

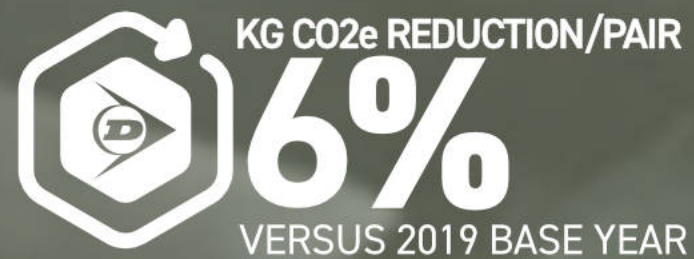


MAKE EVERY STEP COUNT.

DUNLOP ESG Report 2023 April 2024

ESG HIGHLIGHTS 2023

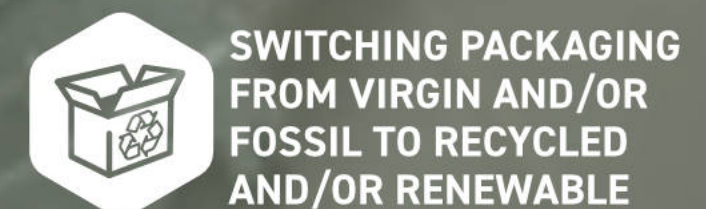
DUNLOP IS THE INDUSTRY LEADER IN ESG



3 YEARS IN A ROW



RECYCLED CONTENT PRODUCTS
AND
BIOBASED CONTENT PRODUCTS



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ABOUT DUNLOP

Havre de Grace, USA

PUROFORT
PVC

Leiria, Portugal

PUROFORT
ACIFORT
PVC

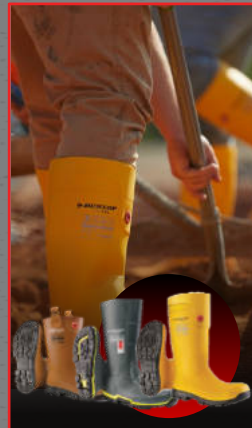
Raalte, the Netherlands

PUROFORT
SNUG
BOOT

We are Dunlop Protective Footwear. Founded in 1905, we're currently the world's leading manufacturer of protective footwear.

Across the globe in over 50 countries, workers and the doers in Agri, Food, Industry and Leisure all enjoy the comfort, protection and durability of our footwear.

We actively engage with our customers and end-users in all segments to understand their specific needs and design, develop and manufacture all our products ourselves. At our in-house laboratories and test centers, our team of developers and engineers work continuously on new designs and technologies, improving our boots on weight, slip resistance, thermal comfort, durability and sustainability. We then incorporate these new designs in our manufacturing processes, working continually to support our ESG mission.



OUR VISION

AS THE GLOBAL LEADER OF PROTECTIVE FOOTWEAR, OUR VISION IS TO SAFEGUARD EVERY STEP WITH INNOVATION, RELIABILITY, AND AN UNPARALLELED COMMITMENT TO SAFETY AND SUSTAINABILITY, WHILE BEING A CORNERSTONE PARTNER FOR OUR RETAILERS, DISTRIBUTORS, AND SUPPLIERS.

**MAKE
EVERY
STEP
COUNT.**

OUR MISSION

**EMPOWER THE
MAKERS AND
DOERS OF THE
WORLD TO GET
THE JOB DONE
SAFELY.**

OUR VALUE PROPOSITION



SAVE UP TO

12%

ON TCO ANNUALLY



DUNLOP WILL
REDUCE SLIPS BY UP TO

25%

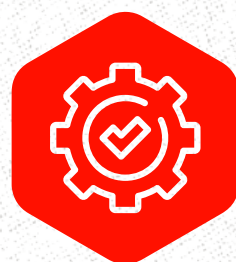
STF
innovation center



REDUCE CARBON FOOTPRINT BY

55%

BY 2030



3

LOCAL
PRODUCTION
GLOBAL
DISTRIBUTION
FACILITIES

**SMARTER
SAFER
MORE
SUSTAINABLE.**

 **DUNLOP**
PROTECTIVE FOOTWEAR

INTERVIEW

David Leydon, Head of Food and Agribusiness with ifac

Ifac is a professional services organisation with a 500 strong team across 30 locations in Ireland. Next to my role at ifac, where I provide consultancy to food and agribusinesses, I am also a part-time farmer contract rearing dairy heifers.

Sustainability planning is an important part of our business at ifac. We develop sustainability plans for Irish food and agribusiness SME's and help with their execution. Reducing N usage, using Low Emission Slurry Spreading, planting trees and hedges, increasing clover content in swards, and partaking in environmental schemes, for example ACRES, is part of the business of farming.

I've been using Dunlop wellingtons for the past 25 years, and my experience is extremely positive. In my line of work, comfort and safety are key, so my choice of Dunlop footwear is based on the boots' comfort and durability.



**"EXTREMELY POSITIVE
EXPERIENCE WITH DUNLOP
WELLINGTONS OVER THE
PAST 25 YEARS"**

OUR ESG MISSION

THE DECADE OF DOING

After decades of analyzing, calculating and planning, the challenge is clear for global societies, businesses and individuals.

We're now in the decade of doing!

As the industry frontrunner we believe it is our duty to step up to do what's right for the world's makers and doers, for our employees and our communities and for the planet.

STEPPING UP TO DO WHAT'S RIGHT TO SECURE A LIVEABLE AND SUSTAINABLE FUTURE FOR ALL

GREENEST WITH DUNLOP

We reduce our customers' Scope 3 GHG emissions by offering the most sustainable products and packaging, with certificates proving our performance.

SECURE WITH DUNLOP

By actively monitoring National, European and Global developments we actively aspire to full compliance with active and upcoming ESG legislation, ensuring our product and packaging portfolio is continually updated.

TOGETHER WITH DUNLOP

By engaging with customers on collaborative initiatives, information sharing (CSRD) and by being the go-to-team for ESG questions, we take the lead in lowering the full supply chain footprint.

INSPIRED BY DUNLOP

Just as we have our own supplier champions, we wish to be that for our customers, raising the bar on ESG performance.

DUNLOP SDG's

OUR APPROACH TO SDG's

We are not a stand-alone company, we're part of a network in our supply chain. Moreover, we're part of our international and global economy. And perhaps most importantly, we're part of the global community's fight against the effects of global warming.

We actively support the United Nation's 17 Sustainable Development Goals (SDG's), regularly updating our materiality assessments to identify on which of the 17 SDG's we can have the biggest positive impact. We make sure the steps we take support our employees, our customers and our planet.



OFFERING ACCREDITED PROFESSIONAL AND LANGUAGE TRAINING PROGRAMMES FOR OUR EMPLOYEES



FOSTERING DIVERSITY AND ENSURING EQUAL OPPORTUNITIES FOR ALL



PROVIDING A HEALTHY & SAFE WORKING ENVIRONMENT ON ALL OUR SITES



MAKING SURE THE WORLD'S MAKERS AND DOERS GO HOME SAFELY



CREATING HIGH-QUALITY, DURABLE PRODUCTS USING PROPRIETARY TECHNOLOGIES. REDUCING ENERGY USE AND WASTE IN PRODUCTION



LOWERING OUR CARBON FOOTPRINT BY 55% BY 2030 AND 100% BY 2050. USING SUSTAINABLE FEEDSTOCKS FOR PRODUCTS AND PACKAGING. USING 100% RENEWABLE ENERGY IN OUR PRODUCTION

ESG STEPS TAKEN

DUNLOP IS THE ESG INDUSTRY LEADER

2019	2020	2021	2022	2023	2024
- Started the ESG journey - Circularity vision created - LCA19 performed - ISO 9001 certified	- Started our switch to renewable energy - Joined UN Global Compact	 90% reduction Scope 1+2 100% renewable energy - Joined SBTi - ISO 14001 certified - ISO 45001 certified	 18% CO2e emission reduction - First 30% bio-based PU boot - First 30% recycled PVC boot	 - Scaled-up recycled PVC sourcing - Started trials on PUROFORT 2.0 - Joined the CO2ART Research & Development consortium	 - PUROFORT 2.0 launch - LCA24 certification - First EPDs available to customers - Perform CSRD double materiality - Increase share of recycled and/or bio-based materials

INTERVIEW

**“I HAVE WORN DUNLOP
BOOTS ALL MY LIFE AND
FEEL DUNLOP BOOTS
PROVIDE THE BEST
BALANCE OF LONGEVITY
AND COMFORT”**

Kevin Maguire, veterinary surgeon and suckler farmer

I'm a veterinary surgeon and suckler farmer. I need superior protective footwear so that I don't get stamp injuries from cows, and I need good grip for the slippery concrete and soil conditions on my and others' farms.

I have worn Dunlop boots all my life, although I have tried other brands. However, I go for Dunlop as their boots' narrow fit suits my feet better, they're lightweight and they don't perish as easily as other brands.

I want my footwear to last as long as possible. This isn't only about cost, it's also about sustainability as I try to reduce my use of new materials and the energy used in their production.

I feel Dunlop boots provide the best balance of longevity and comfort.

2023 ESG INITIATIVES

WALKING THE TALK

At Dunlop we believe in leading by example. For us, this means improving our operations each year, reducing our energy usage and our waste, improving our relationships with employees and stakeholders and improving our governance.

From 2021, all our sites in the Netherlands, Portugal and the USA have been using 100% renewable energy, and we continue to work on reducing our energy use.

Our PVC production is a zero-waste operation; all injection waste and product rejects are reground on site to be recycled into new boots.

We continue to invest in our people's development through training programs and we regularly donate products to causes supporting those in need.

ENVIRONMENTAL

- Gas consumption reduced by 36% (22% per pair)
- Fixed electricity consumption reduced by 28%
- PUROFORT production waste reduced by 8%

SOCIAL

- External accredited 2-year training program for operators
- 29hrs training per employee on average (>11,140 hours total)
- 4 work places for employees with a distance to the labour market
- Employment for refugees
- 13,615 pairs of boots donated to people in need

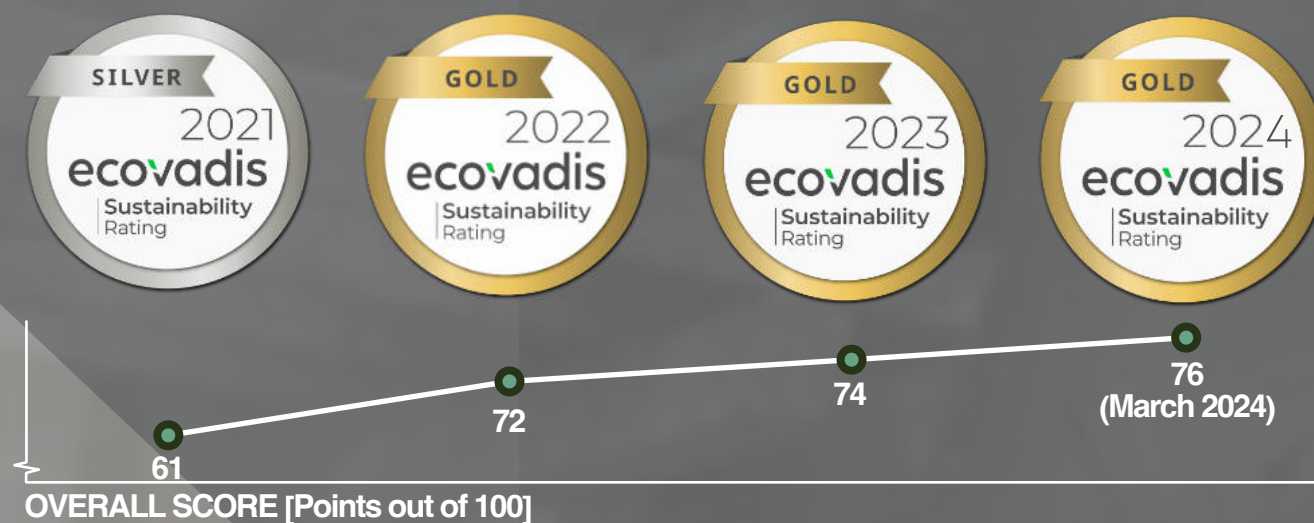
GOVERNANCE

- Maintained integrated management system: ISO9001, ISO14001 and ISO45001
- Over 94% of suppliers committed (signed) to our Sustainable Procurement Policy

2023 ECOVADIS SCORES

**DUNLOP IN TOP 3% OF ALL
ECOVADIS RATED COMPANIES**

**ONLY THREE COMPANIES IN THE 'MANUFACTURER OF
FOOTWEAR' CATEGORY AWARDED GOLD
PUTTING DUNLOP IN THE TOP 1% PERFORMERS**



**RANKING BASED ON ENVIRONMENT, LABOUR & HUMAN RIGHTS,
ETHICS AND SUSTAINABLE PROCUREMENT**

**WE ANSWERED 115 PAGES OF QUESTIONS
AND PROVIDED DOZENS OF SUPPORTING DOCUMENTS**

**MEDALS ARE BASED ON PERFORMANCE RELATIVE TO OTHERS
SO THE BAR TO ACHIEVE GOLD IS RAISED ANNUALLY**

ECOVADIS, THE WORLD'S MOST TRUSTED BUSINESS SUSTAINABILITY RATING

From its inception in 2007, EcoVadis has grown to become the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 125,000+ rated companies. Companies are rated on Environment, Labor & Human Rights, Ethics and Sustainable Procurement. Depending on the combined outcome of these ratings a Bronze, Silver, Gold or Platinum medal is awarded.

Dunlop is one of the only three companies in the category "Manufacturer of Footwear" that were awarded a gold medal. (To date, no Platinum medals have been awarded in the 'Manufacturer of Footwear' category.)



ENVIRONMENT



LABOUR & HUMAN RIGHTS



ETHICS



SUSTAINABLE PROCUREMENT



INTERVIEW

VINCI

VINCI is world leader in concessions, energy and construction with operations in more than 120 countries. We are an end-customers and buy our Dunlop boots from renowned Dunlop distributors such as Lyreco (Intersafe) and Descours et Cabaud.

Our health and safety officers have selected the Dunlop brand because of their quality and comfort. Superior protective footwear is important to us as our employees need strong ankle support and foot protection, with comfort being key when carrying out their daily tasks.

Moreover, we are focused on sustainability, so we need to know that when we order new products from our suppliers, the product can be recycled.

Dunlop boots are our preferred choice thanks to their safety and sustainability.

**"I'VE BEEN WEARING
DUNLOP BOOTS FOR
OVER 5 YEARS AND AM
COMPLETELY SATISFIED
WITH THEM"**



2023 PRODUCTS

IMPROVING OUR IMPACT STEP BY STEP

The best way to serve our customers is to provide them with products with the lowest possible footprint:

- All our products benefit from our use of 100% renewable energy which reduces their CO₂e footprint by 10% compared to using non-renewable energy.
- For our PVC products, we have a zero-waste manufacturing process. In addition, we are bringing back recycled PVC from other industries to prevent waste and further lower our products' CO₂e footprint
- With PUROFORT, we've started using biobased content taken from sunflower oil waste.
- Both FSC cardboard and polybags from the Netherlands are made from 100% recycled content.

**65 TONNES OF RECYCLED PVC
PROCESSED ACROSS PORTFOLIO**

**137 TONNES TOTAL
CO₂e REDUCTION FROM
PRODUCT INITIATIVES**



36%
CO₂e REDUCTION/PAIR
COMPARED TO ALL FOSSIL BASED



BIOBASED PU

15,732 KG CO₂e REDUCED



24%
CO₂e REDUCTION/PAIR
COMPARED TO ALL VIRGIN

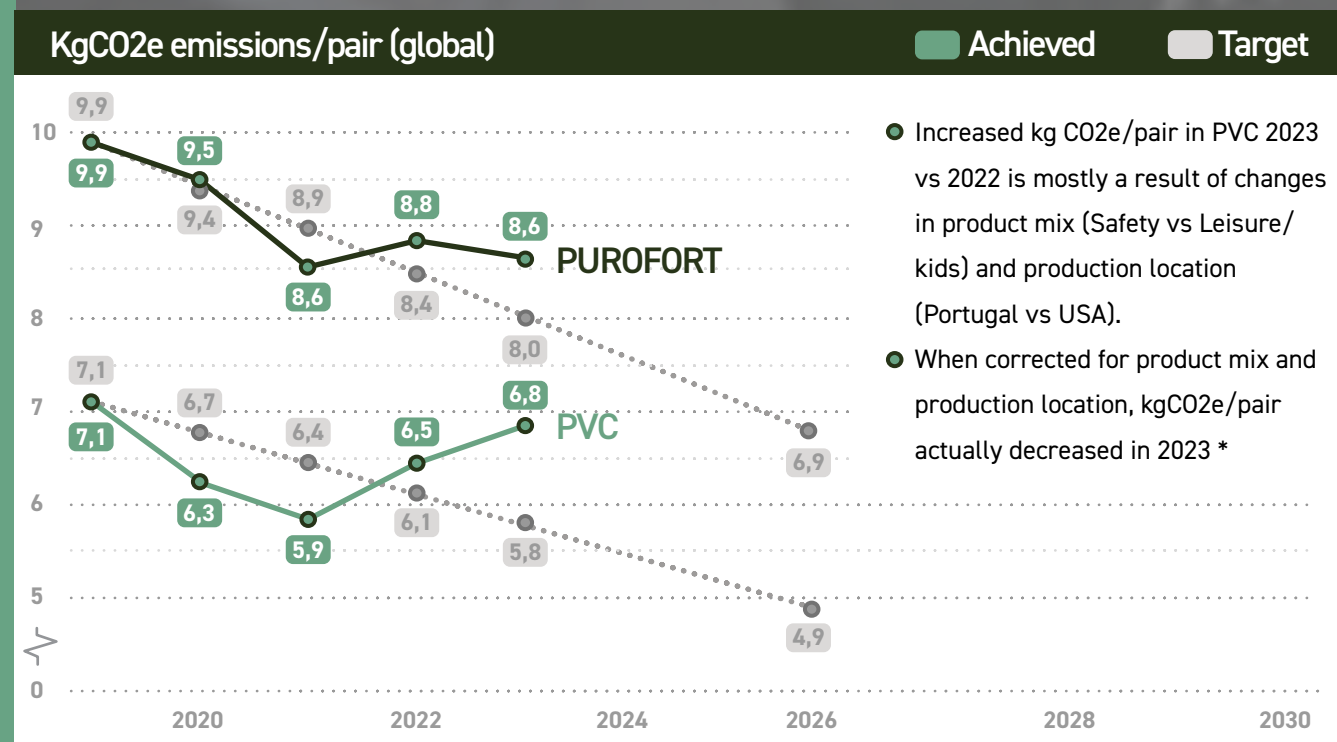


RECYCLED PVC

4,763 KG CO₂e REDUCED

DUNLOP
PROTECTIVE FOOTWEAR

2023 EMISSIONS



2023 REDUCTION EFFORT RESULT:
7,2 KG CO2E/PAIR (WEIGHTED TOTAL PRODUCTION AVERAGE)

6% REDUCTION FROM 2019
2030 TARGET: 55% REDUCTION FROM 2019

*KEY ACTIONS TAKEN IN 2023 TO REDUCE EMISSIONS:

- Replacing 65 tonnes of virgin PVC with rPVC
- Launching new products with a reduced eco impact
- Introducing bio-based materials
- Reducing energy consumption
- Reducing waste (less rejects)

OUR APPROACH TO EMISSION REDUCTION

From 2019 onwards we have used Ecocosts, a specialized Environmental Footprint methodology. Additionally, we've integrated the Ecocost database in our ERP system, building our own dashboards that provide insights in real-time footprints. In this way, we track of our progress and analyze results per location and product category in a single system.

Our main KPI is kg CO2e emission per pair; both for the total assortment and separately for PVC and PU boots.

Although, in production, CO2e emissions/pair are higher for PU than for PVC, PU boots have a lower eco-impact over their entire useful lifetime as they last 3 - 4 times longer.

NEXT STEPS

2024

2028

2025



2030



2026



2027



2029



EXPANDING OUR SOURCING OF rPVC BY 500-1000 TONNES EACH YEAR

INITIATING CUSTOMER TAKEBACK PROGRAMS

LAUNCHING MORE REDUCED ECO IMPACT PRODUCTS IN PUROFORT, ACIFORT AND PVC

FURTHER REDUCING MATERIAL USE IN OUR PACKAGING

CONTINUALLY IMPROVING OUR OPERATIONS

THIRD PARTY VERIFICATION OF OUR LCI & LCA DATA BASED ON ISO14040 AND EN15804

PUBLISH ENVIRONMENTAL PRODUCT DECLARATIONS

ISCC+ VERIFICATION OF SUSTAINABLE RAW MATERIAL SOURCES

FACTS & FIGURES

PRODUCT & PACKAGING FACTSHEET ►

GRI TABLE ►

GLOSSARY ►

PRODUCT & PACKAGING FACTSHEET

In addition to innovating our products and reducing their environmental footprint, we also have worked hard to reduce the environmental footprint of our packaging to get our products to our customers in perfect condition. The factsheet shows the current status of our ongoing efforts.

Item	Collection	Production site	Virgin and/or fossil content	Non-virgin and/or renewable content	Source of non-virgin and/or renewable content	Product claims and/or certificates	Product series	Additional remarks
Products								
Pricemastor RC30	PVC	Portugal	70% virgin fossil PVC	30% recycled PVC	PIR (cables & Dunlop boots)	24% kgCO2e/pair reduction		
FoodPro Bio-Based MultiGrip Safety	PUROFORT	The Netherlands	70% virgin fossil PUROFORT	30% bio-based PUROFORT	Sunflower oil waste	36% kgCO2e/pair reduction		
Components								
PUROFORT Classic insoles	PUROFORT	Portugal/The Netherlands	15% virgin fossil PU	85% recycled content	PIR (PU mattresses, PU insoles)		Professional, PUROFORT+, Thermo+ Classic, VT+, PRO series, GUARD series	
Comfort insoles	PUROFORT/ACIFORT	Portugal/The Netherlands	100% EVA + PES	-	-			
Packaging								
Polybags	PUROFORT	The Netherlands		100% recycled content	tbd		Food Pro	Phasing in/out process started January 1 st 2024
Polybags	PUROFORT	Portugal		100% recycled content	tbd		Food Pro	Phasing in/out process started January 1 st 2024
Polybags	PUROFORT	USA	70% virgin fossil LDPE	30% recycled content	PCR			
Polybags	PVC/ACIFORT	Portugal	100% virgin fossil LDPE	-				
Polybags	PVC/ACIFORT	USA	100% virgin fossil LDPE	-				Material saving under development
Pairbox	PUROFORT	The Netherlands	-	100% recycled cardboard		70% FSC		
Pairbox	PUROFORT	Portugal	8%-15% virgin cardboard	85%-92% recycled cardboard	55% PCR, 30% PIR			
Pairbox	PUROFORT	USA	33% virgin cardboard	66% recycled cardboard				
Outer carton	PUROFORT	The Netherlands	-	100% recycled cardboard				
Outer carton	PUROFORT	Portugal	30% virgin cardboard	70% recycled cardboard				
Outer carton	PUROFORT	USA		66% recycled cardboard	64% PCR, 2% PIR			
Outer carton	PVC/ACIFORT	Portugal		70% recycled cardboard				
Outer carton	PVC/ACIFORT	USA		66% recycled cardboard				
Paper manual	All collections	All production sites		tbd				Working to replace with digital
Pallet shrink wrap	All collections	USA		100% Bio Vanish				'Vanish' bio-assimilation minimizes eco-impact

GRI TABLE

The Global Reporting Initiative (GRI) is an international independent standards organization that helps businesses understand and communicate their impacts on issues as like climate change, human rights and corruption.

The table lists Dunlop's metrics for a large number of GRI topics and present a quantitative assessment of our impact on Environmental, Social and Governance topics.

Topic	GRI code number	Topic specific disclosure	Total
FTE Gender	GRI 102-7	Total number of employees 31/12/2023 (FTE)	379
	GRI 405-1	Total number of female employees 31/12/2023 (FTE)	137
	GRI 405-1	Total number of male employees 31/12/2023 (FTE)	242
	GRI 405-1	% of women on 31/12/2023	36%
	GRI 405-1	% of men on 31/12/2023	64%
Origin	GRI 405-1	Number of nationalities	25
Age	GRI 102-8	Age population % 29 years and below	12%
	GRI 102-8	Age population % 30-39	23%
	GRI 102-8	Age population % 40-49	25%
	GRI 102-8	Age population % 50-59	28%
	GRI 102-8	Age population % 60 and above	12%
General Management Team (GMT)	GRI 405-1	Number of women in GMT 31/12/2023	1
	GRI 405-11		
	GRI 405-22		

Topic	GRI code number	Topic specific disclosure	Total
General Management Team (GMT)	GRI 405-1	% of women in GMT 31/12/2023	14%
	GRI 405-11		
	GRI 405-22		
	GRI 405-1	Number of men in GMT 31/12/2023	6
	GRI 405-11		
	GRI 405-22		
Occupational injury and accident	GRI 405-1	% of men in GMT 31/12/2023	86%
	GRI 405-11		
	GRI 405-22		
Occupational injury and accident	GRI 403-2	Number of workplace accidents with no lost time	33
	GRI 403-2	Number of workplace accidents with lost time	13
	GRI 403-2	Total number of lost days due to workplace accidents	185
Annual appraisal	GRI 404-3	Number of employees who completed the annual appraisal during the reporting period	379
	GRI 404-3	% of employees who have received an annual appraisal	100%
Vacation	GRI 404-3	Total number of vacation days that employees can take during the reporting period, i.e. holiday entitlement in the reporting period	6,991
	GRI 404-3	Total number of vacation days that employees have taken during the reporting period	6,809
Training	GRI 404-1	Number of employees who have attended at least 1 training during the reporting period	192
	GRI 404-1	Total number of training hours attended by employees during the reporting period	7,180
	GRI 404-1	Average number of training hours by employees who attended at least 1 training during the reporting period	37
	GRI 404-1	Average number of training hours by company employee during the reporting period	19
Social performance	GRI 102-41	Number of employees covered by collective bargaining agreements	271
	GRI 102-41	% of employees covered by collective bargaining agreements	72%
Fair business practices	GRI 205-3	Number of breaches in ethical behaviour policies	0
	GRI 205-2	Number of employees having participated in the annual on-line knowledge review on the Code of Conduct and ethical business behaviour	78
	GRI 205-2	Number of employees having successfully completed the annual on-line knowledge review on the Code of Conduct and ethical business behaviour	78
	GRI 205-2	% of employees having successfully completed the annual on-line knowledge review on the Code of Conduct and ethical business behaviour	100%
Energy consumption	GRI 302-1	Consumption of electricity (M. Kwh)	10.29
	GRI 302-1	Quantity of electricity from renewable sources (M. kWh)	10.29
	GRI 302-1	Consumption of natural gas for buildings (K. m3)	173
CO2 emissions	GRI 305-1	Total CO2 emissions scope 1 (tCO2e)- direct emissions controlled sources (heating)	558
	GRI 305-2	Total CO2 emissions scope 2 (tCO2e)- Electricity	-
	GRI 305-3	Total CO2 emissions scope 3 (tCO2e)	34,410
	GRI 305-1	Total CO2 emissions (tCO2e)	34,968
	GRI 305-2		
	GRI 305-3		
	GRI 305-4	Ratio of CO2 emissions per employee (scope 1 and 2) (t CO2e /employee)	1.47
	GRI 306-2	% obsolete stock (obsolete stock/sold products)	0,71%
Water	GRI 305-1	Quantity of water used (m3)	3,923

GLOSSARY

At Dunlop, we take science and data as the departure points and benchmarks for our ESG activities. We analyze and measure before we decide on the best course of action to increase our performance in the ESG domains. After we have implemented our ideas for improving our performance, we measure again, or have independent institutions assess our progress to check to what extent our interventions have been successful. In this way, we can be certain that the results we achieve and communicate are real, as they have been verified objectively.

In this section, we present an overview (in alphabetical order) of the most important concepts, metrics, institutions and certifications that we work with to help us stay on track towards achieving our ESG objectives.

ECO-COST METHODOLOGY

Many organizations adopt the emission of CO2 equivalents as their sole unit of measurement when determining the impact of their economic activities on the environment. Although CO2 equivalent emissions are, of course, an important measurement, they don't paint the whole picture.

At Dunlop, we've therefore opted for the Eco-cost methodology developed at the Delft University of Technology in the Netherlands. There are two important characteristics that set the Eco-cost methodology apart from other approaches to determining the eco-impact of products over their entire lifecycle. Firstly, it is a prevention-based approach. With most other approaches, calculations are performed to determine the amount of damage done to the environment. What distinguishes the Eco-cost methodology from these other approaches is that the outcome (in Euros) represents prevention costs, i.e., the additional costs that an organization would need to take on in order to prevent the eco-impact currently being caused by their economic activity. Secondly, the Eco-cost methodology not only considers the effects of CO2 equivalent emissions, but in addition it calculates the effects on human toxicity, eco-system toxicity, resource depletion, and fossil-based resource depletion. The latter are especially relevant in a circular economy context. As such, this methodology helps us develop a fuller picture of the effects of our actions and interventions.

Building on the Eco-cost methodology, we've mapped out our entire process and developed an 'Eco-cost' dashboard' that allows us to monitor our eco-impact, almost in real-time. This helps us identify 'hotspots', i.e., places in our process that cause the largest eco-impact, thus guiding future interventions. Moreover, it allows us to track whether these interventions have the intended effect over time.



ECOVADIS

Since its founding in 2007, EcoVadis has grown to become the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 90,000+ rated companies. The EcoVadis methodology is built on international sustainability standards, including the Global Reporting Initiative, the United Nations Global Compact, and ISO 26000, covering more than 200 spend categories and over 160 countries. The EcoVadis Sustainability Scorecard illustrates performance across 21 indicators in four main themes:

1. Environment
2. Labor & Human Rights
3. Ethics
4. Sustainable Procurement

ESG

Environmental, Social, and Governance refers to the three central factors in measuring the sustainability and societal impact of a company or business.

GHG or GREENHOUSE GASES

Greenhouse gas emissions refer to the six greenhouse gases covered by the UNFCCC Kyoto Protocol — carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF₆).

GHG PROTOCOL

The Greenhouse Gas Protocol is the most widely used international accounting tool for government and business leaders to understand, quantify, and manage GHG emissions.

**GLOBAL COMPACT**

The United Nations Global Compact is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. Their set of ten Global Compact Principles represents a non-binding pact to foster the adoption of sustainable and socially responsible policies by businesses worldwide, and to report on their implementation.

**GLOBAL REPORTING INITIATIVE**

GRI is an international independent standards organization that provides best practice standards for impact reporting. The GRI standards cover a wide array of topics ranging from biodiversity to waste and emissions. At present, GRI is the most widely adopted sustainability reporting standard.

**ISO**

The standards from the International Organization for Standardization are internationally agreed upon by experts and can be considered as "formulas that describe the best way of doing something." ISO standards cover a wide range of activities, such as product development and manufacture, delivering a service, or supplying materials.

LCA

A lifecycle assessment is a compilation and evaluation of the inputs, outputs, and the potential environmental impacts of a product throughout its lifetime. This comprehensive examination of environmental impacts includes raw

material extraction, transportation, manufacturing, use, and disposal.

PARIS AGREEMENT

The Paris Agreement refers to a 2016 agreement within the United Nations Framework Convention on Climate Change (UNFCCC), which aims to limit global average temperature increase to 1.5°C through GHG mitigation, adaptation, and finance.

RECYCLED VS RECYCLABLE

To better make sense of the current multitude of environmental claims, it is important to understand there is a large difference between 'recycled' and 'recyclable'. Many plastics are recyclable in theory, however this doesn't necessarily mean that they actually are recycled in practice. It is therefore fairly easy to claim that a plastic product is 'recyclable'. It is much more difficult to make sure that plastic products actually are recycled and used again in new products.

At Dunlop, we recycle in practice. Our PVC boots are (partially) made from recycled plastic and, through our ReBoot program, they are collected to be recycled again and again, once their useful lifetime has ended.

RENEWABLE OR GREEN ENERGY

Renewable or Green electricity refers to purchased electricity that is generated from renewable sources, such as wind, hydro, or solar and/or is certified with a Renewable

Energy Certificate (REC), Guarantee of Origin (GoO), or equivalent.

RENEWABLE OR GREEN ENERGY

Renewable or Green electricity refers to purchased fuel, heating and electricity generated from renewable sources, such as wind, hydro, or solar and/or is certified with a Renewable Energy Certificate (REC), Guarantee of Origin (GoO), or equivalent.

**SCIENCE BASED TARGETS initiative**

The SBTi is an international partnership between CDP (formerly known as the Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the Worldwide Fund for Nature (WWF). The SBTi defines and promotes best practice in emissions reductions and net-zero targets in line with climate science and provides technical assistance, expert resources, and independent validation to companies who set themselves science-based targets. The SBTi is the lead partner of the Business Ambition for 1.5°C campaign.

SCOPE 1 EMISSIONS

Scope 1 emissions are direct GHGs from owned or controlled sources. For example,

those from fuel burned in a manufacturing facility, or from diesel used in a company car.

SCOPE 2 EMISSIONS

Scope 2 emissions are indirect GHGs from the generation of purchased electricity, heating and cooling. For example, from burning coal to create electricity used at a manufacturing site, or from burning natural gas to create heating used at an office.

SCOPE 3 EMISSIONS

Scope 3 emissions are all indirect GHGs not included in scope 2 that occur in the value chain, including both upstream and downstream emissions. For example, the those from raw materials and other goods from suppliers, purchased logistics services, business travel, product use, and employee commuting.

SDGs

The United Nations Sustainable Development Goals are 17 goals covering the sustainability areas of economy, environment, and society. They provide a framework for companies to set targets to support these goals.

Supply chain

A network of organizations (e.g., manufacturers, wholesalers, distributors and retailers) involved in the production, delivery, and sale of a product to the consumer.

COLOFON

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Interview disclaimer: All interviewees featured in this report are real people. Interview texts as presented here were written based on individual questions posed by us and answered by them in writing. Minor editing has been done to merge the answers to these separate questions into a single, flowing text. The general content, spirit and meaning of the answers, however, has not been altered.

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