

SUSTAINABILITY REPORT 2023

At Protex Balti, we are committed to produce with the least possible harmful impact on the environment.

We focus on people, technology and development.

In everything we do, we strive for being responsible, caring, proactive and a team-player.

Helena Almqvist
Managing Director



Number of employees	Locations	Certifications
240	Tallin Pärnu Pärnu Jaagupi	ISO 9001:2015 ISO 14001:2015 Ongoing: ISO13485

Who we are

Protex Balti is a Norwegian and family owned company with group head office outside Trondheim, Norway. Our mother company has been in textile industry for over 50 years.

Protex Balti is located in Estonia. We offer full chain services: Development, advanced R&D, purchasing, cutting, sewing, warehouse and logistic solutions.

Our vision & values

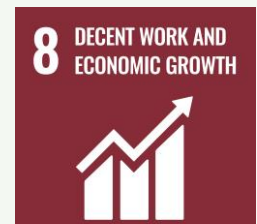
In everything we do, both internal and external, our vision and values are our company foundation. It describes our common identity, mindset, inspiration and guideline.


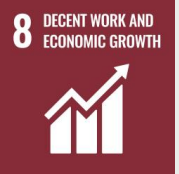



We make great ideas happen!

RESPONSIBLE	CARING	PROACTIVE	TEAM-PLAYER
We do what we say we will do	We care about the environment and focus on sustainability throughout the value chain	We take initiative	We create results together
We find solutions	We see and care about people and shows it with respect	We actively look for new opportunities and improvements	We always work for "win-win" solutions
We emphasize high business ethics	We are service minded and helpful	We are at the forefront and are taking the necessary steps	We encourage and support each other

Sustainability

We are passionate about contributing to the production of textile products becoming more sustainable. We focus in particular on the following of the UN's sustainability goals:



SDG	FOCUS AREAS / GOALS	RESULTS
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Health as priority</p> <ul style="list-style-type: none"> ▪ Encourage physical activities and contribute with sports economic compensation ▪ Introduce “Wellness Wednesday” ▪ Lunchroom renovations ▪ Low number of absences 	<ul style="list-style-type: none"> ▪ 54% of all employees used Stebby (App for wellness and sporting services) ▪ Introducing of “Wellness Wednesday» last Wednesday in every month was successful, a day people looked forward to and appreciated ▪ Massage chair in production lunchroom ▪ Air-condition installed in lunchroom ▪ Average absence per employee was 0,25%
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> ▪ 7,8% growth in turnover ▪ Improvement of working conditions 	<ul style="list-style-type: none"> ▪ 16% growth in turnover ▪ Tallinn production bathroom renovated ▪ Humidity and temperature sensors added to Tallinn production ▪ Extra lights to production installed
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> ▪ Investment budget for innovation and work efficiency <ul style="list-style-type: none"> – Sewing machines and other machines – Other equipment for production – Computers, administration systems 	<ul style="list-style-type: none"> ▪ 16 new sewing machines and machines for production ▪ 26 production trolleys,10 side tables and 40 chairs ▪ Implemented new HR program NOOM
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> ▪ 5% reduction in use of electricity ▪ Focus on material usage efficiency ▪ Reuse of unused fabric/materials 	<ul style="list-style-type: none"> ▪ 9,1% reduction in use of electricity ▪ Average fabric usage efficiency in 2023 was over 80% ▪ 690 kg of leftover and unused fabric were sold for reusing
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<ul style="list-style-type: none"> ▪ Remain and continue to develop strategic and long term partnership ▪ Quality goal for 2023: Max 2% quality default in Production ▪ Cooperation with Estonian subcontractors ▪ More effective transport logistics 	<ul style="list-style-type: none"> ▪ Key customers cooperation agreements signed for 3 to 10 years and monthly meetings with key partners ▪ 0,9% of production was with quality default. ▪ In 2023 collaborated with 19 Estonian subcontractors ▪ Contracts with 4 transport companies with certain pickup days and multi package deliveries agreed. ▪ 6% reduction of transportation