



**SUSTAIN
ABILITY
REPORT
2023/24**

WELCOME!



We have been reporting on sustainable activities across the group in our sustainability report since 2014. The report covers the sustainable products offered by our range of brands, in addition to aspects such as our social commitment, fascinating employee projects and the measures taken at uvex's own plants that seek to reduce our ecological footprint.

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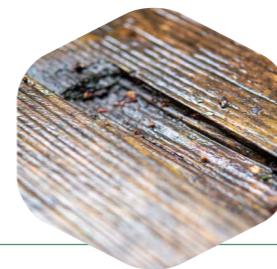


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FOREWORD



[Management Summary >](#)

protecting people is our mission. It is precisely this mission that shapes our pledge to act not only sustainably, but also with social and environmental responsibility. Michael Winter and Georg Höfler, who jointly form the management team of the uvex group, discuss the business group's sustainable approach to conducting business.

The uvex group's management is made up of Michael Winter (CEO & Managing Partner) and Georg Höfler (CFO/COO).

Our subgroups are characterised by their own management. Stefan Brück (CEO), Martin Leusmann (Sales) and Sandra Hasslinger (CFO/COO) form the management of the uvex safety group. The uvex sports group is managed by Patrick Hebling (CEO) and Patrick Angeletti (CFO/COO), the Filtral group by Nele Grill-Di Pace (CEO).



Managing Partner of the uvex group

Michael Winter

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.



CFO of the uvex group

Georg Höfler

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.

ABOUT THIS REPORT



We prepare our Sustainability Report in line with the GRI content index of the Global Reporting Initiative.

In so doing, we fulfil high standards as well as ensuring comparability across borders and transparency with regard to our operations.

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.

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 resolving social problems for more than 40 years through the Rainer Winter Foundation, for example. 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 our business models and corporate processes.



When we first set out on our sustainability journey, we took measures aimed at saving energy in various areas or rethinking and reducing the use of resources. With the protecting planet concept, we have launched a label that offers maximum transparency and information with regard to our sustainability activities. Each subgroup plays a part in this. All products use either recycled, bio-based or biodegradable 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

Concept and product worlds protecting planet >

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 employ-

ees, 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 2023/24 covers additional sustainable products and activities at uvex's proprietary manufacturing facilities in particular. Moreover, the Sustainability Report 2023/24 also includes news in relation to logistics, uvex IT, environmental measures implemented at our sites and our group-wide CO₂ offsetting schemes. This report is rounded off by a comprehensive overview of the skills development measures undertaken by our workforce, as well as the company's social engagement.

In the period under review in this report (financial year 2023/24), there were some structural changes at ex-

ecutive level in our sub-groups. Stefan Brück (CEO) and Martin Leusmann (Sales) are now joined by Sandra Hasslinger (CFO/COO) on the management team of the uvex safety group, while the uvex sports group is headed up by Patrick Hebling (CEO) and Patrick Angelletti (CFP/COO). Nele Grill-Di Pace was appointed as the new CEO of the Filtral group. The CSR Strategy Board and the 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 auditing firm Rödl & Partner GmbH. In addition, the uvex group did not carry out a separate audit for either the Sustainability Report 2014, the referenced update in 2015, or for the Sustainability Reports covering years in the period from 2016/17 to 2023/24.

OUR GOALS



Our sustainability strategy

The uvex group is aware of its responsibility and intends to proactively support the sustainability transformation process.

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.

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 press-

ing 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.

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

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.



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.



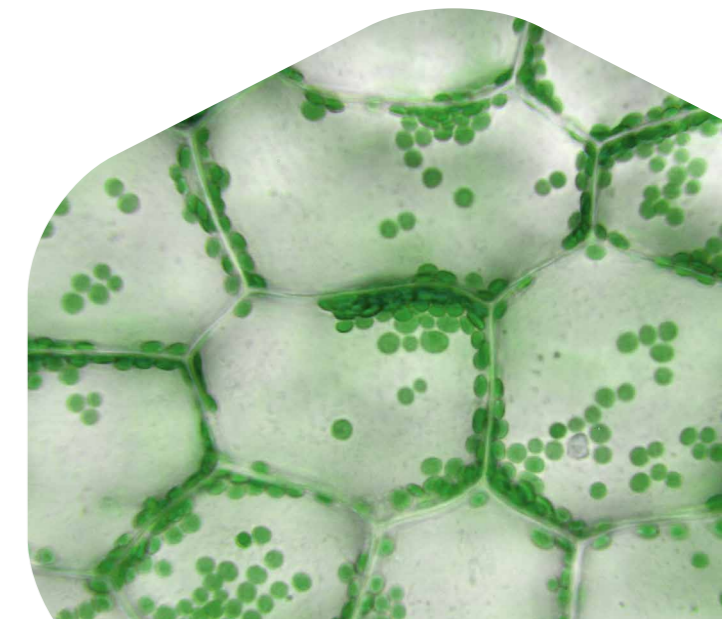
Ecological transformation

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.

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 recyclates 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.



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 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.

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



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.

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.

3 GOOD HEALTH AND WELL-BEING



Employees and society

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

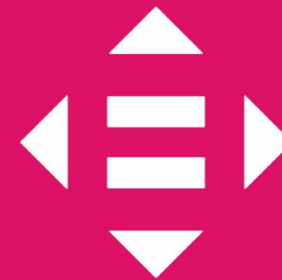
8 DECENT WORK AND ECONOMIC GROWTH



Economic Sustainability

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

10 REDUCED INEQUALITIES



Working conditions and human rights

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

Ecology

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ECOLOGY



We take care to ensure that the uvex group adopts a careful and conscientious approach when it comes to consuming our planet's finite natural resources. This applies equally to energy and mobility, as well as to the construction of new buildings and the use of electronic devices within the IT department. Here, you can discover which products are particularly sustainable and how we, right across our sub-groups, live up to our responsibility to protect the environment in a variety of ways.



Energy management

We rely on “green electricity” from renewable sources such as hydropower and solar energy. Our Guidelines on the Use of Company Vehicles place an even stronger emphasis on thinking about fuel consumption, particularly with regard to the CO₂ emissions this generates.



Photovoltaics as the energy supplier of the future

One of the focal points in the area of sustainability is our use of renewable energies. The uvex group already operates several photovoltaic (PV) systems at various locations, which make a key contribution to reducing our carbon footprint. In 2024, uvex advanced additional PV projects. At the new logistics centre in Rednitzhem-bach, a PV system with an output of 768 kWp was put into operation, while in Fürth the uvex group's largest PV installation to date (1,441 kWp) will be operational in the near future.

In Fürth, 90% of the energy generated is to be used directly at the company's headquarters on Würzburger Straße, with just 10% fed into the public grid. From a group-wide perspective, the uvex group can use the new PV system to generate around 20 percent of the current annual electricity consumption at the Fürth site through solar energy alone.

Recertification audit DIN EN ISO 50001

uvex Winter Holding and its subsidiaries (uvex Arbeitsschutz, uvex safety gloves, uvex sports Lederdorn and Filtral) underwent another successful recertification audit in line with ISO 50001:2018 in July 2024. This international standard defines requirements for energy management systems that support businesses in their efforts to improve energy-efficiency and reduce energy costs.

The successful recertification is valid until October 2027.



Green electricity and green gas

The green electricity sourced by uvex locations since 2014 is 100% TÜV-certified, renewable electricity on the basis of hydropower and solar energy, which we generate from proprietary PV installations. 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.

[More about offsetting projects >](#)



Mobility



uvex group strengthens climate protection in the vehicle fleet

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

1. 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.

2. 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.

3. Promotion of electromobility

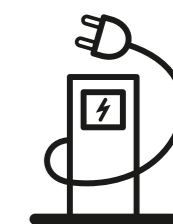
The promotion of electromobility is a key aspect of our sustainability strategy. For this reason, four charging stations for electric cars and 12 charging points for e-bikes have been installed at the Fürth headquarters. In this way, the uvex group is enabling employees, customers and visitors to charge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

In financial year 2023/24, the measures outlined above continued to be successfully implemented, which brought about the following positive impacts:

- 30% of the employees impacted ultimately opted for the mobility allowance instead of ordering a new company car (excluding field staff).
- 25% of orders of new company cars were for electric vehicles (excluding field staff).
- Average fuel consumption in terms of litres per 100km travelled in cars with conventional combustion engines was reduced by 18% versus the prior year.





Buildings

Fossil-free and sustainable heat generation, protection and promotion of biodiversity: sustainability was at the forefront of our minds when building the new logistics and service centre in Rednitzhembach..

New logistics building in Rednitzhembach

The uvex group Logistics GmbH has received the DGNB Gold pre-certificate for its new logistics building in Rednitzhembach and is now in the final certification stage. This certification awarded by the German Sustainable Building Council (DGNB) offers proof that a building meets the highest sustainability and quality standards in the construction industry, taking into account ecological, economic and sociocultural aspects across the entire lifecycle of a building.

A wide range of measures aimed at protecting and promoting biodiversity form a central aspect of our commitment to sustainability for this site, which covers around 35,000 square metres. For example, we have carried out an extensive greening plan, as part of which we have created 6,000 square metres of green roof space, planted 59 deciduous trees, 28 privet hedges and more than 720 shrubs, in addition to installing 20 bird boxes. These measures help to increase biodiversity and create a healthy ecosystem.



Fossil-free and sustainable heating generation

We are particularly proud of the fact that at Rednitzhembach, we do not use any fossil-based resources. We obtain all the energy we need from a wood chip plant, which uses wood acquired through sustainable forestry practices. A regional supplier delivers the wood chips, who obtains these either from forests or sawmills in the local area. These chips are then dried using solar energy. We use the wood chips to generate heat when outdoor temperatures drop to 5°C or lower. This system is not used between March and October; instead, any heat required through this period is generated by an air-heat exchange system powered on the basis of energy from our photovoltaic system.

Photovoltaics for clean energy

Our photovoltaic system covers more than 4,500 m² on the roof of our logistics building. At peak output, it is able to meet our Rednitzhembach site's entire energy requirements in full. When conditions are optimal, the plant produces approximately 750,000 watts of clean energy, the equivalent to the output of around 1,250 balcony solar power systems for household use. Photovoltaic systems are a sustainable energy source as they produce clean energy and zero harmful emissions, in addition to promoting the use of renewable energies.

Boxes made from recycled plastic

At Rednitzhembach, we use 270,000 climate-neutral boxes for storing goods and parts and picking orders. Each one of these boxes is made from recycled plastic, which is obtained, for example, from PET bottles or plastic packaging that has been disposed of in the correct manner. This helps to keep plastic waste to a minimum. The remaining emissions, caused by transportation, for example, are offset by investments in climate protection projects organised by myclimate.



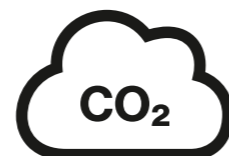


Offsetting projects

We follow a clearly defined hierarchy when it comes to pursuing our goal of operating on a climate-neutral basis:

1. Avoid
2. Reduce
3. Offset

In this context, we have been successfully working with our partner natureOffice for many years.



Project Togo

Our subsidiary Filtral has been supporting Project Togo for several years now. Given that offsetting is something of a last resort when it comes to achieving our ecological goals, we decided to expand the partnership with natureOffice across the group as a whole. Since January 2024, other sub-groups have also been supporting Project Togo.

The aim is to pass on knowledge and experience in order to promote self-sufficiency at a local level. Project Togo goes above and beyond ordinary climate protection projects by actively involving the local community and promoting transparency.

Project Togo involves:

- Energy generation
- Provision of water
- Expansion of healthcare and educational infrastructure
- Promotion of sustainable agricultural practices and forestry management

[About Project Togo >](#)



Run-of-river (ROR) power plant in Uttarakhand, India

In addition, we are also supporting another vital project: this is an ROR hydroelectric power plant located in Uttarakhand, India. This project comprises the construction and operation of a 330 MW grid-connected hydroelectric power plant on the Alaknanda River. The aim here is to reduce the dependency on fossil fuels.

The objectives of this project include:

- The creation of employment opportunities
- Increasing income security in local communities
- Development of infrastructure
- Reducing greenhouse gas emissions

[About Run-of-river \(ROR\) power plant >](#)

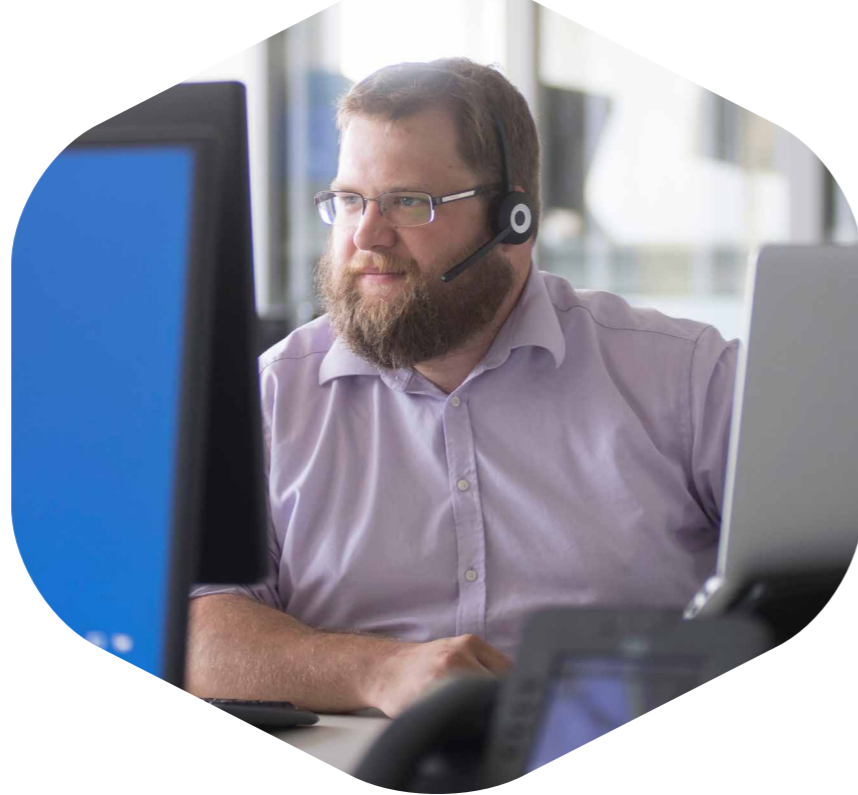
Local development, global impact

With our offsetting projects, we proactively play our part in supporting the following UN Sustainable Development Goals (SDGs):



Certifications 2024

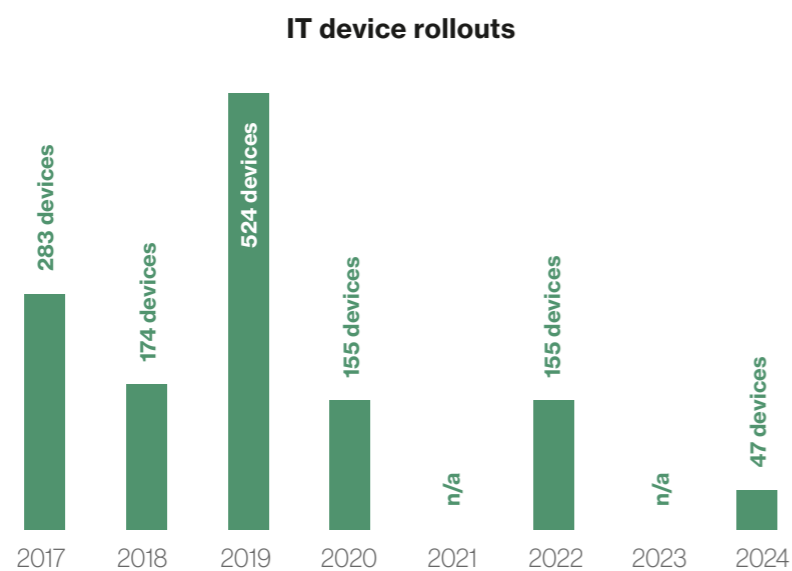
	No. of SDGs fulfilled		uvex group (all German locations consolidated)
Project TOGO excl. Germany	12		972
Reforestation of natural woodlands		Tonnes of CO ₂ offset	
Clean energy from hydropower	4		2759
Run-of-river (ROR) power plant in Uttarakhand, India			



Sustainable IT

Sustainability is a key consideration within our IT department. Our primary objective is to maximise the service life and compatibility of our devices in order to avoid having to replace equipment unnecessarily. This applies not only to PCs and notebooks, but also to peripheral equipment such as printers, monitors, docking stations, hand-held scanners, mice and keyboards.

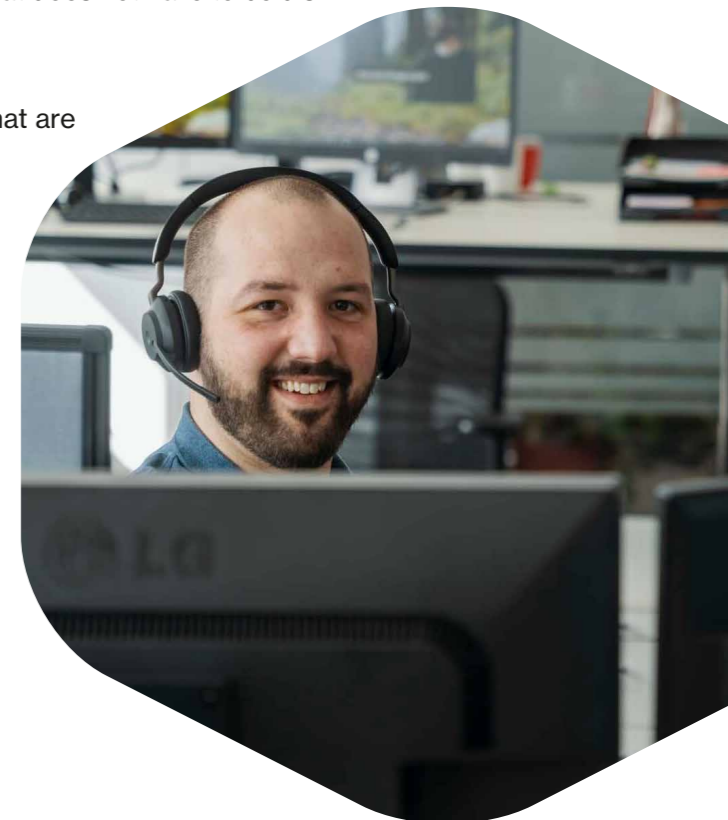
Prior to 2020, computers were replaced in a four-year cycle and mainly focused on “all-in-one” devices and notebooks with an additional monitor. The chart below displays data with regard to company-wide rollouts in recent years:



By switching to fast SSDs instead of slow hard drives, the lifespan of our devices has been significantly enhanced. The performance of the components remains almost unchanged over the years, with the result that since 2020 we have been able to extend the lifespan of our devices to five years and then later to six years. This year we are only replacing devices that are no longer capable of running Windows 11. This has enabled us to make savings in the last financial year as we avoid waste and recycling costs, without having to compromise in terms of performance.

In the area of “all-in-one” stand-alone devices, there has been a sharp reduction in the number of devices used, as mobile working has become more widespread since 2020. Monitors can continue to be used for decades, as the technology hardly changes and the display options for stand-alone PCs and notebooks usually remain the same or can be supplemented with adapters. Increasingly, we are using mini PCs that can be replaced separately from the monitors, which again helps to avoid waste in terms of display technology. This saves the company around EUR 300 per device, which is equivalent to an entire monitor that does not have to be disposed of.

At present, there are around 180 notebooks that are already in their sixth year of use.



SUSTAINABLE PRODUCTS & PROJECTS



protecting planet – our promise for people and the environment. Every sub-group and every brand makes a valuable contribution to this concept. Many of our products are united by the fact that they either use recycled, bio-based or biodegradable materials. However, time and again, cooperations with external partners also provide vital impetus as we seek to jointly shape the future.

[News from the uvex safety group >](#)

[News from the uvex sports group >](#)

[News from the Filtral group >](#)



uvex safety group

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, uvex places great value on both products and production processes meeting stringent demands in terms of a responsible approach to people, society and our natural environment – without compromising on protective performance, of course!

Eyewear

In the area of protective eyewear, the **uvex pheos nxt planet** impresses on account of its design, lightweight form and non-slip properties, while the scratch-proof and anti-fogging lens ensure that the product offers a long service life to boot! Overall, recycled materials account for 12% of the composition of the uvex pheos nxt planet, while there is additionally an emphasis on more sustainable packaging alternatives - the polyethylene bag is made from 70 percent recycled plastic waste and the cardboard boxes from 90 percent recycled paper.

Respiratory protection

What do washing machine cylinders have to do with respiratory masks? Well, funnily enough, they do have at least one thing in common from now on: the head-band clasps of the **uvex silv-Air 2310 planet** are exclusively (i.e. 100%) made from recycled PP sourced, for example, from washing machine cylinders and other components in household appliances.

At the same time, these are not the only components of the new FFP3 mask to contain recycled materials.

For example, the valves used in the uvex silv-Air 2310 planet are made from 95 percent recycled ABS, which is recovered from automotive components. Overall, the recycled content of the entire product therefore stands at around 26 percent. The polybags used to package the masks, which are made from 30 percent recycled material, rounds off the overall sustainable concept and ensures that the product is part of uvex's protecting planet range.

Occupational Health

Individual PPE such as tailor-made hearing protection in the form of otoplastics offer not only optimal protection and a comfortable fit but also stand for responsible production and durability. The nitrogen required for manufacturing is recovered and recycled during the production process. Thanks to efficient digital 3D printing processes, we are able to save time, consume fewer materials and generate less waste. Following successful functional testing, otoplastics can usually be worn for 3-5 years.



Gloves

The **uvex phynomic XG planet** is a particularly sustainable 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 waste polyamide (post-industrial polyamide recyclate) from the fibre manufacturer in the planet version, rather than polyamide fibres (as is the case for the predecessor model, the uvex phynomic XG). By making use of this recycled material, our carbon footprint is significantly reduced (by a whopping 23% to 0.28 kilograms per pair of gloves). Savings are also made in terms of the packaging. The gloves are only packaged using a paper banderol made from 80 percent FSC-certified kraft paper. No polyester bags are used.

This all serves to reflect 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 raw materials are used in lower volumes. The long service life quickly becomes an economic factor that businesses should in no way underestimate.

Footwear

Safety shoes made by uvex feature sustainable innovations to combine environmental friendliness, functionality, comfort and quality for all application areas. The

uvex 3 MACSOLE® safety shoes are a real highlight product. The outsoles are made using sustainable rubber technology, making the safety shoes the perfect companions for demanding work. The composition features up to 30 percent recycled rubber. The use of recycled materials for the MACSOLE® rubber sole has been officially confirmed by the GRS (Global Recycled Standard) certification, while the #weave technology, a special geometric sole structure between the profile blocks, saves on the use of raw materials and reduces the weight of the shoes by an additional 10 percent.

The uvex i-PUREnrj midsole, which is particularly cushioning and features 10% recycled PU granulate, not only contributes to minimising wearer fatigue, but also adds another sustainable component to uvex safety shoes. For around 50 of our models in total, we use the innovative i-PUREnrj planet material, which comprises up to 20 percent recycled surplus polyurethane from our internal production processes. We have put in place a special recycling process to prepare the surplus, conserve valuable resources and cut waste. The end result is that our safety shoes combine recycled materials and proven performance to offer the highest level of protection.



Cooperations in the area of sustainability

Third instalment in a successful series: Project seminar

For the third year in a row, the successful project seminar was held in the winter semester of the 2023/24 academic year as a cooperation between uvex safety and Prof. Dr. Markus Beckmann (Chair of Corporate Sustainability, FAU). In total, 22 students in five groups worked on a variety of thematic issues linked to sustainability at uvex safety. In particular, the focus here was on aspects such as the circular economy as well as sustainability KPIs in process optimisation and CSRD requirements. The successful combination of scientific expertise, fresh ideas, practical experience and a clear focus on sustainability ensured that valuable insights were generated with results that could be successfully implemented.



Joining forces with the Media Psychology & Digital Business study course: B2B communications

Together with students from the Media Psychology & Digital Business course at the Technical University Ingolstadt of Applied Sciences, we have committed to optimising communications around the issue of sustainability. Under the leadership of Prof. Dr. Christine Hennighausen, we sought to address the question as to how the positioning of the topic of sustainability can be improved in future in the context of B2B communications along various touchpoints. Some fascinating presentations ultimately saw uvex safety benefit from hugely insightful results.



As the topic of sustainability continues to evolve in future, so too will we continue to place a real emphasis on close collaborations with scientific institutions, as these always have their finger on the pulse of current developments. Moreover, these partnerships allow uvex to pursue innovative approaches and gain new perspectives in relation to our sustainability activities.

Memberships & projects

Member of the Ellen MacArthur Foundation Community

Being a member of the Ellen MacArthur Foundation Community 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.

Successful participation in the CDP

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.





uvex sports group

Joint partnership: Protect Our Winters Germany

Alongside our efforts to save as much CO₂ as possible and in future to operate on a climate-neutral basis, raising awareness about climate change within our community is a matter close to the heart of our subsidiary ALPINA as well. To this end, ALPINA entered into a partnership with Protect Our Winters Germany (POW) at the start of 2024.

POW's mission is to bring the outdoor community together in the fight against man-made climate change and to promote responsible behaviour in our mountains. As part of this community, ALPINA is supporting the global network POW in its activities aimed at highlighting the impacts of climate change.

In a first step, all ALPINA employees were invited to attend a workshop aimed at raising awareness and exploring how each person can make a difference in their everyday working life.

Through the POW partnership, ALPINA is seeking to also motivate and inspire its own customer base to lead more sustainable lives and discover new paths to achieve this. In September 2024, ALPINA supported the POW Mobility Month, in which people were encouraged to leave their cars on the drive and travel by bike instead. In just a single month, ALPINA inspired over 100 cyclists to cover more than 3,000 kilometres on two wheels.





Filtral group

Filtral

PV installation at Filtral headquarters

The photovoltaic system installed on the hall roof in Burgfarrnbach has been supplying around 90,000 kWh of solar power since the autumn of 2021. This is fed into the site's own network, where it can then be used directly by Filtral. A total of 41% of the solar power produced is used by Filtral itself (FY 2023/24), while the surplus is sold back to the Infra Fürth public grid as renewable energy.

The photovoltaic system has allowed Filtral to reduce its grid consumption by more than 50% compared with 2020.

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






Sustainable glasses made from recycled material

Filtral will continue to rely on recycled materials when it comes to manufacturing its glasses. Since as early as 2021, recycled plastics have been used to produce the models offered as part of Filtral's reading aid collection. We are proud to say that today all plastic frames are manufactured on the basis of 100% recycled material.

In the summer of 2025, 45% of all sunglasses offered under the Filtral brand will have frames made from recycled materials – with either the frame granulate obtained from recycled plastic or the frame made of recycled metal. In many models, recycled materials are also used in the lenses.

Advantages of recycled plastic:

-  ■ Reduction in the use of fossil fuels
-  ■ Manufacturing process protects valuable resources and the environment
-  ■ Reduced waste

EcoVadis sustainability rating

In March 2024, Filtral was awarded a gold medal by EcoVadis for its commitment to sustainability. This result places Filtral in the top 5% of companies to have been evaluated in the past 12 months.



EcoVadis is the global standard for corporate sustainability ratings. The evaluation comprises 21 sustainability criteria covering four core thematic areas: the environment, employment and human rights, ethics and sustainable procurement. Around the world, more than 125,000 companies have been assessed to date. Ratings awarded by EcoVadis are based on international sustainability standards, such as The Ten Principles of the UN Global Compact, the conventions of the International Labour Organization (ILO), the Global Reporting Initiative (GRI) standard and the set of international standards for social responsibility under ISO 26000. As such, the corporate sustainability ratings offer evidence-based analysis of the performance of the company in these areas, in addition to an achievable roadmap for continuous improvement.

[Filtral >](#)



Primetta

As is the case with Filtral, Primetta also makes use of recycled materials to increase the sustainable credentials of the sunglasses and reading glasses it offers. In terms of the plastic glasses, the frame granulate is obtained from recycled plastic. Both the collections of sunglasses and reading glasses are made from 43% recycled material – and the trend here is rising each year.

As far as packaging is concerned, Primetta relies on tissue paper: we do not use polybags at all for our reading glasses, while we have cut our usage of these by 80% for sunglasses.

[Primetta >](#)

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.

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

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.

A digital learning format - eLearning - was developed and rolled out across business group in June 2024 to give employees a deep understanding of the uvex group's ethical principles and standards of behaviour. This not only includes the company's core values, but also an interactive knowledge survey to round off the learning programme.

[Code of Conduct der uvex group >](#)

[Key Economic Indicators 2023/24 >](#)



SOCIAL RESPONSIBILITY



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.

Employees

Basic training to raise sustainability awareness

In September 2023, the uvex group made a significant step forward in the area of sustainability by developing and publishing a basic training course to raise awareness of sustainability among our employees. This interactive eLearning programme aims to increase the awareness and knowledge of our employees in the area of sustainability, thereby making a significant contribution to achieving our sustainability goals.

The course consists of four carefully curated modules:

1. What does sustainability mean?
2. Why is sustainability so important?
3. How does the uvex group live out sustainability?
4. How is the uvex group strategically positioned in this area?

The modules take participants through general information related to sustainability, before moving onto more detailed information in relation to the strategies and measures of the uvex group. Interactive elements, knowledge-based tests and a final quiz ensure that course participants are able to retain the content they have covered over the long term. The aim is to train at least 90 per cent of employees by 2025. Positive feedback shows that we are on the right path to a more sustainable future.



Interactive SharePoint as a sustainability knowledge platform

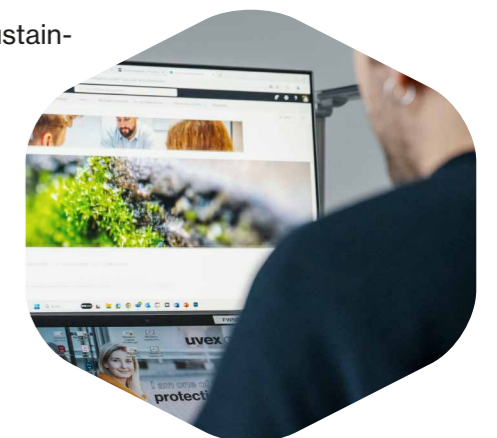
In order to further promote awareness of sustainability among our employees, the uvex group has launched a new, interactive knowledge platform on SharePoint. This Sustainability Information Centre can be accessed by all employees and serves as the central point of contact for all queries related to the topic of sustainability.

The SharePoint covers a vast array of group-wide sustainability topics, including:

- The uvex sustainability strategy
- Important documents and certifications
- Profiles of sustainability officers in the company
- A comprehensive glossary and FAQ section

Our aim is to impart sustainability knowledge from the basics all the way through to more specialist knowledge. The platform grants access to department-specific working documents as well as the current sustainability report, ensuring that employees have the information they need at their fingertips at all times.

We encourage our employees to make active use of the Sustainability Information Centre in order to find out about group-wide sustainability initiatives and to continuously expand their knowledge. Through this platform, we create transparency and promote a commitment to a sustainable future on the part of our 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. These are based on the following five pillars:

- Workplace Health Promotion
- Personnel management
- Occupational health and safety
- Company integration management
- Social services

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 2023/24.

Actions related to workplace health promotion

In FY 2023/24, there were again numerous opportunities in relation to workplace health promotion. Below is a selected overview of the offering in this area:

- Monthly health tips
- Bicycle leasing
- Discounted memberships at all FitX, McFIT, GOLD'S GYM, JOHN REED, High5 and John & Jane's fitness studios
- Online seminars from our health partners, the ias Group
- ias health portal
- Company sports groups
- Covid vaccines + flu jabs

Fürth office run

In total, 100 uvex group employees took part in the Fürth office run 2023. We therefore once again took the gold medal for most participants from a single company. Starting and finishing at the open-air swimming pool located on Scherbsgraben, the runners and Nordic walkers successfully completed the course of just under 6 kilometres that tracked the meadows along the Rednitz and Pegnitz rivers.

stg employee counselling

In partnership with stg, the uvex group offers all employees as well as their families in Germany free, professional and anonymous employee counselling. When an employee is facing challenges in their personal life, immediate help can be provided by way of telephone counselling. 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 counselling can provide support are listed below:

- 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)

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. During FY 2023/24, a further 16 colleagues qualified as Collaboration Experts and joined the community. The Collaboration Experts are represented at all German-speaking uvex sites. In FY 2023/24, we were particularly pleased to be able to invite the entire community to attend an in-person meeting for the first time since the Covid-19 pandemic. The Collaboration Day on 9 November 2023 included a range of workshops, which provided the community with ample time and opportunities to discuss current topics relating to digital working methods and to engage in personal exchanges. The Collaboration Day itself and the fortnightly online meetings have equipped the Collaboration Experts with a wealth of insights, and they are able to apply these within their respective departments. In this way, they are actively helping to shape the future of collaboration at the uvex group.



Personnel 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 2023/24, employees were also able to independently book external further training measures again in just a matter of clicks via the Employee Self Service Semigator. Moreover, there are several centralised, internal further training options for employees to take advantage of. These include the ProjectManagement@uvex training courses, in which the participants are taught the fundamentals of project management in addition to internal uvex project management frameworks. More than 100 employees have already taken part in these courses. Another new format launched in FY 2023/24 are the team leader training courses, in which more than 60 team leaders are taking part.





The uvex group as a vocational trainer **Family**

With a total of 17 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.

The uvex group ensures that working life at the company reflects our protecting people philosophy by offering various family-friendly initiatives 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 are working. 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.



uvex thinktank: our ideas management

In 2022, we launched the uvex thinktank to promote innovation within our business group. We are delighted that so many employees have got involved with this initiative. After all, they are the most important source of ideas and contribute to improving processes across the group. Of course, the company benefits from this, as do our customers and all employees.

The uvex thinktank has been rolled out internationally and offers numerous tools to support the process of generating ideas. These include video tutorials, step-by-step explanations of the idea management software and a comprehensive FAQ section. In addition, our employees have access to idea coaches who offer methodical support for their ideas.

Through these measures, we are creating a culture of openness and creativity that enables us to continuously grow and develop. The uvex thinktank is an important step on our journey towards a sustainable and innovative future.



uvex thinktank in numbers

	Participation ratio	No. of submitters	Ideas quota	No. of ideas submitted	Cash/non-cash prizes
2023	6%	117	7,4%	155	48.000 €
2024	3%	62	3,9%	80	27.902 €



Rainer Winter Foundation

In 2023, donations made by the Rainer Winter Foundation totalled EUR 112,365.00. Since its inception in 1980, the foundation, whose activities are primarily focused on the Nuremberg-Fürth region, has donated slightly in excess of EUR 4 million overall to charitable causes (as at year-end 2023).



EmpowerLand

Together with our new partner EmpowerLand, we are in a position to offer children aged 8-13 a week full of adventure, challenges and positive experiences. EmpowerLand is an Augsburg-based organisation that pursues the mission of teaching children and young people the kind of important skills and abilities that will help them navigate their way through life.

Camps are organised with the aim of creating fun learning environments to further advance the personal development of the kids. Topics covered include body image and emotional intelligence, strengths and abilities, gratitude, self-esteem and empathy, optimism and resilience, love and relationships, dreams and goals, and physical health.

We are proud that with the support of the Rainer Winter Foundation, EmpowerLand is able to run this year's camps at Western City in Dasing.

[More about EmpowerLand Camp >](#)

[About EmpowerLand >](#)



Treehouse project brings a smile to the faces of the kids at the Karg daycare centre of CJD Nuremberg

At the Karg daycare centre of CJD Nuremberg, the preschool children had a hand in designing a unique treehouse, which was made a reality with the support of the Rainer Winter Foundation. The treehouse serves as a place for creative play and carefree adventures at lofty heights.

The treehouse project at the Karg daycare centre of CJD Nuremberg was a matter close to the hearts of both the children and the staff. Together, the young kids planned their dream treehouse with a sense of huge anticipation and excitement. Right from the word go, they were fully supported by the daycare centre. The challenge of putting their own ideas to paper and bringing together the various concepts gave the children a unique opportunity to develop their creativity and work together on a real construction project.

A generous donation from the Rainer Winter Foundation, in cooperation with the uvex Ride4Kids 2023 campaign, went towards the construction of the treehouse. However, it was not just financial resources that made this project possible – the active involvement of the kids themselves was key to making this vision a reality. They contributed their own ideas and designs, while it was ultimately the centre's caretaker who put the plan into practice step by step.

The result speaks for itself: a wonderful treehouse perched high in the trees, offering the kids a world above ground level where they are invited to play and discover. The location of the treehouse was deliberately chosen so that it blends harmoniously into the natural surroundings of the daycare centre. It has turned into a place where children have the chance to let their imaginations run wild at the same time as developing vital motor skills.



A little home from home

The children at the Karg daycare centre made the treehouse part of their daily play-time straight away. They are particularly proud of the fact that they can see their own ideas in the final design and that they can now share the finished treehouse with their friends. For many of them, it is a symbol of what can be achieved by working together – a valuable lesson that will serve them well as they get older.

However, the treehouse is not just a place to play. It also offers a space to retreat for the kids to read in peace or talk together. The elevated location conveys a feeling of security and freedom at the same time. Some children have already described the tree house as “their little home from home” at the daycare centre, which demonstrates the special connection that they feel with this special place.

For the educational professionals at the Karg daycare centre, the treehouse is also an opportunity to provide the children with targeted support. It offers space for creative learning projects and encourages the development of key skills such as teamwork, problem-solving and spatial thinking in a fun way. The children learn to support each other, overcome challenges and put their ideas into practice - all in a safe and supportive environment.

Over the long term, the treehouse project will have a sustained positive impact on the children. In addition to fostering an increased sense of community, it also conveys the important values of personal initiative and cooperation. The experience that the kids have gained by learning how their own creativity and commitment can help to realise such a large project has inspired in them the self-confidence and tenacity that they will require to tackle future challenges.





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.

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.



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 2021/22, 2022/23 and 2023/24 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.

Key Environmental Indicators

uvex Winter Holding

	2021/22	2022/23	2023/24	Veränderung zum Vorjahr in %
Heating oil (kWh)	61,958	55,999	67,588	21%
Green gas (kWh)	488,072	451,088	389,257	-14%
Scope 1 (kWh) excl. fuel	550,030	507,087	456,846	-10%
Green share (%) Scope 1 excl. fuel consumption	88.74	88.96	85.21	-4%
Diesel/Fuel (kWh)	431,597	448,555	392,227	-13%
Scope 1 (kWh)	981,627	955,641	849,073	-11%
Green electricity (kWh)	921,129	920,457	1,671,060*	82%
Scope 2 (kWh)	921,129	920,457	1,671,060	82%
Green Share (%) Scope 2	100	100	100	0%
Energy (kWh)	1,902,756	1,876,098	2,520,133	34%
Water consumption (m³)	706	702	602	-14%
CO ₂ emission Scope 1.1 (kg) without fuel	136,600	125,842	114,796	-9%
CO ₂ emission Scope 1.2 (kg) fuel	107,036	111,242	97,272	-13%
CO ₂ emission Scope 2 (kg)	0	0	0	
Absolute CO₂ emissions (kg) before offset	243,636	237,083	212,068	-11%
CO ₂ offset by green gas (kg)	-116,649	-107,810	-93,032	-14%
Absolute CO₂ emissions (kg) after offset	126,987	129,273	119,036	-8%

*Since financial year 2023/24, the electricity consumption of Logistik 24 in Rednitzhembach is included in the Holding subgroup.

uvex safety group

	2021/22	2022/23	2023/24	Veränderung zum Vorjahr in %
Heating oil (kWh)	671,610	581,010	980,649	69%*
Natural gas (kWh)	3,342,362	2,526,840	2,577,243	2%
Green gas (kWh)	15,087,649	15,536,111	14,137,981	-9%
LPG (kWh)			894,745	
Scope 1 (kWh) excl. fuel	19,101,621	18,643,961	18,590,618	0%
Green share (%) Scope 1 excl. fuel consumption	78.99	83.33	76.05	-9%
Diesel / Fuel (kWh)	4,410,032	4,647,880	4,886,621	5%
Scope 1 (kWh)	23,511,653	23,291,841	23,477,238	1%
Electricity (kWh)	1,592,123	1,760,266	1,568,270	-11%
Green electricity (kWh)	15,753,059	15,746,120	16,184,668	3%
Solar power (kWh)	98,817	120,560	114,555	-5%
District heating (kWh)	819,280	841,510	968,480	15%
Scope 2 (kWh)	18,263,279	18,468,456	18,835,973	2%
Green Share (%) Scope 2	86.80	85.91	86.53	1%
Energy (kWh)	41,774,932	41,760,296	42,313,211	1%
Total waste (kg)	1,829,949	1,640,508	1,616,609	-1%
Recycling Share (%)	44.42	40.96	43.74	7%
Water consumption (m³)	88,143	92,193	99,921	8%
CO ₂ emission Scope 1.1 (kg) excl. fuel	4,621,031	4,504,131	4,557,657	1%
CO ₂ emission Scope 1.2 (kg) fuel	1,093,688	1,152,674	1,211,882	5%
CO ₂ emission Scope 2 (kg)	1,148,595	1,288,760	1,076,754	-16%
Absolute CO₂ emissions (kg) before offset	6,890,157	6,970,811	6,869,827	-1%
CO ₂ offset by green gas (kg)	-3,605,948	-3,713,131	-3,378,977	-9%
Absolute CO₂ emissions (kg) after offset	3,284,209	3,257,681	3,490,849	7%

*The increase in heating oil consumption is due to a construction project at Siemensstrasse 6, which required a mobile heating system based on heating oil.

From the 2020/21 financial year, the uvex safety Bardejov, HexArmor and laservision USA sites were also included in the accounts.

uvex sports group

	2021/22	2022/23	2023/24	Veränderung zum Vorjahr in % *
Heating oil (kWh)	178,725	163,920	120,733	-26%
Green gas (kWh)	14,293,367	8,032,742	4,901,924	-39%
Scope 1 (kWh) excl. fuel	14,472,092	8,196,662	5,022,657	-39%
Green share (%) Scope 1 excl. fuel consumption	98.77	98.00	97.60	-0%
Diesel / Fuel (kWh)	1,417,449	1,487,069	1,302,491	-12%
Scope 1 (kWh)	15,889,541	9,683,731	6,325,148	-35%
Green electricity (kWh)	3,809,489	2,098,020	1,254,271	-40%
District heating (kWh)	225,056	22,060	225,060	0
Scope 2 (kWh)	4,034,545	2,323,080	1,479,331	-36%
Green share (%) Scope 2	94.42	90.31	84.79	-3%
Energy (kWh)	19,924,086	12,006,811	7,804,479	-35%
Total waste (kg)	493,613	327,178	99,280	-70%
Recycling share (%)	74.51	77.15	75.40	-2%
Water consumption (m³)	27,791	15,681	839	-95%
CO ₂ emission Scope 1.1 (kg) excl. fuel	3,473,664	1,972,608	1,210,436	-39%
CO ₂ emission Scope 1.2 (kg) fuel	351,527	368,793	323,018	-12%
CO ₂ emission Scope 2 (kg)	60,990	60,991	60,991	-0%
Absolute CO₂ emissions (kg) before offset	3,886,182	2,402,392	1,594,445	-34%
CO ₂ offset by green gas (kg)	-3,416,115	-1,919,825	-1,171,560	-39%
Absolute CO₂ emissions (kg) after offset	470,067	482,567	422,885	-12%

*The significant reduction in the uvex sports group's ecological indicators was due to the closure of the B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH plant.

uvex group

	2021/22	2022/23	2023/24	Veränderung zum Vorjahr in %*
Heating oil (kWh)	1,001,023	868,939	1,254,820	44%
Natural gas (kWh)	3,591,644	2,657,509	2,701,816	2%
Green gas (kWh)	30,144,567	24,248,978	19,717,267	-19%
LPG (kWh)			894,745	-
Scope 1 (kWh) excl. fuel	34,737,234	27,775,426	24,568,649	-12%
Green share (%) Scope 1 excl. fuel consumption	86.78	87.30	80.25	-8%
Diesel / Fuel (kWh)	6,683,703	7,010,632	7,026,011	0%
Scope 1 (kWh) fuel	6,683,703	7,010,632	7,026,011	0%
Scope 1 (kWh)	41,420,937	34,786,059	31,594,660	-9%
Electricity (kWh)	1,592,123	1,760,266	1,568,270	-11%
Green electricity (kWh)	20,583,994	18,838,641	19,204,473	2%
Solar power (kWh)	132,065	157,037	178,882	14%
District heating (kWh)	1,044,336	1,066,570	1,193,540	12%
Scope 2 (kWh)	23,352,518	21,822,513	22,145,165	1%
Green share (%) Scope 2	88.71	87.05	87.53	1%
Energy (kWh)	64,773,455	56,608,572	53,739,824	-5%
Total waste (kg)	2,404,077	2,038,977	1,765,210	-13%
Recycling share (%)	51.76	46.83	46.04	-2%
Water consumption (m³)	117,110	108,971	102,076	-6%
CO ₂ emission Scope 1.1 (kg) excl. fuel	8,385,284	6,710,449	6,009,163	-10%
CO ₂ emission Scope 1.2 (kg) fuel	1,657,558	1,738,637	1,742,451	0%
CO ₂ emission Scope 2 (kg)	1,209,585	1,349,751	1,137,745	-16%
Absolute CO₂ emissions (kg) before offset	11,279,270	9,824,084	8,912,892	-9%
CO ₂ offset by green gas (kg)	-7,204,552	-5,795,506	-4,712,427	-19%
Absolute CO₂ emissions (kg) after offset	4,074,719	4,028,578	4,200,465	4%

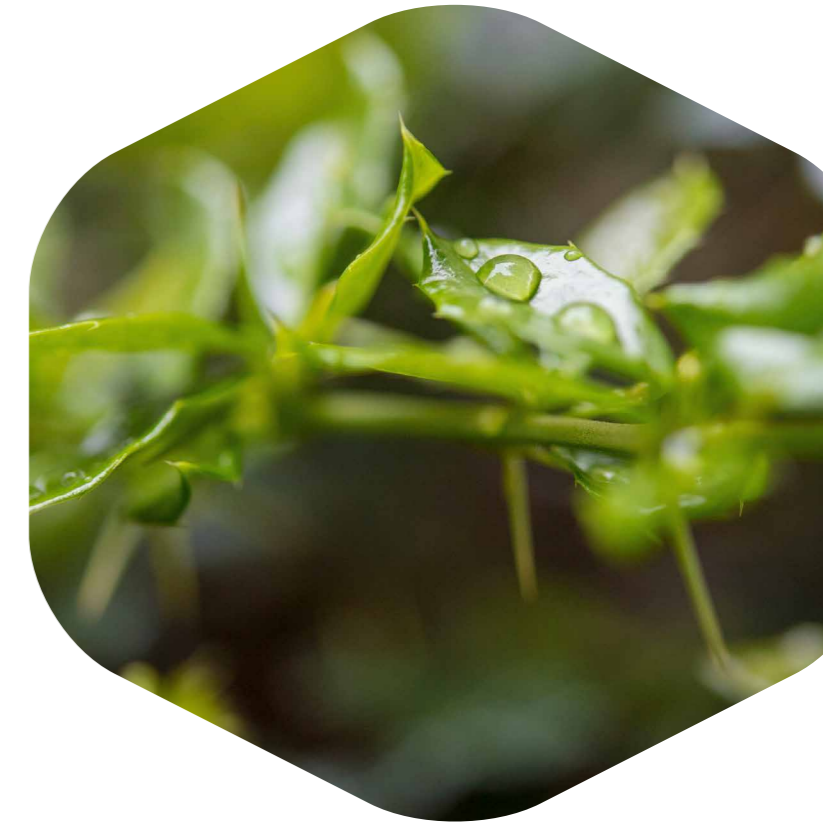
*The significant reduction in the uvex sports group's ecological indicators was due to the closure of the B-S-A Gesellschaft für Kunststoffverarbeitung und -handel mbH plant.

From financial year 2020/21, the uvex safety Bardejov, HexArmor and laservision USA sites were also included in the accounting.

Filtral

	2021/22	2022/23	2023/24	Veränderung zum Vorjahr in %
Heating oil (kWh)	88,730	68,010	67,010	-1%
Natural gas (kWh)	249,282	130,669	124,573	-5%
Green gas (kWh)	275,479	229,037	288,105	26%
LPG (kWh)				
Scope 1 (kWh) excl. fuel	613,491	427,717	479,689	12%
Green share (%) Scope 1 excl. fuel consumption	44.90	53.55	60.06	12%
Diesel / Fuel (kWh)	424,625	427,129	444,673	4%
Scope 1 (kWh)	1,038,117	854,845	924,361	8%
Electricity (kWh)				
Green electricity (kWh)	100,316	74,044	72,886	-2%
Solar power (kWh)	33,248	36,477	64,327	76%
District heating (kWh)				
Scope 2 (kWh)	133,564	110,521	137,213	24%
Green share (%) Scope 2	100	100	100	
Energy (kWh)	1,171,681	965,366	1,061,574	10%
Total waste (kg)	80,515	71,291	49,321	-31%
Recycling share (%)	79.08	42.70	62.41	46%
Water consumption (m³)	471	395	715*	81%
CO ₂ emission Scope 1.2 (kg) fuel	105,307	105,928	110,279	4%
CO ₂ emission Scope 2 (kg)				
Absolute CO₂ emissions (kg) before offset	259,296	213,797	230,486	8%
CO ₂ offset by green gas (kg)	-65,840	-54,740	-68,857	26%
Absolute CO₂ emissions (kg) after offset	193,457	159,057	161,629	2%

*The reason for the increased water consumption was a faulty valve, which allowed water to escape unnoticed over a longer period of time.



Key Staff Indicators

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

Employees by division worldwide

uvex group

2021/22			2022/23			2023/24		
3,207			3,183			3,107		
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 %
1,946	1,261	34.1	2,000	1,183	35.5	2,021	1,086	35.8

uvex Winter Holding

2021/22			2022/23			2023/24		
260			263			264		
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 %
238	22	5.8	243	20	5.3	243	21	5.3

uvex safety group

2021/22			2022/23			2023/24		
2,006			2,058			2,103		
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 %
1,286	720	43.7	1,330	728	45.0	1,382	721	43.6

uvex sports group

2021/22			2022/23			2023/24		
858			771			640		
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 %
357	501	23.5	352	419	24.6	313	327	28.0

Filtral group

2021/22			2022/23			2023/24		
72			70			71		
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 %
55	17	1.4	54	16	1.4	56	15	1.4

UD2C group

2021/22			2022/23			2023/24		
11			21			29		
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 %
10	1	-	21	-	-	27	2	-

Employees by gender worldwide

uvex group

	2021/22	2022/23	2023/24
male	1,594	1,608	1,611
female	1,613	1,575	1,496
female quota in %	50.3	49.5	48.1

uvex sports group

	2021/22	2022/23	2023/24
male	310	292	248
female	548	479	392
female quota in %	63.9	62.1	61.3

uvex Winter Holding

	2021/22	2022/23	2023/24
male	134	135	138
female	126	128	126
female quota in %	48.5	48.7	47.7

Filtral group

	2021/22	2022/23	2023/24
male	29	27	28
female	43	43	43
female quota in %	59.7	61.4	60.6

uvex safety group

	2021/22	2022/23	2023/24
male	1,115	1,145	1,183
female	891	913	920
female quota in %	44.4	44.4	43.7

UD2C group

	2021/22	2022/23	2023/24
male	6	9	14
female	5	12	15
female quota in %	45.5	57.1	57.7

Employee structure by age worldwide

uvex group

in %	2021/22	2022/23	2023/24
Employees up to 30 years	16.8	16.2	16.6
Employees up to 31-40 years	25.5	25.4	25.8
Employees up to 41-50 years	25.8	25.7	25.4
Employees up to 51-60 years	25.2	25.4	25.0
Employees over 60 years	6.5	7.0	7.2
in years			
average years of service	9.8	10.0	10.1
average age	43	43	43

uvex Winter Holding

in %	2021/22	2022/23	2023/24
Employees up to 30 years	16.5	16.7	15.5
Employees up to 31-40 years	28.1	29.7	26.5
Employees up to 41-50 years	26.2	23.2	26.1
Employees up to 51-60 years	22.3	24.3	22.7
Employees over 60 years	6.9	6.1	9.1
in years			
average years of service	9.3	9.6	10.2
average age	43	43	43

uvex safety group

in %	2021/22	2022/23	2023/24
Employees up to 30 years	17.5	17.3	18.4
Employees up to 31-40 years	26.4	25.9	26.4
Employees up to 41-50 years	25.5	25.7	25.0
Employees up to 51-60 years	25	24.7	24.0
Employees over 60 years	5.3	6.0	6.3
in years			
average years of service	10.1	10.0	9.7
average age	43	43	43

uvex sports group

in %	2021/22	2022/23	2023/24
Employees up to 30 years	16.1	14.1	11.6
Employees up to 31-40 years	23.8	23.5	24.8
Employees up to 41-50 years	25.9	25.9	25.8
Employees up to 51-60 years	25.3	26.6	28.4
Employees over 60 years	9.0	9.9	9.4
in years			
average years of service	8.9	9.7	11.1
average age	44	45	45

Employee structure by age worldwide

Filtral group

in %	2021/22	2022/23	2023/24
Employees up to 30 years	5.6	4.3	5.6
Employees up to 31-40 years	8.3	11.4	12.7
Employees up to 41-50 years	31.9	32.9	32.4
Employees up to 51-60 years	43.1	41.4	39.4
Employees over 60 years	11.1	10.0	9.9
in years			
average years of service	16.6	16.6	15.7
average age	50	50	49

UD2C group

in %	2021/22	2022/23	2023/24
Employees up to 30 years	18.2	19.0	34.5
Employees up to 31-40 years	45.5	42.9	27.6
Employees up to 41-50 years	18.2	23.8	24.1
Employees up to 51-60 years	18.2	14.3	10.3
Employees over 60 years	-	-	3.4
in years			
average years of service	2.9	2.4	2.2
average age	38	38	37

Average sick leave rate worldwide

in %	2021/22	2022/23	2023/24
uvex group	5.6	5.0	5.0
uvex Winter Holding	3.7	3.8	4.5
uvex safety group	5.4	4.8	4.6
uvex sports group	6.4	5.6	5.8
Filtral group	6.9	9.2	8.5
UD2C group	2.9	1.0	1.6

Average staff turnover rate worldwide

in %	2021/22	2022/23	2023/24
uvex group	9.7	14.1*	12.2*
uvex Winter Holding	10.1	15.0	9.6
uvex safety group	9.1	8.8	9.8
uvex sports group	10.8	28.0*	20.2*
Filtral group	13.8	8.3	8.5
UD2C group	9.9	10.2	18.6

*Staff turnover rate incl. organisational changes and relocation

Management structure by gender worldwide

uvex group

in %	2021/22	2022/23	2023/24
male	75.7	74.3	76.5
female	24.3	25.7	23.5

uvex Winter Holding

in %	2021/22	2022/23	2023/24
male	60	62.5	65.5
female	40	37.5	34.5

uvex safety group

in %	2021/22	2022/23	2023/24
male	77.9	76.3	77.9
female	22.1	23.7	22.1

uvex sports group

in %	2021/22	2022/23	2023/24
male	80.6	77.2	82.3
female	19.4	22.8	17.7

Filtral group

in %	2021/22	2022/23	2023/24
male	64.3	61.5	61.5
female	35.7	38.5	38.5

UD2C group

in %	2021/22	2022/23	2023/24
male	66.7	66.7	66.7
female	33.3	33.3	33.3

Number of trainees worldwide

	2021/22	2022/23	2023/24
uvex group	36	36	43
uvex Winter Holding	12	15	18
uvex safety group	19	17	20
uvex sports group	5	3	3
Filtral group	0	1	2
UD2C group	0	0	0

Number of accidents worldwide

uvex group

	2021/22	2022/23	2023/24
Total accidents	31	45	45
Commuting accidents	5	9	12
Operational accidents	26	36	33

uvex Winter Holding

	2021/22	2022/23	2023/24
Total accidents	2	4	1
Commuting accidents	1	0	0
Operational accidents	1	4	1

Number of accidents worldwide

uvex safety group

	2021/22	2022/23	2023/24
Total accidents	17	31	30
Commuting accidents	3	8	11
Operational accidents	14	23	19

uvex sports group

	2021/22	2022/23	2023/24
Total accidents	11	7	14
Commuting accidents	1	1	1
Operational accidents	10	6	13

Filtral group

	2021/22	2022/23	2023/24
Total accidents	1	3	0
Commuting accidents	0	0	0
Operational accidents	1	3	0

UD2C group

	2021/22	2022/23	2023/24
Total accidents	0	0	0
Commuting accidents	0	0	0
Operational accidents	0	0	0

Key Economic Indicators

Group Sales

Group Sales in EUR million	2021/22	2022/23	2023/24	Change from previous year
Consolidated Companies				
uvex group	584,9	655,3	666,4	1.7%
safety group	444,8	521,7	545,6	4.6%
uvex sports / ALPINA / Hiplok / Filtral / Primetta	148,3	138,6	125,7	-9.3%
UD2C group	1,6	11,6	11,6	0.1%

Sales breakdown by division

Sales breakdown by division in %	2021/22	2022/23	2023/24
uvex safety group	75	79	81
uvex sports / ALPINA / Hiplok / Filtral / Primetta	25	21	19

National and international sales share

National and international sales share in %	2021/22	2022/23	2023/24
National	46	42	40
International	54	58	60



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, 27 external audits of suppliers were conducted, with a total of 205 measures for continuous improvement identified. A total of 306 suppliers have been audited on site to date.

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.

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 800 test reports per year, which equates to tens of thousands of individual test results (as at 2019).

[Restricted Substances List >](#)

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 2023/24 reporting year, 52 suppliers were allocated to category C due to their risk. They also underwent a subjective evaluation by the procurement department. The suppliers that were then assigned to category C3 underwent an external social audit by a third party.



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:

Ombudsman service:

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

More detailed information on our whistleblower system can be found here:

[Whistleblower system >](#)

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.



Made in uvex

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. In the 2023/24 financial year, the following measures were taken at these plants:



Reusing coating paste

uvex safety gloves, Lüneburg

As a competence and technology centre for hand protection with R&D facilities, proprietary lab space and highly flexible production, uvex safety gloves in Lüneburg is defined by its coating process used to manufacture safety gloves.

In order to achieve an even coating thickness on the glove, the paste is allowed to drip off after the gloves have been dipped. Previously, the dripping paste was considered to be waste.

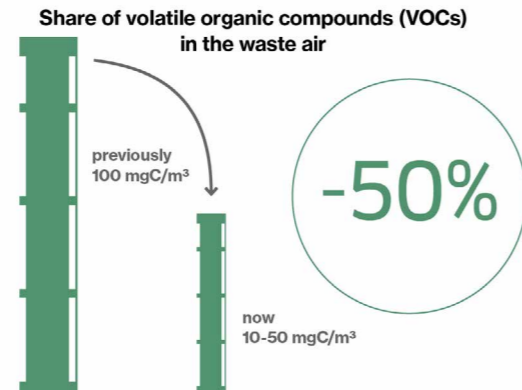
However, special modifications to the systems now allow the dripping paste to be collected and recycled. This means that the volume of new paste that needs to be produced is reduced by 15%. In turn, 15% fewer raw materials are consumed for the same amount of paste used. At the same time, the cleaning cycle can accordingly be extended, saving more than 300 cubic meters of water per year in the process. The modified system also facilitates a reduction in the volume of paste residue that currently must be disposed of by over 50 tonnes.

Overall, uvex safety gloves is therefore making an important contribution to the sustainability goals of the uvex group. At the same time, the improved key performance indicators strengthen the Lüneburg production location.



Sustainability measures at the Fürth plant

uvex safety, Fürth

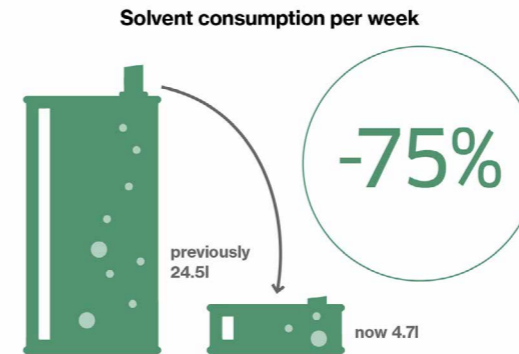


Efficient treatment of waste air

The waste air generated at our production plants is directed through a shared air duct and cleaned by an activated carbon filter. At current production volumes and models, this waste air contains 13,000 kg or more of solvents per year. Each filter has the capacity to absorb up to 3,300 kg of solvent, whereby different solvents are bound to varying degrees.

Thanks to this technology, our filters can bind up to 6,500 kg of solvents per year (based on two changes and the figure of 13,000 kg). In turn, this leads to a reduction of around 50% in terms of the volume of solvents released into the environment. Before these measures were implemented, the proportion of volatile organic compounds (VOCs) in the waste air came to 100 mgC/m³, whereas the equivalent figure has now been cut to 10-50 mgC/m³. In addition to VOCs, other air pollutants are also filtered out, which helps to significantly improve the air quality.

Another advantage of this filtering method is the reactivation of the activated carbon, which allows us to re-use it several times over. In this way, we promote a sustainable circular economy and minimise our ecological footprint.

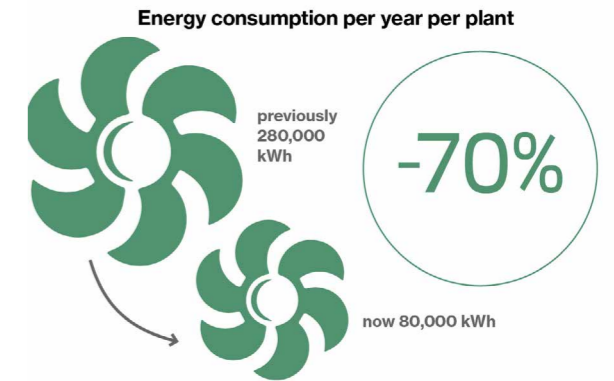


Efficient reduction of paint and solvent consumption

As part of our sustainability strategy, we have made significant progress in reducing open areas in the production facilities that can be wetted with paint. This measure ensures less evaporation, thereby supporting our mission to minimise emissions.

The use of cooled paint processed at lower temperatures has allowed us to further reduce evaporation, which leads to lower consumption levels. All in all, these measures help to generate a reduction of up to 75% in the use of solvents.

Another positive impact of these measures is reflected in our waste air data: the activated carbon filters do not need to be changed so frequently thanks to the reduction in the volume of solvents in the waste air, which ensures that their service life can be extended by 1.5x. What's more, changing the activated carbon filters less often means that the company is able to generate annual savings of at least EUR 40,000.



Optimisations to process air systems

By implementing innovative, fully adjustable control technology for the latest generation of our air intake systems used for production activities, we were able to significantly reduce energy consumption. On average, this fell from 280,000 kWh to just 80,000 kWh per year.

Two key measures led to these savings: first, the optimised, self-sufficient and fully automated control system allows the indoor climate to be efficiently regulated. Second, we use the outdoor climate more effectively. These advances not only help to reduce our ecological footprint, but also serve to promote sustainable and resource-saving production activities.

Replacement of an injection moulding machine

In July 2024, another hydraulic injection moulding machine that was coming to the end of its service life was replaced by a highly efficient electric injection moulding machine. According to our calculations, this will save around 60,000 kWh per year.



Sustainability in the production of safety shoes

uvex safety Cagi, Ceva

CO₂ saving

At our plant in Ceva, an annual CO₂ saving of over 60 tonnes (60,312 kg CO₂ eq/252,000 kWh EcoGas) was achieved. This was mainly the result of investments in sustainable building technology, such as an energy-efficient heat generation (boiler), as well as optimising the insulation of the production hall and warehouse.

Waste

By reusing granulated material in our products, polyurethane waste has been reduced by 24 tonnes. This was achieved despite the fact that we increased production by 75,000 pairs of safety shoes as against the previous year. Given that PU is classified as hazardous waste, this is a development that we are particularly proud of.

System shutdown at weekends

A system shutdown was programmed at weekends for flood cells 11, 12 and 13, with the result that the auxiliary units are also automatically switched off at timed intervals before being restarted in time for work to recommence at the beginning of the new working week. This should result in savings of around 50,000 kWh per year.



Working conditions

The working conditions for our production employees were further improved following the installation of modern climate control systems. Moreover, a robot has been assisting employees with final inspection/packaging activities on ergonomic grounds.



ORGANISATIONAL 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 666 million euros in fiscal year 2023/24.



What we do.

The uvex group is a medium-sized family business.

[More >](#)

GRI 102-1, 102-2, 102-7



Our Philosophy

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

[More >](#)

GRI 102-11, 102-16



History

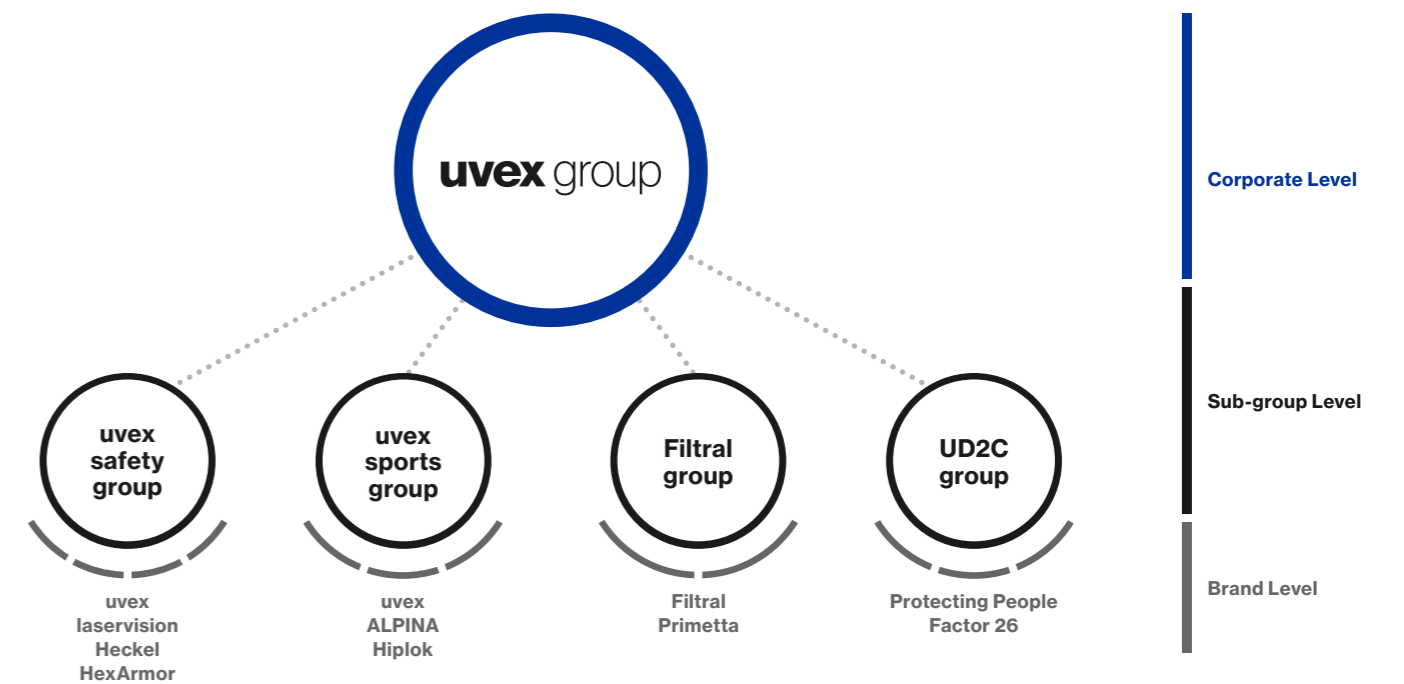
It is only by being aware of our past that we can successfully shape our future.

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

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



uvex safety group

The uvex safety group is positioned as an innovative brand systems provider with international manufacturing expertise. With seven strategic business units (SBU), uvex is one of the few companies in the industrial health and safety sector to offer a complete head-to-toe range of products. Industries that are among the regular customers of the safety division include automotive/automotive suppliers, chemicals and pharmaceuticals, mining, construction and trade as well as oil and gas. Industry-specific product solutions and systems are at the heart of uvex activities:

- SBU Head: safety helmets | hearing protection | breathing protection
- SBU Eyewear: safety eyewear
- SBU Occupational Health: prescription safety spectacles | individual hearing protection | orthopaedic safety footwear
- SBU Gloves: safety gloves
- SBU Footwear: safety footwear
- SBU Workwear: work wear and protective clothing | corporate fashion
- SBU Laser protection: laser safety eyewear and curtains and windows

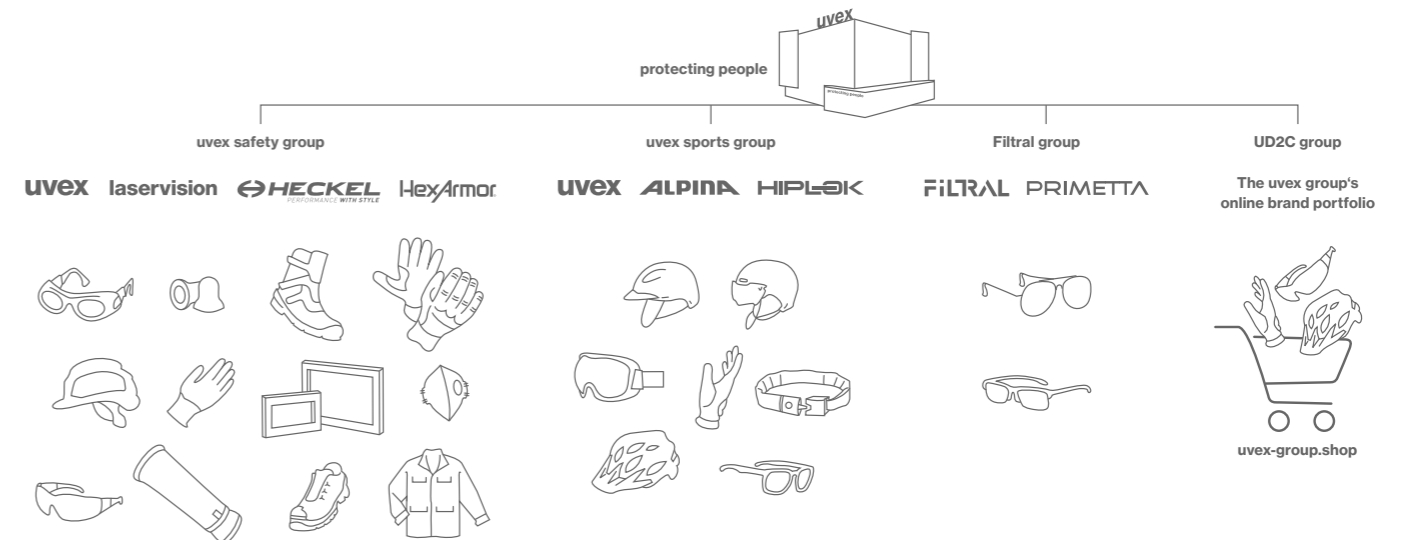
uvex sports group

As a partner for specialist retailers in the fields of sport and leisure, uvex offers innovative, high-quality collections and comprehensive services, as well as increasingly concentrating on digital system solutions to increase sales and turnover. With uvex sports, ALPINA and Hiplok (bike locks and cycle accessories), the uvex sports group's activities focus on three areas of business:

- Winter sports: ski goggles | ski helmets | sports eyewear | protectors
- Cycling: cycling helmets | cycling eyewear
- Equestrian: riding helmets | sports eyewear | riding gloves

As a partner for international top-level sport, uvex equips many professional athletes worldwide. uvex sports operates throughout the world and plays a decisive role in shaping the uvex brand. The uvex sports group strives to manufacture its products in Germany where possible, otherwise working with proficient partners.

Facts and figures uvex group



Filtral group

As part of the uvex group, Filtral and Primetta distribute sunglasses and reading specs to European mass-markets. Leadership in logistics and point-of-sale material, combined with procurement, point-of-sale service and B-2-B solutions, delivers a trading concept which guarantees high level returns in respect of space utilisation and process efficiency. Through its leadership position in Germany, the Filtral group is well positioned to develop the European market. Its target is to become one of the "Top 3" suppliers in Europe.

UD2C group

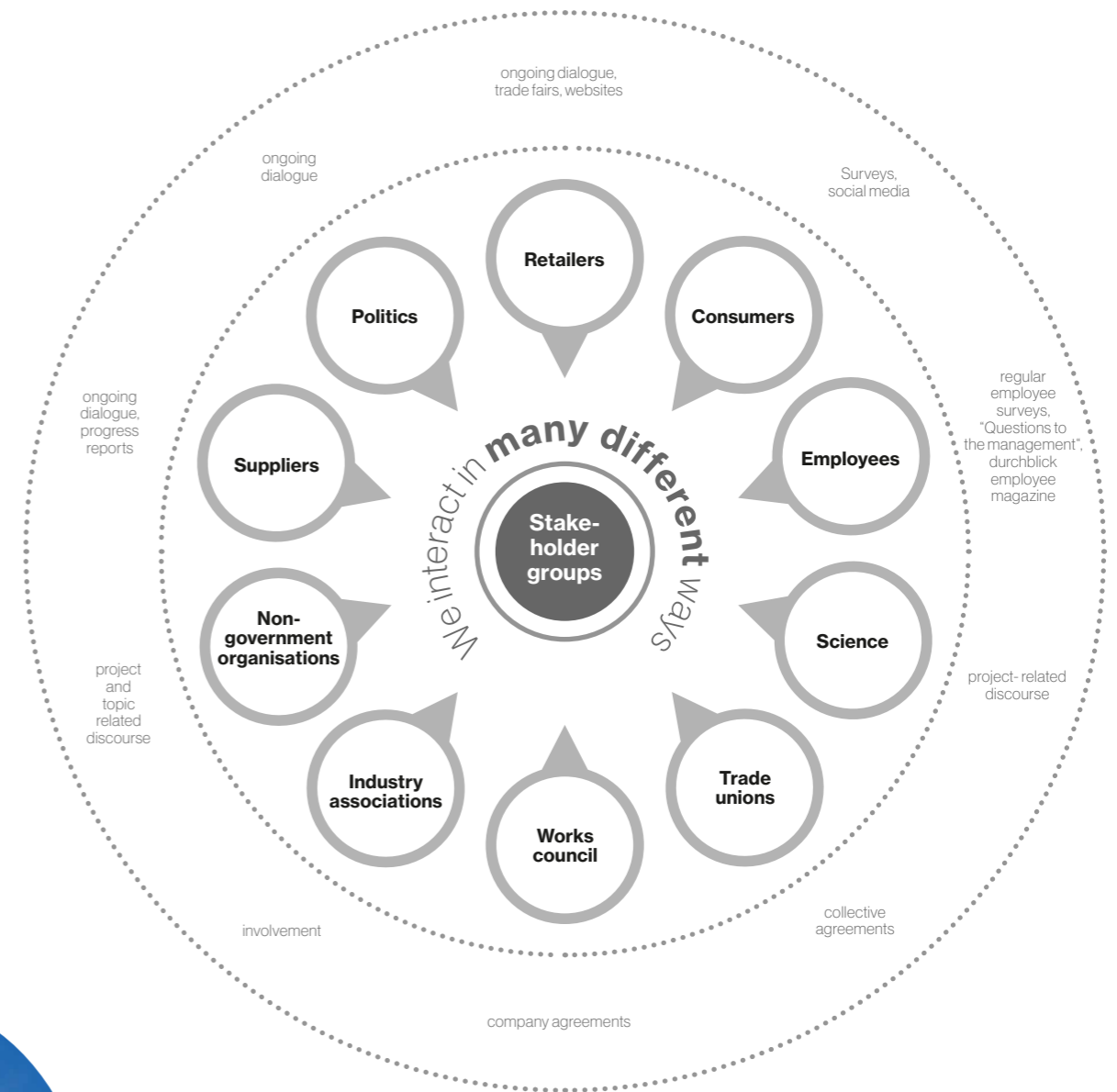
Protecting People GmbH and Factor26 GmbH are united under the umbrella of the uvex Direct-2-Consumer (UD2C) group. Thus, the uvex group is bundling its strengths in the digital D2C business - so that the existing resources and expertise can be used in an even more targeted manner to position the group and its brands for the future.

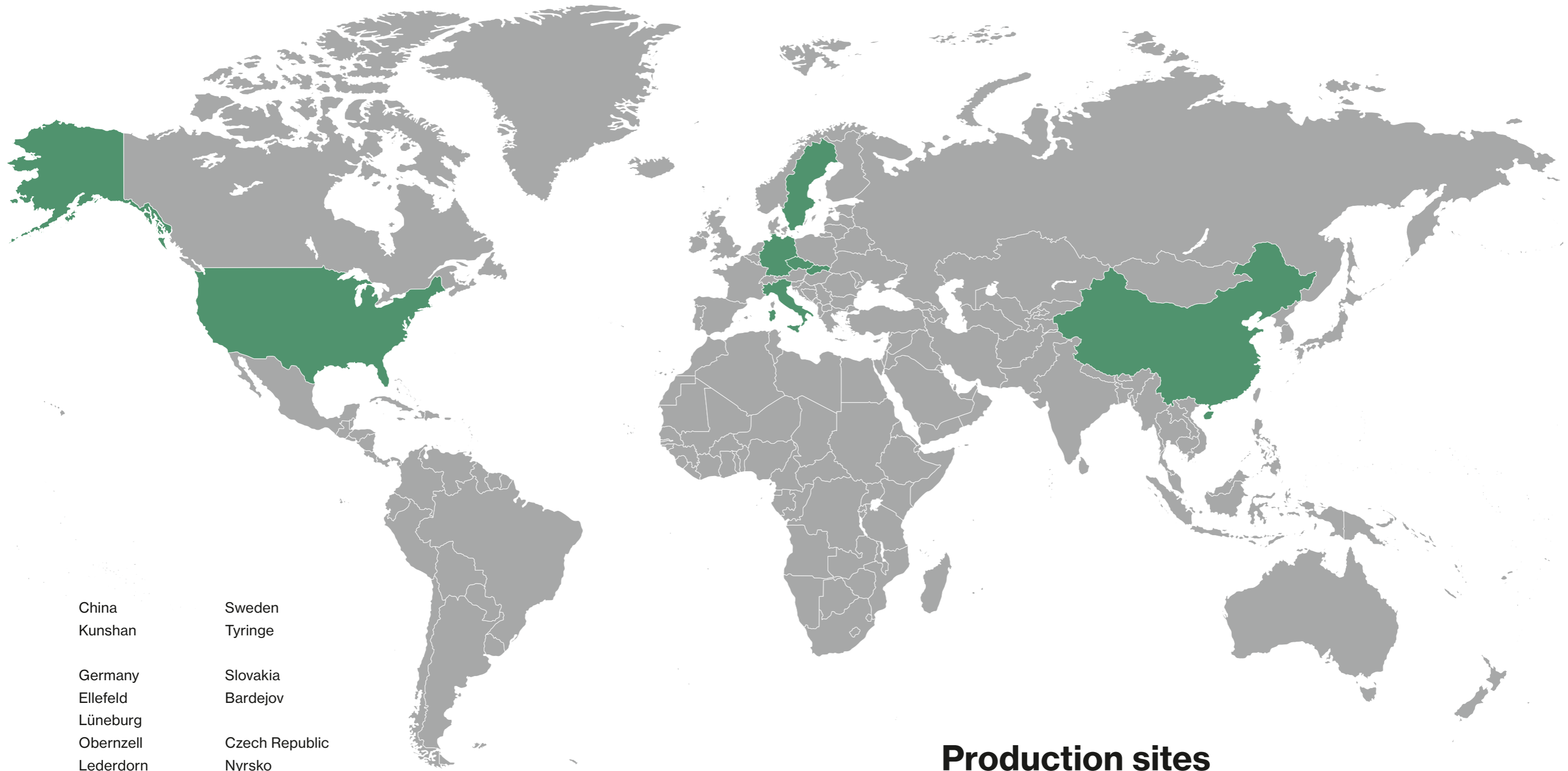


Stakeholder

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.

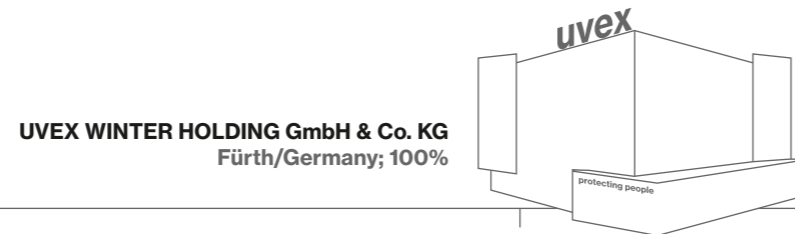




Production sites

- | | |
|-----------|----------------|
| China | Sweden |
| Kunshan | Tyringe |
| Germany | Slovakia |
| Ellefeld | Bardejov |
| Lüneburg | |
| Oberzell | Czech Republic |
| Lederdorn | Nyrsko |
| Fürth | |
| Italy | USA |
| Ceva | Minnesota |
| | Grand Rapids |

Organisation



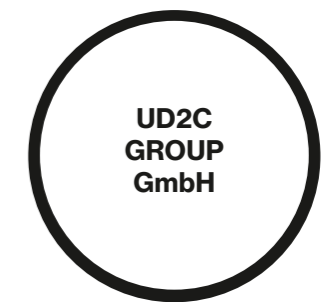
Fürth/Germany;
100%



Fürth/Germany;
100%



Fürth/Germany;
100%



Fürth/Germany;
100%



- UVEX SAFETY Gloves GmbH & Co. KG**
Lüneburg/Germany; 100%
- UVEX SAFETY Austria GmbH**
Wels/Austria; 100%
- UVEX Arbeitsschutz (Schweiz) AG**
Basel/Switzerland; 100%
- SPR SAFETY SOLUTIONS 000**
St. Petersburg/Russia; 100%
- LASERVISION GmbH & Co. KG**
Fürth/Germany; 100%
- UVEX Safety South Africa (Pty.) Ltd.**
Durban/South Africa; 100%
- UVEX SAFETY AUSTRALIA LP**
Sydney/Australia; 100%
- UVEX SPORTS Nyrsko k.s.**
Nyrsko/Czech Republic; 100%
- UVEX Safety New Zealand Ltd.**
Auckland/New Zealand; 100%
- UVEX HECKEL s.a.s.**
La Walck/France; 100%
- UVEX ARBEITSSCHUTZ GMBH**
Fürth/Germany; 100%
- UVEX SAFETY Polska sp.z o.o.sp.k.**
Większyce/Poland; 100%
- UVEX-CAGI s.r.l.**
Ceva/Italy; 100%
- UVEX SAFETY ITALIA S.R.L.**
Turin/Italy; 100%

- UVEX SAFETY (UK) Ltd.**
Farnham/United Kingdom; 100%
- SKILLTEX GmbH**
Lustenau/Austria; 37%
- UVEX SAFETY Textiles GmbH**
Ellefeld/Germany; 100%
- UVEX SAFETY Logistics GmbH**
Schwabach/Germany; 100%
- UVEX Safety Scandinavia AB**
Tyringe/Sweden; 100%
- UVEX SAFETY SINGAPORE PTE. LTD.**
Singapore/Singapore; 100%
- Swedsafe AB**
Tyringe/Sweden; 100%
- UVEX Safety Equipment (Kunshan) Co., Ltd.**
Kunshan/China; 100%
- UVEX Safety CZ, k.s.**
Rychnov/Czech Republic; 100%
- UVEX SAFETY Lederdorn GmbH**
Lederdorn/Germany; 100%
- UVEX Safety SK k.s**
Prešov/Slovakia; 100%
- HexArmor LP**
Grand Rapids/USA; 94,16%
- LASERVISION USA,LP**
St. Paul, (MN)/USA; 100%
- UVEX Safety Hungaria Bt.**
Budapest/Hungary; 100%
- UVEX Bardejov, k.s.**
Bardejov/Slovakia; 75%
- UVEX (Guangzhou) Safety Co., Ltd.**
Guangzhou/China; 70%
- UVEX SAFETY Turkey**
Istanbul/Turkey; 100%

- ALPINA SPORTS GmbH**
Sulzemoos/Germany; 100%
- ALPINA SPORTS Austria GmbH & Co. KG**
Neukirchen/Austria; 100%
- ALPINA SPORTS Schweiz AG**
Ebmingen/Switzerland; 100%
- UVEX SPORTS GmbH & Co. KG**
Fürth/Germany; 100%
- UVEX SPORTS JAPAN**
Tokyo/Japan; 100%
- UVEX SPORTS Austria GmbH & Co. KG**
Zell am See/Austria; 100%
- UVEX (Schweiz) AG**
Baar/Switzerland; 76%
- Plus 8 Industries Ltd. (Hiplok)**
Leamington Spa/UK; 100%

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

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



protecting people



protecting people is the uvex group's mission. This philosophy leads to the pledge of acting not only sustainably, but also with social and environmental responsibility. Our principal focus is on the protection of people. In order to live up to this claim, the company sets demanding standards for products and manufacturing plants, which must also be met by network partners.

The key to success is in the hands of our employees – in line with uvex's business is people philosophy. uvex therefore offers its employees appealing development and career possibilities as well as a good work-life integration. Around 150 flexible working time models make it possible to combine professional and private targets effectively. Internal and external training programmes are offered through our own uvex academy. By collaborating with our employees in this way, we are able to get on top of the winner's podium in all areas.



ARCHIVE & DOWNLOADS

In our download area you will find topic-specific documents to download. All information about the uvex group's sustainability activities - from our Code of Conduct and Social Standard to the Restricted Substances List - can be accessed here.

You will also find an archive of all uvex group sustainability reports.

[Code of Conduct uvex group >](#)

[Social Standard uvex group >](#)

[Restricted Substances List >](#)

[Archive sustainability reports >](#)



GRI STANDARD

GRI Standard	Disclosure	Content	Link
GRI 101: Foundation 2016			
GRI 102: General disclosures 2016	102-1	Name of the organization	Organisational profile Management summary
	102-2	Activities, brands, products and services	Multi brand company
	102-3	Location of headquarters	Organisational profile
	102-4	Location of operations	Organisational profile
	102-5	Ownership and legal form	Contact
	102-6	Markets served	Organisational profile
	102-7	Scale of the organization	Company Management summary
	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 Employee projects Organisational profile Supply chain
	102-17	Mechanisms for advice and concerns about ethics	Supply chain
	102-18	Governance structure	Organisational profile Management Summary
	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	Organisational profile News uvex sports group
	102-35	Remuneration policies	Key staff indicators
	102-40	List of stakeholder groups	Organisational profile
	102-41	Collective bargaining agreements	Key staff indicators
	102-42	Identifying and selecting stakeholders	Organisational profile
	102-43	Approach to stakeholder engagement	Management summary Organisational profile
	102-44	Key topics and concerns raised	Management summary
	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 About this report
	102-48	Restatements of information	Management summary About this report
	102-49	Changes in reporting	About this report
	102-50	Reporting period	About this report Downloads
	102-51	Date of most recent report	Management summary About this report Downloads
	102-52	Reporting cycle	About this report Downloads
	102-53	Contact point for questions regarding the report	Contact
	102-54	Claims of reporting in accordance with the GRI Standards	Management summary About this report
	102-55	GRI content index	Content index About this report
	102-56	External assurance	About this report

GRI Standard	Disclosure	Inhalt	Link
GRI 103: Management approach 2016			
	103-1	Explanation of the material topic and its boundary	Management summary
	103-2	The management approach and its components	Management summary
	103-3	Evaluation of the management approach	Management summary
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	Energy management Buildings
GRI 205: Anti-corruption 2016			
	205-2	Communication and training about anti-corruption policies and procedures	Management summary Supply chain Downloads
GRI 301: Materials 2016			
	301-2	Recycled input materials used	Made in uvex Filtral group uvex safety group
	301-3	Reclaimed products and their packaging materials	Made in uvex Sustainable IT
GRI 302: Energy 2016			
	302-1	Energy consumption within the organization	Key environmental indicators
	302-3	Energy intensity	Key environmental indicators
	302-4	Reduction of energy consumption	Energy management Key environmental indicators Made in uvex Filtral group
	302-5	Reductions in energy requirements of products and services	Energy management Key environmental indicators Made in uvex
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 Made in uvex
GRI 305: Emissions 2016			
	305-1	Direct (Scope 1) GHG emissions	Key environmental indicators Made in uvex

GRI Standard	Disclosure	Inhalt	Link
	305-2	Energy indirect (Scope 2) GHG emissions	Key environmental indicators Made in uvex
	305-4	GHG emissions intensity	Key environmental indicators Made in uvex
	305-5	Reduction of GHG emissions	Management summary Key environmental indicators Made in uvex Filtral group uvex safety group Economy
GRI 306: Waste 2020			
	306-2	Waste by type and disposal method	Key environmental indicators Made in uvex
GRI 401: Employment 2016			
	401-1	New employee hires and employee turnover	Key staff indicators Made in uvex
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees
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	Employees
	403-6	Promotion of worker health	Employees Made in uvex
GRI 404: Training and education 2016			
	404-2	Programs for upgrading employee skills and transition assistance programs	Management summary Employee projects uvex sports group uvex safety group Economy
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 Code of Conduct uvex group
GRI 416: Customer health and safety 2016			
	416-1	Assessment of the health and safety impacts of product and service categories	Made in uvex Organisational profile



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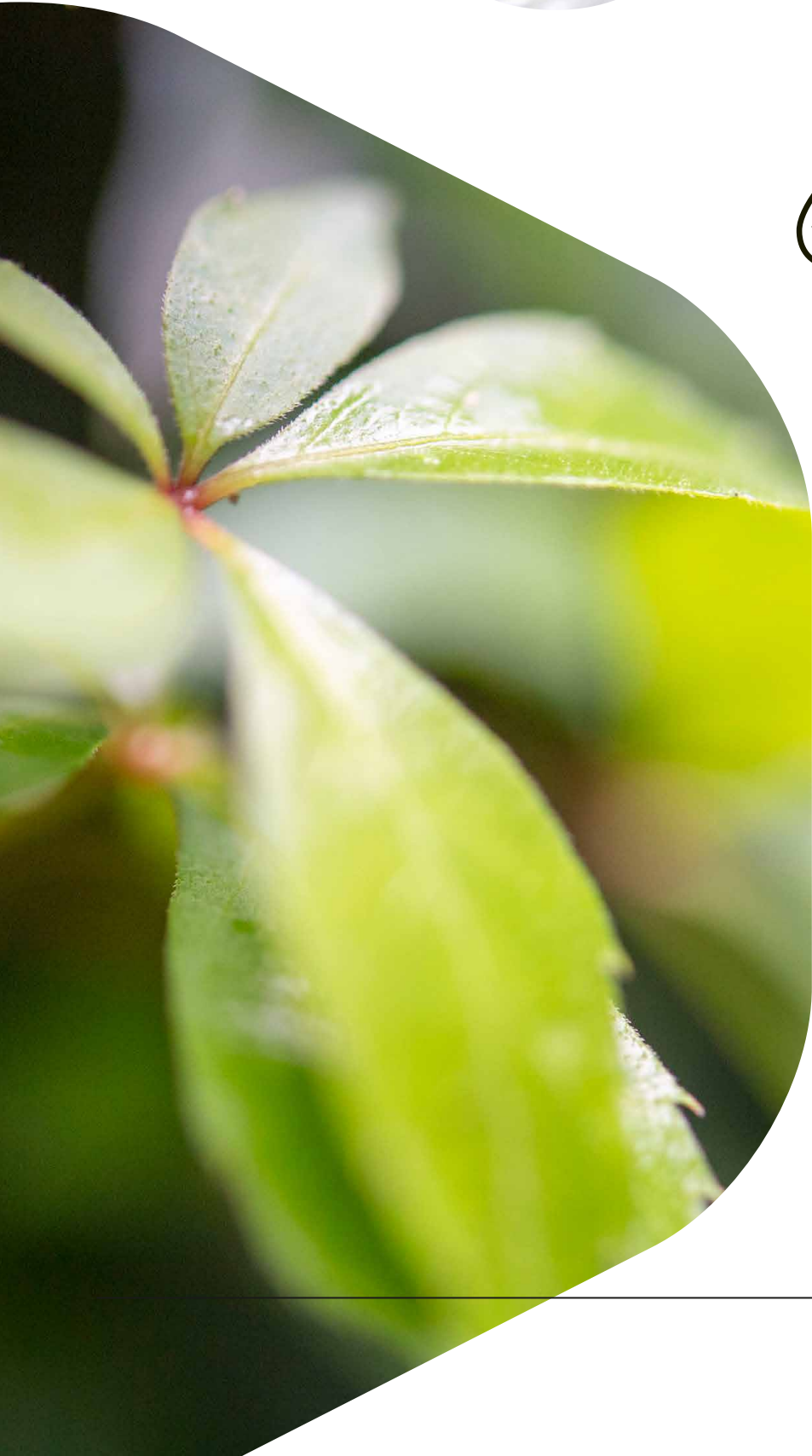
Imprint

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Status: 18 March 2025





protecting people