

A STANCE. A STATEMENT.

CORPORATE RESPONSIBILITY AT OLYMP



OLYMP

AT OLYMP, CORPORATE RESPONSIBILITY
IS MORE THAN A CATCHPHRASE.
IT'S A CORPORATE VALUE
THAT IS LIVED EVERY DAY.

RESPONSIBILITY IS ONLY A VALUE IF YOU LIVE UP TO IT

We're living in a networked world. And, as topical as this term sounds, it isn't a recent phenomenon. Manufacturing companies have always been part of a network of relationships, dependencies and responsibilities.



In our role as a supplier of high-quality shirts, knitwear, sweatwear and accessories, we've always been aware of our responsibility. To the people who work for us, our suppliers and their suppliers. To the ecosystems from which we extract our raw materials. And to the general public, for instance when it comes to waste prevention and climate action.

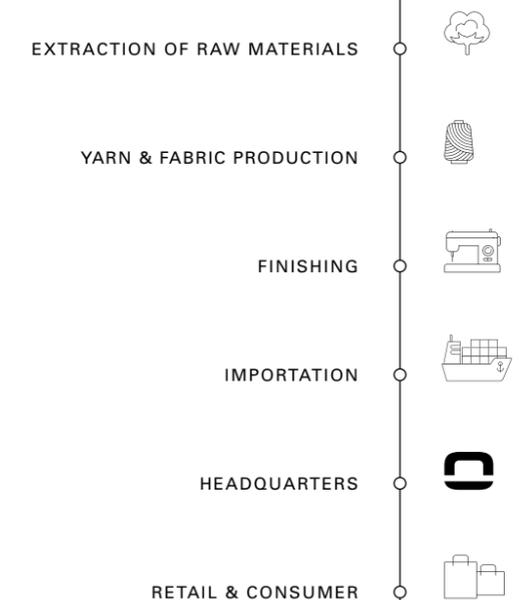
The company's founder, Eugen Bezner, already exemplified a special sense of social responsibility. His son, my father Eberhard Bezner, was also convinced: only people who are feeling good can manufacture high-quality products. This attitude hasn't changed at OLYMP since the company's early days in 1951.

Mark Bezner, Owner and CEO
OLYMP Bezner KG

CORPORATE RESPONSIBILITY AT OLYMP

OLYMP has always been aware of the responsibility that results from the effects of its own business activities – on society, its employees, the environment and the business landscape. At OLYMP, it's more than just a catchphrase. Corporate Responsibility is a value which is lived every day. An agenda. And, last but not least, a corporate division possessing extensive expertise. Our memberships in numerous initiatives, associations and organisations in the textile industry show just how important this topic is to us.

Check out the entire supply chain with us.



IN 2020, OUR PROPORTION OF BCI COTTON WILL BE WELL OVER 80 PERCENT. THIS MAKES OLYMP ONE OF THE BCI MEMBERS WITH THE HIGHEST GROWTH RATES IN THE USE OF SUSTAINABLE COTTON.



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The BETTER COTTON INITIATIVE, based in Geneva, is a non-profit organisation whose aim is to promote the cultivation and use of sustainably produced cotton worldwide. Its work focuses on training initiatives that provide cotton growers with comprehensive knowledge of how to cultivate their farmland and improve working conditions. In addition, its growing number of members will increase pressure on supply chains to raise awareness around sustainability issues.

A WIDE SUBJECT: COTTON



Cotton, with its unique wearing and care properties, is indispensable for the manufacture of high-quality OLYMP shirts, pullovers, T-shirts and polo shirts. In a step by step fashion, our goal is to further increase the high proportion of sustainably and fairly produced cotton.

In April 2018, OLYMP decided to become a member of the Better Cotton Initiative (BCI) in order to promote ecological and socially responsible cotton cultivation and at the same time to ensure high technical and qualitative standards in our products. In **2019, more than 70 percent** of the cotton used was procured via the BCI. By **2020**, it will be **well over 80 percent**. In this way we're promoting, at the cotton growing level, a responsible use of pesticides and insecticides, water-efficient field cultivation, the protection of soil and ecosystems, and the implementation of fair working conditions.

OLYMP NOW OBTAINS OVER 95 PERCENT OF ALL THE SHIRT FABRIC IT USES FROM FABRIC MANUFACTURERS CERTIFIED BY STEP BY OEKO-TEX®.

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STeP by OEKO-TEX® (Sustainable Textile and Leather Production) is an independent certification system for production facilities for all processing stages in the textile chain with regard to sustainable manufacturing conditions. The objectives of the STeP by OEKO-TEX® certification are the permanent implementation of environmentally friendly production processes, the efficient use of resources and socially acceptable working conditions in the production facilities. The STeP by OEKO-TEX® standard thus represents a holistic approach that comprehensively covers all aspects of sustainability.

Ø ZDHC

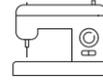
In 2011, a group of major apparel and footwear brands, as well as retailers, joined forces to create a joint commitment aiming to eliminate hazardous chemicals from the textile, apparel and footwear supply chains. The ZDHC Roadmap to Zero was developed. ZDHC stands for ZERO DISCHARGE OF HAZARDOUS CHEMICALS. This directive contains information on the handling and usage of, and restrictions to, hazardous chemicals in the production process.

DO MORE, LOOK MORE CLOSELY

As early as 2016, we were gradually able to convince our strategically important fabric suppliers to undergo STeP by OEKO-TEX® certification, which stands for comprehensively sustainable manufacturing conditions. As part of STeP by OEKO-TEX® certification, almost all of these fabric suppliers have been certified "Level 3", which stands for exemplary implementation in line with a best-practice example. In this way, more than 95 percent of the shirt fabrics used by OLYMP come from STeP by OEKO-TEX® certified companies.

In the area of chemical management, the STeP by OEKO-TEX® standard conforms to ZDHC guidelines. The standard developed by OEKO-TEX® prohibits or limits the use of critical chemicals in textile production in order to prevent their harmful release into the environment. With the STeP by OEKO-TEX® certification, our fabric suppliers can reliably prove that they meet these strict requirements.

OLYMP HAS BEEN WORKING IN ACCORDANCE
WITH THE MOST RECOGNISED STANDARD,
THE SA8000®, SINCE 2006.



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The amfori BUSINESS SOCIAL COMPLIANCE INITIATIVE (amfori BSCI) was founded in 2003 and is based in Brussels. It is a programme to improve social standards in the global supply chain. Companies that join up commit themselves to a code of conduct for the protection of workers' rights and participate in a comprehensive auditing and qualification system.



The ACCORD ON FIRE AND BUILDING SAFETY IN BANGLADESH includes an extensive safety programme for building and occupational safety that is being implemented in all production facilities that work for the signatories. ACCORD has established its own branches in Bangladesh to provide comprehensive support to these companies. More than 200 specialist engineers, trainers and service staff work there.



The SA8000® STANDARD was developed in 1997 by the US non-governmental organisation SOCIAL ACCOUNTABILITY INTERNATIONAL (SAI). It is one of the strictest normative standards that exists in this field. Its structure is comparable to the ISO standards that exist for environmental management (ISO 14001) and quality management (ISO 9000:2000). In contrast, however, the SA8000® standard also includes systematic surveys of employees and external interest groups.

AN EYE FOR THE PEOPLE

OLYMP has been working with the world's most recognised standard, the SA8000®, since 2006, according to which two of our largest production facilities, which make up almost 35 percent of the shirts we sell, have been certified for years. In addition, OLYMP has been a member of the amfori Business Social Compliance Initiative (BSCI) since 2008 and has thus committed itself to the amfori BSCI Code of Conduct, which defines the basic values and principles for responsible action across all links of the supply chain. The implementation of the amfori BSCI Code of Conduct in our production facilities is reviewed at regular intervals in accordance with the amfori BSCI Audit System. Both the SA8000® standard and the amfori BSCI Code of Conduct are based on the core labour standards of the International Labour Organization (ILO), the universal human rights declarations of the United Nations (UN) and the national legislation in the respective country. Not exactly characteristically for the industry, we maintain extremely long-term and trusting relationships with our finishing companies. As important as audits and certifications are: we attach great importance to having our CR employees visit our production partners on a regular basis to get an accurate picture of the local conditions.

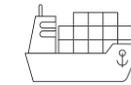
In November 2013, we joined the ACCORD ON FIRE AND BUILDING SAFETY IN BANGLADESH. The ACCORD is a legally binding agreement between Western brand manufacturers, distributors and trade unions. Its goal is to improve the long-term safety of workers in Bangladesh's garment industry.

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LONG-LASTING BUSINESS RELATIONSHIPS

OLYMP maintains strong, reliable and long-term relationships with its partners, especially for its core product, the shirt, in the finishing and material production areas. This long-term cooperation makes it possible both to achieve consistently higher quality levels and to anchor sustainability aspects deeply and consistently in the supply chain.

The highest quality standards for the materials used and extreme precision in their processing are the criteria according to which OLYMP shirt production is oriented. This requirement is based on the conviction that only a product designed for longevity can best take account of sustainability considerations. This is why OLYMP shirting fabrics are developed by renowned fabric suppliers in compliance with precisely specified quality characteristics. The finishing partners for further processing are carefully selected using a multi-stage process. Due to the wide variety of production-specific requirements, OLYMP insists that the individual production lines in each plant are always available exclusively for OLYMP products only. In return, our production partners benefit from far-sighted production planning and more homogeneous capacity utilisation. OLYMP's production lines are also permanently monitored by specially trained OLYMP quality inspectors and in addition are regularly supervised by the company's own travelling technicians and mechanics on site, several times a year for several weeks at a time.

In addition, OLYMP always ensures that the transportation of its products is carried out in a manner which is as environmentally friendly as possible and that optimum transport solutions are harnessed. Ships are the most climate-friendly solution for long transport distances, as they produce significantly less CO₂ emissions than aircraft. Thanks to far-sighted planning, a good 86 percent of OLYMP products could be transported by sea freight in 2018. At just under eight percent, truck transportation accounts for the second-highest share of goods transport.

OVERALL, OLYMP HAS LONG-STANDING BUSINESS RELATIONSHIPS WITH ONLY EIGHT SHIRT COMPANIES – A DECIDEDLY SMALL CIRCLE OF TRUSTWORTHY PARTNERS.



CROATIA



INDONESIA



MACEDONIA



CHINA



VIETNAM



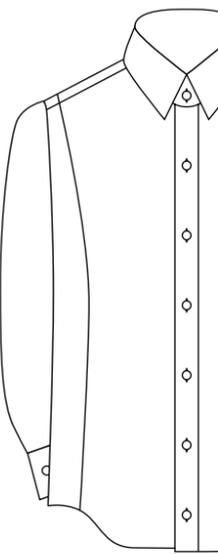
BANGLADESH



BANGLADESH



CHINA



Shown here: years of cooperation with one and the same shirt companies. The relatively short period of our partnership with some companies in China and Bangladesh is explained by the fact that we have newly added these companies to our portfolio due to our growing production volume.

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OLYMP ACHIEVES CLIMATE-NEUTRALITY
AT COMPANY HEADQUARTERS.

A CLIMATE-NEUTRAL COMPANY HEADQUARTERS

As part of our sustainability and climate protection measures, we've been offsetting 100 percent of the greenhouse gas emissions at our headquarters in Bietigheim-Bissingen since 2018, thus achieving complete climate neutrality. Our location's ecological footprint was calculated by the renowned climate protection consultancy ClimatePartner.

Here, it was important to us to include all aspects in the evaluation process. For this reason, and contrary to common practice, we **also took into account staff mobility**, as the carbon dioxide emissions associated with more than 500 employees at the Bietigheim-Bissingen site are significant. After all, almost half of all CO₂ emissions are being caused by our employees' journeys to and from the workplace. In this respect, the climate neutrality that we've achieved is becoming even more important.

The most important measures for climate neutrality at our site include an ecological building structure, a thermal insulation system, an energy concept with waste heat utilisation and heat recovery, an innovative cooling concept and geothermal energy. The use of energy-efficient warehousing and conveyor systems makes it possible to produce virtually our entire power needs for logistics ourselves, using a combined heat and power unit and photovoltaics when the sun is shining.



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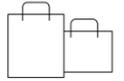
OLYMP
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THE OLYMP-BEZNER-STIFTUNG

It is more blessed to give than to receive. The foundation OLYMP-BEZNER-STIFTUNG assumes responsibility for the weakest members of society and supports various charitable organisations and institutions for children and young people. For example, the OLYMP-BEZNER-STIFTUNG supports a training centre in Indonesia, a school for handicapped and underprivileged children in Bangladesh, two orphanages in Myanmar, formal education measures in Haiti and the construction of kindergartens and schools in Vietnam to provide children with direct access to education and thus give them a future. Comprehensive information on all of the projects in Germany and around the world can be found at OLYMP-BEZNER-STIFTUNG.DE.

An important prerequisite for the long-standing and extremely trusting connections to our manufacturing companies is a genuine, intensive and lasting cooperation as part of meaningful charity projects in the production countries – with the aim of improving the long-term quality of life of people in need.





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CORPORATE RESPONSIBILITY: NOT A TREND FOR OLYMP, BUT RATHER TRADITION

Awareness is changing in large parts of society. Sustainable and fairly produced products are in demand like never before. With our corporate responsibility policy, we've been on the right track for years – and are optimally prepared for new market demands.

At OLYMP, a dedicated Corporate Responsibility Department with six full-time employees is looking after the implementation and enhancement of social and environmental standards in the supply chain as well as compliance with OLYMP's strict requirements in the product safety area.

Retailers are also paying more attention to matters of social and ecological compatibility when planning their product ranges. We're supporting our partners with our experience and technical expertise and are on hand for them in an open dialogue.

Further information on the high quality, labour, social, environmental and human ecological standards to which all OLYMP products are subject during manufacture can be found on the internet under **COMPANY** on **OLYMP.COM**.

CONTACT

Do you have a question about any particulars, precise data or the detailed regulations? Do you need help communicating them? Our CR department is always there for you and will be happy to provide you with any details. That can also take the form of a personal chat.

Please get in touch with us at:
RESPONSIBILITY@OLYMP.COM

***A GLOBAL CHALLENGE THAT
IS GROWING IN IMPORTANCE***

WE MAKE IT OURS!



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