

WEDNESDAY 5TH OCTOBER			
15:00 - 18:30	Imperial Palace Conference Centre		
THURSDAY 6TH OCTOBER			
07:00 - 07:45			
08:00 - 09:00	Imperial Palace Conference Centre		
09:00 - 09:05	Courtesy of Kendal Mountain Festival		
09:05 - 10:00	European Outdoor Group		
09:10 - 09:15	Outdoor Sports Valley		
09:15 - 09:20	City of Annecy		
09:20 - 09:45	Degrowth - Challenging a Fundamental Paradigm	Traditional economics defines success in terms of growth, but ever-increasing demand and production are fundamentally at odds with our climate and environmental efforts. Professor. Jason Hicel, economic anthropologist, opens the EOS with the difficult yet essential discussion around degrowth. What is it, why it is necessary if we are to stop a full scale climate/ecological breakdown, and how we can approach it as a sector.	Professor Jason Hicel
09:45 - 10:05	Policy as a driver for Change	The European Union is currently embarking on ambitious climate and circularity initiatives which will substantially impact the way in which we will do business responsibly in the future with sustainability initiatives becoming a vital business need to remain compliant. This presentation will introduce new policy and legislative initiatives and discuss how they will directly impact business, how the future of business will change, how organisations must either adapt or face the consequences, and how businesses can respond to actively shape their future.	Jerome Pero - FESI
10:05 - 10:30	How Business and Philanthropy Can Feed Each Other	3% for the Planet is a non profit organization, co founded 20 years ago by Yvon Chouinard, owner and founder of Patagonia, with the goal of raising the total amount that is dedicated to environmental organizations, by convincing companies to commit 1% of their net sales to pre-selected non profits. 20 years later, 1% for the Planet gathers more than 6000 companies worldwide, and still grows drastically. While it's commonly understood that businesses feed philanthropy, it's less known that the contrary is true - building partnerships with non profits is a cost, but has many advantages. We'll see how 1% model is a simple, efficient and how business and philanthropy can feed each other. The Decarbonisation Acceleration Fund is a collaborative fund and philanthropic opportunity dedicated to supporting decarbonisation projects and climate mitigation actions within supply chains related to the outdoor industry. It is a great opportunity for the industry to approach decarbonisation differently, to engage the collaborative spirit, and resilience for which the industry is well known, as well as leveraging opportunities such as overlaps in supply chains that our industry provides us.	Dr Katy Stevens - European Outdoor Group Christian Schneidermeier - Ortoox Isabelle Susini - 1% For the Planet
10:30 - 11:30	Refreshments & Networking		
11:35 - 12:00	The Push and Pull of Re-imagining the Apparel Industry	Over the last decade, the digital transformation of the apparel industry has been largely focused on digitization, with no real urgency to change the business model. In the past two years, however, companies have had digitalization thrust upon them, forcing them to remodel their internal and external processes and embrace entirely new concepts of selling such as non-fungible tokens (NFTs). The traditional business model of fashion is a negative working capital model; money is invested in producing stock inventory which is then pushed into the market. On the other hand, Digital Product Creation and digital selling can ensure that garments only require manufacturing once they are sold, so the money comes up-front. This means the traditional 'push system' is transformed into a 'pull system' of just-in-time, on-demand, made-to-order manufacturing ensuring a sustainable approach and a positive working capital process. Leslie will discuss a reassessment of the traditional fashion system to realise a sustainable future and in what ways virtual clothing and an on-demand production system can be part of the solution.	Leslie Holden - The Digital Fashion Group
	Diversity in the Outdoors: Opportunities Within Grasp	While understanding the lack of diversity in the outdoors requires deep insight into various societal dynamics, opportunities to increase diversity are actually very much within grasp. This panel discussion brings together several key outdoor diversity changemakers. Together, we talk about what drives them, how their projects came about and explore what it takes to increase diversity in the outdoors successfully.	Lars Foell - Gringory Parks Phil Young - Outdoors Project Juliette Quiliza - En Passant par la Montagne Moderator: Kame Nozumi
12:05 - 12:45	The EU Green Deal - So What?!! Paradigm shifts in policy and opportunities for collaborative working	This workshop follows on from the presentation of Jerome on how EU policy is changing and how industry will need to step up in response to the climate and biodiversity crises. The workshop will focus on how collaborative and partnership working could support genuine and concrete actions. The European Network of Outdoor Sports will outline its policy position on the European Green Deal and focus on key actions and recommendations that could be adopted and supported by the Outdoor Industry. The aim of the workshop is to share ideas and inspire creative thinking for a genuinely joined up and interdependent approach to helping to implement the EU Green Deal and to support changes that challenge the norms.	Jerome Pero - FESI Mike McClure - ENOS
	Inspiration Session	This breakout session is designed to share, inspire and motivate through listening to three 10 minute 'Lightning Talks'. We will hear from three different companies, each willing to reveal a key strategic story of change that has been made within their organisation.	Christian Schneidermeier - Ortoox Sean Tindale - Polygiene Chris Mooney - ACS Clothing
12:45 - 14:10	Lunch & Networking		
14:10 - 14:15	Muslim Hiker Inaugural Talk		
14:15 - 14:40	Adapting Supply Chains to Risks in a Volatile Global Economy	As we started to emerge from the global coronavirus crisis that exposed the cracks in our global economic interdependence and the fragility of our industry, especially our supply chains, we then leapt straight into the war in the Ukraine blowing up commodity markets, while the impacts of climate change continually tighten the screws on the way in which we conduct business. The relative speed at which unprecedented events such as these are becoming 'the norm' are challenging and inspiring companies to consider bold moves in rebuilding their supply chains for the future. For decades the aspirational business models that people have been striving towards in the name of progress and growth have, in a short time, been shown to be unpredictable, unreliable, and increasingly many would say, unfit for purpose. This panel will discuss what these signposts are telling us and what questions are they asking: Are we on the road to deglobalisation? / Are we doing enough to adapt and adjust how traditional supply chains work? / How can, and should we adapt to risks in the global economy? / What supply chain risk prevention measures can be considered to reduce impacts on your business? / How can we reset supply chains for the new norm?/Who has responsibility for what in this new norm?	Anja Feilich - Billerig Jurrie-Jan Tap - Blackdiamond Mafalda Pinto - SCODOP Portugal Yusuf Soklek - ZOT International Moderator: Andrew Martin - Sustainable Apparel Coalition
	Supply Chain - Continue the discussion		
14:45 - 15:15	Retail sustainability – a missing link?	A lot has happened over the last decade, but there is still a long way to a truly sustainable outdoor industry and most retailers have just started the journey. There is no turning back, those not adopting sustainable business practices will struggle for survival in a very near future. In this session we will dive into how retailers can go from a follow to lead position in sustainability, how to harness the power of responsible brands and what the circular economy really means for a future retail landscape. By integrating sustainability in core business, outdoor retail can both attract new customers and contribute to a better future.	Joel Swedund, Peak E3 - Outdoor Lab
	Inspiration Session	This is a repeat of the previous 'Lightning Talks' breakout session	Christian Schneidermeier - Ortoox Sean Tindale - Polygiene Chris Mooney - ACS Clothing
15:15 - 16:00	Refreshments & Networking		
16:00 - 16:55	This is a Leadership Moment - What does it take to lead regeneratively?	Social, cultural and environmental pressures are shifting investor and consumer priorities at breath-taking speed. Business as usual is losing its fit to the future. Regenerative or positive impact business is fast becoming a north star for companies who want to play a major role in shaping a sustainable future. This is a leadership moment! So what does it take to lead in this new landscape? This panel brings together leaders who have challenged themselves and their organisation to move beyond traditional business models, taking a transformative approach to leadership, organisational structure, and operations. They'll explain what it means to be a regenerative, how to move from incrementalism to transformation, what it takes to meaningfully change and the role of leadership at the C-suite level in pioneering that change. For leaders today, the question is no longer should we change? But rather how ambitious will we be and what will it take to win in a regenerative future?	Jacques Rene - Gore Eva Karlsson - Houdini Benjamin Chamoude - Leadership & HR Expert Moderator - Benjamin Marias, AIR Coop
16:55 - 17:00			
17:00 - 18:00			
17:30 - 18:30			
From 19:00			
FRIDAY 7TH OCTOBER			
07:30 - 08:15			
08:15 - 08:45	Morning Coffee & Networking		
08:45 - 08:50			
08:50 - 09:10	Ka Mele HAKA	Get ready for some energy, passion and emotion!	
09:10 - 09:40	The Business of Climate Change	A recent report from the IPCC (Intergovernmental Panel on Climate Change) tells us that human influence on global warming is 'unequivocal', and makes it clear that what is hot today will become hotter tomorrow, extreme floods will become more frequent, wildfires more dangerous and deadly droughts more widespread. We don't know precisely where a given storm or heatwave will occur, but we do know that the impacts of climate change will directly affect business, society, and ecosystems. This presentation will summarise the latest science (including from IPCC AR6) on emissions/budgets aligned with meeting the Paris goals, and examine the implications this has for corporate strategy, target setting, and disclosures, as well as climate-related financial risks including the emerging risks associated with climate litigation.	Rupert Stuart Smith - Research Associate in Climate Science and the Law Oxford Sustainable Law Programme
09:40 - 10:05	How Evolving Consumer Expectations are Creating a New Urgency for Seamless Experiences	As expectations around buying experiences are rapidly shifting, the lines between online and in-store are more obscure than ever. JP Lips, Adyen Head of Unified Commerce brings insight on the rise of new channels, how the in-store experience is transforming, and how to leverage key trends for 2022 and beyond.	Jan Pieter Lips - Adyen
10:05 - 10:45	Circularity Panel: The Implications of Selling a Product Twice	We all aspire to help create a circular economy, but what happens when we actually try to sell a single product twice? This panel will discuss the hidden obstacles, operational challenges, and sometimes unique opportunities that they have experienced in deploying a truly circular product. The panel will also discuss the potential harm and cautions not always considered when developing these second-hand markets.	Yggvill Ofstad - Bergans Julian Ling - The North Face Matthijs Vioch - Patagonia Moderator: Scott Nelson - European Outdoor Group
10:45 - 11:30	Refreshments & Networking		
11:30 - 12:00	An Outdoor Industry Collaboration - Developing Retail Market Data for Business and Advocacy	A global pandemic, changing consumer expectations, and sustainability concerns are redefining the retail landscape. Integral to adapting to these challenges is understanding what citizens are buying, where, when and at what price. This requires real time market data. This presentation will discuss these challenges and how IDO's retail point of sale market data report is helping to bring accurate data to the industry more quickly. It will also cover an exciting next step in the project to cover more retail channels and a UK pilot taking the measure of sales a step further in the second largest market in Europe for outdoor goods. We will also talk about the need for key sustainability metrics such as the measure of returns and the increasing importance of the 'resell' channels.	Richard Payne - Sports Marketing Surveys Pauline Shepherd - European Outdoor Group
12:05 - 12:30	Evolving Human Rights Challenges: Why People in the Supply Chain Matter More Than Ever to Business	The current flux in global events is resulting in an increase in vulnerable people, whom are at a heightened risk of human rights abuses. Due to the nature of the work, and the geographical context within which our industry operates, there is an increased likelihood of these issues occurring within our supply chains. As one crisis emerges into the next and with uncertainty of what is to come, the source of the vulnerable people and the associated risk may change, but the risks remain. The UN Guiding Principles on Human Rights remain; that companies have a responsibility to protect, respect and remediate human rights abuses. In this talk, the relationship between brand and supplier will be addressed, and how this needs to be both embedded in the business strategy but also an evolving dialogue to build strong stable business and ensure that we can prepare for the next storm.	Hazel Collier - Twentynifty Dr Jane Turnbull - European Outdoor Group
12:30 - 13:40	Lunch & Networking		
13:40 - 13:45	Courtesy of Kendal Mountain Festival	The Farmer	
13:45 - 14:10	Single Use Plastics Project: Innovation Through Collaboration	Over 30 brands and retailers from the outdoor industry have come together to act on single use plastic. We have researched the problems within our own industry, tested potential alternatives, and developed systems to help prevent the largest portions of our plastic packaging from becoming waste. We invite other committed organisations to learn from our work and join us in this critical effort.	Dr Verity Hartley - European Outdoor Group Scott Nelson - European Outdoor Group Case Study - The North Face
14:15 - 14:55	The Future is Outdoors	During the pandemic, the outdoors obtained a highly strategic position with societal importance for physical and mental wellbeing of the entire population. This panel discussion will focus on the evolution of this position beyond the pandemic and how the outdoor industry can benefit from prolonged increased societal importance.	Mike McClure - ENOS Yasmin Dufournet - Salomon Andrew Denton - GIGIT
15:00 - 15:20	The End of the Selfish State (and what that means for companies and individuals)	Why a change in the culture of governance worldwide, from fundamentally competitive to fundamentally collaborative, is what's needed to get the world working. How countries and their leaders need to make this change, and how it actually benefits economic growth and social stability. What companies and citizens can and must do in order to 'get fit' for the changes we all need to make.	Simon Anshel - Founder, Good Country Index & Independent business and policy advisor
15:20 - 15:30	European Outdoor Group		Arne Strate, General Secretary - European Outdoor Group