

Title: PO-Sustainability

CWS Hygiene Sustainability Policy

Our Company

CWS Hygiene provides sustainable, innovative, and digital industry-specific hygiene and washroom solutions. With our service and production, we also contribute to more safety in professional and public environments. Almost 3,900 employees in 15 European countries work for the success of CWS Hygiene.

Our Sustainability Policy

CWS Hygiene is committed to hygiene and washroom solutions that respect and protect the environment, support community well-being, and operate with integrity and responsibility. Our aim is to provide a service that not only meets the highest standards of cleanliness and safety but also reduces the environmental impact for us and our customers as well as promotes a sustainable future. Through conscious sourcing, responsible operations, and innovative approaches to waste management, we strive to contribute positively to a circular economy and a healthier planet.

To address our most material topics - Climate Change Mitigation, Energy Use, Pollution Of Water, Water Conservation, Waste Management, Working Conditions, Equal Treatment and opportunities, Corporate Culture, and Anti-Corruption And Anti-Bribery Efforts - we adopt a proactive and structured approach. We are committed to reducing greenhouse gas emissions an energy consumption, protecting water resources, and reducing pollution across our operations. We focus on providing a fair, safe, and inclusive work environment for our employees, promoting equal opportunities and fostering a corporate culture rooted in ethical conduct, transparency, and accountability. By rigorously preventing corruption and bribery, we uphold our responsibility to operate with integrity.

Our Sustainability Vision

We strive to be a leader in sustainable hygiene solutions, delivering exceptional service while fostering a world where environmental impacts are minimized. We envision a future where our hygiene services are fully integrated into a closed-loop system that respects resources and benefits people and the planet alike.

Our Sustainability Mission

Our mission is to provide high quality hygiene solutions while actively reducing our impact on the environment and on communities. Through innovation, sustainable and responsible sourcing, operational efficiency, and waste reduction, we are dedicated to contributing to a circular economy, and to fostering health and well-being for generations to come.

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Our Sustainability Principles

We Care What We Bring into the Cycle

We continuously optimize our products to reduce their impact on people and the planet from the extraction of the raw material until the end of their lifetimes. By carefully selecting and collaborating with our suppliers and partners, who pursue similar standards, we value environmental friendliness and social responsibility throughout our whole supply chain. We prioritize products that are durable, resource efficient, and certified by credible sustainability standards.

We Care How We Operate the Cycle

We constantly improve our operations, with the aim of reducing our energy consumption, water use, and waste generation within our facilities. Our circular business model enables us to have more control over the environmental impact of our products and services. We continuously review our processes and focus on using energy-efficient equipment, training staff on sustainable practices, and adopting improvements that optimize resource usage. We monitor our environmental impact and actively seek new methods to operate as sustainably as possible.

We Care How We Close the Cycle

We close the loop by focusing on reducing, reusing, and recycling our products and materials as much as possible. We frequently control the quality of our circular products and ensure to repair them if necessary, to keep them in our process loop. With our refurbishment activities we prolong the lifecycle of our products, allowing them to be reused many times over. As our products ultimately do not meet our quality standards anymore, we repurpose or recycle them and ensure that the materials are used in another product.

Our Sustainability Target

To reflect our dedication to sustainability and to guide our ambitions CWS Hygiene is committed to combat climate change and reduce its carbon footprint by achieving a 50% reduction in CO2 emissions by 2030, based on 2021 levels. To achieve this, we started many initiatives in our operations and service departments to prioritize energy efficiency, adopted renewable energy procurement, and responsible resource management across all business activities. We will collaborate with stakeholders, innovate in our processes, and transparently track our progress to ensure this ambitious goal is met, contributing to a healthier planet for future generations.

Our Material Topics

Materiality determines relevant information to be included in corporate reports. It reflects the importance of the information and its relevance to stakeholders and our company. This ensures informed decision-making and supports transparency in the public interest. (see Double Materiality Guidelines – EFRAG)

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Climate Change Mitigation

We are committed to reducing our carbon footprint by optimizing energy use, transitioning to renewable energy sources where possible, and adopting practices and technologies that lower greenhouse gas emissions.

Energy

Efficient energy use is integral to our sustainability goals. We actively seek to reduce energy consumption through efficient processes, equipment upgrades and energy management systems. For energy consumption that cannot be reduced, aim to switch alternatives, e.g. renewable energy sources.

Pollution of Water

Preventing water pollution is one of our highest priorities. By implementing eco-friendly practices, in line with all requirements, we aim to minimize any negative impacts our operations might have on local water systems.

Water Consumption

Water is a critical resource, and we are committed to reducing our freshwater consumption through efficient processes, recycling where possible, and investing in water-saving technologies.

Waste

Reducing waste is at the central for our circular business model and our sustainability strategy. We strive to reduce waste generation and promote repairment, refurbishment and recycling throughout our process cycle.

Working Conditions of Own Workforce

We are committed to providing a safe, fair, and supportive workplace for all employees. This includes strict adherence to health and safety standards, offering fair wages, providing training opportunities, and valuing everyone involved.

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Equal Treatment and Opportunities for Own Workforce

We are dedicated to providing equal opportunities in hiring, training, and promotion, offering a working environment where everyone is treated fairly and can thrive without discrimination based on gender, race, age, or other personal attributes.

Corporate Culture

We aim to cultivate a corporate culture that reflects our core values of integrity, transparency, and responsibility. By promoting open communication, ethical conduct, and shared goals, we create a positive and collaborative work environment.

Anti-Corruption and Anti-Bribery

We maintain a zero-tolerance policy on corruption and bribery, upholding the highest ethical standards in every aspect of our business. By implementing robust compliance measures and educating our workforce, we ensure integrity and transparency.

Sustainable Development Goals (SDG)

The UN formulates a total of 17 development goals, which are divided into the three areas of economy, ecology and social affairs. At CWS Hygiene, we support this holistic approach with a wide range of activities.

SDG 6: Clean water and sanitation

Clean water is indispensable for the health of people and nature. That is why we take a variety of measures to reduce the use of environmentally harmful chemicals in washing processes and minimize our freshwater consumption by all means.

- Investing in water treatment
- Resource-saving washing programs
- Re-using water and optimizing freshwater consumption in our laundries
- Microplastic-free products

SDG 8: Decent work and economic growth

For us, the focus is always on people. That is why we work on the satisfaction of our employees as well as that of our customers. We check that social standards in the supply chain and compliance rules are adhered to. We favor the diversity of our workforce and promote the talent, health and safety of all the people who work for us.

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- Use of certified paper (e.g. FSC)
- Use of Fairtrade cotton
- Talent program for our employees
- Risk assessment for our suppliers

SDG 12: Responsible consumption and production

Our business model is based on the idea of a continuous and consistent circular economy. We are continuously working on making our products more and more sustainable while maintaining the same performance and extending their service life with constant quality. Following the Circular Economy approach, we already think about the entire life cycle during development.

- Rental service at the core of our business model
- Refurbishment and recycling of our dispensers
- Use of Fairtrade cotton and FSC paper

SDG 13: Climate Action

We are actively involved in the fight against climate change. We are continuously reducing our CO2 emissions and energy consumption. With our circular business model, we also help to conserve other resources.

- Energy efficiency in our laundries
- Resource-saving washing processes
- Renewable energy procurement
- Expansion of e-mobility

SDG 17: Partnerships for the goals

With sustainable products, we can create added value for the customer and at the same time drive positive development for people and the environment. We also look at our supply chains and work to achieve fair working conditions and minimal environmental impact.

- Membership of the UN Global Compact
- Membership of the Business Social Compliance Initiative (BSCI)
- Cooperation with Made Blue

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Commitment to Accountability and Continuous Improvement

We at CWS Hygiene are dedicated to regularly assessing our sustainability performance and setting measurable goals to reduce our environmental impact. Through our partnerships, customer engagement, and ongoing innovation, we strive for continuous improvement and remain accountable to the communities we serve and the environment we impact.

This Sustainability Policy is a cornerstone of our commitment to a cleaner, safer, and more sustainable world. We believe that every step towards a sustainable future is a step worth taking, and we pledge to uphold these principles in every aspect of our operations.

The international, regional and local management teams take responsibility and support the Sustainability activities, work in line with our Sustainability goals and lead by example.

Dreieich, 10.06.2025



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