



United Nations Global Compact

COMMUNICATION ON PROGRESS 2022



CLIMATE NEUTRAL SINCE 2013 MEMBER OF UN GLOBAL COMPACT 2012 WEPS SINCE 2013

COP 2022

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Marketing
for Future
Award 2022



COOLING TECHNOLOGY



GERMAN NETWORK



We
transform
heat climate-
friendly into
performance,
health and
well-being



Dear all,

we are pleased to confirm that pervormance international GmbH has supported the ten principles of the Global Compact in 2012 till today with respect to human rights, labour, environment and anticorruption and we will follow our effort in 2022/2023. With this communication we express our intent to further advance and communicate those principles within our sphere of influence. We will make the Global Compact principles part of our strategy, culture and daily operations and will engage in partnerships to advance the broad UN goals. We will further do annually the submission of the Communication on Progress (COP) that describes our effort. This communication of progress shows our values, guidelines and measures in relation to the goals of the UN Global Compact.

Ulm, October 2022

Sabine Stein
CEO

Gabriele Renner
CEO



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



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.

In 2022 we fulfilled the requirements of the "Textilbündnis" in Germany. We are member of this partnership for sustainable textiles powered by the government of Germany. Human rights are an important sector in this certification.



HUMAN RIGHTS

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 our service 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 of the UN Global Compact in cooperation with UN Women.



WOMENPOWER

From disruptive culture to out-of-this-world inventions, pervormance celebrates innovative thinking and their relentless need to question the way things work.



Valuing sustainable practices and an inclusive supply chain

The company signed the UN Global Compact in 2012 and the Women's Empowerment Principles (WEPs) in 2013. Gabriele and Sabine insist that they are continually working to stay on track with both the Sustainable Development Goals and the WEPs to advance gender equality and women's empowerment. They felt it was an obvious decision to sign the WEPs given they were already fulfilling most of the principles. Gabriele said that when she was working in the pharmaceutical industry earlier in her career, she was almost always the only woman and it was hard feeling the negativity from male colleagues when she was successful. Now, as a woman CEO of her own company, Gabriele values intersectionality within her company and her supply chain. Both Sabine and Gabriele said that, initially, they did not have a policy of 50/50 gender balance within the company, as 90 per cent of their employees are women.

They also work with women running the textile company within their supply chain and they continue to look towards the WEPs as a compass to remain on track as an inclusive company.....

READ MORE ON [HTTPS://WWW.WEPS.ORG/SITES/DEFAULT/FILES/2021-01/LEADERS_IN_ACTION_GABRIELE_RENNER_AND_SABINE_STEIN.PDF](https://www.weps.org/sites/default/files/2021-01/LEADERS_IN_ACTION_GABRIELE_RENNER_AND_SABINE_STEIN.PDF)
AND [HTTPS://WWW.WEPS.ORG/SITES/DEFAULT/FILES/2020-12/THE_POWER_OF_WORKING_TOGETHER_FINAL_0.PDF](https://www.weps.org/sites/default/files/2020-12/THE_POWER_OF_WORKING_TOGETHER_FINAL_0.PDF) **ON PAGE 42**



As the first German company signing the WEPs principles as a 100% women managed company we feel that we have the responsibility to do more. So we use our voices in different organisations as Senate of economy, the Development and Climate Alliance and more. In 2020 pervormance was recognized as the only German company in the WEP's brochure of UN Women.

**SENATE OF
ECONOMY**
INTERNATIONAL



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

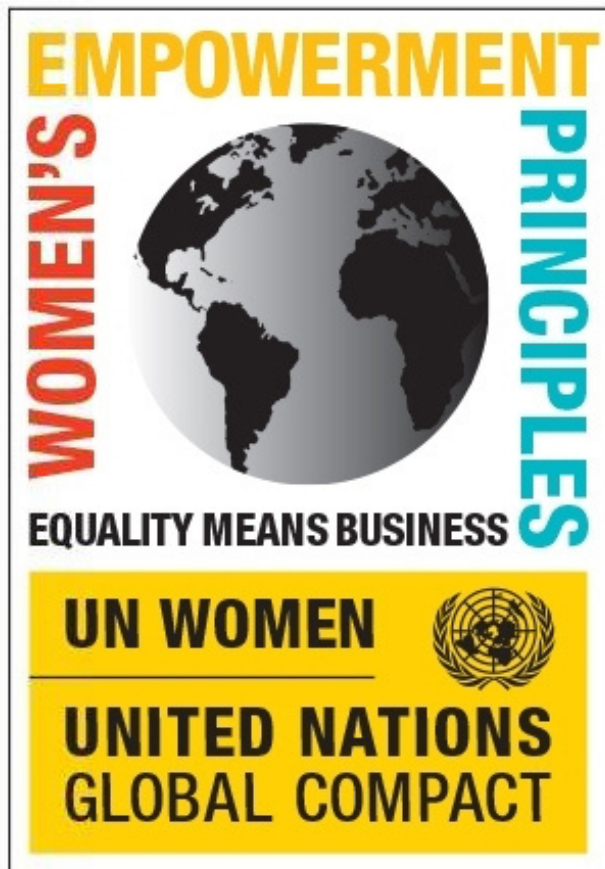
As can be gathered from numerous publications, the situation of labour rights in the textile industry is still unclear and unsatisfactory in many areas. Particularly in the areas of child labor, forced labor, lack of employee participation rights and lack of compliance with labor standards, there is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

Therefore, as already mentioned in the human rights section, we decided against relocating our production to Asia or other regions 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.

performace 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 performace international got the "Climate Protection Prize 2019/2020 "of the Senate of Economics.



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.

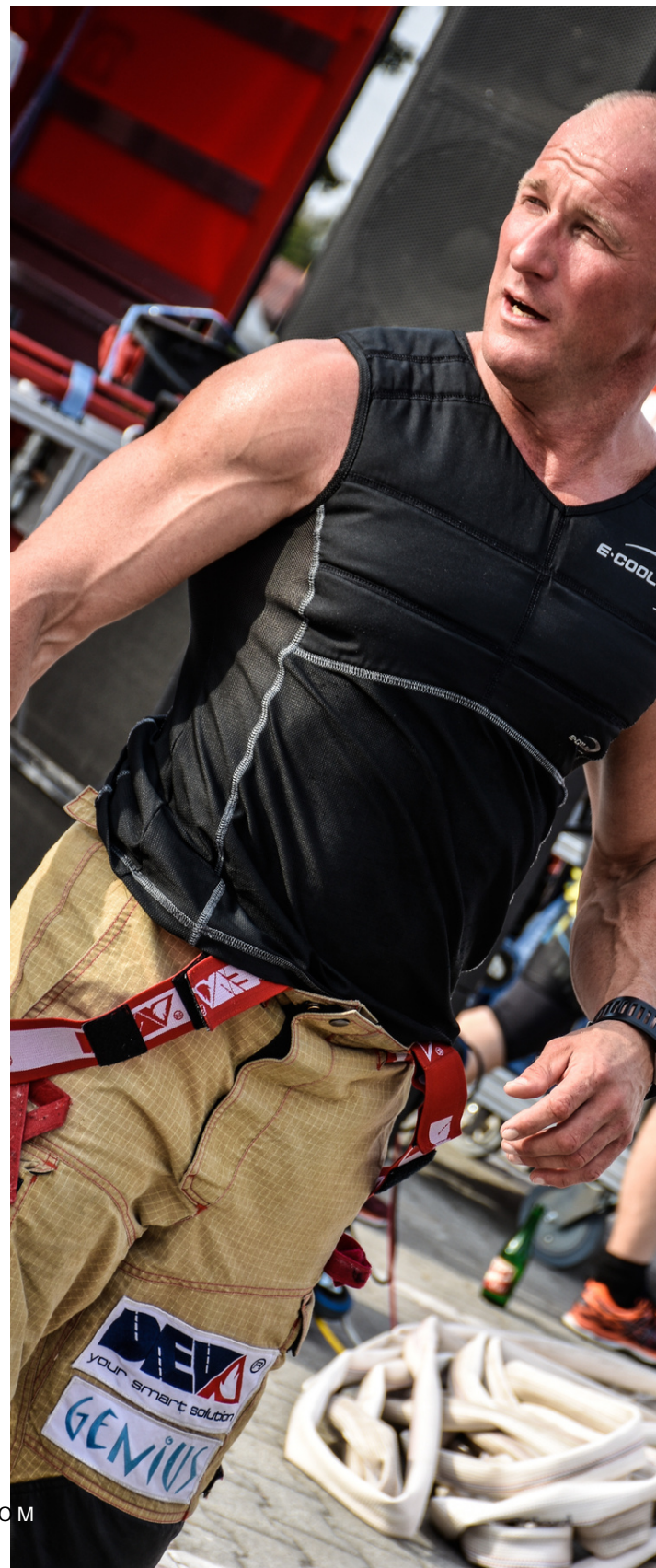
Flexible working hours, especially for mothers with children, make it easier for them to work, although in case of no childcare, it is also possible to bring and supervise children, take vacation days or work from home. Especially this year with Covid-19 all employees were able to work from home.

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

This means that performance 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.

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 2022/23.



**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**

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 and more.

Since 2020 CEO Gabriele Renner is leader of the Commission of Sustainable Economy of the Senate of Economy and the company has won the HNU Award for their ecologic business model as well as a honorable mention at the "Marketing for future Award" 2022.



*"With E.COOLINE
you save up to
97% CO₂
compared to air
conditioners. "*

CLIMATE PARTNERS , MUNICH

ENVIRONMENT



Patentierte
Technologie

Patented
Technology

TECHNOLOGY **MADE IN GERMANY**

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 cooperate with the agency climate partner to analyze our company 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 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.

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.

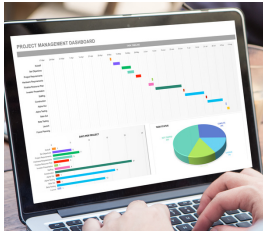
This organization, which includes more than 500 companies in Germany and Austria and works with politicians and committed organizations in Germany and around the world, is also actively involved in sustainability and climate protection policies. These activities also gave rise to the "Alliance for Development 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 BBO ratiopharm Ulm.



"We are the
first climate
neutral
textile
company of
the world"

CLIMATE NEUTRAL SINCE 2013



CO2 CALCULATION

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



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 COMPENSATION

We were 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. Since 2021 we started to cooperate also with a Verified Carbon Standard (VCS) project of forest protection in Para, Brazil.

But we are not only concerned about the climate. The Sustainable Development Goals also include other objectives that are important to us. That is why our technology is produced in Germany. Other substances and materials also come from Germany and Europe in order to realise the shortest possible transport routes without flights.

We produce our products according to the environmental management standard ISO 14001:2015 and try to offer most products unisex and to have as few collection changes as possible.

This results in less waste in the long term. In addition, we also ensure healthy and sustainable working conditions and comply with environmental standards.



With many other measures, also from our previous environmental projects in Zambezi, Sofala, Papua New Guinea, we address 13 of the 17 SDGs.

**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.

Our Code of Conduct applies to all suppliers and partners.

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.

THE FOUNDERS



Sports scientist Sabine Stein
Pharmacist Gabriele Renner

For a cool summer no matter how hot it is

An impressive technology - climate neutral and Made in Germany - for individual microclimate.

Due to the natural evaporative cooling, E.COOLINE always cools only as much as necessary. At higher temperatures it cools more strongly and when there is less heat, it cools less. If it should ever be too cool, simply take it off again, like any piece of clothing. Ideal in many workplaces, as well as just for office workers and of course in any home office, sports, leisure and home.

For those who never, with air conditioning, find the right comfortable temperature and therefore want to cool individually. Natural coolants, no cold drafts, no noise.

According to climate partner, with E.COOLINE you also save up to 97% CO2 compared to air conditioners. That's why, we have also been working on the use of COOLINE SX3 technology in home textiles as bed linen or curtains. The first climate neutral cooling panels for buildings and cars are already in development.

Ask us! Yours

Gabriele Renner & Sabine Stein

EXPENSE OF THE
ENVIRONMENT AND
PEOPLE IS NOT
CONVENIENCE AT ALL

#wecooltheworld

PERVORMANCE
cooling textiles

October 2022

pervormance international GmbH ©

pervormance® international GmbH,
Mühlsteige 13, 89075 Ulm, Germany, phone +49 (0)731 14071-0,
fax +49 (0)731 14071-14,
email info@e-cooline.de, web www.pervormance.com