

Corporate Responsibility 2020

Q1 | 2021 | AS OF: 2020

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Updates

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projects

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mey



“For us, sustainability is not just a fad – it is a tradition. Since 1928.”

FLORIAN MEY

Managing Director,
Production and Procurement

OUR DEFINITION OF QUALITY, TRANSPARENCY AND STYLE.

Sustainability and responsible consumption are part of the current zeitgeist. They are much more than just a short-term trend, and today they are enjoying a new level of appreciation.

We produce a large proportion of our products in our factories in Germany, Portugal and Hungary: from the thread to the fabric, and from the cutting right through to the final product. More than 55% of our value is created in Germany.

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INTRODUCTION

THE COMMITMENT TO TOP QUALITY DEFINES EVERY WORK STEP AT MEY.

This applies not only to the quality of the products, but also to the conditions under which they are produced. To ensure this quality, we hold ourselves to exceptionally high standards for the industry and assume social responsibility for our employees. We mainly produce in our own factories in Europe. Short transport routes are more environmentally friendly and safeguard good jobs.

Our entire company is a family. We communicate respectfully and as equals, recognising and greatly appreciating the contribution made by each individual.

Our interactions with each other are open, honest and sometimes even emotional. Constructive criticism expresses how passionate we are about excellent products. We define our contribution to a sustainable society in terms of the following five viewpoints.

1. PRODUCT STEWARDSHIP

People who buy our products wear them on their skin every day and, in doing so, make a statement about sustainability and quality. That is why all of the materials that are used in our products undergo strict quality control. Since January 2021, our entire volume of material has also been certified by external institutions. We proudly underscore our commitment to the environment and society with independent audits by GOTS, FSC® and Grüner Knopf. This provides transparency and security when purchasing bodywear.

2. ENVIRONMENT

As a family-run company in the mountains of the Swabian Alb region, nature is particularly dear to our hearts. The regular calculation of carbon footprints for our locations in Germany, Portugal and Hungary, our support of climate projects, and a regional project for regenerative agriculture with positerra are proof that we back up our words with action.

3. SUPPLY CHAIN

Excellent collaboration with our suppliers and partners is a prerequisite for our success. We are continuously improving our supply chain management and are in close contact with our partners. This includes a mutual understanding between us and our mainly European partners, as well as regular monitoring. These contacts, which to some extent were reliant on on-site visits, have changed due to the ongoing coronavirus pandemic. With regular video calls and agreements, we maintain our standards, and we also cover ourselves through certifications from external service providers. Having been awarded “Grüner Knopf” (Green Button) certification, we have reached an additional, important milestone on our path to a transparent supply chain.

4. EMPLOYEES

To live a sustainable lifestyle that also goes beyond our products, sustainability is a matter of course at our company locations. Sport, health and advanced training opportunities, like those offered at the mey Academy, inspire our employees to make a commitment today to the issues of tomorrow.

5. SOCIETY AND SOCIAL ISSUES

Social involvement is firmly anchored in our corporate culture at mey. That is why we actively support projects that are close to our hearts. Long-term cooperation is of particular importance to us in this context. This allows us to make a valuable contribution to society beyond our core business activities and to ensure greater social equity over the long term.

CERTIFICATIONS

OUR PRODUCTS HAVE BEEN CERTIFIED ACCORDING TO STANDARD 100 by OEKO-TEX® SINCE 2020.



To receive the STANDARD 100 label by OEKO-TEX®, every part of a product (lace, fabric, thread, hooks, eyelets, tape, etc.) must meet the strict OEKO-TEX® test criteria. The test criteria are globally standardised and are updated at least once every year based on new scientific data or legal specifications.

This means our products are free from banned and regulated contaminants as well as hazardous chemicals. Moreover, the pH value is tested for its skin-friendliness and the colour authenticity of each item is verified.

The tests and certifications are performed exclusively by impartial and independent testing institutes of the OEKO-TEX® Association. As a result, our customers can count on receiving an impeccable product.

THE ORGANIC (WOMEN) AND RE:THINK (MEN) COLLECTIONS ARE GOTS-CERTIFIED.



The standard assesses social criteria and environmental requirements for textiles made from organically produced natural fibres.

The standard guarantees the sustainable production of textiles. It begins with organically and sustainably cultivated raw materials, continues with an environmentally and socially responsible manufacturing process and even includes the labelling of products. GOTS is the leading global standard for textile products consisting of at least 70% organically produced natural fibres.

Update:

As of 2021, all three of our company locations (Germany, Portugal and Hungary) are GOTS-certified. We have also been able to convince our CMT partners to undergo GOTS certification.

Update:

MEY IS THE FIRST COMPANY IN GERMANY WITH FSC®-CERTIFIED GARMENTS.



meY is the first company in Germany to bring FSC®-certified textile garments to the market. This makes the company one of the first in the world that is allowed to feature this certificate for FSC®-certified clothing.

The Forest Stewardship Council® (FSC®) is an international organisation that promotes the environmentally responsible, socially beneficial and economically viable management of the world's forests. FSC® chain of custody certification ensures that products with the FSC® label make a genuine contribution to sustainable forest management.

With this certification, we make sure that the raw materials for our TENCEL™, modal and viscose yarn, all of which are made from wood, originate from sustainably certified forests. Moreover, we are able to ensure that our packaging comes from environmentally friendly and ecologically sustainable forests.

Update:

WE HAVE TWO SERIES, WHICH ARE GRÜNER KNOPF-CERTIFIED SINCE 2020.



We successfully completed certification for the women's series Superfine Organic and the men's series RE:THINK with Grüner Knopf in 2020.

The Grüner Knopf is a government-run certification label for sustainable textiles from the German Federal Ministry for Economic Cooperation and Development.

Both the products and companies are tested. The Grüner Knopf lays down mandatory standards to protect people and the environment. A total of 46 stringent social and environmental criteria must be met that cover a wide spectrum from wastewater to forced labour.

In product testing, manufacturers must verify that environmental and social criteria are met based on existing labels (such as GOTS).

Update:

MEY JOINED THE PARTNERSHIP FOR SUSTAINABLE TEXTILES IN 2020.



The partnership was founded in 2014 by the German Federal Minister for Economic Co-operation and Development, Dr Gerd Müller, in response to an increase in accidents in textile factories in Pakistan and Bangladesh.

The goal of the multi-stakeholder initiative, which brings together members from the industry, NGOs, trade unions and the German federal government, is to improve global conditions in textile production. These goals are promoted in practice through local cooperation and joint projects.

OUR TEXTILES ARE BODY-COMPATIBLE AND TESTED FOR TOXINS.



The FKT label (Fördergemeinschaft Körperverträgliche Textilien e.V. or the Association for Skin-Compatible Textiles) certifies that the tested textiles do not release any substances that could irritate or damage the skin. We use this combination of tests for toxins and body compatibility to ensure our quality standards.

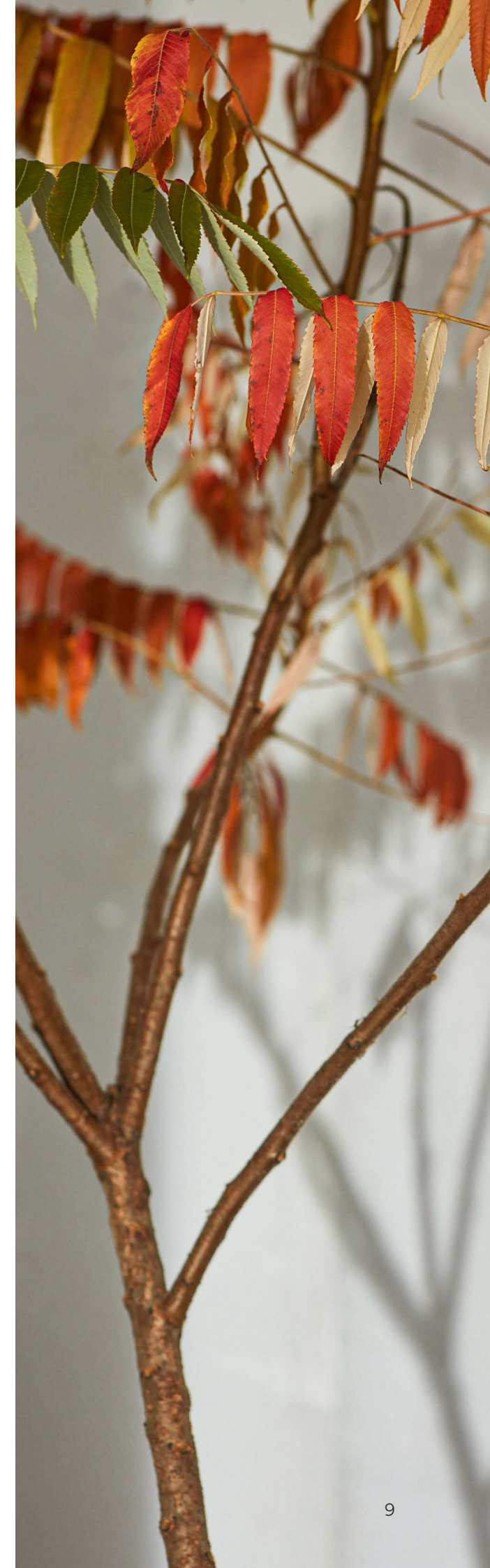
Compared to conventional tests, the FKT does not just test for individual and known harmful substances, but also observes the effects the clothes have on the skin when worn. For our customers, this means greater protection and safety for their skin.

THE HOHENSTEIN INSTITUTE AWARDS TOP MARKS FOR WEAR COMFORT.



Our Dry Cotton and Dry Cotton Functional collections (including “the undershirt”) were tested by the Hohenstein Institute for wear comfort and were awarded 1.0, the best grade for a very high level of comfort and for being pleasant to wear.

The heat and moisture management of the fabric are tested, as well as how it feels on the skin. Moreover, varying degrees of perspiration are simulated, heat insulation and drying time are tested and the textiles are checked to see if they feel itchy or damp against the skin.





“The current zeitgeist is all about vague desires. Traditional values are brought to the fore and reinterpreted.”

CLAUDIA WIGGE

Head of Design Women

OUR RESPONSIBILITY

THE SUSTAINABLE DEVELOPMENT GOALS (SDGS) OF THE U.N. INCLUDE 17 GOALS THAT SECURE SUSTAINABLE DEVELOPMENT ON AN ECONOMIC, ENVIRONMENTAL AND SOCIAL LEVEL.



They were adopted in the 2030 agenda at the 2015 U.N. Summit. The key guiding principles are the Ps: People, Planet, Prosperity, Peace, Partnership (U.N., 2019).

Here at mey, we see sustainability as a pillar on which our corporate success can also be secured over the long term. By continuously improving our standards, production processes and goals, we will continue to make a contribution in the future as well by producing durable and premium quality products while also using less power and resources.

Our sustainability strategy focuses on the SDGs of the United Nations with particular attention paid to goals 7, 8, 12 and 15. mey will be concentrating on these four selected SDGs until mid-2021 while continuously working to implement relevant improvements in the company. We have broken down these four overarching goals into twelve further subgoals.



Providing access to affordable, reliable, sustainable and modern energy for all.



Promoting long-term, inclusive and sustainable economic growth, full and productive employment and humane work for all.



Ensuring sustainable consumption.



Protecting, restoring and promoting the sustainable use of terrestrial ecosystems.

OUR GOALS FOR MID-2021

- #1** EXPAND THE USE OF CERTIFIED ORGANIC COTTON TO FOUR PRODUCT RANGES
- #2** INCREASE THE PERCENTAGE OF SUSTAINABLE/CERTIFIED COTTON TO 90%
- #3** CONTINUE TO ONLY USE WOOL FROM SHEEP FROM MULESING-FREE LIVESTOCK BREEDING
- #4** CERTIFY THE ENTIRE VOLUME OF MATERIAL AT MEY (FOR EXAMPLE WITH STANDARD 100 by OEKO-TEX®, GOTS)
- #5** 80% OF OUR SUPPLIERS MUST COMMIT THEMSELVES TO OUR MEY RSL (RESTRICTED SUBSTANCE LIST)
- #6** 80% OF CMT (CUT MAKE TRIM) AND FM (FULL MERCHANDISE) PARTNERS MUST PRODUCE IN THE COUNTRIES CONSIDERED NON-CRITICAL BY THE FAIR WEAR FOUNDATION (FWF) OR PRESENT A BSCI (BUSINESS SOCIAL COMPLIANCE INITIATIVE) OR FWF CERTIFICATE
- #7** CONTINUE TO ONLY USE FSC®-CERTIFIED PRODUCT PACKAGING AND HANGTAGS

- #8** REDUCE THE USE OF (NON-RECYCLED) FILM BY 30%
- #9** REDUCE ENERGY CONSUMPTION BY 5% AT OUR THREE COMPANY LOCATIONS
- #10** ESTABLISH A CARBON FOOTPRINT FOR OUR THREE COMPANY LOCATIONS
- #11** CREATE AND INTRODUCE A LABELLING CONCEPT OR META-LABEL
- #12** RAISE EMPLOYEE AWARENESS AND INCREASE THEIR INVOLVEMENT IN THE MEY SUSTAINABILITY CONCEPT

mey wants to make a significant contribution to the SDGs 7, 8, 12 and 15. This is why we have set these goals for mid-2021.

Update:

The progress that has been made for each goal is outlined on the following pages.

ORGANIC COTTON

THE BEST THING A COMPANY CAN DO FOR SUSTAINABILITY IS PRODUCE HIGH-QUALITY, DURABLE PRODUCTS.

The organic cotton we use comes from India, Israel and Turkey and is GOTS-certified, which means it is grown and harvested in accordance with strict environmental and social standards. In Germany and Turkey, this cotton is spun into fine, GOTS-certified yarn in certified spinning mills.

Moreover, our organic cotton is particularly fine, long staple and contains hardly any extraneous fibres. Extraneous fibres can seriously lower the quality of yarn and the finished fabric as a result, which is why this factor is of particular importance to us.

meey currently offers two collections made from more than 90% organic cotton, both of which are also GOTS-certified. When it comes to procuring cotton of organic quality, we as a company face major challenges in terms of the quality that is available.

Due to the exceptionally fine finish of our fabrics and our highly precise knitting machines, the organic cotton must be free of extraneous fibres and any other contaminants while also having a particular staple length.

Update:

In 2020, 4.35% of all items sold were already GOTS-certified.

In the Autumn/Winter 2021 collection, three women's collections and nine men's collections will be available with certified organic cotton. These collections have also been certified by the Grüner Knopf.

Organic collection

Fabric: 92% organic cotton, 8% elastane



25 815
Top
36-46



25 816
Top
36-48



26 815
Shirt
36-48
Colour 1 + 3



29 815
Mini briefs
36-46



29 816
American pants
38-48



29 817
Panty
36-46



29 818
Waist Pants
38-48

Update:

The new fashion pieces in the Organic collection stand out with lace appliquéés, with some also boasting a trendy ribbed look.



RE:THINK collection

Fabric: 94% organic cotton, 6% elastane



7 10 11
Jazz pants
5-8



7 10 21
Shorty
5-8



7 11 41
Jazz pants
5-8



7 11 21
Shorty
5-8



7 11 41
Jazz pants
5-8



7 11 21
Shorty
5-8



7 11 41
Jazz pants
5-8



7 11 21
Shorty
5-8

QUOTE:
Always look on the bright side

QUOTE:
Wish you were here

QUOTE:
I accept your terms of privacy



COTTON

WE BELIEVE THAT THERE IS ONE TREND THAT IS TRULY SUSTAINABLE: QUALITY.

Sustainable does not always have to mean organic. Both of our most important suppliers, who we have worked with for decades, uphold the latest technological and social standards.

may ensure that its cotton is sustainable through a combination of certificates (such as STANDARD 100 by OEKO-TEX®, BCI, STeP by OEKO-TEX®) and long-standing partnerships with suppliers. Our cotton suppliers already have at least one of the listed certificates for the products they supply.

Additional factors such as local spinning in Europe (and the resulting short transport routes), drip irrigation on family-run cotton farms in Greece as well as long-standing partnerships also play a major role and are part of our main focus. In 2019, we had already reached a share of approximately 70% of sustainable/certified cotton and this is a figure we will continue to expand on.

We source our premium quality Peruvian Pima cotton yarn from suppliers with whom we have worked for more than 30 years. In addition to cotton, we use other renewable raw materials such as modal fibres made of TENCEL™, viscose yarn based on cellulose fibres and wool that is harvested from African sheep without agonising mulesing.

Update:

Currently, more than 75% of the cotton used is BCI-certified (Better Cotton Initiative), which means it comes from verified sustainable farming. This is a figure we will continue to expand on.



WOOL

WE HAVE ALWAYS ABSTAINED FROM USING WOOL THAT COMES FROM AREAS WHERE MULESING IS PRACTICED.

Our wool products at may have always been knitted exclusively and 100% using wool harvested from sheep in South Africa.

These yarns are completely mulesing-free and we will continue to make sure that mulesing-free wool is procured in the future. Our suppliers have submitted the relevant certificates. The share of wool yarn amounted to approximately 1% of the total quantity in 2019.

Mulesing is a procedure to prevent sheep from becoming infested with fly maggots. It involves the removal of the skin around the tail, usually without anaesthesia, which is considered cruel.



CERTIFIED MATERIAL

WE USE DIFFERENT MATERIAL CERTIFICATIONS

This refers to certifications such as STANDARD 100 by OEKO-TEX®, STeP by OEKO-TEX® and GOTS.

Update:

The entire volume of material at mey has been certified according to STANDARD 100 by OEKO-TEX® since January 2021.

In addition to existing certifications, two new certifications were added in 2020: FSC® certification and the Grüner Knopf for the women's series Superfine Organic and the men's series RE:THINK. Since February 2021, all wood-based yarns have been FSC®-certified.

ABOUT FSC®

FSC® is the most reliable organisation for safeguarding important environmental and social standards in forests. With globally applicable standards, unparalleled involvement of all relevant stakeholders and support from renowned companies as well as recognised independent environmental and social organisations, FSC® is considered the most credible solution for sustainable forest management.

Certificates are issued after an audit is successfully completed by independent service providers, and the audit is repeated at least once a year. More than 70,000 companies around the world hold FSC® certification for the trade and processing of certified materials.



Update:

FSC® CERTIFICATION

MEY IS THE FIRST MANUFACTURER OF FSC®-CERTIFIED CLOTHING IN GERMANY.

mey is the first company in Germany to bring FSC®-certified textile garments to the market. This makes the company one of the first in the world that is allowed to feature this certificate for FSC®-certified clothing.

This label provides consumers with the necessary information to consciously select products that make responsible use of forest resources. It is important to many consumers to not to have a harmful effect on nature or people and to instead bear social and environmental responsibility.

The Forest Stewardship Council® (FSC®) is an international organisation that promotes the environmentally responsible, socially beneficial and economically viable management of the world's forests. Forests should be safeguarded as an ecosystem, thereby ensuring the long-term use of wood.

FSC® chain of custody certification ensures that products with the FSC® label make a genuine contribution to sustainable forest management. From the forest to the last processing step, it ensures that certified and controlled materials are used correctly.

Starting with the Autumn/Winter 2021 collection, all mey products containing FSC®-certified materials will be identifiable through labelling on the hangtag or packaging. They stand for the promotion of sustainable forest management.

Starting with the Autumn/Winter 2021 season, our collections made of modal and viscose as well as our product packaging and hangtags will be made of FSC®-certified raw materials.



With the use of FSC®-certified raw materials, we are striving on the one hand to further strengthen our sustainable value-added chain, and on the other hand to additionally increase customer awareness of wood as a sustainable raw material in our products.

FLORIAN MEY

Managing Partner
mey Company Group

We are pleased that Germany now boasts a manufacturer of FSC®-certified clothing in the form of mey, and we hope that many additional fashion brands will follow.

DR UWE SAYER

Managing Director
FSC® Germany

#5 100% OF OUR SUPPLIERS MUST COMMIT THEMSELVES TO THE LIMIT VALUES OF STANDARD 100 by OEKO-TEX®

SUPPLY CHAIN MANAGEMENT

86% OF OUR SUPPLIERS ARE LOCATED IN EUROPE, 8% ARE IN ASIA, 5% ARE IN TURKEY AND THE REMAINING 1% ARE IN SOUTH AMERICA.

Our suppliers share all of our attitudes towards social, environmental and economic values. This is not only based on personal contact on site, but also on written values such as our mey Terms (purchasing conditions), Code of Conduct and legal provisions.

We adapted our mey Terms in 2019. They ensure optimal compliance with our quality and sustainability criteria. The mey Terms include not only technical specifications and quality guidelines, but also our Code of Conduct, which requires safe working conditions and environmental protection. Another important point is the honest and transparent communication of data in a business partnership.

The legal foundations and the standards of the International Labour Organisation (ILO) form the guidelines for our collaboration. The suppliers must particularly comply with the standards from the ILO regarding social issues and responsible economic activities and must conclude appropriate agreements with any upstream suppliers or sub-suppliers and also with further subcontractors. All of

our approximately 120 suppliers, CMT (Cut Make Trim) partners, and FM (Full Merchandise) partners, must comply with the mey Terms and are committed to complying with our values and guidelines.

Update:

How chemicals are handled is very important in order to protect consumers and every individual involved as well as the environment during the production phase.

During STANDARD 100 by OEKO-TEX® certification in 2020, the mey RSL (restricted substance list) was replaced with the requirements of STANDARD 100 by OEKO-TEX®.

Because our entire volume of material is certified according to STANDARD 100 by OEKO-TEX®, the requirements are fulfilled by all suppliers. This allows us to assure our customers that our products are free of contaminants.

#6 80% OF CMT (CUT MAKE TRIM) AND FM (FULL MERCHANDISE) PARTNERS MUST PRODUCE IN THE COUNTRIES CONSIDERED NON-CRITICAL BY THE FAIR WEAR FOUNDATION (FWF) OR PRESENT A BSCI (BUSINESS SOCIAL COMPLIANCE INITIATIVE) OR FWF CERTIFICATE

CUT MAKE TRIM (CMT) AND FULL MERCHANDISE (FM)

MORE THAN 90% OF OUR CMT PARTNERS ARE LOCATED IN EUROPE.

The three mey company locations in Germany (Albstadt), Portugal (Celorico de Beira) and Hungary (Veresegyház) are in Europe, which means they are already subject to the strictest provisions in terms of social and environmental standards.

Update:

We have revised our goal and, as a result, drafted and implemented the first version of our Basic Requirements in 2020.

These requirements lay down the prerequisites and minimum standards for new and existing partnerships with mey. In addition to the FWF and the BSCI, additional certifications are also listed that we as a company accept from our partners.

The certificates that are accepted by mey are selected based on careful analysis as well as external resources and the expertise of the Partnership for Sustainable Textiles. This allows us to ensure that both environmental and social standards are upheld along our supply chain.



WHY IS MEY NOT PART OF THE FWF?

We consider the FWF to be positive and find the certificate worthwhile. To become a member and receive the corresponding certification, however, the FWF requires that at least 50% of the work performed is carried out in critical countries and that the corresponding provisions are upheld there.

The fact that such a high percentage of our production is carried out in non-critical countries means we cannot be certified by the FWF.



“When the world is changing, we obviously cannot stand still.”

CHRISTOPH HEINZMANN
Head of Product Management

#7 USE FSC®-CERTIFIED PRODUCT PACKAGING AND HANGTAGS

PACKAGING

ALL OF OUR CARDBOARD FOR PRODUCT PACKAGING AND HANGTAGS IS ALREADY FSC®-CERTIFIED.

All of our hangtags and cardboard for product packaging are FSC®-certified. We do not use film lamination in our packaging, which increases the stability of the packaging (for example at folded edges and by preventing tearing).

We have significantly reduced the amount of box packaging with a film window and make sure as a general rule to use a minimal amount of finishing techniques, such as glossy films or UV coatings, as these pollute the environment and make recycling more difficult.

Update:

With the new packaging design, FSC® certification will be visible on our packaging and hangtags starting in May 2021.

#8 REDUCE THE USE OF (NON-RECYCLED) FILM BY 30%

PLASTIC FILM

THE USE OF FILM AT MEY SHOULD BE SIGNIFICANTLY REDUCED OVER THE LONG TERM.

Back in 2019, we reduced the micron thickness of the films that are used to keep our hanger cycle products clean. That saved a total of 21% of film material.

We have also transitioned to using film that is 100% recycled for the protective packaging for our nightwear products. Different tests with several recycled films are currently underway to gradually replace other types of film with 100% recycled film, which will be used until we are able to do without film altogether.

Update:

To support recycling processes, the plastic waste that is generated in-house is sorted prior to disposal.

Moreover, the introduction of a plastic baling press has optimised our waste management. Reducing the number of transport journeys and using significantly more resource-friendly recycling will improve our ecological footprint.



#9 REDUCE ENERGY CONSUMPTION BY 5% AT OUR COMPANY LOCATIONS

REDUCE ENERGY CONSUMPTION

WE ARE REDUCING ENERGY CONSUMPTION TO IMPROVE OUR ECOLOGICAL FOOTPRINT.

At our headquarters in Albstadt (Germany), we have already been using 100% green power (hydropower from Scandinavia) since 2018.

The windows have also been replaced with new insulated windows, the rooftops have been reinsulated and lighting in the production hall has now been completely switched to LED.

Our on-site charging station at the outlet is also run solely on green power.

Update:

Energy consumption at our company locations has been reduced by 5%. With regard to heating, we took our own measures and even managed to reduce consumption by more than 5%.

#10 ESTABLISH A CARBON FOOTPRINT FOR OUR COMPANY LOCATIONS

Update:

CALCULATE A CARBON FOOTPRINT

A CARBON FOOTPRINT FOR OUR THREE COMPANY LOCATIONS IS CALCULATED AND EVALUATED EVERY YEAR.

To reduce CO₂ emissions, we are taking three steps:

1. ANALYSE THE CO₂ EMISSIONS

For our company locations, CO₂ emissions are calculated in the form of a carbon footprint. The insights gained are then used to rethink and optimise processes.

2. REDUCE AND CHANGE

Based on the analysis, concrete measures are determined to directly and sustainably reduce CO₂ emissions.

3. OFFSET

To offset the remaining emissions, compensation projects will be implemented. More information on this subject is available on the following pages.



CARBON COMPENSATION PROJECTS

WE ARE COLLABORATING WITH TWO PROJECTS TO COMPENSATE FOR UNAVOIDABLE CO₂ EMISSIONS.



We are actively promoting projects to avoid and reduce our CO₂ emissions, such as the gradual renovation of buildings and the optimisation of our heating system.

As not all emissions can be avoided, we are investing in two compensation projects in parallel to our endeavours.



In our first project, we are collaborating with Mr. Kränzler (farmer from Rosenfeld) and positerra GmbH.

Positerra manages the transparent and traceable process that makes it possible for me to compensate for CO₂ emissions with a humus formation program on the land Mr. Kränzler uses for farming.

This compensation for CO₂ emissions is performed through adapted land use with regenerative farming practices that help form humus. The goal is to capture as much CO₂ per hectare as possible while maintaining or increasing the yield. By implementing regenerative farming practices, additional objec-



tives are also pursued, such as preventing erosion and protecting groundwater while also conserving and enhancing biodiversity.

me is investing a large sum of money over three years (2020-2022), which will capture more than half of the CO₂ emissions that were generated in 2019 by all me company locations (including the me stores).

Learn more about positerra at www.positerra.org

PLANTING CAMPAIGN “TRESS AS CLIMATE SAVERS”

Our second project is a planting campaign. Together with a local partner, we have planted 1,700 saplings near our company headquarters.

During photosynthesis, the trees take in carbon dioxide from the atmosphere, which means the campaign converts approximately 15 tonnes of CO₂ into oxygen per year.





#11 CREATE AND INTRODUCE A LABELLING CONCEPT

We have defined internal guidelines for the testing and sourcing of materials. This is based on the use of certifications.

Update:

For our own products, mey has created a corresponding roadmap. In 2020, we implemented the Grüner Knopf, FSC® and STANDARD 100 by OEKO-TEX®. An additional certification is currently being prepared.

#12 RAISE EMPLOYEE SUSTAINABILITY AWARENESS AND INCREASE THEIR INVOLVEMENT IN THE SUSTAINABILITY CONCEPT

In January 2020 we welcomed a new colleague to the mey team who deals exclusively with the topic of sustainability at mey. At our location in Albstadt (Germany), we already provide various offers to encourage our employees to consider health, consumption and exercise in more sustainable and informed terms.

A water station is available for our employees' water bottles, the coffee makers are equipped with ceramic mugs instead of plastic cups and the use of Eco-Take-outs™, a reusable container system, has been required for takeaway meals from our staff restaurant since January 2020.

mey also offers various sports programmes, including kick boxing, water gymnastics and yoga as well as the opportunity to use the company swimming pool and sauna outside working hours.

With team challenges, we encourage our employees to create carpooling communities, to cycle to work or to switch to using public transport. Business trips, when feasible, are made by train.

Update:

Our employees are regularly informed about relevant sustainability topics on our intranet. Moreover, store managers are involved in our sustainability concept through training and webinars.

By implementing various types of internal projects, such as participating in the Baden-Württemberg Sustainability Days, we are actively raising in-house awareness.



“Sustainability is not simply a matter of adding labels or using organic cotton.

Instead, it is the confidence of knowing we can transparently show our customers the entire value-added chain!”

MATTHIAS MEY

Managing Director
Marketing and Sales

SOCIETY AND SOCIAL ISSUES

**SOCIAL INVOLVEMENT IS FIRMLY
ANCHORED IN MEY'S CORPORATE
CULTURE.**

That is why we actively support projects that are close to our hearts. Long-term cooperation is of particular importance to us.

This allows us to make a valuable contribution to society beyond our core business activities and to ensure greater social equity over the long term.

SOCIAL PROJECTS

We host an annual competition for the best youth work in the region. From all of the applicants, the three best associations are awarded a charitable contribution.

We also made donations to the following institutions in 2020:

- Action Campaign for Endangered Species (AGA)
- Local schools (school fruit, friends' associations)
- Beekeepers association Imkerverein Balingen-Geislingen-Rosenfeld

BEE PROJECT IN ALBSTADT

**"MEYA THE BEE" OR FRANZ (LIKE
OUR COMPANY FOUNDER) IS THE
NAME OF PROJECT.**

A world without bees would be inconceivable for our biodiversity and ultimately for our own survival. The bee project has been running since 2018 and is made possible by the dedication of our employee Paul Maier, who completed a beekeeper course with the beekeepers association Imkerverein Balingen-Geislingen-Rosenfeld e. V. in his free time.

Due to the very low level of agriculture in the Albstadt area, there is virtually no crop spraying in the region – making the neighbouring flowering meadow owned by Dietmar Mey the ideal place for the six bee colonies to live. The bees now busily collect nectar for our honey from the wide array of flowers around our company site.

Bees make a greater contribution to our nourishment and well-being than any other living creature. Did you know that 80% of native crops and wild plants depend on pollination by bees?

Honey bees and wild bees play an important role. Fruit – such as strawberries, blueberries, blackberries, raspberries, pears, apples, cherries and peaches – is particularly dependant on the work performed by bees. Vegetables – such as cucumbers, pumpkins, peas and beans – are only pollinated by bees.



THE FUTURE OF HOPE FOUNDATION

AFRICAN WOMEN AND GIRLS ARE ABLE TO PARTICIPATE EQUALLY IN SOCIAL LIFE THANKS TO REUSABLE MENSTRUAL PRODUCTS.



The project “The Future of Hope Foundation”, which we sponsored last year, supports girls and women in Africa.

The aim of the project is to improve local hygiene by providing reusable sanitary towels, which allows girls and women to participate equally in social life – also by providing information about female menstruation.

In Africa, women and girls that are menstruating are largely excluded from public and private life, and this is why girls are not able to go to school.

To manufacture the sanitary products, four production facilities were built in Insiza (Zimbabwe) that are run entirely by women. By the turn of the year 2020/2021 it was possible to implement the following activities as part of the project:

- Mobilisation of supporters
- Purchase of necessary equipment
- Outfitting of the production facilities
- Production of 1,200 reusable sanitary towels
- Distribution of sanitary towels, detergent and underwear (provided by me)
- Feedback meeting on the distributed sanitary towels
- Training of 40 women and girls in the production of sanitary towels

In addition, Ms. Marqui created a prototype of the sanitary towel to be produced in collaboration with our trainees as well as detailed instructions for making the product. Furthermore, Mr. Walz refurbished three old mey sewing machines that do not require power supply for use in production in Zimbabwe and also privately donated an additional



sewing machine.

This support has provided education to many women and girls on the subject of sexual health and menstrual hygiene and opened up new prospects for them.

Learn more about The Future of Hope Foundation at www.thefutureofhope.org

SUPPORT FOR AFRICAN WOMEN

IN EARLY 2021, WE BEGAN OUR COLLABORATION WITH THE ZUTUA MEIGANGA ORGANISATION IN CAMEROON.



In early 2021 we began our collaboration with the ZUTUA Meiganga organisation in Cameroon.

The patron of ZUTUA Meiganga is Rot-tweil-based pediatric dentist Ms. Houma Kustermann, who grew up in Cameroon. ZUTUA Meiganga runs the “Center Socio-Menagère” school in Cameroon, which was founded by Ms Kustermann’s grandmother and offers protection to young women between 14 and 30 years of age. They learn to read and write and receive training to become seamstresses in order to make a living. From 1994 to the present day, more than 1,500 women and girls from the Meiganga region have completed training to become seamstresses.

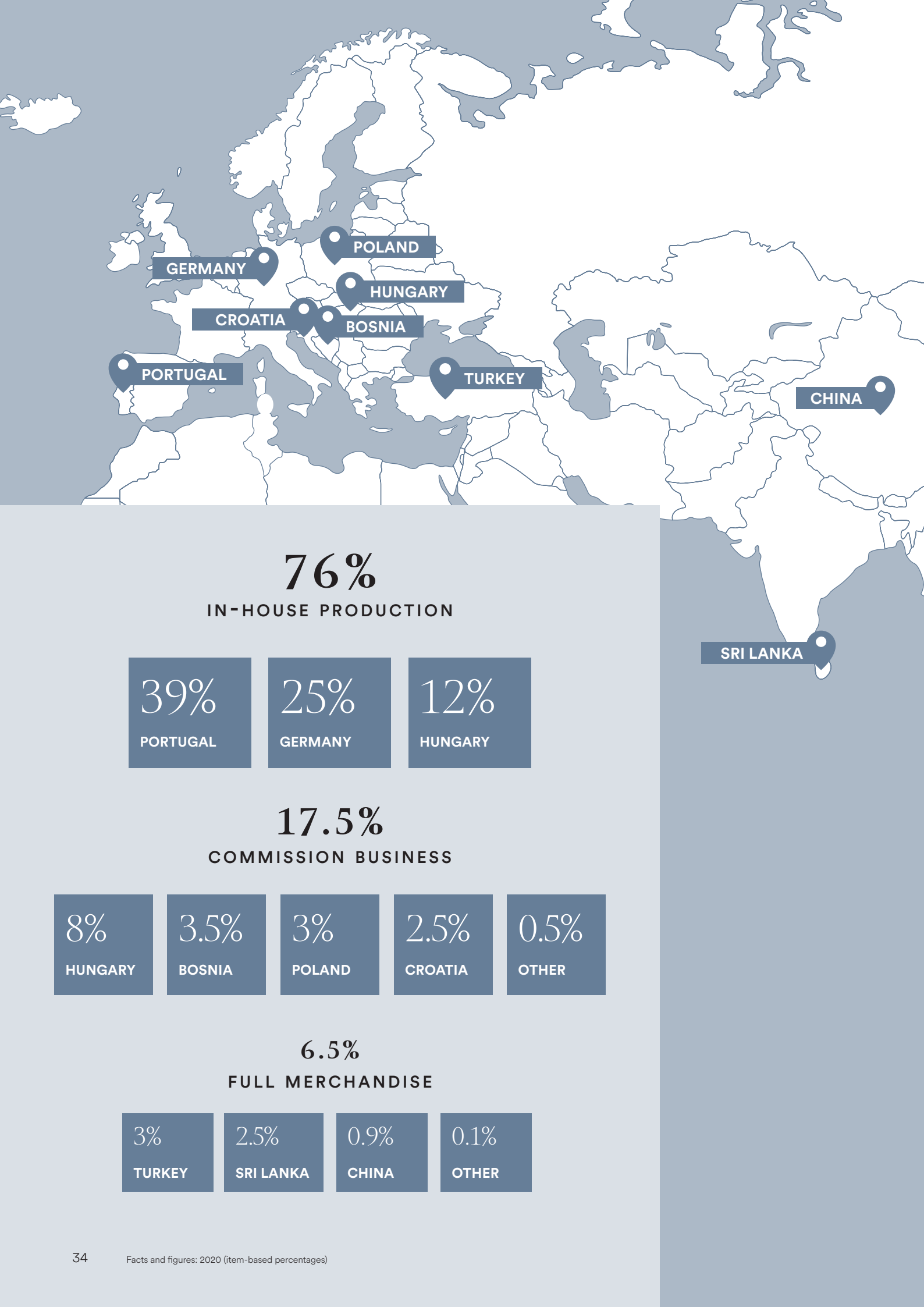
In Cameroon, some young women from age of 14 and up and without vocational training are still married to much older men. In some cases, these young women run away from

their older husbands and bring “dishonour on the family” or become widows or orphans.

These coveted training positions are supported by financial donations. Without these donations, it would not currently be possible to maintain the school.

In the beginning, we collected fabric, components and finished parts to support the training centre. Thanks to active support from our sewing technician Bernd Walz and donations from employees, we have been able to provide 30 refurbished mechanical sewing machines. With these material donations, it has been possible to fill an entire shipping container. In November 2021, the fabric and sewing machines will be presented to the institute in Meiganga.

Learn more about ZUTUA at www.zutua.org



TRANSPARENCY

OUR PRODUCTION STEPS AT OUR COMPANY LOCATIONS AS WELL AS IN THE OTHER PRODUCING COUNTRIES ARE TRANSPARENT AND TRACEABLE.



Design & Innovation



Fabric production



Fabric cutting



Sewing workshop & production



Quality assurance

DESIGN AND INNOVATION

The design teams for women and men at mey surprise us each and every season with new creations, colour palettes and products.

New garments and cuts are created, existing pieces are improved and optimised and lovely little accents are added – all with a view to provide durability, high quality and unique design.

Personal individuality is the focus. The inner desire for modern authenticity and harmony comes first and foremost – both in terms of the materials and the colour palette. The focus is on premium fabrics that offer impeccable comfort.

We believe that our durable products make a contribution to a better future. More sustainability, less fast fashion.





YARN WAREHOUSE
GERMANY

YARNS AND FABRICS

The innovative development of yarns and fabrics has been one of our greatest strengths from the very beginning.

We develop and test a variety of new material and yarn combinations to produce the perfect fabrics for our products. Our fabrics are particularly durable, soft and supple and also extremely comfortable to wear.

We manufacture approximately 82% of our fabrics on 97 individually configurable knitting machines at the company headquarters in Albstadt (Germany). After finishing, our fabrics are carefully inspected for flaws by our employees.



CALENDER ROLLERS
GERMANY

FINISHING

Our fabric finishing process on the jet shrinking system and our calendering process enable us to reduce the subsequent garment shrinkage to as little as four percent.

We take this figure into account when designing patterns so that every product fits just like it did the very first time, even after repeated washing.

The jet shrinking system treats the fabric like a normal tumble dryer, but on a larger scale. The length of fabric loses 10% of its potential lengthwise shrinkage as a result.

KNITTING FACTORY

Our machinery in Albstadt (Germany) includes body-size knitting machines, which create circular knitted fabric tubes that can subsequently be cut to produce tops and bottoms without side seams, as well as machines to produce metre goods.

Metre goods are also circular knitted fabrics that are then cut directly down one side and wound onto a roll, resulting in a standard length of material.

For the body-size knitting machines, a separate knitting machine is necessary for every garment size. As side seams are not necessary later in the process, the round tube of fabric must be the exact clothing size of the garment that will be produced.



KNITTING FACTORY
GERMANY

DYEING

Our bodywear is bleached without the use of chlorine and dyed in compliance with the most stringent regulations to protect people and the environment. This is performed by collaborating with long-standing local processing partners.

As our bodywear comes in direct contact with the skin, we observe the strictest standards and guidelines for dyeing and printing. The dyes need to last through many washes and must not bleed, stain or fade excessively. We test these properties with a long-term washing test. If the dyeing and printing are of good quality, the dye remains in the fabric and does not stain the white test strip.

Update:

By introducing STANDARD 100 by OEKO-TEX® certification, the colour authenticity and testing for contaminants in all end and intermediate products are guaranteed by the test carried out by OEKO-TEX®.



DYE WORKS
GERMANY

CUTTING

Our expertise combined with the use of punching machines and state-of-the-art cutting machines guarantees consistently high accuracy.

The punching machine is mainly used for cutting shirts and briefs to size, which are produced as seamless tubular knitted fabric. Cutting with the cutter is a fully automatic process. To ensure the dimensional accuracy of the cut pieces, no more than 25 layers of fabric are processed in one work step.

From a technical point of view, it would be possible to cut a significantly higher number of layers with the cutter, however, the cut pieces vary slightly as a result, which would not be in line with our high standards of quality.



CUTTING
GERMANY



DESIGN

100% GERMANY



FABRIC PRODUCTION

89% GERMANY
15% OTHER



CUTTING

70% GERMANY
20% HUNGARY
10% OTHER



SEWING WORKSHOP

25% GERMANY	3% TURKEY
39% PORTUGAL	2.5% CROATIA
20% HUNGARY	2.5% SRI LANKA
3.5% BOSNIA	0.9% CHINA
3% POLAND	0.6% OTHER



QUALITY

100% GERMANY



LOGISTICS

100% GERMANY

meY is a family-run company managed by the third and fourth generation, which is why sustainability has never been just a fad for us – it is our tradition. Anyone familiar with us knows we stand both for tradition and experience as well as quality and innovation.

We take a clear stance and hold ourselves to particularly high standards. This also applies to corporate responsibility and sustainability, which are integral parts of our corporate mission statement.

Facts and figures: 2020 (item-based data)

SEWING

To provide exceptional wear comfort, we pay special attention to our seam work, for example with high stitch density (up to 13 stitches/cm). This allows us to ensure a high degree of elasticity for the seam, which results in unrivalled wear comfort.

We invest in premium quality. To ensure this level of quality, we check our products after every manufacturing step. After all, this is the only way to get a final product that completely satisfies customers: with premium material, precision workmanship and exceptional wear comfort.



SEWING WORKSHOP
PORTUGAL

MANY HANDS, ONE PASSION.



This is where the design – the idea – is born. Clear. Pure. And with loving attention to detail.

Claudia Wigge
Head of Design
Women



The perfect cut. Resource-friendly and without wasting materials.

Sime Dujic | Cutting



Quality control means attention to detail down to the very last step.

Bernadeta Ring
Head of Sample Making Department



Where thousands of needles do their job: in the knitting factory, yarn is turned into fabric.

Holger Teufel
Department Head
Knitting factory



That magic moment: in the sewing workshop, individual pieces become the final garment.

Daniela Sinatra-Marzio | Sewing workshop

MANAGING DIRECTOR



MATTHIAS MEY
Sales, Marketing and Design



FLORIAN MEY
Production and Procurement



MARKUS MEY
IT and Logistics



ROLAND KULL
Finance and HR

ABOUT US

FOUNDING YEAR 1928
100% FAMILY OWNED

mey is one of Europe's leading brands for high-quality bodywear for women and men. Every product is designed, manufactured and marketed with creativity, passion and an eye for detail.

For mey, innovation not only means creating something new, but also continuously improving the company, products and processes. In addition to modern design, the German, family-owned company that was founded back in 1928, attaches great importance to premium quality.

mey'
mey story

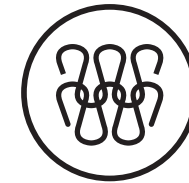
MEY GMBH & CO. KG
Auf Steingen 6
72459 Albstadt

MEY HANDELS GMBH
MEY AUSTRIA GMBH

+49 (0) 074 31 / 706-0
info@mey.com
www.mey.com



PRODUCTION FACTS AND QUALITY FEATURES



89%

of our fabrics are produced in Germany, 92% of which is made at our knitting factory in Albstadt.



97

individually configurable knitting machines are operated at our location in Albstadt (Germany).



100%

mulesing-free wool is used for all of our products that contain wool.



> 55%

of our value creation takes place in Albstadt (Germany).



76%

of our products are manufactured in our factories in Germany, Portugal and Hungary.



94%

of our products are manufactured in Europe.



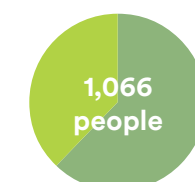
Fully integrated

value creation in Germany.



86%

of our suppliers are located in Europe.



2020

mey employed a total of 1,066 people across our three company locations.



LOCATIONS

WE PRODUCE AT OUR THREE LOCATIONS IN EUROPE AND MAINTAIN OUR OWN WAREHOUSE WITH A LOGISTICS CENTRE CLOSE TO OUR HEADQUARTERS.



ALBSTADT
Germany, Head Office and Production Site,
established in 1928;
new outlet building in 2008



BITZ
Germany, Logistics Centre,
established in 1984;
conversion to Logistics Centre in 2008



CELORICO DA BEIRA
Portugal, Manufacturing Plant,
established in 1991



VERESEGYHÁZ
Hungary, Manufacturing Plant,
established in 1992

SEGMENTS

THE WOMEN'S COLLECTION IS ELEGANCE PERSONIFIED.

The mey Spring/Summer 2021 collection is the definition of pure joie de vivre with its colour palette and exotically inspired designs. All around the world, society is under the thumb of the Covid-19 pandemic.

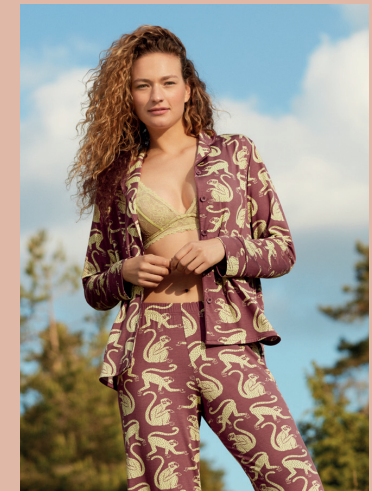
As a result, the current zeitgeist continues to be defined by the sustainable use of resources and eco-friendly production.



LINGERIE



UNDERWEAR



LOVESTORY | NIGHTWEAR



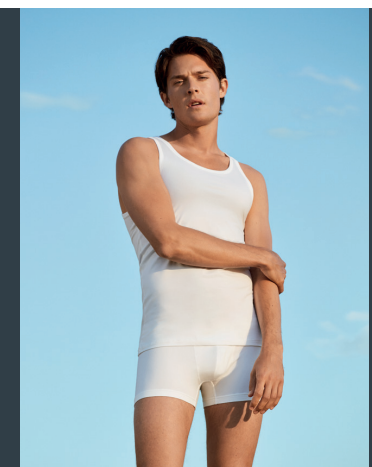
NIGHT2DAY

THE MEN'S COLLECTION IS ELEGANCE PERSONIFIED.

Cheerful colours, figurative patterns and premium material blends define the 2021 collection.

A certain lightness and ease prevail: humorous prints are accompanied by bold, ultra-summery colours with an unmistakable feel-good factor.

More than ever before, styles need to also be comfortable. Sustainability and durability are of growing importance. The quality of each product is paramount.



BODYWEAR



LOUNGEWEAR



NIGHTWEAR



SWIMWEAR



OVERVIEW OF OUR OWN RETAIL

THE MEY STORES

WITH THE OPENING OF THE FIRST MEY STORE IN 2010, A NEW CHAPTER BEGAN.

The decision to also sell our premium products in our own stores marked the beginning of a new era in retail for mey.

The opportunity to showcase our collections in line with our brand vision is something we take full advantage of in our stores. Appealing materials, colours and furniture underscore the approach to quality and ensure that customers feel like our mey stores are something of a home from home.



3,500 retailers and department stores are supplied with our products.

20 mey Stores are now open across the whole of Germany.

2 multi-label stores with additional brands are managed by mey under the names "Uhlig am Dom" in Mainz and "Grazia" in Salzburg (Austria).

7 factory outlet centres and pop-up stores offer our goods from the previous season.



COLOGNE



BONN



BADEN-BADEN



BERLIN KU'DAMM

mey'



Mey GmbH & Co. KG

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Speaking Quality.