


WEITBLICK

SUSTAINABILITY
REPORT 2019

PHOTO: EGLÖF | ALLGÄU, BAVARIA

WWW.WEITBLICK.VISION



Doing a bang-on job!

Sustainability... acting ethically...

Everyone is talking about it, several companies pledge themselves to these topics – including us. Okay, what does that mean exactly? And are we always doing the right things in that regard?

Weitblick is on its way, and we try a lot in order that you don't just buy a good conscience but can also wear our products with a good conscience. The key to this? Respect for each other and for the environment. So far we've already achieved a lot. To be able to really do a bang-on job with this even smarter approaches are necessary. That's what we're working on! Do you want to know how? Please read on!

CraftSoul

We're craftspeople with heart and soul. Our clothing combines functionality and modern design. We are committed to process high-quality fabrics into extravagant pieces.

Quality turned inside out

"My team and I make sure that you always get the high quality you expect from us."

Senay Bliemeister

Quality Management/
Garment Engineering



Sustainability doesn't stop after the production process of our clothing – on the contrary. You as a customer continue the sustainability concept. How so? Well, cool workwear that lasts for a long time, fits for a long time, keeps its shape, comfortable-ness and color and serves you well for many years, you won't just throw away!

The quality isn't just based on nothing – good thing that our products are **OEKO-TEX Standard 100** certified – every single piece. That's nice – we think so too. But what exactly does this mean?

The certificate tells you – without exception and concerning every single article – that no chemicals prohibited by law or hazardous to health are contained. That starts with the selection of fabrics and ends at every single button. In order to keep the quality of the products on a consistently high level, we personally and standardly control our clothing in a **double quality control** at the production facility as well as at our headquarters. Let's remember: you want robust clothing that still looks awesome even after lots of wash cycles, fits perfectly and is able to endure a lot. If that isn't sustainable...



LONGTIME JOY THROUGH SERGED SEAMS



Cutting edge



No fabric waste!
92% utilization.

MAKE A CLEAN CUT

73% of clothes end up on a landfill or burned. Apart from the fact that it's environmentally harmful and uneconomical: what a waste! How about already saving fabric while designing the patterns?

That's possible! First, we draft the design at the computer which simplifies alterations and saves paper. Every piece of Weitblick workwear consists of many parts that are later joined to a garment. On average, we use 92% of the fabric – there's only 8% waste. It's similar to baking cookies: the more efficiently you place your cookie cutters on the rolled out dough, the more cookies you are going to get. If there's a rest, you can at least snack on it or roll and cut it again. Of course, you can't do that with valuable fabric! We focus on European fabric quality and aspire to a 10-year design. Our workwear has a timeless and classic look. Apart from the visual appearance the clothing has to be tough during work: abrasion-resistant fabric, unbreakable buttons and tear-proof buttonholes indicate longevity. We minimize potential weaknesses by taking our time during the manufacturing process and by making considerable efforts: **Weitblick workwear has a lot of stitchings and seam reinforcements in the right areas. We use particularly robust fabrics like CORDURA® and top-quality zippers. As previously mentioned, our products still look good after endless wash cycles and keep their excellent fit.** That's literally the sum of all parts that give you everything you can wish for in workwear.

20 grams of polyamide
30 ingredients
73 pattern pieces
350g grams of cotton
600 grams of polyester
700 meters of yarn



I'LL STAY CLEAN:

WITH THE HELP
OF WEITBLICK'S
LAUNDRY PARTNERS

**I'M AVAILABLE
IN MANY SIZES:**

XXS - 5XL

I'M FAIR:

MADE IN EUROPE

**I LIKE A WARM
SHOWER:**

WASH ME UP
TO 75 °C

**WITH ME YOU CAN
DECORATE YOURSELF:**

YOUR BRAND ON
THE GARMENT

I'M SHOWING MY COLOR:

RADIANT EVEN AFTER LOTS
OF WASH CYCLES

I'M EXTREMELY TOUGH:

QUALITY OVER QUANTITY

I'M HOMEMADE

DESIGNED BY
WEITBLICK

I'M ROBUST:

MY COMPONENTS ARE
PARTICULARLY STURDY

**I HAVE ALMOST
90 YEARS OF**

EXPERIENCE:
EST. IN 1931

Factory Vicinity

About 1300 employees are dedicatedly and competently working for our success at our different European branches. We appreciate that. That's why it goes without saying that we want to create an environment where every employee can feel comfortable. You're wondering how? For details see the next pages.



MAGLAJ

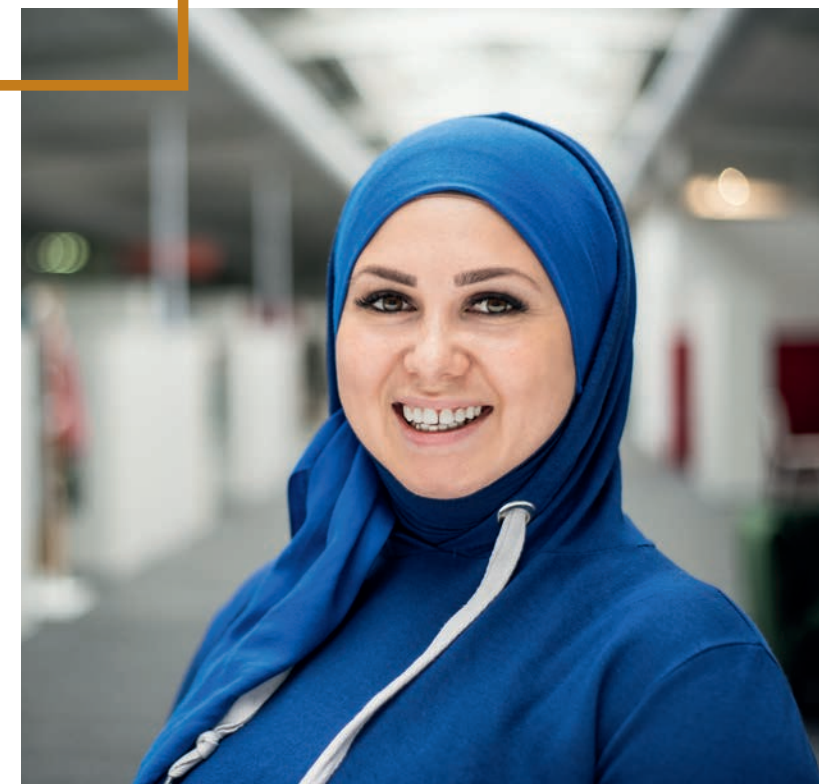
Emina Pepelar

**THERE IS NEVER
A DULL DAY AT
MY JOB.**

Emina Pepelar
Quality Control

DOBAR DAN SVIMA,
a good day to all of you!

My name is Emina, and I've been a "Weitblicker" since 2016. I work at a partner company in Bosnia, and I'm responsible for quality control. Weitblick to me means thirst for knowledge, well-being and future.



Top job!

"An important aspect for our company is the excellent introductory and continuous training of our employees. Highly qualified professionals at our European sites ensure a high degree of specialization. This is imperative to manufacture and constantly refine our premium collections."

Uwe Baier

Director of Production
and Engineering/
Authorized Officer



In our partner companies fairness and equal rights play a major role. Decision-making paths are short and the trust in the individual is strong. It goes without saying that the partner company gets paid fairly. The physical well-being is taken care of as well. The cafeterias of the production sites offer freshly cooked meals every day. But that's not all! To make sure the employees want for nothing healthwise regular health-checks are available.



OPENNESS AND FAIRNESS AS THE BASIS FOR CLOSE COLLABORATION

SA8000

WHAT'S THAT?

SA8000 is an internationally recognized standard for the certification of socially acceptable practices in the workplace. Employees' rights and working conditions are determined and improved. It's about the empowerment and protection of employees. Each production site gets SA8000 certified separately.

WHAT DOES IT INCLUDE?

The criteria are: no child labor, no forced labor, minimal standards for health and safety, labor unions, no discrimination, no psychological or physical disciplinary measures, limited working hours and fair wages.

Here your bib overalls[^]
are manufactured!



Material Unison

We don't compromise concerning the selection of the materials, fabrics and ingredients. We apply strict standards and check very thoroughly which materials meet our requirements for serial production. Quality is our passion.

Dolce Vita

FOCUS ON PEOPLE

Weitblick defines their own claim to social responsibility in an extensive **Code of conduct** – along the production chain, from the first fiber to the completed collection.

What we're always aiming for: to be better than the legal requirements. Weitblick pays special attention to fair working conditions and social compatibility along the value-added cycle. Want an example? At our fabric supplier Klopman we took a careful look around. 400 people work at their Italian production site in Frosinone. Do they all get paid adequate wages? Definitely! The Sunday and public holiday surcharges as well as the additional annual production bonus are nice too! But that's not all: The physical well-being is taken care of by providing a daily meal and free water. Health and accident insurance are the norm.

Important for us as well: the work environment and associated working conditions. Wherever people work with textiles and fabrics the surrounding temperatures rise. That's why Klopman – regarding ceiling height, lighting, ventilation and temperature control – literally ensures a superb working climate in which the team feels absolutely comfortable. Anybody who has ever been in Italy in the summer knows how hot it can get. When temperatures in Frosinone rise to a maximum, making work within the building harder, the factory remains closed for 4 weeks. Nice how the well-being of the employees is given priority. And what's even nicer is that all of this is incorporated into every square centimeter of the fabric that our workwear is made of!

Photo: Yarn cones, Klopman.
Frosinone, Italy.

Good fabric



What's it worth to you to be able to live in security and to work under humane and fair conditions? To not have to fear for your health or your naked existence? To be able to make a living off your work? Things that we take for granted, aren't they? This may be true in this country but unfortunately not everywhere.

We can not repeat often enough: sustainability already starts with the raw materials at Weitblick – in this case with the cotton. Going forward 1/3 of our workwear will be made out of Fairtrade cotton. But what's so special about it? We'll tell you: it's all about the conditions under which it is cultivated, picked and processed. Like at every point in the value-added cycle there's people behind everything. How do cotton farmers live? The circumstances are very humble. They lead a self-sufficient and autarkic life. Their close relationship with nature is an essential part of their mentality. Like in every other part of agriculture the cotton farmers are often dependent on environmental conditions. They notice the impact of climate change like lack of rain and associated harvest failures, which threaten their existence, early on. The cotton farmers are hit especially hard by bad harvests and the generally very low price level on the world market. So hard in fact that many of them take their own lives because their basis of existence collapses right under their feet, and they simply can't see another way out. Every suicide is one too many – but to

highlight the seriousness of the problem: in India alone there were 270.000 suicides between 1995 and today.

Optimal weather conditions for cotton farming are not easy to achieve, but fair competition is feasible. Fairtrade offers minimum prices for cotton despite unstable market prices and an agreed premium as well. Fairtrade doesn't only address farming but affects the entire supply chain: the standards prohibit discrimination, sexual harassment, exploitative child labor and forced labor. The independent certifier FloCERT monitors compliance with these standards. It may sound banal but: people have priority.

Fairtrade is therefore not just a certification or a label on our workwear that enables customers to buy a clean conscience. Starting this year we cooperate with Fairtrade by taking part in the pilot project Workwear 4.0: we buy Fairtrade cotton that has been grown by certified small farmers in the south within a system of mass balance and then have it processed into workwear. The purchase of cotton in the mass balance system creates the framework conditions for a strengthening of the farmers and enables them to act as independent entrepreneurs on the world market. Fairtrade provides producers with a better access to the market and fairer trading conditions, and the farmers at the end of the supply chain finally receive the appreciation that befits them. And Weitblick has a share in this very commitment.

Maybe you're wondering how much more Fairtrade actually costs on the bottom line. We'll tell you: it's only 50 cents more per 30€ shirt. 50 cents for the fair payment of millions of cotton farmers. That's a tiny price for such a big impact!

„The awareness for sustainability is growing in companies as well as communities. That exceeds the coffee at the cafeteria. More and more people realize that a holistic approach should include the clothing of employees and turn to workwear with Fairtrade cotton. By implementing stable prices, environmentally friendly cultivation and the additional premium for community projects Fairtrade supports cotton farmers in the global south. For them fair trade is more important than ever, so they can brace themselves against challenges like climate change. We are delighted to welcome Weitblick aboard.“



Dieter Overath

Chief Executive Officer (CEO)

Photo: TransFair e.V. / Jakub Kaliszewski



Photo: TransFair e.V. / Santiago Engelhardt



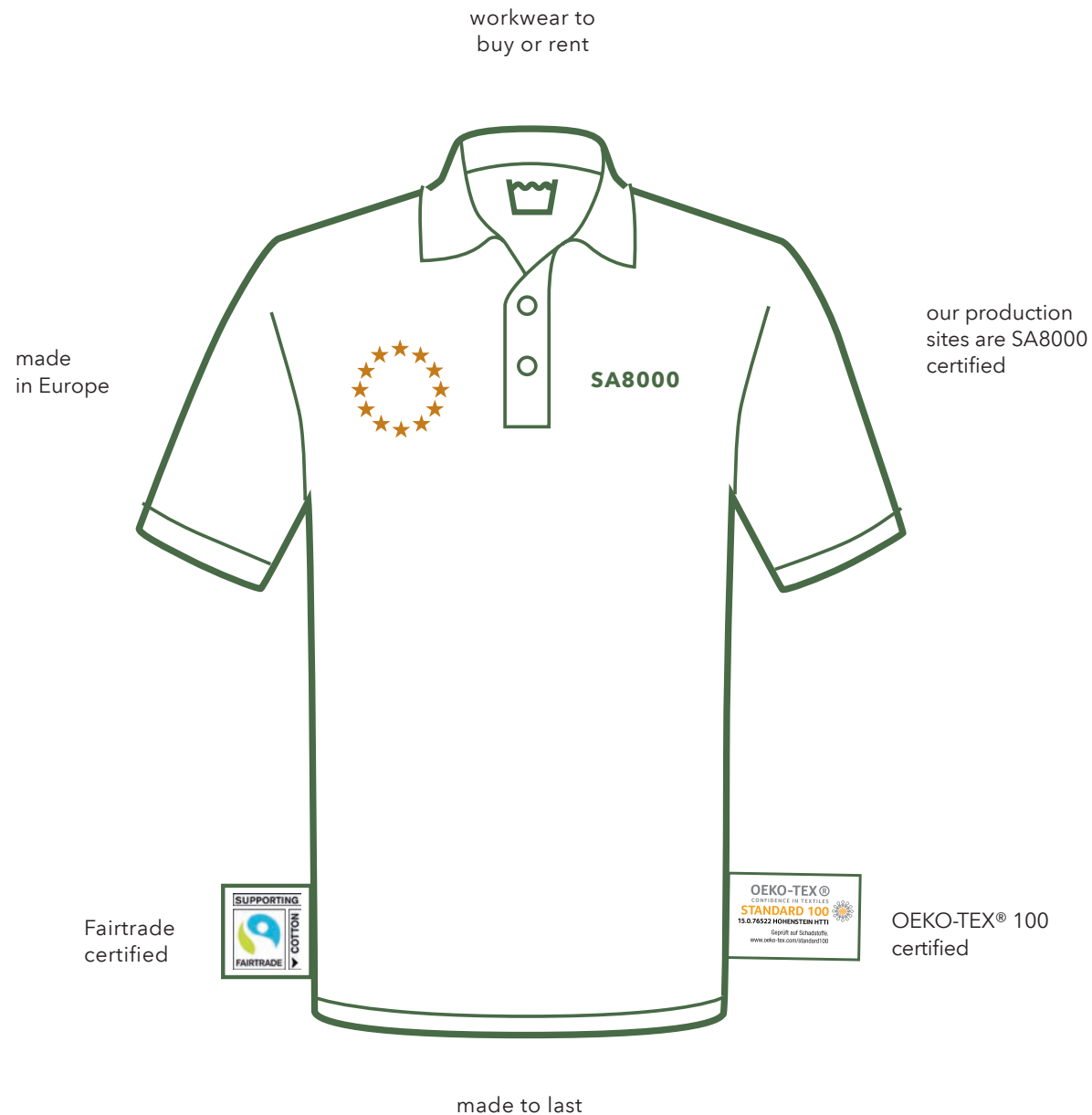
Max Tex

We are part of MaxTex. The network attaches just as much importance to sustainability as we do. That starts with the first fiber of the clothing and ends with its disposal. Simply put: it's all about sustainable solutions in the textile industry. But who or what is MaxTex? MaxTex stands for concentrated expert power! 29 member companies from the most diverse areas of the textile industry – from raw materials through weaving to ready-made clothing – are part of the network. Each member is convinced that sustainable economic management in the textile industry is not only doable but will be standard one day. And that's how traditional companies meet young start-ups. They discuss, analyze and share experiences. Many years of practice are paired with new innovative ideas. It's all about the mixture! MaxTex was founded in 2014 and is constantly growing – a sign of how important the economic consideration of sustainable business processes already is today – for economy, politics and the consumer.

Environmental Love

Almost everything in this world takes place in cycles. Why not follow nature's example and work this way too? What we found out is: only if we ensure optimal conditions at the very beginning of the value-added cycle – starting with the first cotton fiber – the subsequent steps can be good too. Top raw materials, high social standards, investments in means of production, durable workwear ... And thus the circle closes! And by the way: is it really just a coincidence that the Weitblick headquarters in Kleinostheim have the form of a roundabout?





Dirty fabric?

There it is now, your Weitblick workwear. For many hours every day it's your trusted companion at your job and often has to endure a lot – also in the laundry! But don't worry: it doesn't matter if you do your workwear laundry yourself or if you let a commercial laundry service take care of it – you can always trust that material and fit won't suffer. Let us explain the particularities of domestic and industrial laundry:

DOMESTIC LAUNDRY

Regular washing machines focus on maximum user-friendliness and protection of material. The manufacturer of the appliance plans the wash programs in a way that can't really be varied. Why would they be? You're not an experienced laundry professional! That's why only household detergents and usually temperatures between 30 and 60 °C are used. Those are the requirements to protect the laundry as effectively as possible and to prevent fading and shrinkage. Actually, you can't really go wrong! Only if the clothing is really filthy you sometimes reach the limits of household laundry. Aside from that, washing and drying also take a certain amount of time, water and energy.

INDUSTRIAL LAUNDRY

Here cleanliness, hygiene and economic efficiency must be in balance. And that's what the laundry experts are really good at: only trained persons can operate the industrial washing machines, using highly specialized products – geared towards material and type of dirt. Depending on the dirt, different laundry sortings and wash programs are used. And that's what they do the whole day. The machines are stressed accordingly, but that's what they're constructed for. You can believe us: the laundry professionals will completely get rid of virtually every kind of stain. Since the washing process is designed for maximum efficiency, no more detergent and time are spent than absolutely necessary in order for your workwear to come out perfectly clean and hygienic. The energy and water consumption is also comparatively lower than with domestic laundry.

CLEAN BUSINESS

Whether you prefer to do your own laundry or to place it into the hands of professionals is completely up to you. **Our favorite is most definitely the professional laundry service:** modern laundries have very effective water treatment systems that enable them to reuse this valuable resource whenever possible. Aside from that they also use a drastically reduced amount of chemicals in their optical and chemical washing procedures.

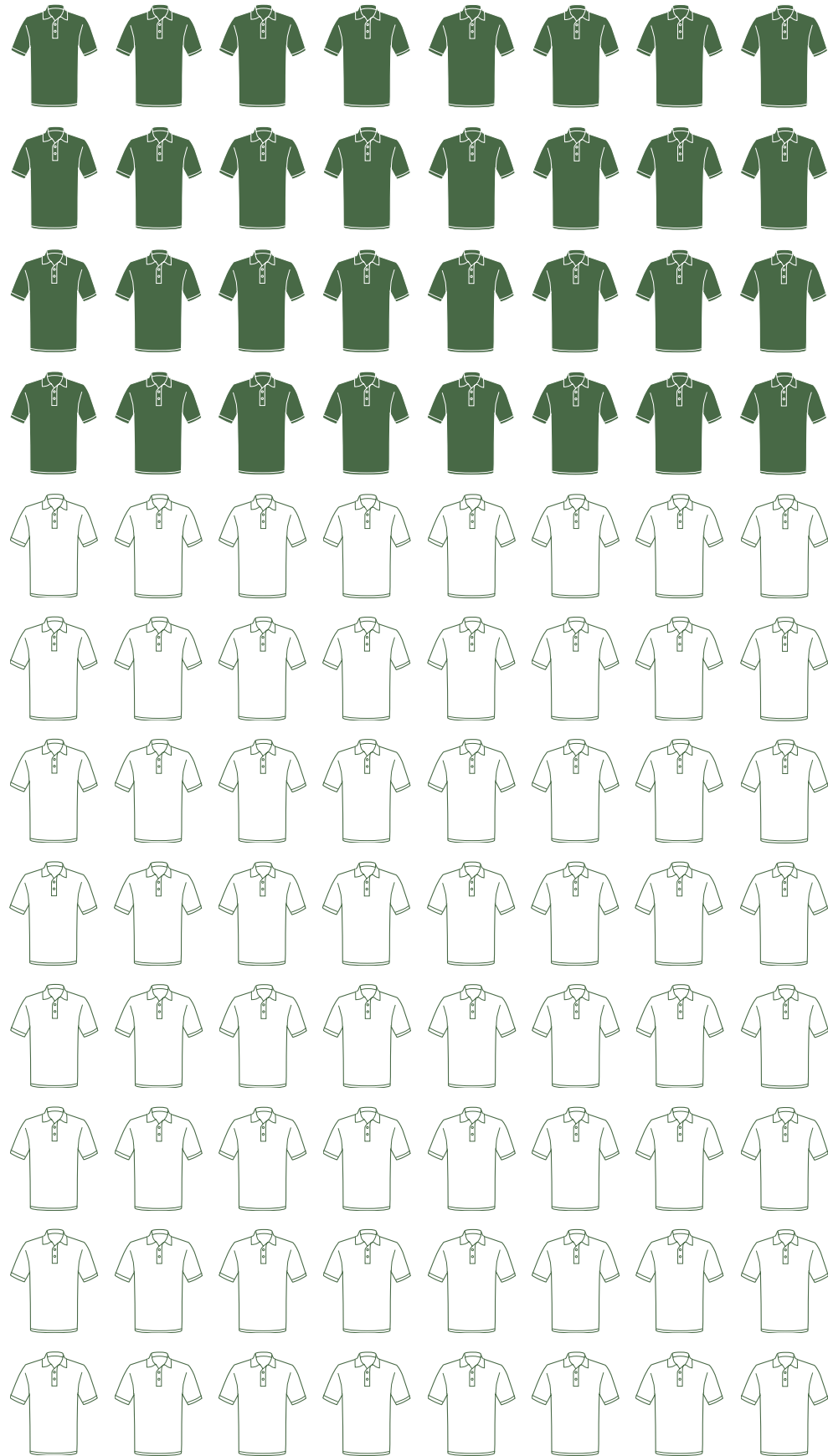


Nice to rent you!

SHARING IS CARING

Before 100 people get into 100 cars to drive into the city it's much more efficient if they get onto one single bus. It's the same with rental and laundry service for workwear! What? Workwear can be rented? Yes, that's possible! The rental and laundry services are our long-term partners and take a lot of work off your shoulders: they wash, dry, keep your clothing in good condition and check and replace it, if necessary. But the best thing is that they store, deliver and pick your clothing up again.

An all-round carefree package that spares the environment: the same way you get onto a bus with other people and drive to the city your workwear, as part of a big load of laundry, drives to a huge industrial washing machine with one of our laundry service partners. Isn't it nice to always wear perfectly washed, clean and impeccably hygienic workwear? To not have to worry about anything in terms of laundry and logistics? To contribute to the relief of wastewater treatment plants and water protection as well as saving valuable resources and energy? Yes, we think so too.



THREE HUNDRED THOUSAND

liters of water are needed to manufacture 96 pieces of clothing. That's the average amount of garments Germans have in their wardrobe. They wear only 32 of them. Okay, that's statistics and doesn't apply to everyone exactly – but why is so much water used? It starts with watering the cotton fields, continues with cleaning the raw material and ends with refining the fabrics.

By implication that means: the longer a garment lasts, the better it is for the environment. To ensure that's the case with our workwear we favor quality. Experience has shown that due to the used materials and their high-quality manufacturing our garments usually last twice as long as regular workwear.

This already saves a lot of water and energy. In addition, we use fair cotton which doesn't need a lot of additives and thus causes less skin irritation and allergies. If you also use the rental and laundry service for your workwear we can join forces to promote the concept of sustainability and lower the further consumption of resources. Great, isn't it?

0 MISTAKES THANKS TO RFID

CO 2 NEUTRAL TRANSPORTATION

UP TO 75 DEGREES CELSIUS WASHING TEMPERATURE

OVER 140 EMPLOYEES FOR CONCENTRATED WEITBLICK POWER

2200 SQUARE METERS
OF SOLAR PANELS

118000 THOUSAND KILOGRAMS OF CARTONS A YEAR

Charged up!
2200 square meters of solar panels
in Kleinostheim and Alzenau.



TWO THOUSAND TWO HUNDRED²_M

60 - 70 % in-house production of power from 2200 m² of solar panels. For the rest we use electricity from hydropower.

... LESS IS MORE

Not only did the high quality of our manufacturing and products enable us to constantly reduce our demand for raw materials. We were also able to make progress concerning transportation, storage, consumables and energy demand.



TRANSPORTATION

Via our logistics service provider DPD we ensure CO₂-neutral transport.



RECYCLING

Wherever possible we avoid plastic packaging and reuse 90% of cartons for instance.



LESS PAPER

Via a modern, digital archiving software we reduce our demand of paper.



*Felix is wearing our bib overalls
in desert/brown!*

People and nature

ELLGASS - THE ALLGÄU-HOTEL

We are Astrid, Sepp and Felix. Together we run the Allgau-Hotel Ellgass. We started out with the "Hofwirtschaft", a traditional tavern and the animals of our farm. A few years ago we decided to expand our business with the Allgau-Hotel.

**WE ARE FULLY
COMMITTED TO
THE WELL-BEING
OF OUR GUESTS.**

Josef "Sepp" Ellgass
Farmer and Hotelier



Sepp, Astrid and Felix (left to right) are wearing our Denim Craft shirts and a Concept blouse combined with our chinos.

Griß Di!*



Sepp Ellgass

*BAVARIAN FOR "GOOD DAY!"

Everything for the well-being of our guests: for example, we don't use any kind of chemical fertilizer on our farm, we fill our local spring water exclusively into glass bottles and solely use products from sustainable local suppliers who share our philosophy. That includes Weitblick workwear which is produced in Europe in decent conditions with fair wages and sustainable cotton. In Weitblick we found a partner who focuses on conscious behavior towards people and nature just as much as we do. For us at Ellgass that's the start of sustainability!



Ellgass - The Allgäu-Hotel

Social Warmth

„It's wonderful to see what can be achieved with commitment, effort and passion in a very short amount of time. In the name of the children and the parents I would like to thank Weitblick and the hard-working helpers for their great support.“

Karin Bayer-Braun, manager of the Schnepfenbach day care center about the help of six Weitblick employees



Weitblicker on site!

CLOTHES OASIS ASCHAFFENBURG

Weitblick employees were able to hand over a donation of more than 50 Weitblick-boxes with brand-new garments to the thrilled staff at the Kleider-oase* Aschaffenburg. That's how people in distressing social situations can get quick, unbureaucratic and practical help.

DAY CARE CENTER SCHNEPPENBACH

Especially day care centers sometimes have a hard time. Often the funds for necessary acquisitions and repairs are missing. That's why six Weitblicker organized a spring cleaning at the Schneppenbach day care near Aschaffenburg.

"We're not only motivated on company time, but also privately engage in charitable projects. Weitblick and the entire Schmidt family therefore gladly participate in the projects of all employees in order to make society a little bit better."

Felix Blumenauer
Managing Director



Vera lends a hand! Kleideroase Aschaffenburg.



A fresh coat of paint with influencer Daniel, @woody_buggy.



Kristin showed full commitment at the Schneppenbach day care.

WISH ON THE HORIZON

"Wunsch am Horizont e.V." was founded to fulfill people a special wish before their death or to support their family and friends to make that wish a reality. With a donation Weitblick was able to fulfill some of those wishes.

"I'm still fascinated by the warmth, happiness and serenity of the people of Muakwe."

Carsten Geis
Head of Production Planning



Children of Bangem



CHILDREN OF BANGEM

The charity "Children of Bangem e.V." was founded in 2017 by Prosper E. Nokwe who was born in Cameroon. He lives in Obernburg with his family and has been campaigning for better education in Cameroon for many years.

Often it's simply lack of money that prevents the children from being sent to school regularly. But precisely education gives the children a perspective in life. Because only who's able to read, write and calculate gets a good start in life.

WHAT'S OUR CONNECTION TO THE PROJECT?

From our in-house flea market we got the idea to donate the money we made there to a good cause. We didn't want to support just any project, but organizations in which our employees themselves work on a voluntary basis.

Carsten Geis and the other members of the soccerclub "Dynamo Almosensturm" from Obernburg have been supporting their fellow soccer player Prosper Nokwe for three years. Following the motto "Chance through education" it's their aim to support the children of the village.



HANS-JÜRGEN KISSEL
HEAD OF FINANCE

I've been working at Weitblick
for 45 years.



ROBIN AICHINGER
TRAINEE

I like the positive working atmosphere
at Weitblick.



VERA PIONTKOWSKI
JUNIOR MARKETING MANAGER

Weitblick to me means young, inno-
vative and future-oriented.



ANDRÉ KREBS
SENIOR SALES MANAGER

I repeatedly adapt to new
challenges.



RAINER OEHME
HEAD OF WAREHOUSE
MANAGEMENT

We have a vision for the future.

KLEINOSTHEIM

Ann-Katrin Zatloukal

"WEITBLICK MAKES IT POSSIBLE FOR ME TO GO TO WORK BY BIKE EVERY DAY VIA THE "JOB-BIKE CAMPAIGN".

For me the topic of sustainability is very important, because I'm a nature-loving person. We should all help to protect our environment. Even small things or steps eventually lead to something big.

I GO TO WORK
BY BIKE 3 TO 4
TIMES A WEEK!

Ann-Katrin Zatloukal
Technical Engineering



For the environment I deliberately forgo plastics wherever possible. Beverages only come from glass bottles and plastic bags are replaced by totes made out of cloth. I don't eat a lot of meat, when I do, it's on the weekend and I choose meat from the local butcher. That's how I counteract factory farming. Many people worry

too little about where their meat comes from and under which conditions the animals lived. I buy my fruits and vegetables locally in a small vegetable shop. Why I do this? Simply because here I get regional products that haven't been shrink-wrapped in plastic foil. This way I not only avoid waste but can also support local farmers.

Great climate!

As a family-run business we would like to not only offer a modern and save working environment to our employees but also let each one of them feel that they are important to us. This starts with a good working atmosphere and extends all the way to common activities or our legendary company parties.

WORK-LIFE-BALANCE

"Mahlzeit!"* This word connects all Weitblicker on the way to the brand-new cafeteria. There's Fairtrade coffee galore and for all the fruit freaks fresh seasonal fruits are available daily. Next to the cafeteria there's the shiny new office area. Here you'll find attractive working spaces, as well as small and large meeting points which invite communication. Everyone who wants to work out after work is done, has the opportunity to do so with numerous sporting activities, like CrossFit or fitness courses. In the case of slight twinges and pains after sport – but not only then – there's the possibility to make an appointment with our company doctor.

*Enjoy your meal!

TOP JOB

Awesome! We're really happy about the award from Topjob! The jury especially praised the great work-life balance, employer-funded pension, the individual part-time models and solutions like the handling of parental leave and sports and health offers. We face up to criticism to constantly improve and ensure the satisfaction of the employees. Nevertheless, we don't rest on our laurels and will apply again for the seal in 2020.



Eva and Cem take a look at the new catering and service catalog.

"Without our employees we wouldn't be what we are today."



Isabelle Schmidt
Shareholder



Robin, Kristin and Janine are working on the new marketing plan.

Philipp, highly focused for our customers.



Tobias always wears a smile on his lips.

Our lounge invites you to relax.



*Weitblick to me
means family!*

Gabriel Jano, Facility Manager at Weitblick since 2018.





Hello future!

THERE'S A LIGHT AT THE END OF THE TUNNEL...

Sit back, relax, rest on our laurels? No, that's not how it works at Weitblick. We've already been able to implement a lot of our projects, but we're still a long way from our goal. The good thing is: when it comes to sustainability, overoptimizing is not possible! Our next goals are to **increase the amount of Fairtrade cotton and to introduce a recycled polyester that's even suitable for industrial laundry.**

We reuse our **shipping cartons**

several times and thereby continuously reduce our packaging waste. **We want to successively forego the use of plastics.** To prevent local emissions **we're going to introduce e-cars** in 2020. The cars will be **powered by our own electricity from the solar panels** at our sites Kleinostheim and Alzenau. What's next? We'll see what the future holds.

It remains exciting!

Weitblick

We've told you a lot about us and our methods. What Weitblick is good at and what we're working on. But what does Weitblick mean to you? The ability to look ahead? Sounds good! To recognize developments early on and assess them correctly? That as well!

But it also means to make up your mind, to not stand still. To choose continuous personal development.

It's your decision for fair workwear. #fairworkwear



PEFC zertifiziert

Dieses Produkt
stammt aus
nachhaltig
bewirtschafteten
Wäldern und
kontrollierten
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ID-Nr. 1984759

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