage people by and for mountains

MOUNTAIN PERFORMANCE







MOUNTAIN HERITAGE

MOUNTAIN SAFETY

MOUNTAIN TECHNOLOGY

MOUNTAIN COURAGE

MOUNTAIN WOMEN

Our mountain sports brands:






We're the only house of brands in the world that specializes in a single theme - mountaineering - with our brands, Dynafit, Salewa, Pomoca, Wild Country, Evolv and LaMunt.



We're passionate about mountain sports, which means we're the main customers for our products. This is what drives us. Many athletes also use our products, working with us to test and develop them in the mountains.

SPORTS EXPERIENCE

We provide best-in-class sports brands for ambitious retailers

WINTER COMPETENCE SOLUTION PROVIDER + SUMMER COMPETENCE SOLUTION PROVIDER

Our exclusive partner brands:

We partner with international sports brands and offer our know-how in communications, sales and brand building in Europe. We specialize in the Italian market, but have positioned ourselves across Europe by working with seven premium sports brands.

We are not a typical sales partner and distributor in this field. Instead, we're a solutions provider that proves its competence in the selection of partner brands and can offer the retail trade a single point of contact for renowned sports brands.

Our brands



#SPEEDUP

DynaFIT is the brand by athletes, for athletes. Speed is a part of our DNA, and we are driven by our passion to equip mountain endurance athletes from head-to-toe, 365 days a year, with the most efficient gear possible.

We know what counts up on the mountain to achieve personal goals and to tap into the best you have. Intelligent materials, innovative technology, and the courage to follow unconventional paths – these are the keys to our success.

Forward, Fearless, Obsessed – DynaFIT is always a step ahead, pushing the limits, and fully committed to mountain endurance sports.

Working together with Caritas for more than 15 years to produce our ski touring bindings is a collaboration that makes us very proud.



Pure Mountain

Salewa is passionate about mountain sports – ambitious alpinism and the mountain experience.

Founded in Munich in 1935, the company develops technical products that combine traditional materials with progressive designs. Salewa is committed to upholding high environmental and social standards. Its success is built on a strong sense of regional identity and a belief in quality and values. The brand's in-depth knowledge of mountain sports is reflected in its pursuit of finding new ways to build better, game-changing equipment.

Progressive Mountaineering is about more than just performance, it is about gaining inspiration from the mountain environment, personal development and sharing experiences. Salewa is inspired by and helping to shape this constant evolution.



Making Friends since 1977

Wild Country is the brainchild of UK-based climber Mark Vallance. It was set up to manufacture what has become the most famous piece of rock climbing gear of all time: the Friend.

Wild Country offers customers the greatest possible freedom in their vertical activities with its technical climbing products. It uses technology to reduce the risk of climbing to the lowest possible level – exceeding safety standards and setting them even higher.

What drives Wild Country is their ambition, energy and expertise; "pure climbing" is also reflected in the way their items are manufactured.



Always Forward

Founded in 1933, Pomoca is a Swiss manufacturer of ski touring skins and rubber outsoles. As the oldest skin manufacturer and leader in the field of ski touring, Pomoca initially revolutionized the market in 1975 with the application of adhesive for skins, followed by the invention of waterproof treatments EverDry in 1985. Pomoca strongly invests in innovative and environmentally responsible technologies and is now the first manufacturer on the market to produce all skins entirely free from PFCs. All skins are manufactured by hand in Switzerland and each skin can be traced back to where it comes from and was made.

But they are not only skins. Pomoca means Swiss technology to empower your freedom in the mountains with precise, reliable and simple solutions.



Creative Climbing Projects

Founded in Los Angeles 18 years ago, Evolv creates products that embody the relentless progression of the modern climbing culture.

Young, creative and unencumbered by tradition, Evolv represents an ethos of progression. They measure success by incremental improvement in what they make, how they climb and who they are as people. So, as they dedicate themselves to the pursuit of technical innovation, Evolv promotes a culture of progression, where everyone can become a better version of themselves.

Evolv is the only climbing company in the world that makes climbing shoes and feet for adaptive climbers.



Shape Her Identity

LaMunt is the new premium mountain sports brand, made by women for women, founded in 2021.

Celebrating confident women who live the mountains in their own unique ways and enjoying their me-time. LaMunt gives mountain loving women new solutions for the best fit & shape, look and pleasure of movement. It is a reinterpretation of the mountain code for women, combining functionality with aesthetics and thoughtfully executed details.

Their innovative designs are underpinned by a sustainability-focused approach, e.g. using recycled cashmere for their padding or completely waiving PFCs in their DWR.



Product divisions

Our four product divisions are responsible for transforming our brand visions into eight product categories. They develop and propose the seasonal product matrix by following the brands' briefing, contributing to the product line development.

Each division is responsible for the complete product development process, industrialization and control of the manufacturing process: project management, product design, product development, sourcing and purchasing, production planning and quality control of all products.

They also identify new technical solutions and push product innovation (in collaboration with the innovation team) to meet the brands' objectives, quality and compliance requirements, and financial goals.



Climbing shoes
adaptive climbing



Footwear

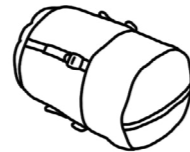


Apparel



Ski equipment
bindings, ski boots,
ski skins, skis

OUR PRODUCTS



Sleeping bags



Technical hardware
climbing and safety
equipment, poles



Backpacks



Tents

Our exclusive partner brands

We apply our experience as a house of brands on behalf of other players in the sports industry. As a Group, we built up a reputation as a long-term partner by offering our know-how in communications, sales and brand building for a selection of renowned international sports brands.

We specialize in the Italian market, but have positioned ourselves across Europe by working with nine premium sports brands. We are not a typical sales partner and distributor in this field – we act as a solution provider that proves its competence in the selection of partner brands and can offer the retail trade a single point of contact for renowned sports brands.



Speedo was born over 90 years ago in Australia and has since become the essence of swimming. Its heritage and innovative technology make this brand leader in this industry. We started working with Speedo in 2007.



Under Armour is an internationally acclaimed US innovator, marketer and distributor of branded performance athletic footwear, apparel and equipment. In 2016, we started working with Under Armour to help it expand in Italy.



Barts is an Amsterdam-based brand, manufacturer of a wide range of excellent accessories like hats, scarves and bags, for winter and summer alike. We have been distributing Barts in Italy since 2011.



Fischer is an international expert in Nordic skiing and one of the world's leading brands in Alpine skiing, known for innovation and cutting-edge technology. We have been partnering with Fischer since 2013 and are managing the brand's presence in the Italian market.



X-Bionic and X-Socks unify Swiss engineering and Italian production, redefining the world of functional sportswear. The two brands take inspiration from nature, using technical solutions to transform sweat into energy. We started our partnership in 2019 distributing the brands both in Italy and Austria.



For over 50 years, Smith has pioneered advanced products to fuel fun beyond walls, creating innovations that amplify awesome, and crafting gears in which every detail makes a difference. We have been partnering with Smith since 2017 and we are developing the brand in the Italian market.



FALKE creates products with unparalleled expertise. They manufacture jumpers, bodies, fine tights and legwear whose designs help transform their sense of style into a reality with harmonious fabrics and colours.

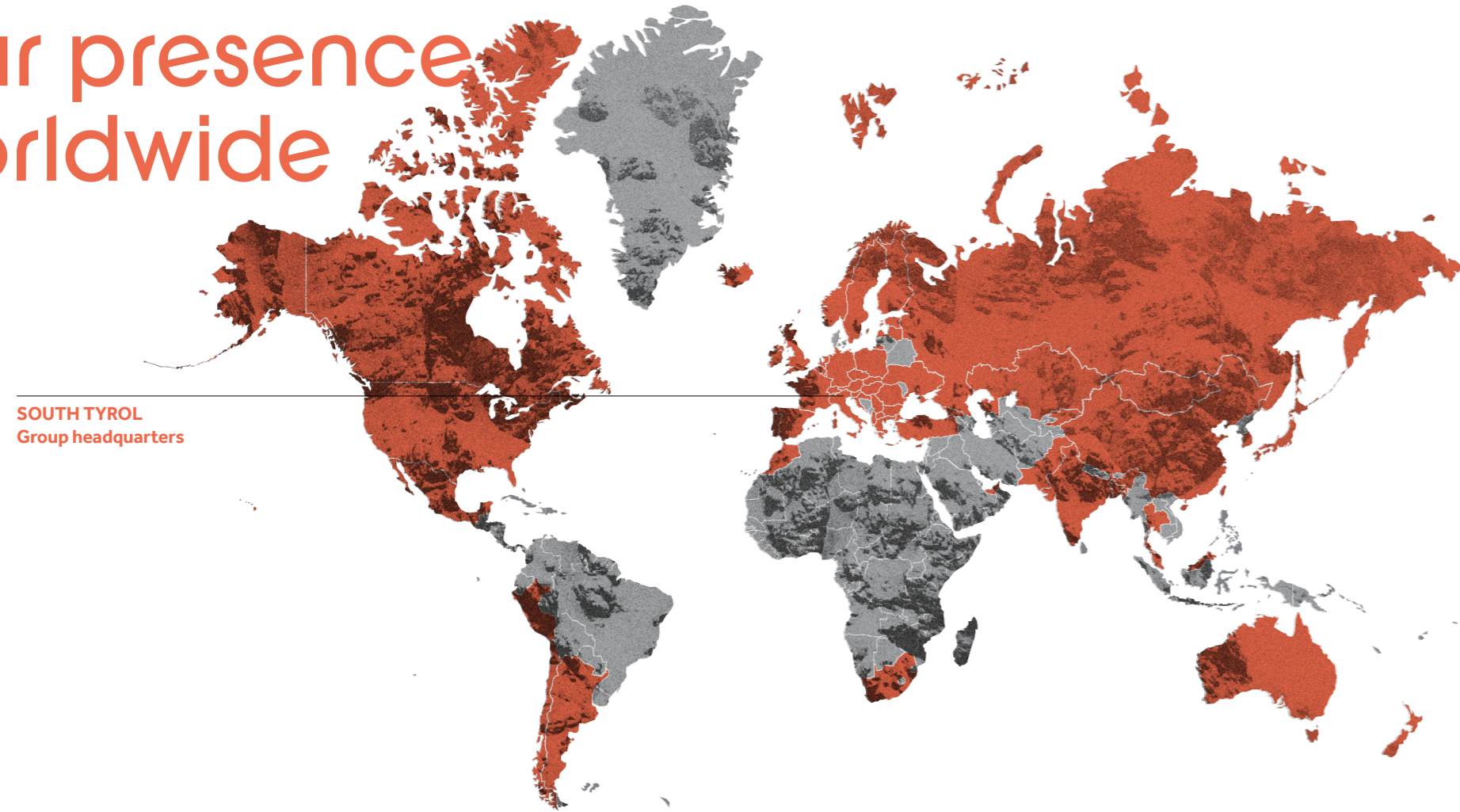


Part of the traditional FALKE brand as of 2008, Burlington has perfected its fabric and shaped the sock trend ever since. High-quality materials are crafted into original Burlington socks in Europe and at its home site in Schmallenberg. We have been partnering with FALKE and Burlington since 2019.



The newest member in our house of brands since 2021 is 2117 of Sweden. They provide easy access to sustainability and design, creating skiwear that is fashionable, highly functional, and without any compromises in terms of sustainability.

Our presence worldwide



SOUTH TYROL
Group headquarters

12

Offices across Europe and the USA

3500

Worldwide dealers in over 60 countries

31

Monobrand owned stores

27

Monobrand franchised stores

178

Monobrand stores with our licensee partners

Stores & Partners

31 owned stores,
27 franchised stores

(30 Italy, 8 Germany, 8 Austria,
7 Poland, 2 Spain, 2 Switzerland)

178 stores with our
Licensee partners

(176 South Korea, 2 China)

CENTRAL FUNCTIONS

Administration & Controlling, Business Development, Sustainability, HR, IT, Legal, Logistics, Procurement, Process Management, Research & Innovation – work across all divisions and brands. They are based at our headquarters in Bolzano, Italy.

OFFICES

South Tyrol in Italy is our home. It is where our headquarters is based and most of our employees work. It is the home of the brands Salewa and LaMunt and where Wild Country is based, as well as all our central functions. Part of our sales and marketing teams are also based here.

Munich/Aschheim is our second headquarters. It is the home of our brand Dynafit and the competence center for the engineering of our Dynafit bindings. It is also the head office of our biggest commercial unit, the Central Europe Region (Germany, Austria, Switzerland). Denges in Switzerland is the home of our brand Pomoca. The production of our ski touring skins is based here. The head office for Evolv is in Buena Park, close to Los Angeles.

Montebelluna, the historical hub of technical footwear development in Italy, is where our shoes and technical equipment are conceived, developed and tested, following the strictest quality standards. It is also home to our apparel technical development and Chemical Management.

Totally we have 12 offices across Europe and the USA, so we can stay close to our consumers and partners and meet their specific needs.

Italy (2 offices), Germany, Austria, Switzerland, Spain, UK, France, USA (2 offices), Poland and Czech Republic.

STORES

Our stores are a vital part of our business. They are our main contact point with end consumers – the place where we meet our users face-to-face, understand their needs and introduce them to our identity and values.

In 2020 we launched our new store concept: Mountain Shops. Alongside our monobrand stores, Mountain Shops will become another important pillar of our retail business, offering products and services that respond to the needs of local mountaineers and tourists. Depending on the local market demand, Mountain Shops can also sell products from brands outside the Oberalp Group.

DEALERS

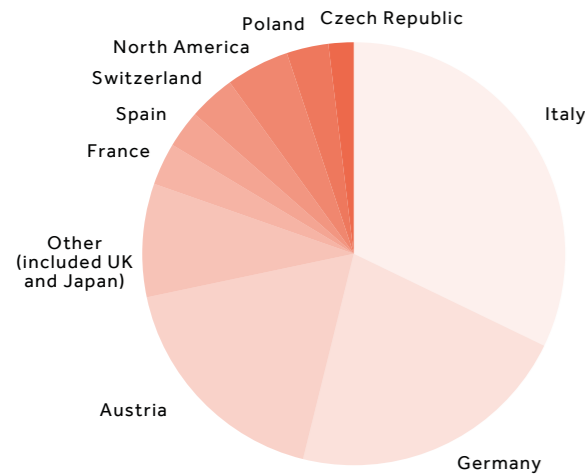
Our dealers are retailers that sell our own brands' products internationally. Through these partnerships, we strengthen our brands' awareness around the world. We have over 3,500 dealers in over 60 countries worldwide.

Our distributors help us reach all the markets where we don't have a direct presence. These operations are managed by our export team, located at our Bolzano headquarters.

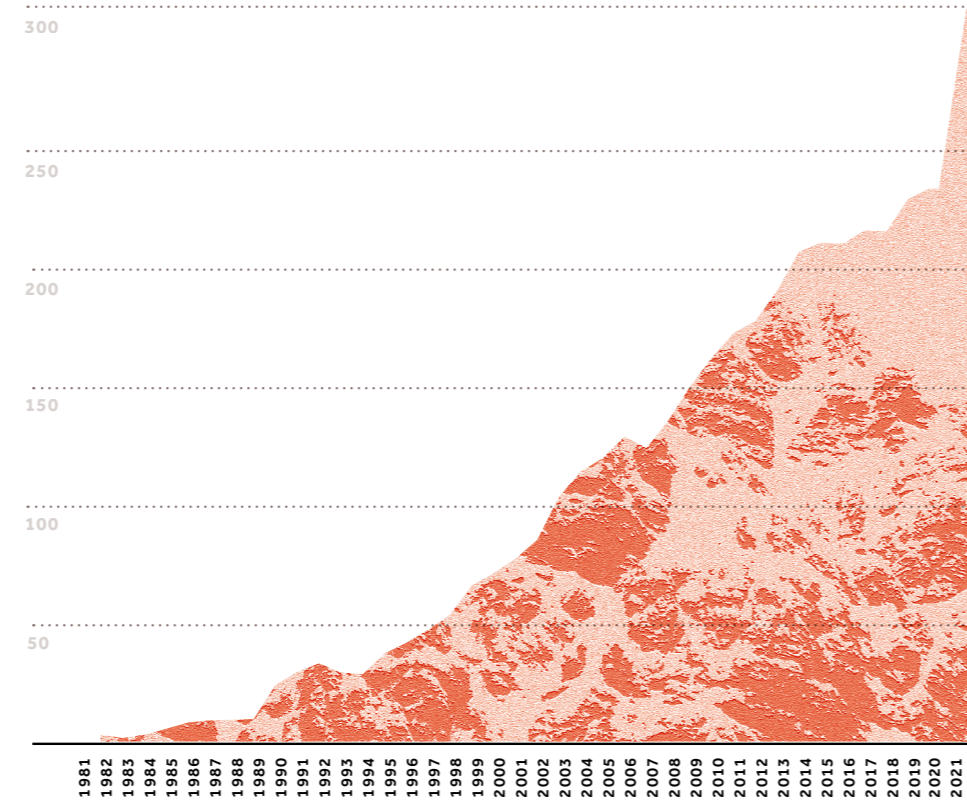
We are growing every year

Our turnover is growing every year – and as it grows, our responsibility grows, too. We believe economic, social and environmental sustainability go hand in hand. Excessively rapid growth and tactical action for short-term flare-ups are not the right components for our company's success. In 2021, our turnover was €303 million.

OUR GROUP* TURNOVER (%) BY COUNTRY



OUR GROUP* TURNOVER (Million) YEAR ON YEAR



Contribute cover challenge runner-up: **Marzia, Executive Assistant CEO**, and her boyfriend took this picture at the Sassolungo (Langkofel).

Ethics



We strive to create meaningful relationships with our international partners.



Social Responsibility

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Code of Conduct

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Monitoring Working Conditions

p.32

Transparency

p.34

Leadership is not a given, it has to be earned every day; and it is not the goal, it is only the evidence that thanks to our joint efforts, we have been able to contribute to making the textile industry a fairer one. And to ensuring that our products, apart from being highly technical and performing, are made in factories where workers are respected.

Where we produce

Most of our production is outsourced, meaning we do not own the factories – apart from the Pomoca site in Switzerland.



This means we have to pick our production partners carefully and make sure we install fruitful and long-term partnerships.

We produce our bindings, skis, ski boots, skins and some of our technical hardware – like via ferrata sets and ropes – and some of our footwear in Europe. This allows us to monitor every step of production more easily, checking that it meets our safety and performance requirements. We always look for the best production location, considering technical expertise and know-how.

Many factories with cutting and sewing skills are currently located in Asia, where most of our apparel, textile equipment and the rest of our footwear are made. We select the partners that follow strict social requirements and collaborate with them to reach even higher standards of working conditions.

Being far away from the factories makes monitoring much harder. For achieving high results, we ensure that all the actors in the production network are involved, from the designers in our headquarters to Quality Controllers and the factories themselves.

How we set standards on working conditions

Our code of conduct tells the world how we work as a company and the standards we follow. Every one of our suppliers has to sign and commit to it.

Essentially, it is about social compliance as part of sustainability. It is about behaving ethically towards all workers and the environment at every stage of the supply chain.

And it is a tool for employees and suppliers to know their rights. The code of conduct is posted on visible places in every factory we produce in. A hotline is also available for workers to file a complaint whenever they feel their rights are not being respected.



Oberalp code of conduct — Key points



Business should be free of corruption



Working conditions must be decent and safe



We don't tolerate child labor, ever



The employment relationship must be formally established in a written contract



Employees must choose to work, not be forced to work



All employees must be treated with respect and dignity



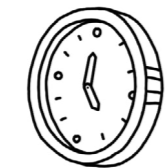
Environmental protection through a precautionary approach, the mindful use of resources and waste management systems



Wages must enable decent living standards



People must be employed based on their ability and never discriminated against



Hours of work should be reasonable and overtime must be voluntary and adequately paid



Workers have the right to join unions

We were awarded “Leader” status

BY FAIR WEAR FOUNDATION FOR THE 5TH YEAR IN A ROW



was awarded *Leader* status in the first year of being a member. All factories, where we produce our items, are audited.

SOME NUMBERS

91%

of our textile products come from monitored factories or low-risk countries

74%

of our production volume came from suppliers who have been our partners for more than five years



Sharing responsibilities

We do our planning, sourcing and purchasing in different divisions. Even though each division has its own internal structure, strategies and partners, they all integrate due diligence and social compliance in everything they do.

The Sustainability team regularly exchanges information with our sourcing and costing managers about local living costs, potential hazards and geographical risks, and actual working conditions. This means they can make informed decisions.

OUR PRODUCTION VOLUME

We work with the best factories, in countries that have production expertise. In 2021 we worked with 97 factories across 26 countries.

41,8%	EUROPE & US	Albania, Austria, Belarus, Czech Republic, France, Germany, Italy, Lithuania, Moldova, United States, Ukraine, Romania, Slovakia, Slovenia, Switzerland
56,9%	ASIA	Bangladesh, Cambodia, China, India, Korea, Myanmar, Philippines, Taiwan, Vietnam
1,3%	AFRICA & MIDDLE EAST	Tunisia, Turkey



Martine, Sustainability Team, Social Compliance Specialist
She spends a lot of time on the phone with Fair Wear and other organisations to make sure we walk even further than we talk.

What we focus on

Our monitoring of labor conditions focuses mainly on suppliers where items are cut and sewn. This is because most of our turnover comes from textile products*.

In 2021, textiles amounted to 83% of our turnover, and 67% of this total was made in Asia, Africa and Middle East. These regions are those that have a higher risk of poor labor conditions and where most regard is needed - it makes sense to monitor them more closely.

The A-Team around Francesco and Sofia in Italy and the QC team in Asia created procedures to minimize the risk of spreading Covid in the workplace, while ensuring that the team was able to work and keep the highest standards. Not only were quality checks uninterrupted in the factories, but also health and safety checks were integrated in Quality Control.

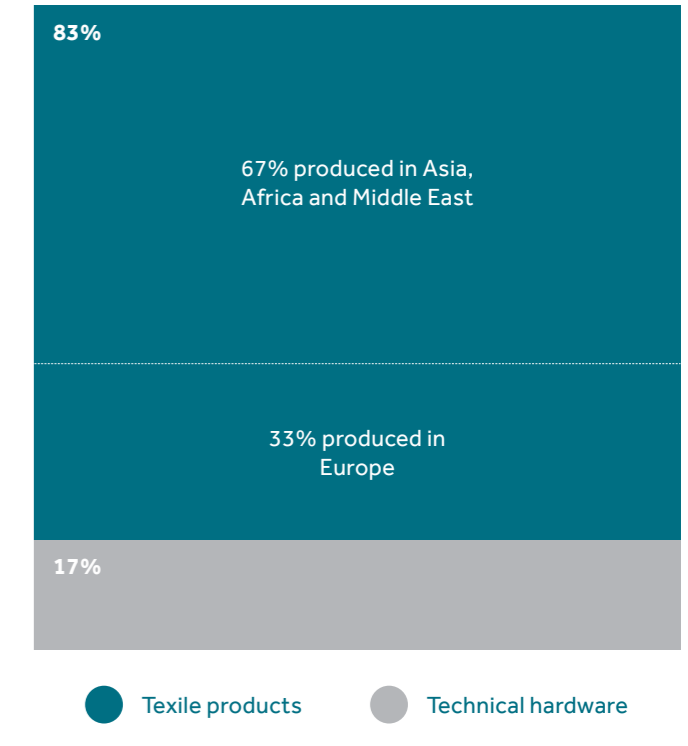
Quality is our top priority, that is why we guaranteed uninterrupted quality checks in the factories in safe conditions during the last two years. Our team supported the suppliers

in the best ways possible, also by integrating best practices on health and safety. Our quality controllers dealt with a lot of difficulties and restrictions due to Covid, but we overcame challenges with delays and production closures thanks to their support in the factories. Also thanks to our constant presence in the production sites, Fair Wear Foundation confirmed the FWF Leader status of our brands.



Sofia, Quality Control Specialist, and Violet took a walk together and then had a Sunday picnic at Slender West Lake in Yangzhou City, China.

TURNOVER BY PRODUCT TYPE



* Textile products include the following: Apparel (men, women and kidswear and accessories). Footwear and Technical Equipment (shoes and boots, tents, backpacks and bags, sleeping bags, cords, ropes, slings). For more information read our Social Report 2021.

How we monitor working conditions

First screening

All potential suppliers need to go through a human rights screening process, fulfil our basic criteria and commit to our Code of Conduct.

Audits

All suppliers have to agree to audits from third parties at least every three years. These are conducted in the local language by teams of experts to carry out a comprehensive and in-depth evaluation: worker interviews, health and safety check and thorough document inspection (payrolls, safety certifications, time records). Afterwards, findings are shared with the factory and a report on the findings is shared with us.

Worker interviews

We want to make sure that workers have a chance to tell us how they are doing. So as a part of audits, a team of independent local experts interview workers about factory conditions. This is done away from the premises to avoid biased feedback or retaliation against the interviewees. Workers know that their commitments are anonymous so that they can speak freely.

Corrective action plan

We turn the results from the audit into an action plan: a to-do list of specific findings of things that need to be

improved, with concrete targets and a clear timeline. Problems like a missing emergency exit sign over the entrance have to be corrected immediately, but solving issues of worker overtime related to production planning can be a longer-term goal. Together with our suppliers, we work out a plan on how to solve these problems and how we can support them.

Complaints mechanism

The Worker Information Sheet, listing workers' international rights, is posted in our factories, has an anonymous hotline number or an email address. Workers can use these to report problems. It is managed by FWF and they forward the complaints to us so that we can solve them directly with the factory. The content and resolution of complaints are published on FWF's website.

Regular factory visits

Our quality controllers regularly visit production sites. They are experts on our social compliance requirements – and our eyes on the ground, monitoring the working conditions in person.

Follow up

We continue checking with each factory until an action plan is completed and problems have been solved.

Transparency

Every year, we publish a detailed report on what we have done to improve working conditions. Here's our latest Social Report.

New audit

At the end of each three-year period, we conduct a new audit on our factories. This builds on our previous findings and confirms progress.

Collaboration

We cooperate with other brands sourcing in the same factories who share the same values in the protection of workers' rights, by sharing the workload and concentrating better on the solution of problems. We thus reduce audit fatigue (an excess of audits) and increase the possibilities of effecting change.

Evaluation

We evaluate each supplier with an internal tool. Rating and progress are based on the results of audits and follow-up of corrective action plans. Thanks to this tool we are able to understand the most recurring findings and develop methods to address them consistently. It also helps us to see if our strategy is actually improving working conditions in the factories.

Excerpt from the Fair Wear Foundation's Brand Performance Check

We were one of the first outdoor companies to be hit by the pandemic. From the beginning, we sent a clear message to our suppliers:

- no orders cancelled; no payments postponed, which guaranteed business continuity for the suppliers and wage stability for the workers
- detailed questionnaires to identify potential risky situations and difficulties
- check if necessary measures to limit the virus's spread were taken
- observance with local laws regarding wages and payments
- follow up and continuous improvement monitoring with suppliers and factories
- support suppliers with ad-hoc requests (e.g. sending of face masks to an Indian supplier)

The local quality controllers (QCs) based in Bangladesh, China, Myanmar and Vietnam proved to be a good source of information about the local situation and the current capacity of all suppliers.

"All in all, the member has shown that with strong systems in place, it could respond responsibly to the pandemic and be a reliable partner for its suppliers." – FWF Brand Performance Check 2020.

For our efforts, we were awarded "Leader" status for the 5th year in a row, LaMunt directly in its first year of taking part.



HOW FAIR WEAR FOUNDATION WORKS

Fair Wear Foundation (FWF) is an independent, non-profit organization that aims to improve labour conditions in the textile industry.

It performs and shares research on workplace-related issues, provides a platform for open exchange of information with other brands and stakeholders, and has available local teams in production countries who carry out worker trainings, seminars, and audits. After each factory audit, a corrective action plan (CAP) is made and shared with

management, and a timeline for improvements is set. Another important part of FWF's work is to help us handle worker complaints.

Partnering with FWF is a big commitment. Every year, it reviews our work to see whether we are implementing our code of conduct in an effective way. It assesses our internal organization and processes, our approach and handling of the year's main events, worker complaints and audits, and gives us a rating in a report which is published on their website.

↑ For more info visit the [Fair Wear Foundation website](#)

Salewa's Transparency Approach



To make all the information about production and materials easily accessible and consumable, we have created stories on subjects that matter to us, available on our website and our social media channels. Let us know in case you would like to see a topic covered and explored more deeply!



TIROL WOOL the Film

We visited the shepherds in Villnöss/ Val di Funes, attended the shearing, sorting, washing, combing and treating to make it "unshrinkable" with a chlorine free treatment; blending with thermo-bonding minerals to create a hybrid fleece.



ALPINE HEMP the Interview

We explore where hemp comes from, its benefits for people and the environment and why it is one of our favorite materials. With Eline LeMenestrel, climber & hemp ambassador and Christine, Innovation & Special Projects Manager.



COMMITTED the Comic

We illustrate what is behind the icon with the adventure of the Salewa girl and her dog Argo: the mandatory criteria "social monitoring" and "chemicals verified" plus a third criterion: natural materials, pfc-free DWR, RDS down, up/re-cycled materials. See also p.83.



MADE IN ... the Reports

... South Tyrol
 ... Bangladesh
 The films go to the source, the origins of our products and who makes them. They are an intimate peak behind the curtain of textile production.

Being transparent is more than just telling where in the world we produce our items. It is about creating an honest relationship with the customer and prioritizing disclosure to identify, prevent and resolve human rights issues in the supply chain.

People



Positive attracts positive. Our core asset is our team of talented, open, and culturally diverse people, who operate effectively, driven by clear goals and shared values.



Our People - Employee numbers & training	p.38
Our Benefits	p.41
Our Christmas Spirit - Jump&Run; Presents	p.43
Our Garden & Bivac	p.44
Our duty: People Projects	p.46



The most important value for our Group Sustainability Manager Ruth. She is teaching her children respect and compassion towards other people. We believe that companies have a responsibility to do more. Through our community projects, we help integrate refugees, collaborate with people with disabilities, support adaptive climbing, help maintain local livelihoods and engage our colleagues to support charity organisations involved in social work.

Positive attracts positive

WE HAVE A 360-DEGREE APPROACH TO HUMAN RESOURCES

That means we think about every aspect of our employees' development: training, workforce planning, talent acquisition, onboarding and integration, performance management and talent review.

Our company is full of active people who love the sports our brands stand for and the mountains we work and live in. We trust our employees to be our biggest ambassadors. If they help us hire someone, we reward them through our Recruiting Referral Policy.

In 2021 we have introduced a new recruiting tool which helps us to be more efficient in the recruiting management and to improve communication with the candidates.

We consider people's soft skills, as well as their technical ability, when we are hiring. We look for cultural affinity in our candidates and we are interested in knowing who they are as individuals outside of the professional sphere. Once they join, we make sure their start is as smooth as possible with a comprehensive onboarding process.

Onboarding is the process of orienting, instructing and evaluating new employees during the first months of work. Our "New Hire Package" includes induction meetings that are planned with all relevant departments and a shop experience allows them to learn about our products and our sales experience first hand. The new entries also have the chance to personally meet our CEO Christoph Engl and board member Ruth Oberrauch at the monthly coffee. During the first six months of work, the employee has regular feedback meetings with the manager and specific product trainings.

We help all our people grow by reviewing their performance annually. Together with their manager, employees review what they have achieved during the year and plan where they want to go next. Employees are encouraged to suggest areas of improvement and request specific trainings or courses to further develop their technical and soft skills.



Maria, Recruiting Specialist
 One of her favorite places is the Radiseehütte in the Sarntal Alps, from where you have a fantastic view of the surrounding Dolomites. The best mountain snack, however, is at the Geisleralm in Villnöss/Val di Funes.

How we shape up across the Group in 2021

A gender diverse work environment

	FEMALE	MALE
2017	47%	53%
2018	47%	53%
2019	46%	54%
2020	44%	56%
2021	47%	53%

We hired

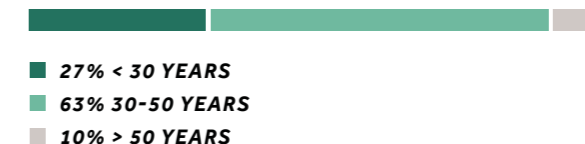
248
 new employees in 2021 and grew by 14%

Hiring rate* of 31% and turnover rate** of 18% (in 2020, the hiring rate was 19% and the turnover rate was 18%).

Most of our staff are office-based



The age of our employees

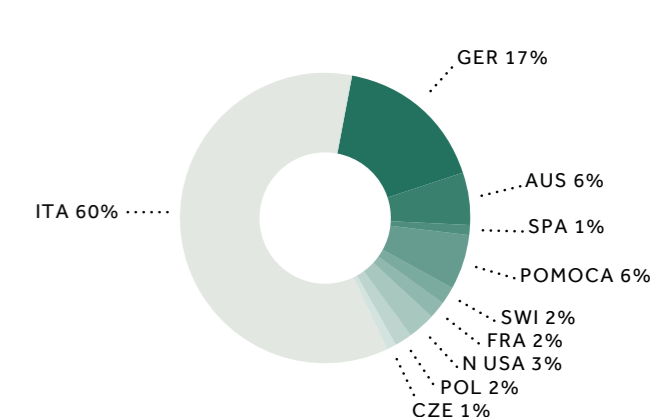


We welcomed

41
 interns

*the number of employees that were hired during 2021 divided by the total number of employees as on 31.12. 2021

96% staff based in Europe



For summer work experience

8
 high school students joined us in 2021

**employees that left the organization during 2021 divided by the total number of employees as on 31.12. 2021

Training

In 2021
6.426
 hours of training
 8 HOURS / PERSON

If our employees are successful, then Oberalp is successful. That is why we are investing in training and development for our people and our teams - so that we are ready for tomorrow's business challenges.

We work in an environment that is constantly changing. So it is crucial that we are continually updating our skills, abilities and knowledge.

We believe that empowering employees and making them feel responsible for their actions is the most effective way to bring positive change.

We offer a wide range of courses in the Oberalp Training Catalogue, including software, languages, internal processes, product, soft skills, innovation and management skills.

Retail Academy

The initiative was launched and organized by the HR department, the Salewa Brand and the Business Unit Retail. Our colleagues from the Salewa monobrand stores attended a two-day training on brand positioning, marketing, sales strategies, products and technologies. The goal of the initiative was to train and inspire participants to become "brand ambassadors".

Training on the job for retail staff

An external coach trained our staff in the stores in order to improve skills related to customer relation, negotiation and sales techniques.

People Management Training

This training was divided into two parts. The basic edition was aimed to train new managers and supporting them in the transition from being a professional to a manager. The main topics of the training were leadership styles, priority management, how to delegate tasks and how to manage a team. The advanced edition for our more experienced managers focused on people development, performance assessment as well as managing evaluation interviews with employees.

Sales Training

The training for our international salespeople was structured in a basic and advanced edition and focused on several topics like client management, sell-in/sell-

out techniques, analysis, brand and selling proposition, assortment and merchandising.

Individual Coaching Programs

Several individual coaching programs were organized by the company to support team leaders and managers to develop their managerial responsibilities and to build effective relationships by listening, giving feedback and motivating people.

Customer Service Training

This training was organized for our colleagues in the Online Customer Service Department and are in contact with the final customer. During this training, the participants learned how to effectively communicate with the end consumer via phone and email and what is key in verbal and nonverbal communication skills.

Post Graduate Courses

Some employees had the opportunity to attend a post graduate course, lasting from 6 months up to two years, to further develop technical competences and soft skills.



Anna, HR Assistant, is convinced that the best mountain snack comes directly from her backpack.

Getting the work-life balance right



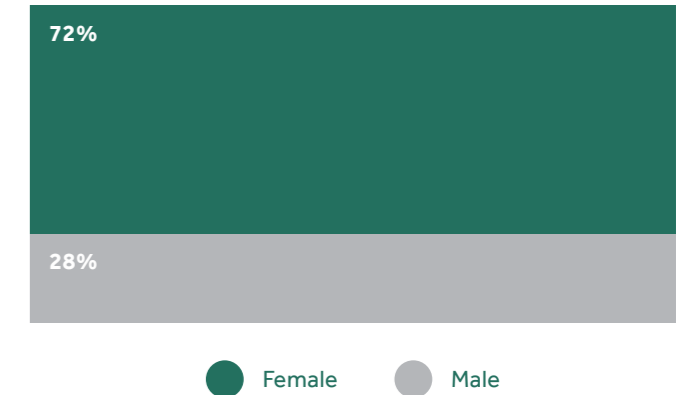
In 2019, we were granted certification once again. It is valid for 3 years.

An important benefit for our employees in Bolzano is our internal nursery (Salewa Kitas). "Our day care team consists of three childminders, we currently look after 15 children. We love teaching the kids while learning from them at the same time. To discover the world anew with them, their curiosity, motivation and their ability to explore and learn is truly fascinating. It is important to us that the girls and boys discover in play and in the activities we offer at their own pace, their own will and at their individual development status. The personality of each child is in the centre and we leave ample room and time for their own research. Children should make the experience to try out and accomplish things. The self-effectiveness of our proteges means a lot to us!"

Marika and her team of three colleagues at the day-care centre, give employees at the headquarters the opportunity to bring their children to work. The Kita is available for children until the age of three and has flexible opening hours during weekdays.

PARENTAL LEAVE

Our Italian employees can extend their parental leave from the national standard* up to the first birthday of their new-born (12 months). Parents continue to receive 50% of their salary* throughout their parental leave. In 2021, 36 employees took parental leave, and 2 of those took the extended parental leave.



In 2021
28%
 of our employees had a part-time contract

* Italian public system foresees 9 months in total, with 30% of salary paid after first five months of leave. We cover the extra salary for our employees to receive 50% of their salary throughout their leave.

Other employee benefits



Access to two holiday homes: one along the coast in Gargano in Southern Italy and another in the mountains of South Tyrol.



Regular company activities and training camps: ski touring or sledding in the winter, trekking in the summer, alpine campus.



Fresh, seasonal and organic food at a discounted price with daily lunches at our larger offices.



In several of our offices there is **free access to company gyms and climbing halls**, and sports classes (e.g. pilates, yoga).



Free equipment testing and renting.



Employees in Bolzano can take home fresh **produce from the Salewa Garden** or grow their own produce in the office backyard.

Jump & run mini game and Christmas spirit

As a way of celebrating our 40th birthday and share the spirit during Christmas time, we devised an online jump & run mini-game for our customers, suppliers and all employees as a gift for the good course.

With an avatar we climbed mountains, jumped over hurdles, skied down slopes and thus collected virtual meters. As a team, everyone contributed to reach one of the four summits, which respectively represented a charity project. As we reached all four peaks, each organisation received a donation of 10.000€.

- [Doctors Without Borders](#)
- [Mary's Meals](#)
- [Rural Emergency Fund South Tyrol](#)
- [Snow Leopard Trust](#)

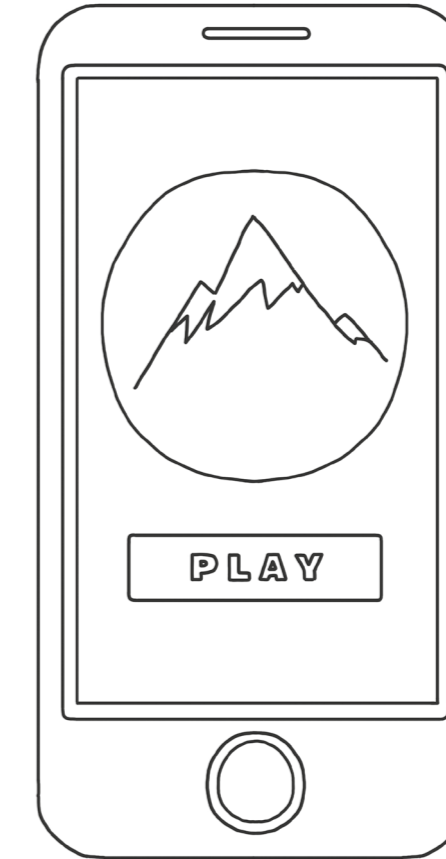


Photo by Silvia, UI/UX Designer eCom

Due to pandemic restrictions in Italy and everywhere else, we held our Christmas celebrations in private, but still as a team.

Everyone received beautiful table decorations, delicious local treats and hot drinks, to celebrate with our loved ones.

For the organization in a very short period of time, thoughtful and caring preparation and distribution, the team around Barbara and Lisa received the creativity and innovation award.



Barbara, Executive Assistant President, and Lisa, Executive Assistant CEO:

"It was important to us that the colleagues, despite the distance due to the pandemic, felt that we were a unit and would not let adverse circumstances stop us."

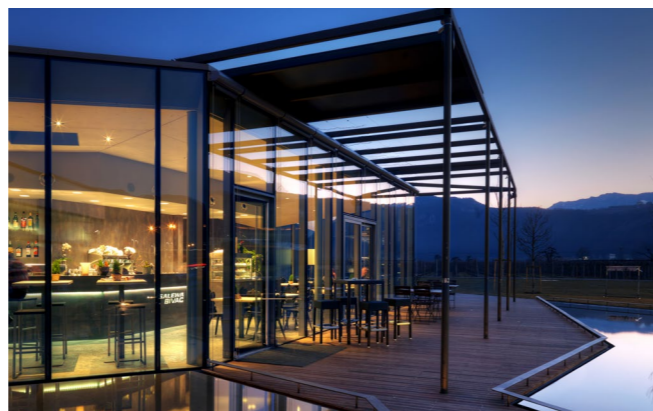
Salewa Garden

A special affair of our hearts is our garden.

First opened in March 2017, the Salewa Garden is a 3.000m² plot of land next to our headquarters in Bolzano, Italy. It is also a social project that serves as a home port and gives a perspective to refugees. We plant and care for about 40 different kinds of vegetables, fruits, berries and herbs that become seasonal dishes and garnishes in the Bivac, directly next to the garden – the term *zero kilometers* can be taken quite literally and goes in line with our motto: The garden is the recipe.



SALEWA BIVAC



Regionality, sustainability and high quality are the pillars of our bistro. We attach a point to personally knowing our producers and to care and respect the products that we use. Increasingly, our focus is set on biological products, which does not have to mean that it is increasingly expensive, too.

Our menu offers a vegan and a meat main dish. Many customers, mostly male, choose the vegan option. Once pointed out to them that the meal was made without animal products, they become sceptical: Can that be tasty? In the end they leave satisfied and happy. Who knows, if they had also chosen the dish if it had been depicted as “vegan”...?



Martin, Climbing Hall Manager, knows garden and climbing hall like the back of his hand and is happy and ready to help, no matter the request.



Yusif, Gardener, is the “gentle giant”. During the summer months, he provides us with the fresh vegetables and fruit.



Devid, Head Chef, loves pancake soup with a beefy broth; while **Lisa, General Manager**, could eat dumplings with goulash all day.

OUR GARDENERS

- Mohcine Maradona, Morocco
- Yusif, Sierra Leone
- Orobosa, Nigeria
- Nana Yaw, Ghana
- Juliet, Nigeria
- Chigozie, Nigeria
- Osas, Nigeria
- Michael, Ghana
- Head gardener Martin, Seis, South Tyrol

People summit

Camping Sas Dlacia, 8am – meeting point for my first Salewa Summit!

After spotting a couple of familiar faces in the crowd, who I knew from climbing, I immediately felt at ease.

On our way up to the Rifugio Scotoni, we got to know the group and received a musical interlude from Eline Le Menestrel, climber and climate activist (see: United Mountains of Europe). Martine, Social Compliance Specialist in the Sustainability Team, held a workshop, which got all of us to rethinking the relationship between mountain sports, the environment, and our place in it.

A few of the athletes recalled the projects they were able to realize in the past year. I used the time to chat with a few people and we enjoyed our shared passion – the mountains – along with tips for great climbing routes and the tastiest summit snacks. Arriving at the Rifugio Scotoni we were treated to a gigantic lunch before returning to the camping site, not without a Salewa People workshop on the way.

In the evening, we each started to plan activities for our next day: some would go on an alpine tour, but I had decided to go tandem flying with three other athletes (Tommy, Mark and Markus). The next day, we checked the wind and went to of La Varela, where I had been once during winter. Our starting point was next to the Piz Conturines, which offered a fantastic view of the Dolomites. Even though my heart stopped beating for a couple of moments during the more daring manoeuvres, I really enjoyed the flight and got to the safe ground, with my stomach still intact.

The day was concluded with a barbeque and music – it had surpassed all my expectations.

Day three was more relaxing, but still very informative, with workshops on new technologies and products. It had been a great way to get to know the Salewa family!



Judith, climber and athlete, feels at home above the clouds. No matter the transportation, climbing, hiking, ski touring – the goal is to get up the mountains.

Marshall Fire relief

The Marshall Fire was a wildland fire that tore through the surrounding towns outside of Boulder, CO, on December 30th and destroyed over 1000 homes. It was the most destructive wildfire in Colorado history and devastated the local community.

Oberalp North America has rallied to support in several ways:

- Donating product to our local retailer Neptune Mountaineering who conveyed that product to individuals and families in need in the week after the fire
- Running a weeklong promotion on the US Salewa website in which we donated 20% of proceeds to the Colorado Wildfire Fund to be distributed to impacted community members. Promo email attached.
- Supporting select individuals who are impacted through discounts and/or assorted production donations

We have furthermore joined forces with other outdoor brands in the "Phoenix Project". The Phoenix Project a coalition of outdoor brands that are donating apparel and gear that are then distributed to qualified and registered families and fire victims at a facility just across the street from our office in Boulder. We have donated apparel, gear and footwear and volunteered staff time to support the Phoenix Project. The registered families came in and got to "shop for free". More than 500 people impacted by the fires had come to the event. An overview of the program is here: flywheelproject.com/rise



Drew, Country Manager, B.U. NA

If not engaged in outdoor activities with wife Erin and kids (Taylor&Riley), he hits the climbing gym. He can give you travel advice around the world, from the mountain towns in Argentina to the best beaches in Thailand.

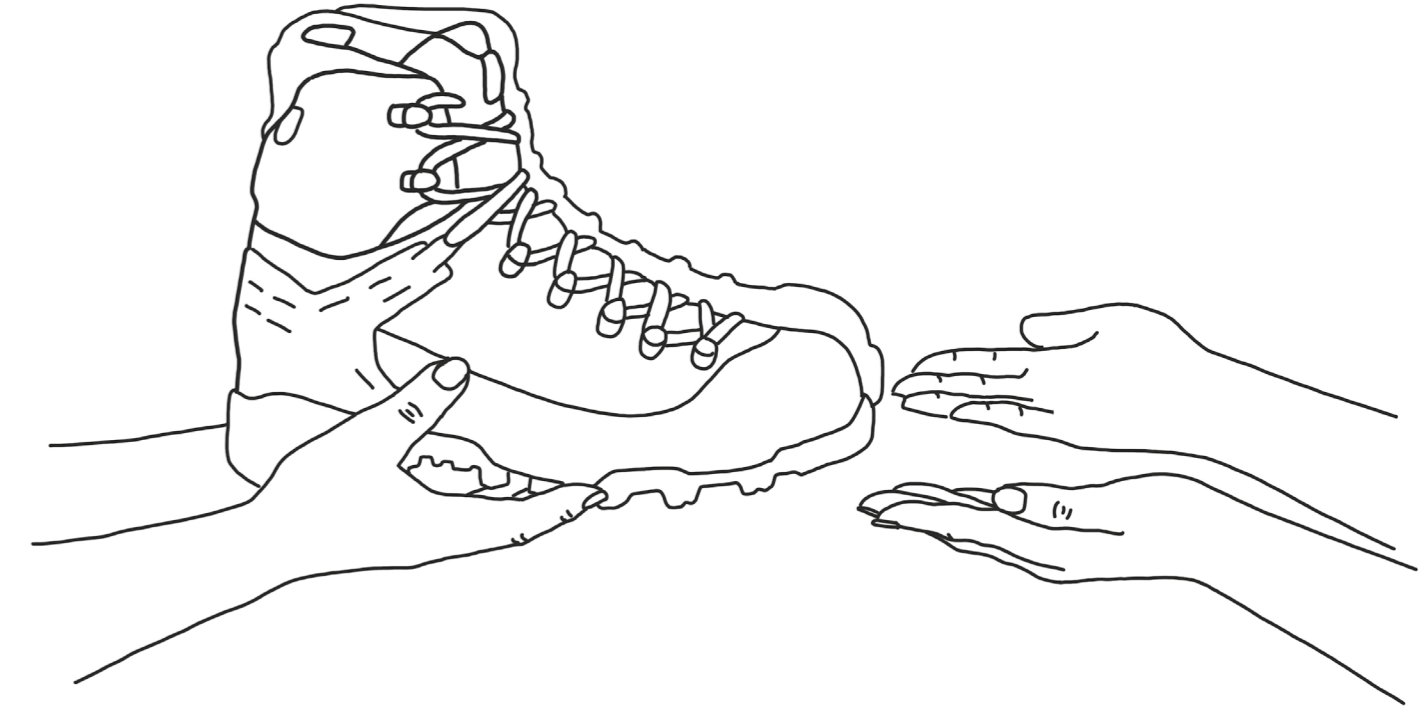
Soles4Souls

We have been donating our used returned but still quality footwear to Soles4Souls.

They are a non-profit organization that collects shoe and clothing donations and then distributes the donated items to various programs around the world to help those in need. We donated approximately 400 pairs of shoes in 2021.

I was referred to the organization by a previous co-worker. Now one of our dealers (Zappos) is a major partner with Soles 4 Souls and has helped develop a streamline online process for anybody to donate.

soles4souls.org



Ben, Warranty Coordinator,

likes to rock climb, sport or trad, and ski tour and family time with wife Abby and 3 kids, Hugo, Walter, and Hazel – pure adventure and madness! "We're all a little weird. Life's a little weird, and when we find someone whose weirdness is compatible with ours, we join up with them and fall in mutual weirdness and call it love." Dr Süß

Courage



We are courageous in the ways we explore our curiosity, seek new paths and then take responsibility for our decisions and actions.



LaMunt go to market

p.50

Research & Innovation - Where we Failed

p.51

Overcoming Stereotypes

p.52

Special Guest Contribution:
Sustainability Shame

p.53

No one is perfect when it comes to being environmentally responsible and living a life "on the grid" in the 21st century. It is important to realize that every effort counts and that those efforts do not have to be perfect. It is about building towards a better future for everyone by taking small steps that will one day seem giant.

Go to market

LaMunt

The whole Go-to-Market process of LaMunt has been developed in a digital way.

The Order Configurator (a digital sales tool developed by the team) allowed dealers to get deep brand insights and to pre-book their predefined packages in a digital way. This decision could have been very risky, as the dealers are not yet used to this kind of order management, but it was well accepted.

Shops could order LaMunt items in pre-selected colour schemes and "packages" – this was another courageous decision. The team was therefore able to lead the assortment and plan the production in an appropriate way and manage an early sales campaign.



Alberto, Wholesale Director,

enjoyed supporting the LaMunt team in making the distribution choices following our general distribution strategy. Being traditionally Italian, he needs coffee everywhere and is in constant search for the best espresso hut in the dolomites (Tierseralp and Rifugio Principe are the leading ones). In case of need, he brings his own small cooker and moca.

Research & Innovation

— Where We Failed

Naturally, it is easy to talk about success stories, and boast about what went well, looking optimistically into the future. No-one likes to admit that a project was not as successful as assumed.

But this is a Sustainability Report and our aim to contribute includes testing and trying out new things. Best case scenario is that we change the way something was done for the better and have a more sustainable solution.

At the Research and Innovation Lab, we constantly study and evaluate new and more sustainable materials: wood for helmets, 3D printing of natural materials, among many others.

We are talking about real research, time and effort that goes into those studies and of

course it is disappointing when a project is stopped.

This might be because it is simply not possible yet and we have to find a new way of approaching the challenge. At other times, a solution with the current technology is too expensive or not applicable on a larger scale.

Nevertheless, we will always push to open new views to the future and not get discouraged or demotivated. The worst that can happen is that we find out a way that does not work.



Isabella, Junior Digital Innovation Specialist,

has always been in love with skiing and snow but enjoys mountains during summer as well. Her absolute favourite activity is booking weekend trips.



Marilena, Research and Innovation Lab, Electronics & Digital Technologies Junior Specialist,

loves to explore the mountains by bike, ski, and foot. On weekends you can often find her at sport competitions, either as athlete or organiser.

Overcoming stereotypes



I have been working at POMOCA for over 20 years. During these years, many things have changed. My work has evolved, the company has grown and above all the world is not the same anymore.

So, I have been working in the ski touring industry for years, which is a very masculine environment. I work in logistics, a very masculine field.

I therefore take advantage of these few lines to encourage all women to work in a field that interests them. Whether it is a historically male field or not. Because, as I said, things are changing, and stereotypes are no longer relevant. In fact, I think they never were.

I am proud to work at POMOCA for the Oberalp Group, because every day I can break down these stereotypes as part of my job.

I like to say : "Do what you want, not what others want you to do. Unless it is your boss who politely asks you."



Nathalie, Logistics Manager, always has 30 meters of protective plastic film in her car. In her spare time, she creates cardboard sculptures.

Sustainability Shame

It is easy to find ourselves overwhelmed by the stakes of the environmental crisis, to see our contributions like a drop on a hot stone and to feel guilty or ashamed.

These negative feelings can be harmful, dividing, and unproductive. But they can also be flipped into powerful tools to push ourselves towards what really matters for us and towards our own sustainable path.

Sustainability shame starts with awareness of the stakes and then grows with the gap between theory and practice: sticking to the theory I should change but for a more or less complex mesh of reasons I don't.

If we are ashamed, it is because we care. An interesting first step is to welcome shame and celebrate our emotional response to such important stakes. Then we can analyse our shame to intelligently utilize it

and understand what is stopping us from change. Thus, shame can bring us self-understanding.

We need to know our talents, our flaws, our spheres of influence and then choose where we put our energy. We cannot fight each and every battle, this crisis is bigger than us. We need to contribute all together. We all have different skills: some will do better at challenging big stakeholders than at significantly changing their day-to-day habits, others will do better at changing their lifestyles. We need systemic change and individual action. Shaming imperfection without further reflection is a recipe for failure that eats up our capacity for action.



Eline, athlete, environmental activist and hemp ambassador

She has learned first handedly (or footedly, rather) that we have to stand up one more time than we fall down. This also applies to climate action: allowing failure and trying it again.

Responsibility



We use resources carefully with an acute awareness of our impact and a deep desire to preserve the environment today and for future generations.



Chemical Safety

p.56

PFCs & Environmental Impact

p.60

Going Circular

- Natural materials (down, hemp, wool)
- Recycling (LaMunt)
- Packaging (SUP, microplastics and -fibers)
- Upcycling (examples from across the Group & Special Guest Contribution: SMART Cooperative)
- Long lasting Design
- Care & repair (new group warranty manager)

p.65

Salewa Committed

p.83

Dynafit & Pomoca - Protecting Wildlife

p.84

Wild Country - Inspired by Nature

p.85

Society's biggest challenge nowadays is overconsumption. Our grandparents used a few jackets their entire lives – and we can learn from them. Instead of buying a new jacket every season, we should buy products we love, maintain them for as long as possible and take pride in their history. This is why our products are designed to provide security in extreme conditions and comfort that lasts. We keep this in mind from the first step of product development.

We double check



We do not produce chemically safe items because we are testing. They are safe because we have strict regulations in place that are upheld by all suppliers.

HOW WE WORK

- Oberalp Chemical Policy
- Product Restricted Substances List
- Quality Control Team

WE MONITOR

32

Chemical groups

515

Substances

That are related to the production process of our items

Chemical safety

One of our top priorities is making sure our materials and products are safe for both humans and the environment. Along with our in-house chemical management expertise, we work with industry best-practice partners to ensure the highest chemical standards. Our goal is to control the entire lifecycle of our products – from raw material, through the production process, to the finished product.

Our chemical policy

The Oberalp Chemical Policy is an internal document that includes a formal process to ban, or limit, the presence and use of hazardous substances in our products and production processes. This ensures safety and compliance. The policy includes our Product Restricted Substances List (PRSL), a list of chemicals that are excluded or limited from all our products. Our ambition is a best-

practice standard, and we update it at least every two years to include the latest research and regulatory updates. All Salewa, Dynafit, Wild Country, Pomoca, Evolv and LaMunt branded products are conform with the policy. It is a central part of the Conditions of Purchase with our suppliers, and it is mandatory at every stage of the production and distribution process.

Quality manual

Additionally, we have created a quality manual that we share with our suppliers. It sets out the stringent requirements that we are aiming for, so that we are delivering best-practice in our sector.

How quality works

Quality Team

Our quality team has three quality managers and 14 quality controllers. They visit production sites regularly to inspect each production lot and work with suppliers to ensure our high level of quality.

Quality Gate

We have a quality gate for every stage of our product development. Products have to fulfill certain requirements before they move onto the next stage of development, industrialization or production.

Rigorous testing

In 2020 we opened a lab for mechanical and performance tests in our office in Montebelluna, Italy.

The lab is equipped with state-of-the-art machinery for analysing materials and finished products, ensuring compliance with the highest standards.

The in-house lab is used during the development of the items: it helps the R&D dept to select the right material and product construction. It provides the "green light" for the material and of the commercialization step and the final approval of the items.

Listen and improve

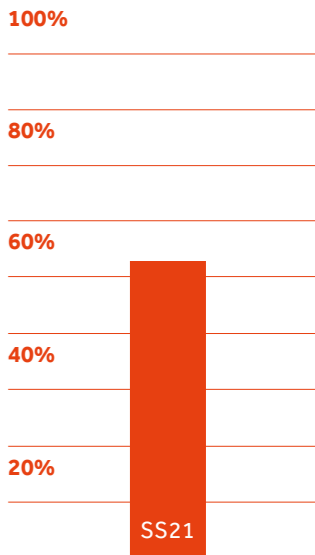
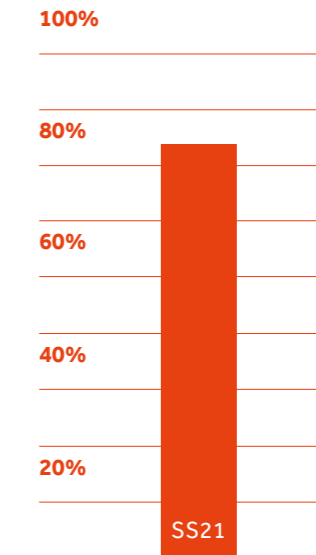
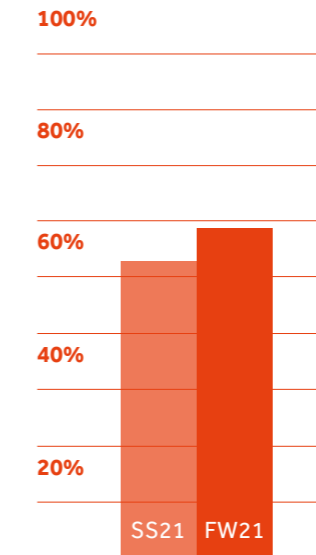
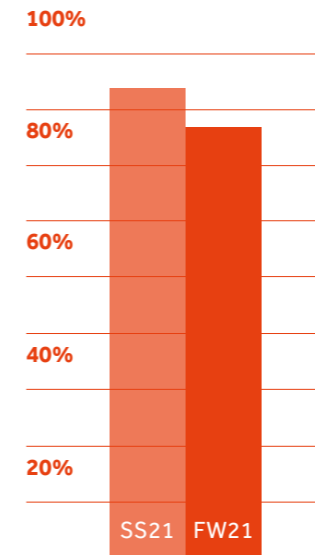
Our after-sales service sends consumer feedback to our technical team so that we can keep getting better.

Field tests by employees and athletes also give us crucial feedback on our products' performance before they go to market.



Sara, Sustainability Team, Chemical Compliance Specialist, loves the mountains but feels most at home in her rowing boat on the Venetian lagoon.

Chemical verified products



The suppliers must comply with the Oberalp Chemical policy. "Chemicals verified" means that we have double checked their compliance, by asking for a third-party certification such as bluesign® or performing chemical tests. In our 2021 collections the 64% of the entire Oberalp apparel + footwear styles were chemically verified.

* Wild Country and Evolv only have one collection per year (summer).

Perfluorinated chemicals (PFCs)

Perfluorinated Chemicals are a family of chemical compounds used to make everyday products resistant to water, grease and stains. We use them in some of our technical products to ensure water repellence and permeability.

Using PFCs for performance

PFCs guarantee best-in-class performance for technical products that need to be water-repellent and still allow humidity to exit. These qualities are crucial for mountain activities – where often the weather is unstable or extreme, and it can make the difference between life and death. Despite years of industry research, there is still no technology that replicates the performance of PFCs.

PFCs and the environment

The use of PFCs has been criticized because, they can be linked to negative effects in humans and wildlife. They are persistent, which means they do not easily degrade in nature and they can also travel through water and wind. PFC molecules look like a snake, with a head and a tail. Different types of PFCs have different kinds of heads and tail lengths – the longer the tail, the stronger their ability to repel water. Then, however, they are also more persistent. All brands have eliminated long-chained PFCs in 2014, and are investigating alternatives to replace PFCs altogether.



...developed the first PFC-free skin treatment in 2017. Two years later, all Pomoca skins became PFC-free.



...is not using PFC in any of the powertex membranes since 2019.



...has been using PFC-free durable water repellent materials from the start.

Our approach

We are constantly looking for alternatives to reduce our impact on the environment, while still protecting our users. In our apparel and textile equipment collections we have been able to make very important progress and expect to further reduce the use of PFCs in 2022.

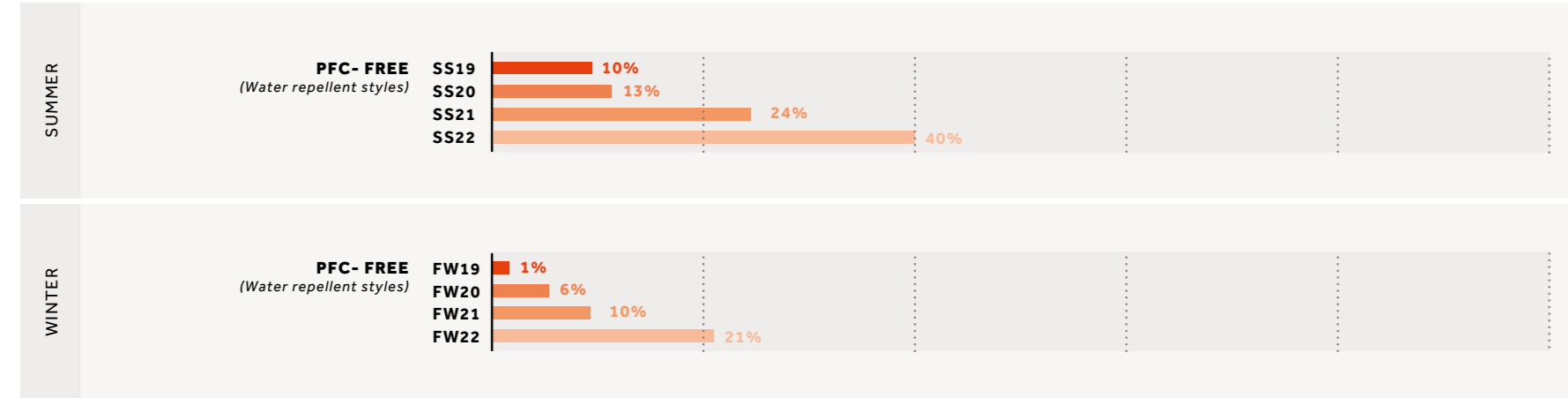
We are constantly looking for alternatives to reduce our impact on the environment, while still protecting our users. In our apparel and textile equipment collections we have been able to make very important progress and expect to further reduce the use of PFCs. In our Footwear segment progress has been slower, due to the lack of real alternatives which guarantee the levels of performance required. We can nevertheless see the first results of our efforts in 2022 and expect to make significant progress within 2024. We will continue to report on the results and challenges we encounter along this road.

THE PROCESS WE HAVE PUT IN PLACE CONSISTS OF 6 "R'S":

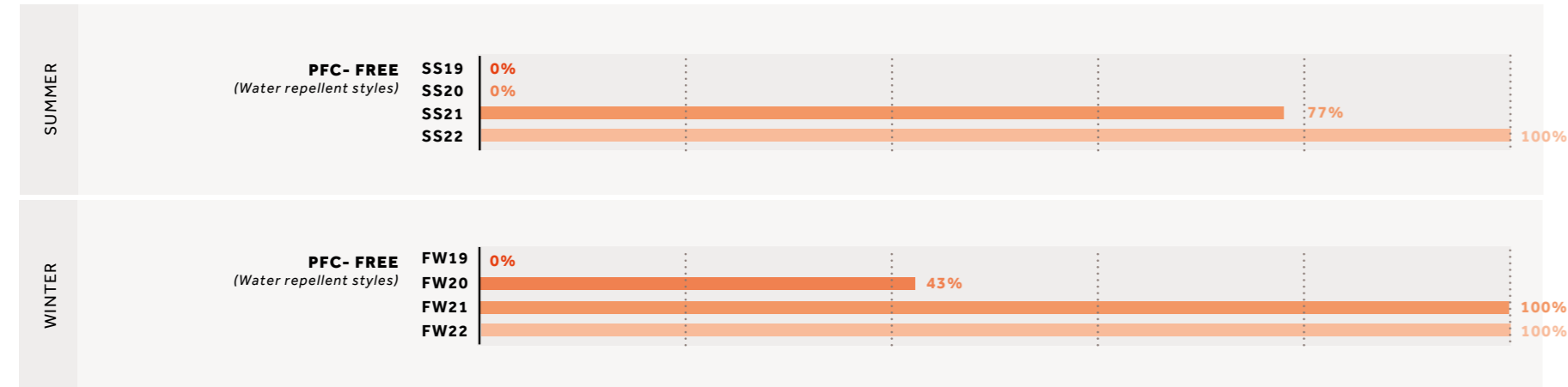
- 1 **Rethink** the need for water repellency treatments
- 2 **Restrict** the use of PFCs to certain short-chained ones in case of high performance required
- 3 **Replace** Where water repellency is needed, substitute PFC-based treatments with PFC-free or best available alternatives
- 4 **Research** and invest in our partners to advance in the development of PFC-free water repellency treatments
- 5 **Reunite** and participate in industry and expert stakeholder initiatives and research projects to find joint solutions
- 6 **Report** on the progress we make and the challenges we encounter along the way



APPAREL



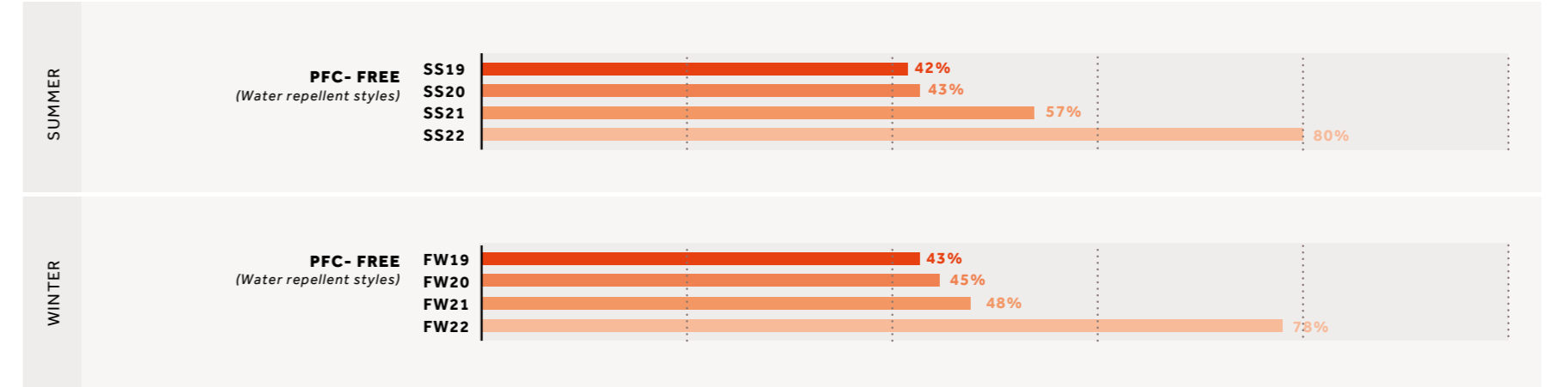
EQUIPMENT*



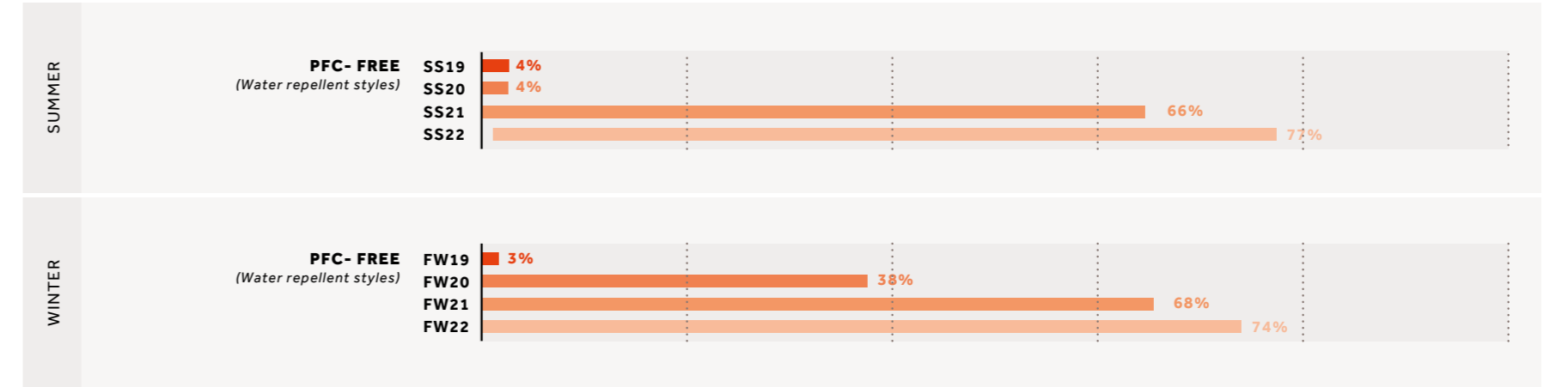
* Equipment includes: skis, backpacks and accessories, poles, skins



APPAREL



EQUIPMENT*



* Equipment includes: backpacks and sleeping bags



Footwear

In 2020 we found traces of PFCs in Evolv shoes, and reported the results here. We reminded our supplier of the limits contained in our Chemical Policy and the need to ensure that no PFCs were used in our products, and the supplier checked his production process and assured us that no PFCs had been used for our products. Therefore, we decided to re-check the results with the laboratory, and concluded that the amounts of PFCs found were so low, that they may not be attributed to intentional use, but to accidental or cross-contamination. In 2021 we can therefore set the records straight: no PFCs have ever been used for the production of Evolv shoes.

Equipment – Climbing essentials

In 2021, some crashpads and chalkbags were treated with DWR containing PFCs. Applying our 6 «Rs» strategy (1. Rethink the need for

Apparel

Wild Country has one collection per year (summer). In 2019 and 2020, some styles had fabrics with PFC-based DWR treatments. In both cases, they were upcycled, leftover materials, that we used to avoid creating waste. In 2021, Wild Country had no styles with water repellent fabrics.

Skins

Pomoca became a pioneer when the world's first completely PFC-free skins (including coating) were introduced in 2016. After many of R&D and athlete field testing, we reached 100% PFC-free skin production in the 2021 collection.

Apparel

LaMunt decided from the outset to use only PFC-free DWR treatments for its water-repellent styles.



Going circular

Probably the most important step in reducing the environmental impact of our industry is to go from the old *take, make and dispose*-thinking towards a circular business model. This can mean increasing production efficiency, extending the life of our products and recycling materials as often as possible. We are doing our best to go in the right direction. Here are a number of things we do.



Natural Materials

We are increasingly using fabrics that are made of renewable materials, such as down, hemp or wool.



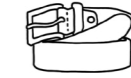
Recycling

We continuously increase recycled fabrics within our collections – helping us reduce our dependence on raw materials.



Packaging

We are testing different options to reduce the impact of our packaging, and we are studying a closed-loop recycling system for this.



Upcycling

We are creating products from production leftovers, reusing materials that would have otherwise gone to waste.



Long-lasting design

Never out of style: carry overs from previous collections help to use materials efficiently and reduce leftovers. Through design for disassembly and reparability, the lifetime of a product can be extended and guaranteed for a longer time.



Care & Repair

We offer repair services – like fixing, resoling and spare parts – so that products last longer.

Natural Materials — Down



RDS-CERTIFIED DOWN MEANS:

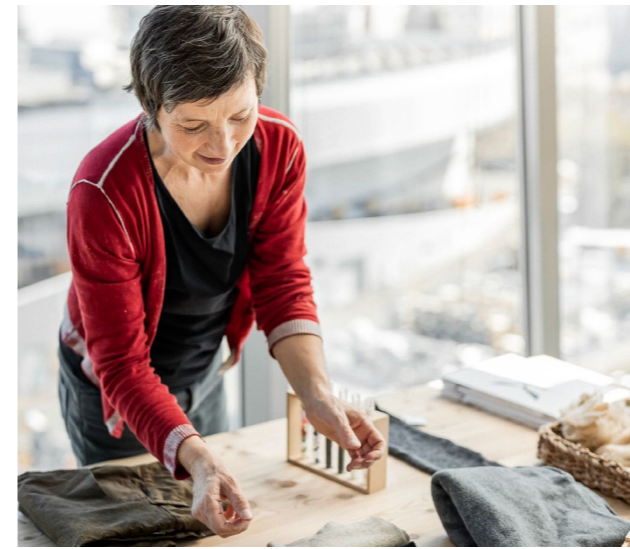
- No live plucking
- No force-feeding of ducks and geese
- No slaughtering of animals only for down and feathers
- Yes to a fully audited supply chain by a professional, third-party certification body

We only use 100% Responsible Down Standard (RDS)- certified down.

We use exclusively RDS-certified down in our apparel since 2014, and our sleeping bags followed shortly after. RDS is currently the most comprehensive animal welfare standard worldwide, guaranteeing that ducks and geese

are treated well throughout their lives and all steps along the collector and industrial supply chains are checked and controlled. The standard is independent and based on regular checks and inspections that are conducted without warning.

Natural Materials — Hemp



Alpine Hemp means:

- **Rediscovery:** a fibre that used to be very important in Italy but was practically forgotten because of the ban in the 60's-70's and its association to Marijuana
- **Risk:** overcome the barriers in the concept, practical and legal obstacles
- **Understanding:** the potential of the material and its application on technical mountain apparel as an alternative to traditional synthetic fibres and natural fibres with high environmental footprint
- **Bring closer:** our materials are delivered as a finished product from far away, without us knowing the raw state of the plants. By seeding, growing, harvesting and breaking hemp at our headquarters in Bolzano, we come closer to the product
- **Holistic thinking:** engaging partners of different industries to use as much of the plant as possible, collaboratively

After working for several years on the development, we launched our first Alpine Hemp collection! I have been part of the entire process, from the research to networking with partners.

Not only were we able to reduce the environmental impact in product, but also started to reactivate local, circular economy and a multibranch network began to grow with great exchange of competences and knowhow on hemp and its characteristics.

- **Giving back – acting on climate change:** fostering the cultivation of hemp in the Alps means using a plant that brings back lost biodiversity, restores nutrients to the soil, uses little or no water, requires no pesticides and captures CO2 from the atmosphere.



Christine, Innovation Specialist and Martine, went to harvest the hemp plants in the garden early September. Although the plants do not contain any THC, they turned some heads at the nearby restaurant.

Natural Materials — Wool

Wool is biodegradable and packed with benefits: excellent insulation, breathability, thermal regulation and outstanding warmth. It is also part of our DNA. We have been using wool for years. Recycled, virgin, boiled, as yarn and as a padding for our insulations.

All our suppliers of virgin wool guarantee to avoid mulesing, a cruel practice that causes pain to the sheep.

We have found ways of sourcing local wool, cooperating with the herders and various other partners, to use this traditional resource, and combine with an innovative technology. The result is TirolWool® Responsive.

Salewa's 2021 collections used TirolWool® Responsive in 70% of apparel product insulations.



Sofia, Junior Product Manager, is a smiley mountain woman fascinated by nature and sunrises. She loves being surrounded by people and enjoys good food.

TIROLWOOL®



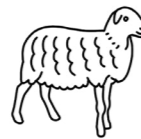
From the Mountains for the Mountains
Sourced from Tyrolean mountain sheep.



Support local farmers
Farmers receive better money for their wool.



Traceability
We know exactly where our wool comes from and how animals are kept.



Animal Welfare
Farmers shear sheep twice a year in a humane manner to keep the animals healthy.



Responsible Chemical Treatment
The wool is washed with Oxy-Wash; a patented oxygen washing technique that does not use chlorine.

RESPONSIVE



Made from Nature
Is a blend of 13 different natural thermo-reactive minerals.



Recycled Polyester
Responsive is blended with recycled polyester fibres, produced from post-consumer bottles.



Recycled Heat
Keeps you warm and dry longer, reflecting your body heat back to you.



Better Performance
The insulation allows for faster recovery by improving local blood circulation and promoting oxygen in your bloodstream.



Long-Term Durability
Wear it for years, put it in the washing machine, get it wet; it will continue to keep you warm.

Natural Materials — A small sheep with great significance



The Brillenschaf (German for *spectacled sheep*) is the oldest sheep breed in South Tyrol.

Their felt is white, their ears halfway black, and around the eyes they wear dark circles, like spectacles, hence the name. Until a couple of years ago, the breed was almost extinct. The people of Villnöss/Val di Funes, however, fought with great passion for the protection of their four-legged neighbours.

At Salewa, we have been purchasing the precious wool of the spectacled sheep from Villnöss/Val di Funes for our TirolWool product line. Apart from the excellent quality of the wool, we put a lot of importance into the relationship with the local breeders. We got to know the breeders, learned about high mountain farming and witnessed the sheering of the sheep. A trusted relationship grew. The collaboration led to Salewa's active engagement, so that the traditional breeding of South Tyrol's oldest sheep breed can continue.

Between May and September, the sheep live in the high mountain regions. They are skilful climbers and graze on the alpine pastures, without disturbing the sensitive balance of the alpine flora.

Over the last decades, the main alp of the valley, the Kofel Alm, fell more and more into ruin. Yet, the shepherds and voluntary helpers have put it on themselves, to build a new and slightly more modern mountain hut.

We have been sponsoring the project with financial donations and donations in time (see: we sweat together p. 92). In our "Green is the new Black" campaign during Black Friday 2020 and 2021, we collected 20% of revenue from the online purchases, contributing about 50.000€ to the cause.



Susanne, Digital Content Specialist, met the lead shepherd, Günther, before Christmas for an informal handover of the donations. What a wonderful relationSHEEP!

Mottainai

もったいない

The Japanese term conveys a sense of regret over waste, over lost potential.

Exclaiming "mottainai!" translates to "What a waste!".

The term was used by Japanese environmentalists to encourage "reduce, reuse and recycle".



Recycling — Cashmere

LaMunt

Last year, we have illustrated one of our recycling projects with an example from Salewa, the Sarner jacket. This year, we pick an example from our newest brand. LaMunt is redefining waste with a cashmere padded jacket that is also 100% made in Italy. The benefit of using recycled cashmere

in LaMunt's collections is the maintenance of the same properties of virgin material, without requiring additional resources. By creating mountain sports apparel from recycled cashmere, we are redefining luxury and post-industrial waste, and showing that a different system is possible. This is the process behind it.



Our recycled cashmere filling from our partner Imbotex is a new frontier for ecologically-responsible fashion, giving new purpose to otherwise discarded precious materials.

- 1 SORTING**
Recovered scraps of cashmere fabrics are gathered and sorted in Northern Italy. The scraps are free of harmful substances.
- 2 TRANSFORMING**
The material is transformed through a mechanical process into fine fibres. This step does not involve any chemicals.
- 3 RECYCLING**
The fibres are blended with recycled polyester, or other natural fibres and get an eco-friendly and chlorine free treatment to make the recycled padding washable.

👉 Packaging — Single Use Plastics Project

Our packaging is split into two main categories: plastic packaging and cardboard packaging. Our objective is to eliminate what we can and recycle what we can not. We are aware that the plastic lifecycle is far from circular – and we want to change that.

Why do we use plastic packaging?

We use polybags for protecting our single products as they move from manufacturing, through our logistics terminals and retail stores into our customers' homes. Currently, polybags are the only option in terms of quality and efficiency that cover protection during shipment and storage.

What is the single-use plastics project?

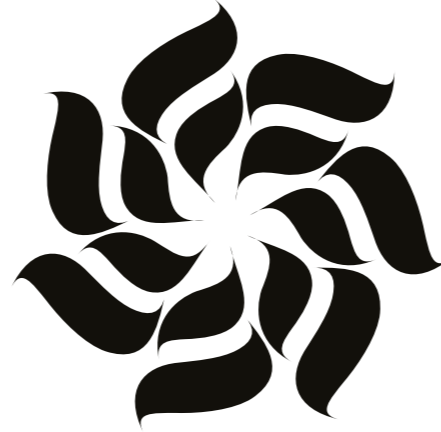
The Single-Use Plastics (SUP) Project, led by the European Outdoor Group, is a collaboration of more than 30 brands and retailers. Brand competitions aside, we are looking for ways to significantly reduce the impacts of our single-use plastic packaging. We all face the same problem – so the best way to find a solution is to do it together.

What have we done so far?

We researched the scale of the problem, the ecological impacts of plastic packaging and several material alternatives, and end-of-life scenarios for our polybags. We learned that plastics do some things better than alternatives, and that during their production, transport, and use phases, they have a superior ecological performance. We also learned that in their end of life, they are particularly problematic.

What's next?

Our aim is to reduce the quantities of plastics which end up with consumers, ensuring that our materials are retained in the resource stream, and create systems which prevent our polybags from ending up in landfills, incinerators, or the natural environment. The project is currently focusing an open-loop industry recycling stream. That means all polybags are collected and sent to recycling – leaving no responsibility to the end consumers.



Sara, Logistics Specialist
She is originally from Rome. She loves South Tyrolean nature, mountains and the way of living fully respectful towards the environment. She likes outdoor walks, taking care of the house and spending time with her family.

The Circle of Polybags — Status Quo



Oftentimes, our plastic bags are not recycled by consumers, but discarded. Even when properly disposed, many municipalities do not recycle, but plastic bags are frequently sent to landfills or burned, because of technological or cost barriers. Bottomline: Even in the best of circumstances, only a fraction of recycled plastic bags are actually recycled.

The Single Use Plastics Project is a project led by the European Outdoor Group, where we collaborate with more than 30 outdoor brands and retailers from across Europe. We collect the already recycled, but high-quality polybags ourselves and hand it over to a dedicated recycler. They, in turn, grind the bags into pellets. Since all bags consist of the same plastic type, they can then be used to make

“new” and high-quality re-recycled plastics products. This eliminates the need for virgin plastic on one hand and environmental pollution through waste or fumes on the other hand.



Find out more: singleuseplasticsproject.com

Upcycling — Thermal Glove May Nothing Go to Waste



One of our most important and also most favourite articles is the Polartec Thermal Layer. Purchasing a high amount of the polartec-material entails left-over material (trimmings) after cutting the shape of the item. We did not want to throw those trimmings away but give them new life. We have therefore developed the Upcycled Thermal Glove in many different colours.



Dorothea, Senior Product Developer, likes to pay attention to details, recharges her batteries during workout and has an insatiable appetite for pizza.



Cristina, Purchasing Apparel She loves the outdoors and breathing in nature. But also spending quality time with her family.



I have been part of the Oberalp family for more than 20 years. Since then, I have been following not only the purchases but also the leftovers. I collaborate with the product managers, to avoid wasting fabrics and giving them new life, which is really satisfying. What we are able to make out of the "leftovers" does not matter, they are the result of attention and prudence. Respect for the environment, avoiding waste as much as possible, optimizing and reducing costs, this is my goal, always.

Upcycling — New life for skin waste



Our collaboration with the small company from Aosta Valley (Italy) dates back to 2016 when Pomoca decided to give a second life to its ski touring skins waste. Since then, Skinalp has created belts, key chains and bags. In 2020, also Salewa partnered with Skinalp to create a wallet with the leftover stock of camping tents' groundsheet. The external cladding of the wallet is made from Pomoca upcycled ski skins. Skinalp is full of great ideas and very creative. We are currently thinking how to expand our collaboration to create new upcycled products.

"If I look back to 2016, I am very proud of what we have accomplished together with Oberalp Group. Our project started by sewing used skins, but the quality was too bad. That was the moment where we thought that we should find the best partner in the industry and give a second life to overcut ski-touring skins. Pomoca and the team were immediately open to cooperate and in 2019 we also decided to strengthen our partnership by selling our products in several countries

through the Oberalp sales team. I am really looking forward to see what will be the future development together!"
Hervé Domenighini, Skinalp Co-founder



Josep, Group Head of Research & Innovation, GM Pomoca, prefers cold mountains to warm beaches, although originally being from Barcelona. Nevertheless, he keeps a very clear preference for Mediterranean food.



Looking for further ways to keep the unrecyclable waste from our plush freeride ski skins from going to the landfill, we partnered with the innovative start-up BAABUK. An up-and-coming Swiss company, who offers felted wool shoes inspired by old traditions. Together we upcycled the cuttings into durable and versatile bottoms for a limited series slippers that embody our mission of making a positive impact and delivering the most comfortable wool footwear.



Arthur, Marketing Skin division, loves to go ski touring in the Swiss Alps. They are his favourite place to be and meditation, surrounded by the 4000 peaks.

Upcycling — Research & Development Boots

In 2020, our Dynafit boots development team tested 15 sizes of shells and 8 sizes of cuffs with the result of a great use of injected plastic, only for development purposes. Our aim is to save as much plastics (polymers) as possible from inner prototypes and lab tests – otherwise the entire boot would be treated as undifferentiated waste.

Our sprues are re-used in the production and not thrown away per default. Dynafit we are focusing on a long-lasting products with a sort of special maintenance offer. Without this process, polymers with fantastic characteristics would be treated as common garbage and stocked in landfilled or, even worse, be burned.

We started the project in 2019, when we were able to recover more than 550 kg – in 2021, this amounted to 650 kg of injected material and about 700 pairs of front inserts. The R&D team and I were able to fully recycle 100% of the development test samples materials and today we can say that Dynafit boots is a 100% no-waste-R&D-laboratory.

WHAT WE DO TO RE-USE AND RECYCLE PLASTIC MATERIAL USED ON OUR BOOTS:

1. Metal parts such as buckles, t-nuts, screws, rivets and back inserts are re-used if in a good quality or taken from an external supplier to be treated properly > No second life for glued/printed parts due to quality concerns
2. Polymers free of metal and glue parts are divided into their respective types and colour categories
3. Front inserts are cut away, sent to our supplier and re-used on new ski-boots

It is important to mention the different categories, such as hardness and composition in order to grant that products on which we will use recycled plastic will not lose any performance.



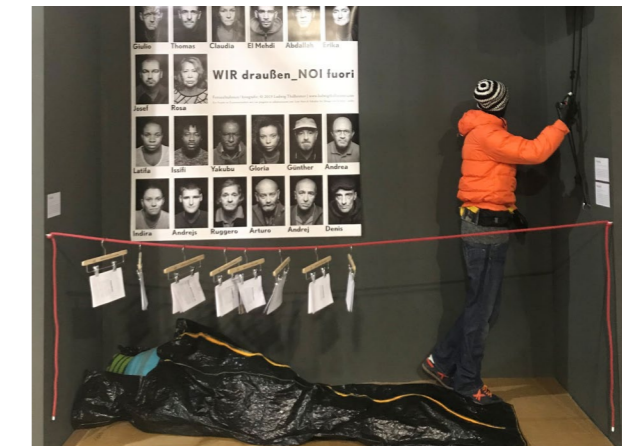
Giulio, Research & Development Assistant Footwear Hard Goods, is wondering about the destiny of used tongues, cuffs and shells, and curious to find a bright future for them.

Upcycling — Bags from banners and Fabrics to shelter



Bags from banners

Some materials become waste before others, for example in-store marketing banners. The beautiful photos of mountain landscapes, adventures and products are changed every year. In 2021, a social cooperative based in Trento saw the value of the banners and decided to use them, together with other leftover materials, for the creation of their bags collection. We were impressed by the clear goals of the cooperative: offering real work and creating placement paths dedicated to people in disadvantaged situations.



"It so happened that a company in the sports sector, which strongly believes in the values of creative reuse our Social Cooperative promotes, decided to donate unused marketing banners. Delighted with this opportunity, we decided to create a sports collection of our bags and shoppers. The result is a casual version of our products that recalls our territory, the world of climbing and our mountains."

Luca Garzetti – Educator and production manager at Cooperativa SMART scs



Fabrics to shelter

Salewa strongly believes in the partnership with the University of Bolzano. Through the years, the core of the projects have been to give a second life to Salewa's leftover fabrics.

The last two years, the upcycling project has met the need to help the less fortunate. Belts and a covers for sleeping bags were designed and donated to the homeless which were able to use in this winter.

In 2021, the association Volontarius asked us again to help the homeless that refuse to spend the nights in the dormitories. We are collecting leftovers fabrics and garments to allow the association to design a special blanket from leftovers to shelter the homeless from the weather and protect them from the cold.

Upcycling — RepurPOSeD Material

For the past two years we have saved marketing materials to re-purpose them instead of throwing them away.

Working with a local company called Ecologic, we had these materials upcycled into pouches that can be used as wallets, glasses cases, pencil holders, - you name it! We were able to create over 1,000 of these pouches and hand them out at tradeshow.

No one is perfect but taking small steps together can lead a long way!

Surrounded by magnificent mountains in Zermatt, I find it horrifying to see how climate change visibly affects the glaciers. I am aware of how the textile industry works and how much waste is generated as by-product. I channelled my frustration to contribute towards the environment. Thus, I manufactured pillow cases and pouches from banners, offcuts from ski skins were made into little bags.

This is only the beginning!



Steve, Key Account Manager

in Boulder, Colorado, and his team share the common desire to make a difference where they can and to contribute to the world for generations to come.



Petra, Store Manager,

hopes to inspire others with her projects to think about upcycling and to get creative as well.



Giulia, Product Developer,

despite her thousands of hobbies, she always finds the time for her cat and for hoola-hooping.

"Ciao! I am looking for old climbing ropes for a project, if you have any to throw away, please contact me (...)"

This is what greeted me one day in our intranet portal "campfire". Having an old rope lying around at home, hoping for an inspiration what to do with it, I contacted Giulia and a couple of days later had this beautiful rope-bowl on my desk. Later I learned, that this was only one of the ideas she had. From floor mats to woven coasters – creativity knows no boundaries.

Long-lasting design

We create high quality products and offer spare parts and repairs for your damaged items, so you can use them for longer.

Dynafit lifetime guarantee

Dynafit is proud of the outstanding features and long-lasting durability of its ski touring bindings. Our products allow every mountain athlete to equip themselves from head to toe for ski touring. We are so convinced of the quality of our bindings that we are expanding their warranty. Since November 2019, we have been offering a limited 10-year lifetime guarantee to Dynafit bindings, simply by registering them on our website. The "lifetime" refers to the bindings and their materials, components and engineering: in case of Dynafit bindings, that amounts to 10 years. In product development, we pay very strict attention to quality controls for materials and production. It is especially essential you get up the mountain and down again on your bindings without worries. If you should nevertheless

ascertain a defect on your bindings, Dynafit will assume full responsibility for repair or replacement of the bindings

Salewa and Dynafit replacement parts

Repairing products means giving them a second chance and extending their life until they really cannot be used anymore. Our brands offer a variety of spare parts for their products, some of which can be bought directly on the brand websites. Our dealers are equipped with these spare parts for the most common types of repairs. Service teams in each one of our offices are always available with help and advice for technical enquiries. When our dealers are not able to carry out repairs themselves, the products are sent to us for servicing.



Long-lasting design

— Measuring the impact of our products throughout their life cycle

We have been starting to conduct LCAs on some of our key products to understand the real impact of our single products.

What is a life cycle assessment?

A life cycle assessment (LCA) is a method to assess the environmental impacts of a product – looking at the entirety of a product, from extracting the raw material, to manufacturing it, its transport, its use – until the day it becomes waste. The results of an LCA let you understand which steps in the life cycle have the biggest impact and where to focus on.

In our last reports, we have illustrated two LCA examples: Salewa helmets and Dynafit ski-tour bindings. Interestingly, both LCAs concluded that the main environmental impact stems from raw material production, and that transportation has a relatively small impact. Research and development take time – and we would like to do it right. Nevertheless, we want to give you an update on how we are progressing with the two projects.

Salewa's Helmet

In order to improve the environmental performance of the helmet, we are researching and developing improvements that can be made, such as new design, fewer components, made from already recycled materials, made to be disassembled (for reparability and recyclability).

- Replaceable key parts and spare parts, e.g. with Salewa Piuma 3.0 and Toxo 3.0, or the Dynafit TLT helmet
- Recycled EPS foam for the first time in our Salewa Toxo 3.0 helmet
- Reduced packaging dimension of helmets by 20- 30% to save material and optimize transport volume

Dynafit's ski-tour bindings

The overall climate assessment of our complex bindings was very positive, nevertheless it shows that especially during production there is more potential. We are investing in research and development to particularly focus on innovative sustainable materials.



Greta, Product Manager Bindings, and Lena, E-Commerce Specialist, cooperated closely on the LCA on Dynafit bindings. Their favorite ski-touring area is in the Chiemgau Alps.



Hannes, Product Manager Technical Hardware, is a big fan of the Piuma, which, for him, ticks all the right boxes: "good looking, extremely lightweight, snug fit"

Care & Repair

— Group warranty manager



- Building new measurable processes in the chain of repairs for transparency and structure
- Supporting development divisions for increased longevity
- Finding and building up new repair services and - partners for collaboration
- Connecting and expanding existing service partners, relationships and being a competent point of contact
- Re-defining our service level, optimizing internal and external repair services for quantifiability
- Improving ultimately the customer experience of the end-consumer, our retail partners and our own shops

GROUP WARRANTY MANAGER

«I have been working for Oberalp for more than 15 years and have acquired a high amount of understanding for our products during that time. I am proud to shape the my role of the new Group Warranty Manger, affiliated to our sales and customer service area, and share my know-how».



Verena, Group Warranty Manager She is reminded daily that her new role entails many challenges, however, that it is also an affair of conviction.

Microfibers and microplastics

What is the difference between microfibers and microplastics?

Microfibers are tiny textile fragments. Technically, they are very fine synthetic or man-made fibers, like polyester or viscose, but sometimes researchers use the term to refer to natural fibers, like cotton and wool. Microplastics are minute particles of plastic origin only. These may come from nylon or polyester based synthetic fabrics, but they may also result from the degradation of other types of plastic waste, like PET bottles, paints and tires.

What is the problem with microfibers?

Microfibers are increasingly being found in nature, and are identified as a source of marine, air and ground pollution. Small parts of these fibers can be released during production processes, as well as consumer use, care, and disposal. This is called "shedding".

Do only synthetic materials and fabrics shed?

No. ALL fabrics and fibers are known to shed. Researchers have found microfibers of cotton, viscose, polyester, nylon, and fibres of animal origin in nature.

The focus on microplastics may be explained with a broad concern about plastic pollution, because of the risks to human health, with particles entering our bodies through the food chain or through air pollution, and the slow degradation process of materials.

What can you do to reduce microfiber and microplastic release?

When doing your laundry:

- Keep the temperature down. The lower the temperature, the less your clothes get damaged and fewer fibers are released into the water. 30° is just fine!
- Fill it up. More microfibers are released when the machine is at half-load.
- Use liquid detergent instead of powder. Avoid high PH detergents.
- Let your clothes drip-dry. Drying machines cause large amounts of microfiber release – plus, they consume a lot of energy.
- Wash less. Only wash your clothes and home textiles when really necessary.

What are we doing to address this issue?

We are participating in various research projects and industry-wide initiatives, geared

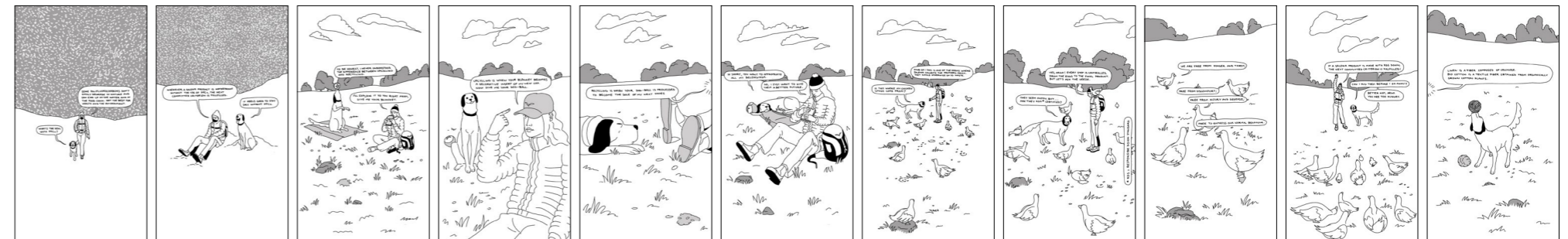
at establishing the causes of shedding. As a company which specializes in mountain equipment, we mainly use synthetic materials and therefore, our focus is on polyester and nylon-based fabrics. We are collaborating with research institutes and our fabric suppliers to find out the possible issues and solutions for the materials we use.

We are a founding member of The Microfibre Consortium (TMC), a research project which is looking into the causes of shedding in the construction of materials and also aims to develop a universal testing method, for determining and quantifying fiber release. We also contribute to Textilemission, a project focusing on fiber shedding during home laundry of products to generate immediate knowledge and data, as well as practical advice, see box on the right.

Furthermore, we follow the developments and research projects worldwide. In 2020, we started conducting tests with a third-party laboratory, using the method developed by TMC. By finding out the causes of and possible solutions to shedding, we aim to make products which are more robust and durable, and therefore to reduce microfiber release.

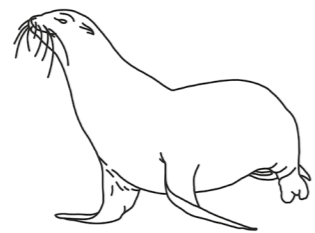
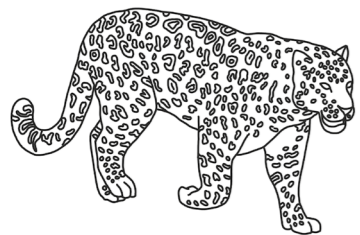


We are committed to leaving as little trace as possible in nature, while creating products that are socially and environmentally responsible. Although we still have a long way to go, we are improving step by step. The Salewa Committed icon marks the products that meet our strict internal criteria.



Franziska, Junior Product Marketing, and Marie, Communications Specialist Sustainability Team, had lots of fun writing the Committed story about the Salewa girl and her dog Argo. The dog's name derives from the mythological Greek ship that was built with the help of the gods to swiftly sail the Argonauts across the black sea.

Protecting wildlife



Dynafit: Snow Leopard Trust

Snow Leopard Trust is a non-profit organization that has been working to protect the current population of snow leopards since 1981 through community-based conservation projects. The habitat of the snow leopards is becoming smaller and smaller. Research estimates that only about 3,500 snow leopards remain worldwide. The snow leopard species continues to be threatened by illegal hunting, climate change and the decimation of its habitat. We have been supporting Snow Leopard Trust since 2007 by organizing our Snow Leopard Day each year, a public ski touring event help in several locations. Due to the pandemic, we could not hold the SLD in 2021, but will be able to do so again in March 2022 in 14 different countries.

*Dynafit Snow Leopard support 2021
11.200 € donated*

Pomoca: Seal project with EOCA

Until the 1930s, climbing skins were manufactured from real seal skin. After being close to extinction in the 1050ies, the Saima seal is still in danger today. Their main threat comes from non-approved fishing nets and traps (killing 50% of the baby seals) in addition to ever increasing environmental toxins. Today, the population is estimated to be only about 300 seals. We are working together with EOCA and the Finnish Association of Nature Conservation to protect the Saimaa Ringed Seal to raise awareness around the issue, especially with the inhabitants of Lake Saimaa, where the species lives. This involves organizing events to promote alternative fishing methods and appearing at festivals and in campaigns.



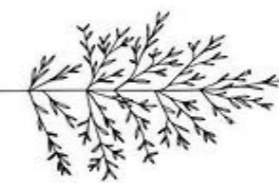
Alessandra, Int. Communication Manager, has been involved in the organization of the SLD for 6 years. This year, Bulgaria was on her travel list as an unusual ski touring destination to explore.



Jonathan, Marketing Trainee, loves the snow so much that he only learned to swim at the age of 13. Indeed, water is melted snow.

* herbarium...

...is a sprout: a sprout of hope for a future that is more sensitive to the plant world around us.



It is also a creative project that seeks to shed light on the role, relevance and fineness of natural biodiversity, as well as to make us aware of the natural richness that surrounds us, of which we should all take care. * herbarium was created by myself and my friend Mariasole to increase the knowledge of the plant world and the awareness of its importance in our daily life.

In October 2021 – during the climbing festival in Orco Valley sponsored by Wild Country – climbing walls became illustrative surfaces, where we presented some of the endangered species of the Valley, while the chalk lines of the illustrations joined the chalk marks of climbers' hands.

The illustrative supports of * herbarium are varied, ranging from paper sheets to city walls that bloom with delicate chalk lines and tell the story of local species. For us, art and nature are two closely interlinked things. We savor the beauty of nature on a daily basis, and art is our own way of giving it a voice and expressing that we live with and in it.

Every species has a story that somehow always involves ours, and this is the * herbarium way of telling it!

We are featuring the * herbarium graphics in the Wild Country spring/summer 22 women collection.



Sara, Marketing Assistant and artist, draws on anything that holds still long enough: windows, walls or Wild Country items.

Sweat Together



Sweating together is one of the virtues of sport and we live it also at work.



Adventures

- CBU Poland 28marzen
- Special Guest Contribution: Evolv Dolomiti Open
- Special Guest Contribution: Evolv Adaptive Climbing
- Dynafit Caritas

p.88

Val di Funes - A Group Team Effort

p.92

Car free to work

p.93

LaMunt - What we have learned

p.94

“Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbour. Catch the trade winds in your sails. Explore. Dream. Discover.” – Mark Twain

28marzeń

28 DREAMS – PEOPLE WITH DISABILITIES ON THEIR WAY TO THE SUMMIT

We brought young adults with mental disabilities to the highest mountains of Poland, supporting those who rarely get the chance to participate in activities like this.

The project was a big success for everyone involved! Moreover, it was awarded with the price "best sports project for disabled people" in Poland.

This project meets the dreams and needs of people with intellectual disabilities, who want to explore the world and learn about it, remember it, communicate with it, build their own image of it, share it with others and finally build self-esteem.

28 peaks are part of the Crown of Polish Mountains. The participants with and without disabilities took on the challenge to make their dream come true and get to the summit of Poland's highest mountain, the Rysy with 2499m.

The beautiful project deserves every prize it has won already and so much more – we are all different, but mountains unite us.



Jarek, General Manager Eastern Europe, mentor of "28 dreams" is keen of all sports and keen on making dreams come true.

Lukasz, Salewa Sales Manager, multidiscipline sports lover, father of young mountaineer boy, was in charge of choosing and distributing outfits for the participants.

Magda, Marketing Manager, design and fashion enthusiastic, mountain lover, she handled PR & marketing activations for the project.



"Dolomiti Open is a non-profit organisation which believes in mountains as an inclusive environment open to everyone, where the boundaries defining disability are constantly shifting".



"Brenta Open, an event born in 2015 in collaboration with Sportfund ("sport foundation"), brings people with and without disabilities together to the most beautiful peaks of Brenta Dolomites, Unesco World Heritage. The collaboration with Evolv was established in 2017 when Gianluigi Rosa, an

adaptive climber, needed a solution for his attempt to climb the "Campanile Basso": the symbol of Dolomiti di Brenta and Evolv promptly replied providing his adaptive foot free of charge. Today, Evolv provides adaptive feet and climbing shoes to all the association staff.

The vision the Dolomiti Open association shares with Evolv is to give people with disabilities the opportunity to join the group and discover the great potential of climbing."

Simone, Mountain Guide at Dolomiti di Brenta TN Italia

Adaptive Climbing

Evolv has been the primary driver in adaptive climbing since the sport's start in the USA and has helped create the first adaptive climbing prosthetic foot.

This helped me accomplish goals and build programming for the adaptive community that I did not dream possible at the time.

Evolv has made unparalleled contributions to our community through supporting adaptive climbing programming across the USA which introduced people with disabilities to their first climbing experience both indoors and outdoors. These programs help instill a newfound sense of power and confidence in an often-marginalized community.

Two Evolv athletes started the USA para-climbing program, and Craig Demartino and I were the first two disabled athletes to represent the USA in international competition in 2012, starting a wave of adaptive competition climbing. We hosted our

first national championships in 2014, hosting 30 athletes and now the competition series hosts more than 100 athletes with disabilities.

My personal achievements, a silver medal at the 2014 world championships and the first above the knee amputee to climb V10, would not have been possible without the support of the brand. Climbing and Evolv gave me the confidence and the support network to be the best possible version of myself and it has changed my life in such a profound way. Evolv IS Adaptive climbing.



Ronnie, Evolv athlete

From Chattanooga, TN, US, lost his leg in 2005. Looking for a new sense of purpose and a new normal, he discovered climbing through an indoor gym and immediately fell in love with the sport. He remembers meeting an Evolv representative in 2007 who helped support his new endeavour and that "giving spirit is in Evolv's culture and DNA".

Caritas Sweat Together

Dynafit works with organizations that enable disabled people to help them get independence, involvement and recognition.

We are collaborating with Caritas, Herzogsägemühle Werkstatt Peiting and Barmherzige Brüder Algasing on a unique project in Germany, where a team of around 175 people with disabilities assemble our ski bindings and work on our products.

Because our Caritas workshops, had to fight again and again with Corona infection-related absences, our entire binding department laid hands on themselves. For weeks we have been helping to assemble the urgently needed Dynafit bindings. Not only do the large order volumes with the subsequent material

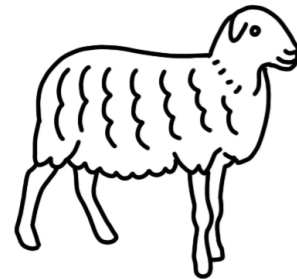
bottlenecks provide significant delivery difficulties, but also the unstable assembly teams had a share in it. While we had little opportunity to eliminate these difficulties in material procurement, we saw an opportunity to SPEED UP our own involvement.

We did not want to concentrate on our own area of competence or to declare ourselves "not responsible" or "not competent", but to actively get our hands on the products. It has been a great opportunity and a fun couple of weeks to work with the team.



Sinah, Project Coordinator Bindings, removed all hurdles to make a collaborative production possible. Her motto is "better together".

Villnöss/ Val di Funes



During summer, the sheep are taken to the mountains, for fresh grass, flowers and mountain air. Mid-September the seemingly sunglass wearing sheep make their way back home to the valley. But the work does not stop there. The fence that we had help to built in June, which protected the sheep during their summer-stay in the mountains, now needs to be dismantled again. Therefore, as a sign of gratitude to the sheep and their wool for keeping us warm during winter, we went up to support. Under the guidance of Günther, the shepherd, we dismantled kilometers of fence with one of the most breath-taking mountain views in the dolomites. I am still in doubt whether it was the view or seeing Günther

coordinating his five sons while slipping a new feather to his green felt Tyrolean hat that inspired me the most. A great way to spend a late September Saturday out and about. Come spring, we will return to set up the fence for the new season.



After the day out in Villnöss/Val di Funes, **Fred, Dynafit, Product Manager Footwear**, Marie and Tom went to a restaurant to try the spectacled lamb. They found you could taste difference, the lifestyle in the mountains makes for the lamb.

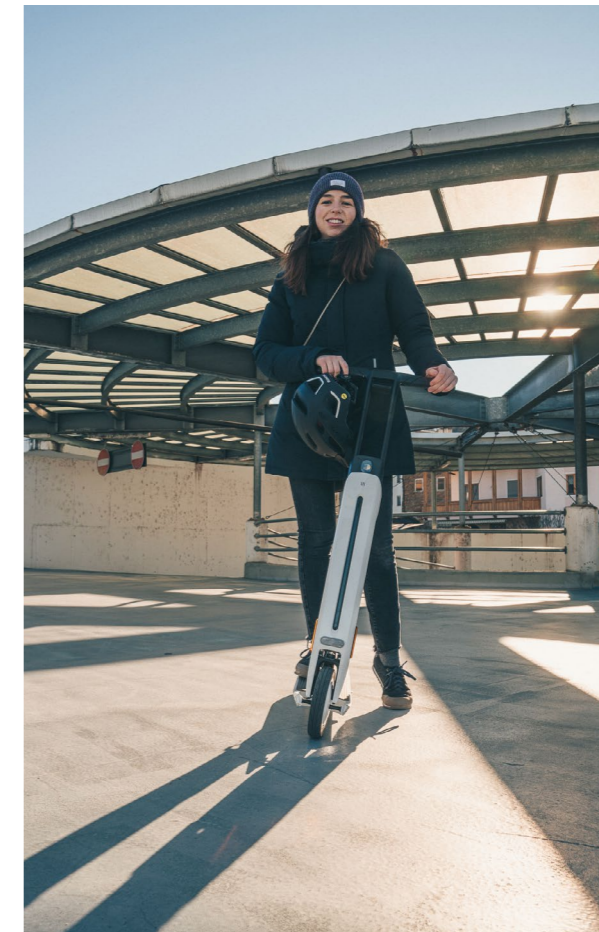
The TirolWool that you find in some Salewa products comes in part from Villnöss/Val di Funes, the home of the Villnösser Brillenschaf, South Tyrol's oldest sheep breed.

Car-free to work competition

Our car-free to work competition rewards employees who opt out of commuting to and from work by car.

In 2021, employees from shops and offices all around Europe could participate, no matter if we went by foot, bike, public transport or e-scooter...

Those colleagues, who shared the details of their commute, covered a total of 60.460 km (almost 1.5 times around the earth), resulting in an estimated saving of 20 tonnes of CO² emissions.



THE COMFORT OF CAR-FREE COMMUTING

I have been used to long commutes with public transport since high school, but even when I had the possibility to have a car of my own to drive, I still decided not to renounce the comfort of car-free commuting. It is true, moving around with public transport requires more time, there are often delays...

But that time is not at all lost! When I bike or walk to work, I make plans for the day, and I reorganize ideas on the way back. As I travel by train, I read and drink tea from my flask, I call a friend that I haven't talked to in a long time, I search online for new recipes, sometimes I even knit! All activities that I would hardly squeeze into my daily routine otherwise – for sure none of this would be possible while driving in rush-hour traffic.

So, let's take Oberalp bikes for a ride, and let's engage in a close battle for the next Car-free to work contest – new me-time is a wonderful plus.



Giulia, Marketing Wild Country
She was one of the car-free-to-work challenge winners. Her prize, a white e-scooter nicknamed "Power Ranger", grants her an enjoyable, trafficless ride every morning, and makes commuting even more amusing.

What we have learned

Sweating together does not always mean physically getting exhausted. Sometimes it means starting something new, tackling challenges and overcoming hurdles as a team. Our LaMunt team had an exciting first year in 2021.

It has been exciting to be part of creating a new brand with completely new products. It has been crazy busy. It has been challenging. But above all, it has been a huge learning experience, both personally and professionally for everyone in our team. We had many firsts together and individually in our roles, of what we could make possible as such a small startup team.

We have celebrated many first milestones, and we are learning on the way. We saw each learning as an opportunity to push ourselves and grow. So here we are one year into bringing LaMunt to life: a little wiser and plenty grateful for being part of such a journey.

We have been thinking a lot about how far we have come and the lessons we have learned along the way, so here are a few:

It's not a sprint, it's a marathon

In the running world, sprinting and marathon races are on opposite ends of the spectrum and require very different skills. While both are challenging and require intense training, a sprint focuses on the short term of a smooth path to the finish line, wherein for a marathon the path is not always straight and clear, and staying on it is not all easy.

We want LaMunt to be here for women on the long run, as we believe the future belongs to the female perspective of the mountains. As a small team, this meant prioritizing, embracing imperfections (it's okay to refine and tweak along the way), getting support (no one can run a marathon without some sort of guidance). So, the trick is not to dwell on the distance ahead, but to focus on the journey and the bigger picture, one step at a time, and keep moving steadily forward.

Building a community is the magic you need for a successful brand launch

Community is the beating heart of LaMunt. From day one, we have taken feedback on products from mountain-loving women. We also founded the LaMunt Crew early on, before we even had a product to show. The LaMunt Crew is a group of diverse women from different backgrounds who are united in their passion for the mountains. We believe building a community before the launch was vital. Investing our time as a small team in connecting to women, who align with our mountain sports passion and brand values, made us more successful in 'activating' excitement among them, their friends, peer groups, and followers. It allows for a more personalized and enticing brand experience and better products. When intentionally woven into the fabric of the business, communities can offer a sustainable advantage. We are grateful for ours, which continues to give us great support, and makes us better.



To grow tall, you need deep roots

During this first launch year, we constantly revisited our core values and beliefs to make sure we were going in the right direction. It was crucial to maintain our sanity. Our core values function as a north star, helping us make important decisions when many things came rushing together, we had doubts, or in situations of uncertainty (hello, pandemic).

Stay inspired and keep learning

As we are making many first steps and reaching the first milestones, there is a huge learning curve. We will never know it all. There is always more, new, and better. Checking in together as a team in our team meetings with what went well and what could be improved, we are getting a little better with every step. We are flagging critical tasks to move forward with focus. It is a lifesaver.

Behind every success is a great team

We have achieved milestones that cannot be achieved alone. We respect the minds and hearts of each other, accept our moments of genius, and support each other when we do not feel as inspired. We know what we each contribute. Listening to each other, sharing knowledge from our different experiences, skills and our passion for the mountains brings us great collaborative energies and leads to creative solutions.



Antje, Marketing Manager, has swapped the high buildings of Berlin, Germany, for the Dolomites – a mountain women at heart, who has found the true inspiration for her beautiful watercolours.

Innovation



Through the continuous innovation of processes, products and ways of thinking, and the cooperation with qualified partners, we achieve new standards of excellence.



Wild Country - A Bag Full of Friends	p.98
Evolv - Yosemite Bum Resole Anniversary	p.99
Campfire	p.100
Rydoo & Guruu	p.101
Salewa - Digital Workbook	p.102
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Research & Innovation - Design for Disassembly	p.104

We want all our employees to help us bring about positive change. We believe the best way to achieve that, is through empowerment and through accountability encouraging innovative ideas in all areas.

A bag of Friends

HOW INNOVATION & PASSION REVOLUTIONIZED CLIMBING



When Ray Jardine and Mark Vallance met in Colorado in 1975, two passionate climbers with very different backgrounds became climbing partners, friends, and later business partners. Their shared passion enabled them to revolutionize the climbing world with innovation of the Friend.

Ray had begun working on his first prototype Friend in 1971, which was just four cams on an axle without a trigger. However, when it was finally ready for production, Ray was not able to realize the project in the US and he turned to Mark for help. Together, they built a production site in Peak District, UK. Although the Friends were not cheap to buy, the demand was high and soon Mark and Ray were able to establish their own climbing brand, advance the Friend and realize new ideas. This was the birth of Wild Country and the Friend in 1977. But why are they called Friends? Ray always carried a couple of his prototypes around with him, but kept it a secret. When he was out climbing with a group, his buddy Chris Walker, who was privy to the secret, wanted to know whether Ray had brought his new climbing protection. In order not to draw attention he asked, "Have you brought the bag of friends, Ray?". The rest is history. Wild Country and the Friend are so deeply intertwined that one might forget, that the Friend is only the beginning of a success story that is still not over. The Friend was followed

by innovations such as the Rocks, the world's first curved Nuts, and their radically reinterpreted successor, the Superrock and the Rockcentrics. With the Ropeman MK1, the smallest ascender at the time, Helium, the lightest full-size carabiner, and the award winning semi-automatic Revo, Wild Country repeatedly set new standards regarding function, size, weight, and safety.

#makingfriendssince1977



Lucia, Marketing Specialist, pure climbing girl who once studied luxury and now drives a van in worn out Birkenstock. She loves granite and slab climbing when the conditions are good – eating pane e Nutella (aka drinking beers) in the mountains when they aren't.

20 years of Yosemite Bum Resole

INNOVATION THEN AND NOW



Our Evolv resole division (Yosemite Bum Resole) celebrated its 20th anniversary in 2021. I had a vision of improving sustainability in the climbing industry and in 2001 founded the Yosemite Bum, a climbing shoe company which became Evolv.



Over the past 20 years, we have resoled over 120,000 pairs of climbing shoes and promoted a more sustainable practice of resoling to climbers all over North America. Yosemite Bum has a small but experienced team made up of Kimberly (CS), Jason (Production) and three highly skilled full-time technicians with

over 44 years of shoe building and repair experience combined. After joining the Oberalp family in 2019, Heiner and Christoph visited the facilities and showed great interest in the business philosophy and operations and offered their full support. Even during the pandemic, Yosemite Bum remained busy and resoled over 11,000 pairs in 2021 and the business is continuing to grow. In 2022, Yosemite Bum will be modernizing the customer experience and operations with the help of Raphael (New Business Development Team) and plan to become even more evolved while preparing for the next phase of growth.



Brian, Brand and Product Manager, hopes to spread the important message of more sustainable climbing practices to the global climbing community.

Campfire



picture: Chang Duon, Unsplash

Communication in the company has always been very important and by now the platform we had was no longer allowing us to maintain high standards in terms of content management and creation.

That is why we decided to adopt the LumApps platform to create our new information hub called "Campfire". We are now able to reach all our colleagues in different countries around the world, giving them a single point of access to the latest company news as well as the documentation they need, with an average of around 68% of colleagues accessing at least once a week.



Thomas, Digital Application, Davide, IT Operations & Infrastructure, Maria, Lisa and Barbara, wanted to give value to all colleagues and their projects, also allowing them to connect and interact in different interest groups.

Rydo and Guuru

Rydo

We got to select and implement a tool that not only speeds up the entire expense report management process but improves visibility and control as well. Rydo is not only a time saver but also a tool that allowed us to have an international roll out. Through the implementation, the accounting registration and payments are substantially improved, accelerated and automatized.

guuru

"We work very closely with our customers and take feedback on our products and service very seriously. Our customers are the expert users of our products, therefore it made sense to use their knowledge in an expert hub called "guruu".



External people with excellent product know how handle tickets and help to increase speed and service. After the first week, the average answering time to our customer's questions from our Guurus was less than a minute. Furthermore, we increased availability and the service quality for our customers by extending working hours until 9.30 pm."



Hannes, Treasury, if he is not on the football or tennis court, he plays the guitar in a blues band.

Giorgia, Treasury Coordinator, enjoys learning new things every day, not only in her job but also as mother of three beautiful children.



Alessandro, Customer Service Director, dedicates his professional live to serving customers, both external and internal. Beside that, the "Käs-Spätzle" lover enjoys his time with his family, mainly in the mountains.

Irmgard, Customer Care Coordinator, returned back to her roots in the Dolomites after some years abroad and enjoys spending time with customers from all over the world on her daily job. The Customer Care Team includes also Michele, Federico, Pia, Luca and Dennis.

Digital Workbook



"We initiated the project of the Digital Workbook to address issues such as internal and external knowledge gaps that may occur due to changes in colour and other features, or style cancellations. We were using PDFs and printed Workbooks only, resulting in high printing costs. It was very unintuitive for our customers, i.e. the end users and our agents."

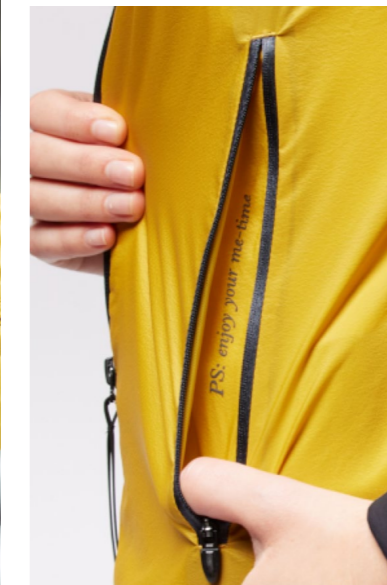
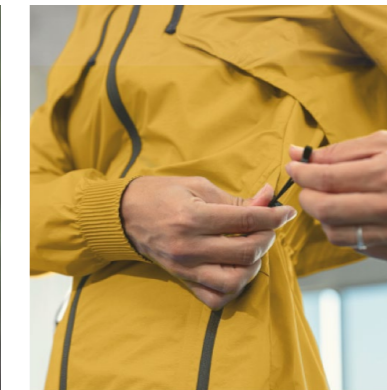
Advantages of the Digital Workbook

- It is efficient: Linked to our digital order management tool, it enables the user to insert orders directly from the Digital Workbook while having an overview of the whole collection.
- It is committed to sustainability: The Digital Workbook is the choice for us and for our customers, leading to less printing, avoiding paper waste fewer costs.
- It features interactive product information icons with explanatory pop ups that further illustrate the characteristics of a product, for example Salewa Committed.
- It is always up-to-date: The tool is directly connected to our internal database, which is constantly updated by the product marketing team always show the latest product information.
- It has generic features integrated, which are revolutionizing sales: Among them are pages with moving total looks, where models show an entire outfit from head to toe and illustrate the main details of the products.
- It is available online and offline.



Maggie, Product Information Specialist and Aldo, IT Expert Digital Applications, were faced with many challenges in this particular time. The Workbook is a means to overcome them.

Innovative design



WHY IT IS INNOVATIVE

Versatility in style, function and design
 — Different occasions, different possibilities to wear

Smart fit solutions
 — We are all different – the items can be modified to provide the most comfortable fit

Magic moments
 — Unexpected surprises such as secret pockets
 — Inspiring hidden quotes



Research & Innovation

— Design for Disassembly

After having discussed internally with R&D, design and product people during workshops and deep brainstorming, some products started to be developed with a “design for disassembly” strategy.

The new Salewa helmet (Piuma. See also LCA analysis update in chapter responsibility, page 80.) for climbing/mountaineering is the first real product in the last sprint to the real market. The technical hardware R&D with the support of the Research & Innovation Lab developed a product not only light, comfortable, and beautiful, but sustainable, too: Its “end of life” can be delayed and thus provides the least possible impact.



Davide, Research & Innovation Specialist, is a climbing-addict born in a city too far away from the mountains he loves - he now can apply his innovative ideas to the equipment he always uses.

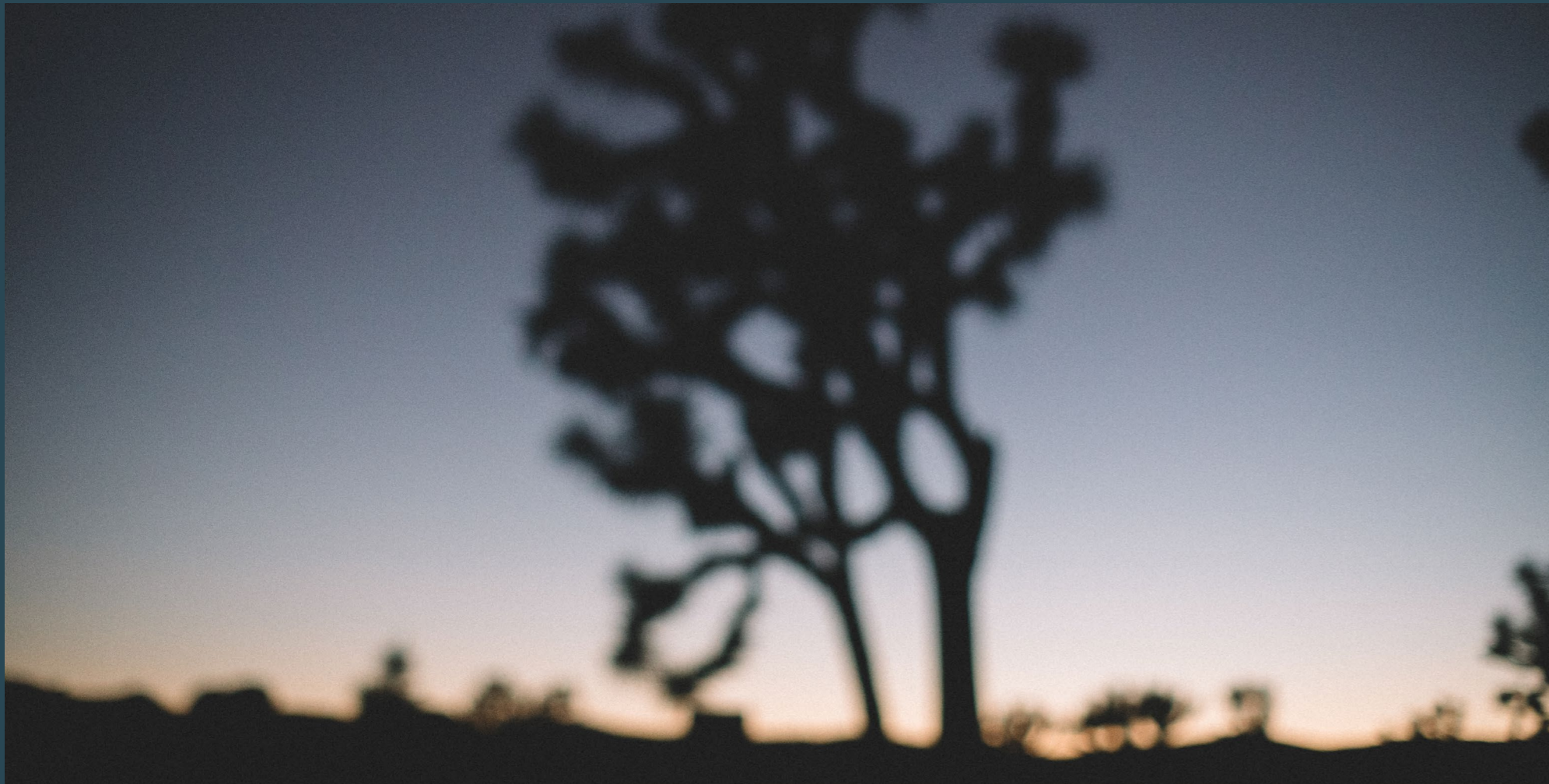


Contribute Cover challenge runner-up: **Michael, Customer Service/Strategic Accounts Central Europe,** shot this panorama at the Karwendel mountains.

Future



Think long-term but act fast and execute well. Financial success is the consequence and ensures our independence.



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Bike Wash & Care Station	p.110
Greener Car Policy	p.112
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As a family business, we choose how we do things. We are not only interested in quarterly results. We think long term. We think about the world we are leaving behind for our grandchildren, and their grandchildren. Sustainability is a choice we invest in, because we believe in it. It is a crucial part of our company values and daily business.

United Mountains of Europe

United Mountains of Europe (UME) is a project founded by five young athletes: Gio, Sara, Alessia, Adele, and Eline. Although they come from different cultures and backgrounds, their love of the mountains unites them. The project aims to change the perspective of the people and to see them as companions. It is an opportunity to give something back to the mountains.

UME spent the last summer gathering opinions about ecological appearances in the alps. They brought their findings to the European Parliament in Brussels on the 10th of December, the international mountain day. Their aim is the recognition of the mountain's rights.

The young climber Eline Le Menestrel is part of the Salewa People Team. Her engagement in this project represents our own commitment towards people who share Salewa's ideas and values. We are thankful for this level of dedication.



Find out more on their website unitedmountainsofeurope.it



Simon, Athletes' Manager

Cycled 800km from Munich to Brussels to the UME event. Although he admits the trip was "a bit over the edge", it was a great way of including the "getting there" part to the adventure.



COMMUTING BY BIKE TIPS & TRICKS

- Start cold. Leave the outer layer in your bag at first, to avoid sweating.
- "Onion principle" or "Boyfriend style Clothing" use different layers of clothing for more/less warmth; Big pants and rain jackets fit over your regular clothes or backpack.
- Use panniers. Invest in pannier bags, big enough for your office equipment or anything else you might need for the day.
- Use the bike road. It is safer and you can ride under the shadow of the trees.
- Keep on the right-hand side and avoid rush hours.
- Safety first. Wear a helmet and watch out for furry rides. (They ride in the middle of the road)
- Use a front and a rear light. You will be more visible to others.
- Bike. Most importantly, you should feel comfortable – then nothing can stop you!
- Ride together. Together is always better! Especially in winter when it is dark in the morning and in the evening, it is pleasant to have a cycling buddy around you.

Research & Innovation

— Body Scanning

Has this ever happened to you?

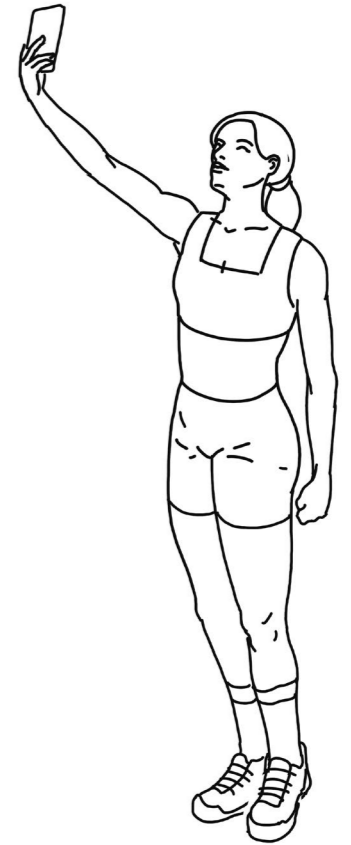
You are on a website and you like a product that is displayed there, say, a pair of trousers to go hiking. And although you know your own clothing size, you might not be sure which size to order, as the fit could be different from what you normally wear. You are not alone: 40% of returns are due to sizing errors. So you order two or three jackets in different sizes, with the free return option, this does not have any impact for you.

It does have an impact on the environment, though. Ordering and returning means double the size of packaging, higher transportation costs and emissions, additional effort to check

and repack the unwanted item and thus a higher impact on the environment.

We want to tackle this problem and have thus commenced the "body scanning" project (internal name). With the help of an app, you can upload pictures or take a video of yourself, thus "scanning" yourself. The algorithm will then provide you with the ideal size for your product of choice, minimizing the amount of ordered and returned items, reducing the environmental impact at the same time.

The scanner is ready to be launched on the e-commerce platform in 2022. As a follow-up project, we are pushing tests for a feet scanner and mountain shoe e-commerce.



Max, Research & Innovation Lab Manager,

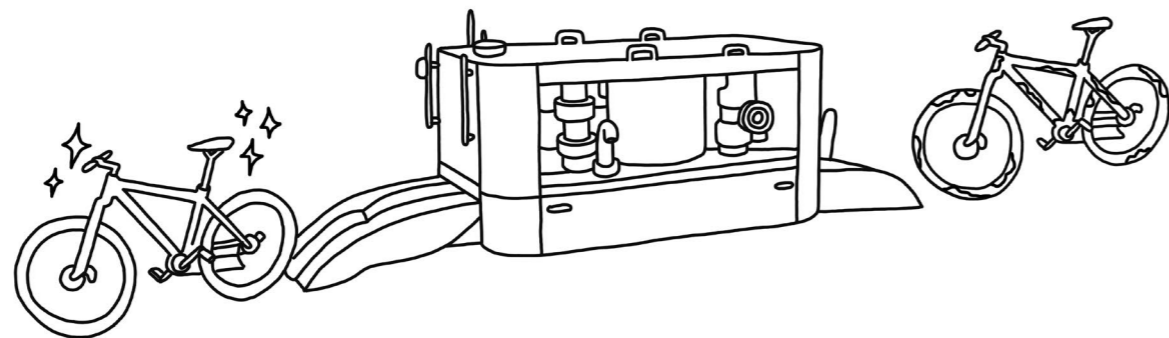
his motto is "Wear your helmet and have fun working hard!"

Bike Wash

The future of individual means of transportation is environmentally friendly.

The bicycle plays a central role, especially in our cities. Step by step, urban areas become more adapt for cyclists – fewer cars, more bikes. The environment as well as the people profit from less noise and pollution through a better quality of life. The bike sport in general is on an all time high. The increasingly high numbers of bikes and e-bikes naturally need to be kept clean and functional – an expansion of bike-infrastructure especially at highly frequented places seems to be the consequence.

We want to be part of this development and actively act towards it. We want to offer a service that cleans and maintains your bike efficiently and in an environmentally friendly way. Looking for ways to achieve these goals, we found CycleWASH. The market leader in the area of bicycle wash facilities offers exactly



what we were looking for to contribute to a sustainable mode of transportation and also has a really cool name.

Our new CycleWASH Pro Silver-Black even has an Eco mode, which does not need a fixed water connection, but can be filled and refilled by hand. Thanks to the integrated water cycle and -filter the water is constantly circulated and cleaned. Thus, the usage only comes up to three litres of cold water per wash cycle and the bike is being cleaned without adding any detergents, keeping the energy usage and thus the CO2 emissions on a very low level.



Lukas, Project Manager Business Development, is looking forward to testing out the new bike wash facility next to the Salewa Bivac come spring and invites you to drop by for a coffee and a bike wash.

Our CareStation

Garments are part of our adventures and experiences. Taking care of our garments will keep them performing and long lasting.

Oberalp supports this attitude with the aim that customers might use their garments as much and as long as possible, reducing the impact of the product and giving a contribution to sustainable behaviour. That is why Oberalp wants to share the knowledge about how to take care of your garments. Laundry has an important impact on environment in terms of energy need, chemicals used in the detergents and released than into wastewater. As a first step, OberAlp installs a laundry machine in the Salewa Store in Munich and gives its customers the opportunity to get their garments washed in

a correct and environmentally friendly way. Care and washing will be offered with a focus on down items, waterproof products but also for regular sport textiles. Care instructions are shared with the customer to train and inform them. Important is for example the choice of the right detergents, taking care of the washing machine and how products are handled and dried.

HOW CAN WE ACHIEVE THE NECESSARY KNOWLEDGE TRANSFER:

Collaboration and trainings with specialized partners as

- E.g. Miele or others: for the appropriate use of the laundry technology
- Specialists for detergents to use / DWR – re-application
- Training by internal specialists



Lukas, Sara, Chri, Sofia, Federica: Business Development, Chemical Compliance, Special Projects, Quality Control and Store Manager came together to work on this project.

Greener Car Policy

The age of electric vehicles has finally dawned: with new technologies and possibilities on the way, we have decided to update our mobility practices to a more "Green Car Policy", in addition to the charging stations for e-bikes that are already in place for customers and employees and the e-vespas for our colleagues in Bolzano.

In order to support the transition from gasoline or diesel vehicles to electric models, we decided to provide charging points for employee cars, clients and visitors, both in the company and at the employee's home. This applies to our headquarters in Bolzano and Montebelluna as well as our other European offices.

We know that change may take a while, but we are confident that this offer will encourage us to switch to an electrical mode of transportation, when the time comes.



Vanessa, Executive Assistant Group CFO
She is most happy on horseback. If given the chance, she would like to travel via dog-sledge.



Sara, Procurement Manager
She loves to travel and once used a TucTuc to get around. If given the opportunity, she would jump into an air boat without hesitation.

Reducing our carbon footprint

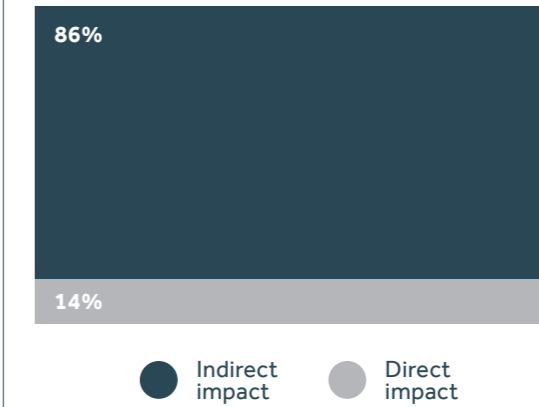
Back in 2015, we conducted a Corporate Carbon Footprint study on our entire company, to see where our biggest environmental impacts are.

LED lighting in shops: as of 2017, we only use LED lighting in all new or renovated shops.
Energy efficient printing devices: in 2020 we substituted all our printers in our Italian offices.

We have a certified Energy Manager, an external consultant that helps us to improve our energy use through energy audits, energy consumption monitoring, monitoring and optimization of comfort parameters, report processing and energy balances, innovation works evaluation, and energy procurement. In 2021, our global electricity consumption across all our offices was 3858 GJ (1.071.852 kWh). Electricity consumption per square meter of office space in 2021 was 30.99 kWh/sqm.

OUR ENVIRONMENTAL IMPACT

Our study showed that over 80% of our impact is actually related to our production. However, we don't own any of our production – it is all outsourced, except for our skins production in Switzerland. But this does not mean we will sit back and ignore the problem.



* Indirect impact refers to all our outsourced operations (production, transportation, etc). Because a company has no direct control over them, the responsibility is normally limited.

SOME OF WHAT WE HAVE ACHIEVED SO FAR

We are bluesign® system partners and many of our partner factories are, too. A majority of our suppliers are committed to using the Higg Index* as a way to transparently share, benchmark and track the environmental performance of our supply chain. We encourage employees to organise car-sharing for their business travels.

* The Higg Index is a self-assessment and benchmarking tool for apparel and footwear industries for assessing environmental and social sustainability throughout the supply chain.



Hubert, Logistics and Facility Manager,
best seizes the day when going on a ski tour to the best mountain snack at the Schlernbödele Hut underneath the Schlern.

Our headquarters and energy reduction

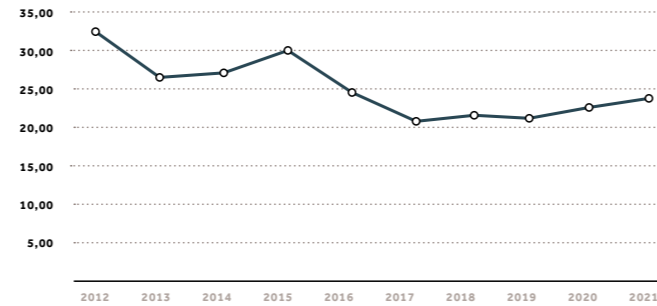
From the start, we designed the building to be as efficient as possible.



We opened the doors to Oberalp's new global headquarters in 2011. It is the heart and soul of our company. A warm, welcoming, ecological workplace for over 200 Oberalp employees.

It is also a second home to local residents, consumers, alpinists and more – the building offers a climbing gym, a center for conferences and events, a Salewa shop, and a café.

ENERGY CONSUMPTION AT OUR HEADQUARTERS



OUR PHOTOVOLTAIC SYSTEM

- produced 727,387 kWh of energy
- was fed into the public grid
- equalled 136% of our energy consumption, helping us compensate for our emissions

We are working on minimizing our energy consumption. Since 2012, despite the opening of 4 new office floors, we have decreased it by 24.82%. To comply with the protocols for limiting the spread of covid-19, the ventilation system was constantly left on and the warehouse shifts were increased. This resulted in an increase of energy consumption in the past two years.

OUR HEATING AND COOLING SYSTEM

Is based on concrete core activation. Pipes run through the concrete walls and ceilings, acting as large thermal storage units and regulating the building temperature while saving energy. Next to our solar panels, we have a living green roof that provides natural insulation. We manage 75% of all warehouse operations through an automated central warehouse system, which features an energy recovery function through the braking system.

Logistics centre

Sustainability and energy efficiency in our logistics center have been our focus since day one.

Our central warehouse, opened in 2011 along with our offices, is built over four floors and is around 15,000m². More than 85% of our orders are fulfilled through the automatic warehouse system, which handles around 30,000 pieces each day.

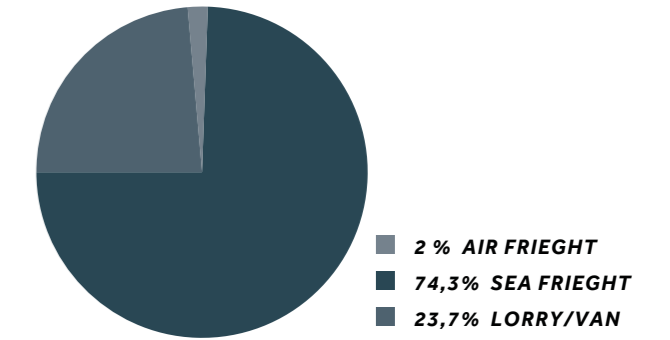
The automatic system can not handle some items due to their size (e.g. skis) so they are dealt with by a manual warehouse system. All cardboard boxes used both by us and our suppliers are 100% recycled carton. We compress all used cardboard boxes with our compressing machine before sending them to a recycling company. We monitor the time and energy consumption to start up our machines so that a maximum of four machines can start at the same time.

We set the remaining machines in motion with a time lag, because acceleration requires the most amount of energy.

We feed the energy generated during the braking phases back into the system via corresponding power feedback modules.

In 2020, we started tracking the environmental impact of transporting our products. Due to the lockdowns at our suppliers in 2021, the orders were completed with delay and we thus saw an increase in air freight (+1.5% compared to the previous year) to keep deadlines. Overall, the majority of our products are shipped to us by sea freight, the more sustainable option.

INBOUND TRANSPORTATION



YOUR CONTRIBUTION?

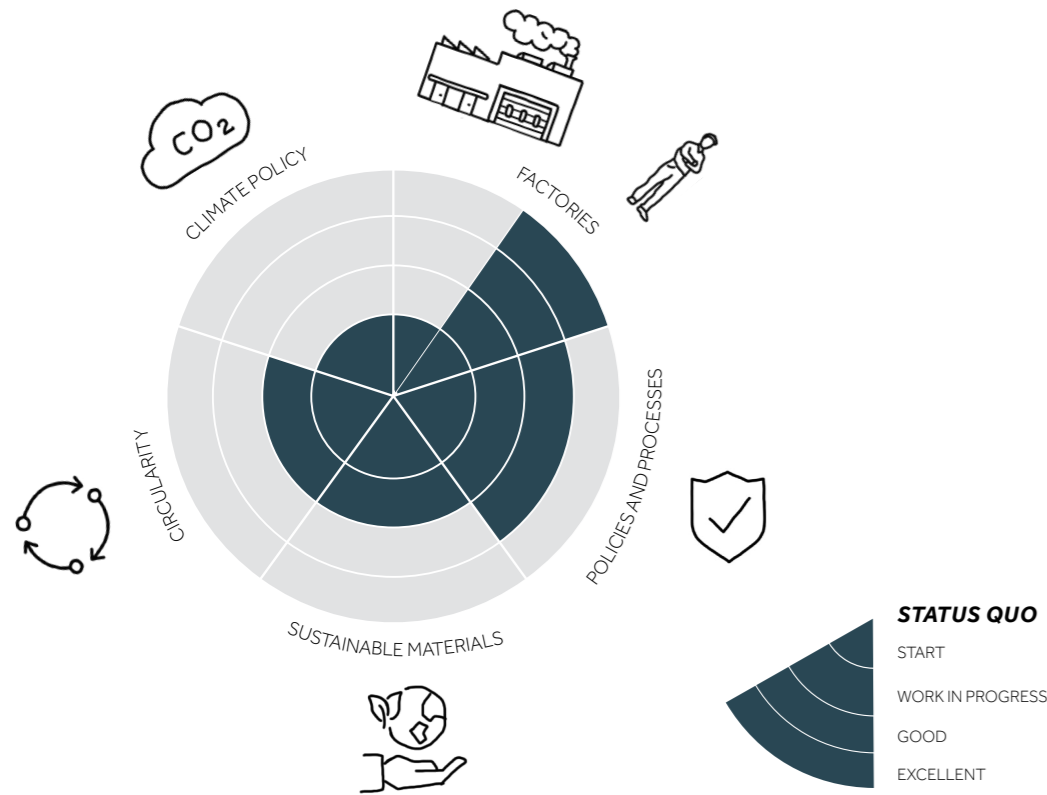
- Look for recycling possibilities close to home. Don't throw your old clothes in the bin.
- Look out for circular products on the market (recycled, upcycled, etc.).
- Take a reusable shopping bag with you. Use your bike.
- Enjoy the mountains without leaving any trace.



Marco, Group Logistics Director, loves skiing and cycling, but wishes that he could find some more time to practice – while there is always time to eat something good and drink something wine and beer.

Ask: why, what, how and when. Review. Repeat.

Towards the end of 2021 we took stock of our sustainability efforts and reviewed our focus for the next 5 years. This process is complex, it is much more than a strategy. It is actually about **purpose** and whether the business model the company is built upon, are compatible; whether its daily operations and resources enable, encourage and are conducive to our collective sustainability. This is surely best achieved if, apart from all the knowledge and commitment from the company, you are able to have an expert, independent perspective. So we asked Pamela Ravasio to join us, a consultant specialized in "strategies for sustainability-committed, durable" companies, so a perfect fit for ours.



What was up

We checked our past roadmap and results against the "future fit benchmark" and asked ourselves: are we true to our values? Have they changed? Is the direction right? Is it clear for everybody? Are we doing enough? What do climate change and social unrest mean for us, and what are we doing to mitigate them?

What came out

We find our inspiration in the mountains. Two hiking trips and a sunrise at the Astjoch (see picture on the next page, this sign is **really** at the top of the mountain!) provided all the orientation we needed to change course – or rather, to speed up on our route. The balance: we spent the last years largely making sure the people around our products have safe and ever-improving working conditions; our chemical safety processes are best-in-class; we increased the use of natural and recycled materials, and made pilots to reduce waste, mainly by finding ways to re-use production leftovers.

What comes next

Just like we were able to create robust and reliable processes on social compliance and chemicals management, we need to strive for excellent results in the management of our environmental footprint. We've come a long way since the last measurement of our Corporate Carbon Footprint (CCF) in 2016 (see pg. 114). Progress "at home" by reducing our direct emissions is not enough, and the reduction of emissions from our upstream suppliers is absolutely vital. So 2022 will see us busy: measuring our CCF again, setting targets for the reduction of our GHG emissions in line with the Trajectory of the Paris Agreement, engaging our suppliers to collectively improve their environmental performance, investing in research and development of less-impactful materials, and designing and engineering products and processes within a circular economy. That's the plan. We will keep you updated – and would love you to **#contribute**.

An Opportunity to Choose

Each project, every decision in our daily life and at work, is an opportunity to choose. Our values guide how we decide, and the sum of all these choices and decisions is what we call "impact"; and we would like to invite you to take the chance to make your impact positive.

This report tells the stories of a group of passionate people, who cheer mountaineering as a school of life and a meaningful way to spend time, and how their choices in 2021 made positive impact. Long-term thinking and courage lead us to grow in numbers, but also to gain awareness and responsibility, and we once again came to the conclusion, that the only way to make real change is by "sweating together". Joining forces with our colleagues, with like-minded suppliers, competitors and multi-stakeholder organisations, has been and will continue to be decisive to find innovative solutions to stay close to workers in the factories and to improve our business, our processes and products. But we also need to engage our customers in a big way to help us with the rest. Our future is no doubt founded on the reduction of our emissions and in making circularity a "must". And our choices are fundamental: care, reuse, repair, refurbish and prefer recycled. Let's work to make it possible. **#contribute**.



Alexandra, Sustainability Manager, feels happiest on the inside when being outside. Her wish for the future is for us to go circular, instead of around in circles.

Reporting

We work with a wealth of different organizations to report on our sustainability efforts.

Memberships in external initiatives

- European Outdoor Group Outdoor
- Industry Association Fair Wear Foundation
- Bluesign System Partners
- Responsible Down Standard
- Economia Alto Adige
- EOCA (only POMOCA)
- SOS Kinderdörfer (only in Germany, Austria, Switzerland)
- Caritas Werkstätten (only in Germany, Austria, Switzerland)
- Suedtirol Netzwerk fuer Nachhaltigkeit / Rete dell'Alto Adige per la sostenibilità

Memberships of associations

- Assoimprenditori Alto Adige
- ASSOSPORT
- CVCI (Chamber of Commerce of Vaud region, only POMOCA)
- Protect Our Winters (POW, CH, only POMOCA)
- International Ski Mountaineering Federation (ISMF) (only POMOCA)
- Thinksport (Sport lobby in CH, only POMOCA)
- Bundesverband der deutschen Sportartikelindustrie (BSI)

Why are there so many?

Because we believe that being held accountable – and revealing how we are doing – is a vital part of our responsibility as a transparent organization.

Moreover, we know that collaboration is key to making real progress and significant changes towards the reduction of our environmental impact. Which is why we put brand rivalries aside, and join forces with competitors who share our values and concerns, to exchange ideas and solutions and to tackle those challenges together.

Methodology for calculations

Our 2021 Sustainability Report is an important milestone in our journey towards a transparent and structured reporting process. It gives details on our sustainability performance and the industry's key indicators.

And it provides information on issues that affect our stakeholders.

Sustainability reporting standards

We prepared this document in accordance with the GRI Sustainability Reporting Standards issued in 2016 by the GRI – Global Reporting Initiative. The breadth and detail with which we cover issues in the Sustainability Report reflect the materiality analysis carried out according to the approach described in the chapter 'passion'. This report has been prepared in accordance with the GRI Standards: Core option.

Scope of reporting

The reported information and data refer to 2021 (from 1 January 2021 to 31 December 2021), unless otherwise noted. Any data referring to previous years is presented for comparative purposes only, so as to allow an assessment of the evolution of our operations over time.

The performance indicators were collected on an annual basis and the reporting frequency will be annual.

Calculation criteria

Several of our operating departments were involved in the process of data gathering and report drafting, in order to shape this report. One of our ultimate objectives through the report is to strengthen our reporting system, and enhance the accuracy and reliability of the information and data we provide.

Our headquarters are in
Via Waltraud-Gebert-Deeg Str. 4, 39100, Bolzano, Italy

Materiality topic correlation

The following table presents the correlation between the material topics (mapped in the materiality matrix on page xx) and the GRI Standard aspects, together with an explanation of the material topics and their boundaries.

MATERIAL TOPIC	DEFINITION	GRI INDICATOR	BOUNDARY – WHERE THE IMPACT OCCURS
<i>Product Responsibility</i>			
Product quality and durability	Always strive to increase the quality of products, ensure maximum safety standards and design products to have a longer life-time	n.a.	Inside, Outside (Suppliers)
Chemicals management	Avoid the use of dangerous chemicals in our products, find alternatives to harmful chemicals and test products	n.a.	Inside, Outside (Suppliers)
R & D and innovation	Push for innovation and new technologies, participate in industry research projects, find new opportunities for brand differentiation and expansion	n.a.	Inside, Outside (Science, Education)
<i>Environmental Responsibility</i>			
Sustainable product design	Use environmentally and socially friendly materials to design products that have minimal negative impact	n.a.	Inside, Outside (Suppliers)

MATERIAL TOPIC	DEFINITION	GRI INDICATOR	BOUNDARY – WHERE THE IMPACT OCCURS
<i>Social Responsibility</i>			
Human rights in the supply chain	Make sure all factory workers are respected and face fair working conditions	Human Rights Assessment; Supplier Social Assessment	Outside (Suppliers)
Community development	Organise activities and initiatives, for example to support the local region, help refugee integration and support mountain communities	Local communities	Inside
Promote sports and alpine lifestyle	Promote an outdoor and healthy lifestyle and promote the brand's mountaineering spirit	n.a.	Inside, Outside (athletes, consumers, local community)
<i>Economic Governance</i>			
Market competitiveness	Work to find innovative measures to increase the competitiveness of the company within the market	Economic performance	Inside, Outside (Dealers, NGOs, Consumers, Media, Authorities & Regulations)
Customer service	Continuous improvement of our customer service to meet client needs, for example through product repair services	n.a.	Inside, Outside (Dealers)

GRI content table

The following table presents the correlation between the material topics (mapped in the materiality matrix on page xx) and the GRI Standard aspects, together with an explanation of the material topics and their boundaries.

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-1	Name of the organization	1	
GRI 102-2	Activities, brands, products and services	16-21	
GRI 102-3	Location of HQ	21	
GRI 102-4	Location of operations	21	
GRI 102-5	Ownership and legal form	14	
GRI 102-6	Markets served	21	
GRI 102-7	Scale of organisation	13	
GRI 102-8	Information on employees and other workers	38-42	

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-9	Supply chain	26-33	Oberalp applies the Precautionary Principle to cope with possible risks and to protect the environment.
GRI 102-10	Significant changes to the organisation and its supply chain	30	
GRI 102-11	Precautionary Principle or Approach	28, 56, 58-64	
GRI 102-12	External initiatives	113	
GRI 102-13	Membership of Associations	113	
GRI 102-14	Statement from senior decision-maker	2	
GRI 102-16	Values, principles, standards, and norms of behaviour	5	
GRI 102-18	Governance structure	n.a.	
GRI 102-40	List of stakeholder groups	10	
GRI 102-41	Collective bargaining agreements	n.a.	
GRI 102-42	Identifying and selecting stakeholders	10	

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-43	Approach to stakeholder engagement	10, 12	
GRI 102-44	Key topics and concerns raised	12	
GRI 102-45	Entities included in the consolidated financial statements	n.a.	No employees are covered by collective bargaining agreements
GRI 102-46	Defining report content and topic	5-7	
GRI 102-47	List of material topics	12	
GRI 102-48	Restatements of information	119	This is the second Report in accordance to the GRI Standards.
GRI 102-49	Changes in reporting	119	This is the second Report in accordance to the GRI Standards.
GRI 102-50	Reporting period	119	The reported information and data refer to 2021 (from 1st of January 2021 to 31 December 2021). Any data referring to previous years is presented for comparative purposes only.
GRI 102-51	Date of most recent report	n.a.	The previous report was published for the 2020 reporting period
GRI 102-52	Reporting cycle	119	Annual
GRI 102-53	Contact point for questions regarding report	127	sustainability@oberalp.com

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-54	Claims of reporting in accordance with the GRI Standards	117	This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	GRI Content index	122-126	
GRI 102-56	External assurance	n.a.	This report has not been externally assured
<i>GRI 200: Economic – Economic Performance</i>			
GRI 201-1	Direct economic value generated and distributed	22	
<i>GRI 300: Environmental – Materials</i>			
GRI 301-2	Recycled input materials used	65, 71	
<i>GRI 300: Environmental – Energy</i>			
GRI 302-1	Energy consumption within the organisation	113-115	
<i>GRI 300: Environmental – Supplier Environmental Assessment</i>			
GRI 308-1	New suppliers that were screened using environmental criteria	28	
<i>GRI 400: Social – Employment</i>			
GRI 401-1	New employee hires and turnover	39	

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 400: Social – Employment</i>			
GRI 401-2	Employee benefits	41-42	
GRI 401-3	Parental leave	41	
<i>GRI 400: Social – Training and Education</i>			
GRI 404-1	Average hours of training per year per employee	40	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	38	
<i>GRI 400: Social – Human Rights Assessment</i>			
GRI 412-1	Operations that have been subject to human rights reviews of impact assessments	26-33	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	44, 48-49, 69, 84, 88-92	
GRI 414-1	New suppliers that were screened using social criteria	26-33	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	n.a.	No incidents of non-compliance have been reported during 2021
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	n.a.	No incidents of non-compliance have been reported during 2020



Stories conducted and adapted for the report
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Layout and design by tundrastudio.it



Illustrations by Francesco Pavignano

Contribute cover challenge winner:
sunrise view from the Starkenfeldhütte, Alpe
di Rodengo/Alpe di Luson by LaMunt Team

Oberalp Group

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Get in touch if you have
any questions or feedback!
Contact us at:

sustainability@oberalp.com

