

Declaration of principle of the Company Amidex Objekttextilien GmbH©

1. Foreword

We at Amidex Objekttextilien GmbH are clearly committed to the UN Guiding Principles on Business and Human Rights of the United Nations, the EU Charter of Human Rights, the International Bill of Human Rights, the OECD Guidelines as an internationally recognized set of rules for dealing with integrity risks and the ILO Core Labor Standards.

We have defined the tasks in our company, as well as all interested and affected stakeholders, and have analyzed and written down the resulting topics. Our aim is to constantly improve all areas, such as quality, environmental performance and environmental management, health and safety at work, social responsibility and, of course, the profitability of the company. The management of Amidex Objekttextilien GmbH, as well as all our employees, are committed to implementing the contents of this policy statement to ensure that the internal and external requirements of all deliveries and services comply with the requirements relating to human rights, the environment and integrity in our own company and in textile supply chains.

2. Respect for human rights

For Amidex Objekttextilien GmbH, the protection and respect of human rights is the highest good. This commitment also runs through the entire supply and value chain. It is our responsibility to respect internationally recognized human rights and to put a stop to human rights violations.

We have known our suppliers personally for many years, which has resulted in a mutual, responsible and cooperative relationship. Social responsibility, human rights, occupational safety and health protection are observed, practiced and realized by all our suppliers in their production.

Our main focus is to ensure that all our products are manufactured in compliance with human rights, without child labor or forced labor.

The health and safety of our employees and our suppliers' employees is our top priority. Everyone should return home healthy and unharmed after their work is done.

Dealing with vulnerable groups:

The needs of vulnerable groups that could be particularly affected by the company's business activities and relationships were precisely identified, these are women, people perceived as elderly, people from ethnic minorities, and people with disabilities. We take an appreciative approach and respond to their needs as a matter of course.

- Women: equal pay for the same job, no different treatment on the basis of gender (no discrimination on career advancement), no discrimination on the basis of pregnancy.
- People perceived as older: valuing work experience/knowledge.
- Ethnic minorities: Free expression of one's own culture, customs & protection from discrimination, social equality, equal educational opportunities.
- People with disabilities: activities adapted to the health status, barrier-free rooms.

Living wages:

We at Amidex Objekttextilien GmbH pay our wages and salaries in accordance with collective agreements (with overpayment) in Austria and collective agreements (with overpayment) in Slovakia. We also expect fair and living wages from our suppliers in Turkey and Pakistan, proof of which has been provided by our suppliers. We check this at regular intervals.

3. environmental performance and environmental management

In our opinion, sustainable management and a healthy environment are inextricably linked, which is why we have set ourselves the goal of constantly improving our environmental performance and environmental management. We do this even when selecting the new production machines, we purchase (BVT leaflets and BVT conclusions, Federal Ministry of Labor and Economic Affairs)

The production processes of our suppliers, as well as our own, are geared towards sustainability. The responsible use of all resources is part of our corporate awareness. We consider it a matter of course to constantly increase our requirements for environmental performance and environmental management and the resulting interests. We orientate ourselves exclusively to local, legal and official requirements. We are committed to the use of sustainable production materials as well as the guidelines of the ZDHC (Zero Discharge of Hazardous Chemicals Version 1.0 August 2024), we are committed to this great goal. Our long-term goal is to use recycled production materials in our products and to continuously increase their share.

We have created an awareness of sustainability, environmental performance and environmental management among our employees. Through employee training, both our own and our suppliers' employees, environmentally conscious behavior is promoted and guaranteed in the long term.

4. Social responsibility

Amidex Objekttextilien GmbH is obliged to observe and comply with the national and international regulations, laws or ordinances of the respective countries in all business activities and decisions.

By carefully selecting our suppliers (Turkey and Pakistan), we ensure that all social, environmental and economic aspects are considered. Long-term business relationships with our suppliers create mutual trust, good communication and an exchange of information.

Our social responsibility is reflected in our due diligence processes. Dealing with vulnerable groups at our suppliers and any negative implications for human rights, environmental performance and integrity in these companies are considered in the relevant processes. These processes relate in particular to the commencement or termination of business relationships with suppliers in the various countries, but also to all other processes of our due diligence.

Additionally, we have created incentive structures for our employees that particularly focus on the implementation of due diligence obligations. These are reflected in training and development opportunities, as well as in career development. The due diligence obligations are integrated into the performance evaluation to offer employees who actively engage in these topics better promotion prospects and development opportunities within the company.

5. Quality management

No high-quality product without a functioning quality management system, which is why we are committed to the continuous development and improvement of our quality system.

The consistent quality of our products is the basis of our successful company. For us, quality means not only the delivery of a flawless product, but also a trusting relationship with our customers and suppliers. Quality begins with respect for the product, the handling of all resources and the appreciation of each individual employee. All our employees are obliged to contribute to the continuous improvement of our quality awareness. We are solution-orientated when dealing with any errors that may have occurred.

We want satisfied and long-term customer relationships, reliable and forward-looking quality management, a well-functioning and trouble-free organization form the framework for achieving this.

6. Health protection and occupational safety

For Amidex Objekttextilien GmbH, a healthy and safe workplace is of the utmost importance, not only in our own production, but also in that of our suppliers.

We constantly monitor strict compliance with safety requirements and equipment on our production machines. This also applies to our suppliers, who may also be audited

by us for safety-related requirements. We carry out risk analyses regularly and also on an ad hoc basis.

The handling of chemicals is carried out and documented through in-depth training and regular repetitions for our employees. The use of personal protective equipment by our employees for hazardous work is mandatory. Our greatest asset is healthy and satisfied employees, not only at our company but also at our suppliers.

7. Procurement specifications

Through our procurement guidelines, we are committed to responsible procurement and purchasing practices, i.e. without negative impacts on human rights, the environment and integrity. In our Code of Conduct, we require our suppliers and the downstream supply chain to also contribute to compliance with responsible procurement and purchasing practices. We ourselves and the majority of our suppliers are OEKO-TEX STeP ® certified, and our suppliers often have many more certifications, such as Global Organic Textile Standard (GOTS) or Fairtrade.

No supplier may use subcontractors for manufacturing without the consent of Amidex. In the case of subcontracting, the qualification of subcontractors is the same as the procedure with direct suppliers before entering into a business relationship and is evaluated annually in the ongoing business relationship. Once the subcontractor has agreed to accept the Amidex Code of Conduct and to produce in accordance with it, this is permitted. Proof of this must be provided by our suppliers and their subcontractors and will be documented by us.

Compliance with legal requirements, regulations and social standards, as well as all resulting requirements for the environment, economy, competition, etc. of the supplier's country concerned.

Respect for human rights:

Amidex Objekttextilien GmbH does not do business with partners who do not respect the ban on forced and child labor or the employment of illegal workers. The same applies to partners who refuse to comply with health and safety regulations. Furthermore, we do not maintain any business contacts with criminal persons, such organizations or any institution that violates human rights (internal research before acceptance as a possible supplier, proof of signing our 'Code of Conduct' and translation into the respective national language).

Dealing with vulnerable groups of people:

In an extended operational analysis, we addressed the issue of vulnerable groups of people and identified their expectations. We take these groups into account in our procurement guidelines. In particular, these are women, young workers, migrants, migrant workers, homeworkers and people with disabilities (all but the former regardless of their gender). Child labor is prohibited and we strictly reject it.

Code of conduct:

By having our suppliers sign our Code of Conduct, we ensure that the CSR procurement guidelines are recognized and disseminated sustainably throughout the entire supply chain.

We speak out against all forms of forced labor, child labor and discrimination. Furthermore, any form of negative impact on the environment, health and safety at work, as well as non-compliance with the payment of minimum wages or the requirements of minimum wage legislation.

We counteract these risks through regular analyses. At the same time, we are committed to providing our suppliers and business partners with a safe working environment for people and the environment.

8. Dealing with the most serious risks

Amidex Objekttextilien GmbH is committed to managing its most serious risks in relation to human rights, the environment and integrity in its own textile supply chains. When analyzing the risks for 2024, we classified the following risks as the most serious:

- Minimum wage in Turkey
- Hazardous chemicals in Turkey
- Water pollution in Turkey and Pakistan

We have planned the following targeted measures to minimize the risks listed above:

- Request report Audit by third party according to recognized standard (BSCI, SMETA, SA8000, ...) to monitor the risk;
- Existence of a valid certificate according to OEKO TEX STeP.

9. Complaint management

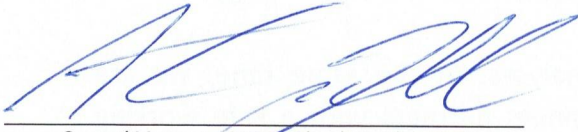
Amidex Objekttextilien GmbH is in constant dialogue with all its employees. As a small production company, direct contact and communication is very important to us. Risk management is an integral part of our management activities. We are very happy to draw on this input and experience in order to master the constant challenges in the textile industry.

The UN Guiding Principles on Business and Human Rights serve as a guideline and template for us.

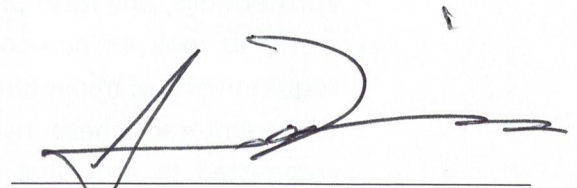
A complaint mechanism enables our employees to raise any concerns regarding violations of human and labor rights or negative environmental impacts.

A complaint box with the email address complaints@amido-exquisit.sk is clearly visible and accessible at our production site. We would like to point out that no sanctions, punishments or similar measures will be taken against the complainants. We

guarantee anonymity when dealing with any form of complaint. In the event of a justified complaint in any form whatsoever, corrective measures in the form of remedial action and redress will be initiated immediately.



General Manager AMIDEX Objekttextilien GmbH,
Leobersdorf on 06.12.2024



General Manager AMIDO-EXQUISIT s.r.o.,
Leobersdorf on 06.12.2024