



SUSTAINABLE SINCE THE BEGINNING

Our company is driven by the belief that upholding the highest standards of ethics and responsibility is not optional - it is the only way to succeed in today's business world. Our deep commitment to ethical operations and legal compliance shapes every interaction with our employees, stakeholders and customers. We have been building our operations around decency, integrity and respect since we were founded in 1992.

When the 2004 UN global compact was launched, with its 10 guiding principles relating to human rights, labour, the environment, and anti-corruption, all of which aligned with our core principles, we began filing a yearly progress update. This now forms the framework within which we operate, and its elements can be grouped under three main headings:

ENVIRONMENTAL

Our environmental stewardship includes minimising our own businesses impacts on the planet, as well as providing smart solutions that underscore the importance to our customers, stakeholders, and end users. As an example of our environmental credentials, we have been independently assessed and attained ISO14001 certification, the global environmental management standard.

SOCIAL

By applying the expertise of our workforce and leveraging our research, philanthropic capital, technology, data insights and partnerships, we are developing commercially sustainable social impact at scale.

We are ISO 45000 accredited, meaning that we meet the international standard for occupational health and safety management systems, and we have had social responsibility independently assessed by SGS according to ISO26000.

The ISO 26000 standard was developed using a multi-stakeholder approach involving experts from more than 90 countries and 40 international organisations involved in different aspects of social responsibility. These experts were from six different stakeholder groups: consumers; government; industry; labour; non-governmental organisations and those involved in service, support, research, academia's, and others. The ISO26000 is one of the leading global standards in social responsibility.

GOVERNANCE

Ethical and responsible operations are embedded in our core values and daily work. Through collaboration with industry experts, sustainability audits/assessments and robust risk management guide us in managing the highest business standards. ATG® is an SEDEX member and has been independently assessed and found to comply with the SMETA Ethical Trade Audit.



HOW WE LOOK AT THE ENVIRONMENT

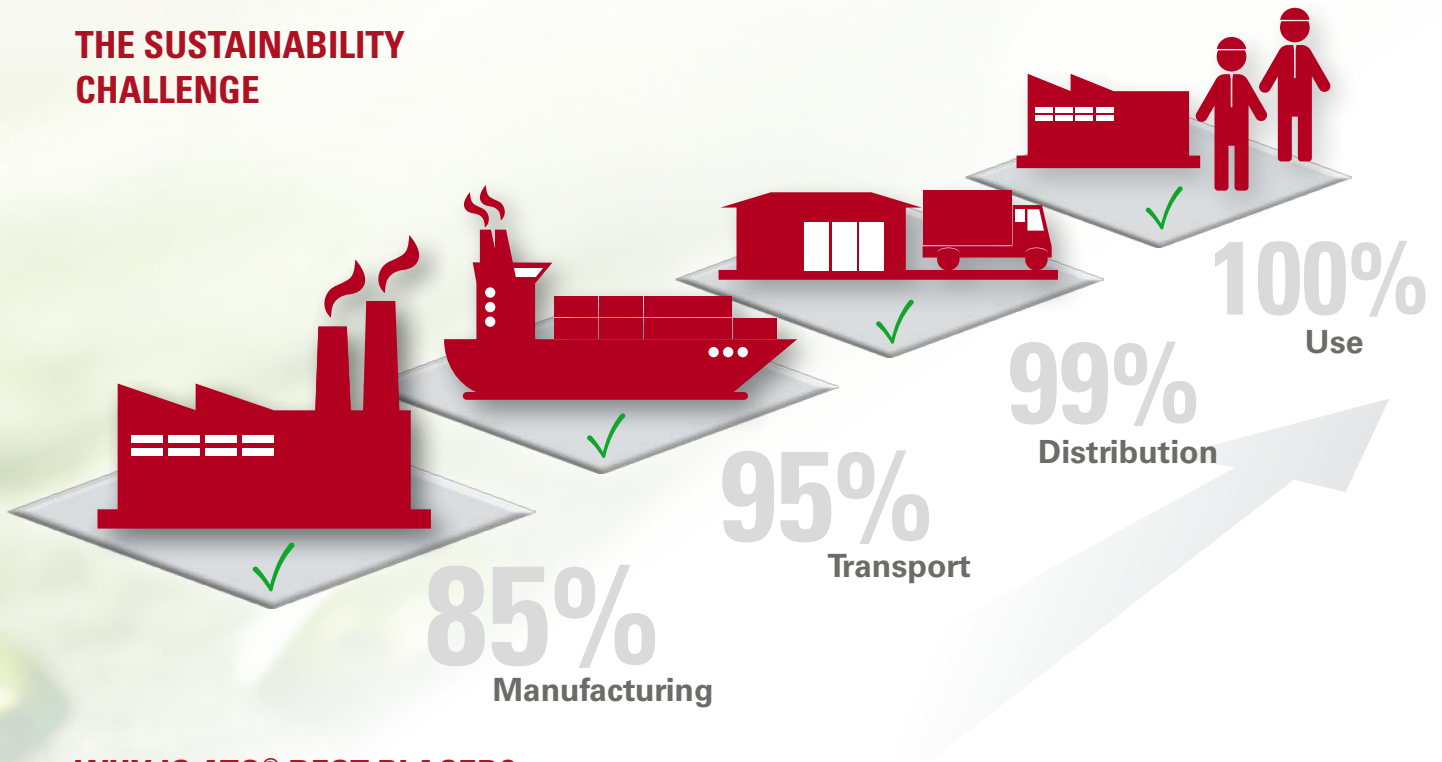
Sustainability has become a very hot topic in recent years, with many within the industry working to offer solutions. **We at ATG® see sustainability as a complex problem that has many intertwined pieces but is fundamentally about greenhouse gases and how they're managed.**

In an industry driven by outsourcing, ATG® as a traditional manufacturer, that guarantees nothing is outsourced, is best placed to provide fully integrated sustainable solutions.

We see the thousands of intertwined pieces under 4 main elements, as illustrated below



THE SUSTAINABILITY CHALLENGE



WHY IS ATG® BEST PLACED?

As most of the industry outsources their glove production, fully or partially, they reveal that they cannot control the largest part of the puzzle- the manufacturing process- which accounts for 85% of the sustainability challenge. Our focus is on the things we can fully control- the manufacturing process.

OUR ACCREDITATIONS



Quality Assurance



Environmental Management



Social Responsibility



Occupational Health + Safety



Sedex Members Ethical Trade Audit

OUR ACCREDITATIONS

We have 4 main accreditations, relating to sustainability, covering the area of ethical trade, the environment, social responsibility, and occupational health and safety.

Ethical Trade: SMETA

The Sedex Members Ethical Trade Audit, SMETA, is the most widely used social audit in the world. SMETA is Sedex's social auditing methodology, enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain. It consists of 4 key pillars – Labour Standards, Health & Safety, Environment and Business Ethics. All four pillars take into account legal requirements, international standards and good practice. We are a SEDEX member and have been independently assessed by SGS, and successfully completed, the SMETA Ethical Trade Audit.



The Environment: ISO 14001

ISO 14001 is an internationally agreed standard that sets out the requirements for an environmental management system with the goal to improve our environmental performance through more efficient use of resources and reduction of waste. Our Environmental Management System is based in six core elements as follows: 1) Environmental policy, 2) Planning, 3) Implementation, 4) Study & correct, 5) Management review, 6) Continuous improvement. ATG has been independently assessed by SGS and complies with ISO14001.

Social Responsibility: ISO26000

Further to our ISO14001 accreditation and practices we have adopted and are continually assessed by an independent third party using the ISO26000 Corporate Social Responsibility framework. Why ISO26000? Because it's an internationally renowned standard that was launched in 2010 following five years of negotiations with numerous global stakeholders. Representatives from governments, NGOs, industry, consumer groups and labour organisations around the world were involved in its development, which means it represents an international consensus.

The seven core subjects covered by ISO26000 are listed below:

- **Organisational governance**
- **Human rights**
- **Labour Practices**
- **The environment**
- **Fair operation practices**
- **Consumer issues**
- **Community involvement and development**

ATG® has always been strongly committed to the well-being of its workforce and recognises its responsibility towards greater corporate accountability.

Although a lot has already been achieved, ATG® strives to continually improve its already high working and safety standards.

Safety Standards: ISO45001

As a manufacturer of professional work gloves, safety is in our DNA which is why we are ISO45001 accredited. ISO45001 is the world's international standard for occupational health and safety, issued to protect our employees and visitors from work-related accidents and diseases. The ISO45001 philosophy has been adopted into our daily working practices and we are continually assessed by external independent consultants in line with the ISO45001 framework.



We are also continually looking into how we can actively support the development and distribution of environmentally friendly technologies into our manufacturing facilities, some examples of which are described below:

Renewable Energy

In an effort to reduce our GHG emissions, we have now started to generate our own electricity via the implementation, and expansion, of our solar panel project. In the first year of implementation emissions were reduced by 150 tons.

Solid Waste Management

The manufacturing of gloves yields waste offcuts that are usually incinerated. As incineration is a toxic process we wanted to find a way to upcycle our leftover rubber, for example, into rubber building bricks or soft tiles for playground flooring.

Contribution to Increased Forest Cover

We have now established a plantation program whereby we are planting trees to increase forest cover. Why? Because every tree that is planted is able to absorb, when mature, around 21kg of carbon dioxide a year. In addition to reducing the amount of GHGs produced per manufactured glove, our goal is to offset our emissions and over time become 100% carbon neutral.



SUSTAINABILITY THROUGH EXTENDED USE

Our gloves **are designed to be laundered and reused** so that the end user can extract every piece of technology out of them. This provides an economic benefit to the end-users as they don't need disposing of prematurely and reduces the amount of waste.

It also reduces the amount of materials required to manufacture a new glove and the energy/greenhouse gases, required for that process.

We believe that all safety gloves should be designed, and certified, for re use.

