

SUSTAINABILITY – ACTING TODAY FOR THE WORLD OF TOMORROW



Taking RESPONSIBILITY together



IN THE INTEREST OF FUTURE GENERATIONS

Dear reader,

Sustainability touches all of our lives. At VERMOP, the ability to balance economic interests with environmental and social engagement is an integral and natural part of our daily working lives. With good reason: People, their work and their surroundings are at the heart of everything we do.

This is why we are continually evolving our portfolio to make it more sustainable – in the interests of our customers, the work they do, and the environments they live and work in. For us, sustainability is about developing long-term cleaning concepts that make work as easy as possible for our customers. So it goes without saying that our products and solutions also have to be ergonomic and made to last.

This is more than just a goal for us. It forms the very cornerstone of our corporate culture – a culture that we actively embrace and have filled with life every day for over 90 years. We know that a healthy economy can only thrive to the benefit of everyone if it utilises resources sustainably and takes the needs of future generations into account – today.

In this brochure, you can find out how we are contributing to a more sustainable future here at VERMOP.

Best regards,

Dirk Salmon
Owner and CEO of VERMOP Salmon GmbH

WERTHEIM – SUSTAINABILITY MADE IN GERMANY

Our production site is located in Wertheim, Germany. This is the birthplace of all VERMOP products, renowned for their value-adding design and ease of use, but also – reflecting our strong sense of corporate social responsibility – for their strict compliance with the rigorous German environmental and occupational safety standards.

In Wertheim, our people work at four facilities covering a total area of almost 90,000 m². For us, it is extremely important that we encourage every employee not only to comply with regulatory standards, but also to take the initiative and bring their own ideas to the shop floor in order to improve collaboration and safety.

VERMOP production plants at a glance

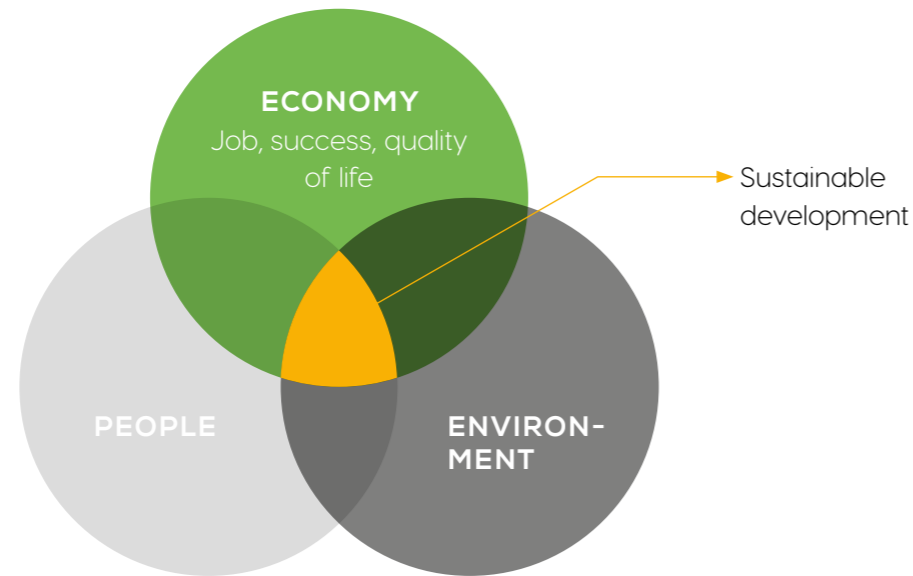
- VERMOP | Metal production
- VERMOP | Plastics production
- VERMOP | Liquid cleaner production
- VERMOP | Textile production



GILCHING – BUILDING ON SUSTAINABILITY

Our business is built – literally – on sustainability. Back in 2006, when we were developing our new site in Gilching, we made the conscious choice to use sustainable materials only. The result is not only an architectural source of inspiration but also an energy-saving masterpiece. The construction concept is based on a tried-and-true environmentally friendly material that has been successfully used in building work for thousands of years: wood. As a result, the two buildings meet the highest standards in terms of aesthetics and sustainability.





PROACTIVE STRATEGY – FOR A BETTER WORLD

Economy, people and the environment are the three cornerstones of our sustainability strategy.

We firmly believe that a strong sense of corporate social responsibility should underpin and inspire the actions of every company. In today's world, values such as fairness, trust, reliability and dependability have moved centre stage and are the basis for proactive, trusted relationships with customers. These values are the only way to unlock real innovations at the intersection between economic, environmental and social objectives – innovations with the power to secure the success of future sustainability efforts. At VERMOP, we are passionately committed – through all of our actions – to innovating for a more sustainable future.

Of course, we also know that economic growth and rising competition present their own challenges, accelerating in particular depletion of the earth's limited resources and ultimately compromising the very fabric of society. So we look beyond meeting the needs of our customers as effectively as possible to ensure that all our activities, actions and the products we develop also reflect our commitment to sustainability, cost efficiency and resource conservation.

SUSTAINABILITY ON THE PRODUCTION LINE

The three pillars of our sustainability strategy – economy, the environment and people – are the compass that guides our product development team. The environmental credentials of our products have been a top priority for us for decades now. It is why we only use high-quality raw materials and designs planned down to the finest detail. It is also the reason why all of our products – no matter how different – are united by one overriding concept: They are all designed to be long-lasting and save resources.

Equipe cleaning trolleys

Our Equipe trolleys offer the perfect combination of quality and sustainability. The separate, individually configurable components can be switched when requirements change or you move to a different premises. In addition, you can retrofit the trolley for a long, productive service life.

In more ways than one, Equipe makes a valuable contribution to resource conservation. Complementing the long-lasting versatile design, the actual buckets and boxes are made from recycled plastic, as confirmed by the "Flustix Recycled" seal of approval. Awarded on successful completion of an audit conducted in cooperation with DIN CERTCO, this label bears further testimony to VERMOP's long-standing commitment to balancing customer-centric design with environmental care.

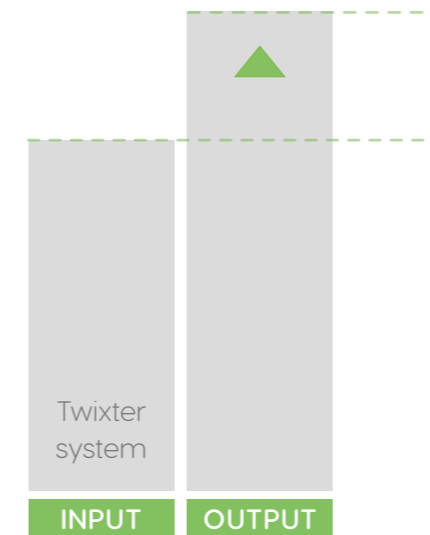


Yet even an ingenious product can only ever be best-in-class at the time it was developed. Which is why we are committed to continually improving VERMOP products throughout their entire lifecycle.



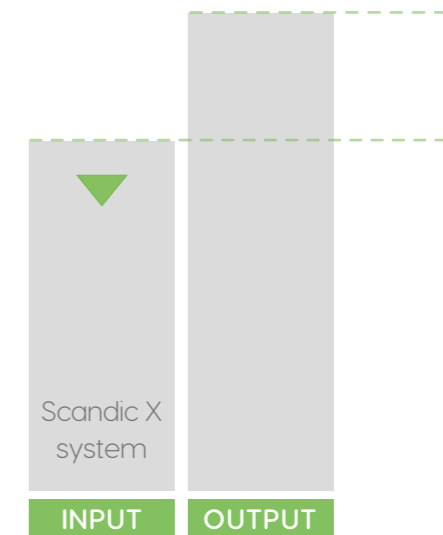


THE ECONOMICAL ROUTE TO SUSTAINABILITY



Maximum reach for a given volume of product

The Twixter mop can clean double the surface area using lighter-weight products and fewer materials.



One product, countless possibilities

Surfaces, floors and glass can all be cleaned with just one handle and connector system.

Mop cover quality grades

When it comes to saving resources, small details often offer huge potential. Our mop covers are prime examples of this. They meet the strictest environmental and quality standards, delivering excellent gliding properties while offering maxi-



mum effectiveness in capturing dirt. Our commitment here is also reflected in our sophisticated cleaning concepts, designed to minimise consumption of water and cleaning chemicals. We use certified, environmentally sound materials.

Mop highlight: Ceran

Ceran is the perfect dry sweeping, anti-bacterial mop cover. It is particularly environmentally friendly as it can be used without water or liquid cleaner and therefore does not produce any wastewater. The high-quality microfibres become electrostatically charged, picking up all traces of hair, lint and dust, capturing them securely on the textured, looped surface. Dry sweeping is an increasingly popular method in hygiene-critical areas such as hospitals.

ECO LIQUID

Our ECO range of liquid cleaners was developed exclusively using naturally occurring raw materials. This means they are fully biodegradable, striking the perfect balance between effective cleaning power and sustainability while also reflecting our company-wide commitment to ecology. The fact that they are "made in Germany" adds to their appeal, giving customers the peace of mind that comes from the highest quality standards coupled with 100% renewable materials. It goes without saying that all of our biodegradable products carry the EU Ecolabel.

What's more, just a small amount of our liquid cleaners goes a long way – regardless of the cleaning challenge.



PERFECTION THAT PAYS OFF

The following calculation shows the potential savings in laundry costs that can be achieved with the Twixter double mop compared with the Sprint flat mop (depending on the surface area to be cleaned).

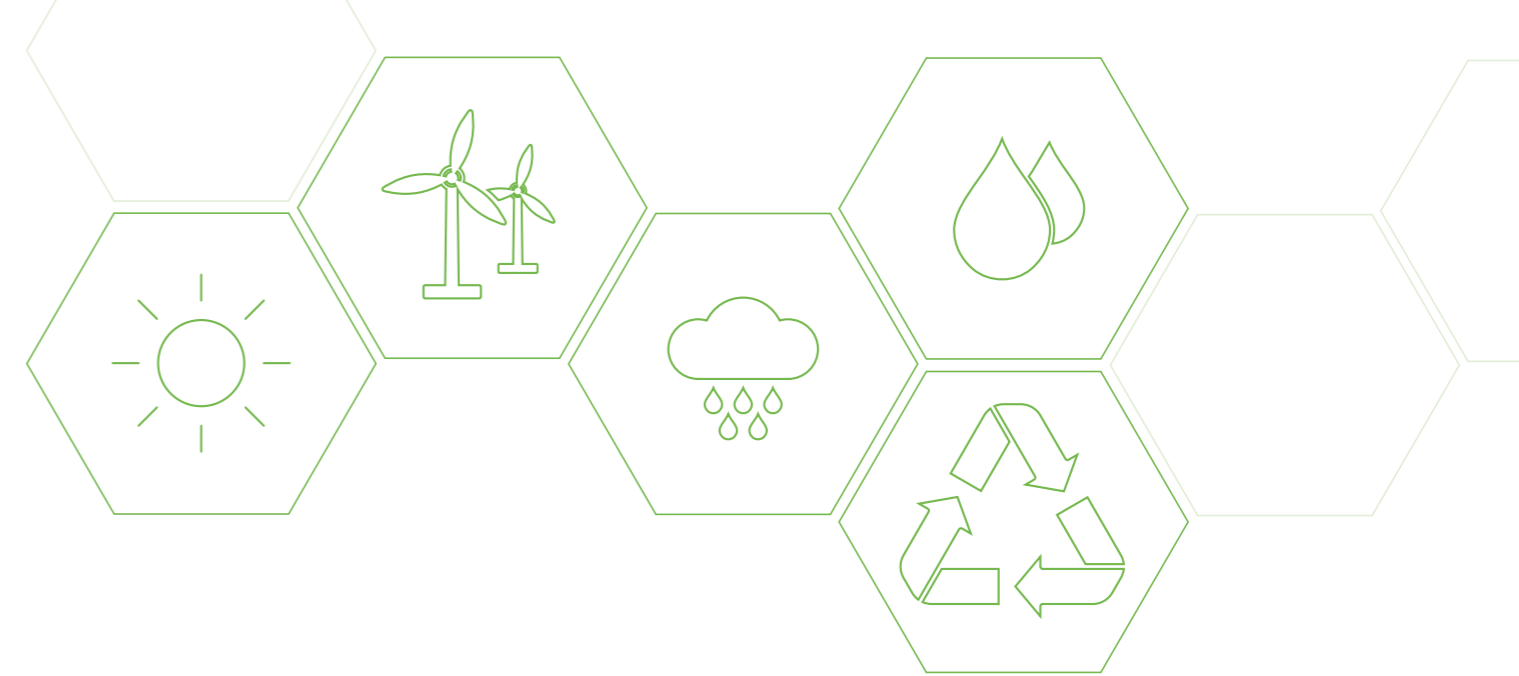
Washing 2000 Sprint mop covers
 $2000 \times 0.145 \text{ kg} = 290 \text{ kg}$
 $290 \text{ kg} \times \text{EUR } 0.20 = \text{EUR } 58$

Washing 1000 Twixter mop covers
 $1000 \times 0.225 \text{ kg} = 225 \text{ kg}$
 $225 \text{ kg} \times \text{EUR } 0.20 = \text{EUR } 45$



Savings as a percent: 22.4
 Savings in EUR: 13

Expected costs for one washing cycle: 20 cents per kg
 Kilogram weights are based on the weight of a dry mop cover



PUTTING NATURE FIRST – FOR THE BENEFIT OF OUR CUSTOMERS

Our commitment to people and the environment is a win-win. Not only do we manufacture products that bring eco-friendly, sustainable benefits to our customers, we also make them in a way that is kind to nature.

All of our production plants run on 100 percent green energy. But that's not all. Our employees also work with an eye towards the future, using products and raw materials efficiently and sparingly. Looking ahead, we know that technology is constantly evolving. So it is important to build on the latest breakthroughs in environmental technologies.

Water is life – so we use it sparingly
The cooling effect of water evaporation is a tried-and-tested way of controlling temperature. The bonus of evaporative cooling is that it works perfectly well with rainwater – pure drinking water is not necessary. At our plant in Wertheim, for example, we collect rainwater in cisterns, which is then used for cooling in our production lines. Unlike drinking water, rainwater does not have to be softened or desalinated. The subsequent savings in energy and resources make a sustainable contribution to environmental and climate protection.

Recycling – reused and recycled

To ensure we recycle as much material as possible, the waste generated at VERMOP's four production plants passes through our internal recycling process before being removed by certified waste disposal companies for recycling and disposal. At all times, we ensure stringent compliance with all applicable waste handling regulations.

Textile manufacturing – zero waste

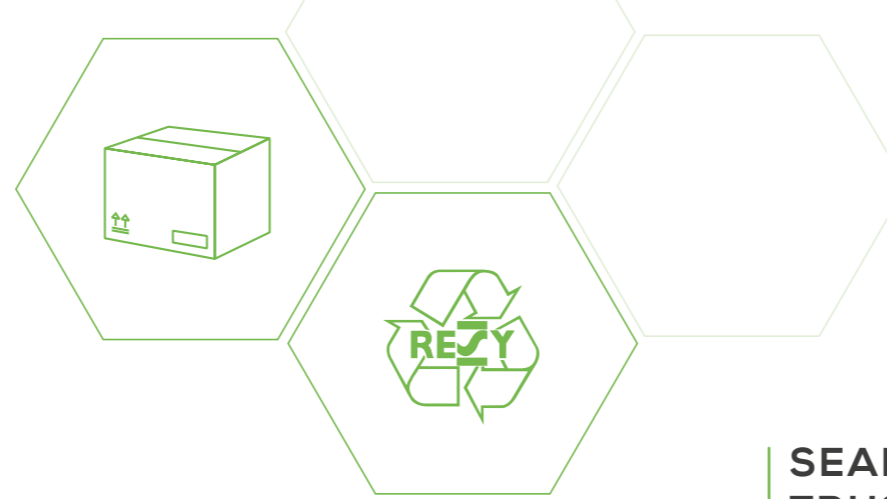
All waste generated during textile production is passed on to an external fleece fabric producer. The offcuts are processed and fed back into the textile ecosystem, where they are used to manufacture insulation materials and geo fleece fabrics.



Plastics – the art of recycling

In plastics production, process extras and sprues are either ground up into granulate and immediately fed back into the production process or sorted according to type and fed into the regranulation process by a recycling company.

The regranulate has the same properties as the original granulate and can therefore be used to create new parts. This approach reduces the amount of raw materials consumed. Packaging materials are channelled back into the materials cycle via Germany's dual system for recycling.



SUSTAINABLY PACKED AND TRANSPORTED

Packaging is an important step in the production chain. It protects our products against dirt and damage, and provides a valuable advertising space.

However, packaging can also put a real strain on natural resources. But not at VERMOP. We place great value on ensuring that our products are packaged in cardboard boxes and pallets made entirely from 100 percent recyclable materials. And this is clearly indicated by

the RESY logo, which guarantees that the packaging can be recycled and reused. To support logistics, we also design all packages for ease of stacking, thus avoiding unnecessary transport volumes, which ultimately leads to fewer trucks on our roads. At the same time, our packaging offers the highest possible handling for our customers. It goes without saying that we avoid packing individual items unnecessarily in order to keep waste to a minimum.

SEAL OF TRUST

We don't believe in leaving anything to chance – which is why we run both internal and external audits. Our business partners and customers can be sure that we take our responsibilities very seriously.

Our compliance with ISO 14001 is certified by Germany's Technical Inspection Association (TÜV). This international

environmental management standard sets out the criteria for an environmental management system and its continual improvement. TÜV has also certified our compliance with the globally recognised quality management standard ISO 9001, which specifies requirements for effective quality management in companies.



THE HUMAN FACTOR – SOCIAL ENGAGEMENT

For more than 90 years, VERMOP has been contributing to society and helping people. We donate expertise and funds

to numerous projects supporting sport activities and local communities. Here are just a few examples of the projects we are involved in:



© Lars Wehrmann

Sailing close to the wind

Susann Beucke and Tina Lutz are two of the world's best sailors and are rightly regarded as among the favourites in international regattas.

The two sailors met 13 years ago and have been a successful team ever since. The duo has celebrated numerous successes in their joint sporting

career, including 1st place at the European Championships in 2017. There is currently exciting news to report again. September was an eventful month for both of them. The team won the Kiel Week sailing regatta and qualified for the Olympics. We congratulate on these promising developments from a truly sustainable sport.



© Florian Zons

SWD Powervolleys Düren

VERMOP has been a premium partner to the SWD Powervolleys Düren volleyball team since 2014. We wish this amazing team continued success in the future.

Solidarity with people in need

Social engagement is all about family at VERMOP. We are fully committed to supporting CHILDSRIGHTS, an NGO that offers children living on the streets in India a humane future. Childsrighs runs shelters where homeless children are offered food, medical treatment, education and a place of safety. Today, the organisation maintains three children's homes.



© Childsrighs

Christiane Gey, the founder of Childsrighs, travelled to India for the first time in 2005. Shocked by the extreme poverty that affects millions of children, she has been spending eight months in India every year since then to give children a dignified future. In the firm belief that children are the real jewels of our earth, she founded the NGO Childsrighs and opened the first children's home in 2008.

Thanks to the support of family, friends and private organisations, Childsrighs is now able to give 59 children a chance in life.

For more information about Childsrighs, please visit www.childsrighs.es or if you wish to support the NGO with a donation, please visit www.childsrighs.es/en/haz-un-donativo/

VERMOP – A STRONG PARTNER BY YOUR SIDE

VERMOP is one of the world's leading manufacturers of products, systems and solutions for professional cleaning. The family company with a proud tradition is now managed by the third generation and can look back on over 90 years of experience. VERMOP's headquarters are located in Gilching near Munich. All production is carried out in our plants in Wertheim near Frankfurt am Main.

Our corporate dedication to quality has been ISO 9001-certified for twenty years; our dedication to environmental issues has been ISO 14001-certified for eight years. We believe in proximity to our customers with a Europe-wide service team. Our external sales force will support you on site at any time with competent and customer-oriented advice. Our entire product range is "made in Germany".

SUSTAINABILITY

Conserve valuable resources with VERMOP

— Lasting flexible use

Replacement of components for altered premises requirements or change of premises

— Production in Germany

Certified and transparent

— Recyclable

All elements of the trolleys can be recycled after use



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