



MODERN SLAVERY STATEMENT

2024 / 2025

CAMPER

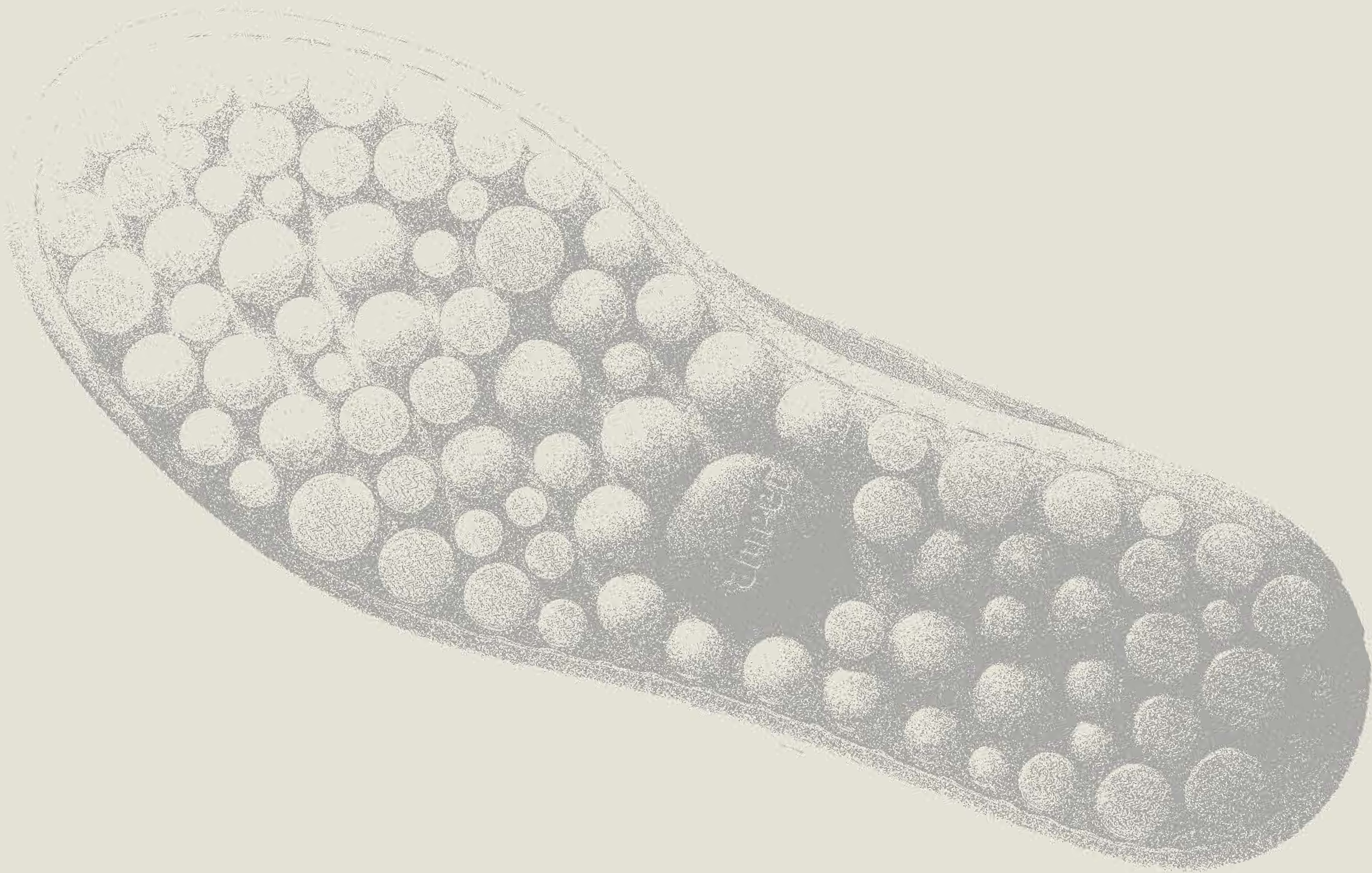
01 ABOUT CAMPER	03
01.1 INTRODUCTION	05
01.2 CEO LETTER OF COMMITMENT	06
01.3 OUR VALUE CHAIN	07
02 OUR GOVERNANCE	08
02.1 OUR POLICIES	10
02.2 RISK MANAGEMENT SYSTEM	11
03 DUE DILIGENCE	12
04 ACTION AND MEASUREMENT	14

01



ABOUT

CAMPER



In compliance with the UK Modern Slavery Act 2015 (MSA), the California Transparency in Supply Chains Act 2010 (CTA), and the Australian Modern Slavery Act 2018, Camper publishes this statement to address the critical issue of modern slavery.

Recent global estimates from the International Labour Organization (ILO) indicate an alarming 50 million people are in conditions of modern slavery, a significant increase since 2016. This issue is particularly prevalent within the apparel industry, where the complexities of supply chains can create a high-risk environment.

At Camper, we view the fight against modern slavery as a core responsibility. We are committed to a zero-tolerance policy for all forms of exploitation, including forced labor and forced marriage. This report will detail the proactive measures we take to identify and mitigate these risks across our operations and supply chain. We believe that by fostering greater transparency and implementing robust due diligence, we can contribute to the global effort to protect the dignity and rights of all workers.

Our legacy goes back over 145 years, when the Fluxà family began making shoes in Mallorca, in the heart of the Mediterranean. By using the highest quality materials and the most innovative manufacturing processes and machinery, the family helped establish the island as a region known throughout Europe for producing high-quality footwear.

ABOUT CAMPER

Challenging the status quo since 1975

In 1975, Lorenzo Fluxà, the third generation of our shoemaking family, founded Camper to create footwear that was easy to wear and hard to define.

Our first shoe, the Camaleón, was a unisex design inspired by the footwear of local farmers, who made their own shoes using recycled materials.

Each season we continue to develop unique collections from Inca, Mallorca, combining iconic products such as Pelotas, Peu, or Twins with new products such as our Kobarah, Junction, or Tossu. All products share the same values: a unique and inclusive design; the highest quality and comfort; useful, sustainable products designed for maximum durability and repairability.



LETTER FROM OUR CEO

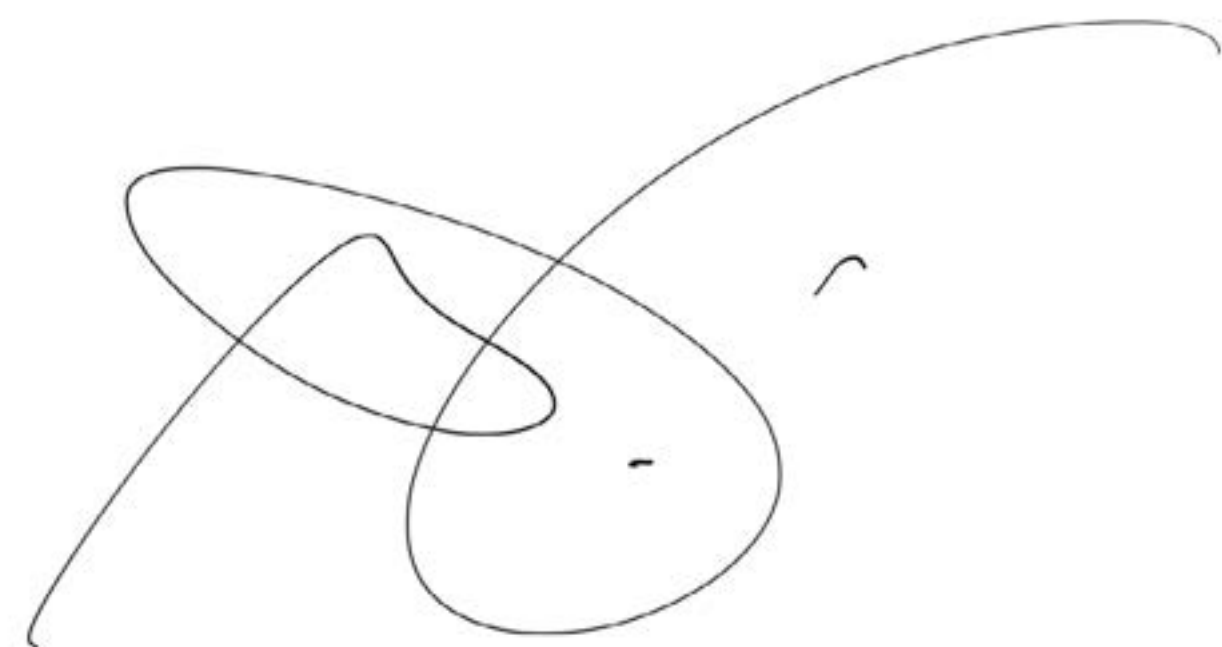
As a family business, the well-being of our people and partners is at the heart of everything we do. We remain deeply committed to our core values of social and environmental responsibility and sustainability.

We are proud of the significant progress we made last year. We ensured that 100% of our manufacturing (Tier 1) and raw material (Tier 2) suppliers adhered to our Code of Conduct and completed our ESG Questionnaire. Furthermore, 96% of our Tier 1 manufacturers underwent third-party social audits, providing transparent insight into working conditions. These achievements are a testament to our ongoing efforts to build a more ethical and resilient supply chain.

We are acutely aware of the alarming global context. With recent estimates indicating 50 million people live in conditions of modern slavery, we recognize that complacency is not an option. Our B Corp certification, obtained in 2022, is a cornerstone of our efforts, enhancing our ability to detect and address human rights violations.

This statement embodies our dedication to eradicating modern slavery from our operations and supply chain. I sincerely thank our stakeholders, partners, and the entire Camper team for their support. Together, we will continue to work towards a future where the dignity and rights of all workers are protected.

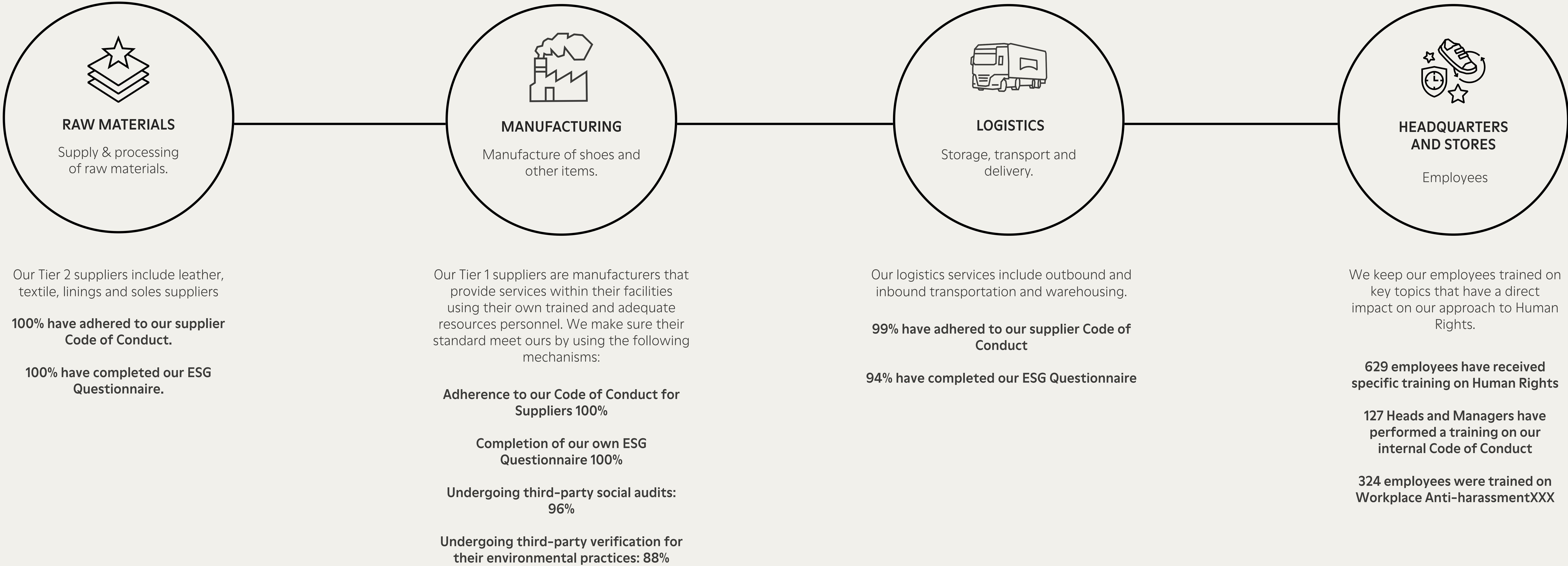
Miquel Fluxà, CEO



OUR VALUE CHAIN

By meticulously mapping our value chain, we gain a comprehensive view of the social and environmental dynamics involved in the production and distribution of our footwear. This essential process allows us to not only identify all key stakeholders but also to pinpoint potential risks and the corresponding ESG (Environmental, Social, and Governance) impacts within our operations.

This deep understanding is fundamental to our strategy. It empowers us to develop and implement targeted measures to mitigate these risks, thereby strengthening the resilience and ethical integrity of our entire value chain. Our approach is designed to ensure that from raw materials to final product, every step is aligned with our commitment to social accountability and sustainability.



02



OUR

GOVERNANCE



OUR GOVERNANCE

We believe that our responsibility extends beyond profit creation to encompass the well-being of people and the planet. Our governance model is designed to promote responsible and ethical growth, ensuring that our operations are conducted with integrity and respect for human rights. This commitment is reflected in our "Modern Slavery Statement," which outlines our comprehensive approach to preventing modern slavery and human trafficking within our supply chain.

Our robust Governance, Risk, and Compliance (GRC) System underpins our commitment to ethical and responsible management practices. The GRC System comprises several key pillars:

- 1. Code of Conduct and Ethics. Our Code of Conduct and Ethics serves as a foundational document guiding the behavior and decisions of our employees. It establishes the principles and standards that we expect from everyone associated with Camper.
- 2. Policies. We have implemented a range of policies to support our ethical commitments, including our Human Rights Policy and Purchasing Policy. These policies provide clear guidelines on respecting human rights and responsibly sourcing materials.
- 3. Risk Management System. Our Risk Management System is dedicated to identifying, assessing, and mitigating risks across our operations.
- 4. Organisational Management System. We have established a comprehensive Organisational Management System to ensure that all aspects of our business are aligned with our ethical commitments. This system facilitates transparent decision-making and efficient management practices.
- 5. Compliance System. Our Compliance System monitors and enforces adherence to all relevant laws, regulations, and internal policies. It serves as a critical safeguard to ensure that our operations remain compliant with legal and ethical standards.

The integration of these pillars within our GRC System ensures the efficient management of our practices, safeguarding the well-being of our workers. By maintaining rigorous standards and procedures, we strive to create a safe, respectful, and equitable environment for all individuals involved in our operations.



OUR POLICIES

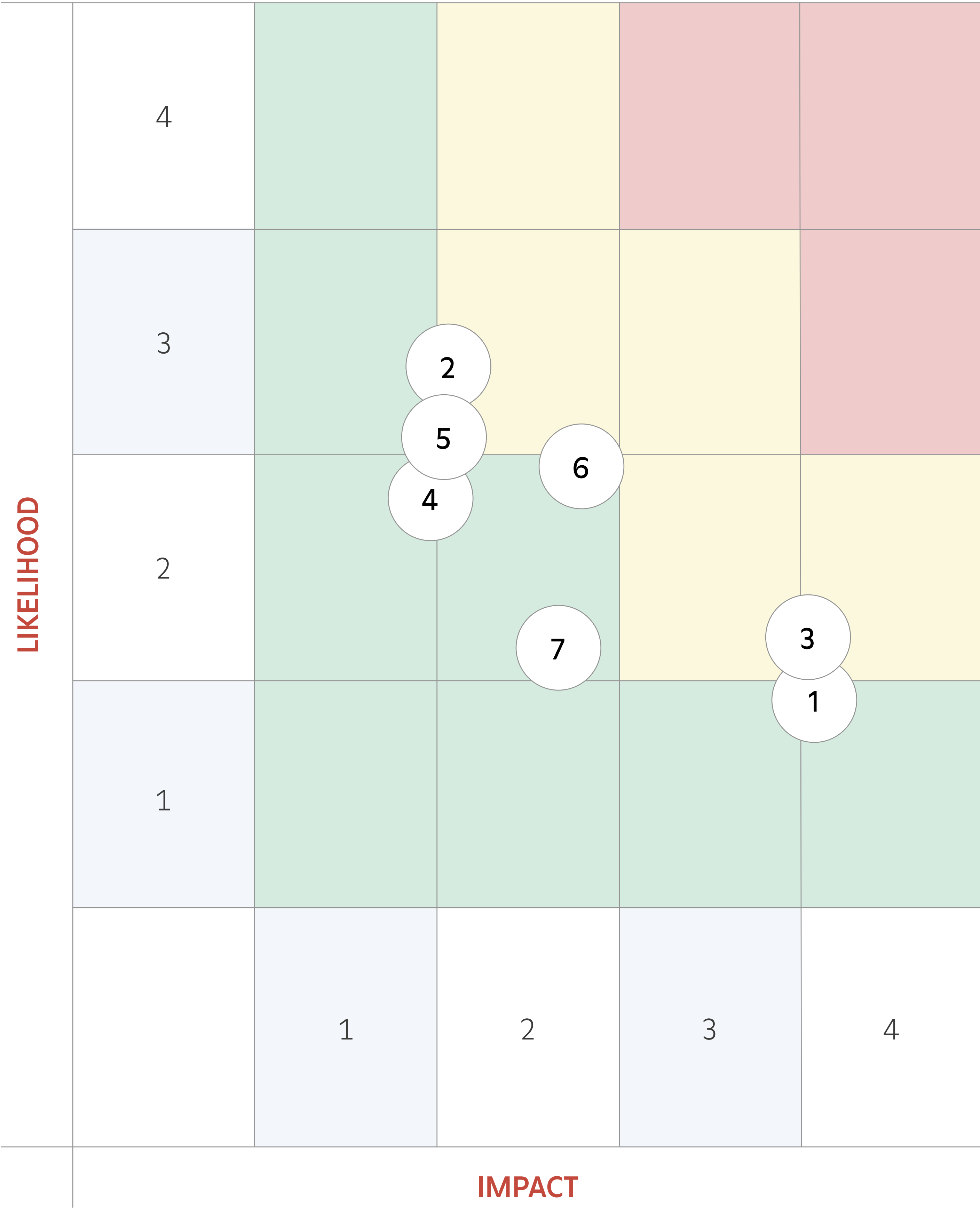
Camper's corporate policies strengthen compliance and governance by providing clear guidelines for employee behavior, mitigating risks, and ensuring legal and ethical operations. Basing policies on international human rights standards, like the Universal Declaration of Human Rights and the International Labour Organization's Declaration, underscores our commitment to ethics and enhances our reputation. This alignment fosters stakeholder trust and promotes a fair, respectful workplace culture, demonstrating dedication to human rights and a sustainable business environment.

OUR COMMITMENTS	POLICIES, MECHANISMS AND MANAGEMENT TOOLS	SUPPORT POLICIES
Creation of Lasting Value	Compliance Policy	It ensures adherence to laws and reflects our commitment to ethics, integrity, and social responsibility as stated in our Code of Conduct and Ethics. We urge all team members to understand and commit to these principles, recognizing our collective responsibility to maintain the company's integrity and contribute to society.
	Risk Management Policy	By identifying, assessing, and mitigating potential risks, we enhance operational resilience and promote a proactive culture of safety and efficiency. A comprehensive Risk Management Policy prepares the company for uncertainties, supporting sustained growth and instilling stakeholder confidence.
Commitment to Our Team	Occupational Risk Prevention Policy	By integrating preventive management into all activities and decisions, the organization protects employees from exploitative practices and upholds their rights and dignity. Promoting teamwork and cooperation reinforces a culture of vigilance and support.
	People Policy	The People Policy sets a minimum standard, respecting laws and regulations where the Camper operates and is key to fighting modern slavery and human rights violations, ensuring all entities protect human rights and prevent exploitation. It reinforces a commitment to comply with laws internationally and locally, upholding human dignity globally.
Strong and Solid Relationships	Supplier Code of Conduct	Camper is committed to being a responsible employer, focusing on a People Policy that fights modern slavery and human rights abuses by upholding individual rights and professional growth. Our culture of teamwork and empowerment naturally opposes modern slavery and rights violations, aiming to ensure a safe, fair, and respectful workplace through strong policies and standards.
	Purchasing Policy	We prioritize quality products and reliable suppliers, selecting them through transparent criteria for long-term partnerships. Our Purchasing Policy ensures suppliers meet ethical standards. This approach underscores our commitment to social responsibility, ethical procurement, and sustainability, protecting the dignity and rights of individuals in our value chain.
	Procurement Guidelines	These guidelines are designed to ensure that procurement processes are conducted in a fair, transparent, and consistent manner. They include specific criteria and requirements aimed at identifying and mitigating the risks of forced labor, human trafficking, and other forms of exploitation within the supply chain.
Duty in Society	Human Rights Policy	This policy ensures that both the organization's operations and those within its supply chain adhere to these standards, thereby fostering a responsible and ethical working environment. By implementing a zero-tolerance policy towards any form of human and labour rights violations, including modern slavery, the organization guarantees accountability and promotes continuous improvement in preventing such abuses.
Promise to the Planet	ESG Policy	By having this policy, we guarantee that there is no exploitation or abuse in our supply chains and operations. By doing so, not only is social and environmental well-being promoted, but a positive and sustainable contribution is also made to the well-being of the communities involved.

RISK MANAGEMENT SYSTEM

A Risk Management System plays a crucial role in defining, identifying, managing, and controlling both internal and external risks within an organization's framework. Our approach includes three lines of defense, which leverage best practices in risk management and control. This model effectively integrates, coordinates, and aligns all support and assurance functions to handle both existing and potential risks efficiently.

RISK/OPPORTUNITY	RISK/DESCRIPTION	IMPACT (1-5)	LIKELIHOOD (1-5)	TOTAL RISK (1-5)
1. Forced Labor and Child Labor	Abuse of power or of a situation of vulnerability of certain people to force them to work; child labor; forced or bonded labor.	3,24	1,25	4,05
2. Working hours	Long working hours, lack of breaks, overtime, vacations and/or leaves in breach of the regulations in force in the country where the organization operates. Limited time to address all responsibilities generating a continuous overload of work.	2,18	2,33	5,07
3. Unfair wages	Setting of unfair wages and/or below the legal agreement or regulation of the country where the organization operates; and/or below the "living wage" (which does not guarantee a dignified life).	3,19	1,26	4,00
4. Freedom of association and collective bargaining	Violation of the rights to freedom of association and collective bargaining, leading to high social and union pressure and potential reputational damage.	2,00	1,88	3,75
5. Health and Safety	Deficient compliance with occupational health and safety regulations by procure-ment, purchasing, and service providers, resulting in occupational accidents and a reactive rather than preventive approach due to the lack of audits.	2,10	2,11	4,43
6. Harassment and Abuse	Events of workplace harassment (including physical, verbal, sexual or psychological harassment, abuse or threats) and gender-based sexual violence in the workplace. Failures in the harassment prevention system, with the consequent reputational damage by associating the organization with such an event.	2,71	1,97	3,23
7. Discrimination	Discrimination against people in the organization's facilities based on non-objecti-ve criteria (gender, origin, age, religion, functional or intellectual diversity, etc.).	2,65	1,20	3,19



03



DUE

DILIGENCE



DUE DILIGENCE

Monitoring potential risks of modern slavery and human rights violations is especially relevant to our organization. At Camper, we have implemented several control mechanisms and made resources available for our stakeholders to address these critical issues. Such measures are fundamental to ensuring the integrity and ethical standards of our operations.

Supplier Code of Conduct

Declaration that describes the environmental, social and ethical manner in which Camper acts in its business relationships, and the minimal requirements that are requested to all companies which intend to establish commercial relations with Camper as suppliers.

ESG Questionnaire

Self-assessment to be completed annually by suppliers to ensure that they are following the Suppliers Code of Conduct and Camper's ESG Commitments.

Purchasing Policy

This document aims to optimize procurement by prioritizing first-level suppliers and fostering long-term relationships. We contract based on objectivity and transparency, balancing supplier solvency with Camper's interest in securing favorable conditions.

Factories Suppliers Scorecard

Internal assessment dashboard designed by Camper to evaluate the performance of the factories during the production of each season.

ESG Audits platform

Audits through online platforms where environmental, social and labor aspects are assessed / audited by an independent third-party, among others.

Restricted Substances List

List which intends the elimination of toxic substances and progressive substitution of the rest of materials with other, less aggressive ones, insofar as the products are available on the market and comply with similar quality standards.

Whistleblowing Channel

Camper has its own tool for calling behaviours that go against laws, regulations and internal policies. This channel serves as a confidential way for employees and other stakeholders to report any concerns or suspicious activities regarding unfair treatment or rights violations within the company or its operations, ensuring that these issues are addressed promptly and appropriately.

Training

The importance of training in combating modern slavery cannot be overstated. At Camper, this commitment begins with our onboarding process, which includes various training modules, including one on our Code of Conduct. This ensures all employees are aware of our ethical standards and practices, reinforcing our resolve to combat modern slavery and uphold human rights.

Social Audits

Conducted by independent third parties, these assessments are designed to evaluate labor conditions, safety standards, among other topics related to modern slavery. By providing a vital snapshot of factory conditions and potential risks, social audits are a fundamental part of our broader, ongoing strategy to foster ethical practices and ensure a transparent supply chain.

04



ACTION AND MEASUREMENT



ACTION AND MEASUREMENT

In 2024, we continued to strengthen our commitment to identifying and addressing any risks related to modern slavery or human trafficking across our operations and supply chain. As part of this effort, we revised our approach to case classification within the WhistleBlower channel to improve our ability to detect and respond to potential concerns more effectively.

This year, we received 10 reports through the WhistleBlower channel related to workplace matters. Although none of these cases were confirmed to involve modern slavery or human trafficking, each report was thoroughly reviewed under our updated framework to ensure swift and appropriate handling.

Our proactive approach reflects our ongoing dedication to ethical business conduct and human rights. Any credible concern is met with immediate investigation, collaboration with relevant stakeholders, and, when necessary, escalation to the appropriate authorities to ensure corrective action is taken.

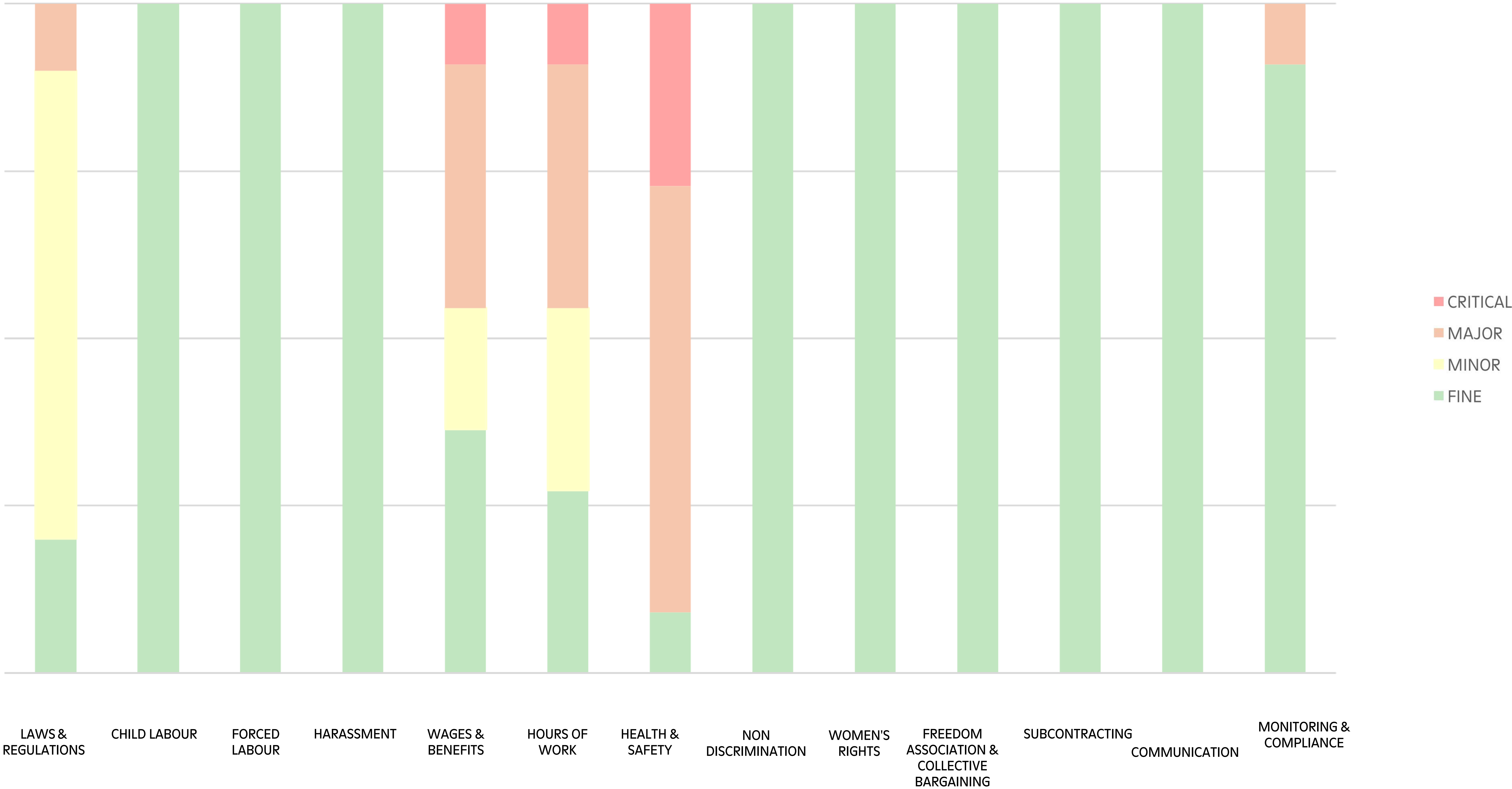
Looking forward, we remain fully committed to fostering a culture of transparency, accountability, and zero tolerance for any form of modern slavery. We will continue enhancing our monitoring systems and strengthening engagement with suppliers to uphold the highest standards of integrity across our value chain.

SCOPE	KPI	2023	2024	2025
COMMITMENT & EMBEDDING	Strengthen Code of Ethics and Conduct	63% of our employees trained on our Code of Ethic and Conduct	127 Heads and Managers have performed a training on our internal Code of Conduct	Goal to train 100% of new hires
COMMITMENT & EMBEDDING	75% of employees trained on Human Rights related issues	No updates	629 employees have received specific training on Human Rights	Goal to train 100% of new hires
COMMITMENT & EMBEDDING	Whistleblower Policy and Procedure enforcement	Policy and Procedure updated to make them compliant with Spanish regulation	Disclosure of Whistleblower Policy and Procedure included in key trainings.	Disclosure of Whistleblower Policy and Procedure included in key trainings.
COMMITMENT & EMBEDDING	100% of our manufacturers to adhere to our Suppliers Code of Conduct and to complete our ESG Questionnaire	93% of our manufacturers have adhere to our Suppliers code of Conduct and completed our ESG Questionnaire	100% of our manufacturers have adhered to our Suppliers code of Conduct and completed our ESG Questionnaire	Goal of 100% of our manufacturers
COMMITMENT & EMBEDDING	100% of our materials suppliers to adhere to our Suppliers Code of Conduct and to complete our ESG Questionnaire	92% of our materials suppliers have adhered to our Suppliers code of Conduct and completed our ESG Questionnaire	100% of our materials suppliers have adhered to our Suppliers code of Conduct and completed our ESG Questionnaire	Goal of 100% of our materials suppliers
ASSESS AND TRACK	Keep Risk Map Updated	No major updates	No major updates	Evaluate human rights risks individually
ASSESS AND TRACK	Sustainability Report published and verified by an independent third-party	Published and Verified	Published and Verified	Published and Verified
ASSESS AND TRACK	UN's Global Compact Communication on Progress	Published	Published	Published
REMEDY AND GRIEVANCE	Publicly report on cases received through the Whistleblower Channel and their remedy	6 cases reported in 2023 - None on Modern Slavery	10 cases reported in 2024 - None on Modern Slavery	None cases on Modern Slavery

ACTION AND MEASUREMENT

To focus on modern slavery across our entire value chain, we prioritize close collaboration with our key manufacturing partners. As a critical part of this commitment, we conducted social audits at our main factories between 2024 and 2025 through an independent third party.

These audits allow us to gain a clear understanding of working conditions and identify areas for improvement. By evaluating key aspects we can work directly with our suppliers to enhance their practices. This process not only ensures their alignment with our ethical standards but also helps build a more transparent and responsible supply chain for everyone.





More information on Modern Slavery can be requested at esg@camper.com
Any reports or concerns regarding this topic can also be directed via our
Whistleblower Channel <https://report.whistleb.com/en/camper>