





Protex Balti has a major responsibility to drive positive changes in our industry, from the material and components we use, to how we produce, choose our suppliers and provide a safe & supportive environment for our employees. In our Sustainability Report, we share our targets, results and everyday activities to support this mission.

Sustainability is no longer about doing less harm. It's about doing more good. Join us on our journey to create a sustainable future.

*Helena Elisabet Almqvist
Managing Director, Protex
Balti*

Who We Are?

Protex Balti is a leading supplier of advanced textile solutions to the Northern European market. We are Norwegian-owned, and the company has two main business areas: ProtexTech, which targets customers in technical and e-textiles, and ProtexWear, which focuses on clients in functional workwear, sportswear and fashion apparel.

Our greatest strength is that we offer complete solutions, from initial consultations and product development to purchasing, production and final delivery of top-quality products.

We are based in Estonia and all products are manufactured in our own ISO certified facilities, using modern and environmentally friendly technologies.



208 people
work at our
company



Our offices are located
in three cities:
Tallinn, Pärnu, and
Pärnu-Jaagupi



Our certifications
include ISO 9001:2015,
ISO 14001:2015, and
ongoing ISO 13485

Responsible

We do what we say we will do.

We find solutions.

We emphasize high business ethics.

Caring

We care about the environment and focus on sustainability throughout the value chain.

We see and care about people and show it with respect.

We are service-minded and helpful.

Proactive

We take initiative.

We actively look for new opportunities and improvements.

We are at the forefront and are taking the necessary steps.

Team-Player

We create results together.

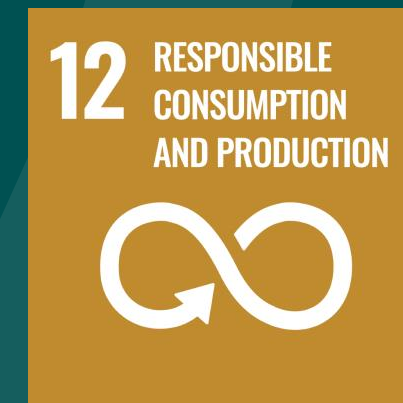
We always work for "win-win" solutions.

We encourage and support each other.

Sustainability

We are passionate about contributing to the development and production of textile products becoming more sustainable.

Since 2023, we focus in particular on the following of the UN's sustainability goals:



SDG

Focus Areas / Goals

Results

3 GOOD HEALTH
AND WELL-BEING



Health as a priority

Encourage physical activities and contribute with sports economic compensation

Low number of absences (below 5%)

Continuity of „Wellness Wednesday “

54% of all employees used Stebby (App for wellness and sporting services)

10% of all employees took part of city runs (participation fee covered by Protex)

Employees offered an opportunity to vaccinate against flu

Average absence per employee was 3,78%

„Wellness Wednesday “- fruits handed out to employees last Wednesday in every month

8 DECENT WORK AND
ECONOMIC GROWTH



Turnover for 2023 8 054 981 EUR

Improvement of working conditions

Turnover for 2024 7 743 837 EUR (4% decrease)

Extra lights installed to production site in Pärnu-Jaagupi

Reflective window films added to production site in Tallinn

SDG

Focus Areas / Goals

Results

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Investment budget for innovation and work efficiency

"Protex Balti AS Digital Transition" project
Development of the cutting department

Rearranging production

Sewing machines and other machines

19 sewing machines

1 heat transfer press

1 snap button attaching machine

Other equipment for production

Received financial grant from the EU's NextGenerationEU recovery instrument : 83 755 EUR

The grant will be allocated to digitalize and improve the entire cutting department and enhance efficiency in various production processes

Resources overview – new position called Head of Process Improvement implemented in 2024

Enhanced focus on processes and improvement work

3 smaller production lines moved into one room for efficiency improvement

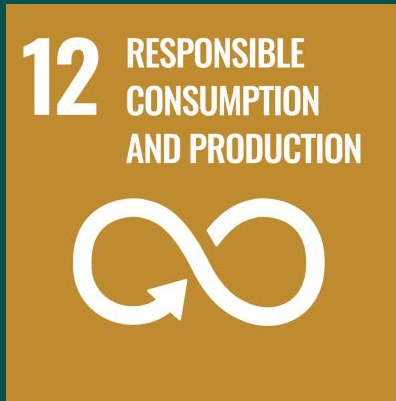
15 new sewing machines, 3 heat transfer presses and 1 snap button attaching machine

1 tent assembly table, 11 chairs, 10 production trolleys

SDG

Focus Areas / Goals

Results



Review and extend the register of environmental aspects for each site with belonging action plan

5% reduction in electricity usage

Focus on material usage efficiency – efficiency at least 80%

More sustainable and optimized transport logistics

Each site has its updated environmental register and action plan - specified what indicators are followed, how frequently, who is responsible

4,8% reduction in electricity usage

Average fabric usage efficiency was over 81%

42,3% reduction of transportation

SDG

Focus Areas / Goals

Results

17 PARTNERSHIPS
FOR THE GOALS



Remain and continue to develop strategic and long-term partnership

Quality goal for 2024: Max 2% quality default in production

Contribution to industry and local business community

Reliable transport providers for efficient transport logistics

Co-operation with key customers & visiting key partners' facilities abroad, monthly meetings with key partners

Production quality default 0,38%

Became members of international organizations to create new invaluable partnerships

*PCIAW, Professional Clothing Industry Association Worldwide
STA, Smart Textile Alliance*

Ongoing memberships

*ECTA, Estonian Clothing and Textile Association
The Estonian Employers' Confederation
NECC, Norwegian-Estonian Chamber of Commerce
AmCham, American Chamber of Commerce Estonia*

Contracts with 4 transport companies with certain pickup days and multi-package deliveries agreed