



K A M P O S

NON-FINANCIAL BALANCE SHEET

2020

Company Business Model

KAMPOS reinvents the world of luxury where luxury meets sustainability by producing high quality and unique pieces 100% Made in Italy and 100% sustainable.

The brand was born in 2019, in Costa Smeralda, Sardinia (Italy), one of the most beautiful coastlines in the world that reveals the true brand essence consisting of integrity, respect, and authenticity. KAMPOS has signed a partnership agreement with Consorzio Costa Smeralda, an entity involved in protecting landscapes and coasts of the Costa Smeralda and is dedicated to “Luxury and Integrity” that brings together the concept of sustainability, responsibility, and safety for the brand.

KAMPOS commits itself to tackle issues threatening human existence, to focus on raising awareness, to create a positive and environmental impact by being a sustainable and responsible brand.

Environmental Matters

As the Essence of the brand and its culture, KAMPOS commits itself to be a sustainable leader in 4 strategic approaches:

1. **Zero-Plastic Policy:** The brand does not use single-use plastics anywhere in our products or packaging.
2. **Conscious Design & Responsible Materials:** The product design raises awareness of over fishing and marine pollution that threatens the Mediterranean Sea and our planet. All products are made of recycled plastic bottles, abandoned fishing nets, recycled nylon and organic fabrics.
3. **Recyclable products and packaging:** The brand uses recycled materials for our consumer packaging. They are 100% recyclable and are FSC/PEFC certified.
4. **Marine Pollution:** The brand is an official partner of the non-profit organization, One Ocean Foundation, which plays a significant role in highlighting and fighting ocean issues globally.

KAMPOS manufactures a collection of products made from recycled plastic bottles, abandoned fishing nets, recycled nylon, and organic fabrics:

- **Men swim shorts collections** are produce from 100% recycled plastic bottles and use Newlife™. The Newlife™ is a unique, complete, and

certified system of recycled polyester filament yarns coming 100% from post-consumer bottles sourced, processed into a polymer through a mechanical process (not chemical), and spun into yarn entirely made in Italy.

- **Women swimwear, men swim briefs, and eyewear collections** are made with ECONYL® regenerated nylon. The ECONYL® is produced from synthetic waste such as fishing nets from oceans, industrial plastic, and other waste fabric.
- **Women and Men collections** are made from organic cotton and from producers who prohibit any toxic and pesticides and synthetic fertilizers and made 100% recycled plastic bottles.
- **Women and Men Knitwear collections** are made from natural cashmere from the trusted producers with an ethical and sustainable approach and include 100% recycled plastic bottles.

The company is extremely sensitive to animal welfare and only purchases materials from the most highly regarded suppliers who can guarantee full traceability and certifications.

KAMPOS Environmental Results and Impact

In 2020 KAMPOS managed to recycle over **11,000 plastic bottles (PET recyclable) and 2,000 kilograms of abandoned fishing nets and other generated nylon.**

Moreover, by the end of 2020, **the brand donated a total amount of 20,000 EUROS to its official partner**, One Ocean Foundation to support its mission of raising awareness on environment protection by promoting a sustainable blue economy and enhancing knowledge through ocean literacy.

Certification and Recognition

KAMPOS officially joined the Positive Luxury brand community and has been awarded the Butterfly Mark for its commitment to sustainability.

The **Butterfly Mark** recognizes a brand's positive impact on people and the planet across five core areas of holistic sustainability: governance, social and environmental frameworks, community investment, and innovation.

The certification includes the unique positive actions of KAMPOS:

- **Circular Economy:** The brand weaves removing waste and pollution into their production process, keeping materials in use, and regenerating

systems to maintain a circular economy.

- **Diversity and Inclusion:** The brand commits to building a diverse and inclusive workplace, free from discrimination.
- **PVC Free:** The brand does not use PVC.
- **Take-Back Scheme:** The brand collects their products at the end of their life with one customer and uses them to create something new.
- **Un Global Goal - Decent Work And Economic Growth:** The brand fulfills UN Global 8, which means it takes steps to ensure that growth is sustainable.
- **Fair Labour:** The brand is committed to safe working conditions.
- **Fair Pay:** The brand guarantees that each supplier and subcontractor they work with pays their employees the local wage.
- **No Single-Use Plastics:** The brand has replaced single-use plastics with sustainable alternatives.
- **Conscious Design:** The brand considers its social and environmental impact when designing its products.
- **UN Global Goal - Life Below Water:** The brand is taking action to conserve and sustainably use marine resources for sustainable development.
- **UN Global Goal - Responsible Consumption and Production:** The brand takes steps to minimize the amount we consume as a planet by producing more sustainably.
- **Forest Conservation:** The brand uses materials from certified sources as a commitment to forest conservation
- **Philanthropy:** The brand has its foundation that supports charitable causes.
- **Recyclable Packaging:** The brand's packaging is entirely recyclable.
- **Responsible Sourcing:** The brand sources raw materials that do not harm local communities or ecosystems.

Social and Employee Matters

The company is committed to diversity and inclusion and prohibits any forms of discrimination. Employment opportunities are available regardless of individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status, or any other status protected by applicable law.

The majority of the company's workforce is led by women, and by the end of 2020, **100% of the employees hired with permanent contracts were women.**

Furthermore, the company values its mutual understanding and trust with its

suppliers and achieves its purpose by working closely with its suppliers. By the end of the year, KAMPOS is working and sharing its principles with its **five responsible suppliers** that met the expectations and the minimum standards of ethical and conduct behavior of the company outlined in the Supplier Code of Conduct.

Human Rights Matters

The company respects the human rights of each worker and its suppliers to be informed and be consulted on its objectives, principles, and expectations to foster a well-organized, respectful, collaborative environment.

The Employee Policy and Supplier Code of Conduct are made available to secure the rights of each employee. The company has sets mechanisms and actions to prevent, mitigate and solve human rights abuses in the workplace activities and throughout its business relationship, including its suppliers to have a specific disclosure on handling complaints and providing solutions.

Anti-corruption and bribery matters

The Company does not tolerate corruption and strictly prohibits any form of bribery, payment, offers of payment as anything of value directly or indirectly to influence or obtain an undue business or personal advantage.

The company ethically advocates its business with integrity, dignity, and respect that protects the team, the organization, the brand, and the clients. The Employee Code of Conduct is constructed to highlight and inform the employees and stakeholders of its business principles and expectations to sustainably foster fair, transparent, and legal practices within the organization.

**For any further questions and information. Please contact
info@kampos.com**