

WEITBLICK



SUSTAINABILITY
REPORT 2021

[CORPORATE.WEITBLICK.VISION/NACHHALTIGKEIT](https://corporate.weitblick.vision/nachhaltigkeit)

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SUS TAIN ABLE BY CON VICTION

"For us too, Weitblick means ensuring that we do our bit for the future and take responsibility. In our specific sphere of influence, it's about using resources wisely, conserving the environment, protecting the people in our supply chain and keeping the company going to sustain all of this."



ISABELLE ILORI-KING
Partner / Authorised Representative



Claus Schmidt, Isabelle Illori-King & Felix Blumenauer



DEAR FRIENDS OF WEITBLICK,

we are proud.

Proud of our team, proud of our partners along the entire supply and value chain, proud of our customers, proud of our suppliers and proud of our production facilities. Because

only together - working together - could we achieve the performance and milestones we set out to achieve. Despite a still ongoing global pandemic, major challenges in logistics and procurement and changed working conditions, we were able to master the year 2021. We would like to thank everyone for this!

Especially in terms of sustainability, we were able to achieve new, important goals this year,

one of which is our second sustainability report. With a review of the past two years, the presentation of our strategy as well as the current status quo and an outlook on our goals for the future, it is packed with exciting information and is as transparent as possible.

Sustainable and responsible action is a matter of course for us and has always been part of Weitblick. And yet it is the many small parts that make up the big picture and turn workwear into sustainable workwear: This holistic approach involves all components of an article and already starts with the selection of sustainable raw materials in the fibre, in the fabric as well as in the ingredients. Resource-saving logistics processes and our fair production in the European factories are two other important building blocks. At this point, our new website also provides very detailed information with an extensive section on sustainability.

Since October 2021, we are also very proud to announce that the first products from our workwear range have been certified with the government's "Green Button" seal. This too would not have been possible without the dedicated team at Weitblick.

We want to speak honestly and authentically about what we do, where we want to improve and what we already live and implement with full enthusiasm. To this end, we have expanded and strategically sharpened our internal resources for sustainability management. Sustainability is not a trend, but a necessity and our common future. The signs that it is high time to act and to make our contribution as a company cannot be overlooked. We want to contribute to the change and are subjecting ourselves to a self-critical examination of our

working methods, processes and decisions - because we are 100 percent convinced of it. How exactly we are doing this and what we intend to do in the future can be found in detail on the next pages of this sustainability report. We look forward to many interested readers, critical questions and feedback!

Enjoy reading and stay healthy everyone!

Isabelle Illori-King
on behalf of the Executive Board

FULL, *authentic,* HONEST

SHOW RESPONSIBILITY

Sustainable and ethically responsible action has always been part of our corporate philosophy, so this orientation is a matter of course for us.

In the past few years, we have already done some very important groundwork on the topic of sustainability. The corporate strategy, which is formulated in a future-oriented way until the year 2025, has placed a company-wide focus on sustainability. Together with the submission for the area of sustainability management - which defines exactly what happens

there and what concrete goals we are setting ourselves - all departments are advised and supported, and important impulses are given for the implementation of sustainability.

The fact that we are intrinsically inspired by the topic of sustainability is also reflected in our policy statement and our Code of Conduct. You can find out more about this in this sustainability report!



HOLISTIC* SUSTAINABILITY

THE APPROACH AT WEITBLICK



social



economical



ecological

Ecology, economy and social issues – sustainability is based on these three pillars. Imagine sustainability as a building – do you have any idea how shaky it would be or how easily it would collapse if one of these pillars were too weak or missing?

COMPREHENSIVE*

So, how can we at Weitblick ensure stability and bring balance to our sustainable actions? We can do this if we approach sustainability as something holistic: living holistic sustainability in practice and taking a close look at all facets of our company.

Every company has its own individual definition of sustainability. We do too, of

course. We have developed the holistic basic idea into a holistic approach to sustainability and we look at areas that make up Weitblick: our products, our company and our customers

These areas and the three pillars carry the weight of the standards we set for ourselves. They contain answers to questions such as: How fair are the conditions along the supply chain – from the first cotton fibre through supplier relationships to manufacturing? How environmentally and humanly compatible are they?

How well can the brand, business model and corporate culture be reconciled with sustainability? Do we

provide our customers with sufficient transparency in this respect, and how do we manage to give them even more opportunities to deal with sustainable products in a sustainable way?

All these questions and many more need to be answered. This also means that each of these three pillars of our holistic sustainability principle is irreplaceable. Even if they seem to stand alone, they must function as a strong unit. For us, holistic sustainability means, in short: all or nothing.



01 OUR PRODUCTS



EFFICIENCY



QUALITY

SUSTAINABLE PRODUCT DEVELOPMENT

COMPREHENSIVE AND THOUGHTFUL

We make workwear for everyone, who gets down to business. Our clothing combines functionality and modern design. We put our heart and soul into processing high-quality fabrics and durable materials into extravagant pieces. We look at product development from different angles and examine how we can implement sustainability as an important feature in the product as well as in the processes.



SUSTAINABLE
DESIGN



TEXTILE
STANDARDS



A LOOK INTO THE PAST

THE ÖKOMAX SEAL

SUSTAINABLE PIONEERING WORK

Who still remembers the fashion of the 1990s? Yes, really awful things were presented, which you rightly don't go outside in today: platform shoes with plastic soles, ratty batik shirts or the far too wide-cut polyester suits in extremely strange colours ...Fortunately, all that has disappeared from the scene. But one

thing from the 90s fashion world is now happily more in demand than ever and no longer just a trend: sustainable clothing. We too did not let go of the topic since the early 1990s. And so, we have turned our pioneering work in workwear and sustainability into a Weitblick tradition. But how did it all begin?

"It was the first real eco-wave in terms of clothing back then", says Managing Director Claus Schmidt, recalling the time when he created the very first sustainable collection in the workwear world: workwear that is 100 percent compostable. And since there were no corresponding seals and labels in this area a quarter of a century ago, they also put their money where their mouth was: the Ökomax seal was born. The idea behind the seal is already contained in the name - it is about the ecological maximisation factor of workwear. And it works like this: workwear made entirely of cotton and compostable materials in raw white would correspond to the optimum of 100 points and would be recognisable by the "Ökomax 100" seal. However, if the desired workwear is to say, 65 percent polyester and specially dyed, the factor can drop to 10 to 15.

"We wanted to give the customer this as a decision criterion", says Schmidt about his idea. "Of course, there's not only workwear that is 100 percent perfect. That

"EXPERIENCE ALWAYS HELPS. THAT'S THE GOOD THING ABOUT EXPERIENCES - BE IT GOOD OR BAD ONES."



means we might assign a factor of 50 to one product, 90 or 95 to another, but then there will also be urgently used products that only achieve a factor of 10." Although many people accepted and liked sustainable workwear with an eco-seal from the start, far fewer customers were willing to pay the extra price that comes with a high proportion of compostable materials - as well as the trade-offs in everyday work with workwear made of 100 percent cotton: greater wear and tear, poorer dyeability and less protection against shrinkage during washing. The first textile eco-wave ebbed away - and so, the eco collection including the Ökomax seal was discontinued. A bitter setback when we look at the enormous effort in retrospect. On the other hand, many valuable experiences from the Ökomax project are incorporated into today's sustainable production of

Schmidt puts it in a nutshell: "Experience always helps. That's the good thing about experiences - be it good or bad ones." How does he look back on the idea? "I still think the idea is quite good," says Schmidt. Today, however, they are aiming for the big, sustainable picture: Environmentally friendly materials, fair production in Europe as well as durability and recyclability of the workwear.



THE LONGER A PRODUCT
LASTS, THE MORE
SUSTAINABLE IT IS.



Iris Kirchner from Quality Assurance looks very closely.

QUALITY AND DURABILITY

During product development at Weitblick, a great deal of attention is paid to the quality of the articles. Due to the very heavy load on the products in industrial rental linen, a pronounced durability and resilience of the fabrics and ingredients is necessary, as well as a high colour fastness and dimensional stability. Our opinion is: Nothing is as sustainable as a product of excellent quality and a long life. Our in-house laboratory checks the qualities and functions of the fabrics and sample articles again very carefully before they go into serial production. Furthermore, the purchasing department and our quality management department monitor every batch of fabric again on site in Germany to ensure that no defective products are produced afterwards. Every article is checked in our two largest production

plants, and further random checks are carried out by our own textile specialists. This multi-layered control system in our production plants as well as in-house ensures the high standard of our products.

QUALITY MANAGEMENT SYSTEM

Our QMS is available as a direct contact for questions in production, writes process instructions and processing guidelines, model descriptions, quality reports and carries out internal audits.

These and many other processes ensure that our productions run smoothly and that the products arrive at the customer's premises free of defects.

MATERIAL DEVELOPMENT

Weitblick products are first-class in design, function and quality and often unique on the market. To expand this position, we need the latest, best and most ecologically advanced raw materials. Material Development maintains close contacts with universities and institutes in order to initiate and help shape new developments. It supports and selects suppliers from a quality perspective, especially in the area of chemical finishing, checks material quality and is responsible for compliance with ecological standards, e.g. STANDARD 100 by OEKO-TEX®.

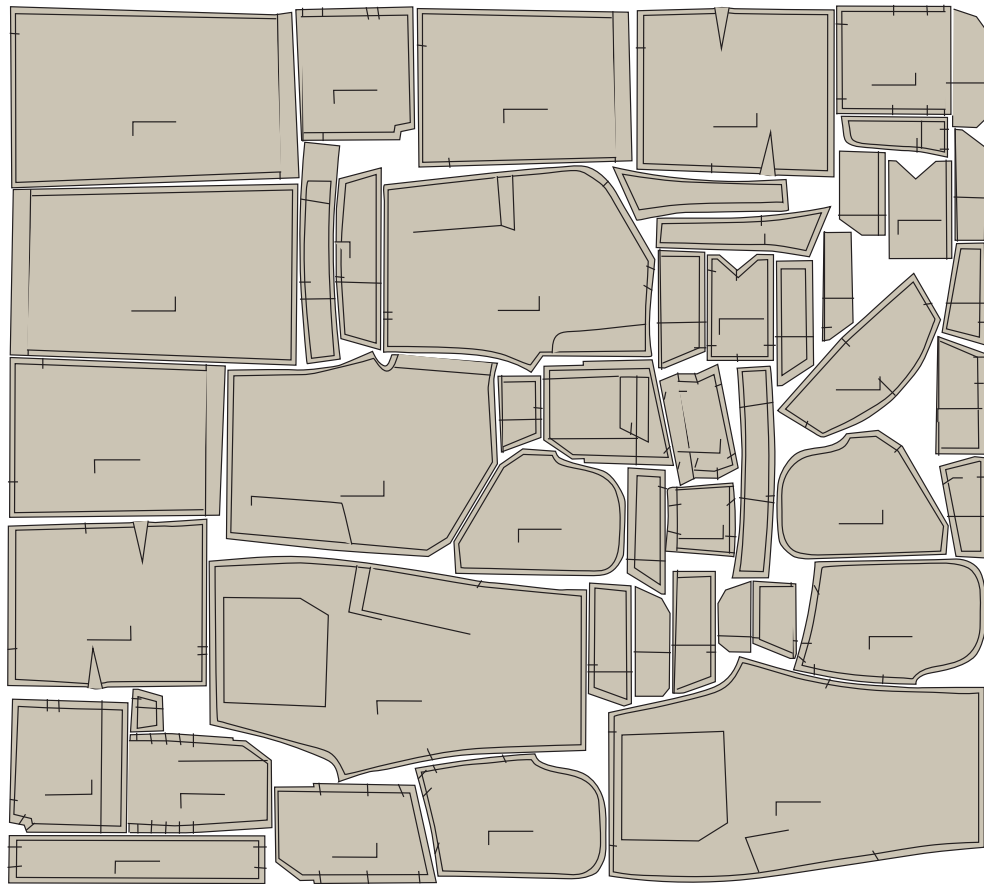
FABRIC SELECTION AND INGREDIENTS

We do not compromise when selecting materials, fabrics and ingredients. We set strict standards and check very carefully which materials meet our requirements.

Optimal selection of high quality fabrics and ingredients through an intensive selection process extends product life.

Technology FOR MORE EFFICIENCY

WE SAVE WHERE POSSIBLE



Cutting pattern of a pair of trousers. Due to the automatic creation, there is less waste.

At Weitblick, we don't think much of waste. Already in CAD, we pay attention to optimal material utilisation when creating the cuts and layers. Software for automatic layering of cut views enables us to significantly reduce waste and achieve very good material utilisation rates of 85 to 90 percent.

In 2021, we have further decided to invest in 3D software. Using the models simulated on Avatar, we can already assess and optimise fit and proportions without having to produce a sample part. The reduction of physical samples means saving of material, energy and transport routes and is thus an important contribution to more sustainability.



Musternäherin Christin Behl bei der Arbeit

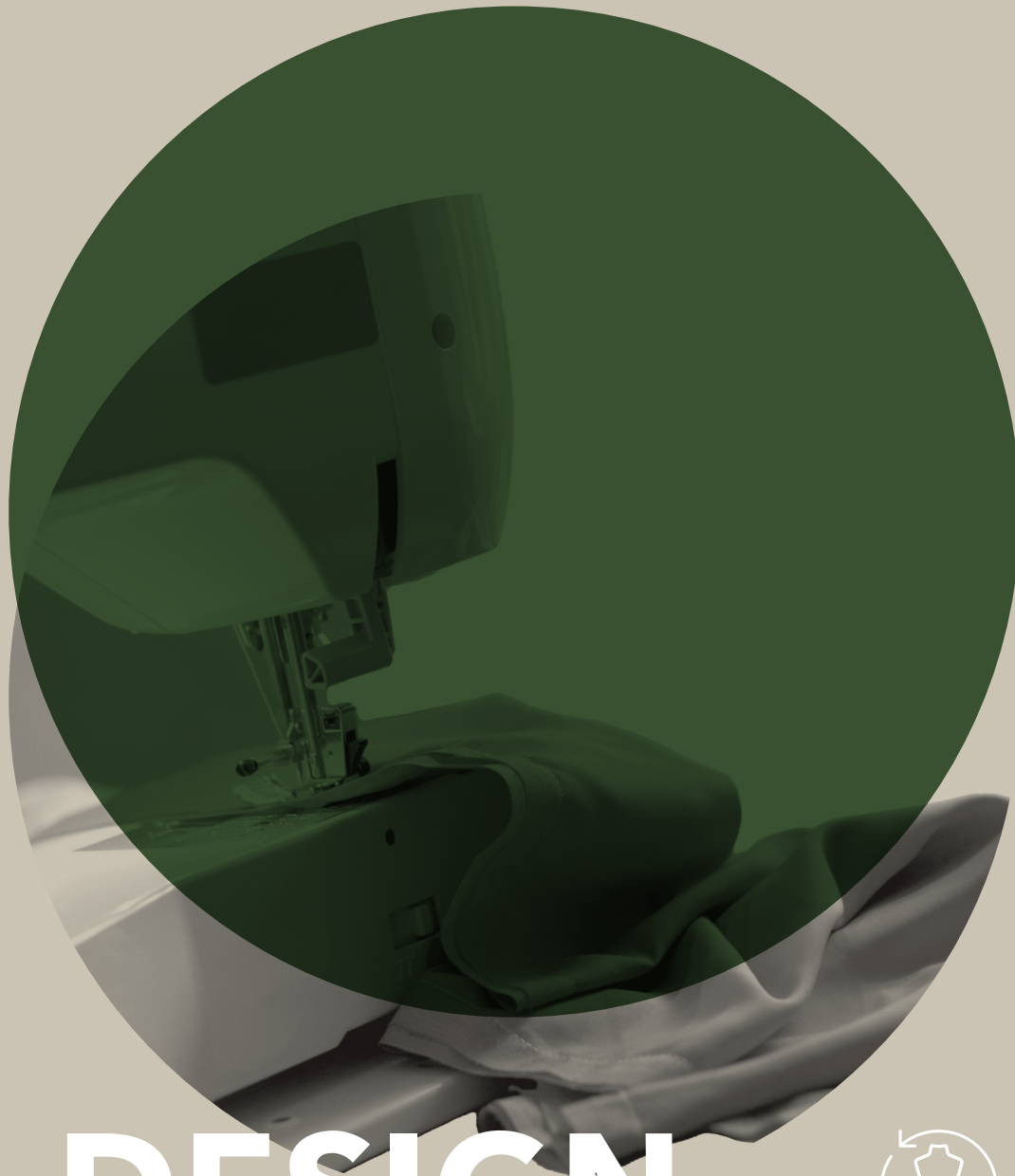


LONG WAYS? NOT WITH US!

In our own sample sewing department, we can centrally sew and fit samples to create a durable and flawless end product for serial production. At the same time, our departments are only a few steps away from each other, so we save long transport routes and thus greenhouse gas emissions.

UP TO 90%

MATERIAL
UTILISATION



DESIGN PRINCIPLES



DURABLE

From the very beginning, our designs are focused on the long life and durability of the products. We guarantee this through the use of high-quality, robust and thoroughly tested materials and ingredients and optimal processing.

FUNCTIONAL & VERSATILE

These include, for example, quilting and seam reinforcements in the right places, particularly robust fabrics, high-quality zips and clever and individual pocket solutions.

TIMELESS

And still modern! Timeless designs, high combinability of the collections as well as design details that make our products better are in focus here. The aim is to extend the life of the collection and add new products instead of completely replacing collections.

ENDLESS

We are continuously developing our collections and products. Visual changes are part of evolution of collections and design, but the look remains the same.

RECOGNISABLE

Through our design language, we create a high degree of combinability among the products. This means that our customers can still combine older models even when buying new items. The Weitblick brand is also visually recognisable.

INDIVIDUAL

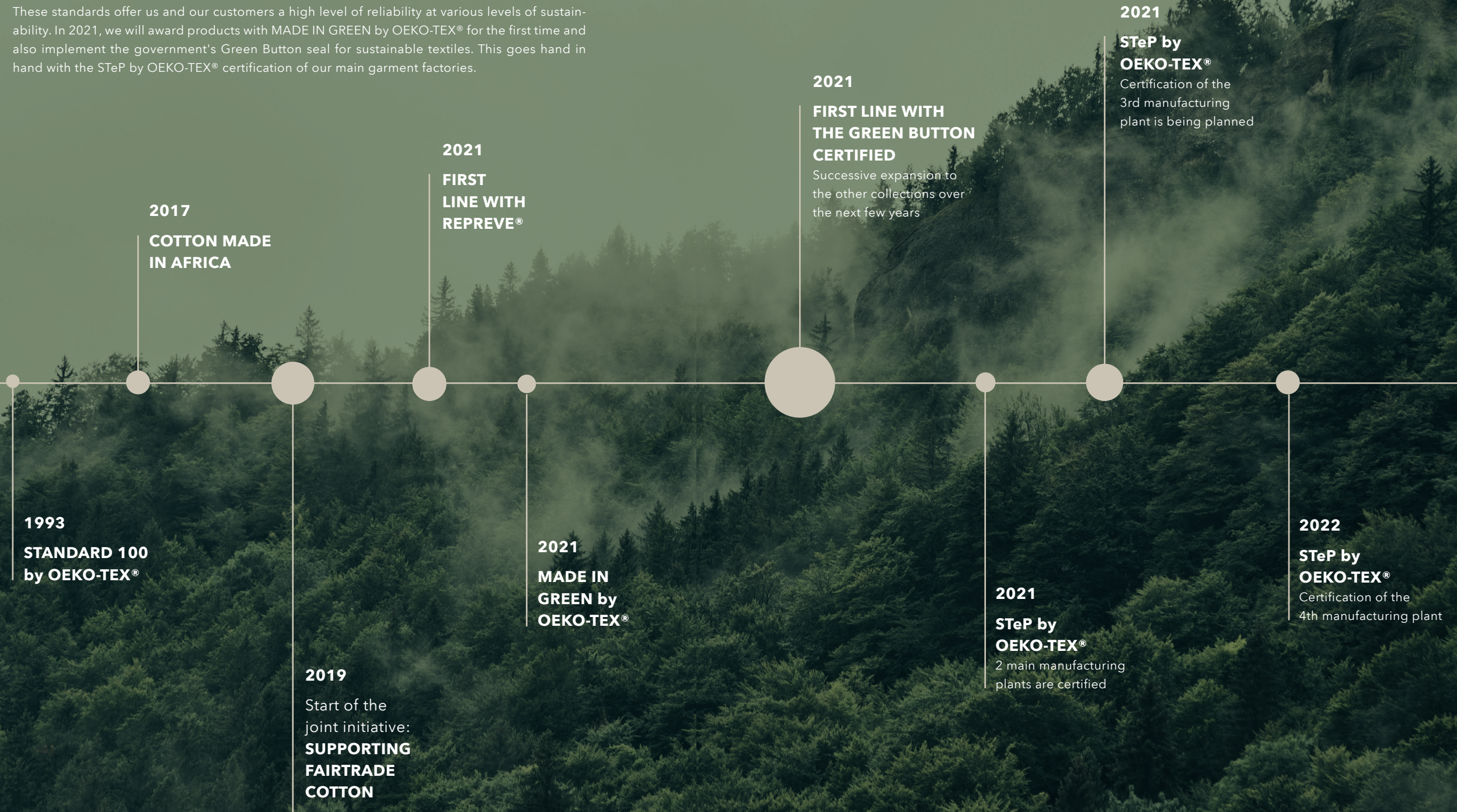
Our goal is to develop collections that appeal to all customers. The designed products from our standard range form the basis and can be expanded individually for the customer.

REPAIRABLE

Our MyCore Force collection has a repair kit from the start, so that the items can also be repaired immediately by our customer.

TEXTILE STANDARDS

These standards offer us and our customers a high level of reliability at various levels of sustainability. In 2021, we will award products with MADE IN GREEN by OEKO-TEX® for the first time and also implement the government's Green Button seal for sustainable textiles. This goes hand in hand with the STeP by OEKO-TEX® certification of our main garment factories.





STANDARD 100

It is very important to us that our products do not pose any human toxicological risks or substances that are harmful to health. That is why we decided many years ago that all our products should have STANDARD 100 by OEKO-TEX®. This standard is therefore the mandatory minimum requirement in product development in order to offer our customers textiles that have been tested for harmful substances and to thus ensure consumer safety.



STANDARD 100 is a seal of quality awarded by independent testing institutes in several countries and covers testing for harmful substances on the end product. It stands for a high level of product safety, in which the limit values set exceed national and international requirements.



STeP

To ensure that sustainability runs through our production chain like a common thread, the STeP certificate ensures that the manufacturing processes are compatible with the environment and the local workers on site. This means that environmentally friendly production processes are implemented on a permanent basis, natural resources are used efficiently and the impact on the environment is reduced. It also supports the strengthening of health protection and the creation of fair working conditions on site.

Not only individual sustainability aspects are checked, but a holistic analysis and evaluation of the production conditions is carried out. STeP analyses all important corporate areas within the framework of six modules:

1. CHEMICAL MANAGEMENT
2. ENVIRONMENTAL PERFORMANCE
3. ENVIRONMENTAL MANAGEMENT
4. SOCIAL RESPONSIBILITY
5. QUALITY MANAGEMENT
6. HEALTH PROTECTION & OCCUPATIONAL SAFETY

Warehouse Manager Rainer Oehme secured on the way up.



Made in Green



STANDARD
100

PRODUCT



STeP

PRODUCTION



MADE IN
GREEN

CERTIFICATION OVER
THE ENTIRE VALUE CHAIN

The certification of our end products with STANDARD 100® as well as the "STeP by OEKO-TEX®" certification of the manufacturing plants and premises with chemical wet processes (e.g. dye works) are the prerequisite for the MADE IN GREEN by OEKO-TEX® label.

WE WANT TO GIVE YOU AN INSIGHT

IN OUR TEXTILE SUPPLY CHAIN.

MADE IN GREEN by OEKO-TEX® is a traceable product label that ensures that our products are manufactured in environmentally friendly factories and under socially acceptable conditions. It also ensures that the material used is free of harmful substances. How is the whole thing visible to you? Through the clear labelling of all certified products and the associated tracing of the entire supply chain of a specific item.

This gives you an insight into our textile supply chain and you can see exactly which production stage your product has passed through in which country in the world. For this purpose, each product is equipped with an individual label with a product ID. You can enter this at <https://www.oeko-tex.com/de/label-check>.



Try it out right now with the
"Core Level 1" waist jacket!



CORE LEVEL 1
WAIST JACKET
PRODUCT-ID:
M1YLNCC30



g-k.eu/weitblick



CORE LEVEL 1 BEARS THE GREEN BUTTON TEXTILE SEAL

The Green Button is a government seal for sustainably produced textiles. It sets binding requirements to protect people and the environment in the production process of textiles. A total of 46 demanding social and environmental criteria must be met - from waste water limits to a ban on forced labour. What

is special about the Green Button is that, in addition to the product, it is always checked whether the company as a whole fulfils its human rights and environmental due diligence obligations in the textile supply chain. Independent inspection bodies monitor compliance with the criteria.



Learn more about the Green Button on our blog.



SOCIAL | GOOD FOR PEOPLE

Sets binding requirements for decent work.



ECOLOGICAL | GOOD FOR THE ENVIRONMENT

Prohibits e.g. the use of hazardous chemicals and sets binding limits for wastewater and production.



STATE | CREATE TRUST

The state sets the criteria and conditions for the Green Button - this creates clarity and trust.



CERTIFIED | INDEPENDENT AUDIT

Independent inspection bodies monitor compliance with the criteria. RAL gemeinnützige GmbH ensures an independent and credible audit as the "auditor of auditors".



* 144 PET bottles are processed for a triple outfit of jacket and trousers.



PET bottles take around 500 years to decompose. This has dramatic consequences for the oceans, which are virtually infested with microplastics. A hopeless situation for many marine animals, which often mistake smaller particles for food.

Recycling of plastic bottles has enormous sustainability benefits: Less microplastic is added to the water, no new crude oil is needed for fibre production and CO₂ emissions and ener-

gy consumption are reduced in the production process.

Already 27 billion plastic bottles have been recycled by REPREVE® and we want to do our part to help that number grow.



COTTON MADE IN AFRICA

We are implementing "Cotton made in Africa"-verified cotton in our supply chain and have already been using CmiA in a very large collection with a client (food retailer) since 2017. The cultivation and harvesting of this cotton covers comprehensive sustainability criteria. The aim of the label is to permanently improve the social, economic and ecological living conditions of smallholder cotton farmers. CmiA promotes environmental protection and social progress in the African cotton sector by helping smallholders as well as employees in ginning factories to improve their living and working conditions. For example, no GMO seeds are used. Although cotton does not have to be produced according to organic

standards, sustainable cultivation methods are taken into account. Therefore, for example, no artificial irrigation is allowed.

Following the principle of helping people help themselves through trade, Cotton made in Africa stands for an innovative approach that links the goals of development cooperation with those of sustainable trade.

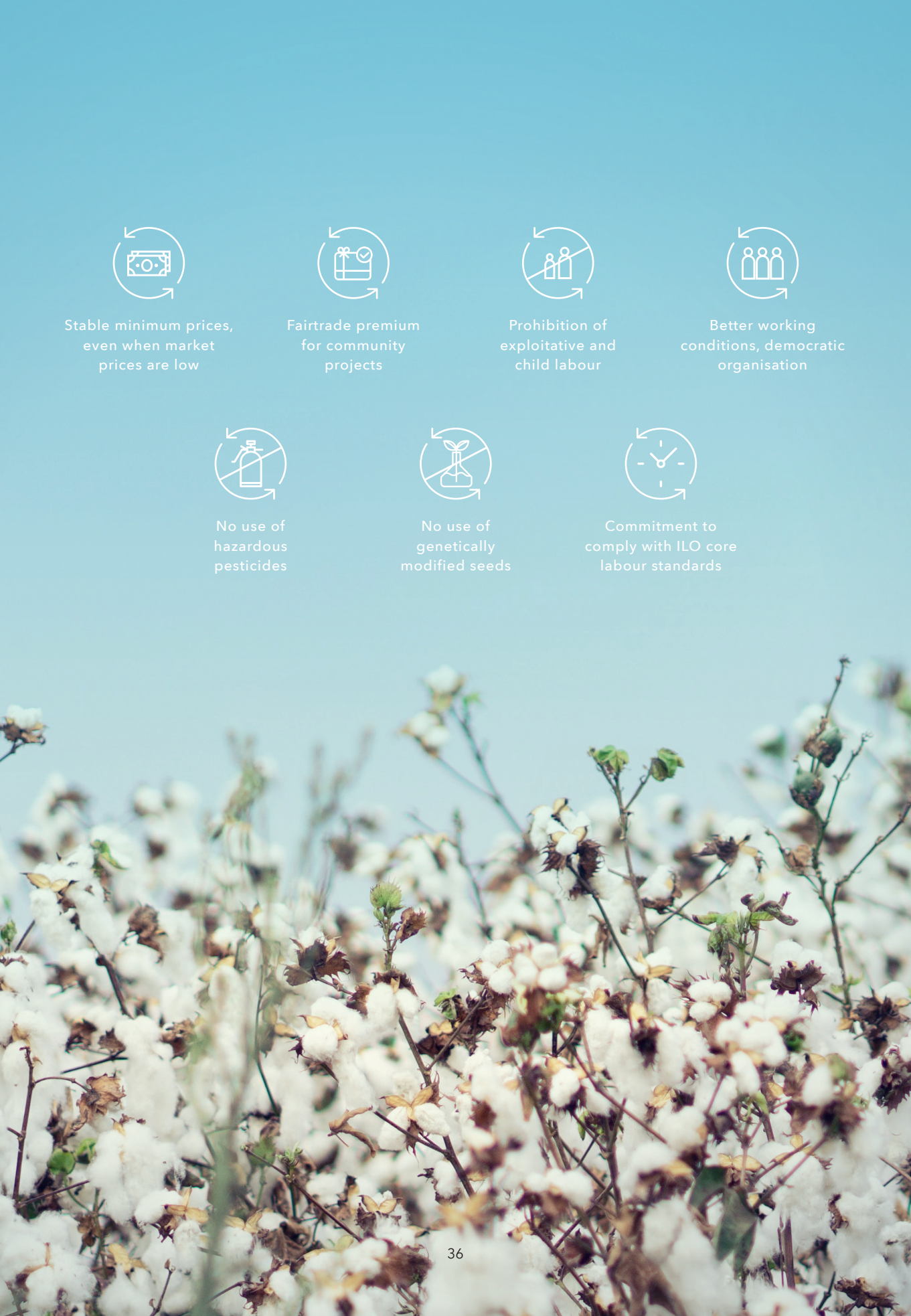


WE SUPPORT THE "MASS BALANCE SUPPORTER" MODEL

At the spinning mill level, CmiA cotton may be blended with cotton of other origins - a quantity control is carried out, in which there must be a balance between purchased CmiA cotton and the yarns sold as CmiA.



Photo: Martin J. Kielmann for CmiA.



Stable minimum prices,
even when market
prices are low



Fairtrade premium
for community
projects



Prohibition of
exploitative and
child labour



Better working
conditions, democratic
organisation



No use of
hazardous
pesticides



No use of
genetically
modified seeds



Commitment to
comply with ILO core
labour standards

OUR PRODUCTS

RESPONSIBILITY MAKES THE DIFFERENCE

FAIR AND HUMAN

The Fairtrade raw material model focuses on the people at the very beginning of the textile value chain: the farmers, who grow and harvest the cotton. For them, it opens up both fair trading conditions and new paths for social change and more environmental protection. Fixed purchase quantities give them planning security and thus enable them to increase their income. In order to meet the Fairtrade standards and to be certified, the smallholders must fulfil many conditions. They have to comply with environmental and social requirements and ensure health and safety in cotton production. In return, however, the certified smallholders also enjoy many advantages: they receive the Fairtrade minimum price for their produce as well as premiums that they can use for community projects after a democratic vote.

The cotton purchased is not physically traceable - but producers still benefit: for each tonne of Fairtrade cotton, they receive fixed minimum prices that cover the costs of sustainable production.



Learn more
about Fairtrade
on our blog.

SUPPORTING



We have articles with the raw material seal for cotton.

The Fairtrade raw material model for cotton enables farmers to sell larger quantities of their cotton on Fairtrade terms. Learn more at:

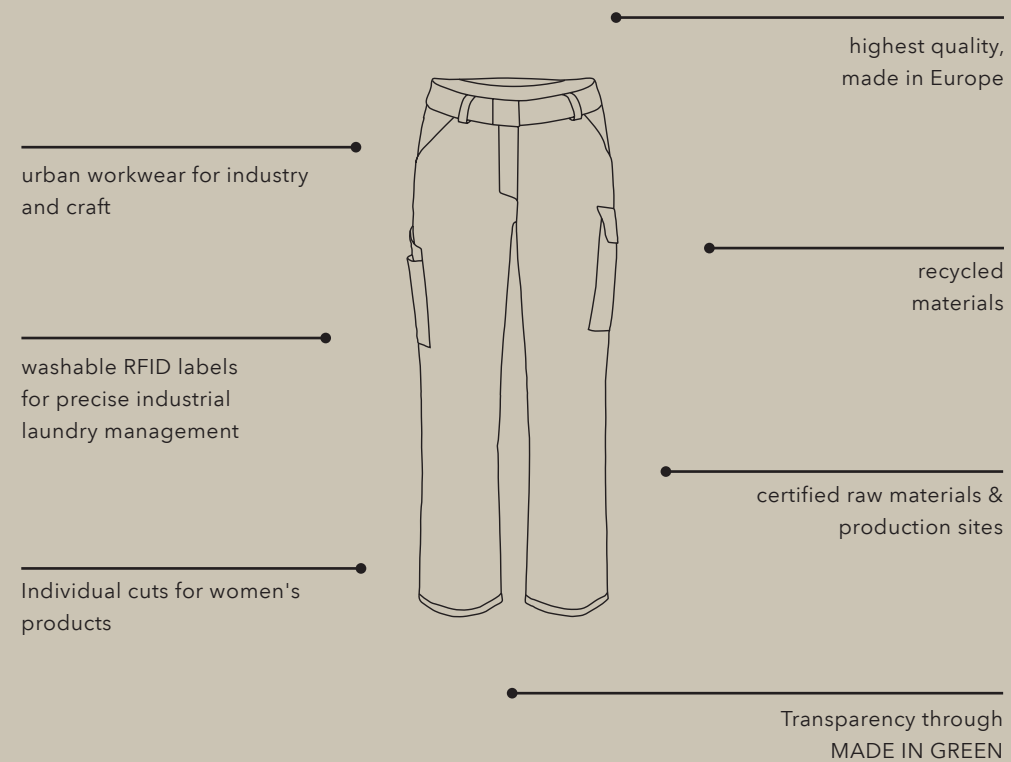
www.info.fairtrade.net/sourcing

WELCOME TO THE NEXT LEVEL

WHAT SUSTAINABLE WORKWEAR CAN DO

The Core Level 1 line shows how sustainability can be translated into products. As part of the ongoing objective to ensure greater sustainability and less environmental harm at

Weitblick, the high-quality Core Level 1 is an important milestone for a new, fair future. We use the example of women's trousers to show what all is involved here.



HERE WE ARE AT HOME

SUSTAINABLE PRODUCTION IN EUROPE

Around 1,300 employees at our various European locations work with a great deal of commitment and competence for our success. We appreciate that. It is therefore a matter of course for us to create an environment, in which the entire workforce can feel comfortable.



Uwe Baier

UWE BAIER
Director of Production
and Engineering / Authorised
Representative

An important aspect for our company is the excellent education and training of our staff. Very well trained specialists at the European locations ensure a high degree of specialisation for us. This is essential to produce our sophisticated collections and to constantly develop them further.

AN INSIGHT INTO OUR PARTNER COMPANIES IN THE CLOTHING INDUSTRY

Fairness and equality play a major role in our partner companies. Decision-making channels are short and there is great trust in each and every employee. It is therefore a matter of course for us that all production workers are paid fairly. Physical well-being is also taken care of. The canteens at the production sites offer freshly prepared food every day. To ensure that nothing is lacking in terms of health, regular health checks

are offered. In addition, there is a transport service organised by the company for employees so that everyone gets to and from work without any complaints.



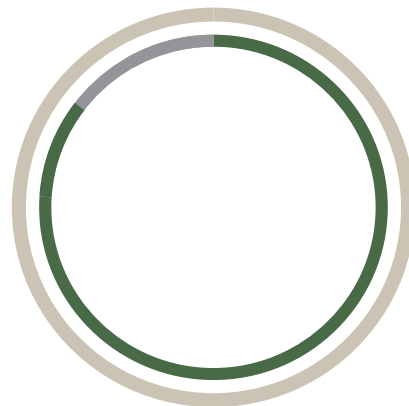
OUR PRODUCTS

PROXIMITY, TRUST AND AN OPEN EAR

Our garment technicians are on site at the manufacturing plants at regular intervals and maintain a daily and weekly exchange digitally. And in the two main factories, we have independent technical specialists commissioned by Weitblick to support the production mainly when introducing new products and ensuring quality.

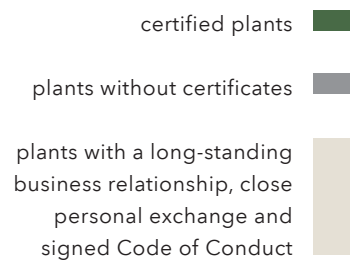


implementing requirements that have not been met. We are in constant communication with the production sites and support them where we can.



CERTIFICATION OF THE MANUFACTURING PLANTS

For us, the certification of the manufacturing plants means constant progress: we always have an eye on what we can add for the future in order to improve. This includes, among other things, planning new audits, recertification, drawing up action plans and, finally,



EXCERPT FROM THE RISK ANALYSIS OF OUR SIX MANUFACTURING PLANTS

COUNTRY	BUSINESS RELATIONSHIP SINCE	INVESTMENTS BY WEITBLICK	AUDITS CARRIED OUT, VALID CERTIFICATES
Bosnia and Herzegovina	1999	We invest in our own machines at our production partners and thus ensure an up-to-date state of the art according to European accident prevention regulations	<ul style="list-style-type: none"> • SA 8000 • ISO 14001 • ISO 9001 • ISO 45001 • ISO 50001 • Regular checks by our technicians, procedural instructions, etc. • STeP by OEKO-TEX
Bosnia and Herzegovina	1999		<ul style="list-style-type: none"> • SA 8000 • ISO 9001 • ISO 14001 • ISO 45001 • ISO 50001 • Regular checks by our technicians, procedural instructions, etc. • STeP by OEKO-TEX
Bosnia and Herzegovina	2013		<ul style="list-style-type: none"> • Regular checks by our technicians on site, procedural instructions, etc.
Northern Macedonia	2013		<ul style="list-style-type: none"> • Regular checks by our technicians, procedural instructions • SA 8000 in preparation, plan certificate 3rd/4th Qt. 2021 • ISO 45001, 14001 and 90001 • STeP by OEKO-TEX in preparation
Northern Macedonia	2005		<ul style="list-style-type: none"> • BSCI • Regular checks by our technicians, procedural instructions, etc. • STeP by OEKO-TEX in preparation
EU: Czech Republic	1995		<ul style="list-style-type: none"> • Regular checks by our technicians, procedural instructions, etc.

Here you can see the full Risk Analysis





3 CERTIFICATION OF THE MANUFACTURING PLANTS

OUR PRODUCTS

SA8000

SA8000 is a globally recognised standard for demonstrating fair and socially responsible management. This determines or improves the workers' rights and working conditions. It is about empowering and protecting workers. The criteria are: no child labour, no forced labour, minimum standards for health and safety, trade unions, no discrimination, no psychological or physical disciplinary procedures, limited working hours and fair remuneration.

ISO 9001

ISO 9001 is an international standard with a process-oriented approach. The main objective is the creation of an efficient organisational structure that stands for quality and safety and thus ensures trust. While doing so, internal communication is improved, a better understanding of the processes is ensured and optimised process control is aimed for.

ISO 14001

The ISO 14001 standard focuses on the environment. Environmental aspects are considered, goals are defined and the planned measures, policies and procedures are implemented. An evaluation of the results is then carried out to determine whether environmental performance has improved.

ISO 45001

ISO 45001 enables companies to meet their social responsibility. It covers occupational health and safety management and optimises

occupational health and safety. A real sustainability initiative! The heart of a company - its workforce - is healthier and works more safely as a result. An important prerequisite for motivated and productive work processes.



ISO 50001

With ISO 50001 certification, a company implements an energy management system. It serves to continuously improve and increase energy efficiency and optimise energy use. In this way, companies can actively contribute to the achievement of climate protection goals.

FAIR LABOUR AND TRADE RELATIONS

Weitblick has a very long-standing cooperation with the production plants as well as the suppliers. Many of our major customers have already been on site at the production facilities; they always find these visits very transparent and informative.

We also maintain relationships with some of our suppliers for decades, such as with the sewing thread company Amann, with which we have been working for over 50 years. Here too, regular on-site visits are a self-imposed duty for us.

Furthermore, Weitblick is committed to ethical business and purchasing practices based on international human rights conventions, ILO core labour standards and OECD recommendations.

The human being AT THE CENTRE

OUR CODE OF CONDUCT

Weitblick has defined its own standards of social responsibility in a comprehensive Code of Conduct. The clear goal: to always be better than required by law. Weitblick pays particular attention to fair working conditions and social compatibility along the value chain.





*"WE HAVE ALREADY ACHIEVED
AN INCREDIBLE AMOUNT -
ALSO THANKS TO
THE ACTIVE MAXTEX
NETWORK - SINCE
WE AS A COMPANY
DECIDED UPON THE
SUSTAINABLE WAY."*



FELIX BLUMENAUER
Spokesperson of the
Management Board /
Managing Director

MAXTEX

We are proud to be a part of MaxTex. Because the network attaches just as much importance to sustainability as we do. It starts with the first fibre and ends with the disposal. Simply put, it's about sustainable solutions in the textile industry. 46 member companies from the most diverse areas of the textile industry - from raw materials to weaving to ready-made garments - are part of the network. Each member is convinced that sustainable management is not only possible, but is also becoming a standard. And so traditional companies and young start-ups meet. Here, discussions and analyses take place, and experiences are exchanged. Many years of practice paired with new, innovative ideas.

MaxTex was founded in 2014 and has been growing steadily ever since - a sign of how important the economic consideration of sustainable business processes already is for business, politics, as well as for end consumers. We were therefore all the more pleased that the Spokesperson of our Management Board - Felix Blumenauer - has been elected Deputy Chairperson of the Board of the MaxTex Association since July 2021.

You can also
find out
more here.





CIRCULARITY

We are committed to this in working groups and develop concepts together with partners and support research projects. Some old stocks are currently upcycled into new products; a more far-reaching concept for closing the loop is already being planned.

The reparability of the products is also close to our hearts. To this end, we offer patch kits, are working on further repair kits and ensure during product development that highly stressed areas of the product can be replaced. For example, knee pads can be ordered and replaced individually.



WHAT HAPPENS TO UNSOLD GOODS?

This situation happens hardly ever because of our business model. Several collections per year with constantly new styles – this model is known from the fast-fashion industry, but it does not apply to us. If it does happen that

collections are discontinued because they were developed many decades ago, they are still not simply thrown away. We give a lot of thought to what happens to the goods, work with production partners and provide them with “dead stock” to build new circular concepts.



02 OUR COMPANY

RESPECT
COURAGE
COMMITMENT

RESPECT

COURAGE

COMMITMENT

OUR VALUES

OUR COMPANY

CULTURE & VALUES

We understand the corporate culture at Weitblick as very familiar, open and respectful. It is lived and we consciously continue to cultivate it, also from the management, for example through regular workshops, but also through our behaviour in everyday life.

With 90 years and four generations, the company has a lot of experience and a great standing in the industry. That's why we attach great importance to employee satisfaction. And the fact that this is also really pronounced is reflected in regular, company-wide Top Job employee survey (every 2 years) among the staff. What we also know from this: good work-life balance is very important.

A SUSTAINABLE LINE OF APPROACH

THINKING ABOUT TOMORROW TOGETHER

The Management Board and the partners adopt the sustainability strategy, the sustainability declaration and the Code of Conduct at the highest level and actively participate in

their further development. Isabelle Ilori-King oversees sustainability management as a partner and provides the basic decisions.



CLAUS SCHMIDT
Managing
Partner



ISABELLE ILORI-KING
Partner / Authorised
Representative



FELIX BLUMENAUER
Spokesperson of the
Management Board /
Managing Director

EVERYTHING IN SIGHT

Since 2021, Eva Englert, as Sustainability Manager, has been in charge of the topics in the area of Sustainability across the board.



EVA ENGLERT
Sustainability Manager

THE TASK FORCE

In addition, an internal team drawn from the central areas along the entire supply chain supports sustainability management with its specialist expertise on the individual departments.



PETER TOLKSDORF
Head of Material
Development



UWE BAIER
Director of Production and
Engineering / Authorised
Representative



ANDREAS BECK
Head of Procurement /
QM Material



ISABELLE ILORI-KING
Partner / Authorised
Representative



EVA ENGLERT
Sustainability Manager

Come talk to us!

SUSTAINABILITY COMMUNICATION

In the area of sustainability communication, the highest goal is to inform all interested parties honestly and authentically about our actions. A lot of information can already be found on our corporate website, the blog with regular new contributions, our biennial sustainability report and contributions in our new podcast format. We train on interesting topics both internally and externally, provide information via the social media channels and are of course always available via direct contact.

In the future, our communication will become even more strategic and transparent!

SOMETHING FOR THE EARS

Podcasts are like YouTube for the ears! With our own podcast "In Hörweite" [Within earshot], we would like to give all interested parties even more insights into topics beyond the world of workwear, because there is simply so much more worth talking about: sustainable textiles, modern work, women in crafts, technology ... One thing is for sure - it is guaranteed not to be a run-of-the-mill "An introduction to Weitblick" podcast.



READING MATERIAL

We may be living in the digital age, but nevertheless magazines, handouts and catalogues still go down quite well with many - not to the extent they did 20 years ago, of course, but people love to hold something in their hands that they can flip through back and forth, browse and delve into. Nevertheless, the sustainable aspect is given special consideration in this area, and so in future Weitblick print media will be reduced as far as possible and implemented as a digital variant.



A TREAT FOR THE EYES

Ladies and gentlemen, the Oscar goes to construction and ripping out an old bathtub! Honestly: if there's one thing you can't act, it's craftsmanship, genuine hospitality or passion for your work. When hammering, digging, cooking or sanding is going on right where the action is, for all it's worth, chips are flying, dust is swirling and the pan is hissing, then the camera must not be missing. Here, the Weitblick team makes sure that the impressions are captured one-to-one on video.



DIVERSITY

One thing is certain: opinions and views on this topic are just as diverse as the core issue: diversity. Many companies have taken up the issues of diversity, variety, gender, etc. – but what needs to happen so that they don't just remain flowery buzzwords, but become part of the corporate culture?



The dog Lilly, our Feel-Good Manager, is always by Isabelle's side.

For Partner Isabelle Illori-King, the first step is to understand diversity as normality: "It should be self-evident that everyone is treated equally. That's why we are clearly in favour of diversity and want to do our bit in ensuring that it is seen as normal and not exceptional." For Isabelle, the key to success generally lies in diversity: "We believe that our world is getting smaller, and the more diverse we all are and the more different opinions and perspectives can be brought in, the better."

Starting with the topic of women's quota, gender or sexual orientation do not raise any questions at all at Weitblick and are not reasons to make a difference "The focus is on employees living the values that the company communicates internally and externally," Isabelle clarifies. "We are concerned with the individual person. At Weitblick, for example, there is no explicit quota for women, but there are many women working in management and key positions. Maybe it's not about gender at all, but about the fact that everyone is allowed to express his or her opinion as he or she wishes. This mixture of men and women always brings new perspectives into play. So we simply choose the person who best fits the position, who represents our values and understands our vision," says Isabelle.

As a representative of a German company, Isabelle is also clearly in favour of another point: multiculturalism. After all, companies ultimately benefit from this: "It simply pushes creativity, brings new perspectives and a broad spectrum of new skills, for example in customer service when different languages are required. But it also expands the soft skills of the team, because you learn to deal with each other better," says Isabelle. In a team that functions, harmonises and in which everyone respects the others, work is simply more fun and you achieve even better results together. That's why it's important to bring everyone in the company along with you when it comes to diversity. "Managers are always also role models and should therefore still be made particularly aware of this. However, I think that no group in the team should be exempt from this, because that way everyone develops a sensitivity."

When it comes to diversity in companies, however, it is not necessarily only about the ethnic origin, gender or religion of employees. There is an equally large variety of facets that can be considered: educational background, professional experience or age, for example, are just three of the many attributes, with which people can enrich a company in their own personal way.

When it comes to the age of applicants, Isabelle has a clear stance: "We give everyone a chance. We don't make a difference just because someone is a bit older or younger. We have many older people in our team, who do such great and valuable work and bring a lot of knowledge with them."

She sees a wider age range above all as an opportunity: "I believe that there always is an advantage to having mixed teams. Our personal experience is: you can learn from each other, you have a super knowledge transfer and thus also increased productivity. Because we are a company that has been around for a long time, our long-standing employees carry a great wealth of knowledge with them." In order for young and old alike to be taken along on the company's path, there must always be an open space for comments, criticism and other topics. It is a no-go to deny people competence because of their young or old age. Instead, everyone should be able to contribute with their abilities. "We have seen just how great the diversity is here in the anniversary year, in which we reviewed many historical moments and brought out the old."

When asked if Weitblick is where it wants to be in terms of diversity, Isabelle is very clear:

"No one is perfect, no company is perfect. But we always want to learn, and as our staff grows, we will continue to learn. That means improvement and that is always desirable – be it on the topics of accessibility, religion, cultural differences or others. There are many things, which we have to and want to deal with anew; but we are very motivated because it is worth. At the end of the day, it's about everyone having the same opportunities and feeling comfortable with us."



Human Resources Manager Susanne Hasenstab and Isabelle Illori-King communicating with the team.

NOT A HURDLE, BUT NORMALITY

We have all heard of marketing, purchasing, IT or human resources departments in companies. It is quite clear that if something has a high priority and is firmly anchored in the company's processes and goals, a separate department is created for it. This is also one of the reasons why sustainability management is being set up as an independent department at Weitblick. Our Sustainability Manager Eva Englert has been on board for this since August 2021. Why did she choose Weitblick? "The first look at the website appealed to me. I had the impression that there was a lot of exciting work to be done and that a lot of emphasis was already being placed on sustainability. All this was then confirmed!" she says. In the past few months, Eva has collected a whole lot of tasks from different departments, which are now processed and controlled via sustainability management. "I am broadly represented with my tasks, work across departments and have many interfaces, for example with material development as well as purchasing, marketing and sales, but also with IT, when it comes to innovatively integrating sustainability into our processes. Sustainability should not be a hurdle, but normality in everyday work and easy to manage." Another major task that Eva takes care of is the sustainability report, which has been completely restructured and adapted to the sustainability strategy. No strategy without goals - and of course, we wanted to hear about them from the sustainability

Manager. "There are many of them! They include, for example, the preparation of a CO₂ balance sheet, the support of offset projects, the certification of more manufacturing plants according to STeP by OEKO-TEX®, digital systems for streamlining production development processes and general process optimisation in order to reduce CO₂ emissions," Eva lists. Apart from that, we want to train internally and externally on sustainability in order to build up a general understanding of the topic. But to what extent do sustainability and workwear generally go together? "They go very well together, because we look at many areas from a sustainability perspective. For example, there is a rental model for workwear instead of relying solely on individual purchases. Or our workwear is designed for durability, which we can ensure through quality testing. Durability, in particular, is a very important part of sustainability, because the longer something is owned by people, the more sustainable it is." Eva is convinced that sustainability is not just a trend: "The upcoming generation has this topic on their radar and won't let it go any time soon. Perhaps it was due to the consumerism and cheap-is-awesome social conditioning that it was not at all easy for many companies to act sustainably. In the future, I would like to see sales receipts become ballots for a more sustainable economy, where people are mindful of resources and the people behind the supply chain."



Eva does not believe that there is one perfect environmentally conscious path for companies. This is not because such a path cannot be followed, but because sustainability is a very individual, long process. Therefore, every company has to find its own way and ask itself, for example, what constitutes a sustainable product, how to make a supply chain sustainable and how the topic can be brought to the customers. At Weitblick, "holistic sustainability" is the approach: "You have to look at all areas of the company, from production to corporate orientation to the customer and all of this under the sustainability principle, economically, ecologically and socially," says Eva. If all this is fulfilled, then this is the perfect path. But this does not end abruptly. "Today we define a goal that we say would be perfect if we reach it. But when we get to where we want to be, there will be many more new 'perfect' goals that we want to achieve," explains the Sustainability Manager. According to her, there is already a lot to be proud of at Weitblick – for example, the manufacturing plants, with which the company has a daily exchange and long-standing business rela-

tionships. "The plants have many certificates that cover important social standards and focus on environmental management. Our main plants are certified according to STeP by OEKO-TEX® and cover very strict measures, e.g. chemical management, environmental performance, social responsibility, health and safety and much more. The certificate is very extensive and getting it means a lot of work. However, we want to extend it to all other manufacturing plants, so that we can create more production capacities for Green Button products." Last but not least, we wanted to know from Eva how she would define sustainable business management: "No self-praise, but – like Weitblick! Solely the statement to link sustainability management with the management as a staff position, I think is a totally important step. Sustainable decisions and sustainable progress always involve investments and changes. You have expenses and you have to establish processes; it is therefore also important to have the support of the management. And they also have a great interest in sustainability and a sense for what is to come."



THE PATH IS THE GOAL

ENVIRONMENTAL



CLIMATE PROTECTION

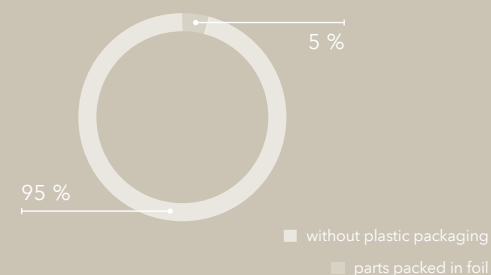
At Weitblick, we make sure at every opportunity to act as sustainably as possible in our day-to-day work. Our goal is to improve our processes and drive the sustainable development of the company.

01 SHORT WAYS

Thanks to our production sites in Europe, we keep our transport routes short. This allows us to reduce CO₂-emissions caused by transport. Since we have been driving to our plants in Eastern Europe, we make sure that none of the transports travels "empty". On the outward journey to the plant, the fabrics and ingredients from our raw materials warehouse are loaded for the next production run, and on the return journey, the finished articles go directly to our finished goods warehouse in Alzenau.

02 PACKAGING

Wherever possible, we avoid plastic packaging and optimise our packaging materials step by step. Since 2020, we have dispensed with almost all plastic packaging.



All other items are packaged plastic-free in cardboard boxes that we use several times and source from a regional partner. We only use a black, more environmentally friendly print on the boxes. Of course, we have different packaging sizes so that our products are packaged as optimally as possible.

03 ENVIRONMENTALLY FRIENDLY SHIPPING

With our logistics service provider DPD, we have ensured climate-neutral transport for the majority of deliveries since 2012. With DHL, our second largest service provider, at least the national deliveries are CO₂-neutral.

04 ON THE MOVE

In the spirit of sustainability, we started making the Weitblick vehicle fleet more environmentally friendly by purchasing the first hybrid vehicles. Company trips are made by train whenever possible.

05 WASTE SEPARATION

Waste separation is a matter of course for us and represents an important contribution to environmental protection. This way, recyclable materials are recycled and natural resources can be conserved.

06 LESS PAPER

We reduce our need for paper via modern, digital archiving software. Digitisation is an important aspect of our everyday work and we are pursuing the vision of a paperless office. Unfortunately, we cannot go completely paperless at the moment. However, the switch to sustainable paper alternatives has already been implemented.

07 THIRST FOR SUSTAINABILITY

By the way, our water, which quenches the thirst of all our employees every day, comes without any packaging. It comes from the tap, sparkling and filtered. But we don't want to hide small changes: since 2021, only organic milk and oat milk have been used in our cafeteria.

08 GREEN ENERGY

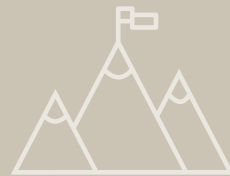
Around 2,200 m² of solar collectors supply us with electricity at our main locations in Germany. We feed surplus energy to the power grid. If our own electricity is not sufficient, we only purchase eco-electricity. We already use climate-neutral hosting as far as possible for our websites and webshop. Our goal also is to switch to climate-neutral solutions for all of our websites and cloud services by 2025.

09 SENSIBLE AIR CONDITIONING

Summer, sun ... air conditioning? – To keep the heat out on hot days, we first use our sun protection blinds. Only when this is not enough, our efficient air conditioning system comes into play to keep the room temperature constant.

10 ENVIRONMENTAL PROJECTS

By supporting tree planting campaigns, we contribute to CO₂ reduction and help make our region greener. This year, for example, we collaborated with the regional „Plant for the Planet“ initiative and are taking a joint stand against the climate crisis. In addition, it's humming at Weitblick! The beekeeping association Kleinostheim e. V. looks after the hard-working environmental helpers at our company premises in Heinrichsthal.



OUR GOAL IS ...

... to contribute even more to the reduction of greenhouse gas emissions in the future and to ensure compensation for emissions that have occurred. You can find out more about this in our goals on page 82.

Do you actually know your own CO₂ footprint? With the CO₂ calculator of the Federal Environment Agency, you can easily draw up a balance sheet:

www.uba.co2-rechner.de



WORK IS GOOD,
PROVIDED YOU
DON'T FORGET
TO LIVE

African saying

WORK-LIFE-BALANCE

As the management of a family business, we not only want to offer our more than 140 employees modern and safe working conditions, we also want everyone to feel that he or she is important to us. A good balance after work is very important to us. So if you want to really work out with us, you have the opportunity to do so with

numerous sporting activities, such as Crossfit or fitness courses.

If you feel a little sore after sport – but not only then – you can make an appointment with our company doctor.



03 OUR CUSTOMERS

CREATING Enthusiasm TOGETHER

CUSTOMER ORIENTATION



Key Account Manager André Krebs in conversation with a customer.



"Bromance" with the colleagues from Goldmarie, Hanau. They wear our Denim Craft aprons at work.

The customer is the focus of all our actions, in line with our motto: Creating enthusiasm together. This has also led to the development of our customer experience guiding principle: "We give everything to inspire you!" This is based on the central values of authenticity, reliability and empathy. They shape our actions for and with our customers (and partners). For us, giving everything means that we approach our tasks with passion, optimism and empathy, but without losing sight of the business aspects. We act self-confidently and do not give up on ourselves. We always strive to further develop what is already there, always within the framework of what is possible at the moment.

We don't want to exhaust ourselves haphazardly, but draw energy from enthusiasm. It goes without saying that we can only pick up customers, who are also capable of enthusiasm. Our actions are sustainable, but more than just in the sense of self-sustaining. Sustainable means future-oriented, recognisable, lasting, effective, resource-saving, environmentally friendly.



We always have a good laugh with our partners Nadine and André Camacho from We Love Cocktails!

Our enthusiasm has many faces: it arises when individual expectations are exceeded on the client or partner side. We create it through authenticity, reliability and empathy. This enthusiasm leads us to bind customers and partners to our company, the products and the brand. And - our enthusiasm can also take a "no" from time to time.



SUSTAINABLE CONSUMPTION

Furthermore, we would like to provide our customers and interested parties with knowledge. By doing so, we hope to increase awareness of own or service consumption, and we are sure that one of the main ways to achieve this is a transfer of knowledge.

We already cover the following topics through online lectures or in presentations and meetings with our customers: quality awareness, price composition, sustainability at Weitblick, benefits of product durability, more clarity on seals, washing behaviour (incl. rental laundry), communicating values, repair.





OUR CUSTOMERS

Naturkind

DINKELSBÜHL, FRANCONIA

Our customer, the organic supermarket Naturkind, attaches great importance to the selection of its products as well as the reduction of packaging waste. Therefore, only products in organic quality, preferably from regional suppliers, as well as certain products, such as nuts and soap, are offered for self-filling.



Schmuckfieri

DURACH, ALLGAEU

Sustainability is enormously important to me – especially in my work in goldsmithing. Of course, everything is completely recycled! But I also use only recycled material, fairly traded gemstones and sustainable packaging materials.

RENANA FINK
Goldsmith



OUR CUSTOMERS

MissPompadour

SINZING, UPPER PALATINATE

BECAUSE I CAN DO IT MYSELF

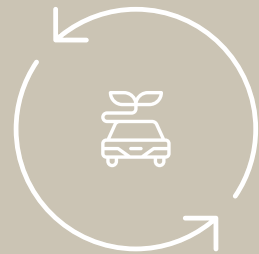
In the cooperation between Weitblick and MissPompadour, 90 years of textile manufacturing meet thousands of hours of string experience. Add to that a huge dollop of sustainability and fairness.

MissPompadour is a young e-commerce company that helps you transform your home with sustainable colours that been developed with the utmost attention to environmental compatibility and sustainability, while maintaining the highest possible resilience.

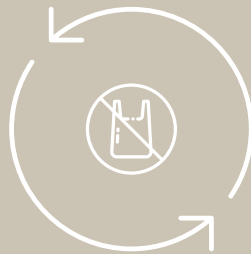


2020

GOALS ACHIEVED



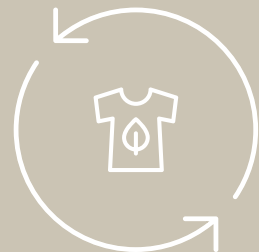
Conversion of vehicles to hybrid and installation of charging stations



Reduction of plastic packaging for our entire product range



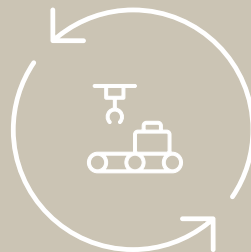
Awarded with the "Top Job" Employer Seal 2020



Increase in the Fairtrade quantities in our products



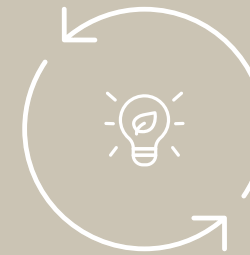
Covid-19 measures - production: continuous orders, establishment of safeguards, economic support



Covid 19 measures - customer: orders could be delayed and stored by us



Human resources in the area of sustainability have been expanded



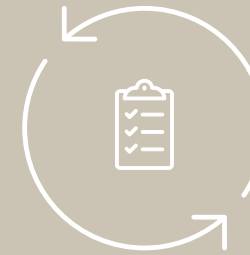
Sustainability strategy and positioning goals have been defined



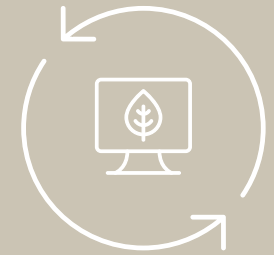
Continued involvement in the MaxTex association



Successful "Green Button" audit



"MADE IN GREEN" certification by OEKO-TEX for the first collection



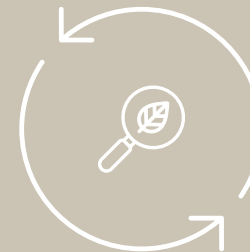
Establishment of a sustainability department at the new corporate site for more transparency to the outside



First use of recycled polyester



70% of our manufacturing plants are STeP-certified



Participation in research projects and investment in environmental projects

2021

NEXT STEPS

OUR GOALS FOR THE NEXT FEW YEARS

Sit back, relax and rest? No, that's not how it works at Weitblick. We have already put a lot of our plans into practice, but we have not yet reached our goal. The beauty of it is: when it comes to sustainability, you can't over-optimize!

OUR PRODUCTS

Meeting the requirements of the Supply Chain Act

Expanding the Green Button label to our collections

Expansion of the OEKO-TEX STeP certification in our production facilities

Development of a repair concept for even longer longer durability of our products

Streamlining the product development process through the use of 3D software

Expansion of the waste recycling of our production waste

Further optimisation of packaging in logistics processes (no more virgin plastic)

Increasing transparency through innovative systems (database management) up to Tier 4

OUR COMPANY

Drawing up a CO₂ balance sheet and offsetting greenhouse gas emissions

Optimising our processes to reduce CO₂ emissions

Investing in further environmental projects

Interim reports from the sustainability sector

Further expansion of the sustainability section on the website for even more transparency

Orientation and alignment with the Sustainable Development Goals (SDGs) of the United Nations

Even closer networking with universities, associations and initiatives

OUR CUSTOMERS

Expansion of the range of training courses in the field of sustainability

Targeted participation in sustainable bidding

Development of sustainable collections with our clients

Development of circular client projects

CONTACT PERSONS

EVA ENGLERT &
ISABELLE ILORI-KING

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As of:
11/2021

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ECO-BALANCE OF THIS REPORT

This sustainability report was printed in a small edition on PEFC-certified paper and is mainly available as a digital version. The CO₂ emissions caused by printing are offset. The dispatch is also climate neutral, in envelopes made of recycled paper.

