



Management summary Sustainability 2018/19

This management summary for the 2018/19 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 2018/19 financial year, the Fürth-based group generated sales of EUR 475 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

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.

Within the framework of our energy management processes in line with DIN EN ISO 50001, we achieved an 8.5% improvement in energy efficiency year on year by constantly improving

processes in addition to analysing and optimising our energy-intensive plants over the course of the 2018/19 financial year.



CSR Management

The issue of sustainability has been anchored even more deeply in our corporate strategy since the creation of the position of CSR manager. In this way, the uvex group's focus on a value-oriented business model was expanded, with the aim of combining a sustainability perspective with the long-term, ambitious goal of climate-neutral growth for the uvex group. This is set to be achieved through improved resource efficiency in particular. A comprehensive responsibility structure was established for all business divisions in order to achieve the defined sustainability goals and effectively implement the respective measures.

Communication regarding sustainability issues was also bolstered, such as through the uvex Intranet platform.

The uvex group is a responsibly minded and future-orientated family business which operates around the world. In financial year 2018/19, the uvex group therefore engaged with the 17 Sustainable Development Goals (SDGs), which were adopted for the first time in 2015 by the 193 member states of the United Nations, with the aim of overcoming global challenges. A workshop was held in which participants from a variety of departments examined the 17 SDGs and defined >>



which of these goals for sustainable development the uvex group could help to achieve through its business activities. The participants worked together to prioritise which of these goals can be positively advanced through our business activities. Each aspect of sustainability was allocated to a global sustainability target.

A more profound analysis of materiality is currently being conducted. Based on the results, both activities in the area of sustainability and the prioritised SDGs will be re-evaluated.

Suppliers

The uvex group has taken a step closer to achieving its goal of in future working exclusively with suppliers who are committed to sustainability. The supplier evaluations were revised and stricter minimum criteria for cooperation were established. Partial digitalisation in this area has helped to establish a greater degree of transparency within the uvex group. With the measures taken and its responsible actions, the uvex group believes it is well positioned in this area, particularly in view of the German government's Supply Chain Act, which aims to prevent human rights violations along the supply chain.

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



Contact:

Georg Höfler
CFO, uvex group
T +49 911 97 36 15 17
E g.hoefler@uvex.de

Astrid Schultze
CSR Manager, uvex group
T +49 911 97 36 11 70
E a.schultze@uvex.de