



Sustainability report

of the company Amidex Objekttextilien GmbH©

1. Reference to our policy statement

Amidex Objekttextilien GmbH (Amidex) is a family-run company that has been making a name for itself in the textile industry for several generations. The company has been supplying well-known companies in the hotel linen, bed linen and toweling sectors for many years. Amidex is recognized both on the domestic and international market for its high-quality products and customer-oriented approach.

We at Amidex Objekttextilien GmbH are clearly committed to the UN Guiding Principles on Business and Human Rights, 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. Our aim is to continuously improve all areas, such as quality, environmental performance and management, health and safety at work, social responsibility and, of course, the economic efficiency 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. The most serious risks

As part of our risk management, a comprehensive risk analysis was carried out to identify, assess and prioritize human rights, environmental and integrity risks along our supply chain. Our production site in Slovakia was also included in the analysis.

We limit the production of our products to countries such as Austria, Slovakia, Turkey and Pakistan, where audits are carried out by third parties on an ongoing basis. AMIDEX is aware of the potential risks that can occur in its supply chains.

We regularly check that the risk assessment is up-to-date and update it if necessary. Due to the long-term cooperation with the respective production sites, regular on-site visits are also carried out. In this way, regular checks are carried out to ensure that minimum standards are guaranteed and risks are minimized.

Various internal and external sources of information were used to conduct the risk analysis, including Human Rights Watch, 2020 ITUC Global Rights Index, UNICEF, The

Guardian, Germany Trade & Invest and Walk Free Global Slavery Index. For 2024, we were able to classify the following risks as the most serious:

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

The awareness of our suppliers in the areas of health, safety and the environment are very strong. The audits are carried out independently by third parties such as BSCI Amfori or SMETA.

By requesting the audit reports of our suppliers, deviations, albeit to a small extent, or low classification, could be detected. Reviewing these audit reports allows us to gain a deeper insight, albeit selectively, into potential risks at our suppliers

In addition, we check the existence and validity of OEKO TEX STep certification, which sets strict requirements for the production site in areas such as chemicals management and environmental management (including water).

3. Preventive, mitigating and remedial measures

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 oppose 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 laws.

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.

Our process for developing remedial and reparation measures sets out exactly how we deal with such cases based on the outcome of complaints. We want to take the concerns of our employees as well as our customers and suppliers very seriously, because we can only learn and grow based on them.

4. Learning experiences, progress and challenges

We were able to gain valuable insights into various topics, which we consider to be key elements and will consider in the future implementation of our due diligence obligations.

We have developed internal mechanisms such as quick scans, risk analysis and supplier evaluation for regular use, which should effectively build up our dialogue with suppliers and lead to a mutually increased awareness of human rights and environmental risks.

Our long-term relationships with suppliers and short supply chains have allowed us to obtain the necessary information and thus achieve a high level of transparency.

The membership in initiatives and the interest in cooperating with international and local NGOs provides access to proven approaches, training, tools and networks. It also opens up the opportunity to exchange ideas with other companies. Amidex examines possible initiatives and NGOs that could be useful for the implementation of due diligence obligations for the company.

5. Complaints channels and received complaints

Complaints 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 grievance mechanism enables our employees to raise any concerns they may have about violations of human and labor rights or negative environmental impacts.

A complaints box with the email addresses info@amido-exquisit.sk or office@amidex.at is clearly visible and accessible at our production site. We would like to point out that no sanctions, penalties 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 are initiated immediately.

We also regularly (2-3 times a year) check the effectiveness of our complaint channel by asking our employees personally and recommend that they report any perceived grievances.

We are proud to announce that there were no external or internal complaints in 2024.

Contact details in the event of a complaint:

AMIDEX Objekttextilien GmbH

Eitzenbergerstrasse 8/3

2544 Leobersdorf

ÖSTERREICH / AUSTRIA

FAX: + 43 (0) 2256 64049

Phone: + 43 (0) 2256 64056

E-Mail: office@amidex.at

6. Involvement of external stakeholders and potentially affected parties

As part of our due diligence obligations, we attach great importance to involving relevant external stakeholders in the process. In particular, this includes potentially affected parties, suppliers, representatives of civil society and employee representatives. Our measures can be summarized as follows:

- regular dialogue with our suppliers
- cooperation with NGOs and international networks
- involvement of vulnerable groups of people

Dealing with vulnerable groups of people:

We have analyzed the issue of vulnerable groups of people and identified their expectations in an extended operational analysis. 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.

In our process for developing remedial and restorative measures, we take a very specific approach to dealing with internal and external issues.

7. Increasing supply chain transparency

Below is a list of our current sourcing countries, broken down by the stages of manufacture and wet processes.

Country	Region	Process stage / Process steps
Slovakia	Zemplin	Manufacture
Pakistan	Sindh	Yarn and fabric production, fully integrated
Pakistan	Punjab	Yarn and fabric production, fully integrated
Turkey	Denizli, Karamanmaras	Yarn and fabric production, fully integrated

8. Our sustainability strategy:

Sustainability has long been an important part of Amidex Objekttextilien GmbH's corporate philosophy. In 2018, we were awarded the MADE IN GREEN by OEKO-TEX® label for an Austrian company for the first time.

Products:

Our products stand for quality!

Amidex attaches great importance to this! For example, products are exclusively sourced from STANDARD 100 by OEKO-TEX® certified companies. Furthermore, more and more emphasis is being placed on social and ecological certifications. In recent years, more and more products have been certified with the MADE IN GREEN by OEKO-TEX® label.

Our subsidiary Amido Exquisit has both OEKO-TEX® STeP and EN ISO 9001:2015 and ISO 14001:2015 certifications. This is the most efficient way to implement quality and environmental management.



9. Carbon Footprint:

With the help of ENIVAK, Bratislava, our subsidiary Amido Exquisit s.r.o. was able to create a carbon footprint for the year 2024. This is a further step in the implementation of

sustainability for the company. Amidex Objekttextilien GmbH at the Leobersdorf site is purely an office operation with a small warehouse. This means that our customers can now also be offered climate-neutral products, and CO² offsets can be ordered for the products ordered in proportion to the greenhouse gases generated during production.



10. Social projects

People with special needs are particularly close to our hearts. It was therefore important to Amidex to support people and families in this area. That is why we donate bed linen to those affected in various social institutions. These are made up of:

- Slnecnica - Vranov Civic Association, Slovakia People with multiple sclerosis
- Civic association Milan Štefánik - Vranov Kráľová pri Senci - Slovakia People with disabilities
- Centre for children and families - Vranov - Slovakia, orphanage
- Vranov retirement home – Slovakia
- Association Green Circle - Mönichkirchen www.gruenerkreis.at, Lower Austria, was able to hand over 40 sets of bed linen this year, the clients and employees were visibly very pleased, our social commitment especially for people with special needs gives us great pleasure (see photo).



A handwritten signature in blue ink, consisting of stylized, flowing letters.

General Manager AMIDEX Objekttextilien GmbH,
Leobersdorf on 06.12.2024

A handwritten signature in blue ink, consisting of stylized, flowing letters.

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

