WEITBLICK GmbH & Co. KG
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Policy Statement Weitblick

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1. Introduction

1.1 Responsibility and Sustainable Action out of Conviction

Ethically responsible conduct has always been a core part of our company philosophy. As early as the 1990s, Weitblick – then still operating as Gottfried Schmidt GmbH & Co. KG – was committed to more sustainable practices. For example, Claus Schmidt designed a fully biodegradable collection: undyed, with nut buttons, and fairly produced in Germany. Unfortunately, the market was not yet ready for it. Nevertheless, the idea of responsible corporate action has always been close to our hearts.

In recent years, we have laid important groundwork in the areas of sustainability and corporate due diligence. In 2020, we began discussing a sustainability strategy that would define the company's overall direction. This led to submissions and the development of specific goals for individual areas.

As part of our new business strategy, we set ourselves the goal in 2025 to continue promoting sustainability actively and holistically—beyond mere regulatory requirements. Over the course of the year, we will align our further objectives consistently with this principle and become even more transparent through clearly measurable criteria.

Our policy statement outlines how Weitblick's corporate policy is shaped and reflects our efforts to contribute to a more sustainable development of the world. We regard this commitment as a matter of course and as part of our corporate responsibility—as well as the responsibility of every individual within our company.

1.2 Importance of the Policy Statement

This policy statement affirms our commitment to respecting human rights and protecting the environment. It is directed both at our own business operations and at those of all our business partners throughout the upstream and downstream supply chain.

2. Holistic Responsibility at WEITBLICK

Responsible and conscious action is an inherent part of our company philosophy. We act out of conviction, remaining honest and authentic in everything we do.

Our principles are always based on the three pillars of sustainability – social, economic, and environmental. This core idea has evolved into a holistic sustainability approach that considers our company and our entire upstream and downstream supply chain comprehensively.

Organizationally, the topic is anchored at the executive management level. Responsibilities are clearly defined, documented, and actively fulfilled within each department.

As a family-owned business, we embrace our responsibility to think about the world of tomorrow. That's why we focus on long-term success rather than short-term gains.

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2.1 Our Products

At Weitblick, product development places a strong emphasis on quality. Due to the intense demands placed on our products in industrial rental laundry, exceptional durability and resilience of fabrics and components are essential, along with high colorfastness and shape retention. From our perspective, a long-lasting product contributes positively to conserving resources.
Furthermore, the OEKO-TEX® STANDARD 100 is a minimum requirement in product development to offer our customers textiles tested for harmful substances, thereby ensuring consumer safety. Almost all materials used are certified; alternatively, they comply with the current REACH and POP regulations. At our in-house laboratory in Kleinostheim, we rigorously test the quality and functionality of fabrics and sample items before they enter series production.
We also make no compromises when selecting additional materials and components. We apply strict standards and carefully assess them according to our requirements. Close inspections at production sites by our quality management team further ensure the high standard of our products. Our fabric suppliers are regularly visited by members of our purchasing team.
In the further development of our products, we place particular importance on compatibility with other items in our portfolio. Appearance, fit, and functionality are adapted based on demand, which also helps reduce inventory and surplus stock. High-quality materials, carefully selected, ensure long-lasting products. In our in-house sample sewing department, precise prototypes are created to ensure flawless series production. An expanded circularity concept is currently in planning. We also use our transport routes efficiently – avoiding empty runs, optimizing schedules, and maintaining consistently short delivery times.
Since 2017, we have been using cotton certified under the Cotton made in Africa (CmiA) standard, initially through mass balance for a major retail project. As of mid-2024, we have expanded the use of this certified cotton to a large part of our product range. The cultivation meets comprehensive sustainability criteria – including the exclusion of GMO seeds – and supports the working and living conditions of cotton farmers.
In 2021, we introduced OEKO-TEX® MADE IN GREEN and the German government's Grüner Knopf textile label. Products bearing these labels are manufactured in facilities certified with OEKO-TEX® STEP, which operate under strict environmental and social standards and are regularly audited.
We are continuously developing our material strategy: in 2021, we began using recycled polyester, followed in 2023 by our first collection featuring TENCEL™. In the gastronomy, healthcare, and food retail sectors, we aim to achieve a share of over 70% sustainable materials and production processes by 2028 – independently verified by recognized certifications. In the trades and PPE sectors, we are also increasing the use of certified materials wherever technically and legally feasible.
Additionally, we continuously test new, innovative materials – always considering product safety, functionality, and suitability for industrial laundering.

2.2 Responsible Production and Purchasing Practices

At Weitblick, we rely on long-term, trust-based partnerships throughout the entire supply chain – with production facilities, suppliers, and customers. We have maintained decades-long relationships with many of our suppliers – for example, with our yarn supplier Amann, with whom we have worked in partnership for over 50 years. Personal conversations and regular on-site visits – both to production partners and suppliers – are a central part of our commitment to collaboration on equal footing.
The workers at our partners' facilities are indispensable to producing such high-quality products. They contribute to our success at various locations with great dedication and expertise – something we deeply value. That's why we consider it essential to help create an environment where every employee feels comfortable and enjoys their work. Highly skilled professionals in these facilities ensure a high level of specialization, which is further supported through training and development programs. Many production sites are family- or owner-managed and foster a corporate culture characterized by fair wages, private healthcare provisions, and short decision-making paths.

Weitblick selects new suppliers based on a detailed set of criteria that includes quality and processing standards, fair working conditions, careful chemical management, and environmental requirements. Our colleagues from technical departments, as well as from purchasing, supply chain, and product portfolio management, regularly visit production sites and maintain frequent – sometimes weekly – communication to ensure technical feasibility and quality standards. Respect for human rights, verified by independent certification bodies, is a fundamental prerequisite for collaboration.
To independently verify social, environmental, and quality criteria, we rely on certifications such as **OEKO-TEX® STeP**, **ISO 9001**, **14001**, **45001**, and **50001**. We actively support many of our supply chain partners throughout their certification processes – both production facilities and material suppliers. Employees from our **Corporate Responsibility & Impact Management** team are also regularly on-site and in close contact

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Weitblick is committed to ethical business and sourcing practices based on international human rights conventions, the ILO core labor standards, and OECD guidelines (including the OECD Due Diligence Guidance for the Garment and Footwear Sector). These cover a range of (risk) areas, including: child labor, sexual harassment and workplace violence, forced labor, working hours, occupational health and safety, freedom of association and collective bargaining, wages, hazardous chemicals, water, greenhouse gas emissions, bribery and corruption, and responsible engagement with home-based workers.
Living wages are also a central focus of international frameworks. Our goal is to contribute to improving wage and income conditions in supplier countries. Fair treatment of employees and adequate compensation for a dignified life are important to us. Wages must at least meet legal minimums and industry standards, and be paid on time and regularly. Wage deductions as disciplinary measures are not permitted. We assess and promote ways to contribute to living wages by analyzing available wage data—especially for high-risk countries and suppliers—and engaging in dialogue to advance this issue.
Weitblick has also embedded a clear commitment against corrupt practices in our Code of Conduct, employment contracts, and operational procedures. We categorically exclude subcontracting in our manufacturing processes, which is contractually agreed upon and signed by both parties. We consider all types of vulnerable groups, and place great importance on equal opportunity, non-discrimination, and a zero-tolerance policy toward discriminatory behavior.
Vulnerable groups include, for example:

- Women, pregnant individuals
- People from ethnic minorities or affiliations (e.g., Jews, Roma, Tibetans, Uyghurs, Muslims, ethnic Kazakhs, Falun Gong practitioners, Christians)
- Individuals discriminated against based on sexual orientation or gender identity, especially those in the LGBTQIA+ community
- People with disabilities and/or impairments, chronic illnesses
- Refugees, migrants, seasonal and migrant workers, Syrian nationals in Southeast Europe
- Youth in training, older workers nearing retirement
- Individuals facing discrimination due to language, HIV status, or social background

This list is not exhaustive and is updated as needed.

All vulnerable groups require special protection from discrimination and disadvantage. This includes recruitment and hiring practices, contract conditions, working hours and pay, and treatment in the workplace. Specific needs may include:

1. Women – protection from workplace harassment, protection from dismissal during pregnancy, equal pay
2. Ethnic minorities – equal contract terms and employment duration, equal treatment
3. People with disabilities – equal treatment and creation of accessible workplaces

It is essential that vulnerable groups are aware of their rights and have access to contact persons and grievance mechanisms to report any issues. This requires the development of company- and site-level policies and management processes, as well as dialogue with potentially affected individuals. Based on country risk assessments, we have identified women, pregnant individuals, ethnic minorities, and people with disabilities as particularly vulnerable groups in our partner facilities. These individuals are to be informed of their rights and protected from discrimination and disadvantage.
To ensure this, we take various measures including:

- Long-standing, trust-based partnerships
- Regular on-site visits
- Internal and independent audits with employee interviews
- Management training on the Weitblick Code of Conduct
- Establishment of a backup grievance mechanism
- Transparency and review of internal factory mechanisms

To further expand our dialogue with stakeholders and communicate transparently, in November 2024, we signed the Joint Declaration of Intent of the Partnership for Sustainable Textiles with the German Federal Ministry for Economic Cooperation and Development, aiming to strengthen stakeholder and trade union involvement. Since then, we have actively participated in workshops to implement these goals.

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We also take our environmental responsibility seriously in our work with partners. We actively strive to protect the environment in our business operations and aim for continuous, long-term improvement. One key goal is the elimination of hazardous chemicals, for example by promoting compliance with the ZDHC Manufacturing Restricted Substances List (ZDHC MRSL). Our OEKO-TEX® certifications support this path, as OEKO-TEX® aligns with the ZDHC initiative and ensures compliance with the MRSL through various services. The OEKO-TEX® STeP MRSL covers all substances banned under the current ZDHC MRSL.

Further details on these topics can be found in our Code of Conduct.

2.3 WEITBLICK as a Brand and Company

As a family-owned business, we see ourselves as one big family where people matter. Respect, courage, and reliability – these are the values we live by to create a harmonious working atmosphere for every member of our team. When clothing becomes more than just the fabric that holds it together, and a spark of enthusiasm is ignited – that's what we call a true WEITBLICK moment.

RESPECT / Transparency / Partnership
– I speak *with* others, not *about* others.
– I seek to understand and help others understand.
COURAGE / Joy
– I choose a positive attitude.
– I make decisions and follow through with them.
RELIABILITY / Integrity
– I honor the agreements I make.
– I take responsibility for what I do – and for what I fail to do or say.

Each generation of our family has shown that passion makes all the difference. It gives us the courage to pursue new ideas, the drive to do our best, and the confidence to stay committed to our long-term vision: "Creating enthusiasm together." The satisfaction of our employees is of great importance to us and is reflected in our regular participation (every two years) in the company-wide TOP JOB employee survey.
We are also constantly identifying new opportunities for sustainability and responsible action at our sites, offering training and development. Digitalization and the efficient use of AI play just as important a role as collective efforts in areas such as employee health and waste separation.

Social and Regional Responsibility

We fulfill our social and regional responsibilities through a variety of projects. For example, we donate unsellable products to charitable organizations. Each year, we also provide financial support to selected initiatives, such as the association Wunsch am Horizont, the school construction project Children of Bangem in Cameroon, or the Klimahelden Aschaffenburg climate initiative. In our production countries, we also provide assistance through donations—such as sewing machines or investment grants. After the 2014 flood disaster in Bosnia, we supported local reconstruction efforts.
During the COVID-19 pandemic, we worked closely with our raw material and component suppliers to ensure supply capability and liquidity through long-term contracts. At the same time, we increased our inventory levels to prevent material shortages and maintain a stable supply chain.

Environmental Awareness in Everyday Business

Awareness of resource consumption is an integral part of our daily work. We consistently focus on reducing waste and using water, energy, and materials efficiently – for example, through strict waste separation and the use of digital archiving systems to minimize paper consumption.
A large portion of our electricity needs is covered by our solar panels, which span a total area of 2,200 m². Surplus energy is fed into the public power grid. If our own supply is insufficient, we purchase exclusively certified green electricity.
We also act sustainably in logistics: we collaborate with regional suppliers such as Wellpappe Alzenau, reuse 90% of used cardboard boxes multiple times, and largely avoid plastic packaging. For products that still require packaging, we are actively working on plastic-free solutions.
Since 2012, we have relied on climate-neutral shipping with our main logistics partner DPD. With our second-largest provider, DHL, all national shipments are also CO_2-neutral.

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We are also gradually making our vehicle fleet more environmentally friendly. The first hybrid and electric vehicles have already been acquired. Since 2022, we have been calculating our **Corporate Carbon Footprint** annually, and in 2025 we will, for the first time, assess the **Product Carbon Footprint** of selected products.

Collective Engagement
Membership in MaxTex Association
We are a member of MaxTex, a network that values sustainability as much as we do. The commitment begins with the first fiber and ends with disposal. In simple terms, it's about sustainable solutions in the textile industry. More than 50 member companies from various sectors – from raw materials to weaving to garment manufacturing – are part of the network. Every member is convinced that sustainable business practices in the textile industry are not only possible but are becoming the standard. This is where traditional companies meet young start-ups. Ideas are discussed, analyzed, and shared. Long-standing experience is combined with new, innovative thinking. MaxTex was founded in 2014 and continues to grow – a sign of how important sustainable business processes are for the economy, politics, and consumers alike. Since 2021, our Managing Director Felix Blumenauer has been a board member, and since 2024, he has served as Chairman of the Board.

Participation in Dialogue and Impact for Sustainable Textiles: A strong multi-stakeholder network for human rights and environmental protection in global textile supply chains.
Dialogue and Impact for Sustainable Textiles advocates for a socially, environmentally, and economically sustainable global textile and apparel industry—one that respects human rights throughout the value chain while protecting the climate and the environment. The network evolved from the former "Alliance for Sustainable Textiles" (2014–2025).
WEITBLICK has been involved in this initiative since 2022. The DST focuses on constructive dialogue and networking among a diverse group of committed stakeholders in the sector. Together, participants learn from one another and develop needs-based, self-directed initiatives to improve environmental, living, and working conditions in producing countries. To ensure a sustainable impact and the long-term implementation of measures, local actors are actively involved in the dialogues and implementation.

2.4 Business Model and Our Customers
With high-quality, durable workwear and holistic clothing concepts, we connect people, brands, and businesses. From needs analysis to the final stitch, we create customized solutions that simplify everyday work and help companies move forward.
At WEITBLICK, we have always thought in terms of relationships – and what they need to remain value-creating and stable. We aim to be a reliable, strategic partner for B2B companies, textile service providers, and retailers. Many of our major clients have visited our production sites and found these insights to be transparent and enlightening. The complexity of our products is often not visible in the final result – a prime example is our MyCore Force collection, which requires up to 180 minutes of sewing per jacket.
Among our largest clients are industrial laundries, which are a major focus in our support and product development. These products must withstand the high demands of industrial laundering. Unlike household laundry, industrial laundries are operated by trained professionals using highly specialized equipment tailored to fabric and contamination types. Depending on the level of soiling, different wash categories and programs are used. The process is designed for maximum efficiency, using only as much detergent and time as necessary to ensure hygienic cleanliness. Energy and water consumption are also lower compared to household washing. Modern laundries use advanced water treatment systems to reuse this valuable resource whenever possible. In some cases, optical-chemical washing processes are used to significantly reduce chemical usage.
We also aim to educate our customers and prospects. We believe that raising awareness about personal and professional consumption starts with sharing knowledge. Topics we already cover through online lectures, presentations, and customer meetings include:

- Quality awareness
- Price composition
- Sustainability at WEITBLICK
- Benefits of product longevity
- Understanding certifications
- Washing behavior/industrial laundry
- Value communication
- Repair practices

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2.5 Our Risks

Our published risk analysis for Weitblick GmbH & Co. KG provides detailed evaluations and the measures we have taken. In summary, the following risks and corresponding mitigation strategies apply to our business model:
At the manufacturing level, the main risks relate to social standards and integrity, including working conditions, wages, discrimination, child labor, occupational safety, etc. We assess country-specific risks and their likelihood of occurrence among our supply chain partners. Key elements of our business model include careful partner selection, long-term collaboration, and a stable supplier portfolio. Production sites are contractually defined, and there are no dormitories – workers live with their families near the factories.
Pre-treatment, dyeing, and finishing of textiles – often referred to as "wet processing" – are critical stages where textiles receive their final properties. These processes typically involve large amounts of dyes, chemicals, water, and energy. Wastewater from these stages may contain undeclared chemicals from earlier steps, such as pesticides from cotton farming or sizing agents from weaving. It also includes unfixed dyes and large quantities of chemicals. This stage poses significant risks to both people and the environment.
Weitblick sources most of its woven and knitted fabrics as yard goods from companies whose wet processing takes place in EU countries (e.g., Italy, Germany, Spain, the Netherlands, Portugal). We believe that regions with comprehensive legal frameworks and approval processes for occupational and environmental safety offer better conditions for responsible production. For partners in other regions, we apply strict requirements to ensure responsible practices. To this end, we have developed an internal requirements catalog and regularly train relevant departments – such as purchasing, supply chain, technical teams, and product portfolio management – through our Corporate Responsibility & Impact Management.
Corruption risks are considered high not only outside the EU but also in some EU countries. At Weitblick, we have embedded a clear commitment against corruption in our Code of Conduct. On the procurement side, decisions are made using the four-eyes principle, and all processes are transparent. We maintain long-standing partnerships with all our suppliers. For our key suppliers, we have personally verified during site visits that machinery and processes meet modern standards and that extensive safety measures are in place for handling chemicals and equipment, including the provision of personal protective equipment for employees.

2.6 Handling Complaints and Remedial Measures

Weitblick GmbH & Co. KG has established a process for Corporate Social Responsibility (CSR) topics that enables employees and stakeholders—such as supplier employees or other affected groups—to report complaints. This grievance mechanism complements the internal complaint systems available at the respective facilities (e.g., suggestion boxes, employee representation, etc.). These local systems should be the first point of contact for raising concerns.
The Weitblick grievance mechanism for stakeholders serves as a backup system that becomes active when internal mechanisms do not function adequately. It ensures that in the case of legitimate complaints or reports of negative impacts on human rights, the environment, or integrity—caused or contributed to by the company—remediation and corrective action are provided or supported.
All direct employees of Weitblick may also use this mechanism; however, they additionally have access to internal complaint processes available via the company intranet. All complaints are handled anonymously and confidentially to protect complainants from retaliation to the best of our ability. Complaints can be submitted in any language.
Contact can be made via email, phone, or mail to Weitblick GmbH & Co. KG. Additionally, there is an online form available on our website for submitting complaints.

Our published BACK-UP Grievance Mechanism provides further details on terminology, procedures, and contact information.

3. Anchoring within the Company

Adoption and Signing by Management

The management and shareholders of Weitblick GmbH & Co. KG formally adopt the sustainability strategy, the sustainability declaration, and the Code of Conduct at the highest level and actively contribute to their further development. Isabelle Ilori-King, as Managing Partner, oversees Corporate Responsibility & Impact Management and sets the strategic direction. In 2021, a new position for a Sustainability Manager was created to coordinate sustainability topics across departments. Additionally, an internal Steering Committee composed of experts from key areas along the supply chain supports sustainability management with their specialized knowledge. The declaration must be signed by the management and is thus fully recognized as a binding standard.

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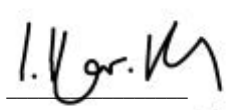
Responsibilities
The sustainability declaration is the responsibility of the Manager of Corporate Responsibility & Impact, in close coordination with the management and shareholders.

Internal and External Availability
This document is available internally on the shared drive and accessible to all employees, regardless of whether they have a company device. It is also posted on the black information boards at both company locations. Additionally, the policy statement is presented to every employee for signature. For sustainability reasons, this is done digitally, but a printed version is available upon request. Every employee is expected to sign the declaration. New employees participate in a mandatory onboarding session on sustainability at Weitblick. Externally, care is taken to ensure that the information is presented clearly, precisely, and in a user-friendly format. This is primarily done via our company website. The company publicly communicates its commitment to social and environmental responsibility, its value chain, management systems, and the measures it has taken to reduce and address negative impacts in its own operations and among producers.

Updates
The policy statement is reviewed and revised annually and on an ad hoc basis. This task is carried out by the Corporate Responsibility & Impact Management team in collaboration with the management. External experts may also be consulted to ensure an objective perspective.

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Kleinostheim, June 2026



Isabelle Ilori-King
Managing Director
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