

“Amer Sports’ response”, 12 April 2024

Can you confirm whether the facility linked to the allegation(s) is within your supply chain?

We can confirm that Amer Sports is sourcing from PouYuen Vietnam (PYV), which is a subsidiary of the Pou Chen Group (PCG) – a company that is accredited by the Fair Labor Association (FLA).

We request more information on the allegation(s), including what your company has done to investigate it and ensure remedy for workers?

We are in close regular contact with the factory since the workers’ wellbeing is in the center of Amer Sports’ supplier-related decision-making processes to avoid any adverse impact for workers from recruiting until contract termination.

PYV maintains a separate building for Amer Sports production. Our business in December 2022 has been stable and the alternative Saturday off did not apply to our production. In 2023, our business remained stable so there were no layoffs in our production area.

How are you ensuring that your purchasing practices (fair prices; lead times; payment terms; order volumes*) in relation to this facility meet the standard required to protect workers rights and livelihoods?

PYV as a subsidiary of PCG upholds the FLA Workplace Code of Conduct and local labor laws in its supply chain and has implemented corresponding responsible retrenchment and termination processes.

Amer Sports pursues accreditation by FLA (see <https://www.fairlabor.org/member/amer-sports/>) and upholds the same standards as PCG. We have trained our relevant staff in responsible sourcing and partnered with Better Buying (see <https://betterbuying.org/our-subscribers/>) to collect feedback from our suppliers to continuously improve our purchasing practices and workers’ wellbeing.