



Columbia Sportswear Company Equal Employment Opportunity Policy

Columbia has a culture of honesty, respect and trust, and we are committed to providing an environment where equal employment opportunities are available to all applicants and employees without regard to their membership in any protected classification such as sex, race, color, creed, national origin, ancestry, religion, age, marital status, pregnancy (including childbirth, lactation and related medical conditions) genetic information (including characteristics and testing), military and veteran status, disability (mental or physical), sexual orientation, gender identity, gender expression, or any other status protected under applicable local, state, or federal law. Columbia Sportswear Company is committed to Equal Employment Opportunity (EEO) in all aspects of the employer-employee relationship including, but not limited to: recruitment, hiring, training, advancement and termination.

The Company's policies and practices are to reflect the Company's commitment to nondiscrimination in all areas of employment, including contracting opportunities for vendors and suppliers.

Columbia Sportswear Company has adopted an Affirmative Action Plan and is committed to making good-faith efforts toward achieving the objectives of the Plan, and has appointed the SVP and Chief Human Resources Officer as the Equal Opportunity Officer.

Any alleged act or complaint of discrimination on the part of any employee or department should be reported to the individual's supervisor or Human Resources for appropriate investigation and action. Any employee involved in discriminatory practices will be subject to disciplinary action up to and including termination. Employees are prohibited from harassing and/or retaliating against individuals who make equal opportunity complaints.

Management is primarily responsible for seeing that the Company's Equal Employment Opportunity policies are implemented, but all employees share in the responsibility for assuring that by their personal actions the policies are effective and apply uniformly to everyone.

Promoting diversity

Columbia Sportswear values and promotes diversity in its workplace. Diversity refers to human differences, including those based on culture, ethnicity, gender, physical or mental ability, and age that exist in the workforce. The Company believes that promoting diversity plays an important role in attracting the widest pool of qualified applicants, fostering greater innovation and creativity and enhancing our communication and relationships with customers and the community.

Columbia Sportswear believes in doing the right thing, and is committed to enhancing diversity and demonstrating that commitment to our employees, customers and community. The Company promotes diversity by developing policies, programs and procedures that foster a work environment in which differences are respected and employees are treated fairly.