

What happens beyond 2030?

// We are aware that success in sustainability requires thinking holistically, developing awareness, including all relevant stakeholders, and ensuring that everyone as a common understanding, works unitedly and no topic is put on the backburner.

We will not sit back after achieving our 30 by 2030 objectives – but rather strengthen our drive towards a sustainable future by focusing on disruptive changes to our production processes and social aspects.

Contact us

Semperit Investments Asia Pte. Ltd.
8 Jurong Town Hall Road, #29 – 03 to 06 The JTC Summit,
Singapore 609434, Singapore
Tel.: +65 6274 4861 • Fax.: +65 6274 6977

Sempermed Europe GmbH
Am Belvedere 10, A-1100 Vienna, Austria
Tel.: +43 1 79 777-0 • Fax: +43 1 79 777-630

sempermed@semperitgroup.com • www.sempermed.com



sempermed® 
YOUR GLOBAL GLOVE EXPERT

Sustainability at Sempermed

Together for our future.



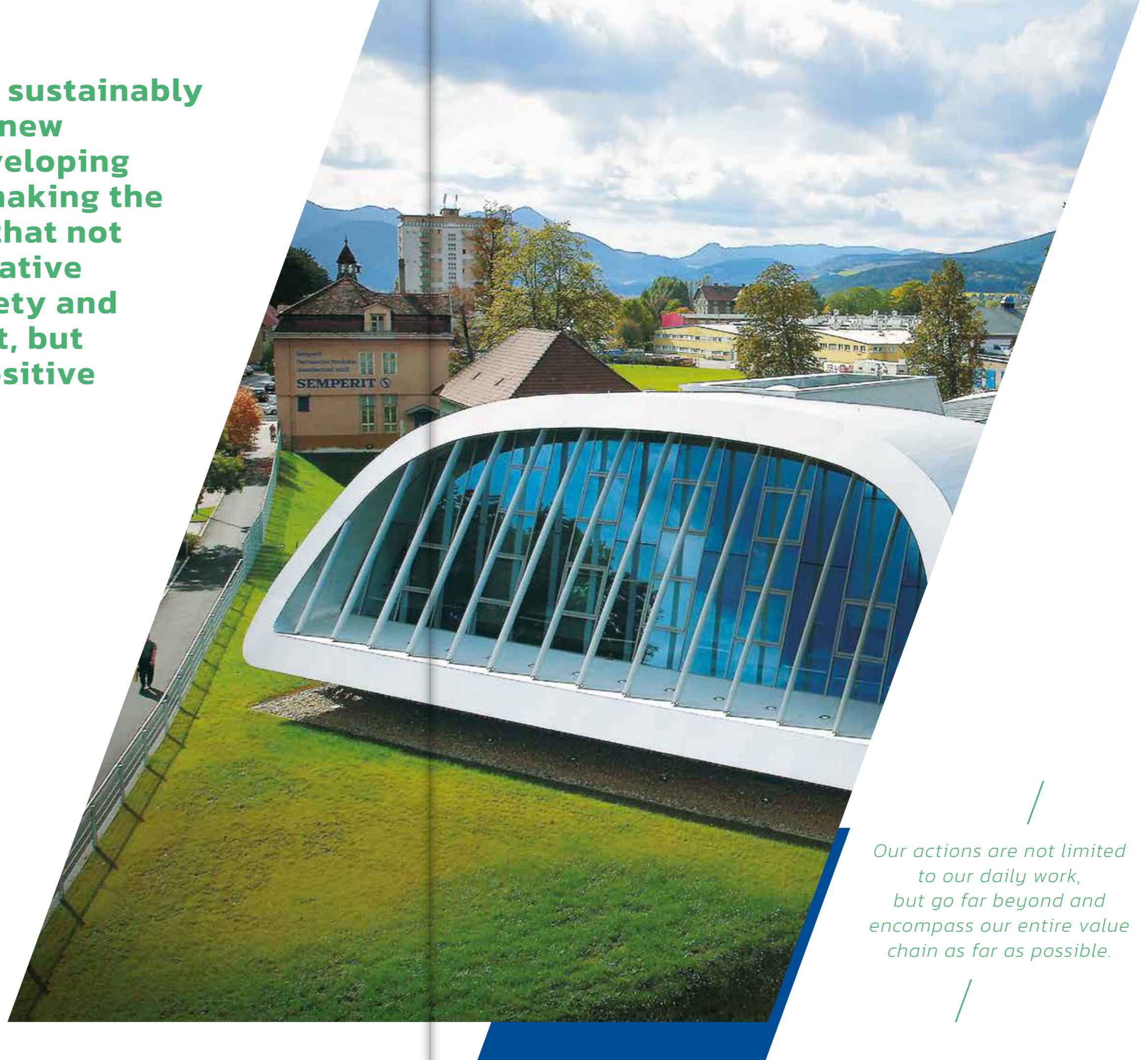
100+ YEARS
- EST. 1920 -
sempermed®
YOUR GLOBAL GLOVE EXPERT

“Doing business sustainably means defining new approaches, developing new ideas and making the right decisions that not only reduce negative impacts on society and the environment, but also promote positive outcomes.”

// The reasons why companies deal with sustainability are manifold and range from purely because they want to, to risk management and increasing attractiveness for existing and new employees, to opening up new markets and developing competitive advantages. No matter why a company is concerned with sustainability or why each and every one of us is motivated to contribute, sustainability is no longer a buzzword used for image cultivation, but a serious topic that has become a MUST.

The guidelines we abide by follow international standards and have been established based on our beliefs and expectations from our partners and ourselves.

Our actions are not limited to our daily work, but go far beyond and encompass our entire value chain as far as possible.

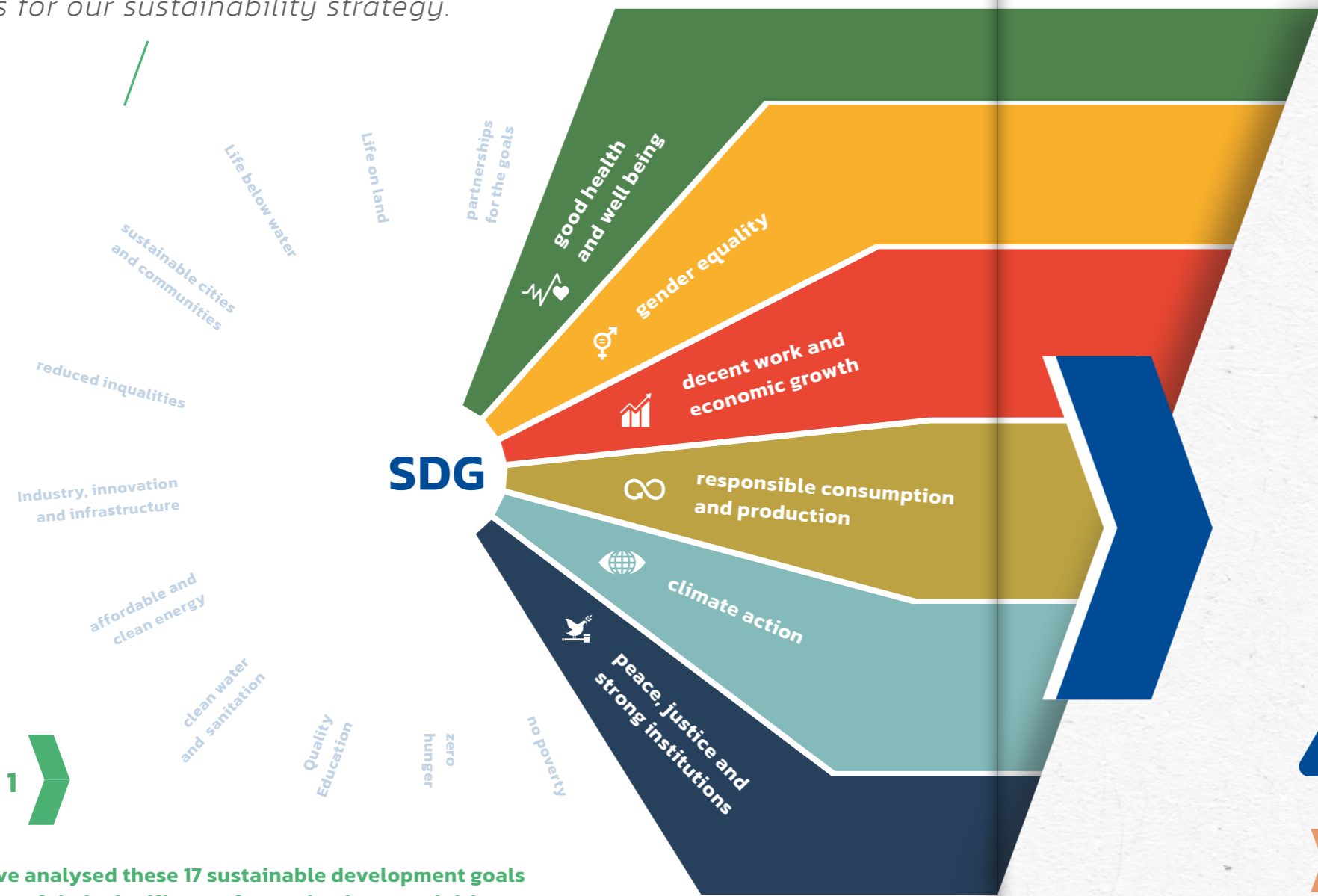


Our sustainability principles

In 2015, the “Agenda 2030 for Sustainable Development” was adopted at the summit meeting of the United Nations (UN). All 193 UN member states committed themselves to work towards this agenda and its 17 sustainable development goals. These were also the basis for our sustainability strategy.

Step 1

We have analysed these 17 sustainable development goals in terms of their significance for our business activities. Although our versatile business activities and product portfolios cover a majority of these goals, we are primarily concentrating on the following, as it is in these areas that we have the greatest influence and can achieve the biggest impact.



Step 2

Strategically building on the most important topic areas that are relevant in terms of ESG, the Group-wide sustainability strategy covers a wide range of topics and specifies quantitative and qualitative targets we want to achieve. In line with global developments as well as new directives and legislations and also various market-relevant trends, this strategy focuses on the period from now until 2030. More specifically we have identified seven thematic areas of the three ESG pillars that we wish to address.

Corporate sustainability practices fall under the three pillars of ESG: Environmental, Social and Governance practices.



ESG targets at Sempermed



Environmental targets: 30 by 2030

As part of our sustainability objectives in terms of environmental targets to be met by 2030 ("30 by 2030"), we aim to achieve:



30%

lower energy consumption
& lower emissions



30%

less waste &
lower water usage



Social targets: Health & Safety meets Equality & Respect

Our 2030 goals in this area cover targets in:



Health & Safety



Diversity and
Inclusion



Respect for
Human Rights

At Sempermed we strive to ensure that our employees can do their jobs in a healthy and safe way at all times during their workday. This includes consistent accident prevention and providing personal protective equipment. Additionally, active efforts for diversity in the workforce, inclusion of people with disabilities, and safeguarding high social standards as well as human rights are of value to society and further enhance the attractiveness of Sempermed as an employer and business partner. The principles and guidelines of the Semperit Group apply not only to employees but also to the Semperit Group's suppliers and other business partners.



Governance targets: Supply chain management & Business ethics

Semperit refines its corporate governance guidelines on an ongoing basis, taking account of developments both inside and outside the company, and the risks and opportunities arising from such developments. Managers and employees are then given training to make them aware of the guidelines and how to apply them in their day-to-day business.



Supply chain management

To avoid risks and reduce negative impacts all along the supply chain a systematic process for selecting and evaluating suppliers as well as close cooperation with these companies ensure compliance with our standards. The guidelines and regulations regarding social, ethical, and ecological criteria are described in the Group-wide Supplier Policy available on our website.



Business ethics

Compliance with all legal requirements is the foundation of corporate responsibility and thus the basis of our actions. The prevention of corruption, bribery and compliance with competition laws are prerequisites for fair competition. It is the task of corporate governance to ensure legal compliance and compliance with internal policies.

With regard to the Compliance programme, continuous steps are taken to expand the programme. As part of the systematic development of the Compliance programme, a new Group-wide Code of Conduct was published at the beginning of 2021. You may find more information on this topic here:



In order to identify risks in advance before doing business, new but also existing partners – no matter if they are suppliers or customers – are subject to a so-called "Business Partner Check".

How can we achieve this?

We are convinced that everyone can and should be involved. Based on the motto **"Move Hearts and Minds"** our aim is to anchor the multifaceted aspects of sustainability in all areas of our company, but especially in the hearts and minds of all employees.

Our actions are not limited to what we see as part of our daily work – they are interlinked and affect the entire value chain. We engage all stakeholders to proactively contribute to these ambitious objectives. We want to act sustainably, responsibly and fairly as a company and as individuals.



Recent sustainability initiatives – Malaysia

In support of meeting our environmental and social group-wide targets, Sempermed has actively engaged in multiple CSR initiatives to contribute ideas for increasing efficiency and conserving resources as well as promoting social responsibility.

Wastewater Treatment Plant

In line with our 30 by 2030 targets, it is our goal to reduce water consumption in our Malaysian glove manufacturing plant by 30%. Glove production is a water intensive process, which makes it even more important to find ways to reduce water consumption. It is our plan to build a Wastewater Treatment facility which can recycle up to 6,000 m³ of water per day and thereby effectively help us to significantly reduce our consumption of this scarce resource.

Donations for social causes

In accordance with our social targets in terms of diversity and inclusion, we provide financial assistance to schools for children with intellectual disabilities in Malaysia and support their day-to-day operations. Moreover, we continuously donate medical gloves to front-line personnel, including local hospitals, charities, security personnel, and clinics to support local communities.



Our recycling initiative: Turning gloves into flip flops

Research has shown that about 100 tons of nitrile waste are sent to landfills each month. This fact brought a unique business idea to life that relies on upcycling nitrile gloves into eco footwear, an idea which matches our sustainability orientation. Together with our Malaysian partner, we have developed Sempermed flip flops with soles made from scrap nitrile gloves, whereby one pair of sandals contains 18 pairs of recycled gloves! An additional benefit of the flip flops is that due to the nature of nitrile they provide extra grip for walking.

We are proud of our flip flops, which are part of our sustainability and recycling initiative that turns gloves into footwear. Now, we can also protect the feet of our employees, in addition to their hands. We are glad that today sustainability is an integral part of our company's strategic objectives. Not only do we want to be part of the change and continue evolving, but more importantly, be a trusted partner, acting responsibly and respectfully.



Sustainability in Sempermed's product development

Our commitment to sustainability does not end here. In focusing on providing environmentally friendly products, our sempercare® green and semperguard® green have been developed with tangible sustainability goals in mind. These innovative gloves combine skin protection with environmental protection thanks to our Green Glove Technology, which reduces our carbon emissions by 12%, water consumption by 17% and energy usage in the production process compared to standard nitrile glove production.*

Furthermore, no chlorine is used in the production of the Green Glove.

Similarly, **our sempermed® climate neutral** glove does not just protect your hands, but also helps to protect the climate. Working with ClimatePartner, which offers climate action solutions, we are offsetting any CO₂ emissions created in the whole supply chain from the manufacturing to the delivery and disposal of this glove, making it our first **completely climate neutral product**.

How can a glove be climate neutral?

Products are considered to be climate neutral if the associated CO₂ emissions are avoided and reduced as much as possible and any remaining emissions are completely offset through the support of internationally recognised climate offset projects. These projects must be compliant with internationally acknowledged criteria and certified and audited by independent third parties.

This form of offset is an important step in combating climate change. All our chosen climate offset projects save greenhouse gases by focusing on either forest conservation, reforestation, conservation of ecosystems or renewable energy.



Do you want to learn more about our journey to climate neutrality and the carbon offset projects we support?

* reviewed and confirmed by the external partner Ernst & Young

Our awards and ratings

Sempermed's high international ethical and social standards

To ensure compliance with social standards, we have relied on external audits of our production sites in Kamunting, Malaysia and Sopron, Hungary in accordance with the principles of the amfori Business Social Compliance Initiative (BSCI) for many years now. The focus of the BSCI audits is on promoting fair working conditions and respect for human rights.



Member of amfori, the leading global business association for open and sustainable trade. For more information visit www.amfori.org

Sempermed is committed to a high ethical and social standard, and to fair working conditions for all our employees worldwide. We comply with the standards of the International Labour Organization (ILO) at all our production sites.

In cooperation with National Health Service (NHS) UK and its Labour Standards Assurance Scheme, we strive to improve our labour standards throughout the entire supply chain by abiding by ethical requirements which are assessed by means of an independent Labour Standards Assurance System (LSAS) audit.

The Semperit Group, including Sempermed, receives platinum medal by EcoVadis

On our mission towards taking our sustainability efforts to another level, we were extremely honoured to see that our continuous efforts have been recognised. **EcoVadis** – a provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains – awarded all our global production sites with the platinum medal.

Over 75,000 companies within more than 200 sectors in 160 countries all over the world use EcoVadis to assess themselves and their supply chain. However, only 1% of all rated companies receive platinum status.

We managed to improve our sustainability performance in terms of compliance with the environment, labour & human rights, ethics, and sustainable procurement in all areas.

For more information visit



Together for Sustainability

In 2021, the Semperit Group, including Sempermed, joined the "Together for Sustainability" (TfS) initiative. More than 30 well-known and internationally active chemical companies have joined forces in this initiative with the aim of making the global supply chains of the chemical industry more sustainable. TfS evaluates the sustainability performance of

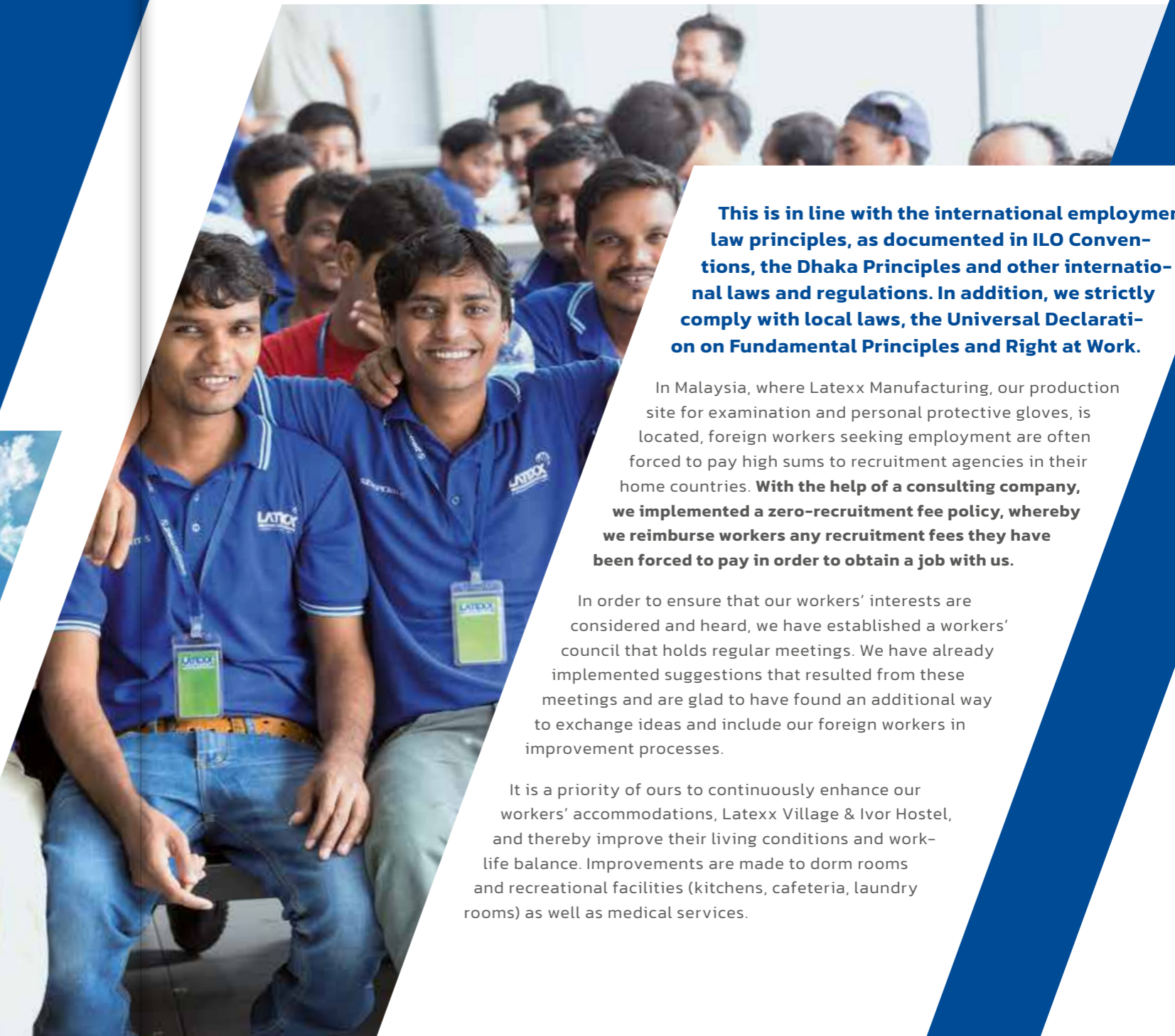


suppliers with the help of expert opinions and audits, the results of which are made available to all members.

More information is available on www.tfs-initiative.com.

Our employees: The anchor of our company

Sempermed is committed to fight all forms of modern slavery, including human trafficking and indentured, bonded, slave or other forms of forced labour, in our hiring. This also applies to the appointment of any unlicensed agent or third-party entity to assist in hiring.



This is in line with the international employment law principles, as documented in ILO Conventions, the Dhaka Principles and other international laws and regulations. In addition, we strictly comply with local laws, the Universal Declaration on Fundamental Principles and Right at Work.

In Malaysia, where Latexx Manufacturing, our production site for examination and personal protective gloves, is located, foreign workers seeking employment are often forced to pay high sums to recruitment agencies in their home countries. **With the help of a consulting company, we implemented a zero-recruitment fee policy, whereby we reimburse workers any recruitment fees they have been forced to pay in order to obtain a job with us.**

In order to ensure that our workers' interests are considered and heard, we have established a workers' council that holds regular meetings. We have already implemented suggestions that resulted from these meetings and are glad to have found an additional way to exchange ideas and include our foreign workers in improvement processes.

It is a priority of ours to continuously enhance our workers' accommodations, Latexx Village & Ivor Hostel, and thereby improve their living conditions and work-life balance. Improvements are made to dorm rooms and recreational facilities (kitchens, cafeteria, laundry rooms) as well as medical services.