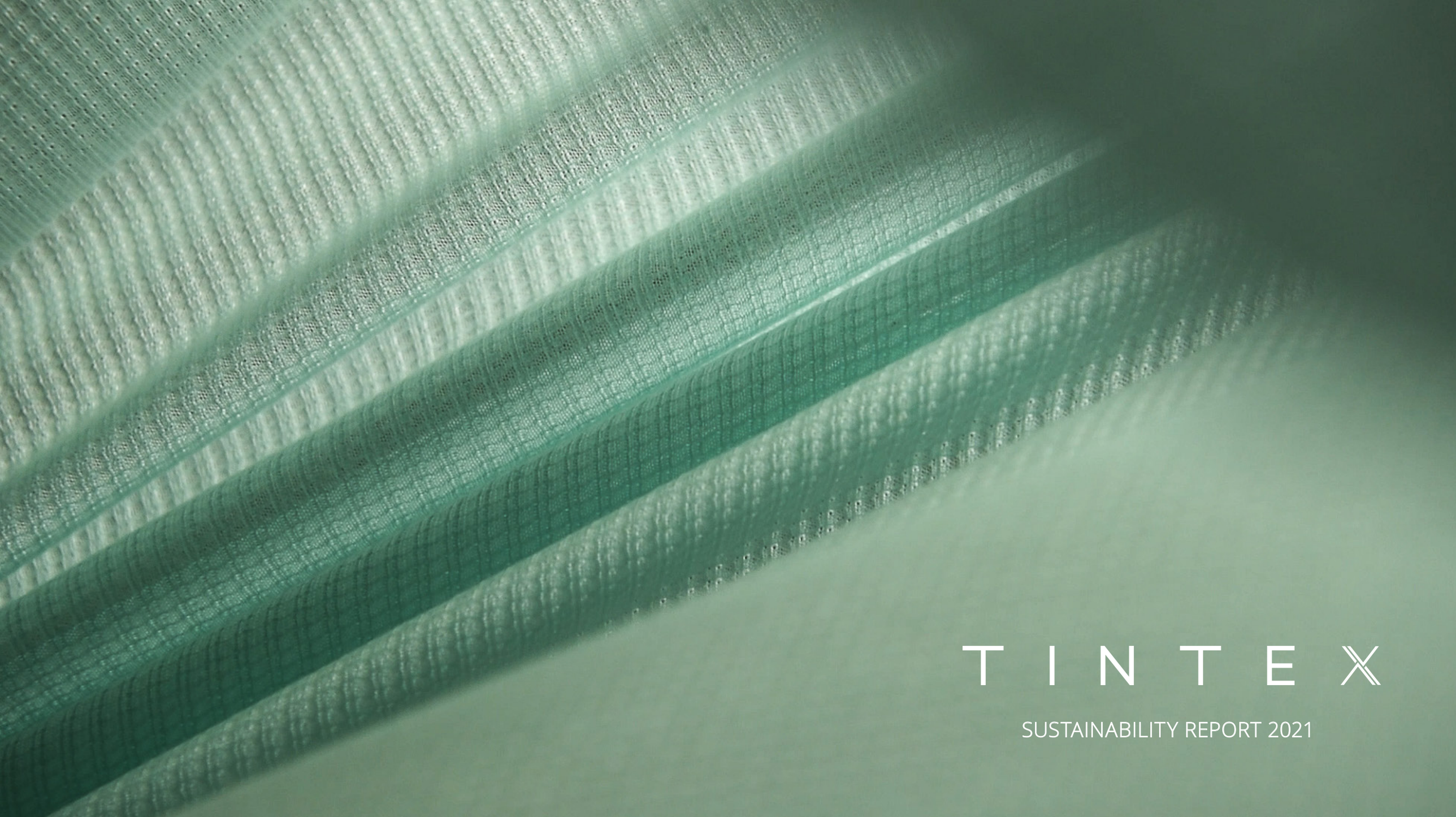


TINTEX

SUSTAINABILITY REPORT 2021

_INDEX

MESSAGE FROM THE BOARD

Dear Reader,

We hope to find you in good health and high spirits.

Thank you in advance for taking the time and interest to read our 2021 Sustainability Report, a sincere effort to show our commitment to responsible production, transparency and continuous improvement.

The textile industry, like many others, has been – and still is – significantly impacted by the COVID-19 pandemic. We have faced unprecedented disruptions in supply chains, fluctuating demand, and an evolving economic landscape. Yet, amidst these challenges, we have also shown the resilience and adaptability of our organization, the revigorated contact with clients and partners, the shared will to do more and to do better, and all this has reinforced our commitment to humane values and stronger relationships.

Sustainable practices enable us to build a more robust business model and a better world in all aspects. By investing in eco-friendly design and high-quality materials, reducing waste, and minimizing our carbon footprint, we not only contribute to a healthier planet but also ensure that our operations are less vulnerable to future, unpredictable events. Conscious sourcing, leaner production methods and innovative fabrics have allowed us to more effectively navigate supply chain disruptions and fluctuations in global demand.

Our commitment to sustainability goes beyond immediate economic gains. We understand that by upholding environmental and social responsibility, we are creating lasting value for all our stakeholders. This includes not only our clients, but also our employees, suppliers, and the communities with which we engage. We want to leave a positive impact on our surroundings and on our people, inspiring and enabling them to be drivers of social, environmental and economic advancement in our region and wherever their actions take them.

Furthermore, we plan to work even more closely with our partners to create a culture of sustainability within our organization and its ramifications inside and outside the business dimension. Our aim is not only to meet industry standards but to set new benchmarks for responsible and ethical business practices. As we navigate the path to recovery in a postpandemic world, it is essential to recognize that sustainability is not just a buzzword, but a strategic and moral imperative. It is our duty to safeguard the planet for future generations, and it is also a key to long-term business success. We extend our heartfelt gratitude to our dedicated employees, loyal clients, and all supportive stakeholders for their continued trust and cooperation. Together, we can cultivate and nurture a strong, bright and prosperous future for all.

Thank you.
Sincerely,

The Executive Board
Mário Jorge, Ricardo and Pedro

_A PURPOSE DRIVEN APPROACH

2.1_ STAKEHOLDER ENGAGEMENT
2.2_ MATERIALITY ASSESSMENT

TINTEX started the journey of sustainability and innovation practically from its inception. This section covers the approach related to the culture of sustainability embedded in the way the company operates.

The integration of TINTEX's beliefs and commitment to working toward responsible and sustainable development results in conscious efforts taken throughout the company's actions and decisions. The mission and values of TINTEX are integrated into every aspect of the business and innovation plays a relevant goal in TINTEX's vision of sustainability strategy. The aim of this purpose driven approach is to deliver positive impact whenever possible, not limited to TINTEX but also extending to those affected by their business.

Since 2018, the company has established a sustainability department which is constantly seeking and developing improved solutions for high performance in all domains of the triple bottom line - economy, environment and people.

With innovation as main driver for sustainability, TINTEX continuously contributes to the disruption of the textile industry and reinforces its position. This is how the company pledges to leave a better legacy to the following generations.

The approach hereby presented allows the company to think and act from medium to long-term perspective, a fundamental key to achieve their goals.

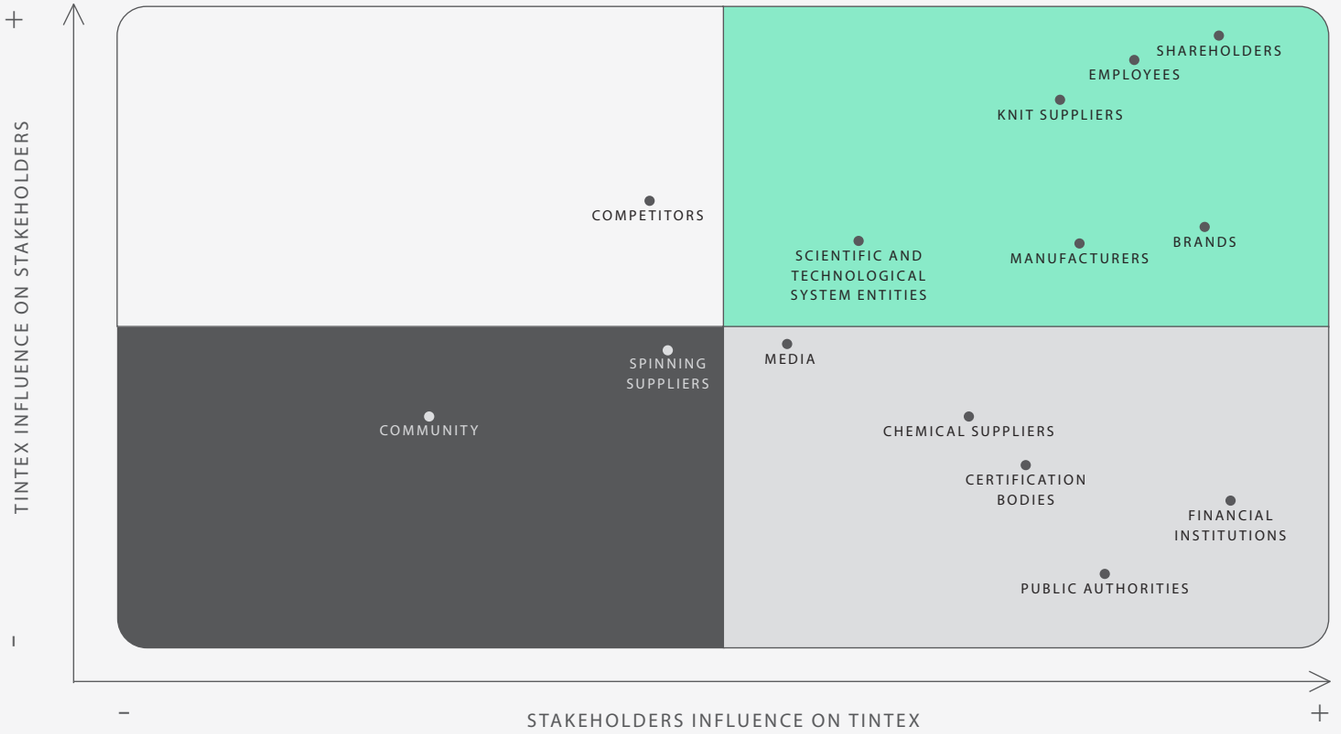
1

1.1.

STAKEHOLDER ENGAGEMENT

As engagement with its stakeholders is a key priority to a responsible and transparent business, TINTEX has maintained this activity when assessing the organization's context and as part of the company's sustainability management. After determining the list of stakeholders, a matrix was created to identify which of them would be primarily engaged based on the dependency and influence they have on TINTEX and vice-versa.

The company surveys interested parties to understand their needs and expectations and the degree of satisfaction related to them. This approach helps to prioritize efforts and identify material issues. The engagement is carried out through various interactions - questionnaires, meetings, visits, e-mails, channels of suggestions/complaints, among others.



1.2.

MATERIALITY ASSESSMENT

According to the definition of material topics of the updated GRI standards 2021, TINTEX has defined its material topics with focus on its most representative impacts on the environment, economy, and people (including human rights), through the following process:

- **1. CONTEXT ANALYSIS**
  Process conducted to gather and understand the main topics and impacts related to the business and company's operations. The results from engagement with some of the most relevant stakeholders were also considered.

- **2. REVIEW OF MATERIAL TOPICS**
  The topics and impacts raised in the previous step were crossed with the ones from the last TINTEX's sustainability report.

- **3. IDENTIFICATION AND PRIORIZATION OF MATERIAL TOPICS**
  From 17 topics, 12 were identified as material due to its high impacts on environment, economy and people. There were distributed by different groups according to the nature and scope of the impacts they reflect.

- **4. SDG INTEGRATION WITHIN TINTEX'S STRATEGY**

Each material topic main title is evidenced below and its report includes an overall description of its impacts, its management approach, the GRI standards and indicators from TINTEX to respond to the respective topic. Whenever possible, results from previous years are presented to enable the monitoring of progress.

GROUP/CHAPTER	MATERIAL TOPIC
ABOUT TINTEX	- Ethics and transparency - Reputation and branding
TRACEABILITY	- Raw materials - Chemical products - Certifications
ENVIRONMENTAL PERFORMANCE	- Energy management - Water management - Gas emissions management
SOCIAL PERFORMANCE	- Social responsibility
OPERATIONAL PERFORMANCE	- Legal and regulatory compliance - Economic performance - Technological innovation and cooperation

The identification and significance of impacts was carried out through a qualitative and quantitative analysis including some mechanisms and criteria to help in the prioritization of material topics:

- Positive and negative effects on environment, economy and people;
- SWOT analysis;
- PESTEL analysis
- Risk analysis;
- Internal analysis for environmental aspects and impacts.

IMPACTS
Impact is seen as the effect, positive or negative, that the organization's activities have on the economy, environment and/or in society

TINTEX's commitment to the Sustainable Develoment Goals preceded the 2030 Agenda and the Global Goals. The SDG integration in the TINTEX strategy and business model is based on a three step process:

1 First, based on the materiality analysis where the most signigicant positive and negative were highlighted, the company has set its priority topics for action.

2 Second, TINTEX selected the Sustainable Development Goals to which the company could contribute in alignment with its priorities.

3 At last, the SDGs were integrated into TINTEX's business strategy by setting goals, actions, and indicators annually disclosed in the company's sustainability report.

MATERIAL TOPICS FROM THE MOST PRIORITY TO THE LEAST ACCORDING TO THE RESPECTIVE IMPACTS ON THE ENVIRONMENT, ECONOMY AND SOCIETY:

MATERIAL TOPIC	COMMITMENTS	SDG	TARGETS	INTEGRATION WITHIN TINTEX'S STRATEGY
ECONOMIC PERFORMANCE	—	8 DECENT WORK AND ECONOMIC GROWTH	**8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services. **8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of programes on Sustainable Consumption and Production, with developed countries taking the lead.	TINTEX's activity generates economic value for the communities where it is present in terms of salaries paid to employees, contracts with suppliers, investments in the community and payments to the government in the form of taxes and fees. The company's in-depth work developed in the sustainability field during the last years sets it in a privileged market position to capture the sharp demand of the informed and conscious consumer segment.
LEGAL AND REGULATORY COMPLIANCE	—	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**16.6** Develop effective, accountable and transparent institutions at all levels.	To manage the effectiveness of legal and regulatory compliance, the company screens an internal list with all points of legislation applied to the type of industry in which they operate. This list is created and developed by a third-party service specialized in this topic. After evaluating each point, those that need to be improved are identified and become targeted action points.

MATERIAL TOPIC	COMMITMENTS	SDG	TARGETS	INTEGRATION WITHIN TINTEX'S STRATEGY
ETHICS AND TRANSPARENCY	GLOBAL COMPACT Nº 10	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16.6 Develop effective, accountable and transparent institutions at all levels. 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	For TINTEX, good ethics are inseparable from transparency. This is reflected throughout the company, including in its internal strategy. TINTEX seeks to provide as much information as possible to its stakeholders and the present sustainability report is part of this philosophy.
ENERGY MANAGEMENT	SBTi commitment: 50% reduction in total emissions by 2030	7 AFFORDABLE AND CLEAN ENERGY	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3 By 2030, double the global rate of improvement in energy efficiency.	TINTEX designed an energy rationalization plan, controls energy consumption and examines annually if the plan is being effective. The company has photovoltaic panels to produce renewable energy contributing to the reduction of consumption of non-renewable energy resources.
WATER MANAGEMENT	Certifications– OEKO-TEX® SteP, Higg, ISO 14001, ISO 9001, OEKO-TEX® DETOX TO ZERO, ZDHC SBTI regarding effluent GLOBAL COMPACT N 8 Charter of Principles of the BCSD Portugal: 5.2. Implementation of aWaRe funded project to reuse up to 30% of own wastewater	6 6. CLEAN WATER AND SANITATION	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	Aware of the impacts of its activity on water resources, TINTEX addresses water-related impacts by adopting water management strategy, risk analysis, water efficient technologies, water reusing projects, and its own wastewater treatment system. The water management is also based on the guidelines of bluesign®, OEKO-TEX® STeP, ZDHC, OEKO-TEX® DETOX TO ZERO® and ISO 14001.
GAS EMISSIONS MANAGEMENT	SBTi: 50% reduction in total emissions by 2030 GLOBAL COMPACT Nº 8 BCSD: 5.1 and 5.2	13 CLIMATE ACTION	13.2 Integrate climate change measures into national policies, strategies and planning. 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	TINTEX accounts its GHG emissions in accordance with the GHG Protocol standard. It takes continuous actions according to a plan to monitor and reduce the emissions. The company sets GHG emissions' reductions according to the Science Base Target initiative.

MATERIAL TOPIC	COMMITMENTS	SDG	TARGETS	INTEGRATION WITHIN TINTEX'S STRATEGY
TECHNOLOGICAL INNOVATION AND COOPERATION	GLOBAL COMPACT Nª9 BCSD: 5.1, 5.3 NP4457 Commitment with ELLEN MCARTHUR FOUNDATION -*CIRCULARITY*	INDUSTRY, INNOVATION AND INFRASTRUCTURE	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.	Technological innovation within the company relates not only products, but also processes. TINTEX has a research, development and innovation management system certified according to NP 4457. The company's goals are to deliver differentiated products based on quality, sustainability and innovation along a product range that comprises solutions for fashion, workwear, footwear, bags, home textiles and protective equipment.
	BCSD: 6.1	**8** DECENT WORK AND ECONOMIC GROWTH	**8,2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.	
		9	**9.5**	
		17 PARTNERSHIPS FOR THE GOALS	**17.7** Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Building partnerships is a key factor for TINTEX's success and that is reflected in the company's strategy and annual action plan. This includes strengthening existing partnerships and building new ones with the community, scientific and technological entities, consortiums, and other kinds of partners.
REPUTATION AND BRANDING	—	**8** DECENT WORK AND ECONOMIC GROWTH	**8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	TINTEX's notable brand reputation is the product of its innovation capacity, transparency, integrity, and quality which enables the company to rise as a global leader striving toward superior responsible fashion systems.

MATERIAL TOPIC	COMMITMENTS	SDG	TARGETS	INTEGRATION WITHIN TINTEX'S STRATEGY
SOCIAL RESPONSIBILITY	BCSD - 2,3,4 GLOBAL COMPACT Nº 1,2,3,4,5,6 and 10 Social reference ICS and SCLP as a response to some of the clients OEKO-TEX® STeP , integrated policy, Better Cotton Initiative (BCI), GOTS, bluesign® and GRS.	8 DECENT WORK AND ECONOMIC GROWTH	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	People are at the center of the company's interests. Working conditions, health and safety and well being are fundamental pillars of the company's relationship with the employees and community, as well. Company's code of conduct outlines the company's position on labor, environmental values and policies. TINTEX respects international principles and guidelines on human rights.
RAW MATERIALS	GOTS/GRS, BCI, Lenzing	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	TINTEX has implemented high controlled processes to ensure that raw materials are produced with respect for social and environmental criteria. These processes include traceability, responsible sourcing policy, supplier selection, trustworthy relationships, and material certifications.

MATERIAL TOPIC	COMMITMENTS	SDG	TARGETS	INTEGRATION WITHIN TINTEX'S STRATEGY
CHEMICAL PRODUCTS	Internal commitment: acquire 100% transparent chemicals BCSD: 5.1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources. **12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	Strict chemicals management is a critical factor for the business due to its impacts but, at the same time, it represents a competitive differentiation because clients often prefer TINTEX for its bold reputation in the continuous search for socially and environmentally acceptable chemicals. The company also works with enzymes as an alternative for synthetic chemicals and joined the ZDHC program to reduce its chemical impact throughout the entire production process.
CERTIFICATIONS	—	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. **12.8** By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	TINTEX grants its social and environmental responsibility with some of the most influential textile industry certifications and eco labels attesting the products' attributes as well as the company's behavior, strengthening brand reputation and client trust.

_ABOUT TINTEX

TINTEX TEXTILES is a Portuguese manufacturer of knit fabrics and expert in dyeing, finishing, and coating processes. The company is located in Vila Nova de Cerveira, Portugal, and has over 22 years of experience in producing circular knits for various segments, including Fashion, Athleisure, Intimate, and Home Textiles. TINTEX currently has an extensive portfolio of more than 5 500 active references, offering a comprehensive selection of products designed to provide clients (brands and garment manufacturers) with sustainable and innovative collections. The company's focus is on continuously striving to explore new concepts and improve existing ones by applying innovative technologies to provide unique products to their clients.

This section adresses 2 material topics - **Ethics and transparency** and **Reputation and branding.**

2

2.1.

PURPOSE AND COMPANY VALUES

PURPOSE

TINTEX is committed to make a difference, seeking to show that responsible business patterns are feasible in the textile industry. By prioritizing social and environmental values in addition to economic development, the company is deconstructing the paradigm of a polluting sector dominated by fast fashion. With a comprehensive and holistic view, TINTEX knows that business as usual is no longer viable, so the company has proactively adopted a responsible production that links manufacturing with awareness, consciousness and innovation, and this is clearly reflected in the company's performance through:

- Creating purposeful company value;
- Strategic design and deployment aligned with sustainability pillars;
- Decision making based on transparent social and environmental data;
- Continuous improvement and innovation leading to better solutions for the planet and society.

TINTEX's mission is to team up for a better future by offering smart textile solutions that are 100% transparent and promote responsible business and manufacturing processes.

CORE VALUES

TINTEX's core values are the fundamental principles that guide the company's behavior, decisions and actions. These values represent the essence of the company's identity and culture and they shape its long-term relationships with employees, clients, partners and society as a whole. These values are integrated into every aspect of the company's daily operations and decision-making processes:

TRUST, RIGOR, INTEGRITY, AND TRANSPARENCY

The company relies on innovation and sustainability to put together a process that creates high value for the client and it is, at the same time, people and planet driven. All of this could not be achieved without trustworthy relationships with its stakeholders and a collaborative attitude to embrace today's challenges but mainly long-term ones.

TINTEX's mission is to develop responsible textile solutions, distinguished by their design, innovation, and sustainability, maximized through cooperation, knowledge, transparency, and passion. Additionally, the company stands out for its commitment to qualitative differentiation factors, creating smart, responsible, and premium quality fabrics for the fashion universe through a unique approach combining creative design, R&D investment, and sustainable principles.

2.2.

INTERNAL ORGANIZATION AND GOVERNANCE

The management model implemented at TINTEX prioritizes a culture oriented towards the development of solutions that value existing knowledge, environmental protection, social responsibility and business ethics. Overall, it is focused on providing oversight and guidance on sustainability, ensuring its integrated into the company's strategy, overseeing risk management systems, and monitoring sustainability performance.

To guarantee that the company is resilient and successful while it remains true to its values and goals, a robust governance structure that effectively drives and implements the sustainable strategy is needed.

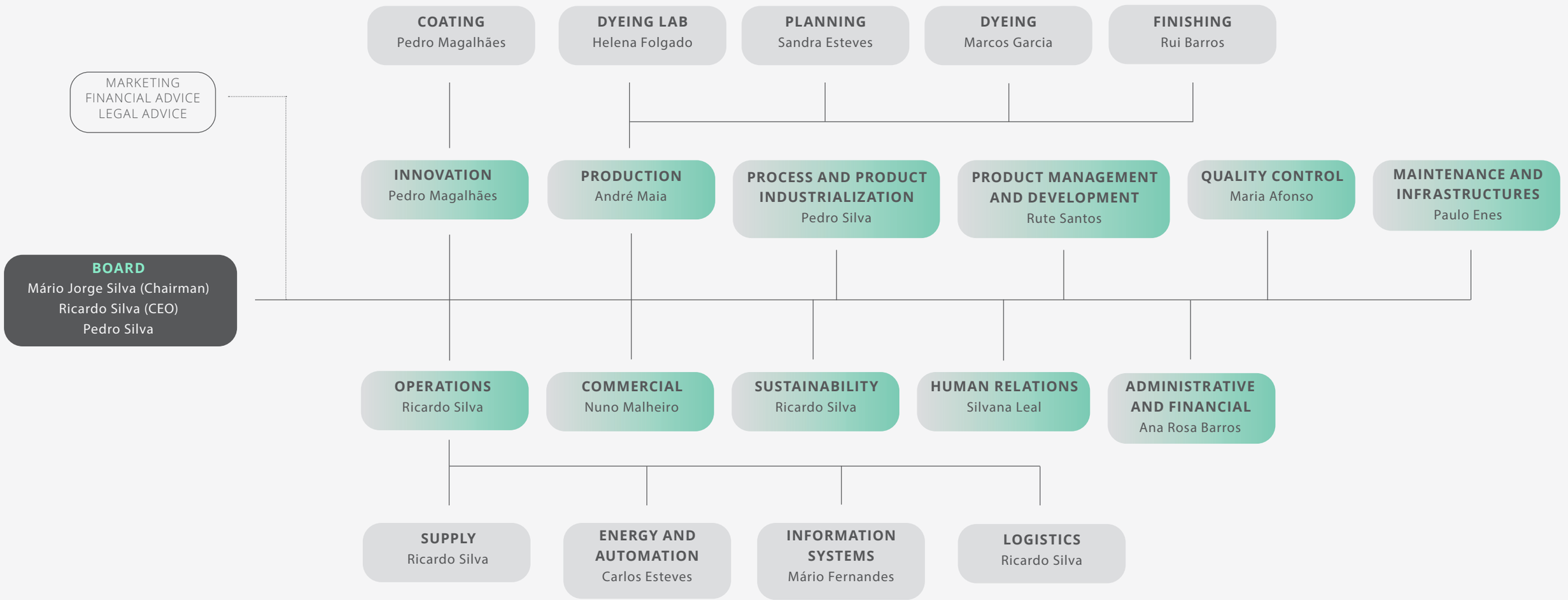
The board, the highest governance body of TINTEX and also the responsible one to lead the sustainability strategy and monitor its performance, is composed of three male members, of whom two are executive and one is non-executive. The nomination and selection processes for the highest governance body and its committees is done by vote in assembly. The curriculum is the major selection requirement to evaluate the relevant competencies of the members. This body establishes the strategy for the sustainable development of the company, oversees the sustainability department work and reviews goals and progression.

At the time of the strategic review, the board updates the organizations' purpose, mission and values, long-term sustainability strategy, and policies. The board is also responsible for reviewing and approving the disclosed information in its annual sustainability report. The material topics are analyzed in a board meeting and one of the board members is in charge to follow the whole reporting process.

The sustainability department made up of two members is in charge of the development and pursuit of all sustainability initiatives approved by the board, including managing the organization's impacts and reports directly to the board on a regular basis and whenever a critical issue arises.

The team masters knowledge areas, such as chemical engineering, finances, languages, peoples' management, communication, strategy and general management, that are critical for creating long-term value for the business.

ORGANIZATIONAL CHART



GOVERNANCE STRUCTURE AND COMPOSITION

The governance model of TINTEX includes committees that gather regularly to address sustainability topics and implement actions to improve its performance.

The company has appointed an individual or group responsible for the sustainable topics and policy commitments, namely human rights, decent work, environment, and anti-corruption.

COMMITTEES, ITS RESPONSIBLE BODIES AND TOPICS ADRESSED

Safety
DEPARTMENT HEADS AND CEO
Decent work and health and safety at work.

Action Plan Management
SUSTAINABILITY TEAM AND A MEMBER OF THE BOARD
Environment, quality, and risk management.

Human Relations
HEAD OF HUMAN RELATIONS AND CEO
Human rights, labour rights, anti-corruption, and work conditions.

2021 INTERNAL ORGANIZATION

TINTEX IS STRONGER BECAUSE IT'S BUILT WITH THE STRENGTH OF ITS EMPLOYEES' SPIRIT.

134 EMPLOYES
(all permanent)

49 FEMALE (37%)
85 MALE (63%)

TEMPORARY WORKERS (3 male |1 female)

41%
WOMEN IN SENIOR LEADERSHIP

134
EMPLOYEES HIRED ON A FULL-TIME BASIS.

The company contracts third-party services for security, canteen, landscaping, occupational health and safety, and cleaning.

2020

133 EMPLOYES
36% FEMALE
64% MALE

2.3.

ETHICS AND TRANSPARENCY

MATERIAL TOPIC

Being ethical and transparent is a non-negotiable dogma for sustainability-driven companies.

There has been a demand for greater transparency of businesses, and the implementation of this allows creating relationships and cementing trust in TINTEX. The company promotes an ethical business culture that guides its actions and decisions and is a constant reminder of what TINTEX believes in and how it operates. By reporting on their ethics and transparency approach, the company intends to demonstrate integrity, governance, and responsible business practices. This material topic is a key issue in the governance pillar due to its relevance for any company.

Within the textile industry, this is a topic of extreme importance and impact, whether due to the products they purchase, their value chain or their operations.

In order to prevent and avoid negative impacts related to human rights, labor rights, working conditions, corruption or environment, the company is supported by the existence of a robust and up-to-date code of conduct that helps the company to guide its lines of action. The deep rooted organization core values such as transparency, accountability and integrity strengthen the ability to anticipate and prevent most severe risks.

TINTEX HAS A POLICY COMMITMENT IN RELATION TO THE FOLLOWING LABOR RIGHTS PRINCIPLES:

- FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
- FORCED LABOR
- CHILD LABOR
- NON-DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
- OCCUPATIONAL HEALTH AND SAFETY
- WORKING CONDITIONS (WAGES, WORKING HOURS)

https://tintextextiles.com/company-integrated-policy/

TINTEX management approach for ethics and transparency involves integrating leadership commitment, written policies and procedures, training and education, risk assessment, stakeholder engagement, monitoring and reporting. By incorporating these elements into the management approach, the company can demonstrate its deep commitment to ethics and transparency, build trust with stakeholders, and create long-term value for both the business and society. Furthermore, TINTEX updates its integrated policy in accordance with its ethical and transparent principles. This establishes Quality & Innovation, Environment, and Social Responsibility Policies as cornerstones. Attentive to ethics and transparency behavior, the company is guided by a Code of Conduct which reveals its attitude towards ethical principles, fundamental rights, commitments and norms.

TINTEX's integrated policy and code of conduct are duly divulged to all employees by way of display, and by announcing it in the Management Platform. It is also publicly accessible on their website. The company joined the UN Global Compact initiative in 2019 and is also committed to the charter of Principles of the BCSD Portugal which sets goals by 2030 to achieve them.

Additionally, during 2021 TINTEX reviewed its supplier manual to engage all the direct suppliers with this topic, ensuring that the anti-corruption principle is assured in their facilities. It is TINTEX's plan to share this manual with its suppliers and ask for their commitment in 2022.

A satisfaction survey is made to clients to assess TINTEX performance where trustworthiness and transparency are some of the topics evaluated.

On top of this, the company provides a list of contacts for complaints to external parties on matters related to ethics. The monitoring of complaints together with the suggestions left in the appropriate box are evaluated for tracking if the measures taken are being effective.

Communication and training about TINTEX's code of conduct is done both to internal body members as to external suppliers. The table above shows the number and percentage.

Communication and training about TINTEX's code of conduct which reflects the company's position towards ethical principles, fundamental rights, commitments, and norms, including non-discrimination and anti-corruption policies:

COMMUNICATION AND TRAINING ABOUT TINTEX'S CODE OF CONDUCT

GOVERNANCE BODY MEMBER	Nº	%	*C + T
ADMINISTRATION	3	100	C + T
EMPLOYEES	134	100	C
MANAGEMENT MEMBERS	9	100	C + T
YARN AND KNIT SUPPLIERS	3	75	C
LOCAL CHEMICAL PRODUCTS SUPPLIERS	6	30	C
INTERNATIONAL CHEMICAL PRODUCTS SUPPLIERS	1	25	C

***C- COMMUNICATION | T- TRAINING**

2.4.

REPUTATION AND BRANDING

MATERIAL TOPIC

Brand reputation plays a crucial role in the success of TINTEX's business. The company seeks to convey its sustainability values and goals in its branding strategy. TINTEX brand positioning in the sustainable segment is a powerful tool to create a lasting impression on clients. A strong brand identity that aligns with sustainability values helps the company to differentiate itself in the market, attracting clients who share the same values, enhancing its reputation and earning the trust of those who are more likely to choose a company that is continuously focused on developing environmentally responsible and innovative products. Investment made in research and development, new technologies, and innovative products also strongly contributes for the company to stay competitive and drive growth. The company's exclusive innovation dedicated staff is definitively a major contributor to TINTEX's recognition. A strong reputation and brand that is known for ethical and sustainable practices can create positive environmental impacts such as conserving natural resources and mainly attract more conscious clients which can lead to increased sales that could drive innovation and investment in responsible practices, creating a ripple effect throughout the industry. TINTEX manages this topic through client satisfaction assessments, marketing, close relations and communication with its stakeholders.

BRANDING

The company's reputation is widespread due to its innovation capacity, transparency, integrity, and quality. Accompanied by sustainability, innovation and style, TINTEX already holds nine registered trade marks.
While each one has its own identity, they all express the company's core values.

- TINTEX NATURALLY ADVANCED™
  Reflection of the identity and vision of the company, embracing and working towards a conscious and naturally advanced future.
- PLUMMY by TINTEX™
  Premium finishing technology that produces clean surfaces, bright colors and unique hand feel, integrating state-of-the-art technology.
- NATURALLY CLEAN by TINTEX™ -
  Superior finishing processes (biopolishing) which provide smooth, durable fabrics for outstanding performance and comfort.
- COLORAU™
  Biocoloration process with lower resource consumption using enzymes and natural extracts. The main compounds used in this process – thyme, boldo, peppermint, chestnut and gambier – have a natural origin and results in functional and sustainable textiles in a variety of fibers such as cotton and lyocell.
- IN.TECH by TINTEX™
  Transparent coatings that reveal the natural color of the fabric, with water-repellent properties.
- B.CORK™
  Coating based on circular economy criteria, developed using waste as a resource from the traditional Portuguese cork industry. The incorporation of pre-consumer cork waste results in a coating that is breathable and natural. In addition to the very characteristic aesthetics and texture, the product's elasticity and flexibility are the great advantages of cork.
- CRISPY PAPER by TINTEX™
  Innovative coating technology which completely modifies the fabric substrate to deliver a rigid, but wonderfully tactile experience.
- REBELLION™
  Interactive, sensory coatings that react to touch, heat, and light.
- INVINOTEX™ - partnership with Quinta do Soalheiro in the creation of products that encompass alternative materials to animal leather in which grape and stem waste is incorporated to obtain innovative and sustainable coated textiles.

AWARDS AND NOMINATIONS

TINTEX has received several awards and nominations for its contribution to the textile industry. Both validate the company's efforts and reflect the significant milestones in improving its reputation, as recognized by the market and various stakeholders.

2015
INOVATÊXTIL
iTechStyle Modtíssimo
Project ALGO.NATUR

2016
ISPO MUNICH
Best Product
Category:
"Outer Layer"

2017
HIGHTEX AWARD:
MUNICH FABRIC START
1st place

2018
ISPO MUNICH
Best Product
Category:
"Soft equipment"

HIGHTEX MUNICH:
FABRIC START
3rd place

2019
TECHTEXTIL: INNOVATION AWARD
Category:
"Sustainable solution"
Project PICASSO

GERMAN DESIGN AWARD *Category:*
"Excellent Product Design"

ISPO MUNICH
Best Product
Category:
"Base Layer"

2020
ISPO TOP5
Category:
"Membranes and Coatings" reference 5308TC- B.Cork ™ (Coating Technology)

ISPO SELECTION:
Category
"Accelerated Eco"
reference 5202ND01 (Colorau- Natural Dyeing Technology)

ISPO TOP5:
Category:
"Performing Finishes"
Reference 5665A8- Pique 100% CO (Plummy Finishing)

2021
ISPO BEST PRODUCT
Category:
"Membranes and Coatings" reference TC5799- Alternative to leather with pine shell incorporation

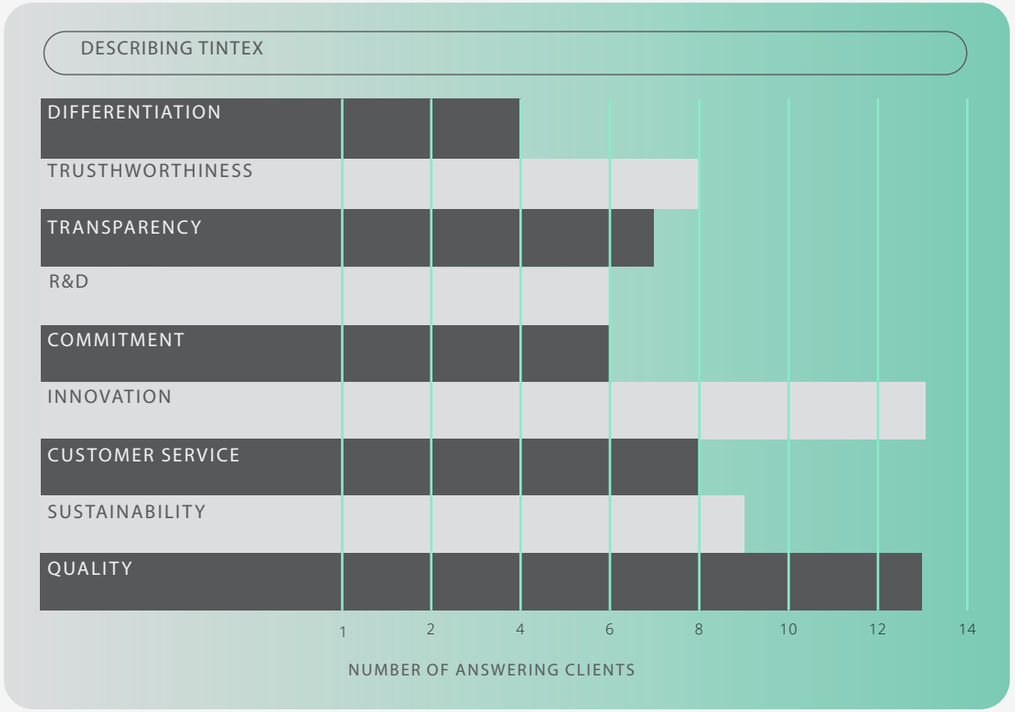
ISPO TOP5 PRODUCT
Category:
"Performance Finishes"
reference 5665-AB/FD/ON – 100% Organic Cotton Piqué with Antibacterial, Fast Dry and Odor Neutralization functional finishes.

ISPO TOP10
Category:
"Soft Equipment"
Reference TC6045
Alternative to leather with grape residue incorporation (INVINOTEX)

CLIENT SURVEYS

Client satisfaction surveys were conducted to evaluate the perception of TINTEX among its key stakeholders. The questionnaires had a total of 15 participants – 8 international clients and 7 national clients. Despite the low sample of clients, it was possible to determine that in both types of clients the keywords that they use the most to define TINTEX are "QUALITY", "INNOVATION" and "SUSTAINABILITY". Thus, it can be concluded that TINTEX's mission was effective.

In 2021, the client satisfaction evaluation procedure was revised to cross-reference information from the questionnaires with the evaluation of growth/complaints. The evaluation was carried out according to questionnaires and an internal analysis of clients who represent 80% of the company's turnover.



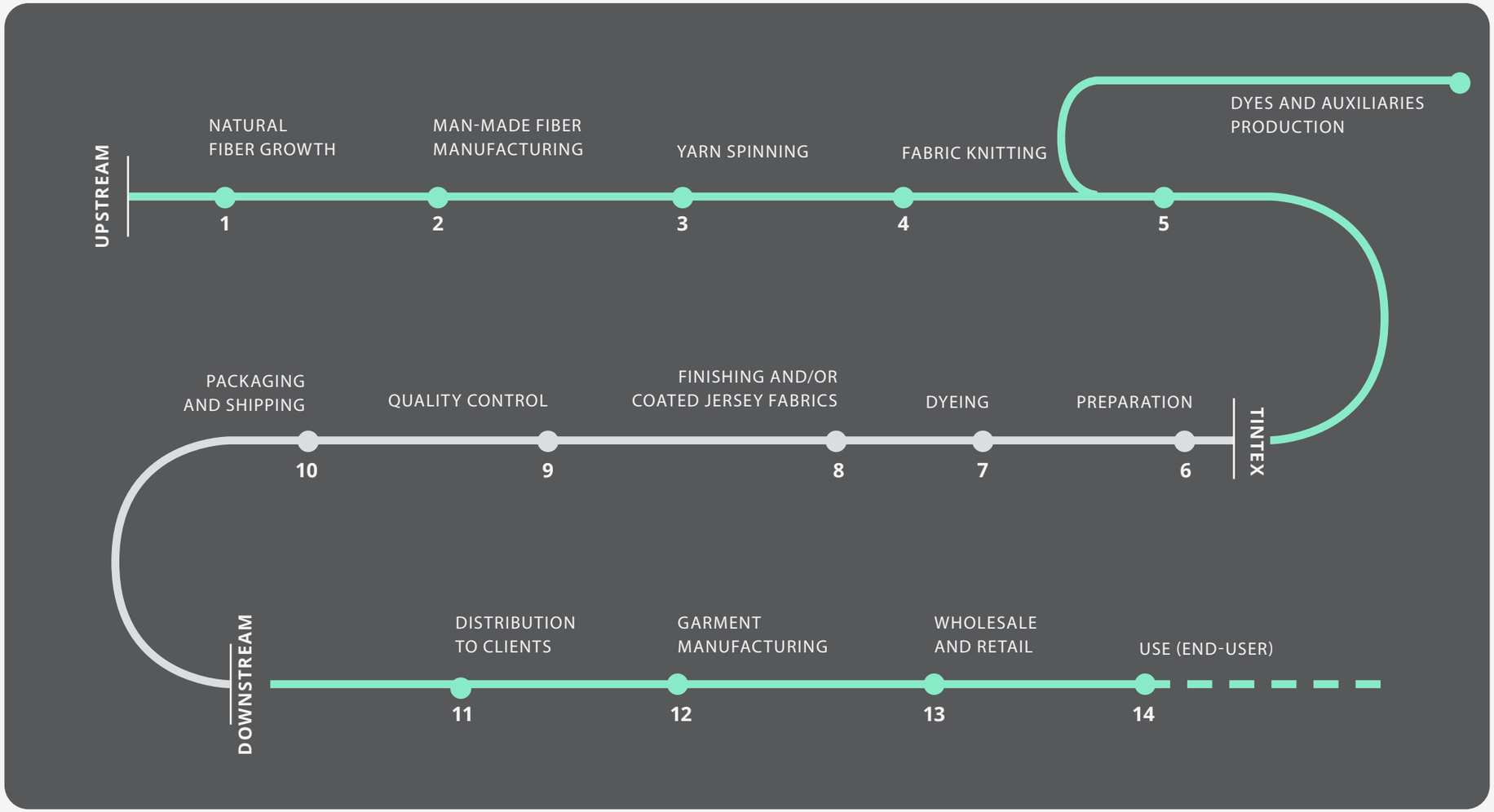
2.5.

VALUE CHAIN

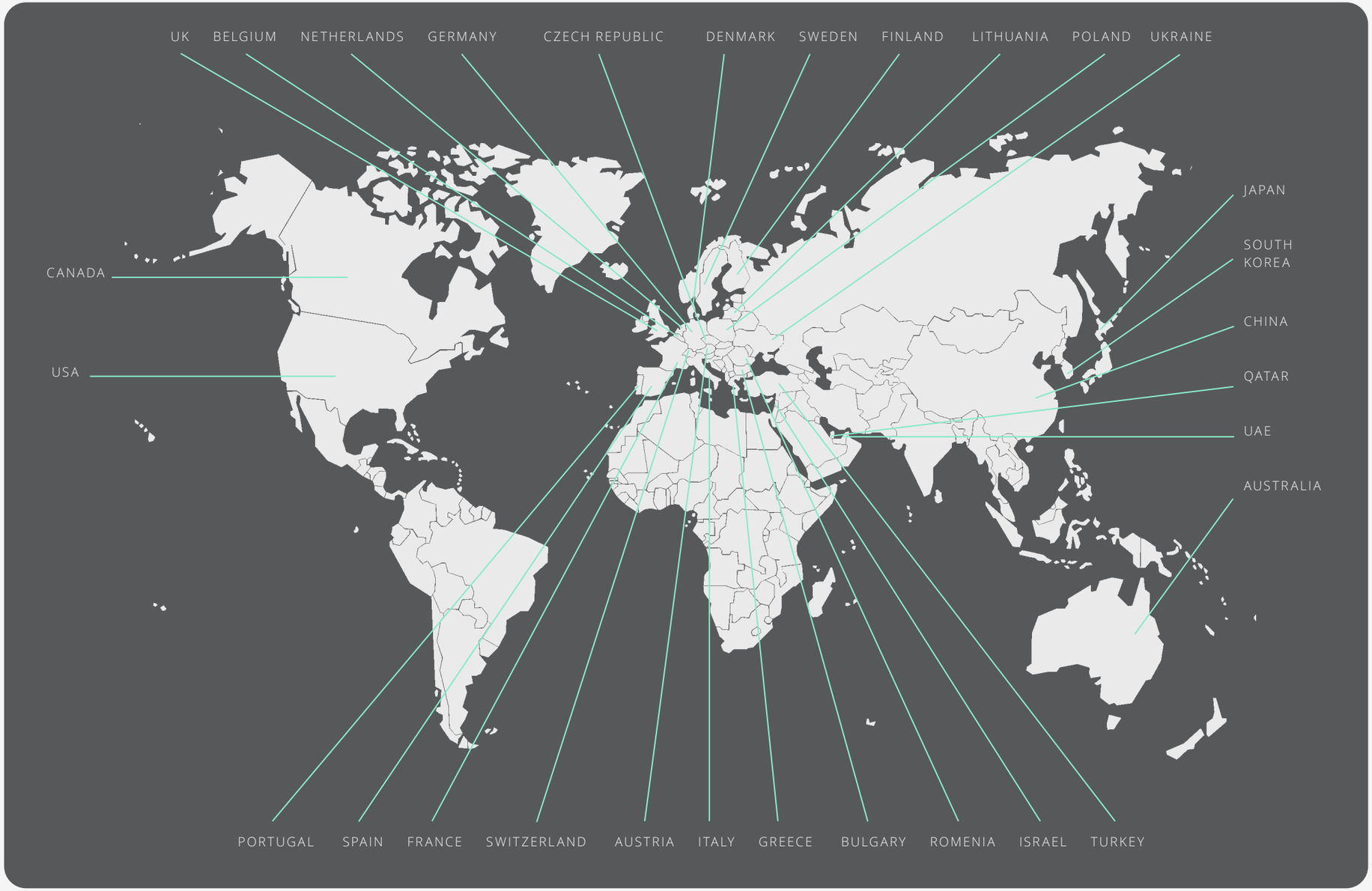
The value chain involves a series of upstream and downstream activities of TINTEX operations. These interconnected flow is what ensures that the company is able to produce high-quality and consistent products that meet the needs of clients while maintaining efficiency.

TINTEX implements expertly controlled processing, advanced dyeing and finishing solutions to drive material innovation and manufacture a full range of natural based, smart materials. Its operations cover fabric preparation, mercerization, bleaching, dyeing, coating and finishing.

TINTEX has been exploring and investing on the knowledge that exists both on downstream and upstream operations. One of the strategies currently being adopted is cooperation and development of synergies and partnerships. These are fundamental to achieve the company's goals of being able to design and (re)design products so that they are coherent with circular design strategies, mainly durability. This is the way TINTEX ensures products last as long as possible aiming to achieve clients' trust.



TINTEX serves more than 300 clients in 30 countries across 4 continents.



_TRACEABILITY

Acknowledging the impacts of the value chain is a key to drive change.

Traceability arises as one of the foundations for a responsible production. It goes through ensuring responsible and sustainable procurement in compliance with social and environmental guidelines, establishing close and stable relationships with suppliers, screening more business opportunities and reinforce clients' fidelity.

This section addresses 3 Material Topics - **Raw Materials**, **Chemical Products** and **Certifications**.

3

SUPLLIERS EVALUATION

The company carefully screens all the players involved in its upstream processes and has defined a methodology to evaluate suppliers of products and services by establishing an ABC classification. A level from A to C is assigned to each supplier according to the fulfillment of the requirements stipulated by TINTEX. These are comprised of several criteria such as product and service quality, compliance with delivery deadlines and certifications when applicable, actual and potential environmental and social impacts.

None of the suppliers evaluated was identified as environmental impact drivers, neither actual nor potential.

4
RAW MATERIALS SUPPLIERS

24
CHEMICAL MATERIALS SUPPLIERS

POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS

- Use of pesticides in cotton production;
- Use of chemicals with banned substances which do not meet knit certifications;
- Use of substances that do not comply with REACH and/or the SVHC of REACH;
- Unauthorized and incorrect waste disposal.
- Non-description of mandatory substances in the safety data sheets;
- Use of chemicals with banned substances which do not comply with product certifications;
- Use of substances that do not comply with REACH and/or the SVHC of REACH;
- Unauthorized and incorrect waste disposal;
- Spillage of chemicals into the environment;
- Environmental pollution;
- Failure to comply with current environmental legislation.

POTENTIAL NEGATIVE SOCIAL IMPACTS

- Harassment;
- Social labor;
- Forced or compulsory labor;
- Non-compliance with the Universal Declaration of Human Rights.
- Failure to comply with safety rules that jeopardize the worker's safety/health;
- Discrimination of any kind;
- Worker's overtime;
- Undisciplined practices.

3.1.
RAW MATERIALS
MATERIAL TOPIC

This topic is directed to TINTEX's main work base, yarn and knit. It addresses issues associated with economic, environmental and social externalities through the related operational activities.

Several impacts were identified in relation to this material topic, some actual and others potential.

The extraction and production of raw materials can pose a negative impact on workers, particularly in developing countries where labor laws and human rights protections may be weaker. On the other hand, resource depletion can generate pollution and some environmental impacts. There are also negative impacts related to the use of pesticides in raw materials production such as cotton and to the use of chemicals with hazardous substances. These impacts have repercussions in obtaining knit certifications.

As quality is one of the pillars of TINTEX, ensuring that raw materials are produced with respect for social and environmental criteria is the first step to guarantee superior quality products. These criteria are related to high controlled processes, traceability, and responsible sourcing. The possibility of scarcity of sustainable raw materials could also become a risk resulting in the breakdown of value chains or even loss of clients. Thus, TINTEX is aware that to achieve the best performance of this material topic it must be close to its skillful and experienced suppliers' network. The company have been gathering these strong relations throughout the years by engaging suppliers with similar philosophies and values.

In terms of economic impact, price volatility can create uncertainty for companies that rely on these materials, and lead to increased production costs and decreased profitability.

The traceback of products to the raw materials is possible through the company ERP, which includes the production process. TINTEX's products aim to respond to the demand of its clients – brands – by betting on high quality, responsible and innovative products.

100% OF THE PROCUREMENT BUDGET USED TO OBTAIN RAW MATERIALS IS SPENT ON NATIONAL SUPPLIERS.

HATA

As proudly engaged partners, HATA and TINTEX share the commitment of producing advance knit fabrics through innovation and sustainability while maintaining high performance. HATA's high reputation on circular sustainable fabrics is a guarantee of quality and development capability. Other positive factors make HATA the main knit supplier of TINTEX, such as fast delivery times and use of defect control systems with machine learning and artificial intelligence.

EVALUATION OF YARN AND KNIT SUPPLIERS

YEAR	Nº	A LEVEL	B LEVEL	C LEVEL
2017	22	73%	23%	4%
2018	7	57%	43%	0%
2019	6	83%	17%	0%
2020	5	60%	40%	0%
2021	5	40%	60%	0%

The evaluation of yarn and knit suppliers considers requirements established by TINTEX. These encompass product and service quality, compliance with delivery deadlines and with certification when applicable.

It was observed that there is a downward trend for suppliers with classification A and increase in suppliers classified as B. This is due to most of the orders being concentrated at TINTEX's preferred supplier (HATA), which makes the delays of other suppliers more significant. Since 2018 TINTEX has not had level C suppliers, which demonstrates the dedication and effort in maintaining high performance of its supply chain.

RECYCLED MATERIALS

In replacement of virgin materials, recycled materials are from internal or external sources that have been previously used and then processed to be used again.

7% OF RAW MATERIAL USED BY TINTEX IS RECYCLED

Recycled input materials used in total processed fabrics

0.26%	0.88%
2020	**2021**

10.2 tons of recycled polyamide, recycled polyester, recycled elastane, and recycled cotton.

RENEWABLE AND NON-RENEWABLE MATERIALS

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

71% OF RENEWABLE MATERIALS USED IN 2021.

The company values and gives preference to the use of renewable, cellulosic and protein fibers including cotton, wool, linen, modal, viscose , lyocell and other circular materials incorporated in the coating process such as cork, pine, grape, sawdust, coffee and thyme residues, and recycled cardboard tubes for the fabrics' delivery.

NON-RENEWABLE MATERIALS	
Synthetic fibers	89%
Plastic film for packaging	7%
Other plastics	4%
Total (kg)	64 312

RENEWABLE MATERIALS	
Vegetable and animal fibers	84%
Bio-residues used in coating	0.1%
Materials related to logistics	16%
Total (kg)	159 991

FIBER TRACEABILITY

One of the fibers used by TINTEX is the Supreme Green Cotton, a **traceable cotton cultivated by sustainable practices. It allows access to information of all stages of the value chain through a QR code.**

3.2.

CHEMICAL PRODUCTS

MATERIAL TOPIC

The textile sector is known as an industry that is chemically intensive, particularly regarding chemicals used in the dyeing process. As the company is included in this sector and consumes chemicals, TINTEX considers the present topic as material.

The chemical use is, for now, indispensable to the textile industry, and contributes to negative impacts on the environment such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals. It can potentially affect workers in case of spillage, exposure to harmful chemicals, not limited to TINTEX but mainly at suppliers' facilities where it is produced. Furthermore, most chemicals are synthetized using non-renewable resources, contributing to negative environmental impacts.

At TINTEX, all chemical products are non-renewable materials with exception of enzymes.

CHEMICAL PRODUCTS	1 028 423 kg
ENZYMES	32 812 kg

Enzymes are used in a process called 'biopolishing', in which they catalitically degrade surface fibers to make fabrics - and clothes - more comfortable, soft and durable.

At TINTEX, chemicals play an important role and there is a great concern with its management and its impacts on the environment, workers, and users of the knit itself (final consumers). A differentiating factor from its pears is that as a large part of TINTEX's clients chooses them for its strong reputation in the constant search for socially and environmentally acceptable chemicals.

The company has also joined ZDHC program to reduce its chemical impact throughout the entire production process. TINTEX applies strict chemical management practices in their entire production, from close control of the safety of the chemicals, implementation of procedures and performance of best practices to minimize environmental impact in the process.

98% OF THE PROCUREMENT BUDGET USED TO OBTAIN RAW MATERIALS IS SPENT ON NATIONAL SUPPLIERS.

PROCESSES TO MANAGE

- Active screening of chemicals in the market.
- Only chemicals complying with REACH, SVHC from REACH, DETOX TO ZERO by OEKO-TEX®. bluesign® system substances list (BSSL), Consumer safety limits and ZDHC Substance restricted substancec list are considered.
- Chemicals must be transparent – detail, formulation and any hazardous information fully disclosed in corresponding safety data sheet or registered in the ZDHC platform.
- Evaluation of chemicals suppliers.
- Selection of the chemicals with lower environmental impact while improving the effluent and final product quality; Awareness-raising actions for suppliers to provide transparent safety data sheets.
- Internal – constant tracking of the presence of potentially harmful chemicals in the product portfolio; procedures on how to act in case of spillage; Measurement of workers' exposure to chemical agents; Products with safety restrictions are directly fed to the dyeing and finishing machines with an automatic dosage system so the operators do not have contact with it.
- Internal - in accordance with their values and commitments, substitution of chemical products identified as unsafe by DETOX TO ZERO by OEKO-TEX® and bluesign®.

EVALUATION OF CHEMICAL PRODUCTS SUPPLIERS

YEAR	Nº	A LEVEL	B LEVEL	C LEVEL
2019	31	97%	3%	0%
2020	21	100%	0%	0%
2021	25	96%	0%	4%

Over the years, it has been an increase in the percentage of level A suppliers and a decrease in level B suppliers. This is the result of the communication of policies and goals of the company to its suppliers and the respective adaptation of them to TINTEX's needs. However, in 2021 there was an increase in level C suppliers (and the corresponding decrease in level A) due to a new supplier that wasn't able to deliver the placed order. Consequently, this supplier was excluded during 2021 but TINTEX intends to maintain contact with this supplier to improve the service provided and to be able to return to being part of the company's supply chain once more.

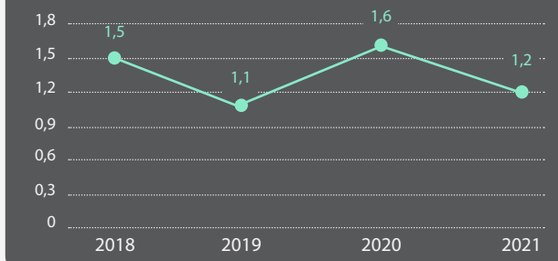
TINTEX has declarations signed by the chemical suppliers regarding the fulfillment of the ZDHC MRSL, STeP MRSL requirements and ECO PASSPORT by OEKO-TEX®.

STeP SCORE RELATED TO CHEMICAL MANAGEMENT

93%

CONSUMPTION OF CHEMICAL PRODUCTS

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

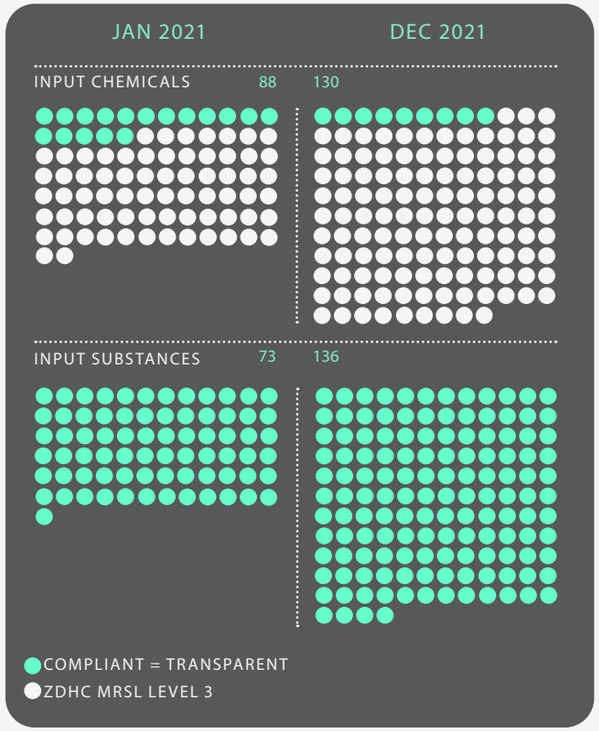


TINTEX'S goal:

INCREASE THE TRANSPARENCY OF CHEMICALS

This was one of the main goals regarding chemicals, to increase the transparency of suppliers in disclosing safety and technical information of their products to 100%. For this purpose, requests were made to suppliers to provide true, complete and translated Safety Datasheets or to register their products on the ZDHC platform. Although these efforts were made, and many chemical products were substituted for more transparent and safer alternatives, there was also a limitation in finding suitable alternatives for other cases.

ZDHC EVALUATION RESULTS



According to ZDHC nomenclature, a transparent chemical or substance means it complies with ZDHC MRSL and is evaluated by BVE3 through safety data sheet.

3.3.

CERTIFICATIONS

MATERIAL TOPIC

TINTEX grants its social and environmental responsibility with some of the most influential certifications. Information about composition, structure, technology applied, color, weight, and safe use are some of the requirements for its products description and labeling. This is also publicly disclosed on TINTEX's website.

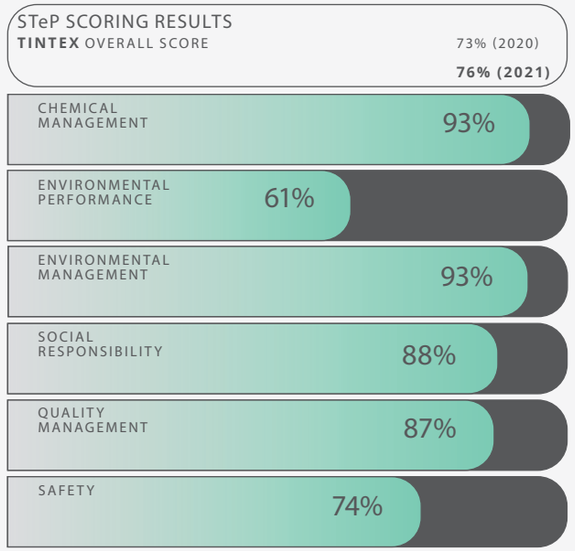
BUSINESS CERTIFICATIONS

- ISO 9001
- ISO 14001
- NP 4457
- STeP by OEKO-TEX®
- BCI member – Better Cotton Initiative
- bluesign®

PRODUCT CERTIFICATIONS

- GOTS – Global Organic Textile Standard
- OCS - Organic Content Standard
- GRS - Global Recycled Standard
- STANDARD 100 by OEKO-TEX®: Class I
  Around 90% of the company products are certified according to this standard.
- bluesign®

In accordance with STeP by OEKO-TEX®, TINTEX was evaluated on six different categories which resulted in the maintenance of the highest level of scoring - **level 3**.



Compared to the previous year, there was an increase in the score of all six categories evaluated.

The following table shows the percentage of product categories for which health and safety impacts are assessed for improvement. These assessments are carried out based on the quantity of fabric delivered (kg).

HEALTH AND SAFETY IMPACT BY PRODUCT (%)	
Bluesign® certified	1.46%
GOTS certified	30%
OEKO-TEX® certified	16%
GRS certified	0.54%
BCI certified	13%

In 2021, the company did not have any incidents of non-compliance concerning the health and safety impacts of products and services.

_ENVIRONMENTAL PERFORMANCE

This chapter exposes 3 material topics related to environmental performance - **Energy Management**, **Water Management** and **Greenhouse Gas Emissions**. It also describes the topic of Waste Management.

4

4.1.

ENERGY MANAGEMENT

MATERIAL TOPIC

As part of the textile sector, TINTEX operates in a energy-intensive industry. Energy management is an environmental material issue due to the impacts of its consumption, namely the emission of greenhouse gases and depletion of resources. In addition, energy related impacts may affect cost structures over time and instability of energy prices poses a risk to reduction of business margins.

An energy audit from 2017 gave rise to an 8-year energy rationalization plan. Since then, TINTEX examines if the measures established are being implemented and effective. Although the rationalization plan has already been completed with all the defined measures concluded, a follow-up is still carried on. In the 2021 audit some improvement measures were added beyond the plan.

In 2022, TINTEX plans to adapt one of its boilers, switching its fuel from natural gas to biomass, implement heat recovery systems in the stenters and dryers and implement an energy management system.

FUEL

The main source of fuel is natural gas which is used in water heating and steam production. The company has two steam boilers using natural gas. However, conscious about the negative impacts related to this resource, TINTEX plans to invest in a biomass boiler with the aim of gradually substitute natural gas for biomass. In terms of energy management, it is also beneficial to have a backup boiler in case of constraints.

TINTEX's process are fuel-intensive especially due to the use of high temperature water and air streams. The growth in global fuel consumption in 2021 is related to the increase of the annual production of the company.

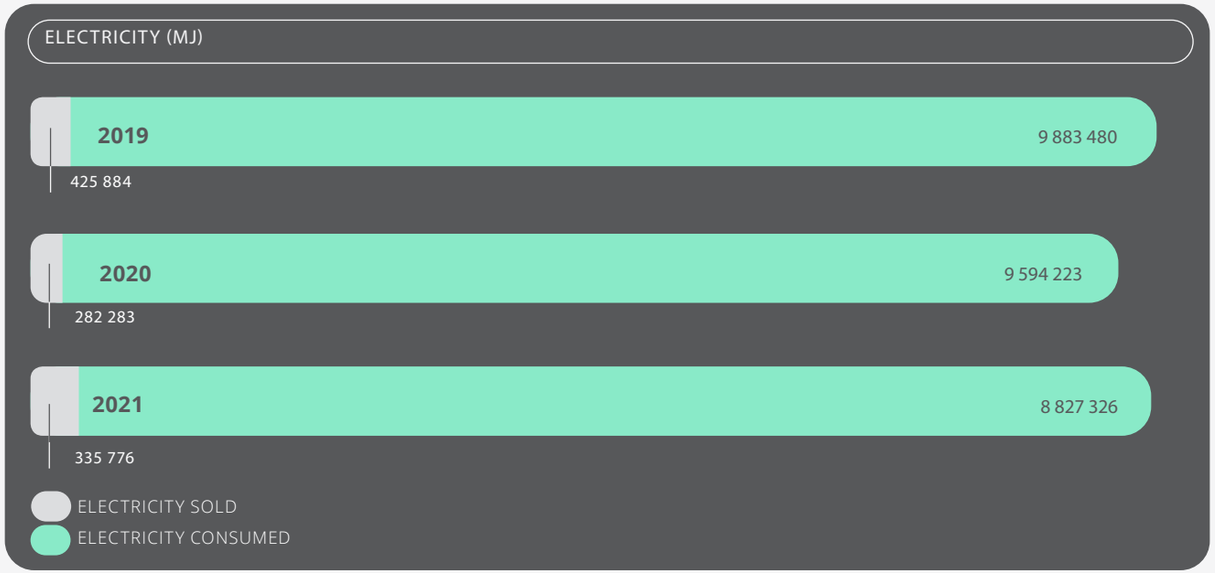
ELECTRICITY

In 2021, the company increased electricity consumption by about 3,5%, however, the increase in production was about 10%. This means that there was a reduction in the specific consumption of electricity, which results from efficiency improvements implemented in terms of machinery, processes and consumption rationalization.

FUEL CONSUMPTION (MJ)

		2019	2020	2021
NON-RENEWABLE	NATURAL GAS	47 810 408	40 031 644	44 258 803
	DIESEL	1 592 359	1 381 870	1 402 027
	GASOLINE	64 255	165 960	167 931
RENEWABLE	SOLAR	1 211 256	1 074 190	1 110 388

According to the GRI Standard 302-1, the electricity generated in-house by TINTEX's photovoltaic solar panels was accounted as renewable fuel consumption.

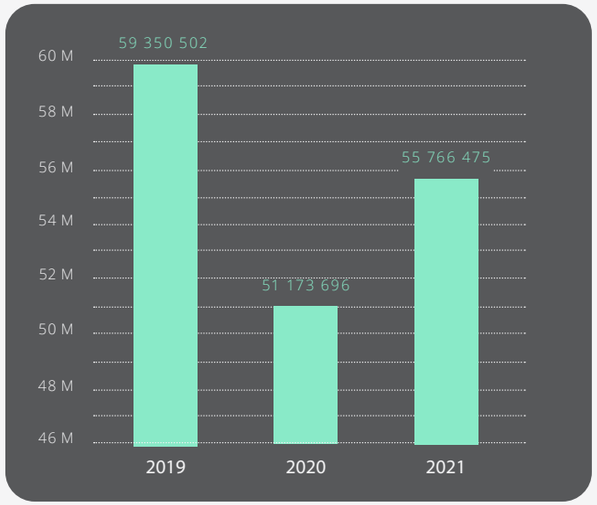


RENEWABLE ENERGY RATE (%)

14% 2019 **11%** 2020 **11%** 2021

The production capacity of TINTEX solar panel array has decreased since its installation in 2016, which is to be expected. Nevertheless, this decrease has been much faster and intense than anticipated, which has prompted further investigation by the company on maintenance, service and PV cell status.

OVERALLL ENERGY CONSUMPTION (MJ)



SUMMARY

FUEL CONSUMED (MJ)	
NON-RENEWABLE SOURCES	
Natural Gas	44 258 803
Diesel	1 402 027
Gasoline	167 931
RENEWABLE SOURCES	
Solar Energy	1 110 388
ELECTRICITY CONSUMED (MJ)	8 827 326
ELECTRICITY SOLD (MJ)	- 335 776
TOTAL ENERGY CONSUMED (MJ)	55 766 475

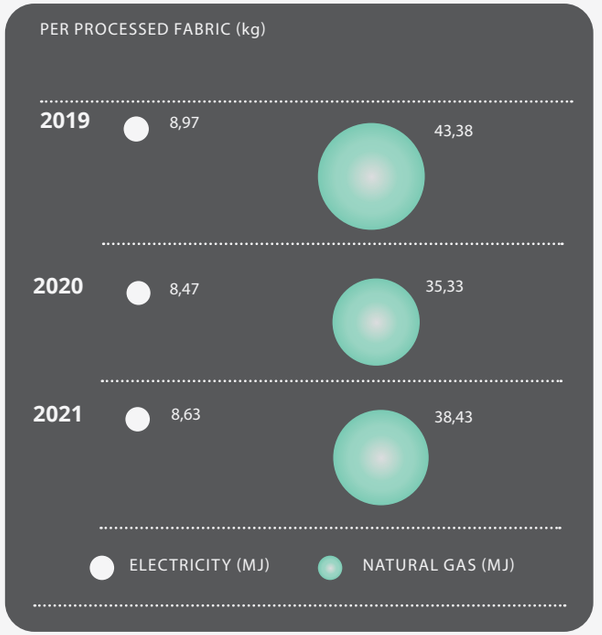
The electric power from the public grid used in the company is partly produced from renewable energy sources:

- **6,96%** WIND ENERGY;
- **7,53%** HYDROPOWER;
- **3,24%** OTHER RENEWABLE SOURCES.

ENERGY INTENSITY

The results of energy efficiency measures are verified in the performance of the energy intensity indicator.

SPECIFIC ENERGY CONSUMPTION



4.2.

WATER MANAGEMENT

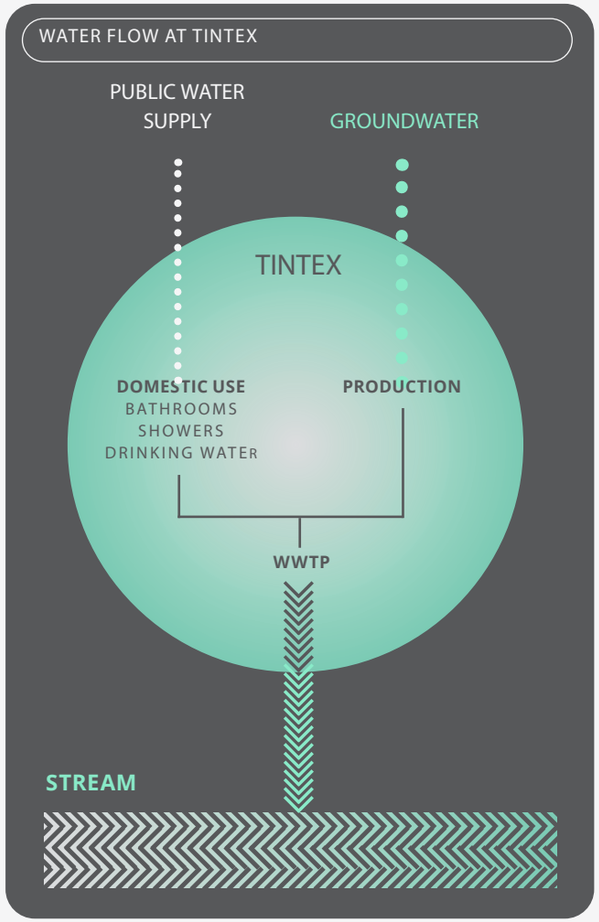
MATERIAL TOPIC

Water is an increasingly scarce commodity. As the climate changes and the overall population grows, the availability of clean and safe water is under threat. Aware that the company is part of one of the most water-intensive industry sectors, TINTEX seeks the responsible management of this finite and primordial resource.

INTERACTIONS WITH WATER

The main water source used at TINTEX industrial processes are the 11 boreholes at site. Furthermore, a small percentage of municipal water is consumed strictly for domestic use, including bathrooms, showers and drinking water dispensers. The resulting wastewater is generated essentially in the dyeing and finishing processes and is fully treated in its own Wastewater Treatment plant and later discharge back into a nearby water body.

To address water-related impacts TINTEX adopts water-efficient technologies and practices, has a water management strategy and own wastewater treatment system. Additionally, the management of water is also based on the guidelines: Bluesign, ZDHC and Detox to Zero by OEKO-TEX®. To assess the overall impact of the water, the company uses SWOT analysis from ISO 9001 and ISO 14001 certifications. Thus, according to the risks and their index, TINTEX takes measures and actions to manage them.



In addition, other approaches are carried out:

- REDUCTION OF HAZARDOUS SUBSTANCES IN THE PRODUCTION PROCESS

  TINTEX has a very strict control on the admission of chemical products which allows them to select products with less environmental impacts, consequently improving the quality of the effluent and final products.

- QUALITY IMPROVEMENT OF THE EFFLUENT

  Every year, the company carries out a very detailed analysis of its effluent where all the potentially hazardous substances present are identified. The results are used for two reports: one for ZDHC compliance with the limits defined for each substance and other for Detox to Zero by OEKO-TEX® where stricter limits are defined in a perspective of continuous improvement of the quality of the effluent.

- REDUCTION AND REUSE OF WATER

  TINTEX has been gradually replacing its equipment with cutting-edge machinery that allows one of the lowest liquor ratios of the industry (liters of water used to treat 1 kg of fabric). Planning has also been continuously optimized to allow for greater efficiency in the Dyeing step. One example of this is the gradient dyeing scheme for each Jet (dyeing machine), where they operate from light to dark colors, thus avoiding intercalated rinsing to avoid color contamination and so decreasing the total amount of water used. Another example is the careful attribution of adequately-sized production orders to each Jet, maximizing their capacity and enabling better resource allocation. A new stenter was also installed at the end of 2020 with a spray module enabling the bypass of the conventional padding *foulard* and allowing for supplementary water savings. Additionally, TINTEX started the aWaRe project to study and implement the recycling of treated wastewater back into the dyeing process, potentially reaching a reduction of about 50% in total water withdrawal from the company's boreholes.

- OTHER IMPLEMENTED ACTIONS:

  TINTEX has developed a patented Natural Dyeing technology - COLORAU® - that leads to a reduction of more than 50% in the liquor ratio and substancially fewer chemical auxiliaries used when compared to conventional dyeing processes.

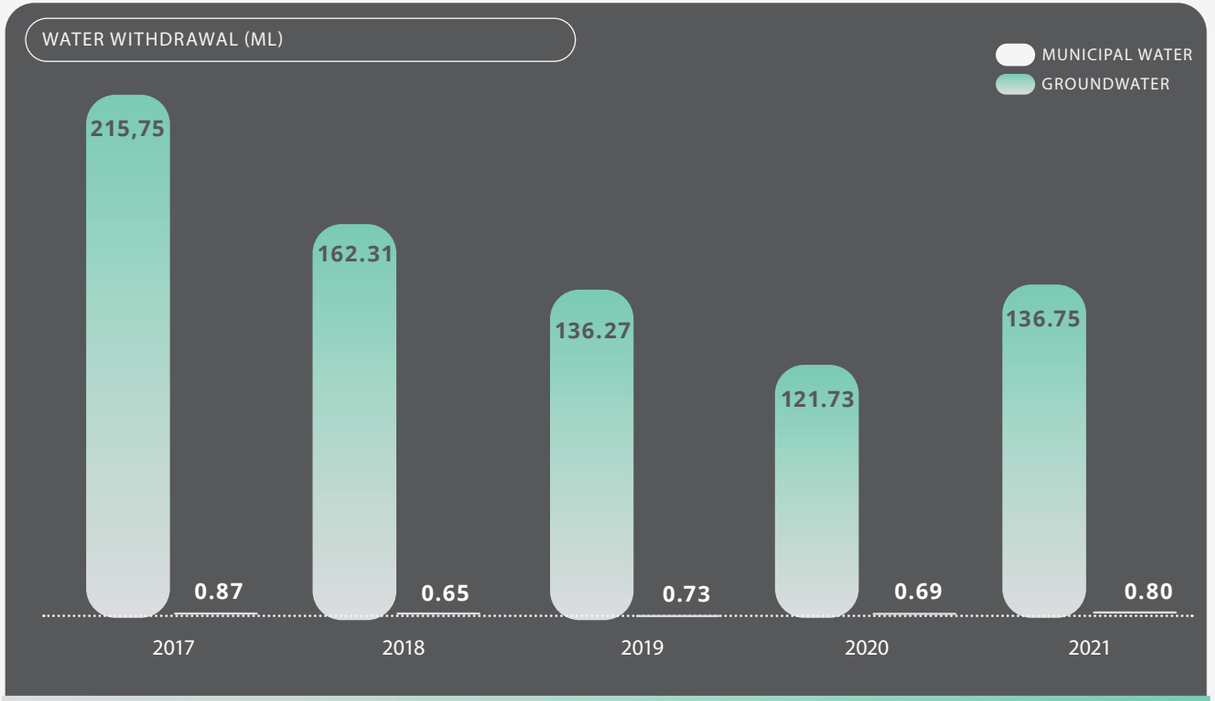
  The company's finishing portfolio also includes important water-conserving solutions that last theoughout the garments' lifecycle such as antibacterial and odor neutralization treatments which greatly reduce the need for frequently washing.

LIQUOR RATIO liters of water used to treat 1 kg of fabric	~ 120 L/kg

WATER WITHDRAWAL

The impacts related to water withdrawal are related to the source and volume of water. In 2018, a characterization of the water withdrawal was carried out from which was concluded that the water quality was suitable for use in the textile industry. Annually, all substances detected above the "reporting limit" in the effluent are also tested in the incoming water to understand the source of contamination.

The amount of groundwater is determined through telemetry flow meters and its consumption is reported monthly to the the Portuguese Environmental Agency, APA ("Agência Portuguesa do Ambiente").". This system was installed during 2020 and in 2021 and is now fully operational.
The water from the municipal network is accounted via the supplier's metering system.

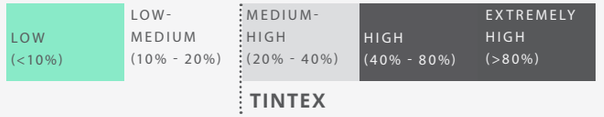


TOTAL AMOUNT OF WATER WITHDRAWN IN 2021: **137.55 ML**

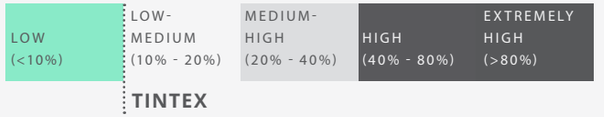
TINTEX regularly consults the tool WRI Aqueduct water risk atlas, a tool that allows the evaluation of various levels of risk associated with water

WRI AQUEDUCT RESULTS (2021)

WATER STRESS



OVERALL WATER RISK



WATER STRESS
Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and nonconsumptive uses while available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.

Source: WRI Aqueduct

WATER DISCHARGE

The company has an internal water and effluent management procedure. The direct wastewater discharge in the surface water is tested monthly regarding the parameters defined in the discharge permit. TINTEX is licensed for wastewater discharge (nº L006385.2018.RH1).

Legally, according to the license for the use of water resources (L006385.2018.RH1), TINTEX must carry out monthly analysis in an accredited laboratory to ensure that it complies with the discharge quality parameters present in the respective discharge license. In addition to testing its effluent internally on a weekly basis, every 2 months the company tests the water before and after the discharge point to understand the impact of its effluent on the environment. TINTEX follows ZDHC effluent quality requirements. This initiative obliges the company to annually carry out a very detailed analysis of its effluent. The results of this analysis must comply with the strict limits set by ZDHC for each substance, otherwise a corrective action is triggered to identify the source of the chemical and eliminate it.

WATER RISK
Indicator that measures all water-related risks by aggregating all selected indicators from the physical quantity, quality, and regulatory & reputational risk categories. Higher values indicate higher water risk.

Source: WRI Aqueduct

WATER DISCHARGE

QUALITY PARAMETERS	LIMIT VALUES	2019	2020	2021
Total nitrogen (mg/L N)	**15**	6.4	4.3	4.0
CBO5 (mg/L O2)	**40**	33.9	29.2	20.4
CQO (mg/L O2)	**150**	128.7	120.8	110.2
Total phosphorus (mg/L P)	**10**	4.1	1.7	0.6
SST (mg/L SST)	**60**	29.1	25	27.3
pH	**6 - 9**	8	8	7.9
Temperature (ºC)	**—**	20.5	20.9	20.7

The priority substances for which there is pre-treatment before discharge are all those included in the discharge permit. The remaining substances of concern are all those identified in the ZDHC and Detox to Zero by OEKO-TEX®. If the substances exceed the discharge limit, they are considered a priority and its cause is investigated and mitigated.

Impacts related to water discharge are mainly about quality of the effluent and water pollution resulting from the discharge of chemicals during water-intensive dyeing processes.
The use of chemicals such as dyes and finishing agents can contaminate water resources if not properly managed. In turn, this can cause harm to human health and the environment. Having its own wastewater treatment plant (WWTP) allows TINTEX to comply with regulations and to meet the required wastewater discharge standards set by local and national regulatory agencies. After treatment, the effluent is discharged directly into the nearby water stream.
Two types of periodic analysis are performed: one to control the WWTP effluent and another to ensure that the company is not negatively impacting the water environment – samples are taken before and after the discharge point into the stream. Additionally, every year a detailed analysis of the WWTP effluent and sludge is carried out according to the ZDHC and DETOX TO ZERO by OEKO-TEX® requirements. Consequently, if necessary, measures are implemented to improve their quality.

DETOX TO ZERO COMPLIANCE RATING

WASTEWATER AND SLUDGE
97%

MANUFACTURING RESTRICTED SUBSTANCE LIST
98%

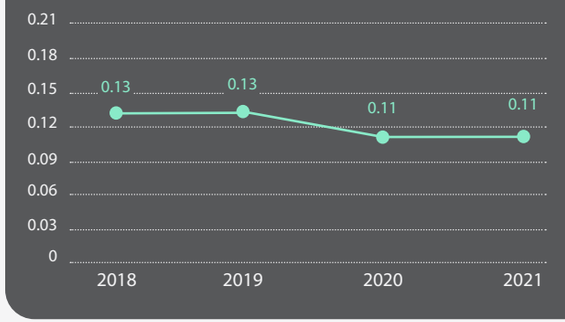
In 2021, TINTEX reduced the amount of discharged water by 7% compared to the previous year and 42% in relation to 2017.

To measure the amount of water discharged, the company installed a telemetry flow meter at the outlet, and this measurement is reported to the APA.

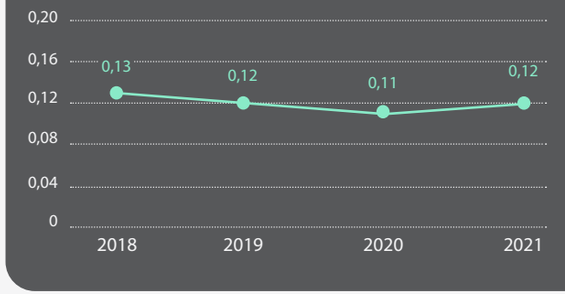
WATER CONSUMPTION

TINTEX's activity has a meaningful impact on water resources of the region where it operates. Water consumption could contribute to risks such as water stress or depletion of local water sources if water use is not appropriately managed. For the company, a threat of limitations on license to operate due to extreme drought is considered a high impact that could affect industrial activity.

SPECIFIC WATER DISCHARGE
(M^3 OF EFFLUENT / KG PROCESSED FABRIC)



WATER CONSUMPTION
Specific consumption of water (m^3/kg processed fabric)



VOLUME OF EFFLUENT GENERATED (ML)

4.3.

GAS EMISSIONS MANAGEMENT

MATERIAL TOPIC

As the main driver of climate change, gas emissions management is extremely important. This could reflect on water losses, raw material shortage and pollution. As an industrial company, TINTEX's activities generate gaseous emissions. Furthermore, the account and monitorization of the company's emissions is not only a conscious act but a legal requirement.

The present topic material addresses direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions from TINTEX's operations. The emissions sources considered are comprised of stationary and mobile sources, whether a result from combustion of fuel or non-combustion direct releases during activities, and of emissions from the energy acquired.

GAS EMISSIONS INTENSITY

3,77 tCO_2e / tons of delivered fabric

DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) GHG EMISSIONS

The company used the PME Sustentável tool, which aims to provide small and medium-sized Portuguese companies with the capacity to carry out GHG emission inventories. This tool adapts the The Greenhouse Gas Protocol corporate standard to the Portuguese reality, using emission factors based on national or international publications such as IPCC, national statistics and technical studies, amongst others. The emissions calculations comprise of the seven greenhouse gases covered under the Kyoto Protocol – carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).

The base year chosen was 2018 since it was the year that TINTEX has committed to the SBTi.

The consolidation approach adopted was operational control.

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

DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) GHG EMISSIONS (tCO_2e)

TOTAL
Δ2020-2021: -22%
Δ2018-2021: -10%

SCOPE 1
Δ2020-2021: -28%
Δ2018-2021: -13%

SCOPE 2
Δ2020-2021: 3%
Δ2018-2021: 5%

The Scope 2 emisions reported are location-based.

4.4.

WASTE MANAGEMENT

TINTEX sees this topic not only as an environmental issue but also as an economic loss. As a by-product of TINTEX's activity, it is a responsibility of the company to have the best possible waste management practices in place.

WASTE-RELATED IMPACTS

Throughout the production facility there are several waste sorting stations and continuous training of all employees to respect and comply with the waste management system implemented.

In addition, TINTEX also reuses and upcycles several waste types. Part of this process happens in the maintenance department where old machines are dismantled and its parts are transformed into new useful equipment according to the necessity at the time.

Internally, TINTEX reuses paper, cardboard boxes and tubes, plastic tubes, and fabric waste in maintenance, cleaning and other tasks.

CIRCULARITY AND OTHER WASTE MANAGEMENT MEASURES

The best way to reduce waste is to avoid creating it in the first place. This is why prevention is the word of action. TINTEX has a well-structured waste strategy and management procedure that is both known within the organization an in line with suppliers.
Every time waste is collected by an operator, TINTEX ensures the waste manager is on the list of authorized waste managers in the respective platform of Information and Licensing of Waste Managers and Operators (SILOGR), has a valid Environmental Unique License (TUA) and is authorized to manage the waste in question and to carry out the intended recovery or disposal operation.

The process to collect and submit data related to waste management is made through APA's platform, SiliAMB. (e-gar emission and correction). Once all documentation is verified and corrected, the European Waste Catalogue codes are confirmed, the recovery or disposal operation by the operator's TUA and data are entered in a control file where the invoice number, date of transport and correct amount of waste is updated. At the end of the year, all waste quantities and EWC codes are checked and compared with the Integrated Residue Registry (MIRR) data.

OLD MACHINE PARTS	Dismantled to create new equipment with different uses (stand-up ashtray, protection of gas containers and machine protections)
KNITTED FABRIC SCRAPS	Used to make emergency spill kits
OLD CHEMICAL CONTAINERS	Used for storing
RECYCLABLE WASTE	Correct separation and forwarding for recycling and recovery whenever possible.

WASTE GENERATION

The amount of waste generated is often linked to consumption and production patterns.

The total volume of waste in 2021 was 347 tons, of which 97% were non-hazardous waste while the remaining 3% were related to hazardous waste. There was an increase in the annual volume of waste of 22% compared to 2020 due to the disposal of all chemical products that exceeded their expiration date.

SPECIFIC WASTE GENERATION
(KG WASTE/KG DELIVERED FABRIC)

2019	2020	2021
0.3	0.3	0.4

This is an own indicator that TINTEX determines and assesses over the years. The increase of this indicator in the reporting year, 2021, was due to the review of chemicals held.

UPSTREAM OF TINTEX

CHEMICAL PRODUCTS
FABRIC PRODUCTION

- Paper packaging ;
- Contaminated cardboard packaging;
- Waste with hazardous chemicals compounds or substances;
- Plastics;
- Wooden packaging (pallets);
- Fabric scraps;
- Waste similar to urban waste (paper, cardboard, glass, plastic).

OWN ACTIVITIES

PRODUCTION
ADMINISTRATION

- Sludge from local effluent treatment;
- Processed textile fiber waste;
- Wooden packaging;
- Contaminated pads and cloths;
- Paper and cardboard;
- Fluorescent lamps;

MAINTENANCE
WASTEWATER TREATMENT

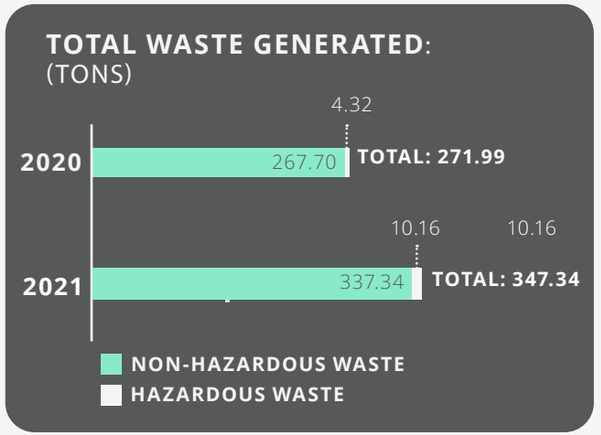
- Plastics;
- Metals;
- Urban-Like Waste;
- Cardboard packaging;
- Contaminated packaging;
- Disused chemicals with hazardous compounds or substances.

DOWNSTREAM OF TINTEX

FABRIC ROLLS
GOTS/EXPORT

- Packs made of paper and cardboard;
- Plastic for packaging;
- Fabric scraps.

WASTE GENERATION



Most waste comes from the company's activities, namely from production processes followed by maintenance, dispatch, and finally administrative processes.

WASTE DESTINATION

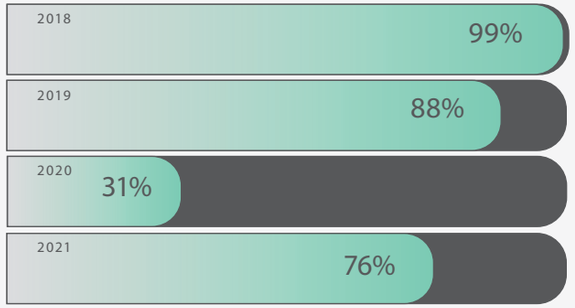
All the waste from TINTEX is delivered to waste management companies. In 2021, 263.01 tons of waste was diverted from disposal, namely 1.26 of hazardous waste and 261.75 of non-hazardous waste.

WASTE RECOVERY RATE:

76%

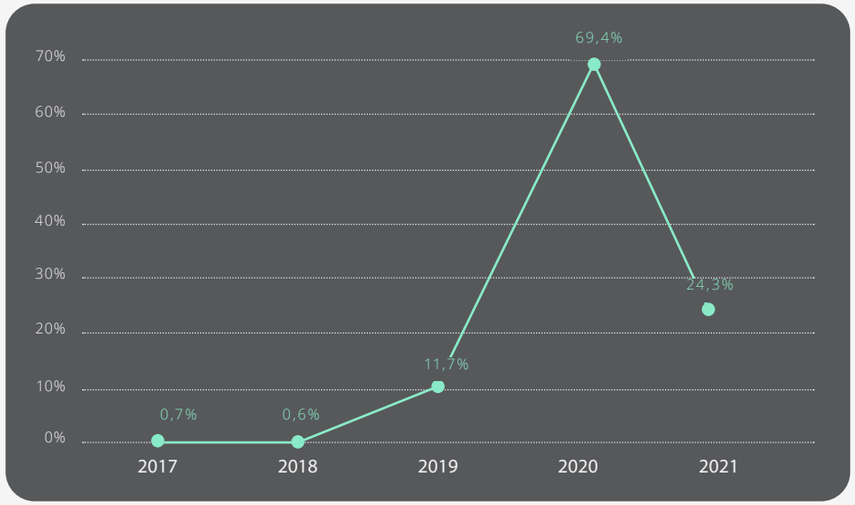
2021

WASTE SUBJECTED TO RECOVERY OPERATIONS (%)



Of the waste that is subjected to disposal operations, part goes to landfill and the rest is stored pending disposal. Currently, 24% of the waste generated have the aforementioned destination, which represents an improvement in the performance relative to the previous year, in which around 69% had that destination. The sharp decrease from 2019 to 2020 was due to the sludge that used to go for recovery but last year went to landfill. In 2021 this waste was diverted to composting operations which justifies the reversal in the trend.

WASTE TO LANDFILL (%)



RECLAIMED PACKAGING MATERIALS

RECLAIMED PACKAGING	QUANTITY (KG)	% RECLAIMED PACKAGING	RECLAIM FLOW
Plastic packaging	2 953.35	0.26	Packaging from suppliers – collection at TINTEX – recycling by waste management companies
Carton packaging	7 540.00	0.65	
Wooden pallets	10 329.00	0.90	
Plastic containers	359.00	0.03	
Metal containers	116.00	0.01	
Other plastic	2 570.65	0.22	Packaging used from TINTEX to clients – returning at the end of delivery
PVC tubes	11.79 (ainda em unidades)		

THE PERCENTAGE OF REUSED PACKAGING WAS DETERMINED IN RELATION TO THE TOTAL PRODUCTS SOLD IN THE REPORTING PERIOD.

_SOCIAL PERFORMANCE

The chapter presents information about TINTEX's social performance. When reviewing its material topics, the company identified several significant human rights related to its operations and value chain, such as freedom of association and effective recognition of the right to collective bargaining, non-discrimination in all forms, occupational health and safety, working conditions, among others. To facilitate reporting, these themes were grouped into a more transversal one, which the company set as "**Social Responsibility**".

5

5.1.

SOCIAL RESPONSIBILITY

MATERIAL TOPIC

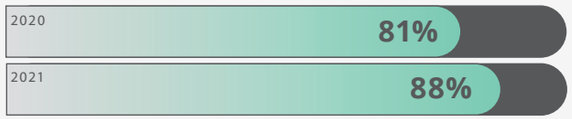
Social responsibility is a major material topic that involves the promotion of responsible and ethical practices with positive impacts on people. The products that the company sells have an impact along the entire value chain, from the farmers who grow the fiber, to the products used in production, to the impact on workers. In the latter, the impacts are related to working conditions, human rights and health and safety at work.

TINTEX is committed to the health of its ecosystem, which includes its professionals and the communities that they make part. Health, safety and well-being are crucial for employee motivation, which potentially results in increased performance, acquisition and retention of talent, reduction of accidents and occupational illnesses.
The code of conduct outlines the company's position on labor and environmental values and policies. This document is shared with all workers. TINTEX also respects international principles and guidelines on human rights, including the Universal Declaration of Human Rights of the United Nations.

Social responsibility measures include the prevention of child labour, the protection of young workers, appropriate wages and non-wage benefits, a regulated employment relationship, freedom of association, collective bargaining agreements and reasonable working hours including overtime. They also refer how the company prevents harassment, abuse and discrimination. The measures also cover the prevention of forced labour, exploitation, compulsory and prison labour, as well as the maintenance of sanitary facilities and canteen/eating areas.

TINTEX has maintained far-reaching actions and once again has fulfilled the STeP by OEKO-TEX® requirements and follows the national and local legal requirements.

STeP SCORE FOR SOCIAL RESPONSIBILITY



5.2.

HUMAN VALUE

By placing a high value on individuals, TINTEX's emphasize health, safety, personal security, and the freedom from discrimination or harassment at work. TINTEX's professionals are its greatest resource. That is why the company is committed to provide a place to work where everyone is treated with respect and dignity. In this sense, all kinds of discrimination are prohibited.

At site, there are social areas in the facility where a box for suggestions, complaints and denunciations is available. The company also extended the availability of external and confidential means of contact for complaints or concerns regarding social topics. In addition, a questionnaire was performed regarding employees' satisfaction and working conditions.

EMPLOYEE'S SATISFACTION ASSESSMENT

The company performed a satisfaction assessment of employees in relation to motivation at work, work conditions, professional development, leadership (direct management), company's benefits to its employees, and hygiene, health and safety at work. The results from the assessment are presented throughout the social responsibility subtopics.

EMPLOYEE'S SATISFACTION WITH TINTEX

	LOW			HIGH
LEVEL OF SATISFACTION	1	2	3	4
Management of conflicts of interest	**10%**	42%	45%	3%
Employee involvement in improvement activities	**10%**	55%	32%	3%
Employee engagement in decision-making	**17%**	52%	28%	3%
Support and dialogue with managers	**19%**	27%	46%	8%
Employee involvement in the organization and its mission	**10%**	42%	47%	1%

EMPLOYEE HIRES AND TURNOVER

	EMPLOYEE HIRES		EMPLOYEE TURNOVER
BY GENDER	Nº	Rate	Rate
MEN	6	46.2%	5.2%
WOMEN	7	53.8%	4.5%
TOTAL	13		9.7%
BY AGE GROUP			
18-30	5	38.5%	3.0%
31-40	6	46.2%	3.7%
41-50	1	7.7%	1.5%
> 50%	1	7.7%	1.5%

EMPLOYEE TURNOVER THROUGHOUT THE YEARS (%)

EMPLOYEE HEALTH PROMOTION

After 6 months of employment contract, TINTEX offers health insurance to all its employees including inpatient, outpatient and some specialty services. The access to health services aims to promote a healthy life and well-being and offers services close to the area of residence. This is a standalone tool to which the company has no access to employee data. The health insurance can be extended to household members at a reduced cost.

- Other health promoting actions:
- Free fresh fruit available daily
- Healthy meal options for a low price at the canteen

The company provides PPEs to all workers suitable for each function as well as collective protection equipment such as fire extinguisher center. A risk assessment is regularly carried out by workstation or machine so that measures are implemented to eliminate threats and mitigate risks in the conduct of employee's activities. A periodic training is also given in safety and accidents at work, among other actions previously mentioned.

EMPLOYEE'S SATISFACTION ASSESSMENT

BENEFITS	LOW 1	2	3	HIGH 4
Health insurance	**1%**	3%	48%	48%
Bonus	**13%**	31%	45%	11%
Wages	**17%**	31%	41%	11%
Canteen	**1%**	8%	44%	47%
Free fruit	**0%**	9%	40%	51%

EMPLOYEE'S SATISFACTION ASSESSMENT

MOTIVATION	LOW 1	2	3	HIGH 4
Workplace performance	**5%**	14%	72%	9%
Enrollment in training sessions	**8%**	22%	59%	11%
Teamwork engagement	**8%**	15%	54%	23%
Workplace improvement suggestions	**10%**	25%	51%	14%
Enrollment in projects for changes in the company	**8%**	15%	54%	23%

5.3.

OCCUPATIONAL HEALTH AND SAFETY

The Health and Safety Management is carried out by an external consultant who is responsible for assessment and continuous improvement of the OHS performance. The purpose of this system is to ensure compliance with all applicable Portuguese legislation on this matter. To this end, the consultant company audits TINTEX's safety twice a month and non-conformities are raised if any legal requirement is not met. These non-conformities are then managed by the internal OHS manager or dealt with by the safety committee depending on the topic. All actions implemented in this context are managed using a Plan--Do-Check-Act cycle to achieve continuous improvement of the system.

All workers employed or under the responsibility of TINTEX are covered by the OHS system.

In 2021, an internal OHS committee was established with members from production, human resources, and sustainability departments. The aim of this committee is to investigate and deal with incidents, complaints, and suggestions by all workers.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

In 2021, a new risk assessment per machine was conducted which resulted in a series of actions to be implemented to improve and ensure the safety and integrity of all employees. A safety committee is held monthly. Whenever there are work-related accidents, the consultants and committee investigate and determine measures to prevent the same from happening again. If necessary, these accidents are then reported to "Autoridade para as Condições de Trabalho -ACT". The same procedure goes for other incidents.

The company periodically performs assessments and monitoring of employee exposure to noise, dust, chemicals, thermal environment, and illuminance. Whenever there is hiring of new employees or change of job, training on safety and dangers of the job is given. If a dangerous situation occurs, TINTEX has the habit of issue a safety alert that is posted in the area on safe behavior to adopt in these cases.

All employees are encouraged to report work-related hazards, risks and/or incidents, and they can choose the approach which then will follow the procedure below:

All workers can and should withdraw or refuse to perform any task that they consider compromising their safety in any way without any type of reprisal. This situation is addressed in the TINTEX code of conduct which is signed by the management and communicated to all interested parties.

The occupational health and safety performance includes a safe and healthy workplace, considering workplace conditions, looking after workers' health and safety by supplying personal protective equipment (PPE) and preventing injuries through safe machinery/equipment. TINTEX's risk assessment also refers to the safety of the facility regarding fire prevention, action plans for various incidents and the safety of workers in case of such incidents. Training of employees regarding health and safety matters are recognized as important and maintained. With internal audits and regular review of the health and safety system by the management, the company is on the best path of continuous improvement. The documentation of operational health and safety measures is incorporated and well maintained in the management system of TINTEX.

Frequency of injury = 10,3 frequency of injury = (number of new injury cases/total number of worked hours by workers in the reporting period) x 200 000 working hours

Incident rate = 0,0025 (total number of lost days expressed in terms of number of hours/total number of hours worked by workers in the reporting period)

Actions taken to eliminate work-related hazards and minimize risks

Non-slip coating on the floor next to the new stenter;

Replacement of the damaged eyewash equipment;

Amendment of unsafe procedures in coating section;

Alteration of PPE for cleaning machines to more suitable due to suggestions by employees;

Annual maintenance of forklifts and stackers.

Good safety practices implemented

Availability of lifting tools for easier handling of goods
Safety procedures

General protection system against falls (handrail)

Resources to prevent and act in case of fire

Measures regarding workplace ergonomics are taken such as training and awareness, mechanical aids, tools, and anti-fatigue mats.

The company has defined specific teams, with personnel from all the shifts, which include teams of 1st intervention, first aid, evacuation, and support.

The work-related hazards that pose a risk of ill health were determined through OHS studies such as assessment reports on worker's exposure to chemical agents, VOCs, suspended particles, safety audits and compliance with current legislation.

Work-related hazards identified	Actions taken or underway to eliminate these hazards and minimize risks
Exposure to hazardous chemical agents; Noise above the lower noise action limit value; Exposure/inhalation of cotton dust; Load lifting.	Adequacy of equipment to reduce exposure to risks; Automation of dosing of the most dangerous chemicals so that the employees have no contact with them; Suitability of procedures to avoid dangerous situations; Training and rising awareness about the various hazards and work-related illness associated with each employee's workstation; Provision of PPE.

The external company subcontacted goes to TINTEX whenever the number of workers justifies it. Otherwise, a schedule is set at a location close to the company so that workers can have the consultation. As required by law, all workers attend to an occupational health consultation upon admission or readmission. Additionally, every two years or annually if over 50 years of age a check up is in order. All service aptitude sheets are shared to the employees and signed by them. In case of a conditional aptitude is determined, the employee's service or workplace is adapted or altered to comply with recommendations/limitations described therein. Two anonymous consultations are held annually with employees in terms of OHS in accordance with the Portuguese law (DL50/2005 and law 3/2014). Several items of these legal documents are questioned such as the perception of security measures adopted by the company, perception of security and importance of using PPE, importance of the pertinence of the training actions carried out, topics and other training they consider to be missing, thermal and workplace comfort, safety of the machines, among others.

During 2021 TINTEX provided the following OHS-related training sessions in normal business hours:

- Management of chemicals: transport and handling
- Hygiene and safety at work: risk assessment of the workplace
- Workplace
- Fire prevention and protection plan: emergency operational structure
- Fire simulacrum
- Chemical spill simulacrum

EMPLOYEE'S SATISFACTION ASSESSMENT RELATED TO HYGIENE, HEALTH, SAFETY AND EQUIPMENT

	LOW 1	2	3	HIGH 4
Hygiene and health conditions	**4%**	15%	60%	21%
Safety conditions	**3%**	11%	66%	20%
Essential equipment and materials for work	**6%**	10%	66%	18%
IT equipment	**6%**	10%	70%	14%
Protective equipment	**0%**	6%	71%	23%

SAFETY COMMITTEE COMPOSITION

- CEO
- Internal and external security manager
- Dyeing manager
- Finishing manager
- Maintenance manager
- Coating production manager
- Sustainability technician
- Head of human resources
- Head of insurance management

MATTERS ADDRESSED

- Incidents at work
- Dangerous work-related situations identified
- Employee complaints and suggestions
- Answers to questionnaires given to employees
- Non-conformities raised in audits

For all topics, the causes and appropriate actions are discussed and recorded in a system document and those responsible for implementing action and deadline for it are established.

5.4.

LOCAL COMMUNITY

The company is engaged with social institutions, sports associations - Sports club of Cerveira (rowing) and Sports club of Vila Chã (soccer) - and education institutions - Escola Superior de Artes e Design, giving monetary donations and company products. TINTEX is also involved with NGO Sopro where they collect clothes, books, and other goods that are sent to Mozambique.

Additionally, the company pays special attention to ensuring that its procurement budget has positive impacts in the community. By favoring national suppliers, TINTEX helps supporting and promoting local markets and jobs.

TREE PLANTING

180	150
VILA NOVA CERVEIRA, PORTUGAL	KENYA

TINTEX'S COMMUNITY INVESTMENTS IN 2021

SPONSORSHIPS	€ 2 170.00
DONATIONS	€ 32 928.77

5.5.

EDUCATION AND TRAINING

TINTEX fosters a culture of learning and innovation by supporting its employees with the tools and training necessary to achieve their full potential. This has a social positive impact as it contributes to TINTEX's ability to attract, retain and develop a skilled workforce.

TRAINING ACTIONS IN 2021

- Individual actions for high position members;
- Participation in seminars, congresses, fairs and intensive courses;
- Training actions were given to the production sector on a permanent basis by specialized companies;
- Regular safety training including proper use of personal protective equipment.

EMPLOYEE'S SATISFACTION ASSESSMENT REGARDING SKILLS AND PROFESSIONAL DEVELOPMENT

	LOW 1	2	3	HIGH 4
Career development training	**14%**	45%	36%	5%
Company's human resourcecs policy	**4%**	30%	61%	5%
Opportunity to develop new skills	**10%**	42%	37%	11%
Work performance feedback	**13%**	33%	44%	10%

This year, TINTEX observed the need to adapt resources. One of the actions planned for 2022 will be the reinforcement of the human resources team. This team will then be orientated to restructure issues associated with competencies, define new indicators and targets, and implement a job and training manual to improve and develop employee carrer management.

MASTER'S THESIS IN 2021

THESIS	INSTITUTION	FIELD
"OS CUSTOS DA QUALIDADE SEGUNDO O MODELO PAF: UMA APLICAÇÃO NUM PROCESSO DE TINGIMENTO E ACABAMENTO TÊXTIL"	UNIVERSITY OF MINHO, PORTUGAL	ENGINEERING AND QUALITY MANAGEMENT
"COLORAÇÃO E FUNCIONALIZAÇÃO DE UMA COLEÇÃO CÁPSULA PARA VESTUÁRIOS OUTDOOR ATRAVÉS DA UTILIZAÇÃO DE COMPOSTOS NATURAIS"	UNIVERSITY OF MINHO, PORTUGAL	TEXTILE CHEMISTRY
STUDY AND DEVELOPMENT OD COATING FORMULATIONS AND CONSEQUENT IMPACT ON THE CHARACTERISTICS OF THE FINAL PRODUCT	UNIVERSITY OF PORTO, PORTUGAL	CHEMICAL ENGINEERING

_OPERATIONAL PERFORMANCE

In this chapter information about operational performance is reported. This is comprised of 3 material topics: **Economic Performance; Legal and Regulatory Compliance** and **Technological Innovation** and **Cooperation.**

6

6.1.

LEGAL AND REGULATORY COMPLIANCE

MATERIAL TOPIC

TINTEX's legal and regulatory compliance strategy and how it is engaged reflects the transparency that is imposed on the company's values. This topic is material as it constitutes an opportunity to improve TINTEX's operations, act on client's needs and strengthen the culture of the organization. Nonetheless, it could mean potential negative impacts in case of failure to comply with legal requirements or fines, which in turn may result in consequences to the environment, people and economy, tarnishing the image of the sector. .

In addition to mandatory, legal, and regulatory compliance offers several benefits for the company. To be aware and aligned with all the laws and regulations relevant to its business and industry is a key priority to TINTEX. In doing so, the company can confidently prove its integrity, reliability, and ethics-all of which can engender stakeholder trust and reinforce its competitive position.

The company did not have any incident with environmental impact in the last 10 years. In the reporting period, TINTEX exceeded promptly the withdrawal limits. The company has reported the situation to local authorities and took measures to overcome the situation.

The integrated policy, certifications, ISO 14001, ISO 9001 and the principle 1 of BCSD establish policies and commitments of TINTEX regarding this topic. The surveillance of the legal compliance is made through the support of an external company, and internally the company update and verify the compliance of the legal requirements on the legislation checklist.

6.2.

ECONOMIC PERFORMANCE

MATERIAL TOPIC

Having a good economic performance is one of the main goals of the company, both for its own growth and evolution as well as for the satisfaction of stakeholders and business continuity.

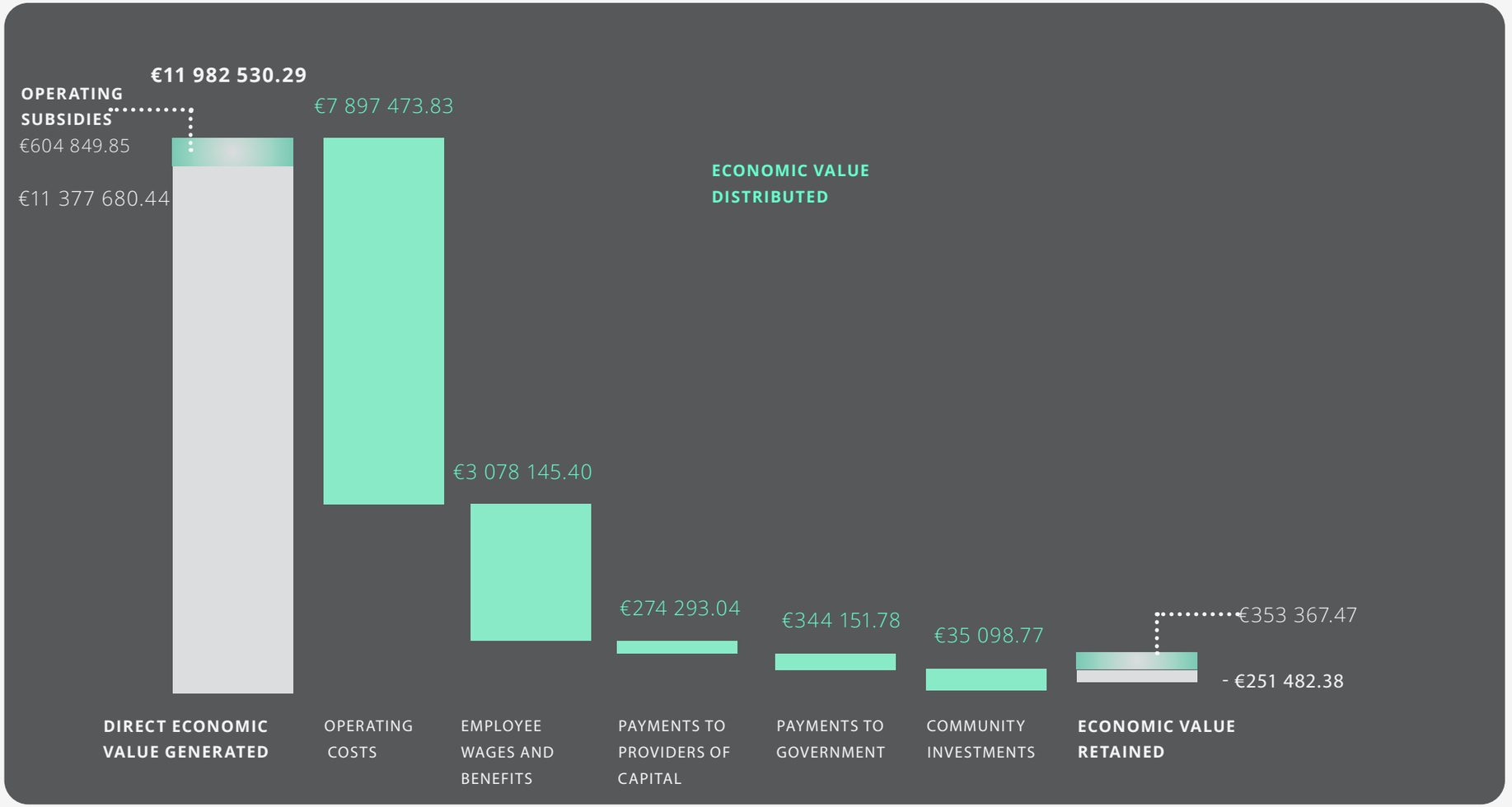
Despite some challenges, namely in orders still motivated by the 2020 pandemic situation and the increase in raw material prices and disruptions in delivery times that were felt worldwide, TINTEX reflected an increased search for medium-high quality articles. The expansion of its portfolio of more responsible clients and brands with greater purchasing power predicts a path of continued growth.

In 2021 the sales volume of finished products and the value of services provided increased. These resulted in an increase of 9% compared to the previous year.

BUSINESS VOLUME

	SALES OF FINISHED PRODUCTS	SERVICES PROVISION
2021	€ 10 051 097	€ 1 182 274
2020	€ 9 360 202	€ 955 652

ECONOMIC FIGURES



As in the previous year, in addition to report of the GRI 201 economic figures, TINTEX also considers the operating subsidies as some operating expenses were directly related to these.

RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

RISK |OPPORTUNITY	DESCRIPTION	POTENTIAL IMPACTS	ACTIVE MEASURES
RISK	Water scarcity in the region	Failure to comply with legal requirements; Operation and business shutdown; Depletion of groundwater resources.	Constant monitoring of company's water-related impacts; Participation in initiatives and certifications - Bluesign®, ZDHC, Detox to Zero®, Aqueduct water risk atlas platform, internal project aWaRe, Science Based Targets; TINTEX has implemented an environmental management system which includes SWOT analysis inherent to ISO 9001 and ISO 14001 and also a water efficiency plan.
OPPORTUNITY	Growing demand for an alternative to animal products	Increased business volume; New business segments; Less seasonality; Lack of technical solutions.	TINTEX provides alternatives to animal leather and has expanded the range of these items, which stemmed in an increase in sales. In addition, the company actively disseminates its coating references at fairs and other engagement mechanisms and plans to hire a commercial dedicated to coating.
OPPORTUNITY	Growing sensitivity of end consumers to environmental and social responsibility issues	Increased turnover; New clients; Lack of attention to the consumer; Lack of sustainable solutions.	The company invests in advanced materials and processes that allow the reduction of emissions and resources consumption, resulting in a controlled environmental impact.
OPPORTUNITY	More digital consumers and clients	Sustained business; New business models; New business opportunity; Low investment in technology; Lack of digital marketing strategy.	In addition to the online store, TINTEX encourages communication and strengthen partnerships with brands with a strong online presence.
OPPORTUNITY	Own trademarks and patents - Dyeing, finishing, and coating	Reputation; Marketing; New research links; New product lines; Innovative breakdown; Conflict with another existing patent.	Life cycle assessment of the main brands; Creation of differentiated products which may give lead to new patents or brands; Brand communication in physical and digital support.
OPPORTUNITY	International reputation for sustainable production and supply	Greater growth potential; More business oportunities; Easier entry into new markets; Greenwashing Less communication and marketing.	Limitation on sustainable fibers used in the development of collections; Careful analysis of chemicals used; Projects to improve sustainability performance.

RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

RISK |OPPORTUNITY	DESCRIPTION	POTENTIAL IMPACTS	ACTIVE MEASURES
OPPORTUNITY	Value chain transparency	More reputation; More process control; Less environmental impact; More business opportunities; Greater traceability and information; Lack of technical solutions; Expensive prices; Little market interest.	Certifications that allow traceability of the value chain: GOTS, OCS, GRS. Sustainability report; Setting goals for developing collections with sustainable materials; Disclosure of the origin of the fiber as a purchase requirement.
OPPORTUNITY	Growing demand for products with greater durability	Increased business volume; New clients; Higher reputation; Trend towards products with lower consumption and higher quality; Growing aversion to fast fashion.	Antibacterial finishing Water and oil repellency; Odor neutralization.

6.3.

TECHNOLOGICAL INNOVATION AND COOPERATION

MATERIAL TOPIC

Technological innovation is not only the main driver to sustainable products and processes, but is also about responsible production related to machinery and process. The search of new and innovative processes and products was a goal right from the beginning, and across the years there were a lot of accomplished milestones on this subject.

Scientific and technological knowledge are at the base of TINTEX's competitiveness and success, reinforcing the company's reputation as being flexible and responsive to change.

Through cutting-edge technology, TINTEX's vision of innovation allows the creation of new products that meet both the market and consumer's needs through more efficient processes that often help in reducing the consumption of resources. It can also promote employee comfort (e.g. automatic defect review of products).

This topic also addresses the establishment of synergies and partnerships with the community, scientific and technological entities, consortiums, and partners. Cooperation with these stakeholders is key to achieve innovation and commitment to sustainability.

TINTEX's annual action plan includes fostering existing and new partnerships, aiming the know-how, equipment, and technologies not available in its installations.

2021 HIGHLIGHTS

TC5799
Sustainable alternative for leather goods with real leather sensation to touch and vision that allows the isolation from skin to the agressive components that surround us in our daily rush.

INGREDIENTS
Post consumer plastic bottles transformed in Newlife™ Recycled polyester
GRS certification
OEKO-TEX® Standard certification
100% PES REC

FINISHING | COATING | DYEING TECHNIQUES
Water-based coating without formaldehyde or solvents. This is a bio-based alternative to natural leather with pine shell incorporation.

NewLife™
From post-consumption plastic bottles to upcycled yarn, NewLifeTM ensures the same level of performance and quality as a virgin yarn. With a unique production process, this innovative yarn contributes to significant savings when compared to traditional virgin yarn production processes:
_32% reduction in CO2 emissions
_94% reduction of water consumption
_64% energy savings

What was once a used PET water bottle becomes yarn, preventing the deterioration of plastics in the environment.

TC6045
Alternative to leather with wine production byproducts incorporation in coating formulation to give aesthetic and functional properties (INVINOTEX®). The harvest residues create a coated textile for fashion, technical, footwear, leather goods, automotive and home textile applications.

PARTNERSHIP
Quinta do Soalheiro

DROPS
TINTEX has been releasing specific or limited mini collections. Instead of the old 2 collections, the company produces 5 to 7 drops with fewer references. This allows to have more interaction with clients and a sense of exclusivity as TINTEX pays more attention to the market and produces at its pace. With each drop TINTEX launches products according to trend analysis resulting in more focused and products mainly at request of clients.

STAFF PICKS 2021

https://online.fliphtml5.com/ofdoz/hlhp/#p=1

ONGOING PROJECTS

TrueHue - Perfect colour for textiles

High quality knits by automating the production process. By fully controlled dyeing processes with NIR it will be possible to obtain fabrics with:
- superior quality
- reduce dyeing times
- reduce reprocessed fabrics, reassembly and consequently complaints.

Cooperation: ARCP; FEUP; IPV

Technology:
Near infrared (NIR) spectroscopy technology applied to knitting dyeing processes, both traditional dyeing and dyeing with natural-based compounds (natural dyeing). In addition, this technology will allow a better understanding of the stages of the natural dyeing process so that it can be implemented at an industrial level, providing products that are different from those that already exist on the market.

PluriProtech

A multilayer textile solutions for active protection against chemical, biological, nuclear and radiological threats, with focus on ergonomics and user comfort.

Cooperation: Latino Group; Universidade do Minho; Exército Português; Sciencentris

Technology: Textile substrate added using polymeric coatings functionalized wit nanoparticles (NPs) of metal oxides, capable of establishing themselves as active barriers to this type of threats.

STVGoDigital

A set of R&D initiatives with a strong collective nature involving companies in the Textile and Clothing sector and other complementary sectors that enhance the adoption and transition to the new Industry 4.0 paradigm.

Cooperation: TMG – Tecidos para Vestuário e Decoração, S.A.;CITEVE; INOVAFIL; A.Sampaio; Infos; CeNTI; IPVC; CCG

Technology:
Innovative solution for a textile product expanded with its identity (product ID with the addition of the data dimension), aimed at the clothing sector and the home textile sector, and that it is transparent, traceable, sustainable and circular.

The data includes all the information about:

-product - technical information such as composition, production stage, type of structure, color, among others;

-resources used - raw materials, water, energy, chemical products, other materials, human resources, etc.;

-processes - spinning, weaving, knitting, dyeing and finishing, confection, etc.;

-companies involved - considering the entire supply chain from raw materials to raw/filament raw materials to the final product - clothing and home textiles, including subcontractors and distribution.

In addition, it is intended to develop social and environmental performance indicators that allow classifying the level of sustainability/circularity of textile products, in order to help the consumer in the purchase option, in an informed and responsible way.

aWaRe

Aiming for Water and Waste Reduction, Reuse and Recycling

Individual project consisting in R&D of innovative textile products in the context of circular economy through the development of recycled and bio-ennobled knits with recycled water.

Technology:

Development of textile waste recycling processes - Recycled fibers - Mechanical recycling of cellulosic-based fibers followed by spinning, knitting, enzymatic surface treatments, dyeing with natural extracts and biofinishing. The water used is recycled from wastewater by membrane technology.

Wear2Heal

Textiles for muscle therapy
The project aims the development of innovative solutions to optimize the recovery process after sports practice. The aim of these new technical textiles is to increase the offer of TINTEX products for its clients and to promote its position as a reference in technical textiles for sports.

Cooperation: Citeve, CenTI, TINTEX, HATA, FADEUP

Technology:
Integration and printing of electronic devices that result in textile solutions equipped with electrostimulation, massage, compression and heating capabilities.

NEW PROJECTS SUBMITTED

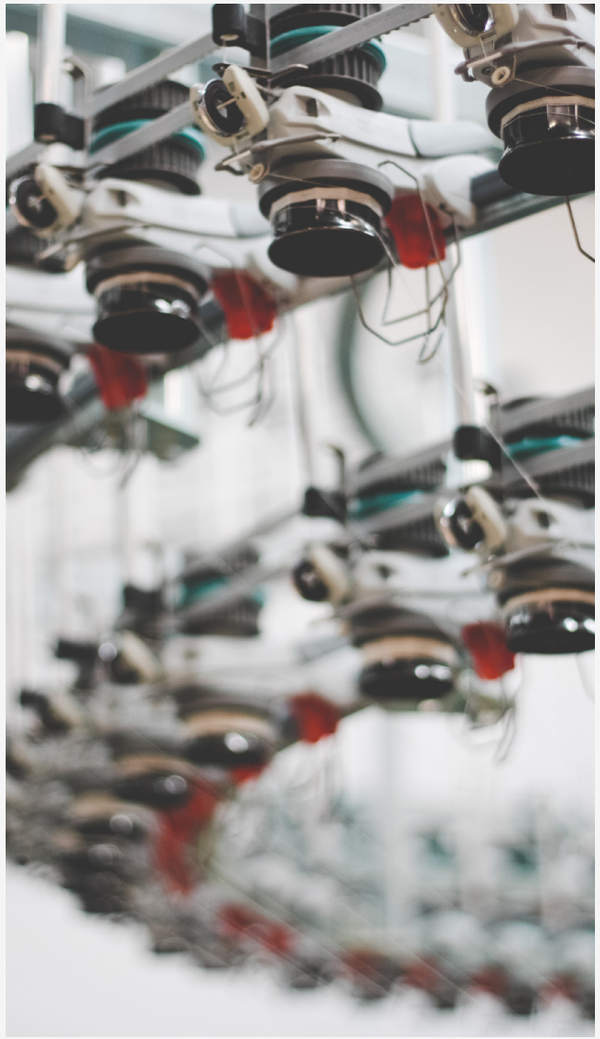
RE(2)WIN

Creation of sustainable and innovative solutions based on circular economy and sustainability perspective - packaging waste recovery through its application in the development of textile structures with functional properties such as antimicrobial, anti-odor, antioxidant, antiallergic and/or moisture management capacity.

Cooperation: Sociedade ponto verde, CENTITVC, Centro de Nanotecnologia e Materiais Técnicos, Funcionais e Inteligentes EVERTIS RECICLAGEM, Lda

6.4.

PRODUCT DIFFERENTIATION



TINTEX's mission mission is also about the company's ability to offer products that meet client's expectations with respect to their quality, comfort, and safety characteristics.
It is important to be able to answer everyday challenges and to continue to innovate and to develop products of added value, with a balanced ratio of quality, durability, and price, and with knowledge about impacts associated on environmental, social, and economic dimensions.
Nowadays consumers expect more information about the products they are using. Characteristics as functionality, aesthetics, recyclability, durability, among others, are becoming standard properties that are mandatory on a textile product. The product only starts to differentiate itself if these properties reflect on the emotional state of the consumer.
TINTEX defines as low-carbon products/services all new developments that are 90-100% made of cellulosic fibers/recycled fibers or their blends, products that were naturally dyed (with plant extracts) and animal leather substitutes using water-based coatings.

PLUMMY®

A new-tech hybrid finish that delivers neat and clean surfaces with more refined, smart touches that range from a subtle sheen to glowing velvet finishes and semi matt optics. These cellulosic fabrics with extremely clean surfaces are obtained through minutely controlled mercerization and biopolishing processes.

- 30% savings in dyestuffs
- Long-lasting and durable garments

COLORAU®

COLORAU® is about a natural and economical dyeing process than conventional synthetic dyeing.
Natural extract-based dyeing technology, an innovation for coloring fabrics using extracts naturally present on Nature.
The process was patented by TINTEX and implies a pre-treatment of thesubstrate followed by a contact with natural colorants that come from a mixture of vegetable extracts and enzymes. The materials/substrates can be fabrics, fibers, yarns, films, or structures of natural or synthetic origin.

- Uses only compounds of natural origin
- Eco-efficient and low temperature surface treatment to improve the affinity between the textile substrates and natural compounds
- "Performing" extracts for appropriate color fastness to light and washing as well as color durability and antimicrobial functionality of textiles
- Technology applied to mimic the beauty and uniqueness of nature

NATURALLY CLEAN®

NATURALLY CLEAN® products have less consumption of chemical products, no mercerization process and less drying energy through biopolishing using enzymes. A cost effective modern approach that eliminates agressive treatments and optimizes clean surfaces, vivid colors, and beautifully smooth to the touch feel.

TEXLOOP™

Part of the differentiation of TINTEX's products is based on the type of fibers used. In this sense, the company promotes capsule collections with specific suppliers. TEXLOOPTM was developed with pre-consumer waste yarns such as recycled cotton. The project consists in yarn production with recycled fibers.

Q-NOVA™

Q-NOVA™ is a fiber obtained from pre-consumption waste with strong traceability requirements. The process involves a mechanical regeneration system without any resource to harmful chemical materials. Instead of being
disposed of as external waste, these materials are recast in the form of a polymer.

- Lightweight fabrics with the same performance as fabrics made from cotton or polyester;
- Breathability;
- Bright colors with its dyeing quality - fabrics and items of clothing as robust as those made from virgin polyamide.

TENCEL™

Modal and lyocell - a cellulosic fiber with a botanic origin which is produced with low environmental impact and can be biodegradable when disposed. Besides style and comfort, the major benefits of this fiber are reflected in its long lasting softness, good color retention and breathability. Tencel is obtained from sustainably sourced wood.

_ABOUT THIS REPORT

The document hereby presented it's the 3rd annual sustainability report from TINTEX.

The company expects to continue practicing transparency and openly report annually its performance in sustainability issues, namely its impacts on the economy, environment, and society, including human rights.

As in the previous year, this report reflects TINTEX's response to the material topics identified with most impacts on all domains of sustainability and the ongoing effort on how the company operates and manages the challenges of the sector. The content of this document covers the operations carried out from 1 January 2021 to 31 December 2021. The report has been prepared in accordance with the GRI Standards 2021.

For questions about the sustainability report:

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Technical support – Humb Consulting

GRI CONTENT INDEX

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 2 GENERAL DISCLOSURES 2021			
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational details	-	TINTEX Textiles, S.A.; public limited company with headquarters at Zona Industrial de Campos Polo 1, Apartado 99, 4924-999 Campos, V.N. de Cerveira, Portugal.
2-2	Entities included in the organization's sustainability reporting	-	Tintex Textiles
2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT | 52	
2-4	Restatements of information	-	302-1 GRI standard recommends that self-generated energy should be reported under fuel consumption. Values from 2020 and 2021 regarding total energy consumption, fuel consumption and electricity consumption were reviewed.
2-5	External assurance	-	The present report has not been subjected to external verification.
ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	2. ABOUT TINTEX | 12 2.5. Value chain | 19	Organization's activities: preparation, dyeing, finishing and coating of textiles; Products: finished and/or coated jersey fabrics; Markets: Fashion, Athleisure, Intimate and Home textiles; Other relevant business relationships: Scientific & technological centers, governmental entities, NGOs, business Hubs and associations.
2-7	Employees	2.2. Internal organization and governance | 13-15	The data regarding employees was compiled by consultation of human resources documents and the numbers reported by head count at the end of the reporting period.
2-8	Workers who are not employees	2.2. Internal organization and governance | 13-15	Number of workers who are not employees and the type of work they perform: 3 Landscaping; 2 Cleaning; 1 Security and 1 Canteen.
2-9	Governance structure and composition	2.2. Internal organization and governance | 13-15	
2-10	Nomination and selection of the highest governance body	2.2. Internal organization and governance | 13-15	
2-11	Chair of the highest governance body	2.2. Internal organization and governance | 13-15	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GOVERNANCE			
2-12	Role of the highest governance body in overseeing the management of impacts	2.2. Internal organization and governance | 13-15	
2-13	Delegation of responsibility for managing impacts	2.2. Internal organization and governance | 13-15	
2-14	Role of the highest governance body in sustainability reporting	2.2. Internal organization and governance | 13-15	
2-15	Conflicts of interest	-	The annual update and communication of the organization's code of conduct ensures that conflicts of interest are prevented.
2-16	Communication of critical concerns	-	The organization uses different means of communication of critical concerns, including: audit reports in meetings with the action plan committee, complaints through the complaints box made available by management, questionnaires to clients and their complaints are communicated through a monthly report that is shared with management. TINTEX also prepares an annual management review report that informs the performance in several areas.
2-17	Collective knowledge of the highest governance body	-	The highest government body keeps abreast and acquires sustainable development knowledge from training sessions, participation in webinars, and by working closely with the organization's sustainability team.
2-18	Evaluation of the performance of the highest governance body	-	To date, no performance evaluations of the highest governance body have been carried out.
2-19	Remuneration policies	-	There is no specific remuneration policy for board members.
2-20	Process to determine remuneration	-	The views of shareholders and members of management are considered. The remuneration policy is discussed until consensus is reached with the human resources head department.
GOVERNANCE			
2-21	Annual total compensation ratio	-	Organization's highest-paid individual to the median annual total compensation for all employees: 3,58 Percentage of increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees: 49 % To compile these data the company assessed its computer system with internal documents.
STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	MESSAGE FROM THE BOARD | 3	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
2-23	Policy commitments	1.2. Materiality assessment | 6-11 2.3. Ethics and transparency | 15	The company has established responsible conduct policies that are actively developed and updated. Of these, there are internal ones such as integrated policy and code of conduct and external ones: BCSD charter of principles, principles of the international labor organization, global compact, sustainable development goals, fundamentals of the Ellen MacArthur foundation, respect for human rights through the universal declaration, fashion industry charter for climate action (UNFCC), science-based targets initiative, Portuguese association of business ethics. The company gives particular attention to cotton farmers namely due to Better Cotton Initiative and GOTS certifications.
2-24	Embedding policy commitments	1.2. Materiality assessment | 6-11	TINTEX sets annual objectives in line with the policies adopted for the various areas and departments. Additionally, some training is given to assist in the implementation of policies such as SBTi, BCSD and internal meetings.
2-25	Processes to remediate negative impacts	-	For remediation of negative impacts, the organization adopts commitments and procedures such as: environmental certifications; assessment of environmental aspects and impacts (annual) where the most urgent are identified and action plans are subsequently defined; issues assessed in the annual SWOT analysis go to the risk assessment and the most significant ones are forwarded to the action plan; for complaints and grievances there is a template for the stakeholder to reply and then it is forwarded to the appropriate person responsible, they analyze and take the necessary actions to repair; at the end of the document there is a review by management to track effectiveness.
2-26	Mechanisms for seeking advice and raising concerns	2.3. Ethics and transparency | 15 5.1. Social responsibility | 37	All TINTEX employees can report concerns and critical situations on an anonymous form and place them in the suggestion/complaints box. Some certification bodies also interview employees in private. The company hires a service to help keep track of legislation updates to make sure regulatory issues are addressed. There is a close relationship with the employees and the reporting of concerns to the head of the department is encouraged. External contacts with specific services are also available.
2-27	Compliance with laws and regulations	-	In 2021 TINTEX had no fines nor any kind of regulatory action for its activities.
2-28	Membership associations	-	ATP, cluster textil; ARCP; Ellen Macarthur Foundation; Fashion Industry Charter for Climate Action (UNFCC); MEERU; Associação Portuguesa de Ética Empresarial; Business Council for Sustainable Development (BCSD) ; United Nations Global Compact
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	1.1. Stakeholder engagement | 5	
2-30	Collective bargaining agreements	-	TINTEX respects employee's right to freedom of association and collective bargaining. Although 100% of employees have access to these types of agreements, none of them have joined.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 3 MATERIAL TOPICS 2021			
3-1	Process to determine material topics	1.2. Materiality assessment | 6	
3-2	List of material topics	1.2. Materiality assessment | 6	In 2020 TINTEX identified 10 material topics according to the maximum relevance both for the organization and for its stakeholders and additionally reported another 7 topics. In 2021 the material topics became 12 according to the materiality of impact and 2 more were reported that the company considered relevant. "Employment and protection at work" and "Occupational Health and safety" were removed as independent topics and TINTEX also identified some material human rights related to its operations and value chain, such as freedom of association and effective recognition of the right to collective bargaining, non-discrimination in all forms, occupational health and safety, working conditions and free, prior and informed concern. To ease reporting, these themes were grouped into a more transversal one, which the company set as "social responsibility".
3-3	Management of material topics	-	For all material topics, annual goals are defined by TINTEX which are described in the file "DS2222 - Objetivos 2021 e acompanhamento" as well as the follow-up and results of each one. At the annual review meeting by the management all these goals are addressed, the current situation described and the selection of those goals to carry over to the next year.
ECONOMIC PERFORMANCE			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 6.2. Economic performance | 45-48	During the year the indicators are monitored to assess the evolution. TINTEX's economic performance is audited by a certified accountant every year. TINTEX manages this topic through its values, the "Company Integrated Policy" and "Code of Conduct. Throughout the year the indicators are monitored to assess the evolution. TINTEX's economic performance is audited by a certified accountant every year.Review meetings to analyze the year 2021 resulting in a document with all the review and actions that will later be transferred to the Action Plan. Annual goals set by the management. Review by the management; Frequent meetings; TINTEX manages this topic through its values, the "Company Integrated Policy" and "Code of Conduct".
GRI 201 ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	6.2. Economic performance | 45-48	
201-2	Financial implications and other risks and opportunities due to climate change	6.2. Economic performance | 45-48	
201-3	Defined benefit plan obligations and other retirement plans	-	Social security contributions amounting to 295 499,49€. Compensation fund of 29 662,51€. TINTEX does not have an associated pension fund or liability. In accordance with the Portuguese law, it has an 11% contribution to social security.
201-4	Financial assistance received from government	-	The total amount received from the govern in 2021 was €604 849,85.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
LEGAL AND REGULATORY COMPLIANCE			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 6.1. Legal and regulatory compliance | 45	To ensure compliance with legal requirements by giving response to the needs and expectations of regulatory and legal bodies, as well as insurers, TINTEX has compliance obligations associated with official entities. The requirements from these entities are identified in a document "TINTEX legislation list" and monitored in the "conformity assessment checklist". The results of audits, compliance assessments and the degree of fulfillment of compliance obligations are continuously analyzed resulting in defined actions for improvement. The company has internal policies, procedures and often performs risk assessments. Keeping up with the constantly changing regulatory environment – continuously adapt and update. The company has an internal procedure of legal requirements and does an internal audit to check its compliance. A third-party consultant attests the legal and regulatory compliance of health and safety issues. Additionally, TINTEX hires a service that deals with updating the legislation.
ETHICS AND TRANSPARENCY			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 2.3. Ethics and transparency | 15-16	
GRI 205 ANTI-CORRUPTION 2016			
205-2	Communication and training about anti-corruption policies and procedures	2.3. Ethics and transparency | 15-16	
GRI 410 SECURITY PRACTICES 2016			
410-1	Security personnel trained in human rights policies or procedures	2.3. Ethics and transparency | 15-16	
ENERGY MANAGEMENT			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 4.1. Energy management | 28-29	TINTEX manages the topic of Energy through its values, the "Company Integrated Policy", "Code of Conduct" and according to legal requirements. During the year the indicators are monitored to assess the evolution according to the Environmental Management System. All energy consumption is registered monthly (electricity, natural gas and diesel) based on the respective invoices. The energy management system includes energy audits, the energy rationalization plan, the implementation, and maintenance of the ISO 14001. This material topic is also managed through the "Company Integrated Policy", "Code of Conduct" and according to legal requirements. The progress is achieved over the years is monitored through results including KPIs, annual follow-up reports and reports from audits. Document review by management; internal SWOT analysis; STeP; HIGG index; customer's requirements. Standards, methodologies, assumptions, and/or calculation tools used: 1kwh=3,6MJ Source of the conversion factors used: poder calorífico gás natural: https://www.ign.ren.pt/.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 302 ENERGY 2016			
302-1	Energy consumption within the organization	4.1. Energy management | 28-29	
302-3	Energy intensity	4.1. Energy management | 28-29	
-	Renewable energy rate (%)	4.1. Energy management | 28-29	
-	Percentage of renewable energy sources in the power from the grid	4.1. Energy management | 28-29	
WATER MANAGEMENT			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 4.2. Water management | 30-32	Certification audits – SteP, Higg, 14001, 9001 and wastewater treatment analysis; Water audit in 2020; Detox to Zero, ZDHC, company's integrated policy; SBTI (regarding effluent reduce 50% of its emissions); Global compact: principle 8; Charter of Principles of the BCSD Portugal: 5.2. There is a responsible employee to control its certified environmental management system, based on NP EN ISO 14001:2015 standard - makes the identification and assessment of environmental aspects and impacts establishing environmental objectives, reviewed annually. A member of the Sustainability department is responsible for the environmental management system and has a direct connection with the General Manager. The identification of environmental aspects and assessment of respective impacts are documented considering the direct and indirect impacts, normal, abnormal, and emergency situations. In general, TINTEX's environmental management system includes development of environmental objectives, definition of responsible persons, processes for the introduction of environmental management measures, compliance with legal requirements regarding environmental management, regular internal audits and definition of targets for improvement and positive performance development. Management strategy including water efficiency and water treatment and discharge. The company has water flow meters in the water sources and in dyeing machines to measure the water usage. Project AWaRE – includes the study of possibility of recycling wastewater. KPIs, procedure, results from audits; monthly analysis to the wastewater treatment and the corresponding reports.
GRI 303 WATER AND EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	4.2. Water management | 30-32	https://wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&geoStore=9fca947221199156e1325a55dc49619c&indicator=w_awr_def_tot_cat&lat=42.030424218536346&lng=-8.921585083007814&mapMode=analysis&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=11
303-2	Management of water discharge related impacts	4.2. Water management | 30-32	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
303-3	Water withdrawal	4.2. Water management | 30-32	
303-4	Water discharge	4.2. Water management | 30-32	
303-5	Water consumption	4.2. Water management | 30-32	
-	Water intensity	4.2. Water management | 30-32	
-	Liquor ratio (L/kg of fabric)	4.2. Water management | 30-32	
-	Water stress	4.2. Water management | 30-32	
-	Overall water risk	4.2. Water management | 30-32	
GAS EMISSIONS MANAGEMENT			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 4.3. Gas emissions management | 33	The company has joined Science Based Targets Initiative (SBTi) with goals to reduce its greenhouse gas emissions. Business ambition of SBTi – achieve 50% reduction in total emissions by 2030 ; Commitment to reduce absolute Scope 1 and Scope 2 GHG emissions 50% by 2030 from a 2018 base year, and to measure and reduce its Scope 3 emissions. Global compact: principle 8; BCSD: 5.1 and 5.2. In the management of gas emissions there are both opportunities that can generate positive impacts and risks associated with negative impacts. Company's integrated policy, Higg, STeP, ;The company performs periodic detection of leaks and it has a gas cut system (general, by section and by equipment) ;To reduce air emissions in production processes, TINTEX has implemented periodic maintenance of equipment, pretreatment of the material before thermofixation and recipe optimization. Additionally, the company makes characterization of its machines' air emissions every 3 years according to Portuguese legislation. ;The company makes annual characterization in the two boiler air emissions to check if the results comply with limits. TINTEX conducts regular measurements, calculation of greenhouse gas emissions, ;KPIs and reports; TINTEX has an internal document called "atmospheric emissions procedure" which includes what to measure, requirement to meet, among other parameters. ; Impacts – negative – climate change; positive – driver to new technologies, products,…; Work with clients, suppliers; The major challenge has been mapping its Scope 3 emissions and start measuring them so the company can plan the areas where reduction is priority. A strategy was defined through the "Science-Based Targets" to reduce greenhouse gas emissions by 50% by 2030, considering the 2018 base year.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 305 EMISSIONS 2016			
305-1	Direct (Scope 1) GHG emissions	4.3. Gas emissions management | 33	The base year chosen was 2018 since it was the year that TINTEX has committed to the SBTi. The consolidation approach adopted was operational control, the GWP rates were consulted from the IPCC assessment report AR5 based on a 100-year timeframe.
305-2	Energy indirect (Scope 2) GHG emissions	4.3. Gas emissions management | 33	Scope 2 calculation was determined by location-based method.
305-4	GHG emissions intensity	4.3. Gas emissions management | 33	
305-5	Reduction of GHG emissions	4.3. Gas emissions management | 33	
TECHNOLOGICAL INNOVATION AND COOPERATION			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 6.3. Technological innovation and cooperation | 49-50	KPIs; technological surveillance; The company has a document with the analysis review of the year in which the actions resulting from it will be included to the plan of actions. Results are monitored through indicators to check the progress of the goals Cooperation is managed by a research, development and innovation management system certified according to NP 4457. Additionally, it's managed through the company's integrated policy, strategic objectives, applications for funded projects and partnerships. TINTEX has also commitments related do technological innovation, namely global compact principle 9 and BCSD principle 5.3. The company has a document with the analysis review of the year in which the actions resulting from it will be included to the plan of actions. Results are monitored through indicators to check the progress of the goals. The company has a department responsible for product development and innovation which manages the present material topic. Commitment with Ellen McArthur Foundation - circularity; BCSD: 5.1 Awards; assessment of client's feedback informally and in conjunction with the commercial department. The company is planning to define KPIs about the relevance of differentiation to ease the evaluation and monitoring of this material topic.
REPUTATION AND BRANDING			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 2.4. Reputation and branding | 17-18	
-	Client surveys discribing TINTEX	2.4. Reputation and branding | 17-18	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
-	Registered brands by TINTEX	2.4. Reputation and branding | 17-18	
SOCIAL RESPONSIBILITY			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 5.1. Social responsbility | 37	Compliance with the principles of the International Labour Organization (ILO), including the Universal Declaration of Human Rights and applicable national laws, commitment to sanctioning child labour, forced or compulsory labour, non-compliance with safety rules, discrimination, undisciplined practices, and employees' overtime. Commitment that no production or bonding is allowed with companies/subcontractors that practice or are associated with child labour, forced or compulsory labour, exploitation or holding prisioners, discriminations, harassment or abuse, or any form of illegal work; provide the freedom to form unions and the right to collective bargaining; to observe the legal minimum wage, ensuring that the basic needs of all employees are met; To encourage an organizational culture that ensures the organization's values and commitments based on the development of Human Assets, seeking to stimulate their creativity and individual initiative, in the pursuit of TINTEX's goals.; Corporate social responsibility – in line with social requirements from GOTS standard; integrated policy and code of conduct addresses social responsibility ; The company is GOTS certified, and this standard includes social requirements. Also, the company's code of conduct refers the core conventions of fundamental rights. TINTEX is a partner of ATP (Textile and Clothing Association of Portugal) and BCSD (Business Council for Sustainable Development) and also is committed to the principles of the United Nations Global Compact. Principles 2, 3 and 4 of BCSD; principles 1,2,3,4,5,6 and 10 of global compact; social reference ICS and SCLP as a response to some of the clients; STeP, integrated policy, Better Cotton Initiative (BCI) and GRS. The resources and procedures for prevention and action in case of accidents are defined in the Self protection measures and intervention team definition documents that includes the responsible, risks assessment and medical services. The resources and procedures for chemical hazards prevention and action are defined in the leakage procedure ("PA 03 – Procedimento de Atuação em Caso de Derrame de Produtos Químicos", from 12/02/2020) and also in the procedure to act in case of WWTP malfunction. The resources and procedures for natural hazards (earthquake) prevention and action are defined in the safety instructions. The control and maintenance of company safety features is executed by maintenance technicians (internal and external). The fire extinguishers and fire hydrants maintenance and control is made by an external company authorized for this kind of activity, FIXALARMES and INSTALSAFE. The register is kept in specific documents under external entity responsibility. The same happens with the automatic fire detection system and emergency lights. The company asks its suppliers to sign the code of conduct so that they too assume a commitment to social responsibility. There is a safety committee in TINTEX which is responsible for dealing with safety issues and possible hazards. Several assessments are carried out, such as risks of workplace, questionnaires to employees and studies concerning the welfare at work thermal environment, lighting and noise). The company makes the work accidents registration, including the cause's analysis and the definition of measures. The register is sent to the company safety technician to evaluate and to verify the actions that should be taken. Social, health and safety at work audits during the reporting year and implementation of the corrective Action Plan to improve TINTEX's social practices. The company has a procedure for human resources management and also has a training plan. The company control system to address the risk of harassment and abuse includes its prohibition in the company code of conduct, the existence of an anonymous communication system and the frequent present of administrators in workplaces.The company code of conduct defines its policy in terms of equal treatment and opportunities.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 401 EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	5.2. Human value | 37-38	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	5.2. Human value | 37-38	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018			
403-1	Occupational health and safety management system	5.3. Occupational health and safety | 39-41	
403-2	Hazard identification, risk assessment, and incident investigation	5.3. Occupational health and safety | 39-41	
403-3	Occupational health services	5.3. Occupational health and safety | 39-41	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.3. Occupational health and safety | 39-41	The anonymous consultations are not carried out for workers not employed by Tintex since the work they carry out is one-off and short-term and is therefore not considered relevant or adequate.
403-5	Worker training on occupational health and safety	5.3. Occupational health and safety | 39-41	Annually, in the OHS consultation, a survey is carried out to workers about training/qualifications identified as necessary or missing. These are then included in the training plan for the following year. Additionally, training activities arising from obligations to comply with standards, laws, certifications or training identified as necessary from audits, treatment of non-conformities, suggestions are also included. Training actios are always carried out by personnel with knowledge for the purpose and adapted to the targer trainees.
403-6	Promotion of worker health	5.3. Occupational health and safety | 39-41	Health insurance is not provided to workers not employed by Tintex since the work they perform is one-off and short-term and is therefore not considered relevant or adequate.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3. Occupational health and safety | 39-41	
403-8	Workers covered by an occupational health and safety management system	5.3. Occupational health and safety | 39-41	TINTEX's OHS Management System covers all its 134 employees. The other 6 workers were excluded from this topic because they are included in the OHS systems of the companies subcontracted. These workers are responsible for security, cleaning, canteen and gardening. Nevertheless, TINTEX verifies that the safety conditions of these workers is guaranteed.
403-9	Work-related injuries	5.3. Occupational health and safety | 39-41	All hazards related to work injuries are identified in safety audits that are carried out monthly during the risk assessment per machine or during the machine assessment according to the Portuguese law (DL 50/2005). There were no fatalities due to work-related injuries. The main work accident type is still back pain. In 2021, TINTEX registered 233 696 hours worked.

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
403-10	Work-related ill health	5.3. Occupational health and safety | 39-41	There were no fatalities or cases due to work-related ill health. None of the workers were excluded from the work-related ill health studies. The answer to this content was compiled according to the legislation and information from the single report.
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	2.2. Internal organization and governance | 15	
GRI 413 LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	5.4. Local community | 42	
RAW MATERIALS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 3.1. Raw materials | 22-23	
GRI 204 PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	3.1. Raw materials | 22-23	
GRI 301 MATERIALS 016			
301-1	Materials used by weight or volume	3.1. Raw materials | 22-23	
301-2	Recycled input materials used	3.1. Raw materials | 22-23	
301-3	Reclaimed products and their packaging materials	3.1. Raw materials | 22-23	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	4. TRACEABILITY | 22	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016			
414-2	Negative social impacts in the supply chain and actions taken	4. TRACEABILITY | 22	
CHEMICAL PRODUCTS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 3.2. Chemical products | 24-25	Policies/commitments: ZDHC, bluesign, detoxtozero by oeko-tex; Internal commitment to acquire 100% transparent chemicals; BCSD: 5.1. KPIs; TINTEX implements the STeP by OEKO-TEX® Chemical Management module and is committed to the continuous improvement of processes related to the handling and use of chemicals. Wherever possible, the company replaces harmful substances. TINTEX works with a chemicals management system that aims to reduce and avoid hazards during use as well as potential negative impacts of the chemicals on the environment, employees, and the produced articles. The nominated responsible persons are familiar with the requirements of chemical management, the monitoring of compliance with legal requirements and the checking of chemicals storage. Information about chemicals is accessible to everyone and training is provided for employees. A chemical inventory is carried out with details about composition, GHS hazard pictograms, and other relevant information. The company has also defined a chemical products procedure which includes chemical selection, labelling status evaluation, chemical waste destination and rules about handling, transport and storage of chemicals. A risk assessment of environmental aspects and impacts is performed. Most of certifications, integrated policy and code of conduct ensure that some of the social criteria of suppliers are met.
GRI 204 PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	3.2. Chemical products | 24-25	
GRI 301 MATERIALS 016			
301-1	Materials used by weight or volume	3.2. Chemical products | 24-25	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	4. TRACEABILITY | 22	

GRI N.	TOPIC	CHAPTER | PAGES	DISCLOSURE
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016			
414-2	Negative social impacts in the supply chain and actions taken	4. TRACEABILITY | 22	
-	Evalutation of chemical products suppliers (A,B,C)	3.2. Chemical products | 24-25	
-	STeP score related to chemical management	3.2. Chemical products | 24-25	
-	Specific consumption of chemical products (kg/kg delvered fabric)	3.2. Chemical products | 24-25	
-	ZDHC evaluation results – chemicals transparency	3.2. Chemical products | 24-25	
CERTIFICATIONS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	1.2. Materiality assessment | 6-11 3.3. Certifications | 25 -26	
GRI 416 CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	3.3. Certifications | 25 -26	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.3. Certifications | 25 -26	
-	Business certifications	3.3. Certifications | 25 -26	
-	Product certifications	3.3. Certifications | 25 -26	
-	STeP score results	3.3. Certifications | 25 -26	