



SUSTAINABLE FOR TOMORROW.

SUSTAINABILITY AT KÜBLER

INSPIRED BY YOUR JOB.



SUSTAINABLE FOR TOMORROW.

SUSTAINABILITY AT KÜBLER



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Introduction



Thomas Kübler,
Managing Director

Dear Reader,

As a family company, we are aware of our social responsibilities. Driven by our awareness of the social, ecological and economic organisation of the entire supply chain, we face the challenges of an increasingly networked and global economy. All our actions must be guided by this awareness if we hope to succeed.

The safety of people and the protection of natural resources are very important to us. For this reason, we place great value on the environmentally friendliness of our products and their manufacturing process. We don't manufacture any disposable products as we believe that durability resulting from our quality requirements is the best form of sustainability. We therefore pledge to protect and avoid damaging the environment, and to continuously improve our quality and environmental management systems.

We laid the important foundations for sustainable business practices many years ago. Since 2015 we have adopted a CODE OF CONDUCT, are DIN EN ISO 9001:2015 and DIN EN ISO 14001:2015 certified by TÜV-Rheinland, are a member of AMFORI BSCI, have implemented the SUPPORTING FAIRTRADE COTTON sustainability concept and almost all of our products fulfil STANDARD 100 by OEKO-TEX®. We are also a member of the German fashion association GERMANFASHION MODEVERBAND DEUTSCHLAND E.V. and have pledged to adhere to their Code of Conduct. As a member of MAXTEX, we work together to promote sustainable actions along the entire supply chain.

We have introduced more than 15 workwear collections onto the market in the last 10 years. We continue to lead the way in innovation, design and function. In our development processes we place the wearer at the heart of all our actions to offer the best services and solutions in line with our motto "INSPIRED BY YOUR JOB". There is increasing focus on the recycling concept and the principle of the recycling economy (cradle to cradle) along side safety and quality aspects. We want to develop joint solutions for this with our numerous partners from the textile sector.

Constructive, loyal partnerships with our customers, long-term supplier relationships and differentiating our sales channels have led to us experiencing and successfully managing our own, stable "KÜBLER economy". Major goals have also been set for the next few years. We will strategically embed and extend our sustainability efforts and this will be assisted with our partnership with the HESSNATUR foundation.

We are pleased to present our new "SUSTAINABLE FOR TOMORROW" initiative that we are pursuing in the area of sustainability and to report on the projects we have already implemented.

We hope you enjoy reading this report!



Michael Stiegert,
Director

Thomas Kübler,
Managing Director

Michael Stiegert,
Director



COMMITMENT

- We are involved with the advocacy group DIE FAMILIENUNTERNEHMER, who lobby for family companies and owner-managed companies in politics, society and the media.

**DIE FAMILIEN
UNTERNEHMER**

- We are a member of the MaxTex association, which aims to strengthen sustainable development in the textile sector.



PASSIONATE FOR
PREMIUM WORKWEAR.

WORK SAFELY WITH PREMIUM WORKWEAR

Our focus has always been on people. Our partners and end customers should receive workwear that makes work safer, more comfortable and easier. We have faced this challenge every day with determination since 1956.



Paul Hermann Kübler
founded the company in

1956

OUR HEAD OFFICE

is located in Plüderhausen,
south Germany.

We are one of the leading manufacturers of workwear in Europe. Industrial companies, craft firms and service providers value our widely diversified range of innovative workwear, certified personal protective equipment and tailored services.



CERTIFIED

We are certified by TÜV-Rheinland, a German technical service organisation, for compliance with ISO 9001:2015 and ISO 14001:2015. These certifications confirm that both our quality management and environmental management systems comply with the high requirements of these international standards.



Management System
ISO 14001:2015
ISO 9001:2015



www.tuv.com
ID: 9108632006

WE BELIEVE THAT SUSTAINABILITY AND QUALITY GO HAND IN HAND

When developing our products we work together with users to create solutions that provide real added value in the real world.

We use our extensive expertise in design, tailoring and material properties to optimise comfort and protective functions. The exemplary quality of our products is defined by sustainability and compliance along the entire supply chain. Our growth is therefore directly linked to our environmentally friendly development and that of our products.



We dispatch up to
10,000
products a day

In 2021 we generated turnover of
€48 MILLION

MISSION AND VISION.

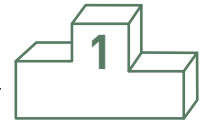
Our **MISSION** is to develop extraordinary and innovative premium workwear which purposely and securely supports your job and grows with the requirements of the future world of work.

In line with our motto “Inspired by your job” we place the wearer at the heart of all our actions in order to offer the best services and solutions.

We all have a common **VISION**:

MAKE

BETT



OUR WORKWEAR IMPROVES THE WORLD OF WORK.

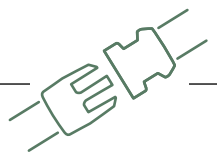
- Wearers are more motivated and work more efficiently as a result of our workwear and are optimally supported and protected when doing their job.
- Our products set new standards in design and function.
- We are a leader in the European workwear market thanks to our great products.

WORKER.



RESPONSIBILITY

- We accept our social, economic and ecological responsibilities with foresight and commitment, both regionally and globally.
- Our internal & external decisions and actions are responsible and conscientious.
- Awareness of sustainability and diligence runs through the development, manufacturing and distribution of our products.



SAFETY

- Through responsible progress and change we deliver reliability and safety, both for our employees and our business partners.
- We further develop safety – our products protect the wearer while offering the best possible functionality and reliability.

OUR VALUES.

What once started as a small firm with five seamstresses has today become an international company. Then, like now our actions are characterised and driven by strong values which are firmly embedded in our company culture.



DEVELOPMENT

- We are open to change and innovation with foresight and courage.
- We embody a positive learning culture and view personal and business development as the key to the sustainable success of our company.
- We are passionate about developing our products.



RESPECT

- Our work is based on respect, trust, honesty and openness, both internally as well as with our customers and business partners.
- We mutually empower and respect each other, placing great importance on teamwork and collaboration.
- We embody open and cooperative communication where we deal with people in an authentic and respectful manner. We are committed to fair competition.



SUSTAINABLE

FROM FIBRES TO THE FINISHED PRODUCT

The safety of people and the protection of natural resources are very important to us. For this reason, we place great value on the environmentally friendliness of our products and their manufacturing process. We are aware that as a company we have a responsibility to society and the environment and are convinced that we can only be successful in the long-term if we take this into consideration in all our actions.





Raw materials & suppliers
Design & development
Manufacturing & quality
Location & distribution
Plans & goals



In 2020 we purchased

217.63 t

of Fairtrade cotton. This includes the equivalent of a

€28,727

Fairtrade Premium.

Champa Majhi applies fertilizer to the cotton fields of her village Kubri in Lanjigarh, Bhawanipatna, Odisha, India.

SUSTAINABILITY BEGINS IN THE FIELDS.

Most of our cotton-containing products are marked with the “Supporting Fairtrade Cotton” label. This is a programme which was developed and set up in collaboration with Fairtrade.

It concentrates on the people right at the beginning of the textile supply chain: the farmers who grow and harvest the cotton.

FOR FAIRER WORKWEAR

By participating in the programme we are sending a clear message about sustainability and are making a contribution to increasing the proportion of fairly traded cotton in the occupational clothing industry. After all, wearing occupational clothing should make you feel good!

HIGHER SALES CREATE PROSPECTS

The Fairtrade sourced ingredient model helps farmers to sell larger quantities of their cotton at Fairtrade conditions which in turn improves their living standards. Fixed purchasing volumes provide the farmers with planning security and so can increase their income. The programme opens up both fair trading conditions and new ways for social change and increased environmental protection.

BETTER PRICES, BETTER WORKING CONDITIONS

Small farmers must fulfil many conditions in order to meet Fairtrade standards and be certified: They must adhere to environmental and social requirements and ensure the health & safety of their cotton production is protected. But the certified small farmers enjoy many benefits in return: They benefit from a fixed minimum price which covers the costs of sustainable production. In addition they receive a Fairtrade Premium which can be used for community projects as decided by democratically elected representatives, such as building schools and health centres.



FAIRTRADE: CHANGING TRADE

- No exploitative child labour
- No use of genetically modified seeds or dangerous chemicals
- Fairtrade Premium for community projects
- Greater planning security thanks to minimum prices

Find out more:
www.info.fairtrade.net/sourcing

VIDEO CLIP

Employees of U. Leibbrand GmbH talk about their workwear which carries the “Supporting Fairtrade Cotton” label.





We believe in secure, long-term partnerships on an equal footing. Therefore we would prefer to cultivate fewer supplier relationships that in exchange are intensive and trustworthy.

FAIR FOR EVERYONE.

EQUAL PARTNERSHIPS

As we believe in stable partnerships, we only consider new suppliers if required due to problems with sourcing or the poor performance of an existing supplier. When selecting new suppliers we naturally ensure they deliver the required quality, that communication works well and they have an adequate credit rating. However, above all it is essential that suppliers adhere to our core principles. We make sure to use the shortest possible transport routes. When acquiring fabric and components we only buy certified products from safe countries of origin. Our Supply Chain Management thoroughly reviews new production facilities and carries out a detailed supplier assessment.

Adherence to requirements is monitored by BSCI audits (see page 22) which are carried out by external auditors and we also determine whether the working conditions, safety standards and environmental management are sufficient through regular visits. Our suppliers must also show a valid OEKO-TEX® certification each year.

KNOCK OUT CRITERIA:

- Insufficient social standards
- Lack of willingness to take environmental measures
- No sustainability development

SELECTION PROCESS FOR NEW SUPPLIERS





AMANN GROUP

AMANN has been one of the leading international manufacturers of premium sewing thread, embroidery thread and smart yarn since 1854. The United Nations named AMANN as a role model for the textile industry making it one of the 50 selected companies who are leading the way in sustainability and climate protection.

We have enjoyed decades of trustworthy cooperation with our suppliers. Without them we would not be able to achieve our sustainability goals. AMANN & Söhne GmbH & Co. KG is our largest supplier of sewing and embroidery thread while KLOPMAN International SRL supplies the majority of our outer fabric. Sustainability was discussed with Markus Großelohmann (AMANN) and Thomas Sieber (KLOPMAN) to see how we could pool our efforts.

TOGETHER FOR MORE SUSTAINABILITY.

Resource conservation is a key sustainability issue. How have AMANN and KLOPMAN altered their production structures?

AMANN: Our aim is to make production as efficient and sustainable as possible. We focus on constant monitoring in all AMANN facilities to continually optimise processes and resource consumption. In our dyeworks we have invested in low temperature processes to save energy and reduce CO₂ emissions and we operate reverse osmosis systems which recycle up to 80% of the dyeworks' water significantly reducing fresh water consumption. By 2025 we aim to reduce our power and water consumption by 25% respectively and our CO₂ emissions by 30% per kilogram of thread produced.

KLOPMAN: Our CO₂ roadmap, drawn up in 2019, reflects the goals of the European Union. Basically, we are attempting to design processes as to minimise loss. Almost all of the steam produced by the high temperatures is guided into a turbine, creating nearly 80% of the power requirements of our factory in Frosinone. New facilities in the dyeworks have also enabled us to precisely align measurements to actual requirements, significantly reducing consumption of water and chemicals. Eight years ago we started seriously investigating sustainable alternatives to regular cotton and polyester fibres. The amount of polyester already recycled this year equates to 8.5 million plastic bottles. We also increasingly use cellulosic fibres of botanical origin such as Tencel™ and Refibra™ which are biodegradable and very kind to skin.

GLOBAL RECYCLED STANDARD

Guarantees the complete traceability of recycled materials used in the entire production chain. It also documents that the requirements of social and environmental practices and chemical restrictions have been fulfilled.

“Our aim is to make production as efficient and sustainable as possible.”

Markus Großelohmann,
Regional Business Director
Central Europe at AMANN



AMANN
GROUP
Intelligent threads

The origin and quality of raw materials is crucial to the sustainability of textile products. What standards and certifications do AMANN and KLOPMAN rely on? Which are the most important to you?

AMANN: One key requirement of being accepted as a raw materials supplier for AMANN is DIN ISO 9001 certification. Our products are certified in accordance with STANDARD 100 by OEKO-TEX® and a large percentage even meet the stricter requirements of OEKO-TEX's Annex 6 criteria. Our sewing and embroidery thread comply with the REACH Regulation. We therefore only deal with environmentally progressive, approved suppliers. Our new sustainable product lines are also tested and certified in accordance with additional standards. The Lifecycle line is Cradle to Cradle Gold certified (C2C), and the Recycled line is certified in accordance with the Global Recycled Standard (GRS).

“Textiles are very resource intensive products. This means, however, that wearing good quality clothing over a long period of time can contribute to protecting the environment.”

Thomas Sieber,
Area Manager CEE
at KLOPMAN



KLOPMAN: Currently the most important certification for us is STeP by OEKO-TEX® with its six modules – not just because it is the most extensive, but also because it is recognised as a precertification for the government label “The Green Button”. We have achieved the highest level of STeP by OEKO-TEX®, Level 3 for the “ideal implementation in the sense of Best Practice examples”. The fundamentals for STeP by OEKO-TEX® we have achieved include ISO certifications 9001, 14001 and 18001, compliance with the REACH Regulation and cooperating with partners in the area of sustainable cotton. The largest partner is Fairtrade. We also cooperate with BCI (Better Cotton Initiative) in Scandinavia.

The technical requirements for the quality, functionality and durability of textiles have increased considerably over the last few years. How do you reconcile greater performance with the commitment to a sustainable future?

AMANN: Greater performance and a sustainable company outlook are not necessarily conflicting goals. AMANN always considers both aspects when selecting raw materials for yarn. For example, our Recycled line, which is made of 100% recycled materials, meets the same high quality as our standard products. Our Cradle to Cradle certified product line Lifecycle, which was specially developed for the recycling economy, combines performance with sustainability.

KLOPMAN: Ten years ago, recycled polyester was still an irregular shade of grey and unpleasant on the skin. In the meantime, fabrics of conventional and sustainable composition are now virtually the same in terms of quality. This is largely attributable to the increased value of waste and the resulting improvements in waste management. Today white and light blue bottles are separated which allows us as a fabric manufacturer to produce homogeneous products.

STEP BY OEKO-TEX®

An independent certification system for brands, retailers and manufacturers from the textile and leather industry who want to communicate their environmental measures externally in a credible and transparent way.

CRADLE TO CRADLE

This certification assesses five criteria: material, health, product circularity, clean air & climate protection, water & soil stewardship and social fairness. It is awarded at different levels, ranging from basic, bronze, silver and gold up to the highest level, platinum.



The quantity of recycled polyester in 2021 equates to **8.5 MILLION** plastic bottles.

In the last few years we have invested a great deal of time analysing our supply chain and defining our requirements in a Code of Conduct. Suppliers are regularly monitored by visits from our employees. How do you ensure that your suppliers adhere to working conditions and quality standards?

AMANN: At AMANN, our Code of Conduct also requires us to comply with the highest ethical standards, such as conducting business in an ethical manner, working conditions, and health & safety and the prohibition of compulsory labour and child labour. We have drawn up a Supplier Code of Conduct and rolled this out to our suppliers in order to guarantee our understanding of ethical business practices throughout the entire supply chain. As part of our supplier management we visit suppliers regularly and carry out process, system and compliance audits.

KLOPMAN: Suppliers must acknowledge the strict requirements of our Code of Conduct. We carry out scheduled and ad-hoc audits to monitor suppliers. In addition, we have built a database system which contains all available information about suppliers and the supply chain, for example the results of audits carried out by others and types of complaints. This helps us to fully comply with the German Supply Chain Act (Lieferkettengesetz) and assists us in avoiding surprises.

What are the next steps towards increased sustainability for your company?

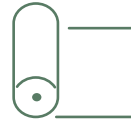
AMANN: We have invested EUR 2.2 million in our production facilities to meet our ambitious resource conservation sustainability goals. Further investments totalling EUR 4 million will be made by 2024 to expand the wastewater treatment plants with different membrane filtration systems, implement energy saving measures and reduce water consumption in the dyeworks. In addition to production we have also focussed on our yarn carriers and packaging materials. We wanted to increase the recyclable percentage and/or switch to another sustainable raw material while minimising the amount of outer packaging used.

KLOPMAN: In addition to the sustainability optimising measures already discussed, in the future we are committed to shortening material loops in order to produce clothing directly from clothing. Using a type of shredding technology it is possible to generate open fibres from textile fabric and then to create fabric again by blending with original fibres. The first plant for this is currently being developed at our company in France. From 2024-25 we will be able to process 40 to 50 million items of clothing at full capacity.

What do you think will be the greatest challenges in the future when implementing sustainability strategies in the textile and clothing industry?

AMANN: The textile and clothing industry as a whole must become more sustainable. But more investment is required to design production processes to use resources more efficiently and to develop products that are more environmentally friendly. We hope that end consumers will realise that sustainably produced textiles will have to be subject to a small surcharge.

KLOPMAN: The first step towards sustainability is making consumers aware that textiles are very resource intensive products and that everyone can make a contribution to protecting the environment by wearing good quality clothing over a long period of time. A key responsibility of the textile and clothing industry is to achieve the flexibility to quickly offer customers premium, tailor-made products. This requires, however, relocating supply chains much closer to the point of use. In the current circumstances that would involve higher costs. However, in any case the looming CO₂ tax will result in an entirely new cost structure in the textile industry.



KLOPMAN INTERNATIONAL

In 1967 KLOPMAN introduced the concept of using fabric made from 65% polyester and 35% cotton for occupational clothing in Europe. The company has gone on to become Europe's leading supplier of specialist textiles for the protective clothing, corporate wear and occupational clothing markets from its headquarters in Frosinone, Italy.



Investments of around
€6.2 MILLION

have been made to achieve sustainability goals at AMMAN



DESIGN MADE IN GERMANY.

MODERN AND INDIVIDUAL WITH MAXIMUM PERFORMANCE

In our product development and design department more than ten full-time specialists work meticulously on new ideas for even more comfort, better protection, inspiring functionality and appealing design. We are unique in the workwear sector in that our sewing machines hum away every day. At our location in Plüderhausen, 30 kilometres from Stuttgart, 40 highly qualified seamstresses ensure our high quality standards are met and allow us to react in a rapid and flexible manner. Our internal production department can both sew samples and fight fires at the same time, as we can react on the spur of the moment if goods are required urgently. Improvements can also be carried out on-site, avoiding goods being resent to production facilities abroad. Our valued seamstresses also carry out finishing work and repair small defects.

SUPPORT, ADVANCEMENT, APPRECIATION

In addition to the development and production departments, our Plüderhausen location also houses our cutting room, plus the logistics and administration departments – i.e. all areas outside of core manufacturing. We rely on qualified employees who have remained loyal to us over the years and are excited by their work anew everyday. In addition, we place great value on training junior employees and offer more places on our training scheme and degree programme every year. The support, advancement and appreciation of all our 247 employees is very important to us, which in part is expressed in our Corporate Benefits.

KÜBLER stands for Design Made in Germany, as our products are exclusively designed and developed in Germany. Products designed in the production development and design departments can be turned into an initial prototype directly on-site by our internal production department.



ECONOMICAL USE OF RAW MATERIALS

Intelligent cutting software minimises waste allowing even the smallest remnants of material to be used. Offcuts and cutting waste are further utilised.

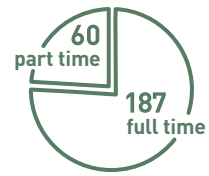


CORPORATE BENEFITS

- Occupational pension scheme
- Employee save-as-you-earn scheme
- Family friendly working time models
- KÜBLER PEP development and advancement programme
- Small surprises every Wednesday
- Employee discounts in the KÜBLER WORKWEAR SHOP
- Birthday and work anniversary gifts
- Regular Corporate Health Days and health campaigns
- Travel allowance
- Discounts and offers from regional and national partners (including Ticketsprinter, Qualitrain)
- Flexitime model and mobile working



2021 SOCIAL INDICATORS



247
employees



13
nationalities in
the team



66%
women



14
trainees

9
disabled
employees

1
workplace or
work-related
travel accident

KÜBLER SUPPLY CHAIN.

THE ENTIRE SUPPLY CHAIN AT A GLANCE

We are a member of [amfori](https://www.amfori.org), the leading global business association for open and sustainable trade to improve the social conditions of our supply chain. As part of this membership we pledge to ensure humane working conditions in our production facilities. In addition, all our suppliers must follow amfori's Code of Conduct, BSCI (Business Social Compliance Initiative). Our production operations are regularly audited.

Further information is available at www.amfori.org



OUR PRODUCTION LOCATIONS

KÜBLER uses thousands of expert staff at 21 production sites worldwide. This allows us to ensure long-term and flexible production which provides an optimal price-performance ratio for our customers.

- | | | |
|---------------------------|-------------|---------------|
| 01 Plüderhausen, Germany | 05 Turkey | 09 Bangladesh |
| 02 Italy | 06 Armenia | 10 China |
| 03 North Macedonia | 07 Pakistan | 11 Laos |
| 04 Bosnia and Herzegovina | 08 India | 12 Vietnam |



CODE OF CONDUCT.

With this pledge we support the goal of implementing and improving human rights, employment standards, social standards and ecological standards in the commercial supply chain.

Our Code of Conduct is orientated towards internationally recognised principles for the protection of human rights and employment rights, as expressed in the United Nations Universal Declaration of Human Rights, the Core Labour Standards of the ILO, the UN Guiding Principles for Human Rights and Business, and the OECD Guidelines for Multinational Enterprises. In addition, our Code of Conduct supports relevant international agreements regarding the protection of the environment.

OUR KEY PRINCIPLES

- We understand that we are a part of the society in which we do business and our corporate actions represent our contribution to welfare, support and sustainable development.
- We follow legal business practices observing regulations on fair competition, third party intellectual property rights, and cartel and competition law.
- We respect human rights.
- We comply with the Core Labour Standards of the International Labour Organization and establish a safe and dignified working environment.
- We do not do business on the basis of forced or compulsory labour, debt bondage or bonded labour.
- We support the effective abolition of child labour.
- We outlaw any form of discrimination, exclusion or preference based on the grounds of ethnic origin, skin colour, gender, religion, political affiliation, nationality or social background.
- We are committed to reasonable working hours and the right to take rest breaks.
- We ensure that wages paid are no less than the national or collectively agreed minimum wage and/or that reasonable wages are paid in order to fulfil employees' basic needs.
- We protect the rights of employees by requiring them to be provided with comprehensible information regarding their basic working conditions including working times, wages and payment terms.
- We are obligated to put reasonable measures in place to guarantee health & safety in the workplace, taking into account national requirements.
- We treat our employees with dignity and respect.
- We comply with applicable laws, regulations and management practices to protect human life and the environment in the countries in which we do business.
- We ensure that our products comply with all statutory regulations with regard to the health and safety of consumers, and they are safe and not harmful to human health with regard to their respective intended use.
- We comply with the principles of animal protection when carrying out our corporate activities.
- We observe the Code of Conduct with regard to our own actions and encourage our business partners to likewise adopt the Code of Conduct.

DURABLE AND SAFE.

We don't want to manufacture any disposable products as we believe that durability is the best form of sustainability. Thanks to the high quality of our workwear we ensure that the wearer can enjoy our products for a long time if cared for and used correctly. The lifecycle of some of our products is 10 to 20 years.

HIGHEST STANDARDS

Our goal is to offer products which are not harmful to human health whilst simultaneously maximising performance. Skin sensitivity to the materials used plays a decisive role here. It is important that clothing does not contain any substances which are harmful to human health when worn for long periods under physical exertion. We therefore abide by various standards when using materials.

STANDARD 100 BY OEKO-TEX®

Our products have been tested for harmful substances and the vast majority are certified in accordance with STANDARD 100 BY OEKOTEX®. This standard is an independent, internationally recognised testing and certification system. The worldwide leading healthcare label for textiles is a byword for "Confidence in Textiles" like no other. OEKO-TEX® certified products are tested for harmful substances by independent testing facilities. This testing is governed by a fixed set of limits which in some cases exceed the statutory requirements.

REACH COMPLIANCE

We regularly confirm that our suppliers are complying with the REACH Regulation. All chemical substances used are registered under and authorised by the EU Chemicals Regulation and fulfil all its requirements.

FULLY PROTECTED

You shouldn't just rely on your guardian angel in hazardous situations, you need certified protective clothing. We also have particular expertise in this area of personal protective equipment (PPE), alongside workwear and corporate wear.

We are aware of the great responsibility we bear as a manufacturer of PPE:

- We use premium, certified materials from renowned European manufacturers.
- Regular, external testing and our own internal quality assurance ensure the functionality and reliable protection of our products, even when working in poor visibility, extreme temperatures and with flying sparks.
- Highly technical fabric is frequently used for personal protective equipment that protects the wearer in highly hazardous situations and environments. Lifesaving protection meets comfortable and ergonomic fit.



REACH

Registration, evaluation, authorisation and restriction of chemicals – a regulation of the European Union that aims to improve the protection of human health and the environment from the risks that can arise from chemicals. It also aims to enhance the competitiveness of the EU chemicals industry.



RENTAL OCCUPATION CLOTHING SCORES POINTS FOR SUSTAINABILITY



Thanks to our KÜBLER CLEAN@WORK sales division our clothing can also be rented from major textile rental companies. Rental clothing is carefully and hygienically cleaned by modern machines and environmentally friendly detergent without impacting their protective function. Workwear that is professionally cleaned and maintained remains in use significantly longer, saves costs and makes a substantial contribution to waste prevention.

REPAIR OVER DISPOSAL



Circular instead of cradle to grave. We do not throw damaged clothing away, instead it is repaired as required. We also offer our repair service to all our customers.

You don't become sustainable overnight; sustainability is a process, a journey. Every day we take steps in the direction of sustainability, some small, some larger. We place tremendous importance on sustainable actions and decision making taking social, economic and ecological interests into consideration.

We support the "Zauberfaden" project with our know-how and have them produce work aprons.

RESOURCE CONSERVATION.



OUR LOCATION IN PLÜDERHAUSEN

We expect high standards from our partners in matters of sustainability – in return we want to set a good example and therefore strive towards sustainable improvements in various areas. We have already achieved the following at our location in Plüderhausen:

- We have reduced our paper consumption and avoided business travel thanks to increasing digitalisation.
- We redesigned, refitted, and refurbished our high-bay warehouse and offices instead of building new premises.
- We use ceramic coffee mugs rather than disposable ones.
- We've prepared our fleet for the future with new motors and electric vehicles
- We use 65% green electricity. Emissions resulting from the use of heating oil are offset by certificates purchased from climate protection projects, making our heating oil carbon neutral.
- We have exchanged our light sources for ones that use less energy.

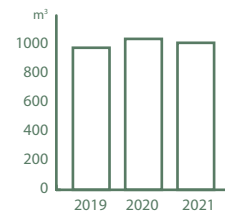
REGIONAL COMMITMENT

We support regional projects, organisations and events:

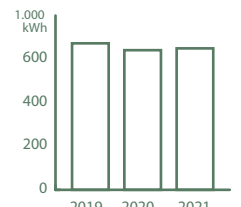
- The school fruit programme delivers one box of fruit and vegetables to nurseries and schools once a week.
- We have been the primary sponsor of the Schorndorf city run for many years.
- We made a small contribution towards improving our carbon footprint by planting trees at the Plüderhausen train station as part of the Remstal garden show.
- We donate fabric and machines to the "Zauberfaden" sewing studio in Schorndorf, which helps people from conflict areas and war zones integrate into society with a regular work routine.
- We support regional associations with free workwear and donations.

RESOURCE CONSUMPTION

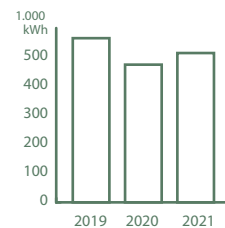
Water consumption was higher in 2020 than in 2019 as the sprinkler system was tested regularly and the water had to be replaced. The lower figures for gas and electricity consumption can no doubt be attributed to increased working from home. At the same time, the change to LED lighting reduced electricity consumption. In addition, all employees contributed to further reductions in resource consumption by consciously acting to conserve resources.



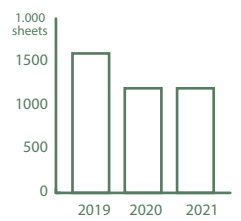
Water consumption



Electricity consumption



Gas consumption

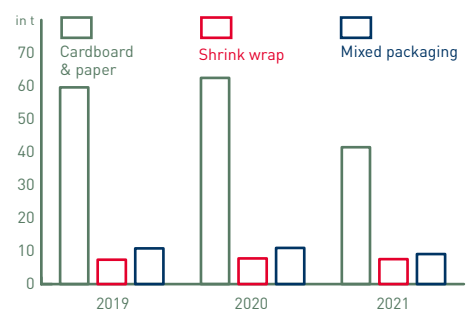


Paper consumption



WASTE MANAGEMENT SYSTEM

Our key principles are avoiding waste, utilising waste and waste disposal. These have allowed us to reduce both the raw quantity of packaging waste in the last few years but also the number of journeys that are required for disposal.





OUR SALES DIVISIONS



RETAIL SALES

Technical and specialist retailers for health & safety and occupational equipment



HOME IMPROVEMENT AND PROFESSIONAL CRAFTSPEOPLE

Specialist stores and DIY stores for craftspeople and hobbyists



KÜBLER CLEAN@WORK

Clothing suitable for rental which is circulated by rental companies



E-COMMERCE

Online shop for end consumers and traders

We primarily distribute our products through retailers but we also offer an online shop for end consumers and traders at www.kuebler.eu. In order to ensure prompt, straightforward delivery, we work with automated packing stations and high-bay warehouses.

SUSTAINABLE PACKAGING AND SHIPPING.

PACKAGING AND PRINTED MATERIALS

We use the minimum amount of outer packaging for our products to conserve resources and avoid waste. Unfortunately we still use outer packaging when it is essential for protecting the product. This includes, for example, our high visibility clothing and white clothing.

Together with our partners and suppliers we are currently developing a concept to switch from using regular polybags as outer packaging to a recyclable and sustainable alternative.

We use 100% recyclable cardboard packaging for items sent by post. In addition, we have phased out our previous PVC packaging tape and now almost exclusively use paper packaging tape which is also fully recyclable. This protects the environment and gives every package a distinctive KÜBLER look.

In order to offset the CO₂ emissions generated when producing our printed materials we are working together with ClimatePartner, the leading provider of climate protection management on various international climate protection projects.



LOGISTICS AND SHIPPING

When choosing our logistics partner we make sure that parcels and letters are sent carbon neutral:

In the area of enterprise resource planning we have joined the GOGREEN climate protection project of Deutsche Post DHL which aims to consistently increase CO₂ efficiency in transportation.

Our logistics partner DPD has already been sending packages carbon neutral since 2012.

RETURNS AND COMPLAINTS

Products ordered may of course be sent back to us. Returns aren't simply thrown away – we carefully refurbish the returned items so they can be reused. This conserves valuable resources and reduces waste.

In 2019 our complaints rate was 0.21% of 1,423,679 shipped items. 140,163 packages left our warehouse. In 2020 we were able to increase our outgoing goods by 6.4% to 1,514,907 shipped items and 168,270 packages were sent – however the complaints rate also increased to 0.77%.

MOVING SUSTAINABLY FORWARDS: OUR GOALS.



ENVIRONMENT

- **BY THE END OF 2030: CARBON NEUTRAL COMPANY**

We want to continually reduce and avoid generating emissions. We have already commenced the optimisation process in our logistics and mobility departments. We will develop a climate protection programme for non-avoidable emissions, for example offsetting projects.

- **BY THE END OF 2024: SOLAR PV SYSTEM INSTALLED**

We will use our roof areas to generate solar energy to cover the greatest possible share of our energy requirements.

- **BY THE END OF 2022: STRAPPING AND PACKAGING TAPE MADE FROM RECYCLED MATERIALS**

We send out well packaged parcels and packets every day. Cardboard packaging made from 100% recycled materials has already been used for some time. In the meantime we have also switched our necessary packaging tape to environmentally friendly solutions made from recycled materials. We also want to examine recyclable alternative solutions to strapping by the end of the year.

- **ADDITIONAL CO₂ REDUCTIONS FROM WASTE MANAGEMENT**

One part of this is reducing packaging items in polybags. Alternative solutions are currently being considered with our suppliers and clients. Migration to an almost paperless workflow offers additional potential savings.

- **CONTINUALLY IMPROVING PROCUREMENT**

The entire value and supply chain must be considered from an environmental perspective so resources can be conserved to the maximum extent possible. We endeavour to choose the most sustainable transport routes, to consolidate deliveries and to select our suppliers in accordance with relevant criteria.



PRODUCTS

- **DEVELOP AND MAINTAIN MUTUAL COOPERATION**

We focus on secure, long-term partnerships and fair, trustworthy collaboration based on a common direction and adherence with our key principles. Quality over quantity also applies here. We are committed to supporting research and development.

- **AVOID QUESTIONABLE SUBSTANCES**

We ensure the quality of our materials through comprehensive supplier evaluations which assess compliance with certain parameters, certifications and the REACH Regulation (see page 24). We never compromise on health even with highly functional protective clothing.

- **PROMOTING AND UTILISING RECYCLING IN ALL PHASES OF THE PRODUCT LIFECYCLE**

Even now we endeavour to utilise the fabric that we work with more efficiently, for example through optimised cutting. We utilise leftover material and also attempt to funnel surplus products into various distribution channels and social projects. We aim to increase the amount of recycled fabric used and identify alternative means of disposal. Our suppliers are also working on upcycling projects. These will provide more options in the future to close the loop together.

We want to become more sustainable!
Therefore we have set ourselves specific goals
which initiate major changes to our processes.



CORPORATE GOVERNANCE

▪ MANAGING GROWTH

We want to continue to build on our leading role in the market for design and innovation and drive regional and international growth with new product developments. At the same time, we are also concerned about the sustainable development of the sector. Our employees and customers are the key to achieving sustainable and value-orientated growth.

▪ EXPANDING DIGITALISATION

We will utilise the potential of digitalisation in all areas to encourage sustainable development.

▪ ACHIEVING THE GREEN BUTTON

We are working on fulfilling the requirements of this label so in the future our products can be identified as socially and ecologically sustainably manufactured clothing.



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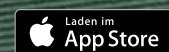
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KÜBLER workwear app:



Valid from 01/05/2022



Climate-neutral printing on Blue Angel certified 100% recycled paper with environmentally friendly vegetable oil based inks.

