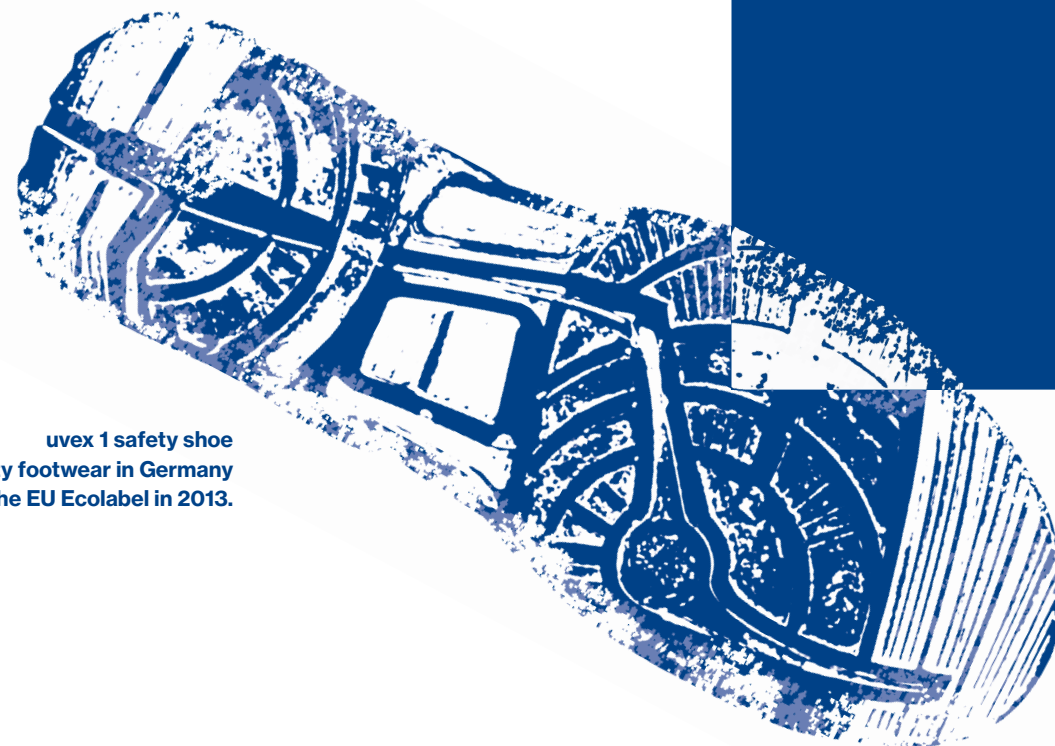




The core mission  
of the uvex group is protecting people.  
The health and safety of people lies at  
the heart of our commitment and activities.  
As a family company, continuity and  
value-oriented corporate management are  
a top priority alongside responsibility  
for our financial development,  
the environment  
and society.



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

# About this report

**G4-3, G4-29, G4-30, G4-32** With the 2016/17 update, the uvex group is bringing the previously published 2014 and 2015 sustainability reports fully up to date (online under [www.uvex-group.com/en/responsibility/](http://www.uvex-group.com/en/responsibility/)). One significant change is that the reporting period has now shifted from being the calendar year to the financial year of the uvex group (1 August to 31 July). Like the previous report, this update to the sustainability report of the uvex group corresponds to the current reporting standards of the Global Reporting Initiative (GRI) G4 (and is essentially in accordance).

The sustainability report 2016/17 explains how the sustainability process is being advanced across all divisions. The uvex group will continue to report regularly, with there being an option to publish the sustainability report as an interactive online report on the website.

**G4-20, G4-21, G4-28** Qualitative information in the report relates to financial years 2015/16 and 2016/17. The uvex group is taken as a whole and comprises the uvex safety group, uvex sports group and the Filtral group. If contents affect only individual parts of the company, this is indicated. No material organisational changes occurred during the reporting period. The comparability of data in the reporting period with that from financial year 2015/16 is ensured through corresponding accrual accounting. All other periods presented continue to be recognised as calendar year dates. Any deviations against the last report are explained in each case.



Comprehensive information  
regarding the sustainability  
activities of the uvex group.

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#### The management of uvex Winter Holding

From left: Michael Winter (Managing Partner of the uvex group),  
Georg Höfler (CFO of the uvex group)

**G4-1** “The success story of the uvex group goes back more than 90 years and we plan to continue writing it well into the future. It is our aim to pass on a strong company to the next generation. For this reason, we are increasingly focusing on the digital transformation and will develop our business model to this end, always guided by our mission of protecting people. Together with our workforce of around 2,600 employees, we are dedicated to ensuring people are protected more effectively at work and during leisure activities. An uplifting and at the same time meaningful contribution from our employees for each individual and the company as a whole.

As a family company, continuity and value-oriented corporate management are a top priority alongside responsibility for our financial development, the environment and society. These three pillars of sustainability remain firmly entrenched in our catalogue of values. Creating an inspiring environment through attractive working conditions, the best-possible use of natural resources and a commitment to positive social development is extremely important to me and my family.

In future, we will maintain an affinity to our roots in this corner of Bavaria and as a manufacturer, still focus strongly on our production sites in Germany and Europe. It is important to us that we continue to make a positive contribution to sustainable development for the benefit of future generations.”

Michael Winter, Managing Partner of the uvex group

**G4-1** “The decision to report early and voluntarily on our sustainability activities and targets by means of internationally recognised standards has proven itself to be successful in many respects: transparency in this regard has been significantly enhanced and communication with our stakeholders improved. At the same time, regular accountability creates the obligation to consistently and systematically confront ourselves with the issue. We hope that our report will also prove to be a starting point for other companies to launch their own sustainability initiatives, just as we have conversely sought inspiration from the reports of other companies.

This report provides information about the main activities that have been initiated and implemented since our last update on sustainability report 2015 was published.

One highlight of this reporting period has been the start of concept development, with the aim of inspiring even greater enthusiasm among employees for the topic of sustainability and also creating a stronger desire to get involved. This concept is being conceived through our “goldfish pond” – a company-wide platform for next-generation management training. Concept finalisation and the first steps towards implementation are planned for financial year 2017/18. A core element of the concept is ascertaining a materiality matrix, which serves to ensure the best-possible prioritisation of sustainability-related activities coordinated by management and the workforce.

In addition, we are committed to continuously improving the basis and quality of our data, while at the same time more greatly involving our foreign companies in the ongoing reporting process. The required processes within the context of an ongoing improvement process will be developed further, to then establish uniform standards for the group as a whole.”

Georg Höfler, CFO of the uvex group

02

Energy  
management**G4-EN6 Development of specific energy consumption within the scope of EN ISO 50001**

The current targets for the sites certified according to EN ISO 50001 are:

// Reduce energy consumption in the uvex group by 2% before 2017 in terms of energy key figures // Optimise production processes // Technology transparency between the manufacturing plants // Alternatives for energy-intensive manufacturing techniques // Reduce base load // Allocate energy flows to production and management

**G4-EN19 Since 1 January 2017, the German sites have been supplied with carbon neutral gas:**

// Fürth // Burgfarnbach // Stadeln // Schwabach // Laimering // Lüneburg // Obernzell

Certified with a high quality standard by TÜV Nord, the carbon neutral certificate guarantees that CO<sub>2</sub> emissions from German mine gas will be reduced by 60,000 tonnes per year. In addition to reducing carbon emissions, the project – supported by first climate – contributes towards the achievement of long-term sustainability targets, such as creating jobs and reducing the impact on the environment.

In addition, the uvex group supports the Bergwald e. V. project on the Hainberg hills in Fürth. This nature reserve is not far from the company headquarters and features the largest contiguous sandy grassland area in northern Bavaria. This biotope is home to some greatly endangered plant and animal species that require special care.



03

Environmental  
management

**G4-EN7, G4-EN27** With the introduction of the environmental management system pursuant to EN ISO 14001, the uvex group is making a further contribution towards the conservation of the ecosystem. The manufacturing site for safety footwear in Ceva, Italy, which optimised its process structure and consequently served as an example for the safety gloves manufacturing site in Lüneburg, Germany, as well as for successive introduction across the entire uvex group, can be regarded as something of a pioneer in this regard. As a result, the uvex group also gains an overview of the most important environmental aspects within the company and is in a position to identify potential areas of optimisation.

// By determining an area of environmental focus, awareness for the protection of the environment is raised further within the group.

04

PPE Directive



**G4-PR1, G4-EN27 EU Regulation on personal protective equipment (PPE)**

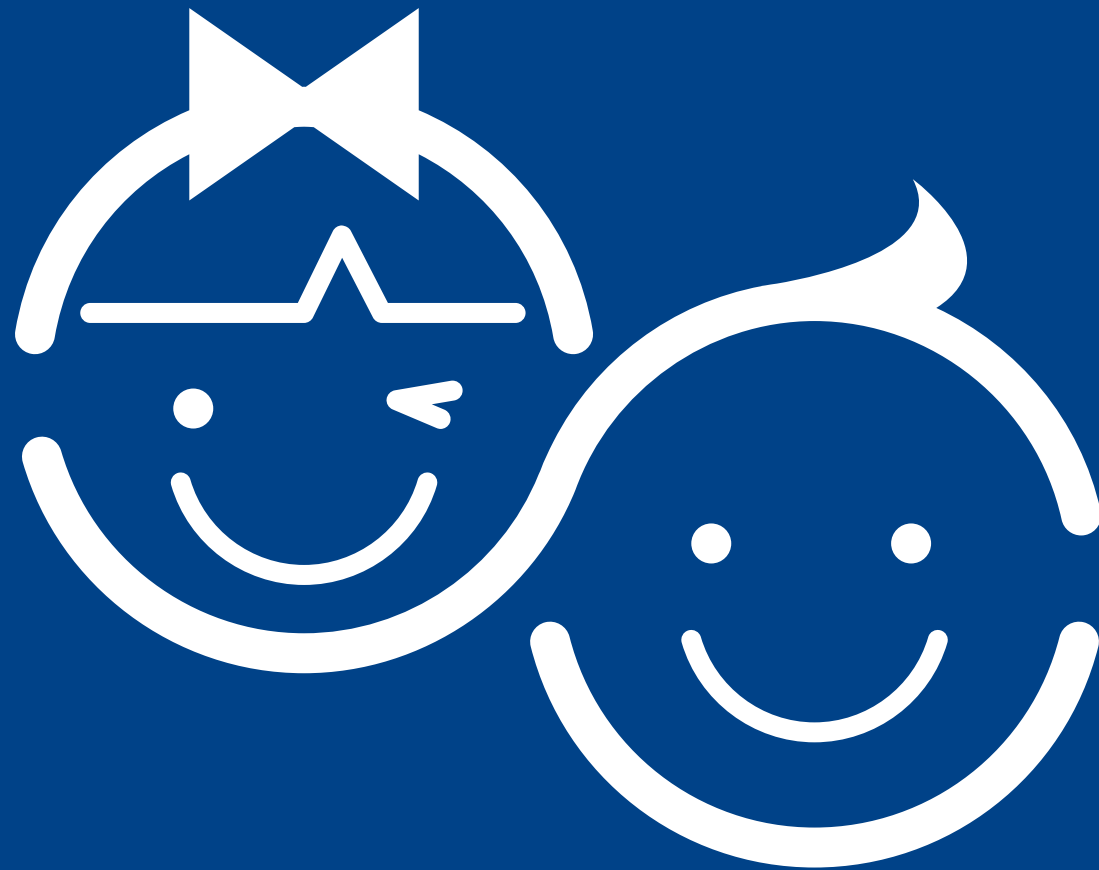
With the new Regulation 2016/425, the European Union (EU) is repealing Directive 89/686/EEC for Personal Protective Equipment (PPE) and presenting new challenges to the entire industry as a result. This includes more stringent requirements for user information, which the distributing company is obliged to provide along with the sale of each product unit. This information must also be provided in the official languages of all countries in which the products are intentionally sold. Against the background of increasing globalisation, the number of versions required in different languages is rising steadily.

Last but not least, the information must also be easily legible, printed in a suitable typeface and size. The scope of information to be provided in paper form has consequently increased immensely and in some instances even necessitated larger packaging or entirely new concepts to be developed. This represents a considerable additional environmental and financial burden for the uvex group.

// Since this regulation was adopted, the group has been successfully engaged in a wide range of projects to ensure the additional use of resources is kept as low as possible and – insofar as the legislation allows – provide this documentation in an electronic format, e.g. declaration of conformity.

05

Social commitment



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

**G4-LA2, G4-LA10** Social aspects are of great importance within the uvex group's sustainability concept. Corporate values that encourage the respectful and fair interaction with others form the very foundation of uvex's corporate culture. Within the context of the employer brand, the uvex group has for a number of years offered various benefits relating to health, learning and further training to retain employees within the company and bind stakeholder groups in the long-term. In addition, the Rainer Winter Foundation established in 1980 shoulders some of the group's social responsibility.

**Occupational  
health  
management**

**Brand  
ambassador  
training**

**Collaboration  
experts**

Activities relating to  
the uvex group employer brand  
in financial year 2016/17

**Rainer  
Winter  
Foundation**

**G4-LA2 Occupational health management (OHM)**

In collaboration with the health steering committee, the uvex group continues to expand its range of measures to promote healthy living. Around 800 members (multiple occupancy possible) take advantage of the chance to try out new sports trends, such as fascia workouts, or enjoy business massages that are 50% subsidised by the company.

// Around 64% female // 800 members overall (multiple occupancy possible) // At least one event per month

**Events offered in financial year 2016/17**

// Tai chi in the morning // Skin cancer screening // Electrical muscle stimulation (EMS) taster day // Lunchtime fascia workout // Presentation on food intolerances // Cardiovascular examination // Business massage // Runs: B2Run 2017, Fürth company run



N.B.: events vary greatly in terms of time involved and tend to be concentrated in Fürth. Since 2016/17, the sites in Lederdorn and Obernzell (BSA as well as Alpina in Sulzemoos have also taken part in OHM events.



**In 2017, the uvex group was once again presented with the “Excellence” certificate by Deutscher Unternehmenspreis Gesundheit (German corporate health award) in recognition of its wide range of measures to promote healthy living.**

**G4-LA10 Brand ambassador training**

uvex is the abbreviation of the quality seal for lenses – Ultra Violet Excluded. Conceived by Rainer Winter and registered as a brand in 1956, the name uvex is today associated with an extraordinary success story. The topic of brand management is one of the main responsibilities of both the management and employees. Every single uvex employee is a brand ambassador. By means of specially developed uvex training sessions and workshops, many uvex employees received training in financial year 2016/17 to enable them to effectively fulfil their duty as brand ambassadors. In this role, they should not only convey the brand values, but also help colleagues see where identification points with the brand can be found in their day-to-day work as well as how this can be communicated to the outside world.

**G4-LA10 Collaboration experts**

A new course calls for new expertise. The uvex group was one of the first companies in the wider Nuremberg region to confront the challenges of digital change by creating the position of Chief Digital Officer and defining a roadmap. To make processes, products and business models fit for the digital future, employees of the long-established company also learn how to use new digital tools for improved collaboration. For example, at the headquarters in Fürth, 60 colleagues from all departments have initially been trained as collaboration experts. They share knowledge with their department and are on hand to offer support and answer any questions relating to the new working practices. The aim is to also train collaboration experts at other uvex sites.

By applying this multiplier strategy, the uvex group brings about a sustainable transfer of expertise in the different areas, in relation to the brand and IT, for example. The intention of involving all uvex sites in the medium to long term represents an investment in the further development of all staff. By becoming a collaboration expert or brand ambassador, employees are involved in the necessary change processes at an early stage. They are given the chance to actively shape this process with their feedback and ideas. Alongside this sustainable knowledge transfer, the uvex group employer brand also plays an important role in strengthening employee loyalty.



**uvex ride for kids**

The uvex ride for kids event which took place at the headquarters in Fürth on 1 June 2017 combined the social and societal aspects in line with uvex's understanding of sustainability. On this day, 260 colleagues commuted to work by bike to support the Rainer Winter Foundation, with the uvex group donating EUR 1 to this cause for every single kilometre cycled.

// 7,000 km

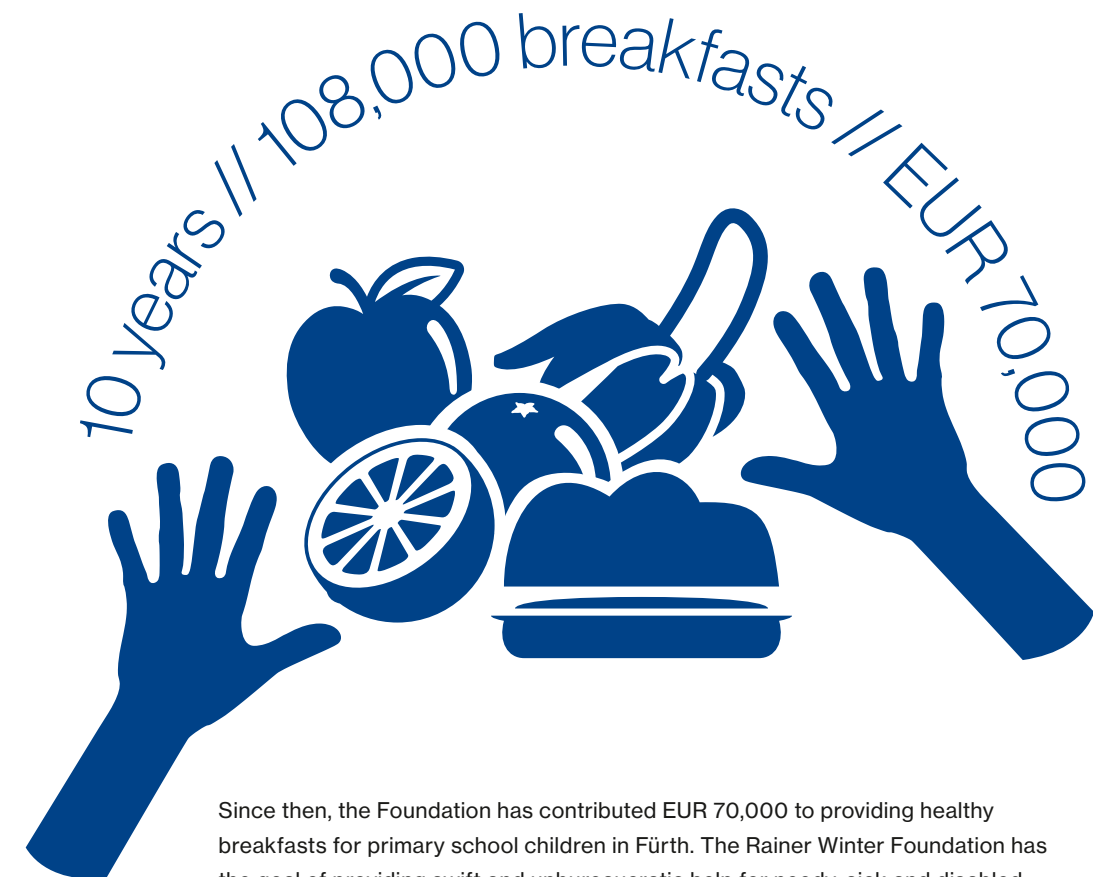
// EUR 7,000

Combined with additional donations from uvex employees, this event raised a grand total of EUR 10,000. The Rainer Winter Foundation is using this money to fund two projects at the Jakob-Wassermann-Schule, a special needs support centre in Fürth. The majority of donation to the Jakob-Wassermann-Schule was used to buy new bicycles that are offered to children who do not have their own. As the protection of students is also important to uvex, the school is not only receiving money, but also a donation of bike helmets to match the number of bicycles purchased.

**Rainer Winter Foundation: healthy breakfast at school**

Since 2008, the Rainer Winter Foundation has supported the "healthy breakfast at school" project, which ensures that primary school children from socially disadvantaged backgrounds in Fürth enjoy a proper breakfast in the morning. It all started with a healthy, nutritious breakfast for 15 children at the Rosenschule School. The project now includes six schools in disadvantaged areas of Fürth. The pupils receive a bread roll with a healthy filling every morning, except for in school holidays, plus a piece of seasonal fruit or a vegetable. In the current school year, 119 pupils have benefited from these nutritious breakfasts. In 2016/2017, when the refugee crisis was at its most severe, this even increased to 137 children.

// In total, almost 108,000 breakfasts have been consumed over the past decade.



Since then, the Foundation has contributed EUR 70,000 to providing healthy breakfasts for primary school children in Fürth. The Rainer Winter Foundation has the goal of providing swift and unbureaucratic help for needy, sick and disabled children all over the world. uvex employees, customers and suppliers all offer regular support to the Foundation in its mission.

06

Vehicle fleet



**G4-EN15, G4-EN18** As part of the bonus-malus arrangement for company cars, a neutral corridor of 115 g to 125 g CO<sub>2</sub> emissions per kilometre – based on information provided by the manufacturer – has applied at the uvex group since 1 January 2016. For company cars in this range, neither a bonus nor a penalty is due. The bonus-malus system has provided an incentive to choose more environmentally friendly vehicle models. Effective 1 August 2017, the uvex group further reduced this CO<sub>2</sub> range by 5 g per km:

// Previously: 115-125 g/km

Now: 110-120 g/km

In addition, there is a neutral CO<sub>2</sub> upper limit in the special regulation for van-type vehicles:

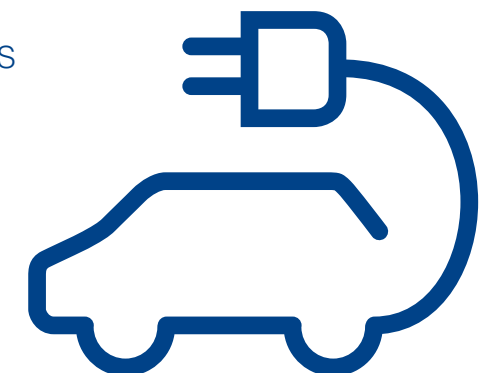
// Unchanged: 139 g

CO<sub>2</sub> values of the uvex group in the vehicle fleet in Germany  
(255 vehicles)

Average actual CO<sub>2</sub> emissions (g/km) per vehicle



// The fleet has included electric vehicles since March 2017. The intention is to consistently advance e-mobility in this way. The Fürth location also put in place its first electric vehicle charging station.



07

Activities



uvex group



G4-EN6, G4-EN7, G4-EN19, G4-EN27

## Obernzell plant (BSA)

1. Purchase of two new foam machines  
→ energy saving of 20-25%



2. Switch off steam boiler at weekends



3. Installation of plate heat exchangers in feed water supply of steam boilers



G4-EC7, G4-EN6, G4-EN7, G4-EN27

## uvex safety Cagi

1. Introduction of EN ISO 14001 Environment management system



2. Investments as part of 2020 site project (outsourcing warehouse)

→ Energy-optimised expansion of sites (e.g. lighting)



→ Optimised waste management (cardboard)



G4-EN6, G4-EN7, G4-EN19, G4-EN27

## uvex safety gloves

1. Energy savings through comprehensive optimisation measures in the area of heat recovery, energy efficient lighting, etc. within the scope of recertification for the energy management system under EN ISO 50001



2. Establish a system for clear waster separation in preparation for the introduction of EN ISO 14001



3. Install an ergonomic cleaning facility for production equipment in compliance with the highest environmental standards



G4-EN6, G4-EN7, G4-EN27

## Fürth plant

1. Adjustment of injection moulding machines  
→ plastic saving of 3.5 t per year



2. Switchover to innovative flood cell technology  
→ save paint and electricity



3. Introduction of EN ISO 50001



G4-EC7

## uvex safety logistics

1. Planning a new logistics concept within the framework of logistics 2024



G4-EN19

## uvex safety textiles

1. Reduction of transport frequency  
→ reduction of CO<sub>2</sub> emissions



2. No more polybags in packaging  
→ reduce waste



3. Use digital communication to reduce need for business trips  
→ fewer emissions



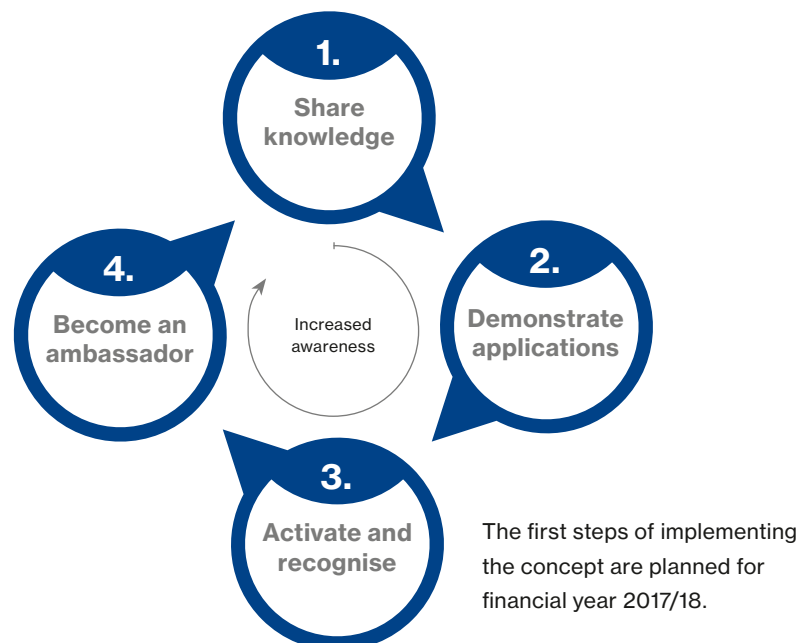
08

Sustainability  
targets

In financial year 2017/18, the uvex group is putting the spotlight on its workforce of approximately 2,600 employees worldwide centre stage, transforming them into ambassadors for active sustainability management. Alongside the stakeholders, they are the most important players in the more responsible use of resources. However, social commitment – as expressed by the uvex group through the Rainer Winter Foundation – would not be possible without the regular willingness of the workforce to donate and provide valuable support to all manner of different social projects. In which areas can individuals help improve the sustainability of their personal workspace? What activities are already taking place at sites around the world? How can the discourse about matters of sustainability and the implementation of measures be improved throughout the group?

These are just some of the questions that future high-potential employees within the uvex group discussed in the context of the “goldfish pond” next-generation management training programme. They have conceived a concept to raise awareness among employees about matters of sustainability and the implementation of the first steps under the name “unext” will begin in financial year 2017/18. A further core component of the concept is the creation of a materiality matrix to identify areas of focus for management and employees within the sustainability strategy and derive sustainability activities on this basis.

#### Raising employee awareness at all four levels



#### Economy:

- // Consider regional partners in matters of procurement and waste disposal // Expand electric vehicle charging stations // Further modernise production through digitalisation // Create an external warehouse and expand production in Ceva, Italy // Develop a new logistic concept in the course of the Logistic 2024 project

#### Environment:

- // Intensify EN ISO 50001 // Analyse energy budget for the optimisation of energy use across the group // Transparency with measurement systems for the optimisation of energy consumption and use // Use green electricity and gas // Gradual introduction of an environment management system pursuant to EN ISO 14001 in Ceva, Lüneburg and other sites // Development projects to exploit identified reduction potential

#### Working conditions and human rights:

- // Ongoing monitoring of suppliers to ensure full compliance with social standards

#### Employees and society:

- // Develop uvex group employer brand: guidelines on brand behaviour, continue with training for brand ambassadors and further collaboration experts, further develop digital tools such as eLearning // Increase use of social media to attract and retain employees // Introduce digital personnel files // Continuation of the Rainer Winter Foundation's work by the family in the long term

#### Products:

- // New innovative “digital wearables” business area // Increased use of sustainable materials

# Key figures, employees, ecology and sales

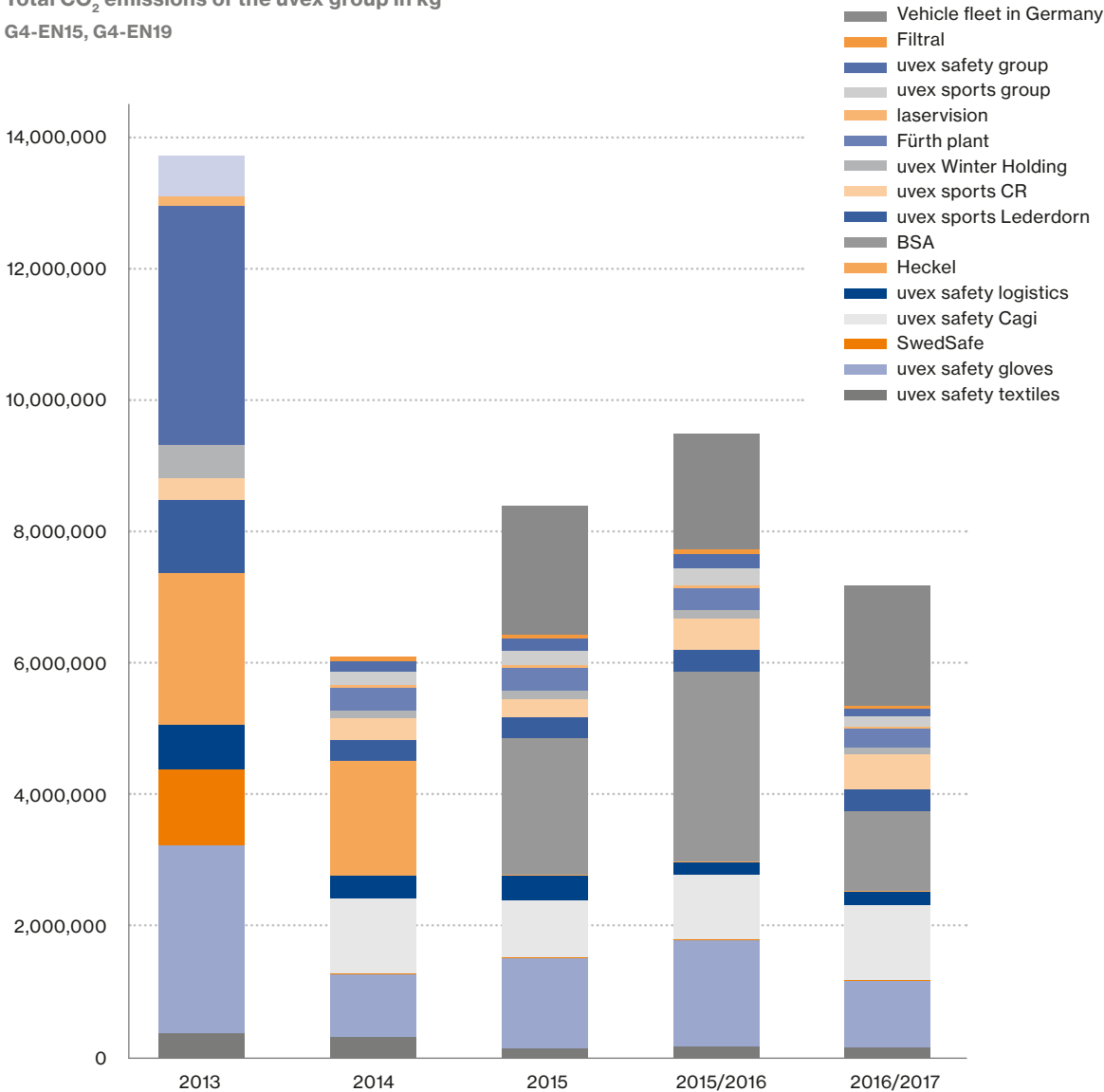
## G4-22 Key figures

As part of the update to sustainability report 2016/17, the uvex group now reports in terms of financial years. This required an adjustment of reporting on environmental, economic and employee figures to the uvex financial year, which begins on 1 August and ends on 31 July. Financial years 2015/16 and 2016/17 are presented.

N.B.: owing to the full introduction and ongoing optimisation of the harmonised system for capturing key figures across our sites, the published figures may include discrepancies against previous reports.

### Switch to environmentally friendly mine gas (cf. chapter 02, Energy management)

Total CO<sub>2</sub> emissions of the uvex group in kg  
G4-EN15, G4-EN19



The use of mine gas as of calendar year 2017 has had a notable impact on the carbon footprint of the uvex group. For example, the year-on-year saving amounts to almost 2 million kg of CO<sub>2</sub>, which corresponds to just under 20% of total carbon emissions. In particular, the BSA manufacturing plant – responsible for the greatest share of energy use from gas – was able to reduce its CO<sub>2</sub> consumption by 58% on the previous year as a result of this measure.

uvex CO<sub>2</sub> footprint  
G4-EN15, G4-EN19

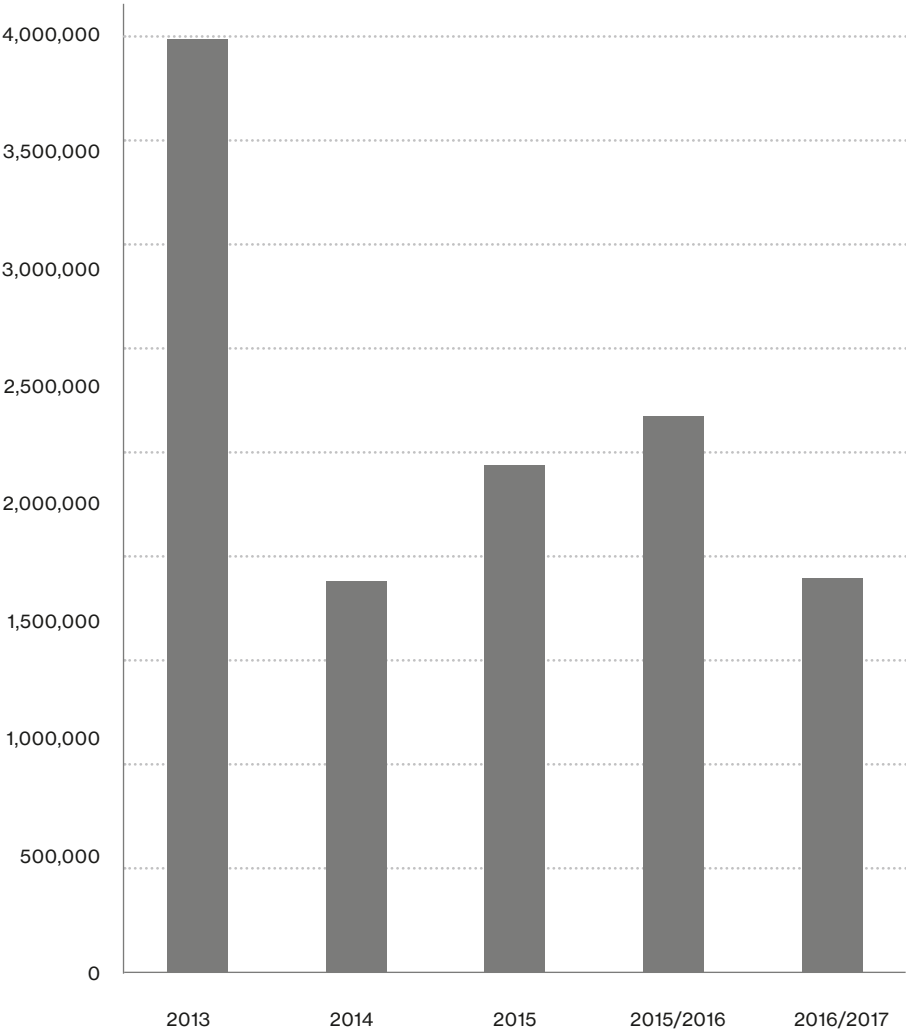
- ≠ No underlying data  
Calendar year

|  | 2013              | 2014             | 2015             | 2015/16          | 2016/17          |
|--|-------------------|------------------|------------------|------------------|------------------|
| CO <sub>2</sub> equivalents (kg)                                 |                   |                  |                  |                  |                  |
| uvex safety textiles   | 373,640           | 320,306          | 147,534          | 173,562          | 155,121          |
| uvex safety gloves   | 2,841,787         | 950,332          | 1,363,516        | 1,612,682        | 1,002,530        |
| SwedSafe   | 9,133             | 9,594            | 10,601           | 11,506           | 11,687           |
| uvex safety Cagi   | 1,138,158         | 1,136,315        | 865,911          | 981,457          | 1,125,174        |
| uvex safety logistics  | 676,404           | 344,842          | 366,263          | 173,341          | 207,359          |
| Heckel   | -                 | -                | 25,548           | 26,136           | 13,455           |
| BSA  | 2,287,094         | 1,728,785        | 2,058,066        | 2,865,767        | 1,201,440        |
| uvex sports Lederdorn  | 1,109,862         | 320,492          | 321,513          | 316,243          | 332,394          |
| uvex sports CR   | 323,127           | 325,682          | 271,844          | 480,116          | 538,464          |
| uvex Winter Holding  | 507,120           | 114,955          | 119,937          | 128,274          | 92,813           |
| Fürth plant  | 3,618,820         | 346,928          | 346,018          | 331,141          | 290,702          |
| laservision  | 141,030           | 38,208           | 40,330           | 48,514           | 27,632           |
| uvex sports group  | -                 | 201,020          | 221,302          | 251,807          | 152,291          |
| uvex safety group  | 606,786           | 170,998          | 179,104          | 222,825          | 121,806          |
| Filtral  | -                 | 63,905           | 61,357           | 63,964           | 42,818           |
| Vehicle fleet in Germany   | -                 | -                | 1,954,804        | 1,752,126        | 1,808,754        |
| <b>Total</b>   | <b>13,632,958</b> | <b>6,072,359</b> | <b>8,353,646</b> | <b>9,439,461</b> | <b>7,124,441</b> |
| <b>Sales (EUR million)</b>                                       | <b>344</b>        | <b>367</b>       | <b>389</b>       | <b>399</b>       | <b>426</b>       |
| <b>CO<sub>2</sub> intensity (emissions per million in sales)</b> | <b>39,573</b>     | <b>16,537</b>    | <b>21,491</b>    | <b>23,682</b>    | <b>16,736</b>    |

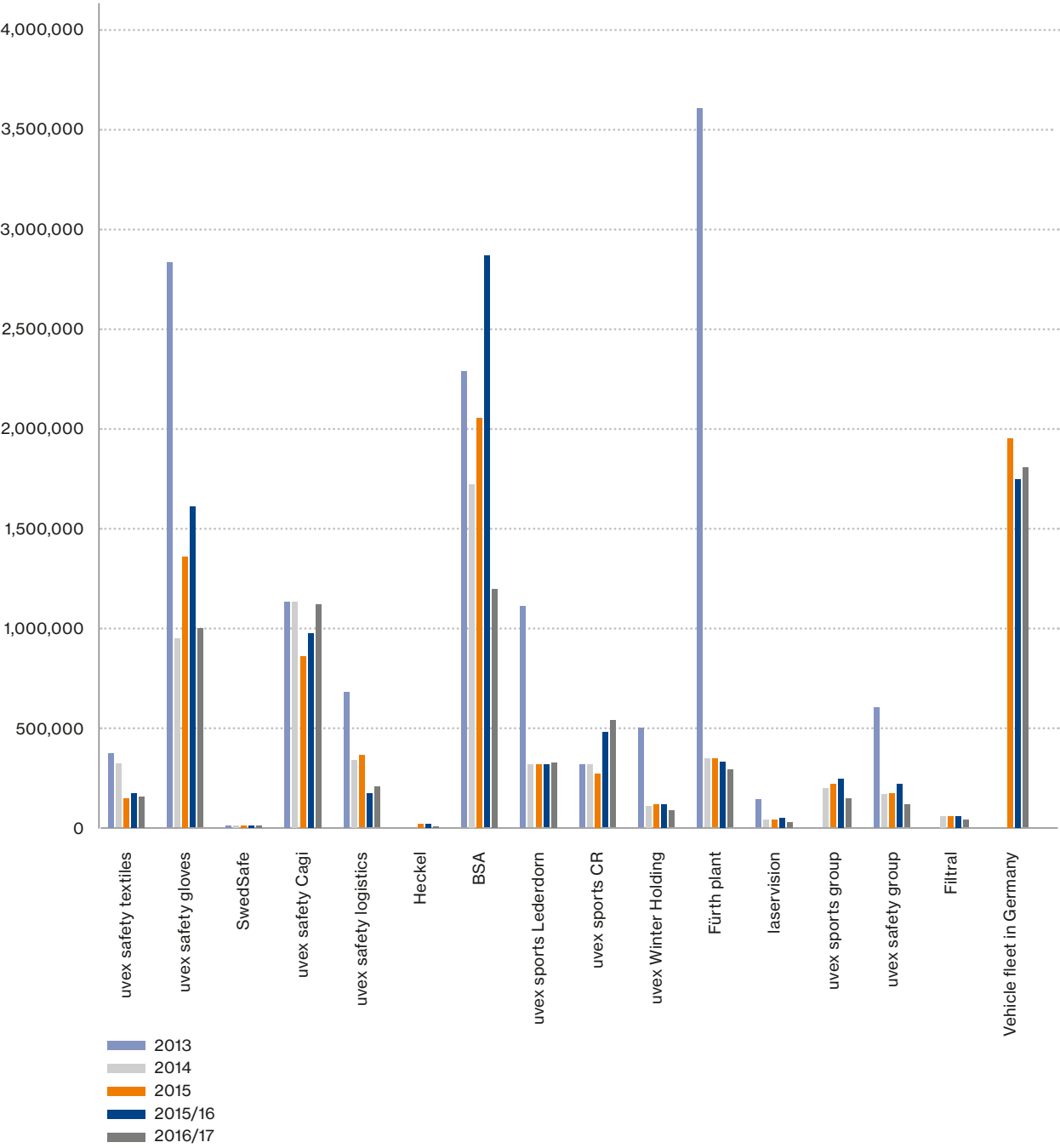
By calendar year 2014, almost all German sites had converted to green power and this is clearly reflected in the carbon footprint.



CO<sub>2</sub> intensity (emissions in kg per EUR million sales)  
G4-EN15, G4-EN18, G4-EN19



CO<sub>2</sub> emissions by site in kg  
G4-EN15, G4-EN18



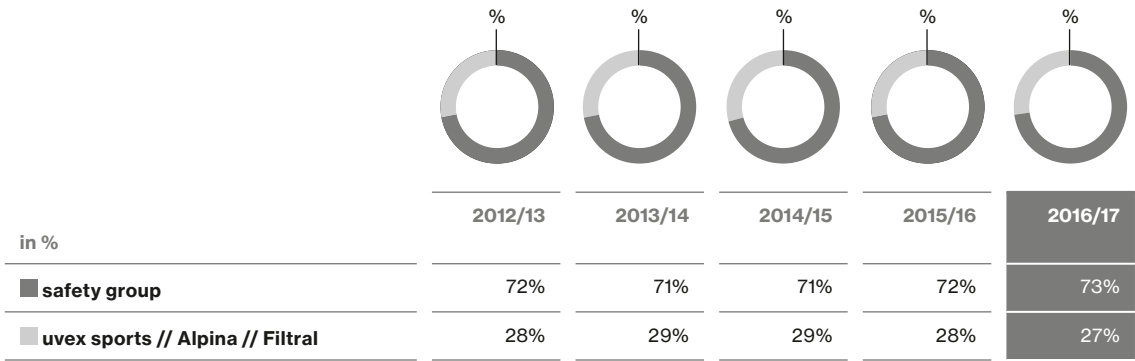
Key economic indicators // Sales

G4-9, G4-13, G4-EC1

| Consolidated companies       | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 |
|------------------------------|---------|---------|---------|---------|---------|
| Group sales in EUR million   |         |         |         |         |         |
| uvex - group                 | 344     | 367     | 389     | 399     | 426     |
| Change in % on previous year | 4%      | 7%      | 6%      | 3%      | 7%      |
| of which                     |         |         |         |         |         |
| safety group                 | 248     | 261     | 276.4   | 287.1   | 309.7   |
| in % on previous year        | 4%      | 5%      | 6%      | 4%      | 8%      |
| uvex sports and Filtral      | 103.1   | 113.1   | 119.3   | 117.4   | 122.1   |
| in % on previous year        | 3%      | 10%     | 5%      | -2%     | 4%      |

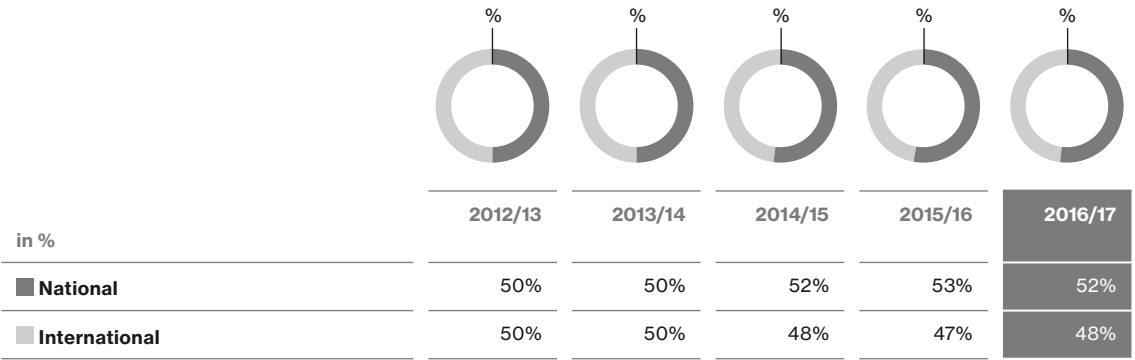
Sales breakdown by division

G4-9, G4-EC1



National and international sales share

G4-9, G4-13, G4-EC1



Employees worldwide by type of employment

G4-10, G4-13, G4-LA1

|                                | 2013  | 2014  | 2015  | 2015/16 | 2016/17 |
|--------------------------------|-------|-------|-------|---------|---------|
| uvex group                     | 2,238 | 2,331 | 2,424 | 2,439   | 2,614   |
| of whom                        |       |       |       |         |         |
| Salaried employees             | 1,218 | 1,246 | 1,315 | 1,436   | 1,539   |
| Industrial and trade employees | 1,020 | 1,085 | 1,002 | 1,003   | 1,075   |
| of whom abroad in %            | 28.7% | 28.1% | 29.2% | 31.6%   | 32.8%   |

Key staff indicators // Employees

Employees worldwide by division

Holding

G4-10, G4-11, G4-13, G4-LA1

| 2013                             |   | 2014                             |   | 2015                             |   | 2015/16                          |   | 2016/17                          |   |
|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|
| 156                              |   | 156                              |   | 191                              |   | 195                              |   | 213                              |   |
| of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees |
| 146                              | 10  | 163                              | 11  | 169                              | 11  | 184                              | 11  | 200                              | 13  |

safety group

G4-10, G4-11, G4-13, G4-LA1

| 2013                             |   | 2014                             |   | 2015                             |   | 2015/16                          |   | 2016/17                          |   |
|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|
| 1,261                            |   | 1,330                            |   | 1,400                            |   | 1,494                            |   | 1,606                            |   |
| of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees |
| 756                              | 505   | 796                              | 534   | 852                              | 548   | 938                              | 556   | 990                              | 616   |

Employees worldwide by division

sports group

G4-10, G4-11, G4-13, G4-LA1

| 2013                             |   | 2014                             |   | 2015                             |   | 2015/16                          |   | 2016/17                          |   |
|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|
| 779                              |   | 783                              |   | 790                              |   | 707                              |   | 720                              |   |
| of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees |
| 287                              | 492   | 278                              | 505   | 280                              | 510   | 284                              | 423   | 291                              | 429   |

Filtral group

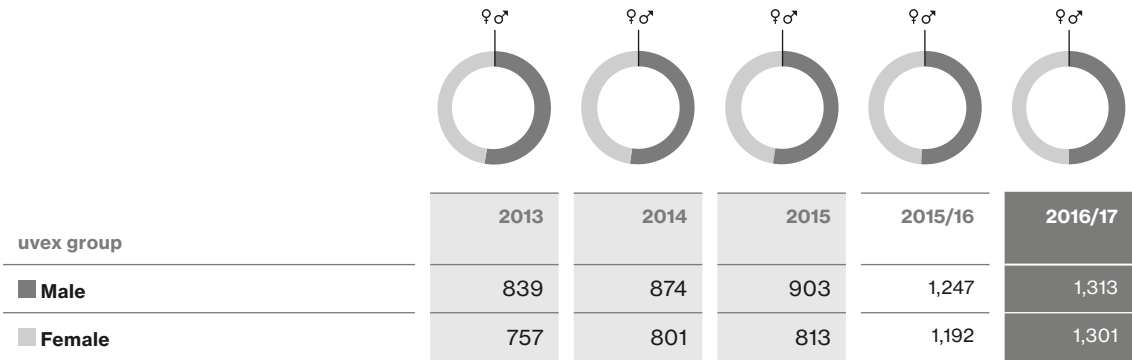
G4-10, G4-11, G4-13, G4-LA1

| 2013                             |   | 2014                             |   | 2015                             |   | 2015/16                          |   | 2016/17                          |   |
|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|
| 42                               |   | 43                               |   | 43                               |   | 43                               |   | 75                               |   |
| of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees | of whom<br>salaried<br>employees | of whom<br>industrial<br>and trade<br>employees |
| 29                               | 13  | 30                               | 13  | 31                               | 12  | 30                               | 13  | 58                               | 17  |

The increase in the number of employees from financial year 2016/17 is due to the acquisition of sunglasses specialist Primetta.

Employees by gender (in Germany)

G4-LA1



Employee structure by age (in Germany)

G4-LA1

|                                   | 2013  | 2014  | 2015  | 2015/16 | 2016/17 |
|-----------------------------------|-------|-------|-------|---------|---------|
| in %                              |       |       |       |         |         |
| Employee aged up to 30            | 14%   | 16.5% | 17.7% | 15.2%   | 17.5%   |
| Employee aged between 31 and 40   | 22.5% | 23.4% | 23.4% | 24.3%   | 23.5%   |
| Employee aged between 41 and 50   | 28.5% | 28.2% | 28.4% | 28.7%   | 26.8%   |
| Employees aged between 51 and 60  | 27%   | 25.7% | 25.2% | 26.3%   | 27.1%   |
| Employee over the age of 60       | 8.1%  | 6.1%  | 5.3%  | 5.4%    | 5.4%    |
| in years                          |       |       |       |         |         |
| Average time with company (years) | 12.5  | 11.3  | 10.6  | 11.1    | 11.1    |
| Average age of all employees      | 44.6  | 43.4  | 43.0  | 43.6    | 43.4    |

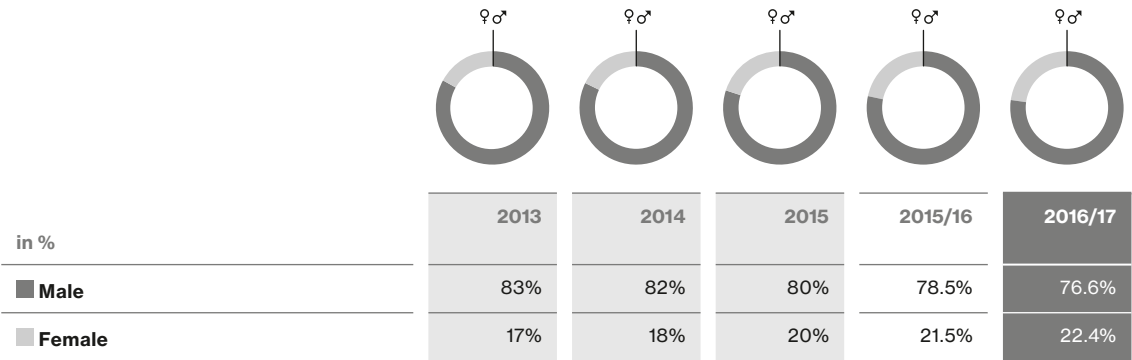
Percentage of foreign nationals (in German workforce)

G4-LA1

|      | 2013 | 2014 | 2015  | 2015/16 | 2016/17 |
|------|------|------|-------|---------|---------|
| in % |      |      |       |         |         |
|      | 4.5% | 4.6% | 5.5 % | 5.1%    | 5.7%    |

Management structure by gender (in Germany)

G4-LA1



Average sick leave rate worldwide

|      | 2013 | 2014 | 2015 | 2015/16 | 2016/17 |
|------|------|------|------|---------|---------|
| in % |      |      |      |         |         |
|      | 2%   | 2.9% | 3.0% | 4.1%    | 3.2%    |

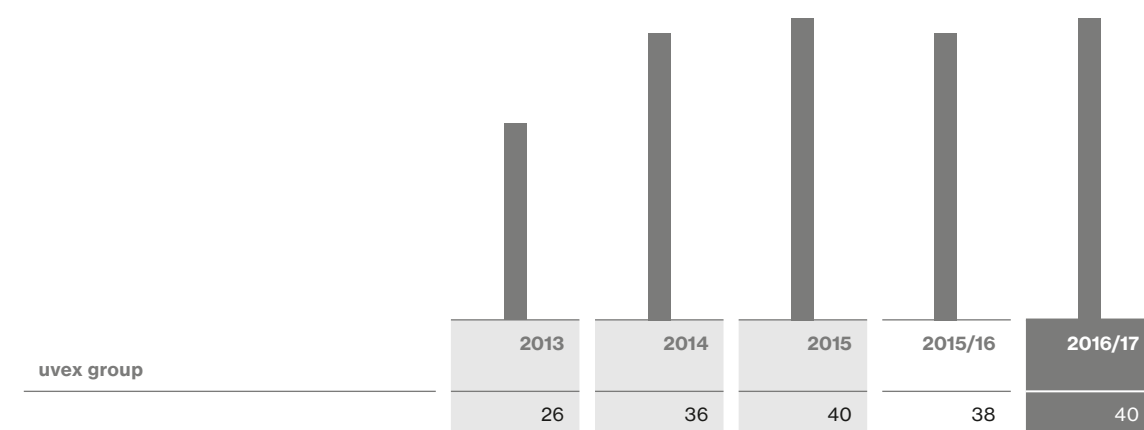
Average staff turnover rate worldwide

G4-LA1

|      | 2013 | 2014 | 2015 | 2015/16 | 2016/17 |
|------|------|------|------|---------|---------|
| in % |      |      |      |         |         |
|      | 3.8% | 3.2% | 4.5% | 1.2%    | 1.2%    |

## Number of trainees (in Germany)

G4-LA1



In line with our protecting 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 trainees.

## Number of accidents (in Germany)

|   | 2013  | 2014  | 2015  | 2015/16 | 2016/17 |
|---|-------|-------|-------|---------|---------|
| Number of employees suffering an accident in specific time period per 1,000 employees |       |       |       |         |         |
| uvex group  | 11.94 | 12.51 | 15.51 | 28.84   | 24.05   |

## Environmental indicators

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit       | 2012  | 2013  | 2014  | 2015  | 2015/16 | 2016/17 |
|------------------------------------|-------|-------|-------|-------|---------|---------|
| Safety footwear (uvex safety Cagi) |       |       |       |       |         |         |
| Natural gas (kWh)                  | 0.880 | 0.698 | 0.473 | 0.595 | 0.5261  | 0.8101  |
| Electricity (kWh)                  | 1.859 | 1.781 | 1.630 | 1.074 | 1.1668  | 1.2714  |
| Green electricity (kWh)            | 0     | 0     | 0     | 0.512 | 0.3715  | 0.2886  |
| Photovoltaic (kWh)                 | 0.047 | 0.083 | 0.070 | 0.065 | 0.0541  | 0.0588  |
| Water (litres)                     | 0.791 | 1.265 | 2.456 | 1.529 | 1.0494  | 0.7313  |
| Direct recycling (kg)              | 0.107 | 0.133 | 0.124 | 0.130 | 0.1416  | 0.1857  |
| Energy recycling (kg)              | 0.162 | 0.148 | 0.163 | 0.217 | 0.2001  | 0.1992  |
| Hazardous waste (kg)               | 0.020 | 0.021 | 0.034 | 0.032 | 0.0298  | 0.0476  |
| CO <sub>2</sub> equivalents (kg)   | 1.324 | 1.236 | 1.091 | 0.803 | 0.8373  | 0.8745  |

The expansion of the uvex Cagi site with an outsourced warehouse has had a short-term impact in terms of increased energy consumption. However, as this space is being used for a further production facility, the energy usage in manufacturing one pair of shoes is expected to ultimately be lower in the long term.

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN19

| Absolute values                  | 2012 | 2013 | 2014   | 2015    | 2015/16 | 2016/17 |
|----------------------------------|------|------|--------|---------|---------|---------|
| uvex Heckel                      |      |      |        |         |         |         |
| Natural gas (kWh)                | -    | -    | 12,000 | 38,000  | 47,000  | 41,000  |
| Electricity (kWh)                | -    | -    | 10,000 | 27,600  | 25,000  | 77,800  |
| Green electricity (kWh)          | -    | -    | -      | -       | -       | -       |
| Water (litres)                   | -    | -    | 44,000 | 124,000 | 136,000 | 118,000 |
| Direct recycling (kg)            | -    | -    | -      | -       | -       | -       |
| Energy recycling (kg)            | -    | -    | -      | -       | -       | -       |
| Hazardous waste (kg)             | -    | -    | -      | -       | -       | -       |
| CO <sub>2</sub> equivalents (kg) | -    | -    | 8,836  | 2,549   | 26,136  | 56,282  |

At Heckel, a separate warehouse is included from financial year 2016/17, accounting for the increased electricity consumption.

- ≙ No underlying data  
 ■ Calendar year



Environmental indicators

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per 1,000 pairs or units | 2012     | 2013     | 2014     | 2015     | 2015/16 | 2016/17  |
|--------------------------------------|----------|----------|----------|----------|---------|----------|
| Ear protection (SwedSafe)            |          |          |          |          |         |          |
| Electricity (kWh)                    | 0.0026   | 0        | 0        | 0        | 0       | 0        |
| Green electricity                    | 0.0013   | 0.0039   | 0.0034   | 0.0038   | 0.0038  | 0.0031   |
| Photovoltaic (kWh)                   | 0        | 0        | 0        | 0.00003  | 0.00008 | 0.00006  |
| Water (litres)                       | 0.00261  | 0.00219  | 0.00173  | 0.00187  | 0.0020  | 0.0017   |
| Recycling (kg)                       | 0.000042 | 0.000052 | 0.000045 | 0.000047 | 0.0002  | 0.0002   |
| Energy recycling (kg)                | 0.000101 | 0.000120 | 0.000108 | 0.000109 | 0       | 0.0001   |
| Hazardous waste (kg)                 | 0.000013 | 0.000013 | 0.000011 | 0.000013 | 0       | 0        |
| CO <sub>2</sub> equivalents (kg)     | 0.001610 | 0.000118 | 0.000101 | 0.000114 | 0.00012 | 0.000096 |

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit       | 2012   | 2013   | 2014   | 2015   | 2015/16 | 2016/17 |
|------------------------------------|--------|--------|--------|--------|---------|---------|
| Safety gloves (uvex safety gloves) |        |        |        |        |         |         |
| Natural gas (kWh)                  | 0.146  | 0.225  | 0.225  | 0.325  | 0.379   | 0.180   |
| Electricity (kWh)                  | 0.219  | 0.226  | 0      | 0      | 0       | 0       |
| Green electricity (kWh)            | 0      | 0      | 0.247  | 0.275  | 0.299   | 0.305   |
| Water (litres)                     | 1.169  | 1.716  | 1.697  | 2.471  | 3.152   | 3.875   |
| Direct recycling (kg)              | 0.0012 | 0.0009 | 0.0057 | 0.0046 | 0.0053  | 0.0179  |
| Energy recycling (kg)              | 0.0088 | 0.0129 | 0.0138 | 0.0141 | 0.0161  | 0.0084  |
| Hazardous waste (kg)               | 0.0413 | 0.0022 | 0.0002 | 0      | 0       | 0       |
| CO <sub>2</sub> equivalents (kg)   | 0.166  | 0.189  | 0.061  | 0.086  | 0.107   | 0.0673  |

Environmental indicators

G4-EN5, G4-EN6, G4-EN7, G4-EN18, G4-EN19, G4-EN23

| Consumption per delivery note item | 2012  | 2013  | 2014  | 2015  | 2015/16 | 2016/17 |
|------------------------------------|-------|-------|-------|-------|---------|---------|
| uvex safety logistics              |       |       |       |       |         |         |
| Natural gas (kWh)                  | 1.799 | 2.115 | 1.781 | 1.544 | 0.661   | 0.629   |
| Electricity (kWh)                  | 0.555 | 0.590 | 0     | 0     | 0       | 0       |
| Green electricity (kWh)            | 0     | 0     | 0.583 | 0.542 | 0.547   | 0.554   |
| Water (litres)                     | -     | -     | -     | -     | -       | -       |
| Direct recycling (kg)              | -     | -     | -     | -     | 0.136   | 0.227   |
| Energy recycling (kg)              | -     | -     | -     | -     | 0       | 0       |
| Hazardous waste (kg)               | -     | -     | -     | -     | 0       | 0       |
| CO <sub>2</sub> equivalents (kg)   | 0.760 | 0.857 | 0.441 | 0.384 | 0.178   | 0.203   |

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit                            | 2012    | 2013    | 2014    | 2015    | 2015/16 | 2016/17 |
|---|---------|---------|---------|---------|---------|---------|
| Workwear and protective clothing (uvex safety textiles) |         |         |         |         |         |         |
| District heating (kWh)                                  | 0.804   | 0.597   | 0.693   | 0.859   | 1.1153  | 0.8990  |
| Electricity (kWh)                                       | 0.572   | 0.276   | 0.407   | 0       | 0       | 0       |
| Green electricity (kWh)                                 | 0       | 0       | 0       | 0.445   | 0.4761  | 0.3661  |
| Water (litres)  | 0.313   | 0.214   | 0.392   | 0.453   | 0.7833  | 0.7442  |
| Rainwater (litres)                                      | 0       | 0       | 0       | 0.160   | 0.3544  | 0.3164  |
| Direct recycling (kg)                                   | 0.046   | 0.018   | 0.039   | 0.038   | 0.0382  | 0.0262  |
| Energy recycling (kg)                                   | 0.00016 | 0.00010 | 0.00015 | 0.00003 | 0       | 0       |
| Hazardous waste (kg)                                    | 0       | 0       | 0       | 0.0009  | 0       | 0.0002  |
| CO <sub>2</sub> equivalents (kg)                        | 0.495   | 0.278   | 0.275   | 0.177   | 0.3066  | 0.2792  |

- ≙ No underlying data  
Calendar year

**Environmental indicators**

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit           | 2012 | 2013 | 2014          | 2015          | 2015/16       | 2016/17       |
|--|------|------|---------------|---------------|---------------|---------------|
| <b>Fürth plant</b>                     |      |      |               |               |               |               |
| Heating oil (kWh)                      | -    | -    | 0             | 0.0127        | 0.014         | 0.006         |
| Natural gas (kWh)                      | -    | -    | 0.0314        | 0.0731        | 0.07          | 0.038         |
| Electricity (kWh)                      | -    | -    | 0             | 0             | 0             | 0             |
| Green electricity (kWh)                | -    | -    | 0.2408        | 0.5827        | 0.617         | 0.625         |
| Water (litres)                         | -    | -    | 0.1505        | 0.4045        | 0.386         | 0.452         |
| Direct recycling (kg)                  | -    | -    | -             | -             | -             | 0.0078        |
| Energy recycling (kg)                  | -    | -    | -             | -             | -             | 0.0035        |
| Hazardous waste (kg)                   | -    | -    | -             | -             | -             | 0.0037        |
| <b>CO<sub>2</sub> equivalents (kg)</b> | -    | -    | <b>0.0147</b> | <b>0.0388</b> | <b>0.0395</b> | <b>0.0317</b> |

Before financial year 2016/17, waste was not recorded at the main plant in Fürth so there is no underlying data in this respect.

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit           | 2012 | 2013 | 2014 | 2015 | 2015/16 | 2016/17       |
|--|------|------|------|------|---------|---------------|
| <b>Kunshan</b>                         |      |      |      |      |         |               |
| Natural gas (kWh)                      | -    | -    | -    | -    | -       | 0             |
| Electricity (kWh)                      | -    | -    | -    | -    | -       | 1.3122        |
| Green electricity (kWh)                | -    | -    | -    | -    | -       | 0             |
| Water (litres)                         | -    | -    | -    | -    | -       | 2.6114        |
| Direct recycling (kg)                  | -    | -    | -    | -    | -       | 0.0208        |
| Energy recycling (kg)                  | -    | -    | -    | -    | -       | 0.0008        |
| Hazardous waste (kg)                   | -    | -    | -    | -    | -       | 0             |
| <b>CO<sub>2</sub> equivalents (kg)</b> | -    | -    | -    | -    | -       | <b>1.0983</b> |

The key figures have only been captured at the Kunshan plant since financial year 2016/17, so no earlier values can be provided.

**Environmental indicators**

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19

| Consumption per pair or unit           | 2012 | 2013 | 2014          | 2015         | 2015/16       | 2016/17       |
|--|------|------|---------------|--------------|---------------|---------------|
| <b>laservision</b>                     |      |      |               |              |               |               |
| Heating oil (kWh)                      | -    | -    | 0             | 0.3795       | 1.4601        | 0.2008        |
| Natural gas (kWh)                      | -    | -    | 1.6867        | 2.1864       | 2.6478        | 1.3189        |
| Electricity (kWh)                      | -    | -    | 0             | 0            | 0             | 0             |
| Green electricity (kWh)                | -    | -    | 3.0443        | 4.3442       | 5.5457        | 4.9778        |
| Water (litres)                         | -    | -    | 3.0952        | 5.9336       | 6.0215        | 5.8524        |
| Direct recycling (kg)                  | -    | -    | -             | -            | -             | -             |
| Energy recycling (kg)                  | -    | -    | -             | -            | -             | -             |
| Hazardous waste (kg)                   | -    | -    | -             | -            | -             | -             |
| <b>CO<sub>2</sub> equivalents (kg)</b> | -    | -    | <b>1.2759</b> | <b>1.961</b> | <b>2.8084</b> | <b>1.8873</b> |

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19

| Consumption per pair or unit           | 2012 | 2013 | 2014          | 2015          | 2015/16       | 2016/17       |
|--|------|------|---------------|---------------|---------------|---------------|
| <b>laservision USA plant</b>           |      |      |               |               |               |               |
| Natural gas (kWh)                      | -    | -    | 1.0002        | 2.2575        | 3.1097        | 3.5930        |
| Electricity (kWh)                      | -    | -    | 1.0724        | 26.178        | 4.0641        | 4.2114        |
| Green electricity (kWh)                | -    | -    | 0             | 0             | 0             | 0             |
| Water (litres)                         | -    | -    | 13.512        | 32.2884       | 48.5986       | 43.7154       |
| Direct recycling (kg)                  | -    | -    | -             | -             | -             | -             |
| Energy recycling (kg)                  | -    | -    | -             | -             | -             | -             |
| Hazardous waste (kg)                   | -    | -    | -             | -             | -             | -             |
| <b>CO<sub>2</sub> equivalents (kg)</b> | -    | -    | <b>0.8794</b> | <b>2.1027</b> | <b>3.1704</b> | <b>3.0746</b> |

The significant difference in the relative consumption figures from financial year 2015/16 is attributable to the change in how production data is recorded

- ≙ No underlying data  
 ■ Calendar year

Environmental indicators

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit               | 2012   | 2013   | 2014   | 2015   | 2015/16 | 2016/17 |
|--|--------|--------|--------|--------|---------|---------|
| B-S-A<br>(skiing, cycling, riding helmets) |        |        |        |        |         |         |
| Electricity (kWh)                          | 2.091  | 1.978  | 1.967  | 1.939  | 2.042   | 1.821   |
| Water (m³)                                 | 0.0209 | 0.0192 | 0.0218 | 0.0185 | 0.0234  | 0.0232  |
| Direct recycling (kg)                      | 0.2176 | 0.1647 | 0.1808 | 0.1741 | 0.2332  | 0.2292  |
| CO <sub>2</sub> equivalents (kg)           | 2.329  | 2.245  | 2.259  | 2.153  | 2.560   | 1.002   |

Direct recycling has also included paper since financial year 2016/17.

G4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit                        | 2012   | 2013   | 2014   | 2015   | 2015/16 | 2016/17 |
|---|--------|--------|--------|--------|---------|---------|
| uvex sports Lederdorn<br>(ski goggles, ski helmets) |        |        |        |        |         |         |
| Electricity (kWh)                                   | 0.586  | 0.627  | 0.615  | 0.611  | 0.671   | 0.637   |
| Water (litres)                                      | 0.4994 | 0.5276 | 0.4483 | 0.4795 | 0.4571  | 0.4732  |
| Direct recycling (kg)                               | 0.0057 | 0.0058 | 0.0052 | 0.0054 | 0.0176  | 0.0278  |
| Hazardous waste (kg)                                | 0.0127 | 0.0080 | 0.0062 | 0.0087 | 0.0078  | 0.0067  |
| CO <sub>2</sub> equivalents (kg)                    | 0.1464 | 0.1541 | 0.1082 | 0.1232 | 0.1472  | 0.1500  |

Direct recycling: recycling share increased through improved collaboration with waste disposal company.

wG4-EN5, G4-EN6, G4-EN7, G4-EN8, G4-EN18, G4-EN19, G4-EN23

| Consumption per pair or unit                    | 2012   | 2013   | 2014   | 2015   | 2015/16 | 2016/17 |
|---|--------|--------|--------|--------|---------|---------|
| uvex sports CR<br>(ski goggles, safety eyewear) |        |        |        |        |         |         |
| Electricity (kWh)                               | 0.063  | 0.058  | 0.047  | 0.045  | 0.184   | 0.196   |
| Water (litres)                                  | 0.1357 | 0.1467 | 0.1401 | 0.1485 | 0.4878  | 0.5190  |
| Direct recycling (kg)                           | 0.0019 | 0.0016 | 0.0019 | 0.0020 | 0.0154  | 0.0295  |
| CO <sub>2</sub> equivalents (kg)                | 0.0470 | 0.0438 | 0.0337 | 0.0308 | 0.2540  | 0.2739  |

From financial year 2015/16, switch from counting finished products (end product) rather than partially finished products; values change due to smaller factor

- ≙ No underlying data  
Calendar year

- ≙ No underlying data  
Calendar year

A Materiality Disclosures Service was carried out by the Global Reporting Initiative (GRI) for this report. This new evaluation confirms that the standard disclosures G4-17 to G4-27 have been correctly listed in the contents (GRI content index) and in the text of the present sustainability report 2016/17 of the uvex group.

GRI-Inhaltsindex

|       | General standard disclosures   | Comments   | Section of sustainability report 2014 | Section of update 2015 | Section of update 2016/17 |
|-------|--|--|---------------------------------------|------------------------|---------------------------|
|       | Strategy and analysis  |  |                                       |                        |                           |
| G4-1  | Statement from senior decision-maker   |  | Pages 8-11                            | Pages 6 & 7            | Pages 6 & 7               |
|       | Organizational Profile   |  |                                       |                        |                           |
| G4-3  | Name of the organisation   |  | Page 1                                | Page 3                 | Page 3                    |
| G4-4  | Primary brands, products and services  |  | Page 12, 13, 18 & 19                  | -                      | -                         |
| G4-5  | Location of the organisation's headquarters  |  | Page 13                               | -                      | -                         |
| G4-6  | Number of countries where the organisation operates  |  | Pages 16 & 17                         | -                      | -                         |
| G4-7  | Nature of ownership and legal form   |  | Pages 14 & 15                         | -                      | -                         |
| G4-8  | Markets served   |  | Pages 13, 17 & 19                     | -                      | -                         |
| G4-9  | Scale of organisation  |  | Pages 13, 91 & 92                     | Pages 27-29            | Pages 28 & 29             |
| G4-10 | Employee data  |  | Pages 91-96                           | Pages 27-32            | Pages 29-31               |
| G4-11 | Total employees covered by collective bargaining agreements  |  | Pages 91-93                           | Pages 27-29            | Pages 30 & 31             |
| G4-12 | Organisation's supply chain  |  | Page 71                               | -                      | -                         |
| G4-13 | Significant changes during the reporting period regarding the organisation's size, structure and ownership or its supply chain                               | Please refer to the key figures for financial and staff developments | -                                     | Pages 26-29            | Pages 28-31               |
| 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                           | -                      | -                         |
|       | Identified material aspects and boundaries   |  |                                       |                        |                           |
| G4-17 | Entities included in the organisation's consolidated financial statements or comparable document   |  | Pages 20 & 21                         | -                      | -                         |
| G4-18 | Process for defining the report content and aspect boundaries  |  | Page 5                                | -                      | -                         |
| G4-19 | Material aspects   | Principal focus on ecological aspects                                | Page 5                                | -                      | -                         |

|       | General standard disclosures  | Comments                                | Section of sustainability report 2014 | Section of update 2015 | Section of update 2016/17 |
|-------|---|---|---------------------------------------|------------------------|---------------------------|
| G4-20 | Report the aspect boundary within the organisation  |   | Page 5                                | Page 3                 | Page 3                    |
| G4-21 | Report the aspect boundary outside the organisation   |   | Page 5                                | Page 3                 | Page 3                    |
| G4-22 | Effect of any restatements of information; reasons for restatements   |   | -                                     | Page 23                | Page 23                   |
| G4-23 | Significant changes from previous reporting periods in the scope and aspect boundaries                      | none                                    | -                                     | -                      | -                         |
| G4-24 | List of stakeholder groups engaged by the organisation  |   | Pages 28 & 29                         | -                      | -                         |
|       | Stakeholder engagement  |   |                                       |                        |                           |
| G4-25 | Basis for identification and selection of stakeholders with whom to engage                                  |   | Page 29                               | -                      | -                         |
| G4-26 | Organisation's approach to stakeholder engagement   |   | Pages 28, 29 & 70                     | -                      | -                         |
| G4-27 | Key topics and concerns that have been raised through stakeholder engagement                                |   | Pages 30 & 31                         | -                      | -                         |
|       | Report profile  |   |                                       |                        |                           |
| G4-28 | Reporting period  |   | Page 5                                | Page 3                 | Page 3                    |
| G4-29 | Date of most recent previous reports  | Calendar year 2015                      | -                                     | -                      | -                         |
| G4-30 | Reporting cycle   | Financial year 2016/2017                | Page 5                                | -                      | Page 3                    |
| G4-31 | Contact point for questions regarding the report or its contents  |   | Page 112                              | Page 42                | Page 46                   |
| G4-32 | "In accordance" option, Global Reporting Initiative (GRI) Content Index and reference to external assurance | Essentially in accordance               | Page 5                                | Page 3                 | Page 3                    |
| G4-33 | Organisation's policy and current practice with regard to seeking external assurance                        | No external audit is planned at present | -                                     | -                      | -                         |
|       | Governance  |   |                                       |                        |                           |
| G4-34 | Management structure of the organisation  |   | Pages 13-15                           | -                      | -                         |
|       | Ethics and Integrity  |   |                                       |                        |                           |
| G4-56 | Values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics           |   | Pages 25 & 26                         | -                      | -                         |

## GRI content index

|                | General standard disclosures  | Comments  | Section of sustainability report 2014 | Section of update 2015      | Section of update 2016/17    |
|----------------|---|---|---------------------------------------|-----------------------------|------------------------------|
| <b>DMA-EC</b>  | Management approach – economic performance  |   | Page 85-87                            | Page 21                     | -                            |
| <b>G4-EC1</b>  | Direct economic value generated and distributed   |   | Pages 90 & 91                         | Pages 26 & 27               | Pages 29-34                  |
| <b>G4-EC7</b>  | Development and impact of infrastructure investments and services supported   |   | Page 61                               | -                           | Page 21                      |
| <b>G4-EC9</b>  | Proportion of spending on local suppliers at significant locations of operation   |   | Page 58-67                            | -                           | -                            |
| <b>DMA-EN</b>  | Management approach – environment   |   | Page 55                               | Page 21                     | -                            |
| <b>G4-EN5</b>  | Energy intensity  |   | Pages 97-100                          | Pages 33-37                 | Pages 35-39                  |
| <b>G4-EN6</b>  | Reduction of energy consumption   |   | Pages 58-67, 97-100                   | Pages 9, 18 & 19, 33-37     | Pages 9, 20, 21, 35-40       |
| <b>G4-EN7</b>  | Reductions in energy requirements of products and services  |   | Page 58-67                            | Pages 18 & 19, 33-37        | Pages 10, 20, 21, 35-40      |
| <b>G4-EN8</b>  | Total volume of water by source   | In relation to production unit. Withdrawn from the source of the local water supplier | Pages 97-100                          | Pages 33-37                 | Pages 35-37                  |
| <b>G4-EN15</b> | Direct greenhouse gas (GHG) emissions   |   | -                                     | Pages 22-25                 | Pages 19, 24-27              |
| <b>G4-EN18</b> | GHG emissions intensity   |   | Pages 97-100                          | Pages 33-37                 | Pages 19, 26, 27, 35-40      |
| <b>G4-EN19</b> | Reduction of GHG emissions  |   | Pages 58-67, 97-100, 77-79            | Pages 17-19, 22 & 23, 33-37 | Pages 9, 19-21, 24-26, 35-40 |
| <b>G4-EN23</b> | Total weight of waste by type and disposal method   | In relation to production unit.   | Pages 97-100                          | Pages 33-37                 | Pages 35-38, 40              |
| <b>G4-EN27</b> | Extent of impact mitigation of environmental impacts of products and services   |   | Pages 58-67                           | Pages 15, 18 & 19           | Pages 10, 11, 20 & 21        |
| <b>G4-EN29</b> | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | none  | Page 26                               | -                           | -                            |
| <b>DMA-LA</b>  | Management approach of employees  |   | Pages 43-45                           | Page 21                     | -                            |
| <b>G4-LA1</b>  | New employees, turnover, age groups, gender distribution  |   | -                                     | Pages 27-32                 | Pages 29-34                  |

|                | General standard disclosures  | Comments   | Section of sustainability report 2014 | Section of update 2015 | Section of update 2016/17 |
|----------------|---|--|---------------------------------------|------------------------|---------------------------|
| <b>G4-LA2</b>  | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation |  | Pages 43 & 44                         | -                      | Pages 13 & 14             |
| <b>G4-LA10</b> | Programmes for skills management and lifelong learning  |  | Pages 48-52                           | -                      | Pages 13 & 15             |
| <b>G4-LA13</b> | Ratio of basic salary and remuneration of women to men  |  | Page 53                               | -                      | -                         |
| <b>G4-LA14</b> | New suppliers that were screened using labour practices criteria  |  | Pages 69 & 70                         | Pages 11-13            | -                         |
| <b>DMA-HR</b>  | Management approach – human rights  |  | Pages 69 & 70                         | Page 21                | -                         |
| <b>G4-HR1</b>  | Total number and percentage of significant investment agreements and contracts that include human rights clauses                          |  | Pages 69 & 70                         | Pages 11-13            | -                         |
| <b>G4-HR4</b>  | Freedom of association or collective bargaining   |  | -                                     | Pages 11-13            | -                         |
| <b>G4-HR5</b>  | Child labour  |  | -                                     | Pages 11-13            | -                         |
| <b>G4-HR6</b>  | Forced or compulsory labour   |  | -                                     | Pages 11-13            | -                         |
| <b>G4-HR10</b> | Percentage of new suppliers that were screened using human rights criteria  |  | Pages 69 & 70                         | Pages 11-13            | -                         |
| <b>DMA-SO</b>  | Management approach – social obligation   |  | Pages 80-83                           | Page 21                | -                         |
| <b>G4-SO4</b>  | Communication and training on anti-corruption policies and procedures   |  | Page 26                               | -                      | -                         |
| <b>G4-SO7</b>  | Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes                       | none   | Page 26                               | -                      | -                         |
| <b>G4-SO8</b>  | Total monetary value of significant fines   | none   | Page 26                               | -                      | -                         |
| <b>DMA-PR</b>  | Management approach – product portfolio   |  | Page 75                               | Page 21                | -                         |
| <b>G4-PR1</b>  | Percentage of significant product and service categories for which health and safety impacts are assessed for improvement                 | All our protective products subject to PPE Directive 89/686/EEC and PPE Regulation 2016/425. | Page 75                               | Page 15                | Page 11                   |
| <b>G4-PR6</b>  | Sale of banned or disputed products   | none   | Page 26                               | -                      | -                         |
| <b>G4-PR7</b>  | Incidents of non-compliance with regulations and voluntary codes concerning marketing communications                                      | none   | Page 26                               | -                      | -                         |





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