



Our Commitment to Sustainable Action

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1. Introduction

SALESIANER is a family-owned company whose vision, mission, and values have always been aligned with ecological and social responsibility, innovation, quality, hygiene, and reliable partnerships. As a leading provider of professional textile management, we understand that our business model is inseparably linked to environmental and social impacts. Therefore, we do not view sustainability as an add-on, but as the foundation of our economic success and future viability.

Against this background, we align ourselves with internationally recognized sustainability standards and have been, among others, a klimaaktiv partner for many years. As a member of the UN Global Compact, we commit ourselves to the principles of responsible and sustainable business conduct. In addition, SALESIANER holds various certifications such as ISO 14001 (environment), ISO 30415 (diversity & inclusion), ISO 45001 (occupational health & safety), and ISO 50001 (energy), as well as the Austrian Ecolabel at several locations, underscoring the importance of these topics for our company.

With this statement, we aim to demonstrate our commitment to sustainable action internally and externally. It provides transparency on why we focus on certain sustainability topics and which concrete goals we pursue. In doing so, we link our core values and policies with clear objectives and measurable progress, which we report on annually in our sustainability report.

The executive management holds overarching responsibility for SALESIANER's sustainability performance. It ensures that environmental, social, and ethical criteria are adequately considered in all decision-making processes, that sustainability targets are clearly defined and pursued, and that progress is reported transparently on an annual basis. Sustainability is therefore an integral part of our strategic management and long-term corporate development.

This statement applies to the entire SALESIANER Group and is regularly updated as a controlled document.

2. Environment & Climate Protection

Our core business – professional textile management – has multiple direct impacts on the environment: through energy and water consumption, the use of detergents and auxiliaries, transportation, as well as the lifespan and composition of the textiles used. Therefore, climate protection, water, resource use, circular economy, and environmentally sound chemistry are among our key sustainability topics.

Climate

As a family business, we take responsibility for future generations and aim to actively contribute to climate protection. A large share of our corporate carbon footprint results from the use of fossil energy (Scope 1 and 2) as well as textile procurement (as part of Scope 3.1). Therefore, our decarbonization strategy focuses on these two areas. Our goal is to reduce greenhouse gas emissions based on scientific criteria: by 34% by 2030 compared to 2023, and by 59% by 2040. By 2050, we aim to achieve net zero.

Water

Water is indispensable for our industry and is becoming increasingly scarce globally. We take this responsibility seriously and aim to reduce our average water consumption within the SALESIANER Group to a maximum of 7.20 liters per kilogram of washed textiles by 2030.

Detergents

Detergents and auxiliaries ensure hygienically flawless textiles but can have environmental impacts throughout their lifecycle. Therefore, we pursue a clear and responsible approach that considers both the quantity and the quality of the products used. First, we aim to minimize the use of detergents. Specifically, by 2030, this should not exceed 15 grams per kilogram of washed textiles. Second, the detergents we use should have low environmental impacts. Therefore, we aim to achieve an ecolabel share of at least 50% by 2030.

Textiles

In addition to their product-specific greenhouse gas emissions, textiles can have further negative environmental impacts across their entire lifecycle—from production to cleaning and end-of-life. To minimize these effects, we will require key suppliers to hold

environmental certifications such as ISO 14001 or EMAS by 2030. Furthermore, by 2030, we aim to include only items in our portfolio that meet our ecological standards. The minimum requirement is OEKO-TEX Standard 100, but also includes other labels such as Made in Green or GOTS. In addition, we aim to achieve a reuse and recycling rate of at least 80% for textiles by 2030 to keep valuable resources in circulation.

3. Social

As a service company with an international workforce and global partnerships, the unrestricted respect for human rights is our top priority. We actively work to ensure and continuously promote and develop health and safety, fair working conditions, equal opportunities and diversity, as well as the protection of labor and human rights throughout our entire supply chain.

Own Workforce

Our employees are the foundation of our business model – without their daily work, we would not be able to process or deliver a single textile. As a family-owned company, dignity, equal treatment, and the protection of every individual are therefore our highest priorities. We are guided by the Universal Declaration of Human Rights of the United Nations and create a working environment that provides safety, fosters respect, and enables personal development.

We actively strive to create a working environment characterized by fairness, respect, equal opportunities, and diversity – regardless of origin, gender, age, religion, beliefs, or identity. As an international company with employees from more than 65 nations, we view diversity not only as a reality but as a key strength for innovation, collaboration, and joint development.

We place special emphasis on the health and safety of our employees. Our goal is that every employee goes home as healthy as they arrived at work. Therefore, we have set the target of reducing the occupational accident rate to at least 0.026 by 2030.

Workers in the Supply Chain

We are aware that the textile sector worldwide is one of the industries where social risks and human rights challenges can be particularly pronounced. Especially in early production stages—such as fiber production, spinning, weaving, or garment manufacturing—there are increased risks in many countries related to working conditions, fair wages, occupational safety, as well as child and forced labor. Since our business model is also based on textile procurement, we bear a particular responsibility:

We consistently integrate social criteria into our procurement processes and actively work to promote and further improve decent working conditions in the global textile supply chain.

Our goal is to work together with our suppliers to ensure that international labor standards are upheld, human rights are respected, and working conditions in production countries are continuously improved. Against this background, SALESIANER not only obliges its suppliers to comply with relevant standards, but also actively monitors compliance and conducts regular reviews.

The specific objectives are: By 2030, all suppliers have acknowledged the SALESIANER Code of Conduct and Ethics for Suppliers or have made an equivalent commitment of their own. In addition, all key suppliers have an “ESG rating”, whereby we recognize external assessments such as those from EcoVadis.

4. Good Governance

Good corporate governance at SALESIANER includes all principles, structures, and rules that ensure the company is managed with integrity, in compliance with the law, transparently, and responsibly. This includes in particular: integrity and ethical behavior, compliance and legal conformity, transparent responsibilities, as well as whistleblowing and corresponding protection mechanisms.

Tone at the Top		
Compliance Organization		
Prevention	Early detection	Reaction
Policies and Procedures	Risk/hazard analyses	Case Management
Training	Whistleblower protection	Sanctions
Consulting	Audits	Optimization

Our position is clear, and our communication internally and externally is unequivocal: We do not tolerate misconduct and act decisively against it.

Whistleblowing System / Complaint Mechanism

An effective whistleblowing system is a central component of good corporate governance. To ensure that potential violations of legal requirements, internal policies, or ethical standards are identified and addressed at an early stage, SALESIANER provides a secure and confidential reporting channel for employees, suppliers, and other stakeholders. Whistleblowers are comprehensively protected against retaliation. Each

report is reviewed objectively and, if necessary, followed up with appropriate measures or audits to ensure integrity and transparency within the company and along the value chain. Reports can be submitted either by name or fully anonymously via a digital channel that does not allow conclusions to be drawn about the reporting person.

For the Executive Management

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