





# 2 CONTENTS

---

## Contents

03	A Word from The Group MD
04	EnVision Sustainability Program
05	ESG Framework
06-07	SDG Alignment Statement
08	Measuring our Impact
09	2025 Achievement
10	Tilsatec North America
11	Our 2025 Climate Pledge
12-13	Carbon Reduction Plan
14	Ethical Supply Chain (4 pillar assessment)
15	Making Positive Changes
16	Sustainable Manufacturing
17	Social Impact
18	EnVision Hand Protection Solutions
19	Bio-based Materials
20-21	EnVision Plant-based Hand Protection
22	EnVision Recycled Hand Protection
23	2026 and Beyond

---

## A word from The Group MD

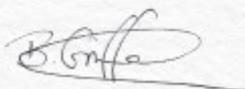
At Tilsatec, we have always believed that manufacturing excellence goes hand in hand with responsibility. Over the past 12 months, I am immensely proud of the tangible progress we have made in turning our ESG commitments into measurable action. Most notably, we have achieved a 37% reduction in CO<sub>2</sub> emissions against our 2022 baseline, a significant milestone that reflects the hard work, focus and collaboration of teams right across the business.

As a British manufacturer with more than a century of heritage in yarn spinning, and as an employer of multiple generations of skilled people in Wakefield, we understand the importance of protecting not only those who use our products, but also the environment and communities that support us. Reducing our environmental impact while continuing to deliver high -performance hand, arm and body protection is not a trade-off, it is a responsibility we take seriously.

This progress has been driven by purposeful changes to how we operate: investing in more efficient processes, making smarter energy choices, and embedding sustainability into everyday decision-making. Alongside this, we continue to strengthen the social and governance foundations of our business, ensuring we operate with integrity, transparency and respect for our people and partners.

While a 30% reduction in emissions is an important achievement, it is not the destination. It is a clear signal that our strategy is working and that we are moving in the right direction. We remain committed to sharing our progress openly each year as we continue our journey towards our long-term ambition of becoming Net Zero by 2050.

I would like to thank everyone across our business for the commitment and determination shown over the last year. It is this collective effort that gives me confidence we are building a business that is not only successful today, but sustainable for generations to come.



**Ben Griffiths**  
Group Managing Director



A WORD FROM THE GROUP MD





As a business, Tilsatec recognise the need for action and change, now. Our planet is warming at an alarming rate, and we know we need to play our part in reducing harmful emissions.

That's why we're working hard across all our teams to create positive change in manufacturing, logistics, energy consumption, recycling, raw materials and our supply chain to bring you high performance hand and arm protection which allows you to reduce your carbon footprint and take energy intensive products out of your supply chain.

With core business teams now certified carbon literate, we're building out and delivering on our CRP (Carbon Reduction Plan).

Tilsatec EnVision is the umbrella under which our sustainability program sits and it's underpinned by our 3 key pillars; **People, Planet, Protection.**



## PEOPLE

As a member of Sedex, we are committed to operating responsibly, sourcing ethically, and supporting safe and fair working conditions across our supply chain. All our global manufacturing sites adhere to SMETA (Sedex Members Ethical Trade Audit) or equivalent and also have our own stringent standards and criteria we set for our operations. We work closely with suppliers to support continuous improvement, encourage transparency, and strengthen governance across all tiers of the supply chain.

Tilsatec also invests in our own workforce, promoting employee wellbeing, development, and an inclusive culture that enables people to grow and contribute to our long-term success.



## PLANET

Utilising our yarn engineering expertise, we are increasing the use of recycled and plant-based materials to reduce reliance on virgin synthetics and lower the environmental impact of our products.

- Reduce carbon footprint working towards Net Zero by 2050
- Removing single use plastics from our inner packaging
- FSC certified recycled carton packing, inner packaging, catalogues and print materials
- Reduce the use of chemicals and solvents in all operations
- Optimising logistics to reduce transport emissions and consolidating shipments where possible



## PROTECTION

We have delivered hand protection solutions to meet all handling tasks from general purpose through to high cut, each with a sustainable yarn content of >50% without compromising safety or performance.

The Tilsatec EnVision range sets a new benchmark in sustainable PPE, delivering advanced cut resistance, comfort, dexterity and durability through innovative yarn engineering. We continue to invest in R&D to deliver maximum protection while reducing environmental impact across our supply chain.



An important step in our journey is partnering with Positive Planet, an independent consultancy that works with businesses to turn their sustainability goals into meaningful action. We're proud to be working with Positive Planet on our goal of achieving net zero and this has allowed us to work on our 5 step Environmental, Social and Governance Framework.



## MEASURE

Through annual carbon emission measurement and targeted reduction efforts, we have reduced our total footprint by 37% since our 2022 baseline.

For 2025 and beyond we are working towards a carbon reduction target of 4.2% per annum to keep us on track to achieve net zero by 2050.



## REDUCE

We have created a robust Carbon Reduction Plan aligned with science-based targets, implementing strategies for these changes, and diligently executing these actions to minimize our carbon footprint.



## COMMUNICATE

To ensure transparency and accountability, we pledge to deliver annual Sustainability Reports. This commitment will enable businesses that choose Tilsatec as their trusted hand, arm, and body protection supplier to track our progress easily.



## MITIGATE

Upon implementation of our carbon reduction plan, we are dedicated to offsetting any remaining carbon emissions which cannot be eradicated to further mitigate our environmental impact.



## CERTIFY

Reinforcing our dedication to environmental sustainability, we already align with and are working towards a certified ISO 14001 Environmental Management System, continuing our journey to net zero accreditation.

# Tilsatec Sustainable Development Goals Alignment Statement

Tilsatec aligns its sustainability strategy with the United Nations Sustainable Development Goals (SDGs), focusing on the areas where our business can have the greatest positive impact.

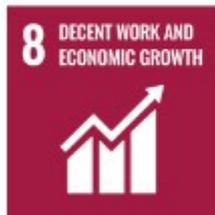
The United Nations Sustainable Development Goals provide a guiding framework for Tilsatec's approach to responsible manufacturing, material innovation, and ethical business practices.

Tilsatec recognises that the SDGs are global, multi-stakeholder goals. Our contributions reflect the areas where our operations and products can meaningfully influence positive change. Our sustainability approach, built around **Planet, People, and Protection** aligns most strongly with the following SDGs:



## SDG 3: Good Health and Well-being

- 100% of Tilsatec protective gloves are tested in accordance with applicable international PPE standards, including EN 388 for mechanical risks, to ensure consistent and reliable protection
- Deliver high-performance protective gloves and sleeves to reduce workplace injuries
- Provide guidance and training on PPE use to improve occupational safety
- Embed health, safety, and chemical management standards across our supply chain through SMETA 4-pillar audits.



## SDG 8: Decent Work and Economic Growth

- Ensure safe working conditions, fair, and inclusive workplaces across our operations
- Support workforce development, upskilling, and low staff turnover to retain expertise
- SEDEX audits across the supply chain ensure ethical labour practices, fair wages, and worker welfare
- Support sustainable economic growth by investing in onsite knitting and manufacturing in Wakefield reducing logistics impacts while creating skilled, stable local employment
- Measure Life Cycle Assessments (LCAs) on key product ranges to identify ways to reduce material use, waste, and carbon emissions
- LCAs measured in 2025 (CO<sub>2</sub>e per pair, cradle-to-customer):

Product	CO <sub>2</sub> e (kg)
55-1725	0.430
55-3725	0.508
55-6725	0.442
55-1825	0.406
55-3825	0.442

**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**SDG 9: Industry, Innovation, and Infrastructure**

- Invest in R&D, laboratory testing, sustainable materials, and protective yarns to improve product performance and industrial safety
- In 2025, 15% of the coated glove range incorporated recycled or plant-based materials, demonstrating progress in sustainable innovation
- Onsite facilities and polymer lab enable innovation and low-impact manufacturing
- Collaborate with SEDEX-registered, SMETA-audited suppliers to strengthen sustainable industrial infrastructure globally and manage ethical, environmental, and health & safety risks across the supply chain

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**SDG 12: Responsible Consumption and Production**

- Reduce environmental impact by increased use of recycled and plant-based yarns to reduce reliance on virgin synthetics
- Remove single-use plastics from packaging and use FSC-certified materials
- Since 2022, by reducing the number of polybags used in our operations, we have saved 330kg of plastic
- Optimise logistics and transport methods to reduce emissions
- Ensure responsible and ethical sourcing through SEDEX-registered, SMETA 4-pillar audited suppliers
- Apply eco-design principles to select lower-impact, longer-lasting materials; all sustainability claims are independently certified to ensure transparency and accountability across our supply chain

**13** CLIMATE  
ACTION



**SDG 13: Climate Action**

- Commit to reducing emissions across operations, supply chain, and logistics, targeting Net Zero by 2050
- Shift freight from air to sea and implement low-carbon transport strategies; air shipments reduced from 34.7% (2023/24) to 27.6% (2024/25), with a target of <25% by the end of 2026
- Embed climate action in company culture through carbon literacy training for employees
- Report carbon footprint annually, engage suppliers on mitigation, and evaluate new technologies and materials to further reduce environmental impact (Scope 1, 2, and relevant Scope 3)
- Total carbon footprint reduced from 6,249.3 tCO<sub>2</sub>e in 2022 to 3,964.7 tCO<sub>2</sub>e in 2024, a 37.2% reduction

**15** LIFE  
ON LAND



**SDG 15: Life on Land**

- Reduce reliance on virgin fossil-based materials by shifting to biobased and recycled inputs, supporting circular material use.
- Prioritise sustainable sourcing to protect ecosystems, conserve biodiversity, and maintain forest health; cartons sourced from FSC-certified facilities.
- Ensure transparency and credibility through third-party verification of sustainability claims.
- The EnVision Cut Plant-Based glove 55-1825 has a verified >55% bio-based content value, while the 55-3285 contains >25% bio-based content.

## Measuring our Impact

Through our work with Positive Planet, we established our baseline carbon footprint in 2022, measured in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). This baseline provides the foundation against which we now track and benchmark our annual emissions.

Conducting a Yearly Carbon Footprint Analysis forms part of Tilsatec's ongoing commitment to measure, manage and reduce our environmental impact. The methodology follows internationally recognised standards, including the Greenhouse Gas Protocol, and covers our direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and selected upstream emissions (Scope 3). Where primary data is not available, industry-standard estimates and conversion factors are applied, ensuring transparency and consistency.

The measured emissions from the current reporting period (Year Ending 31 December 2024) are compared with Tilsatec's previous figures allowing us to monitor year-on-year progress:

Year	2022	2023	2024
tCO <sub>2</sub> e	6,249.3	5,684.1	3,964.7
% reduction (year on year)	-	9%	30%

Intensity metrics:

tCO <sub>2</sub> e per scope	2022	2023	2024
Scope 1	29.9	25.2	25.9
Scope 2	62.9	87.0	151.0
Scope 3	6156.4	5571.6	3788.1

Employee carbon intensity	2022	2023	2024
tCO <sub>2</sub> e per employee	133.0	149.6	92.7

These measurements account for the emission of all 7 greenhouse gases noted in the UNFCC Kyoto Protocol along with their relative global warming potential values (GWP), as recommended by The Greenhouse Gas Protocol and the UK Government Public Procurement Notice (PPN006).

This detailed analysis demonstrates our ongoing commitment to transparency, credibility, and supporting a sustainable future. Improved supply chain efficiency and demand planning have enabled fewer shipments into the UK, yet increased volume of products to customers.

As a result of our efforts, total emissions fell by **30%** in 2024, resulting in an overall 37% reduction from our baseline

Our 2024 reduction in carbon emissions is the equivalent of taking **637** diesel cars off the road **for a year**.





## EcoVadis Bronze Medal

In 2025, Tilsatec was awarded the EcoVadis Bronze Medal, placing us among the top-performing organisations assessed for sustainability worldwide.

EcoVadis is one of the most recognised global platforms for evaluating Environmental, Social and Governance (ESG) performance, assessing more than 100,000 companies across a huge variety of sectors.

Achieving the Bronze status demonstrates our commitment to responsible and ethical business practices, with Tilsatec scoring particularly strongly in the areas of Environment, Labour & Human Rights, and Sustainable Procurement. This recognition independently verifies the progress we have made to date across our People, Planet and Protection pillars.

The Bronze Medal is an important milestone, but also a foundation from which we will continue to improve. Throughout 2025 and beyond, we will use the insights from the EcoVadis assessment to strengthen our sustainability governance, deepen supplier engagement, and drive further sustainability goals across our operations.

Our ambition is to build on this achievement and progress toward a Silver rating and beyond, reinforcing our commitment to continual improvement.

2025 ACHIEVEMENT

## Tilsatec North America

In February 2024, Tilsatec Limited formally acquired our brand license partner in the US; Tilsatec North America LLC. For over a decade TNA has been the brand and technology partner of Tilsatec, distributing products across North America.

This strategic acquisition represents a significant opportunity for expansion in both markets and is pivotal in driving our ambitious growth plans within the hand protection PPE sector.

Combining the 2 businesses to create a global organisation however, means we must now also measure and consider our combined emissions.

It's important for us to be fully transparent with our partners and customers about where we are on our ESG journey. So, in 2025 we will calculate our new baseline from which we can re-assess our actions and implement further measures needed in order to reach our ultimate goal.

And we can start to put lots of greener measures in place in our new North American Head Office in Michigan including:

- Using a green energy provider with 100% green tariff
- More carbon efficient heating, energy and lighting throughout
- Less carbon intensive modes of transport for in-country shipping
- Installing solar panels on the roof



# Our 2025 Climate Pledge



The clock is ticking for our planet. We've already experienced a warming increase of **1.1°C** since the industrial revolution. If we are to keep the rise in global average temperatures below **1.5 degrees**, then we only have 400 billion tonnes of carbon emissions left. And at current rates, we will exceed that within 6 years.

To reduce our impact, we are committed to our climate pledge of reaching **Net Zero by 2050**

## How Are We Going to Get There

### Immediate Targets

- Reduce our Scope 1 emissions by 42% by 2030
- Procure 100% renewable energy by 2030
- Reduce our Scope 3 emissions by 42% by 2030

### Long Term Targets

- Reduce our total market-based emissions (Scope 1, 2 and 3) by at least 90% by 2050
- Neutralise any residual emissions using verified carbon offsets

## *We make this pledge ...*

which is in line with the UK Government's target of 90-95% decarbonisation for most UK organisations and the Paris Climate Accord.

To achieve our goal we need to see a reduction of 6% per annum of our total emissions.

When Tilsatec reaches **net zero emissions**, it will have as high an impact as **permanently removing ...**



**3367** diesel cars from UK roads ...

preventing **3,449,719 m<sup>3</sup>** of carbon dioxide from being released every year.



OUR 2025 CLIMATE PLEDGE

# Carbon Reduction Plan

## Scope 1 and 2

We have begun the process of transitioning to lower-carbon energy tariffs and with a longer-term goal of achieving a 100% green tariff by 2030. This transition could reduce our current Scope 2 emissions by up to 150 tCO<sub>2</sub>e.

Tilsatec is transitioning all lighting to energy-efficient LED units, with 50% of the transition already complete and full completion targeted for 2026. These measures are expected to reduce our lighting-related carbon emissions by an estimated 30–40%.

The removal of all refrigerants from the Tilsatec workplace significantly reduces the risk of future Scope 1 emissions. Given the extremely high global warming potentials of older refrigerants, ranging from 1,300 to over 4,000 times that of CO<sub>2</sub>, eliminating these systems prevents potentially large accidental emissions and supports our overall decarbonisation strategy.

We aim to have 100% of our staff trained in carbon literacy, ensuring that everyone across the organisation understands their role in supporting our sustainability and decarbonisation objectives. As part of this commitment, we will continue to educate and engage employees through ongoing sustainability training, promoting energy-conscious behaviours both in the workplace and at home.

To date, through changes in behaviour and more targeted goals across the workplace, we have achieved positive reductions from our baseline measurement and continue to monitor and address the factors contributing directly to our Scope 1 and Scope 2 emissions.

### UTILITIES

Year	2022	2023	2024
Water usage (m <sup>3</sup> )	1166	791	780
Electricity usage (kWh)	324,726	415,905*	369,044
Gas usage (m <sup>3</sup> )	46,081	55,068	46,041

\*increase in electricity usage due to change in tariff beyond our control. Tilsatec is progressively working towards implementing a 100% green tariff.

### WASTE

Year	2022	2023	2024
Waste to skip (kg)	43,340	14,123	18,835
Recycling (1100lt wheelie bins)	9	11	6
Paper and board waste (kg)	12,844	5,328	6,800

### TRAVEL

Whilst an increase in business travel was expected due to the acquisition of Tilsatec North America, the company has nonetheless achieved an overall reduction in emissions from company vehicle use and employee commuting. This is expected to reduce further as we transition to a fully electric company vehicle fleet. In addition, we have implemented a sustainable travel policy and anticipate a continued decrease in business travel throughout 2025/26.

Year	2022	2023	2024
Company Vehicles (tCO <sub>2</sub> e)	21.5	15.1	17.5
Business Travel (tCO <sub>2</sub> e)	12.2	40.3	38.5
Commuting (tCO <sub>2</sub> e)	18.1	17.5	17.7

Scope 3



Commit to measuring the end-of-life treatment of sold products to better understand their **environmental impact** and identify opportunities to implement targeted **carbon-reduction initiatives**

Distribute and publish our **Sustainable Procurement and Ethical Supply Chain Policies** to ensure suppliers clearly understand the environmental and ethical standards expected of them. This will help strengthen alignment across our supply chain and support more responsible and sustainable practices



Closer engagement with our suppliers enabling more **consistent expectations**, improved collaboration, and more accurate primary data collection. This will support **better decision-making** and drive more effective carbon-reduction initiatives across the supply chain

**Zero to landfill by 2030**



Scope 3 particularly Purchased Goods/Services and Transport/Distribution are always the **largest contributors** to emissions in businesses like ours, **but we can work to mitigate them**

Continued yarn engineering to **reduce** use of **virgin materials** in favour of **recycled** and **plant based** across product range



Continued development of **supply chain** and demand planning process to further **reduce air freight/intensive shipping** methods



Fully electric **last mile** logistics to **reduce emissions** at point of delivery

Prioritisation of **sea freight** over air



Working with third parties and our suppliers to conduct **Life Cycle Assessments (LCA's)** on key high-volume product SKU's



# Ethical Supply Chain

(4-pillar assessment)

Proud to be a



Member

We are committed to being a responsible business, sourcing responsibly, and improving ethical standards and working conditions within the supply chain.

Being a member of SEDEX enables our organisation to continually monitor and improve our business practices, employment methods and supply chain structure to ensure fair working conditions for the people who make our products and deliver our services to you, our customers.

With a large manufacturing facility in the UK and several manufacturing locations around the world we understand we have a duty of care to everyone involved in the production and supply of our products. We frequently audit and review our facilities in line with the 4-pillar SMETA audit looking at the following areas:

- Labour and Health & Safety
- Environmental Assessment
- Business Ethics



Operating responsibly means that as an organisation we must ensure our business practices across the supply chain limit negative impacts or have a positive impact on people and the environment no matter where we operate. This is something we must continually work at to improve working conditions for all and bring the highest quality products to market.

**This is our commitment to responsible supply chain management.**

# Making Positive Changes

Some of the things we're making the switch on and ways we're reducing our impact:

**REDUCED** transport by air for goods and business travel



Management team switching to **electric & hybrid business vehicles**



**MINIMAL TEXTILE WASTE** from UK manufacturing. The waste produced from UK yarn manufacturing has significantly decreased from 2022:

Year	22/2023	23/2024	24/2025
Total Waste (kg)	4987	4512	3112

That's a reduction of 1875kg of waste which is the equivalent of:

- **18,750 m<sup>3</sup>** water
- **93,750 kWh** energy saved
- **28.1 tCO<sub>2</sub>e** avoided

The CO<sub>2</sub> reduction alone is comparable to driving **113,000 km** in an average car (using 0.25 kg CO<sub>2</sub>e per km)

Removal of paper user information sheets, replaced with a QR code printed on the pair pack, reducing paper use and supporting digital access. This would remove approximately **183,297 A4 pieces of paper**. That is the equivalent of:

**16**  
trees  
saved



**22,080**  
litres of water  
not used



**1.2**  
tCO<sub>2</sub>e  
avoided



**REPLACING** plastic polybags and chemical based outer cartons with FSC cardboard cartons and inner glove wraps across all inventory



Over the past two years, we have reduced the number of plastic polybags used across our supply chain by 66,021, representing a 34% reduction. This is equivalent to removing approximately 330 kg of plastic from our operations, helping to reduce our environmental footprint and support our commitment to more sustainable practices.

Year	2022	2023	2024
Weight polybags (kg)	958	899	628

MAKING POSITIVE CHANGES

15

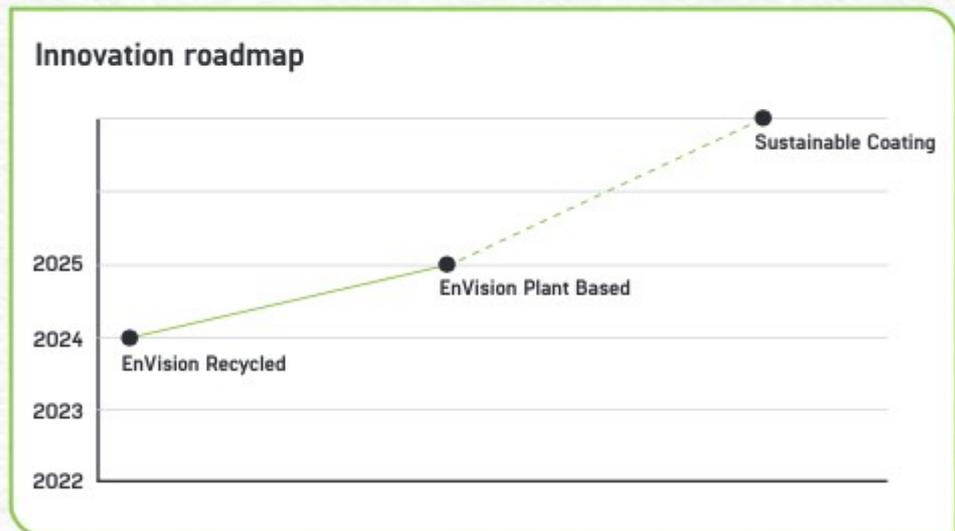
## R&D and Investing in our sustainability goals

### Sustainable Manufacturing and Innovation

Tilsatec has strengthened its in-house capabilities with the addition of a new Polymer Laboratory at our West Yorkshire Head Office.

Located alongside our manufacturing facility, this lab enables rapid prototyping and accelerated testing, advancing research into lower-impact materials and more sustainable coating technologies. Equipped with state-of-the-art analytical tools, the facility allows us to explore new formulations, improve material efficiency, and develop processes that reduce waste, minimise reliance on virgin synthetics, and enhance product durability, supporting our long-term sustainability goals.

Leading this initiative is our newly appointed Coatings Research and Development Manager, whose extensive industry experience strengthens our ability to deliver high-performance, lower-impact hand protection solutions across diverse industries.



In addition, Tilsatec has the capability to knit certain gloves and sleeves in our onsite knitting facility. Localised production reduces reliance on international shipping, cutting transportation-related carbon emissions, while allowing us to better manage material use and minimise waste across the production process.

## Social Impact

We contribute positively to our community in Wakefield, where we operate our manufacturing, testing facilities and head office. This local presence enables us to create meaningful employment opportunities and support the regional economy.

We are proud of our low staff turnover, which strengthens our collective experience and allows us to continually upskill our workforce.

Across our global supply chain, we work with suppliers to ensure fair labour practices, safe working conditions, and ethical standards, guided by SMETA and Sedex principles. These expectations are reinforced through our Ethical Trading Policy, Modern Slavery Policy, and Code of Conduct.

As a proud member of Made in Britain, Tilsatec reinforces its commitment to responsible, transparent, and environmentally conscious manufacturing. This supports UK production, reduces transport emissions, and ensures products are traceable and manufactured to recognised standards of quality and sustainability.



## Environmental & Social Value (ESV) Certification

Building on our commitments, we are pleased to have received ESV Certification, a new standard developed by Made in Britain in collaboration with MAP UK & International, which recognises and promotes the contributions we already make to the UK economy, society, and environment, and provides a clearer way to communicate this value to buyers, stakeholders, and our local community.

As a Made in Britain company, Tilsatec already contributes to the UK's wider industrial, environmental, and social goals through its everyday operations. The certification helps make this impact more visible, strengthening how we communicate our value and supporting our competitiveness in a highly competitive UK market.

### Key highlights of Tilsatec's Environmental & Social Value include:

- Up to 80% of our workforce received accredited training in the past year, boosting organizational capability.
- We have a formal diversity and inclusion policy and monitor representation across the business.
- We employ Up to 100% of our workforce in the UK, supporting local job creation, regional investment, and community prosperity.
- Customer Satisfaction (NPS): Our current Net Promoter Score is 86, highlighting high levels of customer loyalty and satisfaction. This reflects positive feedback on product quality, safety, and sustainability performance, including our EnVision range. We aim to maintain a score above 55, demonstrating our ongoing commitment to delivering exceptional products, service, and sustainable solutions.





## Hand Protection Solutions

### Transparency

Being as transparent as possible regarding our sustainability claims is a top priority for Tilsatec. We make every effort to support these claims with robust, independent testing, certifications, and licensing, ensuring credibility and confidence for our customers and stakeholders.

### Life Cycle Assessments (LCA)

Over the past year, through an independent third party, we have begun calculating the life cycle assessment (LCA) of our products, starting with our eco-friendly range, EnVision, to provide a comprehensive, science-based view of their environmental impact. This assessment covers the full cradle-to-customer journey, including raw material sourcing, manufacturing, and delivery to our distributor customers.



By carrying out these assessments, we have been able to identify hotspots where the most significant environmental impacts occur, enabling us to continually enhance the sustainability of our products throughout their lifecycle.

We aim to demonstrate credibility and transparency to our customers and stakeholders by supporting our sustainability claims with evidence-based data and third-party measurements, reinforcing the carbon performance of our products.

While Tilsatec is committed to providing increasingly sustainable products such as the EnVision range, we also recognise the importance of reflecting the environmental footprint of our core product range, maintaining transparency across our full portfolio. These values will be communicated to our customers, enabling them to make informed choices and understand the environmental impact of the products they use.



## Bio-based Materials

We have independently verified the bio-based content of our EnVision plant-based gloves through testing conducted by Eurofins, a globally recognised testing laboratory.

This independent testing has confirmed that the EnVision Cut Level A (55-1825) plant-based glove contains over 55% bio-based material, earning the Silver Eurofins Bio-based Content Mark. Our plant-based Cut Level C glove (55-3825) has achieved the Bronze Mark, confirming it contains more than 25% bio-based content.



## Plant Based Products

Our EnVision plant-based gloves, 55-1825 and 55-3825, have undergone examination by the Vegetarian Society and are now Plant Based Certified. This independent verification strengthens our sustainability claims by confirming that these products are made entirely from plant-based materials, with no animal-derived components. This certification forms an important part of our commitment to transparency and demonstrates our continued effort to provide credible, independently validated low-impact product alternatives for our customers.





**TILSATEC**  
**EnVision**

CUT  
**A** 55-1825

Cut level **A** plant based glove with microfoam palm coating

- Certified 55% bio-based content awarded Eurofins silver badge
- Manufactured using a unique combination of plant and bio-based yarns
- Carbon footprint: 406g CO<sub>2</sub>e per pair\* (cradle to distributor)
- LCA (Life Cycle Assessment) conducted
- Less water consumption and energy usage
- Accredited plant-based by the Vegetarian Society
- Level A cut resistance to EN388:2016+A1:2018
- High level abrasion resistance (>20,000 cycles) gives durability and increases life span
- Touchscreen compatible reducing need to remove gloves
- Thumb crotch reinforced for additional resilience in high action area
- Microfoam palm coating delivers secure dry and oil grip
- Incredible fine tactility and dexterity, close fitting and soft comfort



<b>Gauge</b>	15gg
<b>Colour</b>	Green liner / Black coating
<b>Cuff Style</b>	Knit wrist
<b>Length</b>	220-270mm
<b>Sizes</b>	6/XS - 11/2XL
<b>Packaging</b>	12 pairs/paper band Sizes 6, 7 & 11 72 pairs/carton Sizes 8, 9 & 10 120 pairs/carton

**Applications / Industries**

- Intricate assembly
- Automotive downstream
- Aftermarket / Component handling
- Construction
- White goods manufacturing
- Aerospace
- Logistics and warehousing





**EnVision**

CUT  
**C**

55-3825

Cut level **C** plant based glove with microfoam palm coating

- Certified 29% bio-based content awarded Eurofins bronze badge
- Manufactured using a unique combination of plant and bio-based yarns
- Carbon footprint: 442g CO2e per pair\* (cradle to distributor)
- LCA (Life Cycle Assessment) conducted
- Less water consumption and energy usage
- Accredited plant-based by the Vegetarian Society
- Level C cut resistance to EN388:2016+A1:2018
- Touchscreen compatible reducing need to remove gloves
- Thumb crotch reinforced for additional resilience in high action area
- Microfoam palm coating delivers secure dry and oil grip
- Incredible fine tactility and dexterity, close fitting and soft comfort



<b>Gauge</b>	15gg	<b>Applications / Industries</b>	• Intricate assembly
<b>Colour</b>	Green liner / Black coating		• Automotive downstream
<b>Cuff Style</b>	Knit wrist	• Aftermarket / Component handling	• Construction
<b>Length</b>	220-270mm	• White goods manufacturing	• Aerospace
<b>Sizes</b>	6/XS - 11/2XL		
<b>Packaging</b>	12 pairs/paper band Sizes 6, 7 & 11 72 pairs/carton Sizes 8, 9 & 10 120 pairs/carton		





TILSATEC  
**EnVision**

CUT  
**F** 55-6725

### Cut level F glove with microfoam palm coating

- 54% of the glove is made with sustainable materials (inc. coating)
- Manufactured using a unique combination of Bio Based Dyneema® and recycled polyester (rPET) resulting in a total CO<sub>2</sub> reduction of >780 grams per pair\*
- Carbon footprint: 442g CO<sub>2</sub>e per pair (cradle to distributor)
- LCA (Life Cycle Assessment) conducted
- Energy savings of 0.254 kwh and 3.3 litres less water consumption per pair
- Incredible level F cut resistance to EN388:2016+A1:2018
- Touchscreen compatible reducing need to remove gloves between tasks
- Thumb crotch reinforced for additional resilience in high action area
- Microfoam palm coating delivers secure dry and oil grip
- High dexterity and tactility, close fitting and soft comfort
- Tested after washing to industrial standard



\*Versus same style using virgin materials



<b>Gauge</b>	15gg
<b>Colour</b>	Navy liner / Black coating
<b>Cuff Style</b>	Knit wrist
<b>Length</b>	220-270mm
<b>Sizes</b>	6/XS - 11/2XL
<b>Packaging</b>	12 pairs/paper band Sizes 6, 7 & 11 72 pairs/carton Sizes 8, 9 & 10 120 pairs/carton

#### Applications / Industries

- Intricate assembly
- Automotive downstream
- Aftermarket / Component handling
- Construction
- White goods manufacturing
- Aerospace

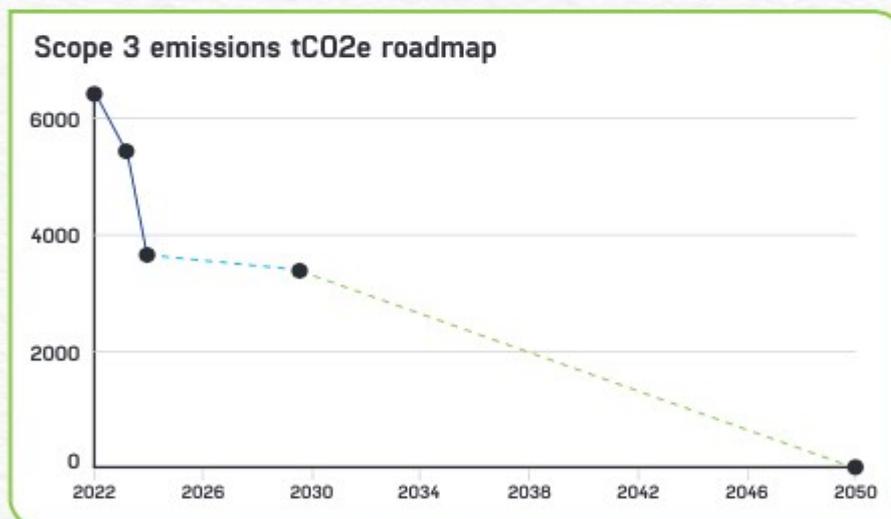


# 2026 AND BEYOND

IF we implement the above completed and planned initiatives, it is projected that **Scope 1 & 2** carbon emissions will decrease to **17.4 tCO<sub>2</sub>e by 2030**.

It is projected that **Scope 3** carbon emissions will decrease over the next seven years from our baseline measurement of 6,109,836 tCO<sub>2</sub>e to **3,571.7 tCO<sub>2</sub>e by 2030**.

This is a reduction of **42%** and will keep us on track to **Net Zero by 2050**.



*\*These measurements apply to UK operations only until a new baseline measure for the North American operations can be incorporated\**

As we move forward, we will continue to refine our ESG strategy, setting ambitious targets and reporting on our progress globally. Together, we can build a sustainable future that not only benefits our business but also contributes positively to society and the environment.



Tilsatec UK | +44 (0)1924 375742 | [info@tilsatec.com](mailto:info@tilsatec.com) | [www.tilsatec.com](http://www.tilsatec.com)  
TILSATEC LIMITED, Flanshaw Lane, Wakefield, West Yorkshire, WF2 9ND, ENGLAND

