

PURCHASING POLICY

CONTENTS

1. The reason for this policy	1
2. Who it applies to	1
3. Definitions	2
3.1 Factories (Manufacturing)	2
3.2 Logistics	2
3.3 Materials	2
3.4 Support Services	2
4. Commitments	2
4.1 General Commitment: Added Value	2
4.2 Product or Service Sustainability Criteria	3
4.2.1 Sustainable materials	3
4.2.2 Sustainable production	3
4.2.3 Sustainable distribution and storage	3
4.2.4 Products and Services with sustainable criteria	3
4.3 Organisational Sustainability Criteria	3
4.3.1 Environmental protection	3
4.3.2 Safe, secure, fair and inclusive work	4
4.3.3 Governance and compliance	4
5. Training and Adoption of Policy	4
6. What to do if a breach is detected	5
7. Other resources	5
8. Governance	5

1. The reason for this policy

Camper is committed to operate as a sustainable, responsible and successful business. We work to maximise our commercial results and brand value, while minimising environmental damage and boosting social benefits. We prioritise high-quality products, and services.

To optimise product and service procurement along our value chain, Camper aims to engage first-level suppliers and foster long-term partnerships. Supplier selection is based on objective, transparent criteria to balance added value and supplier reliability with Camper's need for favourable terms in a stable environment.

2. Who it applies to

This policy is applicable to the entire Group, regardless of geographic location. It is applicable to all those territories in which Camper operates directly by means of its companies and those in which the marketing, production and distribution of the products, undertaken by any company of the Group.

The governing principles of this policy are of compulsory application by all companies of the Camper Group. Their compliance is mandatory for all employees that are directly or indirectly involved in supplier contracting processes.

3. Definitions

Purchasing practices differ from one corporate area to another. We've noticed that support areas, which aren't directly linked to the supply chain, tend to have more similarities in their procurement processes compared to those working directly within Operations. We've developed four specific procurement guidelines for each, accessible on our [intranet](#).

3.1 Factories (Manufacturing)

The Sourcing Team takes care of choosing and overseeing suppliers who produce the various products we design each season. They are part of the Operations team, and their leader is the Head of Sourcing who reports directly to the Chief Operations Officer.

3.2 Logistics

We have integrated the Warehousing and Transportation and Distribution Teams into the Logistics Procurement Guidelines because of their shared key needs and responsibilities and the fact that they generate significant synergies when collaborating. Each of these areas has a Head who reports directly to the Chief Operations Officer.

3.3 Materials

All previously mentioned areas are responsible for direct purchases. However, the Materials Team, led by a Head who reports directly to the Chief Operations Officer, does not directly purchase the materials used to make our products. Instead, the Materials Team selects the specific materials and suppliers for our productions, while the actual purchase is carried out by the factory responsible for each specific option (style/colour).

3.4 Support Services

The Brand Department handles communications, retail marketing, content and design, social media, and related services. The Commercial Department includes business technology products and services and manages all distribution channels, such as multi-brand stores, online accounts, and local distributors. The Finance Department is responsible for rents and leasing of facilities, consultancy services on fiscal practices, health and safety services, and legal advice. Other brands, like Casa Camper and NNormal, also adhere to the same procurement guidelines as Camper's Support Services.

4. Commitments

The commitments are set at three levels **(i) a general commitment** to procure products and services that add value; **(ii) at product or service level** provided by the supplier; and **(iii) at an organisational level of the supplier**, and all commitments are established in relation to the added value, environmental, social and governance aspects.

4.1 General Commitment: Added Value

Use products and services and select suppliers that add value and differentiation, with quality and costs in line with Camper's value proposal.

4.2 Product or Service Sustainability Criteria

4.2.1 Sustainable materials

Camper is committed to use and buy alternative and increasingly environmentally-efficient materials from reliable sources that meet the requirements of quality, durability and maximum excellence, with the specific objectives of (i) increasing the use of (a) more harmless materials; (b) sustainably harvested materials; (c) recycled, reused or compostable materials; (d) certified materials; (e) sustainable packaging; (ii) ensuring the animal welfare, the conservation of biodiversity and the sustainable production of the raw material; (iii) reduce the use of toxic substances and chemicals and the environmental impact; and (iv) management of the end of the life cycle of the materials.

4.2.2 Sustainable production

Camper is committed to hiring and maintaining business relationships with suppliers that (i) manufacture our products in a responsible and sustainable way with respect to the environment, and (ii) implement sustainable production processes that (a) ensure the animal welfare and the conservation of biodiversity; (b) reduce the use of toxic substances and chemicals; (c) water consumption management; and (d) management of the end of the life cycle of the products, in order to generate the least negative impact on the environment.

4.2.3 Sustainable distribution and storage

Camper is committed to hiring and maintaining business relationships with suppliers that act in a responsible and sustainable way with respect to the environment, with the specific objective of (i) promoting the transition to green energy; (ii) shifting to sustainable transportation; (iii) reducing the carbon emissions generated in the distribution of our products; and (iv) reducing the energy consumed and the waste produced in the storage of our products.

4.2.4 Products and Services with sustainable criteria

Camper is committed to prioritising business relationships with suppliers that provide products or services with sustainable criteria, with the specific objective of (i) reducing the environmental impact; (ii) generating a social impact in the community where we operate; and (iii) reducing the need of operational and support materials such as stationary, food and beverage containers, single-use plastic, among others.

4.3 Organisational Sustainability Criteria

4.3.1 Environmental protection

Camper is committed to hiring and maintaining business relationships with suppliers that act in a responsible and sustainable way with respect to the environment, that include: (i) compliance with the environmental regulations; (ii) conservation of the natural resources; (iii) measuring and reduction of the carbon footprint; (iv) environmental management systems; and (v) safe waste management and residual discharges.

We commit to (i) assess progressively the environmental impact of our suppliers through assessment questionnaires; (ii) not hiring or terminate the relationship with suppliers that do not comply with the environmental commitments, or we will work together in order to achieve these commitments; (iii) include progressively environmental protection clauses in our purchasing terms and conditions; and (iv) set objectives for reducing our carbon footprint across our value chain.

4.3.2 Safe, secure, fair and inclusive work

Camper is committed to (i) respect human rights and labour rights: (a) prohibition of forced labour and child labour; (b) not to use any workers below the minimum legal working age; (c) prohibition of any form of discrimination; (ii) ensure decent working conditions: (a) fair wages; (b) maximum working time per week including overtime; (c) ensure adequate social benefits and medical assistance; (d) protection of migrant workers; (e) hiring of workers with exclusion risk; (iii) respect the freedom of association and effective right to collective negotiation of the workers; (iv) equal opportunities; and (v) protection of employees health and safety: (a) special protection equipment and adequate training for employees who work with hazardous materials; (b) implementation of processes to prevent catastrophic events in the workplace; and (c) training of occupational health and safety.

We commit to (i) assess progressively the social impact of our suppliers through assessment questionnaires; (ii) not hiring or terminate the relationship with suppliers that do not comply with the social and labour commitments, or we will work together in order to achieve these commitments; and (iii) include progressively social and labour clauses in our purchasing terms and conditions which reinforce the importance of human rights, safe and inclusive working environments.

4.3.3 Governance and compliance

Camper is committed to (i) compliance with the law and regulations where we operate directly and indirectly; (ii) acting ethically and with integrity: (a) ensure fair business practice; (b) avoiding conflict of interest; (c) zero-tolerance regarding corruption and bribery; (d) protection of industrial and intellectual property; (e) protection of personal data of employees and confidential information; (f) ensure the fair competition; and (iii) financial performance and inclusive growth.

We commit to (i) assess progressively the governance and compliance practices of our suppliers through assessments questionnaires, as well as in the future the possibility of assess the suppliers' performance by an ESG rating tool; (ii) apply the principle of zero-tolerance of corruption and bribery in our internal organisation and require the same from our suppliers. In the case that any supplier breaches this principle Camper reserves the right to terminate the business relationship, as well as apply any other possible legal actions and/or sanctions; and (iii) take into consideration the size and financial performance of our suppliers in order to protect Camper and to allow our suppliers to share in our growth with dignity and independence.

5. Training and Adoption of Policy

Camper will provide training to all existing and new employees that are directly or indirectly involved in supplier contracting processes. All employees will have access to this Purchasing Policy and the Procurement Guidelines via the Intranet.

With regards to the suppliers Camper has a specific Suppliers Code of Conduct that must be signed by all Intermediate and Significant suppliers.

For significant suppliers (where their impact is large) Camper will request them to report on key metrics and periodically complete an ESG self-assessment to ensure that the suppliers are following the Suppliers Code of Conduct and Camper's ESG Commitments established in this Policy.

6. What to do if a breach is detected

In the event that any employee, stakeholder or third party suspects that this Policy is not being complied with or that there are breaches that go against the principles established in this document, they may inform their immediate superior or use the Whistleblower Channel tool.

For these purposes, the company makes available to stakeholders a whistleblower channel tool managed by a third party, available at <https://report.whistleb.com/en/camper> or on the intranet, which guarantees the confidentiality of the complaint, unless the complainant expressly and voluntarily provides the contact information and authorises its use, or when it is essential to continue with the complaint process.

The Whistleblower Channel Policy, available on the Intranet and camper.com, describes the procedure to be followed by any stakeholders to report misconduct, or suspicions thereof, and the manner in which the report will be handled. The Whistleblower Channel also describes the safeguards regarding confidentiality and its protection.

Retaliation of any kind against staff members who have reported a violation or potential violation in good faith will not be permitted, and we make sure that we will maintain confidentiality and avoid any disciplinary action against staff who have reported such a violation.

In the event of confirmed non-compliance with our Supplier Code of Conduct and/or this policy, taking into account the gravity of the situation, Camper may require the adoption of corrective measures within a specified timeframe to meet the standards outlined in the aforementioned policies. Should the supplier fail to implement these measures, it may result in the termination of any collaboration with the supplier, without constituting a waiver of the right to claim any corresponding damages caused.

7. Other resources

This policy is reinforced by other internal policies such as:

- [Suppliers Code of Conduct](#)
- [Code of Conduct and Ethics](#)

- [Anticorruption and bribery policy](#)
- [ESG Policy](#)
- [Whistleblower Channel Policy](#)

Camper has also developed specific Procurement Guidelines for the following areas:

- [Factories](#)
- [Logistics](#)
- [Materials](#)
- [Support Services](#)

8. Governance

The Compliance Committee will evaluate the effectiveness of this Policy and the implementation of it on an ongoing basis, based on the adherence from suppliers to our Suppliers Code of Conduct as well as the results of the periodic ESG self-assessments and/or specific audits.

Camper reserves the right to develop, broaden or modify specific requirements for materials, their sources, manufacturing or handling processes, as well as the implementation of the corresponding tests, inspections or audits, with the understanding that this Policy should be the subject of continuous evolution in the search to minimise the impact of the activities undertaken by the company or the supplier and the use of the best technologies to be developed in terms of materials and their inherent processes.

All Camper directors, employees and suppliers are expected to do business in accordance with this Policy. Third parties should be managed to fulfil the requirements of this Policy by relevant department leads.

Date of 1st publication: May 2022

1st update: Nov 2024

2nd update: March 2025