

The background of the slide features three Erlenmeyer flasks filled with a red liquid, likely a chemical or biological sample, sitting on a laboratory bench. The flasks are graduated with volume markings (100, 200, 300, 400, 500 mL). The image is partially obscured by a large, semi-transparent orange triangle that points towards the bottom right corner. The text 'PRODUCT STEWARDSHIP' is overlaid on this triangle in white, bold, sans-serif capital letters.

PRODUCT STEWARDSHIP

TenCate Protective Fabrics Europe
Nijverdal Production Facility (Netherlands)
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PRODUCT STEWARDSHIP AT TENCATE PROTECTIVE FABRICS

At TenCate Protective Fabrics, we define Product Stewardship as management of product design, manufacturing, and disposal of industrial waste materials to minimize the health, safety, and environmental impact of our products. This global framework ensures consistency across our operations, while allowing for region-specific implementation in line with local regulations.

Through robust chemical management systems, we use registered and approved substances in all our manufacturing facilities. We actively work to reduce the use of hazardous chemicals through ongoing product and process innovation, ensuring alignment with regulatory frameworks and industry best practices.



1. REGULATORY COMPLIANCE

As a global organization, TenCate Protective Fabrics operates within a unified framework to ensure compliance with applicable regulations across the regions in which we operate. This approach enables us to maintain consistent standards for product safety and chemical management, while adapting to region-specific legal requirements.

We comply with relevant regulatory frameworks in the regions where we operate, including regulations in the European Union and the United States. Each of our facilities adheres to applicable local laws and regulatory requirements, ensuring compliance at both a global and regional level.

Our dyeing and finishing facility in Nijverdal adheres to key regulatory and certification requirements, ensuring the safe and responsible use of chemicals in our processes.

Regulations

All chemical substances and mixtures used in our production comply with:



REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) – Regulates the safe use of chemicals within the EU by identifying and restricting substances that may pose risks to human health and the environment. This includes monitoring **Substances of Very High Concern (SVHC)**, which are chemicals with hazardous properties such as toxicity, persistence, or bioaccumulation.

POP Regulations (Persistent Organic Pollutants) – Controls and restricts the use of long-lasting, harmful

chemicals to prevent environmental contamination and protect public health.

Note: For REACH/POP declarations of compliance according to the latest Annex updates, please contact your TenCate Protective Fabrics representative.

Chemical Management and Risk (CMR) policy

Guided by our global product stewardship framework, TenCate Protective Fabrics has implemented Chemical Management and Risk (CMR) policies to minimize the presence of hazardous substances within our operations. While our approach is globally aligned, implementation reflects applicable regional regulations and occupational health requirements, ensuring both consistency and local compliance.

Governance & responsibility

The Technology Department plays a crucial role in responsible chemical management, ensuring compliance with all regulatory requirements. Chemical management and risk mitigation are fully embedded within our organization, reinforcing oversight and responsibility in chemical safety practices.

2. CERTIFICATION & TESTING

Certification and testing requirements vary across the regions and markets we serve, reflecting different regulatory frameworks and market expectations. We align with these regional requirements to ensure compliance in all markets where we operate.

At the same time, we have made a global commitment for our product portfolio to meet the OEKO-TEX® STANDARD 100 certification, reinforcing a consistent baseline for product safety and chemical management across our operations.

This dual approach allows us to maintain a strong, globally consistent standard while meeting region-specific certification and testing requirements.

To achieve and maintain certification, we submit Material Safety Data Sheets (MSDS) for relevant substances, which are independently assessed as part of the certification process.

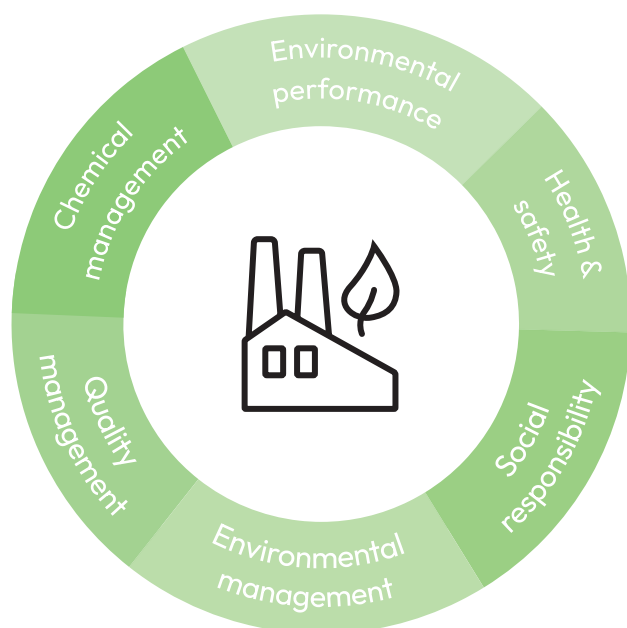
Our dyeing and finishing facility in Nijverdal is certified under two key OEKO-TEX® standard programs:



OEKO-TEX® STANDARD 100 (product certification) - OEKO-TEX® STANDARD 100 is a label for textiles tested for harmful substances. It sets the benchmark for textile safety, from yarn to finished product. Every item bearing the STANDARD 100 label is certified as having passed safety tests for the presence of harmful substances.



OEKO-TEX® STeP (manufacturing facility certification) - OEKO-TEX® STeP certification sets the highest standards for both social and environmental aspects of textile and leather production, as well as for industrial laundries. It focuses on 6 areas:



The performance of the manufacturing facility is graded in three possible levels — with level one representing minimum levels of compliance, up to level three, which represents the ideal implemen-

tation of best practice. Our Nijverdal production facility holds a level three score, which is the highest achievable score.

Detox to Zero performance program

As part of OEKO-TEX® STeP, TenCate Protective Fabrics additionally participates in the Detox to Zero performance program, which follows criteria set by Greenpeace's Detox campaign. This program ensures adherence to:

- The **Manufacturing Restricted Substances List (MRSL)** — a guideline for eliminating hazardous chemicals in production (as defined by the Zero Discharge of Hazardous Chemicals (ZDHC) program)
- **Wastewater and sludge monitoring** to ensure industrial discharges meet environmental standards and support responsible environmental practices.

Note: Certifications by OEKO-TEX® are available upon request via your TenCate Protective Fabrics representative.

Management System Certifications

Our Nijverdal facility is certified to ISO 14001 for environmental management and ISO 9001 for quality management, supporting continuous improvement in sustainability and product quality.



3. RESPONSIBLE CHEMICAL MANAGEMENT

Chemical screening, approval, and monitoring are essential to ensuring compliance and responsible chemical use across our global operations. This approach ensures that we source the right chemicals and manage them responsibly throughout their lifecycle—from how they are used and stored to how they are handled and disposed of—maintaining both global consistency and local compliance.

Chemical assessment, approval, use, and monitoring

Our global approach is driven by continuous innovation, with Research & Development (R&D) and engineering teams advancing product and process improvements that enhance sustainability without compromising fabric performance.

To support this, we apply a rigorous multi-stage chemical screening and approval process across our operations:



Pre-Screening

Before introduction into our facility, chemicals undergo an initial review based on their Safety Data Sheets (SDS) and Voluntary Product Environmental Profile (VPEP).



Laboratory Testing

Selected chemicals undergo controlled lab trials to evaluate performance, safety, and environmental impact.



Production Scale-Up

Only after successful laboratory validation are chemicals introduced into controlled production-scale testing to confirm compliance with performance and environmental standards.



On-going Use

Once approved, chemicals are managed responsibly throughout their lifecycle within our facilities. This includes how substances are used in production, stored on-site, and ultimately handled and disposed of, ensuring safe and compliant operations at every stage.

This structured process ensures that all approved substances meet our global standards while remaining aligned with regional regulatory requirements.

Third-party assessment and compliance tools

Our dyeing and finishing facility in Nijverdal ensures compliance throughout the supply chain by requiring all sourced chemicals and fabrics to meet REACH regulations and OEKO-TEX® certification standards through supplier agreements

We reinforce compliance through:

- **Stoffenmanager®** – A third-party software tool that evaluates sourced chemicals and materials against restricted substance regulations. This system also assesses and calculates occupational health and safety risks, supporting safe chemical usage. Officially published updates to REACH, SVHC (Substances of Very High Concern), and MRSL (Manufacturing Restricted Substances List) are directly integrated into Stoffenmanager®, prompting necessary reassessments to maintain compliance.
- **Regulatory Monitoring** – We actively track regulatory changes through authoritative bodies such as ECHA (European Chemicals Agency) and OEKO-TEX®, as well as national and international industry organizations, including Modint and ETSA.
- **Sufficio®** – A compliance management software that streamlines regulatory tracking, ensuring efficient monitoring of compliance processes, evolving standards, and legislative updates.

4. IDENTIFIED CHEMICALS TARGETED FOR REDUCTION AND ELIMINATION

As part of our commitment to responsible chemical management, TenCate Protective Fabrics has identified several substances targeted for reduction or phase-out within our production facility in Nijverdal.

We follow strict content limits as outlined by REACH, POP regulations, and OEKO-TEX® STANDARD 100 and STeP certifications. All substances are continuously monitored to ensure product safety and compliance. Where required protective performance is specified under European and ISO standards, technically viable alternatives to certain substances may not yet exist. In these cases, the use of specific chemical components remains essential to ensure compliance and safety in high-risk environments.

Use of PFAS

Our approach to PFAS is guided by applicable laws and regulations, as well as evolving market demands. We continuously assess opportunities to reduce or replace PFAS where feasible, while ensuring that our products continue to meet required performance standards.

In the United States, we have made meaningful progress in reducing the use of PFAS in applications where viable alternatives are available. In other regions, such as the European Union, specific performance standards—particularly EN requirements—currently limit the availability of non-fluorinated solutions for oil repellency in certain high-risk applications. For more information, you can download our dedicated information sheet: Hydro-Tec finishes for PPE Category III at TenCate Protective Fabrics Europe.

We remain committed to complying with all applicable regulations while actively exploring and implementing alternatives where possible, based on marketplace demands.

5. OUR COMMITMENT TO BEING RESPONSIBLE

At TenCate Protective Fabrics, responsible product stewardship is a core component of our sustainability and safety strategies. We continuously seek to reduce hazardous substances, comply with regulations, and implement best practices to ensure the highest standards in protective fabric manufacturing. Our commitment to innovation and compliance reinforces our role in advancing safe and sustainable protective fabric solutions, providing high-performance protective fabrics while safeguarding both people and planet.

