

Sustainable since the beginning

2025

Progress report



At ATG®, sustainability is not an initiative, it is the foundation of how we design, manufacture, and deliver our gloves.

With more than 6,000 dedicated people, nine factories in Sri Lanka, and a global presence, we are guided by the values of innovation, quality, responsibility to people and planet, and long-term partnerships.

This report shares the progress we made last year, from reducing greenhouse gas emissions and expanding renewable energy, to advancing circular production systems and strengthening our commitment to workers and communities.

For us, sustainability is not just about meeting standards. It is about creating lasting impact, where performance and responsibility go hand in hand.



Who we are

About ATG®

**ATG® is a global leader in high-performance gloves,
designed and manufactured with people and planet in mind.**

Our People:

A team of more than 6,000 dedicated individuals form the backbone of our business.

Our Presence:

With nine state-of-the-art factories in Sri Lanka and a global presence, we serve professionals around the world.

Our Purpose:

We create gloves that deliver innovation, quality, comfort, and protection — while reducing environmental impact and supporting communities.

Our Values:

Innovation • Quality • Responsibility • Partnerships.

**Everything we do is driven by one belief:
Responsibility and performance must go hand in hand.**



Leadership Message

Corporate Sustainability
& Compliance



At ATG®, sustainability has always been at the core of our journey. It is not an initiative, but an essential part of who we are, shaping the way we design, manufacture, and deliver every glove.

Our progress in reducing emissions, expanding renewable energy, and investing in our people shows that growth can, and must, be achieved responsibly. Every glove we make carries a responsibility: to the people who wear it, to the communities who support us, and to the planet we all share.

The milestones we have achieved — from ISO 26000 “Role Model” recognition to LEED Gold certification, from expanding solar energy to strengthening our social programmes — are not endpoints, but stepping stones towards our vision for a sustainable future.

Our commitment is clear: to deliver innovation and quality while caring for people and planet. With our teams, partners, and communities, we will continue to build a future where responsibility and innovation stand side by side.

John Taylor
Chairman

Fazal Abdeen
Managing Director

*Sustainability is not an initiative
— it is how we do business.*



Our promise

Corporate Sustainability
& Compliance

ATG® will continue to lead the future of responsible glove manufacturing. By 2040, we will reach net-zero emissions, operate a fully circular model, and strengthen the ethical standards already embedded across our global supply chain.





Our mission

Corporate Sustainability
& Compliance

We are not starting our journey — we are advancing it. ATG® is already on a defined path to a cleaner, fairer, and more sustainable future, transforming the industry through real, measurable progress. We are strengthening and scaling the progress already underway to:

Reduce GHG emissions through energy efficiency, renewable energy, and carbon offset projects.

Design for circularity using 100% sustainable materials and building a fully closed-loop supply chain that supports a true circular economy.

Stay accountable, aligning with leading global sustainability standards including EU CSRD, ISO, LCA, EcoVadis®, SBTi, SMETA 4-Pillar, FSC®, and GRI.

Champion human and environmental value, advancing worker well-being, ethical labour practices, and community support wherever we operate.

**We don't just manufacture gloves.
We shape the future of truly
responsible protection.**



GHG Emissions & Carbon neutrality



Phase 1

Reducing greenhouse gas (GHG) emissions is central to ATG®'s sustainability strategy. Guided by robust data and internationally recognised standards, our approach ensures accountability and transparency in every step we take toward our net zero 2040 ambition.

In 2022, ATG® achieved ISO 14064-1 certification, providing an internationally recognised framework to measure and verify our emissions. This certification allows us to monitor progress with accuracy and ensures that reductions are credible and independently validated.

Since establishing our baseline, we have achieved a **17% reduction in total GHG emissions**. This has been made possible through a combination of efficiency improvements across facilities, enhancements in waste management, and the integration of better systems for emissions monitoring and verification.

2025

2023

23/24

Scope 1

Emissions from our production facilities and company vehicles

20,448 (Tonnes of CO₂e)

Scope 2

Emissions from purchased energy

19,607 (Tonnes of CO₂e)

Scope 3

Emissions arising from our value chain activities

66,125 (Tonnes of CO₂e)

Looking ahead, our roadmap focuses first on further reductions in direct emissions from our operations, before extending to include wider supply chain impacts.

With verified data guiding our actions, we are building the foundations required to achieve long-term climate goals while strengthening the resilience and responsibility of our operations.

-40%
by 2030





Renewable energy transition



Phase 1

Expanding renewable energy is one of the most impactful ways ATG® is reducing its environmental footprint. During 2024–25, we commissioned new solar power plants at Kogalla and Wathupitiwala, which have already increased the contribution of renewable energy across our operations.

These investments not only reduce reliance on fossil fuels but also make our energy systems more resilient and cost-efficient. Energy efficiency measures introduced alongside these projects ensure that every unit of renewable power generated delivers maximum benefit.

The expansion of solar capacity marks a clear step forward in our wider net zero journey. Each installation brings us closer to embedding clean energy at the core of our production processes, reducing emissions while supporting the long-term sustainability of our operations.

Renewable energy

ATG® Group of companies
99.866 kWh (per month).

Electricity requirements

ATG® Group of companies
3.578.005 kWh (per month)



Renewable energy

>30%
by 2030

Water Stewardship



2025

At ATG®, we understand the importance of responsible water use. Water is essential to our production processes, but it is also a resource we share with communities and ecosystems, which is why careful management is central to our sustainability strategy.

We operate our own Waste Water Treatment facilities, ensuring all effluents are treated in line with BOI environmental standards before they are discharged into the Common Waste Water Treatment Plant in the EPZs. This commitment ensures that water leaving our operations does not harm the environment or surrounding communities.

In addition, we utilise Reverse Osmosis (RO) systems, which enable us to recycle and reuse approximately 500 m³ of water. This significantly reduces the need for freshwater extraction, lowers our overall consumption, and decreases operational costs, proving that environmental stewardship and efficiency can work hand in hand.

Through these measures, ATG® is minimising its impact on natural water resources and demonstrating how industrial operations can coexist responsibly with the environment.

500 m³ average
daily-recycled water

recycle over
30% *by 2030*

Sustainable Design & Packaging



At ATG®, we believe the most sustainable product is one that lasts. That's why our gloves are engineered for extended durability, comfort, and performance, delivering greater value for the user while reducing waste and environmental impact.

Designing for Durability

Independent testing shows that ATG® gloves last up to five times longer than the industry average. Longer-lasting gloves mean fewer replacements, less waste, and reduced resource use across the supply chain.

Responsible Materials

We are expanding the use of FSC®-certified materials and working with suppliers to integrate next-generation fibres and coatings with a lower environmental footprint. These partnerships ensure that sustainability is embedded from raw materials through to final production.

Built-in Comfort & Safety

Sustainability also means products that workers can trust. ATG® gloves comply with REACH regulations and are certified by OEKO-TEX® Standard 100, guaranteeing they are free from harmful substances. In addition, we are accredited by the Skin Health Alliance, providing independent assurance that our gloves are safe for skin contact.

Measuring Product Impact

We conduct Life Cycle Assessments (LCA) to understand the environmental impact of our products from cradle to grave. These assessments guide improvements in emissions, energy, and water use, ensuring that every new generation of ATG® gloves performs better for both workers and the planet.



Innovations & Circular Economy

Phase 1

2025

At ATG®, we are committed to reducing waste and moving towards a circular model where resources are kept in use for as long as possible. Our approach combines careful waste management, recycling, and the development of closed-loop systems to minimise environmental impact.

Responsible Waste Management

We adhere to strict waste management practices across all facilities, ensuring that solid and liquid waste is managed in line with environmental regulations and best practices.

Recycling and Reuse

By investing in advanced systems and processes, we are able to recycle significant volumes of waste within our operations. This includes the reuse of process materials wherever possible to lower resource intensity and reduce the volume of waste sent for external treatment.

Towards Circularity

Our ongoing efforts are guided by the principle of circularity — designing processes that reduce waste at source, extend material lifecycles, and enable closed-loop reuse. Through these steps, ATG® is creating a production system that is not only efficient but also increasingly sustainable.

At ATG®, circularity is not a slogan, it is a design principle. We are moving beyond the traditional "take-make-dispose" approach to create systems that recover, reuse, and recycle, keeping resources in the loop and reducing waste at every stage.

Rubber Waste
Generation:
98.645 MT

Rubber Waste
REUSE:
48.715 MT



Innovations & Circular Economy

Closing the Loop on Waste

We have implemented in-house waste segregation and recovery systems, allowing us to recycle significant volumes of production waste and steadily cut landfill contributions. Our ambition is clear: zero waste to landfill. On average, we are already recycling 49% of rubber waste each month, keeping valuable materials in circulation.

Innovation with Purpose

Every innovation at ATG® starts with a simple question: how can this make work safer, smarter, and more sustainable? In 2024-25, we expanded our circular initiatives by:

- **Repurposing glove production waste into recycled rubber footwear.**
- **Developing eco-paints from recycled rubber streams.**
- **Introducing green packaging solutions, including FSC®-certified cardboard and reduced formats.**

A standout step forward was the replacement of polythene bags with paper belts for glove packaging, reducing 1,632.46 kg of polythene use in 2024 alone. This marks a substantial milestone in our commitment to plastic-free packaging and sustainable procurement.

Research for the Future

Through partnerships with universities and industry specialists, including a PhD sponsorship at Cambridge University, we are advancing material science and sustainable glove technologies.

These projects explore how future products can be designed for circularity from the start, reducing waste before it's ever created.



People

Workforce & Diversity



Behind every ATG® glove is a dedicated team of more than 6,000 people. We believe our success depends not only on the products we create but also on the wellbeing, diversity, and development of the people who make them.

Empowering Our People

We are committed to creating safe, fair, and supportive workplaces. Our facilities meet international standards for worker health and safety, including SMETA 4-Pillar certification, which evaluates labour practices, environmental impact, and business ethics.

Championing Diversity

Diversity strengthens our culture and drives innovation. Across our workforce, we actively promote gender balance and equal opportunities at all levels. From production floors to management teams, ATG® is building an inclusive workplace where everyone can thrive.

Skills & Development

Through ongoing training and development programmes, we invest in our people's skills and future. Collaboration with universities and industry experts enhances our knowledge base, ensuring employees have the tools they need to grow alongside the company.

Community Engagement

Our responsibility goes beyond factory walls. ATG® is engaged in community initiatives that promote education, wellbeing, and social progress in the regions where we operate.

2025



ATG®
Group of companies
employs

>6.000
Employees



„Role Model“

The first company in South Asia, and the first in the industrial glove manufacturing sector globally, to receive this recognition.



PERFORMANCE
ISO 26000



www.sgs.com

Worker Well-being

Employee engagement and Satisfaction

At ATG®, employee engagement and satisfaction are top priorities, and our commitment to creating a positive workplace culture has been recognised with prestigious awards such as the „Great Place to Work“ certification and ISO 26000 accreditation. These honors reflect our dedication to fostering a supportive, inclusive, and ethically responsible environment where employees feel valued, respected, and empowered.

By prioritising the well-being and development of our team members, we continue to drive innovation and excellence while maintaining a strong focus on corporate social responsibility and sustainable practices.

Compensation and Benefits

The company is dedicated to offering competitive salaries that reflect market standards for similar job roles, considering industry pay levels and labor market trends. Our goal is to provide fair and equitable remuneration that satisfies the basic needs of employees and their families while allowing for discretionary income. The salary policy aims to attract, motivate, and retain a talented workforce, with established guidelines for administration overseen by the Human Resources Department and executed by division and department heads.

In cases where a wages board is present, we ensure salaries exceed the board's minimum recommendations. We also conduct annual assessments of the basic living wage and strive to address any gaps with employees' basic salaries. Compensation will align with individual qualifications and experience, in compliance with legal minimums.

Community Engagement



Our responsibility extends beyond the factory floor. We are deeply connected to the communities where we live and work, and we believe progress must be shared. By investing in education, health, and social wellbeing, we aim to build lasting opportunities that benefit people today and create stronger foundations for generations to come.

Education & Skills

We believe education is the cornerstone of sustainable development. ATG® supports schools with improved facilities and provides scholarships to help young people continue their studies. We also collaborate with universities to strengthen learning pathways and create opportunities for the next generation of innovators.

Health & Wellbeing

Healthy communities are resilient communities. ATG® extends medical support beyond our employees to include their families and local communities. Awareness programmes and healthcare initiatives help improve access to essential services and promote long-term wellbeing.

Social Development

Our engagement goes further than education and health. We invest in infrastructure and community projects that enhance daily life, from supporting local amenities to backing initiatives that build social inclusion and opportunity.

We don't just manufacture gloves, we build futures for the people and communities who support us.



Community Engagement

Towards a Healthier & Nutritious Nation

In 2024 ATG® Hand Care, Koggala officially launched the “Towards a Healthier & Nutritious Nation” initiative at Martin Wickramasinghe School in Habaraduwa, Sri Lanka. It aims to establish school-based health clubs, introduce family-friendly and financially conducive health practices, and drives community-wide awareness of the importance of nutrition. This initiative is part of ATG®’s social sustainability pillar and is dedicated to promoting nutritional well-being among underprivileged schoolchildren in Sri Lanka.

The initiative began with an official event on the 5th of November 2024. ATG® representatives as well as officials of the Ministries of Education and Health, and SUNPF met with the principal and school staff of Martin Wickramasinghe School to launch the programme. The principal – Ms M.P. Manamperi – took the opportunity to explain how ATG®’s weekly meal distribution programme at the school has already led to improved daily attendance and overall well-being of her students.

Starting November 2024, ATG® began scaling the “Towards a Healthier & Nutritious Nation” programme to other districts where its factories have supported underprivileged schools for years. With the strategic support of SUNPF, ATG® aspires to develop a replicable model for sustainable, community-driven nutrition improvement across Sri Lanka.



Governance & Responsibility

ESG Compliance & Certifications



True sustainability must be transparent and verifiable. That is why our operations are aligned with the world's most respected ESG standards, covering everything from environmental management to worker wellbeing and supply chain ethics.

We maintain ISO 9001, 14001, and 45001 certifications for quality, environmental performance, and health and safety, while ISO 14064 ensures that our greenhouse gas reporting is accurate and independently verified. Alongside this, SMETA 4-Pillar audits, EcoVadis® assessments, and GRI alignment provide global benchmarking and accountability.

Our commitment extends beyond operations into the way our facilities are built. In 2025, our Wathupitiwala site in Sri Lanka achieved LEED Gold certification, a milestone that reflects measurable progress: electricity use cut by 5 per cent, water consumption reduced by 6 per cent, and 90 per cent of waste sent for recycling. These steps contributed to a 5.5 per cent reduction in greenhouse gas emissions and improved air quality through advanced filtration. LEED is more than a certificate — it represents how sustainable design translates into everyday impact.

At the product level, we give wearers confidence that ATG® gloves are safe for skin and the environment. Independent testing ensures compliance with REACH regulations, OEKO-TEX® Standard 100, and dermatological accreditation by the Skin Health Alliance. These certifications provide the reassurance that our products perform responsibly, as well as effectively.



Governance & Responsibility

Governance & Ethics

Strong governance and ethical responsibility are the foundation of how ATG® operates. Our approach is built on transparency, accountability, and integrity, principles that guide decisions from the boardroom to the factory floor.

We uphold internationally recognised governance standards and subject ourselves to rigorous external audits, including SMETA 4-Pillar, which evaluates labour practices, environmental impact, health and safety, and business ethics. These assessments provide assurance that our policies are not just written statements but actively implemented across every level of the organisation.

Ethical conduct extends to our supply chain. We expect the same high standards from our partners as we do internally, ensuring fair labour practices, safe working conditions, and responsible sourcing. Policies against forced and child labour are strictly enforced, while regular monitoring helps us identify and address risks early.

Our governance framework also emphasises openness with stakeholders. Through alignment with frameworks such as the Global Reporting Initiative (GRI) and EcoVadis®, we provide transparent, comparable reporting on sustainability performance. This commitment to accountability reinforces trust with employees, customers, and partners alike.

Governance and ethics are more than compliance, they reflect our belief that long-term business success must go hand in hand with respect for people and the planet.



Looking Ahead

Challenges & Opportunities

Sustainability progress is never straight forward. As ATG® continues its transformation, we face a number of important challenges that shape our roadmap — and open up clear opportunities for innovation and growth.

Challenges

Meeting the expectations of global stakeholders is demanding. Ensuring compliance with frameworks such as the EU Green Deal, Paris Agreement, SBTi and CSRD requires constant monitoring and alignment.

At the same time, pressure to reduce environmental impacts across energy, water and waste presents operational hurdles. Embedding circularity at scale, from raw material sourcing through to end-of-life recovery is an ongoing challenge, especially as customer demands for sustainable products increase.

Opportunities

These same pressures also create opportunities to lead. Investment in circular economy initiatives and the development of sustainable materials positions ATG® to reduce dependency on virgin resources while lowering costs and impacts.

Strengthened by collaboration with customers and regulators, these initiatives enable us to accelerate innovation and create products that meet the highest standards of responsibility and performance.

Looking Ahead

Future Goals & Pathway

The road ahead is defined by ambition. ATG® has set clear targets to strengthen sustainability performance and accelerate our journey toward net-zero by 2040.

Our future goals include:

- Expanding the use of renewable energy across all operations.
- Further reducing GHG emissions in line with global climate commitments.
- Embedding circular economy principles, ensuring waste is minimised and resources are continually reused.
- Advancing sustainable material development through research and collaboration.
- Scaling social responsibility programmes, focusing on employee wellbeing and community development.

The pathway forward will require continuous innovation, investment, and accountability. By integrating global frameworks such as the EU Green Deal, CSRD, and SBTi, ATG® is ensuring our actions are measurable, transparent, and aligned with international best practice.

This is not just a roadmap for our company, but a commitment to shaping the future of glove manufacturing, where responsibility and performance advance hand in hand.





LEARN MORE

atg-glovesolutions.com/sustainability

get in contact with us:

sustainability@atg-glovesolutions.com