



# Sustainability Report 2022





**A PIONEERING, DESIGN-TO-DELIVERY  
SUSTAINABLE GARMENT SUPPLIER**



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2022

# MESSAGE FROM CEO

Dear Stakeholders and Partners,

I am pleased to present our annual Sustainability Report for Orimpex! In our third year of sustainability reporting, we are excited to share the milestones of 2022: our achievements and challenges in our continued pursuit of sustainability, and more importantly, stories from our team and community!

This report is a comprehensive overview of our goals, actions, and the path forward. As you delve into the pages, you will gain insights into our sustainability efforts, from sourcing low-impact materials to responsible production, renewable energy, fair work, community engagement, and beyond.

**I am delighted to highlight some key aspects from 2022:**

In line with the UN's Sustainable Development Goals, we have set ambitious targets that guide our efforts to make a meaningful contribution to a more sustainable and equitable world. Since the first day we were founded, we have been dedicated to using organic cotton only, and we are progressively increasing the percentage of recycled polyester in our products

each year. Our sustainability efforts extend to our energy consumption. 53% of the energy we use for our operations is generated by the solar panels on the roof of our factory.

We are actively involved in projects focused on ensuring a living wage and good working conditions for our employees. Our commitment to fostering a positive social impact goes beyond our operation. We have initiated a project in collaboration with Emek Dikimevi, a local sewing cooperative near our facility in İzmir. This partnership aims to empower women in the neighborhood by providing income opportunities and equipping them with essential skills for the future.

Thank you for your continued support and interest in Orimpex's sustainability journey. We greatly value your input and look forward to your feedback to improve ourselves toward the shared commitment to sustainability.

*Sincerely,*

Ali POLAT, CEO



**ALI POLAT**  
CEO

# MEET OUR HEAD OF CSR

**Welcome to discover our newest report!**

It is Serap, the head of Sustainability at Orimpex. This has been an appreciative year for me since I started to work with the Orimpex team for almost two years.

I have gained a remarkable experience on the sustainability journey of the company. The proudest side of being a part of Orimpex is to know that the

company was founded with a sustainable business structure from the beginning.

In 2022, we focused on our social and environmental impact and started to design efficient supply chain management by creating more space to integrate SDGs in our company. We are aiming that by the end of 2023, we will have achieved our goals on this management plan.

**For further questions or clarifications regarding this current report or Orimpex sustainability approach;**

Contact our head of CSR

Serap YILMAZ

[csr@orimpex.com.tr](mailto:csr@orimpex.com.tr)



**SERAP YILMAZ**

Sustainability & CSR

The background of the slide features three spools of thread, likely cotton or wool, arranged horizontally. The spools are dark in color, possibly black or dark green, and are set against a vibrant, solid green background. The lighting is soft, highlighting the texture of the thread. The overall aesthetic is clean and professional, suggesting a focus on quality and craftsmanship.

# ABOUT ORIMPEX



Orimpex is a pioneering, design-to-delivery apparel manufacturer that specializes in sustainable products, responsibly sourced materials, and ethical production. All processes, from fabric to the final product, are carried out in-house by the experienced and qualified Orimpex team. With a monthly capacity of 50,000 units in our certified factory, we provide our customers full transparency and accountability in their supply chains.

## Only Sustainable Products

Orimpex started its journey in İzmir, known for its long, soft, high-quality organic cotton fibers. Our attitude to accept only either organic or sustainable low-impact materials, which we had since the very first day in 2007, has evolved and planted the seeds of our vision today: to become a leading textile manufacturer in making a positive impact on climate, soil health, water, biodiversity, and society. Our factory in İzmir is certified to Global Organic Textile Standard (GOTS), Textile Exchange [Global Recycle Standard (GRS), Organic Content Standard (OCS), and Recycled Claim Standard (RCS)] for organic cotton or recycled materials.



## Renewable

55% of our energy needs are met by solar power however our journey towards sustainability doesn't end here. We're on a mission to transition to 100% solar energy by 2030. This ambitious goal drives our daily efforts to implement cutting-edge technologies and adopt eco-friendly practices, ensuring that every product we create leaves a minimal impact on the planet..



## Ethical Philosophy

At Orimpex, every garment is made to the highest ethical and environmental standards, from fiber to packing. 96% of Orimpex fibres are organic or sustainably sourced. We successfully passed the yearly audits of the Fair Wear Foundation. Also, we aligned our sustainability and business strategies with the United Nation's Sustainable Development Goals to contribute positive impact for people and the planet.





## Responsibility & Traceability

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.

We carefully select materials with the environment in mind, pioneering organic fabrics, recycled materials, and ethical sourcing. Our dedication to responsible manufacturing extends to fair labor practices, supporting the well-being of those who contribute to our beautiful creations.

Our commitment to traceability ensures that every step of the manufacturing process is transparent, allowing our customers to get informed and see whole supply chain



# Sustainability Manifesto



## SUSTAINABLE DEVELOPMENT GOALS

Our company has determined its main targets in the guidance with Sustainable Development Goals (SDGs) of the United Nations Global Compact [1.5.8.12.13] and aims to progress in complying with these 17 goals. According to this, the following principles are identified as the main topics of our sustainability manifesto:



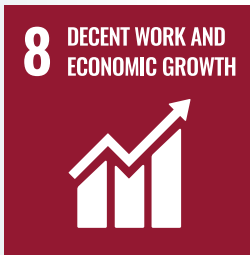
**[1] We are against poverty:** to take active role in the “living wage” project that will provides our employees with an adequate salary, with the Fair Wear Foundation and the support of our precious customers

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**[5] We advocate gender equality:** We act in accordance with the principle of equality, which forms the basis of our company policy: Promoting and safeguarding the rights of women and individuals within the LGBTIQ+ community, while actively working to enhance conditions to prevent any form of marginalization

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**[8] We are for decent work and economic growth:** We prevent overtime by scheduling our production planning process efficiently: We conduct projects in collaboration with local workshops in our region as a part of our social responsibility efforts

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**[12] Our vision complies with responsible consumption and production:** As a producer committed to sustainability, we prioritize the use of environmentally friendly materials in our products and integrate green energy sources throughout our production processes

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**[13] We support climate activism:** We have implemented a system designed to minimize emissions, with regular measurement of our carbon and water footprints. Our goal is to progress steadily towards achieving carbon neutrality for our factory

# Sustainable Development Goals



	Main Focus	Contribution	Actions	2030 Targets
PEOPLE			<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>
PLANET			<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>
PRODUCT			<ul style="list-style-type: none"> <li>• 96% of the fibers used in 2021 were organic and/or sustainably sourced, lowimpact 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 postproduction waste.</li> </ul>
PARTNERSHIP			<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>

The background of the slide is a green-tinted photograph of an open book. A white lace bookmark is placed between the pages, extending from the right side towards the center. The text of the book is faintly visible through the pages. The overall aesthetic is clean and professional, with a focus on the text 'OUR WORK'.

# OUR WORK

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.



## TEXTILE EXCHANGE

Orimpex AŞ (the main facility) CU-810635MUL-2023-00063870

Orimpex BV CU820393MUL-2023-00060413

### ORGANIC CONTENT STANDARD (OCS)

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

### RECYCLED CLAIM STANDARD (RCS)

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)

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.





## GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

Certificate Number:

Orimpex AS (the main facility) CU-810635GOTS-2023-00063869

Orimpex BV CU-

820393GOTS-2023-00060412 by Control Union

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



## LENZING SUSTAINABLE FIBERS

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

# Fair Wear Foundation

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

# Textile Exchange

The sustainability journey starts with the materials. As a long-time member of Textile Exchange, we have participated in the Material Change Index benchmarking pilot for suppliers, like in previous years. We also have become signatories to the 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. We are proud to be one of the first suppliers to join these pilot programs and contribute our data for a better cause.

At the beginning of 2022, our priority was to increase our recycled material usage in our operations. As the year concludes, we are proud to have achieved the goal.



# Textile Exchange



## 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.



**United Nations**  
Global Compact

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.



## UN Global Goals

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



## Anonym Griveance Form

### How can employees address concerns about their safety or file a complaint if needed?

We've developed a grievance mechanism that provides our employees with a platform to express their concerns and feedback seamlessly through our website, ensuring digital and anonymous submissions.



## #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 continue being part of the Fashion Revolution movement by attending local events and sharing images of our team with the #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 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 info.



## Retraced



Retraced calls itself the trusted partner of the world's leading fashion and textile brands and suppliers to support them with their growing sustainability and traceability challenges. We are one of those suppliers who participated in the platform to gain full transparency of our current sustainability practices, understand our social and environmental risks, and efficiently adhere to all relevant due diligence requirements - today and in the future. We are happy to start this traceability journey with one of our dear customers KING LOUIE and make an impact on our business collaboration through the whole supply chain.

## Partnership for the Goals!

We are excited to share that we have initiated a project aimed at advancing local workshops. Emek Dikimevi, a local sewing cooperative located near our facility in Izmir, is the focus of our partnership. By signing an agreement with this foundation, we aim to support women in the neighborhood, providing them with income opportunities and empowering them to prepare for their children's future with the necessary skills.



## A SUSTAINABLE VALUE CHAIN STARTS WITH TRAINING!



From our managers to our skilled personnel, everyone is actively engaged in training programs to enrich both Orimpex's sustainability endeavors and their personal lives. These training sessions encompass both visual and in-person formats. In addition to the mandatory technical training mandated by the government, we incorporate sustainability-focused training. Our commitment to fostering a collaborative and enduring work environment is reinforced through ongoing improvement and development.





## 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 \*\*



## ENVIRONMENTAL SUSTAINABILITY TRAININGS

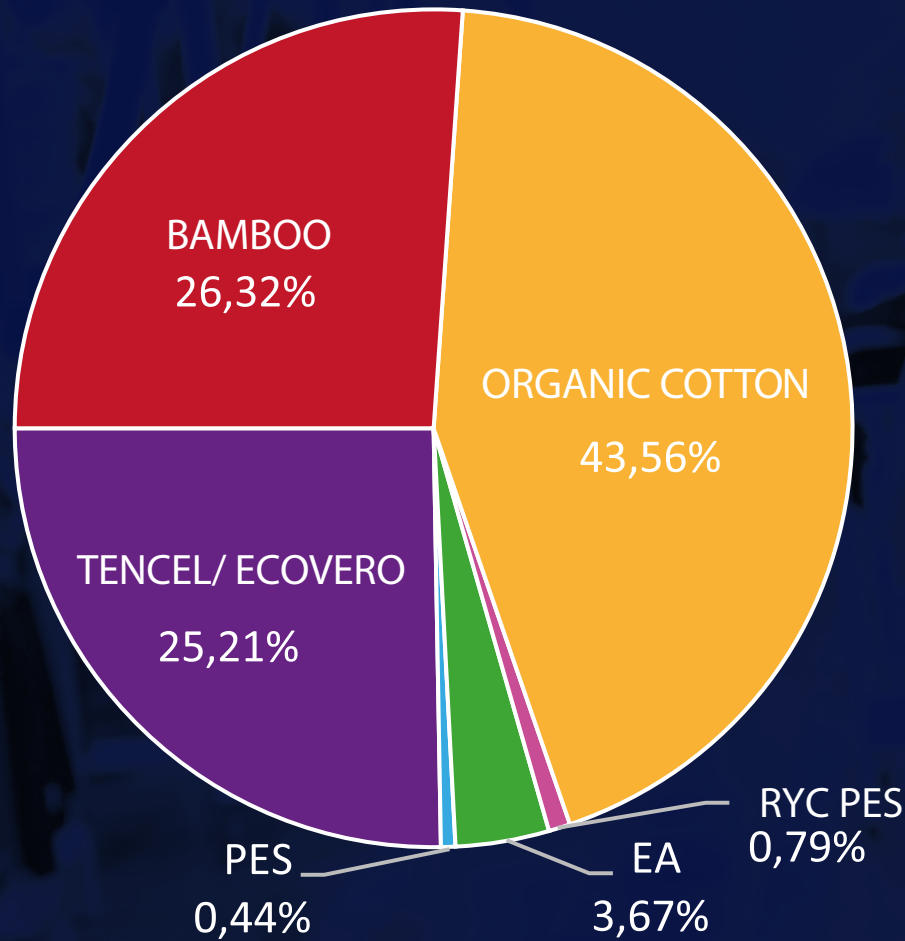
- Waste Management\*\*\*\*
- Zero Waste\*\*\*\*
- Sustainable Textile inside a workplace\*\*\*\*
- Upcycle\*\*\*\*

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

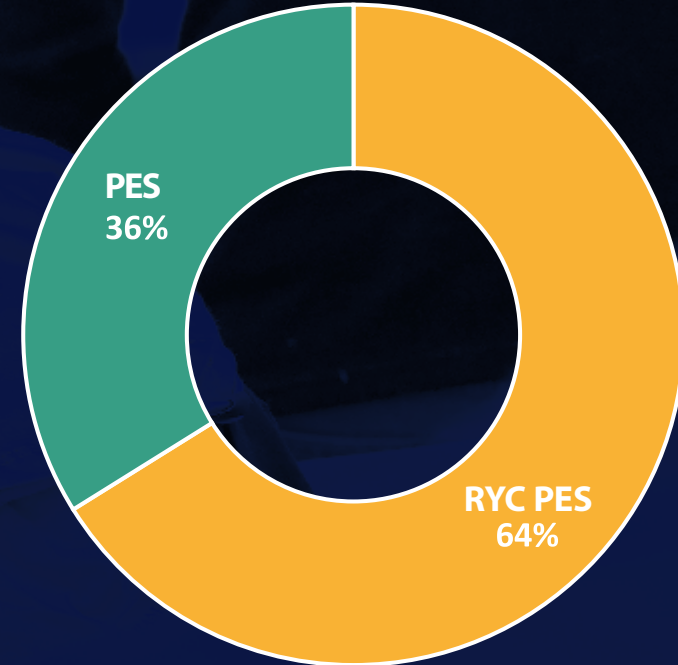
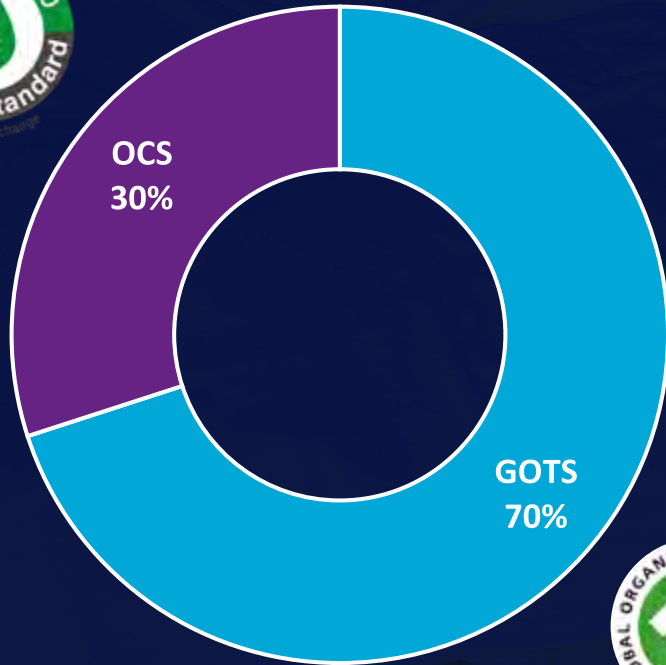


# OUR PLANET

# Sustainable Materials



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.



96% of our fibres came from organic and/or low-impact materials in 2022, same as the last year. 70% of our organic fibres are certified to GOTS, which of 30% are certified to Textile Exchange [OCS] standards.

And furthermore, we persist in switching to completely Recycled Polyester in our production stages: our rate on this target for 2022 has been conducted as 64% of total Polyester usage.

# Solar Panels

We produced 55% of our operational energy from solar panels in 2022.



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. To reduce pollution, we applied solar panels on the roof of our factory in 2020, as one of the contributively practices. We produced 53% of our operational energy from solar panels last year; and this rate was 55% for this year, 2022. As a manufacturer, we aim to switch completely to clean energy by 2030.



# Corporate Carbon Emission for 2021

We are proud to initiate calculating our corporate carbon emissions!

At the beginning of 2022, one of our main goals was to initiate the calculation of our corporate carbon emissions. We are pleased to announce the successful completion of this first milestone, followed by active participation in environmental impact projects soon. We are now more focused on offsetting the equivalent amount of carbon dioxide we emit into the atmosphere caused by our business activities through other means.



# Planting Day

Tree planting against our carbon emissions for 2022!

This year, we planted 2000 trees for our generated carbon emissions due to personnel transport shuttles and corporate cars. We are very grateful to have a partnership with the Aegean Forrest Foundation and appreciate them for their great effort to support nature in this very effective way...





# OUR PEOPLE

## TUNA WITH AUTUSIM SWAM CHIOS-CESME

At Orimpex, we support talented young people in our society and help to remove the barriers in front of them. Tuna (20), an open-water swimmer with autism, has an inspiring journey that we're proud to be a part of.



### **Our champion Tuna continues his next adventure!!**

Tuna's swimming adventure started when he jumped into the pool without armbands and tried swimming at the age of 3. 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 (For more info on his success stories; Orimpex Sustainability Report 2021 p.30)

This year, we witnessed Tuna raise awareness that autism can take a place in every field of life... He swam 11 km between Chios Island (Greece) and Çeşme (Türkiye) in memory of his triathlete friend who died in a car accident. His coach Mert Onaran says he never feels tired throughout the route at all.

His passion makes us more grateful to be part of his journey! We are looking forward to his next challenge at the English Channel next year...



# FASHION REVOLUTION KEPLER PAVILLION

Fashion Revolution is a global movement fueled by volunteers from all over the world. It advocates for a fashion industry that protects and restores nature and prioritizes people over growth and profitability. Annually, during the week of April 24, commemorating the Rana Plaza disaster, events are organized worldwide, including in Turkey, as part of 'Fashion Revolution Week.' These events aim to promote a more ecologically and ethically conscious textile industry.



## MONEY - FASHION - POWER





**As a reaction to the mainstream system based on labour and resource exploitation, FRW22 theme was Money-Fashion-Power!**



### **What's inside the event?**

The events held in Turkey were focused on raising awareness of end-customers about the true value of clothes. They included clothing swaps, a mending station, and a session called #LovedClothesLast. As a team, we actively participated in the event held in our city, İzmir, and collaborated with volunteers to organize it.

# Employee Stories



**Aliye Gündüz**  
*Production and Planning*

Aliye is our Production and planning manager. She has valuable experience in the textile industry and sustainable manufacturing. She is a coffee lover, passionate zumba dancer and a cool Mom! Her leadership at the production team ensures that Orimpex follows a resilient and efficient process.



**Evren Şentürk**  
*Fabric Sourcing*

Evren is responsible for fabric sourcing. He has a passion for supplier relations and finding the most related material for the orders. He loves to taste special foods around the country. He is very into trading and stock markets!



## Mustafa Akel

### *Sewing*

With years of experience in sewing machines, he has a peaceful personality and is very well-disciplined in his work. For him, his wife and children hold the utmost value in his life. His most cherished moments involve spending quality time with his loved ones.



## Müjdat Şahin

### *Quality Control*

Mujat, our quality control chef, has such a warm heart that everyone is proud to be working with him. He operates fixing, ironing, packaging, and second-quality recording. He just received her driving license so his dream is coming true now!



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

# ETHICS & COMPLIANCE



# Ethics & 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.

# 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 Webline**

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

International Principles & Compliance



Human Rights



Labor Standards



Environment



Anti-Corruption



## 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.



01

## 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.



02



# Labor Standards

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## 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.



## Environment

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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, lowimpact 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.



# Anti-Corruption

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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 nonfinancial 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)





### **Orimpex Tekstil A.Ş.**

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İzmir / TURKIYE

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# **Sustainability Report**

**2022**

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