

Press release, September 30th 2008

ODLO Sports Group and Mammut Sports Group join the Fair Wear Foundation

On October 1st 2008 Mammut Sports Group, one of Europe's largest outdoor companies, and ODLO International, among Europe's leading sports wear companies, become members of the Fair Wear Foundation (FWF).

FWF is an independent non-profit organisation that strives to improve labour conditions in garment factories in low wage countries. The foundation, based in the Netherlands, is a multi-stakeholder initiative which is supported by business associations from the fashion industry, labour unions and various non-governmental organisations.

Mammut Sports Group, based in Seon/Switzerland, is one of the world's market leaders in climbing ropes. In 2007 the company had a turnover of 185 million Swiss francs (€ 115 million), of which 75% were generated abroad. Garments, which represent about 50% of the company's turnover, are mainly produced in European countries and in China. Mammut Sports Group has more than 300 employees and owns subsidiaries in Germany, Norway, Japan and the USA. It is the first European outdoor company to join FWF.

ODLO Sports Group, based in Hünenberg/Switzerland, is one of the world's market leaders in functional sportswear. In 2007 the turnover of ODLO in garments reached 138 million Swiss francs (€ 85 million). The company has two modern production facilities in Portugal and Romania which produce approximately 70% of the ODLO products. The company has a total workforce of 690, of which 90 at the headquarters in Hünenberg. ODLO Sports Group is the first company specialized in functional sportswear to join FWF.

As new members of FWF, Mammut Sports Group and ODLO Sports Group signed the FWF Code of Labour Practices for the garment industry. This means that they will continue to work actively and effectively on improving labour conditions at supplier companies in accordance with FWF. The companies will systematically check the labour conditions there and carry out improvement plans where necessary. FWF verifies this through inspections carried out at the factories, interviews with workers and the factory management and audits of the bookkeeping. In addition, local parties such as labour unions, employer representatives and human rights organisations are consulted. FWF also has a complaints procedure for factory workers.

The Fair Wear Foundation is currently active in 13 production countries in Europe, Northern Africa and Asia. FWF meanwhile has more than 40 member companies based in the Netherlands, Belgium, Denmark, Germany, UK, Sweden and Switzerland. In Switzerland, FWF works together with the local NGOs Bread for all, Catholic Lenten Fund and Max Havelaar Foundation (Switzerland) and the trade union Unia. Furthermore, FWF Switzerland receives financial support from Switzerland's State Secretariat for Economic Affairs (seco).

The FWF Code of Labour Practices comprises the following eight labour standards:

- no forced labour
 - no discrimination of workers
 - no child labour
 - freedom of association and the right to collective bargaining
 - wages sufficient to meet basic needs
 - no excessive overtime
 - safe and healthy work environment
 - legal labour contracts.
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Or on the following websites:

www.fairwear.ch

www.mammut.ch

www.odlo.ch