

Sustainability Report

2024

Rispele
1927

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ABOUT THE REPORT

GRI 2-1 | GRI 2-3

Riopele Têxteis, SA (“Riopele”) is headquartered in Vila Nova de Famalicão, Portugal. The company focuses on producing high-quality textiles with an emphasis on sustainable raw materials and operations.

This report follows the Global Reporting Initiative (GRI) 2021 standards and covers Riopele’s sustainability performance from January 1 to December 31, 2024, across all its facilities (administrative buildings and factories).

Riopele will continue to publish sustainability reports at least annually, aligned with its Annual Report and Accounts. For questions related to this report or sustainability matters, please contact: sustentabilidade@riopele.pt.



A background portrait of José Alexandre Oliveira, President of Riopelle, wearing glasses and a patterned shirt. The text 'MESSAGE FROM THE CHAIRMAN' is overlaid on the left side of the image.

MESSAGE FROM THE CHAIRMAN

GRI 2-22

In 2024, Riopelle took decisive steps on its path to becoming the first European textile company to achieve operational carbon neutrality by 2027, a milestone that will coincide with our centenary. In 2025, we strengthened this ambition by joining the Science-Based Targets initiative (SBTi), with near-term decarbonization targets approved for 2030.

This Sustainability Report reaffirms our commitment to protecting the planet through innovation, collaboration, and investment. We are developing new generations of sustainable fabrics from recycled and renewable materials, expanding renewable energy production, and investing significantly in water management, sustainable textile solutions, and digitalization. At the same time, we continue to prioritize people, with training programs, new social benefits, and a culture that attracts and retains talent.

In 2024, Riopelle reached a record turnover of €98 million, growing steadily while maintaining a balance between economic performance, environmental responsibility, and social impact. As we approach our centenary, the involvement of the fourth generation of our founding family ensures continuity of values and a long-term vision. Looking ahead to 2027, we remain fully committed to leading change in the textile industry towards a more sustainable future.

José Alexandre Oliveira,
President of Riopelle

HIGHLIGHTS FROM 2024

E| Environmental Dimension

- Renewable energy (%): 67%
- Carbon intensity of A1+A2 products (kg CO₂e/kg product): 4.1
- Waste recovery rate (%): 99%
- Chemicals classified ZDHC level 3 (%): 83%
- Recycled water (%): 54%

S| Social Dimension

- Number of employees (FTE): 1,073
- Average seniority (years): 12 years
- Employees under 30 years old (%): 18%
- Employees trained (%): 85%
- Leadership positions held by women (%): 42%

G| Economic/Governance Dimension

- Turnover (€ million): €98.5M
- Suppliers (raw materials, chemicals, dyes) with established contracts (no.): 109
- Suppliers subscribing to the Code of Conduct (%): 63%
- Production capacity (m/month): >750,000
- Share of sales in external markets (%): >95%



TARGETS FOR 2027

- Carbon neutrality in our operations (Scope 1 +2).
- 20% reduction of the carbon footprint across our value chain.
- 80% of our marketed products to include sustainable components.
- 100% of textile waste to be reused through recycling and reclassification.
- 60% of water used in production processes to be recovered and reused.
- 90% of thermal energy to come from carbon-neutral sources.
- 100% of electricity to come from renewable sources.
- Increase overall employee satisfaction.
- Improve employee satisfaction with work–life balance.

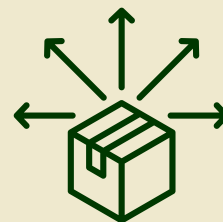
RIOPELE

GRI 2-1| GRI 2-6

Riopele Têxteis, S.A., located in Pousada de Saramagos, Vila Nova de Famalicão, and founded in 1927 by José Dias de Oliveira, is one of the oldest textile companies in Europe. With a rich history and a tradition of quality, the company focuses on the design and production of fabrics for fashion and apparel collections.

As a key partner of leading global fashion brands, with a presence in more than 30 countries, Riopele offers a fully vertical textile production service, ready to meet the fast-paced demands of today’s fashion industry.

Riopele is committed to maintaining and strengthening its position as a leader in the global fashion textile industry, fostering close relationships with both established fashion houses and emerging brands. With a long-standing history, a strong commitment to quality, sustainability, and social responsibility, and a clear emphasis on process traceability, transparency, and service reliability, Riopele continues to stand out in the textile sector, remaining a benchmark in the fashion and apparel industry in Portugal and worldwide.



Facilities

Riopele's facilities reflect its commitment to excellence and efficiency in textile production. Covering an area of around 131,000 m², the company is equipped with modern infrastructure and state-of-the-art machinery, enabling a creative, fast, and effective response to the rapidly evolving fashion market.

With 100% of its production carried out locally and continuous operating capacity, Riopele demonstrates its dedication to delivering high-quality textiles that meet the highest production standards while ensuring maximum customer satisfaction.



HUB Olífil
CASTELÕES



HUB B
POUSADA DE SARAMAGOS



HUB A
POUSADA DE SARAMAGOS

Mission, Vision & Values

Riopele aims to position itself at the forefront of the sector, embracing innovation as a key driver of its competitiveness in the global market. With its current standing in the fashion industry and the continuous development of innovative and sustainable fabrics, Riopele supplies some of the world’s most prestigious fashion houses and sets trends through its collections.

We believe that our values positively distinguish us and contribute to the creation of a strong brand and exceptional products, making us a reference in the global market.

The company has been making a series of investments that have allowed it to continue pursuing its strategy, strengthening its position in the market as a reference company in the sector and a leader in Human Resources and Environmental Management.

Vision	Mission	Values
To be the leading company in the textile industry of the future — innovative and sustainable — built on transparent and responsible resource management, respect for human rights, and the promotion of technological development.	To be a textile manufacturing company with global horizons, creative and sustainable, founded on an environment of innovation, continuous improvement, and operational excellence, with the goal of creating value for our customers, suppliers, employees, shareholders, and the community.	Solidity: We foster a culture of innovation and people development. Trust: We value strong leadership and cooperation. Success: We act with a constant focus on customers and results.

Positioning

Riopele is committed to making fashion more sustainable by accelerating its positive impact on both the planet and society. Through innovative and sustainable fabrics, we aim to expand the use of recycled raw materials, enhance durability and circularity, and leverage cutting-edge technologies to optimize efficiency. At the same time, we foster an environment of inclusion, empowerment, and respect.

To strengthen this commitment, Riopele has redefined its strategic pillars:

Product & Process: covering the entire product lifecycle, from innovation and continuous operational improvement to digital transformation, ensuring solutions that meet the evolving needs of the industry and our clients.

People & Communities: focusing on a motivated and skilled workforce, supported by fairness, transparency, well-being, learning, and social responsibility initiatives that extend to the wider community.

Environment & Circularity: addressing environmental challenges by reducing impact, conserving resources, minimizing emissions and pollution, and promoting circular economy principles.

Ethics & Governance: embedding ethical and transparent practices across the company, strengthening trust, reducing risks, and ensuring competitiveness in a global market.

Key Pillars



Our Commitments

01. Dedication to the sustainable growth of the business.
02. Promotion of an environment focused on inclusion, empowerment, and respect.
03. Continuous reduction of water and chemical consumption.
04. Promotion of innovative and sustainable raw materials.
05. Reduction of energy consumption and increase of energy efficiency.
06. Reduction of waste and promotion of recycling.
07. Creation of positive impacts and meeting high standards of responsibility.

Historical Milestones

Riopele takes pride in its nearly century-old history. Since 1927, the company has been consolidating its position as a leader in the textile sector in Portugal, thanks to sustainable growth and a focus on product quality.

2012

I&DNano.Smart Project:

Development of intelligent textile structures and functional coatings on a nanometric scale.

2014

Investment Program of €15 million.

2016

Eco-innovative project **R4Textiles** launched, aiming to develop sustainable fabrics.

2020

Riopele achieves its **strategic goals during the pandemic** and awards all employees for their performance.

2013

Horizontes Program:

Continuous development program aimed at all employees.

2015

- At Riopele's facilities, **the first business incubator in Portugal** is born.
- Best **Large Exporting Company** (Tradable Goods) Award.

2018

- Riopele installs its **first solar power plant**.
- **Tenowa brand** wins the **COTEC Product Innovation** Award and an **iTechStyle** Awards prize.

Historical Milestones

2021

- A new and extensive **training program** directed to all employees, valued at **€3.3 million**.
- **Best Investment Award** from AICEP.

2022-24

Riopele is distinguished as the **best textile company to work for in Portugal** by Randstad Employer Brand Research.

2023

- **Sustainability & Innovation Award** | Created IN
- Riopele recognized by the Municipality as an "**exemplary business entity**."
- **Start-up of the Biomass boiler**.

2024

- Riopele achieves **1st place in the Sustainability category** at the **Kaizen Award Portugal** and receives the **Freedom and Democracy Award**, granted by AEMINHO.
- Riopele obtains **Regenagri and FSC certifications** for its products and **SURE-certified for Biomass**.

750 THOUSAND

METERS/MONTH (PRODCUTION CAPACITY)

GRI 2-6

By vertically integrating our entire production cycle, we can invest in developing and manufacturing fashion fabrics and offering apparel manufacturing services.

KNOW-HOW



R&D

Supported by partnerships with the customers and focused on creating innovative products, our R&D department develops fabric collections that stand out for their structure, design and innovation.



SPINNIG

Our Spinning units can work with all types of fibres and a diversity of colours. It comprises more than 30 spinning frames, 10 winding machines, and more than 65 twisting machines, allowing the development of fantasy yarns and new colour combinations.



DYEING

We are one of the few European companies that work with virtually all the available dyeing methods. That is why we have been at the forefront of reeled yarn, muff dyeing and raw fibres for decades, offering a highly flexible product range.



WEAVING

Able to provide a quick, reliable and flexible response to the market demands and operating in a constant balance between innovation and tradition, our Weaving department with around 200 looms produces fabrics with a high technical and creative complexity.



FINISHING

Harmoniously combining chemical and mechanical features, our Finishing department ensures the production of fabrics with an excellent performance in terms of aesthetic qualities, comfort and functionality.



QUALITY

Our fabrics undergo inspection, control and, where applicable, correction processes throughout the entire production cycle to meet all the requirements and anticipate our customers needs.



LOGISTICS

Our Logistics unit develops its activity across the entire value chain. We ensure all the inbound operations (receiving all the resources required for production), outbound operations (shipping our finished products), and the supply of the production units.

Brands

Our activity is centred on the creation and production of fabrics for fashion and clothing collections.

We are committed to the values of innovation, quality and sustainability, ensuring the traceability of our processes and the reliability of our service.

ÇERAMICA

Think of an astonishing fabric that maintains the appearance even after wearing it several times. And an easy-care fabric that requires less washing and where iron isn't necessary. So you don't spend so much time on tedious tasks. Look and fabric performance in sync to meet the demands of modern life. Its performance as a naturally breathable fabric and its UV protective characteristics offer total comfort and maintain optimal body temperature. In addition, the excellent look, smoothness and fluidity of the material and its environmentally friendly properties enhance the feeling of well-being.

TENOWA

Create your fashion collections going beyond the linear system. With fabrics made from textile waste, there's no need to use only virgin raw materials. Supported in the latest textile technology, everything you love to create can be done more sustainably than ever before. Awarded with the "COTEC Innovative Product", the "iTechStyle Award - Sustainable Product" and the "Best Art Work Award by The Society of Fashion & Textile Industry", Tenowa is the perfect combination of our responsible production with fibres, yarns and fabrics produced from the recycling and reuse of waste generated in the conventional process of the textile industry.



ÇERAMICA GREEN

Next-generation Çeramica fabrics. Made from recycled materials, including plastic bottles. So you can take advantage of new sustainable features without losing the best Çeramica technology.

By combining recycled polyester with our long expertise in polyester/viscose blends, we created a new fabric that keeps all the benefits of the traditional Çeramica brand. Breathability, UV protection, holding shape and performance long term and easy-tocare are some of its characteristics.

ÇERAMICA CLEAN

Staining doesn't have to be a nuisance. Çeramica Clean prevents soiling and water absorption. So the cleaning and the drying of the garment is a lot easier. And that piece of clothes that you love will still look stunning.

Breathable and soft to the touch, Çeramica Clean is a functionalized fabric with easy-clean and eco properties that prevents stains of substances like wine, ketchup, olive oil and coffee.



VIRALREPEL

Introduce the benefits of textile progress and innovation to the everyday life, ViralRepel prevent viruses and bacteria from persisting on textiles, reducing up to 99% of viral load. And best of all it doesn't release particles harmful, maintaining its efficiency even after multiple domestic washes.

Developed in collaboration with one of the most prestigious scientific research centres, ViralRepel is an innovative multifunctional finishing, aiming to promote consumer well-being.

TECNOSILK

A new standard of responsibility, from the selection of the raw materials to the design and production processes.

The easiest form of taking your brand to the next sustainable level.

Tecnosilk takes full advantage of the TENCEL™ Lyocell fibres and its blending with other fibres like cotton and cupro. And with our environmentally responsible textile process, Tecnosilk fabrics are still smooth and gentle on the skin, offering endless creative possibilities at the industrial scale.

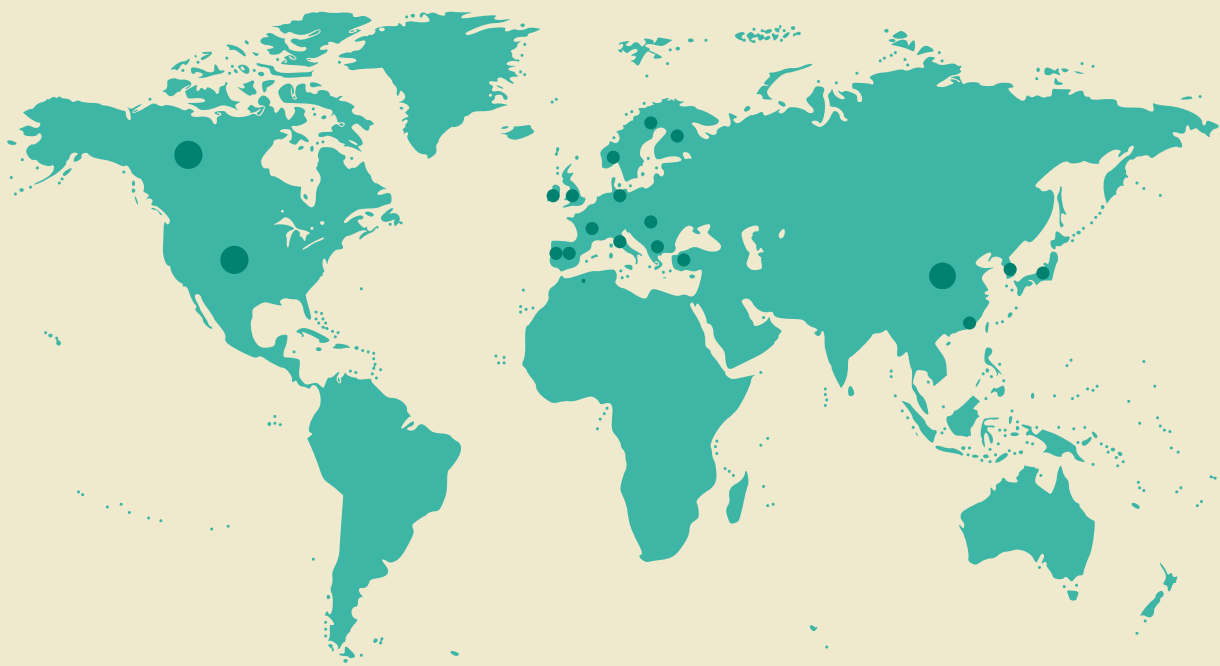


Markets

GRI 2-6

Being today a company with a global presence, serving a large part of the fashion industry’s value chain and partnering with leading market players and reference brands, Riopelle currently serves more than 300 clients across over 52 countries, leaving its “mark” on the world in every continent. The main markets are Germany, Spain, the USA, Italy, France, Scandinavia, Canada, the United Kingdom, China, Japan, and South Korea, which together account for 95% of its revenue.

As a leading brand in the textile industry, Riopelle approaches markets with strategies focused on customer engagement, loyalty, and partnerships, involving clients in the creative process and addressing their needs and positioning in relation to sustainability standards, product innovation, and the evolving profiles of their clients and end consumers.



Governance Model

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13

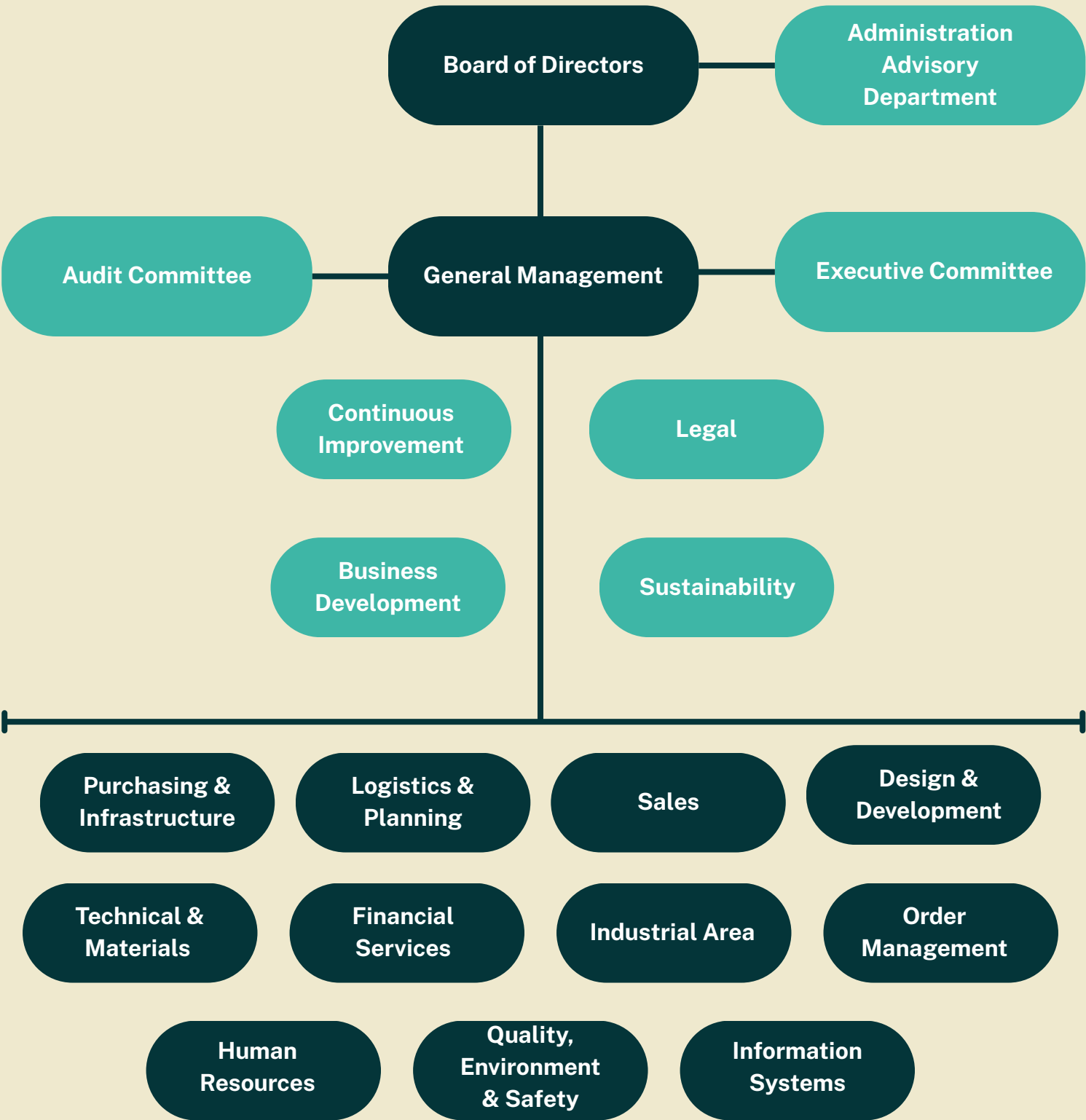
Riopele’s strategic direction is planned and defined by its Board of Directors, which has undergone a reorganization and redistribution of its members’ functions.

The Board is composed of the Chairman (with executive functions), one Executive Member, and one Non-Executive Member. All members of the Board of Directors are elected by the General Shareholders’ Meeting, to which they report. These elections take place during the General Meetings, with each term lasting four years and subject to reappointment.

The activities of the Chief Executive Officer (executive member) and the other company Directors are organized and supervised by the Board of Directors, thereby ensuring that the shareholders’ interests are safeguarded throughout all stages of the company’s business development.

For greater clarity and structure, the Riopele organisational chart is presented below.

Organisational Chart



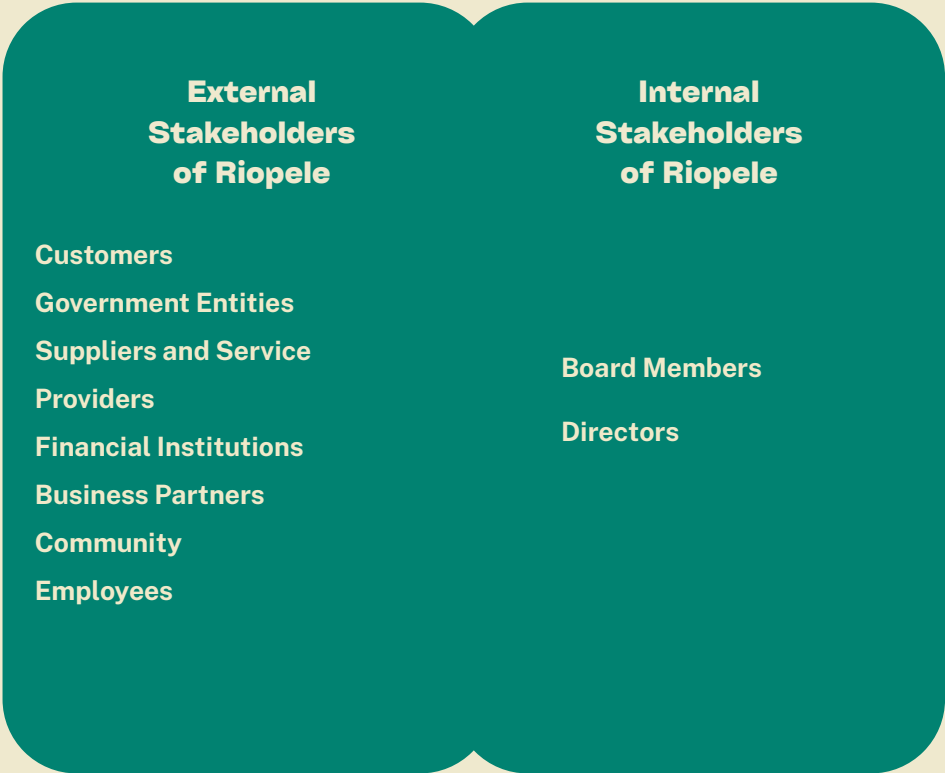
STAKEHOLDERS

Riopele conducted its materiality analysis in line with GRI standards and the European Union’s sustainability reporting guidelines, following the principle of double materiality. The analysis assesses both the positive and negative impacts of the company’s activities and how external stakeholders perceive their significance, as well as their financial implications.

Riopele plans to review its double materiality assessment to align with the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), focusing on the identification and evaluation of sustainability-related Impacts, Risks, and Opportunities (IRO).

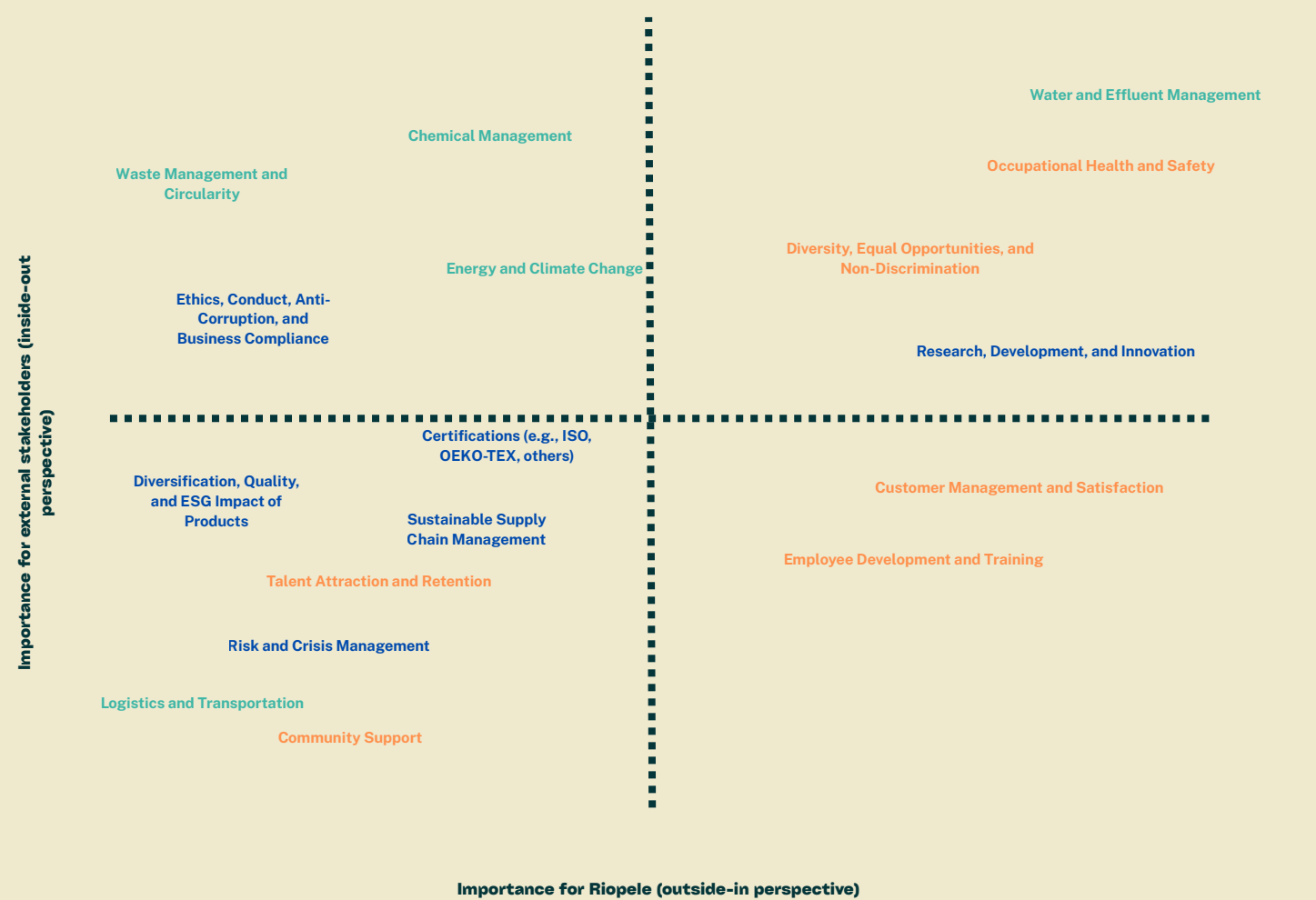
In the last materiality exercise, Riopele surveyed around 160 stakeholders—both internal and external—through an online questionnaire to understand their perceptions, expectations, and concerns regarding sustainability and ESG issues. Internal participants represented various departments, while external stakeholders were selected based on their dependence on or influence over the company.

The stakeholder consultation process is typically carried out with a frequency aligned with the strategic cycle and will support the development of a sustainability strategy by Riopele.



Riopele’s Materiality Matrix

GRI 3-1 | GRI 3-2



Environmental Topics

Social Topics

Governance Topics

Very High Priority

- Water and Effluent Management
- Health and Safety at Work
- Research, Development and Innovation

Priority

- Energy and Climate Change
- Waste Management and Circularity
- Chemicals Management
- Sustainable Supply Chain Management
- Ethics, Conduct, Anti-corruption and Compliance
- Diversity, Equal Opportunities and Non-discrimination
- Customer Management and Satisfaction
- Employee Development and Training

Sustainability Strategy

Riopele is driving the transformation of the textile industry toward a more sustainable and responsible future. With a clear ambition to minimize fashion's environmental and social impact, the company focuses on developing innovative fabrics through circular design, recycled materials, and advanced production technologies.

Following a comprehensive materiality analysis, Riopele redefined its sustainability strategy around four key pillars:

Product & Processes – Innovation and efficiency in textile production.

Environment & Circularity – Resource optimization and waste reduction.

People & Communities – Empowerment, safety, and inclusion.

Ethics & Governance – Transparency and responsible management.

These pillars guide action plans with measurable goals and initiatives, reinforcing Riopele's commitment to sustainability, resilience, and leadership in a demanding global market.



Throughout 2025, Riopelle intends to review and consolidate its strategy, as a result of the development of a new double materiality analysis to be carried out, based on the guidelines of the CSRD and the respective ESRS, regarding the identification and assessment of sustainability-related Impacts, Risks, and Opportunities.

Product and Process • Development and innovation of products • Optimization and efficiency of processes • Digital transformation	• By 2026 Development of the Materials Strategy. • By 2027 80% of products should fall into sustainability categories. • By 2028 Development of the Tracking and Localization Project.	  
Environment and Circularity • Develop a plan for climate change mitigation and adaptation • Increase the percentage of recycled water • Certified chemical products with ZDHC Level 3 • Promote reuse and recycling of waste	• By 2030 Reduce GHG emissions by 51% (Scope 1+2). • By 2030 Reduce GHG emissions by 42% (Scope 3). • By 2027 60% recycled water. • By 2028 100% certified chemical products.	    
People and Communities • Social responsibility • Employee satisfaction and motivation • Employee training and development	• By 2025 Inaugurate the Riopelle Academy. • By 2025 Calculate the Living Wage. • By 2026 Employee satisfaction index >3.10.	   
Ethics and Governance • Develop Risk Management and Compliance structure • Create a Sustainable Purchasing Policy • Communication plan	• By 2025 Create a Compliance Committee. • By 2025 Develop a Corruption Risk Prevention Plan. • By 2026 Create a Sustainable Purchasing Policy.	  

Environmental



We protect the planet across every stage of our operations. As a European textile leader, Riopelle is accelerating the transition to circular, low-carbon fashion — combining innovative materials, efficient processes, and transparent goals.

Key 2027 Targets

- Operational carbon neutrality (Scopes 1+2)
- -20% value-chain carbon footprint
- 80% of products with sustainability attributes
- 100% textile waste reused/recycled (incl. reclassification)
- 60% process water recovered & reused
- 90% thermal energy carbon-neutral
- 100% renewable electricity



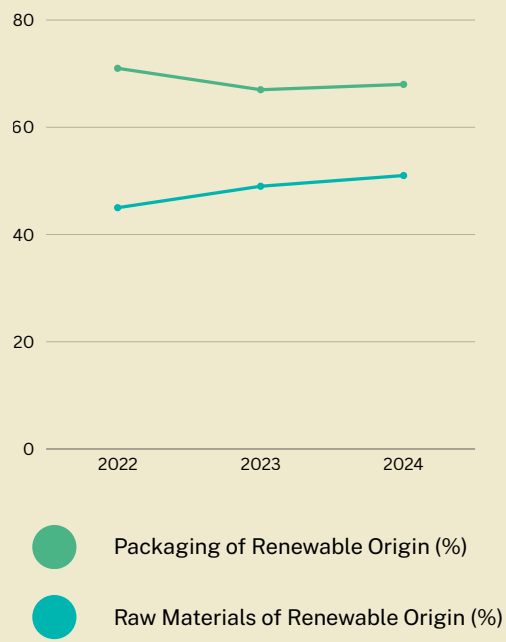
Materials & Chemicals

GRI 301

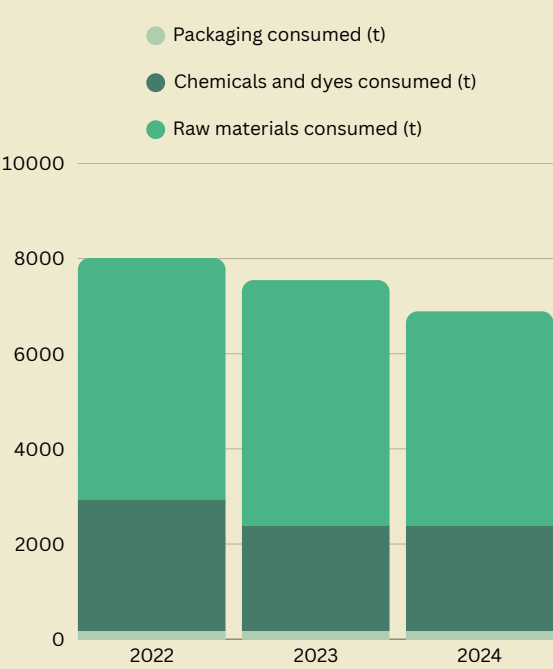
At Riopelle, ensuring that fabrics are safe for both people and the environment is a fundamental priority. The company's product development strategy follows a sustainability-driven approach that integrates design, traceability, process efficiency, and responsible material selection. In 2024, 79% of products incorporated responsible raw materials — an increase of seven percentage points compared to 2023 — bringing the company closer to its 2025 goal of 80%. Riopelle works exclusively with certified suppliers that meet sustainability and performance standards. A Materials Strategy is also being developed to categorize products based on their environmental impact, considering factors such as material origin, certifications, and social responsibility, while all packaging materials come from responsibly managed or recycled sources.

- **79% of 2024 products used responsible materials (up from 72% in 2023); goal: 80% by 2025.**
- **More renewable & organic inputs: ~51% of raw-materials consumption from renewable origins in 2024; organic share rose to 3.1% (from 0.8%).**
- **Packaging: ~70% from renewable sources in recent years.**
- **Material Strategy by 2026: product categorization by environmental & social impact, origin, and certifications — so customers can choose better.**
- **Chemical safety: Compliant with REACH, OEKO-TEX® STeP; aligned with ZDHC — 83% of chemicals at ZDHC Level 3 today; 100% by 2028.**

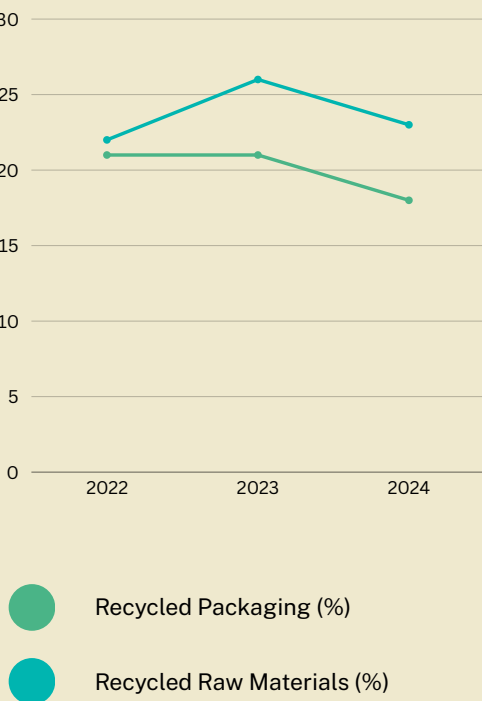
Origin of Materials (% Renewable)



Materials Consumption (t)



Recycled Materials (%)





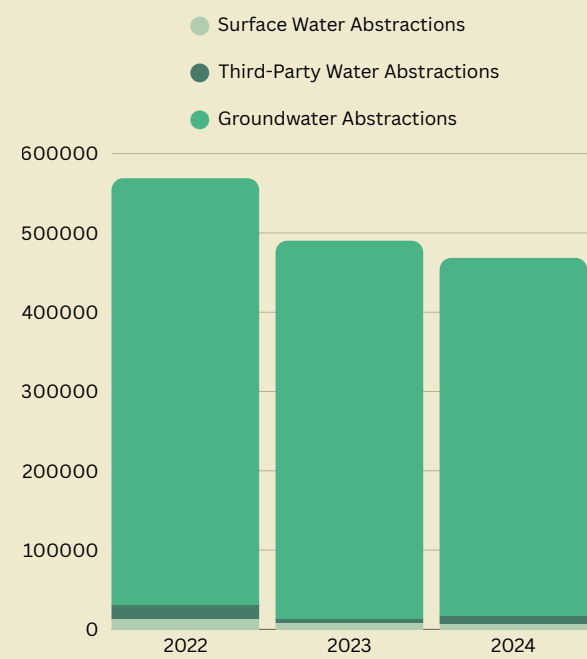
Water & Effluents

GRI 303

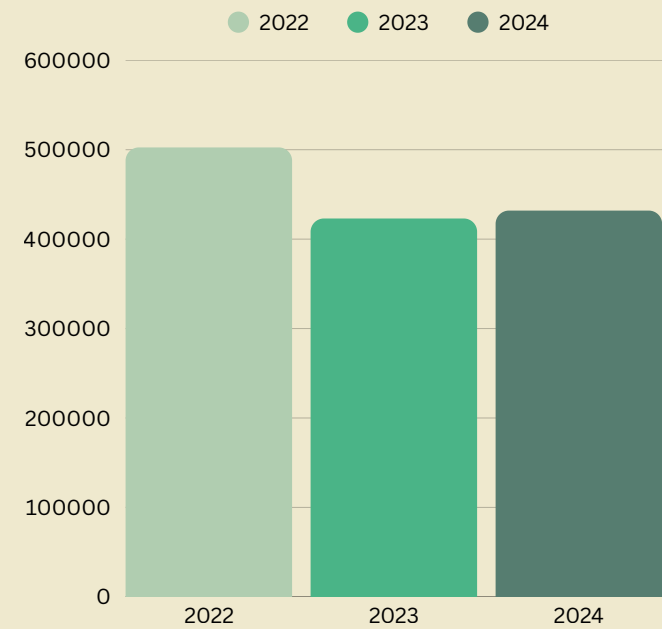
In the textile industry, water is a resource of vital importance due to the inherently water-intensive nature of production processes. The fashion industry currently consumes an estimated 79 billion cubic meters of freshwater each year, a figure expected to rise by 50% by 2030. Recognizing that water impacts are primarily local, the Science Based Targets Network is developing methodologies to help companies define science-based, region-specific freshwater targets. Aware of its impact on water resources, Riopelle is firmly committed to responsible water management and impact mitigation. The company continuously monitors water abstraction, discharge, and reuse, implementing multiple efficiency measures aimed at optimizing consumption and recovering effluents. Riopelle's water management approach is guided by three key principles: Reduce, Reuse, and Recycle.

- **Water sources 2024: 96% groundwater; 2% public network; 2% rainwater.**
- **54% internal effluent recovery in 2024 → 382,000 m³ abstraction avoided. Target of 60% by 2027**
- **Since 2000: 9.2 million m³ of effluents recovered.**
- **Voluntary alignment with ZDHC Wastewater Guidelines and continuous river-health monitoring.**

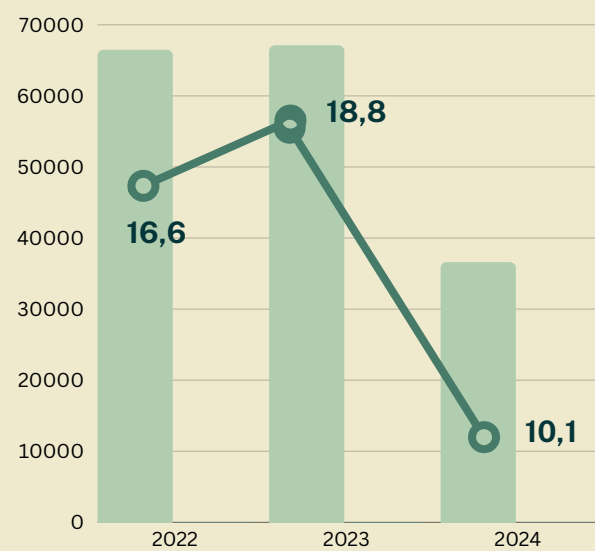
Water Abstraction by Source (m³)



Effluent Produced (m³)



Total Water Consumption (m³) and Water Intensity (m³/t)





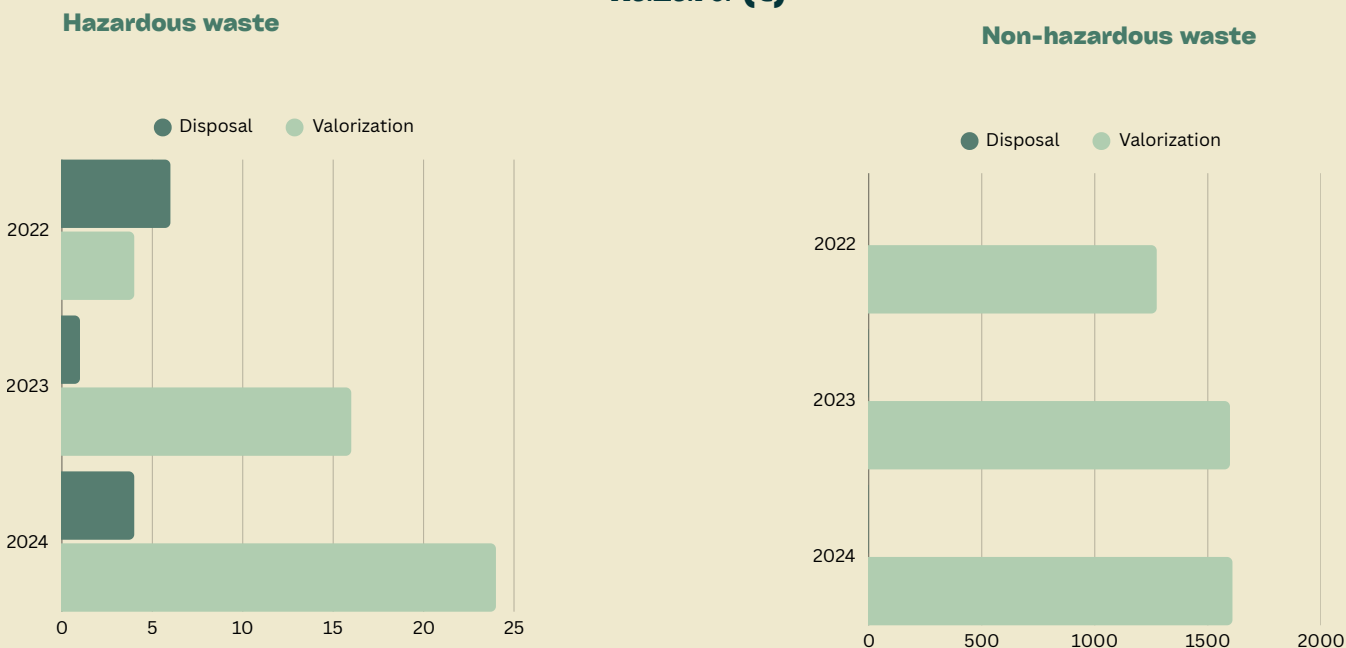
Waste & Circularity

GRI 306

Riopele is committed to reducing the amount of waste generated, striving to promote circularity practices and ensuring the reuse of all waste material. Therefore, the implementation of more advanced technologies throughout the production process is extremely important, as is investment in support activities (e.g., maintenance) that enable the reduction of material waste. Whenever possible, this waste is converted into a sub-product and reintroduced into the production process.

- **Target 2027: 100% of textile waste reused/recycled (incl. reclassification).**
- **2024: 1,638 t total waste; 99% valorized (hazardous + non-hazardous); 98% non-hazardous.**
- **In-process loops: cones back to spinning, rejected fabrics reused as finishing guides, pallets (wood/cardboard) reused; partnerships for chemical recycling of cellulotics.**

Waste generated by destination and hazard (t)



Energy & Climate

GRI 302 | GRI 305

The climate impact throughout the global clothing value chain identifies critical points observed in the fibre production, yarn and fabric production, textile production and use phases.

In order to address these challenges, Riopelle seeks to reduce the impact of its activities on the climate by investing in the energy efficiency of its processes and operations, investing in the decarbonisation of its activities, and also collaborating and promoting a greener supply chain, ensuring that it adopts more sustainable practices.

Key highlights:

- Biomass boiler in operation → -26% natural gas use; SURE-certified biomass Supply;
- Solar PV expanded; self-generation ~3% of electricity (1.52 GWh);
- Emissions avoided: ~9,628 tCO₂e (biomass + PV);

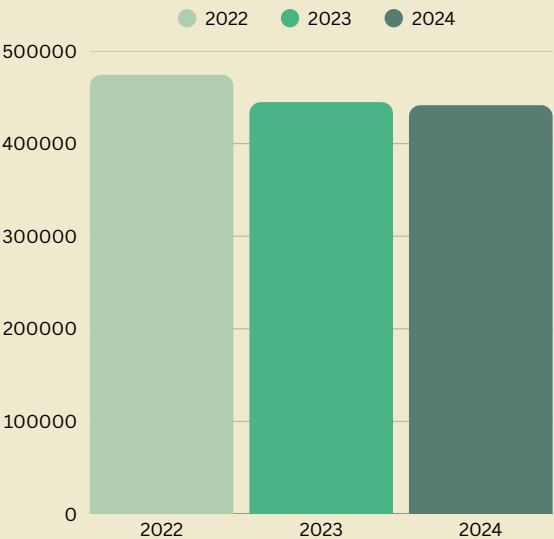
Key indicators:

- tCO₂e intensity (S1+2) -20% vs 2023 (from 5.1 to 4.1 tCO₂e/t)
- Total energy -1% vs 2023; energy intensity slightly down.

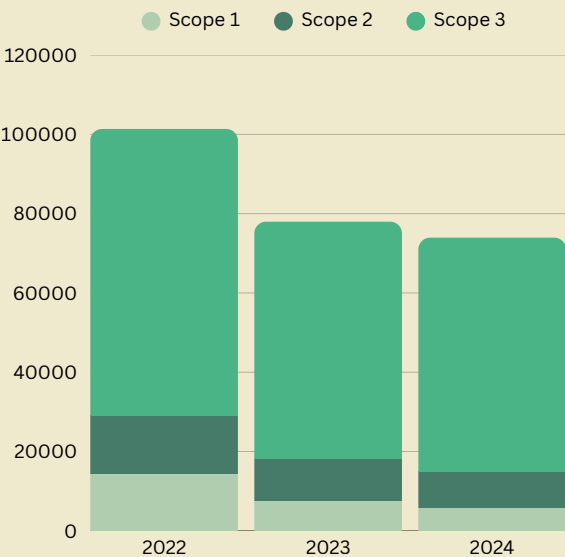
Targets:

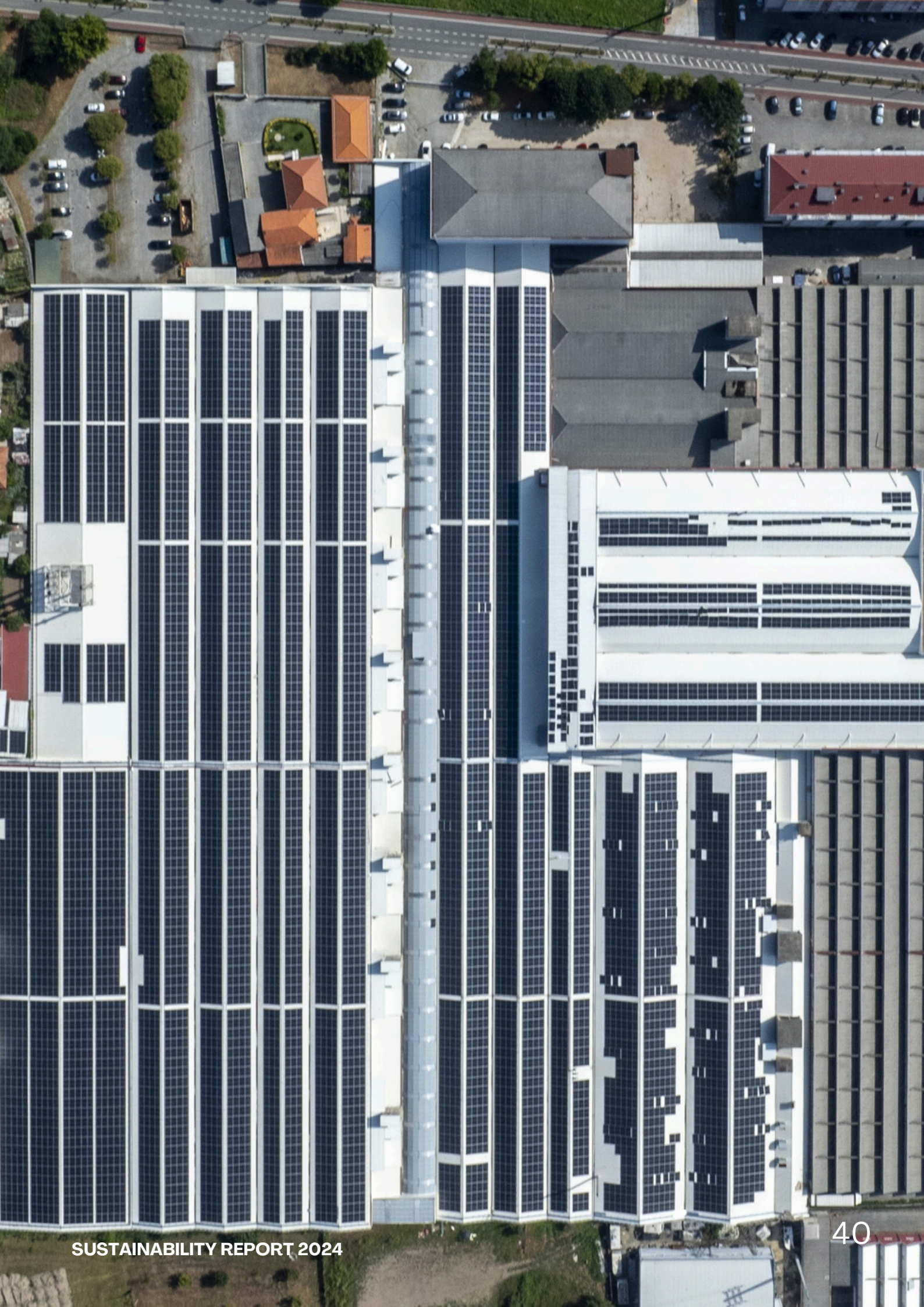
- SBTi-approved targets (base year 2022):
- -51% Scope 1+2 by 2030
- -42% Scope 3 (C1 & C3) by 2030
- Fleet transition: 75% EV by 2027, 100% by 2030.

Energy consumption (GJ)



GHG emissions (tCO₂e)





Social Responsibility

A woman with brown hair tied back, wearing glasses and a teal sleeveless top, is focused on working with a large piece of plaid fabric. She is in a workshop or factory setting, with a large plaid fabric panel visible in the background. The overall tone is professional and industrious.

Social Responsibility

GRI 202 | GRI 401

People are one of the strategic pillars that underpin Riopelle’s long-term success. Recognising their central role, throughout the year the company developed initiatives and implemented practices aimed at promoting the retention, development, and well-being of its People. Riopelle invests continuously in the personal and professional growth of its employees, fostering a flexible, inclusive, and competitive work environment that enhances their experience and contributes to a sustainable and resilient organisation.

Key highlights:

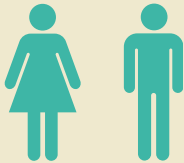
- Recognized by Randstad Employer Brand Research 2024 as the most attractive textile company to work for in Portugal.
- 112 new hires in 2024 (+33% vs 2023) and 4.6% turnover rate (↓ from 5.9% in 2023).
- 100% return rate after parental leave.
- Horizontes Program – continuous training and growth.
- New 2024 employee benefits:
 - 1.Flexible schedules (60 participants; 35% of eligible employees)
 - 2.Hybrid work model (90 employees)
 - 3.Bonusday (36% of eligible employees received 1 extra day off)
- Internal events: Riopelle Family Day (1,000 people) and Christmas Party (1,200 people).

Targets:

- Launch the Riopelle Academy by 2025.
- Calculate and implement a Living Wage by 2025.
- Reach employee satisfaction ≥3.10 by 2026.

Riopele Workforce	2022	2023	2024
Permanent Contract	990	1014	1073
Temporary Contract	151	125	77
Total	1141	1139	1150

Riopele employees by gender and age group	<30	30-50	>50
Women	66	235	110
Men	128	287	247





Training and Career Development

GRI 202 | GRI 404

Investing in training is central to Riopele’s growth and sustainability strategy.

Key Indicators:

- ~22,000 training hours in 2024 (target: 42h/employee).
- 978 trainees, with focus areas:
 - Sustainability
 - Productive innovation
 - Industry 4.0 and digitalization
 - Personal development and feedback
 - Continued implementation of the Horizontes Program.
 - 4 employees participated in the Master in Sustainability Management (Porto Business School).

Key tools:

- RPeople+ – competency management and performance assessment.
- Individual development plans updated annually.

Training Hours by Functional Category (h)



Occupational Health and Safety

GRI 403

Riopele has an Occupational Health and Safety Management System (OHSMS) operating as an internal service, with a team composed of occupational health and safety technicians, occupational health nurses, occupational physicians, and general practitioners, thereby ensuring compliance with the applicable legal requirements. This system is certified under ISO 45001:2019 for Occupational Health and Safety Management Systems.

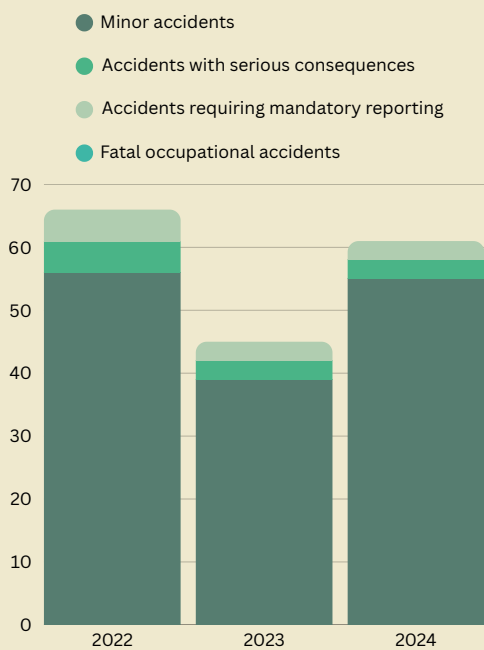
Trends:

- Serious and reportable accident rate: 1.65 (↓ from 1.76 in 2023)
- ILO classification: “Very Good” (frequency and severity).

2024 Actions:

- Playsafe initiative (109 participants)
- 277 employees trained in H&S
- Reinforced health services: curative and psychological support
- 400 vaccinated employees
- 1,135 occupational medicine consultations | 961 curative | 44 psychology | 1,355 nursing

Work accidents (no.)





Diversity, Equality and Non-Discrimination

GRI 405 | GRI 406

Riopele ensures equal opportunities and fair treatment in all aspects of employment, promoting social dialogue and respect for workers’ rights. The company upholds a culture of inclusion and firmly rejects any form of discrimination that may compromise the personal or professional integrity of its employees.

Key Indicators:

- 1,150 employees
- 42% of leadership roles held by women
- Gender pay gap: 11.3% (2022) → 16.1% (2023) → 8.4% (2024)
 - (reduction due to salary adjustments; note: 22% of men work night shifts, with pay premiums)
- Riopele Equality Plan 2024–2026 includes seven dimensions:
 - a. Strategy, mission, and values
 - b. Equal access to employment
 - c. Initial and continuous training
 - d. Equal working conditions
 - e. Parental protection
 - f. Work–life balance
 - g. Prevention of harassment

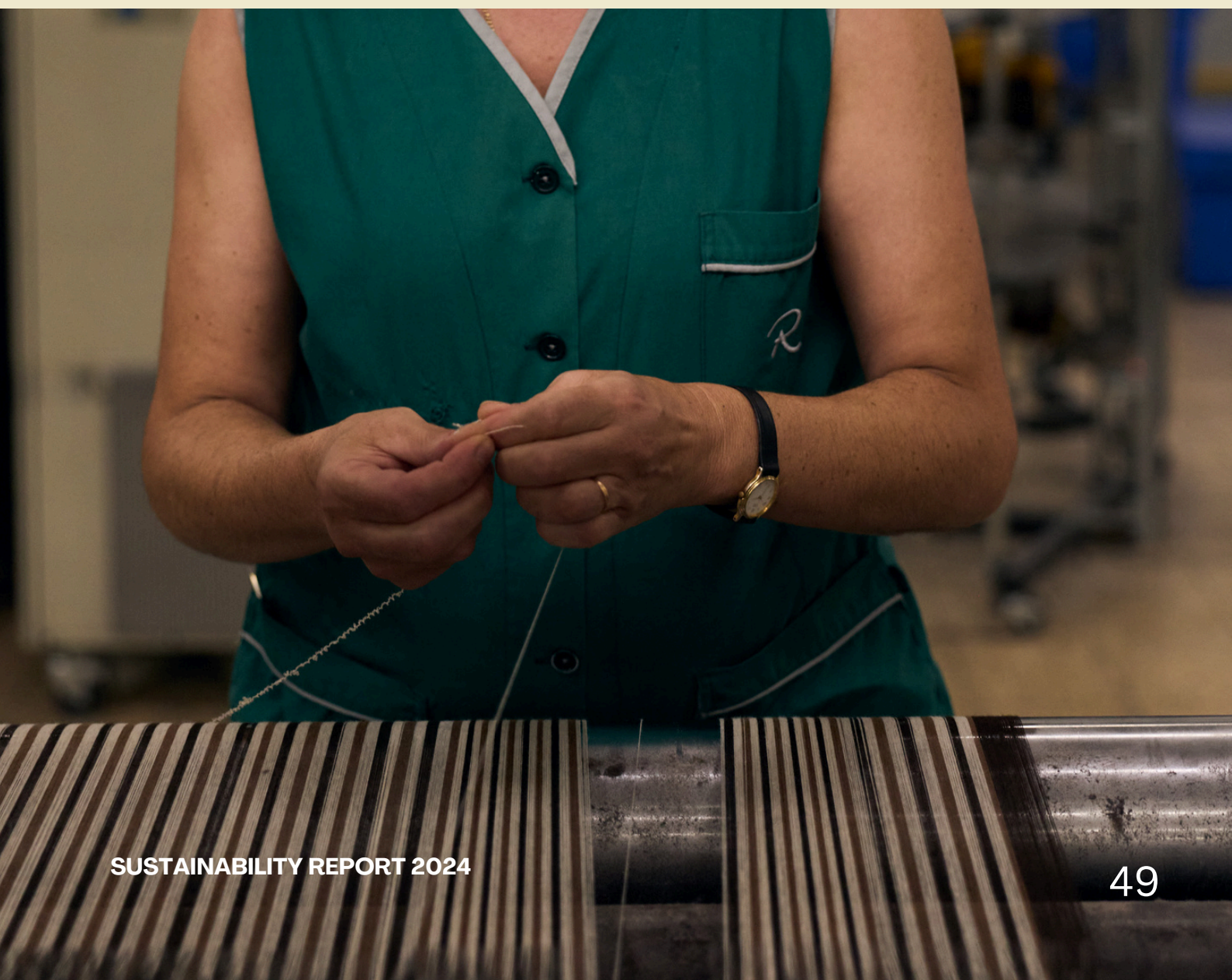
Human Rights

GRI 406

At Riopelle, we are committed to upholding the values enshrined in the United Nations Universal Declaration of Human Rights and the fundamental principles and rights established by the International Labour Organization. Guided by ethics, integrity, and respect for human dignity, the company ensures compliance with these principles through its Code of Conduct,

Commitments:

- Prohibition of child and forced labor.
- Zero tolerance for harassment or discrimination.
- Confidential reporting channels in place.
- Ongoing awareness training for managers and teams.





Community Engagement

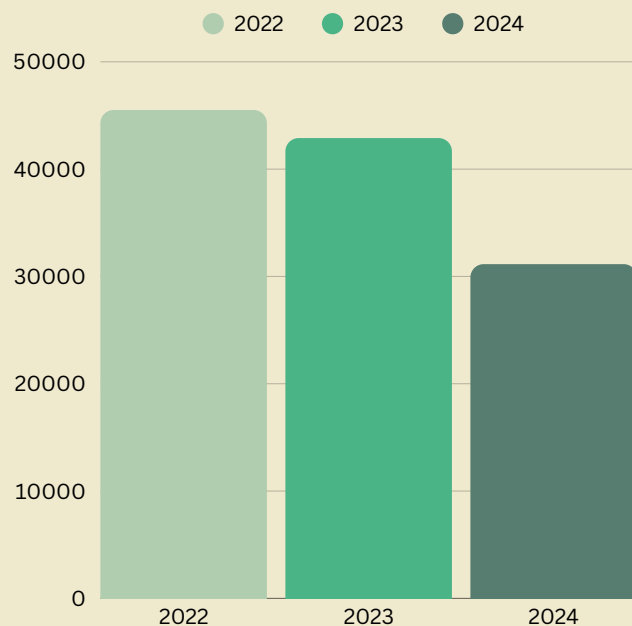
GRI 203 | GRI 413

Riopele actively supports the local community through education, culture, and social inclusion.

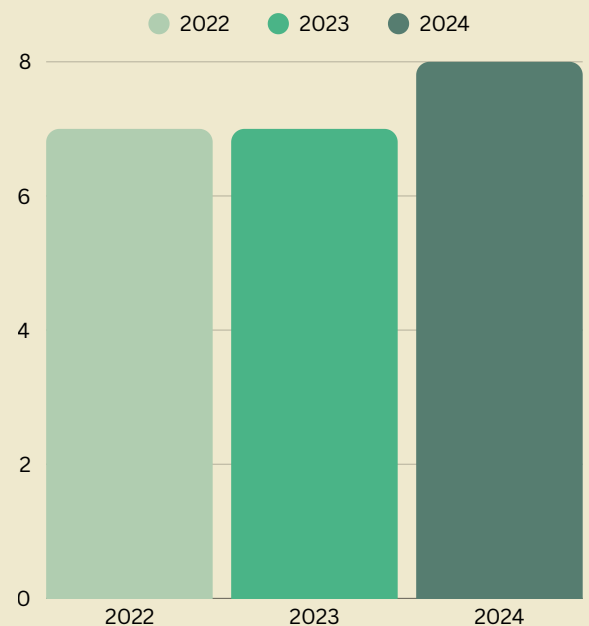
Initiatives:

- Support for Grupo Desportivo de Joane, Padre Benjamim Salgado Schools, Serralves Foundation, Cupertino de Miranda Foundation.
- Startup incubator hosted within Riopele Facilities
- “New Life. New Living”. Project - Textile upcycling with Guimarães Prison, producing 400 bags/year for social reintegration.

Donations and contributions (€)



Donations and contributions (no. of institutions)



Customer Satisfaction

Customer satisfaction above 85/100 since 2018 – proof of Riopele’s quality and consistency.

2023 Results:

- 88.4/100 (↑ from 87.3 in 2022)
- Highlights:
 - Collection and Proactivity: 94.4
 - Quality: 86.5

2024:

- Pilot Customer Satisfaction Dashboard using 3 metrics:
 - a. Product quality (claims)
 - b. Service rate (OTIF)
 - c. Sales budget performance



Economic and Governance Responsibility

Economic Performance

GRI 204

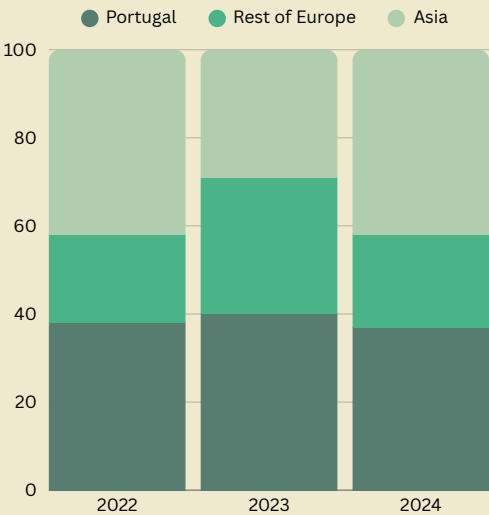
- Revenue 2024: €98.5M (↑ vs 2023)
- Net income: ~€5M
- Purchases: €45.3M (+25% vs 2023)
- Supplier region split: Portugal 37% | Rest of Europe 21% | Asia 42%

Sustainable Supply Chain

2024 Indicators:

- 109 active suppliers (raw materials, chemicals, dyes)
- 69 (63.3%) signed the Supplier Code of Conduct
- Certifications:
 - ISO 9001: 56 (51.4%)
 - ISO 14001: 29 (26.6%)
 - STeP by OEKO-TEX: 15 (13.8%)
 - GRS: 54 (49.5%)
- Next step: Higg Index adoption for ESG performance benchmarking.

Spending on suppliers by region (%)



Product Diversification, Quality, and ESG Impact

Initiatives & Projects:

- AeoniQ™ (Hugo Boss & HeiQ): regenerative cellulosic fiber.
- Oncemore® (Inditex & Södra): viscose from recycled pulp + FSC-certified wood.
- Pinayarn (Tiger of Sweden): pineapple leaf fiber + lyocell (launch SS25).
- Certifications: FSC (chain of custody) and Regenagri (regenerative cotton).
- Archroma partnership: “responsible denim look” process reducing water and energy use.

Ethics, Conduct and Anti-Corruption

Instruments:

- Code of Ethics and Conduct for all employees and partners.
- Anti-Corruption Policy under development (in line with DL 109-E/2021).
- Contact Channels:
 - Ethics Committee: etica.conduta@riopele.pt
 - Whistleblowing Portal: secure internal reporting channel

Investment and Innovation

INVESTMENT PROJECT (2012 – 2016)

Investment of nearly 15 million euros in new equipment, focused on the upgrade of manufacturing units and process innovation.

RIOPELETECH - FABRICS4FUTURE (2017 – 2019)

A 10 million euros investment project. Its main drivers are the Industry 4.0 / Digitization and Circular Economy /Sustainability, aiming to achieve a flexible, fast and sustainable industrial production, by creating the necessary conditions to increase added value and enhance the diversity of our collections.

TEXTILES4LIFE (2019-2021)

A 10 million euros investment project. It is focused on the acquisition of state-of-the-art equipment for the various production sectors and production support services, aimed to deepen the drivers of Industry 4.0 and Sustainability.

GIATEX (2022-2025)

A 1 million euros investment project, in consortium, with the main goal of creating tools and decision support systems that enable intelligent management of water and the reduction of the water consumption, making it circular.

LUSITANOS PROJECT (2022-2025)

A 15 million euros investment project, in consortium, aimed at finding sustainable textile solutions from natural and recycled fibres, as well as energy and resource management solutions for the sector.

TEXP@CT PROJECT (2022-2025)

A 3 million euros investment project, in consortium, aimed at leveraging the digitization of the textile and clothing sector in various domains. It intends to create a set of innovative solutions designed to address specific challenges on the path to the industry 4.0 paradigm.

Certifications and Initiatives

At Riopelle, we recognize that all our actions have an impact on our planet. That's why we believe in the importance of certifications and initiatives to ensure compliance with high standards of responsibility aimed at generating impacts that benefit all stakeholders.

ISO 9001; 14001 AND 45001

OEKO-TEX BY STEP

HIGG FEM; HIGG FSLM

OEKO TEX 100, CLASS II

GRS/ RCS

OCS 100 / OCS BLENDED

RWS

REGENAGRI

EUROPEAN FLAX

FSC

BETTER COTTON

ZDHC WASTEWATER GUIDELINES

Methodological Notes

The fabrics (textiles) are classified according to the responsible raw materials they use, and in accordance with the following rules:

 Global Recycled Standard © Global Recycled Standard CU1012875 Responsible Textile, S.A. is Global Recycled Standard certified. Only the products which are covered by a valid transaction certificate are Global Recycled Standard certified.	• Equal to or greater than 20% recycled fibers.
 ORGANIC BLEND content standard © Textile Exchange CU1012875 Responsible Textile, S.A. is Organic Content Standard certified. Only the products which are covered by a valid transaction certificate are Organic Content Standard certified.  ORGANIC 100 content standard © Textile Exchange CU1012875	• Equal to or greater than 5% organic fibers.
 Feels so right	• Equal to or greater than 30% Tencel™ lyocell fiber.
 Feels so right  REFIBRA™ technology	• Equal to or greater than 30% Tencel™ x Refibra™ lyocell fiber.
 T E N C E L™ L U X E	• Equal to or greater than 30% Tencel™ Luxe modal fiber.
 Feels so right	• Equal to or greater than 30% Tencel™ modal fiber.
 LENZING EcoVero™	• Equal to or greater than 26% EcoVero™ viscose fiber.
 naia™ FROM NATURE TO FASHION	• Equal to or greater than 30% Naia™ acetate fiber.
 naia™ from Eastman	• Equal to or greater than 30% Naia™ Renew acetate fiber.
 Bemberg® Cupro Fiber It feels so precious.	• Equal to or greater than 30% Bemberg™ cupro fiber.
 PIÑAYARN	• Equal to or greater than 20% Piñatex® pineapple leaf fiber.
 European Flax European Flax © European Flax	• Equal to or greater than 50% European-origin linen fiber. Does not allow blends with conventional linen.

Declaration of Use	Riopele has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI Content	Page	Notes / Omissions
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GRI 2: General Disclosures 2021		
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2-1 Organizational details	About the Report	Legal name: Riopele - Têxteis, S.A. Corporate structure: Public limited company (Sociedade Anónima). Headquarters: Avenida Riopele 946, 4770-405 Pousada de Saramagos, Portugal. Countries of operation: Portugal and the United States of America.
2-2 Entities included in the organization's sustainability report	-	This sustainability report covers the companies in which Riopele holds a participation, consistent with its financial reporting practices: Riopele Fashion Solutions, S.A. Riopele USA Corporation RNCL, Central de Compras e Consultoria, S.A. Saramagos II, Produção de Energia, S.A.
2-3 Reporting period, frequency, and contact point	About the Report	-
2-4 Restatements of information	-	Not applicable.
2-5 External assurance	-	Riopele has not yet conducted third-party assurance of its non-financial information. However, it plans to do so in the next reporting cycle.
2-6 Activities, value chain, and other business relationships	• Riopele • Markets	-

2-7 Employees	Social Responsibility	<table><tr><th colspan="5">2022</th></tr><tr><th colspan="5">Total number of employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>414</td><td>727</td><td>0</td><td>0</td><td>1141</td></tr><tr><th colspan="5">Total number of permanent employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>355</td><td>635</td><td>0</td><td>0</td><td>990</td></tr><tr><th colspan="5">Number of temporary employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>59</td><td>92</td><td>0</td><td>0</td><td>151</td></tr></table>	2022					Total number of employees					Female	Male	Other	Not reported	Total	414	727	0	0	1141	Total number of permanent employees					Female	Male	Other	Not reported	Total	355	635	0	0	990	Number of temporary employees					Female	Male	Other	Not reported	Total	59	92	0	0	151
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2024	<table><tr><th colspan="5">Total number of employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>438</td><td>712</td><td>0</td><td>0</td><td>1150</td></tr><tr><th colspan="5">Total number of permanent employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>403</td><td>670</td><td>0</td><td>0</td><td>1073</td></tr><tr><th colspan="5">Number of temporary employees</th></tr><tr><th>Female</th><th>Male</th><th>Other</th><th>Not reported</th><th>Total</th></tr><tr><td>35</td><td>42</td><td>0</td><td>0</td><td>77</td></tr></table>	Total number of employees					Female	Male	Other	Not reported	Total	438	712	0	0	1150	Total number of permanent employees					Female	Male	Other	Not reported	Total	403	670	0	0	1073	Number of temporary employees					Female	Male	Other	Not reported	Total	35	42	0	0	77						
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	35	42	0	0	77																																															
2-8 Workers who are not employees	Social Responsibility	See the table under GRI 2-7 Employees for information regarding non-temporary workers. These workers typically hold operational positions.																																																		

2-9 Governance structure and composition	Economic Governance and Responsibility	-
2-10 Nomination and selection of the highest governance body	Economic Governance and Responsibility	-
2-11 Chair of the highest governance body	Economic Governance and Responsibility	-
2-12 Role of the highest governance body in overseeing the management of impacts	Economic Governance and Responsibility	-
2-13 Delegation of responsibility for managing impacts	Economic Governance and Responsibility	-
2-22 Statement on sustainable development strategy	Message from the Chairman	-
2-23 Policy commitments	Ethics, Conduct, Anti-Corruption Commitments	Riopele's Code of Ethics and Conduct, available on its website – Ethics and Conduct.
2-24 Embedding policy commitments	Economic Governance and Responsibility	Riopele's Code of Ethics and Conduct, available on its website – Ethics and Conduct.
2-27 Compliance with laws and regulations	-	Riopele has no significant cases of non-compliance with laws and regulations to report.
2-29 Approach to stakeholder engagement	Sustainability Strategy	-
2-30 Collective bargaining agreements	-	To date, Riopele has not entered into any collective bargaining agreements.

GRI 3: Material Topics 2021

3-1 Process for defining material topics	-	-
3-2 List of material topics	-	-
Water and Effluents Management		
3-3 Management of material topics	Water and Effluents Management	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 303.
Occupational Health and Safety		
3-3 Management of material topics	Occupational Health and Safety	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 403.
Research, Development and Innovation		
3-3 Management of material topics	Research, Development and Innovation	Riopele monitors information related to this topic and reports it annually.
Energy and Climate Change		
3-3 Management of material topics	Energy and Climate Change	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 302 and 305.
Waste Management and Circularity		
3-3 Management of material topics	Materials and Chemicals Waste and Circularity	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 301 and 306.
Chemical Management		
3-3 Management of material topics	Materials and Chemicals Water and Effluents	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 301 and 303.
Sustainable Supply Chain Management		
3-3 Management of material topics	Sustainable Supply Chain Management of suppliers.	Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 308 and 414.

Ethics, Conduct, Anti-Corruption and Compliance

3-3 Management of material topics

Ethics, Conduct, Anti-Corruption and Compliance

Riopele monitors information related to this topic and reports it annually.

Diversidade, Igualdade, não discriminação e direitos humanos

3-3 Management of material topics

Diversity, Equality, Non-Discrimination and Human Rights

Riopele monitors information related to this topic and reports it annually, namely through the GRI indicators 401, 405 and 406.

Gestão e satisfação de clientes

3-3 Management of material topics

Customer Satisfaction

Riopele monitors information related to this topic and reports it annually.

Desenvolvimento e formação de colaboradores

3-3 Management of material topics

Training and Career Development

Riopele monitors information related to this topic and reports it annually, namely through the GRI indicator 404.

Thematic Standards

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

-

	2022	2023	2024
Direct economic value generated (€)	87.817.132 €	94.065.651 €	89.272.113 €
Revenue	87.817.132 €	94.065.651 €	89.272.113 €
Economic value distributed (€)	89.278.868 €	88.033.272 €	78.641.225 €
Operating costs	63.023.571 €	49.980.275 €	53.416.687 €
Investment	786.909 €	1.882.578 €	4.398.361 €
Employee wages and benefits	14.799.981 €	15.958.774 €	17.847.623 €
Payments to the State (taxes)	8.184.731 €	8.471.078 €	9.569.409 €
Donations and other community investments	43.010 €	42.823 €	30.313 €
Bank debt and interest	2.440.666 €	11.697.745 €	6.621.168 €
Economic value retained (€)	-1.461.736 €	6.032.379 €	10.630.888 €

201-2 Financial implications and other risks and opportunities due to climate change

Energy and Climate Change > Risks and Opportunities

Additional information can be found in the document "Management Review Report 2024."

201-4 Financial Support	-	Financial assistance received (€)	2022	2023	2024
		Tax benefits	2.138.263 €	3.542.590 €	1.339.242 €
		Government grants	4.220.264 €	2.137.679 €	762.989 €
		Investment subsidies	950.312 €	927.944 €	3.654.600 €
		Total	7.308.839 €	6.608.213 €	5.756.831 €
GRI 203: Indirect Economic Impacts 2016					
203-1 Infrastructure investments and services supported	Support to the community	-			
GRI 204: Procurement Practices 2016					
204-1 Proportion of spending on local suppliers	Economic Governance Responsibility	and	In recent years, Riopele has carried out continuous work to maximize the operational efficiency of its supply chain, making it increasingly sustainable. This practice values, for example, geographical proximity, carbon footprint reduction, medium- and long-term cost reduction, and shorter delivery times.		
GRI 205: Anti-Corruption 2016					
205-3 Confirmed incidents of corruption and actions taken	-	In 2024, Riopele did not record any confirmed cases of corruption , nor any suspected or reported cases involving the company.			
GRI 206: Anti-Competitive Behavior 2016					
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	In 2024, Riopele was not the subject of any legal actions related to unfair competition, anti-trust, or monopoly practices, nor were there any pending cases throughout the year involving the company.			
GRI 301: Materials 2016					
301-1 Materials used by weight or volume	3.1 Materials and Chemicals – Raw Materials	-			
301-2 Recycled input materials used	3.1 Materials and Chemicals – Raw Materials	-			
301-3 Reclaimed products and their packaging materials	3.4 Waste and Circularity Management	-			

GRI 302: Energy 2016

302-1 Energy consumption within the organization	Energy and Climate Change	-
302-3 Energy intensity	Energy and Climate Change	-
302-4 Reduction of energy consumption	Energy and Climate Change	-
302-5 Reductions in energy requirements of products and services	Energy and Climate Change	-

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	Water and Effluents Management	-
303-2 Management of water discharge-related impacts	Water and Effluents Management	Riopele's effluents are directed to SIDVA , and therefore must comply with the quality parameters established by the managing entity.
303-3 Water withdrawal	Water and Effluents Management	According to the Aqueduct Water Risk Atlas, Riopele's facilities, located in the municipality of <i>Vila Nova de Famalicão</i>, are situated in an area of high water stress — meaning that total water demand for domestic, industrial, and agricultural use represents 40–80% of the available surface or groundwater. The overall water risk is medium-high. This indicator, developed by the World Resources Institute (WRI), considers all water-related risks by aggregating indicators on quantity, quality, regulatory, and reputational risks. Operating in a medium-high water risk area reinforces Riopele's commitment to the responsible management of water resources. All water consumed at Riopele's facilities is considered freshwater, with a total dissolved solids concentration below 1,000 mg/L.
303-4 Water discharge	Water and Effluents Management	All effluents generated by Riopele are sent to SIDVA, which is responsible for their treatment and the subsequent discharge of treated water into the surrounding water bodies.
303-5 Water consumption	Water and Effluents Management	-

GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Energy and Climate Change	-
305-2 Energy indirect (Scope 2) GHG emissions	Energy and Climate Change	-
305-3 Other indirect (Scope 3) GHG emissions	Energy and Climate Change	-
305-4 GHG emissions intensity	Energy and Climate Change	-
305-5 Reduction of GHG emissions	Energy and Climate Change	-
305-6 Emissions of ozone-depleting substances (ODS)	-	Not material to Riopelle's business context.
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-	Not material to Riopelle's business context.
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	3.4 Waste and Circularity Management	-
306-2 Waste generated	3.4 Waste and Circularity Management	-

306-3 Waste generated (detailed disclosure)	Waste and Circularity Management	-
306-4 Waste diverted from disposal	Waste and Circularity Management	-
306-5 Waste directed to disposal	Waste and Circularity Management	-
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management	Riopele establishes partnerships with suppliers by sharing its Code of Conduct, promoting a culture of transparency and responsibility in its commercial relationships. In 2024, there were no new suppliers added, and therefore no supplier selection processes based on environmental criteria were conducted.
308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management	Riopele aims to categorize and evaluate its supplier base more comprehensively. To achieve this, the company is currently implementing measures such as the review of its supplier management process. This initiative seeks to enhance the pre-qualification and integration of new suppliers based on sustainability criteria, both environmental and social.
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Talent Attraction and Retention	-
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention	-
401-3 Parental leave (maternity/paternity leave)	Talent Attraction and Retention	-

GRI 403: Occupational Health and Safety 2018

403-1 Occupational Health and Safety Management System	Occupational health and safety	The Occupational Health and Safety Management System (certified under ISO 45001:2018) covers all Riopelle employees, as well as any individual performing work on its premises.
403-2 Identification of Hazards, Risk Assessment, and Incident Investigation	-	Riopelle's risk identification and assessment process is dynamic and continuously evolving, aiming for ongoing improvement in worker health and safety. The process is carried out by OHS technicians together with a multidisciplinary team, ensuring a comprehensive view of all workplaces. Employees play a key role in hazard identification due to their in-depth knowledge of their work areas. This process includes operational controls, regular inspections of equipment and safety devices, hygiene monitoring, incident investigations, workplace visits, and audits. Once risks are identified, control measures are defined to eliminate or reduce them — prioritizing substitution of hazardous elements, organizational or engineering controls, and, when necessary, individual protective measures. Incident investigations are fundamental for reducing workplace accidents. The OHS team works with employees and area managers to identify root causes and implement corrective and preventive actions. Worker consultation and participation are central to continuous improvement, supported by biannual OHS surveys, regular meetings, and involvement in PPE selection. The "Worker Dialogue Group" promotes open communication across all company levels, accelerating feasible improvements aligned with company strategy. Workplace accidents are reported to QAS and HR, triggering investigations that identify causes and corrective measures according to the hierarchy of controls, followed by reassessment of the task's risk level.
403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	-	Workers play a key role in preventing risks within the organization, given their detailed knowledge of their workplaces. Riopelle consults employees every two years through a general worker survey. In 2024, Riopelle conducted two OHS surveys for all employees (including temporary workers and interns), achieving a response rate of 54% for the first survey (June) and 61% for the second (November). Relevant health and safety information is shared through notice boards in work areas, via Riopelle Digital, and on the employee portal (e.g., QAS minutes, monitoring results, emergency recommendations, QAS alerts). Safety instructions are also provided at workstations. The Worker Dialogue Group promotes regular meetings to foster open dialogue at all company levels, accelerating the implementation of feasible improvements aligned with company strategy.

403-5 Worker Training on Occupational Health and Safety	-	To strengthen OHS competencies, Riopelle conducts emergency exercises and drills, and invests in employee training and education. Training enables employees to identify hazards, adopt safe behaviors, and avoid risk situations. Therefore, OHS training is part of the onboarding plan for new hires. Depending on the employee's activities, specific risk-related training is defined. The internal environment and safety regulations are provided to subcontracted companies and must be communicated to workers performing tasks within the company, with proof of communication required.
403-6 Promotion of Worker Health	Talent attraction and retention	Riopelle provides various employee benefits, such as life insurance for all employees, curative medical services, psychology consultations, and two 4-hour periods per month for medical appointments. Employees also have access to a wide range of partnerships in health, education, hospitality, and other services.
403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	-	See GRI indicators above (GRI 403-4 and GRI 403-5).
403-8 Workers Covered by an Occupational Health and Safety Management System	Occupational health and safety	100% of Riopelle's permanent and temporary employees are covered by an Occupational Health and Safety Management System certified under ISO 45001:2018.
403-9 Work-Related Injuries	Occupational health and safety	
403-10 Occupational Diseases	-	In 2024, Riopelle identified 3 employees with occupational diseases, including tendinitis, tenosynovitis and chronic myotendinosynovitis, scapulohumeral periarthritis, epicondylitis, epitrochleitis, and styloiditis, as well as bilateral sensorineural hearing loss due to irreversible cochlear damage (with or without tinnitus), typically symmetrical and affecting high frequencies, caused by noise trauma.

GRI 404: Training and Education 2016

404-1 Average Hours of Training per Employee per Year	Training and career development	-
404-2 Programs for Skills Enhancement and Career Transition Assistance	Training and career development	-
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Training and career development	-

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of Governance Bodies and Employees	Diversity, equal opportunities and non-discrimination	-
405-2 Ratio of Basic Salary and Remuneration of Women to Men	Diversity, equal opportunities and non-discrimination	-

GRI 406: Non-Discrimination 2016		
406-1 Incidents of Discrimination and Corrective Actions Taken	-	In 2024, no incidents of discrimination or harassment were identified.
GRI 408: Child Labor 2016		
408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	Human Rights – Child labor and forced labor Sustainable Supply Chain Management	In compliance with Portuguese legislation, Riopelle prohibits the use of child labor. This commitment is extended to suppliers through the signing of the Supplier Code of Conduct and verified during supplier assessments. No information is available regarding suppliers that may present significant risks of child labor or the employment of young workers in hazardous conditions.
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Human Rights – Child labor and forced labor Sustainable Supply Chain Management	In compliance with Portuguese legislation, Riopelle prohibits any form of forced or compulsory labor. This commitment is extended to suppliers through the Supplier Code of Conduct and verified during supplier assessments. No information is available regarding suppliers that may present significant risks of forced or compulsory labor.
GRI 413: Local Communities 2016		
413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs	Support to the community	-
413-2 Operations with Significant Actual or Potential Negative Impacts on Local Communities	-	Not applicable to Riopelle's activities.

GRI 414: Supplier Social Assessment 2016

414-1 New Suppliers Screened Using Social Criteria	Sustainable Supply Chain Management	Riopele establishes partnerships with its suppliers by communicating its Supplier Code of Conduct, promoting a culture of transparency and accountability in business relationships. In 2024, no new suppliers were added; therefore, no new suppliers were screened based on social criteria.
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	Sustainable Supply Chain Management	Riopele aims to categorize and evaluate its supplier portfolio more comprehensively. To achieve this, it is implementing measures such as revising the supplier management process to improve pre-qualification and integration of new suppliers based on sustainability criteria (environmental and social).

GRI 416: Customer Health and Safety 2016

416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	-	To ensure compliance with consumer health and safety requirements, Riopele's products are certified under OEKO-TEX® STANDARD 100, which also covers recycled and organic fibers. This certification ensures that textile articles are tested for harmful substances, guaranteeing product safety and consumer confidence. In addition, Riopele implements a chemical management policy aligned with regulatory requirements (e.g., REACH), customer-specific standards, and preference for ZDHC Level 3-classified chemicals. Riopele's performance in chemical management is verified through OEKO-TEX® STeP certification, with a 2024 score of 79%, exceeding the national (74%) and global (73%) averages.
416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	-	No non-compliance incidents of this nature were recorded in 2024.

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