

Management Summary Sustainability 2021/22

This Management Summary for the Sustainability Report 2021/22 provides an overview of the most important information relating to the sustainability activities of the uvex group. The uvex group unites four internationally operating companies under one roof: the **uvex safety group**, the **uvex sports group (uvex sports and ALPINA)**, the **Filtral group (Filtral and Primetta)** and the **UD2C group**, which handles the D2C online business. The uvex group is represented by 49 branches in 22 countries and produces by conviction with a focus on Germany. Overall, two-thirds of the workforce comprising more than 3,000 employees is based in Germany.

In financial year 2021/22, the Fürth-based business group generated total sales of EUR 584.9 million. The protecting people philosophy is both a mission and duty for our family company, which is now under third-generation management. To this end, the uvex group develops, manufactures and sells products and services for the safety and protection of people at work, in sport and during leisure pursuits. As a family company, the uvex group stands for continuity and value-orientated corporate governance that embraces responsibility for economic growth, the environment and society as a whole.

In terms of content, the Sustainability Report 2021/22 covers both the uvex group's first sustainable products and activities at our own manufacturing facilities in particular. The list of measures implemented, mainly at plants in Germany and throughout the rest of Europe, encompasses numerous steps: from the



re-certification of the Environmental Management System in accordance with ISO 14001, to recycling polyurethane (PU) waste from safety shoe manufacturing processes in Ceva, Italy, all the way through to our factory in Lederdorn, Germany, purchasing its first electric plastic injection moulding machine.

The report is rounded off by the Social section, in which the uvex group presents a number of employee projects and new initiatives realised by the Rainer Winter Foundation.



Ecology

Ecology represents a key pillar within the area of sustainability for the uvex group. Our activities aimed at cutting CO₂ emissions and reducing both the volume of waste generated during production processes and consumption of water are part of a continuous process. At present, sustainability is becoming a hot topic on the back of radical societal and regulatory changes. The uvex group is aware of its responsibility and intends to proactively support and shape this transformation process. protecting people is our mission. protecting planet is the natural continuation of this mission when it comes to treating people, society and nature responsibly. For this reason, we have set ourselves the target of holistically integrating sustainability considerations throughout the business. >>

In the first step, we identified four specific focus areas based on our materiality analysis. These relate to ecological transformation, social responsibility, the circular economy as a driver of innovation and, finally, a commitment to not harm the environment or human health. Quantifiable, group-wide goals were developed for these respective focus areas to ensure that they are consistently anchored in our strategic approach.

As the uvex group is aware of its responsibility and influence, the company is pursuing the lofty ambition of climate-neutral operations by 2045 in line with Scope 1, 2 and 3, in this way limiting our harmful emissions and contributing to the achievement of the 1.5 degrees Celsius target for global warming defined in the Paris Agreement.

Furthermore, the uvex group has defined targets for reducing waste and water consumption, in addition to steadily increasing the use of recycled materials and bioplastics, improving employee retention rates and the implementation of sustainable supplier management arrangements with a focus on climate protection, social values and transparency.

In order to constantly keep an eye on our progress in relation to achieving these goals, the uvex group as a whole must continually review its actions. To this end, we use our established metric systems allied with the compilation and further development of the uvex group sustainability report. This allows us to guarantee the maximum degree of transparency for our sustainability activities. After all, it is only by clearly fixing this target in our minds that we are able to establish future-orientated measures and, as such, optimally merge the issues of climate protection, social commitment and sustainable profitability.



CSR management

As part of the process of creating the materiality matrix, four focus areas were defined: ecological transformation, social responsibility, the circular economy as a driver of innovation and a commitment to not harm the environment or human health. These focus areas were expanded by assigning targets and measures, and are subject to a continual improvement process.

Organisational changes occurred during the reporting period (2021/22 financial year). We have adjusted the organisational anchoring for the systematic integration of sustainability aspects into the business strategy and the business model. A new CSR Strategy Board was set up for this purpose, which is made up of all the Managing Directors of uvex Winter Holding and the subgroups. In order to ensure consistent implementation of the sustainability strategy, a CSR Implementation Board was additionally established to coordinate operational implementation. The comparability of data from the reporting period against that of previous financial years is guaranteed by ensuring that the data is specifically allocated to the relevant time period. Individual deviations from the previous report are explained in each case.



Due diligence in our supply chain

All core suppliers are obliged via a written quality agreement to comply with the guiding principles of the United Nations and the Organisation for Economic Co-operation and Development (OECD), in addition to the uvex group's own social standards. This quality agreement regulates the principles of cooperation, including aspects such as human rights, labour practices, health and safety, environmental and quality management processes, business activities and working from home policies, in addition to regulations governing subcontracting, anti-corruption, bribery and the granting of benefits, as well as minerals from conflict-ridden and high-risk countries.

Compliance with the obligations is ensured by auditing the suppliers in cooperation with external service providers or our own trained employees. In the past financial year, a total of 29 external audits were carried out at suppliers.

In terms of implementation, we integrated a risk management system in the supplier evaluation process that assesses all suppliers and service providers in line with factors including country risk, supplier relationships and audit results. This risk and supplier assessment is updated annually, or where anomalies arise, on an intra-year basis. For the categorisation of the country risk, we use the CSR Risk Check (Home | CSR Risiko-Check (mvorisicochecker.nl)) as an external source. >>

Suppliers are informed once a year of the results of the assessment carried out. As an additional monitoring tool, we have set up two reporting channels to flag up violations or anomalies. To support our suppliers, an e-learning course on the content of the Supply Chain Due Diligence Act, our social standards and our Code of Conduct was created in the last financial year and sent to 371 suppliers in addition to the entirety of our workforce comprising more than 3,000 employees. We received feedback from 95 suppliers.



Certified management systems 2021/22

//Filtral GmbH: quality management system in accordance with ISO 9001:2015 and ISO 13485:2021, environmental management system in accordance with ISO 14001:2015, energy management system in accordance with ISO 50001: 2018

//Monitoring audit in accordance with ISO 50001: 2018 for the following companies:
UVEX WINTER HOLDING GmbH & Co. KG, UVEX ARBEITS-SCHUTZ GMBH, UVEX SAFETY Gloves GmbH & Co, B-S-A Gesellschaft für Kunststoffverarbeitung und -handel, UVEX SPORTS Lederdorn GmbH and FILTRAL GmbH.

//SwedSafe AB:
Re-certification audit for the quality management system in accordance with ISO 9001:2015, occupational health and safety management system in accordance with ISO 45001:2018 and environmental management system in accordance with ISO 14001:2015

//UVEX-CAGI S.R.L.:

Monitoring audit for the occupational health and safety management system in accordance with ISO 45001:2018, monitoring audit for the environmental management system in accordance with ISO 14001:2015

//Monitoring audit for the quality management system in accordance with ISO 9001:2015 for UVEX SAFETY GROUP GmbH & Co. KG, LASERVISION GmbH & Co. KG, UVEX SAFETY Textiles GmbH, UVEX SAFETY Logistics GmbH

//UVEX SAFETY Gloves GmbH & Co. KG:

Monitoring audit in accordance with ISO 14001:2015

This report has been prepared in accordance with the GRI Standards: Core option.

The consolidated financial statements and group management report of the uvex group are audited in line with legal requirements by the auditing firm Rödl & Partner GmbH. The uvex group did not carry out a separate audit for either the Sustainability Report 2014 or the updates in 2015, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, or for the Sustainability Report 2021/22.

GRI 102-10, 102-11, 102-18, 102-19, 102-43, 102-44, 102-46, 102-47, 103-1, 103-2, 103-3, 302-4, 403-1, 404-2



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