

ORIMPEX SUSTAINABILITY REPORT



2023



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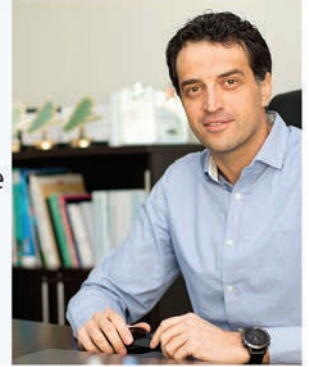
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MESSAGE FROM OUR CEO



We know that sustainability is a journey, and we are committed to improve ourselves for a more resilient and equitable future.



Dear Stakeholders,

Thank you for your continued interest in our 2023 Sustainability Report. This year marks another significant step forward in our sustainability journey as we strive to create a more resilient and equitable future. Our priority has been to ensure the well-being of our employees while pushing forward with our environmental and social initiatives.

Key Achievements in 2023:

One of the highlights of this year is our attainment of the B-Corporation (B-Corp) certification. This prestigious certification is a testament to our dedication to balancing purpose and profit. It recognizes that Orimpex Textiles meets the highest social and environmental performance standards, accountability, and transparency. Achieving B-Corp certification is not merely an accolade for us; it embodies our core values and ongoing commitment to positively impacting the world. As a B-Corp, we are part of a global community of businesses that is in charge of redefining success in business. We are committed to using our business as a force for good, ensuring that our operations benefit all stakeholders, including our employees, customers, communities, and the environment. This certification challenges us to continuously improve, innovate, and raise our standards, ensuring we remain at the forefront of sustainable and responsible business practices.

Our journey towards sustainability is also reinforced by our active memberships in initiatives such as the United Nations Global Compact, Textile Exchange, UN Women's Empowerment Principles, and the UN Global Goals. These memberships

align with our mission and help us drive meaningful progress in our sustainability efforts. Furthermore, our commitment to transparency and traceability is showcased through our participation in Tex.tracer, Retraced, Open Supply Hub, and events like #imadeyourclothes for the Fashion Revolution. These initiatives enable us to provide our customers with clear and accurate information about our supply chain, building trust and demonstrating our dedication to ethical practices. We proudly report that, in 2023 our solar panel installations supplied 54% of our operational electricity.

As we celebrate these achievements, we remain focused on our long-term vision. We understand that sustainability is an ongoing journey, and we are committed to continuously improving all aspects of our business. Together with our dedicated team, partners, and stakeholders, we will continue to drive positive change and contribute to a more sustainable and equitable future.

Thank you for your continued support and trust in Orimpex Textiles. We look forward to achieving even greater milestones together in the coming years.

Sincerely,
Ali POLAT

ABOUT ORIMPEX





1. ABOUT ORIMPEX

1.1 Corporate Profile

Founded in 2007, Orimpex has grown into a globally recognized leader in the textile industry, specializing in producing high-quality, sustainable fabrics. With a commitment to innovation and sustainability, we continuously strive to reduce our environmental impact and improve the well-being of our communities.

Our mission is to create textiles that meet the highest quality and durability standards and promote environmental stewardship. We are dedicated to using organic and sustainable materials, investing in renewable energy, and fostering a safe and inclusive workplace.

In 2023, we made significant strides in enhancing our sustainability practices. We have increased our use of renewable energy, expanded our sustainable material sourcing, and strengthened our community engagement efforts. Our certifications, such as GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard), reflect our ongoing commitment to maintaining the highest environmental and social responsibility standards.

At Orimpex, we believe in the power of collaboration. By working closely with our partners, suppliers, and customers, we aim to drive positive change across the entire textile supply chain. Our vision is to lead the industry toward a more sustainable future, where textiles are produced with respect for people and the planet.

Orimpex Organic Textiles

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Corporate Social Responsibility

For further information on Orimpex's sustainability journey, please feel free to contact our CSR department:

csr@orimpex.com.tr





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.

1.2 OUR VALUES



Integrity

We conduct our business with honesty and transparency, ensuring that we uphold the highest ethical standards in all our interactions.



Innovation

We are committed to continuous improvement and creativity, driving progress through cutting-edge technology and forward-thinking solutions.



Sustainability

We prioritize environmental stewardship, striving to minimize our ecological footprint and promote sustainable practices across our operations.



Respect

We value our employees, partners, and communities, fostering an inclusive and supportive environment where everyone can thrive.



Excellence

We pursue the highest standards of quality in our products and services, consistently delivering superior value to our customers.

1.3 Sustainability Strategy

Orimpex is dedicated to embedding sustainability into every aspect of our business. Our sustainability strategy focuses on four key pillars: People, Planet, Product, and Partnership.

People: We are committed to creating a safe, inclusive, and empowering workplace. We invest in our employees' well-being and development, ensuring they have the skills and support needed to succeed. Additionally, we engage with our local communities through various initiatives aimed at improving education, health, and quality of life.

Planet: We strive to minimize our environmental impact by reducing waste, conserving resources, and lowering our carbon footprint. Our initiatives include increasing the use of renewable energy, sourcing sustainable materials, and promoting circular economy principles. We are dedicated to protecting natural ecosystems and combating climate change.

Product: Our focus on sustainability extends to the products we create. We prioritize the use of organic and recycled materials, ensuring our textiles are safe, durable, and environmentally friendly. We are continuously innovating to develop new sustainable products and improve the lifecycle impact of our offerings.

Partnership: Collaboration is at the heart of our sustainability efforts. We work closely with suppliers, customers, and industry partners to drive collective action and share best practices. By building strong relationships, we can amplify our impact and accelerate progress towards our sustainability goals.

Through these pillars, we aim to lead the textile industry towards a more sustainable future, demonstrating that business success and environmental stewardship



OUR WORK



2. OUR WORK

2.1 Certification

At Orimpex Textiles, we pride ourselves on our commitment to sustainable and responsible production practices. Our dedication to environmental stewardship and social responsibility is evidenced by our achievement of several key certifications: GOTS, OCS, GRS, and RCS. These certifications underscore our unwavering commitment to maintaining the highest sustainability standards in our operations.

Global Organic Textile Standard (GOTS)

The Global Organic Textile Standard (GOTS) is the leading worldwide standard for organic fibers, including ecological and social criteria, backed by independent certification of the entire textile supply chain. Achieving GOTS certification means that our products meet the stringent environmental and social criteria set forth by the standard, ensuring that our textiles are produced sustainably, with respect for both the planet and the people involved in their production.

Organic Content Standard (OCS)

The Organic Content Standard (OCS) provides a strong chain of custody system from the source of the raw material to the final product. This certification guarantees the integrity of organic content claims in our textiles, ensuring that our products contain the organic materials we claim. The OCS helps us maintain transparency and trust with our customers and stakeholders, confirming our commitment to organic production.

Global Recycled Standard (GRS)

The Global Recycled Standard (GRS) is an international, voluntary, full-product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions. By achieving GRS certification, Orimpex Textiles demonstrates its dedication to reducing the environmental impact of our production processes, promoting the use of recycled materials, and ensuring that these materials are processed responsibly.

Recycled Claim Standard (RCS)

The Recycled Claim Standard (RCS) is a chain of custody standard to track recycled raw materials through the supply chain. This certification helps us verify the presence and amount of recycled material in a final product. It enhances our transparency and accountability, confirming that our recycled claims are accurate and credible.

Valuing Our Certifications

At Orimpex Textiles, these certifications are not merely accolades but are integral to our operational ethos. They guide our practices, ensuring that we continually adhere to the highest standards of sustainability and ethical production. Our commitment to these certifications reflects our broader dedication to fostering a sustainable future, reducing our environmental footprint, and contributing positively to the communities we operate in.

These certifications provide our customers with confidence that they are purchasing products that are responsibly sourced and manufactured. They also challenge us to continually improve and innovate in our sustainability practices. At Orimpex Textiles, we believe that maintaining these certifications is essential not only for our business success but also for the well-being of the environment and society as a whole.



B Corporation (B-Corp)

In 2023, Orimpex Textiles proudly achieved B-Corporation (B-Corp) certification, joining a global community of businesses committed to balancing purpose and profit. B-Corp certification is awarded to companies that meet rigorous social and environmental performance standards, accountability, and transparency. This certification goes beyond product or service quality, evaluating the overall positive impact of a company on its employees, community, and the environment.

B-Corporation certification is a comprehensive standard that assesses the impact of a company in five key areas: governance, workers, community, environment, and customers. The certification process involves a thorough evaluation by B Lab, the nonprofit organization behind the B-Corp movement. This evaluation includes a detailed assessment of a company's practices and policies, ensuring that certified B-Corps meet the highest standards of verified social and environmental performance, public transparency, and legal accountability.

Our Commitment to Progress

Achieving B-Corp certification is a significant milestone for Orimpex Textiles, reflecting our dedication to using business as a force for good. However, our journey does not end here. We are committed to continuous improvement and are actively working to raise our B-Corp score. This involves implementing more sustainable practices, enhancing our social impact, and ensuring that our operations align with the highest ethical standards.

Our B-Corp certification challenges us to innovate and improve across all areas of our business. We are focused on creating a positive impact not only through our products but also through our corporate culture, community engagement, and environmental stewardship. This ongoing effort to achieve progress and raise our score is integral to our mission and values.

At Orimpex Textiles, we believe that being a B-Corp is not just about certification; it is about a commitment to continuous improvement and a dedication to making a positive difference in the world. Our B-Corp status is a testament to our ongoing efforts to foster a more inclusive, equitable, and sustainable future for all.

2.2 Memberships

At Orimpex Textiles, our commitment to sustainability and responsible business practices is reinforced through our active participation in several key global initiatives. We are proud members of the United Nations Global Compact, Textile Exchange, UN Women's Empowerment Principles (WEPs), and the UN Global Goals. These memberships align with our core values and help us drive meaningful progress in our sustainability journey.

United Nations Global Compact

The United Nations Global Compact is the world's largest corporate sustainability initiative, calling on companies to align their strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. As a member, Our participation in the Global Compact underscores our dedication to ethical business conduct and sustainable growth, contributing to a more inclusive and sustainable global economy.

Textile Exchange

Textile Exchange is a global nonprofit organization that works closely with members to drive industry transformation in preferred fibers, integrity, standards, and responsible supply networks. As a member of Textile Exchange, Orimpex Textiles actively participates in initiatives that promote the use of sustainable materials and practices within the textile industry. This membership helps us stay at the forefront of industry innovations and best practices, ensuring that our products are both high-quality and sustainably produced.

UN Women's Empowerment Principles (WEPs)

The UN Women's Empowerment Principles (WEPs) guide businesses on how to empower women in the workplace, marketplace, and community. By joining WEPs, Orimpex Textiles demonstrates its commitment to gender equality and women's empowerment. We are dedicated to implementing policies and practices that promote equal opportunities, support work-life balance, and foster an inclusive workplace culture where all employees can thrive.

UN Global Goals

The UN Global Goals, also known as the Sustainable Development Goals (SDGs), is a universal call to action to end poverty, protect the planet, and ensure prosperity for all by 2030. As a member, Orimpex Textiles aligns its sustainability efforts with these 17 goals, integrating them into our business strategies and operations. Our commitment to the Global Goals reflects our dedication to contributing positively to global development and addressing some of the world's most pressing challenges.



2.3 Transparency & Traceability

Importance of Transparency and Traceability

For Orimpex Textiles, transparency, and traceability are more than just industry buzzwords; they are fundamental to our operational philosophy. By leveraging platforms like Tex.tracer, Retraced, and Open Supply Hub, and participating in initiatives like #imadeyourclothes, we provide our customers with the information they need to make informed and responsible purchasing decisions. These efforts help us build trust, demonstrate our commitment to ethical practices, and ensure that our entire supply chain operates with integrity and accountability.

At Orimpex Textiles, transparency, and traceability are cornerstones of our commitment to sustainability and ethical business practices. We believe in providing our customers with clear and accurate information about our supply chain and production processes. To this end, we are proud members of Tex.tracer, Retraced, and Open Supply Hub, and we actively participate in events like #imadeyourclothes for Fashion Revolution. These initiatives help us demonstrate our dedication to transparency and build trust with our customers and stakeholders.



Tex.tracer is a digital platform that provides complete transparency in the textile supply chain. By using blockchain technology, Tex.tracer allows us to trace our products from raw material to finished garments, ensuring that every step in the process meets our high standards for sustainability and ethics. Membership in Tex.tracer enables Orimpex Textiles to offer our customers verified information about the origin and journey of their products, enhancing trust and accountability.



Retraced is a transparency solution that connects brands with their suppliers and customers, providing real-time insights into the supply chain. Through our membership with Retraced, we can map and monitor every stage of our production process, from sourcing raw materials to final product delivery. This platform helps us ensure compliance with social and environmental standards, and it allows us to share detailed, verified information about our supply chain with our customers, reinforcing our commitment to transparency.



Open Supply Hub (formerly known as Open Apparel Registry) is an open-source platform that maps garment manufacturing facilities worldwide. By participating in Open Supply Hub, Orimpex Textiles contributes to a collaborative effort to increase transparency in the apparel industry. This membership allows us to publicly share information about our manufacturing facilities, promoting openness and accountability in our operations and helping us connect with other stakeholders committed to responsible sourcing.

2.4 Trainings

In 2023, Orimpex Textiles prioritized comprehensive training initiatives aimed at fostering a culture of sustainability and safety within our workforce, as in previous years. Our commitment to sustainable practices is underscored by rigorous technical training, delivered by Occupational Health & Safety (OHS) Specialists, focusing on the safe use of equipment, electrical hazards, and fire prevention. Health training, led by Occupational Health Physicians (OHP), addressed occupational diseases, first aid, and the psychological and biological risks in our workplace. Environmental sustainability remained a cornerstone, with specialized sessions conducted by Environmental Engineers and Sustainability Specialists on waste management, zero-waste principles, and sustainable textile practices. These efforts reflect our dedication to equipping our team with the knowledge and skills needed to achieve our goal of a greener, safer future.

Technical Trainings

- Safe use of work equipment *
- Working with display screen equipment (DSE) **
- Electrical hazards, risks, and prevention *
- Causes of work accidents, implementing protection principles, and techniques *
- Health and safety signs *
- Use of personal protective equipment ***
- Manual lifting and handling ***
- Fire hazards, explosion, fire prevention *
- Chemical, physical, and ergonomic risk factors ***

Health Trainings

- Causes of occupational diseases **
- Principles and techniques for disease protection **
- Biological and psycho-social risk factors **
- First Aid **
- Harms and passive exposure to tobacco products **

Environmental Sustainability Trainings

- Waste Management****
- Zero Waste****
- Sustainable Textile in the workplace****
- Upcycling****

*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



3. OUR PLANET

3.1 Responsibly Sourced Materials

At OrimpeX, we believe that the foundation of a sustainable future begins with the materials we choose. That's why we are committed to sourcing responsibly and ensuring that the textiles we use have minimal environmental impact. In 2023, we expanded our portfolio of eco-friendly materials, focusing on:



Organic Cotton: Grown without harmful pesticides and fertilizers, organic cotton reduces water consumption and soil degradation, helping protect ecosystems and the health of farmers. By choosing organic cotton, companies contribute to a sustainable supply chain and demonstrate a commitment to reducing environmental impact and promoting ethical practices in the textile industry.



Bamboo: Bamboo is one of the most sustainable raw materials, growing rapidly without the need for extensive water or pesticides. It is biodegradable, making it a perfect eco-conscious option. Bamboo fibers can be processed into a variety of textile products, including soft fabrics for clothing, durable materials for furniture, and absorbent textiles for towels and linens.



Lenzing™ Fibers: These innovative fibers, such as TENCEL™ and LENZING™ ECOVERO™, are derived from sustainably managed forests, providing low-impact alternatives to traditional synthetic and cotton fibers.



Recycled Polyester (Ryc Pes): Producing recycled polyester typically requires less energy compared to producing virgin polyester, further reducing its environmental impact. By incorporating recycled polyester into our products, we contribute to a circular economy model, where materials are reused and recycled, rather than disposed of after a single use. Recycled polyester supports sustainability efforts by reducing waste, conserving resources, and promoting responsible consumption and production practices in the textile industry.

Our responsibly sourced materials reflect our ongoing commitment to making environmentally conscious choices and offering sustainable products to our customers.

In 2023, we continued our commitment to sustainable sourcing, focusing on low-impact materials that align with our environmental goals. We aimed to maximize the use of sustainable fibers while maintaining high-quality standards in production. The breakdown of the materials we used this year demonstrates our strides toward eco-friendly and responsible practices.

Organic Cotton: With 38,751.2 kg, Organic Cotton made up 42.2% of our total fiber usage, reaffirming our dedication to renewable, pesticide-free resources.

ECOVERO™: As a sustainable alternative to conventional viscose, 23,223.7 kg of ECOVERO™ accounted for 25.3% of our material usage.

Bamboo: Known for its fast-growing and low water usage properties, 22,495.4 kg of Bamboo represented 24.5% of our total material input.

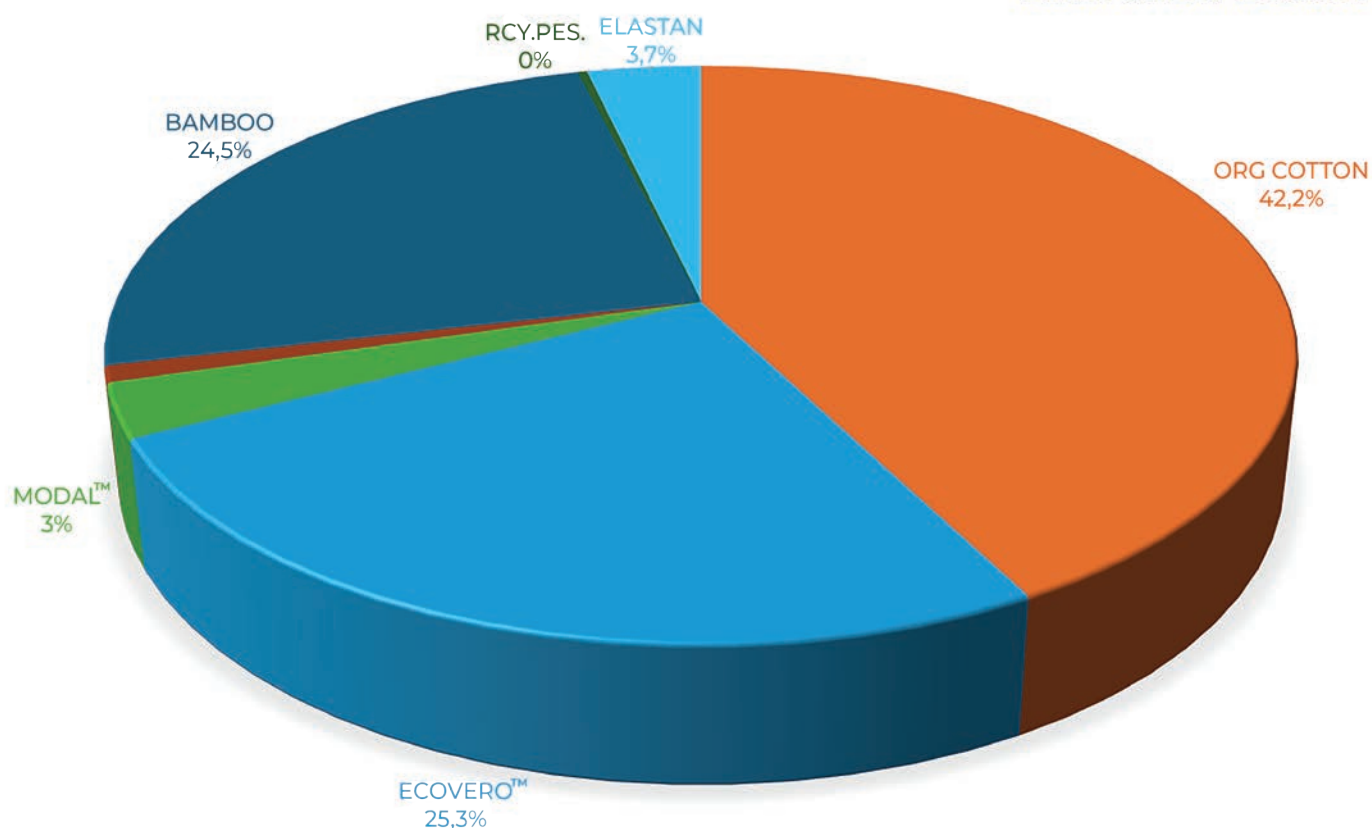
Modal™: A lightweight and biodegradable fiber, 2,744.8 kg of Modal™ was used, contributing to 3.0% of our total material volume.

TENCEL™: As a fiber with a closed-loop production process, TENCEL™ made up 831.0 kg or 0.9% of our materials.

Recycled Polyester (RCY.PES): While comprising a smaller portion, 26.5 kg of Recycled Polyester highlights our efforts to integrate circularity into our production, though there remains room for improvement in this category.

Elastane and PES: Elastane contributed 3,417.9 kg (3.7%) and 295.7 kg (0.3%) came from PES, indicating the presence of necessary synthetics in certain product lines.

2023 MATERIAL USAGE



In addition to the above, our efforts in securing certifications for our materials reflect our ongoing commitment to transparency and sustainability. In 2023:



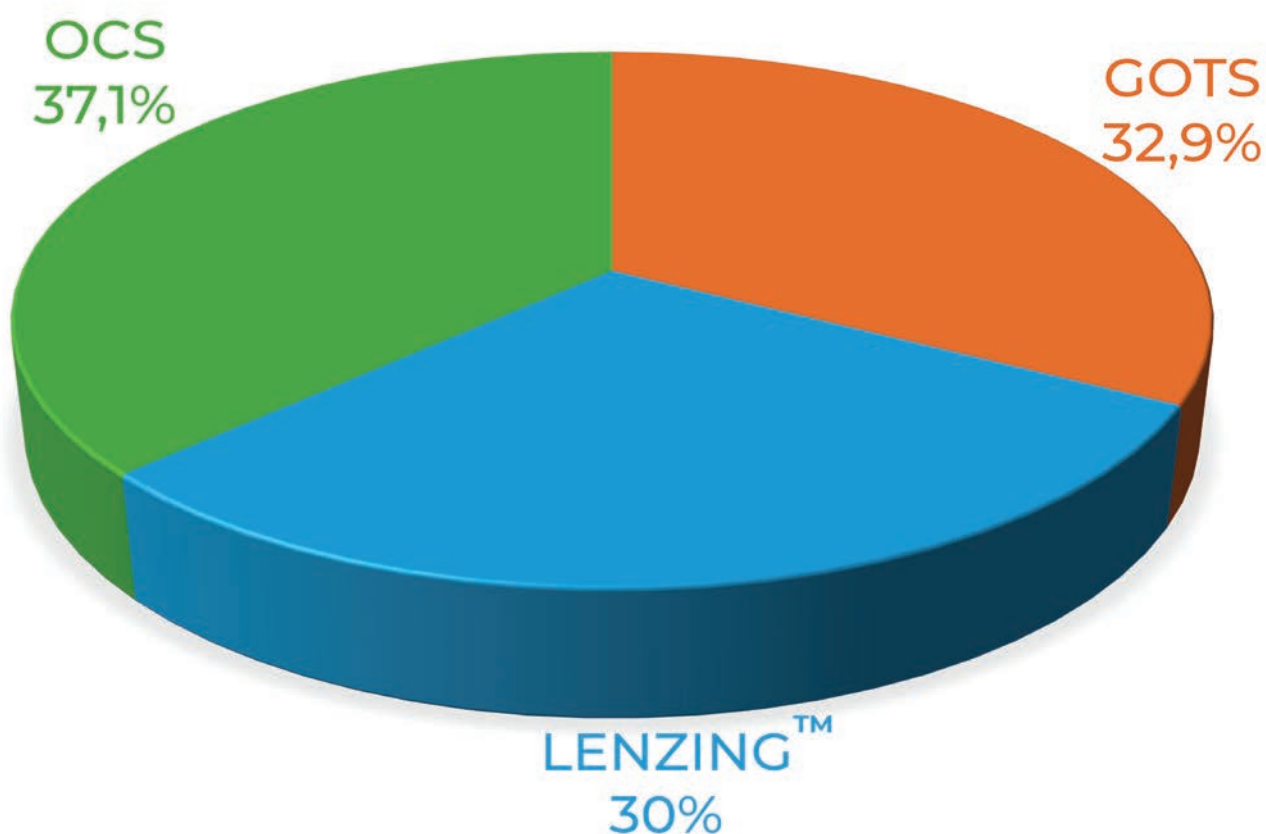
GOTS (Global Organic Textile Standard) certified 30,208 kg of our materials, representing 32.9% of the total volume, ensuring that we adhere to strict organic and ethical standards.



LENZING™ certified fibers such as TENCEL™ and ECOVERO™ accounted for 27,544 kg (30.0%), supporting our use of renewable and sustainable materials.

OCS (Organic Content Standard): 34,034 kg (37.1%) of our materials were certified, confirming the organic integrity of our production processes.

Overall, we sourced a total of 91,786 kg of fibers in 2023, making notable progress toward increasing our reliance on renewable, responsibly sourced, and certified materials. However, we recognize the need for continued efforts to enhance the proportion of recycled and low-impact synthetics in our production. Our goal moving forward is to further reduce the environmental footprint of our material sourcing while maintaining the high-quality standards our customers expect.



3.2 Environmental Sustainability

At Orimpex, our sustainability efforts extend beyond materials. We are taking active steps to reduce our carbon footprint through renewable energy and innovative production processes. This year, our flagship project was the installation of solar panels at our primary manufacturing site.

Solar Panel

Harnessing solar energy helps us power our production facilities with clean, renewable energy. Our solar panels reduce our reliance on fossil fuels and contribute significantly to lowering greenhouse gas emissions. In 2023, with the solar panel systems, we've reduced our energy consumption from non-renewable sources by 25%, moving closer to our goal of carbon neutrality.

Through these practices, we are not only minimizing our environmental impact but also leading the way in responsible and sustainable production.





4. OUR PEOPLE

4.1 Community

#imadeyourclothes – Fashion Revolution

Fashion Revolution's #imadeyourclothes campaign is a global movement that encourages brands to showcase the people and processes behind their products. By participating in this campaign, Orimpex Textiles highlights the individuals who contribute to our production process, from farmers to factory workers. This initiative aligns with our values of transparency and human dignity, allowing us to foster a deeper connection between our customers and the people who make their clothes.

4.2 Sponsorships

Tuna Completes the Capri-Napoli Ultra Marathon: A 36 km Triumph

At Orimpex, we proudly support the remarkable achievements of Tuna, a 21-year-old open-water swimmer with autism. His latest accomplishment in 2023—completing the 36 km Capri-Napoli Ultra Marathon swim—marks another incredible milestone in his journey, showcasing his unwavering determination and passion.

The Capri-Napoli race is one of the most prestigious and challenging events in open-water swimming, testing athletes with its distance and unpredictable conditions. His resilience and focus carried him across the open waters between the islands of Capri and Naples, making this another unforgettable achievement in his growing list of successes.

Tuna's journey has been nothing short of extraordinary. From his early days of swimming for rehabilitation to conquering international waters, his story has continued to inspire. Moreover, we believe that he will accomplish well his next goal crossing the English Channel, Tuna once again will demonstrate that there are no limits to what can be achieved when passion and dedication come together.

We at Orimpex are honored to be part of his remarkable journey and look forward to supporting him as he continues to break new ground and inspire those around him.



4.3 Employee Stories

1. Döne Uysal, Sewing

Döne is the cheerful presence that brightens up her department! As a skilled machine operator, she takes a prominent role in the workplace. With a keen interest in beauty practices, she consistently fashionably style her hair. One of her most cherished activities is going on picnics with her family.



2. Aykut Altacı, Warehouse

Aykut plays a pivotal role as our essential team member in the warehouse. He manages all incoming materials, ensuring well-organized placement on shelves. Outside of work, he is a licensed football player with upcoming competitions on his agenda. We are so proud to have such a dedicated athlete and accomplished chef as part of the Orimpex family!



3. Derya Turgut, Sampling

Derya is the chef of our sampling department. She has a huge positive effect on her coworkers that makes them work efficiently, they say. Our sweet, fun, cheerful Mom, has a nine-year-old son, Kerim Berkay. They love to spend time in the kitchen together!



4. Jale Altunsaç, Accessory

Our accessory manager Jale is known as a protector of street animals! She feeds them every day and makes connections to provide a home for our animal friends... She loves spending time with her friends at raki tables and making travel plans to countries around Europe.



ETHICS & COMPLIANCE



5. 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 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.



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 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

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

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)



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