

Aurora Code of Conduct & Sustainability Commitment

15.04.2025

I. Our Understanding

As a family-owned company with a long tradition, we know: sustainability and responsibility start with ourselves. Our aim is to provide high-quality textiles – under fair, safe, and environmentally sound conditions throughout the entire supply chain.

We are committed to respecting human rights, protecting the environment, and acting responsibly as a company. Our principles are based on the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, the OECD Guidelines for Multinational Enterprises, and recognized environmental standards such as ISO 14001, GOTS, and OEKO-TEX STeP.

We also voluntarily commit to additional standards tailored to our business context and risk profile – particularly regarding home-based work, migrant and seasonal workers, and other vulnerable groups.

II. Respecting Human Rights – Taking Risks Seriously

We explicitly commit to respecting internationally recognized human rights and reject all forms of child labour, forced labour, discrimination, and unsafe working conditions.

Our production partners are contractually bound to comply with our Code of Conduct based on ILO conventions. Risks in the supply chain are addressed through structured risk analysis, supplier engagement, and regular site visits.

We especially consider vulnerable groups (e.g. home-based workers, migrant

workers) in our supplier evaluations.

III. Acting Responsibly for the Environment

As a textile company, we take our environmental responsibility seriously by:

- using environmentally friendly processes and materials,
- working with certified suppliers (e.g. OEKO-TEX, GOTS),
- ensuring safe chemical management (e.g. REACH/MRSL),
- and providing transparent data on waste, water, and energy use.

IV. Building Partnerships in the Supply Chain

We believe in long-term partnerships, trust, and transparency. Every new supplier is assessed through pre-audits, including a review of working conditions, chemical safety, and wage structures.

Example: In December 2024, we onboarded Selin Tekstil (Turkey) after a thorough social and environmental risk assessment.

V. Enabling Complaints – Taking Responsibility

Our suppliers have committed to implementing their own complaint mechanisms. Aurora receives monthly reports on incoming complaints, evaluates urgency, and collaborates with suppliers on corrective measures.

The process is reviewed every six months. Whistleblowers are protected from retaliation.

VI. Management Responsibility

Sustainability is embedded in the leadership structures of Aurora Objektwäsche GmbH.

Progress is reviewed annually based on operational KPIs (e.g. traceability, wage

analysis, supplier audits, environmental standards).

Responsibilities are clearly assigned across Purchasing, Quality, and CSR.

Employees are trained regularly on human rights and environmental issues.

Contributions to due diligence are part of internal incentive systems.

VII. Making Progress Visible – Continuous Improvement

This statement is a living document, reviewed every two years or when needed.

It reflects our latest risk assessments and supplier feedback.

Last updated: 15.04.2025

Responsible: Aurora Objektwäsche GmbH – Executive Management