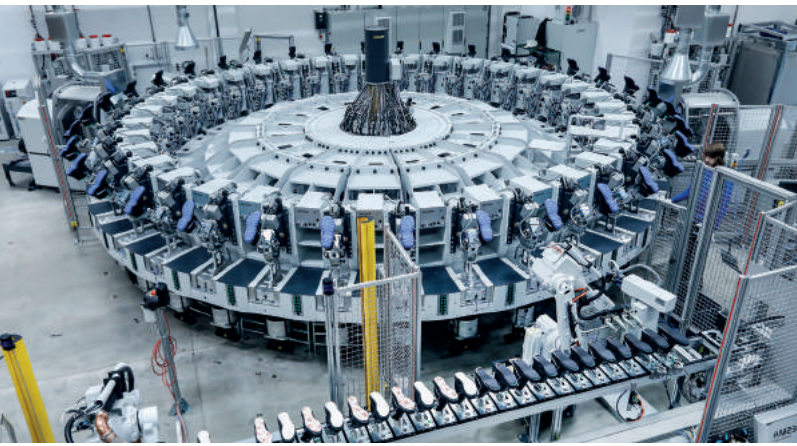




CSR Report 2020

ENVIRONMENT | PEOPLE | SAFETY



FOREWORD

Dear readers,

Our company has stood for quality, innovation and accountability for more than 110 years. These values are reflected in our products as well as in our commitment to achieving a sustainable future and in the way we treat our fellow people.

If we are to realise our potential, we must remain transparent, communicate our corporate goals openly and act responsibly as a team. These are fundamental requirements for a sustainable future. We must lay the foundation for the following generations today to ensure that they can use and develop our planet's many, limited resources.

This is what motivates the people behind the ATLAS® brand, every single day. And we will continue to stay on this track in order to realise our goals in the near term –

Let's take the next green step!



A handwritten signature in black ink, which appears to be 'H. Schabsky'.

Hendrik Schabsky
CEO

ONE GREEN STEP FURTHER



ATLAS®-FOOTPRINT



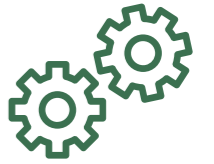
13.500

SHOE PRODUCTION PER DAY
DORTMUND LOCATION



1.580

ATLAS® EMPLOYEES
GERMANY AND BRAZIL



82

NEW JOINERS
2019



2.500

PACKAGES SHIPPED PER DAY
DORTMUND LOCATION



600.000 €

INVESTMENTS IN
ENVIRONMENTAL PROTECTION



26

ATLAS®
COUNTRIES OF DISTRIBUTION



190

TONNES OF LEATHER SCRAPS
RECYCLED PER YEAR
RECYCLING RATE OF 100%



250

TONNES OF TEXTILES
RECYCLED PER YEAR
RECYCLING RATE OF 100%



6

ELECTRIC VEHICLES

ON THE FAST TRACK IN DORTMUND

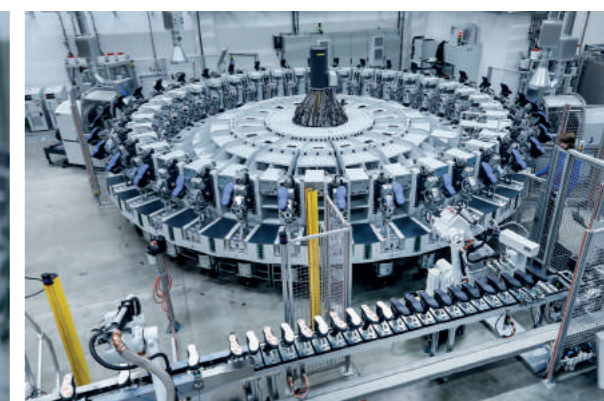
The ATLAS[®] shoe factory is among the leading manufacturers of safety shoes in Europe. 2.6 million pairs of shoes are manufactured per year at our state-of-the-art production location in Dortmund, all thanks to our dedicated team of more than 1,600 employees. These seasoned specialists and their extensive know-how are two decisive success factors and the foundation of our great manufacturing skill.

Each ATLAS[®] safety shoe is the product of quality work and is tailored to your exact needs. ATLAS[®] uses selected materials, precise workmanship and highest reliability to make products you will enjoy wearing, today and in the years to come.

100% RECYCLABLE

Think outside the box

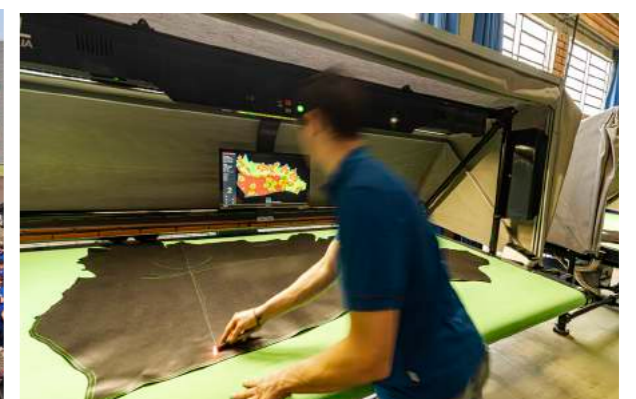
ATLAS[®] is always on the lookout for the best ways to prevent environmental pollution and to conserve and maintain nature and its resources, using state-of-the-art measures. To achieve its environmental targets, ATLAS[®] trusts in environmentally friendly and durable materials. Our shoe boxes, for example, are all made of 100% recycled paper.



A VERY SPECIAL CONNECTION

The leather parts of our safety shoes are manufactured in our plants in the south of Brazil. The ATLAS[®] production facilities are located in the state of Rio Grande do Sul, close to the border to Argentina – in the university city of Lajeado and in Bom Retiro, to be precise.

The core values of the ATLAS[®] brand have always been quality and innovative strength. Our products have to meet particularly high demands to ensure people in the working world enjoy the highest level of protection, whilst at the same time guaranteeing a high level of comfort when worn.



SINCE 2018

ENVIRONMENT MANAGEMENT SYSTEM

QUALITY MANAGEMENT

A quality management system was introduced for production as long ago as 1998. This central document management system forms the core element in quality assurance and control. ATLAS[®] has officially carried out ISO certification since 04.07.2018.

ENVIRONMENTAL CERTIFICATION

ISO 14001 was also successfully certified on 04.07.2018. Since 2001, ATLAS[®] has taken part in the ÖKOPROFIT project and has run an environmental management system in the framework of this project.

HEALTH MANAGEMENT

In addition, the company has developed a personnel management system. Under the title „Fit 4 Work“, individual training measures in the respective working fields take place. The project has already been honoured on several occasions as an example of best practice. In addition, we pass our standards on to our partners and take care that the idea of responsible sourcing flows into the decision-making process there as well. The company's high technical standard can also be seen in the fact that some tanneries are subjecting themselves to self-imposed certification.



DIN EN ISO 9001
DIN EN ISO 14001
REG.-NR. Q/U1 0118082

ATLAS[®] is a far-seeing and innovatively thinking company. The focus of its actions for the protection of the environment – following the idea of sustainability – is on continuous improvement of performance for the environment and an increase in environmental standards. Particular attention is paid to recycling, air quality, energy, water and e-mobility. All divisions of ATLAS[®] work together constantly and actively for the purposes of environmental protection. The introduction of innovative, environmentally friendly technical measures and environment-oriented organisational arrangements is promoted continuously.

ATLAS[®] is looking for the best ways to reduce environmental pollution and to protect and maintain nature and its resources. In the process, measures are applied that are in accordance with the economically acceptable state of the art.

To achieve its environmental goals, ATLAS[®] relies on an environmental and management system in accordance with ISO 140001 and on measures to increase energy efficiency.



ATLAS[®] IS A MEMBER OF THE LEATHER WORKING GROUP

ATLAS[®] supplements its cooperations portfolio in the area of raw material procurement with its membership of the Leather Working Group (LWG). It has been a member since the beginning of 2016 and its membership puts the seal on the processing of environmentally friendly leather hides in ATLAS[®] production plants.

Since its foundation in 2005, very different brands, manufacturers and leather producers have joined forces in this working group in order to ensure concrete guidelines for environmentally-friendly production and processing of leather.

ATLAS[®] obtains its leather from tanneries that have successfully concluded an LWG audit and therefore comply with the guidelines that are stipulated in the audit record. LWG certification enables transparent and permanent reviews of the environmental performance of leather suppliers and thus contributes actively to safeguarding the environment.

SINCE 2016

Andreas Prentki, Managing Director of ATLAS[®]-Brasil, claims: "Protection of the environment is of great importance to ATLAS[®], and we are all the more pleased to be a part of this partnership." This means that along with the functional linings, which have conformed for some time to the Oeko-Tex Standard 100, the origin and the processing of the leather materials are also tested and assessed by an independent committee. ATLAS[®] processes exclusively bovine hides from South America, which have to conform to the highest quality standards. The quality of the leather goods is monitored daily by means of a permanent quality assurance system that starts already in the suppliers' operations.



ATLAS[®] is also a member of cads – a cooperation for assuring defined standards for shoe and leather goods. cads aims to secure the quality of shoe and leather goods and to distinguish these shoe and leather goods with a quality label.



SUSTAINABLE CONSTRUCTION

We are expanding the ATLAS® logistics centre. Until the end of 2020, we will be developing our NEW ATLAS® BUILDING 4.0 to house final assembly and logistics, spread out across 3,500 m². The building will be located between the shaft warehouse, which we opened in 2018, and the PU production halls.

It will be the new site for the around 60 employees who are responsible for final assembly. We are also building carbon-neutral social rooms and further offices for our back office employees. Modern heating systems that do without fossil fuels will provide climate-neutral heating, every day.



WASTE MANAGEMENT

Our waste disposal companies are all certified and meet the official requirements, which have become significantly tighter in the past years. These requirements include tracing waste to its originator and the originator's corresponding counter-liability in the event of breaches of the waste disposal act. Waste and recyclable materials that arise in the individual departments are collected in various waste separation systems at the very places they occur. They are then passed on to certified specialised companies in the immediate vicinity, where they are treated according to each material's specific requirements and are then recycled.



RECYCLING LEATHER

At our production location in Brazil, we recycle every scrap of leather. In 2019, we recycled a total of 190 tonnes of leather scraps and processed them to fertiliser. This is done by using a steam process to free the leather scraps from tanning agents and dyes. The scraps can then be used as a base for fertilisers.

180 TONNES PER YEAR – A RECYCLING RATE OF 100%

RECYCLING TEXTILES

In textile processing, leftover scraps of edge material and lining are processed along with other leftover textile scraps in a co-processing procedure to create fuel for the cement industry.

240 TONNES PER YEAR – A RECYCLING RATE OF 100%





BEST PRACTICE – SUSTAINABLE PRODUCTION

In the production of ATLAS® polyurethane outsoles, the sole moulds are preheated prior to the injection process. In the shoe industry, this is conventionally done by means of a thermal oil that flows through an electric continuous flow heater before being poured into the mould. In cooperation with a German solar technology manufacturer, ATLAS® has developed an individual and unique solution that considerably reduces electricity consumption and sustainably protects the environment. For this, ATLAS® has installed solar panels on a total of 300 m² on the roof of our production facilities. A carrier medium flows through these panels, merely requiring low levels of solar radiation to heat it to up to 100°C. The carrier medium is then led into a heat accumulator, which is in turn connected to our production machines and now directly heats the thermal oil heat exchanger in the machine. The machines can thus be heated to the required flow temperature of 60°C, 24 hours a day – something the heat accumulator also contributes to. As a result, we can replace 100% of our electric power with solar power on 70% of our annual working days.



WATER MANAGEMENT

Rainwater usage

We store rain water from the roofs in rainwater tanks at both the Dortmund and Brazilian locations and then use this water to supply our sanitary facilities, for example in our toilet flushing systems. This saves thousands of litres of water a year.

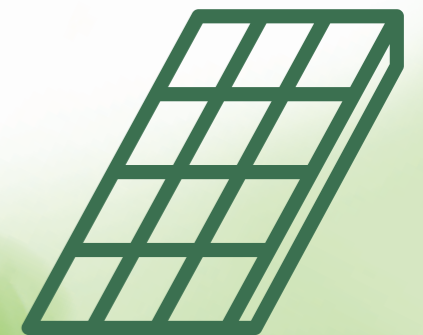
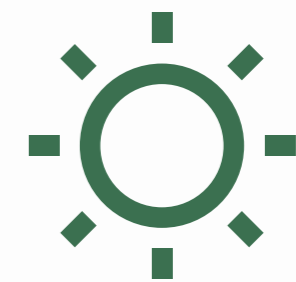
Sewage

At our location in Brazil, we have our own organic sewage system, which uses a natural micro-organic method to clean and treat sewage before returning it to the communal sewage system.



E-MOBILITY

When it comes to our vehicle fleet, ATLAS® believes in energy sources in line with environmental protection targets and sustainability. We currently operate four electric cars, the fleet is to double by the end of 2020. At the moment, visitors and employees at our Dortmund location can access one charging station, this is to be expanded by 2021.



BEST PRACTICE BRAZIL

OUR NURSERY

Employees in Bom Retiro particularly benefit from our offer of a free nursery at which children are cared for all day, including meals. This is a particular highlight, as this in-house care offer gives families the opportunity to even spend time together during working hours, for example during breaks. This in turn helps reconcile work and family life.



OUR CANTEN

Our in-house canteen offers our employees in Brazil a wide range of starters, main courses and desserts. Eating lunch together plays an important role for our employees and provides great opportunities to exchange information and have a chat.



GINCANA

ROCK IN BOM RETIRO was the motto of last year's integration competition, which took place in Bom Retiro on 30 March 2019. This competition was both the highlight of and the most important event during the Health Week for the Prevention of Accidents at Work and Occupational Disease. More than 1,200 employees turned this event into a ROCK festival. Managing Director Andreas Prentki was delighted to present the local children's relief organisation with a cheque for 30,000 euros. "We are very pleased with this contribution to solidarity and greatly appreciate the essential services the organisation provides to the children and the entire community here in Bom Retiro," said Andreas Prentki.



BEST PRACTICE DORTMUND

OUR ENERGY BAR

ATLAS® employees in Dortmund are delighted with their new Energy Bar. Every morning, the bar provides everything your heart desires for a balanced breakfast: fresh fruit, muesli, cold drinks, tea and coffee. Our energy bar puts our employees' health first.



OUR GYM

At ATLAS®, we keep our employees fit. The URBAN SPORTS CLUB membership card offers access to a multitude of activities. Whether our employees prefer to use the gym, join running groups, swim a couple of laps in the indoor swimming pool or enjoy a round of football on the in-door soccer field, the offer is almost limitless.



Thanks to support by ATLAS®, employees pay a mere €9,99 per month.

ATLAS® HEALTH DAYS

Under the heading A Healthy Enterprise, ATLAS® offers annual health days for employees on our premises. Screenings, talks and practical sessions like our "BACK CHECK-UPS" provide a wealth of useful information and helpful tips on health in the working world.



TARGETS 2020



TARGET	TARGET VALUE	MEASURES	DATE
Continue to reduce electricity consumption	30%	Reduce base load, acquire even more efficient equipment	End of 2022
Update the vehicle fleet to electric vehicles	Convert 50% of the fleet to hybrid or fully-electric vehicles	Create acceptance and promote readiness among employees	2023
Recycle worn safety shoes	none	Development & implementation	2022
Use green electricity	Generate 70% of our own needs ourselves	Put our own photovoltaics plant into operation	End of 2022
Integration of long-term unemployed workers	Integrate 3 employees per year	Hiring, integration	ongoing
Train skilled workers	Successfully place 4 trainees per year	Recruit and motivate young talent	ongoing
Promote health among employees	Reduce sick days and further increase motivation	Expand our Fit-4-Work concept	ongoing

A woman in a blue t-shirt is working on a shoe in a factory setting. She is standing at a workbench, and there are other workers in the background. The factory has large windows and industrial equipment.

HEALTH AT
WORK
EXPERIENCE
SUSTAINABILITY

CODE OF CONDUCT

At ATLAS[®], we have a social responsibility for people and the environment. We undertake to manage our company in a fair and socially responsible manner by complying with all requirements of the international standard for social accountability (The SA8000 Standard), which is based on internationally recognised standards, including International Labour Organisation (ILO) conventions, the Universal Declaration of Human Rights and the UN Convention on Human Rights. We view the following social accountability requirements as specified by the SA8000 Standard as binding.



1. Prohibition of Child Labour and Protection of Young Employees

We expect our business partners to commit to the effective abolition of child labour in accordance with ILO Convention No. 182. The respective, legal minimum age for admission to employment, which must not be under the age at which compulsory education ends and must not be under 15, according to ILO Convention No. 138 and Recommendation 146 and the United Nations Convention on the Rights of the Child, must be observed. Appropriate mechanisms for determining ages, implemented as part of our hiring process, prevent child labour. Youths aged 16 and over will only be employed if the conditions of the work they perform are not likely to jeopardise their health, safety and morals and if said youths have received appropriate, relevant instructions or vocational training in the respective economic branch. Employees under 18 years of age are excluded from working at night if this does not disrupt training requirements.

2. Prohibition of Forced and Compulsory Labour

ATLAS® does not accept economic activities based on forced or compulsory labour, debt bondage or serfdom. This includes any kind of work or service demanded from a person under threat of punishment and for which said person has not volunteered their time and energy (compliance with ILO Convention No. 29 and ILO Convention No. 105 and the Universal Declaration of Human Rights). At any time, employees may exercise their right to terminate employment and leave the company. Neither we nor third parties that supply us with labour are allowed to demand fees for employment or to retain identity documents or money as a means of exerting pressure.

3. Health and Safety

Applicable legal regulations on occupational health and safety as well as on building security and fire protection must be complied with to minimise the risk of accidents and occupational disease. Wherever necessary and appropriate, employees are provided suitable personal protective equipment. In acute hazardous situations, employees have the right and the duty to leave their work stations immediately and without explicit permission. People with special needs, such as young employees, young mothers and pregnant women as well as people with disabilities, receive particular protection. Our principles include ILO Convention No. 155 and Recommendation No. 164 (Occupational Safety and Health), ILO Convention No. 159 (Vocational Rehabilitation and Employment (Disabled Persons)) and ILO Convention 183 (Maternity Protection).

4. Freedom of Association and Right to Collective Bargaining

All ATLAS® business partners have the rights of association, to open communication, direct engagement as well as humane and just treatment in accordance with ILO Convention No. 87 (Freedom of Association), ILO Convention No. 98 (Right to Organise and Collective Bargaining) and ILO Convention No. 135 (Worker's Representatives).

5. Prohibition of Discrimination in Employment and Occupation

ATLAS® and its business partners refrain from any kind of discrimination, exclusion or preference regarding occupation (including hiring, wages, ancillary pay, promotions, disciplinary measures, termination or retirement) that is based on gender, race, religion, age, disabilities, sexual orientation, national, social or ethnic origin and which results in the abolition or restriction of equal circumstances or treatment. Our business partners respect ILO Convention No. 100 (Equal Remuneration) and 111 (Discrimination (Employment and Occupation)), the UN Convention on the Elimination of All Forms of Discrimination Against Women and the UN Convention on the Elimination of All Forms of Racial Discrimination.

6. Disciplinary Practices

Employees are to be treated with dignity and respect. Guidance is provided by the UN Guiding Principles on Economic Reforms and Human Rights, the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights. Any kind of inhumane treatment, abuse, harassment and intimidation as well as illegal punishment of employees is prohibited and will not be tolerated. Potential disciplinary measures are recorded in writing and in a form that employees can easily understand.

7. Working Hours

Our business partners comply with the respective national legislations, current collective and works agreements and prevalent industry standards on the regulation of regular working hours, break times, days off and overtime. They likewise protect the right of their employees to terminate their employment, subject to the respective, relevant period of notice. Our actions are guided by agreements including ILO Convention No. 102 (Social Security (Minimum Standards)) and ILO Convention No. 1 (Hours of Work (Industry)) and Recommendation No. 116 (Reduction of Hours of Work).

8. Remuneration

All ATLAS® business partners must comply with the respective legal regulations and/or applicable collective and works agreements for a living wage and ancillary pay and ILO Convention No. 131 (Minimum Wage Fixing). Minimum wages will not fall below legal minimum wages. Wages will not be retained and will be paid regularly and in a manner suited to the employees. Wage deductions are only permissible within the frameworks of legal regulations and collective agreements and must be indicated as such. Employees are regularly informed on the composition of their pay. Employees are provided with comprehensible information on key work requirements, including working hours, remuneration as well as the terms of payment and accounting. Salaries and ancillary pay must always suffice to meet basic needs. Under no circumstances are wage deductions permissible disciplinary practices.

9. Management system

All ATLAS® business partners must introduce or establish a management system that supports the content of this Code of Conduct. This system must be reviewed annually and drives continuous improvement. This management system supports our business partners in meeting the aforementioned requirements. Management systems must be designed to ensure a) compliance with applicable laws, regulations and customer requirements regarding the business partners' operations and products; b) compliance with this Code of Conduct; and c) that operational risks in the areas covered by these requirements are identified and minimised.

10. Overarching Principles

10.1 Environment

As our integrated management system also includes certification in accordance with ISO 14001, each of our business partners must also have established an environmental management system in accordance with ISO 14001 or a corresponding standard. The environmental management system must be implemented and must work. We urgently recommend external registrations, however, this is not mandatory.

10.2 Ethics

We are committed to combating corruption and conduct our business without engaging in corrupt practices, including bribing public or private functionaries or offering said persons kickback. When keeping our corporate documentation, we ensure integrity, transparency and accuracy.

Our principles for customer and supplier relations prohibit our employees from accepting money from suppliers and severely restrict the acceptance of promotional items, personal gifts and entertainment offers.

We undertake to properly handle competitor data, protected company information and other intellectual property. We act with integrity and in a lawful manner and comply with legal regulations on fair competition, professional and honest marketing as well as antitrust laws.

10.3 Communication and Implementation

Our business partners are responsible for communicating the content of the Code of Conduct to employees, contractual partners and third parties, if necessary. Contractual partners must be able to track and generally guarantee compliance with the Code of Conduct. However, sharing company and business secrets or information on competitive factors or information that is otherwise protected is excluded from this for legal reasons.

Business partners will observe this Code of Conduct in their own actions and will encourage their own business partners to apply the Code of Conduct correspondingly. Business partners support their own partners in shaping their supply chains in a manner that observes human and employee rights and ensures working conditions are continuously improved.

Any significant breach of the aforementioned obligations will be viewed as a breach of contract by the respective business partner. If possible, we provide business partners the opportunity to perform corresponding corrective measures.



Hendrik Schabsky
CEO





ATLAS® - the shoe company

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