
Responsible Business Conduct Policy

Our Vision at Maier Sports and GONSO is to create awareness for things that really matter. Be open to new insights. Be ready for behavior change. Take a stance and stand up for it. These are characteristics that Maier Sports GmbH stands for and that decisively influence our thoughts and actions.

We, as a company of the textile industry, are aware that our decisions have long-term effects on the common wellbeing and on our living standards – especially with regard to future generations. This requires constant weighing, questioning, and searching for the best solution at any given point from an ecological, economic, and social point of view. We seek to continuously decrease our environmental impact, to comply and exceed social standards and communicate transparently and publicly about our achievements.

Ensuring the principles of sustainable development at all our company locations as well as in our supply chain is important to us. We want to take all our employees with us, convince them of our attitude and win them over to get involved. We want to get them excited about ecological issues to actively participate in finding solutions that are good for us and our environment.

We fully comply on the ten principles of the UN Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization as well as to the Fair Wear Foundations Code of Labor Practices and other internationally recognized environmental, social, and governance standards. We also expect our suppliers and their subcontractors to fully comply with these standards, applicable laws and to adhere to this Responsible Business Conduct.

The standard set in this Responsible Business Conduct Policy has worldwide application and is directed at both product suppliers and service providers. The CSR department coordinates the implementation of this policy in close cooperation with the top management of Maier Sports GmbH. All departments that are in contact with suppliers, including Material Management, Procurement, Product Development and Quality Management are responsible for compliance.

Our commitment

We recognize that the global textile industry can be associated with various human rights violations, including labor exploitation, forced labor, child labor, and unsafe working conditions. Therefore, long-term collaborations with our production partners are an important part of our corporate philosophy. By maintaining ownership or a substantial stake in our main production locations, we can closely monitor and control the production processes, ensuring that they meet our high standards for quality and social responsibility.

We are committed to identifying, preventing and mitigating actual and potential human rights impacts we may cause or contribute to through our operations or which are directly linked to our business activities. To further integrate Human Rights Due Diligence in our business processes we established a risk assessment which we conduct on a regular basis. Reducing greenhouse gas emissions, transparency along our value chain, avoiding excessive overtime and the payment of a reasonable living wage for workers are areas on which we have placed our focus. We are acutely aware of the responsibility we bear towards our employees and their families.

Our procurement strategy aims to generate the materials and raw materials that are to be processed

directly in the relevant production countries. For this reason, we have strategically chosen our production sites so that they are located in the countries and regions in which the raw materials and intermediate products are available. This avoids unnecessary transport routes, saves resources and gives us more security in planning. By maintaining continuous capacity utilization, offering never-out-of-stock products, and extending lead times, we aim to contribute to responsible working hours and provide sufficient planning time.

Supplier commitment

Suppliers may acknowledge the principles stated above either by applying this Responsible Business Conduct or by ensuring that their own code of conduct and current sustainability practices towards their supply chain embrace these standards.

Suppliers are committed to passing on these requirements to their employees and their suppliers and to making every effort in implementing these standards with their own subsidiaries, suppliers and subcontractors. Our shared commitment is the key to securing a sustainable future for our industry.

Maier Sports GmbH has the right to conduct an audit at the supplier's premises upon a written notice of 14 days in advance. Suppliers shall allow access to its premises as well as the inspection of documents required for this purpose. A partial refusal is only permissible in case of justified confidentiality interests.

Suppliers are obligated to fill out the questionnaires completely and truthfully necessary for risk assessment within a reasonable period of time.

Governance

We (in the following the term “we” indicates Maier Sports GmbH and its suppliers) abide by all applicable local and international laws and regulations including but not limited to antitrust, trade controls, sanction regimes, and rules governing anti-money-laundering.

We condemn and act against corruption and bribery in all its forms, including extortion and kickbacks. We forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.

We respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.

Environment

We comply with all applicable national and international laws, regulations, and standards to protect the environment, health and safety.

We promote the safe and environmentally sound development, manufacturing, transport, use and disposal of our products.

We encourage to establish and maintain a sustainable management system (e.g., in accordance with ISO 50001, ISO 14001, or national equivalent) to minimize environmental impact on our planet and to improve environmental protection in the way of doing business.

We aim to minimize the environmental impact of the products on climate change, water consumption and biodiversity and use resources efficiently, apply energy-efficient and environmentally friendly technologies and endeavor to reduce emissions to air, water, and soil.

We implement proper waste management, with special attention to hazardous waste. With regards to waste disposal, we seek to use the most environmentally friendly, locally available method of waste disposal.

Suppliers of animal products treat animals ethically and respectfully, thereby minimizing pain and stress. Animals must be protected from any form of cruel or harmful treatment, in particular mulesing is strictly not allowed.

Our employees whose work has a direct impact on the environment are properly trained, competent and have the necessary resources to do their jobs.

Compliance with Social and Employment requirements

We support the protection of internationally proclaimed human rights, fight forced and child labor, uphold gender equality, we expect from our supplier to establish the freedom of association and right to collective bargaining, provide a workplace free of harassment and unlawful practices of discrimination, comply with regulations of minimum wages and working hours and ensure a living wage according to local living conditions. We are committed to upholding The United Nations Agenda for Sustainable Development Goal 5, which calls for gender equality and the empowerment of all women and girls. We expect our suppliers to align with this goal as well, ensuring fair treatment and opportunities for women and girls within their workforce.

In particular Maier Sports and its suppliers support, embrace and enact the following standards:

Forced labour

There shall be no form of forced or compulsory labor. Forced or compulsory labor is any form of service that is required of a person under threat of any penalty and for which the person has not volunteered. Trafficking in persons is prohibited. Employees are not required to lodge deposits or identity papers upon commencement of employment, and all are free to leave the company following an agreed term of notice. (ILO Convention 29, 105 and 182)

Child labour

No children younger than 15 years of age or under the age of compulsory school attendance, whichever is higher, may be employed. Youth workers (15-17 years of age) may not perform work that, given their circumstances, is detrimental to health, safety, or morals. (ILO Convention 138 and 182)

Discrimination

Every person shall be treated with respect and dignity. No employee shall be the target of physical, sexual, psychological, or verbal harassment or abuse, monetary penalties, or degrading actions as a disciplinary measure. No individual shall suffer discrimination in any aspect of employment, including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, disciplinary action, termination, or retirement on the basis of religion, color, sex, pregnancy, childbirth, age, national origin, ancestry, sexual orientation, physical or mental impairment, medical condition, disease, genetic characteristics, family

support, marital status, socioeconomic status, political opinion, union membership, ethnic group, and all others protected under the law.

All hiring decisions must be based on the principle of equal employment opportunity and shall include effective mechanisms to protect migrant, temporary, or seasonal workers from any form of discrimination. (ILO Convention 100 and 111)

Remuneration

Workers are paid regular wages and overtime compensation. Rules on minimum wages, social security costs, benefit laws and further local regulations are complied with. If there is no legal minimum wage or overtime pay in the local law and regulations, the Supplier shall ensure that the wages are at least equal to the average minimum in the industrial sector in question and that overtime compensation is at least the same as the usual rate of pay. Deductions from wages are not to be made for disciplinary purposes. (ILO Convention 26 und 131). We expect our Suppliers to calculate the living wage of their region and aim to provide their employees with a wage that covers basic needs, including housing, food, clothing, education, healthcare, and other essentials. This wage should be sufficient to sustain a decent livelihood without compromising their dignity and well-being.

Working hours

Applicable local laws and regulations on working time are complied with. Excessive overtime may not be imposed. The total number of hours worked per week may not exceed 60 hours, including overtime, and employees shall be entitled to at least one day off in every seven-day period, or in both cases, the maximum of the local laws and regulations. (ILO Convention 1)

Freedom of association & right to collective bargaining

All workers must be granted the right to form, join and organise trade union(s) of their choice and to bargain collectively on their behalf with the organization. Freedom of association and collective bargaining must be recognized and respected. Suppliers shall effectively inform workers that they are free to join a worker organization of their choosing without any negative consequences. In situations where the right to freedom of association and collective bargaining are restricted under law, the supplier shall allow workers to freely elect their own representatives. An effective grievance mechanism must be available to all workers to resolve internal disputes, employee grievances and to ensure effective, respectful, and transparent communication between workers, their representatives and management. (ILO Convention 87, 98 and 135).

Health & safety

We provide a safe, healthy, and non-hazardous working environment for all workers to prevent accidents and injury to health arising out of, linked with or occurring in the course of work or as a result of the operation of employer facilities. We ensure that security arrangements protect physical integrity and are consistent with International Standards. Furthermore, we expect our Suppliers to set up systems to detect, avoid or neutralize any threat to their employees' health and safety and to comply with all applicable local health and safety laws and regulations. The same principles will apply to our Suppliers who provide housing to employees. (ILO Convention 155)

Private or state security forces

Private or state security forces may not be used to protect the supplier's company if there is a risk that the use of the security forces violates the prohibition of torture and cruel, inhuman or degrading treatment due

to a lack of instruction or control by the supplier, or that there is a risk to life and health or to freedom of association and the right to collective bargaining.

At the operational level we enable our employees and others who could be affected negatively to report concerns or potentially unlawful practices at the workplace.

Continual improvement

We expect our suppliers to maintain a continual improvement program and take appropriate measures. Maier Sports GmbH supports in implementing these measures through engagement, education or training initiatives.

Joint measures for remediation

Safeguarding the above standards is a long-term learning and development process. In case of identified risks along the supply chain, the supplier and Maier Sports together undertake to immediately develop and implement an effective concept, including a dedicated time schedule.

If the implementation of the measures does not provide remedy, both parties are entitled to extraordinary termination.

Reporting concerns

We encourage you to report to our compliance ombudsperson any breaches of this Responsible Business Conduct and also any potential unethical or unlawful behavior on the part of the Schwan STABILO Group. Please use the whistleblower platform for this purpose:

<https://www.maier-sports.com/de-en/legal/compliance/whistleblowing>

<https://gonso.de/int-en/legal/compliance#whistleblowing>

With passion, sustainable location policy, and pioneering spirit Maier Sports and GONSO face the challenges of globalization. We move with the times!



Simone Mayer, Executive Management



Lothar Baisch, Executive Management
