



WE SUPPORT

# UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS (COP)

pervormance international 2020

***PERVORMANCE***  
*cooling textiles*





# COP 2020

Human Rights  
Labour  
Environment  
Anti-Corruption





# THE GLOBAL GOALS

For Sustainable Development

performance international joined the UN Global Compact of the United Nations on October 23rd, 2012 and is expressly committed to the ten principles in the areas of human rights, labor standards, environmental protection and anti-corruption. This communication of progress shows our values, guidelines and measures in relation to the goals of the UN Global Compact.

Ulm, october 2020

Gabriele Renner  
CEO

Sabine Stein  
CEO

# WHAT IS OUR PURPOSE?

Vision & Philosophy



We transform heat climate friendly  
into performance, health and  
wellbeing





# HUMAN RIGHTS

PRINCIPLE 1:  
BUSINESSES SHOULD SUPPORT AND  
RESPECT THE PROTECTION OF  
INTERNATIONALLY PROCLAIMED HUMAN  
RIGHTS.

PRINCIPLE 2:  
BUSINESSES SHOULD MAKE SURE THAT  
THEY ARE NOT COMPLICIT IN HUMAN  
RIGHTS ABUSES.

# HUMAN RIGHTS

## HUMAN RIGHTS

Respecting human rights and ensuring that we are not complicit in human rights abuses has been an obligation for us since the company was founded.

Although customers and suppliers, cooperation partners, banks or interested investors have repeatedly demanded that we relocate our textile production to low-wage countries for the purpose of further cost savings and price reductions. But we have refused to do so.

Since even large corporations often have no control over the activities in many of these countries, and working conditions there are still often not compatible with UN human rights standards, we, as a growing family business, cannot safely guarantee the protection of human rights there.

As long as we cannot ensure that the chosen partners implements our guidelines, we will not take this step.

Therefore we produce fabrics and our apparel in Germany and Europe. Here we know all production sites and their responsible persons personally, we have regular meetings with the responsible persons and their employees and can therefore guarantee that the principles of human rights for social standards in working conditions and non-discrimination are respected.

Our company is specialized in innovative functional textiles in the field of "active cooling", in the area of occupational safety and health care. So we are helping to ensure that more and more employees working in heat of more than 26°C are relieved of the problems of heat stress at high temperatures, both nationally and internationally. Thus, with our cooling apparel international standards in the area of climate requirements at the workplace can be fulfilled and people stay safe and healthy.

Not only pervormance international but also our partners in manufacturing companies have a high proportion of women not only in production, but also in management positions and top level management.

We specifically promote the area of women's empowerment in cooperation with UN Women.







# LABOUR

PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING.

PRINCIPLE 4: BUSINESSES SHOULD UPHOLD THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR.

PRINCIPLE 5: BUSINESSES SHOULD UPHOLD THE EFFECTIVE ABOLITION OF CHILD LABOUR.

PRINCIPLE 6: NO DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION.

# LABOUR

## LABOUR

Communication in our company is guaranteed by a lean management philosophy, a female share of over 50% even in leading positions and in the top management, high transparency and a direct and open communication style.

Due to our still manageable number of employees, communication with and among employees is thus guaranteed.

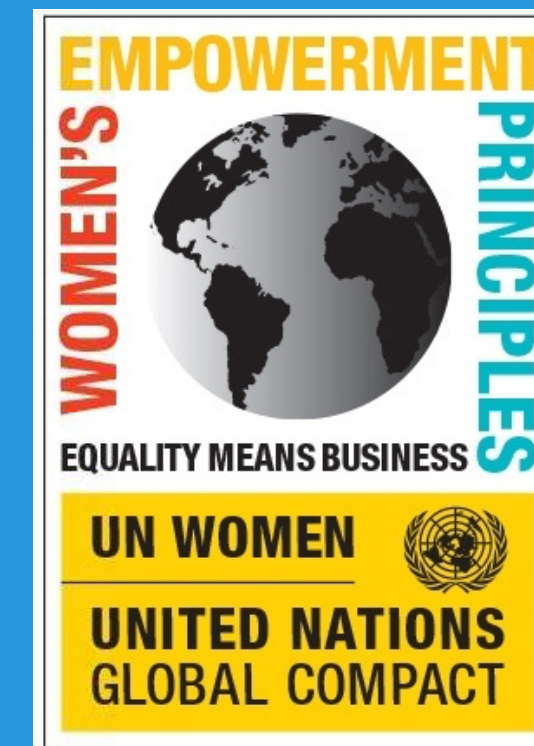
The integration of employees after a long period of illness has been carried out since 2013 by means of a gradual integration with flexible working hours.

Soft drinks for all employees have been provided free of charge by the company since its foundation.

Flexible working hours, especially for mothers with children, make it easier for them to work, although in case of no childcare, it is also possible to bring and supervise children, take vacation days or work from home. Especially this year with Covid-19 all employees were able to work from home.

pervormance international signed the principles of the Global Compact Women's Empowerment as 529th company in the world.

This means that pervormance international not only guarantees compliance with labor standards, but also goes beyond this in the promotion of women and in the area of flexibility of employment - as demanded by many experts, politicians and in the "Women's Empowerment Principles" of the UN Global Compact.





# LABOUR

## LABOUR

As can be gathered from numerous publications, the situation of human rights in the textile industry is still unclear and unsatisfactory in many areas. Particularly in the areas of child labor, forced labor, lack of employee participation rights and lack of compliance with labor standards, there is still no absolute guarantee of safety.

Therefore, as already mentioned in the human rights section, we decided against relocating our production to Asia despite high price pressure in the textile industry and the cancellation of partners due to higher production costs in Europe. Our German and European suppliers are known to us personally. Therefore we can easily check and guarantee the compliance with labor standards.

We develop, produce and distribute cooling textiles for warm and hot workplaces. Therefore we can contribute to the preventive protection and health relief of employees in other companies at higher temperatures.

According to international climate reports, the number of hot days is expected to double in the next years. Therefore cooling apparel is an investment in health & occupational safety for employees now and in the future. pervormance international received recognition for this technology and its development with the "Prevention Prize" of the German Employer's Liability Insurance Association for Trade and Goods Distribution and in 2018 pervormance international got the "Climate Protection Prize 2019/2020" of the Senate of Economics.

In the last 2 years, we continued to increase exports and targeted customers in hot countries (Asia/Middle East, South Africa, Australia), which are more affected by heat problems, in order to prevent the number of heat-related accidents and illnesses as well as secondary diseases resulting from years of working in temperatures above 26°C or heat-related deaths. This expansion will continue in 2021.





# ENVIRON MENT

PRINCIPLE 7: BUSINESSES SHOULD  
SUPPORT A PRECAUTIONARY APPROACH TO  
ENVIRONMENTAL CHALLENGES

PRINCIPLE 8: BUSINESSES SHOULD  
UNDERTAKE INITIATIVES TO PROMOTE  
GREATER ENVIRONMENTAL  
RESPONSIBILITY

PRINCIPLE 9: BUSINESSES SHOULD  
ENCOURAGE THE DEVELOPMENT AND  
DIFFUSION OF ENVIRONMENTALLY  
FRIENDLY TECHNOLOGIES



## PROTECTION OF OUR ENVIRONMENT

Pervormance international is actively engaged in the field of prevention, sustainability and technology promotion as well as innovation in environmental protection. According to publications such as the UN Climate Reports, climate change will lead to more and more intensive weather effects. One of the most devastating predictions will be made in terms of temperatures and heat waves.

Not only does global warming pose many risks. Especially regionally, there will be more and more hot days, which has already been confirmed in the hot summer of 2018 and 2019. By 2020, the number of hot days is expected to double in Europe alone. Other regions of the world are already suffering from the extreme effects of heat.

With the development of our cooling technologies in the textile sector, we can act preventively in view of these visions for the future and protect people from the effects of heat not only in hot workplaces, but also in the area of keeping the population healthy in a climate friendly way.

Our technologies do not require any energy sources but water, so no additional CO2 is produced. Conventional air conditioning systems and other energy-dependent cooling technologies can thus be partially replaced or do not even have to be produced. According to climate partner's analysis, this saves over 90% of CO2 emissions compared to air conditioning systems.

Thus, pervormance is internationally active in the development and dissemination of environmentally friendly technologies and has participated in the UN Global Compact event "Caring for Climate" as well as the European event GC15+ in addition to the "Leader's Summit" event in New York.

For the technology and development of its products, pervormance international received the "Germany - Land of Ideas" award, which is presented by the President of the Federal Republic of Germany. In order to make the production of our products as well as the entire company climate neutral, we have commissioned the agency climate partner to analyze our company every year since 2013 and to make it climate neutral each year.

Through appropriate compensation measures with Gold Standard, pervormance international has been working climate neutrally since that time. A part of our fibers is produced by upcycling. Already from 2012 to 2013, 25% of electricity consumption was saved through improved energy-saving technologies and a more conscious use of resources. Further measures were developed to further reduce energy consumption and thus CO2 emissions in the future.



## PROTECTION OF OUR ENVIRONMENT

In 2019, the headquarters in Ulm was converted to 100% natural electricity. Thanks to climate neutrality, companies can use our products to cool people without a carbon footprint and thus make a significant contribution to environmental protection. pervormance international received the 2019/2020 climate protection award from the Senate of Economics.

This organization, which includes more than 500 companies in Germany and Austria and works with politicians and committed organizations in Germany and around the world, is also actively involved in sustainability and climate protection policies. These activities also gave rise to the "Alliance for Development and Climate" of the Federal Ministry for Cooperation, headed by Federal Minister Gerd Müller, where pervormance international has been a supporter since 2018.

In addition, at the beginning of 2018, as part of the "Trillion Trees" campaign and the launch event in Monaco, we supported the children's organization Plant-for-the-Planet launched the initiative "ulm-pflanzt-bäume.de" in Ulm and presented it at the climate protection day in Ulm together with the unw (Ulmer Initiativkreis nachhaltige Wirtschaftsentwicklung e. V.) as well as the mayor of Ulm, the Volksbank Ulm-Biberach, the company Trivis and the German premier league basketball players of BB0 ratiopharm Ulm.

Since then over 5,000 trees were planted and the initiative will continue in 2021.

Pervormance international is also involved in the Plattform Umwelttechnik e.V., an initiative in Baden-Württemberg. We are also a member of the "Business does climate protection" dialog forum of the German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety.

Here we are actively working in the area of "Innovations for Climate Protection" under the direction of Ernst & Young (EY) on various forms of innovation in the context of climate protection, e.g. in the area of technological development, of production processes, but also with regard to the development of new business areas, for example by recombining different products and services, taking into account the possibilities of digitalization.







## CO2 REDUCTION

We use natural power, upcycling of our fibers and reduce our CO2 footprint as much as possible. With our products, our customers save more than 90% CO2 compared to conventional air conditioning systems.



## CO2 CALCULATION

We calculate all CO2 emissions according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (TÜV Austria approved).



## CO2 COMPENSATION


We are compensating all unavoidable emissions through the recognized Gold Standard project April Salumei in Papua New Guinea. There we preserve the CO2 storage and the local livelihood.

**PERVORMANCE**  
cooling textiles

# THE FIRST CLIMATE NEUTRAL TEXTILE COMPANY OF THE WORLD

Development  
and Climate  
**Alliance**





# ANTI-CORRUPTION

PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.



## ANTI - CORRUPTION

performance rejects corruption in all business activities.

Business transactions will not be carried out if these could only come about through breaches of the law.

The 4-eyes principle will be applied to the conclusion of contracts in order to avoid personal advantage.

Transactions over 10.000.- Euro require the approval of the management.

In addition, every employee is obliged to avoid activities and to report inquiries in which a conflict of interest could arise.

A renowned law firm is available to advise on compliance problems, to draw attention to them, to review and to comply with standards.

CONVENIENCE AT THE  
EXPENSE OF THE  
ENVIRONMENT AND  
PEOPLE IS NOT  
CONVENIENCE AT ALL

*#wecooltheworld*



COOLING TEXTILES  
FOR A BETTER FUTURE



COMMUNICATION ON PROGRESS (COP)

**PERVORMANCE**  
*cooling textiles*

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