

Policy Statement

Aurora Objektwäsche GmbH

1. Our Commitment

Aurora Objektwäsche GmbH is a family-owned company based in Dinslaken, specializing in high-quality home textiles and RFID complete solutions.

Since the company was founded in 2003, we have pursued the goal of offering durable, high-quality and fully traceable products manufactured under responsible social and environmental conditions.

For us, sustainability is not an additional feature of selected products, but the foundation of our entire business model.

We focus on long-term and cooperative supplier relationships, high product quality and responsible business practices. Some of our most important supplier relationships have existed for more than 20 years. With international production partners, we also focus on long-term cooperation and continuous improvement instead of short-term price optimization or frequent supplier changes.

We commit ourselves to compliance with:

the UN Guiding Principles on Business and Human Rights,
the International Bill of Human Rights,
the ILO Core Labour Standards,
the OECD Guidelines for Multinational Enterprises,
the requirements of Green Button 2.0,
as well as relevant environmental and social standards.

In addition, we voluntarily commit ourselves to further requirements that reflect our specific business context and risk profile.

2. Scope of Application

This policy statement applies to:

Aurora Objektwäsche GmbH,

all employees,

direct suppliers,

as well as further suppliers along the supply chain.

All business partners are required to comply with the requirements contained herein and to pass them on to their upstream suppliers.

If German is not the business language, this document will be provided in English.

3. Human Rights and Social Responsibility

Aurora Objektwäsche GmbH expressly commits itself to respecting internationally recognized human rights.

Our suppliers are required to comply with all applicable labour laws as well as the ILO Core Labour Standards.

Particularly vulnerable groups are specifically considered within our risk analyses and supplier evaluations.

These particularly include:

women,
migrant workers,
temporary and migrant labourers,
home workers,
young workers,
people with disabilities,
as well as potentially disadvantaged groups.

The consideration of these groups is carried out in particular through:
targeted evaluation of social risks within supplier assessments and risk analyses,
regular on-site visits to production facilities,
personal discussions with local contacts and employees,
review of working hours, overtime regulations and wage records,
evaluation of occupational health and safety measures,
inspection of escape routes, hygiene standards and general working conditions,
increased attention to possible indications of discrimination, exploitation or inappropriate treatment,
as well as consideration of audit findings and complaints within further supplier evaluations.

During on-site visits, supplier discussions and audit assessments, we pay particular attention to:

appropriate working conditions,
safe and hygienic production environments,
regulated working hours,
transparent wage records,
escape and rescue routes,
handling of overtime,
protection of vulnerable groups,
as well as indications of discrimination or exploitation.

Aurora fully excludes production facilities with indications of child labour, forced labour or a lack of transparency.

4. Key Risks and Due Diligence Processes

Aurora Objektwäsche GmbH is aware that particular human rights and environmental risks exist within textile supply chains.

The risks relevant to our company include in particular:

insufficient wages,
excessive working hours,
deficiencies in occupational health and safety,
risks related to migrant workers,
lack of transparency within the supply chain,
possible discrimination against vulnerable groups,
chemical and environmental pollution,
water consumption and wastewater pollution,
risks caused by short-term production changes,
as well as risks resulting from pricing and delivery pressure.
These risks particularly affect production locations in Pakistan and India.

To prevent and mitigate these risks, Aurora has established the following due diligence processes, among others:

regular risk analyses,
supplier evaluations,
external audits,
CSR questionnaires,
on-site visits,
regular supplier discussions,
complaint mechanisms,
wage gap analyses,
as well as continuous review of existing business relationships.
The results of the risk analyses are directly incorporated into supplier selection and further business decision-making processes.

5. Promotion of Living Wages and Responsible Purchasing

Aurora recognizes that differences between statutory minimum wages and living wages may still exist in the sourcing countries Turkey, India and Pakistan.
Therefore, our company pursues a gradual strategy to promote living wages throughout the entire supply chain. This is based on regular wage gap analyses taking into account recognized living wage benchmarks and relevant country developments.

Within cooperation with production partners, the following measures are pursued in particular:

regular analysis of wage developments,
consideration of labour costs during price negotiations,
long-term production planning,
fair payment conditions,
avoidance of short-term order changes,
structured production planning,
continuous dialogue with suppliers regarding improvement opportunities,
as well as support for transparent wage systems.
Aurora supports long-term and stable supplier relationships in order to reduce economic pressure on production facilities and enable sustainable improvements.
Our sourcing and purchasing practices are designed to avoid negative impacts on human rights, the environment and integrity.

This particularly includes:

fair and transparent price negotiations,
responsible production planning,
long-term cooperation with suppliers,
as well as responsible management of business relationships.

6. Environmental Responsibility and Sustainable Materials

As a company operating within the textile industry, we recognize our particular responsibility towards the environment and natural resources.

Our suppliers are required to ensure:

responsible handling of chemicals,
compliance with applicable environmental regulations,
reduction of environmental impacts,
proper disposal of waste,
resource-efficient production,
reduction of water and energy consumption,
as well as continuous improvement of environmental performance.

Aurora cooperates with production facilities holding recognized certifications, including in particular:

OEKO-TEX Standard 100,
OEKO-TEX STeP,
OEKO-TEX Made in Green,
GOTS,
BSCI,
Sedex/SMETA.

Our company aims to continuously expand certified and traceable supply chains as well as sustainable materials.

7. Expectations Towards Suppliers

All suppliers and business partners of Aurora Objektwäsche GmbH are required to comply with internationally recognized social, environmental and integrity standards.

These include in particular:

compliance with human rights,
prohibition of child and forced labour,
protection against discrimination,
compliance with appropriate working hours,
ensuring safe working conditions,
promotion of fair wages,
protection of freedom of association,
responsible handling of chemicals,
compliance with relevant environmental standards,
as well as transparent and ethical business practices.

These requirements apply throughout the entire supply chain and must be passed on to upstream business partners.

8. Supplier Management and Selection of New Business Partners

New suppliers are systematically evaluated before entering into a business relationship. Approval is granted exclusively by the management together with the sustainability management.

Before cooperation begins, suppliers must provide, among others, the following information and documentation:

production locations,
disclosure of possible subcontractors,
CSR questionnaires,
wage information,
relevant audit reports,
certifications,
as well as evidence regarding social and environmental standards.

At least one of the following audit systems must be verifiably available:

BSCI,
Sedex/SMETA,
OEKO-TEX STeP.

The following certifications are additionally taken into consideration:

OEKO-TEX Standard 100,
OEKO-TEX Made in Green,
GOTS.

Aurora Objektwäsche GmbH follows the principle of direct and transparent supply chains. The use of subcontractors or undisclosed subcontracting is strictly prohibited.

9. Audits, Visits and Continuous Monitoring

Aurora regularly reviews compliance with social and environmental requirements through:

certifications,
external audits,
self-assessments,
supplier evaluations,
personal discussions,
as well as on-site visits.

Production facilities in Turkey, Pakistan and India are reviewed by our quality managers at least every six months or on a case-by-case basis.

In addition to quality aspects, the following topics are particularly assessed:
working conditions,

occupational health and safety,
hygiene standards,
escape routes,
working hours,
handling of overtime,
general employee well-being,
as well as possible social risks.

The findings from audits, risk analyses and supplier visits are directly incorporated into the further development of our action planning.

10. Complaint Mechanism and Remedy

Aurora Objektwäsche GmbH enables internal and external persons to report potential human rights or environmental risks and violations.

Complaints may be submitted openly or anonymously.

Complaints may particularly be submitted by:

employees,
suppliers,
workers in production facilities,
business partners,
NGOs,
trade unions,
or other affected persons.

Contact:

Aurora Objektwäsche GmbH
Attn. Ms. Maximiliane Raabe
Sustainability Officer
Dieselstraße 20a
46539 Dinslaken
E-Mail: aurora@aurora-ow.de
Phone: +49 2064 4569120

All incoming complaints are treated confidentially.

Receipt of complaints is generally confirmed within two weeks. Processing is generally carried out within four weeks.

Aurora commits itself to:

listening to and processing all incoming complaints,
protecting whistleblowers from retaliation,
ensuring confidentiality and anonymity wherever possible,
as well as initiating or contributing to appropriate remedial actions in cases of legitimate indications of negative impacts on human rights, the environment or integrity.

11. Communication and Integration within the Company

This policy statement is publicly accessible and communicated to relevant stakeholders. Direct suppliers are obliged to implement the relevant requirements and to pass them on throughout the supply chain.

The implementation of human rights and environmental due diligence obligations is an integral part of internal company processes.

Responsibility particularly lies with:

management,
sustainability management,
as well as relevant operational business areas.

Management regularly reviews the progress of due diligence implementation as well as the effectiveness of the measures.

The results of risk analyses are considered in strategic decisions, particularly regarding:
the selection of new sourcing countries,
the termination of existing business relationships,
the selection of new suppliers,
as well as the further development of sourcing and purchasing strategies.

12. Internal Awareness, Training and Incentive Structures

Employees are regularly sensitized and trained on an event-related basis.

This includes in particular:

regular team meetings,
annual instructions,
internal awareness measures,
notices on the internal bulletin board,
circular e-mails in urgent cases,

as well as information exchange through internal communication groups.

In addition, regular coordination meetings take place with quality management employees and production partners.

Employees with direct contact to suppliers or production facilities are sensitized regarding possible social and environmental risks.

Aurora regularly reviews the extent to which internal processes and incentive structures support the implementation of corporate due diligence obligations.

Contributions towards the implementation of sustainability and due diligence obligations are recognized and encouraged within the company.

Aurora understands sustainability and human rights due diligence as an ongoing development process.

Our risk analyses, measures and processes are regularly reviewed and further developed.

This policy statement is updated at least annually or whenever necessary.

13. Binding Nature

Compliance with this policy statement is a binding component of our business relationships.

Aurora Objektwäsche GmbH
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Management