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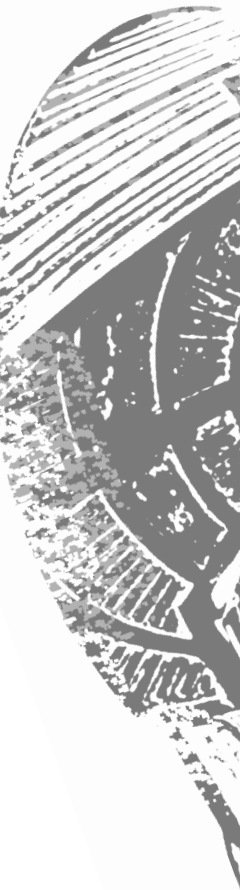
# Sustainability report 2014





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# Sustainability report 2014





The uvex group is pleased to present its first sustainability report, which provides an overview of the wide-ranging activities uvex undertakes to boost sustainability for the environment, employees and society in general. This includes the sustainable development of all sub groups and is aimed at stakeholders in the company, including those in the region, customers, business partners, employees, ministry representatives, authorities, associations and the general public.

**uvex 1 safety shoe**  
The first safety shoe in Germany to be certified according to the EU Ecolabel in 2013.

# About this report

Over 15 chapters, this report provides information on the company, its protecting people mission, historical milestones, employees, cost-effectiveness, social commitment and the relevant standards for suppliers and customers. The uvex group's sustainability steering committee has placed special emphasis on the clear presentation of ecological measures that have been implemented at the various manufacturing plants.

**(G4-18), (G4-19)**

The impact of our activities on parameters in these areas is reflected in the data which is collected each year. In addition, this report defines uvex's sustainability targets and for the first time publishes key figures on employees, the environment and sales. Unless otherwise specified, the key figures relate to the entire uvex group and were collected in close collaboration with the respective departments. Deviations and restrictions are indicated by the figures concerned.

**(G4-20), (G4-21)**

The uvex group's sustainability report 2014 is based on the stipulations given by the Global Reporting Initiative (GRI) (essentially in accordance) and relate to the calendar year from 1 January to 31 December 2014.

Some key figures and data have been prepared in relation to the financial year (2013/2014) and will be updated on a regular basis.



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Left to right: Leo Winter, Gabriele Grau, Lisa Winter, Alexa Grau, Rainer Winter, Michael Winter and Kira Grau

Dear Reader,

The core mission of our brands is protecting people. The health and safety of people lies at the heart of our commitment and activities. We take responsibility, every single day, without compromise. As a family of entrepreneurs, we stand for continuity and the responsible use of social, environmental and financial resources.

These three pillars of sustainability are fundamental features embedded in our DNA. Our aim is to be a leader in this area, as we are in our various business sectors.

Shaping the future in a sustainable way together with our employees is extremely important to me and my family. Our aim is to operate successfully in a way that ensures future generations inherit a viable environment. With our first sustainability report, the uvex group invites you to discover more about what we have achieved so far and also about the targets we have set ourselves for the future.

Best wishes  
Michael Winter  
Managing Partner of the uvex group

”



# Sustainable out of conviction

Dear Reader,

Everyone is talking about sustainability. Alongside environmental considerations, there is also a social and economic dimension. For family companies such as the uvex group, sustainability has been on the agenda since the start. Taking responsibility for society and the environment is an integral part of the uvex group's company policy. This has been the case for almost 90 years. Sustainable growth is not a tedious burden for uvex, but a matter close to our heart.

We have always taken a long-term view and are not driven by our quarterly results. Our aim is to secure the future of uvex while maintaining independence as a company, especially from banks. We know that our success lies in the hands of our employees. This also means being fair and trusting towards our employees, ensuring we are a reliable employer who offers long-term prospects within the company.

With this sustainability report, we want to show you that the uvex group lives and breathes sustainably. We have taken a systematic approach, starting with the uvex safety group, which is the largest division of the uvex group. As one of the first suppliers of personal protective equipment (PPE) on the European market, we have implemented a comprehensive sustainability concept. This has enabled us to already acquire a great deal of experience. We will now gradually transfer this over to the uvex sports group and Filtral.

I hope you enjoy reading the uvex group's first sustainability report.

Best wishes  
Georg Höfler  
CFO of the uvex group

”





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# About us

In line with its protecting people philosophy, the uvex group offers innovative, high-quality products worldwide to provide the best possible protection for sports, leisure and in the workplace. At the heart of this lies our manufacturing expertise, with the latest technology and production techniques effectively combined with professional process and quality management.

The uvex group was founded in 1926 and can look back on a successful history rooted in tradition. Today the family-owned company is managed by the third generation with Michael Winter as Managing Partner and his sister, Gabriele Grau, as well as continued support from their father, Rainer Winter. The business succession of the company with the involvement of the fourth generation is already being planned today.

The management of the uvex group consists of Rainer Winter (President), Michael Winter (Vice President and Managing Partner) and Georg Höfler (CFO). The headquarters of the global group, which comprises 42 subsidiaries in 19 countries, are located in Fürth, Germany. Approximately 2,200 employees work to ensure that people around the world can place their trust in the protection that uvex products provide. International sales and distribution is handled by a number of uvex subsidiaries and various distribution partners.

The uvex group brings together three globally active companies under one roof: the uvex safety group, the uvex sports group (with uvex sports and Alpina), and Filtral.

Based on the uvex group employer brand, the product brands of uvex, Alpina, laservision, Heckel and Filtral have been developed and advanced. Each has its own identity and appeals to different target groups. All of them have their own goals, values and strengths which make them unique in the market – and inspires our customers. Together they fulfil the protecting people promise and ensure the success of the group as a whole.

# Organisational structure

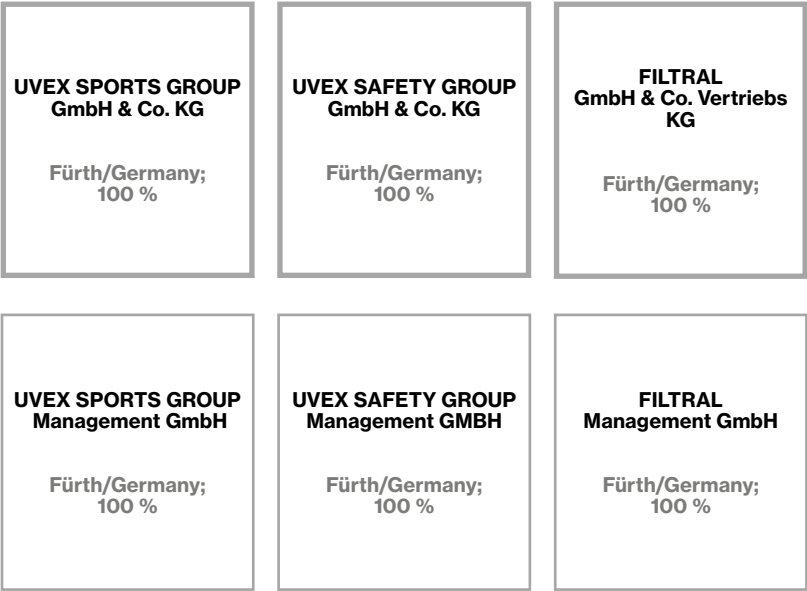
UVEX WINTER HOLDING GmbH & Co. KG Management



HOLDING



Sub-groups





# uvex sports group

## Sub group companies

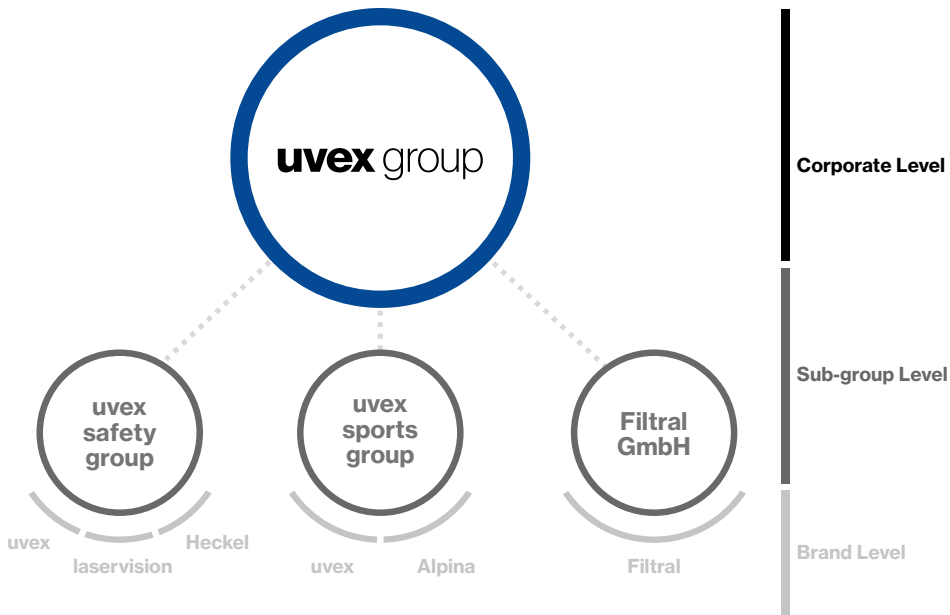
<b>ALPINA SPORTS GmbH</b> Sulzemoos/Germany; 100%	<b>UVEX SPORTS Management GmbH</b> Fürth/Germany; 100%	<b>B-S-A Gesellschaft für Kunststoffverarb.u. -handel mbH</b> Obernzell/Germany; 90%
<b>ALPINA SPORTS Austria GmbH &amp; Co.KG</b> Neukirchen/Austria; 100%	<b>UVEX CR s.r.o.</b> Nýrsko/Czech Republic; 100%	<b>UVEX SPORTS Lederdorn GmbH</b> Lederdorn/Germany; 100%
<b>ALPINA SPORTS Austria Management GmbH</b> Neukirchen/Austria; 100%	<b>UVEX SPORTS Inc.</b> Cranston (RI)/USA; 100%	<b>UVEX SPORTS Austria GmbH &amp; Co. KG</b> Wels/Austria; 100%
<b>ALPINA Optik + Sport AG</b> Ebmingen/Switzerland; 100%	<b>UVEX SPORTS JAPAN</b> Tokyo/Japan; 100%	<b>UVEX SPORTS Austria Management GmbH</b> Wels/Austria; 100%
<b>UVEX SPORTS GmbH &amp; Co. KG</b> Fürth/Germany; 100%		<b>UVEX (Schweiz) AG</b> Baar/Switzerland; 50%

# uvex safety group

## Sub group companies

<b>UVEX SAFETY Gloves GmbH &amp; Co. KG</b> Lüneburg/Germany; 100%	<b>UVEX Safety New Zealand Ltd.</b> Auckland/New Zealand; 100%	<b>UVEX SAFETY Textiles GmbH</b> Ellefeld/Germany; 100%	<b>UVEX Safety Managmt. SK s.r.o.</b> Prešov/Slovakia; 100%
<b>UVEX SAFETY Gloves Management GmbH</b> Lüneburg/Germany; 100%	<b>UVEX HECKEL s.a.s.</b> La Walck/France; 100%	<b>UVEX SAFETY Logistics GmbH</b> Schwabach/Germany; 100%	<b>UVEX Safety SK k.s</b> Prešov/Slovakia; 100%
<b>UVEX SAFETY Austria GmbH</b> Wels/Austria; 100%	<b>UVEX ARBEITSSCHUTZ GMBH</b> Fürth/Germany; 100%	<b>UVEX Safety Scandinavia AB</b> Höör/Sweden; 100%	<b>LASERVISION General Partner,LLC</b> Delaware/USA; 100%
<b>UVEX Arbeitsschutz (Schweiz) AG</b> Basel/Switzerland; 100%	<b>UVEX SAFETY Polska sp.z o.o.</b> Większyce/Poland; 100%	<b>UVEX SAFETY SINGAPORE PTE. LTD.</b> Singapore/Singapore; 100%	<b>LASERVISION USA,LP</b> St. Paul, (MN)/USA; 100%
<b>UVEX SPR 000</b> St. Petersburg/Russia; 84%	<b>UVEX SAFETY Polska sp.z o.o.sp.k.</b> Większyce/Poland; 100%	<b>Swedsafe AB</b> Höör/Sweden; 80%	<b>UVEX Safety Hungaria Management kft.</b> Budapest/Hungary; 100%
<b>LASERVISION Management GmbH</b> Fürth/Germany; 100%	<b>UVEX ITALIA s.r.l.</b> Ceva/Italy; 100%	<b>UVEX Safety Equipment (Kunshan) Co., Ltd.</b> Kunshan/China; 100%	<b>UVEX Safety Hungaria Bt.</b> Budapest/Hungary; 100%
<b>LASERVISION GmbH &amp; Co. KG</b> Fürth/Germany; 100%	<b>UVEX-CAGI s.r.l.</b> Ceva/Italy; 100%	<b>UVEX SAFETY INTERNATIONAL GMBH</b> Fürth/Germany; 100%	<b>UVEX Bardejov Managmt., s.r.o.</b> Bardejov/Slovakia; 75%
<b>UVEX Safety South Africa (Pty.)Ltd.</b> Durban/South Africa; 100%	<b>UVEX SAFETY ITALIA S.R.L.</b> Turin/Italy; 100%	<b>UVEX Safety Managmt., CZ s.r.o.</b> Rychnov/Czech Republic; 100%	<b>UVEX Bardejov, k.s.</b> Bardejov/Slovakia; 75%
<b>UVEX Safety Australia Pty.Ltd.</b> Sydney/Australia; 100%	<b>UVEX SAFETY (UK) Ltd.</b> Farnham/United Kingdom; 100%	<b>UVEX Safety CZ, k.s.</b> Rychnov/Czech Republic; 100%	<b>UVEX (Guangzhou) Safety Co., Ltd.</b> Guangzhou/China; 70%

# Multibrand Company



**uvex safety group**

The uvex safety group is positioned as an innovative brand systems provider with international manufacturing expertise. With seven strategic business units (SBU), uvex is one of the few companies in the industrial health and safety sector to offer a complete head-to-toe range of products. Industries that are among the regular customers of the safety division include automotive/automotive suppliers, chemicals and pharmaceuticals, mining, construction and trade as well as oil and gas. Industry-specific product solutions and systems are at the heart of uvex activities:

SBU Head: safety helmets – hearing protection – breathing protection // SBU Eyewear: safety eyewear // SBU Occupational Health: prescription safety spectacles – individual hearing protection – orthopaedic safety footwear // SBU Gloves: safety gloves // SBU Footwear: safety footwear // SBU Workwear: work wear and protective clothing – corporate fashion // SBU Laser protection: laser safety eyewear and curtains and windows

**uvex sports group**

As a partner for specialist retailers in the fields of sport and leisure, uvex offers innovative, high-quality collections and comprehensive services, as well as increasingly concentrating on digital system solutions to increase sales and turnover.

With uvex sports and Alpina, the uvex sports group's activities focus on three areas of business:

Winter sports: ski goggles – ski helmets – sports eyewear – protectors // Cycling: cycling helmets – cycling eyewear // Equestrian: riding helmets – sports eyewear – riding gloves

As a partner for international top-level sport, uvex equips many professional athletes worldwide. uvex sports operates throughout the world and plays a decisive role in shaping the uvex brand. The uvex sports group strives to manufacture its products in Germany where possible, otherwise working with proficient partners. Every uvex product is engineered in Germany.

**Filtral**

As a distribution partner of the European self-service retail trade, Filtral concentrates on two areas of business:

sunglasses // reading aids

Their quality is checked in certified laboratories and directly at uvex's testing center.

Innovation leadership in logistics and merchandise presentation combined with procurement expertise, POS service and the EDI connection give retailers a framework within which they can achieve above-average productivity from their retail space and efficient processes. As one of the leading eyewear providers in Germany, Filtral is also developing the rest of the European Economic Area with the aim of leading the market as one of the three largest providers in this category.



(G4-17) Shareholdings >50%

uvex holds a share of at least 50% in all subsidiaries:

Companies	Shareholding in %
UVEX WINTER HOLDING GmbH & Co. KG	100
UVEX SAFETY GROUP GmbH & Co. KG	100
UVEX SAFETY INTERNATIONAL GMBH	100
UVEX ARBEITSSCHUTZ GMBH	100
UVEX SAFETY Logistics GmbH	100
UVEX SAFETY Textiles GmbH	100
UVEX SAFETY Gloves GmbH & Co. KG	100
LASERVISION GmbH & Co. KG	100
UVEX SAFETY South Africa (Pty.) Ltd.	100
UVEX SAFETY Polska sp.z.o.o.sp.k.	100
UVEX (GUANGZHOU) SAFETY CO. LTD	70
UVEX SAFETY CZ k.s.	100
UVEX SAFETY SK k.s.	100
LASERVISION USA, LP	100
SWEDSAFE AB	80
UVEX Safety Australia Pty. Ltd.	100
UVEX ITALIA s.r.l.	100
UVEX CAGI s.r.l.	100
UVEX HECKEL France s.a.s.	100
UVEX (UK) Ltd.	100
UVEX Arbeitsschutz (Schweiz) AG	100

(G4-17)

Companies	Shareholding in %
UVEX CR s.r.o.	100
UVEX SAFETY SINGAPORE PTE. LTD.	100
UVEX Bardejov k.s.	75
UVEX Safety Scandinavia AB	100
UVEX Safety Equipment (Kunshan) CO., Ltd.	100
UVEX Safety Hungaria Bt.	100
UVEX Safety New Zealand Ltd.	100
UVEX SPR OOO	84
UVEX SAFETY Austria GmbH	100
UVEX SPORTS GROUP GmbH & Co. KG	100
UVEX SPORTS GmbH & Co. KG	100
UVEX SPORTS Lederdorn GmbH	100
UVEX SPORTS Austria GmbH & Co. KG	100
UVEX SPORTS Inc.	100
UVEX SPORTS JAPAN Co., Ltd.	100
B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH	90
ALPINA SPORTS Austria GmbH & Co. KG	100
UVEX (Schweiz) AG	50
ALPINA SPORTS GmbH	100
Alpina Optik + Sport AG	100
FILTRAL GmbH & Co. Vertriebs KG	100

## Facts & figures



**50%**  
Export ratio

**64**  
Patents  
worldwide

# Innovation

Lightest **safety spectacles** in the world

(uvex super g: 18g), **coating technology** (flood coating),

**plastic toe cap** for safety footwear, cut protection safety gloves

featuring **Bamboo Twinflex® Technology**,

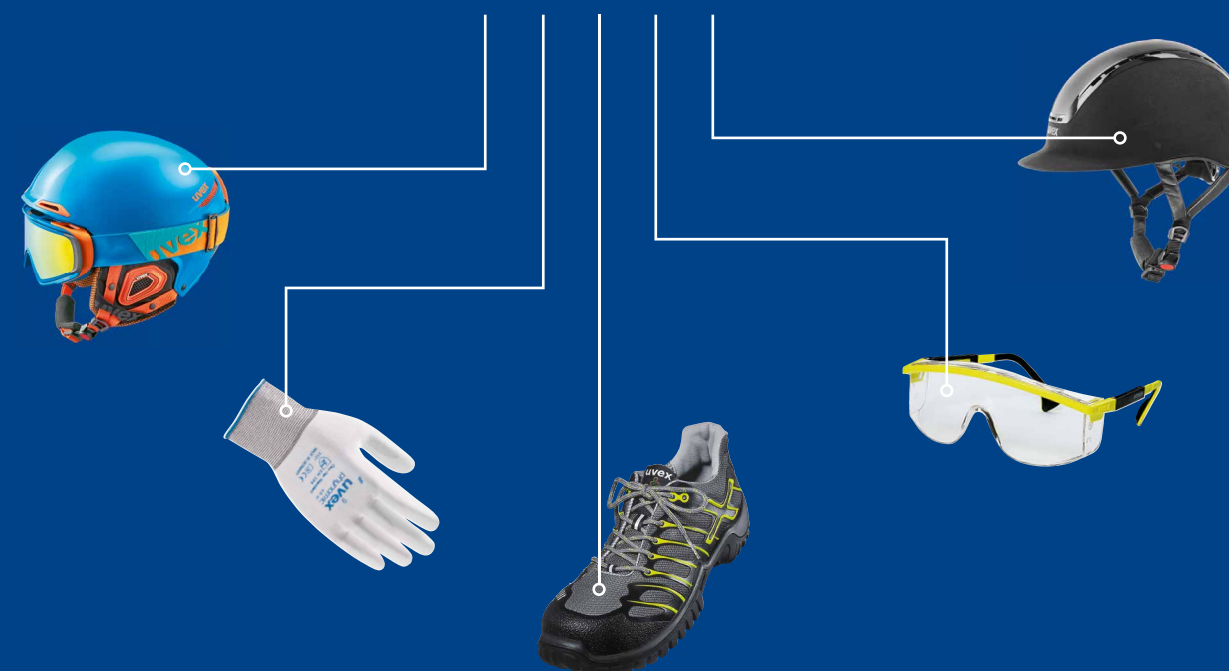
variotronic technology, **take-off technology** and “+ technology”

# Products

Products **for protecting people** in sports, leisure and the workplace

## Market position

uvex is a **leading manufacturer** of industrial safety eyewear and laser protection glasses. In sport, uvex is a leading provider of ski helmets, ski goggles, sports eyewear and riding helmets.



**Founder:**  
Philipp M. Winter,  
1926, Fürth, Germany

**Owners:** Grau and Winter families



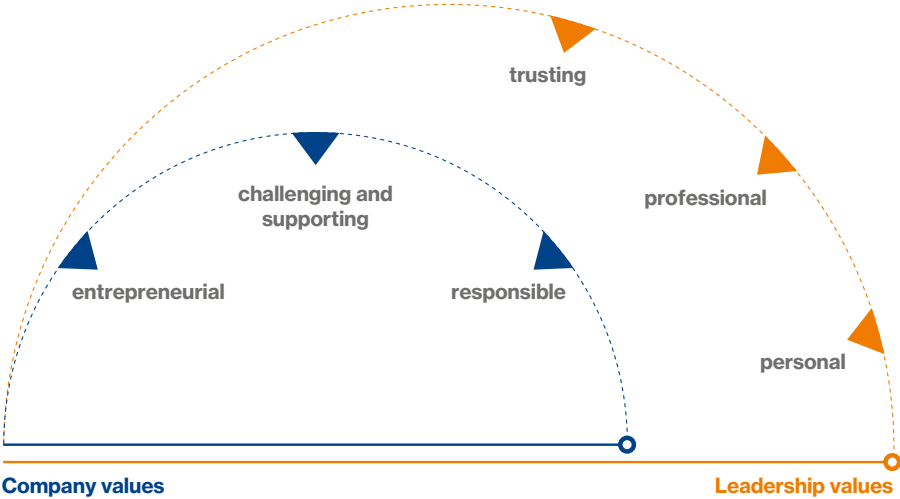


## Assuming responsibility

protecting people is the uvex group's mission. This philosophy leads to the pledge of acting not only sustainably, but also with social and environmental responsibility. Our principal focus is on the protection of people. In order to live up to this claim, the company sets demanding standards for products and manufacturing plants, which must also be met by network partners.

# protecting people

The key to success is in the hands of our employees – in line with uvex's business is people philosophy. uvex therefore offers its employees appealing development and career possibilities as well as a good work-life integration. Around 150 flexible working time models make it possible to combine professional and private targets effectively. Internal and external training programmes are offered through our own uvex academy. By collaborating with our employees in this way, we are able to get on top of the winner's podium in all areas.



**Corporate and management values**

The uvex group’s corporate culture is influenced by our strong shared corporate and management values. These are inextricably linked as the foundation for our everyday working relationships between employees, customers and business partners. Responsible, entrepreneurial as well as challenging and supporting – the corporate values that at the same time represent our management values. This is fortified by three additional management values: professional, personal and trusting.

**Protection demands trust // Compliance guidelines**

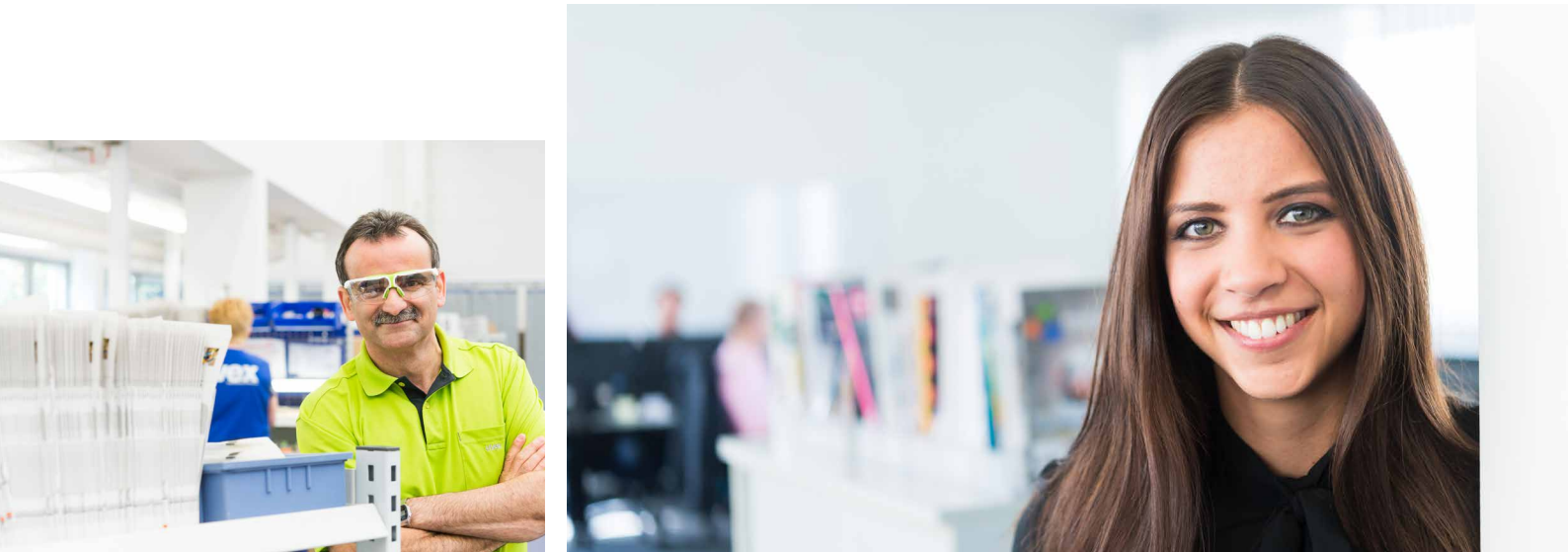
Compliance with applicable prevailing laws is important to uvex. Within the framework of existing compliance guidelines, all uvex group employees are obliged to observe the law. In addition, uvex has a compliance organisation which comprises both general and specialist compliance contacts. In this way, we ensure adherence to antitrust law, emissions laws, environmental laws, competition law, tax legislation and product safety laws. uvex’s exemplary compliance provisions mean that fines or penalties have so far never been an issue.

// The uvex group says “no” to all kinds of corruption and bribery.



# Protection demands trust





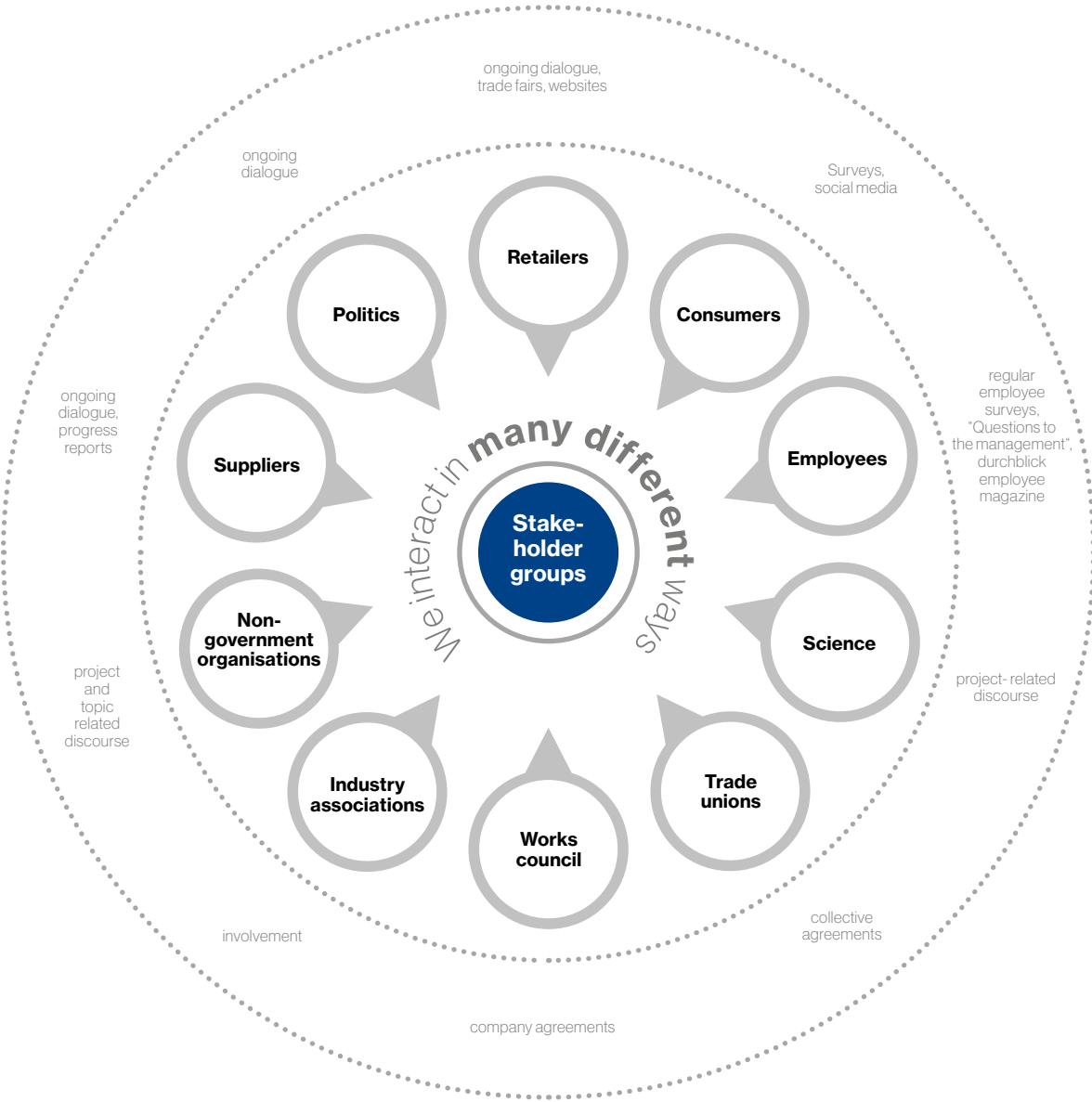
**(G4-25) Talking about sustainability**  
Our quest for ways to combine cost-effectiveness, environmental awareness and social commitment effectively is not only relevant for companies, consumers, customers, politics and science. Ultimately every individual must play their part in ensuring that we leave behind an environment for future generations which is both viable and worth living. We therefore want to increase the dialogue with our stakeholders.

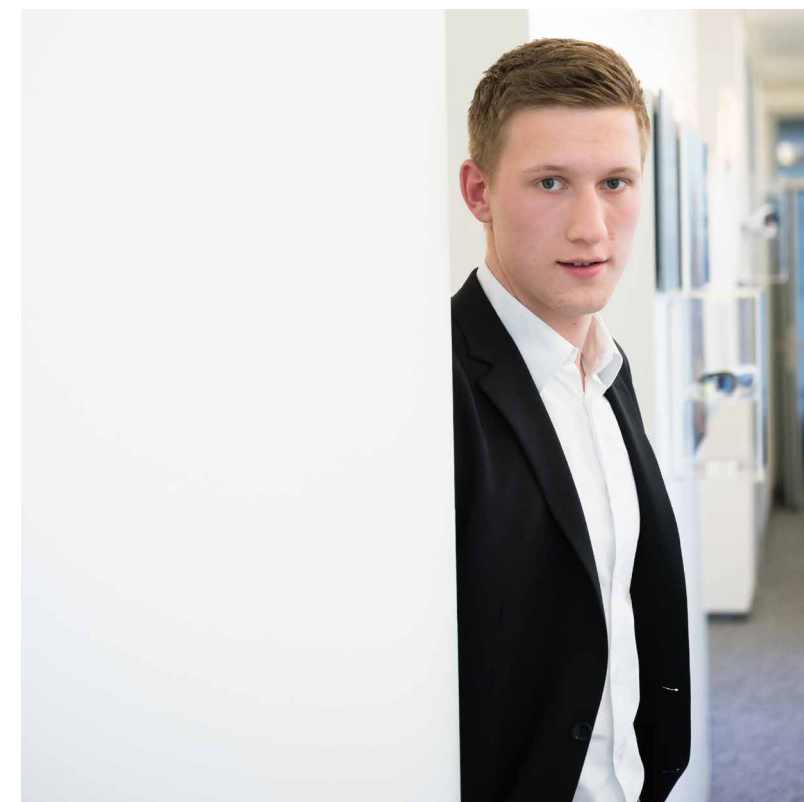
The uvex group's sustainability report 2014 represents an important first step.

// We want to be involved in different committees and establish our own networks with like-minded companies.

In addition to this report as a communication tool, we engage with the following stakeholder groups in a variety of different ways:

(G4-24), (G4-26)





An example of our external efforts in relation to the topic of emissions control is that we are in regular contact with both the authorities and residents, because it is important to us that we maintain a good relationship with those neighbouring our sites. Internally, the “Questions to the management” function on our intranet is popular with employees, who often use it to make suggestions for ways of improving working conditions or making energy savings as well as to gain further information on the strategic decisions taken by management. Every question or comment is carefully reviewed, discussed and responded to by the relevant person.

(G4-27)

A further important focus is the creation of an employer brand to ensure long-term employee loyalty and inspire the best professionals to join the company. uvex is ultimately defined by its people:

// Your expertise, ideas, dedication and team spirit all help secure the uvex group's success.

(G4-27) Via interactive platforms such as the intranet and the durchblick employee magazine, uvex directly engages with employees as well as sharing their stories.

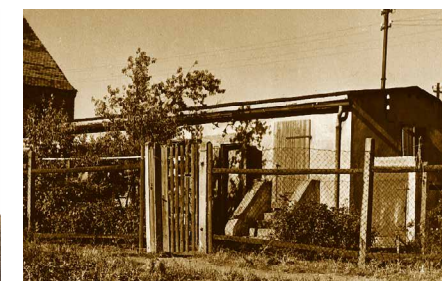




**Family-run  
company with  
a long  
tradition**

# No future without a past

Q  
1926



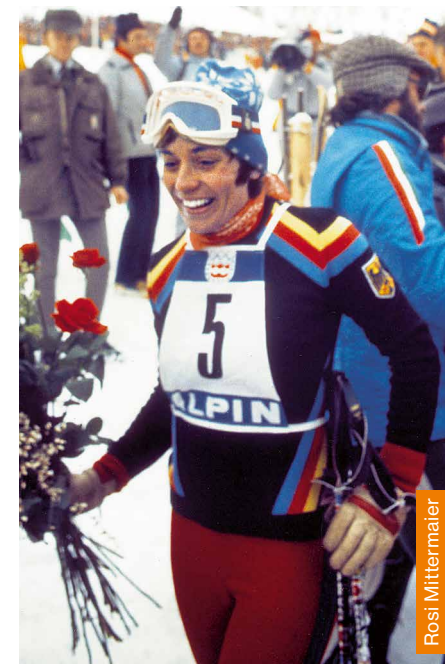
uvex's great success story begins in a small building in Poppenreuth on the outskirts of Fürth: The company founder Philipp M. Winter made the first safety goggles here in 1926, which were elaborately crafted by hand. Demand for these products soon extended beyond labourers and craftsmen. By the 1930s, he was also equipping athletes with ski and motorcycle goggles.



# 1956

As demand grew, so too did the range of products. Philipp's son Rainer joined the company to acquire his first experience. Until this point, sunglasses had traded under the Winter name, but Rainer developed the uvex brand.

Rainer Winter realised that "Winter" was not the best name for sunglasses, and so he coined the "uvex" brand, based on the quality seal for lenses – Ultra Violet EXcluded. In 1956, the first uvex logo was developed and has been regularly modernised and adapted to the latest brand presence.



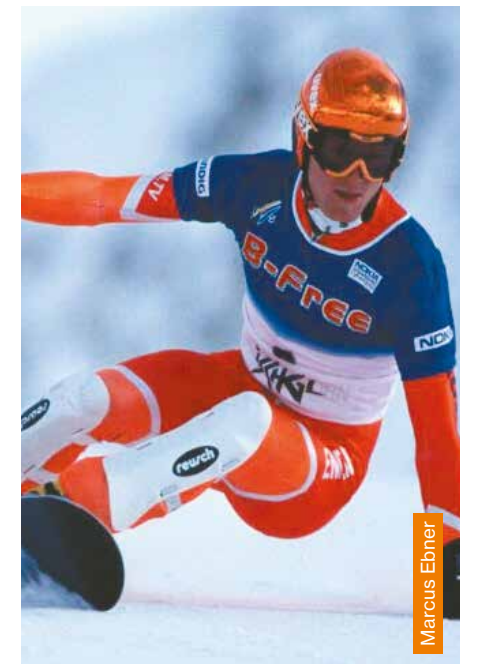
Rosi Mittermaier



Bjorne Ries



Martina Ertl



Marcus Ebner

# 70s & 80s

In the 1970s and 1980s, uvex established an international reputation through the sporting successes of Alpine skiers wearing uvex goggles, and later helmets. This was the onset of the most successful growth years. Internationalisation and diversification were driven forward. The family company with roots in Fürth started to sell products worldwide and consistently advanced the protecting people philosophy. uvex developed from a safety eyewear specialist to a brand system provider of head-to-toe safety equipment.





2001-2010

To establish a future-oriented group structure, UVEX WINTER OPTIK GmbH is divided into market-oriented units. The following companies were consequently created:  
 // UVEX SAFETY GROUP GmbH & Co. KG  
 // UVEX SPORTS GmbH & Co. KG  
 // ALPINA INT. Sport + Optik Vertr. Ges.mbh  
 // FILTRAL GmbH & Co. Vertr. KG  
 UVEX WINTER HOLDING GmbH & Co. KG assumes responsibility for the management of the group.

2003

UVEX WINTER HOLDING GmbH & Co. KG is chosen as one of the top employers among small and medium-sized companies: TOP Job Employer.

2005

The **uvex academy** was founded as the first privately managed training centre in the field of occupational safety and personal protective equipment (PPE).

2009

**uvex sports** launched the new equestrian product range. **uvex** received the "Brand of the century" accolade for its concentrated and consistent brand management of the ski goggles. UVEX SPORTS GROUP GmbH & Co. KG was founded.





# 2011

Launch of  
uvex Core Range Winter,  
a product range for the  
freeride skiing community.

# 2013

UVEX Safety Equipment (Kunshan) Co., Ltd.,  
a manufacturing plant, is set up in China.  
uvex established its own production facility  
for safety eyewear in Kunshan, near  
Shanghai, to more effectively meet the needs  
of the Chinese and South-East Asian market.







uvex safety gloves continues to enjoy success on an international basis.

It therefore became necessary to expand the Lüneburg site at a double-digit million euro cost, which represents the greatest investment in uvex's history.



Almost 500 athletes from many different countries wore uvex products as they won 62 medals at the Winter Olympics in Sochi, making uvex the most successful brand at the event.

to be continued

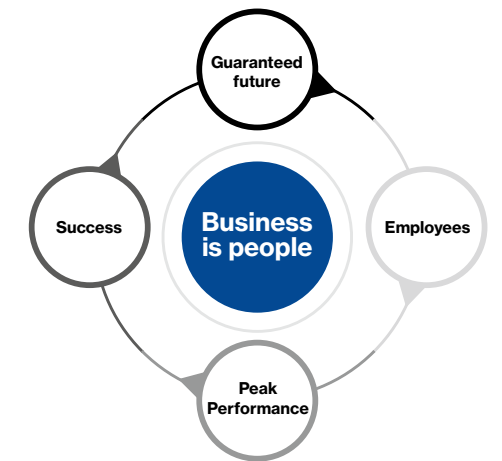
# 2014

For the first time, all partners and top 200 managers of the worldwide uvex group came together at the uvex brand day to celebrate the uvex, Alpina, Filtral, Heckel and laservision brands at the Audi Forum in Ingolstadt, Germany. The first uvex Brand Book was also presented to all employees.

Diversification in equestrian continued, with riding gloves now added to the range alongside helmets and eyewear. In 2014, the uvex sports group acquired the Schwenkel brand.



Through strategic partnerships and company acquisitions as well as attracting the best employees, the uvex group has been able to steadily cultivate expertise. The company has preserved the pioneering spirit to the present day and is one of the major brands to have helped write industry's history. The success story continued in 2014: uvex was awarded the "Top national employer 2014" award for the commitment it shows to its employees.



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# We are uvex

// Engaged, motivated employees with innovative strength and professional expertise are the key to success and ensure uvex remains competitive in the continually growing and rapidly changing international markets.

With comprehensive health management, further training options and work-life integration, the uvex group is giving something back to employees in return for their dedication. The aim is to increase long-term retention through measures that enhance the remuneration, workplace environment and health of employees.

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# Business is people



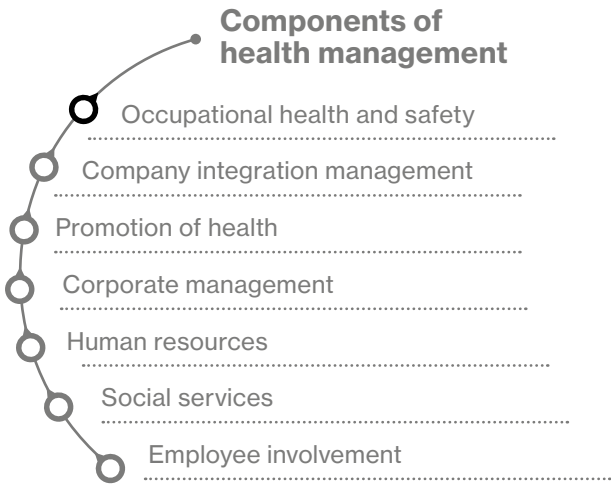
Fringe benefits

Good employers are characterised by a whole host of different criteria. In addition to salary, factors such as values, further training and work-life integration play a decisive role. The uvex group offers its employees a range of advantages, including fringe benefits, which are voluntary services from the employer.

Overview of benefits

Holiday allowance // Christmas bonus // Contributions to private asset creation – company pension // Lifelong working time accounts // Demographic contribution (pay-scale employees) // Incapacity insurance // Age-related time off // 30 days’ annual leave entitlement // Marriage and birth bonus // Special holiday allowance for marriage – children’s marriage – anniversaries – births – moving house // Paid leave in the event of family bereavement // Anniversary bonus // Group accident/luggage insurance // Security for business travel: online booking portal – travel and travel risk management // Support when moving house: rent subsidy for double household costs – agency fees – moving expenses // Further training subsidies // Staff shop // Nursery subsidies // Company cars // Parking subsidies (company car users) // Continuation of payments in the event of death // Subsidised lunch in the uvexeria (Fürth) // Company subscription to the transport association for the Greater Nuremberg area and Fürth // Sports activities // Preventative medical check-ups

These wide-ranging services apply throughout the uvex group, but can vary from company to company.



Health management // Work-life integration

uvex’s health management comprises a broad spectrum of measures and is therefore one of the key pillars of strategic personnel management.

The uvex group’s health steering committee is systematically establishing a health management structure with the aim of creating a healthy workplace and organisation. For example, there are many internal employee sports teams meeting on a regular basis, such as uvex horse riding club, uvex running group and the uvex football team. Taster classes offered by employees for employees to try out activities such as archery are also extremely popular.

In addition, health insurance companies also regularly run health campaigns such as the AOK’s “cycle to work” scheme.

A total of 79 uvex group staff (2013: 54 employees) from the Fürth, Lederdorn and Nyrsko sites took part in the 2014 Fürth company race. The uvex group covers the entry costs for this and other fitness events.



#### Measures // Occupational health and safety

The uvex group regularly reviews and improves its practices to ensure the best-possible occupational health and safety as well as social security for its employees.

Company integration management: established processes as part of occupational health management // Health steering committee // Workplace environment analyses: moderated workshop for collating and dealing with mental and physical pressures in the workplace // Wide range of measures to promote healthy living as part of occupational health management – “Move Europe Partner” award from the European Commission // Risk assessments // Regular inspections // Measurements in the workplace: air – noise – lighting // Workplace safety committee meetings // Consultation for occupational safety // uvex sports day // uvex health day // Safety officer forum // AEDs (using automated external defibrillators)

# uvex sports day 2014

#### uvex sports day 2014

The uvex sports day takes place each year and gives employees from across Germany the chance to try out a variety of different sports while putting uvex products through their paces. The uvex sports day improves employee satisfaction, cohesion and motivation as well as being good for health.

// Employees are given a choice of traditional and fashionable sport disciplines or team-based activities outdoors.

The variety of sporting challenges offer the perfect team building opportunity, improving relationships with colleagues while also being great fun. The uvex sports day always ends with a party event in the evening.







# We live responsibility

## Family friendly // Flexible responses

Being family friendly is firmly embedded in our corporate culture. The uvex group supports employees in striking the right balance between their work and private lives, and between career and family.

// 150 different working time models allow flexibility for part-time workers, parents or “mini-jobbers”.

## Further benefits:

School holiday child care in cooperation with the Fürth Alliance for Families at the Fürth site // Child care on the Day of Prayer and Repentance (Buß und Bettag) // Nursery places // Participation in girls' and boys' day

## Further training // Challenging and supporting

This is about more than just career opportunities (professional and management career path), as the uvex group also considers the personal development of employees to be extremely important. The uvex group is above all addressing the management value of challenging and supporting in the area of further training. Discussions are held with employees on a regular basis, in which both their personal and professional continued development is planned together. A particular focus is on ensuring the measures are specifically tailored to the individual needs of each employee.

A wide range of further training options are generally available. This includes “Wissen begeistert” (enthusiastic about knowledge), which is training given to employees by employees on their respective areas, such as controlling, supply chain management and IT, as well as language and computer courses, specialist training measures devised for the individual departments and a cross-mentoring programme for the managers of the future.

// A special programme has been developed for high-potential employees in the uvex group: the goldfish pond.

This 18-month qualification programme is a chance to develop and enhance the potential of employees, shaping the specialists and managers of the future from our own ranks. uvex also offers other qualification programmes concentrating on sales and IT. Managers also regularly attend training programmes.

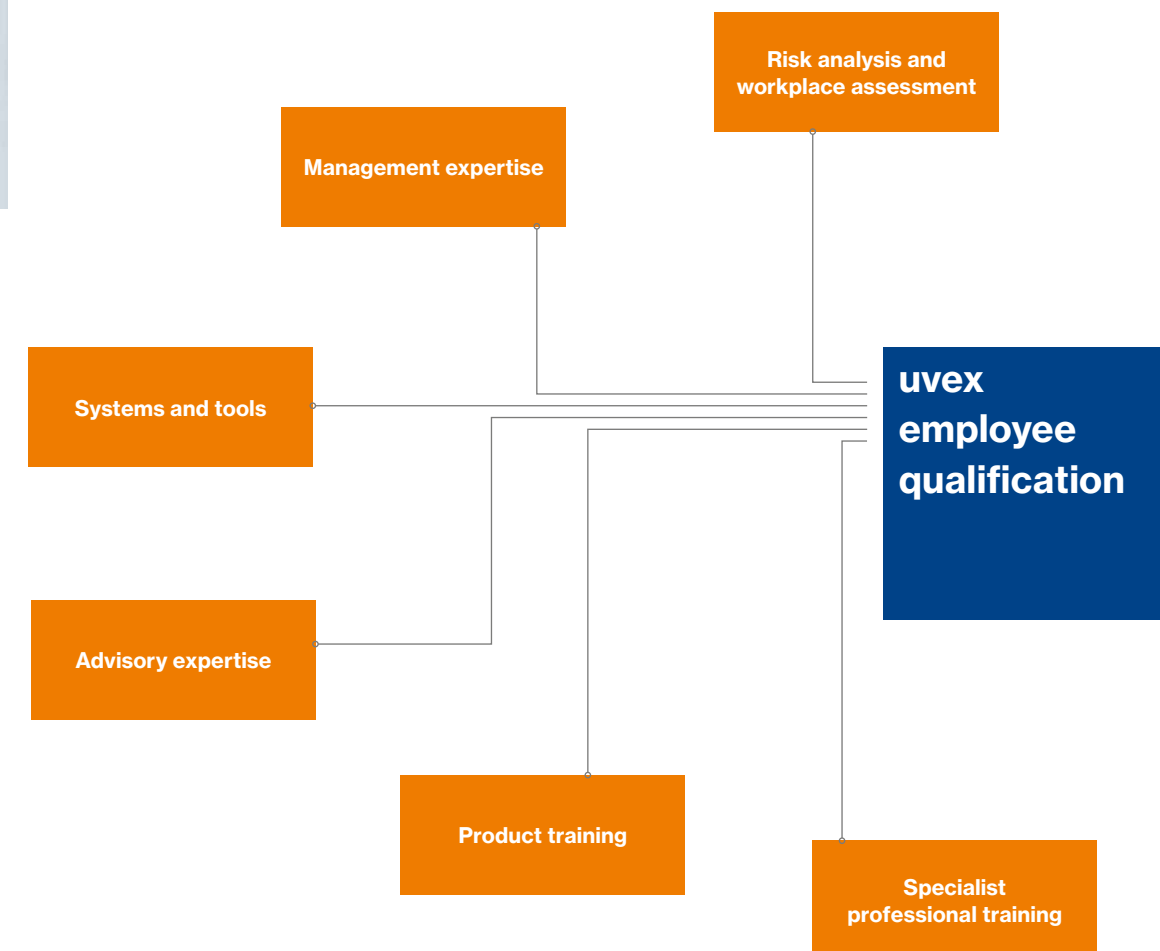


#### uvex academy // Employee qualification

Employees from all business areas systematically gain qualifications at our own uvex academy. Through continuous learning and direct application of theory in practice, uvex is creating experts for different areas of our business. For example, an intensive three-stage qualification and training programme for uvex safety group's sales staff is a core part of uvex's advisory expertise.

#### Programme // Qualifications and training

Dual study programme, Bachelor of Arts, qualifications for: industrial managers – technical product designers – process mechanics for plastic and rubber technology – process mechanics for coating technology – technical warehousing specialists – warehouse logistics specialists // Management training programmes // Next-generation management training: goldfish pond // Programmes to develop high-potential employees in uvex academy: wide range of various training // Extensive professional qualification options // “enthusiastic about knowledge” – training for uvex employees by uvex employees on specific topics



# The uvex academy’s training activities for employee qualification

<b>Systems and tools</b> Examples <ul style="list-style-type: none"><li>▫ e-Commerce</li><li>▫ SAP system</li><li>▫ Office applications</li><li>▫ Internal programmes</li></ul>	<b>Product training</b> Examples <ul style="list-style-type: none"><li>▫ Safety eyewear</li><li>▫ Foot protection</li><li>▫ Textiles</li><li>▫ Hearing protection</li><li>▫ Hand protection</li></ul>	<b>Risk analysis and workplace assessment</b> Examples <ul style="list-style-type: none"><li>▫ Legal situation in industrial health and safety</li><li>▫ Norms and regulations</li><li>▫ Training safety officers</li><li>▫ First aid (training and refresher courses)</li></ul>
<b>Management expertise</b> Examples <ul style="list-style-type: none"><li>▫ Innovation training</li><li>▫ Technology workshops</li><li>▫ Cooperation partner for training</li><li>▫ Train the trainer</li><li>▫ „Wissen begeistert“</li></ul>	<b>Advisory expertise</b> Examples <ul style="list-style-type: none"><li>▫ To present perfectly</li><li>▫ Safety Expert System</li><li>▫ Telephone training</li><li>▫ Language style</li><li>▫ Meeting strategies</li></ul>	<b>Specialist professional training sessions</b> Examples <ul style="list-style-type: none"><li>▫ Hot runner technology</li><li>▫ Robot applications for injection moulding process</li><li>▫ Thuringian interface and surface technology days</li><li>▫ Modular coating technology concepts</li></ul>

## Development of managers // Personal and trusting

<b>Management level 1</b>  Module 1: <b>Management personality</b> (2 days) Module 2: <b>Shared understanding of management and uvex values</b> (2 days) Module 3: <b>Change management</b> (2 days) Module 4: <b>Employee review</b> , part 1 (2 days) Module 5: <b>Employee review</b> , part 2 (2 days) Module 6: <b>Work-life balance</b> (2 days)	<b>Management level 2</b>  Module 1: <b>Management personality</b> (2 days) Module 2: <b>Shared understanding of management and uvex values</b> (2 days) Module 3: <b>Employee review</b> , part 1 (2 days) Module 4: <b>Employee review</b> , part 2 (2 days)
<b>Special topics for management levels 1 &amp; 2 (mixed)</b>  Special topic 1: <b>Product group management // Creativity // Innovation</b> (6 days)	
<b>E.L e-Learning for management levels 1 &amp; 2 (mixed)</b>  “ <b>Business is people</b> ” refresher course (1x per quarter)	



### Guidelines for working together // Equality

For the uvex group, an employee's background, gender or origin are of no consequence. The job will go to the best candidate. As part of our equality strategy, the uvex group has firmly established the following rules and actions:

Men and women receive same salary for same job (award as part of Logib-D equal pay for men and women in companies – Germany from the German Federal Ministry of Family Affairs) // Involvement in project “Gender-oriented competence management” in the metropolitan region // Mutual respect, honesty and integrity are embedded in the uvex group’s compliance guidelines // Respect for personal dignity, the private sphere and every individual’s personal rights // Working together with men and women of different nationalities – cultures – religions – skin colours // No tolerance for discrimination and sexual or other types of personal harassment and offence

### Employment policy // Working in partnership

The uvex group’s employment policy focuses on establishing long-term, reliable partnerships.

// Employees should be rewarded fairly for their performance, which is why fair market remuneration is a given at uvex.



# Made in uvex\*

# Opportunities

As local manufacturer with mainly regional procurement, we have identified responsible water use, a sustainable energy supply, climate protection and the sustainable use of resources as core challenges with regard to the environment.

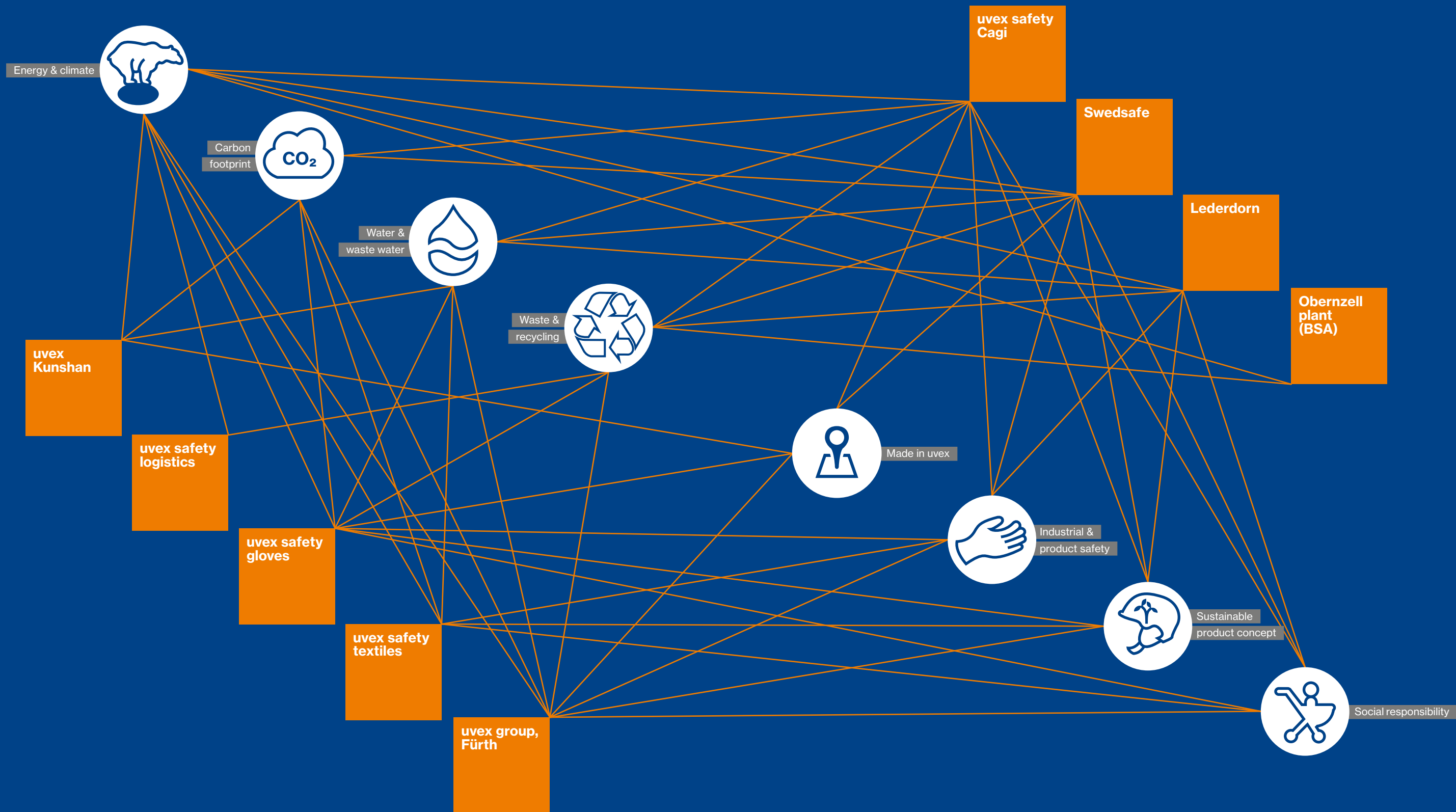
Through a variety of eco-friendly measures in production, in the procurement of energy, recycling and water as well as more efficient use, for example, we want to play a significant role in the protection of the environment.

The greatest potential for reducing carbon emissions is in the areas of packaging, logistics and manufacturing.

When customers choose a uvex product, they know it has been “Made in uvex”. For the uvex group, “Made in uvex” means focussing on our own production plant, of which many are in Germany or elsewhere in Europe. We control and manage the majority of our value chain.







# uvex safety Cagi

- Safety footwear
- Dual-density rubber injection
- PU technology (PU mono, PU double, PU rubber)

UVEX-CAGI S.R.L. is a subsidiary of the uvex safety group and a manufacturing facility for safety footwear. The company's ultra-modern production site with its own research and development department is based in Ceva, Italy.

# Swedsafe

- Disposable ear plugs

SwedSafe is a subsidiary of the uvex safety group and manufacturing site for hearing protection. The company's ultra-modern production site with its own research and development department is based in Höör, Sweden.



- Reduction in energy consumption by 12% since 2008.
- Energy savings of 24,000 kWh following introduction of a new lighting system
- Only 1.6 kWh energy used for one pair of shoes



- Reduction of carbon emissions by 18% (= 30,000 kg CO<sub>2</sub> each year)
- Switch to environmentally-friendly solar power
- Reduction of CO<sub>2</sub> output by more than 65 tonnes



- 0.25 litres of water per pair of safety shoes
- 0 litres of waste water
- Rainwater reused in sanitary facilities
- Switched majority of parting agents to solvent-free systems



- 25% less manufacturing waste
- In total, 30 tonnes of plastic waste are recycled and re-used in production each year



- Manufactured in Europe
- Short transportation routes
- Material supplied via Italian ports



- uvex list of prohibited hazardous substances since 2009
- Independent monitoring
- Free from pollutants (e.g. use of chromium(VI)-free bleached leather)
- Occupational Health and Safety Management Systems in accordance with OHSAS 18001



- All suppliers and business partners are bound to the uvex social standard
- Oeko-Tex@Standard 100 for particular products
- Packaging from recycled materials



- Commitment to children and young people as a passive member of the CFP Cebano Monregalese School in Ceva, Italy



- Energy consumption reduced by 45% over the past five years
- 3.6 kWh energy used for manufacturing 1,000 pairs of earplugs



- Energy comes from wind and hydroelectric power
- 0% fossil fuels
- 70% eco-energy



- 1.9 litres of water used for manufacturing 1,000 pairs of earplugs
- 0 litres of waste water



- 75% of waste generates new energy
- 25% of waste is recycled
- No hazardous waste
- Increasingly replacing blister packs with paper packaging
- Developing measures to reduce plastic use



- 90% of raw and packaging materials are sourced from local Swedish suppliers
- First company in the PPE sector to be audited and certified in accordance with ISO 26000



- No work-related accidents in 2014
- No harmful substances in our products



- Refill quota of more than 50%
- Saved 85% on plastic film and 50% on cardboard boxes
- Disposable hearing protection, which can be burned without residue for disposal -> cleaned with water (no aggressive cleaning agents required)



- 90% of our assembly work is carried out by people with disabilities

# uvex group, Fürth

- PC spectacles
- Goggles – dual component
- 3-component eyewear parts
- Laser safety eyewear
- Coating technologies
- Plastic bump caps
- Ski goggle lenses

The uvex group headquarters in the Bavarian town of Fürth has developed into a centre of expertise for the manufacture of safety eyewear, from the plastic frames to coated lenses. The uvex product development team works to put ideas into practice and bring projects in the area of coatings to life. Mechanical, optical and functional properties are continually tested in our own laboratory.



## Energy & climate

- Cooling and air conditioning concept: saving 542 MWh/a = 135 households
- Halving the coating and solvent use in the flood cells
- Thermal insulation in the injection moulding machines, so that less waste heat and electrical heating is required
- Heat recovery system in plastic injection moulding production to generate process heat



## Carbon footprint

- uvex group uses TÜV-certified eco-energy
- CO<sub>2</sub> savings of 8,248 tonnes per year
- Clean energy predominantly comes from hydroelectric power in Norway



## Water & waste water

- Establishing a closed-loop water cycle in the plastic injection moulding plant, with the aim of reducing water consumption in manufacturing process



## Waste & recycling

- Restructuring waste concept to use some plastic waste in production



## Made in uvex

- In-house production ratio for safety eyewear is 88%



## Industrial & product safety

- No harmful substances in our products
- Compliance with Occupational Health and Risk Management System (OHRIS)
- For many years, only very few minor accidents reported at work and well below industry average



## Sustainable product concept

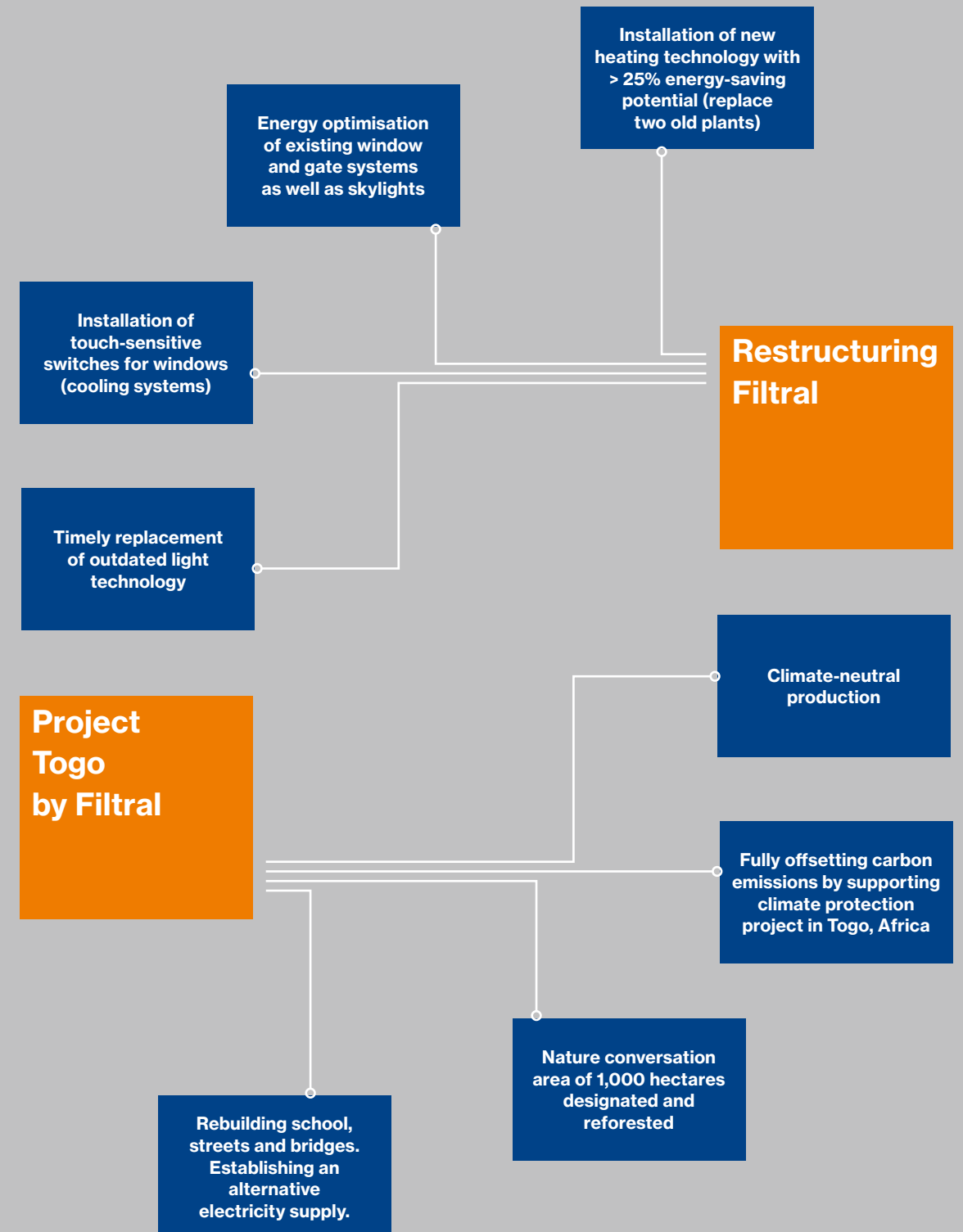
- Product options available that use renewable raw materials, e.g. uvex pheos eyewear and helmets



## Social responsibility

- Long-standing cooperation with Dambacher Werkstätten für behinderte Menschen (Dambach workshops for people with disabilities)

# Filtral highlights





# uvex safety gloves

## ■ Safety gloves

UVEX SAFETY Gloves GmbH & Co. KG is the uvex safety group's centre of expertise for safety gloves. The Lüneburg site includes SBU management, design and development, production, commercial areas and sales management.



Energy & climate

- Maximum insulation for new safety glove manufacturing hall
- Reworked lighting concept to reduce lamps by 50%
- Waste heat utilisation



Carbon footprint

- Load management to reduce electricity consumption



Water & waste water

- Separation of wash processes for uvex phynomic safety gloves



Waste & recycling

- Installation of a deburring finishing system - no longer need to use solvents when cleaning the injection moulds
- New paste disposal concept; no hazardous waste



Made in uvex

- In-house production ratio for safety gloves is 70%



Industrial & product safety

- Compliance with the OHRIS/LV 21 work safety management system
- No work-related accidents in 2014
- No harmful substances in our products



Sustainable product concept

- Use of bio-based fibres for some safety gloves which incorporate bamboo
- Oeko-Tex@Standard 100 for particular products



Social responsibility

# uvex safety logistics

## ■ Central warehouse for Arbeitsschutz at Schwabach site in Germany



Energy & climate

- Change lighting system (energy saving: 70,000 kWh/a)
- Building insulation
- Energy recovery from high rack forklifts
- Loading bays insulated to reduce heating requirements



Carbon footprint



Water & waste water



Waste & recycling

- Optimised and recyclable packaging



Made in uvex



Industrial & product safety



Sustainable product concept



Social responsibility

# uvex safety textiles

- Work clothing
- Protective clothing
- Functional clothing
- Corporate fashion

As a centre of expertise with particular focus on textile PPE products, uvex safety textiles has positioned itself as a provider of individual customer system solutions and innovative protective clothing concepts.

# uvex Kunshan

- Injection moulding and assembly centre of expertise for Asia region
- Concentration on high-quality injection-moulded parts and products as well as surface treatment
- Step-by-step expansion of tool making and R&D functions (injection moulding and product)

In autumn 2014, the uvex safety group established its first manufacturing plant outside Europe with UVEX Safety Equipment (Kunshan, China) Co., Ltd. The new plant manufactures safety eyewear for the Chinese market, specifically meeting the needs of Chinese customers.



Energy & climate

- Modernisation to improve energy use of buildings and heating systems to raise heating efficiency by 50%
- Saving of 70.000 kWh/a
- Use of ventilation system



Carbon footprint

- Low temperature heating system for building
- Optimise energy management of heating/air conditioning/ventilation



Water & waste water

- Use of rain water for toilet flushing
- Enable rainwater drainage by reducing sealed surface area



Waste & recycling



Made in uvex



Industrial & product safety

- No work-related accidents in 2014
- No harmful substances
- Compliance with Occupational Health and Risk Management System (OHRIS)



Sustainable product concept

- Collection 26 with GOTS (Global Organic Textile Standard) certified cotton
- Use of recycled polyester from PET bottles
- Oeko-Tex@Standard 100 for particular products



Social responsibility

- Employer in structurally weak area



Energy & climate

- Create manufacturing plant in line with German energy standards (double glazing, insulation)
- Prevent loss of heat in winter by creating ports between gates for transportation
- Prepare waste heat utilisation of air compressor for heat recovery through heat exchange



Carbon footprint

- Energy-efficient underfloor heating instead of air conditioning for heating as is the norm in the country



Water & waste water

- Closed cooling circuit for tool and hydraulics cooling



Waste & recycling



Made in uvex

- Procure product components and packaging material in area near to production



Industrial & product safety



Sustainable product concept



Social responsibility



# Obernzell plant (BSA)

- uvex/Alpina cycling helmet production (in-mould technology)
- uvex/Alpina ski helmet production (in-mould technology)
- uvex riding helmet production (in-mould technology)

The Obernzell plant (BSA) manufactures for uvex and Alpina cycling and ski helmets. This applies internally developed and innovative production methods, such as the in-mould construction for riding helmets.

# Lederdorn

- uvex/Alpina ski goggles
- uvex/Alpina sports eyewear and sunglasses
- uvex/Alpina ski helmets
- uvex riding helmets
- Full vision safety goggles

The following products are manufactured at the uvex sports group's Lederdorn manufacturing plant: ski helmets, riding helmets, sports eyewear, ski goggles and full vision safety goggles (assembly by teleworkers).



Energy & climate

- New thermoforming machines (electricity saving of 38%)
- Change lighting (motion sensors, LED lamps)
- Programme change for foam machines (energy saving by reducing idle running)



Carbon footprint



Water & waste water



Waste & recycling

- Other external packaging (reuse in warehouse)



Made in uvex

- In-house production ratio for cycling helmets is 82%
- In-house production ratio for riding helmets is 99%
- In-house production ratio for ski helmets is 72%



Industrial & product safety



Sustainable product concept



Social responsibility



Energy & climate

- Change lighting (motion sensors, energy-saving lamps)



Carbon footprint



Water & waste water

- Used water (water-saving toilet flush systems; water tap sensors)



Waste & recycling

- Separate production waste to reuse proportion
- Switch coffee machines (disposal of Nespresso capsules)



Made in uvex

- In-house production ratio for cycling helmets is 82%
- In-house production ratio for riding helmets is 99%
- In-house production ratio for ski helmets is 72%



Industrial & product safety

- Training in safety at work (team leaders, HR managers)
- Revise fire protection concept



Sustainable product concept

- Switch to water-soluble paints
- In-house manufacturing of lenses (transportation costs, environmental footprint)



Social responsibility

- Consciously establishing sites in structurally weak areas, promote teleworking
- Introduce occupational health management structure

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## Standards for customers and suppliers

protecting people is not just our pledge to customers, but also applies to our employees and the staff of our business partners.

Since being founded in 1926, the uvex group has integrated key ethical principles into our corporate policy. The uvex group expects this same commitment to be made by all its business partners.

Our corporate policy also covers working with companies who respect the basic human rights and freedom of their employees in completing their activities. In view of this, the uvex safety group has acted as pioneer by creating a catalogue of 12 core demands, which business partners must also apply.

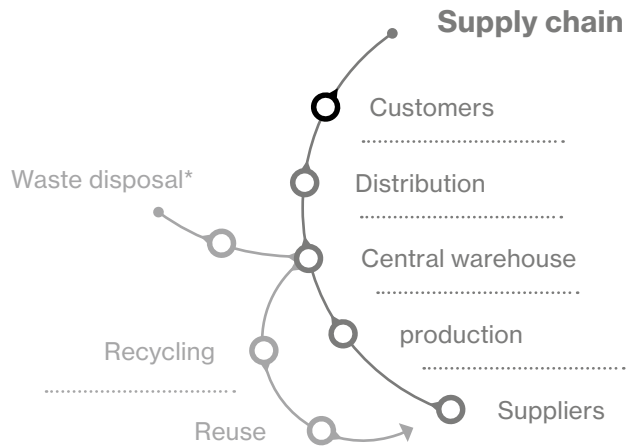
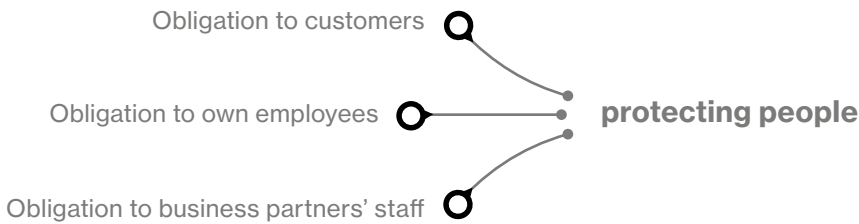
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## Our principle: respect for others





# Organisation supply chain



\* PPE cannot be recycled due to legal regulations, so they must be disposed of in an energy-effective way.

**(G4-26) Customer requirements // Identify and take into account**

Whether for sports, leisure or in the workplace: The uvex group offers a diverse product programme which is based on the needs of customers, in order to fully meet their requirements. The uvex group effectively handles challenges such as global changes, new regulations and new customer requirements in the following ways:

Internal workshops to generate ideas // Regular participation in conferences, trade fairs and exhibitions // Company-wide communication platforms // Publications in scientific journals // Membership in industry and professional associations // Collaboration with external development partners // Membership in standards committees // Exchanges with international teams of experts // Generating trend and scenario analyses // Information and experience exchanges with virtual user communities

The social standard is based on the specifications set out by the International Labour Organization (ILO), which form the foundation for all common social standards, such as Social Accountability SA 8000.

The appendix includes detailed information on the uvex safety group's social standard (as of September 2006), which will in future apply to the entire uvex group.

Customer surveys // Discussions with suppliers, competitors and employees // Collaborations with universities and research institutions //

The uvex group intends to increasingly integrate sustainable activities in the entire supply chain: from the raw materials, production, storage and transport, all the way to the end customer. Only by working together with suppliers, customers and partners the sustainability targets we have set ourselves can be achieved.



**Trust is required  
for effectively  
working together**

---

# **Prod- uct high- lights**



# Highlights



Use of  
**bio-based plastics**  
in eyewear and head departments  
Example: **uvex pheos blue series**

E x a m p l e :  
**Collection 26**  
Use of organic cotton and recycled polyester

**uvex 1 safety shoe**  
certified with the **EU Ecolabel:**  
Ecological impact on entire product  
**manufacturing process**



**List of prohibited hazardous substances // Safety first**  
The uvex group does not use any hazardous substances in accordance with the REACH Regulation and has established its own additional list of banned harmful substances (applies to all products manufactured by UVEX SPORTS GROUP GmbH & Co. KG and UVEX SAFETY GROUP GmbH & Co. KG after August 2012).

// It is the uvex group's corporate policy to only offer products that are free from hazardous substances that harm neither the user nor the environment. As PPE products are in direct contact with the skin, the uvex safety group always adheres to the most stringent criteria that exceed applicable EU directives.

The uvex group's suppliers are obligated to also stay within the harmful substances threshold values beyond standard legal requirements.





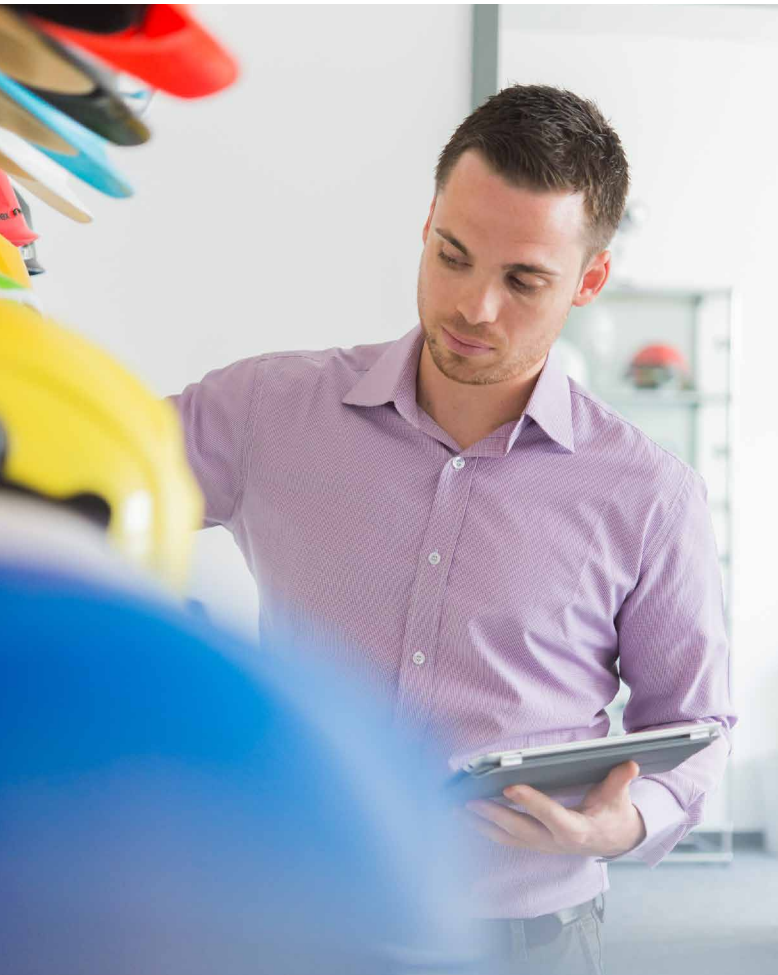
# Transport

# Green logistics

The uvex group plays its part in reducing the environmental impact of its transport by working with logistics partners who have modern, energy-efficient vehicle fleets in line with the latest European norms. In addition, financial contributions are made by the logistic service providers to support the reforestation programmes.

Where possible, the uvex group prioritises a transport mode mix that is carbon emission optimised (for example, sea rather than air freight and railway rather than road transport).





### Case study

Carbon neutral parcel shipment by the uvex group via the GLS Group (excluding Alpina).

Each year, the uvex group dispatches around 450,000 parcels through the GLS ThinkGreenService. In 2008 GLS launched its ThinkGreen environmental initiative with the aim of promoting the responsible use of resources, reducing emissions and optimising waste disposal, especially cardboard. In order to offset the generated carbon emissions, uvex makes payments to GLS in support of its investment in externally-certified reforestation projects.



### Fleet // Bonus for green company cars

The uvex group has introduced a bonus-malus system for its company car owners, which is linked to carbon emissions and is based on the legal climate change objectives.

// Vehicle users are granted a bonus if they choose low-emission vehicles, but if the vehicle is particularly polluting, they will have to pay a supplement.

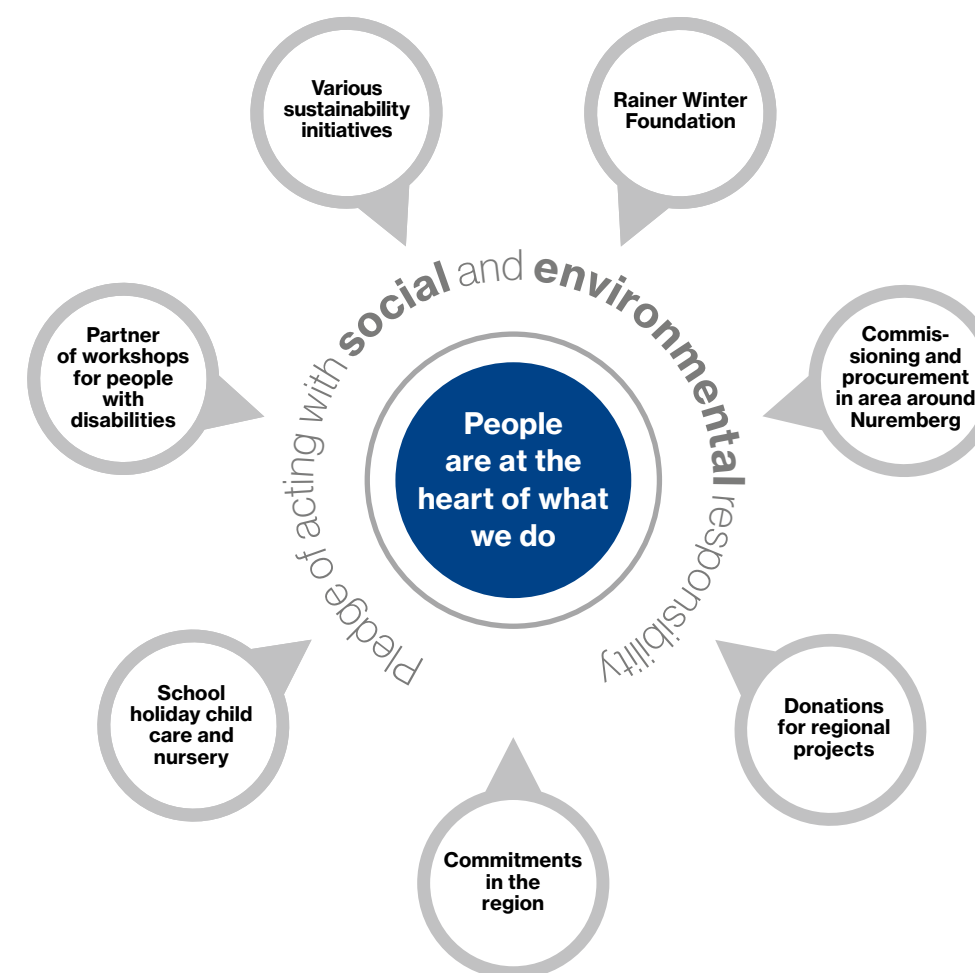
Since August 2013, the uvex group has implemented a neutral corridor of 120 g to 130 g CO<sub>2</sub>, outside of which either a bonus or penalty is issued. For example, if a car has emissions of just 110 g, the employee will receive a monthly payment or can select additional special equipment. By contrast, if they choose to drive a car with emissions in excess of 130 g, they must either personally pay a supplement or do without special equipment. In this way, uvex is raising awareness among vehicle users to consider the environment when making their choice.



# People, environment and society are a responsibility



## Our social commitment



In line with protecting people philosophy, the uvex group's principal focus is on the protection of people. This philosophy leads to the pledge of acting with social and environmental responsibility.





With its headquarters in Fürth, Germany, the uvex group makes a considerable contribution to the regional economy. Our commitment in the region includes supporting Stadttheater Fürth (municipal theatre), the Ludwig-Erhard Foundation, the beach volleyball tournament and other local activities, as well as regular donations to regional projects. The uvex group is therefore a strong force in the cultural and social sphere of the region.

// Regionalism plays a major part in commissioning and procurement. Where possible, the uvex group works with skilled manufacturing businesses, equipment manufacturers and service providers located in the region around Nuremberg.

#### **Rainer Winter Foundation**

The uvex group also takes social responsibility through its Rainer Winter Foundation, which has the goal of providing swift and unbureaucratic help for needy, sick and disabled children all over the world. This important work is now being continued by the third generation of the family, with ongoing support from employees, customers and suppliers.



The uvex group is involved in a number of sustainability initiatives, including Global Compact and Local Agenda 21.

In its manufacturing processes, the company is a long-term trusted partner of institutions for people with disabilities, such as the Dambacher Werkstätte für Behinderte. By offering child care in the school holidays and nursery places, uvex supports the reconciliation of career and family.



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**Value  
follows  
innovation!**

---

# Value- oriented growth

The vision of the uvex group is to be a leader of innovation in the uvex world, achieve value-oriented global growth and be on the winner's podium in all our areas of activities and market sectors. Value follows innovation!

The principal objective is to maintain independence as a family company, especially independence from banks. For uvex, the core focus is not short-term profit maximisation, but rather value orientation.

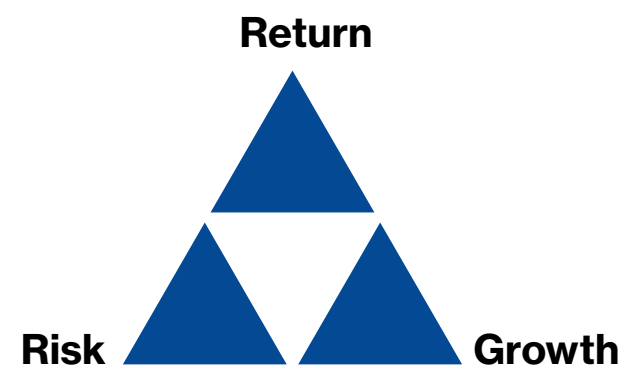


In order to successfully survive in the face of global competition in the long term, we must follow a path for sustainable growth. The internationalisation of our business and development of non-domestic sales in all business areas is a top priority.

As is maintaining the optimum balance in the growth-return-risk triangle of forces. In this way, the right risk-appropriate interest rate of the required capital we use will ensure the survival of the company, providing job security for our workforce and putting the company in a stable position so it can continue to operate efficiently even in difficult times.

// As a family company, the uvex group is not directly subject to capital market forces.

This allows the uvex group to hold values that go beyond simply being profitable. For the company, the shareholder value also includes non-financial categories, which is reflected in our philosophies and value system.



uvex is  
our future



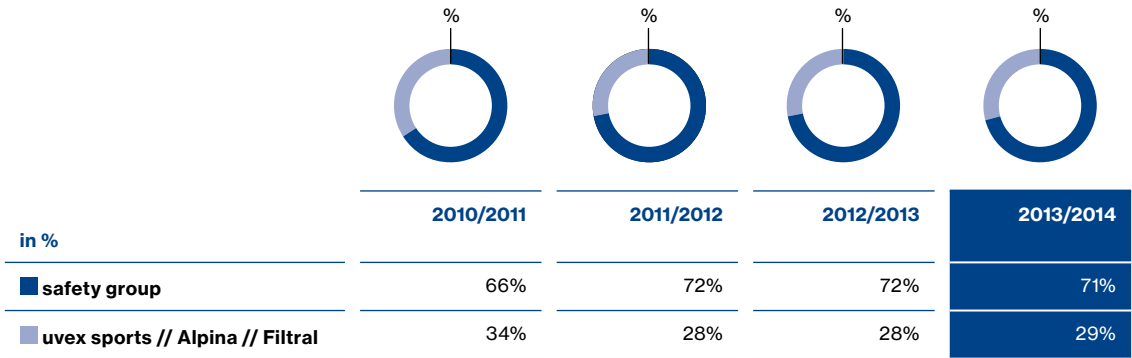
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**Key figures,  
employees,  
ecology  
& sales**

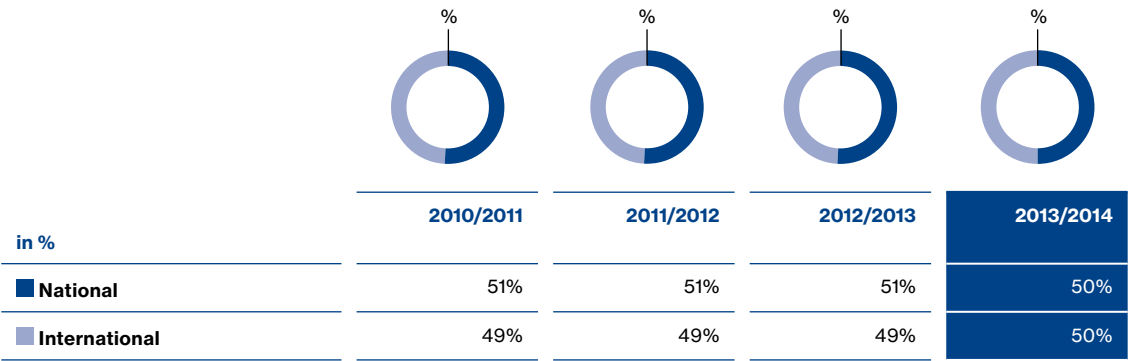
Key economic indicators // sales

uvex group sales including all consolidated companies (in EUR million)	2010/2011	2011/2012	2012/2013	2013/2014
uvex - group	330	331	343	365
Year-on-year change (%)	9%	0%	3,8%	6,4%
of which				
safety group	218,7	238,6	248,0	260,9
Year-on-year change (%)	17%	9%	3,9%	5,2%
uvex sports and leisure segment	118,0	98,7	101,3	111,1
Year-on-year change (%)	-4%	-16,4%	2,7%	9,6%

Sales breakdown by division



National and international sales share



Employees worldwide by type of employment

	2011	2012	2013	2014
uvex group	2.051	2.086	2.238	2.331
of whom				
Salaried employees	1.104	1.157	1.218	1.246
Industrial and trade employees	947	929	1.020	1.085
Of which outside Germany (%)	28,7%	29,3%	28,7%	28,1%



Key staff indicators // Employees

Employees worldwide by division

Holding

2011		2012		2013		2014	
136		144		156		174	
of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees
125	11	133	11	146	10	163	11

safety group

2011		2012		2013		2014	
1.143		1.202		1.261		1.330	
of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees
665	478	705	497	756	505	796	534

Employees worldwide by division (cont.)

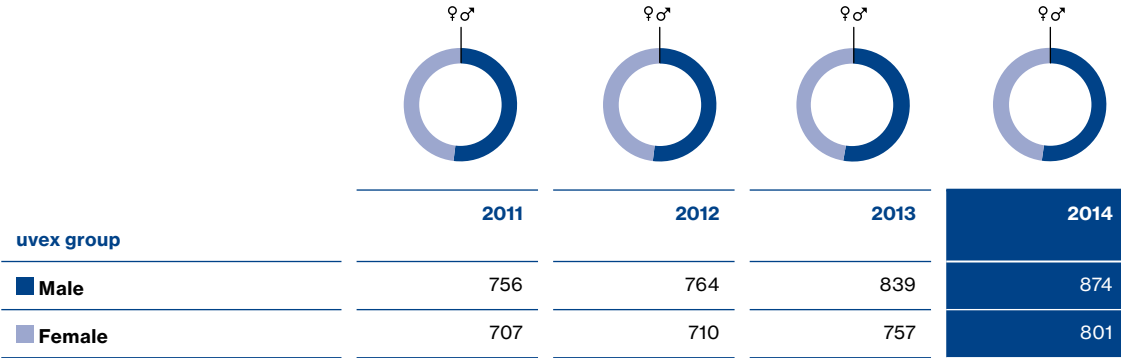
sports group

2011		2012		2013		2014	
732		700		779		783	
of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees
286	406	290	410	287	492	278	505

Filtral

2011		2012		2013		2014	
40		40		42		43	
of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees	of whom salaried employees	of whom industrial and trade employees
28	12	29	11	29	13	30	13

Employees by gender (in Germany)



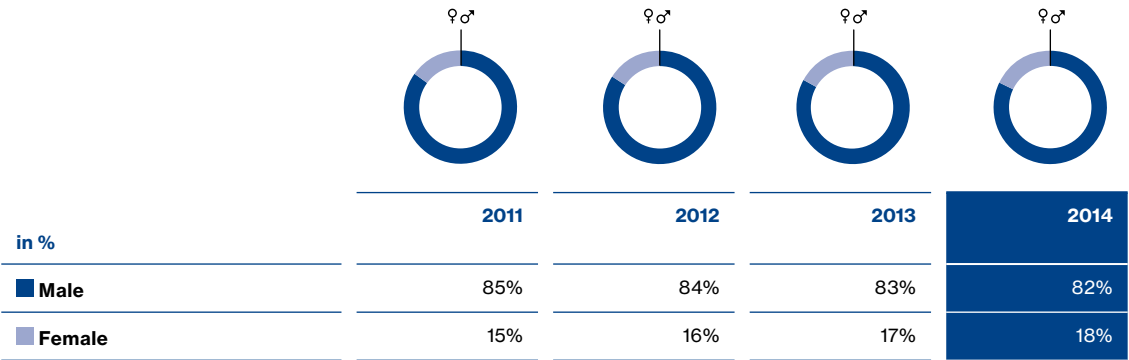
Employee structure by age (in Germany)

	2011	2012	2013	2014
in %				
Employees aged up to 30	11,6%	12,3%	14%	16,5%
Employees aged between 31 and 40	20,9%	21,6%	22,5%	23,4%
Employees aged between 41 and 50	28,7%	28,7%	28,5%	28,2%
Employees aged between 51 and 60	27,9%	27,8%	27%	25,7%
Employees aged over 60	10,9%	9,6%	8,1%	6,1%
in years				
Average time with company (years)	14,2	13,6	12,5	11,3
Average age of all employees	46	45,4	44,6	43,4

Percentage of foreign nationals in German workforce

	2011	2012	2013	2014
in %				
	4,1	4,3	4,5	4,6

Management structure by gender (in Germany)



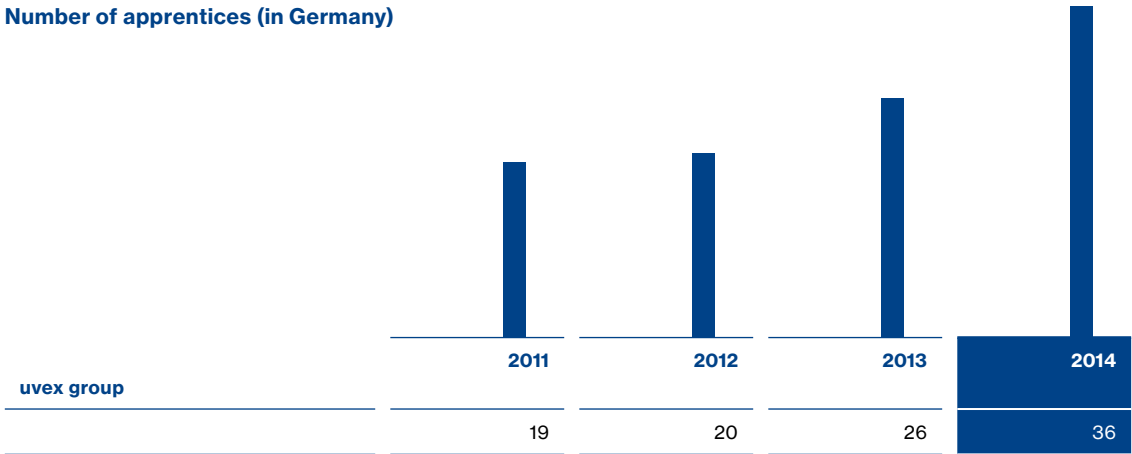
Average sick leave rate worldwide

	2011	2012	2013	2014
in %				
	2%	1,9%	2%	2,9%

Average staff turnover rate worldwide

	2011	2012	2013	2014
in %				
	4,8%	5,1%	3,8%	3,2%

Number of apprentices (in Germany)



In line with our business is people philosophy, the uvex group is constantly enhancing the training it offers young people and aims to provide them with a future career after qualification. As a rule, uvex takes on all apprentices.

Number of accidents (in Germany)

	2011	2012	2013	2014
Number of employees suffering an accident in specific time period per 1,000 employees				
uvex group	12,18	12,39	11,94	12,51

Environmental indicators

	2011	2012	2013	2014
Consumption per pair or unit				
Safety footwear (uvex Cagi)				
CO <sub>2</sub> [kg]	1,05	1,19	1,11	0,98
Electricity (kWh)	1,695	1,832	1,793	1,63
Water (litres)	0,07	0,07	0,12	0,25
Direct recycling (kg)	0,092	0,107	0,133	0,124
Energy recycling (kg)	0,181	0,162	0,128	0,163

After installation of an automatic filter system for volatile organic chemicals (VOC) in 2012, measures to reduce electricity consumption were abolished. However, VOC emissions only account for 10% of the regulatory threshold, but approximately 30% of electricity is generated by a photovoltaic system. Optimisation of automatic filter system from 2014.

As a result of a change in the production method by using inserts to optimise mechanical properties, the overall recycling volume has increased.



Environmental indicators

	2011	2012	2013	2014
Consumption per pair or unit				
Ear protection				
CO <sub>2</sub> [kg]	0,0023	0,0022	0,0017	0,0022
Electricity (kWh)	0,0042	0,0041	0,0030	0,0037
Water (litres)	0,0025	0,0023	0,0020	0,0019
Direct recycling (kg)	0,00002	0,00003	0,00003	0,00005
Energy recycling (kg)	0,00011	0,00012	0,00008	0,00012

Energy consumption of site was optimised in 2013, by replacing compression technology with energy-saving equipment, for example.

	2011	2012	2013	2014
Consumption per pair or unit				
safety gloves (uvex safety gloves)				
CO <sub>2</sub> [kg]	0,021	0,030	0,045	0,043
Electricity (kWh)	0,21	0,22	0,23	0,25
Water (litres)	0,8	1,2	1,7	1,7
Direct recycling (kg)	0,0032	0,0027	0,0045	0,0042
Energy recycling (kg)	0,0065	0,0088	0,0129	0,0124

Increase due to substantial automation of manufacturing in 2013. Subsequent measures to improve energy efficiency, in hot drying ovens, for example.

Switching process for handling hazardous waste types (thermal/chemical conversion) reduces hazardous waste (only 10% of original volume remaining) as it increases direct and energy recycling.

Environmental indicators

	2011	2012	2013	2014
Consumption per pair or unit				
Work wear and protective clothing (uvex safety textiles)				
CO <sub>2</sub> [kg]	0,13	0,16	0,22	0,18
Electricity (kWh)	0,48	0,57	0,5	0,41
Water (litres)	0,3	0,3	0,4	0,4
Direct recycling (kg)	0,042	0,047	0,032	0,039
Energy recycling (kg)	0	0	0	0

Gas consumption for heating above all contingent on length of period heating is required and building entirely renovated to improve energy efficiency.

	2011	2012	2013	2014
Consumption per pair or unit				
B-S-A (ski, cycling and riding helmets)				
CO <sub>2</sub> /gas	2,428	2,657	2,562	2,577
Electricity (kWh)	3,927	3,856	3,719	4,034
Water (litres)	0,0224	0,0209	0,0192	0,0218
Direct recycling (kg)	0,1456	0,2176	0,1647	0,1808

Electricity consumption per unit has increased as more complex helmets involve higher cycle times.

Environmental indicators

	2011	2012	2013	2014
Consumption per pair or unit				
Lederdorn (ski goggles, ski helmets)				
CO <sub>2</sub> /oil	0,1297	0,1464	0,1541	0,1082
Electricity (kWh)	0,580	0,586	0,627	0,615
Water (litres)	0,6125	0,4994	0,5276	0,4483
Direct recycling (kg)	0,0065	0,0057	0,0058	0,0052
Hazardous waste (kg)	0,0106	0,0127	0,0080	0,0062



Considerably more coating processes in 2014 while cleaning and hazardous waste were reduced.

	2011	2012	2013	2014
Consumption per pair or unit				
Nyrsko (ski goggles and safety eyewear)				
CO <sub>2</sub> / oil & electricity	0,2123	0,2045	0,1975	0,1400
Electricity (kWh)	0,067	0,063	0,058	0,047
Water (litres)	0,1388	0,1357	0,1467	0,1401
Direct recycling (kg)	0,0015	0,0019	0,0016	0,0019



In 2014, significant rise in output volumes due to more effective machines.



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**We are  
constantly evolving**

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# Awards 2014

The uvex group above all has one aim for its products and service solutions: to be the best in the business. The family company's strengths can be grouped into three central brand values: leadership, quality and enthusiasm. They are both our mission and our demand, because uvex group customers expect outstanding products that are of the highest quality.

For this reason, the majority of products are manufactured in Germany and elsewhere in Europe to ensure this high quality every single day. Quality not only means guaranteeing the expected product characteristics and features, but also exceeding minimum standards and norms for all products that come under the uvex group brand name.





#### Certifications

Certification of all German uvex safety group sites in accordance with OHRIS // Certification of manufacturing plants in Ceva, Italy, in accordance with OSHAS ISO 8001 // ISO 26000 Sustainability standard for Swedish production plant in Höör // All uvex safety group manufacturing sites fulfil the requirements of ISO 9001

Filtral is also ISO certified.



#### Awards 2014

Corporate Design Award 2014: outstanding work of uvex group's new CI recognised // Grand Prix of Medium-Sized Enterprises 2014: uvex group passes first stage of competition nomination list // Integration Award 2014 for exceptional sustainable commitment to improve prospects for people with disabilities to integrate into working life // Top National Employer 2014 // Axia Award 2014 // Eurobike Award 2014: uvex sportstyle 702 // Cavallo Trophy – The Golden Horse 2014: uvex exxential glamour wins in riding helmet category // Reader's Award 2014 from Tour magazine: uvex ranked second in helmet category // Reader's Award 2014 of bike magazine: uvex placed third in helmet category // Reader's Award 2014 of bike magazine: uvex comes third in eyewear category // "Gear of the Snow" Award (SIA Show 2014): uvex snowstrike variotronic ski goggles // ISPO AWARD GOLD WINNER 2014/2015: uvex snowstrike variotronic ski goggles // Red Dot Award 2014: uvex astrospec 2.0 safety eyewear



# Our sustainability targets

## General targets:

All uvex group plants certified in accordance with ISO9001 // Introduction of DIN50001 // Roll-out of OHRIS/OSHAS to various sites

## Ecological targets:

Further reduce emissions through global uvex fleet guidelines // Reduce energy consumption in production of ear plugs and safety footwear // Reduce carbon emissions of buildings in Fürth through energy-efficient renovation to the latest technological standard // Use organic cotton (free from insecticides) in textiles collection and entire supply chain // Use green electricity at international sites as well // Increase use of solvent-free paints in production and consequently reduce harmful emissions // Recyclable material concept to optimise use of manufacturing waste as reusable materials (upcycle plastic waste, distillation of solvents from old paints and more)

## Social targets:

Full adherence with all social standards // Develop uvex group employer brand and expand options to enhance work-life integration for all employees // Rainer Winter Foundation's work continued by the family in the long term

## Economic targets:

Further internationalise business areas // Develop business model taking into account digital transformation // Invest in process topics (development process/SCM/online strategy), new technologies, machines and new business areas // Improve competitiveness



# External audits

Rödl & Partner

REPETITION OF INDEPENDENT AUDITOR’S REPORT AND CONCLUDING REMARKS

As a result of our audit, we express the following unqualified auditor's report on the consolidated financial statements of UVEX WINTER HOLDING GmbH & Co. KG, Fürth, for the year ended July 31, 2014:

"Independent Auditor's Report

We have audited the consolidated financial statements, comprising the balance sheet, the income statement, statement of changes in equity, cash flow statement and the notes to the consolidated financial statements, together with the bookkeeping system, and the group management report of the UVEX WINTER HOLDING GmbH & Co. KG, Fürth, for the business year from August 1, 2014 to July 31, 2014. The maintenance of the books and records and the preparation of the consolidated financial statements and group management report in accordance with German commercial law is the responsibility of the group’s management. Our responsibility is to express an opinion on the consolidated financial statements, together with the bookkeeping system, and the group management report based on our audit.

We conducted our audit of the consolidated financial statements in accordance with Article 317 HGB (Handelsgesetzbuch: German Commercial Code) and German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (IDW: Institute of Public Auditors in Germany). Those standards require that we plan and perform the audit such that misstatements materially affecting the presentation of the net assets, financial position and results of operations in the consolidated financial statements in accordance with (German) principles of proper accounting and in the group management report are detected with reasonable assurance. Knowledge of the business activities and the economic and legal environment of the Group and expectations as to possible misstatements are taken into account in the determination of audit procedures. The effectiveness of the accounting-related internal control system and the evidence supporting the disclosures in the books and records, the consolidated financial statements and the group management report are examined primarily on a test basis within the framework of the audit. The audit includes assessing the annual financial statements of those entities included in consolidation, the determination of entities to be included in consolidation, the accounting and consolidation principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements and group management report. We believe that our audit provides a reasonable basis for our opinion.

Our audit has not led to any reservations.

In our opinion, based on the findings of our audit, the consolidated financial statements comply with the legal requirements and give a true and fair view of the net assets, financial position and results of the operations of the Group in accordance with (German) principles of proper accounting. The group management report is consistent with the consolidated financial statements and as a whole provides a suitable view of the group’s position and suitable presents the opportunities and risks of future development.

Nuremberg, December 15, 2014

Rödl & Partner GmbH  
Wirtschaftsprüfungsgesellschaft  
Steuerberatungsgesellschaft

signed Dr. Bömelburg  
Wirtschaftsprüfer  
(German Public Auditor)

signed Morgenroth  
Wirtschaftsprüfer  
(German Public Auditor)

(End of independent auditor’s report)“

Though not included in this sustainability report, the complete consolidated financial statements as required under German law, consisting of the balance sheet, profit and loss account, notes to the financial statements, cash flow statement and statement of changes in equity as well as the group management report for the financial year from 1 August 2013 to 31 July 2014 were issued with the following audit certificate.

The remit of the audit certificate does not extend to this sustainability report, which was neither audited nor reviewed.

The relevant indicators are marked with “x” in the GRI G4 Content Index.



# GRI G4 Content Index

The GRI Materiality Disclosure Service for this report was carried out by the Global Reporting Initiative (GRI). This new review confirms that the standard disclosures and indicators G4-17 to G4-27 are listed correctly in the index as well as the text of the present sustainability report 2014.



GRI G4 Content Index

	General standard disclosures	Page	GRI G4 Index
G4-1	Statement from senior decision-maker	Pages 8 - 11	-
G4-3	Organisation name	Page 1	x
G4-4	Primary brands, products and services	Pages 12 & 13, Pages 18 & 19	-
G4-5	Location of the organisation's headquarters	Page 13	x
G4-6	Number of countries where the organisation operates	Pages 16 & 17	x
G4-7	Nature of ownership and legal form	Pages 14 & 15	x
G4-8	Markets served	Pages 13, 17, 19	x
G4-9	Scale of organisation	Pages 13, 91 & 92	x
G4-10	Employee data	Pages 91 - 96	x
G4-11	Total employees covered by collective bargaining agreements	Pages 91 - 93	-
G4-12	Organisation's supply chain	Page 71	-
G4-13	Significant changes during the reporting period regarding size, structure, or ownership	- (none, as this is first ever uvex group sustainability report)	-
G4-14	Whether and how the precautionary principle is addressed by the organisation	Pages 25 - 31	-
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Pages 70, 75, 80 - 83	-
G4-16	Memberships of associations and national or international advocacy organisations	Pages 80 - 83	-
G4-17	Entities included in the organisation's consolidated financial statements or comparable document	Pages 20 & 21	x
G4-18	Process for defining the report content and aspect boundaries	Page 5	-
G4-19	All the material aspects identified in the process for defining report content	Page 5 (principal focus on ecological aspects)	-
G4-20	Report the aspect boundary within the organisation	Page 5	-

	General standard disclosures	Page	GRI G4 Index
G4-21	Report the aspect boundary outside the organisation	Page 5	-
G4-22	Effect of any restatements of information; reasons for restatements	- (none, as this is first ever uvex group sustainability report)	-
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	- (none, as this is first ever uvex group sustainability report)	-
G4-24	List of stakeholder groups engaged by the organisation	Page 29	-
G4-25	Basis for identification and selection of stakeholders with whom to engage	Page 28	-
G4-26	Organisation's approach to stakeholder engagement	Pages 29 & 70	-
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Pages 30 & 31	-
G4-28	Reporting period	Page 5	-
G4-29	Date of most recent previous reports	- (this is first ever uvex group sustainability report)	-
G4-30	Reporting cycle	Page 5	-
G4-31	Contact point for questions regarding the report or its contents	Page 112	-
G4-32	In accordance option, Global Reporting Initiative (GRI) Content Index and Reference to External Assurance	Page 5 (essentially in accordance)	-
G4-33	Organisation's policy and current practice with regard to seeking external assurance	- (Auditing of the consolidated financial statements by Rödl & Partner )	-
G4-34	Governance structure of the organisation	Pages 13 - 15	-
G4-56	Values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Pages 25 & 26	-

GRI G4 Content Index

	Specific standard disclosures	Page	Externe Prüfung
DMA-EC	Management approach – economic performance	Pages 85 - 87	x
G4-EC1	Direct economic value generated and distributed	Pages 90 & 91	x
G4-EC7	Development and impact of infrastructure investments and services supported	Page 61	-
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Pages 58 - 67	-
DMA-EN	Management approach – environment	Page 55	-
G4-EN5	Energy intensity	Pages 97 - 100	-
G4-EN6	Reduction of energy consumption	Pages 58 - 67, 97 - 100	-
G4-EN7	Reductions in energy requirements of products and services	Pages 58 - 67	-
G4-EN8	Total volume of water by source	Pages 97 - 100 (in relation to production unit. Withdrawn from the respective source of the local water supplier)	-
G4-EN18	GHG emissions intensity	Pages 97 - 100	-
G4-EN19	Reduction of GHG emissions	Pages 58 - 67, 97 - 100, 77 - 79	-
G4-EN23	Total weight of waste by type and disposal method	Pages 97 - 100 (in relation to production unit)	-
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Pages 58 - 67	-
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Page 26 (none)	-
DMA-LA	Management approach –labour practices	Pages 43 - 45	-

	Specific standard disclosures	Page	Externe Prüfung
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Pages 43 & 44	-
G4-LA10	Programmes for skills management and lifelong learning	Pages 48 - 52	-
G4-LA13	Ratio of basic salary and remuneration of women to men	Page 53	-
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Pages 69 & 70	-
DMA-HR	Management approach – human rights	Pages 69 & 70	-
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses	Pages 69 & 70	-
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Pages 69 & 70	-
DMA-SO	Management approach – social obligation	Pages 80 - 83	-
G4-SO4	Communication and training on anti-corruption policies and procedures	Page 26	-
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Page 26 (none)	-
G4-SO8	Total monetary value of significant fines	Page 26 (none)	-
DMA-PR	Management approach – product portfolio	Page 75	-
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Page 75 (all our protective products subject to PPE Directive 89/686/EEC)	-
G4-PR6	Sale of banned or disputed products	Page 26 (none)	-
G4-PR7	Incidents of non-compliance with regulations and voluntary codes concerning marketing communications	Page 26 (none)	-



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at: 3 September 2015





**uvex 1 safety shoe**

The first safety shoe in Germany to be certified according to the EU Ecolabel in 2013.

# Sozialstandard uvex safety group//Social Standard uvex safety group





## uvex – protecting people

Seit 1926 hat sich uvex dem Schutz des Menschen in Sport und Arbeit verpflichtet. Das Familienunternehmen, heute in der 3. Generation geführt, ist stolz darauf, zu den großen Marken in Deutschland und der Welt zu zählen und Industriegeschichte mitgeschrieben zu haben. Weltweit sind über 2.200 Mitarbeiter in 47 Tochterfirmen in 20 Ländern für die Unternehmensgruppe tätig.

Im Mittelpunkt des uvex Engagements steht immer die Gesundheit des Menschen. Hierfür übernimmt das Fürther Unternehmen Verantwortung, Tag für Tag ohne Kompromisse. Die große Stärke der Marke uvex basiert seit jeher auf überlegener Technologie und herausragender Qualität. Als Innovationsführer entwickelt das Unternehmen in eigenen Entwicklungsabteilungen Lösungen für den Arbeitsschutz und Sport mit spürbarem und messbarem Mehrwert für den Träger. Ein Großteil der Herstellung der uvex Produkte erfolgt in den unternehmenseigenen Produktionsstätten mit modernster Technologie. Somit liegen Entwicklung und Produktion in einer Hand und eine direkte Einflussnahme auf die Qualität ist jederzeit möglich. uvex interne Prüfungen stellen sicher, dass gesetzliche Normvorgaben regelmäßig übertroffen werden – und davon profitieren Sportler und Träger von Persönlicher Schutzausrüstung weltweit.

Aber es zählen nicht nur die inneren Werte. Innovatives Design ist ein entscheidender Faktor für den Erfolg. Das ganzheitliche Designkonzept ist konsequent an der Produktperformance ausgerichtet und macht uvex Produkte einzigartig und unverwechselbar. Zahlreiche nationale und internationale Designpreise belegen dies seit Jahren nachdrücklich.

Nachhaltiges Handeln ist in der uvex Welt unverzichtbar. Schon aus der Mission protecting people leitet das Unternehmen seine Verpflichtung zur Nachhaltigkeit und seine Verantwortung gegenüber Mensch, Gesellschaft und Umwelt ab. Für die uvex group bedeutet dies, dass in allen Prozessen Ökonomie, Ökologie und gesellschaftliche Verantwortung in Einklang zu bringen sind. Nachhaltiges Wirtschaften wird nicht als lästige Pflicht bewertet, sondern ist ein echtes Anliegen. So steht langfristige Wertorientierung im Vordergrund der Unternehmensführung und nicht kurzfristige Gewinnmaximierung.

Soziale Verantwortung gegenüber Mitarbeitern und Gesellschaft wird damit sehr ernst genommen und beginnt selbstverständlich im eigenen Unternehmen. uvex bietet seinen Mitarbeitern modernste und sichere Arbeitsbedingungen, sowie optimale Voraussetzungen sich individuell zu entwickeln. Auch Lieferanten und Geschäftspartner verpflichten sich, die uvex Sozialstandards einzuhalten und dieses wird auch regelmäßig überprüft. Zentrale Säule des gesellschaftlichen Engagements ist die Rainer Winter Stiftung. Sie hilft kranken und bedürftigen Kindern in der ganzen Welt schnell und unbürokratisch. Die zahlreichen Projekte reichen von finanzieller Hilfe für das Fürther Kinderheim bis zu Schulpatenschaften in Sri Lanka. Unter ökologischen Gesichtspunkten wird die gesamte Wertschöpfungskette immer wieder neu bewertet. Ob Produktentwicklung, Fertigung, Transport oder Einkauf: Jeder Unternehmensbereich wird ständig im Sinne eines nachhaltigen Umwelt- und Klimaschutzes optimiert.

Ob für Arbeit, Sport oder Freizeit: uvex bietet ein vielseitiges Programm, dass sich an den Bedürfnissen der Kunden orientiert und ihren Ansprüchen jederzeit gerecht wird. Vom Schutzhelm bis zum Sicherheitsschuh: uvex safety bietet professionellen Arbeitsschutz von Kopf bis Fuß mit Produkten, die aufeinander abgestimmt sind. D.h. die Atemschutzmaske ist z.B. angepasst an die Schutzbrille und den Helm. Mit innovativen und zuverlässigen Produkten arbeitet uvex ständig daran, weltweit der führende Markensystemanbieter für Persönliche Schutzausrüstung zu sein.

Es ist jedoch nichts so gut, dass es nicht verbessert werden könnte – deshalb sehen wir unser Qualitätsmanagement-System auch als Basis für einen kontinuierlichen Verbesserungsprozess an.



uvex has been committed to protecting people in sport and at work since 1926. As a family company now under its third generation of management, uvex is proud to be a major brand in Germany and around the world, which has helped to shape manufacturing history. The group employs more than 2,200 staff at 47 subsidiaries in 20 countries worldwide.

At uvex, the focus of our commitment is always on human health, for which we assume responsibility on a daily basis, without compromise. The uvex brand's great strengths have always been based on superior technology and outstanding quality. uvex has its own R&D departments and, in its role as a leading innovator, develops solutions for safety at work and sport, which off significant, measurable added value to the wearer. Many uvex products are manufactured at the company's own manufacturing facilities using state-of-the-art technology. This means that uvex combines development and production under one roof, allowing for direct quality control at all times. Our internal testing procedures ensure we regularly exceed legal standards, which benefits athletes and wearers of personal protection equipment (PPE) worldwide.

However, it is not just our inherent values which count. Innovative design is a key success factor. Our holistic design strategy consistently focuses on product performance, making uvex products unique and unmistakable. The numerous national and international design awards uvex has won pay tribute to this.

Sustainability is an essential part of the uvex world. Given that our mission is protecting people, this alone signifies that uvex is committed to sustainability and our responsibility to people, society and the environment. To the uvex group, this means striving to combine economy, ecology and social commitments in everything we do. We see doing business sustainably not as a burden, but as a genuine cause. Our management therefore focuses on long-term values, not maximising short-term profits.

We take our social responsibility toward staff and society very seriously, starting with our own company, of course. uvex offers its employees safe, state-of-the-art working conditions and the ideal professional framework in which to further their personal development. Our suppliers and business partners commit themselves to maintaining uvex's social standards – we regularly verify that this is the case. The central pillar of our social commitment is the Rainer Winter Foundation, which aims to provide swift and non-bureaucratic help for needy, sick and disabled children all over the world. Its many projects range from providing financial support for the St. Michael children's home in Fürth to school sponsorships in Sri Lanka.

We continually review the environmental impact of all steps in our production chain. Whether it is product development, manufacturing, transport or procurement, we constantly optimise all aspects of our business with a view to ensuring the sustainable protection of the environment and climate.

uvex offers a broad product range designed to meet our customers' needs, covering their professional, sporting and leisure needs at all times. From helmets to footwear, uvex safety provides professional industrial health and safety from head to toe, with products designed to complement one another. For example, the uvex respirator fits perfectly with the safety spectacle and helmet. With innovative, reliable products, uvex is working constantly to be the leading brand system provider of PPE.

Nothing is ever so good that it cannot be improved: which is why we see our quality management system as the foundation of a process of continuous improvement too.

## protecting people heißt: maximaler Qualitätsanspruch

Markensystemanbieter mit internationaler Herstellerkompetenz – das bezeichnet unser Selbstverständnis, protecting people – das bestimmt unseren ganzheitlichen Anspruch. Mit der Konzentration auf die strategischen Business Units:

- Eyewear (Schutzbrillen)
- Head (Gehörschutz, Atemschutz, Kopfschutz)
- Workwear (Berufs-, Schutz- und Einwegbekleidung)
- Gloves (Schutzhandschuhe)
- Footwear (Sicherheitsschuhe)
- Occupational Health (Korrektionschutzbrillen, angepasster Gehörschutz, orthopädische Schuhzurichtungen)
- Laservision (Laserschutz)

ist die uvex safety group entlang der gesamten Fertigungs- und Vertriebskette im Bereich Persönliche Schutzausrüstung hervorragend aufgestellt. uvex bietet mit seiner internationalen Vertriebsstruktur sowohl produktgruppenübergreifende als auch speziell auf die Branche bzw. auf den jeweiligen Kunden zugeschnittene Lösungen an. Der Fokus ist dabei zunehmend global. So hat sich die uvex safety group in den vergangenen Jahren verstärkt in weltweit aufstrebenden Märkten positioniert.

Der Anspruch, den die Marke uvex hinsichtlich der eigenen Qualität und Funktionalität setzt, bleibt jedoch davon unberührt. Der Leitsatz protecting people gilt dabei für sämtliche Produkte und Produktkomponenten, die wir fertigen – Sicherheit und Schutz von Menschen bei der Berufsausübung steht an erster Stelle und muss gewährleistet sein!

## Marktführerschaft

Marktführerschaft – das bedeutet für uvex immer auch Innovationsführerschaft. Diesen Grundsatz haben wir in unserer Unternehmensvision fest verankert. Innovationsführer zu sein und bleiben zu wollen, heißt vor allem: keinen Stillstand zu dulden. Tragekomfort, Passgenauigkeit, maximale Schutzfunktion, hohe Verarbeitungsqualität und ein guter „Look“: Dies alles sind Produkteigenschaften, in denen wir Standards setzen und auf deren Grundlage wir neue Trends kreieren. Nur wenn es uns auch in Zukunft gelingt, die Ansprüche, die jeder einzelne dieser Faktoren setzt, in überzeugenden Produkten zu verschmelzen, sind wir in der Lage, unsere Innovationsführerschaft auch auf lange Sicht zu sichern.



## protecting people means the highest quality demands

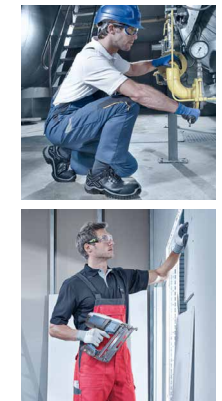
A brand system provider with international manufacturing competence – this is uvex and protecting people governs all our operations. We concentrate on our strategic business units:

- Eyewear (safety spectacles and goggles)
- Head (hearing, breathing and head protection),
- Workwear (work, protective and disposable clothing),
- Gloves (safety gloves)
- Footwear (safety footwear)
- Occupational Health (prescription safety spectacles, customised hearing protection, orthopaedic shoe alterations)
- Laservision (laser protection)

This means the uvex safety group is optimally positioned along the whole production and distribution chain in PPE.

uvex's international sales structure enables us to offer solutions across different product groups that are industry specific and tailored to meet the needs of individual customers. Our focus is ever more global, which means that in recent years the uvex safety group has increasingly positioned itself in emerging world markets.

However, this does not affect the demands uvex places on itself in terms of quality and functionality. Our mission protecting people applies to all products and components we make: safety and protecting people at work comes first and must be guaranteed.



## Market leadership

To uvex, being a market leader also means leading on innovation. We have enshrined this principle in the company's vision. Being a leading innovator with the intention of staying that way above all means not resting on our laurels. Wearer comfort, a good fit while providing maximum protection, quality workmanship and a stylish look – these are product characteristics in which we set standards, using them as the basis for creating new trends. It is only by meeting the demands of all these factors combined and manufacturing dependable products that we can secure our place as leaders in innovation over the long term in future.





## Hersteller- und Technologiekompetenz

uvex erwirtschaftet fast 80 Prozent seiner gesamten Wertschöpfung in den eigenen Werken. Um die Qualität dieses hohen Produktionseigenanteils abzusichern, sind unsere Fertigungsstätten mit modernen Produktionsmitteln und innovativen Technologien ausgestattet. Entscheidender Faktor aber ist eine hochmotivierte Mitarbeiterschaft, die sich durch Ideenreichtum, Innovationskraft und eine durch langjährige Erfahrung erworbene Prozess- und Produktkompetenz auszeichnet.

Am Hauptstandort im bayerischen Fürth bündelt die **uvex safety group** die Produktkompetenzen Bügelbrille, Vollsichtbrille, Korrektionschutzbrille und Laserschutzbrille zu einem weltweit einzigartigen Augenschutzkompetenzzentrum. Sämtliche Produkte sind darauf ausgelegt, vorgeschriebene Normvorgaben zu übertreffen. Mechanische und optische Eigenschaften werden kontinuierlich im eigenen Testlabor überprüft und optimiert, innovative Beschichtungssysteme im eigenen Haus entwickelt und hergestellt.

Seit 2005 hat uvex mit der Tochtergesellschaft **swedsafe** eine hochmoderne Produktion mit eigener Forschung und Entwicklung in der Produktgruppe Gehörschutz aufgebaut. Das Unternehmen mit Standort im südschwedischen Höör hat sich innerhalb von wenigen Jahren zu einem der Top-Hersteller in der Branche entwickelt. swedsafe setzt darüber hinaus Maßstäbe im Thema Nachhaltigkeit und Umweltschutz. Die erstaunlich hohe Zahl von Patenten, die swedsafe in den vergangenen Jahren anmelden konnte, zeugt darüber hinaus von der Innovationskraft des Gehörschutzspezialisten.

Die uvex-Tochtergesellschaft **uvex safety textiles** steht für eine breit angelegte Kollektion von Berufsbekleidung, individuellen Kundensystemlösungen und Schutzbekleidungskonzepten. Das Unternehmen aus dem sächsischen Elfeld gilt zudem als Spezialist für den Bereich Corporate Fashion. Ein Team aus Design- und Textilspe-

zialisten berät und begleitet den Kunden von der ersten Idee über die Entwicklung und Produktion bis hin zur Auslieferung der auf seine Bedürfnisse hin maßgeschneiderten Bekleidungslösung.

Die **uvex safety gloves** mit Sitz in Lüneburg bildet in der uvex safety group das Kompetenzzentrum für Handschutz. Das Unternehmen überzeugt dabei nicht nur durch hohe technologische Standards, sondern sorgt auch für kurze Wege vom Hersteller zum Anwender. Moderne Fertigungsanlagen, eine eigene Entwicklungsabteilung und Näherei sowie ein Labor mit umfangreicher Prüf- und Anwendungstechnik arbeiten hier in enger Abstimmung miteinander. uvex safety gloves bietet innovative Handschutzlösungen „made in Germany“ und zeigt, dass Produktion in Deutschland auch auf dem Weltmarkt erfolgreich ist.

In dem hochmodernen Technologiezentrum in Ceva/Piemont betreibt uvex die eigene qualitativ hochwertige Herstellung und technische Weiterentwicklung anspruchsvoller Sicherheitsschuhe. **UVEX-CAGI** fertigt Sicherheitsschuhe auf Basis sämtlicher PUR-Technologien mit einem Maximum an Flexibilität. Im zentralen Technologiecenter für Sicherheitsschuhe in der Fürther Unternehmenszentrale wird an zukunftsweisenden Technologien für Sicherheitsschuhe gearbeitet und es werden Neuheiten auf gleichmäßig hohem Niveau entwickelt.

Die Niederlassung **uvex Heckel**, im französischen La Walck beheimatet, entwickelt Sicherheitsschuhe und produziert diese unter der Zweitmarke Heckel mit ausgewählten Produktionspartnern.

Heckel ist es gelungen, sich als renommierter Anbieter von innovativen Schuhen in Europa zu etablieren – und hat schon früh die Wachstumsmärkte Russland und Afrika für sich entdeckt.

### Mehr Wert für die Kunden – mehr Kompetenz für die Mitarbeiter

Wissensvermittlung zum Thema Arbeitsschutz, das ist die Kernkompetenz der uvex academy. Zur Schulung von Kunden, zur Aus- und Weiterbildung von Mitarbeitern und Fachleuten bietet uvex ein umfangreiches, unabhängig zertifiziertes Seminarangebot an und leistet damit praxisnahe Präventionsarbeit in den Bereichen Persönliche Schutzausrüstung (PSA) und betrieblicher Arbeitsschutz. Renommiertere Experten aus Wissenschaft und Praxis referieren hier über aktuelle Themen und vermitteln, eingebettet in ein ebenso professionelles wie inspirierendes Lern- und Innovationsumfeld, anwendungsspezifisches Know-how.



At uvex, we generate almost 80% of all added value in our own plants. To guarantee the quality of this high level of in-house production, our plants are equipped with the latest production resources and innovative technology. However, the key factor here is our highly motivated employees, who stand out through their ideas, innovative ability, long-standing process and product expertise acquired over many years.

At our headquarters at Fürth in Bavaria, the **uvex safety group** brings together product expertise in safety spectacles, safety goggles, prescription safety spectacles and laser protection glasses. The result is a centre of excellence for eye protection which is unique in the world. All our products are designed to exceed prescribed standards. We continuously assess and optimise mechanical and optical characteristics in our own test labs, as well as designing and manufacturing innovative coating systems in house.

Since 2005, uvex has expanded its cutting-edge production at our subsidiary **swedsafe**, which is part of our hearing protection product group. The company, based at Höör in southern Sweden with its own research and development facilities, has established itself as one of the top manufacturers in the field over just a few years. swedsafe is also setting standards in sustainability and protecting the environment. The incredibly high number of patents for which swedsafe has submitted applications in recent years pays testament to the innovative expertise of this hearing protection specialist.

The **uvex safety textiles** subsidiary represents a broad-based collection of work clothing, individual customer system solutions and protective clothing designs. This company, based at Elfeld in Saxony, is also seen as a specialist in corporate fashion. Its team of design and textiles specialists advises and assists customers from initial ideas through development and production to delivering the clothing solutions tailored to their needs.

**uvex safety gloves** based in Lüneburg is the uvex safety group's centre of expertise for hand protection. This company distinguishes itself not just by its high standards of technology, but also by ensuring close relationships between manufacturer and user. A modern production plant, own R&D department and stitching works in addition to a laboratory with extensive testing and applications system work closely together. uvex safety gloves offers innovative glove solutions "made in Germany" and shows that German production succeeds in the world market.

At its pioneering technology centre at Ceva/Piemont, uvex operates its own high quality production and further technological development plant where it manufactures sophisticated safety footwear. **uvex CAGI** safety shoes apply a wide range of PUR technologies with a great level of flexibility. Our central technology centre for safety footwear at our Fürth headquarters works on future-orientated safety shoe technology and developing innovations at an equally high level.

Our **uvex Heckel** branch at La Walck in France designs safety footwear and manufactures them under our second safety footwear brand, Heckel, with selected production partners. Heckel has successfully established itself as a renowned provider of innovative footwear in Europe, and also entered the growth markets of Russia and Africa at an early stage.

## Manufacturing and technology expertise



### Added value for customers coupled with greater staff expertise

Communicating expertise on the subject of safety at work – that is the core competence of our uvex academy. Providing customers with information and offering basic and further training for staff and specialists, uvex holds an extensive, independently certified range of seminars covering practical prevention in the fields of PPE and safety at work. Leading scientific and industry experts speak on current topics, offering application-specific expertise in a learning and innovation environment which is both professional and inspiring.



## Der Sozialstandard der uvex safety group

uvex als einer der Weltmarktführer für die Entwicklung, die Herstellung und den Vertrieb von Persönlicher Schutzausrüstung hat seit seiner Gründung im Jahr 1926 fundamentale ethische Grundsätze in seine Geschäftspolitik und entsprechende Vorgehensweisen in den Geschäftsverkehr integriert. Die uvex safety group erwartet das selbe Engagement von all ihren Geschäftspartnern.

Unser Claim protecting people ist uns eine Verpflichtung in erster Linie für unsere Kunden, aber auch hinsichtlich unserer eigenen Mitarbeiter und der Arbeitnehmer unserer Geschäftspartner.

Es ist die Geschäftspolitik von uvex, mit Firmen zusammen zu arbeiten, die die elementaren Menschenrechte und die Freiheit ihrer Mitarbeiter bei der Ausübung ihrer Tätigkeiten respektieren.

Vor diesem Hintergrund hat die uvex safety group einen Katalog mit 12 zentralen Forderungen entwickelt, der von unseren Geschäftspartnern angewendet werden muss. Der Sozialstandard der uvex safety group basiert auf den Festlegungen der International Labour Organization ILO, die die Grundlage aller renommierten Sozialstandards wie zum Beispiel des Social Accountability SA 8000 darstellen.

### 1. Gesundheit und Sicherheit

Wir fordern, dass alle Unternehmen, in denen Produkte für uvex hergestellt werden, eine sichere Arbeitsumgebung für alle Mitarbeiter aufrecht erhalten und gesundheitliche Risiken vermeiden. Dies schließt eine systematische Vorgehensweise zur Sicherstellung des Betrieblichen Arbeitsschutzes, adäquate Schutzeinrichtungen an Maschinen und Regelungen zum sicheren Gebrauch von Chemikalien ein. Außerdem soll ein kontinuierlicher Verbesserungsprozess zur Vermeidung von Unfällen gewährleistet sein. Persönliche Schutzausrüstung (PSA) muss immer getragen werden, wenn dies gesetzlich gefordert oder angemessen ist.

Wo Unterkünfte zur Verfügung gestellt werden, müssen diese sauber, sicher und geeignet sein.

### 2. Menschenrechte

Wir werden Geschäftsbeziehungen nur mit Unternehmen beginnen oder fortführen, die die elementaren Menschenrechte nicht verletzen. Wir werden notwendigenfalls bestehende Geschäftspartner fortentwickeln, um sicher zu stellen, dass diese Unternehmen unsere Bedingungen zur Einhaltung dieser Vorschriften erfüllen und beachten, und somit ihre Geschäftsbeziehung mit uvex fortführen können.

### 3. Gesetzliche Anforderungen

Wir erwarten von unseren Geschäftspartnern, dass sie alle relevanten nationalen und lokalen Gesetze und Vorschriften einhalten. In den Fällen, in denen sich diese Anforderungen mit anderen Vorschriften überschneiden, erwarten wir von unseren Geschäftspartnern, dass diese die jeweils höheren Anforderungen erfüllen.



### 4. Diskriminierung

Wir werden keinerlei Diskriminierung dulden bezüglich Rasse, Geschlecht, Religion, Herkunft, politischer Einstellung, Nationalität, sexueller Orientierung, Alter, persönlicher Überzeugung oder Diskriminierung anderer Art basierend auf persönlichen Besonderheiten, die nicht in Bezug steht zu der individuellen Fähigkeit, die erforderliche Aufgabe zu erfüllen (ILO Conventions 100, 111).

### 5. Strafmaßnahmen

Wir werden keinerlei körperliche oder verbale Zwangsausübung oder körperliche Züchtigungen dulden.

### 6. Kinderarbeit

Wir lassen nicht zu, dass Kinder unter 15 Jahren für jegliche Arbeiten, die mit der Produktion von Waren zu tun haben, herangezogen werden. Diese Altersgrenze beträgt 14 Jahre in Ländern, in denen eine höhere Altersschwelle nicht möglich ist (ILO Conventions 138, 182). In den Fällen, in denen wir auf Kinderarbeit stoßen, werden wir mit dem Geschäftspartner zusammen darauf hin wirken, dass die Kinder in Schulen untergebracht werden.

## Social Standard of the uvex safety group

uvex

uvex as one of the world's leading companies in Personal Protective Equipment has incorporated legal and ethical business policies and practices since its foundation in 1926 in all operations. The uvex safety group expects the same commitment from all of our business partners.

Our claim protecting people is our obligation mainly for our customers but also especially for our own employees and the employees of our business partners.

It is the policy of uvex to do business with those companies who observe and respect basic human rights and liberties in the operation of their business.

Against this background the uvex safety group has developed a catalogue with 12 central demands to be met by our business partners. The Social Standard of the uvex safety group is traced on the Conventions of the International Labour Organization ILO, which are basis of all notable social standards such as Social Accountability SA 8000.

### 1. Health and Safety

We require that all facilities where our goods are produced provide a safe and healthy work environment for all the employees within the framework of an Occupational Health System, including safe practices for machinery use, chemical use, and continuous improvement to avoid accidents. Personal Protective Equipment (PPE) has to be worn when demanded by law or suitable.

Where housing is provided, it should also be clean, safe and suitable.

### 2. Human Rights

We will only initiate and renew contractual relationships with businesses that do not violate basic human rights. We will work with existing business partners to ensure that they meet and maintain our terms of compliance and can therefore continue their contractual relationship with us.

### 3. Legal Requirements

We expect our business partners to comply with applicable national and local laws and regulations. Where these standards conflict with other standards, we expect our business partners to uphold the most stringent standard.

### 4. Discrimination

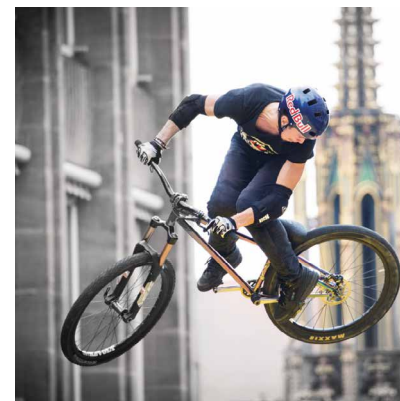
We will not tolerate discrimination on the basis of race, gender, religion, ethnicity, political belief, nationality, sexual orientation, age, personal beliefs, or any other discrimination based on personal characteristics unrelated to one's ability to perform the relevant job (ILO Conventions 100, 111).

### 5. Punitive Measure

We will not tolerate the use of physical coercion, verbal harassment, nor corporal punishment.

### 6. Child Labor

We do not permit children under the age of 15 to work in any business that produces our goods, or under the age of 14 in countries where the higher age threshold is not possible (ILO Conventions 138, 182). Where child labor is found, we will work with the business partners to place children in schools.



7. Zwangsarbeit

Wir werden nicht mit Unternehmen zusammenarbeiten, die Zwangs- oder Sklavenarbeit, Arbeit von Leibeigenen oder Verträge, die auf Knechtschaft basieren, unterstützen (ILO Conventions 29, 105). Arbeitgeber dürfen nicht die Ausweispapiere ihrer Mitarbeiter einziehen.

8. Arbeitnehmervertretung

Wir vertrauen auf das Recht der Arbeitnehmer, sich gemeinsam zu organisieren und gemeinsam zu verhandeln. Wir erwarten von unseren Geschäftspartnern, dass diese alternative Möglichkeiten der Organisation einrichten, auch wenn Landesgesetze und/oder staatliche Institutionen diesem Recht entgegenstehen (ILO Conventions 87, 98).

9. Arbeitszeiten

Wir erwarten, dass unsere Geschäftspartner ein Arbeitszeitsystem unter Einhaltung der nationalen und lokalen Gesetze installieren und auf jeden Fall darauf achten, dass keinesfalls 48 Stunden Wochenregelarbeitszeit und 12 Überstunden pro Woche überschritten werden. Die Arbeitnehmer müssen ebenfalls in einer Woche mindestens einen Tag frei bekommen. Alle Überstunden müssen von den Arbeitnehmern freiwillig geleistet und ihnen vergütet werden.

10. Löhne und Zuwendungen

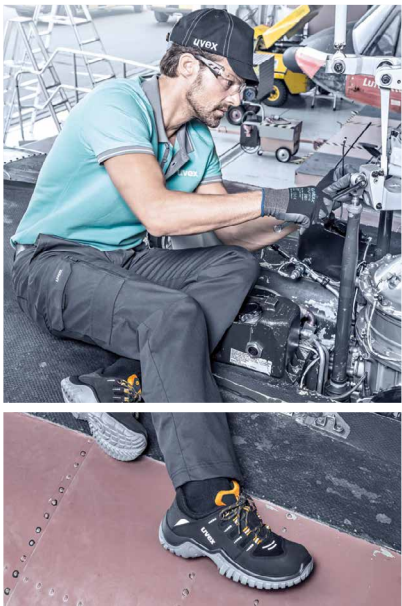
Wir erwarten, dass unsere Geschäftspartner sich an die gesetzlichen Mindestlöhne und Überstundenvergütungen ebenso wie an die allgemein für die Industrie geltenden, landesspezifischen Leistungen halten. Es sind keine Abzüge aus disziplinarischen Gründen erlaubt.

11. Führen von Aufzeichnungen

Wir erwarten, dass unsere Geschäftspartner vollständige und genaue Aufzeichnungen führen dergestalt, dass diese konform sind mit allen Gesetzen bezüglich des Führens von Aufzeichnungen und des Datenschutzes.

12. Umwelt

Wir sind verpflichtet, durch unsere Aktivitäten die Umwelt, auf die wir einwirken, nicht nachhaltig negativ zu beeinflussen. Wir werden Geschäftspartner bevorzugen, die uns dabei unterstützen, dieser Verpflichtung nachzukommen.



Anwendung und Verweise

A. Geschäftspartner

Als Geschäftspartner im Sinne dieses Sozialstandards verstehen wir Unternehmen, die Waren für uns herstellen oder Dienst- und Serviceleistungen für uns erbringen oder erbringen wollen.

B. Anwendungsbereich

Diese Richtlinie gilt für alle direkten Geschäftspartner. Wir erwarten, dass unsere Geschäftspartner sicherstellen, dass Unterlieferanten ihre Betriebe ebenfalls im Sinne des Sozialstandards der uvex safety group führen.

C. Überprüfung und Audits

Wir werden in regelmäßigen Abständen die Einhaltung des Sozialstandards der uvex safety group überprüfen, um sicherzustellen, dass dieser wirksam umgesetzt ist und um Bereiche zu ermitteln, die verbessert werden müssen. Wir können einen sachkundigen Dritten mit dieser Aufgabe beauftragen oder den Geschäftspartner auffordern, einen geeigneten Nachweis zu führen.

7. Forced Labour

We refuse to work with any business that uses forced or slave labour, bonded labour or indentured servitude (ILO Convention 29, 105). Employers must not keep employee identification documents.

8. Freedom of Association

We believe in the workers' right to organize and bargain collectively. We expect our business partners to facilitate alternative means of association where country laws and/or state institutions legally impede this right (ILO Conventions 87, 98).

9. Working Hours

We expect our business partners to maintain a system of working hours in compliance with national and local laws, and in any case not allowing for more than 48 hours of regular work a week and 12 hours of overtime work a week. Workers must also receive at least 1 day off in every 7. All overtime work must be voluntary and must be compensated.

10. Wages and Benefits

We expect our business partners to comply with all legal minimum wages and overtime requirements, as well as the prevailing industry benefits for the region. No disciplinary deductions are allowed.

11. Record keeping

We expect our business partners to maintain complete and accurate records in a manner that conforms to all record keeping and data privacy laws.

12. Environment

We are committed to ensuring the well-being of the environments and communities we impact. We give preference to business partners who assist us in upholding this commitment.

Application and References

A. Business partner

We define business partners in the sense of this social standard as suppliers producing goods for uvex or supporting uvex with service or plan to do this.

B. Scope

This code applies to all first tier business partners. We expect our first tier business partners to ensure that subcontractors are conducting their businesses according to the social standard of the uvex safety group.

C. Monitoring and Audits

We will periodically review our social compliance program to ensure it is effective and to assess areas for improvement. We can appoint a competent third party with this audit or urge our business partner to run a suitable certificate.



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