



Brand Performance Check

Mammut Sports Group AG

Publication date: June 2026

This report covers the evaluation period 01-01-2025 to 31-12-2025

About the Brand Performance Check

Fair Wear's Brand Performance Check is a tool to annually evaluate and publicly report on the Human Rights Due Diligence (HRDD) efforts of the companies for which Fair Wear facilitates the implementation of HRDD. These efforts are assessed based on the standard that Fair Wear sets, which in turn is based on the OECD guidelines for business and human rights in the garment and footwear sector.

For the Brand Performance Check, Fair Wear focuses on the assembly stage of garment and textile production (i.e., Cut-Make-Trim factories and their supporting processes). Importantly, this focus does not entail a direct assessment of factories, but serves to evaluate how Fair Wear's affiliated companies translate their HRDD commitments into concrete practices and outcomes at factory level, vis-à-vis their suppliers.

During a Brand Performance Check, Fair Wear evaluates to what extent companies have integrated human rights due diligence into their core business practices and evaluates to what extent the practices of member companies support the Fair Wear Code of Labour Practices (CoLP) by scoring companies against a set of indicators. Based on this process, each company is assigned a benchmarking score and a corresponding category: Leader, Good or Needs Improvement. Each Brand Performance Check report is published online for transparency and accountability. Through these reports, Fair Wear member brands demonstrate the changes that are possible. For more information on the scope and indicators of the Brand Performance Check, [please see the Brand Performance Check Guide](#).

Based on their Brand Performance Check, brands are placed into a category that corresponds with their performance. Categories are calculated based on a combination of benchmarking scores. The specific requirements for each category are outlined in the Brand Performance Check Guide. The categories are as follows:

Performance Check categories:

Leader:

The **Leader** score signifies that a company has scored exceptionally well on the Brand Performance Check indicators. It could show it has comprehensive processes in place for Human Rights Due Diligence and made strong, demonstrable efforts to engage in prevention and remediation of (potential) harms.

Good:

The **Good** score signifies that a company has scored well on the Brand Performance Check indicators. It could show it has appropriate processes in place for Human Rights Due Diligence and made demonstrable efforts to engage in prevention and remediation of (potential) harms.

Needs Improvement:

The **Needs Improvement** score signifies that a company has not been able to demonstrate sufficient evidence of improvement on requirements from the previous Brand Performance Check or that it has not yet demonstrated sufficient efforts on the overall Brand Performance Check indicators.

Disclaimer:

Brands receiving a Brand Performance Check have committed to work in accordance with Fair Wear's policies based on international standards, such as the UNGP's and the OECD Guidance for Responsible Supply Chains in the Garment and Footwear Sector, with the goal of achieving a positive impact on the working conditions in their supply chains.

The Fair Wear Brand Performance Check measures the results of the efforts of an affiliated brand to respect human rights and to carry out human rights due diligence (HRDD). HRDD is the process through which companies can identify, prevent, mitigate and address their actual and potential adverse impacts throughout their supply chains. The efforts are measured against a set of indicators developed by Fair Wear and publicly available on the Fair Wear website.

The statuses -Leader, Good, Needs Improvement- are granted according to calculated levels of achievement in the system. It does not compare the efforts and achievements of the affiliated brands against other non-affiliated brands.

Scoring overview

Total score: 128

Possible score: 204

Benchmarking Score: 63

Performance Benchmarking Category: Good



Summary:

Mammut has met most of Fair Wear's performance requirements. With a total benchmarking score of 63, the member is placed in the Good category.

In 2025, Mammut continued to grow, resulting in its best turnover yet. In 2025, it further expanded its team in Vietnam and now has two specialists onsite who visit factories to discuss remediation actions following audits and onsite assessments with factory management, and to interview workers on topics related to Freedom of Association (FoA) and Social Dialogue.

Mammut improved its due diligence approach, especially in supplier onboarding and responsible exit, monitoring progress, and integrating supplier performance into purchasing decisions. It showed that 56% of findings were validated and solved within the set timeframe. The validation shows that the brand's actions have led to the intended results, and findings of actual or potential harms have been effectively prevented or remediated. These findings were resolved at 15 production locations in Vietnam, Bangladesh and Türkiye. In addition, Mammut has mapped wage levels across 22 production locations, showing that in 13 of them, most sewing workers earn a living wage, based on the Global Living Wage Coalition (GLWC) estimate.

At the same time, several processes are still only partially developed or not yet sufficiently embedded in practice. A recurring concern is that risk scoping and risk assessment can appear overly template-based and not always specific enough to country- or factory-specific realities. Fair Wear notes that Mammut should strengthen its assessments by including worker, supplier, and stakeholder input, and by better incorporating business model risks, sourcing model risks, and gender-related risks. Freedom of association, gender, and worker voice are not yet fully integrated throughout the system. Mammut has taken initial steps, for example, applying a gender lens to some risks, developing the Worker Well-Being booklet, and supporting dialogue initiatives in Vietnam and Ethiopia. These efforts are not yet systematic enough across all factories and action plans. Worker representatives are also not yet consistently included in evaluation, discussion, or follow-up processes.

Company Profile Mammut Sports Group AG

Member company information

Member since: 1 Sep 2008

Product types: Outdoor wear and outdoor products, Sportswear and Bags and luggage

Member of other MSI's/Organisations Bluesign, Cascale, EOG, International Accord - Bangladesh, Textile Exchange and EOCA (European Outdoor Conservation Association), Wordly (Higg FEM & FSLM)

Number of grievances received last financial year 2

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes

Projected production location data have been submitted for the current financial year? Yes

Membership fee has been paid? Yes

Production countries, including number of production locations and total production volume.

Production Country	Number of production locations	Percentage of production volume
Viet Nam	35	73%
Bangladesh	4	15%
China	16	3%
Indonesia	4	3%
Türkiye	4	3%
Ethiopia	1	1%
Romania	2	1%
Italy	5	0%
Germany	2	0%
Taiwan	1	0%
Lithuania	1	0%
United Kingdom of Great Britain and Northern Ireland	1	0%
Tunisia	1	0%
Slovenia	1	0%
Bulgaria	1	0%

Layer 1 Foundational system's criteria

Possible Points: 8

Earned Points: 7

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: [Yes](#)

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [Yes](#)

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: [Yes](#)

1.4 A specific staff person(s) is designated to follow up on problems identified by the monitoring system, including grievance handling. The staff person(s) must have the necessary competence, knowledge, experience, and resources.: [Yes](#)

1.5 Member company has a system in place to identify all production locations, including a policy for unauthorised subcontracting.: [Yes](#)

1.6 Member company discloses internally through Fair Wear's information management system, in line with Fair Wear's Transparency Policy.: [Yes](#)

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: [Yes](#)

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: [N/A](#)

Comment: In the financial year 2025/2026, the Fair Wear communication Guidelines are not applicable for consumer-facing communication due to changes in the policy related to the Empowerment of Consumer Directive (EU 2024/825). Therefore, this indicator is not applicable.

Layer 2 Human rights due diligence, including sourcing strategy and responsible purchasing practices.

Possible Points: 90

Earned Points: 58

Indicators on Sourcing strategy

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.1 Member company's sourcing strategy is focused on increasing influence to meaningfully and effectively improve working conditions.	Basic	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	2	6	0

Comment: Mammut has a formal sourcing strategy. The strategy includes plans regarding consolidation. The sourcing strategy does not explicitly address influencing labour conditions, but does mention attention to resolving findings. The number of active suppliers, including factories for supporting processes, has increased from 62 to 80 in 2025. The percentage of production volume sourced from suppliers where the member has at least 10% leverage has increased from 46% to 50% in 2025. The percentage of production volume from suppliers where Mammut buys less than 2% of its total FOB volume increased from 17% to 26%.

Recommendation: Fair Wear recommends Mammut to consolidate its supply base by limiting the number of production locations in its tail end. To achieve this, Mammut should determine whether suppliers where it buys less than 2% of its FOB are strategically relevant. Shortening the tail will allow the member to improve working conditions more efficiently and effectively. It is advised to describe the consolidation process in a sourcing strategy agreed upon with top management/sourcing staff.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Intermediate	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	4	6	0

Comment: Mammut has a sourcing strategy that focuses on maintaining long-term relationships. 47% of the member's total FOB volume comes from production locations with whom Mammut has a business relationship for at least five years. This has decreased compared to the last financial year due to the growth in production locations in 2024 and 2025. Mammut does not have long-term contracts, but has introduced joint business plans with some of its suppliers to work together on further business development.

Recommendation: Mammut is advised to embed long-term contracts in its sourcing strategy.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Basic	Human rights due diligence, according to the OECD guidelines, requires companies to undertake a scoping exercise to identify and mitigate potential human rights risks in supply chains of potential business partners.	HRDD policy; Sourcing strategy linked to results of scoping exercise; HRDD processes, including specific responsibilities of different departments; Use of country studies; Analysis of business and sourcing model risks; Use of licensees and/or design collaborations.	2	6	-2

Comment: Mammut conducts risk scoping on country level and factory level. The member has developed an overview of human rights risks, using country studies from Fair Wear. For countries where Fair Wear does not have information available, Mammut has not collected country information. Business model, sourcing models and product level have not been included in the risk scoping.

Mammut has updated the risk scoping score based on feedback from the previous Brand Performance Check on correctly assessing the impact and prevalence of specific risks, specifically regarding forced labour risks in China. In addition, for some risks, the member has included a gender lens. The member uses the risk scoping tool on the Fair Wear Member Hub to capture its risk scoping. However, the member has copied content from a standard template to specific countries, without making the reason for the score country-specific, for example, referring to grievances in Bangladesh when scoping risks for China. This gives the impression that risk scoping is more of a paper exercise than a process for identifying and prioritising risks.

In 2026, Mammut will expand production in Indonesia. The country risk scoping the company did for this country has influenced this decision.

Mammut's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively. The brand's risk scoping still needs to include input from workers, suppliers and stakeholders.

Recommendation: Fair Wear recommends Mammut to include all risk factors in its risk scoping. The member is recommended to include input from workers, suppliers, and other stakeholders in its risk-scoping exercise.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.4 Member company engages in dialogue with factory management about Fair Wear membership requirements before finalising the first purchase order.	Advanced	Sourcing dialogues aim to increase transparency between the member and the potential supplier, which can benefit improvements efforts going forward.	Process outline to select new factories; Material used in sourcing dialogue; Documents for sharing commitment towards social compliance; Meeting reports; On-site visits; Reviews of suppliers' policies.	4	4	0

Comment: In 2025, Mammut updated its overall onboarding process, which is also shared with suppliers. It is the standard process for Mammut to inform new suppliers about Fair Wear membership by sending information about Fair Wear requirements. The Code of Labour Practices (CoLP) and questionnaire must be signed and returned before the first purchase order. It is part of the process that factories are visited by Mammut staff before or during the salesman's sample production.

18 new suppliers were added in the past financial year, partly due to a one-time collaboration with another brand.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	Basic	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	2	6	0

Comment: In 2025, Mammut onboarded 18 new suppliers. Before onboarding new suppliers, the brand collects human rights information from potential new suppliers by collecting Fair Wear's supplier questionnaire and existing audit reports. Before placing the first order, top management and/or staff from the Corporate Responsibility (CSR) department visit new suppliers. Based on the evaluation's outcome, the brand decides whether or not to onboard the potential new supplier. During the Brand Performance Check, Mammut showed that the CSR department decided not to onboard a potential supplier based on the information collected about the factory.

For two production locations linked to a one-time collaboration with another brand, Mammut was not able to collect all the information that is part of their standard process.

The member brand did not collect information from workers or stakeholders to inform the sourcing decision. The member's sourcing strategy does not mention a preference for suppliers where workers are free to form or join a trade union and/or bargain collectively.

Recommendation: Fair Wear encourages the member to collect worker and stakeholder input before placing the first order.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	Basic	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	2	6	0

Comment: Mammut has added 18 new suppliers in 2025. The member shared information about Fair Wear's CoLP and the grievance mechanism within the first year of doing business. The Worker Information Sheet has not been posted at five facilities that were used for the one-time production with another brand.

Mammut has organised a Fair Wear onboarding training at one production location.

Recommendation: Mammut is recommended to organise onboarding sessions specifically focusing on the CoLP and the grievance mechanism within the first year of doing business.

Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously assess human rights risks in its production locations.	Intermediate	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	4	6	0

Comment: The country information, in combination with factory-level information, such as information from audits, ILO Better Work and frequent factory visits, results in a significance score per factory. The risk assessment determines which production locations should be audited. In general, onsite factory assessments or social audits are conducted every third year in factories with a moderate risk profile or more frequently if the risk profile is higher or there have been issues Mammut considers as 'zero-tolerance' or recent complaints.

Regarding the Enhanced Human Rights Due Diligence Policy for fire, structural and electrical safety in Bangladesh, Mammut sources from three factories that the RMG Sustainability Council (RSC) covers. Mammut is a signatory of the International Accord.

The member uses the risk assessment tool on the Fair Wear Member Hub to capture its risk assessment. However, the member has copied content from a standard template to specific factories, without making the reason for the score factory-specific, for example, referring to the situation in India and Vietnam when assessing a specific risk for a factory in Türkiye. This does not lead to realistic risk identification and prioritisation of the most significant risks, and, on that basis, to action plans per factory.

The tools that Mammut uses for its risk assessment do not explicitly include worker, stakeholder and/or supplier input.

Recommendation: Fair Wear recommends Mammut make its risk assessment more comprehensive. Mammut could complement its risk assessment process with worker, supplier, and stakeholder input.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process includes an assessment of freedom of association (FoA).	Basic	Freedom of association and collective bargaining are 'enabling rights.' When these rights are respected, they pave the way for garment workers and their employers to address and implement the other standards in Fair Wear's Code of Labour Practices - often without brand intervention.	Use of supplier questionnaire to inform decision-making, collected country information, and analyses.	2	6	0

Comment: Mammut has mapped the risks to Freedom of Association (FoA) of its production countries on a basic level. The member brand has identified the following production countries in its supply chain that show the highest risk: Türkiye, Vietnam, Bangladesh and China. Mammut did not include the risks to women workers. Mammut based the risk mapping mainly on an analysis of factory assessments in its supply chain.

Recommendation: Mammut is encouraged to deepen its understanding of risks to FoA in its supply chain. Mammut is also recommended to use the Supplier Questionnaire from Fair Wear's FoA Guide to assess and understand the risk regarding violation of FoA at its suppliers. Furthermore, Mammut should include risks specific to women workers in its risk assessment regarding FoA at its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Intermediate	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	4	6	0

Comment: Mammut includes a gender lens in its risk scoping for some potential harms. The member brand does not collect gender-disaggregated data at the country level. In 2023, Mammut started to collect gender data for its main suppliers in Vietnam, China, Bangladesh and Türkiye. The questions cover gender equality in local culture and national legislation, and how each factory manages this topic.

The member could show that it understands the basic gender risks for its sourcing countries. For instance, Mammut identified sexual harassment, gender-based violence, gender equality and discrimination as significant risks prevalent in Bangladesh and Türkiye.

At the factory level, the member brand focused on collecting data on gender pay gaps, health and safety, awareness raising, and training programmes for women. Mammut has not yet collected data on whether the factory has an anti-harassment or discrimination policy and an anti-harassment committee.

Recommendation: Fair Wear recommends that the member collect country-level gender risks for each Code of Labour Practices. Furthermore, Mammut is recommended to collect gender data per factory for each Code of Labour Practices. Fair Wear recommends that the member start analysing the gender data collected at the country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Advanced	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	4	4	0

Comment: Mammut has a robust and systematic evaluation system for assessing suppliers' human rights performance. The member scores human rights issues per supplier as part of its overall performance. In 2024, the member began revising its evaluation system to better incorporate social performance; this process will be finalised in 2026. The supplier evaluation is used as input for internal discussions with buyers when deciding on core partners as part of the sourcing strategy.

Supplier performance is evaluated and shared annually in meetings between the supplier and the brand. The outcome must still be shared with worker representatives at the production locations.

Mammut systematically integrates the outcome of this evaluation into its purchasing decisions. If a supplier performs poorly, extra attention is given to help them improve. In the past, based on the production location's assessment and sourcing strategy, several factories were phased out. This is a longer process, in cooperation with the supplier. A positive evaluation outcome could lead to a joint business plan and long-term production planning with the supplier.

Recommendation: Fair Wear recommends Mammut to share and discuss the outcome of the supplier evaluation with all its suppliers and their worker representatives.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.11 Member company prevents and responds to unauthorised or unknown production and/or subcontracting.	Advanced	Subcontracting can decrease transparency in the supply chain and has been demonstrated to increase the risk of human rights violations. Therefore, when operating in higher-risk contexts where it is likely subcontracting occurs, the member company should increase due diligence measures to mitigate these risks.	Production location data provided to Fair Wear, financial records from the previous financial year, evidence of member systems and efforts to identify all production locations (e.g., interviews with factory managers, factory audit data, web shop and catalogue products, etc.), licensee contracts and agreements with design collaborators.	4	4	0

Comment: Mammut uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. In 2025, there is no evidence of missing first-tier locations in the database.

Additionally, the member actively prevents unauthorised subcontracting by visiting suppliers during production. Quality Control staff closely follow where production takes place. Capacity is compared to the number of workers on duty, and any quality issues are flagged to cross-check whether the item was produced at the authorised location.

Moreover, unauthorised subcontracting is forbidden according to Mammut's written General Purchase Agreement. The agreement is signed by all suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Advanced	Homeworkers should be viewed as an intrinsic part of the workforce, entitled to receive equal treatment and have equal access to the same labour rights, and therefore should be formalised to achieve good employment terms and conditions.	Supplier policies, evidence of supplier and/or intermediaries' terms of employment, wage-slips from homeworkers.	4	4	0

Comment: Mammut has identified whether homework is prevalent in its sourcing countries. The brand's strong capacity planning and frequent factory visits enable Mammut to monitor this closely. In 2024, all suppliers were asked about homeworkers, and none were found. Most production occurs in Economic Processing Zones (EPZs), where goods are prevented from leaving (to stop counterfeiting). This also minimises the risk of homeworking. Mammut is aware of the risks for homeworkers and indicated that most of its production processes are unlikely to be performed by homeworkers due to their highly technical nature.

Indicators on Responsible purchasing practices

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.13 Member company's written contracts with suppliers support the implementation of Fair Wear's Code of Labour Practices and human rights due diligence, emphasising fair payment terms.	Intermediate	Written, binding agreements between brands and suppliers, which support the Fair Wears CoLP and human rights due diligence, are crucial to ensuring fairness in implementing decent work across the supply chain.	Suppliers' codes of conduct, contracts, agreements, purchasing terms and conditions, or supplier manuals.	2	4	0

Comment: Mammut signs a General Purchase Agreement (GPA) with each supplier. A signed price agreement, forecast agreement, and the signed CoLP accompany this agreement. The GPA was adjusted in 2025, but still tends to be one-sided and favourable to Mammut. For example, the GPA omits any requirement to establish proof of fault regarding liability and defects and lacks a collaborative approach.

The GPA includes payment terms (no later than 60 days from invoice receipt). Recently, Mammut introduced a different payment cadence with some suppliers to align with the cash flow of the brand and the supplier. This means there is no strict 30-day or 60-day agreement; it fluctuates. Mammut offers short-term payment terms (15 days) between September and January and longer terms (60-90 days) from June to September. Around 10 suppliers accepted that, the others continued on normal payment terms (30-60 days).

Recommendation: Fair Wear strongly recommends Mammut to include the shared responsibility of CoLP implementation in its contracts, including fair payment terms.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in its decision-making processes.	Intermediate	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	4	6	0

Comment: There is an active interchange of information between CSR and other departments to enable coherent and responsible business practices. All relevant staff have access to audit reports and CAPs. Buyers, quality control staff and technicians who visit suppliers are regularly updated on CAP issues and instructed by the Head of Vendor Management. The buying team is trained in responsible sourcing and purchasing, which is highly integrated into the overall tasks of the teams. The CSR team has created a Fair Wear Handbook for buyers, underlining the shared responsibility to support the CoLP.

Mammut has yet to explicitly include these responsible business practices in job role competencies or strong KPIs that support good sourcing and pricing strategies within their sourcing, purchasing, and design departments.

Recommendation: Mammut could adopt KPIs that support good sourcing and pricing strategies within its sourcing, purchasing and design departments.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Advanced	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	6	6	0

Comment: Mammut has a strong production planning system with a realistic assessment of production capacity. The member has two seasonal types of products (summer and winter) and a range of Never Out of Stock items. Lead times are three to eight months, depending on the product type. Mammut agrees on a production capacity plan with its suppliers at the beginning of the year, indicating order dates and amounts. To facilitate balanced production planning, Mammut shares detailed forecast information with suppliers, updated monthly, and includes an estimate of fabric delivery. Supplier feedback is included and used to finalise the planning. The supplier always agrees on order dates. After placing the purchase order, changes to the design cannot be made, and in the event of delays, Mammut accepts a later delivery. Mammut works with a software tool that enables suppliers to communicate directly and monitor the planning process.

Mammut could show that it actively involves suppliers in forecasting and that various departments within the company jointly plan. Also, the member's forecasting accuracy increases per year. The planning and production process is evaluated yearly with the suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Intermediate	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	4	6	0

Comment: Mammut understands its suppliers' wage levels and has started applying a plausibility check of its buying prices against those wage levels. Mammut follows a partnership approach when negotiating prices. When developing a new style, Mammut involves its suppliers and agrees on a target price based on supplier feedback and experience. Part of the process is discussing a costing sheet (fabric, CMT, trims), which is a requirement of Mammut for its suppliers. The open costing sheet includes a standard-minute cost provided by the supplier, which is cross-checked against an international database of legal minimum wages. Labour costs do not include indirect labour or overhead costs. The standard minute value is not known.

Once the price is set, it remains fixed for this style and is not renegotiated with every order, except when wages rise. Mammut constantly analyses wage levels to learn how to link its purchase prices more accurately, using product costs as a basis. However, Mammut includes changes in the legal minimum wage or inflation in its discussions with suppliers about buying prices.

Recommendation: Mammut could provide suppliers who do not work with fact-based costing, training on product costing and how to quote prices, including (direct and indirect) labour costs. Fair Price product owners are available to conduct such training in all Fair Wear production countries.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Advanced	Intermediaries have the potential to either support or disrupt CoLP implementation. It is members' responsibility to ensure production relation intermediaries actively support the implementation of the CoLP.	Correspondence with intermediaries, trainings for intermediaries, communication on Fair Wear audit findings, etc.	4	4	0

Comment: Mammut has informed all its sourcing intermediaries of Fair Wear requirements and could show that they informed production locations. The intermediaries also actively support the implementation of the CoLP by attending meetings, staying in close contact with Mammut, and taking an active role in the follow-up of CAPs.

Layer 3 Prevention, mitigation and remediation

Possible Points: 96

Earned Points: 54

Indicators on the quality and coherence of a members' prevention and remediation system

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.1 Member company integrates outcomes of human rights risk identification (layer 2) into risk prioritisation and creates subsequent action plans.	Basic	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	2	6	0

Comment: Mammut has prioritised risks per production country and created action plans per production country. The member signed the International Accord in 2023. The member could show prioritisation of follow-up plans for Bangladesh (enhanced monitoring programme), Vietnam, China and Türkiye (high risks). Mammut showed that it included the more complex risks, such as discrimination and repetitive findings, such as excessive overtime. For Bangladesh, Mammut joined the pilot Employee Injury Scheme.

These action plans do not account for risks identified at the supplier level. For a few production locations, accounting for less than 33% of FOB, Mammut has translated the specific factory-level risk assessment into an action plan.

Recommendation: Fair Wear recommends Mammut to ensure more factories have an action plan that matches their risk profile.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Basic	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	2	6	0

Comment: Mammut has started to collect data on gender-related risks per production country, and has not started to incorporate that into the prevention and improvement actions per production location yet.

Mammut developed a so-called 'Worker Well-Being booklet' that also addresses gender-related issues. It focuses on biological women and issues such as menstruation, pregnancy, breastfeeding, child care, and menopause. Mammut aims to increase awareness among factory supervisors and encourage best practices. The booklet has been translated into 20 languages. Two factories in Vietnam have held an information session for workers about the booklet.

Recommendation: Fair Wear recommends Mammut to make the gender lens in its action plans more comprehensive.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans include steps to encourage freedom of association and effective social dialogue.	Basic	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	2	6	0

Comment: Mammut included some steps to encourage FoA and effective social dialogue in its action plans. These steps are especially about raising awareness of the need for effective social dialogue, including grievance mechanisms and trade unions. Similar to indicator 3.2, Mammut uses the 'Worker Well-Being booklet' to increase awareness among factory supervisors and to encourage best practices. The member has yet to make these steps more comprehensive and detailed.

In 2025, Mammut hired a CSR expert for its Vietnam office, who explicitly focuses on worker-management dialogue when visiting production locations, discussing the topic both with management and directly with workers. And, Mammut has started production in Ethiopia and developed training on Social Dialogue and workers' rights, together with GIZ, the German Agency for Development Cooperation (Gesellschaft für Internationale Zusammenarbeit) and another Fair Wear brand.

The member has yet to apply a gender lens and ensure that its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Recommendation: Fair Wear recommends Mammut to include steps encouraging FoA and effective SD in all action plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Intermediate	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	4	6	0

Comment: Suppliers' factory-level grievance mechanisms are assessed at the start of the business relationship as part of the onboarding process. In addition, factory-level grievance mechanisms are part of the ongoing conversation between Mammut and production locations. Through these discussions, its supplier guidelines and training, Mammut monitors and supports factory-level grievance mechanisms but does not yet focus on their effectiveness.

Recommendation: Mammut is encouraged to clarify how the outcome of assessments of grievance mechanisms is weighted in its supplier evaluation system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Advanced	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	6	6	0

Comment: Mammut cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. At suppliers not shared with other members, Mammut works with other customers on CAP follow-up, complaints handling and training.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	60%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	4	6	-2

Comment: In the past financial year, Mammut received 11 Fair Wear onsite assessment reports and several audit reports from third-party organisations. Findings were systematically categorised according to the Mammuts issue classification. Mammut worked with suppliers via email follow-up and onsite visits to address these findings. From the Fair Wear onsite assessments and a sample of five assessments from external organisations, it turned out that around 60% of the actions had been completed and verified.

Improvement actions include health and safety matters or management-worker dialogue regulation. Mammut has shown that it also followed up on more structural and complex issues, such as transparency on wage structures and excessive overtime hours.

Recommendation: Fair Wear recommends Mammut to start implementing actions that address the root causes of findings

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of validated, solved findings.	56%	Validated solved findings are findings that have effectively been prevented, mitigated or remediated. This indicator assesses if actions have led to findings being solved and therefore measures actual progress at suppliers.	Fair Wear Member Hub.	4	6	-2

Comment: Mammut can prove that 56% of findings were validated and solved within the set timeframe. The validation shows that the brand's actions have led to the intended results, and findings of actual or potential harms have been effectively prevented or remediated. These findings were resolved at 15 production locations in Vietnam, Bangladesh and Türkiye. More than half of the findings concerned safe and healthy working conditions. 11% of the resolved findings were related to wages, such as late wage payments, unpaid overtime premiums, or factory management making unauthorised deductions from workers' wages. 10% of the resolved findings were related to reasonable hours of work, such as required leaves not provided, workers not getting one day off per seven days of work, and working time exceeding 60 hours.

To address the findings, Mammut has drafted a remediation timeline, based on the severity of the issue, that outlines what the member expects from its production locations and what the production locations can expect from the brand.

Recommendation: Fair Wear recommends that Mammut identify the root causes of unresolved findings and discuss these with its suppliers to identify new actions.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no action plan is needed.	Basic	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	2	6	0

Comment: Mammut has some suppliers in Germany, Slovenia, the United Kingdom and Lithuania, where the risk assessment shows that improvement or prevention steps are not needed. These cover less than 1% of the member's total FOB. Mammut has a system to ensure possible human rights risks are regularly discussed with these suppliers. Worker representatives or local unions are not yet included in those discussions.

Recommendation: Mammut is recommended to ensure worker representation/local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Intermediate	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	4	6	0

Comment: Although Mammut has a strong capacity booking system supporting reasonable working hours, excessive overtime is still found in its supply chain. The previous year, all 11 Fair Wear assessments at Mammut production locations in Vietnam, Bangladesh and Türkiye, identified findings related to excessive overtime.

Mammut is evaluating its own processes related to findings of excessive overtime, as the member sees it has been getting worse since the end of COVID-19. Last year, Mammut needed more products and was ordering late, which contributed to production peaks and excessive overtime. By adjusting its forecasting process, Mammut aims to reduce the impact of excessive overtime. Mammut could not yet show that its efforts resulted in reduced excessive overtime.

Recommendation: With its suppliers where excessive overtime occurs, Fair Wear recommends Mammut to verify whether production is planned with overtime. If production is planned with overtime, the brand should ensure that its products can be produced during regular working hours.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.10 Member company adequately responds if production locations fail to pay legal wage requirements and/or fail to provide wage data to verify that legal wage requirements are paid.	Intermediate	Fair Wear members are expected to actively verify that all workers receive legal minimum wage. If a supplier does not meet the legal wage requirements or is unable to show they do, Fair Wear member companies are expected to hold the management at the production location accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show the legal wage issue is reported/resolved.	2	4	-2

Comment: In the previous year, three out of 11 Fair Wear onsite assessments included findings regarding non-payment of legally required wage elements. One assessment was a validation assessment of an earlier finding. It turned out this finding was not resolved, and workers are not receiving the wage linked to the work they do.

One finding concerned the payment of allowances and bonuses, and another concerned unpaid statutory leaves, which have been addressed by Mammut and are awaiting validation.

During the previous Brand Performance Check, it was found that Mammut did not properly follow up on a finding that workers in a factory in Vietnam were not receiving the legal minimum wage they were entitled to due to the nature of their jobs. During the last financial year, Mammut has had several conversations with the production location and its main supplier. The member offered to pay the difference directly to the workers, but the production location refused to change its practices. Based on this conversation, Mammut has asked the main supplier to ensure its production is moved to another production location where workers receive the legally required wage.

Overall, Mammut has shown active follow-up regarding findings related to wages below the legal minimum wage. However, while monitoring and verification practices have strengthened, some of these findings still need to be remediated.

Requirement: If a supplier fails to comply with legal wage regulations, members are expected to respond in time, identify root causes with factory management, and resolve that local labour laws are respected. Evidence of remediation must be collected.

Recommendation: Fair Wear strongly recommends Mammut to always verify whether legal minimum wage issues have been resolved in case factory management claims so. Mammut could hire a local consultant or plan a monitoring visit of one of Fair Wear's auditors to check remediation. Fair Wear strongly recommends Mammut to always validate whether issues related to the legal minimum wage have been resolved, rather than only relying on verification.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Intermediate	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	4	6	0

Comment: Mammut understands which suppliers pay wages below living wage estimates, using estimates from Global Living Wage Coalition and Asia Floor Wage for its production countries, Vietnam, China, Türkiye and Bangladesh (where over 90% of the total FOB comes from). Wages are discussed with Mammut's main suppliers using the Fair Wear wage ladder, where available.

In 2024, Mammut joined the Swiss Textiles project 'United for Fair Wages' and is working with other brands to help factories realise the estimates from the Global Living Wage Coalition (GLWC). This project should result in higher wages at selected production locations by 2030. In 2025, the focus was on gaining insight into wage levels at the most important production locations. Therefore, Mammut checked the mode wage of sewers against the GLWC estimate for the specific country and region. In this initial step, the member mapped the wage levels of 22 production locations, accounting for 72% of production volume.

Recommendation: Fair Wear encourages Mammut to discuss with suppliers about different strategies to work towards higher wages and develop a systemic and time-bound approach.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Basic	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	2	6	0

Comment: In 2024, Mammut joined the Swiss Textiles project "United for Fair Wages" and is working with other brands to find ways for factories to realise the estimates from the Global Living Wage Coalition. This project should result in higher wages at selected production locations by 2030. Mammut has developed a roadmap and is exploring different opportunities to address the topic, ranging from further improving its purchasing practices to creating equal partnerships within the value chain and collaborating closely on production planning. The current roadmap does not yet determine a finance strategy to realise higher wages at production locations.

Recommendation: To support companies in analysing the wage gap, Fair Wear has developed a calculation model that estimates the effect on FOB and retail prices under different pricing models.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	51%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	4	6	0

Comment: Audits and Fair Wear assessment show that a living wage estimate, as provided by the Global Living Wage Coalition, is paid at 13 suppliers responsible for 51% of Mammut's FOB in Vietnam, Bangladesh and China.

Recommendation: Mammut is encouraged to roll out its approach to other suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear's helpline in accordance with the Fair Wear's Access to Remedy Policy.	Intermediate	Members are expected to actively support the operational-level grievance mechanisms as part of regular contact with their suppliers. The complaints procedure provides a framework for member brands, emphasising the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	2	4	-2

Comment: Mammut received two grievances from workers at the same factory in Bangladesh in the previous financial year. One was about violence and harassment, which was resolved to the workers' satisfaction. Another grievance was about involuntary excessive overtime. This issue is still under remediation. Mammut did not yet include the outcome of these complaints to decide on further preventive actions in its supply chain.

Recommendation: Mammut could use the outcome of complaints to determine follow-up actions in its broader action plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training to address the risks identified.	Basic	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	2	6	0

Comment: Mammut has some findings related to factory communication where training is a recommended follow-up action. In one production location, training has been organised to address this finding. In other production locations, this still needs to happen.

Recommendation: The member is recommended to implement training for all factories where this is part of its action plan.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Basic	Training is a crucial tool to support transformative processes but complementary activities such as remediation and changes at the brand level are needed to achieve lasting impact	Evidence of engagement with factory management regarding training outcomes, documentation on follow-up activities, and proof of integration into further monitoring and risk profiling efforts.	2	6	0

Comment: The member has shared the training reports with its suppliers and started a dialogue with its suppliers about the outcome of the training. Mammuto did not yet use the training results as input for Mammuto's human rights due diligence.

Recommendation: Fair Wear recommends Mammuto to use the training results as input for Mammuto's human rights due diligence.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

Comment: Mammut's human rights risk monitoring includes a responsible exit strategy and is shared with each supplier during the onboarding process, in business agreements and policy documents.

The standard process is that Mammut discusses its exit decision with the production location and then sets a timeline for the exit, which often occurs gradually over a number of seasons, ensuring that all leftover materials are used. For these last products, the member often suggests producing during the low season. In 2024, Mammut decided to end production at a single location, and the last orders were placed in 2025. For this exit, the member was able to show it followed its own procedures.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Basic	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	2	6	0

Comment: Mammut undertakes human rights activities that go beyond Fair Wear's scope. It has translated the Fair Wear Code of Labour Practices to its metal goods. In addition, it is extending its monitoring of labour conditions to fabric production locations.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18

Earned Points: 16

Indicators related to communication

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership.	In the financial year 2025/2026 the Fair Wear communication Guidelines are not applicable due to changes in the policy related to the EU Empowerment of Consumer Directive.	Fair Wear membership includes the need for a brand to show its efforts, progress, and results. Fair Wear members have the tools and targeted content to showcase accountability and inform customers, consumers, and retailers. The more brands communicate about their sustainability work, the greater the overall impact of the work of the Fair Wear member community.	Member website, sales brochures, and other communication materials.	N/A	4	0

Comment: In the financial year 2025/2026, the Fair Wear communication Guidelines are not applicable for consumer-facing communication due to changes in the policy related to the Empowerment of Consumer Directive (EU 2024/825). Therefore, this indicator is not applicable.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

Comment: Mammüt does not sell external brands.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting is submitted to Fair Wear and is published on the member company's website.	Advanced	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	4	4	0

Comment: In the previous financial year, Mammut submitted a Human Rights Due Diligence Report (HRDD Report), which was reviewed by Fair Wear. The HRDD Report is published on the member brand's website.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Intermediate	Good reporting by members helps ensure the transparency of Fair Wear's work and helps share best practices within the industry. This indicator reviews transparency efforts reported beyond (or included in) the social report.	Brand Performance Check, audit reports, information about innovative projects, specific factory compliance data, disclosed production locations (list tier 2 and beyond), disclosure of production locations, alignment with the Transparency Pledge.	2	4	0

Comment: Mammut reports on factory-level data and remediation results. Additionally, the member publishes its full factory list, but no time-bound improvement plans for each supplier are shared with the public yet.

Recommendation: Fair Wear recommends Mammut to publish concrete remediation action for its suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Advanced	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	6	6	0

Comment: Mammut has a system to track progress and check if implemented measures have effectively prevented and remediated human rights violations. The internal evaluation system involves top management, the sourcing and product teams. Meetings are held for evaluation and next steps on a bi-monthly basis.

Input from relevant stakeholders is collected and included, for example, through regular meetings with the Clean Clothes Campaign and local organisations in the production countries. Feedback from suppliers is also included in the evaluation, either through on-site meetings or input during the complaints-handling processes.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	Advanced	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	4	4	-2

Comment: The previous performance check included requirements related to follow-up on findings related to legal minimum wage, on factory-level grievance mechanisms, on ensuring actions are completed and on realising higher wages at production locations. Mammut followed up on all requirements.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Not applicable

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Not applicable

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Yes

Comments: Mammut joined Swiss Textile project 'United for Fair Wages' in 2024 and has been sharing its insights with others in the industry throughout 2025.

Recommendations to Fair Wear

Mammut recommends Fair Wear to monitor regulatory developments more proactively, reduce administrative burdens in the Member Hub, strengthen engagement with other textile industry initiatives such as Worldly and Open Supply Hub, and re-evaluate its approach to validating findings.

Brand Performance Check details

Date of Brand Performance Check: **12-05-2026**

Conducted by: **Anne van Lakerveld**

Interviews with: **Paul Cosgrove** - Chief Product Officer

Tobias Steinegger – Head of CSR

Mick Farnworth – Social Compliance & Vendor Management Lead

Damla Egritepe – Team Lead Buying

Phung Nguyen – CSR specialist Vietnam

Carolin Leo – Sourcing & Process Manager

Linh Cao – Environmental Compliance Manager, CSR Team Vietnam

Sara Marty – CSR Manager (Responsibility Report)

Matteo Albertoni – CSR Analyst