Roadmap 2019
PUMA SE

has set the following targets for the year 2019:

⊕	Mandatory targets:	4
✦	Recommended targets:	0
✓	Already achieved goals:	6
↻	Not achieved, continued goals:	1
⊕	Voluntary targets	0

Mandatory and recommended targets

Policy statement

Corruption prevention policy

Target demand: Commitment to a zero tolerance towards all forms of corruption including extortion and bribery in the own organisation

Target already met

PUMA's Code of Ethics sets out the basic principles for important areas including corruption.

Cross topic

Risk-based selection of suppliers & procurement

Target demand: Selection of suppliers and award of contracts taking into account the identified social risks and potential negative impacts

Target already met

As part of our actions to identify and mitigate risks, we carry out due diligence and assessments. Suppliers are selected through a careful screening process to engage only with business partners who uphold the highest labor Standards.

Social standards

Promotion of living wages

Target demand: Initiation or involvement in a measure that aims to pay living wages for employees in production countries

Target already met

The topic of Fair Wages was discussed in detail during PUMA's 2017 global stakeholder meeting in Hong Kong. As a result, a project with the Fair Wage Network was conducted in Bangladesh.

Chemical and environmental management

Anchoring and integration in the supply chain

Reduction of hazardous chemicals

Target demand: Measures to increase ZDHC conformity of the used chemical products in the supply chain

Requiring all core Tier 1 and Tier 2 suppliers to register on ZDHC Gateway chemical module. Use the InCheck report to track the supplier's MRSL conformity.

Orderly & environmentally responsible housekeeping

Target demand: Support of producers in the supply chain to improve proper and environmentally sound business management

PUMA will provide training within the ZDHC framework for suppliers where available on chemical management and WW/air emission treatment to support improvement of WW quality and MRSL compliance . Also the Higg Index FEM 3.0 to assess the core T1+2 suppliers environmental performance will be expanded.

Communication of wastewater guidelines

Target demand: Communication of the wastewater standard to 100% of producers and business partners

Target already met

As bluesign system partner, we already meet the requirement. Additionally via our 2018 update of our Sustainability Handbooks, the ZDHC WW Guideline was shared with every business partner.

Natural fibers

Increase sustainable cotton

Increase share of sustainable cotton to **75 %**
Including organic cotton (as a share of the total amount of cotton) **0 %**

Monitoring and verification

Monitoring & auditing of guidelines

Target demand: Introducing an effective system for inspecting and monitoring the implementation of measures to improve social and environmental conditions in the supply chain

Target already met

PUMA´s a monitoring program has been working since years. Social audits are an important pillar of measuring human rights impacts. On environmental site, various performance data from supplier are tracked. The results are published as S-/E-KPIs in PUMA's Annual Report.

Complaint and remedy

Access to effective complaint mechanisms

Target demand: Initiation or involvement in a measure that aims to improve employee access to complaints mechanisms

Target already met

In 2008 we developed Worker Voice, a workers' feedback system that enables vendor employees to share concerns in a confidential manner, as well as for outside parties to provide input to PUMA. The objective is to understand if our sustainability initiatives create a positive impact for workers.

Sector-wide commitment

Raising awareness regarding sustainable textiles

Target demand: Implementation of measures to raise awareness about sustainable textile production in the following topics

We have our target to use in significant volumes BCI (cotton), bluesign® (polyester), Leather Working Group (leather), and FSC (paper & cardboard) certifications as explained in our annual Report. Internal stuff is trained e.g. via BU alignment meetings, supplier via RTMs.

Old targets

Chemical and environmental management

Communication on chemical inventory

Target demand: Chemical Inventory
Increase percentage of producers who have been given a format for listing chemicals used up to **100 %**