



Management summary Sustainability 2017/18

This management summary for the 2017/18 sustainability report summarises the key information on the sustainability activities of the uvex group.

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 the **Filtral group**. The uvex group is represented by 48 subsidiaries in 22 countries, but proudly focusses its manufacturing operations in Germany and Europe. Two-thirds of its 2800 employees are based in Germany. In the 2017/18 financial year, the Fürth-based group generated sales of EUR 453 million. The guiding principle—protecting people—is the mission and the duty of the third-generation family-owned company. To this end, uvex develops, manufactures and distributes products and services for the protection of people in sports, leisure and at work. As a family-owned company, the uvex group represents continuity and value-oriented corporate management, assuming no less responsibility for economic development than for ecological and social sustainability.



Ecology

The sustainability model of the uvex group also includes the three pillars of economic, ecological and social sustainability. All three areas of activity will be re-evaluated in the current financial year as part of a materiality matrix. The focus is on ecology, and specifically the reduction of emissions such as CO₂, waste and water in our production facilities and administrative work. One important objective in energy management is to reduce key energy figures by 6.5% for energy consumption within the scope of DIN EN ISO 50001 by the end of the 2019/20 financial year.



Sustainability activities from the „goldfish bowl“

During the 2016/17 reporting period, a sustainability concept was developed within the framework of the „goldfish bowl“ technique — a group-wide platform to promote the potential of junior managers. The milestones of the concept include the establishment of a CSR Manager within the uvex group and the creation of a materiality matrix for the current financial year. Other milestones that have already been implemented include:

- Blood donation day: DKMS registration for uvex employees
- Expansion of workplace health management (e.g. yoga, kettle bell)



CSR Manager for the uvex group

In order to more strategically anchor the sustainability concept within the uvex group, the position of a CSR Manager was created in October 2018. CSR topics for the three dimensions of sustainability—economy, ecology and society—are to be implemented comprehensively throughout the entire uvex group. CFO Georg Höfler anchors the position in the organisation. This way, the uvex group reaffirms its commitment to sustainability, underlining its importance to all companies within the group. There will be a particular focus in the future on increasing employee awareness and involvement in CSR issues, as we look to reinforce a constructive and open dialogue.



Suppliers

The uvex group is revising its assessments of suppliers with regard to its sustainability commitments. The aim is to work exclusively with suppliers who commit themselves to sustainability in the future.



Management systems introduced in 2017/18

uvex sports group:

Quality management system in accordance with DIN EN ISO 9001:2015

uvex safety gloves:

Environmental management in accordance with DIN EN ISO 14001:2015

uvex safety group:

Re-audit of the occupational health and risk management system in accordance with OHRIS (Occupational Health and Risk Management)

Filtral group:

Recertification audit in accordance with DIN EN ISO 50001:2011

Conversion of GRI 4 to GRI Standard

With the publication of the 2017/18 sustainability report, the uvex group continues to align itself with the framework of the GRI. The move to the new GRI Standard has given the uvex group the opportunity to fundamentally revise the sustainability report and publish it online. This allows us greater freedom in terms of design and updates. In addition, it enables the reader to navigate to their preferred topics more quickly.

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



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