
TINTEX
A PURPOSE DRIVEN COMPANY

MESSAGE FROM CEO

My family and I live in a village where water, forest and other natural landscapes are abundant. Most of my colleagues at Tintex have a similar experience in their lives. We used to take water and nature for granted until we have realized they are not.

Enjoying the view of a river running by with clear water, next to our home depends on us, on the industry, on the companies who have the power to influence and decide between making conscious long-term choices or decide based on short-term business opportunities, not taking into account communities, families and Nature as a whole.

When, at Tintex, we understood the power we have to influence our stakeholders and interfaces for good, it became clear how important and strategic this journey became to our own business, now and in the future. Technology has evolved so rapidly to allow for better choices, for better global decisions, to empower our teams to always wonder if there is a better solution for the challenges in our path, and usually that is the case.

It is not a choice between business growth or environmental care. Not anymore. If that question is still balancing our decisions as entrepreneurs and business managers, probably our scope of research and knowledge is outdated, and we are not thinking far enough into the future of our own business. Fortunately, more regularly we find successful and sustainably driven businesses all around the world to inspire us.

Finally, I am very pleased to reaffirm our support of the Ten Principles of the United Nations Global Compact, in the areas of Human Rights, Labour, Environment and Anti-Corruption and the Sustainable Development Goals.
This connection and integration of industries, companies and institutions in the general society is more important than ever in the journey to a better and more sustainable place to live.

Let's all be a successful and inspiring story for the next generations to come.

Ricardo Silva, CEO

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TINTEX, RESPONSIBLE TEXTILE SOLUTIONS

TINTEX - TEXTILES SA is a company operating in the textile industry since 1998 with a history of innovation by differentiation, to overcome competition and the environmental challenges presented by the industry.

The production of textiles and clothing has one of the most complex global value chains, with most products on the EU market manufactured outside its borders, mainly in countries with lower labour and environmental standards.

The Textile and Clothing Industry is one of the most important industries for the Portuguese economy. This industry represents about 10% of the total Portuguese exportation; 20% of Manufacturing Industry Employment; 9% of the Manufacturing Industry Turnover and 9% of the Manufacturing Industry Production, highlighting our responsibility when operating in this sector, in our context.

Portugal has about 6,000 companies working in all sub-sectors of the textile and clothing industry, some of which are vertical units, although most of them are small and medium-sized companies well known for their flexibility, quick response, know-how and innovation.

As part of the European geography, Portugal has come a long way in terms of labor conditions and environmental laws and regulations, recognized today as a leading country regarding environmental policies to fight climate change (Climate Performance Index 2018). TINTEX goes beyond mere compliance with the law, even though we recognized that Portuguese law is already very strict.

TINTEX has been continuously optimizing solutions to achieve high performance in natural based textiles, which enables the company to arise as a global leader striving toward superior responsible fashion systems. The next pages show how we do business and our commitment and journey towards sustainable development

TEXTILE INDUSTRY PROFILE

According to the European Apparel and Textile Confederation (EURATEX), in 2017, the Textile and Clothing Industry in the EU comprised around 176,400 companies (mainly SMEs), employing over 1.7 million people. In 2015 it accounted for a 5 % share of employment and over 2 % share of value added in total manufacturing in Europe. In Portugal, according to the Bank of Portugal, the sector had, in 2018, 6,700 companies and almost 139,000 workers.

It is a traditional sector that was able to overcome the difficulties of the previous crisis, restructure and reinvent itself, invest in new methods to differentiate companies from their market competitors, both in terms of cost and quality. It results from the investment of companies in technology, design and fashion, responding to the preferences of the target audience and betting on international markets.

RECOGNIZED BY THE FASHION INDUSTRY

TINTEX's work in innovation and sustainability has been recognized by several entities, reinforcing the path and the pace:

2015

INOVATêXTIL
iTechStyle Modtíssimo
Project ALGO.NATUR

2016

ISPO MUNICH
Best Product
IN THE CATEGORY
'Outer Layer'

2017

HIGHTEX AWARD MUNICH FABRIC START
1st place

2018

ISPO MUNICH
BEST PRODUCT
IN THE CATEGORY
'Soft Equipment'

MUNICH FABRIC START HIGHTEX AWARD
3rd place

FUTURE TEXTILE AWARDS
NOMINEE IN THE CATEGORY
'Best innovation for Sustainable Textile'

2019

TECHTEXTIL INNOVATION AWARD

IN THE CATEGORY **'Sustainable Solution'**
for Project Picasso

GERMAN DESIGN AWARD
IN THE CATEGORY
'Excelent Product Design'

ISPO MUNICH - BEST PRODUCT
IN THE CATEGORY
'Base Layer'

About ALGO.NATUR
Ecological process of staining textile substrates using enzymes.Ecological and natural colouring process for Tintex's products, on an industrial scale.

About PICASSO
Development of coloured fabrics with antimicrobial properties, using natural dyes extracted from different parts of plants, vegetables and mushrooms.

50 YEARS OF TOMORROW ISPO Munich

TINTEX AWARDED WITH BEST PRODUCT AWARD IN TEXTRENDS

Having received international awards, B.Cork® knits covered with cork from TINTEX start to gain recognition in the market and are already being used in clothing and footwear collections.

In addition to the very characteristic aesthetics and texture, the product's elasticity and flexibility are the great advantages of cork. "As foam cork is used, the material does not break or fold. At a technical level, the cork coating guarantees a higher level of water and oil repellency." says Ricardo Silva.

Developed by TINTEX, B.Cork ® won TexTrends' Best Product Award in January 2019.

This new product came about following the Cork.a.Tex-Yarn project, which developed a yarn with high incorporation of cork, created in partnership with CITEVE, Sedacor and Têxteis Penedo. It was based on this new technology, entirely produced in Portugal, that TINTEX adapted this process for the coating of textile products such as knits and fabrics.

HISTORY AND MILESTONES

In 1998, a group of experienced textile entrepreneurs came together to create a differentiating project in the field of textile dyeing and finishing. This was the start of TINTEX - TEXTILES SA, in Vila Nova de Cerveira.

The availability of a license for the pretended activity was a decisive factor for the location. However, TINTEX quickly understood how to transform the distance from the heart of the Industry into a business opportunity.

TINTEX has evolved from the traditional role as a service provider to producer of finished fabric. Today, with 132 employees, the company serves industrial and retail customers worldwide, including some of the most influent brands in the fashion industry.

The company was a pioneer in the use of natural and sustainable fibers, recognizing innovation and sustainability as a way forward and a gateway to the international fashion industry.

2000, the company began to explore the potential of Lyocell, through process innovation, moving away from conventional products. This laid down the base to explore a new business model evolving from a dyehouse to a finished fabric supplier.

2004, TINTEX moved towards research into eco-friendly fibers (natural or artificial), producing fabrics made with soy, bamboo and corn available on the market, allowing the company to give its first steps as an exporter.

Alongside innovation investments, the company prioritized sustainability as a business principle and the environmental impacts were spotlighted. With the pursue of process and product innovation, energy consumption was rising and a target to reduce environmental impact was set. To achieve this target, in 2009, the company changed its energy source from naphtha fuel to natural gas and started a project for the installation of solar panels.

2014, stood out for its focus on organic cotton and more ecological enzymatic processes, highlighting the ALGO.NATUR project, which introduced coloration through enzymes and natural extracts.

2015 - 2017, TINTEX launched it's mercerization and coating lines, complemented by investment in the dyeing and finishing lines.

2018, turnover exceeded €11 million and the expectation was to increase this value in the coming years, as a result of an integrated investment plan: focusing on innovation & sustainability in the production process, R&D activities on company's processes and products, as well as in the qualification of its structure and targeting the international markets even more.

We believe in a production dynamic based on R&D activities and on building synergies with stakeholders, developing numerous R&D projects. The existence of an evolved technological production process, allowing for distinctive ennobling processes and techniques (it is also a competitive advantage over other competitors), as well as the wide range of management systems and certifications, assures the markets that Sustainability is already an organic reality.

Recognizing the value of complying to international standards and initiatives to incentivize innovation, over the years, TINTEX implemented several quality and ecological standards such as OEKO-TEX, Global Organic Textile Standard, Better Cotton Initiative, ISO 9001 Quality Management System, ISO 14000 Environmental Management System and Bluesign system. These ensure customers and business partners that TINTEX implements it's business model in accordance with the principles of sustainability and customer requirements.

2019, TINTEX joined the United Nations Global Compact, committing to its Ten Principles related to human rights, labour, environmental protection and anticorruption.

Additionally, TINTEX signed the pledge Business Ambition 1.5C º, an international initiative related to climate change, focusing on the urgent reduction of greenhouse gas (GHG) emissions and the crucial transition to a low carbon economy.

The **24th edition of the Golden Globes** took place on September 29, 2019, at Coliseu dos Recreios, in Lisbon.

Presenter Cristina Ferreira's bold and glamorous dress also enshrined textile innovation and national design.The dress was conceived from an innovative and sustainable TINTEX fabric and designed by Micaela Oliveira, employing cork foam and giving it unique and special characteristics.

Winner of several international awards, the innovative B.Cork ® knits by TINTEX are being used more and more by designers and manufacturers in both clothing and footwear collections.

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"We have recorded very peculiar reactions, especially for the aesthetics of the product and for being an elastic and malleable material, very different from what is normally associated with cork".

Ricardo Silva

A PURPOSE DRIVEN COMPANY

TINTEX's mission is to develop responsible textile solutions, distinguished by their design, innovation and sustainability, maximized through cooperation, knowledge, transparency and passion.

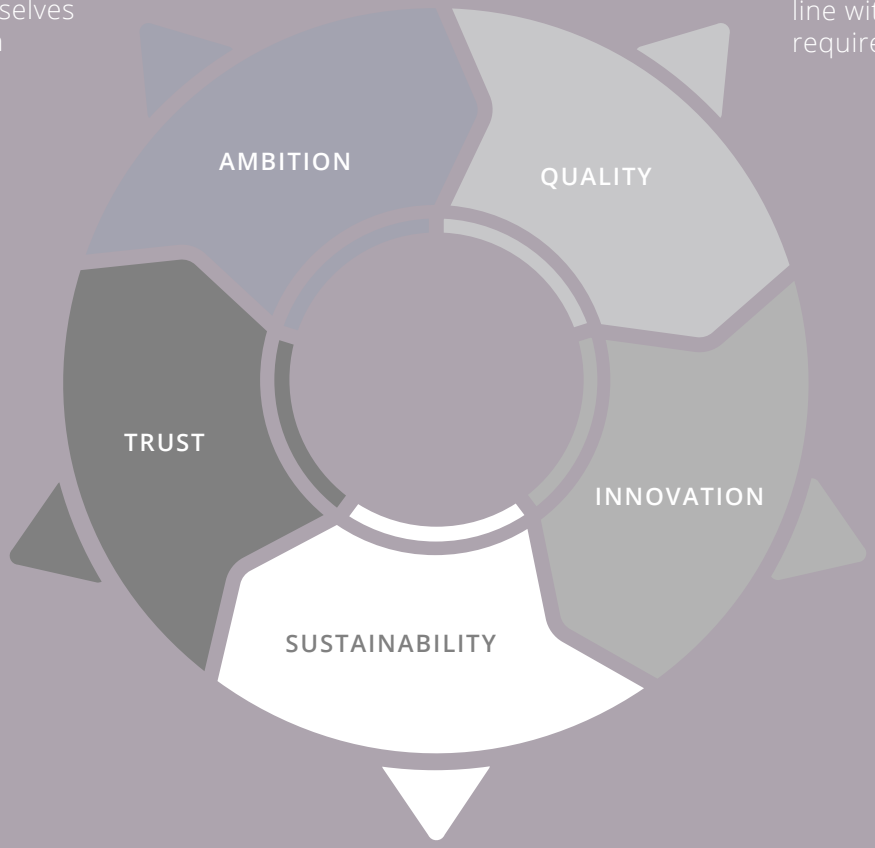
COMPANY VALUES

The company strategy is supported by a set of five core values that give employees a sense of purpose and alignment with the vision of TINTEX founders. Assuming value creation for the customer as a starting point, the company relies on innovation and sustainability to put together a process that is both people, market and planet driven, all of this based on building trustworthy relationships with our stakeholders and aiming for future challenges.

These values can be seen in practice in the company's business relationships, particularly the long term ones, as they are the foundation of our ethical standards.

We set ambitious goals and challenge ourselves to overcome them

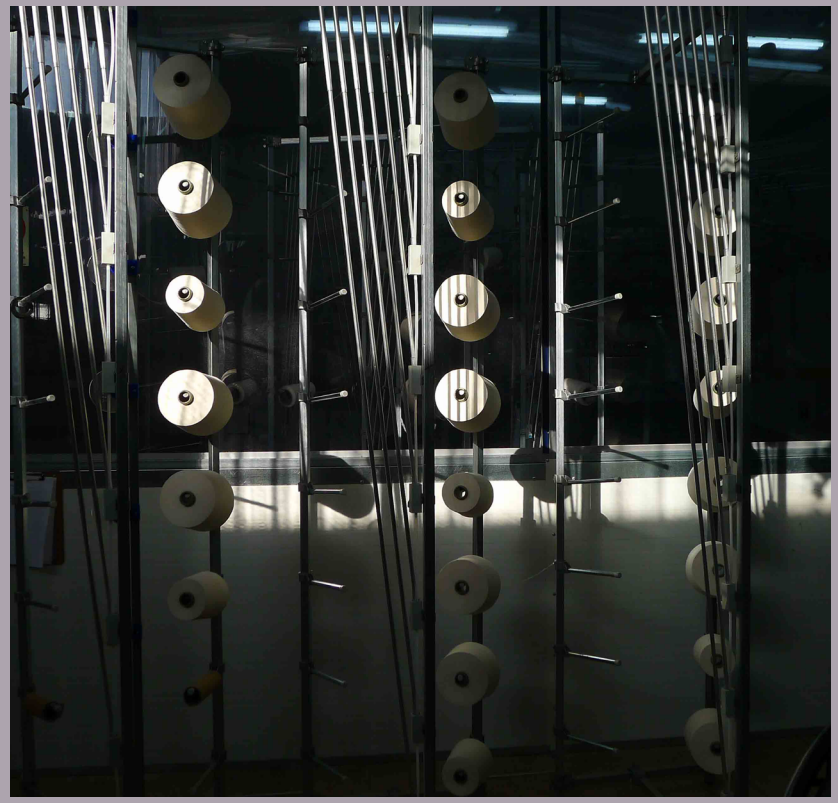
We create value in line with customer requirements



We put rigor, integrity and transparency in all our actions

We successfully explore new ideas, processes and products

We aim to meet the needs of the present without jeopardizing the future



The company's code of conduct provides a framework to be used as a reference for decision-making processes regarding business and relations between employees and other company stakeholders. These guiding principles state TINTEX's ethical commitment towards employees, clients, shareholders, partners and suppliers, public authorities and the supporting community.

These were established by the founders to communicate their underlying moral values related to business integrity and represent the way TINTEX does business.

The company's commitment to sustainable development is part of it's vision, reaffirmed in our Integrated Policy and strengthened in 2019 by joining United Nations Global Compact. The Ten Principles of the United Nations Global Compact reinforce our pledge to human rights; fair labour practices, environmental protection and anticorruption.

INNOVATION & SUSTAINABILITY AT CORE LEVEL

TINTEX are at the turning point for a new era where proximity is a critical factor, with the industry forced to look for more sustainable responsible answers.

TINTEX already embraced this way of working, aiming to become a world reference in the production of sustainable knitwear for the Fashion, Innerwear and Lingerie, Sports Activewear and Leisurewear segments, developing products for Brands that respond to the needs of a new generation of conscientious consumers.

In a global textile production market valued at over $937 billion in 2019, TINTEX 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.

TINTEX works daily to affirm our global sustainable strategy that includes production processes and physical and human resources, involving them in the construction of innovative products able to supply an international market of leading brands worldwide.

Naturally Advanced Evolution is a promise and an invitation to work together to develop further collections combining an environment-driven approach with cutting-edge technology.

The company strives to develop partnerships between textile producers and fashion brands in a strong collaborative way, implementing expertly controlled processing, advanced dyeing and finishing solutions to drive material innovation and manufacture a full range of natural based, smart materials.

TINTEX's Sustainability team optimizes fashion solutions enabling us to arise as global leaders striving toward superior and responsible fashion systems that are transparent and fully traceable throughout the supply chain.

1999

2002
New Business Model: Finished Fabrics to influential brands

2009
Energy source change to natural gas

2014

2016

2018

1998
TINTEX Foundation

2000
Introducing **TENCEL Lyocell** Smart Fiber

2005
Product innovation New Fibers: **Soya and Bamboo**

2013
Focus on organic fibers **Algo Natur**

2015
Solar Energy panels

2017

2019

About Textboost: New generation of coated textile solutions Consortium for the development of vegan leather solution from the use of vegetable

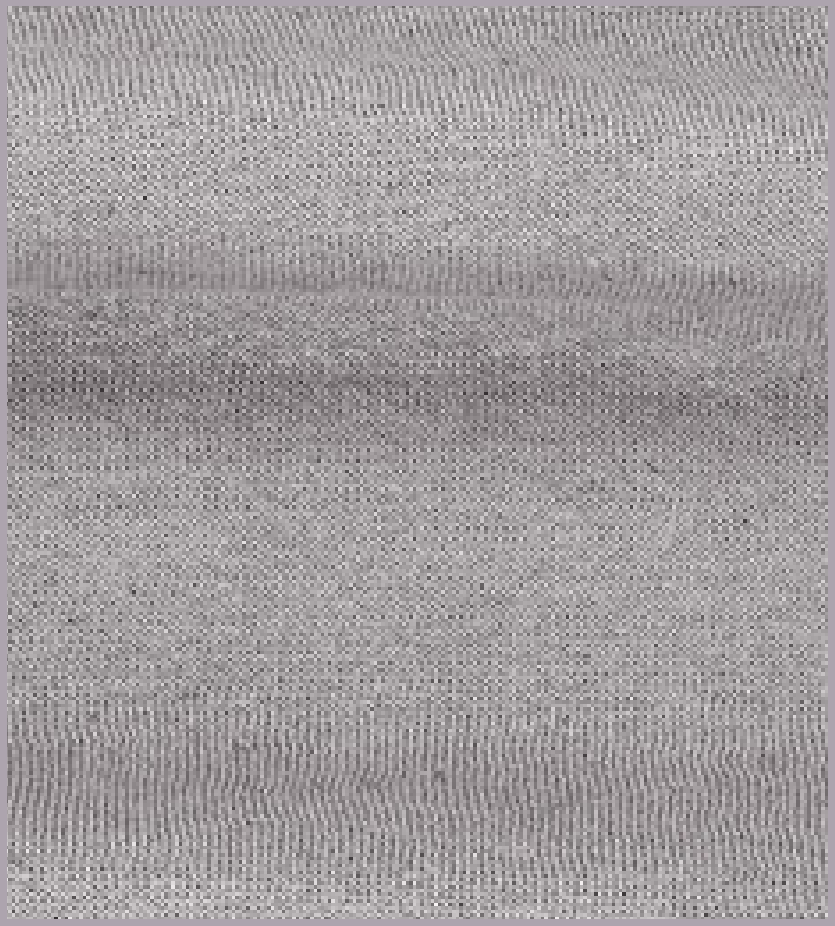
About Bluesign: Naturally Clean Technology launch and textile traceability by Bluesign

About Aiming for Water and Waste Reduction, Reuse and Recycling: Development of recycled and bio-refined fabrics with recycled water

About Têxteis Responsivos: Incorporation of stimulus-responsive characteristics in textile-based materials. Investigation of adaptive characteristics according to the environment and behavior of the human organism

About Texbion: Synthetic textile structures obtained from renewable sources: bio-based thermoplastic polymers, which can be used in conventional textile processes, and dyed using natural dyes and sustainable processes

About Muscle Therapy Textiles: Innovative solutions with a view to optimizing the recovery process after sports, textiles with the ability to electrostimulation, massage, compression and heating.



TINTEX PRESENTS “THE BLUE LAB” EXCLUSIVE WATER SAVING INITIATIVE WITH DRIP BY DRIP AT MUNICH FABRIC START

Water savings of up to 90%

The connection between fashion consumption and water resources is a key fact, and it has been the premise for the creation of the world’s first saving water fabrics: a range of 5 amazing water-efficient innovations, whose production is using between 443 and 965 liters per kg, while the amount of water needed to produce 1 kg of conventional cotton fabric ranges from 7,000 to 29,000 liters per kg.

These savings are 90%, achieved starting from the cultivation of raw materials such as cotton, through the the fabric dyeing process and also through water recycling.

Tintex was specifically convened for “Fashion for Water” in March 2019, a congress organized by environmentalists from Drip by Drip to mark World Water Day. “Blue Lab” fabrics were first presented by TINTEX at Première Vision Paris, in February 2019.

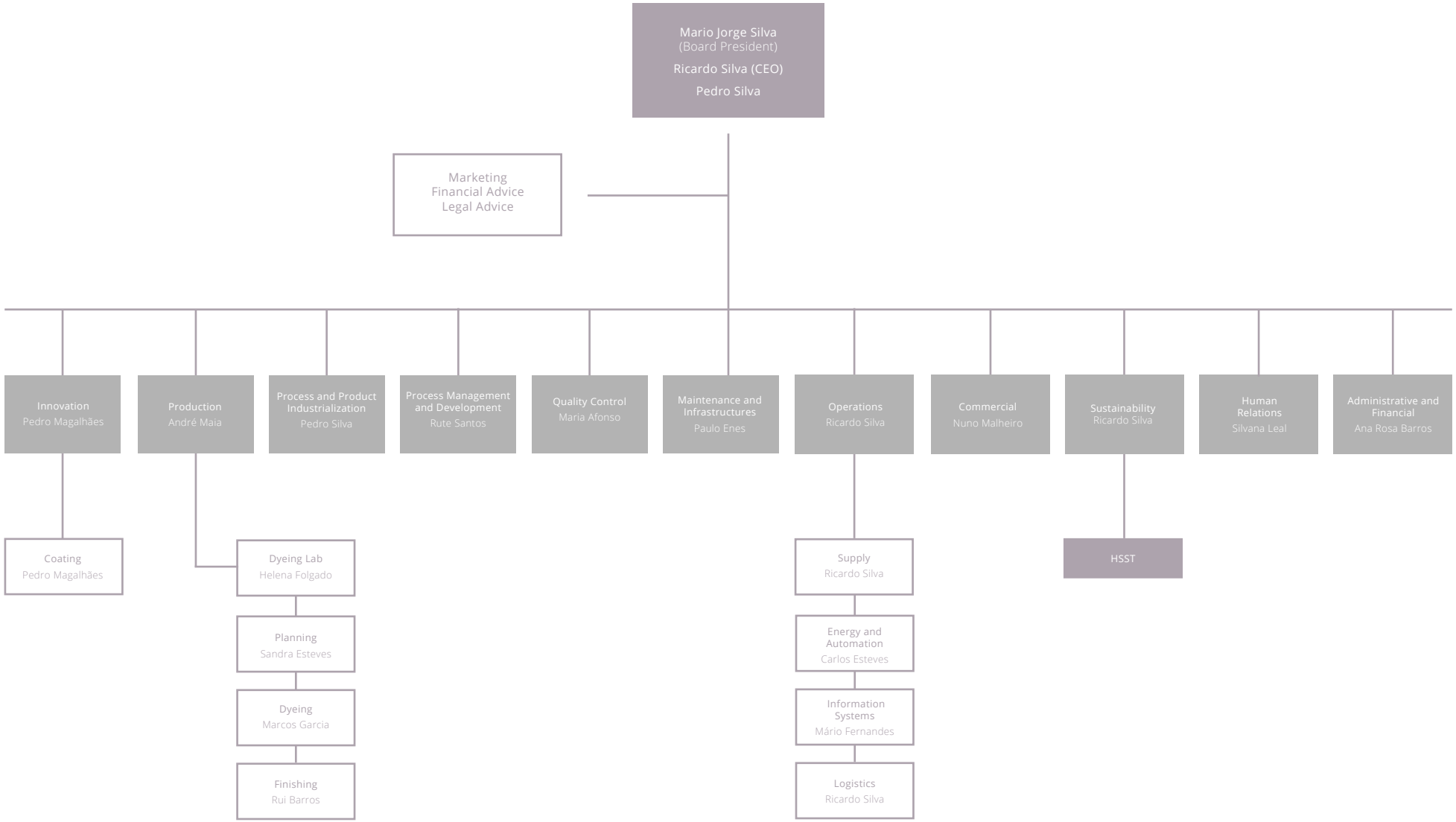
“Blue Lab”, an initiative developed in 2018, brings together several textile companies that have already managed to reduce water consumption in the production of fabrics by more than 90%.

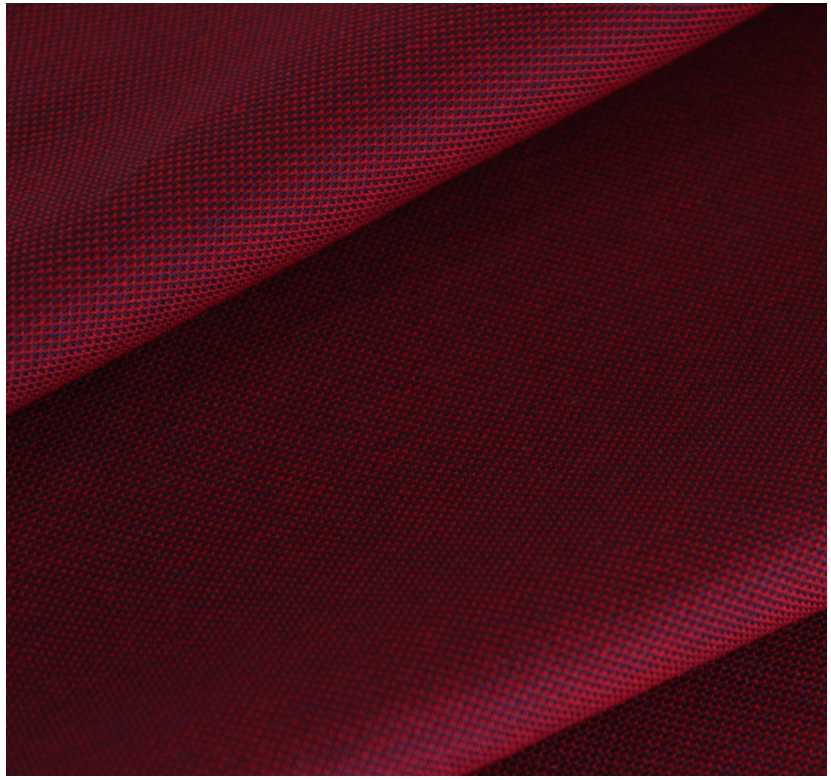
In addition to fighting waste, “Blue Lab” also includes a solidarity aspect. TINTEX donates 10% of these fabrics to initiatives of Drip by Drip, whose action focuses on cleaning water in heavily industrialized, developing countries, such as Bangladesh.

STRUCTURE, PRODUCTS & SERVICES

TINTEX organizational chart presents the way the company is structured to develop its activities and deliver its products. Organized in eleven departments, the company is managed by a board of directors, and supported by a staff body on marketing, financials and legal matters.

The values by which the company is managed are applied in a cross-functional way, as they impact all decision-making processes regarding the business. Sustainability, Quality, Ambition, Innovation and Trust influences production, industrialization of processes and products, management and product development, operations, human relations and financial e administrative activities.


Mario Jorge Silva
(Board President)
Ricardo Silva (CEO)
Pedro Silva
Marketing
Financial Advice
Legal Advice
Innovation
Pedro Magalhães
Production
André Maia
Process and Product Industrialization
Pedro Silva
Process Management and Development
Rute Santos
Quality Control
Maria Afonso
Maintenance and Infrastructures
Paulo Enes
Operations
Ricardo Silva
Commercial
Nuno Malheiro
Sustainability
Ricardo Silva
Human Relations
Silvana Leal
Administrative and Financial
Ana Rosa Barros
Coating
Pedro Magalhães
Dyeing Lab
Helena Folgado
Planning
Sandra Esteves
Dyeing
Marcos Garcia
Finishing
Rui Barros
Supply
Ricardo Silva
Energy and Automation
Carlos Esteves
Information Systems
Mário Fernandes
Logistics
Ricardo Silva
HSST



PRODUCTS & SERVICES

TINTEX supplies superior quality knitwear for the fashion, underskin and sport segments as an intermediate supplier, with an active voice in most end customers (Brands).

The company's main customers are national garment makers who acquire the references, as indicated by the final customer. TINTEX has been consolidating a path in the conquest of new segments, with greater purchasing power that values sustainability. It aims to enhance direct relations with international customers, diversifying the means / platforms of communication.

TINTEX has eight registered brands at the European Community level:

— IN.TECH® by TINTEX
Transparent coating, with technical performance of water repellency, to reveal the natural colour of the substrate;

— CRISPY PAPER® by TINTEX
Innovative coating that gives knits a brittle touch;

— B.CORK®
Coating centered on the concept of circular economy, developed using waste from the cork industry;

— REBELLION®
Interactive and sensorial coating with chromatic alteration to the touch, heat or light;

— PLUMMY ® by TINTEX
Finishing that grants clean surfaces, bright colours and unique touch with high character of sustainability;

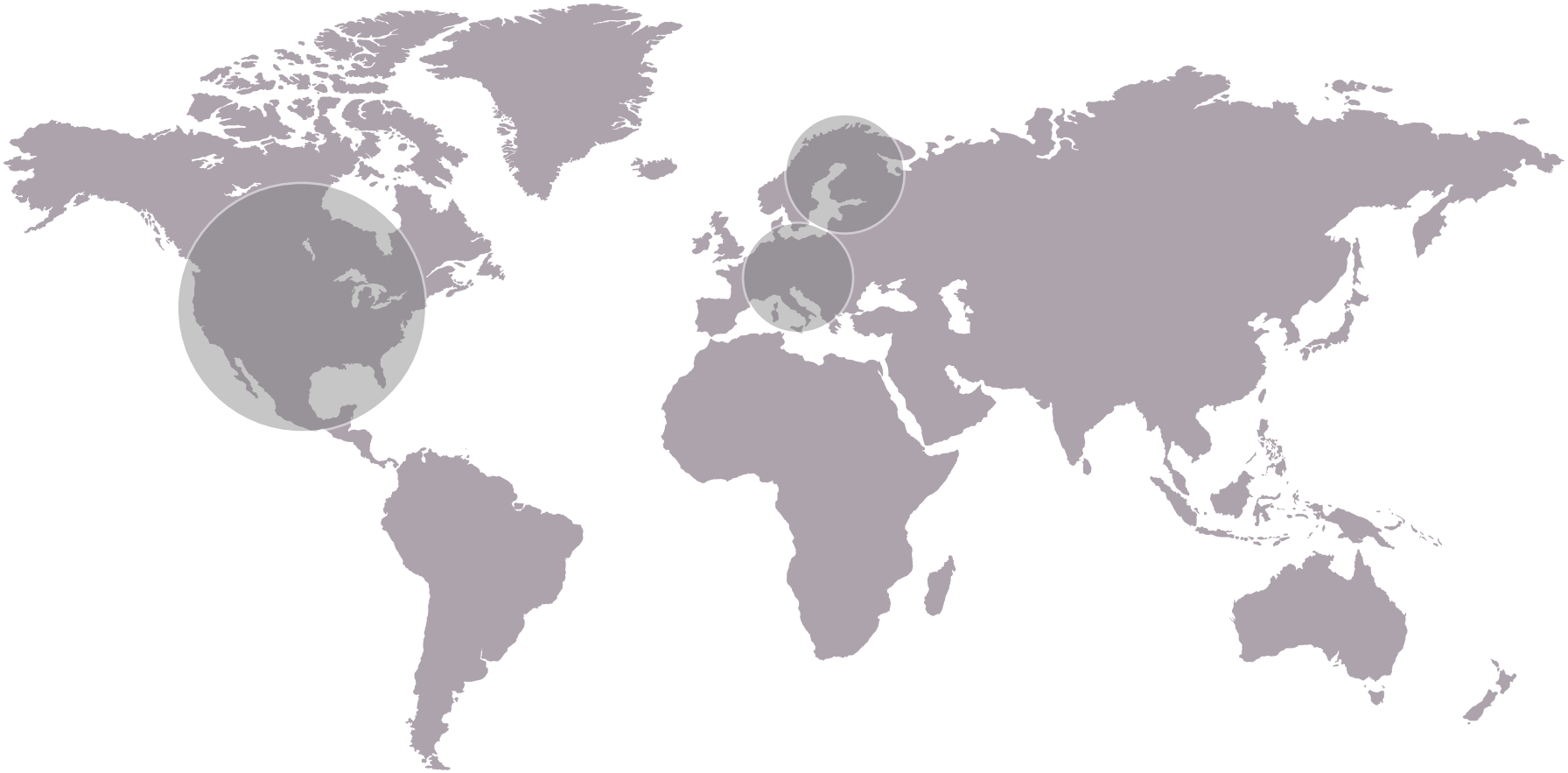
— Colorau®
Bio-colouring process for textile substrates using enzymes and natural extracts;

— NATURALLY CLEAN by TINTEX e TINTEX
NATURALLY ADVANCED

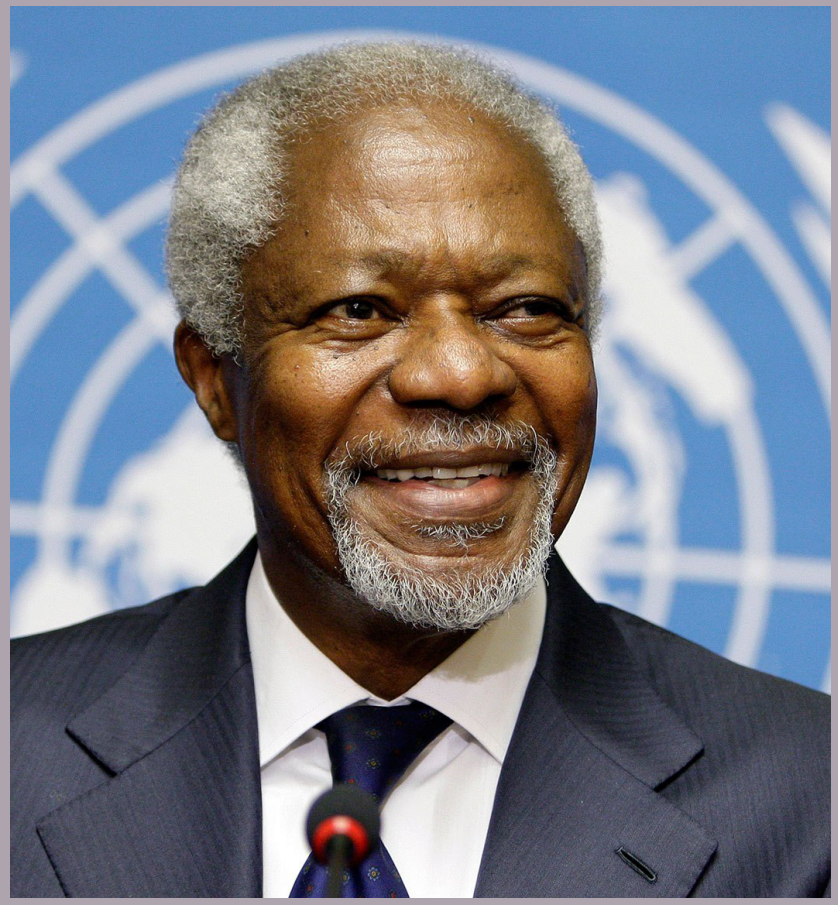
They reflect the company's identity and vision for the future. The TINTEX Naturally Advanced brand reflects the company's identity and enables the promotion and understanding of the company's vision and mission in the global market in which it operates.

We emphasize the registered trademarks and the investment on the acquisition of the Biocoloration patent, which is a dyeing process using natural extracts, and therefore the core of our business and brand.

TINTEX has in its current portfolio more than 3,000 active references, which demonstrate the versatility of the work it develops. This work focuses on the design of the finished product with a small percentage of service provision, to some exclusive long-term partners.



*Map of the main markets



INTERNATIONAL COMMITMENTS

UNITED NATIONS GLOBAL COMPACT

TINTEX's commitment to sustainability is integrated in the company's business model, therefore the company reviews its activities in the principle-based approach of the Ten Principles of the United Nations Global Compact laid out by its founder.

"I propose that you, the business leaders... And we, the United Nations, initiate a global compact of shared values and principles, which will give a human face to the global market. "

Kofi Annan [1938-2018]
Seventh Secretary General of the United Nations

TEN PRINCIPLES

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour;

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a preventive approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

TEN PRINCIPLES	GOAL	TARGET	TINTEX CONTRIBUTION
	**6** Clean Water and Sanitation **7** Affordable and Clean Energy	**6.4.** Increase Water-Use Efficiency And Ensure Freshwater Supplies **7.2.**Increase Global Percentage Of Renewable Energy	Blue Lab products. Bluesign, ZDHC and Detox to Zero methodologies Project aWaRe:. Aiming for Water and Waste Reduction, Reuse and Recycling Use of recycled water for the development of recycled and bio-refined fabrics. Change of energy source to renewable through solar panels installation, accounting for 20% of energy use.
 	**8** Decent Work and Economic Growth	**8.2.** Diversify, Innovate And Upgrade For Economic Productivity **8.3.** Promote Policies To Support Job Creation And Growing Enterprises **8.5.** Full Employment And Decent Work With Equal Pay **8.8.** Protect Labour Rights And Promote Safe Working Environments	Respect for human rights according to Universal Declaration of Human Rights and labour local law; Labor practices aligned with non discrimination policies, equal pay, living wages, social protection, insurances, safe working conditions, training and development.
	**9** Industry, Innovation and Infrastructure **12** Responsible Consumption and Production **13** Climate Action **17** Partnerships	**9.4.** Upgrade All Industries And Infrastructures For Sustainability **12.4.** Responsible Management Of Chemicals And Waste **12.5.** Substantially Reduce Waste Generation **12.6.** Encourage Companies To Adopt Sustainable Practices And Sustainability Reporting **13.2** Integrate Measures into national policies, strategies and planning	Over the years TINTEX has been developing smart and sustainable fibbers, which today are the core of the company's portfolio. Since 2017 the company implemented and certified an integrated management system, focused on quality and the environment. This MSS allows the identification, monitorization and reduction of identify, monitor and reduce environmental impacts with good results. This TINTEX's first report regarding sustainability. Subscriber of Fashion Industry Charter for Climate Action, that accounts for the reduction of 30% of GHG by 2030; Subscriber of UN Global Compact Business Ambition 1.5ºC, committing 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 Project partnerships to achieve innovation

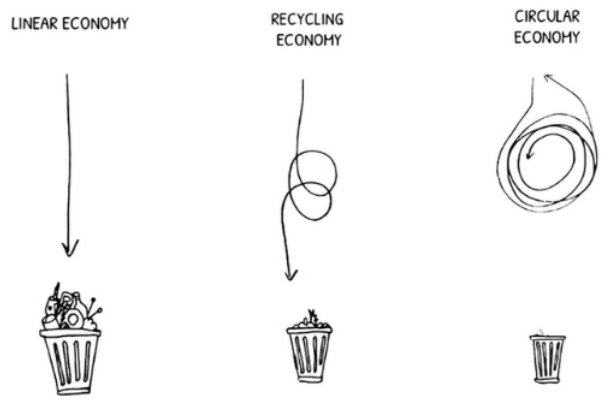
"The **Ellen MacArthur Foundation** develops and promotes the idea of a **circular economy**. It works with, and inspires, businesses, academia, policymakers, and institutions to mobilise systems solutions at scale, globally. Its mission is to accelerate the transition to a circular economy."

TINTEX SUPPORTS CIRCULARITY WITH ELLEN MACARTHUR FOUNDATION

Circularity will be part of the economic systems in a near future and fashion can play a central role in this transition. Aiming to be a part in this transition, we participated in the Ellen MacArthur Foundation project Make Fashion Circular.

In May 2017, Make Fashion Circular was originally launched as the Circular Fibres Initiative at the Copenhagen Fashion Summit. The initiative brings together leaders from across the fashion industry, including brands, cities, philanthropists, NGOs, and innovators. Its aim is to stimulate the level of collaboration and innovation necessary to create a new textiles economy, aligned with the principles of the circular economy.

One year later, at the 2018 Copenhagen Fashion Summit, the Circular Fibres Initiative entered its second phase: Make Fashion Circular. To thrive, and not just survive, the fashion industry needs to radically redesign its operating model.



By transitioning to a circular system, where we keep safe materials in use, the industry can unlock an enormous economic opportunity.

To really Make Fashion Circular, businesses, governments, innovators, and citizens need to join forces. Make Fashion Circular brings together industry leaders including Burberry, Gap Inc., H&M Group, HSBC, Inditex, PVH and Stella McCartney as Core Partners. Make Fashion Circular has been made possible by Laudes Foundation, MAVA Foundation and players of People's Postcode Lottery.

FASHION INDUSTRY CHARTER ON CLIMATE ACTION

In **2018**, as a way of supporting the call to business on climate action, TINTEX became part of the **Signatories of the Fashion Industry Charter on Climate Action** to sustain its commitment to:

1. Support the goals of the Paris Agreement in limiting global temperature rise to well below two degrees Celsius above pre-industrial levels;

2. Commit to 30 per cent aggregate GHG emission reductions in scope 1, 2 and 3 of the Greenhouse Gas Protocol Corporate Standard, by 2030 against a baseline of no earlier than 2015;

3. Commit to analyzing and setting a decarbonization pathway for the fashion industry drawing on methodologies from the Science-Based Targets Initiative.

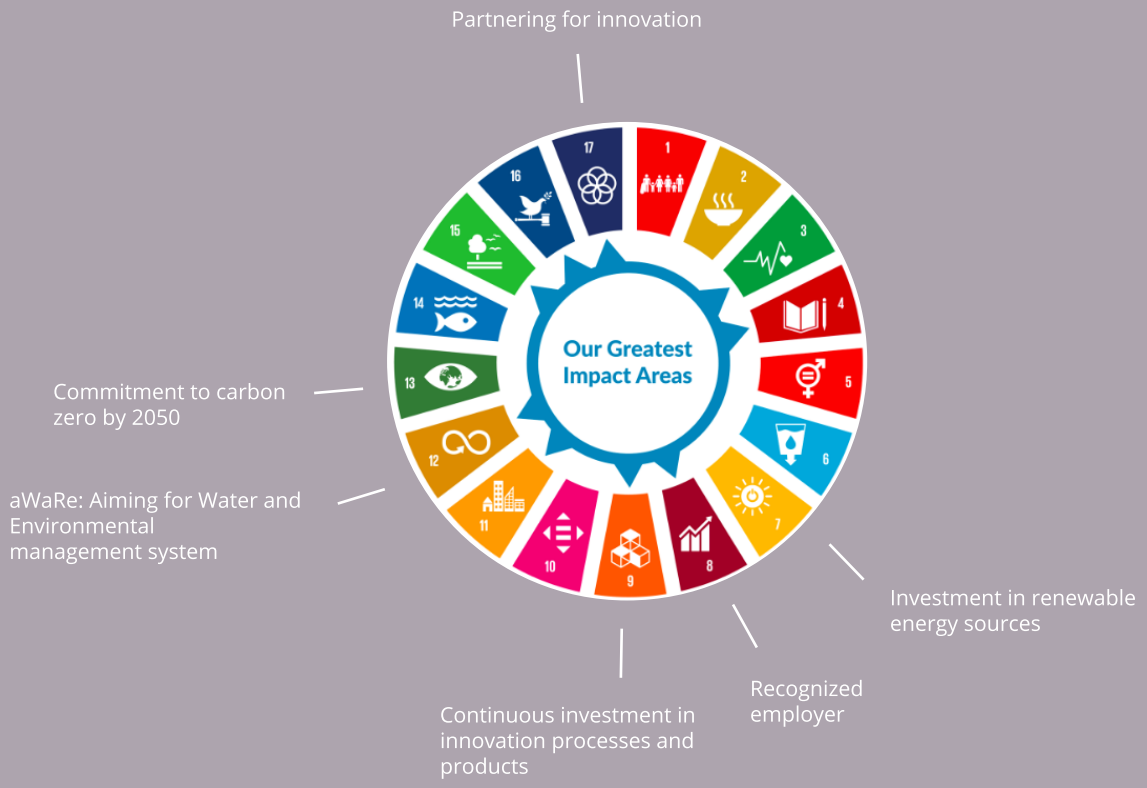
Alongside brands like Burberry, Esprit, Farfetch, Gantt, Ralph Lauren, and many others, TINTEX is part of the movement that recognizes that the fashion industry, as a major global player, needs to take an active part in contributing to the fulfillment of the goals set forth in the Paris Agreement.

In 2018, fashion stakeholders, under the auspices of UN Climate Change, worked to identify ways in which the broader textile, clothing and fashion industry can move towards an holistic commitment to climate action.

Fashion Industry Charter for Climate Action was created! The charter contains the vision to achieve net-zero emissions by 2050.

SUSTAINABLE DEVELOPMENT GOALS

TINTEX's commitment to sustainable development is prior to the 2030 Agenda and the Global Goals. The vision of sustainability has been continuously supported by several investments related to the business model, production processes, energy transition and sourcing of materials.



STAKEHOLDER MAPPING, ENVIRONMENTAL & SOCIAL RESPONSIBILITY

Stakeholder Mapping

A responsible business cannot separate itself from transparency and engagement. Engagement with its stakeholders is what characterizes TINTEX, thus originating the need to identify and select those who should be engaged and interacted with continuously.

The stakeholders were identified at an internal meeting with members of the working group set out to reinforce Sustainability at TINTEX. The group includes representatives from different departments in order to achieve several perspectives when thinking and working about sustainability integrated into the business model and operations.

To identify the stakeholders to be primarily engaged, two main criteria were considered: their reliance on TINTEX and their influence on the company.

This exercise resulted in the identification of the most significant stakeholders: clients, employees, knit and spinning suppliers, scientific & technological system and shareholders.

As stakeholders are the key factor to success, TINTEX continuously encourages and seeks to engage them using a variety of dialog and communication mechanisms.

Materiality

Material topics are related to **a)** the way TINTEX does business: ethics and transparency, technological innovation and sustainable sourcing **b)** environmental responsibility: energy, water, emissions and waste management **c)** social responsibility: occupational health and safety of our employees **d)** market presence: reputation and brand.

Throughout the report, it is shared TINTEX's principle-based approach, engagement with industry and business associations, global NGO's and latest projects related to technological advancements. In this chapter, environmental and social responsibility will be addressed.

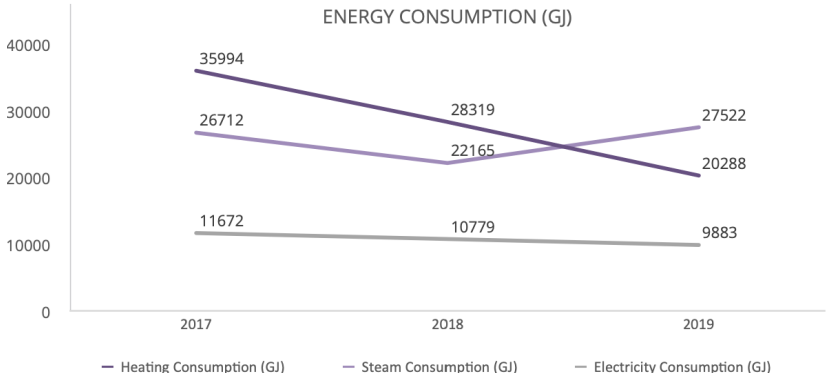
Environmental Responsibility

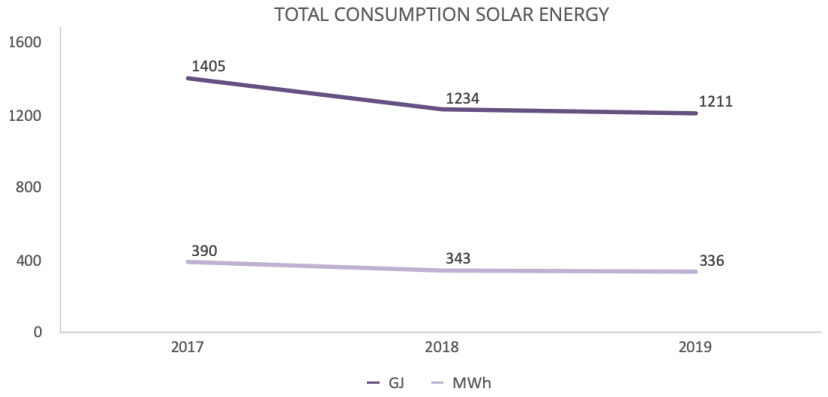
TINTEX stands out not only in the innovation component, but also in the company's sustainable character and the respect for the environment privileged in day-to-day operations.

GOTS®, OCS®, GRS®, Standard 100 by Oeko-Tex®, STeP®, Detox to Zero by Oeko-Tex®, BCI® and BLUESIGN® certification.

These are all a sign of recognition for the company's investment in products and processes that increase environmental performance.

Despite innovative R&D projects and continuous improvement, energy and water consumption still the greatest environmental impacts derived from the company's activity, and the ones needed to addressed continuously to become an even more sustainable company. The following data is related to energy and water consumptions and some of the efforts to become more efficient.





ENERGY MANAGEMENT

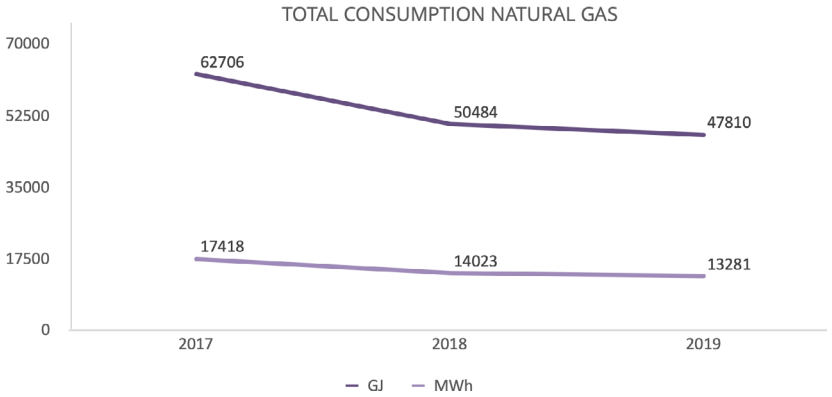
Energy consumption **within** the organization:

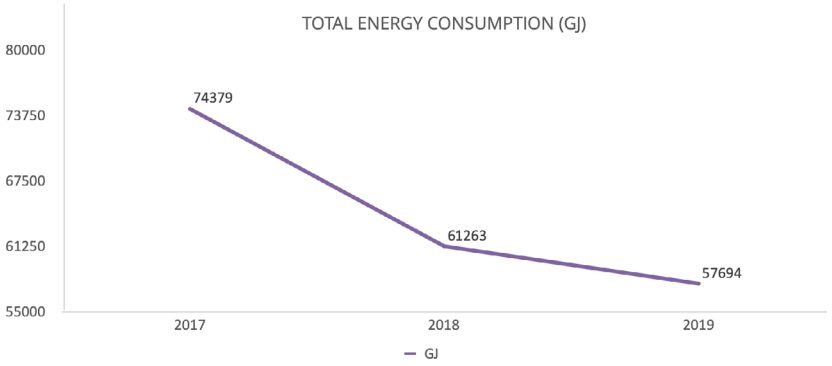
The processes conducted at TINTEX are energy demanding due to the use of high temperatures water and air streams.

Thus, the energy consumed on both Heating and Steam Production (using in-house boilers) is higher than that of electricity.

The main fuel source used on TINTEX processes is natural gas. Nonetheless, an effort to replace this fossil source for renewable ones has been made in the last few years.

Solar panels were installed and currently, they are able to produce up to 20% of all the energy consumed in the facility, which is consistent with the commitments taken on emissions reduction up to 2030 and 2050.



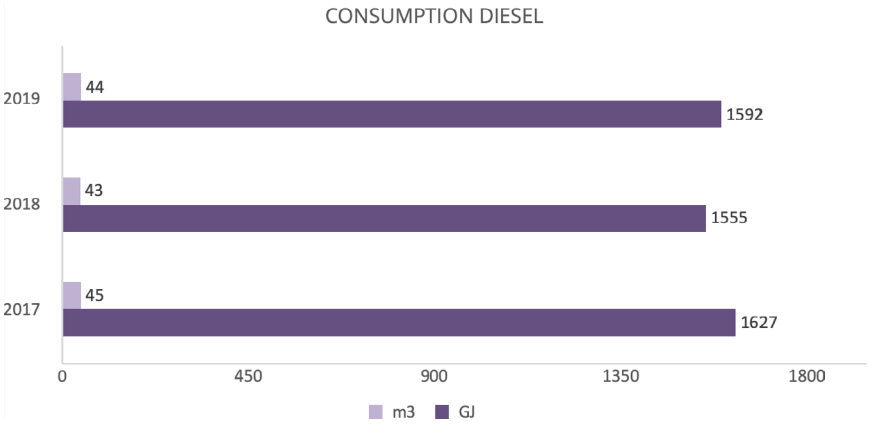


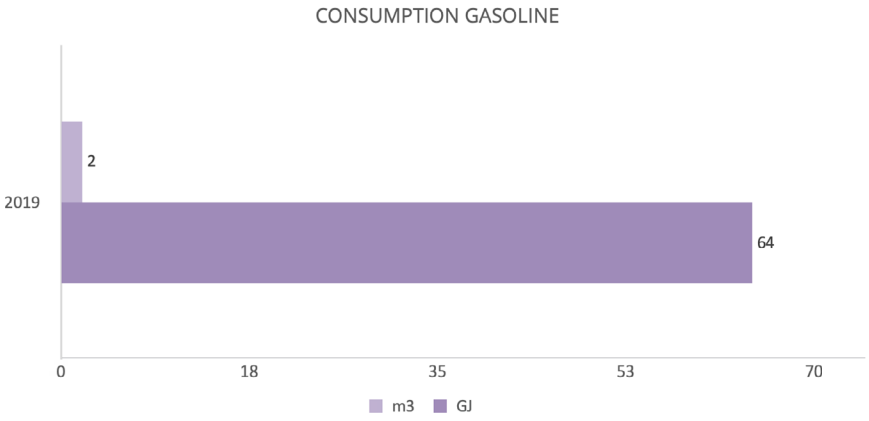
The total amount of electricity consumed is the sum of the solar energy produced in the facility (around 1.2 MJ) and the electricity contracted to the electricity provider.

It is important to state that although it is not possible to assure specifically the sources of the electricity from the service provider, per its own indication, and that these values may vary from month to month, more than 60% of the electricity contracted is of renewable sources (mainly eolic and hydroelectric).

Finally, energy consumption by the company for the year 2019, is presented with an observable decrease in total energy consumption as a consequence of the strategy to produce less with higher added value.

The values presented are collected using specific equipment coupled with heavy machinery, therefore, the regular calibrations of these measurement devices are highly precise.





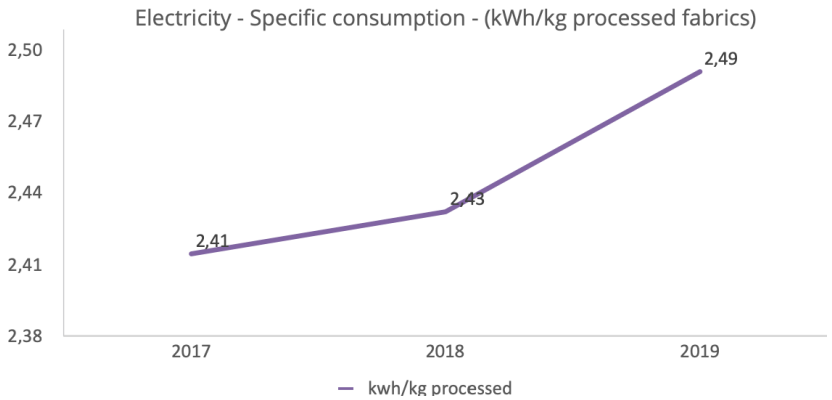
Energy consumption **outside** the organization:

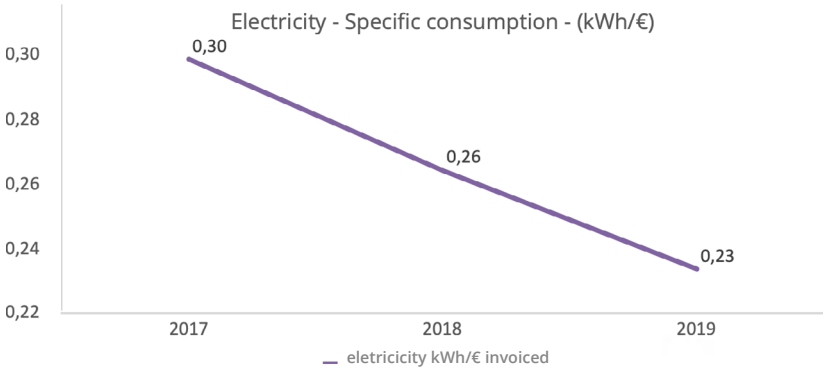
TINTEX has a current fleet of 17 cars and 2 trucks. Last year, a target was set to shift the company's fleet to hybrid cars to reduce its environmental impact.

Up to this date, there are already 2 hybrid cars on the fleet and the goal is to increase this number throughout the next years. The trucks that are part of the permanent fleet guarantee the delivery of all fabrics processed in the facility as well as the pickup of greige fabrics to be processed.

The fact that the fleet is used to deliver and pickup our product and raw material, a certain control of the environmental impact of this process is guaranteed, while also allowing for full control of transport logistics.

Regarding raw material and chemicals supply chain efforts are currently being pursued to have full traceability and knowledge of suppliers' processes and shipping procedures.





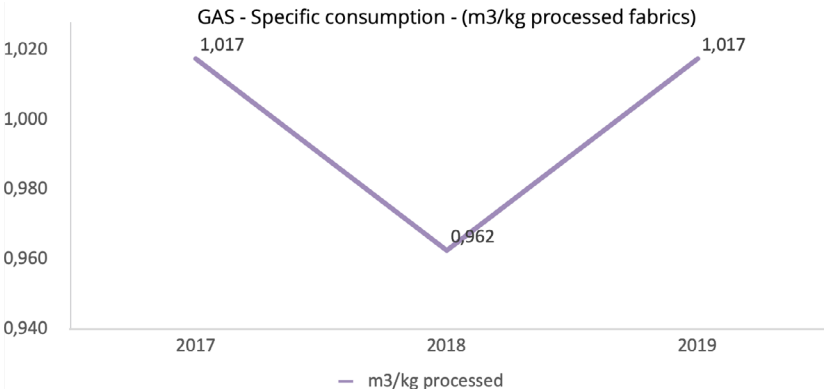
ENERGY INTENSITY

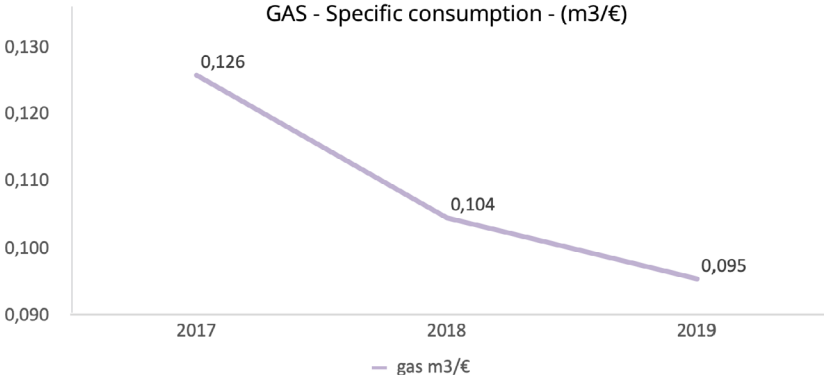
The energy intensity for the organization was calculated based solely for in-facility processes.

As there are different characteristics associated to different types of energy, the value was subdivided between energy intensity for electric energy and for gas consumption.

A core goal of TINTEX's sustainability journey is to increase the durability and longevity of the materials, during the consumer utilization cycle.

In order to create this new paradigm, added value product and technology ranges have been created.





Although there is an increase in specific energy consumption per mass of processed fabrics (kWh/kg and m^3 gas/ kg), when accounting for the economic perspective, one can notice a reduction in the specific consumption per "euro earned" (kWh/€ invoiced and m^3/€ invoiced).

WATER MANAGEMENT

Water as a shared resource

Water consumption for dyeing, finishing and coating of knitted fabrics is of great significance and in the last few years TINTEX has been working on two different levels: water efficiency and quality of discharged water.

Regarding industrial processes, all used water is withdrawn from boreholes. Up to this date, TINTEX uses 11 boreholes, which guarantee the supply of the essential resource. On a much smaller scale, TINTEX also utilizes the public water supply for domestic use, namely for bathrooms, showers and drinking water dispensers. All the water used is then channeled to and treated by the in-house water treatment plant to be then dutifully discharged. As for water efficiency, project aWaRe is the company's latest process change, which enables dyeing of fabrics using recycled water , while also focusing on the development of recycled, bio-polished fabrics. Concerning the quality of the water discharged, TINTEX has been continuously evaluating its water-related impacts and addressing them, using three main guidelines, linked with three of our core standards – **Bluesign**, **ZDHC** and **Detox to Zero**.

BLUESIGN

Analyzes the environmental impact of textiles. It's a company and product certification that ensures safer and more sustainable working and living environments for people. Powered by a holistic approach, BLUESIGN traces each textile's path along the manufacturing process, making improvements at every stage from factory floor to finished product. BLUESIGN encourages the industry to increase their efforts in sustainable processes step by step. The materials created within the product chain or intermediate products are assessed by BLUESIGN and bear the bluesign® APPROVED label. They form the basis for a bluesign® PRODUCT.

The system behind bluesign® guarantees the highest degree of chemical management assurance and trust to consumers and ensures that the products were manufactured with responsible use of resources and the lowest impact on people and the environment possible. TINTEX is a bluesign® system partner since 2018

ROADMAP TO ZERO

ZDHC

The approach can be divided in to three main areas:

Input:

A paradigm shift is happening throughout the value chain. By managing chemical inputs, it ensures safer products, cleaner water, and fresher air. This benefits both people and the planet. This approach helps the industry to transform their value chains.

Process:

The crucial link between inputs and outputs. Safer inputs make a big difference, if they are used the right way. That is key to reducing their environmental impact. When good procedures and best practice are in place, outputs become cleaner, and process works.

Output:

Measuring indicators such as, wastewater, sludge and air quality validates the work that is being done with chemical inputs and processes. It helps to determine if the output water and air is safer.

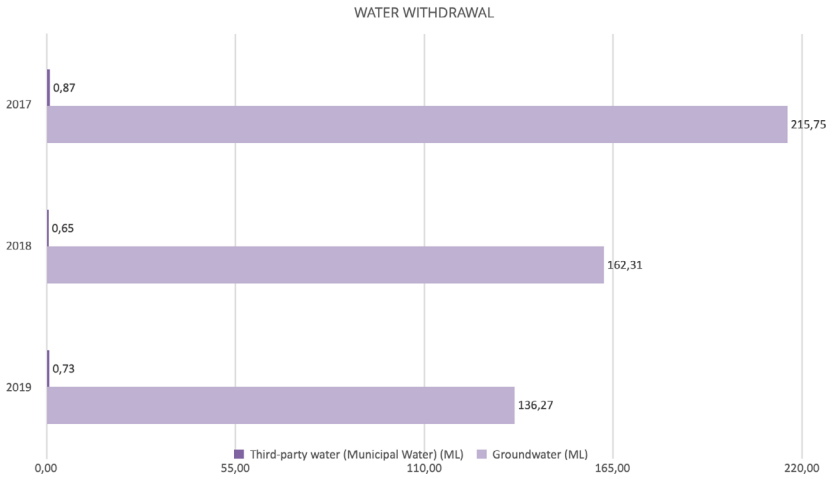
OEKO-TEX®
INSPIRING CONFIDENCE
DETOX TO ZERO

DETOX TO ZERO

DETOX TO ZERO by OEKO-TEX® is an efficient verification system for the textile and leather industry which aims to implement the criteria of the Greenpeace DETOX Campaign within production facilities. It's based on an analysis tool for the optimization and monitoring of chemicals management and wastewater quality, where producers cannot "fail" or "pass" as this is not a traditional certification system. The focus is on a continuous improvement process, which aims for the gradual reduction in harmful substances in production processes.The last full evaluation conducted, was made according to Detox to Zero matrices. On this classification standard for the Wastewater and Sludge criteria, TINTEX achieved a score of 94% considering a scale of 0 to 100 %.

In order to comprehend the Overall Water Risk where TINTEX operates, it is used the plataform Aqueduct water risk atlas. Aqueduct is a data platform run by the World Resources Institute that assesses the Overall Water Risk around the world in a scale of 0 (low) to 5 (very high). Considering this Atlas, TINTEX is based on a zone with low-medium (1-2) water stress risk. Hence, TINTEX is greatly concerned with this assessment and invests in methods to try to minimize water scarcity in the region as much as possible.

	Average Annual Values (2019)	Discharge License Limit Values
Total Nitrogen (mg/L N)	6,4	15
BOD (mg/L O2)	33,9	40
COD (mg/L O2)	128,7	150
Total Phosphorus (mg/LP)	4,1	10
TSS (mg/L SST)	29,1	60
pH	8	6 - 9



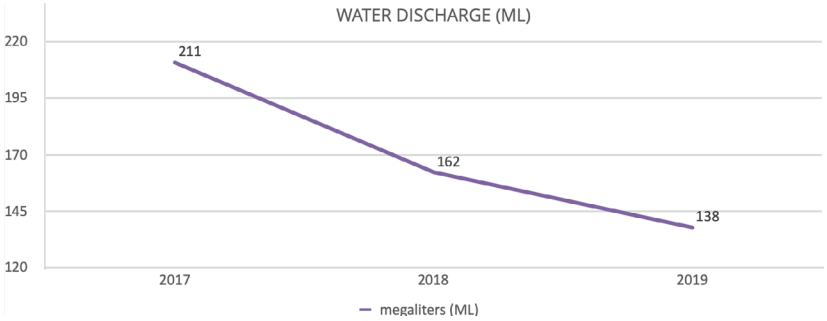
Management of water discharge

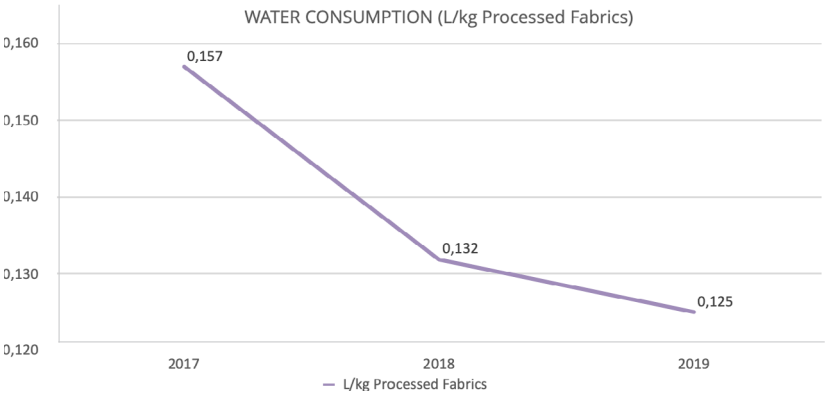
As TINTEX discharges the water treated in its internal wastewater treatment plant directly to a nearby river, the values of discharge water that are used as reference are the ones presented in the water discharge license. The accompanying table shows the average annual values of water discharged by TINTEX in comparison to licensed limits.

Additionally, the water quality parameters of ZDHC and Detox to Zero are considered as goals to achieve higher discharged water quality.

Water withdrawal

The total amount of water withdrawn by TINTEX is presented on the graphic on the left.





Water discharge

The quantity of water discharged by TINTEX throughout the year is presented on the accompanying graphic.

Most of the water withdrawal from the ecosystem is returned to it. After the productive process of the fabrics and the water treatment applied by an in-house wastewater treatment plant, this resource is safely and clean returned to the environment.

The company has a continuous improvement approach to make the fabrics manufacturing process more and more efficient.

So, for TINTEX, projects related to water efficiency, such as aWaRe, that imply process change, represent challenges that fully reflect the sentiment embedded into the corporate DNA.

The company's strategies to achieve responsible and efficient water use are yielding great results: over the years TINTEX has successfully managed to decrease its water consumption per kilogram of processed fabrics.

SOCIAL RESPONSIBILITY

TINTEX's team is one of the company's most important assets. From specialized workers and operators to scientists, engineers and biomedicals, the team works to keep the company on the edge of innovation towards sustainability. With a familiar atmosphere that favours engagement, the company has currently 132 employees, all hired on a full-time basis.

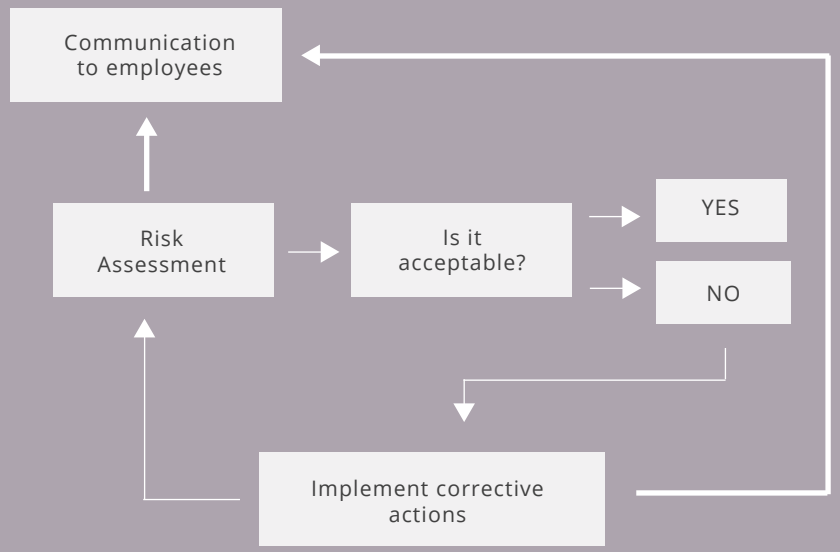
GENDER

36% — WOMEN

34 — AVERAGE AGE

30% — WITH A DEGREE

19% — DEDICATED TO INNOVATION



OCCUPATIONAL HEALTH AND SAFETY

Approach to Hazard Identification and Risk Assessment

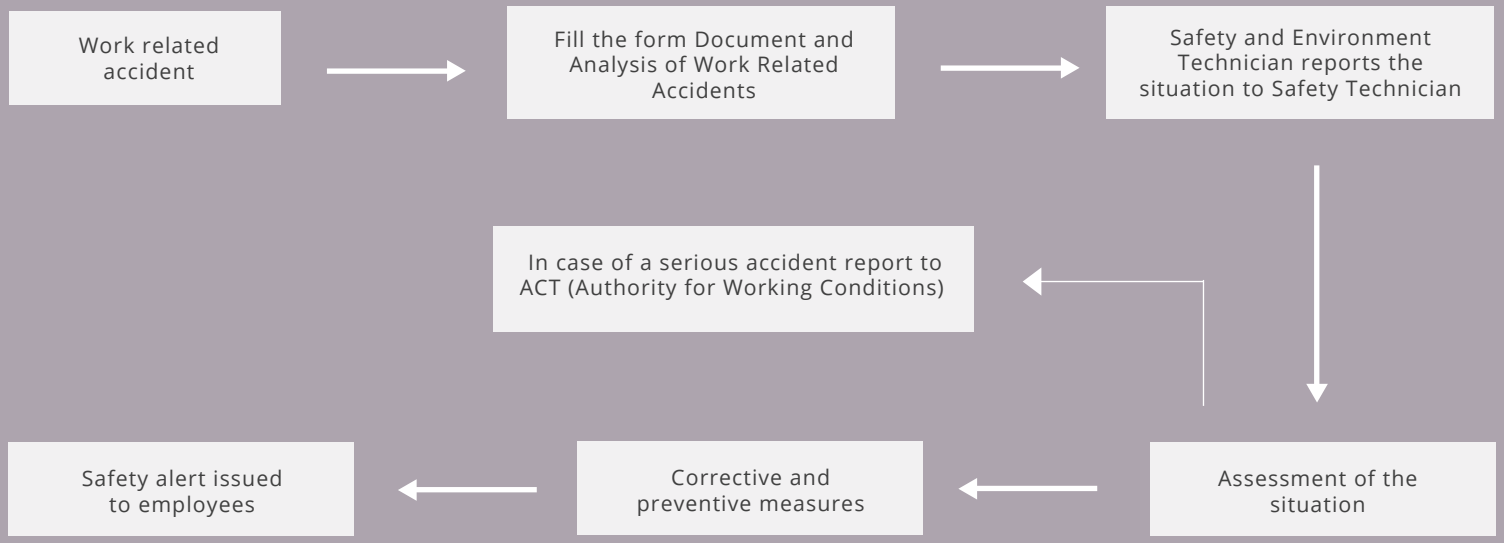
For hazard identification and risk assessment purposes an internal procedure was created that establishes the activities that have to be carried out to ensure risk management, as shown on the left.

When is the hazard identification and risk assessment carried out?

Annually, however, if there are changes on equipment, incidents, work complaints or any other cause for alarm, the procedure is undertaken the additional times needed.

An Occupational Safety Manager and a Safety Technician (ST) undertake hazard identification and risk assessment activities. Due to TINTEX's integrated policy, if any worker detects a work-related hazard situation, he is encouraged to report it to the ST or its Manager. To ensure that employees are not afraid of reprisals, they can report the identified situations on an anonymous form and place it in the suggestion box.

ACCIDENT INVESTIGATION



Worker Participation, consultation, and communication on Occupational Health and Safety (OHS)

Workers participation regarding health and safety at the workplace is extremely important to TINTEX. A huge effort is being made to increase the engagement of employees in this issue and a number of actions have already been implemented.

An anonymous survey is handed, asking workers to express their opinion, critic or suggestion regarding occupational safety and health. The information obtained is of great importance for the company, allowing the detection of problems, training and communication needs, and promote continuous improvement of the working conditions for everyone.

In order to raise awareness for this topic, several occupational health and safety themes that are addressed monthly in our facility information boards.

Worker Training on Occupational Health and Safety

Every year, TINTEX provides OHS training to employees. The training subjects are determined taking into account the needs identified in various ways, such as the anonymous survey regarding OHS, forms placed in the suggestion box, training gaps identified by management or directly pointed by workers. In 2019, several training courses were provided to employees: handling and use of chemical products, occupational health and safety, workplace safety, and fire fighting and emergency safety.

Workers Health

100% Health Insurance for 2nd year contracts

The well-being of TINTEX employees has always been a major concern and the commitment to a safe workplace is taken very seriously. Therefore, every TINTEX employee has access to health insurance for non-occupational medical and healthcare services after the first contract renewal. TINTEX also provides voluntary Health Programs. We promote a healthy lifestyle by offering healthy food choices in our canteen, free fresh fruit in the staff room and encouraging the practice of sport by organising an annual sports day. All these benefits are available for all staff.

ABOUT THIS REPORT

The first sustainability report of TINTEX presents information about the company's performance in 2019.

Whenever possible, information on additional years will be presented to enable an overview of the organization's progress.

Further information on sustainability issues can be found on TINTEX's website: **www.tintextextiles.com**

Questions about this report can be sent to
ricardo.silva@tintextextiles.com

GRI Code	Description	Evidence	Sustainable Development Goals	United Nations Global Compact
102-1	Name of the organization	TINTEX Textiles, S.A.		
102-2	Activities, brands, products and services	Structure, Products & Services		
102-3	Location of headquarters	Zona Industrial de Campos Polo 1, Apartado 99 4924-999 Campos, V. N. de Cerveira Portugal		
102-4	Location of operations	Zona Industrial de Campos Polo 1, Apartado 99 4924-999 Campos, V. N. de Cerveira Portuga		
102-5	Ownership and legal form	Sociedade An—nima (S.A.)		
102-6	Markets served	Structure, Products & Services		
102-7	Scale of the organization	1.4 Economic value with responsibility Structure, Products & Services		
102-8	Information on employees and other workers	7_Stakeholder Mapping & Environmental and Social Responsibility	SDG 8	UNGC Principle 6
102-11	Precautionary principle or approach	Tintex applies the precautionary principle approach to the introduction of innovative methods and technologies in its production processes recognizing that there is a potential to cause harm because extensive scientific knowledge on the matter is still lacking. To supress that lack of knowledge the company partners with international and national organizations of the scientific and technological ecosystem and recognized sustainability initiatives and methodologies.		UNGC Principle 7
102-12	External initiatives	Ellen McArthur Foundation Fashion Industry Charter on Climate Action, UNFCC SBTi 6_International Commitments	SDG 17	
102-13	Membership of associations	**Organization** / TINTEXÕrole **Associa ‹o T xtil e do Vestu‡rio de Portugal (ATP)** / TINTEXÕ CEO is the Sœtary of the General Assembly of ATP (2019/2021) **Cluster T xtil** / TINTEXÕ participation in dferent working groups organized by Cluster **Associa ‹o Rede de Compet ncia em Pol'me ros (ARCP)** / Development of research and development (R&D) projects; Centre for innovation in polymer science and technology **Ellen MacArthur Foundation** / Integration in the international project ÔMke Fashion CircularÕ, to discuss circular economy in the fashion industry **Fashion Industry Charter for Climate Action by UN Climate Change** / Signatory of the Charter committing to reduce 30% aggregate GHG emission reductions in scope 1, 2 and 3 of the Greenhouse Gas Protocol Corporate Standard,2 by 2030 **MEERU** / Social Investor **Associa ‹o Portuguesa de ƒtica Empr esarial** / Member of the Technical Subcommittee - Circular Economy, integrated in technical committee 164 - Social Responsibility **Business Council for Sustainable Development (BCSD) Portugal** / Member since 2019 **United Nations Global Compact** / Member since 2019Commitment to of the Global Impact **Global Compact** / live Business Ambition 1.5¼C	SDG 9	
102-14	Statement from senior decision-maker	Message from the Senior Decision Maker		
102-16	Values, principles, standards and norms of behavior	4_A Purpose driven Company	SDG 9	
102-18	Governance structure	Structure, Products & Services		
102-23	Chair of the highest governance body	Ricardo Silva		
102-32	Highest governance body's role in sustainability reporting	Message from the Senior Decision Maker		
102-40	List of stakeholder groups	7_Stakeholder Mapping & Environmental and Social Responsibility		
102-41	Collective bargaining agreements	Currently none of our workers are covered by collective bargaining agreements		UNGC Principle 3

102-42	Identifying and selecting stakeholders	7_Stakeholder Mapping & Environmental and Social Responsibility		
102-43	Approach to stakeholder engagement	7_Stakeholder Mapping & Environmental and Social Responsibility Dialog and communication mechanisms with significant stakeholders		
102-44	Key topics and concerns raised	7_Stakeholder Mapping & Environmental and Social Responsibility		
102-46	Defining report content and topic boundaries	7_Stakeholder Mapping & Environmental and Social Responsibility	-	
102-47	List of material topics	7_Stakeholder Mapping & Environmental and Social Responsibility	SDG 6,7,8,13	UNGC Principles 7, 8
102-48	Restatement of information	n.a.	-	
102-49	Changes in reporting	n.a.	-	
102-50	Reporting period	About this report	-	
102-51	Date of most recent report	n.a.	-	
102-52	Reporting cycle	About this report	-	
102-53	Contact point for questions regarding the report	About this report		
102-54	Claims of reporting in accordance with the GRI standards	About this report		

DIALOG AND COMMUNICATION MECHANISMS	Employees	Clients	Shareholders	Scientific and Technological System organizations	Suppliers (Knit and Spinning)
Meetings	Δ	Δ	Δ	Δ	Δ
Project Partnerships				Δ	Δ
Website and social media	Δ	Δ		Δ	Δ
Consultation processes	Δ	Δ		Δ	Δ
Training	Δ				
Intranet	Δ				
Sustainability report	Δ	Δ	Δ	Δ	Δ
Mechanisms	Monthly Meetings	Meetings/Reports	Meetings/Reports	Meetings/Projects	Projects

302-1 Energy consumption within the organization — SDG 13

TOTAL ENERGY CONSUMPTION (renewable sources)			
	year	**kWh**	**GJ**
Solar Energy	2019	336 460	1211
	2018	342 684	1234
	2017	390 330	1405

TOTAL ENERGY CONSUMPTION (non-renewable sources)			
	year	**kWh**	**GJ**
Natural Gas	2019	13 280 669	47 810
	2018	14 023 410	50 484
	2017	17 418 390	62 706

TOTAL ENERGY SOLD			
	year	**kWh**	**GJ**
Electricity Sold	2019	118 301	426
	2018	125 901	453
	2017	96 198	346

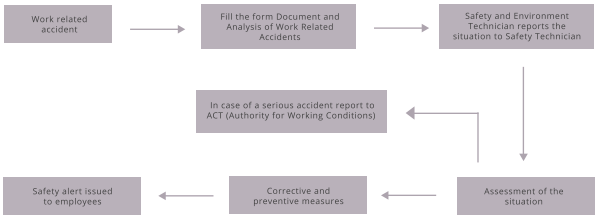
TOTAL ENERGY CONSUMPTION				
		2017	**2018**	**2019**
Electricity Consumption	**kWh**	3 242 343	2 994 099	2 745 411
	GJ	11 672	10 779	9883
Heating Consumption	**kWh**	9 998 320	7 866 397	5 635 549
	GJ	35 994	28 319	20 288
Steam Consumption	**kWh**	7 420 070	6 157 013	7 645 120
	GJ	26 712	22 165	27 522

302-2 Energy consumption outside the organization — SDG 13

	DIESEL		GASOLINE	
	L	**GJ**	**L**	**GJ**
2019	44 450	1592	1978	64
2018	43 411	1555		
2017	45 428	1627		

302-3 Energy intensity — SDG 13

year	Electric Energy Consumption (kWh)	Gas Consumption (m^3)	Total of Processed Fabrics (kg)	Total of Delivered Fabrics (kg)
2019	2 745 411	1 120 975	1 102 017	731 720
2018	2 994 099	1 184 749	1 230 985	872 894
2017	3 242 343	1 365 948	1 342 845	997 792

<table>
<tr><td>302-3</td><td>Energy intensity</td><td>
<table>
<tr><th>year</th><th>Electric Energy Consumption (kWh)</th><th>Gas Consumption (m³)</th><th>Total of Processed Fabrics (kg)</th><th>Total of Delivered Fabrics (kg)</th></tr>
<tr><td>2019</td><td>2 745 411</td><td>1 120 975</td><td>1 102 017</td><td>731 720</td></tr>
<tr><td>2018</td><td>2 994 099</td><td>1 184 749</td><td>1 230 985</td><td>872 894</td></tr>
<tr><td>2017</td><td>3 242 343</td><td>1 365 948</td><td>1 342 845</td><td>997 792</td></tr>
</table>
</td><td>SDG 13</td><td></td></tr>
<tr><td>303-1</td><td>Interactions with water as a shared resource</td><td>Water Management</td><td>SDG 6</td><td></td></tr>
<tr><td>303-2</td><td>Management of water discharge related impacts</td><td>Water Management
<table>
<tr><th>Surface Water</th><th>year</th><th>m³</th><th>megaliters (ML)</th></tr>
<tr><td></td><td>2019</td><td>136 265</td><td>136,3</td></tr>
<tr><td></td><td>2018</td><td>136 893</td><td>136,9</td></tr>
<tr><td></td><td>2017</td><td>215 747</td><td>215,8</td></tr>
</table>
</td><td>SDG 6</td><td></td></tr>
<tr><td>303-3</td><td>Water withdrawal</td><td>Water Management
<table>
<tr><th>Groundwater</th><th>year</th><th>m³</th><th>megaliters (ML)</th></tr>
<tr><td></td><td>2019</td><td>136 265</td><td>136,3</td></tr>
<tr><td></td><td>2018</td><td>136 893</td><td>136,9</td></tr>
<tr><td></td><td>2017</td><td>215 747</td><td>215,8</td></tr>
<tr><th>Third-party water (Municipal water)</th><th>year</th><th>m³</th><th>megaliters (ML)</th></tr>
<tr><td></td><td>2019</td><td>725</td><td>0,73</td></tr>
<tr><td></td><td>2018</td><td>650</td><td>0,65</td></tr>
<tr><td></td><td>2017</td><td>873</td><td>0,87</td></tr>
</table>
</td><td>SDG 6</td><td></td></tr>
<tr><td>403-1</td><td>Occupational health and safety management system</td><td>Occupational Health & Safety</td><td></td><td>UNGC
Principle 1</td></tr>
<tr><td>403-2</td><td>Hazard identification, risk assessment, and incident investigation</td><td> 
</td><td></td><td>UNGC
Principle 1</td></tr>
<tr><td>403-3</td><td>Occupational health services</td><td>TINTEX hired an external Occupational health service (Potencial Global). The company is equipped with a mobile unit that travels to our facilities on an arranged date for Occupational Health appointments during, preferably, working hours.
Following compliance with the applicable legislation, TINTEX has created an internal Work Instruction (WI) that defines the methodology of occupational medicine management. This WI applies to all current employees and new hires. A database with employee identification data, last appointment date and work-aptitude results is updated.
The occupational health entity complies with all the requirements of the privacy policy required by law as well as TINTEX. Therefore, we only receive the essential and permitted information about the employee aptitude for work. It is important to highlight that under any circumstance TINTEX will use the information obtained to favourable or unfavourable treatment of employees. This guarantee is ensured by the integrated policy of our company.</td><td></td><td>UNGC
Principle 1</td></tr>
<tr><td>403-4</td><td>Worker participation, consultation, and communication on</td><td>Occupational Health & Safety</td><td></td><td>UNGC
Principle 1</td></tr>
<tr><td>403-5</td><td>Worker training on occupational health and safety</td><td>Every year, TINTEX provides OHS training to their employees. The training subjects are determined taking into account the needs identified in various ways, such as the anonymous survey regarding OHS, forms placed in the suggestion box, information gaps identified by management or directly pointed by workers.
To carry out the training, we hire external trainers from JURISERV and UBISEG considering the competences demonstrated in the detailed curriculum sent. Trainers are required to use easily understandable language depending on the trainees.
In 2019, TINTEX provided three theoretical and two practical health and safety training courses. The first training course was about good practices on handling and use of chemical products and was targeted to production workers. The second training course was about Occupational Health and Safety and the third one was about workplace safety, both targeted for workers in general. It was also performed a practical training about chemical leaks and accidents and other one about fire drill, targeted to the production workers.
In addition, two trainings to the emergency team on emergency central and fire emergency safety were given.
All the training in OH&S are mandatory for the workers targeted and provided free of charge, preferably, during working hours. If is not possible, all the meals, travel and accommodation fees are covered (if applicable) and in the case of the production workers, there is an additional compensation (if applicable).
The effectiveness of all the trainings performed is assessed through a survey applied to workers and supervisors and assessments on the training subjects.</td><td></td><td>UNGC
Principle 1</td></tr>
</table>

403-6	Promotion of worker health	Occupational Health & Safety		UNGC Principle 1

In 2019, TINTEX registered, for all the workers, the following work-related injuries numbers and rates:

CRITERIA	2017	2018	2019
N¼ Work-Related Fatalities	0	0	0
N¼ High-Consequence Work-Related Injuries	0	0	0
N¼ Recordable Work-Related Injuries	7	8	10
N¼ Worked Hours	5544	5544	5472
Rate of Fatalities	0	0	0
Rate of High-Consequence Injuries	0	0	0
Rate of Recordable Injuries	255,8	292,4	365,5

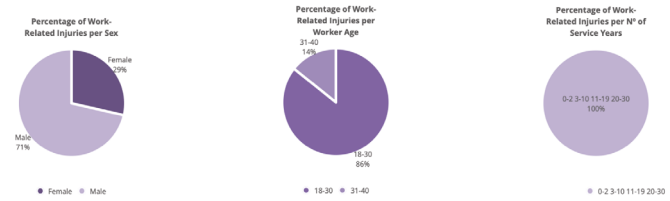
UNGC Principle 1

The rate of Recordable Work-Related Injuries is based on 200 000 hours worked and, as all the employees have a permanent, full time employment contract, none of the workers have been excluded from this disclosure[11].

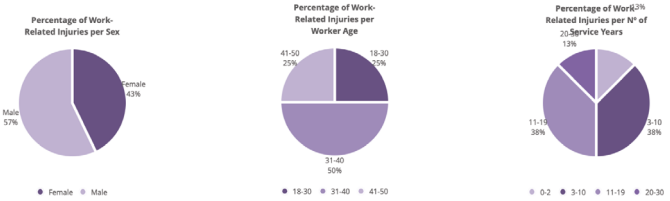
As it can be seen, the number of work-related injuries has increased over the years, therefore, the evaluation and investigation of the causes increased including the hypothesis of changing the occupational health and safety entity.

The main causes for work-related injuries are back injuries. Other demographic factors regarding this topic across the years are shown in the next figures:

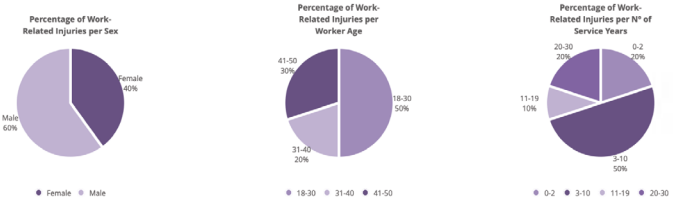
2017



2018



2019



As it can be seen, the major percentage of injuries occurs in male workers. This indicator may be influenced by the fact that we have more male than female workers. It can also be concluded that the major percentage of work-related injuries is in workers with less than 10 and more than 5 years of service. The indicator of work-related injuries per Worker age is in accordance with the previous indicator as it points out that the major percentage of injuries is in workers with less than 30 years. An investigation to determine this tendency is being made and corrective measures will be taken.

We have been making an effort to reduce work-related hazards, especially, the ones that may cause high-consequence work-related injuries. In this sense, the risk assessment in each hazardous identified area was primarily carried out. The risk associated to each area was evaluated in the risk assessment and action was taken to minimize or eliminate the risk in the cases that the severity is higher than a pre-determined level. With this effort, TINTEX archived their goal of 0 high-consequence work-related injuries. In order to ensure the continuous improvement, the risk assessment is reviewed annually or whenever there is a non-ordinary situation as described in topic **1.Hazard Identification and Risk Assessment**.

TINTEX has zero work-related ill health reported. It is important to refer that none of the workers have been excluded from this disclosure as explained before.

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**Prevention and Mitigation of Occupational health and Safety Impacts Directly Linked by Business Relationships**		
		In our facilities, we reduced the risk of impacts on workersÕ health by acquiring and replacing all possible chemical products by BLUEDESIGN¨ APPROVED ones. The BLUESIGN¨ APROVED products meet the highest level of chemical product verification, providing relevant information to minimize risks for people and the environment as well as improve consumer safety.		
		In addition to the improvement on the chemical choices, we also implemented in our dyeing process a dyeing colour kitchen. As it prepares the chemical products automatically, the operator is not directly exposed to risks by placing products in the machine tank, thus diminishing their exposure to chemical products and the risk of burns due to the hot surface of the machine.		
		TINTEX also requires the use of Personal Protective Equipment (PPEs) by all the employees and visitors. It is mandatory the use of protective footwear and in the case of production workers, the use of working clothes in every area of the production site. Moreover, each facility area or equipment has exhibited, through pictograms, the equipment of mandatory use.		
		To avoid negative impacts on workers' health, TINTEX also adapts the workstation to provide employees a better work posture or avoid carrying weight.		
102-55	GRI content index	Content Index		

TINTEX

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