



PROTECTIVE INDUSTRIAL PRODUCTS

A worker wearing an orange hard hat and a grey jacket is kneeling on a large array of solar panels. The worker is using a tool to work on the panels. The background is a bright blue sky with some clouds. The solar panels are arranged in a grid pattern and reflect the sky.

THE PIP[®] COMMITMENT TO SUSTAINABILITY

www.pipglobal.com

HELPING TO PROTECT LIFE, EARTH AND COMMUNITY.

As a global provider of hand protection and PPE, we are committed to continually identifying opportunities to minimize our environmental footprint to support a more sustainable, safer future. We are focused on leading the way along with our industrial distributors and retailer partners by offering products and solutions that minimize our impact while maximizing protection against occupational hazards. This extends to multiple aspects of our business including Manufacturing Processes, Sustainability-Driven Programs, Recycled Products, Social Sustainability and Future Initiatives.

PIP® has joined Sedex

SUPPLIER ETHICAL DATA EXCHANGE

Sedex is a member platform that measures and houses reporting, company information and Audit reports. Sedex assists PIP® improve our supply chain

ethics and value proposition through diligence and reportable information.

We are currently working with our valued supplier partners to activate Sedex membership. PIP® are also in the process of transitioning our audit practices to SMETA (Sedex Members Ethical Trade Audits) 4 Pillar

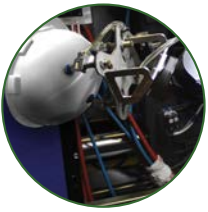
audits, Labor, Health and Safety, Environment, and Business Ethics. This is the most comprehensive social auditing methodology currently in practice. PIP® is committed to Improving the livelihood and working conditions of everyone involved in making our products.

Sedex



PROCESS

PIP® Manufacturing Processes



PIP® has a heightened focus on developing products in a sustainable way while remaining compliant with globally recognized industry standards. The following are a few examples of how PIP® excels at reusing and recycling byproducts of the manufacturing process.



PIP® collaborates with companies who transform excess Aramid yarns that are used when making Kut Gard® and Claw Cover® gloves and sleeves into materials that can be repurposed for additional use. Aramid fibers are an excellent alternative to asbestos as the reinforcement component in automobile brake pads.



Sprue leftover plastic resulting from the molding process of our EZ-Twist™ ear plugs is reused in a 20% mix ratio when molding new plastic stems.



We work with metal processors to recycle the highly coveted high-grade stainless steel scrap that emanates from the manufacturing of metal mesh gloves.





Sustainability Driven Programs



Recycling

Each PIP® facility ranging from manufacturing plants to warehouses and offices is engaged in a variety of initiatives to reinforce our commitment to operating in a sustainable, environmentally-friendly manner. PIP® also is among the first to introduce a true PPE recycling program for customers who want to go the extra mile. Learn more about the [PIP® 3R™ Sustainability Program here.](#)



Paperless Office Policy

PIP® adopted a paperless office policy nearly a decade ago. This has led to a reduction in the amount of paper used in order treatment, invoicing and payment by more than 80% thanks to an investment in software that links to customers' systems for a paperless interchange. All PIP® invoices are electronic and 90% of checks received or paid are electronic. Today, even our recycling bins are nearly empty due to the successful implementation efforts of this policy.



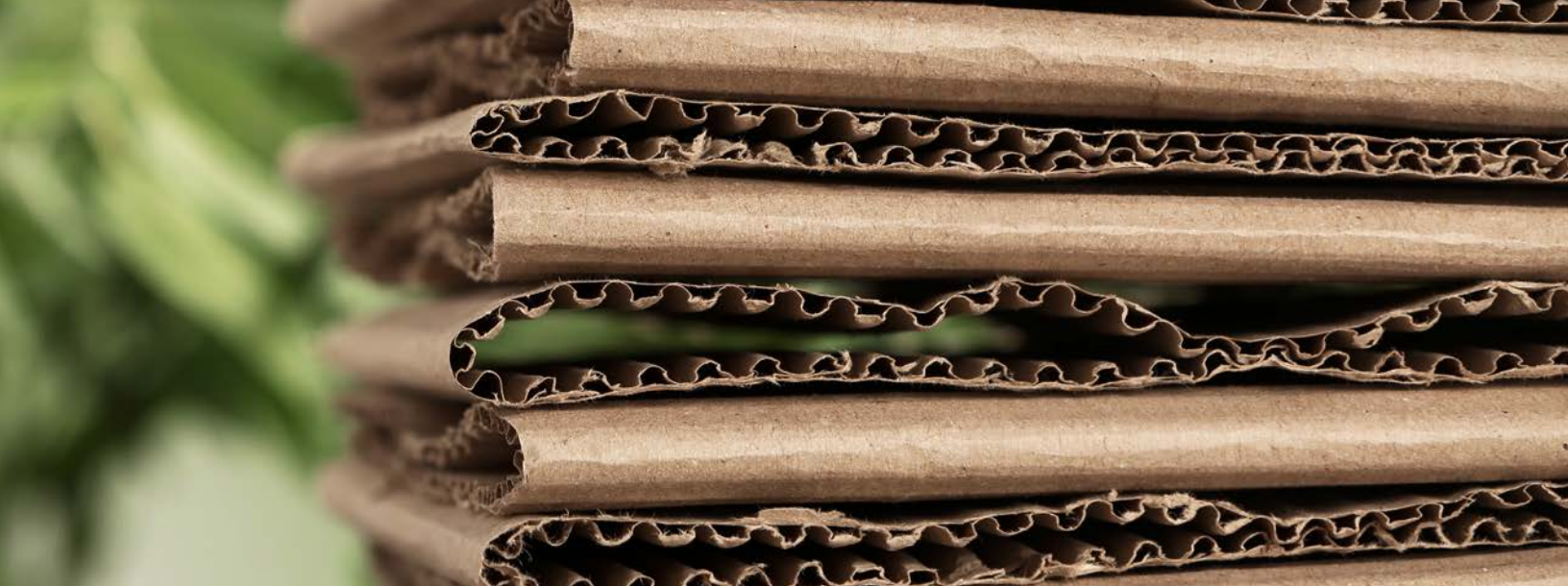
Reallocating

Across PIP® facilities, miscellaneous scrap metal, refundable bottles and cans are collected so the proceeds can be applied toward employee team building activities including community fundraising runs, summer outings and participation at philanthropic events.



Flexible Work Schedules

In response primarily to the pandemic, PIP® made significant investments to upgrade employees' computer hardware to allow for greater portability, functionality and flexibility so that work-from-home is possible when just two years prior, it was nearly impossible. The use of carpooling and public transportation is also strongly encouraged for days spent in the office.



Packaging

All facilities have active recycling programs for high-volume packaging materials such as cardboard, paper and plastic wrap. Ongoing efforts are also underway to replace plastic film bags with biodegradable films that are more easily broken down to address the challenges related to the increased need for hygienic individual packaging in today's post pandemic reality.



Logistics

Our logistics teams have worked diligently with both PIP's Customer Service team and our customers to reduce multiple releases on single orders. They also are hyper-focused on optimizing available space on shipping containers to prevent having even a square inch of space left unused. These economic-related initiatives can significantly contribute to reducing the company's carbon footprint.



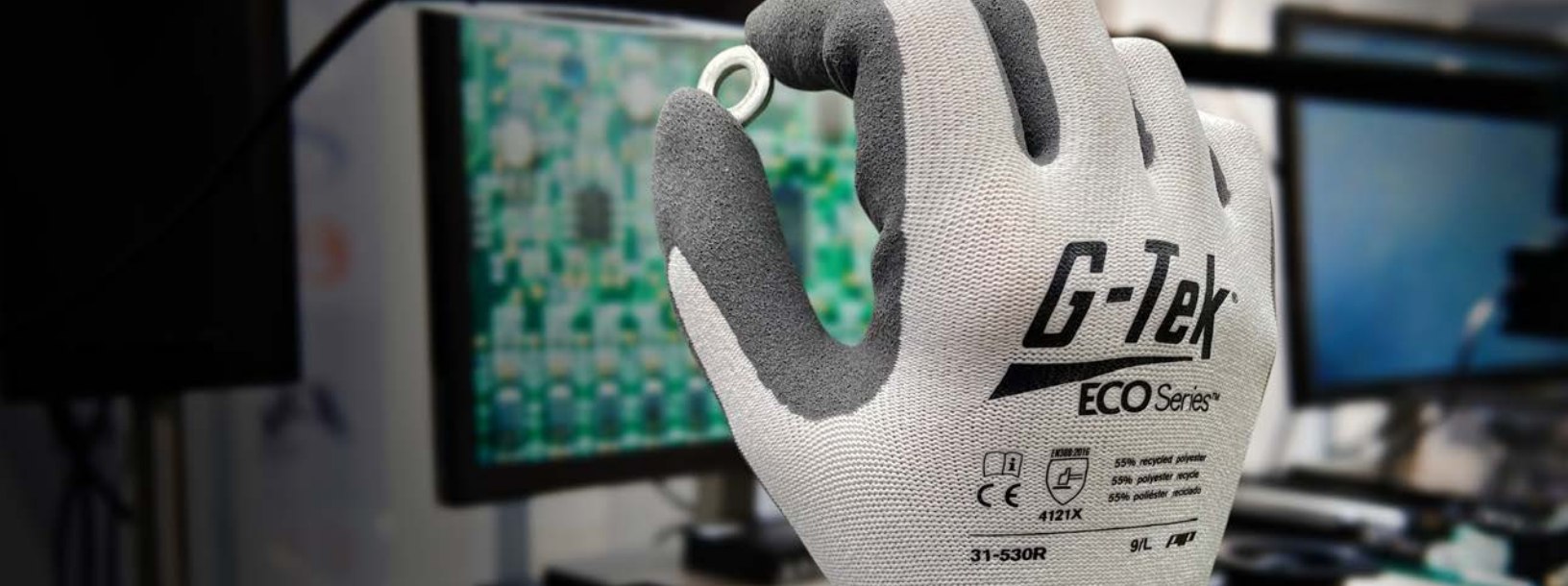
Repurposing

Our North American manufacturing facilities recycle unused materials and repurpose them for use in other PPE components. With HDPE plastic, we grind the excess to produce ear muff caps, bump cap inserts and headgear brackets.



In-Person Events & Meetings

Our Sales team has adapted to changing expectations related to face-to-face customer meetings, embracing video conferences and demos with multiple stakeholders. These adaptations have resulted in a reduction of carbon emissions due to decreased travel as well as printed materials – which has reduced our use of paper materials by nearly 80%.



Recycled Into New Products



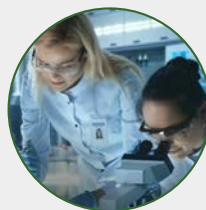
More and more gloves and hi-vis garments are using recycled polyester fibers. By working with progressive fiber manufacturers, such as DSM Dyneema®, we've introduced cut resistant gloves using yarns from the world's first bio-based HMPE fiber technology.



PIP® also pioneered the use of recycled P.E.T. water bottles – shredded and extruded to make fibers and yarns for our G-tek® ECO Series™ gloves – then stepped up the use of these recycled yarns with some of the newest gloves containing up to 70% of recycled content.



PIP® is proud to work with longstanding partners – which include raw material suppliers and factories – that help us develop products that maximize recyclability and reduce our carbon footprint. We work with advanced factories that make use of closed-loop systems and on-site water treatment to help ensure eco-compliance and good manufacturing practices.



PIP's recent acquisition of Uniform Technology, which specializes in launderable protective garments used in cleanroom manufacturing plants, laboratories and paint rooms, markets their products as high-performing sustainable solutions with an up to 10-to-1 use ratio when compared to single-use or disposable spun-bonded polyester.



Social Sustainability



PIP® has always believed in giving back to its community. This includes supporting a variety of philanthropic causes including the National Multiple Sclerosis Society, organizations with a mission of combating cancer as well as annual participation in the Salvation Army's Angel Tree program which provides new clothing and toys to more than one million children and families in need each year.



In addition to strongly believing in giving back to its community, PIP® also is passionate about giving back to its employees and supporting their overall wellness. This includes covering employee registration fees for local charitable races whose proceeds go to underwriting a variety of initiatives including college scholarships, grants and programs that encourage grade school children to run for exercise and fun. Onsite flu vaccination clinics are also held annually to promote overall employee health and wellness.



Bisley
WORKWEAR

Bisley Workwear

PART OF THE PIP® GLOBAL FAMILY

PIP® has acquired a world leader in work apparel- Bisley Workwear. Bisley Workwear has been a strong part of the Australian clothing industry since the 1950's. Bisley offers a comprehensive range of Workwear, Safety wear and Protective wear for both men and women. Bisley is a market leader in specialist branded Workwear apparel.

Bisley's mission to become the most responsible workwear brand, Bisley Workwear's sustainability program, Bisley.POSITIVE, has been carefully designed to instill purpose for positive transformation across the organization, and influence the wider industry. Bisley's environmental, social and governance (ESG) strategy is categorized within four key impact pillars: People, Planet, Product, and Prosperity, and provides a clear framework for decision making that aligns with global best practice.

Bisley partners with Intertek to audit our factories annually via SMETA 4 Pillar audits, the most comprehensive auditing practice available. SMETA (Sedex Members Ethical Trade Audits) 4 Pillar audits, Labor, Health and Safety, Environment, and Business Ethics. Bisley is committed to improving the livelihood and working conditions of everyone involved in their value chain. Bisley is ISO9001 certified company.

**Arch
&
Hook**

ecovadis



Sedex

bpc.
BETTER PACKAGING CO.

Bisley.POSITIVE

Bisley's Sustainability Vision and Mission Statement

Our vision is to become the most responsible workwear brand.

The Bisley.POSITIVE commitment touches on the positive steps that we can take as a company to honour the key pillars of our business:
people, planet, product and prosperity.

We are on a mission to become leaders, fulfilling our responsibility to positively transform our industry, and get the job done, so you can do yours.



bcsd australia





FUTURE INITIATIVES

PIP® will continue to strive to utilize resources and make investments in ways that further our commitment to sustainability.

While our work will never be done with this ongoing initiative, a selection of future plans that are in place relate to:



ENERGY



MATERIALS



REPURPOSE



INNOVATE



Energy

Implementing a new program related to converting all overhead lights used throughout our facilities to LEDs with a target completion within the next year. This includes exterior parking lot lights as well as outside building lights. Another element of this program is incorporating programable timers to reduce energy consumption.



Materials

Our new state-of-the-art warehouse in Olive Branch, MS is a LEEDS building that's built to operate with the latest in sustainable materials and energy processes.



Repurpose

Focusing efforts on converting some of the world's largest food processing plants to our proprietary extended-use disposable gloves, which to date has been shown to eliminate up to 30% of waste when compared to single-use disposable gloves.



Innovate

Developing products that are a more sustainable, environmentally friendly solution to traditional approaches – such as reusable work gloves with enhanced barrier protection to replace the use of disposable gloves in industrial settings – that help reduce unrecyclable waste.

PIP update on recent H.R. 1155 Act of 2021

Protective Industrial Products, Inc. (PIP®), a global leader in hand protection and PPE, always has and continues to advocate for the fair treatment of all workers worldwide. In December 2021, the United States government signed into law a new act restricting the importation of goods made with forced labor under H. R. 1155 Act of 2021. To ensure compliance, PIP® performed an immediate audit of all current suppliers and can confirm that none are located or have operations within the targeted area. Even prior to the enactment of H.R. 1155, PIP® has always firmly enforced Section 307 of the Tariff Act of 1930 which prohibits importing any product that was mined, produced, or manufactured wholly or in part by forced labor.



PROTECTIVE INDUSTRIAL PRODUCTS, INC.

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