

Karlowsky Fashion GmbH

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More information on sustainability at KARLOWSKY® are available here:
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Sustainability Report 2023

Introduction

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 For us, sustainable action already begins in the design and development phase of our products, where we take into account environmentally relevant product requirements. Our goal is to continuously improve the sustainability aspect of our products. The long-term goal is to become one of the most sustainable apparel brands in our industries.
 Thomas & Niels Karlowsky
 CEOs



For generations, the name "Karlowsky" has been synonymous with high-quality brand-name clothing in the catering and hotel industry - and for some years now also in the fields of medicine, care, cosmetics and wellness. As an internationally active company, the sphere of activity of the innovative medium-sized company extends far beyond the location in Wanzleben-Börde. However, the foundation for a more sustainable future is laid at the company's headquarters just outside Magdeburg.

"For us, this already begins in the design and development phase of our products, where we consider environmentally relevant product requirements. Our goal is to continuously improve the sustainability aspect of our products. The long-term goal is to become one of the most sustainable apparel brands in our industries," say managing directors Thomas and Niels Karlowsky on the future development of the company.

The success story of the workwear expert began in 1892 with great-great-grandfather August Karlowsky, who laid the foundation for the family business and started trading in selected haberdashery. His son Hermann Karlowsky ensured the decisive step forward in the second generation from 1936. From our former retail shop wholesale with several branches, the goods of which were produced in the company's own were produced in the company's own factories.

Since 1990 it has been sold to Thoms Karlowsky and now, since 2023, also to Niels Karlowsky, to continue this heritage and to develop the company further. In close cooperation with the employees, an extensive product portfolio and a remarkable network of business partners and customers from all over the world have been developed over the past 30 years. of business partners and customers from all over the world have been developed.

A little more than 130 years after its Karlowsky Fashion was founded, it is now a leading manufacturer of branded clothing, accessories and footwear for the hospitality, medical, care and wellness industries in Europe. With the logical next step in the direction of sustainability, Karlowsky Fashion will future generations a successful and self-determined development on a healthy planet earth.


 Thomas Karlowsky


 Niels Karlowsky

Our Story



1892 | The foundation by August Karlowsky
 August Karlowsky initially traveled from market to market with wooden carts. This was followed a few years later by the opening of the first retail store for haberdashery in Magdeburg-Diesdorf.



1936 | Takeover by Hermann Karlowsky
 The next generation with Hermann and Frieda Karlowsky takes over the management. This is followed by the opening of further stores and the expansion of the product range (haberdashery). The former retail business becomes a wholesale business. For textile production, own manufactories are established.



1990 | New start after the fall of the Berlin Wall
 With the two articles piping bag and rubber apron, Karlowsky ventures a new start in a turbulent time of change. The production of the former state-owned company of the GDR is taken over and the rental contracts that had been in place until then are terminated.



2002 | Change of name and expansion
 After 10 years, the product range now includes several thousand items, which are summarized in a 72-page catalog.

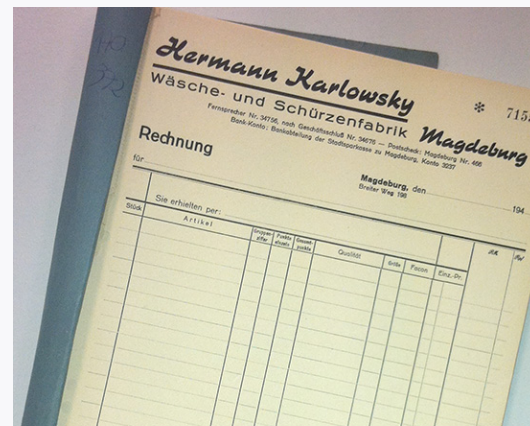
1930 | Expansion

Opening of another commercial building, which is still owned by the family today.



1973 | Production of piping bags and rubber aprons

After the war, production is focused on piping bags and rubber aprons due to government decrees. These are used in the food processing industry of the GDR. Frieda Karlowsky reached a commission agreement with the state (half state, half private) and was therefore able to effectively lease production to the state. A novelty in the GDR.



1994 | First color catalog published

With the introduction of the D-Mark and the related difficult economic conditions in the new federal states, the sales market is faltering. Ideas are in demand! But there is no lack of innovation: The product variety expands and trade fairs and exhibitions are used as forums for contact with customers.



2008 | Change of name, expansion and relocation

Karlowsky GmbH & Co. KG changed its name to Karlowsky Fashion GmbH. Launch as a premium brand in the promotional products sector. Publication of the new revised main catalog for workwear with 128 pages. Relocation of Karlowsky Fashion GmbH to Hohendodeleben - expansion and extension of warehouse capacities.





2010 | ROCK CHEF® and Celebrity Chef Stefan Marquard

Together with TV chef Stefan Marquard, the new trend brand ROCK CHEF® is developed and successfully launched.



2018 | DIAMOND CUT® and Robin Pietsch

Since 2018, star chef Robin Pietsch from Wernigerode has been a testimonial for our premium brand Diamond Cut®. He and his team are regularly provided with new products from Karlowsky.



2020 | Health & Beauty - New product area for medicine, care, wellness and cosmetics

With "HEALTH & BEAUTY", Karlowsky® presents innovative and sustainable workwear for medical, care, wellness and cosmetic professions at the beginning of 2020, the advantages of which lie in the high functionality and the feel-good factor throughout.



2023 | New dual leadership at Karlowsky Fashion

The management remains firmly in the hands of the family: Niels Karlowsky switched to the management on 01 January 2023 and leads the company's fortunes alongside his father Thomas Karlowsky.

2012 | Karlowsky® at the Olympics in London

Karlowsky Fashion is the official Outfitter of the staff in the German House at the Olympic Games in London.



2019 | Green Generation®

New paths are taken! The company meets its responsibility for the nature and the environment with the launch of the first sustainable collection. The use of recycled materials for the production of workwear and leisurewear helps to reduce damage to nature and people.



2021 | Certification with the Green Button, Global Recycled Standard (GRS) & Global Organic Textile Standard (GOTS)

With its new products for 2021, Karlowsky® shows which topics will determine the coming years in the workwear sector: Sustainability, transparency and a great deal of attention to detail. The certifications with the Green Button (Grüner Knopf), Global Recycled Standard (GRS) & Global Organic Textile Standard (GOTS) are just the beginning and lay the foundation for the workwear of the future.



Our Values

Living family values

Family-run company in its 5th generation with 130 years of eventful history - authentic, honest, independent, strong.

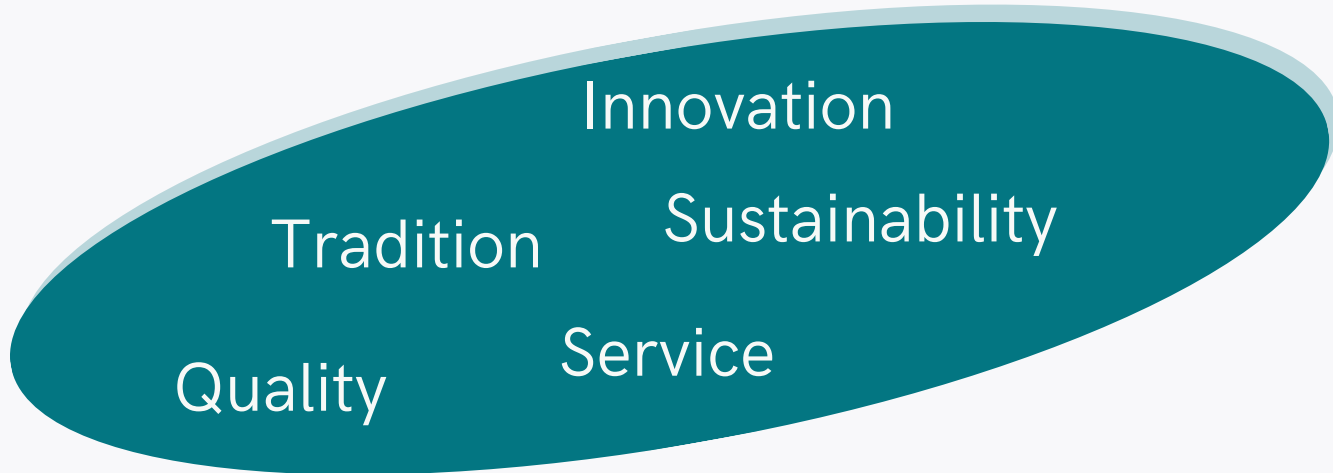
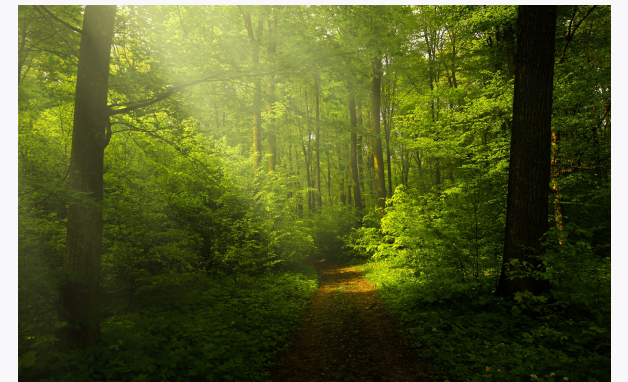


Excellence through Innovation

Innovative in-house developments always on the pulse of time! We design products for best performance at work.

Protection of the environment and people

We are GOTS and GRS certified and carry products with the Green Button (Grüner Knopf). We are also an active amfori BSCI® member and develop products with Standard 100 by OEKO TEX®.



Great customer service

We value personal customer contact - friendly, solution-oriented and competent. Because service makes the difference.



Quality products with high stock availability

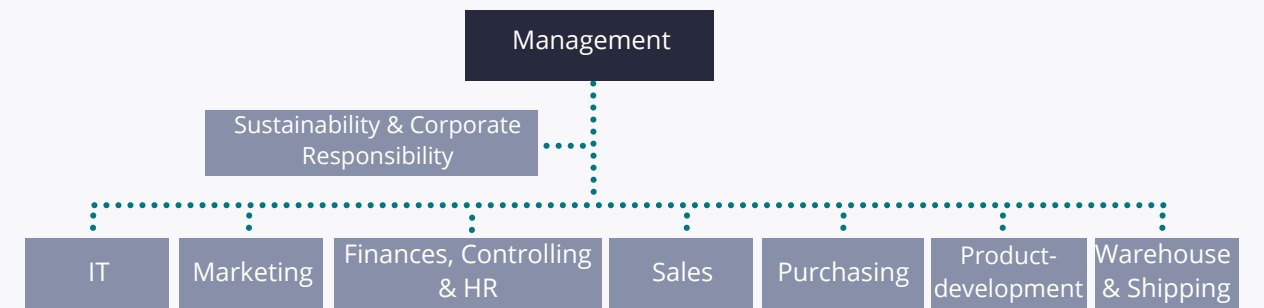
We offer our customers an extensive range in many colours, sizes and designs with maximum stock availability.

Corporate Facts



Our company is organised into eight well-connected departments. The interaction with the management is characterised by short distances and a well-organised and family-friendly meeting culture (core meeting times, good preparation and follow-up, information and tasks are clearly prepared for all involved). Furthermore, our company relies on interdisciplinary cooperation in cross-departmental projects. Our employees are supported by a modern project management tool. The advantage of this form of teamwork is that the different competences and areas of knowledge of our employees can flow into each individual project.

Corporate structure

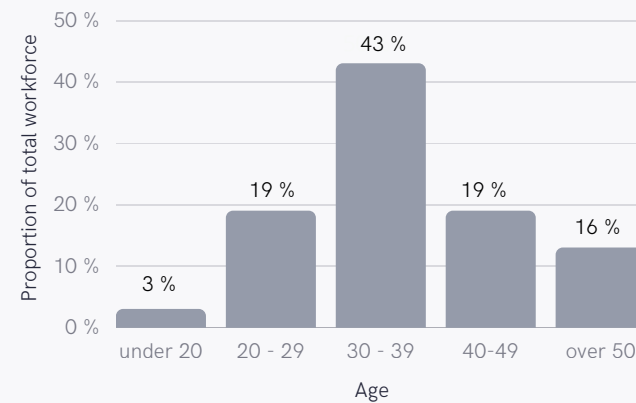


IT Management: For Customers, Employees & Suppliers

With our internal IT department, we are able to develop our own software or adapt existing software. This allows us to perfectly meet the technical needs of our customers, employees and suppliers. In general, we have access to a sophisticated ERP system that allows us to digitally record and transparently evaluate all business processes. The key figures obtained in this way enable us to optimise our management practices and processes with pinpoint accuracy. The advantages of this approach are obvious: e.g. in logistics, packaging is more efficient and thus less packaging material is needed. In addition, warehouse trips and travel routes for field staff can be planned more efficiently. This saves CO2 and conserves resources.

Our employees can also quickly and easily enter holiday requests and home office times thanks to a modern and clear time recording system based on a web-platform. This way, they always have their working hours in view and can thus concentrate much better on their projects and everyday tasks.

Personnel structure 01/2023



* The 16% difference is made up of: Trainees and employees with fixed-term contracts.

Business Model



Our business model is quickly explained: product development takes place entirely in-house. Then our production partners around the world manufacture our products according to our specifications. After the products are shipped to us, they are stored at our facility and shipped from here to our customers all over Europe. Our customers: These are mainly (wholesale) dealers who resell our items to specialist retailers or directly to restaurants, hotels, clinics, surgeries, etc. All steps, from concept to delivery, are monitored by our quality management.

A sustainable business concept

A look at the business relationship with each and every one of our customers clearly shows us: a high availability of stock items must be guaranteed for years to come. The fast-fashion concept, which is currently being pursued by the majority of companies in the textile industry worldwide, is therefore out of the question for Karlowsky Fashion. With our collections, we concentrate on high-quality products, align ourselves with the needs of our customers and suppliers and act within a framework that is reasonable for people and the environment - without annual mass disposal of textiles.

For this reason, 95% of our products have been on the market for more than three years on average. Our classic, the chef's jacket Lars, has even been available for purchase for over 15 years. This business model not only reduces the likelihood of goods being thrown away, but also allows our producers many years of planning security.

In addition, our new product developments have a longer lead time than fast-fashion products. This reduces the pressure on our producers and thus reduces the risk of excessive overtime for the employees in our production facilities.

High-quality products

In a world with ever-shorter collection cycles, we evaluate trends for their long-term future potential. Our highly qualified development team always has its finger on the pulse.

Only when we see the potential of a trend establishing itself on the (workwear) market, a new high-quality product will be included in our range.

In addition, our product development focuses particularly on sustainable and at the same time durable materials that are perfectly suited for the intended use. This also includes the fact that many of our products can be washed at 60 or 95 °C. This ensures a long service life. This ensures a high durability and thus protects the environment.



Corporate Due Diligence in our Supply Chains

We have set out the central elements of responsible entrepreneurial action in our Policy Statement (<https://karlowsky.de/en/about/sustainability-corporate-responsibility/>). This forms the basis for our own corporate actions. In addition, we set expectations for ourselves with regard to our corporate responsibility in our policy statement. We communicate our expectations for cooperation with our production partners in the form of a Code of Conducts (<https://karlowsky.de/en/about/sustainability-corporate-responsibility/>). By signing this, our production partner confirms that he has understood our values and expectations and will act accordingly. In the following chapter, we will go into more detail on individual points that we consider to be in the context of our corporate responsibility. We would like to provide an insight into our processes, results and learning experiences.

Risks

We are aware that we have an impact on people and the environment through our international production network along our supply chains. Due to the complex, multi-stage production steps, many different people and companies are already involved in the production of a single product. We work continuously in our supply chains to prevent any damage to people and the environment and to make amends in the event of damage. To make this possible, we conduct regular risk analysis. We have identified the most serious risks. These have a high severity and a high probability of occurrence compared to all other risks considered. The most serious risks identified are in the areas of occupational health and safety, working hours and waste.

Implementation of measures and learnings

The goal is to avoid or minimise the identified risks. Together with our production partners we discuss which measures can be taken to close the identified gaps. We ourselves only utilise the majority of our production partners to a small extent (less than 5% of the annual order volume of our production partners). Therefore, we often have only a limited influence. Our primary goal in the exchange with our production partners is therefore to raise awareness of the identified risks. We are in regular exchange with our production partners and pursue the improvement of the identified risks.

We check the effectiveness of the measures by requesting evidence (e.g. proof of training, photos, videos). In addition, we use social audits as a second means of verifying the implementation of improvement measures. With each new social audit of a production partner, we check whether the improvement measures have been implemented. In the future, our goal is to include the implementation of improvement measures and the verification of the effectiveness of the measures during on-site visits.

Two examples of how we deal with identified risks, how measures are implemented and related learning experiences, progress and challenges are described below.

Example 1: Overtime

We found out that the overtime worked by the employees of our production partner exceeds the legal maximum. In such a case, we try to determine the cause of the increased overtime and find measures to counteract the excessive overtime. Possible reasons could be: staff shortage, insufficient production planning of the production partner, too short production time on the part of the customer, insufficient wages etc. We enter into discussions with the production partner and check whether we have contributed to the increased overtime through our orders. Since we only utilise a small proportion of the production volume of the majority of our production partners (less than 5%), we often only have a minimal influence on the overtime situation through our orders. Nevertheless, we always point out that the respective production partner can contact us if the placement of our orders would contribute to increased overtime. We want to find a mutually acceptable solution.

In the case of production partners where overtime is above the legal monthly maximum, no significant improvements have been observed so far. The production partners concerned are all located in China. One can suspect a structural cause here. We are continuing to monitor the problem and are trying to find solutions together with our production partners on how to sufficiently reduce overtime. However, we are also aware that as a customer of the production partners in China we only have a limited influence and are taking action against apparently structural causes.

Example 2: Minimum wages vs. living wages in risk countries and with high-risk production partners

We check whether the employees of our production partners are paid at least the minimum wages applicable in the respective production country. However, it is often not possible to live a decent life with the legally applicable minimum wages. We therefore strive to promote living wages among our direct production partners and to achieve improvements in cooperation in the medium to long term. As a first step, we have conducted a wage gap analysis. To do this, we determined the current situation and compared the minimum wages currently paid with the benchmarks for living wages. Together with our direct production partners, the next step is to develop an individual strategy on how we as a client can contribute to living wages. We are currently focusing on the direct production partners that we utilise the most. Since we have a greater share of the production volume there, we also have a greater responsibility towards the employees and a greater leverage effect.

The issue of living wages is very complex and there are many obstacles regarding the implementation. The main problem is that we do not pay the wages of our production partners' employees ourselves. So we only have an indirect influence and are also one customer among many. Another central problem point is the concept of a living wage itself. The calculation of a living wage is very complex and is carried out in different ways. The results of the calculations therefore also vary greatly in some cases. Likewise, the data basis and the timeliness of the data are decisive for the calculation. The benchmarks for living wages are not always specific to the respective region of our production partner. For example, a benchmark for rural regions of one of our production countries was available. However, as our production partner is located in a large city, the cost of living there is often significantly higher than in rural areas and therefore the benchmark can only be used to a very limited extent. In addition to the availability of benchmarks, their timeliness is relevant. Especially due to the currently strongly increased inflation in the individual countries of production, the benchmarks are outdated more quickly and do not adequately reflect reality. If only general (i.e. not related to a specific region of a country) or outdated benchmarks are available, this means that the benchmarks are often below the living wages of reality.

We draw on key benchmarks, e.g. Global Living Wage Coalition, Asia Floor Wage, in our wage gap analysis. We try to rely as much as possible on specific and up-to-date benchmarks.

When we find insufficient or no benchmarks, we seek external support. For example, we engage with multi-stakeholder initiatives and trade unions to find more accurate benchmarks that better reflect the reality of workers on the ground. With more accurate data for our wage gap analysis, we can take more precise action.

Employee complaints

We have an internal complaints management system where our own staff can, if they wish, contact the management or the human resources department anonymously and confidentially. This is made possible by a complaint box at the entrance to the communal area. In addition, there is always the possibility of a personal exchange with the management and the personnel department via the 'short official channels'.

The employees of our production partners also have the opportunity to submit complaints. This enables us to uncover risks that would have remained undiscovered and to discuss and initiate measures to avoid them. In the production facilities of our production partners, there are various ways to file complaints. This can be done, for example, through a grievance box, through elected workers' committees or by email. It is important that the mechanisms through which complaints can be submitted function effectively (in accordance with the 'UN Guiding Principles on Business and Human Rights'). This includes, for example, that complaints can be submitted anonymously. In dialogue with those responsible, we try to continuously improve the internal mechanisms and make them more effective. In doing so, we also pay attention to vulnerable groups*. They should be able to submit complaints without any barriers. This includes ensuring that migrants have access to internal grievance mechanisms in the production facilities in their mother tongue.

Furthermore, it is our goal to establish a back-up grievance mechanism through which employees can report as an alternative. This alternative should serve to ensure that complaints can be submitted even if the in-house mechanism is not functioning adequately. We want to minimise the burden on our production partners here. Assuming that each customer of a production partner sets up its own complaints mechanism, this would lead to confusion for potential users and a great deal of administrative work for our production partner itself. We therefore refrain from creating our own mechanism for supply chain complaints. Instead, we would like to participate in a centralised mechanism, specifically amfori's 'Speak for Change' mechanism. Complaints submitted through this mechanism will come directly to us.

*These are groups of individuals who may be exposed to certain risks more frequently and therefore need special protection.

The centralised grievance mechanism will enable us and the production partner, together with other clients, to resolve complaints as effectively as possible. The 'Speak for Change' mechanism has so far only been established in Vietnam, but will be extended to other countries. We have therefore not yet received any complaints from employees of our production partners.

Involvement of external stakeholders - (potentially) affected people and production partners

(Potentially) affected people are individuals who are or can be directly or indirectly affected by our corporate actions. These are primarily workers in the production facilities involved in the production of our products. Communication with (potentially) affected people in our supply chain takes place via amfori BSCI. The aim of the communication with (potentially) affected parties is to include the workers' perspective on the working conditions prevailing in the production plant in order to be able to better avoid or reduce risks for people and the environment in our supply chain.

Employee interviews are conducted as part of amfori BSCI audits at our production partners facilities. The number of employees interviewed depends on the total number of employees in the production facility and is defined by amfori. In the employee interviews, the focus is particularly placed on employees from vulnerable groups, e.g. young workers, migrants, women, seasonal workers, etc. In order to protect the interviewees from reprisal, the management does not have access to the results of the staff interviews. In addition, the interviews are conducted in a separate room, without the presence of management.

We use the findings from the employee interviews as part of amfori BSCI audits to identify risks. Risks identified through the employee interviews are incorporated into our risk assessment and are given special attention when discussing action plans with management.

We regularly discuss with our production partners how to manage our business relationship. However, we would like to expand the exchange and include the topic of corporate responsibility more strongly. We ourselves have a certain influence on the risks for people and the environment in the supply chains through our procurement practices.

For this reason, we strive to continuously review and, if necessary, adjust our procurement practices in exchange with our production partners. We use a survey as a basis. In this survey, our production partners can evaluate various aspects of our procurement practices. These include the appropriateness of lead times, payment terms, clear and open communication, etc. After the survey is completed, we discuss the aspects that need improvement and try to find a mutually satisfactory solution. We would like to implement this approach from this year onwards to strengthen the exchange with our production partners and our procurement practices.

Supply Chain transparency

We source our textile articles from various production partners in different countries. We would like to improve the communication of our supply chain transparency for external stakeholders. For this reason, the sourcing countries (incl. region) for the finishing and wet process steps are listed below. These lists represent our supply chains of both two process steps at the time of publication of this sustainability report.

We are aware of the majority of the production sites that carry out the wet processes for the fabrics of our articles. However, six of our production partners* were not or only partly willing to disclose which companies carry out the wet processes for the fabrics. In these cases, we often know the country, but not the region or the production site itself. This affects articles and fabrics that accounted for only a small share of our order volume in 2022

We are trying to further strengthen the dialog with our production partners with the aim of closing the knowledge gaps and improving our supply chain transparency. In addition, our goal is to gradually improve supply chain transparency in the upstream process steps, right through to raw material extraction.

Garment manufacturing

- Albania, Vlora
- Bulgaria, Haskovo
- China, Anhui
- China, Fujian
- China, Shangdong
- France, Pays de la Loire
- Morocco, Tangier-Tétouan-Al Hoceïma
- Pakistan, Punjab

Wet processing

- Belgium, region not known
- China, Zhejiang
- China, region not known
- Germany, Saxony
- Germany, North Rhine-Westphalia
- France, region not known
- Italy, region not known
- Netherlands, region not known
- Pakistan, Punjab
- Portugal, Região Norte
- South Korea, region not known
- Spain, region not known
- Thailand, Samutsakorn

*These are three product suppliers (from Italy, France and Germany), two fabric suppliers from Germany and one fabric supplier from Spain.

Corporate Responsibility



We offer products with the seals:



The Green Button is a state seal for sustainably produced textiles. In addition to the product, the company as a whole is always checked. This makes the Green Button the first state seal that systematically checks whether companies in their supply chain fulfil their human rights and environmental due diligence obligations.



GOTS stands for Global Organic Textile Standard. This is one of the most demanding certificates for the processing of textiles made from organic textile fibres. The special feature of GOTS is the certification of the entire supply chain. This means that the product is tracked and monitored from cultivation to sale.



The GRS (Global Recycled Standard) is designed to meet the needs of companies that want to verify the recycled content of their (finished and intermediate) products, as well as to ensure that social, environmental and chemical regulations are met in production.



We are members of:



Karlowsky Fashion is committed to the amfori BSCI code: this means fair working conditions and social standards in all production facilities.

Many of our products are certified according to:



Highest product safety for the consumer: standardised testing for substances harmful to health and the environment.

In addition, we work together with:



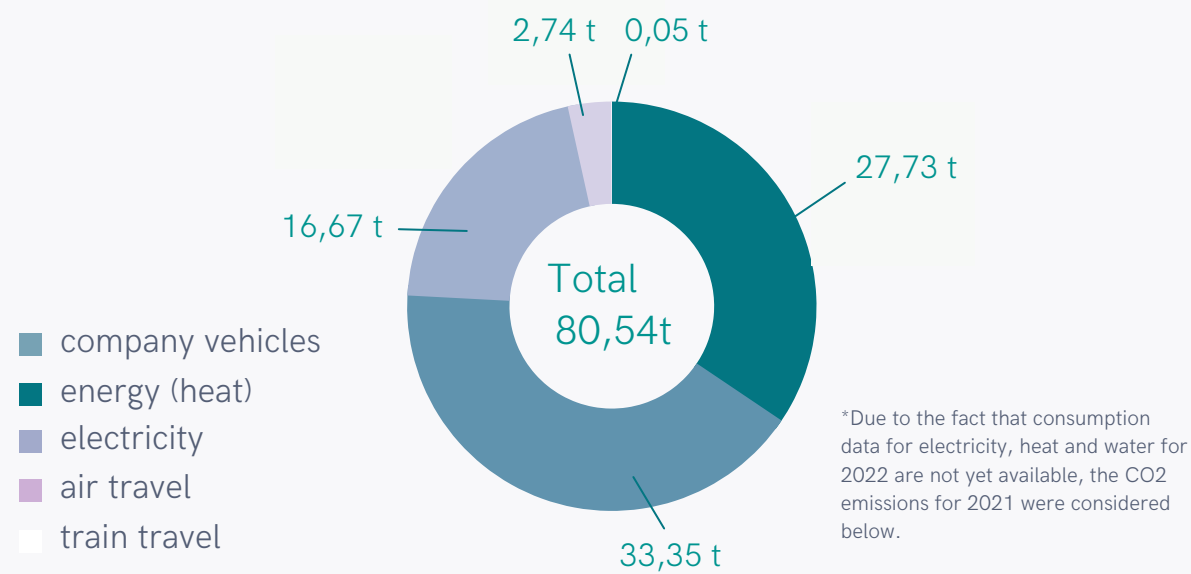
In Labtech's testing laboratory we have all our fabrics and products tested for harmful substances and washing properties (colour fastness & washing behaviour) according to standardised testing methods. Also we have tested the functionalities of e.g. zips and press studs. This ensures quality assurance along the entire value chain.

Emissions



As part of the Paris Climate Agreement, 184 countries have agreed on limiting the global warming to 1.5 degrees. In order to achieve this goal, we must make our personal and corporate contribution. This is not only about limiting climate change, but also about preserving and protecting habitats and resources.

CO2-Emissions of Karlowsky Fashion GmbH (Year 2021*)



As a company, it is important for us to have an overview of our emissions and the impact of our trading. For this reason, we monitor our emissions annually and try to optimize corporate processes based on the findings. This starts with the selection of our producers and raw materials, but also affects the processes at our corporate headquarters.

In 2021*, we generated a total of 80.54 t of CO2 emissions in the areas of vehicle fleet, heating, electricity, and air and train travel. This is a reduction of around 16% compared to the previous year.

In general, the vehicle fleet accounted for a large proportion of our emissions in 2021* at 41%. Here, a significant decrease from 64.77t (2020) to 33.35t (2021) can be observed. Due to the Corona pandemic, there was a reduction in the number of trade show and customer visits and an increase in the use of home office. As a result less fuel was used in 2021 than in the previous year, which explains the decrease in CO2 emissions.

In 2021, we put a new external storage location into operation. As a result our electricity and heat consumption increased, which in turn led to an increase in our CO2 emissions compared with the previous year.

In the past year, we have implemented the following measures to reduce our CO2 emissions at our company site.

- In 2021, we rented a new warehouse location directly next to our main company headquarters. With the use of this warehouse in 2022, we will be able to significantly reduce the distances traveled and, accordingly, the CO2 emissions in the area of company vehicles.
- Part of our vehicle fleet was converted to hybrid vehicles in 2022. The aim is to convert our entire fleet to electric cars in the future. To this end, several charging stations are being planned at our headquarters in Wanzleben-Börde, which can also be used by employees. In this way, we also want to give our employees an incentive to switch to e-mobility.
- LED lamps have been installed at our new warehouse location in order to be able to achieve a reduction in our electricity consumption even while using the same amount of electricity.

These measures will only be included in the emissions calculations in the next sustainability report, as the most up-to-date calculations of our CO2 emissions refer to the year 2021.*

Social Commitment



Donation handover to Lebenshilfe Peine-Burgdorf (Karlowsky, 2018)



Handing over donations to the DRK (Karlowsky, 2020)

Social commitment is not only important to us - it is an essential part of our corporate culture and our business! In addition to annual (monetary) donations to charitable associations and aid organisations, we make use of the opportunities that our profession as a manufacturer of high-quality workwear enables us to.

We can look back on a long-lasting partnership with Lebenshilfe in our region. 'Lebenshilfe für behinderte Menschen e.V.' is an association of people with disabilities, parents, relatives, professionals, supporters and friends.



Currently, our partner workshop is located in the Stendal region. Since 1991, about 510 mentally, emotionally and physically disabled people have been cared for in recognised workshops, a support group, a residential association with various forms of housing, day care for senior citizens and an integrative day care centre for children. Lebenshilfe supports us at regular intervals, mostly in logistical activities, such as packaging goods.



In 2021, we were able to support the 'Protectora de Animales Domésticos (PAD)' shelter for cats and dogs in Spain (Mijas Costas) with a financial donation. This enabled the shelter operators to provide their charges with food and veterinary treatment.

The non-profit organisation 'Sedo Togo' carries out various projects in Togo. Supplying the population with drinking water and supporting the education of children in the region are among diverse 'Sedo Togo's' activities. As part of a monetary donation, school materials and small Christmas presents were purchased locally for children at the deaf school 'Ecole Ephpatha des sourds' in 2021. In addition, the donation supported the construction of a new dormitory.



Our social commitment also focuses on donating workwear to support regional aid organisations in their work. In 2020, for example, we were able to make an extensive donation of

workwear to the German Red Cross Regional Association Magdeburg-Jerichower Land e.V.. A total of 7,000 jackets worth €150,000 were handed over to the managing director Frank Ruth. About 420 nursing staff in four social care units, two day care facilities and six senior living centres/residential complexes were equipped with new professional clothing.

In 2018, we were able to support the Lebenshilfe Peine-Burgdorf with a targeted donation in kind. Lebenshilfe Peine-Burgdorf offers a wide range of integration services at its 25 locations. The approximately 600 employees contribute to enabling people with disabilities to participate in the life of the community as independently as possible. In addition to chef's jackets for men and women in various colours and sizes, the donation also included jackets, women's coats, bistro aprons and safety shoes. The clothing was used in the workshop areas, serving kitchens, food and biscuit packaging as well as in the vocational training area of the facility. The donation was particularly helpful in the home economics department at the Burgdorf site, as there was hardly any workwear available which is usually customary in the industry. Professional workwear not only increases occupational safety, it also helps people to identify more strongly with their profession.

