

# uvex



## protecting planet

### Sustainability at uvex safety

Sustainability is a key topic for uvex. Our mission of protecting people instils in us responsibility towards environment protection.



**uvex group**  
Plastics and rubber industry category



**uvex safety group**



**uvex cagi**

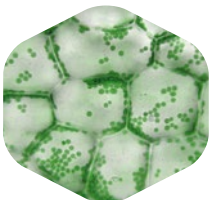
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**protecting people**

# 4 focus areas

## The uvex sustainability strategy

We integrate sustainability holistically into our processes. We have identified four focus areas and set measurable targets for each one. These targets apply across the entire group, right down to plant level.



### Ecological transformation

We are striving for climate neutrality by 2045 and an environmentally friendly footprint throughout the entire value creation chain. Our emission reduction targets are validated by the Science-Based Targets Initiative (SBTi).

#### Targets by 2030:

- Scope 1 and 2 emissions reduced by 42% (base year: 2022/23)
- Scope 3 emissions (hotspot categories) reduced by 25% (base year: 2022/23)
- Reduction of absolute waste generation by 15% (base year 2021/22)
- Reduction of water consumption and hazardous waste generation by 10% (base year 2021/22)
- Reduction of scrap rates to below 5%



### Circular economy as a driver of innovation

We are driving the development of circular solutions – with a focus on innovative materials and concepts, durability and Design for Recycling.

#### Targets:

- Increasing the overall share of sustainable materials (bio-based materials or recycle) 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



### Social responsibility

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

#### Targets:

- 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



### 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.

#### Targets:

- 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



# made in uvex

**"Made in uvex" stands for responsibility, quality and technological expertise – along the entire value creation chain.**

Our innovative products for the global market are largely produced in our own factories, many of which are located in Germany and Europe. As a result, we are responsible for the entire value creation chain – from product conception and development to production and sales. The uvex group can therefore rapidly implement targeted sustainability measures, ensuring the high quality standards of the products.



**uvex Restricted Substances List (RSL)**  
Stricter chemical limit values than REACH



**uvex products offer quality and protection**  
far beyond standard requirements

**WE SUPPORT**



Human rights and responsibility – enshrined in the **uvex Code of Conduct and social standard**



**ISO 14001**  
certification of all European sites by 2026 (currently 5 of 7)



**ISO 9001**  
certification for all uvex sites

**56%**  
of our products are manufactured in Europe



**-65%**  
CO<sub>2</sub> emissions per turnover since 2014



Our **Rainer Winter Foundation** supports projects for disadvantaged children



**>2300 kWp**  
solar power from our PV systems



**100%**  
green electricity at our European sites

Validation of our emission reduction targets by the **Science Based Targets Initiative (SBTI)**

**285**  
uvex products with calculated CO<sub>2</sub> footprint

... that's the same as 20% of our portfolio – and is continuing to grow.

More information can be found in our **uvex product CO<sub>2</sub> footprint folder**



[uvex-safety.com/en/media/catalogues-and-brochures](https://uvex-safety.com/en/media/catalogues-and-brochures)



# 4 hexagons

## Increased transparency about the product

Our new labelling system makes it easy to quickly identify environmentally relevant product characteristics. With this system, you can see at a glance which aspects of the product design actively contribute to the reduction of CO<sub>2</sub>, resource conservation and a circular economy – clearly, comprehensively and with direct focus on the product.



### Material

Products featuring this symbol contain innovative materials, such as bio-based materials, materials that can be composted at home or recycled materials. Recycled materials covers both post-consumer recycling materials (PCR) and post-industrial recycling materials (PIR).



### Packaging

Products with this symbol feature more environmentally friendly packaging. For example, this can be packaging that is either 100% recycled or can be composted at home, or packaging may not be required at all.



### Circular economy

Products with this symbol actively support the objectives of the circular economy. For example, these products are designed to last for a particularly long time, are recyclable, are intended to be used a second time or can be repaired.



### Carbon footprint

For products marked with this symbol, we calculated the CO<sub>2</sub> footprint along the value creation chain using the method set out in the ISO 14067 standard. In this way, the emissions of our products can be measured, compared and specifically reduced.

**Calculation method:** IPCC 2021 GWP100 (based on ISO 14067); SimaPro with ecoinvent database; Scope: Cradle-to-Customer; The CO<sub>2</sub> values provided were valid at the time of calculation and may be subject to change due to database or methodology updates.



# CO<sub>2</sub> footprint



## Why do we calculate the carbon footprint of our products?

In order to present the greenhouse gas emissions of our products along the entire supply chain in a transparent way, we started to calculate the CO<sub>2</sub> footprints of a wide range of products in 2022. Since then, we have been working continuously to increase the number of product carbon footprints (PCFs). At least 10 calculated PCFs are now available for all product groups.

This helps our customers to take a holistic view of their corporate footprint and uses the data obtained to identify potential savings in CO<sub>2</sub> for uvex. The calculations thus serve as a basis for design and development processes, for example to compare the ecological balance of different materials.

## How does the calculation work?

In order to calculate a PCF in accordance with ISO 14067, all materials, processes, transport routes, packaging, use and disposal processes included in the life cycle of the product are accounted for and assigned to specific emission factors. To this end, we are in constant contact with our suppliers in order to obtain as precise data as possible for the CO<sub>2</sub> footprint of processes and materials. We also record waste, energy and production figures in our own plants in order to calculate the CO<sub>2</sub> footprint of our products in detail.

We use SimaPro software with the ecoinvent life cycle database as the basis for the calculation. As this software is regularly updated and our suppliers are constantly improving, the calculations are subject to constant changes. For more information on our methodology, please visit [uvex-safety.com/en/uvex-safety-group/sustainability/co2-carbon-footprint](https://uvex-safety.com/en/uvex-safety-group/sustainability/co2-carbon-footprint).



## All relevant processes that a product goes through are taken into account for the calculation

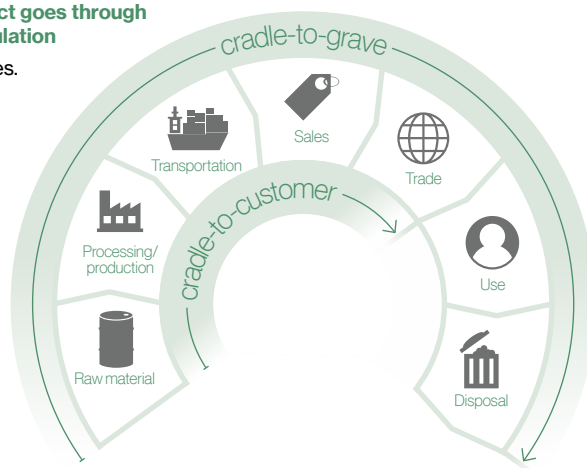
We distinguish between two principles.

### cradle-to-customer

Calculation from raw material to customer.

### cradle-to-grave

Includes the cradle-to-customer calculation and extends beyond the useful life to include disposal.



## uvex 1 x-craft planet

**6.09 kg CO<sub>2</sub>e**  
Calculation as at:  
06/2025\*



|                                 |             |
|---------------------------------|-------------|
| Material                        | 4.30        |
| Processing                      | 0.97        |
| Packaging                       | 0.44        |
| Transportation                  | 0.38        |
| <b>Total/kg CO<sub>2</sub>e</b> | <b>6.09</b> |

More information on the  
**uvex CO<sub>2</sub> footprint**



[uvex-safety.com/en/uvex-safety-group/sustainability/co2-carbon-footprint/](https://uvex-safety.com/en/uvex-safety-group/sustainability/co2-carbon-footprint/)

\* The calculation method is based on the IPCC 2021 GWP100 and is based on ISO 14067. The SimaPro program with the ecoinvent database was used for the calculations. The scope under consideration covers the entire life cycle from the raw material extraction to the customer ("cradle-to-customer"). The CO<sub>2</sub>e values specified at the time of calculation may change permanently due to updates of the database or changes in the methodology.

# Mass balancing



## What is mass balancing – and how do we use it at uvex?

Mass balancing is a bookkeeping method that is used to record and track the mass flows of plastics, for example, along the entire value creation chain. In the manufacturing process, some fossil-based raw material is replaced by more sustainable alternatives, for example biomass or recycled raw materials.

The mass balancing approach enables manufacturers to verify the use of bio-based raw materials or recycled materials within a balance sheet period and to mathematically allocate the bio-based or recycled content to a proportion of the plastics produced,

**This results in a material with a significantly lower CO<sub>2</sub> footprint.**

However, the exact proportion of bio-based or recycled materials in the end product can no longer be precisely determined.

At uvex, mass-balanced material is used in the lenses and visors of the **planet models**, enabling a significant reduction in their CO<sub>2</sub> footprint.

**By purchasing mass-balanced polycarbonate, uvex is helping to replace fossil-based raw materials with bio-based materials.**



## An example

The lens of the **uvex pheos nxt planet** is made from 100% mass-balanced polycarbonate.

Compared to the standard **uvex pheos nxt model**, the CO<sub>2</sub> footprint of the lens is reduced by 24% (calculation status 02/2023).





# Logistics and service centre in Rednitzhembach

The new logistics centre of uvex Group Logistics GmbH in Rednitzhembach sets standards in terms of sustainability.

Covering an area of 35,000 square metres, the building combines numerous environmentally friendly measures. **Fossil-free heat generation** is particularly noteworthy: **Wood from sustainable forestry is** used instead of fossil fuels. This is supplemented by a **large-scale photovoltaic system** on the roof. Under optimal conditions, the system delivers around 750,000 kWh of clean energy, which covers the **consumption of the building complex**.



Another focus is the protection of **biodiversity**. For example, **6,000 square metres of roof space were planted** to create habitats for plants and animals.

Sustainability is also taken into account in storage and commissioning: **Recycled plastic boxes are used to** conserve resources and further reduce the ecological footprint of the company.



The building has been **awarded for its sustainable construction** and serves as a **model for future-oriented logistics solutions**.

The combination of renewable energy, resource-conserving materials and biodiversity-promoting measures shows how modern logistics are compatible with ecological responsibility.



### Made in Fürth – quality from the uvex Eyewear centre of expertise

At the Fürth site, uvex develops and produces high-quality safety spectacles, goggles, prescription safety spectacles and laser protection eyewear using state-of-the-art technology and in close cooperation with strategic partners. This combination forms the basis for the development of pioneering technologies and long-lasting, top quality products. Innovative, proprietary coating technologies and the use of selected materials from renowned manufacturers ensure consistently high quality and long service life.

# uvex safety eyewear







ISO 9001,  
ISO 14001 and  
ISO 45001  
certified



**No wastewater**  
thanks to complete  
evaporation during the  
production process



**Local raw materials**  
from a radius of just  
100 km around  
the site

**Reggranulation of all  
production moulds**  
for manufacturing foam  
earplugs, and reuse in  
the plug box



**100% recyclable  
packaging material**



**Promotes  
biodiversity**  
beehives and  
insect hotel  
on site



**Power sourced from  
100% renewable  
energies**



# uvex hearing protection

## Sustainability worth hearing about

SwedSafe, a company in the uvex group, is synonymous with responsible production and the highest environmental standards. At our site in Tyninge, Sweden, we manufacture high-quality earplugs for industrial use and for consumers around the world. At SwedSafe, we focus on environmentally friendly production without the use of fossil fuels. Our power comes entirely from renewable energies – supported by solar modules on our office building. We source the majority of our raw materials from within a 100-kilometre radius. This reduces emissions and strengthens the local supply chain.

# uvex head protection



## Innovative safety helmets – made in Germany

At the Lederdorn site, uvex develops and manufactures high-quality and innovative safety helmets for work, sport and leisure. Manufacturing in Germany enables resource-efficient production, supported by short transport routes and ongoing optimisation of materials and processes.



**Years of experience**  
and know-how  
since 1969



**Ergonomic workplaces**  
to promote health  
and efficiency



**Short  
transport routes**



**Less  
production waste**  
thanks to the recycling  
of waste material



**Instructions for use**  
made from recycled  
waste paper

**At least  
85%  
of our models**  
are suitable for  
recycling



**Minimising  
packaging waste**  
in purchasing by  
implementing bulk silo  
systems for material  
storage



**ISO 14001  
and ISO 9001  
certified**



**Assembly aids**  
for easier work  
processes for  
employees



**100%  
green electricity**





**95%**  
recycled  
ABS  
in valve



For single-use products with high consumption rates in particular, improvements in the carbon footprint play a decisive role. We focus on the use of recycled materials without compromising on protection and wearer comfort. As part of the complete respiratory protection range, we have changed all of our plastic parts to recycled material.

**100%**  
recycled PP  
headband  
attachment



  
**Combining our  
expertise with  
long-standing partner  
suppliers**

  
**uvex Restricted  
Substances List (RSL)**  
Stricter chemical limit  
values than  
REACH

**30.2%**  
recycled material  
across the respiratory  
protection product  
group

  
**Sustainable  
cartons**  
made from more than  
80% recycled  
paper

**100%**  
recycled materials  
for all plastic parts



  
**ISO 14001  
and ISO 9001  
certified**

  
All suppliers  
use  
**solar energy**

# uvex respiratory protection

In both our in-house product development and in collaboration with long-standing partners, we continuously analyse and explore how to make additional components of the uvex respirators even more sustainable.





**uvex**



#### Made in Lueneburg

Made in Germany in the largest European centre for hand protection, uvex gloves are among the most innovative and kindest to your health and the environment.

# uvex hand protection



**Reduction of CO<sub>2</sub> emissions through the use of recycled polyamide in Bamboo TwinFlex® products**



**No solvents**  
Water-based coating

**All shipping in Germany is carried out using GLS Klima Protect**

**Plastic-free minimum packaging with paper sleeve**



**uvex harmful substances standard**  
+200 critical substances

**ISO 45001, ISO 14001 and ISO 50001 certified**  
occupational safety, environmental and energy management

**Carton adhesive tape with starch-based adhesive made from potatoes**

**Skin compatibility**  
dermatologically approved by the proDERM® Institute

**Electricity from renewable sources**  
TÜV Gold certified, carbon offset gas



**Reduction of energy consumption**  
through the use of a more efficient combined heat and power plant



# uvex safety footwear



**Waste prevention**  
through continuous  
process and tool  
optimisation



**Use of water-based  
release agents**  
confirmed via automotive  
and supplier industries



**PU waste management**  
for recycling and  
saving polyurethane  
waste



**uvex  
overperformance**  
exceeding standard  
test requirements and  
extending product  
lifespan



**100%**  
**of our models**  
are made from at least  
one partially recycled  
component



**By 2030**  
20% of each product's  
weight will come from  
bio-based or recycled  
materials



**ISO 14001 and  
ISO 45001  
certified**



Continuous calculation  
of the **CO<sub>2</sub> footprints**



**Leather Working Group**  
cooperation exclusively  
with LWG-certified  
leather suppliers



**Sustainable  
shoe box**  
with 95% recycled  
content

**100%**

**green energy**  
from green electricity,  
offset gas and solar  
panels at the uvex Cagi  
production site in Italy



**uvex Restricted  
Substances List (RSL)**  
stricter chemical  
limit values as  
REACH



## Protecting people is our mission

protecting planet is the natural continuation of this mission when it comes to treating people, society and nature responsibly. The safety footwear product group has embodied its motto, protecting planet, for over ten years. Since 2011, we have implemented numerous projects to reduce the amount of PU waste generated, for example.

Since the end of 2022, we have been able to turn surplus PU into granulate and reuse it in soles (midsoles, TPU outsoles) for 85 models. The goal is to continuously increase the proportion of recycled and bio-based materials in the product portfolio.



**Reliable quality through experience and partnership**

Our protective products are based on decades of experience and close cooperation with reliable partners. We offer not only high-quality products, but also comprehensive advice.



# uvex individual PPE



**Regional production**  
of otoplastics  
in Central Franconia

Otoplastic production:  
**100% nitrogen**  
recovery



**Up to 5 years**  
of use for  
otoplastics



**Approx. 1.5 years**  
of use for  
prescription safety  
spectacles



Otoplastic production:  
**ISO 45001-certified**  
occupational safety  
management system



**No single-use  
packaging**  
used in shipping



Otoplastic production:  
**lower material  
consumption**  
thanks to modern  
3D printing



**Approx. 2.3 t less**  
plastic in 3 years due  
to the avoidance of  
demo lenses



**Sustainable  
packaging**  
made from recycled  
cardboard boxes

**30% of our**  
plastic frames for  
prescription safety  
spectacles are made  
from **bio-based plastic**

**Our goal:**  
almost all the hard  
components of our plastic  
frames for prescription safety  
spectacles are made from  
**bio-based materials**





# uvex workwear



## Engineered in Germany – from the initial idea down to the seam

Our workwear is created in a place where quality is a long-standing tradition: In our own product development and sample making departments in Germany. Here, we combine technical expertise with precision of craftsmanship – for workwear that delivers what it promises. Developed to meet the high demands of industrial laundry services and optimised for resource-efficient washing, our workwear stands for durability, functionality and sustainability.

High-quality materials, strong partnerships and a responsible approach to resources throughout the entire value creation chain reflect our commitment: workwear with responsibility.



**In-house product development and sample preparation**  
in Neuensalz



**75%**  
OEKO-TEX®  
certified models



All products are delivered in **100% recycled packaging**



**100%**  
BSCI certified  
Tier 1 suppliers

**uvex Restricted Substances List (RSL)**  
Stricter chemical limit values than REACH



**Socially responsible production**  
by selected partners



**ILO and social standards**  
throughout the supply chain

**100%**  
green electricity  
on site  
in Germany



**ISO 9001 certified**  
site in Germany



**Environmentally friendly shipping**  
with GLS Klima Protect

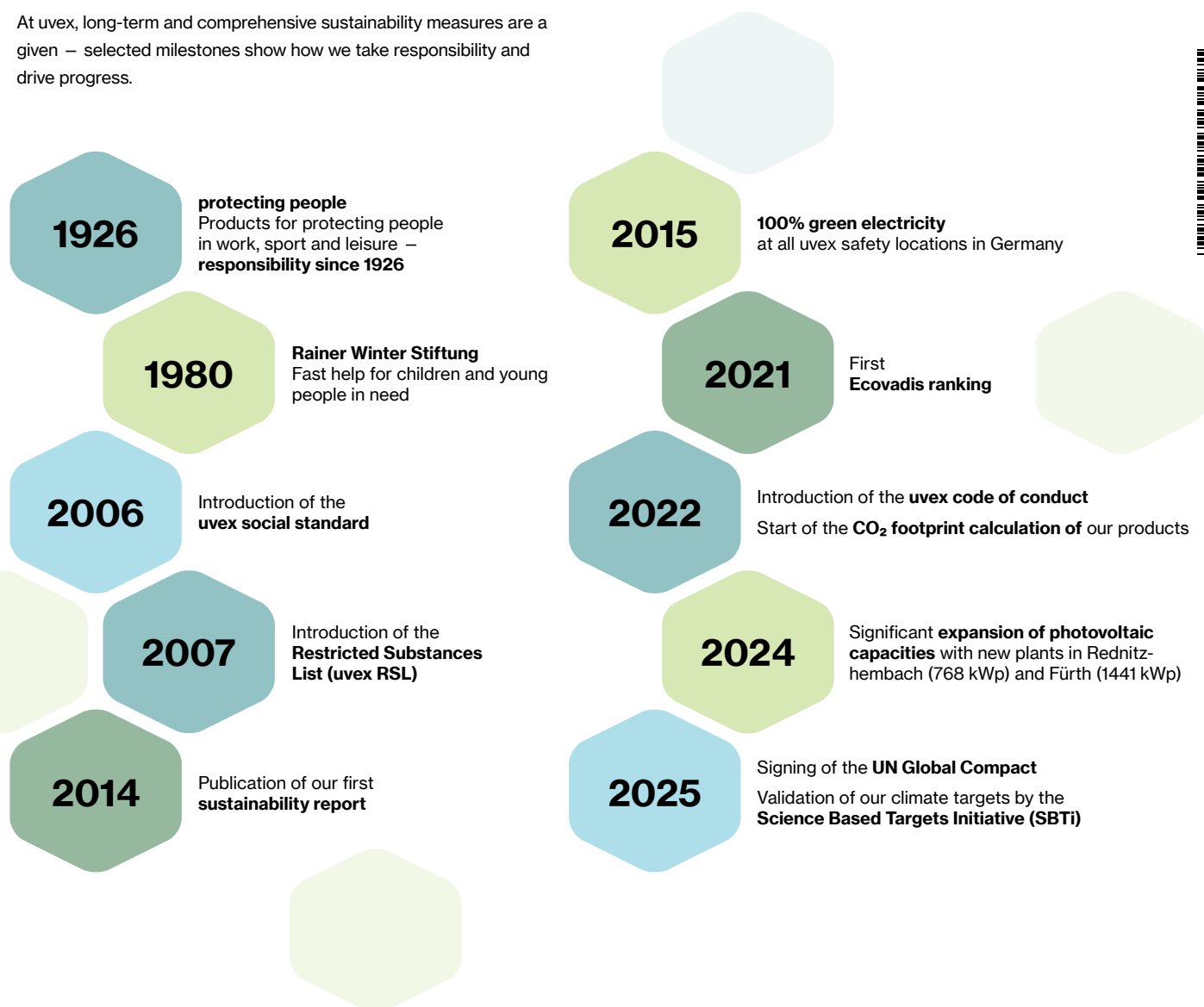


## Going one step further with sustainability – with recycled and certified materials

With our new developments, we are always keen to keep increasing the percentage of recycled materials that we use. Whenever possible, we use raw materials and products with recognised eco-labelling, such as GRS and OEKO-TEX®.

## Our path to greater responsibility

At uvex, long-term and comprehensive sustainability measures are a given – selected milestones show how we take responsibility and drive progress.



UVEX ARBEITSSCHUTZ GMBH  
Wuerzburger Straße 181-189  
90766 Fuerth  
GERMANY

T: +49 (0) 911 9736 0  
F: +49 (0) 911 9736 1760  
E: [safety@uvex.de](mailto:safety@uvex.de)  
I: [uvex-safety.com](http://uvex-safety.com)

[facebook.com/uvexsafetygroup](https://facebook.com/uvexsafetygroup)

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[instagram.com/uvexsafety](https://instagram.com/uvexsafety)

More information:

