



TILSATEC

EnVision[®]

SUSTAINABILITY REPORT 2024/25





Contents

03	A Word from The Group MD
04	EnVision Sustainability Program
05	ESG Framework
06	Measuring our Impact
07	TNA Acquisition
08	Our 2024 Climate Pledge
09	Carbon Reduction Plan
10	Ethical Supply Chain (4 pillar assessment)
11	Making Positive Changes
12-13	NEW EnVision Plant-based Hand Protection
14	EnVision Recycled Hand Protection
15	2025 and Beyond



A word from The Group MD

Tilsatec is about more than just gloves. As a proud British manufacturer based on over 100 years of heritage in yarn spinning and an employer of 3 generations of highly skilled local workforce, we are an integral part of the community here in Wakefield and I am hugely passionate about creating a sustainable business fit for the future.

Our commitment to Environmental, Social, and Governance (ESG) principles is integral to our mission of keeping people safe in the workplace by providing high performance hand, arm and body protection.

We recognise that our operations have a significant impact on the planet and the communities we serve, and we are dedicated to fostering sustainable practices that create long-term value for our customers, partners and staff.

We aim to uphold the highest standards of integrity and transparency in our business practices and will share these with you each year as we progress on the journey to our ultimate goal of becoming NET ZERO.

Ben Griffiths
Group Managing Director



TILSATEC

EnVision[®]

People. Planet. Protection.

As a business, Tilsatec recognise the need for action and change, now. Our planet is warming at an alarming rate, and we know we need to play our part in reducing harmful emissions.

That's why we're working hard across all our teams to create positive change in manufacturing, logistics, energy consumption, recycling, raw materials and our supply chain to bring you high performance hand and arm protection which allows you to reduce your carbon footprint and take energy intensive products out of your supply chain.

With core business teams now certified carbon literate, we're building out and delivering on our CRP (Carbon Reduction Plan).

Tilsatec EnVision is the umbrella under which our sustainability program sits and it's underpinned by our 3 key pillars; **People, Planet, Protection.**



PEOPLE

As a member of Sedex we are committed to being a responsible business, sourcing responsibly, and improving ethical standards and working conditions within the supply chain. All our manufacturing sites globally adhere to the Sedex Members Ethical Trade Audit (SMETA) or equivalent, but we also have our own stringent standards and criteria we set for our operations.



PLANET

Utilising our yarn engineering expertise, we aim to replace virgin synthetic material with recycled and/or plant-based yarns.

- Reduce carbon footprint working towards Net Zero by 2050
- Removing single use plastics from our inner packaging
- FSC certified recycled carton packing, inner packaging, catalogues and print materials
- Reduce the use of chemicals and solvents in all operations



PROTECTION

Deliver hand protection solutions to meet all handling tasks from general purpose through to high cut, each with a sustainable yarn content of >50%.

The Tilsatec Envision range sets a new standard in environmentally friendly gloves that don't compromise on comfort, dexterity or durability.



An important step in our journey is partnering with Positive Planet, an independent consultancy that works with businesses to turn their sustainability goals into meaningful action. We're proud to be working with Positive Planet on our goal of achieving net zero and this has allowed us to work on our 5 step Environmental, Social and Governance Framework.



MEASURE

We are measuring our carbon emissions annually and from our baseline measurement in 2022 we have reduced our overall footprint by 5.8% in 2023. For 2024 and beyond we are working towards a target of 6% per annum to keep us on track to achieve net zero by 2050.



REDUCE

We have created a robust Carbon Reduction Plan aligned with science-based targets, implementing strategies for these changes, and diligently executing these actions to minimize our carbon footprint.



COMMUNICATE

To ensure transparency and accountability, we pledge to deliver annual Sustainability Reports. This commitment will enable businesses that choose Tilsatec as their trusted hand, arm, and body protection supplier to track our progress easily.



MITIGATE

Upon implementation of our carbon reduction plan, we are dedicated to offsetting any remaining carbon emissions which cannot be eradicated to further mitigate our environmental impact.



CERTIFY

Reinforcing our dedication to environmental sustainability, in 2025 we will implement a certified ISO 14001 Environmental Management System, and continue our journey to net zero accreditation.



Measuring our Impact

Through working with Positive Planet, we've measured our annual carbon footprint calculated in tonnes of carbon dioxide equivalent (tCO₂e) to establish our baseline footprint for 2022 from which to benchmark against for the coming years.

Conducting a Multi-Year Carbon Footprint Analysis forms part of Tilsatec's ongoing commitment to measure and reduce our carbon footprint.

The measured emissions from the current reporting period (Year Ending 31 December 2023) are compared with Tilsatec's previous figures (2022).

This detailed analysis exceeds the high standard required by the HM Public Procurement Notice (06/21) and asserts our commitment to supporting a sustainable future.

Through improved supply chain processes and demand planning we've been able to reduce the number of shipments into the UK whilst still delivering increased volume of products to customers.

As a result we were able to show a reduction of **5.8%** in 2023 on our total emissions.

That's the equivalent of taking **186** diesel cars off the road **for a year**.





Tilsatec North America acquisition

But this is just the beginning. In February 2024, Tilsatec Limited formally acquired our brand license partner in the US; Tilsatec North America LLC. For over a decade TNA has been the brand and technology partner of Tilsatec, distributing products across North America.

This strategic acquisition represents a significant opportunity for expansion in both markets and is pivotal in driving our ambitious growth plans within the hand protection PPE sector.

Combining the 2 businesses to create a global organisation however, means we must now also measure and consider our combined emissions.

It's important for us to be fully transparent with our partners and customers about where we are on our ESG journey. So, in 2025 we will calculate our new baseline from which we can re-assess our actions and implement further measures needed in order to reach our ultimate goal.

And we can start to put lots of greener measures in place from day one in our new North American Head Office in Michigan including:

- Using a green energy provider with 100% green tariff
- More carbon efficient heating, energy and lighting throughout
- Less carbon intensive modes of transport for in-country shipping
- Installing solar panels on the roof

Our 2024 Climate Pledge



The clock is ticking for our planet. We've already experienced a warming increase of **1.1°C** since the industrial revolution. If we are to keep the rise in global average temperatures below **1.5 degrees**, then we only have 400 billion tonnes of carbon emissions left. And at current rates, we will exceed that within 6 years.

To reduce our impact, we are committed to our climate pledge of reaching **Net Zero by 2050**

How Are We Going to Get There

Immediate Targets

- Reduce our Scope 1 emissions by 42% by 2030
- Procure 80% renewable electricity by 2026 and 100% by 2030
- Reduce our Scope 3 emissions by 42% by 2030

Long Term Targets

- Reduce our total market-based emissions (Scope 1, 2 and 3) by at least 90% by 2050
- Neutralise any residual emissions using verified carbon offsets

We make this pledge ...

which is in line with the UK Government's target of 90-95% decarbonisation for most UK organisations and the Paris Climate Accord.

To achieve our goal we need to see a reduction of 6% per annum of our total emissions.

When Tilsatec reaches **net zero emissions**, it will have as high an impact as **permanently removing ...**

3367



diesel cars from UK roads ...

preventing **3,449,719 m³** of **carbon dioxide** from being released every year.



Carbon Reduction Plan

Scope 1 and 2

- Fit heat & solar control reflective window sheets (can reduce a building's carbon footprint by up to 80% and can be carbon neutral within a month of installation. Solar window films can reduce heat transfer by up to 50% and block up to 70% of solar heat gain. They can also reduce energy use for cooling by up to 30%)
- Reduce boiler temperature - reducing it to 60°C can cut gas use by around 12%
- Replacing gas boilers with electric ones as they do not burn fossil fuels
- Move premises to more carbon friendly building
- Retrofit timers/motion sensors to all electrical appliances, lighting and heating to reduce energy consumption
- Implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate
- Convert company fleet of vehicles to EVs

Scope 3

- ISO9001 updates state we must now consider climate change risks within our quality systems – by using only ISO9001 accredited suppliers, we are reassured they are considering climate change and mitigating risks to reduce the effects of climate change
- Implement a sustainable procurement policy – we already only work with SMETA audited suppliers who ensure they work to environmental ethics
- Zero to landfill by 2030
- Scope 3 particularly Purchased Goods/Services and Transport/Distribution are always the largest contributors to emissions in businesses like ours, but we can work to mitigate them
- Working with Positive Planet and our suppliers to conduct Life Cycle Assessments (LCA's) on key high-volume product SKU's
- Continued yarn engineering to reduce use of virgin materials in favour of recycled and plant based across product range
- Continued development of supply chain and demand planning process to further reduce air freight/intensive shipping methods
- Fully electric last mile logistics to reduce emissions at point of delivery
- Implement a travel policy for using lowest emission flights / hotels etc

Ethical Supply Chain

(4-pillar assessment)

Proud to be a



As a Sedex member we are committed to being a responsible business, sourcing responsibly, and improving ethical standards and working conditions within the supply chain.

Being a member of SEDEX enables our organisation to continually monitor and improve our business practices, employment methods and supply chain structure to ensure fair working conditions for the people who make our products and deliver our services to you, our customers.

With a large manufacturing facility in the UK and several manufacturing locations around the world we understand we have a duty of care to everyone involved in the production and supply of our products. We frequently audit and review our facilities in line with the 4-pillar SMETA audit looking at the following areas:

- Labour and Health & Safety
- Environmental Assessment
- Business Ethics



Operating responsibly means that as an organisation we must ensure our business practices across the supply chain limit negative impacts or have a positive impact on people and the environment no matter where we operate. This is something we must continually work at to improve working conditions for all and bring the highest quality products to market.

This is our commitment to responsible supply chain management.

Making Positive Changes

Some of the things we're making the switch on and ways we're reducing our impact:


REDUCED transport by air for goods and business travel



FULLY ELECTRIC last mile logistics to reduce emissions from our warehouse to yours



Core business functions certified carbon literate



Management team switching to **electric and hybrid business vehicles**

REPLACING printed business cards with NFC (near field communication) digital cards made from bamboo



MINIMAL textile waste from UK manufacturing

SWITCHING to LED lighting in office areas

REPLACING plastic polybags and chemical based outer cartons with FSC certified recycled cardboard cartons and inner glove wraps across all inventory



LAUNCHING EnVision bio-based hand protection solutions



Green Team meet quarterly to keep ESG targets on track

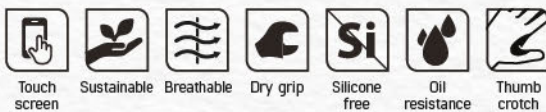


TILSATEC
EnVision[®]

CUT
A 55-1825

Plant-based cut level **A** glove with microfoam palm coating

- 52% of the glove is made with sustainable materials (incl. coating)
- Manufactured using a unique combination of plant and bio-based yarns resulting in lower CO₂ emissions
- Less water consumption and energy usage
- Level A cut resistance to EN388:2016+A1:2018
- High level abrasion resistance gives durability and increases life span
- Touchscreen compatible reducing need to remove gloves
- Thumb crotch reinforced for additional resilience in high action area
- Microfoam palm coating delivers secure dry and oil grip
- Incredible fine tactility and dexterity, close fitting and soft comfort



Gauge	15gg
Colour	Green liner / Black coating
Cuff Style	Knit wrist
Length	220-270mm
Sizes	6/XS - 11/2XL
Packaging	12 pairs/paper band Sizes 6, 7 & 11 72 pairs/carton Sizes 8, 9 & 10 120 pairs/carton

Applications / Industries

- Intricate assembly
- Automotive downstream
- Aftermarket / Component handling
- Construction
- White goods manufacturing
- Aerospace
- Logistics and warehousing





TILSATEC
EnVision[®]

CUT
C 55-3825

Plant-based cut level **C** glove with microfoam palm coating

- 54% of the glove is made with sustainable materials (inc. coating)
- Manufactured using a unique combination of plant and bio-based yarns resulting in lower CO₂ emissions
- Less water consumption and energy usage
- Level C cut resistance to EN388:2016+A1:2018
- Touchscreen compatible reducing need to remove gloves
- Thumb crotch reinforced for additional resilience in high action area
- Microfoam palm coating delivers secure dry and oil grip
- Incredible fine tactility and dexterity, close fitting and soft comfort




Gauge	15gg
Colour	Green liner / Black coating
Cuff Style	Knit wrist
Length	220-270mm
Sizes	6/XS - 11/2XL
Packaging	12 pairs/paper band Sizes 6, 7 & 11 72 pairs/carton Sizes 8, 9 & 10 120 pairs/carton

Applications / Industries

- Intricate assembly
- Automotive downstream
- Aftermarket / Component handling
- Construction
- White goods manufacturing
- Aerospace





2025 AND BEYOND


IF we implement the above completed and planned initiatives, it is projected that **Scope 1 & 2** carbon emissions will decrease to **53.617 tCO₂e by 2030**.

It is projected that **Scope 3** carbon emissions will decrease over the next seven years from our baseline measurement of 6,109.836 tCO₂e to **3,543.705 tCO₂e** by 2030.

This is a reduction of **42%** and will keep us on track to **Net Zero by 2050**.

These measurements apply to UK operations only until a new baseline measure for the North American operations can be incorporated

As we move forward, we will continue to refine our ESG strategy, setting ambitious targets and reporting on our progress globally. Together, we can build a sustainable future that not only benefits our business but also contributes positively to society and the environment.





Tilsatec UK | +44 (0)1924 375742 | info@tilsatec.com | www.tilsatec.com
TILSATEC LIMITED, Flanshaw Lane, Wakefield, West Yorkshire, WF2 9ND, ENGLAND

