



# SUSTAINABILITY HIGHLIGHTS REPORT

**› COMMITTED  
TO SUSTAINABILITY**

REPORTING PERIOD:  
FEBRUARY 1, 2024 – JANUARY 31, 2025



“

AT PIP GLOBAL SAFETY,  
WE RECOGNIZE THAT  
PROTECTING PEOPLE ALSO  
MEANS CARING FOR THE  
WORLD THEY LIVE IN. OUR  
SUSTAINABILITY EFFORTS  
REFLECT A GROWING  
COMMITMENT TO MAKING  
SAFER CHOICES —  
FOR EVERY WORKER, AND  
FOR THE WORLD WE SHARE.

”





## MAJOR BRANDS

**PIP**

**G-Tek**

Grippaz



**Ambi-dex**

**BOSS®**

**NORTH®**

HOWARD  
LEIGHT

**FIBRE-METAL®**

**MILLER®**

**SOII**

**COMBISAFE®**

**Bisley**  
WORKWEAR

**ISSALINE**

**PUMA**  
SAFETY

**albatros®**

**KINGS**

**OLIVER**

**SALISBURY**

**MORNING PRIDE**

To Our Customers, Team Members,  
Suppliers and Stakeholders,

At PIP Global Safety, sustainability is more than just a program or a document – it's a responsibility. One that defines how we think, how we work, and how we show up in the world. As a global leader in personal protective equipment, our purpose has always been to protect people. But that protection goes beyond our distributors' shelves and the job site – it includes the planet we all share and the communities we belong to.

This Sustainability Highlights Report is a reflection of that broader mission. It's a snapshot of the real progress we've made embedding environmental, social, and governance (ESG) principles across our business – from designing more sustainable, bio-based products like ECOSeries™ Gloves, Eyewear, and BioSoft™ Ear Plugs, to strengthening supply chain transparency through partners like Sedex® and TrusTrace®.

We're proud of how far we've come in a very short time, but also clear-eyed about the work ahead. Our Global Sustainability team continues to push us forward, supported by a culture of innovation, responsibility, and transparency. Our Double Materiality Assessment and adherence to recognized frameworks help ensure we're not just compliant – we're helping define what responsible business looks like in our industry.

Personally, I'm incredibly proud of the passion and commitment I see every day – from our teams around the world, our suppliers, and the customers who choose to partner with us. That shared commitment is what gives this work meaning.

While some may find it unusual that Sustainability is led by Corporate Marketing, for us, it makes sense. Sustainability isn't just about risk and compliance – it's a lever for value. It drives innovation. It sharpens focus. It brings teams together around a common purpose. And most importantly, it aligns with what our customers, employees and stakeholders care about.

As we look to the future, we'll continue to listen, lead with integrity, and find ways to deliver value – not just for today, but for a better tomorrow. So, let's keep building a safer, more sustainable world – together.

Thank you for taking the time to review our progress and we welcome your comments.

A handwritten signature in black ink, appearing to read 'Anthony Di Giovanni', with a stylized flourish at the end.

**ANTHONY DI GIOVANNI**

*Chief Marketing Officer*





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# ABOUT PIP GL





Protective Industrial Products, Inc. (PIP®) is a global leader in personal protective equipment, committed to providing innovative safety solutions that protect workers across a wide range of industries, including construction, manufacturing, utilities, and fire safety. Now operating in approximately 50 countries, PIP continues to expand its world-class portfolio, including but not limited to trusted brands such as G-Tek®, North®, Howard Leight®, Miller®, Salisbury®, Fibre-Metal®, KCL®, Morning Pride®, Fendall®, Oliver®, Grippaz®, Bisley®, and more – all unified under the PIP Global Safety brand family.

# GLOBAL SAFETY

With a 40-year legacy of innovation, quality, and responsiveness, we deliver comprehensive, head-to-toe protection through a powerful portfolio of brands. We are united by a shared goal: to protect workers around the world by delivering solutions that ensure safety, empower performance, and promote well-being. Guided by our core values – integrity, innovation, accountability, tenacity, and customer-centricity – we're building a safer, more sustainable future. At PIP Global Safety, we're protecting people and the planet, one innovation at a time.

# MISSION, VISION, CORE VALUES, AND PURPOSE:

## FOUNDATION TO OUR SUSTAINABILITY COMMITMENT

PIP Global Safety is committed to respecting human rights, which guides how we engage with the communities where we operate and with our suppliers across our supply chain. We are equally dedicated to protecting the environment.

These commitments are clearly outlined in our Global Code of Conduct as well as the Supplier Code of Conduct and related policies, which all employees, suppliers, contractors, and all other applicable parties are required to fully comply with.

Our core values are fundamental principles and beliefs that guide culture, behavior and decision-making at PIP Global Safety. These values serve as the foundation for our identity and define the standards by which we operate. Core values are not just words on a page; they are meant to be lived and demonstrated by everyone within the company, from leadership to employees at all levels. PIP Global Safety, through its core values, is committed to honesty and integrity with respect to its business conduct and owes a duty of the same to its employees, customers, suppliers, competitors and other stakeholders. The core values that govern PIP Global Safety's business conduct include:



**CUSTOMER-CENTRIC:** Listening and focusing on the needs of our customers and employees enables us to find creative solutions that deliver value and shared success.



**TENACITY:** Challenging ourselves to never settle, always operating with the agile, gritty and entrepreneurial spirit that has fueled our success.



**INNOVATION:** Anticipating the evolving needs of our customers and thinking creatively in the relentless pursuit of ingenious solutions.



**ACCOUNTABILITY:** Taking ownership of our actions, decisions and commitments enables us to achieve ambitious growth and deliver value and shared success.



**INTEGRITY:** Doing what we say, the right way, by fostering an environment of trust, transparency and authenticity.





## OUR MISSION

To be the trusted partner for all PPE products, offering best-in-class customer service and support that delivers unparalleled value



## OUR VISION

To become the global leader in head-to-toe PPE solutions by bringing the best of the world to you



## OUR CORE VALUES

Customer-centricity  
Innovation  
Accountability  
Tenacity  
Integrity



## OUR PURPOSE

Create innovative PPE solutions for a safer today and a more sustainable tomorrow

*Overview of PIP Global Safety's Mission, Vision, Core Values, and Purpose*

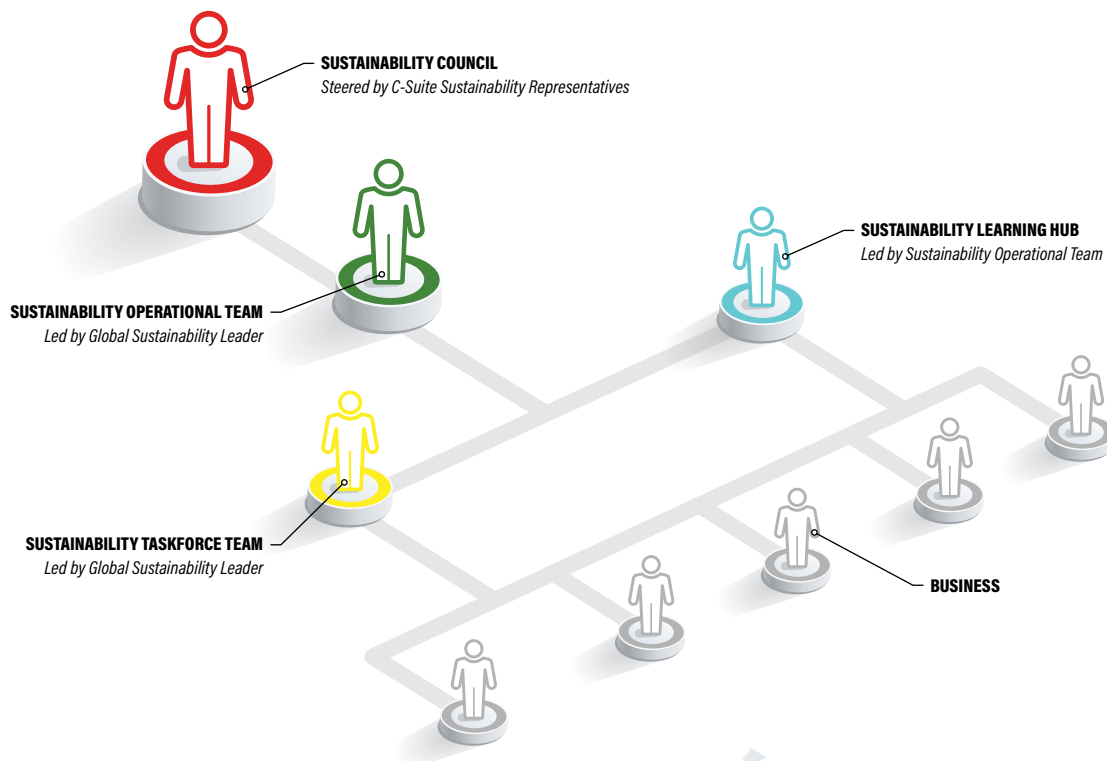
At PIP Global Safety, our vision is to become the global leader in head-to-toe personal protective equipment (PPE) solutions by bringing the best of the world to our customers. Driven by this vision, our mission is to be the trusted partner for all PPE products, delivering best-in-class customer service and support that offers unparalleled value. We are committed to our purpose of innovating personal protective solutions for a safer today and a more sustainable tomorrow.

This purpose aligns seamlessly with PIP Global Safety's unwavering commitment to sustainability. We recognize that safeguarding people and the planet goes hand-in-hand, which is why we hold ourselves and our suppliers to the highest standards of environmental stewardship, ethical sourcing, and social responsibility. As a global provider of hand protection and PPE, we are committed to continually identifying opportunities to minimize our environmental footprint and support a more sustainable, safer future. We focus on leading the way, alongside our industrial distributors and retailer partners, by offering products and solutions that reduce environmental impact while maximizing protection against occupational hazards. This extends across multiple aspects of our business, including manufacturing processes, sustainability-driven programs, recycled products, and future initiatives. Through our sustainability initiatives, we actively work to reduce environmental impacts, promote fair labor practices, and foster a more responsible global supply chain—ensuring that every step we take today supports a safer, healthier, and more sustainable future.



# SUSTAINABILITY ORGANIZATION

At PIP Global Safety, sustainability is integrated into our corporate strategy through a defined organizational structure that ensures leadership, alignment, and execution of key environmental, social, and governance (ESG) initiatives. Our sustainability governance framework consists of four key entities: Sustainability Council, Sustainability Operational Team, Sustainability Taskforce Team, and the Sustainability Learning Hub. These teams work collaboratively to set sustainability priorities, drive implementation, and foster a culture of continuous improvement.



## SUSTAINABILITY COUNCIL

The Sustainability Council acts as the decision-making body for sustainability-related topics, ensuring that sustainability is embedded in corporate strategy and processes. It provides executive support on ongoing projects and advises on key sustainability initiatives. The council meets on a quarterly basis and whenever necessary.

## SUSTAINABILITY OPERATIONAL TEAM

The Sustainability Operational Team is responsible for leading global sustainability management and strategy, ensuring PIP Global Safety's continuous improvement in sustainability performance while aligning with evolving ESG regulations, customer expectations, and investor requirements. This team initiates sustainability-focused projects, drives external and internal sustainability communications, steers Sustainability Taskforce meeting to ensure global coordination, maintains key sustainability policies and guidelines, and facilitates internal training programs to build capacity and drive continuous improvement. The team meets weekly.

### **SUSTAINABILITY TASKFORCE TEAM**

The Sustainability Taskforce Team acts as an extension of the Sustainability Operational Team, ensuring cross-functional collaboration and execution of sustainability initiatives across all business areas. This team plays a vital role in translating sustainability strategy into practical implementation while ensuring ongoing alignment with business functions. Additionally, the team facilitates information exchange on customer requirements and regulatory changes, escalates sustainability risks and opportunities to the Sustainability Council, and serves as ambassadors for sustainability within their respective functional areas. The teams meet monthly and in some cases bi-weekly.

### **SUSTAINABILITY LEARNING HUB**

The Sustainability Learning Hub serves as a knowledge-sharing and training platform to build awareness and capacity for sustainability across the organization. It facilitates internal communication on sustainability initiatives, best practices, and external developments.



Through this structured approach, PIP Global Safety ensures that sustainability remains a core element of its corporate strategy. Each entity within our Sustainability Organization plays a crucial role in driving sustainability performance, fostering collaboration, and aligning our operations with global ESG standards. By working together, we continue to create a positive environmental and social impact while ensuring long-term business resilience.

“

SUSTAINABILITY AT PIP  
GLOBAL SAFETY IS A TEAM  
EFFORT. OUR STRUCTURE  
BRINGS TOGETHER PEOPLE  
FROM ACROSS THE BUSI-  
NESS TO ALIGN ON GOALS,  
SHARE KNOWLEDGE, AND  
PUT PLANS INTO ACTION.  
THIS APPROACH HELPS  
US STAY ORGANIZED, FO-  
CUSED, AND ABLE TO  
MAKE STEADY PROGRESS  
ACROSS ALL AREAS OF  
OUR ESG WORK.

”

**MAXIM SAFIEH**

*Global Sustainability Leader*





# FUTURE-PROOFING THROUGH DOUBLE MATERIALITY ASSESSMENT

As part of its commitment to sustainability, PIP Global Safety conducted a Double Materiality Assessment (DMA) in 2024. This assessment follows the Corporate Sustainability Reporting Directive (CSRD) and aligns with the European Sustainability Reporting Standards (ESRS). The purpose was to identify, evaluate, and prioritize sustainability topics that are relevant for both PIP Global Safety and its stakeholders across environmental, social, and governance (ESG) dimensions. While PIP Global Safety at the time of this report is not currently subject to CSRD, this early adoption ensures alignment with future reporting requirements and strengthens sustainability leadership.

## THE DMA METHODOLOGY FOLLOWED FIVE KEY STEPS:

- **STATUS QUO ANALYSIS:** Defined the scope, business model, and mapped operations and value chain. Also identified sustainability risks, opportunities, and impacts.
- **STAKEHOLDER ENGAGEMENT:** Conducted surveys and internal workshops, which included key departments such as finance, supply chain, operations, and human resources.
- **IMPACT MATERIALITY ANALYSIS:** Evaluated PIP Global Safety's effects on the environment and society across the entire value chain.
- **FINANCIAL MATERIALITY ANALYSIS:** Assessed how sustainability-related risks and opportunities affect the company's financial performance.
- **VALIDATION AND CONSOLIDATION:** Finalized key reportable material topics and disclosure requirements.

The results of the DMA for PIP Global Safety showed 38 material impacts (20 upstream, 14 own business, 4 downstream), 9 material financial risks and 5 opportunities. The DMA informs corporate strategy and provides a clear roadmap for PIP Global Safety to align with international ESG standards, mitigate risks, and capitalize on sustainability-driven opportunities. These efforts reinforce the company's commitment to responsible business conduct and long-term value creation while ensuring compliance with evolving regulatory frameworks.

## TOP FIVE KEY TAKEAWAYS:

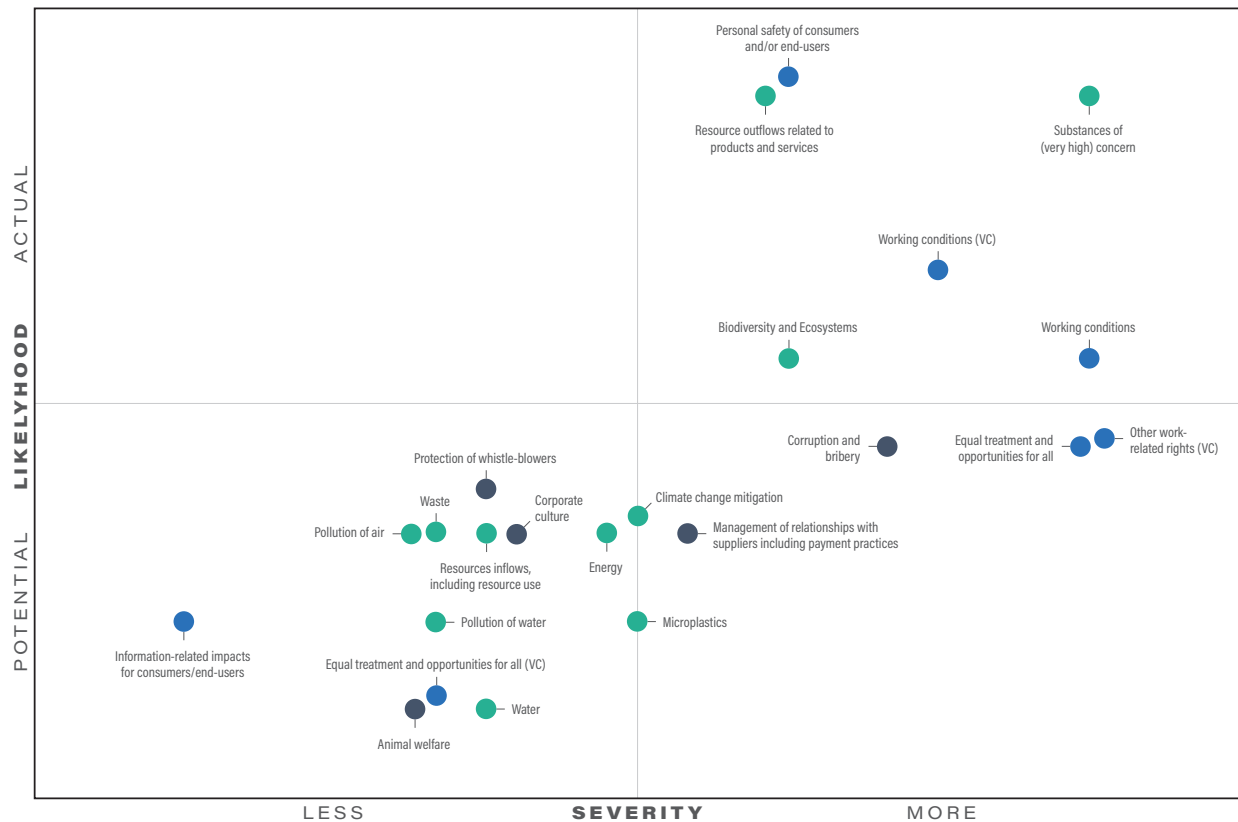
As part of our ongoing commitment to sustainability, we continue to advance key focus areas that reflect both our strategic priorities and stakeholder expectations:

### COMMITMENT TO WORKER SAFETY:

As a company rooted in the personal protective equipment (PPE) sector, our commitment to human safety and well-being is foundational. We believe that sustainability and worker safety must go hand in hand—ensuring that while we pursue responsible practices, we never compromise on the protection and well-being of the people who make and use our products.

### RESPONSIBLE SUPPLY CHAIN:

We are committed to maintaining a resilient and responsible supply chain built on longstanding relationships with our suppliers. These trusted partnerships are a key strength, allowing us to collaborate more effectively, drive sustainability where it matters, and ensure consistent quality and ethical practices across our operations.



PIP Global Safety Double Materiality Assessment Results Matrix

● Environmental  
● Social  
● Governance

## CLIMATE ACTION AND STAKEHOLDER EXPECTATIONS:

We recognize the global focus on climate action and believe our greatest impact lies in reducing waste and improving product longevity—while also working with key sourcing suppliers to develop technologies that biodegrade more readily.

## EMBRACE DIFFERENCES:

PIP Global Safety, we don't pursue inclusivity to meet a metric – we embrace it because it makes us better. Different cultures, different ways of thinking, different lived experiences – these are the forces that fuel innovation, sharpen our decisions, and make us stronger as a global team. It is not about checking a box – it's about recognizing the value each person brings and creating the conditions for everyone to thrive.

## CORPORATE CULTURE AND TRANSPARENCY:

A transparent and accountable corporate culture is foundational to our business. We are deepening our engagement across our workforce and value chain to ensure shared values and responsible practices.



# SUSTAINABILITY HIGHLIGHTS

At PIP Global Safety, sustainability is at the core of our mission to protect people while doing our part in preserving the planet for future generations. Our commitment spans three key pillars, Environment, Social, and Governance, each driving meaningful impact across our global operations. Below are some of the highlights of our continued efforts in these areas.



# ENVIRONMENT







## Climate Roadmap: GHG Calculation and Climate Risk Assessment

The Greenhouse Gas (GHG) emission calculation and energy use analysis aims to measure, manage, and reduce the organization's carbon footprint in accordance with the Greenhouse Gas Protocol standards and regulatory requirements such as the European Sustainability Reporting Standard focused on Climate Change (ESRS E1) and California's Senate Bill-253 (SB 253). In 2025, the focus will be on establishing data collection processes, engaging business units, and conducting a preliminary assessment, particularly for scope 3 emissions. By 2026, the organization plans to publish Scope 1 & 2 emissions along with partial Scope 3 data, refining data accuracy for a more comprehensive footprint. By 2027, the goal is to report improved Scope 1, 2, and 3 emissions, culminating in an annual carbon footprint calculation and a public GHG accounting methodology document.

BY 2027, THE GOAL IS TO REPORT IMPROVED SCOPE 1, 2, AND 3 EMISSIONS,  
CULMINATING IN AN ANNUAL CARBON FOOTPRINT CALCULATION AND A  
PUBLIC GHG ACCOUNTING METHODOLOGY DOCUMENT.



The Climate Risk Assessment aims to evaluate the financial materiality of climate change by identifying risks and opportunities from an "out-side-in" perspective. This initiative ensures compliance with regulations such as California's SB 261 and helps companies understand the impact of climate-related risks on their operations, supply chain, and market regions. A consultant has been onboarded to assess climate-related risks under different scenarios, working alongside the sustainability team and internal experts. The project will result in a comprehensive list of financial impacts from material risks, categorized into physical risks (e.g., extreme weather events, rising temperatures) and transitory risks (e.g., shifts in policy and market trends toward a low-carbon economy). A Climate Transition Plan is also down the pipeline.



*Simplified representation of PIP Global Safety's main CO<sub>2</sub> footprint sources across its value chain*





## Products



G-Tek® ECO Series™

PIP's G-Tek® ECO Series™ reflects our commitment to sustainability through two distinct product lines. One features Bio-Based Dyneema® Diamond 2.0, made using a mass balance approach with renewable resources, reducing CO<sub>2</sub> emissions by 450g per pair. The other uses recycled P.E.T. fibers from post-consumer water bottles, meeting the Global Recycled Standard with 50% recycled content. Both offer high performance with a lower environmental impact.



BioSoft™ Ear Plugs

Another standout product in our ECO Series™ is the BioSoft™ Ear Plugs—the world's first disposable ear plugs made from 82% bio-based materials. Unlike conventional polyurethane or PVC plugs, BioSoft™ offers the same comfort, fit, and hearing protection but with a significantly lower carbon footprint. Considering that an estimated 50 million pairs of earplugs are discarded into landfills globally each day, the fact that BioSoft™ ear plugs - in the right environment - can decompose by 76% within 180 days—compared to traditional ear plugs that remain virtually unchanged—makes them a truly sustainable alternative for hearing protection.



Grippaz®

Additionally, Grippaz® Extended-Use Disposable Gloves address the issue of disposable glove waste by lasting longer than single-use gloves. They are durable, reusable, and launderable. Extended lifespan of gloves offers the potential for reduced waste and other operational benefits.

These products exemplify PIP's approach to sustainability by incorporating renewable materials, reducing waste, and increasing product longevity while maintaining high performance and industry compliance. We take this opportunity to highlight that as a PPE manufacturer working with high-performance plastics, we recognize that meaningful environmental progress begins with the materials themselves. That's why we actively collaborate with leading polymer and fiber manufacturers who are pioneering bio-based plastics—a more sustainable alternative that reduces reliance on fossil fuels and offers a lower carbon footprint both upstream and downstream. Bio-based materials not only help reduce greenhouse gas emissions, but many are also designed for enhanced biodegradability without compromising the performance needed for protective gear. We continue to explore emerging technologies that deliver the critical advantages of plastic—such as cut resistance and impact protection—while supporting long-term sustainability goals.

At the same time, our commitment to responsible sourcing extends to how our products are made. Over the past five years, our top three glove suppliers have invested in modern manufacturing facilities that prioritize sustainability. These sites operate with closed-loop systems, treated water recycling, and reduced worker exposure to chemicals, all while maintaining the product quality and consistency our customers rely on. Through these partnerships, we're driving forward practical, responsible solutions across our entire value chain.

## Product Award

PIP Global Safety has been honored with the 2024 Environmental Protection New Product of the Year Award for its innovative ECOSeries™ BioSoft™ Technology. This accolade underscores PIP's commitment to sustainability and excellence in personal protective equipment (PPE) solutions.

The Mega Bullet BioSoft™ Ear Plugs, a standout product in the ECOSeries™, are crafted from 82% bio-based materials, offering a Noise Reduction Rating (NRR) of 32. They are designed to decompose by 76% within 180 days in aerobic landfill conditions, significantly reducing environmental impact compared to traditional polyurethane earplugs.

This award reflects PIP's ongoing efforts to innovate and provide sustainable solutions in the PPE industry, aligning with global sustainability goals and addressing the evolving needs of safety professionals.



## OCCUPATIONAL HEALTH & SAFETY AWARD

In 2024, PIP Global Safety received the Occupational Health & Safety (OH&S) New Product of the Year Award in three categories, exemplifying the seamless integration of Occupational Health and Safety (OHS) principles with innovative product development. Award-Winning Innovations:



**THORZT**  
HYDRATING RASO WORK

### HEAT STRESS CATEGORY:

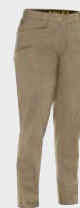
THORZT™ Solo Shots are designed to promote rapid hydration and muscle recovery, addressing critical heat stress challenges in the workplace.



**BioSoft**

### HEARING PROTECTION CATEGORY:

Pinchfit™ BioSoft™ Bio-Based Ear Plugs offer sustainable hearing protection solutions without compromising comfort or safety.



**Bisley**  
WORKWEAR

### PPE FOR WOMEN CATEGORY:

Bisley X-Airflow™ Stretch Ripstop Vented Work Pants provide tailored workwear specifically designed for women, enhancing comfort and productivity.

These accolades highlight our dedication to advancing OHS by developing products that not only meet safety standards but also enhance user comfort and performance. Such innovations demonstrate how product excellence and occupational health and safety objectives can align to create safer and more efficient workplaces.



## Sustainability Meets Safety with PIP | ISM



In 2023, PIP Global Safety acquired ISM, a PPE company based in Lippstadt, Germany, specializing in safety footwear. Now operating as PIP | ISM, it continues to serve as a design and innovation hub for performance-driven protective footwear.

In 2022, prior to the acquisition, ISM launched the GREEN HEART initiative — a targeted product series that incorporates select recycled materials into its footwear lines. Positioned around themes of resource conservation and reduced waste, the series also achieved a Silver rating from EcoVadis, a leading sustainability ratings platform.

While GREEN HEART reflects a growing effort to address environmental impact, it remains a focused line within the broader portfolio – aligning style, safety, and sustainability without compromising on performance or comfort.



*Albatros® Taraval Blue GH Low*

### TARAVAL BLUE GH LOW - ALBATROS® S3L SAFETY SHOES

This stylish and progressive S3L-rated safety shoe is part of the GREEN HEART collection. It offers superior protection, optimal comfort, and a modern, sporty look—without compromising sustainability values. The TARAVAL BLUE GH LOW safety shoes by ALBATROS® feature GRS-certified recycled post-consumer polyester, with 50% of the fabric content derived from recycled materials. This significantly reduces waste and supports a circular economy—proof that top-tier protection can go hand-in-hand with environmental responsibility.



Beyond the use of sustainable materials, PIP | ISM is committed to transparency and continuous improvement in corporate responsibility. For the third consecutive year, the company has earned a Silver rating from EcoVadis, placing it among the top 25% of evaluated companies worldwide. This recognition reflects progress across key areas including environmental protection, labor and human rights, ethics, and sustainable procurement.

At the group level, PIP Global Safety also completed its first EcoVadis assessment, achieving a strong initial score – particularly in the area of Sustainable Procurement – establishing a solid foundation for future progress in responsible business practices.

This recognition underscores PIP's overall commitment to minimizing the environmental impact of its operations, upholding ethical standards, and driving long-term, sustainable change across the organization.



*ISM (part of PIP Global Safety) EcoVadis Silver Medal*



*Julia Krämer-Gümüş, Managing Director ISM and part of PIP Global Safety Sustainability Leadership, and Engin Gümüş, Head of Center of Excellence Footwear Safety*

“

THIS AWARD CONFIRMS OUR COMMITMENT TO ENSHRINING SUSTAINABILITY AS AN INTEGRAL PART OF ALL BUSINESS PROCESSES AND PRODUCTS AT OUR COMPANY. WE TAKE IT AS MOTIVATION TO CONSISTENTLY REDOUBLE OUR EFFORTS AND TO INTEGRATE SUSTAINABLE BEST PRACTICES INTO EVERYTHING WE DO. OUR TEAM REMAINS FOCUSED ON CONTINUOUS IMPROVEMENTS IN ALL ASPECTS OF ESG.

**JULIA KRÄMER-GÜMÜS**, *Managing Director of ISM GmbH*

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## PIP Australia Leads With a Strategic Partnerships for Sustainable Packaging and End-of-Life Solutions

### BETTER PACKAGING CO. COLLABORATION: POLLAST!C IMPACT

Between 2022 and January 2025, Bisley Workwear (now part of PIP Global Safety) partnered with Better Packaging Co. (BPCo) to recover and recycle 121 tonnes of ocean-bound plastic. This collaboration has delivered cost benefits through economies of scale, including a 15% price reduction, with BPCo fully funding stockholding in China. Further scaling is expected to reduce costs by up to 20%. In late 2024, Bisley's Bison and Workit brands transitioned to this model, with stock expected in warehouses by June 2025. With Australia's upcoming federal policy imposing eco-modulated fees that penalize soft plastics, the switch to BPCo's Pollastic packaging is a strategic move. Pollastic meets 9 out of 10 Sustainable Packaging Guidelines set by the Australian Packaging Covenant Organisation (APCO), positioning Bisley for future cost savings while improving our sustainable footprint.



*Bisley Workwear (part of PIP Global Safety)  
Pollastic Packaging*

SINCE THE INITIATIVE'S INCEPTION  
IN JULY 2022, BISLEY HAS HELPED  
REMOVE A TOTAL OF 121 TONNES OF  
PLASTIC POLLUTION.

From February 2024 to January 2025, Bisley's garment poly bag program, in partnership with the POLLAST!C Project, rescued and recycled nearly 50 tonnes of certified Ocean Bound Plastic. Since the initiative's inception in July 2022, Bisley has helped remove a total of 121 tonnes of plastic pollution. The project tackles the dual challenges of environmental degradation and poverty by supporting communities in some of the world's most polluted coastal regions. These efforts raise living standards and promote healthier environments. Better Packaging, the company behind POLLAST!C, is a certified B Corporation and Sedex Member, and holds certifications including the Global Recycled Standard. This initiative also advances several UN Sustainable Development Goals. In early 2022, Bisley launched the "Bisley Recycle" campaign using POLLAST!C packaging made entirely from recycled Ocean Bound plastic. After Chinese New Year 2022, the company expanded this initiative to cover all garment packaging.



### MARKET LEADING END OF LIFE SOLUTIONS

Bisley has partnered with BlockTexx, an Australian clean technology company that recovers polyester and cellulose from discarded textiles. Their innovative process combines chemical recovery and advanced manufacturing to create high-quality recycled materials: rPET pellets branded as PolyTexx® and cellulose powder branded as CellTexx®. As an end-of-value-chain solution, BlockTexx offers maximum environmental impact by diverting waste from landfills and supporting Australian manufacturing. All resource recovery takes place domestically. This provides real end-of-life solutions for Bisley Workwear customers, contributing to ESG programs and measurable impact targets.



### CIRCULAR CLOTHING COMMITMENT

Bisley has joined Seamless, Australia's national clothing stewardship scheme, which aims to create a circular clothing economy by 2030. Seamless recognizes that sustainable production and consumption of clothing must be a shared industry responsibility. The program brings together responsible leaders to reduce the 200,000 tonnes of clothing waste that end up in Australian landfills each year. Through this initiative, Bisley commits to rethinking how clothing is chosen, used, and recycled in Australia.

“

AS AN ORGANIZATION THAT PRIDES ITSELF ON DELIVERING INNOVATIVE AND HIGH-QUALITY WORKWEAR, PPE, AND SAFETY EQUIPMENT, THE TEAM AT PIP ANZ (WHICH INCLUDES BOTH BISLEY WORKWEAR AND PARAMOUNT SAFETY PRODUCTS) HAS ALSO TAKEN ON THE CHALLENGE OF CREATING POSITIVE IMPACT ON SOCIETY AND THE ENVIRONMENT

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### MOIRA SMYTHE

*CSR and Sustainability Manager  
Australia and New Zealand*







## Q&A on Trends, Innovations, Sustainability and the Future of Cut-Resistant Gloves



In a recent Q&A, PIP Global Safety shared insights on the evolving landscape of cut-resistant gloves, with a focus on how sustainability is shaping product development. The discussion highlighted PIP's commitment to integrating bio-based and recycled materials into its glove technologies — including ultra-high molecular weight polyethylene (UHMWPE) fibers derived from pulp and timber industry waste, which contribute to significantly lower CO<sub>2</sub> emissions. PIP also incorporates Oeko-Tex® certified recycled yarns to help divert plastic waste from landfills. These material innovations reflect the company's broader mission to reduce environmental impact without compromising on protection or comfort. The Q&A also addressed recent manufacturing advancements, such as closed-loop systems and water recycling, underscoring PIP's holistic approach to sustainability in the PPE industry. Explore the full range of cut-resistant gloves from PIP to discover the ideal balance of safety, performance, and environmental responsibility.



PIP's dedication to environmental stewardship is further demonstrated through initiatives such as the PIP® 3R™ Sustainability Program, which emphasizes recycling and repurposing PPE materials to minimize waste.





**SOCIAL**





## Workplace Diversity



As of 2024, PIP Global Safety employs 2,058 individuals. Our executive leadership team includes 11 C-Suite members, with one woman currently serving in that group – and with women accounting for 9% of executive and senior-level managerial roles overall. Across our governance bodies – which provide strategic oversight, monitor management, and ensure accountability – approximately 45% of members are women.

These figures reflect where we are – not where we intend to stay. Until 2018, PIP was a family-owned business, and much of our leadership structure mirrors the legacy of the industrial safety sector over the past several decades. Since then, we've been integrating organizations with different cultures and representation profiles. With each phase of growth – including our most recent acquisition in 2025 – new perspectives, talent, and opportunities continue to emerge. We remain committed to building a leadership team that better reflects the world we serve – not only in gender, but in age, experience, and background.

### EMPOWERING WOMEN IN SAFETY: PIP GLOBAL SAFETY AT THE PROTECTHER SYMPOSIUM

As part of our ongoing commitment to equal treatment and opportunities PIP Global Safety proudly participated in the ProtectHer: The Women's Safety Leadership & PPE Symposium 2025 - a virtual event dedicated to addressing the evolving needs of women in the workforce.

This groundbreaking symposium, hosted by OHS Canada, spotlights critical topics such as inclusive PPE design, leadership development, and the unique safety challenges faced by women in industrial and field roles. By taking part, PIP Global Safety reaffirmed its role as an industry leader committed to designing high-performance, gender-specific PPE that truly fits and protects all workers.

Our involvement in ProtectHer aligns with PIP Global Safety's broader mission to create safer, more equitable workplaces. Through initiatives like our women-specific PPE collections and active representation in industry conversations, we are helping to reshape the future of occupational safety, one that includes, empowers, and protects women at every level.



PIP Global Safety represented on the panel "What's Next for Women's PPE?" by Elif Belgen, Director of Product Management at PIP Canada Ltd., and Allison MacDougall, Territory Sales Manager at PIP Canada Ltd., who contribute valuable insights alongside other female safety leaders.

## PIP China's Approach to Employee Retention

In today's competitive labor market, holding onto skilled people isn't easy – especially in fast-moving manufacturing hubs. That's what makes PIP China's 9.2% turnover rate worth paying attention to. According to HR benchmarks in China (hr-soft.cn), a healthy turnover rate typically falls between 8% and 15% – enough movement to bring in fresh talent without losing institutional knowledge. PIP China, a division of PIP Global Safety, has landed squarely in that ideal zone.

The result? Recognition from the Shanghai Municipal Human Resources and Social Security Bureau, which awarded the team a Stable Employment Subsidy – a government incentive for companies that keep layoffs low and invest in long-term workforce stability.



PIP China and Global Teams

A key driver behind this has been the HR team at PIP China, whose practical, people-focused strategies have helped reduce attrition, improve engagement, and strengthen the team from the ground up.

In an industry known more for churn than consistency, PIP China is proving that stability can still be a competitive edge.

### THE ADVANTAGES OF MAINTAINING A MODERATE TURNOVER RATE, AS DEMONSTRATED BY PIP CHINA, (ACCORDING TO HR-SOFT.CN):

- **INFUSION OF NEW TALENT:** A turnover rate within the 8% to 15% range allows for the introduction of new employees who bring fresh ideas and perspectives, enhancing the organization's adaptability and creativity.
- **RENEWAL OF ORGANIZATIONAL KNOWLEDGE:** New employees contribute to the continuous updating of skills and knowledge within the company, ensuring that the organization remains current with industry developments and best practices.
- **NATURAL ATTRITION OF UNDERPERFORMING STAFF:** Moderate turnover facilitates the organic departure of employees whose performance may not align with organizational standards, thereby maintaining a high-performing workforce.

In summary, PIP China's achievement of a 9.2% turnover rate reflects a well-executed balance between retaining experienced staff and welcoming new talent. This equilibrium, supported by strategic HR management under the guidance of Ella Du, not only enhances organizational performance but also contributes to the company's recognition by governmental bodies for its commitment to employment stability.





## Workplace Health & Safety

Ensuring the health and safety of our workforce is one of our top priorities as well. We continuously monitor and assess our performance through key health and safety indicators across our global operations.

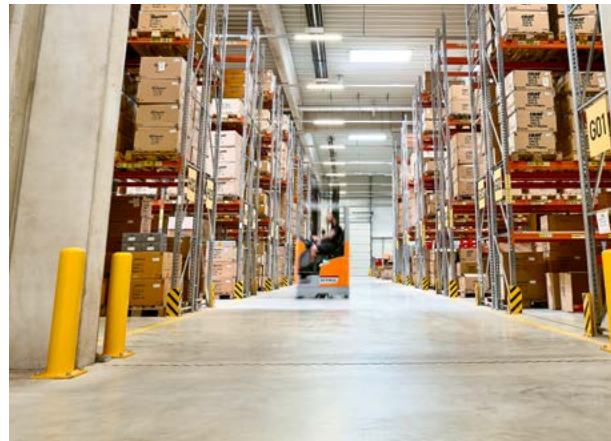
For example, the following metrics are derived from our largest global distribution centers and sites in North America, reflecting our commitment to transparency and continuous improvement:



Similarly, our Recordable Incident Rate (RIR) for FY 2025 is 2.43, reflecting a significant improvement from the previous year's rate of 3.96. This rate is calculated using the formula:  $(\text{number of recordable incidents} \times 200,000) / \text{total employee hours}$ . The decrease demonstrates our continued efforts and progress in enhancing workplace safety across our operations in North America.



PIP Global Safety's ISM Warehouse in Lippstadt, Germany



PIP Global Safety's ISM Warehouse in Lippstadt, Germany

These figures indicate a continued focus on workplace safety, with a significant reduction in our accident frequency rate year-over-year. Importantly, there were no fatalities reported during the reporting period. Similar reporting is being done across our global locations.

Our Occupational Health and Safety (OHS) strategy is built on proactive risk identification and mitigation. We conduct comprehensive safety audits in key North American sites, including Olive Branch, Cincinnati, and Wilkesboro, which collectively represent approximately 70% of our global warehouse workforce. These audits play a critical role in identifying potential risks and reinforcing safe workplace practices.



We recognize that each incident is an opportunity to learn and improve. By analyzing these events in detail and understanding their root causes, we are implementing targeted measures to prevent future occurrences. Our goal is to foster a culture where safety is an integral part of every process and every employee feels protected and empowered.

The data presented here serves not only as an account of our current safety performance but also as a baseline for our ongoing journey toward operational excellence and employee well-being. We remain committed to building safer workplaces and strengthening our OHS framework to support sustainable, long-term growth.

“

THE SAFETY OF OUR PEOPLE IS  
NON-NEGOTIABLE. EVERY IMPROVEMENT  
WE MAKE REFLECTS OUR COMMITMENT  
TO ENSURING EVERYONE GOES HOME  
SAFE, EVERY DAY.

**NATHAN MCCORMICK**

*Chief Operating Officer*



”



*Nathan McCormick, Chief Operating Officer*



## Responsible Sourcing and Partnerships

PIP Global Safety is committed to upholding social and environmental responsibility throughout its entire value chain. The company prioritizes ethical business practices, sustainability, and human rights due diligence as fundamental principles in all its business relationships. A strong focus is placed on ensuring responsible procurement practices. This involves maintaining transparency, conducting risk assessments, and implementing effective control measures in collaboration with both direct suppliers and selected indirect suppliers.

Responsible practices within the value chain start with clear expectations that PIP Global Safety establishes for its direct suppliers and formalizes in contractual agreements. The Supplier Code of Conduct and related policies outline the fundamental standards that suppliers and their upstream supply chains must adhere to, covering aspects such as working conditions, human rights, environmental responsibility, anti-corruption, among others.

PIP Global Safety ensures robust due diligence in its supply chain through a comprehensive approach that prioritizes ethical sourcing, compliance, and risk mitigation. The company leverages its One Global Supply Chain (OGSC) team, third-party audits, and digital tracking systems to maintain transparency and accountability:

### FOCUSING ON HIGH-RISK AREAS

The OGSC team prioritizes areas with the highest potential risk within the supply chain. PIP applies a risk-based approach, classifying suppliers as low, medium, or high risk based on the Global Slavery Index and other ESG (Environmental, Social, and Governance) risk factors.

### THIRD-PARTY AUDITS AND COMPLIANCE

SEDEX's SMETA 4 Pillar Audit is conducted annually for both PIP's own operations and its suppliers. This audit helps improve working conditions and workplace safety, strengthens sustainable and ethical business practices across the supply chain, and provides transparent and reportable data to stakeholders. As per the risk-based approach, PIP Global Safety also requires its suppliers to meet strict requirements, including conducting annual SEDEX's SMETA 4 Pillar Audit and adhering to four core PIP ESG Policies, namely Supplier Acknowledgement, Ethical Sourcing and Human Rights Policy, Environmental Policy, and the Supplier Code of Conduct.



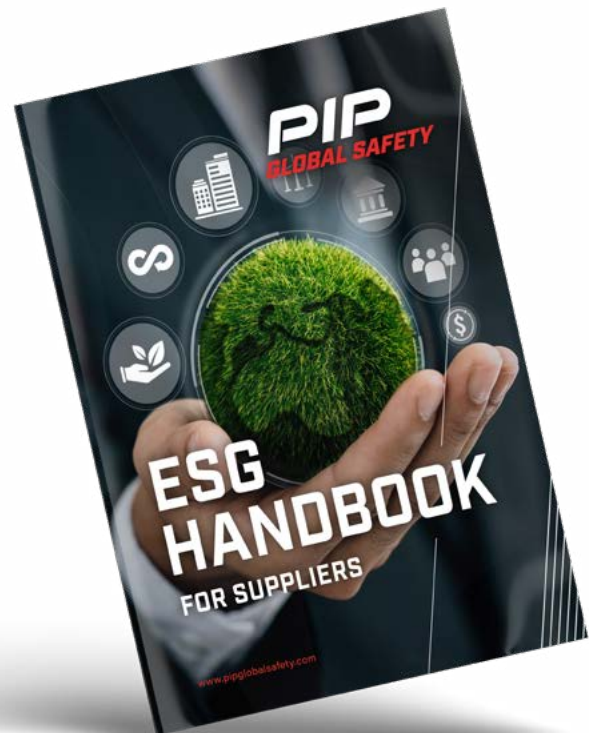
“

AT PIP GLOBAL SAFETY, WE BELIEVE THAT TRUE SAFETY EXTENDS BEYOND OUR PRODUCTS — IT'S EMBEDDED IN HOW WE SOURCE, PRODUCE, AND PARTNER

**PAUL TAO**  
*Managing Director Asia Operations*



”







AD HOC TRAINING SESSIONS ARE OFFERED THROUGH INITIATIVES SUCH AS THE PIP GLOBAL SAFETY SUPPLIER CONFERENCE THAT TOOK PLACE IN SHANGHAI IN MAY 2023.



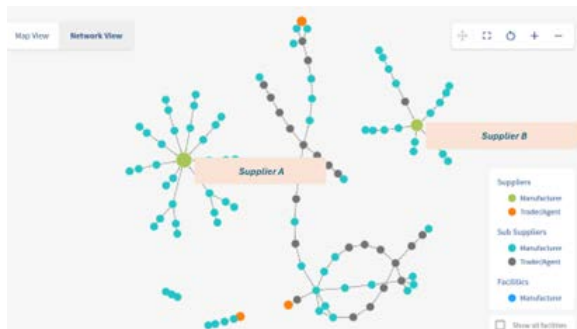
PIP Global Safety OGSC and Sustainability Teams





## SUPPLY CHAIN TRACEABILITY

As part of our commitment to responsible sourcing and ethical business practices, PIP has partnered with TrusTrace—a leading digital platform that enables comprehensive supply chain mapping and product traceability. This collaboration allows us to gain deeper visibility into our supply chains, helping to ensure ethical sourcing and prevent human rights violations. To date, 100% of PIP's cotton suppliers for the U.S. market have been successfully onboarded to the TrusTrace platform, and we have achieved traceability for 63% of our suppliers' purchase order (PO) evidence. This marks a significant step forward in our efforts to drive transparency and accountability across our global operations.



*TrusTrace Supply Chain Mapping Example for PIP Global Safety Suppliers*



By integrating these measures, PIP ensures a responsible, ethical, and transparent global supply chain, fostering long-term strategic partnerships while upholding environmental and social standards. Through specific key performance indicators (KPIs), we are able to have insights into the distribution and acknowledgment of our company's policy among suppliers and their factories. These metrics are crucial for understanding the level of engagement and compliance within our supply chain.



RESPONSIBLE SOURCING IS A CORNERSTONE OF OUR SUPPLIER STRATEGY. BY INTEGRATING DIGITAL TOOLS LIKE TRUSTRACE, APPLYING RIGOROUS RISK ASSESSMENTS, AND FOSTERING SUPPLIER COLLABORATION THROUGH INITIATIVES LIKE OUR SUPPLIER CONFERENCE, WE ENSURE TRANSPARENCY AND ACCOUNTABILITY ACROSS OUR VALUE CHAIN. OUR SUPPLIERS ARE ESSENTIAL PARTNERS IN DRIVING SUSTAINABLE IMPACT AT SCALE.



**JULIE ROBERTSON**  
*Director of Supplier Management*

98%

OF OUR TOP TIER SUPPLIERS – DEFINED AS PIP GLOBAL SAFETY'S MOST STRATEGIC SUPPLIERS COVERING OVERALL SPEND IN FY 2025 OF 63.61% - HAVE ACKNOWLEDGED AND SIGNED OUR SUPPLIER SUSTAINABILITY CODE OF CONDUCT POLICIES.

95%

OF PIP'S TOP-TIER SUPPLIERS AUDITED ON ESG PERFORMANCE, REINFORCING OUR COMMITMENT TO SUSTAINABILITY AND ETHICAL SUPPLY CHAIN PRACTICES

The following KPIs provide further insights into the percentage of our suppliers who undergo SEDEX's SMETA 4 Pillar Audit in High-, Medium-, and Low- risk countries (as classified per the Modern Slavery Index). These metrics are crucial for understanding the level of engagement and compliance within our supply chain:



*Distribution of PIP audited suppliers per country's risk (according to the Global Slavery Index)*

Additionally, our suppliers are required to complete the SEDEX Self-Assessment Questionnaire (SAQ) before commencing work with PIP, where 94% of our suppliers have filled in the SAQ, and 90% of which have completed it with a completion rate of more than 95%.

All in all, these KPIs are instrumental in measuring the effectiveness of our PIP Global Safety's Supplier Sustainability Compliance Program and therefore the degree of alignment of our suppliers and their factories with our company's sustainable procurement practices, values, and standards. A high acknowledgment rate suggests a robust understanding and acceptance of our policies, which is essential for maintaining a responsible and sustainable supply chain. The SMETA Audit requirement for our suppliers further demonstrates our commitment to ethical and sustainable business practices, as well as supply chain risk mitigation.

“

AT PIP GLOBAL SAFETY, SUPPLIER COMPLIANCE IS NOT JUST A REQUIREMENT—IT'S A SHARED COMMITMENT. WE WORK CLOSELY WITH OUR PARTNERS TO UPHOLD THE HIGHEST STANDARDS IN ETHICAL SOURCING, ENVIRONMENTAL STEWARDSHIP, AND HUMAN RIGHTS. THROUGH ROBUST AUDITS, POLICY ADHERENCE, AND ACTIVE ENGAGEMENT, WE'RE CREATING A SUPPLY CHAIN THAT'S AS RESPONSIBLE AS IT IS RESILIENT

”

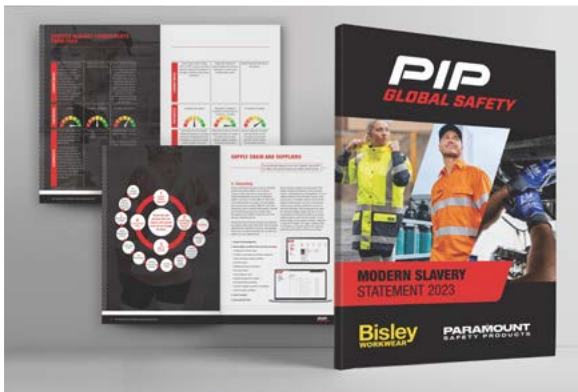
**JUNE GUO**  
Sustainability Supplier  
Compliance Leader





## MODERN SLAVERY STATEMENTS

The 2023 (current) Australian Modern Slavery Statement (as per the Australian Modern Slavery Act 2018) is the second combined Bisley Workwear and Paramount Statement Products for PIP ANZ. This comprehensive document outlines all the efforts that PIP ANZ as well as PIP Global Safety are making to mitigate instances of Modern Slavery in Supply chain. PIP ANZ have joined many initiatives and peer working groups related to sustainable business and tackling modern slavery, outlined in our statement. Our participation allows us to keep abreast of industry changes and trends and learn about best-practice activities from other organizations. We feed back the best practice ideas and lessons learned from our peers into our own processes to ensure we are taking the best approach possible for PIP ANZ. Accepted by the Office of the Attorney General, Australian Federal Government, the document is published on the website of the Attorney General. The 2024 Statement is currently being collated and will be submitted by May 2025.



Our entities in Canada and the United Kingdom also uphold similar commitments. In Canada, PIP Canada has published its statement under the Fighting Against Forced Labour and Child Labour in Supply Chains Act. In the United Kingdom, Ultimate Industrial (part of PIP Global Safety) maintains an active Anti-Slavery Policy. These documents reflect our group-wide dedication to transparency and responsible sourcing practices.

## EUROPEAN UNION DEFORESTATION-FREE PRODUCTS REGULATION (EUDR)

The European Union Deforestation Regulation (EUDR) is an EU legislation published in June 2023, aimed at combating deforestation and forest degradation. This regulation is part of the EU's broader efforts to protect forests worldwide, promote sustainable land use, and contribute to the fight against climate change and biodiversity loss.

Under this new regulation, the import and export of commodities linked to deforestation are prohibited within the EU unless it can be verified that they are deforestation-free. Among other obligations, compliance requires companies to provide geolocation data identifying the exact location where raw materials were harvested. The EUDR applies to rubber, palm oil, soy, coffee, cocoa, wood, beef, and products derived from these commodities.

At PIP Global Safety, we recognize the importance of the EUDR and are committed to ensuring compliance as part of our broader sustainability and ethical sourcing initiatives. Given that some of our rubber-based PPE products fall within the scope of the regulation, we are actively working to integrate EUDR requirements into our supply chain practices. To support compliance, we are:

- Enhancing product traceability by ensuring our supply chain partners provide information on rubber sourcing.
- Providing clear documentation to verify EUDR compliance, ensuring our customers have the necessary data to meet regulatory requirements.
- Conducting and publicly reporting on our due diligence efforts, allowing customers to obtain our due diligence statement reference number via the EU's Deforestation Information System.

The EU has implemented a 12-month transition period, requiring medium and large companies like PIP Global Safety to achieve full EUDR compliance by December 30, 2025.

We remain committed to environmental responsibility and sustainable sourcing, ensuring our products meet global standards while supporting forest conservation efforts.



# GOVERNANCE

## AND CORPORATE CITIZENSHIP







## Global Code of Conduct and Integrity Line

At PIP Global Safety, fostering a strong culture of compliance is a top priority. We ensure that this commitment is upheld and actively supported by all employees through a well-defined “tone from the top” and “tone from the middle.” Additionally, we cultivate a trust-based environment where employees feel empowered to openly raise their concerns. To facilitate this, employees can report potential irregularities in any area of governance and compliance, either directly to the appropriate governance functions or through our anonymous whistleblower system, accessible both internally and externally. Our clearly defined guidelines ensure transparency in responsibilities and processes for investigating reports while maintaining strict adherence to data protection regulations.



“

AS PIP GLOBAL SAFETY GROWS INTO A TRULY GLOBAL ORGANIZATION, OUR SHARED VALUES BECOME MORE IMPORTANT THAN EVER. THE GLOBAL CODE OF CONDUCT IS MORE THAN A POLICY—IT’S A UNIFYING FRAMEWORK THAT REFLECTS OUR COMMITMENT TO INTEGRITY, RESPECT, AND RESPONSIBILITY ACROSS ALL BORDERS. IT EMPOWERS EVERY MEMBER OF OUR EXTENDED TEAM TO UPHOLD THE HIGHEST STANDARDS AS WE WORK TOGETHER TO PROTECT LIVES AND LIVELIHOODS WORLDWIDE.

**CURT HOLTZ**

*President and Chief Executive Officer*

”

The PIP Global Safety Code of Conduct serves as a guiding framework for ethical business practices, compliance, and workplace integrity across all employees, contractors, and partners. It outlines the company’s commitment to legal and regulatory adherence, fair competition, anti-corruption, and maintaining a culture of trust and accountability. The Code emphasizes the importance of open communication and whistleblower protection. It also promotes respect, inclusion, and a safe, healthy work environment. PIP Global Safety upholds high standards in product safety, quality assurance, cybersecurity, and data protection while ensuring fair dealing and transparency in business operations. Additionally, the company is dedicated to corporate social responsibility, human rights, environmental sustainability, and ethical sourcing. Employees are encouraged to report concerns, seek guidance, and contribute to a culture of integrity, innovation, and excellence.



At PIP Global Safety, sustainability is deeply embedded in our core values and business practices, guiding our commitment to ethical, responsible, and transparent operations. Our Global Code of Conduct ensures that every aspect of our business aligns with principles of integrity, accountability, and innovation, fostering a culture of compliance, fair dealing, and environmental responsibility. We are dedicated to reducing our environmental impact through sustainable sourcing, product innovation, and waste reduction while upholding the highest standards of worker safety, human rights, and ethical supply chain practices, and prioritizing customer-centric solutions. Through continuous improvement, collaboration with stakeholders, and strict adherence to global regulations, we reinforce our mission to provide superior PPE solutions that protect both people and the planet.

EVERY ASPECT  
OF OUR BUSINESS  
ALIGNS WITH  
PRINCIPLES OF  
INTEGRITY,  
ACCOUNTABILITY,  
AND INNOVATION





## Community Engagement and Sustainability at Industrial Starter and PIP Global Safety

At Industrial Starter, part of PIP Global Safety, sustainability means actively supporting people, protecting the planet, and fostering a culture of care and resilience. Whether responding to local emergencies or promoting employee wellness, our actions reflect our commitment to creating lasting, positive impact.

### DISASTER RESPONSE: PPE DONATIONS AND PAYMENT FLEXIBILITY

In the aftermath of the devastating Dana flood in Valencia, Spain on October 29, 2024, Industrial Starter acted swiftly to support affected communities and clients. We implemented flexible payment solutions to ease the burden on impacted partners and donated nearly 30,000 units of PPE, including boots and gloves, to aid in local relief and recovery efforts. Our support was recognized through formal letters of appreciation from clients, affirming the real impact of these actions.

This local initiative mirrors PIP Global Safety's broader commitment to community support. Following Hurricane Helene in the United States, PIP Global Safety made a PPE donation valued at over USD 500,000 to disaster relief organizations such as Samaritans Purse, Faith Fest, and Jackie Stone Ministries. Full truckloads of essential items, including boots, gloves, respirators, and protective clothing, were delivered to Wilkesboro, NC, where the company has a manufacturing presence. These actions highlight our global unity in times of crisis, reflecting our purpose: to innovate personal protective solutions not only for a safer today but also for a more sustainable tomorrow.



*Industrial Starter (part of Global Safety) supporting flooding victims through PPE donations as well as community engagement*



*PIP Global Safety's supporting hurricane victims through PPE donations*





*Industrial Starter's employees in the Carrera de las Empresas running event in Spain*

### **BUILDING COMMUNITY THROUGH SPORTS**

Industrial Starter actively engages in community events that promote health and camaraderie. In 2024, 20 employees participated in the Carrera de las Empresas, a regional corporate running event in Spain that combines physical activity, team spirit, and charitable giving. Employees ran either 5 km or 10 km, raising funds for local causes while building stronger ties with peers across industries. This initiative embodies our dedication to community building, employee engagement, and active lifestyles.

A pledge to team wellness echoes across the PIP Global Safety family. In the United States, our employees participated, for the second consecutive year, in the Capital District Physicians' Health Plan (CDPHP) Workforce Team Challenge, the largest running event in New York's Capital Region. By joining this event, PIP Global Safety supported the Hudson-Mohawk Road Runners Club, showcasing the same team spirit and dedication to active living that defines our global culture.



WHETHER IN SPAIN OR THE  
US, OUR PARTICIPATION IN  
SUCH EVENTS FOSTERS  
EMPLOYEE ENGAGEMENT,  
HEALTHY LIFESTYLES, AND  
STRONGER COMMUNITIES—  
CORE VALUES THAT GUIDE  
OUR WORK EVERY DAY.



*PIP Global Safety's employees in the CDPHP Workforce Team Challenge running event in New York*





### **PROMOTING EMPLOYEE WELL-BEING: HEALTHY DAY**

Fostering well-being within the company is just as important. Every Wednesday, Industrial Starter employees are invited to take part in free calisthenics and functional training sessions organized in partnership with Garrofit, held directly on our premises. Additionally, we provide free fruit to all employees every week – simple yet effective measures to encourage healthier daily habits and an energized work culture.



*PIP Global Safety's employees in the calisthenics free training at work*



## ADVANCING QUALITY AND ENVIRONMENTAL STANDARDS

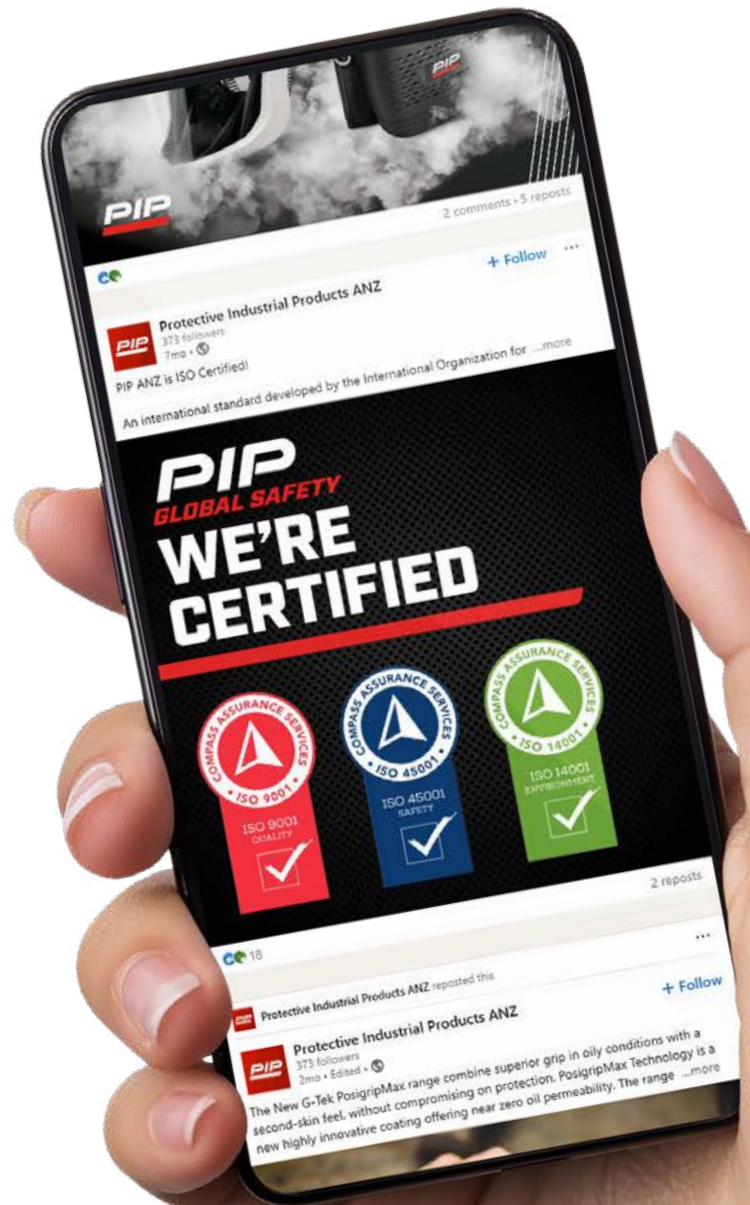
Since 2015, Industrial Starter has proudly maintained certifications in ISO 9001 and ISO 14001, representing our dedication to quality management and environmental responsibility. These internationally recognized standards guide our continuous improvement efforts, ensure compliance with evolving regulations, and reinforce our reputation for excellence and accountability.

PIP ANZ HAS ACHIEVED SA 8001  
CERTIFICATION, REFLECTING  
A STRONG FOCUS ON SOCIAL  
ACCOUNTABILITY AND ETHICAL  
BUSINESS PRACTICES

In alignment with this commitment, PIP ANZ also holds certifications in ISO 9001, ISO 14001, and ISO 45001, reinforcing its leadership in Integrated Management Systems. Furthermore, PIP ANZ has achieved SA 8001 certification, reflecting a strong focus on social accountability and ethical business practices.

Initiatives at Industrial Starter Spain are jointly led by Fernando Gallardo (EMEA Chief Financial Officer) and Rosa Piquer Sanchis (HR Lead Spain), who work together to align sustainability goals with both strategic business objectives and employee well-being. Their leadership ensures that community impact and corporate responsibility remain at the core of Industrial Starter's operations.

Since being acquired by PIP Global Safety, Industrial Starter has embraced a global perspective by offering free English lessons to all employees. This initiative ensures that the transition from a small family business to a key player in an international network is seamless and inclusive. By equipping staff with essential language skills, the company fosters effective communication, collaboration, and integration into the global landscape, while maintaining its commitment to employee upskilling.



# A MESSAGE FROM GLOBAL SUSTAINABILITY

As we reflect on the progress made throughout FY 2025, I am both proud of our achievements and inspired by the road ahead. Sustainability at PIP Global Safety is more than a priority—it is a shared responsibility. We are not only responding to global sustainability challenges, but we are trying to shape the solutions.

In the year ahead, our focus will be on deepening our climate action and accelerating our data-driven sustainability strategy. We are making significant headway in our greenhouse gas (GHG) accounting and climate risk assessment processes, laying the groundwork for Scope 1, 2, and 3 disclosures. With regulatory landscapes rapidly evolving—such as California’s SB 253/261—we are proactively aligning our operations to meet these expectations while staying true to our values.

Our commitment to sustainable innovation will remain steadfast. The growing success of our ECOSeries™ product lines, our award-winning BioSoft™ technology, and sustainable design initiatives across regions reaffirm our belief that performance and responsibility can—and must—coexist. We will continue to push the boundaries of what’s possible in personal protective equipment (PPE), bringing to market more products that reflect safety and responsible sourcing.

Equally important is our work in building a responsible global supply chain. Through our Supplier Code of Conduct, third-party audits, TrusTrace traceability partnership, and strong collaboration with key suppliers, we are reinforcing a culture of transparency and accountability. Our double materiality assessment and progress toward EcoVadis goals further demonstrate our ambition to lead with integrity and measurable impact.

Looking forward, we will invest in expanding our internal sustainability culture, engaging our teams, upskilling our people, and fostering a shared ownership for ESG excellence. Sustainability is not the work of one team; it is a collective effort, driven by passion, purpose, and perseverance.

Thank you to all our employees, partners, and stakeholders who are helping shape a safer, more inclusive, and more sustainable future. Together, we will continue to lead the way.

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SUSTAINABILITY AT  
PIP GLOBAL SAFETY  
IS MORE THAN A  
PRIORITY—  
IT IS A SHARED  
RESPONSIBILITY.

////////////////////////////////////

*Global Sustainability*





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