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FOREWORD BY THE CEO

Dear Reader,

Ever since its launch in 1978, TEXAID has combined commercial action with ecological and social responsibility. With this report, which has been prepared with reference to the GRI Standards, we provide transparent and detailed information about our work processes, measures, and our progress towards achieving completely sustainable business activities. In doing so, we are addressing our internal and external stakeholders.



TEXAID is aware of its social responsibility and through its business activities makes
a substantial contribution to the protection of natural resources. Moreover, employee development and the international cooperation between stakeholders are important mainstays of the TEXAID strategy. The development of regulatory frameworks, the textile industry and consumer behaviour also present our company with new challenges: the expansion of our sorting capacities, the optimisation of our sorting processes and the guarantee to ensure ecologically and economically reasonable recycling opportunities all need to be accelerated. TEXAID is committed to corporate responsibility and the environment in terms of a continuous process of development and optimisation.

The originally planned three-year reporting cycle of the Sustainability Report of TEX-AID was slowed by the Coronavirus pandemic, but TEXAID is now committed to the

annual publication and consistent expansion of its sustainability reporting. We also use this report as the basis for defining new goals and updating our sustainability strategy.

In this respect, this report reflects on our processes, activities and progress and forms an integral part of the business strategy of TEXAID. It therefore is the basis for the long-term economic success of our company.

Please also consider the report as an invitation for engaging in a dialogue with us. Enjoy reading!

Martin Böschen
CEO TEXAID-Group

ABOUT TEXAID

ABOUT TEXAID

Since 1978, TEXAID has been providing professional collection, sorting, commercialisation, and recycling processes to ensure the ecologically appropriate recycling of pre- and post-consumer textiles, shoes, and home textiles.

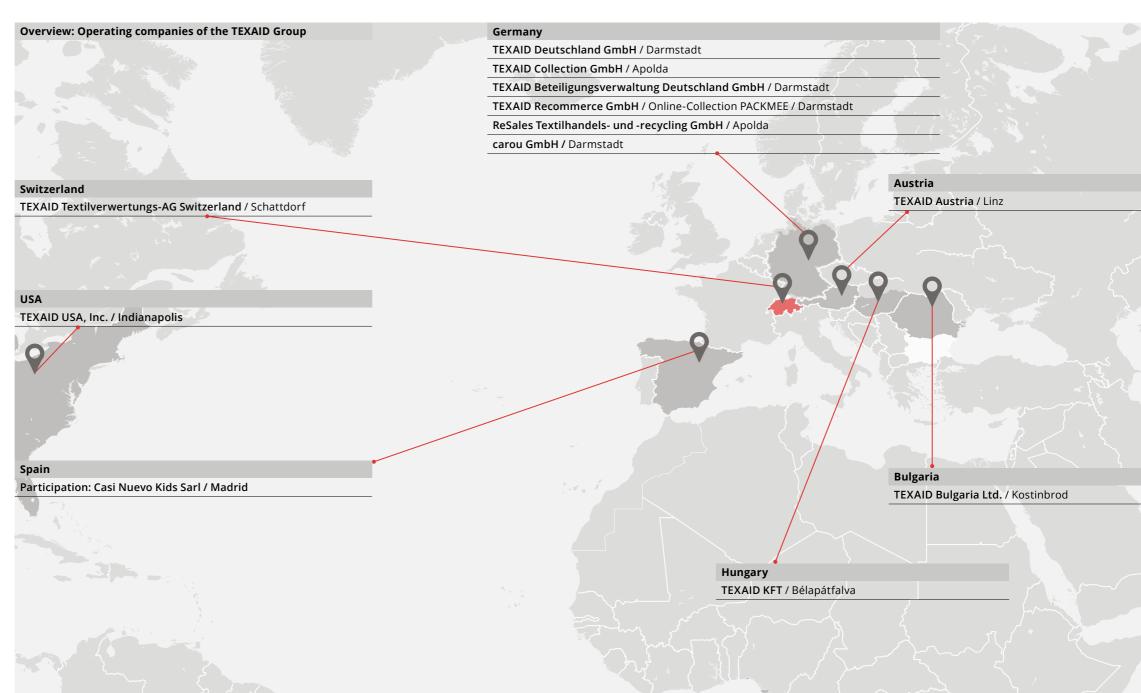
HISTORY

Collecting used textiles dates to war time of 1939 to 1945. In Switzerland, however, the first collections took place later in the wake of natural disasters. The increase in the quantities collected eventually made it necessary to invest in sorting processes and ecological recycling. TEXAID Textilverwertungs-AG was founded in 1978 with the goal of the professional collection, sorting and recycling of used textiles. For more than 40 years, it has been contributing to the appropriate recycling of used textiles and shoes. Since then, TEXAID has stood for a high degree of social responsibility and a sustainable corporate culture at all its locations and along its entire value chain.



STRUCTURE

Based in Schattdorf in the canton of Uri, Switzerland, TEXAID has developed steadily since its foundation, and today operates branches in Germany, Austria, Bulgaria, Hungary, Spain, and the USA. With its collection, sorting and recycling capacities as well as its investments in recycling research projects, TEXAID can draw on in-depth level of know-how, and is now the leading company in the textile recycling industry in Europe. With its activities and approximately 1,000 employees, it makes a substantial contribution to the conservation of resources every day.



STAKEHOLDER ANALYSIS

TEXAID interacts with numerous different stakeholders, takes their interests, expectations, and requirements into account, and integrates them into its overall strategic process through regular exchanges.

The most important stakeholders include our own employees and shareholders, as well as manufacturers of textiles and fashion clothing, customers, and the public. TEXAID positions itself as an attractive employer and offers above-average working conditions. In the area of recycling and waste management, TEXAID also works with numerous cities and municipalities in Switzerland, Germany and Austria and maintains open communication. TEXAID offers communes and municipalities a high-quality waste disposal and recycling service. TEXAID ensures that consumers benefit from the professional and ecologically high-quality collection, sorting, commercialisation and recycling of the textiles with which it is entrusted. At the same time, TEXAID offers high-quality second-hand clothing in the retail sector as an affordable and ecological alternative to new clothing.

Due to the need for high-quality textile-to-textile recycling, collaboration with science and universities is becoming increasingly important. TEXAID therefore participates in numerous research projects to achieve its vision of closing the textile loop (more in chapter 6). Towards the textile retail and fashion industry, TEXAID acts as competent solutions partner and offers a full and attractive range of services (more in chapter 6).

Due to the coronavirus pandemic the used textiles sector has also become the focus of political and public attention. As a leading organisation, it is important for TEXAID to respond to national and international media enquiries and contribute to the reporting. Besides that, TEXAID takes effort to provide active and transparent reporting about the company's activities as well as the social, ecological, and economic framework conditions behind sustainable textile recycling. In this respect, TEX-AID maintains an open and transparent approach towards the public and the media.

TEXAID stakeholders Employees Municipalities & local **Shareholders** authorities Political decision-makers and associations Science & Research TEXAID Textile retailers and the fashion industry Distributors / consumers Press and the media Customers (wholesale and retail / Competitors end customers)

In addition to the communication with the public and the media, exchange with political decision-makers and associations are also particu- Textiles Division), byse, Swiss Textiles, Gemeinlarly important in the interests of raising regulatory and environmental issues related to used textiles and contributing to ecological and social improvements in the industry. TEXAID is a member of international and regional associations: Bureau

of International Recycling (Chair of the Textiles Division, Member of ExCo), EuRIC (Vice-Chair of the schaft für textile Zukunft and Südwesttextil as well as Secondary Materials and Recycled Textiles Association (SMART).

VALUES AND CODE OF CONDUCT

The <u>Code of Conduct</u> has been implemented within the whole TEXAID Group since 2018 and defines the fundamental values that determine our personal conduct and actions at both the internal level and towards all stakeholders. It has a superordinate character, and is supplemented by internal guidelines, regulations, work instructions as well as the external codes and policies of partner organisations and associations.

OUR VALUES:

RESPECT, HONESTY, INTEGRITY AND COMMUNICATION

OUR GUIDING PRINCIPLES, which determine our leadership, actions and communication:

appreciative • result-oriented • engaged • honest • trusting integrating • open • developing • exemplary







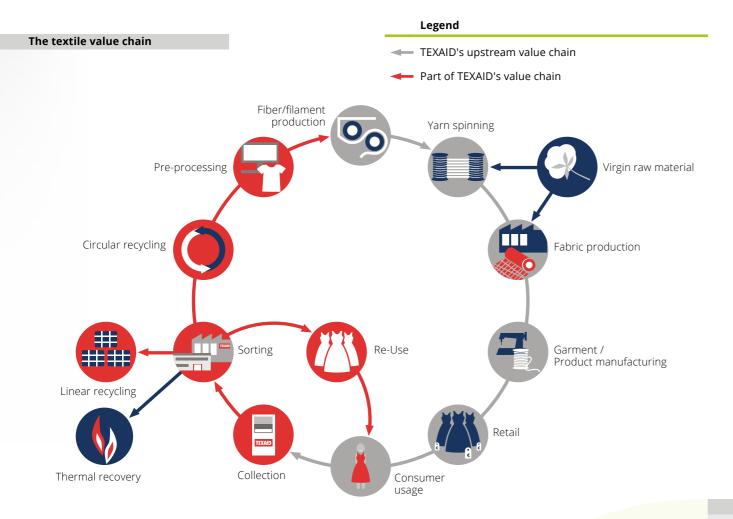


GRI 2-29

GRI 2-6 VALUE CHAIN

TEXAID is committed along the entire textile value chain to achieve its vision of a closed textile loop.

The core processes at TEXAID encompass the collection, sorting, recycling, and commercialisation of preand post-consumer textiles. Along these textile recycling processes, the company focuses on high quality and continuous development. This is also illustrated by the certification according to the ISO 9001:2015 quality management system. Beyond these core processes, TEXAID actively cooperates with all the players in the textile value chain to achieve its vision of a closed loop for textiles.



Through its business activities, TEXAID contributes to a substantial saving of resources. In cases in which textiles have reached the end of their wearable life, TEXAID processes or recycles the material into intermediate products and raw materials using innovative, ecological and environmentally friendly methods, and transfers them to the production of new products. In this context, TEXAID offers its customers high-quality products and services which are offered and manufactured to high social and ecological standards at every process stage at reasonable prices. Waste is disposed of in an ecologically appropriate way, and if it cannot be recycled, it is forwarded to thermal recovery.

TEXTILE RECYCLING AT TEXAID

TEXAID covers all core activities in the field of the collection, sorting, recycling and commercialisation of used textiles, and offers its solutions to municipalities, retailers and industry throughout Europe and in the USA.

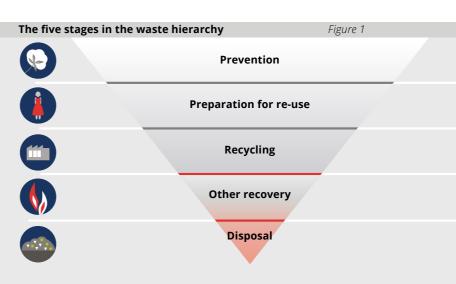
Collection

TEXAID collects approx. 75'000 tonnes every year. The textiles are mainly collected through TEXAID's own collection channels resp. through its approx. 13'000 collection bins in Germany, Switzerland, Austria and Bulgaria. The collection bins are located on private or public land and are required to comply with the legal framework conditions of a legally compliant and reputable bin collection service through the respective permits. In addition to bin collection, we also offer an online collection through our «PACKMEE» brand, in which the population in Germany, France, Denmark, Austria and the Netherlands can send their clothing directly to a TEXAID sorting facility via a free parcel shipment. As part of the solutions portfolio of the Unit Retail Solutions, the online collection system is also available to fashion retailers and their customers. In addition to the online collection, TEXAID - together with fashion retailers - also operates Instore collections as an additional channel for collecting textiles. Takeback-systems of this kind now operate in the markets in Austria, Belgium, Germany, Denmark, France, Luxembourg, the Nether-

lands, Portugal, Sweden, Switzerland and the USA. At TEXAID, pre-consumer textiles such as unsaleable goods, B-goods and returns are also recycled via the solutions offered by the Unit. We provide further details about our Retail Solutions Unit and its services in chapter 6.

Sorting

The starting point for the recycling is the European waste hierarchy (see Figure 1). The reuse takes place at the highest possible level with the goal of ensuring that as many garments or reusable parts of them can continue to be used as clothing. Since the main part of the ecological impact of a garment occurs during the production phase, extending the longevity is one of the most important factors for reducing the ecological footprint of the textile and fashion industry. The work processes and technical standards are consistently developed further at all locations. Despite this, the manual assessment of each individual garment, shoe and home textile remains the precondition for a high-quality sorting process. The sorting takes place manually





and culminates in more than 300 different product groups. Through specialist training in sorting techniques, our sorting employees learn how to gain the necessary attention to detail and a good eye, so that they are able to assess the quality and condition of the textiles on a quick and efficient basis.

The sorted clothing can be divided into three main categories: Re-use/Commercialisation, Recycling, Thermal recovery.

Re-use/Commercialisation

From an ecological perspective, re-use is the best form of recycling. By «extending the longevity» of the textile, no new garments need to be produced, thus the production process, with its considerable use of resources, is eliminated. TEXAID uses some of the Re-use share in its own retail network in Germany. The retail portfolio with used textiles consists of the stationary and online retail of second-hand clothing. «ReSales» and «Vintage Revivals», which are the retail concepts of TEXAID, are the leading second-hand chain in Germany – with the assortment ranging from

everyday outfits and designer goods through vintage fashion to accessories at affordable prices. In our online shops, «carou» and «Percentil», the offering ranges from high-quality designer clothes through hip new labels to vintage garments.

The remaining part from the Re-use share is exported to wholesale customers worldwide (for further details, see chapter Material Responsibility/ Resource Efficiency).

Recycling

Today, garments which are no longer wearable are mainly sent for linear recycling, as only around 1% of the collected quantities can currently be recycled in a circular way. In the case of linear recycling, textiles are processed into industrial clean-

ing cloths, for example at the company's sorting facility in Hungary, or are mechanically defibrated and processed for example into insulating materials.

Recycling Solutions

TEXAID has been active in the field of research for several years. The Recycling Solutions Unit develops recycling solutions and recycling activities as the basis for the further development of the fields of sorting and recycling. By using technology, TEXAID is not only able to sort textiles for high-quality, circular recycling but can also provide raw materials for new garments. In addition, new and marketable recycling products are developed in course of research and development projects. We discuss our activities in this area in further detail in chapter 6.

Retail Solutions

TEXAID acts as a competent solution partner for the textile retail and the fashion industry and offers a complete and attractive portfolio of services. This includes solutions in the post-consumer area for the collection and recycling of textiles which are returned by customers. In the pre-consumer area (excess stock, returns), cleaning, repair and recycling solutions as well as global commercialisation which is agreed with the partners are offered. We discuss our solutions for the fashion retail industry in further detail in chapter 6.





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ENVIRONMENTAL PROBLEM

The consumption of textiles in Europe has the fourth biggest impact on the environment and climate change and contributes to more overall emissions than all international air and sea traffic combined.

In 2015, the textile industry consumed 79 billion cubic metres of water; the industry also releases 0.5 million tonnes of microfibres into the oceans each year (see European Parliament, 2022). At the global level, textiles production doubled between 2000 and 2015 while at the same time consumption is set to increase by 63% (102 million tonnes) by 2030 (see European Commission, 2022). Currently, around 7.0-7.5 million tonnes of textile waste (about 15 kg per person) are generated in Europe every year, of which only 30-35% is collected (see McKinsey & Company, 2022). Moreover, only around 1% can be recycled back into raw materials. Re-use, repair/re-use, recycling to fabrics and recycling to fibres are all parts of the solution to achieve a sustainable circular textile system (see UN environment programme, 2020).

REGULATORY FRAMEWORK CONDITIONS

The compulsory separate collection of used textiles in all EU member states (Waste Framework Directive) and further export restrictions to third countries (Waste Shipment Directive) are expected to apply from 2025/2026. In addition, as part of the EU Green Deal, the EU published its new Textile Strategy in March 2022, which sets out key measures and goals for reducing the environmental impact of the textile industry. Circularity and responsibility are set to gain in importance through for example Extended Producer Responsibility (the EPR system). In Switzerland, used textiles and shoes are considered to be municipal waste (i.e. waste to be recycled), with the cantons being responsible for the separate collection and (where possible) recycling (see Swiss Confederation, Ordinance on the Prevention and Disposal of Waste, Waste Ordinance, ADWO, 2022). In most countries, the disposal of waste at the municipal

level is the responsibility of the public sector or the distributor. The European waste hierarchy, as well as the three-tier waste pyramid in Switzerland (reuse before recycling before disposal), continue to form an integral part of how resources are managed before, during and after its longevity.

The developments show that the professional collection, high-quality sorting and sustainable recycling of pre- and post-consumer textiles are of considerable importance. Likewise, the demand for solutions concerning textiles that can no longer be reused is set to increase.





THE ROLE OF TEXAID

Due to the compulsory separate collection of used textiles specified in the Waste Framework Directive, the collection volume is set to increase (by up to 50% by 2030, see McKinsey & Company, 2022), and associated with the trend towards fast fashion, the quality of textiles is expected to decline. Within the industry, it will be important to build and expand the collection, sorting and recycling infrastructure. To finance this infrastructure, it will also be necessary to accelerate the shift to a fee-based or manufacturer-funded model. In addition to ensuring the longest possible longevity of textile products, the Textiles Strategy of the EU considers re-use, repair and recycling services and the introduction of technology through digital product passports to be important steps towards circularity.

The requirements and expectations placed on textile recycling companies are increasing. And it is not just the regulatory bodies: consumers are increasingly aware of the impact of their buying behaviour and want to contribute to environmental protection by handing in their used clothes.

TEXAID takes its role seriously, and positions itself as a commercially and ecologically leading provider of collection and recycling services in the field of pre- and post-consumer textiles. Its activities include optimisations in sorting, active participation in research projects and investments in technologies. TEXAID also continues to expand its retail portfolio and its services for fashion retailers with its Retail Solutions Unit. Find out more about our activities in the field of Recycling and Retail Solutions in chapter 6. TEXAID is an important part of the holistic textile value chain and is not only able to achieve one of the highest rates of re-use due to its precision in the area of sorting but due to its size it can also provide significant quantities of feedstock for recycling facilities.





SUSTAINABILITY AT TEXAID

TEXAID has anchored sustainability in the roots of its business. Its sustainability strategy is based on nine guiding objectives with which TEXAID is aligned on a long-term basis.

- 1. Strengthening employees' environmental awareness
- 2. Resource-saving collection, high-quality sorting, and ecologically sustainable recycling of textiles
- 3. Seeking out active partnerships with relevant stakeholders
- 4. Ensuring environmental compatibility with the procurement of products and services
- 5. Conversion of the in-house vehicle fleet to environmentally friendly engine systems
- 6. Offering combined transport services to customers
- 7. Aim for a reduction in CO₂ emissions
- 8. Definition of measures towards an environmentally oriented form of management as part of the quality management and continuous improvement process
- 9. Regular assessments of the use of resources, emissions, and other environmental protection measures

This report and the associated collection of data allow TEXAID to document its existing strengths and weaknesses and define appropriate measures for the continuous questioning and optimisation of its sustainability strategy.

Reinforced by regulatory and general market developments, textile recycling companies are increasingly expected to fulfill high-quality standards. TEXAID optimises its working methods according to economic, social, and ecological factors on a continuous basis.

To achieve its vision of a closed textile loop, however, it is also necessary for stakeholders to work together. Companies like TEXAID are essential for achieving circularity in the textile industry, as textiles can only be reused effectively and resources therefore be saved through the efficient and high-quality collection, sorting and preparation of the textiles for further use. On the other hand, the market is required to increase the acceptance for second-hand clothing and the demand for recycled fibers.





MANAGEMENT APPROACH

GRI 2-12.

GRI 2-13

All topics regarding the sustainable development are submitted to the Board of Directors in accordance with the Organisational Regulations of TEXAID. Strategic decisions are approved by the Board of Directors of TEXAID AG upon presentation by the Executive Board. The definition of the measures and their continuous review is the responsibility of the TEXAID Executive Board. Project coordinators have also been appointed at the group level for the areas of research and recycling, sustainability (environment and social), quality and risk management, as well as for engagement in trade associations. In 2023, we aim to further develop our CO, management and our sustainability reporting. The key figures for employees' sickness rates, staff turnover and qualitative reporting in the areas of research, quality management, occupational safety and compliance are already integrated in the quarterly reporting to the Board of Directors. Details on further goals and measures regarding the respective Material topics can be found in the corresponding chapter.

MATERIAL TOPICS

This materiality analysis is based on the analysis that we conducted as part of our first sustainability report in 2017. It was supplemented with the updated TEXAID Strategy 2025, taking the market and regulatory developments into account. The analysis was further consulted with TEXAID's Executive Board. The Material topics and their goals are to be considered on a group-spanning basis. The defined measures were reviewed and prioritised according to their most positive and negative impacts on the economy, the environment, and people.

The following topics (left-hand column) are material. The right-hand column provides information on the GRI Standards applied:

MATERIAL TOPICS TEXAID AG	GRI-STANDARD
Economic Sustainability	GRI 201: Economic Performance 2016
Material Responsibility/Resource Efficiency	GRI 301: Materials 2016
Ecological Sustainability	GRI 302: Energy 2016
	GRI 305: Emissions 2016
Social Sustainability	GRI 401: Employment 2016
	GRI 403: Occupational Health and Safety 2018
	GRI 404: Training and Education 2016





ECONOMIC SUSTAINABILITY

GOAL MEASURES GRI 3-3

The goal is to achieve a sustainable positive cash flow to be able to make investments in the further development of technologies and infrastructure for a better recycling of post-consumer textiles.

Measures to reduce risks and improve results are analysed within the framework of the integrated risk management and the quarterly reporting to the Board of Directors.

The shareholders of TEXAID are included in the decision-making process. The continuous optimisation of the processes and improvements to the infrastructure, as well as the expansion of the sorting capacity are factors which are considered to be major contributions to the stability of TEXAID.



TEXAID AG operates a profit-oriented and sustainable business model. The market and regulatory environment have changed to such an extent that, in addition to the social and economic factors, the focus has increasingly shifted to the ecological added value of the recycling of used textiles. TEXAID acts economically across all of the locations of the TEXAID Group to safeguard existing jobs and create new ones. The business success of TEXAID was put to the test by the coronavirus pandemic. It was characterised by market closures and lockdowns and had an impact on the collection and sales volumes alike. To ensure the continued success of TEXAID, the management during the Corona pandemic required a high degree of flexibility together with cost-saving measures. The goal is to continuously develop the company and to invest in areas that will lead to our positive commercial and ecological development in the long term. TEXAID uses an integrated system of risk management to respond to negative impacts and minimise their effects.

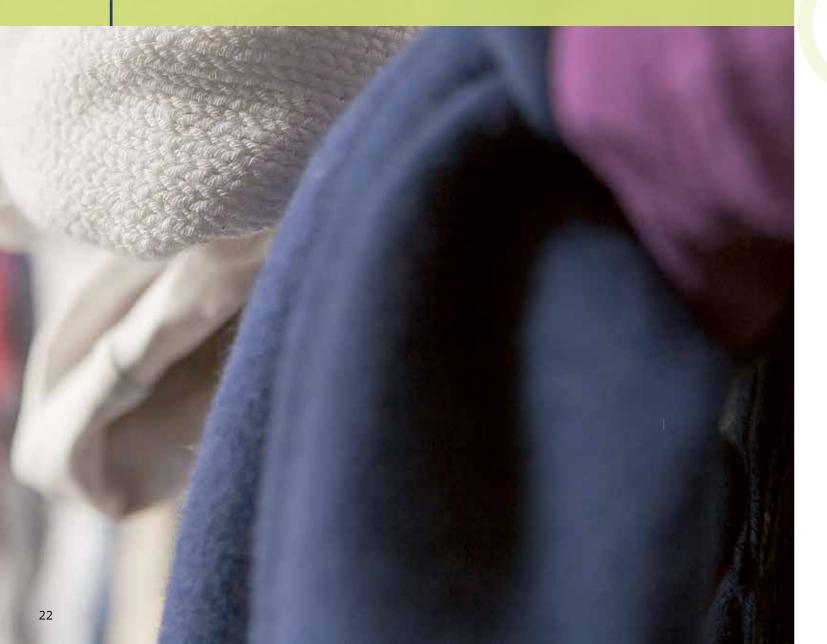
MANAGEMENT APPROACH

GRI 3-3

The business model of TEXAID is based on the core elements of collection, sorting, recycling and commercialisation of pre- and post-consumer textiles. To ensure the sustainable achievement of its economic goals, TEXAID optimises its work processes within its core elements, creates new jobs and expands on a continuous basis. The strategic measures associated with the Strategy 2025 are success factors, which have been designed to ensure an increase in value for our stakeholders.



MATERIAL RESPONSIBILITY/ RESOURCE EFFICIENCY



GOAL MEASURES GRI 3-3

The goal is to achieve ecological leadership in the recycling of used textiles. Over the long term, TEXAID is pursuing the vision of a closed textiles loop.

- Continuous optimisations in the collection, sorting and recycling of textiles
- Utilisation of the infrastructure and expansion of sorting capacity
- Expansion of the area of retail
- Recycling and Retail Solutions as the basis for further development in the fields of collection and recycling of textiles
- Collaborating with universities and colleges to develop innovative recycling technologies
- Cooperations with relevant partners along the textiles value chain
- Analysis of mechanical and chemical recycling processes
- Evaluation of various upcycling products and the corresponding sales channels
- Development of solutions for the textile and fashion industry

RECYCLING

The management of the key resources of pre- and post-consumer textiles follows the approach of the highest degree of ecological recycling.

In 2021, 74 320 tons of textiles were collected by TEXAID. Approximately one third of the collected volume was processed at our own facilities, of which 58% could be reused and 29% recycled. Thermally recovered were mainly non-textile materials which were sent to the separate corresponding recovery process (see Figure 2).















Two thirds were recycled by third-party companies, primarily in Italy, Belgium and Eastern Europe. Exports are made exclusively to recyclers who have a license for recycling waste in the corresponding country of destination.

TEXAID only exports wearable clothing to developing countries, which means that the direct disposal of textiles to waste in such countries is largely excluded. Once the clothes have been worn and reached the end of their respective longevi-

Figure 3 illustrates the global flow of the exported textiles of the TEXAID Group. In many markets, second-hand goods from Europe are a sought-after alternative to synthetic fibre textiles from Asia. We assume that 100 second-hand textiles replace roughly 60 to 75 new garments, and thereby contribute to a considerable saving of resources. In many consumer countries, the further processing of and the trade with used textiles is a major industry and creates tens of thousands of jobs.

TEXAID only exports wearable clothing to developing countries, which means that the direct disposal of textiles to waste in such countries is largely excluded. Once the clothes have been worn and reached the end of their respective longevity, however, second-hand clothes (just like new clothes) are disposed of by local consumers according to the local conditions, over which TEXAID has no influence. Developments at the regulatory level deserve positive mention. With the changes to the Waste Shipment Directive, the EU intends to introduce stricter criteria concerning the export of textile waste. If this is implemented on a consistent basis, the problems with waste in developing and emerging countries will be alleviated over the medium term.

In the spirit of the conservation of resources, TEX-AID's collection bins have been specially designed for the collection of textiles and shoes on a weatherproof basis to prevent the quality of the collected goods deteriorating due to moisture or the penetration of dust. The TEXAID bins also feature logos, illustrations as well as text and contact information, so that it is clear who is collecting the clothes and which specific textiles can be put in the bins. The indication of useful tips, information and contact details is a quality criterion for a transparent and high-quality form of collection.

TEXAID wants to ensure that the number of textiles which is collected separately today increases, and is therefore continuously expanding its collection channels (e.g. online collection, takeback- systems with fashion retailers, expansion of the bins network). In this way, TEXAID is helping to ensure that the population can entrust their textiles for

disposal to a professional and transparent textile recycling company.

In terms of the sorting, TEXAID is focusing on optimising and automating its work processes, and increasing the sorting capacity, to achieve a higher volume of sorted material. This includes the use of technologies which complement the manual sorting processes.

With the sales of more than 5 million garments per year and with its more than 50 stores, ReSales, the subsidiary of TEXAID, is the biggest second-hand chain in Germany.

In addition to the core elements of the business activity of TEXAID, in recent years two other key areas of TEXAID have experienced a development: Recycling Solutions and Retail Solution.

GRI 3-3

MANAGEMENT APPROACH

The expansion of our collection services as well as the optimisation and expansion of the sorting capacities is designed to ensure that more textiles remain in the textile cycle. The integrated process management pursuant to ISO 9001:2015 ensures that collection and sorting processes are always guaranteed according to the highest quality criteria. Quality managers also work at all the facilities and monitor the quality of the sorting.

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RECYCLING SOLUTIONS

At present, less than 1% of collected and sorted textiles are recycled in a closed loop. The circular recycling of used clothing and textiles into new yarns, fabrics and products at a high degree of quality is still in its infancy. According to a study by McKinsey (see McKinsey & Company, 2022), fibre-to-fibre recycling has the potential to increase to as much as 18-26% of textiles that are disposed of by 2030. It is only possible to advance high-quality textile-to-textile recycling technologies through collaborations with all stakeholders and innovative technologies – examples of this include the «Texcircle» project, which will be explained later in this chapter, or a bag developed by TEXAID and its partner network which is made completely from post-consumer textiles and ocean-saved plastic. The adoption of the EU Textiles Strategy also means that professional partners will play an important role due to the approach in the end-of-use phase (see Table 1).

EU TEXTILES STRATEGY

«Circular rather than throw-away clothes have become the norm, with sufficient capacities for recycling and minimal incineration and landfilling.»

«Set design requirements for textiles to make them last longer, easier to repair and recycle, as well as requirements on minimum recycled content»

«Introduce clearer information and a Digital Product Passport»

(see Factsheet European Commission, 2022)

THE ROLE OF TEXAID

Table 1

- Sorting and preparation of textiles for highvalue recycling and for extending their life cycle through Re-use
- Consulting services for product designers on the use of materials to encourage the durability and recycling capability of textiles
- Use and development of technologies for being able to identify garments with Digital Product Passports and use the information stored in the passports for the efficient sorting and recycling











TEXAID participates in several research and development projects together with colleges, universities, associations, and textile companies in the field of chemical and mechanical recycling processes, as well as projects for the development of different upcycling products and the corresponding sales channels. Technologies are already being tried out and partially used to identify material composition and fibre separation, with the goal of achieving a high-quality starting product which remains in the textile loop for a longer period of time. The use of these technologies plays a significant role for TEXAID in the field of sorting.

Furthermore, with its professional sorting, TEXAID ensures that textiles which can no longer be used as garments but are suitable for textile-to-textile recycling can be transferred to high-value/circular recycling processes as raw materials. In this respect, technologies such as NIR, RFID and AI are being tested. In addition to this, TEXAID develops professional consulting solutions for brands, retailers and interested parties with the aim of sharing the knowledge of TEXAID and enabling the relevant stakeholders to benefit from it.

Insight into our research projects

Texcircle

Following the Texcycle project (which came to an end in 2019), the follow-up project, Texcircle, was launched in 2020 and continued in 2021.

Together with all partners and stakeholders, we have been collaborating on the vision of a textiles cluster, in which materials flow into circular loops. The aim of the project was to develop high-quality yarns as well as products which contain the highest possible proportion of recycled textiles. With the design research know-how of Lucerne University of Applied Sciences and Arts, the spinning know-how of Rieter and the sorting and collecting expertise of TEXAID, the goal was to demonstrate how systems for making high-quality products from recycling fibres can be created. Therefore, the expertise of the additional cluster partners was brought on board. The Texcircle project as well as the Cluster were led by Lucerne University of Applied Sciences and Arts - Design & Arts, and completed in collaboration with Coop, Rieter, Jacob Rohner AG, Ruckstuhl AG, TEXAID and workfashion.com ag. The Swiss Civilian Service, ZIVI, NIKIN AG and Tiger Liz Textiles also supported

TE×CIRCLE ×

the project. The project was funded by Innosuisse. On the basis of collaborative developments, from the design, collection and sorting to the shredding and spinning trials, through to the actual production trials and product testing, we together succeeded in recycling 2.5 tons of pre- and post-consumer textile waste into product prototypes which have promising commercial potential. From socks, vests, and sweaters to fleece felts and accessories, through to rugs and curtains.

This has proven that a closed-loop system is possible - and it is now up to us as an industry to implement it in a scalable framework. For TEXAID, it was important to learn and understand the obstacles in the areas of the sorting, pre-processing, and further processing. Several product prototypes were ultimately developed with a minimum 50% to up to 80% recycled fibres and yarns content: from carpets, socks, and curtains, through sweaters to cushions and accessories.

MANAGEMENT APPROACH

The Recycling Solutions Unit consists of the following areas, which are managed and steered on a group-wide basis: Research and development projects (product concepts), identification of new recycling technologies and processes, process optimisation in the sorting, creating and maintaining networks and partnerships, raising awareness among stakeholders. By building partnerships and collaborations along the textile value chain, TEXAID exerts an active influence on the circular economy. This approach aims to raise the awareness for textile recycling among producers and retailers, and to demonstrate its positive impact on the environment. The continuous reporting within the scope of the Management Review ensures the quarterly reporting to the Board of Directors.

Texcircle prototype fabrics and yarn © HSLU



Texcircle prototype pullover and yarn © HSLU



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GRI 3-3

Sorting for Circularity Europe

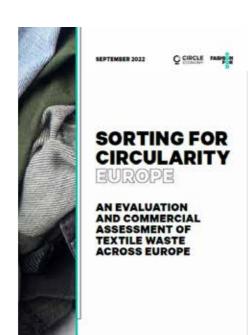
The amount of discarded textiles is increasing annually, with projections of further acceleration. Although a certain amount can still be reused, a significant proportion of post-consumer textiles is diverted for recycling. To create the necessary infrastructure to effectively recycle these textiles, an understanding of their material composition is needed. The current textile sorting system, which relies heavily on manual input, cannot provide accurate insights given often unreliable and absent clothing labels making it difficult to enable true circularity. Labels and tags are often no longer present, or if present, no longer legible or partially displaying incorrect claims - making it challenging to sort for recycling. Tackling this hurdle, among others, is exactly what the Fashion for Good «Sorting for Circularity Europe» project has set itself as its goal.

Launched in early 2021 and initiated by Fashion for Good together with Circle Economy, the Sorting for Circularity Europe project brought together key brands and industry leaders across Europe. Circle Economy, with support from TERRA, led the creation and implementation of the methodology. Refashion facilitated the introduction to TERRA and created the Refashion textile materials library, for the implementation of the methodology. Matoha provided the NIR technology used to assess textile waste composition. The aim was to conduct an analysis of post-consumer textiles, specifically low-value rewearables and non-rewearables. By adding further data to the sorted textiles, the project evaluated the potential of valorising low value textiles by diverting them to recycling destinations in the future. Using NIR technology provided by Matoha, a comprehensive assessment of the fibre

composition of textile waste was carried out at the participating sorting facilities, including the TEXAID sorting facility in Apolda, Germany. Overall, using innovative NIR technology to determine garment composition, the project analysed a total of 21 tons of post-consumer garments, which TEXAID contributed to and analysed them with a team from TEXAID and from Fashion for Good, TERRA and Circle Economy. The analysis has taken place at twice to account for seasonal differences in textile waste

FASHION

This project has been crucial for the industry to understand the potential to valorise low value and non rewearable textiles and divert textiles to circular destinations such as recycling. The next step is to implement this knowledge to support the expansion of sorting and recycling infrastructure across Europe.





<u>«Al for resource-efficient circular fashion»</u>, <u>«Cirtex»</u> and <u>«Raw materials classification of recycled fibres»</u>.

TEXAID also takes part in other projects and working groups in national and international initiatives and trade associations. In addition to the Policy Associations (see chapter 2, Stakeholder Analysis), TEXAID partakes in the following associations and initiatives:

- RE4TEX Cooperation Network
- · Ellen MacArthur Foundation
- Euratex ReHubs Initiative
- Textile Exchange
- Accelerating Circularity
- · Wear2Wear

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RETAIL SOLUTIONS

TEXAID is convinced that the textile loop can be closed through collaboration and in a dialogue with the various stakeholders in the textile value chain. The Retail Solutions Unit offers a comprehensive range of services for fashion retailers in the end-of-use segment of textiles. Its scope includes in particular the following services (Figure 4):

- · Takeback-systems: In-store and online
- · Stock exit: Resale and Recycling
- · Cleaning & Repair
- · Recommerce as a Service: In-store and online





Legend

RECYCLING

The services of TEXAID are highlighted in red

T2T Recycling: Textile-to-Textile Recycling

TEXAID is the leading circular solutions specialist for the fashion retail industry and offers holistic and scalable end-of-use solutions for pre- and post-consumer textiles.

Thanks to the global network of TEXAID these services can be offered worldwide, with Europe and North America being the key markets. Within the scope of the regular reporting, TEXAID provides its partners with transparent information on how the textiles collected on their behalf are recycled. Compliance with the respective local regulatory framework regarding collection, sorting and recycling is a matter of course.

The adoption of the EU Textiles Strategy means that the relevance of these services is increasing (see Table 2). In addition, brand manufacturers can develop needs-based and environmentally friendly recycling solutions with the aim of keeping the materials in the textile loop.

EU TEXTILES STRATEGY

«Profitable re-use and repair services are widely available.»

«Reverse overproduction and overconsumption and discourage the destruction of unsold or returned textiles»

(see Factsheet European Commission, 2022)

THE ROLE OF TEXAID Table 2

In particular, cleaning and repair services as well as the recycling of excess stock and customer returns should be increasingly used - TEXAID is a competent solution provider in both areas and extends the wearable life of textiles.

Takeback-systems

With its In-store collection and the «PACKMEE» online collection service, TEXAID offers collection channels for discarded textiles which enable customers of fashion retailers to hand in used clothing where new clothing is offered for sale. TEXAID currently operates takeback-systems of this kind in collaboration with partners from the fashion retail sector in the markets in Austria, Belgium, Germany, Denmark, France, Luxembourg, the Netherlands, Portugal, Sweden, Switzerland, and the USA, and offers them throughout Europe. The partners of TEXAID include C&A, Esprit, Eterna Gant, Inditex, Odlo, Third Love and many more.



Cleaning and Repair

To keep clothing in its original condition in the textile cycle, TEXAID provides services such as washing, ironing, labelling, repackaging, packaging, rejuvenation, and repairs to fashion retailers. These services allow items of clothing to remain in circulation as wearable garments which would not otherwise continue to do so.







Stock exit

TEXAID understands the requirements of the fashion retail industry and offers both resale and recovery solutions for unsaleable merchandise, B-goods, returns and closeouts. The recycling solution for unsaleable goods (confidential recycling) is a certified process. The customer-specific resale as well as recycling solutions are always determined in agreement with the corresponding fashion retailer.

Recommerce as a Service

Thanks to the TEXAID companies ReSales, carou and Percentil, TEXAID has unique expertise in the retail of used clothing items. As a reliable and high-performance provider, TEXAID provides fashion retailers with the technical solution and covers the operational processes, from the collection, sorting, preparation, description, and storage to the returns management whereby the mentioned processed are managed within the company. This enables fashion retailers to supplement their own product ranges with second-hand items and ultimately helps to keep used clothing in circulation.

MANAGEMENT APPROACH

GRI 3-3

The Retail Solutions Unit consists of the following areas, which are managed and steered on a group-wide basis:

Offering and developing the service portfolio, marketing of their solutions, building and maintaining of networks/partnerships. Through developing its range of services, TEXAID is constantly responding to the requirements of the fashion industry and its customers, and actively influences the circular economy through its offering and its commercialisation. The Unit works very closely with Recycling Solutions, especially in terms of the development of recycling solutions for fashion retailers. The continuous reporting within the scope of the Management Review ensures the quarterly reporting to the Board of Directors.



ECOLOGICAL SUSTAINABILITY

Ecological sustainability has always been at the heart of TEXAID's DNA. The collection, re-use and recycling of used textiles actively contributes to resource conservation by omitting new production processes. TEXAID optimises these processes on a continuous basis to further reduce the environmental footprint per each collected and recycled garment.

GOAL

36

The goal is the continuous development of the climate strategy and an active reduction of the ${\rm CO}_2$ emissions and energy consumption. Wherever possible and appropriate, energy from renewable sources should be integrated on a gradual basis.

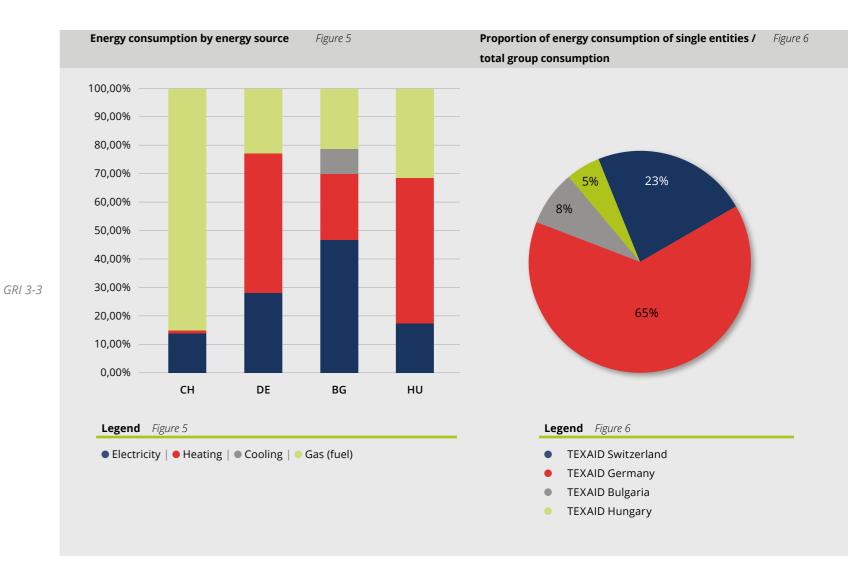
Environmentally relevant factors along the core processes are to be monitored and minimised over the long term. In the scope of the sustainability reporting, influences are identified or adjusted, and measures are derived.

MEASURES

- Optimisation and automation of the sorting
- Raising employee awareness through training on the subject of energy
- Optimisation of logistics, e.g. integration of e-vehicles in own-collection where possible and appropriate, more efficient areas for reducing mileage
- Ensuring environmental compatibility during the procurement of products and services
- · Investments in renewable energy sources



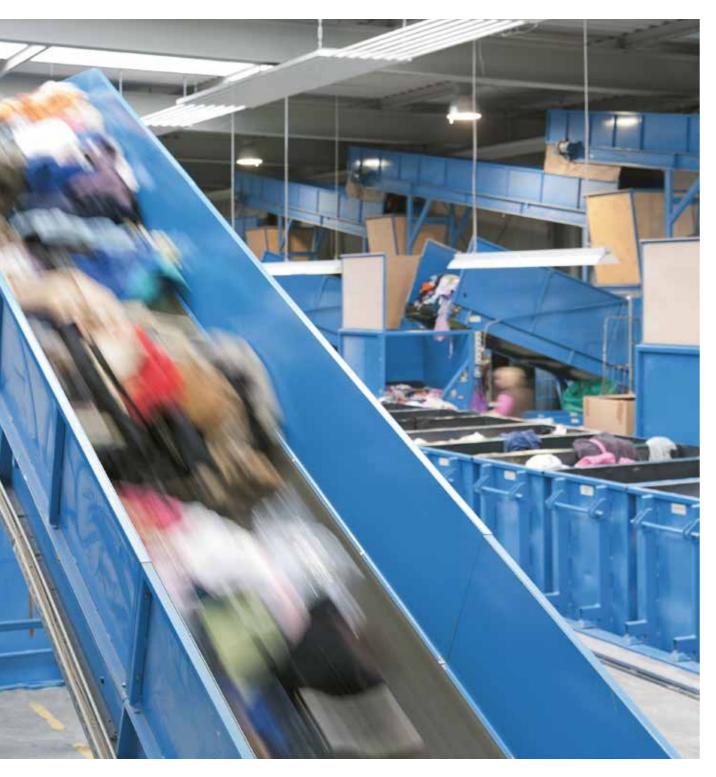




Energy

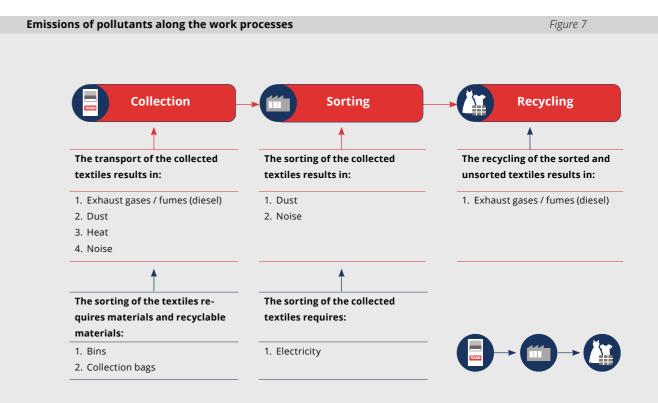
The measurement of the energy-related performance resulted in a total energy consumption of 6459482.46 kWh. Besides the use of fuel in the transportation of collected items, most of the energy is consumed by the lighting, conveyor systems and other equipment in the sorting area, such as presses and stacking systems. At TEXAID Germany, the consumption from gas-fired heating and the use of electricity for the lighting and heating in the second-hand shops are essential factors influencing the energy use. At the sorting facility in Germany the use of electricity was reduced by 34.85% compared with 2020. In addition to the effects of the coronavirus pandemic, the savings are due to the gradual conversion to LEDs, which

is continuing an ongoing basis. TEXAID Hungary is producing electricity from solar energy with 1,860 kWh generated in 2021. In Bulgaria, lighting is turned off whenever people leave rooms, and the air conditioning system is only used when ventilation with the use of fresh air is not a sufficient option. The changeover to LED is also continuously advancing in the other group entities. At TEXAID Switzerland, the reduction in energy use is due to the deactivation of the heating and ventilation in addition to the changeover to LED. At the Schattdorf site, it was also possible to increase the proportion of surface drainage into run-off areas.









Emissions

In 2021, the total emissions of TEXAID Switzerland, Germany, Bulgaria and Hungary amounted to 3012 t CO₂e. In the current calculation, emissions generated within the organisation are included, and have been supplemented with emissions from the use of packaging material (use during collection and recycling). The emissions output of the sites varies according to size and business activity. In Switzerland, for example, emissions from transport operations during the collection processes are particularly significant. The 2020 emissions reduction goal of TEXAID Switzerland was already achieved in 2017, far sooner than planned. Compared with the base year of 2013, it was possible to achieve a 29 percent saving in CO₂ per tonne of collected used clothing in 2020. In addition to the collection, TEXAID Germany also operates the largest sorting facility in the TEXAID Group and the second-hand chain ReSales, which

accounts for the difference in consumption compared with the other country subsidiaries.

The emissions from the collection and use of the packaging material are the items that have the greatest impact on the environment within the course of the TEXAID processes. In the case of consumables, bags with their total weight of 216 tons constitute the largest item. The bags are made from polypropylene, which partially originates from recycled material. A better solution to polypropylene is presently not available. The bags must be able to withstand considerable weight and transport distances. In Switzerland, combustion and exhaust emissions are monitored in the scope of the climate management. Emissions of dust, by contrast, are limited by diesel particulate filters to comply with the legal requirements of the European emissions standard.

Emissions overview 2021 Figure 8

Switzerland	
Total CO ₂ emissions	794 t CO ₂ e
Scope 1	47 %
Scope 2	< < 8 %
Scope 3	44 %



Bulgaria	
Total CO ₂ emissions	244 t CO ₂ e
Scope 1	13 %
Scope 2	68 %
Scope 3	19 %

143 t CO ₂ e
20,6 %
42 %
37,3 %

Legend

GRI 3-3

Scope 1: Stationary and mobile combustion of fuel, cooling & electricity generated from company facili-

ties and company owned vehicles

Scope 2: Energy purchased and consumed within the organisation

Scope 3: Materials (purchased goods) used for packaging in logistics & sorting

The goal is to set up a systematic carbon footprint balancing throughout the TEXAID Group in 2023, integrating 2021 (retrogressively) and 2022 within our general sustainability reporting.

On this basis, the influences on the environment are to be balanced at regular intervals, and appropriate measures introduced in the scope of the continuous improvement process (CIP).

TEXAID is already implementing measures for the reduction of greenhouse gases and energy consumption. The tour software used for collections in Germany and Switzerland is being consistently developed to guarantee the most efficient bin emptying routes. A software programme records the collection and interval data for each individual bin and uses the stored information to calculate the best date for the next case of emptying. In this way, each driver receives an efficient daily route plan and is able to drive to each location on a targeted basis with the use of GPS. This allows travel distances to be reduced and unnecessary CO2 emissions to be prevented. Furthermore, the vehicle fleet is gradually set to be converted to e-vehicles; the first e-delivery vehicles are already in use in Switzerland. The challenge lies in the availability of charging stations in the respective areas and the distance that an e-vehicle can



MANAGEMENT APPROACH

all sites.

GRI 3-3

TEXAID Switzerland has an environmental and management system according to ISO 14001:2015 in place. On this basis, the influences on the environment are assessed at regular intervals and appropriate measures introduced in the scope of a continuous improvement process. In Germany, the savings goals and findings are reviewed through the DIN 50001:2008 energy management on an annual basis. Although the companies in Bulgaria and Hungary do not yet have a systematic and certified environmental management system, they are able to align themselves with the work and measures at TEXAID Switzerland and Germany. Quantitative goals are to be added with the next reporting period. The specialists in the individual countries are responsible for managing the specific approaches. The definition of the goals and measures at the environmental and social levels are brought together at the group level. Relevant topics are reported to the Board of Directors on a quarterly basis.

travel, which means that with the current state of the art, a full conversion is not yet possible. In the case of the sorting, the electricity consumed

during the textile processing in the sorting pro-

cess is particularly significant. Through its energy

management in accordance with DIN 50001:2008,

TEXAID Germany is constantly identifying annual savings goals. The current goal is 3%. In Switzerland (Schattdorf), TEXAID obtains its electricity from hydroelectric power. Electric forklifts are also in use in Switzerland and Germany. As a matter of principle, the existing diesel forklifts are to be used until the end of their service lives. They are then replaced only with electric forklifts. The use of photovoltaic systems is being assessed at



SOCIAL SUSTAINABILITY

TEXAID relies on well-trained and dedicated employees at all its locations.

TEXAID positions itself in the respective markets as an attractive employer and offers working conditions above-average.

GOAL

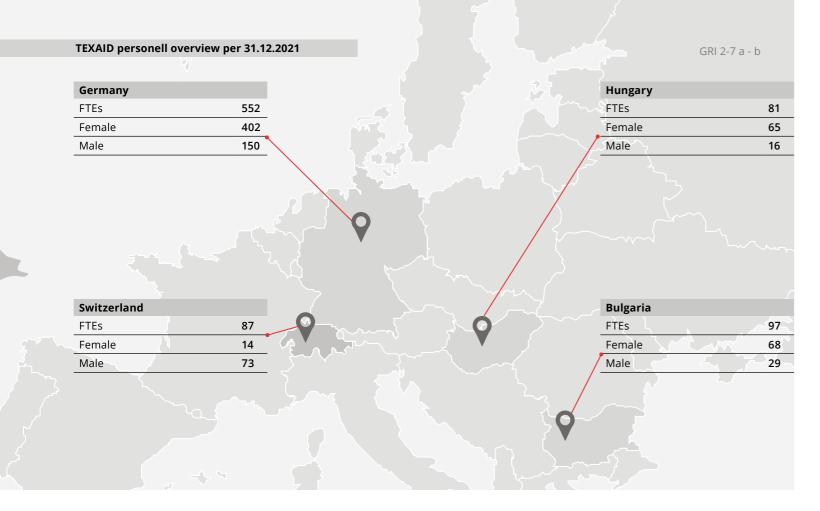
MEASURES

The goal is to provide above-average working conditions and to encourage the professional development of each individual, taking into account their health, well-being and job satisfaction.

- Social sustainability is being further developed on the basis of social compliance and, a best practice standard is being sought. The basis is the Compliance Management with the Code of Conduct.
- Continuous internal review of working conditions in the scope of social audits
- Provision of internal and external training on relevant topics and on the value-adding activities of the company
- Increased use is to be made of the continuous improvement process (CIP)
- Corporate culture spanning across all countries
- Encourage knowledge management

The corporate culture is characterised by appreciation towards all employees. Achievements and ideas are recognised and appreciated, and the professional development of each individual is encouraged. Open internal communication is practiced, with corporate goals and employees' interests being agreed in the form of direct discussions. The company is also open to social partnership agreements. Equal treatment and equal opportunities between all employees are ensured at every level. The strengthening of the attractive working conditions and staff development have become even more important in view of the current competition for qualified workers.

GRI 3-3



The high proportion of women in Germany, Bulgaria and Hungary can be attributed to the fact that GRI 2-7 d sorting work is dominated by women. Part-time employees in Germany are mostly employed in the

CODE OF CONDUCT

GRI 2-23

second-hand shops. In Switzerland most of the jobs are in the logistics department, which is why the proportion of male staff in Switzerland is higher than female proportion. In principle, TEXAID fills all positions on a gender-neutral basis.

TEXAID has rolled out a Code of Conduct throughout the group since 2018.

The Code of Conduct defines the funda-

mental values which determine our personal conduct and actions at the internal level and towards all stakeholders. It provides guidance in uncertain situations and has been specifically designed to raise awareness amongst the employees. TEXAID also has an anonymous group-wide reporting sys-

tem, which allows infringements of the Compliance Guidelines and/or the Code of Conduct to be reported. In addition to the anonymous reporting system, employees are also able to report their complaints at any time via a physical mailbox or via their direct supervisor. The Compliance Policy ensures that the reports are processed according to a superordinate process. No complaints or reports of infringements were received in 2021. Employees are also able to submit suggestions for improvement as part of the continuous improvement process and thereby partake in the optimisations at TEXAID.

The working culture also includes targeted training on specific topics in the fields of occupational safety, health protection, environmental-and quality management, as well as training on the company's value-adding activities. In Switzerland, a campaign on weather, climate and climate change was held in 2021, and in the area of health

protection, the topic of «traffic and transport safety» was integrated. In Germany, training courses on energy management were provided within the scope of the occupational safety system. TEXAID also supports and funds individual training and further education within the scope of internal further education regulations. In the sorting department, new employees are trained by experienced colleagues and assigned to a process level depending on their sorting performance. All employees complete an onboarding plan which includes, among others, behaviors in emergencies and instructs them on occupational health and safety. In addition, all employees receive further training and instruction on a regular basis. In its

companies in Switzerland and Germany, TEXAID is committed to vocational training for young adults. In this way, the company helps young people to kick-off their start into the working world. Training employees in the sorting area is one of the most time-intensive types of training. External training courses are reviewed by the supervisors on an individual basis. The type of internal training varies from one group company to the next. The quantitative collection of training hours is not yet being managed on a comparable basis throughout the group. With the use of examples, the overview provided below, however, is intended to illustrate which training courses are currently conducted:

TEXAID Germany	Workshop for apprentices, first aid, fire safety assistants, safety instructions, individual further education, team training courses
TEXAID Switzerland	Various training courses on occupational safety and health such as on-boarding, introductions to machinery/equipment/vehicles, annual training for all employees on the prevention of accidents (focus changes each year)
TEXAID Hungary	Occupational safety and health training for the responsible persons in charge
TEXAID Bulgaria	Sales processes, occupational safety and health training









Health, well-being, and job satisfaction are the fundamental elements for a motivational working environment. During the coronavirus pandemic, these principles became even stronger. In 2021, for example, all sites in the TEXAID Group were subjected to an analysis of the actual situation in regard to the occupational health and safety and environmental management.

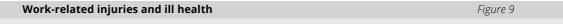
GRI 403-8a-ii

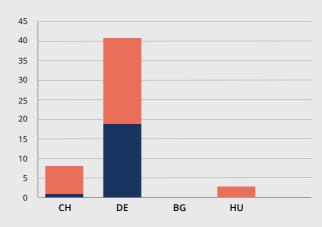
For this process step, an internal audit was carried out and resulted in the safety instructions being revised and adapted to the local conditions.

To reduce the risk of accidents or near-accidents to a minimum across all companies, risks are identified, and appropriate measures are taken on a systematic basis. Targeted evaluations of accidents and near-accidents are used to raise employees' awareness. In addition, safety specialists are also appointed in all entities. TEXAID has been a member of amfori and the Business Social Compliance Initiative (BSCI) since 2017. Founded in Brussels in 1977, amfori is the leading trade association in the field of European and international trade which promotes sustainable supply chains. Based on the BSCI, the subsidiaries in Bulgaria and Hungary are audited externally every two years. In 2020, both entities achieved the best rating «A». The next external audits are set to take place in 2022.

Usually, internal audits (alternating with external audits) take place as well, but due to the coronavirus pandemic and the related measures in the facilities as well as travel restrictions did not allow for on-site internal audits in 2021.







GRI 403-9a-iii GRI 403-10a-ii

Legend

- Total number of cases of recordable work-related ill health |
- Total number of recordable work-related injuries

There have been no fatalities or illnesses with serious consequences due to work-related injuries.

GRI 403-10a-i

MANAGEMENT APPROACH

GRI 3-3

The further development and advancement of employees is anchored in the strategic measures of TEXAID. The focused implementation was identified as a top priority with the updated Strategy 2025. TEXAID is also committed to strengthening its facilities in order to safeguard existing jobs and create new ones. Staff development and occupational health and safety are also managed through strategic measures – such as regular social compliance audits – and through the HR departments of the respective companies. The approaches are overseen by the specialists in the individual countries. The definition of the goals and measures is brought together at the group level. Relevant topics are reported to the Board of Directors on a quarterly basis.











REPORT PROFILE AND OUTLOOK

This report has been prepared with reference to the GRI Standards. The reporting period is the financial year of 2021 (01 January - 31 December 2021).

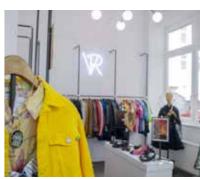
The companies included in the report are the following business units: TEXAID Switzerland, Germany, Hungary, and Bulgaria.

Where possible, data from the individual companies has been presented to assist with the understanding of the contexts and the effects. Reference is made where it has not yet been possible to gather data. The TEXAID strategy, goals as well as measures take all of the subsidiaries of the TEXAID Group into consideration. Due to the degree of maturity of the reporting and their limited impact in comparison with the reporting companies, the entities in the USA, Spain and Austria will only be included in the next reporting period. The report is based on the eight reporting principles of GRI. Due to the varying degree of maturity and data availability, the principle of comparability with the previous year/past reporting period could not be achieved throughout the whole report.

In addition to our predefined goals and measures, TEXAID is committed to the continuous optimisation and expansion of its measures. For TEXAID, this report also provides the basis for the definition of new goals and measures as well as the expansion of the sustainability reporting.









REFERENCES

«EU Strategy for Sustainable and Circular Textiles», European Commission, 2022 (available in all languages):

https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022DC0141

Factsheet EU Strategy for Sustainable and Circular Textiles, European Commission, 2022:

https://ec.europa.eu/commission/presscorner/detail/en/fs_22_2017

Ordinance on the Avoidance and the Disposal of Waste (Waste Ordinance, ADWO), Confederation of Switzerland, valid as of 01.04.2022 (only available in German, French and Italian):

https://www.fedlex.admin.ch/eli/cc/2015/891/de

«Scaling textile recycling in Europe—turning waste into value», McKinsey & Company, 2022 (article and full report available; if you are not redirected to the website please copy and paste the link directly in your browser):

https://www.mckinsey.com/industries/retail/our-insights/scaling-textile-recycling-in-europe-turning-waste-into-value

Sustainability and Circularity in the Textile Value Chain, UN environment programme, 2020: https://wedocs.unep.org/handle/20.500.11822/34184

«The impact of textile production and waste on the environment», European Parliament, 2022: https://www.europarl.europa.eu/news/en/headlines/society/20201208STO93327/the-impact-of-textile-production-and-waste-on-the-environment-infographic

GRI CONTENT INDEX

Statement of use: TEXAID Textilverwertungs-AG has reported the information cited in this GRI content index for the period (01/01/2021 - 31/12/2021) with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): No applicable GRI Sector Standard

Note: The translation into German of the commonly used GRI standards and indicators is largely based on the official translations of the Global Reporting Initiative (GRI). The official language of GRI is English, which is the binding version.

The German and French translations of the index were drawn up in such a way that the original language is reproduced as faithfully as possible.

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
RI Standard: RI 2: General Discolures 2021				
GRI 2-1 Organizational details	TEXAID Group		a. TEXAID Textilverwertungs-Aktiengesellschaft b. Stock corporation c. Schattdorf, Switzerland d. Switzerland, Germany, Austria, Hungary, Bulgaria, Spain, USA	
GRI 2-2 Entities included in the organization's sustainability reporting	TEXAID Group		 a. TEXAID Group, TEXAID Switzerland, TEXAID Germany, TEXAID Hungary, TEXAID Bulgaria b. In the consolidation, the annual report also includes the entities TEXAID USA, TEXAID Austria and Percentil. It is planned to include these companies in the next report, even though these data only have a limited impact on the present data (because of their size and footprint as well as their proportion in the turnover of the TEXAID Group). c. TEXAID AG is the 100% owner of all companies included in the Sustainability Report. As a result, the companies were all included in the sustainability reporting. The analysis of Material topics was carried out at the group level, considering and including the individual subsidiaries. 	
GRI 2-3 Reporting period, frequency and contact point	TEXAID Group		 a. The reporting period is 1 January 2021 – 31 December 2021. The report is published annually. b. The reporting period for the Sustainability Report is aligned with the financial year of the TEXAID Group. c. The Sustainability Report was published in December 2022. In the future, the publication is planned at the latest in the autumn of the following year. d. Contact person: Jana Mikulasch, Sustainability Specialist TEXAID Group 	
GRI 2-4 Restatements of information	TEXAID Group		a. No remarks	
GRI 2-5 External assurance	TEXAID Group		a. The Executive Board and the Board of Directors are involved in compiling the report for supplementation and information purposes. b. The report was not subject to an external assurance.	
GRI 2-6 Activities, value chain and other business relationships	TEXAID Group		a. Collection, sorting, recycling and commercialisation of pre- and post-consumer textiles and shoes b. Chapter: Value chain c. No others. d. No major changes.	
GRI 2-7 Employees	TEXAID Group		 a b. The data under a. and b. were collected by the entities included in this report. The number of employees of the TEXAID Group (including the companies not included in this report) per 31 December 2021 is 837 FTE. For details of the individual entities, see chapter Social Sustainability. c. The number of employees is retrieved from the respective personnel systems. The data from the reporting units was indicated in Full-Time Equivalents (FTEs) at the end of the reporting period (per 31 December 2021). d. Reference: Chapter Social Sustainability e. The data in the present report relate to the year 2021. No strong fluctuations were identified. 	
GRI 2-8 Workers who are not employees	TEXAID Group		a. All workers are employees. Temporary staff are partly employed in Switzerland and Hungary, but are not controlled by the organisation. b. Activities of temporary staff 402-2a c. Not applicable.	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 2: General Discolures 2021				
GRI 2-9 Governance structure and composition	TEXAID Group		 a. TEXAID AG is a stock corporation under Swiss law. The main elements of the TEXAID governance structure are: The General Assembly The Board of Directors, being the company's highest administrative body and responsible for monitoring the Executive Board The Chief Executive Officer (CEO) Executive Board b. Strategic decisions are approved by the Board of Directors of TEXAID AG upon submission from the Executive Board. The Executive Board is responsible for defining and continually monitoring the measures. The Executive Board is monitored by the Board of Directors. c. The Board of Directors has four members (one female) who represent the shareholders. The operational management is the responsibility of the CEO. The CEO does not hold any remunerated mandates in addition to his activity for TEXAID. The CEO is supported by three members of management (one female), forming the Executive Board. The members are split into regions. The members of the Executive Board report to the CEO.	
GRI 2-10 Nomination and selection of the highest governance body	TEXAID Group		a. The nomination and selection procedure for the highest governance body is defined by the Statutes and the Organisational Regulations of TEXAID AG. The Statutes stipulate that the Board of Directors must have three or more members with a term in office of three years. The Board of Directors appoints itself and elects a President, a Vice President and a Secretary.	
			b. The election of the Board of Directors is based on a consideration of the interests of the shareholders of TEXAID AG. When appointing the Board of Directors, the aim is to achieve the broadest possible range of knowledge.	
GRI 2-11 Chair of the highest governance body	TEXAID Group		a. The CEO is also the Chairman of the Board of Directors. b. The mandate composition is based on the owner structure of TEXAID AG as the Chairman of the Board of Directors/CEO is also the company's majority shareholder. This composition is a transitional phase which was implemented after the change to the body of shareholders in 2022. In the medium term, it is planned to separate the two functions again.	
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	TEXAID Group		a. The Board of Directors has overall control and exercises supervision and governance of the Executive Board. It issues the necessary instructions and guidelines for company policy and is regularly informed of business operations. All topics relating to sustainable development are submitted to the Board of Directors in line with the Competence Guidelines in the Organisational Regulations. The CEO is responsible for the operational management in accordance with the legal and statutory provisions and the Organisational Regulations (including the Competence Guidelines).	
			b. Stakeholder involvement is the responsibility of the operative leadership of TEXAID AG. The strategy and measures are defined in consideration of the stakeholder groups and set by the Board of Directors. See more information in the chapter «Stakeholder Analysis»	
			c. The Board of Directors is informed of all transactions in the CEO's report to the Board of Directors (at least quarterly).	
GRI 2-13 Delegation of responsibility for managing impacts	TEXAID Group		 a. The Executive Board is responsible for monitoring and implementing the sustainability strategy on behalf of the Board of Directors. TEXAID has also created a CSR position, where the person in charge provides support for environmental and social sustainability topics. b. TEXAID has an anonymous group-wide reporting system which employees can use to submitt complaints or report violations of the Code of Conduct. Moreover, the operative Heads of Department are tasked with making suggestions for improvements to the Executive Board in the context of environmental and social sustainability. The Board of Directors is informed of planned and completed measures and challenges in the - at least quarterly - reports. For more information on the management approach, see chapter «Sustainability at TEXAID». 	
GRI 2-14 Role of the highest governance body in sustainability reporting	TEXAID Group		a. For the current reporting period, the analysis of Material topics was reviewed by the Executive Board based on the analysis from 2017 and the Strategy 2025 with the measures defined therein. b. Following this Sustainability Report, the Executive Board will in addition to the measures mentioned in this report suggest new measures and goals for the approval of the Board of Directors.	
GRI 2-15 Conflicts of interest	TEXAID Group		a. The regulation is based on the Organisational Regulations of TEXAID AG. It is specified that all members of the Board of Directors and Executive Board must organise their personal and business relationships in such a way that conflicts of interest with the company are avoided. Each member of the Board of Directors must inform the President by email of any potential conflict of interest relating to one or several agenda items at the latest within three working days of the agenda being announced. If conflicts of interest arise within the committees, the chairperson of the respective committee must order suitable measures. b. No conflicts of interest were identified in the reporting period.	
GRI 2-16 Communication of critical concerns	TEXAID Group		a. The CEO's obligation to report to the Board of Directors as set out in the Organisational Regulations of TEXAID AG also includes the duty to report any extraordinary incidents. Moreover, the analyses by the internal reporting system are included in the quarterly report to the Board of Directors. This is based on the Compliance Management System of TEXAID AG.	
CDI 2 47 Collective Installed and Collective	TEVAID Carrier		b. No critical complaints were submitted. The Pearl of Directors is involved in the decision making process for the sustainability strategy of TEVALD AC and is informed of sustainability strategy and in the decision making process for the sustainability strategy of TEVALD AC and is informed of sustainability stories on a regular basis. On this basis the goal is to strangth on the collective	
GRI 2-17 Collective knowledge of the highest governance body	TEXAID Group		a. The Board of Directors is involved in the decision-making process for the sustainability strategy of TEXAID AG and is informed of sustainability topics on a regular basis. On this basis, the goal is to strengthen the collective knowledge.	
GRI 2-18 Evaluation of the performance of the highest governance body	TEXAID Group			Information not available/ incomplete - no such system in place
GRI 2-19 Remuneration policies	TEXAID Group		a. The compensation and expense regulation for members of the Board of Directors are approved by the shareholders. The compensation of the Executive Board members consists of a basic salary plus additional variable remuneration (around 20-30% of the remuneration package). The salaries are approved by the Board of Directors at the request of the CEO.	
			b. No specific foundation specifically geared towards environmental and social sustainability is agreed for the remuneration structure. However, the governing bodies of TEXAID AG are acting in accordance with the defined strategy and the strategic measures with whose monitoring and implementation they have been entrusted.	
GRI 2-20 Process to determine remuneration	TEXAID Group		a. The compensation of the Board of Directors is based on strategic requirements and the compensation commonly paid for companies of a similar size and complexity. They are approved by the General Assembly.	
			b. Not applicable.	
GRI 2-21 Annual total compensation ratio	TEXAID Group	incomplete – plant		Information not available/ incomplete – planned to be included in the next reporting period
GRI 2-22 Statement on sustainable development strategy	TEXAID Group		a. See Chapter: Foreword by the CEO	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 2: General Discolures 2021				
GRI 2-23 Policy commitments	TEXAID Group		a. TEXAID AG introduced a Code of Conduct across the Group in 2018. The Code of Conduct sets out the basic values that determine our behaviour and actions both internally and towards all stakeholders. The Code of Conduct provides an aid for potential dilemmas and is intended to actively raise employee awareness. The Code of Conduct presents expectations, values, principles and standards of behaviour (link under 2-23c.).	
			b. The Code of Conduct is available to the public on our website and offers information about the stakeholders and how we approach human rights.	
			c. Link: https://www.texaid.ch/en/about-texaid/code-of-conduct.html	
			d. The Code of Conduct was approved by the Board of Directors of TEXAID.	
			e. The Compliance Principles help the governing bodies, employees, business partners and other stakeholders to adhere to the existing national and international laws, regulations and industry-specific rules and to act responsibly. We also expect agents, subcontractors and other commissioners collaborating with TEXAID to act in accordance with the contents of this Code of Conduct.	
			f. All employees receive the Code of Conduct upon recruitment and must acknowledge it. In addition, a copy of the Principles is visibly displayed at physical locations and digitally accessible via the Intranet.	
GRI 2-24 Embedding policy commitments	TEXAID Group		a. The Code of Conduct is approved by the Board of Directors of TEXAID. It forms part of our holistic company policy and serves as an orientation aid for day-to-day work. By handing out the document to newly recruited employees as well as through training already carried out on this topic, it should be ensured that employees are guided by the Code of Conduct.	
GRI 2-25 Processes to remediate negative impacts	TEXAID Group		a. TEXAID has a Compliance Management System. The Compliance Policy is used as a group-wide framework for processing and implementing reports. The Policy is based on the Code of Conduct. The Principles are presented to employees from the level of Head of Department. The aim is to achieve a sufficient level of awareness among employees. If a report is submitted, it is processed anonymously and in accordance with the specified procedure. The number of reports are presented to the Board of Directors in the quarterly reporting.	
			b. The group-wide anonymous reporting system enables employees to report violations or make complaints about the Code of Conduct.	
			c. No further processes.	
			d. The current Code of Conduct is established since 2018, whereby no major changes had to be made. If it was to be fully revised, the management and Board of Directors would be involved.	
			e. No reports were submitted in the current reporting period.	
GRI 2-26 Mechanisms for seeking advice and raising concerns	TEXAID Group		a. The regulation and procedure of the reporting system are set out in the Code of Conduct. Link under 2-23 c.	
GRI 2-27 Compliance with laws and regula-	TEXAID Group		a. No incidents reported.	
tions			b. No fines imposed.	
			c. None.	
			d. Not relevant as no incidents.	
GRI 2-28 Membership associations	TEXAID Group		a. Bureau of International Recycling (Chair of the Textiles Division and Member of ExCo) EuRIC (Vice-Chair of the Textiles Division)	
			bvse Swiss Textiles	
			Gemeinschaft für textile Zukunft	
			Südwesttextil Secondary Materials and Recycled Textiles Association (SMART)	
			RE4TEX Cooperation Network	
			Ellen MacArthur Foundation	
			ReHubs (Founding Member and Member of the Business Council) Textile Exchange	
			Accelerating Circularity (Member of the Steering Committee)	
GRI 2-29 Approach to stakeholder engage-	TEXAID Group		Wear2Wear a. A detailed Stakeholder Analysis is carried out whenever the TEXAID strategy is fully revised or amended. The present Stakeholder Analysis is based on the Strategy 2025. The other details relating to this indicator can be	
ment	TEXAID Group		found in the chapter Stakeholder Analysis in the present report.	
GRI 2-30 Collective bargaining agreements	TEXAID Group			Not applicable/No collective bargaining agreements in th textile recycling industry
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-1 Process to determine Material topics	TEXAID Group		Reference: Chapter Sustainability at TEXAID	
GRI 3-2 List of Material topics	TEXAID Group		Reference: Chapter Sustainability at TEXAID	
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Economic Performance: Management of Material topics	TEXAID Group		Reference: Chapter Economic Sustainability	
GRI Standard: GRI 201: Economic Performance 2016				
GRI 201-1a-i Total revenues (gross)	TEXAID Group	85.1 MCHF	Comment: Indications under 201-1 derive from the consolidated and revised annual financial statements for 2021 in MCHF	
GRI 201-1a-ii Payments to providers of capital	TEXAID Group	0.6 MCHF		
GRI 201-1a-ii Payments to government	TEXAID Group	1.1 MCHF		

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 201: Economic Performance 2016				
GRI 201-1a-ii Operating costs	TEXAID Group	49.5 MCHF		
GRI 201-1a-ii Employee wages and benefits	TEXAID Group	25.6 MCHF		
GRI 201-1a-ii Community investments	TEXAID Group	0 MCHF		
GRI 201-1a-iii Economic value retained: 'direct economic value generated' less 'economic value distributed'.	TEXAID Group	8.3 MCHF		
GRI 201-1b Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	TEXAID Group			Not applicable/the audited financial statements are compiled on a consolidated level.
GRI 201-2a Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	TEXAID Group		No risks and opportunities directly related to climate change were identified.	
GRI 201-3a If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	TEXAID Group		Pension obligations only run through the external pension fund.	
GRI 201-3b If a separate fund exists to pay the plan's pension liabilities, the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; the basis on which that estimate has been arrived at	TEXAID Group		No separate fund. The statutory pension insurances are hedged.	
GRI 201-3c If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	TEXAID Group		No separate fund.	
GRI 201-3d Percentage of salary contributed by employee or employer	TEXAID Group		The proportion of contributions to the pension insurance/pension fund made by the employees and the employer is in line with the legal requirements. Contributions vary by country and are in part based on the age of the employee.	
GRI 201-3e Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	TEXAID Group		see GRI 201-3d In addition to the employer contribution, pension providers offer pension plans.	
GRI 201-4a-b Total monetary value of financial assistance received by the organization from any government during the reporting period by country	TEXAID Group		calculated with a conversion rate of EUR/CHF 1.03 TEXAID Germany ii. Subsidies: Investment subsidy for conversion to LED in 2020 CHF 113,277 iii. Research and development subsidies: Project Cirtex in 2021 CHF 7,210 viii. other financial benefits: Training premium in 2021 2 x CHF 6,180 TEXAID Hungary i. Tax reliefs and credits: CHF 29,575 viii. other financial benefits: CHF 27,061 No financial subsidies were reported at TEXAID Switzerland and Bulgaria.	
GRI 201-4c Whether, and the extent to which, any government is present in the shareholding structure	TEXAID Group		No government is present in the shareholder structure.	
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Materials: Management of Material topics	TEXAID Group		Reference: Chapter Material Responsibility/Resource Efficiency	
GRI Standard: GRI 301: Materials 2016				
GRI 301-1a Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period	TEXAID Group	314.64 tons	Comment: Consumable materials (purchased goods) in logistics & sorting	
GRI 301-1a-ii Total collected volume	TEXAID Group	74,320 tons	Comment: Own indicator	
GRI 301-1a-ii Total sorted volume	TEXAID Group	24,376 tons	Comment: Own indicator	
GRI 301-1a-ii Total re-use proportion of sorted volume	TEXAID Group		Comment: Own indicator	
GRI 301-1a-ii Total recycling proportion of sorted volume	TEXAID Group	7,051 tons	Comment: Own indicator	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 301: Materials 2016				
GRI 301-1a-ii Total thermal recovery	TEXAID Group	3,178 tons	Comment: Own indicator	
GRI 301-1a-i Total weight or volume of non-renewable materials that are used to produce and package the organization's primary products and services during the reporting period	TEXAID Group	314.64 tons	Comment: Consumable materials (purchased goods) in logistics & sorting	
GRI 301-1a-ii Total weight or volume of renewable materials that are used to produce and package the organization's primary products and services during the reporting period	TEXAID Group	0	Comment: The consumable materials (purchased goods) consist in part of recycled materials which were not taken into account in this report.	
GRI 301-2a Percentage of recycled input materials used to manufacture the organization's primary products and services.	TEXAID Group	100%	Comment: Only secondary raw materials (pre- and post-consumer textiles) are used.	
GRI 301-3 Percentage of reclaimed products and their packaging materials for each product category.	TEXAID Group	100%	Comment: Only secondary raw materials (pre- and post-consumer textiles) are used.	
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Energy: Management of Material topics	TEXAID Group		Reference: Chapter Ecological Sustainability	
GRI Standard: GRI 302: Energy 2016				
GRI 302-1 Total steam self generated & not consumed	TEXAID Group	0 kWh		
GRI 302-1 Total heating self generated & not consumed	TEXAID Group	0 kWh		
GRI 302-1 Total energy consumption within the organization from previous year	TEXAID Group	-		Not applicable/Data were collected for one year
GRI 302-1 Total electricity self generated & not consumed	TEXAID Group	0 kWh		
GRI 302-1 Total cooling self generated & not consumed	TEXAID Group	0 kWh		
GRI 302-1a Total fuel consumption within the organization from non-renewable sources (in kWh)	TEXAID Group	2406532.1 kWh		
GRI 302-1b Total fuel consumption within the organization from renewable sources (in kWh)	TEXAID Group	0 kWh		
GRI 302-1c-i Total electricity consumption within the organization	TEXAID Group	1685924.48 kWh		
GRI 302-1c-ii Total heating consumption within the organization	TEXAID Group	2321953.88 kWh		
GRI 302-1c-iii Total cooling consumption within the organization	TEXAID Group	45072 kWh		
GRI 302-1c-iv Total steam consumption within the organization	TEXAID Group	0 kWh		
GRI 302-1d-i Total electricity sold	TEXAID Group	0 kWh		
GRI 302-1d-ii Total heating sold	TEXAID Group	0 kWh		
GRI 302-1d-iii Total cooling sold	TEXAID Group	0 kWh		
GRI 302-1d-iv Total steam sold	TEXAID Group	0 kWh		
GRI 302-1e Total energy consumption within the organization	TEXAID Group	6459482.46 kWh		
GRI 302-1f Standards, methodologies, assumptions, and/or calculation tools used (Energy consumption within the organization)	TEXAID Group		Essentially, the data are taken from invoices (monthly, quarterly, annually) or from internal reporting/accounting systems. Evaluations from the electricity providers were added. Estimates were used wherever the calendar year did not correspond to the reporting period and monthly invoices were not available.	
GRI 302-1g Source of the conversion factors used (Energy consumption within the organization)	TEXAID Group		The data from invoices and reporting/accounting systems are in KWh. Conversion of gas across all companies with the factor of 10 Conversion of cooling TEXAID Switzerland with the factor of 12.87	
GRI 302-2a-c Energy consumption outside the organization	TEXAID Group			To be included in the next reporting period.

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 302: Energy 2016				
GRI 302-3a Energy intensity ratio for the organization	TEXAID Group	0.09 kWh	Comment: Energy consumption per kg collected volume	
GRI 302-3b Organization-specific metric (the denominator) chosen to calculate the ratio.	TEXAID Group		Total collected volume	
GRI 302-3c Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	TEXAID Group		All	
GRI 302-3d Whether the ratio uses energy consumption within the organization, outside of it, or both	TEXAID Group		Within the organisation	
GRI 302-4a-d Amount of reductions in energy consumptions achieved as a direct result of of conservation and efficiency initatives	TEXAID Group			Not applicable/Data were collected for one year
GRI 302-5 Reductions in energy requirements of sold products and services achieved during the reporting period	TEXAID Group			Not applicable. Only secondary raw materials (pre- and post-consumer textiles) are used.
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Emissions: Management of Material topics	TEXAID Group		Reference: Chapter Ecological Sustainability	
GRI Standard: GRI 305: Emissions 2016				
GRI 305-1a Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent	TEXAID Group	732.07 tons CO ₂ e		
GRI 305-1b Gases included in the calculation; whether CO ₂ , CH4 , N2O, HFCs, PFCs, SF6, NF3, or all.	TEXAID Group	202	All gases	
GRI 305-1c Biogenic CO ₂ emissions from the combustion or biodegradation of biomass.	TEXAID Group			Biogenic CO ₂ emissions from combustion or biological cultivation of biomass were not calculated separately.
GRI 305-1d Base year for the calculation, if applicable, including the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions.	TEXAID Group			Not applicable/Data were collected for one year
GRI 305-1e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	TEXAID Group		1. GEMIS 2. ecoinvent 3. GHG 4. BEIS	
GRI 305-1f Consolidation approach for emissions; whether equity share, financial control, or operational control	TEXAID Group		Full control	
GRI 305-1g Standards, methodologies, assumptions, and/or calculation tools used	TEXAID Group		Direct measurement of energy sources consumed (coal, gas) or lost (refilling) of cooling systems and conversion into greenhouse gases (CO ₂ equivalents) as well as estimates were used to calculate greenhouse gas emissions	
GRI 305-2a Gross location-based energy indirect (Scope 2) GHG emissions	TEXAID Group	1662.33 tons CO ₂ e		
GRI 305-2b If applicable, gross market-based energy indirect (Scope 2) GHG emissions	TEXAID Group	2		Not applicable, because it was only possible to collect data for GRI 305-2a indirect greenhouse gas emissions from energy (Scope 2) at the gross location.
GRI 305-2c If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF, NF, or all	TEXAID Group		All gases	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 305: Emissions 2016				
GRI 305-2d Base year for the calculation, if applicable, including the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions	TEXAID Group			Not applicable/Data were collected for one year
GRI 305-2e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	TEXAID Group		1. GEMIS 2. ecoinvent 3. GHG 4. BEIS	
GRI 305-2f Consolidation approach for emissions; whether equity share, financial control, or operational control	TEXAID Group		Full control	
GRI 305-2g Standards, methodologies, assumptions, and/or calculation tools used	TEXAID Group		Direct measurement of energy sources consumed (coal, gas) or lost (refilling) of cooling systems and conversion into greenhouse gases (CO2 equivalents) as well as estimates were used to calculate greenhouse gas emissions	
GRI 305-3a Gross other indirect (Scope 3) GHG emissions	TEXAID Group	617.23 tons CO ₂ e		
GRI 305-3b If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF, NF, or all	TEXAID Group		All gases	
GRI 305-3c Total biogenic CO ₂ emissions	TEXAID Group			Biogenic CO ₂ emissions from combustion or biological cultivation of biomass were not calculated separately.
GRI 305-3d Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	TEXAID Group		see 305-3g	
GRI 305-3e Base year for the calculation, if applicable, including the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions	TEXAID Group			Not applicable/Data were collected for one year
GRI 305-3f Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	TEXAID Group		1. GEMIS 2. ecoinvent 3. GHG 4. BEIS	
GRI 305-3g Standards, methodologies, assumptions, and/or calculation tools used	TEXAID Group		Direct measurement of purchased goods used for packaging and converted into greenhouse gases (CO2 equivalents) in order to estimate GRI 305-3a 'Gross other indirect (Scope 3) greenhouse gas emissions'.	
GRI 305-4a GHG emissions intensity ratio for the organization	TEXAID Group	0.04 kg CO₂e	Comment: GHG emission in kg emission/kg collected textiles	
GRI 305-4b Organization-specific metric (the denominator) chosen to calculate the ratio	TEXAID Group		Total collected volume	
GRI 305-4c Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	TEXAID Group		Scope 1, 2 and 3 (see overview chapter Ecological Sustainability)	
GRI 305-4d Gases included in the calculation; whether CO_2 , CH4 , N2O, HFCs, PFCs, SF6, NF3, or all	TEXAID Group		All gases	
GRI 305-5 a-e Reduction of GHG emissions	TEXAID Group			Not applicable/Data were collected for one year
GRI 305-6 a-d Emissions of ozone-depleting substances (ODS)	TEXAID Group			Not applicable
GRI 305-7 a-c Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	TEXAID Group			Not applicable
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Employment: Management of Material topics	TEXAID Group		Reference: Chapter Social Responsibility	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 401: Employment 2016				
GRI 401-1a-b Total number and rate of new employee hires and employee turnover	TEXAID Group			To be included in the next reporting period.
GRI 401-2a Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees including life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others	TEXAID Group		TEXAID Bulgaria does not employ part-time or temporary staff. TEXAID Switzerland: Benefits for part-time employees are calculated based on workload with the benefits themselves remaining the same. Temporary staff are not controlled by the organisation. Activities of temporary staff in Switzerland: Tasks in the Logistics area TEXAID Hungary: No benefits for temporary staff. The staff are not controlled by the organisation. Activities of temporary staff in Hungary: Electricians and mechanics called in as required TEXAID Germany: No restrictions for part-time employees	,
GRI 401-2b The definition used for 'significant locations of operation'	·		Data were collected for the companies included in this report in Switzerland, Germany, Bulgaria and Hungary.	
GRI 401-3a Total number of male employees that were entitled to parental leave	TEXAID Group	3 FTE		
GRI 401-3a Total number of female employees that were entitled to parental leave	TEXAID Group	16 FTE		
GRI 401-3b Total number of male employees that took parental leave	TEXAID Group	3 FTE		
GRI 401-3b Total number of female employees that took parental leave	TEXAID Group	16 FTE		
GRI 401-3c Total number of male employees that returned to work in the reporting period after parental leave ended	TEXAID Group	3 FTE		
GRI 401-3c Total number of female employees that returned to work in the reporting period after parental leave ended	TEXAID Group	11 FTE		
GRI 401-3d Total number of male employees that returned to work after parental leave ended that were still employed 12 months after their return to work	TEXAID Group	3 FTE		
GRI 401-3d Total number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	TEXAID Group	10.7 FTE		
GRI 401-3e Return to work rate of male employees that took parental leave	TEXAID Group	100%		
GRI 401-3e Return to work rate of female employees that took parental leave	TEXAID Group	69%		
GRI 401-3e Retention (still employed after 12 months) rate of male employees that took parental leave	TEXAID Group	100%		
GRI 401-3e Retention (still employed after 12 months) rate of female employees that took parental leave	TEXAID Group	67%		
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Occupational Health and Safety: Management of Material topics	TEXAID Group		Reference: Chapter Social Responsibility	
GRI Standard: GRI 403: Occupational Health and Safety 20	18			
GRI 403: Occupational Health and Safety 20's GRI 403-1a A statement of whether an occupational health and safety management system has been implemented	TEXAID Switzerland		Occupational health & safety management has been implemented and adheres to the requirements of SUVA: 1. Safety policy, safety goals 2. Safety organisation 3. Training, instruction, information 4. Safety regulations 5. Identification of hazards, risk assessment 6. Planning and implementation of measures 7. Emergency organisation 8. Cooperation 9. Health protection 10. Monitoring, audit In addition, the review using the online tool LEXPLUS guarantees conformity with the current legislation.	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 403: Occupational Health and Safety 201	18			
GRI 403-1a	TEXAID Hungary		The internal occupational health and safety system is subordinate to the legal requirements.	
GRI 403-1a	TEXAID Bulgaria		The internal occupational health and safety system is subordinate to the legal requirements.	
GRI 403-1a	TEXAID Germany		Occupational Health Management (OHM) is used to minimise the risk of workplace-related physical and mental hazards. The responsibility is shared by the responsible person in charge for occupational safety (organisation), the occupational safety specialist (identification and appraisal) and the in-house company doctor (medical prevention and after-care).	
GRI 403-1b A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	TEXAID Group		No employees, processes or workplaces are excluded from the occupational health and safety system.	
GRI 403-2a A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks	TEXAID Switzerland		Hazards are determined by means of SUVA checklists for all work involved.	
GRI 403-2a	TEXAID Hungary		Employees are continuously made aware of known hazards and supported through training e.g. fire safety	
GRI 403-2a	TEXAID Bulgaria		Regular reports are made to the legal representatives and regular checks are implemented to ensure compliance with the legal requirements.	
GRI 403-2a	TEXAID Germany		Through the use of a process management tool, workplace-related hazards are systematically recorded and reviewed annually. Their effectiveness is ensured through internal audits.	
GRI 403-2a-ii How the results of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis are used to evaluate and continually improve the occupational health and safety management system.	TEXAID Switzerland		Hazards are identified with checklists and hazard analyses. Accidents and near-accidents are systematically evaluated and measures are initiated to avoid recurrences. This ensures continuous improvement. Regular periodic safety checks on machines, vehicles, systems, equipment, devices, and outdoor areas ensure that the potential for danger is minimised.	
GRI 403-2a-ii	TEXAID Hungary/ TEXAID Bulgaria		Legal safety measures are followed.	
GRI 403-2a-ii	TEXAID Germany		Based on the analysis and assessment of risks, systematic recording of the results is ensured.	
GRI 403-2b A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	TEXAID Switzerland		TEXAID is a member of the SUVA Charter. It is thus ensured that in the event of a violation of vital safety rules all employees proceed as follows: Stop in the event of danger, eliminate danger, and only then continue working. Naturally without any fear of repression. This applies at all levels of the hierarchy. Also supervisors should be stopped if they violate the vital rules.	
GRI 403-2b	TEXAID Hungary/ TEXAID Bulgaria		Employees can inform their supervisors about hazards or dangers at any time. The anonymised letterbox or the electronic channel of the reporting system can be used for this purpose.	
GRI 403-2b	TEXAID Germany		Employees have the option to make reports to trained first aiders, fire protection assistants, and safety officers who are members of the staff as well as via the internal reporting system (analogue and digital), which also allows anonymous reports.	
GRI 403-2c A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals	TEXAID Switzerland		TEXAID is a member of the SUVA Charter. It is thus ensured that in the event of a violation of vital safety rules all employees proceed as follows: Stop in the event of danger, eliminate danger, and only then continue working. Naturally without any fear of repression.	
GRI 403-2c	TEXAID Hungary		Before recruitment and during the onboarding phase, employees are informed in detail of their work activities. According to the analysis by the safety expert, no activities are classified being as high risk. In the event of uncertainties, employees can contact their supervisor at any time.	
GRI 403-2c	TEXAID Bulgaria		The process is regulated by the law on safety at the workplace. Employees can refuse to participate in a work process if they believe it to be dangerous. During the regular initial training on occupational safety, which is updated each month and published in a special journal, both the employer and the employees can make a report.	
GRI 403-2c	TEXAID Germany		Through workplace-related risk assessments, workplace descriptions, work instructions, health and safety instructions, and signs. There are no reprisals.	
GRI 403-2d A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system	TEXAID Switzerland		All accidents are recorded by HR; the safety officer evaluates accidents and near-accidents and initiates preventive measures wherever possible.	
GRI 403-2d	TEXAID Hungary		External emergency care and fire fighting specialists perform regular checks.	
GRI 403-2d	TEXAID Bulgaria		In addition to compliance with the law on occupational safety, an external third party service provider who is certified in accordance with the legal requirements works for TEXAID Bulgaria. The external service provider consults experts such as work safety specialists or doctors, draws up checklists and risks and suggests measures. Internally, the area is coordinated by the Head of HR.	
GRI 403-2d	TEXAID Germany		The investigations involve a risk analysis and resulting risk assessments, occasional changes to the workplace, regular meetings of the Work Safety Committee and the Continuous Improvement Process (CIP).	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 403: Occupational Health and Safety 201	8			
GRI 403-3a A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them	TEXAID Switzerland		Internally, there is a person responsible for occupational health and safety. In the event of any ambiguities, the latter shall consult medical experts or occupational safety specialists. Goals and measures are summarised at group level.	
GRI 403-3a	TEXAID Hungary		External emergency care and fire fighting specialists In addition, TEXAID Hungary has a contractual agreement with a doctor to perform employee examinations 1-2 times a year.	
GRI 403-3a	TEXAID Bulgaria		A contract with an expert organisation in accordance with the requirements of a special law which sets out these requirements is in place. Several expert doctors visit the company 1 time a year in order to perform employee examinations and measure the noise, dust and light levels in the production hall.	
GRI 403-3a	TEXAID Germany		Preventative occupational health examination in line with the risk assessments are offered	
GRI 403-4a A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers	TEXAID Switzerland		TEXAID employees are regularly made aware of possible risks in the workplace. Furthermore, a campaign on occupational health and safety is organised in all departments every year. Incidents are communicated monthly at operational meetings. Employees have the option to suggest improvements within the framework of the Continuous Improvement Process (CIP). Participation/feedback from employees is expressly desired. Suggestions for improving occupational safety are examined and monetary rewards are provided if suggestions are implemented. Employees are also welcome to express wishes about the content of the awareness training.	
GRI 403-4a	TEXAID Hungary		No specific process has been implemented. However, the culture is characterised by open communication.	
GRI 403-4a	TEXAID Bulgaria		The anonymous reporting system can be used for this purpose or the supervisors can be contacted directly.	
GRI 403-4a	TEXAID Germany		Employees have the opportunity to work on improvements or make suggestions, especially through the occupational help assistants (first aiders, safety officers, fire protection assistants).	
GRI 403-4b Where formal joint management—worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees	TEXAID Group		No such committees are in place. Instead, there are individual experts within the companies or systems and processes set out by law.	
GRI 403-5a A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	TEXAID Switzerland		The following occupational health and safety training courses are offered: Onboarding on the topic of occupational health and safety, personal introduction/training on machines, devices, and vehicles, monthly information at the operational meeting, annual campaigns on safety-related topics.	
GRI 403-5a	TEXAID Hungary		All employees are instructed in fire protection and emergencies.	
GRI 403-5a	TEXAID Bulgaria		In addition to the introductory initial training, regularly training sessions are held. This training covers fire protection, workplace risks and workplace safety measures.	
GRI 403-5a	TEXAID Germany		The following trainings are offered: Initial training and annual follow-up training of a general nature and on workplace-related risks	
GRI 403-6a An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	TEXAID Switzerland		Employees can apply for such support. TEXAID provides support and consultation on health issues as far as it is within the scope of its expertise.	
GRI 403-6a	TEXAID Hungary		No specific non-occupational medical health services are offered.	
RI 403-6a	TEXAID Bulgaria		The management is covered by an additional health service package. Monthly payments are made to a health fund and this includes the option of additional health checks and potential health procedures.	
GRI 403-6a	TEXAID Germany		The following services are offered: Offer of preventative medical examinations, consultations with the in-house doctor, offer of vaccinations during working hours, annual health day	
GRI 403-6b A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs	TEXAID Switzerland		In Schattdorf, regular yoga sessions were offered during working hours in 2021. Applications for support are checked and co-financed if considered reasonable.	
GRI 403-6b	TEXAID Hungary		No voluntary measures implemented.	
GRI 403-6b	TEXAID Bulgaria		No voluntary measures implemented.	
GRI 403-6b	TEXAID Germany		The offered services include among others: health day, preventative examinations, and vaccinations	
GRI 403-7a A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks	TEXAID Group		TEXAID endeavours to regularly draw attention to risks and hazards. The implementation differs from entitity to entitiy (e.g. management systems, legal obligations, internal/external audits). In addition, efforts are made throughout the TEXAID group in order to involve employees in decision-making and to generally raise awareness of the dangers that exist in the private and working environment.	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 403: Occupational Health and Safety 20	18			
GRI 403-8a-i Total number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	TEXAID Group	817 FTE	Comment: The system includes all employees. TEXAID does not have any workers who are not employees but whose work is controlled by the organisation.	
GRI 403-8a-i Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	· ·	100%	Comment: The system includes all employees; there are no workers who are not employees but whose work is controlled by the organisation.	
GRI 403-8a-ii Total number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	TEXAID Group	817 FTE	Comment on internal audit: Chapter Social Sustainability	
GRI 403-8a-ii Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	· ·	100%	Comment on internal audit: Chapter Social Sustainability	
GRI 403-8a-iii Total number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	TEXAID Group	0	Comment: No external audits took place	
GRI 403-8a-iii Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	TEXAID Group	0%	Comment: No external audits took place	
GRI 403-8b Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	TEXAID Group		No employees are excluded	
GRI 403-8c Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	TEXAID Group		The collected data are based on reported accidents as well as existing processes in the companies and the applicable laws in the respective countries. In Germany, an annual health insurance evaluation is also provided which lists the most frequent illnesses in the company. However, since those evaluations are anonymous, it is not possible to trace the area or department in the company.	
GRI 403-9a-i Total number of fatalities as a result of work-related injury for all employees	TEXAID Group	0		
GRI 403-9a-i Rate of fatalities as a result of work-related injury for all employees	TEXAID Group	0%		
GRI 403-9a-ii Total number of high-consequence work-related injuries (excluding fatalities) for all employees	TEXAID Group	0		
GRI 403-9a-ii Rate of high-consequence work-related injuries (excluding fatalities) for all employees	TEXAID Group	0%		
GRI 403-9a-iii Total number of recordable work-related injuries for all employees	TEXAID Group	32		
GRI 403-9a-iii and e Rate of recordable work-related injuries for all employees	TEXAID Group	3.95	Comment GRI 403-9e: calculated x 200,000 hours (equivalent per 100 employees)	
GRI 403-9a-iv For all workers, the main types of work-related injury	TEXAID Group		Cuts Strains Contusions Crush injuries Grazes	
GRI 403-9a-v Total number of hours worked for all employees	TEXAID Group	1618410.4 Hours		
GRI 403-9b-i-v For all workers who are not employees but whose work and/or work-place is controlled by the organization: Total number and rate of fatalities as a result of work-related injury, of high-consequence work-related injuries (excluding fatalities), of recordable work-related injuries, of work-related injury	TEXAID Group		No workers who are not employees but whose work is controlled by the organisation	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 403: Occupational Health and Safety 20	18			
GRI 403-9c The work-related hazards that pose a risk of high-consequence injury	TEXAID Group		Road traffic, high weight of the clothes bags, dangerous items in the clothes bags, sharp edges of loading device, loading of clothes bags (throwing), conveyor belts, fork lifts, work at height, machine injuries (e.g. cutting machine)	
GRI 403-9c-ii Among the work-related hazards that pose a risk of high-consequence injury, which of these hazards have caused or contributed to cases of ill health during the reporting period	TEXAID Group		TEXAID is not aware of any such incidents. Moreover, data protection ensures that details relating to illnesses cannot be passed on.	
GRI 403-9c-iii Among the work-related hazards that pose a risk of high-consequence injury, what are actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	TEXAID Group		Safety clothing (e.g. cut protection gloves), machine optimisation (e.g. use of forklifts with alert sounds) and training on how to operate the machinery, instructions and awareness-raising for job-specific activities (e.g. postur during container emptying), initial and follow-up instructions, regular check-ups, monitoring and implementation of measures after accidents took place for future avoidance	e
GRI 403-9d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	TEXAID Group		No other known hazards. Hazards and illnesses are noted under 403-9a-iv, 403-10a-iii and 403-10c.	
GRI 403-9f Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	TEXAID Group		No employees are excluded	
GRI 403-9g Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	TEXAID Group		The number of reported injuries is taken from the internal reporting system. The measures are taken from the minutes of safety specialists, PCDA cycle and Continuous Improvement Process (CIP).	
GRI 403-10a-i Total number of fatalities as a result of work-related ill health for all employees	TEXAID Group	0		
GRI 403-10a-ii Total number of cases of recordable work-related ill health for all employees	TEXAID Group	20		
GRI 403-10a-iii For all employees, the main types of work-related ill health	TEXAID Group		Muscle and skeletal diseases Respiratory ailment Mental diseases Injuries or poisoning	
GRI 403-10b-i-iii For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of fatalities as a result of work-related ill health, the number of cases of recordable work-related ill health, the main types of work-related ill health	TEXAID Group	0	No workers who are not employees but whose work is controlled by the organisation	
GRI 403-10c The work-related hazards that pose a risk of ill health	TEXAID Group		Physical or mental stress, air conditioning incl. cold, dust	
GRI 403-10c-ii Among the work-related hazards that pose a risk of ill health, which of these hazards have caused or contributed to cases of ill health during the reporting period	TEXAID Group		This information is subject to data protection and cannot be published.	
GRI 403-10c-iii Among the work-related hazards that pose a risk of ill health, what are actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	TEXAID Group		Effective distribution of tasks and recruitment of new employees, ensure efficient ventilation and offer masks, workplace-related risk assessments and monitoring	
GRI 403-10d Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	TEXAID Group		No employees are excluded.	
GRI 403-10e Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	TEXAID Group		The number of reported accidents and work-related ill health is taken from the internal reporting system.	
GRI Standard: GRI 3: GRI Material Topics 2021				
GRI 3-3 Training and Education: Management of Material topics	TEXAID Group		Reference: Chapter Social Responsibility	
GRI Standard: GRI 404: Training and Education 2016				
GRI 404-1a Total number of training hours provided to employees	TEXAID Group	14791 Hours	Comment: The companies include different training items in the instructions/training hours. For the next reporting period, it is planned to achieve consistency and standardisation among all entities. The type of training is described in more detail in the chapter Social Sustainability.	

DISCLOSURE	ORGANISATION	VALUE/ REFERENCE	TEXT VALUE / REFERENCE	OMISSIONS
GRI Standard: GRI 404: Training and Education 2016				
GRI 404-2a Type and scope of programs implemented and assistance provided to upgrade employee skills.	TEXAID Switzerland		Staff appraisals (at least 1 x per year) and support of further education in accordance with the further education regulations	
GRI 404-2a	TEXAID Hungary		Quality controls are implemented continuously in order to achieve improvements.	
GRI 404-2a	TEXAID Bulgaria		The Head of Production and the Quality Manager follow a training programme that includes all employees. Everyone is checked approximately once a week.	
GRI 404-2a	TEXAID Germany		Detailed onboarding, training at other workplaces, mentoring for the onboarding of other employees	
GRI 404-2b Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	TEXAID Switzerland		Outplacements in the case of certain terminations for economic reasons Severance payments according to years of service Case management for long absences due to illness Early registration with the IV	
GRI 404-2b	TEXAID Hungary/ TEXAID Bulgaria		No such processes have been implemented, no cases have been recorded.	
GRI 404-2b	TEXAID Germany		Individual support from the managers	
GRI 404-3a Percentage of total employees in management who received a regular performance and career development review during the reporting period.	TEXAID Group	36%		
GRI 404-3a Percentage of total other employees (excl. management) who received a regular performance and career development review during the reporting period	TEXAID Group	54%		

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