



# Corporate Responsibility Report 2021

FIGURES, DATA AND FACTS ABOUT  
MEY'S SUSTAINABILITY VISION.



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# Our definition of quality, transparency and style.

INTRODUCTION TO THE MEY CR REPORT 2021

Sustainability and responsible consumption are part of the current zeitgeist. They are much more than just a short-term trend, and they are now enjoying a new level of appreciation. We produce a large proportion of our products in our own factories in Germany, Portugal and Hungary: from the thread to the fabric, and from cutting right through to the final product. More than 55% of our value is created in Germany.

### The commitment to top quality defines every work step at mey.

This applies not only to the quality of the products, but also to the conditions under which they are produced. To ensure this quality, we hold ourselves to exceptionally high standards for the industry and assume social responsibility for our employees. We mainly produce in our own factories in Europe. Short transport routes are more environmentally friendly and safeguard good jobs.

We are a family-owned company and see ourselves as such from top to bottom. We communicate respectfully and as equals, recognising and greatly appreciating the contribution made by each individual. Our interactions with each other are open, honest and sometimes even emotional. Constructive criticism expresses how passionate we are about excellent products. We define our contribution to a sustainable society via the five viewpoints on the following two pages.



Matthias Mey



Markus Mey



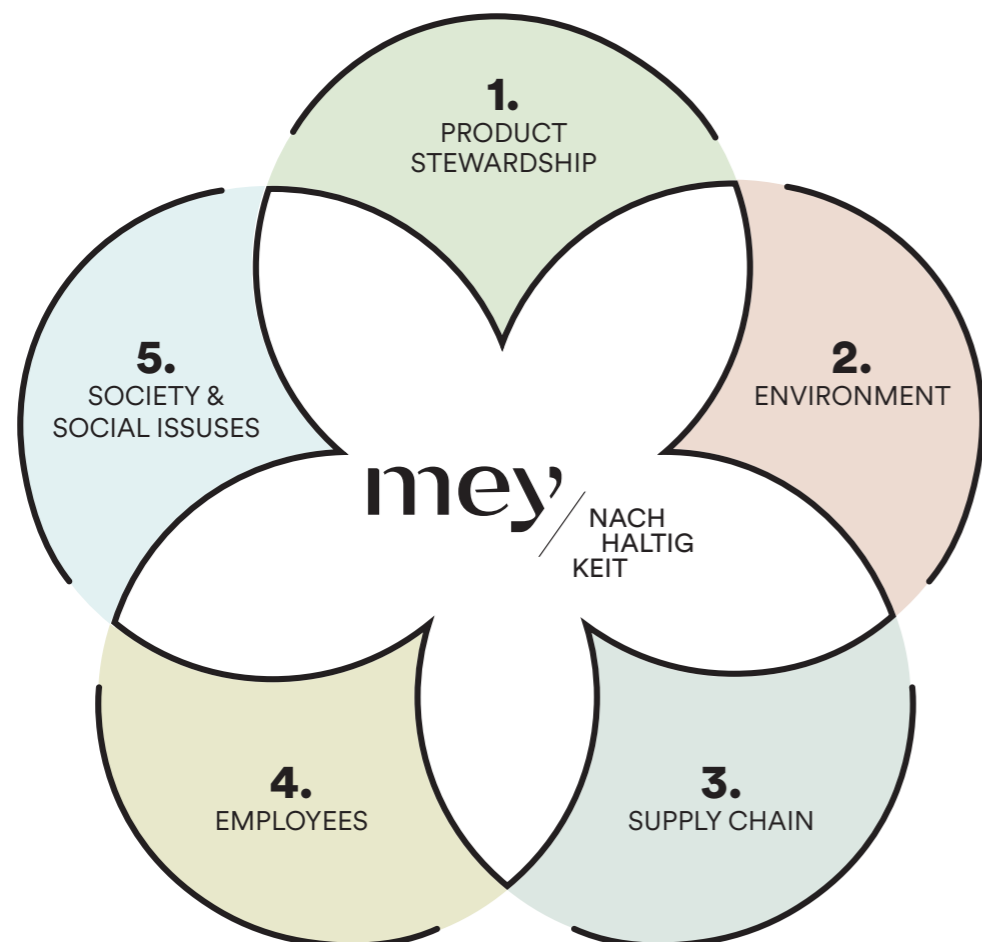
Florian Mey



Roland Kull

# Our fields of action

WE BASE OUR SUSTAINABILITY STRATEGY ON THE FOLLOWING FIELDS OF ACTION.



## 1. PRODUCT STEWARDSHIP

People who buy our products wear them on their skin every day and, in doing so, make a statement about sustainability and quality. That is why all of the materials that are used in our products undergo strict quality control. Since January 2021, our entire volume of material has also been certified by external institutions. We proudly underscore our commitment to the environment and society with independent audits by GOTS, STeP by OEKO-TEX®, FSC® and the Green Button. This provides transparency when purchasing bodywear.

## 2. ENVIRONMENT

As a family-owned company in the mountains of the Swabian Alb region, nature is particularly dear to our hearts. The regular calculation of carbon footprints for our locations in Germany, Portugal and Hungary, our support of climate projects, and a local project for regenerative agriculture with positerra are proof that we back up our words with action.

## 3. SUPPLY CHAIN

Excellent collaboration with our suppliers is a prerequisite for our success. We are continuously improving our supply chain management and are in close contact with our partners. This includes a mutual understanding between us and our mainly European partners, as well as regular monitoring. This contact, which to some extent was reliant on on-site visits, has changed due to the ongoing coronavirus pandemic. We maintain our standards through regular video calls and additionally safeguard ourselves with certifications from external service providers.

## 4. EMPLOYEES

To live a sustainable lifestyle that also goes beyond our products, sustainability is a matter of course at our company locations. Fitness, health and advanced training opportunities, like those offered at the mey Academy, inspire our employees to make a commitment today to the issues of tomorrow.

## 5. SOCIETY AND SOCIAL ISSUES

Social involvement is firmly anchored in our corporate culture at mey. That is why we actively support projects that are close to our hearts. Long-term cooperation is of particular importance to us in this context. This allows us to make a valuable contribution to society beyond our core business activities and to ensure greater social equity over the long term.



# Our responsibility and our goals

IN 2021

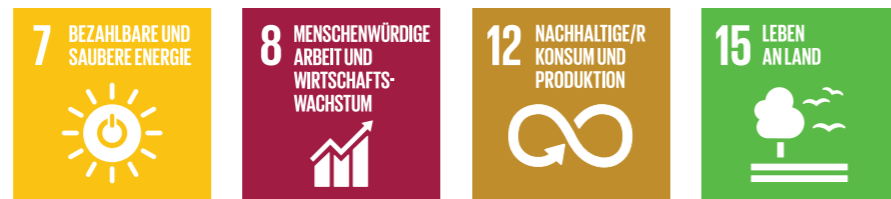
The Sustainable Development Goals (SDGs) of the UN include 17 goals that aim to secure sustainable development on an economic, environmental and social level. They were adopted in the 2030 Agenda at the 2015 UN Summit. The key guiding principles are the five Ps: People, Planet, Prosperity, Peace, Partnership (UN, 2019).

Here at mey, we see sustainability as a pillar on which our corporate success can also be secured over the long term.

By continuously improving our standards, production processes and goals, we will be able to continue to produce durable and premium quality products, use less power

and resources and therefore make our contribution.

Our sustainability strategy focuses on the SDGs of the United Nations with particular attention paid to goals 7, 8, 12 and 15. Within this framework, mey has set itself the goals that follow.



## Goal No. 1

Intensify research and development for sustainable product innovations as well as a strong focus on recyclability by the end of 2022

- Develop recyclable products by spring/summer 2023
- Appoint a special representative for recyclability
- Establish a cooperation network to recycle offcuts from in-house production

## Goal No. 2

Cut CO<sub>2</sub> emissions by 15% at the three mey production locations by the end of 2025 and compensate annually for 20% of the CO<sub>2</sub> emissions on an ongoing basis (reference year 2019)

- Develop a concept of measures by July 2022 for the prevention, reduction and compensation of CO<sub>2</sub> emissions
- Install photovoltaic systems at all three mey locations
- Integrate sustainability into the mey travel policy by the end of 2022
- Increase the number of electric cars in the vehicle fleet and provide at least four on-site charging stations by the end of 2022

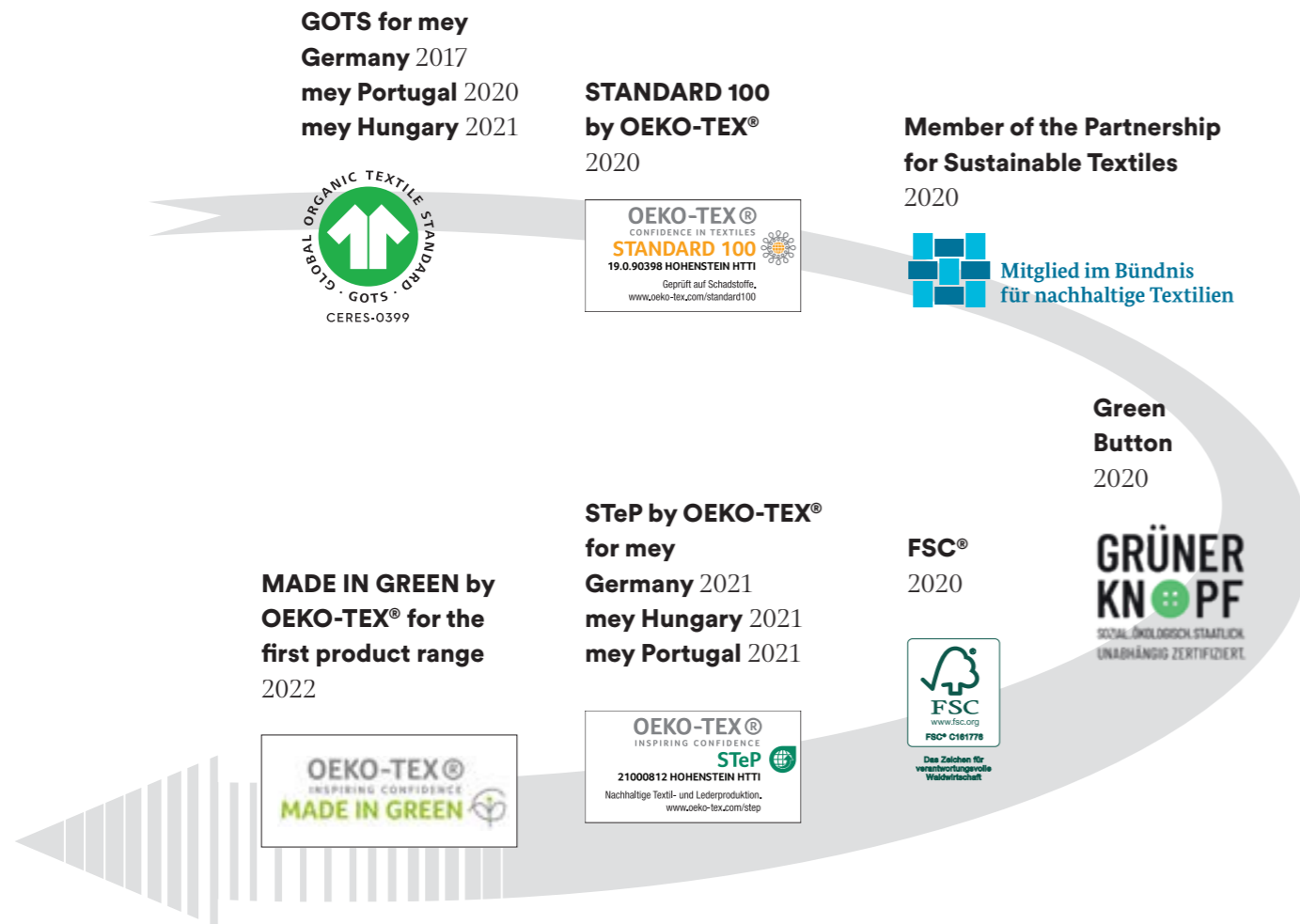
## Goal No. 3

Increase transparency in the supply chain by the end of 2022

- Complete STeP certification of the three mey locations by the end of 2021
- Implement the Sustainable Sourcing Standard for all contractors and full merchandise partners starting in September 2021
- Enhance transparency in the procurement supply chain: The goal is to know all Tier 1 and Tier 2 supplying companies by the end of 2022 and all Tier 3 companies by the end of 2025

# Sustainability certifications

SUSTAINABILITY HAS BEEN AN INTEGRAL PART OF OUR CORPORATE MISSION STATEMENT SINCE OUR FOUNDING IN 1928.



Supply chains in the global textile industry are becoming increasingly complex, especially due to the influence of globalisation.

At the same time, transparency and testing through certifications are all the more important, as this is the only way social and environmental criteria can be communicated to customers in a verified manner. It is also important for us at mey that

customers can count on our certified bodywear being produced in a socially and environmentally responsible manner.

We have therefore made it our goal to make our supply chain as transparent as possible for our customers through various external certifications and have introduced different certifications in recent years.



Das Zeichen für verantwortungsvolle Waldwirtschaft

mey is the first company in Germany to bring FSC®-certified textile garments to the market. This makes mey one of the first companies in the world that is allowed to feature the certificate for FSC®-certified clothing. Since February 2021, all wood-based yarns at mey have been FSC® certified.

This label gives consumers the necessary information to consciously select products that make responsible use of forest resources. The Forest Stewardship Council® (FSC®) is an international organisation that promotes the environmentally compliant, socially responsible and economically viable management of the world's forests. Forests should be safeguarded as an ecosystem, thereby ensuring the long-term use of wood.

FSC® chain of custody certification ensures that products with the FSC® label make a contribution to sustainable forest management. Since the autumn/winter 2021 collection, it has been possible to identify all mey products containing FSC®-certified materials through corresponding labelling on the hangtag or packaging.



“With the use of FSC®-certified raw materials, we are striving on the one hand to further strengthen our sustainable value-added chain and, on the other hand, to additionally increase customer awareness about wood as a sustainable raw material in our products.”

**FLORIAN MEY**

Managing Partner at mey company group

“We are delighted that, in mey, Germany has a manufacturer of FSC®-certified clothing, and hope that many other fashion brands follow.”

**DR UWE SAYER**

Managing Director of FSC® Germany



Our products have been certified according to STANDARD 100 by OEKO-TEX® since early 2020. To receive the STANDARD 100 by OEKO-TEX® label, every part of a product (lace, fabric, thread, hooks, eyelets, tape, etc.) must meet the OEKO-TEX® test criteria.

The test criteria are globally standardised and are updated at least once every year based on new scientific data or legal specifications. This means our products are free from banned and regulated contaminants as well as hazardous

chemicals. Moreover, the pH value is tested for its skin-friendliness and the colour authenticity of each item is verified. The tests and certifications are performed exclusively by impartial and independent testing institutes of the OEKO-TEX® Association. As a result, our customers can count on receiving an impeccable product.

The entire volume of material at mey has been certified according to STANDARD 100 by OEKO-TEX® since January 2021.



MADE IN GREEN by OEKO-TEX® is an exacting and traceable product label that ensures the environmentally and socially responsible production of textile products. It also guarantees that the items are free from harmful substances.

In order to unite these aspects in one product label, the MADE IN GREEN by OEKO-TEX® label is based on STANDARD 100 by OEKO-TEX® product certification, which requires the items to be tested for harmful substances, and on STeP by OEKO-TEX® production facility certification, which ensures sustainable processes and socially responsible working conditions in production.

The combination of these two standards provides companies in the textile industry with a holistic framework to ensure fair and environmental standards along the entire value-added chain while simultaneously reducing the use of harmful chemicals to a minimum. A clear product ID and QR code

on the label gives customers the opportunity to trace each item and its main components back to specific countries and production facilities. As our supply chains become increasingly complex, there is an increasing demand from our stakeholders for documentation and transparency.

With the MADE IN GREEN by OEKO-TEX® label, we can meet our customers' needs by creating transparency along the entire value-added chain. At the same time, we would like to take the expansion of our documentation as an opportunity within the company to make processes more efficient and properly prepare for the political framework of the future.

MADE IN GREEN by OEKO-TEX® is considered by both consumers and independent NGOs, such as Greenpeace and the government information portal on sustainability labels (www.siegelklarheit.de), a very trustworthy label with strict environmental and social standards.



STeP by OEKO-TEX® is a production facility certification that ensures sustainable processes and socially responsible working conditions in production.

meY decided to certify all of its own locations in 2021 according to STeP by OEKO-TEX®. The certification includes a comprehensive analysis of production facilities in the context of six core modules (chemical management, environmental performance, environmental management, social responsibility, quality management and health and safety) and is performed by completing an extensive question-

naire with a document verification system and with a subsequent audit. After the audit was performed in May 2021, the certification process for the Lautlingen site was successfully completed. In the second half of the year, we were finally able to have our production facilities in Hungary and Portugal certified. Through close contact, we were also able to convince relevant partners to have their production facilities certified.

This was an important step in securing the MADE IN GREEN by OEKO-TEX® label for our products.



The label shown above with a QR code is for our product from the Coco collection, which will be certified with the MADE IN GREEN by OEKO-TEX® label starting in the autumn/winter 2022 season.

Scan the code to access all of the information and supply chain components for this item on the OEKO-TEX® website. This is also shown on the screenshot of the map.





The standard assesses social criteria and environmental requirements for textiles made from organically produced natural fibres and ensures the sustainable production of textiles.

It begins with organically and sustainably cultivated raw materials, continues with an environmentally and socially responsible manufacturing process and also includes

the labelling of products. GOTS is the leading global standard for textile products consisting of at least 70% organically produced natural fibres.

All three of our company locations (Germany, Portugal and Hungary) have been GOTS certified since 2021. In 2021, 9.12% of all items sold by mey were GOTS certified.



meY has been a member of the Partnership for Sustainable Textiles since 2020. The partnership was founded in 2014 by the German Federal Minister for Economic Cooperation and Development, Dr Gerd Müller, in response to an increase in accidents in textile factories in Pakistan and Bangladesh.

The goal of the multi-stakeholder initiative, which brings together representatives from industry, NGOs, trade unions and the German Federal Government, is to improve global conditions in textile production. These goals are promoted in

practice through cooperation and joint projects. As part of our membership, we reported for the first time in 2021 and commented on the most serious risks regarding the environment, society and corruption. We perform our due diligence as a company and after detailed analysis have prepared a roadmap in accordance with the OECD sector risks.

Our report is available on the homepage of the Partnership for Sustainable Textiles:

[read the report](#)



The Green Button is a national certification label for sustainable textiles and is overseen by the German Federal Ministry for Economic Cooperation and Development. Both the products and companies are tested.

The Green Button lays down mandatory standards to protect people and the environment. A total of 46 stringent social and environmental criteria must be met that cover a

wide spectrum, from wastewater to forced labour. In product testing, the producing companies must verify that environmental and social criteria are met based on existing labels (such as GOTS).

The Green Button also recognises the MADE IN GREEN by OEKO-TEX® product label, which meY just recently introduced.



The trade journal TextilWirtschaft examined the women's bodywear segment from the retail market's point of view and recognised meY as the top brand. The 2021 image analysis of women's bodywear conducted by the trade journal TextilWirtschaft aims to outline what the retail market is planning at this time, the direction in which bodywear ranges are developing, which services provided by suppliers are important to the retail market and how the retail market assesses the performance of each individual bodywear company.

meY performed outstandingly across a wide range of categories and performance indicators and was voted as Germany's number one bodywear brand, receiving the award of "Top Brand in Women's

Bodywear 2021". The study was based on a personalised online survey of 132 purchasing officers in specialist bodywear stores and large-scale retail outlets. In August 2021, they were asked about the different aspects of the market as well as the most important companies in the market segment.

The delivery of goods is generally carried out properly, in full and on time, with meY offering good quality materials and bras with an excellent fit. meY is not only committed to sustainability (in terms of fair working conditions and environmentally friendly production and packaging), but is also a fair retail partner and provides good support at the point of sale – and this includes the lockdown phase during the covid pandemic.



Our Dry Cotton and Dry Cotton Functional bodywear collections were tested by the Hohenstein Institute for wear comfort and were awarded 1.0, the top mark for a very high level of comfort and for being pleasant to wear. The heat and moisture management of the

fabric are tested, as well as how it feels on the skin. Moreover, varying degrees of perspiration are simulated, heat insulation and drying time are tested and the textiles are checked to see if they feel itchy or damp against the skin.

# Cotton of the best organic quality

MEY HAS ALREADY QUADRUPLED THE AMOUNT OF ORGANIC COTTON IN ITS PRODUCTS SINCE 2018.



The organic cotton we use is GOTS certified, which means it is grown and harvested in accordance with strict environmental and social standards. In Germany, Bosnia and Turkey, this cotton is spun into fine, GOTS-certified yarn in certified spinning mills.

When it comes to procuring cotton of organic quality, we as a company face major challenges in terms of the quality that is available. Due to the exceptionally fine finish of our fabrics and our highly precise

knitting machines, the organic cotton must be free of extraneous fibres and any other contaminants while also having a certain minimum staple length. This is because extraneous fibres can seriously lower the quality of yarn, and therefore also the finished fabric.

We have been able to quadruple the amount of organic cotton used since 2018. In the future as well, we would like to expand our collections made of organic cotton within the bounds of global availability.



## Long-staple cotton

APPROXIMATELY 60% OF THE FIBRES WE USE ARE HIGH-QUALITY COTTON FIBRES.

Sustainable does not always have to mean organic. Both of our key suppliers, with whom we have worked for decades, uphold the latest technological and social standards. For me, sustainable cotton means a combination of certificates (such as STANDARD 100 by OEKO-TEX®, BCI, STeP by OEKO-TEX®) and long-standing partnerships with our suppliers.

Our cotton suppliers already have at least one of the listed certificates for the products they supply. Additional factors such as local spinning

in Europe (and the resulting short transport routes), drip irrigation on family-run cotton farms in Greece as well as long-standing partnerships also play a major role and are part of our main focus.

We source our premium quality Peru Pima cotton yarn from a supplier in Peru with whom we have worked for more than 40 years. During field visits to our supplier, we were able to gain an impression of their cotton production, the actual working conditions and the use of ecological working practices.





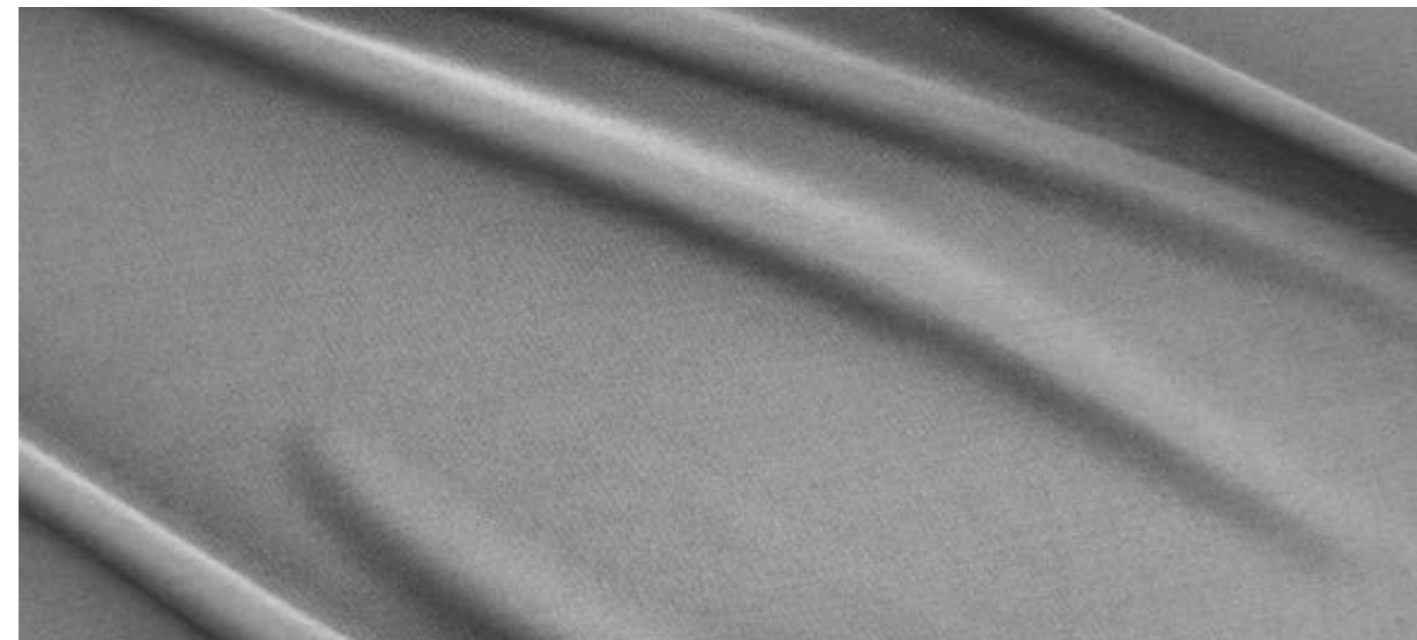
# Wool

WE HAVE ALWAYS ABSTAINED FROM USING WOOL FROM SHEEP FROM AREAS WHERE MULESING IS PRACTISED.



Our wool products at me have always been knitted exclusively and 100% with wool harvested from sheep in South Africa. These yarns are completely mulesing-free and we will continue to make sure that mulesing-free wool is procured in the future. The relevant certificates have been provided by our suppli-

ers. The share of wool yarn amount- ed to approximately 1% of the total quantity in 2021. Mulesing is a procedure to prevent sheep from becoming infested with fly mag- gots. It involves the removal of the skin around the tail, usually without anaesthesia, which is considered cruel.



# Viscose, modal and lyocell

SINCE 2020, ALL OF OUR VISCOSE, MODAL AND LYOCELL FIBRES HAVE BEEN FSC® CERTIFIED.

Viscose, modal and lyocell are com- posed of biodegradable cellulose, but are produced artificially in an industrial process. The cellulose fibres in wood are dissolved and processed in a multi-stage chemical process.

With the recognised FSC® label, we are able to trace our fibres and ensure they come from sustainable forest management. Since 2020, all of our viscose, modal and lyocell fibres have been certified.

Moreover, the social and environ- mental conditions in the chemical manufacturing process also play an important role. It is often the case that particularly during fibre production in developing countries,

hazardous chemicals are discharged into bodies of water and the air is polluted by fumes. To avoid this risk within our supply chain, we source our viscose from our partner ENKA® in Germany.

We source our modal from our long-standing partner LENZING™ in Austria. The company optimises the production process with their experience and expertise.

The environmental impact in production, such as pollution from wastewater and emissions, is systematically minimised. We also source sustainable TENCEL™ fibres, which are most notable for their high level of breathability and soft texture, from the Austrian company.



Das Zeichen für verantwortungsvolle Waldwirtschaft

# Product packaging

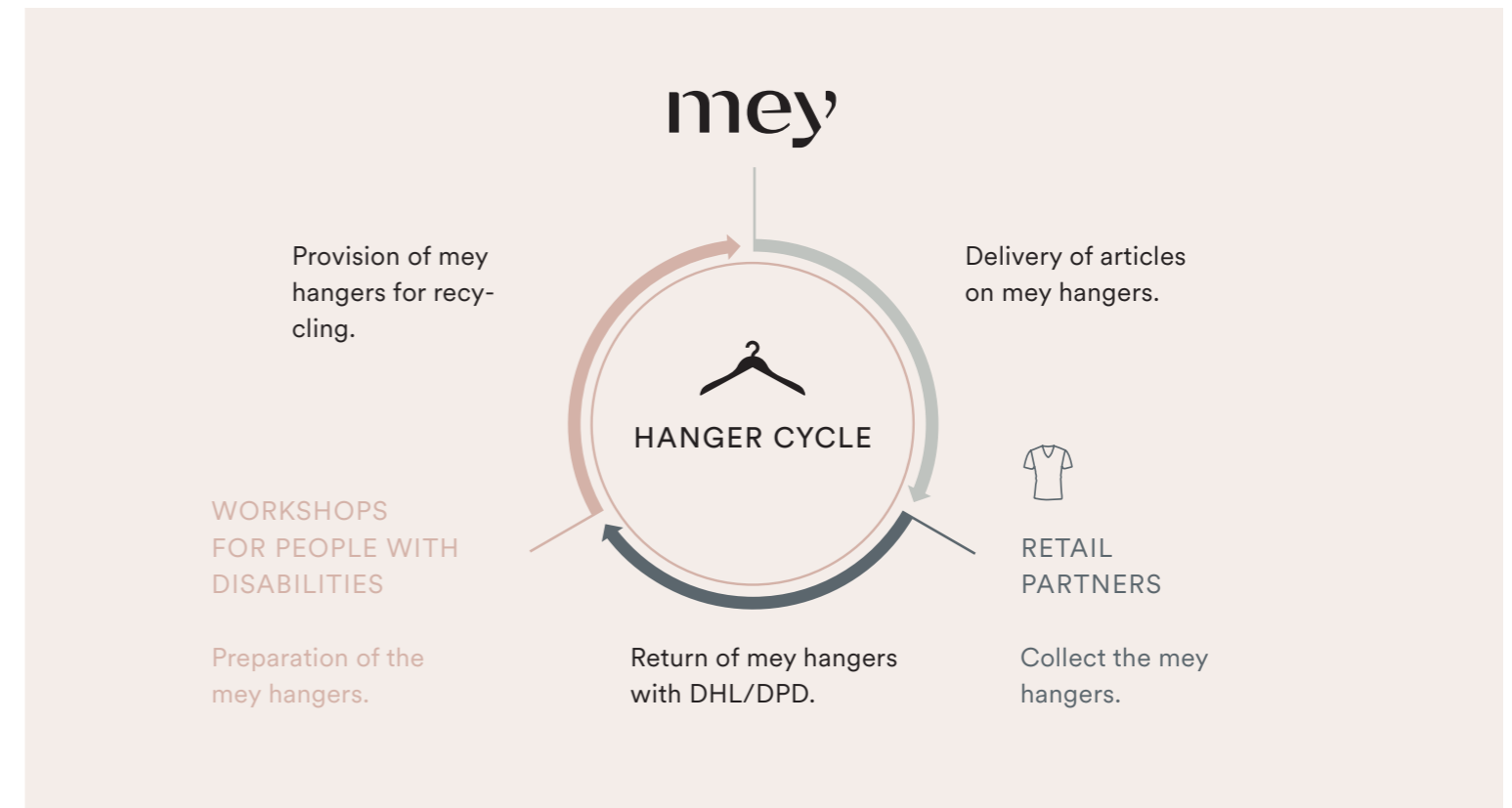
WE ALREADY USE PACKAGING CARDBOARD THAT IS 90% RECYCLED.

With a packaging relaunch in 2021, we switched the majority of our product packaging to cardboard composed of 90% recycled material. Moreover, all product packaging and hangtags are made of FSC®-certified cardboard. Notably, we switched from polybags to cardboard packaging for our popular women's collections 2000 and Noblesse. This amounts to an annual savings of approximately 600,000 polybags.

We do not use any form of film lamination in our packaging, which increases the stability of packaging (for example at folded edges and by preventing tearing). We have significantly reduced the amount of box packaging with a film window and make sure to use a minimal amount

of finishing techniques in general, such as glossy films or UV coatings, as these pollute the environment and make recycling more difficult. The aim is to significantly reduce the use of packaging film at meyer over the long term. We have therefore already reduced the micron thickness of the films that are used to keep our hanger cycle products clean. This has led to a saving of 21% of film material.

We have also switched to using film that is 100% recycled for the protective packaging for our night-wear products. Different tests with several recycled films are currently underway to gradually replace other types of film with 100% recycled film, which will be used until we are able to do without film altogether.



# The Swabian boomerang

THE MEY HANGER RECYCLING SYSTEM HAS BEEN RUNNING SUCCESSFULLY FOR MORE THAN 20 YEARS AND SAVES RAW MATERIALS EVERY YEAR.

In 1997, the “Swabian boomerang” was introduced, and just one year later, it received the environmental award “Eco-product of the Year”. The hanger recycling system has now been in operation for more than 20 years at meyer.

allows meyer to save approximately 30 tonnes of waste every year compared to single-use hanger systems. The high return rate makes the system worthwhile from an economic standpoint as well.

The hanger recycling system secures jobs in the region. At the Lebenshilfe Zollernalb Workshops in Bisingen and Albstadt as well as Mariaberger Heime in Gammertingen, reconditioning the meyer hangers provides steady employment for 40 people with disabilities. Over the last ten years, the average return rate has been 65%, which

How the hanger cycle works: The hangers are sent to shops along with the garments. After the product has been sold, the hangers are collected by the retailers and sent back to meyer free of charge. In the Zollernalb Workshops and Mariaberger Heime, the hangers are then processed and meyer adds them to new garments.

# Bee project in Albstadt

“MEYA THE BEE” OR FRANZ (LIKE OUR COMPANY FOUNDER) IS THE NAME OF THE PROJECT.

The abstract term "sustainability" becomes very real and tangible when considering the current situation for bees. The importance of bees is significant and pollination by bees is indispensable. In recent years, bees have become more and more of an indicator of our environment's state of health. If bees are happy, so is nature and that means people are as well.

A world without bees would be inconceivable for our biodiversity and ultimately for our own survival. The bee project has been running since 2018 and is made possible by the dedication of our employee Paul Maier, who completed a beekeep-

er course in his free time with the beekeepers association Imkerverein Balingen-Geislingen-Rosenfeld e. V.

Due to the low level of agriculture in the Albstadt area, there is virtually no crop spraying in the region – making it the ideal place for the four bee colonies to live.

Our bee colonies live in Langstroth hives made of untreated wood on a nearby meadow that belongs to Dietmar Mey and have been busy collecting the nectar for their honey from the diverse variety of flowers around our company site. The reason we keep our bees is not so much about harvesting honey,

rather it is much more about making a contribution to preserving pollination and protecting species locally with our FRANZ sustainability project.

We have therefore planted a 1,600 m<sup>2</sup> perennial wildflower strip (10 metres wide and 160 metres long), which is not only of benefit to our honey bees, but also expands and increases the food supply for a range of local insects.

Bees make a greater contribution to our nourishment and well-being than any other organism. Did you know that 80% of local cultivated and wild plants, meaning roughly

one third of our fruit and vegetables, depend on pollination by bees?

Honey bees and wild bees are very important for flowers and shrubs. Many kinds of fruit, such as strawberries, blueberries, blackberries, raspberries, pears, apples, cherries and peaches, are particularly dependant on the work performed by bees. Vegetables like cucumbers, pumpkins, peas and beans are only pollinated by bees.

You, too, can give bees a hand. Your first step towards helping to make a sustainable change could be with flowers or an insect hotel on your balcony or windowsill.



# CO<sub>2</sub> emissions

WE ARE TAKING THREE STEPS TO REDUCE CO<sub>2</sub> EMISSIONS:

## 1. ANALYSE THE CO<sub>2</sub> EMISSIONS

For our company locations, CO<sub>2</sub> emissions are calculated in the form of a carbon footprint. The insights that this provides are then used to rethink and optimise processes.

## 2. REDUCE AND CHANGE

Based on the analysis, concrete measures are determined to directly and sustainably reduce CO<sub>2</sub> emissions. In recent business years, we have been able to reduce our CO<sub>2</sub> emissions in various areas.

With short and manageable transport routes, we keep our CO<sub>2</sub> emissions low. This is made possible by predominantly producing in Europe. Textile finishing and dying (finishing) are considered the most energy-intensive work step in the textile industry. In our supply chain, this step is subject to strict regulations

because our finishing facilities are located exclusively in Switzerland, Austria and Germany. The legal requirements in these countries ensure the highest possible energy efficiency.

Furthermore, we have been using 100% green power (hydropower from Scandinavia) at our headquarters in Albstadt (Germany) since 2018. We are also constantly analysing and optimising the energy consumption of our three locations. At our headquarters, all of the windows have been replaced

## 3. OFFSET

When it comes to CO<sub>2</sub> emissions, we give priority to measures for preventing and reducing emissions. To offset the remaining and unavoidable emissions from business activities, we invest in regional compensation projects.



with new insulated windows, the rooftops have been reinsulated and lighting in the production hall has been completely switched to LED. Our on-site charging station at the outlet in Albstadt is also run solely on green power.

For the transport of our products to customers, we use DHL GO GREEN. This means the shipping of packages is climate neutral, and the emissions that are generated are compensated for with investments in global climate protection projects.

# Installation of a photovoltaic system

IN CONTRAST TO FOSSIL FUELS, SOLAR ENERGY IS NEARLY LIMITLESS.

Photovoltaic systems are environmentally friendly and no CO<sub>2</sub> is emitted in the production of electricity. mey places great value on renewable energies and therefore purchases green electricity produced by hydropower. The aim is to now reach another milestone in climate protection and to use the opportunities that are available for sustainable power generation at the Albstadt location for our power supply.

In close collaboration with an engineering firm, mey is planning the installation of a photovoltaic system of 750 kWp on the roof of the production facilities in Albstadt. With this photovoltaic system, mey

should be able to cover more than 30% of its annual power consumption in the future with self-generated electricity. Over a period of ten years, a photovoltaic system prevents the release of approximately five tonnes of CO<sub>2</sub> per kWp. With a system as large as the one planned, around 365 tonnes of CO<sub>2</sub> emissions will be prevented every year.

The energy that is necessary for manufacturing the solar cells will already be generated by the system in the first few years. This makes the energy balance of the photovoltaic system positive over the long term. The installation is to be completed by the end of 2022.



# mey headquarters

HOW IS OUR SUSTAINABILITY STRATEGY INTEGRATED INTO DAILY WORKING LIFE?



22.8%  
PRODUCTION VOLUME



100%  
LOGISTICS

## mey company group

Albstadt, Germany  
Head Office & Production Site

Bitz, Germany  
Logistics Centre

Because sustainability is an integral part of our corporate mission statement, it is very important to us that all of our employees are involved in our sustainability strategy. By including each and every individual, we are able to introduce relevant sustainability issues into everyday work practices while simultaneously making the best use of the potential of all of our employees. Because each person is the best judge of their own workplace and procedures, in 2021 we decided that the departments should define their own sustainability goals and then proactively implement them.

After the submission and revision stage in the second quarter of the year, we were pleased to announce the final goals internally in September and have since been pursuing the implementation of each individual goal. A total of 60 goals were submitted, which the departments have now been implementing independently since September.

On our intranet and in our new employee app, we regularly post updates that include the goals that have already been implemented. We would like to use this as best practice sharing in order to learn and benefit from one another within the company.

We are pleased that the internal sustainability goals are helping to raise awareness among employees while simultaneously making our daily working life and processes more sustainable with assistance from every individual in the company.

# CO<sub>2</sub> compensation with humus formation



MANFRED KRÄNZLER'S SCHÖNBERGHOF FARM IS A LEADING EXAMPLE OF CLIMATE- AND ANIMAL-FRIENDLY FARMING.



One of our flagship projects in climate and environmental protection is being implemented locally near the company headquarters in Albstadt. In collaboration with farmer Manfred Kränzler of the Schönberghof farm in Rosenfeld-Isingen and pioneer of regenerative farming, Friedrich Wenz of positerra GmbH, greenhouse gas emissions are compensated for locally through humus formation.

The transparency and verification of the process are made possible by positerra while Mr Kränzler takes care of the land that is used for farming. This compensation for CO<sub>2</sub> emissions is performed through adapted land use with regenerative farming practices that help form humus. The goal is to capture as much

CO<sub>2</sub> as possible per hectare while maintaining or increasing the yield. We are delighted that we are able to make an active contribution to humus formation on local land. By supporting this local initiative, we are not only creating a highly efficient method for capturing CO<sub>2</sub>, but are also making a significant contribution to a healthy environment and rich biodiversity in our region.

mey is investing a large sum of money over three years (2020-2022), which will capture more than half of the CO<sub>2</sub> emissions that were generated in 2019 by all of the mey company locations (including the mey stores).

Learn more about positerra at [www.positerra.org](http://www.positerra.org)



In September 2021, we took a trip to Manfred Kränzler's Schönberghof farm in Rosenfeld-Isingen with our employees. The local partnership for capturing CO<sub>2</sub> emissions is dear to our hearts and we were very

pleased to be able to offer this trip in cooperation with the Schönberghof farm in Rosenfeld-Isingen, and thus to raise awareness of regenerative farming among our employees.

# meydays for future

LIMITED EMISSION

325 t CO<sub>2</sub>

were offset with the **positerra project!**

## meydays for future

FROM 26-28 NOVEMBER 2021, MEY RAN A SPECIAL CAMPAIGN FOR BLACK WEEKEND – WITHOUT ANY PRICE WARS.

mey stands for quality, and environmentally and socially responsible production. In our opinion, these values are not compatible with the thoughtless mass consumption of Black Friday. This is why instead of discounts, we created the campaign meydays for future. For three days during Black Weekend, we offset one kilogram of CO<sub>2</sub> for every euro that was spent.

The Black Weekend campaign was a resounding success! This showed us that our customers also engage with the issue and that they value mey's efforts to promote sustainability.

In cooperation with positerra GmbH, mey offset 325 tonnes of CO<sub>2</sub>. This exceeded all of our expectations! We would like to thank our customers for their business and for their support.



# Supply chain

ALL OF OUR SUPPLIERS SHARE OUR VIEWS ON SOCIAL, ENVIRONMENTAL AND ECONOMIC VALUES.



This is not only based on personal contact on site, but also on written values such as our mey Terms (purchasing conditions), Code of Conduct and legal provisions.

The mey Terms include not only technical specifications and quality guidelines, but also our Code of Conduct, which prescribes safe working conditions and environmental protection.

Another important point is the honest and transparent communication of data in a business partnership. The legal foundations and the standards of the International Labour Organisation (ILO) form the guidelines for our collaboration.

The suppliers must particularly comply with the standards of the ILO regarding social issues and responsible economic activities and require their upstream suppliers and

sub-suppliers to comply with the standards as well.

All of our 115 supplier companies, eight CMT partners (Cut Make Trim) and eleven FM (Full Merchandise) partners must adhere to the mey Terms and are committed to complying with our values and guidelines.

93% of our Tier 1 suppliers are located in Europe, 4% are in Turkey, 3% are in Asia and 0.5% are in North Africa. More than 87% of our CMT partners are located in Europe. The three mey company locations in Germany (Albstadt), Portugal (Celorico de Beira) and Hungary (Veresegyház) are in Europe, which means they are already subject to the strictest provisions in terms of social and environmental standards.

# Sustainable Sourcing Standard

WE DEVELOPED AND IMPLEMENTED A SUSTAINABLE SOURCING STANDARD IN 2021.

It lays down the prerequisites for new and existing partnerships with mey. In addition to GOTS and STeP by OEKO-TEX®, additional certifications are listed that we as a company accept from our partners in the case of cooperation.

The certificates that are accepted by mey are selected based on careful analysis as well as external resources and the expertise of the Partnership for Sustainable Textiles. This allows us to ensure that both

environmental and social standards are upheld along our supply chain. By visiting our partners on site, we additionally verify social and environmental criteria with regard to OECD sector risks.

Via an internally established process, we check aspects such as the implementation of health and safety measures, the payment of fair wages and salaries as well as environmental measures at the facilities.



# Transparency in the supply chain

THE PRODUCTION STEPS AT MEY: FROM RAW MATERIAL PRODUCTION TO A PREMIUM PIECE OF BODYWEAR.

In the textile industry, the manufacturing process is described in four tiers. In Tier 4, the raw materials are grown or manufactured and are then spun into yarn in Tier 3.

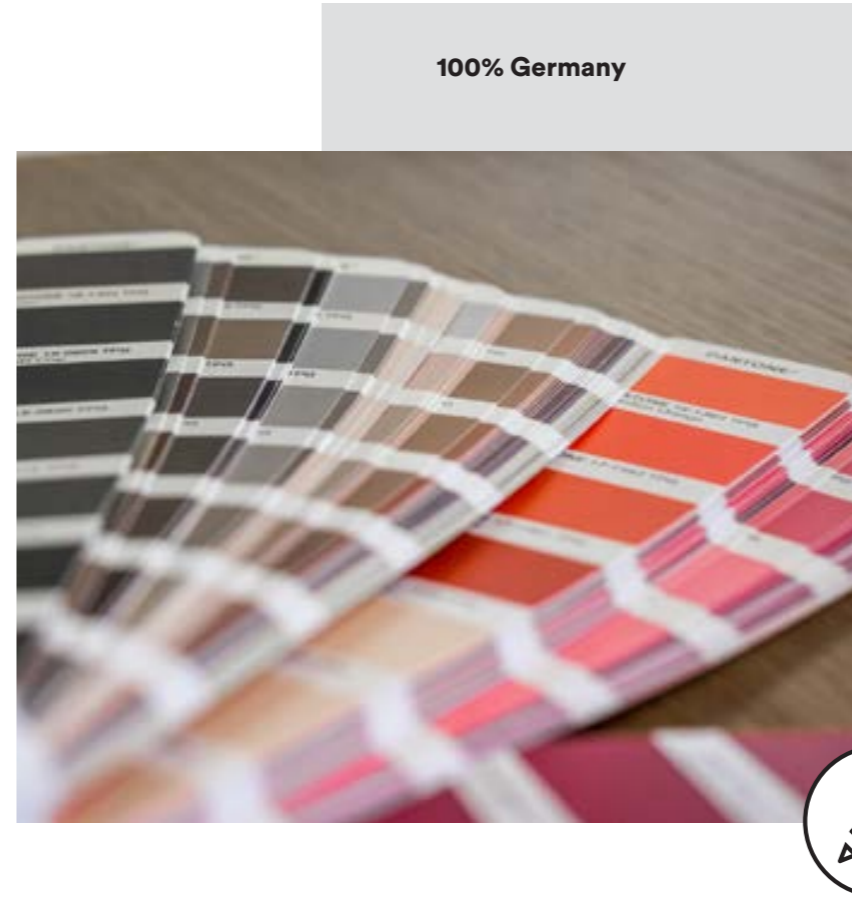
As the manufacturing process continues, fabrics are created by knitting or weaving the yarn (Tier 2). In what is known as textile finishing, the produced fabrics are dyed, printed and finished.

The final production step is manufacturing (Tier 1). In this step, the fabric is cut and the final product is manufactured by seamsters and seamstresses using the individual

components. The textile value-added chain is long and complex. From raw material production to a premium piece of bodywear, many stages of processing are necessary.

Creating transparency in your own supply chain means understanding how your own supply chain is constructed and which stakeholders are involved.

This makes supply chain transparency a fundamental prerequisite for corporate due diligence, because only those who know their supply chain can make it socially and environmentally responsible.



100% Germany

# Design and innovation

EACH AND EVERY SEASON, THE MEY DESIGN TEAMS SURPRISE WITH NEW CREATIONS, COLOUR PALETTES AND PRODUCTS.

New garments and cuts are created, existing pieces are improved and optimised and lovely little accents are added – all with a view to providing durability, high quality and unique design.

Personal individuality is the focus. The inner desire for modern authenticity and harmony comes first

and foremost – both in terms of the materials and the colour palette. The focus is on premium fabrics that offer impeccable comfort.

We believe that our durable products make a contribution to a better future. More sustainability, less fast fashion.



# Raw material production

TRANSPARENCY THROUGH LONG-STANDING PARTNERSHIPS AND THE REVIEW OF ACTUAL LOCAL CONDITIONS.

The production chain in the clothing industry begins with the production of raw materials. One of the most important raw materials in the textile value-added chain is cotton.

We source our premium quality Peru Pima cotton yarn from a supplier in Peru with whom we have worked for more than 40 years. During a trip to Piura in Peru, senior management was able to gain an

impression of how the cotton is produced, in an environmentally friendly process that is performed by hand and without the use of defoliants, and also get a feel for the real-life working conditions.

This is because transparency and sustainability are not only firmly established in writing in our Code of Conduct, but are also actively practised within our supply chain.



**82% of fibres from renewable raw materials**



# Yarns and fabrics

INNOVATION IN THE DEVELOPMENT OF YARNS AND FABRICS IS ONE OF OUR GREATEST STRENGTHS.

In addition to the long-standing partnership with our cotton supplier in Peru, we also source "Made in Germany" yarns from the local Otto spinning mill.

They are distinguished by their fine finish and exceptional quality and form the basis for premium meyer bodywear. We develop and subsequently test many new material and yarn combinations in order to

produce the perfect fabrics for our products.

Our fabrics are particularly durable, soft and supple and are also extremely comfortable to wear. We manufacture approximately 82% of our fabrics on 97 individually configured knitting machines at the company headquarters in Albstadt (Germany).

# Knitting factory

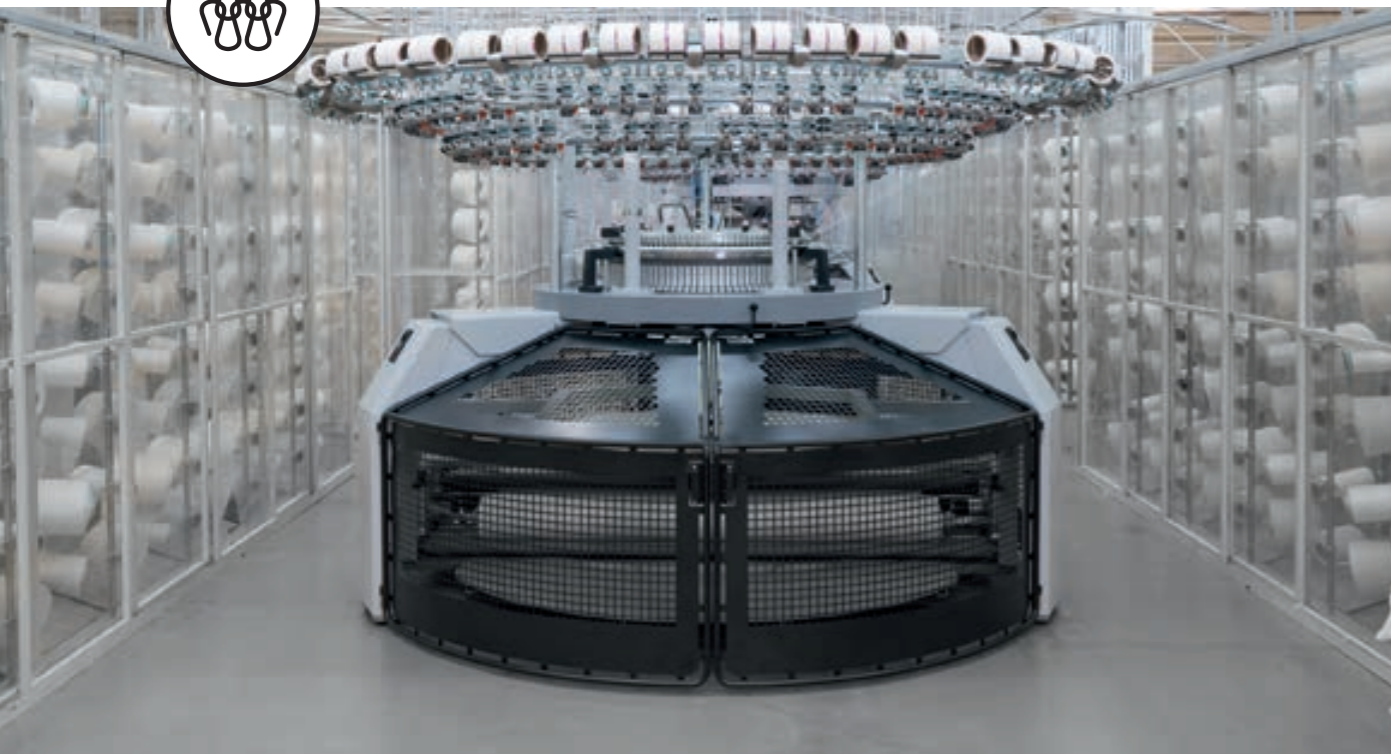
WITH OUR EXTENSIVE ASSORTMENT OF KNITTING MACHINES, WE PRODUCE 82% OF OUR FABRICS AT OUR HEADQUARTERS IN ALBSTADT (GERMANY).

Our machinery in Albstadt (Germany) includes body-size knitting machines, which create circular-knitted fabric tubes that can subsequently be cut to produce tops and bottoms without side seams, as well as machines to produce metre goods.

Metre goods are also circular knitted fabrics that are then cut directly down one side and wound onto a

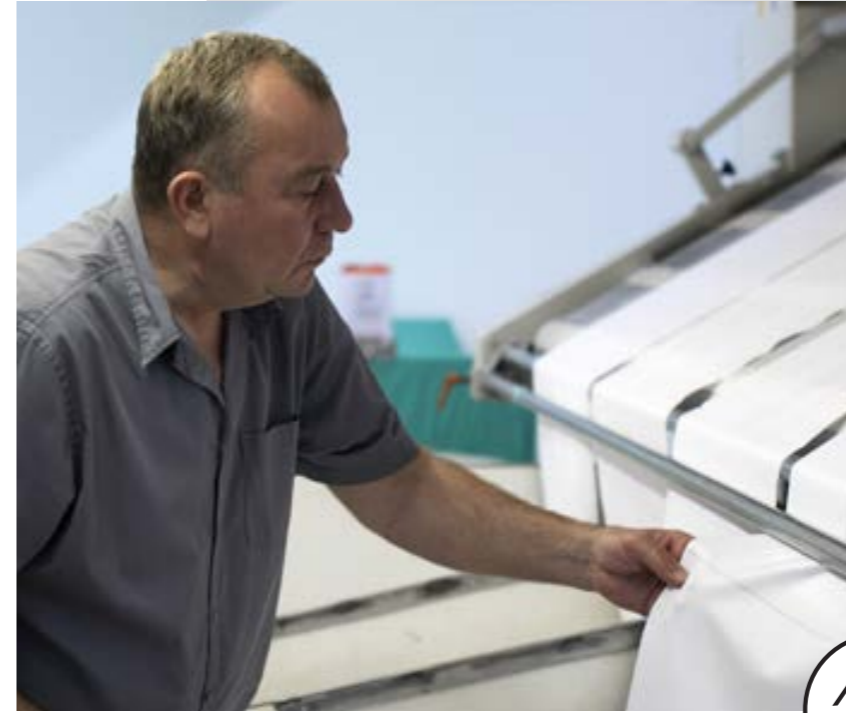
roll, resulting in a standard length of material.

For the body-size knitting machines, a separate knitting machine is necessary for every garment size. As side seams are not necessary later in the process, the round tube of fabric must be the exact clothing size of the garment that will be produced.



90% Germany | 10% Other

53% Austria | 47% Germany



# Finishing

TREATING THE LENGTHS OF FABRIC WITH HOT STEAM PREVENTS SUBSEQUENT GARMENT SHRINKAGE.

Our fabric finishing process on the jet shrinking system and our calendaring process enable us to reduce subsequent garment shrinkage to as little as four percent. We already take this figure into account when designing patterns so that every

product fits just like it did the very first time, even after repeated washing. The jet shrinking system treats the fabric like a normal tumbler dryer, but on a larger scale. The length of fabric loses 10% of its potential lengthwise shrinkage as a result.

# Dyeing

MEY BODYWEAR IS BLEACHED WITHOUT THE USE OF CHLORINE AND DYED IN COMPLIANCE WITH THE MOST STRINGENT REGULATIONS TO PROTECT PEOPLE AND THE ENVIRONMENT.

This is performed by collaborating with local processing partners. As our bodywear comes in direct contact with the skin, we observe the strictest standards and guidelines for dyeing and printing.

All of our dyes need to last through many washes and must not bleed, stain or fade excessively. We test these properties with a long-term washing test.

If the dyeing and printing are of good quality, the dye remains in the fabric and does not stain the white test strip.

By introducing STANDARD 100 by OEKO-TEX® certification, the colour authenticity and testing for contaminants in all end and intermediate products are guaranteed by the test carried out by the OEKO-TEX® institute.



81% Germany | 8% Hungary | 11% Other



# Cutting

WE USE CAD CUTTERS AND PUNCHING MACHINES TO CUT OUR GARMENTS.

Our expertise combined with the use of punching machines and state-of-the-art cutting machines guarantees consistently high accuracy.

The punching machine is mainly used for cutting shirts and briefs to size, which are produced as seamless tubular knitted fabric. Cutting with the CAD cutter is a fully automatic process. To ensure the dimen-

sional accuracy of the cut pieces, no more than 25 layers of fabric are processed in one work step.

From a technical point of view, it would be possible to cut a significantly higher number of layers with the cutter, however, this would cause the cut pieces vary slightly from one another, which would not be in line with our high standards of quality.



## Sewing

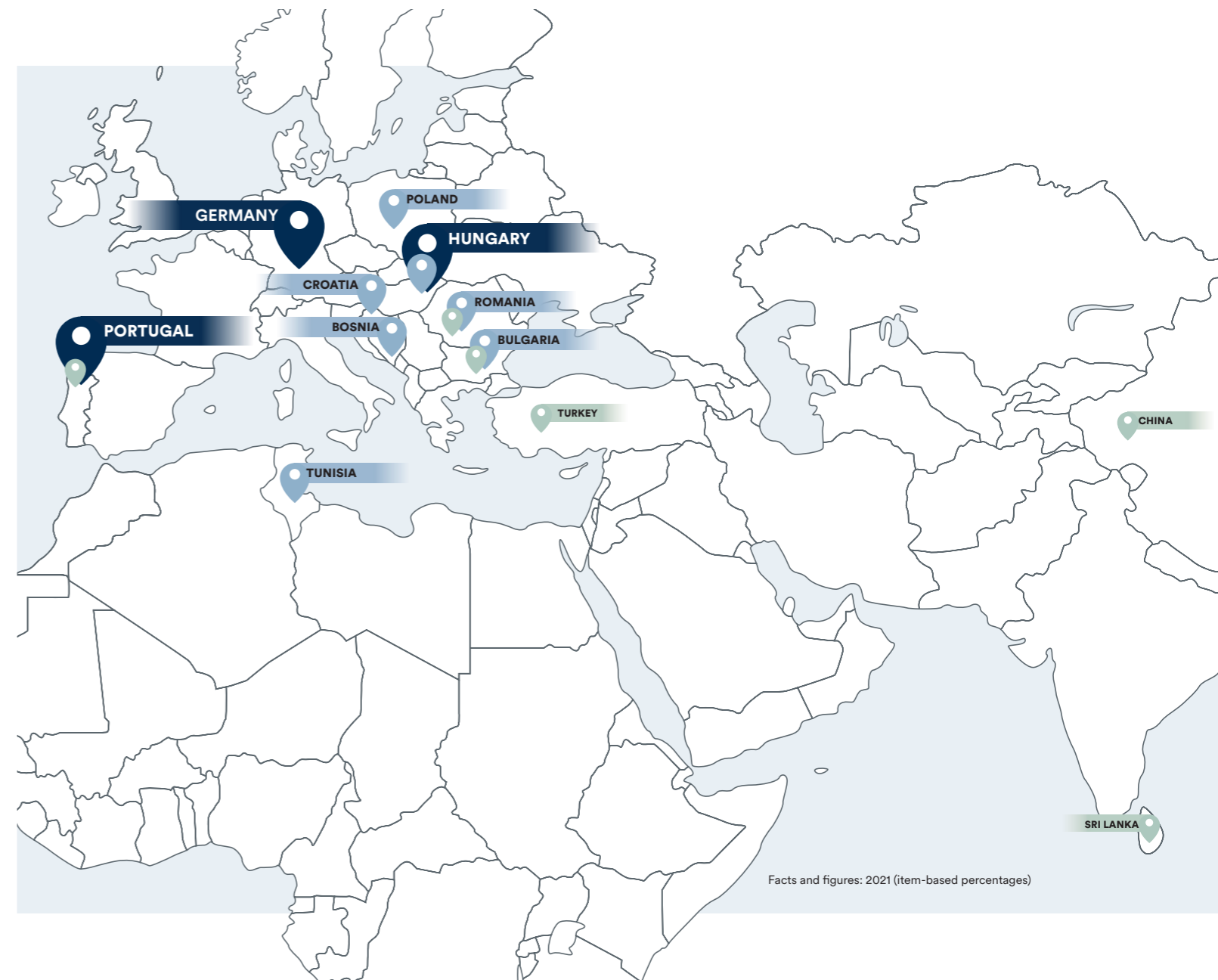
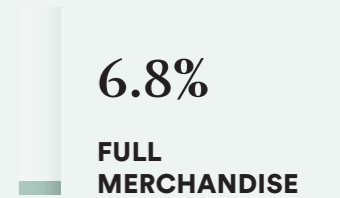
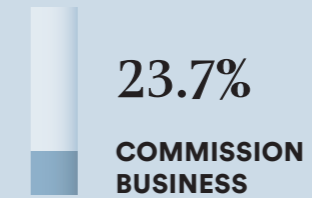
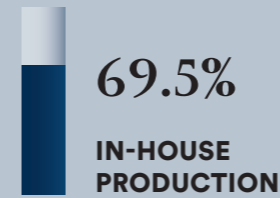
SPECIAL TECHNIQUES AND ACCURACY RESULT IN THE PERFECT FIT.

To provide exceptional comfort, we take great pains to ensure that our seam work has a high stitch density (up to 13 stitches/cm). This allows us to guarantee a high degree of elasticity for the seam and, as a result, an unrivalled feeling against the

skin. To ensure quality, we check our products after every manufacturing step. Only then will the result be a final product that completely satisfies customers: with premium material and precision workmanship.

## Transparency at mey

OUR PRODUCTION STEPS ARE TRANSPARENT AND TRACEABLE BOTH AT OUR COMPANY LOCATIONS AND IN THE OTHER PRODUCING COUNTRIES.



Facts and figures: 2021 (item-based percentages)

# mey foreign operations

THE SUSTAINABILITY STRATEGY OF OUR TWO FOREIGN OPERATIONS IN PORTUGAL AND HUNGARY.



12.9%  
PRODUCTION VOLUME

## Mey Hungária Kft.

Veresegyház, Hungary  
Manufacturing plant

Founded: 1992  
Employees: 172  
Specialised in lingerie and men's nightwear  
GOTS: 2021  
STeP by OEKO-TEX®: 2021



33.8%  
PRODUCTION VOLUME

## Mey Texteis SA.

Celorico Da Beira, Portugal  
Manufacturing plant

Founded: 1991  
Employees: 214  
Specialised in women's and men's daywear  
GOTS: 2020  
STeP by OEKO-TEX®: 2021

## Goal No. 1

Reduce CO<sub>2</sub> emissions by the end of 2025

- Switch the neon lights in the sewing workshop to LED by the end of 2022
- Install a PV system by the end of 2025

## Goal No. 2

Reduce paper use by the end of 2022

- Expand digitalisation

## Goal No. 1

Reduce CO<sub>2</sub> emissions by the end of 2025

- Completely replace the windows in the production facilities and offices by the end of 2022
- Install a PV system by the end of 2025

## Goal No. 2

Optimise waste disposal by the end of 2022

- Purchase a paper press

# 30 years of Mey Texteis SA.

SENIOR DIETMAR MEY LOOKS BACK ON  
A STORY OF SUCCESS.



At the end of the 1980s, there was a major shortage of skilled workers in the Albstadt region, particularly in the field of manufacturing. It was therefore not so much for financial reasons, but rather due to capacity restraints that the decision was made to open a manufacturing facility abroad.

In 1985, Portugal had been selected as a candidate country for the European Union. Portugal was known as a country with a long tradition in textiles where many German clothing companies were already located. The leading textile region is in the north of Portugal in the region of Braga and Porto. There was also a shortage of workers in this region at that time, as many foreign companies were already located there due to Portugal's EU membership.

After an intensive exploration process, the decision was made in favour of the town Celorico da Beira, the cheese capital of Portugal. Textiles, however, were not what the area was known for. But Mey had come to the conclusion that the employees could achieve a high level of quality and productivity through good training and instruction.

At the same time as the selection and hiring process of the seamstresses, a production building was built covering 3,500 m<sup>2</sup>, including offices and canteen facilities, and was later expanded to include an additional 1,000 m<sup>2</sup>.

Another important element was technical support for the machinery. Mey began as Mey Texteis SA. in Portugal with four seamstresses, who soon became eight and later twelve. After five and a half years, Mey already had 150 employees in Portugal.

At this point that Mey Texteis SA. had already become an important component in our production network and met all of the requirements of our corporate philosophy.

This was mainly accomplished through intensive training sessions. To intensify training, colleagues from Albstadt were regularly sent to Portugal. Daily finger exercises were an important part of training to improve the seamstresses' dexterity.

Our aim has always been to guarantee our customers the quality they have come to expect, regardless of where the product is manufactured.

Mey can proudly say that so far we have achieved just that!

Little by little, the operation evolved from a location that almost exclusively produced basic products to a flexible manufacturing facility with a high proportion of fashionable daywear and nightwear. Mey Texteis SA. is now the largest manufacturing facility in our production network and provides the largest proportion of our total volume of production.

The Mey Family, senior management and all employees are delighted to be part of this 30-year success story and we hope to celebrate many more anniversaries together in the future. We would like to sincerely thank our staff in Portugal and all supporters from Germany for this time together. We are proud of our exemplary operation, one that has helped us to become a market leader in daywear over the course of 30 years.



# Many hands, one passion

AN EXPLANATION OF GARMENT PRODUCTION AT MEY.

This is where the design is born. Pure. And with loving attention to detail.

**CLAUDIA WIGGE**  
Head of Design  
Women



The perfect cut. Resource-friendly and without material waste.

**SIME DUJIC**  
Cutting

That magic moment: in the sewing workshop, individual pieces become the final garment.

**DANIELA SINATRA-MARZIO**  
Sewing workshop



Quality control means attention to detail all the way to the very last step.

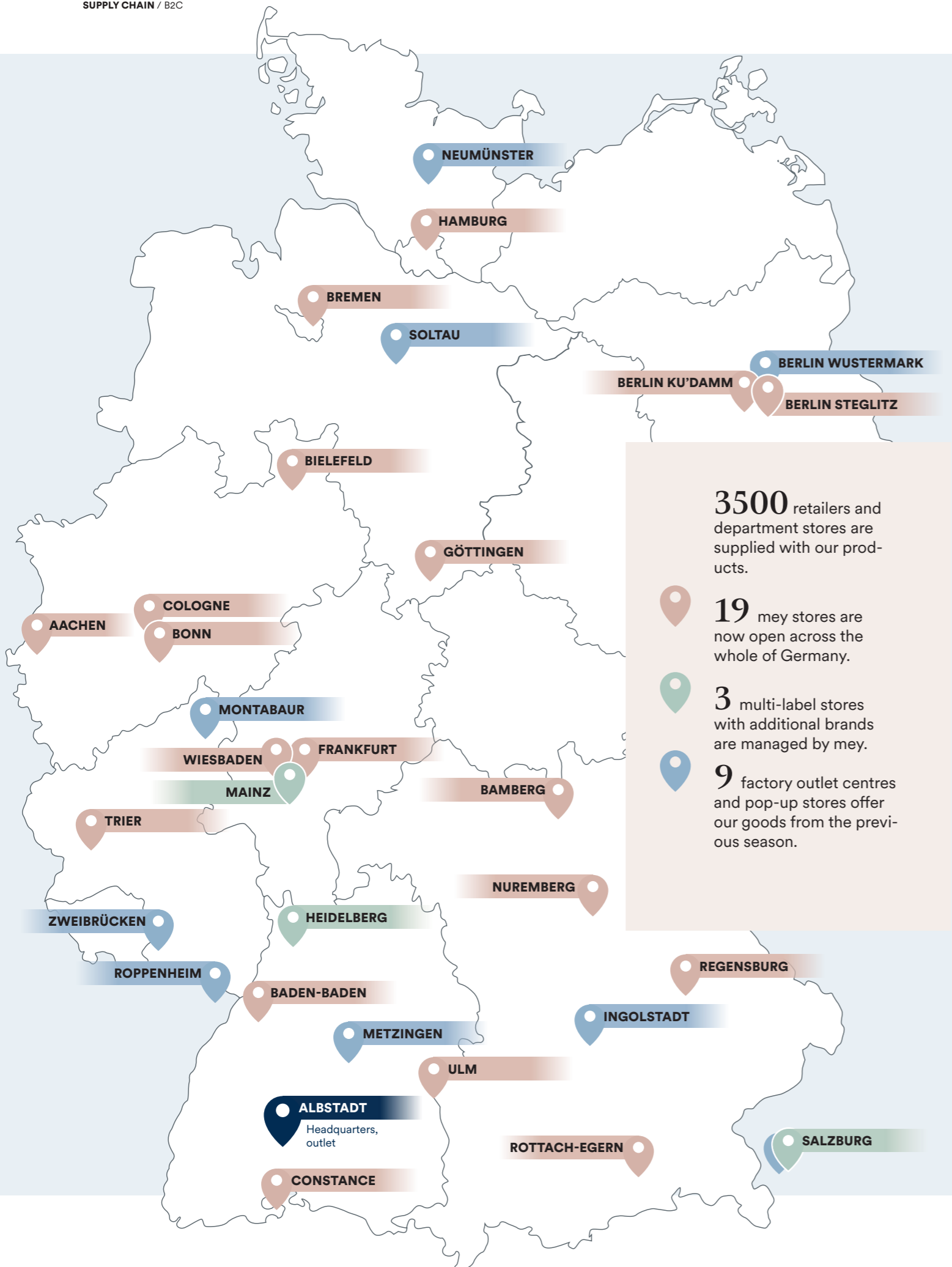
**BERNADETA RING**  
Head of Sample Making Department



Where thousands of needles do their job: in the knitting factory, yarn is turned into fabric.

**HOLGER TEUFEL**  
Knitting factory Department  
Head





# mey B2C

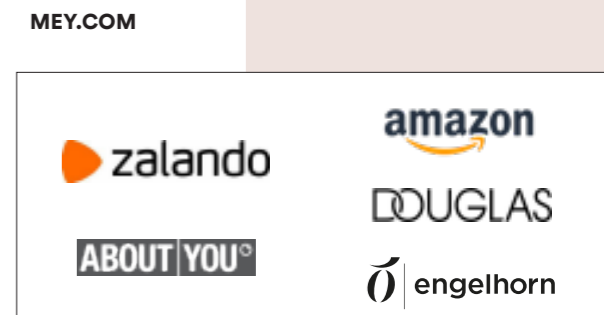
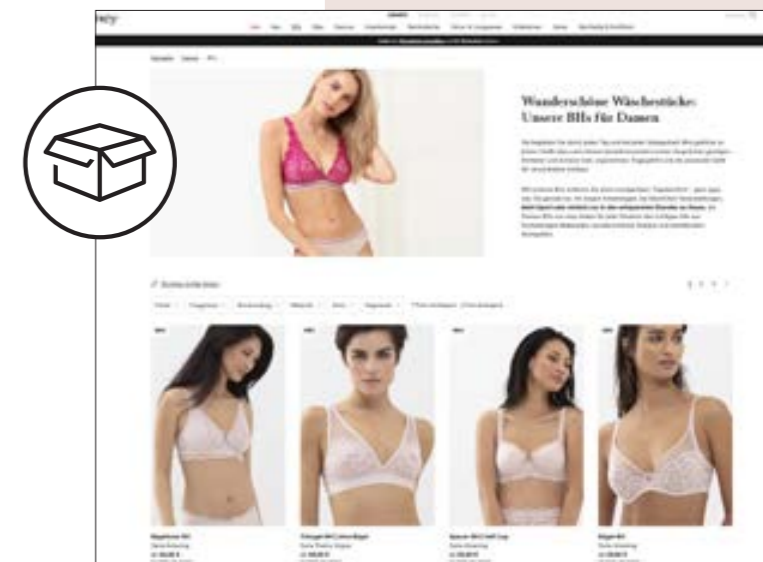
WITH THE OPENING OF THE FIRST ONLINE SHOP IN 2009 AND THE FIRST MEY STORE IN 2010, A NEW CHAPTER BEGAN.

The decision to also sell our premium products in our own stores marked the beginning of a new era in retail for mey.

The opportunity to showcase our collections in line with our brand vision is something we take full advantage of in our stores. Appealing materials, colours and furniture underscore our approach to quality and ensure that customers feel like our mey stores are something of a home from home.

In 2009, mey launched its first online shop. Here, the entire mey range for men and women is sold directly to end customers, and it is becoming increasingly successful. Over the years, mey's online shop has become a digital touchpoint for the brand as well as an extremely successful sales channel. Shop now: [mey.com](http://mey.com)

In addition to its own online shop, mey is also active as a retailer on various marketplaces. This includes the most well-known platforms, such as Zalando and Amazon. In some cases, we are also successfully active in other countries here, and are continuously expanding.





# Employee diversity

MEY EMPLOYS 1,113 PEOPLE FROM 26 NATIONS.

Differences enrich how we interact with one another, which is why mey promotes the spirit of diversity in daily working life. Acceptance is of top priority to us, because it is only together that we can steadily improve.

## INTERCULTURALITY

With three production sites in Germany, Hungary and Portugal, mey is an international company. We are proud of the fact that an international and intercultural orientation is also reflected by our staff. Employees from 26 countries work at mey, and for us, the uniqueness of all of our employees always comes first.

## EQUAL OPPORTUNITIES

More women work for us than men, which is certainly one of the reasons why equal opportunity is a matter of course for us. With flexible work-

ing models, we support all of our employees in balancing work and family life.

## GENERATIONS

The expertise of our experienced employees is a cornerstone of the success of our company. At the same time, we very much have our eye on the progressing demographic change. We promote the exchange of ideas between generations, as it benefits us all when we learn from one another.

## PEOPLE WITH DISABILITIES

We would like to make progress on the topic of inclusion in order to further dismantle prejudice. We would therefore like to encourage people with disabilities to apply to work with us.



Facts and figures: 2021

## Germany 713 employees

**mey GmbH & Co. KG**  
**381 women | 170 men**  
**480** Germany, **25** Italy, **11** Turkey, **11** Croatia, **6** Romania, **5** Kosovo, **2** Russia, **2** Hungary, **1** Bosnia and Herzegovina, **1** France, **1** Gambia, **1** Kazakhstan, **1** Laos, **1** Austria, **1** Poland, **1** Serbia, **1** Syria

**mey Handels GmbH**  
**171 women | 5 men**  
**147** Germany, **10** Austria,

**6** France, **2** Turkey, **1** Denmark, **1** Greece, **1** Italy, **1** North Macedonia, **1** Cameroon, **1** Canada, **1** Kosovo, **1** Peru, **1** Poland, **1** Romania, **1** Russia

## Portugal

**214 employees**  
**204 women | 10 men**  
**211** Portugal, **2** Brazil, **1** Germany

## Hungary

**172 employees**  
**163 women | 9 men**  
**169** Hungary, **2** Romania, **1** Ukraine

# The mey way

IT REFLECTS OUR VISION OF WHO WE ARE. IT SETS THE STANDARDS AND GUIDELINES FOR HOW WE THINK AND ACT EACH AND EVERY DAY.



## / OUR-FAMILY CULTURE

### How do we work together?

We work resolutely, openly and honestly to secure a successful future for our company.



## / OUR POSITION

### What makes us unique?

We are a family-owned company with particularly high standards and an innovative spirit. We inspire our customers.



## / OUR VALUES

### What is our work based on?

We are innovative, quality-conscious and responsible. Our customers are at the heart of everything we do.



## / OUR VISION

### Where do we want to go?

We are a highly regarded body-wear and lifestyle brand that is synonymous with quality, standards and a customer focus.

# mey health

A COMPANY SWIMMING POOL AS WELL AS FITNESS AND INFORMATIVE COURSES COMMUNICATE IMPORTANT VALUES.



At our location in Albstadt (Germany), we already provide various offers to encourage our employees to consider health, consumption and exercise in more sustainable and informed terms.

mey also offers various fitness programmes, including kick boxing, water gymnastics and yoga as well as the opportunity to use the company swimming pool and sauna outside working hours.

Covid made it necessary to take a break from these activities, but we are looking forward to launching a wide range of offers again soon.

A water station is available for our employees' water bottles, the coffee makers are equipped with ceramic mugs instead of plastic cups and a new deposit return system has been in operation in our staff restaurant since 2021.

Local, seasonal and healthy ingredients are favoured when preparing dishes in the canteen. This means special care is taken to give our employees meals that are both balanced and sustainable.



# State's best textile and fashion seamstress

AN ACCOLADE FOR OUR TRAINEE JENNIFER LERCH.



In December 2021, Jennifer Lerch, received her certificate and a gift from Mr Florian Mey in recognition of her exceptional performance in winning the award of the state's best formally trained textile and fashion seamstress.

She shared the story about her job interview, which included a tour of the company. During that tour, she had seen three certificates from the state best winners hanging in the stairwell. It became her dream to also see a certificate with her name hanging there. The difficult circumstances – caused by the corona pandemic and the news during her

second year of training that she and her partner were going to become parents – did not deter her from her goal.

She was the top student that summer at her school, the Philipp-Matthäus-Hahn-Schule. After completing her practical examination, she first took parental leave to enjoy the time with her daughter. She then learned in late autumn that she had won the award of 'best in the state' and her dream had become a reality. She is going to complete her third year of training as a textile and fashion seamstress because it is her absolute dream job.

# Upcycling as part of training

TURNING OLD ITEMS INTO NEW TREASURES! THE MEY TRAINING DEPARTMENT IMPLEMENTED TWO UPCYCLING PROJECTS THIS YEAR.

Our trainees become involved in the sustainability concept and learn how to responsibly use materials and raw materials in the textile industry.

The training department implemented an upcycling project this year for just that: Bermuda shorts were turned into a skirt, a plain men's shirt became a multi-coloured blouse, jeans were transformed into a tool bag and a coat was reborn as a skirt. The aspiring textile and fashion seamsters and seamstresses were able to set their creativity free

and turn old clothing into one-of-a-kind pieces.

With these kinds of interesting projects, we are able to integrate the spirit of sustainability into our trainees' learning process and raise their awareness about resource conservation and responsible production. At the same time, the fact that our trainees carry out the work independently enhances their ability to work autonomously, while also fostering the creativity that is necessary for thinking and acting in an innovative way.





## Upcycling as part of training

OUR TRAINEES CREATE CHRISTMAS DECORATIONS FROM OLD MATERIALS.

In the run up to Christmas, the trainees in their first year of training to become textile and fashion seamsters and seamstresses were given the task of creating Christmas decorations using the old fabric and components that had lain dormant for several decades in the training warehouse.

By means of these projects, we were able to promote awareness among trainees alongside creative educational insight.

At the same time, these interesting and multifaceted projects rekindle the motivation of our aspiring fashion and textile seamsters and seamstresses.



## Börtchenbande

CREATIVITY IS SET FREE WITH LEFT-OVER MEY BORDERS.

Since September 2021, mey has had its very own upcycling club: the "Börtchenbande" (The Border Bunch). In good company every other Thursday in the staff restaurant in Lautlingen, baskets, cushions, bags and much more are knitted and crocheted.

Employees from different departments are able to meet each other and bring the day to a pleasant close while working on handicrafts together.

With the materials provided by mey, unique pieces are created that are not only perfect as holiday gifts, but also for a variety of uses.



# Volunteer-friendly employer

MEY PROMOTES AND SUPPORTS VOLUNTEER WORK.

“People being there for one another is the most important feature of volunteer work in civil protection. And the basis of civil protection is volunteer work.

For us in Baden-Württemberg, it is a matter of course for us to be involved in volunteer work, many with the fire department, emergency services and charities.

This is precisely what makes civil protection so strong in our state”, said Deputy Minister-President and Minister of the Interior, Digitalisation and Local Government, Thomas Strobl, on Monday (8 November

2021) in Albstadt. The occasion was an awards ceremony for “volunteer-friendly employers in civil protection”, which was presented to 32 companies, one of which was the mey company group.

The award is presented annually by the Federal State of Baden-Württemberg. It recognises companies that support employees who wish to do volunteer work in the field of civil protection.

Charities and municipalities submitted nominations that were assessed by the Ministry of the Interior, Digitalisation and Local Government.



# “Best Youth Work” project

WITHIN THE FRAMEWORK OF MEY’S CORPORATE RESPONSIBILITY, AN AWARD IS PRESENTED FOR YOUTH WORK EVERY YEAR IN DECEMBER.

meY held what is already its fourth sponsoring competition to find the association with the best youth work in the Zollernalb district. The project enjoys great popularity and demonstrates that, even during difficult times, meY continues to assume social responsibility and honours volunteering in the region.

An independent body made up of meY employees selected the winners after reviewing the application documents. The donations include cheques amounting to €3,000 for first place, €2,000 for second place and €1,000 for third place. This year’s winners were a diverse com-

bination that included sports, music and a multigenerational concept:

## 1<sup>ST</sup> PLACE

TVT – Turnverein Truchelfingen 1889 e.V. (Mariposa group) (gymnastics club)

## 2<sup>ND</sup> PLACE

Stadtkapelle Tailfingen e.V. (town band)

## 3<sup>RD</sup> PLACE

Association “Kinder unsere Zukunft, Bitz bewegt sich“ e. V. (children’s fitness club)



# The Future of Hope Foundation

REUSABLE MENSTRUAL PRODUCTS FOR PARTICIPATION IN SOCIAL LIFE.



African women and girls are able to participate equally in social life thanks to reusable menstrual products.

The project “The Future of Hope Foundation”, which we sponsored in 2020, supports girls and women in Africa. The aim of the project is to improve local hygiene by providing reusable sanitary towels, which allows girls and women to partici-

pate equally in social life – also by providing information about female menstruation. In Africa, women and girls that are menstruating are largely excluded from public and private life, and this is why girls are not able to go to school.

To manufacture the sanitary products, four production facilities were built in Insiza (Zimbabwe) that are run entirely by women.

By the turn of the year between 2020 and 2021, it was possible to implement the following activities within the framework of the project:

- Mobilise project supporters
- Purchase equipment needed for production
- Outfit the production facilities in Africa
- Produce 1,200 reusable sanitary towels
- Distribute sanitary towels, detergent and underwear (provided by mey)
- Hold a feedback meeting on the distributed sanitary towels
- Train 40 women and girls in the production of sanitary towels

In collaboration with our trainees, a prototype of the sanitary towel to be produced was created along with detailed instructions for making the product. Furthermore, three old mey sewing machines that do not require power supply were provided for use in production in Zimbabwe and an additional sewing machine was privately donated. This support has provided education to many women and girls on the subject of sexual health and menstrual hygiene and opened up new prospects for them.

We continued our partnership with the Future of Hope organisation in

2021 and now make donations at regular intervals to the organisation in Africa.

The head of the organisation visited us at our Albstadt location in November and got to know mey better during a company tour. We look forward to continuing to maintain this enriching partnership.

Learn more about The Future of Hope Foundation at [www.thefutureofhope.org](http://www.thefutureofhope.org)



# ZUTUA Meiganga

MAKING SEAMSTRESS TRAINING POSSIBLE FOR YOUNG GIRLS AND WOMEN IN CAMEROON.



Our collaboration with the ZUTUA Meiganga organisation in Cameroon began in early 2021. The patron of ZUTUA Meiganga is Rotterdam-based paediatric dentist Ms Houma Kustermann, who grew up in Cameroon.

ZUTUA Meiganga runs the “Center Socio-Menagère” school in Cameroon, which was founded by Ms Kustermann’s grandmother and

offers protection to young women between 14 and 30 years of age.

They learn to read and write and receive training to become seamstresses in order to make a living. From 1994 to the present day, more than 1,500 women and girls from the Meiganga region have completed training to become seamstresses. In Cameroon, some young women from the age of 14 and up

and without vocational training still get married to much older men. In some cases, these young women run away from their older husbands and thus bring “dishonour on the family” or are already widows or orphans.

These coveted training positions are supported by financial donations. Without these donations, it would not currently be possible to maintain the school.

In the beginning, they collected fabric, components and finished parts to support the training centre.

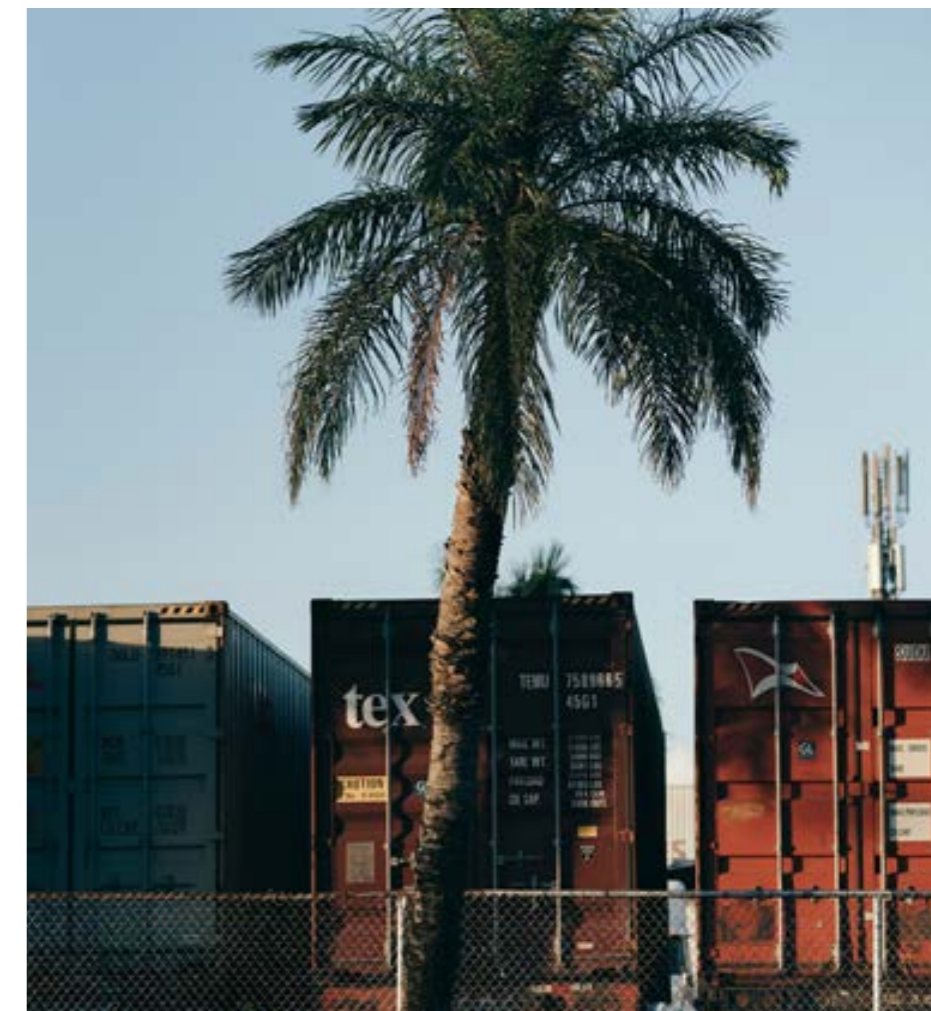
Thanks to active support from our sewing technician and donations from employees, we have been able to provide 30 refurbished mechanical sewing machines. With these material donations, it was possible to fill an entire shipping container.

In September 2021, the fabric and sewing machines were presented to the institute in Meiganga. We received a thank you letter in October from the chairperson of the “Zutua” aid project, which included confirmation that our goods had successfully arrived.

Ms Kustermann described people’s feelings upon arrival of the donations as “tremendous happiness, unbelievable joy and gratitude”.

We look forward to continued collaboration with ZUTUA in the future.

Learn more about ZUTUA at [www.zutua.org](http://www.zutua.org)



MANAGEMENT



**MATTHIAS MEY**  
Sales, marketing and design



**FLORIAN MEY**  
Production and procurement



**MARKUS MEY**  
IT and logistics



**ROLAND KULL**  
Finance and HR

# About mey

FOUNDED IN 1928 AND 100% FAMILY OWNED SINCE, MEY STANDS FOR QUALITY AND SUSTAINABILITY.

mey is one of Europe's leading brands for high-quality bodywear for women and men. Every product is designed, manufactured and marketed with creativity, passion and an eye for detail.

For mey, innovation not only means creating something new, but also continuously improving the company, products and processes. In addition to modern design, the German, family-owned company that was founded back in 1928 places the greatest importance on premium quality.

**MEY GMBH & CO. KG**

Auf Steingen 6  
72459 Albstadt

+49 (0) 0 74 31 / 706-0  
info@mey.com  
www.mey.com

**MEY HANDELS GMBH  
MEY AUSTRIA GMBH**



100%

Family-owned company with responsible principles and guidelines.



97

individually configurable knitting machines are located at our site in Albstadt (Germany).



100%

mulesing-free wool is used for all of our products that contain wool.



> 55%

of our value creation takes place in Albstadt (Germany).



69.5%

of our products are manufactured in our own factories in Germany, Portugal and Hungary.



93%

of all of our products are manufactured in Europe.



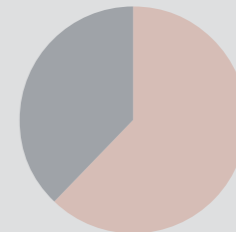
Fully integrated

value creation in Germany.



86%

of our suppliers are located in Europe.



2021

mey employed a total of 1,113 people at all three company locations.



# mey'



**MEY GMBH & CO. KG**

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Speaking Quality.