WEITBLICK



UPDATE RESPONSIBILITY 2024

Version 1.0 | July 2025

UPDATE 2024

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THE UPDATE

In this report, we summarize our most important developments for 2024. We started the year with many projects – and were able to implement many of them. A few highlights included a visit to our recycling partner Renaissance Textile in Laval, the conversion of a large part of our range to Cotton made in Africa, and the signing of a joint declaration of intent in the Partnership for Sustainable Textiles to involve stakeholders even more closely in the dialogue. At the same time, it is clear that sustainable transformation is an ongoing process: not everything went as planned, and some tasks will carry over into 2025.

One example is our CO_2 accounting: due to the change in our partner for calculating our corporate carbon footprint (CCF), publication has been delayed – it will take place in 2025 in a separate "Climate & Environment Update." Despite all the challenges, we are resolutely continuing on our path – with a clear vision, open communication, and a strong will to live up to our responsibility.

Corporate Responsibility & Impact Management at WEITBLICK

2024 – IN REVIEW

A LOOK BACK AT LAST YEAR

Let's take a quick look back! In 2024, we were able to successfully implement some of our goals, while others have not yet been fully achieved. This review provides a basis for learning from experience and developing our next steps in a targeted manner.

PRODUCT	
We are continuously working to improve our procurement and purchasing practices. To this end, our entire purchasing team has completed training on responsible purchasing practices.	Achieved – We have also developed a new set of criteria for selecting and evaluating new suppliers.
We are deepening our knowledge and information. We are taking a close look at at least 85% of the supply chain, thus expanding our supplier mapping even further.	We have further expanded our knowledge of the deeper supply chain and collected information on 86% of our fabric items.
All our suppliers have received our Code of Conduct and accepted its contents..	Achieved.
We are actively committed to innovative and sustainable product design.	Achieved – The new position of "Manager Product Compliance & Sustainability" was created in product management to further strengthen cooperation.
Development of a circular economy strategy by the end of 2024.	Sufficiently achieved. – We have dealt with the issue intensively and planned an initial pilot project for January 2025.
PRODUCTION	
Our production partners are OEKO-TEX® STeP certified. We have a detailed strategy for sustainable procurement, which includes the development of a detailed list of criteria by the end of 2024.	Sufficiently achieved. - The criteria catalog was developed and applied for the first time. The sixth partner company in the field of passive wage processing (PLV) is still in the certification process.

2024 – IN REVIEW

A LOOK BACK AT LAST YEAR

PRODUCTION	
We have a strategy for promoting living wages and are actively implementing it.	Achieved.
CUSTOMERS & COMMUNICATION	
We are reviewing our communication strategy in light of the new legal requirements and are committed to clear, simple, and transparent communication.	Achieved. – Launch of a new website planned for April 2025. In addition, we engaged in more dialogue with our customers in 2024. .
A new form of digital reporting will be implemented by the end of 2024.	Sufficiently achieved. - We have agreed on a compromise with the new website. Important topics are given more space. More in-depth information, such as this report, will continue to be published as updates in PDF format on the website.
LOGISTICS	
We have implemented a pilot project to test reusable shipping bags. For us and also for our B2B customers.	Not achieved - During the pilot project, we unfortunately had to conclude that implementation is not yet possible for us, among other things for cost/benefit reasons.
ENVIROMENT & SOCIAL	
We have conducted a detailed double materiality analysis.	Not achieved. Firmly planned for 2025/2026.
We have developed our climate and environmental strategy based on the double materiality analysis.	Not achieved – Unfortunately, we have not yet come as close to our goal as we had hoped. We have ended our collaboration with our previous CO_2 accounting partner, which has temporarily slowed progress in the development of our climate strategy.

SUPPLY CHAIN

In 2024, we once again worked very closely and successfully with our partners in the supply chain. WEITBLICK focuses on long-term, trusting partnerships – with partners at the manufacturing level or in fabric purchasing. We have been working with many suppliers for decades – for example, with our yarn supplier Amann, with whom we have been working in partnership for over 50 years. Personal discussions and regular on-site visits – both to production partners and suppliers – are a central part of our cooperation on an equal footing.

For us, a responsible supply chain also means expanding our knowledge of the deeper supply chain back to the origin of the raw materials. Through intensive exchange with our fabric suppliers, we have now received information from 71% of our fabric suppliers about the locations of the individual production stages. This corresponds to a deeper knowledge of our supply chain for 86% of the fabric items we use. With this knowledge, we can refine our risk analyses.

On the following pages, you will find an overview of the countries known to us for the individual production stages and the corresponding risk assessment. The color coding of the gross risk is based on the source retraced. More information on measures can be found in our detailed risk analysis, published on our website.



CODE OF CONDUCT & DECLARATION OF PRINCIPLES

WEITBLICK

You can find the documents on our website

www.weitblick-workwear.de/verantwortung

Our Declaration of Principles and Code of Conduct form the foundation for responsible collaboration with our partners throughout the entire supply chain.
Both documents have been developed and continuously refined with extensive internal and external expertise. They reflect our commitment to ethical and responsible conduct at all levels and have been adopted at the highest corporate level and signed by our executive management.

The dissemination of these principles is managed by our Corporate Responsibility & Impact Management team. It ensures that all employees, suppliers, and the public are informed about our standards. At the same time, we take responsibility for regularly updating these documents in response to new developments and changes within the supply chain.

In 2024, we initiated a comprehensive revision process. The updated versions of our Code of Conduct and Declaration of Principles were published in summer 2025 and communicated to our partners.
Key updates include:

- Integration of the European Deforestation Regulation into the Code of Conduct
- Adjustment of our packaging requirements
- Revision of the Statement of Principles in line with our 2025 business strategy
- Clarification of the definition of vulnerable stakeholder groups, enabling us to address our responsibilities toward these groups more specifically and directly

SUPPLY CHAIN

The color coding indicates the gross risk of the respective country. No information is rated by us as having the highest risk.



Number of fabric items at the weaving level

	Number of fabric items	Gross Risk
Germany	9	2,23
Italy	21	2,58
Spain	8	2,49
France	3	2,47
Portugal	6	2,68
Belgium	2	2,57
Turkey	2	3,63
India	28	3,60
Pakistan	19	3,95
N/A	1	5,00*



Number of fabric items at the Dyeing & Finishing level

	Number of fabric items	Gross Risk
Germany	12	2,23
Italy	52	2,58
Spain	7	2,49
France	6	2,47
Portugal	19	2,68
Belgium	2	2,57
N/A	1	5,00*

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SUPPLY CHAIN

The color coding indicates the gross risk of the respective country. No information is rated by us as having the highest risk.



Number of fabric items at the weaving spinning

	Number of fabric items	Gross Risk
Spain	1	2,49
Portugal	6	2,68
Belgium	3	2,57
Turkey	25	3,63
India	36	3,60
Pakistan	23	3,95
China	1	3,70
Slovenia	2	2,58
N/A	1	5,00*



In case of yarn dyeing

	Number of fabric items	Gross Risk
Italy	3	2,58
Spain	7	2,49
Portugal	6	2,68
N/A	78	5,00*



SUPPLY CHAIN



Number of countries of origin of the raw materials used in our fabric products

The known origins of the raw materials used in our purchased fabric products are listed here. The decimal figures result from the origin of blended fabrics. The color coding reflects the gross risk of the respective country. For origins marked with an asterisk (*), we only have information about the continent or a region of the continent. For this reason, we have rated the risk as 5.00.

	Polyester	Cotton	Gross Risk
India	39.5	34.5	3,60
Indonesia	10	1	3,64
Pakistan	14.5	10	3,95
Turkey	15	4	3,63
Asia	2	0	5,00*
China	10	0	3,70
Malaysia	1	0	3,51
South Korea	2	0	3,88
N/A	5	13	5,00*
USA	0	18	2,63
Spain	0	2	2,49
Africa	0	5	5,00*
Agypt	0	1	3,71
West Africa	0	2.5	5,00*
Australia	0	1	2,47





ABT FOUNDATION

COTTON MADE IN AFRICA

Since 2017, we have been using cotton certified according to the Cotton made in Africa (CmiA) standard, initially to balance quantities for a large customer project in the food retail sector. By mid-2024, we will have expanded the use of this certified cotton to cover a large part of our product range.

WEITBLICK is proud to partner with the Cotton made in Africa (CmiA) initiative, an internationally recognized standard for sustainable cotton grown by smallholder farmers in Africa. Through our collaboration, smallholder farmers are deepening their knowledge of sustainable agriculture and environmental protection. The CmiA-verified cotton we use for our products has a very low impact on the environment and supports village communities in Africa.

Supporting
THE INITIATIVE

COTTON
MADE IN
AFRICA





MANUFACTURING

Our partners in the garment manufacturing sector are committed to the highest standards in textile production. To evaluate this transparently and independently, we rely on OEKO-TEX® STeP certification, among other things.

The certification considers all essential aspects of sustainable production and is divided into six equally weighted modules:

Chemical management – Safe and responsible handling of substances

Environmental performance – Measurable progress in resource conservation and emission reduction

Environmental management – Systematic processes for sustainable business management

Social responsibility – Fairness, labor rights, and employee well-being

Quality management – Ensuring the highest product standards

Health and safety – Protection and prevention for all employees

STeP

With OEKO-TEX® STeP certification, our partner companies not only set an example for quality and responsibility—they make sustainability an integral part of their DNA.

As part of the certification process, each company is assessed according to defined performance criteria and evaluated on a three-level scale:

Level 1 – Entry level At least 70% of the basic questions are fulfilled

Level 2 – Good implementation An additional 34% or more of the advanced questions are met

Level 3 – Exemplary implementation An impressive 67% or more of the advanced questions are met

This not only allows the development of certified companies to be tracked year-on-year, but also enables individual results to be classified in relation to industry and national averages.

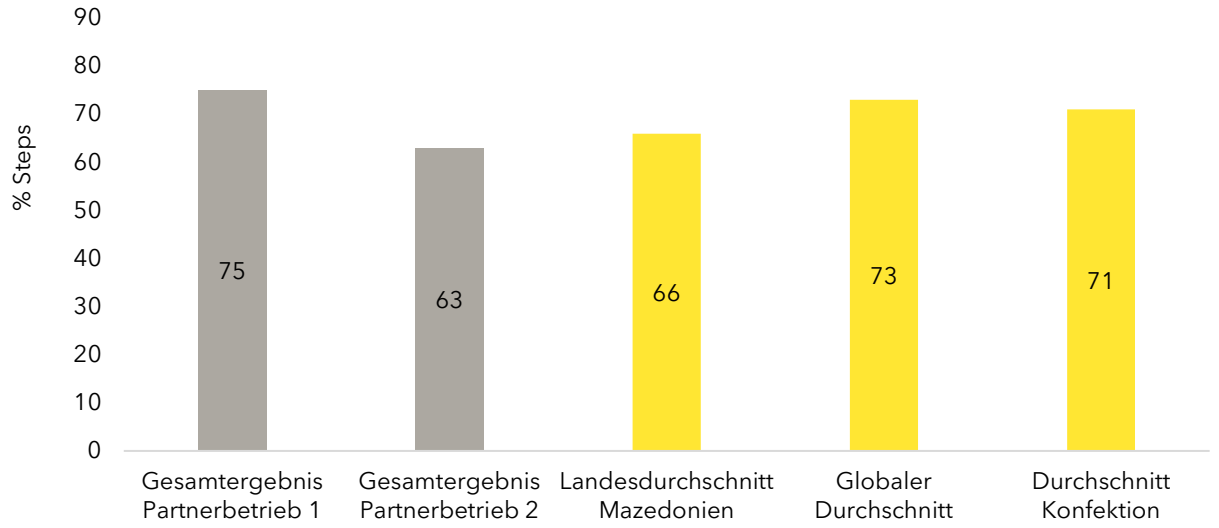


MANUFACTURING

NORTH MACEDONIA

In 2024, a partner company progressed from Level 2 to Level 3 in the OEKO-TEX STeP audit – **a real quantum leap.** With an overall score 4% above the industry average, 2% above the global average, and 9% above Macedonian values, it is a success story. As a further development from the audit, internal programs for quality management and health & safety were reorganized, pipe insulation was renewed, and potential trip hazards were marked.

At the same time, another partner company is preparing for recertification in spring 2025. Since the initial certification in 2023 (Level 2), extensive investments have been made in new floors, optimized fire extinguisher positions, fire doors, and height-adjustable chairs for the seamstresses and tailors – a clear step toward greater ergonomics and safety. Particularly impressive: the excellent rating in the area of social responsibility, which impresses with its high level of transparency and committed stakeholder dialogue, and puts the company on the path to industry best practice.



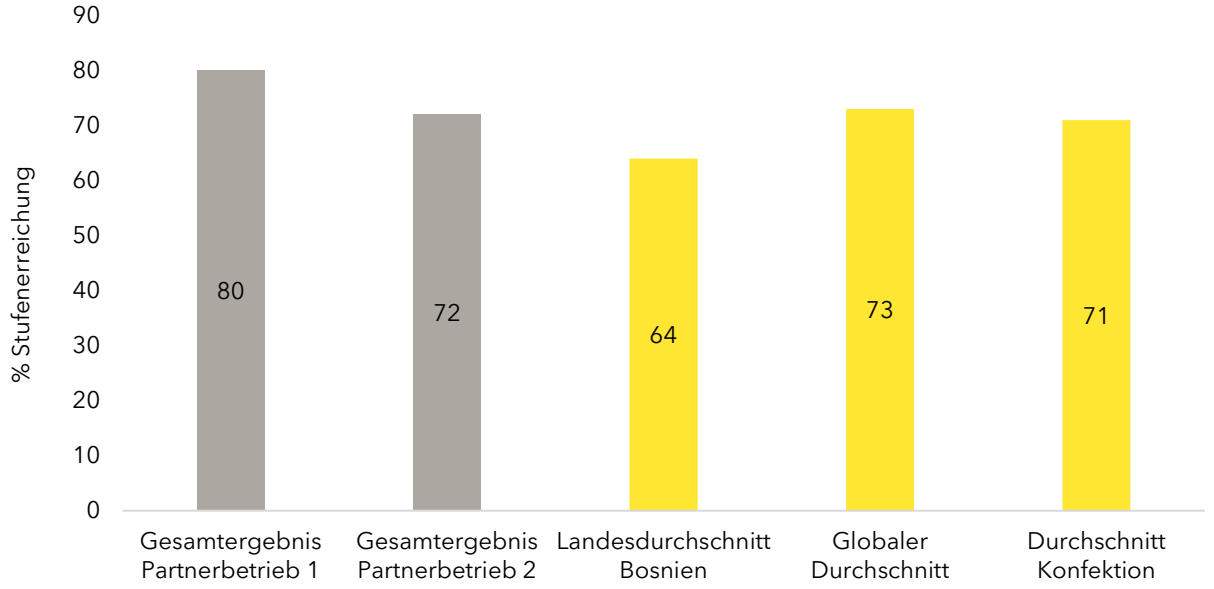
MANUFACTURING

BOSNIA & HERZEGOWINA

Success in Bosnia.

One partner company excelled in 2024 with Level 3 and an overall score of 80%. It exceeded the Bosnian average by 16% and the global average by 7%. Nevertheless, areas for improvement were identified: the list of chemicals must be completed, warning labels updated accordingly, and employees given targeted training on the Code of Conduct in order to continue to ensure the highest standards.

Another partner also confidently maintained Level 3 in the recertification process, with top results in global and national comparisons. Particularly impressive: it exceeds the Bosnian average in five areas and matches it in two others. The audit resulted in a commitment to conduct internal audits for environmental compatibility, management systems, quality management, and occupational health and safety more frequently – now planned and implemented annually. Training on occupational health and safety will also be introduced on a mandatory basis at least once a year.



MANUFACTURING

CZECH REPUBLIC

Our partner company in the Czech Republic **achieved Level 2** recertification – close to Level 3. It exceeds the regional and industrial average, particularly in chemical management and health & safety. As part of the audit requirements, the environmental analysis was updated and a CO_2 reduction strategy defined. A WEITBLICK loan is enabling investment in a new ERP system and modern hardware and software to increase efficiency.

RESPONSIBILITY WITH #WEITBLICK

RISK ANALYSIS

Our procedure

For WEITBLICK, responsible business practices include continuously reviewing the risks that may arise from our own business activities and all associated processes that could have a negative impact on people and the environment. For us, taking responsibility also means taking appropriate countermeasures in the event of negative effects and preventing potential damage. Our risk analysis draws on sources such as 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 Partnership for Sustainable Textiles. To classify countries and country-specific risks, we have used the retraced risk analyses, the amfori BSCI Countries' Risk Classification, and the MVO Risk Checker.

The following generalized risks apply in a textile supply chain:

- Child labor
- Forced labor
- Low wages
- Discrimination
- Lack of occupational safety/accident prevention
- CO2 emissions
- Use of hazardous chemicals
- Air, soil, and water pollution
- Corruption
- Dependence on large corporations for the use of genetically modified seeds Consumption of natural resources

RESPONSIBILITY WITH #WEITBLICK

RISK ANALYSIS

Our business model and procurement procedure

We focus on a small number of durable collections with high quality and a long product life. Long-term planning enables stress-free production without time pressure, overtime, or last-minute changes. This ensures stable capacity utilization for our manufacturing facilities and avoids subcontracting and price dumping.

Our long-standing partnerships – some of which date back to the 1990s – are based on daily communication and cooperation on an equal footing. In 2024, we will be manufacturing in the Czech Republic, Bosnia and Herzegovina, and North Macedonia, supported by our own local employees.

Our product portfolio is divided into two procurement channels:

PLV companies: approx. 92%

Commercial goods: approx. 8%

The materials for manufacturing come mainly from the EU. We are constantly expanding our knowledge of production sites and raw material origins. Our responsible procurement management is based on:

- Clear criteria for new suppliers
- Fixed parts lists for clear material specifications
- Forward-looking planning with standard materials
- Procurement based on forecasts and historical values
- Stockpiling in our own warehouses, at producers, and suppliers
- Consumption of natural resources

GOOD TO KNOW

RISK ANALYSIS

Passive contract processing (PLV) In the passive contract processing model, WEITBLICK independently procures all the materials and ingredients required for product manufacturing. A contracted manufacturing company then takes over production. It receives all materials directly from WEITBLICK.

Commercial Goods These are already manufactured products that we procure from carefully selected partners**.**

Full purchase With the "full purchase" procurement method, we commission a partner (e.g., production or agency) to manufacture our own products. In this case, the partner takes over the procurement of materials based on our pre-selected materials and suppliers.

Specific risks in WEITBLICK procurement
Our workwear is made from cotton, polyester, and, to a lesser extent, polyamide and elastic materials based on polyurethane elastomers or polyolefins. This means that the high risks already described are inherent in textile production. At WEITBLICK, the focus is 100% on quality and the associated durability of the products. Collection changeover times are calculated in years, not months or even weeks. Due to the high material quality, there is much less fiber abrasion during wear and washing, and thus less microabrasion that pollutes water. Special equipment can pose a specific risk in workwear. One example of this is the water- and/or grease-repellent finish required for some items. The PFC-based chemicals most commonly used for this purpose are considered a high environmental risk due to their lack of biodegradability. Due to the short distances and good accessibility, as well as long-standing partnerships, factory visits, and available certificates, we are better able to assess the extent of risks in the areas of wet finishing and garment manufacturing than the risks in the upstream production steps of the textile production chain, fiber production, and yarn and fabric products. In these areas, we see a lack of transparency regarding the origin of the materials used for our workwear. This results in a clear need for action to identify actual risks in these production stages and to derive and implement measures based on this.

INDIVIDUAL RISKS

You can find more details on risks and measures taken in our detailed risk analysis.

→

Passive wage processing

The main risks at the manufacturing level are primarily in the area of social standards. These include issues such as working conditions, wages, discrimination, child labor, occupational safety, freedom of association, corruption, and possible government influence. In order to produce high-quality products, the workers at our partners in the supply chain are irreplaceable. They work with great commitment and competence for our success. We greatly appreciate this. It is therefore a matter of course for us to create an environment in which every employee can feel comfortable. Compliance with human rights, verified by independent certification bodies, is a prerequisite for cooperation with us. For independent testing of social, ecological, and quality criteria, we rely on certifications such as OEKO-TEX® STeP, ISO 9001, 14001, 45001, and 50001.

Measures

Our procurement model consists of two parts. One part is passive contract processing. This is carried out by our partners in the Czech Republic, North Macedonia, and Bosnia and Herzegovina. We have full transparency and control over the procurement of raw materials. Another part is the procurement of merchandise (see Risk Merchandise). A new addition is the area of full purchase from August 2025.

- Careful selection of partners along the supply chainLong-standing cooperation and stability in the supplier portfolio
- Regular visits and support from colleagues in the Technology, Purchasing, Supply Chain, and Corporate Responsibility & Impact Management departments
- Contractually agreed production location
- Goods are packaged with the least possible impact on the environment.



TRANSPARENCY – DIALOGUE – TRUST

LIVING WAGES

We are fully committed to fair wages for all seamstresses. Our foundation is based on the ILO core labor standards, and we require all our suppliers to adhere to fair working conditions through our Code of Conduct. But fair wages mean more than just guidelines–they thrive on trust and proximity.

Through long-standing, equal partnerships and direct contact, we create the basis for appropriate working conditions, fair pay, and better living conditions on site. This is precisely what our strategy for living wages is based on, with a clear focus on our clothing production. We derive our reference values for living wages from the European Floor Wage and, where available, from country-specific calculations.

Transparency and dialogue are essential for us. Together with our partners, we continuously analyze wage and country data in order to make the right decisions, even in a sensitive and dynamic environment. Only through conscious and decisive action can we ensure that fair wages do not remain a vision, but become a reality.

WHAT WE HAVE ACHIEVED – AND WHAT WE STILL PLAN TO DO

LIVING WAGES

Living wages are a dynamic topic. At the end of 2024, the statutory minimum wage in Bosnia is set to increase by around 60%, which will bring about numerous changes and pose a cost-sensitive challenge for businesses. New reference values for living wages are not currently available.

We are keeping an eye on developments in Bosnia and will revisit the topic in a targeted manner. A pilot project is starting with a company in North Macedonia that is considered a pioneer in social compliance according to the OEKO-TEX® STeP audit report. The next steps will be determined at the beginning of 2025 during an on-site visit by the sustainability management team.

TOPIC	2023 and 2024	2025 planing
Analysis of wage gaps	Initial data collection and wage gap analysis at companies in the Czech Republic, Bosnia, and North Macedonia. Creating a better understanding of wage structures at independent companies.	Repeat wage gap analysis Identification of changes, wage increases, and effects of price negotiations.
Strategy	Development of a strategy with senior management and management level.	Updating and revising the strategy in line with the latest findings
Training and awareness	WEITBLICK internal workshops Personal exchange with companies	WEITBLICK internal workshops Personal exchange with companies
Exchange and networking	In-depth exchange, e.g., in the Learning and Implementation Community on responsible purchasing practices of the Partnership for Sustainable Textiles	Participation in the Living Wage Lab of the Partnership for Sustainable Textiles
Pilot project		Dialogue with a company in North Macedonia on the implementation of a pilot project



LIVING WAGES

MEASURES

Identifying risks is the first step toward preventive measures. Many dedicated employees at our production partners ensure that everyone feels comfortable—based on many years of cooperation. We invest in our own machines at six production partners. Our procurement model guarantees full transparency in terms of ingredients and fabrics. We carefully select suppliers, start a sustainability onboarding process before the start of the collaboration, and maintain long-term, partnership-based cooperation.

→ Mainly investments in our own machinery and equipment

→ Commitment to anti-corruption in our Code of Conduct

→ Option to submit complaints anonymously

→ Establishment or continuation of high-quality certifications (such as OEKO-TEX® SteP)

→ Personal onboarding by our sustainability management team for new suppliers



STAYING ON COURSE

GRIEVANCE MECHANISM

An important aspect of fulfilling our responsibility in the supply chain is the provision of a grievance mechanism in the garment factories. To this end, we have set up an internal process that defines how we deal with complaints. It is crucial that people affected by negative social and environmental impacts have access to this mechanism.

Our mechanism complements internal complaint systems in the factories. All Tier 1 suppliers have their own complaint mechanisms. We provide information about our backup mechanism in the factories in the local language.

A notice explains what types of complaints can be submitted and how. Various channels are available (internally or to us, in writing or by telephone), with confidentiality and anonymity always guaranteed. Surveys are conducted among employees at the production sites at regular intervals to ensure that the options are known and accessible. For 2025, we have set ourselves the goal of reviewing the effectiveness of our back-up grievance mechanism and implementing any necessary improvements. Complaints are published anonymously once a year.

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 2024, no complaints have been received.*

GRIEVANCE MECHANISM

Complaints will be answered within one week and the outcome and implementation will be documented.

Receipt of the complaint
Documentation of receipt, anonymous and confidential treatment, preservation of neutrality.

Internal forwarding
Inform the internal task force within 24 hours.

Processing by the task force
Checking for plausibility, classification according to topic and severity.

Acceptance of the complaint
Submission of a plan for redress.

Response
The task force writes a response letter confirming receipt of the complaint and informing the complainant whether the complaint has been accepted.

Implementation of redress
If the redress is accepted, the agreed form of remedy is provided and monitored.

Review
Corporate Responsibility & Impact Management reviews whether the incident has been resolved or whether further action is necessary.



TOGETHER ON TRACK

NETWORK AND PARTNERSHIPS

Through strong partnerships, we gain valuable insights, promote innovation, and keep our finger on the pulse. For us, networking means increasing impact, seizing opportunities, and shaping the future together.

BNT
BÜNDNIS FÜR
NACHHALTIGE TEXTILIEN

Partnership for sustainable textiles

The Partnership for Sustainable Textiles aims to make a decisive contribution to solving the main problems in the textile industry. As a multi-stakeholder initiative, it brings together companies, associations, NGOs, standards organizations, trade unions, and the German federal government. This promotes constructive dialogue and exchange on an equal footing.

This is how WEITBLICK is involved in the Textile Alliance:

→ **Steering Committee**

Isabelle Ilori-King has been volunteering on the Steering Committee since 2023, working to promote a fair, environmentally friendly, and ethical textile and clothing industry. The Alliance's Steering Committee is responsible for the strategic management and ongoing development of the initiative.

> *With the perspective of a medium-sized family business and a focus on production in Eastern Europe, I was able to bring important and new impetus to the work of the textile alliance.*
>
> ISABELLE ILORI-KING
> Managing Director &
> Shareholder

TOGEHTER ON TRACK

NETWORK AND PARTNERSHIPS

BNT
BÜNDNIS FÜR
NACHHALTIGE TEXTILIEN

→ **Member meetings**

The management and sustainability management teams are actively represented at the alliance's annual member meetings and gain important contacts and ideas from the networking and workshops.

→ **Learning and Implementation Community on responsible purchasing practices**

Since 2023, we have been participating in the Learning and Implementation Community on responsible purchasing practices of the Textile Alliance. As part of our participation, we have developed a supplier satisfaction survey, which is to be piloted in 2025.



For us, responsible procurement is a clear commitment to sustainable business practices. We focus on partnerships based on equality, quality, and long-term, fair cooperation. Participating in the alliance's initiative has reinforced our actions and provided valuable impetus for further measures.

ANDREAS BECK

Head of Purchasing & Materials Development



TOGETHER ON TRACK

NETWORK AND PARTNERSHIPS

MaxTex

We are part of MaxTex, a network that values sustainability as much as we do. More than 50 member companies from various sectors of the textile industry–from raw materials to weaving to clothing manufacturing–are part of the network. This brings together traditional companies and young start-ups.

This is how WEITBLICK is involved in MaxTex activities

→ **Leadership**

Since 2021, our Managing Director, Felix Blumenauer, has served on the association's Board.

In 2024, he was appointed Chairman, further strengthening our commitment to sustainable and innovative industry development.

→ **Collaborative Projects**

Through MaxTex, we joined forces in delivering the *2024 Industry Report on Workwear and Protective Clothing* in partnership with Marketmedia24.

This comprehensive study offers in-depth insights into current market conditions and identifies the key factors that will shape supply and demand in the years ahead.

→ **Member Meetings**

Held twice a year, the MaxTex member assemblies are a true highlight on our calendar. They provide a vibrant platform for discussion, in-depth analysis, and the sharing of valuable experiences within the industry network.





RENAISSANCE TEXTILE IN LAVAL

RENAISSANCE
textile
plateforme française de recyclage textile

In the summer of 2024, we visited our partner Renaissance Textile in Laval, France.
The company specializes in recycling industrial post-consumer textiles. With modern processing facilities, they can recycle around 3,000 tonnes of polyester and cotton blend fabrics each year – equivalent to about 10 million garments.

During our visit, we gained valuable insights into the processes and challenges of mechanical recycling. The on-site experience helped us optimize our own operations and identify new opportunities to integrate the recycling of used clothing as well as pre-consumer waste – leftovers generated during production – into the circular economy.

SOCIAL ENGAGEMENT

WEITBLICK Creates Opportunities: Education for a Better Future

Social commitment is a core value at WEITBLICK. A prime example is our support for the association *Children of Bangem e.V.*, which is dedicated to improving access to education in rural regions of Cameroon. Carsten Geis, Head of Production Planning at WEITBLICK, has been volunteering for the association for many years.

Thanks to the association's work and financial contributions, a modern primary school has been built in Muakwe, a district of Bangem in the Southwest Region of Cameroon. For the furnishing, recycled furniture, computers, and sports equipment from the Obernburg region were transported to Cameroon. The official opening of the school is scheduled for March 2025 – a milestone for the children of Muakwe, giving them access to quality education.

Children of Bangem e.V. also plans further investments in solar energy, outdoor facilities, a football field, a computer lab, and the modernization of the local hospital. In addition, the association continues to invest annually in schoolbooks and is expanding its sponsorship program.

Education is the key to a better future – and WEITBLICK is proud to be part of this important initiative



MORE

ENGAGEMENT

Litter Collection Campaign “Clean Reinhard-Heraeus-Ring”

At the end of November 2024, WEITBLICK volunteers took part in the annual clean-up initiative. Within just one hour, more than 10 bags of litter were collected in the immediate surroundings of the company site – a clear sign of the necessity of such measures. The campaign raises awareness about the problem of careless waste disposal and demonstrates that community engagement can make a positive contribution to the environment.

Caritas Donation Drive

For the second time in 2024, WEITBLICK organized a clothing and goods donation campaign for Caritas to support people experiencing homelessness in Frankfurt. Maike Fischer from WEITBLICK’s Product Management volunteers at the facility and initiated the collection together with the HR department.

Especially in winter, the Caritas center is an important point of contact. Visitors receive basic support there, including meals, clothing, personal hygiene facilities, information, and referrals to specialist services.

Thanks to the support of many dedicated WEITBLICK employees, valuable donations in kind were collected and handed over to the visitors of the Caritas facility.

IN A NUTSHELL

DATA, DATA, DATA

To bring our commitment to life, here's a snapshot of our impact in key figures.

TOPIC	KPI	2024
Responsible Procurement	*Average duration of collaboration with fabric suppliers*	14,62 years
	Average duration of collaboration with partners at the manufacturing level	21 years
	Average number of days from invoice receipt to payment to (fabric) suppliers	4,84-5 days
	Number of OEKO-TEX® SteP certified fabric suppliers	9 / 23
	Number of OEKO-TEX® SteP certified partners at the manufacturing level	*5*
	Self-produced goods vs. share of outsourced/purchased goods	*92 % vs. 8 %*
	Knowledge of the deeper supply chain for fabric products	*86 %*
	Number of countries with a high-risk rating in the entire supply chain (gross risk < 3.5)	*9*
	Number of direct production partners (PLV)	*6*
	Number of indirect production partners	*1*
	Number of direct suppliers (fabric + materials)	*104*
	Number of indirect suppliers (traded goods)	*9*

LEARNINGS

In 2024, we once again learned a lot and had to learn even more. Here is a brief overview of the key points.

Topic	Measure	Expectation	Learning
Code of Conduct	Handover to all partners in the supply chain with a request for acknowledgment by signature	Acknowledgment and signing by our business partners.	Our CoC is often only partially signed when our partners have their own CoCs. Convincing them and checking for alignment is often necessary, especially in the area of commercial goods
Transparency	Request to suppliers to disclose their own supply chain up to the raw material origin.	Mapping of the supply chain down to the raw material level with the support of suppliers	The willingness to disclose is largely present. Direct partners are often disclosed by name, but this is less the case for the deeper supply chain. In some cases, we repeatedly encountered uniform company policies not to provide detailed information about their own supply chain
Transparency	Introduction of the retraced platform for supplier management, creating transparency, general onboarding, certificate management, and risk analyses.	Expansion of the platform for internal use. Extended use of the risk analysis	Automatic assignment of supply chains to products has not been possible due to our procurement model. However, onboarding and surveys are very well received and have become established. Likewise, the extended risk analysis proves helpful

Move on to the next page!

LEARNINGS

In 2024, we once again learned a lot and had to learn even more. Here is a brief overview of the key points.

Topic	Measure	Expectation	Learning
Operations and supplier development	Support and funding of OEKO-TEX® STeP certification for garment manufacturers, as well as requiring it from suppliers	Preparation and execution of auditing a garment manufacturer within three to six months	Our experience has shown that, due to the complexity of the certification, 12–24 months are required
Purchasing practices	Dual control principle when listing new suppliers to prevent corruption/influence and other risks	Strengthening awareness of our corporate due diligence obligations as well as internal exchange	The approach has become well established in the relevant departments. The process has been optimized, allowing decisions to be made more quickly now
Involvement of external stakeholders (e.g., trade unions)	Stronger involvement of external stakeholders, such as trade unions, in dialogues with workers	Regular exchange with trade unions, support for projects, e.g., living wages, etc	Our experience has shown that, although there are sometimes representatives in production countries, exchange and contact are very difficult, and collaboration has not taken place so far.



TOGETHER ON TRACK

NEXT STEPS 2025

In 2024, we laid further foundations in many areas, and we must admit that in some areas we are still not as far along as we would like to be. Therefore, we have set goals for 2025, which we will pursue with great motivation and commitment. Our goals in the area of living wages have already been mentioned – now we turn to the other areas:

PRODUCT – We want to address the topic of circular economy more intensively, start initial pilot projects, and integrate circularity more strongly into product development.

All suppliers have signed our Code of Conduct.

We are further deepening our knowledge of the extended supply chain and aim to collect origin information for 90% of our fabric products.

We are developing a concept for integrating sustainable criteria more strongly from the very beginning into development processes and are implementing it in an initial pilot phase.

PRODUCTION
One partner at the garment manufacturing level successfully completes the pending OEKO-TEX® STeP certification, and another facility in the area of traded goods begins the certification process.

ENVIRONMENT & SOCIAL
We continue to successfully account for our CCF, including Scope 3, and are starting to account for initial PCFs. Additionally, we are identifying reduction opportunities and setting targets.

WEIBTLICK
We aim to further integrate responsible actions into our corporate processes and to train and involve our employees more extensively.

We are developing an ESG data strategy to collect and analyze all relevant KPIs, figures, data, and facts.

We want to further expand the expertise within the Corporate Responsibility & Impact team and will participate in professional development courses.



IMPRINT

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