



**WORKWEAR
OUTFITTERS™**

THE BEST AT WORK

**CORPORATE
SOCIAL
RESPONSIBILITY**

2023



CORPORATE SOCIAL RESPONSIBILITY

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ABOUT US

THE BEST IN THE BUSINESS

When you're the world's leader in workwear, you don't just show up...you show the way. The way to lead. The way to innovate. The way to protect. The way to champion.

At Workwear Outfitters, that's what we strive to do for the millions of industrial, service, and governmental workers we so proudly and passionately serve, every day. So they can show up, show the way to work, too.

Workwear Outfitters is the world's workwear authority, and leading supplier of innovative work apparel and footwear for workers who dedicate their lives to making our world work better. Based in Nashville, Tennessee, the company employs more than 5,800 people in facilities spanning the globe. Brands under the Workwear Outfitters umbrella include Red Kap®, Bulwark®, Workrite® Fire Service, Horace Small®, Kodiak®, Terra®, Work Authority®, Walls®, Liberty®, Image Authority® and Chef Designs®. Workwear Outfitters is also the exclusive licensee for Dickies® apparel in the B2B channel.

WORKWEAR OUTFITTERS PURPOSE

**We champion and empower workers
who make our world work better.**

THE BEST AT WORK

Striving to be the first choice of the skilled workers
who keep the world running.

At Workwear Outfitters, we are champions of our trade.
No matter the brand, department, or function you are part of, we are
counting on you to empower the workers we serve.

THE BEST AT WORK

- Service Leader
- Understanding Workers
- Design & Development Capabilities
- Assortment Breadth
- Customization & Personalization



THE BEST AT WORK

OUR LOCATIONS

OFFICES

Nashville, TN (HQ)

Ft. Totten, NY (FDNY)

Portsmouth, NH (Kodiak / Terra)

Cambridge, Ontario, Canada (Kodiak / Terra)

Edmonton, Alberta, Canada

Hong Kong (Sourcing)

Panama (Sourcing)

DISTRIBUTION

Whites Creek, TN

West TN (Henning & Covington)

Houston, TX

Ontario, CA

Edmonton, Alberta, Canada

Cambridge, Ontario, Canada

Guadalajara, Mexico

MANUFACTURING

Matamoros, Mexico

Torreon, Mexico

Villanueva, Honduras

RETAIL

41 locations across Canada
(Work Authority)



REDUCING OUR IMPACT

Striving for sustainable practices in our product construction, manufacturing process and distribution.

At Workwear Outfitters, we manufacture over half of our apparel in facilities we own and operate. We also own and operate about 75% of our distribution centers. As a result, we're able to closely manage our sustainability efforts.



DISTRIBUTION

► DISTRIBUTION CENTERS

We have distribution centers in Tennessee, Texas, California and Canada. With our two largest DC's located in:

- Whites Creek, TN (253,850 sq. ft. facility)
- Henning, TN (162,000 sq. ft. facility)

► SUSTAINABILITY EFFORTS

- **Diversion Rate:** The diversion rate for our largest two DC's in 2021 was approximately 95%.
- **Recycling:** The following materials are recycled or reused - Fabric, Cardboard, Paper, Plastic, Wood, and Metal.

- **Electricity:** Lighting upgrades (LED & motion sensors) at our two primary DC's were responsible for reducing electricity consumption by more than 1.5 million kilowatt hours annually. We also participate in the Enel X electrical reduction system.
- **Transportation:** Our Workwear fleet retreads approximately 1,750 tires each year instead of buying new tires, reducing the amount of raw material by more than half; and has tractor air shields for better fuel efficiency.
- **Nature:** At our Whites Creek facility, they have a certified Monarch Butterfly Waystation.



FABRIC



CARDBOARD



PAPER



PLASTIC



WOOD



METAL



MANUFACTURING

► MEXICO & HONDURAS (Cutting & Sewing Plants)

We have cutting and sewing plants in Mexico and Honduras with over 4,000 employees.

These plants recycle cardboard, fabric, paper, plastic, wood and scrap metal and deliver these to companies that recycle most of the items to be used for the formation of other products.

Our manufacturing facilities recycle a large portion of our fabric waste generated from our production process, much of which is used as mattress

stuffing or to manufacture cleaning mops. We also return thousands of pounds of scrap bronze to our zipper-maker supplier each year for recycling and reuse.

Our manufacturing facilities are upgrading the refrigerant used in our industrial air conditioning units to R410 and we are discontinuing the use of R22; as R410 is more efficient and better for the environment.

We continuously work on projects that improve energy efficiency; these include lighting retrofits to LED, HVAC upgrades and more efficient air compressors.





PRODUCT

We're committed to building a greener future by focusing on continuous improvements and progress towards minimizing our environmental footprint.

► WATERPROOF LITE LEATHERS AT KODIAK

Premium full grain waterproof LITE leathers from ISA TanTec are made with Low Impact to the Environment. The LITE system is fully integrated into the leather tanning process, which is specially designed to



reduce and control water and energy usage, as well as limit the amount of chemicals used.



► RECYCLED PLASTIC TEXTILES

• At Kodiak

We incorporate recycled plastics into textile components including mesh uppers, linings and laces. These components vary by style.



• With Image Authority Programs

Several products including fleece caps, fleece jackets and insulated field vests that use Ecospun Fleece made from 100% Recycled Plastic are included in some customer programs.

► UNDER EXPLORATION

- Recycled Materials
- Biodegradable Materials
- Circularity Models (FR & non-FR)

SOURCING RESPONSIBLY

Ensuring global compliance and recognizing labor standards.

At Workwear Outfitters, we partner with 3rd party global compliance firms to perform periodic factory inspections to ensure compliance with our global compliance principles.



GLOBAL COMPLIANCE PRINCIPLES

The Global Compliance Principles represent our commitment to our suppliers and our customers that each piece of apparel and footwear produced in our name will be made consistent with internationally recognized labor standards, such as the U.N. Global Compact Principles and the International Labor Organization's doctrine for human rights.

TERMS OF ENGAGEMENT

Our Terms of Engagement serve as the cornerstone of our relationship with external factories. In order for a factory to produce our products, every contracted supplier must sign our Terms of Engagement document confirming that they will comply with our global compliance principles.

ENVIRONMENTAL GUIDELINES FOR MANUFACTURERS

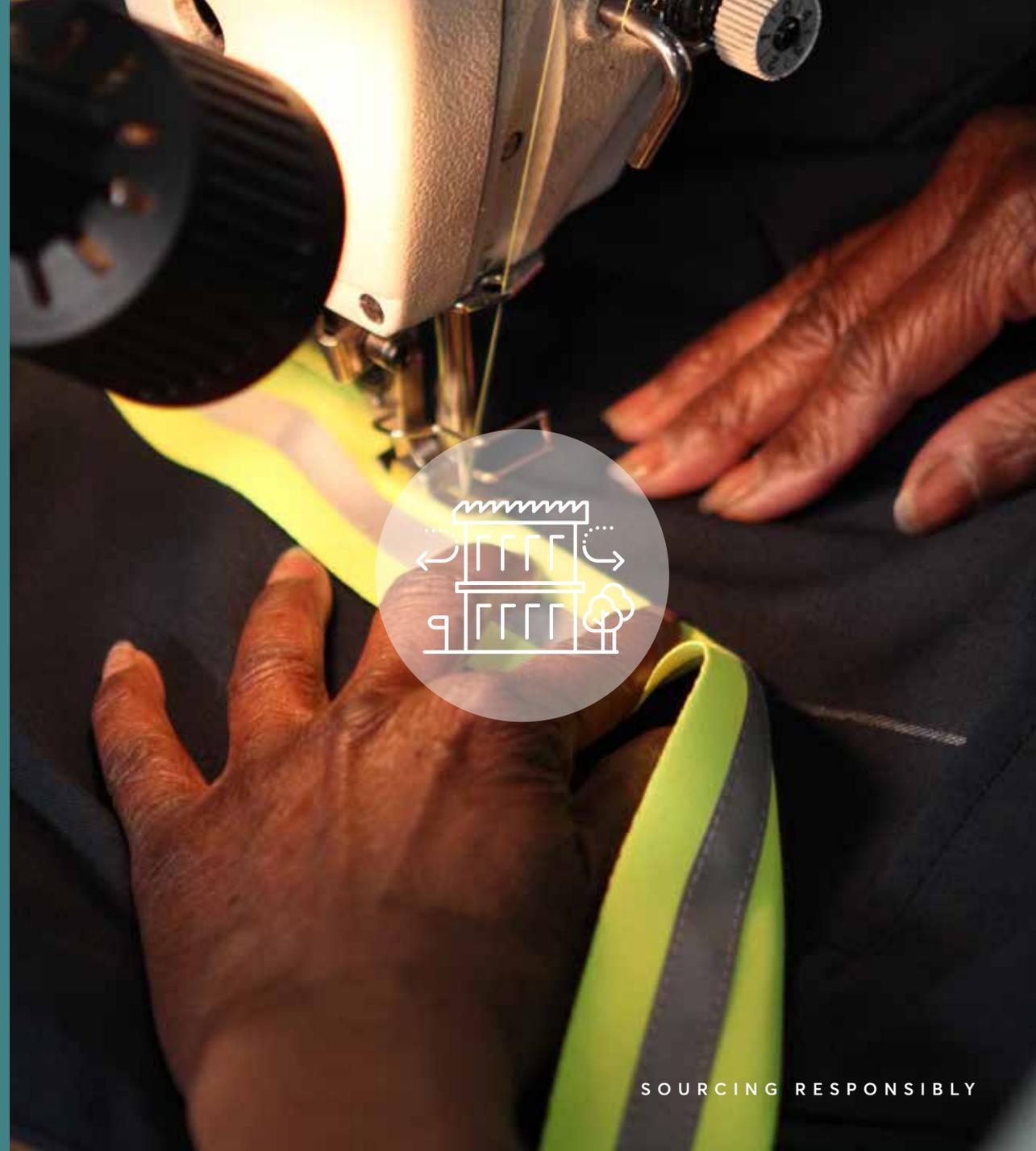
We use a 3rd party to conduct compliance inspections which includes a section to check that factories adhere to local environmental laws.

FACTORY AUDIT PROCEDURE

We have partnered with 3rd party global compliance firms to perform periodic compliance inspections on factories that produce our products. These compliance inspections are based on our 17 global compliance principles. Our global principles will assist manufacturers in providing a fair, ethical, safe and healthy working environment. As stipulated in our Terms of Engagement document, our manufacturers must follow all relevant local laws as well.

RESTRICTED SUBSTANCE POLICY & LIST

Workwear Outfitters' Restricted Substance List (RSL) is a core component of WWOFF's global product safety policies. It identifies the chemical substances that are restricted or limited in WWOFF products. The RSL applies to raw materials and component parts supplied by or used by our facilities and business partners in the manufacture of WWOFF products. The RSL, the RSL Supplier Compliance Agreement, and our Reasonable Testing Program help us offer the best quality products to our customers to support their workwear needs.



SUPPORTING OUR COMMUNITY

Making a difference in the communities we live and work.

Workwear Outfitters is committed to making positive change in the communities in which we operate. We encourage and empower our associates to get involved in service opportunities that are important to them. We also donate product to charities every year (we started tracking in July with approximate value around \$36,500 as of December 2022).



SUPPORTING OUR COMMUNITY: NASHVILLE

In Nashville, our associates participate in different charitable events throughout the year with a focus on charities where we have an employee connection. Some of these activities include two on-site awareness walks, an annual Earth Day outing, food sorting at a local food bank, and an annual holiday giving opportunity with a local charity.



SUPPORTING OUR COMMUNITY: NASHVILLE

In Nashville, we also have chosen the Martha O'Bryan Center as our corporate charity that we support with an annual charity golf tournament and silent auction. As of 2019, we have raised over \$1 million to support the Center and their mission of ending generational poverty.



SUPPORTING OUR COMMUNITY: TORREON & MATAMOROS, MEXICO

At Workwear Outfitters we believe if we all get together we can do great things. At the 2022 Workwear Day event our Torreon & Matamoros associates volunteered to work on beautification projects at two schools. Torreon associates worked at the Saguvesi school which is dedicated to the education of children, youth & adults with Down syndrome, autism and other mental health issues; and our Matamoros staff volunteered at the Multiple Attention Center No. 25, which is a school dedicated to serving students with intellectual and motor disabilities, as well as developmental disorders.



WORKWEAR
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SUPPORTING OUR COMMUNITY: TORREON & MATAMOROS, MEXICO

IN CONCLUSION



At Workwear Outfitters, we care about our employees, our customers and our environment. We strive to have the right policies and procedures in place to ensure we're conducting business ethically, considering human rights and the social, economic and environmental impacts of our business.

CONTACT INFORMATION

Workwear Outfitters' headquarters in Nashville, Tennessee is located in an office building that's certified LEED Gold by the U.S. Green Building Council.

Workwear Outfitters
545 Marriott Dr, Ste. 100
Nashville, TN 37214

workwear.human.resources@wwof.com
(615) 565-5000

THANK YOU!

