



Action plan: Stop, prevent or reduce negative impact / damage

Footwear

CHINA				
Goals	Next steps	Responsibility	Deadline	Status
Shoes Manufacturing (T1)				
Mapping out lacks and opportunities in our suppliers social management systems, implementation of action based on findings	Operational Manager Asia updates Supplier Overview and Agent Overview document with certifications used at suppliers, which will lead to new actions where systems are lacking	VP Sourcing & Purchasing	aug.24	
Initiate measures to establish stakeholder dialogue with trade unions etc	In dialogue with factory management on on-site visits in dec 23	VP Sourcing & Purchasing	des.23	Completed
Raw Material Extraction, natural rubber (T4)				
Update our Code of Conduct with mandatory geo location of all natural rubber		Head of Sustainability	jan.24	Completed
Communicate updated CoC with our suppliers		VP Sourcing & Purchasing	feb.24	Completed
Raw Material Extraction, fossil-based (T4)				
Update minimum criteria for suppliers to include alternatives to fossil-based materials and communicate with our suppliers		VP Sourcing & Purchasing	jan.24	Completed
Explore opportunities to nominate recycled material suppliers. Research bio-based materials	Research of materials	Head of Sustainability	des.24	
PFAS				

Update our Code of Conduct with a new ban on PFAS		Head of Sustainability	jan.24	Completed
Update our RSL		Head of Sustainability	jul.24	
Nominate PFAS-free suppliers of membranes		CPO	des.24	
VIETNAM				
Goals	Next steps	Responsibility	Deadline	Status
Shoes Manufacturing (T1)				
Mapping out lacks and opportunities in our suppliers social management systems, implementation of action based on findings	Operational Manager Asia updates Supplier Overview and Agent Overview document with certifications used at suppliers, which will lead to new actions where systems are lacking	VP Sourcing & Purchasing	aug.24	
Partake in a living wage pilot project together with other footwear brands	Investigate opportunities and seek collaboration	Head of Sustainability	des.24	
Initiate measures to establish stakeholder dialogue with trade unions etc	In dialogue with factory management in on-site visits in nov 23	VP Sourcing & Purchasing	nov.23	Completed
Educate workers on their rights and responsibilities	Pilot project with social dialogue training tool, ex. Quizrr or Amfori	VP Sourcing & Purchasing	des.24	
Raw Material Extraction, fossil-based (T4)				
Update minimum criteria for suppliers to include alternatives to fossil-based materials and communicate with our suppliers		VP Sourcing & Purchasing	jan.24	Completed
Explore opportunities to nominate recycled material suppliers. Research bio-based materials	Research of materials	Head of Sustainability	des.24	
PFAS				
Update our Code of Conduct with a new ban on PFAS		Head of Sustainability	jan.24	Completed
Update our RSL		Head of Sustainability	jul.24	
Nominate PFAS-free suppliers of membranes		CPO	des.24	

Apparel

CHINA				
Goals	Next steps	Responsibility	Deadline	Status
Raw Material Extraction, fossil-based (T4)				
Update minimum criteria for suppliers to include alternatives to fossil-based materials and communicate with our suppliers		VP Sourcing & Purchasing	jan.24	Completed
Explore opportunities to nominate recycled material suppliers. Research bio-based materials	Research of materials	Head of Sustainability	des.24	