

Smart Report



Sustainability



Care



Air



Respect



Performance



Authenticity

The Green Manifesto.

SCARPA

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Letter to Stakeholders

From the outset, the **SCARPA** company philosophy has been based on respect for the environment, people and the community; it could hardly be otherwise for a business rooted in a passion for nature and the mountains. Working sustainably today means creating a new business model, having the capacity to measure and programme the short and long-term effects of our activity with rigour and transparency, and accompanying our industrial strategy with a sustainability plan.

At SCARPA we have concrete commitments to:

- respect and care for our employees and communities
- reduce the impacts of our manufacturing processes
- create products that last longer and pollute less
- provide a circular alternative for the end-of-life management of our products
- explore completely recycled and certified materials.

We work within an interdependent system: our objectives cannot be achieved without the constant involvement of the various areas of the **SCARPA** Group, our suppliers and commercial partners, our customers and institutions.

With this first **Smart Report** we aim to inform our stakeholders about a selection of the initiatives we implemented in 2021, and announce our commitments for the years to come.

Our heritage of artisan excellence has given our brand strong value and global recognition. With a new investment plan, **SCARPA** is laying the foundations that will enable us to look to the future and outline targets for growth, increased productivity, efficiency and new virtuous business models, always with the least possible environmental impact.

Introduction to the company

SCARPA is an Italian company specialising in the production of outdoor footwear for mountaineering, rock climbing, trail running, trekking, urban wear, ski mountaineering and telemark.

Our Story

Founded in 1938 in Asolo (province of Treviso) as Società Calzaturieri Asolani Riuniti Pedemontana Anonima (hence the acronym S.C.A.R.P.A.), today **SCARPA** is based in the heart of Veneto's footwear manufacturing district, but operates internationally, with subsidiaries in Germany, the USA, China, Romania and Serbia.

Our Values

Quality, performance durability, innovation and a focus on environmental issues. These values constitute a link between the company's origins and history and its future.

The Green Manifesto

Sustainability is the keystone of **SCARPA**'s approach to production. In 2021 we launched our **Green Manifesto**, a systematic commitment that outlines the company's sustainability principles and actualises them in new initiatives geared to bringing our operations into line with the highest international standards.

S — Sustainability
C — Care
A — Air
R — Respect
P — Performance
A — Authenticity

Overview

Evaluation of the company's impact using the Benefit Impact Assessment (BIA)

In 2019 **SCARPA** embarked on a course of strategic development with the support of Nativa, the Regenerative Design Company, in order to shift its business model towards a paradigm based on **principles of economic, environmental and social sustainability**. For objective measurement of its impact, **SCARPA** uses the **Benefit Impact Assessment**, one of the most robust, exhaustive and commonly-used standards in the world.

Developed by **B Lab**, the tool is used by more than 200,000 companies and measures five macro-areas: **governance, people, community, environment and customers**, as a guide to identify the strategic directions for action aimed at improvement.

In 2021 **SCARPA** measured its performance in Italy, obtaining a score of more than 80 points*, in addition to a rating of excellent in terms of positive impact generated.

In the course of 2021, **SCARPA** undertook to broaden its scope through an evaluation of the sustainability performance of all the branches assessed, with the aim of drafting an improvement plan for the group's international operations. Specifically, the group will conduct two separate BIAs for non-emerging countries (branches in Italy, USA and Germany) and emerging countries (branches in Serbia, Romania and China).

GOVERNANCE

16.8



PEOPLE

23.1



COMMUNITY

16.3



ENVIRONMENT

15.6



CUSTOMERS

9.2



81*/200

*The score is the result of a self-assessment not verified by B Lab, the minimum score for the certification is 80.



Sustainability

No shoe
can be
100%
sustainable.

This is why our perpetual goal is to improve the environmental and social sustainability profile of everything we do along the entire life cycle, from raw materials to product recycling.

We feel we have a responsibility towards the generations of today and of the future.

Our path to sustainable innovation is concrete, it has measurable targets and uses the world's most robust assessment standards as a benchmark. This makes the authentic vision of our commitment clear, both to us and our stakeholders.

The Commitments

Benefit Corporation

The parent company is considering the adoption of the legal status of Benefit Corporation in the interests of general benefit.

Sustainability Governance

The governance of the parent company covers non-financial economic objectives as well as financial aspects, involving all subsidiary companies.

Management By Objectives (MBO)

The group sets an MBO model on the social and environmental performance of at least 80% of its main lines in non-emerging countries and at least 80% of CEOs in the emerging countries.

Purpose, Mission & Vision

Mission and Values

We sustainably create and produce the most innovative footwear, designed to reach any height.

We believe in **respect for the mountains, for nature and for future generations**; this translates into a planning process whose aim is to create a circular system. **SCARPA** systematically adopts innovative solutions and technologies which allow us to **minimise our consumption of natural resources**, reduce waste and lower our negative impacts on the environment. Excellence, innovation, quality, connection with the local area, vision for the future: these are the values that have always inspired our work.



SDGs

17 PARTNERSHIP
FOR
OBJECTIVES

Governance

Roles and Skills

Thanks to collaboration between the HR and CSR departments and Nativa, we have mapped the roles and skills of 54 positions in the company and supplemented each **role with tasks relating to sustainability**. A particular focus is on ensuring that all employees follow a **professional conduct based on a culture of sustainability**, both in their relations with colleagues and suppliers, and in operational decisions. We have also established a feedback system in order to **verify the professional development of employees**, which covers ESG as well as technical knowledge, including the values of our **Green Manifesto** and the **B Corp** certification process, with its goals relating to impact on the environment, people, community and customers.



SDGs

17 PARTNERSHIP
FOR
OBJECTIVES



Care

We don't care for planned obsolescence because we value time and nature together with reducing consumption and waste.

A mix of experience, craftsmanship, skill and passion - is what gives you that very important sense of security that lets you connect with the mountain and fully experience the environment.

For us care is also about concern and awareness, to ensure working conditions and processes are always respectful of nature and, most importantly, people.

The Commitments

Product durability

The Group implements a system to measure product durability in emerging and non-emerging countries against the sector standards.

Customer satisfaction

The parent company is committed to maintaining the level of customer satisfaction above 60%.

Initiatives for community support

The Group outlines a plan for donations and investment in the community for both emerging and non-emerging countries.

Customer care

Products (re)created for long life

Reduce, recycle, reuse, regenerate, repair, resole: This is the **SCARPA** vision for product design. Resoling for boots and climbing shoes is considered at the design stage, so that repairs can be carried out easily. **Prolonging the life of the product is the best way to care for the environment** and reduce our consumption of resources and waste production.

This is why we build our products so that they can be resoled: in 2021 we repaired 2,778 pairs of shoes and boots, thanks to a network of official resoling specialists who use original materials supplied by **SCARPA**.

+39%
Footwear repaired in 2021 compared to the previous year.

25
Official **SCARPA** resolers in Europe.



SDGs
12 RESPONSIBLE PRODUCTION AND CONSUMPTION

Caring for the ecosystem of suppliers

A sustainable production chain

In order to **improve the environmental and social performance** of our products, **SCARPA** uses an approach that takes the entire life cycle of a product into account, including raw materials. Our main suppliers were asked to complete a survey which allows us to quantify their water and energy use, waste generated and emissions throughout the production chain.

This allows **SCARPA to prioritise suppliers with a lower environmental impact.** Some of the questions in the survey focused on the social aspect, with the aim of encouraging diversity and fomenting greater equality and inclusion.

In particular, we set ourselves the goal of improvement in the following areas:

- Co-development of the tanning sector
- Monitoring carbon footprint
- Increasing synergy in the sourcing of sustainable raw materials

23%

Almost a quarter of our raw materials have green characteristics.

SDGs

- 10 REDUCING INEQUALITY
- 13 CLIMATE ACTION
- 17 PARTNERSHIP FOR OBJECTIVES

Caring for the local area and its inhabitants

Charity projects

SCARPA is committed to implementing charity projects to support communities and developing areas of the world. Every year some 300 demo pairs of climbing and trail running shoes, used for specific events but still in perfect condition, are donated to the charity Climb Aid, which redistributes them in Lebanon and Romania. Another 400 pairs of mountain boots were sent to Nepal, a country with which our company has close links, and the home of the Foundation of **SCARPA** ambassador Nirmal Purja. In the photo, Mathieu Maynadier shares his expertise with local residents during an expedition in Pakistan, thanks partly to a number of ski mountaineering boots donated by the company.



SDGs

- 1 ZERO POVERTY
- 3 HEALTH AND WELLBEING
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION

Caring for people

Analysis of the company culture

To cater for our employees' needs, every year we carry out an analysis of the company culture; this is also valuable for **encouraging the personal and professional development of individuals**. The analysis is conducted in all branches of the group, in both emerging and non-emerging countries.

In methodological terms, a distinction is made between production and office departments so that the views of homogeneous groups of workers can be ascertained. Questions relate to employees' perception of their work and their relations with colleagues and line managers. **The HR office uses the results to identify improvements to be made in the following year.**

79%
Response rate to the 2021 questionnaire.

65%
Overall satisfaction rate 2021.



SDGs

- 3 HEALTH AND WELLBEING
- 5 GENDER EQUALITY
- 10 REDUCING INEQUALITY



Air

Air and freedom are basic human needs. We are animals that have evolved over millions of years, interdependent with nature. Spend a few minutes in nature and you'll quickly rediscover what moves you deep inside.

Walking is the greenest and most sustainable way to move from one place to another and turn every journey into an adventure.

This is because our desire to explore, to reach for the top can also be felt in the small things; it becomes a way of tackling situations, a metaphor for life. We are all connected by a single thread, like in a rope team.

The Commitments

Energy consumption

The group is committed to reducing its energy consumption by 1% in both emerging and non-emerging countries.

Emissions

The Group is committed to reducing Scope 1 and 2 emissions and offsetting these by 100% for both emerging and non-emerging countries.

Waste

The group is committed to reducing hazardous and non-hazardous waste by at least 1% for both emerging and non-emerging countries.

Environmental impact

Renewable energy, a growing commitment

Since January 2020, **100% of the electricity used in our Italian premises has been from certified renewable sources**, allowing us to neutralise the production of approximately 1,000 tonnes of CO₂ every year.

This commitment is growing, with the exclusive use of energy from low-impact biomass from the start of 2021. This adds to the emissions saved already by the **installation of photovoltaic panels at the SCARPA headquarters**, recently expanded and upgraded to meet 50% of the company's energy needs; the remainder comes from certified sources.

730,000
kWh
Self-produced
energy per year
at end of 2022.

| UDM | kWh |
|------|---------|
| 2019 | 399,491 |
| 2020 | 421,569 |
| 2021 | 421,970 |

SDGs

7 ACCESSIBLE
CLEAN
ENERGY

13 CLIMATE
ACTION

Self-produced energy from the photovoltaic system at the Asolo (TV) headquarters.

Summit spirit

A special glove, a unique project

Lucia Capovilla was born in Venice in 1993 without a left forearm and hand, but this didn't stop her developing a passion for climbing from an early age, and in 2022 she won the Paraclimbing World Championship. It's an extraordinary story: **our research and development team created a special prototype** for Lucia, inspired by a leather glove her grandmother made to protect her arm. **The glove was then coated in the same rubber compound used for climbing shoes.** A unique and innovative project, the result of a 4-year work and tireless passion.



SDGs
10 REDUCING INEQUALITY



Respect

Respect means to look again, to look back and to regard, with our own eyes and through the eyes of others.

Mountaineers and climbers know it all too well: a mountain demands respect. The attention it deserves is without fear, but with the awareness that there's no room for superficiality, that the only possible way to tackle an ascent is with a focused mind.

Respect also means knowing the rules, adopting the best quality standards, certifying excellence with the humility of a quick learner. We want to do more. We want to make respect our way of life: everything we do stems from this awareness.

The Commitments

Code of Conduct

The group undertakes to circulate the Code of Conduct and ensure it is signed by at least 75% of suppliers in both emerging and non-emerging countries.

Diversity and Inclusion

The group undertakes to guarantee diversity in the workplace, with at least 30% female employees in non-emerging countries and at least 50% in emerging countries.

Diversity in the supply chain

The group undertakes to measure diversity in the supply chain in both emerging and non-emerging countries, ascertaining the percentage of suppliers owned by under-represented groups.

Codes and Policies

The Code of Ethics

The Code of Ethics is a voluntary document drafted by the management team and sent to employees, suppliers and consultants, which summarises the philosophy that underlies **SCARPA's** business operations.

The primary value enshrined in the document is human dignity, and the most important resource to be protected and appreciated is human capital.

All recipients of the code are required to respect the rules on sustainability, thus guaranteeing a balance between economic initiatives and environmental protection. Suppliers are also required to comply with the commitment to basic human rights, particularly in emerging countries. Correct application of the code is overseen by the ethics committee, which has the power to impose sanctions.



SDGs

- 8 DIGNIFIED WORK AND ECONOMIC GROWTH
- 16 PEACE, JUSTICE AND HIGH-QUALITY TRAINING
- 17 PARTNERSHIP FOR OBJECTIVES

Diversity and Inclusion

Mentorship and a focus on inclusivity

SCARPA North America has established the "**SCARPA Athlete Mentorship Initiative**", created to connect brand ambassadors with emerging athletes from historically marginalised communities who aspire to take their careers to the next level.

The aim of this programme is to build a bridge between mentor and junior athlete, and to offer **opportunities for personal, athletic and career development**, ultimately creating a more inclusive and diverse community of sportspeople.

282

Requests received

20

Mentor athletes

31

Cadets



SDGs

5

GENDER
EQUALITY

10

REDUCING
INEQUALITY



Performance

It is not about being first to the top; it is not about speed. It is about goals and results.

To per-form means to give shape to one's dreams, whatever they may be, and to do it in the best way possible, with maximum safety and the maximum respect.

Even in environmentally friendly products, we assure reliability. Our idea of performance embraces a broader philosophy, not just athletic results: it means being the best version of oneself at each moment and in every setting.

The Commitments

Sustainable materials

The group commits to purchasing at least 27% sustainable raw materials, in line with B Lab standards, of the total used in its internal production, in both emerging and non-emerging countries.

Reusing rubber

The parent company undertakes to carry out testing, in collaboration with third parties, to reduce its consumption of rubber.

Staff training

The group undertakes to provide training for at least 25% of employees on topics related to personal and professional development, in non-emerging countries.

Green products and materials

The mantra of durability

The combination of durability, performance and sustainability reaches its apex in our ski mountaineering products. Over the years, all the plastic scraps we have been unable to use have been stored, **waiting for a technology that can give them a second life.**

The result is Re-Made: our first product made entirely from recycled scrap material. Studies by DICAM at the University of Bologna showed **a total CO₂ reduction of 27% compared to the original product**, which itself was made of plastic from renewable sources. The boot features a Velcro® Power Strap fastening system, designed to eliminate the need for high-impact materials such as PVC.

The **SCARPA** injection moulding process is not only zero kilometre (at Asolo), but also **successfully recovers all waste plastics and aims for constant improvement.**

In 2021 the Research and Development department committed to increasing the percentage of bio-based plastics used in **SCARPA** boots and find an alternative to PVC; the outcome was a compound with a lower impact and the same technical characteristics.

Our company's experience proves that it is possible to improve performance thanks to (and not regardless of) materials with lower environmental impact.

+67%
Increase in products containing plastics from renewable sources in 2021 vs. 2020.

25.3%
Weight of plastics from renewable sources as a percentage of total polymers used in the production of ski mountaineering and telemark boots.

SDGs

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

13 CLIMATE ACTION



PRODUCTION
SCRAPS



RE-MADE POLYMER
by **SCARPA**



MAESTRALE
RE-MADE



Developing expertise

Training as an essential element

In terms of staff training, **SCARPA** has developed a wide-ranging and comprehensive programme. All office personnel were given access to the Skilla platform in order to enhance the soft skills pertinent to the company environment (negotiation, public speaking, results orientation). Moreover, thanks to our collaboration with UNIS&F, all female employees were offered training courses to support and enhance personal development. Specific courses in leadership, team building and public speaking were also organised for executives.

324

Individuals trained in 2021 in the development of transferable professional skills and/or knowledge relating to sustainability.



SDGs

4

HIGH-QUALITY TRAINING

Green technologies

Excellent environmental performance

Thanks to the work of **Green Lab, SCARPA** focuses on trialling sustainable solutions, prioritising materials that are recycled or from renewable sources without compromising on performance. We work with selected partners who share our concern for the environment and our desire to reduce our impact. For some of our footwear, we use an innovative production process called "EVOLLO®", involving an eco-leather that respects the environment and the principles of the circular economy.

This process, patented by Sciarada Industria Conciaria S.p.a., allows more conscientious and virtuous use of resources, thanks to:

- a significant reduction in chemical products,
- the reuse of raw materials without the further addition of chrome,
- a considerable reduction in water use.

-68.47%
Specific reduction in water use, compared to the traditional Sciarada production process.

0.808 kg
CO₂/m²
Specific reduction in CO₂ per m² compared to the traditional Sciarada tanning process

SDGs

9
INDUSTRY,
INNOVATION
AND
INFRA-
STRUCTURE



Authenticity

A sustainable growth strategy, made to last. It has been a slow journey, travelled with preparation, humility, commitment and determination together with our partners and all the athletes who never stopped believing in us and helped us in this demanding challenge.

And it has been a real journey, always at our customers' side, the enthusiasts we have accompanied, supported and encouraged in their personal itinerary to their personal best.

No place too far

No objective is out of reach when the driving force is authentic, deep-rooted and strong. Willpower is the driver of everything: we are proud to be a benchmark every day for those who seek to achieve their own goals and objectives.

The Commitments

Transparency in the supply chain

The group promises transparency and disclosure of the names of at least 75% of suppliers in both emerging and non-emerging countries.

Involving people

The parent company commits to promoting the work of sustainability ambassadors and to take their input into account.

Impact Report

The company undertakes to draft its first Impact Report, in accordance with Law 28-12-2015 no. 208, clauses 376-384.

Sustainability ambassadors

Respect for the environment in the company culture

At **SCARPA**, the fostering of a culture of environmental respect is an essential part of our work. To achieve this, one of the first concrete initiatives of our Green Manifesto was to **establish the voluntary role of Sustainability Ambassador**.

Our **16 Sustainability Ambassadors** are employees working in every part of the company who are at the disposal of their colleagues for any matter relating to sustainability, and have specific expertise and knowledge. Alongside these, all staff at the Italian offices in Asolo (TV) have received sustainability training.

160 Hours
Of meetings with the ambassadors.

3 Events
Opportunities for sharing and learning between ambassadors and employees.



SDGs

- 4 HIGH-QUALITY TRAINING
- 9 INDUSTRY, INNOVATION AND INFRA-STRUCTURE

Transparency

Transparency around environmental impact

As a mouthpiece for our love of the mountains and the environment, a company such as **SCARPA** has a duty of transparency regarding the impact of its activities. **And here our commitment is total: between 2020 and 2021 our output of hazardous waste halved**, thanks to the introduction of a new reusable container for adhesives used in the production of climbing shoes.

We also pay close attention to water use: **thanks to a closed-loop system, water is not discharged but constantly reused.**

Between 2020 and 2021, we increased production and also our workforce, leading to an increase in energy consumption in absolute terms. However, thanks to the efficiency measures adopted, the average environmental impact per item of footwear fell considerably.

210.73 Tonnes
Total non hazardous waste 2021

3,170 Tonnes
Total hazardous waste 2021, 52.51% less than the previous year.

| Annual data | | | | |
|-------------|---------------------|-----------|-------------|-----------|
| Year | mc H ₂ O | KWh | Smc Methane | Waste Ton |
| 2020 | 2,520.98 | 2,332.220 | 94,410.000 | 234.07 |
| 2021 | 3,937.70 | 2,982.122 | 112,124.86 | 231.90 |

SDGs

- 6 CLEAN WATER AND HYGIENE
- 7 ACCESSIBLE CLEAN ENERGY
- 13 CLIMATE ACTION

Discover more
go to [world.scarpa.com/
green-manifesto](https://world.scarpa.com/green-manifesto).

Smart Report

The
Green
Manifesto.

SCARPA