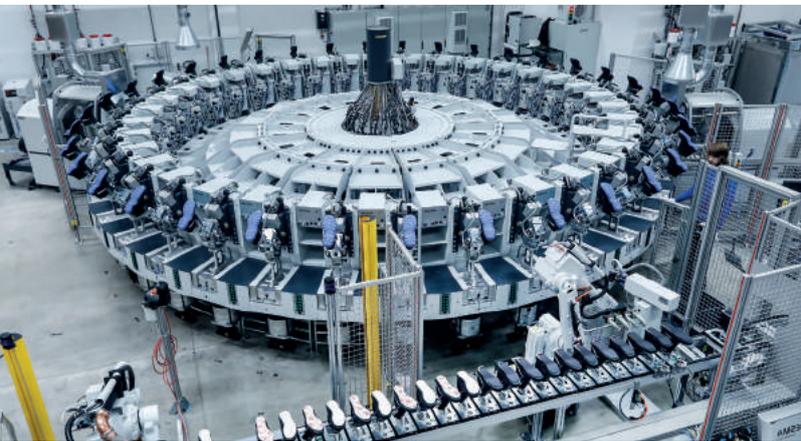


CSR Report 2021

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 read 'H. Schabsky'. The signature is fluid and cursive.

Hendrik Schabsky
CEO

ONE GREEN STEP FURTHER



12.000

SHOE PRODUCTION PER DAY
DORTMUND LOCATION



1.450

ATLAS® EMPLOYEES
GERMANY AND BRAZIL



82

NEW JOINERS
2020



2.500

PACKAGES SHIPPED PER DAY
DORTMUND LOCATION



600.000 €

INVESTMENTS IN
ENVIRONMENTAL PROTECTION



26

ATLAS®
COUNTRIES OF DISTRIBUTION



140

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



110

TONNES OF TEXTILES
RECYCLED PER YEAR
RECYCLING RATE OF 100%



6

ELECTRIC VEHICLES

ON THE FAST TRACK IN DORTMUND

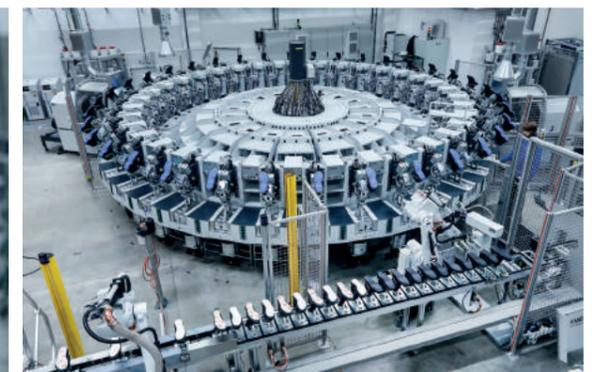
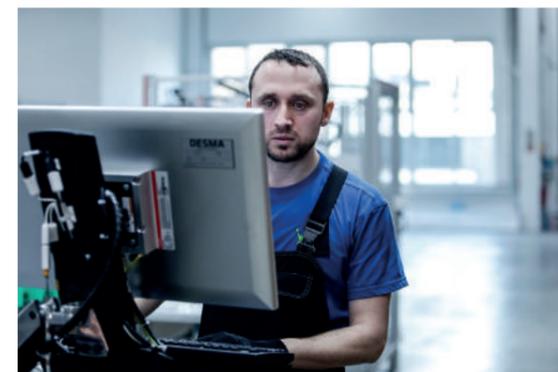
The ATLAS[®] shoe factory is among the leading manufacturers of safety shoes in Europe. 2.6 million pairs of shoes are manufactured per year at our state-of-the-art production location in Dortmund, all thanks to our dedicated team of more than 1,450 employees. These seasoned specialists and their extensive 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

The new ATLAS® BUILDING 4.0 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 50 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.

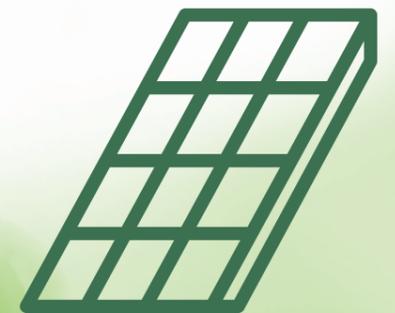
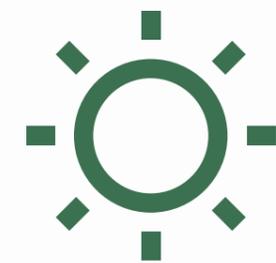
Sewage

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 CANTEEN

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 2021



ATLAS®-FOOTPRINT

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