

uvex

Working in
partnership with
arco®

uvex sustainability

established
sustainability



protecting people

Core competence: sustainability

established sustainability

The mission of the uvex group

Protecting people is our mission. Protecting planet is the logical addition to this mandate as part of our sustainability transformation. This transformation process is to be lived and breathed throughout the uvex group and integrated into all of our business processes.

This is the only way to credibly communicate the promise of greater sustainability to the outside world. Therefore the uvex group is evaluating and optimising all steps along the value creation chain so that it also continues to be at the forefront in the discipline of sustainability.

established sustainability

- for uvex, long-term sustainability measures that are widely rolled out are a matter of course
- 98.4 percent of the group's electricity consumption has come from 100 percent renewable sources since 2014
- compensation of CO₂ emissions caused by gas combustion is at 97.3 percent of gas consumption since 2016
- “made in uvex”, produced at a European site
(max. 1000 km radius from the company headquarters in Fuerth)
- product packaging and outer packaging are mainly made of waste paper, work is being done according to a standard strategy for sustainable packaging
- code of conduct

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As a result of fundamental social and technical changes, sustainability is becoming a key issue of the moment.

We are aware of our responsibility and are actively addressing the current social and technical transformation process. From our mission protecting people we derive the commitment to protect the environment: we integrate sustainability holistically in our processes.

We have identified four focus areas that have measurable targets and are to be implemented throughout the group, right down to plant level: ecological transformation, social responsibility, circular economy as a driver for innovation, and ecological and health safety.

Michael Winter
Managing Partner of the uvex group

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Core competence: sustainability

Competence and quality

We place the highest demands on ourselves

Almost 61 percent of our added value is generated in our own production facilities. In these production facilities, state-of-the-art technology, an immense wealth of experience and an unbridled passion for innovation flow into pioneering products.

We meet the high demands on us and our products with strict quality management – all our plants are certified according to ISO 9001:2008.

With our own product development and a close-knit network of strategic partners, we always bring innovative ideas to life. New and existing products undergo regular tests in our own test laboratories.

Only when a product fulfils all requirements of the applicable safety standards can it earn the uvex name.

Made in uvex

Our innovative products and services for the global market are produced in our own factories, the majority of which are located in Germany and Europe.

From product conception and development, through to production and finally to sales, our manufacturing expertise guarantees the highest quality standards in all areas.

Of course, this claim also applies to social and ecological standards, for which we are constantly setting new benchmarks in our industry.

1 UVEX ARBEITSSCHUTZ, Fuerth, Germany
LASERVISION, Fuerth, Germany

2 UVEX SAFETY Gloves, Lueneburg, Germany

3 UVEX-CAGI, Ceva, Italy

4 SwedSafe, Tyringe, Sweden

5 UVEX SAFETY Textiles, Ellefeld, Germany

6 UVEX SPORTS, Lederdorn, Germany

7 UVEX BARDEJOV, Bardejov, Slovakia



Centre of expertise in Fuerth, Germany and Bادهجov, Slovakia

Eye protection

More information on uvex
manufacturing expertise



Innovative protection that meets the highest quality demands

In Fuerth, Bavaria, uvex develops and produces first-class and highly functional safety spectacles, goggles, prescription spectacles and laser protection eyewear.

The plant is certified in accordance with ISO 9001:2015 and ISO 50001:2011, and relies on state-of-the-art technology and strategic partnerships to develop future-oriented technologies and products.

Perfection as standard from uvex

All safety eyewear is comprehensively tested at the uvex test centre: As well as satisfying national and international safety standards, every pair of safety spectacles must also meet the exacting uvex standard in terms of functionality, ergonomics, durability and wearer comfort.

Innovative coating technologies are one of uvex's core competencies. The improved uvex supravision excellence universal coating exceeds the anti-fogging requirements of the EN 168 standard four times over.

Measures:

- installation of new energy-efficient flood cells
- introduction of a new and improved coating system
- optimised compressed air system
- renewal of power distribution in production

It's all about the coating

Looking through lenses that are fogged up, scratched or dirty significantly increases the risk of accidents during the working day. For decades, uvex has been synonymous with innovative coating technologies.

In our centre of expertise in Fuerth, we develop and produce scratch-resistant and anti-fog lenses for a multitude of applications.

laservision Fuerth, Germany

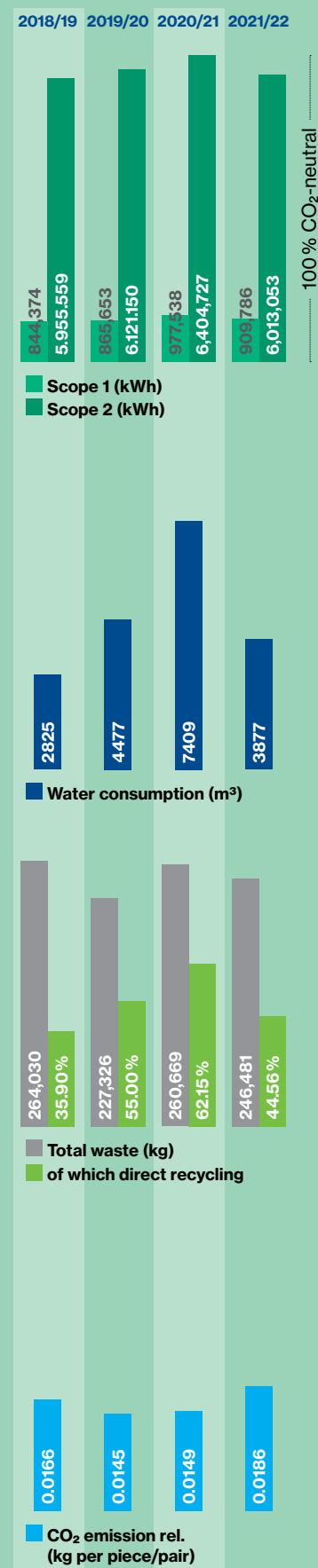
At laservision, an integral part of uvex, we protect one of the most sensitive organs from laser beams: the eye.

And we have been doing so for 35 years with dedication, a customer focus and the power of innovation – all over the world and in compliance with standards. Whether in industry, research and development or in the medical sector, in the form of goggles, windows, curtains/blinds or screens, laservision laser safety products stand for quality, safety and protection.

Measures:

- move to new modern and larger building with higher energy efficiency

Energy/environmental data Fuerth*



* Energy and environmental data applicable only to Fuerth. Data not yet available for the plant in Bardejov (Slovakia).

Centre of expertise in Lueneburg, Germany

Hand protection

The uvex safety group's centre of expertise and technology for hand protection is based in Lueneburg. At a time when resources and transportation capacity are limited, this represents a significant location advantage when it comes to product availability and delivery. uvex safety gloves is therefore one of the largest glove manufacturers still producing in Germany and Europe.



A fully integrated development process includes:

- own yarn/liner development
- own coating compound (mixing)
- specially developed moulding/ process technology
- technical modification of existing products (e.g. insulation lining)
- custom-made (e.g. for those working with a disability)

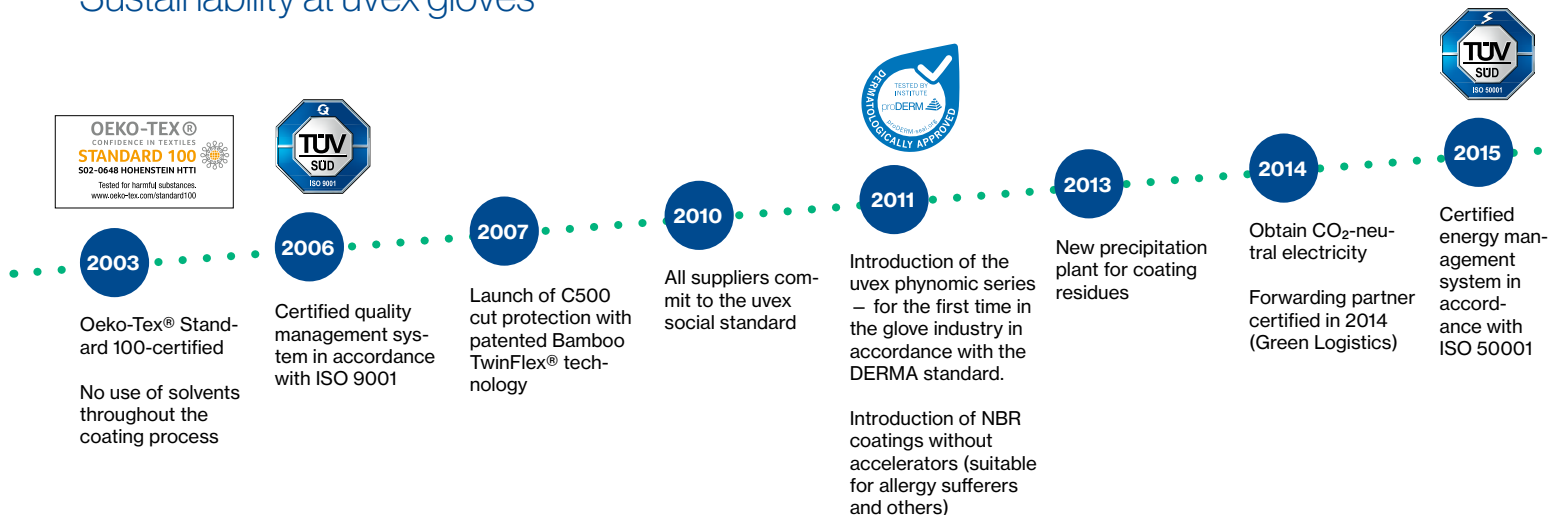
Innovation and sustainability

Environmentally friendly production processes in Lueneburg make for significant competitive advantages. uvex safety gloves keep the value creation chain in hand, from the initial idea for research and development right through to manufacturing using state-of-the-art production methods.

For over 10 years our production has been 100 percent solvent-free: uvex safety gloves is certified in accordance with both Environmental Management ISO 14001 and Energy Management ISO 50001 and has a CO₂-neutral production rating based on direct emissions from production. Even during the design phase of our products, we focus on significantly reducing their CO₂ footprint, for example by selecting specific materials.

Production in Germany ensures sustainable, resource-saving production and short distances from manufacturer to end user.

Sustainability at uvex gloves



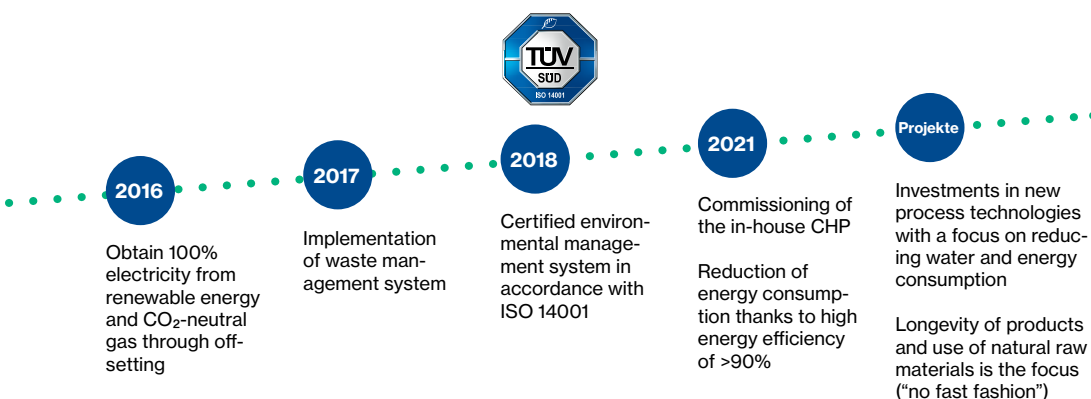


More information on uvex manufacturing expertise



To achieve this, we have been using electricity from 100 percent renewable energy sources since 2014 and we have been using the certified green electricity product to promote the construction of new renewable energy plants in the region.

We use green gas to operate the highly efficient CHP plant at our site, thereby offsetting the CO₂ emissions produced by gas combustion processes. Through carbon offsetting, we invest exclusively in climate protection projects that are certified by internationally recognised quality standards (Gold Standard or VCS [Verified Carbon Standard]) and thereby promote, for example, the construction of new plants in India for the generation of solar and wind power.



Material

- focus on bio-based materials: cotton, bamboo viscose, HPPE (bio-based) and/or polyamide made from recycled raw materials
- use of accelerator-free NBR coatings
- extremely comfortable and natural fit thanks to the use of breathable natural and functional fibres



Product information/packaging

- instructions for use on FSC-certified paper (as soon as legally possible via QR code)
- minimisation/optimisation of packaging (outer carton and sleeve)
- 80 percent paper wrap made of FSC-certified kraft paper
- carton adhesive tape: wet adhesive tape with starch-based adhesive made from potatoes



Health

- over-compliance with REACH regulations for maximum reduction of pollutants
- ongoing analysis of almost 200 critical substances (uvex harmful substances standard)
- certified in line with Oeko-Tex® Standard 100
- DERMA-certified, free from allergenic substances



Social responsibility

- comprehensive implementation of the ILO standard
- continuous social audits at partner companies (uvex social standard)
- social engagement with a focus on disadvantaged children

Centre of expertise in Ceva, Italy

Foot protection



Sustainable production

- use of 100% green energy and green gas
- use of environmentally friendly solar energy (photovoltaic system installed since 2011)
- PUR waste management for recycling and saving polyurethane waste
- use of water-based release agents (numerous approvals in the automotive and supplier industries)

uvex safety shoes for even the most demanding applications

Development expertise, state-of-the-art robot-controlled production systems and optimised process structures to meet the highest ecological standards guarantee the first-class and sustainable quality of our safety footwear.

The production in Italy, which is one of the most modern production facilities for safety footwear in Europe, ensures efficient, resource-saving production and short travel distances from manufacturer to user.

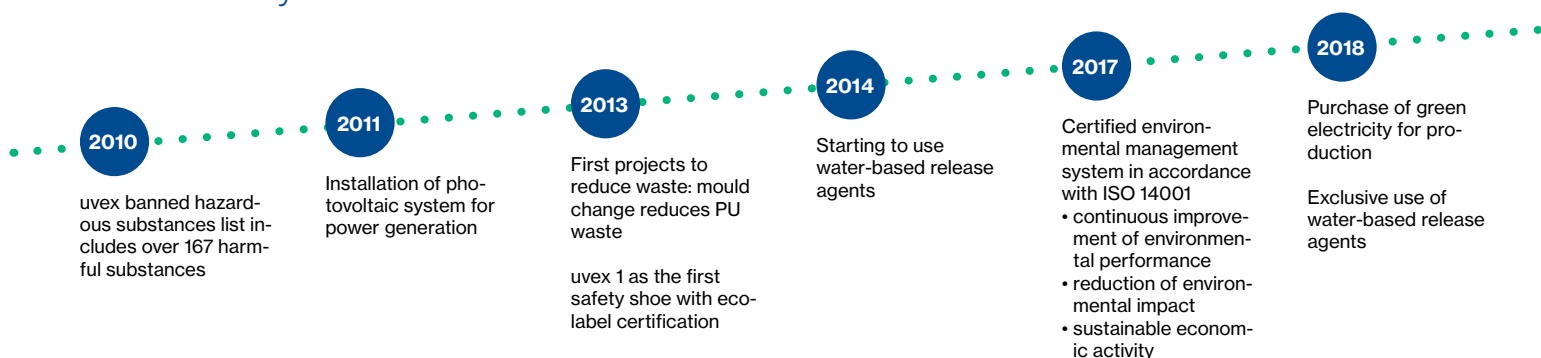
Measures:

- conversion of the occupational safety management system from BS 18001 to ISO 45001
- new more efficient injection moulding machine
- conversion to material delivery by tanker trucks
- conversion of the release agent from solvent-based to water-based

Certifications:

- ISO 9001-certified quality management system
- ISO 14001-certified environmental management system
- ISO 45001-certified occupational safety management system

Sustainability at uvex footwear

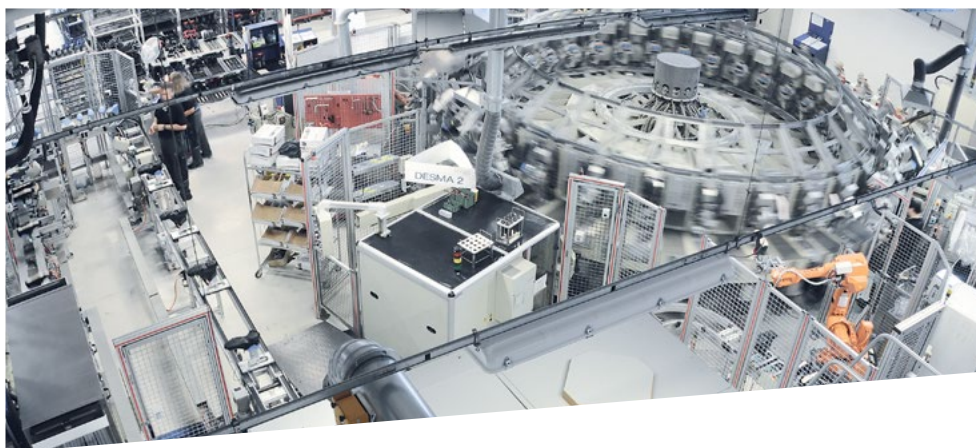


Further information on the
uvex 1 G2 planet

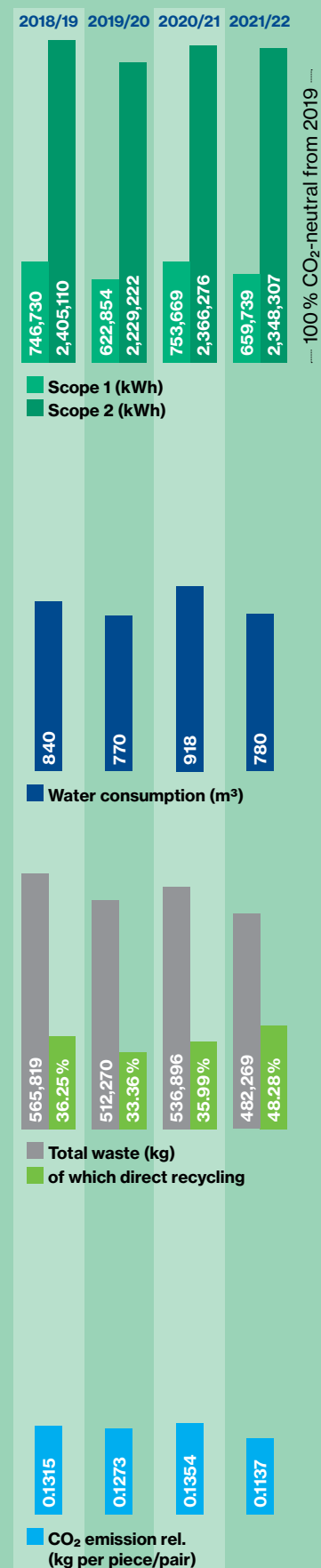


uvex expertise

- production of direct-soled uvex safety shoes with outsoles made of polyurethane, thermoplastic polyurethane and rubber
- innovative production technologies, e.g. for using rebound properties
- four DESMA direct-soling machines for producing uvex outsoles, with DESMA AMIR system (automated material handling with integrated robots)
- extensively equipped test laboratory for quality and production assurance and product development



Energy/environmental data Ceva



2019

Purchase of green gas
for production

Less waste generat-
ed by switching raw
material deliveries
to tankers instead of
using IBCs

2020

Use of recycled com-
ponents in uvex safety
shoes

2021

First shoe made from
recycled materials

85% of all uvex shoes
have at least one recy-
cled component

Calculation of the CO₂
footprint, investment
in software

2022

Addition of PU granu-
late made using waste
from our production
processes to the uvex
i-PUREnrj midsole

Projekte

Projects to further
reduce waste

Sustainable shoe
collection

Circular shoe concept

Centre of expertise in Tyringe, Sweden

Hearing protection



SwedSafe, which is part of the uvex group, has a very small CO₂ footprint. No fossil fuels are used during production and 100 percent of the electricity required comes from renewable energy sources.

To promote biodiversity at the company's premises, natural grasslands were created and populated with flowering plants in order to provide more habitats for insects. SwedSafe is certified in accordance with the ISO 14001 environmental management standard.

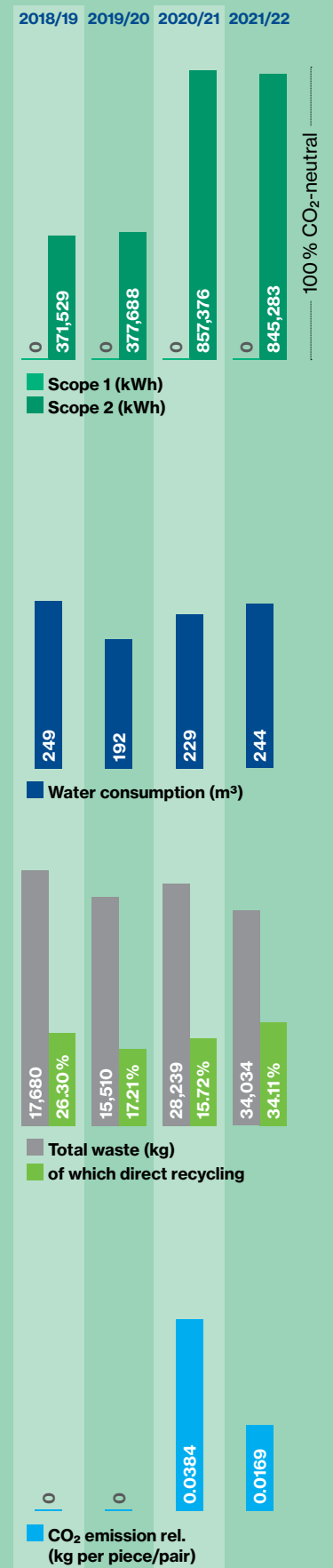
Measures:

- environmental management system in accordance with ISO 14001
- move to a new, modern and larger production site
- certified in accordance with ISO 45001 and 90001

More information on uvex manufacturing expertise



Energy/environmental data Tyringe



uvex centre of expertise in Ellefeld, Germany

Textile PPE products



As a centre of expertise with a special focus on textile PPE products, we position ourselves as an innovative provider for individual customer system solutions and innovative clothing concepts.

The name uvex safety textiles stands for consulting, design, development and production expertise, including a partner network of internationally renowned research institutes, leading European material manufacturers and high-performance production facilities. While in recent years the focus has been on professional clothing for corporate fashion customers and rental professional clothing, we are now heading into the future with technology-oriented innovative products that have the highest safety and quality standards. Our corporate guiding principle of protecting people is even more closely integrated into the product portfolio, underpinning these standards and the associated expertise.

Measures:

- move to a new, modern and larger production site

uvex centre of expertise in Lederdorn, Germany

Head protection

As a location with special expertise in the injection moulding sector, we focus on the production of PPE products for working life as well as for the sports and leisure sectors. The implementation of individual customer requirements is one of the core competencies of our location.

uvex Lederdorn stands for development and production expertise. We are working on having a greener footprint through continuous material and production optimisation. Protection at the workplace, in sports and in leisure is the top priority when considering the future-oriented location. The highest safety and quality standards are required every working day.

Measures:

- expansion of the machinery pool
- optimisation of production and storage areas
- expansion of the product portfolio



Certifications:

- ISO 9001-certified quality management system
- ISO 50001-certified energy management system
- OHRIS-certified occupational safety management system



Sustainable building
DGNB pre-certification
in "Gold"

Core competence: sustainability

Innovation for the future

New logistics and service centre

A new uvex logistics and service centre has existed in Rednitzhembach since the autumn of 2021. During its construction, uvex paid particular attention to resource conservation and sustainability. This has been honoured accordingly by the German Sustainable Building Council (DGNB e. V.) and the project has received the "Gold" level pre-certification.

Measures that convinced the DGNB:

- heat generation for the building from two wood chip boilers
- PV systems for the majority of the total electricity demand on the roof of the high-bay warehouse
- KfW standard 40 in the picking and gatehouse buildings
- 60 percent less energy consumption compared to standard new construction
- regional partners for energy planning, construction support and the execution of all construction works

Reduction of CO₂ emissions to a minimum

At uvex the prevention of greenhouse gases has always been a top priority. If the emission of greenhouse gases cannot be avoided, it is necessary to reduce them to the absolute minimum, so that the few unavoidable emissions are ultimately offset by certified climate protection projects.

We transparently demonstrate what quantities of CO₂ emissions have been offset in Scope 1 and 2 and only accept forms of compensation whose projects are clearly identified and visible.

For uvex, the avoidance of CO₂ emissions has been a long-term practice. We have been purchasing green electricity since 2014 and also have our own photovoltaic systems at our production sites in Italy and Sweden. The glove factory in Lueneburg has a CO₂-neutral production, based on the emissions that come directly from production. In order to achieve this, electricity has been sourced from 100 percent renewable energy sources since 2014. This certified green electricity in turn promotes the construction of new plants and renewable energies in the region.



Ecological
key figures



Core competence: sustainability

Supply network at a glance

Supply chain law

We can only successfully manage the sustainability transformation when working together with our impressive partners in the supplier network. Because uvex not only attaches importance to the highest social and ecological standards in its own productions, but also applies them to the supplier network.

What has now become mandatory across the entire country through the Lieferkettensorgfaltspflichtengesetz (LkSG – German Supply Chain Due Diligence Act) has been a matter of course for the uvex group for many years. In line with its guiding principle “protecting planet”, the uvex group is concerned with the effects of the supply chain and its social and ecological standards.

In order to ensure the highest sustainable standards for our delivery partners, uvex developed its own social standard in 2006 under the leadership of the “Business Excellence” department. Compliance with requirements from the uvex social standard is ensured through risk-based social audits in cooperation with the external service provider Underwriter's Laboratories (UL) and by our own employees at the suppliers' premises.

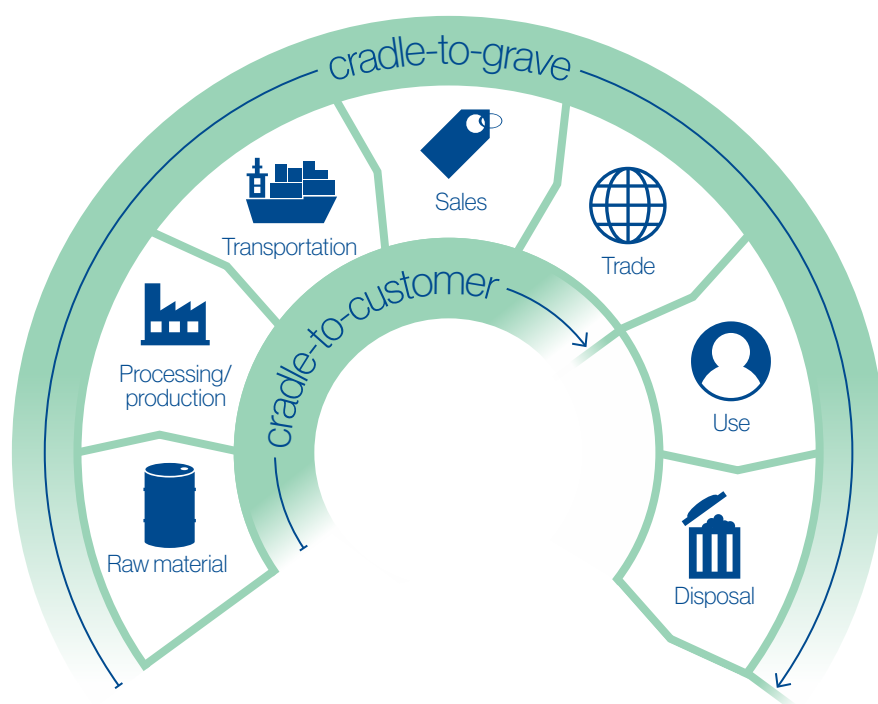
In order to support our suppliers, an eLearning course on the contents of the German Supply Chain Due Diligence Act as well as our social standard and Code of Conduct was sent to suppliers and employees in the past financial year (21/22). No violations of any human rights or environmental obligation were identified during the reporting period.

Since 2011, we have also been studying the United Nations Guiding Principles on Business and Human Rights and have met the requirements of the National Action Plan on Business and Human Rights (NAP).

The CO₂ footprint of our supply chains and production sites

You can only improve what you measure. That's why we are measuring the CO₂ footprint for an increasing number of products. For this purpose, we take into account not only the emissions from our own production steps (Scope 1 and 2), but also the emissions from the production of our materials and their transport distances (Scope 3).

By presenting a transparent overview of these emissions, we offer our customers a reliable indicator for their Scope 3 calculation, as well as a clear measure of the sustainability of our uvex products.



All processes that a product goes through are taken into account for the calculation

We distinguish between two principles.

cradle-to-customer

Calculation from raw material to customer.

cradle-to-grave

Includes the cradle-to-customer calculation and extends beyond the useful life to include disposal.

In general, we use the data collected to identify potential CO₂ savings. The calculation may also be used as a basis for future design and product development processes.

In addition, the calculation can be used to compare different materials in products.

In our customer communication we use the cradle-to-customer calculation, as we currently have no influence on the disposal process and CO₂ emissions vary widely depending on this.

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