

# SUSTAINABILITY BOOKLET

---

**PRODUCTS AND MATERIALS, SOCIAL RESPONSIBILITY AND  
PROTECTION OF THE ENVIRONMENT – HOW JACK WOLFSKIN  
COMMITTS TO SUSTAINABILITY**

---





# WELCOME

Dear Readers,

Ever since JACK WOLFSKIN was founded, sustainability has been a vital part of the company's DNA. We are particularly committed to four areas, in all of which we were able to make significant progress in the recent past.

In the manufacturing process we are dedicated to the conservation of resources. That's why we increasingly focus on products made from recycled materials. We are pioneers of innovative technologies.

To us, transparency in all processes is of utmost importance. We were the first company in the outdoor industry to disclose our entire supply chain.

Moreover, we take social responsibility! We have been a member of the independent Fair Wear Foundation (FWF) since 2010, thus significantly contributing to continuous improvement of working conditions in the clothing and textile industry.

We are "at home outdoors", so active environmental protection truly matters to us. Utilizing 100 percent green electricity, reducing CO<sub>2</sub> emissions on all transports, and manufacturing with "zero" pollutants, according to the ZDHC initiative, help us succeed.

Yours sincerely,

Melody Harris-Jensbach  
CEO JACK WOLFSKIN



## 04 SUSTAINABLE PRODUCTS

- 05 Weather protection - 100 % free of PFC
- 06 Recycled Materials & Organic Cotton
- 07 A major concern: Animal Welfare & Durable Products

## 08 TRANSPARENT SUPPLY CHAIN

- 09 Disclosure of all producers and processes - full overview available on our website

## 10 SOCIAL RESPONSIBILITY

- 11 Fair working conditions - a true "leader"

## 12 ENVIRONMENTAL PROTECTION

- 13 Green electricity, shopfitting & less CO<sub>2</sub> emissions
- 14 Zero dangerous chemicals – guaranteed!
- 14 Green Book: Pollution control for all products
- 15 Waste water control & packaging waste prevention



# SUSTAINABLE PRODUCTS

Products made from recycled material, 100 percent free of PFC, abandoning fur as well as angora wool - our sustainability goals continually drive us to develop innovative and environmental-friendly materials. To us, "at home outdoors" signifies not only enjoying our world in the outdoors - but, more importantly, do everything in our power to protect and preserve it.



# 100% PFC-free!

We have achieved our major goal: **In our summer 2020 collection, all apparel as well as all backpacks, bags, accessories and tents, are 100 percent free of PFC, i.e. without any per- and polyfluorinated chemicals!**

Outer fabric coatings based on PFC actually do have some benefits for weather protection clothing - they are durable and quite effective in terms of water-, dirt-, and oil-repellency. But they are also toxic and not or hardly bio-degradable. To that effect, PFC residue will cause damage to the environment and eventually find its way into the human organism via alimentation, air or water resources - thus eventually harming our health. Our sustainability standards contradict this chain of cause and effect.



[www.jack-wolfskin.com/information-pfc](http://www.jack-wolfskin.com/information-pfc)

For this reason, we had already abandoned the critical PFC substance PFOA (perfluorooctanoic acid) in 2009. Increasing our efforts, beginning in 2012, we have consistently focused on reducing the use of PFC in our products - fully eliminating PFC as of 2020 with our innovative, durable water-repellent coatings, which achieve the same repellency effect as the earlier, PFC-based products.



# RECYCLED!

A veritable milestone in terms of recycling is our fully rainproof TEXAPORE ECOSPHERE Jacket - **not only outer fabric and lining are made from 100 percent recycled polyester, but also the highly technical, waterproof membrane in between.** This technology is not available anywhere else in the world. For production of textile fabrics we mainly use PET bottles.

The membrane consists of cutting scraps, which are recycled from the production process. This specific recycling process is called Zero Waste concept: residue turns resource. For use in apparel and accessories such as hats or gloves, additionally we produce Fleece fabrics (NANUK ECOSPHERE) and synthetic paddings (MICROGUARD ECOSPHERE) made from 100 percent recycled synthetic material.



[www.jack-wolfskin.com/texapore-ecosphere](http://www.jack-wolfskin.com/texapore-ecosphere)  
[www.textileexchange.org/integrity](http://www.textileexchange.org/integrity)



# NATURAL!

Since 2013 we have been using **100 percent organic cotton**, from certified ecological origin, in all our products made from cotton or mixed cotton fabrics. High standards are applied to cultivation of organic cotton: Of course, the use of chemical fertilisers and pesticides, as well as genetic modification of seeds are totally prohibited. This “green farming” approach protects cotton farmers from health-hazardous substances - and benefits the ecological balance in the cultivation regions at the same time.

# DURABILTY!

A key aspect of our sustainability strategy is production of all-round high-quality products for long term durability. The longer our products are functional, the longer they will be in use - thus benefitting our natural environment. To significantly add life-span and durability to our products, **we offer a professional impregnation service\***, which provides our customers with the optimal care for their water-repellent or water-proof functional clothing items. All pieces are washed eco-friendly and impregnated 100 percent PFC-free.



[www.jack-wolfskin.de/impraegnen/?location=de](http://www.jack-wolfskin.de/impraegnen/?location=de)

\* At the moment in Germany and Austria



# ANIMAL WELFARE!

Treating animals species-appropriate is very important to us. That is why we thoroughly monitor the source of all materials of animal origin. Merino wool used in our manufacturing process must in principle be sourced from ethically kept sheep. **We have fully stopped the use of Angora rabbit wool and real fur.** By principle, we do not allow the use of down from live plucking and force-fed animals. When we do use down or feathers in our garments, they are sourced only from certified suppliers.

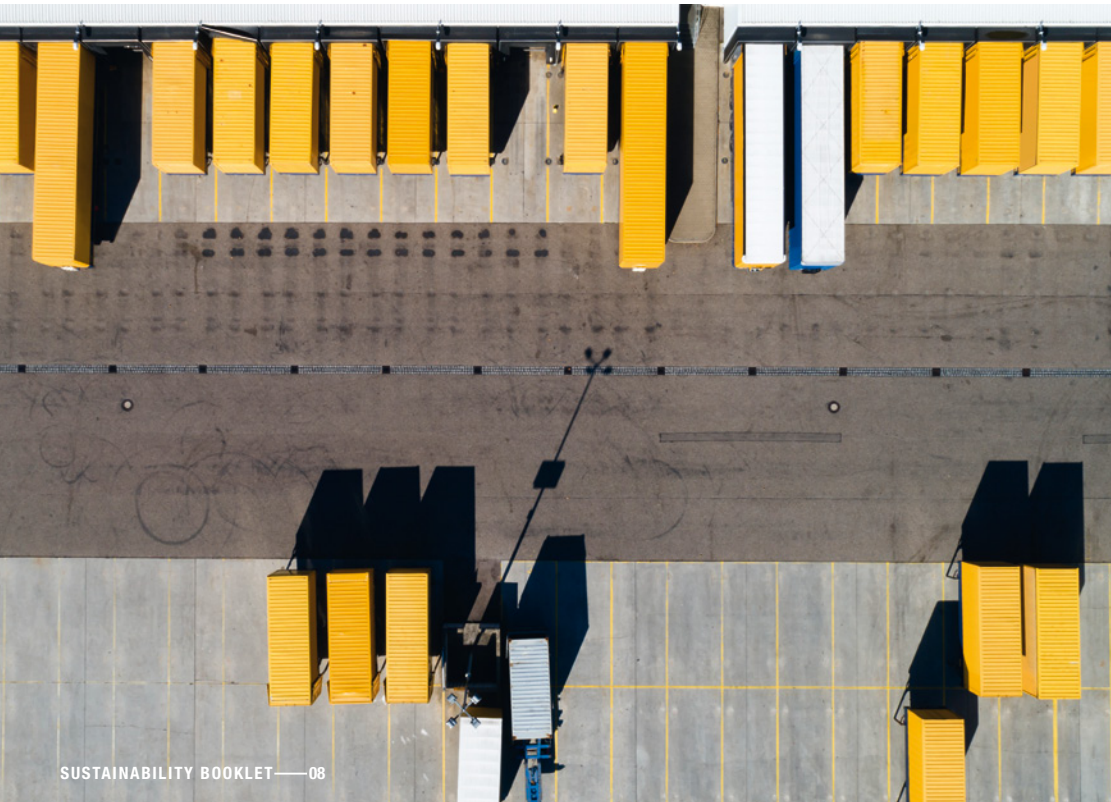


[www.responsibledown.org](http://www.responsibledown.org)



# TRANSPARENT SUPPLY CHAIN

Our customers naturally wish to know where their JACK-WOLFSKIN products are made, and how sustainable they were manufactured. This information may easily be researched on our homepage, where we disclose detailed information on all our suppliers. To identify the according supplier, labels on all our products provide a code specific to each supplier.



## TRANSPARENCY ON OUR HOMEPAGE - DISCLOSURE OF ALL MANUFACTURERS

The supply chains of our products are quite complex. Our Altis Women Softshell jacket in black, e.g. consists of 12 components - from outer fabric to various zippers to the care label. All components are manufactured by 12 different suppliers in various countries. Each supplier, in turn, cooperates with further suppliers. Thus, in total, 54 manufacturers and process stages contribute to the making of this jacket.

**For our entire product range, our supplier database provides us with an overview of all partners and process chains involved.** At any time, we may identify who manufactures which product - and whether they meet our high environmental and social standards. In case a supplier struggles to meet these high standards, we are able to help swiftly and straightforward in order to implement required improvements.

Since 2014, we have been disclosing a list of all our partners on our website - accessible to everyone: Moreover, we show individual results from monitoring fair working conditions, wastewater tests, as well as the current bluesign® status. Bluesign® membership ensures that in the entire production process no environmentally or health damaging substances are utilized.

To provide a comprehensive overview, we have divided our suppliers into three categories, which indicate the sustainability status of their manufacturing processes: "Pioneers", "Good with potential for improvement" and "In the early days". This way, anyone interested may receive information on our goals set, and monitor any progress made.



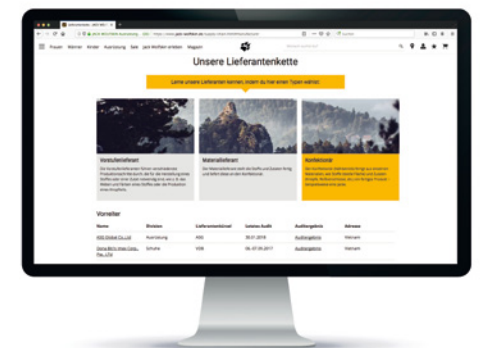
[www.jack-wolfskin.com/supply-chain.html#materialsupplier](http://www.jack-wolfskin.com/supply-chain.html#materialsupplier)

# 100 %

MONITORING OF SOCIAL STANDARDS IN ALL SEWING FACTORIES

# 67

SUPPLIERS ARE MONITORED BY US ON A REGULAR BASIS





# SOCIAL RESPONSIBILITY

We are globally committed to a fair working environment. Safe and fair working conditions in our supplier's production facilities are the basis for all our business relationships. All manufacturers are committed to comply with our Code of Conduct. We assist them with implementing the according requirements - together we have achieved a lot already.



**Fair, humane and safe working conditions are of central importance to us.** Regardless, if these apply to our own employees, or those of our suppliers. Amongst other measures, **we are member of the Fair Wair Foundation**, in order to accept our social responsibility. All our suppliers must agree to meet specific requirements as defined in our Code of Conduct - which we monitor through social audits on site on a regular basis. The Fair Wear Foundation is an independent, non-profit organization, which is committed to the improvement of working conditions in the textile and clothing industry.

In a joint effort with various stakeholders - FWF members, further non-profit, non-governmental organisations (NGOs), employers' and employees' unions in Asia and Europe, as well as government representatives - the FWF develops useful solutions for manufacturing sites worldwide. We have been a member of the Dutch foundation since 2010. Every year, conducting a

"Brand Performance Check", the FWF monitors business practices of its member companies, as well as working conditions on site in partner factories. The results of this review are published transparently by the Fair Wear Foundation as well as JACK WOLFSKIN on their respective websites.

**In 2019, for the fifth consecutive time, our commitment was awarded "Leader Status", the best possible rating.** Mainly because we monitor our entire production chain, effectively improve working conditions on site in a joint effort with our partners - and actually exceed some of the general requirements.



[www.fairwear.org](http://www.fairwear.org)

[www.jack-wolfskin.de/brand\\_performance\\_check\\_2018](http://www.jack-wolfskin.de/brand_performance_check_2018)

## 8

### CODE OF CONDUCT FOR FAIR WORKING CONDITIONS - OUR EIGHT STANDARDS

1. no forced labour
2. no discrimination in the workplace
3. child labour is not tolerated
4. the right to form association and collective negotiations is granted
5. wages securing a livelihood
6. reasonable working hours
7. safe and healthy working conditions
8. legally binding employment contracts for all employees

# ENVIRONMENTAL PROTECTION

Wherever possible, we are continuously committed to protecting nature - within our company, on production sites, as well as throughout the entire supply chain. To this end, we are reducing CO<sub>2</sub> emissions on all our transport routes, implement sustainable shopfittin, and utilize green electricity as well as eco-friendly mobility. We avoid waste and have banned use of hazardous chemicals!

## WE USE 100% GREEN ELECTRICITY- IN PART SELF-PRODUCED

Aside from reducing our electricity consumption, we focus on the use of renewable energy sources. **Since 2012, in all Jack Wolfskin locations in Germany, Austria and Switzerland, we have switched entirely to green electricity.** Some part of our electricity we actually produce ourselves - via Photovoltaic systems at our company locations in Idstein and Neu-Wulmstorf.



## ECO-FRIENDLY FURNISHING AND LIGHTING IN OUR STORES

We commit to sustainability as well, when equipping our stores, and **use no PVC at all.** We carefully select durable and long-lasting, natural materials such as domestic woods, and use construction materials, which are recyclable and put very little stress on the environment. Just as important is **reusability of shop elements.** Moreover, we have implemented an energy-saving lighting concept.

## WE REDUCE CO<sub>2</sub> EMISSIONS IN ALL TRANSPORTS

The major factor to reducing our transport-induced carbon dioxide emissions is the complete reorganization of our logistics processes - **the key lies in effective Supply Chain Management (SCM).** At **JACK WOLFSKIN** we rely on an efficient, fully integrated planning and control system, which we have implemented in 2017 and since use to coordinate our global supply chain and optimize it on all levels. For each individual freight, we

may determine the most economic, as well as most ecological transport, taking into consideration availability date, means of transport, and route including accompanying CO<sub>2</sub> emissions. Thus being able to reduce those emissions significantly. We were able to largely replace air cargo - favouring cargo by ship. We now transport 90 percent of our global inbound cargo, which accounts for the majority of our CO<sub>2</sub> emissions, by sea.

### SCM SUPPLY CHAIN MANAGEMENT



MANAGEMENT ANALYSIS LOGISTIC TIME TO MARKET PLAN DISTRIBUTION PROCUREMENT PROFIT



## **BINDING GREEN BOOK**

In our Green Book, we list all substances that must not be used in our products, including e.g. buttons or zippers. If unavoidable - exceptions are possible for minimal amounts considered harmless. **The Green Book is a binding, integral part of our contracts with all our suppliers** since April 2007. By means of comprehensive tests, we assure that our specifications and requirements are adhered to. The product testing is performed by independent, accredited laboratories in Germany.



[www.jack-wolfskin.de/greenbook\\_2019](http://www.jack-wolfskin.de/greenbook_2019)



## **SAFE, SUSTAINABLE MANUFACTURING PROCESSES**

The independent bluesign® system aims to achieve a fully sustainable textile production - it imposes the highest demands on workplace safety, consumer protection, conservation of resources and minimization of water and air emissions. **By monitoring chemicals prior to the start of the production process, substances potentially hazardous to the environment or health can be excluded from the outset.** All levels in the production process are monitored independently as well as comprehensively. We have been bluesign® system partner since 2011; "bluesign® approved" fabrics are used for production of a very large portion of our apparel product range.



[www.bluesign.com/en](http://www.bluesign.com/en)



## **BAN OF HAZARDOUS CHEMICALS!**

Together with the ZDHC initiative ("Zero Discharge of Hazardous Chemicals"), **we have established a comprehensive list of chemicals, which must not be used during the production process, or only in strictly limited maximum concentrations.** By applying this "Manufacturing Restricted Substances List" (MRSL), we may avoid these possibly harmful substances, and in turn avoid possible negative effects on people's health or the environment beforehand.



[www.roadmaptozero.com/mrsl\\_online/](http://www.roadmaptozero.com/mrsl_online/)

**Ø ZDHC**  
Zero Discharge of  
Hazardous Chemicals



## **WE AVOID PACKAGING WASTE!**

Protective packaging for our products, such as used in container transports, cannot be entirely avoided. **We have reduced further packaging waste as much as possible, though:**

- For a number of years, we have only been providing re-usable, sturdy paper shopping-bags in our stores.
- hangtags are made from FSC-certified paper.
- Plastic transport packaging will gradually be replaced by 100 percent recycled bags.
- Optimised delivery to our Stores - several small deliveries, with few items each, will be changed to less frequent, thus larger deliveries with more items each.



