

# Orimpex Sustainability Report

2021



# Welcome to Orimpex!

The Covid-19 pandemic has revealed the flaws of the current economic system and highlighted the inequalities within societies. In the second year of the pandemic, our top priority remained the same: ensure a safe & healthy workplace for our team while continuing our sustainability efforts.

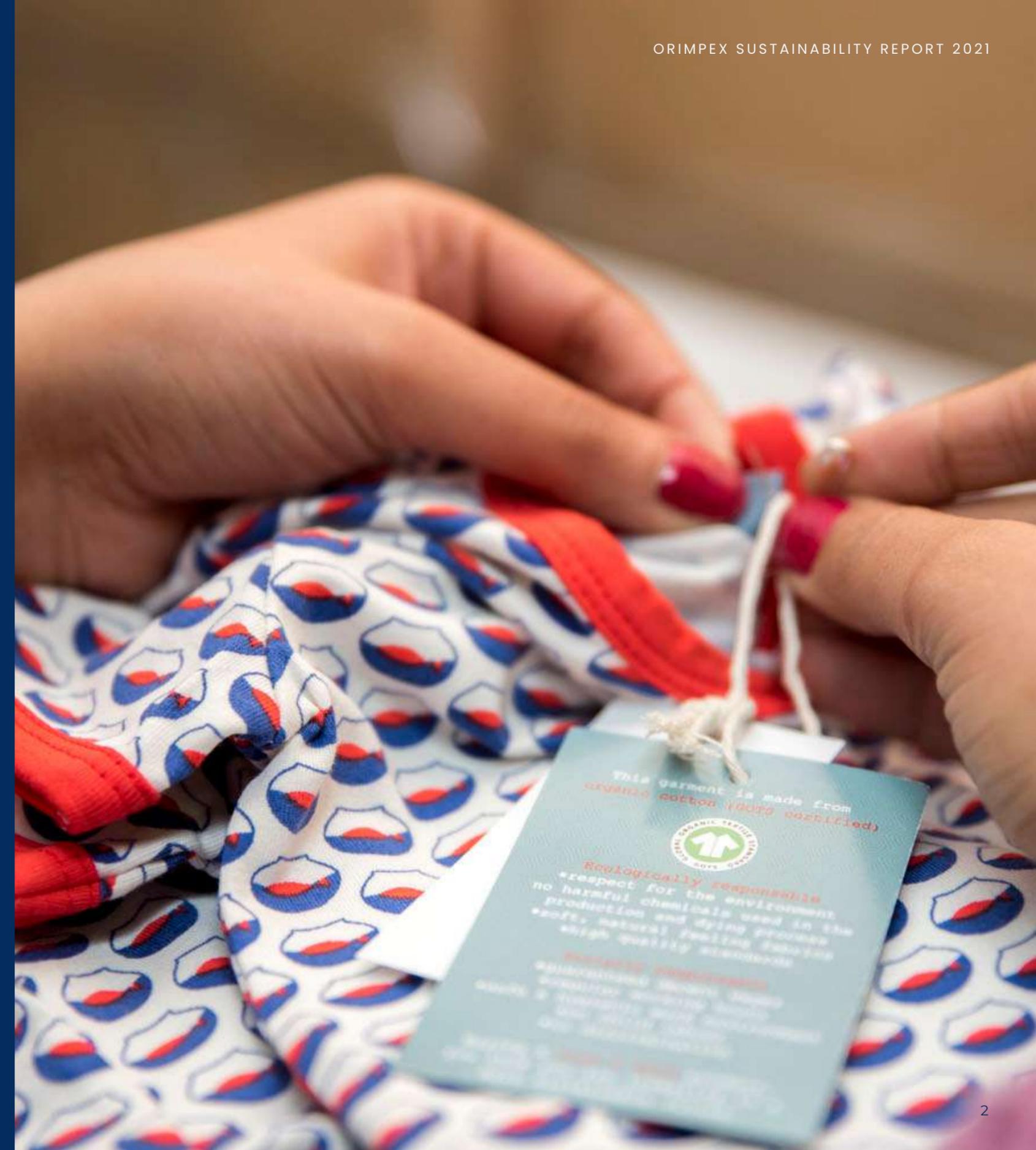
In this report, we would like to share our sustainability journey throughout 2021. Thank you for your interest in the report and for being with us on this journey.

Should you have any comments, questions or concerns, please get in touch with us via email:

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For further information, please visit our [website](#).



# Message from our CEO



**Ali POLAT**  
General Manager

Thank you for your interest in our 2021 Sustainability Report. In the second year of reporting, we continue to share our progress toward our goals and document our actions transparently.

As many of you also experienced, we faced the challenges of the global pandemic and its ongoing impact throughout 2021. We once again realized the emergencies of the climate, water, and food crisis, and the vulnerability to them is not equally shared across the supply chain. As an industry heavily dependent on natural resources and human labor, we must work for a more livable and prosperous world. To achieve this, we need systematic change rather than minor improvements and meaningful actions rather than long-term goals.

Despite the hardships of the pandemic, we did not compromise on our sustainability efforts. Since the first day we were founded, we have only used certified organic cotton for our products. Besides Textile Exchange's Material Change Index (MCI) and Sustainable Cotton Challenge, we have participated in the 2025 Recycled Polyester Challenge. Even though our synthetic fiber usage is minimal (under 4,5%), 70% of our total polyester consumption was recycled. In 2021, 96% of all our fibers came from organic and /or low-impact materials.

The solar panels we installed on the roof of our building in 2020 met 53% of our operational electricity this year. In addition to our traditional tree-planting event with Aegean Forest Foundation, we donated ten trees for each of our valued partners to the afforestation efforts for the lost forest areas caused by wildfires in July and August 2021.

We are aware of the benefits of sports to human and public health, and that's why we support sporting events and athletes around our region. We are proud to be one of the co-partners of the MenWomen Challenge and a part of Tuna's journey, an open-water swimmer with autism in our region.

Orimpex is committed to understanding customers' sustainability objectives and continuously seeking new ways to support them on the production side. We value collaboration with you and encourage your input. Thank you for your partnership and for taking the time to learn more about our progress in our newest Sustainability Report.



# Report Outline

ABOUT ORIMPEX	Company Profile, Mission, Vision; Our Values; Sustainability Strategy; Sustainable Development Goals (SGDs)	<a href="#"><u>P.6-10</u></a>
OUR PLANET	Organic Cotton; Sustainable Materials; Green Energy; Orimpex Groves	<a href="#"><u>P.11-17</u></a>
OUR WORK	Certifications, Memberships, Transparency	<a href="#"><u>P.18-23</u></a>
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**ORIMPEX**  
organic textiles

# Corporate Profile

Orimpex is a manufacturing factory that specialized in sustainable textiles from the beginning. The company was established in 2007 and its production increases every year. Production capacity is around 50.000 per month. All manufacturing steps are made in-house at our facility, including cutting, sewing, quality control, and packaging, by qualified and trained personnel.

Orimpex has a European office and showroom located in Utrecht, the Netherlands. Our factory is certified to a Global Organic Textile Standard (GOTS), Global Recycle Standard (GRS), Organic Content Standard (OCS), and Reclaim C Standards (RCS) by the Control Union and as a company policy.

Orimpex accepts only sustainable orders such as organic cotton, Tencel, ecovero, bamboo, recycled polyester etc. The team of Orimpex Textiles consists of experienced and well-educated people in different aspects of textile production techniques, such as fibers/fabrics, sewing, fashion, design, prints, and embroidery. The company has a sustainable growth policy and follows the latest production techniques and fashion trends, as well as improving environmental impact management.

Orimpex believes that effective teamwork outcomes in great quality and well design.

## Mission

We are committed to operating a responsible business; restoring biodiversity through sustainable materials and practices, and eradicating poverty and inequality by ensuring living wages and respectful working conditions.

## Vision

To become a leading textile manufacturer in making a positive impact on climate, soil health, water, biodiversity, and society.

# Our Values



## Sustainability

We own our responsibilities towards the planet and society we live in, so we put sustainability at the core of our business.

We are fully committed to 17 SDGs and have prioritized 5 of them in line with our vision: 1-No Poverty, 5-Gender Equality, 8-Decent Work and Economic Growth, 12-Responsible Consumption and Production, and 13-Climate Actions.



## Transparency & Accountability

We are transparent in our relationships and enable all our stakeholders to see and understand how we operate in an honest way via third-party audits, certificates and our open-door policy.



## People-oriented Culture

We believe that our daily decisions impact our associates, customers and community, so we seek to treat them with the respect they deserve.

As a garment manufacturer, on the most labor-intensive part of the supply chain; we ensure fair pay, safe working conditions, social protection and gender equality in the workplace.



## Customer Centricity

We place heavy emphasis on understanding our customers' needs and delivering meaningful experiences to build lasting relationships with them.

We support our customers by providing high-quality, ethically produced, eco-friendly products; high standards in customer service, and on-time delivery.

# Sustainability Strategy

We need collective action for a better future. As part of the global community, we align our sustainability strategy with the United Nations Sustainable Development Goals (SDGs).

This global framework has led us to identify our main focus and contribution areas where we can have the most impact. We are fully committed to 17 SDGs and have prioritized 5 of them in line with our vision:

- 1-No Poverty
- 5-Gender Equality
- 8-Decent Work and Economic Growth
- 12-Responsible Consumption and Production
- 13-Climate Actions.

We also take Textile Exchange's SDG "input, outcome, and impact" modeling, which reflects the material point of view, as our guide.



# Orimpex Priorities

## 🎯 Main Focus



## 🤝 Contribution



# Textile Exchange SDGs Modeling

## Inputs



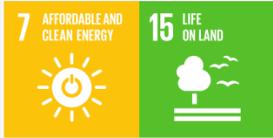
## Outcomes



## Impacts



## Our Actions and 2030-Targets aligned to Global Goals framework

	MAIN FOCUS	CONTRIBUTION	ACTIONS	2030 TARGETS
<b>PEOPLE</b>			<ul style="list-style-type: none"> <li>• %61 women employees and "Equal pay for equal work policy" (5.1, 5.5.2)</li> <li>• Maternity leave benefits and paid breastfeeding breaks (5.1)</li> <li>• Social security, free shuttle, lunch for all workers (1.3, 1.4, 8.3.1)</li> <li>• Food &amp; financial aid to workers during Ramadan (1.4)</li> <li>• Fairwear Foundation yearly audits (8.5)</li> <li>• Occupational and Health &amp; Safety training (4.3, 4.4, 8.6, 8.8.)</li> <li>• Seminars and workshops about sustainability in the fashion industry (4.7, 12.8)</li> <li>• The tech-high school and university-level internship program to give students early access to the corporate environment. (4.3, 4.4, 8.6)</li> </ul>	<ul style="list-style-type: none"> <li>• Living wage for all workers through the supply chain</li> <li>• 50% female executive</li> <li>• 100% of the workers trained in sustainability</li> </ul>
<b>PLANET</b>			<ul style="list-style-type: none"> <li>• 53% of the operational electricity comes from solar panels on the roof of our factory (7.2, 9.4, 12.2, 13.1)</li> <li>• Carbon Neutralization Project and tree planting activity with Aegean Forest Foundation (13.1, 15.1, 15.2, 15.5)</li> <li>• Separate collection, classification, and documentation of our waste and recycling them in certified recycling centers. (12.5, 13.1, 15.1)</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of operational electricity from renewable sources.</li> <li>• Reduce fabric waste by 50% through recycling &amp; upcycling projects and circular design principles.</li> </ul>
<b>PRODUCT</b>			<ul style="list-style-type: none"> <li>• 96% of the fibers used in 2021 were organic and/or sustainably sourced, low-impact materials. (6.4, 8.2, 8.4, 9.4, 12.2, 12.5, 13.1, 15.3)</li> <li>• 100% of cotton usage was GOTS or OCS-certified organic cotton. (6.4, 12.2, 12.4, 15.3)</li> <li>• 72% of total polyester usage was recycled polyester (7.3)</li> <li>• 100% animal-free fibers (12.2, 13.1)</li> <li>• Reducing carbon footprint through local sourcing (13.1)</li> </ul>	<ul style="list-style-type: none"> <li>• 100% organic and/or sustainably sourced, low impact materials</li> <li>• Shifting all synthetic materials to recycled or biodegradable alternatives</li> <li>• 95% non-defective products to reduce post-production waste.</li> </ul>
<b>PARTNERSHIP</b>			<ul style="list-style-type: none"> <li>• Early Adopter (Enhanced Communication on Progress) at UN Global Compact (12.6, 13.2, 17.16, 17.17)</li> <li>• Committed to UN Women’s Empowerment Principles (17.16, 17.17)</li> <li>• Textile Exchange membership (6.4, 12.6, 15.3, 13.2, 17.17)</li> <li>• One of the first suppliers who participated in Textile Exchange's Material Change Index (MCI), 2025 Sustainable Cotton and Polyester Challenge. (6.4, 12.6, 13.2, 15.3, 17.17)</li> <li>• Registered to the National Integrated Environmental Information System.(17)</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships with local NGOs and universities for sustainable textile and fashion ecosystem (17.7)</li> </ul>

Sustainability

# Our Planet

Organic Cotton, Sustainable Materials,  
Green Energy, Oripex Groves



# Organic Cotton Only

Cotton is the most widely used natural fiber in the world. It is durable, breathable, odor-free, perfect for sensitive skin, and easy to care for. Despite these benefits, conventional cotton production has been associated with the extensive use of water and agricultural chemicals, leading to soil degradation, carbon emission and health problems.

The best and most reliable way to provide the comfort of cotton without adversely affecting the environment and people's health is organic cotton.

No plans or no goals to be reached someday in the future. We only use certified organic cotton for our products today. Always have and always will.



# Organic Cotton

Organic cotton is grown in a way that works with nature rather than against it.



## Climate

Organic agriculture is one of the vital tools of decarbonization efforts for climate adaptation. It can build soil carbon, lower GHG emissions and save energy by avoiding synthetic inputs\*.

(\* Textile Exchange, Organic Cotton Market Report, 2021)

## Soil Health



Farming practices used in organic agriculture, such as composting, using cover crops and mulches, crop rotation, and limiting tillage, can help increase the amount of organic matter in the soil, including carbon. It also enhances the soil's ability to absorb water, reducing the impacts of drought and flooding.



## Biodiversity

Conventional cotton heavily relies on chemical inputs. Organic farming, on the other hand, bans chemical pesticides and fertilizers that pose a huge threat to soil and species living there. It helps to protect our irreplaceable ecosystem and the health of the farmers by not being exposed to toxic chemicals.

## Water



Synthetic fertilizers and pesticides used in cotton farming frequently leach through the soil due to rain or irrigation water. Organic farming practices not only prohibit the use of these harmful chemicals but also increase the soil's water absorption capacity by increasing the organic matter ratio in it. This means a decrease in water use and groundwater pollution.



# Sustainable Materials

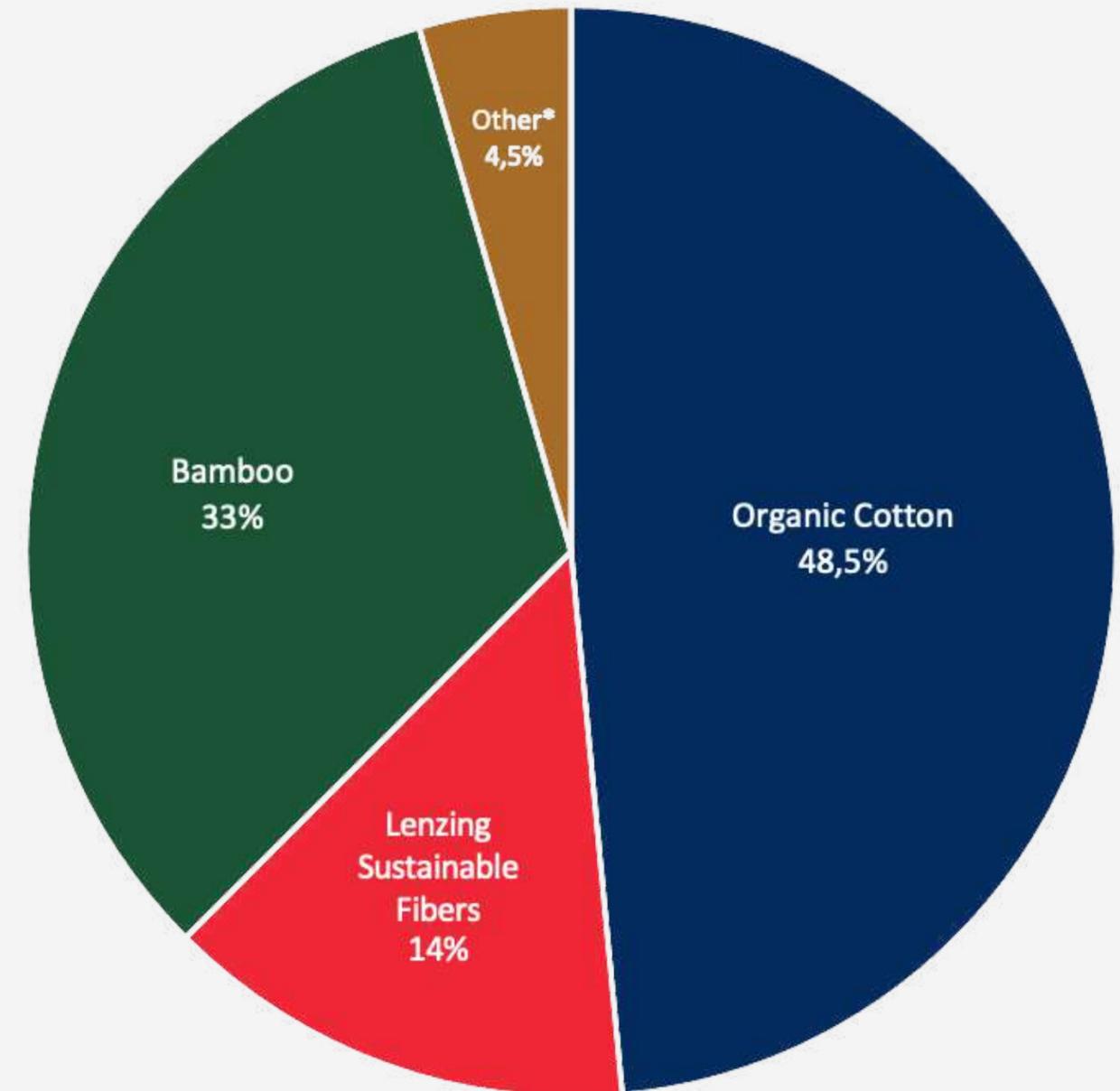
**96% of our fibers came from organic and /or low-impact materials in 2021.**

The majority of the environmental impact of textiles comes from materials. We use certified organic and/or low-impact materials for our planet, community, and the people who wear our products.

We not only monitor our environmental impacts during production stages but are also aware of our responsibilities for the use and end-of-life of our products. That's why we do not use non-biodegradable synthetic fibers, one of the primary sources of microplastic pollution, except where\*\* we are required due to product performance.

\*\*Only 4,5% of total fiber consumption was synthetics in 2021.

## Total Fiber Consumption in 2021



\* Other: 3.5% Elastane, 0.7% Recycled Polyester, 0.3% Polyester



# Sustainable Materials



## GOTS

68,5% of the organic cotton we used in 2021 was GOTS-certified.

GOTS tracks air emissions and wastewater; it plays a vital role in climate change through carbon sequestration. GOTS bans child labor, harassment, violence, and forced labor. It also ensures safe and hygienic working conditions.



## LENZING

All our human-made cellulosic materials in 2021 were sourced from Lenzing.

Lenzing enables the full traceability of fiber origin. The raw material wood comes from sustainable forestry. It is certified or controlled according to FSC® (FSC-C041246) and/or PEFC TM (PEFC/06-33-92).



## RECYCLED POLYESTER

70% of our total polyester usage was recycled in 2021.

Using waste textiles and/or plastic bottles, recycled polyester needs less energy than virgin polyester. It gives a second life to waste and non-biodegradable materials that would otherwise end up in landfill or the ocean.

# Green Energy

## **We produced 53% of our operational energy from solar panels in 2021.**

The climate crisis is one of the top global risks in the world, and the fashion industry is among the largest industrial polluters, accounting for up to 10% of global pollution.

As a manufacturer, we want to solve our environmental impact where we cause it. It is more critical to prevent the problem at the source rather than try to solve it after it occurs.

We completed the installation of solar panels on the roof of our factory in 2020, and we produced 53% of our operational energy from them in 2021. We aim to switch completely to clean energy by 2030.



# Orimpex Groves

## Building forests for future generations

Since 2014, every year in April, we celebrate the coming of spring with our traditional Orimpex picnic and plant 1,000 trees in our hometown Izmir, together with the Aegean Forest Foundation, to express our gratitude to nature. Furthermore, as a part of our climate goals, we also erase the carbon footprint of our vehicles by planting saplings. The calculations were made with the help of the Carbon Meter available on the website of the Aegean Forest Foundation.

Additionally, in July and August 2021, more than two hundred wildfires burnt 1,700 square kilometers of forest in the worst-ever wildfire season in Turkey's history. To restore this dramatic damage, we cooperated with the Aegean Forest Foundation and donated ten trees for each of our valued partners in the afforestation efforts of the lost forest areas as our new year gifts.



## Transparency & Accountability

# Our Work

Certifications, Memberships,  
Transparency (#Imadeyourclothes)



**TextileExchange**  
Creating Material Change

## 2025 Sustainable Cotton Challenge



# Certification

In a world of greenwashing and unclear definitions of sustainability terms, customers trust certification schemes and 3rd party audits to avoid confusing and misleading claims of the brands. Therefore, we rely on the standards and certificates as proof of sustainable products and responsible production. Transparency can only be achieved with a strong third-party chain of custody and we proceed with this principle throughout our supply chain.



Standards



Certifications



Labels



## GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

Certificate Number: CU810635GOTS-2021-00011003 by Control Union

GOTS defines high-level environmental criteria along the entire organic textiles supply chain and requires compliance with social criteria.



## ORGANIC CONTENT STANDARD (OCS)

Certificate Number: CU810635OCS-2021-00003244 by Control Union

OCS allows for transparent, consistent and comprehensive independent evaluation and verification of organic material content claims on products.



## RECYCLED CLAIM STANDARD (RCS)

Certificate Number: CU810635RCS-2021-00011001 by Control Union

RCS is an international, voluntary standard to track recycled raw materials through the supply chain and verifies the presence and amount of recycled material in a final product.



## GLOBAL RECYCLED STANDARD (GRS)

Certificate Number: CU810635-GRS-2021-00011000 by Control Union

GRS checks the use of recycled ingredients in textile products and defines the requirements for good working conditions and to minimize harmful environmental and chemical effects.



## LENZING SUSTAINABLE FIBERS

Cellulose as raw material and Lenzing special production technologies comprise the basis for a sustainable model of the circular economy.

# Memberships

## Textile Exchange

The sustainability journey starts with the materials. As a long-time member of Textile Exchange, we have participated in Material Change Index benchmarking pilot for suppliers, like last year. We also have become signatories to 2025 Recycled Polyester Challenge and 2025 Sustainable Cotton Challenge, of which many brands around the world, including adidas, C&A, Levi's, Kering and Inditex Group, are a part of. We are proud to be one of the first suppliers to join these pilot programs and contribute our data for a better cause.



## Fair Wear Foundation

We want to be a part of an industry that provides fair pay, safe working conditions, social protection, and gender equality. As a garment manufacturer, on the most labor-intensive part of the supply chain, we take responsibility to achieve this goal.

We successfully passed the yearly audits of Fair Wear Foundation, an international verification initiative dedicated to enhancing workers' lives worldwide. We assure our customers of fair working conditions and transparency about our business practices through third-party inspections.



## Fair Wear Code of Labour Practices

The basis of the collaboration between Fair Wear and a member is the Code of Labour Practices (or Labour Standards). This code's core comprises eight labor standards derived from ILO Conventions and the UN's Declaration on Human Rights.



Employment is freely chosen



Freedom of association and the right to collective bargaining



There is no discrimination in employment



No exploitation of child labor



Payment of living wage



Reasonable hours of work



Safe and healthy working conditions



Legally binding employment relationship

# Memberships

## UN Global Compact

We are committed to and proudly support the Ten Principles of the United Nations Global Compact (UNGC). As a part of our support, we annually report our progress in implementing these principles and our contribution to the Global Goals. We also have joined UNGC Early Adopter Program to take our sustainability progress to the next level.



Since 2020, Orimpex has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption

## UN WEPs

Being a part of an industry that relies heavily on female workers, gender equality is one of our top priorities. By signing the Women’s Empowerment Principles, we reaffirm our commitment to support equal rights in our business.

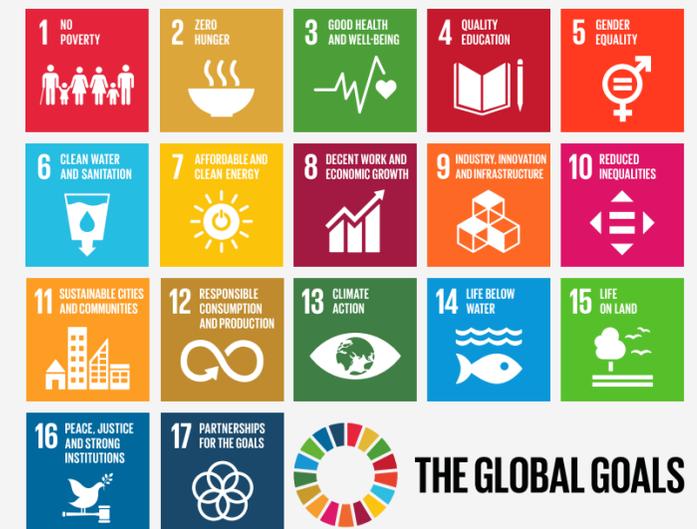
In support of

## WOMEN’S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

## UN Global Goals

As part of the global community, we align our sustainability strategy with the United Nations Sustainable Development Goals (SDGs).



# Transparency

## #Imadeyourclothes

We believe in a fashion industry that values people over profit, and transparency is the very first step toward this goal. Increased transparency enables addressing workers' rights abuses and tracking social and environmental risks.

We get involved in the Fashion Revolution movement by sharing the images of our team with #IMadeYourClothes hashtag during Fashion Revolution Week every year on the anniversary of the Rana Plaza tragedy. We aim to draw attention to workers in the supply chain, make them visible, and tell the world who we are.



## Open Supply Hub

Open Supply Hub (OS Hub, which used to be the Open Apparel Registry) is an accessible, neutral, collaborative supply chain mapping tool populated and used by stakeholders across the sector. Orimpex is a claimed facility in OS Hub, which gives everyone free access to the company profile, including facility location, processing type, number of workers, and certification information. (OS ID: TR2022096EW8Q37)

People-Oriented Culture

# Our People

Health & Safety Trainings, Employee Stories, Community, Ethics & Compliance



# Health & Safety

We conducted trainings and have taken the necessary measures for workplace safety and health against COVID-19 and other diseases.



## Technical Trainings

Safe use of work equipment \*

Working with display screen equipment (DSE) \*\*

Electrical hazards, risks and prevention \*

The causes of work accidents, implementing protection principles and techniques \*

Health and safety signs \*

Use of personal protective equipment \*\*\*

Manual lifting and handling \*\*\*

Flaming, explosion, fire and fire protection \*

Chemical, physical and ergonomic risk factors \*\*\*



## Health Trainings

Reasons of occupational diseases \*\*

Disease protection principles and implementing protection techniques \*\*

Biological and psycho-social risk factors \*\*

First Aid \*\*

Harms and passive exposure to tobacco products \*\*

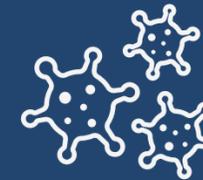


## General Trainings

Legal rights and responsibilities of employees \*

Workplace cleaning and order \*\*\*

Legal results arising from work accidents and occupational diseases \*



The precautions we have taken for the Covid-19 pandemic is as follows:

1. We measure our workers' temperature with an infrared thermometer to check them for fever twice a day and enable them to take paid sick leave if needed.
2. We have provided disposable masks to all workers 5 times a day, to be changed after each break.
3. We have increased the spaces between workstations in the sewing and quality control departments to maintain safe physical distance between workers.
4. We have installed sanitizing stations in several key areas.
5. We collect and discard used masks separately in the waste sorting area in our garden.

\*Conducted by Occupational Health & Safety (OHS) Specialist, \*\*Conducted by Occupational Health Physician (OHP), \*\*\*Conducted by OHS Specialist and OHP together.

# Employee Stories



*Özge, Quality Control*

It is impossible not to laugh when you are with Özge! Besides her sense of humor and positive energy, she is an excellent event planner. She always takes responsibility for completing the work on time.

Sevcan motivates the team with her laugh and positive attitude. She always delivers the work on time. She loves to wear vibrant colors, reflecting her positive energy.



*Sevcan, Sewing Band*



*Turgay, Sampling*

Turgay is an animal lover to the core! He always takes care of our little friends around the workplace. He does exercise daily and loves taking photos of beautiful landscapes.

Rahime is a detail-oriented person. She loves to help people, read books and write poems. She walks daily and promotes healthy living to people around her and the workplace.



*Rahime, Quality Control*

# Employee Stories



*Şilan, Quality Control*

Şilan is very proud of her long and beautiful hair. She loves road trips with her family and friends. She values her family more than anything in the world.



*İsmail, Sewing Band*

İsmail is known for his honesty. He says sewing is his passion, and he enjoys creating clothes from fabrics and threads.



*Emine, Quality Control*

Even though she is a grandmother now, Emine has a young soul full of love and energy. She loves to cook, and she is very good at pastries!

# Employee Stories



*Gülseren, Quality Control*

Gülseren is a great team player. She is newly engaged and very happy to take the first step towards building her family.



*Umut, Warehouse*

With his energy and imagination, Umut is the source of joy for the warehouse team! He loves driving and has a special interest in motorcycles.



*Merve, Quality Control*

Merve is the youngest member of our team! She loves to dance and sing. She has many birds and they mean everything to her.



All the information and images in "Employee Stories" section have been shared with the consent and permission of the employees.

# Community

The society we live in is our most essential stakeholder. Being aware of the benefits of sports to human and public health, we support the sporting events and athletes around our region.

## MW Challenge Bodrum

We are proud to be one of the co-partners of the MenWomen Challenge Bodrum. MW Challenge is a sporting event annually held in Bodrum, including duathlon\* and triathlon\*\* categories. Duathlon and triathlon are nature sports that include various variables being affected by environmental factors, which also teach and inspire us in our sustainability journey.

Both categories push athletes' limits, helping them increase their stamina and re-establish the broken bond with nature.

\*10km run – 60km bike – 5km run

\*\*1200m swimming – 60km cycling – 15km running



# Community

At Orimpex, we support talented young people in our society and help to remove the barriers in front of them. Tuna (19), an open-water swimmer with autism, has an inspiring journey that we're proud to be a part of.

## Tuna Tunca, a special athlete with autism

Tuna's swimming adventure started when he jumped into the pool without armbands and tried swimming at the age of 3,5. His love of swimming, which started for rehabilitation and socialization at first, turned professional after he started working with his trainer Mert Onaran. Tuna, who became a licensed swimmer at the age of 12, has had much success since then:

- Tuna won many prizes in the regional and national competitions organized by the Türkiye Özel Sporcular Spor Federasyonu (Turkey Athletes with Intellectual Impairments Federation) in pool races.
- His stamina, technique and passion led him to open water. In 2018, he won the silver medal in the Çanakkale Boğazı Yüzme Yarışı (The Dardanelles Swimming Race), his first open-water race.
- He swam across Bosphorus 3 times.
- He won medals from many international open water races in Turkey. He competed in most of these races in his age group category, not in the disability category.
- He swam 10km in the Oceanman open water race held in Alanya in 2021. He became the 3rd in his age category and qualified to participate in the Oceanman Open Water Race World Championship held in Egypt in the same year, where he placed fourth in the 17-19 age category.





# Ethics

Ethics &  
Compliance

# Business Ethics & Compliance

At Orimpex, we continually strive to develop and promote high standards of business practices. Individual actions at work shape our identity and we each take responsibility for Orimpex's mission, acting ethically in all situations.

The Code of Conduct is an ethical commitment that includes basic principles and standards for the proper development of the relations between Orimpex and its stakeholders. (employees, customers, business partners, suppliers and the societies where we operate)

Our Code of Conduct provides an overview of some of the legal and ethical standards we are each expected to follow every day. Our Code has taken inspiration from the UN Global Compact's Ten Principles, but also provides additional specificity from an industrial point of view.

If an employee feels these standards have not been met, needs access to policies, has any questions or concerns of potential wrongdoing, there are resources in place to help.

Guidance can be asked by contacting any of the following resources:

- The manager or skip-level manager
- Employee representative
- Compliance Weblines

The concerns will be taken seriously, and all information provided to the Weblines will be treated confidentially and may be submitted to relevant departments anonymously.



International Principles & Compliance



Human Rights



Labor Standards



Environment



Anti-Corruption

# Ethics & Compliance

## 1. International Principles and Legal Compliance

Orimpex is committed to full compliance with the laws, rules, and regulations of the countries in which it operates. All employees and business partners must comply with all applicable laws, rules, and regulations when performing their duties. When a conflict exists between this Code and applicable law, rule or regulation; the higher standard which affords the greater protection of workers or the environment should be followed.

## 2. Human Rights



Compliance



Human Rights

Human rights are universal and belong to everyone equally regardless of age, sex, religion, nationality, citizenship, ideology and economic or social condition.

Orimpex respects each individual's human rights, ensures that everyone in the supply chain is treated with dignity. Orimpex seeks to avoid complicity in human rights abuses and, where possible, have a positive social impact.

Any kind of discrimination is not tolerated at Orimpex. Ignorance and inaction do not constitute excuses for discrimination.

Orimpex is committed to complying with laws and regulations that help protect human rights and support internationally agreed conventions on human rights, including the Universal Declaration of Human Rights and ILO's Declaration of Fundamental Principles and Rights at Work.



## 3. Labor Standards

### **No exploitation of child labor:**

Orimpex does not employ anyone who has not reached the age of 16.

### **Employment is freely chosen:**

Orimpex does not employ any forms of forced labor, including bonded, indentured, and prison labor. All workers are entitled to accept or leave their employment freely. Orimpex does not withhold identity papers or work permits or require workers to deposit a bond or use any other constraint.

### **No excessive working hours:**

Orimpex complies with all local laws and regulations applicable concerning working hours (maximum of 45 hours per week excluding overtime). The total number of hours worked per week, including overtime, may not exceed legal limits. Overtime is always voluntary and paid according to law.

### **No Discrimination:**

Recruitment, wage policy, admittance to training programs, employee promotion policy, policies of employment termination, retirement, and

another aspect of the employment relationship is based on the principle of equal opportunities, regardless of race or ethnic origin, color, sex, religion, sexual orientation, religion, political affiliation, union membership, nationality, social origin, age, disability, gender identity or social background.

### **Safe and healthy working conditions:**

Orimpex follows all safety rules and practices, takes necessary steps to protect employees and other partners, provides required safety training, and reports all accidents, injuries and unsafe practices or conditions immediately. Effective regulations are implemented to prevent accidents and minimize health risks as much as possible.

### **Wages, benefits and deductions:**

Orimpex pays employees no less than the minimum wage required by local law and meets all legal requirements relating to worker benefits. Wage deductions are not to be used as a disciplinary measure. Salary and overtime payments are made between the 5th and 7th of each month.

### **Freedom of association and the right to collective bargaining**

Orimpex respects and recognizes the right of workers to negotiate collectively, and to create or join labor organizations of their choice without any sanction, discrimination or harassment.

## 4.Environment

We believe we are responsible for leaving a better world for future generations; sustainability is not an option but a must for us.

Orimpex is committed to restoring biodiversity through organic, low-impact materials and sustainable production methods; to eradicate poverty and inequality by ensuring living wages and respectful working conditions throughout the supply chain. All activities of Orimpex are carried out in the manner that most respects the environment, biodiversity, and sustainable management of natural resources.

Orimpex complies with all relevant local and national environmental protection laws and regulations and aims to meet international environmental protection standards.

Orimpex undertakes to minimize the environmental impact throughout the life-cycle of its products from design to the end-of-use. Orimpex and its partners make reasonable efforts to ensure that their sourcing and production decisions contribute to proper waste management, elimination of air, water and soil pollution, reduction of greenhouse gas emissions, reduction of water, energy and hazardous chemicals consumption.

Orimpex ensures the production of secure textiles by closely cooperating with trustworthy suppliers and certified organic, sustainable and/or recycled inputs.



## 5. Anti-Corruption

Orimpex applies a zero-tolerance policy concerning corruption in all its forms, including extortion, bribery and facilitation payments. All employees and partners are expected to respect all applicable laws and to take appropriate measures to prevent, detect and sanction any corruption or trading in influence, directly or indirectly.

Orimpex or its employees acting in its name cannot make donations to government bodies, political parties or organizations to gain any advantage or privilege.

Any gifts or invitations must be given/accepted openly and transparently, permitted under applicable law, in low financial value and not offered with an expectation that something will be offered in return. In some cases, these practices might be subject to anti-corruption regulations or other legal requirements, making it essential to be aware of such rules and to comply with them fully.

- **Corruption** is the abuse of entrusted power for private financial or non-financial gain (defined by Transparency International)

- **Bribery** is an offer or receipt of any gift, loan, fee, reward, or another advantage to or from any person as an inducement to do something dishonest, illegal, or a breach of trust, in the conduct of the enterprise's business. (defined in Transparency International's Business Principles for Countering Bribery)

- **Extortion** is the solicitation of bribes is the act of asking or enticing another to commit bribery. It becomes extortion when this demand is accompanied by threats that endanger the personal integrity or the life of the private actors involved. (defined in the OECD Guidelines for Multinational Enterprises)

- **Facilitation payments** are small unofficial payments made to secure or expedite the performance of a routine or necessary action to which the payer of the facilitation payment has legal or other entitlement. (defined in Transparency International's Business Principles for Countering Bribery)

# SDG Target Guide

 Main Focus  
 Contribution

 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

 5.1: End all forms of discrimination against all women and girls everywhere.

5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

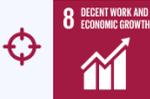
 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.

7.3: By 2030, double the global rate of improvement in energy efficiency.

8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.7: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

12.2: By 2030, achieve the sustainable management and efficient use of natural resources.

 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

 112.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.2: Integrate climate change measures into national policies, strategies and planning.

 15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

15.3: By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.

15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

 17.16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships  
Data, monitoring and accountability

A close-up photograph of cotton plants at sunset. The cotton bolls are in various stages of maturity, some showing white cotton fibers. The background is a bright, golden sunset sky with the sun low on the horizon, creating a strong backlighting effect on the cotton plants.

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