

Management summary Sustainability 2019/20

This management summary for the 2019/20 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** (**Filtral** and **Primetta**). The uvex group is represented by 49 subsidiaries in 22 countries, but proudly focusses its manufacturing operations in Germany and Europe. 60 per cent of its 2900 employees are based in Germany. In the 2019/20 financial year, the Fürth-based group generated sales of EUR 480 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 dis-tributes 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

Ecology is an important pillar for the uvex group in the area of sustainability. Our activities aimed at reducing CO2 emissions as well as waste and water are part of an ongoing process.

The uvex group has conducted an audit in accordance with the revised DIN EN ISO 50001:2018 standard for the following businesses: uvex Winter Holding, uvex Arbeitsschutz, uvex safety gloves, B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH, uvex sports Lederdorn and Filtral.



The uvex group continues to use green energy and biogas at its sites in Germany as well as uvex Cagi in Italy. In this sense, the supply contract for TÜV-certified green energy, which had been in place since 2014, has been extended. Likewise, the supply contract for biogas, which had been in place since 2017, was also extended.

In addition, the report also outlines examples of “green” products for the first time. These are manufactured in a resource-friendly process that makes use of sustainable materials. Filtral is getting the ball rolling in this regard with the launch of the “Green Line” collection. These are sunglasses for which the frames are produced using 65% renewable resources, while the uvex sports group is also offering sunglasses from its “ocean” range, for which the frames have been produced via an injection-moulding process that makes use of recycled fishing nets. ALPINA, which had already presented a protector made from sustainable virgin wool at ISPO 2020, will continue to focus on environmentally friendly, sustainable products. The uvex safety group will showcase sustainable product concepts across the whole portfolio at the world’s leading trade fair for occupational health and safety, the A+A 2021. You can find an overview of the sustainability measures implemented in uvex group production facilities in the “Plants” chapter.



CSR Management

In June, 41% of uvex group employees around the world took part in our survey “Help us to make the uvex group more sustainable!”. The results of this survey are currently being summarized in a materiality matrix in close cooperation with >>

the sustainability steering committee. Why did the uvex group decide to carry out a materiality analysis? Well, put simply, here is a range of potential sustainability themes to consider, e.g. green products, social standards, ecological KPIs and measures for production facilities, employee projects and the issue of supply chains. In order to ascertain which of these issues are particularly important to individual stakeholder groups (i.e. employees, management, but also external stakeholders including customers, suppliers and banks), this form of analysis was carried out during the 2020/21 financial year. Moreover, systematic and traceable action focal points were derived and defined on the back of the results of this analysis. Strategic sustainability management is therefore dependent on constant review and, if necessary, adjustment of the existing focal points and activities.

This approach can be broken down into several steps: in May 2020, potentially relevant sustainability issues along operational value chains were identified. Thereafter, an online survey was carried out in June 2020, in which a total of 908 people took part. In July 2020, the contribution of sustainability issues to the success of the company was discussed with a select group of executives and the management. Here, a total of 24 representatives took part in a survey and/or several workshops, before evaluating the issues with regard to efficiency, brand, resilience, innovation and compliance. The process of combining both perspectives (stakeholder views and contribution to the success of the company) including producing the materiality matrix is well underway in the current 2020/21 financial year. A priority of this process is defining specific targets for the focus areas and sustainability issues in addition to examining to what extent activities aimed at achieving these targets are already in place and to what degree they have been implemented, as well as pinpointing areas where measures aimed at advancing the commitment to increased sustainability are still lacking.

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Suppliers

All core suppliers are bound by a Quality Agreement in written form to comply with the guiding principles of the United Nations and our Social Standard. This document outlines the principles of the collaboration, with a focus on aspects such as human rights, working procedures, health and safety, environmental management, quality control, business activities, working from home and subcontracting, combating corruption, bribery and granting preferences as well as the use of minerals from conflict/high-risk countries. Compliance with these obligations is ensured via supplier audits, which are conducted in collaboration with the external firm UL. At the moment, 60 of the 63 core international suppliers of relevance are audited by UL.

The imminent application of the Supply Chain Act (Lieferkettengesetz) is already largely covered by our Social Standard.



Management systems introduced in 2019/20

Filtral group: Environmental management system according to DIN EN ISO 14001:2015

Surveillance audit according to DIN EN ISO 50001:2018 for the following companies:

uvex Winter Holding, uvex occupational safety, uvex safety gloves, B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH, uvex sports Lederdorn and Filtral.

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, 404-2