Aspect	Description Aspect / Indicator		Influence on the assessments and decisions of stakeholders rating 3 = low 2 = middle, 1 = high) Expectations of the stakeholders with regard to measures and reactions of the aspect; Expectations with regard to transparency for the aspect			The importance of the economic, ecological and social / societal impacts (rating 3 = low, 2 = middle, 1 = high) How serious is the impact on the long- term performance at VAUDE probability of risks and opportunities that arise from the aspect				Stakeholders with priority 1 impacted by the aspect (3 = none, 2 = one 1 = several)	Where do the impacts of this aspect occur? Please name the stakeholder concerned with key word for the impact)		ne the stakeholder key word for the
		Which stakeholders are concerned? (multiple responses possible)	the stakeholders with regard to	Expectations with regard to transparency for the aspect	Subtotal	Probability of an impact	Severity of an impact	Opportunity the impact to cause growth or bring advantages	Subtotal		Overall result	Internal	External
Economic Performance	201 - 1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans 201-4Financial assistance received from government	Banks Shareholders Employees Community (Tettnang) State Affiliated companies Subsidiaries	1	1		2 1		1	3	1		6 yes	no
Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage 202-2 Proportion of senior management hired from the local community	Production	2	1		3 2	2 2	2	e	1		10 yes	yes
Indirect Economic Impacts	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	Community OEB	3	1		4 2	2 2	2	e	3		13 yes	γes
Procurement Practices (spending on local suppliers)	204-1 Proportion of spending on local suppliers	Fair Wear Foundation Shareholders, Environmental NGOS End customers	2	1		3 2	2 1	2	5	1		9 no	yes

Materials	301-1 Materials used by weight or volume	Employees	1	1	2	1	1	1	2	1	<i>c</i>	yes	vor
wateriais		Suppliers	1		2		. 1	. 1	. 3	1	6	yes	yes
	301-2 Recycled input materials used	Producers Dealers											
	301-3 Reclaimed products and their packaging materials	End customers											
		Environmental NGOs											
		Media											
Energy	302-1 Energy consumption within the organization	Employees OEB	1	. 1	2	2 1	. 1	. 1	3	1	6	yes	yes
l	302-2 Energy consumption outside of the organization	Shareholders Subsidiaries											
	302-3 Energy intensity	NGOs Customers											
	302-4 Reduction of energy consumption	Media, Applicants											
	302-5 Reduction of energy requirements of products and services	, applicance											
	202-2 vennrinn of enel8k refinitements of bionarts and services												
Water	303-1 Water withdrawal by source	Supply chain	1	1	2) 1	1	2	4	1	7	yes	yes
		residents	-		-	-	-	-		-		,05	,03
	303-2 Water sources signifcantly affected by withdrawal of water	Employees of production											
	303-3 Water recycled and reused	facilities Environmental											
		NGOs Authorities Media											
Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to,	Environmental	2	2	4	2	2	2	6	1	11	yes	yes
	protected areas and areas of high biodiversity value outside protected areas	NGOs Supply chain											
	304-2 Significant impacts of activities, products, and services on	residents Media											
	biodiversity												
	304-3 Habitats protected or restored												
	304-4I UCN Red List species and national conservation list species with												
	habitats in areas affected by operations												
Emissions	305-1 Direct (Scope 1) GHG emissions	All	1	1	2	2 2	2	1	5	1	8	yes	yes
	305-2 Energy indirect (Scope 2) GHG emissions												
	305-3 Other indirect (Scope 3) GHG emissions												
	305-4 GHG emissions intensity												
	305-5 Reduction of GHG emissions												
	305-6 Emissions of ozone-depleting substances (ODS)												
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant												
	air emissions												
<u> </u>													

306-1 Water discharge by quality and destination 306-2 Waste by type and disposal method	Supply chain residents, Employees of	1		1	2		1	1 1		3	1 6	yes	yes
306- 3 Significant spills	manufacturing companies,												
306-4 Transport of hazardous waste	NGOs Authorities												
306-5 Water bodies affected by water discharges and/or runoff	Wicala												
307-1 Non-compliance with environmental laws and regulations	Authorities NGOs	1		1	2		3	1 1		5	2 9	yes	yes
308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	Employees OEB, Employees supply chain Suppliers, Producers, Environmental	1		1	2		2	1 1		4	1 7	yes	yes
401-1 New employee hires and employee turnover	Employees Production	2		2	4		3	3 2		8	1 13	yes	no
401 - 2 Benefits provided to full-time employees, but not employees with fixed-term contracts or be granted part-time employees, by major business sites 401-3 Parental leave	Producers general FWF Media End consumers Shareholders												
402-1 Minimum notice periods regarding operational changes	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	3		3	6						1 This aspect was excluded due to the aspect description.	no	no
403-1 Workers representation in formal joint management-worker health and safety committees	Employees Production	1		1	2		1	1 2		4	1 7	yes	yes
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 403-3 Workers with high incidence or high risk of diseases related to their occupation 403-4 Health and safety topics covered in formal agreements with trade unions	locations Producers general FWF Trade unions Media End consumers Shareholders Local trade unions												
404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	Employees Candidates	1		1	2		1	1 1		3	1 6	yes	no
	306-5 Water bodies affected by water discharges and/or runoff 307-1 Non-compliance with environmental laws and regulations 308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees, but not employees with fixed-term contracts or be granted part-time employees, by major business sites 401-3 Parental leave 402-1 Minimum notice periods regarding operational changes 403-1 Workers representation in formal joint management–worker health and safety committees 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 403-3 Workers with high incidence or high risk of diseases related to their occupation 403-4 Health and safety topics covered in formal agreements with trade unions 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	306-5 Water bodies affected by water discharges and/or runoff Media 307-1 Non-compliance with environmental laws and regulations Authorities 307-1 Non-compliance with environmental laws and regulations Authorities 308-1 New suppliers that were screened using environmental criteria Employees OEB, Employees Supply chain 308-2 Negative environmental impacts in the supply chain and actions Employees supply chain 401-1 New employee hires and employee turnover Productron 401-2 Benefits provided to full-time employees, but not employees with fixed-term contracts or be granted part-time employees, by major Productron Productors 401-3 Parental leave Employees 402-1 Minimum notice periods regarding operational changes Employees Producers general FWF 402-1 Minimum notice periods regarding operational changes Employees Producers general FWF 403-1 Workers representation in formal joint management—worker health and safety committees Employees Production locations 403-3 Workers with high incidence or high risk of diseases related to their occupation Media End consumers Shareholders 403-4 Health and safety topics covered in formal agreements with trade unions Employees 404-1 Average hours of training per year per employee Employees Candidates 404-2 Programs for upgrading employee skills and transition assistance programs <td>306-4 Transport of hazardous waste NOCs Authorities 306-5 Water bodies affected by water discharges and/or runoff Nocs Authorities 307-1 Non-compliance with environmental laws and regulations Authorities 307-1 Non-compliance with environmental laws and regulations Authorities 308-1 New suppliers that were screened using environmental criteria Employees OEB, Employees supply chain and actions 308-2 Negative environmental impacts in the supply chain and actions taken Employees Needia 401-1 New employee hires and employee turnover Employees 401-2 Benefits provided to full-time employees, by major Distiness sites 401-3 Parental leave Employees 402-1 Minimum notice periods regarding operational changes Employees and the unions 402-1 Minimum notice periods regarding operational changes Employees to a trade unions 403-1 Workers representation in formal joint management-worker health and safety committees Employees for docurs general FWF 403-3 Workers with high incidence or high risk of diseases related to their occupation Media 403-4 Nerdage hours of training per year per employee Employees for docurs general FWF 403-4 Vergare hours of training per year per employee Employees for docurs general FWF 404-4 Average hours of training per year per employee</td> <td>306 - 4 Transport of hazardous waste NGS Authorities 306 - 5 Water bodies affected by water discharges and/or runoff Media 307 -1 Non-compliance with environmental laws and regulations Authorities 1 308 -1 New suppliers that were screened using environmental criteria Employees OEB, Employees Supply chain 1 308 -2 Negative environmental impacts in the supply chain and actions Employees Supply chain 2 401 -1 New employee hires and employee turnover Employees Supply chain 2 401 - 2 Benefits provided to full-time employees, by major business sites Productors Productors Shareholders Locations 2 402 -1 Minimum notice periods regarding operational changes Employees spread Production locations 3 402 -1 Minimum notice periods regarding operational changes Employees Production locations 1 403 -1 Workers representation in formal joint management-worker health and safety committes Employees Production locations 1 403 -1 Workers with high incidence or high risk of diseases related to unions Employees general PVF 1 403 -3 Workers with high incidence or high risk of diseases related to unions Employees Production locations 1 403 - 4 Berth and safety topics covered in formal agreements with trade unions Employees Production locations 1</td> <td>306-4 Transport of hazardous waste NODS Authorities Media 307-1 Non-compliance with environmental laws and regulations Authorities 1 307-1 Non-compliance with environmental laws and regulations NGDS Authorities 1 308-1 New suppliers that were screened using environmental criteria Employees OEB, environmental impacts in the supply chain and actions 1 308-1 New suppliers that were screened using environmental criteria Employees Supply chain and actions 1 308-2 Negative environmental impacts in the supply chain and actions taken NODS Media 2 2 401-1 New employee hires and employee turnover reproducers, producers, producers, producers, producers, producers or be granted part-time employees, by major business sites Employees Producers, producers or be granted part-time employees, by major business sites 2 2 401-1 Mememployee hires and employee turnover reproducers or be granted part-time employees, by major business sites Employees prevail 3 401-2 Parental leave Employees repreventation in formal joint management-worker representation in formal joint management-worker reproducers general reproducers and absenteliam and safety committees 3 3 403-1 Workers with high incidence or high risk of diseases related to find in a safety topics covered in formal agreements with trade unions 1 1 403-3 Hoalth and safety topics</td> <td>306-4 Transport of hazardous waste NGOS Authorities Media 306-5 Water bodies affected by water discharges and/or runoff Media Media 307-1 Non-compliance with environmental laws and regulations Authorities 1 1 2 306-1 New suppliers that were screened using environmental criteria taken Employees 06B, robotes 04B, robotes 0</td> <td>306-4 Transport of hazardous waste NGOs Authorites NGOs Authorites Image: Image:</td> <td>30-4 Transport of hazardous wate 30-5 Water bodies affected by water dicharges and/or runoffAuthorities MediaImage: Second Secon</td> <td>305-4 Transport of hazardous wate Nob. Automatics Image: Section of the section</td> <td>Biole 1 transport of historidou waiteling No.0, Alburdine Image: Im</td> <td>Bis A transport of Auszabou water Model Austorities Model and Mod</td> <td>30-54 Transmission Roberts Rob</td> <td>30-14 regional manufacture standing standing</td>	306-4 Transport of hazardous waste NOCs Authorities 306-5 Water bodies affected by water discharges and/or runoff Nocs Authorities 307-1 Non-compliance with environmental laws and regulations Authorities 307-1 Non-compliance with environmental laws and regulations Authorities 308-1 New suppliers that were screened using environmental criteria Employees OEB, Employees supply chain and actions 308-2 Negative environmental impacts in the supply chain and actions taken Employees Needia 401-1 New employee hires and employee turnover Employees 401-2 Benefits provided to full-time employees, by major Distiness sites 401-3 Parental leave Employees 402-1 Minimum notice periods regarding operational changes Employees and the unions 402-1 Minimum notice periods regarding operational changes Employees to a trade unions 403-1 Workers representation in formal joint management-worker health and safety committees Employees for docurs general FWF 403-3 Workers with high incidence or high risk of diseases related to their occupation Media 403-4 Nerdage hours of training per year per employee Employees for docurs general FWF 403-4 Vergare hours of training per year per employee Employees for docurs general FWF 404-4 Average hours of training per year per employee	306 - 4 Transport of hazardous waste NGS Authorities 306 - 5 Water bodies affected by water discharges and/or runoff Media 307 -1 Non-compliance with environmental laws and regulations Authorities 1 308 -1 New suppliers that were screened using environmental criteria Employees OEB, Employees Supply chain 1 308 -2 Negative environmental impacts in the supply chain and actions Employees Supply chain 2 401 -1 New employee hires and employee turnover Employees Supply chain 2 401 - 2 Benefits provided to full-time employees, by major business sites Productors Productors Shareholders Locations 2 402 -1 Minimum notice periods regarding operational changes Employees spread Production locations 3 402 -1 Minimum notice periods regarding operational changes Employees Production locations 1 403 -1 Workers representation in formal joint management-worker health and safety committes Employees Production locations 1 403 -1 Workers with high incidence or high risk of diseases related to unions Employees general PVF 1 403 -3 Workers with high incidence or high risk of diseases related to unions Employees Production locations 1 403 - 4 Berth and safety topics covered in formal agreements with trade unions Employees Production locations 1	306-4 Transport of hazardous waste NODS Authorities Media 307-1 Non-compliance with environmental laws and regulations Authorities 1 307-1 Non-compliance with environmental laws and regulations NGDS Authorities 1 308-1 New suppliers that were screened using environmental criteria Employees OEB, environmental impacts in the supply chain and actions 1 308-1 New suppliers that were screened using environmental criteria Employees Supply chain and actions 1 308-2 Negative environmental impacts in the supply chain and actions taken NODS Media 2 2 401-1 New employee hires and employee turnover reproducers, producers, producers, producers, producers, producers or be granted part-time employees, by major business sites Employees Producers, producers or be granted part-time employees, by major business sites 2 2 401-1 Mememployee hires and employee turnover reproducers or be granted part-time employees, by major business sites Employees prevail 3 401-2 Parental leave Employees repreventation in formal joint management-worker representation in formal joint management-worker reproducers general reproducers and absenteliam and safety committees 3 3 403-1 Workers with high incidence or high risk of diseases related to find in a safety topics covered in formal agreements with trade unions 1 1 403-3 Hoalth and safety topics	306-4 Transport of hazardous waste NGOS Authorities Media 306-5 Water bodies affected by water discharges and/or runoff Media Media 307-1 Non-compliance with environmental laws and regulations Authorities 1 1 2 306-1 New suppliers that were screened using environmental criteria taken Employees 06B, robotes 04B, robotes 0	306-4 Transport of hazardous waste NGOs Authorites NGOs Authorites Image:	30-4 Transport of hazardous wate 30-5 Water bodies affected by water dicharges and/or runoffAuthorities MediaImage: Second Secon	305-4 Transport of hazardous wate Nob. 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Opportunity Supplier Social Assessment	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men 414-1 New suppliers that were screened using social criteria	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	z				2	· 1	8 yes	yes
Supplier Social Assessment		locations Producers general FWF Media End consumers Shareholders								
	414-1 New suppliers that were screened using social criteria	Producers general FWF Media End consumers Shareholders								
	414-1 New suppliers that were screened using social criteria	FWF Media End consumers Shareholders								
	414-1 New suppliers that were screened using social criteria	Media End consumers Shareholders								
	414-1 New suppliers that were screened using social criteria	End consumers Shareholders								
	414-1 New suppliers that were screened using social criteria	Shareholders								
	414-1 New suppliers that were screened using social criteria									1
	414-1 New suppliers that were screened using social criteria	Local trade unions								
	414-1 New suppliers that were screened using social criteria									
	414-1 New suppliers that were screened using social criteria									
		Employees	1	1	2	1 1	1	3 1	6 no	yes
		Production								
	414-2 Negative social impacts in the supply chain and actions taken	locations								
	• • • • • • • • • • • • • • • • • • • •	Producers general								
· · · · · · · · · · · · · · · · · · ·		FWF								
1		Media								
1 I		End consumers								
1 I		Shareholders								
1		Local trade unions								
1		NGOs								
U.S. Diskte Assessment	440. O Parallelia Analala and burness statute and taken and taken		2					0 4 71-1	is aspect was no	no
Human Rights Assessment	412-2 Employee training on human rights policies or procedures	Employees	2		4				is aspect was no cluded due to	110
1 I	449 9 Plantflorent lass de la companya de la deserve et la companya de la companya	Production								
	412-3 Significant investment agreements and contracts that include	locations							aspect	
1	human rights clauses or that underwent human rights screening	Producers general						des	scription.	
1 I		FWF Media								
1		End consumers								
1 I		Shareholders								
1 I		Local trade unions								
1 I										
1 I										
1 I										
1 I										
1 I										
1 I										
1										
1										
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Employees	1	1	2	1 1	2	4 1	7 yes	yes
		Production	-	-	-		-	-	, ,cs	yes
1		locations								
1 I										
1 I		Producers general								
1 I		FWF								
1 I		Media								
1		End consumers								
1 I		Shareholders								
1 I		Local trade unions								
I		NGOs								
	407-1: Operations and suppliers in which workers' rights to exercise	Employees	1	1	2	1 1	2	4 1	7 yes	yes
Collective Bargaining	freedom of assoication or collective bargaining may be at risk	Production								
1 I		locations,								
1 I		producers general								
1 I		FWF, NGOs								
1 I		Media								
1 I		End consumers								
1		Shareholders								
1		Local trade unions								
1		Local trade unions								
I I										
Child Labor	408-1 Operations and suppliers at significant risk for incidents of child	Employees	4	1		1 1	2		7 no	yes
		Employees	1	1	4	1	4	· 1	/ no	yes
1	labor	Production								
г I		locations								
1 I		Producers in								
1		general FWF Media								
·		End consumers							1	
		Shareholders			1					
		Shareholders Local trade unions								
		Local trade unions								

Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employees Production locations Producers general FWF, NGOs Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	L 10 no	yes
Security Practices	410-1 Security personnel trained in human rights policies or procedures	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	3	3	6				0 :	This aspect was no excluded due to the aspect description.	no
Rights of Indiginous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	Not a stakeholder issue	3	3	6				0	This aspect was no excluded due to the aspect description.	no
Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	2	2	4				0 :	This aspect was no excluded due to the aspect description.	no
Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts	Local community	3	3	6	3	3	3	9 2	2 17 no	yes
Anti-corruption	on local communities 205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	16 no	no.
Public Policy	415-1 Political contributions	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	16 no	no
Anti-Competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Competitors Authorities End consumers	3	3	6	3	2	3	8	1 15 no	yes
Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	Authorities End consumers, Competitors, Trade	1	1	2	2	1	3	6 :	9 yes	yes
Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	End customers, NGOs, Authorities Dealers, Employees	1	1	2	1	1	1	3 :	6 Employees in Asi and Germany, Management Board	End customers, NGOs, Authorities

Marketing and Labeling	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications	End customers, NGOs, Authorities Dealers, Employees	1	2	3 2	2	3	7	1 11 Mar Boa	ard t	End customers, trade, NGOs Authorities
Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No mention in stakeholder survey	3	2	5 3	3	3	9	3 17 no	>	yes
Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	End customers, NGOs, Authorities Dealers, Employees	1	1	2 1	1	2	4	and	l Germany, t nagement	Authorities NGOs, trade