



# **VAUDE Sport GmbH & Co. KG – Code of Conduct**

## Contents

### Foreword by Antje von Dewitz

1. Our principles
2. Responsibility in the Workplace – Our Shared Journey
3. Responsibility as a Business Partner – Our Journey with Others
4. Responsibility to Society – Our Sustainable Journey
5. Regulatory and legal obligations
6. Anti-corruption and bribery prevention
7. Conflicts of Interest
8. Interaction between the code of conduct and work agreements
9. Accountability and repercussions
10. Support – Remain on the correct path

## Foreword by Antje von Dewitz

For us, entrepreneurship embodies the principles of responsibility and foresight, focusing on future generations and the preservation of our environment. Our value-driven and progressive business practices stem from this commitment. Partnership, equity, and trust constitute the foundation of our collaborative efforts, both within our organization and with our global sales and production partners.

At VAUDE, our vision is to enhance quality of life through sustainable outdoor products and a progressive approach to business—benefiting our customers and all individuals associated with VAUDE, both internally and externally.

This Code of Conduct embodies our vision and values. It is designed to guide all employees in ensuring that our collaboration and collective actions align with these principles. We encourage everyone to engage actively in its implementation, thereby fostering positive change.

Together, we can unlock our potential and accomplish remarkable achievements—for individuals, for our planet, and for a sustainable future. Let us confidently traverse this path, inspired by this vision!



## 2. Our Principles

The values outlined below serve as the foundation for our collaboration at VAUDE and shape our interactions with all stakeholders. A comprehensive description of these values, along with the corporate guidelines derived from them, can be found in the VAUDE Guide (intranet).

- **Responsibility** 🌿

The company's management and employees consistently consider the effects of their actions on both individuals and the environment while performing their duties.

- **Quality of Life** 🌍

We aim to enhance the quality of life for our employees, producers, customers, partners, and society through our business practices and products.

- **Positive perspective on individuals** 😊

We firmly believe that our employees are eager to contribute constructively to the company voluntarily.

- **Culture of Trust** ❤️

We place our trust in our employees, providing support, encouragement, and challenges to facilitate their growth, development, and optimal performance.

- **Self-efficacy** 💪

The systems and processes at VAUDE are structured to foster trust in employees' self-efficacy and are well-suited for long-term promotion of this quality.

- **Diversity & Equal Treatment** 🌈

By embracing diversity in gender, age, religion, and origin, we enhance our innovative capacity while fostering an atmosphere of respect and collaboration that benefits all.

- **Partnership & Fairness** 🤝

We prioritize collaboration based on mutual respect, equity, and fair treatment, both within the VAUDE team and with external partners and suppliers.

- **Democracy and a Commitment to the Common Good** 👥

As a company, we recognize our responsibility to the society in which we operate and are dedicated to contributing to the common good. We are also politically invested in ensuring a sustainable future for all.

- **Transparency and Credibility** 🔍

We aim for our decisions and actions to be clearly understandable and comprehensible to all stakeholders involved.

- **Innovative strength** 🌟

We cultivate an environment that nurtures the growth of ideas, inspiring our team to think proactively and embrace change with vision and transparency.

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## 3. Professional Responsibility – Our Collaborative Journey

### **Dedication to adherence to international core labor standards**

We are firmly dedicated to adhering to international core labor standards, as outlined by the International Labor Organization (ILO), across our operations in Germany, Europe, and beyond. This commitment encompasses the prohibition of child labor and forced labor, the assurance of fair remuneration, the implementation of occupational health and safety measures, and the right of employees to participate in organized co-determination through elected representation.

### **Diversity, equitable treatment, and engagement**

Diversity within our workforce, equitable opportunities for all, and the prevention of discrimination are fundamental principles that resonate deeply with us. We underscore this commitment through our language, which reflects equal consideration and respect for individuals from all backgrounds and identities. VAUDE complies with the German Equal Treatment Act in its hiring practices and daily operations. Compensation is determined based on transparent criteria and comparable salary benchmarks. Elected bodies, including our employee representatives, representatives for individuals with severe disabilities, and youth representatives, champion the participation and interests of all employee groups.

### **Culture of trust and self-efficacy**

Trust is the fundamental attribute and objective of our corporate culture. In the absence of binding or explicit rules of conduct or regulations, we depend on the constructive mindset, diligence, loyalty, and solution-oriented approach of our employees, managers, and committees. In instances of significant conflicts of interest or distrust, we provide effective solutions and ensure the requisite care, caution, and utmost sensitivity towards all parties involved to collaboratively resolve these matters.

### **Management of corporate assets and proprietary information**

VAUDE provides company property and resources for personal use by employees, within specified limits. Additionally, employees enjoy broad and unrestricted access to all areas and information. Both tangible and intangible company assets are handled responsibly and diligently by all employees, safeguarded, and utilized in alignment with our culture of trust and in consultation with relevant authorities. Data protection laws and copyright regulations are consistently upheld and respected.

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## 4. Responsibility as a business partner – Our journey with others

### **Business relationships founded on common values**

VAUDE fosters cooperative, long-term, and sustainable business relationships with its external partners. To achieve this, VAUDE meticulously selects business partners, taking their integrity into account. We emphasize to our partners that a shared consensus on values is essential for a successful business collaboration. In this context, we promote the principle of maximum openness and transparency with our partners concerning goals, strategies, and processes, thereby offering them insight and contextual understanding of our value system and our approach to various issues.

For our business partners located and operating outside the DACH region, and particularly beyond Europe, our international Code of Labour Practice, aligned with the standards set by the Fair Wear Foundation, is especially pertinent.

### **Conditions for effective and constructive external communication**

We anticipate that employees who cultivate business relationships for VAUDE or with other organizations and interest groups will embody our corporate values and sociopolitical position. When employees articulate their personal opinions in a professional context, it should be done with transparency and discernment.

In our external communications, we consider relevant laws, including copyright and personal rights related to images, photographs, texts, and more. Trade secrets and information pertaining to all content governed by the General Data Protection Regulation are diligently safeguarded and protected by employees across all functions.

### **Brand representatives**

In their engagements with business partners, customers, and other direct stakeholders, VAUDE employees serve as ambassadors for our brand. By utilizing VAUDE products, including apparel and equipment, they exemplify their alignment with and endorsement of the VAUDE brand.

### **Exclusion from commercial relationships due to value conflicts**

Business partnerships with current or prospective partners, including customers and producers, will be scrutinized, excluded, or terminated if substantial value conflicts arise. This includes instances where the business model, practices, political objectives, or mission of the organization in question are at odds with VAUDE's values and goals. For our employees, this necessitates an awareness of potential value conflicts in their respective roles when forming and sustaining business relationships, and they should appropriately voice any concerns, such as to their managers. Additional information regarding the conditions and processes for collaborating with external partners is available in our Statement of Principles.

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## 5. Societal Responsibility – Our Sustainable Journey

### **Economic, social, and environmental responsibility**

Our objective is to enhance quality of life through sustainable products and progressive business practices. All employees must recognize the effects of their work on individuals, ecosystems, and our economic framework, utilizing their autonomy in action and decision-making to support VAUDE's commitment to responsible business practices.

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## 6. Regulatory and legal obligations

VAUDE and its employees comply with all relevant laws and regulations in the countries where we operate. This includes, in particular, adherence to labor, environmental, trade, and competition laws, as well as international standards such as the ILO core labor standards and European environmental regulations.

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## 7. Corruption Prevention and Bribery

VAUDE unequivocally denounces all forms of corruption and bribery. Employees are strictly prohibited from offering, promising, granting, or accepting bribes or any other illicit benefits, whether directly or indirectly. All business decisions are made based on objective criteria rather than personal gain.

Gifts exchanged between business partners can signify mutual appreciation; however, they must remain within a framework that eliminates any potential for perceived influence or corruption. Gifts from business partners are accessible to all VAUDE employees whenever feasible and are distributed equitably throughout the organization.

### **Conflicts of Interest**

All employees are required to avoid any potential conflicts of interest. Personal, financial, or other interests must not sway business decisions. For instance, when awarding contracts to individuals or companies with whom a personal relationship exists, the nature of that relationship must be disclosed to other decision-makers, and careful consideration must be given to ensure that the award decision does not create unfair disadvantages for VAUDE, the individuals involved, or competitors. Any identified conflicts of interest must be reported promptly to the appropriate authorities.

## **Managing finances and reporting**

VAUDE is dedicated to transparent and precise financial reporting. All financial transactions are meticulously documented and accounted for in compliance with the relevant regulations established by the Finance department, which are mandatory for all employees. Irregularities or fraudulent activities will not be tolerated and will lead to appropriate consequences.

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## **8. The relationship between the Code of Conduct and employment agreements**

In conjunction with this Code of Conduct, VAUDE maintains extensive company agreements that delineate specific rules and guidelines for our daily interactions within the organization. These agreements enhance the Code of Conduct and offer detailed directives on various facets of professional life. We urge all employees to comply with both the Code of Conduct and the company agreements to foster a harmonious, safe, and productive work environment.

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## **9. Accountability and repercussions**

Violations of the Code of Conduct will not be tolerated and may lead to disciplinary measures, including the potential termination of employment. VAUDE is dedicated to conducting comprehensive investigations into all reported violations and implementing suitable actions.

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## **10. Support – Remain on the correct path**

### **Inquiries and responses**

submissions may be directed at any time to Melissa Wach, Head of Finance and Compliance (Melissa.Wach@vaude.com) or to Miriam Schilling, Head of Human Resources (Miriam.Schilling@vaude.com).

Important supplementary information, including more detailed explanations of the aspects mentioned herein, as well as additional documents such as our work agreements, contact persons, training offerings, and similar resources, can be found in the VAUDE Guide (intranet).

All employees and external stakeholders can access our whistleblower platform, Advowhistle, and communicate directly with our trusted attorneys at vaude@mail.advowhistle.de. This anonymous and professionally managed

channel facilitates the reporting of violations or concerns related to any of the aforementioned topics.

We retain the right to revise and amend this Code of Conduct as necessary in response to significant changes in circumstances. Such fundamental alterations will be communicated to employees as swiftly as possible through all appropriate channels.

