WEITBLICK

SUSTAINABILITY REPORT IN ACCORDANCE WITH VSME

OUR RESPONSIBILITY 2025



STRONG TOGETHER:

TRANSFORMATION, RESPONSIBILITY AND FORESIGHT

FOREWORD

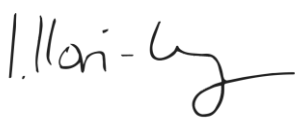
The 2025 Sustainability Report marks a significant turning point for WEITBLICK – for our company, for our responsibilities along the value chain, and also for me personally. For the first time, we are reporting in accordance with the VSME standard, and we are doing so during a phase of intensive transformation, which we are shaping consciously, courageously and with a clear vision.

By taking on additional areas of responsibility as part of the planned company succession, in 2025 I have further expanded a role that has been with me for many years: the continued development of WEITBLICK into a company that inextricably links economic strength, social responsibility and environmental impact. This expanded responsibility enables me to play an even more comprehensive role in shaping the company's strategic and operational development and to drive forward key future initiatives in a targeted manner. Together with Felix Blumenauer as Managing Director, we form a modern dual leadership team that shares responsibility, combines perspectives and strengthens the organisation. This structure enables us to make clear decisions, empower our teams in a targeted manner and drive forward the transformation of our company with transparency, reliability and consistency.

A key focus since last year has been the further development of our global supply chains, particularly in Asia. We are expanding our structures to position ourselves as a future-proof company and to make our supplier base more resilient. At the same time, we are ensuring the social and environmental standards that WEITBLICK stands for.

Taking over the business in its fourth generation is not just a professional step for me, but a deeply personal one. It stands for trust, responsibility and a willingness to actively shape change. I am convinced that sustainability is not a static state, but a process. And this process can only succeed if we are prepared to continue developing – as a company, as a team and as part of a global community.

With this report, we set out where we stand, what we have achieved and what challenges lie ahead. Above all, however, we show how we intend to shape the future: responsibly, transparently and with genuine WEITBLICK.



Isabelle Ilori-King | Partner & Managing Director, WEITBLICK

CONTENTS

GENERAL

Basis for preparation (B1)

About us (C1 & C9)

- Company profile and history
- Our Values and Sustainability

Transition to a more sustainable economy (B2 & C2)

- Policies, guidelines and future initiatives
- Our Products
- Our supply chains
- Certifications and Labels
- Risk analysis

ENVIRONMENT

Energy and greenhouse gas emissions (B3)

GHG reduction targets and transition for climate protection (C3)

Climate-related risks (C4)

Resource use, circular economy and waste management (B7)

SOCIAL

WEITBLICK Workforce

- Our employees (B8 & C5)
- Health and safety (B9)
- Internal complaints management and incidents (C6 & C7)
- Remuneration, collective bargaining and training (B10)

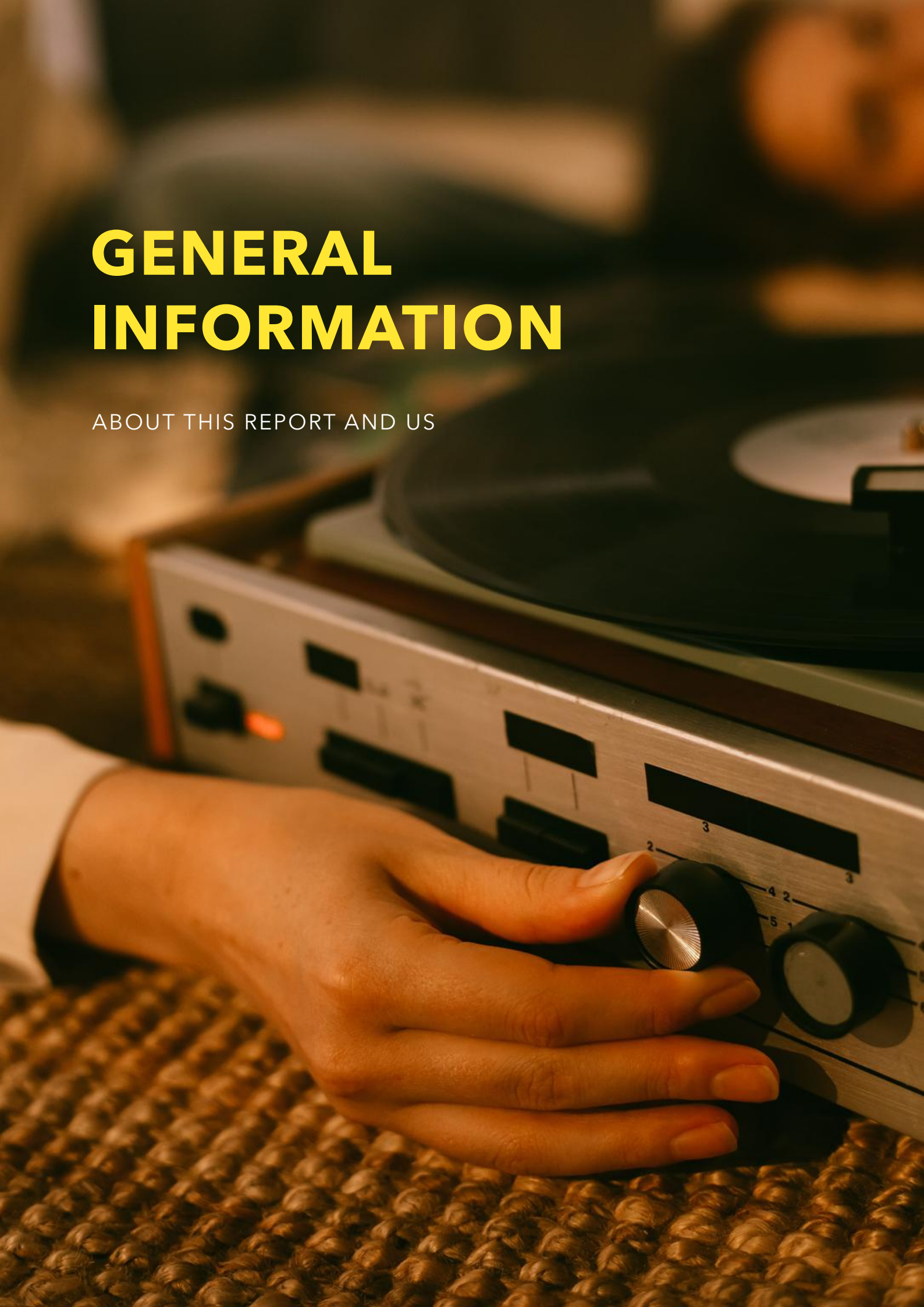
Workforce in the supply chain

- Our garment manufacturing partners, living wages and back-up complaints mechanism
- Fabric suppliers
- Customers

GOVERNANCE

- Sustainability organisation and responsibilities
- Networks and memberships
- Corruption and bribery (B11)
- Learnings

LEGAL NOTICE



GENERAL INFORMATION

ABOUT THIS REPORT AND US

BASIS FOR PREPARATION (B1)

WEITBLICK GmbH & Co. KG prepares the VSME Sustainability Report on an individual basis and reports in accordance with the requirements of both the Basic Module and the Additional Module of the VSME Standard.

The company is organised as a limited liability company and is classified under NACE classification under Section C) Manufacture of clothing. Its main economic activities comprise:

- Manufacture of clothing (NACE 14), – manufacture of workwear and occupational clothing (NACE 14.23)
- Wholesale trade in workwear and uniforms (NACE 464212)

In the reporting year, the balance sheet total amounted to EUR 28.53 million and turnover to EUR 40.9 million.

At the end of the reporting period, the company employed 149 staff. The number of employees is reported as the number of staff on the balance sheet date at the end of the reporting period.

WEITBLICK develops, manufactures and distributes high-quality workwear and professional clothing, whilst pursuing the aim of combining economic success with social and environmental responsibility.

OUR LOCATIONS

The country in which the company's main business activities and sites are located is Germany.

Location	Street & Number	Postcode	City	Country	GPS coordinates
WEITBLICK GmbH & Co. KG Head office	Reinhard-Heraeus-Ring 5	63801	Kleinostheim	Germany	50.024680, 9.038710
WEITBLICK GmbH & Co. KG Finished Goods Warehouse	Siemensstraße 45	63755	Alzenau	Germany	50.0854, 9.0588

COMPANY PROFILE (C1)

WEITBLICK GmbH & Co. KG has been developing and distributing high-quality workwear since 1931, combining functionality, quality and respect. As a fourth-generation family-run business, WEITBLICK aims to create forward looking clothing concepts that place people and community at the centre.

WEITBLICK offers sector-specific workwear solutions for the catering and hospitality sectors, the skilled trades, industry, healthcare and nursing, retail, and the food industry (HACCP). The portfolio is complemented by bespoke corporate fashion collections, modular clothing systems and comprehensive consultancy services.

WEITBLICK operates primarily in the B2B market and supplies companies in Germany, Austria, Switzerland and other European countries. Textile service providers, authorised specialist retail and wholesale partners, and direct B2B customers are among its most important client groups.

Long-term, partnership-based relationships throughout the entire value chain form the basis of the business model. Many production partners have been working with WEITBLICK for several decades. The supplier network comprises garment manufacturers, finishing partners and suppliers who adhere to the company's own Code of Conduct and are assessed against defined sustainability and quality criteria.

With its Strategy 2030, WEITBLICK has firmly embedded sustainability in the company's development. Going beyond legal requirements, the company pursues ambitious goals in the areas of the environment, social responsibility and responsible corporate governance. Key performance indicator-based management and a Balanced Scorecard provide transparency regarding progress, measures and the achievement of targets, and support the company's strategic direction.



ENTHUSIASM FROM THE VERY BEGINNING (C1&C9)

Every generation of our family has demonstrated that passion makes all the difference. For it is from this passion that we draw the courage for new ideas and the drive to give our very best.







1931

Company founded in Frankfurt

from 1946

- 1961-1967: New production facilities in the Spessart region

from 1983/1987

- 1991: Relocation to Kleinostheim
- ab 1991: Expansion of the production across Europe
- 2000: Construction of the high-bay warehouse
- 2011: Expansion of the Kleinostheim site



from 2016

- 2016: New umbrella brand WEITBLICK®
- 2017: Completion of the logistics centre in Alzenau
- 2019: Opening of the open-plan office space
- 2021: Change of name to WEITBLICK® GmbH & Co. KG
- from 2025: Expansion of production sites
- 2025: The proportion of women on the management board is 50 per cent; at director level, 33 per cent (C9)

WEITBLICK

OUR VALUES

We act with heart and mind.

We treat one another with respect and appreciation. Openness, honesty and mutual support characterise our working relationships. We foster a strong sense of togetherness, contribute ideas and act with passion. We believe in the power of partnership and treat one another as equals – whether with customers, staff or suppliers. Together, we grow and create solutions that offer genuine added value for everyone.

We are reliable and determined.

Reliability forms the foundation of strong relationships. We are there when it matters, we listen and we act responsibly. This builds trust that lasts. We do not let ourselves be deterred from our path, for we have a clear goal in mind. We create a sense of security, for we work conscientiously and act with integrity. We follow our path with enthusiasm and joy.

We take a forward-looking approach and act responsibly.

We think in terms of generations, not quarters. Reliable relationships, a consistent focus on the future and an innovative approach form the basis of our work. With a transparent supply chain, carefully selected materials and decisions that are environmentally, economically and socially sound, we aim to make a positive contribution and fulfil our responsibility as a company.

We value quality and durability.

Quality leads to excellence. To this end, we set standards in materials, manufacturing, attention to detail and problem-solving – for results that will still stand the test of time tomorrow.

We question our approach and our decisions.

In doing so, we strive for clarity and transparency. We are courageous, ask questions and learn from feedback. We address issues directly and respectfully so that we can improve together.



PROCEDURES, GUIDELINES AND FUTURE INITIATIVES B2 & C2

We have introduced procedures, guidelines or future initiatives for the transition to a more sustainable economy in relation to the following sustainability topics:

- Circular economy
- Our own workforce
- Workers in the value chain
- Affected communities
- Consumers and end users
- Corporate governance

Code of Conduct

The Code of Conduct of WEITBLICK GmbH & Co. KG sets out the binding standards for ethical and responsible conduct within the company and throughout the entire supply chain. It is based, amongst other things, on the OECD Guidelines, the International Bill of Human Rights and the ILO Core Labour Standards, and covers topics such as compliance with the law, the prohibition of child labour and forced labour, safe working conditions, fair labour practices, and environmental and integrity standards.

Policy Statement Human Rights & the Environment

Through its Policy Statement, WEITBLICK commits to respecting human rights and protecting the environment in its own business operations as well as throughout the upstream and downstream supply chain. The statement outlines the company's holistic approach to sustainability and is based on the three pillars of sustainability: social, environmental and economic. It serves as a guideline for responsible conduct and the ongoing implementation of human rights and environmental due diligence obligations

Responsibilities: Responsibility for reviewing and further developing the Code of Conduct and the Policy Statement lies with the Corporate Responsibility & Impact Management team. The documents are reviewed at least once a year, taking into account internal findings, stakeholder feedback and external developments and requirements, and are updated as necessary. They are approved and signed by the Executive Board, which thereby confirms the binding nature and implementation of the principles set out therein.

All documents are available in German and English at https://www.weitblick-workwear.de/verantwortung/

OUR PRODUCTS

In WEITBLICK's product development, great emphasis is placed on the quality of the items. Due to the intensive use of products in the industrial workwear rental sector, fabrics and components must offer exceptional durability and resistance to wear and tear, as well as high colour fastness and dimensional stability.

Furthermore, the OEKO-TEX® STANDARD 100 is a minimum requirement in product development, enabling us to offer our customers textiles tested for harmful substances and thus ensure consumer safety. Almost all materials used are certified. Alternatively, they comply with the current REACH + POP Regulation. Our in-house laboratory at the Kleinostheim site conducts further, very thorough checks on the quality and functionality of the fabrics and sample items before they go into mass production.

When further developing our products, we place particular emphasis on ensuring they can be combined with other products from our portfolio. Appearance, fit and functionality are adapted to meet specific needs, thereby reducing both stock and surplus inventory. High-quality materials, carefully selected, ensure long-lasting products.

We are constantly refining our materials strategy: in 2021, we launched recycled polyester, followed in 2023 by our first collection featuring TENCEL. In the hospitality, healthcare and food retail sectors, we aim to achieve a share of over 70 per cent sustainable materials and production processes by 2028 – independently verified by recognised certification schemes. We are also increasing the use of certified materials in the trades and PPE sectors, as far as is technically and regulatory feasible.

We also continuously test new, innovative materials – taking into account product safety, functionality and suitability for industrial laundering.



OUR SUPPLY CHAINS

Our supply chains are based on various procurement models, which are selected depending on the product and customer requirements. Whilst in the past we worked exclusively with the passive contract finishing (PLV) model, we have now specifically expanded our procurement portfolio. To make our supply chains more resilient, flexible and diverse, we now also implement the full-purchase model. In addition, we source selected retail goods to expand our product range and meet individual customer requirements.

Passive Contract Manufacturing

Under the Passive Contract Manufacturing (PLV) model, WEITBLICK independently procures all the materials and ingredients required for product manufacture. A contracted manufacturing facility then carries out the production. It receives all materials directly from WEITBLICK.

Full-purchase

Under the 'full-purchase', we commission a partner (e.g. a manufacturer or agency) to produce our own products. In this case, the partner takes responsibility for sourcing the materials, based on our pre-selected materials and suppliers.

Commercial goods

To complement our product range and meet individual customer requirements, we source commercial goods. These are ready-made products that we procure from carefully selected partners

CERTIFICATIONS AND LABELS

WEITBLICK GmbH & CO. KG implements recognised certifications, seals and ratings to transparently verify compliance with social, environmental and quality standards and to support the continuous improvement of its own sustainability performance.

You can find out which of our items carry seals and labels in our comprehensive catalogue:

https://www.weitblick-workwear.de/kataloge/

Certificate/ Label	Description	Evidence
OEKO TEX® STANDARD 100 15.0.76522 Hohenstein www.oeko-tex.com	**OEKO-TEX® STANDARD 100** We set the standard for textile safety, from the yarn right through to the finished product. Every item bearing the OEKO-TEX® STANDARD 100 label has passed laboratory tests for the presence of harmful substances.	Certified by Hohenstein Laboratories GmbH & Co. KG Certificate numbers: • **15.0.76522** • **21.0.74819** • **21.0.67186**
OEKO TEX® MADE IN GREEN CYBUZPYWPR Hohenstein www.oeko-tex.com	**OEKO-TEX® MADE IN GREEN** Textiles bearing the OEKO-TEX® MADE IN GREEN label are produced more sustainably in socially responsible facilities. The production facilities involved in manufacturing – at both the garment assembly and wet processing stages – are OEKO-TEX® STeP certified for this purpose. When making a purchase, our customers can be confident that these products are traceable and have been tested for harmful substances.	WEITBLICK GmbH & CO. KG OEKO-TEX® MADE IN GREEN Promotional label • **CYBUZPYWPR**

Certificate/ Label	Description	Evidence
GRÜNER KNOPF SOZIAL. ÖKOLOGISCH. STAATLICH. UNABHÄNGIG ZERTIFIZIERT.	**Green Button** We are independently certified in accordance with the criteria of the state-awarded Green Button 2.0 label. Products bearing the Green Button logo have been manufactured in compliance with defined social and environmental requirements during the assembly and wet processing stages. Furthermore, WEITBLICK meets the requirements of the corporate criteria relating to human rights and corporate due diligence processes.	Certified by Hohenstein Laboratories GmbH & Co. KG, Certificate: **21.0.80922.**
AID BY TRADE FOUNDATION	**WEITBLICK supports the Aid by Trade Foundation (AbTF) through mass balance** Since 2017, WEITBLICK has been supporting the Aid by The Trade Foundation through the use of cotton sourced on the basis of a mass balance in accordance with Chain of Custody guidelines. The non-profit organisation AbTF campaigns for better conditions in cotton-growing regions, thereby enabling farmers to secure a stable livelihood. The aim of the independently operating AbTF is to harness market forces and, through trade, empower people to help themselves. In this way, it improves living conditions for people in raw material-producing countries, promotes both environmental protection and animal welfare, and safeguards the livelihoods of future generations. Through its certified raw materials – Cotton made in Africa® (CmiA), Cotton made in Africa Organic (CmiA Organic), Regenerative Cotton Standard® (RCS) and The Good Cashmere Standard® (GCS), the foundation puts its objectives into practice. Since 2024, WEITBLICK has been using 75 tonnes of cotton annually, sourced indirectly through the mass balance system.	Licence agreement with the Aid by Trade Foundation / ATAKORA Fördergesellschaft GmbH
ecovadis	**EcoVadis** Since 2025, WEITBLICK has been undergoing independent assessment by EcoVadis. The assessment covers 21 sustainability criteria across four areas: environment; labour and human rights; ethics; and sustainable procurement.	EcoVadis Scorecard

RISK ANALYSIS

For WEITBLICK, responsible business practice involves continuously assessing the risks that may arise from our own business activities and all associated processes, which could have an adverse impact on people and the environment. For us, taking responsibility also means implementing appropriate countermeasures in the event of negative impacts and preventing potential adverse events. Our risk analysis draws on, amongst other sources, the 'OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector' and the document 'Identifying Social and Environmental Risks', produced by the former Alliance for Sustainable Textiles. To classify countries and country-specific risks, we have drawn on the retraced risk analyses, the amfori BSCI Countries' Risk Classification and the MVO Riskchecker

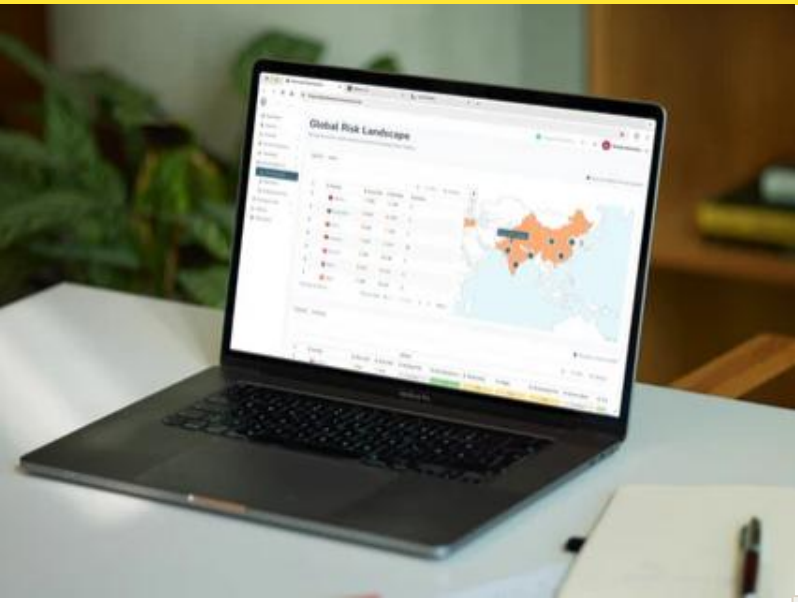
The following generalised risks apply within a textile supply chain:

- Child labour
- Forced labour and modern slavery
- Low wages
- Discrimination, particularly against vulnerable stakeholder groups
- Physical and psychological exploitation
- Waste
- Freedom of association and collective bargaining
- Inadequate health and safety/accident prevention measures
- CO_2 emissions
- Use of hazardous chemicals
- Air, soil and water pollution
- Corruption
- Dependence on large corporations when using genetically modified seeds
- Consumption of natural resources
- Corporate governance and ethical conduct
- Inequality in the workplace
- Land rights and uncertain ownership structures

You can find more details on our risk analysis in our full version:

FROM PRACTICE PARTNERSHIP WITH RETRACED

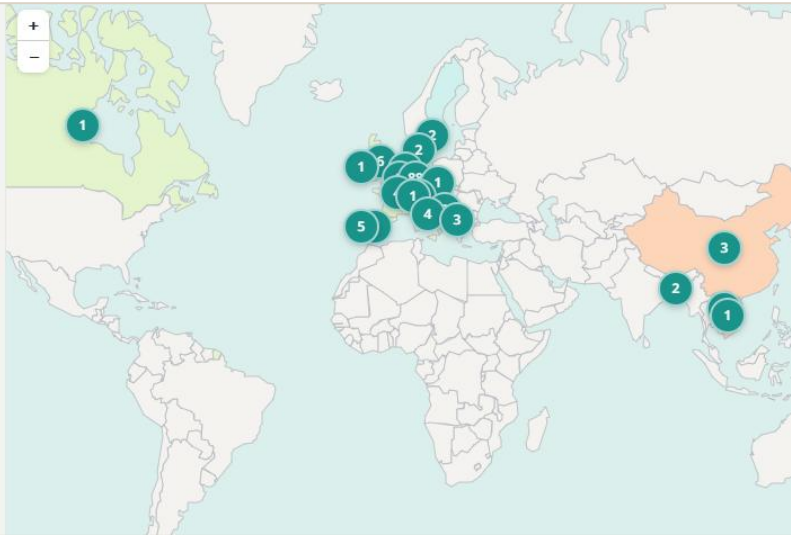
To increase transparency in our supply chain and practise active risk management, we have been working with the Retraced platform since 2022. Our supplier network on the platform now comprises over 150 partners, including garment manufacturers, fabric suppliers and component suppliers.



retraced

The platform enables efficient sustainability and data management and creates transparency. It allows for supply chain traceability, provides a robust risk assessment, enables dynamic certificate management with automated reminders, and offers many other features.

Since 2023, we have been sending out our annual surveys via retraced. The platform is constantly evolving, and we are actively involved in providing feedback on further features and the way the platform operates, and in helping to implement these changes.




ENVIRONMENT

ENERGY AND GREENHOUSE GAS EMISSIONS (B3)

Since 2022, we have been tracking our CO_2 emissions to identify opportunities for reduction and to further develop our climate and environmental strategy on a data-driven basis. Due to a change in our reporting partner and a significantly expanded methodology, we are publishing the results for the year 2024 in this report.

Energy consumption: Our sites in Alzenau and Kleinostheim use their own photovoltaic systems to generate electricity. The additional electricity required comes 100 per cent from renewable energy sources. Total energy consumption amounts to 383,991 kWh, whilst self-generated electricity amounts to 173,770 kWh.

Greenhouse gas emissions: In collaboration with ClimatePartner, we have prepared a corporate carbon footprint for 2024 in accordance with the Greenhouse Gas Protocol and calculated greenhouse gas emissions in tonnes of CO_2 equivalent (tCO_2e).

Scope	Emissions (tCO2e)	Proportion of total emissions(%)
Scope 1 – Direct emissions Fully accounted for	61,69 tCO2e	0,24 %
Scope 2 – Indirect emissions Fully accounted for	4,56 tCO2e	0,02 %
Scope 3 – Upstream and downstream emissions Excluded categories: 2, 8, 10, 11, 13, 14 and 15	25.283,80 tCO2e	99,74 %
Total result	**25.350,05 tCO2e**	**100 %**

GHG REDUCTION TARGETS AND TRANSITION FOR CLIMATE PROTECTION (C3)

Climate Protection Transition Plan: As a textile manufacturer, WEITBLICK operates in a climate-intensive sector. To this end, we are currently working on a general environmental strategy that will include measures to reduce greenhouse gas emissions. Qualitative and quantitative targets are to be approved by the management by the end of 2026 and subsequently published.

CLIMATE-RELATED RISKS (C4)

Our climate-related risks relate in particular to physical and environmental risks along the textile value chain. These include emissions, high water and energy consumption, air, soil and water pollution, risks arising from the use of hazardous chemicals, and location-specific climate risks in upstream production stages and in relation to raw materials. Of particular relevance are the stages involving wet processes, raw material extraction, and yarn and fabric production, as these involve heightened environmental and health risks and, in some cases, a lack of transparency.

Overall, we assess the exposure of our own assets and direct operations as moderate. This is because we operate with few product cycles, long-term planning, stable supplier relationships and close cooperation with our production partners. In the direct garment manufacturing stages, we also enjoy good transparency through regular on-site visits, certifications and, in some cases, our own staff on site.

However, vulnerability is significantly higher in the upstream stages of the value chain. This applies in particular to the origin of raw materials and the process steps of spinning, weaving, dyeing and finishing. These stages involve greater country-specific risks, high consumption of water, energy and chemicals, and, in some cases, gaps in transparency. Supply chains originating in countries or regions with heightened risk or unclear provenance are particularly critical. Overall, our direct exposure is lower than in the upstream sections of the supply chain. We see our greatest exposure in the resource-intensive upstream stages, which have a significant impact on the climate and limited transparency.



Short-, medium- and long-term time horizons can be defined for the identified climate-related hazards and transitional events:

- **short term (1–3 years):** in particular, risks relating to extreme weather events and political instability, risks associated with new partners and locations; regulatory changes, new certification and transparency requirements, risks associated with new partners and locations, and identified areas requiring action arising from audits
- **medium term (3–5 years):** a gradual increase in supply chain transparency; a shift towards more sustainable raw materials; and the wider integration of climate and environmental requirements into procurement and supplier management;
- **Long term (5–10+ years):** the impact of climate change on the availability of raw materials, water resources, production conditions, emissions and the resilience of international supply chains

Initial measures have already been taken to help mitigate climate-related risks and transition risks. These include, in particular, enhancing supply chain transparency to enable the analysis of more location-specific risks, regular risk analyses, on-site visits and audits, the prioritisation of certified facilities, requirements for chemicals management and environmental standards, as well as the continued sourcing of certified raw materials.

The potential negative impacts of climate-related risks affect WEITBLICK particularly in the upstream stages of the textile value chain. Key risks include extreme heat, drought, water scarcity, heavy rainfall, flooding, storms and other severe environmental events. These can disrupt the availability of raw materials, production processes, transport routes and delivery times. At the same time, people within the supply chain are also affected by health risks, particularly due to extreme heat and unsafe working conditions resulting from climate-related events. This can lead to cost increases, supply bottlenecks, quality issues and reputational risks. Overall, the risks are assessed as medium to high.

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT (B7)

As part of its corporate strategy, WEITBLICK implements key principles of the circular economy. These include the efficient use of resources, the promotion of recyclable materials, the extension of product lifespans and the development of take-back schemes.

Some collections already incorporate recycled polyester; high-quality materials and repair kits further help to increase the durability and usability of the products.

Waste Management

In 2025, we generated 18.4 tonnes of waste. The amount of waste sent for recycling or reuse is shown in the table below:

Type of packaging	Total waste recycled, reused and sent for disposal (mass)
Non-hazardous waste – paper and cardboard packaging	11 t
Non-hazardous waste – plastic packaging	2,1 t
Total	**13,1 t**

HANDLING OF REMAINING STOCKS AND OBSOLETE GOODS

WEITBLICK has also developed a strategy for dealing with surplus stock of materials and second hand goods. This includes the sale of surplus stock, channelling it into various types of recycling schemes, or donating it as an option. The strategy clearly sets out which options are to be considered as a priority and how responsibilities are allocated internally. It also aims to keep surplus stock and second-hand goods to a minimum through forward planning.



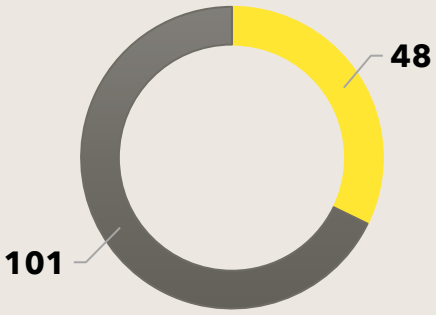
SOCIAL

WEITBLICK WORKFORCE

OUR WORKFORCE (B8 & C5)

Our employees are a key factor in the company's success. With their knowledge, experience and commitment, they make a significant contribution to the quality of our services and our long-term competitiveness. Our HR policy aims to create a supportive, safe and attractive working environment. In doing so, we promote equal opportunities, fair working conditions, the professional and personal development of our staff, and an open and respectful corporate culture. Long-term employment relationships, a healthy work-life balance, and the health and satisfaction of our staff are central components of our human resources management. The following key figures provide an overview of the structure of our workforce during the reporting period.

Number of employees



Male employees
Female employees

Type of employment



Permanent staff

Proportion of women in management (director level): **33%**

Staff turnover rate: **15%**

Average number of training hours per employee per year: **4.5**

HEALTH AND SAFETY (B9)

Company workforce – health and safety

The internal and external health and safety representatives, together with the department heads, ensure compliance with health and safety regulations within the company, as well as the annual safety briefings for employees in their respective areas of work. To this end, site inspections and risk assessments are carried out at prescribed intervals.

Reportable accidents at work: 12	Number of fatalities resulting from work-related injuries and illnesses: 0

Health Day

Twice a year, WEITBLICK actively promotes the physical health and wellbeing of its staff through its Health Day. The initiative supports the aim of creating a healthy, motivating and performance-enhancing working environment. On 7 May 2025, for example, WEITBLICK organised the event at its Kleinostheim site in collaboration with the BARMER health insurance provider under the slogan 'Fit & Vital – Your day for more energy'. The aim was to raise employees' health awareness and provide inspiration for a healthy working life. Employees were offered a range of activities, including functional training and a body composition analysis.

Promoting mental health

To support the mental health of our staff, WEITBLICK provides all employees with access to the OpenUp digital platform. The service includes psychological counselling, coaching, group sessions and digital self-learning resources. More than half of our staff actively use this service. The system is complemented by external review and survey platforms such as kununu and the TOP JOB employee survey, which provide valuable insights for the continuous improvement of the working environment.

JobRad

At WEITBLICK, we support sustainable and health-promoting mobility for our staff through the JobRad scheme. Leasing bicycles and e-bikes provides an environmentally friendly alternative for commuting and personal use. During the reporting period, 16 staff members made use of the JobRad scheme.

INTERNAL COMPLAINTS MANAGEMENT (C7)

The internal complaints management system at WEITBLICK fosters an open, trusting corporate culture in which employees can raise their concerns through a variety of channels.

Suggestions, criticism or problems can be reported securely and confidentially via anonymous channels such as the suggestion box in Alzenau and Kleinostheim, the feedback form on the intranet or the whistleblower channel. In addition, personal points of contact such as the HR department or site-specific employee representatives are available to provide support with interpersonal or organisational challenges.

The system is complemented by external evaluation and survey platforms such as kununu and the TOP JOB employee survey, which provide valuable insights for the continuous improvement of the working environment.

Serious incidents relating to human rights (C7)

We are not aware of any serious negative human rights incidents, either in relation to our own workforce or among stakeholders outside our company.

REMUNERATION, COLLECTIVE AGREEMENTS & TRAINING (B10)

WEITBLICK ensures that all employees receive remuneration that is at least equal to the applicable statutory minimum wage in Germany. Remuneration is based on labour market requirements as well as the respective roles and qualifications.

As at the reporting date, 0% of employees were covered by collective agreements. Regardless of whether employees are covered by collective agreements, WEITBLICK aims to create fair and competitive working conditions and to promote long-term employee satisfaction and retention.

The continuous professional development of staff is a key component of human resources development at WEITBLICK. In the reporting year, a total of 175 training hours were provided, of which 150 hours were through in-house training and 25 hours through external training programmes. This equates to an average of 4.5 training hours per employee.

WEITBLICK invested around 75,000 euros in external training, which equates to an average training expenditure of 503 euros per employee. The training programmes cover both specialist and cross-functional topics and support employees in continuously developing their skills and meeting the future demands of their working environment.

FROM PRACTICE – EMPLOYEES

Long-term service as a key to success

People make the difference. The strong sense of loyalty our employees feel towards WEITBLICK is reflected in an above-average length of service. Around 46 per cent of our staff have been part of the company for more than ten years. The average length of service is 11 years; our longest-serving employee has even been with WEITBLICK since 1989.

For us, this is more than just a statistic. Long-term employment relationships symbolise trust, stability and a corporate culture that is put into practice. At the same time, they safeguard valuable specialist knowledge, foster close collaboration and strengthen the transfer of knowledge within the company. High staff retention is a reflection of an appreciative working environment, long-term prospects and a corporate culture in which people can take on responsibility and grow together. In this way, our staff make an important contribution to the sustainable development of WEITBLICK.

Key figures at a glance

- 46 per cent of staff have been with the company for over 10 years
- Average length of service: 11 years
- Longest-serving employee has been with WEITBLICK since 1989



SOCIAL

SUPPLY CHAIN



RESPONSIBLE SOURCING

Responsible sourcing begins with clear requirements and reliable partnerships. Right from the outset, when selecting new partner companies and suppliers, we take defined criteria into account and communicate our expectations before entering a working relationship.

Through regular dialogue, on-site visits, and independent audits and certifications, we ensure transparency throughout our supply chain. In addition, we support our partners with training where required and rely on forward-looking material planning to ensure a stable and reliable supply.



Supplier approval follows a multi-person review and approval process.



Communication of sustainability requirements prior to establishing a business relationship



Supplier onboarding process led by the Corporate Responsibility & Impact team



Regular communication and on-site visits



Independent certifications and audits



Training and capacity-building activities as needed



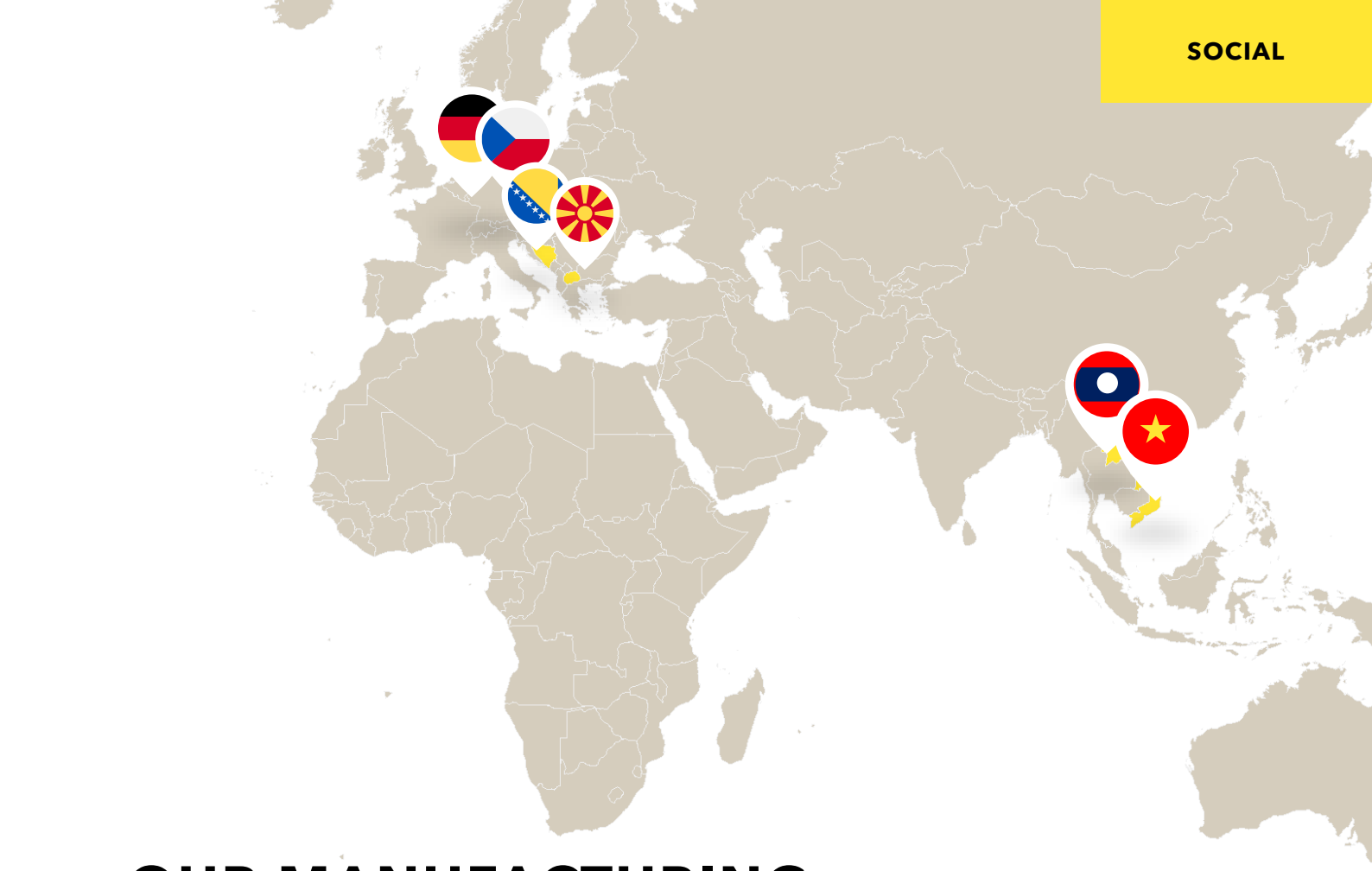
Approved materials and fixed bills of materials specifying which materials are sourced from which suppliers



A large number of continuously used standard materials enabling proactive planning



Inventory stocking of materials in our warehouse, as well as at production sites and, in some cases, at suppliers' facilities to help prevent supply shortages



OUR MANUFACTURING PARTNERS

The garment manufacturing facilities are at the heart of our supply chain. This is where our products are created through labour-intensive production processes, which is why the working and living conditions of the people employed there are of particular importance to us. Our responsibility does not end with the selection of a production partner. Rather, we view our collaboration as an ongoing process based on transparency, dialogue and mutual development.

Our production partners are currently based in Bosnia and Herzegovina, North Macedonia, the Czech Republic and Laos. In addition, we are in the early stages of establishing a further partnership in Vietnam.

The selection and support of our partners are based on our human rights and environmental due diligence obligations, as well as defined sustainability requirements.

Of particular importance to us are compliance with internationally recognised human and labour rights, safe and healthy working conditions, the prohibition of child labour and forced labour, non-discrimination, fair treatment, and the opportunity for employees to raise concerns and lodge complaints.

The framework for this is based, amongst other things, on the ILO's core labour standards, the OECD's recommendations for the textile sector, and our Code of Conduct, which we expect all business partners to adhere to. This is supplemented by audits, certifications, site visits and an independent complaints mechanism.

The following location profiles provide an overview of our manufacturing partners, the respective local conditions, and current developments and challenges in the production countries.

BOSNIA AND HERZEGOVINA

Our manufacturing partnerships in Bosnia and Herzegovina have been in place since 1999 with two factories; a further partner joined in 2013. The location has a stable industrial infrastructure and a skilled workforce, ensuring standardised production processes and the implementation of high quality and social standards.

In 2025, Bosnia and Herzegovina recorded the sharpest increase in the minimum wage in the Western Balkans – a rise of 60 per cent – which had a significant impact on cost structures, productivity requirements and price stability. For employees, this development represents a significant improvement in their income situation, which we expressly support. At the same time, cost pressures are mounting for us and for the businesses, particularly when compared with low-wage locations. We are working to support the economic stability of our partner businesses and to maintain our cooperation wherever possible, through ongoing monitoring of the economic and regulatory framework.



Bosnia and Herzegovina I

Cooperation since 2013; capacity utilization at the factory by WEITBLICK

- 40 per cent (2023)
- 30 per cent (2025)

Wages	2025
Minimum wage (statutory)	1.000 BMD
Living wage (Europe Floor Wage)	1.801 BMD
Lowest wage	1.080 BMD
Average wage (excluding management)	1.200 BMD

44% difference between a living wage and the statutory minimum wage

33% difference between the average wage in the company and a living wage

Additional benefits	2023	2025
Bonus payments	✓	✓
Catering	✓	✓
Transport	✓ *Cash payment	✓ *Cash payment

Certifications

OEKO-TEX® STeP audit scheduled for March 2026

Highlights

- Extensive preparation for OEKO-TEX STeP certification, including completion of the 2025 questionnaire and scheduling of the audit for 2026.

Improvements implemented

- Development and implementation of an internal environmental management system as well as occupational health and safety management system
- Calculation of the corporate carbon footprint

Areas for improvement

- Expansion of CO_2 reduction targets and their implementation
- Development of measurable quality and environmental targets, as well as greater integration of environmental aspects into supplier management

Bosnia and Herzegovina II

Collaboration since 1999; utilisation of the factory's capacity by WEITBLICK

- 100% (2023)
- 100% (2025)

Wages	2025
Minimum wage (statutory)	1.000 BMD
Living wage (Europe Floor Wage)	1.801 BMD
Lowest wage	1.000 BMD
Average wage (excluding management)	1.100 BMD

44% difference between a living wage and the statutory minimum wage

38% difference between the average wage in the company and a living wage

Additional benefits	2023	2025
Bonus payments	✓	✓
Catering	✓	✓
Transport	✓	✓

Certifications

ISO 9001
ISO 14001
ISO 45001
OEKO TEX® STeP

Highlights

- Preparation for the OEKO-TEX® STeP re-audit with existing certifications to ISO 9001, ISO 14001 and ISO 45001.
- Established management systems and designated points of contact for environmental, social and health and safety issues.

Improvements implemented

- Systematic collection of energy and waste data to improve environmental transparency.
- Further development and documentation of environmental, quality and occupational health and safety processes as part of audit preparation.

Key priorities in the run-up to the audit

- Further development of CO_2 accounting and the specification of measures to reduce emissions.
- Further development of environmental management, particularly with regard to environmental communication and supplier assessment.
- Expansion of emergency and safety precautions and improvement of the documentation of relevant processes.

Bosnia and Herzegovina III

Collaboration since 2013; utilisation of the factory's capacity by WEITBLICK

- 100% (2023)
- 100% (2025)

Wages	2025
Minimum wage (statutory)	1.000 BMD
Living wage (Europe Floor Wage)	1.801 BMD
Lowest wage	1.000 BMD
Average wage (excluding management)	N/A

44% difference between a living wage and the statutory minimum wage

44% difference between the lowest wage in the company and a living wage

Additional benefits	2023	2025
Bonus payments	✗	✗
Catering	✓	✓
Transport	✓	✓

Certifications

ISO 9001
ISO 14001
ISO 50001
ISO 45001
OEKO TEX® STeP

Highlights

- Preparation for the OEKO-TEX® STeP re-audit, building on an already very high standard of performance across all modules. Particularly strong results in the areas of social responsibility, environmental management and chemicals management.
- Certified management systems for quality, the environment, energy and occupational health and safety (ISO 9001, ISO 14001, ISO 45001, ISO 50001).
- Established systems for monitoring environmental, quality and occupational health and safety indicators, as well as for the continuous improvement of operational processes.

Improvements implemented

- Expansion of in-house electricity generation through photovoltaics; a high overall proportion of renewable energy in electricity consumption.
- Further development of CO_2 management, including the measurement and assessment of the carbon footprint.
- High recycling rate, structured waste separation and continuous improvement of waste management.
- Optimisation of chemicals management, including comprehensive documentation, training and labelling of relevant substances.

Key areas of focus leading up to the audit

- Further improvement of health and safety at work, particularly regarding machine guards, safety signage and ensuring emergency facilities remain unobstructed.
- Optimisation of the signage for escape routes and safety facilities.

NORTH MACEDONIA

WEITBLICK has had production partnerships with North Macedonia for many years; these now comprise two garment manufacturing facilities – one operating under the PLV model and one as a commercial goods partnership. In 2025, the collaboration with a third production partner was terminated by mutual agreement in accordance with our Responsible Exit Strategy.

North Macedonia has a long-standing tradition in the clothing industry and a skilled workforce, which ensures the reliable implementation of our quality, social and production standards. In recent years, the clothing industry has faced increasing economic and demographic challenges. Rising labour costs and growing international competitive pressure, in particular, are influencing its development. At the same time, North Macedonia remains an important production location due to its geographical proximity, its established industrial structures and its high level of flexibility. We support the development of our partner factories through continuous dialogue and by monitoring the economic and regulatory framework.



North Macedonia I

Collaboration since 2013; capacity utilisation at the garment factory facilitated by WEITBLICK

- 100% (2023)
- 100% (2025)

Wages	2025
Minimum wage (statutory)	36.037 MKD
Living wage (Europe Floor Wage)	52.235 MKD (net) ~72.000 MKD (gross equivalent)
Lowest wage	37.450 MKD
Average wage (excluding management)	45.394 MKD

50% difference between a living wage and the statutory minimum wage

37% difference between the average wage in the company and a living wage

Additional benefits	2023	2025
Bonus payments	✓	✓
Catering	✗	✗
Transport	✓	✓

Certifications

ISO 9001
ISO 14001
ISO 50001
ISO 45001
OEKO TEX® STeP

Highlights

- External OEKO-TEX® STeP compliance audit successfully passed; upgraded from Level 2 to Level 3. Particularly strong results in the areas of social responsibility (88 per cent), quality management (69 per cent) and occupational health and safety (76 per cent).

Improvements implemented

- Comprehensive modernisation of the site, including the replacement of flooring and the removal of almost all trip hazards.
- Improved energy efficiency through the switch to LED lighting and the use of photovoltaic systems; 25 per cent of the energy is generated by the company's own solar installations.
- Introduction of a carbon footprint assessment and an energy management system in accordance with ISO 50001.
- Improvements in chemicals management and the safe storage of substances that may be harmful to the environment.

Areas for improvement

- Production of a sustainability report and enhanced external communication on environmental and sustainability issues.
- Development of measurable quality and environmental targets, and greater integration of environmental aspects into supplier management.

North Macedonia II

Collaboration since 2023; capacity utilisation at the factory through WEITBLICK approx. 5–10%

Wages	2025
Minimum wage (statutory)	36.037 MKD
Living wage (Europe Floor Wage)	52.235 MKD
Lowest wage	36.037 MKD
Average wage (excluding management)	N/A

44% difference between a living wage and the statutory minimum wage

38% difference between the average wage at the factory and a living wage

Additional benefits	2025
Bonus payments	✓
Catering	✗
Transport	✓

Certifications

ISO 9001
ISO 14001
ISO 50001

Highlights

- WEITBLICK social audit on site in Q2 2025.
  A face-to-face visit by WEITBLICK's management and the Corporate Responsibility & Impact Management team in Q3 2025, supplemented by a customer audit.
- 100% of electricity requirements are met by own PV system.

Improvements implemented

- Implementation of various measures in the area of health and safety at work, including Installation of floor markings to improve the visibility of escape routes.
- Integration of the ILO core labour standards into the Code of Conduct.

Areas for improvement

- Renewal of external health and safety training for all staff and updating of the risk assessment (planned for 2026).

FROM PRACTICE: MEANINGFUL STAKEHOLDER ENGAGEMENT

PILOT PROJECT IN EASTERN EUROPE

In November 2025, the Meaningful Stakeholder Engagement pilot project was implemented in collaboration with the Fair Wear Foundation, the Alliance for Sustainable Textiles and three other brands from the DACH region. The workshop took place in Skopje, North Macedonia, and brought together representatives from NGOs and trade unions from several Eastern European countries. In the run-up to the event, assessments of human rights risks, priorities and challenges had already been gathered through questionnaires and discussions.

During the workshop, these topics were explored in greater depth in country-specific groups. Clear principles such as respect, confidentiality and equal participation were upheld throughout. The most significant risks identified were living wages, reasonable working hours, safe and healthy working conditions, and freedom of association.

WEITBLICK took part in the workshop alongside one of its key suppliers from North Macedonia. From the outset, the exchange was characterised by openness, trust and genuine dialogue on an equal footing. Precisely because it had not always been easy in the past to establish contact with NGOs in Eastern Europe and to engage in a constructive dialogue, this direct encounter held particular significance.

Sitting around the same table with representatives from civil society, the business sector and the supply chain to discuss the issues openly opened up new perspectives and strengthened mutual understanding. At the same time, it was encouraging to see that our own assessment and prioritisation of risks were reflected in the workshop's findings and thus confirmed.

In the North Macedonia country group, it also became clear how closely the identified issues are linked to procurement practices, pricing and collaboration along the supply chain. In addition to challenges, common priorities were defined and initial measures discussed. This enabled different perspectives to be brought together and translated into concrete impetus for the further development of human rights due diligence

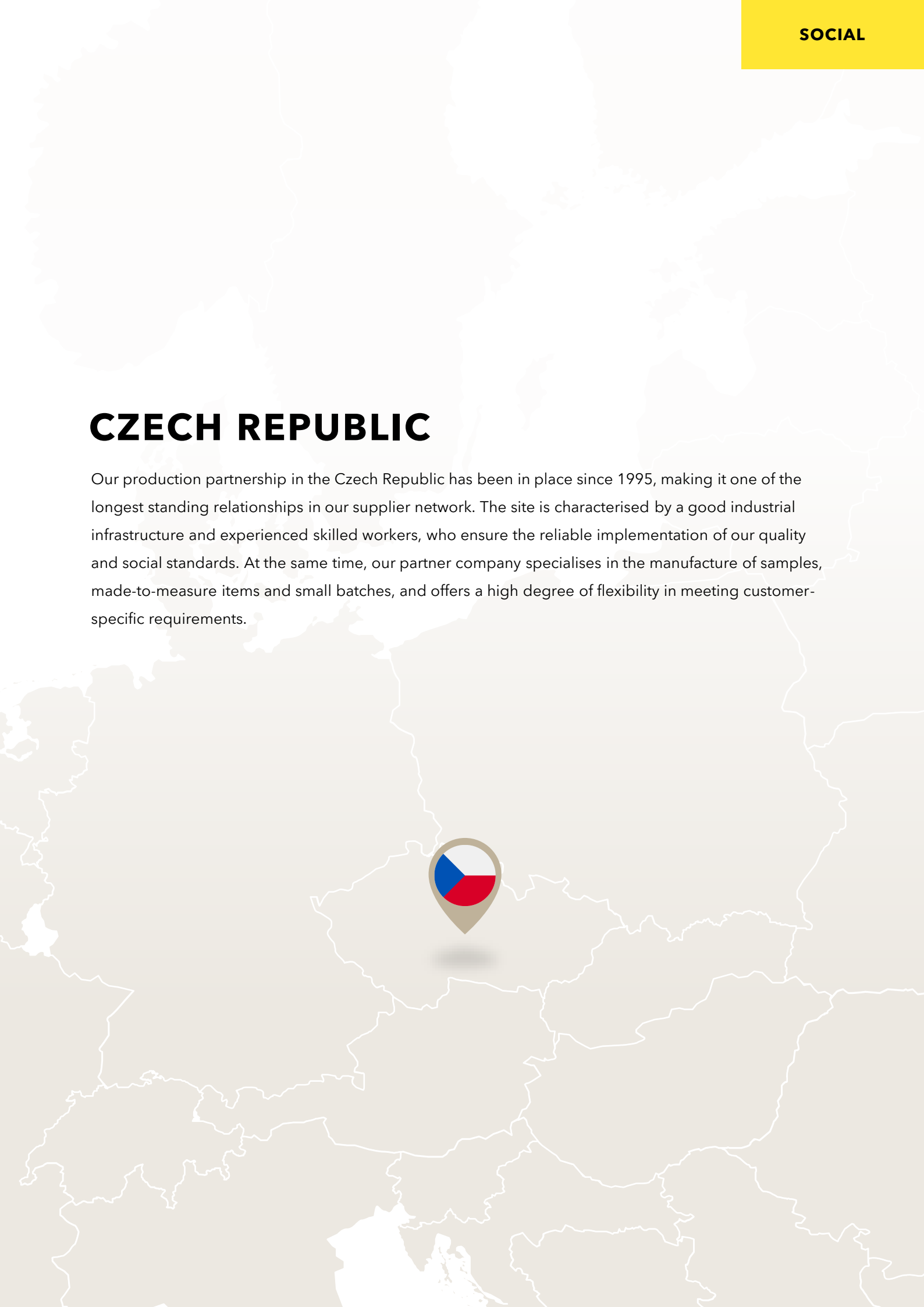
A project in cooperation with:

FAIR WEAR

PST PARTNERSHIP FOR SUSTAINABLE TEXTILES

CZECH REPUBLIC

Our production partnership in the Czech Republic has been in place since 1995, making it one of the longest standing relationships in our supplier network. The site is characterised by a good industrial infrastructure and experienced skilled workers, who ensure the reliable implementation of our quality and social standards. At the same time, our partner company specialises in the manufacture of samples, made-to-measure items and small batches, and offers a high degree of flexibility in meeting customer-specific requirements.



Czech Republic

Collaboration since 1995; capacity utilisation of the manufacturing facility provided by WEITBLICK

- 60% (2023)
- 50 per cent (2025)

Wages	2025
Minimum wage (statutory)	20.800 CZK
Living wage (Europe Floor Wage)	No reference value
Lowest wage	20.800 CZK
Average wage (excluding management)	24.563 CZK

The average wage at the factory is 22% above the statutory minimum wage.

Additional benefits	2023	2025
Bonus payments	✗	✗
Catering	✓ *flat rate	✓ *flat rate
Transport	✗	✗

Certifications

OEKO TEX® STeP

Highlights

- External OEKO-TEX® STeP audit successfully passed (Level 2); particularly good results in the areas of social responsibility and occupational health and safety.
- Good working conditions, high staff satisfaction and a falling staff turnover rate.
- Well-established occupational health and safety management system with regular training, risk assessments and emergency preparedness.

Improvements implemented

- Complete switch to LED lighting and modernisation of heating systems to improve energy efficiency.
- Introduction of a carbon footprint assessment and systematic recording of energy and waste data.
- Established waste separation and recycling and recovery measures.

Areas for improvement

- Development of a concrete CO_2 reduction strategy.
- Further development of environmental management, particularly with regard to the documentation of environmental targets, audits and corrective actions.
- Verification of illuminance levels at workstations.

LAOS

Our production partnership in Laos has been in place since 2025. The site complements our production network by providing additional capacity outside Europe. The collaboration is based on our quality, social and environmental requirements.

As a new production site, the partnership is still in its early stages. The facility specialises in producing higher volume series and helps us to broaden our supply chain and diversify risks. Through close communication, we are supporting its integration into our partner network. As part of our human rights and environmental due diligence obligations, we place great importance on close communication and continuous monitoring to identify risks at an early stage and implement appropriate measures.



Laos

Collaboration since 2025; capacity utilisation of the garment factory by WEITBLICK

- 10% (2025)

Wages	2025
Minimum wage (statutory)	2.500.000 LAK
Living wage (Global Living coalition)	4.056.905 LAK (rural region)
Lowest wage	3.000.000 LAK
Average wage (excluding management)	4.833.372 LAK

The Global Living Wage Coalition's living wage applies to rural regions in Laos. No data is available for the capital, where the factory is located. We therefore do not consider a percentage comparison to be meaningful in this case.

Additional benefits	2025
Bonus payments	✓
Catering	✓ *flat rate
Transport	✓ *flat rate

Certification

OEKO TEX® STeP

Highlights

- OEKO-TEX® STeP audit successfully passed (Level 2); particularly strong results in the areas of social responsibility and occupational health and safety.
- A well-established occupational health and safety management system, including training, risk assessments, emergency preparedness

Improvements implemented

- Complete conversion to LED lighting and further measures to improve energy efficiency.
- Introduction of a carbon footprint policy and the collection of energy and waste data.
- Established waste separation and recycling and recovery measures.
- Systematic documentation of environmental, health and safety processes.

Areas for improvement

- Establishment of a comprehensive CO_2 accounting system with specific reduction targets.
- Further development of environmental management, particularly in relation to environmental communication and supplier assessments.
- Verification of illuminance levels at workstations and improvement of documentation.
- Expansion of emergency and safety preparedness for natural disasters and other crisis scenarios

LIVING WAGES

We adhere to the ILO's core labour standards and, through our Code of Conduct, require our suppliers to comply with fundamental labour and social standards. As part of our strategy on living wages, the focus is on our garment manufacturing operations. We use, amongst other things, the European Floor Wage and, where available, national calculations of living wages as benchmarks.

Through regular dialogue with our business partners and the analysis of wage and country-specific data, we monitor developments throughout our supply chain and identify areas for action to promote decent working conditions.

In the 2025 reporting year, we continued to monitor developments relating to living wages in the countries where we source goods. In Bosnia, the increase in the statutory minimum wage significantly altered the operating conditions for businesses. At the same time, in consultation with a garment manufacturer in North Macedonia, initial preparations were made for a pilot project on living wages.





LIVING WAGES

TOPIC	2023 and 2024	2025	Targets for 2026
Analysis of the pay gaps	Initial data collection and pay gap analysis at companies in the Czech Republic, Bosnia and North Macedonia. Developing a better understanding of pay structures	Repeat of the pay gap analysis Identification of changes and pay rises	Repeat of the pay gap analysis Identification of changes and pay rises
Strategy	Development of a strategy in collaboration with senior management and the management team.	Updating and revising in line with the latest findings	Updating and revising in line with the latest findings
Training and awareness raising	WEITBLICK internal workshops Personal dialogue with businesses	Personal dialogue with businesses	WEITBLICK internal workshops Personal dialogue with businesses
Exchange and networking	In-depth dialogue, e.g. within the Learning and Implementation Community on responsible sourcing practices of the Alliance for Sustainable Textiles	Selective participation in the Living Wage Lab of the Partnership for Sustainable Textiles	Exchange with manufacturers who have implemented projects
Pilot project		Dialogue with a business in North Macedonia regarding the pilot project	Continuation of the pilot project

Pilot project in North Macedonia

In April 2025, we launched a pilot project on living wages in collaboration with a garment manufacturing partner in North Macedonia. The company is characterised by a high level of data transparency and already pays wages above the statutory minimum wage. For the survey, we based our approach on the Anker method and exchanged views with Waschbär GmbH on experiences in designing such surveys.

As the available data from the European Floor Wage mainly dates from 2021 and is primarily based on Skopje, we conducted a survey on the actual cost of living locally in collaboration with the staff representatives. The survey was carried out between July and August 2025 and analysed in September 2025 by WEITBLICK's Corporate Responsibility & Impact Team. The results form the basis for the further assessment of the wage situation within the company.

BACK-UP COMPLAINTS MECHANISM

A key aspect of fulfilling our responsibility within the supply chain is the provision of a back-up complaints mechanism in the garment factories. To this end, we have established an internal process that defines how we handle complaints. It is crucial that people affected by negative social and environmental impacts have access to this mechanism.

Our mechanism complements internal complaints systems within the factories. All Tier 1 suppliers have their own complaints mechanisms. We provide information about our back-up mechanism in the factories in the local language. Various channels are available (internal or directed at us, in writing or by telephone), with confidentiality and anonymity always guaranteed. Since 2025, we have also been offering an anonymous online form in various languages via our whistleblower software. Surveys are conducted among staff at production sites at regular intervals to ensure that these options are known and accessible.

Once a year, complaints are published anonymously. This includes a brief description of the complaint, the outcome of the investigation, the remedial measures taken and the status of the case.

As of December 2025, no complaints have been received.



OUR FABRIC SUPPLIERS

Our fabric suppliers are a key part of our supply chain and make a significant contribution to the quality, functionality and sustainability of our products.

Together with them, we work to ensure high environmental and social standards throughout the upstream stages of the value chain. Transparency, long-term cooperation and mutual trust form the basis of our business relationships.

When selecting our fabric suppliers, we take into account not only qualitative and technical requirements but also human rights and environmental criteria. We expect compliance with our Code of Conduct and adherence to international standards, including the ILO's core labour standards, the OECD Guidelines for Responsible Business Conduct and the Universal Declaration of Human Rights.

Through certification, risk analyses, regular dialogue and the gradual improvement of transparency at deeper levels of the supply chain, we work to identify potential risks at an early stage and implement improvements together.

Issues such as wages, health and safety at work, responsible chemicals management, resource and energy efficiency, and the traceability of materials are of particular importance to us.

At the same time, we regard our suppliers as development partners with whom we work together on innovative and more sustainable solutions for the textile industry.

FACTS & FIGURES

95%

95% Transparency regarding the countries in which the following process steps take place at our fabric suppliers:

- Dyeing & finishing
- Weaving or knitting
- Spinning
- Raw material cultivation

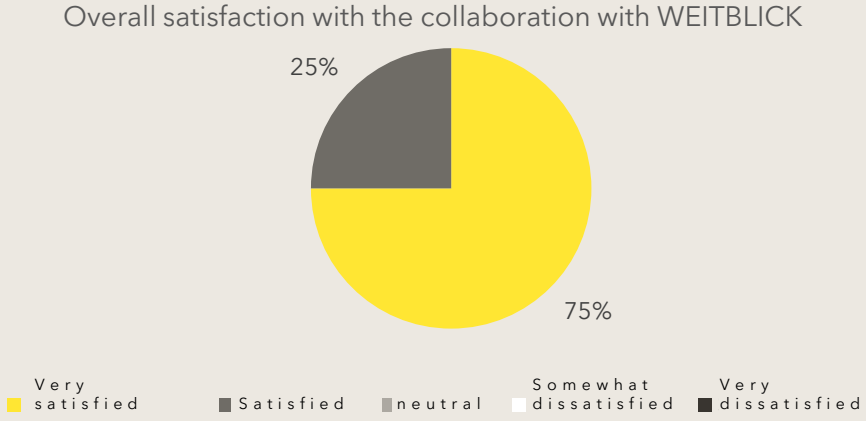
Percentage of our fabric purchases sourced from OEKO-TEX STeP-certified facilities: **70%**

Average length of partnership: **15 years**

Average time from receipt of invoice to payment: **5 days**

Responsible Purchasing Practices Survey

Average time from receipt of invoice to payment: 5 days In 2025, for the first time, we gave our fabric suppliers the opportunity to provide us with anonymous feedback on 19 questions regarding our purchasing practices via an online survey. Overall, all participants are very satisfied or satisfied with WEITBLICK's purchasing practices. The feedback particularly highlights the good communication and cooperation with the WEITBLICK purchasing team.



FROM THE FIELD: SUPPLIERS

WEITBLICK has been working with Kettelhack AG for around 35 years – a partner that shares our values regarding sustainability, quality and responsible supply chains. The collaboration is characterised by transparency, mutual trust and a shared commitment to shaping the textile value chain for the future.

Exchange on equal terms: Our WEITBLICK visit to Kettelhack in 2025

For us, sustainability also means investing in strong partnerships and quality for the long term. Personal dialogue with suppliers plays a central role. In 2025, a WEITBLICK delegation strengthened our long-standing partnership through a return visit.

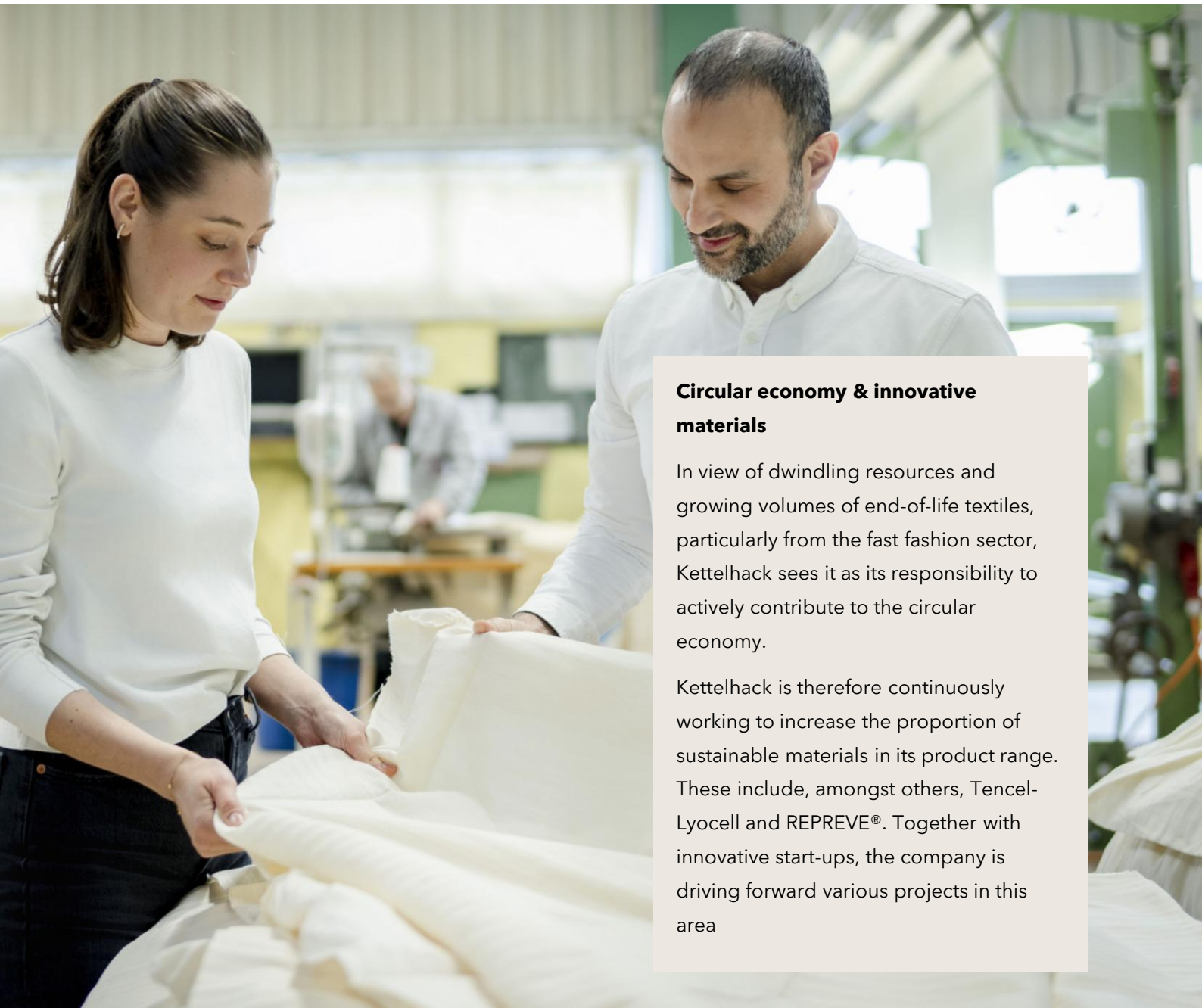
During our stay, we were able to gain a comprehensive insight into the current sustainability measures and technological developments. The direct dialogue with those responsible for production, quality management and sustainability was particularly valuable. The visit reaffirmed how consistently Kettelhack integrates responsibility into its day-to-day operations. At the same time, it provided an opportunity for joint discussions on future projects, innovative materials and further steps towards a circular economy.



Why do we rely on Kettelhack as a partner?

Kettelhack has firmly embedded sustainability within its corporate strategy. A particularly impressive example is the large-scale photovoltaic system at its site in North Rhine-Westphalia. Last year alone, it generated 2,025,856 kWh of electricity – enough to power around 675 three-person households for a year. Kettelhack used more than half of this energy directly in its own operations; the company covers the remainder of its energy requirements entirely with certified green electricity. Kettelhack continuously invests in energy- and resource saving technologies – including new stretching frames and heat recovery systems. The aim is to further reduce energy consumption and steadily improve its carbon footprint.

Kettelhack's sustainability performance is confirmed by established standards: STeP by OEKO-TEX®, EMAS and ISO 14001. These certifications demonstrate that the company is developing its approach to responsibility in a transparent and continuous manner. Kettelhack also prioritises reliability and high standards throughout its supply chain. The raw fabric comes 100 per cent from Turkey and Pakistan. The majority of producers adhere to established environmental and social standards. All suppliers have signed Kettelhack's Code of Conduct. Face-to-face visits and supplementary quick audits take place several times a year.



Circular economy & innovative materials

In view of dwindling resources and growing volumes of end-of-life textiles, particularly from the fast fashion sector, Kettelhack sees it as its responsibility to actively contribute to the circular economy.

Kettelhack is therefore continuously working to increase the proportion of sustainable materials in its product range. These include, amongst others, Tencel-Lyocell and REPREVE®. Together with innovative start-ups, the company is driving forward various projects in this area

OUR CUSTOMERS

As a supplier of workwear, we bear responsibility towards the people who wear our products every day, as well as towards the companies and organisations that choose WEITBLICK. We view sustainability not only as a requirement for our supply chain, but also as part of our performance promise to our customers.

We aim to offer our customers products that meet their expectations in terms of quality, functionality, safety and durability. At the same time, we place great importance on transparency regarding the social and environmental impacts of our products.

Through transparent information, independent certifications and open communication, we lay the foundations for well-informed procurement decisions and long-term partnerships.

Among the issues that are particularly important to us in our dealings with our customers are product safety, responsible material selection, recyclability, repair and service offerings, and the continuous reduction of environmental and social risks throughout the value chain.

Through regular dialogue with our customers, we gain valuable insights for the further development of our product portfolio and our sustainability strategy.

FROM THE FIELD: CLIENTS

Every day, staff at Caritas Cologne working in nursing, care and domestic services dedicate themselves to the well-being of others. Functional and identity-defining workwear plays a vital role in ensuring quality, professionalism and sustainability.



Caritas Cologne was looking for a standardised clothing solution for various occupational groups. The aim was to streamline processes, reduce administrative burden and enhance the professional image. Through collaboration with WEITBLICK and the textile service provider DBL, a holistic clothing concept was developed.

Staff can easily order the ergonomically fitted clothing online. DBL Böge handles procurement, care and replacement. The result: a modern look, a reduced administrative burden, greater identification with the organisation and increased sustainability through durable clothing.



Sustainability is a central part of our identity at Caritas Cologne. When selecting our workwear, it was important to us that it be durable, resource-efficient and produced under fair conditions. We were particularly impressed by the fact that WEITBLICK holds recognised sustainability certificates and can demonstrate a transparent supply chain – this allows us to combine quality and cost effectiveness with environmental and social responsibility.

Daniel Toups
Procurement & Quality, Housekeeping, Caritas Association for the City of Cologne e.V



GOVERNANCE



SUSTAINABILITY ORGANISATION AND RESPONSIBILITIES

At WEITBLICK, sustainability is embedded at the highest level of the organisation. The Executive Board adopts the sustainability strategy, the policy statement and the Code of Conduct, and oversees their ongoing development. Overall strategic responsibility for Corporate Responsibility & Impact lies with the Managing Partner, Isabelle Ilori-King, who sets the fundamental direction and makes key decisions.

The Corporate Responsibility & Impact unit was established in 2021 to provide strategic and operational management of sustainability issues. This unit coordinates the further development and implementation of the sustainability strategy, manages relevant projects and oversees the collection and monitoring of key performance indicators. As sustainability affects numerous areas of the business, these issues are addressed in close collaboration with the relevant specialist departments and interfaces throughout the entire value and supply chain.

Together, targets, measures and key performance indicators (KPIs) are developed, assessed and tracked. This cross-functional collaboration ensures that sustainability aspects are integrated into relevant business processes and that progress is measured transparently.

CORPORATE RESPONSIBILITY & IMPACT





The Corporate Responsibility & Impact Team led by Isabelle Ilori-King, Managing Director of WEITBLICK (left), with Mareike Grytz (centre) and Esther Geue (right)

responsibility@weitblick-workwear.de

NETWORKS AND MEMBERSHIP

For WEITBLICK, collaboration with relevant industry initiatives and networks is a key component of our approach to sustainability.

Through regular dialogue with companies, associations and other stakeholders across the textile value chain, we gain valuable insights for the further development of our sustainability activities, contribute our own experiences and help shape industry-specific solutions.

Our commitment helps us to tackle current challenges together and to play an active role in shaping sustainable change within the industry.

WEITBLICK is a member of the Partnership for Sustainable Textiles and regularly participates in professional exchanges within the network.

This includes attending the biannual members' meetings and contributing to the Responsible Purchasing Practices & Sustainable Costing working group. WEITBLICK is also a member of the MaxTex industry network, which brings together companies across the textile value chain and promotes dialogue on sustainability issues. We are currently working actively on the development of the MaxTex Values Charter and on an industry-wide solution in the field of the circular economy. Furthermore, our Managing Director, Felix Blumenauer, has been a member of the association's board since 2021 and has served as its Chair since 2024



OUR LEARNINGS

For us, sustainability means not only implementing measures but also critically reflecting on their impact. We gain important insights from projects and dialogue with our partners, which inform the further development of our strategy and our actions.

Our key lessons learnt for 2025 at a glance:

Topic	Measure	Expectation	Learning
Living Wages	Implementation of the Living Wage Strategy	Implementation of all planned measures and achievement of targets	We were able to make measurable progress in the area of living wages with a pilot partner. Overall, however, 2025 was characterised by economically challenging times. Production capacities at some long standing partners had to be scaled back. The focus was on maintaining cooperation and safeguarding jobs, which is why the living wage initiative could not be expanded to the extent originally envisaged.
Involvement of external stakeholders (e.g. trade unions)	Greater involvement of external stakeholders, such as trade unions, in dialogues with workers.	Regular dialogue with trade unions, support for projects	In 2025, we were able to establish our first direct contacts with trade unions in North Macedonia. This dialogue has greatly helped us to better assess and evaluate risks and local conditions. The step towards concrete cooperation is proving challenging.

Topic	Action	Expectation	Lessons Learnt
Procurement practices	Responsible purchasing practices in general retail	Implementation of the processes and measures already in place, analogous to those for passive contract finishing	In addition to our existing business model of passive contract finishing, we also source goods through full purchase arrangements. To ensure that the established due diligence requirements also apply to our new full-purchase partners, we stepped up internal communication with the relevant colleagues and adapted documents and processes where necessary.
Exit strategy	Implementation of the exit strategy	Termination of the business relationship in accordance with a defined procedure	Last year, we had to apply our exit strategy for the first time to one of our garment manufacturing partners. The termination of the collaboration was a process lasting several months, which was not always compatible with the linear approach of the exit strategy. Internal communication and information-sharing were therefore stepped up, and the process was adapted for the future.
CO2 Accounting	Preparation of the annual Corporate Carbon Footprint (CCF)	Conducting and publishing the results of the CCF from 2024 to Q3 2025	Due to the change of partner for our CO_2 accounting, we began the process later than planned. The expansion of the scopes also led to an unforeseen amount of work involved in data collection and cleansing. We have gained valuable insights into how to collect data more quickly for the next assessment.

LEGAL NOTICE

WEITBLICK GmbH & Co. KG
Reinhard-Heraeus-Ring 5
63801 Kleinostheim, Germany
www.weitblick-workwear.de

Managing Directors: Isabelle Ilori-King & Felix Blumenauer

Editors: Mareike Grytz & Esther Geue

Image credits

S. 47 & 48 Kettelhack AG
S. 54: MaxTex e.V.

Version 1.0 | published September 2026