



**Löffler**  
MADE FOR BETTER

REGIONAL RESPONSIBILITY

# SPORTY FAMILY

LÖFFLER is a family business. LÖFFLER GmbH is under the sole ownership of Fischer Beteiligungsverwaltungs GmbH, which in turn is owned by two private foundations. Fischer Sports GmbH is a sister company of LÖFFLER GmbH.



## 2 PRODUCTION SITES

- » LÖFFLER GmbH in Ried im Innkreis, Austria
- » LÖFFLER Bulgaria EOOD based in Tryavna

## CONSTRUCTION OF NEW LÖFFLER PLANT IN BULGARIA

- » Completion in 2021
- » State-of-the-art production facilities
- » Perfect working conditions



# RELIABLE BUSINESS PARTNER

Over its history of more than 50 years, LÖFFLER has seen a very successful development and established itself as a reliable business partner for customers and suppliers in the sportswear segment.

In an industry where it is now a common practice to shift virtually all production stages to the Far East, LÖFFLER continues to produce in Austria, at its home base in Ried im Innkreis. It is only for sewing work that we source extra capacities - from our subsidiary in Bulgaria and from our contractors, all of whom manufacture in Europe.

Our success proves us right: since 1982, LÖFFLER has always made a profit.

Total annual sales: approx. 26 million euros.

**EQUITY RATIO > 50 %.**

# 282

WORKFORCE  
234 WOMEN  
48 MEN

# 207

FULL-TIME  
75 PART-TIME

# 42

YEARS

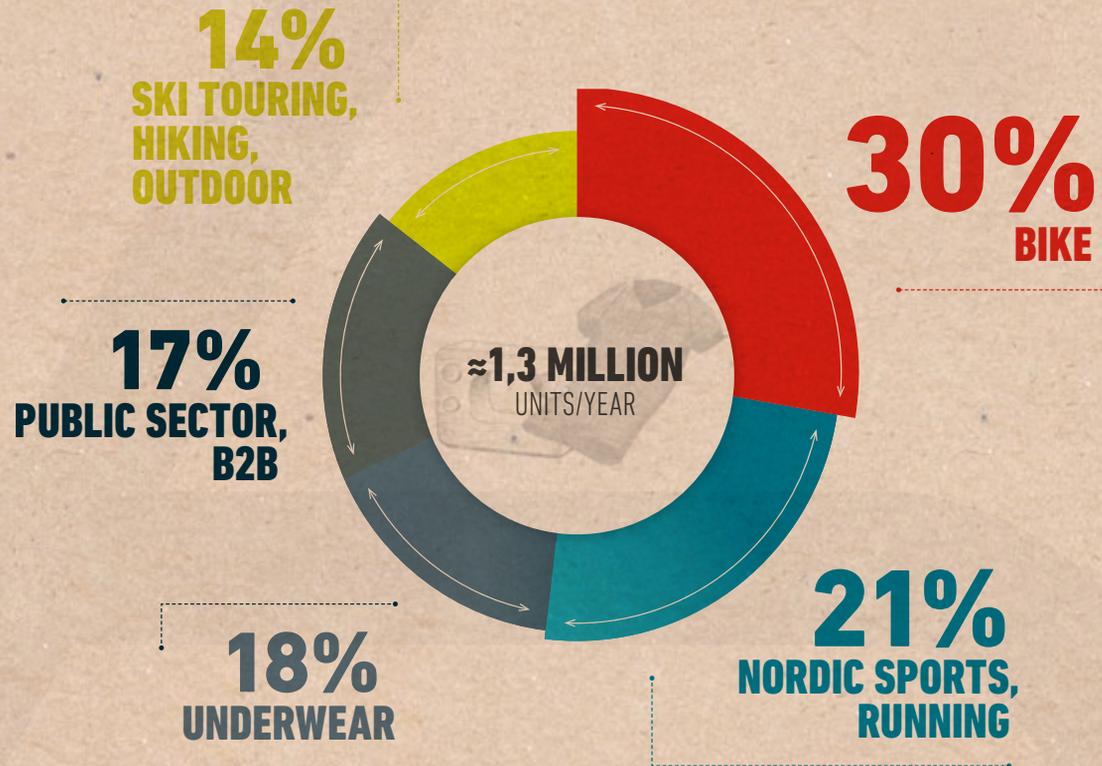
AVERAGE AGE

18 per cent <30 yrs.

46 per cent 30 - 50 yrs.

36 per cent >50 yrs.

# WE ARE LÖFFLER



*Share of total sales*



# LÖFFLER MAKES YOU BETTER

## OUR VISION

Löffler helps endurance athletes become better. As athletes and as consumers.

## OUR MISSION

We prove every day that innovative, high quality sportswear can be manufactured responsibly in Austria / Europe.

## OUR DIFFERENCE

We live regional responsibility.

LÖFFLER stands for responsible, sustainable production. Both in word, and especially in deed. For this reason LÖFFLER continues to manufacture in Austria and Europe with employees who understand their trade. We source materials from suppliers in Europe and commit to the highest ecological and social standards.

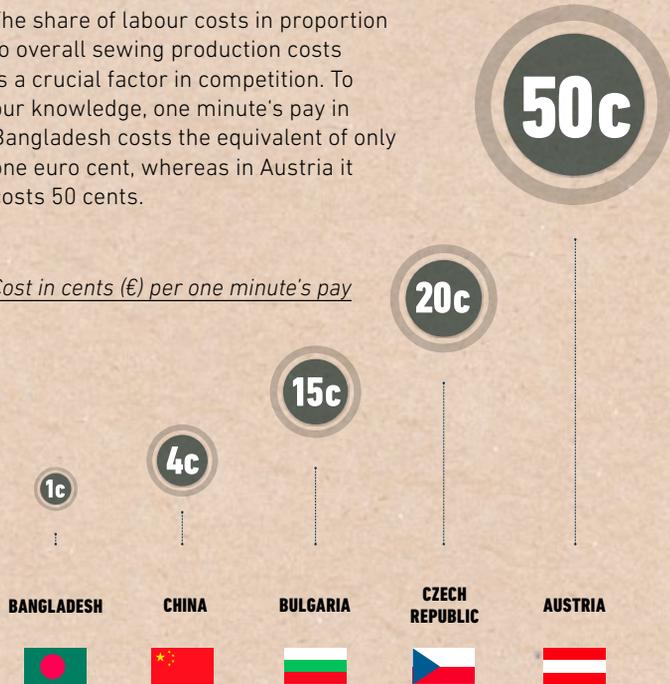


INNOVATION,  
QUALITY AND  
RESPONSIBILITY

# FOR REGIONALITY AGAINST GREED

The share of labour costs in proportion to overall sewing production costs is a crucial factor in competition. To our knowledge, one minute's pay in Bangladesh costs the equivalent of only one euro cent, whereas in Austria it costs 50 cents.

*Cost in cents (€) per one minute's pay*



## 50 PER CENT OF PRODUCTION COSTS

For example, if LÖFFLER were to produce a hooded jacket in Bangladesh, which takes 120 minutes to make up, total manufacturing costs would be reduced by approximately 50 per cent, material costs being equal.



HOODED JACKET	PRODUCTION 	PRODUCTION 
PRODUCTION MATERIAL	50 €	50 €
PRODUCTION WAGES	60 €	1,2 €
OVERHEADS	6 €	3 €
<b>PRODUCTION COSTS</b>	<b>116 €</b>	<b>54,20 €</b>

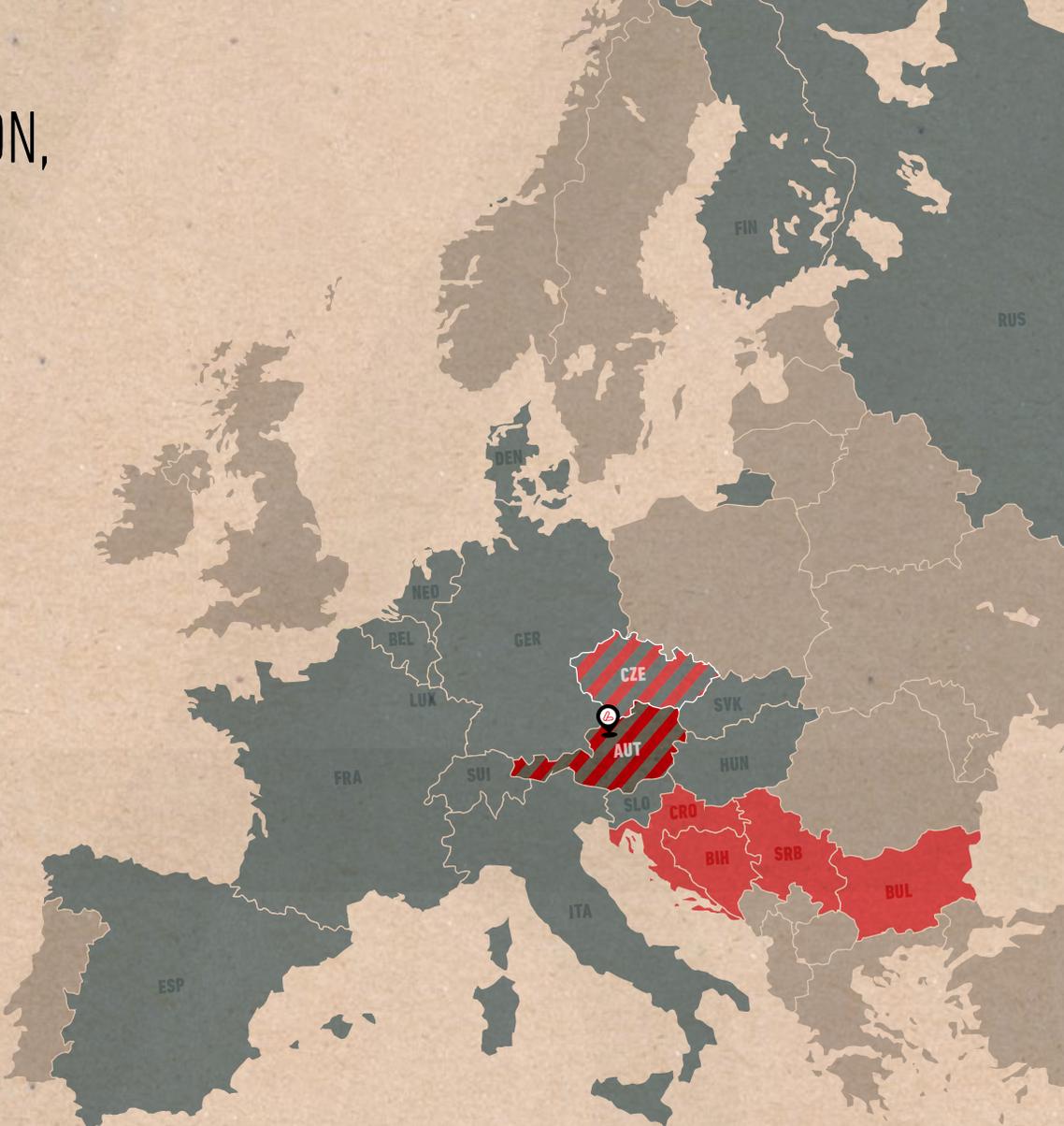
*Hooded jacket for estimated 120 minutes of work*

# REGIONAL PRODUCTION, PROCUREMENT AND DISTRIBUTION

LÖFFLER produces in Austria and Bulgaria and sources goods and services almost exclusively within Europe. This ensures legal certainty and strengthens Europe's internal market. Regional production and procurement in or close to our sales markets indirectly strengthens our customers' purchasing power and lowers transport volumes. Suppliers outside Europe only accounted for 1.25 per cent of our procurement total.

**601**  
SUPPLIERS FROM  
GERMANY AND  
AUSTRIA

**108**  
SUPPLIERS FROM  
SWITZERLAND, ITALY,  
BULGARIA, SLOVAKIA,  
SPAIN AND FRANCE



■ GARMENT PRODUCTION | ■ DISTRIBUTION

# BETTER PRODUCTS

## MADE BY LÖFFLER

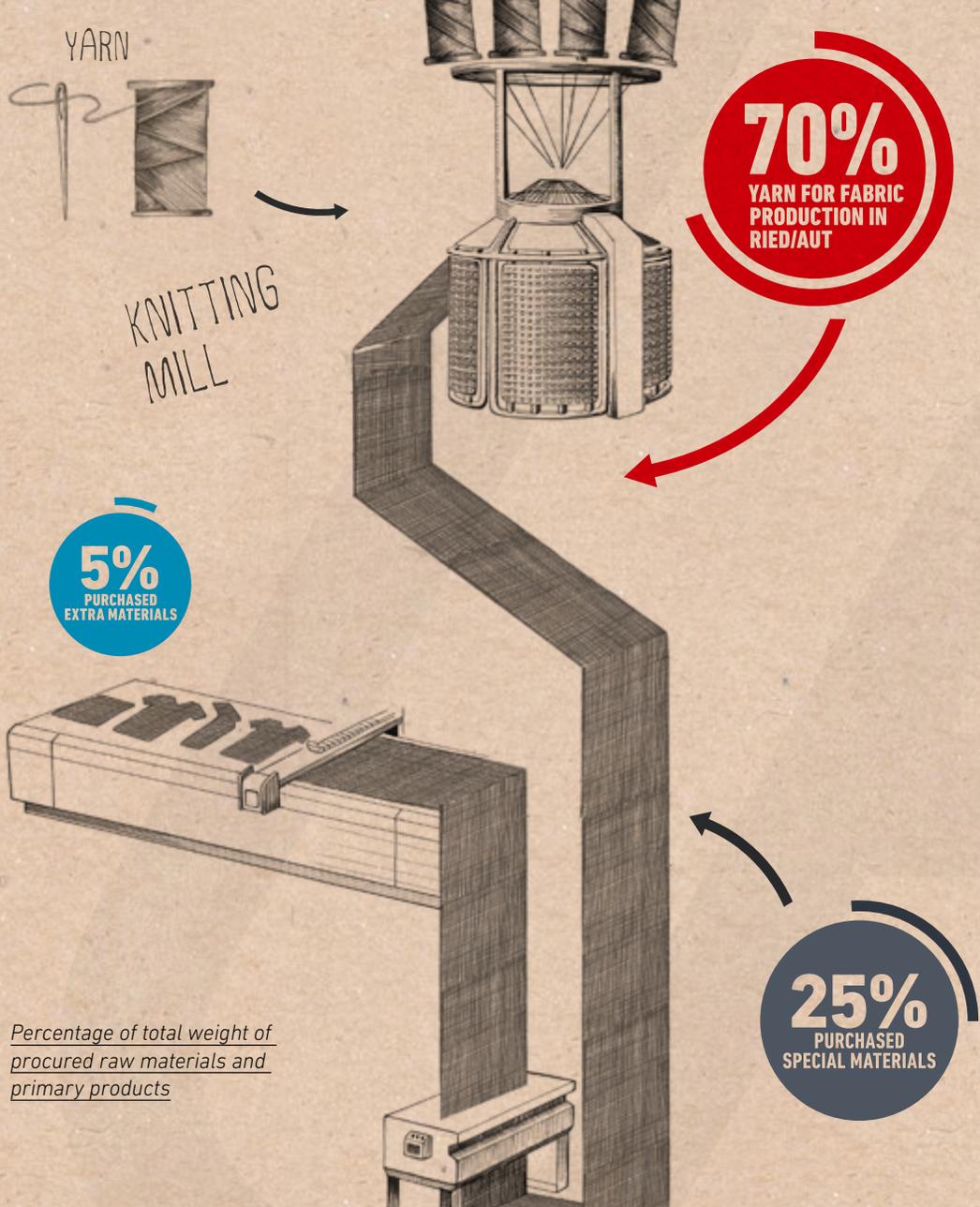
What sets us apart from many of our competitors: LÖFFLER is not just a brand, but also a manufacturer.

Most manufacturing stages - from fabric production, product development, design, knitting, cutting, making up and sewing to final inspection - are still performed in Austria.

**EACH YEAR WE PRODUCE AROUND 50 DIFFERENT FABRIC QUALITIES**

**WHEN OPERATING TO FULL CAPACITY, 50,000 KNITTING NEEDLES ARE IN USE**

*Percentage of total weight of procured raw materials and primary products*



# ECOLOGICAL AND HUMAN SAFETY

LÖFFLER takes a precautionary approach: We do not use materials, chemicals and processes that may be potentially harmful from an ecological or health point of view, or we replace them as swiftly as possible by alternatives.

## STANDARD 100 BY OEKO-TEX®

Since 1989 LÖFFLER's products have been certified according to the OEKO-TEX® standard. Today, 94.6 per cent of the products we sell are certified according to Standard 100 by OEKO-TEX® and are therefore demonstrably free of harmful substances that are considered detrimental to health or the environment.



## STEP BY OEKO-TEX®

Löffler GmbH's certification under STeP by OEKO-TEX® proves not only that our products are safe for humans and the environment but also that they are manufactured according to high social and ecological standards.



## FROM 2023 COMPLETELY PFCec FREE

LÖFFLER has completely eliminated PFCs from the treatment of all its own fabrics. Only one of the special fabrics that we buy ready-finished for processing is treated with PFCs: GORE-TEX Active. However, its manufacturer W. L. Gore has already announced that it wants to switch to PFCEC-free impregnation by 2023. From 2023 onwards, LÖFFLER will therefore no longer carry any products in its range that have been treated with ecologically harmful PFCs.

## MADE IN GREEN BY OEKO-TEX®

According to Greenpeace, MADE IN GREEN by OEKO-TEX® is one of the strictest quality standards on the market.

By 2023, all products manufactured in our own factories will be certified under the MADE IN GREEN by OEKO-TEX® standard.



# DURABILITY AND REPAIR SERVICE AGAINST THE THROW-AWAY SOCIETY



## CONSISTENTLY CONTROLLED QUALITY

We attach maximum importance to quality and durability. All materials are subjected to an incoming goods inspection. After each processing stage, we perform quality controls and, as the last stage, each individual product is subjected to a meticulous final inspection before delivery.

## IN-HOUSE REPAIR SERVICE

Durability is a crucial factor of sustainability.

If LÖFFLER products should be damaged despite our commitment to the highest quality standards, we offer our established repair service.

LÖFFLER products are of a high quality, durable and easy to repair. There is hardly any product that we cannot repair.

REPAIR  
RATE OF  
56.6 %



## CLOSED LIFE CYCLES

LÖFFLER's aim is to close product life cycles: from production through use to waste disposal and the market for secondary raw materials. Especially for substances generated from fossil resources that are not biodegradable, it is important to keep the raw materials in the cycle and to use resources efficiently.

We attach great importance to ensuring that our products are durable and can be recycled at the end of their lifespan if possible.

DURABILITY  
- REPAIR -  
RECYCLING

## CURRENT RESEARCH PROJECTS

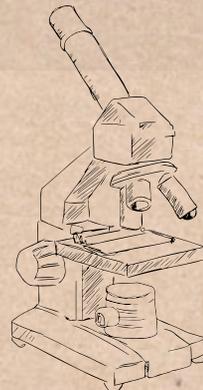
### CRADLE TO CRADLE

We research and develop products that are designed according to the C2C principle of an infinite circular economy.



### RE-TEX RECYCLING PROJECT

We share our know-how and contribute to a research project on the environmentally friendly processing of materials and recycling of polypropylene residues.



# ENVIRONMENTALLY FRIENDLY PRODUCER



## CLIMATE NEUTRAL PRODUCTION

LÖFFLER's own operations are climate neutral.

We compensate for all carbon emissions that cannot be avoided (e.g. fuel for company vehicles) by supporting a certified climate protection project in Bulgaria.

## ENERGY

72 per cent of the energy used by LÖFFLER already comes from renewable sources. And the figure is still rising.

At its plant in Ried, LÖFFLER has installed a photovoltaic system to cover 70 per cent of its electricity requirements on site.

## MATERIAL CONSUMPTION

LÖFFLER follows the 3R approach to material consumption:

Reduce » Reuse » Recycle.

 **Climate neutral**  
Company  
[ClimatePartner.com/14987-2008-1001](https://ClimatePartner.com/14987-2008-1001)

**LÖFFLER HAS  
MADE CLIMATE  
PROTECTION ONE OF  
ITS STRATEGIC  
CORPORATE  
GOALS.**



# EMPLOYER WITH RESPONSIBILITY

## DIVERSITY

- » Staff members from 13 nations\*
- » 2 employees who had to flee from their native Syria\*

## INCLUSION

- » 5 employees with disabilities\*

## CONTINUOUS PROFESSIONAL DEVELOPMENT MEASURES

Training and professional development opportunities for all employees

## AWARD-WINNING APPRENTICESHIP PROGRAMME

Over 100 apprentices have successfully completed their training with us to date

## RECONCILING WORK AND FAMILY LIFE

LÖFFLER's workforce is mostly female. Since women traditionally do more family work than men, such as looking after children or caring for relatives, we find it very important to enable them to reconcile work and family life as best possible.



## LÖFFLER IS FEMALE

- » Gender career management for promoting women in management positions
- » Conscious decision to employ a female medical officer

**65**  
DIFFERENT WORKING  
TIME MODELS

**110**  
FEMALE WORKERS  
IN PRODUCTION  
(AT THE RIED  
PRODUCTION SITE)

**80%**  
SHARE OF WOMEN

**35%**  
SHARE OF WOMEN IN  
MANAGEMENT POSITIONS

**26,6%**  
OF FEMALE STAFF  
WORKING PART-TIME

# FAIR PAY

Despite increasing automation, producing garments is a labour-intensive process. Comparatively high labour costs in Central Europe have led to the relocation of time-intensive sewing operations from traditional sites to countries with low wage levels, in particular Asia.

There, textile workers partly suffer from poor working conditions and low wages that do not meet European standards. In many countries there is no statutory minimum wage or wage levels are not enough to secure the livelihood of employees and their families.

# 26.7 PER CENT MORE THAN THE MEDIAN HOUSEHOLD INCOME

## REMUNERATION IN AUSTRIA

- » Wages on average 46 per cent higher than collective agreement
- » Salaries on average 26 per cent higher than collective agreement

## REMUNERATION IN BULGARIA

An individual staff member earns 26.7 per cent more, on average, than the median income of a Bulgarian household.

## PROFIT PARTICIPATION

Since 2000 LÖFFLER has paid 10 per cent of company profits into a pension fund for all staff members in Austria. We plan to do the same for all staff members in Bulgaria.



**DIVERSITY AND  
EQUAL OPPOR-  
TUNITIES**

# OUR NEXT GOALS

FOR 2022/23

## ECONOMY

- » **99 per cent of procured goods** and services are sourced from European suppliers
- » **90 per cent of value added is generated** within Europe
- » **Securing** of regional value generation and jobs
- » **All of our own production sites** are certified under the STeP by OEKO-TEX® standard

## PRODUCTS

- » **100 per cent of LÖFFLER products** are certified according to Standard 100 by OEKO-TEX®
- » **100 per cent of waterproof and water-repellent products** are PFC-free
- » **By 2026 PFCec** will be eliminated not only from treatment but also from all membranes and materials.
- » **More regionally produced raw materials:** Increase production within Europe from 81.6 per cent to 84 per cent.
- » **Increase of natural fibre content** to 85 per cent
- » **Avoidance** of microplastics
- » **Evaluate and improve recyclability** of own products
- » **Generate repairable products:** Increase reparability rate to >60 per cent

## ENVIRONMENT

- » **Constant improvement**  
*of corporate carbon footprint*
- » **Increase recycling rate**  
*Share of recycling materials in proportion to overall material consumption >10 per cent*
- » **Uniform waste separation concept**  
*at all LÖFFLER sites*
- » **Increase share of energy**  
*from renewable sources to > 80 per cent*

## WORKFORCE

- » **Employee satisfaction**  
*permanently higher than 75 per cent*
- » **Fluctuation rate**  
*lower than 6 per cent*
- » **10 per cent of the profits**  
*of LÖFFLER Bulgaria EOOD paid into a pension fund for staff members (like at LÖFFLER Austria)*
- » **Development programme for apprentices**  
*as junior executives*

## LÖFFLER AND THE UN'S SUSTAINABILITY GOALS

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LÖFFLER commits to the UN Agenda 2030. It comprises 17 Sustainable Development Goals (SDGs).

LÖFFLER contributes to their achievement in many ways with its sustainable approach. The SDGs that are of particular relevance for LÖFFLER are listed opposite.

For further information on how and with what measures we support these goals please see our comprehensive sustainability report.



End poverty in all its forms everywhere



Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Achieve gender equality and empower all women and girls



Ensure access to affordable, reliable, sustainable and modern energy for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts

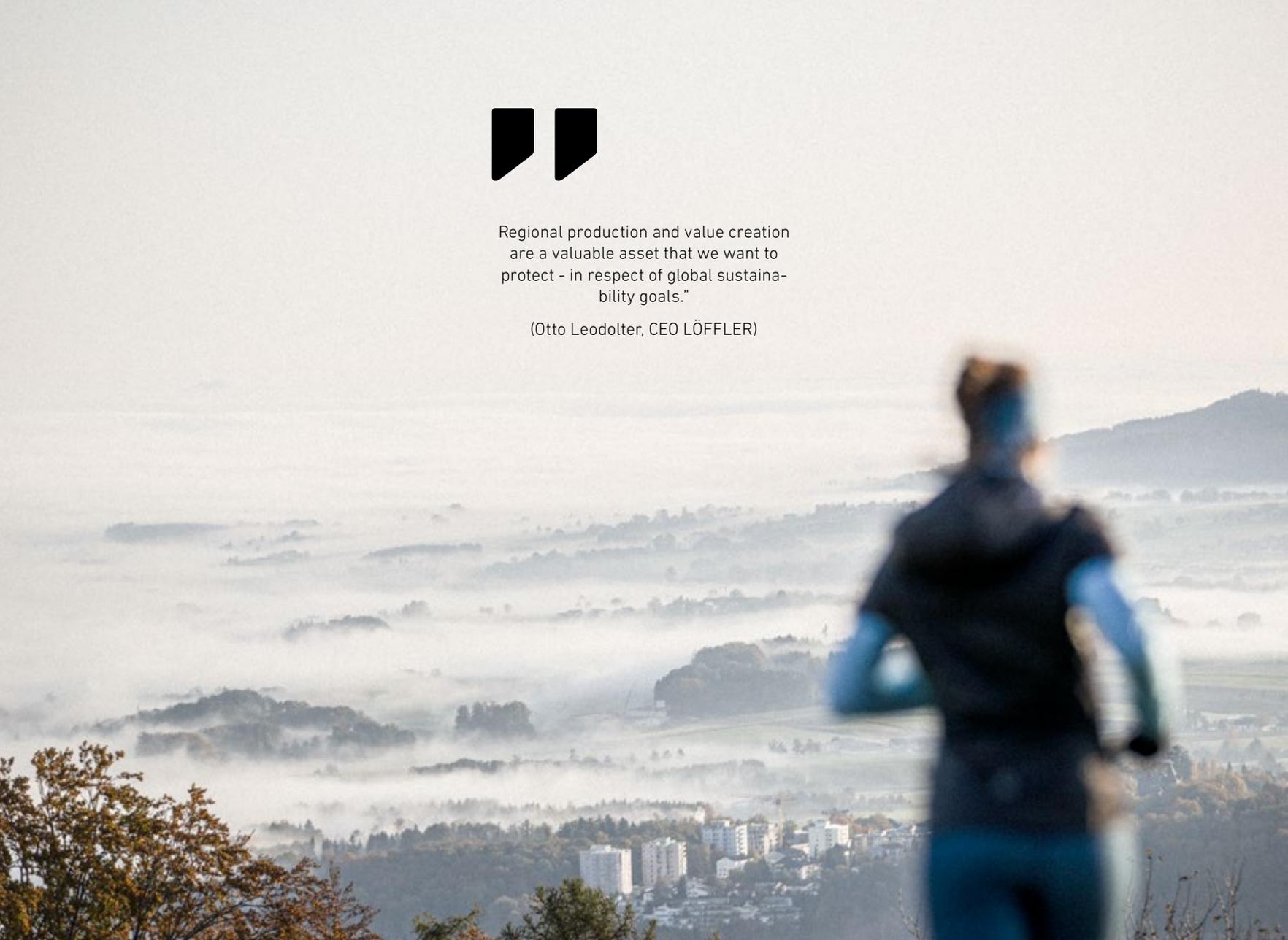
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*For the sake of readability, the masculine form is used in this brochure for nouns and pronouns relating to persons. This does not, however, imply any discrimination against the female sex, but is to be understood as gender-neutral for the sake of simplification.*



Regional production and value creation  
are a valuable asset that we want to  
protect - in respect of global sustaina-  
bility goals."

(Otto Leodolter, CEO LÖFFLER)





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