



# ORIMPEX SUSTAINABILITY REPORT



2020



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# MESSAGE FROM OUR CEO

2020 was a challenging year for all of us. Health and economic crisis related to Covid-19 pandemic revealed inequalities and environmental destruction caused by human activities more than ever. It was a call to reset our relationships with the nature and societies, especially for the fashion industry. During this period, we again realized that our daily decisions have huge impacts on our planet, community, associates and customers. In order to simply get through this challenging time, we focused on our sustainability efforts, which has been the most important topic for us since day one.

The industry needs a systematic change rather than minor improvements to build a better future, and the pandemic has just accelerated the need for this transformation. In Orimpex, we take our responsibility to be a part of this fundamental shift; focusing on climate, biodiversity and society in our operations.

Being aware of the fact that climate crisis and water scarcity are two of the top global risks and cotton production has a major impact on these issues; 100% of our cotton usage in 2020 was certified organic cotton as in previous years. Moreover, we are proud to share that 96% of our fibers used during this year was organic, recycled and/or sustainably sourced.

One of the most important projects we completed was the installation of solar panels on the roof of our factory. We started to produce 60% of our operational electricity and aim to switch completely to clean energy in two years.

On our sustainability journey, we have continued to learn more and educate ourselves through our participation in forward-thinking organizations. We have been one of the first suppliers who have participated Textile Exchange's Material Change Index (MCI) and 2025 Sustainable Cotton Challenge, aiming to contribute SDGs and transition to a circular economy.



The industry needs a systematic change rather than minor improvements to build a better future.



We have been involved in UN Global Compact at Participant Level, proudly supported 10 Principles and began to report on all our activities accordingly. Being a part of an industry relies heavily on female workers, we signed the UN Women's Empowerment Principles and reaffirm our commitment to support equal rights in our business.

During Covid-19 pandemic, our top priority was to protect the health of our team. We suspended our activities from April to June, while continuing to pay the salaries and no employees were dismissed during that period. We followed all Covid-19 prevention practices recommended by local authorities and global institutions to ensure safer, healthier and more productive workplace for our employees.

With this report, we would like to share with you the progress we have made in our sustainability journey. We look forward to continuing to be a manufacturing partner for our customers for building more transparent and sustainable supply chains.

**Ali Polat**  
CEO of Orimpex

# WHO WE ARE







# ABOUT ORIMPEX

We are a design-to-delivery Dutch-Turkish garment supplier, providing a wide range of organic and ethical products. Since 2007, we are committed to help fashion brands create transparent and sustainable supply chains to maximize their positive social and environmental impacts. We serve at Germany, Belgium, Netherlands, United Kingdom, Ireland and Switzerland markets.

Our production facility, with a monthly capacity of 50,000 units, is located in Izmir, in the middle of the Aegean Region, known for its long, soft, strong and organic cotton fibers. Cutting, sewing, quality control and packing processes are carried out by our qualified team in-house. As a part of our open-door policy, you can come and visit our production facility any time to meet the OrimpeX team!



50,000 units  
monthly capacity



100% certified  
organic cotton



%62 women employees  
%45 women executives



THE GLOBAL GOALS

Supporter of  
17 SDGs



# MISSION

We are committed to operating a responsible business;

to restore biodiversity through sustainable materials and practices,

to eradicate poverty and inequality by ensuring living wage and respectful working conditions.

# VISION

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

# VALUES



## Sustainability

We own our responsibilities towards the planet and society we live in, that's why we put the sustainability at the core of our business. We are fully committed to 17 SDGs and we have prioritized 5 of them inline with our vision: 1-No Poverty, 5-Gender Equality, 8-Decent Work and Economic Growth,12-Responsible Consumption and Production, 13-Climate Actions.



## 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.



## People-oriented Culture

We believe that our daily decisions have impacts on 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.



## Transparency & Accountability

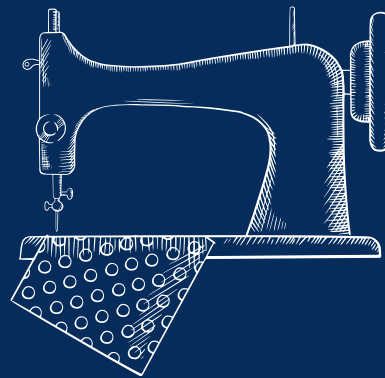
We are transparent in our relationships and enable all our stakeholders to see and understand how we operate in an honest way via third party audits, certificates and our open-door policy.

# OPERATION

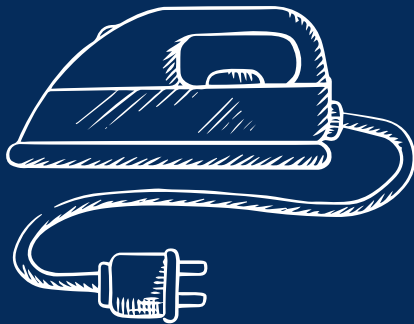


1.CUTTING

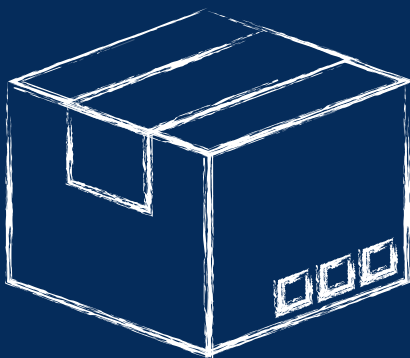
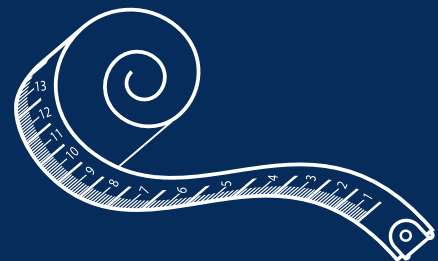
2.SEWING



3.IRONING



4.QUALITY CONTROL



5.PACKAGING

# CERTIFICATES & LABELS



## GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

Certificate Number: CU810635GOTS-2020-00011003 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-2020-00003244 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-2020-00011001 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-2020-00011000 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 a raw material and Lenzing special production technologies comprise the basis for a sustainable model of the circular economy.

100% of the human-made cellulosic fibers we used in 2020 from Lenzing. The Lenzing fibers that we used are ECOVERO™, TENCEL™, MICROMODAL™, REFIBRA™



## EQUALITY FOR WOMEN AT WORK

Audit number: AU138270

Sustainability Academy with cooperation with Intertek, is certifying companies and institutions who are providing equal rights and opportunities to women at work.





# MEMBERSHIPS

**WE SUPPORT**



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

In support of

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## **WOMEN'S EMPOWERMENT PRINCIPLES**

Established by UN Women and the UN Global Compact Office



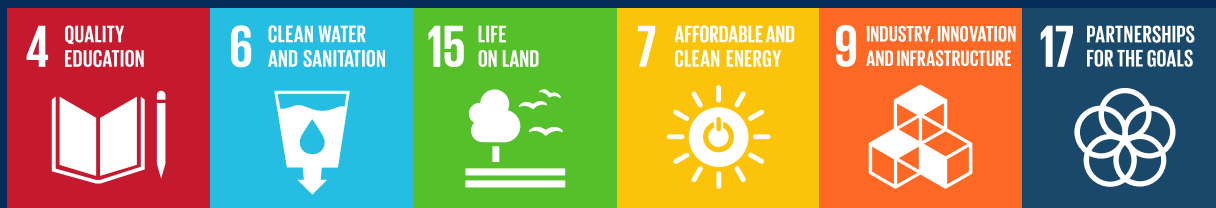
# SUSTAINABILITY STRATEGY

We are aware that we need a collective action for a better future. Our sustainability strategy is inline with UN Global Compact ten principles and aiming to contribute Sustainable Development Goals (SDGs) for transition to a circular economy.

## Main Focus



## Contribution



We are committed to and proudly support the ten principles of UN Global Compact.



### HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

6. the elimination of discrimination in respect of employment and occupation.

### LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and

### ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

### ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

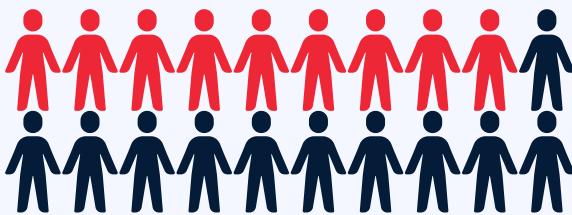
# PRIORITY SDGS



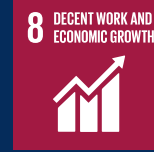
# PEOPLE

## ACTIONS

- Equality for Women at Work Certificate (5.1, 8.5)
- 62% women employees, 45% women executives (5.1, 5.5.2)
- Maternity leave benefits and paid breastfeeding breaks (5.1)
- Social security, free transportation, lunch for all workers (1.3, 1.4, 8.3.1)
- Food & financial aid to workers during Ramadan (1.4)
- Occupational and Health & Safety trainings (4.3, 4.4, 8.6, 8.8.)
- Fairwear Foundation yearly audits (8.5)
- Seminars and workshops about sustainability in fashion industry (4.7, 12.8)
- Internship programs at tech-high school and university levels that give students earlier access to the corporate environment. (4.3, 4.4, 8.6)
- Open door policy to ensure transparency and encourage the employees to share their problems, suggestions, concerns and to ask questions. (8.8)



## MAIN FOCUS



## CONTRIBUTION



## 2030 TARGETS

- Living wage for all workers through the supply chain
- 50% female executive
- 100% of the workers trained in sustainability



# FAIR WEAR FOUNDATION



The future of fashion relies on the people who make our clothes. Millions of garment workers around the world face poverty and human rights violations every day. 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 our responsibility to achieve this goal.

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

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

## FAIR WEAR CODE OF LABOUR PRACTICES



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

# WOMEN'S EMPOWERMENT PRINCIPLES

Being a part of an industry 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.

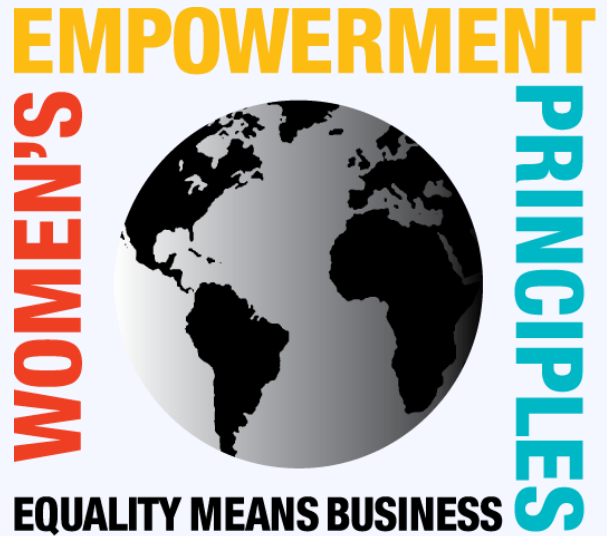
1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work-respect and support human rights and non-discrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality

# EQUALITY FOR WOMEN AT WORK CERTIFICATE

We are one of the first companies that have Equality for Women at Work Certificate.

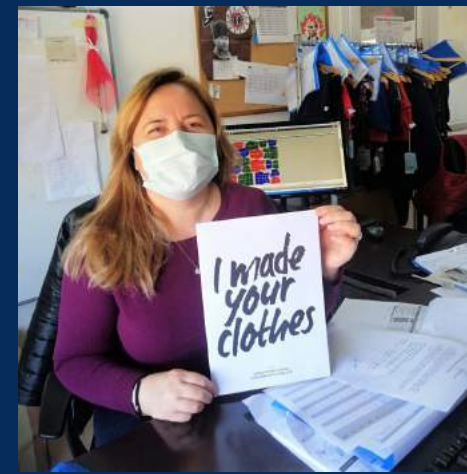
Sustainability Academy with cooperation with Intertek, is certifying companies and institutions who are providing equal rights and opportunities to women at work. It is aimed that the equitable approaches of private companies, NGOs and municipalities that are entitled to the certificate will support the transformation in this direction. Five main topics of certificate audits; Management System, Recruitment and Employment, Occupational Health and Safety, Supply Chain and Social Impact.

The evaluation methodology of the Equality for Women at Work Certificate was created according to the principles of equality in business life:



- Ensuring gender equality and non-discrimination
- A strong management system against discrimination
- Providing safe working environment
- Setting mechanisms to stop violence and abuse
- Informing the supply chain about company policies
- Involvement of all stakeholders for solutions





## FASHION REVOLUTION

On 24 April 2013, Rana Plaza building in Bangladesh, which housed five garment factories, collapsed. More than 1,100 people died and another 2,500 were injured, making it the fourth largest industrial disaster in history. The victims were mostly young women. The tragedy brought worldwide attention to deathtrap workplaces within the garment industry.

Fashion Revolution was founded in 2013 in response to the Rana Plaza disaster, with a focus on the need for greater transparency in the fashion supply chain. The movement organizes Fashion Revolution Week every year on the anniversary of the accident and encourage people to ask brands "Who made my clothes?"

We believe in a fashion industry values people over profit.

We get involved in the movement by sharing the images from our factory with #IMadeYourClothes hashtag and tell the world who we are.

# PLANET

## ACTIONS

-The installation of solar panels on the roof of our factory and starting to produce 60% of our operational electricity (7.2, 9.4, 12.2, 13.1)

-Carbon Neutralization Project and tree planting activity with Aegean Forest Foundation (13.1, 15.1, 15.2, 15.5)

-Separate collection of waste paper, plastic, metal and glass for recycling (12.5, 13.1, 15.1)



Orimpex Recycling Bins  
(paper, plastic and glass)

## MAIN FOCUS



## CONTRIBUTION



## 2030 TARGETS

-100% of operational electricity from renewable sources by 2023.

-Reduce fabric waste by 50% through recycling & upcycling projects

## SOLAR ENERGY



Climate crisis is one of the top global risks in the world. By taking advantage of our geographical location, we decided to shift to solar energy to reduce our direct carbon emission. In 2020, we completed the installation of solar panels on the roof of our factory. We started to produce 60% of our operational electricity and aim to switch completely to clean energy in two years.



# ORIMPEX GROVES



As a part of our climate goals, we erase the carbon footprint of our vehicles by planting saplings. The calculations made with the help of Carbon Meter available on the website of Aegean Forest Foundation.

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.



# PRODUCT

## ACTIONS

-96% of the fibers used in 2020 was organic and/or sustainably sourced, low impact materials. (6.4, 8.2, 8.4, 9.4, 12.2, 12.5, 13.1, 15.3)

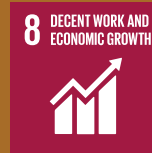
-100% of cotton usage was GOTS or OCS certified organic cotton. (6.4, 12.2, 12.4, 15.3)

-74% of total polyester usage was recycled polyester (7.3)

-100% animal-free fibers (12.2, 13.1)

-Reducing carbon footprint through local sourcing (13.1)

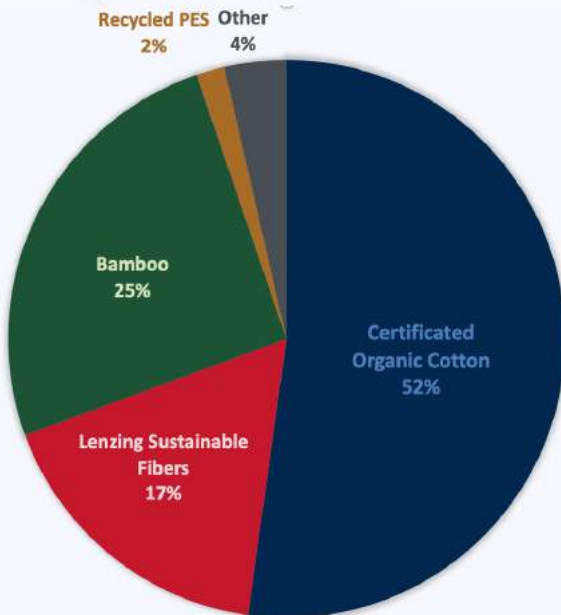
## MAIN FOCUS



## CONTRIBUTION



## 2020 FIBER USAGE



## 2030 TARGETS

-100% organic and/or sustainably sourced, low impact materials

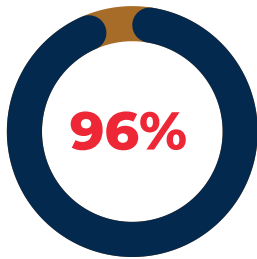
-Shifting all synthetic materials to recycled or biodegradable alternatives

-95% non-defective products to reduce post-production waste.



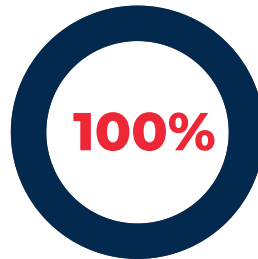


# MATERIALS



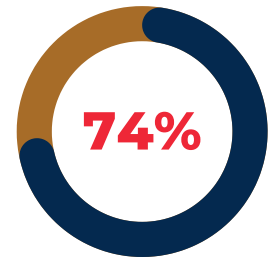
## SUSTAINABLE FIBERS

96% of total fiber usage is organic and /or low-impact materials.



## ORGANIC COTTON

100% of total cotton usage is certified organic cotton



## RECYCLED POLYESTER

74% of total polyester usage is recycled polyester



# MATERIALS



**GOTS**

74% of organic cotton we used in 2020 was GOTS certified, which defines high-level environmental criteria along the entire organic textiles supply chain and requires compliance with social criteria as well. It follows air emissions and waste water, also plays a vital role in climate change through carbon sequestration (13.1) GOTS bans on child labor, discrimination, harassment, violence and forced labor, also assures safe and hygienic working conditions. (8.7, 8.8)



**LENZING**

All our human-made cellulosic materials in 2020 were sourced from Lenzing. Lenzing enables the full traceability of fiber origin and protection from counterfeiting. The raw material-wood comes from sustainable forestry. It is certified or controlled according to FSC® (FSC-C041246) and / or PEFC™ (PEFC/06-33-92). Also, used process water is purified in efficient wastewater treatment plants. By using the energy stored in the wood, Lenzing biorefineries are completely energy self-sufficient.



**REPREVE**

74% of our total polyester usage was Repreve in 2020, which is a brand of recycled fiber, certified and traceable. Repreve uses plastic bottles to produce polyester, so it lessens our dependence on petroleum as a source of raw materials. It gives a second life to plastic which is not biodegradable and would otherwise end up in landfill or the ocean. Also, recycled polyester needs less energy compared to virgin polyester.



# PARTNER-SHIPS

## MAIN FOCUS



## CONTRIBUTION



## ACTIONS

- UN Global Compact at Participant Level (12.6, 13.2, 17.16, 17.17)
- Committed to UN Women’s Empowerment Principles (17.16, 17.17)
- Textile Exchange membership (6.4, 12.6, 15.3, 13.2, 17.17)
- One of the first suppliers who have participated Textile Exchange's Material Change Index (MCI) and 2025 Sustainable Cotton Challenge. (6.4, 12.6, 13.2, 15.3, 17.17)

## 2030 TARGETS

- Partnerships with local NGOs and universities for sustainable textile and fashion ecosystem (17.7)



# UPCYCLING WORKSHOPS



We believe that providing the products longest life possible is one of many ways towards a more sustainable future. To achieve this, we organize free “upcycling workshops” in collaboration with local fashion brands for university students and anyone interests in creative reuse.

Our aim is to provide a place for young generations to learn new skills, customize and upcycling their current clothes and inspire a mindset shift whereby nothing goes to waste. As an export-focused textile manufacturer, we are very happy to connect with local brands and community, share knowledge and get inspired by the future textile professionals.

Even we had to cancel all our workshops due to Covid-19 pandemic during 2020, we will continue to provide a platform where local brands and students come together, share experiences and best practices for extending the life of clothes.



# SDG TARGETS 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.

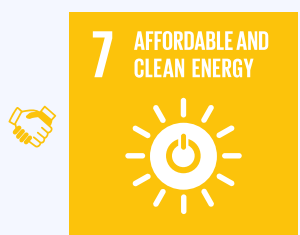


5.1: End all forms of discrimination against all women and girls everywhere.

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.

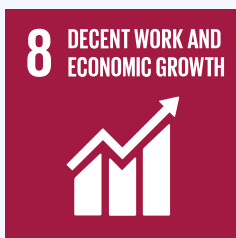


7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.

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

# SDG TARGETS GUIDE

 Main Focus  
 Contribution



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.



# SDG TARGETS GUIDE

 Main Focus  
 Contribution



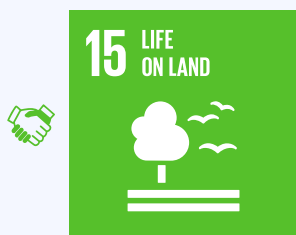
12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

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

# ETHICS & COMPLIANCE



# BUSINESS ETHICS & COMPLIANCE

## ABOUT CODE of CONDUCT

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 provide 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 in a confidential manner and may be submitted anonymously.



International Principles & Compliance



Human Rights



Labor Standards



Environment



Anti-Corruption



# 01



## 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 the duties. When there is a conflict exists between this Code and an applicable law, rule or regulation; the higher standard which affords the greater protection of workers or the environment should be followed.

# 02



## 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.





## 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 the use of any other constraint.

### No excessive working hours:

Orimpex complies with all local laws and regulations applicable with respect to 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 any other aspect of the employment relationship are 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, take necessary steps to protect employees and other partners, provides required safety trainings and reports immediately all accidents, injuries and unsafe practices or conditions. 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 meet all legal requirements relating to worker benefits. Wage deductions are not 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.

# 04



## ENVIRONMENT

We believe that we are responsible to leave a better world for future generations, sustainability is not an option but a must for us.

Orimpex is committed to restore biodiversity through organic, low-impact materials and sustainable production methods; to eradicate poverty and inequality by ensuring living wage 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 aim 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 being in close cooperation with trustworthy suppliers and certified organic, sustainable and/or recycled inputs.







## 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.

- 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 other advantage to or from any person as an inducement to do something which is 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)

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

Any gifts or invitation 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 anticorruption regulations or other legal requirements, making it essential to be aware of such rules and to fully comply with them.

# COVID-19



# HOW WE RESPOND TO COVID-19

We followed all Covid-19 prevention practices recommended by local authorities and global institutions to ensure safer, healthier and more productive workplace for our employees.

We suspended our activities from April to June in our production facility, while continuing to pay the salaries. No employees were dismissed during that period.

The precautions we have taken during the pandemic are as follows:

- 01 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.
- 02 We have provided disposable masks to all workers 5 times a day, to be changed after each breaks.
- 03 We have increased the spaces between workstations in sewing and quality control departments to maintain safe physical distance between workers.
- 04 We have installed sanitizing stations in several key areas.
- 05 We collect and discard used masks separately in the waste sorting area in our garden.





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