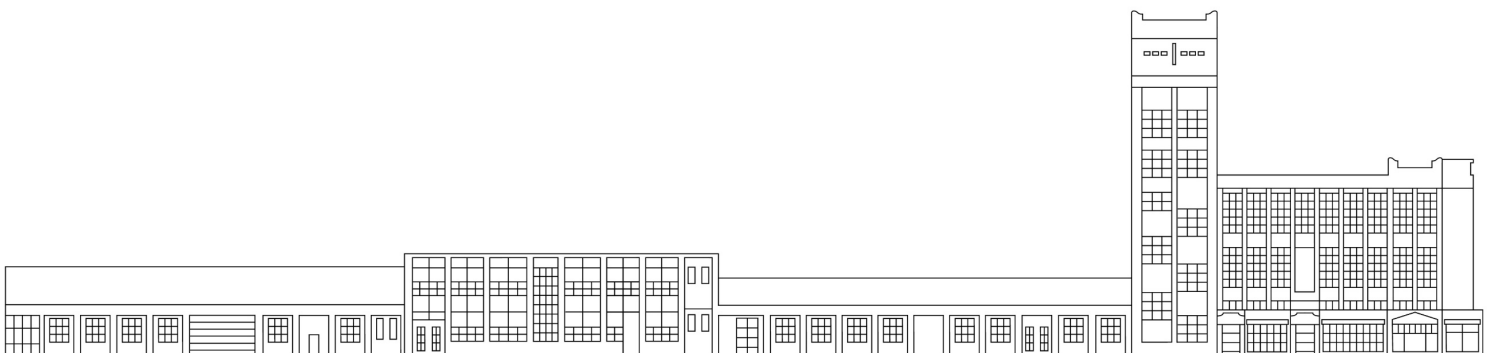




van Heek textiles

SUSTAINABILITY REPORT

2023-2025





CONTENTS

MANAGEMENT FOREWORD	2
MILESTONES.....	3
ABOUT VAN HEEK TEXTILES	4
VAN HEEK TEXTILES AT A GLANCE.....	8
HISTORY	12
EXPLANATORY NOTE TO THIS REPORT	13
CHAPTER 1 – SUSTAINABILITY AND BUSINESS OPERATIONS	14
CHAPTER 2 – ENVIRONMENT (SDGs 6, 7, 12 and 13)	15
2.1 MATERIALS AND RAW MATERIALS.....	15
2.1.1 MATERIAL PROFILE: TEXTILE COVERING MATERIALS.....	16
2.1.2 MATERIAL PROFILE: WINDOW COVERINGS	16
2.1.3 MATERIAL PROFILE: OTHER PRODUCT GROUPS.....	17
2.1.4 PROCUREMENT	17
2.1.5 CHEMICALS AND PRODUCT SAFETY.....	17
2.1.6 HIGHLIGHTED: 100% RECYCLED LAMINATING PAPER	18
2.2 ENERGY AND WATER.....	18
2.2.1 HIGHLIGHTED: OPTIMISATION OF WASTEWATER TREATMENT	20
2.3 EMISSIONS (CO ₂).....	20
2.3.1 HIGHLIGHTED: PRODUCT CARBON FOOTPRINT	21
2.3.2 HIGHLIGHTED: EMPLOYEE COMMUTING AND BUSINESS TRAVEL	22
2.4 WASTE AND RESIDUAL MATERIALS.....	22
2.4.2 HIGHLIGHTED: REUSE OF YARN CONES THROUGH WECYCLED	23
CHAPTER 3 – SOCIAL (SDGS 3 AND 8)	24
3.1 EMPLOYEES AND ORGANISATION.....	24
3.2 WORKING CONDITIONS, HEALTH AND SAFETY	24
3.3 TRAINING, DEVELOPMENT AND KNOWLEDGE RETENTION.....	25
3.4 REPORTING, COMPLAINTS AND SOCIAL SAFETY	26
3.4.1 HIGHLIGHTED: ENCOURAGING CYCLING TO WORK.....	26
CHAPTER 4 – GOVERNANCE (SDGS 12 AND 16)	27
4.1 GOVERNANCE AND MANAGEMENT	27
4.2 SUSTAINABILITY RESPONSIBILITIES AND ORGANISATION	27
4.3 INTEGRITY AND RESPONSIBLE BUSINESS CONDUCT	27
Appendix 1: Product Characteristics and Chemical Compliance	28





MANAGEMENT FOREWORD

In this report, we provide an overview of how Van Heek Textiles approaches sustainability and how this topic continues to evolve within our organisation.

For us, sustainability is not a standalone subject; rather, it is an increasingly important consideration in the way we operate. As a manufacturing company, we have long worked within clearly defined frameworks relating to environmental management, working conditions and safety. In recent years, the importance of sustainability has grown further, driven in part by legislative developments and by the increasing questions and expectations of our customers.

Sustainability extends beyond our own organisation and encompasses the wider value chain, including areas such as the origin of materials and choices made in product development. At the same time, as a manufacturing business, we operate within established processes and technical constraints. This means that we pursue sustainability improvements incrementally, taking a practical and realistic approach to what can be achieved.

We are actively working to improve our understanding of issues such as energy consumption, water usage, emissions and waste streams. Based on these insights, measures are explored and implemented wherever feasible. Our focus is on achieving tangible improvements within our processes, with the reduction of our environmental impact serving as a key objective.

Our employees form the foundation of our organisation. Their expertise, commitment and experience are essential to the continuity of our business and the quality of our products. We therefore place great importance on providing a safe and healthy working environment, preserving and developing knowledge and skills, supporting training and professional development, and fostering a workplace in which employees feel valued, heard and engaged.

At the same time, we are bringing greater structure to our sustainability approach. Through stakeholder engagement and analysis, we are gaining a clearer understanding of the issues that are most relevant to Van Heek Textiles, our value chain partners and other stakeholders. These insights help us to make more informed decisions within our sustainability strategy and to set priorities in a more focused and balanced manner.

We believe it is important to be realistic and transparent about where we stand and the steps we are taking. Through this report, we provide an overview of our current position and of how sustainability is continuing to take shape within Van Heek Textiles.

On behalf of the Management Board of Van Heek Textiles:

Mark Oude Aarninkhof
Managing Director

Yvonne van den Berg
Commercial Director

Ivo Egbers
Finance Director





MILESTONES

The timeline below provides an overview of the key milestones in Van Heek Textiles' sustainability journey over recent years. These milestones illustrate how our approach has gradually evolved, from certification and material selection to energy management, emissions reduction, working conditions, and continuous process improvement.

MILESTONE	RELATED IMPACT	SDGs
2016 Achieved our first FSC certification for a selected range of materials.	<i>Marked a more structured focus on the origin of raw materials and responsible forest management.</i>	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
2019 Became a participant of the UN Global Compact.	<i>Established framework for responsible business conduct in relation to human rights, labour standards, environmental stewardship, and anti-corruption.</i>	17 PARTNERSHIPS FOR THE GOALS 
2020 Introduced Padova Ecodure, a window covering material made from 100% recycled polyester.	<i>Represented an important step towards the use of recycled materials within the product portfolio.</i>	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
2021 Switched to 100% renewable electricity generated from Dutch wind energy. Transitioned from traditional viscose to Lenzing™ ECOVERO™ viscose. Established the Corporate Social Responsibility (CSR) Working Group.	<i>Improved the sustainability of electricity consumption.</i> <i>Introduced a more sustainable material choice within textile covering materials.</i> <i>Created a more structured internal approach to responsible international business conduct.</i>	7 AFFORDABLE AND CLEAN ENERGY  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
2022 Launched the organisation-wide carbon footprint inventory and developed the first product carbon footprints in partnership with ClimatePartner. Appointment of a Sustainability Coordinator	<i>Provided the foundation for greater insight into climate impacts at both organisational and product level.</i> <i>Established dedicated responsibility for coordinating sustainability initiatives, monitoring progress, and supporting the further integration of sustainability across the organisation</i>	13 CLIMATE ACTION 





2023 Further developed the monitoring of emissions, waste streams, and energy consumption.

Introduced Ecojeans, a product incorporating post-consumer recycled denim.

Strengthened internal management of environmental impact.

Expanded the product portfolio with a more sustainable material alternative.



2024 Transitioned to 100% recycled and FSC-certified laminating paper.

Introduced packaging film containing a minimum of 30% recycled plastic content.

Developed a Supplier Code of Conduct and updated purchasing terms and conditions.

Began collaboration with WECYCLED for the collection and reuse of yarn cones.

Reduced the use of virgin raw materials in covering materials.

Increased the use of recycled materials in packaging.

Strengthened responsible procurement practices and supply chain accountability.

Promoted the reuse of residual materials within the value chain.



2025 Broadened learning and development programmes for employees.

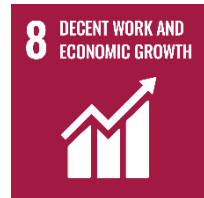
Updated product carbon footprints for representative product lines.

Established improvement teams focused on energy recovery, waste reduction, water consumption, and process optimisation.

Demonstrated a commitment to employability, knowledge retention, and responsible employment practices.

Provided deeper insight into the carbon impact of products.

Further embedded sustainability within day-to-day operations.





ABOUT VAN HEEK TEXTILES

Van Heek Textiles is a Dutch textile company with a long-standing heritage within the industry. We develop and manufacture woven and knitted semi-finished textile materials for a wide range of applications. From our production facility in Losser, we produce, among other things, covering materials for the bookbinding and packaging industries, fabrics for window coverings, insect screening, and technical applications.

The entire production process is managed in-house, from weaving and knitting through to dyeing, coating and finishing. This integrated approach enables us to respond flexibly to customer-specific requirements while ensuring consistent product quality and reliable delivery performance.

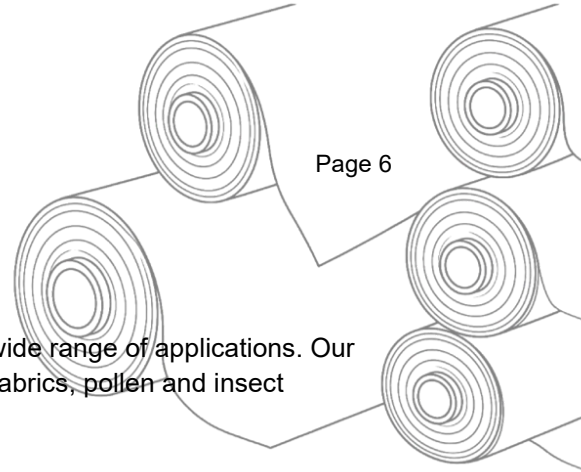
Our products are marketed worldwide through an international network of agents and distributors. Product quality, process control, and compliance with applicable laws and regulations are central to our operations and form the foundation of a reliable and responsible business.

Worldwide distribution of materials manufactured by Van Heek Textiles:



Van Heek Textiles operates an integrated manufacturing environment for weaving, knitting and finishing. Production capacity amounts to at least 130,000 metres of woven fabric and 60,000 metres of knitted fabric per week. Manufacturing is carried out using, among other equipment, air-jet weaving machines, weaving looms, knitting machines and pleating machines.



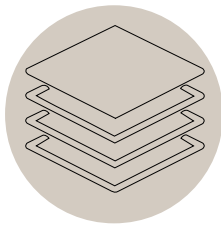


PRODUCTS AND APPLICATIONS

Purpose in Every Weave.

Van Heek Textiles manufactures semi-finished textile materials for a wide range of applications. Our principal product groups comprise cover materials, window covering fabrics, pollen and insect screening materials, and technical textiles.

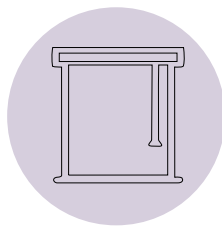
We supply our materials to business customers, including manufacturers, processors, distributors, and other value chain partners. Van Heek Textiles does not therefore supply finished products directly to consumers; instead, we provide materials that are further processed by our customers into products such as books, packaging, window coverings, insect screens, and technical applications.



1. COVER MATERIALS

Cover materials for books, luxury packaging, stationery and media reproductions.

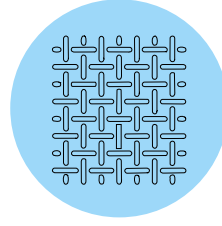
Within the cover materials product group, Van Heek Textiles offers materials for applications including books, luxury packaging, stationery, menu covers, and media reproductions. Depending on the intended application, a variety of qualities are available, including natural-finish materials, coated materials, spine reinforcement materials, and speciality products. Aesthetic appeal, processability, durability, and long service life are key product characteristics.



2. WINDOW COVERINGS

Fabrics for roller and vertical blinds.

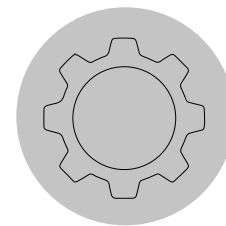
For window coverings, Van Heek Textiles manufactures fabrics for roller blinds and vertical blinds. These materials are supplied as semi-finished products to window covering manufacturers and include semi-transparent, textured, and flame-retardant qualities. Functionality, colour, texture, and suitability for long-term use are important considerations within this product group.



3. POLLEN & INSECT SCREENING

Polyester mesh for screening applications.

Van Heek Textiles also manufactures polyester mesh for pollen and insect screening applications. These materials are available in both flat and pleated constructions and are used in products such as insect screens, caravans, tents, and agricultural applications. Key characteristics include performance protection, ventilation, mesh size, dimensional stability, and ease of processing.



4. TECHNICAL TEXTILES

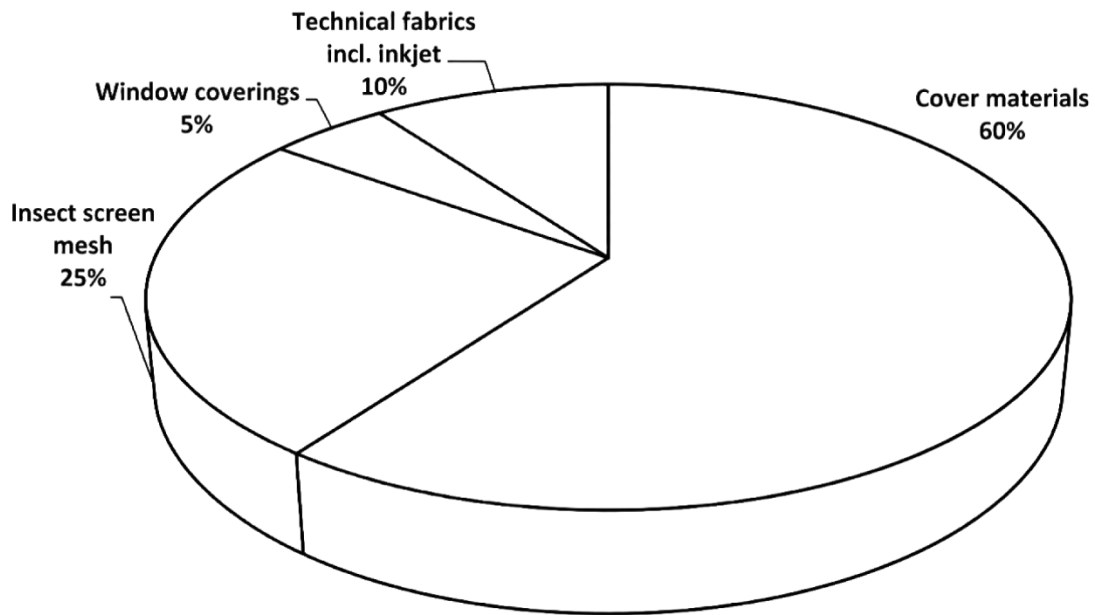
Woven and knitted substrates for specialised industries.

Within the technical textiles product group, Van Heek Textiles produces woven and knitted textile substrates for specialised applications. These materials are used in, among others, the tape, filtration, agricultural, and cigar industries. By tailoring properties such as air permeability, mesh size, tensile strength, structure, and coating to the intended application, materials can be developed to meet specific functional requirements.





Turnover in % per product category in the period from 2023 to 2025.



SUSTAINABILITY FOCUS

The diversity of our product groups requires careful consideration of raw materials, material composition, finishing processes, and quality assurance. These choices are relevant to a range of sustainability topics addressed throughout this report, including:

Material use



Energy consumption



Waste streams



Product quality



Product longevity



Value chain impacts





VAN HEEK TEXTILES AT A GLANCE

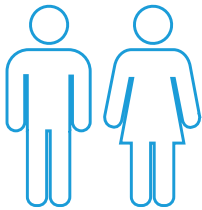
ORGANISATION

Location

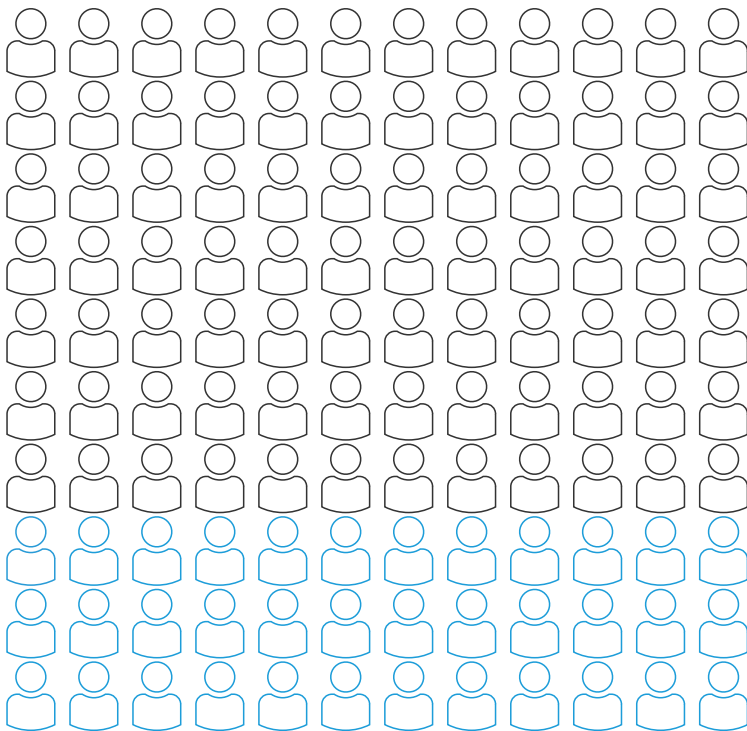
Headquarters/ manufacturing site in Losser, the Netherlands

Core activities

Integrated textile production including weaving, knitting and finishing



Our workforce consists of 79% men and 21% women, while our management team is made up of 66% men and 33% women.



Our workforce consists of 120 employees.

Long-term commitment defines our workforce. Today, 30% of our employees have been with Van Heek Textiles for more than 20 years. Their experience and knowledge are an important asset to our organisation, contributing to continuity, craftsmanship and the sharing of expertise within the company.

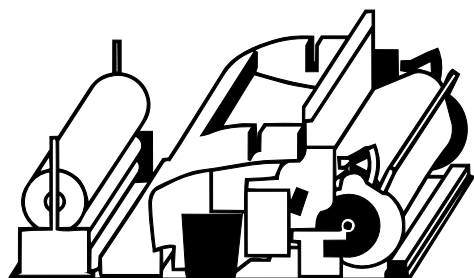
Weekly production

Our weaving and knitting fleet produces at least 130.000 meters of woven and 60.000 meters of knitted fabric per week.

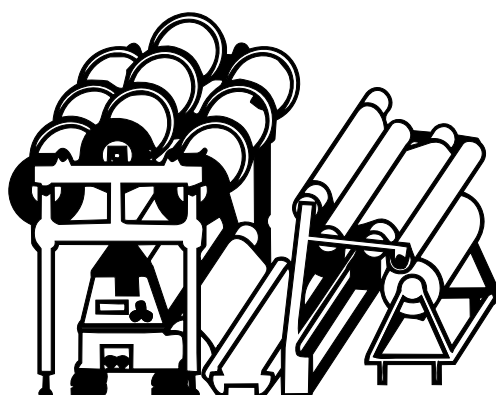




At Van Heek Textiles we manage the entire production process in-house, from weaving and knitting to dyeing, coating and finishing. Our machine fleet at a glance – a selection:

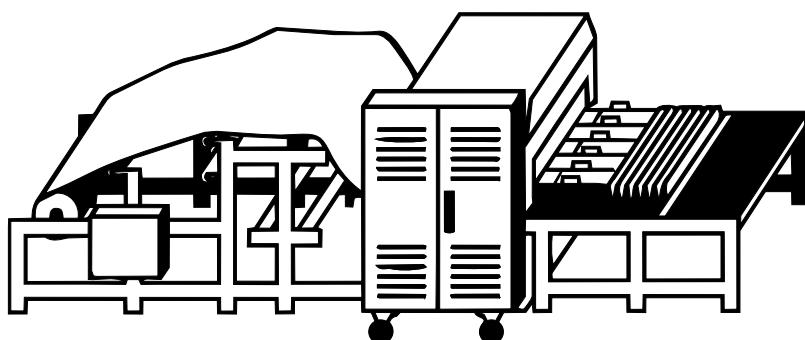


Weaving fleet
37 weaving air looms
3 weaving looms



Knitting fleet
5 knitting machines for max. width of 315 cm
11 knitting machines for several widths

Pleating fleet
2 pleating machines





SUSTAINABILITY (ESG)

Through our environmental, social and governance (ESG) initiatives, we strive to minimise our environmental impact, provide a safe and supportive workplace, and maintain responsible and transparent business practices.

Environment (E)

- 100% renewable electricity sourced from Dutch wind energy
- In-house wastewater treatment facility for process water
- Ongoing monitoring of energy and water consumption
- Waste segregation and management:
 - Textiles: recycling and resale
 - Hazardous waste: incinerated
 - Paper and cardboard: recycling
 - General business waste: partly recycled and partly incinerated
- Carbon footprint inventory (2021-2025)

Social (S)

- Collective Labour Agreement (CLA) for the Dutch Textile and Carpet Industry (MITT)
- Works Council
- Health and Safety Management Framework; Risk Inventory & Evaluation (RI&E), Emergency Response Organisation (BHV)
- Complaint procedure, confidential adviser, and whistleblowing policy
- Training and development plan, including internal knowledge transfer

Governance (G)

- Multidisciplinary Corporate Social Responsibility (CSR) consultation structure
- General purchasing and sales terms and conditions
- Supplier policy and Supplier Code of Conduct

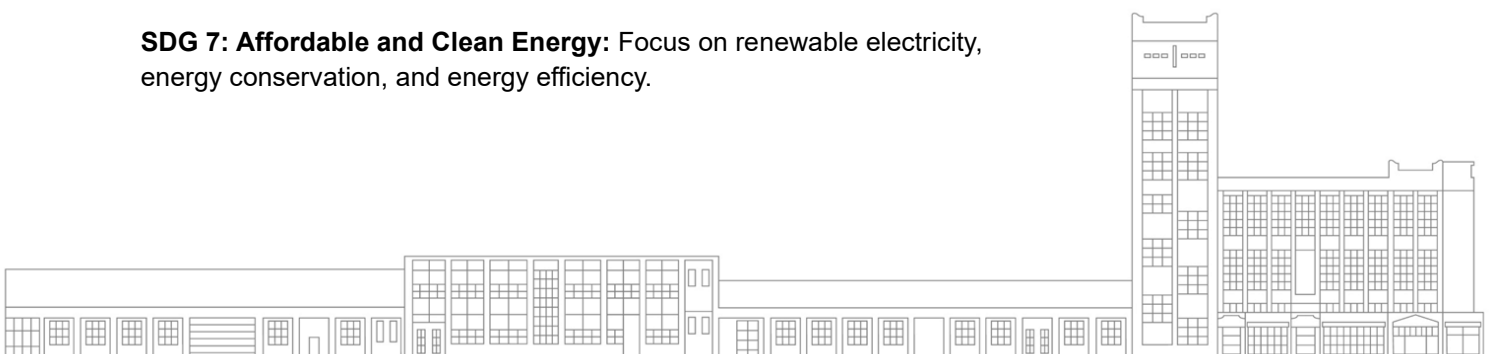
UN Sustainable Development Goals (SDGs)

Our sustainability efforts contribute to several United Nations Sustainable Development Goals (SDGs). By focusing on responsible resource management, employee well-being, climate action and ethical business conduct, we support global ambitions for a more sustainable and inclusive future.

SDG 3: Good Health and Well-being: Focus on workplace safety, employee health, risk assessments (RI&E), emergency preparedness (BHV), and the promotion of well-being.

SDG 6: Clean Water and Sanitation: Focus on water consumption management and wastewater treatment.

SDG 7: Affordable and Clean Energy: Focus on renewable electricity, energy conservation, and energy efficiency.





SDG 8: Decent Work and Economic Growth: Focus on employees, working conditions, skills development, employability, and sustainable growth.

SDG 12: Responsible Consumption and Production: Focus on material use, waste management, recycling, and responsible procurement.

SDG 13: Climate Action: Focus on carbon footprint insights, climate impact management, energy reduction, and waste reduction.

SDG 16: Peace, Justice and Strong Institutions: Focus on responsible governance, integrity, clear accountability, and accessible reporting and grievance mechanisms.





HISTORY

Van Heek Textiles has a long-standing heritage within the Dutch textile industry. The company's origins date back to 1859 with the establishment of **Gebroeders Scholten & Compagnie** in Almelo. In 1962, the company merged with **Van Heek en Zonen**, a spinning mill founded in Losser in 1926. This merger resulted in the formation of **Van Heek Scholco**, with production facilities located in Almelo, Wierden and Losser.

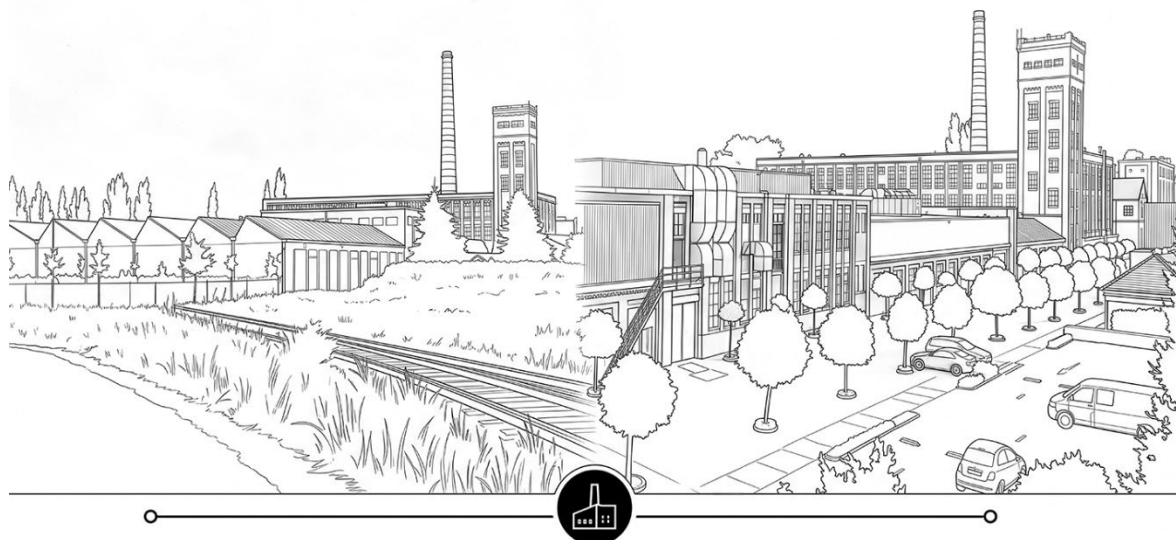
In 1987, all production activities and the company's head office were consolidated in Losser. Since then, the organisation has focused on the development and manufacture of high-quality cover materials, window coverings, insect screen mesh and technical fabrics.

Today, Van Heek Textiles operates from a single integrated production facility in Losser, where the entire manufacturing process takes place under one roof, from weaving and knitting through to dyeing, coating and finishing.

This long history provides the foundation for the company's current operations, in which craftsmanship, quality and continuity remain central. At the same time, the importance of responsible business practices continues to grow, both within the organisation itself and in collaboration with customers and value chain partners.

Our heritage. Our future.

Building on tradition, moving forward together



1860s

A strong foundation built on craftsmanship and dedication.

Continuity. Innovation. Growth.

2020s

Investing in people, technology and sustainability.





EXPLANATORY NOTE TO THIS REPORT

This Sustainability Report covers the period from **2023 to 2025**. As this is the first sustainability report published by Van Heek Textiles, data from multiple years has been included to provide insight into developments and trends across the organisation.

From the next reporting cycle onwards, the report will be updated annually and will cover a single calendar year. Where relevant, data from previous years will be included to illustrate progress and key developments over time.

The report has been prepared for both internal and external stakeholders and provides insight into the sustainability topics that are relevant to the operations of Van Heek Textiles.

Scope and Reporting Boundary

This Sustainability Report relates to the company's own business activities and manufacturing processes at the Van Heek Textiles production facility in Losser, the Netherlands. As the company operates exclusively from this location, the report covers the organisation in its entirety. The organisational boundary of this report therefore corresponds directly to the operational boundary of the business.

This reporting boundary reflects the actual structure and composition of our organisation.

Reporting Standard and Approach

This report has been prepared in alignment with the **Voluntary Sustainability Reporting Standard for SMEs (VSME)**. Its structure and subject matter follow the framework of this standard and are organised according to the Environmental, Social and Governance (ESG) themes.

The information presented in this report is both descriptive and, where possible, quantitative in nature. Storyline disclosures are used to provide insight into policies, organisational arrangements, working practices and objectives. In addition, available data and performance indicators are included to support transparency regarding sustainability-related matters within our operations.

The VSME Standard has been applied in a manner that is appropriate to the size, structure and available data of our organisation. This report focuses on topics that are material to Van Heek Textiles and for which sufficiently reliable information is currently available. In areas where data collection and measurement are still being developed, we explain the steps being taken to improve insight and reporting capabilities in the coming years.

Alignment with the United Nations Sustainable Development Goals

In addition to aligning with the VSME Standard, consideration has been given to the relationship between the sustainability activities of Van Heek Textiles and the **United Nations Sustainable Development Goals (SDGs)**. Within this report, the SDGs are used as a complementary reference framework to illustrate how our activities contribute to broader societal objectives.

The SDGs do not constitute a separate reporting standard for this report. Consequently, they are referenced only where there is a clear connection to our business activities, including areas such as energy, water, materials, working conditions, climate impact and responsible governance.





CHAPTER 1 – SUSTAINABILITY AND BUSINESS OPERATIONS

Within Van Heek Textiles, environmental management, working conditions, health and safety, and compliance with applicable laws and regulations are integral elements of our business operations. These topics are embedded within our policies, procedures and organisational responsibilities.

In recent years, sustainability has become an increasingly prominent aspect of our operations. This development has been driven in part by changes in legislation and regulation, growing societal expectations, and increasing customer enquiries regarding sustainability. Sustainability extends beyond our own organisation and also encompasses the wider value chain, including the origin of raw materials, the impact of material choices, and decisions made during product design and development.

To provide greater structure to these activities, a Sustainability Coordinator was appointed in 2022. In this role, sustainability initiatives are coordinated in close collaboration with the HSE (health, safety and environment) Coordinator and other colleagues. Wherever possible, implementation takes place through existing business processes, including procurement, manufacturing and product development.

To gain a better understanding of the sustainability topics that are most relevant to our organisation and stakeholders, a stakeholder assessment was conducted. This assessment considered the interests and expectations of customers, employees, suppliers and other value chain partners. The findings were translated into an internal evaluation framework that is used to assess sustainability initiatives. This approach ensures that the perspectives of customers, employees, suppliers and other relevant stakeholders are explicitly considered in our decision-making processes.

The following chapters provide further insight into the key sustainability topics relevant to the operations of Van Heek Textiles.





CHAPTER 2 – ENVIRONMENT (SDGs 6, 7, 12 and 13)

The operations of Van Heek Textiles involve a range of environmental aspects, including the use of materials, energy and water, as well as emissions and the generation of waste streams. These aspects are monitored within our operations and improved wherever possible, with due regard for applicable legislation and regulations.

The table below provides an overview of the key environmental indicators within the operations of Van Heek Textiles. The following sections provide further explanation of the figures and describe developments over time.

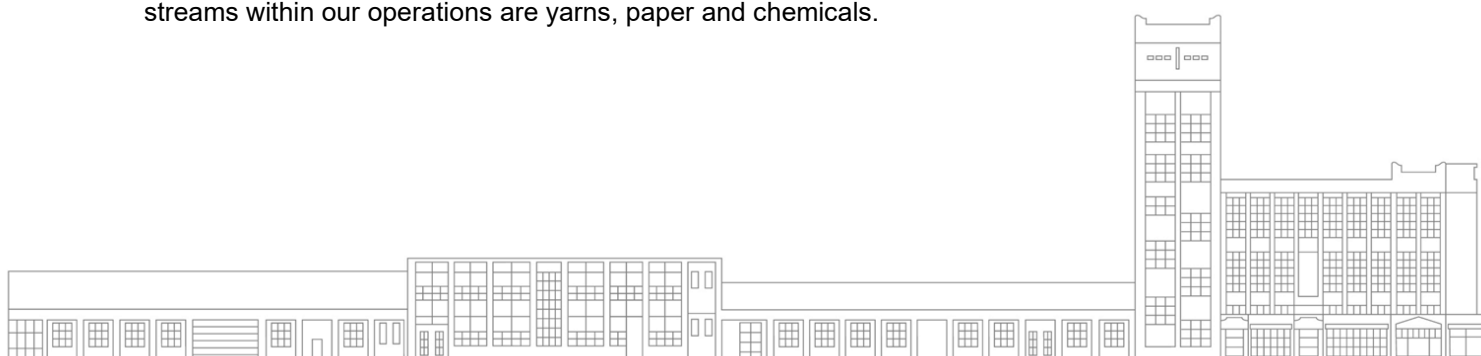
INDICATOR	2023	2024	2025	IMPACT
Electricity consumption (kWh)	5,203,881	5,188,827	5,011,959	↓ Decrease
Natural gas consumption (m³)	908,686	933,613	894,008	↓ Decrease
Water consumption (m³)	21,841	19,081	18,741	↓ Decrease
Scope 1 GHG emissions (tonnes CO ₂ e)	2,086.41	2,084.79	2,004.36	↓ Decrease
Scope 2 GHG emissions (tonnes CO ₂ e, market-based)	0	0	0	-
General business waste (kg)	135,640	117,230	116,340	↓ Decrease
Hazardous waste (kg)	275,087	324,993	364,348	↑ Increase
Textile waste (kg)	119,665	107,964	122,943	↑ Increase
Paper waste (kg)	48,560	47,620	41,560	↓ Decrease

The figures presented provide insight into the principal environmental aspects of Van Heek Textiles' operations. Trends and developments are reviewed periodically through internal management and consultation structures, where opportunities to reduce resource consumption, emissions and waste generation are identified and assessed.

For several topics, additional analyses and measurements are being carried out, including the further breakdown of energy consumption within production processes. These insights are used to support the identification and implementation of targeted improvement measures aimed at enhancing environmental performance.

2.1 MATERIALS AND RAW MATERIALS

Van Heek Textiles uses a variety of materials and raw materials in the production of semi-finished textile products that are subsequently processed by business customers into end products such as books, packaging, window coverings, insect screens and technical applications. The principal material streams within our operations are yarns, paper and chemicals.





Material selection varies according to product group and application and is determined by functional requirements such as appearance, quality, durability, strength, dimensional stability, processability, safety and technical performance. Not all materials can be substituted directly, as the quality and technical performance of the finished product must be maintained. Consequently, improving the sustainability of material use requires a careful balance between environmental impact and product performance.

To enable a more targeted approach to material management, the material composition of two key product groups has been analysed in greater detail: textile covering materials and window covering fabrics. These insights provide a foundation for evaluating opportunities to incorporate certified, recycled or lower-impact materials while maintaining product quality, functionality, processability and service life.

2.1.1 MATERIAL PROFILE: TEXTILE COVERING MATERIALS

Within the textile covering materials product group, appearance, processability, strength and durability are key performance characteristics. An analysis of the material composition of the standard collection shows that **LENZING™ ECOVERO™ viscose** is the most widely used fibre.

This fibre has been deliberately adopted as an alternative to conventional viscose. In making this choice, consideration is given both to the origin of the fibre and to its lower environmental impact compared with standard viscose. Its use reflects the broader transition towards more sustainable material choices across the collection, while maintaining the quality, processability and longevity required by customers and end-use applications.

Material Type | Included in Number of Standard Collection Qualities

LENZING™ ECOVERO™ Viscose | 11
Cotton | 10
Polyester | 6
Linen | 2
Lyocell | 1
Recycled Denim | 1
Viscose | 1

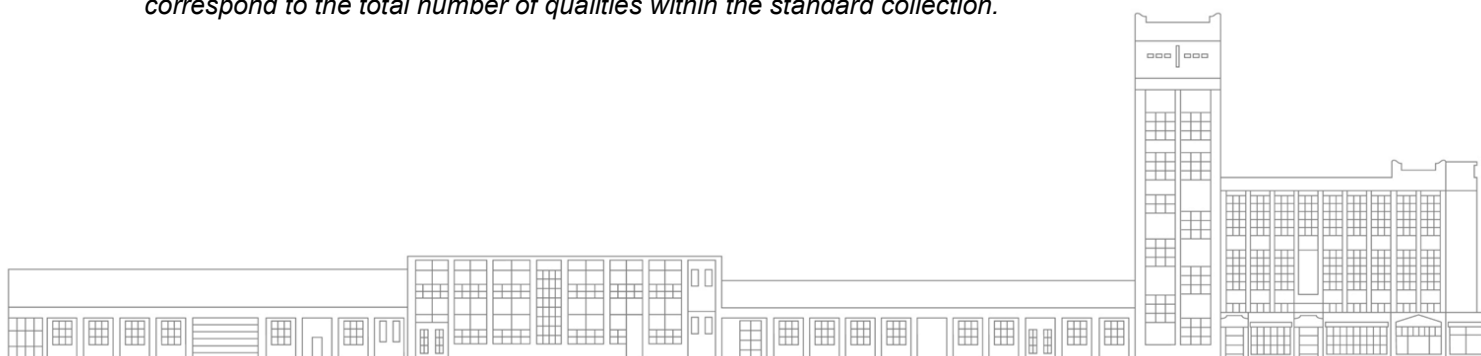
Individual product qualities may consist of multiple material types. Consequently, the totals do not correspond to the total number of qualities within the standard collection.

2.1.2 MATERIAL PROFILE: WINDOW COVERINGS

Material Type | Included in Number of Standard Collection Qualities

Polyester | 12
Recycled Polyester | 1
Acrylic | 1
Viscose | 1
Linen | 1

Individual product qualities may consist of multiple material types. Consequently, the totals do not correspond to the total number of qualities within the standard collection.





2.1.3 MATERIAL PROFILE: OTHER PRODUCT GROUPS

In addition to covering materials and window covering fabrics, Van Heek Textiles also manufactures materials for pollen and insect screening applications as well as technical textiles. Within the current standard product range in these categories, polyester is the predominant material. This material is well suited to functional requirements such as dimensional stability, strength, air permeability, mesh size, processability and long-term durability.

As Van Heek Textiles also develops customer-specific materials, material choices may vary according to the application and technical requirements involved. Any future sustainability improvements within these product groups therefore require a tailored approach, whereby alternative or recycled materials are carefully assessed against the specific technical and performance requirements of the intended application.

2.1.4 PROCUREMENT

The material insights described above help us to take a more targeted approach to procurement decisions, certifications and potential material alternatives. The principal raw material categories used in our manufacturing processes are yarns, chemicals and laminating paper. In addition, other materials are procured depending on the product group, application and customer requirements.

Laminating paper is used exclusively for textile covering materials and, like our yarns, is sourced primarily from European suppliers. We work with established suppliers for the procurement of yarns, and almost all yarns used within our production processes are purchased with relevant certification.

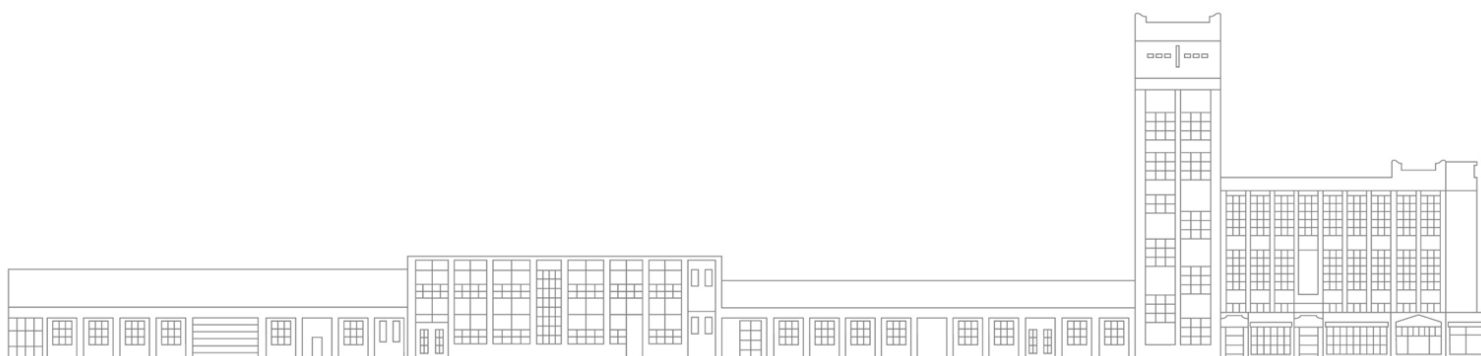
Certification of raw materials plays an important role within the textile covering materials product group. FSC-certified materials are used throughout this product category. Viscose is a key raw material within this range and is therefore sourced as Lenzing™ ECOVERO™ viscose, manufactured from FSC-certified wood sources. The paper used for covering materials is also FSC-certified and consists of 100% recycled content.

For two products, Brillianta and Brillianta Calandré, ClimatePartner Certified carbon offsetting has been applied, whereby residual product emissions are compensated through certified climate projects. Van Heek Textiles will discontinue participation in this programme in 2026. The resources previously allocated to carbon offsetting will instead be directed towards sustainability improvements within our own operations, products and processes.



2.1.5 CHEMICALS AND PRODUCT SAFETY

Chemicals are used within the production process for activities such as dyeing, coating, finishing and achieving specific product characteristics. These substances are essential to the textile manufacturing process and help ensure the required product quality, technical performance and product safety.





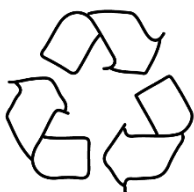
The use of chemicals is managed in accordance with applicable legislation and regulations. Chemical substances are handled under controlled conditions and in compliance with, among other requirements, the REACH Regulation and the conditions stipulated by our environmental permit. Safety information is reviewed for all substances before use. This assessment determines whether a substance is suitable for existing production processes and compatible with occupational health and safety requirements, product specifications and the operation of the wastewater treatment facility.

New substances are only introduced when they comply with applicable legal requirements and are suitable for use within the existing production environment. This approach ensures that chemicals are managed responsibly, and that due consideration is given to safety, compliance, process water management and product quality.

2.1.6 HIGHLIGHTED: 100% RECYCLED LAMINATING PAPER

In 2024, Van Heek Textiles transitioned to the use of 100% recycled and FSC-certified laminating paper for its covering materials range. The paper is manufactured from post-industrial recycled fibres and sourced from Germany.

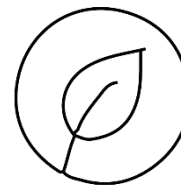
Two grades of laminating paper (30 gsm and 40 gsm) are used within the standard covering materials collection. Both grades are uncoated and acid-free. The paper is produced within a closed-loop water circulation system, resulting in water consumption levels that are lower than the industry average.



100% recycled
Produced within a closed loop
water system



Saves trees
Saves water



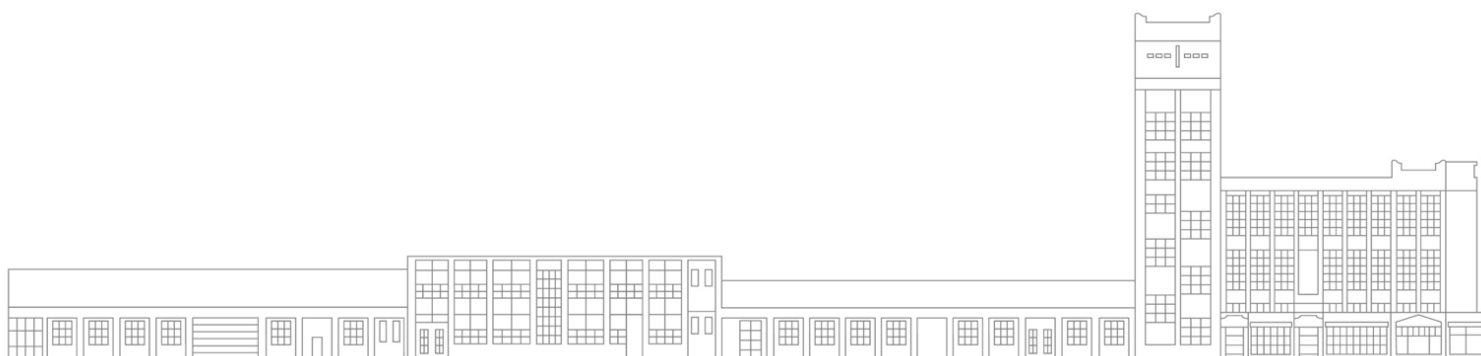
Reduces waste
Reduces impact

2.2 ENERGY AND WATER

Energy and water are essential resources for the operations of Van Heek Textiles and are used throughout various stages of the manufacturing process. Energy consumption is primarily associated with production activities and the heating of buildings. The production facility is located within a historic building, which presents specific legal, architectural and technical constraints.

Most of the energy consumption is linked to thermal processes within production and to building heating. Electricity is used to operate machinery and installations and is procured as 100% renewable electricity generated from Dutch wind energy. Natural gas is used for process heating and building heating.

Energy consumption is monitored on a continual basis. This monitoring provides insight into usage patterns and their relationship with production activities, supporting the identification of areas for improvement. Energy performance is reviewed regularly through internal consultation structures, during which potential measures to reduce consumption are assessed and discussed.





Energy Consumption (2023-2025)

ELECTRICITY (KWH)	2023	2024	2025	IMPACT
Electricity Consumption	5,203,881	5,188,827	5,011,959	↓ Decrease

Natural Gas Consumption (2023-2025)

NATURAL GAS (M³)	2023	2024	2025	IMPACT
Natural Gas Consumption	908,686	933,613	894,008	↓ Decrease

Looking ahead, our focus is on further optimising energy use across both production processes and buildings. Based on internal analyses and ongoing improvement programmes, several opportunities have been identified.

Particular attention is being given to the recovery and more efficient utilisation of heat within production processes, including the implementation of heat recovery systems on stenter frames. In addition, options for generating renewable energy, such as the installation of solar panels, are being explored in consultation with the building owner and other relevant stakeholders.

Further investigations are also underway into opportunities to reduce energy consumption through improvements to process settings, enhanced insulation of installations, and optimisation of machine utilisation. Additional energy measurements and analyses are being conducted to provide greater insight into consumption patterns and potential energy savings.

Alongside technical measures, practical improvements are also being considered, including enhanced internal coordination and targeted actions aimed at reducing unnecessary energy use.

Developments in energy consumption are influenced by production volumes and the utilisation of equipment and installations. Through additional monitoring and measurement activities, Van Heek Textiles is working towards a more detailed understanding of energy consumption at process level. These insights will be used to identify targeted measures for further optimisation of energy performance.

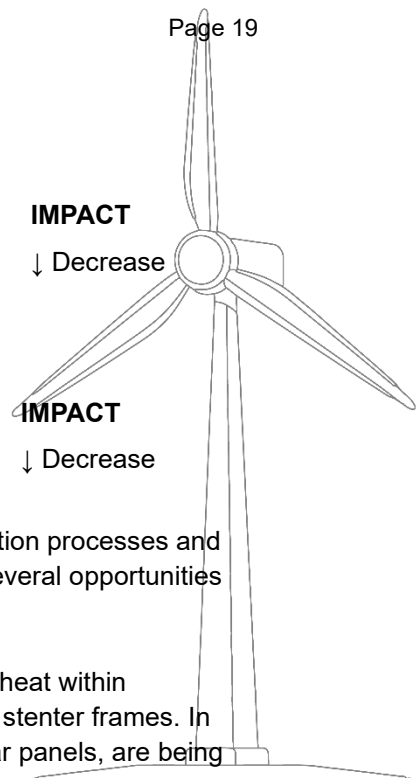
Water

Water is used within both the production and finishing processes and is systematically measured and monitored. Wastewater is treated through our own on-site wastewater treatment facility and discharged in accordance with applicable laws and regulations. The regional water authority carries out periodic inspections to assess the performance of the treatment plant and compliance with discharge requirements.

Water Consumption (2023-2025)

WATER (M³)	2023	2024	2025	IMPACT
Water Consumption	21,841	19,081	18,741	↓ Decrease

Water consumption has shown a downward trend in recent years. Monitoring and managing water use will remain an important focus area within the production process as part of our ongoing efforts to improve environmental performance.





2.2.1 HIGHLIGHTED: OPTIMISATION OF WASTEWATER TREATMENT

At Van Heek Textiles, process water is treated through an in-house wastewater treatment facility. The installation is designed to treat wastewater generated by the production and finishing processes before it is discharged in accordance with applicable legislation and regulatory requirements.

We are currently undertaking an improvement programme aimed at further optimising the performance of the wastewater treatment facility. The objective of this programme is to enhance the stability and efficiency of the treatment process while gaining a better understanding of the composition of the wastewater stream.

Since the wastewater treatment facility became operational in October 2022, the quality of the wastewater has been monitored on a weekly basis. One of the key indicators of wastewater contamination has shown a significant improvement. The 12-week rolling average of this parameter has decreased by approximately 71.4% during this period, from around 4,200 mg/L to approximately 1,200 mg/L.

This trend demonstrates that the performance of the wastewater treatment system has improved over recent years and has become increasingly stable. Up to and including 2025, this parameter was also used by the regional water authority as part of its assessment of wastewater pollution levels. From 2026 onwards, a revised assessment methodology will be applied. Internal monitoring will continue to be based on weekly measurements of wastewater quality.

The results of this improvement programme are being used to further support the management and monitoring of the treatment facility and, where possible, to further optimise water use and wastewater quality.

2.3 EMISSIONS (CO₂)

Since 2022, Van Heek Textiles has calculated its annual greenhouse gas emissions in collaboration with ClimatePartner. These assessments are based on company data and are prepared in accordance with the Greenhouse Gas (GHG) Protocol.

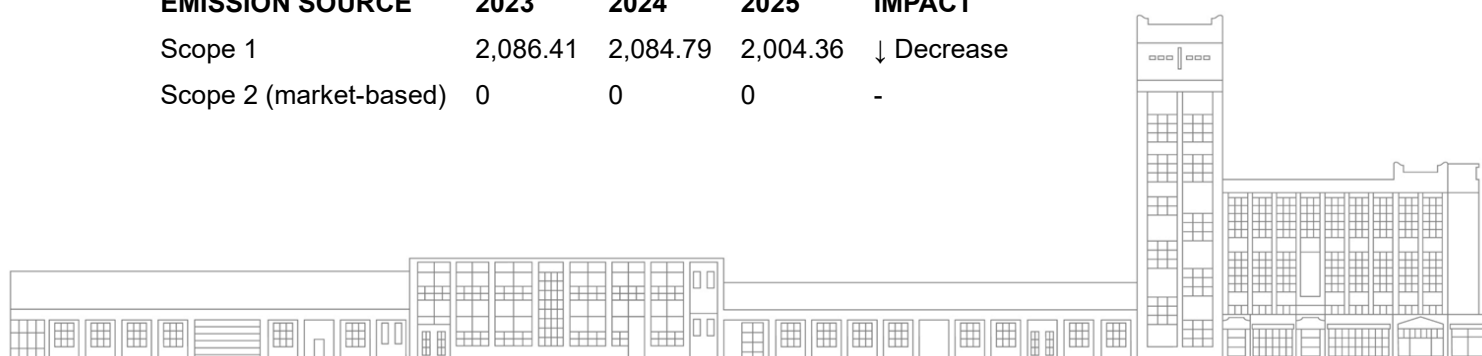
The assessments show that emissions generated by our own operations are primarily associated with the use of heat in manufacturing processes and the heating of buildings. The contribution of electricity consumption to total greenhouse gas emissions is limited, as electricity is purchased as 100% renewable energy generated from Dutch wind power.

In addition to the organisation-wide carbon inventory, Product Carbon Footprints (PCFs) have been prepared and periodically updated for two representative product lines. These assessments provide insight into emission sources throughout the value chain and demonstrate that a product's carbon footprint is strongly influenced by material selection and material sourcing.

As sustainability improvements at product and value chain level generally require a longer-term approach, carbon offsetting has been applied as a complementary measure for the Brilliantia and Brilliantia Calandr  product ranges. The associated greenhouse gas emissions are offset through carbon credits linked to certified climate projects.

Greenhouse Gas Emissions (tonnes CO₂e)

EMISSION SOURCE	2023	2024	2025	IMPACT
Scope 1	2,086.41	2,084.79	2,004.36	↓ Decrease
Scope 2 (market-based)	0	0	0	-





Emissions are reported in carbon dioxide equivalents (CO₂e), which include not only carbon dioxide but also other greenhouse gases, in accordance with the methodology prescribed by the GHG Protocol.

Scope 1 emissions comprise direct emissions resulting from natural gas consumption for process heating and building heating, as well as emissions associated with refrigerants and operational equipment.

Scope 2 emissions (market-based) are reported as zero because electricity is sourced as 100% renewable power generated from Dutch wind energy. As a result, no indirect emissions from purchased electricity are included in the market-based calculation.

Within Van Heek Textiles, emission reduction is closely linked to improvements in energy efficiency and process optimisation. For this reason, current efforts focus primarily on reducing energy consumption and enhancing operational efficiency, with carbon emission reductions arising as a direct consequence of these measures.

2.3.1 HIGHLIGHTED: PRODUCT CARBON FOOTPRINT

In collaboration with ClimatePartner, Van Heek Textiles has developed a Product Carbon Footprint (PCF) for two representative products within the covering materials product group: Brillianta and Brillianta Calandré. The assessment calculates greenhouse gas emissions across the product life cycle, from raw material extraction through manufacturing and transport to end-of-life processing (cradle-to-customer plus end-of-life).

The assessment shows that total emissions amount to approximately 0.57 kg CO₂ per m² of product. The largest share of emissions is associated with the extraction and processing of raw materials, followed by energy consumption within the manufacturing process.

The insights gained from these Product Carbon Footprints support a better understanding of value chain emissions and help identify opportunities to further reduce the environmental impact of products through measures such as material selection, process optimisation and collaboration with suppliers.

The development of Product Carbon Footprints represents an important next step in strengthening our understanding of Scope 3 emissions throughout the value chain.



ClimatePartner





2.3.2 HIGHLIGHTED: EMPLOYEE COMMUTING AND BUSINESS TRAVEL

In 2024, Van Heek Textiles gained insight into employee mobility for the first time as part of compliance with the Dutch Work-Related Passenger Mobility (WPM) regulations.

The analysis showed that most kilometres travelled were associated with employee commuting (approximately 92%), while business travel accounted for a smaller proportion (approximately 8%). Based on national conversion factors, average emissions amounted to 121.9 grams of CO₂ per passenger kilometre.

These data provide valuable insight into mobility-related emissions within the organisation and establish a baseline for monitoring future developments in mobility patterns and associated greenhouse gas emissions. Reporting for 2025 has now been completed.

2.4 WASTE AND RESIDUAL MATERIALS

Waste generation forms part of the environmental impact of Van Heek Textiles' manufacturing activities. For this reason, attention is given to understanding the different waste streams that arise and the way they are collected and processed.

A distinction is made between several waste categories, including textile waste, hazardous waste, paper and cardboard waste, and general business waste. These streams are collected and managed separately.

Waste Streams (2023-2025)

WASTE STREAMS	2023 (kg)	2024 (kg)	2025 (kg)	IMPACT
General business waste	135,640	117,230	116,340	↓ Decrease
Hazardous waste	275,087	324,993	364,348	↑ Increase
Textile waste	119,665	107,964	122,943	↑ Increase
Paper waste	48,560	47,620	41,560	↓ Decrease

Textile waste arises both from rejected finished products and from production losses. Rejected products are supplied to a dedicated external partner that reintroduces these materials into the textile value chain. Production waste and yarn remnants generated during manufacturing are sent to specialised recycling companies for reuse.

In 2024, a collaboration was launched with a yarn supplier under which used yarn cones are collected and returned for reuse. As residual yarn remains on the cones after use, both the cardboard cones and the remaining yarn can be recovered and reprocessed. This prevents these materials from being disposed of as waste and contributes to reducing residual waste generation.

Hazardous waste is generated using chemicals within the production process. Procedures and work instructions are in place for the use, storage and disposal of chemical substances and their associated waste streams. Processing takes place in accordance with applicable legislation and regulations and under the supervision of designated personnel.





The volume of hazardous waste has increased in recent years. This increase is linked to a change in wastewater management introduced at the end of 2022, whereby all process water is treated through the wastewater treatment facility. As a result, larger quantities of treatment sludge are generated.

Paper and cardboard waste are collected separately and processed through dedicated recycling streams.

General business waste is separately collected and transferred to an external waste management company. According to information provided by the waste contractor, approximately 50% of this waste stream is, following sorting, ultimately recovered for recycling applications within the cement industry. The remaining portion is sent for energy recovery through incineration.

This proportion is based on information supplied by the waste management provider and may vary depending on the composition of the waste stream delivered. Over the coming period, opportunities for further waste separation will be explored to increase the proportion of materials that can be reused or recycled.

Looking ahead, the focus will be on further improving waste management practices. Particular attention will be given to increasing the proportion of materials directed towards high-value recovery and recycling, which remains the preferred treatment option. To support this objective, efforts are being made to improve process quality and process control, thereby reducing production losses and increasing the proportion of first-quality output.

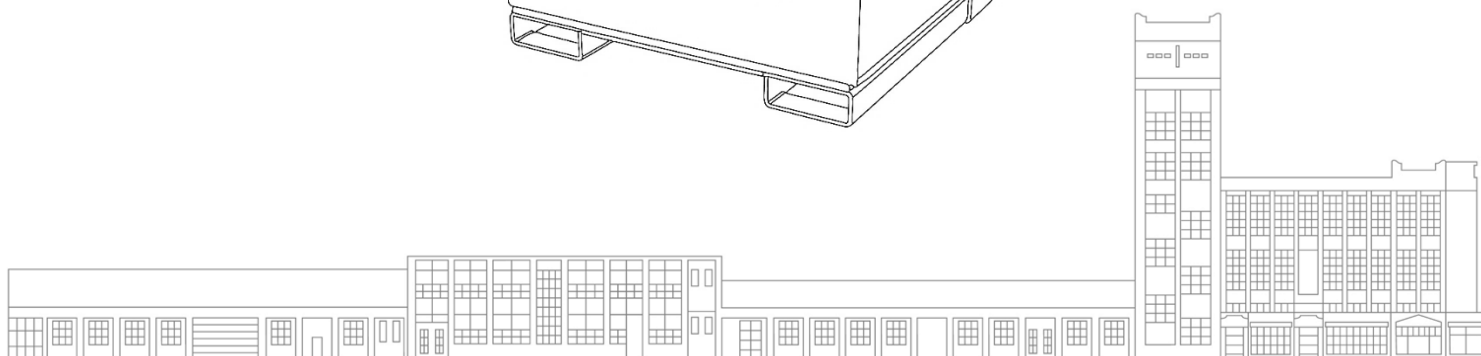
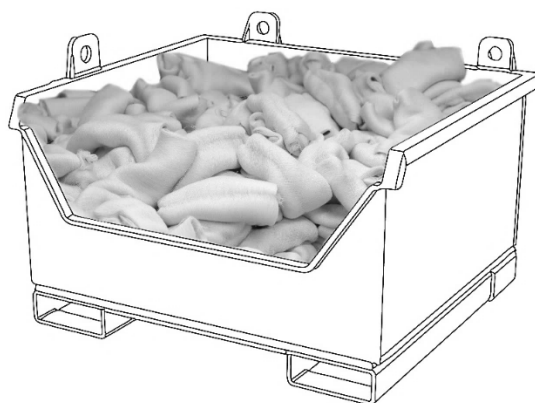
In addition, opportunities to reduce the volume of hazardous waste are being investigated. This waste stream not only has a greater environmental impact but also involves relatively high processing costs. Van Heek Textiles is therefore working to gain a deeper understanding of how hazardous waste is generated and how materials are consumed within the production process, enabling targeted measures to be implemented to reduce this waste stream where possible.

2.4.2 HIGHLIGHTED: REUSE OF YARN CONES THROUGH WECYCLED

In 2024, Van Heek Textiles started a partnership with WECYCLED to facilitate the reuse of yarn cones containing residual cotton yarn. During the manufacturing process, small quantities of yarn regularly remain on the cones after use.

Rather than disposing of these residual materials as waste, the cones are collected and reprocessed. The remaining yarn is removed manually, after which the cardboard cones are recycled and the yarn is processed into fibres for reuse.

Through this collaboration, textile waste is recirculated within the value chain and the material is given a new purpose.





CHAPTER 3 – SOCIAL (SDGS 3 AND 8)

This chapter describes how Van Heek Textiles addresses social aspects within the organisation. The focus is on employees and organisational culture, working conditions, health and safety, training and development, and the management of reports, concerns and complaints.

3.1 EMPLOYEES AND ORGANISATION

Van Heek Textiles employs approximately 120 people. A significant proportion of employees have been with the organisation for many years, contributing to continuity, craftsmanship and the retention of knowledge within the manufacturing environment. The workforce comprises employees at different stages of their careers and reflects a diverse age profile.

Terms and conditions of employment are governed by the MITT Collective Labour Agreement for the Dutch Textile and Carpet Industry.

The organisation has an active Works Council, through which employees are represented. The Works Council is consulted on matters relating to working conditions, human resources policies and organisational development.

Van Heek Textiles also has an active staff association that organises activities for employees and contributes to engagement and collegiality across the organisation.

3.2 WORKING CONDITIONS, HEALTH AND SAFETY

Working conditions, health and safety form an integral part of the company's operations.

A dedicated Health, Safety and Environmental (HSE) Officer has been appointed and is responsible for coordinating and embedding these topics within day-to-day business activities.

An up-to-date Risk Assessment and Evaluation (RI&E) is maintained and reviewed periodically. Within the manufacturing environment, employees work with machinery, installations and chemical substances. Work instructions have been established for these activities and, where necessary, personal protective equipment is used, including workwear and safety footwear. In addition, Van Heek Textiles has 20 trained Emergency Response Officers (BHV) and two qualified First Aiders.

Incidents and near misses are recorded and reviewed with the aim of managing risks and continuously improving workplace safety. Within the existing health and safety and HR framework, attention is also given to employee wellbeing and sustainable employability. Employee absence due to illness and return-to-work processes are managed in accordance with established procedures, with appropriate support measures implemented where required.





3.3 TRAINING, DEVELOPMENT AND KNOWLEDGE RETENTION

Training, development and knowledge retention are essential to safeguarding craftsmanship, employability and business continuity within Van Heek Textiles. This applies both to the development of employees and to the preservation and enhancement of specialised textile expertise within the organisation.

Employee development is discussed during regular performance reviews. These discussions focus on individual development needs as well as competencies that can be further strengthened. Where development needs are shared across the organisation, collective development programmes may be introduced. For example, a leadership development programme was launched in 2025 for managers and supervisors, focusing on leadership, collaboration and professional growth.

For the production departments, a multi-year training plan was introduced in 2025, considering different levels of expertise and development requirements. New production employees receive on-the-job training from experienced colleagues. Additional training is provided through external courses, including programmes offered by machinery suppliers and industry associations.

Van Heek Textiles also offers learning and development opportunities to students, interns and graduate trainees in technical and textile-related disciplines. As an accredited work placement company, we are able to provide practical experience within a manufacturing environment where craftsmanship and specialised knowledge play a key role. During 2025, graduate projects were undertaken in areas including Research & Development (R&D) and sustainability.



Alongside general training and professional development, efforts are being made to preserve and further develop specialised textile knowledge. Much of the organisation's expertise in textile processes, including knitting, weaving, dyeing, coating and finishing, has been built up through many years of practical experience. Maintaining and updating this knowledge base is essential to ensuring product quality and effective process control. In 2026, these efforts will be further supported through internal workshops and practice-oriented learning programmes focused on textile technology and manufacturing processes.





3.4 REPORTING, COMPLAINTS AND SOCIAL SAFETY

Van Heek Textiles has established mechanisms to ensure that reports and complaints are handled carefully and appropriately. Employees have access to a complaints committee and confidential advisers, both internally and externally. In addition, a whistleblowing procedure is in place.

These arrangements are set out in the employee handbook and are accessible to all employees. Their purpose is to provide a working environment in which employees feel comfortable raising concerns, reporting issues, and submitting complaints.

The reporting framework also includes measures aimed at preventing and addressing inappropriate behaviour, such as intimidation, aggression, bullying and discrimination. In this way, Van Heek Textiles seeks to foster a socially safe working environment in which employees feel able to speak openly about concerns and issues.

3.4.1 HIGHLIGHTED: ENCOURAGING CYCLING TO WORK

In 2024, the employee bicycle parking facility was upgraded. The new facility provides improved storage capacity and better protection against the weather. Additional security measures have also been introduced, including access via personal employee badges and CCTV surveillance.

In addition, Van Heek Textiles offers its employees a bicycle purchase scheme that enables them to acquire a bicycle in a tax-efficient manner. Under this arrangement, employees receive a tax advantage because the net purchase cost of the bicycle is offset against their gross salary. As a result, the bicycle is paid for before income tax is calculated, which reduces the overall tax burden.

Through these initiatives, Van Heek Textiles aims to encourage cycling as a way of transportation for commuting, while simultaneously promoting employee wellbeing and supporting sustainable mobility.





CHAPTER 4 – GOVERNANCE (SDGS 12 AND 16)

This chapter describes how responsibilities, integrity and governance are organised within Van Heek Textiles. The focus is on roles and responsibilities, internal governance structures, and the way sustainability and other relevant topics are incorporated into decision-making processes.

4.1 GOVERNANCE AND MANAGEMENT

Van Heek Textiles is led by a Management Board consisting of a Managing Director, Commercial Director and Finance Director. The Board is responsible for the company's strategic direction, financial continuity and day-to-day management.

Decisions are taken through established management and consultation structures. Sustainability and responsible business conduct topics are considered where these are relevant to legislation, customer requirements or business risks. Ultimate responsibility for decisions and strategic priorities rests with the Management Board.

4.2 SUSTAINABILITY RESPONSIBILITIES AND ORGANISATION

For many years, Van Heek Textiles has maintained the role of Health, Safety and Environmental (HSE) Officer, with responsibility for occupational health and safety, environmental compliance and related legislation. As sustainability has become increasingly important due to evolving legislation and customer expectations, this function has been supplemented by the appointment of a Sustainability Coordinator.

The Sustainability Coordinator is responsible for coordinating sustainability-related activities, collecting relevant information and supporting internal alignment across the organisation. This role operates in close cooperation with the HSE Officer.

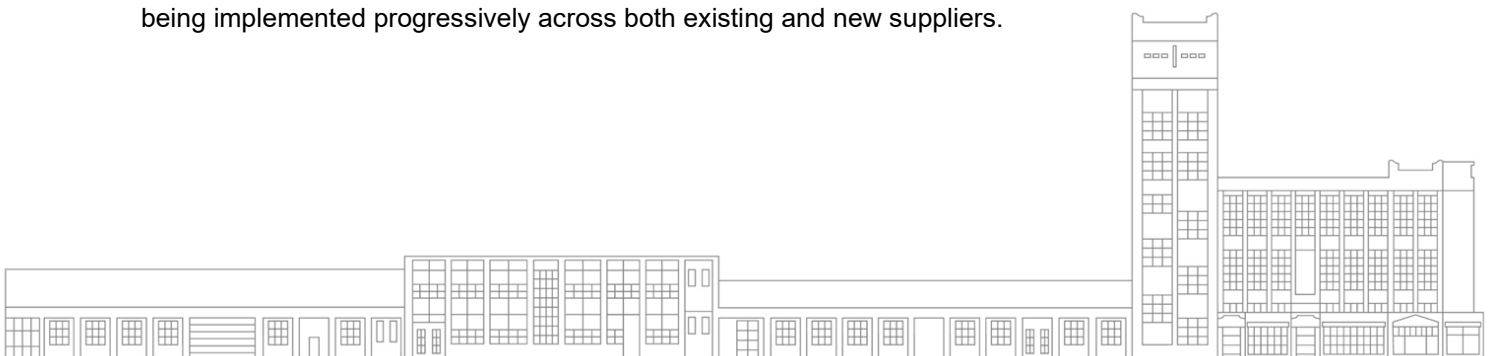
In addition, a **Corporate Social Responsibility (CSR) Committee** has been established, bringing together representatives from different disciplines, including management, procurement, R&D, and health, safety and environmental functions. The committee discusses topics related to responsible business conduct, including supply chain responsibility, environmental matters and social issues. The committee serves in an advisory and coordinating capacity; decision-making authority remains with the Management Board.

4.3 INTEGRITY AND RESPONSIBLE BUSINESS CONDUCT

Integrity and responsible conduct are embedded within Van Heek Textiles through existing internal policies, the applicable collective labour agreement and documented procedures. Employees are provided with clear guidance regarding employment conditions, complaint handling, confidentiality and reporting mechanisms.

Van Heek Textiles also applies general purchasing and sales terms and conditions, which are publicly available and contribute to transparent and responsible business practices in dealings with both suppliers and customers.

A **Supplier Code of Conduct** has been established outlining expectations regarding, among other matters, labour conditions, human rights and environmental responsibility. This Code of Conduct is being implemented progressively across both existing and new suppliers.





Appendix 1: Product Characteristics and Chemical Compliance

Van Heek Textiles' product portfolio includes a variety of certified materials and documented product characteristics. These contribute to supply chain transparency and support compliance with relevant legislation and market requirements.

Product-related certifications

CERTIFICATION/ CHARACTERISTIC	PRODUCT(S)
FSC®	Natural finish products: Brillianta, Brillianta Calandré, Coloretta, Dubletta, Finesse, Natuur- & Half-linnen, Saphir. Coated products: Buckram Light, Fancy, Magic & Magic Chic. Laminating paper.
Lenzing™ ECOVERO™	Natural finish products: Brillianta, Brillianta Calandré, Coloretta, Dubletta, Ecojeans, Finesse, Natuur- & Half-linnen, Saphir. Coated products: Fancy, Magic & Magic Chic. Specialities: Printex.
ClimatePartner Certified	Carbon-offset products: Brillianta and Brillianta Calandré.
100% Recycled Laminating Paper (FSC-certified)	Backing paper used for textile covering materials, manufactured from post-industrial recycled fibres.
100% Recycled Polyester (PET)	Window covering product: Padova Ecodure.
Post-Consumer Recycled Denim (25%)	Ecojeans.





The characteristics listed below apply to specific product groups or qualities. Exact applicability may vary by product variant and is defined in the relevant product specifications.

Chemical compliance and product safety

CHARACTERISTIC	DESCRIPTION
REACH Compliant	Chemicals used comply with European REACH legislation.
EN 71-3: Safety of Toys Compliant	Natural-finish products: Brillianta, Brillianta Calandré, Coloretta, Dubletta, Ecojeans, Finesse, Natural & Half Linen, Saphir. Coated products: Buckram Light, Buckram Premium, Buckram Premium Matt, Fancy, Magic, Magic Chic and Senator.
Phthalate-Free	Free from phthalates.
Free from Persistent Organic Pollutants (POPs)	Contains no persistent organic pollutants.
Heavy Metal Free	Free of heavy metals.
PVC-Free	Covering materials do not contain PVC.
Free of Animal Derivatives	No animal-derived substances are used.
Water-Based Coatings	Water-based coatings are applied wherever technically feasible.

