



**NITRAS**  
SUSTAINABILITY

# SUSTAINABILITY 2023

#nitrassustainability



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Dear readers,

For months now, a term has been circulating not only in the press that is causing great uncertainty among many companies: „Lieferkettensorgfaltspflichtengesetz“ (the Supply Chain Due Diligence Act).

The law, colloquially known as the Supply Chain Act, regulates corporate responsibility for the observance of human rights in global supply chains.

Although we are not yet subject to the law (as of 2023), we are already implementing many of the requirements that are placed on companies and are working to do everything necessary to soon fully implement the due diligence obligations regulated by law. We have been a member of amfori BSCI since April 1st, 2023. This association supports companies in establishing an ethical supply chain. We have set ourselves the ambitious goal of working exclusively with BSCI-audited (or equivalently recognised standards) suppliers in the Far East by 2025. You can read more about this in the SUPPLY CHAIN.

We are pleased to present you with our latest sustainability report. Our current report is being published for the third time in 2023, this time in a completely new look and, as usual, will inform you on the coming pages about all the topics that concern us as a company with regard to sustainability and environmental protection.

When AS Arbeitsschutz and the NITRAS brand were founded, the focus was already on the sustainable development of the company. In the past, as today, the premise is: Quality before quantity. With this basic idea, we have grown continuously and healthily.

The topic of sustainability is thus also firmly implemented in our company and we have defined the basic idea behind it in our vision „**Our goal is to protect people’s health as well as the environment and to make life easier**“. The focus is therefore not only on high-quality products at a price-performance ratio in line with the market, but also on how!

On the following pages, you can read about the other sustainable issues that are important to us. We report transparently and comprehensively on what we have already achieved, what we are currently working on and what our goals are for the future.

We hope you enjoy reading.

#### On behalf of the entire NITRAS team

Jens Thome  
Managing Director

Ingo Kielholtz  
Managing Director

Tim Kielholtz  
Managing Director







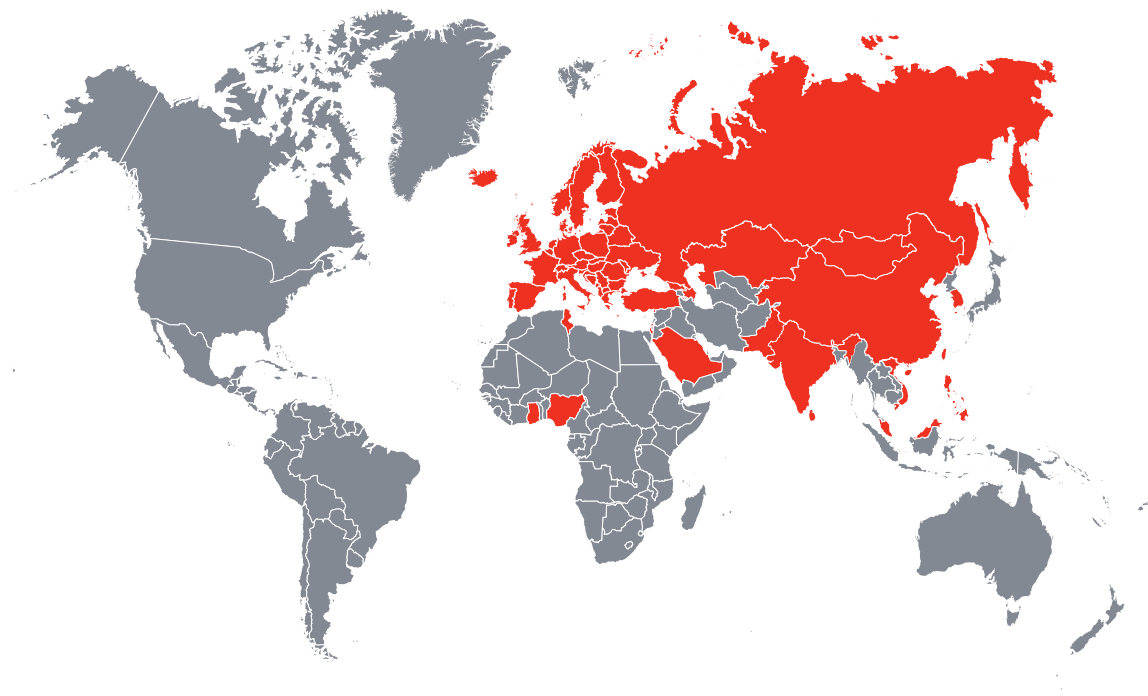


## **YOUR RELIABLE PARTNER FOR PERSONAL PROTECTIVE EQUIPMENT AND WORKWEAR - SINCE 1986**

With this attitude, we have developed into a renowned manufacturer brand. From the beginning, we have built and strengthened our worldwide partnerships on the pillars of reliability, flexibility and trust. Our daily activities are characterised by a wide range of products, short delivery times, high quality assurance and a price-performance ratio in line with the market. As an expert in personal protective equipment and workwear, we also ensure that our NITRAS articles and all the private labels we manufacture are always state-of-the-art and fully marketable. We have internalised these values in our NITRAS family and continue this important tradition to this day. Our personal as well as customer- and solution-oriented approach combines the above-mentioned aspects, creating a unique combination that serves as the basis for steady growth. Side by side with our partners.

## **OUR GOAL IS TO PROTECT PEOPLE'S HEALTH AND THE ENVIRONMENT AND TO MAKE LIFE EASIER**

We work on this every day with great reliability, flexibility and competence. We strive for a full range of personal protective equipment and workwear that is always available for everyone and delivered to a desired location within the shortest possible time. Trends, designs, innovations and the current state of the art are incorporated into product development just as much as a price-performance ratio in line with the market. Because with the purchase of a NITRAS article, we want to make people a promise. A promise in terms of features and quality that makes our brand value tangible and thus develops a comprehensive and pronounced brand awareness. In addition, we are determined to offer constantly optimised customer-specific and individual solutions that meet our high standards. In our NITRAS family, we are committed to continuous, healthy growth based on partnership. In this context, economic, ecological and social aspects are to be considered and implemented along the entire value chain. Based on our personal advice and high level of commitment, we would like to develop a successful and future-oriented business policy that serves the well-being of all people and the environment.



### **NITRAS - A STRONG BRAND WITH TRADITION**

In 1986, the company AS Arbeitsschutz GmbH started its business operations in a small garage in Bergheim. From this small garage with a basic range of protective gloves, a medium-sized company was created which currently has more than 15,000 square metres of storage space and a wide range of personal protective equipment and work clothing.

In the mid-1990s, the manufacturer's brand NITRAS was registered and has since adorned the product range of AS Arbeitsschutz. Over the years, NITRAS has developed into a renowned and reliable brand in the industry (see page 7).

We attribute the success of our NITRAS brand, among other things, to well thought-out strategies in product development and the planning of our NITRAS SAFETY and NITRAS MEDICAL brand worlds. We attach great importance to the sustainable development of the company and to products that suit us and the NITRAS brand. Every product launch is preceded by a long planning and implementation process to ensure consistently high quality.

### **Our current product range:**

- Hand / arm protection
- Foot protection
- Respiratory protection
- Eye protection
- Workwear
- Protective clothing
- Children's range
- Disposable clothing
- Disposable gloves
- Disinfection / Cleaning
- Workplace equipment / accessories



Our brand logo is a sign of quality that reflects our high standards. Our goal is to make the NITRAS brand world tangible and to reliably support our partners and customers. Where NITRAS is written on it, NITRAS quality is in it and that is how we measure ourselves.



**Boris Simon**  
Authorised officer





**1986**

Foundation of AS Arbeitsschutz GmbH on 22.02.1986 by Wolfgang Thome and Werner Mauel



**2002**

Jens Thome succeeds Werner Mauel as Managing Director of AS Arbeitsschutz GmbH



**2007**

Opening of a purchasing office in Shanghai - this provides essential support in communication and quality control



**2015**

Foundation of the subsidiary MCD Medical Care Dental GmbH with the manufacturer brand NITRAS MEDICAL



**2019**

Modernisation of logistics with AutoStore®, new WMS and much more



**2022**

Start of construction of the new logistics centre  
logistics centre built according to sustainable standards

*NITRAS®*

**1990er**

In the mid-90s, the manufacturer's brand NITRAS was registered and published as a European trademark



**2005**

Move to the current location in Bedburg from Glessen, approx. 15 km away



**2014**

Ingo Kielholtz becomes the new managing director of AS Arbeitsschutz GmbH alongside Jens Thome as successor to Wolfgang Thome



**2016**

AS Arbeitsschutz GmbH celebrates its 30th anniversary



**2022**

Tim Kielholtz becomes 3rd Managing Director at AS Arbeitsschutz GmbH



**2023**

New ERP and PIM systems are introduced, which go hand in hand with our new webshop

## SUSTAINABILITY AT NITRAS

Sustainable commitment has a long tradition at NITRAS. Whereas in the early days of the company up until the 2010s, the focus was increasingly on regional projects and local fundraising campaigns, the scope of sustainable projects has expanded worldwide in recent years. A big bang was then also our abandonment of plastic individual packaging for almost all protective gloves in 2019 (with the exception of chemical protective gloves). In order to identify further sustainable potential in the company, the Sustainability Task Force (see page 11) was founded. Since then, the team of employees from various departments has been putting the entire company to the „sustainable“ test in order to find and implement improvements in the company as well as suitable sustainable regional, national and international projects. We obtain valuable orientation and support with suitable certifications and memberships that support us in our commitment and can thus provide added value for our entire value chain.

### Certified quality and environmental management system according to ISO 9001 and ISO 14001

We have had our management system certified according to ISO 9001 - the international standard for quality management systems - for many years. Furthermore, we are pleased to announce that we have also been certified according to the environmental management standard ISO 14001 since 2023.



### Member of amfori BSCI

We have been a member of amfori BSCI since April 1st, 2023 and are thus committed to involving our suppliers in the amfori BSCI process and to reviewing progress. External auditing institutes document and verify this in independent audits (see page 12).



### EcoVadis

Since October 2022, AS Arbeitsschutz has been awarded the Silver Medal by EcoVadis and is thus among the most sustainable audited companies (top 20%). EcoVadis has been the world's largest and most reliable provider of corporate sustainability ratings since its foundation in 2007, with over 100,000 companies rated.





### The Global Goals (Sustainable Development Goals)

In 2015, the global community adopted the 2030 Agenda - a roadmap for the future. In the process, 17 goals were formulated that the global community would like to achieve by 2030.

We at NITRAS expressly support these goals and are already trying to reflect them to a large extent in our sustainability strategy. In this sustainability report, you will find the appropriate symbols (max. three per page) on the corresponding pages for easy assignment.



GOAL 1: End poverty in all forms and everywhere



GOAL 2: Secure food worldwide



GOAL 3: Health and well-being



GOAL 4: Quality education worldwide



GOAL 5: Equality between women and men



GOAL 6: Sufficient water of the best quality



GOAL 7: Affordable and clean energy



GOAL 8: Sustainable management as an opportunity for all



GOAL 9: Industry, innovation and infrastructure



GOAL 10: Fewer inequalities



GOAL 11: Sustainable cities and communities



GOAL 12: Produce and consume sustainably



GOAL 13: Implement climate protection worldwide



GOAL 14: Protect life under water



GOAL 15: Life on land



GOAL 16: Promote strong and transparent institutions



GOAL 17: Global partnership





**2021**

The first sustainability report is published



**October 2022**

Silver award is presented by EcoVadis



**August 2023**

Certification according to the environmental management standard ISO 14001



**2019**

Elimination of individual packaging



**2021**

Foundation of the Task Force



**April 2023**

Member of amfori



In the third year of its existence, the Sustainability Task Force continues to keep an eye on all areas of the company and explores where there is still a need for optimisation. Many projects have already been initiated and implemented, so we ask the team members the question:

**If you had to choose one sustainable project at NITRAS that is particularly important to you - what would it be?**

#### Task Force Sustainability

##### From left to right:

Back row: Kathrin Neumann,  
Therese Lemmer, Andre Scheppers,  
Alina Dohmen;  
Front row: Sebastian Bähren,  
Andreas Münzenmaier

*„It is particularly important to me that an awareness of environmental protection is created in the company and that sustainable action is promoted. It is of great importance that everyone pulls together and is sensitised to this issue.“*

Therese Lemmer

*„For me, the topic of energy and its efficient use is particularly important. I am proud that our new logistics centre was built according to the highest standards of sustainability and that all our processes are constantly optimised with a view to the future.“*

Andre Scheppers

*„It is particularly important to me to avoid packaging waste (especially plastic waste) in the future. We have already made great progress in this area, both with our articles and within our company, and have found great alternatives.“*

Alina Dohmen



*„The EcoVadis award certifies our sustainable actions at NITRAS. The silver medal stands for above-average commitment in various areas - but also gives us the incentive to continue improving.“*

Kathrin Neumann

*„I am always very happy when we also tackle internal measures, such as our awareness concept, which we would like to implement soon. More will not be revealed yet.“*

Sebastian Bähren

*„I am particularly pleased that NITRAS has been a member of amfori since 1 April 2023 and can make a decisive contribution to a more social supply chain with BSCI. However, it is at least as important for me that we are now certified according to the environmental management standard ISO 14001.“*

Andreas Münzenmaier



## CODE OF CONDUCT

Crucial to our Code of Conduct is our will to create uniform rules to build our business relationships with all suppliers on the basis of trust, teamwork, honesty and respect for all involved. We believe that all companies are made up of different people with individual needs. Businesses must value individual diversity and needs and should therefore work to provide equal opportunities for all employees. Our NITRAS Code of Conduct is primarily based on the four principles:

1. Management practices that respect the rights of all employees
2. Providing a safe and healthy workplace for all employees
3. Providing safe products for all customers
4. Minimising negative environmental impacts

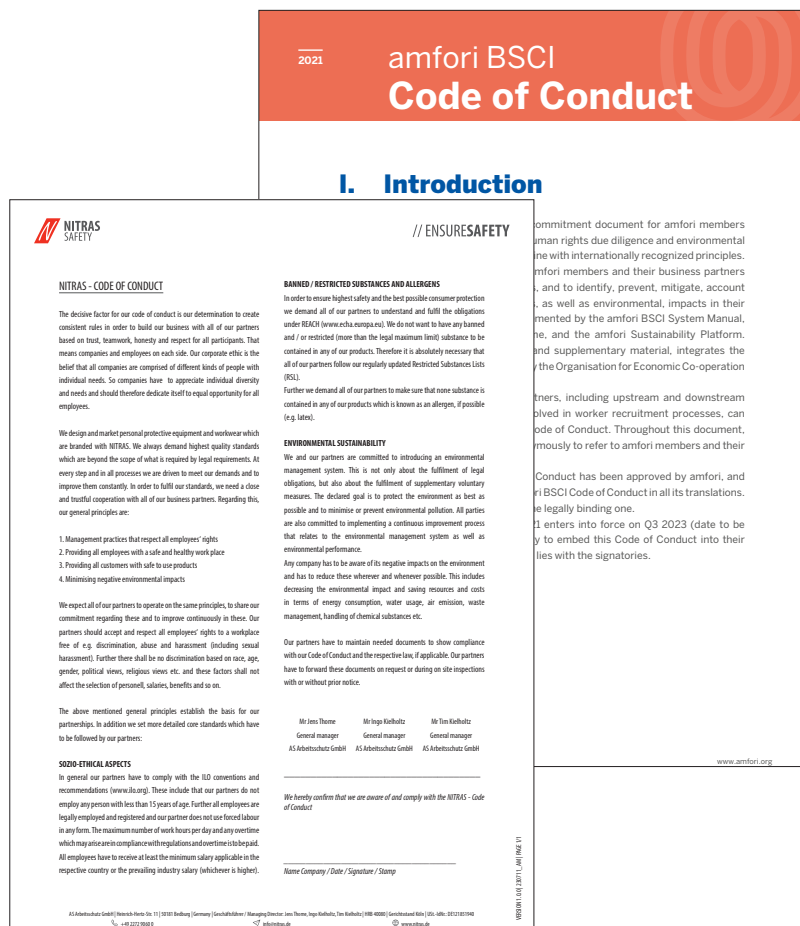
Supplementary and detailed core standards based on the ILO Core Labour Standards, the REACH Regulation and many more complete this.

In addition to the NITRAS Code of Conduct, the amfori BSCI Code of Conduct, which we have implemented in our company through our membership of amfori BSCI, also applies without restriction. The amfori BSCI Code of Conduct is a much more comprehensive commitment

document for amfori members and their business partners to conduct human rights and environmental due diligence in their global supply chains - in line with internationally recognised principles such as:

- Universal Declaration of Human Rights of the United Nations (UN)
- Conventions and Recommendations of the International Labour Organization (ILO)
- UN Guiding Principles on Business and Human Rights (UNGPR)
- OECD Guidelines for Multinational Enterprises
- UN Principles on Children's Rights and Business

For a cooperation with our suppliers, we expect the knowledge, acceptance and implementation of both codes of conduct.



### AMFORI BSCI MEMBERSHIP

BSCI (Business Social Compliance Initiative) was founded in 2003 by amfori, a global business association for open and sustainable trade. The aim is to achieve improvements in social standards within the global value chain. AS Arbeitsschutz has been a member of amfori since 1 April 2023 and thus participates in the amfori BSCI programme. With the help of the amfori BSCI Code of Conduct, which defines values and principles for responsible business practices in the supply chain, our goal is to improve working conditions and environmental protection along the global supply chain.



Member of amfori, the leading global business association for open and sustainable trade. We participate in amfori BSCI. For more information visit [www.amfori.org](http://www.amfori.org)

### Why did AS Arbeitsschutz become a member?

We don't just talk about our goals for better working conditions and more environmental protection in the global supply chain - we actively take responsibility.

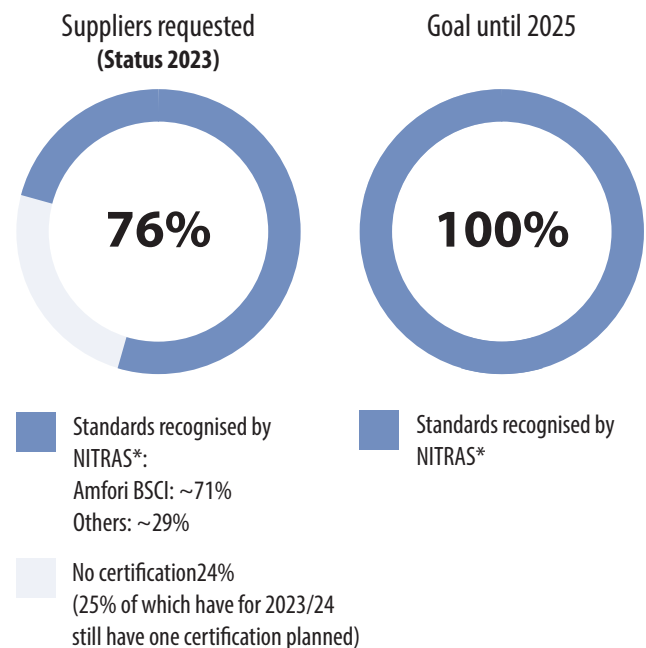
At the beginning of 2023, the Lieferkettensorgfaltspflichtengesetz (LkSG for short) came into force. Due to the number of our employees, we are not directly affected by it, but we have decided to gradually implement all due diligence obligations (cf. LkSG of 16 July 2021 - Section 2 Due Diligence Obligations) that the LkSG requires of companies (e.g. establishment of a risk management system, a risk analysis and preventive measures).

In order to make the implementation as sustainable and meaningful as possible, we have come to the conclusion, after careful exploration, to join amfori BSCI.

We see membership in amfori BSCI as a valuable tool not only to talk about change, but to actively participate in it. We motivate our existing suppliers to join this or an alternative programme that promotes better

working conditions (including no child labour, no forced labour, no discrimination) and environmental protection.

In order to achieve this goal, we have developed a three-step plan (see below) to integrate a corresponding programme or certification at 100% of our suppliers by 2025. Our first survey led to the following result:



\*In addition to amfori BSCI, the equivalent recognised standards in the first step are either Sedex SMETA or a certification according to SA 8000. We reserve the right to accept further, suitable or new certifications and / or initiatives in the future.

#### LEVEL 1 Status quo & risk mapping

Obtain the current status and certificates of all suppliers of AS Arbeitsschutz and, based on this, prepare a detailed risk management system and a corresponding risk analysis (risk mapping). The aim is to identify which companies are already implementing social standards and environmental issues and where there is still room for improvement or catching up.

#### LEVEL 2 Support & Motivation

Contacting all suppliers who have not achieved the requirements in the risk mapping process. The aim is to work with these suppliers to find ways to improve the social standard and environmental protection (e.g. by participating in the amfori BSCI programme).

#### LEVEL 3 100% quota until 2025

By 2025, 100% of our suppliers must be amfori BSCI members or, alternatively, be certified/audited to an equivalent standard by an independent testing institute. For new suppliers, this already applies with immediate effect.



### QUALITY IS OUR TOP PRIORITY

This concerns not only features such as materials, fits and protective functions, but also the freedom of the products from harmful substances and allergens. The latter plays a very important role in consumer and environmental protection.

### Safety - right from the start

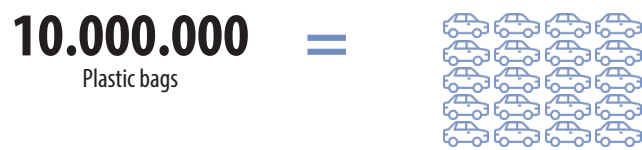
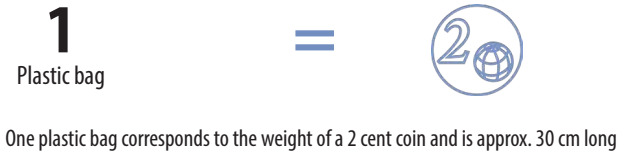
There is extensive documentation for every single NITRAS product. This starts with a detailed purchasing specification, in which not only the article is specified exactly, but also all legal requirements and requirements according to our pollutant management. This includes the REACH regulation as well as voluntary measures such as STANDARD 100 by OEKO-TEX®. Keeping products free of harmful substances and the associated consumer protection are two of our fundamental concerns, which we monitor very closely.

### Sustainably and safely packaged

We are constantly on the lookout for ways to produce and package our products more sustainably. We took a big step towards more sustainability in 2019 when we decided to eliminate all individual packaging for protective gloves (with the exception of chemical protective gloves). With this voluntary measure, we are able to eliminate enormous amounts of plastic waste and actively contribute to reducing the production of plastic. Even if a plastic bag doesn't seem to make much of a difference, as is so often the case, it's the mass that makes the difference.

But it is not only in the individual packaging of our products that there is potential for reducing plastic waste. All protective gloves are sub-packed in different quantities (e.g. per 6, 10 or 12 pairs) in plastic bags inside the outer carton to protect them against dust, dirt and transport damage. Many of our current products are already equipped with recycled plastic bags and more are coming. We are very pleased that the understanding and willingness of our production partners in the Far East to find and use more environmentally friendly alternatives has also increased.

Every plastic bag that can be saved makes a big difference. The following graph illustrates what difference 10,000,000 pairs of protective gloves with or without plastic bags make: We think a very big difference!



10,000,000 plastic bags saved are equivalent to the weight of about 20 cars (30,000 kg) and, strung together, about 3,000 km long.



We implement numerous quality and quality assurance measures in our company, some of which go far beyond the legal requirements - and we do this out of conviction. Every item that has left our warehouse has been randomly tested and approved as part of our three-stage quality assurance procedure. Further tests and controls take place in addition.



**Andreas Münzenmaier**  
Head of Quality Management / Sustainability



## QUALITY ASSURANCE AT NITRAS

An essential core of our NITRAS brand is quality. Our products are always state of the art and undergo strict quality assurance until delivery. From ordering through production to goods receipt at our central site in Bedburg, several proven measures ensure a minimisation of non-conforming products.

We are aware of the high requirements and expectations of our customers and partners and work every day to meet them in the best possible way.

**Measures:** Inspection of raw materials and starting materials, pre-production samples and detailed photos for comparison with the product specification, samples from ongoing production if required, request for pollutant tests and screenings.

**Advantage:** Minimisation of sources of error, time savings due to changes in or after the production process

**Measures:** Inspection of the finished goods. Each container is randomly inspected by our own quality team before shipment.

**Advantage:** Minimisation of defective products as well as shorter paths for possible rework

**Measures:** Incoming goods inspection by product management. Each incoming item is randomly checked for defined parameters from our inspection protocol.

**Advantage:** Minimal complaint rates and complete documentation



Fig. 1: Sample abrasion test according to EN 388 from current production



Fig. 2: Goods inspection before container loading and subsequent shipment



Fig. 3: Incoming goods inspection at the central location in Bedburg



### What we look for in our production partners:

- ✓ Functioning quality and environmental management system to measure environmental performance
- ✓ Raising awareness among suppliers with questionnaires and detailed product specifications
- ✓ Regular evidence and certificates from external bodies, e.g. BSCI, REACH screenings, chromium VI and other specific test reports
- ✓ Possibility of regular supplier visits to check working conditions
- ✓ Consistent quality of the products as well as close and trusting cooperation



### How we ensure the quality of our Ensure products:

- ✓ Regular and documented on-site audits by our purchasing office in Shanghai based on our own audit document
- ✓ Inspection of raw materials, starting materials and finished goods
- ✓ Inspection of the goods before shipment from our purchasing office in Shanghai - no item is shipped uninspected
- ✓ Documentation of all external product tests as well as supplementary in-house tests
- ✓ Regular monitoring of delivered goods on the basis of specific test parameters



### How we produce more sustainably:

- ✓ Constant exchange with our existing production partners on more sustainable production measures
- ✓ Regular analysis of our products by the Task Force Sustainability
- ✓ No individual packaging for protective gloves (with the exception of chemical protective gloves)
- ✓ Increasing use of recycled and reusable plastic bags
- ✓ Annual supplier evaluation including sustainability and environmental performance as a separate evaluation parameter



### SUSTAINABLE TRANSPORT PLANNING AT NITRAS

At NITRAS, holistic planning also includes finding the most efficient and at the same time most suitable logistics solutions to transport the goods from our production partners to our warehouse. As a rule, our articles are therefore shipped by sea freight. Due to increasing storage capacities at our central location in Bedburg, it is possible to order larger quantities of goods and reduce the transport procedures per item. This not only protects the environment and CO<sub>2</sub> emissions - our partners and we also benefit from lower transport costs. When marginal sizes are ordered in smaller quantities, they can be bundled into orders and shipped together. The aim is to avoid the much more environmentally damaging air freight wherever possible.

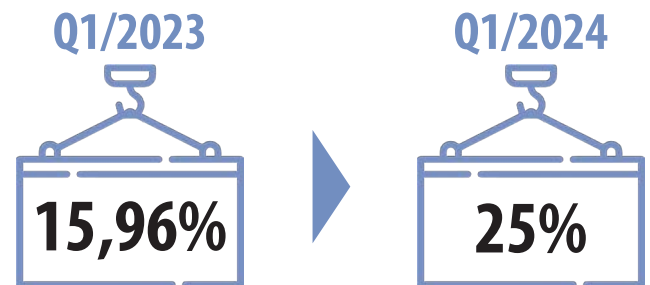
### Rail as a CO<sub>2</sub>-saving alternative

In order to transport containers from the seaport to our region, we have increasingly been switching transport from road to rail since the beginning of 2023. Rail freight transport reduces CO<sub>2</sub> emissions and is a valuable alternative to truck transport. In the first quarter, almost 16% of all containers could thus already be transported by rail instead of by road. For the same quarter in 2024, we are planning on about 25%.

### Parcel shipping - naturally climate-neutral

We have a long-standing cooperation with our shipping partner DPD. We expressly support DPD's climate-neutral promise, which has been implemented since 2012. An exact CO<sub>2</sub> footprint is measured for each parcel, which is to be reduced by 30 percent by 2025. DPD offsets the remaining emissions by funding clean energy projects around the world. We are pleased to be working with an environmentally conscious and forward-looking service provider.

Share of containers delivered by rail  
Q1/2023 and Q1/2024 (planned)



Freight transport is absolutely superior to HGVs in terms of emissions. The original idea of using rail as an alternative delivery during peak times has turned out to be a valuable contribution to CO<sub>2</sub> savings and will therefore continue to be prioritised by us in the future.



**Daniel Lövenich**  
Head of Logistics

The expansion of logistics has become one of our greatest challenges in recent years. In order to be able to continue to meet the increasing demands for future viability and sustainability, the entire logistics in the warehouse had to be modernised and optimised. This process, which is constantly ongoing, evaluates each new logistics project with the questions on three topics:

#### EFFICIENCY



How can the existing storage space and parking spaces be used as optimally as possible?  
Does this measure support more efficient, less error-prone work?

#### FUTURE VIABILITY



Are we thus at the current state of the art and are our solutions also suitable for future, growing requirements?

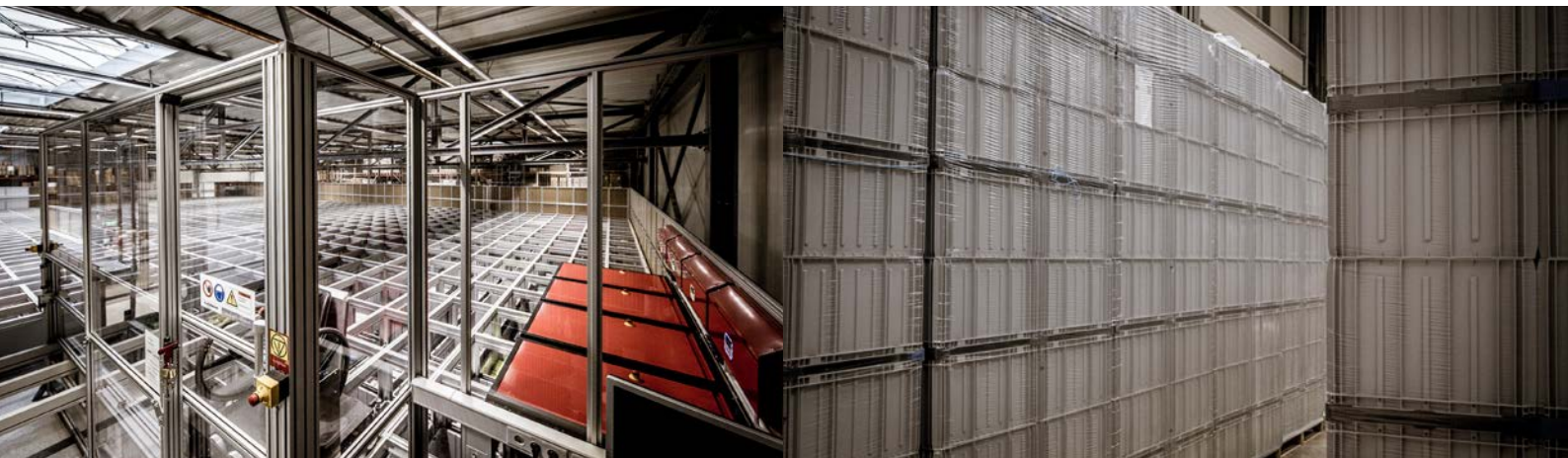
#### SUSTAINABILITY



Are the solutions envisaged environmentally friendly and energy-saving?

#### Expansion of the AutoStore®

With the AutoStore® we have implemented an innovative picking system for automatic storage and picking in our warehouse. Since its installation in 2019, the system has proven itself. Small-part picking works much faster, while the space required for the stored goods has been reduced by around 75%. For this reason, the AutoStore® system was expanded once again in 2022/23. The capacity was more than doubled from 9,200 to 21,000 bins. 3 instead of 2 goods input and output ports and 12 instead of 6 warehouse robots ensure an even faster picking process. This results in a larger volume in the CEP area.



#### New press container for paper and cardboard

Waste separation and recycling are important concerns for us, for which all employees in the company are always proactively looking for new solutions and improvements. In cooperation with an environmental service manager, we have acquired a press container for paper and cardboard at our company. The intention behind this is not to reduce waste per se in the first step, but to deal with it sensibly. We support a recycling of the raw material with this plant solution.

We plan to compact the waste by a ratio of up to 7:1, which will lead to a sharp reduction in transport trips for emptying the waste. This saves not only CO<sub>2</sub> but also money and time.





### LOGISTICS CENTER BEDBURG

Extensive planning and a lot of preparation went into the construction of NITRAS' brand new logistics center in Bedburg. The continuous expansion of the product range in recent years led to an ever-increasing need for space, which made the construction of a new warehouse urgently necessary. In addition to logistical requirements, the planning of the building also took into account sustainable requirements:



#### DGNB GOLD CERTIFICATION (IN PROGRESS)

The DGNB system recognizes the overall sustainable performance of the building. Currently, the logistics center is in the assessment process for DGNB Gold.



#### EFFICIENCY BUILDING BEG EG 40

The new hall is classified as an efficiency building BEG EG 40, which means that only 40% of the primary energy is required (compared to a reference building according to the Building Energy Act).



#### HALL ROOF WITH PHOTOVOLTAIC SYSTEM

The roof of the hall is equipped with a photovoltaic system.



#### CHARGING STATION FOR ELECTRIC CARS

Charging stations for e-cars are available in front of the hall.

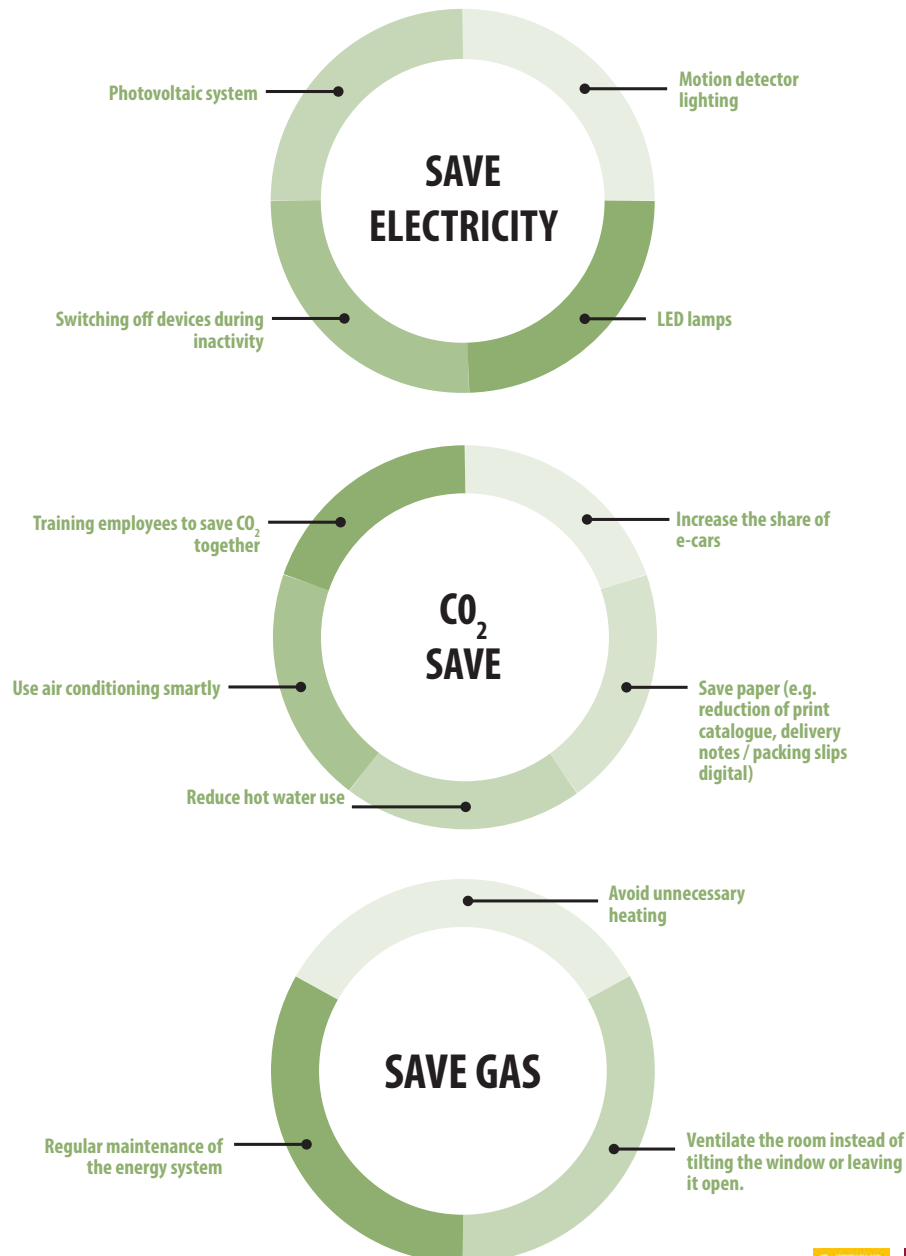


With the international environmental management standard ISO 14001, we want to make our environmental performance measurable. As early as 2022, we prepared an environmental balance sheet for 2021 in order to determine for the first time what our status quo is in terms of environmental impact, particularly on the subject of energy consumption.

With the help of this baseline, we were able to make an initial comparison of energy consumption (2022 to 2021) in 2023 and thus check whether we can report successes here. The evaluations yielded the following result:

**Conclusion:** The call, the training courses and the measures for saving energy in one's own company have worked (see selection of measures in the charts below) and are to be further expanded in the future. It should also be taken into account that additional personnel were hired during the comparison period.

Topic	2021 Environmental balance	2022 Environmental balance	2022 / 2021 Difference
CO <sub>2</sub> -Emissions	208,56 t	201,25 t	- 3,5%
Gas consumption	9.984,6 m <sup>3</sup>	9.712,9 m <sup>3</sup>	- 2,7%
Power consumption	155.021 kWh	138.540 kWh	-10,6%



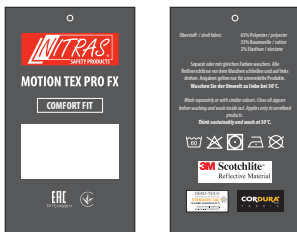


## MEASURES OF THE TASK FORCE SUSTAINABILITY

The Task Force Sustainability also has the task of scrutinising the products and warehouse at NITRAS. The elimination of plastic bags and the switch to recycled plastic bags have already been largely implemented (see page 14), but further ideas and measures are also in the works.

### Hanging label instead of hang tags

From originally two to three hang tags with separate information, a compact solution was created on our clothing and safety shoes and all information was combined on one hang tag. This measure enabled us to achieve an enormous saving of approx. 67% in printed cardboard paper for our workwear alone, so that significantly fewer hang tags were produced despite higher sales volumes.



Example of our hang tag incl. all information

### Avoiding plastic tags

The plastic tag that was used to fix the hangtags has been replaced by an environmentally friendly natural fibre product.



Example of a 7413 // PRO STEP in black / lime with eco-friendly tag

### Washing instructions

Our garments are labelled with a note for a more environmentally friendly machine wash at 30°C.

### Elimination of strapping for outer cartons

We do not use plastic strapping for our outer boxes, which we receive from our production partners in the Far East. In the meantime, this has been implemented for almost all articles. For those articles for which it has not yet been possible, we are in discussion about a solution in the near future.

### Rubber pallet straps instead of parcel tape

By using rubber pallet straps, a large amount of parcel strap rolls could be saved. These are usually used when the goods are packed from the container onto pallets and stored. As a rough guide, one package strap roll can be saved for every ten pallets.



Example of a stored pallet with rubber pallet strap

### Constant dripping wears the stone - Manuals

One issue that has been close to our hearts for a long time and which we are committed to is the reduction of paper waste by dispensing with or reducing the provision of information brochures in paper form. As an internationally active company, we now offer information brochures in 29 languages. Despite space-saving design, this results in between three and five A3 pages that have to be enclosed with the goods. As a first step, we have formulated an official letter, which we have sent to the appropriate office at the European Commission. Here we draw the attention of the decision-makers to this unnecessary waste of resources and production of waste and actively offer proposals for solutions. We are staying on top of this issue, true to the motto: Constant dripping wears away the stone!

### SUSTAINABLE - MADE BY NITRAS

We like to set a good example and encourage ourselves every day anew to use the earth's resources sparingly and to do our own part to leave an environment worth living in for future generations. All employees are trained by our task force on the topic of sustainability as part of our annual quality management and occupational health and safety training and are encouraged to contribute ideas and suggestions on how we can act even more sustainably in the company. In recent years, many new projects have been implemented, also thanks to suggestions from employees. Examples include the digital product catalogue, energy-saving in-house measures, training on resource conservation, and the reuse of paper and cardboard. The goal is to continue to bring in suggestions through the task force, representing the workforce, on how NITRAS can be made more sustainable. Current projects and measures are:

#### Sustainability traffic light

In order to give our customers and partners the opportunity to assess individual NITRAS products from a sustainability perspective, we have created the sustainability traffic light. Based on this, the product can be classified under the following two sustainability aspects at a glance. Two further categories are currently being planned for 2024.



**Social:** This pictogram shows whether the article was produced in a production that has been audited and / or certified according to a social standard. Only independent and recognised standards / initiatives are taken into account (see page 13).



**Packaging:** This pictogram shows whether the product has an environmentally friendly packaging solution, such as no poly bags, recycled poly bags, brown instead of bleached cardboard boxes.

The sustainability traffic light will be included in all product details (print and online) from the next catalogue (2024).

#### Print catalogues vs. digital alternatives

As before, our goal remains to reduce the number of printed catalogues while offering appropriate alternatives. Our new homepage offers clear and detailed all product information as well as quick access

to it. The digital product catalogue is perfect for clicking through our range on a smartphone or tablet. In addition, the marketing team is always on the lookout for further possibilities to present the NITRAS range digitally in a clear and quickly accessible manner. With these measures, we have been able to successively reduce the number of printed catalogues:

#### Print catalogue 2021 - 2023 (in pieces)



#### Environmental Guide (planned for Q3 - 2023)

Pictures often say more than words. For our offices and warehouses, the task force has developed an environmental guide that encourages environmental protection and energy saving. Small signs at relevant points in the company point out measures that employees can implement without much effort. The measure is to be implemented in Q3/2023.





### **WELCOME TO THE NITRAS FAMILY**

A company would not function without motivated and committed employees. At NITRAS, we are proud of our entire team, which develops ideas and solutions every day in order to provide our partners and customers with the best possible support, while at the same time creating a family atmosphere in which it is fun to work. However, the Corona crisis, the war in Ukraine, inflation and the climate crisis have not left us unscathed. The costs are not only rising for the companies - the employees also have to deal with the issue of rising costs in their private lives. To provide relief and support, NITRAS has come up with a number of measures:

#### **Inflation compensation**

One short-term measure was a monetary inflation adjustment paid to each employee for six months.

#### **Voucher cards for benefits in kind**

All employees (after the end of the probationary period) are provided with a voucher card for an indefinite period, which is topped up monthly by NITRAS. This can be used for food, restaurants or, for example, for petrol.

### **Food subsidy**

With the help of an external food supplier, we provide all employees with various menus. From meat dishes to vegetarian and vegan alternatives, there is something for every taste. Each employee can order a menu (subsidised by NITRAS) from a variety of dishes per day, which is then ready and waiting at lunchtime. Many employees are now happy to take this alternative, so the meal subsidy will continue indefinitely for the time being.

### **Retirement provision**

Another important pillar in today's world is old-age provision. After a successful probationary period, NITRAS subsidises the deferred compensation with €40 per month in addition to the statutory employer's contribution

Even before the Corona crisis and also in the future, we at NITRAS remain one big family: free drinks and fruit, regular company events, joint evening events and joint sports activities contribute to this and have proven themselves over the 37-year company history.



Our employees keep the business running every day. They are the heart of the company, so to speak.

A positive working atmosphere and friendly cooperation are particularly important to us and everyone contributes to this. In difficult times, it is important to recognise staff needs and find ways to support them. For example, due to the increase in inflation, we paid inflation compensation to all employees during the winter period and continue to support them with a credit card for everyday needs as well as subsidising lunches.



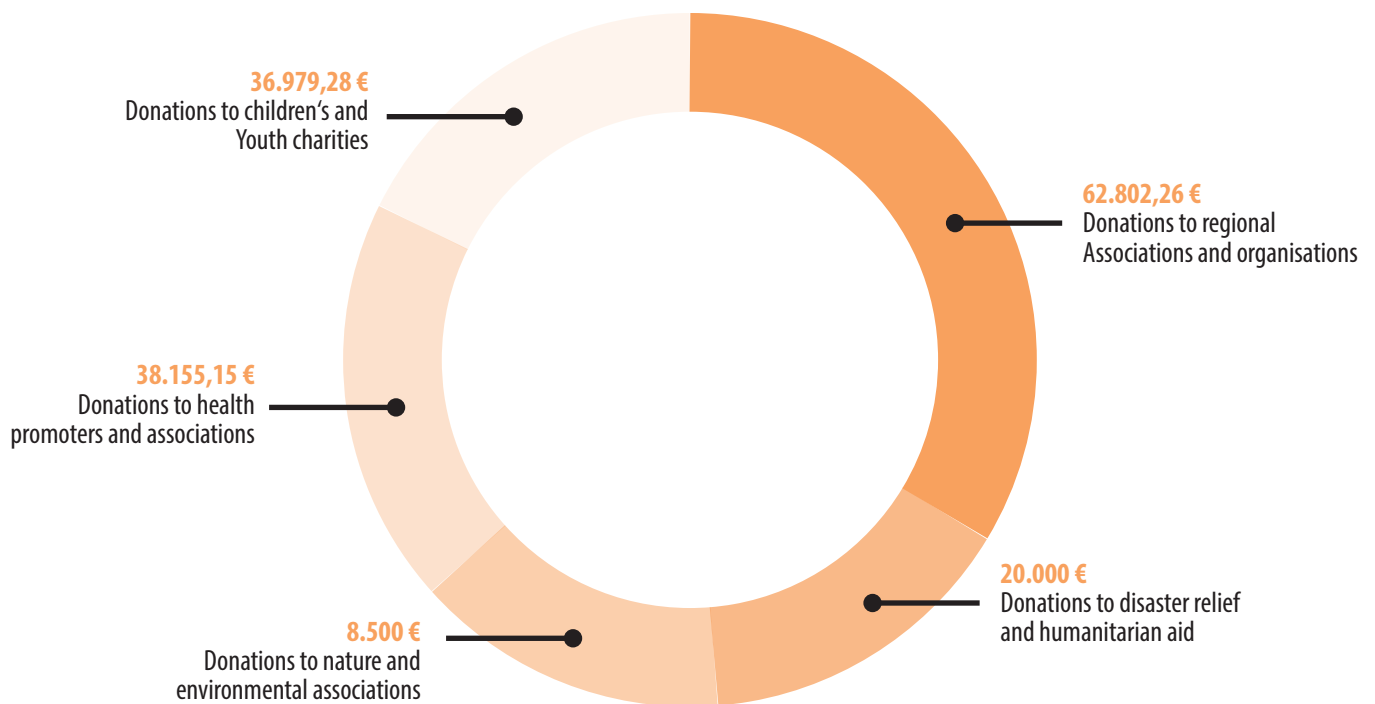
**Stana Dietz**  
Human Resources  
Management

As a medium-sized, Rhineland-based company, we not only create jobs in the region, but also support regional, national and global projects. Our heart beats for people and actions that change something and can make a difference.

Through regular fundraising campaigns, we help committed organisations to continue their important work. In the last 10 years, we as a company have donated 166,436.69€ in monetary contributions.

## TOTAL AMOUNT OF DONATIONS 2013-2023

# 166.436, 69€



In addition, we have supported numerous organisations and companies with donations in kind for projects, short-term relief campaigns, etc. in the past years. These were, among others:

Relief actions on the flood disaster 2021

Clean-up and waste collection campaigns, such as z. e.g. the spring clean in Grevenbroich

Support for regional club celebrations

Donations in kind for Ukraine aid convoys to support the population

Provision of NITRAS articles and promotional materials for raffles etc. for a good cause





### **WE SEE OUR FUTURE GREEN**

Sustainability is on everyone's lips and affects every single one of us - whether privately or professionally. A change in thinking has taken place, which does not stop at the market. Users are often not only interested in the product, but also in its origin, the conditions under which it is produced and the company through which it is sold. It definitely takes more effort to work in a resource-saving way. But it benefits both the environment and the people and helps to leave a livable earth for future generations. Therefore, we gladly accept the effort.

The sphere of influence does not end at our own premises, but we want our measures to make a difference along the supply chain. With our ISO 14001 certification, our participation in the EcoVadis sustainability assessment and our membership in amfori BSCI, we have initiated many projects that we would like to integrate more and more into our company. All memberships and certifications are only as good as the people in them who fill them with life and commitment.

Our vision sets the path for us. We consider sustainable action to be just as essential as economic action. Every goal, every new product and every innovation in the company is examined not only for its economic impact, but also for its ecological impact. New suppliers are not only

assessed for their ability to deliver and the quality of their products - if they have not implemented a corresponding sustainable and social standard (see page 13), they cannot do business with NITRAS.

The Sustainability Task Force continues to keep an eye on all areas of the company and explores where there is still a need for optimisation. It then talks openly with the management about the issues and their implementation.

Our sustainability report provides you with a detailed overview of our measures and goals in the area of sustainability. For us in particular, this report was a comprehensive review of our current status, which we would like to use as a starting point for our future sustainable projects. On the following page, we have summarised for you once again what is particularly important to us and what we will continue to work on. Take us at our word.

Your NITRAS Team



## 1 NITRAS

### Sustainability

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Our vision „Our goal is to protect people’s health as well as the environment and to make life easier“ summarises our aspirations succinctly. Our commitment to sustainability is underpinned by three major pillars: ISO 9001 and ISO 14001 quality and environmental management systems, amfori BSCI membership, and EcoVadis (silver medal) rating by the world’s largest provider of corporate sustainability ratings. Furthermore, at NITRAS we explicitly support the 17 Global Goals of the world community.

### Task Force Sustainability

Page 11

In 2021, the Sustainability Task Force was founded at NITRAS with the aim of putting the company to the test from top to bottom. The team consists of employees from different departments and thus different perspectives on the topic of sustainability. Ideas and measures of the task force are presented in this sustainability report.

## 2 SUPPLY CHAIN

### Code of conduct

Page 12

All our production partners must sign our two Codes of Conduct. The NITRAS Code of Conduct is based on four principles and summarises our expectations in a condensed form - the amfori BSCI Code of Conduct is a more comprehensive commitment document for compliance with due diligence obligations with regard to human rights and environmental protection.

### Membership amfori BSCI

Page 13

With our membership of amfori BSCI as of 01 April 2023, we have committed to participating in the amfori BSCI programme. The aim is to improve working conditions and environmental protection along our global supply chains.

### Quality and quality assurance

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Quality is our top priority, and with it comes extensive quality assurance. All NITRAS articles undergo a three-stage quality control: before the start of production, before shipment from the Far East and after receipt of the goods in our central warehouse in Bedburg - this enables us to identify possible faulty markings or defective articles at an early stage. For us, quality assurance also includes ensuring that our products are free of harmful substances. Even before the introduction of the EU’s REACH regulation, we complied with the much stricter German regulations on consumer protection and product safety (Commodities Ordinance, Chemicals Prohibition Ordinance, etc.). In addition, many of our products are certified according to STANDARD 100 by OEKO-TEX® - further protection for the consumer.

### Transport

Page 16

For us, it is not only the quality of the articles that is crucial - responsible and forward-looking transport to our central warehouse and subsequently to our partners and customers is also important to us. Transport from the Far East is planned in the long term in order to avoid more climate-damaging air freight - deliveries from the seaport to our region are increasingly made by rail. We also ship climate-neutrally with our parcel service provider DPD.

## 3 COMPANY

### Logistics

Page 17

At NITRAS, logistics projects are always evaluated according to efficiency, future viability and sustainability. On this planning basis, we have implemented and also already expanded an innovative and energy-saving order picking system with the AutoStore®. Other projects include, for example, a press container for paper and cardboard and a new, modern warehouse management system.

### Logistics centre

Page 18

With the opening of the new logistics centre in Bedburg, we have reached another milestone in the field of sustainable logistics. The 16 m high hall is equipped with a photovoltaic system - the entire centre is also a BEG EG 40 efficiency building and is currently in the certification process for DGNB Gold. Several charging stations for e-cars are available in front of the hall.

### Environmental performance

Page 19

Another important point in our commitment to the environment is the ISO 14001 environmental management system, which we successfully introduced in August 2023. This includes the measurement of our environmental performance and the associated continuous improvement of this.

### NITRAS internal

Page 20 / 21 / 22

The sustainability task force has initiated and helped implement many measures in the company. These are, for example, the reduction of hanging labels, avoidance of plastic tags, references to more environmentally friendly machine washing at 30°C or rubber pallet straps instead of parcel straps. Other points include the newly introduced sustainability traffic light and a whole range of benefits for employees to support them in difficult times (inflation, energy prices, Corona, Ukraine war, etc.).

## 4 ENGAGEMENT

### Overview

Page 23

Not only do we regularly donate money to regional, supra-regional and global projects - we also support campaigns with our products, such as the relief efforts during the flood disaster in the Ahr valley.





# **NITRAS** SUSTAINABILITY

[www.nitras.com](http://www.nitras.com)