

2023 SUSTAINABILITY REPORT



CARVITIN
TINTURARIA E ACABAMENTOS

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MESSAGE FROM THE BOARD

Dear Employees, Customers, Partners, and Community,

It is with great pleasure that we present CARVITIN - TINTURARIA E ACABAMENTOS, LDA. Sustainability Report. This document reflects not only our commitment to excellence in industrial processes but also our dedication to environmental, social, and ethical responsibility that guides our daily activities throughout our 17 years of existence.

Sustainability is at the heart of our growth strategy. We understand that, as agents of the textile industry, we have a crucial role in developing innovative solutions that minimize environmental impact and maximize value for all stakeholders. This commitment is reflected in our ongoing efforts to optimize resource consumption, adopt cleaner technologies, and foster an inclusive and safe work environment for all our employees.

Over the past few years, we have made significant progress in several areas, such as reducing water consumption and optimizing energy use in our processes, minimizing the use of hazardous chemicals in the supply chain, strengthening sustainable partnerships within the value chain, and expanding initiatives focused on the well-being of our employees and the local community. These advancements are the result of the collective work of a committed team and collaboration with our partners.

However, we recognize that the journey towards a more sustainable future requires constant and challenging effort. We will continue to innovate, invest in greener solutions, and promote business practices that align with the United Nations Sustainable Development Goals. We believe that only by embracing sustainability can we remain competitive in the market, ensuring our long-term relevance and growth.

We invite all our stakeholders to explore in detail the initiatives and achievements shared in this report. We reaffirm our commitment to transparency and to building a fairer and more sustainable future for future generations.

We thank everyone who, in any way, contributes to the realization of this purpose. Together, we will continue to transform challenges into opportunities and strengthen CARVITIN's role as a sustainability leader in the sector.

Best regards,
Hermínio Pereira



ABOUT THIS REPORT

The document presented is the 1st annual Sustainability Report from *Carvitin, Tinturaria e Acabamentos Lda.*, concerning the operations carried out by the company in the period between January 1st and December 31st, 2023.

The company plans to annually report its performance on sustainability issues, specifically its impacts and responses to the key topics identified as most significant in the environmental, social, and governance areas.

The report has been prepared in accordance with the GRI Standards 2021. Whenever possible and appropriate, information from previous years was included to offer a perspective on the evolution of performance and projects with special relevance for CARVITIN.

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ABOUT CARVITIN

GOVERNANCE



ABOUT CARVITIN



CARVITIN is a Portuguese company created in 2007 in Braga, Portugal, that specializes in dyeing and finishing processes and is part of the POCARGIL group. It operates with a team-focused approach to ensure complete customer satisfaction, driving continuous growth and innovation

Their mission involves ongoing research into new techniques and solutions to meet market demands. To maintain product quality, the entire production process undergoes automatic monitoring and inspection to detect any potential defects.

LABORATORY INNOVATIONS

CARVITIN's physical and chemical laboratory drives new quality standards in colour development and finishing techniques, adhering to stringent European and American standards (ISO, AATCC, and ASTM) to ensure product excellence.

DYEING CAPABILITIES

CARVITIN employs advanced technology for dyeing fabrics of varying delicacy and durability, ensuring versatile production. Prototyping during production enables rapid, high-quality responses to customer needs.

FINISHING EXPERTISE

CARVITIN offers diverse fabric finishes that enhance both tactile and visual qualities, tailored to meet specific client requirements. These finishes can adjust fabric resilience, density, and dimensional stability.

The company addresses all challenges with four core principles:

COMPETITIVENESS

QUALITY TRUST

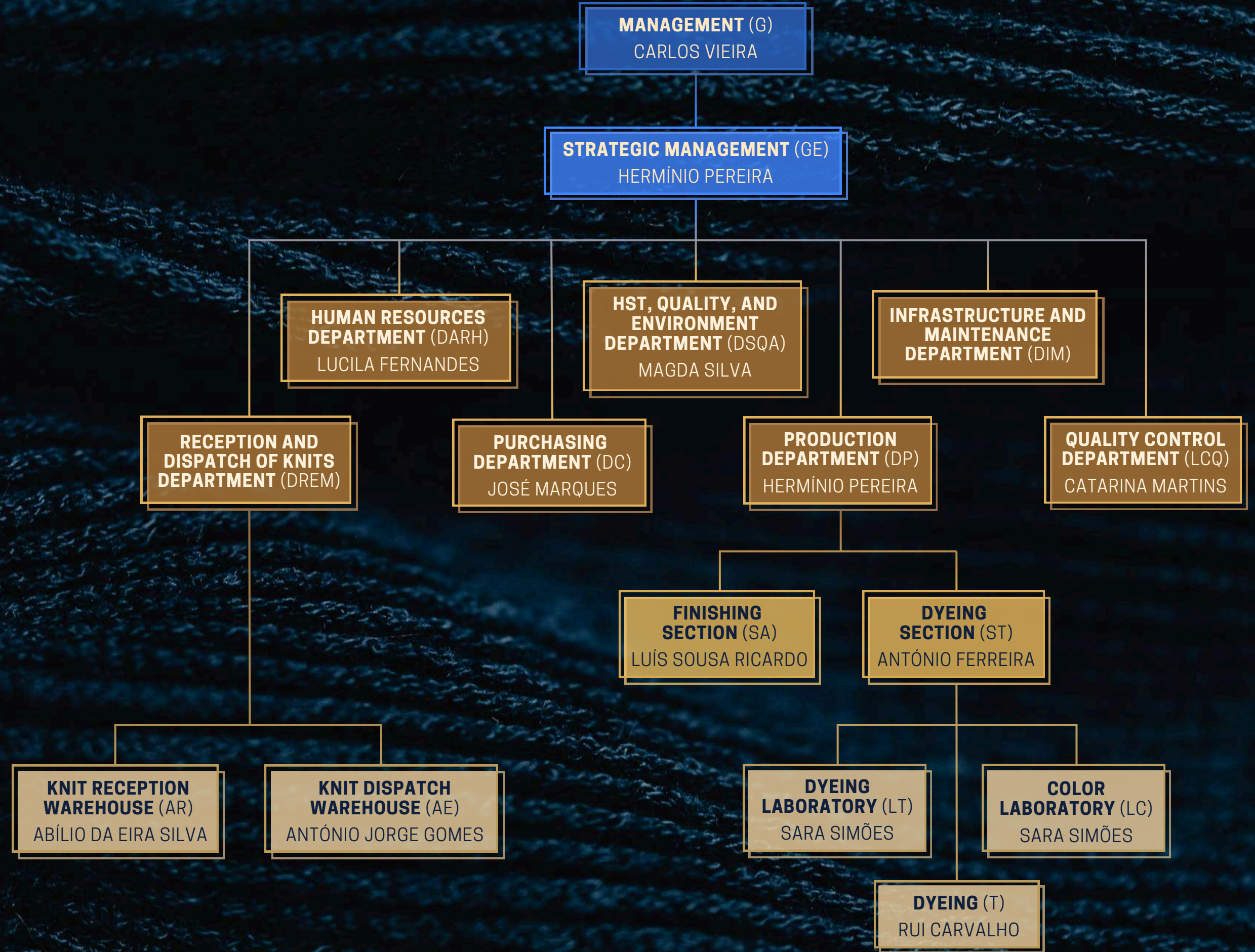
SENSE OF THE FUTURE

GOVERNANCE

A well-defined governance structure is essential for ensuring accountability, transparency, and strategic alignment at CARVITIN.

The organization's governance framework encompasses key departments such as production, human resources, purchasing, and quality control, each contributing to the overall sustainability and efficiency of operations.

This structured approach enables the company to integrate sustainability principles into decision-making processes, driving long-term success and responsible business practices.





SUSTAINABILITY STRATEGY

STAKEHOLDER ENGAGEMENT
MATERIALITY PROCESS



SUSTAINABILITY STRATEGY

Carvitin has defined commitments and strategies at the core of the company that positively impact its people, the community, and the environment.

CONDUCT A SUSTAINABLE BUSINESS THROUGH OUR DAILY ACTIVITIES.

- Listen to stakeholders and consider their expectations in our decision-making process to manage social and environmental risks.
- Transform information into knowledge to address megatrends and find solutions aligned with the Sustainable Development Goals (SDGs).
- Practice transparency by openly sharing our progress in addressing social and environmental issues.

ENGAGE WITH THE COMMUNITY BEYOND DAILY OPERATIONS BY ENSURING GOOD WORKING CONDITIONS FOR EMPLOYEES.

- Act strategically by leveraging the Group's skills, resources, and networks to address the most pressing societal challenges.
- Focus on outcomes to achieve tangible and measurable impact.
- Open constructive dialogue on sustainability issues with players and institutions in financial markets.

PROVIDE UNPARALLELED SERVICE ALONGSIDE OUR CONTRACTUAL PARTNERS.

- Establish long-term partnerships with our contractual partners by sharing a culture of integrity, performance, and transparency.
- Influence relationships with our service providers responsibly.
- Challenge our partners and collaborate with them to deliver better outcomes.

BUILD AN INSPIRING WORK ENVIRONMENT FOR OUR PEOPLE.

- Manage our people with care and responsibility, upholding our core values.
- Empower our people by developing their talents and promoting their well-being.
- Foster two-way communication with our people and create a shared culture based on performance and accountability.
- Promote human rights by adopting policies and initiatives that encourage diversity and inclusion.

STAKEHOLDER ENGAGEMENT

CARVITIN prioritizes stakeholder engagement as a crucial aspect of its sustainability strategy. The company actively communicates with internal and external stakeholders, including employees, customers, suppliers, and local communities, to gather insights and address their concerns.

This engagement informs CARVITIN's strategy, practices, and external reporting. By creating a stakeholder matrix, CARVITIN identifies key stakeholders based on their influence and dependency, ensuring targeted interactions through surveys, meetings, and other channels.

With this approach, CARVITIN prioritizes its efforts, addresses key issues, and enhances both transparency and social responsibility.

STAKEHOLDER MATRIX

STAKEHOLDERS	IMPACTS	STRATEGY	ENGAGEMENT
EMPLOYEES	JOB SECURITY, WORKING CONDITIONS	REGULAR COMMUNICATION, SURVEYS AND MEETINGS	ONGOING
MANAGEMENT	COMPANY PERFORMANCE, STRATEGY	STRATEGIC MEETINGS, REPORTS	ONGOING
CUSTOMERS	PRODUCT QUALITY, SERVICE	CUSTOMER FEEDBACK, SURVEYS, LOYALTY PROGRAMS	CONTINUOUS
SUPPLIERS	LONG-TERM PARTNERSHIPS, PAYMENTS	CONTRACT NEGOTIATIONS, REGULAR UPDATES	MONTHLY
INVESTORS	FINANCIAL PERFORMANCE, ROI	ANNUAL REPORTS, INVESTOR MEETINGS	ANNUALLY
LOCAL COMMUNITY	ENVIRONMENTAL IMPACT, EMPLOYMENT	COMMUNITY MEETINGS, SOCIAL RESPONSIBILITY PROGRAMS	CONTINUOUS
REGULATORY BODIES	COMPLIANCE, SAFETY STANDARDS	COMPLIANCE REPORTS, INSPECTIONS	AS REQUIRED
MEDIA	COMPANY REPUTATION	PRESS RELEASES, MEDIA BRIEFINGS	AS NEEDED

IMPACT ON THE COMPANY: MEDIUM HIGH

MATERIALITY PROCESS

CARVITIN has identified **11 Material Topics**, in accordance with the GRI Standards 2021, with a primary focus on the company's impacts on the community and people, the environment, and the economy, as well as aligning with the UN's Sustainable Development Goals and the 2030 Agenda.

1

CONTEXT ANALYSIS

A thorough process was carried out to gather and understand the key issues and impacts related to the business and its operations. Feedback from engagement with some of the company's most important stakeholders was also considered.

2

DEVELOPMENT OF A MATERIAL TOPICS LIST

The issues and impacts identified in the previous step were summarized and grouped based on their relevance and priority. The UN Sustainable Development Goals were incorporated into the company's policies and strategy.

3

IDENTIFICATION OF MATERIAL TOPICS AND INDICATORS

Out of all the identified issues, 11 were recognized as material due to their significant impacts on the environment, economy, and people. These topics were categorized into different groups based on the nature and scope of the impacts they represent.

4

FINAL REVIEW OF THE MATERIAL TOPICS

The analysis and identification of impacts were carried out using tools such as:

- SWOT Analysis
- PESTEL Analysis
- Internal analysis of social and environmental impacts on the company.

CHAPTER

MATERIAL TOPIC

**BUSINESS
CONDUCT**

PRODUCT MANAGEMENT,
QUALITY AND SAFETY
VALUE CHAIN MANAGEMENT
RESPONSIBLE BUSINESS
ECONOMIC PERFORMANCE
OPERATIONAL MANAGEMENT

**ENVIRONMENTAL
PRACTICES**

GHG EMISSIONS
ENERGY
WATER
WASTE

**SOCIAL
RESPONSIBILITY**

HUMAN CAPITAL
OCCUPATIONAL HEALTH AND
SAFETY

**3 GOOD HEALTH
AND WELL-BEING**



Ensuring a safe and healthy working environment for employees.

**6 CLEAN WATER
AND SANITATION**



Managing water usage and ensuring the proper treatment of wastewater in the production process.

**7 AFFORDABLE AND
CLEAN ENERGY**



Improving energy efficiency in the manufacturing process and increasing the use of renewable energy sources.

**8 DECENT WORK AND
ECONOMIC GROWTH**



Promoting fair labour practices and sustainable economic growth through ethical production.

**9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE**



Investing in sustainable processes, driving innovation in textile manufacturing, and enhancing infrastructure to reduce environmental impact.

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



Minimizing waste and promoting sustainable production practices across the entire supply chain, with a focus on utilizing environmentally responsible materials.

**13 CLIMATE
ACTION**



Addressing and reducing CARVITIN's carbon footprint and implementing and monitoring measures to mitigate impacts.

**17 PARTNERSHIPS
FOR THE GOALS**



Engaging with stakeholders, governments, and all partners to advance sustainable practices and ensure the achievement of these goals.

BUSINESS CONDUCT

RESPONSIBLE BUSINESS
CUSTOMER RELATIONSHIP
ECONOMIC PERFORMANCE
VALUE CHAIN MANAGEMENT
SUPPLIER ENGAGEMENT
OPERATIONAL MANAGEMENT
CERTIFICATIONS
PRODUCT MANAGEMENT, QUALITY AND SAFETY
CONTROL OF NON-CONFORMING PRODUCT

BUSINESS CONDUCT

Business conduct is critical for CARVITIN as it ensures ethical practices and fosters trust among stakeholders. Adhering to high standards of conduct not only enhances the company's reputation but also supports sustainable growth.

Commitment is more than a promise — it's embedded in the company's culture, demonstrating a dedication to the success of the entire organization and a readiness to propose improvements at any time. This material topic highlights CARVITIN's commitment to responsible business practices and sustainable development.

TOPIC MANAGEMENT

- **CODE OF CONDUCT**
- **CODE OF CONDUCT FOR THE PREVENTION AND COMBAT OF WORKPLACE HARASSMENT**
- **SUPPLIERS' EVALUATION**
- **REGULAR MEETINGS TO DISCUSS CONTINUOUS RESULTS AND IMPROVEMENTS**
- **INTERNAL AND EXTERNAL AUDITS**
- **CLIENT'S SATISFACTION SURVEYS**

RESPONSIBLE BUSINESS

Through the commitment to ethical practices and initiatives, CARVITIN aims to foster a workplace culture where ethical conduct is the norm, and corruption is unequivocally rejected. By investing in training, communication, and collaboration with partners, CARVITIN demonstrates its unwavering commitment to integrity and transparency, ensuring a fair and accountable business environment.

CARVITIN'S CODES OF CONDUCT

CARVITIN DEVELOPED

INTERNAL CODE OF CONDUCT
MAY 2023

CODE OF CONDUCT:
RECRUITMENT NEEDS AND SELECTION
CRITERIA

CODE OF CONDUCT
FOR THE PREVENTION AND COMBAT OF
WORKPLACE HARASSMENT

With policies designed to prevent and combat child labour, forced labour, human trafficking, and discrimination. The company ensures freedom of movement both during working hours and outside of work.

Additionally, CARVITIN implements comprehensive training programs and enforces health and safety policies. It maintains high standards for working conditions, accident management, and management systems. The company also supports collective bargaining and freedom of association and has established policies regarding working hours and fair compensation.

CARVITIN is committed to preventing illicit behaviours, including moral harassment, infractions, and workplace harassment. The company encourages reporting any such incidents and has mechanisms in place to address these issues effectively.

A progressive approach is adopted to disciplinary procedures, recognizing them as essential for maintaining high performance levels and proper practices within the workplace.

There is also a Code of Conduct regarding the necessity of recruitment and selection criteria.

◆ PREVENTION OF CHILD LABOR AND FORCED LABOR

CARVITIN strictly prohibits any form of forced labour, including physical and mental coercion, slavery, and human trafficking. Employees have the right to leave the workplace after completing their workday and can terminate their employment with proper legal notice.

The company pays special attention to the

rights of vulnerable groups, including temporary, subcontracted, and foreign workers, ensuring protection from abusive practices.

CARVITIN is committed to maintaining legal and recognized employment relationships, aligning with national laws and practices.

◆ FREEDOM OF ASSOCIATION

The right to unionization is crucial for fostering a fair and transparent governance structure. It ensures that workers have a collective voice in decision-making processes, which promotes better working conditions and safeguards their rights.

At CARVITIN, having one unionized worker contributes significantly to a culture of dialogue and accountability. This practice aligns labour policies with ethical standards, enhancing the overall governance framework and improving workplace harmony and productivity.

CARVITIN is committed to recognizing and respecting the right of its employees to freedom of association and collective bargaining.

All employees are free to join organizations or unions of their choice without facing intimidation or harassment.

This commitment supports a collaborative environment where every employee's rights are upheld and valued.

◆ ANTI-CORRUPTION POLICIES

CARVITIN is dedicated to maintaining integrity and transparency standards in all its business dealings. To ensure compliance and promote a culture of ethical conduct, the company has established comprehensive anti-corruption policies and procedures.

COMMUNICATION AND AWARENESS

CARVITIN values the effective communication of its anti-corruption policies to both its employees and business partners. The integrated policy outlines the company's zero-tolerance stance on bribery and corrupt practices.

To reinforce this commitment, CARVITIN ensured that all employees, board, chemical products suppliers, and clients were informed and updated about these policies.

PARTNER ENGAGEMENT

CARVITIN recognizes the importance of collaboration. The company actively engaged with 33 of its partners to ensure that they are aligned with CARVITIN's values and standards. Partners are encouraged to adopt similar measures within their organizations.

CONTINUOUS IMPROVEMENT

CARVITIN is committed to continually improving its anti-corruption policies and practices. The company regularly reviews and updates its policies to reflect changes in laws, regulations, and industry standards. Feedback from employees and partners is actively sought to identify areas for improvement and ensure that the policies remain effective and relevant.

CUSTOMER RELATIONSHIP

At CARVITIN, customer relationships are vital to the company's success, driven by a commitment to ethics and responsibility. Customer satisfaction is pursued systematically, ensuring that every interaction aligns with the company's values.

This approach reinforces CARVITIN's dedication to excellence in customer service, helping build strong, lasting relationships that benefit both the company and its clients.

CUSTOMER RELATIONSHIP MANAGEMENT:

CUSTOMER SATISFACTION SURVEYS

COLLECTION AND ANALYSIS OF CUSTOMER FEEDBACK

INTERNAL AND EXTERNAL AUDITS

CARVITIN has specific requirements for the **Inditex Group**, known as "Clear to Wear", and has established specific procedures to meet these requirements. It checks the effectiveness and the need for revisions to these procedures during the biannual review of quality indicators.

◆ CUSTOMER SATISFACTION

CARVITIN conducts an annual customer satisfaction survey, which is distributed to all clients via email. The surveys are sent to every management department to ensure that customers have easy access. This process allows the company to gather valuable feedback on its communication, technical expertise, and overall products and services.

The feedback helps CARVITIN identify strengths and areas for improvement, ensuring that it continues to meet and exceed customer expectations.

Overall, clients have expressed high levels of satisfaction with the company's communication, technical expertise in managing professional risks, and the quality of its products and services.

		2021	2022	2023
NUMBER OF CUSTOMER RESPONSES		6	8	6
TECHNICAL COMPETENCE	Technical knowledge	4.5	4.5	4.8
	Ability to provide advice	4.5	4.5	4.5
	Speed in resolving complaints	4.3	4.5	4.5
CUSTOMER SERVICE AND COMMUNICATION	Telephone service	4.5	4.8	4.5
	Friendliness and courtesy	4.7	4.8	4.8
SERVICE PROVISION	Promptness in requested responses	4.2	4.3	4.5
	Adherence to delivery deadlines	4.5	4.5	4.7
	Satisfaction comparison with other suppliers	5.0	4.8	5.0
PRODUCT	Quality	5.0	4.8	5.0
	Price-to-quality ratio	5.0	4.8	5.0
OVERALL EVALUATION	Would you recommend our products and services?	5.0	4.8	5.0
	Do you intend to remain a customer?	5.0	4.8	5.0
	Do you consider Carvitin a trustworthy company?	5.0	4.8	5.0

SATISFACTION INDEX



◆ AUDITS & CLIENT RELATIONSHIPS

Audits play a critical role for CARVITIN, both internally and when conducted by clients, as they ensure compliance with quality standards and operational efficiency. These audits help identify areas of improvement, maintaining product consistency and reliability.

By addressing any issues proactively, CARVITIN reinforces trust and strengthens long-term relationships with clients. Regular audits also demonstrate CARVITIN’s commitment to transparency and accountability, which are key to sustaining customer confidence.

This process ultimately enhances CARVITIN's reputation, ensuring continued business growth and client satisfaction.

ECONOMIC PERFORMANCE

CARVITIN's integrated approach to economic performance and sustainable development exemplifies how businesses can contribute positively to both the economy and the environment. By prioritizing local employment, supporting regional suppliers, and investing in sustainable practices, CARVITIN plays a decisive part in the socio-economic advancement of the community.

CUSTOMER RELATIONSHIP MANAGEMENT:

DISTRIBUTION OF THE ECONOMIC VALUE GENERATED BY THE COMPANY AMONG EMPLOYEES, SUPPLIERS, INVESTORS, GOVERNMENT, AND THE COMMUNITY.

MANAGEMENT OF ECONOMIC RISKS AND MARKET FLUCTUATIONS.

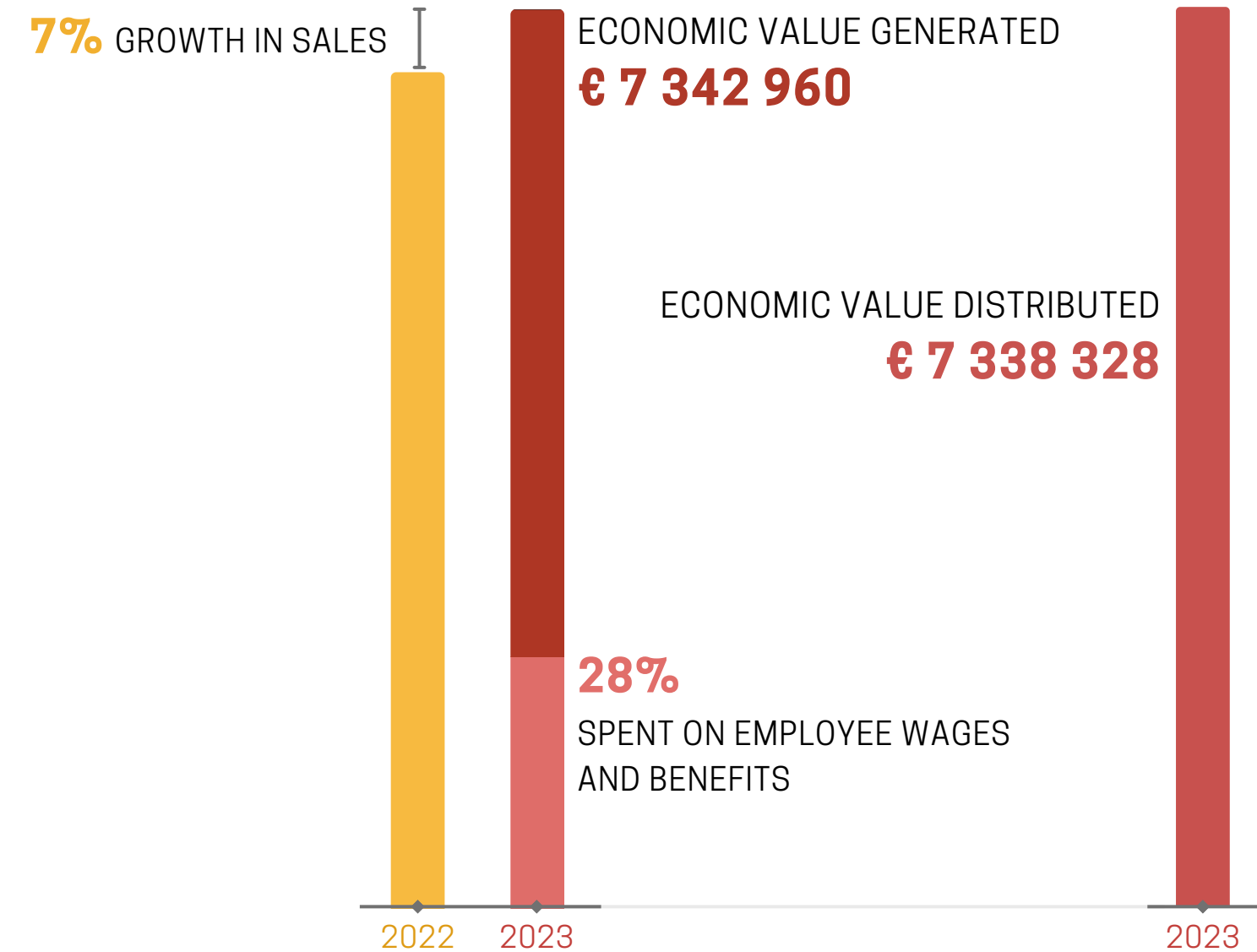
COMPLIANCE WITH TAX AND SOCIAL SECURITY OBLIGATIONS.

ANNUAL MEETINGS WITH MANAGEMENT AND DEPARTMENT HEADS ARE HELD TO DISCUSS ECONOMIC PERFORMANCE, ACTIONS, DEVELOPMENT, AND PLANNED IMPROVEMENTS.

◆ ECONOMIC VALUE

In 2021, CARVITIN's direct economic value generated, which includes the value of sales and services, and revenues from selling assets was € 7 342 959.72. This represents a 7% growth in sales, compared to 2022.

The economic value distributed, which includes operating costs, employee wages and benefits, and payments to investors and the State, was of € 7 338 328.



◆ **IMPACT ON THE LOCAL ECONOMY**

CARVITIN significantly contributes to the local economy by employing a 100% local workforce. Most employees are from nearby areas, which strengthens community ties and supports local livelihoods.

Additionally, the company has created numerous direct and indirect jobs through its network of suppliers and outsourced services, further boosting local employment and economic activity.

100%

OF CARVITIN'S SUPPLIERS ARE LOCALLY BASED

POSITIVE IMPACTS

CARVITIN'S OPERATIONS SIGNIFICANTLY BOOST THE LOCAL ECONOMY BY PROVIDING EMPLOYMENT TO RESIDENTS OF THE REGION.

WITH ALL WORKERS RESIDING LOCALLY, CARVITIN CONTRIBUTES TO THE AREA'S ECONOMIC STABILITY THROUGH JOB CREATION.

THE ECONOMIC BENEFITS OF CARVITIN'S TEXTILE PRODUCTION EXTEND BEYOND THE COMPANY ITSELF, POSITIVELY IMPACTING LOCAL SERVICES AND RETAIL SECTORS.

LOCAL WORKERS EMPLOYED BY CARVITIN CONTRIBUTE TO REGIONAL CONSUMER SPENDING, FURTHER STIMULATING THE LOCAL ECONOMY.

CARVITIN'S INVESTMENT IN LOCAL TALENT AND NATIONAL SUPPLIERS FOSTERS A MORE RESILIENT REGIONAL ECONOMY.

THE COMPANY'S FOCUS ON REGIONAL AND NATIONAL PROCUREMENT HELPS REDUCE ECONOMIC LEAKAGE TO FOREIGN MARKETS.

AS A MAJOR EMPLOYER IN THE REGION, CARVITIN'S SUCCESS DIRECTLY AFFECTS THE FINANCIAL WELL-BEING OF MANY LOCAL FAMILIES.

CARVITIN'S OPERATIONAL MODEL DEMONSTRATES HOW LOCAL AND NATIONAL SOURCING CAN HAVE A RIPPLE EFFECT ON REGIONAL ECONOMIC HEALTH.

THE INTEGRATION OF CARVITIN INTO THE LOCAL ECONOMY UNDERSCORES THE BENEFITS OF SUPPORTING DOMESTIC INDUSTRIES AND WORKFORCE.

THROUGH ITS LOCAL HIRING PRACTICES AND NATIONAL SUPPLY CHAIN, CARVITIN ENHANCES THE REGION'S ECONOMIC INTERCONNECTEDNESS.

CARVITIN'S ECONOMIC IMPACT IS AMPLIFIED BY ITS COMMITMENT TO REGIONAL AND NATIONAL SOURCING, REINFORCING THE AREA'S ECONOMIC RESILIENCE AND GROWTH.

VALUE CHAIN MANAGEMENT

At CARVITIN, value chain management is vital to optimizing textile manufacturing processes and enhancing overall efficiency.

By leveraging advanced technologies, and focusing on innovation, the company ensures complete operations from raw material sourcing to final product delivery. Its commitment to sustainability and quality control further strengthens its position in the industry, delivering value while addressing environmental and social responsibilities.

Through a strategic approach to value chain management, CARVITIN achieves operational excellence and meets evolving market demands.

◆ INTERNAL TRACEABILITY PROCESS

CARVITIN has implemented a robust traceability process to ensure a continuous tracking and management of customer orders.

Each client is assigned an internal identification code for every order they place. This system allows CARVITIN to maintain accurate records and provide efficient service tailored to each customer's needs.

During audits, each customer is equipped with an internal traceability code. By employing these traceability codes, CARVITIN can promptly address any issues and uphold the highest standards of quality and service.

This traceability system not only enhances operational efficiency but also reinforces CARVITIN's commitment to delivering exceptional customer service and maintaining trust with its clients.

These measures ensure that all transactions are conducted with transparency and reliability.

◆ COMPOSITION TESTING INTERVAL

All clients conduct composition tests on fabrics to verify their material composition. This process is essential for clients to confirm the precise composition of the materials used, ensuring they meet the required standards and specifications.

Additionally, during audits, composition test is held to ensure compliance with industry standards and regulations. These audit tests serve as an additional measure to maintain quality assurance and verify that materials consistently meet established criteria for safety and performance.

By voluntarily implementing comprehensive composition testing, clients demonstrate their commitment to upholding the highest quality standards and ensuring reliable and accurate information about the products they purchase. This process not only enhances trust and transparency but also supports the continuous improvement of CARVITIN's products and services.

◆ POTENTIAL NEGATIVE IMPACTS IN THE SUPPLY CHAIN

CARVITIN has identified environmental and social risks as potential threats in the textile supply chain. This identification aims to prevent and eliminate negative impacts on workers, stakeholders, the environment, and the community.

■ SOCIAL IMPACTS

LABOR CONDITIONS

Long hours, low wages, and inadequate safety standards for factory workers.

CHEMICAL EXPOSURE

The use of hazardous chemicals in textile processing poses health risks to workers and local communities.

CHILD AND FORCED LABOR

Instances of child labour and forced labour raises serious ethical concerns.

COMMUNITY IMPACT

Local communities can suffer from environmental damage and social disruption due to industrial activities.

GENDER INEQUALITY

Female workers frequently experience lower wages and fewer advancement opportunities compared to their male colleagues.

HEALTH AND SAFETY

Inadequate health and safety measures lead to frequent workplace accidents and health problems.

By recognizing these risks, the company is taking a proactive step toward preventing and mitigating them. Addressing these issues is crucial for improving the social and environmental sustainability of CARVITIN's supply chain. *Throughout the Sustainability Report, various measures to combat these risks are presented.*

■ ENVIRONMENTAL IMPACTS

ENVIRONMENTAL POLLUTION

From dyeing chemicals and wastewater discharge.

RESOURCE DEPLETION

Overuse of water and energy resources.

SUPPLY CHAIN DISRUPTIONS

Due to raw material shortages or transportation issues.

QUALITY CONTROL ISSUES

Resulting in defective products and customer dissatisfaction.

ETHICAL CONCERNS

Related to sourcing of raw materials and dyes.

REGULATORY COMPLIANCE

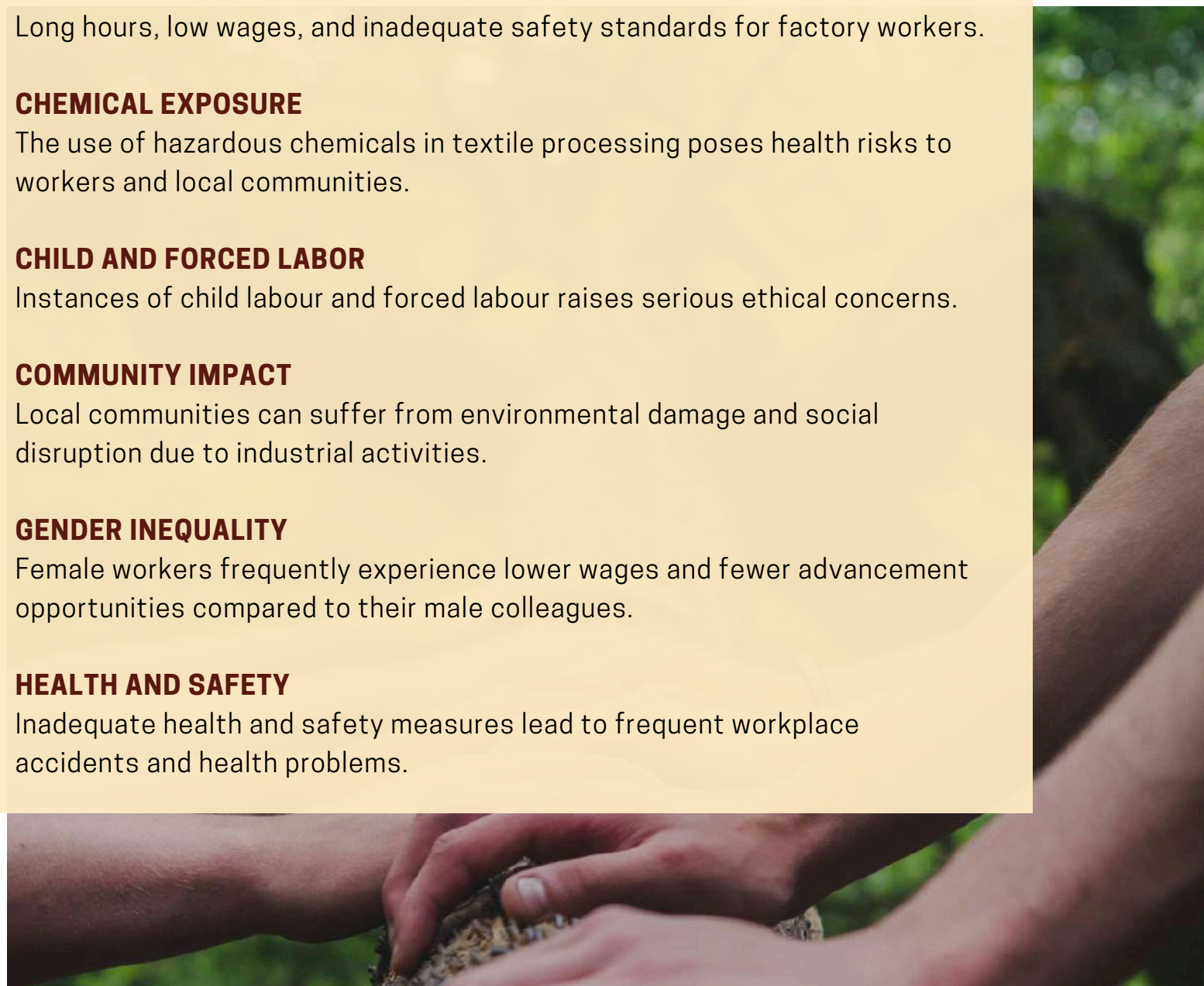
Challenges in adhering to environmental and labour regulations.

WASTE GENERATION

Excessive production waste and packaging materials.

FINANCIAL RISKS

Fluctuating costs of raw materials and transportation.



SUPPLIER ENGAGEMENT

Suppliers play a critical role in CARVITIN's operational success, delivering high-quality materials that are fundamental to our production processes and add significant value throughout the entire supply chain.

The company is dedicated to cultivating robust partnerships with its suppliers, prioritizing mutual growth and long-term success.

CARVITIN upholds a commitment to timely payments and actively contributes to enhancing the competitiveness of the Portuguese economy. This approach is underpinned by principles of transparency and collaborative engagement.

CARVITIN'S SUPPLIERS	NUMBER
Chemical Products	15
Maintenance	57
Packaging	5
Carding	2
Biomass	4
Special Works	12
Electricity, Gas, Diesel, Steam, Effluent Treatment	7
Laboratory Certifications, Training	8
Others	22
TOTAL	132

100% OF CARVITIN'S SUPPLIERS ARE PORTUGUESE.

100% OF THE SUPPLIERS WERE SCREENED USING ENVIRONMENTAL CRITERIA.

All chemical products suppliers hold ZDHC (Zero Discharge of Hazardous Chemicals) certification, which evaluates their social and environmental impacts. By partnering exclusively with ZDHC-certified suppliers, CARVITIN ensures responsible production practices within the textile industry.

These suppliers are required to be exempt from PFAS (Perfluoroalkyl and Polyfluoroalkyl Substances), which are harmful chemicals that can persist in the environment. CARVITIN also manages restricted substances through the Manufacturing Restricted Substances List (MRSL), which outlines chemicals prohibited in manufacturing processes.

CARVITIN's dedication to responsible sourcing is reflected in its supplier requirements, promoting a safer and more sustainable future in the textile industry.

◆ SUPPLIERS' EVALUATION

Supplier evaluation helps CARVITIN identify reliable partners who share its commitment to ethical practices and continuous improvement. A rigorous evaluation process strengthens CARVITIN's supply chain and enhances product quality for its customers.

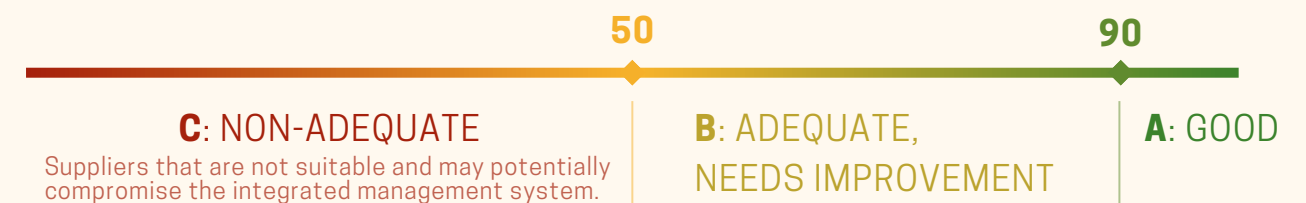
■ EVALUATION CRITERIA

- PRICES
- DELIVERY TIMES
- SUPPLIER SELECTION QUESTIONNAIRE
- ENVIRONMENTAL AND OHS (OCCUPATIONAL HEALTH AND SAFETY) PRACTICES
- SUPPLIER'S ABILITY TO PROVIDE THE DESIRED PRODUCT/SERVICE, THROUGH THE SUBMISSION OF SAMPLES AND/OR SPECIFICATIONS

■ SUPPLIER QUALIFICATION PROCESS

1. SUPPLIER QUALIFICATION

Suppliers are evaluated based on 15 attributes of environmental safety and security according to ISO 14001 and OHSAS 18001 standards. They are classified into three categories, according to the **Supplier Index (SI)**:



2. NON CONFORMANCE

It addresses issues when a product or service does not meet specifications or client requirements. Non-conforming products/services must undergo an evaluation process, and corrective actions are determined based on their classification.

3. CLIENT-RECOMMENDED SUPPLIERS

When clients recommend suppliers, these suppliers are not initially subject to the standard selection criteria but must still meet the client's and CARVITIN's requirements. If they fail to meet these requirements, the client is informed of the non-compliance.

OPERATIONAL MANAGEMENT

Operational management is crucial to CARVITIN for achieving the highest production quality. The company follows strict quality standards, with ongoing evaluations of all suppliers and subcontractors to ensure compliance with quality and environmental policies.

CARVITIN is committed to rigorous management, design, certification, and production processes. The company has been making a series of investments, which have allowed for continuous modernization and progressive development.

Additionally, the company meets client audits criteria to ensure that products meet their demanding standards.

Quality is valued as a key element of the company's culture. It is a safe investment for continuity and success in a competitive market. In operational management, quality ensures efficient processes, reduces waste, and enhances overall productivity. Quality is the most effective strategy for leadership among all stakeholders, both now and in the future.

TOPIC MANAGEMENT:

QUALITY MANUAL AND POLICY

GLOBAL MANAGEMENT INDICATORS MAP

CERTIFICATIONS

QUALITY PLANNING SHEET

PRODUCT OPTIMIZATION PROCESSES

QUALITY MANAGEMENT SYSTEM

DOCUMENT, RECORDS, AND NON-CONFORMING PRODUCT CONTROL

◆ QUALITY MANAGEMENT AND POLICIES

The Quality Policy at CARVITIN is defined by the Management and reflects a strong commitment to meeting the requirements of the Quality Management System as outlined in the NP EN ISO 9001 standard. This ensures that the policy is understood and implemented effectively at all levels within the organization. The policy aligns with key standards including NP EN ISO 9000 – Fundamentals and Vocabulary, NP EN ISO 9001 – Requirements, and NP EN ISO 9004 – Guidelines for Performance Improvement.

All processes adhere to the **PDCA (Plan-Do-Check-Act) methodology** which involves:



PLAN:

Setting objectives to reach goals established by the requirements of the client and the company's policies.



DO:

Implementation of the processes.



CHECK:

Monitoring and measuring outcomes, keeping the organizations aware of the results.



ACT:

Taking necessary actions for continuous improvement

◆ QUALITY MANAGEMENT SYSTEM PLANNING

The planning of the Quality Management System is conducted during management reviews and is formalized through the Global Management Map of Indicators and the Quality Planning Sheet. These documents outline the overall actions needed for a continuous system improvement, along with the corresponding responsibilities and implementation timelines.

The goal of planning is to optimize the use of available human and material resources, ensuring effective control and, by extension, guaranteeing the desired quality at every stage of production. Quality Planning also aims to define methods that ensure established requirements and specification for each product are met, ultimately satisfying the customer. This planning process is also integrated into product design

◆ PROCESS OPTIMIZATION

Over time, CARVITIN has made significant investments in process optimization through a range of strategic actions. These include the acquisition of automated machinery, the replacement of outdated equipment, the reuse of water and steam, and meticulous process planning.

The company has added substantial value to its products through various investments across all areas of the organization:

IMPLEMENTATION OF SPECIALIZED COMPUTER SYSTEMS:

Introduction of specific IT systems for colorimetry and physical and chemical quality control.

AUTOMATED CHEMICAL DOSING SYSTEMS:

Investment in systems that automate the dosing of chemicals, enhancing precision and efficiency.

ENERGY AND ENVIRONMENTAL RESOURCE OPTIMIZATION:

Investments in systems that optimize energy use and protect the environment.

ADDITIONAL MACHINERY ACQUISITION:

Acquisition of supplementary machinery to diversify and improve the quality of the products offered.

ÖKO-TEX 100 / CLASS I CERTIFICATION:

Since 2007, CARVITIN has maintained certification for ecological and human health safety, ensuring control of harmful substances in its products.

LABORATORY ACCREDITATION:

In 2007, CARVITIN achieved accreditation for its Quality Control Laboratory according to the "NEXT" client directives.

These efforts underscore CARVITIN's commitment to enhancing product quality and operational efficiency, reflecting a proactive approach to process optimization and sustainability.

CARVITIN has specific requirements for the Inditex Group, known as Clear to Wear.



To meet these requirements, CARVITIN has implemented specific procedures and evaluates their effectiveness and the need for revisions during the semi-annual review of quality indicators.

PRODUCTIVITY INDEX:



**Dyed fabric per day:
10 TONS/DAY**

CERTIFICATIONS

Certifications play a key role in the operational process, validating CARVITIN's commitment to excellence.



SINCE 2021



SINCE 2007



SINCE 2019



SINCE 2007



SINCE 2021



SINCE 2019

PRODUCT MANAGEMENT, QUALITY AND SAFETY

CARVITIN employs a comprehensive quality management system that rigorously monitors each stage of the production process, from raw material selection to final product inspection. This system ensures that all textiles meet stringent quality benchmarks and safety regulations.

The company's commitment to safety is reflected in its adherence to both national and international standards, which safeguards consumer health and enhances product reliability. Additionally, CARVITIN's proactive approach to product management includes continuous improvement initiatives that drive innovation and efficiency.

By integrating advanced technologies and best practices, CARVITIN maintains its leadership in the textile industry while upholding its sustainability goals. Through these measures, CARVITIN not only delivers superior products but also contributes to a safer and more sustainable future.

CARVITIN ACHIEVES PRODUCT QUALITY THROUGH:

ACCOMPLISHING THE HIGHEST STANDARDS OF EXCELLENCE

CONTINUOUSLY LEARNING, DEVELOPING, AND IMPROVING

TAKING PRIDE IN ITS WORK AND PRODUCTS

CONSISTENTLY INNOVATING IN NEW PROCESSES AND TECHNOLOGIES

SETTING NEW INDUSTRY STANDARDS

ENSURING THAT PRODUCTS ARE SAFE, HEALTHY, AND ENVIRONMENTALLY SUSTAINABLE.

100% of CARVITIN products are evaluated and **meet the criteria of OEKO-TEX and ZDHC certifications**, including health and safety standards for the end customer.

OEKO-TEX®
INSPIRING CONFIDENCE

Ø ZDHC

These certifications ensure that all CARVITIN products are produced without harmful substances, meeting stringent environmental and chemical safety standards.

The OEKO-TEX certification guarantees that textiles are free from harmful levels of more than 300 concerning substances, while the ZDHC (Zero Discharge of Hazardous Chemicals) program ensures that hazardous chemicals are managed responsibly throughout the supply chain.



DAMAGED MATERIAL THAT IS REPURPOSED: 3%

Damaged fabric is sold for repurposing

◆ RECYCLED MATERIALS USED IN PRODUCTION

Carvitin has two certifications in place that ensure the use of recycled materials in products and establish standards for sustainability, transparency, and traceability within the supply chain:

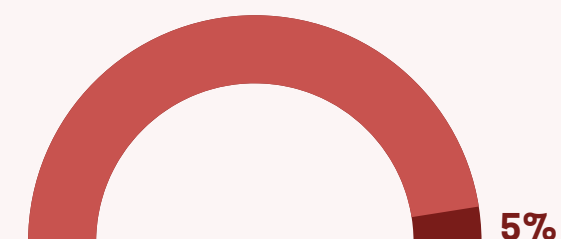


16.16% of 2023's total production complied with RCS or GRS standards.

◆ PRODUCT COMPLAINTS

Monthly, CARVITIN collects the number of complaints and compares it with the quantity of products sold. This is done by analysing data such as internal and external complaints and satisfaction evaluations.

2023 COMPLAINT RATE



RCS

VERIFIES THE PRESENCE AND AMOUNT OF RECYCLED MATERIAL IN PRODUCTS CONTAINING **AT LEAST 5% RECYCLED CONTENT**.

GRS

APPLIES TO PRODUCTS WITH AT LEAST **20% RECYCLED CONTENT** AND SETS **STRICT REQUIREMENTS FOR WASTE MANAGEMENT, CHEMICAL USE, WORKER SAFETY, AND SOCIAL RESPONSIBILITY** THROUGHOUT THE SUPPLY CHAIN.



CONTROL OF NON-CONFORMING PRODUCT

At CARVITIN, methods have been established to **prevent the inadvertent delivery or use of non-conforming products**. These methods encompass detection, analysis, treatment, and clear procedures for handling customer complaints.

NON-CONFORMITIES ARE ADDRESSED AT ALL STAGES OF PRODUCTION ACCORDING TO INSPECTION AND TESTING PLANS, AND DETECTED THROUGH:

COMPLAINTS (BOTH INTERNAL AND EXTERNAL)

DISSATISFACTION (BOTH INTERNAL AND EXTERNAL)

CUSTOMER SATISFACTION SURVEYS

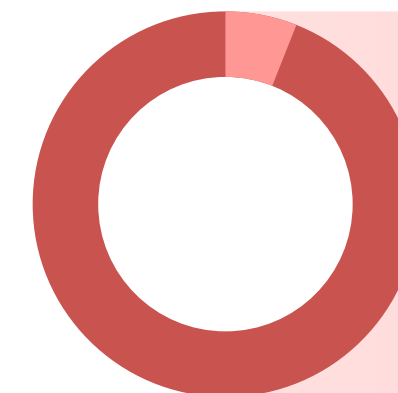
INSPECTION AND TESTING

AUDITS

CORRECTIVE ACTIONS

To ensure continuous improvement, data is systematically collected and periodically reviewed. Necessary actions are taken based on this information.

Root causes of issues are identified, and corrective actions are implemented to prevent recurrence. Preventive measures are also taken to address potential causes of non-conformities, aiming to eliminate possible issues before they occur.



IN **2023**, **6%** OF THE PRODUCTS PRODUCED BY CARVITIN WERE EITHER **REJECTED OR LOST DURING PROCESSING**.

COMPOSITION TESTS are conducted by all clients to confirm fabric composition and quality. During audits, composition tests are also requested to ensure compliance. These tests are performed by certified laboratories at the client's request, shortly after the weaving process.



ENVIRONMENTAL PRACTICES

GHG EMISSIONS
ENERGY
WATER
WASTE

ENVIRONMENTAL PRACTICES

At CARVITIN, it is recognized that environmental responsibility is a collective obligation, extending beyond individuals to include businesses. The company's commitment to environmental practices focuses on reducing impact in key areas such as water usage, waste management, and greenhouse gas emissions.

CARVITIN is dedicated to enhancing processes that directly affect raw material and energy consumption, as well as the volume of waste generated. This commitment involves significant efforts to minimize electricity, water, and paper consumption, alongside robust recycling initiatives. By addressing these factors, CARVITIN aims to mitigate its environmental footprint and contribute to a more sustainable future.

The company is also committed to meeting evolving environmental standards and is implementing key guidelines to achieve this goal. CARVITIN prioritizes continuous investment in the modernization and development of systems that optimize energy and material resources. Additionally, the company considers environmental responsibility when selecting suppliers, striving to improve environmental performance and minimize impacts.

CARVITIN's Environmental Policy

The policy created in 2021 focuses on modernizing operations to enhance energy efficiency and environmental protection. It emphasizes reducing pollution and energy use, providing environmental training for employees, and choosing suppliers with strong environmental practices.

The policy also commits to continuous improvement, legal compliance, and effective risk management, including specific waste management guidelines and a ban on open flames on company premises.

GHG EMISSIONS

In 2023, CARVITIN undertook the significant task of calculating its greenhouse gas (GHG) emissions for the first time, focusing on scope 1, scope 2, and some categories on scope 3 emissions. Scope 1 encompasses direct emissions from sources owned or controlled by the company, while Scope 2 addresses indirect emissions resulting from purchased electricity. The GHG considered are CO₂, CH₄, N₂O and HFCs.

This effort underscores CARVITIN's commitment to environmental stewardship and aligns with its sustainability objectives. By quantifying its carbon footprint, the company seeks to improve operational efficiency, set targets and contribute meaningfully to global climate initiatives.

TOPIC MANAGEMENT:

CARBON FOOTPRINT
REPORT 2023

CARVITIN'S
ENVIRONMENTAL POLICY

ASSESSED SCOPE 3 CATEGORIES

PURCHASED GOODS
AND SERVICES

FUEL-AND ENERGY-RELATED ACTIVITIES
(NOT INCLUDED IN SCOPE 1 OR SCOPE 2)

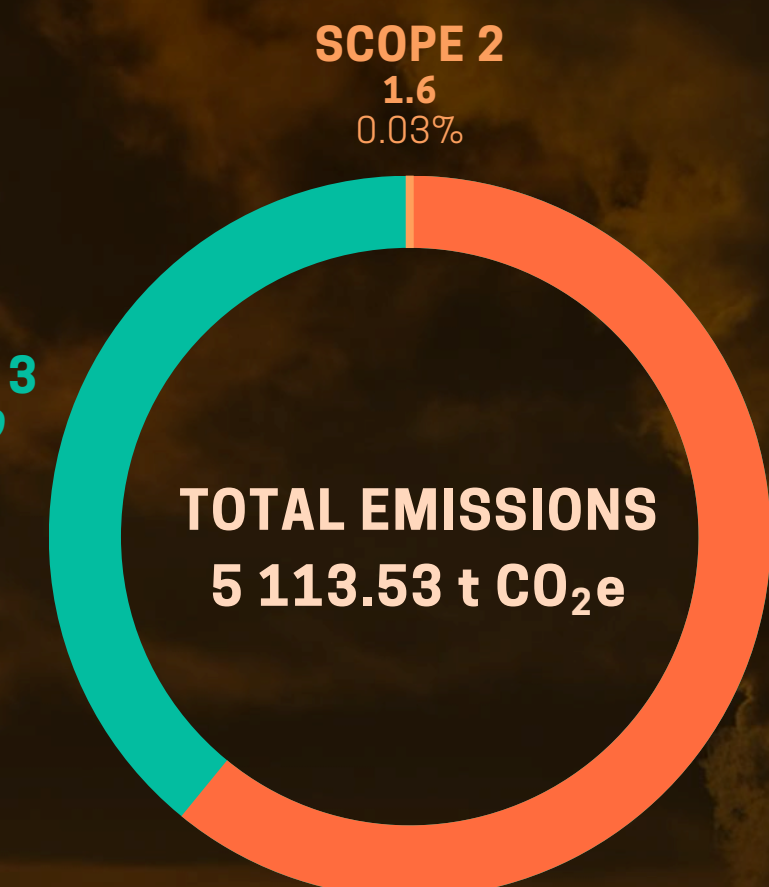
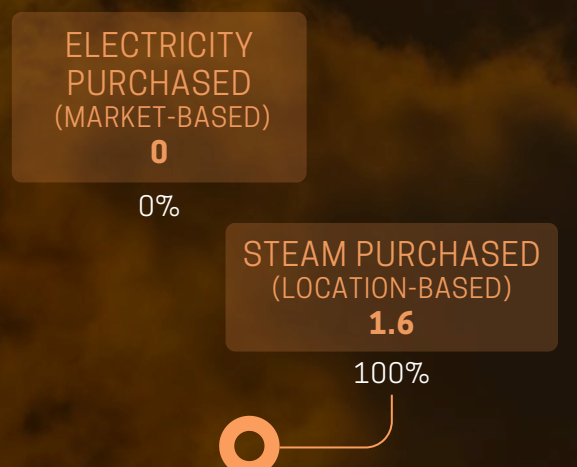
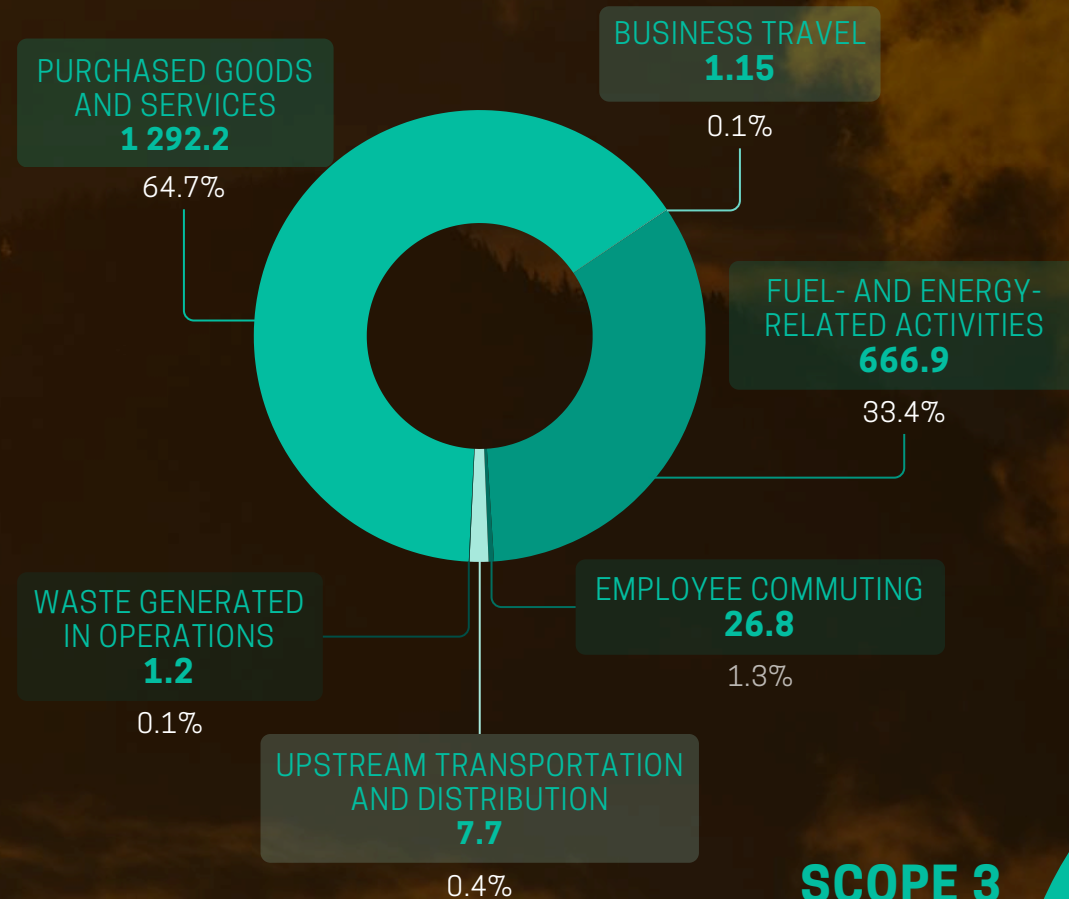
UPSTREAM TRANSPORTATION AND
DISTRIBUTION

WASTE GENERATED IN
OPERATIONS

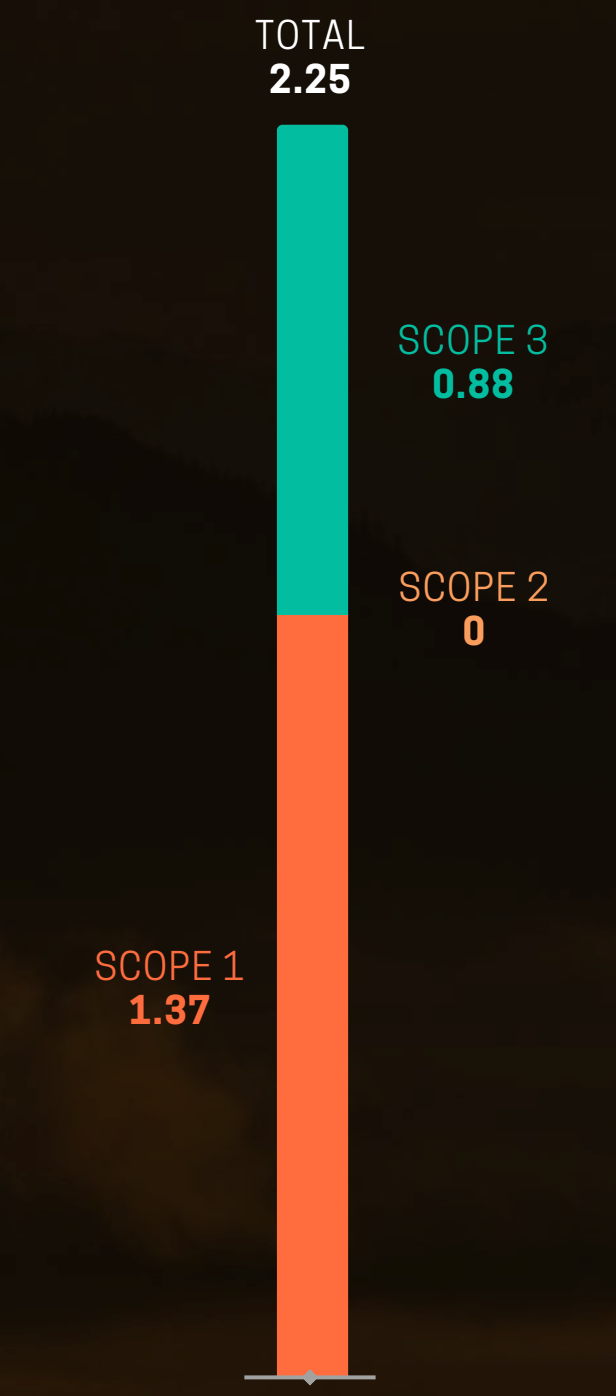
BUSINESS TRAVEL

EMPLOYEE COMMUTING

GREENHOUSE GAS EMISSIONS



EMISSIONS INTENSITY



In **2023**, Carvitin opted for **100% renewable energy** with a certified guarantee of origin for electricity production, ensuring that **Scope 2 GHG emissions related to electricity are zero.**

Determined using kg CO₂e per products manufactured.

ENERGY

Energy is a fundamental component of CARVITIN’s operations and a key focus of its sustainability efforts. The company rigorously monitors energy consumption and intensity, implementing strategies to reduce overall usage.

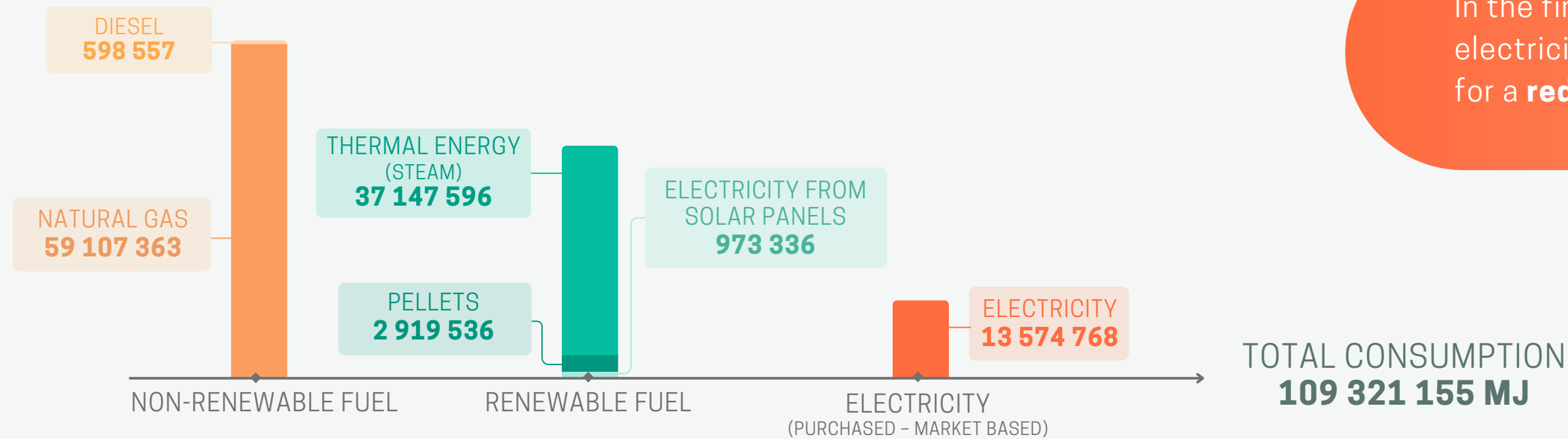
In addition, CARVITIN is dedicated to creating and meet its decarbonization targets, integrating these goals into its environmental management framework. These measures are crucial for minimizing the company’s environmental impact and enhancing operational efficiency.

TOPIC MANAGEMENT:



◆ ENERGY CONSUMPTION WITHIN THE ORGANIZATION

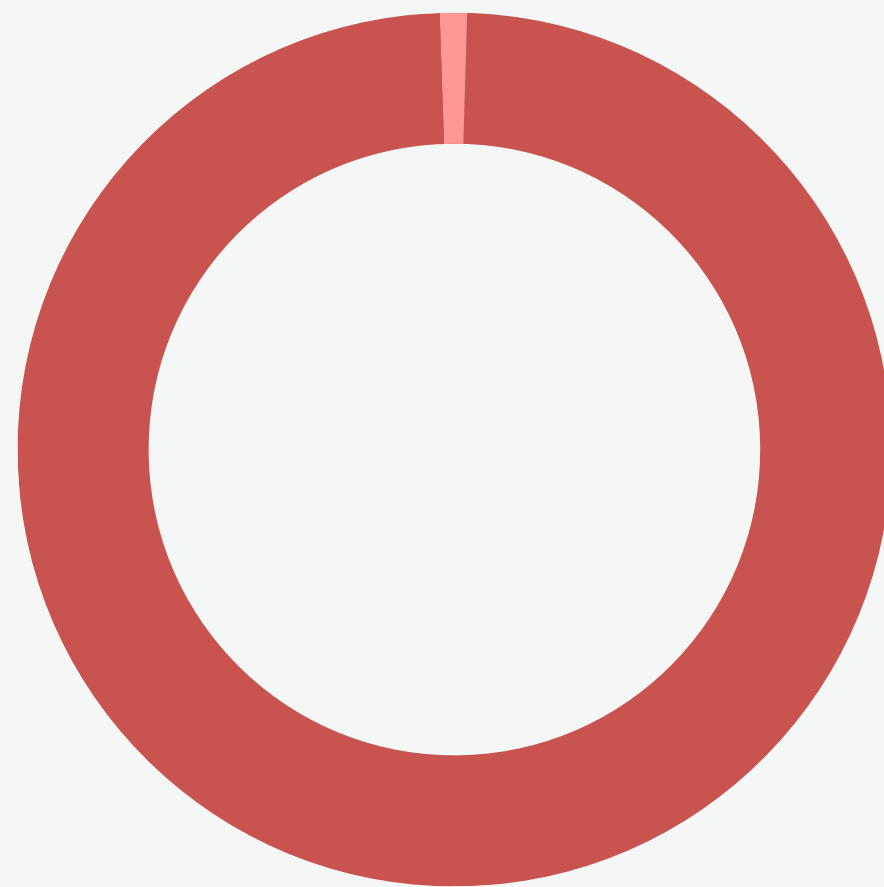
ANNUAL CONSUMPTION (MJ)



In the first 8 months of 2023, the supplier produced electricity **exclusively from renewable sources**, allowing for a **reduction in Scope 2 GHG emissions**.

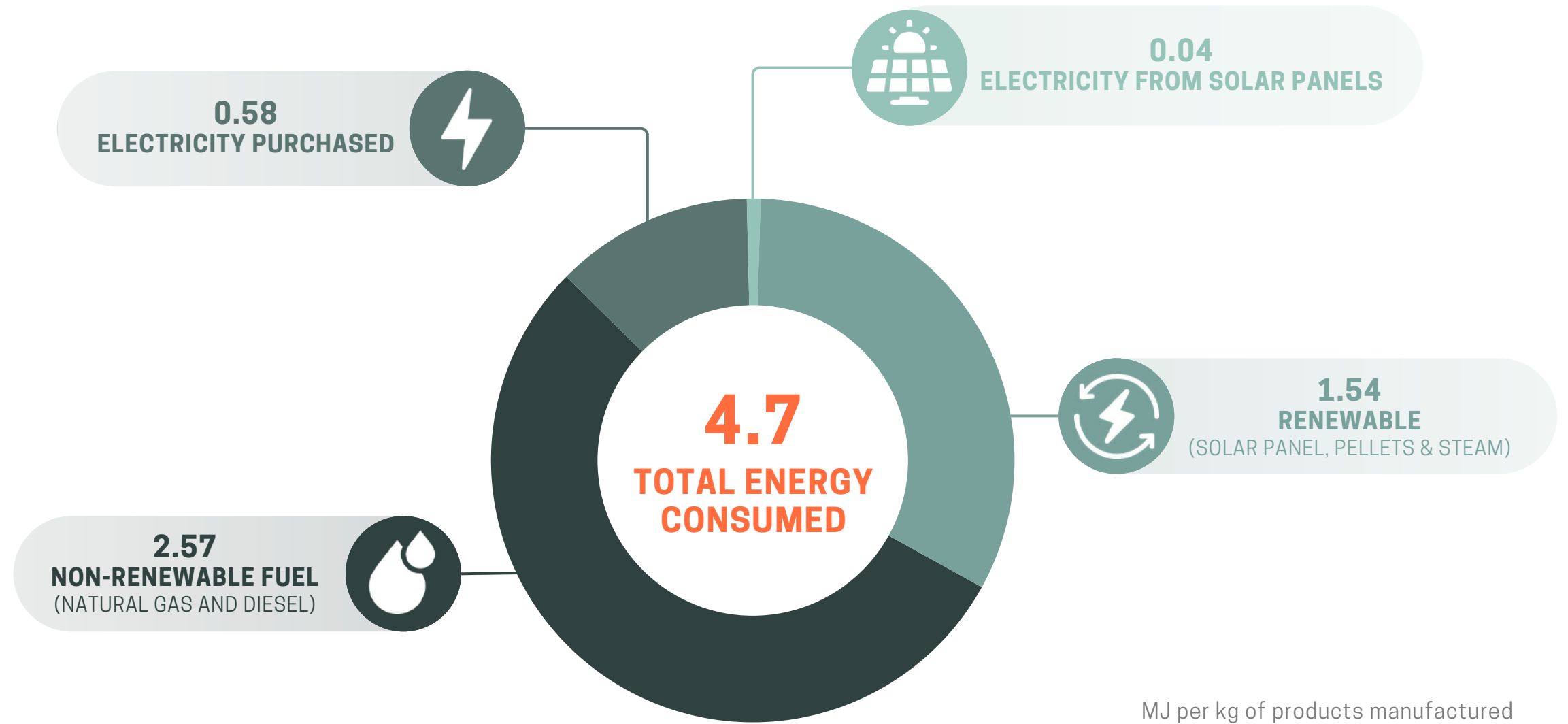
◆ ELECTRICITY CONSUMED IN 2023

ELECTRICITY FROM SOLAR PANELS
73 336



PURCHASED ELECTRICITY
13 574 768

◆ ENERGY INTENSITY



In response to evolving environmental demands, CARVITIN has made significant investments aimed at continuous modernization and progressive development. Central to these efforts is the optimization of energy resources and environmental protection and the adaptation of processes to attain a reduction of the levels of pollution and energy consumption.

CARVITIN has invested substantially in process optimization through the utilization of the latest automated equipment and rational planning methods to enhance efficiency and reduce energy consumption. These measures are also aimed at reducing non-conformities and complaints, decreased operational downtime, and improved internal error identification to minimize adverse effects.

◆ BATTERY INSTALLATION IMPACT

2023

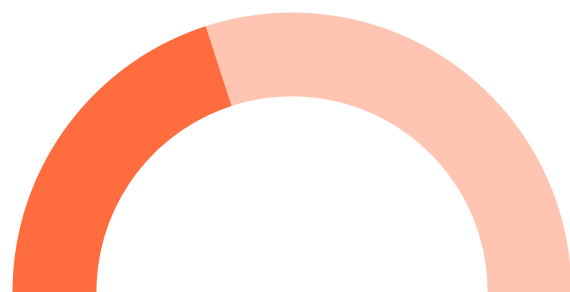
CARVITIN implemented a key energy management initiative by installing **energy storage batteries**.

CAPACITY: 28,000 Ah

The batteries enable near-autonomous operation, reducing electricity costs and minimizing energy wastage.

Additionally, the use of photovoltaic panels and reactive energy regenerators helps convert reactive energy into active energy, further optimizing energy efficiency and reducing waste.

This installation achieved a minimum **40% reduction** in the difference between energy input and output.

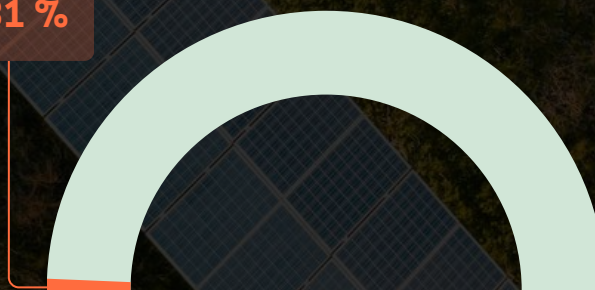


◆ SOLAR PANELS AT CARVITIN

CAPACITY: 350 KW

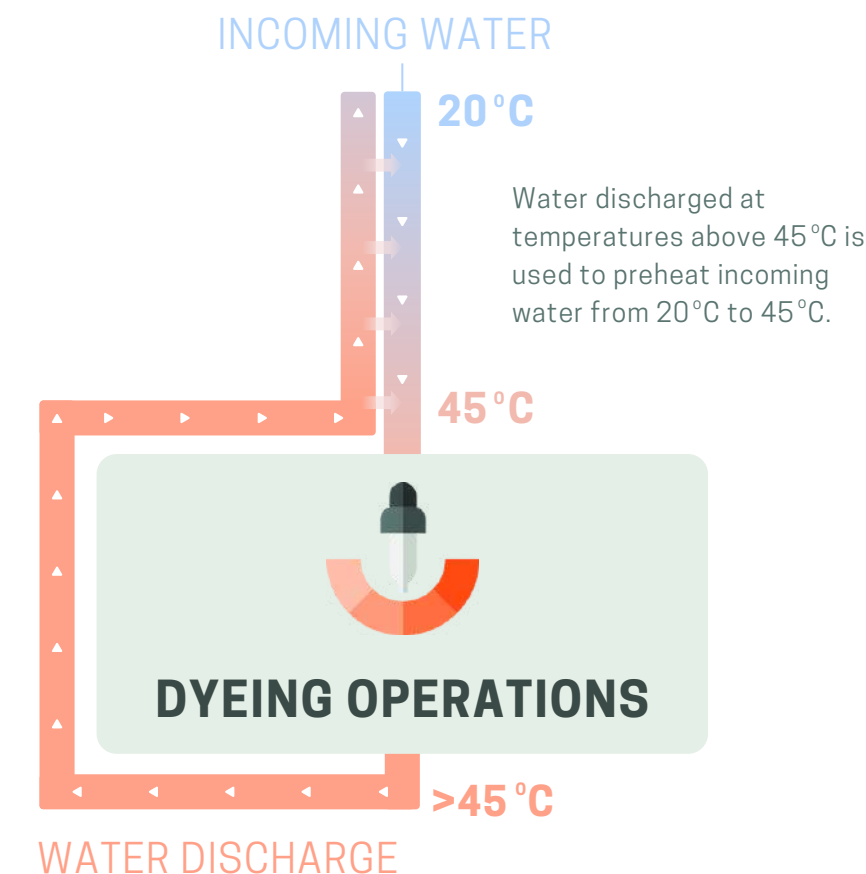
RENEWABLE ENERGY PRODUCED

1.31 %



◆ THERMAL ENERGY RECOVERY PROCESS

CARVITIN has introduced a thermal energy recovery process that captures and reuses heat from water discharged during dyeing operations.



This system contributes **25%** of the energy needed for water heating, which significantly lowers overall energy consumption.

By integrating this process, CARVITIN enhances energy efficiency and reduces waste.

◆ DECARBONIZATION TARGETS

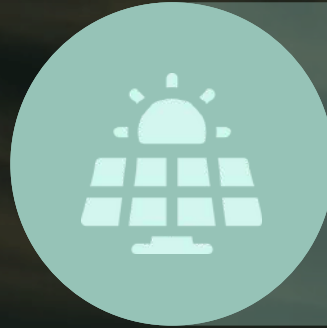
CARVITIN is in the process of implementing an action plan to advance the company's decarbonization efforts. This plan aims to achieve the following targets:

REDUCE CARBON EMISSIONS FROM STATIONARY COMBUSTION SOURCES BY 4%

CONSUME 100% ELECTRICITY FROM RENEWABLE SOURCES

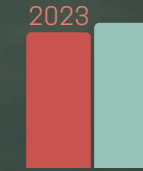
To achieve this goal, CARVITIN is implementing measures for both **electricity** and **stationary combustion** sources by the end of 2024 or the beginning of 2025. These measures are outlined as follows.

ELECTRICITY



PHOTOVOLTAIC PLANT

The company plans on increasing the capacity of its photovoltaic plant by **500 kW**, to reach an additional generation of **300 MWh of renewable energy annually**.



This represents a **7%** increase from the total electricity consumption in 2023.

INSTALLATION OF WIND TURBINES

CARVITIN plans to install a **100 kW** wind turbine to generate **500 MWh of renewable energy annually**, covering **12%** of its 2023 electricity use.

This will lower operating costs, reduce exposure to electricity price fluctuations, and improve facility resilience while delivering significant environmental benefits.



BATTERY INSTALLATION

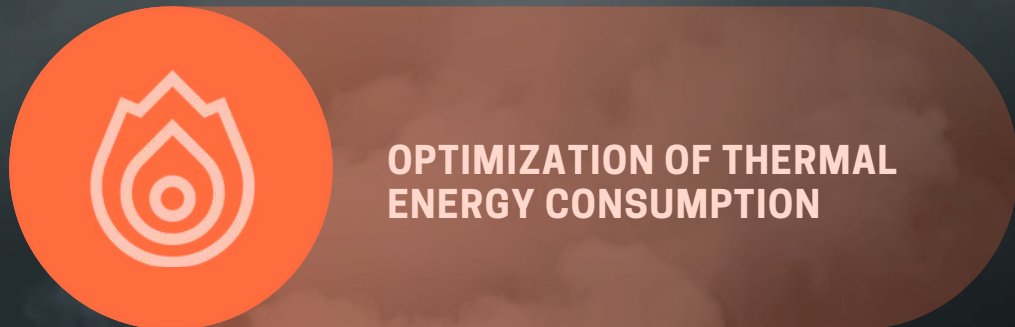
The company plans to install a **600 kW energy storage system**, increasing self-consumed energy by **450 MWh** annually, which accounts for **10.9%** of the total electricity used in 2023.

PURCHASE OF THE ANNUAL GO CERTIFICATE

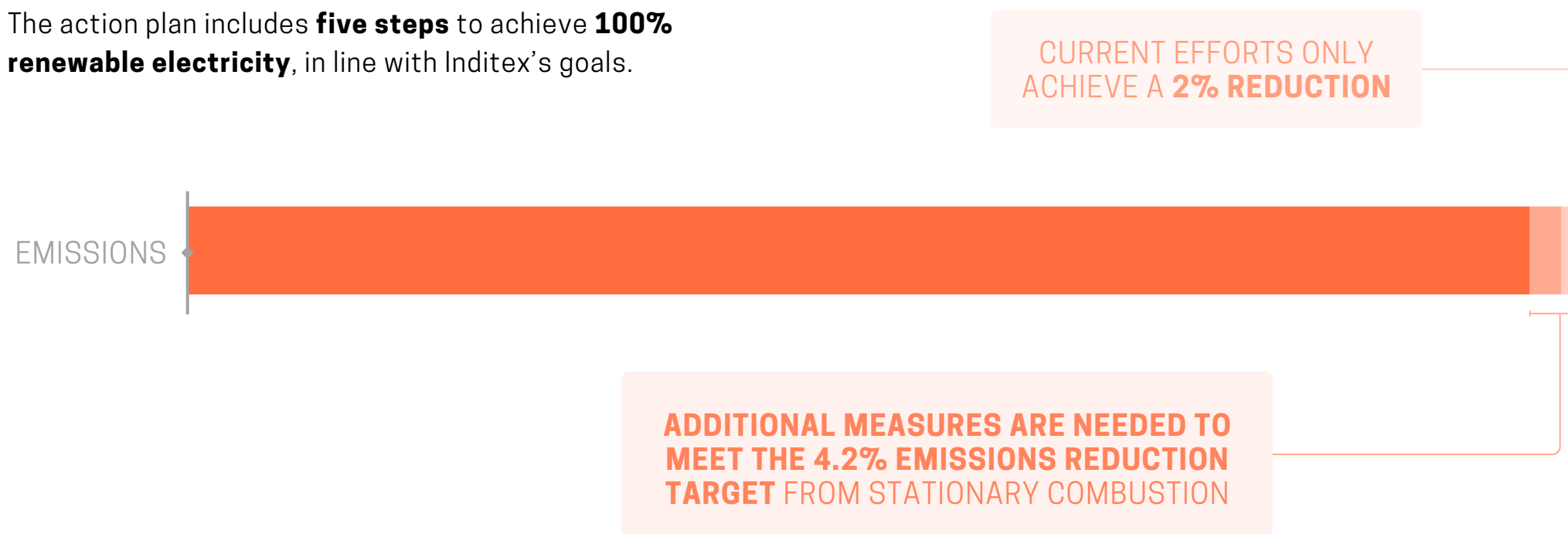
The company plans on purchasing **Energy Attribute Certificates (EACs)**, specifically **Guarantee of Origin (GO)** certificates to offset its electricity consumption.



STATIONARY COMBUSTION SOURCES



The action plan includes **five steps** to achieve **100% renewable electricity**, in line with Inditex's goals.



THIS PROJECT IS CRUCIAL FOR

REDUCING CARVITIN'S CARBON FOOTPRINT

CUTTING OPERATING COSTS

DECREASING DEPENDENCE ON VOLATILE ELECTRICITY PRICES

IMPROVING FACILITY RESILIENCE

DELIVERING SIGNIFICANT ENVIRONMENTAL BENEFITS

WATER

At CARVITIN responsible water management is a cornerstone of the company's sustainability strategy. Recognizing the critical role of water in their operations, CARVITIN is committed to implementing practices that ensure its efficient use and preservation.

This chapter outlines the company's approach to water stewardship, detailing their efforts to minimize consumption, reduce waste, and safeguard local water resources. By integrating advanced technologies and promoting a culture of conservation, operational efficiency is enhanced while contributing positively to the environment and the communities they serve.

The water used for domestic consumption (sanitary facilities and cleaning operations in the industrial installations) comes from the Municipal Chamber of Barcelos, while the industrial water (production section and steam boilers) is extracted from the Cávado River. The domestic and industrial effluent is sent to the wastewater treatment plant for pre-treatment and is subsequently discharged into the Municipal Collector.

WATER MANAGEMENT:

RECORDS OF WATER CONSUMPTION

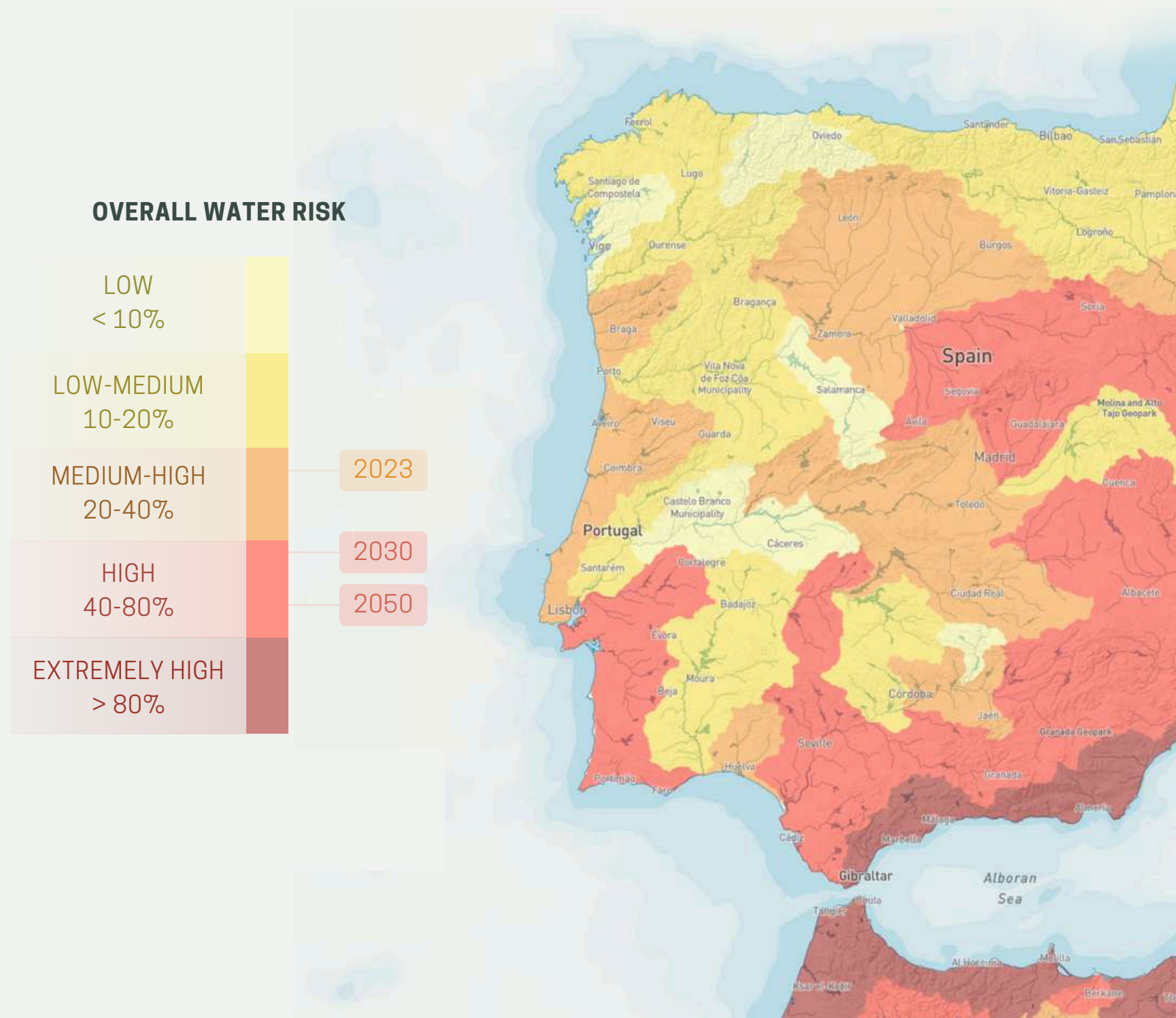
WATER-RELATED MEASUREMENT PLANS

AWARENESS AND TRAINING IN THE FIELD

TARGETS TO MINIMIZE WATER CONSUMPTION

WATER STRESS RISK

Dyeing processes require significant amounts of water. To evaluate water stress, CARVITIN uses the **Aqueduct Water Risk Atlas** tool. It measures the ratio of total water demand to the available renewable surface and groundwater supplies, in Mire de Tibães, where the company is located.



◆ WATER CONTROL

The water collected by CARVITIN is primarily intended for industrial use, being filtered and adjusted.

For water control purposes, CARVITIN conducts monthly tests to monitor pH, BOD₅, COD, and TSS. Additionally, it performs semiannual or quarterly tests for conductivity, chromium, heavy metals, hydrocarbons, residual chlorine, ammoniacal nitrogen, total phosphorus, and sulfides.

◆ WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE

Water is sourced from a variety of sources, such as municipal supplies, dams, Cávado River, located in the region.

This strategy protects the water supply from external changes and enables the company to adjust its sourcing methods according to the facility's specific needs and conditions.

0.893 ML
THIRD-PARTY WATER
(MUNICIPAL AND DAM)

155.327 ML
TOTAL WATER
WITHDRAWAL

154.434 ML
SURFACE WATER

15.538 ML
TOTAL WATER
CONSUMPTION

139.789 ML
TOTAL WATER
DISCHARGE

◆ WATER INTENSITY

Determined using the total waste generated per products manufactured.

2023



23 268 266 KG
MANUFACTURED
PRODUCTS



6.85 L
OF WATER CONSUMED PER KG
OF MANUFACTURED PRODUCTS

◆ WATER REUSE TECHNOLOGY

The water reuse process involves a specialized machine designed for efficient water management. This machine is equipped with a filter system that separates the fluff from the water.

Following the filtration process, the cleaned water is recirculated and utilized again within the system. This approach not only conserves water resources but also enhances operational efficiency by minimizing waste and optimizing resource use.

◆ BATH RATIO

The bath ratio refers to the amount of water required per kilogram of fabric during dyeing.

Effective planning is crucial in this area to assign machines that match or slightly exceed the required water quantity for dyeing. The goal is to have machines that use water efficiently during the dyeing process, minimizing both the bath ratio and overall consumption.

Proper planning ensures the appropriate water flow for each machine, optimizing energy and water usage.

CARVITIN'S WATER-RELATED GOALS AND TARGETS

REDUCTION OF
DYEING TIME

IMPLEMENTATION OF MORE EFFICIENT
PROCESSES, SUCH AS FEWER WASHES

IMPROVED PLANNING PRECISION AND
RATIONALIZATION DURING THE PRODUCTION PROCESS

WATER
REUSE

EXTENSION OF MATERIAL
DELIVERY TIMES

UTILIZATION OF MORE EFFECTIVE
AND EFFICIENT DYES

USE OF NEWER MACHINES WITH ADVANCED
TECHNOLOGIES FOR WATER UTILIZATION

SHORTER BATH
RELATIONSHIPS

RATIONALIZATION OF
WATER CONSUMPTION

REDUCTION OF REPROCESSING
AND NON-CONFORMITIES

WASTE

CARVITIN produces various types of waste, including office, industrial and dyeing waste. Effective waste management is essential to reduce environmental impact.

Sustainable practices like recycling, reusing, and responsible disposal can help lower the ecological footprint.

WASTE GENERATION MANAGEMENT:

COLLECTING AND PROCESSING DATA ON HOW THE WASTE PRODUCED WAS MANAGED

INTEGRATED WASTE REGISTRATION MAP (MIRR) OF THE PORTUGUESE ENVIRONMENT AGENCY

WASTE GENERATED AND IMPACTS

The amount of waste generated is often linked to consumption and production patterns. Potential negative waste-related impacts include:

-  **INCORRECT WASTE SEPARATION**
-  **FAILURE TO REUSE WASTE**
-  **EXCESS WASTE**
-  **ACCUMULATION OF WASTE SUCH AS CARDBOARD, PLASTIC, AND TEXTILES**

WASTE IN 2023 (ton)



◆ WASTE INTENSITY

Determined using the total waste generated per products manufactured.

2023



0.025 KG
WASTE PER KG OF
MANUFACTURED PRODUCTS

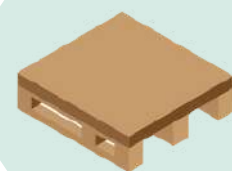
MEASURES TO REDUCE PAPER AND OTHER WASTE INCLUDE:



REUSING MATERIALS



SELLING DAMAGED TEXTILE WASTE AND LABELS



RETURNING PALLETS, DRUMS, CONTAINERS, AND OTHER ITEMS TO SUPPLIERS



RECOMMENDATIONS REGARDING THE DISPOSAL OF USED OILS, FLUORESCENT LAMPS, PLASTIC PACKAGING, CONTAMINATED MESH WASTE, AND WASTE MANAGEMENT, AS OUTLINED IN THE ONBOARDING MANUAL FOR ALL EMPLOYEES



SOCIAL RESPONSIBILITY

HUMAN CAPITAL
TRAINING
OCCUPATIONAL HEALTH AND SAFETY

SOCIAL RESPONSIBILITY

At CARVITIN, social responsibility is a key value, focusing on human capital, training, and occupational health and safety. The company is committed to creating a safe and supportive work environment, which helps employees thrive and contribute to the company's success.

CARVITIN also invests in ongoing training to support employee growth. Beyond the workplace, CARVITIN is dedicated to improving the community and the pursuit of a better future for all.

This approach ensures a positive impact both for our employees and the broader society.

TOPIC MANAGEMENT

- CODE OF CONDUCT
- CODE OF CONDUCT FOR THE PREVENTION AND COMBAT OF WORKPLACE HARASSMENT
- CODE OF CONDUCT FOR RECRUITMENT NEEDS AND SELECTION CRITERIA
- HUMAN RESOURCES DEPARTMENT
- OCCUPATIONAL HEALTH SERVICE PROCEDURES MANUAL

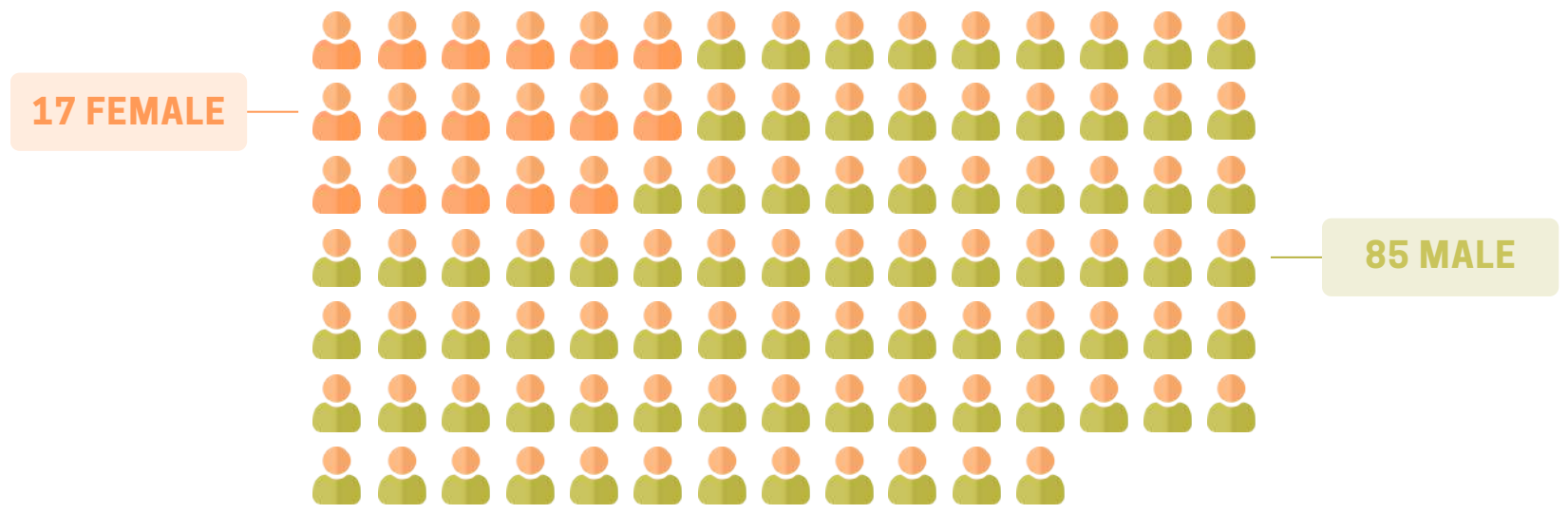
HUMAN CAPITAL

At CARVITIN, human capital is vital, with 100% of the workforce coming from the local region, most of whom are from the nearby parish. Retaining and effectively managing this talent is essential for the company's success and community impact.

CARVITIN prioritizes employee development, offering good working conditions, benefits and fair compensation to ensure job satisfaction and loyalty. This approach not only boosts productivity but also strengthens the company's ties to the local economy.

BY INVESTING IN ITS PEOPLE, CARVITIN FOSTERS A STABLE, SKILLED WORKFORCE THAT SUPPORTS LONG-TERM GROWTH.

CARVITIN 102 EMPLOYEES



All employees are full-time and on permanent contracts. **100%** of the employees live in the region.

◆ CODE OF CONDUCT: RECRUITMENT NEEDS AND SELECTION CRITERIA



CREATION OF THE RECRUITMENT AND SELECTION CODE OF CONDUCT

The recruitment and selection Code of Conduct ensures that CARVITIN attracts and retains top talent by promoting fair, transparent, and ethical recruitment practices. This strengthens the company's reputation, enhances employee satisfaction, and reduces turnover by ensuring the right fit for each role.

By aligning recruitment with legal and ethical standards, CARVITIN mitigates risks, improves operational efficiency, and fosters a positive workplace culture, ultimately driving long-term business success.

◆ FAIR WAGE

At CARVITIN, there is no difference in base pay and salaries between women and men. The company is committed to promoting gender equality and ensuring that all employees are compensated fairly, regardless of gender, creating an inclusive and equitable workplace, where talent and performance are the primary factors in determining compensation.

◆ WHISTLEBLOWER CHANNEL

CARVITIN has an internal whistleblower system to report real or suspected misconduct through secure messages, which may affect CARVITIN or the well-being of individuals. This can be accessed through the company's website.



CARVITIN whistleblower system

◆ COMPENSATION POLICY

In addition to complying with legal requirements, the compensation policy ensures its employees receive an amount sufficient for a dignified livelihood. This calculation is not based on the local minimum wage, but on a compensation model that takes into account current living expenses, the anticipation of unforeseeable costs, and an additional amount for the employee's personal enjoyment, ensuring their quality of life.

This amount is achieved solely through the salary earned during regular working hours, without the need for employees to engage in overtime to reach this threshold.

◆ EMPLOYEE ACTIVITIES

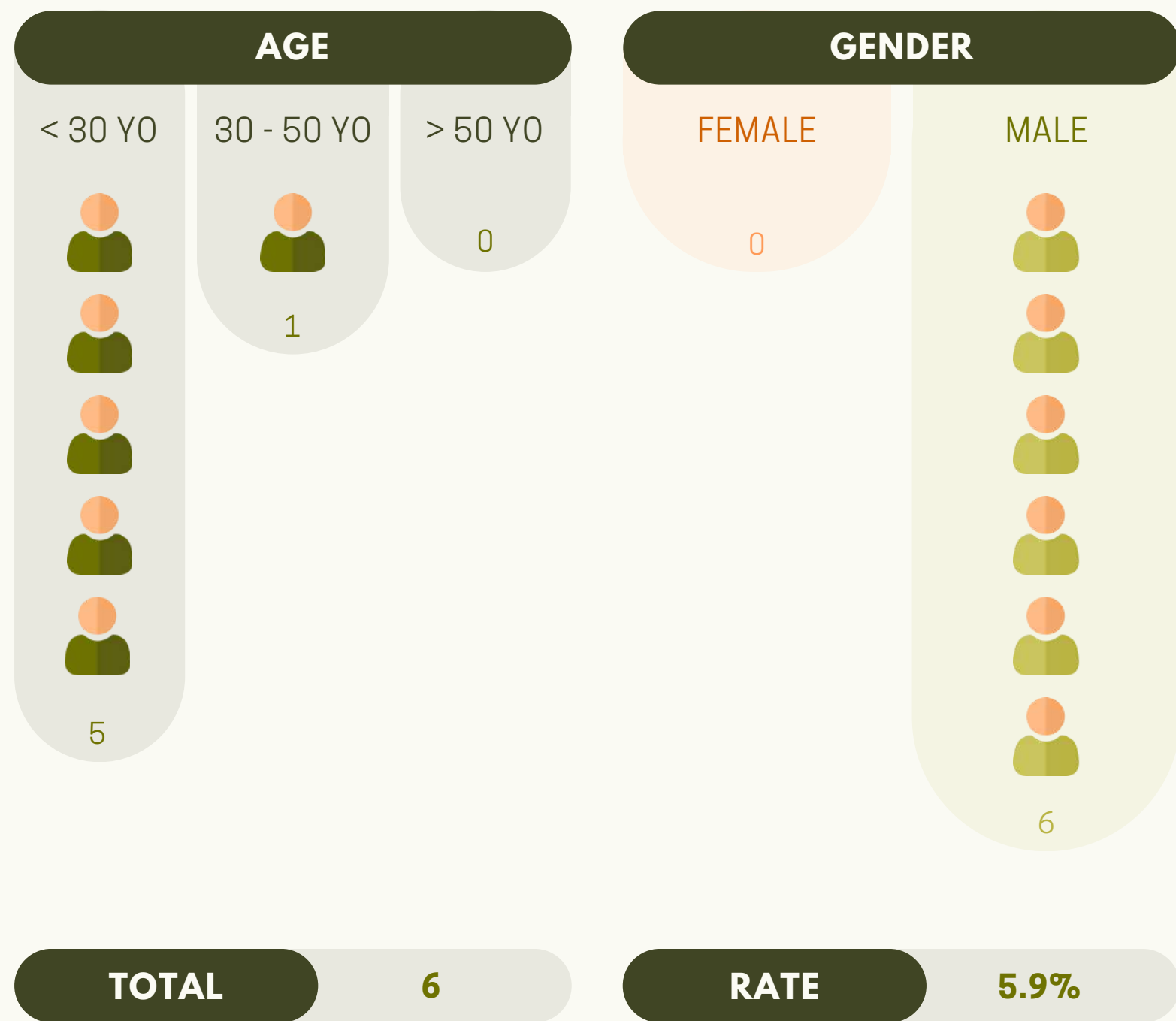
Organized activities by Carvitin, such as the **annual Christmas party**, foster employee engagement. These events offer a chance for team members to connect in a relaxed setting, strengthening relationships and improving teamwork.

Celebrating successes and milestones together reinforces the company's culture and values. These activities enhance the workplace environment, making it more enjoyable and motivating for all employees.

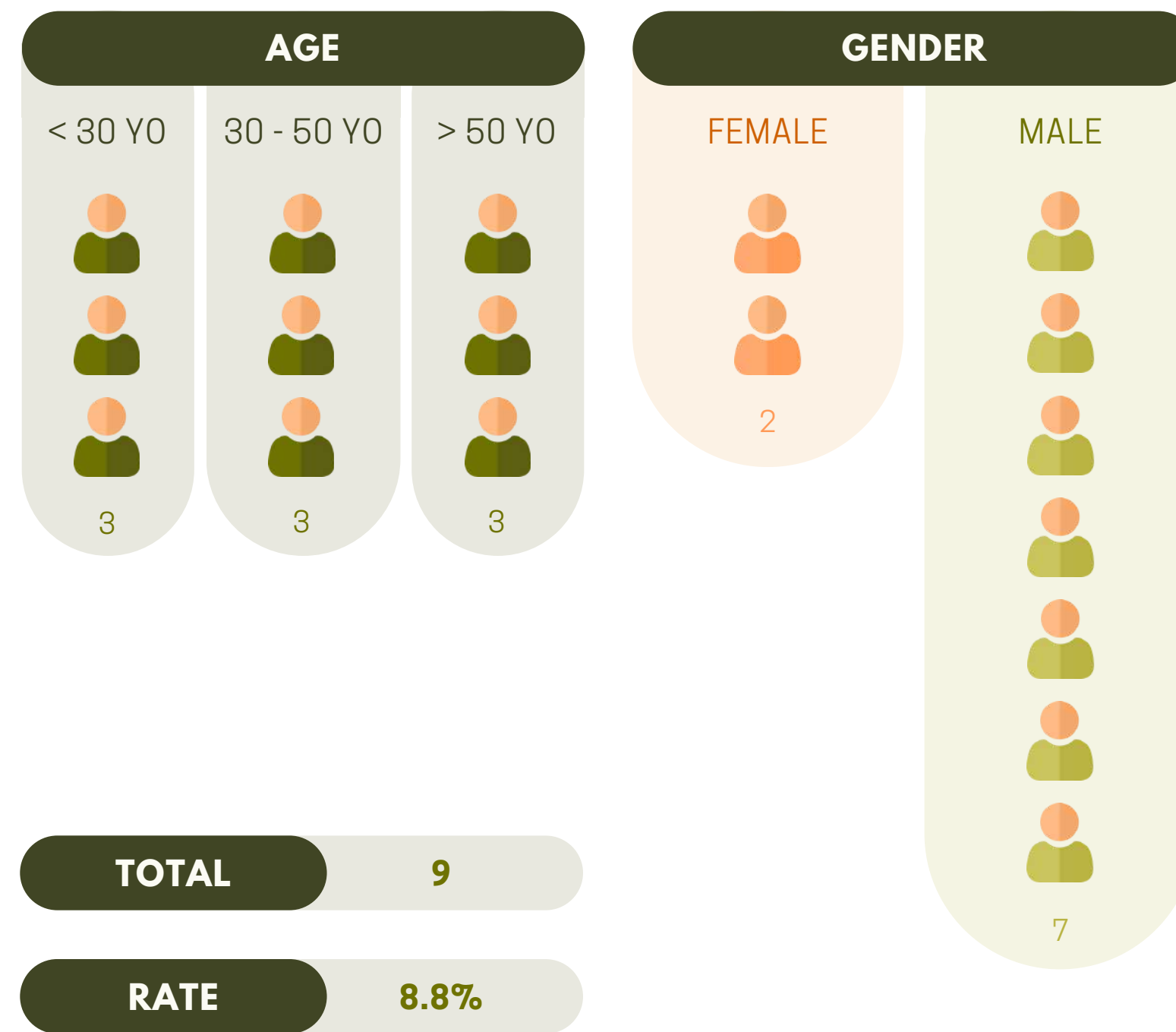


◆ EMPLOYEE HIRES AND TURNOVER

NEW EMPLOYEE HIRES



EMPLOYEE TURNOVER

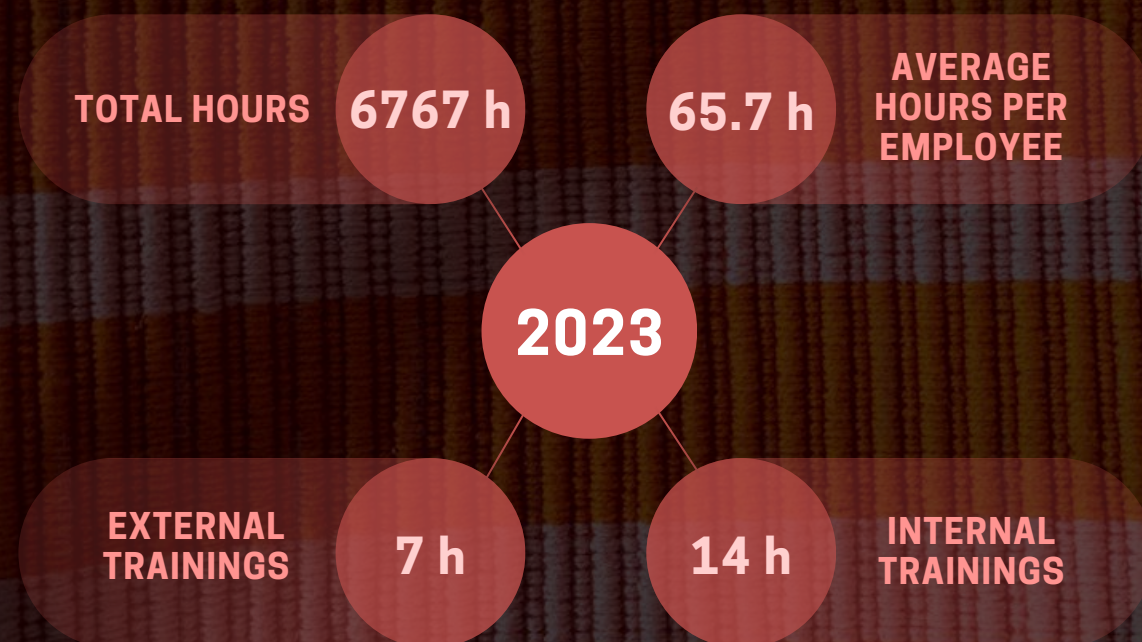


TRAINING

For CARVITIN, employee training is crucial for both individual and organizational success. Continuous training enhances employees' skills, boosts job satisfaction, and opens career advancement opportunities. For the company, it ensures innovation, maintains high quality standards, and drives competitive advantage, ultimately fostering growth and excellent customer service. Additionally, CARVITIN is committed to ongoing employee development, promoting awareness to effectively meet the constant demands of the market.

◆ TRAINING SESSIONS IN 2023

	TRAINING HOURS	MEN	WOMEN	INTERNAL / EXTERNAL TRAINING
Initial Workplace Training	4	5	-	I
Environmental Training Record	3	84	16	I
Initial Reception Training	4	84	16	I
Storage and Handling of Chemical Products	2	6	-	I
Training Record Requirements: GOTS, OCS, GRS, and RCS	10	84	13	I
Safety Risks and Prevention in the Finishing Sector	15	47	7	I
Application Form - FSC Certification in the Textile Sector	1	-	1	E
Safety Risks and Prevention in the Dyeing Sector	15	51	3	I
Portal Functionality According to Policies for TC Certificates	1	-	1	E
MAG/FF Welding in Carbon Steel	125	3	-	E
Forklift Operations	8	15	-	E
Workplace Changes	2	3	-	I
New Portal Features According to TE and GOTS Transaction Certificate Policies	1	-	1	E
New Requirements of GOTS 7.0	2	-	2	E
Resource Efficiency: Energy and Water	16	-	1	E
Safety Risks and Prevention in Colorimetry Laboratory	4	1	2	I
GOTS/OCS and GRS/RCS Certification Requirements	4	-	1	I
Material Entry Requirements: GOTS/OCS and GRS/RCS	2	3	1	I
Internal Safety Plan	2	22	6	I
Internal Safety Plan - First Aid Responders	8	84	13	I
Manual Handling of Loads	8	84	13	I



OCCUPATIONAL HEALTH AND SAFETY

CARVITIN provides a safe and healthy work environment to prevent accidents and minimize workplace hazards, ensuring access to potable water, sanitary facilities, and food storage.

The company proactively detects potential risks and responds to threats, providing appropriate personal protective equipment (PPE) when necessary. First aid kits are always available, and assistance is offered for medical treatment if needed. Employees have full freedom to remove themselves from any dangerous situations without any barriers.

At CARVITIN, a risk assessment for each workplace (offices, dyeing, laboratories, finishing, warehouses) is conducted annually by an external technician. Reports on illuminance, thermal stress, noise, and dust are also compiled.

OHS ORGANIZATION:



◆ OHS COMMITTEE

The Health and Safety Committee includes representatives from both management and employees. Since there is no union, employees choose their representative in a way that suits them best.

The Committee's job is to share its decisions with all staff and focus on improving health and safety at work.

Members receive regular training to stay effective, and the Committee carries out health and safety checks to find and fix any problems. These checks and actions are recorded to keep improving the workplace.

All interested employees can join the committee.

◆ INTEGRATED ASSESSMENT AND PREVENTION OF OCCUPATIONAL RISKS

The OHS team identifies, evaluates, manages, and prevents occupational risks in accordance with the Occupational Health Service Procedures Manual and Portuguese legislation.

MONTHLY VISITS TO WORKPLACES ARE CONDUCTED

OCCUPATIONAL RISK ASSESSMENTS ARE DOCUMENTED IN ACCIDENT REPORTS

Measures regarding hygiene, the use of PPE, safe machine operation, mechanical load handling such as pallet jacks, and workplace hazards are posted in the work areas and noted in the onboarding manual provided to all employees.

◆ OCCUPATIONAL HEALTH ACTIVITIES PROGRAM

The Occupational Health Activities Program aims to ensure the well-being of employees by implementing a series of preventive and health-promoting measures, including the following actions:

CONDUCT ADMISSION, PERIODIC, AND OCCASIONAL MEDICAL EXAMINATIONS

VERIFY UPDATED VACCINATION STATUS OF ALL EMPLOYEES

RAISE AWARENESS THROUGH HEALTH PROMOTION INITIATIVES AND THEMES

MAINTAIN THE ABSENCE OF OCCUPATIONAL DISEASES

REDUCE THE FREQUENCY AND SEVERITY OF WORKPLACE ACCIDENTS

◆ EMPLOYEE’S HEALTH SURVEILLANCE

To ensure a continuous and adequate health surveillance, a seven-pronged approach is considered:

GENERAL ASPECTS OF HEALTH SURVEILLANCE

- Early detection and management of work-related illnesses, including their consequences and complications
- Reintegration of workers with disabilities
- Referral to a family doctor or specialist

HEALTH EXAMS AND THEIR INTERPRETATION, SUCH AS AN AUDIOMETRY EXAM

REDUCE OR ELIMINATE BEHAVIORS, UNHEALTHY LIFESTYLES, AND/OR WORK PRACTICES (OCCUPATIONAL HAZARDS) THAT LEAD TO ADVERSE SITUATIONS AFFECTING THE EMPLOYEE’S HEALTH AND WELL-BEING

PROCEDURAL FLOW OF HEALTH EXAMS

OCCUPATIONAL DISEASES

VACCINATION OF WORKERS

WORKPLACE ACCIDENTS

ADDITIONAL DIAGNOSTIC TESTS (INCLUDING AUDIOMETRIC EXAMS)

◆ WORK-RELATED HAZARDS



All employees must report any incidents and accidents to their supervisors. Management and the OHS committee analyse the situation and suggest improvements.

INJURY RATE (Number of work-related injuries/ Number of hours worked) x 1 000 000	29.83
FREQUENCY RATE (Number of work accidents with leave / Number of hours worked) x 1 000 000	29.53
SEVERITY RATE (Number of lost days / Number of hours worked) x 1 000 000	1958.85

◆ OHS MEDICAL FOLLOW-UP

To support employee well-being and prevent workplace illnesses, CARVITIN offers an external Occupational Health service.

Medical exams are done when employees are hired, every year for those over 50 or under 18, and every two years for those in between.

Extra exams are given when there are changes at work, or if an employee returns after being sick or injured for more than 30 days.

IN 2023
A TOTAL OF 94 OHS CONSULTATIONS WERE CONDUCTED AT CARVITIN

All information about the processes for worker participation, consultation, and evaluation of the OHS management system is posted at the company entrance for the knowledge of all employees and management.

WORKER CONSULTATION QUESTIONNAIRE

DISTRIBUTED, ANNUALLY, TO ALL EMPLOYEES AND SUPERVISORS, WHERE THEY CAN **PROVIDE SUGGESTIONS FOR IMPROVEMENTS, AMONG OTHER THINGS.**

◆ HAZARD MITIGATION

At Carvitin, the identification, communication, and management of hazards and accidents are critical to ensuring a safe environment.

A dedicated safety officer is responsible for handling these tasks, ensuring that any risks are promptly addressed, and that effective communication is maintained with all employees. This proactive approach helps prevent incidents and promotes a culture of safety throughout the company.

In **2023**, OHS hazard identification, minimization and mitigation were achieved through:

TRAINING

PROCEDURE MANUAL FOR OCCUPATIONAL HEALTH SERVICES

REPORT AND CONTROL OF RISKS IN THE WORKPLACE

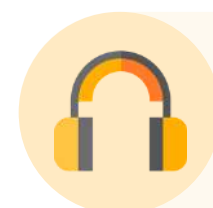
CONSULTATION WITH WORKERS

CHANGES IN JOB POSITIONS

PROGRAMS FOR:

- Occupational risk prevention
- Health promotion
- Health surveillance

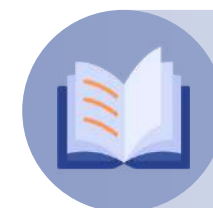
CARVITIN identified **noise** as a risk factor for 25 workers, in 2023, and preventive measures were adopted:



PERSONAL PROTECTIVE EQUIPMENT



SAFETY SIGNAGE



TRAINING AND INFORMATION

◆ OHS TRAINING

All employees receive training in workplace operations, safety systems, self-protection measures, and the storage and handling of chemicals, among other topics.

In **2023**, **26** OHS training sessions were conducted, with a total of **337** participants (280 men and 57 women) in all sessions, covering topics such as:

SAFETY PROMOTION

USE OF PERSONAL PROTECTIVE EQUIPMENT (PPE)

EMERGENCY ORGANIZATION

MACHINES AND WORK EQUIPMENT

FIRST AID

LEGISLATION ON SAFETY, HYGIENE, AND HEALTH AT WORK

ERGONOMICS

Three of these sessions were held during the onboarding of new employees, involving six participants.

This training enables the prevention and mitigation of impacts related to Occupational Health and Safety through training in areas such as general workplace hygiene and safety, storage and handling of chemicals, workplace safety training, and automation of the production process.



GRI CONTENT INDEX



	GRI N.	DISCLOSURE	CHAPTER	CONTENT
GRI 2 GENERAL DISCLOSURES 2021				
THE ORGANIZATION AND ITS REPORTING PRACTICES				
	2-1	Organizational details	ABOUT CARVITIN	Carvitin, Tinturaria e Acabamentos LDA. <i>Company limited by shares.</i> Headquarters: R. do Parque Industrial Padim da Graça, Lote 16 4700-668 Padim da Graça, Portugal
	2-2	Entities included in the organization's sustainability reporting	ABOUT CARVITIN	Carvitin, Tinturaria e Acabamentos LDA. In preparing the content reported here, the company gathered information from interviews and questionnaires.
	2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT	
	2-5	External Assurance		The present report has not been subjected to external verification.
	2-6	Activities, value chain and other business relationships	ABOUT CARVITIN	Textile sector Activity/Service: Dyeing and Finishing Services Markets: Domestic (national), as clients are the exporters.
	2-7	Employees	HUMAN CAPITAL	
	2-8	Workers who are not employees	HUMAN CAPITAL	
	2-9	Governance structure and composition	GOVERNANCE	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
2-10	Nomination and selection of the highest governance body	GOVERNANCE	N/A
2-12	Role of the highest governance body in overseeing the management of impacts		The management makes key decisions and works closely with department heads on solutions, action plans, and risk assessments. There is flexibility in holding meetings between management and department heads. The governance body engages with stakeholders, supporting financial and decision-making processes.
2-13	Delegation of responsibility for managing impacts	GOVERNANCE	Senior executives are appointed with responsibility for managing impacts, with accountability assigned to the relevant department heads.
2-14	Role of the highest governance body in sustainability reporting		Direct involvement of the governance structure in the development of the sustainability report.
2-15	Conflicts of interest		If a conflict of interest occurs, or if an employee is in a situation that may lead to one, they must promptly report it to their supervisor or HR for fair and transparent resolution. This follows the code of conduct, internal policies, and company regulations.
2-16	Communication of critical concerns		Via email, orally during meetings, and in person – direct access and flexibility.
2-17	Collective knowledge of the highest governance body		The management stays informed about sustainable development by actively collaborating and participating regularly in meetings, and contributing to the development and preparation of sustainable practices and projects.
2-18	Evaluation of the performance of the highest governance body		N/A
2-19	Remuneration policies	HUMAN CAPITAL	Code of Conduct Code of Conduct: Recruitment Needs and Selection Criteria



GRI N.	DISCLOSURE	CHAPTER	CONTENT
2-20	Process to determine remuneration	HUMAN CAPITAL	Internal policy – defined by management; indirect and unsystematic evaluation.
2-21	Annual total compensation ratio	HUMAN CAPITAL	N/A
2-22	Statement on sustainable development strategy		Environmental Impact Monitoring and Strategy.
2-23	Policy commitments	RESPONSIBLE BUSINESS	Policy and Environmental Policy. Codes of Conduct. List of Applicable Legislation for the Company
2-24	Embedding policy commitments		Monitoring of all obligations to ensure compliance, through management and monthly review. Communications to employees are posted on an information board, including goals and commitments, with adherence to legislation. Communications to business partners are conducted via email and telephone.
2-25	Processes to remediate negative impacts		Internal and external audits, and compliance with the law. Codes of Conduct. Monthly complaints and non-conformities reviews in production. Suggestion box and a whistleblower channel for employees.
2-26	Mechanisms for seeking advice and raising concerns	RESPONSIBLE BUSINESS	Whistleblower channel on the website, suggestion/complaint box; direct communication with management and supervisors.
2-27	Compliance with laws and regulations		Internal and external audits.
2-28	Membership associations		ATP – Associação Têxtil e Vestuário de Portugal



GRI N.	DISCLOSURE	CHAPTER	CONTENT
2-29	Approach to stakeholder engagement	RESPONSIBLE BUSINESS	Code of Conduct and internal policies. Internal and external audits. Certifications. Assessment platforms which provide insight into Carvitin's performance. Customer Satisfaction Questionnaire.
2-30	Collective bargaining agreements	RESPONSIBLE BUSINESS	All employees have access to collective bargaining agreements and have freedom of association, as described in the Codes of Conduct. There is one employee who is a union member.
GRI 3 MATERIAL TOPICS 2021			
3-1	Process to determine material topics	MATERIALITY ASSESSMENT	
3-2	List of material topics	MATERIALITY ASSESSMENT	
3-3	Management of material topics	MATERIALITY ASSESSMENT	
PRODUCT MANAGEMENT, QUALITY AND SAFETY			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT BUSINESS CONDUCT	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
GRI 416 CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
GRI 301 MATERIALS 2016			
301-2	Recycled input materials used	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
-	Chemical Safety Compliance and certifications	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
-	Non-conforming products	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
-	Composition tests	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
-	Product Complaints	PRODUCT MANAGEMENT, QUALITY AND SAFETY	
-	Repurposed damaged material	PRODUCT MANAGEMENT, QUALITY AND SAFETY	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
VALUE CHAIN MANAGEMENT			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT VALUE CHAIN MANAGEMENT	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016			
414-2	Negative social impacts in the supply chain and actions taken	VALUE CHAIN MANAGEMENT	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	VALUE CHAIN MANAGEMENT	
-	Traceability Process	VALUE CHAIN MANAGEMENT	
-	Composition Testing Interval	VALUE CHAIN MANAGEMENT	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
RESPONSIBLE BUSINESS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT RESPONSIBLE BUSINESS	
GRI 205 ANTI-CORRUPTION 2016			
205-2	Communication and training about anti-corruption policies and procedures	RESPONSIBLE BUSINESS	
ECONOMIC PERFORMANCE			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT ECONOMIC PERFORMANCE	The indicators are monitored to assess its evolution, and annual goals are set by the management.
GRI 201 ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	ECONOMIC PERFORMANCE	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
GRI 205 ANTI-CORRUPTION 2016			
-	Impact on the Local Economy	ECONOMIC PERFORMANCE	
-	Growth in sales	ECONOMIC PERFORMANCE	
OPERATIONAL MANAGEMENT			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT	
		OPERATIONAL MANAGEMENT	
-	Productivity	OPERATIONAL MANAGEMENT	
-	Process optimization	OPERATIONAL MANAGEMENT	
GHG EMISSIONS			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT	CARVITIN has conducted a report of greenhouse gas emissions in 2023, calculating emissions of scope 1,



GRI N.	DISCLOSURE	CHAPTER	CONTENT
			scope 2, and six scope 3 categories. In the management of gas emissions there are both opportunities that can generate positive impacts and risks associated with negative impacts.
GRI 305 EMISSIONS 2016			
305-1	Direct (Scope 1) GHG emissions	GHG EMISSIONS	
305-2	Energy indirect (Scope 2) GHG emissions	GHG EMISSIONS	
305-3	Other indirect (Scope 3) GHG emissions	GHG EMISSIONS	
305-4	GHG emissions intensity	GHG EMISSIONS	
ENERGY			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT ENERGY	Standards, methodologies, assumptions, and/or calculation tools used: 1kwh=3,6MJ Source of the conversion factors used: poder calorífico gás natural: https://www.ign.ren.pt/ .
GRI 302 ENERGY 2016			



GRI N.	DISCLOSURE	CHAPTER	CONTENT
302-1	Energy consumption within the organization	ENERGY	
302-3	Energy intensity	ENERGY	
-	Renewable energy	ENERGY	
-	Energy Recovery Process	ENERGY	

WATER

GRI 3 MATERIAL TOPICS 2021

3-3	Management of material topics	MATERIALITY ASSESSMENT WATER	
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GRI 303 WATER AND EFFLUENTS 2018

303-1	Interactions with water as a shared resource	WATER	
303-2	Management of water discharge- related impacts	WATER	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
303-3	Water withdrawal	WATER	
303-5	Water consumption	WATER	
-	Water reuse technology	WATER	
-	Bath ratio	WATER	

WASTE

GRI 3 MATERIAL TOPICS 2021

3-3	Management of material topics	MATERIALITY ASSESSMENT WASTE	Standards, methodologies, assumptions, and/or calculation tools used: 1kwh=3,6MJ Source of the conversion factors used: poder calorífico gás natural: https://www.ign.ren.pt/ .
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GRI 306 EFFLUENTS AND WASTE 2016

306-1	Waste generation and significant waste-related impacts	WASTE	
306-2	Management of significant waste-related impacts	WASTE	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
306-3	Waste generated	WASTE	
303-5	Waste diverted from disposal	WASTE	
-	Recycled textile waste	WASTE	

HUMAN CAPITAL

GRI 3 MATERIAL TOPICS 2021

3-3	Management of material topics	MATERIALITY ASSESSMENT HUMAN CAPITAL TRAINING	
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GRI 401 EMPLOYMENT 2016

401-1	New employee hires and employee turnover	HUMAN CAPITAL	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	HUMAN CAPITAL	

GRI N.	DISCLOSURE	CHAPTER	CONTENT
GRI 404 TRAINING AND EDUCATION 2016			
404-1	Average hours of training per year per employee	TRAINING	
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-2	Ratio of basic salary and remuneration of women to men	HUMAN CAPITAL	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3 MATERIAL TOPICS 2021			
3-3	Management of material topics	MATERIALITY ASSESSMENT OCCUPATIONAL HEALTH AND SAFETY	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018			
403-1	Occupational health and safety management system	OCCUPATIONAL HEALTH AND SAFETY	
403-2	Hazard identification, risk assessment, and incident investigation	OCCUPATIONAL HEALTH AND SAFETY	



GRI N.	DISCLOSURE	CHAPTER	CONTENT
403-3	Occupational health services	OCCUPATIONAL HEALTH AND SAFETY	
403-4	Worker participation, consultation, and communication on occupational health and safety	OCCUPATIONAL HEALTH AND SAFETY	
403-5	Worker training on occupational health and safety	OCCUPATIONAL HEALTH AND SAFETY	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	OCCUPATIONAL HEALTH AND SAFETY	
403-8	Workers covered by an occupational health and safety management system	OCCUPATIONAL HEALTH AND SAFETY	
403-9	Work-related injuries	OCCUPATIONAL HEALTH AND SAFETY	
403-10	Work-related ill health	OCCUPATIONAL HEALTH AND SAFETY	



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