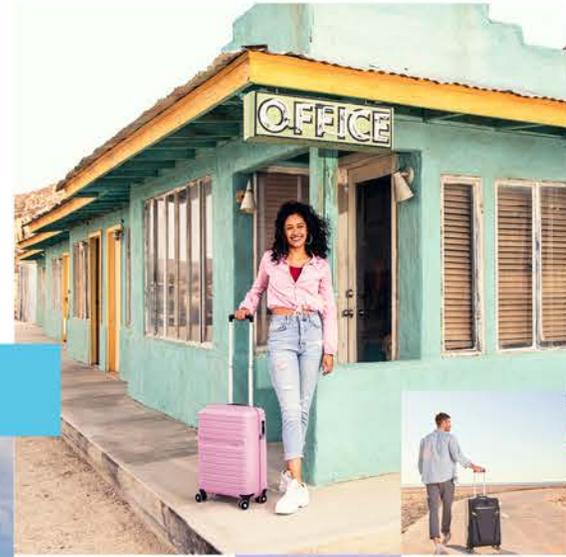


# Our Responsible Journey

April 2020



Samsnite

TUMI

GREGORY

AMERICAN  
TOURISTER  
SINCE 1932

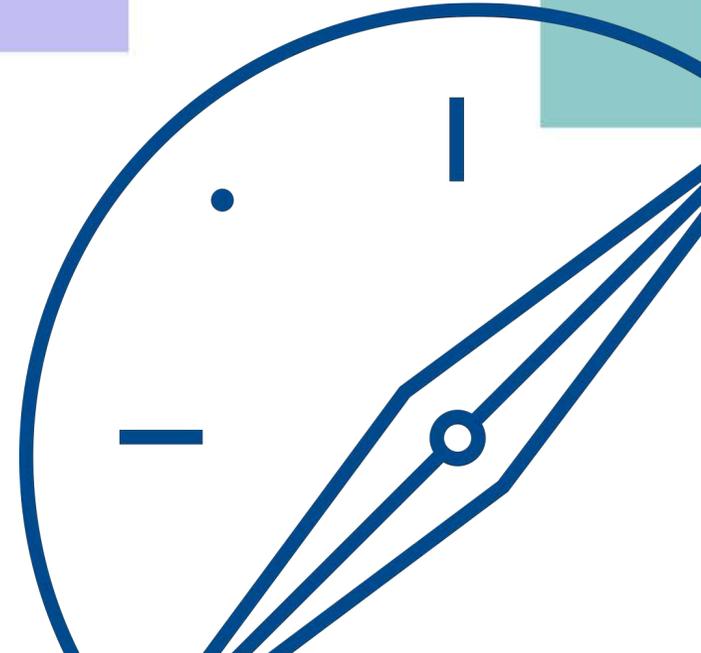
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# Introduction

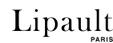
Building on our enduring values and our heritage of innovation, quality and durability, we are now setting out our vision to become the most sustainable lifestyle bag and travel luggage company in the world.

Our new global strategy, called 'Our Responsible Journey', confirms our goals to 2030 and will help us navigate towards a responsible and thriving future.

As well as continuing to design products that last, we are also committed to the increasing use of recycled materials; reducing our impact on the planet; and protecting and enriching our people, partners and the communities that help make our business such a great success.

**“While we’ve been focused on sustainability for several years, ‘Our Responsible Journey’ is how we will accelerate the implementation of sustainable business practices globally to meet our goals. This strategy will touch every aspect of our business to help us further our long-standing leadership in the industry.”**

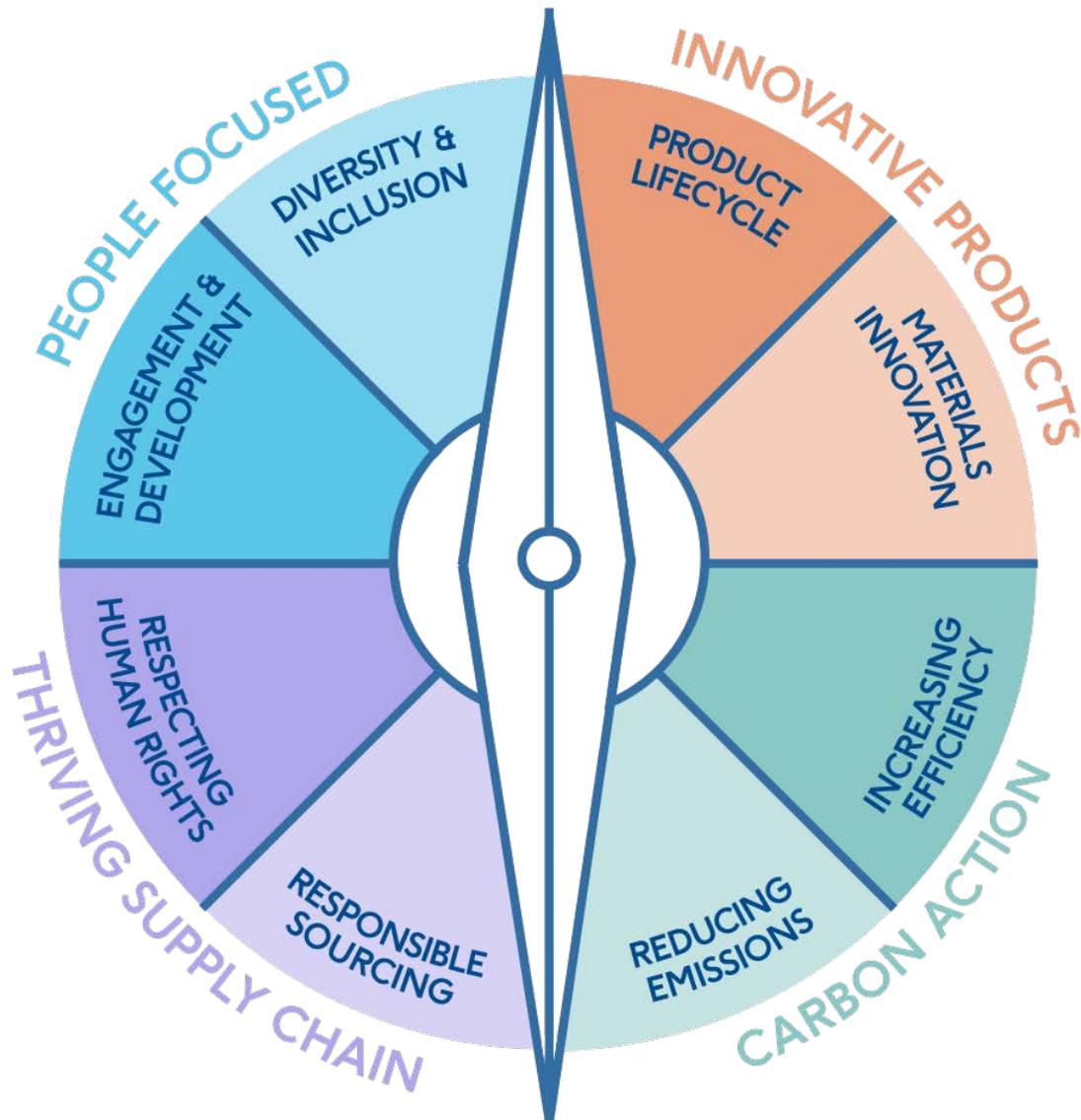
Kyle Gendreau, Samsonite International CEO



# Our sustainability platform

Our global strategy is focused on four areas, supported by eight action platforms.

Our ongoing activities and reporting against our global goals will be shared within our annual ESG Report.



### 'Our Responsible Journey' focuses on four key areas most material to our business

#### INNOVATIVE PRODUCTS

Creating the best products using the most sustainable and innovative materials, methods and models

- By using durable materials, and increasing the life of our products, we are decreasing the burden on landfill.
- We are using recycled materials wherever possible, giving waste materials a second life.
- Many/most of our products can be repaired worldwide so you won't need to replace them.

#### CARBON ACTION

Targeted action where we can make a meaningful impact on the environment

- We are working hard to minimize our impact on climate change and have set clear carbon reduction targets that mean we will be carbon neutral by 2025.\*
- We aim to reduce the carbon intensity of our operations by 15% by 2025.
- We are committed to using 100% renewable energy by 2025.

#### THRIVING SUPPLY CHAIN

Encouraging good practice and positive impacts beyond our direct business

- Map and publish the full pre-customer journey of at least one product line and outline the various sustainability credentials built into the manufacturing process by 2030.
- Expand existing social compliance program to identify, mitigate and remediate possible negative human rights impacts of the business.

#### PEOPLE FOCUSED

Providing an inclusive culture with the best opportunities in a supportive environment

- All employees have access to professional development opportunities by 2025.
- Use global data to build our understanding and ability to achieve gender balance in key roles by 2030.

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\*Compared to a 2017 baseline.

### Proof points:

Since 2018, we're proud to have:

- Launched over 50 collections worldwide which include a sustainable material such as recycled PET, recycled nylon, post-industrial recycled polypropylene, wood waste and cork.
  - Our new Recyclex™ fabric is made from 100% post-consumer recycled PET (rPET) bottles and we estimate that by using Recyclex™, we have diverted more than 52 million 500ml PET bottles from landfill.
- 

### Underpins:

#### Heritage of Responsibility

Our founder inscribed our company ethos on a marble that was issued to employees: "Do unto others as you would have them do unto you". More than a hundred years on, it remains our guiding principle for how we treat each other but also how we care for the world we live in.

#### Scale of Our Impact

Our scale will allow us to make a measurable impact on the world. We will do this by focusing on the whole journey – from how our products are made to how they endure; how we reduce our impact on the planet; and how we ensure people benefit from our progress.

#### Progress in Our Journey

As our business progresses, it means we will integrate sustainable thinking at every step of the way. Some of the challenges we face will take time. That's why it's a journey – a journey that we embrace whole-heartedly with our spirit of always going the extra mile.

Our Responsible Journey

# Contact us

More information on our sustainability strategy and activities around the world can be found in our annual ESG Report.

Or contact:

[sustainability@samsonite.com](mailto:sustainability@samsonite.com)

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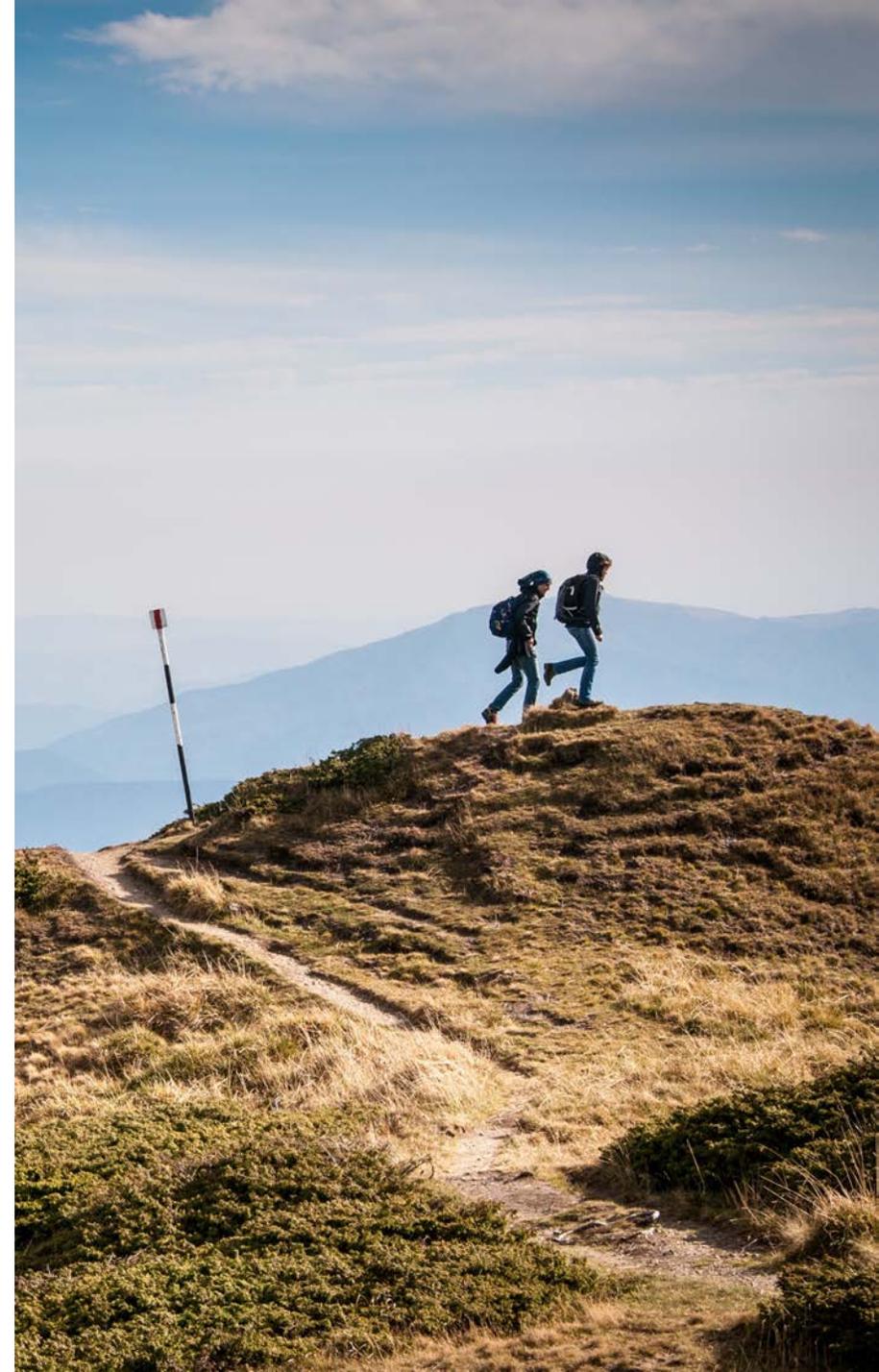
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Thank you

