



SUSTAINABILITY REPORT

2024

WEISSENGRUBER TEXTIL GMBH

In a world facing major ecological and social challenges, sustainable action is not only a duty for us, but a matter close to our hearts.

We are committed to shaping our processes, products and corporate culture in a responsible and future-oriented manner.

This report tells of our path – of lived responsibility and the firm will to helping to shape a better future together.

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Introduction ³

For us, Weissengruber GmbH, sustainability is much more than just a buzzword – it is an integral part of our corporate philosophy. In a world of constant change, we see it as our responsibility to act consciously and maintain a balance between economic success, environmental responsibility and social commitment.

With this Sustainability Report, we give you an insight into our activities to date, progress and goals. It shows how we, as a family-owned company, preserve our tradition and at the same time promote innovation in order to shape sustainable development. Our focus is on conserving resources, continuously optimising our processes and supporting our employees, who form the heart of our company. Together with our partners and our customers, we want to make a positive contribution and create sustainable added value for the environment and society.

For us, this report marks a further step on the way to transparent, responsible and future-oriented corporate management – with joy, conviction and drive.

**Yours,
Family Weissengruber & Employees**

Foreword

Fritz Weissengruber Junior, CEO

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Dear customers, valued partners, dear employees,

It is with great pleasure and pride that I can present our Sustainability Report 2024 to you. This document not only stands for our commitment to ecological responsibility, but also for the passion and dedication with which we lead our traditional family business step by step into a sustainable future.

Since our founding, responsibility towards the environment, society and our employees has been an integral part of our corporate values. For us, acting sustainably means making decisions that meet the needs of today's generation – without jeopardizing the opportunities of future generations. Our sustainability measures are diverse: from the continuous optimization of our production processes to the use of environmentally friendly materials and our commitment to the region. The focus is always on our employees – their commitment, creativity and sense of responsibility are the basis for us to achieve these goals together with you.

With this report, we would like to give you insights into our progress to date as well as our future plans. For us, sustainability is not a fad, but a lived conviction. We know that we are at the beginning of a long journey – and we look forward to continuing this journey together with you. Thank you for your trust and support. Together, we can make our world and our business more sustainable.

Kind regards,
Fritz Weissengruber Junior
CEO



**Fritz Weissengruber Junior,
CEO**

Fritz Weissengruber Senior, Owner

Dear partners, dear friends,

It fills me with great pleasure to see how our family business continues with passion and success.

For many decades, I have accompanied this path with heart and soul – and it makes me proud that our values are still alive in every decision and every process.

The joy of our work and the close cooperation with our loyal employees form the foundation on which our company stands.

It is all the nicer to know that our path will continue sustainably and responsibly in the future.

Best wishes,
Fritz Weissengruber Senior



**Fritz Weissengruber Senior,
Owner**

Our Company

Our Vision

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Ferdinand Weissengruber, the grandfather of the current company owner, founded the company on September 10th, 1905 in Linz. The two sons Fritz and Ferdinand continued to expand it and from 1964 the current owner runs it. Today, with his son and granddaughter, 3 generations are responsible for the management.

Our customers are close to our hearts. Our staff will provide you with professional, personal expert advice.

In our efforts to ensure the highest level of transparency and responsibility in terms of sustainability and corporate governance, we provide you with a comprehensive collection of our relevant documents and certificates on our website. Here you will find detailed information about our corporate philosophy and codes as well as our sustainability standards, such as GOTS, Made in Green by OEKO-TEX®, the Global Recycled Standard (GRS), the Organic Content Standard (OCS) and the Recycled Claim Standard (RCS). If you have any further questions or specific information, please do not hesitate to contact us.

We will be happy to provide you with all the information you need and to work together for a sustainable future.

More information on www.weissengruber-online.at.

Whether online or in the store, at Weissengruber Textil we respond to every request and find quick solutions, tailored to your needs!

Weissengruber Textil GmbH
Sustainability Report
2024/25



Recent Developments

- 1** Corporate Policy
- 2** Most Serious Risks
- 3** Vulnerable Groups
- 4** Action Plan
- 5** Key Figures

In the following chapters, we would like to present our development.

The Policy Statement reflects our fundamental values, goals and principles. It serves as a guideline for our actions and decision-making.

This and our risk analysis reveal the most serious risks and vulnerable groups in the context of our corporate activities.

We are transitioning into our activities and measures with which we have been trying to improve our supply chain and organization since 2024.

In our progress report, the developments and learning experiences of the past year are roughly documented in detail.

We provide an overview of some key figures before we get into the topic of sustainability.



Corporate Policy

QUALITY is very important to us!

TOP advice, variety of brands and a large selection should inspire our customers!

In order to be able to guarantee this in the future, we have considered the following points for our interested parties:

Quality

Our products should meet the customer's exact wishes. Our friendly and competent demeanor should give us an edge over our competitors.

Employees

Mutual respect, openness, honesty and trust should be the principle of every employee. Joint cooperation and mutual helpfulness should help to achieve company goals. We ensure that our employees are aware of their organization's basic due diligence requirements and have the necessary knowledge to implement them in practice.

Improvement

Our desire to constantly improve should give us the strength to constantly question our work and improve it if possible.

Suppliers

In order to continue to deliver the best quality, we want to build a partnership with our suppliers in which both sides benefit. We are committed to responsible procurement and purchasing practices that enable living wages and a continuous increase in the use of sustainable materials. Our suppliers and their suppliers are also obliged to comply with our requirements for compliance with international standards (including OECD guidelines) and are not allowed to subcontract! Accordingly, we are committed to knowing and implementing responsible sourcing and purchasing practices, such as promoting living wages, continuously increasing the use of sustainable materials, and preventing, mitigating, and remedying negative impacts and restrictions or violations of said frameworks, such as integrity risks, human rights, and environmental risks. Incentives, depending on compliance with our requirements, are provided in the form of financial support for third-party audits and provision of training.

Environment

With our management system, we ensure compliance with all necessary regulations. We strive to achieve a steady reduction in the environmental impact of our products and to continuously improve environmental performance.

Commitment

We respect human rights in accordance with the UN Guiding Principles on Business and Human Rights, the ILO core labor standards and internationally recognized frameworks in the environmental field and in dealing with integrity risks.

Risks related to human rights

The most serious risks related to human rights include living wages and the lack of insurance benefits for employees at suppliers, which is why our suppliers are continuously monitored. This is done on the one hand through third-party audits, self-assessments and on-site visits, which are intended to obtain the desired information on the basis of a specially developed checklist in order to further develop the supply chain positively. Due to this approach and based on the OECD-Guidelines the needs of the identified vulnerable groups: women, children, migrants, home workers and people with disabilities as well as migrant workers are protected and their needs are taken into account. Those are mainly living wages, self-reliance, financial independence, non-violent lifestyle, insurance, no forced labour, good working atmosphere, healthy working environment, equipment with appropriate work equipment, education and no child labour. If negative impacts on human rights, the environment and integrity are identified, central procurement via the GF ensures that relevant decision-making processes at least take into account the development of a new procurement/production country and the exit from an existing procurement/production country. The management is responsible for fulfilling the corporate due diligence obligations as set out in the statement of principles and has defined corresponding responsibilities for the operational implementation of due diligence processes (Sustainability/CSR, Purchasing, Procurement, Design, Product Development, Human Resources and Compliance).

Mitigation Measures

Based on the needs of identified vulnerable groups and country-specific increased risks, we support our stakeholders in order to reduce negative impacts through participation in training and educational programs, engagement with civil society groups, the provision of training sessions and materials, responsible purchasing practices, and involvement in external audits. Furthermore, we indirectly support our supply chains through participation in social projects that positively impact the supply chains within a given region by driving improvements there.

Complaints mechanism

If any risks or violations of the aforementioned human rights occur, potentially affected parties can contact us online (anonymously if desired to protect the complainant). Our complaints mechanism is available on our website and is forwarded to us via a third party to ensure objectivity and transparency. We strive to process complaints promptly and respond within 48 hours. Unless otherwise requested, complaints will be made available collectively on the website, and every complaint received will be investigated and, where necessary, remedial action and redress will be provided.

The management

Lin, 27.6.25



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Most Serious Risks

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Identifying and assessing risks is a central component of our annual risk analysis. Based on these challenges, we can develop targeted measures to mitigate the social, environmental, and economic impacts of our business activities. The focus is on those risks that have a direct impact on our employees, business partners, and the environment.

Discrimination, Sexual Harassment, and Gender-based Violence

Is a central issue, deeply embedded in our social structure, and the more disadvantaged the group and society, the more stagnant it becomes. To prevent discrimination, sexual abuse, and violence in the workplace, we promote training to raise awareness among workers, and grievance mechanisms are available for acute cases.

Occupational Safety

In light of ongoing protests in the third world countries, the legal framework for protecting workers needs to be further improved. However, there is still a long way to go toward safe working conditions and secure jobs. With the help of external, regular safety audits and training, these risks can be identified and addressed relatively easily and effectively compared to discrimination.

Freedom of Association and the Right to Collective Bargaining

The right to freedom of association and collective bargaining remains equally relevant. We ensure that our partners have the appropriate structures in place. Dialogue with suppliers and employee representatives aims to identify potential conflicts early and resolve them peacefully.

Living Wages

The most well-known risk remains the issue of living wages. While minimum wages are based on a legal foundation, living wages are higher than these, can be defined in different ways, and are rarely achieved in a long, complex supply chain. We are actively committed to paying fair wages throughout our entire supply chain and are currently working on projects that address precisely this issue.



Vulnerable Groups

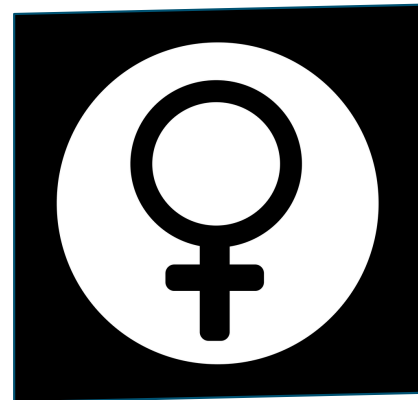
11

The protection of particularly vulnerable groups – including women, migrants, and children – is a central concern of our sustainability strategy. These groups are often exposed to increased risks such as discrimination, exploitative working conditions, or unfair treatment. Our aim is to safeguard their rights and promote their social and economic participation.

Women and Migrants

Due to the difficulty of direct contact with affected women and the low proportion of women among our suppliers (there are hardly any women in management, the situation is somewhat more balanced in operational roles, but the proportion of women is also low, and supplier communication is largely handled by male representatives), we advocate for women indirectly by supporting equality-promoting projects that promote protection against gender-based violence and safe working conditions, in addition to providing information through surveys and training courses in the sector. We support migrants through fair employment contracts, training, and integration measures.

For some partners, temporary employment is also a necessary means of saving costs that cannot be avoided. However, similar to the employment of migrants or people with disabilities, it is not mentioned internally by employees or by external auditors.



Children

We do not only reject child labor – we actively combat it by adhering to strict standards, collaborating with partner organizations along our supply chain, and promoting access to education.

Education is key, so our goal is to provide access to education to sustainably improve future prospects.

Action Plan

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The needs of the identified groups in the context of the mentioned risks are derived from the annually updated risk analysis and self-disclosure. Specifically, the needs of the identified vulnerable groups are collected and assessed through supplier surveys or complaint analyses, as well as external information from audits or civil society organizations.

The measures address the needs of the vulnerable groups, gaps in information gathering, scope for improvement in procurement and purchasing practices, supplier support, gaps in complaint mechanisms and their remedial measures, as well as prevention and mitigation based on measures already implemented and their documentation and effectiveness.

In 2025, gaps were identified in complaint mechanisms, certifications, supplier mapping, and dialogue, to name the most significant ones. We have implemented measures in the named areas, document management, and internal and external communication, and have recorded improvements in the effectiveness of dialogue and information with suppliers. Furthermore, we can point to initial successful projects in the areas of equipment support and training. Regarding living wages, we are currently still in the planning phase with potential partners; updates will follow!

We are also committed to supporting external audits in accordance with the Code of Conduct. This includes financial contributions, advisory work, and support through training materials and equipment, from gloves to eyewash stations. Some measures can already be derived from the analysis conducted. For example, menstruating people should be supported with hygiene products, as risk analyses and audits have shown that hygiene standards are often inadequate.

Although we are on the right track, some issues remain open, most notably, as mentioned, the concrete implementation of living wages and their estimated timeframe. Furthermore, training and support for improvements in the factories, in the form of sponsoring special products needed for daily activities, remain a good option for directly supporting our suppliers.

On page [21](#) of this report, we share some of our measures that directly and indirectly support those affected in our supply chain.

Key Figures

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	2022/23 T€	2023/24 T€
turnover	10.500	10.257
EBT	965	1.536
netto cashflow	1.217	1.434
customers	13	12
sent pieces in kg per year €	2.993.776	

OUR SERVICE



Quality at fair prices: We offer branded goods at exclusive wholesale prices, i.e. prices below the prescribed retail price



We are Linz City Partner. Save Money with us on Linz City Action Days or redeem your vouchers with us!



Parcel collection: We are a DPD partner. Your parcels are in good hands with us.

OUR MISSION

Our areas of responsibility are divided into

- Textile hospital supplies
- Textile rental laundry supplies
- Textile industrial supplies
- Wholesale and retail of branded goods for women, men and children in our branch on the main square.



Sustainability

- 1** SDGs
- 2** Social Commitment
- 3** CO₂
- 4** Certificates

The following chapters explain how we reduce our environmental footprint, promote social justice, and assume economic responsibility. Using the Sustainable Development Goals (SDGs) as a framework, we address topics such as education and training, responsible consumption and production, renewable energy, water use, and CO₂ emissions. We also discuss our responsibilities towards people throughout the entire value chain. Based on the most significant risks and vulnerable groups identified in our risk analysis, we support specific projects to improve working conditions and enhance the quality of life for those directly and indirectly affected. Finally, this section also lists our certifications and memberships.

Priority SDGs

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As part of our sustainability strategy, we have decided to focus specifically on three of the 17 United Nations Sustainable Development Goals (SDGs). These goals address the same relevant risks in our business operations as last year and aim to strengthen the protection of vulnerable groups along our value chain.

04

Quality Education

We consider education to be one of the most important drivers of individual and societal development. It promotes equality and good health, combats poverty and inequality of opportunity, and strengthens democracy and economic growth.

06

Clean Water and Sanitation

Based on our communication with suppliers, external audits, and considering the high water consumption and pollution levels in the textile sector, we support projects aimed at ensuring access to clean drinking water in our production countries.

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Responsible Consumption and Production

The textile sector is one of the most environmentally damaging industries, with enormous resource consumption. Therefore, there is considerable potential for improvement in terms of sustainable business practices, both from an environmental and a social perspective.



Priority SDGs

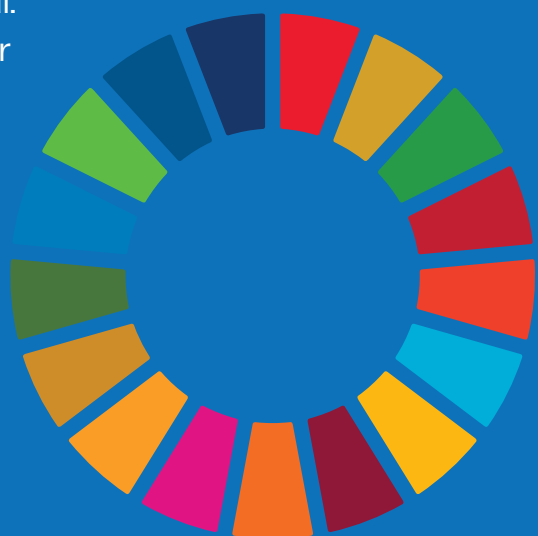
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We have selected those Sustainable Development Goals (SDGs) because they are closely related to our business and can make the greatest contribution to improving living conditions and protecting natural resources. Our aim is not only to reduce negative impacts, but also to actively promote positive change – particularly for those people directly affected by our decisions.

A key focus is on protecting and empowering workers throughout our supply chain. In particular, SDG 4 (Education) and SDG 12 (Sustainable Consumption and Production) are reflected in our social management system, which aims, among other things, to raise awareness among employees about their rights. Fair wages form the foundation of all these efforts – they are the starting point and driving force for our commitment in these various social areas. In the environmental sphere, we focus particularly on the availability and protection of clean water (SDG 6).

Our discussions with suppliers and our own research show that water-related disasters, such as floods, are a serious problem, especially in Pakistan, where the summer of 2022 caused widespread devastation. For this reason, Weissengruber Textil supports relief efforts for flood victims in Pakistan. In Bangladesh, health and safety risks are a primary concern – issues that we can actively monitor and address together with amfori and the Sustainable Apparel Coalition. For the Chinese market, we have identified working hours regulations and employee treatment as particularly critical. Here, too, we maintain regular contact with our partners to implement gradual improvements.

With this approach, we not only make progress in implementing our sustainability goals, but also achieve measurable improvements for people and the environment. The selected SDGs help us to effectively address key risk areas and, at the same time, sustainably improve the living and working conditions of particularly vulnerable groups along our supply chain.



Social Commitment

1 Support of Suppliers

2 Living Wages

3 Caritas

In the social sphere, we have made significant progress both internally and externally. At our locations—particularly our office in Linz—we are continuously working to optimize working conditions and foster a corporate culture characterized by respect, diversity, and fairness. This includes initiatives for promoting health and well-being, continuing education, and ensuring equal opportunities. Along our supply chain, we place particular emphasis on protecting and supporting vulnerable groups. Based on comprehensive risk analyses, we have implemented targeted projects to sustainably improve living and working conditions in the production countries. We are increasingly focusing on dialogue with our suppliers and are jointly committed to raising social standards. Our memberships in the Partnership for Sustainable Textiles and amfori ensure compliance with internationally recognized standards. Our collaboration with our suppliers is now closer and more collaborative than ever—a key factor in the measurable improvement of social conditions throughout our entire value chain.

Social Commitment 18

Our goal is to create positive value for all stakeholders. We respect the diverse perspectives, opinions, and expectations of our stakeholders and strive to achieve a fair balance of interests. For us, it is an absolute given that nothing can be accomplished without continuous dialogue with all stakeholders.

01

Support of Suppliers

We have codified the principles and guidelines for fair business practices in our company values and code of conduct. We communicate these to our employees through training programs. In our collaboration with suppliers and business partners, we ensure that all activities are conducted in accordance with the UN Guiding Principles on Business and Human Rights and the core labor standards of the International Labour Organization (ILO), as well as in strict compliance with applicable local laws.

We believe that quality is more important than quantity. Therefore, for over 15 years, we have sourced our products primarily from the same suppliers. Through these established partnerships, we not only ensure a steady income for the local population, but also foster a relationship of trust that benefits all stakeholders. Our suppliers benefit from extended lead times, optimized planning, and predictable order quantities.

Furthermore, we support our suppliers through open communication and continuous feedback loops, encouraging both parties to share ideas and make suggestions for improvement. This fosters a culture of continuous improvement within our supply chain. Our support includes direct funding for necessary equipment and indirect participation in external audits, proportionate to our level of business with the supplier.

02

Living Wages

The Green Button defines living wages as the compensation a worker receives for a standard workweek, sufficient to ensure a decent standard of living for a household. A decent standard of living includes: food, water, housing, education, healthcare, transportation, clothing, and additional savings for unforeseen circumstances. Based on our strategy for securing living wages, we have conducted a wage gap analysis to assess initial needs within our own supply chain. In our production countries, meeting the basic needs for survival remains a challenge and for many families, it remains an unattainable goal.

We are pursuing the following approaches:

As part of a pilot project with a partner in Pakistan, we are already working on concrete measures to improve working conditions and ensure transparency in the supply chain. The first phase of this pilot project will run until mid-2026. Sharing experiences with other companies with similar goals is also helping us in our efforts. Based on this experience, we can then expand the activities to other suppliers and implement them more broadly. With this expansion, we must consider the potential for increased internal workload and whether an external partnership could support the monitoring of our objectives. We are also in contact with various organizations regarding this.

We plan to pay living wages within our pilot project by the end of 2026. By 2030, we aim to have a system in place for paying living wages in all countries where we source our products. This depends on the size and capacity of the company, as well as the location and willingness of our suppliers.

By 2040, we intend to gradually expand these payments until we can pay living wages across our entire supply chain.

Social Commitment 20

03

more Projects

Due to our size, we also leverage partnerships and financial support from larger non-profit organizations to carry out projects that exceed our capacity, thus maximizing our positive impact in our areas of activity.

We support disaster relief efforts in Pakistan, one of our most important suppliers.

Diakonie 
Katastrophenhilfe

There, as part of the Gold Standard initiative, we also support a wind farm to promote renewable energy.

Gold Standard

Furthermore, we support projects in Bangladesh addressing water pollution.

More information on this can be found on page 26.

Of course, we also support local organizations such as Caritas by donating bed linens (see image) or by providing veterinary clinics with various underpads, covers and surgical textiles.



Sponsoring of Caritas with bed linens

CO2 Fußabdruck

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In addition to pursuing the selected SDGs, at Weissengruber Textil we are aware of our responsibility regarding the high CO2 emissions in the textile sector.

These emissions can be categorized into 3 scopes:

SCOPE 01

direct emissions

These are direct emissions that originate from sources which are directly owned or controlled by a company. Examples include the combustion of fossil fuels and process emissions.

SCOPE 02

Indirect emissions from grid-connected energy consumption

These emissions arise from the production of purchased electricity, steam, heat, or cooling. Companies use this information to assess the environmental impact of their energy supply.

SCOPE 03

Purchased emissions within the value chain

This scope covers all other indirect emissions that occur within a company's value chain, such as those related to suppliers, customers, and transportation.

Current and future areas of action

Scope 1 and 2 emissions can be offset using carbon credits from Gold Standard, although our primary goal is to reduce our overall environmental impact. The challenge lies in the resource consumption associated with textile production. Below you will find an overview of the projects we support.

CO2 footprint with Gold Standard

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Sapphire 49.5 MW Windpark

This 52.8 MW wind farm, (initially registered as 49.5 MW) is operated by Sapphire Group in the Jhimpir Wind Corridor, Sindh, Pakistan. It comprises 33 GE wind turbines delivering clean energy to the national grid and was the first wind project in Pakistan funded by the U.S. Development Finance Corporation (DFC) and covers the SDGs 7, 8, and 13.



Solar Water Filtration Units for Rural Areas in Coastal Bangladesh

The coastal regions of Bangladesh face significant challenges when it comes to access to safe and clean water. There is an urgent need for effective water purification methods that are both sustainable and accessible to the general population. The project is led by the Bangladesh Bondhu Foundation (BBF), a non-profit, volunteer-based organization founded with support from the Value Network Venture Advisory Services (VNV). The project utilizes low-carbon water purification technologies that effectively remove microbial contaminants and other harmful substances, such as suspended solids and salinity, making the water safe for drinking.

This approach creates a sustainable clean drinking water system that significantly reduces the reliance on firewood for water treatment and lowers the associated greenhouse gas emissions from non-renewable biomass. It focuses on SDGs 4, 6, 8, 13, and 15.



Certificates

- 1 Green Button
- 2 Amfori
- 3 Partnership for Sustainable Textiles
- 4 ISO 9001:2015 and ISO 14001:2015
- 5 ANKÖ
- 6 Additional Certifications

Our commitment to environmental protection has reached new heights through the implementation of comprehensive sustainability standards and the precise collection of environmental data. Our membership in amfori and the Partnership for Sustainable Textiles has provided us with valuable tools to better understand and reduce our environmental impact. Another key focus has been the reassessment of our suppliers: with the introduction of stricter certifications, such as the "Green Button" label, we have worked diligently to ensure that our partners meet the highest environmental standards. By terminating partnerships that no longer met our standards and collaborating with more sustainable suppliers, we have made our supply chains more resource-efficient. These developments not only contribute to reducing our environmental impact, but also strengthen trust in our supply chains.

GOOD FOR PEOPLE. GOOD FOR NATURE.

The government-run certification label for sustainable textiles provides consumers and procurement agencies with orientation for purchasing decisions. It sets demanding requirements to protect people and the environment in production processes along the entire supply chain.

What makes it special: The government-run textile certification label evaluates whether companies systematically fulfil their human rights and environmental due diligence obligations along the supply chain. In addition, there must be proof in the form of recognised certification labels that the respective item has been produced in a socially and environmentally sound manner. This combination of requirements for the company and the production processes is what makes the certification label unique. The Green Button is constantly being developed further.

The government sets the criteria and conditions for the Green Button – this creates clarity and trust. Independent certification bodies evaluate compliance with the criteria.

Weissengruber Textil GmbH has successfully passed the Green Button evaluation in december 2024 adn will offer Green Button Products.

For further information, please feel free to contact us directly; you can also find additional documents on our website at www.weissengruber-online.at and on the Grüner Knopf website at www.gruener-knopf.de.



Amfori

Amfori is a global business association that facilitates risk management for companies of all sizes and across all industries, enabling them to build more resilient and sustainable supply chains. amfori empowers businesses to implement sustainable practices because it recognizes that building a more sustainable world requires collective action. We offer practical solutions for supply chain risk management, enabling companies to collaborate and drive progress towards sustainable trade, transforming risks into opportunities.

<https://www.amfori.org/discover-our-members/>

Partnership for Sustainable Textiles

The Partnership for Sustainable Development advocates for a socially responsible, environmentally sound, and corruption-free textile and clothing industry. Its vision is an industry that respects the rights of all employees, protects the climate and the environment, and operates with integrity and within planetary boundaries. The Partnership focuses on implementing corporate due diligence obligations in Germany, Europe, and globally. It adheres to the fundamental international agreements of the UN, OECD, and ILO, as well as relevant guidelines and initiatives at the national and EU level. Members from business, civil society, and politics are involved in the partnership because they believe that together they can achieve more. They also benefit from networking opportunities and comprehensive support.

<https://www.textilbuendnis.com/uebersicht/>

ISO and ANKÖ

In addition to our memberships in the aforementioned multi-stakeholder initiatives, we have been operating in accordance with EN ISO 9001:2015 and EN ISO 14001:2015 since 2017 and have maintained continuous certification ever since.

We are also proud to be listed under company code 47468 on the ANKÖ – List of Qualified Suppliers (LgU).



Additional Certificates

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Our suppliers hold a variety of certifications that guarantee quality, environmental, and social standards. The certifications listed below are held by at least one of our partners and contribute significantly to the safety, credibility, and transparency of our supply chain. For further information, please do not hesitate to contact us; additional documents can also be found on our website at www.weissengruber-online.at.

OEKO TEX 100
MADE IN GREEN

is an independent testing and certification system for textiles and accessories that have been tested for harmful substances.

labels products that have been tested for harmful substances and are produced in an environmentally friendly and socially responsible manner.

GRS

certifies products made from recycled materials that meet strict criteria for social, environmental, and chemical standards.

RCS

verifies the percentage of recycled material in a product and ensures a transparent and traceable supply chain.

OCS

verifies and certifies the organic content of textile products throughout the entire supply chain.

GOTS

certifies textiles made from organically grown natural fibers and produced under strict social and environmental conditions.

BSCI

stands for compliance with social standards in global supply chains, particularly regarding working conditions and fair wages.

SMETA

is an ethical audit process that examines working conditions, environmental practices, and business ethics within the supply chain.

We focus on long-term partnerships with suppliers who share our values. Open communication and targeted training are essential tools for us to jointly drive improvements. Furthermore, we continuously work to increase transparency within our supply chain to identify potential risks early on and take proactive measures to mitigate them. Our goal is to create a sustainable and ethically responsible supply chain—one that meets the expectations of our stakeholders and also fulfills the global requirements for a future-oriented economy.

Progress Report

As part of our sustainability strategy, we have taken significant steps to strengthen our ecological and social responsibility. This includes membership in amfori and the Partnership for Sustainable Textiles, which gives us access to important networks and resources for making our supply chains sustainable. Comprehensive data collection on sustainability parameters and carbon footprints has enabled us to define and implement targeted measures.

The re-evaluation of our supplier relationships plays a key role in this: While we have developed new, more sustainable partners, we have had to part ways with those who no longer meet our increased standards. By introducing stricter certifications, such as the "Green Button," and conducting more intensive risk analyses, we have been able to raise awareness along the supply chain and deepen our partnerships. Our supplier selection is now more precise and sustainable than ever before. The following chapters explain the environmental and social aspects of our development in detail.

Progress	Actions	Results
internally processes communication	Data collection grows, gaps are closing Internal and external dialogue (which was not conducted until then)	Better understanding of challenges Improved or discontinued dialogue
externally partnerships support	Asia Floor Wage Open Supply Hub PST Strategie Kreis (living wages)	Increased supply chain transparency Expanded expertise Expert support Tools acquired
state of information	CO2 footprint SCOPE 1 and 2 TIER 2 Mapping compensation	New project ideas (CO2-free transport, paperless processes) Raising awareness
specific projects	Living Wages Project Audit Support Equipment Support	enables compensation + supports vulnerable groups along the supply chain

Our focus is not only on the past, but primarily on the future. This report is intended as an ongoing process – it documents our development, our impact, and the progress we have made over time. The following section provides an overview of our strategy, which we will use to consistently build upon and further enhance the results we have achieved so far.

01

Partnerships

Our collaboration with amfori and the Sustainable Apparel Coalition is already yielding positive results. Being represented in their strategic forums and utilizing their various tools has given us access to a valuable network of contacts, enabling us to better support all stakeholders along the supply chain. Through more intensive interaction with key personnel and members, we intend to initiate our own projects in the future to provide targeted support to our stakeholders and work together to achieve sustainable progress.

02

Living Wages in Pakistan

One of our most important objectives, as identified in our risk assessment, is to ensure that wages are sufficient to cover the basic living expenses; this is our top priority. Last year, we were able to build up the necessary expertise and resources to address this important issue.

03

Knowledge is Power

We want to provide workers with the foundation for self-determination and independence. The most effective way to do this is to inform them about their rights. We achieve this through both printed and digital materials, as well as training sessions offered by us and our partners.

Complaint Management 30

Our complaint management is a central part of our sustainability strategy and reflects our commitment to transparency and continuous improvement. We provide our customers, partners, and employees with simple and accessible channels to raise concerns or complaints. Every complaint we receive is carefully examined and dealt with in a timely manner to ensure that we act responsibly and in a solution-oriented manner.

The complaint protocol as well as the form and process illustration are available on our website: <https://www.weissengruber-online.at/en/feedback>

The image shows our contact form concept and offers an anonymous as well as a personal contact form for any complaints, wishes and suggestions!

A place for your Feedback!

We are aware that as a company we have to take responsibility for our supply chains and are working hard to continuously improve them. If you are directly or indirectly affected by our production or supply chain and would like to share experiences or complaints, we encourage you to share them with us or confidentially! Thank you for your trust!

This is how we protect your interests and our environment!

We have developed two options how you can give us feedback!

Option #1

Anonym and confidential!

By filling out this form, you can discuss your suggestions for improvement potential, your complaint or information about violations in our production or supply chain in complete confidence so that the problems can be followed up objectively. Since we want to encourage this kind of exchange, you can of course remain anonymous!

Confidential Feedback

Option #2

If you would like to address your concerns directly to us, you can also do so via the online form:

Direct Feedback

We also welcome your feedback and suggestions by mail at office@weissengruber-textil.at

About Us Contact Shop

Thank you!

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We would like to express our sincere gratitude to everyone who contributed to the creation of this sustainability report and to our ongoing commitment to a more responsible future.

Our special thanks go to our employees, whose dedication, creativity, and tireless efforts ensure that sustainability is not just a guiding principle at Weissengruber GmbH, but a way of life. They are the backbone of our success and our efforts to make a positive impact for future generations.

We also thank our partners and customers for their trust and long-standing support. Their commitment and encouragement motivate us every day to develop innovative and responsible solutions that meet the needs of our time.

Together, we are paving the way for a sustainable future – and for this valuable collaboration, we thank you from the bottom of our hearts.

We thank you for your
continued support in our
efforts to contribute to the
SDGs.

Contact

Weissengruber Textil GmbH
Obere Donaulände 1, 4020 Linz
+43 (0) 732 77 30 75

OPENING TIMES

Monday to Thursday
9.00 A.M. - 5.00 P.M.
Friday
9.00 A.M. - 2.00 P.M.

