

COMMON HRDD & SOCIAL PUBLIC REPORT

FY 2025

MADNESS - The Nature Textile Company



MADNESS Spring Summer Collection 25

Report Snapshot

Particular	FY 2025 Disclosure
Reporting period	Financial Year 2025
Public reporting format	One common HRDD and Social Public Report for website / sustainability page and Fair Wear Member Hub reference
Fair Wear member company	MADNESS - The Nature Textile Company
Fair Wear membership	Member since 08/2014
Tier-1 production supplier	Parvati Fashions, India and Orimpex, Turkey
Number of active Tier-1 suppliers	2
Product category	Natural / organic textile and apparel products
Source documents used	FY 2025 HRDD draft, Social Report 2024, RBC & HRDD Policy, Fair Wear Public Reporting Checklist 2025

1. Introduction and Scope

This common public report combines the Human Rights Due Diligence (HRDD) reporting requirements with the social reporting content historically published by MADNESS. It describes how MADNESS identifies, prevents, mitigates, tracks, communicates and remediates actual and potential human rights impacts in its own operations and supply chain.

Prepared for Fair Wear Member Hub / Public Disclosure

For Financial Year (FY) 2025, the report focuses on Tier-1 production supplier Parvati Fashions in India as it has the major order volume with 92.5 % in 2025. Our second production supplier Orimpex from Turkey had an order volume from 7.5% of total MADNESS order volume in 2025.

2. 2025 Goals & Achievements

The following goals and implementation status are drafted for FY 2025 reporting.

2025 Goal	Actions / Achievements	Current Status	Evidence to Attach / Update
Maintain Fair Wear leadership and active HRDD reporting	Submit one combined HRDD Public Report; publish HRDD information on website and upload/reference it in the Member Hub.	Prepared / to be published before deadline	Website link, Member Hub submission, BPC reference
Maintain full visibility of active Tier-1 production location	All active Tier-1 production suppliers are listed in member hub and update transparency portal details.	To be confirmed in Member Hub	Transparency portal screenshot / supplier list
Strengthen CAP follow-up after the 2024 Fair Wear audit	Continue follow-up on occupational health and safety, overtime and living wage related improvement points.	Ongoing; update with closed/open points	CAP tracker, closure evidence, consultant visit reports
Reduce excessive overtime risk	Use early order placement, realistic lead times, production planning discussions and working-hour record review.	Ongoing; update with actual overtime trend	Working hour records, order planning timeline
Continue living wage progress dialogue	Continue fair pricing, pre-payments where feasible, living wage discussion and cooperation with Fair Wear / supplier management.	Ongoing	Price review notes, pre-payment records, meeting minutes
Maintain worker awareness and grievance channels	Continue awareness on Fair Wear CoLP, grievance mechanism, local laws, sexual harassment prevention, firefighting and evacuation drill.	quarterly conducted	Training attendance, photos, training materials
Maintain functioning worker committees	Continue Worker Committee, Employee Grievance Committee, Internal Complaint Committee and H&S Committee meetings.	quarterly conducted	Committee minutes and action records
Improve deeper supply chain transparency	Maintain updated subcontractor / Tier-2 supplier visibility and simple audits for dyeing, knitting, printing and weaving where applicable.	Ongoing; updated with FY 2025 audit status	Supplier scope certificates, consultant visit reports
Resolve grievances without retaliation	Monitor Fair Wear helpline and internal grievance channels; investigate, remediate and close complaints.	Update with actual FY 2025 count	Member Hub complaint overview, grievance register
Keep social and environmental responsibility integrated	Continue focus on natural/organic materials, GOTS-related systems, resource efficiency and ethical conduct.	Ongoing	GOTS scope certificate, environmental checks
Strengthen gender-responsive HRDD and supplier action plans	Add gender lens to risk analysis, CAP follow-up, worker consultation, grievance access and supplier action planning.	Included in FY 2025 report; ongoing implementation	Gender-responsive action plan, worker/committee input, ICC/POSH records, training records, CAP tracker updates

3. Policy Commitment and Fair Wear Membership

MADNESS is committed to responsible business conduct, respect for human rights, environmental protection and ethical business conduct. The RBC & HRDD Policy is aligned with the UN Guiding Principles on Business and Human Rights, OECD due diligence guidance, ILO Conventions, applicable national laws and the Fair Wear Code of Labour Practices.

MADNESS has embedded Fair Wear membership into its responsible business conduct by applying the eight Fair Wear Code of Labour Practices principles: freely chosen employment, no discrimination, no child labour, freedom of association and collective bargaining, payment of a living wage, no excessive working hours, safe and healthy working conditions and legally binding employment relationships.



4. MADNESS CSR Organisation, Governance and Oversight

MADNESS is a family business. Sustainability and respect for people are overseen at top-management level. The founder / managing director sets sustainability goals and engages with business partners on key HRDD matters. The design and CSR representatives support partners through collection planning, timeline optimisation, communication and follow-up.

Externally, MADNESS is supported by consultants in India and Germany. The Indian consultant supports Parvati Fashions through training, on-site review, simple audits in the value chain and corrective action follow-up.

Function	HRDD / Social Compliance Responsibility
CEO / Founder / Top Management	Overall accountability, policy approval, sustainability targets, serious risk review and responsible purchasing decisions.
CSR / Sustainability Representative	Coordination of HRDD, Fair Wear communication, risk analysis, CAP follow-up, reporting and supplier engagement.
Design / Collection Team	Collection planning, realistic timelines, product development and reduction of avoidable production pressure.
Sourcing / Buying	Responsible purchasing, pricing dialogue, advance planning, supplier relationship management and risk-informed decisions.
External Consultants	Training, internal audits, worker awareness, factory support and CAP implementation follow-up.
Parvati Fashions Management	Factory-level implementation of Fair Wear CoLP, legal compliance, records, committees, grievances and corrective actions.



MADNESS headquarter

5. Sourcing Strategy, Pricing and Responsible Purchasing Practices

MADNESS values long-term, trusting partnerships over frequent supplier changes. This approach supports transparency, stable planning and continuous improvement in social and environmental performance. The sourcing process considers country risk, existing audit reports, Fair Wear information, GOTS status, capacity, technical capability, value alignment and willingness to improve.

MADNESS accepts the reality of changing raw material prices, production costs and inflation. The company supports partners through realistic lead times, pre-financing production costs where feasible, fair pricing discussions and by avoiding claim or penalty pass-through where this would create undue pressure on working conditions.

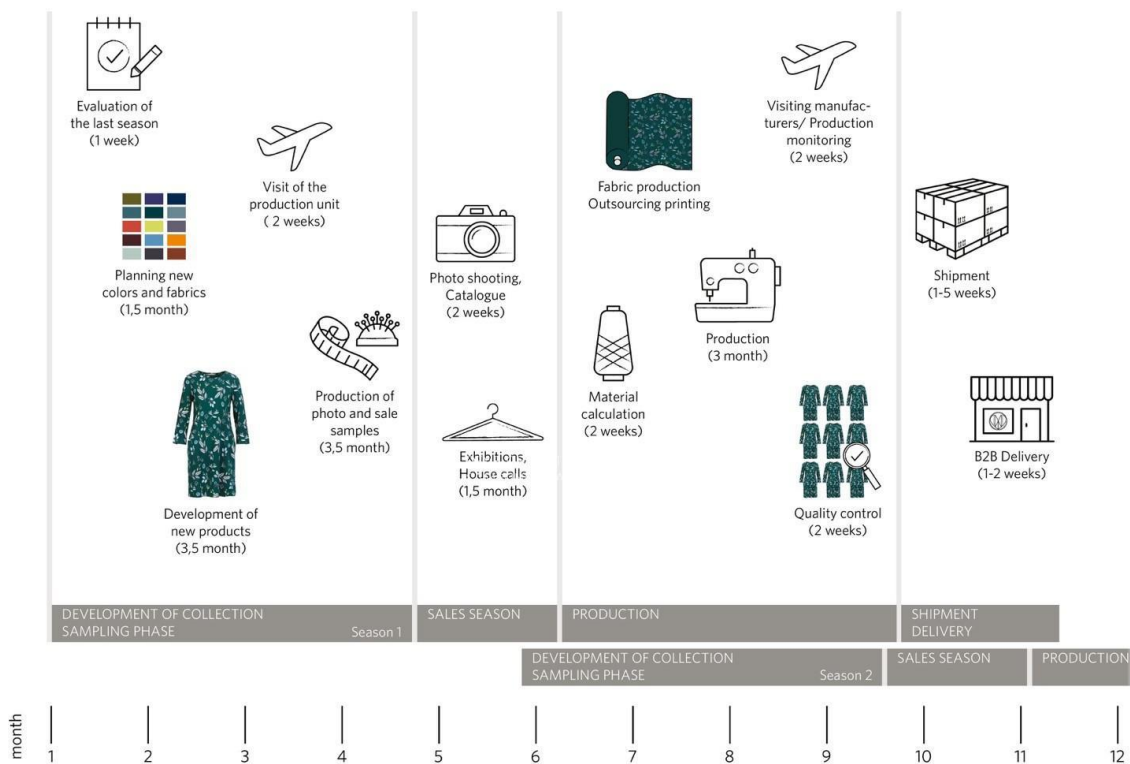
- Order planning is reviewed to reduce excessive overtime risk.
- Prices and production capacity are discussed with transparency wherever possible.
- Fair Wear CoLP and contractual commitments are communicated to production partners.
- If a supplier refuses to sign or comply with core labour requirements, the partnership is not established.
- Responsible exit is considered only after dialogue, stakeholder consultation and attempts to mitigate worker impact.



6. Production Cycle and Overtime Prevention

MADNESS produces two main collections each year: Spring/Summer and Autumn/Winter. The production cycle is planned with long lead times because fabrics, colour variations and styles are fixed months before shipment. Early order placement is one of the main preventive measures against excessive overtime.

For the Spring/Summer collection, orders have historically been placed around the beginning of September. For the Autumn/Winter collection, MADNESS shifted order placement earlier to give production partners more time. This is directly linked to HRDD because unrealistic lead times and last-minute changes can contribute to excessive overtime, health risks and worker stress.



7.1 Supply Chain Overview: Parvati Fashions, India

Parvati is based in Noida and specialises in organic womenswear production. MADNESS has had a long-term relationship with Parvati and continues to support the supplier through Fair Wear engagement, local consultancy support, training and corrective action follow-up.

Parvati produced 92.5% of MADNESS garments in 2025 and MADNESS represented around 50% of Parvati turnover in that period.

Supply Chain Element	FY 2025 Disclosure / Update Required
Active Tier-1 supplier	Parvati Fashions, India
Production country	India
Factory location	Noida, India - insert full public address if disclosure is permitted and required
Product category	Organic / natural textile apparel, mainly womenswear
Processes	Material handling, cutting, stitching/sewing, finishing, quality checking, packing and dispatch; update based on actual site process.
Sub-supplier	Verified approved sub-supplier was used in FY 2025; disclose in Member Hub and transparency portal where required.
Tier-2 / deeper supply chain	Dyeing, knitting, printing, weaving and other relevant suppliers to be kept visible through GOTS scope certificates, transaction certificates and consultant checks.



Parvati Fashions factory

7.2 Supply Chain Overview: Orimpex, Turkey

It was recommended by Fair Wear to have at least two production partners to minimise risks. Due to this in 2020, we have searched for an additional partner and decided for Orimpex a Dutch-Turkish factory in Turkey. According to our sourcing policy we decided for Orimpex because they already produced for another Fair Wear member company and were audited with good monitoring result already.

The production facility is based in Izmir, in the region that is especially known for growing organic cotton and the company committed to sustainable production. From the beginning on our leverage at Orimpex was around 1%, so in 2025 as well. Orimpex produced 7.5% of MADNESS garments in 2025 and MADNESS represented around 1.25% of Orimpex turnover in that period. With 1% leverage we do not have much influence in companies' actions. That's why this report focuses on our main supplier. In 2024 a BSCI audit was conducted at Orimpex for another former Fair Wear member brand tat shared this report with us.

Supply Chain Element	FY 2025 Disclosure / Update Required
Active Tier-1 supplier	Orimpex
Production country	Turkey
Factory location	Izmir, Turkey- insert full public address if disclosure is permitted and required
Product category	Organic / natural textile apparel, mainly womenswear
Processes	Material handling, cutting, stitching/sewing, finishing, quality checking, packing and dispatch; update based on actual site process.
Subcontracting	Not allowed without informing MADNESS beforehand and approval

8. Most Significant Human Rights Risks and Prioritisation

MADNESS identifies and prioritises risks based on country and sector context, Fair Wear guidance, audits, worker-related information, grievance data, supplier communication, local consultant input and severity/likelihood assessment. Priority is given to risks that may affect vulnerable groups, including women workers, migrant workers, young workers and workers with limited bargaining power.

Risk Area	Potential Impact	Priority	Controls / FY 2025 Focus
Wages and living wage gap	Workers may not earn enough to meet decent living needs or may face incorrect wage / benefit payment.	High	Wage review, fair pricing, pre-payments, living wage dialogue and Fair Wear cooperation.
Working hours and overtime	Excessive overtime can affect health, family life and legal compliance.	High	Early order planning, review of overtime records and production planning discussions.
Health and safety	Risk of injury, fire safety gaps, PPE gaps or weak emergency preparedness.	High	CAP follow-up, safety training, evacuation drill, H&S committee review and site checks.
Freedom of association / worker voice	Workers may not raise concerns freely or participate in dialogue.	Medium	Functioning works committee, worker communication and non-retaliation.
Gender equality and harassment	Women workers may face unequal treatment, harassment or unsafe complaint reporting.	Medium	ICC, awareness on sexual harassment, fair treatment and grievance access.
Grievance mechanism and remediation	Concerns may remain unreported or unresolved.	Medium	Fair Wear complaint mechanism, factory channels, investigation and closure tracking.
Child labour / young workers	Risk of underage employment or inadequate protection for young workers.	Low/Medium	Age verification, recruitment controls and visible no child labour policy.
Forced labour / freely chosen employment	Risk of coercion, deposits, document retention or restrictions.	Low/Medium	Employment document review, free movement and recruitment practice controls.
Subcontracting / informal work	Unauthorized production may increase rights risks.	Medium	Supplier declarations, transparency portal update and consultant review of subcontractors where applicable.
Environmental impacts linked to workers/community	Chemical, water, waste or energy impacts can affect workers and nearby communities.	Medium	GOTS systems, environmental checks and natural/organic product approach.

9. Monitoring, Corrective Action Plans and Remediation

Audits and assessments are used to understand where production partners stand and to identify improvements against the Fair Wear Code of Labour Practices. Fair Wear audits include management discussion, document review, production-site inspection and confidential worker interviews by auditors who understand the local context.

Findings are converted into corrective action plans with responsible persons, time frames and evidence requirements. MADNESS supports suppliers through dialogue, consultant support, worker training and follow-up visits. The October 2024 Fair Wear audit at Parvati identified improvement needs mainly in occupational health and safety, excessive overtime and living wage. FY 2025 reporting showed progress against this CAP.

CAP Topic	FY 2025 Action Plan	Status to Update	Evidence Required
Occupational Health & Safety	Follow up fire safety, PPE, emergency access, first aid, machine safety and H&S training.	Ongoing / update with closed points	CAP tracker, photos, training records, inspection checklist
Excessive overtime	Review attendance and overtime records; strengthen production planning and lead-time control.	Ongoing / update trend	Attendance, overtime records, production plan
Living wage progress	Continue fair pricing, living wage dialogue, advance payment support and Fair Wear discussion.	Ongoing	Meeting minutes, price review, Fair Wear communication
Worker awareness	Continue quarterly awareness on CoLP, grievance, legal rights and anti-harassment.	Ongoing	Training calendar, attendance, photos
Grievance closure	Record, investigate and close complaints without retaliation.	Update actual count	Member Hub complaint record, grievance register

10. Gender Responsive HRDD and Supplier Action Plans

MADNESS recognises that human rights risks may affect women and men differently. A gender-responsive HRDD approach is therefore integrated into risk identification, supplier action plans, monitoring, worker communication and remediation. This includes specific attention to women workers, safe reporting channels, equal treatment, harassment prevention, overtime impacts, health and safety facilities, and the ability of workers to raise concerns without retaliation.

For FY 2025, MADNESS will strengthen supplier follow-up by asking production partners to include a gender lens in corrective action plans and by collecting stakeholder input through worker committees, grievance mechanisms, ICC/POSH awareness activities, trainings and consultant visits. Personal details of workers will not be publicly disclosed; public reporting will remain aggregate and privacy-protective.

Gender Responsive HRDD Area	Supplier Action Plan / Follow-up	Responsible Party	Evidence / Monitoring
Gender-disaggregated risk review	Review available workforce information, overtime records, wage/benefit records, leave, training participation, committee representation and grievance data with attention to women workers and vulnerable groups.	Supplier management, MADNESS CSR / Sustainability Representative and external consultant	Workforce summary, wage/overtime review, committee minutes, CAP tracker
Stakeholder input in action plans	Seek input from women workers and worker representatives while preparing or updating corrective action plans, especially on harassment, grievance access, overtime, facilities and health & safety issues.	Supplier management, Worker Committee, Employee Grievance Committee and external consultant	Meeting minutes, consultation notes, training feedback, worker communication records
Harassment prevention and safe reporting	Maintain and strengthen policy and awareness on prevention of sexual harassment. At Parvati Fashions, continue ICC/POSH awareness, safe reporting channels, confidentiality and non-retaliation. For Orimpex, ensure equivalent grievance and anti-harassment channels are available as per local requirements.	Supplier management, ICC / grievance committee and MADNESS follow-up	ICC/POSH policy display, ICC minutes, awareness records, grievance register
Grievance access and remedy	Ensure workers know the internal grievance procedure and the Fair Wear complaint mechanism. Complaints related to discrimination, harassment or retaliation will be investigated sensitively and closed with corrective action.	Supplier grievance committee, MADNESS CSR and Fair Wear where applicable	Grievance register, closure evidence, Member Hub complaint overview
Production planning and overtime impact	Assess whether overtime, late changes or production pressure create different impacts for women workers, including family/care responsibilities and safe travel after working hours. Use early order planning and realistic lead times to reduce this risk.	MADNESS sourcing/design teams and supplier production planning team	Production plan, overtime trend, attendance review, order timeline
Equal treatment, wages and opportunities	Review recruitment, wage payment, benefits, training access and promotion practices to confirm there is no gender-based discrimination and that workers receive legally required benefits.	Supplier HR / compliance team and external consultant	Payroll review, benefit records, training records, policy communication
Health, safety and worker facilities	Review women-specific health and safety needs including safe and clean toilets, drinking water, lighting, PPE suitability, emergency access, first aid and maternity protection where applicable.	Supplier H&S Committee and external consultant	H&S inspection checklist, photographs, committee minutes, CAP closure evidence
CAP tracker and public reporting	Add a gender-lens column or note in supplier CAP tracking to show how each relevant action considers women workers and vulnerable groups. Report progress in aggregate without naming workers.	MADNESS CSR / Sustainability Representative with supplier management	Updated CAP tracker, management review, FY 2025 public report update

This gender-responsive follow-up will be used as part of MADNESS supplier dialogue and CAP monitoring. The objective is not only to close findings, but also to identify root causes, prevent recurrence and improve worker trust in grievance and remedy systems.

11. Worker Committees, Training and Capacity Building



Training and communication strengthen worker awareness and support the implementation of social standards. Training at the Indian production site was conducted every three months on Fair Wear CoLP, grievance handling mechanism, local laws, prevention of sexual harassment of women at workplace, firefighting and evacuation drill, plus other health and safety topics.

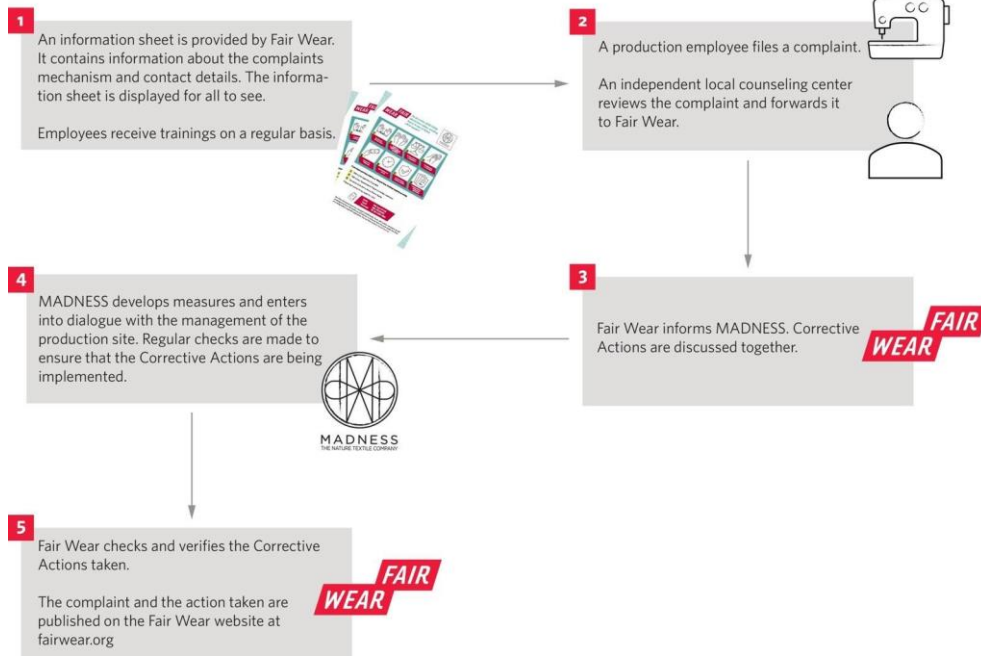
Training / Committee Topic	Expected FY 2025 Implementation	Evidence to Insert
Fair Wear Code of Labour Practices	Awareness for workers and management	Training material, attendance, photos
Grievance handling mechanism	Worker awareness of internal channels and Fair Wear complaints mechanism	Training record, displayed information sheet
Local labour laws	Awareness on legal rights and benefits	Training attendance / minutes
Sexual harassment prevention	ICC awareness and safe reporting channels	ICC minutes, policy display, training record
Fire fighting and evacuation drill	Emergency preparedness and safety awareness	Drill records, photos
Worker Committee	Quarterly meeting and action review	Meeting minutes
Employee Grievance Committee	Regular review of concerns and closure	Register / minutes
Health and Safety Committee	Risk review, incident prevention and safety follow-up	Committee minutes, inspection findings

12. Complaints Handling and Access to Remedy

The complaints system gives workers at production partners the opportunity to contact Fair Wear if problems cannot be solved internally. The Fair Wear information sheet in the national language contains the eight principles and contact details. Production sites are expected to display this clearly, and the procedure is discussed during trainings and visits.

During the 2025 reporting period, MADNESS did not receive any employee complaints or grievances from its production partners in India or Turkey. Therefore, the total number of reported complaints for the year was Nil.

Grievance Disclosure Topic	FY 2025 Disclosure to Finalise
Fair Wear helpline complaints	Insert actual number/status from Member Hub. If none: No Fair Wear helpline grievances were recorded for Parvati Fashions and Orimpex during FY 2025, based on available records.
Supplier-level grievances	Insert aggregate number/type/status from supplier grievance records. Do not disclose names or personal details.
MADNESS role in remediation	Engage with supplier, communicate with Fair Wear where applicable, agree corrective actions, verify closure and review root cause.
Non-retaliation	Confirm workers were protected against retaliation for raising complaints.
Owned/co-owned production locations	Not applicable if MADNESS does not own or co-own production locations; confirm before final submission.



13. Information Management and Deeper Supply Chain Transparency

MADNESS maintains information on production partners, subcontractors and relevant deeper supply chain actors. In 2024, all suppliers in India had signed the Fair Wear Code of Labour Practices. Tier-2 suppliers were known through transaction certificates and GOTS scope certificates. The Indian consultant visited subcontractors and suppliers for dyeing, knitting, printing and weaving and conducted simple audits covering all eight Fair Wear principles and environment.

- Maintain updated supplier list and production location list.
- Confirm all approved production locations are disclosed through the Fair Wear transparency portal where required.
- Keep latest GOTS scope certificates and transaction certificates available.
- Record consultant visits, simple audits, findings and follow-up actions.
- Use the information system to support risk assessment, CAP follow-up and public reporting.

14. Transparency, Communication and Brand Performance Check

MADNESS communicates Fair Wear membership through fairs, catalogue, website, sales meetings, hangtags and washing labels. MADNESS publishes the Brand Performance Check report. For FY 2025, this HRDD Report is published on the website and referenced in the Fair Wear Member Hub.

Public Disclosure Area	FY 2025 Requirement / Action
HRDD public report	Publish this common report on website / sustainability page and submit/reference it in Member Hub.
Brand Performance Check	Publish or link latest BPC report where available.
Tier-1 production location	Disclose TIER 1 suppliers on Fair Wear transparency portal in line with Fair Wear requirements.
Factory-level improvement plans	Include time-bound CAP status and progress in a way that protects confidential information and worker privacy.
Communication to stakeholders	Communicate Fair Wear journey, achievements, challenges and continuous improvement approach.

15. Stakeholder Engagement and Collaboration

Stakeholders include employees, consumers, B2B customers, production partners, workers, non-governmental organisations, local community, Fair Wear, other Fair Wear member brands, external consultants, government, trade unions and GOTS. MADNESS uses stakeholder dialogue to identify risks, develop action plans, resolve grievances and improve social and environmental standards.

Stakeholder	Engagement / FY 2025 Reporting Input
Parvati Fashions management	Supplier communication on Fair Wear standards, CAP follow-up, living wage discussion, overtime reduction and responsible production.
Workers / worker representatives	Committee meetings, grievance mechanisms, training, interviews during audits and worker communication.
Fair Wear	Member Hub reporting, Brand Performance Check, complaint mechanism, audit/CAP process and HRDD guidance.
External consultants	Training, local audits, site support, worker awareness and follow-up of deeper supply chain checks.
Other brands / stakeholders	Collaboration where shared supplier issues, risk assessment, CAP follow-up or grievance resolution require joint action.
GOTS / sustainability initiatives	Support environmental and social due diligence through certification systems and scope certificates.
Women workers / worker representatives	Gender-responsive input on grievance access, harassment prevention, overtime impact, facilities, training participation and CAP follow-up.

16. Corporate Social Responsibility and Environmental Linkages

MADNESS sees sustainability as a holistic approach covering fair working conditions, ecological goals, economic compatibility and transparency. The company focuses on natural and organic materials and aims to minimise environmental impact through responsible raw materials, GOTS systems, resource efficiency and climate-conscious operations.

Environmental conditions can have human rights impacts where chemical use, water, waste or energy practices affect workers and communities. Therefore, social compliance and environmental due diligence are treated as connected areas in the MADNESS HRDD approach.

17. Fair Wear Public Reporting Checklist Mapping

Fair Wear Topic	Disclosure Status in This Report	Relevant Sections
(a) Policy	Disclosed	Sections 3, 16
(b) Management systems	Disclosed	Sections 4, 9, 10, 13
(c) Governance	Disclosed	Section 4
(d) Oversight	Disclosed	Section 4
(e) Risks	Disclosed	Sections 8, 10
(f) Action plans	Disclosed / update with actual CAP and gender-lens evidence	Sections 2, 9, 10
(g) Tier-1 production locations	Disclosed / transparency portal status to confirm	Sections 7, 13, 14
(h) Policy engagement	Disclosed / state if not applicable	Sections 15, 16
(i) Remediation	Disclosed / grievance numbers to update	Sections 9, 12
(j) Stakeholder engagement	Disclosed, including gender-responsive stakeholder input	Sections 10, 15
(k) Collaboration	Disclosed / update shared-brand collaboration if applicable	Section 15
Brand Performance Check	https://www.madness-online.com/fileadmin/BPC_-_Madness-The_Nature_Textile_Company_GmbH_-_2025.pdf	Section 14
Gender responsive HRDD and supplier action plans	Disclosed / ongoing supplier follow-up	Section 10

18. Management Declaration

MADNESS confirms its commitment to responsible business conduct, respect for human rights, fair working conditions, gender-responsive HRDD, environmental responsibility and continuous improvement. This HRDD Report reflects the company's approach for FY 2025 and its focus on Parvati Fashions in India as the main Tier-1 production supplier. Due diligence is an ongoing process, and MADNESS will continue to identify risks, engage with stakeholders, follow up on corrective actions and provide or cooperate in remediation where appropriate.

Approved by	Details
Name	JASBIR SANDHU
Designation	CSR-General Manager
Company	MADNESS - The Nature Textile Company
Date	09/06/2026