

**Sustainability Report  
of the Company Amidex Objekttextilien GmbH©  
2025**

**1. Reference to our fundamental declaration**

Amidex Objekttextilien GmbH (Amidex) is a family-run company that has distinguished itself in the textile industry over several generations through its expertise. For many years, the company has been supplying renowned businesses in the fields of hotel textiles, bedding and terry toweling products. Amidex is recognized both domestically and internationally for its high-quality products and customer-oriented approach.

We, Amidex Objekttextilien GmbH, clearly commit to the UN Guiding Principles on Business and Human Rights, the EU Charter of Fundamental Rights, the International Bill of Human Rights, the OECD Guidelines as internationally recognized standards for managing integrity risks, and the ILO Core Labour Standards.

Our goal is to continuously improve all areas, like quality, environmental performance and environmental management, health protection and occupational safety, social responsibility and naturally, the company's economic efficiency. The management of Amidex Objekttextilien GmbH, as well as all our employees, are committed to implementing the principles set out in our Fundamental Declaration. This ensures that internal and external requirements relating to human rights, environmental protection, and integrity are met for all deliveries and services—both within our own company and throughout textile supply chains.

**2. Most significant risks**

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

We limit the production of our products to countries such as Slovakia, Turkey, Pakistan, and, since 2025, China—countries where regular third-party audits are conducted. AMIDEX is fully aware of the potential risks that may arise within its supply chains.

The risk analysis is reviewed regularly to ensure its relevance and is updated where necessary. Due to our long-standing cooperation with the respective production sites, regular on-site visits also take place. These visits ensure continuous monitoring, compliance with minimum standards, and the effective mitigation of risks.

This year, we integrated a new supplier from China into our supply chain. The decision followed a thorough qualification process to ensure that no risks regarding human rights violations or breaches of environmental protection standards would arise. For this reason, the risk analysis and all related elements of the due diligence process were expanded and updated to ensure a responsible and risk-aware integration of the new supplier.

To carry out the risk analysis, a variety of internal and external information sources were used, including Human Rights Watch, the 2020 ITUC Global Rights Index, UNICEF, The Guardian, Germany Trade & Invest, and the Walk Free Global Slavery Index. The prioritization is based on the total and average scores of individual assessments (gross, net, materials, business model).

For the year 2025, we identified the following as the most significant risks:

- Minimum wages in Turkey
- Hazardous chemicals in Turkey
- Water pollution in Turkey, Pakistan and China
- Green house gas emissions in China

The supplier awareness regarding health, safety, and environmental matters is highly developed. Audits are conducted independently by third parties such as BSCI Amfori, OETI, or SMETA.

Reviewing the audit reports of our suppliers allowed us to identify minor deviations with low severity ratings. These audit reports provide valuable insights, even if only selectively, into potential risks at our suppliers' sites. This information is incorporated into the evaluation and prioritization of risks within our overall risk analysis. Furthermore, we review the presence and validity of OEKO-TEX STeP certification, which imposes strict requirements on production sites, including those related to chemical management and environmental management (including water usage).

### **3. Prevention, mitigation, and remediation measures**

The following section outlines the prevention, mitigation, and remediation measures implemented to address the most significant identified risks and adverse impacts, as well as how their effectiveness can be demonstrated through selected examples.

In 2025, we commissioned on-site audits for our suppliers in Turkey and Pakistan. These audits were conducted by local external third parties and assessed various aspects, including the implementation of the UN Guiding Principles on grievance mechanisms, living wages, and working hours. The audit results were carefully evaluated and subsequently discussed with the suppliers. During these discussions, suitable measures for 2025/2026 were jointly agreed upon.

Among these measures is the development of a presentation aimed at raising awareness and supporting suppliers in implementing an effective grievance mechanism. This presentation was sent to all suppliers whose audit reports indicated a need for improvement. During future supplier visits, the contents of this presentation will be reviewed again on-site, and the outcomes will be documented to demonstrate continued supplier development.

#### Code of Conduct:

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

We reject any form of forced labour, child labour, and discrimination. Furthermore, we oppose practices that negatively affect the environment, health and safety, as well as the non-payment of minimum wages or non-compliance with statutory minimum wage regulations.

We counter these risks through regular analyses and targeted measures. At the same time, we commit to working with our suppliers and business partners to create a safe working environment for people and the environment.

Our process for developing remediation and compensation measures clearly defines how we handle such cases, based on the outcomes of submitted complaints. We take the concerns of our employees, customers, and suppliers very seriously, as this is the only way we can learn and continuously improve.

## **4. Lessons learned, progress and challenges**

We have gained valuable insights across various topics, which we consider essential elements to be incorporated into the future implementation of our due diligence obligations.

We have developed internal tools such as quick scans, risk analyses, and supplier evaluations, for regular use. These tools form the basis for ongoing dialogue with our suppliers and systematically support the identification of human rights-related and environmental risks. The subsequent exchange further strengthens our shared understanding of these risks and promotes responsible collaboration.

Our long-term supplier relationships and short supply chains have enabled us to obtain the necessary information and thereby achieve a high level of transparency.

Membership in initiatives, as well as interest in cooperation with international and local NGOs, provides access to proven approaches, training, tools and networks. It also creates opportunities for exchange with other companies. Amidex is currently reviewing potential initiatives and NGOs that may be beneficial for the effective implementation of the company's due diligence obligations.

## 5. Grievance Channels and Received Complaints

### Complaints Management

Amidex Objekttextilien GmbH maintains close communication with all employees. As a small production company, direct contact is particularly important to us. Risk management is an integral part of our business operations, and we consciously draw on the input and experience of our employees to address the daily challenges of the textile industry. The UN Guiding Principles on Business and Human Rights serve as our central point of reference.

A grievance mechanism allows all employees to raise concerns at any time regarding potential violations of human and labor rights or negative environmental impacts.

A grievance box, along with the email addresses [complaints@amido-exquisit.sk](mailto:complaints@amido-exquisit.sk) and [office@amidex.at](mailto:office@amidex.at), is prominently displayed and accessible at our production site. We explicitly emphasize that no sanctions, disadvantages, or other forms of retaliation will be taken against individuals submitting complaints. In handling all types of complaints, we also consistently ensure the protection of anonymity.

In the case of a justified complaint, regardless of its nature, we immediately initiate appropriate corrective measures, including remediation and where necessary, compensation measures.

Furthermore, we regularly review the effectiveness of our grievance channel, usually two to three times per year. This includes personal feedback from our employees, and they are explicitly encouraged to openly raise any observed issues.

It can be proudly reported that, even in 2025, no internal complaints were received.

In 2025 we conducted social audits through third parties at our suppliers. These audits revealed, particularly for one of our suppliers, that complaints were regularly submitted on various issues, such as unsatisfactory meals or air conditioning failures at the workplace. The grievance mechanism of our suppliers enabled timely responses to such complaints, which were then resolved relatively quickly—for example, by adjusting the menu plan or carrying out targeted maintenance on all A/C units.

### Contact information for submitting a complaint:

#### **AMIDEX Objekttextilien GmbH**

Eitzenbergerstrasse 8/3

2544 Leobersdorf

ÖSTERREICH / AUSTRIA

FAX: + 43 (0) 2256 64049

Phone: + 43 (0) 2256 64056

E-Mail: [office@amidex.at](mailto:office@amidex.at)

## 6. Involvement of external stakeholders and potentially affected parties

As part of our due diligence obligations, we place great importance on involving relevant external stakeholders in the process. This particularly includes potentially affected parties, suppliers, as well as representatives of civil society and employee organizations. Our measures can be summarized as follows:

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

### Handling of Vulnerable Groups:

In an extended operational analysis, we examined the issue of vulnerable groups and identified their expectations. We take these groups into account in our procurement guidelines. Specifically, this includes women, young workers, migrants, migrant laborers, home-based workers, and persons with disabilities. Child labor is prohibited and strictly rejected.

In our process for developing remediation and compensation measures, we act both internally and externally in a targeted and differentiated manner.

## 7. Enhancing Supply Chain Transparency

Below is the list of our current sourcing countries, specified according to the stages of garment manufacturing and wet processing.

<b><i>Land</i></b>	<b><i>Region</i></b>	<b><i>Process Stage/Steps</i></b>
Slovakia	Zemplin	Manufacturing
Pakistan	Sindh	Yarn and Fabric Production, Full Process
Pakistan	Punjab	Yarn and Fabric Production, Full Process
China	Hebei	Yarn and Fabric Production, Full Process
Turkey	Denizli, Karamanmaras	Yarn and Fabric Production, Full Process

## 8. Our sustainability strategy

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

### Products:

Our products stand for quality!

Amidex places great importance on this. We source exclusively from companies certified under STANDARD 100 by OEKO-TEX®. Increasingly, social and environmental certifications are also emphasized. In recent years, more and more products have been certified with the MADE IN GREEN by OEKO-TEX® label as well as the Grüner Knopf (Green Button) label.

Our subsidiary, Amido Exquisit, holds certifications for OEKO-TEX® STeP, EN ISO 9001:2015, and ISO 14001:2015, enabling the most efficient implementation of quality and environmental management.



Das ÖTI - Institut für Ökologie, Technik und Innovation GmbH gratuliert

**Fa. AMIDEX Produktions- & VertriebsgmbH**  
**Leobersdorf, Österreich**

zur Erlangung der  
**ersten MADE IN GREEN by OEKO-TEX® Lizenz**  
in Österreich

MADE IN GREEN by OEKO-TEX® ist ein unabhängiges Textil-Label zur Kennzeichnung von Verbraucherartikeln und Halb-Fabrikaten aus allen Stufen der textilen Kette, die aus schadstoffgeprüften Materialien mit Hilfe umweltfreundlicher Prozesse sowie unter sicheren und sozial verantwortlichen Arbeitsbedingungen hergestellt wurden.



Wien, 25.09.2017

Ing. Robert L.öcker, MBA  
Managing Director, ÖTI Institut für Ökologie,  
Technik und Innovation GmbH

[www.oeti.at](http://www.oeti.at)

## Zertifikat Grüner Knopf

Die Zertifizierungsstelle Hohenstein Laboratories GmbH & Co. KG bestätigt hiermit gemäß ISO/IEC 17065 und im Ergebnis der Zertifizierungsentscheidung, dass der Zertifikatinhaber

**AMIDEX Objekttextilien GmbH**  
Eitzenbergerstrasse 8/3  
2544 Leobersdorf  
Österreich

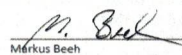
die Anforderungen des Grüner-Knopf-Standard 2.0.1 an die Umsetzung unternehmerischer Sorgfaltspflichten bei Prozessen und Methoden zur Produktion, Herstellung und Beschaffung in den textilen Lieferketten erfüllt und die Aufrechterhaltung dieser Anforderungen überwacht wird.

Die in den nachfolgend genannten Hauptgruppen gekennzeichneten Artikel sind unter Einhaltung der Anforderungen des Grüner-Knopf-Standards 2.0.1 hergestellt worden und nach Abschluss eines Lizenzvertrages zur Auslobung mit dem Grüner-Knopf-Logo berechtigt.

Hauptgruppen  
(Details siehe Produktliste)

Herstellung und Vertrieb von  
• Helm- und Haustextilien

Evaluierungsgrundlagen	Grüner-Knopf-Standard (Version 2.0.1) und zugehörige normative Dokumente Zertifizierungsprogramm (Version 4.1)	
Antragsnummer Grüner Knopf	A-766	
Datum der Evaluierung	04. Februar 2025	
Zertifikats-ID/-Nummer:	25.0.83522	
Datum der Ausstellung	27. Februar 2025	gültig bis 26. Februar 2028

  
Merkus Beeh  
Freigeber der Zertifizierungsstelle Grüner Knopf,  
Hohenstein Laboratories GmbH & Co. KG

## GOTS Certification as the next step

In June 2025, we took another important step toward sustainability with an audit conducted by **CERES – CERTification of Environmental Standards GmbH**. The audit was preceded by an almost four-month preparation phase, during which we were closely supported by **it fits – Organic Textile Partner**. At the end of this process, we successfully obtained the **Global Organic Textile Standard (GOTS) certification**.

The requirements for this certification include strict environmental criteria throughout the entire textile supply chain, as well as comprehensive social standards.

With GOTS certification, we are now able to offer our customers fabrics made from organically produced natural fibers.

	<small>CERES-CERT AG Ackerstrasse 117, 5070 Frick, Switzerland Tel: +49 9151 969280 info@ceres-cert.de, www.ceres-cert.de</small>		
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### Scope Certificate

**Scope Certificate Number CER-124748**  
**Scope Certificate Version Number CER-124748**

CERES-CERT AG certifies that

**Amidex Objekttextilien GmbH**  
**License Number: CERES-1651**  
Eitzenberger Straße 8/3  
Leobersdorf, 2544  
Niederösterreich, Austria

has been audited and found to be in conformity with the

**GLOBAL ORGANIC TEXTILE STANDARD (GOTS) 7.0**

Product categories mentioned below (and further specified in the product appendix) conform with the standard:

**Home textiles (PC0010)**

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

**Manufacturing (PR0016)**  
**Trading (PR0030)**

This Certificate is valid from **2025-07-15** until **2026-07-14**.

<small>Place and Date of Issue Frick, 2025-07-15 Last Updated: 2025-07-15</small>	<small>Certification Body</small> 	<small>Standard</small> 
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Franziska Staubli

This scope certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid transaction certificate (TC) covering them.  
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.  
For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'.  
Certification Body Accredited by: ANSI National Accreditation Board; Accreditation Number: ID# 9148

<small>Textile license number CERES-1651 GOTS license number:</small>	<small>This electronically issued document is the valid original version. Page 1 of 3</small>
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## EU ECO Label, a key milestone for Amidex

Another step in 2025 was the acquisition of the EU Ecolabel, which recognizes our products for their sustainability at the European level.

Our facility textiles certified with the EU Ecolabel are:

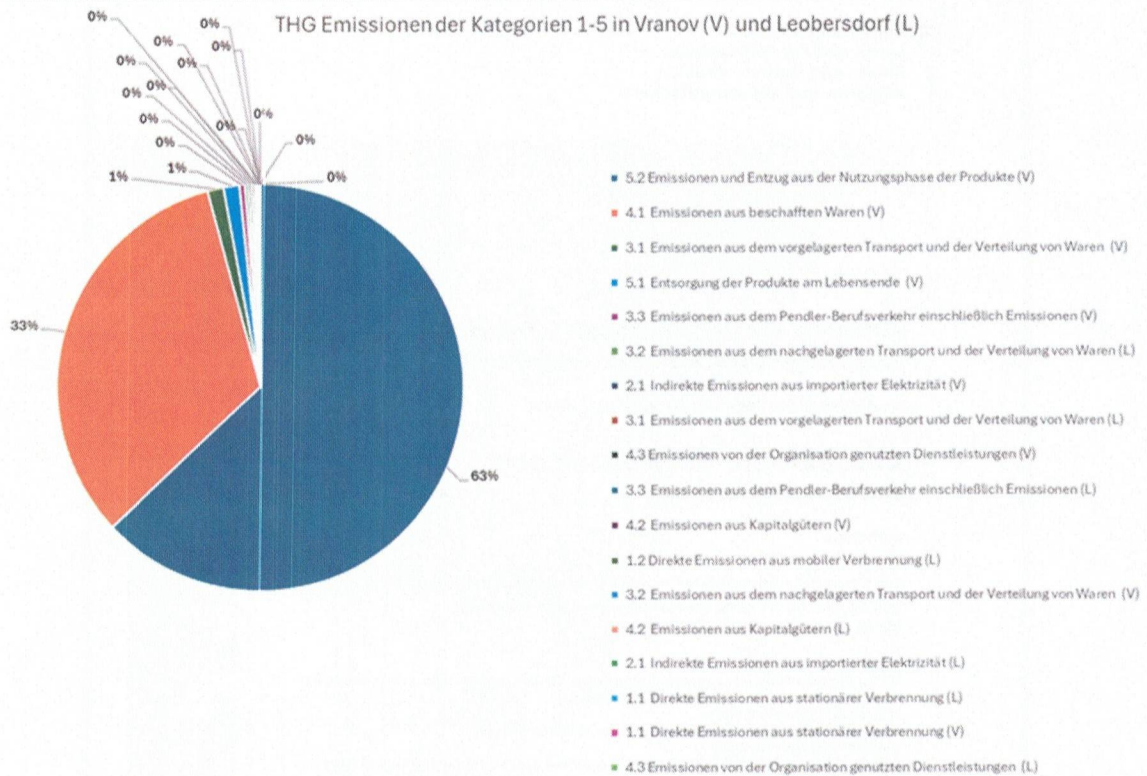
- produced in an environmentally friendly manner
- manufactured with limited use of environmentally and health-hazardous chemicals
- produced using resource-efficient processes (water and energy consumption)
- characterized by social responsibility throughout the supply chain
- valued by our customers for their long durability, depending on the duration of use

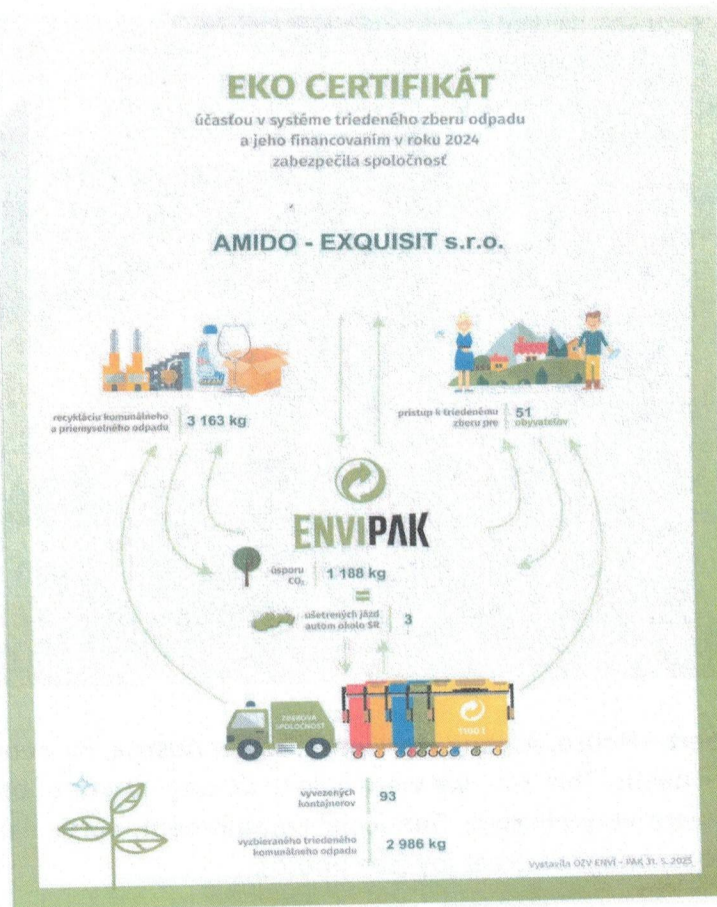


## 9. Carbon Footprint:

For the year 2025, the carbon footprint for Amidex Objekttextilien GmbH and our subsidiary Amido Exquisit s.r.o. was calculated with the support of Ressourcen Management Agentur in Vienna.

This represents another step, in implementing sustainability within the company. Amidex Objekttextilien GmbH's location in Leobersdorf is purely an office operation with a small warehouse, while Amido Exquisit s.r.o. is our garment manufacturing facility in Slovakia.





## 10.Social Projects

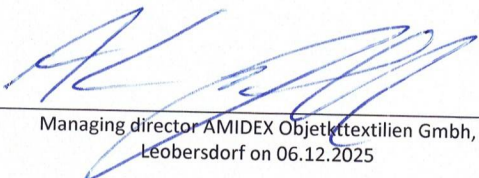
People with special needs are particularly close to our hearts. Therefore, it is important for Amidex to support affected individuals and their families. For this reason, we regularly donate bedding to various social institutions that care for these individuals. These institutions include, among others:

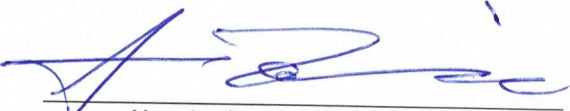
- Centrum pre deti a rodiny Vranov nad Topľou (children's home) – Slovakia
- Zariadenie pre seniorov vo Vranove nad Topľou senior's home – Slovakia
- Charity event in Vranov nad Topľou for people with disabilities on October 20, 2025, which we supported with a generous in-kind donation.



- Karl Schubert – House, Aspang Mariensee, Lower Austria, for people with disabilities and special needs. This year, we were able to donate 40 sets of bedding; both clients and staff were very pleased. Our social commitment, particularly for people with special needs, brings us great joy (see photo).



  
Managing director AMIDEX Objekttextilien GmbH,  
Leobersdorf on 06.12.2025

  
Managing director AMIDO-EXQUISIT s.r.o.,  
Leobersdorf on 06.12.2025