



PLANET REPORT



Christian Schneidermeier,
CEO ORTOVOX

It is our corporate objective to take an active role in shaping the transition towards a more responsible society. This requires commitment and a definite stance. And it requires self-critical reflection and transparent communication. This is why our annual Planet Report is so important and valuable to us.

Since 2022 our collection is climate neutral through compensation. That is a strong signal, yet at the same time, it is merely a first step. Our actual goal is and always will be to continuously and relentlessly minimize emissions along the entire supply chain. Our foundation, therefore, is the calculation of our carbon footprint. This number is our starting point, and we are ambitiously working towards its significant reduction.

We do not only reflect our own actions, but also question popular positions and solutions. We have, for example, decided to stop using PET-recycled fibers from summer 2024. As textile industry, we have 'intruded' the recycling system of bottles – and thus have only achieved a downcycling. Instead, we aim at developing recycling methods that truly make an impact and promote a sustainable textile cycle in the long term.

A great proof for the success of long-term dedication is our "growth" in Tasmania. In 2017, we introduced our strict ORTOVOX Wool Promise (OWP) in collaboration with merino wool farmers who share our values. Now, further six farmers have signed our OWP. Thus across Tasmania, we have a total of 13 farms who have a positive impact with their commitment to sustainable agriculture and animal welfare.

Our Planet Report provides insight into all our efforts and actions related to foster sustainability.

We hope you enjoy reading it.

Your ORTOVOX Team



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Our 2023 Sustainability Report – the Planet Report – provides an insight into the wide range of environmental and climate protection measures we are taking to achieve our vision. This supplements our [People Report](#), in which we report on our commitment to better working conditions.



THE COMPANY



WE ARE ORTOVOX

Since the company was founded in 1980 in the south of Munich, ORTOVOX has stood for the highest possible protection during alpine activities. As a pioneer in the avalanche safety field, ORTOVOX has played a key role in the development of emergency equipment for mountain sports. Mountain sports apparel from and with wool has been enhancing the ORTOVOX product range since 1988.

ORTOVOX PROTECTS

As our number one brand value, protection is the central focus of all ORTOVOX activities. Protection does not only mean that provided by our products, but also the protection of mankind, the environment and animals. Sustainable economic management, fair working conditions and high standards of animal welfare are key values to which every employee is committed. Passion for the mountains goes hand in hand with an awareness that sustainable action is necessary in our work as well as in our private lives. Only then can we really claim to have achieved sustainable, entrepreneurial success. The working practices of ORTOVOX and its partners are shaped by the ethical and moral values of the company and its employees. ▶





ORTOVOX IN NUMBERS

OUR CARBON FOOTPRINT IN 2022:

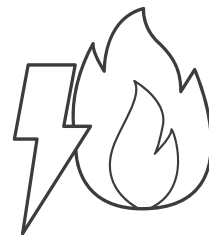
Product Carbon Footprint: **20,304.25 tons of CO₂**
+ Company Carbon Footprint: **642,71 tons of CO₂**

= Corporate Carbon Footprint: **20,946.96 tons of CO₂**



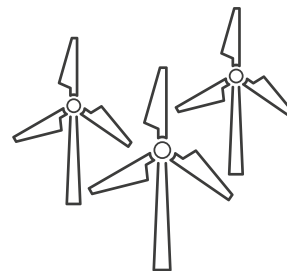
ENERGY CONSUMPTION 2022 AT THE TAUFKIRCHEN SITE:

Gas (district heating): **328,391 kWh**
Electricity consumption: **106,213 kWh**



OFFSETTING PROJECTS:

Construction of **133 wind turbines** in Weichang, CN



FOOD:

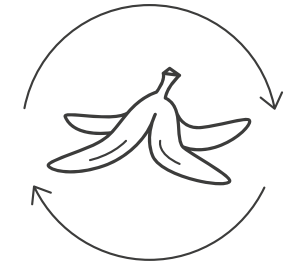
10 kg vegetables picked from the raised bed
planters in the first year

20 dishes made with home-grown herbs and
vegetables from our raised bed planters



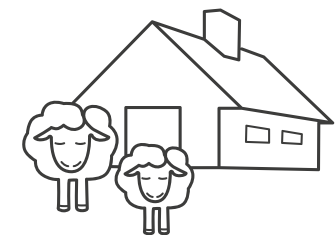
ORGANIC WASTE 2022 AT THE TAUFKIRCHEN SITE:

300 kg of leftover food, processed in a biogas plant



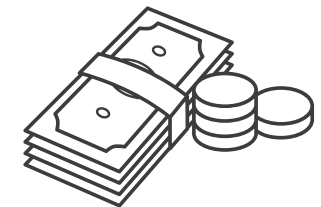
TOTAL NUMBER OF SHEEP ON THE FARMS:

175,000 sheep on 13 OWP farms



DONATIONS:

€ 105,000 to support environment protection
projects in Tarkine and Narcissi Valley





WE TAKE RESPONSIBILITY

The unit CSR - Corporate Social Responsibility - complements the five corporate departments People & Transformation, Supply Chain & Operations, Sales & Marketing, Finance & Governance and Product. These areas are overseen by a six-member Executive Board, which assists Managing Director Christian Schneidermeier. The direct link between the CSR unit and the management firmly anchors sustainability in the company and gives it greater strength and presence.

The CSR department is responsible for the strategic and operational coordination and implementation of sustainability in all areas of the company. The four-person team ensures that future-oriented sustainability guidelines are defined and adhered to – focusing on the supply chain and products in particular.

To do this, the team is in a constant dialogue with all departmental managers. Meetings are held with the specialist departments to pass on in-depth knowledge of the latest industry developments. Employees also learn about the company's sustainability efforts during the onboarding process and as part of regular informative events.▷

The significance of sustainability is also reflected in the commitment to our CSR goals as an integral component of the ORTOVOX strategic corporate objectives.





OUR OBJECTIVES AND HOW WE MONITOR THEM

As a company, we developed the ProtAct2024 sustainability strategy, which reflects our commitment to taking full responsibility for mankind and nature in all corporate activities. ProtAct2024 is ORTOVOX's next step toward more sustainability. The following focus areas were selected:

OUR FOCUS AREAS:

- Animal Welfare
- Climate Protection
- Social Responsibility
- Environmental Protection
- Supply Chain
- Durability



A project brief was created for each focus area, defining milestones and integrated performance indicators, and also outlining responsibilities within the company. The key figures are regularly recorded in internal audit processes, and the planned and implemented measures are reassessed in order to ensure targets are achieved.

In addition, ORTOVOX has been a member of Fair Wear Foundation and the Partnership for Sustainable Textiles since 2015.

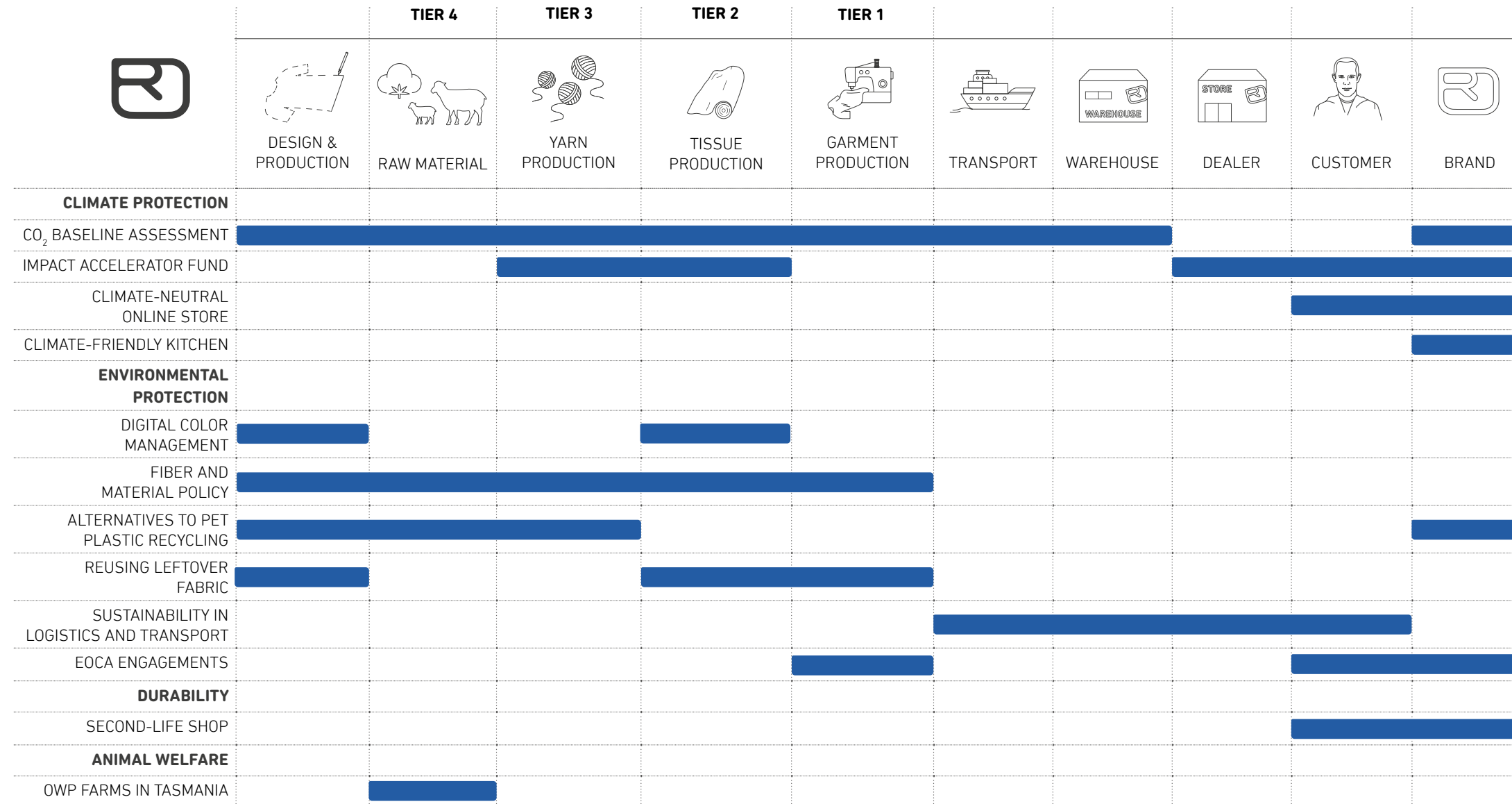
In the course of our membership of these organizations, we have been externally audited every year since 2015 as part of the Brand Performance Check and the Textiles Partnership's review process, and we disclose our activities transparently. □

Our goal is to be better than that which is required by law. We aim to be pioneers. To make a difference.



CONTENT

VALUE-ADDED CHAIN



All of our sustainability activities and commitments listed in this report have direct and indirect impacts on various stakeholders. The aim of this overview is to show the stages that the measures affect along the value-added chain. The diagram also shows that we distribute our resources and capacities across all phases.

OUR PARTNERS / INITIATIVES

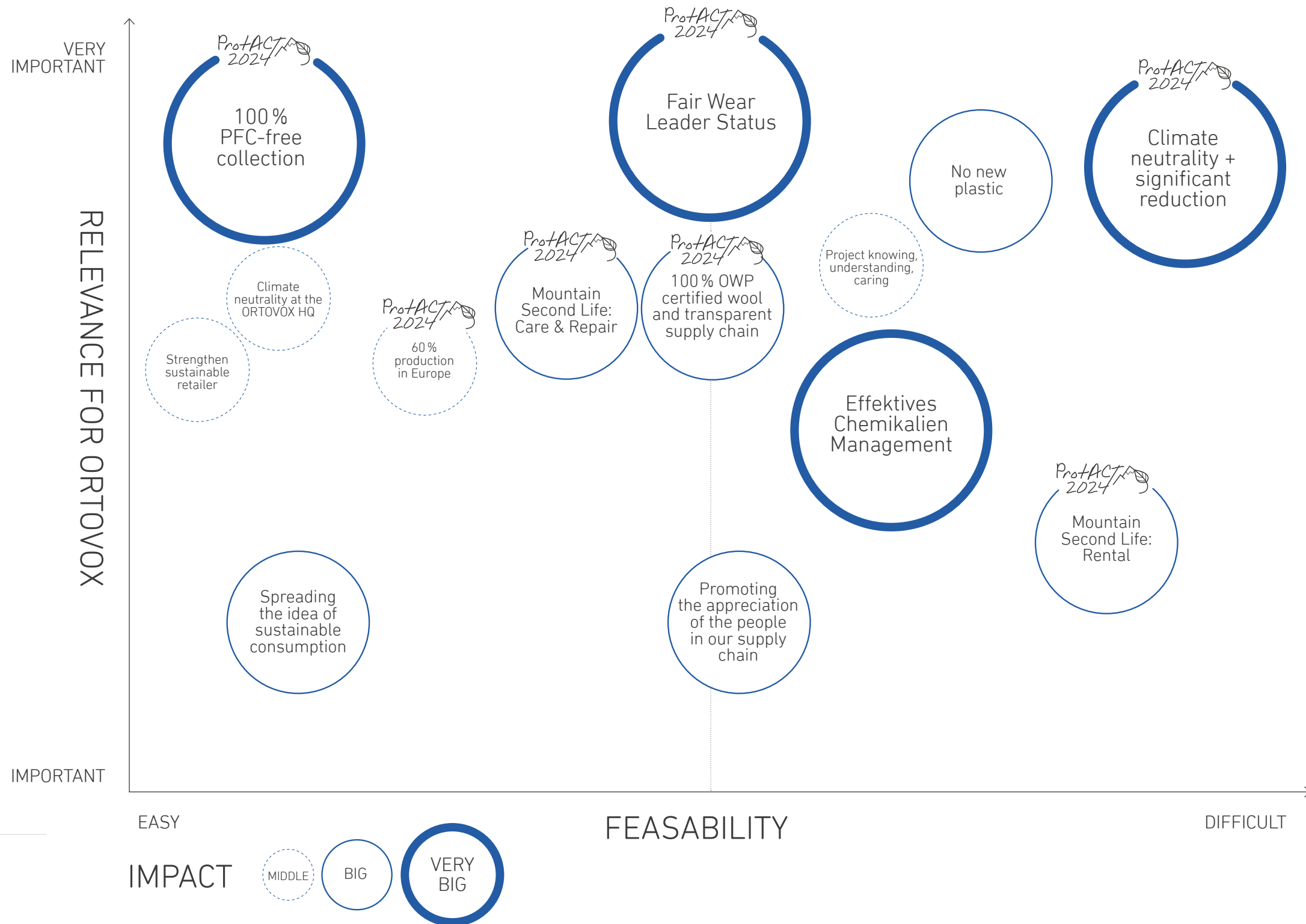




CONTENT

MATERIALITY MATRIX

– INTERNAL PERSPECTIVE



There are many ways to increase sustainability, all of which have their merits. And yet for us as a company, we have to objectively analyze, evaluate and prioritize the numerous issues and activities. We do this with our materiality matrix, which covers three dimensions

Relevance for ORTOVOXX

Clearly, none of the issues are unimportant. We therefore sort from "important" to "very important", always keeping our six defined focus areas in mind.

Feasibility

How easy or difficult is it for us to achieve the objectives of a measure? What capacities and resources are needed; how much time does a project require?

Impact

What effects do our projects have? Where do we have the greatest impact? How can we really make a difference?



ProtAct 2024
We have identified the topics marked with the ProtAct2024 logo as core areas for us and anchored them in our sustainability strategy.

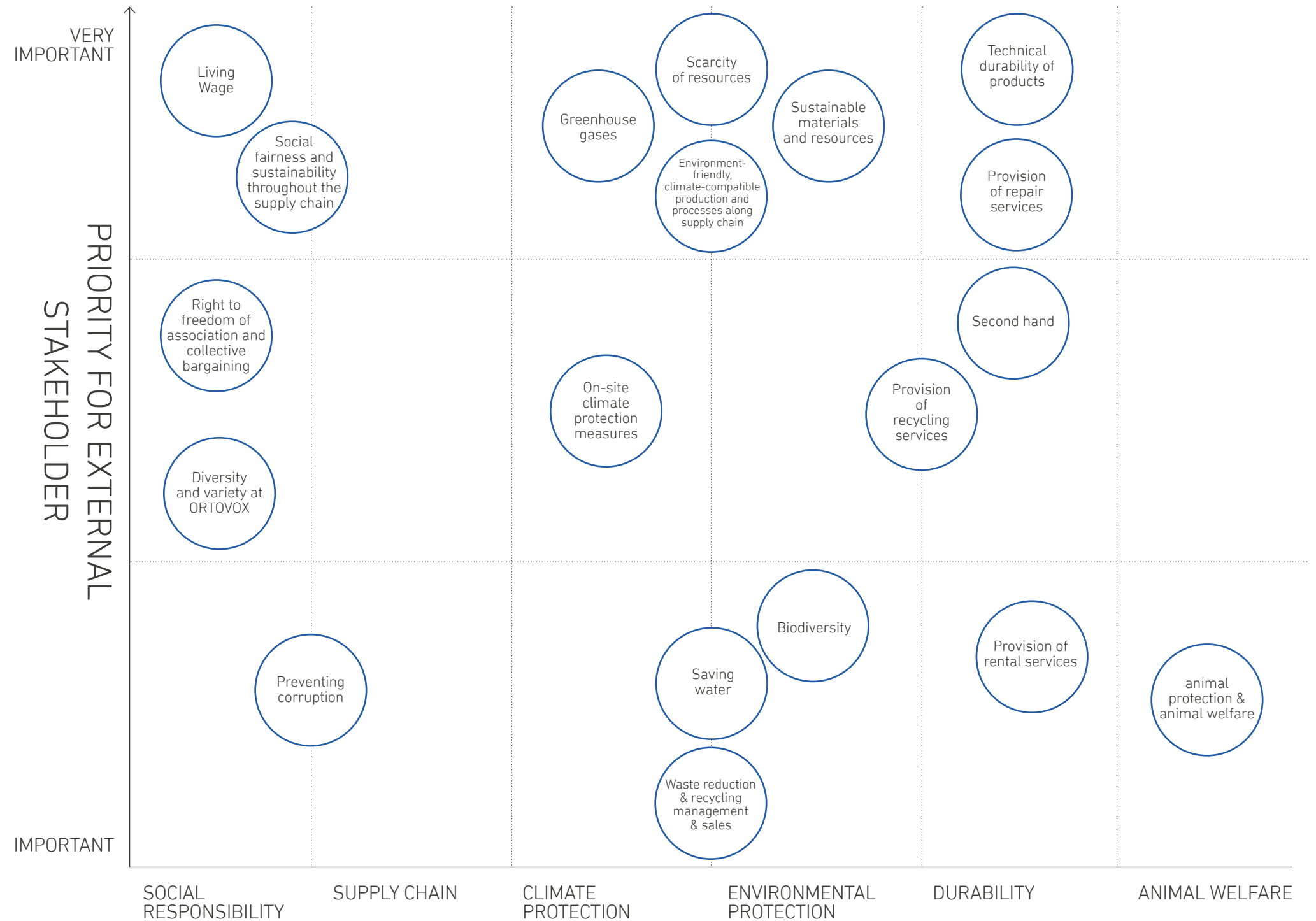
MATERIALITY MATRIX

– EXTERNAL PERSPECTIVE

Although the matrix on the previous page is correct and important, it only shows our internal view. As a modern, customer-oriented company, it is also vital that we incorporate the external perspective when further developing our sustainability strategy.

With this in mind, we asked a total of 118 customers, dealers, suppliers, journalists and partner organizations for their opinions on a range of topics: What are the biggest challenges that the global population faces today and in the future? Which areas should we focus upon at ORTOVOX? What are the requirements for our products?

In addition to valuable feedback, we also gained interesting insights into the respondents' opinions. The initial findings are set out on the grid opposite. The next stage involves a comprehensive analysis, comparing the internal and external perspectives in order to identify commonalities and differences. On the basis of this information, we are working on an updated set of targets that will ultimately be included in the revised ProtAct2030 sustainability strategy and established as overriding corporate objectives.





CONTENT

OUR PROGRESS

Sustainability is complex, and the ways to achieve it are diverse and unique. In order to work in a focused way and make real progress, we defined six core areas for our sustainability goals in 2019 with ProtAct2024. Many subgoals have already been achieved, but we are not resting on our laurels. We work continuously to further minimize our negative impact in order to protect our planet. □

ENVIRONMENTAL PROTECTION

100 % OF OUR PRODUCTS ARE FREE FROM PFC.

[MORE INFO](#)

SUPPLY CHAIN

56 % OF OUR PRODUCTS ARE PRODUCED IN EUROPE.

[MORE INFO](#)

CLIMATE PROTECTION

ORTOVOX IS CLIMATE NEUTRAL.

[MORE INFO](#)

SOCIAL RESPONSIBILITY

WE ARE A MEMBER OF FAIR WEAR FOUNDATION AND WERE AWARDED 71 POINTS IN LAST YEAR'S BRAND PERFORMANCE CHECK.

[MORE INFO](#)

ANIMAL WELFARE

100 % OF OUR WOOL IS MULESING FREE.

[MORE INFO](#)

DURABILITY

OUR SECOND HAND STORE GIVES OUR PRODUCTS A SECOND LIFE.

[MORE INFO](#)



CLIMATE PROTECTION



BASELINE ASSESSMENT OF OUR CO₂ EMISSIONS

WHERE ARE WE NOW? WHERE DO WE WANT TO GO?
HOW CAN WE MAKE THIS HAPPEN?

As of summer 2023, ORTOVOX is climate neutral. This means we offset the currently unavoidable emissions with recognized climate projects. But the process by no means ends there, because at ORTOVOX: Reducing emissions has priority over offsetting them.

In order to identify the potential for cutting emissions, we have to record them in as much detail as possible. Therefore, we carried out a baseline calculation, i.e. an initial survey of all harmful emissions along the supply chain. We use this as the basis for defining our aims, and it is an important step in the process of developing measures to lower greenhouse gas emissions.

In the following interview, CSR Manager Andreas Wolf explains the process. ▷





WHAT EXACTLY IS A BASELINE?

It has to do with what we call the Corporate Carbon Footprint, which covers a set period of time. In our case it refers to the year 2022, or rather the production phases for the 2022/23 winter collection and the 2023 summer collection.

The calculation uses the CO₂ emissions during this period as a starting and reference point for later assessing the efficacy of measures taken.



WHICH EMISSIONS WERE TAKEN INTO ACCOUNT WHEN CALCULATING THE CORPORATE CARBON FOOTPRINT?

There are two distinct categories here: the Company Carbon Footprint and the Product Carbon Footprint.

The first includes all emissions from our sites in Germany, Austria, France, Canada and Italy. For example, heating and electricity purchased, our fleet of company vehicles, business travel, bought-in goods and services, packaging materials and printed products, but also emissions from employees commuting to work or their electricity consumption when working from home.

The Product Carbon Footprint calculation takes into account all the various stages along the textile and hardware supply chains. We examine all the relevant emissions, from raw material extraction or material procurement to every process carried out in the production stage (yarn and fabric production, finishing and dyes, other forms of processing, tools) through to packaging, distribution and storage. Disposal after use is also a factor here.

WHAT WERE THE FINDINGS?

At product level, a total of 20,304.25 tons of CO₂ were emitted. Used materials in the backpack and mountainwear division accounted for 81% of these emissions. ▶

TO PUT THIS INTO PERSPECTIVE:

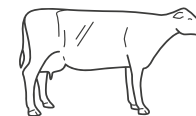
20,304.25 tons of CO₂ is the same as ...



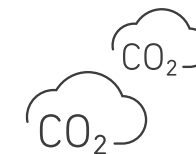
- the annual carbon footprint of 1,715 average German citizens



- 150,537 economy flights from Munich to Hamburg



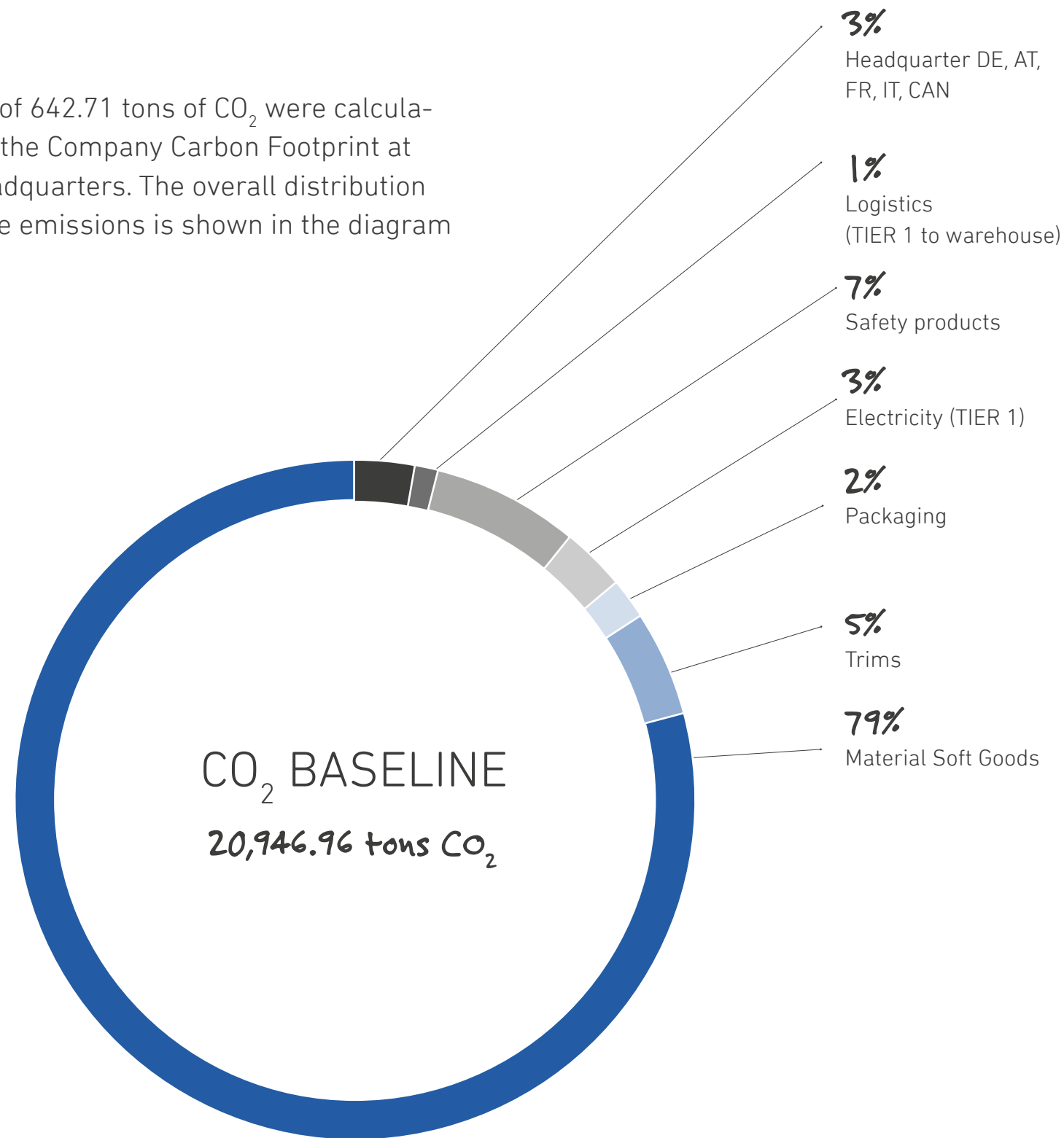
- the emissions from producing 1,594,793 kg of beef



- the annual carbon capture of around 1,568,000 beech trees per year



A total of 642.71 tons of CO₂ were calculated for the Company Carbon Footprint at the headquarters. The overall distribution of these emissions is shown in the diagram below.



WHAT ARE THE NEXT STEPS?

The baseline shows us where we stand right now. Next is the analysis stage, which allows us to identify the potential for lowering emissions. Where is our greatest leverage? Which phase of the supply chain is the right place to start? Once we have figured this out, we can define targets for lowering emissions and come up with a suitable action plan to then set in motion in the relevant departments.

The targets we set are based on the strict guidelines published by the "Science Based Targets Initiative". This institution reviews proposed measures and targets in light of the latest findings in climate science, checking that these action plans and goals are compatible with the Paris Agreement. ▶



From now on we will record and analyze this data on an annual basis. Doing so will allow us to track our progress and adapt or extend the measures into other areas. And of course, it will enable us to offset the remaining emissions.

OUR ANNUAL CYCLE



WHAT ARE THE CHALLENGES WE FACE WHEN IMPLEMENTING THE MEASURES?

Quite simply, the biggest challenge is dealing with the higher costs of, e.g. raw materials, manufacturing, longer processes. We also need sufficient organizational capacities for the latter. Additionally, we must always be mindful of the knock-on effects of certain measures on other areas of sustainability, such as water, biodiversity or social fairness. For example, what does it mean for supplier relationships or production employees when we make changes to processes or materials? We must think and act in a holistic way. □



Andreas Wolf,
CSR Manager – Environment



INCREASING OUR LEVERAGE TOGETHER

The EOG's Decarbonization Project has provided impressive proof of the significant leverage that cross-brand partnerships can have. This provides us with the impetus to think even bigger and push for a comprehensive coalition in the outdoors industry. Now that we have identified the huge potential for lowering our carbon footprint in the supply chain, the Impact Accelerator Fund for Climate gives us the chance to collectively work toward reducing our emissions.

The carbon footprint generated by the production of outdoor clothing, footwear and hard goods is significant, with the highest potential for savings – around 60-70% – lying dormant in the raw material and processing stages of the supply chain. Without an extra injection of creativity or changes to cash flows, the CSR budgets of individual companies would not suffice

to generate the resources required to effect the required far-reaching, long-term changes. However, the European outdoor industry has strong links and – generally speaking – a very similar understanding of sustainability, which means it has a great opportunity to tackle these challenges in a different way. With a cooperative approach!

Back in 2021, ORTOVOX and nine other members of the Supply Chain Decarbonization Project – a community initiative of the European Outdoor Group (EOG) – identified hotspots for CO₂ emissions in the supply chain and determined possible measures for lowering these emissions.

The Impact Accelerator Fund for Climate (IAF), an initiative kickstarted by ORTOVOX, is a collaborative tool that is open to motivated outdoor companies, inviting them to contribute within their means. This includes brands, retailers and other parties such as industry associations, charities and foundations. The funds raised through the initiative will be used to support decarbonization projects and climate mitigation action within supply chains. ▶



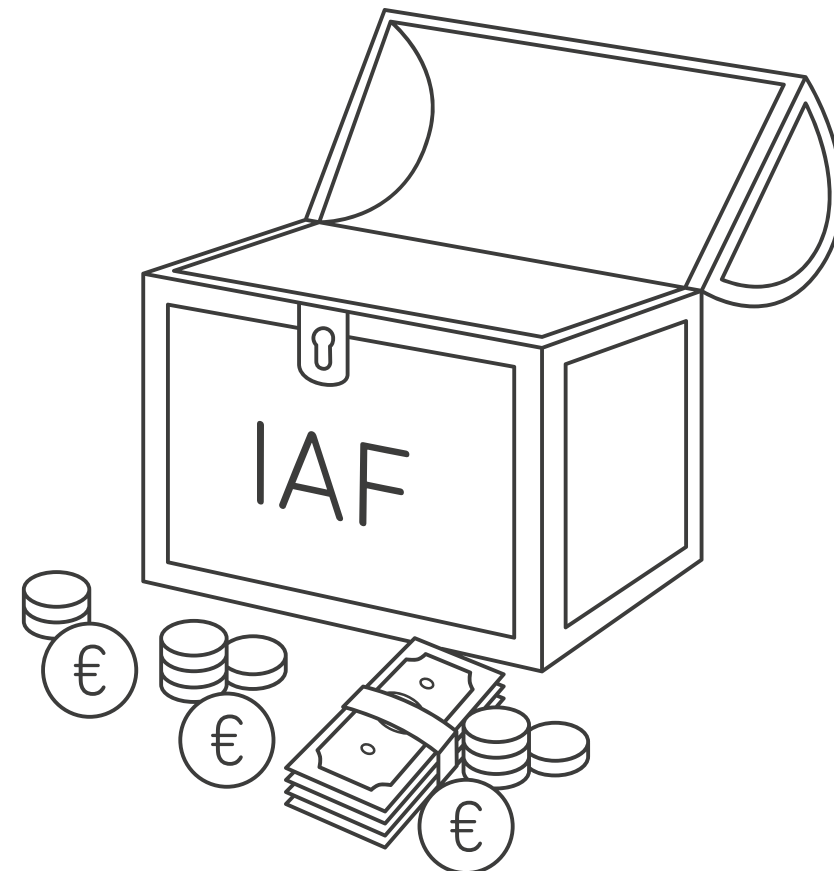
CONTENT

Members of the EOG propose projects for consideration. These, in turn, are assessed by a committee, taking into account factors such as relevance for the sector and impact reduction potential.

The following measures have been identified as focus areas:

- CLEAN ALTERNATIVES TO ELECTRICITY:
solar rooftop projects, greening of remaining grid energy requirements
- COAL PHASE-OUT FOR GENERATION OF INDUSTRIAL HEAT:
Boiler replacement, biomass fuel substitution, installation of electric/thermal solar boilers
- LONG-TERM OFFSETTING PROJECTS

By joining forces in this way, all companies – including those with less experience or more limited resources – can promote the implementation of climate action measures and contribute to the cause, protecting the climate together! □



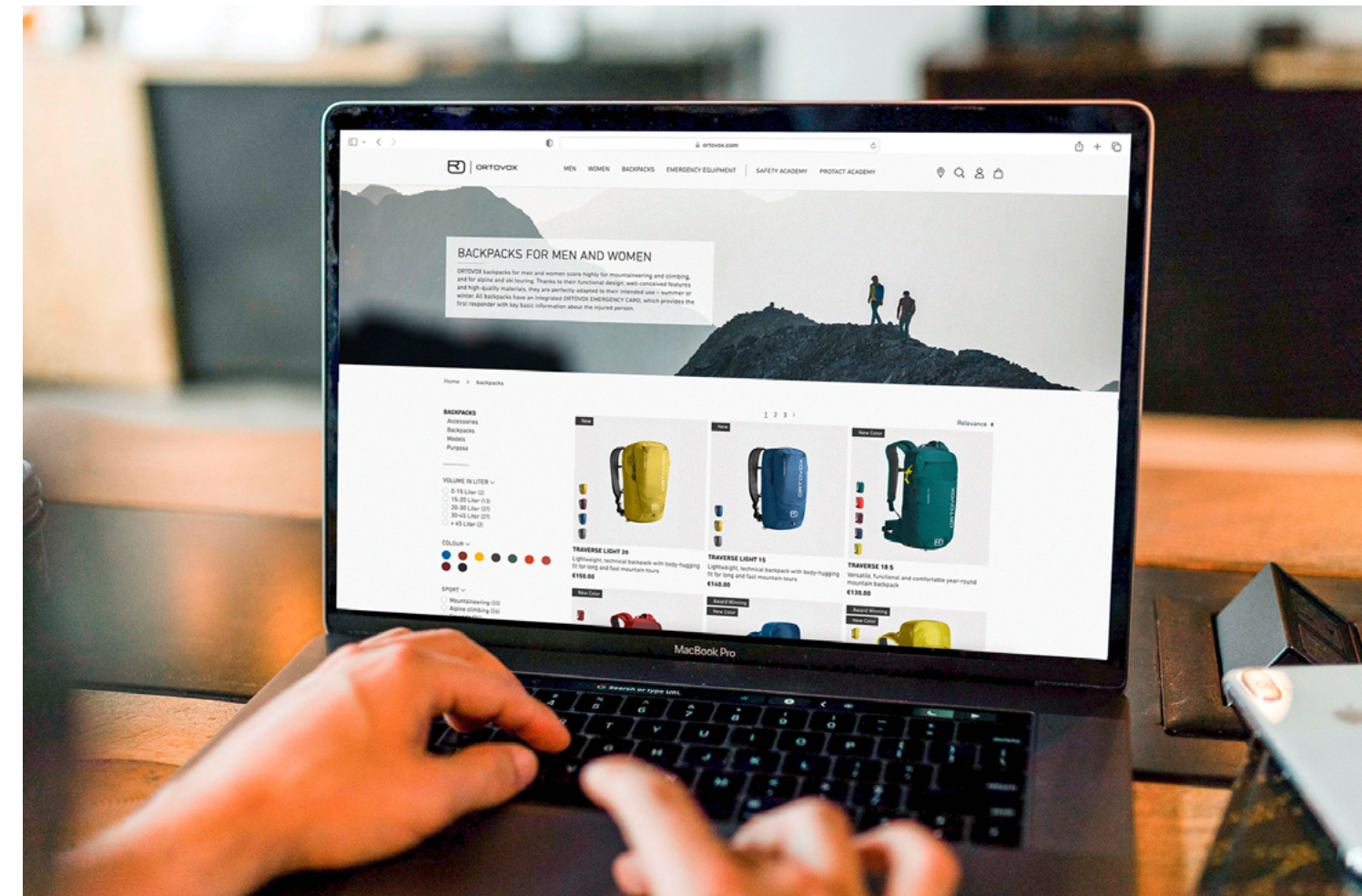
The European Outdoor Group (EOG) was founded in 2003 by 19 of the world's largest outdoor companies. The initiators were quick to recognize the need for a unified, cross-border approach to representing the Outdoor sector. In a world of increasing internationalization, legislation, the environment, the media and trade are all now multinational issues. The combined strength of the EOG's 110 members gives the group tremendous power to represent the European outdoor industry in a constructive, positive way.

SURFING THE GREEN WAVE

People often underestimate the carbon footprint of our online activities. Every website visit, post or swipe, every email and story, every cat video – it all uses energy. And it all adds up!

While calculating our Company Carbon Footprint, we also took a closer look at our website and online store in a bid to offset the footprint we create on the web. With well over 13 million website visits in 2022, emissions hit the considerable figure of 4,387.79kg of CO₂. However, through our cooperation with ClimatePartner and our commitment to the “Wind Energy in Weichang, China” climate protection project, we succeeded in making our B2C online store and website climate neutral.

For the sake of the environment, we have also made a conscious decision not to offer express deliveries. This avoids unnecessary air freight, saves money and helps to prolong anticipation for the new ORTOVOXX product! □



ENJOYMENT WITH A CLEAR CONSCIENCE

A healthy mind lives in a healthy body. These directly influence an individual's performance and resistance to stress, so ORTOVOX supports its workforce with a number of measures*. A healthy, balanced diet is also the foundation of holistic well-being. This is the kind of diet we offer in the excellent ORTOVOX canteen, where the dishes are not just very tasty but also sustainable.

Chef Simon prepares fresh lunches four days of the week and heats up leftovers on Fridays. To keep the carbon footprint of the dishes low, meat or fish is only served once per week – otherwise there is a varied range of vegetarian dishes on offer. "I use

organic products only and prefer locally sourced, seasonal ingredients. The herbs even come from our own raised beds," explains Simon. The meal plan is a hit: "The plates are always empty!" he beams. The team's clear favorite is the cheesecake! ▶



*These measures also include ergonomic workspaces, five free hours of sport activities per week and the option to use a company bike.

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Preventing food waste is a priority. If there are leftovers despite our best efforts, we take the unusable organic waste to a local biogas plant, where it is converted into bio-energy.

The canteen is also a great place to exchange ideas and develop new ones. Plus, eating together at lunchtime strengthens the sense of unity in the team. The price of the meal – just €3.80 – is possible because it is subsidized by the company.

The ORTOVOX canteen meets ten of the eleven criteria for the Greentable® “Sustainable Catering” seal of approval, achieving an excellent sustainability score of 92%.

These criteria include a wide variety of vegetarian and vegan options, the use of seasonal, regional produce, measures to tackle food waste, and the use of 100% green energy. It all adds to the taste! □



Greentable® is an initiative promoting sustainability in the restaurant and catering industry. Its mission is to encourage restaurateurs, chefs, consumers, employees and food producers to lead a forward-looking lifestyle.

www.greentable.org



Simon Matthias,
Chef at ORTOVOX



CONTENT



ENVIRONMENTAL PROTECTION



SAVING RESOURCES WITH DIGITAL COLOR MANAGEMENT

As easy as it may sound, choosing a color for fabric or other material is actually a long, complex process from the first strike-off to the pattern and finally production. We are switching to a digital color management system to make this process shorter.



Adjusting the colors to the material – known as lab dipping – can take several rounds of fine tuning until final approval is given for the best match. From the 2024 summer collection, this process will be supported by a digital solution, which we've been trialing in a pilot project with three suppliers since mid-2022.

In this initial trial stage, we are still working with physical lab dips. We then compare the results and use them to optimize the software's application for the development of future collections. Other producers in the mountainwear & backpack sector will be joining from the fall/winter collection 2024/25. □

DIGITAL COLOR MANAGEMENT OFFERS A NUMBER OF BENEFITS:

- Fact-based decision making thanks to assessment based on spectral analysis
- Shortening coordination processes and lead times
- Reducing the number of physical lap dips required, saving on materials and costs as a result
- Saving CO₂ by avoiding numerous courier deliveries

"Lab dips" are swatches of fabric that are dyed in selected color formulas during the product development stage. These are then used to decide on the final color for production and as the basis for quantitative and qualitative checks during the production process.



IT ALL BEGINS WITH THE FIBERS – AND THAT’S WHERE WE START!

Given that fibers are one of the most important components of our products, finding ways to keep optimizing them is very important to us. Animal welfare, resource efficiency and lowering CO₂ emissions are the focal points here. And now, with the ORTOVOX Fiber and Material Policy, we have a set of rules that identify scope for improvement and contribute to our sustainability strategy.



On the whole, product development is a constant balancing act. There are all sorts of different requirements to consider: Sustainability, quality, durability, price, functionality and innovation – all of which are legitimate factors when it comes to choosing fibers and materials. ▶

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With this in mind, we devised the ORTOVOX Fiber and Material Policy in cooperation with Hessnatur Stiftung. The working document is currently divided into two categories: eco-design and eco-material. The latter sets out the sustainable fibers and

materials that are relevant to ORTOVOX, as well as their respective certifications and applications. The result is a set of internal guidelines for future material developments. Next, we plan to extend the policy to include eco-processing. The policy is

transposed into our external communications with suppliers to increase transparency throughout the supply chain. In this way, the Fiber and Material Policy contributes to ORTOVOX's overriding sustainability goals. □



hessnatur stiftung

Institute for applied sustainability.

Hessnatur Stiftung is an independent charitable foundation that aims to bring sustainable economic management to a wider public. The Institut für angewandte Nachhaltigkeit (Institute of Applied Sustainability) stands for comprehensive, cross-cutting connections between ecology and the economy, and promotes social responsibility.

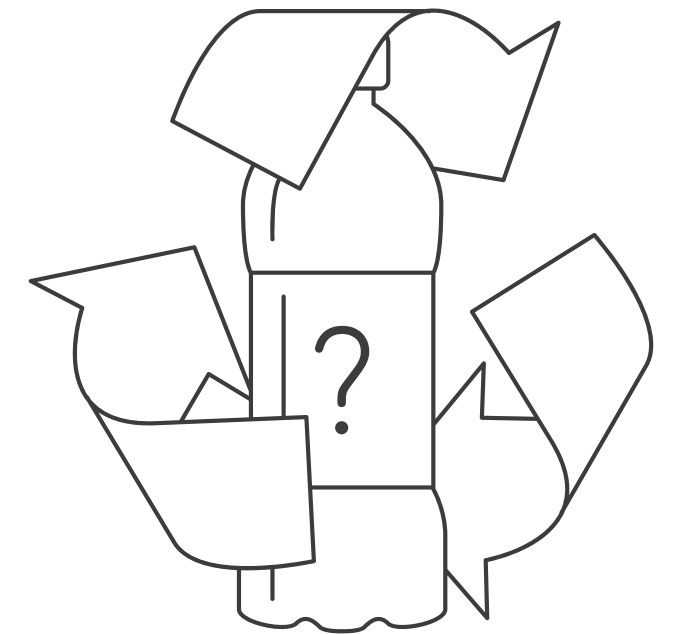
PET-RECYCLING: NOT OUR SOLUTION

Using recycled plastic bottles to make clothes has become standard practice in the fashion industry. At present, ORTOVOX does this too. But there's more to this than meets the eye! That's why instead of continuing down this road, we have decided to look into more sustainable alternatives. Head of Material Christine Brien explains why ORTOVOX is swimming against the tide.

WHAT DOES ORTOVOX HAVE AGAINST PET RECYCLING?

Of course, PET recycling isn't a bad thing per se – quite the opposite. But according to a study by the Changing Markets Foundation (et al), only 32% of used plastic bottles in the EU currently remain in the recycling loop. The remaining 68% are downcycled, mostly to make clothing. Furthermore, 85%

of clothing manufacturers exclusively use plastic bottles for their recycled polyester. Therefore, for many companies PET recycling is the sole sustainability strategy in the production of synthetic fabrics. The path of least resistance, so to speak. It has been thoroughly researched, has mostly positive



connotations for the end consumer, and is relatively cheap to achieve. And very little is being invested in fiber-to-fiber recycling technologies. ▶

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However, PET recycling does pose two problems: Firstly, bottles that have been made into clothing cannot be turned back into bottles. Secondly, there are two different recycling loops. So if the clothing sector interferes with the drinks industry, this creates an imbalance and means that some companies are unable to meet their targets. Instead of taking responsibility and accepting the consequences of its own actions, the fashion industry is availing itself of another system.

Bottles should be made into new bottles, and clothing into new clothing. This is where we come in.

However, we have made it our mission to develop methods and approaches to close the textile lifecycle loop. This is why we are not planning to switch to recycled polyester for the summer 2024 collection and beyond.

HOW DO THINGS STAND?

We currently make certain products from recycled polyester, e.g. PET bottles. We will be sticking with the materials used for these items for the time being, rather than reverting to "virgin polyester". We also have large residual quantities of

fabrics made from a variety of materials, which we will be using for future collections until they have been used up. If we were to switch to PET recycling overnight, we would simply have to destroy these fabrics or sell them below cost. ▶

New synthetic fibers made from plastics are known as "virgin polyester". They are derived from petroleum and create huge problems with regard to manufacturing and disposability.





WHAT DOES THE FUTURE HOLD FOR ORTOVOXX IN TERMS OF RECYCLING, AND WHAT CHALLENGES WILL THIS INVOLVE?

To help us achieve our climate neutral target, we have decided to switch to materials with lower emissions. Therefore, we will now be focusing on alternative raw materials and recycled materials derived from the textile recycling loop. There is still some uncertainty about the actual functionality, durability, sustainability and economic viability of these materials because they have yet to be fully researched and commercialized.

We are already actively involved in a number of working groups and projects that deal with textile-to-textile recycling in an intensive, progressive way and are making significant advances in this new field. We will also be increasingly turning our attention to raw materials from renewable, biobased

sources. We are aware that from the outside looking in, the decision to move away from PET recycling will initially be met with surprise or even disapproval. Nevertheless, we want to take responsibility and be pioneers, reusing the products that we and the apparel industry put into circulation ourselves. We are deliberately taking the more difficult path, in order to generate the kind of leverage that lasts. It's a challenge, but one we are happy to accept. □



Christine Brien,
Head of Material



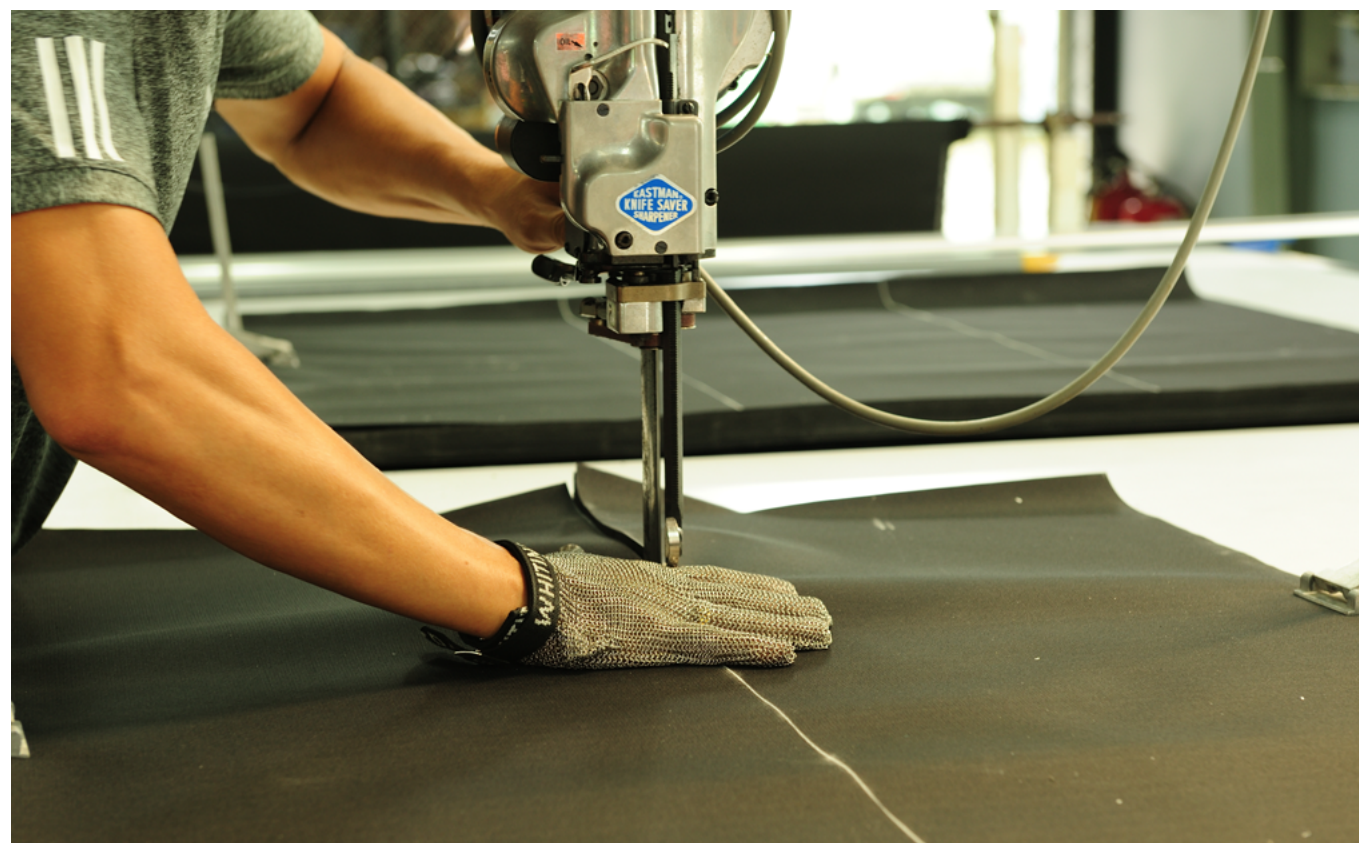
REUSING LEFTOVER FABRICS

It's like baking Christmas cookies: no matter how hard you try to cut out the stars, moons and trees without too much wastage, there's always some dough left. But with a little creativity, these scraps can be used for something else. This is exactly what we do with our "leftovers".

This is a challenge that faces all textile companies. Head of Procurement and Production Planning Anke Roll provides insights into the ORTOVOX approach.

WHAT CAUSES THIS SURPLUS OF FABRIC?

The minimum order quantities for fabrics are partly to blame. For some styles in our collections we only need very small amounts of certain colors and fabric, especially for the colorful designs with small details in different colors. But the minimum order quantities from our suppliers are often substantial. ORTOVOX also strives for long-term production planning with early orders. If the market feedback becomes more concrete at a later stage, this can occasionally lead to lower requirements in production and, therefore, to a surplus of fabric. ▶





HOW DOES ORTOVOX REPURPOSE LEFTOVERS?

We try to incorporate leftover fabric into our other products. One such example is the merino wool fabric we use for insulation in our gloves. In some instances we also use the surplus for additional collections, giveaways and small items such as makeup bags.

We also distribute leftover fabric to other ORTOVOX producers who need it. However, this comes with a substantial burden in terms of logistics and admin.

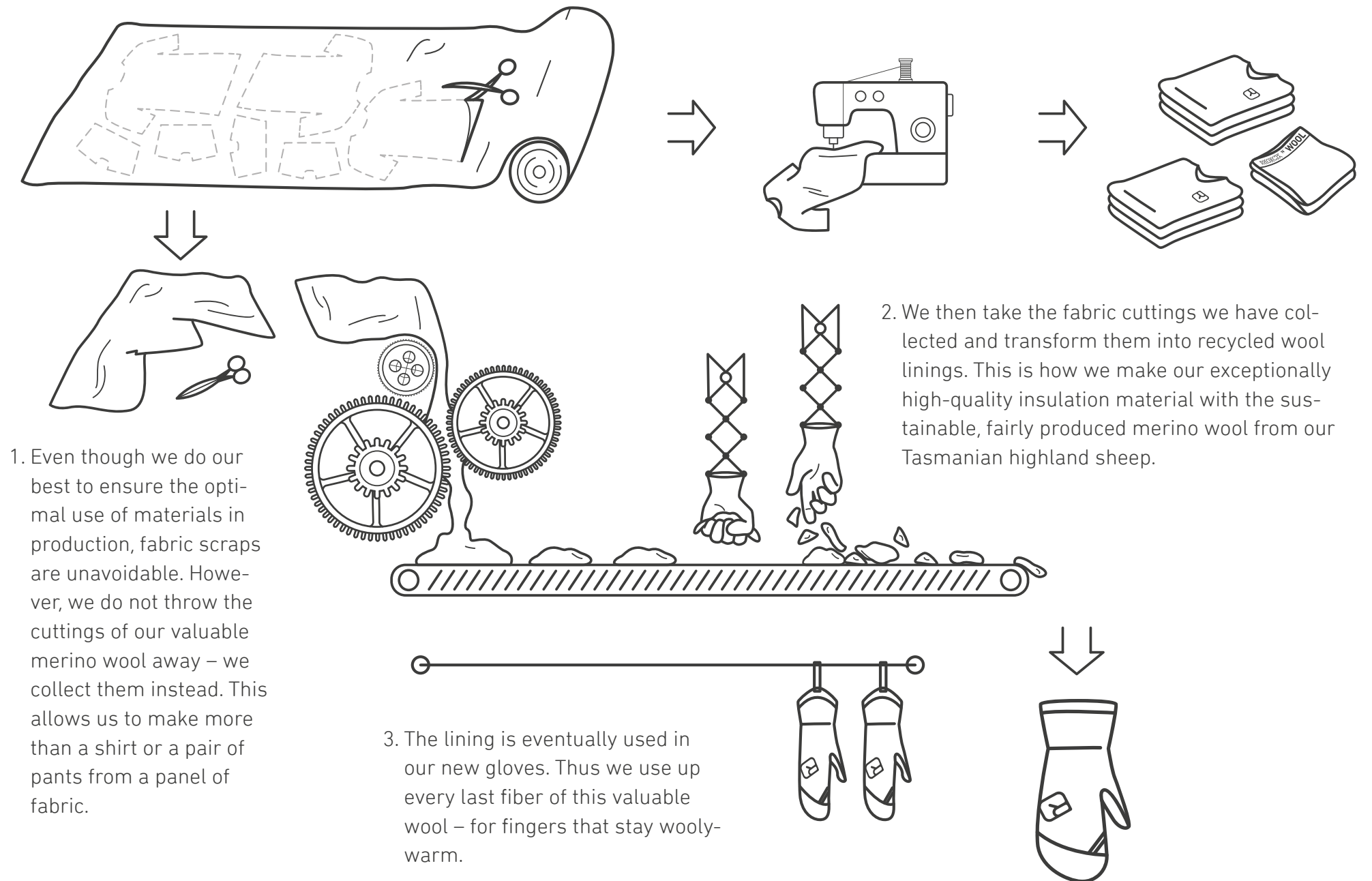
A new approach involves reselling the leftovers not only to specialist buyers but also to other manufacturers in the textile industry that use the same fabrics and materials, e.g. the swimwear label INASKA.

The very last resort is to shred or incinerate the surplus. ▷



Anke Roll,
ORTOVOX Sourcing and
Production Planning

GLOVE INSULATION FROM MERINO T-SHIRT LEFTOVERS





FROM FLEECE JACKET TO BIKINI

When manufacturing our jackets we use Econyl – a nylon fiber made of 100% recycled synthetic fabrics – for the cuff inserts. After cutting these inserts, we are left with a surplus that we cannot use ourselves. With this in mind, we looked for a buyer and in Hamburg we found one: INASKA, an eco-label specializing in fair, functional, stylish swimwear and active-wear. The company uses leftover fabric to produce a colorful limited collection that not only looks incredible but is also resource-efficient. □



Foto: INASKA, Tjasa Maticic

INASKA

“They say you’re not supposed to rummage through other people’s trash... But that is exactly what we have done! After all, the climate crisis means it makes sense to speak openly about waste. For us, cooperating with ORTOVOX is a win-win-win-win situation. ORTOVOX avoids creating waste, we use materials that go easy on resources, our customers get to enjoy cheerful, unique styles, and Mother Nature is happy across the board!”

www.inaska.com

SUSTAINABILITY IN LOGISTICS AND TRANSPORT



Deliberately doing away with express deliveries to avoid unnecessary air freight and switching to strictly digital billing are only the first steps on our path to more sustainable shipping for our (end) customers. We are turning over every stone one by one to establish resource-efficient logistics processes and an environment friendly goods management system. A distinction must be made between the kinds of measures that we as a company can influence and implement, and the areas where we rely on our customers to assist us. ▶



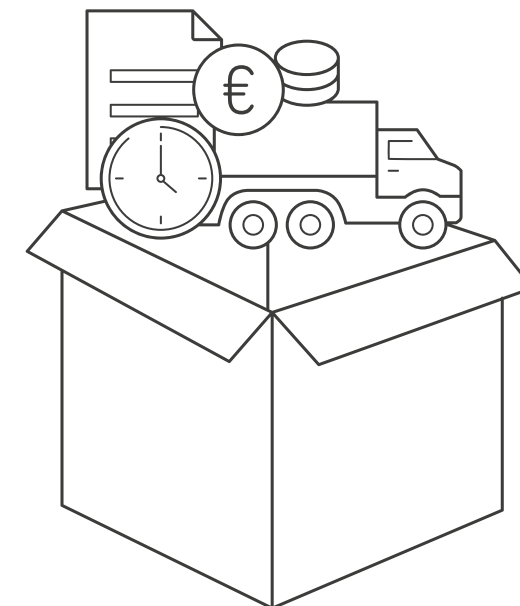
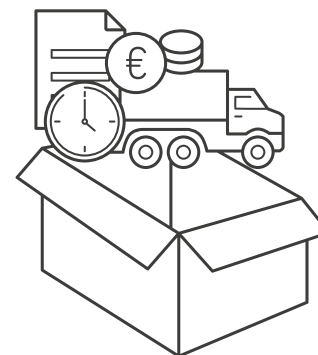
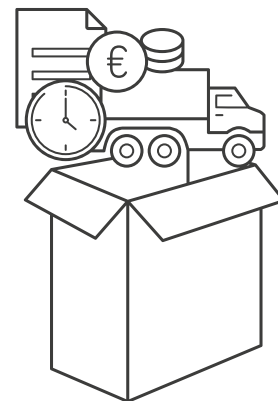
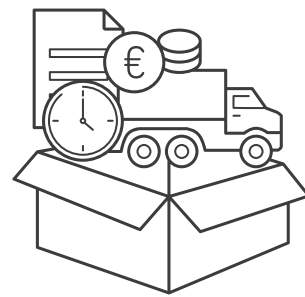
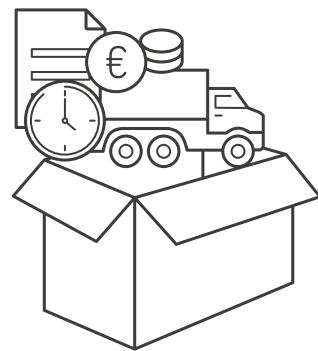
SOMETIMES MORE IS LESS!

When the dealer doesn't have the desired product, the right color or size in stock, they often say, "No problem, I'll order that for you. It'll be with you tomorrow." This flexibility pleases the end customer, but express orders like these trigger all sorts of issues.

Each individual order comes with numerous costs:

- Time spent advising dealers and maintaining the B2B shop in customer services, and time spent processing orders in accounts
- Time spent gathering and packing the goods, preparing and printing the delivery note and freight label, registering the collection
- Cost of printing, outer packaging, filling material, tape
- Freight costs
- CO₂ consumption and other environmental impacts of transport
- CO₂ consumption caused by computer and internet use

It all adds up. With this in mind, we encourage our B2B customers to bundle their orders. We are aware that dealers are walking a fine line in this respect. Customer service and speed, flexibility, storage capacity, capital investment and more have to be weighed up against environmental and economic sustainability. Nevertheless, we can see huge potential for savings and are determined to raise the necessary awareness among buyers. ▷



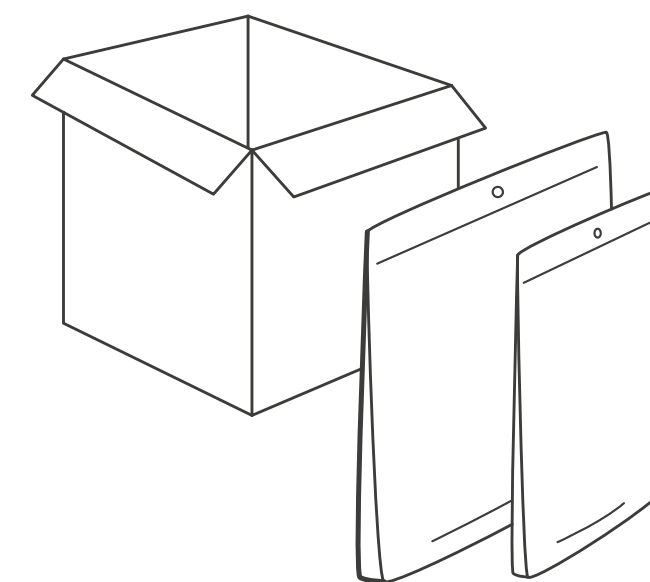
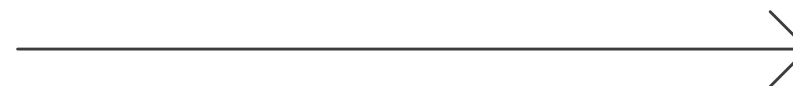
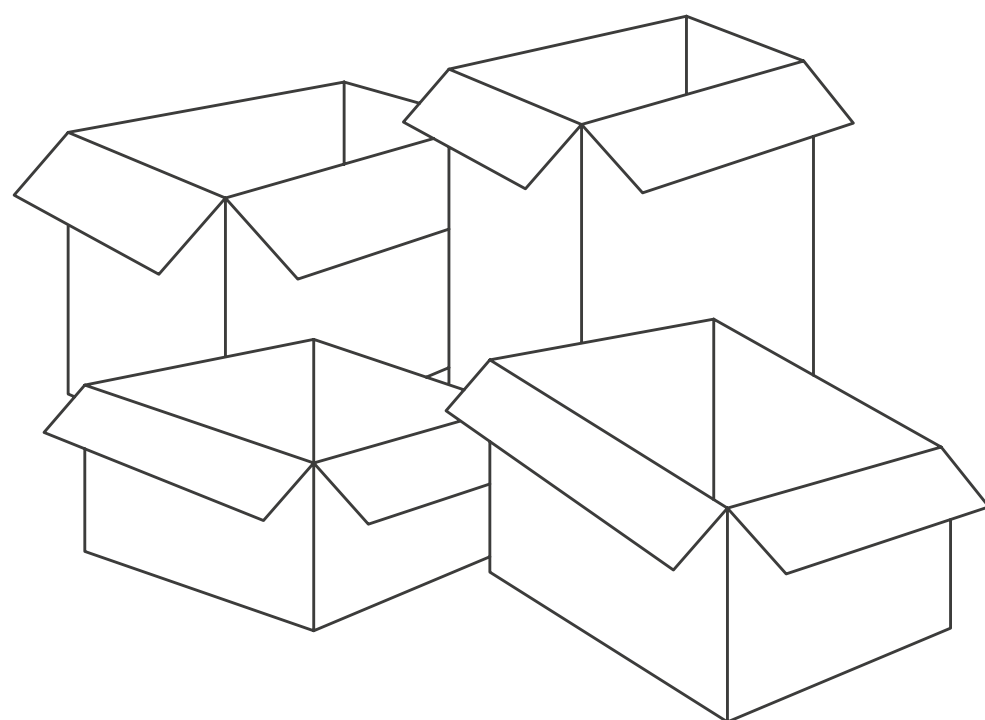


NOT IN OUR BOXES!

We also aim to reduce our carbon footprint in the B2C context, i.e. the emissions from shipping direct to end customers. We used to send all our orders in different sizes of boxes, but we are now making the switch to mailing bags if suitable for the order volume. Not only do these bags save a considerable amount of packaging material; they are also significantly lighter and smaller, which has a huge impact on transport.

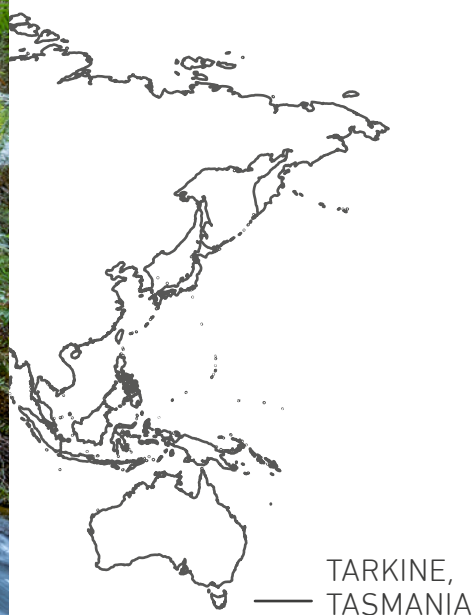
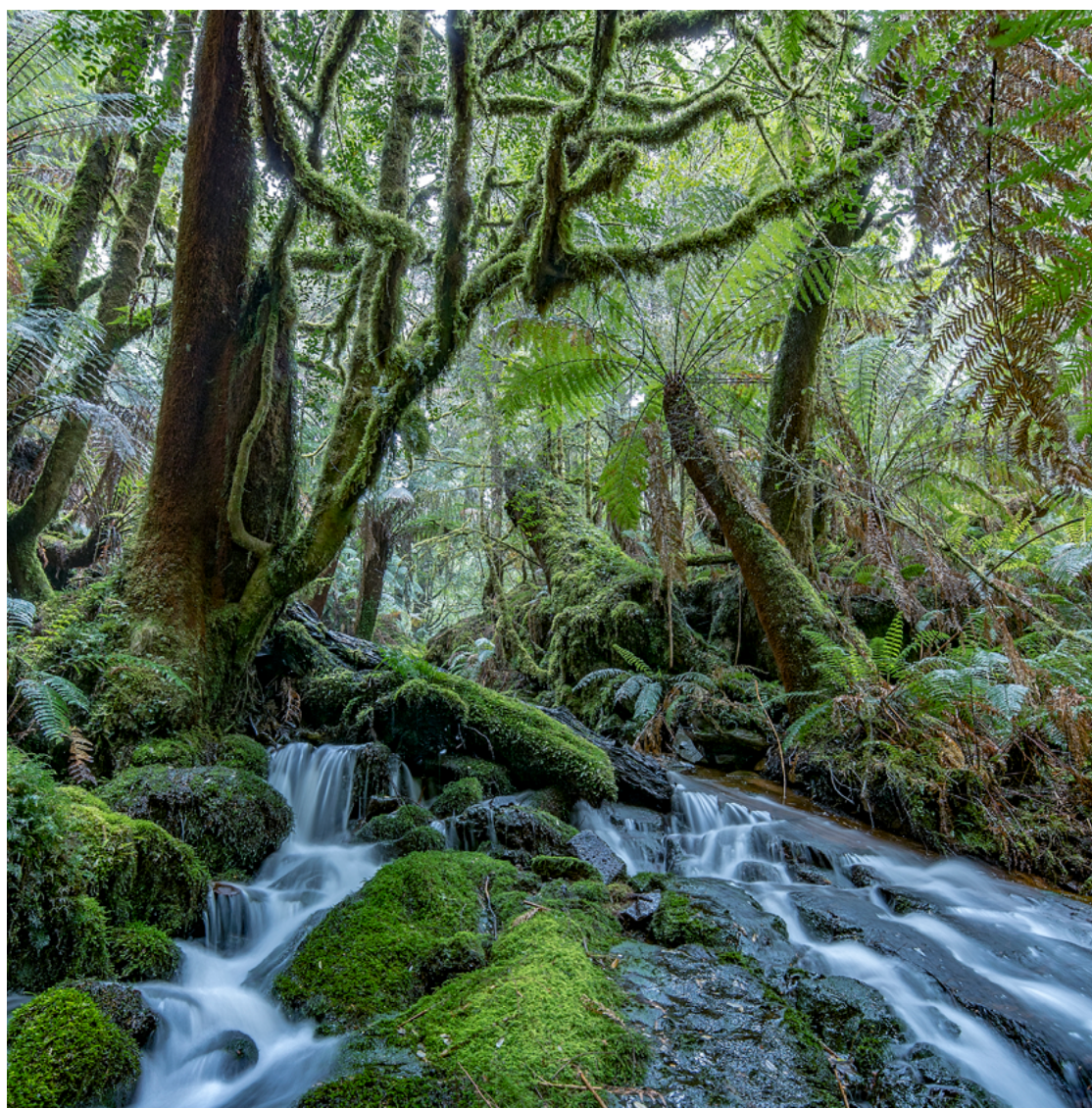
Last year we launched a pilot project with 500 mailing bags in two different sizes. Of course, we also looked for sustainable materials when choosing packaging.

Now we need to see how suitable the bags are for shipping. Have we selected the right sizes? Do the goods reach the customer dry, clean and undamaged? Can the bags be reused for returns? The next stage after testing is further optimization. □



COMMITMENT ACROSS ALL BORDERS

Thanks to our close relationships with our partners, we also get to know their regions and uniqueness. During interesting conversations with the local people, we learned about their concerns and motivations – such as the preservation of two extraordinary ecosystems. It quickly became clear to us that we wanted to get involved in the local community!



We began in 2020 by supporting a project to conserve the Tarkine, one of the oldest, most biodiverse rainforests in the world, which is threatened by large-scale deforestation for the mining and timber industries. It is located in the north west of Tasmania, the home of our merino wool producers, and is invaluable in terms of the diversity of its flora and fauna – and as a giant green lung for our planet. ▶

[Learn more about Tarkine](#)



CONTENT

NARCISSI VALLEY,
UKRAINE

Since 2021, we have supported the ecological restoration of the Narcissi Valley in the Carpathian Biosphere Reserve near one of our production sites in Ukraine. The vision and commitment of those responsible for the project inspired us from the very beginning. An increase in dry periods and the decline in traditional farming has resulted in a dramatic reduction in biodiversity there. A type of narcissus that grows only in this valley is in fact threatened with extinction. The aim of this initiative is to restore the water level in order to conserve the biodiversity of the valley's meadows. Furthermore, local species such as water buffalo are to be reintroduced to the landscape.

» We feel closely connected to these regions. Everything is interconnected and what happens on this planet affects us all – no matter where! «

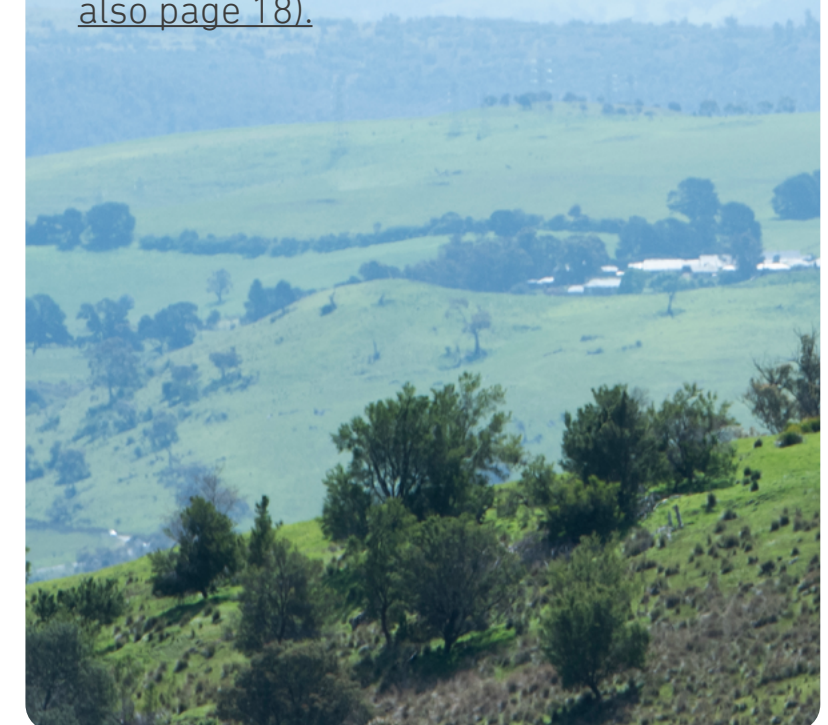


Stefanie Rieder-Haas,
ORTOVOX Chief Supply Chain Officer (CSCO)
Division Sustainability and Quality

Promoting biodiversity and combatting climate change while supporting the local communities around the production sites – three very good reasons for commitment to cooperation projects with the European Outdoor Conservation Association (EOCA). □



Over the last three years, ORTOVOX raised more than €105,000 for biodiversity and environment protection projects, including the "Rescue the Narcissi Valley" foundation and the Bob Brown Foundation, which campaigns for rainforest conservation. From 2023, we will donate €3 to the Accelerator Fund for Climate for every package that is not returned. That is a community initiative of the EOG (European Outdoor Group); the fund supports decarbonization projects and climate protection measures within supply chains [\(see also page 18\)](#).





DURABILITY

A WELL-DESERVED SECOND CHANCE

The most sustainable products are the ones we already own! We are determined to find innovative ways to extend the product life cycle and keep supposedly worn-out items in the clothing loop. The [ORTOVOX SECOND LIFE STORE](#) is the next step in our mission.

Extending the average useful life of a product by three months reduces its carbon, waste and water footprint by up to 10%. And it's easy on the wallet. We have already taken the first measures to extend the lifespan of products with our

Repair & Care service. Now, thanks to the SECOND LIFE store, we are offering customers another simple way to consume sustainably. Paul Kamphaus (Team Lead for After Sales Service & Mountain 2nd Life) explains what it's all about. ▶





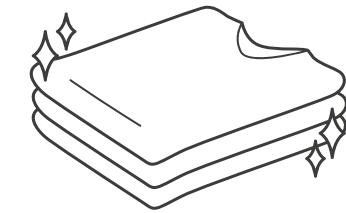
WHAT IS THE DRIVING FORCE BEHIND THE SECOND LIFE STORE?

In the past it was completely normal to reuse things instead of throwing them away. If something was broken, it was fixed. If something didn't suit us or we no longer liked it, we would hand it down. Today, however, we are part of a "throwaway society" that shapes how we live. It isn't easy to break the habit – but nor is it all that difficult. The SECOND LIFE store is a fantastic option for those looking for an alternative.

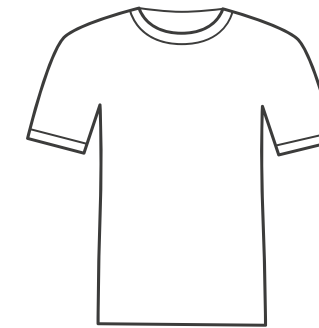
WHAT DO WE OFFER IN THE STORE?

We sell cleaned, refurbished and repaired items that have been returned to us, as well as factory seconds with small imperfections. Jackets, pants, backpacks. The products are reconditioned by our in-house specialist workshop and subjected to strict quality controls. We then divide them into three different categories according to condition, and this is reflected in the price (see diagram). We guarantee the flawless technical functionality of all items regardless of their condition. ▶

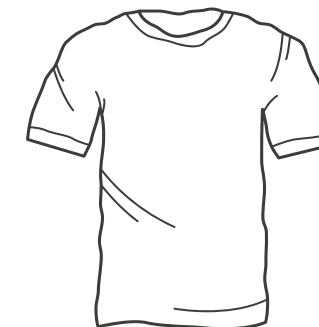
SLIDING SCALE OF REDUCTION FROM ORIGINAL RETAIL PRICE:



Like new = RRP - **30%**



Good condition = RRP - **40%**



Used = RRP - **50%**

OUR CREED





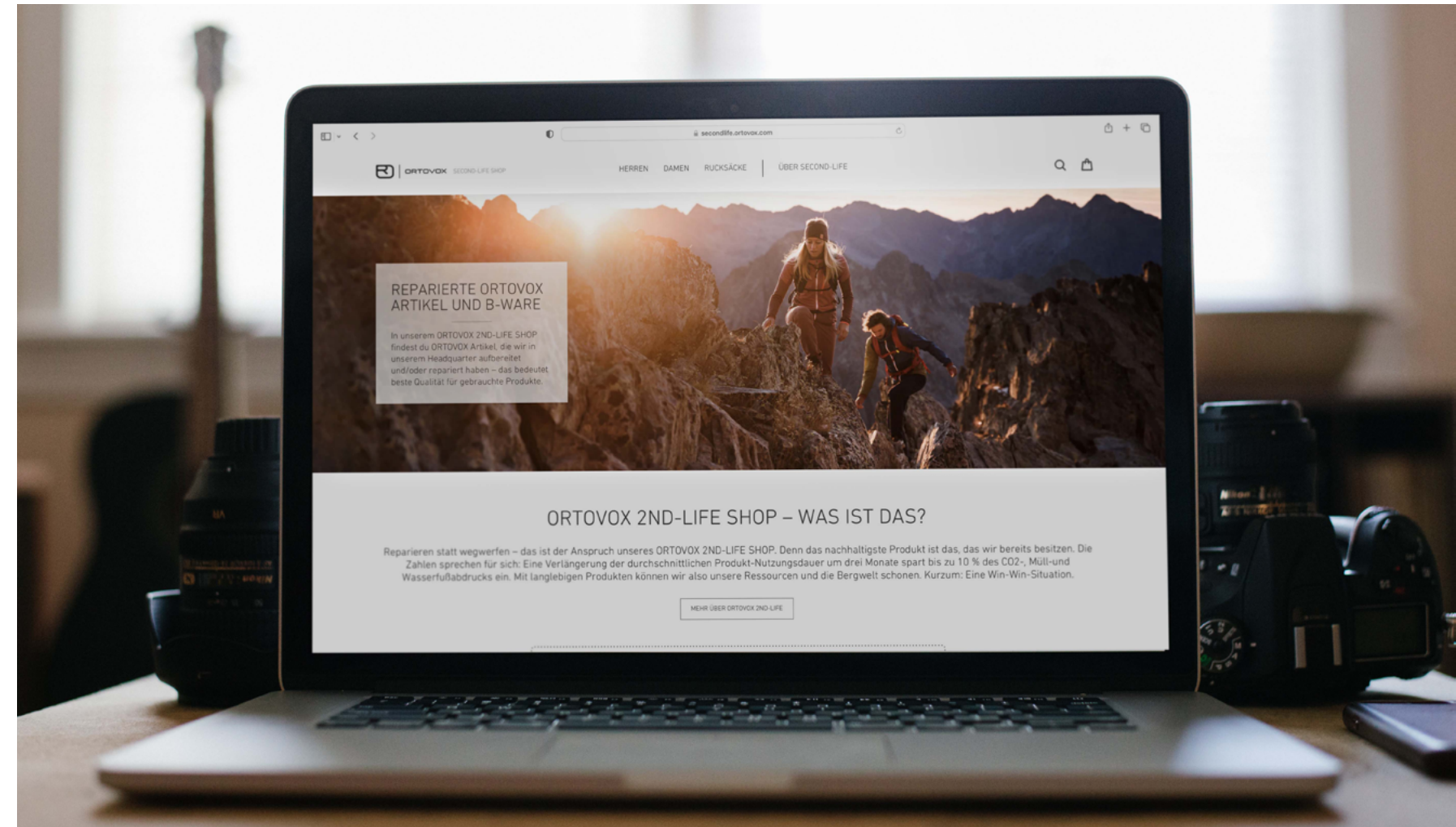
HOW MANY PEOPLE ARE INVOLVED IN THE IMPLEMENTATION OF THIS PROJECT?

Internally, we have four members of staff involved. We also work with reverse.supply, an external partner agency that provides us with a team of three experts who assist with the technical and logistical aspects.

HOW DO THINGS STAND? WHAT IS THE NEXT STAGE AND WHAT CHALLENGES WILL THIS POSE?

We are now online, with around 80 items in the store. The next stage is to gradually increase the range. We aim to be selling around 1,000 items per year through the SECOND LIFE store. But this all depends on whether the products find their way to us. Internal resources must continue to be provided to recondition the items. We still have a way to go, but in any case, getting the products back into the clothing loop is an exciting challenge. □

Visit the Second-Life Shop: secondlife.ortovox.com



The resource efficiency and CO₂ savings we stand to gain through the online store make an important contribution to our corporate objective "ORTOVOXX protects Mountains and Mountaineers".



ANIMAL WELFARE





CLOSE COOPERATION ON THE OTHER SIDE OF THE WORLD

We have been sourcing our merino wool from selected sheep farmers in Tasmania since 2010. Since the demand for ORTOVOX merino products has grown significantly in recent years, so too has our need for high-quality Tasmanian wool. To meet this demand, we have taken six new farms into the OWP group.

It is as if the natural conditions in Tasmania are made to create a relaxed living environment for sheep and, therefore, for excellent quality wool. ORTOVOX sources its wool from farms on which sheep have a completely natural habitat with rich food sources.

But the quality of the wool isn't all that matters when it comes to choosing our partners: a common understanding of sustainability is also paramount. For us, protecting and preserving nature and ensuring animal welfare are a top priority! ▶





SO FAR AND YET SO NEAR

Our relationships with wool producers are direct, personal and shaped by friendship and mutual trust. We also visit the merino wool farms on a regular basis. This closeness not only allows us to challenge and support each other in matters of climate protection and biodiversity; it is also the foundation of multi-year contracts that, crucially, allow both parties to plan with certainty. ▶

WHAT MAKES AN OWP FARM STAND OUT:

- Commitment to the future
- Farming with an emphasis on animal welfare
- RWS certification
- Respectful treatment of nature
- Focus on sustainable farm management



With the ORTOVOX WOOL PROMISE (OWP), ORTOVOX developed its own wool standard to represent the highest standards of animal welfare and sustainable economic management. Based on the Responsible Wool Standard (RWS), the OWP takes an even more far-reaching approach: Four promises lie at the heart of the OWP: we guarantee that our farms do not engage in the painful practice of mulesing; we attach great importance on personal relationships with farmers; we provide transparency along the entire supply chain; we focus on sustainable farming.





WELCOME TO THE FOLD

Once a year, ORTOVOX brings together the various parties from along the wool supply chain and provides a platform for inspiring exchanges, critical discussions, transparency and new solutions. The motto of the last round table at Corra Linn Farm in Northern Tasmania was “Growing Together”.

First of all, the six new farms were welcomed to the circle of OWP producers. Then, at the welcome meeting (and as a refresher for our existing partners) the focus turned to presentation of the ORTOVOX brand, our active commitment to sustainability and our role as wool experts. Other subjects discussed included current market insights

and wool requirements, wool pricing movements for the next year and possible ways to reduce the carbon footprint of our wool producers. A scouting game with ORTOVOX avalanche transceivers, various teambuilding exercises and the finale at the traditional Melbourne Horse Race provided the necessary variety and a pleasant, friendly atmosphere. All this helped to successfully lay the foundation for collective growth in the future. ▶

13 OWP FARMS IN TASMANIA

7 farms

with a partnership lasting over 10 years



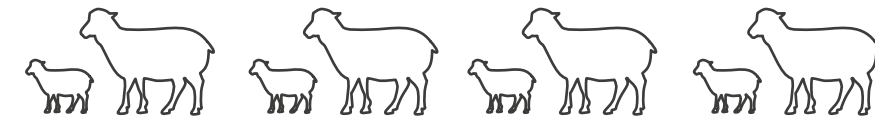
6 new farms

since 2022



Total number of sheep

175,000



3 OF 13 OWP FARMS

Allanvale

James and Helen Hume

Located in the south-east of the island, Allanvale covers an area of approximately 6,000 hectares. Almost half of this land is farmed, and roughly 15,000 sheep graze on it. The rest is either covered in forest or fallow land to protect the natural ecosystem. James, who has a Master's in agriculture and thus extensive knowledge of soils, is investing a great deal of time in optimizing the pasture management system.

On Allanvale Farm, large areas are divided up into smaller fenced areas. Using a rotating system, the sheep are shepherded to graze on all the pastures and not just the "juiciest" grass. This ensures balanced wear of the soil and sufficient time for regeneration. Some areas of the farm are also deliberately left to grow wild so that lambs and sheep can seek shelter from the weather in the bushes. ▶

» I want to leave behind a much better place for my kids and a vital environment for what's to come. «

James Hume, Allanval

James and Helen Hume,
Allanvale



Allendale

Richard and Emily Gardener

Head farmer Richard believes that climate change is the biggest threat to our world. He is determined to lower the carbon emissions on his farm, which is why he is currently experimenting with adding *Asparagopsis* (a species of algae native to Australian coastal waters) into the feed he gives to his dairy cattle. The seaweed is said to help drastically reduce the cows' methane

emissions – by up to 95%! And of course, adding the substance to the feed is harmless for the animals.

The next challenges are measuring the real impact on the farm and extending the use of this feed additive to the farm's herd of around 5,000 sheep.



Henry and Margit Smith, Cressy House



Cressy House

Henry and Margit Smith

As a mixed holding that focuses on producing lambswool, farming and tourism (holiday lets), Cressy House in Northern Tasmania has a broad remit. All the family do their bit: The grandparents keep over 300 beehives on the farmland; these are essential for crop pollination, and the honey is sold locally. Henry's grandmother's other hobby is planting tree seedlings, which will eventually provide shade and contribute to carbon storage. □

» It's trial and error. If we don't try, we won't ever succeed. «

Richard Gardener,
Allendale



CONTENT



INDEXES



SDG-INDEX



To create globally sustainable structures, the United Nations member states set themselves 17 goals, which are enshrined in the 2030 Agenda for Sustainable Development: Sustainable Development Goals, or SDGs for short.

Our aim is to make a difference with our day-to-day actions. We are committed to the sustainability goals. Not every goal concerns ORTOVOX to the same extent. Nevertheless, we support all of the goals regarding our own economic activity and beyond. □

SDG	Pages
1	**
2	**
3	21
4	**
5	**
6	*
7	**
8	**
9	18,24-32,35,39,44
10	**
11	*
12	5-9,12-35,39-41,45
13	9,14-24,34,39,47
14	*
15	9,12,36,37,43-47
16	**
17	6-9,16-26,31-37,41,43-47

** see [People Report](#)

* No explicit focus



DNK-INDEX

<i>DNK Criteria</i>		<i>Pages</i>
0	General information	2,5,6
1	Strategy	7,8,16,17
2	Materiality	10,11
3	Objectives	8,9,12,19
4	Depth of the Value Chain	9,45-47
5	Responsibility	7,18,25-29,36,37,45
6	Rules and Processes	8,18
7	Control	8,12
8	Incentive Schemes	**
9	Stakeholder Engagement	8,9,18,22,26,32,35,45
10	Innovation and Product Management	18,24-32,35,40,41,45
11	Usage of Naturla Resources	6,25-29
12	Resource Management	14,16-18,25-32,35,40,41
<hr/>		
13	Climate-Relevant Emissions (THG-GHG)	14-16,18,20,34
14	Employee Rights	**
15	Equal Opportunities	**
16	Qualifications	**
17	Human Rights	**
18	Corporate Citizenship	**
19	Political Influence	**
20	Conduct that Complies with the Law and Policy	**

The German Sustainability Code (Deutscher Nachhaltigkeits-Kodex - DNK) was developed in 2010 by the German Council for Sustainable Development with representatives from politics, companies, the financial market and civil society organizations.

ORTOVOX reports voluntarily on the 20 DNK criteria in the 2023 Planet Report. Information on key areas is provided for here, and some performance indicators are recorded. Some of the DNK criteria focusing upon social areas were reported in last year's [People Report](#) or are planned for the next reporting period. □

** see [People Report](#)

*not yet reported here





GRI- INDEX

The GRI standards are published by the independent and internationally active Global Reporting Initiative. The standards support companies in taking responsibility for their impacts and facilitate non-financial reporting. In addition to economic issues, the focus is on numerous environmental and social topics.

The DNK has selected some of the GRI standards and adopted them for its reporting. They are listed in the table on the right. □

<i>GRI SRS</i>	<i>Pages</i>
GRI SRS-102-16	2,5
GRI SRS-102-35	**
GRI SRS-102-38	**
GRI SRS-102-44	**
G4-FS11	**
GRI SRS-301-1	25-29,45
GRI SRS-302-1	6,15,16,20
GRI SRS-302-4	16-18,27-29
GRI SRS-303-3	*
GRI SRS-306-2	6,22,27-32
GRI SRS-305-1	2,15
GRI SRS-305-2	15
GRI SRS-305-3	15
GRI SRS-305-5	16,17,24,27-29,35
GRI SRS-403-4	**
GRI SRS-403-9 (a + b)	**
GRI SRS-403-10 (a + b)	**
GRI SRS-404-1	**
GRI SRS-405-1	**
GRI SRS-406-1	**
GRI SRS-412-1	**
GRI SRS-412-3	**
GRI SRS-414-1	**
GRI SRS-414-2	**
GRI SRS-201-1	**
GRI SRS-415-1	**
GRI SRS-205-1	**
GRI SRS-205-3	**
GRI SRS-419-1	

*not yet reported here

** see [People Report](#)



GLOSSAR

BNW	German Federation of Sustainable Economy
BRAND PERFORMANCE CHECK	Tool used by Fair Wear Foundation to analyze how member organizations are safeguarding and improving working conditions in production
CCF	Corporate Carbon Footprint: the company's CO ₂ balance
CLIMATE PARTNER	Supports companies and organizations with their climate strategy
CO₂ BASELINE	Year and data used as the basis for comparing carbon emissions in subsequent years
CSR	Corporate Social Responsibility: socially responsible company actions
DNK	German Sustainability Code: a cross-industry transparency standard for the reporting of business sustainability performance
EOCA	European Outdoor Conservation Association: founded by the outdoor industry to give something back to nature and preserve all livelihoods
EOG	European Outdoor Group: association of companies in the European outdoor sector for sustainable business activities, for the protection of nature as well as for the mobilization of people
FIBER AND MATERIAL POLICY	Guidelines regarding sustainable fibers and materials for future material developments and supply chain transparency
FWF	Fair Wear Foundation: partner for a fair, ethical textile industry
GREENTABLE	Initiative promoting sustainability in catering and the restaurant trade
GRI SRS	Global Reporting Initiative – Sustainable Reporting Standards: independent international initiative for the development of global sustainability reporting standards
HESSNATUR STIFTUNG	Independent charity that aims to promote research and development of applied sustainability in the textile industry
IMPACT	Impact in terms of social and ecological issues, thus effecting society and the environment
IAF	Impact Accelerator Fund for Climate: European Outdoor Group fund to support decarbonization projects and climate protection measures within supply chains
CLIMATE NEUTRAL	Unavoidable CO ₂ emissions are compensated through offsetting projects
LABORATORY FOR NEW ECONOMIC IDEAS	An independent, non-profit association promoting the economy with a focus upon enabling a good life for all
LAB DIPS	Fabric swatches that are dyed in selected color formulas during the product development stage
MULESING-FREE	Mulesing refers to the removal of the skin around a sheep's tail without analgesia in order to prevent maggot infestations
OWP	ORTOVOX WOOL PROMISE: WOOL STANDARD DEVELOPED BY ORTOVOX
PCF	Product Carbon Footprint: the CO ₂ balance of a product



PET	Polyethylene terephthalate: plastic from the polyester family with wear-resistant, dimensionally stable properties
PFC	Perfluorinated and polyfluorinated chemicals: water, grease and dirt repellent, chemically and thermally stable but not biodegradable
RPET	Recycled polyethylene terephthalate
RWS	Responsible Wool Standard
SBTI	Science Based Targets initiative: enables organizations to set science-based targets for lowering their emissions
SCDP	Supply Chain Decarbonisation Project: a community initiative of the European Outdoor Group with the mission of reducing greenhouse gas emissions and expanding the use of renewable energy in supply chains
SCOPE	Scopes 1–3: scopes of application for preparing the carbon footprint from the Greenhouse Gas [GHG] Protocol
SDG	Sustainable Development Goals: the United Nations' 17 sustainable development goals
RRP	Recommended Retail Price
VIRGIN POLYESTER	New synthetic fibers made from polyethylene terephthalate (PET)



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LEGAL NOTICE

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