

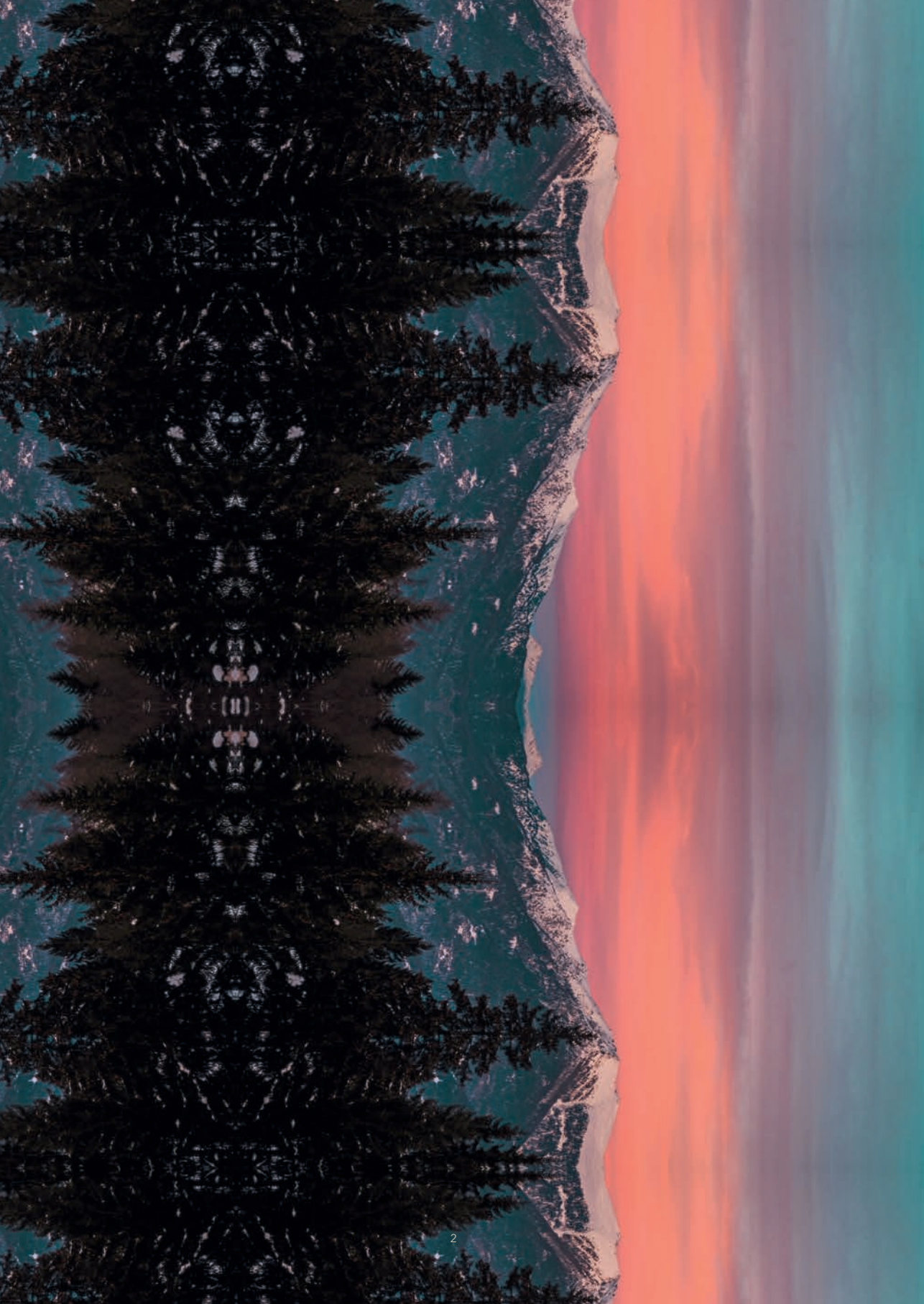
# WEITBLICK



SUSTAINABILITY REPORT 2023

[CORPORATE.WEITBLICK.VISION/SUSTAINABILITY](https://corporate.weitblick.vision/sustainability)





# CHANGE OF PERSPECTIVE

Sustainability requires us to constantly question and reevaluate our usual perspectives. This ongoing process of multi-faceted consideration is key to our daily commitment. This is also reflected in the following pages. Let us consider our sustainability together by acting responsibly and making even more improvements in the future!

We also want to break away from the familiar in terms of design and show new perspectives. Our inspiration for this: the kaleidoscope. The wonderful patterns emerge through light reflections that constantly produce new images, and, in relation to this report, this indicates that we are about change but this also indicates diversity and the bigger picture behind our own existence.

# “HOW DO WE CONTRIBUTE TO THE FUTURE?”



ISABELLE ILORI-KING  
Partner & Managing Director

## **What were the challenges faced by Weitblick over the past year?**

That's a good question, thanks for that. Our textile workers all deal with similar issues which is why I see it as the only way to discuss such questions transparently and openly together. The impending changes in legislation are having an enormous impact on us: always being up to date, checking what new guidelines and information might be available, coordinating our planning over the entire supply chain - all this entails a huge workload. Furthermore, it is and will remain very difficult to maintain a balance between product price and sustainability criteria.

How much are our customers really prepared to pay for sustainability? What is it worth to us and to them?

## **Why does Weitblick consider sustainability holistically?**

In our view, sustainability can only be considered holistically within a company. Sustainability pervades every area, without exception.

Meanwhile, every area has also defined its own sustainability goals. Of course, this is more relevant to procurement than to HR but this approach can be applied everywhere.

## **What were the new topics in sustainability management in 2023?**

I don't think there was anything really new, however, we have been able to make progress. Sustainability-related topics take their time and generally occupy us over several years, if not permanently.

What we do have that is quite "new" in another sense are our two new team members, Esther and Lukas, who are giving us fantastic support and driving the department forwards!

**“Sustainability pervades every area, without exception.”**

## **What do you remember especially well?**

I am proud of everything we have achieved! For example, we were successfully audited for Green Button 2.0. My own personal highlight was our 20-year anniversary celebration with one of our large companies in Bosnia - we have had a terrific partnership for two decades and have successfully navigated all the ups and downs together!

## **What are Weitblick's goals for 2024?**

This year our main aim is to make progress in terms of materials and the environment. Both topics are hugely important: a great deal is happening at the moment, especially relating to materials.

Even if there is no "perfect" solution for all our products, we also see ourselves as part of development, by providing input, testing and lots of discussion. In addition, another production company, is being OEKO-TEX®-certified, so that our manufacturing processes will be 100 % certified.



“I am really proud of everything we have achieved!”

**So how will Weitblick achieve all this?**

Joint men and women power, efficient working and, above all, communication at every turn. And according to our report title - by changing perspective. We must continue to reflect and to try to look at issues from different perspectives to be able to implement this to the best of our ability.

„In our view, sustainability can only be considered holistically within a company.”

**What do you consider as challenging in terms of sustainability?**

I think that the global changes are currently increasingly challenging for us, also combined with the legislative changes. Textile supply chains are, due to their complexity, relatively inflexible. Changes take time. Even if all the partners at the different stages are open to dialogue and to our ideas for change, we must accept their decisions and their timescale.



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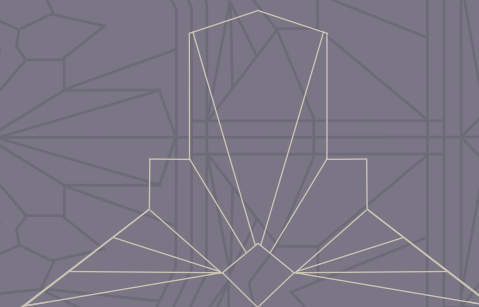
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## HOLISTIC PRINCIPLE

“Acting sustainably and with ethical responsibility is a basic principle of our company philosophy. We act from conviction and thus remain honest and authentic.” (extract from our Mission 2028).

Is this an ambitious goal? In fact, it is also quite complex to achieve- it begins with exact definitions and extends to our daily and strategic activities. Like many others, we ask ourselves these questions every day: “What exactly is sustainable? Do sustainable products exist? What do they look like? And how can we reconcile our aspirations with our brand, our corporate culture and our business model in the long term?”

To enable us to gradually find answers to these questions, at Weitblick we view sustainability from a holistic principle. Here the three main aspects of sustainability are key: economic, environmental and social. These are considered in all areas.

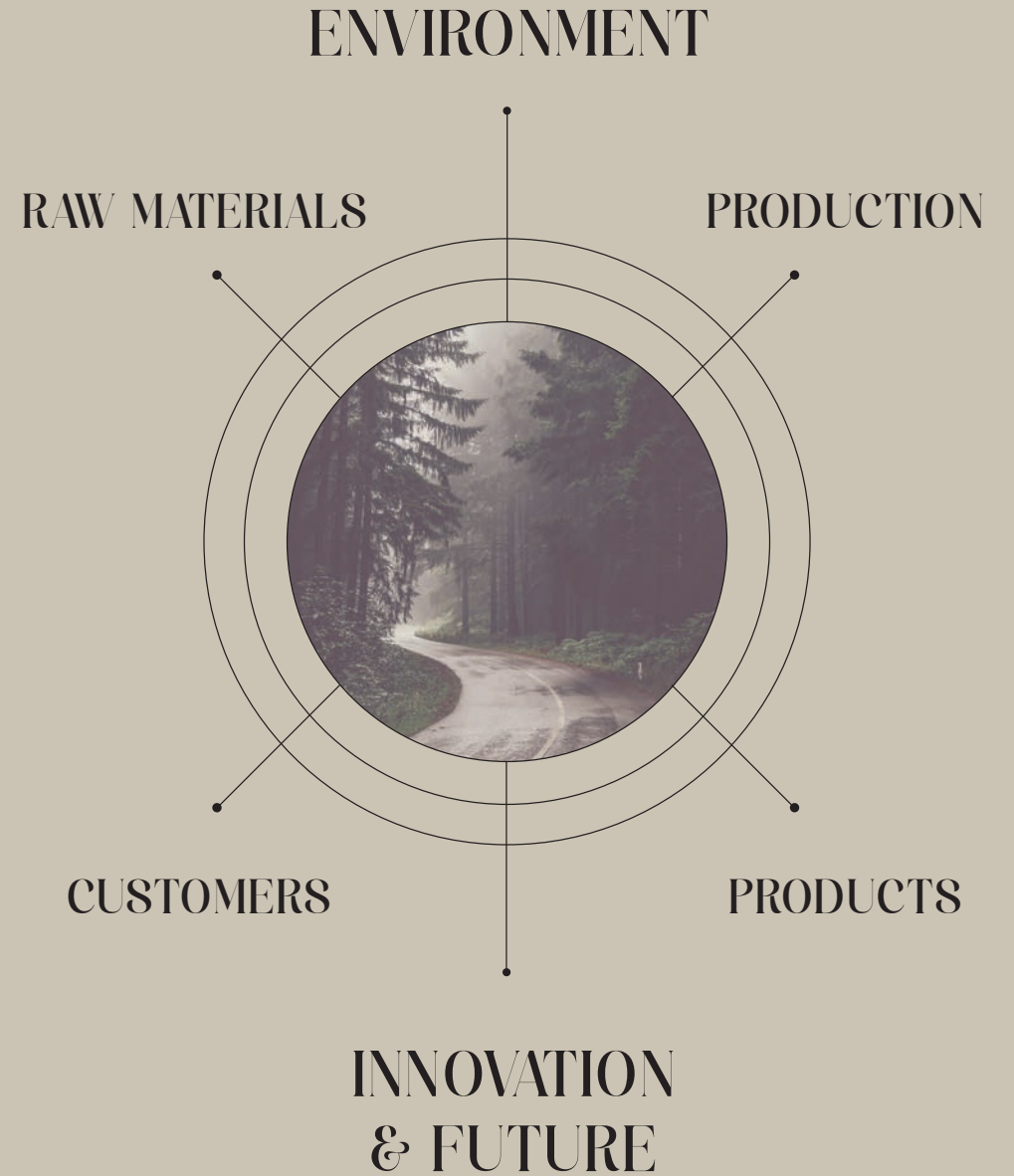
To illustrate that sustainability affects all areas of the company, we have defined indi-

vidual themes: our customers, our products, production, raw materials and logistics. Living and acting sustainably generally requires us to question the status quo and to reflect on our own actions: it is only by regularly changing our perspective that we are able to develop and implement measures effectively.

Over the past year, we have established that the themes of environment, climate protection and the circular economy have not yet received the attention from us that they deserve. We want to close this gap; thus, we are including the categories of “environment” and “innovation and future” in our holistic principle.

Even if we still have some way to go, we have long been certain of one thing: it is only by working together that we can work sustainably in the long term and inspire our customers to become more sustainable. Thus, our company vision is also: to create inspiration together!

AUTHOR ESTHER GEUE





# RESPECT

## / Transparency / Partnership

It is important that we interact respectfully with one another and ensure that we understand and are understood by one another.

# COURAGE

## / Joy / Spirit

Our positive attitude enables us to make smart decisions and implement them boldly.

# COMMITMENT

## / Integrity / Sovereignty

We take responsibility for man, the environment and our corporate activities.



Commitment and integrity are the foundations of our actions.

## CULTURE & VALUES

**Creating enthusiasm together:** At Weitblick we live and work according to this vision. We are attractive employers who design jobs with an eye to the future. Our company culture inspires our employees. Strategic staff and organisational development are, thus, an integral part of our learning organisation. Weitblick is known for its liberal attitudes, tolerance, diversity and a clear commitment to social responsibility.

Our corporate culture is firmly rooted in our core values that guide our actions. With respect, transparency and partnership we create a culture of open dialogue in which we speak to one another and not over one another.

We strive to understand one another and to promote understanding.

Courage gives us the inspiration to make decisions and to implement them with determination, always accompanied by a positive attitude. Commitment and integrity are the foundations of our actions. We adhere to agreements made and take full responsibility for them.

We support our independence with strong partnerships. As an independent and profitable family business, we are growing consistently and organically. Our sustainable growth forms the basis of our financial stability and enables us to create inspiration together.





# 94%

of employees feel encouraged to suggest their own ideas.

# 92%

of employees regard competence as irrelevant to gender, origin or age.

# 90%

of employees feel our working hours are flexible. Impressive.

# 85%

of employees rate teamwork favourably and are happy with the overall situation.

## KNOWLEDGE IS POWER

Our employees are central to everything we do at Weitblick. They are essential for a dynamic and committed working environment and for our success. Thus, the satisfaction of all is especially important to us.

Our Vision Workshop takes place on a regular basis to keep all employees on board and ensure they understand the ideas and concerns behind our vision "Creating enthusiasm together". In these vision workshops, our management explains our values and vision, and each and every employee can ask questions. There is also training that views both the company and the team holistically.

Everybody can and is encouraged to become familiar with each department in the company. Thus, orientation training takes place several times a year during which the work of individual departments is introduced by its staff.

Anti-discrimination training organised by the human resources department is also obligatory for all employees.

In 2023, a health day was also organised: employees could, for example, join anti-stress training or make an appointment for a health check.

AUTHOR MAREN SCHULER

SUSANNE HASENSTAB  
Head of Human Resources



## FIGURES, DATA, FACTS

**Number of full-time employees:**  
**104**

**Number of part-time employees:**  
**62** (58 female, 4 male)

**Number of employees with a fixed-term employment contract:**  
**0**

**Number of apprentices:**  
**9**

**Number of male employees:**  
**60**

**Number of female employees:**  
**113**

**Number of non-binary employees:**  
**0**



FROM LEFT TO RIGHT: MAREN SCHULER, ANDREAS BECK, VANESSA D'ADAMIO, UWE BAIER,  
ISABELLE ILORI-KING, LUKAS ENGLERT, EVA ENGLERT & ESTHER GEUE

## TASK FORCE

At Weitblick, corporate duties of care are assigned to sustainability management. And sustainability management reports directly to management (Isabelle Ilori-King). We have also established an extended group of experts to make the best possible decisions along the supply chain. Our Task Force consists of the following department heads: Uwe Baier (Director of Production), Andreas Beck (Head of procurement, Quality Assurance and Material Development), Vanessa D'Adamio (Team Leader, Materials development), Esther Geue (Sustainability Manager), Eva Englert (Sustainability Manager) and Mareike Grytz (Sustainability Manager on parental leave).





## SDGs

Together with an interdisciplinary team of employees from the procurement, materials development, personnel and accounts departments, we have, in Sustainability Management, drafted the relevant Sustainable Development Goals for Weitblick and defined measures and goals. In the following we show the most important goals of our current situation and what we plan for the future.

The Sustainable Development Goals, (SDGs), are a total of 17 global targets for sustainable development to which the United Nations member states committed themselves in 2015 as part of the 2030 Agenda. These targets include themes such as combatting poverty, education, gender equality, clean water, climate protection and peace.



## NO POVERTY

Fair and just working conditions are a high priority for us at Weitblick. We work on an equal footing with our six manufacturing plants, some of which we have been working with for decades. The plants are regularly visited by our technology and sustainability department.

### What are we already doing?

- Paying our manufacturing plant employees at least the legal minimum wage
- Providing a contribution towards lunch for plant employees
- Providing mostly free transport to work or subsidies for travel to work
- OEKO-TEX® STeP provides comprehensive and independent verification of social responsibility
- Sustainability department conducts interviews with production employees

### What are our plans?

- Annual wage structure analyses in conjunction with manufacturing plants
- To reflect on and adapt our strategy for a living wage



## HEALTH AND WELLBEING

The health of our employees is very important to us, and we promote it through various activities. We also consider health management as prevention, and thus are increasing our employees' wellbeing and reducing the number of absence days. Mental health is a particular focus.

### What are we already doing?

- Regular health days for employees in cooperation with various insurance companies
- Free sporting activities (weekly activity break during working hours)
- Crossfit course offered
- From 2024, height-adjustable desks for 100 % of all workstations
- From January 2024: availability of psychologists for mental wellbeing via Open Up

### What are our plans?

- To continue to raise awareness of mental-health related topics in the company and with employees (for example, follow-up to the 2022 Top Job Survey for mental health risk assessment)
- To continue to reduce the number of absence days by occupational health management



## HIGH-QUALITY EDUCATION

Education is essential to work sustainably and to be able to continually develop our processes. We want to raise environmental and social awareness by providing training in our manufacturing plants. We are also committed to supporting skilled and junior staff. We are doing this by offering a wide range of training opportunities for different jobs.

It is also important to us that all aspects of the complex subject of sustainability are really understood by our employees. Internal training is an important tool to achieve this: with it we reach all employees, educate them and answer their questions about CSR and sustainability.

### Education and training

#### What are we already doing?

- Apprenticeship programme to become familiar with all departments
- Offering five different training opportunities for junior staff
- Training portal for all employees where they share internal subject expertise
- External training opportunities (e.g. management training and coaching via Open Up)

### What are our plans?

- Enhanced training and, if required, extending further the training opportunities on offer
- With regard to our further training, we would like to investigate in more detail our employees' requirements and offer more targeted further training

### Internal training

#### What are we already doing?

- Providing employee training on the themes of code of conduct, supply chain legislation or Green Button
- Obligatory anti-discrimination training for all employees
- Orientation training in all departments for new employees
- Training on new collections in the production plants by our technical department
- Internal training on sustainability management and also IT training





## DECENT WORK & ECONOMIC GROWTH

We want to support the cultivation and use of certified cotton which is why we specifically ask for cotton certified by "Cotton made in Africa". The initiative's principle, "Helping them to help themselves" improves the social, environmental and economic conditions of cotton farmers. Not only do we work with farmers but along the whole supply chain to comply with and implement fair working conditions. Thus, it is important to us, both internally and for this sustainability report, to show transparently what is working well but also to indicate where there is still room for improvement.

### What are we already doing?

- Transparency vis a vis production and supplier countries with OEKO-TEX® MADE IN GREEN
- Use of digital solutions for supply chain management and transparency with Retraced
- We are the first company to win the award OEKO-TEX® RESPONSIBLE BUSINESS for our efforts to date

### What are our plans?

- To extend our use of Retraced
- To develop a strategy to promote decent work



## SUSTAINABLE CONSUMPTION

When we define sustainable production, the determining factors for us are durability and high quality.

### What are we already doing?

- Certification of 95 % of our items with OEKO-TEX® STANDARD 100
- Certification of corporate due diligence with Green Button 2.0
- Certification with OEKO-TEX® RESPONSIBLE BUSINESS
- Sustainability onboarding for all new suppliers and annual assessments
- Offering repair kits to replace highly worn areas of products
- Five out of six manufacturing plants are OEKO-TEX® STeP certified

### What are our plans?

- Certification of all manufacturing plants with OEKO-TEX® STeP by the end of 2024
- Optimisation of packaging and logistics processes
- Recycling of product offcuts with partner companies in a pilot project
- Certification with Green Button 2.0 at product level
- Focus on circular economy



## CLIMATE PROTECTION MEASURES

We consider it the responsibility of company management to continually monitor the effects of our own business activities on individuals and on the environment, Thus, we are committed to making our human and environmental impact as small as possible, and are constantly striving to improve.

### What are we already doing?

- Cooperation with natureOffice to determine the CO2 balance for Scopes 1-3 (3 parts)
- 200 m2 solar collectors for energy provision to our sites in Germany, feeding surplus energy into the public grid, when provision is inadequate: purchasing green electricity

### What are our plans?

- Development of a specific climate strategy with clearly formulated targets and measures
- Identification of CO2 balance for Scope 3 in more detail and deriving measures for reduction
- Start product balancing
- Support manufacturing plants by preparing a CO2 balance sheet



## PARTNERSHIP TO ACHIEVE OUR GOALS

It is clear to us that sustainable business and commitment to the SGD goals can only be achieved in cooperation with other stakeholders. We can only exert a positive influence on individuals and the environment together. Thus, we are also involved in various associations to learn from one another and work on projects together.

### What are we already doing?

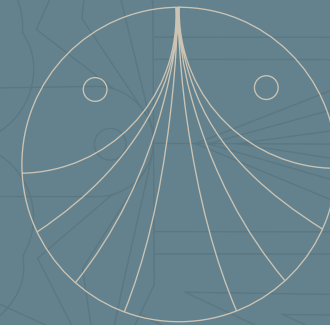
- Active member of the MaxTex association since 2019
- Active member of the Alliance for Sustainable Textiles since 2022
- Part of the Learning and Implementation Community for Responsible Purchasing Practices of the Alliance for Sustainable Textiles (CFRPP)

### What are our plans?

- Commitment to specific Alliance projects with partners to expand our commitment to sustainability
- Implementation of measures and joint activities with the Learning and Implementation Community for Responsible Business Practices of the Alliance for Sustainable Textiles

# HOLISTIC CONCEPT

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# SUPPLY CHAIN TRANSPARENCY

If you want to work sustainably in the long-term and to improve conditions along the supply chain, transparency is essential. This should not only be for us internally, but also accessible to others. Therefore, we have decided to make important information available to our customers, too, via various tools.

The OEKO-TEX® MADE IN GREEN label enables the product supply chain to be followed using an individual ID. Using a QR code on the clothing, our customers can, at any time, obtain data on their product.

The OEKO-TEX® MADE IN GREEN label consolidates the standards OEKO-TEX® STANDARD 100 and OEKO-TEX® STEP. It verifies both use of pollutant-free materials and fair and ecologically sustainable conditions of manufacture.

As transparency is important not only in relation to products but also in terms of the supply chain in general, we have been working with the platform 'Retraced' for some time.

Retraced provides intelligent technical solutions for data exchange and communication in compliance and sustainability management. This platform enables us to gain an overview of the current certification of our suppliers. Moreover, Retraced helps us to monitor and quantify the risks in individual product countries.

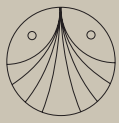
We also share important information with our stakeholders and customers. We have an in-depth knowledge of the supply chain of 70 % of our materials suppliers.

## **Explaining the supply chain in depth:**

Textile supply chains can usually be subdivided into several stages, from raw materials to finished product. In addition to the indepth supply chain, we also have information on countries and regions relating to fibre origin, spinning, weaving and knitting as well as dyeing and finishing processes. In individual cases, we have specific information on factories and production.

AUTHOR ESTHER GEUE





# COMPLAINTS MECHANISMUS

An important aspect of fulfilling our responsibility in the supply chain is the establishment of a complaints mechanism in our manufacturing plants. We have set up an internal process for this, defining the way in which we deal with complaints received.

This is the only way to enhance the implementation of human rights in the textile supply chain. It is essential that people negatively affected by the social and environmental effects of textile production have access to this mechanism, as it is their way to obtain help with problems or, in extreme cases such as child or forced labour. We have established a process that enables employees and other interested parties to submit complaints reliably and discreetly.

This mechanism complements the internal complaints system in the respective plants: All Tier 1 suppliers have their own complaints mechanism. In addition, we have our own back-up mechanism for which we have disseminated information sheets in the plants in the language of the country, which are available to all.










The display explains the kind of complaints that can be submitted and how to submit them.

It is possible to submit complaints via various channels (internally or to us, in writing or by telephone), and confidentiality and anonymity are always guaranteed. When a complaint is received by us, our sustainability management is informed and an internal working group assesses it without revealing the personal details of the relevant persons.

Surveys are also regularly conducted amongst employees at the production sites to ensure that the complaints mechanism is known and accessible to all. This is to establish any need for improvement to maintain our ongoing improvement in the complaints mechanism. In the event of the absence of sustainability management, a representative is nominated to work on the complaint received in their place. Complaints are published anonymously each year. Publication includes a short description of the complaint, the result of the investigation, a description of the support measures taken and the status of the case. If we receive information about specific grievances or incidents in the supply chain, these are dealt with as follows.

As of May 2024, no complaints have been received.

AUTHOR MAREN SCHULER

-  **Complaint receipt:** Documentation of receipt, anonymous and confidential treatment, maintenance of neutrality.
-  **After receipt:** Response within a week.
-  **Internal forwarding:** Informing of internal Task Force within 24 hours.
-  **Processing by Task Force:** Checking for plausibility, assignment according to area and severity.
-  **Response:** The Task Force drafts a response letter confirming receipt of the complaint and informs the sender whether the complaint is accepted.
-  **Acceptance of complaint:** Submission of a plan for compensation.
-  **Implementation of compensation:** On acceptance of compensation, the agreed form of redress is provided, and this is monitored.
-  **Review:** The sustainability management team reviews there is an explanation for the incident or whether further measures are required.
-  **Documentation:** Sustainability management records the result in writing.

## INDEPENDENT COMPLAINTS MECHANISM

For potential future complaints requiring external arbitration, an arbitration process by third parties is available. The OEKO-TEX® mechanism is used for this purpose. For justified complaints, those affected can initiate a mediation procedure. This takes place with mediators in an extra-judicial conflict resolution process with all involved in the conflict.

**Provider:**  
<https://www.oeko-tex.com/de/kontakt>  
**Process:**  
[https://www.oekotex.com/fileadmin/user\\_upload/OEKOTEX\\_R\\_Complaint\\_Mechanism.pdf](https://www.oekotex.com/fileadmin/user_upload/OEKOTEX_R_Complaint_Mechanism.pdf)

As of May 2024, no complaints have been received.



## C O C + POLICY STATEMENT

Our Policy Statement and Code of Conduct form the basis of all forms of cooperation with our partners. These documents were carefully drafted not only internally but also with the support of external experts. They express our commitment to sustainability and ethical action in all areas and have been adopted at the highest corporate level.

Our sustainability management is responsible for disseminating these principles. They ensure that every employee, every supplier and the public are informed about our standards. It is also our responsibility to regularly review and adapt the guidelines. Thus, in 2023 we continued our process of ongoing improvement and published an updated version of our documents (Version 2.0).

The most recent version of the Code of Conduct, for example, includes a clear commitment to responsible chemicals management. In our Policy Statement, we have, moreover, included the issue of a living wage in order to contribute to improving the wages and income situation in our supply countries. We have also clarified our definition of vulnerable stakeholder groups to make more specific our responsibility towards these groups and to address them directly.

AUTHOR MAREN SCHULER







# RISK ANALYSIS

For us it is, of course, part of responsible behaviour to continually review potential risks. Thus, we asked ourselves what kind of behaviour and processes might impact negatively on people and on the environment. It is also important in this context to identify risks in advance and to take appropriate measures to prevent damage, as far as is possible. Thus, we have been in dialogue with various experts.

## RISKS IN THE TEXTILE SUPPLY CHAIN

Workwear is manufactured from natural and synthetic fibres which are then frequently mechanically and chemically refined in global supply chains. In the textile supply chain, there is often a significant risk of negative consequences for individuals and the environment. The following general risks apply to a textile supply chain:

- 1** Child Labour **2** Forced labour **3** Low wages
- 4** Discrimination **5** Lack of protection at work/ against accidents **6** CO2-emissions **7** Use of hazardous chemicals **8** Air, soil and water pollution **9** Corruption **10** Dependence on large corporations for the use of genetically modified seeds **11** Consumption of natural resources

We consider these risks along our entire supply chain, from procurement to raw material extraction and wet processes to manufacture. More detailed insight into the weighting and further information can be found in our detailed risk analysis.



You can find a more detailed version of risk analysis using this code.

## INDIVIDUAL PRODUCT RISKS FOR WEITBLICK

In addition to the general risks affecting the entire clothing industry, there are also product-specific risks.

The following applies in principle: Our workwear contains raw materials such as cotton, polyester and also, polyamide in small quantities. Elastic materials are manufactured on the basis of polyurethane elastomers or polyolefins.

In clothing manufacturing. Our focus is on quality, good durability and thus, also, a high level of colour fastness. Some of our collections run for a decade and are only adapted and updated if required -

in complete contrast to the fast fashion sector. Thus, our emphasis is on durability! Our products are only exchanged by the customer after years of use and many (industrial) washing cycles.

This is due to the high quality of the material, as a result of which it is not necessary to constantly buy new items, and there is little fibre abrasion when wearing and washing the clothing. The high quality of our products, therefore, also minimises micro-abrasion that pollutes water.

The high use of chemicals in the production of workwear generally harbours particular risks: to provide our products with water and grease-repellent properties, the textiles are, for example, treated with PFC-based chemicals. A particularly high environmental risk exists here due to the lack of biological biodegradability. Thus, long-term partnerships, a short distance and good accessibility to wet finishing and manufacturing are important factors for us in order to be able to better assess the risks in these areas than those in the upstream production stages.

In fibre and yarn production, there is, unfortunately, significant intransparency regarding the origin of materials we use. We must continue to work on recognising the actual risks and devising measure to overcome them.

## INDIVIDUAL RISKS FOR WEITBLICK AT THE MANU- FACTURING LEVEL

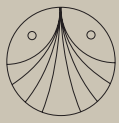
- 1** Working conditions **2** Wages **3** Discrimination **4** Child labour **5** Safety at work

In the plants in Bosnia und Herze-Govina our certification includes ISO 14001; ISO 9001; ISO 45001 and ISO 50001. In addition, two out of three plants are OEKO-TEX® SteP certified. The third plant is currently preparing for the audit.

In North Macedonia, our partner plants are also ISO 14001, ISO 9001 und ISO 45001certified. Thus they can demonstrate that they have been SMETA audited (2022) and are OEKO-TEX® SteP certified. In 2024, a BCSI audit was again completed.

Our partner plant in the Czech Republic is also OEKO-TEX® SteP certified.

Country	Audits carried out, valid certification
Bosnia & Herzegovina	<ul style="list-style-type: none"> <li>• ISO 14001</li> <li>• ISO 9001</li> <li>• ISO 45001</li> <li>• ISO 50001</li> <li>• OEKO-TEX® STeP</li> </ul>
North-Macedonia	<ul style="list-style-type: none"> <li>• ISO 14001</li> <li>• ISO 9001</li> <li>• ISO 45001</li> <li>• SMETA Audit (2022)</li> <li>• OEKO-TEX® STeP</li> <li>• BSCI Audit (2024)</li> </ul>
Czech Republic	<ul style="list-style-type: none"> <li>• OEKO-TEX® STeP</li> </ul>



## COUNTRY RISK ANALYSIS FOR MANUFACTURING PLANTS

A risk analysis has been compiled for the countries of origin of our partner plants. Both the gross and the net risk are shown here. The gross risk is taken from the general countries data of 'Retraced's risk analysis. 'Retraced' uses both general country classification data and specific data originating from amfori BCSI Countries' Risk Classification and MVO Risk Checker. Other sources for this are Country Risk Profiles and Fair Wear Risk Assessments.

The net risk is calculated by deducting mitigating measures such as, for example, certification by independent third parties, from the gross risk. These risks are, of course, not only related to manufacturing, as comparable risks can also be found at lower levels of the supply chain.

### KEY

1 low 2 moderat 3 medium 4 high 5 extrem



Scan the code to find a more detailed analysis and the corresponding measure.

### BOSNIA & HERZEGOVINA

GROSS RISIKO: 3,60

Wages	5,00
Sexual harassment	3,00
Working time	2,50
Forced labour	3,00
Collective bargaining	3,00
Occupational safety	no data
Child labor	3,00
GHG emissions	4,00
Water	5,00
Hazardous chemicals	4,00
Corruption	4,00

NET RISIKO: 1,80

Wages	3,67
Sexual harassment	2,00
Working time	1
Forced labour	1
Collective bargaining	1
Occupational safety	no data
Child labor	1
GHG emissions	2,67
Water	2,33
Hazardous chemicals	2,33
Corruption	2,33

### NORTH MACEDONIA

GROSS RISIKO: 3,90

Wages	5,00
Sexual harassment	3,00
Working time	1,5
Forced labour	5,00
Collective bargaining	3,00
Occupational safety	no data
Child labor	5,00
GHG emissions	3,00
Water	5,00
Hazardous chemicals	4,00
Corruption	4,00

NET RISIKO: 2,70

Wages	3,67
Sexual harassment	2,00
Working time	1
Forced labour	3,33
Collective bargaining	2,00
Occupational safety	no data
Child labor	3,00
GHG emissions	2,70
Water	3,33
Hazardous chemicals	2,33
Corruption	3,33

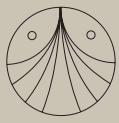
### CZECH REPUBLIC

GROSS RISIKO: 2,60

Wages	3,00
Sexual harassment	3,00
Working time	2,00
Forced labour	2,00
Collective bargaining	2,00
Occupational safety	2,00
Child labor	no data
GHG emissions	3,00
Water	3,00
Hazardous chemicals	3,00
Corruption	3,00

NET RISIKO: 1,20

Wages	2,00
Sexual harassment	1
Working time	1
Forced labour	1
Collective bargaining	1
Occupational safety	1
Child labor	no data
GHG emissions	2,00
Water	1
Hazardous chemicals	1
Corruption	1



## MEASURES

It is very important to us to acknowledge risks, but this is, of course, only an initial stage. If we know the risks, we take preventive measures. We employ over a thousand people at different European locations who are committed to our success. The plants in our supply chain and their employees are doing a great job. We do appreciate them! Thus, it is natural for us to create an environment in which every employee can feel comfortable. This has been made possible by decades of cooperation and also by externally verified certificates and audits.

For all our production partners we also invest in our own machinery and thus can ensure the current state of the art in accordance with European accident prevention regulations. These processes, moreover, involve regular visits from our colleagues on the technology side.

For this we rely primarily on our procurement model of Europe-wide passive contract processing. We are fully transparent in our procurement of ingredients and fabrics. Transport from the manufacturing plants and our warehouse is organised by us from our location in Kleinostheim.

Furthermore, when selecting our suppliers, we proceed very cautiously, beginning with sustainability onboarding before the start of the cooperation that covers many important topics. We also have long-term cooperations with our partner companies, sometimes over decades, and are always in close contact with them; our technologists and our sustainability management are regularly on site at the plants. Technical training is provided to ensure the best possible safety conditions for all employees. Also, manual workers do not live on the plant premises but in their private family environment nearby.

Other measures:

- 1** No wet processes in manufacturing
- 2** Investment in our own machinery and plants
- 3** Commitment to combat corruption in our Code of Conduct
- 4** Option to submit complaints anonymously
- 5** High-quality certification (e.g. OEKO-TEX® SteP) in five out of six manufacturing plants
- 6** Personal onboarding by our sustainability management for new suppliers

## SPECIFIC RISKS IN THE PROCUREMENT OF TRADE GOODS

A small proportion of our product range consists of goods which we obtain directly from partner companies. There are corresponding risks here too, which are especially challenging as we do not always have a direct insight into the supply chain. We have, thus formulated specific measures for this.

- 1.** Personal contact with those responsible amongst suppliers to explain our sustainability concept.
- 2.** Copy of our CoC to all supply partners requesting that they acknowledge this (or, if required, acknowledgement of the CoC of the partner company. If this is in accordance with our requirements.).
- 3.** Request to our suppliers to implement measures from 1 and 2 for their own supply chain and to provide us with written confirmation of this.
- 4.** Seek alternative suppliers if, socially and environmentally compatible production cannot be ensured through measures 1 to 3.

- 5.** Request to our suppliers to disclose their own supply chain.

- 6.** Seek alternative suppliers if, socially and environmentally compatible production cannot be ensured through measures 1 to 5.

Our experience with these measures indicates that it is especially challenging to obtain detailed information from suppliers about goods with very low order volumes or share of the supplier's turnover. It is some consolation that for those with most relevance transparency and the opportunity to influence exist.

## SOURCES

- OECD (2018): OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
- Bündnis für nachhaltige Textilien (2020): Risiken ermitteln und priorisieren
- Retraced (2023): Risikoanalysen zu den Ländern Bosnien und Herzegowina, Nordmazedonien, Tschechien
- amfori BSCI (2021): Countries' Risk Classification
- MVO Risicochecker (2023)
- Fair Wear Foundation (2021): Practical guidance for brands on human rights risks within the textile supply chain in North Macedonia.



# LIVING WAGES

We are committed to fair wages for all sewers and seamstresses. Thus, we believe in Europe as an economic location where the standards and laws create a framework for responsible production. We are building on the ILO core labour standards and all our suppliers are obligated to adhere to our Code of Conduct for fair working conditions. Made in Europe, many years of cooperation as equal partners and direct contact can ensure appropriate working conditions, remuneration and living standards on site. This is the basis for our strategy of a living wage which is a focus of our manufacturing process.

We clearly emphasise transparency and dialogue with our partners. Together with our continuous analysis of wage and country data, we are confident that we are up to the challenge of this sensitive and volatile topic.

To substantiate our impressions with data, we have now, for the first time, implemented a wage gap analysis in close cooperation with our manufacturing plants. This 2023 analysis enables us to understand better the wage structures in the independent plants in which our production takes place.



## BENEFITS IN THE FACTORIES

- Transport to and from work
- Meal allowance
- Vouchers for shopping centres
- 13- month salary
- Improved conditions for loans and insurance

The analysis has provided us with details of average wages, lowest wages paid and benefits provided to all employees.

Our data indicates that there is 100 % compliance with the legal minimum wage.

This is also backed up by the results of external audits. A comparison with benchmarks from NGOs enables us to categorise this data further. Our reference value is the European Floor Wage (EFW). This calculates the living wage for a four-person household in most southern European countries (from Europe Floor Wage, Clean Clothes Campaign, found at <https://cleanclothes.org/campaigns/europe-floor-wage>).

About 80 % of the average salaries for this data correspond with EFW. In the next stage, we are not only trying to harmonise wages with benchmarks but also to reflect the reality of employees' lives more closely and individually.

We are also working with the Learning and Implementation Community of the Alliance for Sustainable Textiles (CFRPP) to implement our strategy.

In workshops together with the management and the procurement, technology and sustainability departments, we set common targets and we share current developments and raise awareness of the living wage across our departments. In addition to the basic salary there are many other aspects that are crucial and which we discuss. These include inflation adjustments, amount and regularity of payments, equitable workload, no excessive overtime, measures to increase efficiency and negotiable wages.

Our first wage gap analysis of Tier 1 suppliers is only the beginning: the challenge of examining the living wage remains our focus. It is especially important for partners and multi stakeholders to work together to achieve progress in this area.

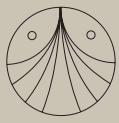
In this way, we are already one step nearer to our goals of using transparency and dialogue with our partners to establish mechanisms for continuous engagement with the wage situation in the supplier countries and to ensure fair pay in the long term and we will continue to pursue these targets.



Our focus is still on working together with our production plants to achieve progress

## DEFINITION OF LIVING WAGE

The Living Wage is a wage which is adequate to enable the individual and their family to have an appropriate standard of living. This includes food, accommodation, education, health care and transport, and also social and cultural involvement. (From Global Living Wage Coalition at <https://www.global-living-wage.org/about/what-is-a-living-wage/>)



# CHALLENGES & EXPERIENCE

**Now let us have a look behind the scenes at sustainability management:**

it is perhaps not always apparent to outsiders but we are facing challenges daily in

the sustainability team. We have summarised the most significant challenges below as we think our own experiences should also be transparent.

SUBJECT	MEASURE	EXPECTATION	LEARNING EXPERIENCE
Code of Conduct	Provided to all partners in the supply chain who are requested to acknowledge it with a signature.	Acknowledgement and signature by our business partners.	Our CoC is frequently only partially acknowledged if the company has their own version. It is often necessary to convince them or to check for equality of coverage, especially with regard to goods.
Transparency	Request our suppliers to disclose their own supply chain. Confidentiality requirements of the suppliers are considered.	Mapping of supply chain to raw material stage with support by our suppliers.	Willingness to disclose the countries and regions of the upstream processes is largely in place, although some work and discussion is still required to convince partners. The names of the partner companies in the supply directly upstream are generally passed on although this is less common for those deeper into the supply chain.
	Introduction of the 'Retraced' platform for supplier management, transparency, surveys and efficient certificate management.	Extension of platform within approx. 6 months and further connection to internal interfaces.	Connection to our interface is a challenge and requires more time than originally thought (e.g. automatic assignment of products and supply chains). We want to start with a small section of our product range in order to test processes and workflows.

SUBJECT	MEASURE	EXPECTATION	LEARNING EXPERIENCE
Plant and supplier development	Supporting and financing of OEKO-TEX® SteP certification at manufacturing plants and requesting it from suppliers.	Preparation and implementation of auditing of all manufacturing plants in three to six months.	Our experience has shown that at least 9 to 12 months are required due to complexity of certification.
Procurement practices	Potential new suppliers should be vetted by several people before listing to avoid corruption/influence or other risks.	Reinforcing perception of our corporate duty of care and internal exchange.	This principle has proven to be successful and is being implemented. In some cases, this leads to longer timeframes but this can be reconciled with the long-term planning cycle of our business model.
	Application of a responsible exit strategy in the event of terminating cooperation.	Practical and direct application of our exit strategy in the event of termination of business relationship.	In an initial case we established that this definition was not detailed enough when an exit strategy was effected. Thus, we have adjusted it correspondingly.





# ENVIRONMENT & CLIMATE PROTECTION

At Weitblick we all make an effort to be environmentally aware throughout the day and not to waste resources. In our policy statement we have made a public commitment to protect the environment. As a family concern, we want to advocate for a sustainable future. We have made significant progress in many areas. For example, we send our parcels to our end customers in a climate-neutral way and also use plastic-free packaging. At our sites in Kleinostheim and Alzenau, waste separation is a high priority. The transport routes between our warehouse in Germany and the partner plants in Eastern Europe are managed as efficiently as possible to avoid unnecessary journeys by heavy goods vehicles.

Also, since 2021, we have been converting our vehicle fleet to electric drive. Our fleet currently includes six solely electric vehicles, which are primarily charged with green electricity using charging points at our two sites.

## CO2-BALANCING

Our corporate actions also have an impact on our environment and climate. Recording and evaluating our own emissions is an important step towards taking targeted measures to minimise our environmental impact.

For this report, we have gathered data on greenhouse gas emissions for 2023. We have also considered Scope 3 emissions for the first time and have thus become aware that we need to collect even more precise and comprehensive data in the coming years. This entire collection process has enabled us to gain valuable insights which are informing our new climate and environmental strategy. The results and our conclusions and measures are shown below.

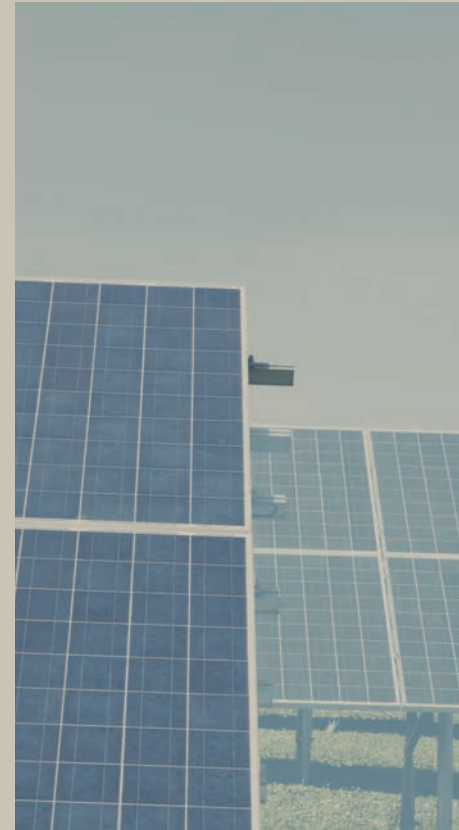
2023 overview of greenhouse gas emissions (CO2).

Disclaimer: We have summarised the data from both our sites in Kleinostheim and Alzenau for this report. We can provide individualised data according to site, on request.

Scope 1 refers to emissions directly resulting from our activities, for example, from our own vehicle fleet or from heating for our offices.

Scope 2 is by far the lowest emission point on the balance sheet at Weitblick, it comprises only 0.06 % of our total emissions.

Scope 2 includes emissions arising from electricity or district heating. As Weitblick uses green electricity and our site in Alzenau is



equipped with a solar power system, no emissions result from electricity consumption. In addition, our Kleinostheim site is equipped with a solar power system that feeds electricity into the general power grid. Emissions only occur during external charging of E-vehicles, thus if employees recharge their batteries at home or while travelling.

All indirect emissions such as, for example, from transport along the supply chain and the emissions from materials and components purchased fall under Scope 3. These are the largest proportion by far of our greenhouse gas emissions, around 95 %. This figure re-

flects the large quantity of raw materials we purchase for our production, and also transport: the materials and components are stored in our warehouse in Germany and then delivered to the manufacturing plants.

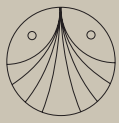
They are transported by heavy good vehicles. We have optimised the routes to the extent that nearby businesses, for example, are approached collectively to avoid empty journeys, as far as is possible.

Scope 1:	5,17 %
Scope 2:	0,06 %
Scope 3:	94,77 %

**Total consumption: approx. 3.771 t** (approx. 94 % for Kleinostheim und 6 % for Alzenau)

## DISTRIBUTION OF EMISSIONS IN %:

- Materials and components purchased (formerly goods and services): 78.82 %
- Transport from and to our production plants (upstream transport): 11.98 %
- Energy supply: 4.38 %
- Business travel: 1.86 %
- Waste: 0.34 %
- Other: 0.02 %



# THE JOURNEY MATTERS NOT THE ARRIVAL

## SO, WHAT CAN WE DO NOW?

62 million people would have to do without a cup of coffee. Two million people could one day, decide to have dumpling soup instead of roast beef. Or one million people could, one day, turn off the tap when they are cleaning their teeth - that would offset our emissions for a whole year!

But the problem is that we don't want to deny anyone their coffee and we don't, of course, have such a direct influence on people as quoted in these examples. Nevertheless, the idea of offsetting emissions where they are unavoidable is a very good one! As we, however, are not in favour of simple offsetting by obtaining offset certificates, we have made it a target for 2024 to draft an appropriate strategy for climate neutrality and compensation. Until now, we have focused on data collection. We will extend this further over the year to improve our basic data. Then we will be able to plan and act with more precision.

## FOR DOWNSTREAM TRANSPORT:

For downstream transport, thus for the finished item's journey to the customer, we are prioritising climate-neutral shipping. The following generally applies: as emissions from our shipping service providers have already been reduced and offset, they no longer appear on our balance sheet.

## INFORMATION:

When we were preparing our CO2 balance sheet, we were supported by a natureOffice GmbH pilot project and their ecozoom tool. The emissions factors come from scientifically funded databanks (probas, ecoinvent) or are determined by data modelling from natureOffice GmbH. The following applies: Activity data and emissions factors are collected with Weitblick's help, in accordance with the GHG protocol.

AUTHOR ESTHER GEUE

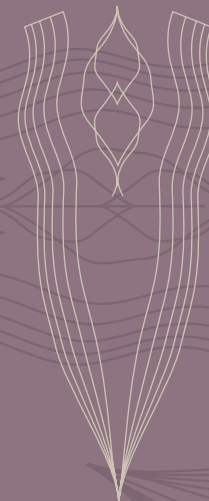


# PRODUCTS

Quality & durability **52**

Material **54**

Raw materials **56**







Cutting pattern of a pair of trousers.

# 92%

of fabric is used to optimise fabric consumption and minimise waste.

## QUALITY & DURABILITY

In developing our products, we focus on quality and durability, as the longer a product lasts, the more sustainable it is. Therefore, the OEKO-TEX® STANDARD 100 is also the minimum requirement when we select our materials. Thus, we carry out extensive washing tests and work continually on materials development to constantly improve our quality management.

Even at the design stage, using Computer-Aided Design (CAD), we take care to optimise fabric consumption. On average, we use 92 % of fabric, resulting in minimal wastage of 8 %. Our product design, moreover, features timeless aesthetics, high combinability of collections and well-thought out design details. We use the 3D software CLO for digital presentation or to showcase sample parts. This allows us to dispense with the production of physical photo samples.

The reparability of our products is also important to us, and this is reflected in our new “Care & Repair” concept.

For example, our “MyCore Force” collection includes a repair kit that enables our customers to fix the item themselves. We are also increasingly trying to return old stock to the production cycle and are working on a comprehensive concept to close the circle.

In 2021, we featured products with the OEKO-TEX® MADE IN GREEN Label for the first time.

Another milestone for us was the introduction of the first collection of TENCEL™ fibres in 2023: Our Med&Care collection combines our high standards of quality and sustainability and sets new standards in terms of comfort and environmental compatibility.



# MATERIAL

The development of high-quality materials is essential for the manufacture of workwear. Our own department for materials development is dedicated to developing innovative materials that not only fulfil the strict requirements of industrial washing but also take into account environmental issues.

Workwear must be functional, aesthetically appealing and durable and robust. An effective quality concept in production development is crucial, as around 75 % of product faults occur at this stage. Due to high quality requirements and specified safety standards, use of mixed fibres is often unavoidable. However, we are always aware of the environmental risks associated with use of mixed fibres.

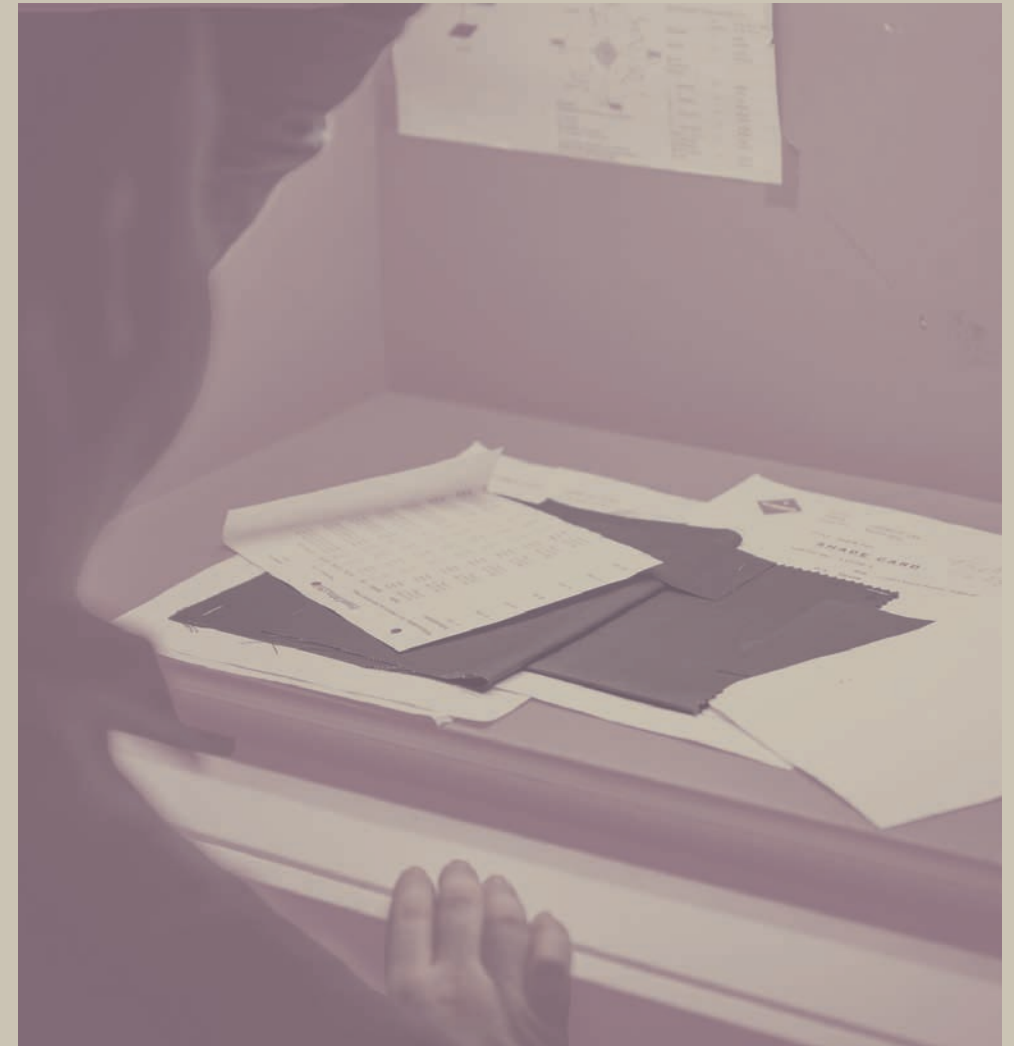
In the corporate fashion sphere, clothing is primarily replaced due to wear and tear. In comparison with the free fashion market, it thus ends up as waste much later and the recycling issue is less critical. Yet one problem remains: if the item of clothing is partially made of polyester or other synthetic textiles, microplastics are released due to fibre abrasion. Around a third of the microplastics in the sea come from textile fibre abrasion – and this thus raises a genuine environmental concern. To meet the requirements of regular

and demanding industrial washing, our workwear needs high-quality and durable materials. The material should be abrasion-resistant and resistant to chemicals and temperature. This means it must be colour-fast, retain its shape and its fibres must remain intact even after numerous washing cycles.

The following generally applies: the Weitblick quality assurance extends over the entire supply and production chain, as only if the quality results are right at every stage of production will the result fulfil our requirements. It is clear that every stage of production, from cultivating raw materials to manufacturing, influences the end quality and thus also the durability of our workwear. Materials development plays an especially important role. Thus, before a material is processed into a finished garment, it undergoes several internal textile-technical tests. We have established minimum requirements for these tests, such as colour fastness and residual body, to be able to guarantee that materials are durable and are able to withstand multiple washing.

Our materials therefore return reliably good values for pilling and abrasion etc. We also focus on reusing mixed materials such as cotton and polyester, as they require high quantities of water, chemicals and energy in production.

Testing colour-fastness in our laboratory



Recycling these materials can result in valuable resources being saved. Yet this is not, of course, sufficient. We are always looking for better and more environmentally friendly fibres. Thus, our concerns are materials development, information procurement and application testing. Newer and more sustainable fibres and also use of more environmentally

friendly production methods production processes and promoting recycling and the circular economy are also important targets for us. Materials development is also cooperating with universities to recognise pioneering technologies at an early stage; with its practical expertise it is supporting university research and development projects.



# RAW MATERIALS



STANDARD  
100

## OEKO-TEX® STANDARD 100

Product safety is very important to us. It is especially important that the materials used do not contain any harmful substances, thus that there are no toxicological risks to human beings. To guarantee maximum safety for consumers, we decided many years ago that all our products must fulfil OEKO-TEX® STANDARD 100. This seal of quality is awarded by independent testing institutions in various countries and covers comprehensive testing of harmful substances in the end product. 95 % of our materials already fulfil its requirements. It is only in exceptional circumstances that we also use materials that are not certified to this standard. However, to guarantee that in such cases our requirements for product safety are also fulfilled, and that the materials are free from harmful chemicals, we require certificates of conformity from our suppliers in accordance with European environmental protection regulations REACH and POP.



## COTTON MADE IN AFRICA

Since 2017, we have been specifically requesting "Cotton made in Africa"-verified cotton, which we are integrating into our manufacturing process according to the principle of mass balance.

The overarching aim of the initiative is to improve the social, economic and environmental conditions of African smallholder cotton farmers. The principle of "helping them to help themselves" applies here. This links development goals with sustainable action to make improvements. Both the cultivation and harvesting of cotton fulfil comprehensive sustainability criteria. By avoiding GMO seeds and artificial irrigation, and promoting responsible methods of cultivation, "Cotton made in Africa" supports both environmental protection and social progress.

AUTHOR MAREN SCHÜLER



## TENCEL™ FIBRE

We are very excited to have decided on our new Med&Care lines which are in line with our focus on responsible action: We are processing TENCEL fibres from Lenzing AG.

TENCEL™ fibres are obtained from controlled and certified wood sources. In addition, their biodegradability, thus, their compostability, is certified.\* we are proud to be working with TENCEL™ fibres and they are naturally soft and supple. TENCEL™ fibres facilitate a naturally dry feeling by regulating humidity, enabling us to integrate comfort and wellbeing into our customers' everyday lives. For the Concept Med&Care and Focus Med&Care lines, we have lovingly processed high-quality textile made up of TENCEL™ fibres in various colours. TENCEL™ is a brand of Lenzing AG.

\*LENZING™ Lyocell- and Modal-Standard fibres from Lenzing are certified via TÜV Austria (the Austrian Technical Supervisory Authority) biodegradable in soil, freshwater and marine environments and also as compostable under domestic and industrial conditions.

AUTHOR MORGANA ROWLAND

## DISCONTINUATION OF FAIRTRADE SUPPORTING COTTON

Fairtrade Germany concludes the "Supporting Fairtrade Cotton" project that started in 2019, to promote fair trade cotton in the workwear sector. It will be discontinued despite fulfilling the sales volume targets and despite the positive customer response to the project. Fairtrade admits that it has not achieved its internal targets and wants to extend its focus to the entire textile supply chain. Like all the project participants, we are disappointed by this unexpected termination and do not see any advantages in double certification, as now suggested by Fairtrade as this is associated with significant extra expense. Thus, investment in other sustainability projects seems to us a better solution. The project group participants and Fairtrade Germany are currently involved in a close and constructive dialogue to discuss the way forward after the termination of the cotton programme.









# WORK & TRAVEL

## OUR PRODUCTION PARTNERS

Over the past decades, Weitblick has formed close relationships with its production partners. In the Czech Republic, Bosnia and Herzegovina and North Macedonia, around 1,300 committed employees work together with the entire team in Germany on manufacturing our high value products. We consider all locations as part of our own company and cultivate partnership-based fair relationships on an equal footing. In summer 2023, in addition to the specialist departments' usual, regular visits, we organised a larger-scale trip to Bosnia with around 100 Weitblick employees, to further promote and enhance the partnership on a broader basis. We spent three days there in our main factories and were able to experience their enthusiasm in working with us and the warm Bosnian hospitality. We strengthened our mutual understanding along with old and new friendships during the joint evening events. One of the highlights was a wonderful party to celebrate the 20th. anniversary of our cooperation with our largest partner, ZIKO. The close relationship between all those who work at Weitblick is an important part of our corporate culture. We are also experiencing and benefiting from it in our everyday lives and through special events such as this trip.

Additional information: Our employees' flight emissions were offset by a Gold Standard- certified project.

AUTHOR CLAUDIA SCHMIDT



F.L.T.R. LAURITZ KLOTZ, VERONIKA CADONAU  
RETO NITZSCHE, TANJA CACCIATORE  
PICTURE BELOW OLIVER STAFF



MARIAN HARTMANN

VARQHA BAGWAN



“In keeping with the slogan „What’s happening in Bosnia?“, we set off for the Balkans and had a really fantastic experience: the green, hilly landscape, the atmosphere at the communal dinner when we were together with our Bosnian colleagues, and, of course, the factories themselves”!

Joey Bauer, IT-Consultant





“The company visit to Bosnia for the anniversary of our production site there in 2025 was definitely a highlight! It was very impressive to see where and how the clothing is manufactured each day and to meet the people involved. I have very fond memories of our celebrations with our Bosnian colleagues.”

Zoé Drost, Marketing Manager



FLORENTINA HOTI, JULIA MLADINIC, TANJA CACCIATORE



ZOÉ DROST

“Our company vision was brought alive by all the lovely experiences we had on this trip. Creating inspiration together: this is what binds us together and spurs us on.”

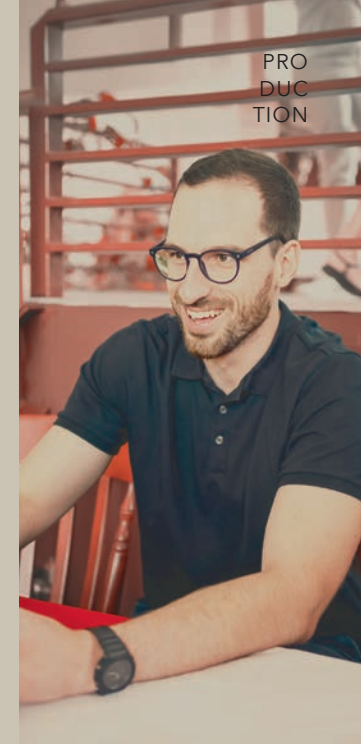
Claus Schmidt, Geschäftsführer



“The trip to Bosnia was really illuminating! The visit to the clothing production plant was informative, and our impressions of the friendly and open-minded people were very favourable. Finding out about the new culture, the delicious food and learning about their rich history during the city tour: all this made it an unforgettable experience for us.”

Varqha Bagwan, Masterstudent Materialentwicklung

JANA KARASEK



EGON DALPONTE

ISABELLE & KATELYN  
LORI-KING

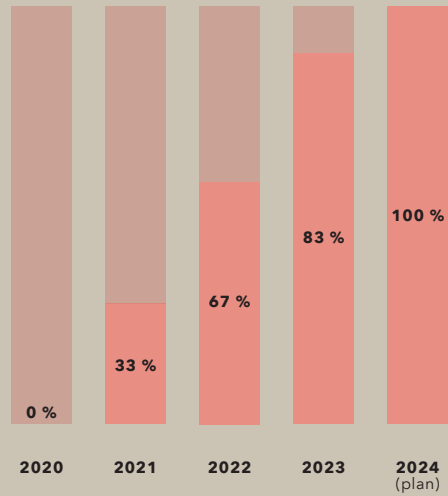






## OEKO-TEX® STeP

Number of OEKO-TEX® STeP certified manufacturing plants:



## DATA & FACTS

- Average cooperation in years (manufacturing plants): 19 years
- Longest cooperation: 29 years
- „MyCore Force“ collection: around 180 minutes to sew each jacket

	2021	2022	2023
Own production	95 %	95 %	92 %
Additional purchased goods	5 %	5 %	8 %









# SUPPLIERS

At Weitblick we not only maintain long and close partnerships with our manufacturing companies but we also rely on them when working with materials suppliers. For example, we have been cooperating with our yarn producer, Amman, for over five decades.

We prioritise good cooperation and this is why we are committed to ethical business and purchasing practices in our policy statement, based on the International Convention of Human Rights, the ILO Core Labour Standards and the OECD recommendations.

However, even if we sometimes have been cooperating with our suppliers for a very long time, new suppliers are continually coming on board due to new products and developments. Then the following always applies: Before we begin a business relationship with them, an onboarding process is organised by the sustainability department. At the start, we communicate to them our Code of Conduct and request that they acknowledge this with a signature on the back of the copy.

Then, the new suppliers are invited to the Retraced platform and answer questions on subjects such as the environment, social standards and chemicals management. Discussions are also held with other departments. After the onboarding, we remain in contact on these subjects. During the cooperation, our suppliers are regularly visited by both our purchasing team and sustainability management.

AUTHOR MAREN SCHULER



Runs like clockwork.  
50 years of Weitblick x Amann.

## DATA & FACTS

- Cooperation with Amann: over 50 years
- Average duration of cooperation with our suppliers in total: around 14 years

## STRATEGIC EXCHANGE

In 2023, we also held in-person discussions with various textile suppliers on strategic sustainability themes. The focus here was on transparency in the supply chain, CO2 balance sheet, seals and certificates and the circular economy. These discussions have confirmed to us that real change can only be achieved in the long-term through close dialogue and collaboration. Thus, these kinds of meetings are and shall remain an integral part of our business model and our purchasing strategy. For 2024, we have undertaken to engage in further dialogue with our business partners to continue to focus on themes such as transparency and the circular economy. Weitblick is also part of the Community for Responsible Purchasing Practices of the Alliance for Sustainable Textiles and already follows the five principles of the Common Framework for Responsible Purchasing Practices (CFRPP).





# NETWORKING

"I would like to take an active role in the realignment of the alliance and contribute our perspective as a medium-sized family business." The textile sector still has some way to go, and we must meet challenges together. I would like to see even more collaboration and targeted work, and that is exactly what I stand for."



ISABELLE ILORI-KING  
Shareholder & Managing Director

## ALLIANCE FOR SUSTAINABLE TEXTILES

The Alliance for Sustainable Textiles wishes to contribute in an important way to resolving the main problems in the global textile sector with its four main focuses: a living wage and purchasing practices, the circular economy and climate, gender equality, and complaints mechanisms and support. As a multi-stakeholder initiative, it pools the forces of companies, associations, NGOs, standard organisations, trade unions and the German government, to unite all the diverse spheres of influence effectively. This promotes constructive dialogue and enables genuine debate as equal stakeholders.

The steering committee, the central decision-making committee of the Alliance, not only takes on the strategic management but also the ongoing further development of the initiative. It defines the rules of the cooperation, thus determining the binding basis for the Alliance's activities. Isabelle Ilori-King, Weitblick's managing partner, was recently elected to the steering committee for the economic stakeholder group and now advocates in an honorary capacity for a fair and environmentally-friendly textile and clothing industry.

But how exactly are we as a company otherwise involved in the Textiles Partnership? In November 2023, our entire sustainability team took part in the members' assembly in Cologne. We not only regularly involve ourselves in networking events but also contribute to the Learning and Implementation Community of the Alliance which is committed to raising awareness of responsible purchasing practices.

AUTHOR MAREN SCHULER

## MAX TEX

MaxTex is a network that has been working towards sustainability in the textile industry for almost ten years. We are made up of more than 50 companies that come from all areas of the value chain and all types of company - from family businesses to universities to start ups.

Weitblick has been active in this network since the beginning of 2019, and I have been on the board in an honorary capacity since the middle of 2021. It is our aim in the network to maintain open dialogue between equal partners to identify areas of action in the sustainability sphere and to be supportive with suitable contacts. The general meeting which takes place annually at one of our company's offices, offers a framework for this. At the end of 2023, we were invited by Weitblick. We received our guests at our second site in Alzenau, in our ultramodern and digitalised logistics centre. We were delighted that there was a lot of interest in the warehouse and in our procedures. After a short presentation, our guests were given a guided tour around the warehouse.

We moved to Frankfurt am Main for the second day of the general meeting. For one of our activities, we were divided into small groups and our professional group leaders facilitated discussion of hot topics such as AI or the circular economy and worked on specific approaches in their implementation. All in all, this was a very exciting and inspiring meeting, confirming the significance of MaxTex and its members in giving a voice to the issue of sustainability.



FELIX BLUMENAUER  
Management spokesperson / Managing Director

AUTHOR MAREN SCHULER & AUTHOR FELIX BLUMENAUER



ESTHER GEUE  
Sustainability Manager



## ENTREPRENEURIAL DUE DILIGENCE

The management system for entrepreneurial due diligence has been suspended by our team in sustainability management. Sustainability is a staff section and reports directly to business management and to shareholders. Entrepreneurial due diligence is certified independently by auditing.

# GREEN BUTTON

## TEXTILE PRODUCTION FOR OUR FUTURE

Once again we have passed the test procedure for the Green Button, the state-endorsed seal of sustainably produced textiles. After our successful certification with Green Button 1.0 in 2021, we have continued to develop and set ourselves the challenge of Green Button 2.0 at company level.

The Green Button includes 46 stringent social environmental criteria. What is really special about this process is that the review procedure goes beyond the mere product: the entire company is audited for its compliance with its human rights and environmental due diligence obligations, and, in turn, relating to its entire textile supply chain. It must be demonstrated that responsibility is being taken for the supply chain and specific risks relating to the company's own business activities must be addressed. These may concern potential negative impact on human rights, environmental concerns and integrity issues such as corruption.

We at Weitblick were able to pass without any problem as our due diligence processes are based on the United Nations' guiding principles on business and human rights and also

the OECD recommendations for the textile sector. However, we are left with just one obvious question: how exactly does the Green Button 2.0 differ from its predecessor? While for Green Button 1.0, the wage requirements were limited to wages corresponding at least to the national minimum wage or the industry standard, Green Button 2.0 goes further: companies are now required to make a clear commitment on the part of the management to paying the living wage and must submit an analysis of the wage gap.

Moreover, a sound strategy is required to indicate specific steps to increase wages in the supplier factories. Progress must be demonstrated during the audit review two years after certification.

In the area of risk analysis, the Green Button 2.0 also sets new standards. Whereas previously only the sewing, cutting, bleaching and dyeing stages were considered, the risk analysis now extends to the entire textile supply chain back to acquisition of raw materials. This comprehensive approach reflects its ambition to anchor sustainability and social responsibility firmly within the supply chain.





# RESPONSIBLE BUSINESS

OEKO-TEX® RESPONSIBLE BUSINESS-certification was introduced by OEKO-TEX® in 2022. It supports companies in the textile and leather industry in implementing human rights and environmentally related due diligence. Weitblick is the pilot company for this – we are the only company to be certified to date. In the third quarter of 2023, we even succeeded in gaining OEKO-TEX® RESPONSIBLE BUSINESS certification for the second time.

F.L.T.R. ZOÉ DROST, GEORG DIENERS, ISABELLE ILORI-KING, MAREIKE GRYTZ & MICHAEL MÖLLER







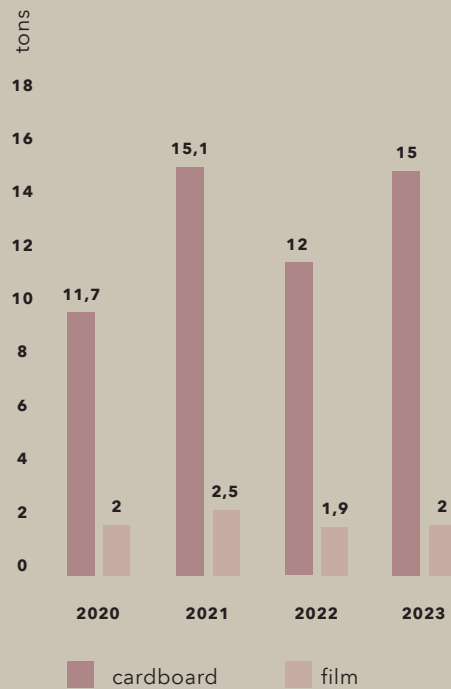
# PACKAGING & SHIPPING

Our logistics link all aspects of the company and we are making many changes to sustainability in this area: textiles and raw materials are delivered, finished items come from manufacturing and make their final journey to customers. But much more is also happening. We would like to tell you a little about the most important sustainability issues.

## VALUABLE RESOURCES

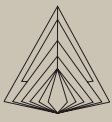
Protective packaging is necessary for everything to arrive safely. Packaging for our own items is virtually plastic-free. Thus, we are saving valuable resources and a lot of disposable packaging. We are on the verge of sending the last plastic bag to its long overdue retirement. We are replacing plastic bags with paper sleeves: these enable our shirts to arrive safely. Otherwise, we generally operate with the mantra, "Reduce, reuse, recycle". This also means that packaging which was previously unavoidable can always be designed to be recyclable. Packaging that we receive is carefully separated and returned to the cycle as raw materials. In 2023 this consisted of 15 tonnes of cardboard and 2 tonnes of film. It is our clear aim to reduce packaging further and to increasingly rely on reusable solution.

AUTHOR LUKAS ENGLERT



Our shipping within Germany is climate-neutral.





FRANK FINDEIS  
Head of Warehouse Management

## RETURNS & LOGISTICS CENTRE

We are working hard to avoid unnecessary returns. Our outstanding quality and our close customer care are already paying off and ensuring a very low rate of returns. And if something does not suit the customer (either literally or figuratively), and comes back, the relevant items are carefully checked, reconditioned and, provided that the items are in perfect condition - resold.

Key here is our modern logistics centre. When it was built, all sustainability-related aspects were considered: biodiversity, species conservation and renewable energy. This also means that all routes to and from our logistics centre were planned with resource saving in mind. Also, we go the extra mile to continually optimise our packaging and to further reduce our impact.

AUTHOR LUKAS ENGLERT

2000 m<sup>2</sup>

68800 kWh

We offer protected space to endangered species near our logistics centre in Alzenau.

Weitblick's headquarters and logistics centre together generate renewable energy.





# CUSTOMERS

Ricardo Fischer **84**  
Heiko Antoniewicz **88**



# RICARDO FISCHER

That's what our real baker, Ricardo Fischer, is all about: baking natural, perfect bread. This is clear. But what does perfection really mean? For our brand ambassador, the answer is clear: "Perfection means nothing more can be left out, in other words, using as few ingredients as possible. That's what perfect bread means to me." We wanted to see for ourselves what this looks like, and above all, smells and tastes like, and so we visited Ricardo. He is not just a bread sommelier and artisan baker but also a whizz in the social media world. He is a "bread pro" who shares his delicious recipes with thousands of baking enthusiasts. One thing is clear Ricardo is more than an ordinary baker who understands his trade. In his organic, artisan bakery in Leipzig he combines the traditional craft of baking with a strong commitment to sustainability.

**"Sustainability is not just a word but a whole philosophy."**





# SIMPLE. NATURAL. DELICIOUS.

The decision to only bake bread of an organic quality was no coincidence for Ricardo. He is convinced that baking should be in harmony with nature.

For him, this starts with the seed which is not genetically modified but produced in a robust and resistant way by natural cultivation, and not genetically modified. He considers it essential to forego chemical pesticides such as glyphosate. Only if these and other comparable criteria are considered does he feel able to offer his bread with a clear conscience. He is passionate about ensuring his customers enjoy a little bit of nature.

For Ricardo, sustainability is not just a word but a whole philosophy defining his daily actions. Thus, the connection between Ricardo and Weitblick is clear. Both share a passion for sustainability and quality. Our collections which have been awarded the corresponding certifications for sustainable production reflect the values Ricardo practises in his bakery.

AUTHOR MAREN SCHULER



KATHLEEN MÜLLER BY THE „BROTPROFI“







# HEIKO ANTONIEWICZ

## FOR MORE TASTE

Just imagine you could create culinary fire-works with just a handful of ingredients.

Impossible? Not for Heiko Antoniewicz, a chef who has perfected the art of omission. His revolutionary and creative approach enables him to reflect the spirit of high-end cuisine in a unique way. His philosophy? Fewer ingredients, fewer additives – and thus more taste and regionality. This sounds simple but is the result of years of experience and a profound passion for gastronomy.

So, you think that's boring? You're mistaken! Heiko proves that a limited selection of ingredients doesn't restrict taste in any way. On the contrary: he uses fewer but finer ingredients to create variety to tickle your taste buds. Heiko isn't a trend follower – he's a trendsetter.

Every dish he prepares inspires and fires our creativity.

**The result:** CO:LAB ft. Heiko Antoniewicz.



Heiko Antoniewicz

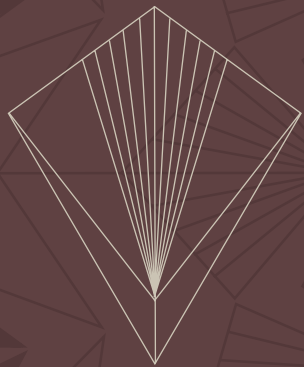






**“Less is more for me:  
Reduced ingredients  
in the kitchen, fewer  
additives.”**

We have created one of our most modern and highest quality collections together with Heiko Antoniewicz of CO:LAB. His motto, “less is more”, also suits our collection - it is reduced to the minimum and is thus the new secret ingredient in every professional kitchen. In addition, the fabric used comes from Germany - a tribute to our and Heiko’s conviction that quality and origin go hand in hand.



# NEXT STEPS

Fit for the future **94**  
The Green Team **96**





# FIT FOR THE FUTURE

In our report, we have not only shown what we have already achieved but also addressed changes of perspective and new insights. We now need to transfer these insights to actions and continue on our path to even greater sustainability. We have already indicated some possible approaches. We have also set ourselves ambitious targets which we want to achieve by the end of 2024.

It is clear that targets and plans can still change. If, for example, in the process of developing a circular strategy we realise that important aspects or objectives are still missing, we shall add these. However, in our next report we shall be transparent about where we are in achieving our goals and about any changes.

## PRODUCT

We are working continually to improve our procurement and purchasing practices. Thus, our full purchasing team has completed training in responsible purchasing practices.

We are enhancing our knowledge and information. We are keeping a close eye on at least 85 % of the supply chain, and thus still extending our mapping of suppliers. All our suppliers have accepted and signed our Code of Conduct. We are actively committed to innovative and sustainable production design. Thus, our own circular strategy is in development and should be complete by the end of 2024.

## PRODUCTION

All our manufacturing plants are OEKO-TEX® STeP certified.

We have a detailed strategy for sustainable procurement, including the development of a detailed catalogue of requirements which will be complete by the end of 2024.

We have a strategy to promote a living wage and are actively implementing this strategy.

## CUSTOMER & COMMUNICATION

We are scrutinising our communications strategy regarding new legal requirements and are committed to clear, simple and transparent communication. A new form of digital reporting will be implemented by the end of 2024.

## LOGISTICS

We have conducted a pilot project to test reusable shipping bags, for us and for our B2B customers.

## ENVIRONMENTAL & SOCIAL ISSUES

We have prepared a detailed double materiality analysis, which forms the basis of our climate and environmental strategy.





# THE GREEN-TEAM



ISABELLE ILORI-KING

„A company seeking the most sustainable solution for all structures and areas has a long list of challenges. While issues such as using resources sparingly, fair working conditions in a complex supply chain and high-quality products are important, this is all very costly. But we gladly bear the costs because we believe that sustainability is our future. Thus, we are engaged in a balancing act between competitive prices and compliance with our high sustainability standards. So, we are working innovatively, cooperatively and strategically on our sustainability goals. Every day we do our best!“

LUKAS ENGLERT

„Sustainability means to me valuing our environment and our fellow human beings. Now, but it's also our responsibility for a decent future.“



MAREN SCHULER

“For me sustainability means making informed choices each day - whether I'm choosing an item of clothing or making a decision about a job - so that we can all take more pride in ourselves.“



EVA ENGLERT

„Sustainability comprises a wide network of diverse themes and for me, stands for a positive and critical view of our future. It is a project that can never be completely achieved but requires constant consideration, critical discussion and scrutiny of our daily actions.“



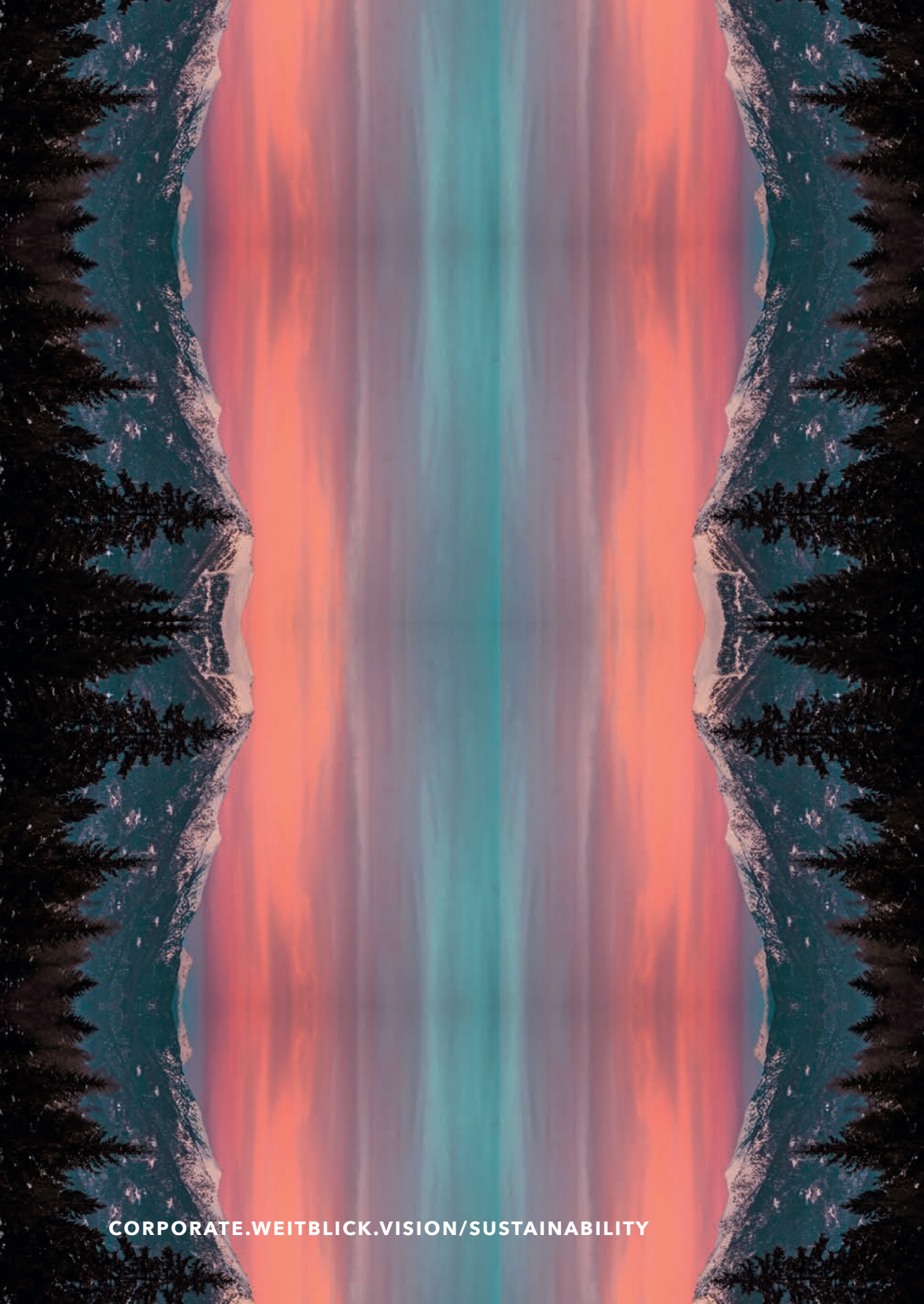
ESTHER GEUE

“It has never been so important, I think, to work together and to listen to each other. We must just change our perspective to find really good compromises. This is the only way to navigate our everyday lives sustainably.“

The themes and requirements are constantly evolving. Our challenge is to keep our eye on the ball and find the best way forward for Weitblick!“







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