



Sustainability Report

Teamdress Holding GmbH

Reporting period 2025



Foreword

Sustainability is not an easy task in these times. The economic and geopolitical developments of recent years have presented us all with enormous challenges – increased raw material prices, new regulations, laws and logistical difficulties in Eastern Europe often contradict long-term, sustainable thinking. But right now it is becoming clear what makes us special as a company: attitude, responsibility and the courage to consistently continue on our path.

For decades, Teamdress has stood for durable, high-quality workwear – products that make everyday work easier, protect and conserve resources at the same time. This belief is not a short-term trend, but is part of our conviction. We know that true sustainability means taking responsibility across generations.

We understand sustainability holistically – socially, ecologically and economically. We consider the entire life cycle of our products: from product development, material and supplier selection to production in our own and partner factories to utilization period, reparability and return. Our claim is: 360° sustainability – measurable, verifiable and continuously improved.

We share this responsibility – with our employees, our customers and our long-standing partners in the supply chains.

With a great team that works with a lot of commitment, passion and conviction to make our workwear resource-saving, fair and future-proof, we manage to initiate change.

The policy statement of Teamdress Holding GmbH on socially responsible corporate governance can be found via this link: [DECLARATION OF PRINCIPLES](#)



Sincerely,

Hamburg, 12.02.2026

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Company

Since 1920, Teamdress has been a customer-oriented and reliable clothing manufacturer with a focus on textile service and laundry delivery in German-speaking countries, the Benelux countries and Poland.

The entire product development process is still carried out in-house. Our many years of experience as well as our competence in product design, consulting and joint project implementation form the basis of trust for our customers. To this end, we have various certifications and pursue different commitments.

Our functional guidelines along the entire supply chain are:

- Responsible corporate governance
- Promotion and implementation of social standards
- Responsibility for the environment and climate
- Focus on durable products and innovation
- Close cooperation and transparency in the supply chain

Long before the sustainability reporting obligation, we focused on this topic. We not only live sustainability in our products, but also ensure humanly respectful, correct behavior and ecological awareness in the working environment. For a long time, this has required a lot of flexibility and implementation strength on the part of all those responsible, as Teamdress works with production facilities in four countries, which are very different in culture, legal situation and living conditions.



Responsible corporate governance

Sustainability is not an isolated topic at Teamdress, but an integral part of our product policy and corporate culture. The combination of social, ecological and economic measures is not organized by traditional staff units, but lives through the responsibility in the specialist departments. Personal responsibilities include product development, CSR, environmental management and the social sector. The coordination takes place in the team, the final decision lies with the management.

Risk analysis and risk management

Individual risk analyses were prepared for all of the company's own locations and contract manufacturers and preventive and, if necessary, immediate measures were defined – based on the "Green Button" meta-seal. The assessment is carried out via the "retraced" platform at country and factory level. The risk analyses are carried out in accordance with the OECD Guidelines and cover all relevant risk areas, including human rights, working conditions, environmental and climate risks and corruption prevention.

Increased risks are reduced with mitigation measures such as certifications or training. We are in close contact with the factories and can react immediately to increased risks and develop action plans.

Sustainability in strategy, processes and management

Sustainability is integrated into corporate management at Teamdress through binding principles, guidelines and processes. These serve as guide rails for decisions along the entire value chain.

Teamdress's policy statement defines the common understanding of responsible corporate governance, respect for human rights, and the protection of the environment and climate. It is based on recognised international standards such as the ILO and the OECD Guidelines and forms the basis for our daily actions.

The Code of Conduct specifies these requirements for employees and business partners. In addition, procurement and purchasing guidelines regulate the integration of social and ecological criteria in supplier selection, cooperation and further development.

The implementation of the guidelines is accompanied by regular coordination and evaluations. The management bears the overarching responsibility for the further development and effectiveness of the guidelines used.



Factory Level Risk Assessment

#	Country	Facility Process	Company Likelihood Score	Avg. Priority Score	Country Gross Risk
1	Ukraine	Cut make trim (CMT) Embroiderer	1.29	1.29	2.52
2	Ukraine	Cut make trim (CMT)	1.29	1.29	2.52
3	Uzbekistan	Cut make trim (CMT)	1.77	1.77	3.39
4	Poland	Cut make trim (CMT) Embroiderer Fulfillment center / wa	1.79	1.79	2.33
5	Republic of Moldova	Cut make trim (CMT)	1.22	1.22	2.50
6	Republic of Moldova	Cut make trim (CMT)	1.26	1.26	2.50
7	Republic of Moldova	Cut make trim (CMT)	1.42	1.42	2.50
8	Ukraine	Cut make trim (CMT)	1.94	1.94	2.52
9	Republic of Moldova	Cut make trim (CMT)	1.88	1.88	2.50

The company evaluated here is based in Moldova.

#	Remarks	Risk Factors	Fulfilled Ru...	Priority Score	Likelihood Score	Severity Score	Country Gross Risk
1		Wages	4/5	1.00	1.00	1.00	2.83
2		Freedom of Association & Collective Ba...	4/5	1.00	1.00	1.00	1.88
3		Water	1/1	2.25	2.25	1.00	3.25
4		Working Time	3/4	1.00	1.00	1.00	2.43
5		Child Labour	4/5	1.00	1.00	1.00	1.67
6		Biodiversity	1/2	1.75	1.75	1.00	2.75
7		Forced Labor & Modern Slavery	4/5	1.00	1.00	1.00	2.67
8		Occupational Health and Safety	4/5	1.00	1.00	1.00	2.60
9		Employment Inequality	2/2	1.00	1.00	1.00	2.50
10		Bribery and Corruption	3/3	1.00	1.00	1.00	3.33
11		Discriminatory Harassment	3/3	1.00	1.00	1.00	1.40
12		Hazardous Chemicals	1/1	1.67	1.67	1.00	2.67

Social

Social Responsibility & Working Conditions

Teamdress is actively committed to implementing the requirements of the Green Button and OEKO-TEX STeP certification along the entire supply chain. In 2025, the management decided to terminate its membership of the Fair Wear Foundation (FWF).

At FWF, the focus is solely on social issues. Teamdress wants to strengthen not only the social but also the ecological and economic aspects in the area of sustainability.

Therefore, the OEKO-TEX® STeP certification was initiated for other production factories and financed by Teamdress. At the beginning of 2026, 5 of the 6 production factories will be certified.



www.oeko-tex.com

An open complaint procedure from 2024 remained without response. Due to its withdrawal from the FWF, Teamdress has introduced its own complaints system in 2025. In many factories, internal systems already existed, which were expanded by new guidelines and notices. In addition, a Telegram hotline has been set up through which complaints can be sent directly to the CSR manager.

The introduction of an independent HRDD policy was examined. Since human rights due diligence obligations are already embedded in our policy statement and in the Code of Conduct, we have decided against a separate HRDD policy.

Price and wage policy

Teamdress expects all partner companies to pay fair wages. In 2025, a strategy to promote living wages was initiated – starting with a pilot project at the company's own company in Uzbekistan. The grade data was collected over longer periods of time and compared with reference values of the Wage Indicator Foundation.

Uzbekistan

In an initial analysis, only the wages of production employees are taken into account at the beginning, as employees in management jobs are usually above the living wage.

The values are based on the average of the last three months to compensate for seasonal fluctuations. The wage gap between average paid and living wages is just under 14% in the May-July 2025 period under review.

The salaries of seamstresses are on average 216% higher than the minimum wage, over the same period.

Ukraine and Moldova

Ukraine: Corresponding data was also collected for the company's own operation there. A wage gap analysis is planned for 2026.

Moldova: In September, with the support of Teamdress, the contract clothing manufacturer was able to adjust the remuneration structure so that the seamstresses receive higher wages.

The aim is to work out a strategy with the company in an advisory capacity to promote living wages. Together with the companies, measures are being taken to further close the gap.

Diversity, Equality & Inclusion

Teamdress Holding is led by a female managing director and is actively committed to equality and diversity in all areas of the company. The sales company at De Berkel also has a female management. At our plant in Uzbekistan, key positions such as production management, human resources management and customs department are filled by women. Our own Ukrainian factory is also managed by a managing director, and in Moldova we have appointed a general agent who is responsible for coordinating the contract manufacturers. This leadership structure underlines our commitment to the advancement of women in leadership roles.

The Uzbek factory was planned to be barrier-free in order to enable people with disabilities to participate fully in working life. A seamstress with a disability receives a higher basic wage, as she would otherwise be financially disadvantaged due to her limitation – an example of our lived inclusion and fair remuneration. Since the summer of 2025, we have also invested in the further development of our Uzbek employees. Through targeted training and evening courses, we strengthen professional skills and open up new development perspectives.

Responsibility in the supply chain

Responsibility along the supply chain

Our responsibility begins with purchasing. We test raw materials for origin, pollutants and suitability – e.g. for personal protective equipment – and have this confirmed by certificates. We are committed to complying with international standards such as the OECD Guidelines and the ILO Core Labour Standards. These are anchored in our policy statement and the Code of Conduct. Our companies and contract manufacturers are also obliged to comply with our Code of Conduct as an integral part of the contract.

A central principle for us is proportionality: sustainability must remain economically stable. Any action that does not directly affect the manufacture and distribution of our products increases the cost of the product. As a profit-oriented company, we are responsible for jobs and competitiveness – this is also part of our sustainability strategy.



Commitment per country

	Partner since	Result: Risk analysis of the production factories	Complaints	Accidents at work	Certifications	Last on-site visit	Wage gap average wage paid to living wage	Strategy to promote living wages
Uzbekistan	2023	Low-Medium	2	1	OEKO-TEX® STeP	September 2025	14 %	Yes
Moldova	1998	Low	-	-	OEKO-TEX® STeP	April 2025		Yes
Moldova	1998	Low	-	-	ISO 9001, 14001, 45001	April 2025		
Moldova	2014	Low	-	-	ISO 9001, 14001, 45001	April 2025		
Ukraine	2015	Low	-	-	-	2018		
Ukraine	2009	Low	-	-	OEKO-TEX® STeP	2015		Yes
Ukraine	2015	Low	-	-	OEKO-TEX® STeP	2019		Yes



In 2025, an internal complaints mechanism was introduced. Two complaints on the amount of wages paid and on internal issues (canteen, kindergarten) were submitted via the complaint box and dealt with according to the established procedure. The remuneration system was then reviewed and adjusted, and the internal issues were clarified.

At the end of 2025, the company very successfully passed the initial certification of OEKO-TEX® STeP and achieved the highest level, Level 3, of the assessment. A special achievement in an initial audit. In the course of the preparation for the OEKO-TEX® STeP certification, an employee representation was also elected.

Moldova

Due to the order situation, the contracts with two factories were not renewed at the end of 2025. The factories were informed at an early stage and planned capacities were adhered to by both sides until the end of the cooperation. The exit took place in accordance with internal company specifications and guidelines. This process is recorded in writing and carried out in close coordination with the CSR officer to ensure that all corporate due diligence obligations are complied with when the contract is terminated.

In 2025, the management decided to have a second factory in Moldova certified for OEKO-TEX STeP. Preparations are underway and the audit will take place at the beginning of 2026. To support production and process optimization, a technician is permanently on site. This facilitates communication in the event of problems and enables quick reactions on site.

Trainings

In March 2025, training sessions financed by Teamdress took place in all four Moldovan factories. Carried out by an independent company, the following topics were covered: labour law, social dialogue and grievance mechanism

Uzbekistan (own factory)

At the end of 2025, a new remuneration system was introduced in the sewing department. This system is fairer and rewards even small leaps in performance, whereupon the seamstresses get a bonus more quickly. This is achieved by technicians and expertise on site, as well as continuous training of employees and adaptation of work processes.

The dual training project with GIZ will be continued, and the company is in dialogue with other schools. In addition, further training for production employees in leadership and management positions is being examined and is being planned.

Production is further supported by regular visits by the management and the logistics department as well as the hiring of another permanent technician on site. The buses provided by the company to pick up the seamstresses continue to be heavily used and are very well received.

In 2025, an accident at work occurred. The affected seamstress was released for the duration of her recovery, received financial support and medical expenses were covered. The existing safety devices of the machines are now being checked daily.

Poland

Regular visits by QM, CSR and Disposition take place. In 2025, there were no labour law or social complaints.

Ukraine

Due to the ongoing geopolitical instability in Ukraine, supply chain challenges continued to arise in 2025. The generators supplied by Teamdress ensure almost uninterrupted production. Our trucks with the raw materials also transport, if necessary, additional consumer goods that are not available locally.

Supply Chain & Procurement

As described in the sections on corporate governance and the environment, we pay strict attention to the quality and absence of harmful substances in our raw materials. All suppliers must accept our Code of Conduct and demonstrate responsible conduct. In addition, our suppliers are assessed annually according to environmental and social criteria.

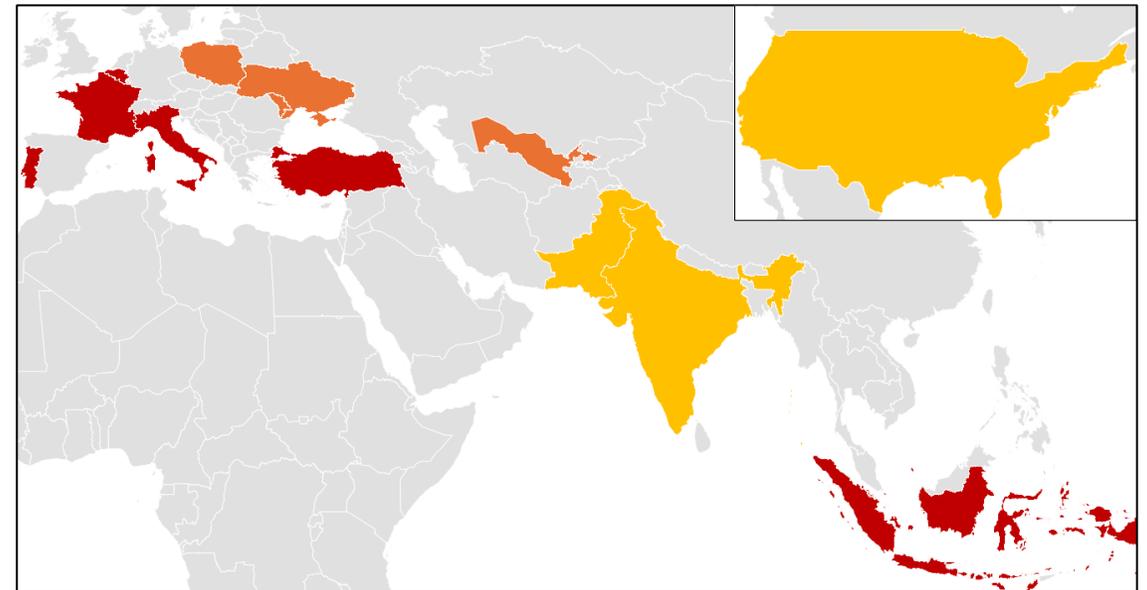
In the first quarter of 2026, 90% of tissue suppliers are expected to be evaluated. In addition, the introduction of a binding procurement and purchasing policy will be implemented by the end of 2026 in order to establish clear standards for responsible and sustainable procurement practices.

The majority of the raw cotton in the fabrics we use comes from the USA, India and Pakistan. A small part comes from Turkey, West Africa, Greece, Spain, Brazil, Egypt and Australia.

Weaving is mainly done in India, Pakistan, Italy and Belgium and Turkey.

Wet processes such as dyeing and finishing take place in Portugal, Italy, France, Belgium and Indonesia.

We are aware of the long transport routes and the associated CO₂ footprint. However, our high standards of quality and social standards severely limit alternatives.



Production factories **Cotton countries of origin** **Fabric supplier**

Environment

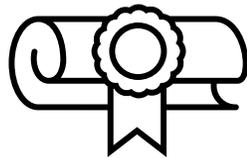


Environmental management and ISO 14001 certification

At the beginning of 2025, Teamdress successfully completed ISO 14001 certification. In the course of environmental management, measurable targets for the use of sustainable fabrics were defined for the first time.

Our environmental goals from 2024, period 3-5 years:

- Waste separation in production facilities according to the EU model, especially for chemical waste
- Increasing the recycling rate of waste
- Continuous increase in energy efficiency through modern systems
- General reduction in electricity consumption
- Increasing the proportion of sustainable fabrics
- Increasing the proportion of fabrics with recycled fibres
- Introduction of circular tissue
- Expanding supplier evaluation to include sustainability aspects
- Internal training courses on sustainability and environmental management



Progress to date & milestones

- By extending the OEKO-TEX® STeP certifications to 2 more factories, it can be ensured that waste separation and recycling as well as chemical management are reviewed and improved in these factories.
- At the Hamburg site, electricity consumption fell by 20,644 kWh.
- The share of sustainable fabrics with recycled polyester, lyocell or recycled content rose slightly last year, to 7.7% (2024: 7.2%) of total consumption.

Further goals have been set for the period of 3-5 years:

- Increase consumption of sustainable fabrics to 15% and replace standard fabrics in the range with sustainable alternatives.
- And set for 2026:
- The annual supplier evaluation is supplemented by ESG standards. 90% of our fabric suppliers are to be assessed by the end of Q1/2026.
- In 2026, 70% of employees are to be trained on sustainability.

De Berkel

The distribution company De Berkel has also successfully completed its re-certification in accordance with ISO 14001 and has set the following environmental targets for 2026:

- Conversion of electricity and gas contracts to contracts with the use of renewable energies
- Two company vehicles (diesel-powered) are to be replaced by cars with an alternative drive system
- CO₂ footprint to decrease from 2023: 60,188.91 kg and 2024: 56,48515 kg, to 2026: 50,000 kg

The following targets apply to the sales outlet in Kattenburg Weenink, Rotterdam for the year 2026:

- Conversion of electricity and gas contracts to contracts with the use of renewable energies
- The company's own diesel vehicle is to be replaced by a car with alternative fuel
- The Environmental Management Manual is continuously being developed. The achievement of goals is reviewed and adjusted annually as part of the certification.



ISO 14001:2015
Certificates



Climate & Emissions

CO₂ balance and climate targets

In 2024, CO₂ values for Scope 1 and 2 were recorded for the first time for 2023. In 2025, the calculation for 2024 was extended to Scope 3, in the areas of business travel and employee mobility. By the end of 2026, the calculation of CO₂ emissions is to be expanded to include part of logistics, so that transport emissions are included in the overall calculation and a more holistic assessment of the climate balance is possible. By the end of 2026, CO₂ emissions are to be reduced by at least 5% compared to 2024. The CO₂ footprint of Teamdress Holding GmbH Hamburg location: 65,853.55 kg (2024).

Emissions from our own production factories

Poland

An expansion of the PV system from 50 kWp to 100 kWp is not feasible due to legal regulations.

Due to the changing energy mix, the PV system and electricity consumption result in different savings every year. For example, the average annual savings through the PV system are 21 tons of CO₂. In 2025, 41% of the energy demand in Poland was obtained from renewable sources.

Uzbekistan

Our energy-related measures during the construction of the production hall, such as optimised insulation and heating systems, are above local standards and have demonstrably saved CO₂. This effect is permanent and thus leads to a continuous reduction in CO₂ emissions.

Furthermore, the installation of a PV system on the roof of the production hall is planned for 2026.

The planned greenification project with GIZ was not implemented due to a lack of public funding. Instead, Teamdress has started the OEKO-TEX® STeP certification process, which covers not only social criteria but also central environmental aspects and systematically develops our commitment.

Conservation of resource, circular economy & recycling strategies

Teamdress carefully examines the requirements of EPR legislation in order to develop responsible solutions in the long term. Binding measures will be implemented as soon as the legal requirements are clearly defined.

In the Netherlands, an EPR system already exists. Since July 2023, Teamdress has been a member of the Stichting UPV Textiel through De Berkel. This organization supports manufacturers in implementing Extended Producer Responsibility (EPR) in the Netherlands. Used workwear is either collected, picked up and recycled directly at the place of use, for example in hospitals. Or consumers send their used textiles directly to De Berkel. There they are also collected and then handed over to a recycling company.

De Berkel works with © i-did, a Dutch recycling company that recycles end-of-life textiles into high-quality felt.

In 2025, 300 kg of used textiles were collected and forwarded to the recycling company for recycling.



PV system Poland

Packaging

After a large amount of positive feedback, we have expanded the delivery of our garments without polybags to other collections in order to reduce packaging waste. Starting with the DBL, our items are shipped to the customer without the polybag when they are shipped on. This is used in the logistics center for warehouse parts until it is unusable and then collected and recycled. An initial evaluation has shown that 95% of polybags are reused and 5% are recycled.

The polybags for shipping and storing the finished items are 100% recyclable and have at least 85% recycled pellets. In addition, around 670 kg of plastic, mainly packaging material, was collected in 2025 and sent to an external company for recycling.

The shipping boxes of the finished products are made of 100% recycled (post-production recyclate) and biodegradable materials.



Water management & chemical use

Teamdress Code of Conduct includes a voluntary commitment to international frameworks such as the ZDHC initiative.

All fabric suppliers must state in the supplier assessment whether production is carried out according to ZDHC guidelines along their supply chain and whether the products are PFAS-free.

Data on water and chemicals are regularly monitored and checked in the production plants via the Impact Calculator as part of the StEP audit.

Over 95% of our raw materials are OEKO-TEX® Standard 100 certified and meet high requirements for chemical use and dyeing processes.

During the new construction of our Uzbek factory, six cisterns, each with a volume of five cubic meters, were installed. They collect rainwater from the roof and serve as a reserve for the hot summer months.

By the end of 2026, we will switch all chemicals used in our Uzbek factory to biodegradable and ecologically preferred alternatives, where technically possible, in order to sustainably reduce the use of substances that are harmful to the environment and health.



Products, Innovations & Partnerships

For over two decades, sustainability has been a central element of our product policy – and a real unique selling point. The high quality standards for all stages of product development are firmly anchored in quality management, which has been certified by DEKRA in accordance with DIN EN ISO 9001 since 1993.

Material selection & sustainable product design

Our product development follows clear principles:

- Resource conservation
- Highest quality standards
- Durability due to wearing comfort, washing resistance and reparability
- Optimization of production according to min/max numbers
- Order-based production
- No trend or fast fashion – no overproduction, no disposal
- Continuous production, even with fluctuating order books
- Sustainable management in production companies – ecologically and socially

WIR FÜHREN PRODUKTE MIT DEM SIEGEL:



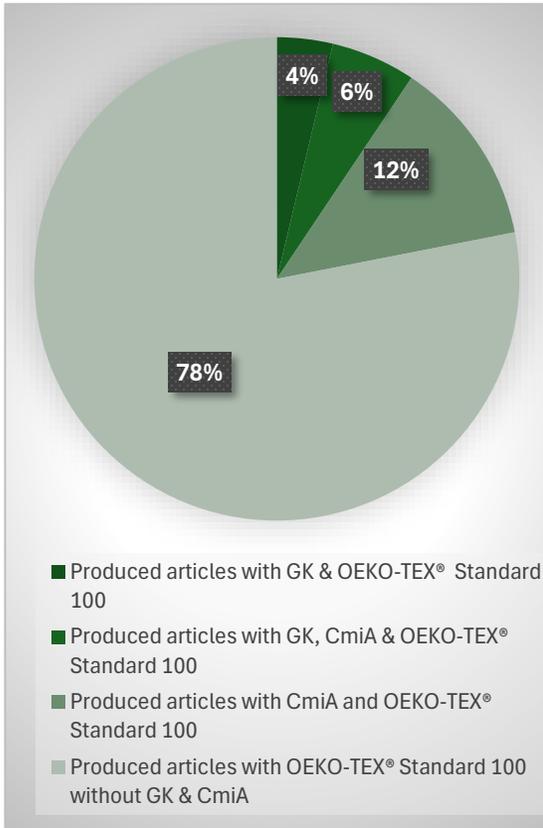
With the development of our first collection made from recycled materials in 2025, we are taking an important step towards counteracting the ever-growing mountains of textile waste and promoting a closed material cycle. The polyester/cotton fabric we use already contains 15% fibres obtained from recycled old clothes. In 2023, 55% more textile and clothing waste was generated than ten years earlier. This shows the urgency of conserving resources and reducing textile waste. By using recycled fibres, we extend the life cycle of existing textiles, reduce waste and make an active contribution to closing the textile cycle.



Share of sustainable articles

In 2025, around 22% of the articles we produced were awarded the Green Button (GK) and/or the label "Supporting the Initiative Cotton made in Africa" – CmiA.

All articles produced are made of fabric certified with OEKO-TEX Standard 100.





MADE IN GREEN

CVURP6NVTG
Hohenstein



MITGLIED IM
BNT
BÜNDNIS FÜR
NACHHALTIGE TEXTILIEN

WIR FÜHREN PRODUKTE MIT DEM SIEGEL:



Supporting
THE INITIATIVE



COTTON
MADE IN
AFRICA

**GRÜNER
KNOPF**

SOZIAL. ÖKOLOGISCH. STAATLICH.
UNABHÄNGIG ZERTIFIZIERT.

Strong alliances and cooperations

Teamdress was one of the first manufacturers of workwear to receive the "Green Button" meta seal in 2020.

Teamdress is a member of the Partnership for Sustainable Textiles (PST) and supports the initiative of the Aid by Trade Foundation, "Cotton made in Africa". Some of our products carry the label "Supporting the Initiative Cotton made in Africa".

Ultimately, however, human togetherness is our strongest alliance. Our social commitment is appreciated by our employees, especially in our own companies. We experience not only a good working atmosphere, but also a strong identification with the company – and thus the independent will to initiate improvements.

In 2025, Teamdress achieved the "Silver" medal in the EcoVadis rating and is among the top 15% of companies evaluated in its category. EcoVadis Ratings provide a detailed assessment of a company's sustainability performance in the areas of environment, labor and human rights, ethics, and sustainable procurement.

More information at:

<https://recognition.ecovadis.com/osSDDPdCKEiujl-Tqn5iyg>



teamdress[®] holding

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