

Aurora Objektwäsche GmbH – Responsibility for people and environment.

1. Commitment & Certifications

Our hallmark of responsibility: We offer textiles certified with the Grüner Knopf label.

Over 90% of our range is certified according to Grüner Knopf and OEKO-TEX Made in GREEN. Our entire assortment is OEKO-TEX Standard 100 certified. Production facilities in Turkey, Pakistan, and India are verified under strict social and environmental standards.

We value long-term partnerships, regular on-site visits by management, and strict quality management to ensure fair conditions, transparency, and durable, resource-saving products.

Increasing Supply Chain Transparency

Aurora places great importance on transparency in its textile supply chains. We therefore publish a complete overview of our sourcing countries and regions down to the raw material level.

Currently, our main materials and products come from the following countries and regions:

- **India:** Cotton (Gujarat, Tamil Nadu), garment making & wet processes (Salem)
- **Pakistan:** Cotton (Punjab, Sindh), garment making & wet processes (Lahore)
- **Turkey:** Garment making (Denizli)

These details are reviewed and updated regularly, at least once per year.

2. Current Updates 2025

2.1 Risk Analysis: Responsibility knows no compromise

Aurora applies a clearly structured approach to **identifying and prioritizing the most severe human rights, social, and environmental risks** in our textile supply chains. Our methodology is based on internationally recognized standards, including the **OECD Guidelines**, the **ITUC Global Rights Index**, reports by the **International Labour Organization (ILO)**, as well as relevant industry studies and audit data.

- **Data sources:** Supplier self-assessments, audit reports, industry and country analyses.
- **Assessment criteria:** Severity of potential impacts, likelihood of occurrence, our company's leverage, and the vulnerability of affected groups.
- **Stakeholder involvement:** Cooperation with the Partnership for Sustainable Textiles and local partner organizations to enable dialogue with workers.
- **Prioritization:** Identified risks are weighted and ranked.

Our current most severe risks

1. **Insufficient wages** – payments below living wage benchmarks.
2. **Excessive working hours** – especially due to unregulated subcontracting.
3. **Restrictions on freedom of association** – limited worker representation and collective bargaining.
4. **Occupational safety and wage deductions** – deficiencies in health & safety and transparent remuneration.

Our goal is not only to identify risks but to **initiate tangible improvements – together with our suppliers, in a spirit of partnership and solution-oriented collaboration.**

The risk analysis is updated regularly; last update in **August 2024**, validated in the **CSR meeting December 2024**.

2.2 Preventive, Mitigation & Remediation Measures

Aurora Objektwäsche GmbH implements a systematic and measurable approach to human rights and environmental due diligence. A company-wide action plan is regularly reviewed and updated with Procurement, CSR, and Quality Management.

Preventive and mitigation measures include:

- New suppliers are only accepted after a valid audit, certification, or detailed self-assessment (e.g. BSCI, OEKO-TEX STeP).
- Since Dec 2024, an annual CSR review meeting evaluates the effectiveness of measures.
- Procurement and quality staff receive regular training; targeted sessions planned for 2025.
- Improved forecast communication reduced short-term order changes (KPI: <5%).

Remediation:

- Complaints systematically reviewed monthly at supplier level.
- Deviations trigger immediate corrective actions (e.g. retraining).
- CSR follow-up audits verify effectiveness.

Implementation is measured via KPIs and continuously improved for fair working conditions and transparency.

2.3 Living Wages: Progress and Challenges

Aurora is committed to promoting living wages across its textile supply chains. Our strategy is based on benchmarks from the **Global Living Wage Coalition**, which we use regularly for wage gap analyses.

Our priorities:

- Conducting wage gap analyses with key production partners.
- Jointly developing measures to gradually close wage gaps.
- Ensuring fair pricing and transparent purchasing practices.
- Training for procurement and quality staff.

Progress 2025:

- First pilot projects on wage gap analysis successfully completed.
- Reduction of last-minute order changes to < 5 %.
- Strengthened long-term supplier partnerships to secure fair working conditions.

Challenges & Learnings:

As a medium-sized company, our influence on global wage structures is limited. Therefore, cooperation within the **Partnership for Sustainable Textiles** and dialogue with local stakeholders are key. Our experience shows that lasting improvements are best achieved through partnership and solution-oriented collaboration.

2.4 Stakeholder & Worker Involvement

Aurora places special emphasis on including vulnerable groups in implementing due diligence. Input from audits, grievance mechanisms, civil society, and industry initiatives directly shape our analyses and measures.

We participate in regular dialogue formats within the Partnership for Sustainable Textiles and sector-specific exchanges. These insights help refine our procurement practices and prevention strategies.

3. Updates 2024

Our measures for sustainable procurement included:

- Certifications: Grüner Knopf & OEKO-TEX Made in Green (>90% of assortment).
- OEKO-TEX Standard 100: entire assortment.
- Strict supplier selection & certified facilities in Turkey, Pakistan, India.
- Long-term partnerships and transparency.
- Management site visits and quality controls.
- Compliance with Supply Chain Act.
- Durable textiles to conserve resources.

Environmental impact reductions:

- Fuel cell at HQ for efficient, eco-friendly energy.
- E-vehicles for corporate mobility.
- Go Green Plus logistics.
- Sustainable packaging and recycling.

We are enhancing our grievance mechanism to ensure transparency and usability, even though no complaints were received in 2024.

4. Complaint Management

4.1 Process Steps

Our grievance mechanism ensures structured, transparent handling of complaints:

1. Recording: Supplier documents the complaint.
2. Review: Aurora checks monthly.
3. Assessment: Determine need for support.
4. Remediation: Work with supplier on corrective actions.
5. Monitoring: Track implementation and provide feedback.
6. Optimization: Adjust and improve measures.
7. Evaluation: Semi-annual review.

Together with suppliers, Aurora creates action plans to sustainably address issues.

4.2 Complaint Case Example (Oct 2024)

In October 2024, an anonymous complaint regarding workplace hygiene was submitted via a supplier's complaint box. Concerns included insufficiently cleaned canteen utensils posing health risks. Proposed measures: improved arrangement of food containers and ensuring proper hygiene. Aurora instructed the responsible department to implement binding hygiene rules for utensils. The case demonstrates our proactive approach to corrective and preventive actions.