



Q&A Sustainability at Würth MODYF

**WÜRTH
MODYF**
WORKWEAR

Products with sustainability characteristics: What does Würth MODYF mean by this?

Sustainability is a multi-layered concept that covers numerous aspects – from selection of materials, through reduction of emissions, all the way up to fair working conditions in production operations. However, there is no generally applicable definition for "sustainable products" or "products with sustainability characteristics". This is why it is all the more important to communicate transparently what exactly is considered sustainable about a product. What **sustainability criteria** were taken into account? What **evidence**, such as certifications, is available? A clear presentation of these aspects creates **trust** and supports customers in reaching informed decisions.

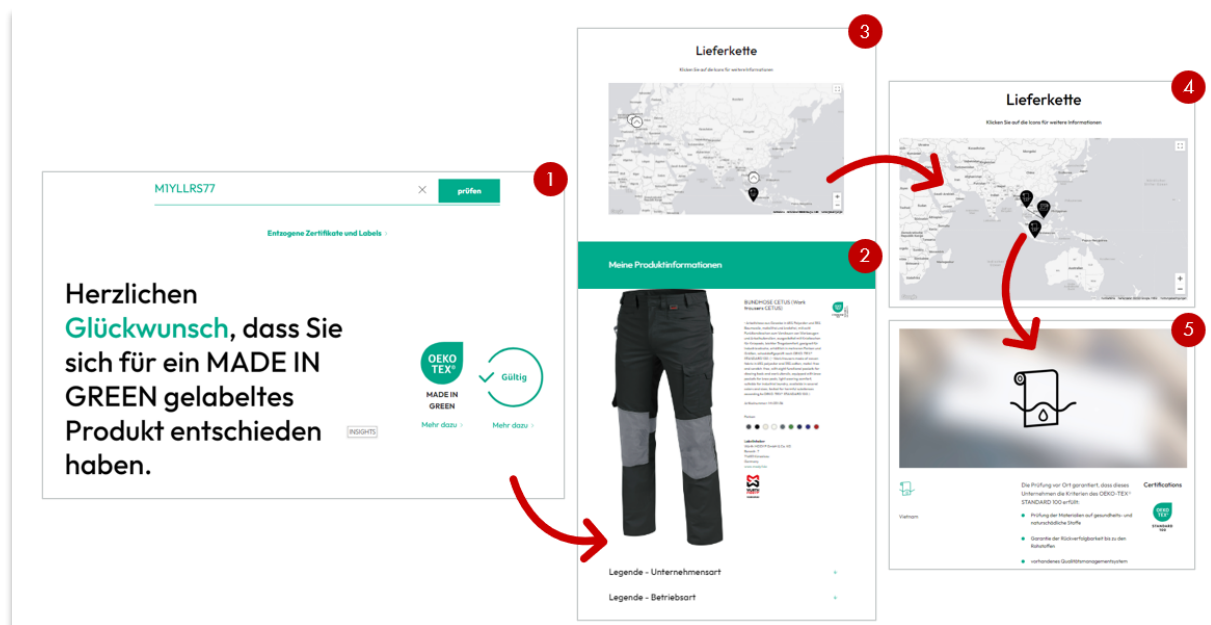
What certifications and labels does Würth MODYF use?

Certifications are a key component of transparency in the area of sustainability, as they demonstrate through **independent testing** that products meet defined standards. It is important to note here that there are **various certifications** which are **not always directly linked to sustainability** in the broad sense.

OEKO-TEX® MADE IN GREEN

The OEKO-TEX® MADE IN GREEN label not only guarantees standards in the field of social responsibility, but also traceability of supply chains on the basis of a product ID or QR code containing information on the companies and their production stages, as well as the manufacturing countries.

Entering the product ID on the OEKO-TEX® MADE IN GREEN website or scanning the QR code allows you to view the products and their entire supply chain online, including the wet finishing processes. Here is an example that illustrates the process:



A total of eight products from the Würth MODYF Cetus Collection have been awarded the OEKO-TEX® MADE IN GREEN label. These are clearly labelled, both in the catalog and on the products themselves, to allow easy identification: [Click here to view our OEKO-TEX MADE IN GREEN labeled products.](#)

OEKO-TEX® STANDARD 100

The **OEKO-TEX® STANDARD 100** is one of the world's best-known labels for textiles tested for harmful substances. It stands for customer confidence and high product safety. All components in products with a STANDARD 100 label are tested for harmful substances on the basis of the OEKO-TEX® catalog of criteria. The testing is performed by independent institutes. Click here to [view our OEKO-TEX® STANDARD 100 certificate](#). However, it is important to note that the OEKO-TEX® STANDARD 100 is not a comprehensive sustainability certificate. It focuses primarily on ensuring freedom from hazardous substances in the textiles and less on ecological or social aspects of the production chain as a whole.

What other definitions of terms at Würth MODYF indicate that sustainability components are used in the product?

Recycled materials

If the product description makes reference to recycled materials, this means that the supplier of the product has the appropriate certification - generally the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS). Both standards certify the use and proportion of recycled materials in products such as textiles, yet also packaging. As Würth MODYF is not itself certified to the relevant standards, we are unable to add these labels to our products or advertise them directly with the certificate. However, we obviously require our suppliers to present the relevant certificates.

What initiatives is Würth MODYF a member of?

Amfori BSCI

Würth MODYF is a member of Amfori, the world's leading trade association for European and international trade, which is committed to promoting sustainable supply chains.

The goal of improving both social and ecological standards in the global supply chain brings together more than 2,400 Amfori members worldwide. The organization offers 3 programs:

- The Amfori Business Social Compliance Initiative (BSCI) to improve social standards
- The Amfori Business Environmental Protection Initiative (BEPI) to improve environmental standards
- The Amfori Academy with training sessions and courses for both members and suppliers

First of all, we focus on social standards in the supply chain and thereby commit ourselves to the core principles of the BSCI. We then use the Amfori platform to ensure that our suppliers comply with labor and human rights. This presents us with the opportunity to have audits carried out at our production sites and to view the results transparently.

Member of the Diversity Charter

Würth MODYF signed up to Diversity Charter in 2024, thereby pledging to promote an open and inclusive corporate culture that appreciates the diversity of all employees. The Diversity Charter (Charta der Vielfalt e.V.) was founded in Germany in 2006 and is an initiative to promote diversity and equal opportunities in the workplace. It offers companies and organizations a platform for actively promoting inclusion and equality.

Member of the WIN Charter

By signing up to the WIN Charter in 2020, Würth MODYF committed itself to the twelve guiding principles of sustainable management. This instrument was developed by Germany's Baden-Württemberg state specifically for small and medium-sized enterprises in order to promote sustainable business practices.

Does Würth MODYF perform sustainability ratings?

EcoVadis rating

Every year, Würth MODYF conducts a comprehensive assessment of its sustainability practices with EcoVadis, a global leader in sustainability ratings. The EcoVadis rating comprises 21 sustainability criteria, distributed across four key areas: Environment, Labor and Human Rights, Ethics and Sustainable Procurement.

In our assessment, which was completed in December 2025, we received a Silver Medal and achieved a score of 75 points, placing Würth MODYF among the top 15% of companies worldwide. You can view the EcoVadis certificate for this rating [here](#).



Where can I find more detailed information about sustainability at Würth MODYF?

A detailed overview of current projects, goals already achieved, and future goals can be found in the sustainability report (<https://www.modyf.de/nachhaltigkeit>).

How does Würth MODYF implement the legal sustainability requirements?

Würth MODYF continuously monitors legislative developments at EU level, as the textile industry has increasingly become the focus of global and European regulations in recent years. The EU has identified our sector as a high-risk industry. We also monitor national policy in the countries in which we operate. Many countries are already enacting laws and regulations before EU-wide regulations even come into force. In order to meet these requirements, we maintain a comprehensive overview of all relevant legal stipulations in the field of sustainability, as well as their respective progress. This legal monitoring is firmly integrated into our risk management approach to ensure that we can react to new regulations in good time and implement them on schedule.

Corporate Sustainability Reporting Directive (CSRD)

The Würth Group will be subject to the CSRD from 2026 onwards and is therefore required to report accordingly. Our sustainability data are integrated into the Würth Group's sustainability report. You can find the complete report of the Würth Group [here](#).

Würth MODYF has been publishing its own sustainability report for Germany on a regular basis since 2019. The report has been expanded to an international level and covers the sustainability performance for the years 2023–2024. In addition to Würth MODYF Germany, it now also includes our other national subsidiaries, including those in Italy and France. The report follows the GRI guidelines and will be published every two years. You can find the Würth MODYF Group report [here](#).

German Supply Chain Due Diligence Act (LkSG)

Würth MODYF is not directly covered by the LkSG legislation. Nevertheless, we take our due diligence obligations seriously and have implemented measures to ensure social and ecological standards in the supply chain. These include a policy statement, a risk analysis at country and sector level, and conducting social audits. Detailed information on these measures can be found in the section on our suppliers.

Does Würth MODYF have a policy statement on sustainability?

Although Würth MODYF is not subject to the German Supply Chain Due Diligence Act (LkSG), which requires a mandatory policy statement, we have chosen to draw up a corresponding policy statement on a voluntary basis. This official document sets out the fundamental principles and values of Würth MODYF with regard to sustainability. You can find the statement of principles [here](#).

Does Würth MODYF have company-wide guidelines with regard to areas of sustainability?

Würth MODYF has the following guidelines:

- **Code of Conduct:** This defines the ethical standards and principles for the conduct of Würth MODYF and our employees.
- **Code of Compliance:** This is not just about complying with all applicable rules and laws, but also about employees having the right attitude, which is a key component of sustainable corporate success.
- **Supplier Code of Conduct:** This defines the ethical, social, and environmental standards that our suppliers must meet.
- **Environmental guideline:** This describes Würth MODYF's commitment to environmental protection and sustainable practices.

Does Würth MODYF have external certification for its management systems?

Würth MODYF has external certification for its management system – ISO 9001 certification. This certifies that the company has implemented a quality management system which meets international standards. The focus is on continuous improvement, customer orientation and compliance with legal requirements.

ISO 9001 certification is currently the only proven certification of Würth MODYF in the area of management systems.

Where is the clothing produced?

Our clothing is manufactured in various countries. The primary locations are China, Bangladesh, Turkey, and Italy. Strategic and long-term partnerships play a key role here, as they enable us to build trusting relationships with our suppliers. We work closely with these suppliers to ensure high quality standards and fair working conditions.

Are there any defined sustainability requirements for suppliers?

In the [Supplier Code of Conduct](#), Würth MODYF obligates its suppliers to comply with principles and minimum requirements for the protection of human and labor rights. In addition to this, all employees, customers, suppliers, and other business partners are encouraged to report potential violations via the Würth Group's [anonymous whistleblower system](#).

What processes does Würth MODYF have in place to check whether suppliers meet the sustainability requirements?

Würth MODYF monitors compliance on a case-by-case basis in a suitable manner and scope. We use the Amfori platform for this. Among other things, this gives us the opportunity to have audits conducted at our production sites. Supplier guidelines can be viewed transparently on the Würth MODYF website (<https://www.modyf.de/lieferanten>).

Does Würth MODYF perform sustainability risk assessments as part of the due diligence process?

At Würth MODYF, risks are assessed and monitored using the integrated risk management system. There is a separate risk dashboard here for due diligence requirements relating to human rights. Risks are examined at country level and on a sector-specific basis. Checks are also performed before any new procurement countries are added.

Can I view the BSCI audit of Würth MODYF's production facilities?

We are happy to provide our customers with BSCI audits on request, although in redacted form in order to protect sensitive supplier data.

Why are multiple BSCI audits sent for one product?

Products are often manufactured at various production sites. Each of these production sites must be audited separately as a way of ensuring that the BSCI standards are met at all sites throughout the supply chain.

How is the company's carbon footprint determined and measured?

At Würth MODYF, we calculate the carbon footprint for Scopes 1 and 2. This means that emissions, for example those generated directly at our Gaisbach site as a result of energy consumption, are taken into account. In terms of emissions, Würth MODYF bases its approach on the Group-wide standard of the Würth Group. The basis for this is the Greenhouse Gas (GHG) Protocol, which is the result of an initiative by various private and global companies and comprises several standards for recording greenhouse gas emissions. Based on these calculations, we derive specific measures to avoid and minimize emissions.

Initially, Würth MODYF is concentrating on reducing both Scope 1 and Scope 2 emissions in Germany. The analysis and reduction of greenhouse gas emissions from upstream and downstream activities (Scope 3) is still being developed due to gaps in data availability.

Does Würth MODYF offer product returns?

Textile manufacturers and retailers are increasingly introducing return points in their stores. However, the legal regulations here are complex, as it is important to ensure that no hazardous waste is taken back in accordance with the German Circular Economy Act (KrWG). In the area of workwear, this can be particularly relevant if the textiles are contaminated with residues such as oils, chemicals, or other work materials. Any such collection must also be registered.

Due to regulatory requirements and logistical challenges, Würth MODYF has not yet been able to implement a return system.

Is Würth MODYF clothing recyclable?

Textiles differ in their recyclability depending on their design, material composition, and processing. There are already various ways of reusing worn textiles, for example by using them as second-hand textiles or processing secondary fibers to create insulation materials. These options allow further use of textile resources at various levels.

The products manufactured by Würth MODYF may also already be suitable for reuse or recycling processes in certain circumstances.

However, we would like to emphasize that Würth MODYF does not operate its own recycling system and has not yet established a return system for our products.

Is it possible to perform a life cycle analysis (LCA)?

Each material has a specific environmental footprint, which can vary depending on its type, origin, and production method. These differences relate to various environmental focuses, such as water consumption, emissions, recyclability, land use, and chemical intensity.

We have not yet performed a comprehensive analysis for each product, as this is very time-consuming. However, we can provide a calculation for individual cases on request.

Is there a more sustainable solution for packaging?

Würth MODYF uses the following types of packaging:

- Transport packaging: Shipping packaging in the form of paper and plastic
- Product packaging: Polybags, hangtags, stickers, shoe boxes, paper boxes, etc.
- Other packaging: for example packaging for merchandise articles, carrier bags in the Würth MODYF Shop

This packaging ensures that the goods remain in optimum condition from production to sale. Accordingly, it protects the products from possible damage during transport and storage, maintains their quality, and minimizes the need for additional cleaning or repair. However, packaging also contributes to environmental problems. This is something that Würth MODYF is fully aware of. That is why we are constantly working on improving our packaging at Würth MODYF. In concrete terms, this means:

- Avoidance: The primary goal is to reduce the amount of new packaging materials throughout the entire product life cycle without compromising the quality, performance, or safety of the packaged products.
- Recycling: Recycling is only considered when reduction and reuse are not possible. In order to close the material cycle, packaging should be designed in such a way that it is recyclable and itself contains as much recycled material as possible.

Our polybags are currently made from 100% recycled materials. Our padded bags are made from 80% recycled materials and are Blue Angel certified. The tape we use is made from 100% recycled material. Our shipping boxes are made from waste paper and therefore contain more than 80% recycled material.

Is it possible to dispatch products without polybags?

The polybags facilitate efficient transportation and storage of packaged workwear from the supplier to the end customer. They also protect the products from dirt on their path from the supplier to our warehouses, as well as during storage. In addition, the polybags facilitate handling in automated processes, and the attached labels enable information to be passed on that is required within the logistics chain. For these reasons, it is unfortunately not possible to completely dispense with polybags.