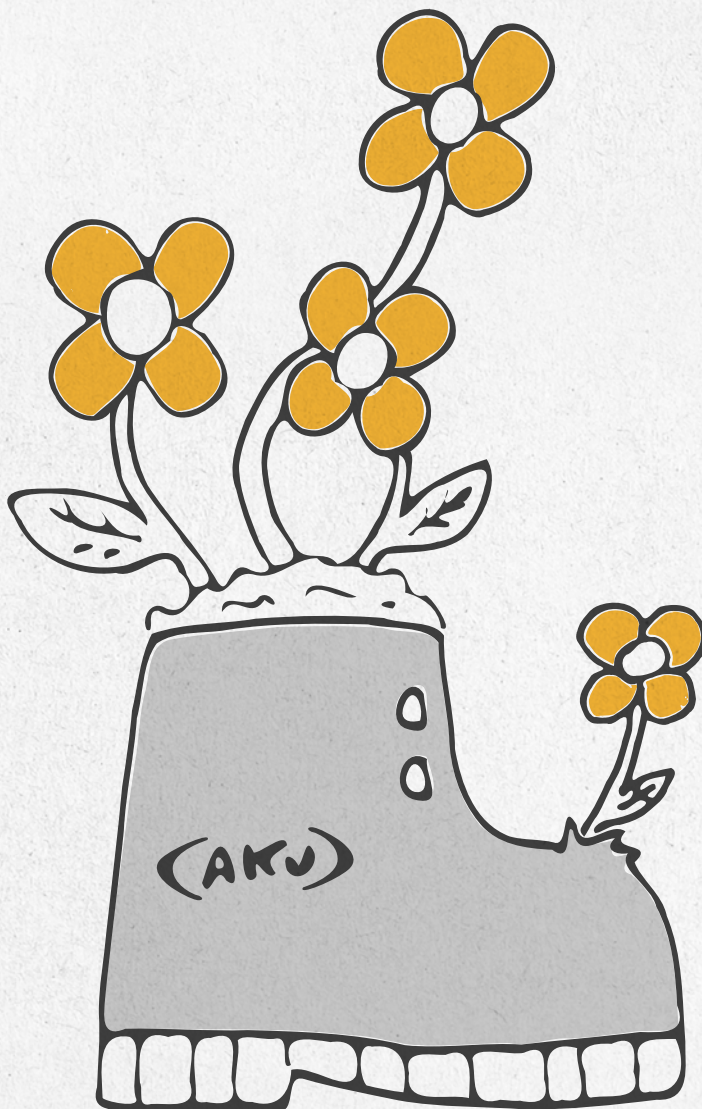




*trekking & outdoor footwear*



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## MAN MEETS NATURE

When, in July 2013, we received the news that our Trekker Lite GTX model had been classified BEST TREKKING FOOTWEAR in the test by the German public consumer advocacy foundation Stiftung Warentest, we were not yet fully aware of what that recognition would mean for the future of our company. Only a closer reading of the comparative evaluation sheet of our model with other 15 in the test would have revealed to us how the absolute best parameter in the testers' evaluation criteria was represented for Trekker Lite GTX by the very low SCHADSTOFFE index, i.e., the analysis of chemical pollutants in the components of the footwear.

A result that was not the outcome of any special strategy for production with reduced environmental impact, but rather the happy consequence of a historical as well as careful qualitative selection of materials and their suppliers, in order to guarantee the market a product of excellence in terms of comfort, functionality and durability. A combination of technical and cultural factors that evidently carried within it the germ of what would become, from then on, a structured approach to the theme of sustainability. A theme that from the very beginning, as a matter of moral honesty, we decided to call responsible action, to signify that the full sustainability of an industrial enterprise is in fact not a realistically achievable condition today, but only a goal to strive for, with awareness and, indeed, a sense of responsibility.

Since then, AKU's path on this terrain has led the company to make important investments, directed to achieve significant results and sometimes even records in the outdoor footwear sector, as in the case of the Environmental Product Declaration (EPD) or in the certification of the calculation of CO2 emissions for the entire life cycle of footwear (Carbon Footprint Systematic Approach). But not only on the production and industrial operations front, but also at the level of community engagement, through support for scientific research initiatives on the issue of environmental emergency and new inclusivity projects for access to the outdoor experience in favour of people with disabilities.

*We feel part of a single ecosystem, social and environmental. We feel responsible for its balance.*

Awareness, inclusiveness, responsibility: if you look for the key words and meanings that define AKU's action as an economic and social entity, it is in this short sentence that you will find them summarized, even as a source of inspiration for this first report on AKU's responsible action, also conventionally called the SUSTAINABILITY BALANCE.

*For the constant search for a harmonious balance between people and their living environment.*



**PAOLO BORDIN**  
CHIEF EXECUTIVE OFFICER AKU ITALIA SRL

# AKU AT A GLANCE 2021

**280.000**  
PAIRS PRODUCED



**+8%**  
MORE PRODUCTS  
PRODUCED



ACCOMPLISHED THE  
**CARBON FOOTPRINT  
SYSTEMATIC APPROACH**

MORE THAN **43%** OF OUR LEATHER  
FROM LWG-CERTIFIED  
LEATHER MANUFACTURERS

**70%**  
EXPORT



**3**  
PLANTS IN EUROPE  
MONTEBELLUNA, ITALY  
CLUJ NAPOCA, ROMANIA  
SIMANOVCI, SERBIA

**98%** EUROPEAN RAW MATERIAL SUPPLIERS  
MORE THAN **90%** ITALIAN RAW MATERIAL  
SUPPLIERS

**412**  
EMPLOYEES

**22.821.573 €**  
TURNOVER

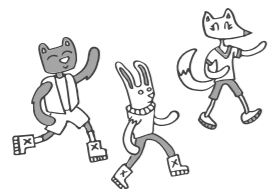


**ENERGY SAVING**  
ENERGY CONSUMPTION  
SINCE LED INSTALLATION:  
ITALY: **-13%**  
ROMANIA: **-33%**  
SERBIA: **-55%**

**-100%**  
SOLVENTS FOR THE STITCHING  
PROCESS IN ALL 3 PRODUCTION PLANTS  
REPLACED BY WATERBASED GLUES

**100%**  
PACKAGING  
IN RECYCLABLE MATERIAL

**64**  
AMBASSADORS  
FROM 7 DIFFERENT COUNTRIES



PARTNER  
MOUNTAIN HUTS **9**

**18** PARTNER ASSOCIATIONS  
AND PROFESSIONALS  
ACTIVE IN THE MOUNTAINS

**SECOND LIFE**  
FOR 3122 CARDBOARD BOXES THROUGH  
REUSE FOR SHIPPING





# WHO WE ARE

AKU is a family business, managed by the Bordin family, founder of the company, with a staff of young collaborators, with an informal style, passionate about the product and its environment of use. In the transition from the artisan dimension to the current industrial configuration, AKU has been able to maintain an organizational and managerial balance at the base of which respect for people and the value of relationships are always found.

The company structure is now divided into 3 production units owned and managed directly with AKU personnel for a total of over 400 employees.



## OUR HISTORY – A FAMILY OF SHOEMAKERS

The history of AKU begins in a shoemaker's workshop in a district of Montebelluna, the small Venetian town that in over a century has built and spread the myth of Italian sports footwear all over the world.

Galliano Bordin, founder of the company, is the son of shoemakers and since he was a child, he acquired experience first in the repair and then in the construction of footwear. Almost in every family of the small Venetian town, hides are cut, uppers are sewn, soles are attached. Almost everyone, in one way or another, is part of this production specialization that generates artisan workshops and small businesses destined over time to become the most prestigious brands at an international level in various sports fields, but in particular for mountaineering, the trekking, alpine skiing and cross-country skiing.

We are often asked about the origin and meaning of the name AKU.

AKU is the name of a benevolent spirit told in one of the many legends that populate the imagination of the natives of Easter Island. A benevolent and wise spirit that protects the earth and its inhabitants, mentioned in the book The Secrets of Easter Island by the great Norwegian adventurer Thor Heyerdahl.

The idea of using this name as a brand dates back to the early 90s when Galliano Bordin, founder of the company, at the beginning of the export to Europe of the first trekking shoes, had to decide to abandon the

first DINSPORT company name and logo, in contrast to the registered DIN trademark of the Deutsches Institut für Normung.

The idea of using AKU, a short and easy to remember name, with a meaning so close to the sensitivity of the company and future users of its products, was then liked.

The creation of the AKU brand, in the early 1990s, coincides with a decline in the popularity of cross-country skiing and with the corresponding growth in interest in hiking. Galliano Bordin is a craftsman with an innate innovative vocation, constantly looking for new technical and production solutions, to offer the market truly unique proposals.

Based on this thrust, the idea of a shoe was born that marks a real change from the traditional mountain shoe, often heavy and not very comfortable. A technically new shoe, but at the same time capable of expressing a style destined to last over time, creating that ideal combination of design and functionality that only products that are the fruit of creative genius can have.

The first SLOPE is thus produced in the AKU factory in Montebelluna, a very light trekking shoe, with upper in leather and fabric, as colorful as it is at that time, in the first version still branded Dinsport and only later identified by the many Italian enthusiasts with the brand of the mallard, the first graphic icon that will accompany the AKU brand for a long time.

## Company and product timeline

1983

THE BRAND AKU WAS BORN IN MONTEBELLUNA THE ITALIAN MOUNTAIN FOOTWEAR HOMETOWN - IN THE '80 THE COMPANY WAS FOUNDED BY GALLIANO BORDIN AFTER MORE THAN 40 YEARS AKU IS STILL A FAMILY RUN COMPANY.

1985



**SLOPE GTX**  
THE FIRST HIKING MODEL WITH GORE TEX MEMBRANE AND EXCLUSIVE PATENTED AKU BREATHABLE SYSTEM AIR 8000®.

1992



**CONERO GTX**  
AKU RELEASE HIS FIRST CLASSIC BACKPACKING STYLE. DESIGNED SIMPLE FOR A LONG LASTING COMFORT FITTING AND MARKET LIFE.

2000

**CLUJ NAPOCA**  
AKU IMPROVES THE PRODUCTION CAPACITY WITH A NEW FACTORY IN ROMANIA.

2004-07

**THE NEW LOGO**  
THE DESIGN RESTYLING OF TRADITIONAL LOGO OPENS A NEW CHAPTER IN THE AKU'S HISTORY GETTING AKU INTO A MODERN APPROACH TO ITS BRAND PROFILE.

2006



**SPIDER KEVLAR GTX**  
THE FIRST AKU MOUNTAINEERING BOOT WITH A UNIQUE COMBINATION OF BOTH INJECTION AND LASTED ASSEMBLING SYSTEM.

2009



**AKU ITALIA**  
COOK FAMILY JOIN AKU. A NEW COMPANY BORN AND AKU MEETS NEW FRIENDS. THE DISTRIBUTION PARTNERSHIP WITH GME STARTS IN GERMANY AND IN FEW YEARS BECOME A SUCCESSFULL STORY.

2014



**BELLAMONT PLUS**  
THE PLUS SERIE. DESIGNED TO REDUCE THE IMPACT. CHROME AND HEAVY METAL FREE ITALIAN LEATHER. MADE IN EUROPE. LOCAL SUPPLIER, 100 TRACEABLE.

2017



**ALTEIRA GTX**  
THE FIRST AKU STYLE WITH EXCLUSIVE ELICA NATURAL STRIDE SYSTEM TECHNOLOGY, TO ENHANCE FITTING AND STRIDE PERFORMANCES. MADE IN EUROPE



**LA VAL GTX**  
THE FIRST MULTITERRAIN AKU STYLE WITH EXCLUSIVE OUTSOLE INSPIRED BY MOUNTAIN BIKE TIRES. DESIGNED AND DEVELOPED IN PARTNERSHIP WITH MICHELIN. MADE IN ITALY



**CLIMATICA NBK GTX**  
THE NEW HYBRID STYLE SUITABLE FOR TRAVEL, LIGHT OUTDOOR AND URBAN WITH GORE TEX SURROUND TECHNOLOGY. THE BEST INTERNAL COMFORT IN ALL WEATHER CONDITION.

2017

**SIMANOVCI**  
THE THIRD FACTORY STARTS. AKU BUYS A NEW PRODUCTION UNITS IN SERBIA.



**PILGRIM GTX COMBAT FG M**  
AKU WINS THE TENDER FOR THE NEW COMBAT BOOT OF THE UK ARMY AND MOVE ONE STEP AMONG THE LEADING BRANDS IN THE INTERNATIONAL TACTICAL MARKET.

2020



**MINIMA**  
DESIGNED TO REDUCE: MINIMA, THE MOST ADVANCED PROJECT IN TERM OF LOW IMPACT DESIGN FOR THE AKU COLLECTION, ACHIEVES ISPO AWARD GOLD 2020 IN THE URBAN OUTDOOR LIFESTYLE CATEGORY AND SETS A NEW STANDARD FOR ITS SEGMENT.

2021



**ROCK DFS GTX**  
INSPIRED BY THE FIRST AKU'S APPROACH SHOE THE NEW ROCK DFS GTX FEATURES THE EXCLUSIVE DFS DUAL FIT SYSTEM THAT OFFERS 2 DIFFERENT FITTINGS: COMFORT WALKING FOR TO APPROACH DEMANDING TERRAINS, PRECISE CLIMBING WHEN CLIMBING THE DOLOMITES ON BASIC OR MEDIUM DEGREES.

2021



**SLOPE ORIGINAL GTX**  
THE LONG LASTING STYLE SLOPE GTX IS RELAUNCHED WITH THE SPECIAL VERSION NAMED ORIGINAL, THAT REPLICATES COMPONENTS AND COMFORT FITTING OF THE FIRST MODEL CREATED MORE THAN 30 YEARS AGO. MADE IN ITALY

# AKU TODAY

AKU is still a family business, managed by the Bordin family, founder of the company, with a staff of young collaborators, with an informal style, passionate about the product and its environment of use. In the transition from the artisan dimension to the current industrial configuration, AKU has been

able to maintain an organizational and managerial balance at the base of which respect for people and the value of relationships are always found. The company structure is now divided into 3 production units owned and managed directly with AKU personnel for a total of over 400 employees.



## NUMBER OF EMPLOYEES:

TOTAL	MEN	WOMEN	AVERAGE AGE
<b>412</b>	<b>105</b>	<b>307</b>	<b>44,6</b>

NATIONALITY:	IT	ROM	SRB	GER
	<b>54</b>	<b>205</b>	<b>152</b>	<b>1</b>

ITALY	SERBIA	ROMANIA
TOTAL <b>54</b>	TOTAL <b>152</b>	TOTAL <b>206</b>
MAN / WOMEN <b>37 / 17</b>	MAN / WOMEN <b>30 / 122</b>	MAN / WOMEN <b>38 / 168</b>
AGE AVERAGE <b>44,4</b>	AGE AVERAGE <b>44,75</b>	AGE AVERAGE <b>44,45</b>
NATIONALITY IT <b>53</b> GER <b>1</b>	NATIONALITY SRB <b>152</b>	NATIONALITY IT <b>1</b> ROM <b>205</b>



## WOMEN AT AKU

AKU's plant in Cluj Napoca, Romania is run by an entirely female management team, and operates with a 99%-female office staff and with 80% of the factory workers made up by women.

- 80% FEMALE FACTORY WORKERS
- 99% FEMALE OFFICE STAFF
- 100% FEMALE TOP MANAGEMENT

## OUR VALUES

### The value of tradition, the value of the product

AKU has always testified to an indissoluble bond with the Italian artisan manufacturing tradition, from which the profound production experience of its founder Galliano Bordin originates.

A fundamental value in the history of the company, which is found in the high quality of the products, designed to ensure, without compromise, the maximum functional performance in terms of comfort and durability.

### Life, work, adventures in nature - Our world, our inspiration

Over time, AKU's role in the outdoor market has increasingly become the reference brand for adventure and hiking enthusiasts, but with particular attention to the theme of the relationship between man and nature. Mountain farmers, woodcutters, naturalists, refugees, outdoor photographers. These are the natural lovers of AKU, alongside authentic mountain enthusiasts, mountain and hiking guides, mountain rescue technicians, who have always chosen AKU for its ability to combine the required technical performance with a professional product, with comfort. Typical of a shoe to enjoy your free time in contact with nature.

### Sustainability and responsible action - Our commitment

*"We feel part of a single ecosystem, social and environmental, we feel responsible for its balance"*

This short sentence summarizes the sense of AKU's commitment as a social entity, as well as as an industrial company. A commitment that goes beyond the simple fact of producing outdoor footwear capable of respecting the highest functional performance and which is expressed, in terms of environmental sustainability, in the constant search for innovative design solutions, aimed at containing the environmental impact, to promote the responsible use and reuse of resources, with a view to increasingly focused on the principles of the circular economy.

AKU together with its proper suppliers has an important responsibility to take care of nature and our environment and ensure that all people and animals that are a part of our processes are treated lawfully and in a morally and ethically correct manner.

We aspire to involve and activate people for environmental protection by means of our communication with which responsible use of products and the respect of nature should be promoted.

*"We like to think that whoever buys our products is a conscious user of authentic and functional manufactured goods, not simply the end-consumer of stuff. A respectful ethical product, with real value made to last in time."*

We all can contribute to a better future, for both the natural environment and the social community.



# OUR PRODUCTS AND BUSINESS AREAS

## AKU as Brand

AKU is the brand of an Italian shoe factory that produces shoes for mountain, hunting and leisure in contact with nature. The technical quality, function and reliability of each individual model are guaranteed by over 40 years of specific experience in the footwear sector, in full respect of the ancient and unparalleled Italian manufacturing tradition.

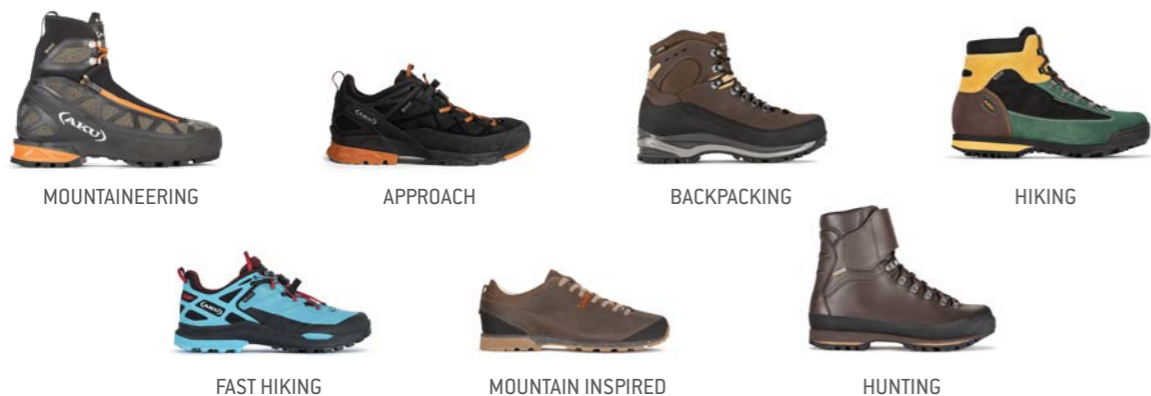
The range of products has grown over time, taking on the current wide configuration ranging from outdoor, in various declinations, to hunting, integrating for some seasons a special series dedicated to the military sector, a new development front and a new chapter in history.

Every model of AKU is a combination of traditional handcraft experience with modern technical solutions. From the leather selection to the deep research over the comfort fitting and biodynamic engineering: the responsible approach is since ever the main warranty offered by AKU to the end user about reliability of its products.

*"Every single model represents a product of absolute excellence, destined to become the irreplaceable companion of your adventures."*

## Product Categories

### OUTDOOR



Within its OUTDOOR collection AKU offers a range of products for Mountaineering, Approach, Backpacking, Hiking, Fast Hiking, Mountain Inspired and Hunting.

### TACTICAL

AKU is the Official Supplier of the Danish Army, UK Army and Swiss Army and other international special forces.



ITALY **30%**  
EXPORT **70%**



High quality exclusive footwear demonstrates AKU's commitment to seeking design solutions with reduced environmental impact.

AKU products are now at the feet of outdoor enthusiasts in over 40 countries around the world including Europe, North America, Asia and Australia.

The range of products has grown over time, taking on the current wide configuration ranging from outdoor, in various declinations, to hunting, integrating for some seasons a special series dedicated to the military sector, a new development front and a new chapter in history. AKU is an Italian footwear company that has taken many steps forward since it opened.

## Made in Italy



We have perfected the "Made in Italy" concept by improving the comfort and performance of our footwear. Proud of our roots, today we continue to produce our iconic models in Italy, including our mountaineering, hunting and parts of our hiking collection.



CRODA DFS GTX

HAYATSUKI GTX

DOGMA GTX

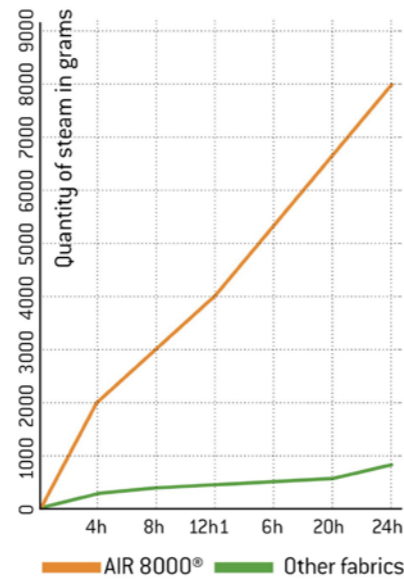
## AKU technologies

### AIR8000



AIR 8000 is the first technology for the construction of the upper developed and patented by AKU since 1991 to increase the breathability of a mountain shoe.

Laboratory tests carried out by Gore Tex confirm that the upper made with the exclusive AKU AIR 8000® system offers a level of breathability up to 11.5 times higher than normal standards. Almost 20 years later, the AKU AIR 8000® system remains one of the most advanced technologies to ensure excellent breathability of the mountain shoe.



### Elica and the AKU last - Biodynamic Comfort



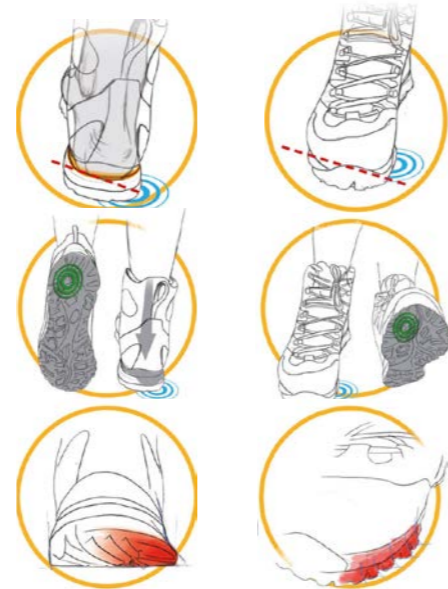
The creation of a last is a long and accurate process in which AKU's long experience in the design and production of high quality footwear is condensed. The identification of the last in relation to the morphology of the foot represents one of the basic criteria in choosing the right shoe.

The original AKU shape is the matrix, the result of constant research on plantar anatomy. From it, thanks to specific adaptations, the different types of shape and fit derive, which vary in relation to the different models and the specific function of use of the product. Elica is an integrated system consisting of LAST – ASSEMBLY INSOLE – MIDSOLE – TREAD that follows the anatomical shape of the sole of the foot and follows the normal inclination of the heel and forefoot. The functional value of the ELICA technology has been certified by specific tests performed at the CERISM Centro Ricerche Sport Montagna laboratories of the University of Verona. The tests show that a more homogeneous distribution of foot pressure during the support and push phases favors comfort by reducing impact and effort during the walk.



Aku last

The support phase      The propulsion phase



### IMS - Internal Midsole System : comfort, dynamics and precision



The IMS consists of a layer of soft EVA applied to the lasting board. It is a special lasting board construction system, designed by AKU with 3 different versions perfectly adapted according to the variable needs different types of footwear entail:



The IMS1 - **Precise Comfort** combines the Internal Midsole System with an external midsole in a thin microporous EVA. In this way, thanks to the low profile of the midsole, it provides maximum sensitivity, precision and reliability to ensure a correct and instant reaction to uneven terrains.

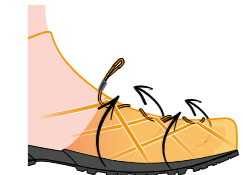
The IMS2 - **Agile Comfort** couples the IMS to a thicker midsole in moulded EVA or moulded PU in order to create the right balance between ground control and shock absorption.

The IMS3 - **Smooth Comfort** couples the IMS with an exoskeleton construction of medium density polyurethane for stability and protection and a lightweight PU inner part which provides cushioning shock absorption and high compressive strength in addition it features a lightweight and durable TPU heel cap and a rubber toe cup for a perfect for of the crampon.

### DFS - DUAL FIT SYSTEM. - Double the comfort, double the performance



The DFS lacing system is a technical innovation designed by AKU to provide a customised and precise fit. The comfort walking lacing system guarantees optimum comfort during the approach. When combined with the precise climbing lacing system, the foot is perfectly wrapped, offering maximum support for climbing or scrambling.



#### COMFORT WALKING

A traditional lacing system comprising four anchor points that effectively secure the instep, whilst allowing maximum volume at the forefoot.

#### PRECISE CLIMBING

The fast lock lanyard reaches through three anchor points, encasing the forefoot and thereby reducing volume at the shoe's tip.

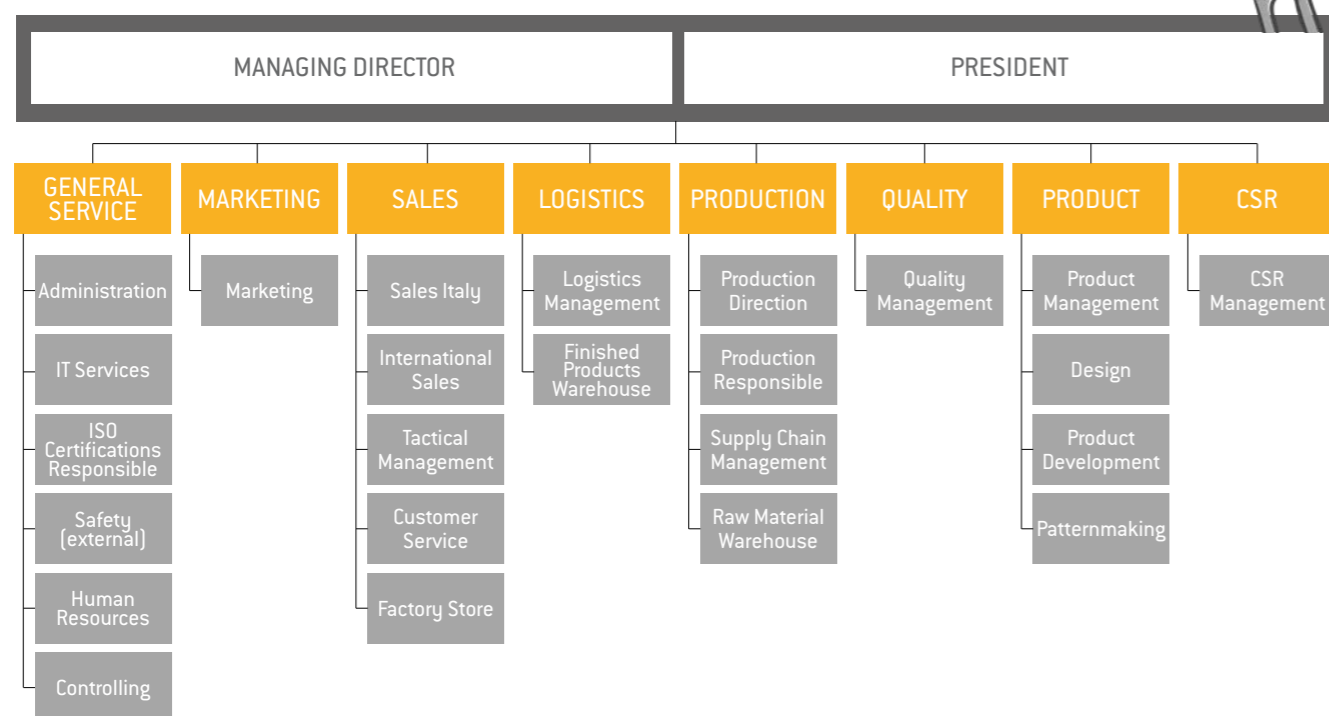
# OUR GOVERNANCE SYSTEM & ORGANISATION

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A fundamental value in the history of the company, which is found in the high quality of the products, designed to ensure, without compromise, the maximum functional performance in terms of comfort and durability.

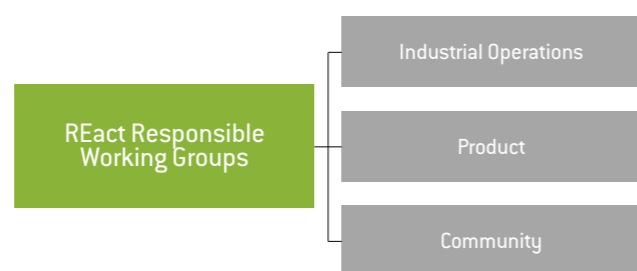


## General Organisational Chart



## REact Responsible Working Groups Organisational Chart

Since 2011 3 groups within the company have been set up for the management of initiatives concerning the PRODUCT, INDUSTRIAL OPERATIONS and COMMUNITY, with the aim of operating on certain macro issues such as safety, circular economy, and social solidarity. Over time, several projects have been developed, the most significant are listed below. (See "WHAT WE DO")



# CERTIFICATIONS



AKU Italia implemented and maintained Quality, Safety and Environmental Management Systems complying to **UNI EN ISO 9001:2015**, **UNI EN ISO 14001:2004** standards and **ISO 45001:2018** (former OHSAS 18001:2007) Occupational Health and Safety Management System Certification.

**ISO 9001:** The Quality Management System Certification is defined as the international standard that specifies requirements for a quality management system. We use the standard to demonstrate our ability to consistently provide products and services that meet customer and regulatory requirements.

**ISO 14001:** AKU Italia Environmental Management System has been adapted to UNI EN ISO 14001:2004 standards, in order to guarantee qualitative prescriptions compliance and a high sustainability profile, thanks to the propensity to standard technical solutions.

**ISO 45001:** Through the Occupational Health and Safety Management Systems Certification AKU guarantees to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.

**ISO 14067:** According to the Carbon Footprint Systematic Approach: Carbon footprint of products norm, principles, requirements, and guidelines for the quantification and reporting of the carbon footprint of a product (CFP) are specified, in a manner consistent with International Standards on life cycle assessment (LCA) (ISO 14040 and ISO 14044).

In 2021 AKU reported its Carbon Footprint of products according to ISO 14067 starting with the lifestyle model Bellamont Plus.

## EPD Environmental Product Declaration

### CERTIFIED ENVIRONMENTAL IMPACT

Bellamont Plus, the first outdoor footwear with declaration. AKU is the first and only company worldwide in the footwear sector to have calculated and certified the degree of environmental impact of a shoe in 2018, through a calculation process developed by the Swedish research institute Environdec. A result obtained through the application of the International EPD® System method which determines the level of environmental impact of the entire life cycle of the shoe.

Production and acquisition of raw materials and semi-finished products, transport, factory assembly, packaging and disposal at the end of use: all phases

of the product's life have been subjected to analysis to obtain the impact data of the footwear.

The environmental impact certification of the Bellamont Plus model represents for AKU a form of responsible commitment towards retailers and end users, with a view to maximum transparency regarding the production methods and the origin of the product.

The information deriving from the calculation of the environmental impact also allows the company to know in more detail the areas of greatest impact and therefore to evaluate new forms of design aimed at limiting the effects of its production activity on the natural environment.

IMPACT CATEGORY	TOTAL	UPSTREAM	CORE	DOWNSTREAM
Acidification (kg SO2 eq.)	3,69E-01	3,48E-01	1,79E-02	3,53E-03
Eutrophication (kg PO4 3-eq.)	1,61E-01	1,45E-01	1,51E-02	8,16E-04
Greenhouse effect-GWP 100 (kg CO2eq.)	28,86	24,39	3,85	0,63
Photochemical oxidation (kg C2H4 eq.)	7,63E-03	6,73E-03	7,68E-04	1,33E-04
Ozone layer depletion (kg CFC-11 eq.)	4,31E-06	3,85E-06	3,58E-07	1,05E-07



**BELLAMONT PLUS**

# CARBON FOOTPRINT SYSTEMATIC APPROACH

## LEARNING TO ReACT RESPONSIBLY

The climate emergency, related to CO2 emissions into the atmosphere, is a topic that AKU tackles with a conscious approach to its production activity. This is why we quantify, through a certified calculation process, the CO2 equivalent emissions in all the life stages of our footwear: from production to transport, up to disposal at the end of their life. Because we are sure that knowing is the fundamental prerequisite for reacting correctly and responsibly.

Calculated and certified the carbon footprint product: we are the first in the outdoor footwear industry.

The production cycle of a mountain shoe is a complex process, consisting of a system of companies that together form a long supply chain, divided into suppliers of raw materials, semi-finished products and services.

The analysis of this process is the necessary prerequisite to know the real level of environmental impact of the finished product and to define an adequate reaction strategy.



It is on the basis of these simple but fundamental considerations that AKU has decided to be the first to undertake, in the outdoor footwear industry, the certification project for the calculation of emissions of carbon dioxide of their models.

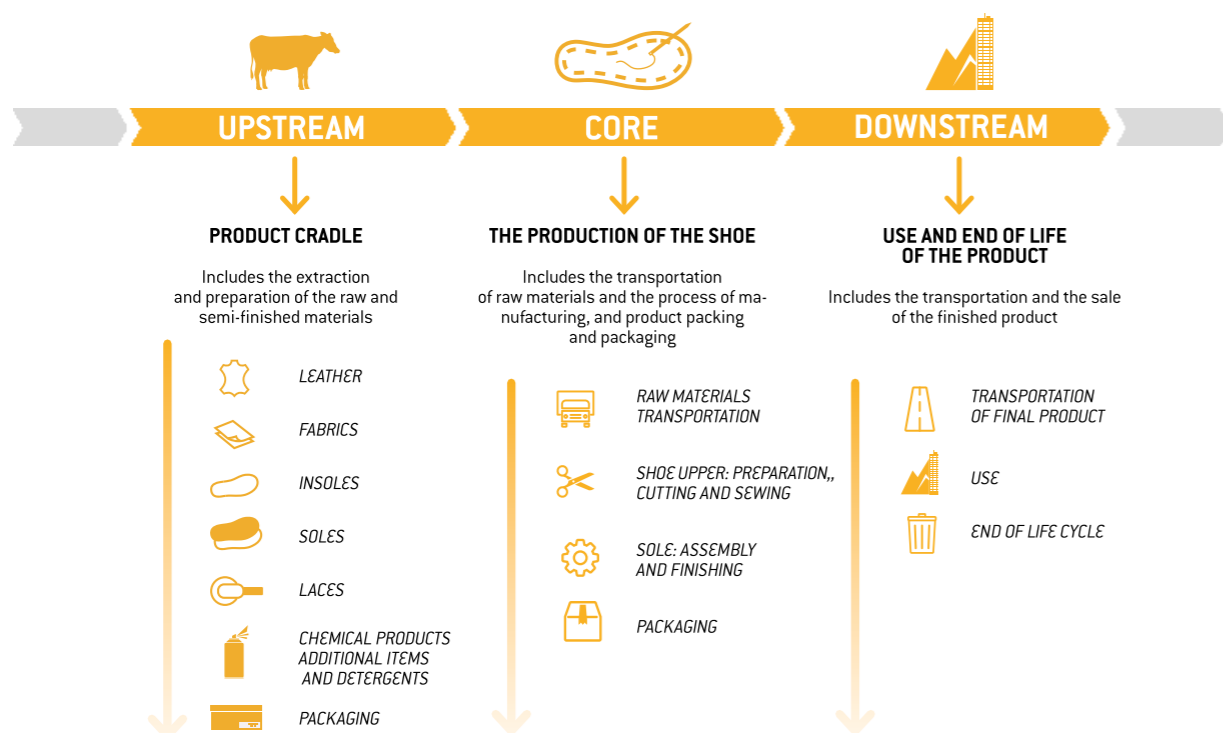
The purpose of the initiative was to look better inside oneself, to know in-depth every aspect of its production organization, from design to the end of life of the product and understand how this process impacts on the environment, with particular reference to CO2 emissions, the greenhouse gas that more than any other is today responsible for global warming and the resulting climate emergency.

A precious data, certified by the third-party BUREAU VERITAS

The project, guided by ISO standards, required the collection of a large and detailed range of information, intended for the creation of a database which today allows AKU to define exactly the quantity of CO2 emitted for the production and distribution of each individual model.

A precious data, certified by the third-party BUREAU VERITAS and made public through the platform CARBON FOOTPRINT ITALY which for now concerns the Bellamont Plus model, but which in the future will also be available for other models of the AKU collections.

A commitment in terms of transparency towards the end user and an analysis initiative that will allow our company to act on the critical factors of the production process, working on the constant reduction of the environmental impact, with the aim of achieving climate neutrality.



## BELLAMONT PLUS



Registration of  
2021/09/15

DU  
1 pair of shoes including primary packaging

CFP (kg CO2e/DU)  
25,46

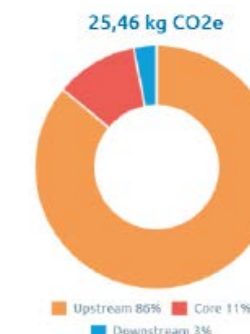
Reference Year  
2020

System Boundaries  
From cradle to grave

Stages Excluded  
None

Production Plants Included  
Montebelluna (Italy), Cluj Napoca (Romania), Sima

Reference PCR  
PCR 2013:15 "Leather footwear" version 2.11



CFP Study Report e Version

CFP Study report generale\_dati anno 2020 per CFP rev1 21/06/2021

Note  
Shoes made in Europe

Verified by  
Bureau Veritas

### GHG values included in the CFP

GHG Values	CFP Values (kg CO2e/DU)
Net fossil GHG emissions and removals	17,55
Biogenic GHG emissions	5,23
Biogenic GHG removals	-1,87E-04
GHG emissions and removals resulting from dLUC	1,68
Aircraft GHG emissions	2,24E-04

## Global Recycling Standard for all laces in lifestyle, hunting, trekking and mountaineering styles made in Europe in 2020

In 2020 all laces used for European-made footwear were GRS certified. Since then, they feature polyester yarns consisting of 100% recycled materials.



## Intertek Achievement Award 2018

In 2018 AKU received the Intertek Achievement Award for working conditions at its production plant in Simanovic, Serbia. This was the result of an audit by Intertek, a leading global independent provider of quality auditing and certification. The detailed assessment by Intertek is based on a performance matrix including the following areas:

Integrity, Work, Wages/salaries and working hours, Health and safety, Management systems and Environment. The result was above the average of similar companies in Serbia and 99% compliant with the high standards required by Intertek, which is why it received the Achievement Award.



## ISPO Award Gold 2020 for MINIMA by AKU

After the launch of the MINIMA project in 2018, to develop footwear with the aim of minimizing the consumption of materials and energy and maximizing the use of elements from recycling processes, AKU was awarded with the ISPO AWARD GOLD in the urban outdoor lifestyle category in 2020.



# CODE OF CONDUCT

We have adopted a Code of Conduct – a binding document that describes the values and principles that we follow, and all our suppliers and business partners are required to read, follow and respect and to further by implementing the values with their respective supply chains.

Our Code of Conduct is based on current international conventions and standards, including:

- The United Nations Global Compact
- The United Nations Universal Declaration of Human Rights
- The International Labour Organisation's Declaration on Fundamental Principles and Rights to Work
- The United Nations Convention against Corruption
- The United Nations Convention on the Rights of the Child
- The United Nations Sustainable Development Goals, in particular:



Our Code of Conduct covers the following topics:

<p><b>LEGAL COMPLIANCE</b></p>	<p><b>ENVIRONMENT AND ANIMAL WELFARE</b></p>
<p><b>LABOUR AND EMPLOYMENT</b></p>	<p><b>ETHICAL BUSINESS BEHAVIOUR</b></p>
<p><b>PRODUCT AND COMPONENTS</b></p>	<p><b>MONITORING, CONSEQUENCES AND AMENDMENTS</b></p>

AKU puts a particular focus on its specific Animal Welfare Policy, Product Safety and Chemicals Management Policy, Preferred Attributes Chart and its Consumer Products Restricted Substances List.

Find the entire Code of Conduct on the AKU website



# SUPPLIERS

Deep-rooted business relationships AKU has always taken care of its business relations with trusted suppliers and maintains long-term, partially historic, relationships with them; with many for more than 20 years. The longest business relationship for AKU has existed for instance with Gore-Tex and Vibram. Since the mid-80s of the last century AKU has collaborated with these trusted, iconic suppliers and is looking forward to the forthcoming years.

Full supply chain control for all European-made AKU products

**100%**  
INTERNAL  
PRODUCT DEVELOPMENT

**100%** DIRECT  
MANAGEMENT  
OF RAW MATERIAL SUPPLIERS

CONTROL OF THE ENTIRE  
PRODUCTION PROCESS

ADVANCED QUALITY  
CONTROL SYSTEM

MORE THAN  
**90%**  
ITALIAN RAW  
MATERIAL SUPPLIERS

Raw materials selected on the basis of the highest quality standards and special attention to the issue of environmental impact are the basis of AKU's design and production approach.

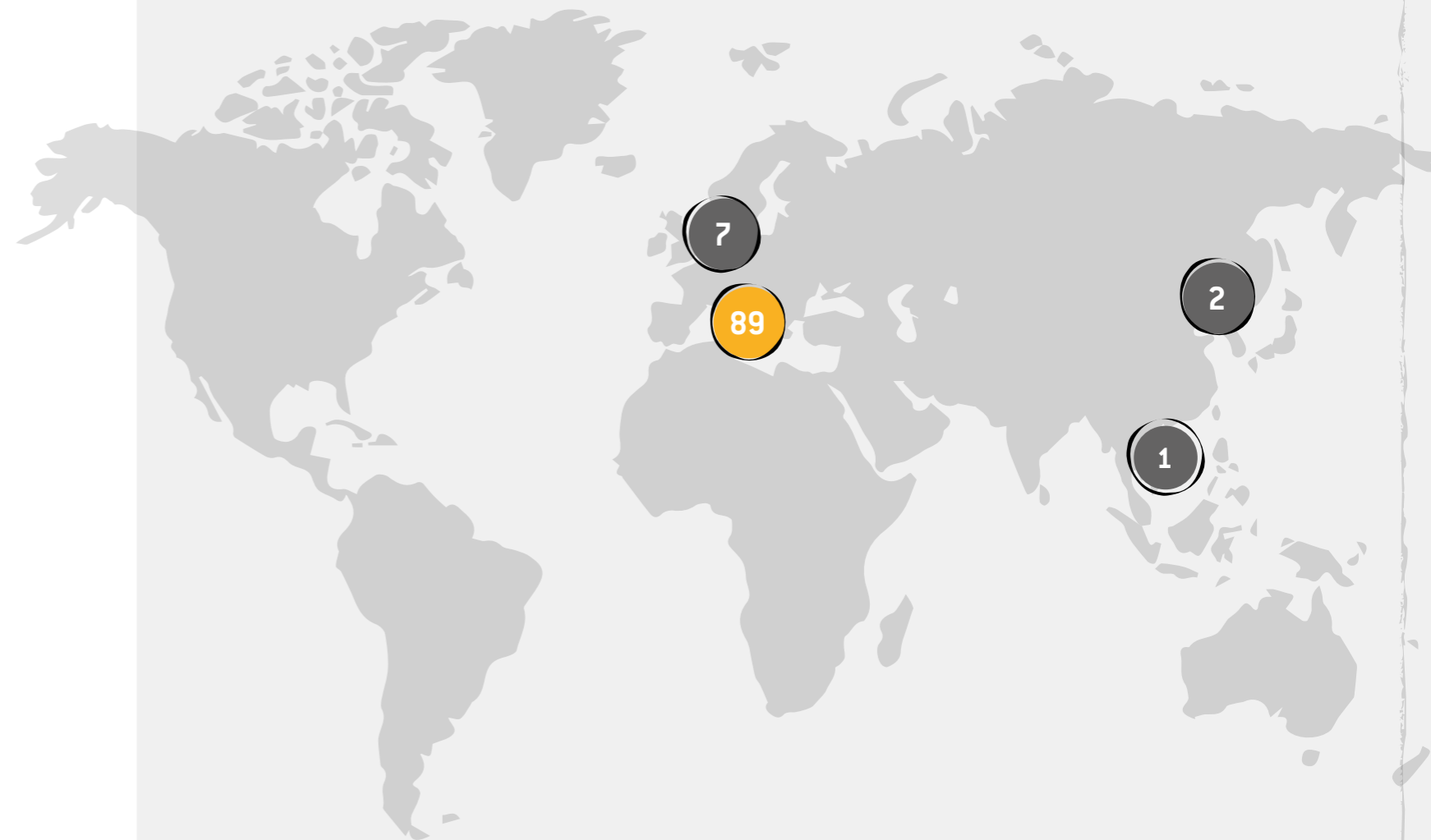
In this way, every single model represents a product of absolute excellence, ethically correct, destined to become the irreplaceable companion of your adventures in nature for a long time.

That is why we choose our suppliers very carefully and conscientiously, striving for the highest quality, a responsible approach to the environment and people and long-term business relationships.

AKU together with its proper suppliers has an important responsibility to take care of nature and our environment and ensure that all people and animals that are a part of our processes are treated lawfully and in a morally and ethically correct manner. As we do, also our suppliers must minimise their environmental impact and make continuous improvements in environmental protection.



## Supply Chain Mapping 2021



1 supplier of finished footwear from Vietnam  
98 raw material suppliers:  
98 % from Europe  
90 % from Italy

*We are proud that our long-lasting relationships with suppliers make AKU's supply chain stable and trusted. Our customer relationships are also characterized by loyal, long-term business relationships. A long-term view and strong relationships, this is a core value of the family-run company AKU.*

AKU has always paid highest attention to its choice of suppliers; this is being proven by taking a look at its awarded long-term partners from which AKU acquires highest quality raw material supplies.

## OUR PREMIUM SUPPLIERS WITH THEIR SPECIFICALLY RELEVANT CERTIFICATIONS

Leather is one of the main materials to produce mountain boots. Not least since the fulfilment of our Carbon Footprint calculation we are aware of the impact leather and hides have for the environment. Therefore, we have always put high focus on our choice of suppliers and have continuously insisted on an increasing sustainable development. This has successfully led us to an increase of LWG (Leather Working Group) certified and audited leather suppliers within the last years.

All of our leather suppliers are Italy-based.



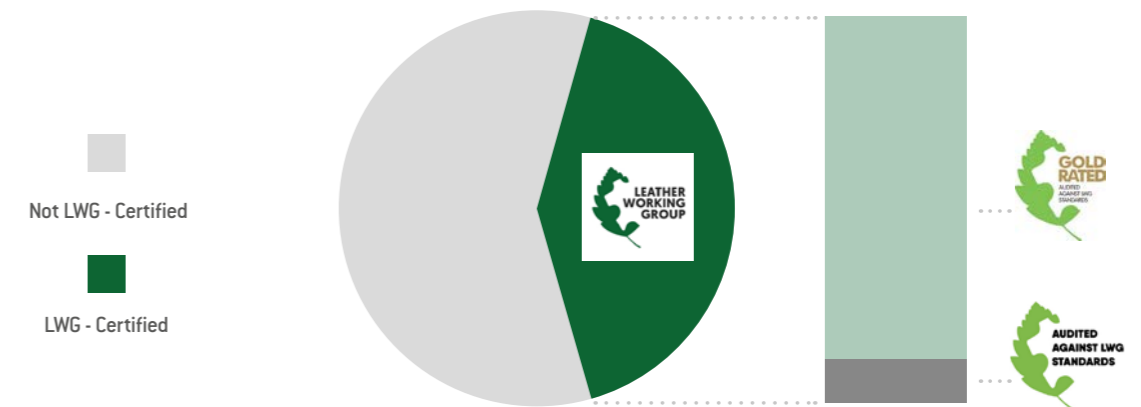
### LWG

The global multistakeholder, Leather Working Group (LWG), is a member-led non-profit organization that is dedicated to driving excellence in the leather industry, minimizing the environmental impact of leather production, and challenging industry perceptions, through a suite of tools and ESG certification. LWG is committed to driving improvement across the global leather supply chain, minimizing the environmental impact of leather production as well as inspiring, educating, and challenging its member companies.

In 2021 we purchased 43,5 % of our leather from LWG-certified leather manufacturers. 40,3 % are Gold-Rated. 3,2 % are audited against LWG Standards.

Our aim has always been to increase the amount of LWG-certified leather suppliers. With focus on the following collections, we are working on obtaining this objective.

#### LWG - Certified Leather Supplies 2021



In our Spring/Summer collection 2021, 50 out of 124 leather styles were with leather from LWG Gold-Rated manufacturers. 4 out of 124 leather styles were with leather from manufacturers audited against LWG Standards.

### Dani – Leather

For years Dani has chosen to be a sustainable company, recognising in its social-environmental responsibility the principles that guide its business operations, aimed at developing the company, those who work for it and protecting future generations. The ethical and strategic value of social-environmental responsibility is declared at Dani through research projects, innovation, inclusion and redistribution. Dani is multiple certified, most importantly for the quality of their products, the reliability of their processes and their environmental compatibility. For years Dani has chosen to be a sustainable company, recognising in its social-environmental responsibility the principles that guide its business operations, aimed at developing the company, those who work for it and protecting future generations. The ethical and strategic value of social-environmental responsibility is declared at Dani through research projects, innovation, inclusion and redistribution. Dani is multiple certified, most importantly for the quality of their products, the reliability of their processes and their environmental compatibility.

**Certifications:** Gold Rated – Audited Against LWG Standards, EPD (ISO 14025), Der Blaue Engel, Leather from Italy full cycle (UNI EN 16484), Carbon Footprint of Product (ISO 14067: 2018), ICEC certification of raw material traceability recovering hides from the food chain, OEKO-TEX leather standard, UNI 11427 ECO PELLE (leather with a low environmental impact)

### FL Leather – Leather

In 2020 the company obtained the first Designation of Origin Certification for finished leather in compliance with UNI EN 16484:2015 “Determination of the origin of leather production”. The company guarantees its customers that the qualifying phases of the tanning process have been carried out in Italy, thus also ensuring the stylistic and innovative content, as well as the state-of-the-art technology and respect for the environment that characterise Italian production.

**Certifications:** FL Leather is part of the LWG and has obtained the prestigious Silver Medal in 2022. Silver Rated – Audited Against LWG Standards, ICEC STANDARD UNI EN 16484:2015 requirements for the determination of the origin of leather production (Only Italian Leather)

### VESTA – Leather

Vesta Corporation has always been committed to research to ensure not only the quality of our products, but also the safety of our workers as well as the protection of the environment that surrounds us and the sustainability of the production process.

The company guarantees the traceability of the leather used for the realization of its articles.

In line with an increasingly global search for market transparency, the company has obtained the ICEC TS SC410 certification, which attests knowledge of the countries of origin of the raw materials, slaughterhouses, and farms from which they come.

**Certifications:** VESTA is LWG certified and has obtained the LWG Bronze Medal in 2020.

Bronze Rated- Audited Against LWG Standards, ICEC TS SC410 certification for traceability of raw materials

### Emmedue – Leather

All products manufactured by the CONCERIA EMMEDUE are guaranteed by the professionalism and experience with which the Marana family and co-workers are present in the entire production process.

The company was audited against the LWG Standards through the Environmental Stewardship Audit in 2020.

**Certifications:** Audited Against LWG Standards

### Mastrotto – Leather

Since 2017 Gruppo Mastrotto's commitment to environmental sustainability has been confirmed with an award for conformity to the LWG protocol, conceived and promoted on an international level by the Leather Working Group which endeavors to promote best practices in the tanning industry through the alignment of ethical, environmental and safety priorities. Furthermore, Mastrotto proves the ecological quality of its produced leathers through the German government certification "Der Blaue Engel". Gruppo Mastrotto's leathers are produced with the purpose to minimize their impact on the health and the environment during the production phase as well as in the recycling and disposal phases.

**Certifications:** Gold Rated – Audited Against LWG Standards, Der Blaue Engel, Leather Naturally Member

The majority of our synthetic fabrics' suppliers feature environmental certifications among which the most notable are:



The Global Recycle Standard (GRS) certifies products made using materials sourced from recycling and manufacturing activities. It promotes products made from recycled materials in line with social and environmental criteria across the entire production cycle.



The Standard 100 by OEKO-TEX® is a global independent and uniform system of control and certification for raw materials, semi-finished and finished products in the textile sector at every stage of the production process, as well as for any associated materials used. The tests are carried out with the aim of creating products without harmful substances.



The bluesign® standard is a tool for verifying a company's commitment to sustainable textile production, including the use of chemicals. bluesign® certified products are made responsibly in respect to the environment and the safety of workers throughout the supply chain.

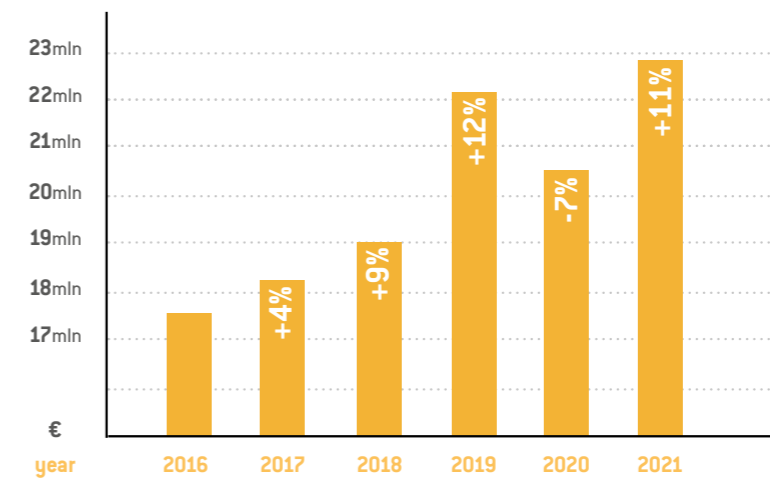


Der Blaue Engel is the prestigious German environmental label that attests to the high environmental performance of leather and fabrics and is issued by the German Ministry of the Environment to those products whose life cycle is characterized by a reduced environmental impact.

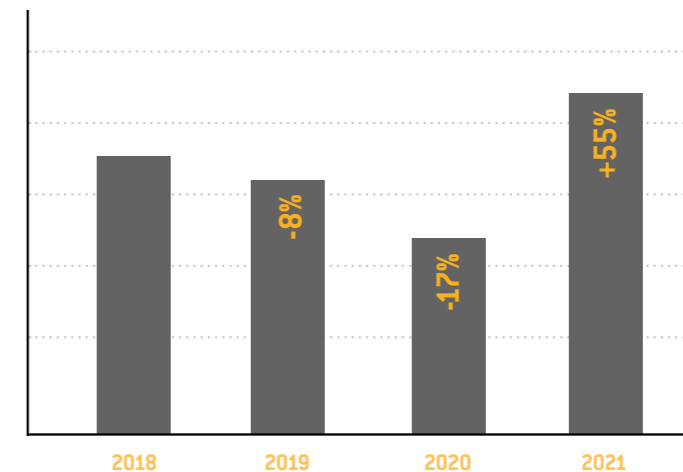
## PERFORMANCE AND FINANCIAL RESULTS

Regarding its performance and financial results AKU could attain a constant growth over the past years, with the obvious exception of 2020 due to the Covid pandemic impacting businesses globally. While in 2019 and 2020 AKU noted a decrease in investments, AKU's investments could be significantly increased in 2021 compared to the previous years.

Financial Results 2021 and Growth over last years



Investments







## WHAT WE DO

AKU constantly strives to improve the performance in terms of limiting the environmental impact of its activities and not only with regard to the product, but in more general terms about the industrial organization and the relations with the community.

## Timeline AKU Act Responsible Actions

2010



Prima campagna di sensibilizzazione al corretto smaltimento dei rifiuti.

2011

AGIRE RESPONSABILE

Nascita del progetto AGIRE RESPONSABILE. Creazione dei gruppi PRODOTTO, OPERATIONS e COMMUNITY.



RECYCLING PROGRAM

100% imballi in materiale riciclabile e privi di collanti.



DIFESA AMBIENTALE

Adesione ad EOCA European Outdoor Conservation Association - associazione europea fra le aziende outdoor impegnate per la salvaguardia ambientale.

2012



RECYCLING PROGRAM

Gestione riciclo degli imballaggi e delle materie prime.

2013



STIFTUNG WARENTEST

La fondazione tedesca a tutela del consumatore giudica il modello Trekker Lite GTX come la calzatura da trekking con le migliori prestazioni e con il più basso livello di sostanze inquinanti presente sul mercato Germania.

AKU AGAINST MICROPLASTIC

Eliminazione plastica termoretraibile nei processi di imballaggio.



RECYCLING PROGRAM

Adozione del nuovo battistrada VIBRAM in miscela derivata da un processo di riciclo.

2014



DESIGNED TO REDUCE

Progettazione dello stand fieristico in legno di origine locale, non trattato, a ridotto consumo energetico e interamente libero da plastiche monouso.



DESIGNED TO REDUCE

100% materiale pop libero da sostanze derivanti dal petrolio.

2015



DIFESA AMBIENTALE

Certificazione ambientale ISO14001.



DIFESA AMBIENTALE

Premio Outdoor Industry Award Italia per il miglior progetto di salvaguardia ambientale.



AKU AGAINST MICROPLASTIC

100% nastro adesivo in carta per imballaggi merce in spedizione.



DESIGNED TO REDUCE

Produzione di BELLAMONT PLUS, la prima calzatura a basso impatto ambientale con utilizzo di pellame DANİ – ZERO IMPACT, libero da cromo e con emissioni CO<sub>2</sub> del processo di produzione interamente compensate.

2016



DIFESA AMBIENTALE

Creazione Restricted Substances List su base SATRA.



IMPEGNO SOCIALE

Adesione al programma It's Great Out There per promuovere iniziative dirette a favorire la pratica dell'attività motoria, sportiva e il tempo libero a contatto con la natura.

2017



DIFESA AMBIENTALE

EPD Environmental Product Declaration – Dichiarazione di impatto ambientale certificata per il modello Bellamont Plus, prima calzatura del mercato outdoor a raggiungere questo traguardo.



RECYCLING PROGRAM

Adozione tessuto da riciclo PET e Solution Dyed per modelli lifestyle/ multiterrain.



RICERCA SCIENTIFICA

Supporto al progetto ICE MEMORY per lo studio dell'emergenza climatica.

2018



DESIGNED TO REDUCE

Lancio progetto MINIMA, calzatura sviluppata con l'obiettivo di ridurre al minimo il consumo di materiali ed energia, massimizzando l'impiego di elementi provenienti da processi di riciclo. Nel 2020 MINIMA è premiata con ISPO AWARD GOLD nella categoria urban outdoor lifestyle.

IMPEGNO SOCIALE

Achivment Award Intertek per stabilimento AKU Simanovic – Serbia relativo a standard salute, sicurezza e sistema di gestione del processo produttivo.

2019

AKU AGAINST MICROPLASTIC

100% etichette in carta su packaging.



DIFESA AMBIENTALE

100% carta FSC per materiali di comunicazione.

2020



DIFESA AMBIENTALE

AKU è parte del gruppo EOG Climate Action.

LED

DIFESA AMBIENTALE

100% fonti luminose LED nello stabilimento AKU di Montebelluna.



DESIGNED TO REDUCE

100% lacci riciclati certificati GRS per le calzature di produzione diretta AKU.

DIFESA AMBIENTALE

100% tazze bicchieri compostabili per pausa caffè.

2021



DIFESA AMBIENTALE

100% collanti base acqua per assemblaggio tomaie calzature di produzione diretta AKU.



DIFESA AMBIENTALE

Certificazione Carbon Footprint Systematic Approach per il processo di calcolo delle emissioni di CO<sub>2</sub> di ogni singolo modello.



IMPEGNO SOCIALE

Attivazione progetto inclusione Outdoor 4ALL. Collaborazione con Associazione Disabilincorsa.



## PRODUCTS

At AKU the research for new elements to improve the reliability of its footwear is constant. As in the early days, we took up and improved the art of Italian manufacturing, so today we combine quality and environmental responsibility.

### Animal Welfare



In our Code of Conduct we emphasize that Animal Welfare is one of the focus topics for AKU all along our supply chain.

*"We do not tolerate any form of animal mistreatment, and we support animal welfare and that all animals are treated with respect and have the right to a life in dignity."*

Therefore, we have elaborated an animal welfare policy with which all suppliers must comply. This animal welfare policy highlights that breeders and all parties handling the animals must not only follow national and international laws but should adhere to their Five Freedoms defined by the EU Farm Animal Welfare Council/World Organisation for Animal Health (OIE). The five freedoms are:

Freedom from hunger and thirst

Freedom from discomfort

Freedom from pain, injury and disease

Freedom to express normal behaviour

Freedom from fear and distress

## Creation of the V-Light Family

For the 2022 fall/winter collection, AKU introduced the new V-Light styles: Superalp V-Light, Slope V-Light and Bellamont V-Light. The styles are the first entirely made without leather models in AKU's collection and use RE-PET microfiber made entirely from recycled PET as upper material. Recycled laces and recycled Gore-Tex lining additionally reduce the product line's impact. On top of this, 20% recycled R-EVA microporous midsoles made in Italy were used for Slope V-Light and Bellamont V-Light. The Bellamont V-Light also features 90% petroleum-free N-OIL outsoles by Vibram.

By using RE-PET microfiber instead of suede leather the weight of the shoes and boots could be reduced by - 30%.  
Vegan-friendly footwear with restricted environmental impact:

100% recycled microfiber upper

Gore-Tex Lining with 99% recycled yarns

Recycled polyester laces



LIGHTWEIGHT



RECYCLED



ANIMAL LEATHER FREE



SUPERALP V-LIGHT GTX



SLOPE V-LIGHT GTX



BELLAMONT V-LIGHT GTX

## Preferred Attributes



For our very responsible choice of suppliers, we have elaborated a chart that outlines AKU's preferred impact attributes, which include voluntary certifications and material types that AKU has determined to be most credible, relevant, and impactful in supporting positive impacts across our supply and production chain. These preferred attributes chart can be found in our code of conduct.

For the selection of raw materials and services AKU will prioritise those suppliers featuring attributes in the categories: Fair and safe supply chains, Chemicals Management, Animal Welfare as well as Climate and Environmental Stewardship.

## Consumer Health & Safety



AKU is well versed in minimizing and strictly regulating the use of chemical substances in its products to ensure consumer health and safety and to minimize the impact on the environment. Multiple continuous projects are led in order to set up stringent requirements, monitor chemical residues and encourage our suppliers' transparency.

## Product Safety and Chemicals Management Policy & RSL

In its Code of Conduct AKU states that all components and supplies must be free from chemical substances that may be harmful to humans and the environment. AKU therefore disposes of a stringent Product Safety and Chemicals Management Policy and provides its raw material suppliers with a Restricted Substances List which all must comply with.

AKU strictly follows its RSL based on restricted hazardous substances under REACH. This allows AKU to, besides our consumers' health and safety, also assure health, safety and protection of AKU employees in production and the warehouse.

## Chemical Spot Checks

To assure that its products are compliant with all chemical regulations AKU makes its materials and products be tested by a chemical laboratory. AKU uses a Restricted Substances List to define which hazardous substances must not be present on the product and what the permitted limits are. Random chemical spot checks are conducted in a regular manner on products of collection categories considered to have the highest risk of non-compliance and risk of chemical residues based on an internal evaluation to verify suppliers' compliance. The most recent test results from 2021 confirm that the products tested comply with AKU's RSL, are free from hazardous substances and do not exceed the permitted limits.



## Dani Zero Impact Leather



For the leather lining of Zero Impact models, AKU uses Dani Zero Impact Leather. -5 % environmental impact, metal free, CO2 compensation through reforestation.

Tanning/retanning/dyeing/finishing are carried out without the use of heavy metals.

Extremely short supply chain: Raw supply chain shorter than standard, thanks to direct supply from slaughterhouses (no intermediate storage and salting for conservation)

Upcycling waste: Fat from initial trimming phase, recovery of hairs and of proteins from shavings and offcuts. Greater efficiency in recovery efficiency data are linked to the recovery of by-products.

Elimination of sulphide and hydrogen sulphate during the beamhouse phase

Vegetable extracts: Tannins from vegetable extracts can be used in the retanning phase

Environmental Impact: -5% Reduction of the environmental impact according to the LCA method

Clean water: The end-of-production waters are qualitatively better (reduced chemical components), thanks to the selection of products that are used and the effectiveness of the process in the several phases

CO2 compensation: The CO2 emitted for production is compensated through reforestation projects based on the Carbon Footprint of Product certification.

Biodegradability: Twice as biodegradable as traditional product

### Bluesign-certified fabrics supplier

Since 2020 our main upper fabrics supplier for all EU-made products VELA has been Bluesign certified. (See 3.8 Suppliers)

# CIRCULAR ECONOMY



### Gore-Tex laminate with recycled yarns

In some models like the Bellamont and the V-Light family, AKU uses GORE-TEX laminate with recycled yarns to enhance circular production, where small steps can make a big difference.

### Recycled laces

All EU-made products are featured with laces out of recycled polyester

### Resoling Service

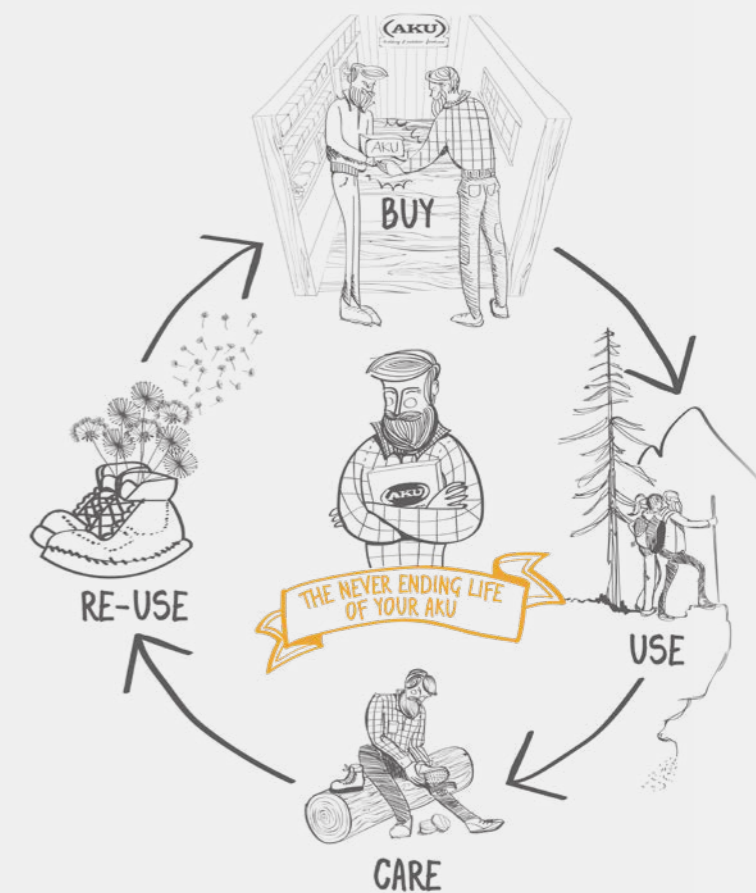
For many of its models in the collection, AKU offers the resoling service at its Montebelluna plant. Consumers receive all necessary information at their AKU dealer.

### Recycled materials for all Vietnam-made products

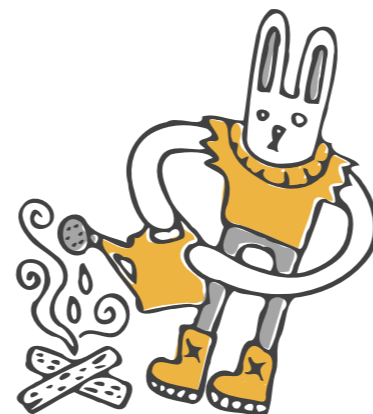
Ortholite Hybrid insoles made of 35% recycled material and 20% recycled fabric lining are used for all Made in Vietnam models.

### Recycled EVA in midsoles

With its Bellamont line AKU first introduced recycled material for the midsole component. For this step AKU has collaborated with the local supplier Friul Rubber. For them it was a first time project to include waste from their own production for the manufacture of midsoles with recycled compounds. It is the story of a precious partnership through which AKU together with its supplier could improve the use of recycled compounds through a shared evolution.



## Transparency & Reduced Impact



### CFP Carbon Footprint Systematic Approach

The climate emergency, related to CO2 emissions into the atmosphere, is a topic that AKU tackles with a conscious approach to its production activity. This is why we quantify, through a certified calculation process, the CO2 equivalent emissions in all the life stages of our footwear: from production to transport, up to disposal at the end of their life. Because we are sure that knowing is the fundamental prerequisite for reacting correctly and responsibly.

Calculated and certified the carbon footprint product: we are the first in the outdoor footwear industry. 2022 AKU released the first results as presented with the example of Bellamont Plus. [See 3.6 Certifications]

### Minima

Less waste, less consumption, less impact on the environment: DESIGNED TO REDUCE

Minima. AKU's top sustainable model for reducing environmental impact, which won the prestigious ISPO AWARD GOLD at ISPO 2020. Minima is the first and only shoe on the outdoor market where the upper and lining are made entirely from Zero Impact® leather, obtained through an environmentally friendly tanning process without chrome and heavy metals.

In line with the responsible commitment of the AKU philosophy, the design of the shoe has been conceived to reduce the waste of leather in production by reusing it in different components of the product, while the CO2 emissions generated throughout the life cycle of the Minima are offset by supporting United Nations Framework Convention on Climate Change (UNFCCC) initiatives.

### Introduction of the Rapida Air model with low-impact materials

The newly introduced Rapida Air model is made from the following low-impact materials:

- Upper made from 10% recycled yarn
- Toe cap and counter made from 100% recycled material and moulded without waste
- Partially recycled Ortholite Hybrid footbed

### EPD - Environmental Product Declaration

#### CERTIFIED ENVIRONMENTAL IMPACT

Bellamont Plus, the first outdoor footwear with declaration

AKU is the first and only company worldwide in the footwear sector to have calculated and certified the degree of environmental impact of a shoe in 2018, through a calculation process developed by the Swedish research institute Environdec. A result obtained through the application of the International EPD® System method which determines the level of environmental impact of the entire life cycle of the shoe.

The information deriving from the calculation of the environmental impact also allows the company to know in more detail the areas of greatest impact and therefore to evaluate new forms of design aimed at limiting the effects of its production activity on the natural environment. [See 3.6 Certifications]

### Traceability of all components

For models made in the EU, AKU provides its customers with a fully transparent traceability chart of all raw materials used, providing the country of origin. The lists showing where the main components of the specific products are purchased are made available on AKU's website. The means of transportation from the supplier to the production plant are traced to calculate their impact.

### N-Oil compound

AKU has always been attentive to new technological solutions that are responsible towards Nature. For this reason we decided to use Vibram N-OIL compound as a green alternative for the outsole of our, and your, footwear. It is made with over 90% natural ingredients, while maintaining the Vibram trademark of quality, grip and performance.

100% natural pigments, originating from plants and biological agricultural by-products.

The entire process is carried out without the use of solvents or chemical products. Responsible reasons why AKU chooses Vibram N-OIL for specific products in its collection highlighting the brand's and supplier's constant commitment in the direction of responsible and more sustainable performance products.

This choice is one of many that we at AKU are making in the fight against climate change with a view to responsible production. The Vibram N-OIL compound is an innovative solution by Vibram, designed to offer a green alternative for outsoles.



### Water-based adhesives

AKU has long since decided to use water-based adhesives for bonding the components of its uppers. This improves the durability and quality of the product and reduces its environmental impact at the time of disposal. By doing so AKU has reduced its use of solvents for the stitching process by - 100 % in all of its 3 production plants in Italy, Romania and Serbia.



## OPERATIONS

In order to reduce the levels of energy consumption and emissions, AKU is oriented towards research for greater efficiency of the plants and the rationalization of production processes.

### Energetic Resources, Savings & Emissions



### Renewable energy

More than 18 % of energy consumed by AKU at its headquarters in Montebelluna is obtained from renewable sources. In our Romanian production plant more than 34 % of the energy originates from renewable sources. Also, the Serbian production plant is provided with partial renewable energy.

### Conventional lamps replaced by LED & Energy savings in 2021

In all AKU sites in Italy, Romania and Serbia a light source efficiency program was pursued for the installation of high efficiency and reduced energy absorption LED systems.

#### ITALY

KW:  
**- 44%**  
 PER PRODUCED PAIR  
**- 13%**  
 ENERGY CONSUMPTION  
 SINCE LED INSTALLATION

A reduction in consumption between 2020 and 2021 of 50,709kWh, equal to approximately 200 tonnes of CO2 equivalents considering the emission factor 408.9g/kWh for the country Italy in 2018 could be achieved.

#### SERBIA

KW:  
**- 55 %**  
 OF TOTAL ENERGY  
 REDUCTION SINCE LED  
 INSTALLATION  
**- 20 %**  
 OF ENERGY REDUCTION  
 AFTER CHANGE OF AIR  
 COMPRESSORS

With an even better efficiency and reduction of energy consumption expected in the near future.

#### ROMANIA

MORE THAN  
**- 33 %**  
 REDUCED ENERGY  
 CONSUMPTION SINCE LED  
 INSTALLATION

## Energy-saving factory roof insulation

Between 2015 and 2017, a complete overhaul of the thermal insulation system of the production plant in Montebelluna – Italy was carried out, optimizing energy consumption and consequently reducing the level of CO2 emissions.

## Reduction in electricity consumption thanks to a change in working hours

Through an internal survey, a new set of working hours was adopted for production personnel, reducing the lunch break and bringing forward the evening exit time. This new structure has guaranteed a double effect: on the one hand a significant improvement in the management of time to devote to family and social activities, on the other side a reduction in energy consumption due to the early closure of the plants and a more efficient utilisation of machines.

## Water Resources

To our regret, we are not yet in a position to optimally track our water consumption, so that the consumption in production and offices cannot yet be optimised in a targeted manner. Nevertheless, it can be stated that the water consumption is exclusively due to the use of sanitary facilities as the manufacturing processes in Montebelluna do not require water resources. We can therefore provide rough information on our water consumption, which shows that it has always been stable at a low level compared to the average residential uses\* in Italy in recent years. Thus, we strive to set up a more specific system to track and manage water resources at AKU.

\*Calculations based on the average residential water use per capita in Italy, considering a typical domestic family of three components with annual 150 mc consumption amounts

[Source: According to last ARERA figures (ARERA 2017, Annual Report)]



## Waste Management & Circular Economy



*AKU against microplastic  
100% packaging in recyclable material*

## Elimination of heat shrinkable plastic in the packaging processes

Starting from 2016, the packaging system for shipments of goods to customers globally was revised, completely eliminating the use of plastic material and introducing the exclusive use of cardboard packaging, favouring eventual recycling or disposal or reuse of the packaging itself at the end of its life.

## 100% paper adhesive tape for shipping goods packaging

The cartons in which we ship the shoe boxes are sealed with paper tape, making the secondary packaging easily recyclable and reusable.

## 100 % paper labels of packaging

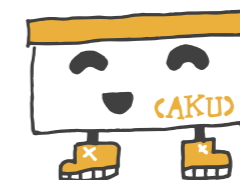
The labels applied to the shoeboxes have changed from a plastic backing to a paper backing, making the AKU packaging easily recyclable.

## Recycling Program – Reduce, Reuse, Recycle

Reuse of raw materials' packaging and other delivery's packaging.

All boxes received through deliveries from Vietnam are being reused by AKU for shipments from the central warehouse in Montebelluna, Italy. Consequently, all cardboard boxes have a second life and are reliably and consistently reused. AKU can significantly reduce the use of new boxes by finding responsible solutions for waste reduction.

In 2021 reused 3122 cardboard boxes and increased the reuse of approximately 45% compared to 2020. In addition to this, cardboard boxes and outer carton weekly received through shipments of semi-finished products and parts from our Serbian and Romanian production plants are always reused and sent back to the plants abroad for continuous reuse for this type of freight.



## Freight Pallet Wrap Film

The actually used wrap film for shipments is made of PE-LD (Low Density Polyethylene) which is recyclable. Though, due to AKU's ample use of plastic film for various shipments of raw materials and finished goods, AKU ambitiously tries to lower its impact and foster its development towards circular economy. Within this scope the use of a 60% recycled pallet wrap film is currently being tested and evaluated. Alongside these measures, a new machine was acquired in order to wrap pallets in the most efficient and material-saving manner possible.

In 2021, 637 rolls of plastic wrap were used for AKU freight. Per year this made up 7 grams of plastic film per pair.

## 100% recycled bags for internal use & shipments

Also, the amount of recycled material of bags for internal use and for small shipments to customers is being increased from 70% to 100%. Entirely recycled plastic, entirely recyclable.

## AKU against microplastics - Water dispensers

In 2020 and 2021 AKU has installed water dispensers providing filtered tap water for employees. Like this the use of single-use plastic bottles decreased significantly and employees in the offices have unlimited access to fresh drinking water.

## AKU against microplastics - Change of single use coffee cups and spoons for coffee machine

AKU decided to exclusively use compostable coffee cups and spoons instead of plastic items. The local waste management company confirms that AKU's compostable cups used in vending machines are reprocessed in compost instead of being disposed of in residual waste.

## Disposable Paper Towels – Ecolabel-certified

In 2021 26 boxes of bathroom paper towels, making up 9000 pieces per month were used in our headquarter. Using Ecolabel-certified paper towels with a reduced environmental impact was a deliberate choice. However, in order to eliminate disposable hand towels, we plan to install energy-efficient electric hand dryers.

## Logistics & Transports



The CFP allowed AKU to get an entirely transparent and traceable insight into the impact of raw materials transportation. By collecting and evaluating all data about freight transportation, AKU can identify the areas of greatest impact, aimed at limiting the effects of its production activity on the natural environment.

The Carbon Footprint calculation makes it possible to trace and identify all type and distance of transportation for every single material from raw material suppliers to the AKU warehouse, as well as from sub-suppliers to AKU suppliers by means of transport divided in road, sea, train or air freight.

AKU always strives to ensure transport with the lowest possible impact.

## Transparency & Reduced Impact



## Installation of automatic cutting machines

The installation of automatic cutting machines in the production allows a saving of about 5% of raw material and consequently leads to a reduction of waste.

## FSC certified labels

All box labels, cartons, and other accessories consumers can find on finished products are FSC certified. The Forest Stewardship Council (FSC) is an international, non-governmental organisation dedicated to promoting responsible management of the world's forests.

FSC forest management certification confirms that the forest is being managed in a way that preserves biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability. FSC-certified forests are managed to strict environmental, social and economic standards.







# COMMUNITY



## Our community

### Ambassadors, Athletes and Partners



### Life, work, adventures in nature - Our world, our inspiration

Over time, AKU's role in the outdoor market has increasingly become the reference brand for adventure and hiking enthusiasts, but with particular attention to the theme of the relationship between man and nature. Mountain farmers, woodcutters, naturalists, refugees, outdoor photographers. These are the natural lovers of AKU, alongside authentic mountain enthusiasts, mountain and hiking guides, mountain rescue technicians, who have always chosen AKU for its ability to combine the required technical performance with a professional product, with comfort. Typical of a shoe to enjoy your free time in contact with nature.

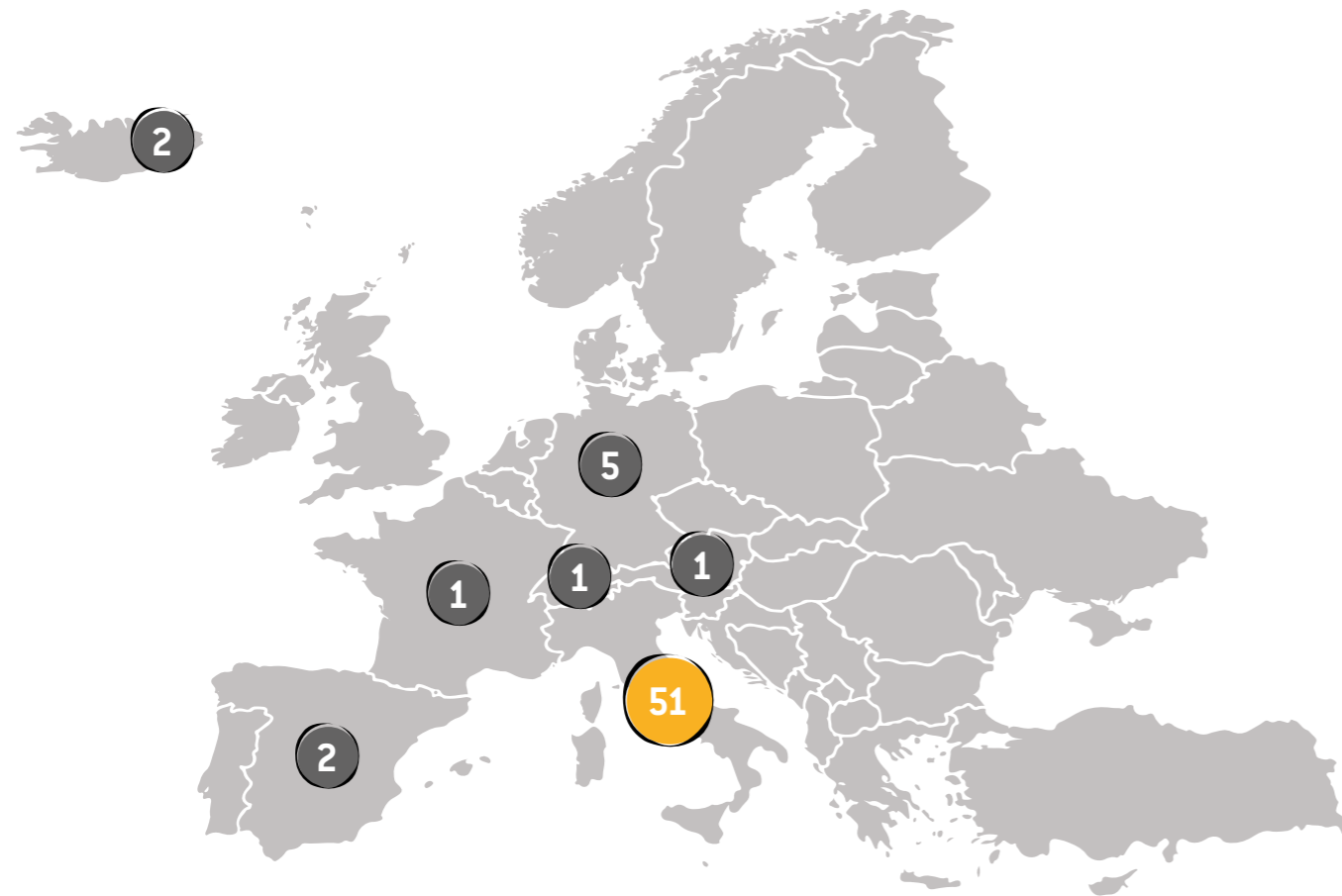
AKU Ambassadors share the culture and values of the AKU brand, they are community builders, convinced and passionate users of AKU footwear which they promote through their sports and leisure activities.

People sharing our vision of high-quality products made to last in time with a responsible approach to the environment, who combine their passion for the mountains and nature with the responsible use of AKU products: These are our ambassadors, athletes and partners, we call "Amici", that are spread all over Europe.

Our community does not consist of extreme athletes striving for the highest summits in the fastest timing but passionate people sharing authentic stories about their experiences and outdoor adventures with AKU footwear on their feet.



### Where is our community spread?



MAN / WOMEN

70% / 30%

through various age groups & different nationalities with a strong core based in Italy

Besides its athletes and ambassadors representing the brand, AKU collaborates with outdoor organizations, associations and mountain huts that carry the idea of a respectful, responsible experience in the mountains that is open to everyone forward.

### Map & pictures of Mountain huts



**Partner:**

Alpinschule Oberstdorf, Alta Via Dolomiti Bellunesi, Cammino Materano, Centro Studi Montagna Sospirolese, Compagnia del buon cammino, Disabili in corsa, FAI Vacanze, Fotopercorsi, Giorovagando in ebike nelle Dolomiti, La Val Wanderdorf, La Venta, Mangia Trekking, Naturalmente guide, Top on Mountain Bayrischzell, Trekking Alps, Val Gardena Active, Valle Umbra Trekking, Viaggi Fotografici.

**Rifugi amici:**

Rifugio Antermoia (Catinaccio), Rifugio Bruno Boz (Alpi Feltrine), Rifugio Caldenave (Lagorai), Rifugio Capanna Cima Comelle (Val Gares, Agordino), Rifugio Capanna Ghiacciaio Marmolada, Rifugio Duca degli Abruzzi (Appennino Tosco-Emiliano), Rifugio Giorgio Dal Piaz (Alpi Feltrine), Rifugio Quintino Sella (Monviso), Rifugio Telegrafo (Monte Baldo), Rifugio V Alpini (Gruppo Ortles-Cevedale), Rifugio Vederna (Alpi Feltrine).

### AKU alpine hut network – Mountain free from single-use plastic

AKU launched a project to sensitize mountain enthusiasts to avoid of the use of disposable plastics during their excursions.

A network of alpine huts currently made up 10 units on the Eastern Alpine arc, with the prospect and the hope of extending it to numerous others distributed over the rest of the Alps and the Apennines, to consolidate the idea that mountain waste is an unacceptable presence.

The project provides for an agreement between the company and the manager of the refuge for the production and sale at an advantageous price of technical water bottles (Ferrino) with the aim of gradually replacing or abolishing the habit still widespread by many hikers. to carry in the backpack or ask for the water in the disposable plastic bottles in the refuge.



## Protection of Human Rights



AKU's Code of Conduct is based on current international conventions which shall assure protection of human rights, throughout the entire supply chain.

- 
- The United Nations Global Compact
- 
- The United Nations Universal Declaration of Human Rights
- 
- The International Labour Organisation's Declaration on Fundamental
- 
- Principles and Rights to Work
- 
- The United Nations Convention against Corruption
- 
- The United Nations Convention on the Rights of the Child
- 
- The United Nations Sustainable Development Goals
- 

Under the point **LABOUR AND EMPLOYMENT** AKU states its requirements regarding fair, safe, healthy and equal labour conditions, and employment rights, specifically focusing on labour contracts, working hours, wages, a respectful treatment as well as the freedom of association and the right to collective bargaining.

## Trainings



In 2021 AKU employees will have completed 860 hours of training on safety, production, and sustainability topics. To ensure safety in the production and warehouse, improve efficiency and specialized work steps in the production and to raise awareness for sustainability topics, AKU employees are trained in all 3 AKU sites.



## Health and Safety at Work



### ISO 45001 & Medical Checks

Occupational health and safety are central aspects and a fundamental value of the company. Especially in production and in the warehouse, our staff is exposed to certain risks due to the type of work. AKU therefore carries out regular safety inspections in accordance with the ISO standard 45001, identifies and controls risks, thus ensures and improves the overall occupational safety.

Our occupational health and safety system includes yearly assessments of occupational work hazards as well as emergency evacuation drills, fire safety and first aid training. In accordance with the requirements of ISO 45001 standards and has the system in place to maintain and continually improve the occupational health and safety management system, including the processes and interactions needed.

Regular medical health checks are conducted within the scope of occupational health surveillance, as well as verifying the worker's physical fitness to perform the tasks assigned to him or her.

### Covid-19 Safety regulations

During the Covid-19 pandemic protective measures for employees were taken. To guarantee employees' health and safety at work a hygiene concept was elaborated and implemented. The temporary possibility for home office was an effective tool to ensure health and safety and business continuity.

## Company Welfare



### Sanimoda - Supplementary health care fund

Sanimoda is the supplementary health care fund for workers in the fashion industry.

As a footwear manufacturer AKU is a member of Sanimoda, enabling its employees to take advantage of the fund.

Sanimoda was created by the agreement signed in 2017 between the trade organisations of companies and workers. It is equal in nature, i.e. composed in equal parts of representatives of workers and companies, and is distinguished by being non-profit: everyone inscribed is a member and supports the proper management of the Fund.

The Fund's objective is to support the needs and requirements of workers by providing health care services supplementing those of the National Health System (NHS).

Sanimoda covers diverse medical treatments and surgeries, healthcare fees are reimbursed in full.

## Fundraising



### Green Friday

#### ENVIRONMENTAL COMMITMENT

Green Friday EOCA 2021. Fundraising for environmental conservation projects. Faithful to its responsible commitment to the environment, AKU adheres to the fundraising campaign promoted by EOCA – European Outdoor Conservation Association – by donating 50% of the profits generated by the sales of its online shop on the day of BLACK FRIDAY 2021. Fund crops are managed by EOCA to finance conservation and environmental enhancement projects in various parts of the planet.

## Initiatives for the outdoor community



### EOCA

AKU supports the EOCA European Outdoor Conservation Association who takes action to conserve and restore nature to preserve the outdoors. EOCA is the largest European organization of outdoor companies engaged in the defense and enhancement of the natural environment.

The association takes care of the conservation of nature and uncontaminated places, activating actions aimed at preserving these environments for the present and the future. AKU supports EOCA, specifically, THE PLASTIC FREE MOUNTAIN TO SEA initiative aimed at reducing single-use plastics.

### EOG Climate Action Group

As an associated brand in the European Outdoor Group (EOG) AKU is additionally involved in regular discussions, exchanges and the general ambition of minimizing its environmental impact within the scope of the EOG Climate Action Program. The EOG represents the European outdoor sector, an industry group of brands, retailers, technology providers, and national associations. The group manages or supports projects that are of great importance to the outdoor sector, as in this case CSR and sustainability. As a guiding institution, it covers topics like responsible resource use, safe emissions, ethical supply chains, care for consumers and fair business. In response to the 17 UN Sustainable Development Goals, the Climate Action Program as proposed by the EOG has the aim of assisting to actively reduce the greenhouse gas emissions companies produce, by developing and implementing a climate strategy that is aligned with science-based recommendations and policy requirements.

### Assindustria Veneto Centro

AKU is part of the group of companies organised by Assindustria Veneto Centro that work on sustainability issues and share their projects every year to allow a common progression. This association was founded through the unification among Confindustria Padova and Unindustria Treviso.

AKU actively participates to exchanges and talks about sustainable improvements and promotes sustainable and responsible industry, production, and business practices within this association of companies from diverse industries.

### European Funds - RIR Face Design

AKU participates in the Regional Innovative Network - Face Design, through which it is carrying out a research and development project on new sustainable technologies. Specifically, the activity in which it is involved aims to develop new low-impact tanning systems.

This activity is supported by the POR FESR 2014-2020, Axis 1. Action 1.1.4

## Project “Sustainable development for the improvement of business processes and products”

Within this project AKU developed the Carbon Footprint Systematic Approach and disseminated the results during a public event with the aim of sharing good practices with the entire supply chain.

This project has been partially funded by the Veneto Region with D.D.R. n 1146 of 08/10/2019.



### AKU For Schools

AKU participated in the Opportunity Day, an initiative promoted by the Economic Policies, Human Capital and EU Programming Area of the Veneto Region. The event was created with the aim of encouraging the meeting between young people and companies in the area, enhancing the training and professional path and bringing out transversal skills. The theme of the day was sustainability and ecological transition, two essential corporate values for AKU. AKU was also present at the PMI Day Webinar organised to bring schools closer to the world of work and specifically to sustainability issues as they are addressed by companies.

26 companies, 2624 students and 123 teachers from 21 institutes in the regions of Treviso and Pordenone came together.

### It's Great Out There

We want to inspire you to become active and enjoy the outdoors.

It's Great Out There is a program conceived and coordinated by EOG – European Outdoor Industry – the international association of companies in the outdoor sector, which has among its aims the sensitization of European political institutions towards the adoption of regulatory measures aimed at promoting practice of physical activity, sports and free time in contact with nature.

An initiative that was born on the basis of awareness of the growing problems for health and social discomfort that is manifesting itself in the younger generations due to the progressive reduction of active time in contact with the natural environment. This combined, on the other hand, with the constant increase in the time of physical inactivity indoors, especially in large metropolitan areas, which particularly affects children and young people of school age. In response to this situation, EOG called the member companies of the association to action, stimulating them to promote initiatives on a local basis aimed at involving individuals, families or organized groups, with the aim of providing socio-educational experiences and pure leisure in contact with the environment.



## Ice Memory - Knowing the past to protect the future

AKU is a supporter and technical sponsor of the Ice Memory Project. Ice Memory is an international program that aims to provide, for decades and centuries to come, archives and data on the history of the climate and the environment that are fundamental to both science and to inspire policies for sustainability and humanity. Ice Memory aims to federate the international scientific and institutional communities to create in Antarctica an archive of ice cores from glaciers currently in danger of shrinking or disappearing. Scientists are convinced that this ice contains information of such value as to require research even on samples of disappeared glaciers.

Ice Memory is a joint program between Grenoble Alpes University, Ca' Foscari University of Venice, the French National Institute for Research on Sustainable Development (Ird), Cnrs, Cnr, and with the French Polar Institute (Ipev) and the National Program for Research in Antarctica (PNRA) regarding the activities at the Concordia station in Antarctica. Ice Memory has the patronage of the Italian and French Unesco commissions.

After the expedition at the Monte Rosa glacier, operations in the Gran Sasso cauldron at an altitude of over 2000m have now begun. The commitment to the environment and the basics of the expedition: to study the glaciers in order to obtain information on the climate changes taking place. During the project's missions, AKU provides the team of researchers with technical footwear for activities in the Hayatsuki GTX glacier, top of the range of the mountaineering collection and the new Rock DFS GTX approach and climbing model for routine activities not at altitude.

### Montagne Rosa

With its initiative “Montagne Rosa” AKU wants to highlight those mountain women who have chosen to walk in our comfort and safety. What we all have in common is our passion for life in the open air, ideally 1000 metres above sea level! It consists of a gallery of female outdoor portraits which shall be pointed up on our website and social media channels.

### Inclusive Activities



## Outdoor For All - The Mountain Without Heroes

### *Aku and the Disabilincorsa association together in the Belluno dolomites*

Disabilincorsa is the name of an association set up in 2003 on the initiative of Michele Pavan and some friends, all of whom are blind. The aim of the association is to promote sports and hiking activities for people with visual and motor disabilities. A meeting born by chance, but which fits perfectly into a new programme of activities that AKU calls OUTDOOR FOR ALL, aimed at encouraging the outdoor experience for inclusive and regenerative purposes in disadvantaged people. And so, thanks to the valuable contribution of the association Centro Studi Montagna Sospirolese it was possible to organise an evening trekking with night-time return along the forest road that from the village of San Gregorio nelle Alpi (BL) leads to the hut “Le Ere”, on the Mount Pizzocco, in the Dolomiti Bellunesi. More than 20 participants, including blind and visually impaired people and their helpers, including us from AKU, for a new experience of extraordinary human value.

# COMMUNICATION & MARKETING



**reACT = TAKE ACTION BE COMMITED**

WE FEEL PART OF A SINGLE ECOSYSTEM,  
SOCIAL AND ENVIRONMENTAL.  
WE FEEL RESPONSIBLE FOR ITS BALANCE.

It is on the basis of this principle that AKU is committed to finding production solutions with reduced environmental impact, as well as supporting social activities based on the principle of inclusion.

And it is on the basis of this commitment that the motto reACT RESPONSIBLY was born, which has also become a logo whose function is to identify the actions of environmental and social commitment carried out directly by our company or in collaboration with our many friends in Italy and around the world.

Friends who, like us, hear nature's call for conscious and responsible behaviour towards man and his living environment. If Nature calls, we react responsibly.



**reACTIVE = BE ACTIVE IN THE OUTDOORS**

SAFE STEP, STRONG HANDS,  
FREE MIND AND HAPPY HEART.

We, the AKU people, like to experience the outdoors in this spirit:  
free but aware, dynamic but responsible.

Based on this inspiration, the reACTIVE RESPONSIBLY philosophy was born. A philosophy contained in a logo that identifies the outdoor experiences of the AKU community.

Ambassadors, friends and enthusiasts in Italy and around the world recognize themselves in our way of living in contact with nature, in a responsible and inclusive way, with a free mind and a happy heart.

## Truthful Marketing & Communication

At AKU we attach highest importance to truthful, authentic marketing and communication to our customers, all stakeholders, and the public.

A transparent supply chain, honest commitments, truthful advertising and candid, transparent communication gives clear insights into AKU's actions, missions, and values.

## No Discrimination, Diversity & Inclusion

In order to emphasize AKU's open company culture, our Code of Conduct insists on the fact that we do not accept discrimination with regards to ethnicity, skin colour, religion, age, sexual orientation, gender, national origin, different abilities or disabilities, political orientation or other classes protected by law. Equal opportunities for and treatment of employees irrespective of the above-mentioned factors shall be promoted. Diversity shall not be limited in any way.

These principles must also be followed by all of AKU's business partners.

AKU believes that a discrimination-free environment is best achieved through equal treatment for all.

As a means to foster inclusion along the entire product life cycle AKU's product brief stimulates all R&D employees to consider inclusion at every step of new product development & design.

## Creating Awareness & Promoting an Active Lifestyle

Since 2010 AKU has run diverse campaigns to create awareness and promote an active lifestyle among its community and everyone active outdoors.

### AKU for Mountain

With AKU for Mountain AKU informs about how to plan and prepare a hike correctly, how to get well equipped, right "trail" food, how to behave respectfully in the mountains.



## AKU Academy

For AKU Academy, we dedicate a section of the AKU website to informing about diverse used technologies in AKU footwear as well as to inspiring and guiding people how to responsibly experience the mountains with AKU products outdoors.

How to prepare the backpack, how to prepare tasty, nutritious, zero-waste trail foods, what rules to respect throughout an alpine hut experience and how to conduct a correct boots care and maintenance.

## Film Show Naturae - Vivere, Conoscere, Esplorare

NATURÆ was born from the collaboration between AKU and the Brescia Winter Film that in the past years has accompanied the film festival held in Feltre and Pedavena.

This initiative planned and organised by AKU, with the fundamental support of some friends and important institutional partners, wants to be a special occasion to reflect on the theme of the relationship between man and nature, examining different aspects. From the adventurous emotion to the therapeutic benefit, from the value of knowledge to the theme of environmental protection. Different aspects but all linked to a common denominator, of great importance in our time: the sense of regeneration that nature has always offered humans.

AKU donated the entire proceeds from the sale of tickets for NATURÆ to support projects of social solidarity, conservation, and environmental enhancement of the environment.

## Manual for responsible purchase, use and care of footwear products

Good footwear also deserves good care! Regular maintenance prolongs the life of the shoe.

For this reason, AKU provides its customers with a manual for responsible purchase, use, care and maintenance of footwear. With the aim of prolonging every boot's/shoe's life, AKU gives advice on how to consciously choose, how to responsibly use, take care and reuse footwear.

Regular maintenance has a considerable influence on the quality of fit and above all considerably prolongs the life of the footwear. AKU pays high importance to the repair, resoling and reuse of used footwear. The communication of possible ways to give used footwear a second life or how to correctly dispose it at the end of life is therefore an important aspect.

## Means of Communication

### POP tools

100% of AKU's POP material has been free from petroleum substances since 2014, and we have exclusively used 100% FSC certified paper and cart for communication materials since 2019.

AKU adopts eco-friendly printing solutions by using eco-friendly inks and FSC certified paper from sustainably managed forests for all catalogues.

To solidify its engagement AKU highlighted in its Code of Conduct that any resources and materials used for marketing, communication or POS tools shall be chosen and employed in a responsible and environmentally friendly way. Their impact should be kept as low as possible.

### Events

#### Trade fair stand - AN ENVIRONMENTAL COMMITMENT

Plastic free, designed to last and low energy content.  
The AKU stand has a reduced environmental impact.

Designed and built in 2013, the stand with which AKU participates in trade fairs is a structure entirely made of natural wood without chemical treatments or plastic components. The graphic panels are made of recycled honeycomb cardboard and the bar service is completely free from the use of plastic containers.

The energy consumption for lighting is less than 3 kw.

- 100 % plastic free booth
- Natural untreated wood of local origin
- Water based paints
- Energy consumption less than 3 kw
- Graphics and POP tools in compostable honeycomb cardboard
- Local suppliers

## Industry and climatic emergency: AKU's responsible commitment

A momentous event for AKU in 2021: the presentation of its certified carbon footprint calculations, code of conduct and scientific disclosures.

The presentation of results of AKU's proper commitment on the topic of environmental impact.

Throughout this event about scientific environmental research, CARBON FOOTPRINT and SOCIAL RESPONSIBILITY AKU had the pleasure to host Prof. Carlo Barbante from the University of Venice, director of the Institute for polar science (CNR), who, together with Jacopo Gabrieli, researcher from the Institute for polar science (CNR), reported about the ICE MEMORY project - climatic emergency, evolutions and future scenarios.

Daniele Pernigotti, founder of Aequilibria, responsible for carbon management solutions, presented methods for calculating CO2 emissions, the regulatory perspectives and loads of the industry.

AKU's Product & CSR Manager Giulio Piccin reported about the environmental responsibility of AKU. Part of this was the recently released Code of Conduct and its application throughout the supply chain. The event pointed up AKU's finalized Carbon Footprint Calculations of Products, its use, implementation and benefits for relationships with suppliers and for consumers.







# WHAT WE STRIVE FOR

We feel part of a single ecosystem social and environmental. We feel responsible for its balance. This responsibility shall be featured through reporting our organization's impacts according to the GRI Standards by 2025. With this aim we strive to better understand and manage our impacts on people and the planet. We aim to identify and reduce risks, seize new opportunities, and take action towards becoming an even more responsible, trusted organization in a more sustainable world within the scope of the GRI Standards reporting system. Our objective is to increase accountability and enhance transparency on our contribution to responsible development for all stakeholders.

## AKU's Contribution to the Sustainable Development Goals

AKU believes that its activity can positively contribute to the United Nation's Sustainable Development Goals. Highlighted below are the 10 specific goals where AKU can have a positive impact:



### 1. No Poverty - End poverty in all its forms everywhere

AKU guarantees fair salary for all its employees. This shall ensure a secure life in prosperity. Across the entire supply chain, AKU also pays attention on fair, secure payment and respectful treatment of employees when choosing its suppliers. To be highlighted is the AKU production plant in Romania where employees benefit from advantageous working conditions, salaries exceeding the minimum wage level of more than 60 % and a controlled and verified system for health and safety at the workplace: conditions that far exceed national standards and contribute to an increase in prosperity.

### 3. Good Health and Well Being - Ensure healthy lives and promote well-being

AKU promotes a healthy way of living, enhances outdoors activities and a respectful treatment of the environment. AKU assures safe processes and products through severe chemical regulations for raw materials used in production and in end-products. We aspire to involve and activate people for environmental protection by means of our communication with which responsible use of products and the respect of nature should be promoted.

### 5. Gender Equality - Achieve gender equality and empower all women and girls

Equality, Diversity, Equity and Inclusion are fundamental values AKU strives to enhance and opposes any kind of limiting these aspects. In regard of gender equality, we ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

### 8. Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

AKU has always pursued a sustained and responsible growth, through long-term business relationships, loyal partnerships, productive employment and decent and qualitative work. We protect labour rights and promote safe and secure working environments for all workers.

### 9. Industry, Innovation and Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

AKU's commitment goes beyond the simple fact of

producing outdoor footwear capable of respecting the highest functional performance and which is expressed, in terms of environmental sustainability, in the constant search for innovative design solutions, aimed at containing the environmental impact, to promote the responsible use and reuse of resources, with a view to increasingly focused on the principles of the circular economy and therefore protection of the environment.

### 12. Responsible Consumption and Production - Ensure sustainable consumption and production patterns

We like to think that whoever buys our products is a conscious user of authentic and functional manufactured goods, not simply the end-consumer of stuff. A respectful ethical product, with real value made to last in time. AKU contributes to the distribution of relevant information and creation of awareness for sustainable development and lifestyles in harmony with nature. Thus, AKU supports an environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and tries to significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

### 13. Climate Action - Take urgent action to combat climate change and its impacts

In all dimensions possible and influenceable for the company, AKU strives to lower its impact, to actively compensate, and to enhance actions to fight climate change and impact on the environment. AKU attempts to integrate climate change measures into its policies, strategies and planning.

### 14. Life below Water - Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Through its responsible, trustworthy, and qualitative

supply chain and its actions against microplastics, AKU endeavours to prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities.

### 15. Life on Land - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

By responsible sourcing, transparency, and traceability, controlled and certified paper/cardboard resources [FSC certified], the continuously increasing use of recycled materials, AKU ensures the conservation, restoration and sustainable use of ecosystems in line with obligations under international agreements. Through the promotion of a respectful and responsible approach to nature, the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development are enhanced. By means of its stringent supplier Code of Conduct, AKU takes urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.

### 17. Partnerships for the Goals - Strengthen the means of implementation and revitalize the global partnership for sustainable development

In order to reach common goals, governments, the private sector, academics, and citizens must work together. For everyone to benefit, everyone needs to contribute. AKU relies on strong and diverse partnerships, mutual support strengthening the effects of sustainable actions, building on enriching experience and strategies.

# CONCRETE GOALS TO BE ATTAINED

General:

## ELABORATE A GRI STANDARD-COMPLIANT RESPONSIBILITY REPORT BY 2025

Operations:



**INCREASE**  
THE AMOUNT OF  
**RENEWABLE  
ENERGY** IN OUR ENERGY  
MIX IN ALL EUROPEAN PLANTS.



**REDUCE**  
THE TOTAL  
**ENERGY CONSUMPTION**

PER PRODUCED  
PAIR IN ALL PLANTS.



**DEVELOP  
IDEAS** AND PUT  
IN PLACE A SYSTEM FOR  
**PRODUCTION WASTE  
RECYCLING** OF PLASTIC, LEATHER,  
AND LIBASmart IN ALL OUR FACTORIES.

## MEASURE

THE USE & WASTE OF PLASTIC PALLETS  
WRAP FILMS, REDUCE IT AND EVENTUALLY  
**SUBSTITUTE IT WITH  
A REUSABLE WRAP  
SOLUTION.**



**INSTALL  
AUTOMATIC  
HAND DRYERS**

IN ALL REST ROOMS  
TO REPLACE SINGLE USE  
PAPER TOWELS.

THE AIM IS TO ENTIRELY  
**SUBSTITUTE**  
PE-LD FILMS IN THE FUTURE AND  
**MINIMIZE THE  
USE OF PLASTIC  
WITHIN LOGISTICS.**

CURRENTLY THE USE OF 60% RECYCLED PALLET  
WRAP FILM IS BEING TESTED AND EVALUATED.  
OUR EVENTUAL AIM IS TO RESPONSIBLY OPTIMIZE  
OUR SHIPMENTS BY DRAWING ON REUSABLE  
WRAPS AS A SUSTAINABLE SOLUTION.



**IMPLEMENT**  
THE CALCULATION OF THE  
**CARBON FOOTPRINT  
OF ORGANIZATION**  
AND DEFINE REDUCTION TARGETS  
ACCORDING TO SBTi  
(SCIENCE BASED TARGETS INITIATIVE)

Community:

**INCREASE**  
THE NUMBER OF  
**FEMALE**  
**AMBASSADORS**  
& PARTNERS



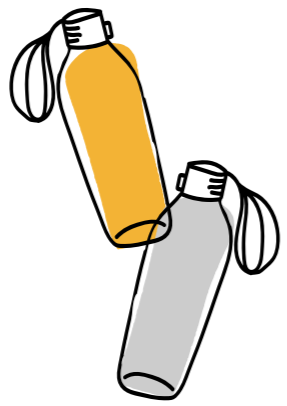
**BRING**  
**OUTDOORS**  
**CLOSER** TO THE  
WIDEST COMMUNITY  
POSSIBLE, PROMOTE  
OUTDOORS  
FOR EVERYONE

**IMPROVE**  
ON QUALITATIVE HR TOOLS



**START AN INITIATIVE**  
FOR COLLECTING INTERNAL SUGGESTIONS,  
IDEAS AND COMPLAINTS FROM EMPLOYEES

**PROVIDE**  
ALL EMPLOYEES WITH  
**REUSABLE**  
**MUGS/FLASKS**  
TO REDUCE THE USE AND  
WASTE OF SINGLE USE  
PLASTICS BOTTLES AND CUPS



**INSTALL**  
A **WATER**  
**DISPENSER**  
WITH FILTERED TAP  
WATER IN THE  
PRODUCTION AREA

Product:



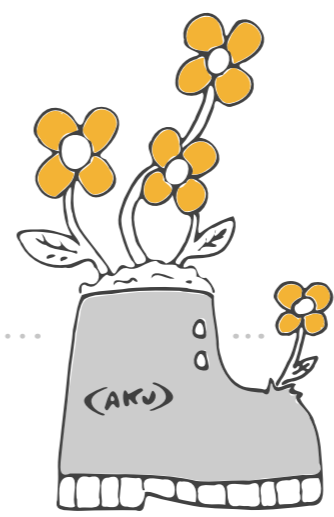
CONTINUALLY  
**CALCULATE**  
THE **CARBON**  
**FOOTPRINT**  
OF PRODUCTS

DEFINE SPECIFIC REDUCTION TARGETS FOR 2030 AND 2050, DEFINE A STRATEGY FOR OFF-SET INITIATIVES, WORK ON **CONCRETE SOLUTIONS** TO REDUCE **THE IMPACT** ACCORDING TO SBTI (SCIENCE BASED TARGETS INITIATIVE).

USE  
**LEATHER**  
IN ALL PRODUCTS  
IN THE MOST  
EFFICIENT WAY.  
**REDUCE**  
THE LEATHER USE  
PER PAIR.

**INCREASE**  
THE AMOUNT OF LWG CERTIFIED  
LEATHER SUPPLIERS TO  
**100%**  
BY 2025

**MOVE**  
FROM SOLVENT BASED TO  
**WATER-BASED**  
**ADHESIVES**  
FOR THE LASTING PROCESS.



**MOVE** TO **PFC-FREE**  
DWR TREATMENT FOR TEXTILES



