



**CORPORATE
RESPONSIBILITY
REPORT 2023**

INCLUDING
ENVIRONMENTAL
DECLARATION (EMAS)

Q2 2024



FACTS AND FIGURES
ON CORPORATE
RESPONSIBILITY
AT MEY.

Speaking Quality.

FOREWORD

**Dear
Readers,**

2023 was another year of economic and geopolitical uncertainty, with the steep price rises affecting raw materials, energy and transport in recent years only easing off very slowly. Our day-to-day business operations also continued to be heavily affected by the ongoing market uncertainty in 2023 – through our partners and our customers.

Against this backdrop, we found ourselves grappling with big questions once again in 2023. How can we ensure a steady supply to our sites and make sure we are using them to full capacity? How do we respond to the volatility on the market that is making our operations more challenging every day?

We came up with an answer. We need the right mix of continuity and innovation. So we are continuing on our journey to make our operations more efficient in terms of energy and resources. And this applies to all our sites. At the same time, we are scrutinising our processes and making future-focused investments early. This means we are focusing on product certification alongside other major areas like recycling.

We believe that our serious commitment to consolidating our environmental and social impact with our business activities can transcend any crisis. We are confident that businesses that can stay true to their values and beliefs during difficult times are the businesses that can weather the storm.

It is important to us that we communicate openly about our environmental efforts and social engagement to share our commitment to our corporate responsibility and sustainable values with our stakeholders.

We hope you enjoy reading this report.



Matthias Mey



Markus Mey



Florian Mey



Roland Kull

CONTENTS

FOREWORD	3
COMPANY PROFILE	5
ACTION AREAS	10
1 ENVIRONMENT*	12
1.1 Our environmental management system	14
1.2 Environmental policy	15
1.3 Our stakeholders	16
1.4 Organisation and responsibilities	17
1.5 Environmental aspects	18
1.6 Core indicators (Biodiversity, energy, waste, emissions, water, materials)	20
1.7 Environmental programme	34
1.8 Key figures	35
2 PRODUCT RESPONSIBILITY	38
3 SUPPLY CHAIN	43
4 EMPLOYEES	59
5 SOCIETY AND SOCIAL ENGAGEMENT	71
APPENDIX	78
PUBLISHER	79

* This section includes environmental information verified by an environmental expert.

COMPANY PROFILE

The year 1928 is when our commitment to tradition and sustainability began.

It was in 1928 that Franz Mey founded the company as a hosiery factory. It has been run by the family ever since and is currently being led by the third and fourth generations. Since then, mey has evolved to become an international manufacturer of men's and women's underwear with over 1000 employees on its payroll. And we are still driven by our passion for producing high-quality underwear. The company is based in Albstadt-Lautlingen in the Swabian Alb mountains in Germany. It has two more assembly factories – one in Celorico da Beira in Portugal and the other in Verese gyház in Hungary.

The majority of the fabrics are produced at the company headquarters, before dry-finishing and cutting are taken care of in house. Within Germany, Mey GmbH & Co. KG also has a logistics centre in Bitz and its own retail stores. The company also handles some of its own logistics with its fleet of lorries. Further logistics spaces are located close to the company headquarters in Albstadt-Lautlingen and in Dormettingen.

Our success as a company depends on us being based in a solid location with strong roots. That is why we are based in the Swabian Alb mountains, where Franz Mey set up his hosiery factory over 90 years ago. We have stayed in the same place since the beginning, always working to make improvements and investing in the Swabian Alb and the people who live here in the process. We are a family business through and through – this is part of our identity.

FACTS

MANAGING PARTNERS:



Matthias Mey



Markus Mey



Florian Mey

FIGURES:

1.118

EMPLOYEES IN 2022

1928

– YEAR ESTABLISHED

100%

OF THE COMPANY IS
FAMILY-OWNED

127

MILLION EUROS TURNED
OVER IN 2022

88%

OF OUR PRODUCTS ARE
ASSEMBLED IN EUROPE

7,8

MILLION ITEMS IN THE
ANNUAL PRODUCTION
VOLUME

6
/
87

Registered office and classification of economic activities:

Mey GmbH & Co. KG

Auf Steingen 6, 72459 Albstadt-Lautlingen
(Germany)

Total area: 29,858 m²

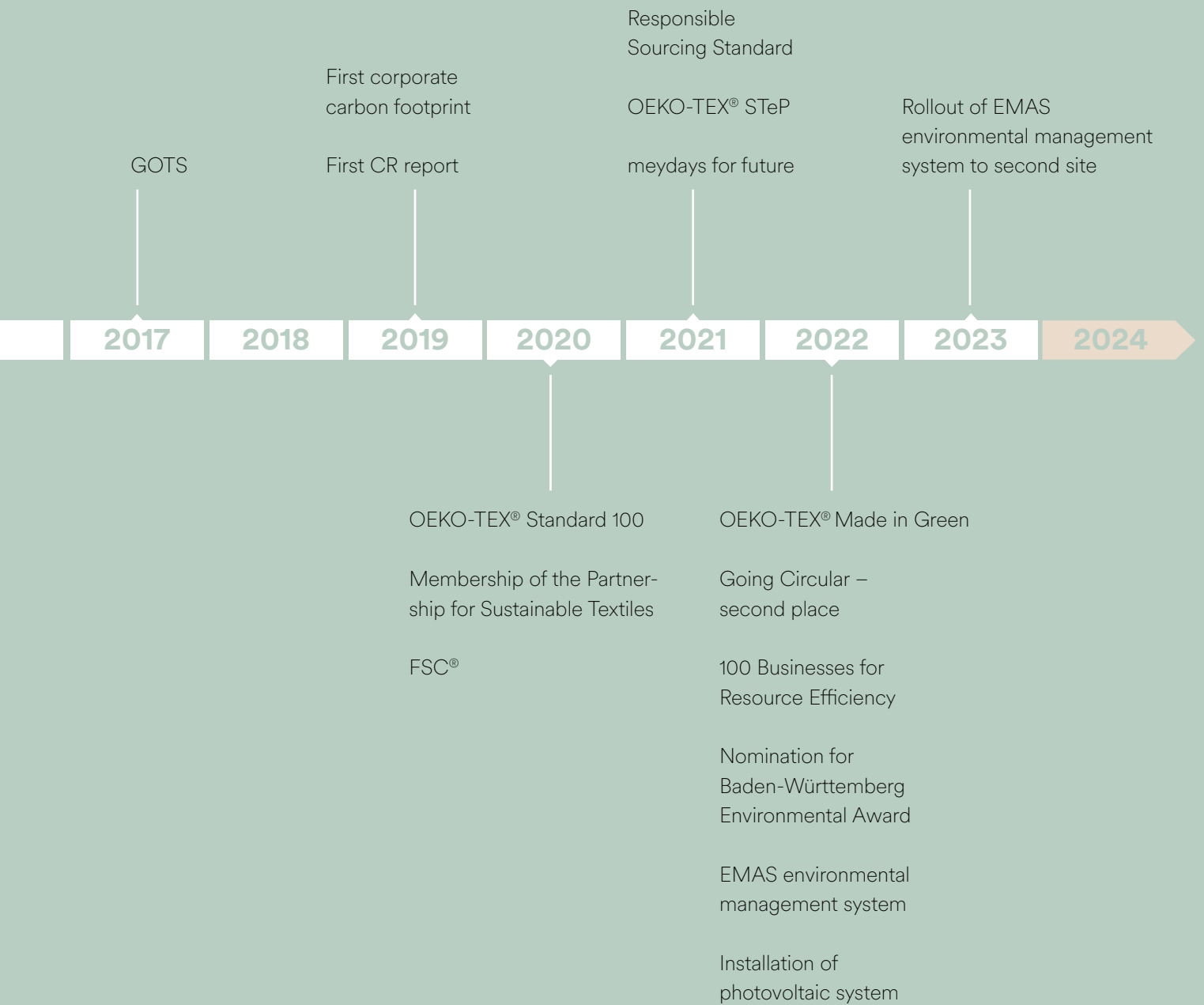
NACE code: 14.14

Ebinger Str. 25, 72475 Bitz
(Germany)

Total area: 6.300 m²

NACE Code 14.14

SUSTAINABILITY STRATEGY MILESTONES



SUSTAINABLE DEVELOPMENT GOALS

mey supports the implementation of the UN's 17 Sustainable Development Goals. The UN's Sustainable Development Goals (**17 SDGs**) are a set of 17 global goals aimed at achieving sustainable development in its three dimensions – economic, environmental and social. These goals were adopted by all United Nations Member States in 2015 as part of the 2030 Agenda. The SDGs can be categorised into five pillars known as the five Ps: people, planet, prosperity, peace, partnership.

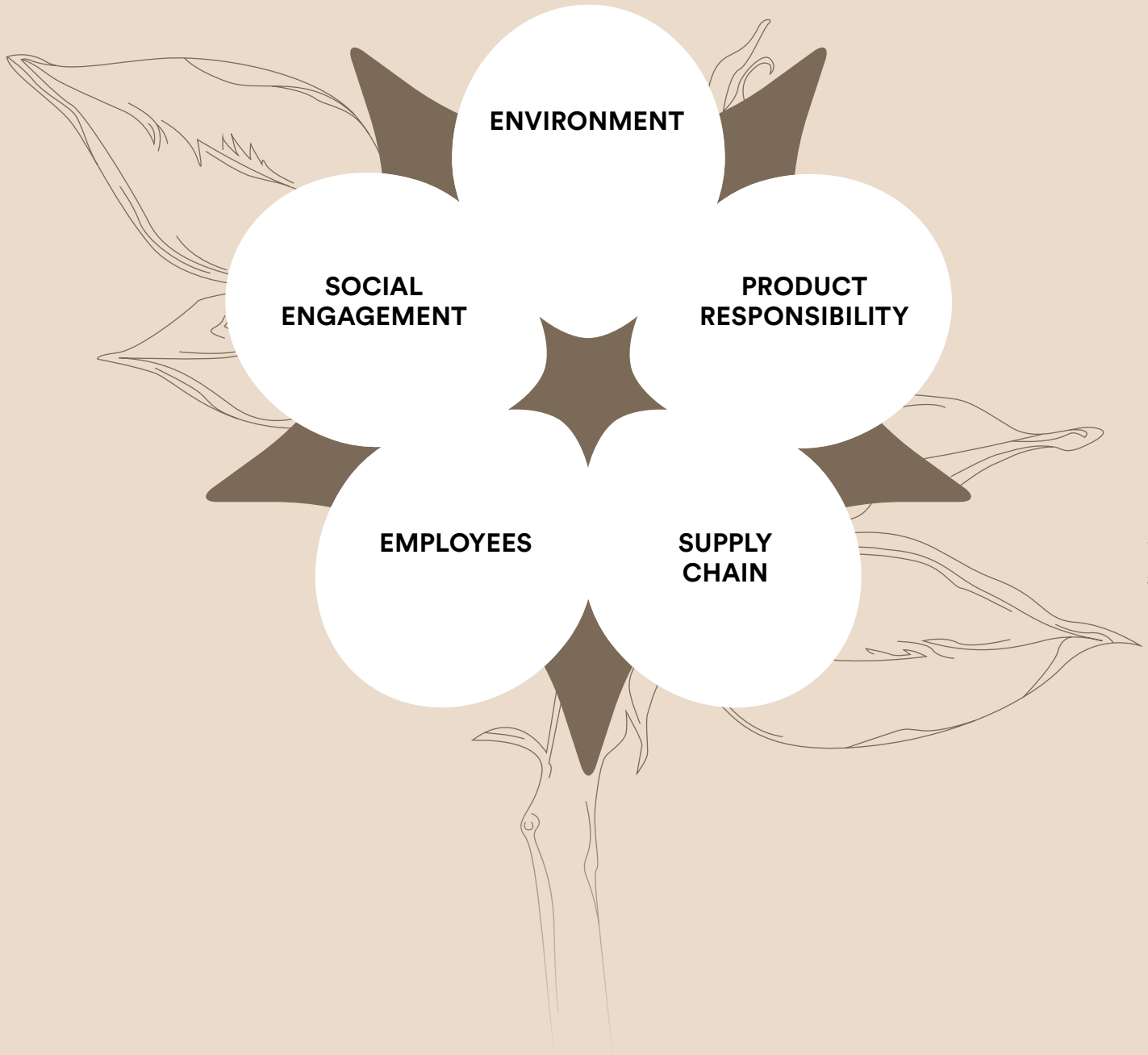
Here at mey, we believe that sustainability is also one of the keys to securing our long-term success as a business. If we continually strive to improve our standards and processes, we will be in a position to keep producing premium products that last, while reducing our use of resources to do our bit.

We have aligned our sustainability strategy with the UN's SDGs so that our company can contribute to the global response to this challenge. With this in mind, we have aligned the themes at the heart of our corporate due diligence with the SDGs in this report.





ACTION AREAS





ACTION AREAS

ENVIRONMENT

As a family business based in the Swabian Alb mountains, nature is close to our heart. Keeping sight of the bigger picture, we are adopting a systematic approach to minimising the negative impact of our products and business activities on the environment. We regularly calculate the carbon footprint of our sites in Germany, Portugal and Hungary, with a view to taking targeted action and making continual improvements. Our EMAS environmental management systems allows us to keep track of where there is room for improvement. As a result, we are always developing and evolving.

PRODUCT RESPONSIBILITY

As far as we are concerned, quality and sustainability go hand in hand. All materials used in our products are put through stringent quality control processes so we can be sure that they will last and last. 100% of our materials have been certified by an external body since 2021. Based on the knowledge that certification creates credibility and transparency, we rely on independent checks by GOTS, OEKO-TEX® STeP and FSC® to verify our environmental efforts and social engagement.

SUPPLY CHAIN

It is crucial to our success that we build long-term partnerships based on trust. Close communication and mutual understanding are at the heart of effective working relationships with all parties on an equal footing. Our travelling technicians pay regular visits to our partners where they are based to check for compliance with social and environmental standards. We also confirm this compliance through third-party checks.

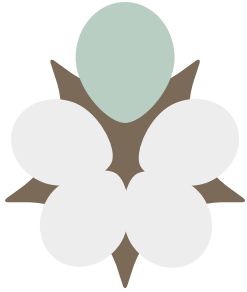
EMPLOYEES

For us, sustainability does not stop with our products. We encourage our employees to live more sustainably through a number of health and fitness initiatives. We also strive to educate and inform our employees, inspiring them to get ahead by familiarising themselves with tomorrow's hot topics today. The mey Academy is instrumental in these efforts.

SOCIETY AND SOCIAL ENGAGEMENT

As a family business, social engagement is key to our corporate culture. Every year, we actively support projects that are close to our heart. Getting involved with local and international projects provides us with the opportunities we need to make a difference to society beyond the scope of our own business activities. Alongside our long-standing partnerships, we also worked with Aktion Hoffnung in 2022.

ACTION AREAS



SECTION 1 ENVIRONMENT



Validated environmental declaration in accordance with the EMAS Regulation





“Environmentally responsible operations start with our daily actions and require us to use resources efficiently and minimise our environmental impact.”

13 / 87



MICHAEL ANGELE
TEAM LEADER
OPERATIONAL AND BUILDING TECHNOLOGY

1.1 OUR ENVIRONMENTAL MANAGEMENT SYSTEM

In 2022, we decided to introduce an environmental management system and take a more systematic approach to our environmental efforts here at mey.

Our environmental management system in line with the EMAS Regulation helps us to analyse processes with an environmental impact, spot where there is room for improvement and continually strive to make improvements. In 2023, we integrated another location, our logistics centre, into our environmental management system in accordance with the EMAS regulation.

This brings our environmental efforts into our business operations, giving them the same priority status as the quality of our products and the profitability of our company.

Our environmental management system demonstrates our intrinsic sense of responsibility since we are voluntarily complying with the requirements of Regulation (EC) No 1221/2009 of the European Parliament. This goes far beyond the legal requirements.

mey is committed to following all applicable legal regulations. Ongoing monitoring ensures that we are complying with the law at all times. All legal regulations relating to the environment, such as the Commercial Waste Ordinance (GewAbfV), the Hazardous Substances Ordinance (GefStoffV), the Packaging Act (VerpackG), the Occupational Health and Safety Act (ArbSchG) and the Federal Emission Control Act (BlmSchV), are managed in a legal online register. We also rely on information provided by the Chambers of Industry and Commerce, various industry associations and other external bodies. Legal changes are reviewed for relevance and implemented through appropriate measures.

For inspections in accordance with legal requirements, we only commission specialist companies with the appropriate qualifications and approvals.

An external environmental expert conducts a review to verify our environmental efforts. The results are communicated to our stakeholders with full transparency through the environmental declaration provided with this report.

1.2 ENVIRONMENTAL POLICY

Sustainability has been a non-negotiable value for us since the company was first founded back in 1928. For us, running a business sustainably involves living up to our economic, social and environmental responsibilities in equal measure.

As far as our environmental responsibility is concerned, protecting the environment has been a core value for our company for over 90 years. Most of mey's value creation takes place in Germany, with modern production methods ensuring we use resources efficiently and transport routes being kept to a minimum to reduce the negative impact on the environment.

Keeping sight of the bigger picture, we are adopting a systematic approach to minimising the negative impact of our products and business activities on the environment. We issue regular updates on our environmental efforts and take targeted action to make continual improvements. Certification by external bodies verifies our compliance with high environmental standards on a cycle, actively advancing our environmental management success here at mey.

Complying with environmental regulations and other compulsory requirements represents the bare minimum for us. Our environmental efforts go much further than what is required of us.

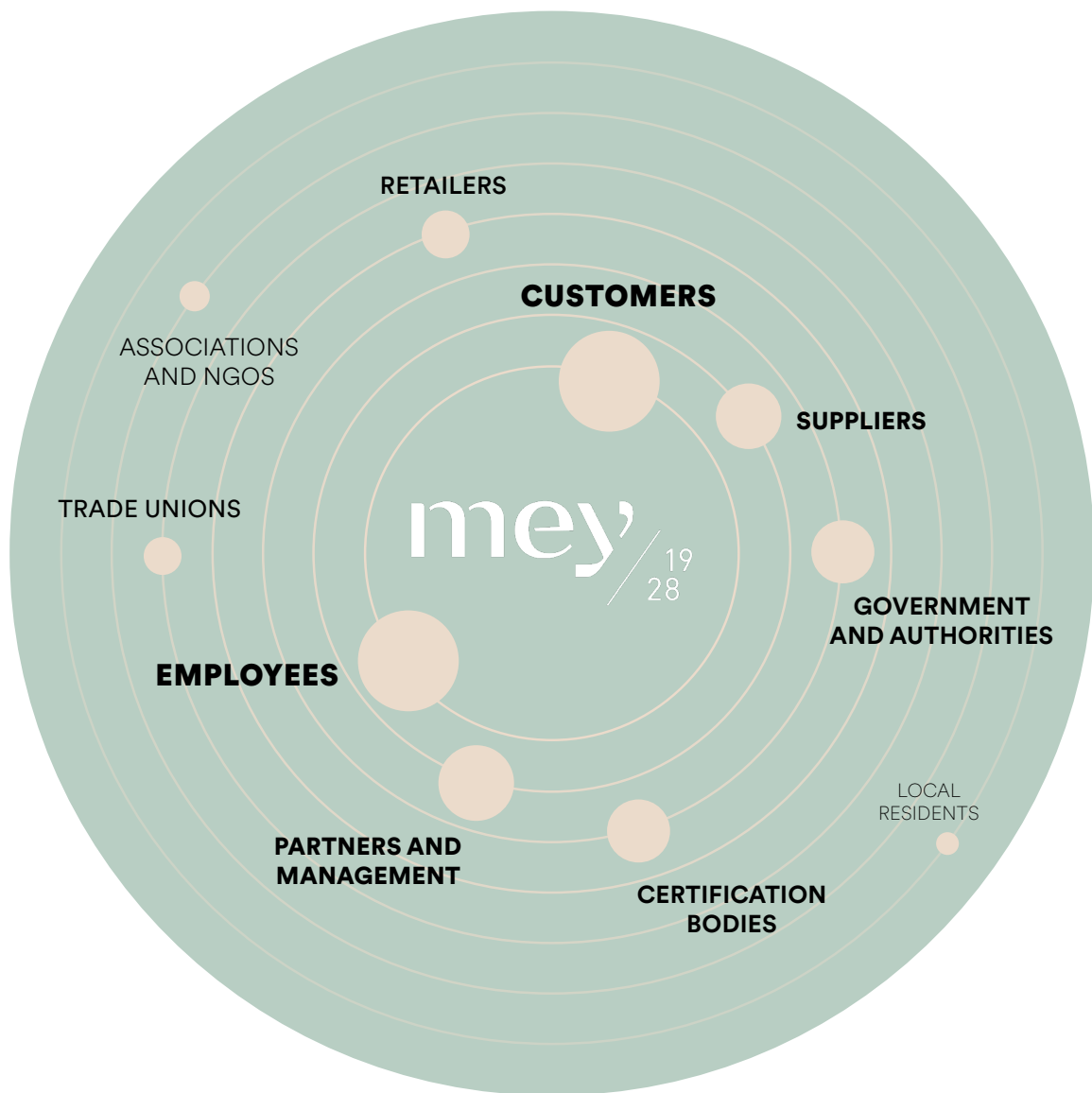
We subscribe to the design for environment approach because we want to go above and beyond in our efforts to protect our planet. This means that we factor environmental concerns into our product development and design processes at mey so we can minimise the impact. It is a priority for us that environmental action is being taken along our entire value chain, so we have included a mandatory requirement to follow our environmental guidelines in our Code of Conduct.

Environmental action is the result of internal and external conversations with employees, suppliers, customers and other interested parties. With that in mind, we go to great lengths to raise awareness of the importance of being eco-friendly.

1.3 OUR STAKEHOLDERS

Our relationships with all our stakeholders are based on humanity, honesty, trust and fair treatment. We have always been open in our communications with our stakeholders.

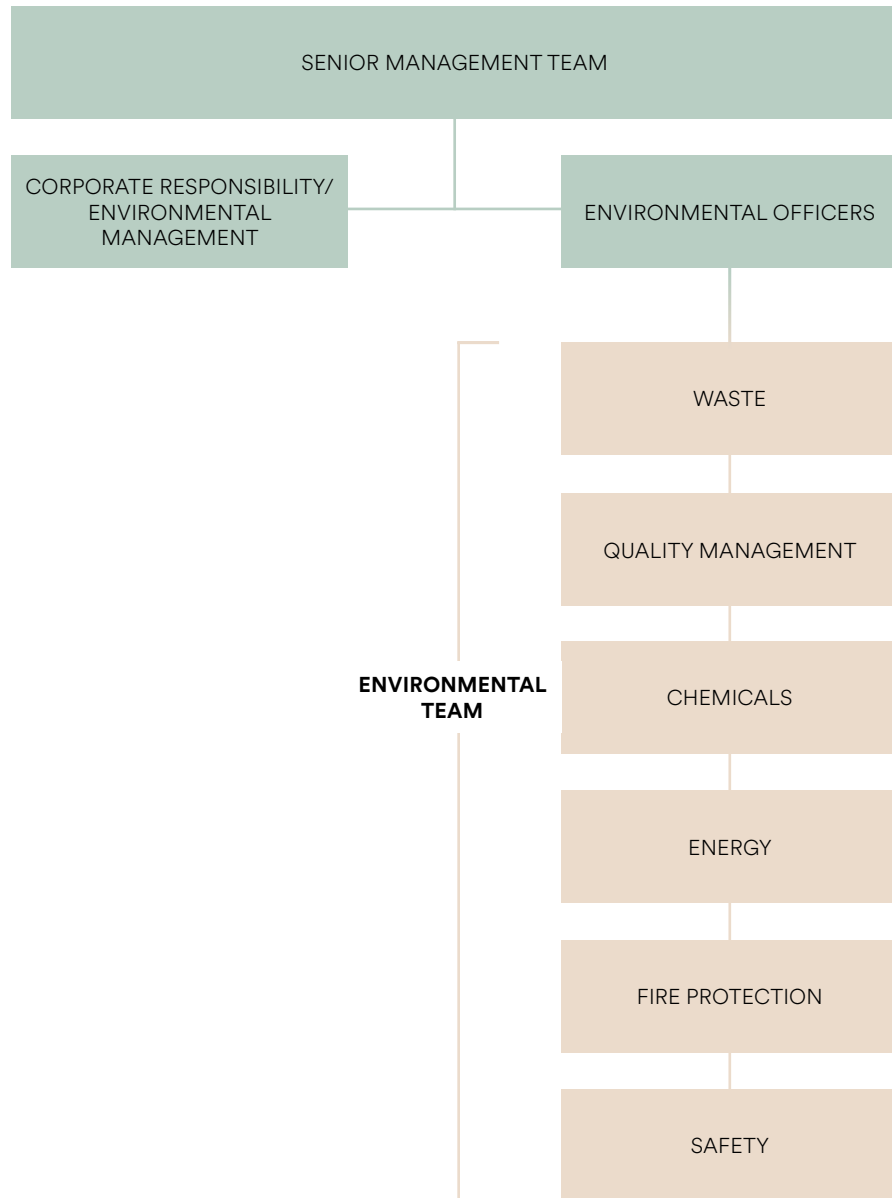
An overview of our stakeholders:



1.4 ORGANISATION AND RESPONSIBILITIES

Keen to involve all departments in environmental management at the company, we created an environmental team that has regular meetings and makes progress with our environmental efforts.

The diagram breaks down the environmental management responsibilities and activities at our company:



1.5 ENVIRONMENTAL ASPECTS

We consider which of our activities and processes have an impact on the environment by following the life cycle of our products. A distinction is made between direct and indirect environmental aspects.

Direct environmental aspects cover any effects we can directly control as a business, such as our internal production processes. On the other hand, we can only exert a limited influence on indirect aspects. We use a list of criteria to assess how relevant environmental aspects are. We also monitor our company's environmental efforts by regularly recording environmental figures relating to environmental aspects that are relevant to us.

Environmental aspects throughout the life cycle of mey products:



DIRECT ENVIRONMENTAL ASPECTS

Key direct environmental aspects within our activities fall under the following key areas:

- Energy (thermal treatment)
- Waste quantity (textile and general waste, paper and cardboard)
- Raw material usage (yarns made of natural and chemical fibres and packaging materials)
- Emissions
- Land usage and sealing at the locations

INDIRECT ENVIRONMENTAL ASPECTS

We have also identified the following indirect environmental aspects:

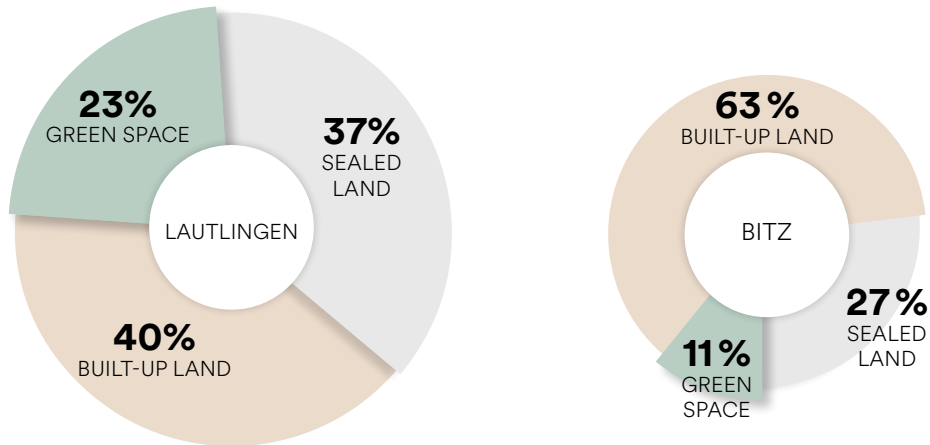
- Chemical usage (production of synthetic fibres and wet finishing)
- Water consumption (wet finishing and cotton production)
- Land usage (cotton production and forestry)

In Section 1.6 Core indicators, we outline the work we are doing and the projects we are working on at mey to minimise our impact on the environment as a result of identifying the environmental aspects covered here.

1.6 CORE INDICATORS

BIO-DIVERSITY

When it comes to biodiversity as a core indicator, we look at our use of land at our sites.



LAND USE	AREA LAUTLINGEN	AREA BITZ
Green space [m ²]	6.925,00	670,00
Sealed land [m ²]	11.838,00	1.670,00
Built-up land [m ²]	11.095,00	4.000,00
Total area [m²]	29.858,00	6.300,00

20 / 87

We are working on a range of projects with the aim of promoting biodiversity.

/ BEES AND WILDFLOWER PATCHES

Since April 2018, Albstadt has been buzzing more than ever. And that is all down to our sustainability project called FRANZ, which we dedicated to our company founder, Franz Mey (who was a beekeeper), to mark our 90th anniversary. We have to thank our beekeeper Paul Meier for all his hard work to make this project possible. He even took a special beekeeping course in preparation. Paul has shown a great deal of dedication in creating a home for our four bee colonies. Since there is so little agriculture in Albstadt and the surrounding area, there are close to zero pest control measures in place. That is good news for the bees!

Our bees have settled down in hives made from untreated wood in Dietmar Mey's field of flowers near our headquarters. From there, they collect the nectar they need to make honey from all the flowers around our company site. We are not so worried about the honey, though. The focus of our FRANZ sustainability project is to facilitate pollination and promote biodiversity in our local area.

That is why we have created a perennial wildflower patch spanning 1600 m² (it is 10 m wide and 160 m long) to attract our own honey bees and provide a rich and varied diet for lots of other insects.

/ SAVE THE FROGS DAY 2023

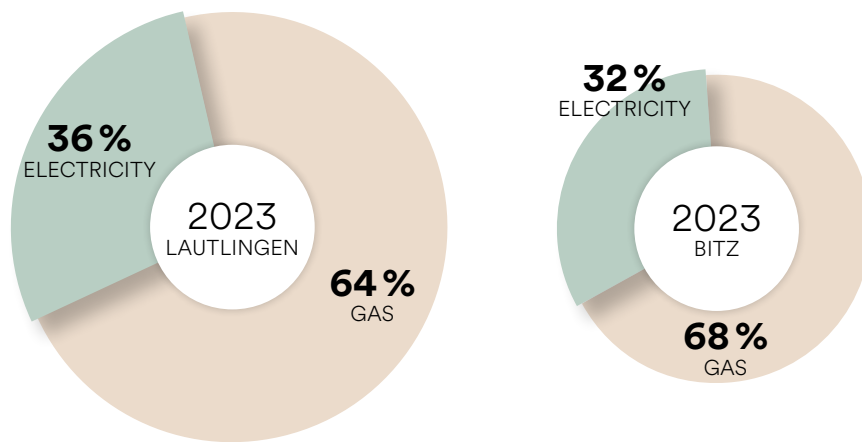
Expanding on our FRANZ project, we put amphibians in the spotlight in 2023 as another class of animals that are endangered in their natural habitat. The last Saturday in April every year is international Save the Frogs Day, which aims to raise awareness about the widespread destruction of the habitats of these amphibians. So many frog species have become endangered.

During the week between 29 April and 6 May 2023, we ran a campaign that saw us donate €1 to BUND amphibian rescue projects for every pair of pants we sold (briefs, shorts, panties, jazz pants and so on). Donations are being used to create new homes and spawning sites for amphibians. Many species are benefiting from this campaign, including fire salamanders and tree frogs. We raised €14,572 in total to support amphibian rescue projects being run by the environmental organisation BUND Baden-Württemberg.

21
/
87

ENERGY

Energy efficiency and the use of renewable energy are more important now than ever before. This means that we need to constantly keep a close eye on our energy consumption as a company. Whenever modernisation work is being completed, new machines are being procured or new buildings are being built, we need an energy efficiency rating.



ENERGY SOURCE			
Lautlingen	2021	2022	2023
Externally sourced electricity [MWh]	1699,11	1669,27	1013,47
Internally sourced Electricity (Own photovoltaic system) [MWh]	-	-	395,03
Gas [MWh]	3027,34	2767,10	2548,53
Total energy consumption [MWh]	4726,45	4436,37	3957,03
Bitz	2022	2023	
Electricity [MWh]	230,60	226,62	
Gas [MWh]	530,31	487,04	
Total energy consumption [MWh]	760,31	713,66	

/ ELECTRICITY FROM HYDROPOWER

Since 2018, Mey GmbH & Co. KG has been relying solely on green electricity generated by hydropower in France. Hydropower involves using turbines to convert kinetic energy into electricity.

/ PHOTOVOLTAIC SYSTEM

Unlike finite fossil fuels, solar power is an almost infinite power source. The fact that they cannot run out is one of the major advantages of photovoltaics and other renewable energy sources. Photovoltaic systems are environmentally friendly to run, with no CO₂ being emitted as electricity is being generated.

Having installed a 750-kWp photovoltaic system on the roof of the production facilities in 2022, we have been using the capacity for sustainable electricity generation on site in Albstadt-Lautlingen for our energy supply.

mey was able to cover more than 30% of its annual electricity consumption with electricity it generated itself in 2023.

Over ten years, using a solar power system saves around five tonnes of CO₂ per kWp. Based on the size of the system installed by mey, CO₂ will be reduced by around 375 tonnes every year. The energy used to produce the solar cells is being offset by the energy generated by the system during the first few years. In other words, the photovoltaic system has a positive energy balance in the long term.

23 / 87

/ HEAT PUMPS

Eine wesentliche Rolle beim effizienten Heizen spielen unsere Trinkwasser-Wärmepumpen, die im Juni 2021 bei der Modernisierung der Heizanlage installiert wurden. Bei der Wärmepumpentechnik wird Warmwasser besonders energieeffizient und umweltschonend beheizt. Dabei wird die Abwärme von unseren Kompressoren und Dampfkesseln im Heizungsraum genutzt, um unser Leitungswasser mit lediglich etwas Strom zu erwärmen – mit 1 kW Strom werden 4 kW Wärme erzeugt. Bei der Modernisierung der Heizungsanlage in Lautlingen wurden sowohl im Altbau als auch im Neubau Trinkwasser-Wärmepumpen installiert. Dies hat zur Folge, dass nun in den Sommermonaten die Gasheizung komplett abgeschaltet werden kann, damit werden hohe Emissionen und Energieverluste vermieden.

Da wir 100 % Strom aus erneuerbaren Energien einsetzen, ist der Einsatz der Wärmepumpen besonders umweltfreundlich.

WASTE

Our main priority is reducing waste as much as we can. We are following the principle of the waste hierarchy. In other words, we try to prevent waste as far as possible and always favour reuse and recycling over disposal.

Waste hierarchy:



24
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87

Waste needs to be sorted properly to make it easier to recycle as much unavoidable waste as possible. This relies on employees being educated and aware. We use a range of channels to inform our employees and ensure that all our company bins are labelled.

Proper disposal is even more important when dealing with hazardous waste, with every disposal process having to be fully documented.

We work with certified waste disposal companies based locally.

By sorting waste carefully and consistently and by relying on the expertise of our local waste disposal partners, we manage to achieve a recycling rate of 99% on average.

/ TEXTILE WASTE

Cutting takes place at our site in Albstadt-Lautlingen alongside assembly and knitting. This process leaves behind offcuts, which are bits of fabric that cannot go on to be reused in production. It is possible to minimise the offcuts by positioning the cutting parts carefully on the fabric. With textiles, however, you have to pay attention to the grain – an additional restriction you do not have to worry about with the likes of metal. It means that you cannot just turn the cutting parts any way you like because they have to be lined up with the grain. State-of-the-art CAD software is used for lay planning to minimise offcuts, reducing them by another 5%. Even with the software, which is as high-tech as it gets, offcuts can still amount to as much as 30% for some items. With this in mind, mey focuses on recycling materials as much as possible.

Waste from our production processes is given to a local recycling company to be processed. With the help of this external partner and our commitment to sorting textile waste thoroughly internally, we achieve a recycling rate of 100%.

/ HAZARDOUS WASTE

We do not generate much hazardous waste but we ensure proper disposal and documentation at all times.

Our main source of hazardous waste is oil from our knitting and sewing machinery.

This table includes validated Mey GmbH & Co. KG sites and waste generated by office activities on the part of the non-validated Mey Handelsgesellschaft on the same site. Separating the waste figures would be logistically challenging and involve a disproportionate amount of work.

Since 2023 is the first time we have recorded the volume of waste in Bitz, the opportunities for comparisons against previous years are limited.

TYPE OF WASTE	2021	2022	2023
Textile waste [t]	143,92	135,35	108,079
Municipal waste [t]	71,07	76,98	59,42
RDF [t]	23,16	13,89	18,7
Construction waste [t]	0,06	2,48	3,09
Organic waste [t]	10,32	11,20	4,53
Recyclable waste [t]	50,11	34,13	7,76
Paper [t]	142,68	101,98	188,34
Wood [t]	20,65	15,79	12,77
Scrap metal [t]	3,78	1,11	7,15
Electronic waste [t]	1,45	1,18	0,7
Total [t]	467,20	394,09	304,919
Hazardous waste [kg]	336,75	431,59	568,00

/ RECYCLING PROJECT: THE „MEY-CIRCLE“

Having focused on recycling since 2022, mey aims to reuse any waste generated during its production processes. The plan is to shred the offcuts into individual fibres and then mix them with new cotton fibres to weave yarn over several stages. mey sorts offcuts extremely carefully internally to ensure they can be recycled and to avoid any fibre contamination. Fibre-to-fibre recycling is closed loop recycling that involves offcuts still being used to create high-quality textile products.

When it comes to fibre recovery, mey is introducing new processes and working with a range of partners. The aim is to produce a fabric that predominantly consists of recycled yarn and yet does not look or feel much different to a product containing no recycled material whatsoever. In 2022, mey came second in the Cologne Chamber of Industry and Commerce's Going Circular competition and was added to the 100 Businesses for Resource Efficiency in the state of Baden-Württemberg in recognition of this initiative.

When offcuts cannot be recycled internally (yet) due to the limitations of the technology available on the market, they are still sorted by colour and material. mey works with a recycling company in this case to achieve the top quality that is technically feasible when production waste is recycled, with downcycling being avoided.

26 / 87



/ WEAR IT, DON'T WASTE IT.

We made a conscious effort to promote the responsible use of resources and materials over Black Friday weekend in 2023. During our campaign between 23 and 26 November 2023, we sold off products that have minor defects but are still fully functional in bundles of five. This way, we could give our less-than-perfect items a home and provide our customers with products that still had plenty of life left in them.

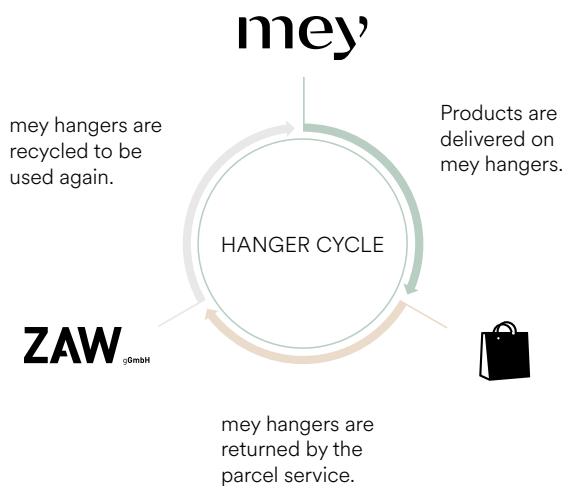
We ran this campaign through our online shop and it was a huge success. We sold around 3,800 bundles over that one weekend, which equates to around 19,000 less-than-perfect items. As part of the campaign, we offset another 67.28 tonnes of CO₂ with our partner Positerra through humus formation. Our motto? Product positivity – wear it, don't waste it.

/ **SWABIAN BOOMERANG**

The mey hanger cycle system has been in action for over 20 years, with valuable raw materials being saved every year. The Swabian Boomerang initiative was launched in 1997 and it won the Eco Product of the Year award the very next year.

The hanger cycle system safeguards jobs in the region. 40 people with disabilities are employed to reprocess mey hangers at the Lebenshilfe Zollernalb workshops in Bisingen and Albstadt and at Mariaberger Heime in Gammertingen.

The return rate of mey hangers has averaged at 65% over the past ten years, meaning that mey is cutting out approximately 30 tonnes of waste every year by not relying on a single-use hanger system. The high return rate makes the system worthwhile from an economic standpoint too.

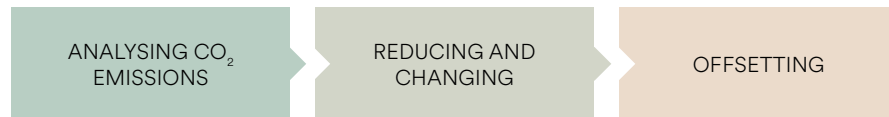


How the hanger cycle works:

The hangers are sent to shops with mey products. Once products have been sold, the retailers collect up the hangers and return them to mey at no cost. The hangers are sorted and reprocessed at the Zollernalb workshops and Mariaberger Heime, before being used for new mey products.

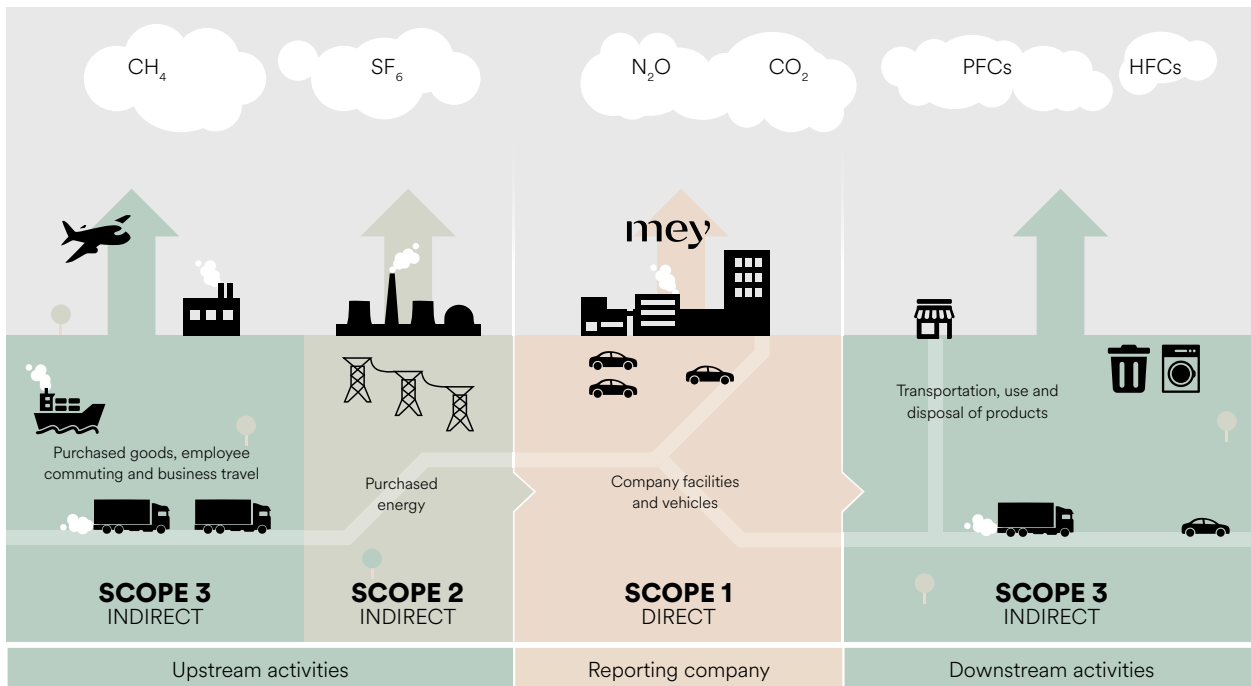
EMISSIONS

We are taking three steps to reduce CO₂ emissions:



/ ANALYSING CO₂ EMISSIONS

We calculate our carbon footprint every year in line with the Greenhouse Gas (GHG) Protocol and with the support of Enoplan. GHG Protocol supplies the world's most widely used greenhouse gas accounting standards. There is a corporate standard and a product life cycle standard. Emissions are classified into three scopes that cover direct and indirect sources of emissions.



28 / 87

Other pollutants (NO_x, SO₂ and PM) have been calculated using factors from the GEMIS 5.0 database.

We calculated our carbon footprint for 2021 and 2022 with the support of ClimatePartner. This means there may be inaccuracies in the data when compared against 2023.

EMISSIONS (SCOPE 1–3)	2021	2022	2023*
CO ₂ [t]	2813,13	2727,85	2074,339
NO _x [kg]	851,45	921,36	793,24
SO ₂ [kg]	67,84	95,90	71,34
PM [kg]	15,85	49,19	41,27

/ REDUCING AND CHANGING

The analysis is used to define achievable goals and actionable measures to directly reduce CO₂ emissions for good. These are added to the environmental programme ([↗ the environmental programme can be found in Section 1.7](#)).

During the past few financial years, we have already managed to reduce our CO₂ emissions in a number of areas. We keep our CO₂ emissions low by ensuring that our transport routes are short and manageable. This is feasible because most of our production is within Europe. We use DHL's GoGreen service to deliver our products to our customers. Shipping of packages is climate neutral, with emissions being offset through investments in global climate projects.

We are proactively working on projects aimed at avoiding and reducing our CO₂ emissions. Examples include the gradual renovation of our buildings and the optimisation of our heating system. Since it is impossible to avoid emissions altogether, we are also investing in offsetting projects in our third step.

/ OFFSETTING

In our third and final step, we are offsetting any emissions we cannot reduce or avoid altogether. This involves us investing in climate projects to balance out our CO₂ emissions.

positerra humus formation project

We are working with Mr Kränzler (a farmer from Rosenfeld) and positerra GmbH on an offsetting project. positerra ensures the transparency and verification of the process that allows mey to offset CO₂ emissions through a humus formation programme on Mr Kränzler's agricultural land. CO₂ emissions are offset by adapting the use of the land and deploying regenerative farming practices that help form humus. The goal is to capture as much CO₂ as possible per hectare of land, while maintaining or increasing the yield. The use of regenerative farming practices has further benefits, such as avoiding erosion and protecting the groundwater while conserving and promoting biodiversity. By investing over three years (2020–2022), mey captured the equivalent of more than half of the CO₂ emissions generated by all of mey's sites (including its own stores) in 2019.

The 2200 t CO₂e offset (in partnership with positerra GmbH) equates to

- one car journey covering **6.67 million** kilometres,
- the amount of CO₂ captured in a year by **247,697** beech trees,
- the production of **161,797 kg** of beef, or
- the annual carbon footprint of **217** people in Germany.

(Source: ClimatePartner)

WATER

At the Lautlingen and Bitz sites, we do not use any process water for production. We outsource the wet finishing of our fabrics to external companies with the relevant certification. This means there is no wastewater pollution caused by mey's production processes. The main use of water at our site in Lautlingen is in the bathroom facilities.

WATER CONSUMPTION			
Lautlingen	2021	2022	2023
Total annual water consumption [m ³]	5880,00	6646,00	6209,00

Bitz	2022	2023
Total annual water consumption [m ³]	420,00	475,00

MATERIALS

Here at mey, we take care to select the perfect materials for our products so that our customers can feel the quality on their skin. We only ever use high-quality materials that promise ultimate comfort and meet our high sustainability standards.

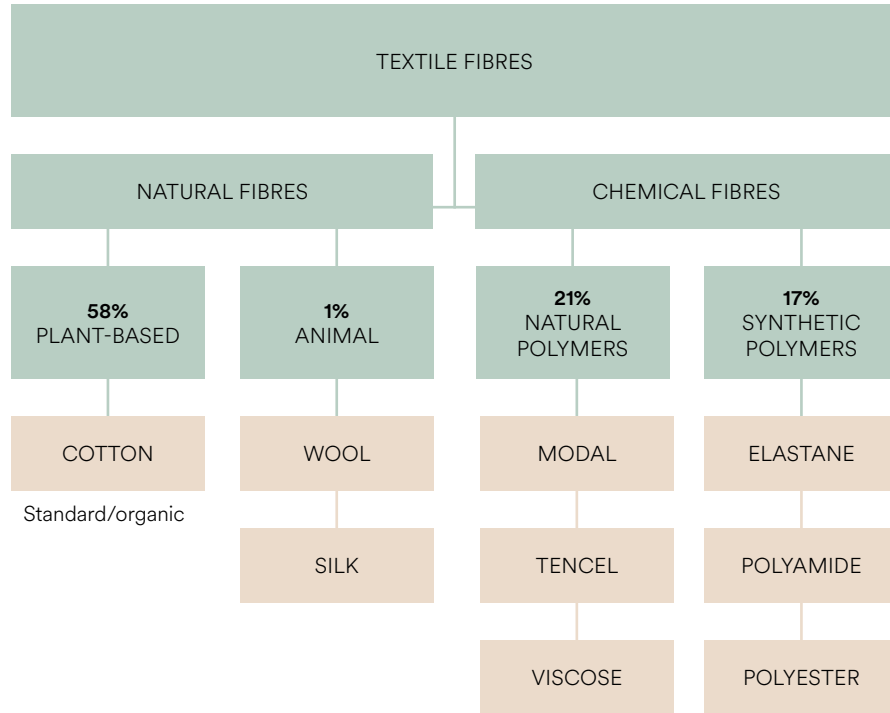
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MATERIAL	2021	2022	2023
Textile fibres (total input) [t]	782,61	822,84	627,80*
Synthetic polymers (elastane, polyester, polyamide) [t]	134,93	161,30	111,00
Plant-based natural fibres (cotton) [t]	456,11	476,16	355,00
Natural polymers (modal, viscose, Tencel) [t]	183,61	174,36	155,00
Natural animal fibres (wool, silk) [t]	7,96	11,02	6,80
Fabric (output) [t]	767,11	778,95	521,06
Packaging (total) [t]	132,40	113,68	134,87
Paper and cardboard [t]	122,48	107,31	128,47
Plastic [t]	9,91	6,36	6,40
Paper (total) [t]	55,39	43,02	20,95
Office paper [t]	13,81	8,04	5,67
Printed products [t]	41,58	34,98	15,28

*Since we changed our ERP system in the summer of 2023, the figures for 2023 are estimates.

/ **TEXTILE FIBRES**

The textile fibres can be categorised according to the raw materials and production processes.



31 / 87



/ **COTTON**

Around 60% of the fibres we use are long-staple cotton fibres of high quality.

Sustainable does not always have to be organic. Our two most important suppliers, with whom we have worked for decades, have state-of-the-art technological and social standards.

For mey, sustainable cotton is defined by certificates (such as GOTS, OEKO-TEX® STANDARD 100, BCI, OEKO-TEX® STeP) and long-standing partnerships with suppliers. All our cotton suppliers already have at least one of the certificates mentioned above for the products they supply us with.

We also focus our attention on other factors, such as spinning locally in Europe (to shorten transport routes), drip irrigation on family-run cotton farms and long-term partnerships, which all play their part too.

We source our high-quality Peru Pima cotton yarn from a Peru-based supplier that we have been working with for over 40 years. On-site visits mean we can review the cotton production processes, working conditions and compliance with environmental standards.

/ **ORGANIC COTTON**

The organic cotton we use is GOTS-certified and is cultivated and harvested according to strict ecological and social standards. This cotton goes on to be spun at certified spinning mills to produce fine GOTS-certified yarns.

When it comes to procuring organic cotton, we face serious challenges surrounding the quality on offer. We make ultra-fine fabrics and use ultra-precise knitting machines, so the organic cotton we use cannot contain any other fibres or contamination. We also have requirements for the minimum staple length. Any contamination with fibres that are not cotton can seriously reduce the quality of the yarn and the finished fabric.



/ **WOOL**

We have always boycotted wool from sheep that are subjected to mulesing.

Mulesing is a cruel procedure used by farmers to prevent infestation of sheep with fly maggots. Strips of skin around the tail are removed – usually without any anaesthetic.

Here at mey, we only ever use wool from sheep in South Africa for our products. These yarns are always mulesing-free. We will continue to source mulesing-free wool going forward. We have the corresponding confirmation from our suppliers. The share of wool yarn amounts to around 1% of the total quantity.



/ **VISCOSE, MODAL AND LYOCELL**

All our viscose, modal and lyocell yarns have been FSC®-certified since 2020. Viscose, modal and lyocell are made from biodegradable cellulose but artificially produced in an industrial process. The cellulose fibre present in wood is dissolved out and further processed in a multi-stage chemical process.

We can trace and ensure sustainable forestry in the origin of our yarns with the recognised FSC® seal.

The social and environmental conditions in the chemical production process are also important. It is often the case, especially when fibres are being produced in developing countries, that hazardous chemicals are discharged into bodies of water and the air is polluted by fumes. We avoid this risk within our supply chain by sourcing our viscose from our partner based in Germany, ENKA.

We source our modal from our long-standing partner from Austria, Lenzing. The company is continually optimising its production process by applying its experience and expertise, eliminating any potential impact on the environment in the process. Specifically, pollution from waste water and emissions during production is minimised. The same Austrian company also supplies us with sustainable TENCEL™ fibres, which are highly breathable with a soft texture.

/ PACKAGING

We switched the majority of our product packaging to cardboard with a recycled content of 90% when we relaunched our packaging in 2021. All our product packaging and tags are made from FSC®-certified cardboard. The most notable change was switching from polybags to cardboard packaging for our best-selling 2000 and Noblesse women's ranges. With this change, we are cutting back on around 600,000 polybags a year.

We do not use any film lamination on our packaging, which improves the stability (by reinforcing the edges and preventing against ripping). We have significantly reduced our use of box packaging with a film window and generally keep our use of finishes like gloss and UV coatings to a minimum because they cause pollution and make recycling more difficult. mey has set itself the long-term goal of significantly reducing packaging film. We have already made progress, having reduced the micron thickness of the film we use to keep our hanger cycle products clean. This change has resulted in a 21% saving on film material.

1.7 ENVIRONMENTAL PROGRAMME

We are committed to continually improving our environmental efforts as a company, so we set ourselves strategic goals. We review and update them once a year. Our strategic goals are outlined in the table below:

CORE INDICATOR	GOALS AND STEPS	DEADLINE	STATUS
Material	Reduce paper consumption in HR management - Implement a modern HR management system - Digitalise master data	31.12.'24	In progress
	Reduce sample production by 50% - Use 3D product development	31.12.'24	In progress
Emissions	Cut out 15% of CO₂ emissions - Propose alternative commute options - Increase the number of electric vehicles in the fleet and provide at least four electric charging points - Install a 750-kWp photovoltaic system	31.12.'25	already realised in parts
Waste	Reduce cotton textile waste by 25% - Reprocessing of textile waste into recycled fibres	31.12.'24	In progress
	Promotion of the textile circular economy in Europe - Involvement in various networks and funding projects	31.12.'24	In progress
Energy	Increase the amount of self-generated renewable energy for electricity demand from 0% to 30% - Install a 750-kWp photovoltaic system	31.12.'23	realised
	Reduce energy consumption for compressed air by 5% - Systematically check and fix compressed air leaks	31.12.'24	In progress
	Reduce exhaust gas heat temperature by 50% in steam boiler operation - Replace boiler with waste heat exchanger	31.12.'23	realised
	Optimise energy management - Install more meters	31.12.'23	realised
Biodiversity/ land use	Increase biodiversity in Germany by working on at least two projects aimed at promoting biodiversity - Work on wild bee project - Work on marshland project - Work on amphibian project	31.12.'23	realised
	Increase biodiversity by promoting regenerative agriculture through multi-stakeholders - Work on regenerative agriculture project	31.12.'30	In progress

1.8 KEY FIGURES

Taking the facts and figures presented in the sections above, the following table provides a summary for the EMAS core indicators:

CORE INDICATORS	KEY FIGURES	2022 (incl. Bitz)	2023 (incl. Bitz)	Δ2022/'23 (incl. Bitz)
Energy	Total energy consumption [MWh]	5197,28	4670,68	-10,13%
	Total energy consumption [MWh] per 1000 products assembled	2,73	2,97	8,66%
	Total energy consumption [MWh] per employee	9,54	9,29	-2,63%
	Total energy consumption [MWh] per tonne of knitted fabric	6,67	8,96	34,35%
	Electricity consumption [MWh]	1917,88	1635,12	-14,74%
	Electricity consumption [MWh] per 1000 products assembled	1,01	1,04	3,09%
	Electricity consumption [MWh] per employee	3,52	3,25	-7,62%
	Electricity consumption [MWh] per tonne of knitted fabric	2,46	3,14	27,45%
	Gas consumption [MWh]	3297,41	3035,56	-7,94%
	Gas consumption [MWh] per 1000 products assembled	1,73	1,93	11,31%
Gas consumption [MWh] per employee	6,05	6,03	-0,25%	
Gas consumption [MWh] per tonne of knitted fabric	4,23	5,83	37,62%	
Emissions	Greenhouse gas emissions (Scope 1+2) [t CO₂]	1115,97	762,61	-31,66%
	Greenhouse gas emissions [t CO ₂] per employee	2,05	1,86	-9,16%
	NO_x [kg]	921,36	793,24	-13,91%
	NO _x [kg] per employee	1,69	1,93	14,44%
	SO₂ [kg]	95,90	71,34	-25,61%
	SO ₂ [kg] per employee	0,18	0,17	-1,12%
	PM [kg]	49,19	41,27	-16,10%
PM [kg] per employee	0,09	0,08	-9,10%	
Material	Yarn [t] (input)	822,85	627,80	-23,70%
	Fabric [t] (output)	778,95	521,06	-33,11%
	Paper and cardboard (packaging) [t]	132,31	128,47	-2,90%
	Paper and cardboard [t] per million € gross value added	1,25	1,09	-12,24%
	Plastic (packaging) [t]	6,26	6,40	2,28%
	Plastic [t] per million € gross value added	0,06	0,05	-7,55%
	Office paper [t]	8,04	5,67	-29,53%
	Office paper [t] per employee	0,01	0,01	-23,65%
	Printed products [t]	34,98	15,28	-56,31%
Printed products [t] per million € gross value added	0,33	0,13	-60,51%	

We added the figures for the Bitz site to the 2022 figures retrospectively to allow for comparisons.

35
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87

CORE INDICATORS	KEY FIGURES	2022 (incl. Bitz)	2023 (incl. Bitz)	Δ2022/'23 (incl. Bitz)
Water	Water [m³]	7066,00	6683,96	-5,41%
	Water [m ³] per employee	12,97	13,29	2,49%
Waste	Waste (not including hazardous and textile waste) [t]	358,19	302,61	-15,52%
	Waste (not including hazardous and textile waste) [t] per employee	0,66	0,60	-8,46%
	Textile waste [t]	135,35	108,08	-20,15%
	Textile waste [t] per tonne of knitted fabric	0,17	0,21	19,37%
	Hazardous waste [kg]	431,59	568,00	31,61%
	Hazardous waste [kg] per employee	0,79	1,13	42,60%
Biodiversity/ land use	Land use [m²]	36158,00	36158,00	0,00%
	Land use [m ²] per employee	66,34	71,88	8,35%
	Proportion of sealed land [%]	0,37	0,37	0,00%
	Proportion of built-up land [%]	0,42	0,42	0,00%
	Proportion of green space [%]	0,21	0,21	0,00%

REFERENCE VALUES	2022 (incl. Bitz)	2023 (incl. Bitz)
Employees [number]	545	503
Products assembled [items]	1.904.661	1.575.188
Annual gross value added [€]	106.083.389,84	117.369.198,00
Knitted fabric [t]	778,95	521,06

The fact that some efficiency rates have dropped compared to 2022 is the result of inaccurate data in the accounts. With a view to avoiding inaccuracies in the data like this in future, we introduced a new ERP system halfway through 2023. This will improve the quality of our data and ensure that more data is available going forward.

VALIDATION

/ ENVIRONMENTAL DECLARATION

The next consolidated environmental declaration will be submitted for validation in or before December 2025. The next updated environmental declaration will be submitted to the environmental expert for validation in or before December 2024.

/ ENVIRONMENTAL EXPERT/ENVIRONMENTAL ORGANISATION

The environmental expert/environmental organisation commissioned was:
 Dr. rer. nat. Udo Ammon (registration number: DE-V-0259)
 Intechnica Cert GmbH (registration number: DE-V-0279)
 Ostendstr. 181, 90482 Nuremberg

/ VALIDATION CONFIRMATION

The signatory, Dr. rer. nat. Udo Ammon, an EMAS environmental expert registered under the number DE-V-0007, accredited or approved for Class 14.14 (NACE Code Rev. 2) confirms that they conducted a review on the Mey GmbH & Co. KG site, as specified in the consolidated environmental declaration (registration number will only be assigned when initially registered in the EMAS Register), to check for compliance with all requirements set out in Regulation (EC) No 1221/2009 of the European Parliament and of the Council on 25 November 2009 and the amendments under VO 2017/1505 on 28 August 2017 and 2018/2026 on 19 December 2018 in relation the voluntary participation by organisations in a community eco-management and audit scheme (EMAS).

The signature on this declaration confirms that the following was true at the time of the initial re-validation on 13 December 2022.

- The review and validation were performed in full compliance with the requirements of Regulation (EC) No 1221/2009 of the European Parliament and the amendments under VO 2017/1505 and 2018/2026.
- The results of the review and validation confirm that there is no evidence to suggest that the applicable environmental regulations are not being complied with.
- The data and information in the consolidated environmental declaration for the site is a reliable, credible and true reflection of all activities undertaken at the site within the scope specified in the environmental declaration.

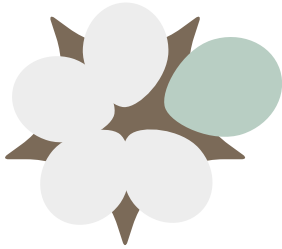
Furthermore, on 16 August 2024, it is confirmed that the data and information from the 2023 calendar year is reliable, credible and true as validated information (in accordance with Article 18 (2) (d) (iii) of Regulation (EC) No 1221/2009 of the European Parliament on environmental information to be validated).

Nuremberg, 16 August 2024



Dr. rer. nat. Udo Ammon
 Environmental Expert

ACTION AREAS



SECTION 2 PRODUCT RESPONSIBILITY





“The true quality of a product is determined by responsibility towards people and the planet as well as physical properties.”

39 / 87



JOHANNA SPECKER
SENIOR SPECIALIST
CORPORATE RESPONSIBILITY

PRODUCT RESPONSIBILITY

CERTIFICATION

The impact of globalisation is making supply chains within the global textile industry increasingly complex.

Meanwhile, transparency and validation through certification are becoming more and more important as ways of meeting social and environmental standards – and communicating that to customers. For us at mey, it is important that our customers can refer to our certifications to feel confident that the products they buy from us have been produced in a socially and environmentally responsible way.

This is why we have set ourselves the goal of incorporating external certifications into our sustainability strategy and maintaining as much transparency around our supply chain as possible.

FSC®



mey is the first company in Germany to put FSC®-certified clothing onto the market. This makes mey one of the first companies to hold this certificate for FSC®-certified clothing worldwide. All wood-based yarns used by mey have been FSC®-certified since February 2021.

This certification enables consumers to consciously select products from companies that act responsibly when it comes to forest resources.

The Forest Stewardship Council® (FSC®) is an international organisation that promotes environmentally compliant, socially acceptable and economically sensible management of forests in the world. Forests should be secured as ecosystems and, in turn, the long-term use of wood should be guaranteed.

The FSC® product certification makes sure that products with the FSC® label make a contribution to sustainable forestry. As of the autumn/winter 2021 collection, all mey products containing FSC®-certified materials have been identifiable through labelling on their tag or packaging.

Quote from Uwe Sayer (Director of FSC®): “We are delighted that mey has become the first German manufacturer to produce FSC®-certified clothing and we hope that other fashion brands will follow their lead.”

OEKO-TEX® STANDARD 100



Our products have had OEKO-TEX® STANDARD 100 certification since the beginning of 2020. This requires every element of our products (lace, fabrics, threads, hooks, eyelets, bands, ties and so on) to meet the OEKO-TEX® inspection criteria.

These criteria are the same all around the world, with updates being made at least once a year in response to new scientific research or changes to legislation. This certification confirms that our products do not contain any prohibited or restricted harmful substances or chemicals. The pH value is also tested to ensure it is suitable for the skin and checks verify that our products are colourfast.

The inspections are conducted and the certifications issued exclusively by neutral and independent testing institutes within the OEKO-TEX® community. This reassures customers that they are receiving an impeccable product. All of the materials used at mey have had OEKO-TEX® STANDARD 100 certification since January 2021.

41
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87

OEKO-TEX® STeP



OEKO-TEX® STeP is a production facility certification that ensures sustainable processes and socially responsible working conditions in production. mey decided to have all its own sites certified according to OEKO-TEX® STeP in 2021. The certification includes a comprehensive analysis of production facilities within six core modules (chemical management, environmental performance, environmental management, social responsibility, quality management and health and safety in the workplace) and is performed by completing a detailed questionnaire with a document verification system followed by an audit.

Once we had achieved certification for our own sites in 2021, we were able to encourage relevant partners to have their own production facilities certified too. This was an important step in securing the OEKO-TEX® MADE IN GREEN label for our products.

OEKO-TEX® MADE IN GREEN



OEKO-TEX® MADE IN GREEN is a traceable product label with high standards that proves that textile products have been made in environmentally friendly and socially responsible conditions. It also guarantees that products are free from harmful substances. To cover all these aspects under one product label, OEKO-TEX® MADE IN GREEN is based on the OEKO-TEX® STANDARD 100 product certification that involves products being tested for harmful substances and the OEKO-TEX® STeP production facility certification, which ensures sustainable processes and socially responsible working conditions in production. The combination of these two standards provides companies within the textile industry with a full framework to ensure fair and environmental standards along the entire value chain and minimise the use of harmful chemicals. Customers can use the unique product ID or QR code on the label to find out where their product and its key components were made (which countries and production facilities).

As our supply chains are becoming more and more complex, our stakeholders are increasing their demands for documentation and transparency. The OEKO-TEX® MADE IN GREEN label enables us to meet our customers' needs by maintaining transparency along the entire value chain. We also want to make the most of our increased documentation to make internal processes more efficient and ensure we are sufficiently prepared for future political frameworks. OEKO-TEX® MADE IN GREEN is viewed by consumers and independent NGOs (such as Greenpeace and the government information portal on sustainability labels) as a highly reputable label with stringent environmental and social standards.

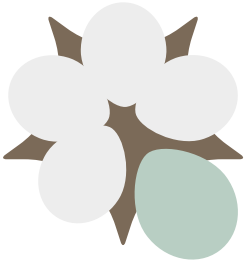
42
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87

GOTS



The label ensures compliance with social criteria and environmental requirements for textiles made from organic natural fibres and verifies that textiles have been produced sustainably. It covers organically and sustainably cultivated raw materials, environmentally and socially responsible production processes, and product labelling. GOTS is the world's leading standard for textile products made from at least 70% organically produced natural fibres. All three of our sites (in Germany, Portugal and Hungary) have been GOTS-certified since 2021.

ACTION AREAS



SECTION 3 SUPPLY CHAIN

43 / 87





“Integrating sustainability into our supply chain is more than just a goal for us – it is our responsibility as a way of securing long-term success and triggering positive change in the world.”

44 / 87



MIRIAM FRANK
SENIOR PRODUCTION-/
PRODUCT DEVELOPMENT MANAGER
FULL MERCHANDISE

SUPPLY CHAIN

ALL OUR SUPPLIERS

are on the same page as us when it comes to social, environmental and economic values. We base this on face-to-face contact in the form of site visits and written agreements, such as the mey Terms, the Code of Conduct and legal provisions. The mey Terms include technical specifications and quality guidelines in addition to our Code of Conduct, which stipulates safe working conditions and environmental responsibilities.

It is also important to us that data is communicated honestly and transparently in all our business relationships. Our partnerships are based on the legal foundations and standards set out by the International Labour Organization (ILO). We also require our suppliers to ensure that their subcontractors and any businesses upstream of them in the supply chain comply with the same standards for social engagement and corporate responsibility.

All of our suppliers, our cut make trim (CMT) partners and our full merchandise (FM) partners are bound by the mey Terms and agree to comply with our values and requirements. Over 85% of our Tier 1 suppliers are based in Europe.

The three mey sites are in Europe – in Germany (Albstadt), Portugal (Celorico da Beira) and Hungary (Veresegyház) – meaning they are subject to the strictest requirements when it comes to social and environmental standards.

CODE OF CONDUCT

In line with our commitment to socially and environmentally responsible production, we set out requirements and minimum standards in our Code of Conduct. This applies to production facilities we are working with directly and subcontractors. Together with our mey Terms, it forms the foundation of our partnerships.

Code of Conduct:

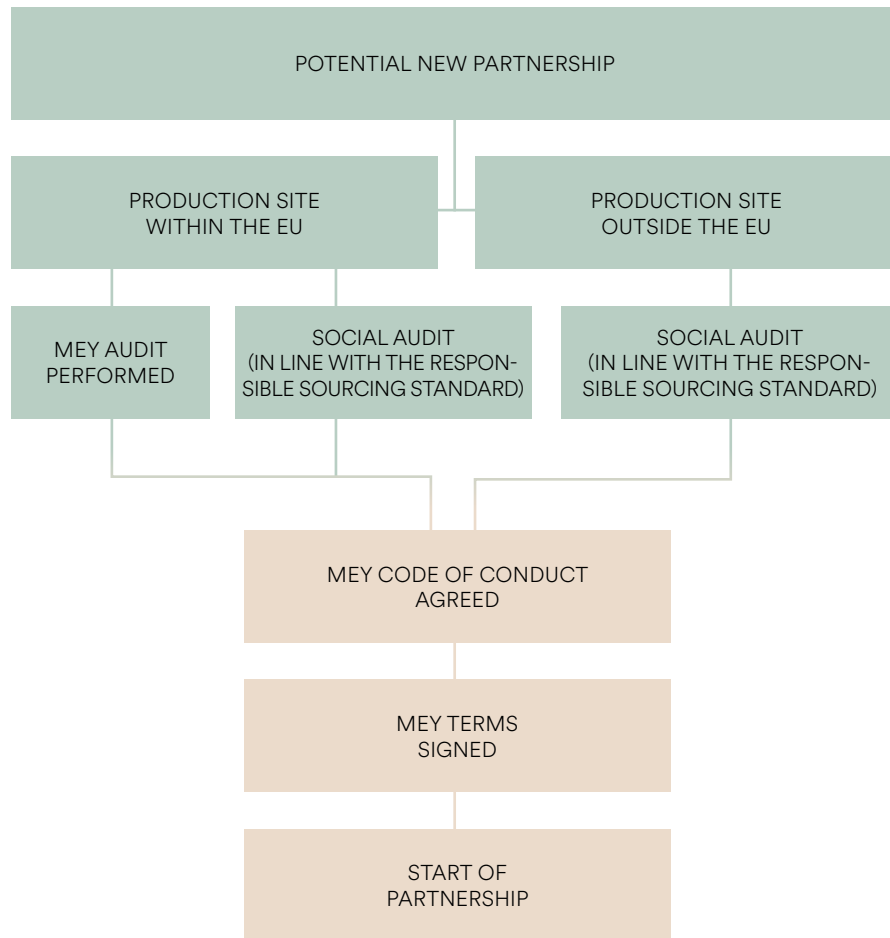
	COMPLIANCE WITH LEGISLATION		APPROPRIATE PAYMENT
	HUMAN RIGHTS AND WORKING CONDITIONS		HEALTH AND SAFETY IN THE WORKPLACE
	NO DISCRIMINATION IN THE WORKPLACE		NO CORRUPTION
	NO FORCED LABOUR		COMMUNICATION
	NO CHILD LABOUR		ENVIRONMENTAL PROTECTION
	FREEDOM OF ASSOCIATION AND RIGHT OF COLLECTIVE BARGAINING		SUBCONTRACTORS
	REASONABLE WORKING HOURS		

MEY RESPONSIBLE SOURCING STANDARD

We developed and implemented the Responsible Sourcing Standard in 2021 to ensure that our partners comply with our social standards. This lays down the basic requirements for new and existing partnerships in a multi-stage process.

We rely heavily on certification from external third parties. Beyond GOTS and OEKO-TEX® STeP, there are other social audits that we as a company recognise accept from partners we work with.

The certificates accepted by mey have been selected on the basis of careful analysis, bringing in external resources. This allows us to ensure compliance with environmental and social standards all the way along our supply chain.



MEY AUDIT

In addition to external audits, we visit our partners on site to verify social and environmental criteria in relation to OECD sector risks.

The mey audit is an internal process used by our travelling technicians to document the implementation of health and safety measures in the workplace, fair pay, environmentally responsible operations and other aspects.

By speaking to the management team and employees, we can be confident that the required standards are being met and offer relevant support where required. It is our aim, after all, to work with our partners to keep encouraging and optimising fair and safe working conditions in line with our high standards.

If needed, we can work with our partners to set out steps in a corrective action plan and make improvements where there is the potential to do so.

The mey audit also allows us to work with smaller European partners that cannot achieve external certification due to a lack of financial or staff resources.

In 2023, the year currently being reported on, 55% of our European assembly partners were subject to a mey audit. All other CMT and FM partners are audited by external third parties (e.g. GOTS, GRS, BSCI).

COMPLAINTS PROCEDURE

We work with carefully selected partners in addition to relying on our own production facilities at some stages of the supply chain. As a matter of priority, we work with facilities that follow our strict requirements and specifications for social and environmental standards. An important part of this is an effective complaints procedure.

We manage this for our own facilities and our partner facilities. We ensure that every facility has access to a complaints channel, such as a suggestion box, anonymous email addresses ([↗ via csr@mey.com](mailto:csr@mey.com)) and/or contacts with clearly defined responsibilities.

For a complaints procedure to be effective, people need to know about it and be able to access it with ease. We make sure this is the case by informing our employees through training sessions and internal communications platforms. At our own facilities and our partner facilities, we clearly display information in the relevant language.

By carefully selecting our partners and regularly visiting factories, we are proactive about trying to avoid any misunderstandings. If, despite our best efforts, we do receive a complaint, we believe it is our responsibility to work quickly with those affected and the facilities to clarify the situation and find a solution. In the event of a violation, we take corrective action.



TRANSPARENCY IN THE SUPPLY CHAIN

PRODUCTION STEPS AT MEY: FROM RAW MATERIAL PRODUCTION TO A PREMIUM UNDERWEAR PRODUCT

Within the textile industry, the production process is divided up into four tiers. The raw materials are grown or produced in Tier 4, before being spun into yarn in Tier 3. As the production process continues, fabrics are produced by knitting or weaving the yarn (Tier 2). At the textile finishing stage, the fabrics produced are dyed, printed and finished. Assembly is the final production step (Tier 1). This is when the fabric is cut and the individual components are brought together by sewing specialists to make the end product.

The textile value chain is long and complex. It requires many processing stages from extracting raw materials to finished high-quality underwear product. Creating transparency within our supply chain requires us to understand the make-up of the supply chain and the stakeholders involved. In other words, transparency within the supply chain is a fundamental aspect of due diligence because a business needs to be fully familiar with its supply chain if they are going to make it socially and environmentally responsible.

01 DESIGN



SEASON AFTER SEASON, THE MEY DESIGN TEAM SURPRISES AND DELIGHTS WITH ITS NEW CREATIONS, COLOURS AND PRODUCTS

New products and cuts are created, existing designs are refined and optimised, with charming little details being added. And we never lose sight of sustainability, quality or individuality along the way. The focus is always on high-quality fabrics offering ultimate comfort. We believe that our durable products contribute to a better future. More sustainability, less fast fashion.



02 RAW MATERIAL PRODUCTION



TRANSPARENCY THROUGH LONG-TERM PARTNERSHIPS AND REVIEWS OF ACTUAL LOCAL CONDITIONS

The clothing industry's production chain starts with the production of raw materials. Cotton is one of the most important raw materials in the textile value chain. We source our high-quality Peru Pima cotton yarn from a Peru-based supplier that we have been working with for over 40 years. Florian Mey visited Piura in Peru to see the cotton production process and working conditions first hand. He was able to confirm that the cotton there is grown completely by hand and in an environmentally friendly way without the use of defoliants. Our commitment to sustainability and transparency is more than just a written statement in our Code of Conduct – it is something we actively deliver throughout our supply chain.





03 SPINNING



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

Alongside our long-standing partnership with our cotton suppliers in Peru, we source yarns made in Germany from local spinning mill Otto. Distinguished by their fineness and special quality, they are at the heart of mey's premium underwear products. We develop and test countless new material and yarn combinations in order to manufacture the perfect fabrics for our products. Our fabrics are exceptionally durable, supple and soft, offering ultimate comfort. We produce our fabrics on 97 individually configured knitting machines at the company headquarters in Albstadt, Germany.

04 KNITTING

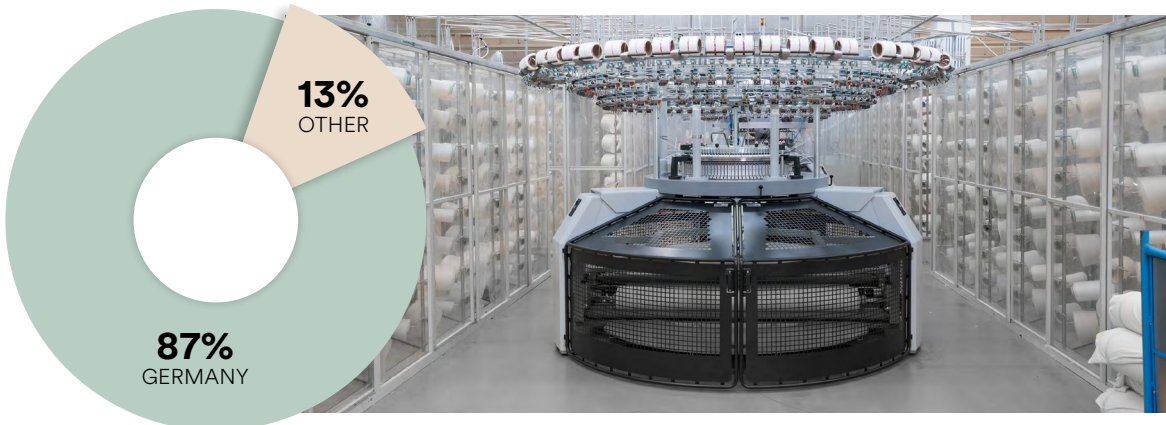


/ WITH OUR LARGE COLLECTION OF KNITTING MACHINES, WE PRODUCE 81% OF OUR FABRICS AT OUR HEADQUARTERS IN ALBSTADT (GERMANY)

Our machinery in Albstadt includes body-size machines, which can be used to make circular knitted tubes for cutting into tops and bottoms without side seams. There are also machines for producing piece goods, which are circular knitted too but then cut directly down one side and wound onto a roll to create a standard fabric panel. When using body-size machines, a separate machine has to be used for each product size. Since side seams are not necessary later, the round tube of fabric has to precisely match the size of the item of clothing being produced.

52 / 87

Fabric production:



05 TEXTILE FINISHING



/ TREATING FABRIC PANELS WITH HOT STEAM STOPS THE UNDERWEAR FROM SHRINKING LATER DOWN THE LINE

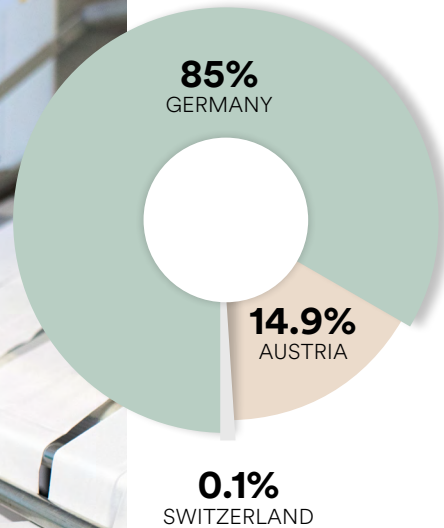
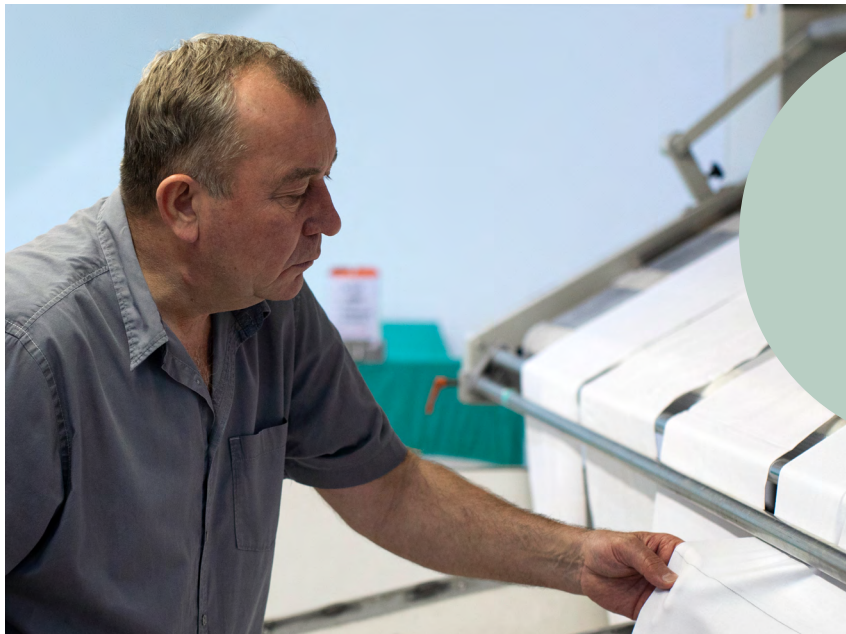
Our fabric finishing process with the nozzle shrinking unit and our calendering process ensure that our underwear items only shrink by up to 4% later down the line. We factor in this figure when cutting the design so that our products continue to fit as new even after being washed multiple times. The nozzle shrinking unit treats the fabric like a normal dryer – just on a larger scale. The fabric loses 10% of its shrink potential at this stage.

/ MEY UNDERWEAR IS DYED AND BLEACHED WITHOUT THE USE OF CHLORINE IN LINE WITH THE MOST STRINGENT REGULATIONS IN PLACE TO PROTECT PEOPLE AND THE PLANET

We work with local processing partners on this. Aware that our products come into direct contact with the skin, we adhere to the strictest standards and requirements for dyes and prints.

The OEKO-TEX® STANDARD 100 verifies that all our end and intermediary products are free from hazardous substances.

Textile finishing by country:



06 CUTTING



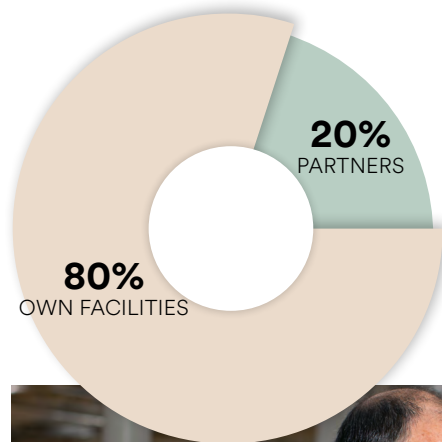
/ WE USE CAD CUTTERS AND PUNCHING MACHINES TO CUT OUR PRODUCTS

Our expert knowledge and the use of punching machines and state-of-the-art cutting machinery guarantee extremely high accuracy.

The punching machine is mainly used to cut shirts and briefs, which are produced as seamless knitted fabric. Cutting with the CAD cutter is fully automatic. No more than 25 layers of fabric are processed at once to ensure that the cut pieces are perfectly accurate.

It would technically be possible to cut many more layers at once with the cutter, but the cut pieces would end up being slightly different sizes. This is not in line with our quality standards.

Cutting by country:



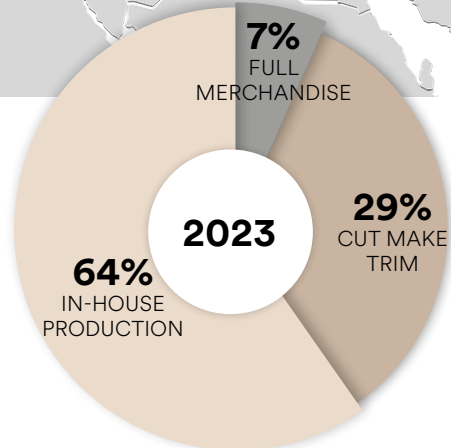
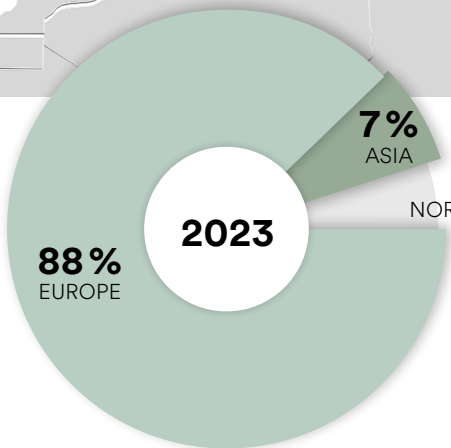
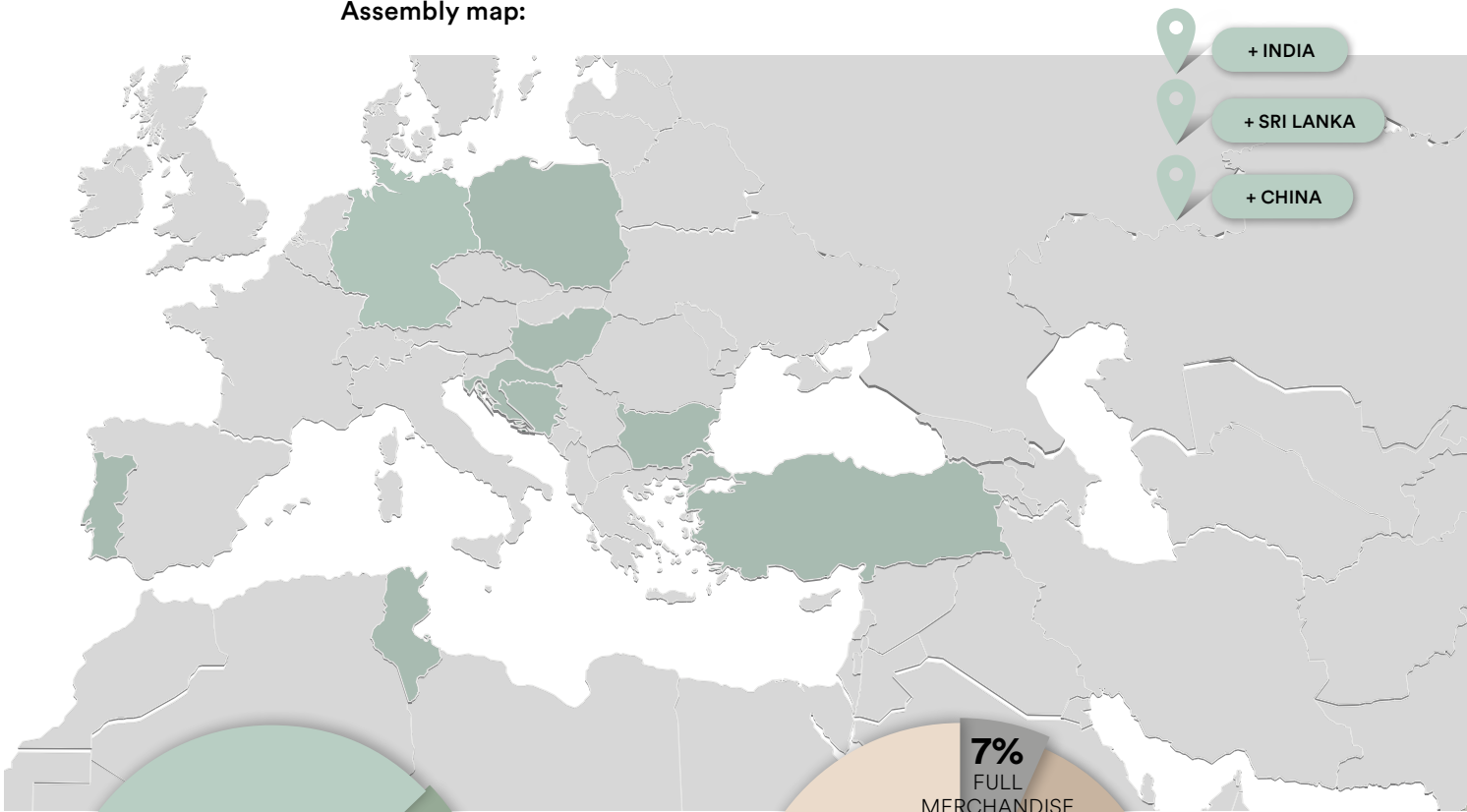
07 ASSEMBLY



/ SPECIAL TECHNIQUES AND ATTENTION TO DETAIL RESULT IN THE PERFECT FIT

We make sure that our seams have a high stitch density (up to 13 stitches per centimetre) to guarantee ultimate comfort. This allows us to deliver a high degree of elasticity for the seam, which feels good against the skin. In order to ensure high quality, we test the products after every manufacturing stage. This is the only way to ensure that the resulting product impresses across the board: with its first-rate material and precise processing.

Assembly map:



88 % Europe (Germany, Portugal, Poland, Hungary, Bosnia & Herzegovina, Bulgaria)
7 % Asia (Turkey, Sri Lanka, China, India)
5 % North Africa (Tunisia)

08
RETAIL

/ B2B & B2C

In our own stores, we make the most of the opportunity to present our products in line with our brand values. We reflect our commitment to quality in the materials, colours, fixtures and fittings we use, ensuring that customers feel right at home in mey stores.

We regularly invite store staff to our production site in Albstadt with a view to ensuring they are in a position to provide our customers with the support and advice they need at the point of sale. This gives them a look at the textile production process and provides them with background information about the collections, the brand and the core company values like product sustainability.

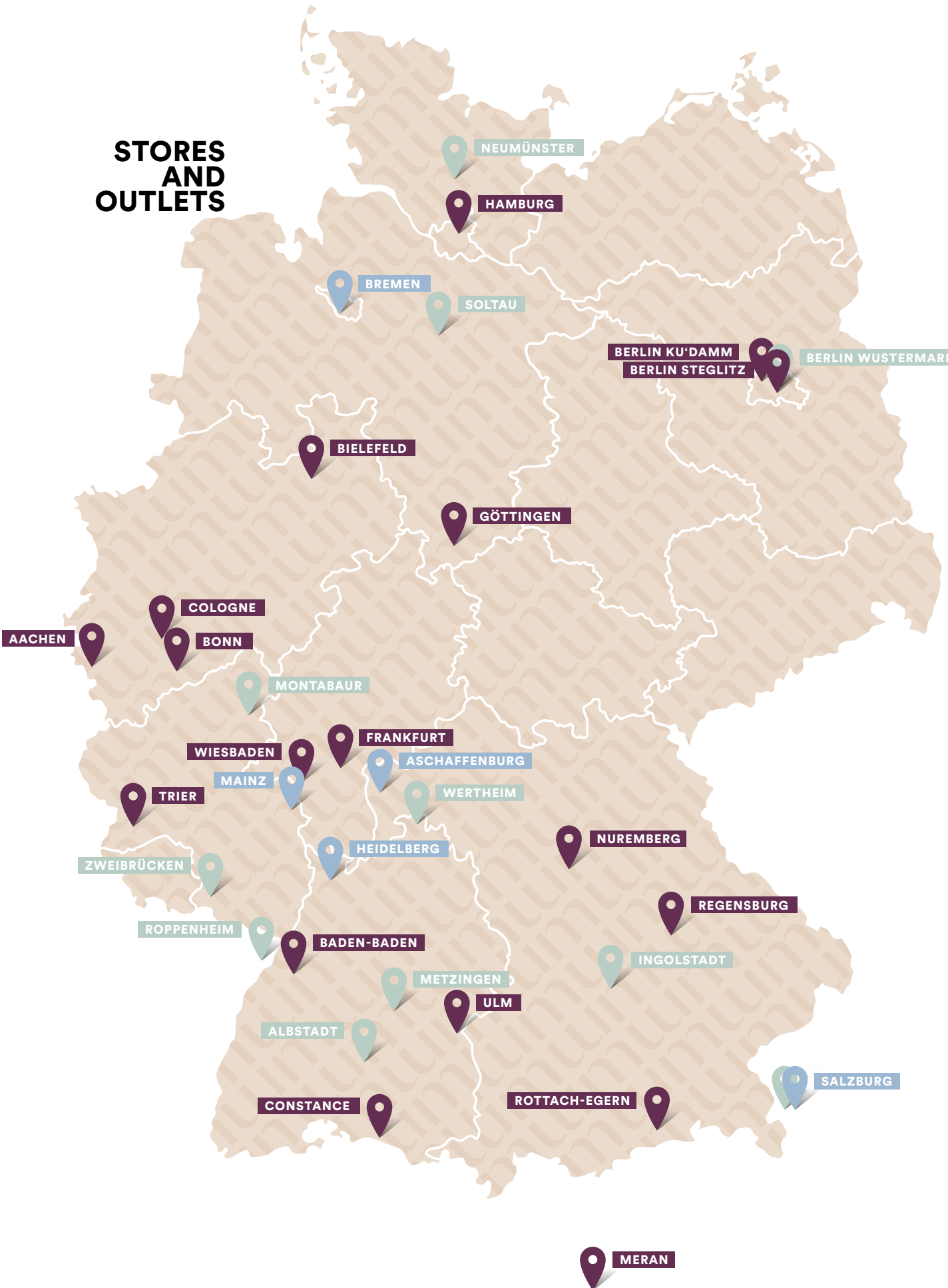
The full mey range for men and women is available for end customers to order on our website, which has been steadily evolving. Over the years, our own online shop has become a digital touch point for our brand and is now our most successful sales channel.

➔ Shop now: mey.com

mey makes use of various marketplaces alongside its own online shop, including the biggest platforms (like Amazon and Zalando). We also work with retailers of all sizes and department stores, such as Breuninger, Galeria Karstadt Kaufhof and De Bijenkorf.



STORES AND OUTLETS



57 / 87

MEY'S OWN FACILITIES (ABROAD)



/ MEY TEXTEIS SA.

Celorico da Beira, Portugal

Assembly production volume: 30.19%

Founded in: 1991

- Specialising in daywear for men and women
- GOTS since 2020
- OEKO-TEX® STeP since 2021

58
/
87



/ MEY HUNGARIA KFT.

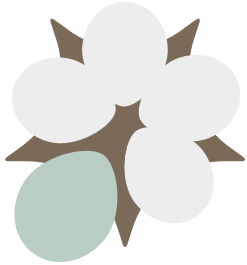
Veresegyház, Hungary

Assembly production volume: 9.33%

Founded in: 1992

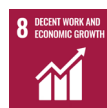
- Specialising in nightwear for men and women
- GOTS since 2021
- OEKO-TEX® STeP since 2021


ACTION AREAS



SECTION 4 EMPLOYEES

59 / 87





“Making an effort to support trainees and students on dual study courses is an investment in the future of our business, but it also represents a commitment to the sustainable development of our people, who live and share our values and visions.”

60 / 87

ALEXANDAR MARTINOVIC
HR OFFICER



EMPLOYEES

DIVERSITY OF EMPLOYEES

/ MEY EMPLOYS 1118 PEOPLE FROM 41 DIFFERENT COUNTRIES

mey supports diversity in the workplace, believing in the power of our differences to make us stronger together. Acceptance is our top priority – the only way to keep on improving is to pull together.

/ INTERCULTURALITY

mey is an international company since its three production sites are in three different countries – Germany, Hungary and Portugal. We are proud of the different nationalities and cultures represented within our workforce. People from 41 different countries work at mey and we celebrate the fact that every single employee is unique.

/ EQUAL OPPORTUNITIES

We employ more women than men, which just goes to show how seriously we take our commitment to equality. By offering flexible working models, we help all our employees to strike a healthy work-life balance.

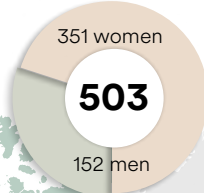
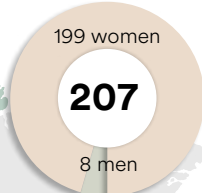
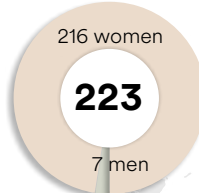
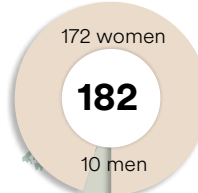
/ GENERATIONS

The knowledge of our more experienced employees is crucial to our company's success. We are also fully aware that our workforce is ageing. We encourage intergenerational exchange and believe we can always learn something from someone else.

/ PEOPLE WITH DISABILITIES

We are keen to do more work on inclusion and continue to break down stereotypes. One way we want to achieve this is by actively encouraging people with disabilities to apply to work with us.



Mey GmbH & Co. KG**Mey Texteis SA.****Mey Handels GmbH****Mey Hungaria Kft.****Mey Austria GmbH**

1118

NUMBER OF EMPLOYEES FROM EACH COUNTRY

Mey GmbH & Co. KG: Germany (409), Italy (10), Kazakhstan (10), Turkey (10), Russian Federation (10), Romania (9), Ukraine (5), Kosovo (5), Croatia (5), Bosnia and Herzegovina (5), Poland (3), China (2), Laos (2), Syria (2), Albania (1), Azerbaijan (1), Chile (1), France (1), Gambia (1), Georgia (1), India (1), Iraq (1), Cambodia (1), Morocco (1), Nicaragua (1), North Macedonia (1), Austria (1), Portugal (1), Serbia (1), Hungary (1)

Mey Texteis SA: Portugal (202), Brazil (4), Germany (1)

Mey Handels GmbH: Germany (223), France (8), Kazakhstan (7), Austria (7), Russian Federation (6), Poland (5), Italy (2), Croatia (2), Turkey (2), Greece (1), Iraq (1), Iran (1), Lebanon (1), Montenegro (1), Peru (1), Portugal (1), Romania (3), Serbia (1), Slovenia (1), Spain (1), Czech Republic (1), Vietnam (1), Belarus (1),

Mey Hungaria Kft. : Hungary (173), Romania (5), Ukraine (4)

Mey Austria GmbH: Austria (3)

THE MEY WAY



OUR FAMILY CULTURE

How do we work together?

We work consistently, openly and honestly to achieve the successful future of our company.



OUR VALUES

What is at the heart of everything we do?

We are innovative, demanding and responsible. Our customers are the focus of our approach and actions.



OUR STANCE

What makes us unique?

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



OUR VISION

Where do we want to go?

We are a coveted bodywear and lifestyle brand that stands for quality, commitment and customer focus.

HIT IDEA COMPETITION



mey launched the HIT idea competition in February 2020. The aim is to encourage our employees to put forward ideas for new products and/or suggest improvements for the business – and provide them with a platform to make it easy to do so.

Once an employee has submitted an idea, the internal HI team review it to see if it is appropriate and feasible. If so, they take it further and start to flesh it out. The ideas submitted could not be more different. They range from suggestions for corporate benefits to an idea for cutting down on the paper used for the Swabian Boomerang leaflet. The number of ideas being submitted increases each year. 38 ideas were entered into the HIT idea competition in 2023. Two of those ideas have been implemented and another four are still in progress.

mey is keen to give its employees the opportunities they need to be creative and inventive. The company wants everyone to be able to have some input of their own. Everyone that submits an idea is rewarded and entered into an annual draw.

We were really pleased to see that the idea competition was so popular again this year. We are already looking forward to all the creative ideas to come in the future because we know they will help us to keep making steady progress as a business.

WELCOME TO MEY DAY

In 2023, we implemented one of the ideas entered into our HIT idea competition in 2022 – our Welcome to meY Day.

Welcome to meY Day is now part of our onboarding process, offering our new team members a deeper insight into our business and familiarising them with our values, visions and objectives. After a quick welcome from the senior management team, the new recruits introduce themselves. And then it is over to the IT department, Works Council and CR department to run through the meY basics at the heart of the business. The day also includes a tour and lunch together as a group.

We invite all new employees to our Welcome to meY Day so that everyone has the chance to meet people in different departments. We run this onboarding day every two months or so.



KUNUNU TOP COMPANY

mey was counted as one of the best employers in Germany again in 2023, having been awarded a 'Top Company' seal by kununu. The top 5% of companies to work for in Germany are awarded this accolade based solely on their kununu ratings.



LUNCH & LEARN / MIX & MATCH

Our commitment to communicating openly and frequently – between teams and departments – and the respect and understanding we develop for one another as a result are the keys to our positive working relationships. mey is always looking for ways to keep the conversations flowing between employees.

The popular Lunch & Learn sessions give mey employees the opportunity to gain an insight into different departments, learn something new and build up their internal networks. Several times a year, different departments introduce themselves with a short presentation. This is followed up with a group lunch, when attendees can have a chat and get to know their colleagues working in different departments. Lunch & Learn is a format that employees really enjoy. The opportunity to communicate with employees outside of their department helps newer members of staff to learn more about mey and all the different aspects of the business.

In 2022, mey also introduced Mix & Match Wednesday. Every Wednesday, employees are encouraged to mix things up and spend their lunch break with colleagues from another department.

It is no secret that lunch breaks are an important part of the working day that stops workers from feeling tired and losing their concentration as the day goes on. If employees are looking to get a bit more out of their midday break – such as meeting interesting people, finding out more about the company they work for or developing professionally – they can make the most of this chance to meet with like-minded colleagues at lunchtime once a week. Encouraging employees to eat together sets the scene for networking and discussions but also helps them to form bonds and understand other people's points of view. There is no better way to bond with other people than over a tasty lunch.

TREASURE CHEST

Textile production generates lots of little offcuts that cannot be put to good use. Samples of fabric, lace and elastic also get to the point where they have done their job and are not needed anymore. Rather than just throwing away these high-quality materials, mey has introduced its Treasure Chest concept alongside other ongoing process optimisations.

The Treasure Chest is a central place where any of the departments can deposit any materials they no longer need – without having to worry about excessive paperwork. Employees are then welcome to take away anything they would like for free. mey employees can pop along any time and help themselves to treasures like fabric samples, old promotional items and thread, which they can use to create something new. This initiative allows us to rescue high-quality materials and put a smile on our colleagues' faces in the process. There is so much skill and creativity at the mey assembly facility that it makes sense to give these materials a new lease of life right here.

We added a book exchange to our Treasure Chest in 2023, making it the place to go for new reading material now too.

66
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87

SOMMER-FEST & AFTER-WORK-EVENTS

Here at mey, there are plenty of opportunities to spend time with colleagues on an informal basis outside of the working day.

The summer party on 29 June 2023 is one perfect example. The company's ongoing success was celebrated in style with a delicious summer buffet, a fashion show and music.

We also run regular after-work events, such as bowling and the mey Christmas market, to encourage enjoyable networking across departments.





MEY HEALTH

/ HEALTH MANAGEMENT AT MEY

We are already running a number of initiatives at our site in Albstadt in Germany to encourage employees to focus harder on their health, including their exercise and eating habits, from a long-term perspective.



Incentives like the mey fitness bonus are designed to motivate employees to get moving more. mey helps fund membership at a fitness studio certified to DIN EN 17229 with a monthly contribution of €10.

Our own swimming pool and sauna are ideal for taking a short break or relaxing after work. We also run regular aqua aerobics classes in the pool, where swimming lessons are provided by the German Life Saving Association too (available free of charge to children of mey employees). We have even been able to continue offering our children's swimming sessions during the energy crisis because we use waste heat to heat the water in our pool.

/ INITIATIVES IN 2023

Cycle to Work

The Cycle to Work campaign we ran in partnership with AOK started on 1 May 2023. The aim was to cover as many kilometres between us as possible. 29 of our colleagues got involved and worked hard to clock up the kilometres. They left their cars in the drive for 62 days and cycled 1462 km, representing a saving of 0.29 tonnes of CO₂. An initiative like this is a fantastic way for individuals to work on their fitness, improve their quality of life and do their bit to reduce the CO₂ emissions generated by the company.

meyBIKE – tour of three rivers and three valleys

13 keen cyclists set off on a meyBIKE expedition through one of the most beautiful parts of Baden-Württemberg in June.

Having covered an impressive 51 kilometres along three rivers and through three valleys with a difference in altitude of 650 metres, they ended the day with a well-deserved dinner. mey sponsored the coffee and cake break along the way to keep our cycling heroes fuelled up.

Charity fun runs

Keeping up with tradition, lots of mey colleagues took part in the AOK company fun run in Balingen again in 2023. The 5-kilometre run started at 19:00, taking runners on a route through the city centre and ending just in front of the church.



/ **COMPANY CANTEEN – LOCAL AND BALANCED**

A local company called Stollsteimer has been running our company canteen since 2022. It is important to us that we offer our employees a balanced diet and sustainable options. Most of the dishes are made from local, seasonal and healthy ingredients. All of the suppliers are based within 100 kilometres so that we can keep transport to a minimum and support local businesses.

Keen to keep our food waste to a minimum and avoid throwing anything away, we give away any leftovers to employees in the afternoon so they can take them home with them.

We introduced a new deposit system to encourage reuse at our company canteen in 2021 and we use proper mugs instead of disposable cups for the coffee machine. There are also multiple water stations that all our employees can use to fill up their reusable water bottles.

TRAINEES

At our headquarters, we offer a range of technical, commercial and textile training opportunities and various options for combining a work placement with studies. mey gives trainees a practical, exciting and varied introduction to the world of work.

/ TRIP TO A TEXTILE FINISHING COMPANY

Our apprentices and students visited Keller, a textile finishing company in Mössingen-Öschingen, in June. They were treated to a one-hour tour of the site and fascinating insights into the different stages of the process in the dyeing department, the dry-finishing department and the lab.

This behind-the-scenes look furthered everyone's understanding of the production chain. mey partners with Keller on the finishing and dyeing of its knitted textiles. This is the only stage of the production process in the entire value chain that mey outsources. The dyed textiles are sent back to us on pallets or in crates so we can continue to process them.

Keller GmbH is a modern and future-focused textile finishing company working on a contract basis. A family-run business in its third generation, it has 33 employees and 40 years of experience behind it. The business also has GOTS and OEKO-TEX® STEP certification and is on the same page as mey when it comes to sustainability-driven values.

70
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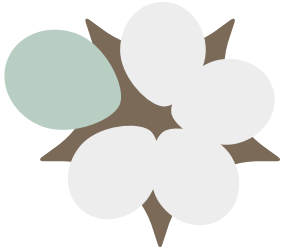
/ UPCYCLING PROJECT

We are involving our trainees in our sustainability concept and making sure they learn about the importance of using materials and raw materials responsibly within the textile industry.

For research purposes, two of our trainees repaired a sweatshirt that had been badly cut up. They fixed the sweatshirt so that it could be worn again but they also ended up upcycling it to create a one-off item of clothing. The budding textile experts and fashion sewing specialists were encouraged to give their creativity free rein.

Fun and exciting projects like this are an effective way for us to build sustainability directly into the trainees' learning and raise their awareness of resource-saving and responsible production. Giving trainees the chance to work independently also improves their ability to use their own initiative and promotes the creativity required to adopt an innovative mindset.

ACTION AREAS



SECTION 5 SOCIAL ENGAGEMENT





“Our commitment to social sustainability requires us to treat all stakeholders as partners with a view to creating a working environment founded on respect, fairness and equality and having a positive impact on our society.”

72 / 87



IRIS ERKNER
MARKETING
MEMBER OF THE WORKS COUNCIL

SOCIAL ENGAGEMENT

/ MEY SUPPORTED THE FOLLOWING ORGANISATIONS FINANCIALLY OR WITH IN-KIND DONATIONS IN 2023:

- Förderverein Sichelschule Balingen
- Frauenhaus ZAK e. V.
- Imkerverein Balingen-Geislingen-Rosenfeld e. V.
- Tinkerbelle GmbH
- TSV Lautlingen e. V.

Some of the projects are presented below.

GIVING BLOOD

/ GIVING BLOOD AT MEY

We ran our first on-site blood donation session on 26 October 2023. The German Red Cross (DRK) has since informed us that we managed to save 144 lives between us as a result. Many of our employees have also donated their time to the DRK to help even more people.

A successful initiative all round!



73
/
87

FASHION FOR FUTURE

/ MEY AT THE BALINGEN GARDEN SHOW

Sustainability, solidarity and local links were the threads running through the series of events that was organised by Xäls for the 2023 Balingen Garden Show and based around the 17 Sustainable Development Goals of the United Nations. mey partnered with the association for the 'Fashion for Future' event focused on Goal 9 – Industry, innovation and infrastructure, providing insights into the process of transforming fabric into lingerie locally so as to support sustainable development in line with the UN's Sustainable Development Goals.

CLOTHES DONATIONS

/ IN PARTNERSHIP WITH AKTION HOFFNUNG

Every year, we donate our third-choice products to a social project. As in 2022, in 2023 we have also partnered with Aktion Hoffnung to deliver our donated clothing to Lesbos and Ukraine.

Aktion Hoffnung has been working on our clothing donations with the HOPE Project and Caritas Sambir-Drohobych in western Ukraine. These partners arrange for the donated items of clothing to be received and distributed to the people who need them.

Although we cannot sell the products we donated due to visual blemishes or tiny holes, they can still be worn and enjoyed without any issues, which makes them perfect for donating. There is huge demand for underwear in particular, as it is rare for it to be collected and donated privately.

You can find out more about Aktion Hoffnung here:

BEST YOUTH WORK PROJECT

/ EVERY YEAR, MEY AWARDS A PRIZE FOR THE BEST YOUTH WORK PROJECT

For six years now, mey has been searching for the association with the best youth work project in the Zollernalb area through our sponsorship competition. This is a popular initiative known for appreciating the hard work and commitment demonstrated by volunteers locally.



An independent committee made up of mey employees selects the winners after reviewing their submissions. The prize fund consists of cheques for €3000 for first place, €2000 for second place and €1000 for third place.

Once again this year, the panel of judges picked a good mix of winners, who have been working on a multi-generational concept, nature, the environment and sport:

- First Place:
Tennis-Club Lautlingen e.V.
- Second Place:
Kreisjugendfeuerwehr Zollernalb
- Third Place:
Show & Tanz Dotternhausen e.V.

PRETTY STRONG WOMEN

/ COMPETITION FOR INTERNATIONAL WOMEN'S DAY

Here at mey, we see women as superheroes and help them to feel sexy and self-confident. Equality, diversity and emancipation are still important topics today.

On International Women's Day, under the motto 'Pretty strong women', we ran a competition supported by the finanz-heldinnen (finance heroes) initiative. The finanz-heldinnen are committed to enthusing women to take an interest in the important topic of finance and to accompany them on the route to a financial future. Prizes included the book *Finanzheldinnen: Der Finanzplan für Frauen* (Finance Heroes: the Financial Plan for Women), participation in a finanz-heldinnen after-work event, including travel and hotel accommodation for the winner and her best friend, and a gift from mey.





**MEY
CR TEAM****/ CORPORATE RESPONSIBILITY AND HIGH QUALITY**

Our Corporate Responsibility (CR) department has been an important part of our company ever since 2020. It is assigned as a unit to the production management division.

The CR department deals with all aspects of corporate responsibility and is responsible for ensuring compliance with social and environmental standards. Textile certifications, transparency in the supply chain and environmentally responsible operations all fall within their remit. Another important part of their work involves supporting social projects and communicating with relevant groups of stakeholders.

If our sustainability strategy is to be implemented and evolve successfully, all areas of the business need to work closely together and talk amongst themselves.

Internal and external communications are key to our sustainability management efforts too. We rely on them to raise awareness of social and environmental standards, identify areas where there is room for improvement and take the action required. This report looks back on the various corporate responsibility projects and milestones achieved over the past year.

APPENDIX



PUBLISHER

If you have any questions or suggestions relating to sustainability at mey, please do not hesitate to get in touch with us. You can contact us by email, over the phone or by post. We look forward to hearing from you!

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mey has been reporting on its sustainability activities in its annual sustainability report since the 2019 financial year in the name of transparency. This report covers activities, events, progress and figures from the 2023 financial year. Any subsequent changes that came to light before the editorial deadline on 15 July 2024 have been incorporated.

