

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & Entitlement to Work
 - 2: Freedom of Association and Right to Collective Bargaining are Respected
 - 4: Child Labour Shall Not be Used
 - 5: Legal Wages are Paid
 - 5.A: Living Wages are Paid
 - 6: Working Hours are Not Excessive
 - 7: No Discrimination is Practiced
 - 8: Regular Employment is Provided
 - 8.A: Sub-contracting and Homeworkers are Used Responsibly
 - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC5014104	Auditor company name	Intertek Spain
Date of audit	2025-04-01	Audit conducted by	Sedex member
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		

Site details

Sedex site reference	ZS5014441	Site name	TEX ATHENEA
Business name	TEX.ATHENEA SL	Site address	03400 CTRA, DE CAUDETE, KM. 1, VILLENA, ES
Site phone	+34646734925	Site email	jj.orgiler@texathenea.es

Audit parameters

Time in and out	Day 1		Day 2		Day 3	
	In	09:00	In	09:00	In	09:00
	Out	17:00	Out	17:00	Out	13:00
Audit type	Periodic					
Was the audit announced?	Unannounced					
Was the Sedex SAQ available for review?	Yes					
Who signed and agreed CAPR?	Javier Orgiler / HR Manager					
Any conflicting information SAQ/Pre-Audit Info	No					
Is further information available?	No					

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting	Workers' representatives were not at the opening meeting due to production and shifts needs; however, they took part in the audit process and interviews. There is no union in this facility. To have a union is not mandatory under local law.		
Reason for absence during the audit	There is no union in this facility. To have a union is not mandatory under local law. Workers' representatives took part in the audit process and interviews.		
Reason for absence at the closing meeting	Workers' representatives were not at the closing meeting due to production and shifts needs; however, they took part in the audit process and interviews. There is no union in this facility. To have a union is not mandatory under local law.		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	Unannounced audit. No comments further. No exceptions.		
Lead auditor	Carlos Lorenzo	APSCA Number	21700672
Additional auditor			
Date of declaration	2025-04-03		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Javier Orgiler
Title	HR Manager
Date of declaration	2025-04-03

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Local law issues

No local law issues

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✔	✔	✔	✔
9. No harsh or inhumane treatment is allowed	✔	✔	✔	✔
10.A. Environment 2-Pillar	✔	✔	✔	ⓘ
10.C. Business ethics	✔	✔	✔	✔

- ✘ Not addressed
- ⚠ Fundamental improvements required
- ⓘ Some improvements recommended
- ✔ Robust management systems

Site details

Company and site details

Sedex company reference	ZC5014104	
Sedex site reference	ZS5014441	
Company name	TEX.ATHENEA SL	
Business ownership type	GOODS	
Site name	TEX ATHENEA	
Site name in local language		
GPS location	GPS address	38.639257, -0.887591
	Coordinates	38°38'21.3"N, 0°53'15.3"W
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Javier Orgiler
	Job title	HR Manager
	Phone number	+34646734925
	Email	jj.orgiler@texathenea.es
Applicable business and other legally required business license numbers and documents	Integrated industrial and environmental activity license (known as AAI), number 619/AAI/CV granted by the local government ("Generalitat Valenciana") on 17/2/2012, next updates on 11/2/2013, 22/12/2014, 8/7/2016. Last update requested to local government on 25/7/2023 (waiting for response and resolution from local government). CIF (fiscal identification number - VAT): B54133054 (no expiry date). Liability Insurance: ZURICH nº 00000136034428 (valid until 13/2/2026). CBA Insurance: MGS Seguros nº 51378347 (valid until 1/1/2026).	

Site activities

Site function	Factory Processing/Manufacturer
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Site activities

Site activities	Primary	Manufacture of wearing apparel (clothing), except fur apparel
	Secondary	
	Other	
Product type	Fabric printing, dyeing and manufacturing	
Process overview	Peak production months: May, June, July, October, November. Products being produced: Fabric printing, dyeing and manufacturing. Main operations and equipment used: There are no production lines this is a net flow production with 3 different production areas: Fabric printing, fabric dyeing, and final product manufacturing. Main equipment used: 6 preparation machines, 9 digital printing, 1 rotative printing, 24 dyeing machines, 12 finishing machines, 24 sewing machines.	
What level of mechanization best describes the work at this site?	High mechanisation / low manual Labour	

Site scope

Is the audited site a physically continuous area?	No Number of buildings: 6 (3 production buildings, 2 warehouse buildings, 1 auxiliary building including offices and administration and showroom areas). Structure: The buildings' materials are brick, glass and concrete. Size: The facility plot takes up 70000 square meters 6 buildings of 30000 square meters built. Location: Buildings located in an industrial state. Address: Carretera de Caudete Km 1 – 03400 Villena – Alicante – Spain. Age: This facility was established in 1976 in the current premises. Changed the business name to Tex Athenera S.L. in 2007. Last construction works on site in 1991, 1992, 1993, 1995, 2016.	
Building 1	Last construction works on site	1991
	If building is shared, provide details	NA. Building not shared
	Number of floors	1
	Description of floor activities	Production building number 1. Only ground floor of 9300 sqm.
Building 2	Last construction works on site	1993
	If building is shared, provide details	NA. Building not shared
	Number of floors	1
	Description of floor activities	Production building number 2. Only ground floor of 3500 sqm.

Site scope

Building 3	Last construction works on site	1995
	If building is shared, provide details	NA. Building not shared
	Number of floors	1
	Description of floor activities	Production building number 3. Only ground floor of 5800 sqm.
Building 4	Last construction works on site	1992
	If building is shared, provide details	NA. Building not shared
	Number of floors	1
	Description of floor activities	Warehouse building number 1. Only ground floor of 7000 sqm.
Building 5	Last construction works on site	1992
	If building is shared, provide details	NA. Building not shared
	Number of floors	1
	Description of floor activities	Warehouse building number 2. Only ground floor of 3600 sqm.
Building 6	Last construction works on site	2016
	If building is shared, provide details	NA. Building not shared
	Number of floors	2
	Description of floor activities	Auxiliary building of two floors including offices and administration and showroom areas (800 sqm). 2 floors of 400 sqm each one. Ground floor: offices and administration and showroom areas. First floor: offices and administration and showroom areas.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable NA. Accommodation is not provided for workers. Transport is not provided for workers. These are not mandatory under local law.

Work patterns

Approximate workers on site per month (% of peak)	January	90-95%	February	90-95%
	March	90-95%	April	90-95%
	May	95-100%	June	95-100%
	July	95-100%	August	90-95%
	September	90-95%	October	95-100%
	November	95-100%	December	90-95%

Is there any night shift work at the site?	Yes Standard work week: average of 40 hours per week. 8 hours per day. Maximum of 1792 hours per year as stated by the Collective Bargaining Agreement. Working days, working hours and breaks: Working days: from Monday to Friday. Working hours: 3 production shifts (from 6:00 to 14:00; from 14:00 to 22:00; from 22:00 to 6:00). No working days: 2 Days off each 7 days: Saturday and Sunday. Breaks: one of 15 minutes and they are free to break to go to the toilets or have coffee or water whenever they want without restrictions.
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What percentage of the workforce, including temporary and agency workers, work during the night shift?	33%
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Was the audit conducted across all shift times, and did it include a representative sample of workers from each shift time in interviews and sampling?	Yes The audit was performed during the first and second shifts. There are 3 production shifts (from 6:00 to 14:00; from 14:00 to 22:00; from 22:00 to 6:00). Those are rotating production shifts. Thus, workers in the first and second shifts during audit dates also work in the night (third) shift when it is their turn to work this shift. Representative sample of workers from each shift time were included for interviews.
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Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	Other management system certification, Other certification, Other social audit Certifications: • OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEX and valid until 31/10/2025. • OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEX and valid until 28/2/2026. • OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEX and valid until 30/9/2025. • OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025. • GOTS certificate granted by CONTROL UNION and valid until 9/7/2025. • European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025. Other Social audits: • SMETA audits in years 2018, 2021, 2023. • WCA audits in years 2015, 2016, 2017. • Customer 1 CSR audits on 23/6/2023 and 10/7/2024. • Customer 2 CSR audits in November 2020, October 2022 and April 2024. • Customer 3 CSR audits in July 2019 and May 2022.
Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	Yes The site is in an established industrial Zone in Spain, European Union. There are no indigenous peoples to obtain free, prior and informed consent (FPIC) and there are no High Conservation Value (HCV) and High Carbon Stock (HCS) forest inside or close to this established by City Council industrial state. The management is aware of land rights Issues. There were no expansions or new development since the Site starts its activities in this premises in an established by City Council industrial state. The Site has not expansion or lands acquisition projects. The management system is appropriate for the size and nature of the business.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No No Human Rights Impact Assessment (HRIA) has been carried out for this Site

Worker analysis

Gender disaggregated data available Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	128 (74.9%)	43 (25.1%)	- -	171 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	97 (87.4%)	14 (12.6%)	- -	111 (64.9%)
Temporary or fixed term employees	16 (100%)	0 (0%)	- -	16 (9.4%)
Agency or subcontracted workers	15 (34.1%)	29 (65.9%)	- -	44 (25.7%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

There are no international migrant workers. There are no migrated internally workers. There are no domestic migrant workers. The foreign workers have the accurate residence and work permits. All of them are living in Spain since quite years ago. All the foreign workers have the same tasks, duties and rights of the local workers. At the present there are total 171 workers: 161 local workers (Spanish) and 10 foreign workers: 1 from Morocco, 3 from Colombia, 2 from Romania, 1 from Germany, 1 from USA, 1 from Mali, 1 from Armenia. 3 out of a total of 10 foreign workers are recruited through 1 temporary employment agency to strengthen the production workforce, and 7 foreign workers are recruited directly by the facility. This temporary employment agency is called "TEMPORING" (providing 3 foreign workers).

Workers by age

	Men	Women	Other	Total
18 - 24 years old	0 (0%)	4 (100%)	- -	4 (2.3%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit? Yes

Please list the nationalities of all workers, with the three most common nationalities listed first Spanish
Colombian
Romanian
German
Malian
American
Armenian
Moroccan

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Colombian	1%	1%	-	2%
Romanian	1%	1%	-	2%
Spanish	73%	22%	-	95%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	0 -	0 -	- -	0 (0%)
Salaried workers	128 (74.9%)	43 (25.1%)	- -	171 (100%)

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	128 (74.9%)	43 (25.1%)	- -	171 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details NA

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	3 (75%)	1 (25%)	- -	4
Supervisors or team leaders	4 (66.7%)	2 (33.3%)	- -	6
Administrative staff	25 (40.3%)	37 (59.7%)	- -	62

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 groups of 5 workers (total 20 workers) were selected for the group interviews
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) There were no most common complaints
What did the workers like the most about working at this site?	Work atmosphere (e.g. treatment by supervisors) Other (provide details) Job security Kindly and continuous treatment between workers and management and HR department. They think that this is a strong company with business increase expectations and this workplace is safe.
Additional comments	No additional comments
Attitude of workers' committee/union representatives	There is a workers' representative committee elected freely among them. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-). The last election was dated on 22/5/2023. The relationship between management and the workers' representatives committee is in a continuous manner and the HR department has an open-doors attitude. Also, management, HR department and workers' representative committee perform periodic meetings. The last meetings dates were: 7/3/2025, 21/1/2025, 30/10/2024, 29/9/2024. Committee members stated that there is a good work atmosphere, and the management follows an open-doors attitude for all employees. No negative information was raised through workers' representative committee members' interviews.
Attitude of managers	The facility management gave full access to all necessary areas for Site's tour, and a private room was arranged for employees' interviews. All documentation requested for review was provided in a timely manner. No special situations were found.

Workers interviewed by type

	Total
Permanent workers	16
Temporary or fixed-term employees	3
Agency or subcontracted workers	7
Seasonal workers	0
Other workers	0

Workers interviewed by type

Total number of workers interviewed	26
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Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	15	5	-	20
Workers interviewed individually	3	3	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available

Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	1.17%	-	1.17%
Last full calendar year (2024)	7.6%	2.92%	-	10.52%
Previous full calendar year (2023)	7.02%	1.17%	-	8.19%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.49%	0.0%	-	1.49%
Last full calendar year (2024)	3.7%	0.0%	-	3.7%
Previous full calendar year (2023)	4.3%	0.0%	-	4.3%

* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)* number available workdays in the year*100

Are accidents recorded?

Yes

The outsourced company hired for injuries/accidents management maintains an updated accident/injuries registers, Investigations and corrective actions (when applicable). There were 4 injuries/accidents in the last 3 months of 2024 (January, February, March 2025): 2 without medical leave and 2 with medical leave. There were 25 injuries/accidents into the year 2024: 20 without medical leave and 5 with medical leave. There were 19 injuries/accidents in the year 2023: 17 without medical leave and 2 with medical leave.

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	2.34%	0.0%	-	2.34%
Last full calendar year (2024)	14.62%	0.0%	-	14.62%
Previous full calendar year (2023)	11.11%	0.0%	-	11.11%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	192.39%	0.0%	-	192.39%
Previous full calendar year (2023)	81.87%	0.0%	-	81.87%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
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Percentage of workers that work on average more than 60 total hours in a given week

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	The Site's management gave full access to all necessary areas for tour, and a private room was arranged for employees' interviews. All documentation requested for review was provided in a timely manner. No special situations were found. TEX ATHENEA S.A. policies and procedures are known by management and employees. These policies and procedures cover the scope of this audit. The facility's policies, values, procedures, and their own Code were communicated to all employees and to the new employees when they are recruited. Customers' Codes are known by workers as well. The Site has communicated the Code to its own suppliers. Also available on the web Site. The Code is endorsed at the highest level, covering human rights impacts and issues. Site's policies, values, procedures, and codes are endorsed at the highest level. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021) including the Universal Human Rights. A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager). TEX ATHENEA S.A. has developed and introduced an own Hiring Procedure including the Universal Human Rights. TEX ATHENEA S.A. has identified their stakeholders and salient issues. Their business did not have an adverse impact on human rights within any of their stakeholders. TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel (https://texathenea.canales-eticos.com/), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box. Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well. SAQ is fulfilled 100% on audit dates within accurate data. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección."		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies & Procedures: Grade: Robust. TEX ATHENEA S.A. policies and procedures are known by management and employees. These policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. Resources: Grade: Robust A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and responsible for implementing standards concerning Human rights. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. Communication & Training: Grade: Robust The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. Monitoring: Grade: Robust A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and is responsible for monitoring tasks. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel and are in charge of monitoring and compliance over the time as well. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022. There are no special inherent risks context for this kind of facility, industry and area.

Summary of findings

Code area	Workplace requirement	Local law	Finding
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No findings

Systems and evidence examined to validate this code section

There is no forced, bonded, or involuntary prison labour observed. The workers confirm that they are working on their own free will and their employer does not ask for any fee, deposit or guarantee. Working rules, terms, and conditions of employment documents are handed in to all workers. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." The workers are free to leave at the end of their shift. Workers' movements are not restricted. No evidence of restrictions on workers' freedom to terminate employment. Local law establishes a compulsory notice of 15 days before the date of resignation. Management only keeps a copy of their identity documents; workers keep the originals. There are no homeworkers used. There are no migrant workers. Employees' files. Hiring procedures. Workers' interviews. Documents reviewed. Facility tour. Facility's Local Labour office registers forms (for inspections performed by the Local Government).

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 TEX ATHENEA S.A. has developed and introduced enough codes, policies and procedures to ensure compliance. TEX ATHENEA S.A. policies, procedures and CBA are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective.

Resources: Grade: Robust
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and is responsible for implementing standards concerning Human rights and for monitoring tasks. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. There is a workers' representative committee elected freely among them. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-).

Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well.

Monitoring: Grade: Robust
 Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. CBA reviewed and signed by Spanish unions. Psychosocial assessment report dated on 28/3/2023 (periodic working environment surveys for Site's workers). A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and responsible for monitoring tasks. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel and are in charge of monitoring and compliance over the time as well. Workers' representative committee oversees the Site's management system. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022. There are no special inherent risks context for this kind of facility, industry and area.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

Terms of employment at the time of recruitment are communicated and understood by workers. The employer does not ask for any fee, deposit or guarantee. These are not allowed under local law. The workers are free to leave at the end of their shift. Workers' movements are not restricted. No evidence of restrictions on workers' freedom to terminate employment. The Site does not provide accommodation. There are lockers provided for workers in the changing rooms. The Site does not provide transport. There are no children nor young workers. There are no migrant workers. Recruitment and hiring processes are in compliance with local law, and the Collective Bargaining Agreement called: "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección". Management review original documents. However, only keeps a copy of workers' documents; workers keep the originals. The auditor could check it through management interviews, employees' interviews, documents reviewed and facility tour. Costs or recruitment fees are not allowed under Local Laws and CBA; thus, any payment or recruitment fee is avoided in the recruitment process as CBA and Local Laws stated. Recruitment fees or costs are not identified during workers' interviews nor audit process. TEX ATHENEA S.A. policies and procedures are known by management and employees. These policies and procedures cover the scope of this audit. Site's policies, values, procedures, and codes are endorsed at the highest level. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021) including the Universal Human Rights. This Code is covering ETI Code and Customers Codes.

A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager).

TEX ATHENEA S.A. has developed and introduced an own Hiring Procedure including the Universal Human Rights.

TEX ATHENEA S.A. has also developed and introduced:

- Ethical Channel Manual
- QHSE and Supply Channel Security Policy (dated on 28/4/2024).
- Gender Equality Plan (dated on 20/11/2020).
- LGTBI Equality Plan (dated on 25/7/2024).
- Protocol for the prevention of and intervention against harassment in the workplace (dated on 20/11/2020).
- Steps towards Equality (document dated in 2024 and included in the Employee Handbook/Manual).
- Training in Equality and Co-responsibility in the Family (document dated in 2024 and included in the Employee Handbook/Manual).
- Employee Handbook/Manual (as welcome onboarding package for new workers and for refresh training sessions, updated in 2024).
- Destruction and Expurgation of documents Protocol.
- Protocol for the prevention of money laundering and terrorism.
- Policy on the use of the information system.
- Procedure for user management of information systems users (internal and/or external).

Through the companies' activities coordination procedures, the Site could ensure the compliance with the contracted terms and conditions and to be in compliance with the Spanish laws and the CBA if agencies or contractors are used.

The facility management system is certified under the international standards:

- OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEX and valid until 31/10/2025.
- OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEX and valid until 28/2/2026.
- OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEX and valid until 30/9/2025.
- OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025.
- GOTS certificate granted by CONTROL UNION and valid until 9/7/2025.
- European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025.

CSR audits:

- SMETA audits in years 2018, 2021, 2023.
- WCA audits in years 2015, 2016, 2017.
- Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
- Customer 2 CSR audits in November 2020, October 2022 and April 2024.
- Customer 3 CSR audits in July 2019 and May 2022.

TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel

(<https://texathenea.canales-eticos.com/>), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box. Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well. At present there are 171 workers: 127 workers hired directly by the Site and 44 hired through a temporary workers provider agency. Contractors: There are no contractors used in this Site. Costs or recruitment fees are not allowed under Local Laws and CBA; thus, any payment or recruitment fee is avoided in the recruitment process as CBA and Local Laws stated. Recruitment fees or costs are not identified during workers' interviews nor audit process.

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company Workers are recruited and hired by licensed labour providers At present there are 171 workers: 127 workers hired directly by the Site and 44 hired through a temporary workers provider agency.
Provide business names for all labour providers and programmes used	Agencies: There is one agency used. There is a total of 5 workers hired through 1 temporary employment agency to strengthen the production workforce. This temporary employment agency is called "TEMPORING" (providing 44 workers, 15 men and 29 women). The legal contract agreements with the agency is in compliance with the Spanish laws and the CBA and is accurate for the temporary employment agency which provides temporary workers to the facility to strengthen the production workforce. Through the companies' activities coordination procedures, the Site could ensure the compliance with the contracted terms and conditions and to be in compliance with the Spanish laws and the CBA. Contractors: There are no contractors used in this Site.
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	1
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

Migrant workers

Do any workers migrate across international borders to work at this site?	No
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Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? Not Applicable

Were recruitment fees or costs identified during worker interviews? No

Costs or recruitment fees are not allowed under Local Laws and CBA; thus, any payment or recruitment fee is avoided in the recruitment process as CBA and Local Laws stated. Recruitment fees or costs are not identified during workers' interviews nor audit process.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección."

Resources: Grade: Robust
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and is responsible for implementing standards and for monitoring tasks. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEX". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. Some committees oversee the Site's management system and performs periodical meetings:
 There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidacato Independiente-). There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives). There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers' representatives).
 The Site provides adequate facilities for the workers committee to allow them to conduct its activities.

Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA is a public document.

Monitoring: Grade: Robust
 Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. CBA reviewed and signed by Spanish unions. Different committees took part in monitoring tasks: workers' representative committee, gender equality committee, H&S committee. A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and responsible for monitoring tasks. CBA reviewed and signed by Spanish unions. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEX". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022. There are no special inherent risks context for this kind of facility, industry and area.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

Collective Bargaining Agreement is called “Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección”. Workers without distinction have the right to join or form trade unions of their own choosing. As the local law states, employees have the right to form a worker committee or elect their representatives freely among them. Union membership is a private matter. The firm has no rights, and it abstains from enquiring about the subject. In Spain union membership is considered a very sensitive datum by the Personal Data Protection Act. The management respects the rights of workers to choose to form, belong to or not belong to a union or any other type of workers’ organization. The workers are aware of their rights including electing freely among them their own workers’ representatives or union representatives. There is workers’ representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO –Comisiones Obreras-; 2 of them supports the Spanish Union called UGT –Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI –Sinidicato Independiente-). The last election was dated on 22/5/2023. The relationship between management and the workers’ representatives committee is in a continuous manner and the HR department has an open-doors attitude. Also, management, HR department and workers’ representative committee perform periodic meetings. The last meetings dates were: 7/3/2025, 21/1/2025, 30/10/2024, 29/9/2024. Committee members stated that there is a good work atmosphere, and the management follows an open-doors attitude for all employees. No negative information was raised through workers’ representative committee members’ interviews. There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers’ representatives) who kept continuous verbal exchange with the person in charge of the H&S management system for risk prevention and safety issues also at least 4 meetings per year and extraordinary meetings when it is required. Last meetings dates: 21/1/2025, 20/9/2024, 16/7/2024, 25/4/2024. There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers’ representatives). Last meetings dates: 7/3/2025, 5/12/2024, 10/10/2024, 4/7/2024.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	Yes
Are they active?	There is a workers' representative committee elected freely among them. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-). The last election was dated on 22/5/2023. The relationship between management and the workers' representatives committee is in a continuous manner and the HR department has an open-doors attitude. Also, management, HR department and workers' representative committee perform periodic meetings. The last meetings dates were: 7/3/2025, 21/1/2025, 30/10/2024, 29/9/2024. Committee members stated that there is a good work atmosphere, and the management follows an open-doors attitude for all employees. No negative information was raised through workers' representative committee members' interviews. There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives) who kept continuous verbal exchange with the person in charge of the H&S management system for risk prevention and safety issues also at least 4 meetings per year and extraordinary meetings when it is required. Last meetings dates: 21/1/2025, 20/9/2024, 16/7/2024, 25/4/2024. There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers' representatives). Last meetings dates: 7/3/2025, 5/12/2024, 10/10/2024, 4/7/2024.
Does the employer recognise the trade union?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years? No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies & Procedures: Grade: Robust Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección" which includes H&S topics. TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. Resources: Grade: Robust A senior member of management (Javier Orgiler / HR Manager) is responsible for compliance with CBA, Code, Policies, Procedures and H&S topics and responsible for implementing and monitoring standards. There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives). Moreover, the facility has hired outsourced firms to support the H&S management system (called "Quirón Prevención" and "MAZ"). Communication & Training: Grade: Robust Policies, Codes, Procedures and CBA are known by management and employees. All staff is provided with H&S refreshing training. H&S Manager, H&S Committee and outsourced companies hired to support the H&S management system oversees staff training. The Site's policies, values, principles, procedures, CBA, and the Code were communicated to all employees and to the new employees when they are recruited (and available on notices boards and Site's web). Customers' Codes are known by workers as well. Monitoring: Grade: Robust Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. H&S Manager, H&S Committee and outsourced companies hired to support the H&S management system are in charge of monitoring and ensuring adaptability to changing requirements and inherent risks of the industry and long-term compliance. CBA reviewed and signed by Spanish unions. Psychosocial assessment report available (periodic working environment surveys for Site's workers). CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

A safe and hygienic working environment is provided. The specific hazards are knowledge, and adequate steps are taken to prevent work related accidents and injuries.

Workers have received accurate H&S training.

Clean and complete toilet facilities are provided. Potable water is available.

Accommodation is not provided for workers. Transport is not provided for workers.

The Site is in compliance with the code and has assigned each responsibility for H&S tasks.

TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective.

The facility has an H&S management system and there is appointed an H&S Committee. Moreover, the facility has contracted outsourced firms to support the H&S management system (called "Quirón Prevención" and "MAZ"). The H&S annual plan, risk evaluations per each work-post and work-post conditions and hygienic assessments, H&S issues as risk prevention, emergency preparedness plan, health watchfulness are developed and maintained updated by the outsourced firm called "Quirón Prevención". Another outsourced company called "MAZ" is in charge of the injuries assistance, investigation and reporting.

The risk evaluations per work post are available and updated (last update on 14/3/2025). Suitable information and training are provided to employees regarding each work post. H&S compulsory training is provided for new workers and for specific works as forklift drivers as well.

There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives) who kept continuous verbal exchange with the person in charge of the H&S management system for risk prevention and safety issues also at least 4 meetings per year and extraordinary meetings when it is required. Last meetings dates: 21/1/2025, 20/9/2024, 16/7/2024, 25/4/2024. There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers' representatives). Last meetings dates: 7/3/2025, 5/12/2024, 10/10/2024, 4/7/2024.

The PPEs hand in registers updated.

The majority chemicals stored and used in this facility are related to the fabric manufacturing as dyes and colourants, printing paste, coloured paste, hydrogen peroxide, caustic soda, softening, water repellents. Other chemicals are machinery oils and cleaning products. All of them are compatible with the textile industry standards and in compliance with local laws. Chemicals list and MSDS available and updated.

QHSE and Supply Chain Security Policy (dated on 28/4/2024).

Work-post conditions and hygienic assessment conducted in compliance with local law. Reports dates:

- Noise level on work posts dated on 18/10/2024.
- Lighting on work posts dated on 18/10/2024.
- Chemicals exposure on work posts dated on 30/3/2023.
- Temperature and Humidity exposure on work posts dated on 18/10/2024.
- Air Quality on work posts report dated on 25/6/2022.

Ergonomics assessment report dated on 15/1/2022

The last psychosocial and work environment surveys report dated on 28/3/2023.

In case of accident/incident, the facility has hired an outsourced firm for injuries/accidents management called "MAZ". The outsourced company hired for injuries/accidents management maintains an updated accident/injuries registers, Investigations and corrective actions (when applicable). There were 4 injuries/accidents in the last 3 months of 2024 (January, February, March 2025): 2 without medical leave and 2 with medical leave. There were 25 injuries/accidents into the year 2024: 20 without medical leave and 5 with medical leave. There were 19 injuries/accidents in the year 2023: 17 without medical leave and 2 with medical leave (all mild incidents).

The compulsory annual medical checks for all workers and for the new workers hired registers are available and updated. Those medical checks are performed by the outsourced firm to support the H&S management system ("Quirón Prevención"). For all workers 3-4-5/2/2025 and 10-11/2/2025 and new workers when hired.

Legionella control is in charge of the authorized outsourced company called "LÖKIMICA" (last report dated on 2/4/2025).

The emergency preparedness plan is updated on 22/11/2023.

The fire-fighting equipment and detection and alarm system are checked periodically: on annual basis and a visual check on three monthly basis to be in compliance with

local Law (R.D. 513/2017) by authorized outsourced companies (last check report by company called "Instalaciones contra incendios Manuela Conejero S.L." dated on 5/2/2025).

The last fire drill and emergency evacuation report dated on 23/8/2024.

The emergency intervention teams are composed of 23 workers (last training dated in 2023). Other training: evacuation, fire prevention and extinguishing plan; practical use of fire extinguishers and hydrants and fire hoses (20 workers; 25/3/2024).

The first aid teams are composed by 4 workers (last training from 23/5/2022 to 23/6/2022).

The machinery is well maintained and has accurate H&S and risk prevention measures (security measures according to the local law R.D. 1215/1997). The machinery risk prevention measures are checked by the outsourced company hired for risk prevention support. An own machinery maintenance department and annual plan are available. This maintenance department is supported by outsourced maintenance companies.

Mandatory periodical maintenance inspection each third-year certificates by an authorized company (OCA) of the high-tension transformers are granted by "APPLUS Norcontrol" and valid until 6/8/2027, 2/8/2027, 7/8/2027, 8/8/2027, 1/8/2027, 5/8/2024, 9/8/2027 respectively.

Mandatory periodical maintenance inspection each fifth year by an authorized company (OCA) of the electrical low-tension installation was performed by "APPLUS Norcontrol" (certificate valid until 13/6/2027).

Mandatory periodical maintenance inspection for the biomass boiler certificate granted by an authorized company (OCA) called "TÜV Nord - Cualicontrol" valid until 6/9/2028.

Preventing and reducing the effects of climate change on the health and safety of workers:

Protect the health and safety of workers from the effects of climate change, especially heat stress due to extreme temperatures (document dated on 13/3/2024).

Preventive and mitigation measures:

- Weather monitoring: track and adapt to weather conditions (extreme heat or cold).
- Summer holiday planning: analyze the hottest summer temperatures to adjust the holiday season and reduce heat exposure.
- Installing fans: purchase and install fans in the hottest workplaces to improve air circulation and reduce heat stress.
- Hydration and breaks: provide fresh drinking water, especially in extreme heat.
- Appropriate clothing: provide light clothing in hot weather and warm clothing in cold weather, adapting to thermal conditions.
- Emergency action: in case of symptoms of heat stress, move the worker to a safe area, rehydrate and, if necessary, call emergency medical services.

Review and evaluation:

- Periodic assessment: review and update measures according to climatic conditions and impact on workers.
- Responsibilities: management, supervisors and workers must comply with measures and maintain a safe working environment in the face of climate change.

CSR audits:

- SMETA audits in years 2018, 2021, 2023.
- WCA audits in years 2015, 2016, 2017.
- Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
- Customer 2 CSR audits in November 2020, October 2022 and April 2024.
- Customer 3 CSR audits in July 2019 and May 2022.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer Yes, other (please explain) The facility has an H&S management system and there is appointed an H&S Committee. Moreover, the facility has contracted outsourced firms to support the H&S management system (called "Quirón Prevención" and "MAZ"). The H&S annual plan, risk evaluations per each work-post and work-post conditions and hygienic assessments, H&S issues as risk prevention, emergency preparedness plan, health watchfulness are developed and maintained updated by the outsourced firm called "Quirón Prevención". Another outsourced company called "MAZ" is in charge of the injuries assistance, investigation and reporting.
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes The majority chemicals stored and used in this facility are related to the fabric manufacturing as dyes and colourants, printing paste, coloured paste, hydrogen peroxide, caustic soda, softenings, water repellents. Other chemicals are machinery oils and cleaning products. All of them are compatible with the textile industry standards and in compliance with local laws. Chemicals list and MSDS available and updated. There is an Environment Department composed of 2 workers. QHSE and Supply Channel Security Policy (dated on 28/4/2024). Chemicals Policy (dated on 16/1/2023). The company is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) chemical management system program. This is a collaborative work of brands and supply chain representatives committed to the elimination of hazardous chemicals from the textile and footwear value chain. The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". Outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Site's Environment Department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable

Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?

Not Applicable

There are not any structural additions without required permits

Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?

No

Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?

No

Does the site have a structural engineer evaluation?

Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust.
 TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. CBA reviewed and signed by Spanish unions.

Resources: Grade: Robust
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and is responsible for implementing standards and for monitoring tasks. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-).

Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA and local laws are public document and published in the official state bulletin.

Monitoring: Grade: Robust
 Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. CBA reviewed and signed by Spanish unions. Different committees took part in monitoring tasks: workers' representative committee, gender equality committee, H&S committee. A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and responsible for monitoring tasks. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel and are also in charge of monitoring and compliance over the time as well. Workers' representative committee oversees the Site's management system. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

This Site has not hired employees under the age of 18 years. The youngest worker found is a woman from offices and administration area born on 31/12/2003 (21 years old).

The facility verifies all employees' original ID cards at the time of recruitment and keeps the photocopies of employees' ID cards in the personnel files. The employees' personal files were provided for review. Each employee file includes a bio-data sheet and the age documentation, which is in the form of a photocopied national identification card. The card lists the employee's name, household address and the date of birth.

The auditor had access to the files of sampled employees, and to the list of employees stating the date of birth and seniority as well. There are copies of ID cards in the Files. ID cards are issued by the Home Ministry in Spain; they bear the date of birth. Also, the auditor had access to copies of Social Security cards that are issued by the Labour agency only for adults.

Moreover, during the interviews and the facility tour the auditor could confirm the absence of children employed or accompanying adults, nor historic child labour.

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	2%
Enter the legal age of employment	16
Enter the age of the youngest worker identified	21
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." CBA reviewed and signed by Spanish unions.
 Procedures and registers regarding activities coordination between companies (including HR topics) with the outsourced firms were available and updated.
 There are no special inherent risks context for this kind of facility, industry and area.
Resources: Grade: Robust
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager) and is responsible for implementing standards and for monitoring tasks. The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-).
Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA and local laws are public documents and published in the official state bulletin.
Monitoring: Grade: Robust
 Compliance with the CBA and local laws ensure to be above this assessment's Workplace Requirements. The Site's management and different committees monitor all policies, procedures and Codes implementation. There are no special inherent risks context for this kind of facility, industry and area. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations. The HR department and the outsourced consultancy are in charge of monitoring and compliance over the time as well. The local labour authorities performs unannounced inspections to ensure the compliance with local laws. Workers' representative committee oversees the Site's management system. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section

All employees are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Wages are paid according to the Collective Bargaining Agreement. Benefits such as social insurance, annual leave, sick leave, and child-bearing leave are provided to employees. Detailed under the Workers General Act and the Collective Bargaining Agreement salaries are paid in legal tender as the Spanish law stated, wages include all concept and term and their respective deductions. The accurate wages and the salary tables were provided regarding the audit scope. There was no evidence of findings regarding these issues through the audit process. Deductions (Social Insurance and Taxes) in accordance with local law. There are no deductions for disciplinary actions. Payments are on a monthly basis. There are no partial payments. There are no additional bonus-benefits for workers. 12 months were provided for review: from April 2024 to March 2025
Audit sample size: 26 attendance records and payroll records from March 2025 (from March 1st to 31st - current and non-peak month), 26 attendance records and payroll records from October 2024 (from October 1st to 31st - peak month) and 26 attendance records and payroll records from April 2024 (from April 1st to 30th - non-peak month) were reviewed in this audit. Moreover, management has available for audit process payrolls from the total workforce.
The production peak months are May, June, July, October, November
26 workers were selected for the interview process.
Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección".
Facility tour. Workers and management interviews.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages are defined by a legally recognised collective bargaining agreement (CBA)
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
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Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	Max hours per day	8.0
	Max hours per week	40.0
	Max hours per month	Non applicable
Actual required working hours	Required hours per day	8.0
	Required hours per week	40.0
	Required hours per month	Non applicable
Maximum legal overtime hours	Max hours per day	4.0
	Max hours per week	20.0
	Max hours per month	Non applicable

Actual overtime hours	Max hours per day	Non applicable
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	1184.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	1227.15
Minimum legal overtime wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	78
Provide the date and details of the records	12 months were provided for review: from April 2024 to March 2025 Audit sample size: 26 attendance records and payroll records from March 2025 (from March 1st to 31st – current and non-peak month), 26 attendance records and payroll records from October 2024 (from October 1st to 31st - peak month) and 26 attendance records and payroll records from April 2024 (from April 1st to 30th – non-peak month) were reviewed in this audit. Moreover, management has available for audit process payrolls from the total workforce. The production peak months are May, June, July, October, November 26 workers were selected for the interview process.

Are there different legal minimum/ legally recognised CBAs wage grades?	Yes The CBA includes salary tables within different minimum wage grades according to different professional categories. Minimum wage grades for production workers: Production Chief: 1558.76 €/month Production or Maintenance Supervisor: 1468.87 €/month Skilled production worker: 1368.60 €/month Semi-skilled production worker: 1280.03 €/month Low skilled production worker: 1227.15 €/month Driver: 1346.01 €/month
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	100% of workforce earning above minimum wage and in accordance with the different minimum wage grades included in the CBA's salary tables.
Are there any bonus schemes used?	No
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	Collective Bargaining Agreement is called “Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección”. The CBA includes salary tables within different minimum wage grades according to different professional categories. The minimum wage stated by this CBA is above the national (Spanish) minimum wage and above living wage.		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." Procedures and registers regarding activities coordination between companies (including HR topics) with the outsourced firms were available and updated.

Resources: Grade: Robust
 A senior member of management is responsible for compliance (Javier Orgiler / HR Manager) and is responsible for implementing standards and for monitoring tasks with enough seniority, operational responsibility, and accountability for implementation and monitoring.

There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-).

The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEEX". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.

Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA and local laws are public documents and published in the official state bulletin.

Monitoring: Grade: Robust
 Compliance with the CBA and local laws ensure to be above this assessment's Workplace Requirements. The Site's management and different committees monitor all policies, procedures and Codes implementation. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel and are also in charge of monitoring and compliance over the time as well. The local labour authorities performs unannounced inspections to ensure the compliance with local laws. Workers' representative committee oversees the Site's management system. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section

Standard work week: average of 40 hours per week. 8 hours per day. Maximum of 1792 hours per year as stated by the Collective Bargaining Agreement. Working days, working hours and breaks: Working days: from Monday to Friday. Working hours: 3 production shifts (from 6:00 to 14:00; from 14:00 to 22:00; from 22:00 to 6:00). No working days: 2 Days off each 7 days: Saturday and Sunday. Breaks: one of 15 minutes and they are free to break to go to the toilets or have coffee or water whenever they want without restrictions.

Attendance registration: The work time registration is through personal magnetic card, detection devices and accurate software. This system reflects all time worked. The total hours worked in any 7-day period do not exceed 60 hours.

The production peak months are May, June, July, October, November.

Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección".

There are no overtime hours observed in the audit process.

In case of overtime being performed, the CBA stated: overtime hours paid as a premium of 175% of the standard hour. This is allowed under local law (local law minimum premium for overtime hours: never below the standard hour as the Spanish Law stated).

For local law checking: Through the facility's computer hardware for presence control HR management can avoid the workers exceed the 80 overtime hours per year stated as a limit by Spanish law. Facility's computer hardware for presence control and working hours tracking allow to confirm that the facility is in compliance with the overtime hours limit stated by Spanish local law (80 overtime hours per year).

Moreover, the compliance with Sedex requirements compliance, the attendance records for the whole staff for the whole year were reviewed as well to check the compliance with the Spanish Local Law regarding the maximum limit of 80 overtime hours per year for each worker (Spanish Law: E.T. Art 35.2. Overtime hours cannot be over 80 hours per year, except those hours worked to prevent immediate risks and accidents. However, these forced overtime hours must be compensated as regular overtime work. Overtime is voluntary except when it is agreed in a contract or collective bargaining agreement and always less than 80 hours per year).

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	175%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	NA. The Site does not pay an overtime premium of less than 125%. In case of overtime being performed, the CBA stated: overtime hours paid as a premium of 175% of the standard hour. This is allowed under local law (local law minimum premium for overtime hours: never below the standard hour as the Spanish Law stated).
Excluding overtime, what are the regular working hours per week for workers at this site?	40.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	40.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	40.0
Maximum number of days worked without a day off in sample	5

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades	Policies & Procedures: Grade: Robust TEX ATHENEA S.A. has developed and introduced enough policies and procedures to ensure compliance and to reflect the inherent risk context of the Site. TEX ATHENEA S.A. has developed and introduced an own Hiring Procedure, Ethical Channel Manual, QHSE and Supply Channel Security Policy, Gender Equality Plan, LGTBI Equality Plan, Protocol for the prevention of and intervention against harassment in the workplace, Steps towards Equality (document dated in 2024 and included in the Employee Handbook/Manual), Training in Equality and Co-responsibility in the Family (document dated in 2024 and included in the Employee Handbook/Manual), Employee Handbook/Manual (as welcome onboarding package for new workers and for refresh training sessions, updated in 2024). Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." CBA reviewed and signed by Spanish unions. Resources: Grade: Robust Management, HR department, workers' representative committee, H&S committee, and a Gender Equality Committee with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. Communication & Training: Grade: Robust The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. TEX ATHENEA S.A. policies and procedures are known by management and employees. Also available on notices boards and website. Customers' Codes are known by workers as well. The CBA and the Gender Equality Plan are public documents. Psychosocial assessments reports (periodic working environment surveys for Site's workers) available. Monitoring: Grade: Robust Some tools for monitoring as psychosocial assessment (periodic working environment surveys for Site's workers). The Site's management and different committees monitor all policies, procedures and Codes implementation. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations. The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel and in charge of monitoring and compliance over the time as well. The local labour authorities performs unannounced inspections to ensure the compliance with local laws. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.
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Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

No evidence observed due to discrimination in this facility. Employees, when interviewed confirmed the absence of any kind of discrimination due to age, gender, sexual orientation, religion, citizenship, or origin. The auditor enquired about the condition of employment of women in the Site. He found that they were granted equal wages, benefits, holidays, and conditions as their male co-workers. Through employees' interviews, management interviews and documents reviewed, no proof of discrimination was noted. The facility provides the same pay to male/female employees and the collective agreement contains a non-discrimination section which describes how to act against any issue. There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement.

The auditor confirmed that also the youngest employees were not discriminated against by their senior co-workers.

Under Spanish law and CBA there are mechanisms established to avoid sexual harassment.

The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. Customers' Codes are known by workers as well.

The Site has communicated the Code to its own suppliers. Also available on the web Site. The Code, Site's policies, values and procedures are endorsed at the highest level. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021). This Code is covering ETI Code and Customers Codes. A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager).

Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección".

TEX ATHENEA S.A. has developed and introduced an own Hiring Procedure.

TEX ATHENEA S.A. has also developed and introduced:

- Ethical Channel Manual
- QHSE and Supply Channel Security Policy (dated on 28/4/2024).
- Gender Equality Plan (dated on 20/11/2020).
- LGTBI Equality Plan (dated on 25/7/2024).
- Protocol for the prevention of and intervention against harassment in the workplace (dated on 20/11/2020).
- Steps towards Equality (document dated in 2024 and included in the Employee Handbook/Manual).
- Training in Equality and Co-responsibility in the Family (document dated in 2024 and included in the Employee Handbook/Manual).
- Employee Handbook/Manual (as welcome onboarding package for new workers and for refresh training sessions, updated in 2024).

Through the companies' activities coordination procedures, the Site could ensure the compliance with the contracted terms and conditions and to be in compliance with the Spanish laws and the CBA if agencies or contractors are used.

The facility management system is certified under the international standards:

- OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEX and valid until 31/10/2025.
- OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEX and valid until 28/2/2026.
- OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEX and valid until 30/9/2025.
- OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025.
- GOTS certificate granted by CONTROL UNION and valid until 9/7/2025.
- European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025.

CSR audits:

- SMETA audits in years 2018, 2021, 2023.
- WCA audits in years 2015, 2016, 2017.
- Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
- Customer 2 CSR audits in November 2020, October 2022 and April 2024.
- Customer 3 CSR audits in July 2019 and May 2022.

TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel

(<https://texathenea.canales-eticos.com/>), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box.

Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well. The facility is in compliance with the positive discrimination Spanish Law (R.D. 1/2013), in order to help the integration of disabled employees in private companies. This law states that the private or public companies over 50 employees should have 2% of disabled employees hired among the whole company personnel regardless of the kind of contract.

Different trainings for workers professional development without discrimination: ability, aptitude and skills for each production workplace and multi-tasks skills.

Course on harassment at work and gender-based harassment for 2 workers dated on 14/12/2023.

The Site has appointed 2 gender equality officers trained on 12/7/2021.

Psychosocial assessments report dated on 28/3/2023 (periodic working environment surveys for Site's workers).

Confidential information is kept with effectiveness to be in compliance with the Spanish (local) law (Personal Data Protection Act) and the European Union personal data protection regulation UE 679/2016. The Site has hired an outsourced consultancy for Personal Data Protection management support called "AUDIDAT".

There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-). The last election was dated on 22/5/2023. The relationship between management and the workers' representatives committee is in a continuous manner and the HR department has an open-doors attitude. Also, management, HR department and workers' representative committee perform periodic meetings. The last meetings dates were: 7/3/2025, 21/1/2025, 30/10/2024, 29/9/2024. There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives) who kept continuous verbal exchange with the person in charge of the H&S management system for risk prevention and safety issues also at least 4 meetings per year and extraordinary meetings when it is required. Last meetings dates: 21/1/2025, 20/9/2024, 16/7/2024, 25/4/2024. There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers' representatives). Last meetings dates: 7/3/2025, 5/12/2024, 10/10/2024, 4/7/2024.

The Site provides adequate facilities for the workers' committees to allow them to conduct its activities. Committees' members stated that there is a good work atmosphere, and the management follows an open-doors attitude for all employees. No negative information was raised through workers' representative committee members' interviews.

Employees' files, wages, training records

Hiring procedures

Disabled workers files

Facility's policies, values, procedures, and registers

Facility tour

Workers and management interviews

The Site's Local Labour office registers forms (for inspections performed by the Local Government).

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	12%
Representation of women in managerial roles (ratio of women workers to women managers)	2%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	4%
Three most common nationalities in managerial and supervisory roles	Spanish

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 TEX ATHENEA S.A. has developed and introduced enough policies and procedures to ensure compliance. Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." CBA reviewed and signed by Spanish unions. Codes, Policies, Procedures, CBA cover the scope of this audit and the compliance with the SMETA's Workplace Requirements.

Resources: Grade: Robust
 Management and HR department, with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks. A senior member of management is responsible for compliance (Javier Orgiler / HR Manager) and is responsible for implementing standards and for monitoring tasks with enough seniority, operational responsibility, and accountability for implementation and monitoring.

There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-).

The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.

Communication & Training: Grade: Robust
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA is a public document and published in the official state bulletin.

Monitoring: Grade: Robust
 The local labour authorities performs unannounced inspections to ensure the compliance with local laws. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022. Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. CBA reviewed and signed by Spanish unions. Management and outsourced consultancies and the industry associations with qualified and professional personnel with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks and ensure compliance now and over the time. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

All work is performed based on recognized employment relationship established through national law and practice.
 The HR department has a full understanding of the entire recruitment process.
 Any payment or recruitment fee is avoided in the recruitment process as CBA and Local Laws stated.
 Worker contracts accurately reflect the agreed payment and terms in the recruitment process following the CBA and are understood and signed by workers.
 Evidence of Homework nor apprentices were not found.
 There are no migrant workers. There are no migrated internally workers.
 Employees' files
 Hiring procedures
 Facility tour
 Management and workers interviews.
 The facility's Local Labour office registers forms (for inspections performed by the Local Government).
 Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección".
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager).
 The HR department is composed by one person, the HR manager supported by an outsourced company called "Galymol Asesores de Empresas". Other outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEX". The Site's HR department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.
 The Site's policies, values, principles, procedures, and Codes were communicated to all employees and to the new employees when they are recruited (and available on notices boards and employee portal as well). Customers' Codes are known by workers as well.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	74.27%
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Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	25.73%
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Percentage of workers employed as apprentices, trainees or interns	0.0%
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8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies & Procedures: Grade: Robust It was verified through documents reviewed, facility tour, management interviews and employees' interviews that the Site does not use homeworkers. No signs of use of homeworkers found. Due to the characteristics of the production of this Site homeworkers no used. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that there are no external subcontracting processes. No signs of transshipment nor subcontracting processes were found. The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. TEX ATHENEA S.A. has developed and introduced an own CSR Ethical Code which meets the ETI Code scope and Customer Codes. Resources: Grade: Robust The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. Due to the characteristics of the production of this Site homeworkers are not used. Communication & Training: Grade: Robust The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. Due to the characteristics of the production of this Site homeworkers are not used. Monitoring: Grade: Robust It was verified through documents reviewed, facility tour, management interviews and employees' interviews that the Site does not use homeworkers. No signs of use of homeworkers found. Due to the characteristics of the production of this Site homeworkers no used. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that there are no external subcontracting processes. The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. Due to the characteristics of the production of this Site homeworkers are not used. No signs of transshipment or subcontracting processes were found.

Summary of findings

Code area	Workplace requirement	Local law	Finding
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No findings

Systems and evidence examined to validate this code section

No signs of use of homeworkers found. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that the Site does not use homeworkers. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that there are no external subcontracting processes. No signs of transshipment nor subcontracting processes were found.
The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. This Site does not use homeworkers.
Documents reviewed, facility tour, management interviews and employees' interviews.

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
The supplier does not buy products or services from suppliers that use homeworkers

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No signs of use of homeworkers found. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that the Site does not use homeworkers. It was verified through documents reviewed, facility tour, management interviews and employees' interviews that there are no external subcontracting processes. No signs of transshipment nor subcontracting processes were found.
The Site has current capacity and capability and growing capacity in its facilities to not use subcontractors. This Site does not use homeworkers.
Documents reviewed, facility tour, management interviews and employees' interviews.

Are any sub-contractors used? No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies & Procedures: Grade: Robust Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. Collective Bargaining Agreement is called "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección." CBA reviewed and signed by Spanish unions. Codes, Policies, Procedures, CBA cover the scope of this audit and the compliance with the SMETA's Workplace Requirements. Resources: Grade: Robust Management, HR department, workers' representative committee, H&S committee, and a Gender Equality Committee with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks. Communication & Training: Grade: Robust The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. TEX ATHENEA S.A. policies and procedures are known by management and employees. Also available on notices boards and website. Customers' Codes are known by workers as well. The CBA and the Gender Equality Plan are public documents. Monitoring: Grade: Robust Some tools for monitoring as psychosocial assessment (periodic working environment surveys for Site's workers). The Site's management and different committees monitor all policies, procedures and Codes implementation. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations. The HR department, Management and outsourced consultancies and the industry associations with qualified and professional personnel with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks and ensure compliance now and over the time. The local labour authorities performs unannounced inspections to ensure the compliance with local laws. CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in years 2015, 2016, 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

Under Spanish law and CBA there are mechanisms established to avoid sexual and any kind of harassment. The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit. Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective. Customers' Codes are known by workers as well.

The Site has communicated the Code to its own suppliers. Also available on the web Site.

Site's policies, values, procedures, and codes are endorsed at the highest level. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021). This Code is covering ETI Code and Customers Codes. A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager).

TEX ATHENEA S.A. has developed and introduced an own Hiring Procedure.

TEX ATHENEA S.A. has also developed and introduced:

- Ethical Channel Manual
- QHSE and Supply Channel Security Policy (dated on 28/4/2024).
- Gender Equality Plan (dated on 20/11/2020).
- LGTBI Equality Plan (dated on 25/7/2024).
- Protocol for the prevention of and intervention against harassment in the workplace (dated on 20/11/2020).
- Steps towards Equality (document dated in 2024 and included in the Employee Handbook/Manual).
- Training in Equality and Co-responsibility in the Family (document dated in 2024 and included in the Employee Handbook/Manual).
- Employee Handbook/Manual (as welcome onboarding package for new workers and for refresh training sessions, updated in 2024).

CSR audits:

- SMETA audits in years 2018, 2021, 2023.
- WCA audits in years 2015, 2016, 2017.
- Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
- Customer 2 CSR audits in November 2020, October 2022 and April 2024.
- Customer 3 CSR audits in July 2019 and May 2022.

Disciplinary policy included in the Collective Bargaining Agreement called: "Convenio Colectivo General de Trabajo de la Industria Textil y de la Confección".

Course on harassment at work and gender-based harassment for 2 workers dated on 14/12/2023.

The Site has appointed 2 gender equality officers trained on 12/7/2021.

Psychosocial assessments report dated on 28/3/2023 (periodic working environment surveys for Site's workers).

TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel (<https://texathenea.canales-eticos.com/>), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box.

Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well. There is workers' representative committee elected freely among them. This committee is composed by 9 members (3 of them supports the Spanish Union called CCOO -Comisiones Obreras-; 2 of them supports the Spanish Union called UGT -Unión General de Trabajadores-; and 4 of them supports the Spanish Union called SI -Sinidicato Independiente-). The last election was dated on 22/5/2023. The relationship between management and the workers' representatives committee is in a continuous manner and the HR department has an open-doors attitude. Also, management, HR department and workers' representative committee perform periodic meetings. The last meetings dates were: 7/3/2025, 21/1/2025, 30/10/2024, 29/9/2024. There is appointed an H&S Committee. This H&S Committee is composed of 3 people (3 from management and 3 from workers' representatives) who kept continuous verbal

exchange with the person in charge of the H&S management system for risk prevention and safety issues also at least 4 meetings per year and extraordinary meetings when it is required. Last meetings dates: 21/1/2025, 20/9/2024, 16/7/2024, 25/4/2024. There is appointed a Gender Equality Committee composed of 10 people (5 from management and 5 from workers' representatives). Last meetings dates: 7/3/2025, 5/12/2024, 10/10/2024, 4/7/2024.

The Site provides adequate facilities for the workers' committees to allow them to conduct its activities. Committees' members stated that there is a good work atmosphere, and the management follows an open-doors attitude for all employees. No negative information was raised through workers' representative committee members' interviews.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?

Yes, there is a formal grievance process
 The grievance process is available to all workers
 The grievance process is available to members of the local community

What type of grievance mechanism(s) are available?

TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel (<https://texathenea.canales-eticos.com/>), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box. Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well.

Number of grievances raised in the last 12 months 0

Number of grievances resolved in the last 12 months 0

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
INDUSTRIAS DEL CURTIDO S.A. (INCUSA) has an environmental management system that serves to identify, evaluate, record and communicate the direct and indirect environmental aspects of its activities, products and services under their control or influence. The facility is aware and in compliance with their customers Codes and requirements.

TEX ATHENEA S.A. has developed and introduced its own Code of Conduct and an own QHSE and Supply Channel Security Policy which meets the ETI Code scope and Customer Codes including Environmental performance items.

Resources: Grade: Robust
Senior members of management are in charge of client's requirements and legislation compliance now and over time, and responsables for compliance with the Code and Environment topics.

There is an Environment Department composed of 2 workers.

Outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITECH". The Site's Environment Department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.

The company is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) chemical management system program. This is a collaborative work of brands and supply chain representatives committed to the elimination of hazardous chemicals from the textile and footwear value chain.

Communication & Training: Grade: Robust
The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well.

Monitoring: Grade: Robust
Robust monitoring system including the consideration of inherent risk context of the industry. This system ensures sustainable compliance now and over time. Senior members of management are in charge of client's requirements and legislation compliance now and over time, and responsables for compliance with the Code and Environment topics and monitoring the environmental performance system with the support of outsourced consultancy and industry associations.

Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations.

The facility management system is certified under the international standards:

- OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITECH and valid until 31/10/2025.
- OEKO-TEX-Standard 100_Organic cotton certificate granted by AITECH and valid until 28/2/2026.
- OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITECH and valid until 30/9/2025.
- OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025.
- GOTS certificate granted by CONTROL UNION and valid until 9/7/2025.
- European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025.

CSR audits including environmental items:

- SMETA audits in years 2018, 2021, 2023.
- WCA audits in years 2015, 2016, 2017.
- Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
- Customer 2 CSR audits in November 2020, October 2022 and April 2024.
- Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
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No findings

Systems and evidence examined to validate this code section

The facility is in compliance with laws and has the necessary permits. The facility is aware and in compliance with their customers Codes and requirements. Integrated industrial and environmental activity license (known as AAI), number 619/AAI/CV granted by the local government ("Generalitat Valenciana") on 17/2/2012, next updates on 11/2/2013, 22/12/2014, 8/7/2016. Last update requested to local government on 25/7/2023 (waiting for response and resolution from local government).
Environmental performance register number for this facility granted by the local government (NIMA): 300002637.
Local authorities' registration numbers as wastes producer: 03/10053/CV – 29440/PO2/CV.
The facility management system is certified under the international standards:
• OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEX and valid until 31/10/2025.
• OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEX and valid until 28/2/2026.
• OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEX and valid until 30/9/2025.
• OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025.
• GOTS certificate granted by CONTROL UNION and valid until 9/7/2025.
• European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025.
CSR audits including environmental items:
• SMETA audits in years 2018, 2021, 2023.
• WCA audits in years 2015, 2016, 2017.
• Customer 1 CSR audits on 23/6/2023 and 10/7/2024.
• Customer 2 CSR audits in November 2020, October 2022 and April 2024.
• Customer 3 CSR audits in July 2019 and May 2022.
The majority chemicals stored and used in this facility are related to the fabric manufacturing as dyes and colourants, printing paste, coloured paste, hydrogen peroxide, caustic soda, softening, water repellents. Other chemicals are machinery oils and cleaning products. All of them are compatible with the textile industry standards and in compliance with local laws. Chemicals list and MSDS available and updated.
QHSE and Supply Chain Security Policy (dated on 28/4/2024).

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	Certificates: • OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEX and valid until 31/10/2025. • OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEX and valid until 28/2/2026. • OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEX and valid until 30/9/2025. • OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025. • GOTS certificate granted by CONTROL UNION and valid until 9/7/2025. • European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025. CSR audits including environmental items: • SMETA audits in years 2018, 2021, 2023. • WCA audits in years 2015, 2016, 2017. • Customer 1 CSR audits on 23/6/2023 and 10/7/2024. • Customer 2 CSR audits in November 2020, October 2022 and April 2024. • Customer 3 CSR audits in July 2019 and May 2022.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	Yes Preventing and reducing the effects of climate change on the health and safety of workers: Protect the health and safety of workers from the effects of climate change, especially heat stress due to extreme temperatures (document dated on 13/3/2024). Preventive and mitigation measures: • Weather monitoring: track and adapt to weather conditions (extreme heat or cold). • Summer holiday planning: analyze the hottest summer temperatures to adjust the holiday season and reduce heat exposure. • Installing fans: purchase and install fans in the hottest workplaces to improve air circulation and reduce heat stress. • Hydration and breaks: provide fresh drinking water, especially in extreme heat. • Appropriate clothing: provide light clothing in hot weather and warm clothing in cold weather, adapting to thermal conditions. • Emergency action: in case of symptoms of heat stress, move the worker to a safe area, rehydrate and, if necessary, call emergency medical services. Review and evaluation: • Periodic assessment: review and update measures according to climatic conditions and impact on workers. • Responsibilities: management, supervisors and workers must comply with measures and maintain a safe working environment in the face of climate change.

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	The Site is in compliance with laws and has the necessary permits. The Site is aware and in compliance with their customers Codes and requirements. QHSE and Supply Channel Security Policy (dated on 28/4/2024). There is an Environment Department composed of 2 workers. Outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's Environment Department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. The company is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) chemical management system program. This is a collaborative work of brands and supply chain representatives committed to the elimination of hazardous chemicals from the textile and footwear value chain. The Site has installed photovoltaic solar panels array with 5,7 Mw of electricity generation capacity and a 2Mw surplus storage battery The Site has installed a biomass boiler with 3,2 Mw of capacity for steam generation The water source is an own water reservoir. Water wastes pour to the public sewage system (City Council). Water wastes control performed by the authorized company called "AITEK". Last control dated on 9/1/2025, 10/10/2024, 21/7/2024. The emissions control is performed each third year by the authorized company called "JECMA". Last controls performed on 12/4/2024, 28/12/2023, 23/3/2023. The authorized by local government wastes managers hired are: "Redeco", "Acteco", "J. M. Codina", "Paprec" for hazardous wastes and "Redeco", "Contenedores Ortíz", "Acteco" for non-hazardous wastes. Pest and plague control is in charge of trained and authorized company called "D3 Salud Ambiental S.L." The facility management system is certified under the international standards: • OEKO-TEX-Standard 100_100% recycled cotton certificate granted by AITEK and valid until 31/10/2025. • OEKO-TEX-Standard 100_Organic cotton certificate granted by AITEK and valid until 28/2/2026. • OEKO-TEX-Standard 100_Accepted fibres certificate granted by AITEK and valid until 30/9/2025. • OCS & GRS certificate granted by CONTROL UNION and valid until 9/7/2025. • GOTS certificate granted by CONTROL UNION and valid until 9/7/2025. • European FLAX certificate granted by Bureau Veritas and valid until 2/6/2025. CSR audits including environmental items: • SMETA audits in years 2018, 2021, 2023. • WCA audits in years 2015, 2016, 2017. • Customer 1 CSR audits on 23/6/2023 and 10/7/2024. • Customer 2 CSR audits in November 2020, October 2022 and April 2024. • Customer 3 CSR audits in July 2019 and May 2022.		

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Switching to renewable energy sources Responsible use and management of water Packaging optimization Other (provide details) Sustainable material sourcing The company is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) chemical management system program. This is a collaborative work of brands and supply chain representatives committed to the elimination of hazardous chemicals from the textile and footwear value chain.
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes There is an Environment Department composed of 2 workers. QHSE and Supply Channel Security Policy (dated on 28/4/2024). Chemicals Policy (dated on 16/1/2023). Outsourced consultancy for legislation updates regarding HSE, industrial and labour Safety is called "CTAIMA Outsourcing & Consulting". The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's Environment Department, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel. All chemicals used are compatible with the textile industry standards and in compliance with local laws. Chemicals list and MSDS available and updated. The company is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) chemical management system program. This is a collaborative work of brands and supply chain representatives committed to the elimination of hazardous chemicals from the textile and footwear value chain.
Does the site have reduction targets in place to manage climate related risks?	Yes, to reduce scope 1 greenhouse gases (GHGs) Yes, to reduce scope 2 greenhouse gases (GHGs)
Are any of these science-based targets?	No, and we do not intend to set one in the next two years
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes To maintain and in accordance with the Integrated industrial and environmental activity license (known as AAI), number 619/AAI/CV granted by the local government ("Generalitat Valenciana") on 17/2/2012, next updates on 11/2/2013, 22/12/2014, 8/7/2016. Last update requested to local government on 25/7/2023 (waiting for response and resolution from local government). Environmental performance register number for this facility granted by the local government (NIMA): 300002637. Management system certificates: OEKO-TEX-Standard, OCS & GRS, GOTS, European FLAX.

Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?

Yes

Through the companies' activities coordination procedures.

Usage/discharge analysis

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	3,739,071	3,619,187
Total electricity consumption from renewable sources (kWh)	4,566,056	4,782,330
Sources of renewable energy used	Onsite generated	Onsite generated
Types of renewable energy used	Solar Biomass	Solar Biomass
Total natural gas consumption (kWh)	14,721.1	15,420.8
Usage of other purchased fuels	59 cubic meters of diesel	59 cubic meters of diesel
Has the site completed any carbon footprint analysis?	Yes Scope 1: 3178 (tCO ₂ e) Scope 2: 3548 (tCO ₂ e) Scope 3: 0 (tCO ₂ e)	Yes Scope 1: 3457 (tCO ₂ e) Scope 2: 4201 (tCO ₂ e) Scope 3: 0 (tCO ₂ e)
Water sources	Water reservoir	Water reservoir
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	206,510	212,672
Water discharged	City Council sewage system	City Council sewage system
Water volume discharged (m3)	150,000	150,000
Water volume recycled (m3)	0	0

Total waste produced (mt)	400.9	556.2
Total hazardous waste produced (mt)	17.2	10.1
Waste to recycling (mt)	234.1	432.6
Waste to landfill (mt)	93.1	111.1
Waste to other (mt)	73.5	12.4
Total product produced (mt)	6,694,151	8,127,904

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies & Procedures: Grade: Robust
 TEX ATHENEA S.A. has developed and introduced enough policies and procedures to ensure compliance. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021) including the Business Ethics topics (covering bribery, corruption, preventing money laundering and terrorist financing, or any type of fraudulent Business Practice). TEX ATHENEA S.A. has also developed and introduced: Destruction and Expurgation of documents Protocol. Protocol for the prevention of money laundering and terrorism. Policy on the use of the information system. Procedure for user management of information systems users (internal and/or external). These policies and all management system are reviewed and updated annually to ensure the remaining relevant and effective.
 Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations.
Disciplinary System (included in the CBA). CBA reviewed and signed by Spanish unions.
Resources: Grade: Robust
 A senior member of management is responsible for compliance with the Code, Policies, Procedures and responsible for implementing and monitoring standards. Management, industry associations, and outsourced consultancies with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks.
Communication & Training: Grade: Robust
 The Site ensures commitments to sustainable and ethical business practices are also shared with suppliers and other business partners.
 The Site's policies, values, procedures, and own Code were communicated to all employees and to the new employees when they are recruited. Also available on notices boards and website. Customers' Codes are known by workers as well. CBA is a public document and published in the official state bulletin.
 The Site can ensure that the staff whose job roles carry a higher level of risk in the area of ethical Business Practice e.g. sales, purchasing, logistics are trained on what action to take in the event of an issue arising in their area. Other trainings: data privacy compliance, preventing money laundering and terrorist financing.
Monitoring: Grade: Robust
 Site's Policies and Procedures reviewed and updated annually to ensure they are remaining relevant and effective now and over time. CBA reviewed and signed by Spanish unions. Management, industry associations and outsourced consultancies with sufficient seniority and authority to oversee the implementation of codes, policies and procedures and to address the inherent risks and ensure compliance now and over the time. Workers, communities, people in general, suppliers, have open channels available for consulting or reporting any violations. The Site has long experience in social audits: CSR audits: SMETA audits in years 2018, 2021, 2023. WCA audits in the years 2015, 2016, and 2017. Customer 1 CSR audits on 23/6/2023 and 10/7/2024. Customer 2 CSR audits in November 2020, October 2022 and April 2024. Customer 3 CSR audits in July 2019 and May 2022.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section

The Site conducts its business ethically without bribery, corruption, or any type of fraudulent Business Practice.
 TEX ATHENEA S.A. is operating legally in premises with the correct business licenses and permissions.
 The Site meets the requirements of local and national laws related to bribery, corruption, or any type of fraudulent Business Practices.
 The business is able to demonstrate that they comply with taxes and social security requirements. The company certifies that it is up to date with payments to the Tax Agency (certificate dated 28/2/2025) and Social Security (certificate dated 2/4/2025).
 The facility has its own policies, values and procedures.
 TEX ATHENEA S.A. policies and procedures are known by management and employees. Those policies and procedures cover the scope of this audit.
 The Site's anti-bribery Management System is not certified.
 TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021) including the Business Ethics topics (covering bribery, corruption, preventing money laundering and terrorist financing, or any type of fraudulent Business Practice).
 A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager).
 TEX ATHENEA S.A. has also developed and introduced:
 • Destruction and Expurgation of documents Protocol.
 • Protocol for the prevention of money laundering and terrorism (dated on 10/2/2024).
 • Policy on the use of the information system.
 • Procedure for user management of information systems users (internal and/or external).
 The outsourced company called "Galymol Asesores de Empresas" for legislation updates. This company grated a certificate regarding the compliance with the European Union and Spanish (local) laws dated on 28/11/2024. Another outsourced company called "Audidat" is hired to support the data protection management system. The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK".
 The Site's management, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.
 The Site can ensure that the staff whose job roles carry a higher level of risk in the area of ethical Business Practice e.g. sales, purchasing, logistics are trained on what action to take in the event of an issue arising in their area (last training dated on 19/4/2021 for 27 people and 11/11/2021 for 9 people). Other trainings: data privacy compliance (28/11/2024), preventing money laundering and terrorist financing (10/2/2024).
 TEX ATHENEA S.A. has developed and introduced an Ethical Channel Manual and has a transparent system in place for confidential reporting and dealing with human rights impacts without fear of reprisals towards the reporter. Workers have the opportunity to send and manage complaints through a Site's web and whistleblowing channel (<https://texathenea.canales-eticos.com/>), by phone or email as well. Workers have also open channels available for consult or reporting any violations with the management directly, with the HR department, with the workers' representatives committee, with the H&S committee members, with the gender equality committee members, with the outsourced companies hired to support the H&S management system and with the Spanish Unions and Courts. Other communication channels: notices boards, email, postal mail, phone, suggestion/grievances/improvements box.
 Communities and people in general have available the Site web and an open email. Suppliers and customers have available the Site phone and open email and have access to local media and national and international social and mass media as well.

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	The Site's anti-bribery Management System is not certified. TEX ATHENEA S.A. has developed and introduced an own Ethical Code and Code of Conduct (dated on 31/5/2021) including the Business Ethics topics (covering bribery, corruption, preventing money laundering and terrorist financing, or any type of fraudulent Business Practice). A senior member of management is responsible for compliance with the Code (Javier Orgiler / HR Manager). TEX ATHENEA S.A. has also developed and introduced: • Destruction and Expurgation of documents Protocol. • Protocol for the prevention of money laundering and terrorism (dated on 10/2/2024). • Policy on the use of the information system. • Procedure for user management of information systems users (internal and/or external). The outsourced company called "Galymol Asesores de Empresas" for legislation updates. This company granted a certificate regarding the compliance with the European Union and Spanish (local) laws dated on 28/11/2024. Another outsourced company called "Audidat" is hired to support the data protection management system. The Company is a member of the industry associations called "Asociación del Textil de la Comunidad Valenciana (ATEVAL)" and "AITEK". The Site's management, the outsourced consultancies and the industry associations members are composed of qualified and professional personnel.

Attachments



[Signed CAPR Tex Athenea.pdf](#)



[EUROPEAN FLAX certificate.pdf](#)



[GOTS certificate.pdf](#)



[OCS & GRS certificate.pdf](#)



[OEKO-TEX-Standard 100 100% recycled cotton certificate.pdf](#)



[OEKO-TEX-Standard 100 Accepted fibres certificate.pdf](#)



[OEKO-TEX-Standard 100 Organic cotton certificate.pdf](#)



[Facility view.JPG](#)



[Facility name on facade.JPG](#)



[Changing room view.JPG](#)



[Chemicals warehouse view.JPG](#)



[Chemicals warehouse spill retention system.JPG](#)



[Chemical label.JPG](#)



[Chemical label and pictograms.JPG](#)



[Chemical pictograms.JPG](#)



[Diesel tank.JPG](#)



[Diesel tank label and safety instructions.JPG](#)



[Cogeneration plant view.JPG](#)



[CO2 extinguisher.JPG](#)



[MSDS.JPG](#)



[Example of MSDS.JPG](#)



[Emergency eyewash.JPG](#)



[Changing room view 2.JPG](#)



[Electrical box.JPG](#)



[Emergency alarm central.JPG](#)



[Emergency alarm press button.JPG](#)



[Emergency light.JPG](#)



[Energy management sistem room view.JPG](#)



[Evacuation routes signs.JPG](#)



[Extinguisher. Hydrant equipped with fire hose.JPG](#)



[Fire detection system.JPG](#)



[Fire fighting water system tank and pumps room.JPG](#)



[Fire fighting water system pumps view 1.JPG](#)



[Fire fighting water system pumps view 2.JPG](#)



[Fire fighting water system pumps room instructions.JPG](#)



[First aid kit.JPG](#)





[Machinery emergency stop button.JPG](#)



[Non-hazardous wastes management area.JPG](#)



[Non-hazardous wastes management.JPG](#)



[Notices board. Working hours tracking device.JPG](#)



[Notices board.JPG](#)



[PPEs use 1.JPG](#)



[PPEs use 2.JPG](#)



[Notices boards.JPG](#)



[Safety pedestrian path and crossing.JPG](#)



[Solar panels on the roof.JPG](#)



[Solar panels system battery.JPG](#)



[Solar panels system.JPG](#)





[Toilets view.JPG](#)



[Trolley extinguisher.JPG](#)



[Water wastes treatment plant.JPG](#)



[Chemicals warehouse 2.JPG](#)



[Chemicals warehouse 3.JPG](#)



[Spill retention system.JPG](#)



[Hazardous wastes management.JPG](#)



[Hazardous wastes label.JPG](#)



[PPE use sign.JPG](#)



[Equipped room for workers breaks 1.JPG](#)



[Equipped room for workers breaks 2.JPG](#)



[Emergency response teams equipment.JPG](#)



[Free fresh water source.JPG](#)



[Meeting point in case of emergency evacuation sign.JPG](#)



[Parking spaces for electric car charging.JPG](#)



[Ergonomics support machine.JPG](#)



[Outside hydrant.JPG](#)





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