



Sustainable Development Goals Alignment Statement 2026

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:

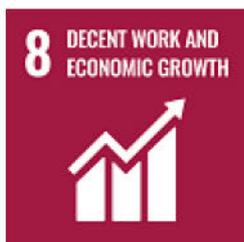


SDG 3: Good Health and Well-being

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 in high-risk industrial environments. By delivering high-performance cut-resistant and safety gloves and sleeves, we contribute to safer working conditions and support organisations in preventing workplace injuries, improving employee well-being. Our product ranges are developed to accommodate a wide range of hand sizes, dexterity requirements, and task-specific risks, supporting inclusive safety across diverse workforces.

Tilsatec provides high-performance protective products and supports customers through training and guidance on correct PPE use, helping to promote inclusive safety and strengthen occupational health and well-being. By equipping customer workforces with proper PPE and education, we aim to support reductions in workplace incidents and enhance consistent protection across operations.

The core purpose of our products is to protect workers and reduce the risk of injury. SMETA supplier audits evaluate safe working environments, chemical management, proper use of personal protective equipment, and emergency preparedness.



SDG 8: Decent Work and Economic Growth

As a long-standing employer with deep community roots, all employees receive PPE, access to training, and are covered under fair labour policies. We uphold ethical labour standards across our supply chain, provide secure manufacturing conditions, and invest in workforce development to promote long-term, sustainable employment.

All partner factories are SEDEX-registered, and SMETA audits assess working hours, wages, freedom of association, health and safety, and worker welfare. Helping ensure economic growth does not come at the expense of people and encourages continuous improvement through long-term supplier relationships.

Life Cycle Assessments (LCAs) on the EnVision Recycled and Plant-Based range help identify opportunities to improve efficiency, reduce waste, and optimise production, strengthening our supply chain and supporting sustainable economic performance.

LCAs measured in 2025 (CO₂e per pair, cradle-to-customer):

| Product | CO ₂ e (kg), |
|---------|-------------------------|
| 55-1725 | 0.430 |
| 55-3725 | 0.508 |
| 55-6725 | 0.442 |
| 55-1825 | 0.406 |
| 55-3825 | 0.442 |

Investing in localised manufacturing, such as our on-site knitting facility, reduces reliance on international freight, supports local economies, and creates stable, high-quality jobs within the community.



SDG 9: Industry, Innovation and Infrastructure

Tilsatec drives innovation through R&D, laboratory testing, and the development of sustainable, high-performance protective yarns and PPE. Our research focuses on materials science, durability, and cut-resistant performance, enabling safer and more efficient industrial operations.

In 2025, 15% of our coated glove range incorporated recycled or plant-based materials, reflecting our commitment to sustainable innovation.

Our on-site knitting facility supports localised, efficient production, reducing environmental impact while creating stable, high-quality jobs and fostering skills development within the local workforce.

Across our supply chain, we partner with factories that comply with SEDEX registration and SMETA audits, upholding ethical labour practices, environmental management, and safe, inclusive working conditions. These partnerships strengthen sustainable industrial infrastructure and promote responsible innovation throughout our network.



SDG 12: Responsible Consumption and Production

Tilsatec is committed to reducing the environmental impact of our products and operations. We increase the use of recycled and plant-based materials, reduce reliance on virgin synthetics, and redesign packaging to eliminate single-use plastics. We also optimise logistics and select lower-emission transport methods to support sustainable production and consumption.

Since 2022, we have avoided 66,021 polybags, saving 330kg of plastic.

Annual polybag usage in operations has decreased as follows:

| Year | 2022 | 2023 | 2024 |
|---|------|------|------|
| Weight polybags used in operations [kg] | 958 | 899 | 628 |

Currently, we are rolling out the removal of paper user information sheets, and replacing with a QR code printed directly on the glove. This reduces paper use and supports digital access, removing an approximately 183,297 A4 pieces of paper. That is the equivalent of:

- 16 trees saved, 22,080 litres of water not used, 1.2 tCO₂e avoided

Responsible sourcing is ensured through SEDEX-registered suppliers and mandatory 4-pillar SMETA audits, verifying compliance with ethical and environmental standards.

Eco-design principles guide our product development, selecting materials with lower environmental impact and promoting longer-lasting, high-performance protective solutions. All sustainability claims are independently certified, ensuring that plant-based materials are renewable and responsibly sourced, and fostering transparency and accountability across our supply chain.



SDG 13: Climate Action

Tilsatec is committed to taking meaningful action on climate change by reducing emissions across our operations, supply chain, and logistics. We have set long-term emissions reduction targets, including our commitment to achieve net zero by 2050.

A key part of our strategy is transitioning to lower-emission transport. By shifting freight from air to sea, we have significantly reduced greenhouse gas emissions. We aim to reduce air freight to below 25% by 2026 as part of our ongoing emissions reduction strategy.

We have reduced the percentage [%] of air shipments as follows:

| | 2023/24 | 2024/25 |
|-----------------|---------|---------|
| Air freight [%] | 34.7 | 27.6 |
| Sea freight [%] | 65.3 | 72.4 |

Over the last two years, Tilsatec's total carbon footprint has decreased from 6,249.3 tCO₂e to 3,964.7 tCO₂e, a 37.2% reduction.

Climate action is also embedded in our culture. Employees receive third-party carbon literacy training, ensuring our team understands climate impacts and contributes to emissions reduction efforts.

We report our carbon footprint annually, engage suppliers on climate mitigation and adaptation, and evaluate new technologies and materials to further reduce environmental impact. Reported emissions cover Scope 1, Scope 2, and relevant Scope 3 categories where data is available.



SDG 15: Life on Land

By increasing the use of biobased and recycled materials and reducing dependence on virgin fossil-based inputs, Tilsatec helps preserve natural resources and promote circular material use.

We prioritise sustainable sourcing and the responsible use of materials to protect ecosystems, conserve biodiversity, and support the health of forests and land. Our cartons are sourced from FSC-certified manufacturing facilities, ensuring that the packaging materials originate from responsibly managed forests.

To guarantee transparency, credibility, and accountability, all sustainability claims relating to material content are independently verified by third parties. Our EnVision Plant-Based range uses biobased materials and is plant-based certified, with third-party verification confirming the authenticity and reliability of these 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.

Our Commitment

The United Nations Sustainable Development Goals (SDGs) provide a strategic roadmap for Tilsatec's sustainability journey. We will continue to integrate them into our operations, product development, and partnerships, driving positive environmental and social impact while delivering high-performance protection to our customers.

Our ethical supply chain is central to who we are. We continue to:

- Strengthen due diligence and supply chain governance
- Expand traceability across materials and manufacturing
- Support continuous improvement among supplier partners
- Ensure all factories remain compliant with SEDEX and SMETA requirements

- Align our sourcing practices to the SDGs and international human rights frameworks

By partnering only with trusted, verified, and ethically responsible factories, we ensure that every Tilsatec product reflects our commitment to people, the planet, and sustainable progress. Our on-site knitting facility further demonstrates our investment in localized, efficient production infrastructure, supporting stable jobs and skills development.

Our SDG alignment reflects areas of material impact and influence within our operations and supply chain rather than direct contribution to all SDG targets.

Approved by the Managing Director, Ben Griffiths, 05th January 2026

SUSTAINABLE DEVELOPMENT GOALS