

ORIMPEX TEXTILE SUSTAINABILITY REPORT 2024





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MESSAGE FROM OUR CEO

Dear Stakeholders,

As we reflect on 2024, I am proud to share that Orimpex Textiles has reached another important milestone in our sustainability journey. This year, every action we've taken has reinforced our long-standing commitment to building a more resilient, equitable, and sustainable future not only for our business, but for the communities and environment that surround us. Sustainability is embedded in Orimpex's DNA guiding our strategy, our operations, and our vision for the future.

Throughout 2024, we continued to strengthen our efforts in environmental performance, social responsibility, and corporate transparency. A key highlight was the successful maintenance and improvement of our B Corporation (B Corp) certification, which reaffirmed that our impact goes beyond financial performance adding value to society, protecting our planet, and supporting the well-being of our employees. In parallel, we proudly completed our Amfori BSCI audit, further validating our dedication to ethical and responsible manufacturing practices.

Our engagement with global sustainability frameworks also continued to grow. Through our active participation in the United Nations Global Compact and other international initiatives, we have aligned our strategies with global goals and contributed to systemic change both within our industry and beyond.

Transparency and traceability remained a core focus this year. By advancing our partnerships with platforms such as Tex.tracer, Re-traced, and Open Supply Hub, we have taken measurable steps to ensure full visibility across our supply chain deepening trust with our partners, clients, and the broader public.

Sustainability, which. We adopt more and more every year, is not only an environmental responsibility, but also the cornerstone of our aim to leave a better World to the future



Furthermore, we are proud and excited to announce that Orimpex has joined the CIRCULOSE® Supplier Network, positioning us among the pioneering garment manufacturers with a strong focus on circularity. At this moment, Circulose is the only recycled fiber that has been successfully scaled for commercial use, offering a powerful opportunity to lead the transformation toward a truly circular textile industry.

We also continued to scale up our investments in renewable energy. As of 2024, 60% of our operational electricity consumption is sourced from solar energy. These efforts not only reduce our environmental footprint but also enhance the efficiency and resilience of our operations.

Looking ahead, we remain committed to advancing our environmental and social performance year over year. We will continue to pursue innovative, responsible practices, support the development of our people, and contribute meaningfully to the transformation of our industry.

Thank you for your continued trust in Orimpex Textiles. Together, I am confident we will move forward toward a more inclusive, transparent, and sustainable future.

Sincerely,
Ali Polat



1. ABOUT ORIMPEX

1.1. OUR COMPANY PROFILE

Founded in 2007, Orimpex has steadily grown into a respected name in sustainable garment manufacturing. From our base in İzmir, Turkey, we have built a strong reputation for producing high-quality clothing with a deep-rooted commitment to environmental and social responsibility.

Since the early days of our journey, we have focused on integrating sustainability and innovation into every aspect of our operations. Our goal is to create textile products that not only meet high standards of quality and durability, but are also developed with care for people and the planet. We prioritize the use of certified organic and sustainable materials, continuously invest in renewable energy, and foster a workplace culture that is safe, inclusive, and supportive.

We took meaningful steps forward in our sustainability efforts in 2024. We expanded our use of renewable energy, strengthened our responsible sourcing practices, and deepened our engagement with the communities around us. Certifications such as GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard) reflect our ongoing dedication to responsible Production ensuring that our processes are both environmentally sound and socially responsible.

We believe in the power of working together. By maintaining close and transparent relationships with our partners, suppliers, and clients, we contribute to a broader shift towards more ethical and sustainable practices across the textile supply chain. Collaboration is central to how we operate and evolve.

In 2024, we maintained our B Corporation (B Corp) certification and achieved a higher score through comprehensive audits, further strengthening our place among companies committed to values that go beyond financial success, placing people and the planet at the core of their business.

Our aim is to help shape a future for the textile industry that is more balanced, conscious, and fair. In the year ahead and beyond, we will continue to refine our sustainability approach, explore innovative solutions, and do our part to support a production model that respects both people and nature

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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

Integrity: Orimpex always adheres to the principles of ethics and honesty, prioritizing transparency and accuracy in our business processes. We build trust-based and sincere relationships with all our stakeholders, fulfilling our responsibilities.



Inovation

Innovation: By constantly seeking innovative solutions, we lead the changes in our industry. We follow technological advancements and integrate them into our production processes to increase efficiency.



Sustainability

Adopting environmentally conscious production methods, we use our resources efficiently and take on the responsibility of leaving a more livable world for future generations. Sustainability is at the core of all our business processes.



Respect

By showing respect to our employees, customers, and all stakeholders, we create a positive and fair work environment. We embrace diversity and acknowledge the value of every individual.



Excellence

With our passion for quality, we achieve excellence standards in every product. Through continuous improvement and high-performance goals, we aim to be the best in the industry.

1.3 Sustainability Strategy

Orimpex is committed to integrating sustainability into every aspect of our business processes. As of 2024, we have updated our sustainability strategy to create a stronger impact in the rapidly changing textile market, focusing on four key pillars: People, Environment, Product, and Partnerships.

People: The well-being and development of our employees have always been among our top priorities. In 2024, we introduced innovative approaches such as flexible work arrangements and digital skills development programs for our employees. Additionally, we aimed to create a sustainable social impact by contributing to social responsibility projects and local communities, while promoting diversity and inclusivity.

Environment: In 2024, we aimed to strengthen our environmental strategy to play a more active role in addressing the global environmental crisis and climate change. We continue to increase our use of renewable energy, improve our production processes with a zero-waste target, and expand our sustainable material sourcing. Furthermore, by adopting the circular economy model on a broader scale, we encourage the use of recycled and biodegradable materials.

Product: In 2024, we planned to offer a broader range of organic and recycled materials to further enhance the sustainability features of our products. We have started efforts to integrate technologies that reduce carbon footprints into our production processes to improve the lifecycle of textile products. Additionally, we continue to develop environmentally friendly, durable, and functional products through innovative design and sustainable production methods.

Partnerships: To further advance our sustainability efforts, we are strengthening our collaborations with suppliers, customers, and industry partners starting in 2024. Together with our stakeholders, we are promoting collective action and contributing to the acceleration of industry transformation by sharing best sustainability practices. These collaborations will enable the creation of a sustainable textile supply chain and help us achieve our sustainability goals by increasing our environmental impact.

At Orimpex, our goal in 2024 is to implement our sustainability strategy in a more innovative, efficient, and effective way,



2. OUR WORK

2. How We Create Impact

2.1 Certifications

a. Building Trust Through Standards

At Orimpex Textiles, certifications are more than formal recognitions they are a reflection of the values that shape our way of working. They guide us in aligning daily operations with internationally recognized benchmarks for sustainability, ethics, and transparency. Each certification we hold contributes meaningfully to our mission:

GOTS (Global Organic Textile Standard) ensures that the entire production process from raw materials to finished garments meets strict environmental and social criteria, guaranteeing certified organic fibers and responsible manufacturing.

GRS (Global Recycled Standard) verifies the recycled content of materials while also ensuring responsible social, environmental, and chemical practices throughout the production chain.

OCS (Organic Content Standard) and RCS (Recycled Claim Standard) provide independent verification of the presence and proportion of organic or recycled materials in a product, supporting transparency and traceability across the supply chain.

These certifications are not only essential for verifying compliance they are also key to reducing our environmental impact, safeguarding worker rights, and fostering trust with our partners and customers. They challenge us to innovate, evolve, and stay accountable as we continue working toward a more sustainable and equitable future.



b. B Corp Certification: Business as a Force for Good

Orimpex Textiles is proud to be part of the global B Corporation (B Corp) community a growing movement of businesses committed to balancing purpose and profit. In 2024, we successfully maintained our certification and achieved a higher score through comprehensive audits, reaffirming our dedication to people- and planet-centered values.

Unlike conventional certifications, B Corp assesses a company's overall impact covering governance, workers, environment, community, and customers. It reflects a commitment to operating with the highest standards of sustainability, transparency, and social responsibility. The certification process, conducted by the independent non-profit B Lab, is in-depth and forward-looking, evaluating both current practices and long-term accountability.

As awareness around climate change, social inequality, and ethical sourcing continues to rise, B Corp has become a global benchmark for responsible business. It serves as a clear signal to customers, investors, and partners that a company not only delivers quality products but does so with integrity.

For Orimpex, being a B Corp is not just a certification it is part of our identity. It drives us to continually improve our operations by enhancing sustainability in production, strengthening employee engagement, deepening our social impact, and holding ourselves to the highest ethical standards.

Our B Corp journey is ongoing. It reflects who we are today and the kind of future we are working to build: inclusive, equitable, and sustainable.

2.2 Memberships: Aligning with Global Sustainability Leadership

At Orimpex Textiles, our commitment to sustainable and responsible business practices is strengthened through active participation in leading global initiatives. As proud members of the United Nations Global Compact, Textile Exchange, UN Women’s Empowerment Principles (WEPs), Circulose and the UN Sustainable Development Goals (SDGs) framework, we ensure that our values and operations align with the most respected international standards. These memberships play a strategic role in shaping our decisions, guiding our sustainability performance, and amplifying our impact.

United Nations Global Compact

The UN Global Compact is the world’s largest corporate sustainability initiative, encouraging companies to align their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. Our participation reflects our commitment to ethical governance, inclusive growth, and long-term value creation both within our organization and throughout our value chain.



Textile Exchange

Textile Exchange is a global non-profit that works with members to drive transformation in the textile industry, focusing on preferred fibers, integrity in sourcing, and responsible supply networks. As an active member, Orimpex Textiles contributes to and benefits from a shared knowledge base that supports the use of sustainable materials and strengthens our capacity to adopt best practices in fiber sourcing and supply chain traceability.



UN Women’s Empowerment Principles (WEPs)

The Women’s Empowerment Principles provide guidance to businesses on promoting gender equality and women’s empowerment across the workplace, marketplace, and community. Through this commitment, Orimpex Textiles advances inclusive policies, fosters equal opportunity, and promotes a culture that supports work-life balance and personal development ensur-



UN Sustainable Development Goals (SDGs)

The 17 UN Sustainable Development Goals represent a shared global blueprint to end poverty, protect the environment, and ensure peace and prosperity for all by 2030. At Orimpex, we actively align our sustainability strategies with these goals, embedding them into our operations and long-term planning. By doing so, we reaffirm our commitment to being part of the global movement toward a more just, resilient, and sustainable future.



CIRCULOSE® Supplier Network

CIRCULOSE® is a new material made by recycling cotton from 100% discarded textiles The Circulose Supplier Network (CSN) is a group of yarn and textile producers helping to drive the circular economy forward by enabling a steady supply of Circulose to the market. These early adopters are revolutionizing the marketplace by becoming the first to access volumes of Circulose and streamlining its production across the supply chain. Taking pioneering steps in the textile industry with its sustainability vision, Orimpex is proud to be a part of the CIRCULOSE® Supplier Network as of 2024. CIRCULOSE® is a revolutionary material at the heart of the circular economy, producing high quality reusable raw materials from textile waste. Our participation in this prestigious network is a strong demonstration of Orimpex’s commitment to environmental responsibility, innovation and sustainable production.



Thanks to this collaboration:
Waste textiles become a valuable resource,
Our carbon footprint is decreasing,
Supporting circular economy in the fashion and textile industry,
A more livable world for future generations. Orimpex will continue to play an active role in the global sustainability movement. Together with CIRCULOSE® we are redesigning the future of textiles.

2.3 Transparency and Traceability:

Making Supply Chains Open and Accountable

At Orimpex Textiles, transparency and traceability are not just industry terms—they are foundational principles embedded in the way we operate. In an era where the how and by whom behind a product matters as much as what is produced, we are committed to sharing our processes openly and honestly. This approach reflects our deep respect for our customers, partners, and the individuals who make our products.

Through our collaboration with innovative platforms such as Tex.tracer, Retraced, and Open Supply Hub, we enable end-to-end visibility across our supply chain—from raw material sourcing to final product delivery. These tools allow us to securely trace the journey of our fabrics, verify responsible practices, and communicate accurate data to our stakeholders.

Our participation in campaigns like #WhoMadeMyClothes and #IMadeYourClothes (by Fashion Revolution) further highlights our commitment to humanizing the supply chain. By sharing the stories and faces of workers in our facilities, we not only raise awareness but also celebrate the craftsmanship and dignity of labor embedded in each garment we produce.

These efforts go beyond compliance they:

- Demonstrate our commitment to ethical and responsible production,
- Foster trust-based partnerships with suppliers and stakeholders,
- And provide our customers with an honest, transparent, and traceable brand experience.

Tex.tracer

Tex.tracer is a Netherlands-based digital platform providing full transparency and traceability across the textile supply chain. Using blockchain technology, it enables brands and consumers to access reliable, verifiable information about a product's journey from raw material to final garment.

In 2023, Tex.tracer itself became a certified B Corporation, further validating its commitment to social and environmental standards. Orimpex's integration with Tex.tracer helps us offer customers trusted data about product origins and reinforces our accountability throughout the supply chain.



Retraced

Founded in Düsseldorf, Germany, Retraced is a comprehensive sustainability and supply chain management platform. It enables fashion brands to track compliance with ethical and environmental standards, manage orders and inventory, and share verified supply chain data

with consumers. Through blockchain-supported transparency, Retraced allows Orimpex to map every step of our production ensuring that our social and environmental commitments are met and that our partners and customers receive clear, traceable information.

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Open Supply Hub

Formerly known as the Open Apparel Registry, Open Supply Hub is a nonprofit platform committed to advancing transparency in global supply chains. It offers a publicly accessible, standardized database of over 80,000 manufacturing facilities worldwide. By contributing to this platform, Orimpex supports industry-wide collaboration and openness. Our participation allows us to publicly disclose factory data, promote responsible sourcing, and engage with other stakeholders working toward sustainable and transparent supply chains.



2.4 Training Programs: Empowering Our People Through Knowledge and Safety

In 2024, Orimpex Textiles expanded its training initiatives to reinforce sustainability, occupational health, and workplace safety across all levels of the organization. These programs are a key part of our commitment to continuous improvement and responsible business practices.

Our Occupational Health and Safety (OHS) training was updated with more advanced content and practical modules. Led by our OHS Specialist, the sessions addressed essential topics such as safe machinery operation, fire safety protocols, and managing electrical hazards. In parallel, our Occupational Health Doctor delivered focused training on workplace-related illnesses, first aid, and the prevention of psychological and biological risks—helping to create a healthier, more resilient work environment.

Sustainability remains a core pillar of our educational efforts. Tailored sessions delivered by our Environmental Engineer and Sustainability Expert focused on zero waste principles, waste management strategies, and sustainable practices in textile production. These trainings aim to build awareness and empower our team to actively support our environmental objectives in their daily work.

In addition to formal training, Orimpex conducted emergency response and fire drills throughout 2024. These drills were designed to strengthen readiness and ensure that all employees understand proper emergency procedures, evacuation routes, and fire response techniques. Our internal emergency teams also practiced coordinated response actions to enhance efficiency in real scenarios.

Post-drill evaluations allowed us to identify improvement areas and implement updated procedures to ensure ongoing development in safety preparedness. These efforts contribute to a work environment where health, safety, and environmental awareness are an integral part of everyday operations.

Orimpex Textiles views training as an essential tool for driving cultural change, building employee confidence, and supporting our journey toward a safer, more sustainable future.



SUSTAINABILITY

2024



3. SUSTAINABILITY

3.1 Fibers: Advancing Material Responsibility

The foundation of sustainable textile production begins with responsible material choices. At Orimpex Textiles, selecting low-impact fibers is central to our environmental strategy. We continuously evaluate and evolve our sourcing practices to reduce ecological impact, improve supply chain sustainability, and meet the growing demand for conscious, high-quality garments.

In 2024, we continued to build on the material strategies established in previous years, expanding our use of certified and environmentally responsible fibers. Our focus remained on reducing carbon emissions, conserving natural resources, and integrating circular economy principles across all stages of production.

Organic Cotton



Organic cotton plays a key role in our fiber portfolio due to its environmental and social benefits. Unlike conventional cotton, it is cultivated without synthetic fertilizers or pesticides, preserving soil health, supporting biodiversity, and promoting water efficiency. Organic farming practices also improve conditions for agricultural workers and contribute to climate action through carbon absorption during cultivation.

Bamboo



Bamboo offers a rapidly renewable, low-impact alternative to traditional fibers. Grown without the need for chemical inputs and requiring minimal water, bamboo has a naturally low environmental footprint. It also excels in carbon sequestration. In textiles, bamboo fibers are biodegradable, soft, breathable, and naturally antibacterial—delivering both comfort and sustainability.

Lenzing™ Fibers



Lenzing's range of fibers including TENCEL™, LENZING™ ECOVERO™, and Lenzing™ Lyocell are sourced from sustainably managed forests and produced through closed-loop processes that minimize water use and chemical emissions. These fibers are fully biodegradable, traceable, and aligned with responsible forest stewardship. They offer a refined balance of performance, elegance, and environmental consciousness.



Recycled Polyester (Ryc Pes)

Recycled polyester supports circularity by repurposing plastic waste from bottles to post-consumer textiles into new, durable fibers. Its production requires significantly less energy and water than virgin polyester and results in lower carbon emissions. Ryc Pes helps reduce landfill pressure and plastic pollution, making it an increasingly important component of sustainable fashion collections.

Our sourcing strategy prioritizes the use of such eco-preferred fibers to reduce environmental impact while upholding quality and performance. These materials reflect our broader commitment to responsible manufacturing and our dedication to providing conscious consumers with sustainable alternatives.

Throughout the year, we have deepened our focus on material innovation and diversified our sustainable fiber portfolio. This approach not only supports our environmental goals but also strengthens the integrity of our supply chain and the long-term resilience of our business. By continuing to expand our use of low-impact materials, we reinforce our vision of creating garments that are not only beautifully made but also ethically sourced and environmentally sound.

In 2024 :

Organic Cotton: Organic Cotton has once again demonstrated our commitment to renewable, pesticide-free resources by constituting 44% (42198 kg) of our total fibre use with 96844.11 kg, i.e. the highest percentage of fibre.

ECOVERO™: As a sustainable alternative to traditional viscose, 23942.67 kg of ECOVERO™ accounted for 25% of our material usage.

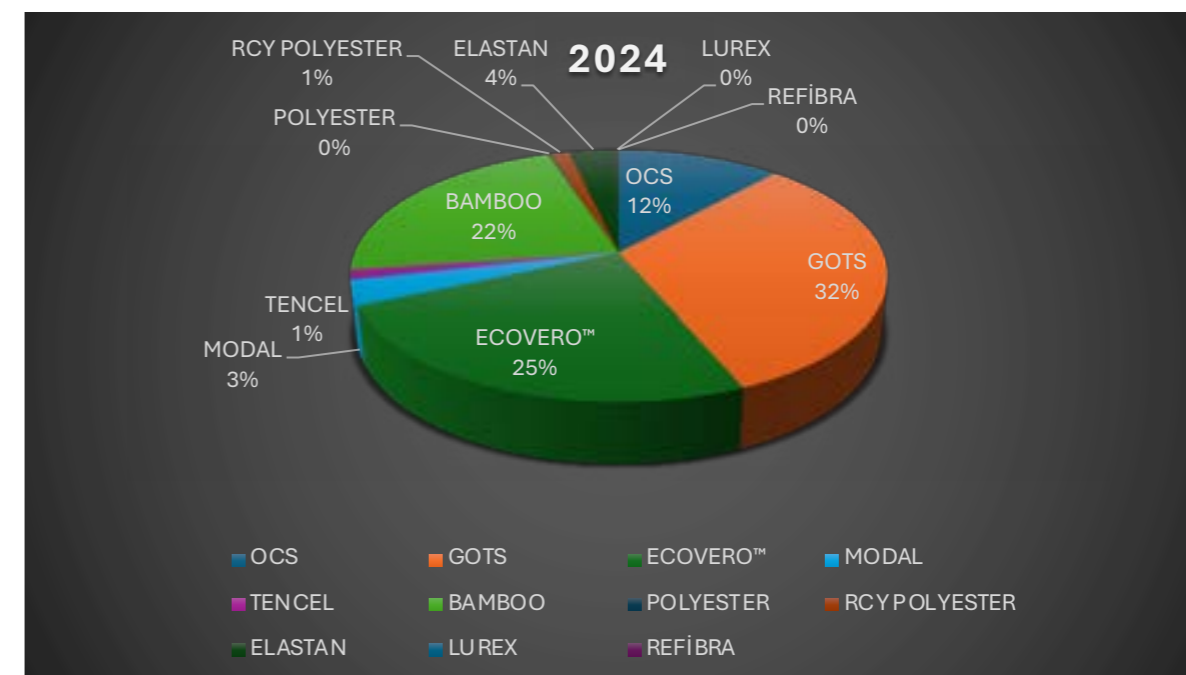
Bamboo: Known for its fast growth and low water usage, 21440.93 kg of Bamboo accounted for 22% of our total material input.

Modal™: 3138.87 kg of Modal™, a lightweight and biodegradable fibre, contributed 3% of our total material volume.

TENCEL™: a fibre with a closed loop production process, accounted for 1213.69 kg or 1% of our materials.

Recycled Polyester (RCY.PES): our recycled polyester usage is 1275,86 kg this year, which constitutes 1% of our total usage.

Elastane and PES: Elastane contributed 3401.39 kg (4%) and PES 146.37 kg (0.15%), demonstrating the presence of the required synthetics in certain product groups.



In addition to the above, our efforts to provide certification for our materials reflect our commitment to transparency and sustainability. In 2024:



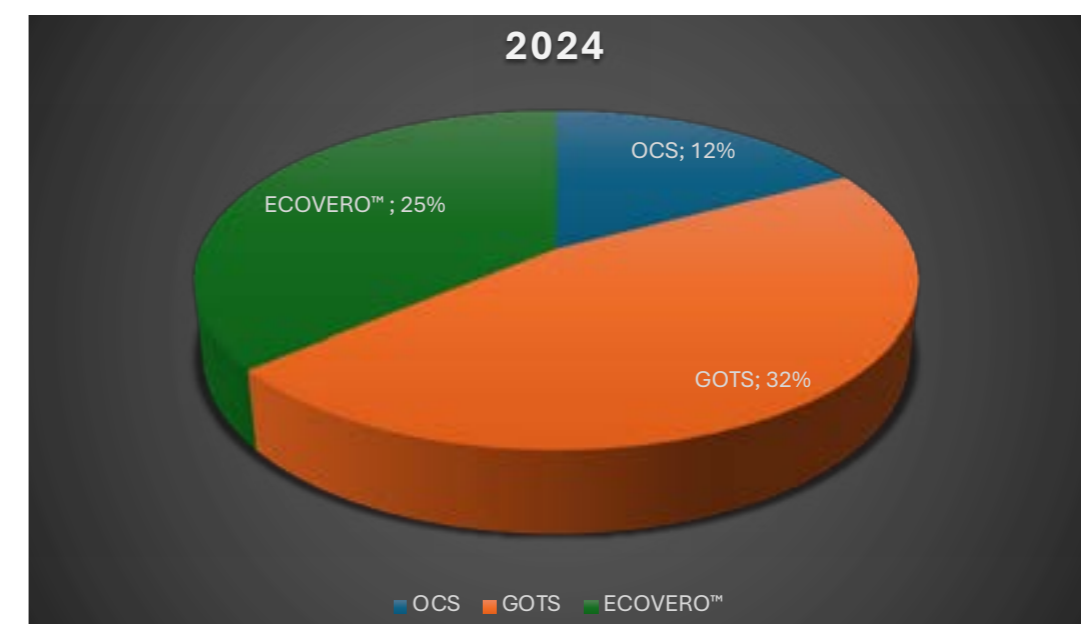
GOTS (Global Organic Textile Standard) certification for 30,865.19 kg of our materials, representing 32% of the total volume, ensures that we adhere to strict organic and ethical standards.



LENZING™ certified fibers such as TENCEL™ and ECOVERO™ support our use of renewable and sustainable materials, with 23,942.67 kg (25%) contributing to this effort.



OCS (Organic Content Standard): 11332.54 kg (12%) of our materials. The organic integrity of our production processes was confirmed by certification of transport.



By 2024, we have taken our commitment to sustainability one step further and procured a total of 96,844.11 kg of fibre.

This is an indication that we are strengthening our commitment to renewable, responsibly sourced and certified materials year by year. However, we recognise that our efforts to increase the proportion of recycled materials and low-impact synthetics in our production processes must be continuous.

Looking to the future, we aim to further reduce our environmental impact while always maintaining the high quality standards we offer our customers. We are convinced that we will move forward more strongly every year with increasing rates of sustainable fibre use.



3.2. Social Audits:

We are delighted to share the B score we received from the Amfori BSCI audit, which we underwent for the first time in 2024 and passed successfully.

Amfori BSCI is an international initiative aimed at promoting sustainability and social responsibility within global supply chains. This platform focuses primarily on improving the working conditions of suppliers and establishing a production process that respects human rights. The audits conducted by Amfori BSCI set the fundamental principles companies must adhere to in order to ensure safe, fair, and ethical working conditions.

The B score we achieved is a valuable indicator of our continuous efforts and progress in the areas of social responsibility and sustainability. This success reflects not only our strong partnerships with suppliers but also our commitment to social responsibility. The B score is a tangible expression of our company's ethical business practices and determination to protect the rights and safety of workers.

The audit conducted in line with the criteria set by Amfori BSCI once again highlights the importance of adopting an approach that does not violate workers' rights, minimizes environmental impacts, and supports economic sustainability.

In the future, we aim to go even further in this area, achieve higher scores, and achieve more success in this journey together with our stakeholders.



3.3 Environmental Sustainability: Reducing Impact, Creating Value

Sustainability is a core responsibility at Orimpex Textiles, not a choice. Our environmental commitments are integrated into every aspect of our operations from responsible sourcing to waste management and renewable energy investments. In 2024, we continued to strengthen our sustainability performance across all levels of production, working closely with our supply chain partners to ensure a shared approach to climate and environmental responsibility.



Biodiversity and Sustainable Production

We support biodiversity and environmental preservation by prioritizing organic and low-impact materials and managing natural resources responsibly. Our operations are designed to align with both environmental and social sustainability, ensuring fair wages, safe working conditions, and efficient resource use across the value chain. Every stage of our production reflects a commitment to environmental integrity and respect for ecosystems.

Compliance with Environmental Standards

We operate in full compliance with national and regional environmental regulations and continuously strive to exceed international standards. Our practices align with the environmental requirements of GOTS version 7.0, forming the basis for sustainable material management and low-impact production. Through innovation, we aim to enhance resource efficiency and reduce the environmental footprint across the entire product lifecycle.

Waste Management and Chemical Safety

Efficient waste management is essential to our sustainability strategy. We closely monitor and improve our systems to increase recycling rates and work toward zero waste. Hazardous and low-risk waste is stored in line with safety protocols and managed through certified partners, ensuring legal compliance and environmental protection. Additionally, we minimize the use of hazardous substances, following strict chemical risk management protocols to protect both worker health and the environment.



Reduction of Greenhouse Gas Emissions

Reducing greenhouse gas emissions remains a priority. We invest in cleaner production technologies, promote energy and water conservation, and continue expanding the use of renewable energy in our facilities. These efforts are essential to reducing our carbon footprint and contributing to a low-emission future.



Environmentally Responsible Procurement

Our procurement strategies focus on minimizing environmental impact by prioritizing suppliers and materials that meet sustainability criteria. We actively work to prevent air, water, and soil pollution throughout the sourcing and production stages. Environmental awareness is embedded in every procurement and operational decision, supporting our mission to deliver responsibly made products.

Solar Energy and Renewable Transition

In 2024, solar energy accounted for 30% of our electricity consumption a significant milestone in our transition toward renewable energy. Compared to 2023, our solar panel systems enabled a 25% reduction in energy sourced from non-renewable sources. This investment in clean energy supports our long-term goal of becoming carbon neutral and highlights our leadership in low-impact production technologies.

By powering our operations with solar energy, we reduce dependency on fossil fuels and significantly lower our greenhouse gas emissions. These systems not only enhance energy efficiency but also reflect our vision of a future where clean energy is standard practice in textile manufacturing.



Orimpex Textiles remains fully committed to driving progress through environmentally conscious decisions, sustainable innovation, and collaborative action. Our goal is to continuously reduce our environmental footprint while creating lasting value for our stakeholders, our communities, and future generations.

OUR PEOPLE



4. OUR PEOPLE

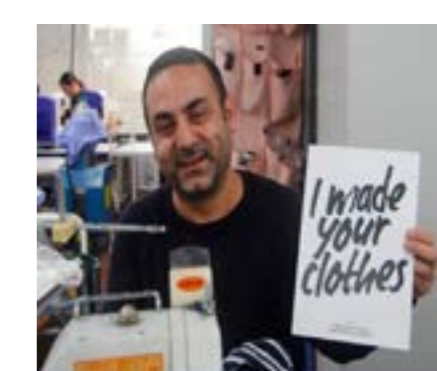
4.1 Community: Strengthening Transparency and Human Connection

In 2024, Orimpex Textiles reinforced its commitment to transparency, ethical production, and human dignity by actively participating in the **#IMadeYourClothes** campaign an initiative led by **Fashion Revolution** that has grown into a global movement advocating for accountability in the fashion industry.

Through this campaign, we spotlight the individuals behind our garments, from agricultural workers to production staff. By sharing their stories and faces, we aim to bridge the gap between consumers and makers fostering a deeper appreciation for the human hands that shape every product.

This effort is not limited to communication it is part of a broader strategy to uphold human rights, promote fair working conditions, and build a socially responsible supply chain. It reflects our belief that transparency is not simply about processes, but about people.

As we continue our journey toward a more sustainable and just fashion industry, we see this movement as a catalyst for long-term change. Orimpex is proud to stand at the forefront of this evolution, helping to shape a future where fashion is defined not only by quality and style but by respect, equity, and accountability.



4.2 Sponsorships: Supporting Dreams, Raising Awareness

In 2024, Orimpex Textiles proudly supported Tuna, a young athlete with autism, in his inspiring journey to swim across the English Channel. This challenge was not only a personal goal for Tuna but also an effort to raise awareness about autism and to show what people with autism can achieve when given the opportunity and support.

The English Channel is one of the most difficult open-water swims in the world, stretching around 33 kilometers. Tuna trained for years, swimming for hours each day to prepare himself for the cold water, changing weather, and strong currents. His determination and hard work inspired everyone around him.

In September 2024, Tuna began his swim and pushed through the waves for eight hours. But due to tough weather and sea conditions, the swim had to be stopped. Although nature forced him to pause, Tuna hasn't given up. He's already training again, full of motivation, and plans to try again in 2025.

For Tuna, this challenge is much more than a swim. It's about breaking barriers, changing perceptions, and showing that autism is not a limitation. His story is a reminder that with belief, support, and determination, anything is possible.

As the Orimpex family, we are proud to stand beside Tuna and will continue to sponsor him in 2025 because we believe in inclusion, courage, and the power of dreams.



5. ETHICS & COMPLIANCE

5. Ethics & Compliance: Acting with Integrity at Every Level

At Orimpex Textiles, we are committed to conducting our business in full compliance with the laws, regulations, and ethical standards of every country in which we operate. This commitment extends across our entire value chain—including employees, suppliers, and subcontractors—ensuring that our operations are legally sound, ethically driven, and environmentally responsible.

Our approach goes beyond minimum legal requirements. We uphold the highest standards of ethical conduct and social responsibility, aligning our practices with both local legislation and internationally recognized frameworks. Where conflicts exist between differing laws or standards, we are committed to following the option that offers the greatest protection for people and the planet.

Through this approach, we aim not only to safeguard our business but also to contribute to long-term environmental, social, and economic sustainability—across our operations and those of our partners.

5.1 Business Ethics and Compliance: Guided by Principles

Orimpex continues to strengthen its ethical foundations by fostering a culture of integrity and accountability. We believe that ethical behavior is the responsibility of every individual in the organization. The decisions and actions of each team member shape our company's identity and impact.

Our Code of Conduct serves as a guiding framework for interactions with all stakeholders—employees, suppliers, customers, partners, and the communities where we operate. It reflects not only our internal values but also our alignment with broader social and environmental goals. This code includes expectations around:

- Compliance with all applicable local and international laws,
- Respect for labor rights and human dignity,
- Responsible environmental practices,
- Fair and transparent business dealings.

Our Code of Conduct is inspired by the Ten Principles of the UN Global Compact, which provide globally accepted standards for human rights, labor, environment, and anti-corruption. These principles serve as the ethical foundation of our relationships and daily operations.

To ensure that these standards are upheld consistently, Orimpex includes binding compliance clauses in all supplier and subcontractor contracts. We also conduct regular audits and evaluations to monitor compliance and encourage ongoing improvement across our supply chain.



If an employee has concerns, questions, or wishes to report potential misconduct, we provide open and accessible channels for communication. Employees are encouraged to raise issues directly with their managers or senior leadership. All concerns are treated seriously, and appropriate action is taken to address them.

As we continue to grow, Orimpex remains committed to advancing ethical practices that support a fair, transparent, and sustainable future for all stakeholders—within and beyond our organization.



As of 2024, Orimpex continues to work with determination to develop and consistently promote high-standard business practices. The actions of every individual in the workplace shape our company's identity, and each of us is responsible for serving Orimpex's mission by acting ethically in all situations. With this understanding, as Orimpex, we remain firmly committed not only to legal compliance but also to social responsibility and ethical standards.

Our Code of Conduct is a strong ethical commitment that includes fundamental principles and standards for the proper development of relationships between Orimpex and its stakeholders (employees, customers, business partners, suppliers, and the communities in which we operate). These rules cover not only the daily operations within the company but also compliance with social standards, local laws, and international agreements. As of 2024, we continue to take necessary steps to ensure full compliance with social standards and fulfill the requirements of the agreements made in this regard.

Our Code of Conduct is inspired by the Ten Principles of the UN Global Compact. These principles not only ensure ethical compliance at the international level but also provide additional specificity and clarity in the industrial context. In this way, as Orimpex, we are committed to offering high ethical standards to all our stakeholders.



5.2 Human Rights and Equality

Orimpex Textiles is firmly committed to the principle that human rights are universal, inalienable, and must be respected and protected equally for all regardless of age, gender, ethnicity, religion, nationality, or socioeconomic background. Safeguarding these rights across our workforce, supply chain, and broader stakeholder network remains one of our top priorities.

In 2024, we reaffirmed our dedication to ensuring that every individual connected to our operations is treated with fairness, dignity, and respect. Our efforts extend beyond legal compliance, embracing a strong ethical responsibility to foster inclusive, safe, and equitable working environments.

We enforce a strict **zero-tolerance policy toward all forms of discrimination**. Discrimination not only violates human dignity but also disrupts workplace integrity and social harmony. At Orimpex, equal opportunity, diversity, and respect are fundamental principles that guide our daily practices and long-term strategy.

Our human rights approach is rooted in internationally recognized frameworks, including **the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**. These standards shape our policies and inform how we operate across all regions.

Protecting human rights is more than a compliance requirement—it is an essential part of our company's identity and our broader mission to contribute to a fairer and more inclusive global society. Orimpex will continue to prioritize these values in all decision-making processes and strive to create positive social impact wherever we operate.

5.3. WORKING STANDARDS

At Orimpex, we take great care to respect the rights of all our employees and ensure full compliance with social compliance standards, the Turkish Labor Law No. 4857, and relevant ILO (International Labour Organization) conventions. Our company is committed to creating a sustainable and ethical working environment by meticulously following both national and international labor standards.

No Child Labor:

Orimpex does not employ individuals under the age of 16 under any circumstances. Combating child labor is not only a legal obligation but also a matter of human rights and ethical responsibility. By preventing the employment of individuals below the legal working age, we ensure respect for both the law and human dignity.

Freedom of Employment:

Orimpex does not accept forced labor in any form. Practices such as bonded, contracted, or prison labor are strictly not part of Orimpex's operations. All our employees have the right to freely accept or leave their employment. Our company does not withhold identity documents or work permits, require workers to make deposits, or impose any other restrictions. The freedom of employment of each individual is fundamental.

No Excessive Working Hours:

Orimpex prioritizes the health and well-being of its employees. We fully comply with all local laws and regulations regarding working hours and implement a maximum of 45 hours of work per week. In the case of overtime, these hours are within legal limits, always voluntary, and legally compensated. Overtime practices are carefully monitored to avoid putting our employees' health at risk.

No Discrimination:

Orimpex does not tolerate discrimination on any grounds, including race, ethnicity, color, gender, religion, sexual orientation, religious belief, political affiliation, union membership, nationality, social origin, age, disability, gender identity, or social background. Employment, wage policies, training opportunities, promotions, terminations, or other working conditions are based on equal opportunity principles. We are committed to providing all our employees with a fair and equal work environment.

We continue to support positive discrimination and women's employment, and in 2024, 13 out of the 17 positions we hired for were filled by female employees.

Safe and Healthy Working Conditions:

Orimpex strictly adheres to all safety rules and practices. We take all necessary steps to protect the safety and health of our employees, provide regular safety training, and ensure that all accidents, injuries, or unsafe practices are immediately reported. Health and safety measures are effectively implemented in our workplace to prevent accidents and minimize health risks.

Wages, Benefits and Deductions:

Orimpex pays its employees no less than the minimum wage in accordance with local laws and fully complies with all legal requirements regarding labour benefits. Wage deductions are never used as disciplinary action. Employee salaries and overtime payments are made between the 5th and 7th of each month and always comply with legal entitlements.

Freedom of Association and Right to Collective Bargaining:

Oripex respects the freedom of association of its employees and recognises the right to form or join workers' organisations. Our employees have the right to bargain collectively without sanction, discrimination or harassment. These rights are not only a legal requirement but also a principle that reinforces a culture of respect, equality and co-operation in the work environment.

Oripex continues to offer equal rights and a fair working environment to all our employees by fully complying with Labour Law No. 4857 and ILO conventions. Within the framework of social compliance standards, we aim to carry both our employees and our society to a stronger future with ethical, fair and sustainable business practices. Adhering to these principles is not only a legal obligation, but also our social responsibility as Oripex.

5.4. ANTI-CORRUPTION AND ETHICAL BUSINESS BEHAVIOUR

Oripex advocates transparency, honesty and ethical values in the business world and applies a zero tolerance policy against all forms of corruption. The foundation of our company is to create a business environment that is fully compliant with social compliance standards, business ethics and sustainability requirements in all its activities. Accordingly, our employees and business partners are obliged to respect all applicable laws, rules and regulations.



Transparency and Fair Practices:

Oripex is firmly committed to the principle of transparency in business. Any gift or invitation must be given and accepted in an open and transparent manner. Such gestures should only be made in accordance with the law and at a low monetary value; there should be no expectation of any advantage in return. By fully complying with anti-corruption regulations and legal requirements, we ensure that our employees and business partners do not exceed ethical boundaries. These principles not only fulfill our legal obligations but also contribute to our company's sustainability goals and image.

Compliance with Anti-Corruption Policies:

Oripex continuously organizes training sessions to ensure that its employees and business partners act in full compliance with anti-corruption policies. These training sessions raise awareness among our employees about practices such as anti-corruption, bribery, facilitation payments, and extortion. In the event of any suspicion or violation of corruption, immediate action is taken, and the situation is resolved in collaboration with the relevant authorities. This stance is part of Oripex's business ethics and business conduct rules.

Commitment to Business Ethics and Social Compliance Standards:

Oripex shows great respect not only for the law but also for ethical values in business. Our company's operations are carried out with a sense of corporate social responsibility, not just profit focus. All of our employees and suppliers are expected to act in accordance with business ethics standards. In this context, our anti-corruption strategies are supported not only by internal audits but also by external audits. Our employees, suppliers, and business partners must adopt an approach based on the principles of integrity, fairness, and transparency in business processes.

Sustainability and Corporate Image:

Oripex's sustainability goals are not limited to environmental factors; they are also shaped by social responsibility and ethical business practices. Our anti-corruption policies are an important part of our company's sustainability approach and this is a factor that strengthens our brand image. A transparent, ethical and corruption-free business culture not only contributes to the internal functioning of our company, but also helps to gain social trust and a strong prestige in the business world.

Global Implementation of Anti-Corruption Principles:

Oripex fights corruption in the global business world in accordance with international principles such as Transparency International and OECD Guidelines for Multinational Enterprises. Within this framework, zero tolerance is shown to practices such as bribery, extortion and facilitation payments, and ethical business standards are maintained at the global level. Oripex's business practices not only meet legal requirements, but also contribute to the adoption of international transparency and ethical business behaviour.

As a result, Oripex takes a firm stance against all kinds of corruption in 2024, as in other years, and takes firm steps towards the future with transparency, honesty and ethical business practices. These principles bring together not only our workforce but also all our stakeholders in a more sustainable and fair business environment.

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