

Sustainability at Atair

WE have been operating in the market since 1986 and have been family-owned ever since. For us, sustainability means thinking and planning on a generational basis. Many of our employees have been with us for decades. At our company, protecting the environment is an important part of our corporate policy and we integrated human rights due diligence into our business practices several years ago.

In this document we want to present the measures and goals that we have set. On this basis, we support and monitor compliance with the minimum standards and ensure the minimisation of any risks and their possible effects.

In summary, in the area of social responsibility, it can be said that the potential risks of Atair GmbH essentially consist of the issues of child labour, forced labour, discrimination, working hours/overtime, occupational safety, freedom of association, collective bargaining, minimum wages as well as bribery and corruption. We are aware that certain groups, such as women, Chinese migrant workers and/or Roma working in Italian textile production, LGBT persons working in Chinese and Turkish textile production, as well as Syrian refugees in working in Turkish textile production, may be more vulnerable. In the future, we would like to extend our discussions with local stakeholders and potential victims at the locations in which we identify a particular risk of human rights violations. Our objective is to prevent or mitigate the effects of the risks which we have identified and prioritised through various measures. Among others, this includes aligning our management and purchasing practices accordingly as well as raising awareness and training the respective employees, suppliers and business partners. Where our influence is limited, we shall enter into collaborations with other stakeholders. These shall include, for example, sectoral or multi-stakeholder initiatives. Our Grievance mechanism is an appropriate way of identifying adverse impacts at an early stage.

Corporate culture:

For us, commercial success is always associated with social responsibility. We are committed to social, environmental and economic sustainability and stand for transparency within our supply chains. This is because we believe that companies and all those who are doing well should take responsibility for the society of which they are also part.

Sustainability of our products:

We therefore want to increase the share of regenerative and production-friendly fibres and to consistently offer our customers the option of having their products manufactured according to the Global Organic Textile Standard (GOTS). We are also expanding our product portfolio of goods which are certified according to the Global Recycled Standard (GRS). We only create new offerings with sustainable packaging material for our products. The Standard 100 by Oeko-Tex has been established at Atair for many years, and is the absolute minimum standard for our products.

Management of hazardous substances:

When working with our suppliers, we carry out liquid processes at our production facilities to document potential hazardous substances for both people and the environment. These yield wastewater reports. These wastewater reports are reviewed internally and verified according to the current ZDHC parameters. In addition to this, the continuous repetition of the tests is monitored, and instruction on chemical management is given in the form of training videos for the production facilities or information material on amfori BEPI, which evaluates 11 areas of environmental performance at textile production facilities.

Social policy:

Since we are aware of the corporate responsibility that we have, we integrated human rights due diligence into our business practices several years ago. We observe the following international standards and guidelines during our business practices:

- Universal Declaration of Human Rights of the United Nations (UN)
- United Nations Guiding Principles on Business and Human Rights (UNGPR)
- International Labour Organisation (ILO) Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)
- International Labour Organisation (ILO) Conventions and Recommendations on Labour and Social Standards
- United Nations Convention on the Rights of Children (CNC)
- United Nations Convention on the Rights of Women (CEDAW)
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

To ensure the compliance with and implementation of our standards and guidelines, we have created the “Principles & Guidelines of Atair GmbH”, which we distribute to our partners abroad and present at on-site visits so as to highlight the requirements of responsible textile production. The production facilities are required to confirm to us that they have taken note of and comply with the CoC contained therein. In the event of an infringement of the CoC, Atair GmbH acts at managing director level. It is stated clearly in both our minimum standards and purchasing contract that every supplier of Atair GmbH is required to have a valid BSCI certification so that we can ensure that each sector risk is assessed.

During visits to the production facilities of various departments of Atair GmbH, the results of the BSCI audit report are discussed in the interests of jointly deriving the measures that can be taken to improve the working conditions at the production facilities. The current status is recorded in visiting records. We categorically exclude subcontracting agreements without prior approval. We are notified of current issues in textile production through our membership of GermanFashion and the Association of the Northwest German Textile and Clothing Industry (*Verband der Nordwestdeutschen Textil und Bekleidungsindustrie e.V.*).

Certification:

Atair has been certified according to the Oeko-Tex standard for several years, and has been a member of amfori BSCI since 2013. We are currently able to offer our customers a wide range of GOTS and GRS certified products. We also carry out an annual assessment of our suppliers.

Environmental protection:

The continuous improvement of our environmental performance is indispensable for us. From a long term perspective, it is also a prerequisite for effectively reducing our costs and making an important contribution to protecting the environment.

Emissions-saving LED lighting is installed throughout our modern storage and office facilities in Steinfurt. Our printers are exclusively equipped with recycled paper. We also aim to reduce the mailing of letters to a minimum in all departments and to make documents available by email. Several additional projects, such as making the electricity consumption for our server room CO2-neutral, are also being planned.

Atair attributes significant importance to its responsibility for reassessing, rethinking and improving the requirements surrounding social justice and the expansion of climate protection in the interests of both itself and its business partners along the path to achieving a sustainable form of textile production.