



RUTEX CZ, s.r.o.

Synesgy Smart Report

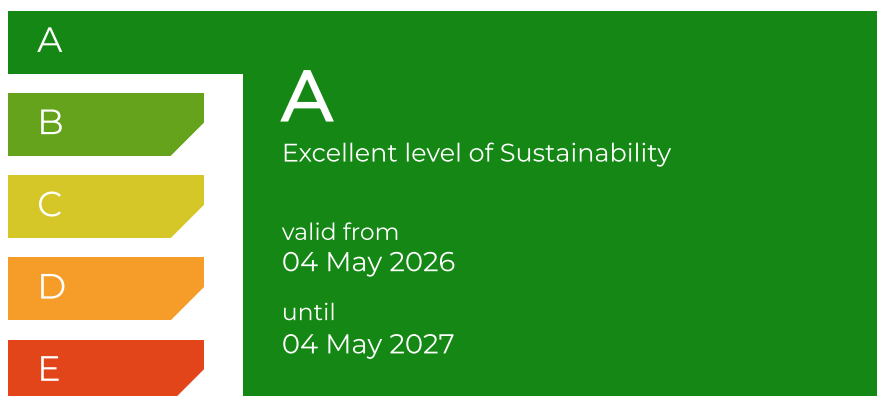
Executive summary

Purpose of the document

This report provides a clear and concise summary of current Environmental, Social and Governance (ESG) practices, based on responses to the ESG survey. It highlights the key activities and initiatives undertaken across the ESG dimensions, offering an overview of sustainability actions. This analysis is customized and specific to RUTEX CZ, s.r.o., representing the foundation for understanding ESG performance.

ESG Score

Overall score



Environmental score



Social score



Governance score



Important

The ESG Score is an assessment of the level of compliance of a Company with Environmental, Social and Governance (ESG) factors, which also considers the Company's sector and geographical area. The ESG Score is divided into five classes:

1. Class A - Excellent level of Sustainability,
2. Class B - Good level of Sustainability,
3. Class C - Satisfactory level of Sustainability,
4. Class D - Sufficient level of Sustainability,
5. Class E - Low level of Sustainability.

The ESG Score is calculated on the basis of the proprietary methodology of CRIF S.p.A. and/or its related, subsidiary, under common control and/or parent companies ("CRIF Group") using information provided by the Company that the ESG Score refers to through the completion of a questionnaire under the direct and sole responsibility of the Company.

The information is not subject to verification by CRIF Group.

The ESG Score refers to the date the questionnaire was completed and is not subject to monitoring. The ESG Score is not a certification or a specific assessment, but has the sole purpose of reporting the relevant class and is therefore for information purposes only.

The ESG Score is provided as is, without warranties of any kind, and in particular without guarantees of reliability, accuracy or completeness.

CRIF Group assumes no liability or obligation to third parties for use of the ESG Score. CRIF Group is therefore in no way responsible for the assessments and decisions made on the basis of the ESG Score by the Company or any third party.

Ranking

This Ranking Score represents the overall rank of this evaluation among all the evaluated companies.



*This Ranking Score represents the overall rank of this evaluation among all the evaluated companies. Higher value means better evaluation (1/100 is the lowest, 100/100 is the best evaluation).

Company Profile

The company operates as a limited liability company (s.r.o.) and is classified under the NACE code 14.19.0. It has total assets and liabilities amounting to 40,733,072. The value of production stands at 47,873,651. The company is dedicated to transforming the mindset of businesses and schools in the Czech Republic, advocating against fast fashion. It aims to promote the development of unique collections and identities, ensuring that both employees and children in schools have access to quality clothing that allows them to feel good and represent themselves and their institutions effectively. The operational facilities encompass a total area of 218 m².

Environment

Environmental impact management

GRI: GRI 305-5

ESRS: ESRS E1-1, ESRS E1-2, ESRS E1-4, ESRS E2-3, ESRS E3-3, ESRS E4-4, ESRS E5-3

VSME: VSME B2, VSME C2

The company is actively engaged in initiatives aimed at reducing its environmental impact, having made significant investments over the past three years. It has set medium- and long-term targets for percentage reductions in environmental impact and is implementing climate change adaptation initiatives, including internal management system certifications and strategic emergency plans.

Initiative	Status
Insulation of walls, roofs, or fixtures	0
Replacement of light bulbs with low-consumption lighting sources	100
Installation of thermo-fireplaces instead of radiators	0
Installation of heat pumps or solar collectors	0

Materials

GRI: GRI 301-1, GRI 301-2

ESRS: ESRS E5-4, ESRS E5-5

VSME: VSME B7

The company prioritises the environmental impact of materials used throughout the entire life cycle of its products. It utilises a variety of raw materials, with a significant portion being recycled or reused.

Material	Quantity
Wood	0
Vegetable textile fibres	5
Agricultural commodities	0
Minerals	0
Metals	0.1
Other (plastics)	0.1

Energy

GRI: GRI 302-1

ESRS: ESRS E1-5

VSME: VSME B3

The company monitors its energy consumption closely, with a total electricity consumption of 3,325 kWh reported for the last year.

Water and water discharges

GRI: GRI 303-5

ESRS: ESRS E3-4

VSME: VSME B6

Water resource management is a priority, with a total water consumption of 3 m³ reported in the last period.

Waste

GRI: GRI 306-2-a, GRI 306-2

ESRS: ESRS E5-1, ESRS E5-5

VSME: VSME B7

The company produced a total of 0.05 tons of waste in the last reporting year, with 70% of this waste not destined for landfill.

People

Employment

GRI: GRI 2-7-a, GRI 2-7-b, GRI 2-29-a, GRI 2-30-a, GRI 401-2, GRI 403-9, GRI 405-1, GRI 405-1-a-iii, GRI 405-2

ESRS: ESRS S1-1, ESRS S1-6, ESRS S1-8, ESRS S1-9, ESRS S1-11, ESRS S1-12, ESRS S1-14, ESRS S1-15, ESRS S1-16

VSME: VSME B8, VSME C5, VSME B10, VSME B9

The company emphasises a stable workforce and offers a supportive working environment that promotes social inclusion and work-life balance. It has established policies for regular consultations with employees and measures employee satisfaction through periodic surveys.

Professional Category	Number
Directors	1
Managers	1
Office Workers	6
Workers	1
Apprentices	0
Self-employed	0

The company has a ratio of 1.4 between the highest and median remuneration, with 11% of employees belonging to protected categories. A total of 13,148 hours were worked by all employees in the last reporting period.

Training

GRI: GRI 205-2, GRI 403-5, GRI 404-1

ESRS: ESRS S1-13

VSME: VSME B10

The company provides training programmes focused on sustainable transformation and environmental content, with a total of 30 training hours delivered in the last year.

Network and Territory

Local communities and virtuous initiatives

GRI: GRI 2-29-a, GRI 203-1

ESRS: ESRS S3-1, ESRS S3-2

VSME: VSME B2

The company actively engages with local communities, implementing projects that promote sustainability and making donations to benefit the community. Regular consultations with stakeholders are conducted to ensure that community needs are addressed.

Customer relations

GRI: GRI 2-29-a

ESRS: ESRS S4-1

The company maintains a strong focus on customer relations, ensuring that health and safety impacts of its products and services are assessed throughout their life cycle.

Suppliers and procurement practices

GRI: GRI 204-1, GRI 308-1, GRI 414-1

ESRS: ESRS S2-1, ESRS 2 G1-2

The company evaluates suppliers based on their environmental commitments and sustainability practices, striving to improve the overall impact of its supply chain.

Leadership and Governance

Governance

GRI: GRI 2-9-a

ESRS: ESRS 2 GOV-1

VSME: VSME C9

The company is governed by a Sole Director, who is female, and operates with a dual focus on profit and common benefit. It is also insured against physical risks.

Professional ethics

GRI: GRI 2-22, GRI 2-23

ESRS: ESRS 2 MDR-P

The company has adopted a Code of Conduct that reflects its commitment to responsible business practices and respect for human rights.

Normative compliance

GRI: GRI 2-22, GRI 2-23

ESRS: ESRS 2 MDR-P

The company adheres to various international standards and has implemented policies for data privacy and security, as well as a Whistleblowing Policy.

Important

The contents of this Report have been automatically generated by an artificial intelligence tool ("AI Systems"), either proprietary to CRIF or licensed from third parties, based solely on the information provided by the Professionals through the Questionnaire.

The use by CRIF of artificial intelligence tool has been carried out in compliance with applicable laws and regulations. However, CRIF makes no warranty that the outputs generated are free from defects or errors, which remain subject to verification and correction by the Professional through human oversight.

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Notwithstanding the foregoing, the Report shall be governed by the Terms and Conditions of Participation in the Initiative.

Action plan

The Action Plan, created based on evaluation of ESG survey, represents a proposal for the most relevant steps to be taken that will enable better alignment with ESG goals and, subsequently, a better ESG scores. However, these actions, collectively referred to as the Action Plan, do not guarantee an automatic improvement in Synesgy scores. Implementing one or more actions increases the likelihood of getting better scores. The Action Plan is divided according to the sections of the ESG survey. Each section is assigned an importance that is determined depending on the industry chosen for the survey purposes. The higher the number of green points, the higher the importance of the area. Specific actions are proposed based on answers to questions from given company, i.e. system generates a specific Action Plan for each company based on its needs and topics that are considered key from ESG point of view.

Action plan

Importance

BUSINESS AND GOVERNANCE		●●●○			
🏛️	Strengthen governance safeguards.				
🏛️	Consider extending governance bodies to a corporate level.				
REGULATORY CERTIFICATIONS		●●○○			
🏛️	Adopt ISO 9001 certification for the quality management system.				
🏛️	Prepare a report containing the company's results regarding environmental and social sustainability.				
🏛️	Adopt ISO 37001 certification for the anti-bribery management system.				
PERSONNEL MANAGEMENT, CERTIFICATIONS AND REGULATIONS		●●●●			
🔗	Consider adopting the guidelines provided by ISO 45001 for occupational safety and health management.				
🔗	Strengthen regular consultations with key stakeholders.				

Consider extending collective bargaining agreements to a greater number of employees.

Evaluate whether to include benefits for families in the company's welfare program, such as daycare services, summer camps, and scholarships.

ENVIRONMENTAL CERTIFICATION



Adopt third-party independent certifications (ISO).

Adopt ISO 14001 certification for environmental management.

Adopt ISO 50001 certification for energy management systems.

WATER, ENERGY AND WASTE



Implement a water recovery and/or reuse system.

Measure corporate emissions related to air pollution to understand environmental impact and identify appropriate improvement actions.

Improve measures aimed at increasing the use of recycled/reused raw materials as production inputs.

Important

The suggested corrective actions, as described above ("Action Plan"), do not guarantee the automatic improvement of the ESG Score.

The Action Plan was prepared by taking into account the structure of the Questionnaire. For the purpose of preparing the Action Plan, only the answers provided by the Professional in the Questionnaire were used, and the Action Plan is based on the results of the relevant ESG Score.

CRIF S.p.A. and/or the companies belonging to CRIF Group that may be involved in the provision of the Synesgy Initiative activities in any capacity ("Companies") are not responsible for the implementation of the Action Plan by the Professional. CRIF S.p.A. and/or the Companies shall in no way be held responsible, either in relation to the Professional or to third parties (including parties interested in knowing about the Professional's approach to ESG Issues), for the content of the Action Plan, for the uses of the Action Plan, or for the decisions taken on the basis of the Action Plan.

Any assessments made following consultation and use of the Action Plan by the Professional and third parties (including parties interested in knowing about the Professional's approach to ESG Issues) will be undertaken by them independently and under their direct and sole responsibility.

The Action Plan and related methodology are the exclusive property of CRIF S.p.A. and/or its Subgrantees. The Action Plan is developed through a complex statistical calculation model; therefore, CRIF S.p.A. and/or the Companies do not guarantee the absence of errors, inaccuracies, or anomalies with regard to the suggested actions.

Notwithstanding the above, the Action Plan will be subject to the rules set out in the Terms and Conditions of Participation in the Initiative.