



2025

SUSTAINABILITY REPORT



RTS TEXTILES

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WORDS FROM OUR CEO

As Chief Executive Officer of RTS Textiles Group Ltd., I am pleased to introduce our latest Sustainability Report, which captures our unified efforts and measurable strides toward a more responsible, innovative and sustainable future.

The formation of RTS Textiles Group in 2025 through the merger of RTS Textiles Ltd. with our longstanding partners TMG and STM has expanded our global footprint and reinforced our integrated capabilities, from fibre to finished fabric. With operations across the UK, mainland Europe, and Asia, and over 130 million metres of annual textile production capacity, our commitment to sustainable excellence is foundational to how we lead and grow.

Across our facilities, we have made significant progress in environmental performance: At CTi in Pakistan, we invested €3.4 million in a state-of-the-art Effluent Treatment Plant (ETP), reduced CO2 emissions by over 20,000 metric tonnes, recovered 95% of caustic soda used, and sourced 98% of steam consumption from biomass boilers. Our MGC site in Portugal achieved a 7% reduction in CO2 emissions per tonne of product, digitised energy management with Siemens software, and introduced composting initiatives using biomass ash. Pincroft in the UK leveraged Combined Heat and Power (CHP) to generate 68% of its electricity, achieving substantial CO2 reductions and transitioning 100% of purchased electricity to more responsible sources.

On the fibre and innovation front, we have expanded our sustainable offering including switching 100% of our cotton to Better Cotton since January 2024, using REPREVE® branded recycled polyester in a number of our products, as well as several developments using organic cotton, TENCEL™, Sorona®, CiCLO® and recycled polyester made from post-consumer garments, amongst others. These innovations are crucial to our product integrity and circularity goals.

Governance remains a cornerstone of our operations. Certifications such as OEKO-TEX® StEP, ISO 45001, GOTS, HIGG FEM, and SA8000 validate our ongoing dedication to compliance, safety, and transparency. Through initiatives like Sustainability 101 training and stakeholder co-creation programmes, we embed sustainable values at every level of our organisation.

This report provides detailed insights into our sustainability performance by site, fibre strategies, organisational structure and certified progress.

We remain steadfast in our sustainability journey and committed to continuous improvement through collaboration, innovation and transparency. Thank you for your ongoing partnership as we work together to build a more sustainable, inclusive and resilient textile future.



JOHN VARELDZIS
CEO

ABOUT RTS TEXTILES GROUP

RTS Textiles Group Ltd. is a global manufacturer of workwear and protective fabrics, exporting to over 80 countries from production hubs in the UK, mainland Europe and Asia.

With a combined capacity of more than 130 million metres annually, we supply high performance fabrics to sectors including heavy and light industry, healthcare, hospitality, defence and more.

In 2025, RTS Textiles Ltd. merged with longstanding partners Acabamentos Texteis S.A (TMG) in Portugal and Sapphire Textile Mills Limited (STM) in Pakistan, to form the RTS Textiles Group Ltd., a global unified entity bringing together more than 275 years of textile expertise. The group includes Carrington Textiles, Pincroft, Alltex, CTi, MGC and Melchior (See page 06 for details on company structure) offering full control from fibre to finished fabric across spinning, weaving, dyeing, printing and finishing.



Headquartered in Lancashire, the birthplace of British textiles, our legacy began in 1891 with the founding of Pincroft Dyeing and Printing. Today, we continue to lead with a focus on innovation, sustainability and service, delivering durable, high performance textiles for the most demanding environments.



EXPERTISE

275+ years of textile know-how



PRODUCTS

Workwear, Flame Retardant, Waterproof and Defence Fabrics



INDUSTRIES

Light to heavy industry, healthcare, hospitality, defence and more



FACTORIES

In the UK, Portugal and Pakistan



GLOBAL REACH

Trusted by customers in 80+ countries



PURPOSE, MISSION, VISION, AND VALUES

- **Purpose (why we exist)**
Global provider of innovative textile solutions that save lives, maximise performance and enhance wearer comfort.
- **Vision (what we want to be)**
Relentlessly investing in people, products and processes, we seek smarter more sustainable solutions, new horizons and opportunities, to protect and enhance lives worldwide.
- **Mission (what we do)**
Grow value through innovation and continuous improvement, delivering sustainable growth.

OUR CORE VALUES

THESE VALUES REFLECT WHAT WE STAND FOR AND INFLUENCE HOW RTS TEXTILES LTD INTERACTS WITH EMPLOYEES, CUSTOMERS, STAKEHOLDERS, AND THE BROADER COMMUNITY

AMBITION

With the courage to strive forwards, we push the boundaries of product development, pursue new horizons and opportunities worldwide, supporting each other in finding innovative solutions to difficult challenges.

SUSTAINABILITY

We seek smarter more sustainable solutions, committed to the development of a more sustainable future for our people, planet and performance.

PASSION

With generations of expertise in manufacturing behind us, our customers can rely on our products, and they can rely on us. We won't put our name on anything we're not proud of.

INNOVATION

We nurture ideas, embrace innovation and build knowledge through exploring the art of the possible.

RESPONSIBILITY

Our business is built on foundations of honesty and integrity. These two principles form the core of our professional relationships with customers, suppliers and colleagues. We recognise we are part of one team working towards the same goal.

EXCELLENCE

We are committed to excellence, approaching every task with a determination to succeed and a desire to constantly raise the bar on our performance.

RTS TEXTILES ORGANISATIONAL STRUCTURE

RTS Textiles Ltd. (RTS) announced in March 2025 the consolidation of operations with joint venture partners under one unified entity, RTS Textiles Group Ltd (RTS Group). This newly formed global powerhouse in the workwear and protective textiles markets is led by RTS, with minority shareholdings held by TMG – Acabamentos Têxteis S.A. (TMG) and Sapphire Textile Mills Limited (STM).

The merger offers greater innovation and operational efficiency, positioning RTS Textiles Group as a leading force in the market. The group encompasses RTS' wholly owned brands and operations, including Carrington Textiles, Pincroft and Alltex, as well as full ownership of CTi, MGC and Melchior.

GROUP SHAREHOLDERS



RTS TEXTILES



Headquartered in the UK, RTS Textiles Ltd. leads in workwear and protective textiles, delivering innovative, durable, and sustainable fabric solutions globally.



Based in Portugal, TMG Acabamentos Têxteis S.A. is a leading textile manufacturer specialising in innovative fabric finishes for industries including workwear and protective textiles.



Located in Pakistan, Sapphire Textile Mills Limited is one of the country's largest textile manufacturers, offering high-quality fabrics and technical solutions for global markets.



COMMERCIAL BRANDS



Headquartered in the UK, Carrington Textiles is a global leader in workwear and protective fabrics, renowned for innovation, sustainability and quality.



Located in Germany, Melchior Textil specialises in high-quality workwear and protective fabrics, offering tailored solutions for diverse industry needs.



MANUFACTURING FACILITIES



Located in the UK, Pincroft is a leading specialist in textile dyeing, printing and finishing, delivering advanced performance fabrics.



Based in Portugal, MGC is dedicated to delivering high-performance textile finishing solutions that enhance the durability and functionality of fabrics.



Situated in Pakistan, Carrington Textiles International (CTI) provides exceptional textile processing and dyeing services, ensuring superior fabric quality.



Based in the UK, Alltex combines decades of expertise with a focus on creating durable and versatile fabric solutions for various industries.

FIBRES AND TECHNOLOGIES

RTS Textiles Group focuses on the use of fibres that not only offer comfort, protection and performance to the end user, but also provide a more sustainable alternative to customers.

These fibres and technologies include:



BETTER COTTON

The Better Cotton programme is a holistic approach to sustainable cotton production covering the three pillars of sustainability: environmental, social and economic. This initiative helps reduce water consumption, soil acidification and the impact on global warming.



CICLO®

A sustainable textiles ingredient in the form of an additive that is combined with polyester at the beginning of the fibre making process. When CiCLO Polyester ends up in the environment either through washing or end of life of the garment, it behaves like natural fibres, in turn reducing microplastic pollution and textile accumulation.



ORGANIC COTTON

A cotton that is farmed without the use of synthetic pesticides and chemical fertilisers that are harmful to the air, water, soil and the health of people in cotton growing areas. Organic cotton uses natural fertilisers and soil quality is controlled by crop rotation.



REPREVE®

A polyester fibre made by transforming recycled materials (including plastic bottles). These fibres have embedded properties like wicking, adaptive cooling and water repellency, for a comfortable and durable fabric.



SORONA®

A partially bio-based polymer made with 37% renewable plant-based ingredients, Sorona® reduces reliance on petrochemicals compared to conventional synthetic fibres. It offers excellent stretch with superior recovery, combining sustainable innovation with high-performance benefits.



TENCEL™

Branded lyocell and modal fibres produced by environmentally responsible processes from sustainably sourced wood. This technology is known for its natural comfort, great strength and moisture absorption properties.



VORTEX®

A spinning technology that improves the quality and performance of yarns, making them more durable and comfortable. With Vortex spun yarns there is no untwisted part. Twist of some degree is present in the entire yarn offering better resistance to pilling and abrasion, less shrinkage and hairiness, as well as greater moisture absorption and drying.

FACILITIES ENVIRONMENTAL PERFORMANCE

 **PINCROFT DYEING AND
PRINTING (UK)**

 **MGC (PORTUGAL)**

 **CARRINGTON TEXTILES
INTERNATIONAL (PAKISTAN)**

PICTURE BELOW CHP unit at Pincroft, UK



68%

of the factory's electricity in the last year was generated by our Combined Heat and Power (CHP) engine.

862 TONNES

of CO₂ emissions were avoided through natural gas savings from the CHP, 31% more than the previous year.

100%

of the remaining electricity purchased is fully green (wind, solar, hydro), backed by REGO certificates.

Sustainability 101 in-house training series delivered to all employees, from shopfloor to board level.

Higg FEM 4.0 (Worldly) self-assessment for FY-24 completed. Third-party verification carried out in June 2025.



7%

reduction in CO₂ emissions per tonne of product produced.

6,000 TONNES

of CO₂ emissions avoided through steam production from the biomass boiler.

Use of sustainable biomass (SURE certification) and sending all ash produced for composting.

Improvement of the liquid effluent pH neutralisation system, which uses CO₂ from boiler gas effluents to lower the pH of the liquid effluent, avoiding the need for chemical treatment products.

Implementation of an energy management system and digitisation of energy and water consumption using the Siemens Energy Manager Pro software.

Training employees on the invasive pinewood nematode species.



€3.4M

invested in the installation of a state-of-the-art Effluent Treatment Plant (ETP) with a treatment capacity of 400 m³/hr.

20,000+ TONNES

CO₂ emissions reduced.

95%

caustic soda recovered by the caustic recovery plant.

300

trees planted at each unit.

98%

steam consumption sourced from biomass boilers.



DECARBONISATION PINCROFT - UK

In 2023, Pincroft launched a structured Carbon Road Map programme to support RTS Textiles Group's long-term sustainability goals. Developed with a specialist carbon consultant, the five-year initiative aims to quantify emissions, identify reduction opportunities and shape our net zero strategy. Now in its second year, key milestones have been reached, including the completion of greenhouse gas (GHG) inventories, and four out of five carbon workshops. Work continues as we review our Carbon Reduction Opportunities report, issued in May 2025, and formalise our net zero strategy.

GREENHOUSE GAS QUANTIFICATION

GHG inventories completed from FY22 to FY24 following the GHG protocol. Scope 1 and 2 based on actual data. Scope 3 based on financial spend.

OPPORTUNITY ASSESSMENT

Carbon Reduction Opportunities Report issued in May 2025 and currently under review.

DEVELOP AND ESTABLISH OUR LOW CARBON STRATEGY

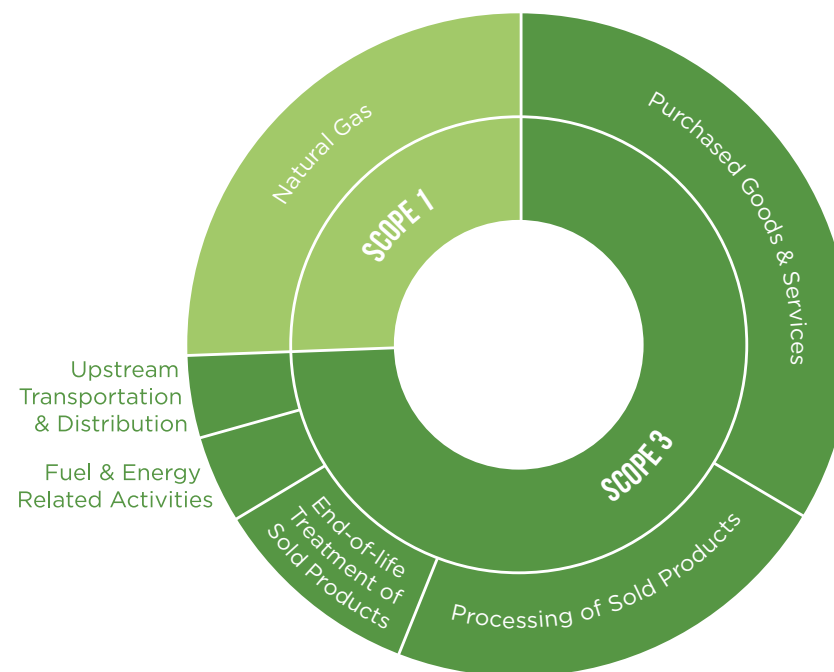
Four out of five carbon workshops completed. Final workshop to be planned and Net Zero strategy formalised by the end of 2025.

FY 2024 EMISSIONS

SCOPE 1

SCOPE 3

Scope 2: In 2024, significant progress has been made in decarbonising scope 2 emissions from purchasing REGOs



TIMELINE

RTS ON-GOING CARBON ROADMAP





EMPLOYEE WELLBEING

At RTS Textiles Group, employee wellbeing is a key priority. In collaboration with our Human Resources team, we continuously review and refine strategies to foster a positive working environment, enhance job satisfaction and support performance across the organisation.

PUTTING PEOPLE FIRST: SUPPORTING EMPLOYEE WELLBEING THROUGH ENGAGING HEALTH INITIATIVES

At RTS Textiles Group, we believe sustainability begins with our people. A healthy and engaged workforce is the foundation of a resilient business and a key driver of long-term value for our customers, communities and the environment. As part of our commitment to employee wellbeing and holistic sustainability, the Group recently delivered a series of impactful engagement activities aimed at enhancing physical, mental and emotional health.

EMPOWERING EMPLOYEES WITH PERSONAL GOAL SETTING

As part of our focus on personal growth, employees participated in a Wheel of Life coaching session, a reflective activity designed to help individuals assess and set goals across key areas of their lives, from career and finance to health and relationships. This session encouraged participants to identify areas for improvement and build actionable plans.

MENTAL HEALTH, NUTRITION AND STRESS MANAGEMENT WORKSHOPS

Recognising the interconnectedness of mind and body, RTS Textiles Group delivered a combined mental health and nutrition workshop, equipping staff with tools to support emotional resilience and healthy eating habits. Practical tips on managing stress, improving sleep and making smarter food choices were enthusiastically received, highlighting the importance of sustainable lifestyle habits both at work and at home.

In addition, we hosted a “Breathe and Move” stress-busting day, which offered guided yoga and breathwork sessions tailored for both seated and standing employees. These inclusive activities promoted mindfulness, mobility and calm, making wellbeing accessible regardless of role or physical ability.

EARLY DETECTION AND AWARENESS: SPOTLIGHT ON PROSTATE CANCER

In a proactive move to support men’s health, RTS Textiles Group offered on-site PSA (Prostate-Specific Antigen) testing, providing employees with convenient access to early detection services for prostate cancer. This initiative was complemented by a powerful awareness session, led by employees who have personally undergone treatment for prostate cancer. Their stories of resilience and recovery brought authenticity and inspiration to the session, which saw strong attendance and fostered open conversations around a traditionally under-discussed topic.

COMMUNITY ENGAGEMENT

RTS Textiles Group is proud to support the communities in which we operate. Across our locations, our teams are engaged in meaningful initiatives that deliver long-term social impact. Whether it's providing resources to schools, supporting youth development, or promoting local culture and biodiversity, we remain committed to being a responsible and active corporate citizen.

PICTURED OPPOSITE Inspire Youth Zone in Chorley, Adlington in Bloom and Kids for Kids concert in the Czech Republic.





HELPING CHORLEY'S YOUTH THRIVE WITH £175,000 IN DONATIONS

RTS Textiles Group has proudly supported Inspire Youth Zone in Chorley since before its doors first opened. Our longstanding partnership reflects a shared commitment to creating opportunities for young people, regardless of background or circumstance.

To date, we have contributed more than £175,000 to Inspire, helping the centre deliver life-changing services to over 10,000 young people in the Borough of Chorley, where our headquarters are based. Our involvement has extended beyond donations, with team participation in initiatives such as Big Green Week, Chorley 10K, Christmas toys donations, and more, further strengthening community ties.

Inspire offers a safe, inclusive environment where young people can grow, learn and thrive. From creative arts to sports, mentoring to employability support, the centre's holistic approach helps build confidence, aspiration and a sense of belonging.



SUPPORTING YOUTH ENGAGEMENT IN THE CZECH REPUBLIC

Over the past three years, the RTS Textiles Group has donated more than €1,500 to Kids for Kids, a non-profit organisation focused on youth development in the Czech Republic. Our contribution supports a wide range of cultural programmes, social activities and summer camps that provide young people with enriching experiences and creative opportunities.

By investing in community initiatives across our operating regions, we continue to help young people access valuable experiences and reach their full potential.



INVESTING IN LOCAL BIODIVERSITY: ADLINGTON & DISTRICT IN BLOOM

As part of our commitment to the local community, RTS Textiles Group has been a proud supporter of the Adlington & District In Bloom initiative for several years. Each year, we sponsor flower planters, contributing to the group's mission to enhance the local environment.

Established in 2007, Adlington & District In Bloom maintains around 50 planters across the area, enriching local biodiversity and bringing colour and character to the village. With our ongoing support, Adlington continues to flourish as a greener, more vibrant place to live and work.

HEALTH AND SAFETY

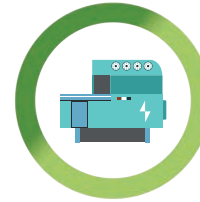
ACHIEVEMENTS 2024 (PINCROFT - UK)

We continued to prioritise the wellbeing of our people and the planet through proactive health, safety and environmental management, with measurable improvements across key areas in the last year.



ACCIDENT FREQUENCY RATE

Accident Frequency Rate (AFR) for 2024 was reduced by 20.5% from 2023.



REMEDIAL ACTION CLOSURE RATE

2024 was 93% by year end, an increase of 13% compared to 2023.



IHASCO ONLINE HSE TRAINING

Completion rate for 2024 was 97% by year end, an increase of 5% compared to 2023.



ISO CERTIFICATION

Achieved for ISO 14001, 45001 & 50001 by the British Standards Institute (BSI).



ZERO TO LANDFILL

All General waste streams recycled.

MEETING STANDARDS

At RTS Textiles Group, we are committed to operating in line with internationally recognised standards, ensuring transparency, quality and consistency across our manufacturing processes and products. We continuously work to minimise our environmental impact by using energy and natural resources responsibly.

These certifications reflect our ongoing commitment to responsible production and continuous improvement:

GRS

The Global Recycled Standard (GRS) is an international certification that verifies recycled content in products, ensuring sustainable and traceable materials. It covers the entire supply chain, including social, environmental and chemical practices. The GRS promotes responsible recycling and production, enhancing transparency.

RCS

The Recycled Claim Standard (RCS) is an international certification that verifies the presence and amount of recycled material in a product. It ensures accurate content claims through supply chain traceability, from source to final product. RCS focuses solely on the integrity of the recycled material, promoting transparency and trust in recycled content claims.

OCS

The Organic Content Standard (OCS) is an international certification that verifies the presence and amount of organic material in a product. It ensures accurate content claims through supply chain traceability, from the source to the final product. OCS promotes transparency and trust by confirming the integrity and authenticity of organic materials in textile and apparel industries.

GOTS

The Global Organic Textile Standard (GOTS) is an international certification ensuring organic status of textiles. It covers the entire supply chain, from harvesting raw materials to environmentally and socially responsible manufacturing. GOTS includes strict criteria for ecological and social aspects, promoting sustainability, fair labour practices, and high-quality organic textiles, thus enhancing consumer trust in organic products.

STANDARD 100 BY OEKO-TEX®

This standard regulates and controls the use of harmful substances in textile production. This ensures our fabrics are safe to human health and provide skin friendly clothing.

ISO 50001 ENERGY MANAGEMENT

The standard enables organisations to systematically address their energy impact, reducing costs and driving progress towards a sustainable future.

OEKO-TEX® STEP

The Sustainable Textile and Leather Production is a certification system that assesses and verifies the sustainability and social responsibility of textile and leather production facilities. It focuses on various aspects like chemical management, environmental performance, social responsibility and quality management.

ISO 9001 QUALITY MANAGEMENT

Specifies requirements for a quality management system where we demonstrate our ability to consistently provide products that meet customer and applicable statutory and regulatory requirements.

ISO 14001 ENVIRONMENTAL MANAGEMENT

It maps out a framework that a company or organisation can follow to set up an effective EMS while ensuring products and processes are environmentally safe. It provides assurance to company management and employees as well as external stakeholders that environmental impact is being measured and improved.

ISO 45001

Is the international standard for occupational health and safety management systems, designed to help organisations manage risks and improve Occupational Health and Safety performance. It provides a framework for establishing, implementing, maintaining and continually improving an OH&S management system.

REGISTRATION, EVALUATION, AUTHORISATION & RESTRICTION OF CHEMICALS (REACH)

REACH is a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, while enhancing the competitiveness of the EU chemicals industry. It also promotes alternative methods for the hazard assessment of substances in order to reduce the number of tests on animals.

2025 SUSTAINABILITY REPORT

**AS OUR SECOND SUSTAINABILITY REPORT,
THIS MARKS ANOTHER STEP IN OUR JOURNEY.
WE REMAIN COMMITTED TO TRANSPARENCY,
CONTINUOUS IMPROVEMENT AND A MORE
SUSTAINABLE WORLD.**

