

Responsibility Report 2021-22

ANDY WOLF

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Andy Wolf
is much more
than eyewear.

Andy Wolf is direct, honest
and transparent. We say, what
is important to us; we don't make
promises we can't keep; we speak up
and speak out. We act sustainably
wherever and however we can.
We think about tomorrow today and
are always mindful – because we care.



About Andy Wolf

We don't
follow trends
– we set them.



Andy Wolf Eyewear is Heartmade through and through. What started out small in Austria in 2006, but with the grand vision of combining local, traditional eyewear craftsmanship with contemporary, innovative design, is now sold worldwide – and worn and dearly loved by world stars.

For us, Heartmade means one thing above all: a love of traditional craftsmanship, people and nature. Every pair of Andy Wolf glasses, whether sunglasses or optical frames, is made by hand in our own two factories in Austria and France with a wealth of experience. The people behind Andy Wolf (really all of us!) are passionate about the brand.

And Heartmade is much more, Heartmade is fashion. Austria is our home, the world is our home. We are based in the small, idyllic town of Hartberg and yet we compete with the big names in the world. You can recognize us by our expressive design and optimal fit. We are known for our experience and craftsmanship, for our courage and personality. Our eyewear surprises and inspires – it's that simple.

We don't call ourselves a sustainable brand, instead we focus on being the most responsible version of ourselves. We are not perfect, but we are committed to making better choices every day and minimizing our social and environmental impact throughout the company. Every action counts – and that is Heartmade for us.

Responsibility at Andy Wolf

At Andy Wolf, we want to be a responsible brand and take a holistic approach to this. Whether it's local production or maximising transparency in the supply chain, what matters to us is the cumulative impact of all the decisions we make every day – big or small.

We measure our impacts to better understand how we can reduce them, we act carefully both in how we produce and what we produce, and we communicate honestly. For us, this is the only way to bring about decisive change in our industry.

We know that the time for change is now. That's why we have committed to reducing our carbon dioxide emissions by 25% by 2025 according to our product carbon footprint.

We publish our Responsibility Report to show the public where we stand, what progress we have already made and where we have planned further measures.



Responsibility Report 2021-22

The impact of Andy Wolf is examined in the areas of Planet, Product and People – our three Ps. The quantitative data in this report was collected in 2021 (Product Carbon Footprint – PCF for short) and 2022 (Corporate Carbon Footprint – CCF for short). Our Corporate Carbon Footprint is evaluated annually, our Product Carbon Footprint every three years. We have made a conscious decision to do this. The next assessment of the PCF will take place in 2024. All reported initiatives were implemented between the founding of the company and 2022. Further conclusions and targets were formulated and documented internally.

We work
to constantly
improve ourselves.

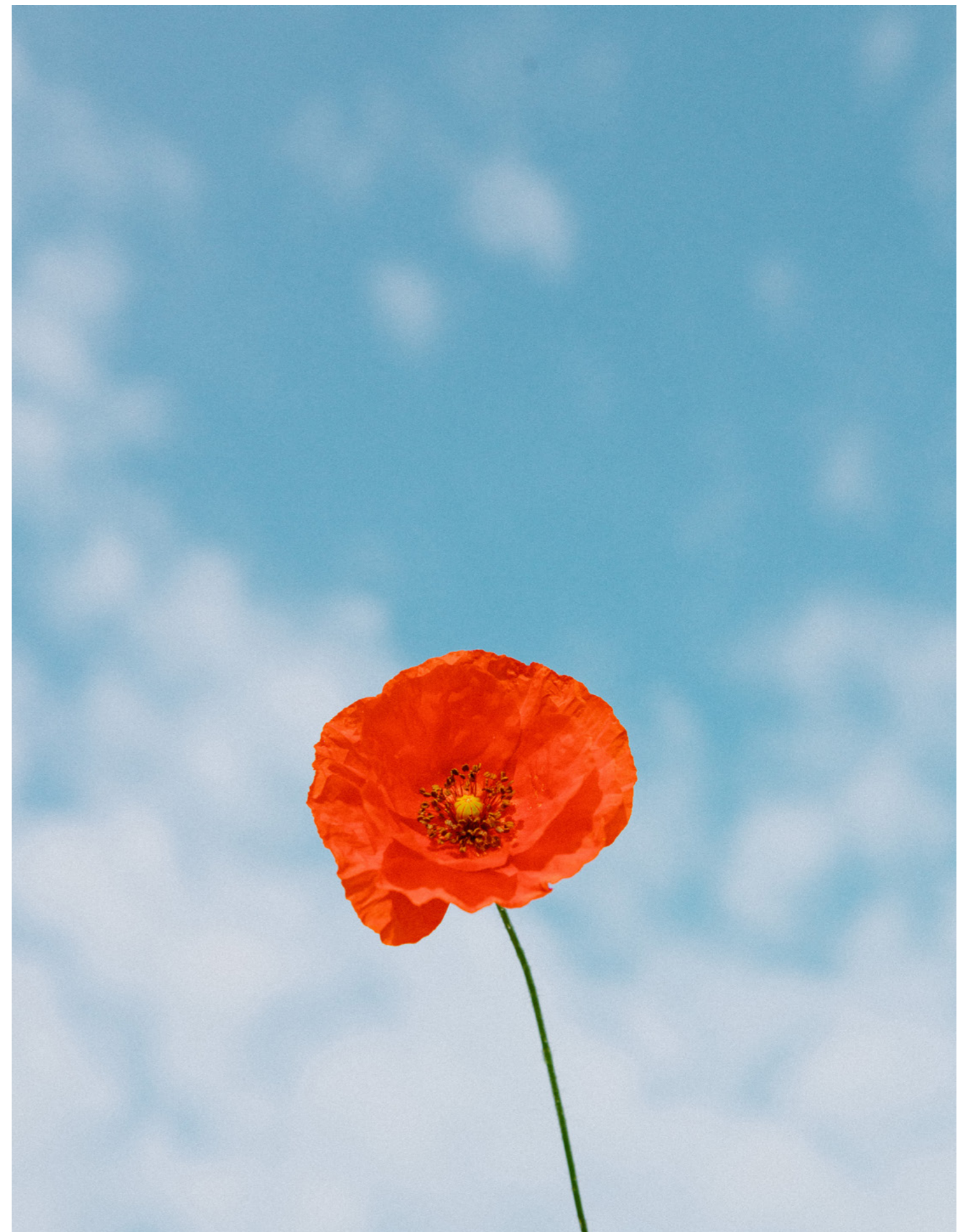


Responsibility Report 2021-22

Last year, Andy Wolf's impact and practices in our three key areas – Planet, Product and People – underwent a comprehensive review for the first time. Based on this initial assessment, 35 targets were formulated in 2021, some with deadlines until 2023, others until 2025, while some were flexibly scheduled and placed on the long-term agenda. We are proud to have already achieved 26 of these targets. The outstanding targets have been integrated into the current report, which provides a comprehensive status report on all 35 targets.

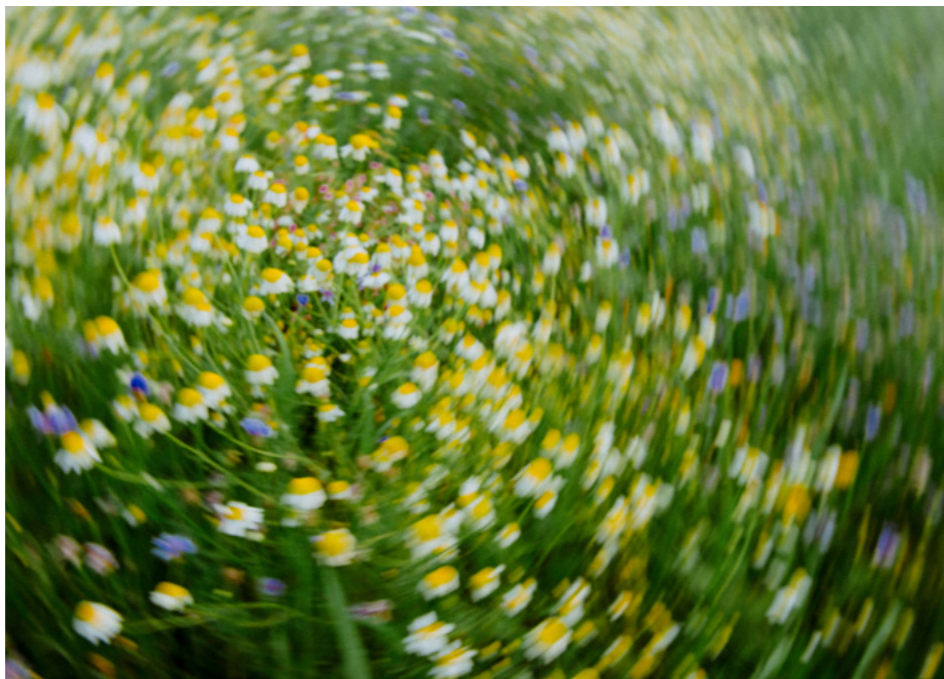
We were able to achieve the most success in areas where solutions or infrastructures were or are already in place. During the construction of our headquarters in 2017/18, attention was already paid to factors that have a positive impact on CO2 emissions, including modern thermal insulation, green electricity and natural materials. As the construction of the headquarters took place some time ago, we are not including it in this report.

After a year, we recognize that many challenges are due to systemic obstacles that no single brand can overcome alone. The work is likely to become more complex, but the positive impact will be all the greater if we stay committed and work towards necessary – industry-wide – change.



Our 3 P Planet Product People

Small steps
for our large
planet.



To better understand the priorities for climate protection measures, our company's carbon footprint was measured and assessed for the first time in 2021. This data served as the basis for the development of a comprehensive decarbonization plan covering Scope 3.

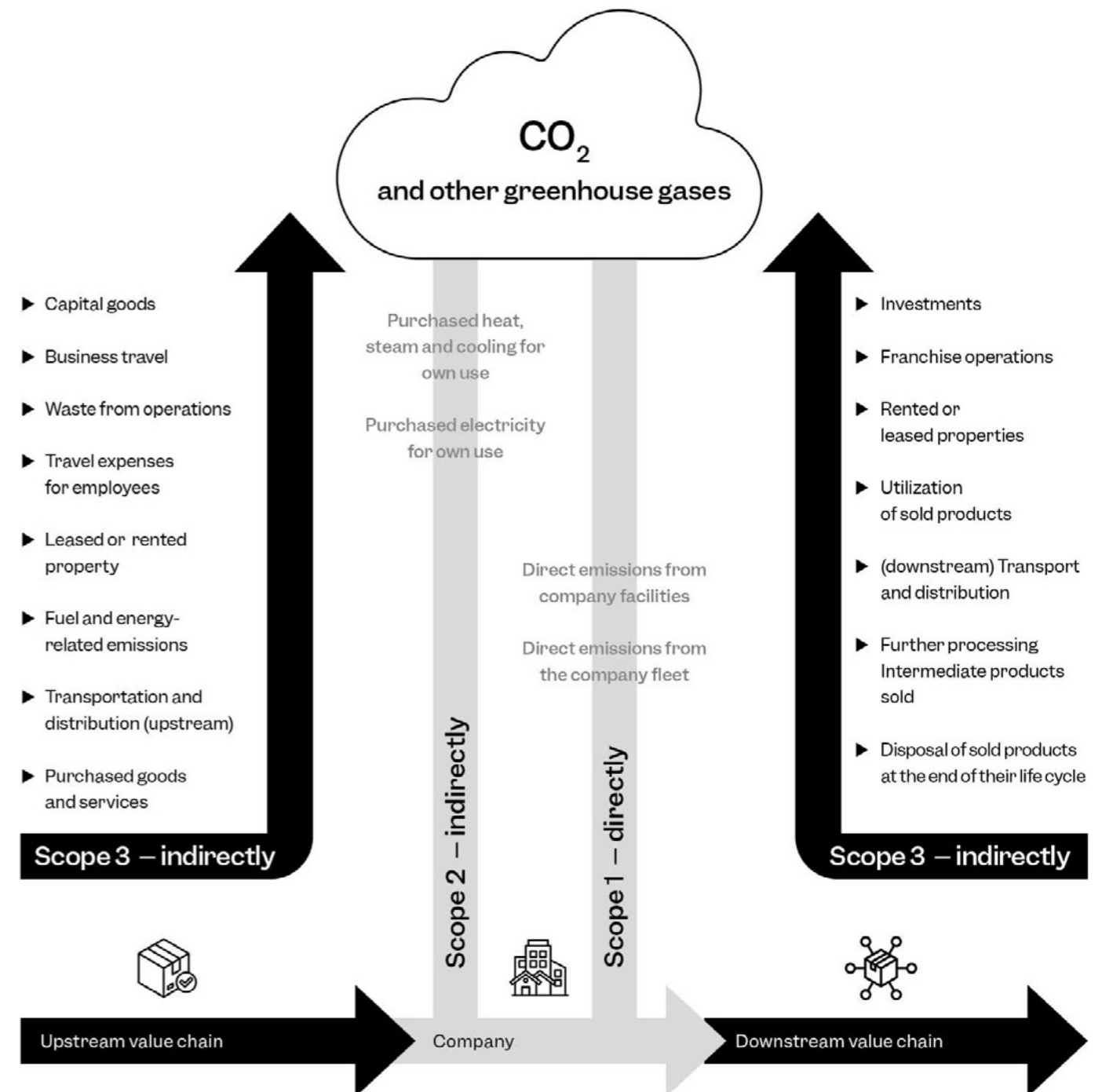
Our aim is to decarbonize our production step by step and we are involving both factories in this process. We are aware that this goal is very ambitious – it would require an industry-wide change to fully realize it. We are trying to set the best possible example.

Planet

CO2 emissions CCF 2022

	21/22 Goals	Measures	22/23 Status
01	First calculation of the CO2 footprint by Andy Wolf on a company basis	Calculation of Climate Partner's CO2 footprint based on the data collected by us and our manufactories	Achieved
02	Creation of a topline decarbonisation plan on a company basis	Target formulation based on the results of the first two CCF results	Achieved
03	Report on progress under the decarbonisation plan and the targets contained therein in 2023	Creation of our first Responsibility Report	Achieved
04	Reduction of Scope 3 emissions by the highest possible percentage by 2025	Determine the main CO2 emitters in Scope 3 and formulate targets for savings, including implementation	In planning
05	Recalculation and correction of Andy Wolf's CCF CO2 balance for 2023	Data collection and calculation by Climate Partner in 2024	In planning

We are in a climate crisis and the fashion industry has a key role to play – according to the European Parliament, it is responsible for an estimated 10% of global carbon emissions. Reducing these emissions is an incredible challenge, but we recognize our responsibility to decarbonize our operations and supply chain as much as possible while supporting our growing business.



Planet

CO2 emissions CCF 2022

Scope 1	Emissions from Scope 1 > Direct emissions Company fleet	12.5% 12.5%
Scope 2	Emissions from Scope 2 > Purchased heat, steam, cooling for own use > Purchased electricity for own use	0.0% 0.0% 0.0%
Scope 3	Emissions from Scope 3 > Business trips --> Flights > Directions for employees --> Directions for employees --> Home office > Fuel and energy-related emissions --> Fleet upstream chain --> Heat upstream chain --> Electricity upstream chain > Waste from the company --> Operational waste --> Transport for waste disposal > Purchased goods and services --> Water	87.5% 63.5% 63.5% 20.6% 20.4% 0.2% 3.4% 2.9% 0.3% 0.2% 0.0% 0.0% 0.0% 0.0% 0.0%
Total		100.0%

The first Andy Wolf Corporate Carbon Footprint was created in 2021 during the corona virus pandemic. Travel was restricted during this time. The second Andy Wolf Corporate Carbon Footprint was created in 2022 (as shown above). More travel was possible during this time, although not comparable to the time before the pandemic.

Breakdown

CO2 emissions CCF 2022

63.5% of the CCF's CO2 emissions are caused by Scope 3 business travel. These are emissions caused in particular by flights. In the search for ways to reduce emissions, business travel, especially flights, is the area in which action must be prioritized. This makes them one of the foundations of Andy Wolf's decarbonization plan.

20.6% of CO2 emissions are calculated from employees' travel in Scope 3. Andy Wolf's headquarters are located in a rural area, with little to no access to local public transport. As a result, employees are reliant on private transport to get to work. Since 2021, there has been a trend towards carpooling. As many employees are very scattered in the surrounding towns and cities, this is only possible to a very limited extent. In the Berlin office however, we have opted for 100% use of public transportation and bicycle travel.

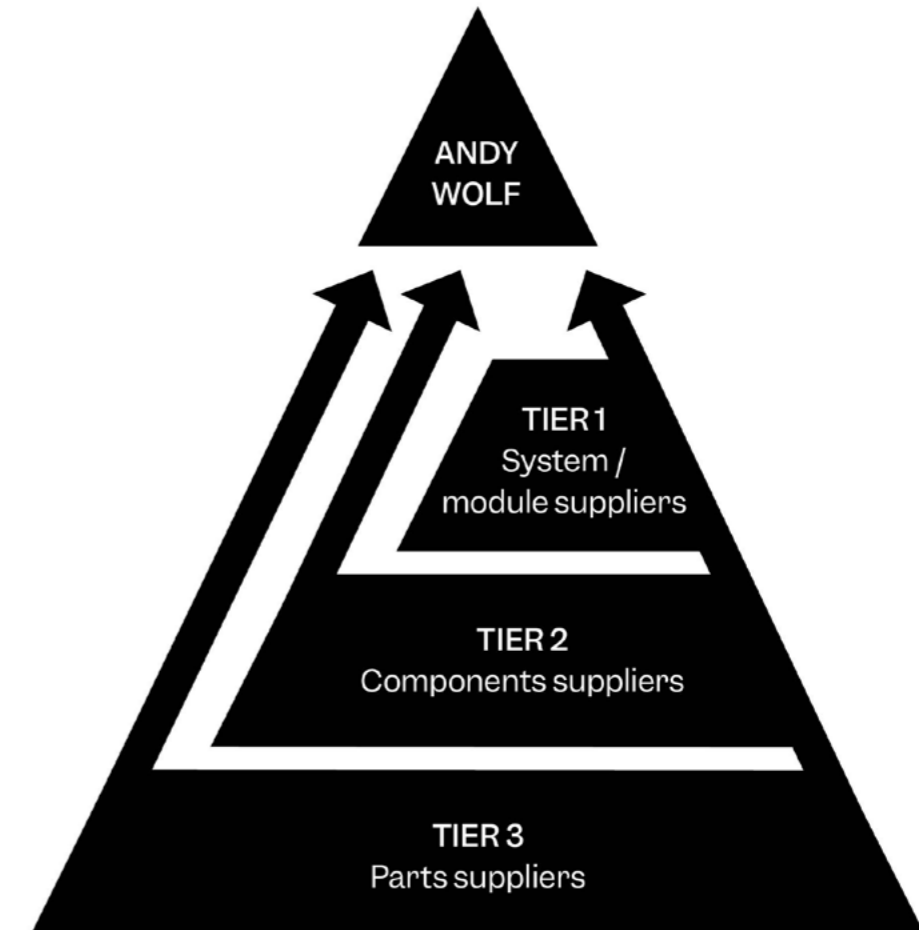
12.5% of CO2 emissions in Scope 1 are caused by direct emissions from the company fleets. Scope 1 emissions are direct emissions caused by the fuel consumption of vehicles. As Andy Wolf is a sub company with sales representatives, it is a major challenge, to completely reduce the vehicle fleet or switch to e-mobility. The Company could convert **22% of its fleet to electric vehicles by 2022** and plans to further **expand e-mobility to 50% in 2023 and 60% in 2024**. There are also plans to reduce the power (hp) of the remaining combustion engines in order to reduce emissions here too.

0.0% of CO2 emissions come from Scope 2. Scope 2 emissions are indirect emissions caused by purchased electricity and energy used to cool or heat buildings. Andy Wolf uses 100% green electricity, which consists of 100% renewable energy. Hydropower and wind power make up the majority of the energy sources. The heat at the headquarters is obtained from district heating, which is generated from locally produced biogas and wood chips. The Andy Wolf wildflower meadow is also fed into the grid. The office in Berlin is currently heated with natural gas for construction reasons, whereby the heat requirement in kWh is marginal and therefore has no influence on the decarbonization plan.

Planet

CO2 emissions PCF 2021

	21/22 Goals	Measures	22/23 Status
06	First calculation of the CO2 footprint by Andy Wolf on a product basis	Calculation of the CO2 footprint from Climate Partner on the basis of the data provided by us and our manufactories	Achieved
07	Creation of a topline decarbonisation plan on a product basis	Target formulation on the basis of the results of the first PCF result	Achieved
08	Conversion to neutral shipping for 80% of our deliveries until 2023	Conversion of transportation service provider and subsequent close coordination	In implementation
09	Recalculation and correction of the PCF CO2 balance of Andy Wolf for 2024	Data collection and calculation of Climate Partner in 2025	In planning



Traceability is complex. There is little accountability for transparency in the fashion and eye-wear industry, partly due to opaque supply chains. We have realized that we need a clear(er) understanding of what our supply chains look like if we are to achieve meaningful change here too. Since our foundation in 2006, we have firmly relied on our acetate factory in Austria. On the occasion of our 10th anniversary, we acquired another factory for metal frames in France. We are in close contact with our Tier 1 and well-known Tier 2 suppliers and visit them regularly. We are proud of these relationships, but we are also aware that – at least at the moment – we do not have or cannot provide full details of all Tier 2 and Tier 3 suppliers. One thing is for sure: tracking our supply chain does not make us more or less sustainable, but it is an important step in identifying where our biggest impacts are and how we can mitigate them.

Planet

CO2 emissions PCF 2021

Acetate		
Material procurement and pre-processing		70.5%
> Raw materials		66.9%
> Inbound logistics		2.0%
> Packaging		1.6%
Production		17.1%
> Heat		13.5%
> Electricity		3.6%
Distribution and storage		1.1%
> Outbound logistics		1.1%
Waste disposal		3.7%
> Waste disposal		3.7%
Non-attributable processes		7.5%
> Common issues		7.5%
Metal		
Material procurement and pre-processing		70.2%
> Raw materials		63.1%
> Inbound logistics		5.7%
> Packaging		1.4%
Production		17.1%
> Heat		14.7%
> Electricity		2.4%
Distribution and storage		1.2%
> Outbound logistics		1.2%
Waste disposal		4.0%
> Waste disposal		4.0%
Non-attributable processes		7.5%
> Common issues		7.5%
Total	Acetate or metal	100.0%

Breakdown

CO2 emissions PCF 2021

66.9% or 63.1%

The Co2 emissions calculation of our products shows that raw materials have the largest share of the footprint. Our materials and raw materials therefore play a crucial role in our decarbonisation plan. The most important factor here was the qualification and subsequent implementation of Acetate Renew for all products that use acetate. The material is characterised by lower carbon emissions while retaining the same material properties. More about Acetate Renew on page 35.

In addition to realising this goal, Andy Wolf will continue to research innovations in materials and technologies that emit less CO2 and/or further reduce the burden on the environment.

17.1%

Heat and electricity during production occupy second place in the footprint. As the weight of Andy Wolf products cannot be reduced, we are focusing our decarbonisation plan on the use of renewable energy in production and in the lower-carbon production of materials.

In order to reduce energy consumption in production, we have included our production facilities, as they have control over the energy they use. Solar/photovoltaic systems were installed on the roof of the factory in Hartberg in 2015 (100kWh) and 2016 (30kWh), which has had a major impact. The factory also obtains all of its remaining electricity requirements from green electricity. For 2023/24, there is already a comprehensive expansion plan for the photovoltaic system as well as an insulation improvement through extensive facade insulation.

The factory in France is also planning far-reaching remodelling measures for 2024/25 that will not only improve the working environment, but will also contribute directly to reducing emissions. Among other things, production will be equipped with state-of-the-art facade insulation, a solar system on the factory roof will contribute to electricity generation and a heat recovery system will be installed. Many smaller details complete the decarbonisation efforts, for example, rainwater will be collected and used to flush toilets and cool the machines. Our next report will go into this in more detail.



Breakdown CO2 emissions PCF 2021

Inbound log.	2.0% Acetate	<p>Small but mighty – transportation. Andy Wolf started out with the idea of producing locally. What was a ridiculed idea in 2006 is a huge advantage in 2023. Our local acetate factory is only 1 km away from the headquarters. This allows us extra short transport routes. It is 1,000 kilometres to the metal factory, which cannot be compared with the distances to Asia, for example.</p>
	5.7% Metal	
Outbound log.	1.1% Acetate	<p>80% of our inbound and outbound logistics are to be converted to climate-friendly neutral route. We are also planning a packaging changeover for 2024 that will significantly reduce empty space in the packaging. This will reduce volumes and subsequently emissions.</p> <p>Some of these options can be realised immediately, others depend on the services of the logistics partners.</p>
	1.2% Metal	

The best-case scenario is the circular economy. We are constantly investigating how more circularity can be integrated into our operating processes. An essential but not measurable, part of our corporate philosophy is a circular economy initiative that we launched in 2022 with our sustainable AWearness line (more on page 39).

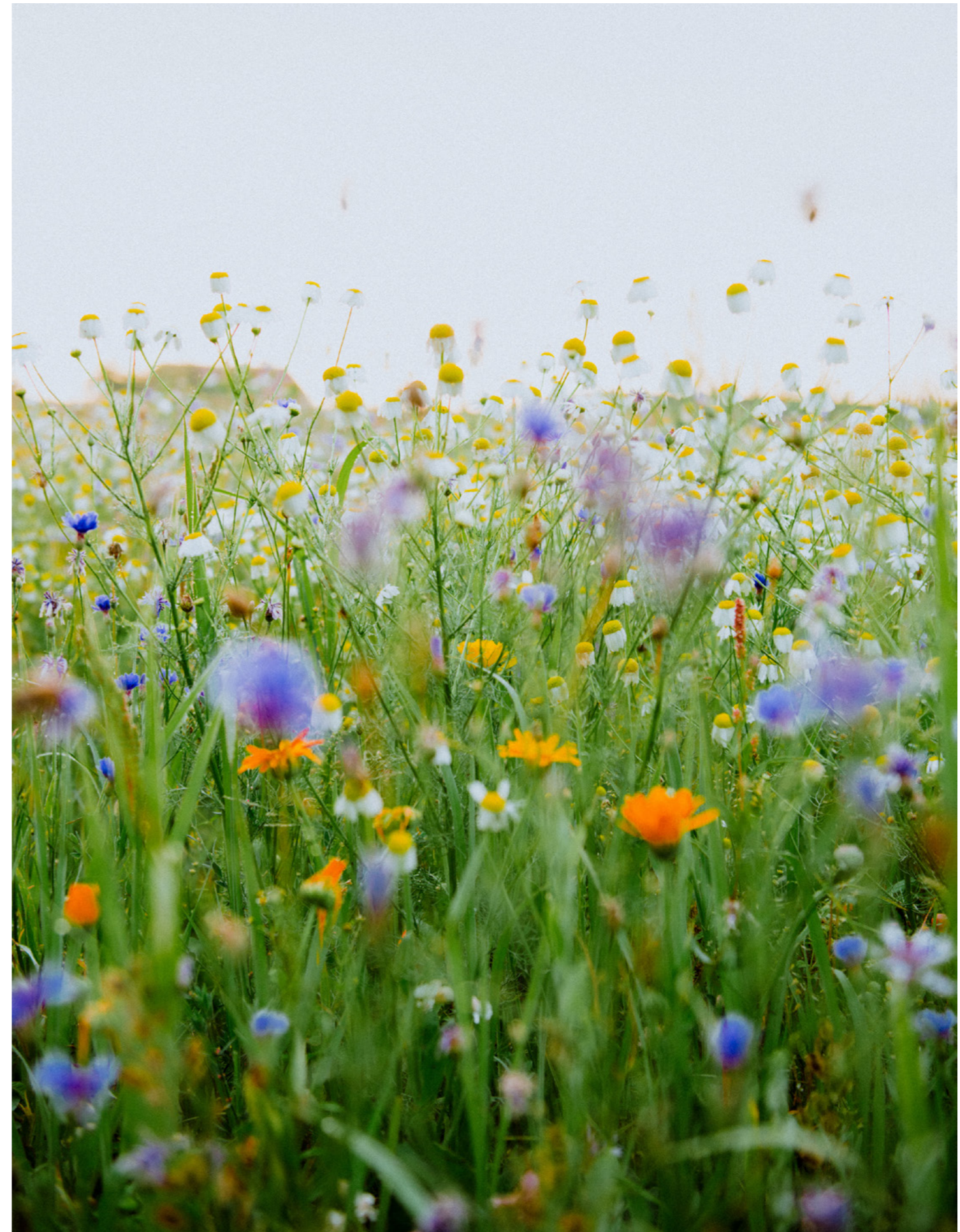
We measure the best product according to the following criteria: High quality, functionality, durability, repairability. All Andy Wolf products are developed for long-term use, they are loyal companions for many years. They can be repaired and refurbished by the optician and by Andy Wolf as a service. This is one of the company's high quality features. Among other things, the optician is regularly provided with instructions on care and repair.

It is not yet possible to accurately measure the emission benefit of extending the life cycle of Andy Wolf products or keeping the materials used in the cycle. However, the importance of this concept as a step towards decarbonisation is recognised, which is why it is part of the topline decarbonisation plan.

Planet Flower meadow

	21/22 Goals	Measures	22/23 Status
10	Establishment of meadow areas for the revitalisation of the local ecosystem	Renting or leasing neighbouring areas as well as suitably large employee areas from the surrounding area	Achieved
11	Sowing the areas with native seeds for biodiversity	With the support of the non-profit horticultural company SöDiB, the areas were carefully prepared and sown with a mixture of native flowers	Achieved
12	Recultivation and maintenance of the 100,000 m ² wildflower meadow	Since 2022 long-term Andy Wolf campaign <i>Grow With Us</i> – maintenance of 1 m ² of meadow for every pair of Andy Wolf glasses sold. Certificates sent to customers who certify „their“ square metres	Ongoing
13	Create awareness among our customers	Flower seed packet campaign and communication on all important environmental topics such as World Earth Day, World Bee Day, etc.	Achieved & ongoing
14	Honey from our own production	Care of the 4 Andy Wolf beehives by a local beekeeper	Achieved & ongoing

We have commissioned a local nursery (SöDiB) to sow the flower meadows, who worked exclusively with native flowers and grasses for us. Individual areas were sown with varying seed mixtures - for a design structure and color diversity that form a natural habitat for flora and fauna.





Results

Flower meadow

The Andy Wolf wildflower meadow – a project close to our hearts! We firmly believe that transparency counts. Our commitment to the protection of local ecosystems and the preservation of biodiversity is of great importance. By maintaining and recultivating habitats, we create important refuges for native insects, birds and other animals. With a total area of around 100,000 m² wildflower meadows, we actively support the preservation of biodiversity. The areas are located in Austria on the neighboring properties of the Headquarters, the manufactory and on employee land. Quite apart from the impact this project has on our company's carbon footprint, the flower meadow is clearly a project close to our hearts.

Let nature be nature. In order to give nature the opportunity to recover and form a healthy ecosystem, we intervene as little as possible in the process, but at the same time take care of the environment, the biodiversity and health of the soil. The cuttings from the twice yearly mowing are either fed into the local biogas plant, which in turn provides our electricity supply, or made available to a regional farmer as animal feed for his livestock. In this way, we guarantee an ecological and economic cycle.

Ongoing *Grow With Us* campaign since 2022. Under the motto *Grow with Us*, one square meter of wildflower meadow is recultivated and cared for in Austria for every ANDY WOLF frame sold. We only use regional seeds with native wildflowers that thrive in the local climate. We also pass this seed mixture on to our customers so that they can sow their own Andy Wolf flower meadow – for even more environmental awareness.

We provide a home for four bee colonies and harvest our own Andy Wolf honey. Thanks to our own beehives, which are home to around 200,000 bees in summer, all employees at the headquarters can observe these fascinating insects every day. The bee-friendly green spaces provide special food for our bee colonies, which they can feed on extra short flight paths. The 12 kg of honey produced each year by the company is collected by a local beekeeper and sent to the Andy Wolf customers, which strengthens our campaign.

Our 3 P Planet **Product** People

Rethink products.
And sometimes
completely
rethink things.



The sustainability of a product is not solely determined by its materials, but they play a significant role in its environmental impact, including water consumption, pollution and greenhouse gas emissions. We strive to use the highest quality natural and renewable materials. We attach particular importance to ensuring the durability of our products and at the same time taking ecological and social aspects into account in our procurement.

Product Material

	21/22 Goals	Measures	22/23 Status
15	ISCC Plus certification for authorisation to use Acetate Renew	ISCC Plus certification process for the Andy Wolf brand and acetate production in Austria	Achieved
16	Gradual conversion of the acetate to Acetate Renew, taking into account the existing acetate stock	Order new acetates and repeat orders of existing acetates in Renew only	Achieved & ongoing
17	Annual re-evaluation of all preferred materials and standards according to the latest innovations and data to ensure that we continue to work with the most responsible materials available	We are in constant dialogue with our suppliers and are pioneers in the use of sustainable materials. We manufacture our eyewear traditionally, which must be taken into account when making your choice	Ongoing

We do not describe ourselves as a sustainable brand – bringing new products into the world fundamentally contradicts with the definition of sustainability, so it would be wrong to claim this. But we are endeavouring to be more responsible and are always on the lookout for more sustainable alternatives for our products, packaging and processes, which we scrutinise thoroughly.





Results Material

Acetate Renew redefines standards in the eyewear industry. The environmentally friendly acetate material is a pioneering innovation from Eastman. It is made from recycled plastic waste, 40% of which is contained in the final product, and is characterised by a significant reduction in greenhouse gas emissions during its production. Andy Wolf is proud to have achieved ISCC Plus certification for Acetate Renew, which is a significant step towards sustainable and responsible eyewear manufacturing. The first products made from Acetate Renew will be launched in 2022. In detail, we have set the following goals:

	Goal	22/23 Status
2021	ISCC Plus Certification	Achieved
2022	25% Renew in collection	40% Renew in collection
2023	50% Renew in collection	TBA
2024	75% Renew in collection	TBA

It was important to us to dismantle our old inventory first in order to avoid unnecessary waste. We therefore opted for a smooth transition. We have deliberately avoided labelling, as both materials – Standard Acetate and Acetate Renew – behave 100% the same in all properties.

Responsibility doesn't stop with our metal spectacles either. Our metal spectacles bear the Origine France Garantie seal of quality, which guarantees that they are produced entirely in France. The metals we use – monel, nickel silver and bronze – always contain a recycled content, even if this is variable. Our nose pads are made from recyclable MEM material, which is synonymous with quality and durability. All materials and parts, including screws and hinges, are sourced locally from Europe. In our supply chain we only work with partners who share our values of responsibility, transparency and sustainability.

Eastman is a chemical company from the United States that specialises as a global supplier of specialty plastics. In 2019, Eastman became the first company to begin molecular recycling of a wide range of plastic waste on a commercial scale to prevent pollution and landfill.

Product Packaging

	21/22 Goals	Measures	22/23 Status
18	Find an alternative for conventional polybags and temple sleeves	Alternative materials research and tests	In implementation
19	Replace classic shipping boxes with more sustainable alternatives	Research alternative materials and handling, find local producers	Achieved & ongoing
20	Affix recycling notices to all packaging	Redesign of all disposable packaging with instructions to actively recycle	Achieved & ongoing
21	To develop a sustainable alternative to the classic Andy Wolf case	Research of materials and handling with subsequent design	In implementation

We try to take small but effective steps in all areas – true to the motto Re-Use – Reduce – Recycle. One example of re-use is our microfibre banners. As soon as they are no longer used for window dressing, we cut them up into extra-large cleaning cloths. This means they can be used for many more years to come.

Results Packaging

Those who manufacture products can achieve a lot. Our glasses are high quality and therefore deliberately durable. We want people to enjoy them for many years and possibly even pass them on – that would be our dream. Many by-products come with the spectacles – for example, spectacle protection and transport boxes, packaging materials and moulding support lenses. We keep a close eye on the market to find alternative solutions for all our products.

Our despatch materials are being thoroughly modernised. We started in 2021 with the smallest box and have been gradually revising every size since then. The plan is to convert all boxes by 2024, when the shipping boxes will be self-sealing and no extra adhesive tape will be needed. The boxes will also be made locally in Germany from FCS-certified recycled cardboard. Recycling information can be found on every reworked box, and the printing inks are 100% water-based. The use of recycled materials helps to save resources and reduce the amount of waste that ends up in landfill. In addition, shipping boxes are available in customized sizes so that the empty space in the parcels that needs to be filled with recycled paper has been (and still is) reduced to a minimum.

The aluminium in the case is our biggest culprit. When calculating our first CO2 footprint at product level, we discovered that one of our biggest CO2 emitters is the aluminium in our cases. Based on this, we set ourselves the goal of finding a sustainable alternative and launching it on the market. We are currently in the implementation phase and hope to be able to publish the finished case in the next Responsibility Report. The same applies to conventional polybags and temple protectors, which are made from non-environmentally friendly polyurethane but are essential for protecting the glasses. We are currently looking for alternatives.

Product Collection & POS

	21/22 Goals	Measures	22/23 Status
22	Design and implement a (more) sustainable line of glasses	Rethinking glasses and their surroundings – out of the box	Achieved
23	A sustainable solution for POS boxes	Combining design with local production	Achieved
24	Develop a new display system that presents our brand in a (more) sustainable way	Research with local partners to find and implement new ideas	In implementation
25	Conscious integration of existing acetate panels for sustainable utilisation of resources	Finding ideas for acetate in stock that is no longer used for frames and incorporating them into the collections	Achieved & ongoing

Results Collection & POS

Every detail of our AWearness anniversary collection reflects our desire to take a step towards a more sustainable way of living together.

The frames are made from high-quality bio-acetate, which we store naturally for many weeks before processing to guarantee dimensional stability. We have deliberately avoided fixed connections so that we can replace each part individually and disassemble – and recycle – the frames into single-origin materials after use. Every AWearness frame comes with a matching sun clip-on so that the frame can be worn as much as possible. The packaging is also sustainable: the case is made in Italy from recycled leather with water-based glue and the packaging is made in Germany from FSC-certified cardboard. In AWearness, we have combined everything we expect from a sustainable collection – no more and no less.

POS boxes taken further. When is a product sustainable? We would answer this question spontaneously: when it is manufactured in an environmentally friendly and resource-saving way – and when it can be used as variably as possible. The packaging for our AWearness glasses also serves as the base box for our clip-ons and try-me-home boxes. Thanks to the interchangeable interior, the boxes can be transformed in no time at all.

Stock reduction as a permanent project. Old stock acetate, which is no longer suitable for spectacle frames due to its small quantity, is given a new lease of life in a variety of Andy Wolf products: as jewellery, display stands or key rings. Each piece is a reminder that materials are too valuable to simply dispose of. Here, too, small steps lead in the right direction – in 2022, Andy Wolf processed 70kg of acetate sheets that were no longer needed and leftovers from production into key and chain pendants and display stands.



Our 3 P Planet Product People



For Andy Wolf, it's not the glasses that take centre stage – it's the person.

All people have the right to be treated fairly and equally. We want to ensure that our definition of sustainability is not just about the planet or our product, but also – and most importantly – about people. We believe that this is the only way we can bring about meaningful change.

For every Andy Wolf employee we want to offer a workplace characterised by honesty, integrity and openness. Human rights and the interests of the community, including employees, should be respected and supported. We also apply these values to our supply chain and to all the people and communities we try to help through our charity work.

People Employees

	21/22 Goals	Measures	22/23 Status
26	The women's quota and expand it	Open-minded recruitment process based solely on the respective qualification	Achieved & ongoing
27	Obtain qualification as a company trainer	Specialised training for internal employees who qualify as trainers after successful completion	Achieved
28	Support and strengthen the pension provision of all employees	Free preventive medical check-ups and a company vaccination programme are launched	Achieved
29	Contribution to keeping employees healthy	Provide free regional fruit and vegetables every week	Achieved

Results Employees

Our employees are close to our hearts. At Andy Wolf, we are particularly proud of our proportion of women. When the company was founded in 2006, the proportion of women in our team was around 40%. Today it is a full 60%. This development shows that we are on the right track and are creating an inclusive working environment. It is crucial that we do not recruit according to a quota for women – and never have done. The only decisive factor is qualifications and not gender. We firmly believe that the best talent deserves the best opportunities, and this is reflected in our diverse and skilled team.

Young people are close to our hearts. This is precisely why we wanted to become a training company. We successfully achieved this goal in 2021, with our first trainee starting her apprenticeship the following year. In this way, we can support young talent from the immediate region and accompany them on their path to a successful future, which we hope lies with us.

Another focus is the passing on of skills through our manufactories. Making eyewear is an art that requires many years of experience. Both production sites are working on various programmes to teach and train new employees this knowledge and craftsmanship.

The pension provision of our employees is close to our hearts. We therefore offer a free vaccination programme based on medical recommendations and occupational health suggestions from specialist staff. In addition, we provide fresh fruit and vegetables from the region for all employees every week – and sometimes a whole snack on special occasions.

People Society

	21/22 Goals	Measures	22/23 Status
30	Creating diversity and inclusion initiatives as part of our social responsibility strategy	Advertising campaigns and POS materials with international reach	Achieved & ongoing
31	Strengthening the local community	Joint projects and company co-operations as well as local production	Achieved & ongoing
32	Support for regional and supra-regional training	Joint projects with training centres such as the FH Joanneum Graz	Achieved

Results Society

We make glasses for personalities! At Andy Wolf, there is a pair of glasses for every face, regardless of origin, skin colour, gender or culture. We stand for diversity and this is also reflected in our campaigns – we enjoy working with people regardless of whether they are young or old, extroverted or introverted, or belong to different religions.

Our aim has been to strengthen the region since our foundation in 2006. Through our local production, we create jobs and preserve traditional craftsmanship. We strengthen regional businesses and promote the Styrian community through partnership-based company cooperations in the area and local projects. You could also say that through us and many other companies, organisations and institutions, the region is alive.

Rethinking traditions is the future. We see it as our task not only to train young people at our headquarters, but also to pass on our knowledge to many new generations. We have therefore initiated a collaboration with the FH Joanneum Graz and the local industrial design programme, among others, which we have supported in various semester projects. The results are surprising and impressive every time.

People

Social affairs

	21/22 Goals	Measures	22/23 Status
33	Continuation of our commitment to local charitable organisations with donations in kind and cash donations	Research to find suitable causes that we can donate to	Achieved & ongoing
34	Continuation of an annual donation or pro bono cooperation to support the local children's hospice Sterntalerhof	Cooperations that result in product and merch packages, the proceeds of which can be donated	Achieved & ongoing
35	Cooperation with existing local charitable organisations such as pro mente, Jugend am Werk, SöDiB	Outsourcing work from the headquarters wherever possible – and thus additionally supporting the strengths of the respective organisation	Achieved & ongoing

Results

Social affairs

We have always worked with local charitable organisations like pro mente, Lebenshilfe and SöDiB together. Particularly important to us is our long-standing collaboration with the local children's hospice Sterntalerhof. Creative product cooperations have been, and continue to be, planned here every year in order to generate donations that are regularly presented to the hospice. It is important to us to be a consistent partner that you can rely on even in volatile times.

Charity is a constant concern for us. Support through product donations was continued in 2021 and 2022 in close cooperation with the local community in order to achieve a sustainable impact. In 2022, numerous parents of children at Sterntalerhof also received free glasses. Andy Wolf also facilitated the free Gragustl holiday programme run by Caritas to support Ukrainian children.



Our Certifications

We want to act as transparently as possible and therefore attach great importance to certifications. They confirm through independent audits that our processes and products meet the highest standards. This increases our credibility, promotes continuous improvement and strengthens trust in our customers and partners.



Our certifications

ISCC Plus

With the ISCC Plus certification, which we received in 2021, we are joining a global movement that sees companies as a driving force for positivity. Achieving ISCC Plus status requires a thorough assessment based on six core principles. These principles cover environmental, social, economic and regulatory aspects and address issues such as protecting nature, safeguarding labour rights and ensuring fair wages.

ISCC Plus is aimed at companies that want to provide evidence of sustainable raw material sources. This certification gives companies the opportunity to have their sustainability efforts for processes, production and supply chains confirmed by an independent auditing body. The focus is on ensuring safe working conditions through training, the provision of adequate protective clothing and compliance with human and labour rights. At the same time, attention is paid to ensuring responsible and health-promoting working conditions. ISCC Plus certification is a basic prerequisite for being allowed to use the most sustainable acetate in the optical industry, Acetate Renew.

More about Acetate Renew on page 35.

More information on ICSS Plus certification at www.iscc-system.org



Our certifications

Origine France Garantie

In 2016, we took over the management of a renowned metal eyewear manufacturer in the French Jura. The decision to carry out metal production exclusively in France and to maintain this in the future was our clear vision from the outset. The entire work force was taken on and since then the number of employees has tripled. This is not only an indicator of economic success, but also of the esteem in which the brand is held.

The combination of elaborate craftsmanship and dedication to tradition led to the award of the „Origine France Garantie“ certificate in 2019, which guarantees the high quality and origin of the products. This label is awarded by the Pro France association and confirms the French origin of the products. The seal guarantees the traceability of products through clear and objective indications of origin. The independent certification body of Pro France guarantees the authenticity and credibility of this seal.

Our promise is clear: every pair of metal glasses is produced with care and dedication in France. This not only emphasises the quality of the products, but also our commitment to traditional craftsmanship and the preservation of values that are often lost in today's fast-paced world.

More information about the OFG at www.originefrancegarantie.fr



Andy Wolf promises for the future

For the future, we simply promise: we will continue. We will keep our eyes open and scrutinise new trends and new paths with our hearts and minds. We will continue to pursue our goals and define new ones. We will try, fail and keep searching. As we wrote at the beginning – many small steps add up to a not-so-small difference. We still have many steps ahead of us and we are looking forward to them!



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