



Sustainability Report 2022//23



**Michael Winter,
Managing Partner**

„At present, sustainability is becoming a hot topic on the back of radical societal and technological changes. We are aware of our responsibilities and will seek to meet this societal and technological transformation process head on. Our mission protecting people obligates us to protect the environment as well. We are holistically integrating sustainability in our business processes. For this, we identified four specific focus areas and supplemented these with quantifiable, group-wide goals that are to be implemented at plant level: ecological transformation, social responsibility, the circular economy as a driver of innovation and, finally, a commitment to not harm the environment or human health.“

**Georg Höfler,
CFO**

„When it comes to achieving our climate protection targets, we have established a clear hierarchy: the top priority is the avoidance of greenhouse gases. Where it proves impossible to avoid greenhouse gas emissions, it is important to reduce them to the maximum minimum so that, in the end, only the ultimately unavoidable emissions are offset via certified climate protection projects. We have set ourselves the goal of achieving climate neutrality for the uvex group, including the upstream and downstream value chain, by 2045. Additional targets are centred on steadily increasing the use of recycled materials and bioplastics in addition to implementing sustainable supplier management arrangements with a focus on climate protection, social values and transparency.“



Welcome to the uvex group sustainability report!

We have been reporting on sustainable activities across the group in our sustainability report since 2014. From sustainable products of our brands, social commitment and interesting employee projects to measures in uvex's own factories that reduce our ecological footprint.

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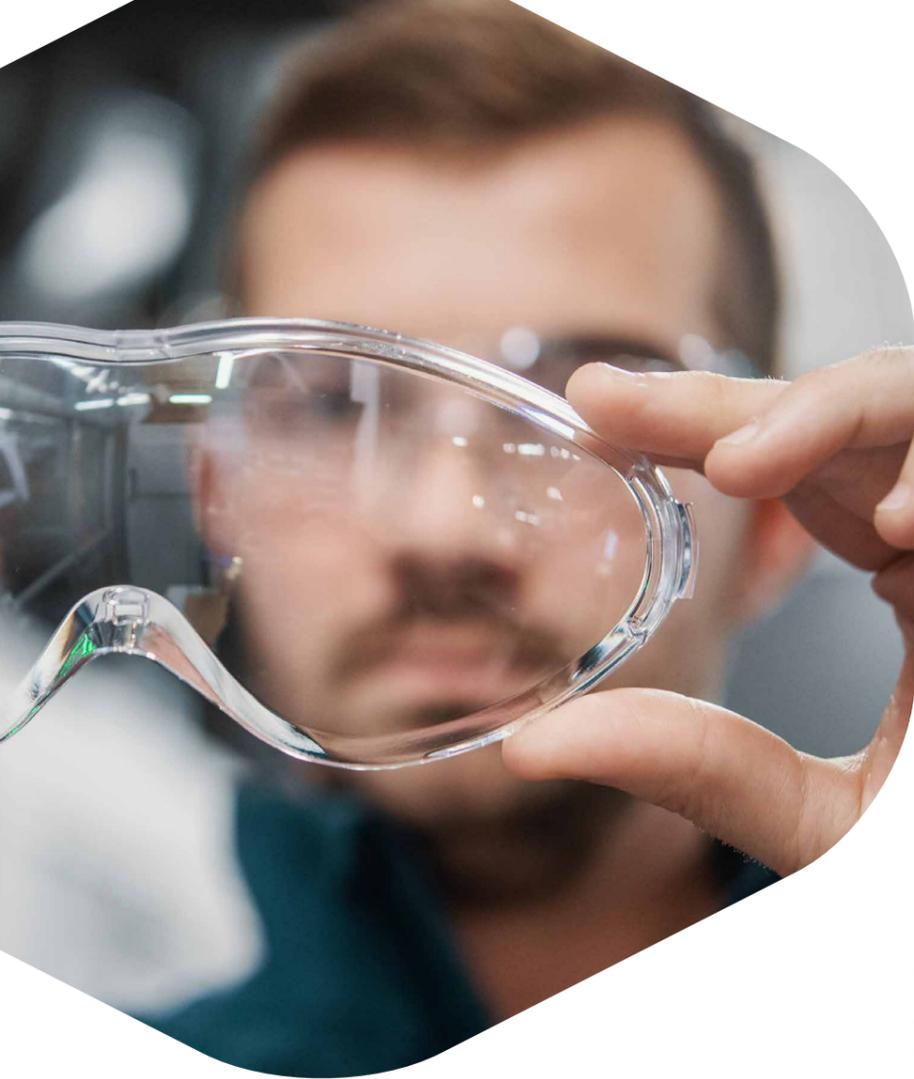
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About this report

The uvex group is aware of its responsibility and will be proactively supporting the sustainability transformation process. Our commitment to protecting the environment is also derived from our protecting people mission. For this reason, we have set ourselves the target of holistically integrating sustainability considerations throughout our business processes.





protecting planet Our promise for people and environment

Our understanding of sustainability is based on a three-pillar model of Economic. Ecological. Social. This can be summed up as follows: responsible corporate management to safeguard the future economic viability of the sub-groups on the basis of innovative, high-quality business models offering corresponding products and services.

In close cooperation with customers, suppliers and market partners along the value chain, we implement business practices with real integrity and operate in accordance with the law. We ensure that natural resources are used carefully and conscientiously, in addition to cultivating a modern, family-friendly working environment. Moreover,

the business group has stood in solidarity with those less fortunate, having made a contribution to solving social problems for more than 40 years, for example, through the Rainer Winter Foundation. In developing the Ecological and Social pillars, our activities are geared towards four focus areas derived from our materiality analysis: ecological transformation, social responsibility, the circular economy as a driver of innovation and a commitment to not harm the environment or human health. The sustainable orientation of the uvex group remains a long-term, ongoing process. In this context, the uvex group is striving to develop the topic of sustainability as its ninth core competency.

By incorporating ecological and social aspects into our core business, the uvex group can act in an even more forward-thinking manner, which proactively contributes to minimising risk. In order to bolster the future viability of the uvex group, solutions focused on climate and resource protection, in addition to measures aimed at avoiding social injustice, are embedded in the business models and corporate processes.

When we first set out on our sustainability journey, we took measures aimed at saving energy or rethinking and reducing the use of resources. With the protecting planet initiative, we have launched a label that offers maximum transparency and information

on our sustainability activities. Each sub-group plays a part in this. All products use either recycled, organic or compostable materials. The demonstrable durability of the products also helps to make them sustainable. A focus has also been placed on sustainable packaging concepts. The sustainable products offered by uvex safety, uvex sports, Filtral and ALPINA can be found at [> protecting planet: concept and product worlds](#)

For the uvex group, all decisions and the corporate culture are rooted in common sustainable values. The internal Code of Conduct serves as a sustainable framework for all employees of the uvex group, who are obliged to conduct themselves in an economically, ecologically and socially responsible manner. The Social Standard regulates the ethical principles upon which cooperations with business partners and their employees, suppliers, representatives and sub-contractors are based. We perform due diligence right along our supply chains in addition to carrying out regular audits, while various reporting channels for whistleblowers have been set up in order to ensure that all business partners are complying with the uvex group's Social Standard. The uvex group's Code of

Conduct and Social Standard are based on agreements ratified by the International Labour Organization (ILO) and United Nations (UN), in addition to the Organisation for Economic Co-operation and Development (OECD) principles for multinational enterprises.

In terms of content, the Sustainability Report 2022/23 covers additional sustainable products and activities at uvex's proprietary manufacturing facilities in particular. Moreover, the Sustainability Report 2022/23 also includes news in relation to the fleet and energy management, as well as

from all sub-groups. 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.



No organisational changes occurred during the reporting period (FY 2022/23). The CSR Strategy Board and CSR Implementation Board regularly meet to ensure the systematic integration of sustainability aspects in both the corporate strategy and business model. 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.

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

External audit

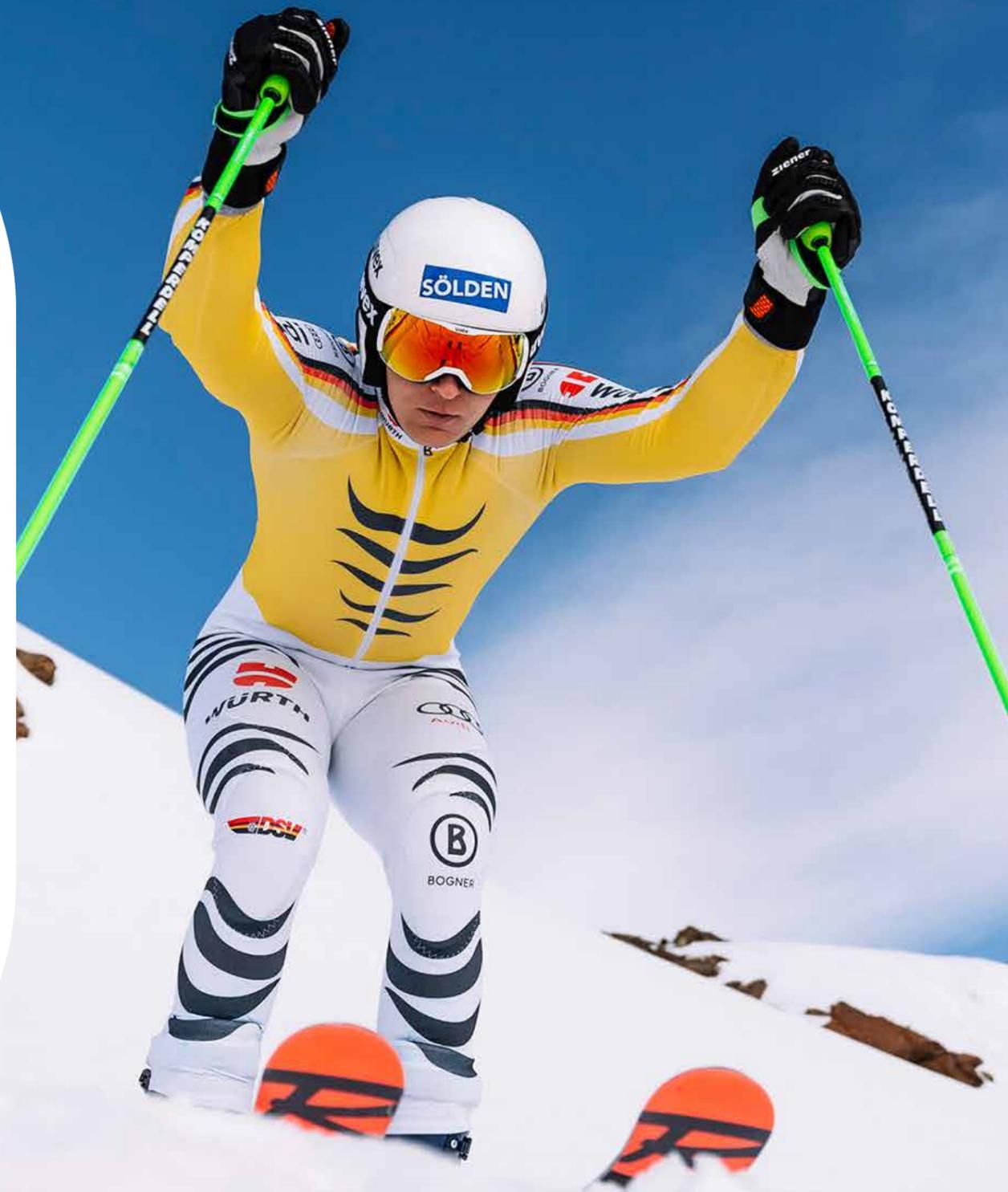
The consolidated financial statements and group management report of the uvex group are audited in line with legal requirements by the auditors Rödl & Partner GmbH. In addition, the uvex group did not carry out a separate audit for either the Sustainability Report 2014 or the updates in 2015, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22 or for the Sustainability Report 2022/23.

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Our Goals

Ecological transformation, social responsibility, the circular economy as a driver of innovation and a commitment to not harm the environment or human health: We have set ourselves sustainable goals in all four focus areas.





In addition to economic aspects, the uvex group primarily focuses on taking sustainability aspects into account for all important decisions. This allows the ambitious goals defined in our sustainability strategy to be achieved more effectively, in addition to the development of sustainable practices as a matter of course.

To this end, company processes must be reviewed and management processes adapted, while employees must also be supported as they acquire the expertise needed to integrate sustainability aspects in their everyday work, so that they can more effectively grasp the complex mix of economic, ecological and social factors that go into responsible business operations.

SUSTAINABLE DEVELOPMENT GOALS



Sustainable Development Goals (SDGs)



Four focus areas



12 principles

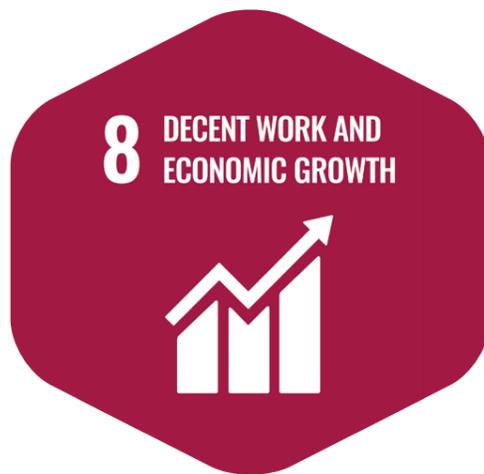
**protecting people is our mission.
protecting planet is the natural continuation
of this mission when it comes to treating
people, society and nature responsibly.**

Due to the broad spectrum of sustainability aspects, we concentrate on the key aspects to which we can make the greatest contribution. A materiality analysis was used to determine these key focus areas. This is a strategic analysis tool that helps to identify the most pressing sustainability issues for a company and its stakeholders. Four specific focus areas were identified in the uvex group's materiality analysis. In order to take all stakeholder perspectives into account, both internal and external stakeholders were included in this process.

This transformation process is to be actively lived from within across various business areas of the uvex group and integrated in all business processes – this is the only way that our promise of greater sustainability can be credibly communicated to the outside world. For this reason, the uvex group examines, evaluates and optimises each step of the value chain in order to claim its place on the winner's podium in the discipline of sustainability.

Sustainable Development Goals

The areas of responsibility include Economic Sustainability, Ecology, Working Conditions and Human Rights in addition to Employees and Society, for which the following sustainability targets have been adopted.



Economic Sustainability

- + Internationalisation
- + Economic stability
- + Independence
- + Compliance



Working conditions and human rights

- + Supply chain management
- + Partner-based supplier relationship
- + Customer satisfaction



Employees and society

- + Vocational and further training
- + Work-life integration
- + Equal opportunities and diversity
- + Social commitment through the Rainer Winter Foundation



Ecology

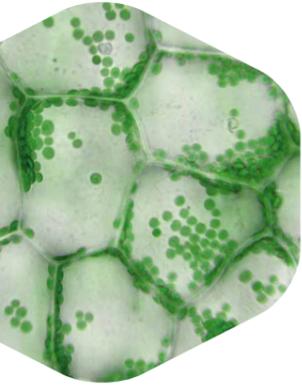
- + Development towards a circular economy
- + Development of environmentally-friendly products
- + Increasing energy efficiency
- + Optimised material use
- + Elimination of harmful substance



Four focus areas
Ecological transformation, social responsibility, the circular economy as a driver of innovation and a commitment to not harm the environment or human health: we have defined sustainable targets in all four focus areas.

Sustainable impact from the four focus areas

To further develop its sustainability goals, the uvex group set about determining exactly how the company can most effectively protect people and nature, as well as defining the measures needed to achieve this. Using a materiality analysis, the four most relevant focus areas were specified, in turn helping the uvex group to determine how sustainability can be brought to life throughout the company both today and in the future.



Ecological transformation

We are striving to achieve climate neutrality in addition to a more environmentally friendly footprint for our entire value chain.

Reducing emissions is already a priority for the business as a whole. In fact, the uvex group intends to fulfil its responsibilities and commitments by doing all it can to contribute to the achievement of the 1.5 °C target for global warming stipulated by the Paris Agreement.

In defining our climate protection targets, we shall adopt science-based approaches. When it comes to achieving these climate protection targets, the uvex group has established a clear target achievement hierarchy. The top priority is the avoidance of greenhouse gases: where it proves impossible to avoid greenhouse gas emissions, it is important to ensure that these are kept to an absolute minimum. Moreover, any emissions that are ultimately unavoidable should be offset by way of certified climate protection projects.

We have set ourselves the goal of achieving climate neutrality for the uvex group, including the upstream and downstream value chain, by 2045. The environment should be impacted as little as possible by the uvex group's products, production activities and production sites. The ecological activities of the uvex group should likewise actively focus on limiting all other negative environmental impacts, such as reducing our waste generation or water consumption.



Social responsibility

We generate social benefits and help to bring about positive change in society and our supply chains through our entrepreneurial thinking and actions.

Safe working standards and fair working conditions reflect a values-driven business approach. By upholding these obligations, we are able to anchor sustainability as a core competency of the uvex group even more dynamically. We shall safeguard these commitments not only for our own employees, but throughout our supply chains as well.

The uvex group also undertakes to actively support and guide all employees in their efforts to become more informed about the sustainability transformation in a manner geared towards the respective target group.

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The circular economy as a driver of innovation

We support the innovation of our products and services on the basis of resource efficiency, durability and recyclability.

By carefully using resources and adopting approaches rooted in the circular economy, the uvex group saves on raw materials and energy over the long term. The uvex group intends to take a leading role within the market by promoting innovative concepts and developing more sustainable products. In fact, the company sees the circular economy as an active driver of innovation and seeks to generate a positive impact on its products on the basis of resource efficiency, the use of sustainable materials such as recycles and bio-based materials, durability and recyclability. The aim here is to generate positive impacts across the entire product lifecycle, starting with the development process, before moving onto the actual use of the material, and finally recycling. Essentially, the priority is to implement circular product solutions, with an emphasis on aspects such as designs for recycling, retaining product ownership and product life extension.



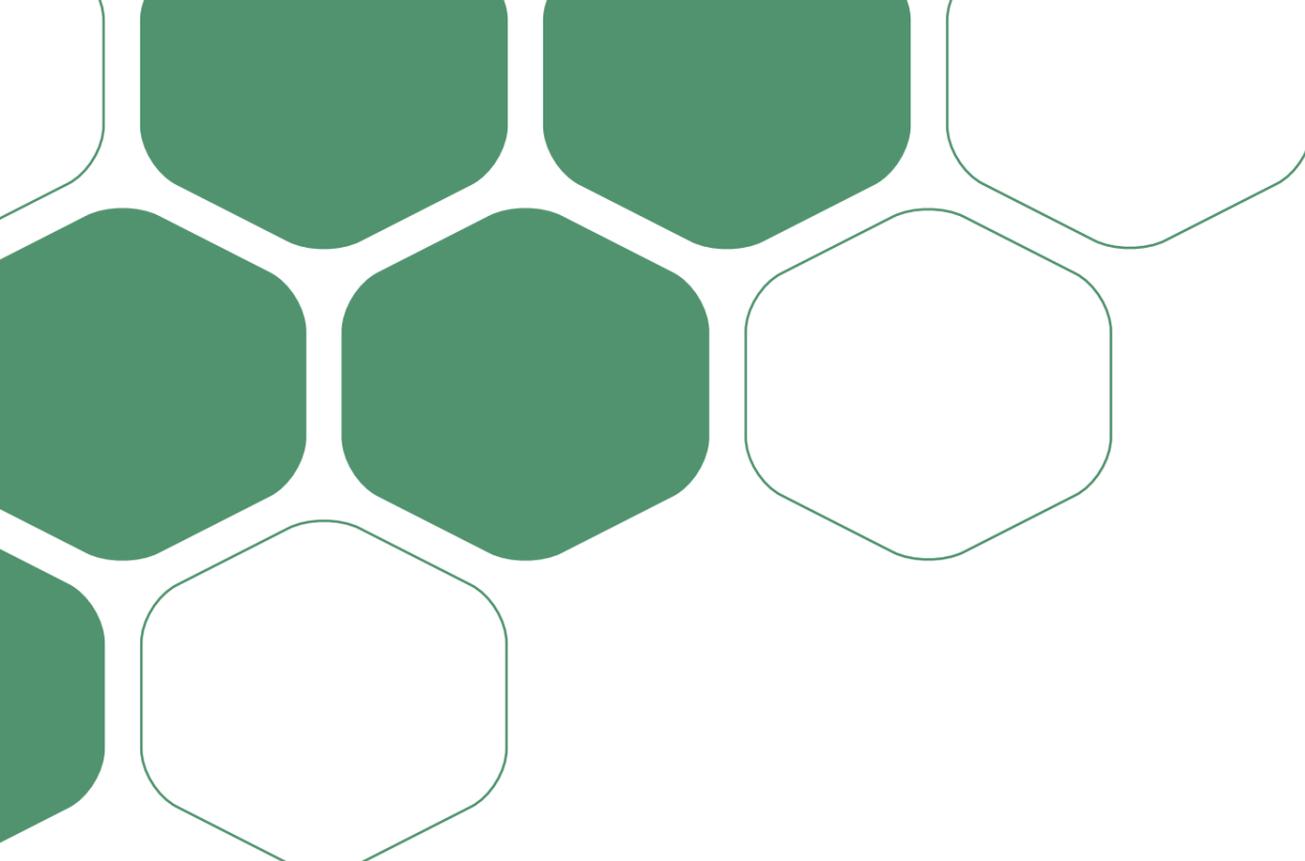
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Commitment to not harm the environment or human health

We stand for rigorous management of harmful substances with the aim of minimising the impact on the health of both people and the environment.

In order to avoid causing any damage from the use of pollutants, a controlled and systematic approach is required. The uvex group places stricter demands on itself than the applicable regulatory requirements and strives to keep the use of harmful substances to an absolute minimum. When new processes are introduced or new products are launched, the uvex group ensures that aspects such as environmental compatibility are factored into the development process right from the very beginning.

The uvex group will strive to position its locations across Europe/Germany as a hallmark of quality, while more systematic supplier controls will also be implemented.



Our goals in detail

Quantifiable, group-wide goals were developed for the respective focus areas to ensure that they are consistently anchored in our strategic approach. In defining our climate protection targets, we shall adopt science-based approaches. When it comes to achieving these climate protection targets, the uvex group has established a clear target achievement hierarchy. The top priority is the avoidance of greenhouse gases: where it proves impossible to avoid greenhouse gas emissions, it is important to ensure that these are kept to an absolute minimum. Moreover, any emissions that are ultimately unavoidable should be offset by way of certified climate protection projects.



Ecological transformation

- + Climate neutrality by 2045 for Scope 1-3
- + Development of science-based climate protection targets by 2024 (reduction of Scope 1 and 2 greenhouse gas emissions by 42% by 2030 against baseline year 2021) (SBTI)
- + Reduction of absolute waste generation through prevention, reduction and recycling by 50% by 2030 against baseline year 2020/2021
- + Reduction of water consumption by 10% by 2030 against baseline year 2020/2021
- + Reduction of hazardous waste by 10% by 2030 against baseline year 2020/2021
- + Reduction of scrap rates to below 5% by 2030 against baseline year 2020/2021



Social responsibility

- + Achieve a target NPS score of > 40 by 2026
- + Register an employee retention score of at least "good" by 2026
- + Implementation of sustainable supplier management processes with a focus on climate compatibility, social aspects and transparency by 2026
- + Achieve a training rate on sustainability issues of at least 90% of the workforce by 2025



The circular economy as a driver of innovation

- + Increasing the overall share of sustainable materials (bio-based materials or recyclate) to 20% by 2030 against baseline year 2020/2021
- + Exclusive use of recycled or recyclable materials for packaging by 2030 against baseline year 2020/2021
- + Implementation of recyclable product solutions (Design for Recycling, Retain Product Ownership, Product Life Extension) by 2026.



Commitment to not harm the environment or human health

- + Certification of all European production sites in accordance with ISO 14001 by 2026
- + Further development of hazardous substance management processes and continuous reduction in the use of defined hazardous substances
- + Monitoring the number of reports evidencing the presence of hazardous substances



principles

12 principles

12 principles to guide the sustainable transformation of our business group.

1

We will do all we can to ensure that CO₂ emissions are not generated in the first place or kept to an absolute minimum. Where emissions are ultimately unavoidable, these are offset by certified climate protection projects.

2

We intend to continually reduce the uvex group's direct and indirect environmental impact by adopting a careful and conscientious approach to the use of resources, reducing our water consumption and generating less waste.

3

Fresh thinking to stay ahead: new materials and circular product solutions ensure that we remain innovation leaders over the long term.

7

Respect and fairness in all dealings throughout the company are the hallmark and basis of our corporate culture.

8

Sustainability requires buy-in from everyone. For this reason, we are investing in building competence and awareness among our employees.

9

Through the Rainer Winter Foundation, we strive to help sick or disadvantaged children and young people in need, in a rapid, straightforward, non-bureaucratic manner.

4

Our priority is protecting people. As such, the highest quality standards also apply to recyclable and bio-based materials.

5

We shall continue along our chosen path with conviction in our actions and with consistent, transparent and credible communications.

6

We take responsibility for people and the environment and fulfil our duty of care along the supply chain.

10

Responsibility and sustainability shape our way of thinking and doing business. These will also be crucial to our future economic success.

11

Our aim is to achieve value-orientated growth that is not merely reflected in the financial figures, but which takes account of economic, ecological and social aspects.

12

protecting people. protecting planet. With our corporate mission, we have a positive impact on both people and the environment.

Ecology

We implement sustainable ecological measures by constantly reviewing our plants, work processes and product processes and product compositions and improve them. Direct or indirect environmental impacts along the value chain are thus avoided or reduced as far as possible. The goal of the uvex group is to leave the smallest possible CO₂ footprint.

Energy management



Monitoring audit in line with ISO 50001

uvex Winter Holding and its subsidiaries (uvex Arbeitsschutz, uvex safety gloves, uvex sports Lederdorn, B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH and Filtral) were again successfully audited in line with ISO 50001:2018 in July 2023. This international standard defines requirements for energy management systems that support businesses in efforts to improve energy-efficiency and reduce energy costs.

For this certification, the updated Guidelines on the Use of Company Vehicles, which promote the use of environmentally friendly vehicles, garnered particular praise. Moreover, targets aimed at reducing energy consumption and CO₂ emissions, reinforced with concrete measures to achieve the aims, were also highlighted.



Photovoltaics as the energy supplier of the future

One of the focal points in the area of sustainability is the use of renewable energy. The uvex group already operates several photovoltaic (PV) systems at various locations, which make a key contribution to reducing the carbon footprint. In 2023, a total of 194.7 kWp in PV output was installed across the group, split between Obernzell (65.8 kWp), Burgfarrnbach (99.9 kWp) and Neukirchen (29 kWp). Further PV projects are in the pipeline for 2024 in Rednitzhembach (approx. 780 kWp) and in Fürth (1.4 MWp), which will further increase energy efficiency and ecological added value. These projects demonstrate the uvex group's commitment to a sustainable future and responsible corporate management.





Focus on green electricity and green gas

Our green electricity is obtained from sources such as biomass, in addition to hydroelectric, wind and solar power. This makes an important contribution to our climate protection ambitions. The green electricity sourced by uvex locations since 2014 is 100% TÜV-certified, renewable electricity from hydropower and also promotes new facilities across the region. The uvex group has been procuring green gas since 2016, with the emissions generated on the basis of gas combustion offset by projects that first contribute to CO₂ reduction, and second, support sustainable development and job creation, in addition to improving social, ecological and sanitary conditions in the respective country.



uvex sports Austria moves to Neukirchen: energy-based renovations

The building into which uvex sports Austria has now moved, located in Neukirchen in the district of Zell am See, was renovated so that operations could successfully commence in financial year 2022/23. The construction measures included the installation of a PV system with an output of 29 kWp to cover the company's own electricity requirements, as well as a connection to the municipal district heating supply. In this context, uvex sports Austria's heating supply is secured by way of wood chips from sustainable forestry. In addition, the building was insulated to minimise heat loss and bring it up to date with the latest technology. In terms of mobility solutions, two charging points for electric vehicles were also installed.



+ New office space for uvex safety Austria

uvex safety Austria has moved. The new office space, which is located in Wels (Upper Austria, around 30 mins drive from Linz), underwent an energy-orientated refurbishment, with the building additionally brought in line with the latest technological standards.

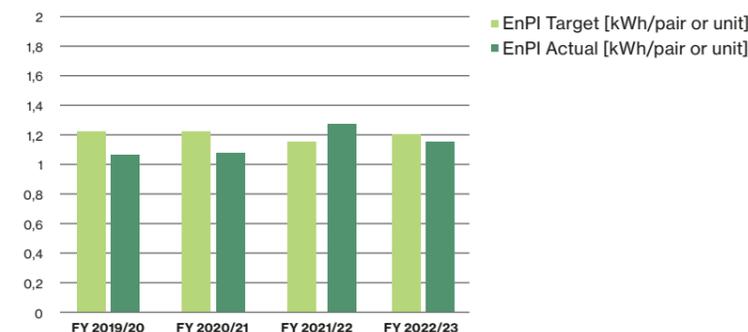
+ Electromobility in Fürth

At the Fürth headquarters, additional charging stations were installed to cater for the rising number of electric vehicles. Plans are also in place to gradually expand the number of charging stations over the coming financial years.

+ Energy assessment of a building at the Fürth headquarters

To aid our transformation in the direction of greenhouse gas neutrality, the uvex academy building (Siemensstrasse 6) in Fürth was assessed on the basis of a feasibility study.

Development and target-setting for specific energy consumption within the scope of DIN EN ISO 50001





Fleet

With our updated Guidelines on the Use of Company Vehicles, we are placing an even stronger focus on fuel consumption and resultant CO₂ emissions.

The Guidelines on the Use of Company Vehicles have been updated

Since January 2020, uvex group fleet management has placed an even greater focus on fuel consumption and the CO₂ emissions generated with the introduction of the updated Guidelines on the Use of Company Vehicles. More fuel-intensive vehicles naturally mean significantly higher contributions payable by employees or a need to settle for a lower specification vehicle.

An overview illustrated by the traffic light system demonstrates the positive impact of low fuel consumption on sustainability and the resultant cost advantages and disadvantages to all those in the process of acquiring a new vehicle. As a result, drivers are encouraged to opt for a vehicle with the lowest possible fuel consumption.

In financial year 2022/23, the existing Guidelines on the Use of Company Vehicles were comprehensively revised, with the aim of generating an even more drastic reduction in the current carbon footprint of the fleet.

Additional measures were successfully implemented in the uvex group with effect from January 2023, which included:

+ Introduction of a mobility allowance

Vehicle users (with the exception of field staff) have the option of choosing between a company car or a mobility allowance. The mobility allowance gives employees the opportunity of freely deciding whether they would prefer to use other means of transport (e.g. local public transport, e-bike) in return for attractive financial compensation terms.

+ Consistent reduction in mileage

All company vehicle users (again, field staff excluded) are limited to driving a maximum of 25,000 kilometres per year. In line with this, drivers are encouraged to optimise their driving behaviour accordingly.



Promotion of electromobility

The promotion of electromobility is a key aspect of our sustainability strategy. For this reason, four charging stations for electric cars and 12 charging points for e-bikes have been installed at the Fürth headquarters. In this way, the uvex group is enabling employees, customers and visitors to charge their vehicles in an environmentally friendly manner.

For choosing a low-emission electric vehicle as a new car, drivers will receive a number of benefits. The aim is to gradually replace the existing vehicle fleet (conventional combustion vehicles) with fully electric vehicles.

+ Energy traffic light system for new vehicle choice: reduced fuel costs for electric vehicles lead to lower contributions payable by employees

+ Option of tax-free employer allowance for home charging points (currently EUR 70 per month)

+ Provision of a charging card that can be used throughout Germany

+ Benefits in relation to company car taxation (0.25% or 0.5% rather than 1% flat rate)



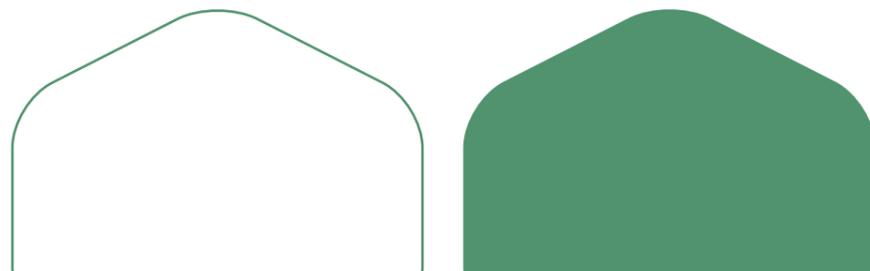


uvex safety group

News from Gloves, Footwear and Eyewear

Sustainable products from the Business Units

uvex offers personal protective equipment (PPE) from head to toe, or in other words, innovations from safety helmets to safety shoes. Naturally, the issue of sustainability is at the forefront of each new product development. New items are added to our sustainable product system at regular intervals. In this context, it is important to uvex that both the products and the production processes meet stringent demands in terms of a responsible approach to people, society and our natural environment – without compromising on protective performance, of course!





Eyewear

In terms of protective eyewear, which has historically constituted the core competency of uvex, the most important product innovation is not only lightweight, non-slip, scratch-proof and anti-fogging, but also sustainable. Overall, recycled material makes up 12% of the uvex pheos nxt planet, while there is additionally an emphasis on environmentally friendly packaging and logistics solutions. The new uvex silv-Air 2310 planet (FFP3 respirator) comes with headband straps made exclusively (100%) from recycled polypropylene (PP) recovered, for example, from washing machine tubs and other household appliance components.

Gloves

The uvex phynomic XG planet is a superb example of a product available from our range of safety gloves: it is made from more than 50% sustainable materials, with uvex opting to use recycled polyamide from the fibre manufacturer in its planet version, rather than polyamide fibres (as in the uvex phynomic XG). This reduces the carbon footprint per pair of gloves significantly (by 29%, to 0.22 kilograms), which reflects the considerable savings potential of this product, especially when the value is extrapolated for higher unit numbers. The product is also high quality and durable, which reduces waste and ensures that less raw material is used. The long service life quickly becomes an economic factor that businesses should in no way underestimate.

Footwear

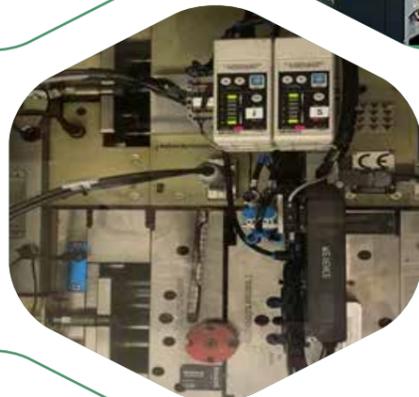
It is not only your hands that uvex protects competently and sustainably. The uvex 1 x-craft planet is another product innovation added to the range of safety shoes for industrial, logistics and trade applications. The integrated flex zone at the front of the foot offers maximum flexibility, which benefits wearers who regularly find themselves kneeling or squatting at work. The functional sole design offers reliable comfort. In any case, the sole construction centred around an abrasion-resistant TPU outsole with up to 10% recycled PU granulate is a real highlight. This is because uvex has again opted for its tried and tested bionom x principle, which combines the essential biomechanical functions of the body with those of the footwear, and in this way creates a harmonious sense of unity between the wearer and their PPE. The midsole of the shoe, which consists of 15% recycled granulate from the company's own surplus production, also features uvex i-PUREnrj planet technology that offers the wearer optimum energy recovery. In total, the product is made from 30% recycled material. Moreover, with a carbon footprint of just over 7 kilograms, the uvex 1 x-craft planet is proof that sustainability does in fact go hand in hand with innovative, technologically high-quality products.



Measures at the Fürth headquarters

Installation of a centralised material supply

With the installation of a state-of-the-art centralised material supply for coating systems, materials are automatically sent to the corresponding production systems. As such, material bags no longer need to be manually handled, which eases the burden on production employees. Moving the materials as part of a closed system ensures that no dirt particles are carried over into the processing stage, which helps to further improve product quality. The impact on energy consumption is particularly positive: the central material drying system means that individual machine dryers can now be regarded as a thing of the past, resulting in electricity savings of 128,000 kWh per annum in the process.



+ Hydraulic injection moulding machine replaced

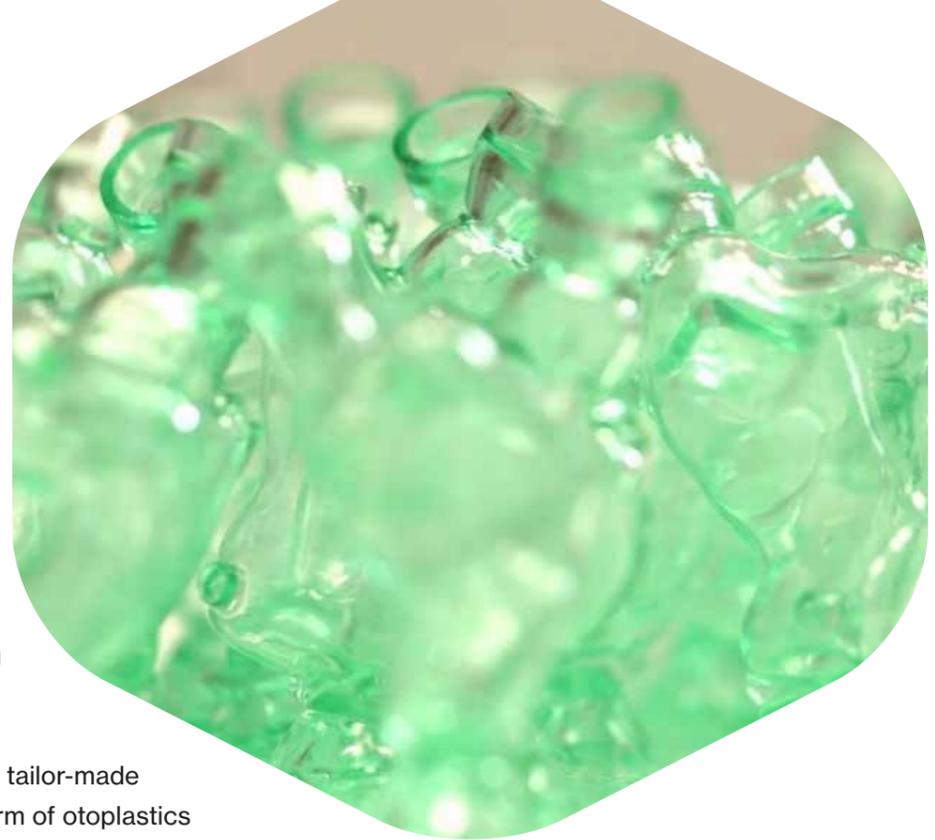
At the Fürth plant, a hydraulic injection moulding machine was replaced by an energy-optimised electric injection moulding machine. First, this helps to cut cycle times, and second, means that electricity can be saved due to the electric actuators. This can lead to savings of 60,000 kWh as part of a three-shift operation, while the reduction in noise emissions can be regarded as another positive side effect.

+ Insulation of a complex tool mould

The mould for our Cx2 volumetric model was fitted with insulation panels matching its contours and all exposed external surfaces were insulated in the process. This measure significantly reduces the energy required to heat the mould, leading to electricity savings of 40,000 kWh per year. Moreover, the insulation also reduces the heat input into the production hall, which has a positive impact on energy consumption in terms of air conditioning the hall.

+ Switching off climate control settings for coating systems during longer downtimes

To ensure the consistent coating quality of our flood cells, a constant process climate must be maintained. This uses up a considerable amount of energy. The systems have now been programmed to ensure that longer periods of downtime are automatically recognised, which helps to regulate the climate control of the process environment. The energy savings achieved per year amount to approximately 154,500 kWh.



News from Occupational Health

Individual PPE such as prescription safety glasses, tailor-made hearing protection in the form of otoplastics and orthopaedic insoles for uvex safety shoes can be worn for several years and offer impressive durability. However, they also help to cut down on disposable packaging for deliveries. Support disks used in the frames of safety glasses are a prominent example of this. Essentially, the disks serve as “placeholders” that are incorporated in eyeglass frames as standard, although by eliminating the need for these, uvex has saved more than 2,300 kilograms of plastic over the past three years.

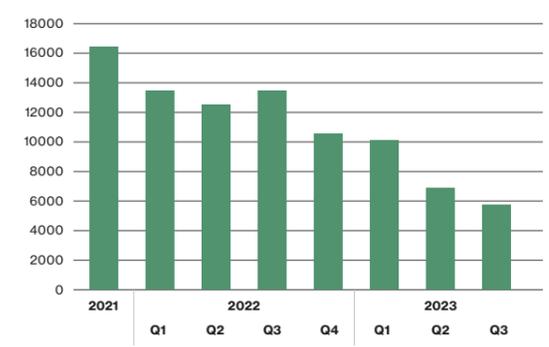
The first prescription safety glasses offered under a “planet” product family were successfully presented at the A+A 2023. The overall castor oil content of these frames stands at 38%.

The production of hearing protection otoplastics stands out on the basis of a cutting-edge 3D printing process, which helps to save both material and time, in addition to generating minimal material waste due to the digital preparation. Moreover, the useful life of hearing protection otoplastics stands at approximately five years.

Greater sustainability for safety gloves production in Lüneburg

In Lüneburg, significant improvements in coating processes aimed at generating greater sustainability have been implemented in the production processes for safety gloves. In comparison with the previous financial year, the volume of coating paste used was reduced by more than 50%. This significant reduction was made possible through investments in new process technology and associated capabilities of the mixing plant, as well as through a consistent focus on continuous improvement procedures for glove manufacturing. This is not merely a sustainability success, but also contributes to optimised usage of materials and the lower costs that come with this.

Paste waste volumes in kg/month





Project and guest lecture

Cooperation with the University of Erlangen-Nuremberg (FAU)

As part of the project seminar in the 2022/23 winter semester, the second instalment of the cooperation between uvex safety and Professor Beckmann (FAU, Chair of Corporate Sustainability, WISO) was once again a resounding success. The students came from a wide range of professional backgrounds, which facilitated a broad and varied approach to the various sustainability challenges facing different business units within the uvex group. The combination of science, innovation and sustainability offered the students the chance to leverage impactful synergies in their efforts to address the practical challenges and achieve added value for the company.

The students focused on the following research issues:

- + **uvex safety gloves – Wolfgang Hornberger:**
How might a cost-orientated returns process for cut-protection safety gloves that conserves resources be organised?
- + **uvex sports – Urban Plangger and Christoph Jahn:**
Cradle-to-Cradle: (Re-)Made in Germany
- + **uvex Winter Holding – Susann Schubert and Marcel von Beaulieu Marconnay:**
Measuring uvex's contribution to protecting people in the context of SDGs and the Vision Zero goal
- + **uvex safety group – Verena Keller:**
Developing a KPI for the circular economy

In addition, a joint guest lecture was held on the subject of Sustainability Management.

+ Membership of the Ellen MacArthur Foundation

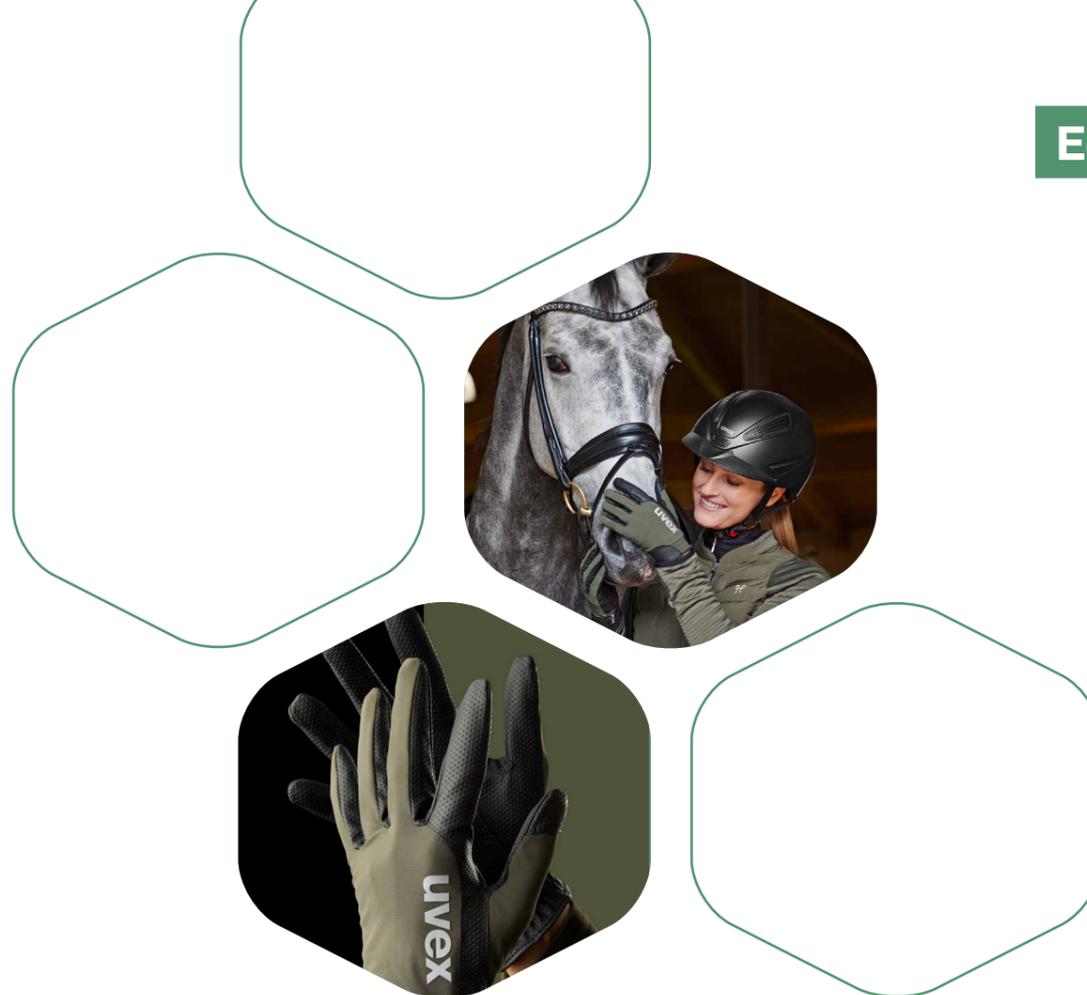


Membership of the Ellen MacArthur Foundation is a key milestone for the uvex safety group's journey towards a sustainable and forward-looking circular economy. One of the many advantages that this membership brings is that the uvex safety group is now part of an international network of organisations that are actively engaged in promoting the circular economy. For example, we have access to valuable expertise, best practices and innovative solution approaches to support the further development and enhancement of our circular strategies. The combination of our membership of the Ellen MacArthur Foundation, additional internal development projects and build-up of expertise has allowed the uvex safety group to refine its vision for a sustainable circular economy and determine concrete fields of action.

+ CDP (Carbon Disclosure Project) successfully submitted



By participating in the CDP, the uvex safety group intends to set an unambiguous standard for the PPE (personal protective equipment) industry. After all, sustainability can only be properly achieved and lived across all levels of the business when data is clearly presented and improvements are consistently implemented. After receiving our evaluation from the CDP, the report will be made fully available to the public.



Sustainable materials for top performance

uvex vida planet

A new combination of high-tech materials and recycled components. Featuring UV protection and extremely secure grip, even in wet conditions. For perfect control of the reins. A riding glove made from sustainable materials with zero compromise in terms of performance and comfort: the uvex vida planet. This is a lightweight and functional summer glove that consists of more than 55% recycled components. Recycled nylon on the back of the hand and highly abrasion-resistant material made from recycled water bottles on the palm combined with stable high-end stretch that doesn't lose its shape. In addition, reinforced zones in areas where the reins are held, maximum UVA, UVB and UVC protection and particularly non-slip material on the palm for maximum grip and perfect rein control, even in wet conditions. The uvex vida planet – because we love the planet.

The new uvex vida planet riding glove combines our protecting planet claim with our mission of protecting people. The model is the first equestrian product available under our uvex planet series, produced in a sustainable and highly environmentally friendly way without compromising on performance. To underline our protecting planet mission, we donate 1 euro for every pair sold to the Rainer Winter Foundation, with the aim of supporting the riding therapy centre operated by the charitable association Lebenshilfe Nürnberger Land.

uvex sports

Discover more about the uvex vida planet >



Urban Planet Challenge

A campaign was organised from 1 June to 31 July 2023 under the motto: “Do something good for yourself and the environment”. The Urban Planet Challenge offered cyclists the opportunity to track the routes they ride and in so doing, to collect points to win amazing prizes. Teams of riders racked up the kilometres together with the aim of raising awareness of urban sustainability efforts. Each and every kilometre covered by the competing cyclists goes towards creating the cities of tomorrow in which life is less hectic and the air we breathe is far cleaner. As part of this initiative, uvex sports committed to contributing 10 euros to the Rainer Winter Foundation for each participant, with an overall sum of 5,000 euros ultimately donated.

The proceeds went to the primary and middle school on Schwabacherstraße in Fürth. In this way, three school classes had the opportunity to visit the Community Kitchen in Munich in November 2023 and learn all about sustainability in an interactive manner in the context of food rescue. The aim here was not simply to ensure that the students grasped the issues of food rescue and sustainability in theory, but to provide them with a real-life, hands-on experience. The Community Kitchen rescues food that would otherwise go to waste and uses this to produce delicious meals, with the organisation additionally committed to raising awareness of food waste.



ALPINA IDOL

Sustainable cycling helmet

Everyone needs a role model. And if you don't have one, you need to create one for yourself. The ALPINA IDOL cycling helmet is a role model. Because ALPINA has never before developed a helmet with a lower carbon footprint. This helmet is "Made in Germany", featuring a hard shell and straps developed from plant-based oils in addition to a ventilation mechanism made from recycled plastic – sourced from old PET bottles and textiles waste. The inlay is an eco-pad made from recycled cotton. The ALPINA IDOL is a flagship project that shows exactly what can be achieved when we put our minds to it – and highlights where our journey is headed.

ALPINA

DOUBLE JACK PLANET

For the winter

Sustainable skiing - that's the aim. And the DOUBLE JACK PLANET is the next step taken by ALPINA in making this vision a reality. The goggles offer a clear view of all obstacles ahead, from icy patches to hazards caused by global warming. Speaking of global warming: DOUBLE JACK PLANET are the most sustainable ski goggles ALPINA has ever developed. Made in the EU.

Never before have ALPINA goggles had a lower carbon footprint! All components of the DOUBLE JACK PLANET have a sustainable element to them. And that's unique. The body, lenses and foam are all made from organic oils, while recycled plastics such as fishing nets are used for the straps and attachments. The finished pairs of ski goggles are packaged and delivered in grass-based cardboard.





Filtral

PV installation at Filtral headquarters

The photovoltaic (PV) system installed on the roof of the production hall in Burgfarrnbach has been supplying around 100,000 kWh of solar power since the autumn of 2021. The solar electricity is fed directly into the site's own network, where it can then be used directly by Filtral. A total of 42% (FY 2022/23) is used by Filtral itself, with this value having declined versus the previous year, while the surplus is sold back to the Infra Fürth public grid as renewable energy.

The PV system has seen energy sourced from the grid fall by more than 50% in comparison with 2020.

The annual CO₂ saving amounts to approximately 40 tonnes compared with the German electricity mix. Moreover, the PV system generates enough electricity to supply 30 households.



Sustainable glasses made from recycled material

As an additional step towards increasing its sustainable credentials, Filtral is using recycled materials, known as post-consumer recycled content (PCR), in its reading glasses.

Since as early as 2021, recycled plastics have been used in the models offered under Filtral's reading aid collection. In the meantime, all plastic frames are now made 100% from recycled materials.

Some models offered under Filtral's collection of sunglasses are now also produced on the basis of recycled plastics – 20 out of 50 frames will be manufactured in this way from summer 2024. Many of these models additionally feature lenses made from recyclate. Last but by no means least: four brand new models developed on the basis of recycled metals have been added to the product line – a truly innovative addition to the Filtral collection!

Advantages of recycled plastic:



Reduction in the use of fossil fuels



Manufacturing process protects valuable resources and the environment



Reduced waste



Project Togo

For many years now, the Filtral group has dedicated time and resources to reducing CO₂ emissions. At present, however, technological challenges mean that it is not yet possible to fully avoid or reduce CO₂ emissions. As an approach to overcoming this situation and a step in the direction of greater sustainability, Filtral offsets these emissions by supporting PROJECT TOGO, a reforestation project for natural forests in the West African nation of Togo. The project not only focuses on the reforestation of fallow land in Togo, but also prioritizes the improvement of social structures in the project region. Since 2012, Filtral has succeeded in offsetting more than 6,500 tonnes of CO₂ overall through PROJECT TOGO.

Long-term measures are implemented within the framework of PROJECT TOGO, including the creation of permanent jobs, the construction of sanitary facilities and wells for drinking water, in addition to the establishment of a training centre since 2022.

This training centre offers a wide range of courses including literacy and language courses. A significant innovation within PROJECT TOGO is the construction of a farming hub. In the future, farmers will be trained here in syntropic agroforestry methods in order to prepare them to deal with the impacts of climate change on food production across the region. The hub focuses on teaching innovative cultivation methods.

Thanks to the Filtral group's commitment and dedication to this cause, many of these projects are financed and therefore secured over the long term.

[More information about Project Togo >](#)

[Filtral >](#)

Economy

For the uvex group, economic sustainability represents a continuation of value-driven, qualitative growth at both national and international level. Particular value is placed on independence from banks in order to maintain a solid financial profile even during difficult times and to remain fit for the future.





The uvex group is strategically working to further anchor sustainability aspects in its activities in order to integrate sustainable thinking and management across the business model. The value orientation is now being expanded to include sustainability perspectives with the long-term and ambitious goal of the uvex group operating on a climate-neutral basis. To achieve this, the focus will be on cutting CO₂ emissions paired with a holistic review of all business activities.

Integrity and lawful conduct in business activities form part of the uvex group's self-perception. The Corporate Compliance Guidelines outline fundamental values and a code of conduct for employees. Business partners in the supply chain must comply with the uvex group's Social Standard.

At the uvex group, economic sustainability also means being a secure and attractive employer to both current and future employees.

Key economic indicators >



Social Responsibility

GRI 102-12, 102-13

Social aspects are of paramount importance within the uvex group's sustainability concept. Corporate values that promote respectful and fair cooperation form the basis of the uvex corporate culture. For many years, the uvex group has established attractive services in the areas of health, knowledge transfer and further training as part of its employer brand, in order to retain employees and stakeholder groups on a long-term basis. Furthermore, the entrepreneurial family assumed social responsibility with the creation of the Rainer Winter Foundation in 1980.





Rainer Winter Foundation

In 2022, donations made by the Rainer Winter Foundation totalled EUR 204,330.00. Since its inception in 1980, the foundation, which is mainly focused on the Nuremberg-Fürth region, has donated around EUR 4 million in total.



Aid for Ukraine

The “Aid for Ukraine” project, which was established in the wake of the Russian invasion of Ukraine and subsequent outbreak of war, has been the largest fundraising campaign in the history of the Rainer Winter Foundation. The foundation has deliberately resolved not to cooperate with major aid agencies in order to be certain that each and every euro donated ends up exactly where it is needed. “Aid for Ukraine” involves organized direct, emergency aid for children and young people on the ground.

Thanks to the commitment of many uvex employees, families with children were identified who could be helped quickly and unbureaucratically. One such family was the Godjak family. Tatjana Godjak and her two daughters, Anna (4) and Sofiia (12) were initially taken in by Dennis Eckhoff (Head of CIS & The Baltic, uvex safety Polska) and his family in the town of Podkowa, located on the south-west outskirts of Warsaw. Through the Rainer Winter Foundation they received emergency aid, school fees and financial support for leisure activities in an effort to help them move on from their terrible experiences, at least for a little while. The aim was to help the children impacted to lead as normal and regular a life as quickly as possible. The Rainer Winter Foundation covered the kindergarten and school fees for the next few months and beyond, while Tatjana Godjak herself now works at uvex safety Polska.

Diana found herself fleeing the war in Ukraine too. She was taken in by a family friend and received emergency financial aid from the Rainer Winter Foundation. Today she attends an art academy in the Munich area.

[To the film with Tatjana Godjack >](#)



Support for women's refuge

In partnership with uvex safety Polska in Reńska Wieś, the Rainer Winter Foundation made preparations to accept refugee mothers with their children at the “Dom Matki i Dziecka” women’s refuge in Opole, which is located close to the border with Ukraine.

Overall, 100% of the donations in the amount of 10,000 euros was exclusively put towards supporting the children.

The „Mother and Child Home“ was founded in 1993. The majority of beneficiaries are women fleeing various forms of violence who have no livelihood and no roof over their heads. In recent times, it has supported children of Ukrainian women too, in the hope that they can lead a life without living in fear of falling bombs.

STELP: Building a school in Novo Pejcev

Through the foundation’s advisory board, the Rainer Winter Foundation was able to get in contact with the aid organization STELP e.V. After a few exceptionally positive conversations and meetings in-person with Serkan Eren, a large portion of the “Aid for Ukraine” fundraising campaign was made available to STELP e.V. to finance valuable reconstruction work on a school building in eastern Ukraine. The school is located in Olyzarivka and educates children of all ages from the beginning of primary school through to those gaining school leaving qualifications.

The area was hit by three low-flying Russian bombs, one of which destroyed the main entrance to the school. Thanks to the great efforts of the headmaster Viktor and his colleague Olena as well as the incredible commitment shown by the entire village community, the roof has already been repaired. This was important in ensuring that the building was not left open to the elements, which could have caused additional damage or even compromised the structural integrity of the building.





Commitment in the region

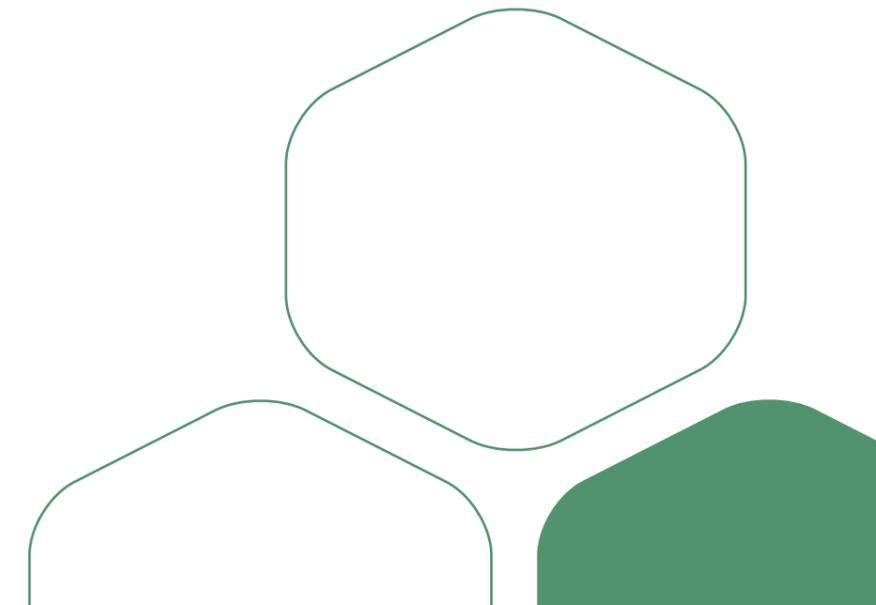
The uvex group, which is headquartered in Fürth, is known for its engagement in the local region. To promote social and cultural projects, the business group has been supporting the city theatre in Fürth (Stadttheater Fürth), the Ludwig-Erhard Foundation and Fürth City Festival for many years.

As part of the “uvex ride for kids” event, uvex group employees based at the Fürth headquarters commuted by bike to rack up the kilometres for a good cause. The employees raised an impressive sum of EUR 6,000 as part of this fundraising campaign. For every kilometre covered by bike, the uvex group donated 1 euro to the Rainer Winter Foundation. The donation went towards establishing the Nuremberg branch of the CJD (Christliches Jugenddorfwerk Deutschlands), a Christian non-profit organisation that focuses on youth, education and social work across Germany.

When it comes to awarding contracts, regionality is also at the forefront. Where possible, the uvex group works with workshops, systems manufacturers and service providers based in the Nuremberg metropolitan region. In terms of our production processes, the company maintains long-term, trust-based partnerships with workshops for the disabled, such as the Dambacher Workshop for the Disabled. Childcare services, including during holiday periods, for the children of employees highlight the uvex group’s commitment to ensuring a positive work-life balance.

An important social element of our sustainability efforts is the tight-knit relationship between the uvex group and the Rainer Winter Foundation, which celebrated its 40th birthday in 2020. Key projects from the previous year are listed under the Social section of this report.

The uvex group is firmly committed to Fürth as a location of business, both as the headquarters for a workforce that has now grown to around 1,000 employees and a production location for safety glasses. In this spirit, investments are regularly made to modernise workplaces, in addition to offering sports and fitness courses, outdoor relaxation spots and plenty of parking. The uvexeria canteen, which offers healthy meals for a balanced diet, sources vegetables, for example, from the local area around Fürth. In this way, employees enjoy fresh produce and are able to eat with the seasons, including during the annual asparagus harvest in the spring.





Employees



Workplace health management

Health management at the uvex group, also known as uvex health, encompasses a broad range of programmes and initiatives aimed at promoting health based on the following five pillars:



The uvex group's Health steering committee is establishing a systematic health management structure to ensure that the workplace and organisation are geared towards sustainably promoting the health and wellbeing of employees. Based on the five pillars outlined above, the following aspects were offered and implemented in FY 2022/23.



+ Mental health assessment

A mental health assessment in the form of a survey was carried out across all uvex group locations in Germany. The uvex health team in Fürth, supported by the health managers at the respective uvex sites and our health partner, the ias Group, was responsible for coordinating and implementing this mental health assessment. The results were made available to all employees, with measures to improve critical aspects now being implemented following a consultation with the management of the individual subgroups.

+ Hybrid health week

At the start of July 2023, the hybrid health week took place. Various health-related events were organised at the Fürth headquarters, while employees at all national sites had the opportunity to take part in additional digital health campaigns. The events were a mix of hands-on activities, webinars and analyses covering topics such as exercise, nutrition and mindfulness. In total, 190 employees took part in these activities.

+ Fürth office run

Following a two-year break due to Covid-19, during which the Fürth office run could only take place "virtually", the event was again held in person in 2022. Nearly 100 runners from the uvex group braved the inclement weather to complete the course of just under 6 kilometres around the Pegnitzwiesen. As such, the uvex group once again claimed top spot for the company with the most participants in the event.

+ stg employee consulting

In partnership with stg, the uvex group offers all employees as well as their families in Germany free, professional and anonymous employee consulting. When an employee is facing challenges in their personal life, immediate help can be provided by way of telephone consulting. Following this, further professional help can be organised and, if requested, can be continued to support employees until the situation has been resolved/improved. .

Issues for which stg consulting can provide support:

- Stress, fatigue, burnout
- Conflict with colleagues, managers and other employees
- Addiction (e.g. alcohol, drugs, betting, working)
- Physical and mental illness
- Work-life balance issues
- Relationship crises, separation, divorce
- Dealing with conflict/illness in the family
- Support and care for relatives and (potential) debt issues
- Personal crises (bereavement, death)

+ Actions related to workplace health promotion

In FY 2022/23, there were again numerous opportunities in relation to workplace health promotion. Below is a selected overview of offers in this area:

- Monthly health tips
- Cycle leasing
- Discounted memberships at FitX fitness studios everywhere
- Videos on active breaks from the Health steering committee
- Online seminars from our health partners, the ias Group
- ias health portal
- KKH online health coach
- Company sports groups
- Covid vaccines + flu jabs

Collaboration Experts

Communities such as the collaboration experts, first launched in FY 2016/17, offer knowledge exchange across different departments and locations. They are internally trained disseminators of digital working methods and tools, who form the interface between IT and business, generating ideas and feedback for digital working and the modern world of work. At present, the community has a total of 111 members.

Additional colleagues were again trained as Collaboration Experts and joined the community during FY 2022/23. The Collaboration Experts are represented at all German-speaking uvex sites: ALPINA Schweiz, uvex sports Austria, uvex Arbeitsschutz Schweiz, uvex safety gloves in Lüneburg, uvex safety textiles in Ellefeld, uvex sports Lederdorn, BSA in Oberzell, ALPINA in Sulzemoos und uvex sports CR in Nyrsko, Czech Republic. They share ideas on digital collaboration scenarios with colleagues on an international basis.

The Collaboration Experts regularly take part in events aimed at increasing and exchanging knowledge, as well as those dedicated to special trending topics. In so doing, they play a key role in shaping our future collaboration, always keeping up to date with the latest developments and ensuring greater transparency in collaborations. This guarantees sustainable, efficient, cross-border communication pathways, collaboration and knowledge transfer within the uvex group.

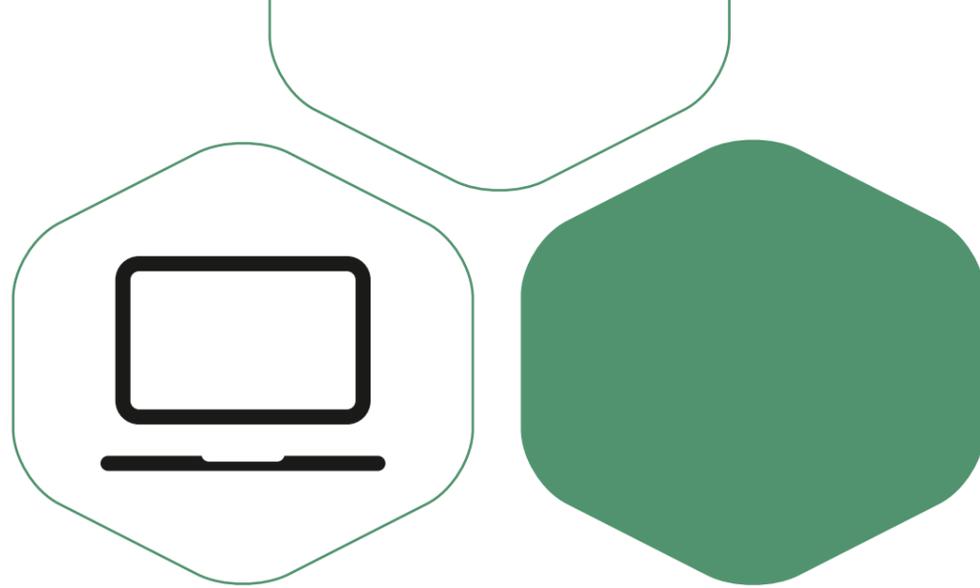


Personal development

With our personnel development measures, we support and challenge our employees specifically according to their individual needs - professionally, systematically and personally. With this, we are not only widening the spectrum of core competencies within our business, contributing to its success as a result, but we are also enabling our employees to keep up with and proactively advance developments in their professional areas.

During FY 2022/23, employees were also able to independently book external further training measures for the first time in just a matter of clicks via the Employee Self Service Semigator. As we want to encourage our employees on their individual development journeys, there are no limitations with regard to the topics in which employees can receive further training.

There have also been a few elements added to the internal range of further training measures during the reporting period. The new formats include a comprehensive training course in project management as well as the uvex Management Development Program, in which a select group of 13 young executives are supported over a period of 1.5 years to develop and realise their potential.



Digitisation of HR processes

The digitisation of HR processes is ongoing. Important and helpful tools, such as the salary app and the HR dashboard, have been developed and implemented over recent years. In FY 2022/23, we focused on digitising the AT salary and bonus round throughout Germany. Using a digital mask, the bonus round, which was previously a very time-consuming administrative task, has been simplified and standardised across all German companies. We are delighted that the process has been successful and in October 2023 we were already able to build on the experience gained from the previous year.

The uvex group as a vocational trainer

With a total of 16 different vocational training programmes and four dual study courses, the uvex group offers a varied and educational experience for our apprentices as they experience work in a wide variety of departments, thoroughly equipping them for working life. Our approach aims to facilitate a successful career start once our apprentices have completed their training. In the past financial year, all trainees successfully completed their training and those that wanted to stay with uvex were subsequently taken on.



Family

The uvex group ensures that working life at the company reflects our protecting people philosophy by offering various family-friendly offers and measures. Across all locations, there is an opportunity to hold personal discussions to gain further information on topics such as caring for relatives and parental leave. Moreover, we like to offer our employees across Germany a gift to mark the birth of their child in addition to a little something to occupy the kids on the Day of Prayer and Repentance. With the schools closed in Bavaria on this day, employees are free to bring their children into the office, where a fun bag full of arts and crafts is provided to keep them entertained while their parents work. We also put on a wide range of events, where we offer our employees information on family-related topics. A regular, monthly family tip provides employees with great ideas for leisure activities suitable for the whole family. At our Fürth site, we have partnered with an AWO Fürth childcare centre, which also offers its services during the Easter and summer holidays.



Made in
uvex

Our products are manufactured
in our own uvex factories with an
overall quality standard.





Plants

Made in uvex

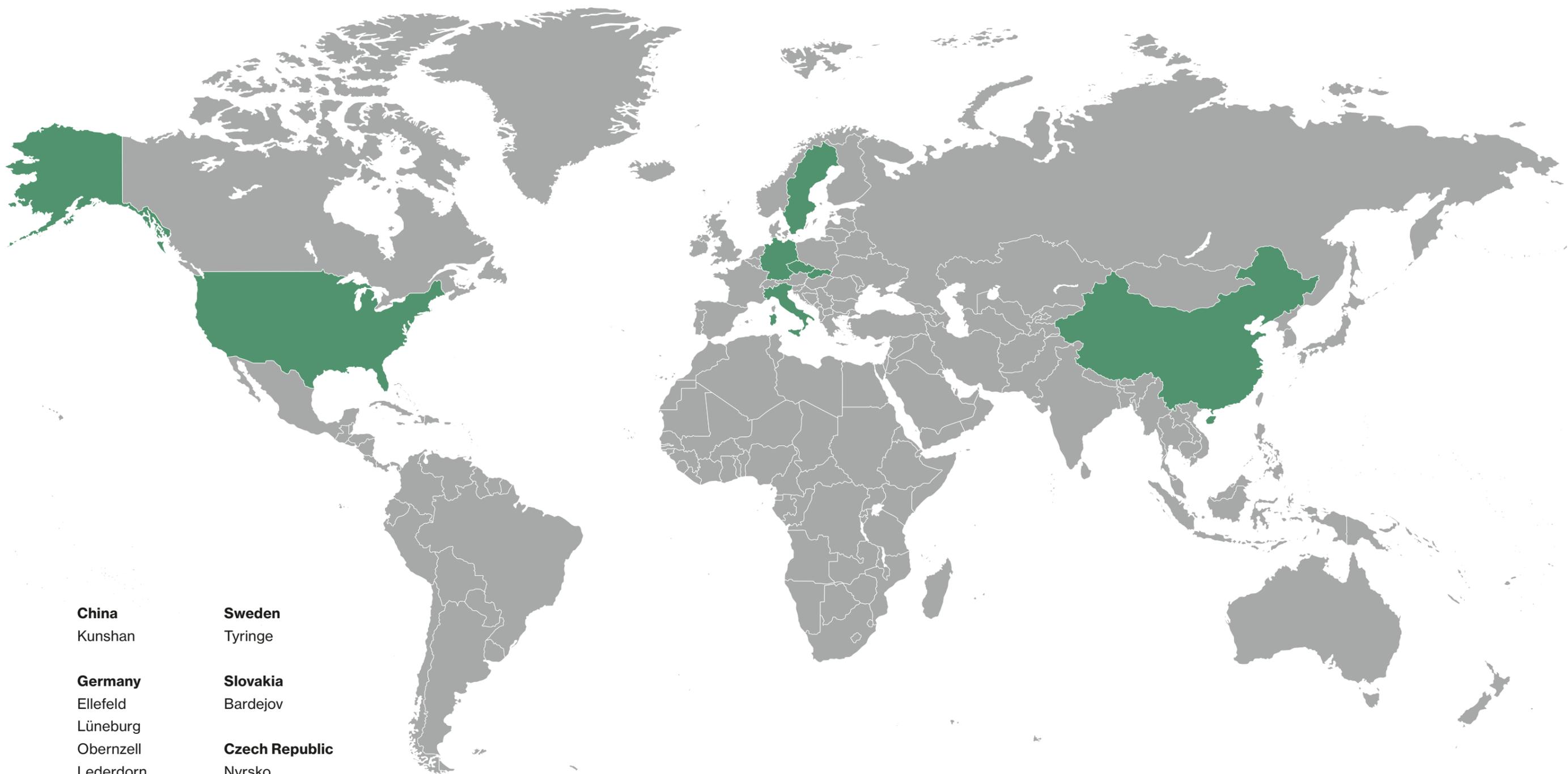
The innovative products and services for the world market are produced in the company's own plants, many of them in Germany and Europe. The entire value-added chain is thus in our own hands - from the product idea and development, through production, to sales. This not only enables the uvex group to act particularly quickly and flexibly, but also to guarantee the high quality standards of its products through its own manufacturing expertise.

In order to reduce its ecological footprint, the uvex group regularly carries out sustainability activities at its production facilities around the world.

Measures taken by our individual plants

- + **uvex safety gloves, Lüneburg**
50% reduction in coating paste waste through investments in new process technology, mixing plant capabilities and a consistent focus on continuous improvement procedures.
- + **uvex Arbeitsschutz, Fürth**
 - Installation of a centralised material supply that will result in electricity savings of 128,000 KWh per annum.
 - Replacement of a hydraulic injection moulding machine: as part of a three-shift operation, yearly savings of 60,000 KWh could be achieved.
 - Insulation of a complex tool mould: this measure significantly reduces the energy required to heat the mould, leading to electricity savings of 40,000 KWh per year.





China
Kunshan

Germany
Ellefeld
Lüneburg
Oberzell
Lederdorn
Fürth

Italy
Ceva

Sweden
Tyringe

Slovakia
Bardejov

Czech Republic
Nyrsko

USA
Minnesota
Grand Rapids

Supply Chain

We take our responsibilities towards human rights and the environment seriously. In this context, our business operations are aligned with the Social Standard and Code of Conduct, which have been integrated in our business practices. The uvex group's mission statement on its human rights strategy was supplemented by way of the Social Standard and Code of Conduct and approved by the company management.



Supply chain due diligence



We assess the potential or actual impact of our business activities on these areas on an ongoing basis. In this way, we are able to avoid, reduce or eliminate negative impacts and bring about positive changes. We regularly review our due diligence processes to ensure their efficacy and adapt these as necessary. When it comes to selecting suppliers, we use a supplier self-assessment to review our requirements for compliance with human rights and environmental standards. Finally, at least once per year, we communicate the most important risks and consequences identified through our analysis via the website. Further information regarding our programme and individual processes can be found in the sections below.



+ Monitoring, preventative and remedial measures

All core suppliers are committed in writing via a Quality Agreement to comply with the Guiding Principles of the United Nations and OECD, as well as our Social Standard. This sets out the basic aspects of cooperation, such as human rights, labour practices, health and safety, environmental management, quality management, operations, working from home and subcontracting, anti-corruption, bribery and the granting of benefits, as well as minerals from conflict and high-risk countries.

Compliance with the commitments is ensured by auditing suppliers in collaboration with the external service providers or our own trained staff. In the past financial year, 28 external audits of suppliers were conducted, with a total of 197 measures for continuous improvement identified.

In addition, the uvex group appointed a Human Rights Officer to implement and monitor the requirements of the Supply Chain Act (Lieferkettengesetz – LkSG) on an internal basis.

To ensure that the legal requirements are adequately implemented, digital learning content covering topics such as the LkSG, the Social Standard and Code of Conduct is regularly provided. In the past financial year, we informed more than 370 suppliers and 3,000 employees about the availability of this e-learning content.

In the event of an infringement of a protected legal position, remedial measures are to be immediately defined and implemented as deemed appropriate by the respective SBU manager(s). These measures are to be devised and implemented in conjunction with the supplier in question. Where incidents of this nature are identified, the BE department must be informed without delay. It is only in extreme cases that replacement suppliers should be considered, for example if the remedial measures prove to be unsuccessful in the wake of a human rights violation or the supplier appears unwilling to cooperate properly.

+ Risk management and analysis

We aim to identify at an early stage and ultimately avoid the human rights-related and ecological risks that can arise in relation to our business activities. To achieve this, we have integrated a risk management system as part of our supplier evaluation process, which assesses all suppliers and service providers on the basis of country risk, supplier relationships and the results of audits. This risk and supplier assessment is updated annually or, as the case may be, revised during the year in the event of anomalies. For the categorisation of the country risk, we use the „[CSR Risk Check](#)“ as an external source. Suppliers are informed once a year of the results of the assessment carried out.

In the 2022/23 reporting year, no infringements of human rights or environmental obligations were identified.

+ Complaints procedure

We have put in place various reporting channels so as to ensure responsible business operations at all times.

Employees, suppliers and subcontractors can report violations of the uvex group's Social Standard by contacting compliance@uvex.de. These reports can be made confidentially and the identity of the reporter is not disclosed.

Our business partners are obliged to ensure that subcontractors, suppliers and their own business partners are also informed about this reporting procedure and made aware of its confidential nature.

In addition to the contact option mentioned above, an external ombudsman service has also been established. This can be reached as follows:

Ombudsservice: Baker Tilly Rechtsanwaltsgesellschaft mbH
Nymphenburger Str. 3b, 80335 Munich, Germany
Telefon: +49 89 55066-525, E-Mail: ombudsservice.uvex@bakertilly.de

[More detailed information on our whistleblower system >](#)

+ uvex and the EU Chemicals Regulation REACH

The chemicals regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals; Regulation (EC) No. 1907/2006) has governed chemicals legislation within the EU since 1 June 2007. It goes without saying that we fully comply with the obligations arising from the overarching objectives and implementation of REACH regulations. After all, protecting people – and the environment too – is a definitive priority for us in connection with the use hazardous chemical substances. And it has been this way for many years. Since as far back as 2007, the uvex group has been developing an internal Restricted Substances List (RSL), for which the requirements are even stronger than the statutory requirements linked to the REACH regulation. This RSL is regularly updated in order to rapidly react to the latest scientific findings. The use of hazardous substances is therefore fundamentally prohibited in uvex products. When, in exceptional circumstances, the use of such substances is unavoidable, incredibly stringent conditions apply.

Our suppliers must therefore confirm that they ensure compliance not only with the REACH regulation, but also with the internal uvex RSL too. In addition, compliance with all threshold values specified there is verified by independent laboratories on a regular basis. The test samples are obtained directly from our suppliers on site as well as from our own warehouses. We receive more than 600 test reports per year, which equates to tens of thousands of individual test results (as at 2019).

[Restricted substances list >](#)



Key Figures

As part of the update to sustainability report 2016/17, the uvex group reports in terms of financial years. This required an adjustment of reporting on environmental, economic and employee figures to the uvex financial year, which begins on 1 August and ends on 31 July. Financial years 2019/20, 2020/21 and 2021/22 are presented.

N.B.: owing to the ongoing optimisation of the harmonised system for capturing key figures across our sites, the published figures may include discrepancies against previous reports.

uvex Winter Holding

	2020/21	2021/22	2022/23	Change vs. previous year
Heating oil (kWh)	71,162	61,958	55,999	-10%
Natural gas (kWh)				
Green gas (kWh)	397,914	389,434	338,478	-13%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	469,076	451,392	394,477	-13%
Green share (%) Scope 1 excl. Fuel consumption	84.83	86.27	85.80	
Scope 1 (kWh) fuel	385,359	431,597	448,555	4%
Scope 1 (kWh)	854,435	882,989	843,032	-5%
Electricity (kWh)				
Green electricity (kWh)	946,852	921,129	920,456	0%
Solar power (kWh)				
District heating (kWh)				
Scope 2 (kWh)	946,852	921,129	920,457	0%
Green share (%) Scope 2	100.00	100.00	100.00	
Energy (kWh)	1,801,287	1,804,118	1,763,488	-2%
Total waste (kg)				
Recycling share %				
Water consumption (m³)	303	706	702	-1%
CO ₂ emissions Scope 1 (kg) fuel	218,827	220,061	210,169	-4%
CO ₂ emissions Scope 2 (kg)	0	0	0	
Absolute CO₂ emissions (kg) before offset	218,827	220,061	210,169	-4%
CO ₂ offset by green gas (kg)	-94,703	-93,075	-80,896	-13%
Absolute CO₂ emissions (kg) after offset	124,123	126,987	129,273	2%

uvex safety group

	2020/21	2021/22	2022/23	Change vs. previous year
Heating oil (kWh)				
Natural gas (kWh)	379,000	622,710	179,810	-71%
Green gas (kWh)	13,856,666	15,248,532	15,696,625	3%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	14,235,666	15,871,241	15,876,435	0%
Green share (%) Scope 1 excl. fuel consumption	97.34	96.08	98.87	
Diesel / petrol (kWh)	2,838,915	3,565,802	3,666,699	3%
Scope 1 (kWh)	17,074,581	19,437,044	19,543,134	1%
Electricity (kWh)	541,957	465,443	644,222	38%
Green electricity (kWh)	15,985,804	14,566,472	14,616,919	0%
Solar power (kWh)	63,121	98,817	120,560	22%
District heating (kWh)	840,750	819,280	841,510	3%
Scope 2 (kWh)	17,431,632	15,950,012	16,223,211	2%
Green share (%) Scope 2	92.07	91.95	90.84	
Energy (kWh)	34,506,214	35,387,056	35,766,344	1%
Total waste (kg)	1,630,595	1,530,079	1,374,426	-10%
Recycling share %	40.98	41.90	40.50	
Water consumption (m³)	81,197	82,794	85,405	3%
CO ₂ emissions Scope 1 (kg)	4,147,683	4,677,546	4,703,809	1%
CO ₂ emissions Scope 2 (kg)	603,103	547,099	694,708	27%
Absolute CO₂ emissions (kg) before offset	4,750,786	5,224,644	5,398,517	3%
CO ₂ offset by green gas (kg)	-3,297,887	-3,644,399	-3,751,493	3%
Absolute CO₂ emissions (kg) after offset	1,452,900	1,580,245	1,647,023	4%

uvex sports group

	2020/21	2021/22	2022/23	Change vs. previous year
Heating oil (kWh)	988,045	850,335	744,930	-12%
Natural gas (kWh)	350,116	400,746	377,290	-6%
Green gas (kWh)	12,918,365	14,293,367	8,032,742	-44%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	14,256,526	15,544,448	9,154,962	-41%
Green share (%) Scope 1 excl. fuel consumption	90.61	91.95	87.74	
Diesel / petrol (kWh)	1,343,569	1,576,012	1,640,722	4%
Scope 1 (kWh)	15,600,095	17,120,460	10,795,684	-37%
Electricity (kWh)	287,007	246,322	220,812	-10%
Green electricity (kWh)	4,188,753	4,996,076	3,227,221	-35%
Solar power (kWh)				
District heating (kWh)		225,056	225,060	0%
Scope 2 (kWh)	4,475,760	5,467,454	3,673,093	-33%
Green share (%) Scope 2	93.59	91.38	87.86	
Energy (kWh)	20,075,855	22,587,914	14,468,777	-36%
Total waste (kg)	652,215	697,339	494,198	-29%
Recycling share %	67.69	70.00	64.03	
Water consumption (m³)	28,560	29,294	17,219	-41%
CO ₂ emissions Scope 1 (kg)	3,819,448	4,176,552	2,656,764	-36%
CO ₂ emissions Scope 2 (kg)	335,798	211,912	196,282	-7%
Absolute CO₂ emissions (kg) before offset	4,155,246	4,388,464	2,853,047	-35%
CO ₂ offset by green gas (kg)	-3,074,571	-3,416,115	-1,919,825	-44%
Absolute CO₂ emissions (kg) after offset	1,080,675	972,349	933,221	-4%

uvex group

	2020/21	2021/22	2022/23	Change vs. previous year
Heating oil (kWh)	1,172,207	1,001,023	868,939	-13%
Natural gas (kWh)	894,451	1,272,738	702,255	-45%
Green gas (kWh)	27,489,090	30,206,812	24,296,882	-20%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	29,555,748	32,480,573	25,868,076	-20%
Green share (%) Scope 1 excl. fuel consumption	93.01	93.00	93.93	
Diesel / petrol (kWh)	4,970,313	5,998,037	6,183,104	3%
Scope 1 (kWh)	34,526,061	38,478,609	32,051,180	-17%
Electricity (kWh)	875,087	711,765	865,034	22%
Green electricity (kWh)	21,199,745	20,583,994	18,838,641	-8%
Solar power (kWh)	63,121	132,065	157,037	19%
District heating (kWh)	840,750	1,044,336	1,066,570	2%
Scope 2 (kWh)	22,978,703	22,472,160	20,927,281	-7%
Green share (%) Scope 2	92.53	92.19	90.77	
Energy (kWh)	57,504,764	60,950,769	52,963,976	-13%
Total waste (kg)	2,346,690	2,307,933	1,939,915	-16%
Recycling share %	49.34	51.69	46.57	
Water consumption (m³)	110,530	113,264	103,721	-8%
CO ₂ emissions Scope 1 (kg) fuel	8,442,144	9,333,455	7,784,540	-17%
CO ₂ emissions Scope 2 (kg)	960,764	759,010	890,990	17%
Absolute CO₂ emissions (kg) before offset	9,402,908	10,092,465	8,675,530	-14%
CO ₂ offset by green gas (kg)	-6,542,403	-7,219,428	-5,806,955	-20%
Absolute CO₂ emissions (kg) after offset	2,860,504	2,873,037	2,868,575	0%

Filtral

	2020/21	2021/22	2022/23	Change vs. previous year
Heating oil (kWh)	113,000	88,730	68,010	-23%
Natural gas (kWh)	165,335	249,282	130,669	-48%
Green gas (kWh)	316,145	275,479	229,037	-17%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	594,480	613,491	427,717	-30%
Green share (%) Scope 1 excl. fuel consumption	53.18	44.90	53.55	
Scope 1 (kWh) fuel	402,470	424,625	427,129	1%
Scope 1 (kWh)	996,950	1,038,117	854,845	-18%
Electricity (kWh)	46,123			
Green electricity (kWh)	78,336	100,316	74,044	-26%
Solar power (kWh)		33,248	36,477	10%
District heating (kWh)				
Scope 2 (kWh)	124,459	133,564	110,521	-17%
Green share (%) Scope 2	62.94	100.00	100.00	
Energy (kWh)	1,121,409	1,171,681	965,366	-18%
Total waste (kg)	63,880	80,515	71,291	-11%
Recycling share %	75.66	79.08	42.70	
Water consumption (m³)	471	471	395	-16%
CO ₂ emissions Scope 1 (kg)	256,186	259,296	213,797	-18%
CO ₂ emissions Scope 2 (kg)	21,862			
Absolute CO₂ emissions (kg) before offset	278,049	259,296	213,797	-18%
CO ₂ offset by green gas (kg)	-75,243	-65,840	-54,740	-17%
Absolute CO₂ emissions (kg) after offset	202,806	193,457	159,057	-18%



Employees by division worldwide

uvex group

2020/21			2021/22			2022/23		
2,959			3,207			3,183		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
1,739	1,220	30.9	1,946	1,261	34.1	2,000	1,183	35.5

uvex Winter Holding

2020/21			2021/22			2022/23		
249			260			263		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
229	20	6.0	238	22	5.8	243	20	5.3

uvex safety group

2020/21			2021/22			2022/23		
1,838			2,006			2,058		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
1,127	711	38.2	1,286	720	43.7	1,330	728	45.0

uvex sports group

2020/21			2021/22			2022/23		
792			858			771		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
321	471	24.4	357	501	23.5	352	419	24.6

Filtral group

2020/21			2021/22			2022/23		
73			72			70		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
56	17	2.7	55	17	1.4	54	16	1.4

UD2C group

2020/21			2021/22			2022/23		
7			11			21		
of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %	of whom salaried employees	of whom industrial and trade employees	of whom abroad in %
6	1	-	10	1	-	21	-	-

Note: In most cases within the uvex group, the collective bargaining agreement of the plastics processing industry applies.

Employees by gender worldwide

uvex group

	2020/21	2021/22	2022/23
male	1,440	1,594	1,608
female	1,519	1,613	1,575
female quota in %	51.3	50.3	49.5

uvex Winter Holding

	2020/21	2021/22	2022/23
male	131	134	135
female	118	126	128
female quota in %	47.4	48.5	48.7

uvex safety group

	2020/21	2021/22	2022/23
male	1,007	1,115	1,145
female	831	891	913
female quota in %	45.2	44.4	44.4

uvex sports group

	2020/21	2021/22	2022/23
male	268	310	292
female	524	548	479
female quota in %	66.2	63.9	62.1

Filtral group

	2020/21	2021/22	2022/23
male	30	29	27
female	43	43	43
female quota in %	58.9	59.7	61.4

UD2C group

	2020/21	2021/22	2022/23
male	4	6	9
female	3	5	12
female quota in %	42.9	45.5	57.1

Employee structure by age worldwide

uvex group

in %	2020/21	2021/22	2022/23
Employees up to 30 years	15.8	16.8	16.2
Employees up to 31-40 years	25.3	25.5	25.4
Employees up to 41-50 years	26.3	25.8	25.7
Employees up to 51-60 years	25.4	25.2	25.4
Employees over 60 years	6.9	6.5	7.0
in years			
average years of service	10.2	9.8	10.0
average age	44	43	43

uvex Winter Holding

in %	2020/21	2021/22	2022/23
Employees up to 30 years	17.3	16.5	16.7
Employees up to 31-40 years	28.1	28.1	29.7
Employees up to 41-50 years	27.3	26.2	23.2
Employees up to 51-60 years	19.7	22.3	24.3
Employees over 60 years	7.6	6.9	6.1
in years			
average years of service	9.6	9.3	9.6
average age	42	43	43

uvex safety group

in %	2020/21	2021/22	2022/23
Employees up to 30 years	16.2	17.5	17.3
Employees up to 31-40 years	26.3	26.4	25.9
Employees up to 41-50 years	26.9	25.5	25.7
Employees up to 51-60 years	24.7	25	24.7
Employees over 60 years	5.7	5.3	6.0
in years			
average years of service	10.4	10.1	10.0
average age	43	43	43

uvex sports group

in %	2020/21	2021/22	2022/23
Employees up to 30 years	15.7	16.1	14.1
Employees up to 31-40 years	23.2	23.8	23.5
Employees up to 41-50 years	24.6	25.9	25.9
Employees up to 51-60 years	27.4	25.3	26.6
Employees over 60 years	9.1	9.0	9.9
in years			
average years of service	9.4	8.9	9.7
average age	45	44	45

Employee structure by age worldwide

Filtral group

in %	2020/21	2021/22	2022/23
Employees up to 30 years	2.7	5.6	4.3
Employees up to 31-40 years	15.1	8.3	11.4
Employees up to 41-50 years	26	31.9	32.9
Employees up to 51-60 years	43.8	43.1	41.4
Employees over 60 years	12.3	11,1	10.0
in years			
average years of service	17.1	16.6	16.6
average age	50	50	50

UD2C group

in %	2020/21	2021/22	2022/23
Employees up to 30 years	28.6	18.2	19.0
Employees up to 31-40 years	28.6	45.5	42.9
Employees up to 41-50 years	28.6	18.2	23.8
Employees up to 51-60 years	14.3	18.2	14.3
Employees over 60 years	-	-	-
in years			
average years of service	3.6	2.9	2.4
average age	38	38	38

Average sick leave rate worldwide

in %	2020/21	2021/22	2022/23
uvex group	4.8	5.6	5.0
uvex Winter Holding	1.9	3.7	3.8
uvex safety group	4.7	5.4	4.8
uvex sports group	5.9	6.4	5.6
Filtral group	6.1	6.9	9.2
UD2C group	0.3	2.9	1.0

Average staff turnover rate worldwide

in %	2020/21	2021/22	2022/23
uvex group	7.9	10.2	14.4
uvex Winter Holding	12.3	11.6	16.1
uvex safety group	6.6	9.5	8.9
uvex sports group	9.4	11.1	28.0*
Filtral group	9.4	13.8	8.3
UD2C group	-	9.9	10.2

*Staff turnover rate incl. organisational changes and relocation

Management structure by gender worldwide

uvex group

in %	2020/21	2021/22	2022/23
male	75.8	75.7	74.3
female	24.2	24.3	25.7

uvex Winter Holding

in %	2020/21	2021/22	2022/23
male	66.7	60	62.5
female	33.3	40	37.5

uvex safety group

in %	2020/21	2021/22	2022/23
male	76.5	77.9	76.3
female	23.5	22.1	23.7

uvex sports group

in %	2020/21	2021/22	2022/23
male	81.5	80.6	77.2
female	18.5	19.4	22.8

Filtral group

in %	2020/21	2021/22	2022/23
male	71.4	64.3	61.5
female	28.6	35.7	38.5

UD2C group

in %	2020/21	2021/22	2022/23
male	-	66.7	66.7
female	-	33.3	33.3

Number of trainees worldwide

in %	2020/21	2021/22	2022/23
uvex group	39	36	36
uvex Winter Holding	11	12	15
uvex safety group	24	19	17
uvex sports group	4	5	3
Filtral group	0	0	1
UD2C group	0	0	0

Number of accidents worldwide

uvex group

in %	2020/21	2021/22	2022/23
Total accidents	41	31	45
Commuting accidents	14	5	9
Operational accidents	27	26	36

uvex Winter Holding

in %	2020/21	2021/22	2022/23
Total accidents	1	2	4
Commuting accidents	0	1	0
Operational accidents	1	1	4

Number of accidents worldwide

uvex safety group

in %	2020/21	2021/22	2022/23
Total accidents	30	17	31
Commuting accidents	12	3	8
Operational accidents	18	14	23

uvex sports group

in %	2020/21	2021/22	2022/23
Total accidents	10	11	7
Commuting accidents	2	1	1
Operational accidents	8	10	6

Filtral group

in %	2020/21	2021/22	2022/23
Total accidents	0	1	3
Commuting accidents	0	0	0
Operational accidents	0	1	3

UD2C group

in %	2020/21	2021/22	2022/23
Total accidents	0	0	0
Commuting accidents	0	0	0
Operational accidents	0	0	0

Group Sales

Group sales in EUR million	2020/21	2021/22	2022/23	Change in % on previous year
Consolidated Companies				
uvex group	523,8	584,9	655,3	12
safety group	399,1	444,8	521,7	17.3
uvex sports / ALPINA / Hiplok / Filtral / Primetta	141,7	148,3	138,6	-6.5
UD2C group	0,6	1,6	11,6	627

Sales breakdown by division

Sales breakdown by division in %	2020/21	2021/22	2022/23
uvex safety group	76	75	79
uvex sports / ALPINA / Hiplok / Filtral / Primetta	24	25	21

National and international sales share

National and international sales share in %	2020/21	2021/22	2022/23
National	54	46	42
International	46	54	58



About our organizational profile

The uvex group has its headquarters in Fürth, northern Bavaria, where the majority of its employees are based. The company was founded in 1926 by Philipp M. Winter, who manufactured protective eyewear in his „Optische-Industrie-Anstalt“. With 3.230 employees and 49 subsidiaries in 23 countries, the uvex group achieved sales of 655 million euros in fiscal year 2022/23.





History

It is only by being aware of our past that we can successfully shape our future.

We are proud to say that uvex is one of the major brands in Germany, and even in the world, that has helped write industrial history.

[More >](#)

Multi-brand company

GRI 102-6

Nine strong brands are united in the uvex group. Each individual brand is characterised by its unmistakable character and unique strengths.

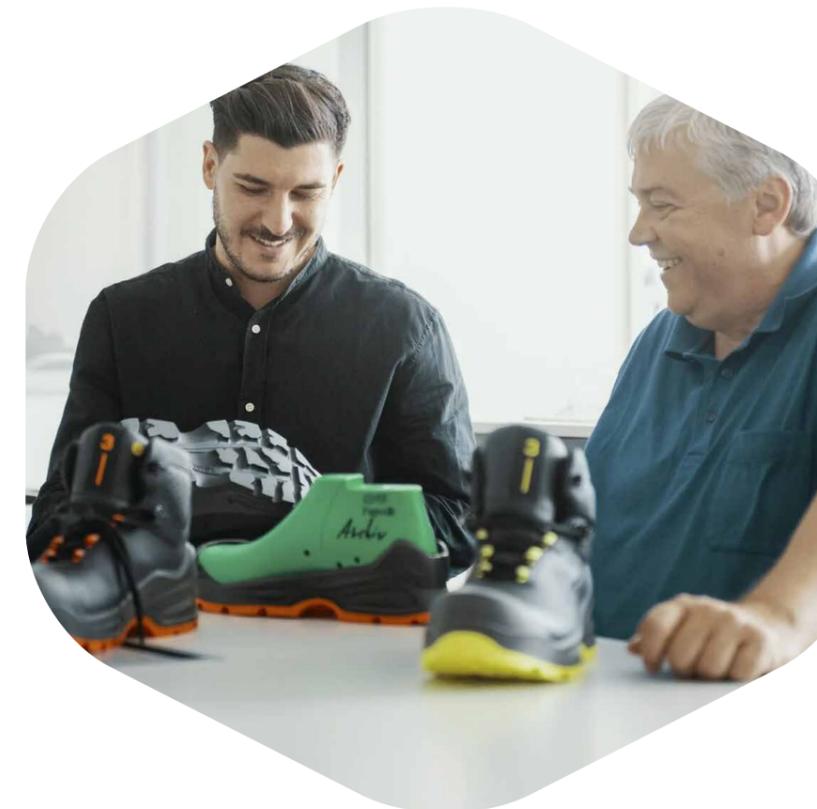
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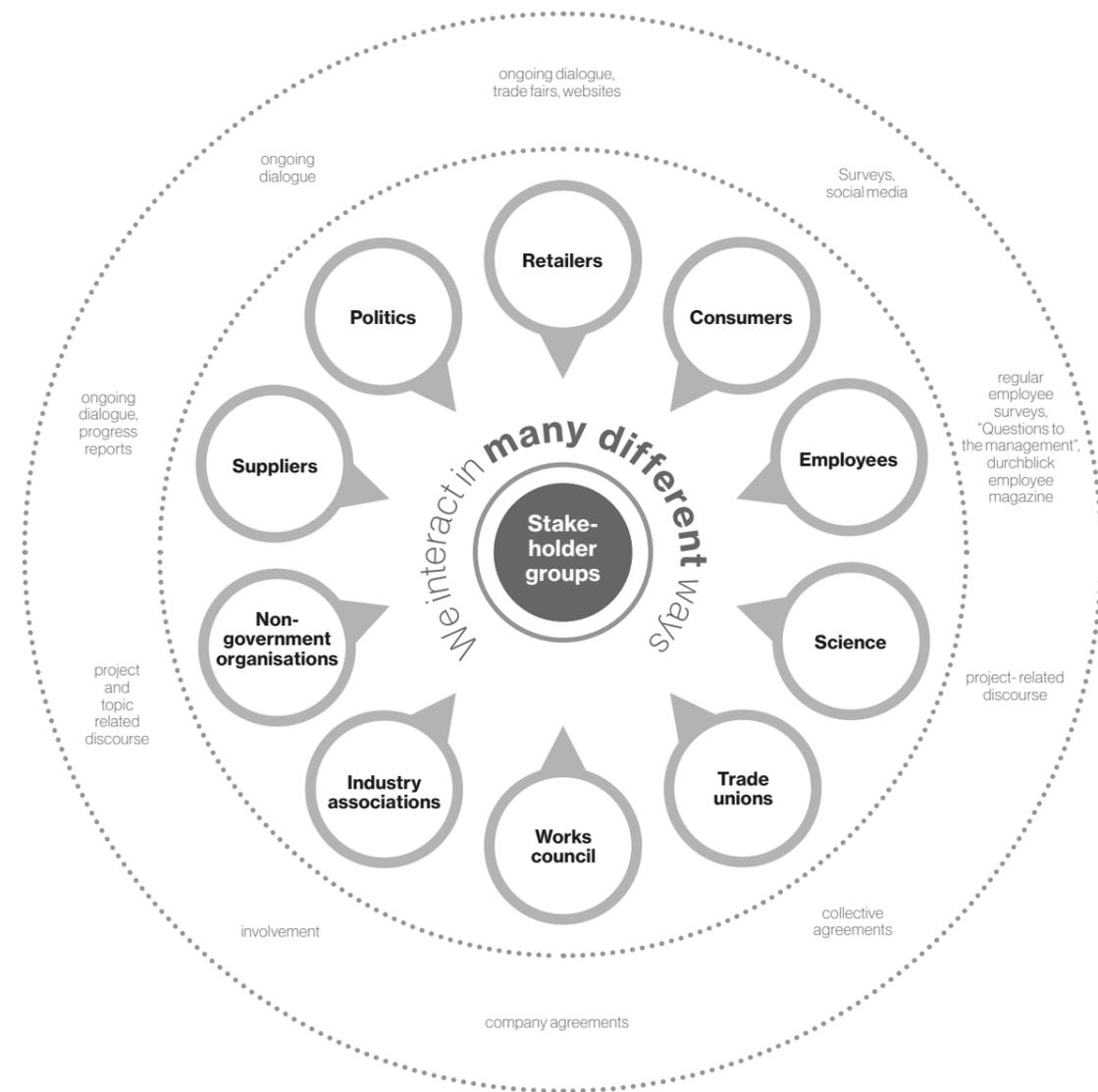
Values

GRI 102-11, 102-16

uvex provides head-to-toe protection.
Every day.
Around the clock.
Worldwide.
That is our mandate.
protecting people.

[More >](#)

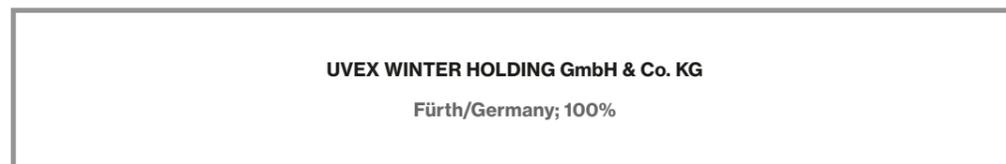




The uvex group interacts with its stakeholders in various ways. Defined channels and means of communication are important for both internal and external contact between different interest groups. Transparency can increase as a result, establishing market acceptance and often leading to successful collaboration. A communication strategy consisting of comprehensive information and opportunities for feedback is therefore an important factor in the company's success.

The expectations of the uvex group vary according to the interest group. Based on the expectations identified, risks can be better understood and counteracted. The binding obligations of each department are derived from the specific interested parties, in consultation with managers responsible for particular projects and decisions. Laws and regulations are often important here, but employee satisfaction, customer satisfaction, management and shareholders also play a key role. In order to continuously improve its dialogue with stakeholders, the uvex group regularly reviews and updates its processes and operations.

uvex Winter Holding



Sub-groups



uvex safety group

Sub group companies



uvex sports group

Sub group companies

ALPINA SPORTS GmbH Sulzemoos/Germany; 100%	UVEX SPORTS JAPAN Tokyo/Japan; 100%	B-S-A Gesellschaft für Kunststoffverarb.u. -handel mbH Oberzell/Germany; 100%
ALPINA SPORTS Austria GmbH & Co.KG Neukirchen/Austria; 100%	UVEX SPORTS Austria GmbH & Co. KG Zell am See/Austria; 100%	UVEX SPORTS Lederdorn GmbH Lederdorn/Germany; 100%
ALPINA SPORTS Schweiz AG Ebmingen/Switzerland; 100%	UVEX (Schweiz) AG Baar/Switzerland; 76%	UVEX SPORTS Nyrsko k.s. Nyrsko/Czech Republic; 100%
UVEX SPORTS GmbH & Co. KG Fürth/Germany; 100%	Plus 8 Industries Ltd. (Hiplok) Leamington Spa/UK; 75%	UVEX SPORTS Bardejov, k.s. Bardejov/Slovakia; 75%

Filtral group

Sub group companies

FILTRAL GmbH & Co. Vertriebs KG Fürth/Germany; 100%	PRIMETTA GmbH & Co. KG Bad Salzuflen/Germany; 100%
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UD2C group

Sub group companies

Protecting People GmbH Fürth/Germany; 100%	Factor26 GmbH Freilassing/Germany; 80%
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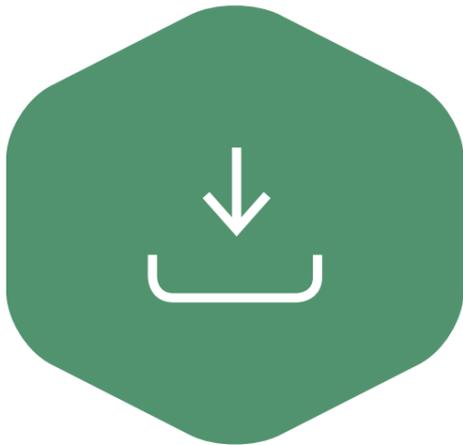


GRI Standard	Disclosure	Content	Link
GRI 101: Foundation 2016			
GRI 102: General disclosures 2016	102-1	Name of the organization	Company
	102-2	Activities, brands, products and services	Company
	102-3	Location of headquarters	Organisation & Production sites
	102-4	Location of operations	Organisation & Production sites
	102-5	Ownership and legal form	Contact
	102-6	Markets served	Multi brand company
	102-7	Scale of the organization	Company
	102-8	Information on employees and other workers	Key Staff Indicators
	102-9	Supply chain	Supply chain
	102-10	Significant changes to the organization and its supply chain	About this report Management Summary
	102-11	Precautionary Principle or approach	Management Summary Corporate Values Organisational profile Employee projects Supply Chain
	102-12	External initiatives	Social Responsibility
	102-13	Membership of associations	Social Responsibility

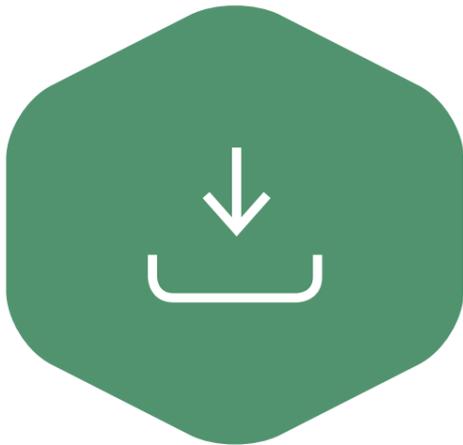
GRI Standard	Disclosure	Content	Link
	102-14	Statement from senior decision-maker	Foreword
	102-16	Values, principles, standards and norms of behavior	Corporate Values protecting people Employee projects Organisational profile 12 principles
	102-17	Mechanisms for advice and concerns about ethics	Supply Chain
	102-18	Governance structure	Management Summary uvex Winter Holding
	102-19	Delegating authority	Management Summary
	102-20	Executive-level responsibility for economic, environmental, and social topics	Foreword
	102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder
	102-35	Remuneration policies	Key Staff Indicators
	102-40	List of stakeholder groups	Stakeholder
	102-41	Collective bargaining agreements	Key Staff Indicators
	102-42	Identifying and selecting stakeholders	Stakeholder
	102-43	Approach to stakeholder engagement	Management Summary Stakeholder
	102-44	Key topics and concerns raised	Management Summary Focus areas 12 principles
	102-45	Entities included in the consolidated financial statements	About this report
	102-46	Defining report content and topic Boundaries	Management Summary
	102-47	List of material topics	Management Summary Focus areas
	102-48	Restatements of information	About this report
	102-49	Changes in reporting	About this report
	102-50	Reporting period	About this report
	102-51	Date of most recent report	About this report
	102-52	Reporting cycle	About this report
	102-53	Contact point for questions regarding the report	Contact
	102-54	Claims of reporting in accordance with the GRI Standards	About this report
	102-55	GRI content index	About this report
	102-56	External assurance	About this report

GRI Standard	Disclosure	Content	Link
GRI 103: Management approach 2016			
	103-1	Explanation of the material topic and its Boundary	Management Summary Focus areas 12 principles
	103-2	The management approach and its components	Management Summary Fokusbereiche 12 Credos
	103-3	Evaluation of the management approach	Management Summary Focus areas 12 principles
GRI 201: Economic performance 2016			
	201-1	Direct economic value generated and distributed	Key Economic Indicators
GRI 203: Indirect economic impacts 2016			
	203-1	Infrastructure investments and services supported	Energymanagement
GRI 205: Anti-corruption 2016			
	205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct of uvex group Social Standard of uvex group Focus areas
GRI 301: Materials 2016			
	301-2	Recycled input materials used	uvex safety group protecting planet by using recycled material uvex sports ALPINA Filtral group
	301-3	Reclaimed products and their packaging materials	uvex safety group protecting planet by reducing waste uvex sports ALPINA Filtral group
GRI 302: Energy 2016			
	302-1	Energy consumption within the organization	Energymanagement Key Environmental Indicators
	302-3	Energy intensity	Energymanagement Key Environmental Indicators
	302-4	Reduction of energy consumption	Energymanagement Focus areas Plants Projects uvex safety group
	302-5	Reductions in energy requirements of products and services	Energymanagement Focus areas Plants

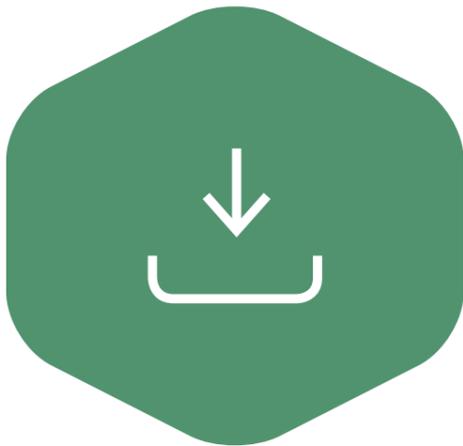
GRI Standard	Disclosure	Content	Link
GRI 303: Water and effluents 2018			
	303-1	Interaction with water as a shared resource	Key Environmental Indicators
	303-5	Water consumption	Key Environmental Indicators
GRI 305: Emissions 2016			
	305-1	Direct (Scope 1) GHG emissions	Key Environmental Indicators
	305-2	Energy indirect (Scope 2) GHG emissions	Key Environmental Indicators
	305-4	GHG emissions intensity	Key Environmental Indicators
	305-5	Reduction of GHG emissions	Key Environmental Indicators Energymanagement Focus areas Plants Fleet Management Summary
GRI 306: Waste 2020			
	306-2	Waste by type and disposal method	Key Environmental Indicators
GRI 401: Employment 2016			
	401-1	New employee hires and employee turnover	Key Staff Indicators
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee projects
GRI 403: Occupational health and safety 2018			
	403-1	Occupational health and safety management system	Management Summary
	403-5	Worker training on occupational health and safety	Employee projects
	403-6	Promotion of worker health	Employee projects
GRI 404: Training and education 2016			
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee projects
GRI 405: Diversity and equal opportunity 2016			
	405-1	Diversity of governance bodies and employees	Key Staff Indicators
GRI 413: Local communities 2016			
	413-1	Operations with local community engagement, impact assessments, and development programs	Rainer Winter Foundation Commitment in the region
GRI 416: Customer health and safety 2016			
	416-1	Assessment of the health and safety impacts of product and service categories	Organisational profile



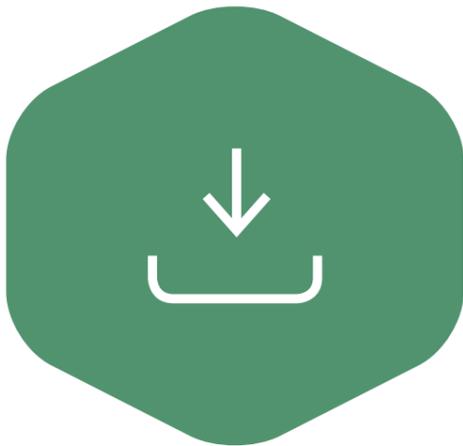
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Code of Conduct



Social Standard uvex group



Restricted Substances List

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The most recent uvex group 2021/22 sustainability report is dated 23 December 2022.

As at: February 2023



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