

# Slavery and Human Trafficking Statement

---

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It constitutes **TEXPORT's** slavery and human trafficking statement for the financial year **2025**

## Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

We understand that modern slavery is a global issue that may affect our organisation and our supply chains alike.

Our organisation is currently using [Business Social Compliance Initiative \(BSCI\)](#), as a reference for our social compliance practices which supports companies to drive social compliance and improvements within the factories and farms in their global supply chains.

Operating in accordance with BSCI guidelines we endorse the [BSCI Code of Conduct](#) and its [terms of implementation](#) and cascade it through our supply chains. Therefore, **TEXPORT** does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in its supply chains. **TEXPORT** remains open to constructive engagement with stakeholders who can help to combat this phenomenon.

## Organisational structure

**TEXPORT** is as an Austrian manufacturer and specialist for premium-quality firefighting protective clothing, our family-owned company has stood for uncompromising quality standards, sustainable action, and social responsibility since its founding in 1992. With a dedicated team of around 700 employees, over 70 certified product models, and our own European production sites, we guarantee maximum transparency and control throughout our entire value chain — from initial development to the finished product.

Our robust quality assurance and environmental management systems are aligned with internationally recognized standards such as ISO 9001 and ISO 14001. Beyond that, we have made an explicit commitment to uphold the core labor standards of the International Labour Organization (ILO) through our own Declaration of Compliance. This underscores our unwavering dedication to fair working conditions and the protection of human rights across all areas of our operations and throughout our supply chains.

We place great emphasis on ensuring that these principles are fully respected by our partners as well. Our suppliers are contractually obliged to comply with our binding Code of Conduct, which clearly sets out requirements for fair working conditions, respect for human rights, and the strict prohibition of modern slavery and child labor.

As an innovation leader in our field, we invest a six-figure annual budget in the research and development of advanced high-tech materials and pioneering product features. For us, safeguarding human dignity and preventing modern slavery are not merely legal duties but core values that are deeply embedded in our corporate culture.



Our mission is clear: alongside the development of safe, high-performance firefighting and workwear products, we proactively work to identify and mitigate human rights risks and to secure a responsible and transparent supply chain through preventive measures.

### **Supply chain structure**

Texport operates a vertically integrated sourcing model with four wholly owned production units —two in North Macedonia, one in Bulgaria, one in Slovakia — employing approximately 650 staff. These production facilities are fully owned and managed by Texport, allowing us to maintain direct oversight and control over working conditions, quality standards and compliance with labour laws.

Beyond our own production units, our supply chain consists primarily of a small number of significant long-term material partners based within Europe. For example, our main fabric supplier is IBENA, a family-owned weaving mill in Germany, established in 1826, with around 280 employees and a turnover of €55 million per year.

We also source specialist technical materials from leading European and USA fibre and membrane producers, including DuPont (Nomex®, Kevlar®), PBI® and W.L. Gore (GORE-TEX®), with whom we have held licensing and quality partner agreements since 1997. These partnerships are governed by long-term licensing, supply and quality assurance contracts, which include strict compliance clauses regarding social, environmental and labour standards.

Our sourcing countries are exclusively within Europe, with no tier-1 or tier-2 production partners in high-risk countries outside the EU. Key countries involved are North Macedonia, Bulgaria and Germany, with weaving and finishing carried out by IBENA, one of Europe's leading specialist textile manufacturers with a long-standing tradition in high-performance protective fabrics.

This sourcing model — combining in-house manufacturing and trusted European partners with clear contractual frameworks — ensures high transparency, stable quality and effective risk management throughout our supply chain.

### **Internal Policies, procedures and contractual controls**

Our internal policies and procedures are aligned with the principles of the Business Social Compliance Initiative (BSCI) and include necessary elements to pursue a robust human rights due diligence process throughout our supply chain.

Texport has developed management systems, internal policies and procedures that are voluntarily aligned with the core principles of the Business Social Compliance Initiative (BSCI). Texport is not an official participant in the BSCI but consciously aligns its internal processes with these standards in order to identify, effectively prevent and, where necessary, address potential adverse impacts on human rights within our supply chain at an early stage.



Our internal measures include the following key procedures:

- **Procedure for Responsible Recruitment**  
To protect the rights of all employees, we ensure that the identification, selection and hiring processes in our own production facilities are carried out fairly, transparently and in full compliance with applicable labour laws. Forced labour, child labour or any other form of modern slavery are strictly ruled out.
- **Procedure for Supply Chain Risk Assessment**  
Texport regularly reviews which business areas or suppliers could potentially pose a higher risk in terms of forced labour, human trafficking or other human rights violations. Based on this assessment, we take preventive measures, request appropriate evidence and, where necessary, carry out audits.
- **Procedure for Reviewing Contracts and Procurement Conditions**  
All agreements, contract terms and tender requirements are reviewed to ensure they include binding provisions to prevent modern slavery, human trafficking and unfair working conditions.

These procedures are integrated into our supply chain and quality management systems and are reviewed regularly to ensure ongoing improvement. In this way, Texport is committed to actively protecting human rights within its own operations and in cooperation with business partners, and to managing any related risks effectively.

### **Due diligence and remediation in our own business and supply chains**

As part of our commitment to combat modern slavery, we are in the process of developing and improving due diligence procedures for assessing and managing risks within our own business operations and supply chains. We are currently working on a formal evaluation of new suppliers, we are working towards establishing robust processes to identify, assess, and mitigate modern slavery risks going forward.

### **Supplier Management and Monitoring at Texport**

Texport maintains comprehensive basic data for each supplier, stored in the company's internal system "RS2 Supplier Database." This includes essential company information as well as product and material data collected through our Product Lifecycle Management (PLM) system and the Technical Purchasing department.

To ensure compliance and sustainability, we review our suppliers' adherence to relevant standards and certifications. The stored company and compliance data include certificates such as ISO 9001, ISO 14001, and OEKO-TEX Step, which are managed both within the RS2 system and on a shared accessible network drive.

This data forms the basis of our risk and sustainability management within the supply chain. While we do not currently use a formal pre-qualification assessment tool as found in the BSCI framework, this information ensures that our suppliers meet fundamental environmental management and quality standards.

Based on this data, we continuously assess risks related to labour rights, environmental protection, and modern slavery, and, if necessary, initiate targeted measures for further review or improvement.



### **Grievance mechanism and worker's involvement**

Our organisation has put effective grievance and whistle blowing mechanisms in place aligned with BSCI Code of Conduct for individuals and communities who may be adversely impacted by our organization's activity, including potential or actual forced labour. Our employees can submit grievances at any time easily and anonymously via the whistleblower app accessible through our intranet.

To ensure that all employees understand and have access to our grievance mechanisms, we regularly communicate available reporting channels and provide active support for their use. This is achieved through training sessions, notices posted in key areas within our production sites, and clear communication materials in accessible language.

Our business partners are contractually obligated to inform their employees about comparable grievance mechanisms and to ensure their accessibility.

### **Access to Grievance Mechanism for External Parties**

Texport provides an independent grievance mechanism for all external stakeholders. Concerns related to our supply chain, including forced labour, can be reported anonymously at any time via the contact form on our website: [www.texport.com/anonymous-contact](http://www.texport.com/anonymous-contact). All reports are treated confidentially and addressed promptly.

### **Incidents of forced labour and remediation**

As part of our internal supplier assessments and voluntary checks aligned with the principles of the BSCI, Texport has so far not identified any cases of forced labour, human trafficking or other forms of involuntary work among our business partners.

We conduct regular reviews and spot checks to ensure that our suppliers comply with the obligations set out in our Code of Conduct. Should any indication of forced labour arise, Texport is committed to taking immediate and appropriate remedial action. This includes clarifying the facts without delay, implementing corrective measures with the supplier and, if necessary, terminating the business relationship.

As no incidents have been identified to date, there are currently no outstanding remediation measures in this regard.

### **Stakeholder engagement and industry collaboration**

Texport recognises its responsibility to actively promote fair and sustainable working conditions. We rely on close, long-term cooperation with our trusted suppliers, transparent standards and clear requirements. At the same time, we closely monitor industry developments and assess where collaboration with partners can add value. We remain open to external input and suggestions to continuously strengthen our commitment to responsible supply chains.



## Assessment of Modern Slavery risk within our business and supply chain

To understand where we have the biggest risks, **Texport** has undertaken the following risk assessment steps both in our own organization and in our supply chains. In doing so, we evaluate possible risks based on their likelihood and severity.

As part of this assessment, we consider following:

- **Regions and countries:** Our own production facilities are in North Macedonia and Bulgaria. These sites are regularly monitored internally and are subject to European legal requirements.
- **Industry, products and services:** Our focus is on technically advanced protective and emergency service garments with strict quality and certification requirements.
- **Low-skilled and migrant workers:** We employ permanent staff in our own factories. The use of temporary labour or subcontractors is deliberately avoided to minimize risk.
- **Subcontracting and recruitment agencies:** Texport primarily works with its own production units and long-standing, reliable partners. Recruitment processes are carried out directly and with the use of external agencies.

Based on this risk assessment, we have prioritized preventive measures and ongoing monitoring in our own manufacturing facilities. We therefore rely on regular internal audits, training and transparent communication channels to effectively prevent any potential risks.

This risk assessment is reviewed regularly and updated where necessary to reflect any changes in circumstances. According to our current findings, Texport considers the risk of modern slavery occurring within our own operations or direct supply chain to be very low.

## Assessment of our effectiveness in preventing and combatting Modern Slavery

As we have only recently, in this year, started implementing formal commitments and measures to prevent modern slavery within our operations, we do not yet have a comprehensive assessment of our effectiveness. Prior to this, we did not operate under specific modern slavery obligations. We recognize that risks related to forced labour, human trafficking, and slavery are dynamic, and as such, we are now establishing regular tracking, measurement, and evaluation processes. This will enable us to better understand our performance, progress, effectiveness, remaining risks, and the impact of our own operations as well as those of our business partners going forward.

### Training

Following the principles of the BSCI system Texport encourages both internal staff and significant business partners to build their set of skills on human rights and modern slavery prevention through several courses (on-line or face to face).

### To our own staff:

Texport provides regular training opportunities on human rights and modern slavery prevention through online courses and in-person sessions. These are based on materials provided by the FTA Academy and other recognised sources. Participation is encouraged across all departments and hierarchical levels. While we do not currently publish quantitative indicators, we continuously monitor engagement levels and aim to expand documentation of training uptake.



## To our business partners:

Texport encourages all significant business partners to engage with human rights and modern slavery prevention topics, using structured learning tools, such as the FTA Academy, and internal best-practice guidelines. As part of our supplier development process, we promote dialogue and capacity-building on social compliance topics. Although we are not yet reporting KPI-based training data, we are working towards a more systematic evaluation of supplier participation.

## Further steps

Based on the effectiveness assessment of our current activities, we plan the following improvements:

- **Development of a structured training plan** on human rights and modern slavery for all internal staff, including mandatory onboarding modules and annual refresher courses.
- **Introduction of monitoring tools** to track staff participation and evaluate the impact of human rights training programs (linked to future KPI tracking).
- **Expansion of supplier engagement**, including awareness-raising materials and tailored capacity-building workshops on social compliance topics.
- **Review of existing policies and grievance mechanisms**, ensuring alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and ILO core conventions.
- **Consideration of regular third-party audits or self-assessment tools** to evaluate risks related to modern slavery in our extended supply chain.

This statement has been approved and signed by:

**Nicole Heinemann**  
Chief Executive Officer



August 11, 2025

**Texport Handelsgesellschaft m.b.H**

