



Management Summary Sustainability 2020/21

This management summary of the sustainability report 2020/21 summarises the most important information regarding the uvex group's sustainability activities. The uvex group brings together four globally active companies under one roof: the **uvex safety group**, the **uvex sports group (with uvex sports and ALPINA)**, the **Filtral group (Filtral and Primetta)** and **Protecting People GmbH** for the B2C business. The uvex group is represented in 22 countries by 49 subsidiaries but chooses to do most of its manufacturing in Germany. Of the workforce comprising nearly 3,000 employees, two thirds are employed in Germany. In financial year 2020/21, the corporate group, headquartered in Fürth, generated sales worth EUR 524 million. The protecting people philosophy represents the duty and mission of the company, which is a family business currently under the third generation of management. The uvex group develops, manufactures and distributes products and services for the safety and protection of people at work, in sport and for leisure pursuits. As a family business, key pillars of the uvex group are continuity and value-orientated management, which does not just focus on responsible financial growth but which also acts with ecological and social responsibility in mind too.

Ecology

Ecology is an important pillar of sustainability for the uvex group. Activities aimed at reducing our carbon footprint in addition to cutting waste and the consumption of water are ongoing.

An important goal outlined in this sustainability report is climate neutrality. In the first step, we need an all-encompassing balance sheet that lists all of our emissions. This should include both emissions that are caused directly by the uvex group such as electricity and gas as well as emissions over which we have an indirect influence, such as those generated along our supply chains. These include waste disposal processes and the transportation of products. This gives us the opportunity to determine the specific need for action on the road to climate-neutral operations and to initiate and implement supporting projects and measures in order to systematically minimise greenhouse gases. Unavoidable emissions left over at the end should then be offset with the support of a certified climate protection project, in turn making an additional contribution to mitigating against negative climate impacts. In order to constantly keep an eye on our progress in relation to achieving these goals, we must continually review our actions. To this end, >>

we use our established metric systems allied with the production and further development of the uvex group sustainability report.

In view of the significant relevance that sustainability has for society, it was only natural that this issue also provided the focus theme for the uvex safety group's trade fair exhibition at the A+A 2021 in Düsseldorf. At the heart of the exhibition was the presentation of the protecting planet product system, which was launched in financial year 2020/21 and as part of which every SBU presented at least one sustainable or environmentally friendly product. All products use either recycled, organic or compostable materials. The provable durability of the products also helps to make them sustainable. A further focus was also placed on sustainable packaging concepts. Moreover, uvex safety integrated the core theme of sustainability into the A+A stand concept itself, with an emphasis on the use of natural materials and untreated wood, living moss as well as the exclusive use of hired furniture and reusable exhibition structures.

In terms of content, the sustainability report 2020/21 covers both the uvex group's first sustainable products and activities at our own manufacturing plants in particular. The huge range of measures implemented, mainly at manufacturing plants in Germany and the rest of Europe, encompasses, for example, the launch of an Environmental Management System in accordance with ISO 14001 at SwedSafe in Sweden as well as the installation of energy-optimised plants and a photovoltaic system at the Filtral GmbH & Co. Vertriebs KG headquarters in Burgfarrnbach just outside of Fürth. 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.

The Plants section of this sustainability report provides an overview of the sustainability measures implemented at the uvex group's production facilities.



CSR-Management

As part of the creation of the materiality matrix, four focus areas were established: greenhouse gas emissions, working standards, resource efficiency and management of harmful substances. These focus areas have been enhanced with targets and measures, and are subject to a continuous improvement process.



Suppliers

All of our core suppliers are obligated to adhere to the guiding principles of the United Nations and to our social standard as part of a written Quality Agreement. This agreement defines the prerequisites of the collaboration, which cover the following areas: human rights, working processes, health and safety, environmental management, quality management, business activities, working from home and subcontracting, tackling corruption, bribery and preferential treatment as well as minerals sourced from conflict areas and high-risk countries. Auditing in collaboration with the external service provider UL ensures that suppliers comply with these requirements.

The requirements of the Supply Chain Due Diligence Act were identified and a company-wide integration process was initiated. >>

Certified management systems 2020/21

// Filtral group: Environmental management system in accordance with ISO 14001:2015

// Monitoring audit in accordance with ISO 50001:2018 for the following companies:

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

// SwedSafe:

ISO 9001:2015/ISO 14001:2015 (new)/ISO 45001:2018 (new) in October 2020

// uvex safety Cagi:

ISO 45001:2018 (new instead of OHSAS 18001), ISO 14001:2015 (recertification) in October 2020

// uvex safety group:

Matrix certification ISO 9001:2015 (recertification) in July 2021 and OHRIS in June 2021

// uvex safety gloves:

Recertification in audit in July 2021 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 or for the Sustainability Report 2020/21.

GRI 102-10, 102-11, 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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