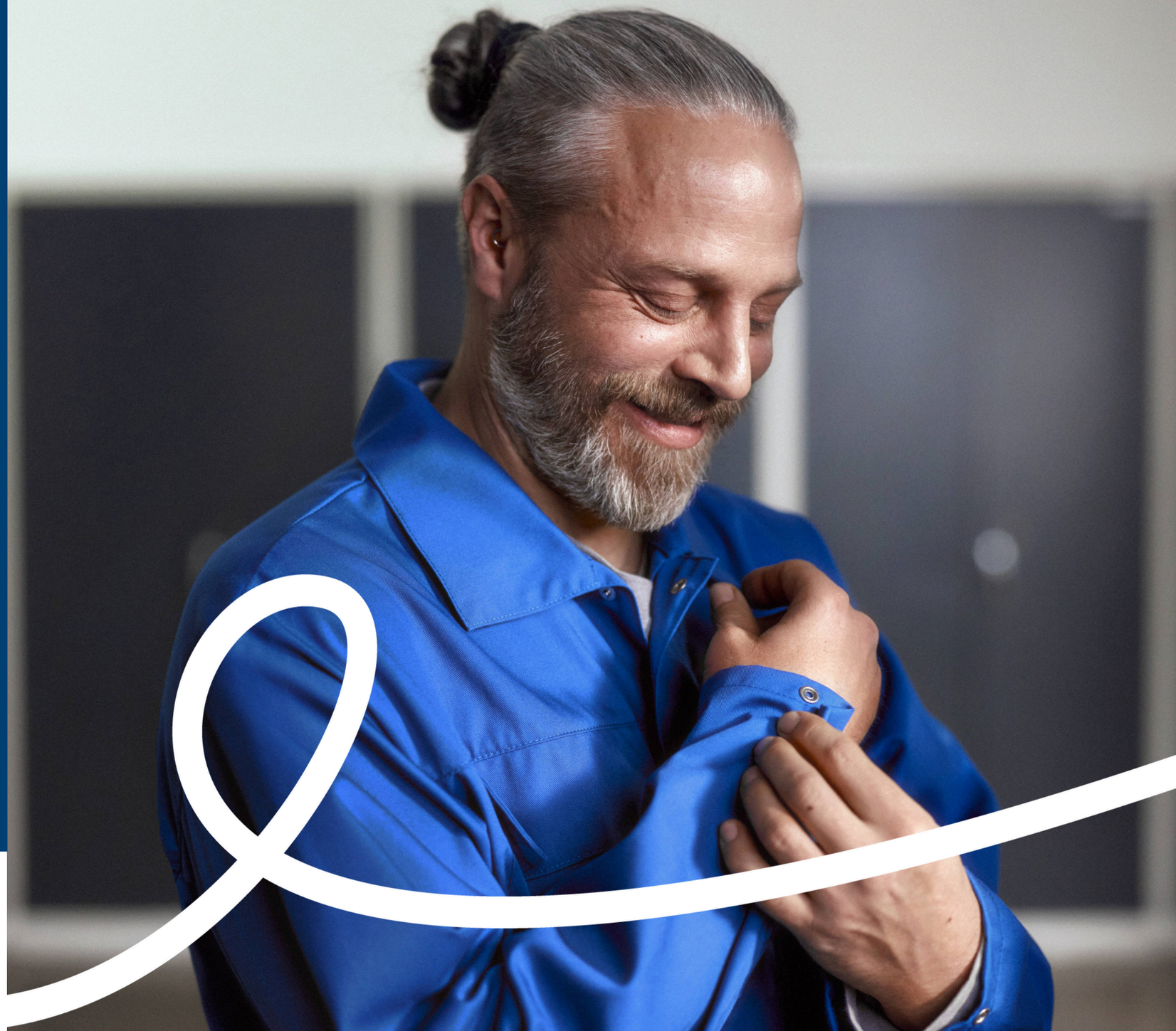
Lindström

Choosing the right PPE and hi-vis workwear

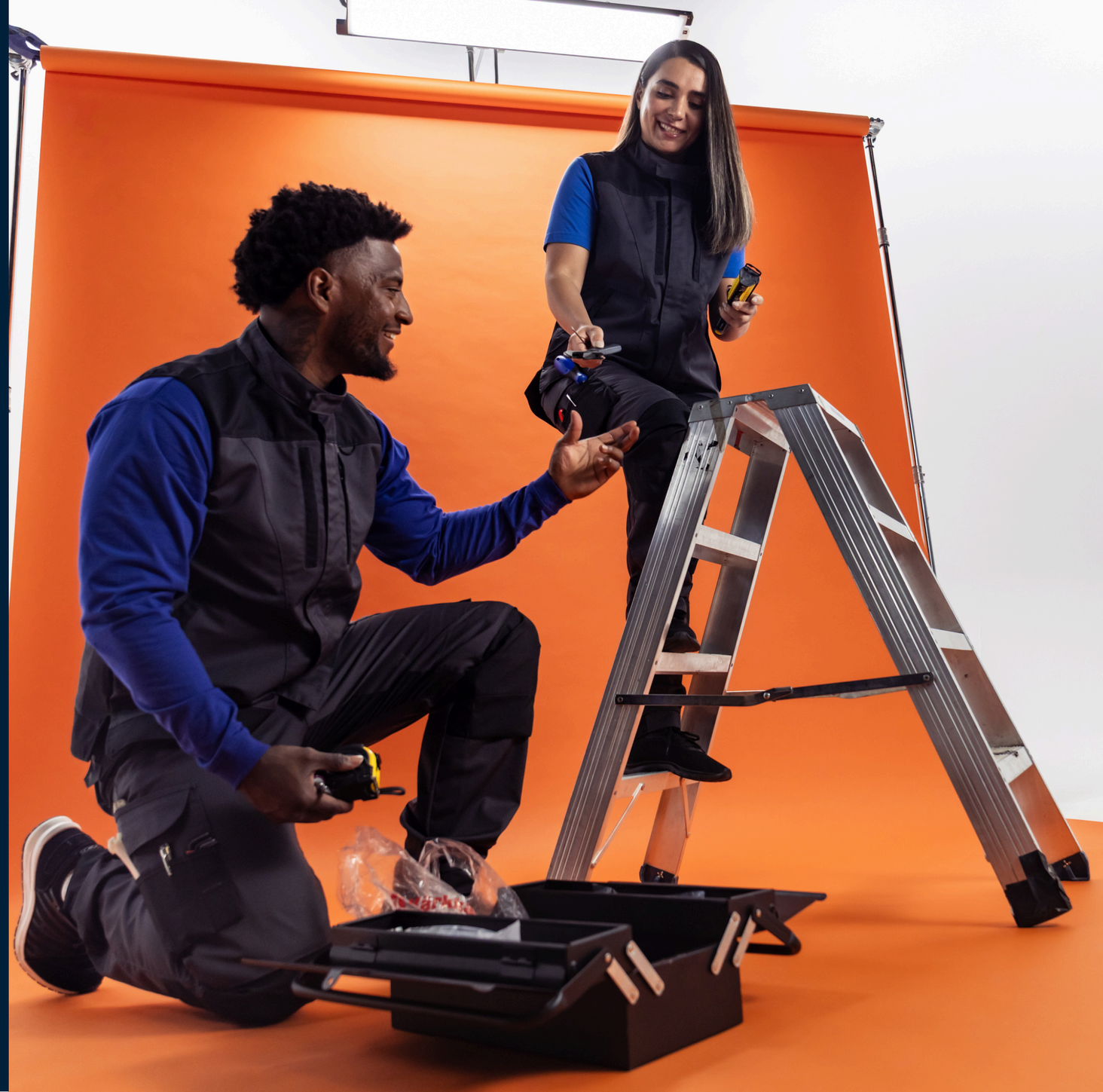
A practical guide for manufacturing, automotive, logistics and construction companies.



LINDSTRÖM GROUP

2026

Content



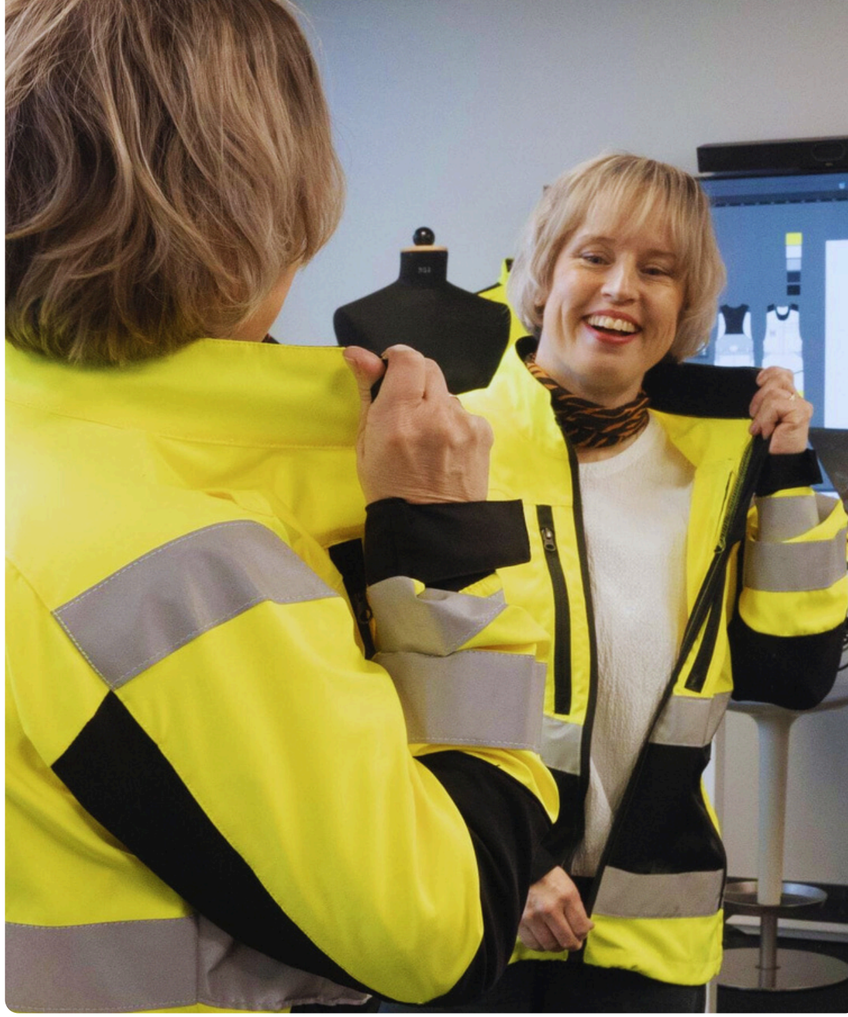
Lindström's rental model ensures you always have appropriate, compliant workwear that is clean, safe, and in good working condition.

Caring for your workwear

Lindström provides the garments you need, that comply with even the highest specifications. We use high-quality materials, sustainable practices and our long design experience, to ensure the workwear you depend on is safe, strong, and practical. This means everything from including large areas of hi-vis material, down to the careful placement of every pocket and fastening.

We start with an initial evaluation, to determine the perfect garment for each role. We'll fit workwear so it is comfortable and employees will be happy to use it. We care for your workwear and clean it, so it is always in optimal working condition. We can even track each garment's working life. Using RFID tags, everything is scanned when washed, inspected, repaired, and shipped. Then we know what actions need to be taken to keep it in top working condition.

We take the worry out of managing workwear and PPE. Whatever you need, from garments to expert advice, clothing care systems to maintenance, we handle it for you. And you can depend on us to be there, from day one, to help whenever you need it.



Good workwear design doesn't happen by chance. It is a result of teamwork, expertise, and listening to user feedback. We can balance comfort, functionality, and durability by bringing together product specialists, pattern makers, production technicians, and both test and end users.

— Soile Pakarinen, Workwear Designer, Lindström

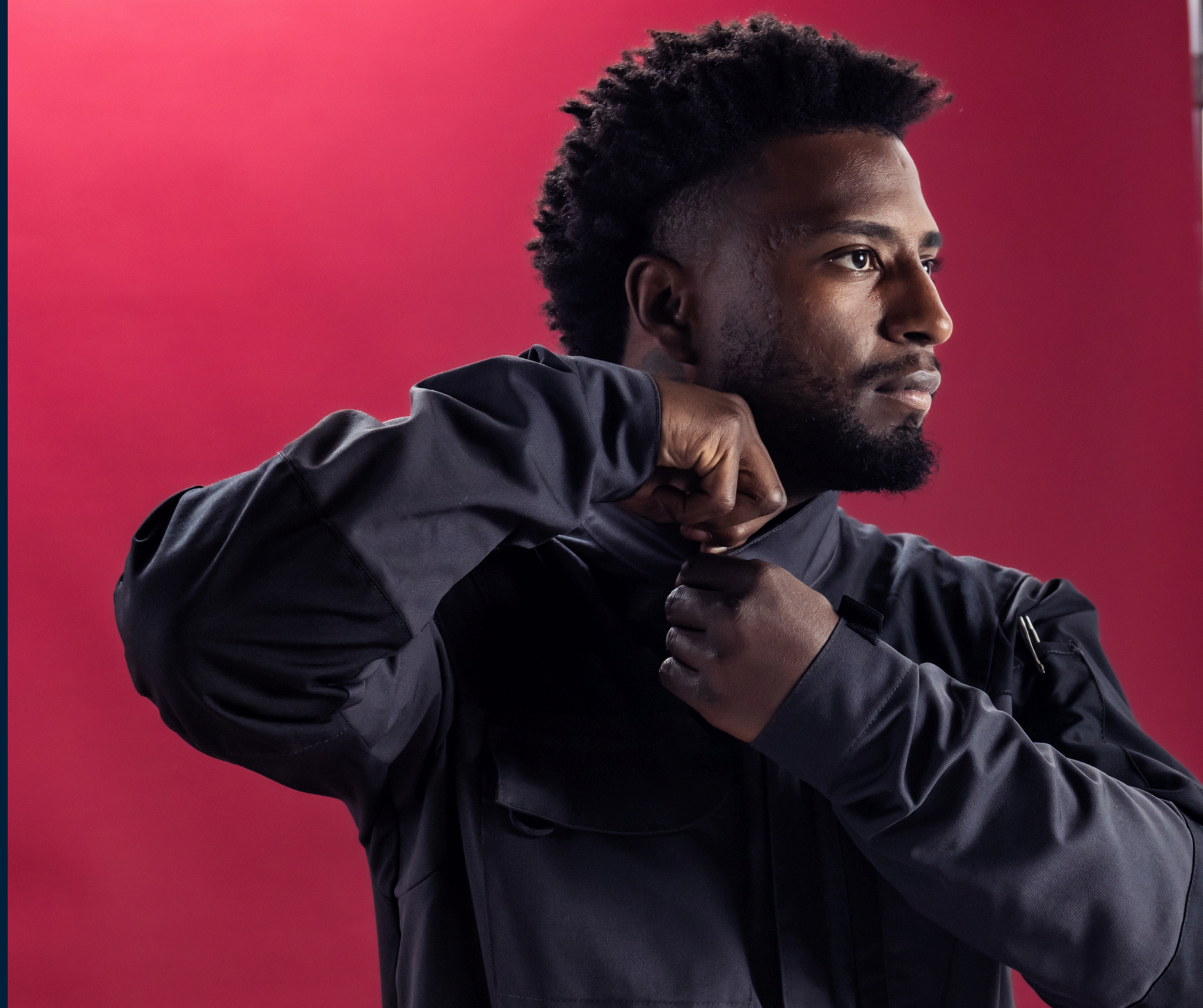
What is PPE and hi-vis workwear?

PPE workwear means the clothes that keep you safe at work

For example, protective items such as welding aprons, or chemically resistant overalls. These specific garments need to shield workers from heat, sparks or toxic chemicals.

However, workplaces require appropriate clothing to protect employees from potential danger throughout the working day. Therefore, the most important PPE is often the everyday workwear, like coveralls, coats, jackets, and trousers. If these are not good enough, workers and employers face serious risks.

It's not just about protection from heat, electricity or chemicals. Poor visibility is another risk which is difficult to eliminate. Winters are dark, warehouses are crowded and dim, roads can be misty and rainy. Hi-vis clothing is an essential part of your PPE workwear. Fluorescent and retroreflective workwear helps workers be seen and stay safe.



Workplace safety doesn't happen by accident

Workwear and Personal Protective Equipment (PPE) are the last line of defence, not the first.

That's what makes them so important. With the unavoidable dangers of work, PPE keeps you compliant and feeling safe.

Workplaces can try and reduce all hazards by eliminating, replacing, modifying, and changing dangerous processes. However, it's impossible to remove all risk. That's where PPE workwear comes in: protecting workers when they need it most.

Employers have a legal obligation to provide suitable PPE to employees exposed to workplace risks. But it's not only a legal obligation. Any responsible employer should want top-quality workwear that is compliant, clean, comfortable, sustainable, and well-maintained.

By providing excellent quality workwear and PPE, you are showing you are a company that cares, taking away worker concerns and distractions. You are keeping your team safe, focused and happy.

> Modern fabrics and clever design mean the garments are much more convenient and comfortable, as well as safer.
>
> **— Melissa George, Area Sales Manager, Lindström UK**

Check out our WorkerPro Collection

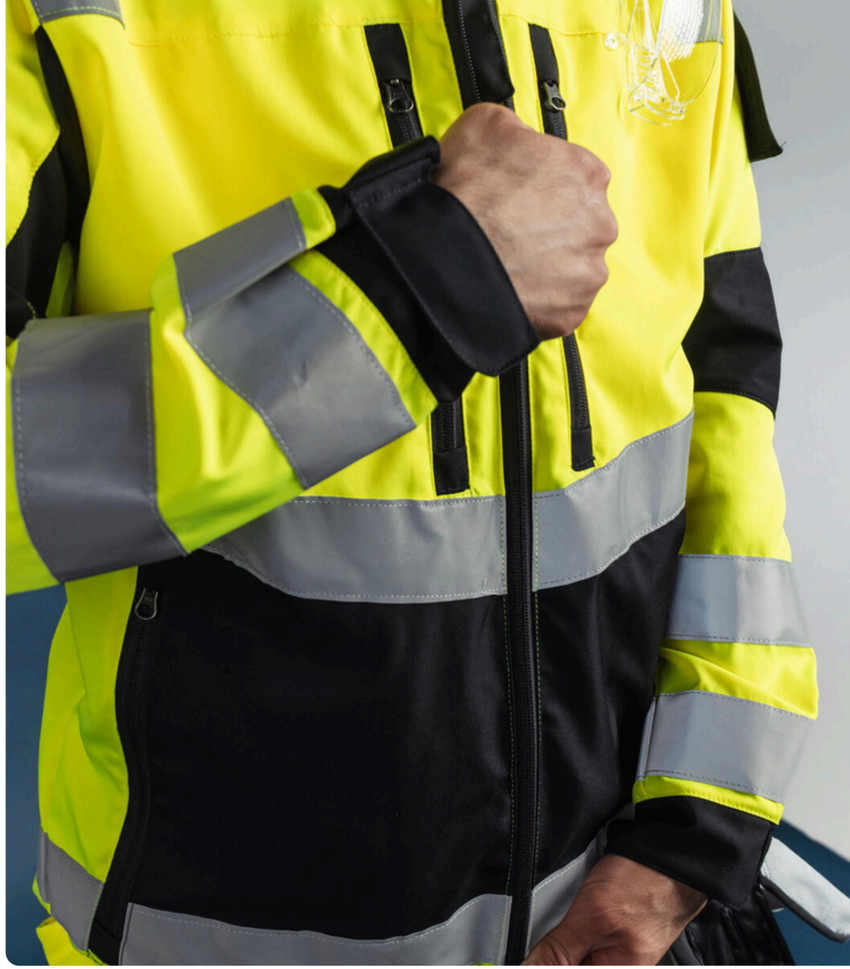
The importance of being seen

Workplaces can be seriously dangerous environments.

Poor visibility caused by any combination of bad weather, short winter days, or dim warehouses with large vehicles, dangerous machines or hazardous chemicals, is obviously high risk.

Being seen can save lives.

Modern developments in high-visibility workwear (hi-vis) is helping workers stand out. However, choosing the correct garments that will help workers be seen, every day, is fundamental. Dirty or damaged hi-vis is no longer effective or compliant. Uncomfortable, badly designed or ill-fitting garments often don't work or get left behind in the locker.



From an aesthetic perspective, safety certifications often set strict guidelines that shape the final design. In hi-vis clothing, the required amount of visible surface area must also be present in the smallest garment size. This can influence the design of the garment.

— Soile Pakarinen, Workwear Designer, Lindström

Check out our WorkerPro Collection

Industries that require PPE

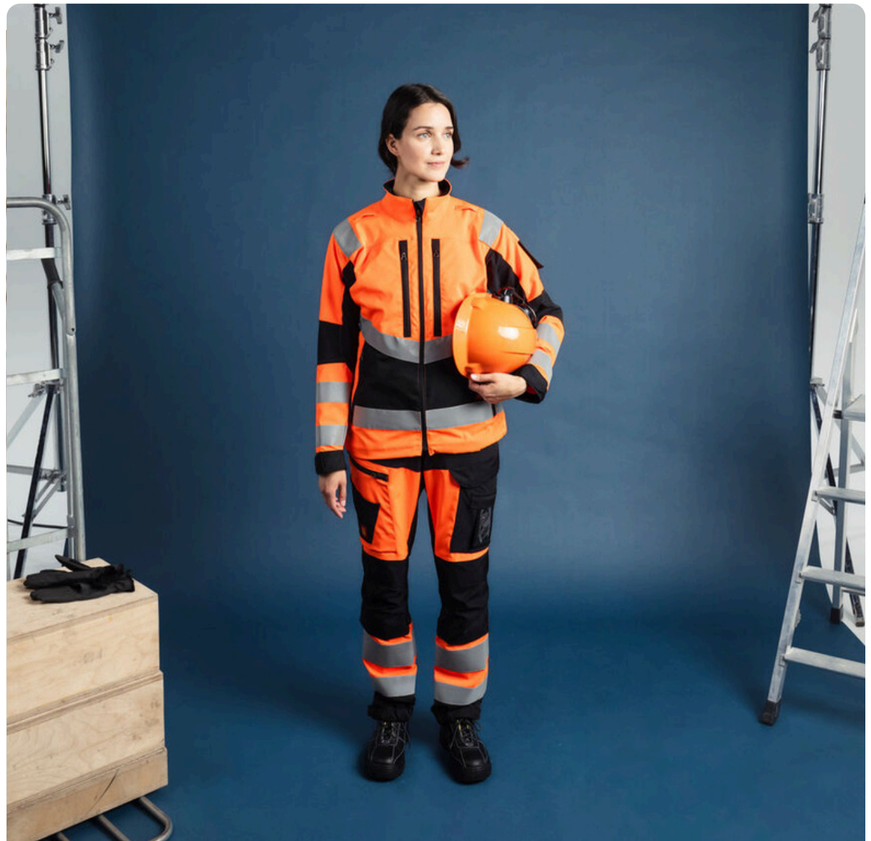
Many work areas are potentially dangerous. We can try to remove, replace or isolate hazards. We can also change the way people work, but unfortunately there will always be risk. That's where PPE becomes essential.

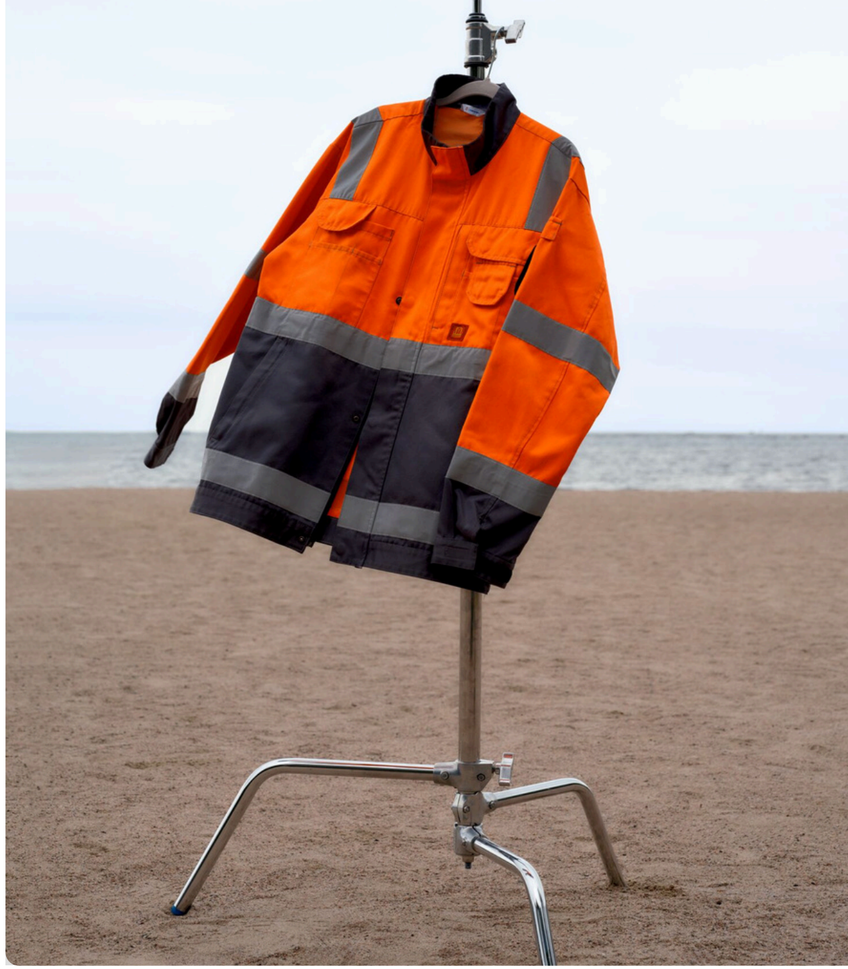
However, it is the roles within these work areas that is important. The risk assessment for a specific job determines if PPE is necessary, and it can be required in any task where there is heavy machinery, oil, dust, fire or welding, bright lights, sparks, intense heat or cold, sharp tools, corrosive substances, or hazardous chemicals.

The same applies for hi-vis. Any workplace where poor visibility could be a hazard should consider using hi-vis materials. That means busy areas with both people and moving machinery, indoors or outdoors, public roads, fields or forests.

Typical industries that require PPE include:

- Construction
- Manufacturing
- Automotive
- Road, rail, and transport
- Logistics
- Healthcare
- Pharmaceutical





Creating high-visibility workwear isn't just about making garments; it's about understanding the people who wear them and the environments they work in. Excellent workwear does more than just meet safety standards—it must be functional, comfortable, and sustainable

— Katriina Walliander, Product Manager, Lindström

Legal and safety requirements

Employers have a legal obligation to provide suitable PPE to employees exposed to workplace risks. It is important to understand the definition of PPE, who is responsible for its use and how to recognise compliant PPE workwear.

What does PPE include?

Legally, many countries define PPE as any equipment or clothing required for employees to work safely. Depending on the risk assessment of a particular job, PPE could include coveralls, overalls, gowns, trousers, winter clothing, hi-vis and more.

EU legislation defines PPE in Regulation (EU) 2016/425 as

‘all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects the person against one or more risks to that person’s health or safety, and any addition or accessory designed to meet that objective’.

The same definition applies under Directive 89/656/EEC on the use of PPE by employees.

This would mean that any workwear (including hi-vis) found to be necessary to safely perform the work is considered personal protective equipment (PPE).

Who is responsible for PPE?

Where an employer finds PPE to be necessary after a risk assessment, they have a duty to provide it free of charge. The employer holds the duty of care.

They are responsible for:

- Carrying out workplace risk assessments
- Reducing risks where possible
- Providing compliant PPE free of charge
- Ensuring adequate PPE supply
- Training employees in correct PPE use
- Monitoring and enforcing proper PPE use

Employers should also ensure that PPE remains in good condition and that it is used. If an employee has an accident by not wearing PPE garments, the employer may be liable. National requirements may vary, but the principles of employer responsibility, PPE maintenance, and worker training are consistent across EU and UK regulations.

Specific standards and protection class

The CE marking

PPE and hi-vis clothing must obviously meet many quality and safety standards. Within the EU, CE marking shows that PPE complies with **Regulation (EU) 2016/425** on personal protective equipment.

Each garment bears product marking/label information. The label indicates the PPE protection category (I, II or III) based on the risk. It will also show all the relevant standards within a protection category. This gives information about specific areas such as cold, heat and flame, welding, and more. The hi-vis class of protection will also be indicated (1-3).

Combining hi-vis garments

Hi-vis garments are rated according to the area of fluorescent and retroreflective material (Class 1–3). Combining a Class 2 vest with Class 2 trousers may achieve Class 3 protection if the total visible area meets Class 3 requirements.

Other standards

There are also other relevant standards, such as:

EN ISO 20471	Sets standards for colour and retroreflection as well as for the minimum areas and placement of materials in protective clothing.
EN 343	Defines the weather resistant qualities of protective clothing.
EN 13758-2	Specifies the requirements for UV protection.
EN ISO 11611 EN ISO 11612 EN 342	Depending on the task, additional standards such as (welding), (heat and flame), or (cold protection) may also apply.

> Heat- and flame-resistant garments will be tested to see how long heat can be applied to the garment before they catch fire, or to see how long a welding splatter takes to burn through a garment to the actual wearer. The same principle applies to chemical protection—testing how long a liquid takes to penetrate the fabric
>
> **— Melissa George, Area Sales Manager, Lindström UK**

Standard	Levels of protection	Protection classes
 **EN ISO 11612:2015** Protective clothing. Clothing to protect against heat and flame. The clothing protects against heat and flame, and it may be used for various different types of work, depending on the protection class. Users require pro- tective clothing with limited flammability and may be exposed to radiant heat, flame or contact heat or splashes of molten metal.	**A1 and A2** Limited flame spread. A1 is mandatory **B1 B3** Convective heat **C1 C 4 D 1** Radiant heat **D 3 E 1** Molten aluminium splash **E 3 F 1 F 3** Molten iron splash. Contact heat Clothing must comply with the protection level A1, and at least with one of the heat transmission requirements for letter codes B, C, D or F. Protection levels are 1 3, from which level 3 is the highest.	**EN ISO 11612 EN ISO 11611 design requirements are very similar.** Material and seam strength tested and comply with the standard requirements. Clothing shall completely cover the upper and lower torso, neck, arms to the wrist, and legs to the ankle. An overlap between jacket and trousers remain in all expected working positions. Trouser bottom overlaps the top of the footwear. Quick release fastenings to enable rapid removal of the garments in the event of an emergency. Fasteners shall not pass through the whole garment. Closures to be designed with a protective cover ap on the outside of the garment. Protection against molten metal splashes and welding: pocket openings covered with a wider ap (single ruler pocket for welders is exception). Trouser side pocket opening specifed. Distance between front closure buttons specifed. No turn ups. Pleats should be avoided. No melting underwear/mid layers. Modifcations must not reduce the level of protection.
 **EN ISO 11611:2015** Protective clothing for use in welding and allied processes Clothing is intended to protect the wearer against spatter (small splashes of molten metal), short contact time with ame, radiant heat from an electric arc used for welding and allied process- es, and minimizes the possibility of elec- trical shock by short-term, accidental contact with live electrical conductors at voltages up to approximately 100 V d. c. in normal conditions of welding.	**Class 1** is protection against less hazardous welding techniques and situations, causing lower levels of spatter and radiant heat. **Class 2** Is protection against more hazardous welding techniques and situations, causing higher levels of spatter and radiant heat. If garments contain parts of both classes, the garment shall be classifed in the lower class.	
 **IEC 61482 2:2018** Protective clothing against the thermal hazards of an electric arc Par 2: Requirements The clothing helps to protect the user against thermal hazards, when the work involves a risk of arc disharge. Electric shock, noise, light emissions, pressure rise, hot oil, electric shock, the consequences of physical and mental shock or toxic influences are not cov ered by this standard.	**APC** Arc protection Class, Class 1 or 2. **ATPV** Arc thermal performance value. kJ/m or cal/cm **EBT** Breakopen threshold energy. kJ/m or cal/cm **ELIM** Incident energy limit. kJ/mor cal/cm ATPV value indicates the tested incident energy on a material or a multilayer system of materials that results in a 50 % probability that suficient heat transfer through the tested specimen is predicted to cause a second degree skin burn injury, without the material break open. ELIM is similar to ATPV, but probability is 0%.	Material and seam strength tested and comply with the standard requirements. Clothing shall completely cover the upper and lower torso, neck, arms to the wrist, and legs to the ankle. An overlap between jacket and trousers remain in all expected working positions. Trouser bottom overlaps the top of the footwear. No uncovered outside metal parts shall be permitted in the clothing. Hardware penetrating the outer material of the garment shall not be exposed to the innermost surface of the garment.For garments covering torso and arms, the front side and the sleeves all around the arms and over their complete length shall fulifl the same arc thermal protection. For garments covering legs, the front over the complete length shall fulfill the same arc thermal protection.
 **EN 1149 5:2018** Protective clothing. Electrostatic properties. Part 5: Material performance and design requirements The garment is weakly charging or conductive of static electricity, and will remove electric charge in controlled way when grounded. Electric charges could in flame in flamable or explosive substances in sudden discharges.	No individual levels of protection for the garments. The resistance between the person's skin and earth shall be less than 10 8 Ω, e.g. by wearing adequate footwear on dissipative or conductive floors. Electrostatic dissipative protective clothing is intend ed to be worn in Zones 1, 2, 20, 21 and 22 (see EN 60079 101 and EN 60079 10 2) in which the minimum ignition energy of any explosive atmosphere is not less than 0,016 mJ. An electrostatic dissipative material shall meet at least one of the following requirements for half decay time, or for shielding factor, or for surface resistance: EN 1149 3 is the induction charging test method for the material (half decay time, shielding factor) EN 1149 1 is the surface resistance test method for the material.	For a material containing conducting threads (surface or core conducting fibres) in a stripe or grid pattern, the spacing of the conducting threads in one direction shall not exceed 10 mm in any part of the material. Electrostatic dissipative protective clothing shall permanently cover all non complying materials during normal use. All closures should be fastened during use. Clothing is only one part of the earthing system. Reflective band maximum width is 50 mm. Modifcations must not reduce the level of protection.

Selecting the right PPE workwear

When choosing the correct PPE workwear Lindström asks two key questions: What must be provided and what should be provided?

The first step is a risk assessment. Risk assessment is required by Directive 89/656/EEC (use of PPE by workers). This will consider factors such as visibility, the work environment, traffic, weather and anything else that could be a potential hazard.

Additionally, our assessment will look at workwear requirements such as:

- Requirements in work tasks
- Individual characteristics and fit requirements of users
- Compatibility with other PPE to be used
- Risks that the use of PPE can create (e.g. heat stress)

3 Key goals

The result is a personalised definition of the PPE that must be supplied. The Lindström focused approach achieves three key goals:

Safe

It means each employee will have the necessary PPE for their role, so they will be safe.

Comfortable

There will be no excessive PPE used, so workers will be comfortable.

Cost-effective

There will be job specific PPE selection, so it will be cost-effective.

Other considerations

When choosing workwear, the level of protection is obviously the number one priority. However, other considerations are just as important for the satisfaction and work quality of your team. This means key factors such as weather resistance, specific fit, stretch qualities and sustainability.

Weather resistance

To keep workers warm and dry in tough environments, and feeling fresh in breathable fabrics on hot, sweaty workdays. Remember, hi-vis that has been covered up by another layer in cold conditions, or taken off in hot conditions, no longer functions, nor is it compliant under EN ISO 20471.

Stretch qualities

For ease of movement, allowing workers to carry out tasks without problems caused by their PPE. Poorly designed or uncomfortable garments could restrict movement in a critical moment or be simply removed and not used.

Sustainability

To comply with ISO 14001 Environmental Management System standards, but also to show your team and your clients that environmental awareness is important to you. Using sustainable environmentally friendly practices, like reusing, repairing and recycling when possible, shows you are a company that cares.

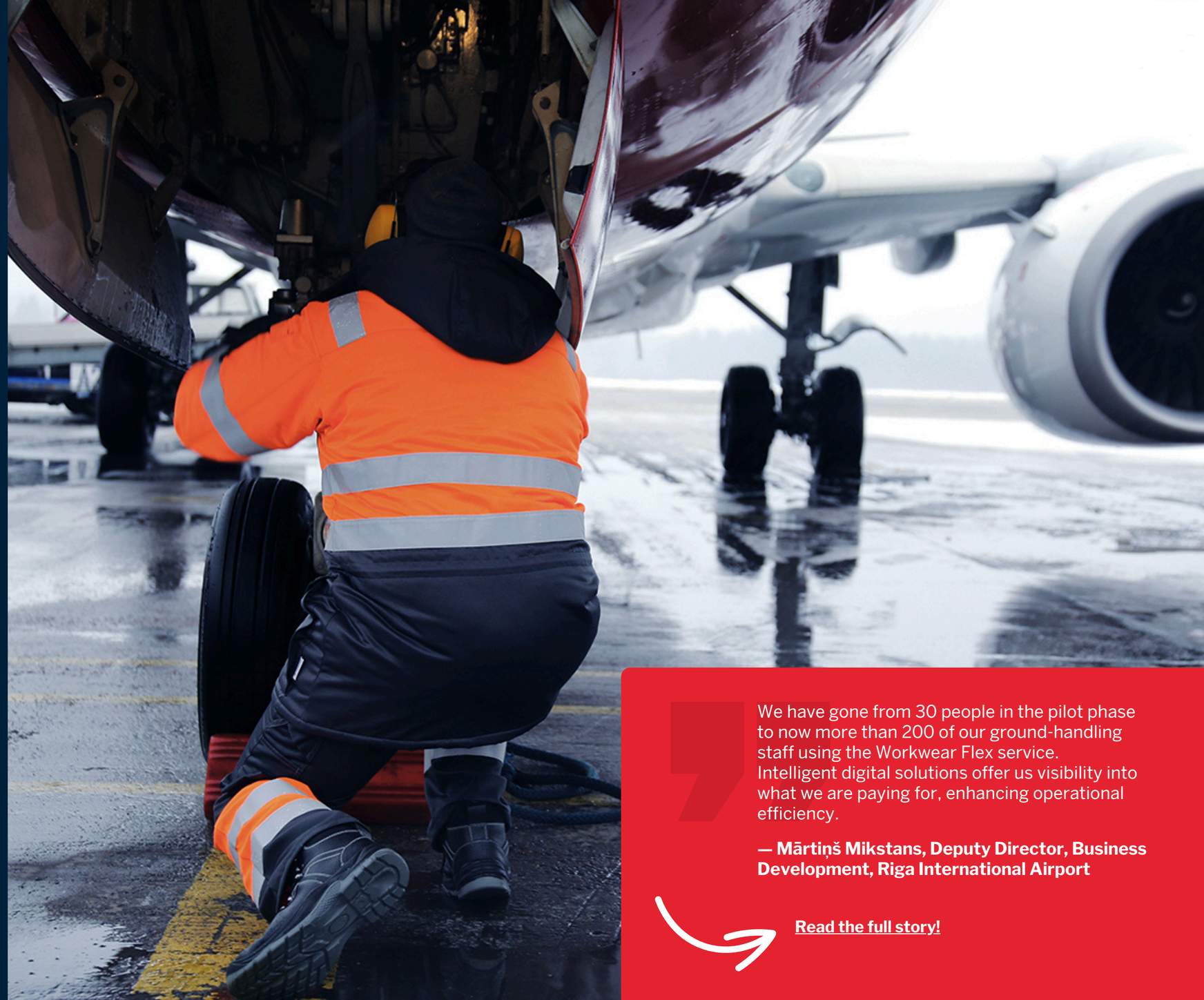
Customer Spotlight

Safe & scalable operations

Riga International Airport, Latvia

Ground-handling operations at Riga International Airport grew rapidly.

The Lindström “Workwear Flex” service enabled scalable workwear for 200+ staff members, with digital control, efficient inventory and better alignment with the airport’s safety & sustainability goals.



We have gone from 30 people in the pilot phase to now more than 200 of our ground-handling staff using the Workwear Flex service. Intelligent digital solutions offer us visibility into what we are paying for, enhancing operational efficiency.

— Mārtiņš Mikstans, Deputy Director, Business Development, Riga International Airport

Read the full story!

Lindström offers several CE FR protective clothing concepts

WelderPro

PPE category II
Product certification:

EN ISO 11611:2015, A1 Class 2
EN ISO 11612: 2015, A1 B1 C1 E3 F1

Purpose of Use:
Flame retardant protective clothing for protection against heat and flame, heavy welding and molten iron splashes.

Target group:
Welding, Iron casting. Steel industry.

Main material:
80% Cotton / 20% Polyester, 420 gsm

Size range:
42-66 (men)

AluPro

PPE category III
Product certification:

EN ISO 11611:2015, A1 Class 2
EN ISO 11612: 2015, A1 B1 C1 D3 E3 F1

Purpose of Use:
Flame retardant protective clothing for protection against heat and flame, molten aluminium splashes and welding.

Target group:
Welding, Aluminium casting.
Aluminium industry.

Main material:
54% Viscose / 20% Polyamid / 20% Wool / 5% Aramide / 1% Antistatic fiber, 375gsm

Size range:
42-66 (men)

MultiPro Heavy duty

PPE category III
Product certification:

EN ISO 11612:2015, A1 B1 C1 F1 EN ISO 11611:2011, A1 Class 1
EN 1149-5:2008
IEC 61482-2:2009 Class 1 (4kA),
ATPV 13 cal/cm2

Purpose of Use:
Durable, flame retardant and antistatic protective clothing for heavy maintenance indoor working tasks. Welding, class 1 included.
Electric arc tested.

Target group:
Electricians, heavy duty maintenance work including occasional grinding/welding, ATEX environments.

Main material:
65% Cotton / 34% Polyester / 1% Antistatic fiber, 350 gsm

Size range:
42-66 (men)
32-56 (women)

MultiPro Comfort

PPE category III
Product certification:

EN ISO 11612:2015, A1 B1 C1 EN ISO 11611:2011, Class 1 A1
(not in all products)
EN 1149-5:2008
IEC 61482-2:2009 Class 1 (4kA),
ATPV 8,4 cal/cm2

Purpose of Use:
Light weight, flame retardant and antistatic protective clothing for indoor working tasks.
Electric arc tested.

Target group:
Electricians, light maintenance tasks, indoor environment,
ATEX environments.

Main material:
75% Cotton / 24% Polyester / 1% Antistatic fiber, 245 gsm

Size range:
42-66 (men)
32-56 (women)

MultiPro Comfort HiVis

PPE category III
Product certification:

EN ISO 20471:2013, Class 1 & 2
EN ISO 11612:2015, A1+A2 B1 C1 E1 F1
EN ISO 11611:2011, Class 1 A1+A2
EN 1149-5:2018
IEC 61482-2:2018 APC 1 (4Ka)
ATPV 8 cal/cm2

Purpose of Use:
Flame retardant, antistatic and high visibility protective clothing for indoor/outdoor working tasks.
Electricarc tested.

Target group:
Electricians, light maintenance tasks, indoor & outdoor environment, ATEX environments.
Petrochemical industry.

Main material:
75% Cotton / 24% Polyester / 1% Antistatic fiber, 245 gsm

Size range:
42-66 (men)
32-56 (women)

TwinPro

PPE category III
Product certification:

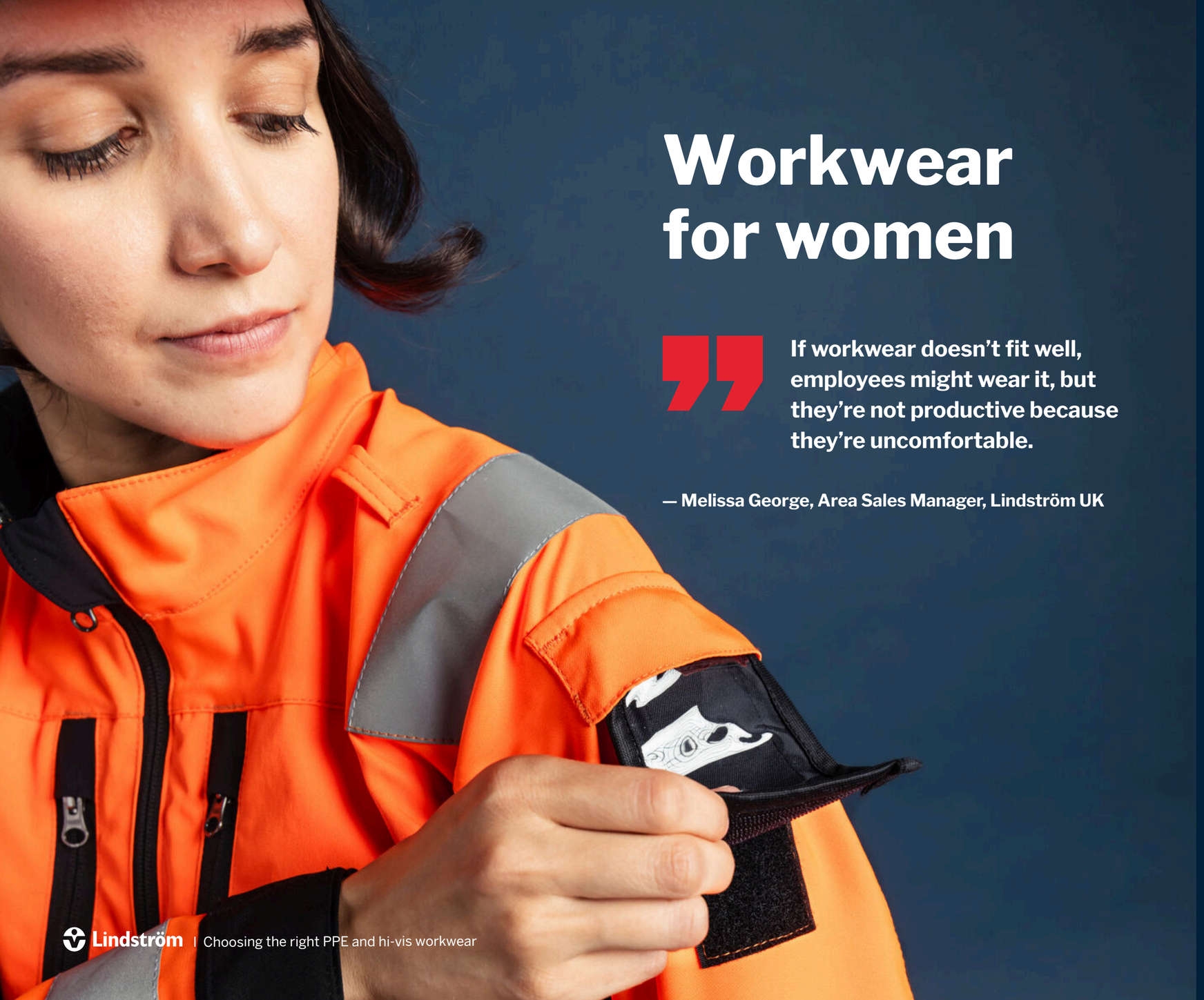
EN ISO 20471:2013, Class 1-3 EN ISO 11612: 2015, A1 B1 C1 EN 1149-5:2008
IEC 61482-2:2009, Class 1 (4kA)
IEC 61482-2:2009, Class 2 (7kA)
(Winter garments (excl. 13029)

Purpose of Use:
Flame retardant, antistatic and high visibility protective clothing for
outdoor working tasks.
Electric arctested. Summer and winter garments.

Target group:
Electricians, heavy duty maintenance work, outdoor environment, ATEX environments.
Petrochemical industry.

Main material:
50% Cotton / 49% Polyester / 1% Antistatic fiber, 345 gsm

Size range:
42-66 (men)
32-56 (women)



Workwear for women

> **If workwear doesn't fit well, employees might wear it, but they're not productive because they're uncomfortable.**

— Melissa George, Area Sales Manager, Lindström UK

Another key consideration is providing garments specifically for women. In the past, women have used men's protective workwear, which usually meant that the clothing would not fit properly.

Excessively long trouser or sleeve length could make movement more difficult, get caught on machinery, or even trap sparks and spatter. This extra risk is unacceptable. Additionally, women are usually smaller, so this needs to be considered at the design stage. All the necessary features must be fitted onto a smaller space of available material.

Lindström supports the growing number of women in industries like logistics, transportation, and manufacturing. Well-designed workwear for women plays an important role in levelling the playing field.

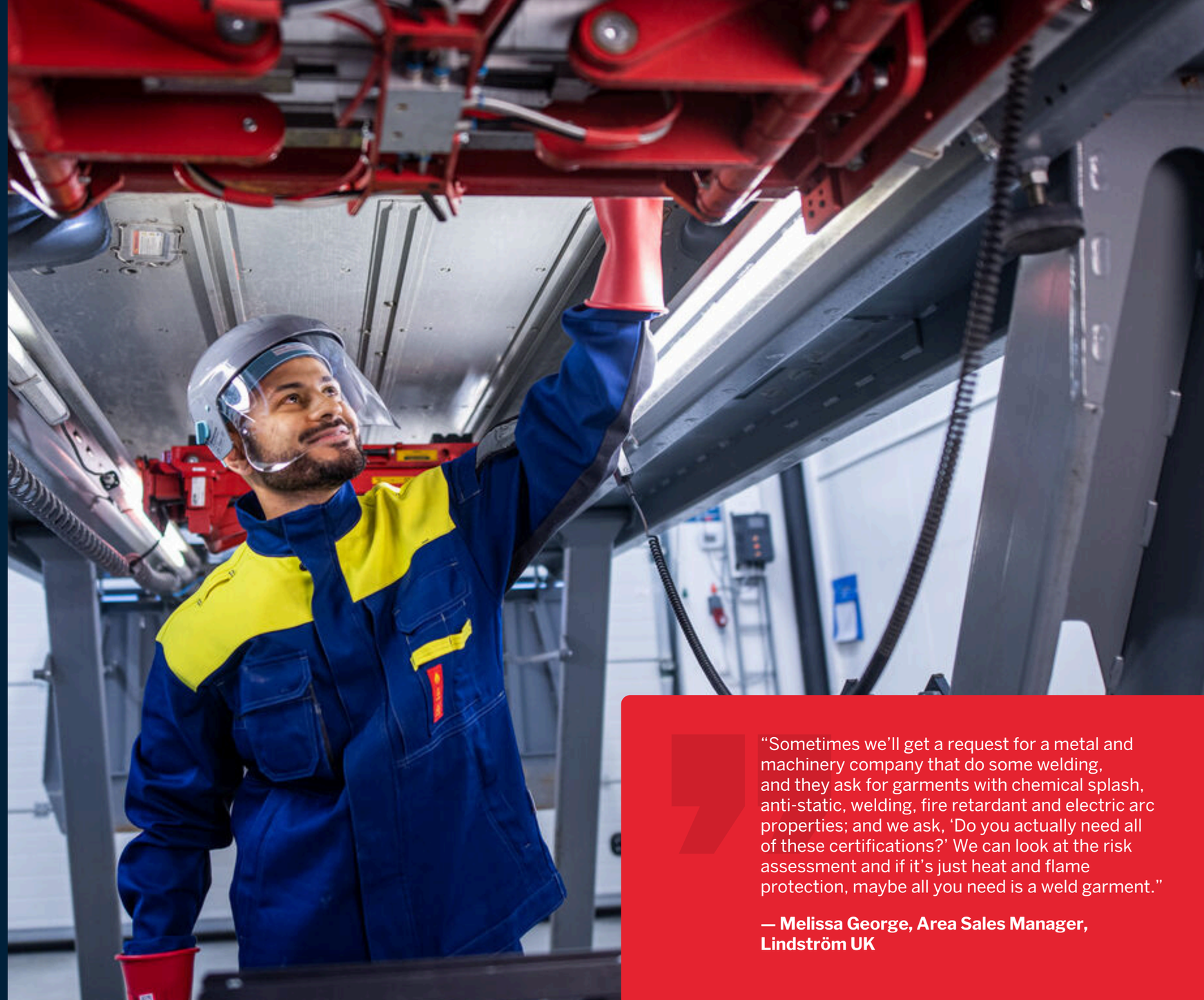
Take our HiVisPro Stretch Jacket, for example. Lightweight and flexible, it's available in sizes from 2S to 8L, ensuring a great fit for a wide range of body types—because safety should never be one-size-fits-all.

Over ordering

Often, businesses will ‘play it safe’ and order garments offering the highest protection class or performance level.

However, this is not usually cost-effective and can result in uncomfortable workwear. Too hot, too stiff or too heavy workwear may be removed or left unused. By ordering in this way, you may also be paying for protective clothing for employees who do not need it.

PPE should match the identified risk—not exceed it unnecessarily, which may reduce comfort and compliance. A reputable clothing supplier will discuss the workplace risk assessment with you and help determine the correct protection class and garment type for each task and worker. Long-term, this will mean better clothing, comfortable workers and often save you money.



> “Sometimes we’ll get a request for a metal and machinery company that do some welding, and they ask for garments with chemical splash, anti-static, welding, fire retardant and electric arc properties; and we ask, ‘Do you actually need all of these certifications?’ We can look at the risk assessment and if it’s just heat and flame protection, maybe all you need is a weld garment.”
>
> **— Melissa George, Area Sales Manager, Lindström UK**

Washing, maintenance and compliance

Directive 89/391/EEC
(Framework Directive on Worker Safety)

Directive 89/656/EEC
(use of PPE by workers)

Require employers to ensure that PPE and workwear are kept in good, hygienic, and functional condition through proper maintenance, repair, and replacement.

How can you keep PPE workwear in good, compliant condition?

PPE workwear must be in good condition.

Obviously, if a garment or workwear is very dirty, the protective materials will no longer perform as intended. If clothing is torn, burnt or has holes, it will not offer enough protection. In the case of an oily garment, when working with machines for example, dirty or contaminated garments may increase fire risk, and hi-vis requires regular cleaning to maintain fluorescent and retroreflective qualities.

Maintenance

PPE maintenance must follow the manufacturer's instructions and inspection schedule. Like any other PPE, garments must be regularly inspected and checked for dirt, fading, holes, tears, and reduced hi-vis reflectivity. Remember, PPE workwear that is not in good working order is no longer compliant. Defective PPE must be withdrawn from use immediately.

Washing

All workwear must be washed at correct temperatures and with approved detergents according to manufacturer and standard instructions. Workers should not wash PPE themselves, as incorrect processes can damage protective treatments or reflective materials. Professional laundering ensures the garments remain compliant and traceable through washing and inspection records.

However, regular washing of PPE workwear can also lead to fading or deterioration of protective materials over time. For the non-expert it is not easy to see if they are still providing adequate protection. Without careful monitoring of wash cycles, garments can become over-washed and, especially hi-vis, lose their protective qualities. After a defined number of wash cycles, garments should be retested or replaced as required by the manufacturer.

Lindström's workwear service model

The Lindström workwear service model is designed to remove the stress: to guide, supply and support.

We help you determine the different workwear needs in your company to make sure all your employees get appropriate workwear for their tasks. We fit the garments to each employee and make any custom changes needed. We take care of the procurement and start your weekly service with the first workwear delivery.

We deliver clean workwear as often as you need it, and at the same time take used garments to our laundry. Workwear will be delivered directly to each employee's own locker or other predetermined place. If you have seasonal changes in your workwear needs, we can also store workwear on your behalf.

Cleaning and repair

At our laundry, we are committed to maintaining consistent garment quality. We inspect all the workwear at each washing stage, checking for damage, stains and wear, according to manufacturer and standard requirements (e.g. EN ISO 20471 Classes 1-3 for hi-vis). We repair any problems like tears, missing buttons, burns, etc, maximising the lifespan and value of your garments. Any damaged workwear is replaced on the next delivery. This ensures that every piece of PPE workwear leaving our facilities is in top condition, safe and compliant with your company standards. Employers remain responsible for ensuring that PPE use and maintenance comply with applicable regulations.

Full traceability

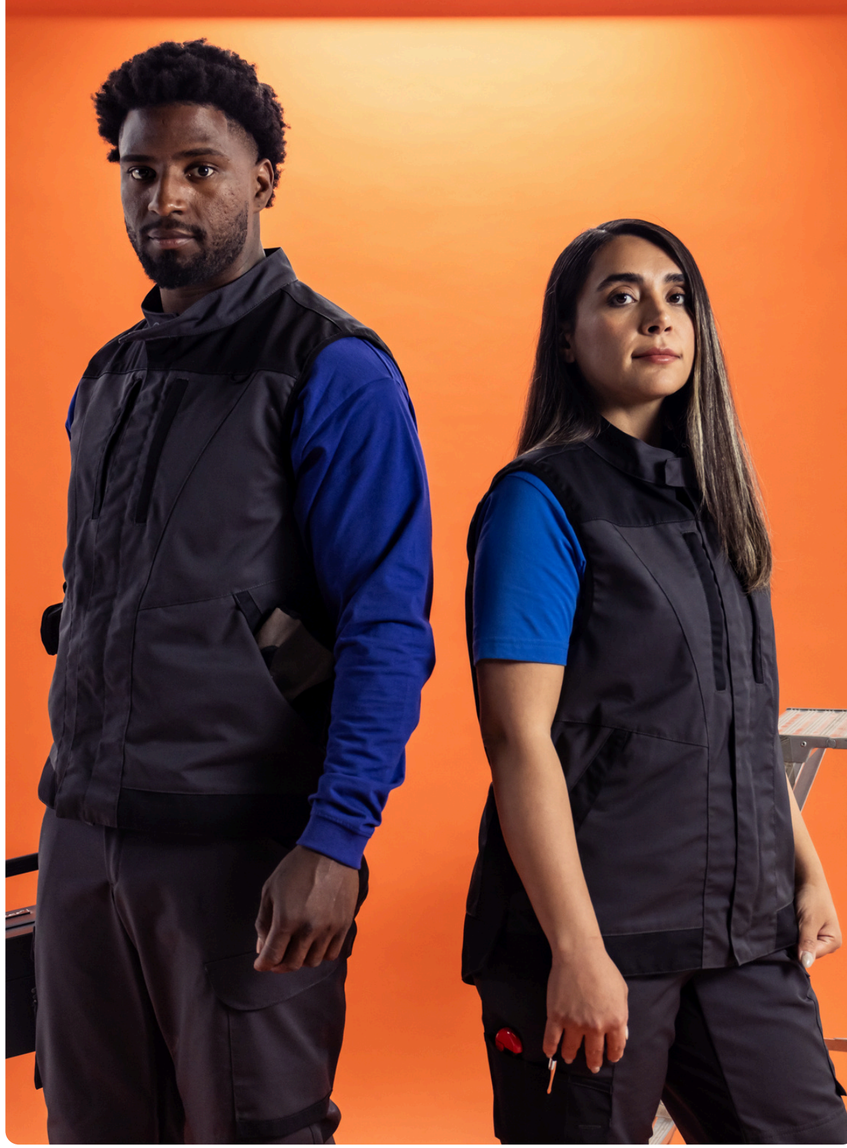
Lindström knows how hard your garments work. By integrating RFID tags into every rented garment, we can track each individual piece throughout its lifecycle. Garment tracking data is used for service management only and is not used for personal monitoring.

We then have a clear digital trail that tells us when and how often the garment is being used, if it has been repaired, and when it is due for replacement. It maintains the optimal number of garments for each employee, and prevents over-ordering or shortages. We can even monitor repair-frequency, to help with safety assessments and risk prevention.

On our digital platform, eLindström, managers can view:

- Garment assignments by employee, size, and role
- Total number of garments in circulation
- Repair logs and wash cycles
- Invoice and order history
- Remaining garment lifecycle or replacement needs

Our model takes away the stress of managing PPE workwear whilst supporting occupational safety audits, hygiene control, and quality assurance.



> Nobody from a company likes managing PPE workwear. Except for us. We love it.
>
> **— Melissa George, Area Sales Manager for Lindström, UK**

Customer Spotlight

17 years of partnership

Meconet, Estonia

Estonian manufacturer Meconet has used Lindström for 17 years. A focus on oily industrial environments, fast-changing staff numbers and clean-workwear demands made the textile rental service model critical to their operations.

I have worked at Meconet for almost 20 years and have seen the work both before and after Lindström. I must say that our experience has been simply excellent. High-quality products, seamless service, and human and professional customer managers have made Lindström the ideal partner for us.

— Annely Peekmann, Supply Manager, Meconet

Read the full story!

Circular economy

Sustainability is at the heart of what we do; offering easy-to-use textile services based on the circular economy. We have followed the reuse, reduce and recycle principles throughout our long history of providing textile rental services.

Workwear that lasts

Lindström carefully washes and repairs your workwear. This means that garments are reused and last longer. We choose the best materials for a longer life, make durable items, then fix things when they get broken. This helps reduce the need for virgin raw materials and contributes to lower carbon emissions.

70%

Reducing waste (2024)

We recycle items that need to be replaced whenever suitable recycling options exist. In 2024 alone we recycled 70 % of our textile waste and introduced fabrics containing our own recycled fibres.

4.9

Million repaired textiles (2024)

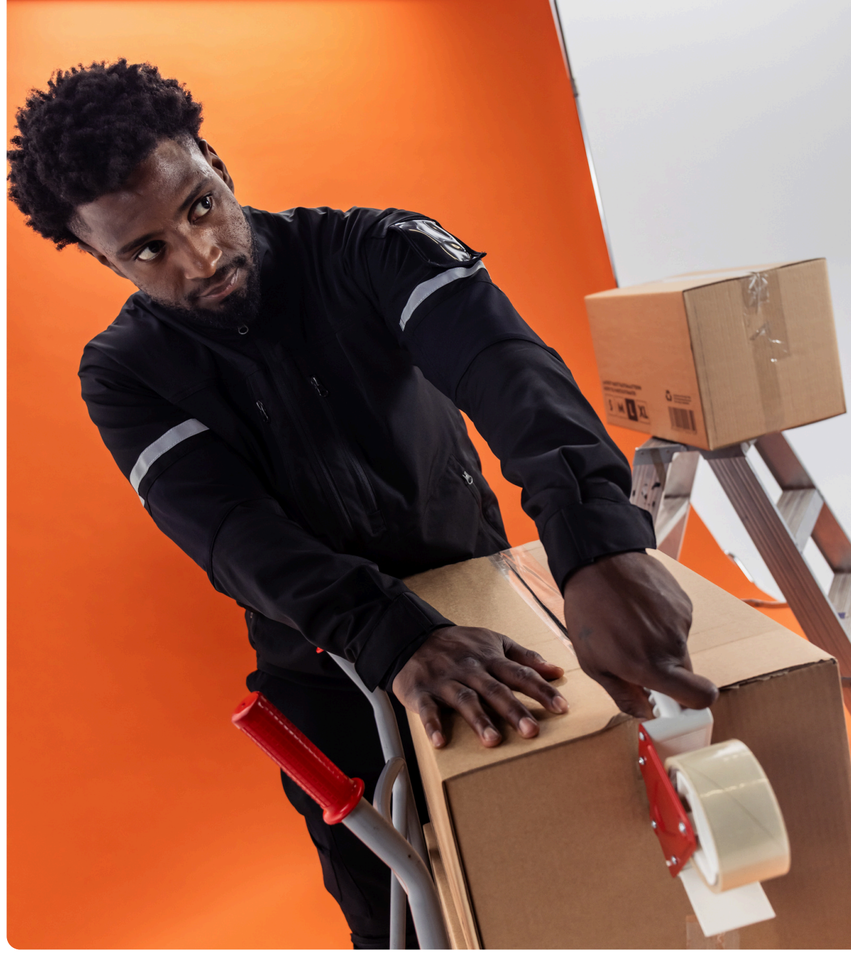
Reusability and repairability are considered during the design phase, for example, through the use of adjustable features, modular designs, and reinforcement patches. We repair around 4.9 million pieces of textiles every year.

Winter workwear made from plastic bottles

In 2023, we launched our first winterwear collection featuring 100% recycled polyester wadding and lining, made from post-consumer plastic bottles. These recycled materials provide high thermal insulation and strong durability: key requirements for reliable winter workwear.

Because the insulation is produced from used plastic rather than virgin raw materials, this supports the circular economy and helps reduce the environmental footprint of the textiles we purchase.

Read the full story!



We design our collection to be easily repairable. Its simple, modular designs and limited accessories make repairs straightforward. The necessary parts—like the correct type of zippers—are readily available in our laundries. This isn't always the case with highly customised products, which can end up as waste if they cannot be repaired.

— Elina Harjanne, Head of Product Development, Europe, Lindström

Climate goals

We aim to reduce our greenhouse gas emissions every year and by 2030 halve our emissions from the year 2021 level across the value chain.

On top of that, our goal is to reach net zero by 2050. Our targets have been validated by the Science Based Targets initiative to ensure that they are aligned with the latest climate science.

We have calculated our greenhouse gas emissions and identified that textiles, energy & electricity and customer deliveries cover almost 70% of our emissions. We have also identified the actions that help us reduce those emissions.

Textiles are one of our most significant waste streams. However, our circular business model prevents and reduces the creation of textile waste in many ways.

Circular solution

Recycled fibers give waste a second life

Minimise virgin raw-material exploitation and have a more energy efficient production chain.

Did you know?

The production process of recycled fiber uses less water and less carbon dioxide than the regular one. In our Prime collection, the main fabric consists of 65% recycled polyester, which comes from post-consumer PET bottles (rPET).

65%

Circular design thinking

Involves durable construction techniques, accessible repair solutions, and compatible materials, prolonging the garment's lifespan and reducing the need for premature disposal.

Fabric selection & testing meet quality standards

Selecting and testing the most suitable fabric can ensure a longer lifespan for the garment, reducing the need for frequent replacements and the demand for virgin materials.

Repairability

We have designed our workwear to be durable and repairable. Systematic garment repair extends the lifetime and lowers the carbon footprint. The repair process is tested in our laundries.

Repairing is included in the full-service price.

Check out our sustainability goals

Customer Spotlight

Sustainability front and centre

Neste, Finland

Neste, a leader in renewable, circular raw materials, chose Lindström for its workwear rental and management services in 2023.

Their goal: centralised, efficient workwear across sites that supports safety, comfort and environmental targets.

> We specifically evaluated Lindström's commitment to circular-economy practices and the lifecycle management of workwear. Their services support our goal of minimising the environmental impact of our operations.
>
> **— Tuomas Halonen, Development Manager, Sustainable Procurement, Neste**

Read the full story!

Checklist: What to look for in hi-vis PPE

Hi-vis clothing has made huge improvements to workplace safety. However, remember to consider the following when choosing your hi-vis garments.

1 Look for EN ISO 20471 high-visibility clothing certification (Classes 1, 2 and 3).

This European standard sets strict requirements for visibility, specifying the amount of fluorescent fabric and the placement of reflective materials. Compliance with this standard confirms the garment meets the required visibility performance for its class.

2 Keep them clean.

Working conditions can be tough, due to both weather and dirt. Neither fluorescent nor retroreflective clothing is going to reflect any light if it's covered in oil, cement, or mud. Consider leasing clothing so it will be kept clean and well-maintained.

3 Make sure the clothes are comfortable for the job they are doing.

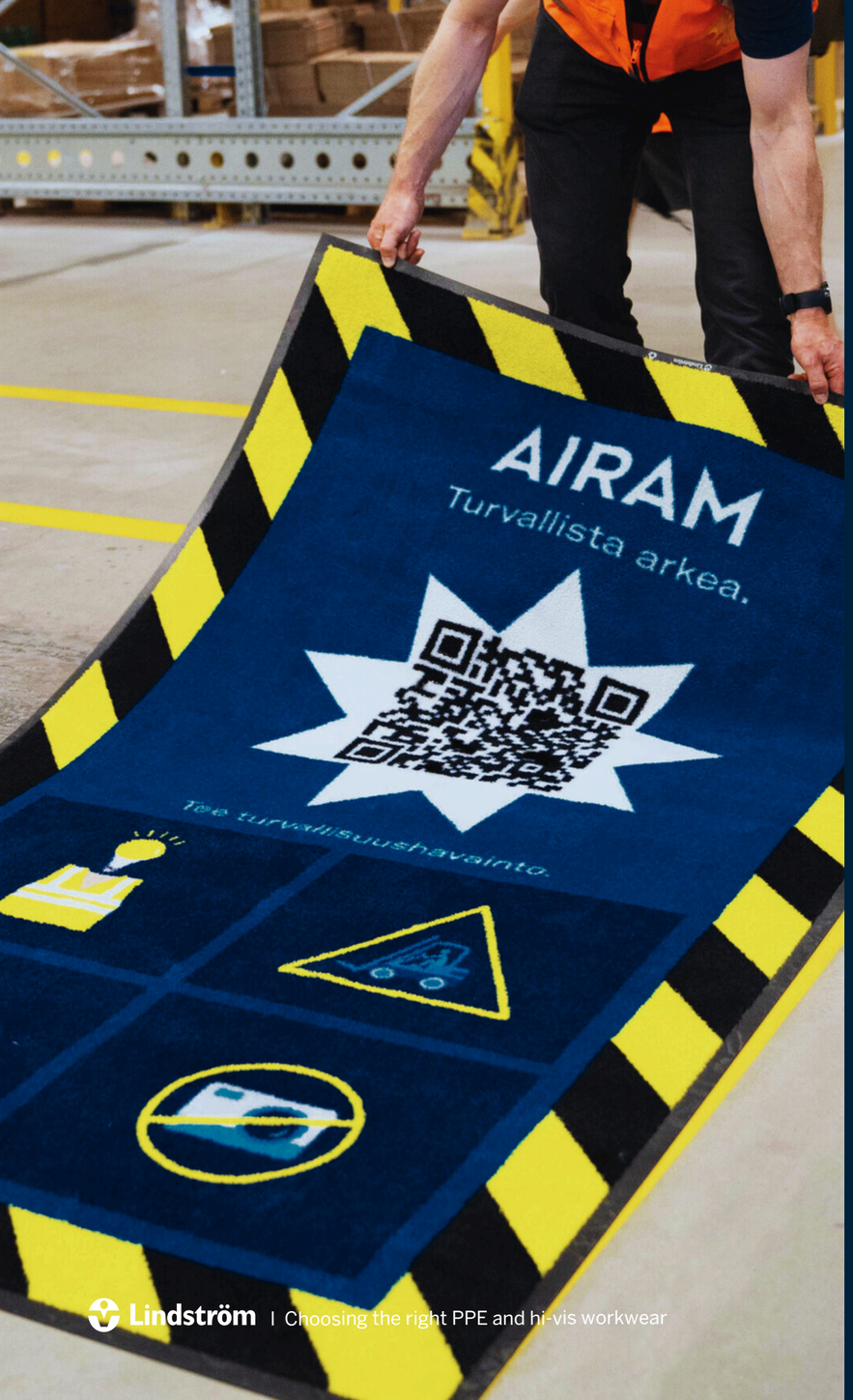
You can't expect someone resurfacing a road to wear a heavy jacket, even if it is fluorescent. When hot, uncomfortable hi-vis clothing is removed, it's no longer protecting you. Make sure you have garments that are just as comfortable on hot sunny days and cold snowy ones.

4 Make sure they fit.

This is essential as hi-vis areas of clothing can be less-effective if they don't fit properly. Poor fit can reduce the visible area below the minimum required for the certified class. The best rental companies will even offer a fitting service to make sure clothes are working correctly.

5 Make sure the clothes are good enough for different work conditions.

How many fluorescent or retroreflective items have disappeared under a warm jacket when it starts to get cold? Or under a coat when it starts to rain? Your hi-vis workwear needs to work, whatever the conditions. In the heat, use lightweight, breathable stretch materials which allow moisture to evaporate, keeping the wearer cool and dry. For outdoor work or cold-storage facilities consider winter workwear made from weather-resistant fabrics that shield against wind and rain, in line with EN 343 (protection against rain) or EN 342 (protection against cold), where applicable.



Safety mats help where safety matters

Workwear PPE shouldn’t stop at your boots.

Even if you have the right PPE garments, clean, fitted and well designed, it won’t help if workers don’t use them. It is the responsibility of the employer to ensure that PPE is used properly, and reminding employees about correct use is vital.

Lindström Safety Mats use brightly coloured messages to draw attention to safety regulations. Unlike signs on the walls, which can easily be missed or ignored, safety mats are large, bold and easily seen as you walk. They support safety awareness and help reduce accident risks.

And like all Lindström services, your mats are cleaned, repaired and designed to work for your business. Each mat can have messages specific to your situation.

- “Use of protective equipment is mandatory!”
- “Safety starts with you! “
- “Caution! Risk of slipping!”
- “Have a safe day”
- “Pedestrian zone – Stay on the designated path!”

Safe and clean, from the ground up.

In addition to promoting a safe working environment, design mats effectively absorb dirt and moisture, thus contributing to maintaining a safer, cleaner and tidier workspace.

Lindström