

FOOTPRINT MAGAZINE

FOR A BETTER WORLD



 **HAIX** group



DEAR HEROES

Everyone can be a hero, especially where the topic of sustainability is concerned. We can improve the world by making courageous decisions, by taking small steps and by performing great deeds. In order to do so, we must not shy away from risks. We need to see them as an opportunity. Everyone has the potential to drive forward transition and change.

We support heroes by providing the best possible equipment and by protecting them in dangerous situations. This means that their work is able to assist the community. They are able to triumph in their own particular discipline and help those in jeopardy via selfless action. We ensure that people surpass themselves as tradesmen, as members of the fire brigade, police, emergency services or the military, or when pursuing sporting activities during their leisure time.

“ We create a better world together with the heroes whom our equipment supports. ”

We at HAIX are seeking to espouse a future in which everyone can overcome all their challenges with complete self-confidence. We are a partner which stands by our heroes to offer encouragement, inspiration and full backing. We do our utmost for the environment, for our staff and for our customers. We bear our share of the responsibility and are helping to create a better world.



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CLIMATE

NO WATER,
NO LIFE.
NO BLUE,
NO GREEN.

- Sylvia Earle -

Calculation, **r**eduction and **c**ompensation – **CO₂ emissions** play a crucial role in climate protection within the meaning of the Paris Climate Agreement. The initial step in terms of cutting the **Corporate Carbon Footprint** (CCF) of our company is to find out where emissions occur in the first place. For this reason, we arrange for our CCF to be analyzed so that we can arrive at conclusions regarding the areas in which we can improve.

In order to adopt a sustainable and holistic approach to climate protection, we calculate the CCF for Germany,

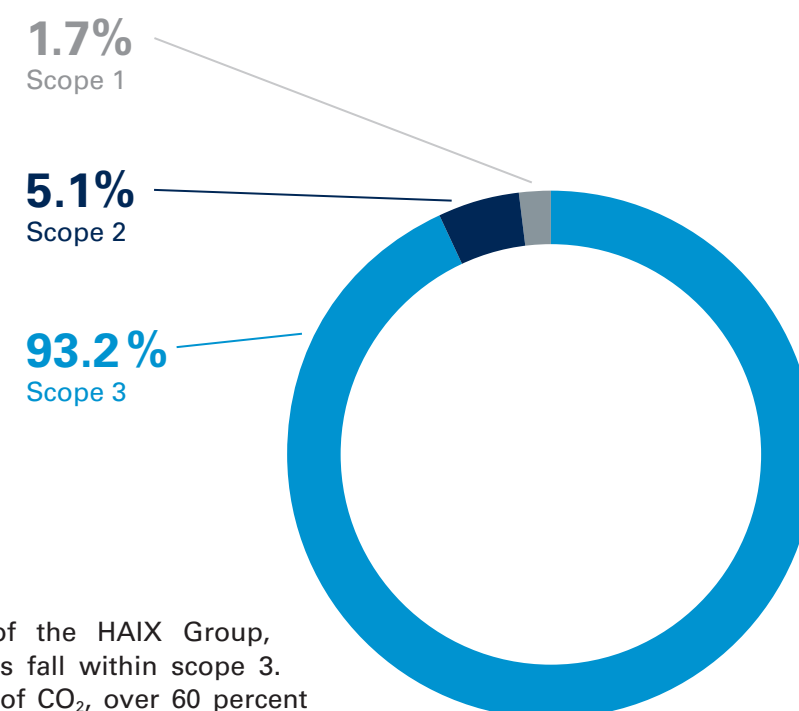
Croatia and North America in overall terms. In **2021** we emitted **40,255 tonnes of CO₂**. This is the equivalent of the carbon footprint produced by 4,635 European inhabitants in one year.

Emissions are divided into three scopes, which delineate different areas within the company. These scopes are stipulated by the Greenhouse Gas Protocol, a transnational standard for the management and measurement of emissions.

Scope 1 contains all **emissions directly generated** by HAIX Schuhe Produktions- und Vertriebs GmbH, such as via the company's own production plants or vehicle fleets.

Scope 2 lists emissions caused by **purchased energy** including electricity and district heating.

Scope 3 encompasses **all other emissions** not directly controlled by the company, such as employee journeys to work and disposal of the product.



In the case of the HAIX Group, most emissions fall within scope 3. 24,295 tonnes of CO₂, over 60 percent of our entire CCF, are produced in the supply chain for production materials and consumables. According to the "Fashion on Climate" study, the textile and clothing industry causes 2.1 billion tonnes of CO₂ annually. This means that it accounts for 4 percent of global emissions. We want to help to reduce these emissions. And we are not merely investing in compensation projects. We are also deploying resources in areas where we ourselves bear the responsibility for our influence.



POWER SUPPLY

The emphasis at our German location in Marburg is on renewable energy and economy. This is evidenced by the certifications we have obtained pursuant to the **ISO 50001 EMS** and **ISO 14001 UMS** Standards. Our Administration Department, for example, is already saving 21,120 kWh per year after switching from conventional fluorescent tubes to LED. By way of comparison, the Federal Statistical Office estimated that a single-person household used an average of 2,000 kWh during the course of 2021. Our savings thus equate to the consumption of approximately ten households.



Connection to the local wood chip-fired cogeneration plant.



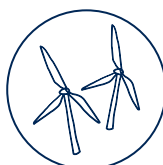
Three photovoltaic systems with an output of 280kWp* cover just under 15 percent of energy needs at the main location.



Battery storage means that solar power is also available at night.



A fourth PV system with an output of 400kWp* was installed in Mainburg in 2023. An 80kWp* system was put in place in Hockenheim in the same year.



German locations are supplied using 100 percent green electricity from the company Lichtblick.



**NO ENERGY,
NO PROGRESS.
NO GREEN,
NO FUTURE.**

It is not possible to buy 100 percent green energy at our location in Croatia due to an absence of offers on the part of national providers. This is why plans are in place for 2024 to **erect our own PV plants** across an area of around 4,542m² (972.3kWp*) so that we can become self-sufficient with regard to energy needs. Our main production facilities in Croatia were designed with state-of-the-art technology in mind from the very outset. A building control system ensures that ventilation, heating and air-conditioning are all perfectly coordinated. Warmth is delivered by a heat exchanger and by residual heat from the production machines. We **exceed the requirements set out under European exhaust air laws** thanks to a special dust extraction unit.



* Kilowatt peak



ENVIRONMENT



E-MOBILITY

An extensive fleet of vehicles is available for the use of our staff. 8 of 81 cars are hybrid, and a further 14 are electric. As of 2023, **27 percent of our fleet had already been switched to e-mobility**. We are working on an ongoing basis to complete a gradual shift to electrically operated cars entirely.

Electrically operated company cars and pool vehicles



OUR AIM

The plan is for **all company cars and pool vehicles to be electric** by the end of **2026** at the latest. We will also be making charging infrastructure available at our building itself. This means that all vehicles will be refueled using **100 percent green electricity**. This is necessary if e-mobility is to make ecological sense. All the forklift trucks at our Logistics Center will also be electric only.

SUSTAINABLE

In order to dispose of our waste in an environmentally friendly manner, we work exclusively with certified specialist companies. Our disposal processes are externally scrutinized by the Pirmasens Testing and Research Institute (PFI) **once a year** as part of our **Environmental Management Auditing Procedures**.

Strict separation helps prevent the accumulation of residual waste. Any residual waste which does occur is resorted so that a large proportion of it can be recycled. Leftover leather is used to make bonded heel caps. The best thing, of course, is for the amount of waste to be minimized. Modern technology allows us to align patterns on punching presses and cutting tables in a way which gives rise to **as little leftover material and leather as possible**.



Cutting table

If there is anything left over, then we find a solution. Our HAIX Originals products, such as bags and key rings, are made from recycled fire fighter uniforms. We donate larger amounts of leftover leather and other superfluous material to nursery schools and social institutions for use in handicrafts. These residues also find their way into trainee projects or Academy Workshops, where new products such as key fobs or cell phone cases are created.

ENVIRONMENTALLY FRIENDLY

We want to give something back to nature. Greening extending over an area of 140 square meters has been added to the large roof of our Logistics Center. The natural grass formations and plants are very valuable ecologically and offer **a habitat to numerous types of insect**. We make sure that any turfed areas and strips of flowers around our building are left in place.



We have also put up properly maintained **insect hotels** at our locations. We nurture and cultivate **our own bee colonies** too.



PRODUCT

OUR MATERIAL

Functionality and a long product life are essential aspects of the development of our shoes, boots and clothing. A product with a long lifespan is good for our customers and has a better environmental footprint. Work footwear and clothing made from recycled materials may initially appear to be more sustainable. However, reduced durability and a shorter life would worsen the impact on the environment. For this reason, the **Sustainable Apparel Coalition** attaches importance to **longevity** and to a **high span of use**. Our aim is to exceed statutory guarantee periods. It must also be borne in mind that individual **care** of the shoes has a huge influence on product life. Our policy

is only to use high-quality leather, textiles and synthetic materials. We source 97 percent of these materials from suppliers based in Europe.

Our leather, for example, comes from **certified European tanneries** with which we maintain partnerships stretching back many years. Leather is a natural material which is a by-product of the food production industry. Our main supplier Heinen is a partner which is also committed to **reducing CO₂ emissions**. According to the UNO, one square meter of leather causes the equivalent of 17 kilograms of CO₂ on average. One square meter from Heinen only gives rise to 11 kilograms of CO₂, a significantly lower figure.



We regularly check the viability of alternative materials. These include leather based on cactus fibers and Extraguard, a vegan upper material produced by GORE-TEX. We pursue a clear approach in all of this. **Functionality and a long product life** must not be negatively affected by the use of an alternative material.

The needs of our end customers also inform product development. We looked very closely at the working environment of our target groups when we came up with our new Flextreme Collection. We accompanied tradesmen during their everyday

work and carefully observed what farmers were doing. This enabled us to design a clothing line which takes long-term account of the challenges in these occupational fields. We take complaints and feedback seriously. In one case, this led to the development of our Black Eagle Safety Pro, a shoe with a cut-resistant upper which remains flexible and robust even when performing kneeling tasks and thus lasts for longer.



GOOD TO KNOW

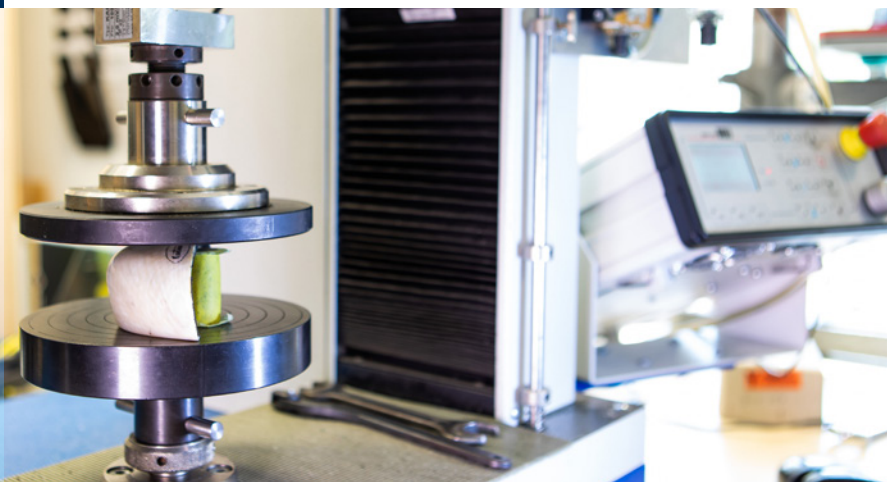


As well as complying with statutory stipulations and general standards, we also fulfill the requirements of the following material standards. OEKOTEX 100, OEKOTEX Textile 100 and OEKOTEX Leather Standard.

NO ENVIRONMENT,
NO EXPANSION.
NO GREEN,
NO GOODS.




PRODUCT



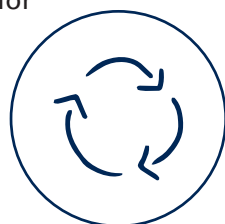
QUALITY

A particularly high level of quality needs to be in place so that our footwear and clothing can conserve resources by lasting for a long time. In order to ensure this, we conduct sample tests all the way from the raw material to the finished end product. Five percent of ongoing production is tested in a centrifuge for water tightness. Some shoes and boots are taken apart completely after manufacture and subjected to an extremely rigorous inspection.

In this way, we can always be fully certain that no hazardous materials are contained in our products. The use of chemicals represents a major challenge for the entire sector. We try to avoid using solvent-based adhesives wherever possible. Given the current status of technology, this is not yet fully feasible without being forced to accept a loss of quality and product life.

RECYCLING

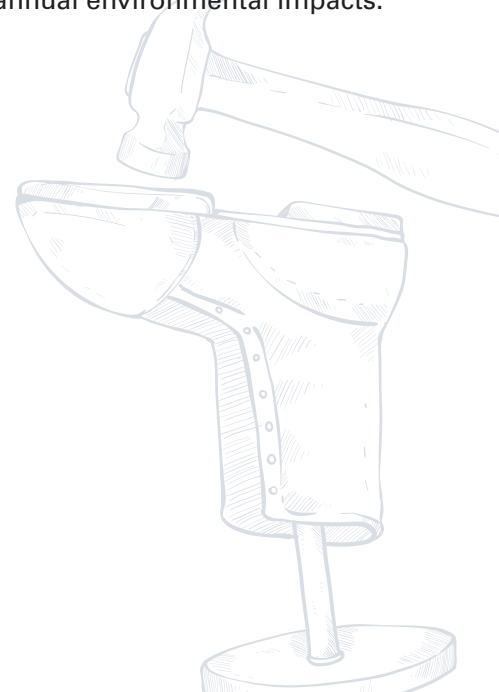
96 models in our standard range are already manufactured using some recycled materials. The heel caps which give our products their shape are 75 percent recycled. This involves the use of leftover leather from the manufacturing process. We are thus able to save waste and to ensure that full advantage is taken of such a valuable raw material. We are also constantly working on including further components which consist in part of recycled materials. Inlay soles are one case in point here. Instead of wrapping our footwear in tissue paper for transportation in boxes, we have opted for paper which is **100 percent recycled.**



REPAIRS

Even the initial design concept for our shoes encompasses the intention to manufacture a product which can be repaired. We operate our own repair workshop in Mainburg for this very purpose. We maintain availability of replacement parts for years. Repairs by specialist cobblers can also be carried out at our location in North America. Extending the lifetime of our products demonstrably reduces their annual environmental impacts.

But if quality is so high, why is a repair necessary in the first place? Although our shoes and boots are very durable, they will not last for ever. However, some defects can be fixed. There is no reason why a loose eyelet or a detaching sole should lead to disposal of one of our shoes.



EMPLOYEES



AUDITING

Our employees spend much of their day with us. We therefore have a responsibility to ensure their well-being and safety. An amfori BSCI audit of our production in Croatia is conducted every two years. There are also regular social audits which aim to identify and counter potential problems in a timely manner. All partners, staff and affiliated

companies are required to abide by the HAIX Group Code of Conduct. We safeguard health and safety in the workplace, both in production and in administration and logistics.

SUPPORTING EMPLOYEES

We encourage the individuality of our employees by providing flexible working times and the opportunity to work from home on two days a week. There are also regular meetings with HR managers and quarterly assemblies for debate and problem resolution. Annual appraisals provide a chance to discuss objectives and potential.



We do not merely wish our employees to grow. We also want to be the vehicle for such growth. This is why our HAIX Academy offers in-house advancement and continuing training. Both individual online courses and face-to-face seminars form part of the program. Our staff are also able to pursue advanced training externally via qualification courses, workshops or conferences. Our team days are an opportunity for employees from different departments to get to know one another better and to overcome challenges together. Regular team building workshops are also staged inside the departments.



We offer our staff all the support we can if they wish to do something for their health. There is a bike leasing scheme with good conditions for those seeking to travel to and from work in an environmentally friendly way. We also assume some of the costs for a gym membership.



EMPLOYEES

FOOTPRINT AG

We endeavor to minimize our own impact on the environment and to give something back to nature. This is the reason for the establishment of Footprint AG, an initiative in which employees can participate during working hours. Footprint AG and team workshops have, for example, led to the construction of insect hotels from old pallets. These have been installed at the various HAIX locations. Care is also taken to preserve strips of flowers. The company is cultivating its own bee colonies at its German location.



IT IS GOOD
TO WIN
AWARDS BUT
THE MOST
IMPORTANT
IS TO WIN
TOGETHER.

- N'Golo Kante -



Regular litter picks are organized to remove rubbish from the areas surrounding our locations. Staff frequently arrange a so-called **"Second Adventure"** sale. This enables employees to acquire samples and used items at low prices and thus rescue products which would otherwise be thrown away. The revenues raised are used to fund sustainability measures. Cycles are now available for undertaking journeys between the three locations in Mainburg. **Footprint AG also supports the "Perspective Senegal" project** (for more information, see page 21).

AWARDS

External recognition is showing that our commitment to the environment is paying off. **We were awarded the 2022 Mainburg Environment Prize.** This constitutes an appreciation of our sustainable energy management on the part of our hometown. Our inclusion in the Bavarian Environmental and Climate Pact in 2023 reflects the fact that our investments in sustainability extend far beyond the statutory requirements. We view this as confirmation that our environmental and energy management systems pursuant to 14001 and 50001 have put us on the right road.

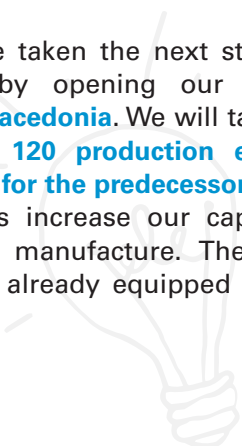


COMMITMENT

CONSERVING KNOW-HOW

Our **“Made in Europe”** promise helps to maintain our locations in Germany, Croatia and Serbia. This both retains valuable jobs and provides training places to secure the know-how associated with the traditional craft of shoe making. Every year, we integrate numerous employees who have completed vocational education and training in various occupations so that we will still be able to manufacture our products in Europe in future.

We have taken the next step in this regard by opening our works in **North Macedonia**. We will take on **the existing 120 production employees working for the predecessor company** and thus increase our capacities in clothing manufacture. These works are also already equipped with a PV system.



HELP FOR HEROES

We constantly emphasize that the quality of our products is our highest priority. There is a reason for this. **Our products are worn by fire fighters, members of the emergency services, police officers and other first responders. They help to protect these workers and thus contribute to promoting the common good.** We have joined forces with fire brigade associations and aid organizations to provide assistance where it is most needed. Examples include the devastating floods in the Ahr Valley in 2021 and the ongoing war in Ukraine. The Bavarian State Fire Brigade Association has recognized us as a fire fighter-friendly employer and as a partner to the fire brigade.

A blood drive takes place at our HAIX World in Mainburg three to four times a year in conjunction with the Bavarian Red Cross. Our stores also organize donation campaigns to accompany certain events. **Our Wheel of Fortune at the 2023 Mainburg Gallimarkt raised 1,500 euro for palliative care services at the Ilmtalklinik. 1,500 euro for the Sterntaler Children's Hospice were collected in Hockenheim.** All of this enables us to give something back to the regions we call home.



PARTNERSHIPS

ACTIVE INVOLVEMENT IN SPORT

Our commitment extends beyond our locations. **We support sports clubs and sporting events right across Europe** and help to fund both elite sport and youth and ladies' teams. SV Darmstadt, one of the teams we sponsor, gained promotion to the top flight of German football for the first time in 2023. We also support young players at the club. THW Kiel is another partner in top-level sport, which for its part is also showing commitment to environmental protection via projects such as "For the Coast". In addition to this, we enjoy close ties with the ladies' team of VFL Wolfsburg, which constantly and impressively demonstrates the meaning of "girl power".



We also have an international presence in winter sport, a cultural asset which we are keen to help maintain. Events that we have supported include ski jumping events in Norway such as Raw Air and the 2024 Skiing World Cup in Garmisch-Partenkirchen. As well as sponsoring the sport itself, we also seek to highlight the background to competitions and the heroes behind such major events who make them possible in the first place. Our **targeted investments** and the cooperation agreements we have entered into will contribute towards making sport come alive both today and for future generations. **Our commitment to sustainability is not only reflected in our products. It is also clearly demonstrated in the way in which we as a company support and help to shape the world of sport.**



© Photo: Frank Leue Photodesign

WE MAKE THE DIFFERENCE

Craft trades are a unifying force, both in Europe and across the entire world. For this reason, our support for the "Perspective Senegal" project is a matter which is very close to our heart. The aim is to provide opportunities for education and training to orphans and young people in this particular part of west Africa. Some of the proceeds from the Second Adventure sales of our Footprint Group were used to fund the projects.

As well as receiving access to school education, the intention is for young people on the ground to be given the chance to complete training in the occupations of carpenter, tailor or fitter. **We have donated an initial 5,000 euro to the project. This money was used to procure machines and protective equipment. We have also donated surplus materials, sewing machines, shoes, cell phones and laptops. Our intention is to continue to support the project in future by making materials and tools available.** We are thus playing our part in ensuring that the "Perspective Senegal" project can offer prospects to children and young people.

EDUCATION IS THE MOST POWERFUL WEAPON YOU CAN USE TO CHANGE THE WORLD.

- Nelson Mandela -



VISION



Commitment to sustainability requires constant progress and evaluation of the status quo. Our passion and innovation make us pioneers. We inspire people and motivate them to surpass themselves. We are constantly working in our own **high-tech laboratories** to improve our products and to set higher standards in order to ensure that our customers can step out with confidence.



We see the **problems of today as the drivers of future innovation**. We are, for example, carrying out analyses of potential regarding recycling approaches for our materials on an ongoing basis. We are striving to take courageous action to make our masterly workmanship and tradition future-proof.

Our vision is that our reliable and sustainable accomplishments will support people. **We want to inspire courage and commitment to creating a better world. We can overcome the challenges if we work together, because everyone has an important part to play. Everyone can be a hero.**



VISION IS
THE ART
OF SEEING
WHAT IS
INVISIBLE
TO
OTHERS.

- Jonathan Swift -

Legal Notice

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HAIX® Produktions- und Vertriebs GmbH
Auhofstrasse 10 | 84048 Mainburg
Germany
Tel: +49 (0) 87 51 / 86 25 - 0 | info@haix.de
www.haix.com

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Legally responsible for

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Editors and advisors

Michael Haimerl | HAIX®
Karen Hanne | Isabelle Müller
Florian Schmid

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Manuela Lüdtke | Veronika Bauer
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HAIX® Group

Auhofstraße 10 | 84048 Mainburg | Germany

T. +49(0)87 51/86 25-0 | F. +49(0)87 51/86 25-25

info@haix.de | www.haix.de



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