

The transition

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The roots of CWS Workwear go back over a hundred years to 1899. The founder of the organization started to make an innovative business approach renting the garments and established a circular business approach. This approach was so different than in the textile industry, where almost all organizations were committed to sell. A lot of details changed over the years, because the quality of the products needs to be very high with industrial washing and the washing, repair and delivery were part of the business model.

The organization learned to monitor energy, water, gas and fuel consumptions in a time where most organization didn't have the focus. We learned to be efficient in every step and managed to stay a step ahead in taking responsibility on our environmental aspects with our business. We also focused on the social responsibility in our supply chain to make sure we could do business without forced and child labour and with respecting the human rights.

We started the strong partnerships with amfori BSCI and UN Global Compact a long time ago to focus on the social responsibility in our supply chain and we are still proud to contribute to this matter.

The environmental impact of our washing process and footprint of the delivery to our customers is monitored and made efficient from the beginning. We started to report and publish our total environmental footprint in 2006 and started to publish our CO2 emission footprint since 2021 according the GRI standards. With many innovative initiatives started with our partners according to reuse water & heat, to wash without water, explored solutions to switch off gas we discovered on how to implement electric vehicles in our fleet.

The sustainable development goals are implemented in 2019 with specific targets and commitment, and we launched a renewed sustainability strategy to reduce our CO2 emissions up to 50% in 2030. In 2025 will start publishing our progress and further actions to reduce our CO2 emissions in our laundry and logistic operations in Scope 1, 2 and include first activities for our Scope 3 supply chain emissions.

Climate change impacts harvests, the availability of clean water, and life-threatening extreme weather events all over the world. This has a huge impact on our business and is the biggest risk to our vision to stay safe and healthy, today and in the future.

This plan is to underline our activities and to make clear how we take responsibility with the business activities to all our stakeholders.

Kind regards,


Hartmut Engler
CEO CWS Workwear

Scope

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This action plan applies to all aspects of our operations where we have direct control, encompassing employees and contractors working across our manufacturing sites, non-manufacturing sites (such as offices, R&D facilities and data centers) and logistic sites, including warehouses. Furthermore, in collaboration with partners throughout our value chain that fall outside of direct control, we actively encourage them to adhere to the same standards and practices outlined in the plan.

At CWS Workwear and CWS Healthcare, the aspects of quality, environment, safety and health are the foundation of our business model. These aspects are important to our key strategic priorities: sustainability and social responsibility.

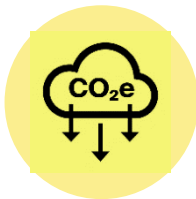
We offer circular business models with a product-as-a-service approach, focusing on resource efficiency, water conservation, CO2 emission reduction, and minimizing plastic and textile waste. Our goal is to provide stylish, long-lasting, and protective workwear and healthcare products that reduce our customers' environmental footprint.

This actions plan defines the prioritized focus areas:

- **Climate Change**
 - ✓ Energy Management: consistently monitoring and optimizing energy use across all operations and committing to energy-efficient production and logistics.
 - ✓ Greenhouse Gas Emissions: we aim to reduce our carbon footprint by adopting energy-efficient technologies, utilizing renewable energy sources, and continuously monitoring and improving our energy consumption practices by up to 50% in 2030. We aim to join the SBTi (Science Based Targets initiative) to lead the way to reduce carbon emissions, boost innovation and drive sustainable growth by setting ambitious, science-based emissions reduction targets, in 2025/2026.
- **Protect and Regenerate Nature**
 - ✓ Sustainable Sourcing: we commit to sourcing materials from suppliers that adhere to sustainable practices, aiming for high environmental and social standards to promote responsible sourcing practices along our supply chain.
 - ✓ Water Stewardship: we reduce water consumption and pollution, engage in responsible water use and invest in water-efficient technologies and processes.
 - ✓ Responsible Chemical Usage: we protect the natural habitats and promote biodiversity by using environmentally friendly chemicals, minimizing hazardous substances, and ensuring safe handling and disposal practices.
 - ✓ Air Pollution: we are committed to reducing air pollution by implementing energy-efficient systems, utilizing eco-friendly detergents, and optimizing logistics to lower emissions across our laundry operations.
 - ✓ Biodiversity: In operations: Actions for climate change (measures and management to lower emissions) – Water management to conserve water resources –into supply chain (cotton initiative, biodegradable, recyclable)

- **Waste-Free World**
 - ✓ Plastic and Textile Waste Reduction: we are focused on reducing single-use plastics and textile waste through product design, re- and upcycling initiatives, and co-creating circular products.
 - ✓ Waste Management: we reduce our operational waste to a minimum and enhance optimal waste segregation, recycling, and responsible disposal practices.
- **Eco-Efficiency Practices**
 - ✓ We are committed to reducing our emissions to water, air, and land by employing eco-friendly technologies and practices in our production, transportation, and operational activities.

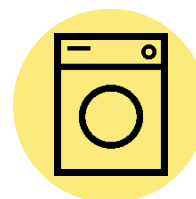
Our Targets



Decarbonisation



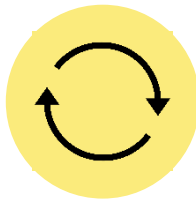
Energy Efficiency



Green Laundry Operations



EV-Transition



Efficient Resource Management



Product Lifetime Extension

Execution and Accountability

To ensure the successful execution of this action plan, CWS Workwear and CWS Healthcare will commit to:

- Monitor measurable KPI's and targets for each focus area and regularly review the progress in our Value Creation Strategy and Business Steer Co
- Regularly educate and engage employees, partners, and customers on sustainable practices and the importance of our environmental goals.
- Collaborate with industry partners, NGOs, and governmental bodies to advance environmental standards and innovations.
- Transparently report on our environmental performance and achievements in our Responsibility Report.
- Implementation forced through further policies and procedures within our organizations:
 - QESH (Quality, Environmental, Safety, Health) Policy
 - Sustainable Procurement Policy

Governance and oversight

CWS Workwear and CWS Healthcare understand that reaching our sustainability goals demands ongoing effort and innovation. We are dedicated to demonstrating leadership by fostering a culture of sustainability within our organization and setting a positive example beyond it. Our leadership will review this action plan annually to ensure its relevance and effectiveness, making necessary adjustments to address new challenges and opportunities in our pursuit of a sustainable future.

Hartmut Engler
CEO CWS Workwear



August 2024