



T I N T E X

SUSTAINABILITY REPORT 2022 & 2023

INDEX

ABOUT THE REPORT.....	3
-----------------------	---

MESSAGE FROM THE BOARD.....	4
-----------------------------	---

01. ABOUT TINTEX.....	5
1.1 PURPOSE AND COMPANY VALUES.....	8
1.2 INTERNAL ORGANIZATION	10
1.3 GOVERNANCE.....	11
1.4 ETHICS AND TRANSPARENCY	12
1.5 REPUTATION AND BRANDING	14
1.6 AWARDS AND NOMINATIONS	16
1.7 VALUE CHAIN	17

02. A PURPOSE DRIVEN APPROACH.....	18
2.1 STAKEHOLDER ENGAGEMENT.....	19
2.2 MATERIALITY ASSESSMENT.....	19

03. ECONOMIC PERFORMANCE.....	21
3.1 ECONOMIC PERFORMANCE	22
3.2 LEGAL AND REGULATORY COMPLIANCE.....	23

04. ENVIRONMENTAL PERFORMANCE	24
4.1 SUPPLIERS AND MATERIALS.....	25
4.1.1 RAW MATERIALS	27
4.1.2 CHEMICAL PRODUCTS.....	29
4.1.3 CERTIFICATIONS	31
4.2 ENERGY MANAGEMENT.....	32
4.3 WATER MANAGEMENT.....	34
4.4 GAS EMISSIONS MANAGEMENT.....	36
4.5 WASTE MANAGEMENT.....	37

05. SOCIAL PERFORMANCE.....	40
5.1 SOCIAL RESPONSIBILITY	41
5.2 HUMAN CAPITAL	42
5.3 OCCUPATIONAL HEALTH AND SAFETY.....	45
5.4 COMMUNITY.....	47
5.5 EDUCATION & TRAINING	49

06. OPERATIONAL PERFORMANCE.....	50
6.1 TINTEX COLLECTIONS.....	51
6.3 TECHNOLOGICAL INNOVATION	53
6.4 COOPERATION	56
6.5 PRODUCT DIFFERENTIATION	59

GRI CONTENT ANALYSIS	60
----------------------------	----

ABOUT THIS REPORT

This document is the 4th Sustainability Report from TINTEX, covering operations from 1 January 2022 to 31 December 2023, addressing the years 2022 and 2023. The biannual report has been prepared in accordance with the GRI Standards 2021.

The company remains committed to transparency and openly reporting its performance on sustainability issues, including impacts on the economy, environment, and society, as well as human rights.

As in 2021, this report reflects TINTEX's response to the most impactful material topics in all sustainability domains and the company's ongoing efforts to manage sector challenges.

For the first time, TINTEX conducted a double materiality assessment to identify both environmental and social impacts, as well as financial ones.

For questions about the sustainability report:

Sustainability Department - sustainability@tintextextiles.com

Technical support - Humb Consulting

MESSAGE FROM THE BOARD

Dear Reader,

We are pleased to present TINTEX's Sustainability Report for the fiscal years 2022 and 2023, where we aim to share, in an honest and transparent manner, the different aspects of our operation and the organization's positioning for the challenges and opportunities that lie ahead.

The years 2022 and 2023 were transformative for us, for our sector, and for the world around us. From the war in Ukraine to the abrupt rise in energy costs, surging inflation, and a global reduction in consumer demand, almost everything changed in the way business unfolded during this period. Simultaneously, our own growth was also significant: we expanded our production and administrative areas, adapted and implemented new processes and products, automated workflows, and became more digital and efficient. As a result, we are now more agile, effective, resilient, and sustainable.

This is the fourth Sustainability Report we publish, and we feel it is increasingly imperative that companies like ours, which operate in a sector as global, competitive, and scrutinized as Textiles, share their operational, financial, social, and environmental information. However, this does not come solely from external pressures but—primarily—from our own desire to grow and improve, to know our strengths and weaknesses intimately, and to steer this ship more knowledgeably through the uncertain waters ahead, which we must inevitably navigate.

We hope this document serves as a testament to our collective progress (of our will to achieve it as well) and reinforces the belief of our employees, customers, suppliers, and all partners in a Naturally Advanced future alongside TINTEX.

We sincerely thank you for your interest and support.

Warm regards,

The Executive Board
Mário Jorge, Ricardo, and Pedro.

ABOUT TINTEX01

- .1 PURPOSE AND COMPANY VALUES
- .2 INTERNAL ORGANIZATION
- .3 GOVERNANCE
- .4 ETHICS AND TRANSPARENCY
- .5 REPUTATION AND BRANDING
- .6 AWARDS AND NOMINATIONS
- .7 VALUE CHAIN

TINTEX TEXTILES, based in Vila Nova de Cerveira, Portugal, stands as a distinguished Portuguese manufacturer specializing in knit fabrics and in dyeing, finishing, and coating processes. With over 25 years of industry expertise, the company has positioned itself as a key player in circular knit production, catering to diverse sectors such as Fashion, Athleisure, Active and Intimate segments.

Naturally Advanced is more than a motto.

Committed to innovation, TINTEX currently boasts an extensive portfolio comprising more than **6500 active references** and **numerous partnerships and collaborations**. This diverse range of products underscores the company's dedication to providing brands and garment manufacturers with sustainable and pioneering collections.

At the core of TINTEX's mission is a focus on exploration and enhancement. The company continually strives to introduce new concepts and refine existing ones, leveraging innovative technologies to create distinctive products for its clients.

TINTEX TEXTILES stands as a dynamic force, pushing the boundaries of textile manufacturing to deliver excellence in every thread.

These are TINTEX's true colors.



TINTEX 25TH ANNIVERSARY

In 2023 TINTEX celebrated a quarter-century of excellence in the textile industry, and takes pride in acknowledging this significant milestone in its journey. In retrospective of the past quarter-century, the company expresses sincere appreciation for the unwavering commitment of its dedicated team members, the steadfast support of collaborative partners, and the enduring loyalty of esteemed clients, all of whom have been pivotal contributors to TINTEX's sustained success.

Throughout this illustrious period, TINTEX has effectively surmounted challenges, embraced cutting-edge innovation, and consistently delivered superlative textile solutions. The company is particularly gratified by the substantial growth and accomplishments attained, underscoring its resolute dedication to the production of high-quality, innovative, and sustainable textiles. This commitment remains unyielding as TINTEX Textiles navigates forward, continually challenging itself to uphold the highest standards.

In the spirit of looking ahead, TINTEX raises a toast to the anticipation of another 25 years marked by continued success, unwavering dedication to innovation, and the pursuit of excellence.



TINTEX is present worldwide and serves more than 300 clients in 30 countries across 4 continents.



1.1 PURPOSE AND COMPANY VALUES

PURPOSE

TINETEX is devoted to pioneering positive change within the textile industry, demonstrating that responsible business practices are not only viable but essential. The company challenges the traditional narrative of a polluting and fast fashion-dominated sector by prioritizing social and environmental values alongside economic development.

With a comprehensive view, TINETEX seamlessly integrates manufacturing with awareness, consciousness, and innovation, evident in its commitment to:

CREATING PURPOSEFUL COMPANY VALUE

TINETEX imbues purpose into every aspect of its operations, recognizing them as contributions to a more sustainable and responsible future.

The company strategically aligns operations with sustainability pillars, ensuring that responsible business practices are integrated into long-term planning.

STRATEGIC DESIGN AND DEPLOYMENT ALIGNED WITH SUSTAINABILITY PILLARS

DECISION MAKING BASED ON TRANSPARENT SOCIAL AND ENVIRONMENTAL DATA

Transparency is paramount in TINETEX's decision-making, ensuring choices are rooted in a clear understanding of societal and environmental impacts.

TINETEX's commitment to continuous improvement and innovation propels its pursuit of better solutions for the planet and society.

CONTINUOUS IMPROVEMENT AND INNOVATION

TINETEX's overarching mission is collaborative efforts for a better future, providing transparent and responsible smart textile solutions.

Recognizing the pitfalls of fast fashion, the company embraces responsible production, emphasizing informed decision-making, strategic actions aligned with sustainable values, and the creation of purposeful value beyond economic gains.

TINETEX stands at the forefront of a transformative era in the fashion industry, advocating for conscious and sustainable consumption.





CORE VALUES

TINTEX's guiding principles:

TRUST · RIGOR · INTEGRITY · TRANSPARENCY

These guiding principles form its identity and culture. Woven into every aspect of our operations, these values steer decisions and actions, fostering enduring relationships with employees, clients, partners, and society at large.

For the employees, these core values provide a sense of purpose and alignment with TINTEX's vision.



These are not just principles but integral components of the business DNA

These values propel TINTEX's commitment to innovation and sustainability, creating a process that not only delivers substantial value for clients but is also inherently people and planet-centric.

TINTEX'S MISSION

To develop responsible textile solutions that embody design, innovation, and sustainability through a collaborative, knowledgeable, transparent, and passionate approach

In the pursuit of qualitative differentiation, TINTEX crafts smart, responsible, and premium-quality fabrics for the fashion universe.

UNIQUE BLEND OF
CREATIVE DESIGN
SIGNIFICANT R&D INVESTMENT
UNWAVERING DEDICATION TO SUSTAINABLE PRINCIPLES

TINTEX's enduring commitment to responsible textile solutions reflects its dedication to design, innovation, and sustainability, realized through cooperation, knowledge, transparency, and an unwavering passion for excellence.

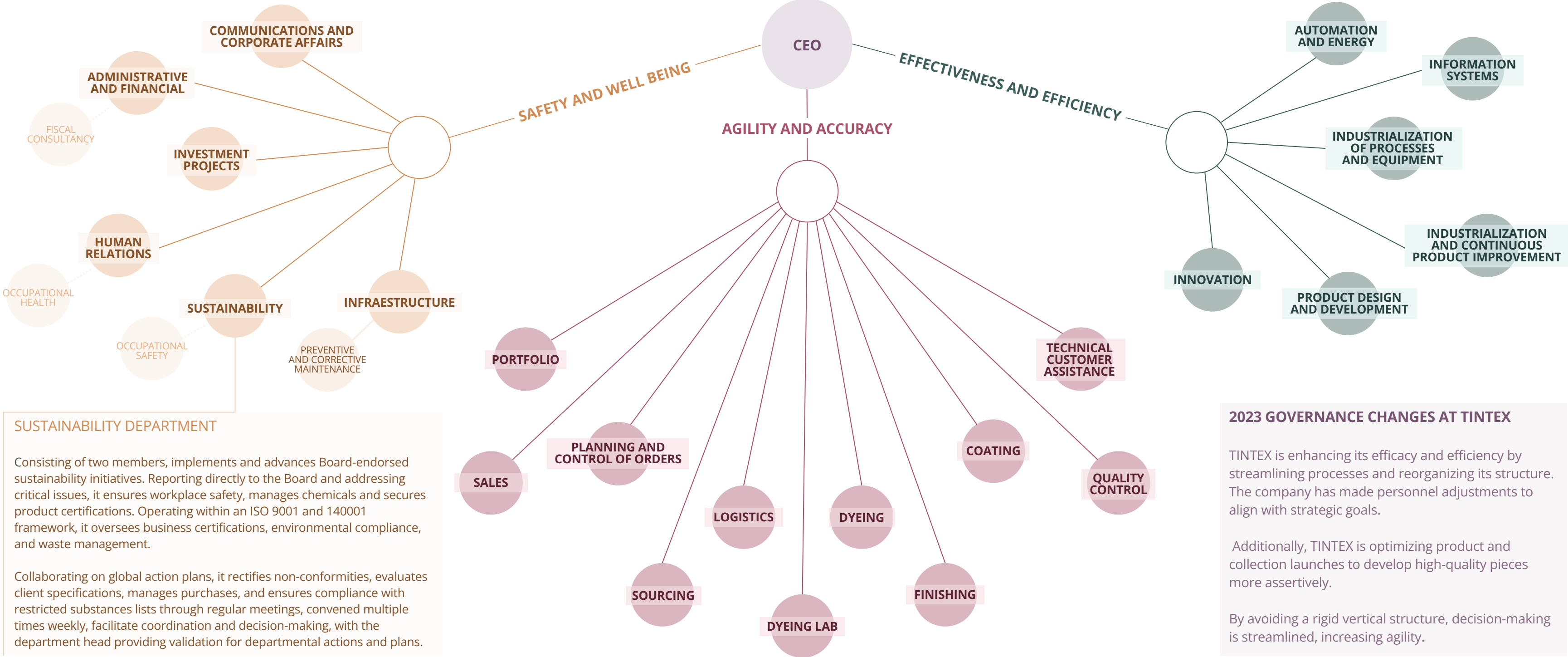
1.2 INTERNAL ORGANIZATION

TINTEX's internal organization is meticulously structured, with the Board serving as the highest governance body and spearheading the sustainability strategy. It is composed of three male members, of whom two are executive and one is non-executive.

The Board is appointed through a voting process in assembly, with selection criteria primarily centered on the candidates' curriculum and relevant competencies.

This governing body plays a crucial role in shaping the sustainable development strategy, overseeing the work of the sustainability department, and evaluating the progress towards established goals.

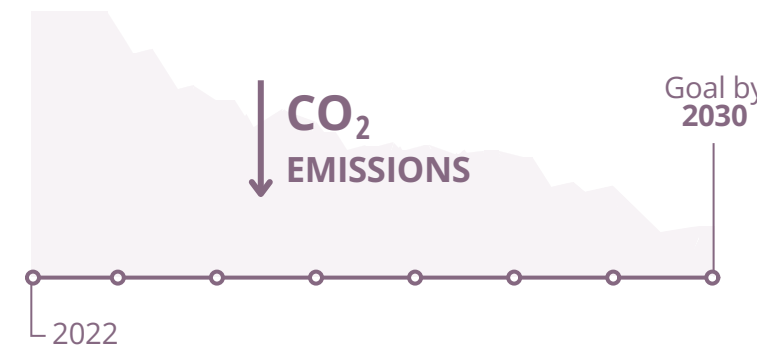
Additionally, the Board assumes responsibility for reviewing and approving information disclosed in the annual sustainability report. Material topics are rigorously analyzed during board meetings, with a designated member overseeing the entire reporting process.



1.3 GOVERNANCE

TINTEX aims to reduce CO₂ emissions by 2030.

In this regard, governance plays a crucial role in helping to ensure this objective and accelerate the journey towards sustainability.



TINTEX's commitment:

SUSTAINABILITY
SOCIAL
ENVIRONMENTAL
ECONOMIC
in all aspects of its operations.

To ensure that these values and commitments are integrated at all levels of the organization, a sustainability department and three committees have been established.

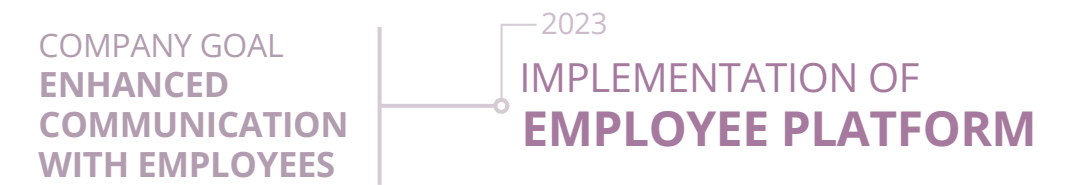
The Board is responsible for defining the committees and their structure. They provide assistance to the Executive Board in defining and monitoring the execution of strategies, policies, and goals.

TINTEX COMMITTEES:

Allow for optimisation and greater efficiency of TINTEX performance and structure, and sustainable topics and policy commitments, namely human rights, decent work, environment, and anti-corruption.

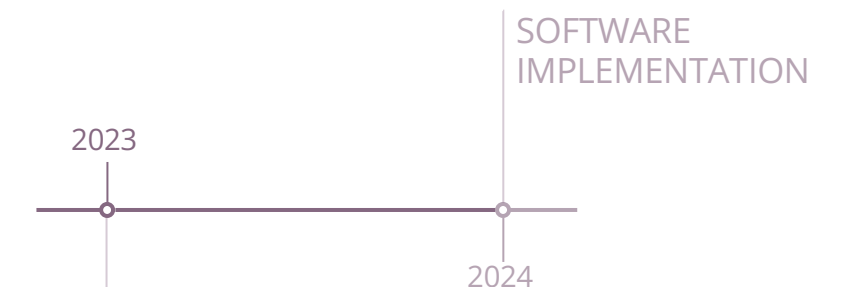
SAFETY	ACTION PLAN MANAGEMENT	HUMAN RELATIONS
Department heads and CEO <i>Decent work and health and safety at work.</i> Investigate and analyze workplace accidents, potential or actual hazardous situations, accident prevention, and address non-conformities. - Monthly meetings (with two randomly selected production employees present until all workers have had a chance to attend).	Sustainability team and a member of the board <i>Environment, quality, and risk management.</i> - Biweekly meetings	Head of human relations and CEO <i>Human rights, labour rights, anti-corruption, and work conditions.</i> - Weekly meetings

TINTEX PLATFORMS



This platform operates as a managerial framework, incorporating coordination mechanisms that enable employees to schedule vacations, access official documentation, and perform other related tasks.

The ultimate aim is to provide comprehensive access to all TINTEX manuals and procedures in the near future.



DEVELOPMENT OF AN INTERNAL SOFTWARE

- ALLOWS REAL-TIME ACCESS TO PRODUCTION STATUS
- FEATURES A LIVE CHAT FOR RESOLVING ISSUES AND QUESTIONS

This software centralizes information, including all orders, technical sheets, production orders, and references

1.4 ETHICS AND TRANSPARENCY

TINTEX is unwavering in its commitment to ethical and transparent practices, considering them non-negotiable principles. The company's culture prioritizes these principles guiding every decision and action.

INTEGRITY · ACCOUNTABILITY · TRANSPARENCY

These are not mere buzzwords for TINTEX; they are ingrained values that shape the company's course of action and enable it to anticipate and prevent severe risks. TINTEX is setting a high standard for a sustainable and ethical future in the textile industry.

In response to the growing demand for transparency in business, TINTEX aims to build relationships and trust through its ethical approach. This commitment isn't just a formality; it's a central pillar in the governance framework, underscoring its critical importance for any progressive company.

TINTEX recognizes the significant impact of its operations, from product procurement to value chains. To proactively address potential risks the company relies on a robust and regularly updated code of conduct.



This commitment is not merely a checkmark on a list but a driving force that permeates every decision and action undertaken by the company.



This manual enables the identification of susceptible behaviors, defines preventive and corrective measures, reinforces the message that such behavior is not tolerated within the company, and outlines the consequences for those engaging in such conduct. It also includes the procedure to follow in the event of reporting a case of harassment.

The COC for the Prevention and Combat of Workplace Harassment was distributed and presented in person, providing context for it. The same applies to the General COC, which is given to new employees upon their arrival.

TINTEX is dedicated to upholding the **labor rights principles** outlined in its policy commitment:

- FREEDOM OF ASSOCIATION
 - RIGHT TO COLLECTIVE BARGAINING
 - NON-DISCRIMINATION
- PREVENTION OF FORCED LABOR AND CHILD LABOR
 - ENSURING OCCUPATIONAL HEALTH AND SAFETY
 - MAINTAINING FAIR WORKING CONDITIONS INCLUDING WAGES AND WORKING HOURS

TINTEX revises its integrated policy to align with its ethical and transparent principles, emphasizing as its central pillars:

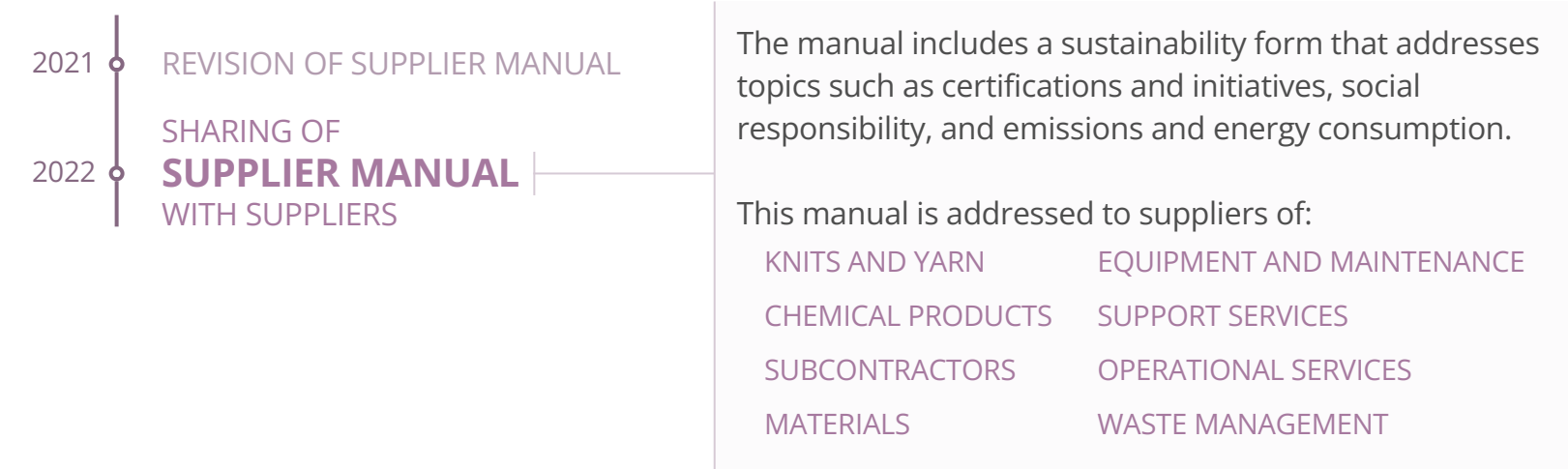
QUALITY & INNOVATION · ENVIRONMENT · SOCIAL RESPONSIBILITY

TINTEX ensures that its integrated policy and code of conduct are effectively communicated to all employees through displays and announcements on the **Management Platform**.

Read the Company Integrated Policy [here](#) 🔍



TINTEX TARGETS



A contact list for complaints to external parties is provided to all stakeholders, as well as a suggestion box was installed at the TINTEX facilities, open to its employees. Both are monitored to track the effectiveness of these measures

Communication and training about TINTEX's code of conduct, reflecting the company's posture on ethical principles, fundamental rights, commitments, and norms, including non-discrimination and anti-corruption policies, is provided to both internal team members and external suppliers.

1.5 REPUTATION AND BRANDING

TINTEX's success in the textile sector is underpinned by its robust reputation and strategic branding initiatives. With a focus on sustainability and ethical practices, TINTEX has positioned itself as a competitive front-runner in the market, attracting clients who prioritize responsible consumption.

Through client satisfaction assessments and investments in innovation, the company ensures alignment with customer expectations while maintaining a competitive edge. TINTEX's strong reputation not only fosters trust and loyalty but also drives positive environmental impacts and industry-wide influence.



By establishing a notable presence in the sustainable segment and influencing industry practices, TINTEX reaffirms its commitment to environmental stewardship and social responsibility, positioning itself as a leader in the textile sector.



BRANDING

The company holds 10 registered trademarks. Each one is a testament to the unique and exclusive identity, with common elements: the soul, dedication, and creativity of TINTEX.

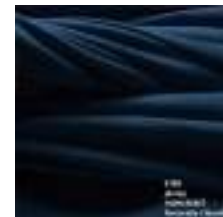


TINTEX NATURALLY ADVANCED™

Reflection of the identity and vision of the company, embracing and working towards a conscious and naturally advanced future.

PLUMMY® by TINTEX

Premium finishing technology that produces clean surfaces, bright colors and unique hand feel, integrating state-of-the-art technology.



NATURALLY CLEAN® by TINTEX

Premium finishing technology that produces clean surfaces, bright colors and unique hand feel, integrating state-of-the-art technology.

COLORAU®

Biocoloration process with lower resource consumption using enzymes and natural extratcs. The main components used in this process - thyme, boldo, peppermint, chestnut and gambier - have a natural origin and result in functional and sustainable textiles in a variety of fiber such as cotton and lyocell.



IN.TECH by TINTEX

Transparent coatings that reveal the natural color of the fabric, with water-repellent properties.



B.CORK™

Coating based on circular economy criteria, developed using waste as a resource from the traditional Portuguese cork industry. The incorporation of pre-consumer cork waste results in a coating that is breathable and natural. In addition to the very characteristic aesthetics and texture, the products elasticity and flexibility are the great advantages of cork.

CRISPY PAPER by TINTEX

Innovative coating technology which completely modifies the fabric substrate to deliver a rigid, but wonderfully tactile experience.

REBELLION

Interactive, sensory coatings that react to touch, heat and light.

INVINOTEX

Partnership with Quinta do Soalheiro in the creation of products that encompass alternative materials to animal leather in which grape and stem waste is incorporated to obtain innovative and sustainable coated textiles.



TINTEX LOGO

Registered patent for the TINTEX logo and its use in clothing.

CLIENT SURVEYS

Client satisfaction surveys were conducted to evaluate the perception of TINTEX among its key stakeholders.

The evaluation was carried out according to questionnaires and an internal analysis of clients who represent **70%** of the company's turnover.

CUSTOMER SATISFACTION (0-5)

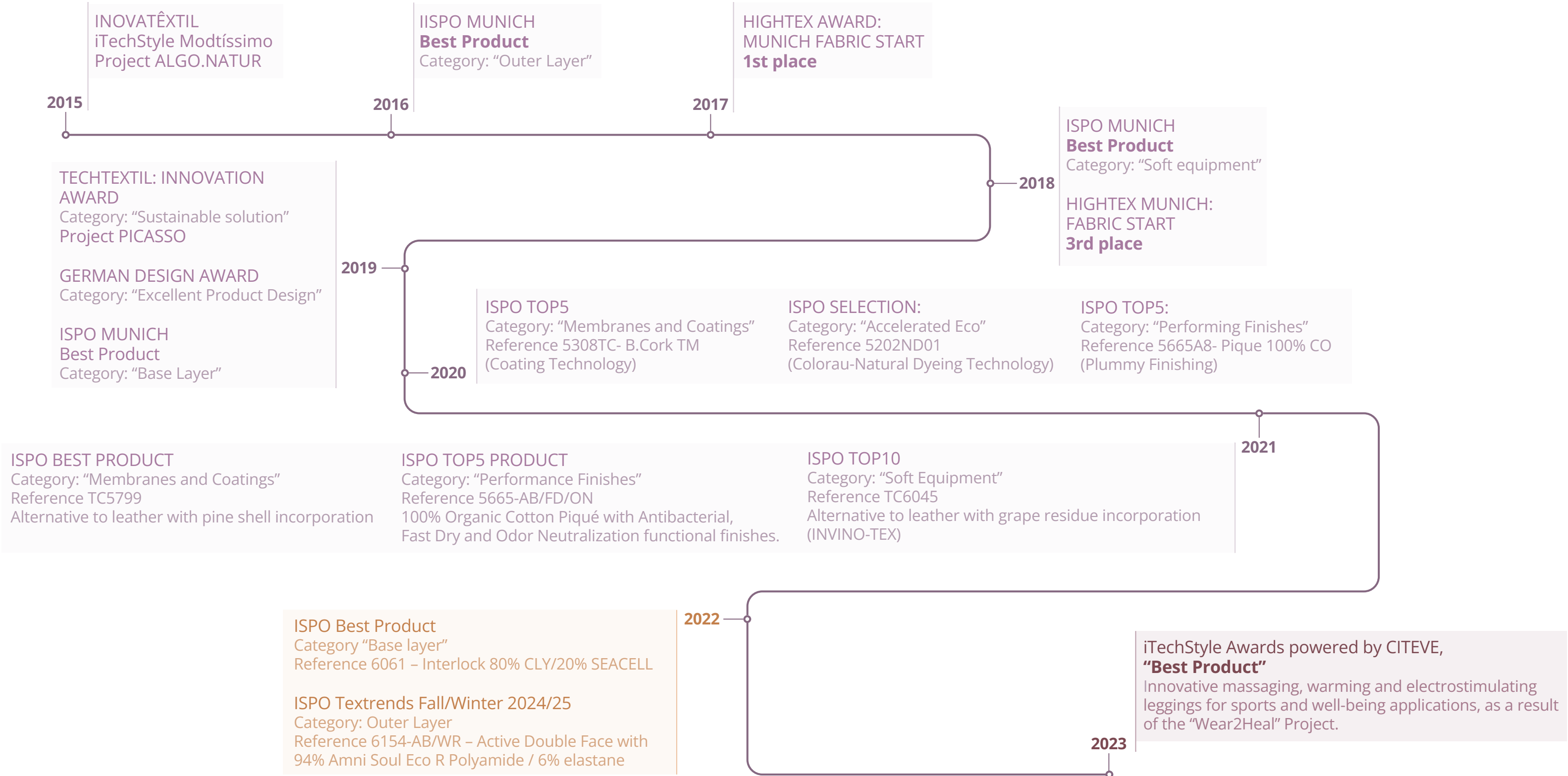


With this sample of clients, it was possible to determine that the keywords most used to define TINTEX are:

QUALITY · INNOVATION · SUSTAINABILITY

1.6 AWARDS AND NOMINATIONS

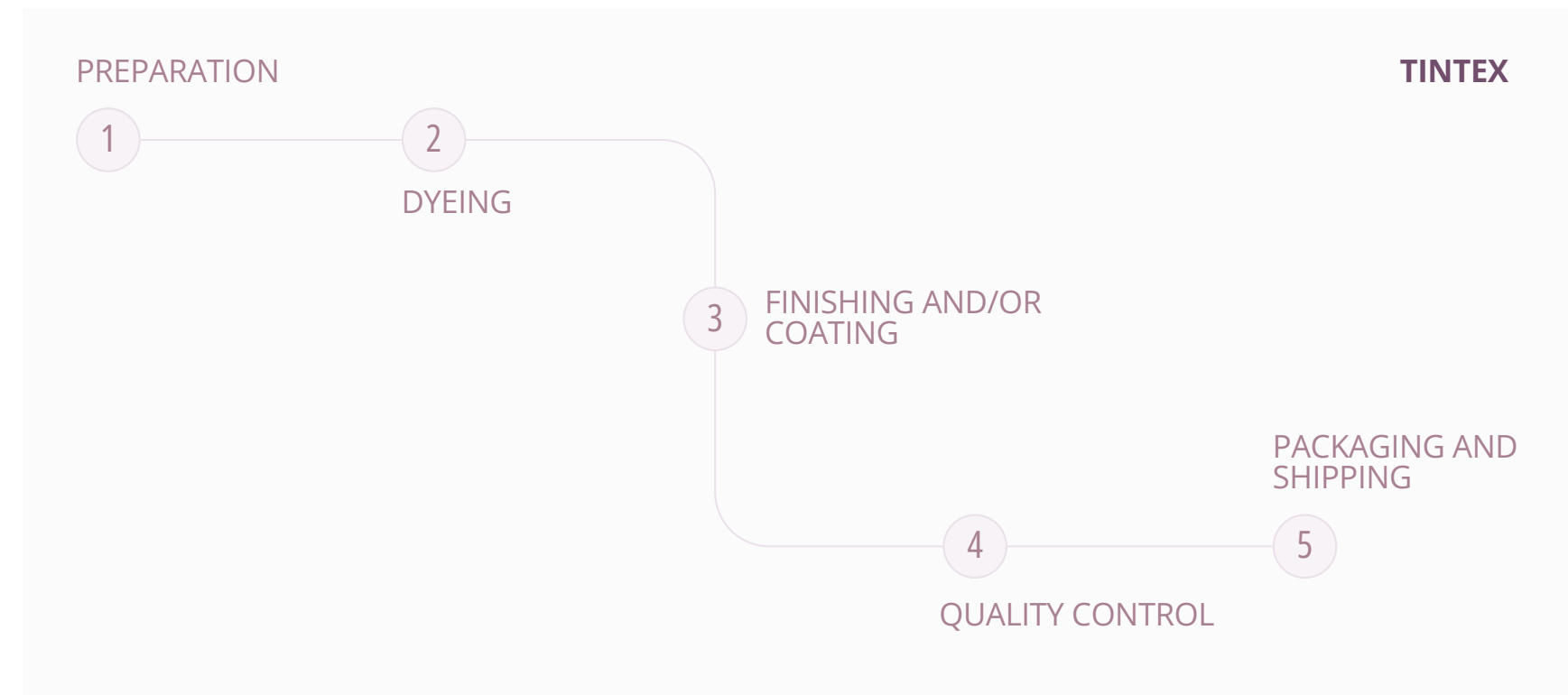
Over the years, TINTEX has gathered various awards and nominations, a testament to its commitment to excellence and innovation in the textile industry. They stand as a testament to TINTEX's unwavering commitment to setting industry standards and its recognition by several organizations, stakeholders and the market itself.



1.7 VALUE CHAIN

TINTEX's value chain intricately weaves together a sequence of upstream and downstream activities, forming a seamless flow crucial for the production of high-quality and consistent products while maintaining operational efficiency.

The company distinguishes itself through expertly controlled processing, advanced dyeing, and finishing solutions, propelling material innovation. TINTEX specializes in manufacturing a diverse range of natural-based, smart materials, with operations spanning **fabric preparation, mercerization, bleaching, dyeing, coating, and finishing.**



Strategically investing in knowledge across both upstream and downstream operations, TINTEX adopts cooperative approaches, forging synergies and partnerships. These strategies are pivotal in aligning the company's product design and (re)design with circular design principles, emphasizing durability.

TINTEX's commitment to extending product lifecycles, rooted in cooperative efforts and strategic partnerships, plays a crucial role in cultivating trust among clients, aligning with the company's overarching goals.

02

- .1 STAKEHOLDER ENGAGEMENT
- .2 MATERIALITY ASSESSMENT

A PURPOSE DRIVEN APPROACH

TINTEX'S SUSTAINABILITY AND INNOVATION JOURNEY

From its inception, TINTEX has embedded **sustainability** and **innovation** into its operations. The company's commitment to responsible development influences all decisions, integrating its mission and values throughout.

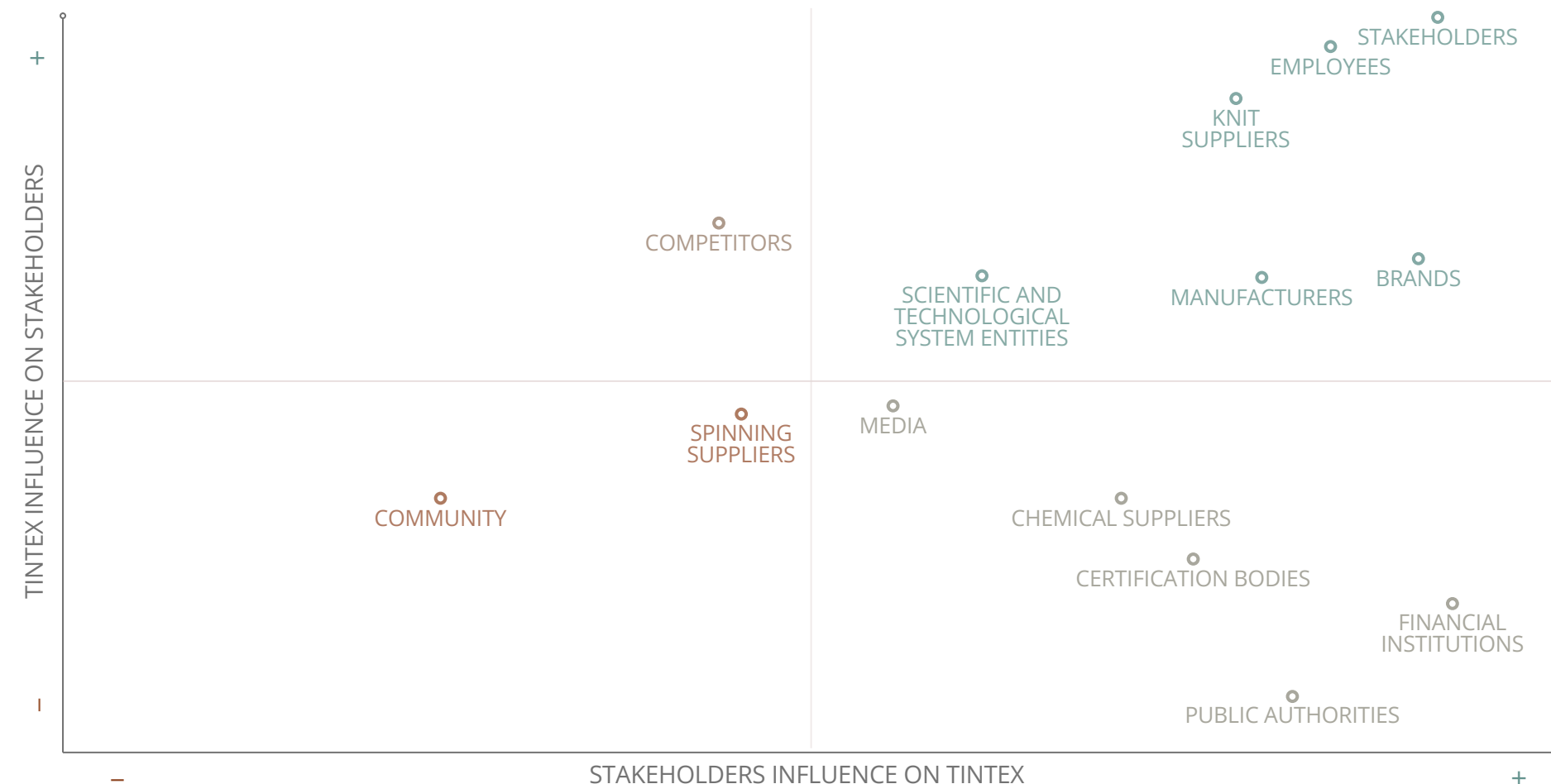
2018 | CREATION OF A DEDICATED SUSTAINABILITY DEPARTMENT | FOCUS ON IMPROVING PERFORMANCE ACROSS ECONOMIC, ENVIRONMENTAL, AND SOCIAL DOMAINS

Innovation drives TINTEX to disrupt the textile industry and leave a positive legacy for future generations. This long-term perspective is key to achieving their sustainability goals.

2.1 STAKEHOLDER ENGAGEMENT

TINTEX prioritizes responsible and transparent engagement with stakeholders as part of its sustainability management. Key stakeholders were identified through a dependency and influence matrix and use surveys and various interactions to understand their needs and satisfaction.

This approach helps TINTEX prioritize efforts and address material issues effectively.



2.2 MATERIALITY ASSESSMENT

Following GRI standards, TINTEX identified its material topics by focusing on its most significant impacts on the environment, economy, and people. This was achieved through a detailed process aimed at capturing these representative impacts.

1 CONTENT ANALYSIS

Identify and understand the main topics and impacts related to its business operations. This process included insights from key stakeholders.

2 REVIEW OF MATERIAL TOPICS

The identified topics and impacts were compared with those from TINTEX's last sustainability report (2021).

3 ASSESS IMPACT AND FINANCIAL RISKS, OPPORTUNITIES AND MATERIAL TOPICS

15 topics were considered material due to their significant impacts on the environment, economy, and people, as well as their financial impacts.

These topics were categorized into different groups based on their nature and scope.

4 UN'S SUSTAINABILITY DEVELOPMENT GOALS

Integration within TINTEX's Strategy.

The report also includes relevant GRI standards and indicators. Whenever possible, results from previous years are shown to track progress.

DOUBLE MATERIALITY OVERVIEW

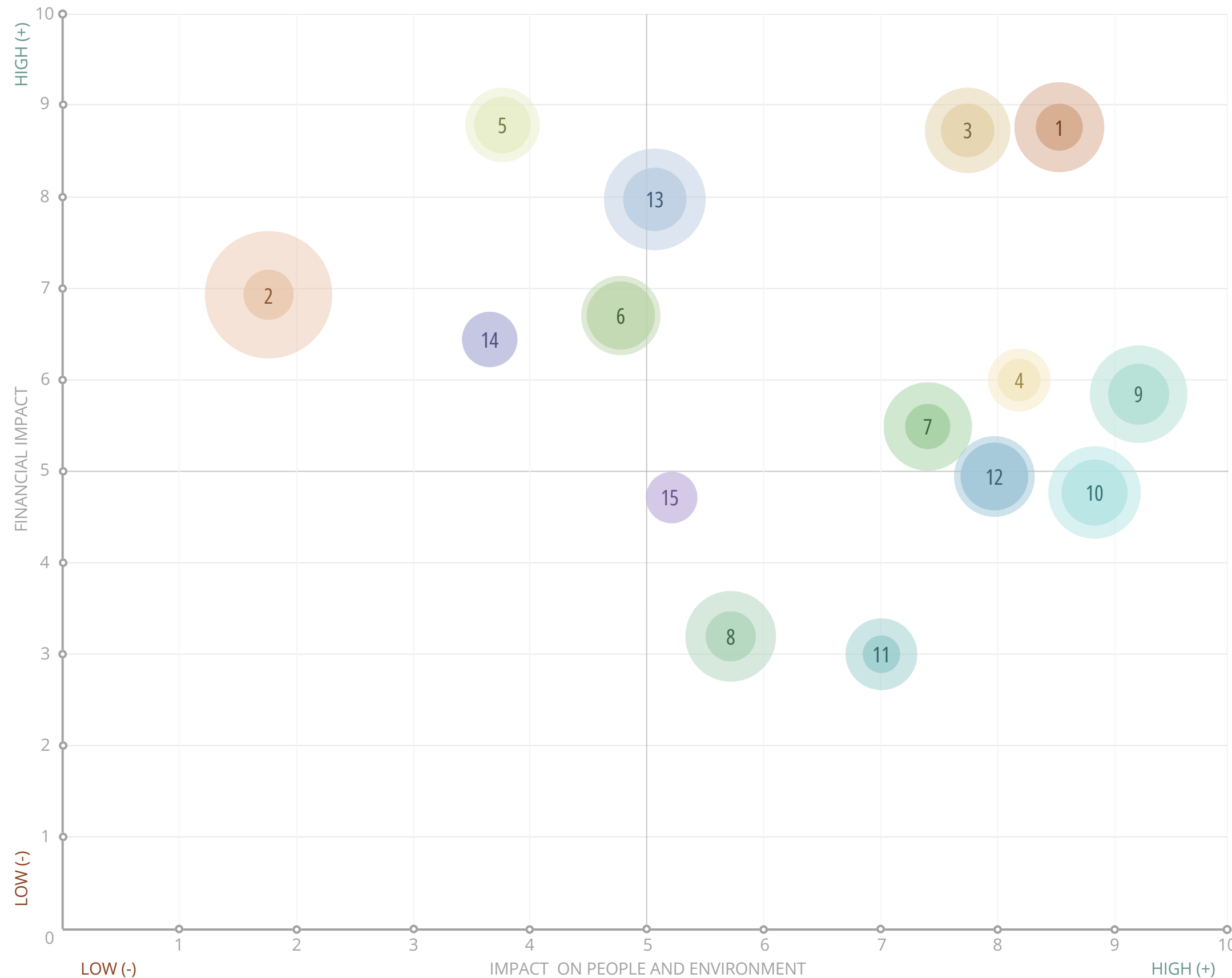
Each material topic is listed below and marked on the **Materiality Matrix** according to its **environmental, social, and financial impacts**.



Each topic is represented by a filled circle, indicating its current and actual importance.



The shading of each circle represents TINTEX's potential for growth and improvement in that area.



- | | |
|-----------------------------------|---|
| 1 GOVERNANCE | 9 GAS EMISSIONS MANAGEMENT |
| 2 REPUTATION & BRANDING | 10 WASTE MANAGEMENT |
| 3 ECONOMIC PERFORMANCE | 11 SOCIAL RESPONSIBILITY |
| 4 LEGAL AND REGULATORY COMPLIANCE | 12 HUMAN CAPITAL |
| 5 RAW MATERIALS | 13 OPERATIONAL PERFORMANCE |
| 6 CHEMICAL PRODUCTS | 14 TECHNOLOGICAL INNOVATION AND PRODUCT DIFFERENTIATION |
| 7 ENERGY MANAGEMENT | 15 COOPERATION |
| 8 WATER MANAGEMENT | |

TINTEX chose to conduct a double materiality assessment to account for both **financial** and **environmental/social impacts**.

HOLISTIC VIEW OF RISKS AND OPPORTUNITIES | **BETTER DECISION-MAKING**

This comprehensive approach aligns with evolving regulatory requirements and stakeholder expectations, ultimately enhancing transparency and accountability.

The identification and evaluation of impacts were conducted using both qualitative and quantitative analyses, employing mechanisms to prioritize material topics.

These included:

SWOT ANALYSIS

PESTEL ANALYSIS

RISK ANALYSIS

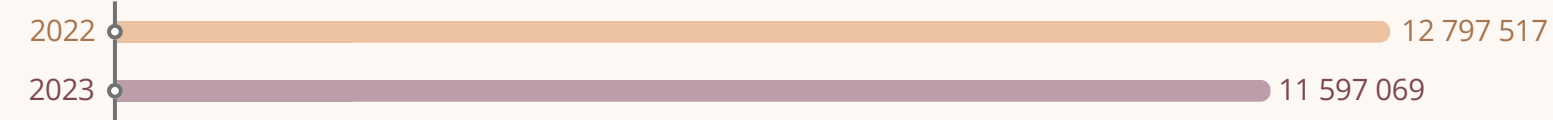
03 ECONOMIC PERFORMANCE

- .1 ECONOMIC PERFORMANCE
- .2 LEGAL AND REGULATORY COMPLIANCE

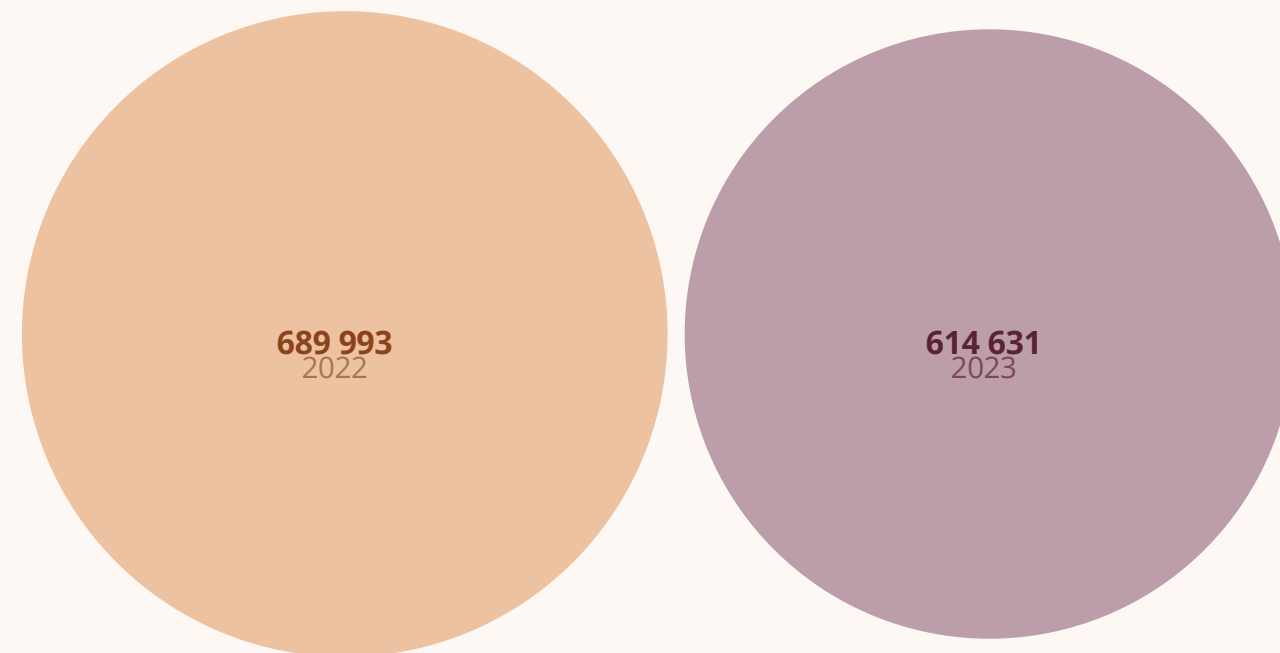
3.1 ECONOMIC PERFORMANCE

ECONOMIC INSIGHTS

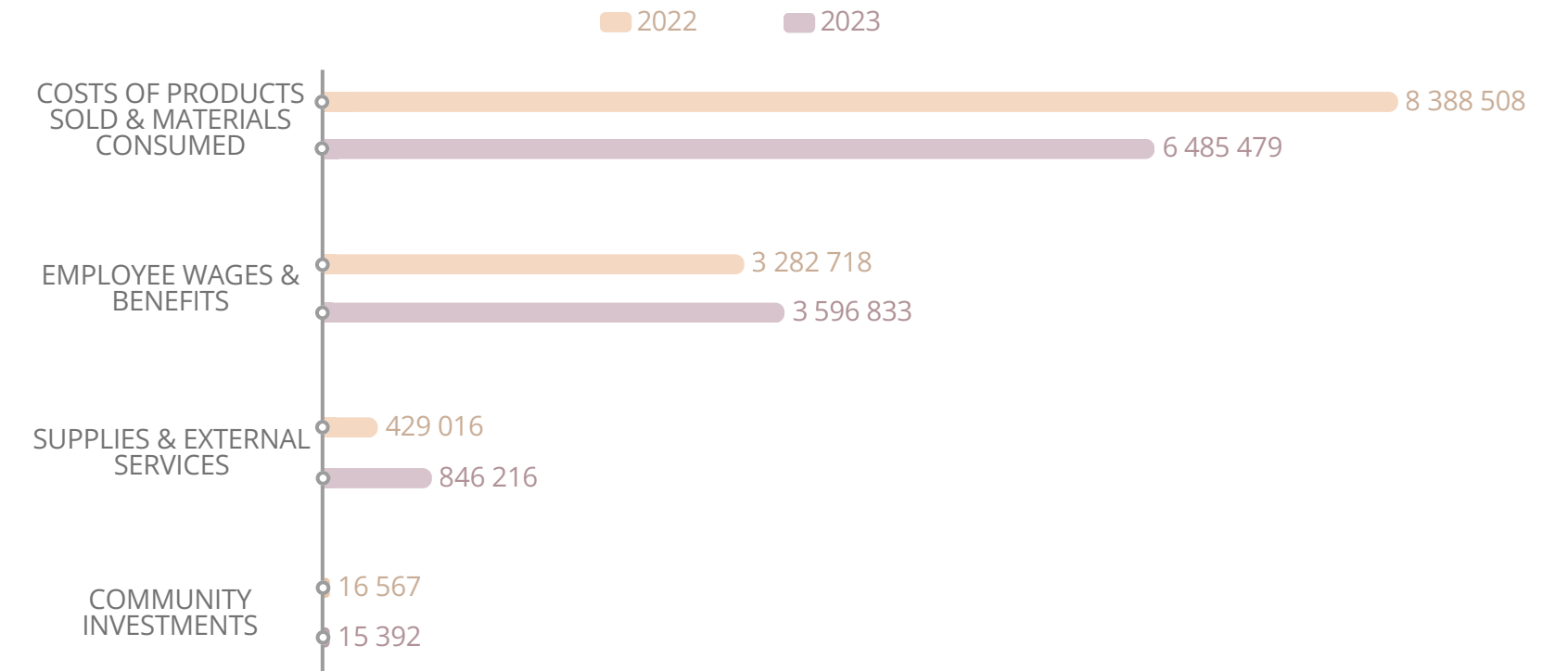
SALES OF FINISHED PRODUCTS AND SERVICES (€)



RETAINED ECONOMIC VALUE (€)



MAIN COSTS (€)



TOTAL MONTHLY PRODUCTION (kg of delivered fabric)



*TINTEX remains focused on **resilience**, **market adaptation**, and **responding to the global economic slowdown**.*

3.2 LEGAL AND REGULATORY COMPLIANCE

TINTEX’s commitment to legal and regulatory compliance underscores its values of transparency. This strategy enhances operations, meets client needs, and strengthens organizational culture. Failure to comply could have negative impacts on the environment, people, and economy, damaging the sector’s image. Compliance also provides benefits like proving the company's integrity and ethics, fostering stakeholder trust, and reinforcing its competitive position.

TINTEX HAS HAD **0 ENVIRONMENTAL INCIDENTS IN THE LAST 10 YEARS**
And promptly addressed a recent minor compliance issue.



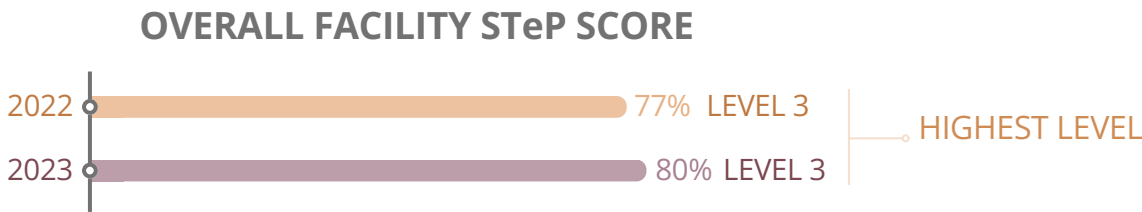
The company undergoes regular compliance audits to verify achievements and uphold its certifications and ensures legal compliance.

2021 | TINTEX has hired a new person to support the responsible person for managing all company certifications including the environmental and quality system, as well as the STeP certification.

The company undergoes regular compliance audits to verify achievements and uphold its certifications.

STeP by OEKO-TEX®:

The certification relies on completing the STeP assessment, which includes an evaluation conducted by CITEVE - Centro Tecnológico das Indústrias Têxtil e do Vestuário de Portugal, and successfully passing the audit of the production facility.



ENVIRONMENTAL PERFORMANCE

04

- .1 SUPPLIERS AND MATERIALS
 - .1.1 RAW MATERIALS
 - .1.2 CHEMICAL PRODUCTS
 - .1.3 CERTIFICATIONS
- .2 ENERGY MANAGEMENT
- .3 WATER MANAGEMENT
- .4 GAS EMISSIONS MANAGEMENT
- .5 WASTE MANAGEMENT

4.1 SUPPLIERS AND MATERIALS

ENVIRONMENTAL MANAGEMENT SYSTEM

IMPLEMENTED
AND CERTIFIED
ACCORDING TO

STANDARD
NP EN ISO 14001:2015

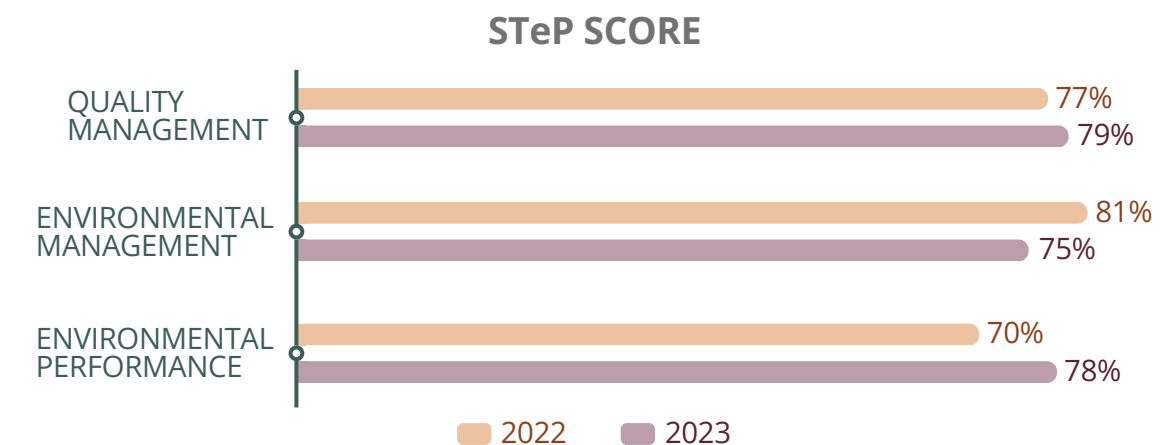
This system also serves as a basis for developing environmental goals and structuring the processes for further improvement.

Internal audits are performed of TINTEX's environmental impact and management system annually. The non-conformities and opportunities for improvement are registered in an action plan and are addressed in the action plan management committee meetings.

The surveillance of the legal compliance is made through the support of an external company, and internally TINTEX updates and verifies the compliance of the legal requirements on the legislation checklist, an internal document to keep up to date with relevant legislation in force. TINTEX has a person nominated who is part of the sustainability team and who reports directly to General manager.

The company performs environmental impact analysis of its facility, namely identification and evaluation of environmental aspects.

TINTEX has developed a new suppliers manual where the supplier's requirements are disclosed, as well as a new supplier assessment procedure.



SUPPLIERS EVALUATION

The company conducts thorough screenings of all parties involved in its upstream operations and has developed a systematic approach to assess suppliers of goods and services.



Each supplier is assigned a grade ranging from A to C based on their adherence to TINTEX's specified requirements.

CRITERIA:

- QUALITY OF PRODUCTS AND SERVICES
- ADHERENCE TO DELIVERY SCHEDULES
- POSSESSION OF RELEVANT CERTIFICATIONS when applicable
- CURRENT AND POTENTIAL ENVIRONMENTAL AND SOCIAL PRACTICES
- COMPLAINTS

2022

4

 RAW MATERIALS SUPPLIERS

24

 CHEMICAL PRODUCTS SUPPLIERS

2023

3

 RAW MATERIALS SUPPLIERS

21

 CHEMICAL PRODUCTS SUPPLIERS

2022							
SUPPLIER		GRADE			COUNTRY		
TYPE	NUMBER	A	B	C	PT	INT	
YARN AND KNIT	4	3	1	0	4	0	
CHEMICAL PRODUCTS	24	24	0	0	22	2	
MATERIALS	9	8	1	0	9	0	
SERVICES	62	60	1	1	57	5	
EQUIPMENTS AND MAINTENANCE	43	14	26	3	39	4	

PT - Portugal (National) INT - International

2023							
SUPPLIER		GRADE			COUNTRY		
TYPE	NUMBER	A	B	C	PT	INT	
YARN AND KNIT	3	2	1	0	3	0	
CHEMICAL PRODUCTS	21	14	6	1	19	2	
MATERIALS	12	12	0	0	11	1	
SERVICES	62	54	2	6	55	7	
EQUIPMENTS AND MAINTENANCE	46	39	4	3	42	4 INT	

POTENTIAL NEGATIVE IMPACTS

	ENVIRONMENTAL	SOCIAL
RAW MATERIALS SUPPLIERS	- Use of pesticides in cotton production; - Use of chemicals with banned substances which do not meet knit certifications; - Use of substances that do not comply with REACH and/or the SVHC of REACH; - Unauthorized and incorrect waste disposal.	- Harassment; - Social labor; - Forced or compulsory labor; - Non-compliance with the Universal Declaration of Human Rights.
CHEMICAL MATERIALS SUPPLIERS	- Non-description of mandatory substances in the safety data sheets; - Use of chemicals with banned substances which do not comply with product certifications; - Use of substances that do not comply with REACH and/or the SVHC of REACH; - Unauthorized and incorrect waste disposal; - Spillage of chemicals into the environment; - Environmental pollution; - Failure to comply with current environmental legislation.	- Failure to comply with safety rules that jeopardize the worker's safety/health; - Discrimination of any kind; - Worker's overtime; - Undisciplined practices.

4.1.1 RAW MATERIALS

MAIN RAW MATERIALS — YARN AND KNIT

Being such an essential aspect and a prominent feature in the value chain, it represents various **environmental**, **social**, and **economic impacts**.

TINTEX prioritizes the quality of raw materials, ensuring that social and environmental criteria in its production are upheld, notably through

STRICT CONTROL TRACEABILITY RESPONSIBLE MATERIAL SELECTION

TINTEX tracks the traceability of its products through the work done by the **ERP company**, conducting traceback of products to the raw materials, throughout the entire production process.

Superior performance in managing this material topic is ensured by choosing suppliers with expertise that ensures quality and implementation of associated criteria. All of this is necessary and is constantly evaluated to ensure the production of innovative, high-quality products that meet the standards of brands and customers.

POTENTIAL NEGATIVE IMPACTS

- Extraction and production of raw materials may cause a negative impact in regions with weaker labor laws and human rights protection.
- Natural resource depletion can lead to gradual reduction or exhaustion of natural resources and to exacerbating climate change and global warming.
- Risk of scarcity of sustainably sourced materials and potential loss of customers.

ACTUAL NEGATIVE IMPACTS

- The production of raw materials can be impacted by the use of pesticides and hazardous chemicals. This poses an actual impact, as it can influence the acquisition of material certifications.
- Fluctuating prices of sustainable materials can lead to uncertainty, higher production costs, and lower profitability.

2022 ○ **100% OF THE PROCUREMENT BUDGET USED TO OBTAIN RAW MATERIALS WAS SPENT ON NATIONAL SUPPLIERS**

2023 ○

EVALUATION OF YARN AND KNIT SUPPLIERS

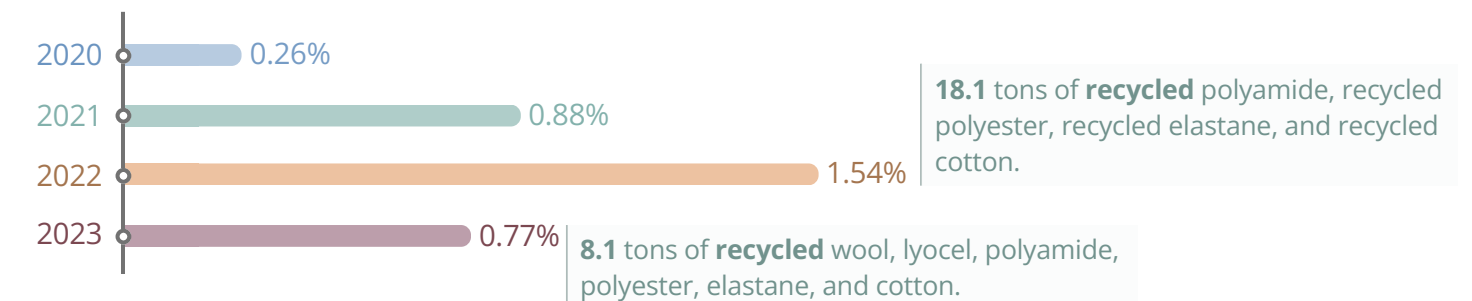
YEAR	NUMBER	A LEVEL	B LEVEL	C LEVEL
2017	22	73%	23%	4%
2018	7	57%	47%	0%
2019	6	83%	17%	0%
2020	5	60%	40%	0%
2021	5	60%	40%	0%
2022	4	75%	25%	0%
2023	3	67%	33%	0%

Since 2018, TINTEX has consistently maintained a supply chain with **no level C** raw material suppliers, showcasing the commitment and diligence towards sustaining high performance.

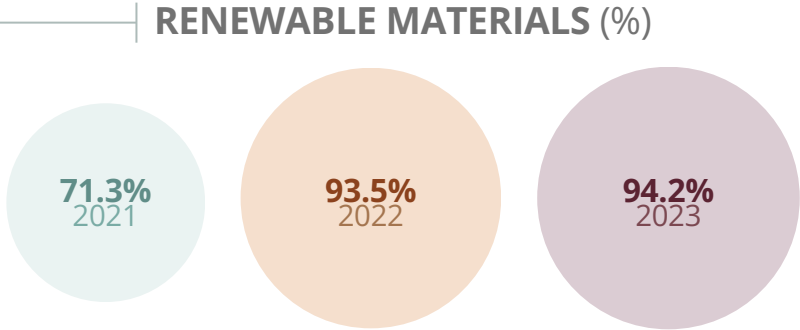
HATA - TINTEX main knit supplier

HATA has a strong reputation for circular sustainable fabrics and is committed to providing advanced, innovative, and sustainable products, aligning with TINTEX's values. HATA also utilizes AI and machine learning for defect control systems and to ensure swift deliveries. These factors have established HATA as TINTEX's primary knit supplier.

RECYCLED MATERIALS USED IN PROCESSED FABRICS (%)



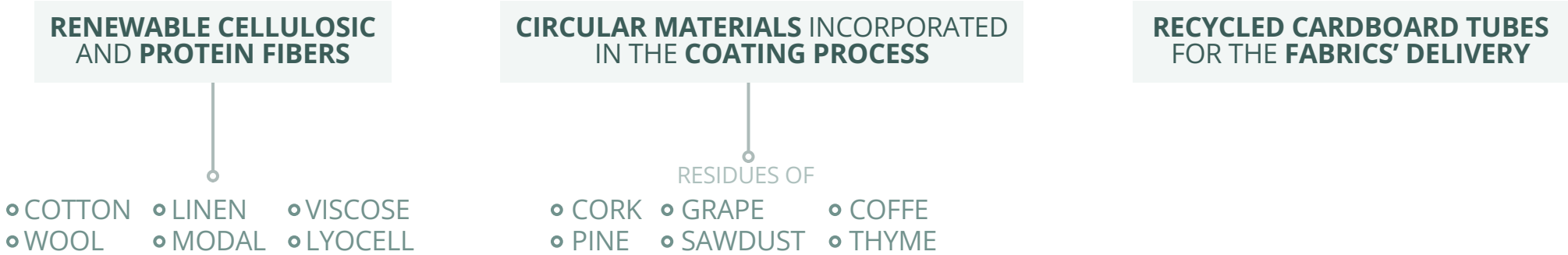
Materials from abundant resources that can be quickly replenished by ecological or agricultural processes.



TYPES OR NON RENEWABLE AND RENEWABLE MATERIALS USED (%)

NON RENEWABLE MATERIALS	2021	2022	2023	RENEWABLE MATERIALS	2021	2022	2023
SYNTHETIC FIBERS	89%	90.7%	80.7%	VEGETABLE AND ANIMAL FIBERS	84%	97.1%	95.7%
PLASTIC FILM FOR PACKAGING	11%	9.3%	19.3%	BIO-RESIDUES USED IN COATING	0,1%	0.01%	0.01%
				MATERIALS RELATED TO LOGISTICS	16%	2.9%	4.3%
TOTAL (kg)	64 312	68 233	29 020	TOTAL (kg)	159 991	972 914	468 552

TINTEX always prioritizes the use of recycled, recyclable, and reusable materials:



4.1.2 CHEMICAL PRODUCTS

The company performs a consistent inventory of all chemicals used in the production process, maintenance and cleaning.

CHEMICAL MANAGEMENT SYSTEM

INTERNAL PROCEDURE FOR CHEMICAL PRODUCTS

- SELECTION
- HANDLING
- TRANSPORT
- STORAGE
- MONITORING OF CHEMICALS

PURCHASE OF CHEMICALS

TINTEX VALIDATES COMPLIANCE WITH

REACH regulations
MRSL of **OEKO-TEX®** **STeP** standards

HAS DECLARATIONS SIGNED BY ITS CHEMICAL SUPPLIERS REGARDING FULFILMENT OF

ZDHC MRSL **STeP MRSL** requirements
Bluesign MRSL **OEKO-TEX®** **ECO PASSPORT**

TINTEX holds the **necessary licenses for storage or use of hazardous substances** and the **specific conditions related to the chemicals are covered by Portuguese legislation**.

Within the team, there are individuals responsible for managing chemical products who stay informed about their usage requirements, monitor compliance with legal requirements, and perform the necessary verification of chemicals stored in the premises. The responsible person for chemical management is also part of the sustainability department team.

CHEMICAL STORAGE

BASED ON

CHEMICAL COMPATIBILITY PHYSICAL STATE

STORAGE IN SPECIFIC AND VENTILATED AREAS
INFORMATION RELATED TO THE HAZARD PICTOGRAMS AT THE ENTRANCE OF THE STORAGE
ACCESSIBILITY LIMITED TO AUTHORIZED PERSONNEL



FOR EMPLOYEES

SAFETY DATA SHEETS OF ALL CHEMICALS ARE ACCESSIBLE AND AVAILABLE TO EVERYONE
AWARENESS OF THE **GLOBAL HARMONIZED SYSTEM (GHS) PICTOGRAMS** AND ASSOCIATED HAZARDS INCLUDING PHYSICAL, HEALTH AND ENVIRONMENTAL HAZARDS.

REGULAR AND EXTENSIVE TRAINING

Chemical Products Training: May, November and December 2021
Practical Exercises: June 2022

September 2023

CONCLUSION OF THE FOUNDATIONAL LEVEL OF SUPPLIER TO ZERO BY THE ZDHC FOUNDATION

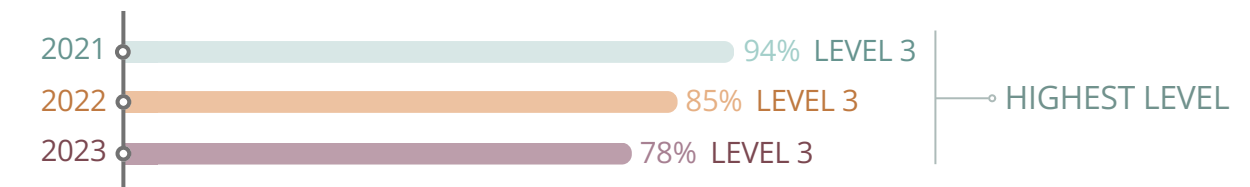
A supplier's roadmap to sustainable chemical management. It demonstrates the company awareness of both ZDHC chemical management and how to implement ZDHC solutions.

Learn more about Supplier to Zero [here](#)

2023

TINTEX installed a new automatic dosing system in the coating area.

OEKO-TEX® STeP SCORE OF CHEMICAL MANAGEMENT



EVALUATION OF CHEMICAL PRODUCTS SUPPLIERS

YEAR	NUMBER	A LEVEL	B LEVEL	C LEVEL	
2019	31	97%	3%	0%	In 2023, the evaluation criteria were updated to be more precise, transparent, and strict. "B" suppliers were rated this way due to delays or issues in providing required documents.
2020	21	100%	0%	0%	
2021	25	96%	0%	4%	
2022	24	100%	0%	0%	
2023	21	76%	24%	0%	



At TINTEX, all chemical products are **non-renewable** materials (**except enzymes**).

	2021	2022	2023
CHEMICAL PRODUCTS (kg)	1 028 423	1 128 795	1 111 901
ENZYMES (kg)	32 812	33 159	24 100

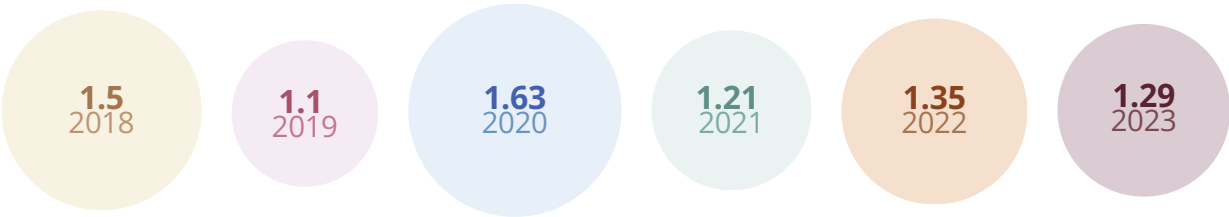
BIOPOLISHING

Enzymes are employed in this technique where they catalytically break down surface fibers to enhance the comfort, softness, and durability of fabrics and garments.



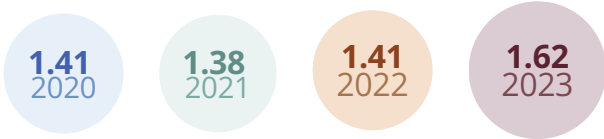
CONSUMPTION OF CHEMICAL PRODUCTS

Specific consumption of chemical products in kg per kg of delivery fabric:



CHEMICAL PRODUCTS COST

€/kg of delivered fabric



GOAL: INCREASE THE TRANSPARENCY OF CHEMICALS

Suppliers were asked to provide accurate **Safety Datasheets** or to register their products on the **ZDHC platform**.

Despite these efforts and the substitution of many chemicals with safer alternatives, finding suitable replacements is still challenging in some cases.

	2022		2023	
	JANUARY	DECEMBER	JANUARY	DECEMBER
CONFORMANT	102	137	102	108
NOT PUBLISHED IN ZDHC GATEWAY	8	6	8	8
ZDHC MRSL Level 1	2	1	2	0
ZDHC MRSL Level 3	100	136	100	108
TOTAL	110	143	110	116

TINTEX takes into account various factors to ensure the use of **high-quality and environmentally safe chemical products**:

INITIAL AND REGULAR EVALUATION OF CHEMICAL PRODUCTS SUPPLIERS.

ONLY CHEMICALS COMPLYING WITH REACH, SVHC FROM REACH, OEKO-TEX® DETOX TO ZERO, BLUESIGN® SYSTEM SUBSTANCES LIST (BSSL), CONSUMER SAFETY LIMITS AND ZDHC SUBSTANCE RESTRICTED SUBSTANCES LIST ARE CONSIDERED.

MONITORING CHEMICALS IN THE MARKET.

TRANSPARENCY ON THE CHOICE OF CHEMICAL PRODUCTS (ALL THE DETAILS AND HAZARDOUS INFORMATION MUST BE FULLY DISCLOSED IN CORRESPONDING SAFETY DATA SHEET OR REGISTERED IN THE ZDHC PLATFORM).

REPLACEMENT OF CHEMICAL PRODUCTS IDENTIFIED AS UNSAFE BY OEKO-TEX® DETOX TO ZERO AND BLUESIGN®.

INTERNAL MEASURES

- Selection of chemicals with lower environmental impact, while improving the effluent and final product quality.
- Awareness-raising actions for suppliers to provide transparent safety data sheets.
- Constant tracking of the presence of potentially harmful chemicals in the product portfolio.
- Procedures on how to act in case of spillage.
- Measurement of workers' exposure to chemical agents.
- Products with safety restrictions are directly fed to the dyeing and finishing machines with an automatic dosage system so the operators do not have contact with it.

4.1.3 CERTIFICATIONS

Business and product certifications are crucial for TINTEX, as they not only ensure quality and regulatory compliance, but also help build consumer trust, access new national and international markets, differentiate from competitors, and demonstrate commitment to ethical and sustainable practices.

TINTEX ENSURES THAT INFORMATION REGARDING COMPOSITION, STRUCTURE, APPLIED TECHNOLOGY, COLOR, WEIGHT, AND SAFE USAGE IS PRESENT ON THE PRODUCT DESCRIPTION AND LABELING.

BUSINESS CERTIFICATIONS



INITIATIVES



PRODUCT CERTIFICATIONS



Around **90%** of the company products are certified according to this standard.

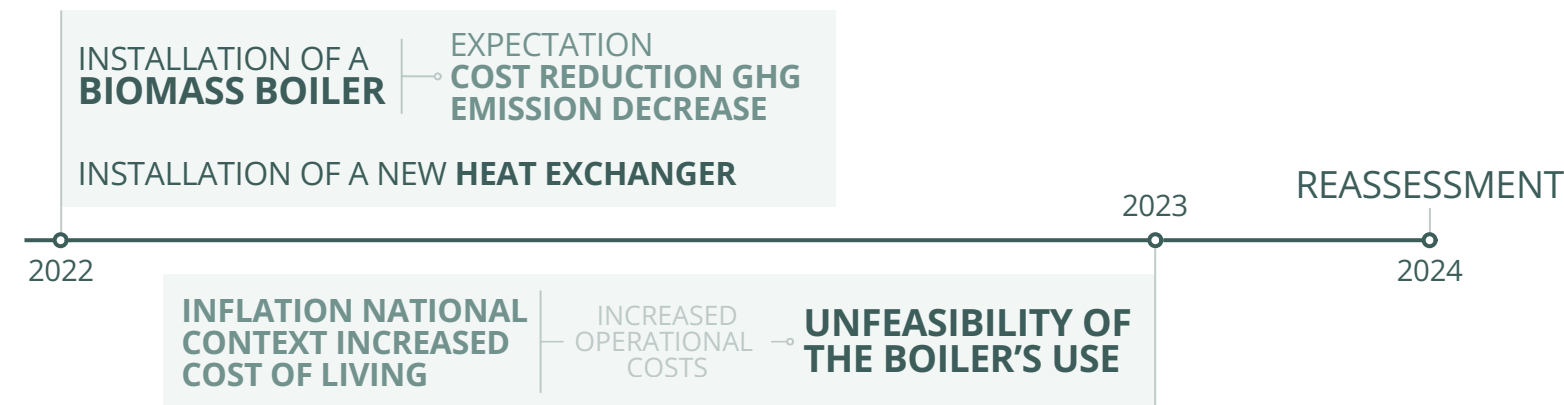
4.2 ENERGY MANAGEMENT

TINTEX operates in the energy-intensive textile industry, where managing energy use is crucial due to its environmental impact and cost implications. Energy consumption leads to greenhouse gas emissions and resource depletion, while fluctuating energy prices can reduce business margins. The energy consumption is monitored and registered monthly, based on the invoice information.

FUEL & ELECTRICITY



The company has **one steam boiler using natural gas** in operation, and **annual characterizations of air emissions** of the boiler are conducted.

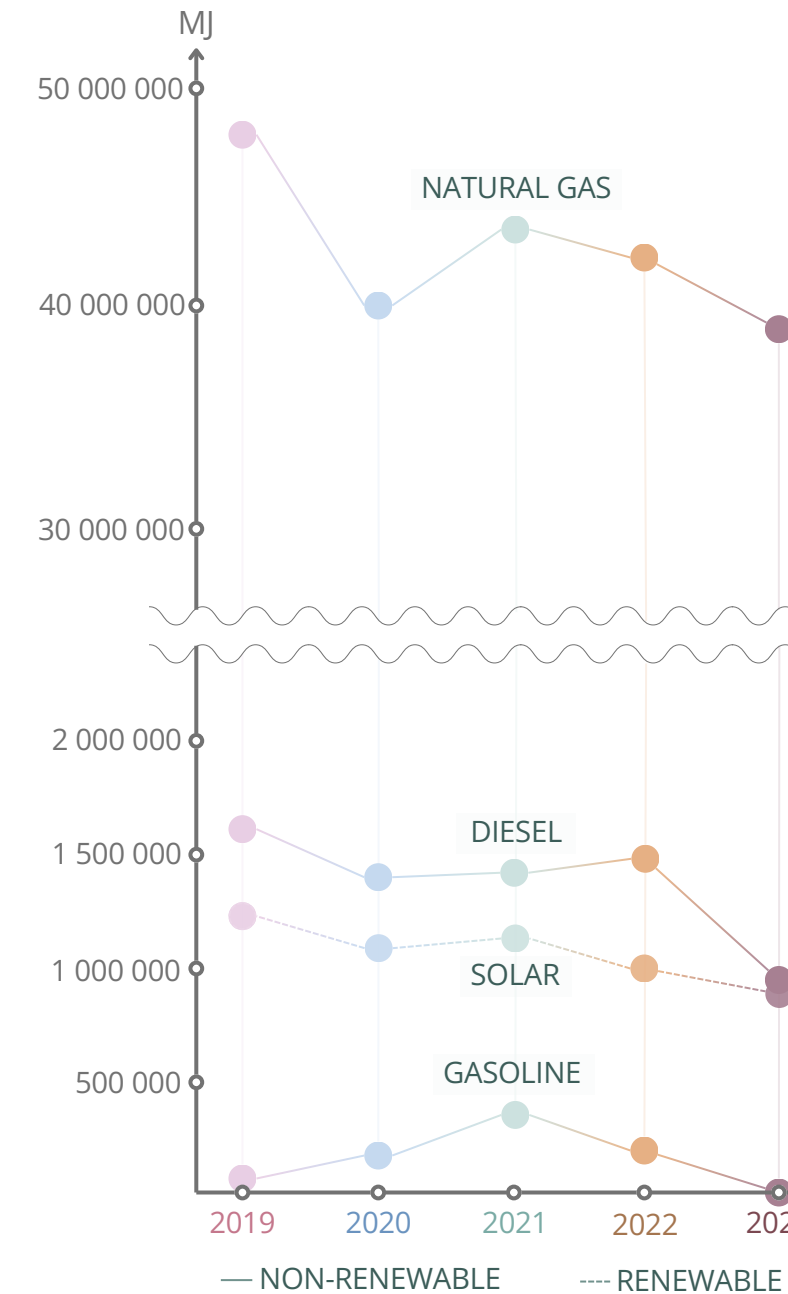


There is also a set of **three stenters machines, two dryers** and a **Zephyr with thermal power** which are characterized in terms of air emissions according to Portuguese legislation every 3 years.

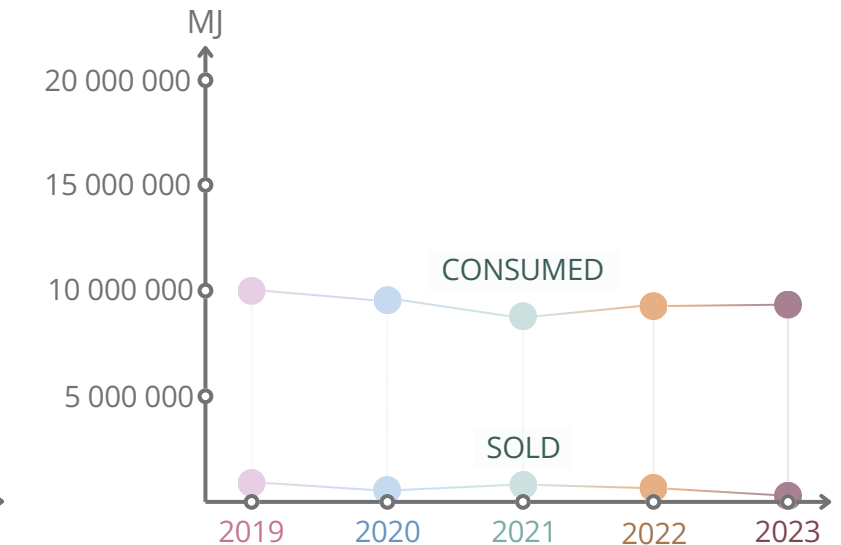
The electric energy used in the company is partly produced from renewable energy sources according to the supplier's mix.



FUEL CONSUMPTION



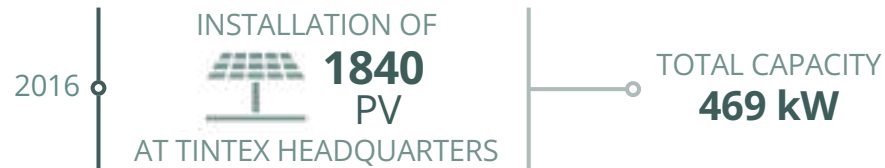
ELECTRICITY



TOTAL ENERGY CONSUMED (MJ)



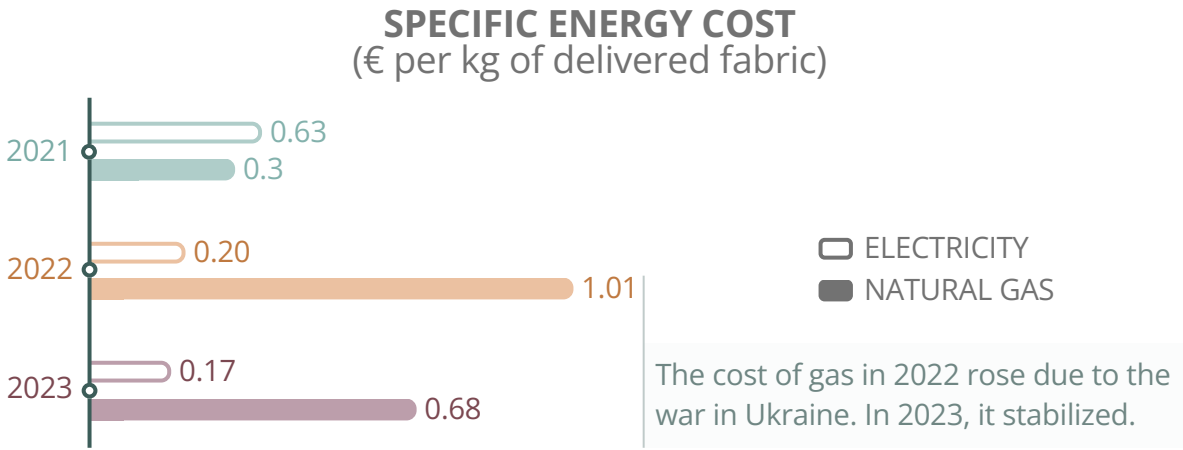
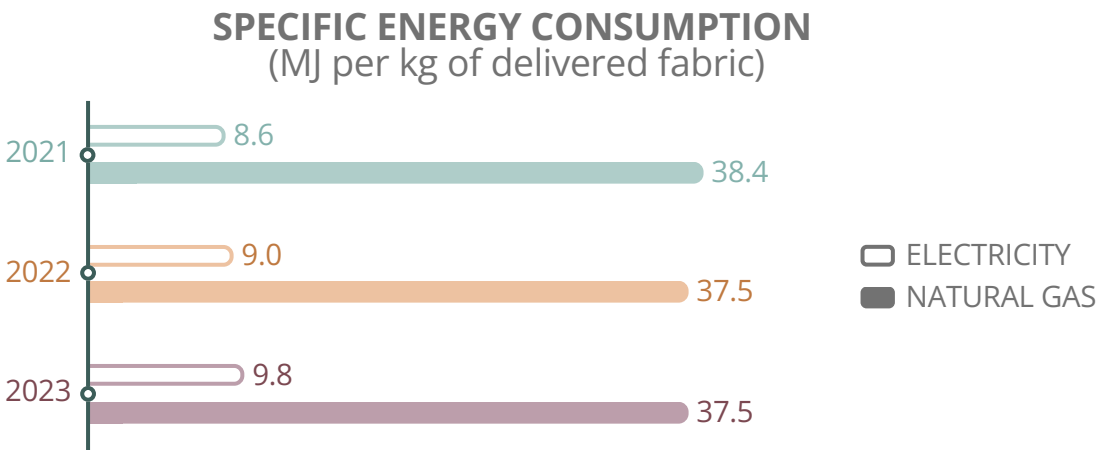
SOLAR PANELS AT TINTEX



The production capacity of TINTEX's Photovoltaic (PV) Panels has declined since its installation in 2016, as expected. However, the rate of this decline has been faster and more intense than anticipated.

This unexpected decrease has led the company to investigate further into maintenance, service, and the condition of the PV cells.

ENERGY INTENSITY

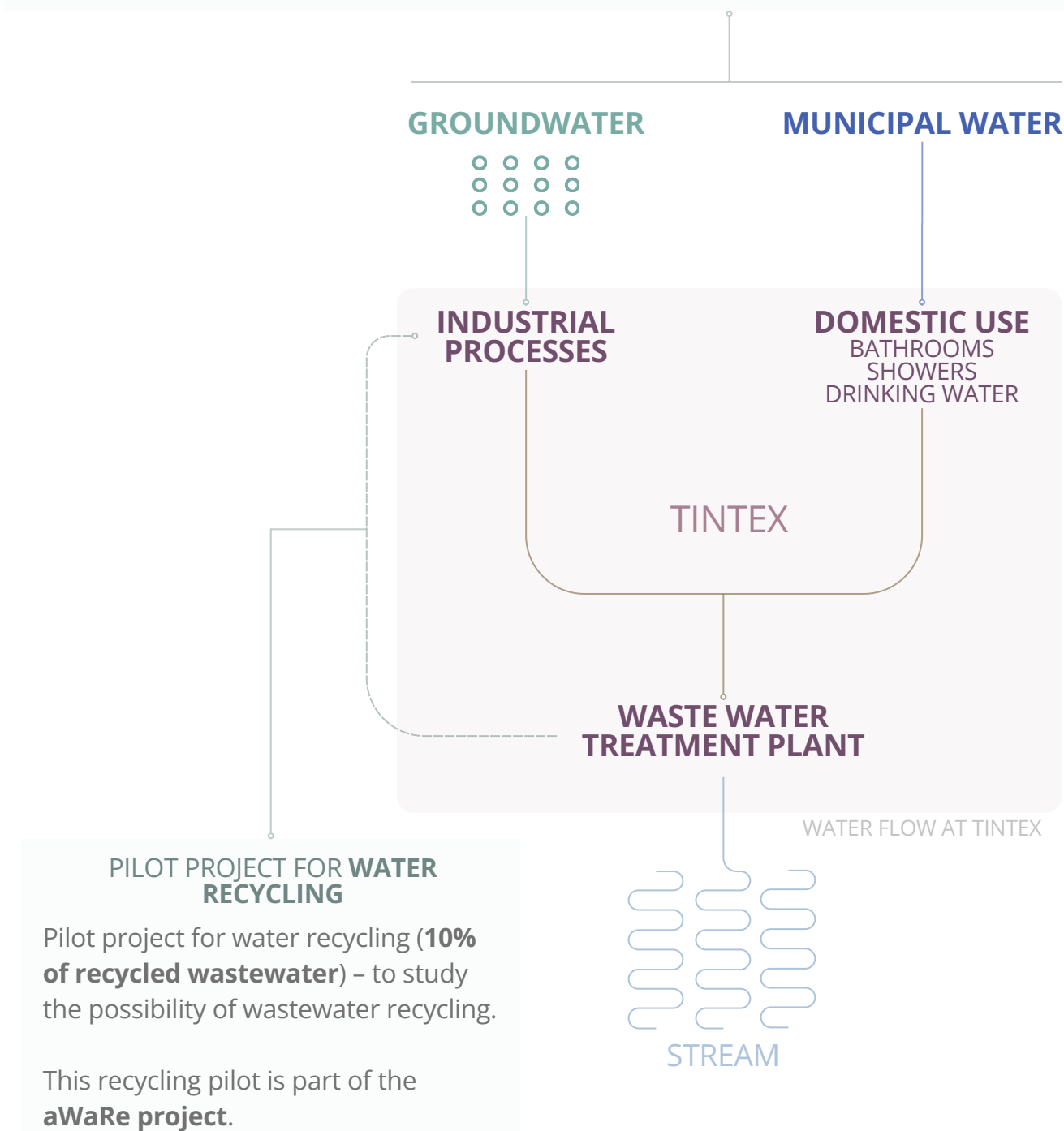


4.3 WATER MANAGEMENT

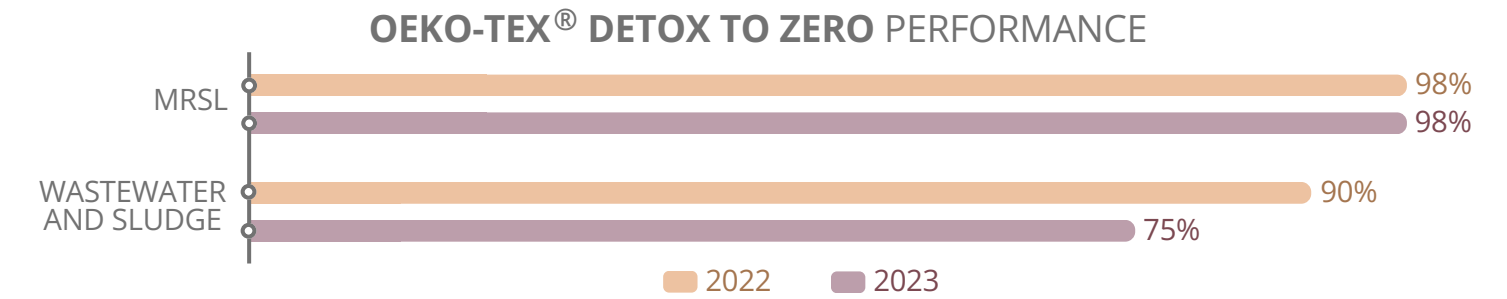
Water is becoming increasingly scarce due to climate change and population growth.

Recognizing its role in a water-intensive industry, TINTEX responsibly manages its water resources using 11 boreholes for industrial processes and municipal water for domestic use, treating all wastewater on-site.

The company measures its water consumption from invoices and also has water flow meters in water sources and dyeing machines.



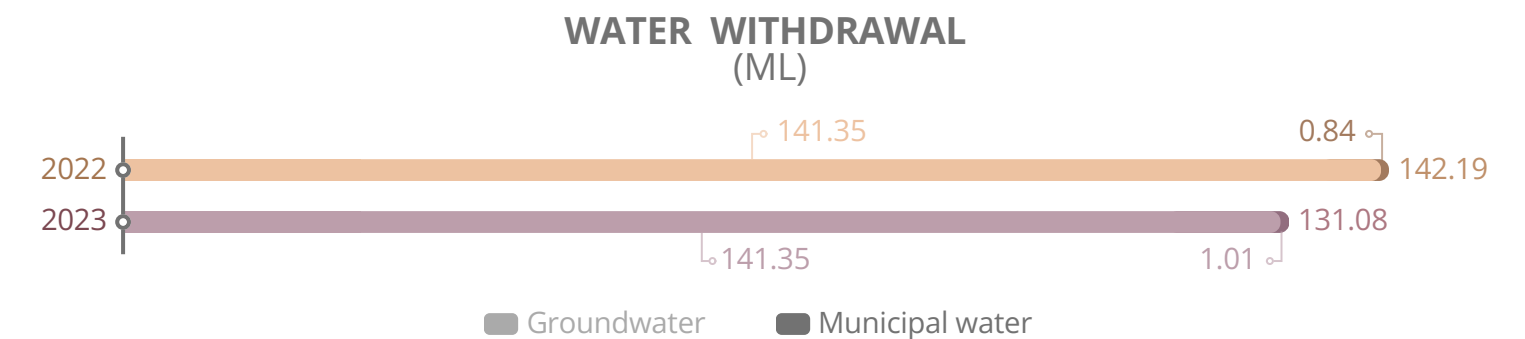
TINTEX employs water-efficient technologies and strategies guided by standards such as **Bluesign**, **ZDHC**, and **OEKO-TEX® Detox to Zero**, using **SWOT analysis from ISO 9001 and ISO 14001** certifications to manage water-related risks.



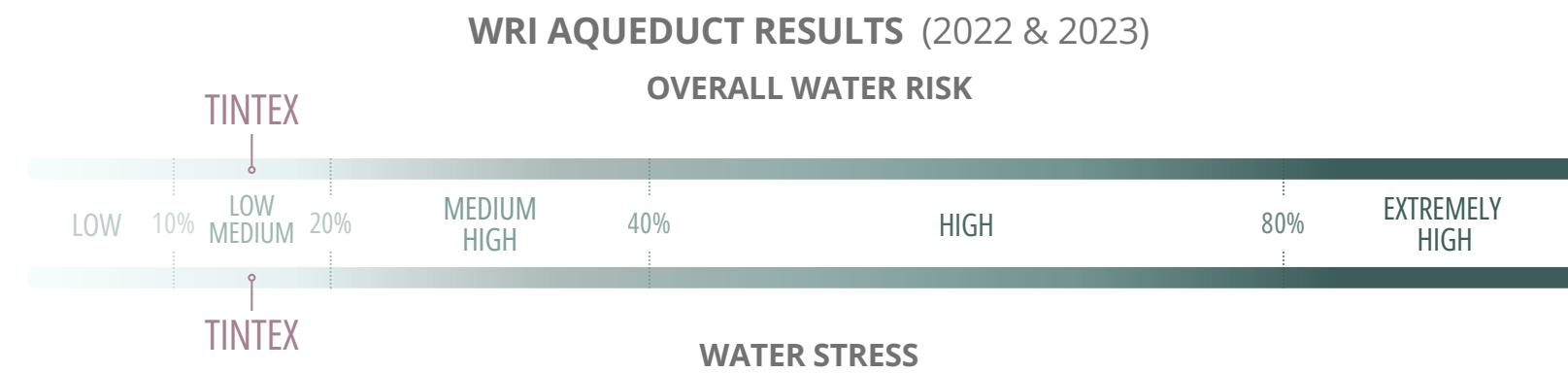
WATER WITHDRAWAL

Water withdrawal impacts depend on the source and volume of water. In 2018, TINTEX confirmed the water quality was suitable for textile use and tests incoming water for contaminants annually.

Groundwater usage is tracked with telemetry flow meters and reported monthly to the Portuguese Environmental Agency (APA).



WATER STRESS RISK

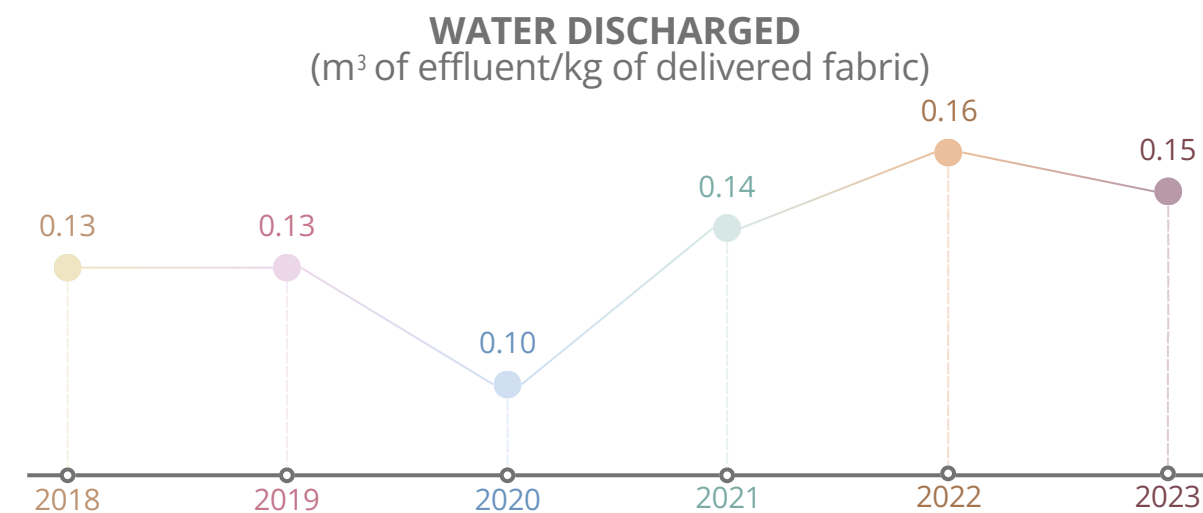


WATER DISCHARGE

The company wastewater is generated in the dyeing and finishing processes, and is fully treated in their own treatment plant.

The direct wastewater discharge in the surface water is tested monthly regarding the parameters defined in the company wastewater permit and complies with the legal requirements. The sludge produced in the wastewater treatment plant is sent to a licensed treatment facility.

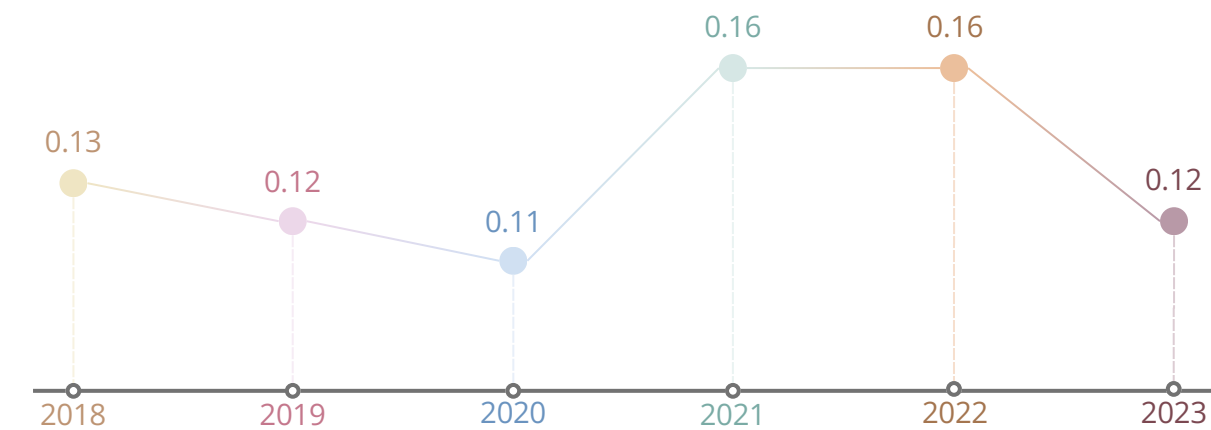
Additionally, they conduct weekly internal tests and bi-monthly assessments before and after discharge points, ensuring compliance with ZDHC requirements through detailed annual effluent analysis.



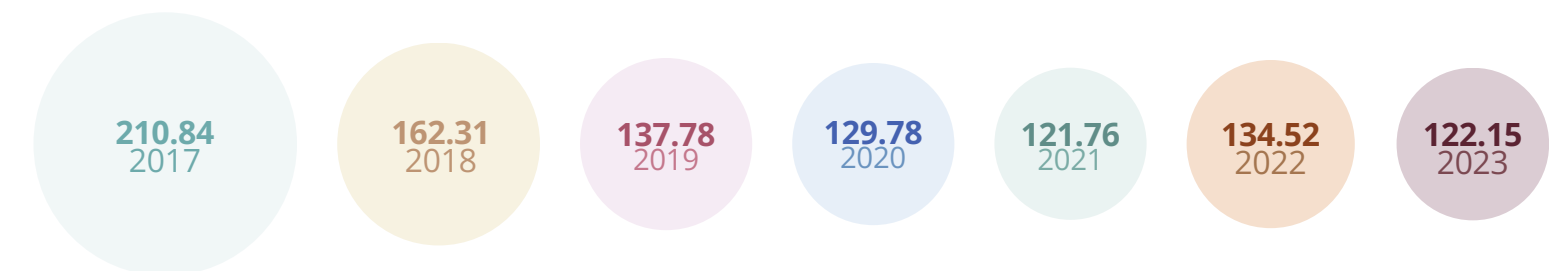
WATER CONSUMPTION

TINTEX's operations significantly impact regional water resources. Inadequate water management could lead to risks like water stress or depletion of local sources. Extreme droughts pose a high-risk threat to the company's operating license, potentially affecting industrial activity.

WATER CONSUMPTION
specific consumption of (m³/kg of delivered fabric)



VOLUME OF EFFLUENT GENERATED (ML)



4.4 GAS EMISSIONS MANAGEMENT



TINTEX naturally emits gases in its operations, making it essential to track and monitor emissions, both for **environmental reasons** and **legal compliance**.

This covers **direct (Scope 1)** and **indirect (Scope 2 and 3)** greenhouse gas emissions from TINTEX's activities.

2023 | FIRST CALCULATION OF **SCOPE 3 EMISSIONS**
"BUSINESS TRAVEL" CATEGORY

TINTEX's air emission sources are periodically tested by an accredited laboratory and the parameters comply with the legal requirements.

TINTEX USES
PME SUSTENTÁVEL TOOL

A system used by the company that inventories and assesses its carbon footprint for small and medium-sized Portuguese companies.

The **base year** chosen was **2018**, the year that TINTEX has committed to the **SBTi**.

The consolidation approach adopted was **operational control**.

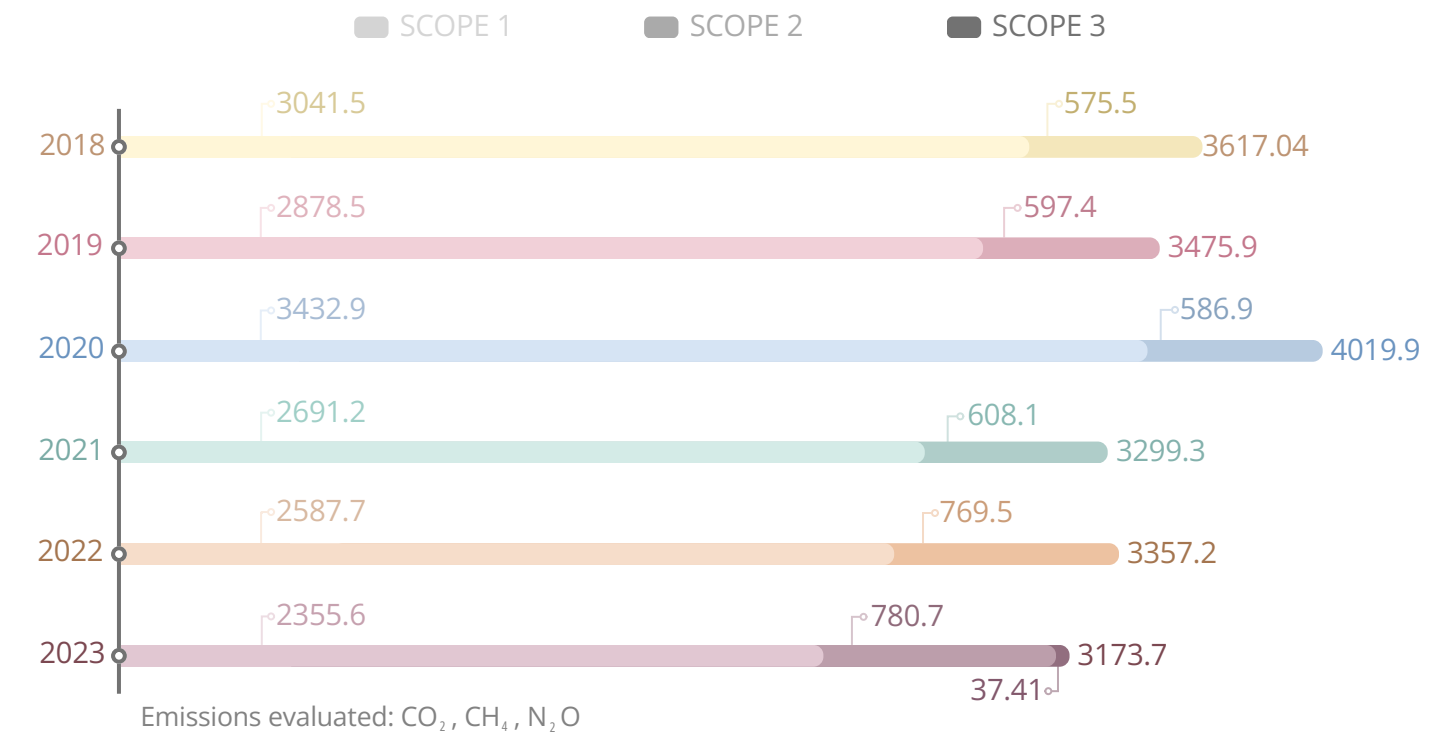
GWP rates from the IPCC assessment report (AR5) based on a 100-year timeframe.

2019 | TINTEX BECAME A PARTICIPANT IN THE **UN GLOBAL COMPACT INITIATIVE**
| ALIGNS WITH THE **PRINCIPLES OF THE BCSD PORTUGAL CHARTER** | COMMITMENT TO ACHIEVING A **NEAR TERM OF 1.5°C BY 2030**

TINTEX TARGETS



DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2 AND 3) GHG EMISSIONS (tCO₂ e)



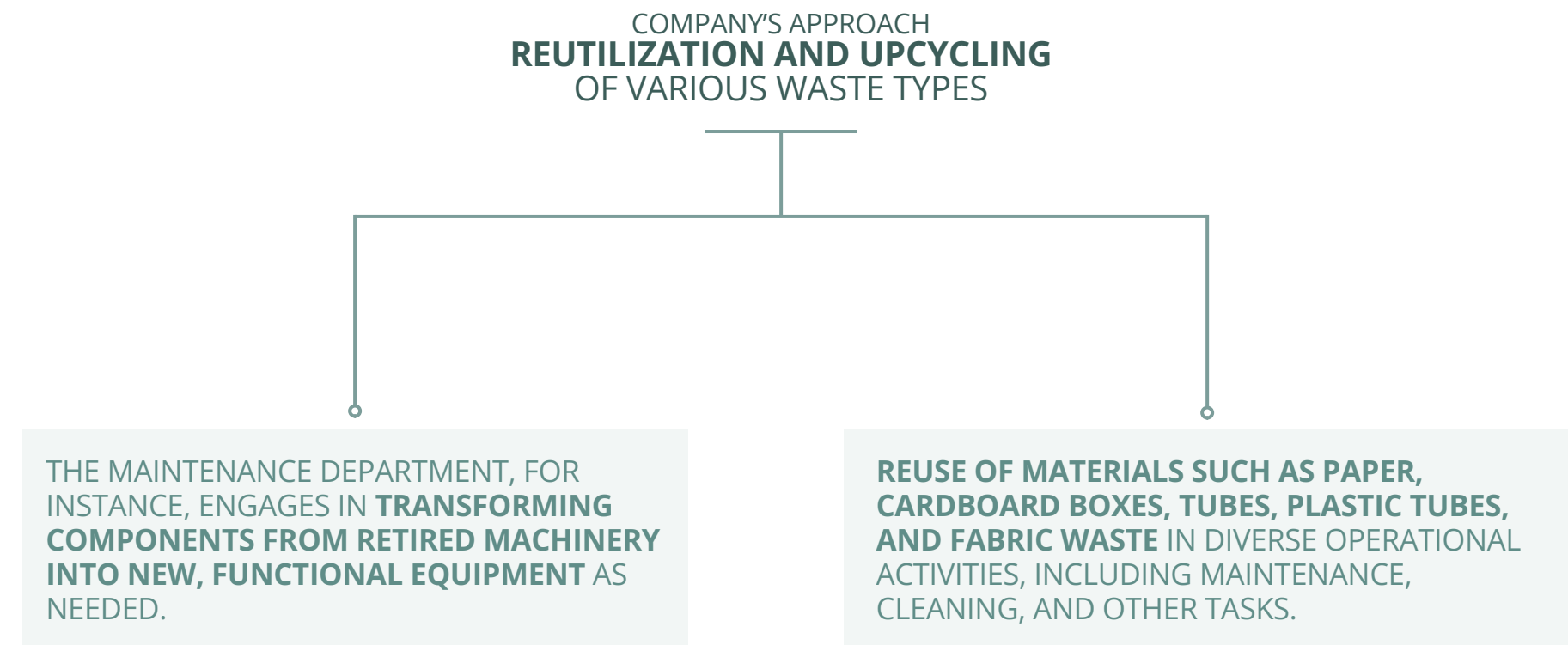
4.5 WASTE MANAGEMENT

WASTE MANAGEMENT INITIATIVES: A STRATEGIC APPROACH

TINTEX is dedicated to implementing robust waste management practices, considering it a corporate responsibility arising from its operational by-products. The company places paramount importance on effective waste management, viewing it not only through an environmental lens but also as a critical economic aspect.

MANAGING WASTE THROUGHOUT OPERATIONS

Within TINTEX's production facility, there is a systematic deployment of waste sorting stations, complemented by ongoing training programs for all employees to instill compliance with the established waste management system.



TINTEX maintains records of the waste it generates annually and reports it through the **Integrated Waste Registration Map (MIRR)**.

FOSTERING CIRCULARITY AND COMPREHENSIVE WASTE STRATEGIES

TINTEX'S FUNDAMENTAL
PRINCIPLE IN WASTE REDUCTION

PREVENTION

PROACTIVE AVOIDANCE OF
UNNECESSARY WASTE CREATION

The company has meticulously devised a comprehensive waste strategy and management procedure that is widely disseminated within the organization and aligns seamlessly with its network of suppliers.

COMPANY GOAL
**ENSURING COMPLIANCE
AND TRANSPARENCY**

IMPLEMENTATION OF
PROTOCOLS FOR WASTE COLLECTION

THE APPOINTED WASTE MANAGER MUST BE LISTED AS AN
**AUTHORIZED WASTE MANAGER ON THE INFORMATION AND LICENSING PLATFORM FOR WASTE
MANAGERS AND OPERATORS (SILOGR)**

THE WASTE MANAGER MUST BE AUTHORIZED FOR
**SPECIFIC WASTE MANAGEMENT, RECOVERY, OR DISPOSAL OPERATIONS, HOLDING A VALID
ENVIRONMENTAL UNIQUE LICENSE (TUA)**

1. Meticulous verification and correction of all documentation;
2. Confirmation of **European Waste Catalogue codes**;
3. Validation of the recovery or disposal operation under the operator's **TUA**.

Control
File

Invoice number

Transport date

Accurate waste quantities

EWC codes with data from the **Integrated Residue
Registry (MIRR)**.

This meticulous process underscores TINTEX's commitment to sustainable waste management practices.

OLD MACHINE PARTS

Dismantled to create new equipment with different uses (stand-up ashtray, protection of gas containers and machine protectors).

KNITTED FABRIC SCRAPS

Used to make emergency spill kits.

OLD CHEMICAL CONTAINERS

Used for storing.

RECYCLABLE WASTE

Correct separation and forwarding for recycling and recovery whenever possible.

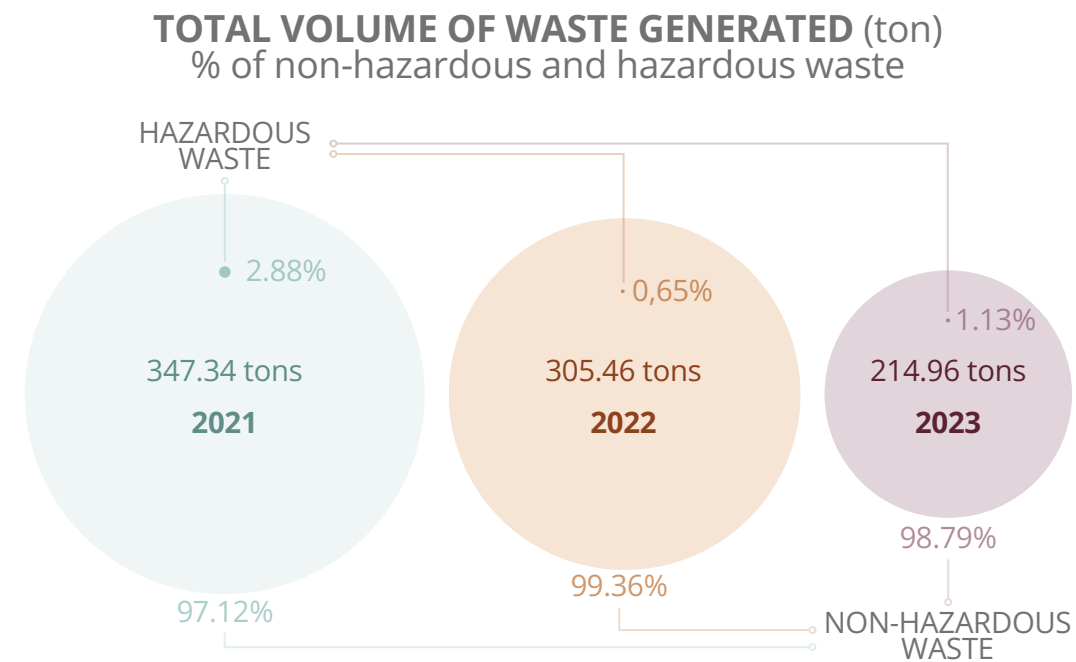
WASTE GENERATION AND DESTINATION

The **total volume of waste generated tended to decrease** between **2021** and **2023**.

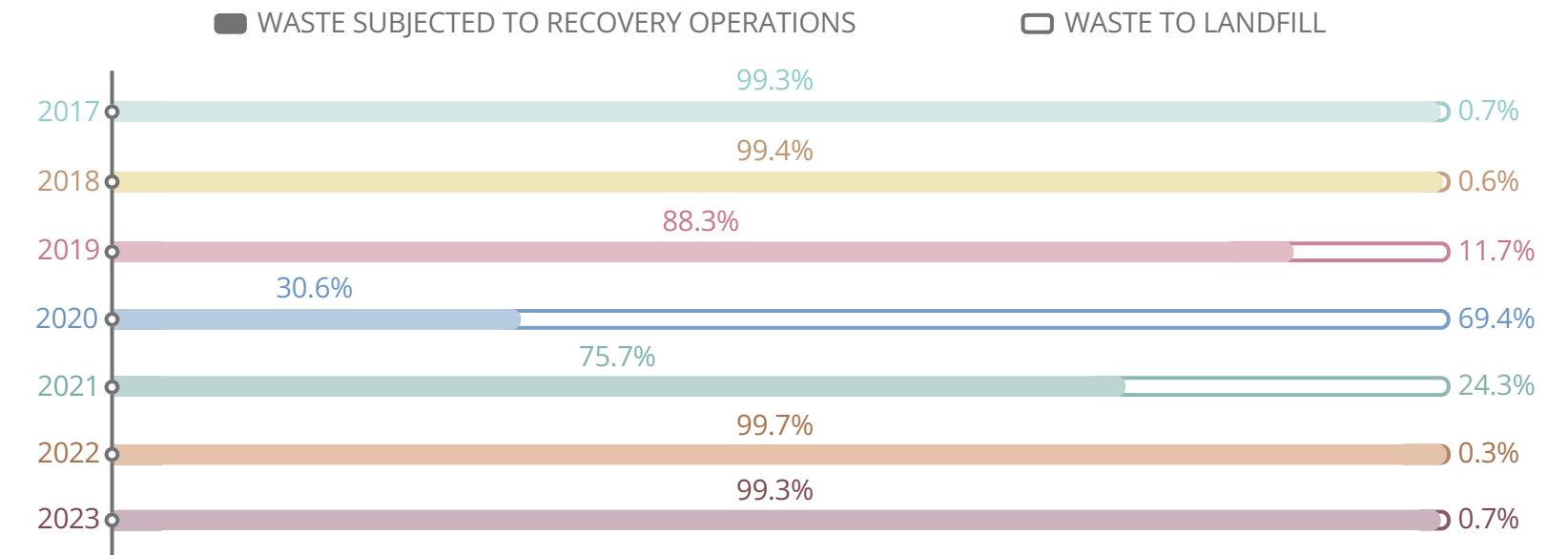


The company is dedicated to implementing responsible waste management practices, encompassing both non-hazardous and hazardous waste streams.

Waste generated by TINTEX is transported to waste management companies.

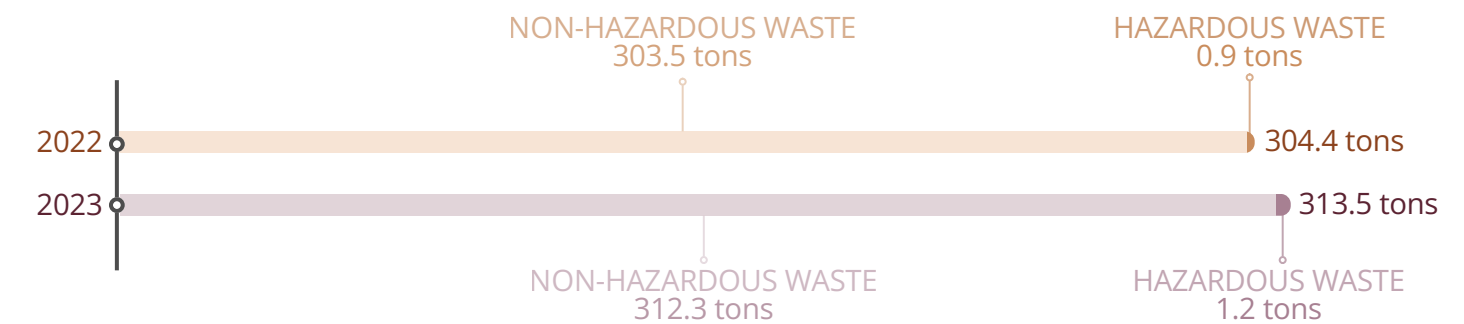


WASTE SUBJECTED TO RECOVERY OPERATIONS VS WASTE TO LANDFILL



Waste generated by TINTEX is transported to waste management companies.

WASTE DIVERTED FROM DISPOSAL



SPECIFIC AMOUNT OF WASTE GENERATED (kg per kg of produced fabric)



05 SOCIAL PERFORMANCE

- .1 SOCIAL RESPONSIBILITY
- .2 HUMAN CAPITAL
- .3 OCCUPATIONAL HEALTH AND SAFETY
- .4 COMMUNITY
- .5 EDUCATION & TRAINING

The material topic Social Performance refers to how TINTEX manages its relationships with employees, suppliers, customers, and the community. It encompasses various aspects such as fair labor practices, health and safety standards, and community engagement. Achieving strong social performance is essential for building trust and ensuring long-term sustainability.

5.1 SOCIAL RESPONSIBILITY

For the topic of social responsibility, TINTEX identified several key points that have a direct impact on its operations:

- HUMAN RIGHTS
- FREEDOM OF ASSOCIATION
- PREVENTION OF CHILD LABOUR
- RIGHT TO COLLECTIVE BARGAINING
- FAIR REMUNERATION
- OCCUPATIONAL HEALTH AND SAFETY
- WORKING CONDITIONS
- INCLUSION AND NON-DISCRIMINATION
- FORCED LABOR
- ETHICS AND TRANSPARENCY
- SUPPORT FOR EDUCATION
- REASONABLE WORKING HOURS INCLUDING OVERTIME

TINTEX's products affect the entire value chain:



The company is dedicated to the well-being of its ecosystem, which includes its **employees** and their **communities**.

CODE OF CONDUCT
SHARED WITH ALL WORKERS

DEFINES THE COMPANY'S STANCE ON **LABOR AND ENVIRONMENTAL STANDARDS**, ADHERING TO **INTERNATIONAL HUMAN RIGHTS PRINCIPLES** SUCH AS THE **UN'S UNIVERSAL DECLARATION OF HUMAN RIGHTS**.

- 2023 • TINTEX communicated with all employees about individual social responsibility, providing five tips on how to play a more active, conscious, and responsible role in society.

Additionally, TINTEX continues to meet the STeP by OEKO-TEX® standards and complies with national and local regulations.

STEP SCORE FOR SOCIAL RESPONSIBILITY

	2021		2023	
TOTAL	78%		85%	
	MAX SCORE	TINTEX	MAX SCORE	TINTEX
COMPLIANCE	33	32	47	37
CHILD AND JUVENILE LABOR	12	12	12	12
WAGES AND BENEFITS	47	47	56	52
EMPLOYMENT RELATIONSHIP	21	21	41	41
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	27	22	27	22
WORKING HOURS	34	34	44	44
WORKPLACE HARRASSMENT AND ABUSE	27	24	27	24
DISCRIMINATION	13	12	14	13
FORCED, BONDED, INDENTURED AND PRISON LABOR	34	34	34	34
SANITATION, FOOD AND HOUSING	37	33	37	33

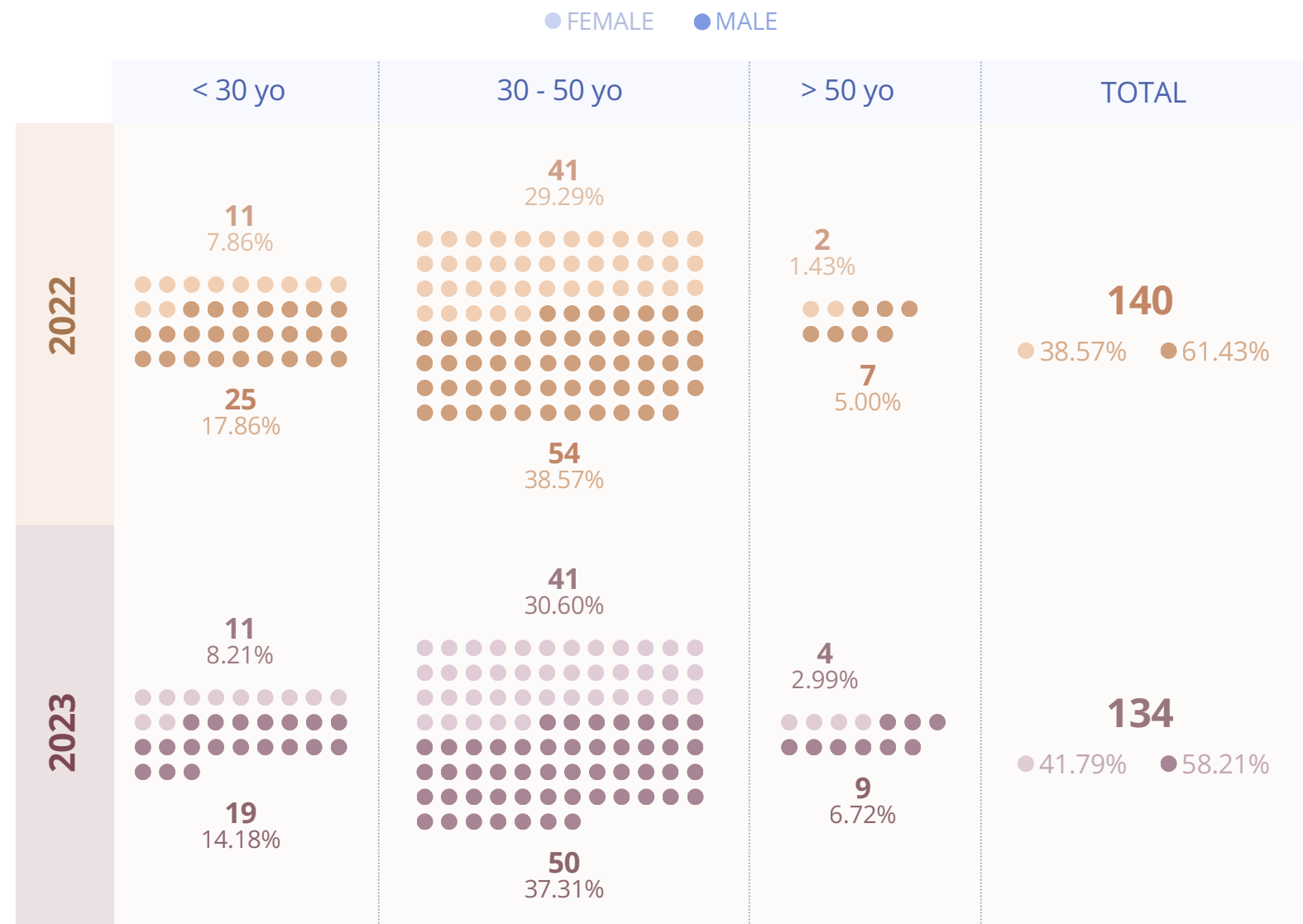
5.2 HUMAN CAPITAL

TINTEX prioritizes **health, safety, personal security**, and **freedom from discrimination or harassment** for its professionals.

The company ensures a respectful workplace, prohibits all forms of discrimination, and provides social areas with suggestion, complaint, and report boxes.

External and confidential contact options are also available, along with an employee satisfaction and working conditions survey.

INTERNAL ORGANIZATION

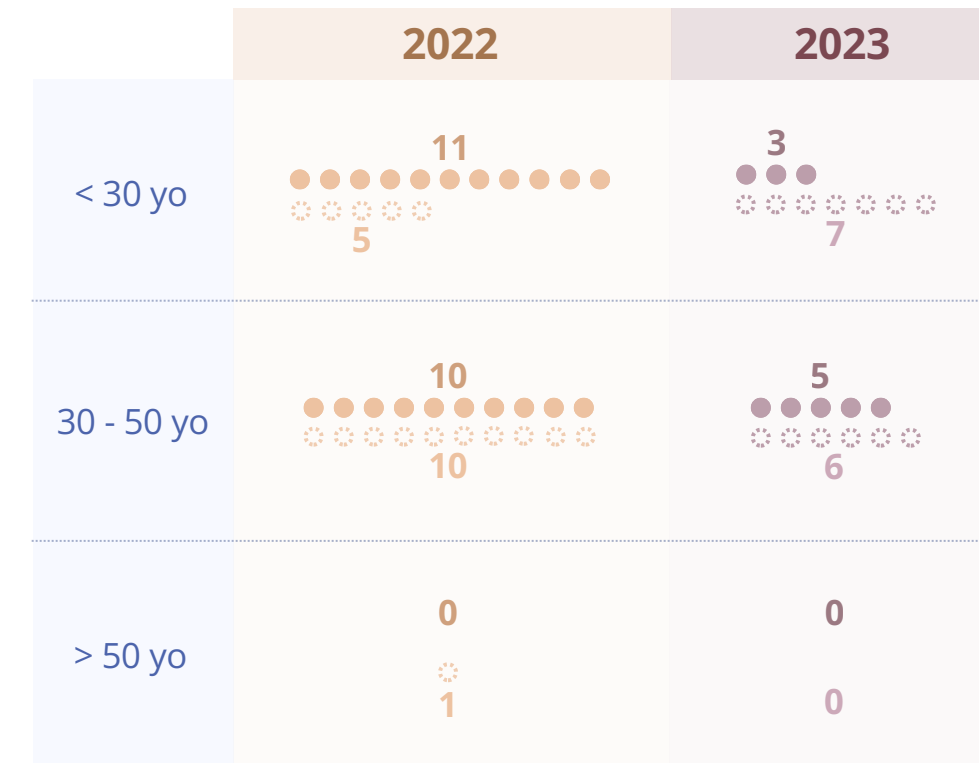


All employees are hired on a full-time basis with permanent jobs.

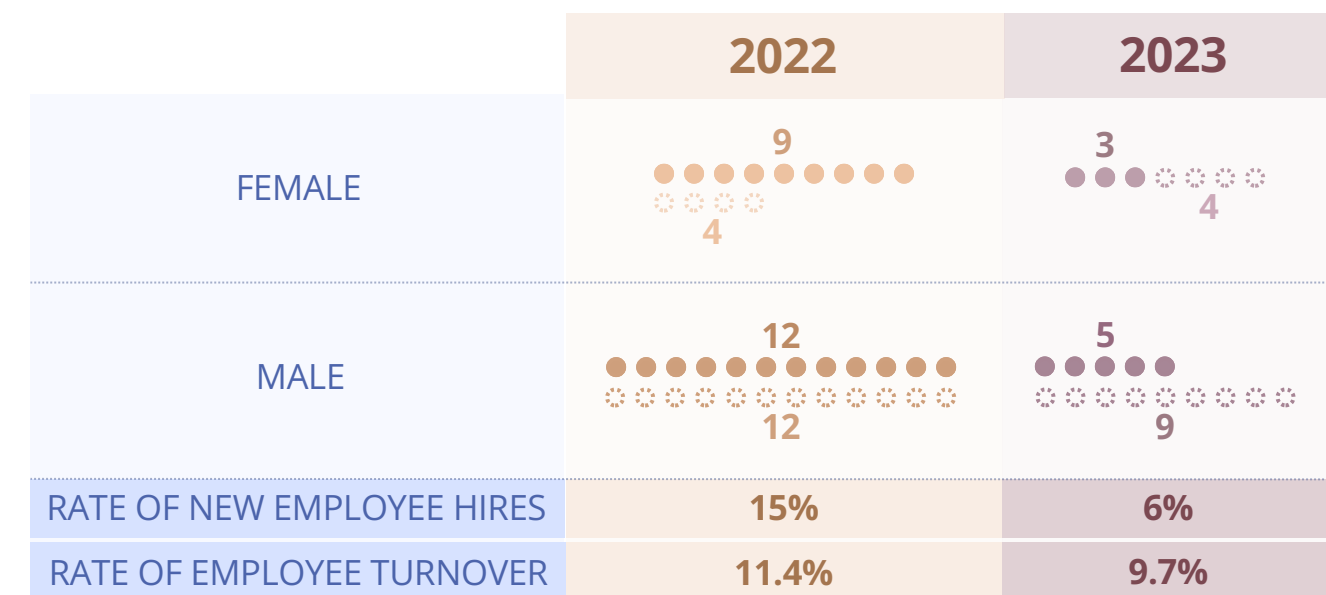
EMPLOYEE HIRES AND TURNOVER

● NEW EMPLOYEE HIRES ☼ EMPLOYEE TURNOVER

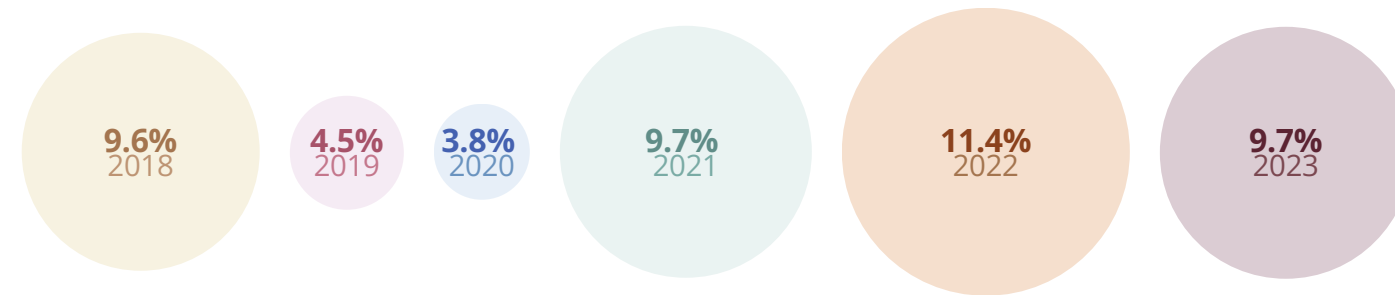
BY AGE GROUP



BY GENDER

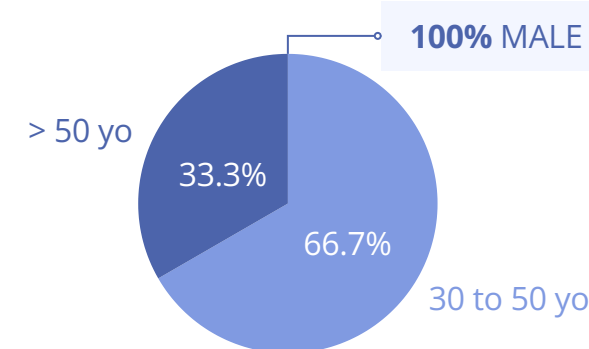


EMPLOYEE TURNOVER THROUGHOUT THE YEARS



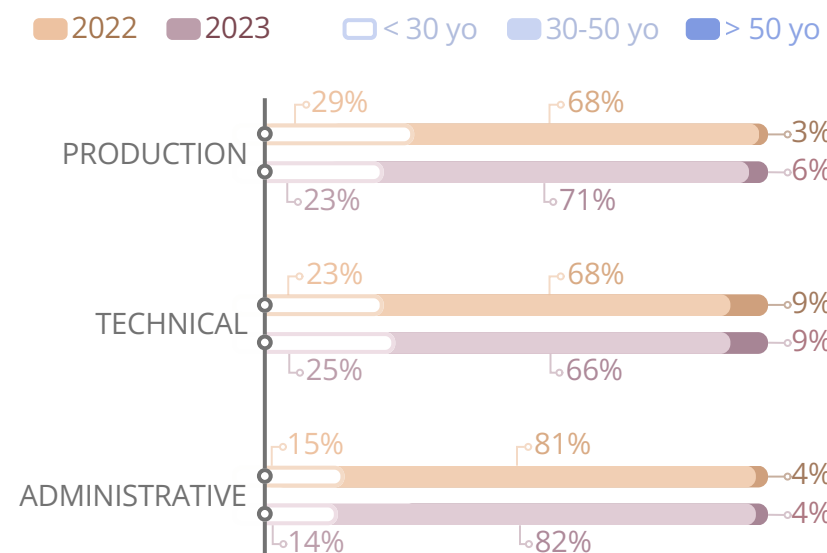
DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES

GOVERNANCE BODIES 2022 & 2023

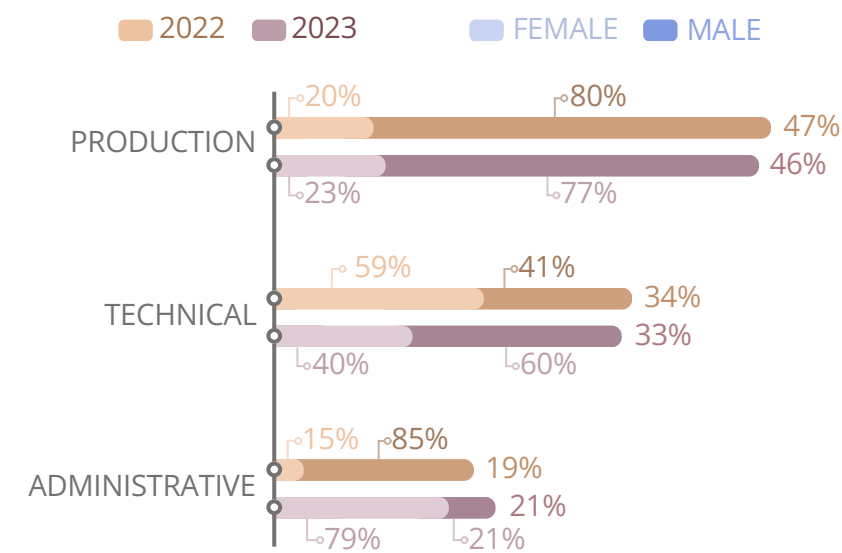


EMPLOYEES

BY AGE GROUP



BY GENDER



EMPLOYEE HEALTH PROMOTION

TINTEX provides health insurance to all employees, after six months of contract, covering various services and extendable to household members at a reduced cost. The insurance is independent, ensuring employee data privacy.

HEALTH PROMOTION

- FREE FRESH FRUIT DAILY
- 22 WARM DRINKS PER MONTH
- HEALTHY, LOW-COST MEALS AT THE CANTEEN
- REGULAR RISK ASSESSMENT AND SAFETY TRAINING TO ELIMINATE THREATS AND MITIGATE WORKPLACE RISKS

EMPLOYEE BENEFITS

2022 | FLEXIWEEK
Hybrid regime of 3 days remote work and 2 days in office

FLEXIFRIDAY

- 9-hour workdays Monday to Thursday, with **Friday mornings only**.
- 1 extra vacation day – for employees unable to use Flexiweek (remote work).
- 3 extra vacation days – for employees unable to use Flexiweek and Flexifriday.

BIRTHDAY DESIGNATED AS A VACATION DAY
IF IT FALLS ON A WORKDAY

2023 | OFFER OF A WIDER MENU VARIETY, VEGETARIAN DISHES, HEALTHIER MEALS and the option to purchase meals to take home at affordable prices through the installation of new vending machines and new canteen company.

2023

25 YEARS OF TINTEX

In 2023, TINTEX celebrated its 25th anniversary with its employees. A major event was organized by the company's **Events Committee** to foster better acquaintance among colleagues.

TEAM BUILDING
STORYTELLING

2 DAYS

AWARD CEREMONY
ACTIVITIES

TEAM MEALS
GAMES



5.3. OCCUPATIONAL HEALTH AND SAFETY

Health and Safety Management at TINTEX is overseen by an external consultant to ensure compliance with Portuguese laws.

**2 AUDITS
PER MONTH**

**IDENTIFICATION OF ANY
LEGAL NON-CONFORMITIES**

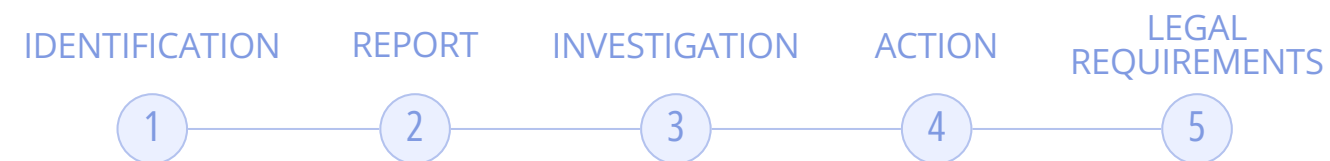
Addressed by the internal OHS committee, with members from production, HR, and sustainability departments. The committee investigates and addresses incidents, complaints, and suggestions from workers, with transparency.

TINTEX regularly monitors employee exposure to noise, dust, chemicals, temperature, and lighting. New hires or employees changing jobs receive safety and hazard training.

In case of a dangerous situation, TINTEX issues and posts safety alerts with guidelines for safe behavior.

ALL TINTEX WORKERS ARE COVERED BY THE OHS SYSTEM.

All employees are encouraged to report work-related hazards, risks, and/or incidents, and they should follow the procedure below:

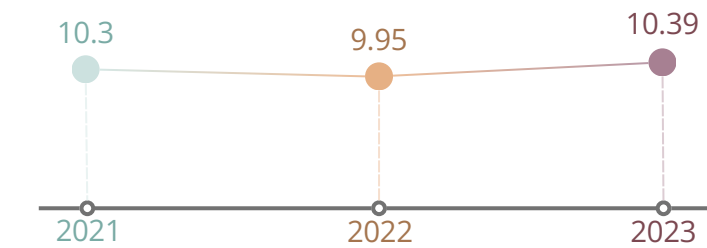


Occupational health and safety management includes maintaining a safe and healthy workplace by providing PPE, ensuring safe machinery and equipment, and preventing injuries. To achieve this, the following measures have been taken:

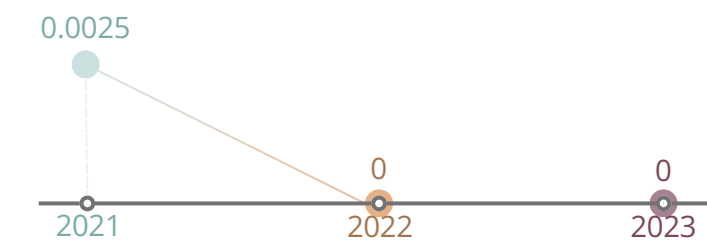
ELIMINATE AND MINIMIZE WORK-RELATED HAZARDS AND RISKS:

- Safety procedures in place.
- Ergonomic measures: training, aids, tools, and anti-fatigue mats.
- Changed cleaning machine PPE to more suitable options based on employee suggestions.
- Handrails for fall protection.
- Fire prevention and response resources.
- Training and awareness sessions on hazards and work-related illnesses specific to each employee's workstation.
- Automation of chemical dosing to eliminate employee exposure.
- Lifting tools for easier handling.
- Designated teams for first intervention, first aid, evacuation, and support from all shifts.

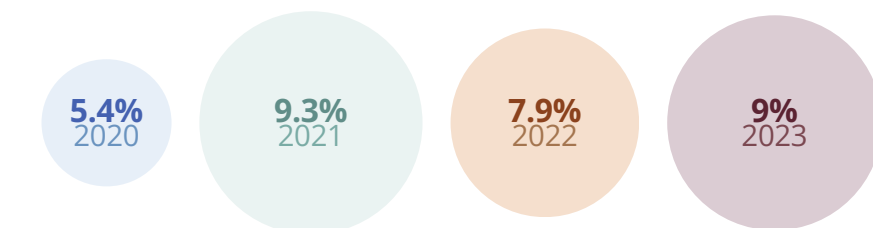
FREQUENCY OF INJURY
(number of new injury cases / total number of worked hours in that year) x 200 000 working hours



INCIDENT RATE
(total number of lost days expressed in terms of number of hours / total number of hours worked by workers in that year)



WORK-RELATED ACCIDENTS (%)



There is a noticeable trend of a decrease of work-related accidents, due to the hiring of a new **HST company** and the establishment of a **safety committee** that has been raising employee awareness about workplace risks.

VERIFIED WORK-RELATED ACCIDENTS:

Burns, fractures, and muscle strains.

Training and awareness, providing tools to mitigate risk, and formalizing work procedures.

OCCUPATIONAL HEALTH CONSULTATIONS

- PROVIDED TO WORKERS AS REQUIRED BY LAW UPON ADMISSION OR READMISSION, AND EVERY TWO YEARS (ANNUALLY IF OVER 50).
An external company visits TINTEX based on worker numbers or schedules consultations nearby.
- SERVICE APTITUDE SHEETS ARE SHARED AND SIGNED BY EMPLOYEES, AND ADJUSTMENTS ARE MADE TO ACCOMMODATE ANY HEALTH CONDITIONS.
- TWO ANONYMOUS OHS CONSULTATIONS ARE CONDUCTED ANNUALLY AS PER PORTUGUESE LAW (DL50/2005 AND LAW 3/2014).

OHS-RELATED TRAINING SESSIONS

TINTEX and the Safety Committee provided the following training sessions in normal business hours:

	TOTAL HOURS	TOTAL EMPLOYEES
2022	MANAGEMENT OF CHEMICALS: TRANSPORT AND HANDLING	110
	FIRE PREVENTION AND PROTECTION PLAN: EMERGENCY OPERATIONAL STRUCTURE	37
	EMERGENCY MANAGEMENT	23
	CHEMICAL SPILL SIMULACRUM	14
	FIRST AID TRAINING	814
2023	HYGIENE AND SAFETY AT WORK: RISK ASSESSMENT OF THE WORKPLACE	713
	EMERGENCY MANAGEMENT	865
	FIRE PREVENTION AND PROTECTION PLAN: EMERGENCY OPERATIONAL STRUCTURE	434

In the STeP audit, employee interviews confirmed that working conditions are good for everyone.

STEP SCORE FOR HEALTH AND SAFETY

	2021		2023	
TOTAL	84%		80%	
	MAX SCORE	TINTEX	MAX SCORE	TINTEX
GENERAL	85	73	116	109
NOISE	17	15	17	15
DUST	6	5	6	6
CHEMICAL RISKS	13	10	11	10
ILLUMINATION	2	0	2	0
HEAT STRESS	4	4	4	4
PPE	23	23	29	29
FACILITY SAFETY	179	166	182	171

5.4 COMMUNITY

TINTEX demonstrates a strong commitment to the community through monetary and material donations (company products) to local and international organizations. These contributions support initiatives aimed at promoting social welfare and sustainable development, fostering connections, and positively impacting communities worldwide.

TINTEX focuses on using its procurement budget to benefit the community by supporting local markets and jobs through the preference for national suppliers.

SOCIAL AND SPORTS ASSOCIATIONS



ASSOCIAÇÃO DESPORTIVA
E CULTURAL DA
JUVENTUDE DE CERVEIRA
ROWING



ASSOCIAÇÃO
DESPORTIVA DE VILA CHÃ
FOOTBALL

EDUCATION INSTITUTIONS



ESCOLA SUPERIOR
DE ARTES E DESIGN

NGOs



MOZAMBIQUE
TINTEX collects clothes, books,
and other goods which are sent
to Mozambique.

COMMUNITY INVESTMENTS

2022

16 567 €

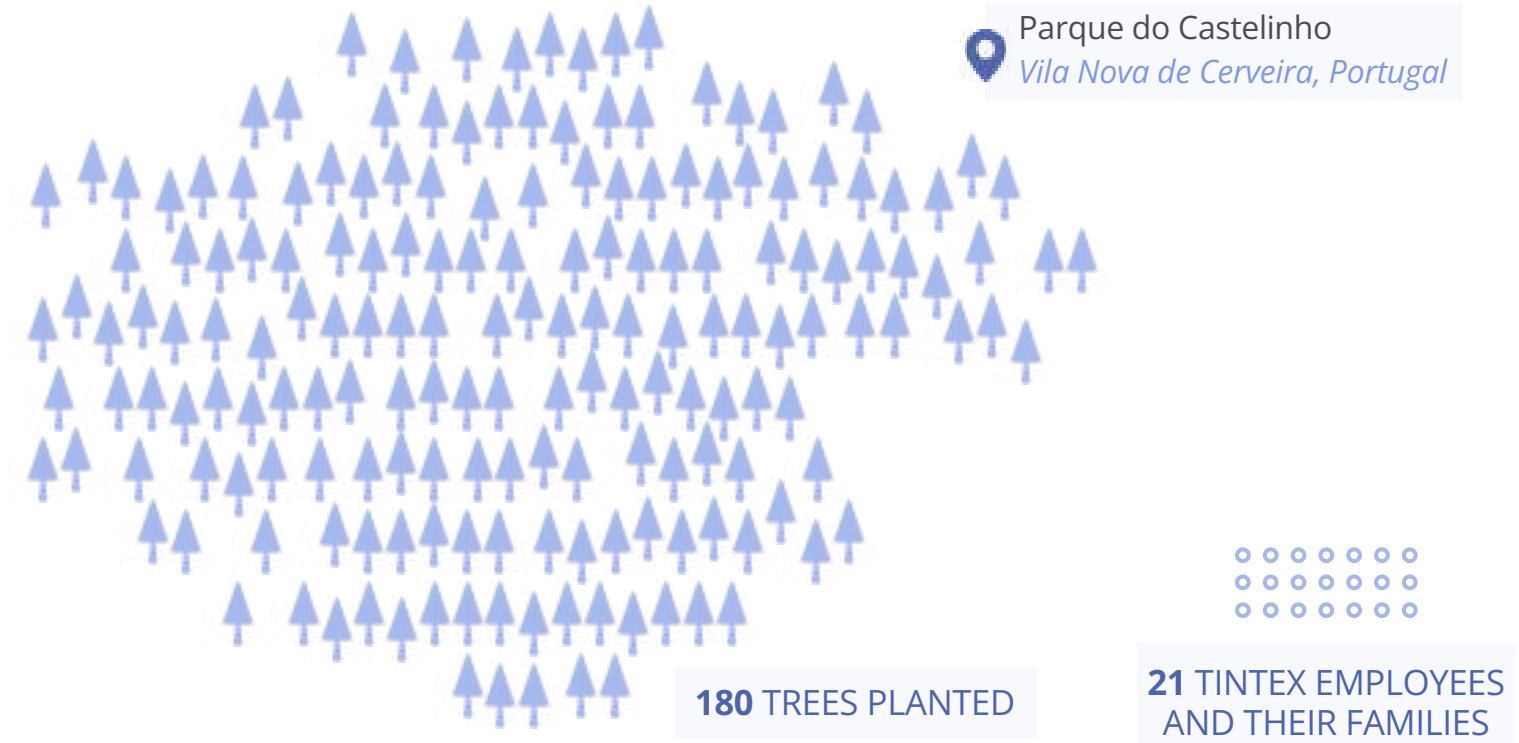
15 742 € SPONSORSHIPS
825 € DONATIONS

2023

15 392 €

14 042 € SPONSORSHIPS
1 350 € DONATIONS

TINTEX actively involves its employees in community activities, such as tree planting initiatives. These efforts not only contribute to **environmental sustainability** but also foster a **sense of community responsibility**.



5.5 EDUCATION & TRAINING

Education and training are crucial at TINTEX. By providing employees with the necessary tools and training, TINTEX promotes a culture of learning and innovation. This approach helps attract, retain, and develop a skilled workforce, creating a positive social impact.

	2021	2022	2023
TOTAL TRAINING HOURS	1911	2432	1707

TRAINING COURSES IN 2022 AND 2023

- CONDUCTING FORKLIFT TRAINING
- DIGITALIZATION, SUSTAINABILITY, AND CIRCULAR ECONOMY
- EFFICIENCY IN FINISHING
- EMERGENCY MANAGEMENT
- FIRE PREVENTION AND PROTECTION PLAN - EMERGENCY OPERATIONAL STRUCTURE
- FIRST AID TRAINING
- FUNCTIONING OF THE NEW DELIVERY DASHBOARD
- GOOD SAFETY PRACTICES AWARENESS IN THE WAREHOUSE
- HANDLING AND STORAGE OF CHEMICALS
- HYGIENE AND SAFETY AT WORK - WORKPLACE RISK ASSESSMENT
- INNOVATION PROJECT MANAGEMENT TOOLS
- INTERPRETATION AND IMPLEMENTATION OF NP4457:2021
- LAUNCH PROCEDURE FOR ORDERS AND ASSOCIATED WORK INSTRUCTIONS
- LABORATORY FOR PAY EQUALITY BETWEEN WOMEN AND MEN
- MARKETING AND COMMUNICATION
- MEASURING AND WEIGHING CHEMICALS
- PEOPLE, TEAMS, AND COLLABORATION
- PREVENTION AND PROTECTION PLAN AGAINST FIRE - EMERGENCY OPERATIONAL STRUCTURE
- PROCEDURE FOR USING TRANSPORT CART
- PROTOTYPING AND PITCHING REQUIREMENTS FOR BLUESIGN, OEKO TEX, GOTS, OCS, GRS, RCS, BCI CERTIFICATIONS
- SENSITIZATION ON ACCIDENT PROCEDURES
- SIMULATED CHEMICAL SPILL DRILL
- SIMULATED ETAR ANOMALY DRILL
- STRATEGY AND IDEATION
- TRAINING CERTIFICATIONS
- WORK INSTRUCTION: NUMBERING OF WEIGHING BUCKETS
- WORK INSTRUCTION: PNUBURST
- WORK PROCESS OF THE COATINGS DEPARTMENT

2022 REINFORCEMENT OF THE HUMAN RESOURCES TEAM

Addressing of restructuring issues related to competencies, define new indicators and targets, and implement a job and training manual to improve and develop employee career management.

INTERNAL COMMUNICATION

To promote continuous education on relevant topics for all employees, TINTEX has implemented an **internal communication plan** that covers various subjects.

IN 2022 THE TOPICS INCLUDED:

- Science Based Targets: The Initiative and Our Progress
- Significant Environmental Aspects and Impacts
- 10 Principles of the Global Compact
- 2021 Accident Rate Index
- Higg Platform Results and Evolution
- World Quality Day

IN 2023 THE TOPICS INCLUDED:

- BCSD Letter of Principles
- Significant Environmental Aspects and Impacts
- Science Based Targets: The Initiative and Our Progress
- Higg Platform Results and Evolution
- World Sustainability Day
- Water at TINTEX
- Energy at TINTEX
- 2022 Accident Rate Index
- World Quality Day
- Social Responsibility

MASTER'S THESIS CONDUCTED AT TINTEX

- **Study of chemical and physical interaction arising from the application of textile coatings**
Master's in Chemical Engineering, Faculty of Engineering, **University of Porto**, 2023.
- **Internship Thesis in Marketing and Corporate Communication**
Bachelor's Degree in Marketing and Business Communication, School of Business Sciences, **Polytechnic Institute of Viana do Castelo**, 2023.

06

- .1 TINTEX COLLECTIONS
- .2 TECHNOLOGICAL INNOVATION
- .3 COOPERATION
- .4 PRODUCT DIFFERENTIATION

OPERATIONAL PERFORMANCE

This chapter reports on TINTEX's operational performance, focusing on three key areas: Technological Innovation, Cooperation, and Product Differentiation. These elements are essential to TINTEX's success, driving growth and maintaining a competitive edge in the textile industry.

6.1 TINTEX COLLECTIONS

"Sustainability, innovation and style are the true ingredients of smart collections. We are looking forward to team up to fashion together a smarter future."

When launching a new collection, TINTEX combines textile and design innovation to create smart collections using at least 90% sustainable materials.

Tencel, one of the most used materials, represents a new generation of cotton and recycled materials.

COLLECTIONS TYPES

DROPS

Each Drop is a selection of carefully designed fabrics that fit a specific concept, designed to meet the needs of our changing world.

DROPS fight textile waste by not following the market trend of creating collections for each season. Each drop features timeless, unique, and exclusive pieces.

DEFINING COLLECTIONS

Unique products, ranging from optimized stock fabrics to natural dyeing processes and sustainable leather alternatives.

Examples include "ESSentials," which offers key wardrobe pieces, and COLORAU® Natural Dyeing, using plant extracts for eco-friendly dyed fabrics.

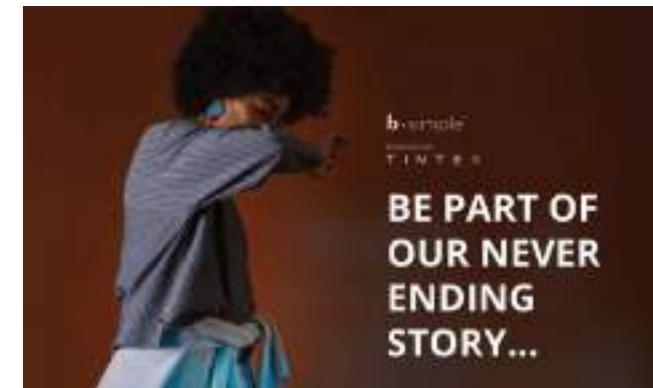
DROPS

2022

RESET 🔍

New generation of long-lasting and GRS-certified fabrics which combine recycled fibers of Cotton, Lyocell, and Linen – crafted from the premium spinning waste of Tearfil Textile Yarns – with virgin Tencel™ Lyocell to ensure the durability, comfort, and performance of this innovative material.

RESET TIMELESS CIRCULARITY



A NEVER ENDING STORY 🔍

In partnership with **B.Simple**, a Portuguese clothing brand, using 100% recycled materials with Eco Heather yarn from Tearfil that results from a spinning waste recycle process, promoting circularity and environmental awareness.

I-MOTION 🔍

Inspired by the wavy effect of RIBs structures, bringing wave of movement to emphasize a warm and comfortable feeling. With a duality of sensations, due to a different surface textures, the collection uses organic cotton to promote a sustainable and practical collection.



2023

CLEANBAMBOO™ 🔍

Partnership with **ettitude** to create a new capsule collection using their patented and carbon neutral **CleanBamboo™** fibers, creating fabrics with **Eco-Attitude**, resulting in a range of high-quality, soft, eco-friendly, and timeless fabrics.



DYNAMO 🔍

Range of new fabrics with a Technical Double Face that offers a comfortable and flexible fitting, ideal for everyday use, adaptable to any body in any situation and, promoters of practicality and sustainability.



LEGACY 🔍

Drop that offers fabrics classical in appearance, while still maintaining their textural singularity. This curated selection features woven looks with the comfort of knit materials, using responsible materials.

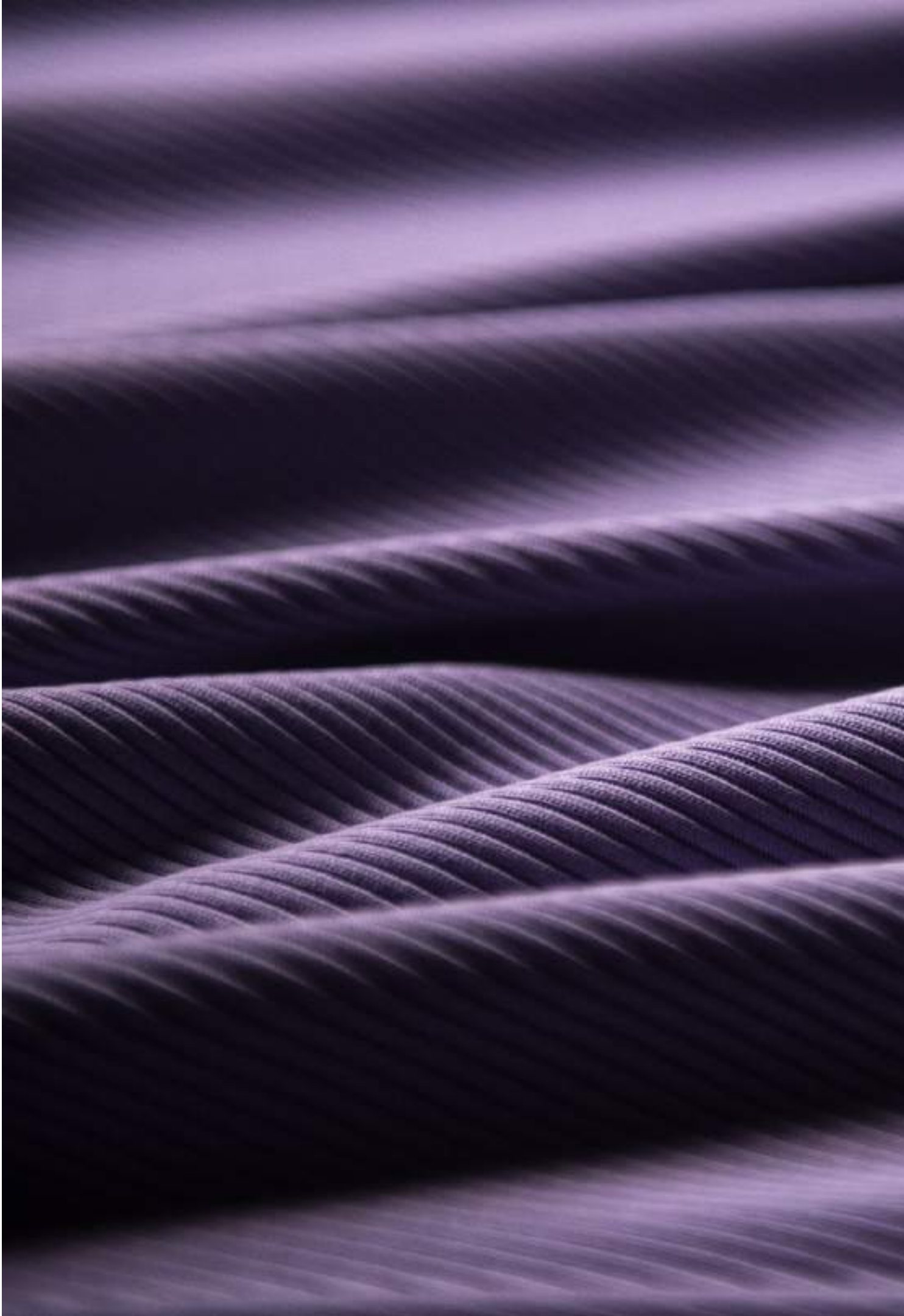


STAFF PICKS

Each year, TINTEX launches a DROP featuring a curated selection of favorite new fabrics, chosen by the designers, developers, and producers themselves—TINTEX's own staff.

Check the staff picks here:

- Staff picks 2022 🔍
- Staff picks 2023 🔍



6.2 TECHNOLOGICAL INNOVATION

TECHNOLOGICAL INNOVATION

LEVERAGING ADVANCED
MACHINERY AND PROCESSES

SUSTAINABLE AND RESPONSIBLE PRODUCTION

The company's success is built on scientific and technological expertise, making it adaptable to change.

TINTEX develops efficient, resource-saving products that meet market needs and improve employee comfort. Collaboration with various stakeholders is essential for fostering innovation and sustainability.

TINTEX PROJECTS

WEAR2HEAL - TEXTILES FOR MUSCLE THERAPY



Development of textile structures with integrated intelligent systems that, when subjected to an electrical stimulus, will provide three responses: low-voltage electrical discharges for electrostimulation, localized heating, and shape change for massage and localized compression. The goal is to optimize the recovery process after sports activities.

♣ Concluded in 2022

PARTNERSHIPS: CITEVE; CeNTI; Hata; FADEUP.

aWaRe - AIMING FOR WATER AND WASTE REDUCTION, REUSE AND RECYCLING



Innovative textile products within the scope of the circular economy, through the development of recycled and bio-enhanced knits using recycled water, employing mechanical recycling of cellulosic-based fibers via defibrillation and unraveling, spinning and knitting, enzymatic surface treatments, dyeing with natural extracts, bio-finishing, and membrane technology for wastewater recycling.

♣ Concluded in 2022

PARTNERSHIPS: CITEVE.

STVGODIGITAL - DIGITALIZATION OF THE TEXTILE AND APPAREL VALUE CHAIN (STV)



Development of an innovative textile product with a unique identity (product ID) for the apparel and home textile sectors, ensuring transparency, traceability, sustainability, and circularity. This includes comprehensive data on product details (composition, structure, color, etc.), resources used (raw materials, water, energy, chemicals, etc.), processes, and all companies in the supply chain. Additionally, social and environmental performance indicators will be created to assess the sustainability and circularity level of textile products, guiding consumers in making informed, responsible purchases.

♣ Concluded in 2022

PARTNERSHIPS: CITEVE; INOVAFIL; A.Sampaio; Infos; CeNTI; IPVC; CCG.

TrueHue - PERFECT COLOUR FOR TEXTILES



Development of high-quality knits through the automation of the production process and implementation of near-infrared (NIR) spectroscopy technology applied to the dyeing processes of knits. Online monitoring of the dye bath ensures knit color accuracy, and predictive models for dyeing operations are developed by obtaining spectral data with NIR technology.

♣ Concluded in 2023

PARTNERSHIPS: ARCP; FEUP; IPV.

PLURIPROTECH - DEVELOPMENT OF MULTILAYER SOLUTIONS FOR PROTECTION AGAINST CBRN THREATS



Development of advanced technological solutions capable of actively responding to external threats from CBRN (chemical, biological, radiological, and nuclear) hazards, with a particular focus on biological and chemical threats. Additionally, these CBRN defense solutions will include mechanisms to actively enhance user comfort.

♣ Concluded in 2023

PARTNERSHIPS: Latino Group; Universidade do Minho; Tintex; Exército Português; Sciencentris.

BOOSTENERGY4TEX – "ALL-IN-ONE" SMART TEXTILES FOR ENERGY CAPTURE AND STORAGE: Towards the New Generation of Autonomous, Secure, and Sustainable Electronic Clothing

Development of a new generation of high-performance TEHES textiles that will drive innovation for the next generation of autonomous smart clothing. TEHES captures dissipated heat and converts it into electrical energy stored within the device itself. It consists of two electrodes and an electrolyte sensitive to ionic thermoelectric effects.

🕒 *Initiated in 2022*
PARTNERSHIPS: CITEVE; REQUIMTE; FCUP.

TEXP@CT – INNOVATION PACT FOR THE DIGITALIZATION OF TEXTILES AND APPAREL



Digitization of the textile and apparel industry through the adoption of digital technologies and solutions in the production process. It also aims to create complex production solutions that combine robotics and automation with human intervention.

🕒 *Initiated in 2022*
PARTNERSHIPS: Riopole; Impetus; Pedrosa e Rodrigues; Citeve; InescTec; Centi; CCG; Adalberto; Sistrade; Samless; TMG; Borgstena; F3M; Infos; Inforcávado; IPVC; Sofia Godinho; MacWin.

HfPT – HEALTH FROM PORTUGAL

Development and production of advanced solutions for the healthcare markets, based on innovation and technology. Tintex is involved in 4 project initiatives focused on developing:

- Clothing for the prevention/treatment of atopic dermatitis.
- Wearables for assessing sleep quality, connected to a mobile app for analysis and personalized recommendations to improve sleep.
- Textile sleeve for the upper limbs with sensor and actuation systems for performing lymphatic drainage maneuvers.

🕒 *Initiated in 2022*
PARTNERSHIPS: CeNTI; CITEVE; INL; Hydrumedical; i3S; 2CA-Braga; Neutroplast; Everythink; Plux; Linde Saúde; FhP-AICOS; INESCTEC; 2AI-IPCA.



Be@t – BIOECONOMY OF TEXTILES AND APPAREL



Acquisition of waste materials and by-products from key industries in the Portuguese business sector, with potential for value-added applications in the textile and clothing industry. This includes the industrial-scale implementation of pilot infrastructure for the sourcing, processing, adaptation, extraction, and recovery of materials and functional ingredients using the most promising R&D technologies.

🕒 *Initiated in 2022*
PARTNERSHIPS: CeNTI; FEUP; ARCP; IMPETUS; ERT; AQUITEX.

RN21 – INNOVATION IN THE NATURAL RESIN SECTOR TO STRENGTHEN THE NATIONAL BIOECONOMY



Development of fibers to produce colored textiles, films, and coatings based exclusively on biodegradable biopolymers, with a particular focus on rosin derivatives, through sustainable processes. This includes dyes and dyeing processes applied to the produced textile structures, aiming to introduce new products in the textile and apparel sector.

🕒 *Initiated in 2022*
PARTNERSHIPS: United Resins; United Biopolymers; CeNTI; CITEVE.

REGIOGREENTEX



Map and reduce the challenges currently faced in implementing the EU Strategy for Sustainable and Circular Textiles. The project supports SMEs in exploring innovative approaches for textile fiber recycling and valorization, expanding new technologies and supporting their integration into industrial processes.

🕒 *Initiated in 2023*
PARTNERSHIPS: Euramaterials, Citeve, NE RDA, Ateval, Ovam, CS Pointex, CTB, Textile ETP, Techtera, AEI Textiles, Rise, WR, NTT, OOST NV, Marini, Ariadne, Sasia, Casalegno, Officina-39 SRL, Mai Bine, Katty Fashion, Rovitex, Recycelit, Dumortier, FOV, Vividye AB, Polisilk SA, Hilaturas Arnau, DBT Fibre SPA, Saxcell, Technocolor, Hilaturas Mar SL, Synthe, Ubitech, Gac, Thierache, Eurofins, Ecoso VZW, UPWELL, RTT, Quest studio.

GIATEX – SMART WATER MANAGEMENT IN THE TEXTILE AND APPAREL INDUSTRY

Promote the reduction of water consumption in textile dyeing and finishing processes by applying conventional measures to minimize water usage, as well as innovative technologies that enable further water reduction.

♣ *Initiated in 2022 and concluded in 2023*

PARTNERSHIPS: CITEVE; Adalberto; Tinamar; Riopelle; ABM; Somelos; JFA; Fitecom; DS&F; Acatel; Neiper; Rifer; UBI; Aquitex; UP.

RE2(W)IN – PACKAGING RECYCLING FOR THE DEVELOPMENT OF SUSTAINABLE AND INCLUSIVE SOLUTIONS

Valorization of packaging waste for the development of functional textile structures. Using packaging waste, polyester, paper, and sawdust, the goal is to develop fibers with various functionalities, such as antimicrobial, antioxidant, anti-odor, and moisture management properties.

♣ *Initiated in 2022 and concluded in 2023*

PARTNERSHIPS: Blindesign; Evertis Reciclagem; CeNTI; Sociedade Ponto Verde.

BIOECONOMIA AZUL – INNOVATION PACT

Valorization of marine materials and by-products for the production of sustainable and innovative textile structures, using algae for dyeing and finishing. The aim is to test and implement more sustainable alternatives compared to conventional processes, through the treatment of effluents using biological solutions (microalgae).

♣ *Initiated in 2022*

PARTNERSHIPS: CITEVE; CeNTI; Fibrenamics; PIEP; GreenColab; 2C2T/UM; UAlg; UP; Hata; Skizo; Lightning Bolt; SirPlaste; Docapesca; AlgaPlus; A4F; Allmicroalgae; Biomimetx; Fitexar; MGC; Luságua; GPSA; CEB.

**BLUE PROJECT**

Production of "sarrajão" fish fillets for distribution in school cafeterias, as well as the development of textile-based materials and processed food products incorporating fish by-products.

♣ *Concluded in 2022*

PARTNERSHIPS: Universidade do Minho; IPVC; Visual Thinking; AEP – Associação Empresarial de Portugal, CCI); Câmara Municipal de Esposende; Matís Iceland; Guimarpeixe.

TINTEX COLLECTIONS HIGHLIGHTS**RESET – TIMELESS CIRCULARITY CAPSULE COLLECTION** 🔍

The RESET capsule collection features unique yarns that blend sustainability with innovation, promoting circularity.

These knits combine selected spun fibers with TINTEX's dyeing and finishing expertise, using yarn from Tearfil's spinning waste, including recycled cotton, lyocell, and linen with 13% virgin Tencel™ Lyocell.

The GRS-certified fabrics set a new standard in responsible textiles and are available in five colors (black, blue, green, grey, orange) are set to support the industry to draw a new standard on responsible textiles.

UNLIMITED SAMPLES FOR FREE

Tintex offers unlimited free samples through its online store. Users can select a fabric and click on "request sample," repeating the process for all necessary references. This initiative helps minimize deadstock and promotes upcycling.



6.3 COOPERATION

Tintex fosters strong cooperation and collaborations with various stakeholders, including the community, scientific and technological entities, and industry partners.

These partnerships are vital for driving innovation and achieving sustainability goals. Through these collaborative efforts, Tintex enhances its capabilities and maintains a competitive edge in the textile industry.

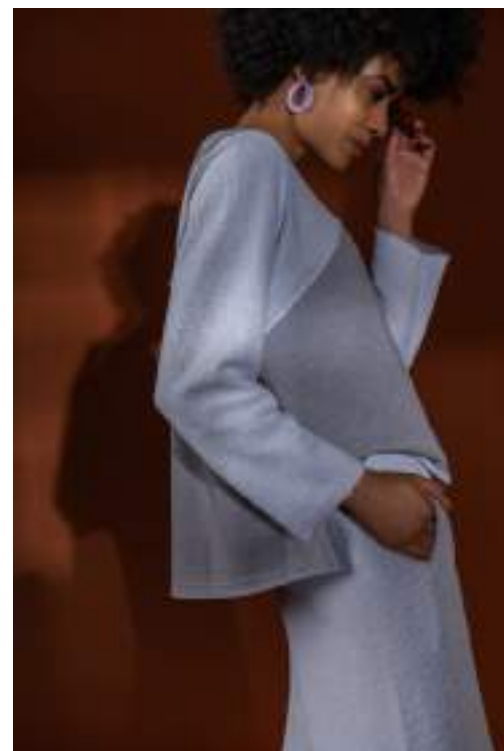
MAIN COLLABORATIONS

📌 2022

B.SIMPLE

A women's clothing brand that aims to provide comfort and well-being to all women, with an emphasis on environmental and sustainable consciousness.

PURPOSE | Use of recycled and recyclable materials for its collection production.



VINTAGE FOR A CAUSE

A Portuguese clothing brand focused on circular economy and social commitment. It not only emphasizes the reuse of textile waste in its production but also aims to empower unemployed women over the age of 50, allowing them to participate in the development of its clothing products.

PURPOSE

Use of repurposed discontinued items and those with technical issues that prevent them from being sold, such as fraying, stains, and contamination.



SANGUENOV0 / MODALISBOA

Prize and residency for the winner of the young designer's competition.

Maria Clara - Vencedora Prémio ModaLisboa X Tintex



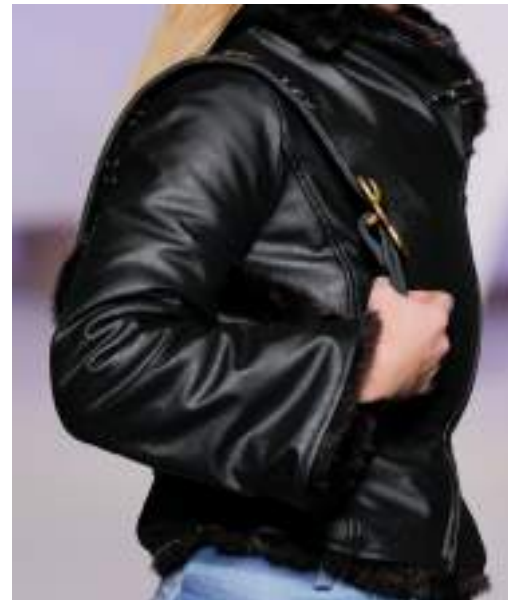
2023

BÉHEN

A clothing brand that aims to protect Portuguese craftsmanship and ancestral techniques practiced in Portugal. With a social mission to work closely with these techniques, it provides employment opportunities for struggling artisans and ensures that future generations learn their methodologies and processes, so that this craftsmanship is not lost over time. Additionally, with a strong sustainable awareness, the brand not only repurposes textile waste but also various objects and items at the end of their lifecycle.

PURPOSE

Use of coatings made from waste generated by various industries.



SANGUENOV / MODALISBOA

Prize and residency for the winner of the young designer's competition.

Niuka Oliveira - Vencedora Prémio ModaLisboa X Tintex



NAZARETH COLLECTION

A women's clothing brand that offers pieces designed to last for generations, connecting them with one another. Its focus on sustainability lies not only in the use of textile waste but also in the durability of each product.

PURPOSE

Use of repurposed warehouse waste and discontinued items due to defects and technical issues.

ROADSHOW FASHION SCHOOLS

2023

TINTEX TEXTILES launched an innovative sustainability initiative through a campaign that visited fashion and textile design schools across Portugal, including **Lisbon Fashion School**, **ESAD Matosinhos**, **Árvore Artistic and Professional School**, and the **University of Beira Interior**.

The campaign aimed to promote the use of sustainable dead stock materials while educating future fashion professionals about the importance of sustainability in the textile production process.

By highlighting the entire production chain, TINTEX emphasized the need for systemic change in the industry. The initiative also encouraged increased online store visits and sample requests, reinforcing TINTEX's commitment to a circular economy and waste reduction.

ZÈTA X NESPRESSO RE:GROUND COLLECTION



TINTEX in partnership with Zèta, a French startup, and Nespresso developed a special Water Based PU Coating as an alternative to leather that integrates Nespresso coffee grounds. sneakers made from Nespresso coffee grounds®.

This capsule collection was presented in 2023, and it presented 3 sneakers models that are made from **80% recycled & recovered materials** and one pair is the equivalent of 12 espresso cups.

BEAT - BIOECONOMY AT TEXTILES BY BE@AT PROGRAM AT TINTEX

April
2023

TINTEX HOSTED THE **BEAT - BIOECONOMY AT TEXTILES BY BE@AT IDEATION PROGRAM**

This program aims to **stimulate creativity** through **circular solutions** based on **eco-engineering** and **eco-design principles**.

FOR **FASHION DESIGNERS AND TEXTILE ENGINEERS** FROM THE **PORTUGUESE TEXTILE AND CLOTHING SECTOR (STV)**

21 participants developed solutions to **reduce production waste**, focusing on **maximizing existing materials, eliminating waste and pollution**, and **regenerating natural systems**.

COLLABORATION WITH THE FIRST SUSTAINABILITY REPORT FOR THE PORTUGUESE TEXTILE SECTOR

TINTEX collaborated with **CITEVE** in producing the **first Sustainability Report for the Portuguese Textile and Clothing Sector (STV)**.

The report aims to detail the sector's sustainable approach in the ESG fields, through collaboration with various industry entities. It also seeks to highlight the most significant initiatives within the Portuguese textile sector during the reporting years (2019-2022). This report is supported by the be@t project and the Recovery and Resilience Plan (RRP).

[Read the full report here](#) 

6.4. PRODUCT DIFFERENTIATION

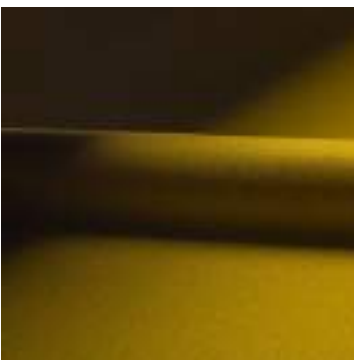
TINTEX aims to provide products that meet client expectations for **quality, comfort, and safety**, while focusing on innovation, developing high-value products with a balanced quality, durability, and price, considering environmental, social, and economic impacts.

Consumers now demand detailed product information, expecting functionality, aesthetics, recyclability, and durability. Products stand out if they positively impact consumer emotions and demands.

TINTEX PRODUCTS
DEFINED AS **LOW-CARBON**

- MADE OF 90-100% CELLULOSIC
- NATURALLY DYED ITEMS
- MADE WITH RECYCLED FIBERS
- ANIMAL LEATHER SUBSTITUTES WITH WATER-BASED COATINGS

SUSTAINABLE PRODUCT TECHNOLOGIES



PLUMMY®

- Creates clean and refined fabric surfaces.
- Reduces dyestuff use by 30%.
- Gives fabrics a subtle sheen, glowing velvet finishes, or semi-matte looks.
- Ensures garments are durable and last longer.
- Achieves through careful mercerization and biopolishing of cellulosic fabrics.



COLORAU®

- Uses natural dyeing methods with plant extracts and enzymes.
- It can treat various materials, such as fabrics, fibers, yarns, films, and natural or synthetic structures.
- Eco-efficient process with low-temperature treatments.
- Enhances color durability, light fastness, washing resistance, and antimicrobial functionality.
- Aims to replicate the beauty and uniqueness of nature in textiles.



NATURALLY CLEAN®

- Reduces chemical usage, eliminates mercerization, and lowers drying energy by using biopolishing with enzymes.
- Modern and cost-effective approach that avoids harsh treatments.
- Optimizes clean fabric surfaces, vibrant colors, and a smooth feel to the touch.

TEXTLOOP™

KEY ASPECTS:

- Focuses on recycling pre-consumer waste yarns, like recycled cotton.
- The technology involves producing yarns from recycled fibers, supporting sustainable practices in textile production.

Q-NOVA™

KEY ASPECTS:

- A fiber made from pre-consumer waste, ensuring strong traceability.
- Fabrics made from Q-NOVA™ are lightweight and with the same performance as cotton or polyester fabrics.
- The process uses mechanical regeneration without harmful chemicals, recycling materials into polymer form instead of disposing of them as waste.
- They offer breathability and vibrant colors with quality dyeing, resulting in durable clothing items like those made from virgin polyamide.

TENCEL™

KEY ASPECTS:

- Made of Modal and Lyocell, a cellulosic fiber made from plants, with low environmental impact and potential biodegradability.
- Tencel, a type of Lyocell, is sourced sustainably from wood.
- They offer long-lasting softness, excellent color retention, and breathability.

GRI CONTENT ANALYSIS

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
GRI 2 GENERAL DISCLOSURES 2021			
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational details	ABOUT THE REPORT	TINTEX Textiles, S.A.; public limited company with headquarters at Zona Industrial de Campos Polo 1, Apartado 99, 4924-999 Campos, V.N. de Cerveira, Portugal.
2-2	Entities included in the organization's sustainability reporting	-	Tintex Textiles
2-3	Reporting period, frequency and contact point	ABOUT THE REPORT	-
2-5	External assurance	-	The present report has not been subjected to external verification.
ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	ABOUT TINTEX VALUE CHAIN	Organization's activities: preparation, dyeing, finishing and coating of textiles; Products: finished and/or coated jersey fabrics; Markets: Fashion, Athleisure, Intimate and Home textiles; Other relevant business relationships: Scientific & technological centers, governmental entities, NGOs, business Hubs and associations.
2-7	Employees	HUMAN CAPITAL	The data regarding employees was compiled by consultation of Human Resources documents and the numbers reported by head count at the end of the reporting period.
2-8	Workers who are not employees	HUMAN CAPITAL	-
2-9	Governance structure and composition	INTERNAL COMPOSITION	-
2-10	Nomination and selection of the highest governance body	INTERNAL COMPOSITION GOVERNANCE	-
2-11	Chair of the highest governance body	INTERNAL COMPOSITION	-
GOVERNANCE			
2-12	Role of the highest governance body in overseeing the management of impacts	INTERNAL COMPOSITION GOVERNANCE	-

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
2-13	Delegation of responsibility for managing impacts	INTERNAL COMPOSITION	GOVERNANCE	-
2-14	Role of the highest governance body in sustainability reporting	INTERNAL COMPOSITION	GOVERNANCE	-
2-15	Conflicts of interest	-		The annual update and communication of the organization’s code of conduct ensures that conflicts of interest are prevented.
2-16	Communication of critical concerns	GOVERNANCE		The organization uses different means of communication of critical concerns, including: audit reports in meetings with the action plan committee, complaints through the complaints box made available by management, questionnaires to clients and their complaints are communicated through a monthly report that is shared with management. TINTEX also prepares an annual management review report that informs the performance in several areas.
2-17	Collective knowledge of the highest governance body	-		The highest government body keeps abreast and acquires sustainable development knowledge from training sessions, participation in webinars, and by working closely with the organization’s sustainability team.
2-18	Evaluation of the performance of the highest governance body	-		To date, no performance evaluations of the highest governance body have been carried out.
2-19	Remuneration policies	-		There is no specific remuneration policy for board members.
2-20	Process to determine remuneration	-		The views of shareholders and members of management are considered. The remuneration policy is discussed until consensus is reached with the human resources head department.
2-21	Annual total compensation ratio	-		Organization’s highest-paid individual to the median annual total compensation for all employees: 3,58 Percentage of increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees: 49 % To compile these data the company assessed its computer system with internal documents.
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement on sustainable development strategy	MESSAGE FROM THE	BOARD	-

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
2-23	Policy commitments	MATERIALITY ASSESSMENT ETHICS AND TRANSPARENCY	The company has established responsible conduct policies that are actively developed and updated. Of these, there are internal ones such as integrated policy and code of conduct and external ones: BCSD charter of principles, principles of the international labor organization, global compact, sustainable development goals, fundamentals of the Ellen MacArthur foundation, respect for human rights through the universal declaration, fashion industry charter for climate action (UNFCC), science-based targets initiative, Portuguese association of business ethics. The company gives particular attention to cotton farmers namely due to Better Cotton Initiative and GOTS certifications.
2-24	Embedding policy commitments	MATERIALITY ASSESSMENT	TINTEX sets annual objectives in line with the policies adopted for the various areas and departments. Additionally, some training is given to assist in the implementation of policies such as SBTi, BCSD and internal meetings.
2-25	Processes to remediate negative impacts	GOVERNANCE CERTIFICATIONS STAKEHOLDER ENGAGEMNET	For remediation of negative impacts, the organization adopts commitments and procedures such as: environmental certifications; Assessment of environmental aspects and impacts (annual) where the most urgent are identified and action plans are subsequently defined; Issues assessed in the annual SWOT analysis go to the risk assessment and the most significant ones are forwarded to the action plan; For complaints and grievances there is a template for the stakeholder to reply and then it is forwarded to the appropriate person responsible, they analyze and take the necessary actions to repair; at the end of the document there is a review by management to track effectiveness.
2-26	Mechanisms for seeking advice and raising concerns	ETHICS AND TRANSPARENCY SOCIAL RESPONSIBILITY	All TINTEX employees can report concerns and critical situations on an anonymous form and place them in the suggestion/complaints box. Some certification bodies also interview employees in private. The company hires a service to help keep track of legislation updates to make sure regulatory issues are addressed. There is a close relationship with the employees and the reporting of concerns to the head of the department is encouraged. External contacts with specific services are also available.
2-27	Compliance with laws and regulations	LEGAL AND REGULATORY COMPLIANCE	TINTEX had no fines nor any kind of regulatory action for its activities in the reporting period.
2-28	Membership associations	-	ATP, cluster têxtil; ARCP; Ellen Macarthur Foundation; Fashion Industry Charter for Climate Action (UNFCC); MEERU; Associação Portuguesa de Ética Empresarial; Business Council for Sustainable Development (BCSD) ; United Nations Global Compact
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	STAKEHOLDER ENGAGEMENT	-

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
2-30	Collective bargaining agreements	-		TINTEX respects employee's right to freedom of association and collective bargaining. Although 100% of employees have access to these types of agreements, none of them have joined.
GRI 3 MATERIAL TOPICS 2021				
3-1	Process to determine material topics	MATERIALITY ASSESSMENT	-	
3-2	List of material topics	MATERIALITY ASSESSMENT	-	
3-3	Management of material topics	MATERIALITY ASSESSMENT	-	
GOVERNANCE				
3-3	Management of material topics	MATERIALITY ASSESSMENT GOVERNANCE	-	
GRI 205 ANTI-CORRUPTION 2016				
205-2	Communication and training about anti-corruption policies and procedures	ETHICS AND TRANSPARENCY	-	
GRI 410 SECURITY PRACTICES 2016				
410-1	Security personnel trained in human rights policies or procedures	ETHICS AND TRANSPARENCY	-	
REPUTATION AND BRANDING				
GRI 3 MATERIAL TOPICS 2021				
3-2	Management of material topics	MATERIALITY ASSESSMENT REPUTATION AND BRANDING	-	
-	Client surveys describing TINTEX	REPUTATION AND BRANDING	-	
-	Registered brands by TINTEX	REPUTATION AND BRANDING	-	

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
ECONOMIC PERFORMANCE			
3-3	Management of material topics	MATERIALITY ASSESSMENT ECONOMIC PERFORMANCE	During the reporting period the indicators are monitored to assess the evolution. TINTEX's economic performance is audited by a certified accountant every year. TINTEX manages this topic through its values, the “Company Integrated Policy” and “Code of Conduct. The indicators are monitored to assess its evolution. Review meetings are held to analyze the reporting years resulting in a document with all the review and actions that will later be transferred to the Action Plan. Annual goals are set by the management.
GRI 201 ECONOMIC PERFORMANCE 2016			
-	Financial data	ECONOMIC PERFORMANCE	The data presented demonstrate the financial results according to the company's annual accounts report.
LEGAL AND REGULATORY COMPLIANCE			
3-3	Management of material topics	MATERIALITY ASSESSMENT LEGAL AND REGULATORY COMPLIANCE	To ensure compliance with legal requirements by giving response to the needs and expectations of regulatory and legal bodies, as well as insurers, TINTEX has compliance obligations associated with official entities. The requirements from these entities are identified in a document “TINTEX legislation list” and monitored in the “conformity assessment checklist”. The results of audits, compliance assessments and the degree of fulfillment of compliance obligations are continuously analyzed resulting in defined actions for improvement. The company has internal policies, procedures and often performs risk assessments. Keeping up with the constantly changing regulatory environment – continuously adapt and update. The company has an internal procedure of legal requirements and does an internal audit to check its compliance. A third-party consultant attests the legal and regulatory compliance of health and safety issues. Additionally, TINTEX hires a service that deals with updating the legislation.
RAW MATERIALS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT RAW MATERIALS	-
GRI 204 PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	RAW MATERIALS	-

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
GRI 301 MATERIALS 016				
301-1	Materials used by weight or volume	RAW MATERIALS	-	
301-2	Recycled input materials used	RAW MATERIALS	-	
301-3	Reclaimed products and their packaging materials	RAW MATERIALS	-	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
308-2	Negative environmental impacts in the supply chain and actions taken	RAW MATERIALS	-	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016				
414-2	Negative social impacts in the supply chain and actions taken	RAW MATERIALS	-	
CHEMICAL PRODUCTS				
GRI 3 MATERIAL TOPICS 2021				
3-3	Management of material topics	MATERIALITY ASSESSMENT CHEMICAL PRODUCTS		Policies/commitments: ZDHC, bluesign, OEKO-TEX® DETOX TO ZERO; Internal commitment to acquire 100% transparent chemicals; BCSD: 5.1. KPIs; TINTEX implements the OEKO-TEX® STeP Chemical Management module and is committed to the continuous improvement of processes related to the handling and use of chemicals. Wherever possible, the company replaces harmful substances. TINTEX works with a chemicals management system that aims to reduce and avoid hazards during use as well as potential negative impacts of the chemicals on the environment, employees, and the produced articles. The nominated responsible persons are familiar with the requirements of chemical management, the monitoring of compliance with legal requirements and the checking of chemicals storage. Information about chemicals is accessible to everyone and training is provided for employees. A chemical inventory is carried out with details about composition, GHS hazard pictograms, and other relevant information. The company has also defined a chemical products procedure which includes chemical selection, labelling status evaluation, chemical waste destination and rules about handling, transport and storage of chemicals. A risk assessment of environmental aspects and impacts is performed. Most of certifications, integrated policy and code of conduct ensure that some of the social criteria of suppliers are met.

GRI NO.		TOPIC	CHAPTER & PAGES		DISCLOSURE
GRI 204 PROCUREMENT PRACTICES 2016					
204-1	Proportion of spending on local suppliers		CHEMICAL PRODUCTS	-	
GRI 301 MATERIALS 016					
301-1	Materials used by weight or volume		CHEMICAL PRODUCTS	-	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
308-2	Negative environmental impacts in the supply chain and actions taken		CHEMICAL PRODUCTS	-	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016					
414-2	Negative social impacts in the supply chain and actions taken		CHEMICAL PRODUCTS	-	
-	Evalutation of chemical products suppliers (A,B,C)		CHEMICAL PRODUCTS	-	
-	STeP score related to chemical management		CHEMICAL PRODUCTS	-	
-	Specific consumption of chemical products (kg/kg delvered fabric)		CHEMICAL PRODUCTS	-	
-	ZDHC evaluation results – chemicals transparency		CHEMICAL PRODUCTS	-	
GRI 416 CUSTOMER HEALTH AND SAFETY 2016					
416-1	Assessment of the health and safety impacts of product and service categories		CERTIFICATIONS	-	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		CERTIFICATIONS	-	
-	Business certifications		CERTIFICATIONS	-	
-	Product certifications		CERTIFICATIONS	-	
-	STeP score results		CERTIFICATIONS	-	

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
ENERGY MANAGEMENT				
3-3	Management of material topics	MATERIALITY ASSESSMENT ENERGY MANAGEMENT		TINTEX manages the topic of Energy through its values, the “Company Integrated Policy”, “Code of Conduct” and according to legal requirements.
				During the year the indicators are monitored to assess the evolution according to the Environmental Management System. All energy consumption is registered monthly (electricity, natural gas and diesel) based on the respective invoices. The energy management system includes energy audits, the energy rationalization plan, the implementation, and maintenance of the ISO 14001. This material topic is also managed through the “Company Integrated Policy”, “Code of Conduct” and according to legal requirements. The progress is achieved over the years is monitored through results including KPIs, annual follow-up reports and reports from audits.
				Document review by management; internal SWOT analysis; STeP; HIGG index; customer’s requirements. Standards, methodologies, assumptions, and/or calculation tools used: 1kwh=3,6MJ Source of the conversion factors used: poder calorífico gás natural: https://www.ign.ren.pt/.
GRI 302 ENERGY 2016				
302-1	Energy consumption within the organization	ENERGY MANAGEMENT	-	
302-3	Energy intensity	ENERGY MANAGEMENT	-	
-	Renewable energy rate (%)	ENERGY MANAGEMENT	-	
-	Percentage of renewable energy sources in the power from the grid	ENERGY MANAGEMENT	-	
WATER MANAGEMENT				
3-3	Management of material topics	MATERIALITY ASSESSMENT WATER MANAGEMENT		Certification audits – SteP, Higg, 14001, 9001 and wastewater treatment analysis; Water audits; Detox to Zero, ZDHC, company’s integrated policy; SBTi; Global compact: principle 8; Charter of Principles of the BCSD Portugal: 5.2.
				There is a responsible employee to control its certified environmental management system, based on NP EN ISO 14001:2015 standard - makes the identification and assessment of environmental aspects and impacts establishing environmental objectives, reviewed annually.
				A member of the Sustainability department is responsible for the environmental management system and has a direct connection with the General Manager. The identification of environmental aspects and assessment of respective impacts are documented considering the direct and indirect impacts, normal, abnormal, and emergency situations.

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
			In general, TINTEX's environmental management system includes development of environmental objectives, definition of responsible persons, processes for the introduction of environmental management measures, compliance with legal requirements regarding environmental management, regular internal audits and definition of targets for improvement and positive performance development. Management strategy including water efficiency and water treatment and discharge. The company has water flow meters in the water sources and in dyeing machines to measure the water usage. Project AWaRE – includes the study of possibility of recycling wastewater. KPIs, procedure, results from audits; monthly analysis to the wastewater treatment and the corresponding reports.
GRI 303 WATER AND EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	WATER MANAGEMENT	https://wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&geoStore=9fca947221199156e1325a55dc49619c&indicator=w_awr_def_tot_cat&lat=42.030424218536346&lng=-8.921585083007814&mapMode=analysis&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=11
303-2	Management of water discharge related impacts	WATER MANAGEMENT	-
303-3	Water withdrawal	WATER MANAGEMENT	-
303-4	Water discharge	WATER MANAGEMENT	-
303-5	Water consumption	WATER MANAGEMENT	-
-	Water intensity	WATER MANAGEMENT	-
-	Liquor ratio (L/kg of fabric)	WATER MANAGEMENT	-
-	Water Stress	WATER MANAGEMENT	-
-	Overall water risk	WATER MANAGEMENT	-

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
GAS EMISSIONS MANAGEMENT			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT GAS EMISSIONS MANAGEMENT	The company has joined Science Based Targets Initiative (SBTi) with goals to reduce its greenhouse gas emissions. Business ambition of SBTi – achieve 50% reduction in total emissions by 2030 ; Commitment to reduce absolute Scope 1 and Scope 2 GHG emissions 50% by 2030 from a 2018 base year, and to measure and reduce its Scope 3 emissions. Global compact: principle 8; BCSD: 5.1 and 5.2.
			In the management of gas emissions there are both opportunities that can generate positive impacts and risks associated with negative impacts.
			Company's integrated policy, Higg, STeP, ; The company performs periodic detection of leaks and it has a gas cut system (general, by section and by equipment) ; To reduce air emissions in production processes, TINTEX has implemented periodic maintenance of equipment, pretreatment of the material before thermofixation and recipe optimization. Additionally, the company makes characterization of its machines’ air emissions every 3 years according to Portuguese legislation; The company makes annual characterization in the two boiler air emissions to check if the results comply with limits. TINTEX conducts regular measurements, calculation of greenhouse gas emissions, ;KPIs and reports; TINTEX has an internal document called “atmospheric emissions procedure” which includes what to measure, requirement to meet, among other parameters. ; Impacts – negative – climate change; positive – driver to new technologies, products,...; Work with clients, suppliers; The major challenge has been mapping its Scope 3 emissions and start measuring them so the company can plan the areas where reduction is priority. A strategy was defined through the “Science-Based Targets” to reduce greenhouse gas emissions by 50% by 2030, considering the 2018 base year.
GRI 305 EMISSIONS 2016			
305-1	Direct (Scope 1) GHG emissions	GAS EMISSIONS MANAGEMENT	The base year chosen was 2018 since it was the year that TINTEX has committed to the SBTi. The consolidation approach adopted was operational control, the GWP rates were consulted from the IPCC assessment report AR5 based on a 100-year timeframe.
305-2	Energy indirect (Scope 2) GHG emissions	GAS EMISSIONS MANAGEMENT	Scope 2 calculation was determined by location-based method.
305-4	GHG emissions intensity	GAS EMISSIONS MANAGEMENT	-
305-5	Reduction of GHG emissions	GAS EMISSIONS MANAGEMENT	-

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
WASTE MANAGEMENT				
GRI 3 MATERIAL TOPICS 2021				
3-3	Management of material topics	MATERIALITY ASSESSMENT	-	
		WASTE MANAGEMENT		
SOCIAL RESPONSIBILITY				
GRI 3 MATERIAL TOPICS 2021				
3-3	Management of material topics	MATERIALITY ASSESSMENT		Compliance with the principles of the International Labour Organization (ILO), including the Universal Declaration of Human Rights and applicable national laws, commitment to sanctioning child labour, forced or compulsory labour, non-compliance with safety rules, discrimination, undisciplined practices, and employees’ overtime. Commitment that no production or bonding is allowed with companies/subcontractors that practice or are associated with child labour, forced or compulsory labour, exploitation or holding prisoners, discriminations, harassment or abuse, or any form of illegal work; provide the freedom to form unions and the right to collective bargaining; to observe the legal minimum wage, ensuring that the basic needs of all employees are met; To encourage an organizational culture that ensures the organization’s values and commitments based on the development of Human Assets, seeking to stimulate their creativity and individual initiative, in the pursuit of TINTEX’s goals.; Corporate social responsibility – in line with social requirements from GOTS standard; integrated policy and code of conduct addresses social responsibility ; The company is GOTS certified, and this standard includes social requirements. Also, the company’s code of conduct refers the core conventions of fundamental rights. TINTEX is a partner of ATP (Textile and Clothing Association of Portugal) and BCSD (Business Council for Sustainable Development) and also is committed to the principles of the United Nations Global Compact. Principles 2, 3 and 4 of BCSD; principles 1,2,3,4,5,6 and 10 of global compact; social reference ICS and SCLP as a response to some of the clients; STeP, integrated policy, Better Cotton Initiative (BCI) and GRS. The resources and procedures for prevention and action in case of accidents are defined in the Self protection measures and intervention team definition documents that includes the responsible, risks assessment and medical services. The resources and procedures for chemical hazards prevention and action are defined in the leakage procedure (“PA 03 – Procedimento de Atuação em Caso de Derrame de Produtos Químicos”, from 12/02/2020) and also in the procedure to act in case of WWTP malfunction. The resources and procedures for natural hazards (earthquake) prevention and action are defined in the safety instructions. The control and maintenance of company safety features is executed by maintenance technicians (internal and external). The fire extinguishers and fire hydrants maintenance and control is made by an external company authorized for this kind of activity, FIXALARMES and INSTALSAFE. The register is kept in specific documents under external entity responsibility. The same happens with the automatic fire detection system and emergency lights. The company asks its suppliers to sign the code of conduct so that they too assume a commitment to social responsibility. There is a safety committee in TINTEX which is responsible for dealing with safety issues and possible hazards. Several assessments are carried out, such as risks of workplace, questionnaires to employees and studies concerning the welfare at work thermal environment, lighting and noise). The company makes the work accidents registration, including the cause’s analysis and the definition of measures. The register is sent to the company safety technician to evaluate and to verify the actions that should be taken. Social, health and safety at work audits during the reporting year and implementation of the corrective Action Plan to improve TINTEX’s social practices. The company has a procedure for human resources management and has a training plan. The company control
		SOCIAL RESPONSIBILITY		

GRI NO.	TOPIC	CHAPTER & PAGES		DISCLOSURE
				system to address the risk of harassment and abuse includes its prohibition in the company code of conduct, the existence of an anonymous communication system and the frequent present of administrators in workplaces. The company code of conduct defines its policy in terms of equal treatment and opportunities.
HUMAN CAPITAL				
GRI 3 MATERIAL TOPICS 2021				
3-3	Management of material topics	MATERIALITY ASSESSMENT		
		HUMAN CAPITAL		
		OCCUPATIONAL HEALTH AND SAFETY	-	
		COMMUNITY EDUCATION & TRAINING		
GRI 401 EMPLOYMENT 2016				
401-1	New employee hires and employee turnover	HUMAN CAPITAL	-	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	HUMAN CAPITAL	-	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018				
403-1	Occupational health and safety management system	OCCUPATIONAL HEALTH AND SAFETY	-	
403-2	Hazard identification, risk assessment, and incident investigation	OCCUPATIONAL HEALTH AND SAFETY	-	
403-3	Occupational health services	OCCUPATIONAL HEALTH AND SAFETY	-	
403-4	Worker participation, consultation, and communication on occupational health and safety	OCCUPATIONAL HEALTH AND SAFETY	-	
403-5	Worker training on occupational health and safety	OCCUPATIONAL HEALTH AND SAFETY		Annually, in the OHS consultation, a survey is carried out to workers about training/qualifications identified as necessary or missing. These are then included in the training plan for the following year. Additionally, training activities arising from obligations to comply with standards, laws, certifications or training identified as necessary from audits, treatment of non-conformities, suggestions are also included. Training actions are always carried out by personnel with knowledge for the purpose and adapted to the target trainees.

GRI NO.	TOPIC	CHAPTER & PAGES	DISCLOSURE
403-6	Promotion of worker health	OCCUPATIONAL HEALTH AND SAFETY	Health insurance is not provided to workers not employed by Tintex since the work they perform is one-off and short-term and is therefore not considered relevant or adequate.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	OCCUPATIONAL HEALTH AND SAFETY	-
403-8	Workers covered by an occupational health and safety management system	OCCUPATIONAL HEALTH AND SAFETY	TINTEX's OHS Management System covers all its employees. TINTEX verifies that the safety conditions of these workers are guaranteed.
403-9	Work-related injuries	OCCUPATIONAL HEALTH AND SAFETY	All hazards related to work injuries are identified in safety audits that are carried out monthly during the risk assessment per machine or during the machine assessment according to the Portuguese law (DL 50/2005). There were no fatalities due to work-related injuries. In 2022, TINTEX registered 241 250 hours worked, and 230 910 hours in 2023.
403-10	Work-related ill health	OCCUPATIONAL HEALTH AND SAFETY	There were no fatalities or cases due to work-related ill health. None of the workers were excluded from the work-related ill health studies. The answer to this content was compiled according to the legislation and information.
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	INTERNAL ORGANIZATION	-
GRI 413 LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	COMMUNITY	-
OPERATIONAL PERFORMANCE			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT OPERATIONAL PERFORMANCE	-

GRI NO.		TOPIC	CHAPTER & PAGES		DISCLOSURE
TECHNOLOGICAL INNOVATION					
GRI 3 MATERIAL TOPICS 2021					
3-3	Management of material topics	MATERIALITY ASSESSMENT	TECHNOLOGICAL INNOVATION	KPIs; technological surveillance; The company has a document with the analysis review of the year in which the actions resulting from it will be included to the plan of actions. Results are monitored through indicators to check the progress of the goals.	
				Cooperation is managed by a research, development and innovation management system certified according to NP 4457. Additionally, it's managed through the company's integrated policy, strategic objectives, applications for funded projects and partnerships. TINTEX has also commitments related do technological innovation, namely global compact principle 9 and BCSD principle 5.3. The company has a document with the analysis review of the year in which the actions resulting from it will be included to the plan of actions. Results are monitored through indicators to check the progress of the goals. The company has a department responsible for product development and innovation which manages the present material topic.	
				Commitment with Ellen McArthur Foundation - circularity; BCSD: 5.1 Awards; assessment of client's feedback informally and in conjunction with the commercial department. The company is planning to define KPIs about the relevance of differentiation to ease the evaluation and monitoring of this material topic.	
COOPERATION					
GRI 3 MATERIAL TOPICS 2021					
3-3	Management of material topics	MATERIALITY ASSESSMENT	COOPERATION	-	