

Impact Overview 2025



Non-profit • User-centered • Circularity working

**The industry-led initiative
for circular workwear, safety
footwear and PPE**

Dear PPE Industry,

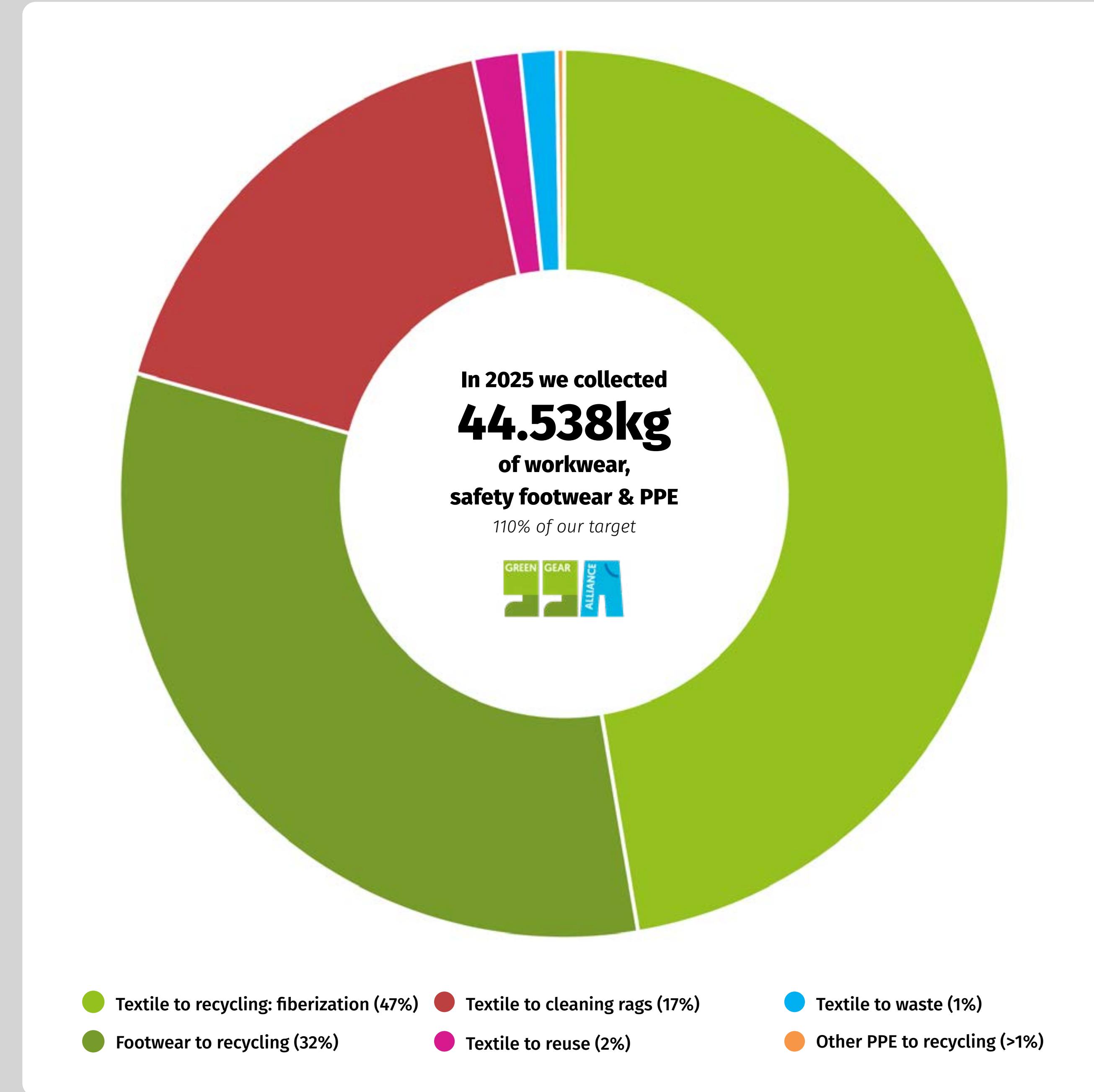
When we launched the Green Gear Alliance in 2025, we set out with a bold mission: to transform the way our industry handles PPE waste and move toward circularity. This challenge requires a collective collection effort, a shared vision, and the courage to act. And you did.

From the companies that joined as participants and sponsors, to the members of our Advisory Board, to those who organized collection, every Impact Maker played a vital role in turning ambition into action. You proved that collaboration and action will be the driver of change.

In 2025, we collected 44.538kg of valuable materials and are setting the foundation for a circular future. In 2026 and beyond, we will build on this momentum, innovate, and expand our impact. Because this journey is a commitment we share.



Anne Jacobs, GGA Manager
On behalf of the Green Gear
Alliance



Launch GGA (reverse logistics)

For collection for all organisations
in the Benelux



The Green Gear Alliance is made possible
by our participants and sponsors

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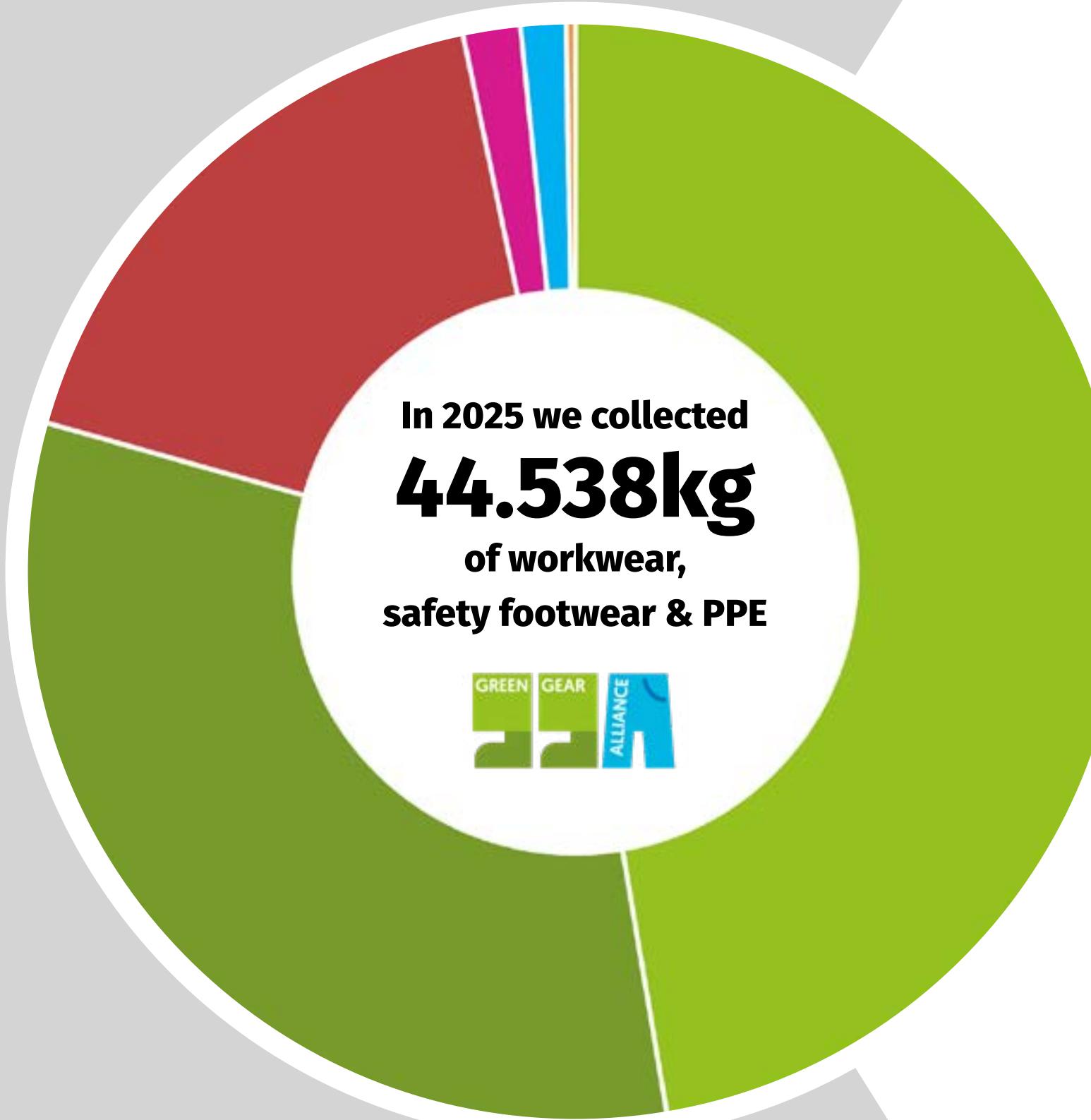


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Reverse logistics & Circularity

In 2025, we focused on establishing our reverse logistics. For that we collaborate with partners CVB Ecologistics for the sorting process, and with our with Fast Feet Grinded for the recycling of the safety shoes. In the coming period, our focus will be on increasing the collected volumes. This will allow us to further optimize processes and make use of even more high-quality circular processing routes.

We encourage the brands and manufacturers we work with to explore how recycled materials can be incorporated into new designs.



- **Textile to recycling: fiberization (47%)** - The largest portion of what we collected was fiberized into new applications such as moving blankets. In total, this amounted to 21,083kg.



- **Footwear to recycling (32%)** - In total we collected 14,270kg of shoes that Fast Feet Grinded recycled into new materials that can be used for new applications.



- **Textile to cleaning rags (17%)** - We processed 7,722kg of textiles into cleaning rags.

- **Textile to reuse (2%)** - We were able to reuse 751kg of textiles (without logos).

- **Textile to waste (1%)** - Every now and then, we receive a shipment that we can't process, for example, because it's wet. In 2025, this was the case for 591kg.

- **Other PPE Recycling (>1%)** - In addition to textiles and shoes, we received 121kg of other PPE, mainly helmets.

In 2026 we want to...

- Collect 100.000kg
- Further expand our circularity roadmap
- Encourage the use of recycled materials

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Reverse logistics & Circularity

The Green Gear Alliance collaborates with over 150 organizations, including end users, distributors, and manufacturers of workwear, work shoes, and PPE. Organisations participate in the collection process for their own organizations or their customers, or participate in shaping the system we're developing. This way, we involve all stakeholders in the PPE supply chain to collectively take steps toward circularity.

Want to join with your organization?
View the options at



Municipality Schouwen-Duiveland Enduser Workwear, collection partner GGA

Alex Olree - Site Manager Public Space - As a municipality, you really have to set an example for your residents. For example, we show that we separate our waste and we look for products that can be recycled.

“As a municipality, you have to set an example for your residents, and it's important to show that you care about the environment.”

When we got new workwear for all our employees, we therefore inquired about the possibilities to recycle the old clothing. Fortunately, our supplier, Handelsonderneming Kaan, told us that this was easy to arrange through the GGA.

We've already returned one full BigBag of 159kg, and the second one is ready to be picked up. When employees get their new clothing from me, I direct them to the GGA BigBag for their old clothes. It's very



Zijlstra Beroepskleding Distributor PPE, collection partner GGA

Theo Boerema - Salesmanager - Workwear and PPE are essential in the workplace. But afterwards comes the question: what do you do with used products that still have value? This was the reason for Zijlstra to join the GGA's reverse logistics.

“Our customers expect reliable PPE as well as a responsible take back program after the use-phase. Through the GGA, collection is easily arranged, without additional pressure on our organizations.”

For us, sustainability is about taking action. It's about reducing waste and smarter usage of materials. It's also about taking responsibility for the entire supply chain. And with good results: Zijlstra has now collected more than 10,000 kg through the GGA. A very important contribution.

Our call to other suppliers: join. By collecting PPE together, we as an industry are taking a major step forward towards a circular system.



Hawedo BV Producer PPE, participant GGA

Michel van Dordrecht - Commercial director - For years, I've been working on establishing a joint return system for workwear, footwear, and PPE. The goal is clear: we need to maximize and encourage the reuse of materials.

“To truly make an impact, collaboration within the PPE industry is essential. This requires the courage to look beyond individual interests. Only together we can make a difference.”

Hawedo wants to make a positive contribution to a sustainable society by considering the impact on people and the environment. That's why Hawedo is a member of the Green Gear Alliance Foundation.

Together with the industry and leading PPE manufacturers, we're working on this joint initiative to accelerate circular solutions within our sector.



**The route to circular PPE
is made possible
by our participants**



The Green Gear Alliance is a non-profit organisation and is made possible in 2025 by our Frontrunner Participants: All Safety | Roots (producer of workwear), Allschoes Professional Footwear (producer of safety footwear), EMMA Safety Footwear (producer of safety footwear), Fristads Workwear – Benelux (producer of workwear), HAVEP Workwear/ Protective wear (producer of workwear), Hydrowear (producer of workwear), Snickers Workwear (producer of workwear), Steel Blue (producer of safety footwear), Van Heurck N.V. (producer of workwear) And by our Impact Participants: Grisport, Hawedo B.V., Helly Hansen Benelux BV, Lemaitre Sécurité, Portwest ULC, Sixton Peak | Maspica, VVGW. Interested in sponsoring us? Contact us at info@greengearalliance.eu.