



ROFA

Protect what you
care for.

Protect what you care for.

When **ROFA** was established 120 years ago, the long company history could not be foreseen. In the area which used to be one of Germany's strongholds of the textile industry, only a few businesses remain until today. When ROFA began to manufacture workwear during the 1960's, we made the right decision at the right time. Since the middle of the 1970's the textile crisis forced many companies to close as production moved slowly abroad. ROFA successfully mastered the critical situation and established itself as one of the leading manufacturers for workwear and protective equipment in Germany.

Since its foundation, quality has remained at the heart of our company. ROFA possesses an almost vertical production - from yarn delivery to the finished product - which remains an exception amongst today's textile businesses. It is not only our unique selling point of which we are very proud of but much more the guarantor of our quality. To have the full control over every step in the production process enables us to ensure a sustainable quality in which our clients trust since a long time.

In order to remain competitive in today's market, we believe that it is not only important to have the best product possible but also to accept the global and societal challenges and to provide solutions.

Protection is central to our philosophy and therefore our mission is - **protect what you care for**. We provide protection for people through our clothing and our high approach towards quality. We care for the environment and ensure the conservation of resources. We protect our company values and tradition, our employees and their exceptional know-how.

On the following pages, we would like to show you what protection means at ROFA and how we ensure that you can always expect the best quality from us.

Yours



Silke Kamps | CEO

Yours



Jens Falley | CEO

The image shows two industrial workers in high-visibility yellow and blue work suits and white hard hats. They are crouched on a metal grating platform, inspecting a large, white, curved industrial valve. One worker is holding a flashlight, illuminating the valve. The background shows an industrial facility with various pipes and structures under a clear blue sky. A red and white diagonal striped warning sign is visible in the upper right corner.

**With our products
we want to protect
people against
the risks of their
daily working lives.**



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Our company



Silke Kamps
CEO since 1999

Jens Falley
CEO since 2002

Together they manage the company for over 15 years: Silke Kamps and Jens Falley are leading the **family business** in its 4th generation. In order to safeguard the company's success and secure regional employment, they unitedly take on all challenges.

With some personal questions, we would like to introduce you our company executives.



In your opinion, what is the biggest challenge for your business at the moment?

SILKE KAMPS: To continue to deliver the highest product quality and to ensure sustainability in the textile industry.

Where do you see ROFA in 10 years?

SILKE KAMPS: Of course, ROFA will still be leading the way – also in the digital and automated change currently happening. It is beyond question, that we will stay one of the leading manufacturers for workwear and protective equipment.

Please finish the sentence: ROFA stands for...

SILKE KAMPS: Core competency in protection and security.

Which is your favourite ROFA product?

SILKE KAMPS: Our new VIS-LINE collection in anthracite/ fluorescent yellow.

Which animal would represent your business particularly well?

SILKE KAMPS: The penguin with reference to the “penguin principle” of Dr. Eckhart von Hirschhausen. The idea behind it is: we cannot only do water, but also protection & security. And this pretty well.

If you could change one thing in the world, what would that be?

SILKE KAMPS: I would wish that the people everywhere around the world would fundamentally invest in sustainability and the protection of resources.

If you could meet a famous person – living or dead – who would that be and why?

SILKE KAMPS: Mahatma Gandhi, he proved that much can be achieved with firm conviction and in a peaceful way.

What do you like to do in your free time?

SILKE KAMPS: Listening to good music and to relax, reading, visiting the theatre & concerts, taking long walks on the beach, being outdoors, riding the bicycle and go running.

Which is your favourite quote?

SILKE KAMPS: I would like to stick to Mahatma Gandhi “you must be the change you wish to see in the world”. And in addition, Franz Kafka “paths are made by walking”.

In your opinion, what is the biggest challenge for your business at the moment?

JENS FALLEY: The increasingly fast pace of the structural change.

Where do you see ROFA in 10 years?

JENS FALLEY: As a sustainable and leading manufacturer for workwear and protective equipment.

Please finish the sentence: ROFA stands for...

JENS FALLEY: Protection!

Which is your favourite ROFA product?

JENS FALLEY: I really like to wear our comfortable ROFA TEAMWORK collection in matching green during gardening.

Which animal would represent your business particularly well?

JENS FALLEY: My favourite animal is my private dachshund. Dachshunds are very wilful and are not easy to get off track. They are brave, persevering and robust despite their small stature. Dachshunds are self-confident and always try to get their way. Though in general, they are very friendly – just like us (laughs).

If you could change one thing in the world, what would that be?

JENS FALLEY: To end the outer and inner wars. Joseph Beuys once said “where there is no hope, violence will grow.”

If you could meet a famous person – living or dead – who would that be and why?

JENS FALLEY: The already mentioned Joseph Beuys. His picture of humankind and the thereof resulting works of art inspired me since I was young.

What do you like to do in your free time?

JENS FALLEY: I really like to be outside surrounded by nature. Besides work, I also run a local cultural centre and have an herb garden.

Which is your favourite quote?

JENS FALLEY: Beuys again: “Every human being is an artist” and he doesn’t mean that everybody needs to draw or sing very well. Another favourite quote “We all also need silence and perspective” - Dag Hammarskjöd.

Our history

1897

1897 The 3 Schüttorfer entrepreneurs Gerhard Schlikker, Levert Rost and Wilhelm Edel founded the traditional textile manufacturer including a weaving mill, a dyeing mill and finishing facilities "G. Schlikker & Co." in Osnabrück

1940

1945 During the second world war, the manufacturing spaces in Osnabrück were completely destroyed. After the war ended, manufacturing continued only in Schüttorf.

1970

Renaming of the company in "ROFA Bekleidungswerk GmbH & Co. KG"

1977 The Proban procedure persists 200 washing cycles for the first time

This is the starting point for applying the fabric in new areas such as the petroleum industry and as flash barrier for energy providers.

1990

1990 First certification of fabrics and trims according to Standard 100 by OEKO-TEX®

1992 Presentation of the first ROFA protective suit made from the DuPont® fibre "Nomex"

2010

2017 Certification of ROFA's production and articles according to SteP by OEKO-TEX® (level 3) and MADE IN GREEN by OEKO-TEX®

Support of the UN global compact principles

2019 ROFA presents its new brand image

1910

1912 15 years after the establishment, they acquired yet another weaving mill and finishing facilities of the company "Sielemann & Co." in Schüttorf

1960

1961 The production space in Schüttorf is expanded and ROFA started to manufacturing clothing

1963 First sales of in-house produced workwear

1964 Renaming of the company in "ROFA G. Schlikker & Co."

The name ROFA combined the starting letters of the family's surnames Rost and Falley

First welding suit from moleskin and the flame-retardant cloth "Flammentin"

Beginning of the fabric production for personal protective equipment (PPE)

1980

1984 The clothing for "garbage collectors" became a best-seller and still remains an important product as today's high visibility safety clothing in our collection.

2000

2004 Opening the manufacturing facility S.C. ROFA Textile Product S.R.L in Arad Romania with 170 employees

2007 First certification of ROFA according to quality management system DIN EN 9001ff.

The European REACH regulation became effective – a registration of chemical substances is now mandatory

Our identity

Our identity is based upon 5 basic principles that determine our daily action at ROFA. We believe in fair production and the conservation of resources, responsible and economical action as well as the manufacturing of modern, functional and smart collections, always fit for the best protection at work.

We ensure quality. It does not matter if it is the quality inspection that happens after every step in our supply chain or the quality with which we respond to each client's needs – to deliver always the best quality in our products and work is key for us here at ROFA.

We hold onto our tradition. Since over 120 years, we are part of the local textile history and as a business contribute to the economic development of the region while safeguarding working places. We protect this cultural heritage by holding on to our location and by supporting a production "Made in Germany".

We understand our clients. Inspired by the daily challenges our clients face during their work, it is our motivation to develop solutions that combine quality, design and functionality. Central to our development is the wearer of our clothing and we aim to make his or her work more secure and comfortable at all times.

We are protectors. Sustainability in every aspect: social, ecological and economical. With our mission statement - protect what you care for – we express that we care for our workforce and that of our suppliers, we take care of our environment, and we provide protection for our clients and partners through our clothing.

We are a team. ROFA is a modern family- business and represents receptiveness, solidarity and mutual trust. Every challenge is faced together while respecting and supporting diversity and individuality.

Our product philosophy

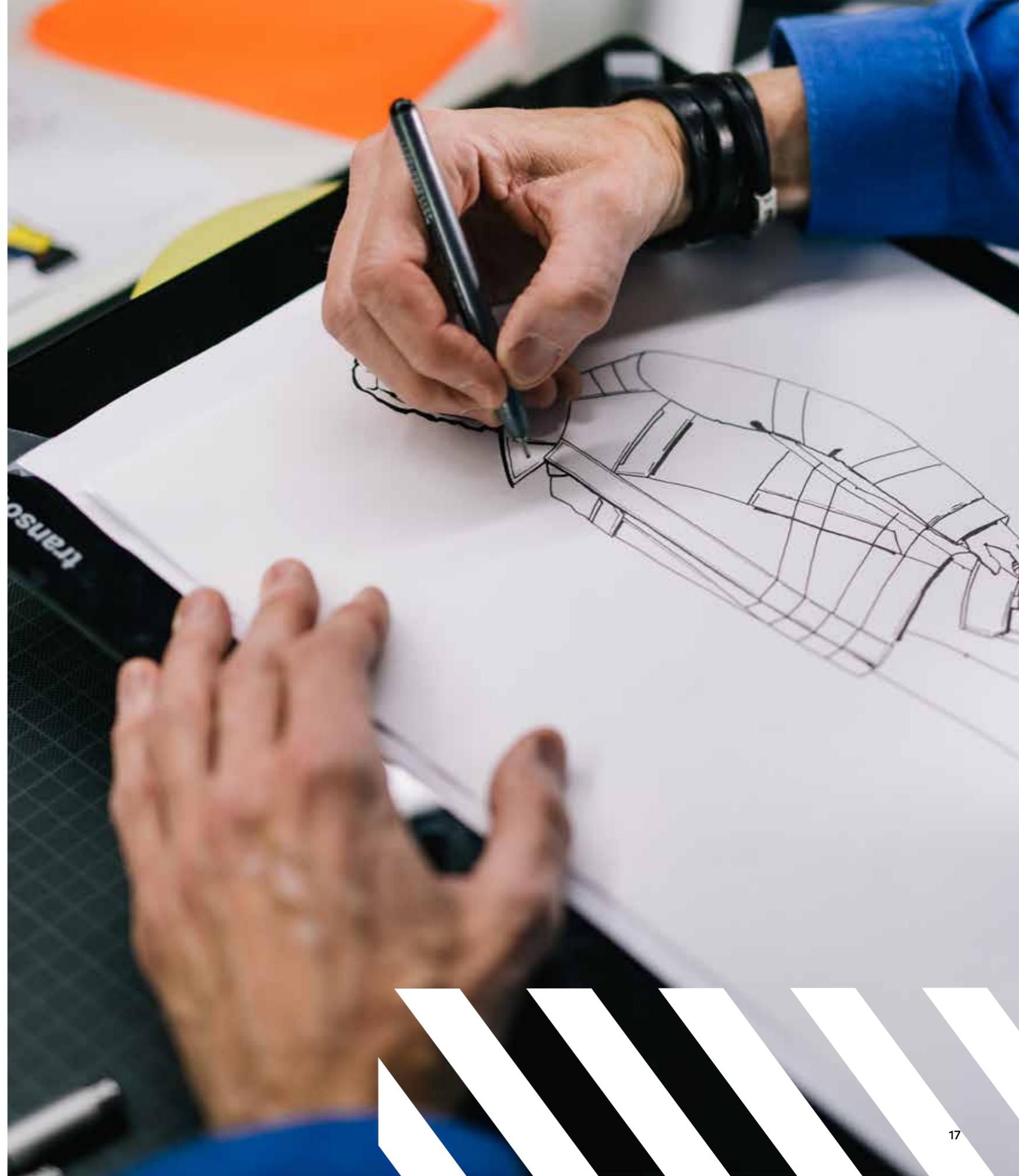
We develop reliable and durable protective equipment which serves our clients for many years. Therefore, 4 guiding principles determine our product philosophy:

1. Quality. ROFA represents quality and durability – premium workwear and protective equipment that meet every requirement.

2. Functionality. We develop products with multifunctional details and smart solutions for specified applications.

3. Design. We believe in a timeless yet modern design providing flexibility and comfort.

4. Sustainability. We take responsibility and ensure a low social and environmental impact along our entire supply chain and the durability of our products.





Our production in Germany

Our fabric production process is very complex and demanding. Our staff gives everyday their best in order to ensure outstanding quality.



Weaving preparation & mill

Everything starts with the yarn. Firstly, it is delivered on cones and then wrapped around big warp beams which later become the warp threads. Afterwards, the yarn is sized with special sizing agents to make the yarn more robust and to prevent possible abrasion.

In the weaving mill the actual weaving starts and the warp and the weft threads are crossed on modern air jet looms. The machines can shoot over 900 threads per minute, a very high speed which makes it impossible to follow with the naked eye.

Depending on different thread density and articles, several hundred metres can be woven per machine daily.





Master weaver

Ralf

Having initially completed an apprenticeship as a textile machine supervisor and later as textile machine engineer, Ralf is our specialist in our weaving mill for about 25 years. He knows all functions of the machines by heart and ensures that the machines are running. Since the weaving machines run almost the entire day, Ralf has to switch between early and late shifts on a regular basis. During the early shifts, he attends meetings with our operational management and colleagues from which he learns the daily schedule and which articles need to be prepared. Until today, some knots are still tied by hand.

During the late shift, it usually is a bit quieter as the majority of production has finished already their working day.

In his free time, Ralf likes to be in his own working space at home. He has a passion for photography and nature is his favourite motif. He thinks that the Icelandic landscape characterized by volcanos and lava fields is very inspirational and would love to photograph it one day. In contrast to being outdoors, he regularly visits the handball games of the HSG Nordhorn-Lingen. Especially now that the club plays again in the first league, he is looking forward to a thrilling season and noisy games.

In order to give the fabric its distinctive properties, a couple of finishing steps are applied to the fabric after it is woven. Possible steps include mechanic procedures such as shearing and napping, thermal procedures such as singeing, or chemical procedures such as bleaching and mercerizing, amongst others.

In every step, we pay particular attention to its environmental sustainability. We believe that only by starting with the highest standards for materials, we can produce a product of excellent quality. That means that already when selecting our yarns, we pay attention to top-quality and when finishing, we try to keep the environmental impact at its lowest.



Dyeing & washing

In our continuous washing and dyeing production line, impurities for instance from bleaching are washed out. The fabric is run through the machine in its full width and is continuously dipped and squeezed. The result is a particular washing effect. At the end of the continuous washing line, the fabric is rolled up a skein. The cloth is still wet and it either will be air-dried or mercerized in the next step.

Mercerizing

During mercerizing, the profile and length of the fibre changes which increases the fabric's overall strength, affinity for dye and lustre. The pre-treated fabric is now ready for the next finishing steps and dyeing.





Shrinkage

The sanforization of the fabric is one of the most important treatment processes in the textile production process. During the fabric production, the fibre is continuously elongated and the sanforization helps to mechanically shrink the cloth. A process which would otherwise occur during washing.

Textile dyer

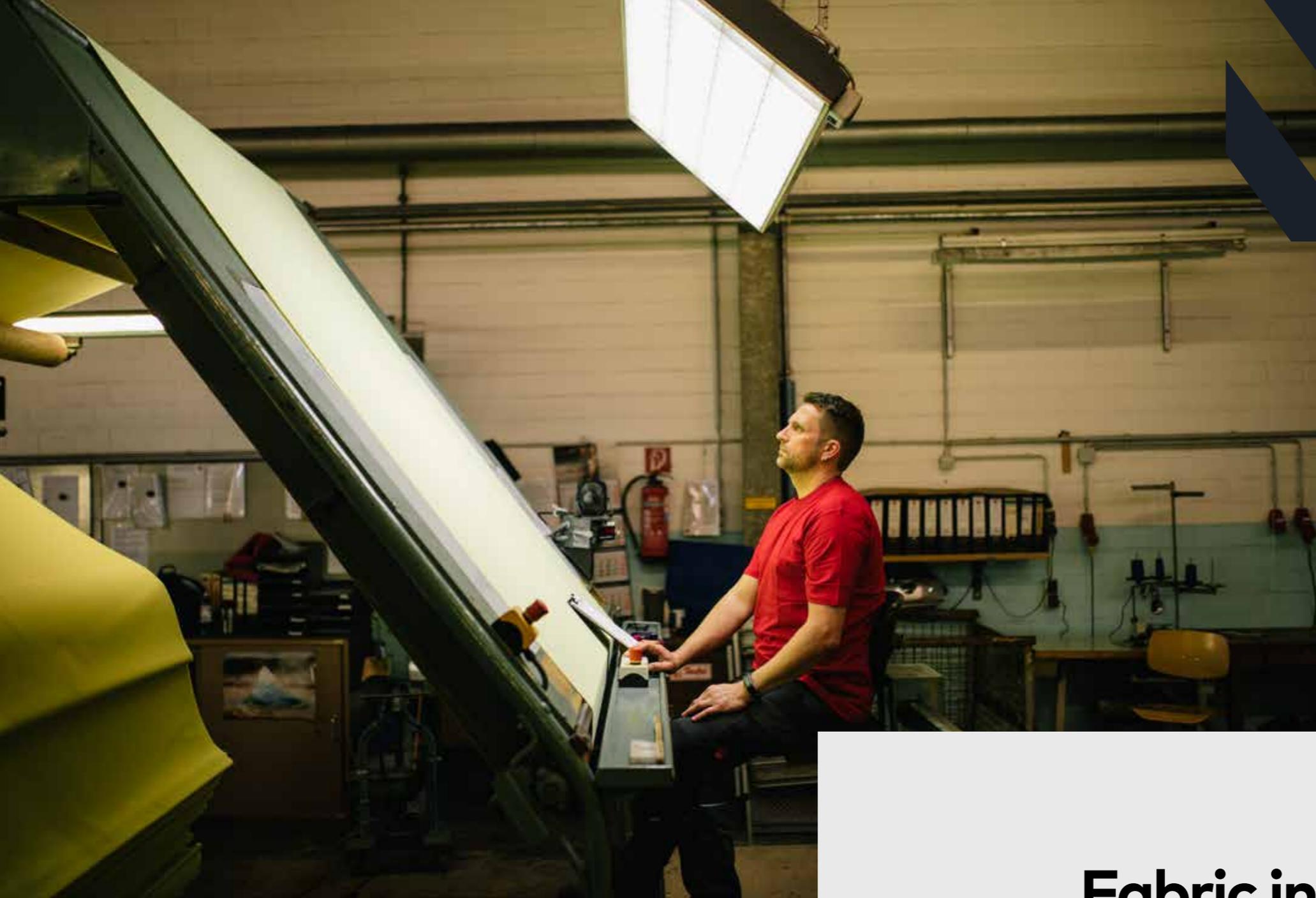
Toni

Toni works at ROFA about 11 years. He initially did his apprenticeship in textile dyeing and is today a real expert in all textile finishing processes. He is very happy that he can still work in this field, a circumstance which cannot be taken for granted. Today the majority of textile production has moved abroad and in Germany there is only very little demand for this handicraft left.

When you ask Toni about his favourite thing to do at work, he answers "I can't really say anything in particular. I just really like my work and I am very happy here at ROFA. His daily tasks include the preparation of the machines for washing, drying, dyeing or mercerising. Toni has an all-round talent and besides overseeing the finishing processes, he also tests and optimizes the machines with his excellent eye for detail and does the maintenance.

After work, he loves to enjoy culinary delicacies or to spend the rest of the day playing with his children. One of his travel destinations he wishes to visit, is Cuba. He loves the colonial charm of the cities and dreams of relaxing at the endless beaches.





Fabric inspection

In one of the last steps, the refined and durable fabric is examined carefully. During the fabric inspection the trained eye of our staff discovers every weaving fault, colour deviation and impurity. Thereby, we guarantee that only perfect fabric is subsequently processed to clothing.



Laboratory

In our laboratory, the fabric is now subject to a variety of endurance tests: flame exposure test, tensile and tearing strength test and shrinkage test amongst others. Only when results and criteria like after-wash shrinkage, fastness and colour accuracy are confirmed, is the fabric released for assembly.





Assembly & service

Finally, the fabric is processed to clothing. After cutting the pattern pieces, they are sewn together. Subsequently, they are refined according to our client wishes with company logos or tags applied via heat seal badges or embroidery. The manufacturing process ends with a final inspection.





Textile technician

Anja

Anja is a textile technician and joined ROFA 34 years ago. Nowadays, she is employed with the production planning department. When she starts her shift early in the morning, her agenda includes the control and release of orders for the production in Germany and Arad, Romania. Without Anja's go, it does not go any further. She enjoys her work and especially likes the responsibility which she has in her department. In response to the question how the rest of her day looks like, she laughs and says "everything can happen. It is never boring". She also oversees individual client wishes and keeps an eye on the application of additional pockets, further reflective elements or shortening of trousers by our seamstresses. She ensures that all finishing adheres to the applicable standards for protective equipment.

Finally, she assures that deadlines are met and communicates these with the sales department.

She values ROFA as an employer for its loyalty to its staff. On her mind, the company still provides safe and good working places for many people that once learned textile professions and had to face the decline of the regional industry.

When returning from work, she loves to enjoy the good weather while planting vegetables in her garden or enjoys the quietness while going fishing. When resting, she sometimes dreams of visiting Canada, fishing salmon or a trip to the Maldives, benefitting from some great vacations.

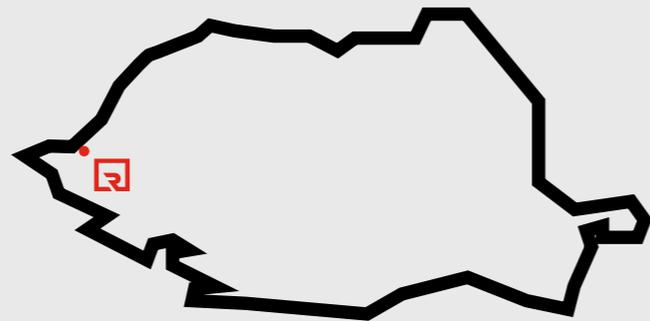


Manufacturing facility Romania

A part of the fabric woven in Germany is now on its way to Romania. In our manufacturing space in Arad, the fabric is further processed and assembled together with carefully chosen components from which high standard clothing is made.



ROFA Arad



S.C.ROFA Textile Product S.R.L. is ROFA's manufacturing facility in Romania and was founded in 2004. For over 15 years, the company's executive works together with the German CEOs and has developed the facility continuously. Today, the company's area is almost identical with the one in Schüttorf but only half is built-up. On the other half, cows and sheep are grazing.

Our staff in Romania does not only possess an excellent know-how, but is also an important and integral part of our company. That our employees like to work at ROFA shows their long period of employment: About 80 employees joined the company 5 years ago and over 48 people already at least 10 years ago. In 2019, ROFA Arad was certified according to SteP by OEKO-TEX®.

With the certificate, we guarantee that also in our Romanian facility sustainable manufacturing processes, optimal health and safety regulations and fair working conditions are implemented.

When you ask Bruno Masut, CEO at ROFA Arad, what makes ROFA so special, he answers "You can also try to manufacture at other places, but you will certainly see the difference".

ROFA in numbers

over
120 years
company history



 **58** years
manufacturing
workwear and
PPE

31.000 m²
LAND AREA
SCHÜTTORF
20.000 m²
BUILT-UP AREA



 **> 350**
Employees in
Schüttorf and
Arad in total

From 
9000
tons of
yarn, we produce

> 2.500.000 m
grey cloth
from which over
1.000.000
products
are made

Warehouse capacity for
approx. 1.200.000 products

38 
collections
with over **200**
products
in over **80**
different fabrics
90 colours
& sizes **100**



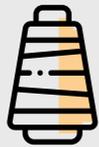
Our responsibility

Our company is based in Schüttorf in the middle of the area around the river Vechte, providing a direct link to nature. We are committed to protect our environment through responsible production and the conservation of natural resources on a regional and global level.



We protect the environment and support the conservation of resources.

In general, textile production is a highly resource-intensive industry. Therefore, ROFA uses raw materials and components very carefully and processes them as clean as possible. In order to reduce emissions and to keep our environmental impact at a minimum level, we continuously invest in modern and efficient machinery. We try to reduce waste and collaborate with partners who can recycle the leftovers from our textile production so as to give them a new life. What's more, all of our faulty productions are reused.



We represent quality "Made in Germany".

Our quality is our highest standard. Our almost vertical production chain is not only almost unique in our industry, but enables us to fully control every step in the manufacturing process. Through this structure, we can guarantee a sustainable quality and make a promise of excellence which our clients trust since a long time.



We take on responsibility.

At ROFA, we acknowledge our responsibility and are committed to social justice and equity and the observance of the human rights. We assist people in need on a national and international level and support the organisations German doctors, Save the children and the Lebenshilfe Nordhorn.



We are human.

Our people are our top-priority and we protect and support our staff by ensuring a respectful working environment in which we condemn any kind of discrimination and inequality. We are committed to our Code of Conduct which serves not only as a guideline for our own staff but also provides criteria for the selection of our suppliers and prohibits any forced and child labour. Furthermore, ROFA is committed to the UN Global compact since 2017 which advocates a responsible company execution.



We provide trust.

We establish trust by providing transparency. The compliance to standards for workwear and protective equipment is a necessity that is very important in order to provide the highest level of protection. Therefore, ROFA is member of the most important committees for standardisation and affiliate to different research groups so as to provide accuracy and adhere to the current status.

Our supply chain

Through our almost vertical production chain – from yarn delivery to the finished product – we offer a high level of quality, flexibility and service.

The following illustration exemplifies a product's journey through our supply chain:



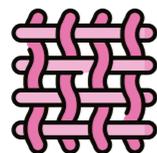
1. We are developers.

Everything starts with an idea. In order to meet our client's requirements and market demand, we permanently develop new, unique and smart products.



2. We are clients.

We only process yarns and components certified according to STANDARD 100 by OEKO-TEX® which we source from suppliers with whom we have long-standing relationships.



3. We are producer.

For over 120 years, we weave, dye and finish our own fabrics at our site in Schüttdorf and combine traditional handicraft with modern technology.



7. We are a supplier.

In order to plan and to ensure that delivery times are met, the dispatch of our products is organized from our production site in Schüttdorf. We supply over 5.000 clients with our goods and we pay special attention to their opinions so as to continuously improve our products.



6. We are the expert.

Our highly qualified staff helps with choosing the right products for our clients and is happy to be your point of contact.



5. We are a service provider.

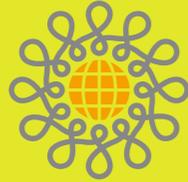
At our German site, we finish clothes according to individual needs – embroidery, heat sealing, additional reflective applications or length variations – we make it possible.



4. We are a manufacturer.

We manufacture our clothing in our own facilities in Germany, Romania and selected locations.

OEKO-TEX®



OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
A96-0069 HOHENSTEIN HTTI
Geprüft auf Schadstoffe,
www.peako-tex.com/standard100

All ROFA products are tested for harmful substances and certified according to STANDARD 100 by OEKO-TEX®. We ensure that all product components e.g. yarns, buttons and other ingredients are tested and that therefore our clothing is safe in terms of human ecology.



OEKO-TEX®
CONFIDENCE IN TEXTILES
STeP
4000229 HOHENSTEIN HTTI
Nachhaltige Textilproduktion,
www.peako-tex.com/step

Since 2017, ROFA's textile supply chain is certified by STeP by OEKOTEX®. It is our aim to ensure sustainable production processes, safe and socially acceptable working conditions in our production facilities. ROFA obtains the highest level of this certificate and scores above average in the national and global ranking, being an example of best practice.



OEKO-TEX®
CONFIDENCE IN TEXTILES
MADE IN GREEN
M1KN8W144 HOHENSTEIN HTTI
Geprüft auf Schadstoffe und nachhaltig
produziert gemäß OEKO-TEX® Richtlinien,
www.madeingreen.com

Every product marked with the MADE in GREEN by OEKO TEX® label is traceable. It gives certainty that the product is tested for harmful substances, produced in environmentally friendly production facilities and under safe and fair working conditions.

:DASA Arbeitswelt Ausstellung

ROFA is a founding member.

With a space of 13.000m², the DASA is Germany's biggest exhibition about working environments from the past, present and future. The permanent exhibition is an educational institution set up by the Federal Institute for Occupational Safety and Health and has over 200.000 visitors annually.

The space offers a creative learning environment which encourages its visitors to discover, inquire and reflect.



Besides being involved in the regional economic association "Verein Wirtschaftsförderung Schüttorf e.V. (WiSeV)" and "Wirtschaftsvereinigung der Grafschaft Bentheim e.V.", ROFA is active in the following associations:







ROFA Bekleidungswerk GmbH & Co. KG | Workwear and Protective Clothing
weaving mill | dyeing mill | equipment | sanforizing | CAD embroidery | heat sealing
Fabrikstraße 23 | +49 (0) 5923 898 0 | 48465 Schüttorf | Deutschland