

Our stance. Our statement.

**Responsibility is only a value  
if you live up to it.**



# OLYMP SUSTAINABILITY REPORT 2021

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Dear Readers,

The last two years have been dominated by the global Covid-19 pandemic. The standstill in social and economic life also posed new challenges for us at OLYMP. At the same time, the pandemic made it even clearer to us that we have responsibility as a company – whether for our own staff or our partners in the supply chain.

We describe how we are living up to this responsibility at OLYMP in detail in our first sustainability report. This is another milestone in our transparency offensive – and fits seamlessly into our new strategic course. The report is thus divided up into our three areas of activity “Company”, “Products” and “Supply Chain” and adopts “Our stance. Our statement.” as a guiding theme. At the beginning of each chapter we therefore explain what we stand for, what we are committed to and what goals we are pursuing. Then we disclose in detail how we act responsibly as a company, make our product range more sustainable and champion environmental protection and better working conditions in the supply chain.

When everything stood still in 2021, our sustainability management continued to gather momentum. Numerous milestones have therefore marked our path over the last twelve months. With our sustainability label GREEN CHOICE, we have created a label for more sustainable products – easily recognisable and challenging in terms of criteria. By joining the Fair Wear Foundation, we have also taken our efforts to bring better working conditions in the supply chain to the next level.

What made us particularly proud last year was the performance of our staff. At a challenging time, they worked with tremendous commitment to ensure that our fashion would continue to consistently meet the growing demands of our customers – whether in terms of quality or sustainability. We also explain in this report how we have supported our team by providing an attractive and safe working environment.

I wish you an interesting and stimulating read – and hope that you continue to engage in a dialogue with us.

With kind regards,



MARK BEZNER  
OWNER AND CEO OF OLYMP BEZNER KG





## About this report

At OLYMP, we are committed to transparent communication. In recent years, we have met this requirement we set ourselves in particular by regularly publishing our Responsibility Reports and Site Reports. With our first consolidated sustainability report entitled “Our stance. Our statement.” on the 2021 financial year, we now provide an even more detailed description of OLYMP’s extensive sustainability activities.

The report relates primarily to OLYMP Bezner KG, which is the central organisation in the OLYMP Group. If individual items within the report include other business units in addition to OLYMP Bezner KG, this is highlighted accordingly. This report was prepared in accordance with the Global Reporting Initiative Standards (GRI Standards: Core Option).

The sustainability reporting takes place annually and the next sustainability report by OLYMP Bezner KG is expected to be published in the summer of 2023.

This report relates to the financial year corresponding to the calendar year and covers the period from 1 January 2021 to 31 December 2021. Wherever possible, it also includes comparative data for the previous year(s). Figures are rounded off in the text and in the tables shown. Therefore, it is possible that individual figures in the tables of this report do not add up exactly to the totals given and that the percentages shown do not correspond exactly to the absolute values.

Wherever possible we use gender-neutral terms in this report when referring to people. Alternatively, we resort to using both the masculine and feminine form. However, this always refers to all genders, namely male, female and non-binary.

*The copy deadline for the 2021 Sustainability Report was 31 May 2022.*

# Our company

Acting in an exemplary fashion

OLYMP





**Our stance.**

Sustainability in the textile industry touches on many facets, starting with the company itself. This includes becoming aware of our own responsibility and making acting responsibly a core part of our business philosophy. This also guides us at OLYMP. At our headquarters in Bietigheim-Bissingen, we are therefore setting a good example, for the environment, our staff and society.

**Our statement.**

**“At its core, OLYMP Bezner KG acts responsibly. We create a working environment for our employees where they can perform their tasks in a safe, healthy and motivated way. In addition, we use eco-friendly technologies in our company – and in doing so ensure climate neutrality at the location. We consolidate our commitment to society in the OLYMP-BEZNER-STIFTUNG.”**

MATHIAS EGGLE, MANAGING DIRECTOR FOR FINANCE AND ORGANISATION AT OLYMP BEZNER KG

**Our goals.**

- OLYMP sees itself as an active member of society and is always aware of its social and societal responsibility. With our first consolidated sustainability report, we now provide even more comprehensive and transparent information about OLYMP’s diverse and ambitious sustainability commitment. From now on reporting will be annually. The next sustainability report is expected to be published in the summer of 2023 and will form a key source of information for our stakeholders.
- Since 2018 OLYMP has been climate-neutral at its headquarters in Bietigheim-Bissingen. We intend to continue this success in the coming years based on a credible corporate carbon footprint.
- By 2023 a corporate carbon footprint will also be published for our retail branches.

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## OLYMP Bezner KG

OLYMP Bezner KG is one of Germany’s leading clothing brands and specialises in producing high-quality men’s shirts for business, leisure and special occasions, knitwear and sweatwear, accessories and underwear.

The business activities of OLYMP Bezner KG include design, product development and procurement for both its OLYMP, OLYMP SIGNATURE and MARVELIS brands and the OLYMP Corporate Fashion range as well as various private labels. It also takes care of all administrative and logistical tasks centrally. OLYMP Bezner KG is therefore the central organisation within the OLYMP Group<sup>1</sup>. With OLYMP Retail KG and its subsidiaries, OLYMP has also operated as a textile retailer since the end of the 1990’s. Other important sales units are OLYMP Digital KG and MARVELIS KG.

The owners, the Bezner family, have always expressed their close ties with their native Neckar-Enz region through their clear commitment to the location Bietigheim-Bissingen. With the exception of the complex production, all the company’s divisions and departments are concentrated at its headquarters situated around 20 kilometres north of Stuttgart.

OLYMP products are primarily distributed via clothing retailers. Our sales partners include over 3,000 retail customers in over 40 countries throughout the world. In addition to the DACH region, France, the Benelux countries, the United Kingdom, Ireland, Scandinavia, Poland, the Czech Republic and Hungary were particularly important export nations in 2021. Our trading partners include high-end retailers and department stores in equal measure.

As the company has expanded, a growing number of highly skilled jobs in the modern clothing industry and therefore more jobs in

the Stuttgart/Central Neckar economic region have been created. Since the mid-1990’s, the Group’s workforce has increased to 830 employees in Germany and Austria. Just over 500 of them work at the headquarters in Bietigheim-Bissingen.

### FACTS AND FIGURES ON OLYMP BEZNER KG

<b>Founded</b>	1951 by Eugen Bezner
<b>Management</b>	Owner & Chief Executive Officer (CEO): Mark Bezner Chief Financial Officer (CFO)/ Chief Operations Officer (COO): Mathias Eggle Chief Product Officer (CPO)/Chief Brand Officer (CBO): Heiko Ihben
<b>Business form</b>	Owner-run family business
<b>Company’s location</b>	Bietigheim-Bissingen, district of Ludwigsburg, Baden- Württemberg, Germany
<b>Employees at the company site</b>	508

## Growing continuously and successfully

OLYMP has developed very successfully as a medium-sized product specialist. Hence, our turnover has risen continuously over many years in a persistently difficult market environment. In the past two years, OLYMP has however clearly felt the effects of the Covid-19 pandemic. After two-and-a-half decades of steady growth, our turnover fell for the first time in the face of more challenging sales conditions.

### ANNUAL TURNOVER OF THE OLYMP GROUP

Year	Turnover (in € m)
2019	268
2020	191
2021	161



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<sup>1)</sup> The Group is made up of several independent companies that are connected to each other primarily through their close business relationships and their owner structures.

## Increasing understanding of sustainability at OLYMP

OLYMP's mission is to actively shape change. We are increasingly linking change with sustainable development. This self-image shapes the manufacture of our products just as much as our commitment to the people in our supply chain, the environment and society.

The founder of OLYMP, Eugen Bezner, practised social responsibility. And his son, Eberhard Bezner, was also convinced that only people who are feeling good can manufacture high-quality products. This stance has not changed at OLYMP since the company's early days in 1951. For us at OLYMP, assuming responsibility for a better future also means making an active contribution to climate and environmental protection. This is why our company headquarters in Bietigheim-Bissingen is climate neutral. We assume social commitment through our charitable foundation, the OLYMP-BEZNER-STIFTUNG, which has taken on the mission of supporting the most vulnerable in our society.

- ▶ You can find more on our climate-neutral headquarters in the section **"Corporate environmental protection at company headquarters"**
- ▶ You can find more information on the commitment of the OLYMP-BEZNER STIFTUNG in the section **"Social commitment"**

## Managing sustainability within the company

The main responsibility for sustainability lies with the management at OLYMP due to its importance for the company. The strategic course is set by the CR Committee, which meets at least once a year. This consists of the managing directors of OLYMP, the Corporate Responsibility Team and the Production & Procurement and Marketing managers. Other internal and external stakeholders are included in these meetings as required. With our corporate strategy 2023 "Future of OLYMP" published internally in 2019, we have further consolidated the strategic relevance of sustainability within the company.

Our sustainability management is broken down into three strategic areas of activity "Company", "Product" and "Supply chain". Each area of activity involves clear responsibilities. The "Corporate Responsibility" (CR) department looks after "Product" and "Supply chain" with four full-time employees and one part-time employee. Its role is to implement and develop social and environmental standards in the supply chain and to promote a sustainable product range. As part of the Supply Chain segment, the CR Department reports to the Production & Procurement Director and in particular liaises closely with the purchasing department. In the "Product" area of activity, the CR Department works intensively with the Design, Purchasing, Production planning and Sales departments. Sustainability in the product range is the responsibility of the CPO/CBO. Through the GREEN CHOICE concept, sustainability is integrated in the "Product" area of activity and therefore in product and collection development.

The "Company" area of activity is managed by COO/CFO and operationally implemented and developed in the specialist departments such as the human resources or legal department. They carry out all the environmental and personnel management tasks, compliance and other supporting activities at the headquarters in Bietigheim. Environmental measures at company headquarters are implemented and developed in close cooperation with Facility Management and other responsible parties. Determination of the corporate carbon footprint and measures for implementing climate neutrality are coordinated by the COO/CFO.



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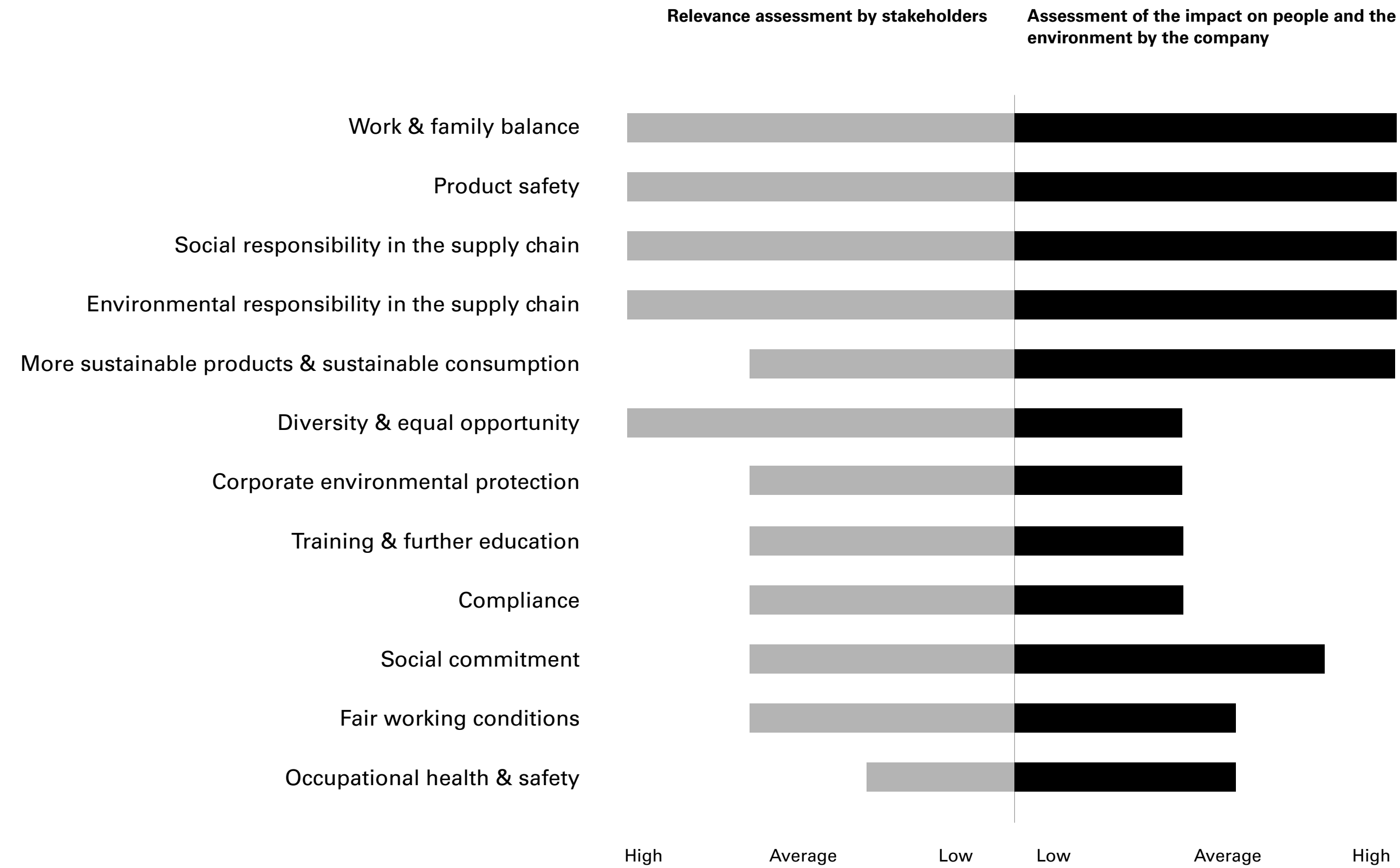




### Identifying the essentials

In 2020, we conducted a materiality analysis in order to identify starting points for developing sustainability activities at OLYMP. In an initial step, we identified potentially relevant topics. We consolidated these in logical clusters and derived a shortlist of topics. As a next step, we evaluated them in terms of their impact on people and the environment and their relevance from a stakeholder perspective. The basis for this was, among other things, a survey of employees and assessments of risks in our supply chain. The opinion of stakeholders and the impact on people and the environment were assessed by experts in OLYMP's CR Department. The results were then validated and reinforced. At the end of the materiality analysis there were twelve topics, which we report on in detail in the sustainability report.

**THE MAINTOPICS FOR OLYMP ARE:**



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## Engaging with our stakeholders

OLYMP sees itself as a member of society and is in constant dialogue with a variety of stakeholders, especially our customers, suppliers and employees. We follow the principles of communicating on an equal footing and always working together in partnership.

OLYMP comes into personal contact with retail **customers** and other business customers mainly via the field service team. For all consumers who purchase OLYMP products from specialist shops, OLYMP retail stores or the OLYMP online shop ▶ [OLYMP.COM](https://www.olymp.com), OLYMP’s customer service department is available by phone or in writing to deal with questions, suggestions or complaints.

The purchasing departments and the CR Team primarily have direct contact with **suppliers and production companies** abroad. We want to ensure compliance with environmental and social standards in an open and constructive exchange. Here, OLYMP considers itself to be a partner who supports the manufacturers in their development towards a more sustainable management approach.

We inform our **employees** about current developments and company news primarily via the intranet. In the section “Sustainability at OLYMP”, we share information about new developments in connection with OLYMP’s sustainability commitment.

The **works council** at OLYMP regularly issues invitations to works meetings and also holds discussions with the management and the personnel department on behalf of all employees.

We also interact with **other social groups** for example via our membership of trade associations, currently Südwesttextil e. V., GermanFashion Modeverband Deutschland e. V. and Außenhandelsvereinigung des Deutschen Einzelhandels e. V. (AVE).

We inform the regional, national and international public through our press and public relations work. In addition, OLYMP sees itself as an active member of the region and promotes this through the social commitment of the OLYMP-BEZNER-STIFTUNG and corresponding sports sponsorship. We also support culture by regularly hosting the “Jazz at OLYMP” festival at our business premises.

▶ **You can find more information on the commitment of the OLYMP-BEZNER-STIFTUNG in the section “Social Commitment”**



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## Acting responsibly and by the book

OLYMP insists on strict adherence to all laws and regulations and compliance is ensured by the central legal department, which reports to the Director of Finance and Organisation. In addition, it supports and advises all business units on legal and contractual issues, identifies legal risks and takes preventative measures to avoid them. External legal advisers are consulted to answer specific legal questions.

On the subject of data protection, OLYMP's legal department works with an internal data protection coordinator and external data protection officer. This division of tasks and responsibilities makes it possible to effectively protect the personal data of customers, employees, business partners and other groups and individuals and to process other sensitive operational information safely and in compliance with the law. In 2021, no substantiated complaints were made against OLYMP in relation to infringement of protection or loss of customer data.

In terms of competition law, OLYMP safeguards against potential risks on the one hand through regular internal training and, on the other hand, through a close professional exchange between the legal department and, in particular, the sales and marketing departments. In 2021, no legal proceedings were instituted against OLYMP due to anti-competitive behaviour or antitrust violations.

In order to ensure that possible breaches of laws and regulations can also be reported anonymously, OLYMP has already implemented the "Whistleblower Directive". In December 2021 an anonymous complaints system was set up for internal whistleblowers, without them having to fear retaliation afterwards. The email address [▶ responsibility@olymp.com](mailto:responsibility@olymp.com), which can be found in the sustainability section of the company website [▶ OLYMP.COM](http://OLYMP.COM), can already be used for external tip-offs. OLYMP also offers a complaints mechanism for employees in production companies through Fair Wear and the International Accord for Health and Safety in the Textile and Garment Industry.

Another important focus of our work is to prevent environmental impacts at our headquarters, along the entire value chain and in our OLYMP products. When launching new products, we rely on our comprehensive testing and certification system in the area of product safety. Compliance with environmental protection and labour rights legislation by producers in the supply chain is checked as standard in the course of the social audit.

▶ **You can find more information on our commitment in the supply chain in the chapter "[Our supply chain](#)"**

In the reporting year 2021, no fines or non-monetary sanctions were imposed on OLYMP due to non-compliance with laws and/or regulations from a social or economic point of view or due to breaches of environmental protection legislation.



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## Working for OLYMP

In addition to the quality of our products, OLYMP's success is based on the dedication and expertise of our employees. As a result of growing brand awareness, OLYMP has developed into a recognised employer in the Stuttgart economic region and far beyond. Our workforce has more than quintupled since the mid-1990's.

The working environment is shaped by being an owner-managed mid-sized company. We actively work to promote a modern corporate culture, value-based interaction and employee satisfaction. OLYMP employees exhibit a strong identification with and loyalty to our company. Contributing factors are attractive working conditions, diverse areas of activity, scope for ideas and alternative solutions and personal development opportunities.

### Seeing employees as a success factor

Employer-employee relationships at OLYMP are characterised by fairness, openness and appropriate remuneration. In this way, we ensure the well-being and motivation of our staff. The central Human Resources Department at the company's headquarters is responsible for all human resources issues. Its tasks include developing employees in line with needs, increasing their satisfaction and establishing a value-based corporate culture.

As of 31 December 2021, there were 508 employees at the Bietigheim-Bissingen site, the majority of whom are permanent. There are however significant fluctuations in staff numbers due to seasonal peaks in work.

Just under a quarter of the workforce was employed on a part-time basis in 2021 and the proportion of male employees in part-time work was 0.4 percent.

#### TOTAL NUMBER OF EMPLOYEES AT THE SITE<sup>1)</sup>

Criterion	Unit	2019	2020	2021
<b>Employees</b>	Number	578	563	508
<b>of which female</b>	Number	402	388	346
	%	69.6	68.9	68.1
<b>of which male</b>	Number	176	175	162
	%	30.5	31.1	31.9

<sup>1)</sup> Number of employees at the Bietigheim-Bissingen site (incl. OLYMP Bezner KG, OLYMP Retail KG Verwaltung, OLYMP Digital KG, MARVELIS KG Verwaltung) as at the effective date 31 December excluding seasonal workers and interns, including bachelor and masters students and work placement students.

#### OUR EMPLOYEES AT A GLANCE<sup>1)</sup>

Criterion	Unit	2019	2020	2021
<b>No. of employees (total)</b>	Number	578	563	508
<b>Temporary staff</b>	%	15.4	13.5	10.3
of which female	%	10.4	4.8	5.5
of which male	%	5.0	8.7	4.8
<b>Permanent staff</b>	%	84.6	86.5	89.7
of which female	%	59.2	27.0	62.7
of which male	%	25.4	59.5	27.0
<b>Full-time employees</b>	%	75.0	73.9	74
of which female	%	46.0	43.5	42.6
of which male	%	29.0	30.4	31.4
<b>Part-time employees</b>	%	25.0	26.1	26
of which female	%	23.8	25.4	25.6
of which male	%	1.2	0.7	0.4

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### Establishing collective agreements with fair working conditions

Determination to succeed, commitment and professional expertise are the essential criteria for our remuneration system. Our employees receive 13 monthly salaries as well as holiday pay and a bonus if the year-end results are good. Long-serving employees receive additional anniversary bonuses. We also guarantee our employees numerous social benefits. There is a group policy for the company pension scheme, which is subsidised by OLYMP as employer. In addition, our employees receive a contribution to gym membership or an allowance for lunch in the staff canteen as well as free drinks such as coffee and water.

In the year under review, the working conditions of 95.9 percent of the workforce at the Bietigheim-Bissingen site were regulated by collective bargaining agreements with unions or company agreements with employees (2020: 94.8 percent). Only a small proportion of employees are not subject to collective agreements.

### Continuous involvement of employees

Traditionally, employee co-determination has always been a top priority at OLYMP. Legal, collective bargaining and company regulations are jointly implemented by working closely with interest groups representing employees.

The role of the works council is crucial here. In its role it represents the interests of all employees at the site in Bietigheim-Bissingen. Its tasks include monitoring compliance with laws and collective bargaining agreements, championing accident prevention regulations and employee health as a member of occupational health and safety committees and negotiating internal works agreements on current topics. In 2021, there were works agreements on such issues as home-working, the introduction of short-time work during the Covid-19 crisis and conduct in the event of incapacity for work.

The works council and management have a close and trusting working relationship. In accordance with the specified co-determination and other participation rights, the works council is informed in good time, statements are obtained from it and joint agreements are reached. There is also an exchange with the management each month on current topics. The management also always attends the works meetings regularly convened by the works council in order to personally inform the entire workforce and to answer the questions of the attendees.

In addition to the formal participation formats, employees can submit their ideas, suggestions for improvement and proposals at any time to their superiors and via the idea pool. If their ideas are implemented after having been successfully validated by the departments, the employees receive a small gift as a thank you.

#### TOTAL WORKFORCE COVERED BY COLLECTIVE WAGE AGREEMENTS<sup>1)</sup>

Criterion	Unit	2018	2020	2021
<b>Total employees</b>	Number	568	563	508
<b>Employees bound by or subject to a collective wage agreement</b>	Number	505	534	487
	%	88.9	94.8	95.9
<b>Employees not bound by a collective wage agreement (mini jobs, seasonal workers, interns, work placement students, management)</b>	Number	63	29	21
	%	11.1	5.2	4.1

<sup>1)</sup> Number includes all employees at the Bietigheim-Bissingen site (incl. OLYMP Bezner KG, OLYMP Retail KG Verwaltung, OLYMP Digital KG, MARVELIS KG Verwaltung) as at the effective date 31 December excluding seasonal workers and interns, including bachelor and masters students and work placement students. In 2019, there was no reporting on collective bargaining coverage; it is not possible to do a calculation retrospectively in the system.

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**Increasing employee satisfaction and employer attractiveness**

We regularly measure the satisfaction of our employees based on the turnover rate. This determines the proportion of employees who left the company in the previous year. In 2021 as a whole, 25 new employees were recruited and 64 terminated their employment with OLYMP. Overall, the turnover rate in the year under review rose to 12.6 percent (2020: 7.3 percent). The sharp increase is mainly due to the economic effects of the Covid-19 pandemic. Nevertheless, it remains our goal to continuously reduce the turnover rate. The Human Resources and the respective department for example use the annual staff appraisals to identify potential reasons for changing and to take countermeasures at an early stage if necessary.

**NEW RECRUITS AND TURNOVER RATE BY GENDER<sup>1)</sup>**

Criterion	Unit	2019	2020	2021
<b>New recruits</b>	Number	<b>68</b>	<b>40</b>	<b>25</b>
	%	<b>11.8</b>	<b>7.1</b>	<b>4.9</b>
of which female	Number	43	26	11
	%	10.7	6.7	4.4
of which male	Number	25	13	14
	%	14.2	7.4	5.6
<b>Departures</b>	In absolute terms	<b>46</b>	<b>41</b>	<b>64</b>
of which female	Number	24	28	39
of which male	Number	22	13	25
<b>Turnover rate<sup>2)</sup></b>	%	<b>8.0</b>	<b>7.3</b>	<b>12.6</b>
of which female	%	6.0	7.2	7.7
of which male	%	12.5	7.4	4.9

1) excluding seasonal workers and interns, including bachelor students, masters students, work placement students. Employees on parental leave and permanently absent personnel are not included in departures.  
 2) Turnover rate = departures/(workforce at the beginning of the period + new intake) \* 100

**Topics dealt with by the works council**

- Parental allowance and parental leave
- Training time and training entitlement according to collective agreement
- Long-term care and long-term care duration
- Occupational rehabilitation and disability pension
- Pension and pension application
- Advice on semi-retirement for employees
- Matters under the German Remuneration Transparency Act
- Reintegration into the workplace

## OLYMP top employer once again

OLYMP is one of the best SME employers. This has been borne out in recent years by awards as a top employer from TOP JOB, most recently in 2019. We are not resting on our laurels. With our "Employee Satisfaction & Cooperation" scheme as part of our corporate strategy 2023, we want to initiate further measures that will provide a good and satisfactory working environment. This process has most notably been shaped by the Covid-19 pandemic in the last two years. For example, employees were given the additional option to work from home and the annual staff appraisals were digitalised and optimised. The training programme for developing our managerial staff was continued with the focus on the new challenges resulting from the Covid-19 pandemic.

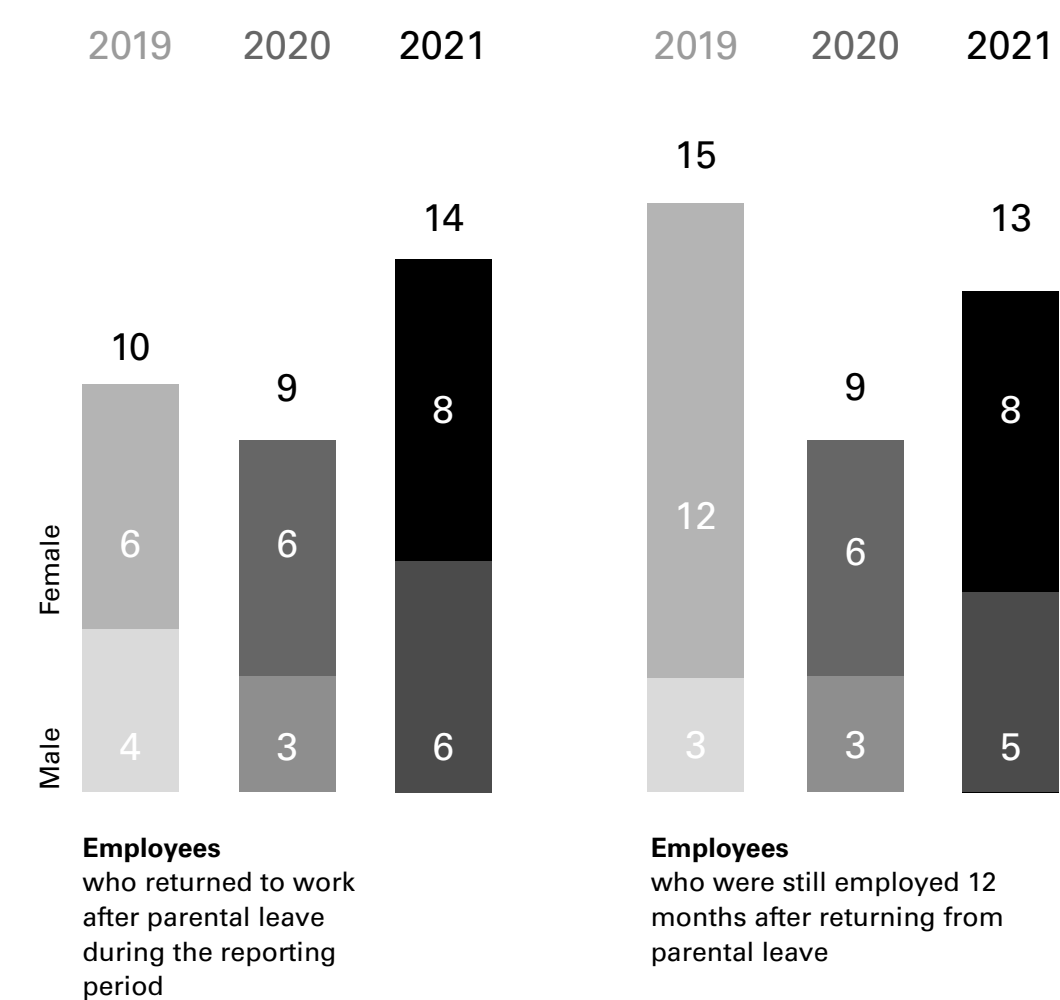
### Improving the work / family balance

We are committed to enabling our employees to strike a good balance between work and family life and make it as easy as possible for them to return to work. For example, we offer staff on parental leave the security of a controlled return to work within the bounds of what is operationally possible. We also take into account any desire for part-time work after the parental leave has ended. In 2021, 52 employees took parental leave at OLYMP, and nine of them were male.

#### TAKE-UP OF PARENTAL LEAVE BY GENDER

Criterion	Number	2019	2020	2021
<b>Employees entitled to parental leave</b>	Persons	<b>34</b>	<b>44</b>	<b>52</b>
of which female	Persons	30	39	43
of which male	Persons	4	5	9
<b>Employees who took parental leave in the reporting period</b>	Persons	<b>33</b>	<b>39</b>	<b>52</b>
of which female	Persons	29	34	43
of which male	Persons	4	5	9

#### RETURN AFTER PARENTAL LEAVE BY GENDER



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## Working safely at OLYMP

The safety and health of our employees is paramount. At our site in Bietigheim-Bissingen measures were therefore implemented that enable safe working. With our occupational safety management system for all employees at the company’s head office and for field staff, OLYMP fulfils its legal obligations, and in many areas our commitment voluntarily goes above and beyond this. For example, in logistics we are provenly below the noise level from which the employer has to provide hearing protection. This is also regularly checked by our occupational safety specialist. Nevertheless, OLYMP provides free hearing protection for all employees working in this field.

Responsibility for a safe working environment lies first and foremost with the managers. Employees’ needs are also continuously integrated through various occupational health and safety committees, such as the occupational safety committee, which meets once a quarter. It is made up of the management, the works council, the safety officers, the external occupational safety and fire protection specialist and the company doctor.

OLYMP also has company first-aiders who are trained with the help of external service providers (e.g. Erste-Hilfe-Bietigheim, DRK). In the event of an accident, they ensure that any injured parties receive first-aid and medical assistance. Our aim is to train safety officers and fire protection assistants at regular intervals so that their knowledge is always up to date. In future, first-aiders and safety officers will meet on a regular basis so that they can exchange experiences.

Risk assessments that are continuously revised and updated are the key tool for a safe working environment. The results of inspections and discussions with staff are recorded in them, also

with the involvement of the occupational safety and fire protection specialist. The risk assessments are available for all jobs at the Bietigheim-Bissingen site as well as for the sales force and are carried out as scheduled at least every two years. In addition, they are revised for specific reasons such as restructuring or accidents.

In annual safety briefings employees are instructed on hazards in the workplace, escape routes and what to do in the event of a fire. These are managed by Human Resources and led by the respective supervisors. Additional safety briefings are held for jobs with particular hazard potential. These include, for example, maintenance, which involves servicing machinery.

Accidents are rare at OLYMP and in 2021 only six were reported. OLYMP has not had to report any life-threatening occupational accidents as yet. The sickness rate rose slightly in the period under review and in 2021 it stood at 11.2 days<sup>1)</sup> per employee (2020: 9.06 days). However, this does not include injuries in the context of first-aid measures.

1) We understand “day” to mean a “target working day from the day after the accident”.

### OCCUPATIONAL HEALTH AND SAFETY OVERVIEW

Category	Unit	2019	2020	2021
Safety officers	Persons	3	4	4
Fire protection assistants	Persons	28	30	25
Occupational safety and fire protection specialist	Persons	1	1	1
First-aiders	Persons	40	53	40

### ACCIDENTS WITH AT LEAST ONE LOST WORKING DAY BY CATEGORY

Criterion	Unit	2019	2020	2021
<b>Total accidents</b>	<b>Number</b>	<b>11</b>	<b>9</b>	<b>9</b>
of which occupational accidents	Number	9	5	5
of which commuting accidents	Number	2	4	1
of which fatal accidents	Number	0	0	0

### ACCIDENTS WITH AT LEAST THREE LOST WORKING DAYS BY CATEGORY

Criterion	Unit	2019	2020	2021
<b>Total accidents</b>	<b>Number</b>	<b>9</b>	<b>7</b>	<b>4</b>
of which occupational accidents	Number	8	4	3
of which commuting accidents	Number	1	3	1
of which fatal accidents	Number	0	0	0

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## Prevention and hygiene during the Covid-19 pandemic

In the last two years OLYMP has taken various measures to protect its employees as best it can during the Covid-19 pandemic. In addition to the occupational safety committee, a Covid-19 team was deployed, which introduced the relevant measures quickly, prudently and decisively. These included working out a company-wide hygiene concept, introducing safe distances and preparing for a potential major fumigation operation. In addition, OLYMP introduced various protective measures such as the obligation to wear mouth and nose coverings and provided masks for each employee. From November 2021, OLYMP organised a vaccination drive for all employees through the company doctor. OLYMP also regularly informs employees about new findings and measures relating to the pandemic.

### Promoting employee health through prevention

Workplace Health Promotion (WHP) has also assumed greater importance for our company. In the past two years, the focus has been on protecting our employees' health and protecting them against infection due to the Covid-19 pandemic. In the future, the emphasis will be on health promotion again.

Under the motto *OLYMP is getting fit*, company sports activities such as running or badminton matches are taking place on a permanent basis. Each regular participant receives a free shirt and can demonstrate the fitness they have acquired every year during the Bietigheim company run.

As part of promoting health in the workplace we also cooperate with a centre for prevention and medical training. Under the slogan "Get fit. Stay fit", OLYMP takes part in the Prevention First scheme (costs shared by employees, health insurance companies and OLYMP) – combined with discounted gym membership for its employees.

We set great store by situational prevention (ergonomic conditions in the workplace) and behavioural prevention (health and exercise in the workplace). Ergonomic advisers, behavioural trainers and the company doctor offer support. Under certain conditions we also equip employees with aids and work equipment such as height-adjustable desks.

As part of our health prevention measures, we offer our employees the chance to have an in-house flu jab in autumn. In cooperation with the company doctor, occupational health check-ups adapted to the respective working environment are carried out for monitor-based workstations, driving, controlling and monitoring duties as well as stays abroad subject to particular climatic and health-related strains. Under certain circumstances, OLYMP also pays towards the cost of spectacles for screen work under the works agreement.

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**OLYMP has been a training company since 1974**

Since 1974, OLYMP has fulfilled its social responsibilities as a qualified training company. School-leavers with an interest in fashion or ambitious career changers can choose between various technical, craft and commercial training programmes. Since 2012, we have also been offering various dual courses of study in partnership with the Duale Hochschule Baden-Württemberg. OLYMP’s training programme is characterised by exciting and practical assignments in a wide range of departments.

In 2021, OLYMP trained 35 trainees in the following professions: Sales clerks, IT specialists (application development/system integration), warehouse logistics specialists, textile and fashion tailors as well as a business management (sandwich) study programme (trade/industry).

**TRAINEES AND SANDWICH STUDENTS AT OLYMP<sup>1)</sup>**

Profession	Unit	2019	2020	2021
<b>Total trainees and sandwich students</b>	<b>Number</b>	<b>32</b>	<b>36</b>	<b>35</b>
Sales clerks	Number	15	16	15
Textile and fashion tailor	Number	4	2	1
Warehouse logistics specialist	Number	2	1	2
IT system integration specialist	Number	2	2	1
IT application development specialist	Number	0	1	1
Business management industry Industrial service management	Number	6	7	7
Business management trade: Fashion management	Number	3	5	6
E-commerce sales person	Number	0	1	1
IT sandwich study programme	Number	0	1	1

1) Number effective as at 31 December



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### Staff development at OLYMP

OLYMP involves employees at all hierarchical levels in the development of human resources processes through regular surveys and workshops. At the request of our employees, we have also been continuously developing our training programme since 2017. Today we offer numerous different courses. In addition, we have implemented a management development scheme. Specialist training, attendance at external events, IT seminars and language training were already a permanent fixture in the past.

Since 2019, all OLYMP employees have had annual appraisals. We have now developed them into a structured process for performance and competence assessment. In 2018, OLYMP also created an additional HR position to deal exclusively with personnel development. In future, employees will receive even more needs-based and targeted training.

### Championing diversity and equal opportunity

For OLYMP as an international company, a diverse environment is a clear success factor. We value the different experiences, backgrounds, skills and ideas of our employees. That is why we work every day to create a culture that embraces and promotes this diversity in our daily work and offers equal opportunities and support for all. In 2021, no internal discrimination cases were brought against OLYMP.

The Human Resources Department is responsible for the strategic embedment of diversity and equal opportunity. It creates the framework and drives initiatives and policies to improve diversity and equal opportunities across the company. At the same time, it is up to all managers to practise these values in their teams as role models. OLYMP strives to continuously increase the proportion of female managers, particularly within the framework of personnel development. In the annual staff appraisals, female colleagues are encouraged to advance in their management career path.

Employee distribution by gender and age structure	2019	2020	2021
Female	402	388	346
Male	176	175	162
Non-binary	0	0	0
No gender entry	0	0	0
< 30 years	129	119	91
≥ 30 < 50 years	267	259	243
≥ 50 years	182	185	174

In 2021, 68.1 percent of OLYMP’s workforce were female (2020: 68.9 percent), the proportion of male employees was 31.9 percent (2020: 31.1 percent). This is roughly the same as in the previous year.

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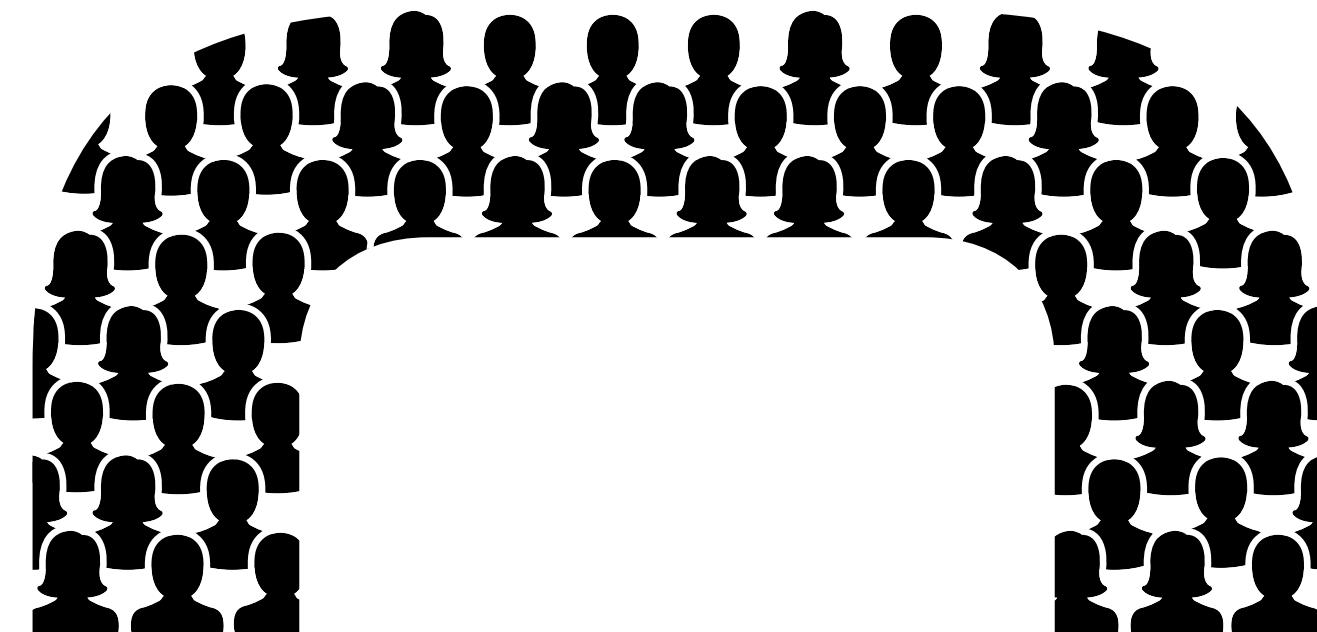
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# Wir im OLYMP



## Promoting corporate culture and value-based cooperation: “Employee Satisfaction & Cooperation” scheme

One of the main aims of the Corporate Strategy 2023 is to improve employee satisfaction and cooperation at OLYMP. Under the motto “Us at OLYMP”, the first step was to solicit suggestions from each department that could contribute to this. We received over 250 ideas in total, which were then evaluated by the programme team. Five action areas came out of this: Clarity & Transparency, Communication & Cooperation, Trust & Respect, Benefits & Values.

OLYMP has initiated internal projects for all action areas. Despite the Covid-19 pandemic, some have already been implemented successfully. For example, a standard Decision-Making and Competence Matrix has been introduced throughout the company, a standard homeworking solution has been created, improved internal communication over different departments has been established and the regulations on sick leave have been improved. In this way, OLYMP is contributing to a vibrant and inclusive corporate culture in which all employees participate.

## Corporate environmental protection at the company headquarters

OLYMP actively contributes to climate and environmental protection. At the company's headquarters in Bietigheim-Bissingen, we lead by example and have been operating as a climate-neutral company since 2018. We also make sure that we conserve resources at the site.

The basis for our corporate environmental management is systematic data collection. With key figures on energy consumption, greenhouse gas emissions, use of water and waste water, use of packaging and office materials, waste generation and biodiversity at the site, we are creating an important basis for understanding our negative impacts – and constantly reducing them. For several years we have also been reporting transparently on this in our environmental reports. We are now continuing this with our sustainability report.

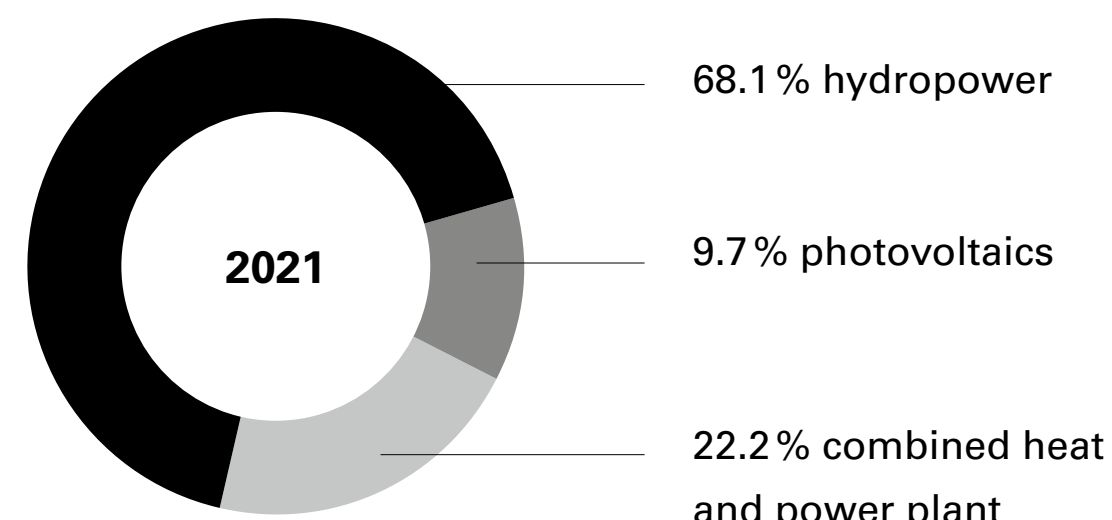
OLYMP sees an opportunity in the systematic management of environmental and energy issues to reconcile environmental and economic interests. In this way, we combine our internal requirements with the external expectations of stakeholders and environmental legislation. Responsibility for company-wide environmental protection lies with the management.

Various departments and managers are involved in implementing the contents of the report at the company headquarters, in particular facility management, logistics and support, which controls travel management.

► You can find information about our environmental management in the areas of activity **Supply Chain** and **Product** in the chapters **“Our Products”** and **“Our Supply Chain”**

### Improving energy efficiency at the company headquarters

OLYMP focuses on energy efficiency and the use of renewables at the Bietigheim-Bissingen site. The electricity we purchase covers 68.1 percent of our own needs – and all of it comes from hydropower. We generate a further 9.7 percent of our electricity consumption through our photovoltaic system that has been in operation since 2013. In 2021, this generated 234,116 kWh of electricity, 3,675 kWh of which were sold. The remaining 22.2 percent of our electricity consumption is generated by our efficient combined heat and power plant, which also generates heat in addition to electricity due to the co-generation of heat and electricity. With the photovoltaic system and the combined heat and power plant, 31.9 percent of the electricity consumed at the site in 2021 came from our own operating facilities.



### DISTRIBUTION OF ENERGY CONSUMPTION AT THE SITE

Energy consumption by energy source	Unit	2019	2020	2021
<b>Natural gas</b>	kWh	2,957,707	2,690,395	3,146,420
<b>Electricity</b>	kWh	2,572,692	2,395,294	2,388,098
of which from hydropower	kWh	1,711,612	1,602,046	1,626,990
	%	66.5	66.9	68.1
of which from photovoltaics, self-produced and consumed	kWh	305,886	290,895	230,441
	%	11.9	12.1	9.7
of which from combined heat and power plant, self-produced and consumed	kWh	555,194	502,353	530,667
	%	21.6	21.0	22.2
<b>Total energy consumption</b>	kWh	5,530,399	5,085,689	5,534,518
Energy consumption per employee	kWh/employee	9,568	9,033	10,916
<b>Change 2019 to 2021</b>	kWh	<b>4,119</b>		
	%	<b>0.07</b>		

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In 2021 we were able to reduce our total electricity consumption by 0.3 percent year on year. In addition to more people working from home due to the Covid-19 pandemic, all the efforts we have made over the years to improve our energy efficiency also contributed to this. In 2017 we already converted our free 10,600 square metres of warehouse space to LED lighting. The following year we added a modern timer-based lighting management system. This means that 70 percent of the fluorescent tubes which are not required are switched off automatically at certain off-peak times. In addition, our modern cooling systems provide further energy savings and heat control.

When we built our logistics centre we also chose a sustainable energy concept that uses waste heat, heat recovery and heat pumps. The heat pump can be used for both heating and cooling purposes and is used for transition periods and for times of load spikes. In the admin department, we also make sure printers and copiers have the Energy Star seal when purchasing them. Over half our employees also have energy and resource-efficient thin client workstations.

### Reducing and offsetting emissions at the site

OLYMP's headquarters have been climate-neutral since 2018. To this end, OLYMP has created a Corporate Carbon Footprint (CCF) for the years 2016 to 2021 in cooperation with an external consultancy. We based it on the guidelines of the initiative Greenhouse Gas Protocol (GHG), which balances and records greenhouse gas emissions. The ecological footprint identified in this way provides an important component in the implementation of an extensive climate protection strategy. Comprehensive analysis makes it possible to identify potential areas of improvement, so that effective measures can be determined for achieving specific climate protection objectives.

In total, the company's business activities at the site caused emissions amounting to 1,863.3 tons of carbon dioxide equivalents (CO<sub>2</sub>e in the year under review, of which 988.5 tons of CO<sub>2</sub>e (53.1 percent) are direct emissions (Scope 1) The majority of these are due to heat requirements. Furthermore, exclusive use of green electricity from hydropower meant that OLYMP did not incur any indirect emissions (Scope 2). 874.8 tons of CO<sub>2</sub>e (46.9 percent) were caused by other indirect emissions (Scope 3). These include, for example, emissions caused by employee traffic or activities in the supply chain.

In 2021, OLYMP's greenhouse gas emissions at the Bietigheim-Bissingen site rose by 10.0 percent overall compared to the previous year. This is largely due to higher Scope 1 emissions. One of the reasons was the higher demand for heat because of the protracted winter. In addition, refilling a cooling system with coolants due to a defect led to a one-off increase in greenhouse gas emissions. In contrast, Scope 3 emissions at the site continued to decline. This was due to reduced employee traffic and fewer business trips because of the pandemic.

### INTENSITY QUOTIENTS OF GREENHOUSE GAS EMISSIONS AT THE SITE <sup>1)</sup>

2019

4.9 t CO<sub>2</sub>e/employee

Total: 2,831.0 t CO<sub>2</sub>e

2020

3.0 t CO<sub>2</sub>e/employee

Total: 1,693.8 t CO<sub>2</sub>e

2021

3.7 t CO<sub>2</sub>e/employee

Total: 1,863.3 t CO<sub>2</sub>e

1) This CCF shows all emissions as CO<sub>2</sub> equivalents. CO<sub>2</sub> emissions are calculated using consumption data and emission factors for conversion into CO<sub>2</sub> equivalents. Both primary and secondary data from scientific databases (e. g. ecoinvent or GEMIS) are used for the conversion.

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EMISSION SOURCE		t CO <sub>2</sub> e			%		
		2019	2020	2021	2019	2020	2021
SCOPE 1	Heat	595.3	541.5	642.8	21.0	32.0	34.5
	Coolant	0.0	0.0	244.1	0.0	0.0	13.1
	Vehicle fleet	117.3	85.2	101.6	4.1	5.0	5.5
	<b>Subtotal</b>	<b>712.6</b>	<b>626.7</b>	<b>988.5</b>	<b>25.2</b>	<b>37.0</b>	<b>53.1</b>
SCOPE 2	Electricity	0.0	0.0	0.0	0.0	0.0	0.0
	<b>Subtotal</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
SCOPE 3	Staff mobility	1374.8	742.9	621.7	48.6	43.9	33.4
	Flights	470.4	90.6	26.9	16.6	5.3	1.4
	Heat/cooling upstream chain	132.8	120.8	109.3	4.7	7.1	5.9
	Electricity upstream chain	77.0	72.0	73.1	2.7	4.3	3.9
	Office paper	24.5	21.9	13.7	0.9	1.3	0.7
	Fuel upstream chain	18.7	13.8	23.9	0.7	0.8	1.3
	Hired and private vehicles	11.2	0.3	1.2	0.4	0.0	0.1
	Disposal	1.0 <sup>1)</sup>	1.0	1.1	0.2	0.1	0.1
	Water	2.9	3.8	1.6	0.1	0.2	0.1
	<b>Subtotal</b>	<b>2,118.4</b>	<b>1,067.1</b>	<b>874.8</b>	<b>74.8</b>	<b>63.0</b>	<b>47.0</b>
<b>Total</b>	<b>2,831.0</b>	<b>1,693.8</b>	<b>1,863.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	
<b>CO<sub>2</sub> offset</b>	<b>3,114.1</b>	<b>1,863.2</b>	<b>2,049.6</b>	<b>0</b>	<b>0</b>	<b>0</b>	

1) In 2019, the emission factors for disposal were optimised. For better comparability, we have had the data for the years 2017 to 2019 calculated retrospectively (tons of CO<sub>2</sub>e). They differ accordingly from the information in our site report.



OLYMP will offset the remaining emissions at the Bietigheim-Bissingen site through compensation projects. Within the framework of climate neutrality, various climate protection projects are supported, including, for example, a joint project for tree-planting in Germany combined with protecting the forest at the mouth of the Amazon in Brazil as well as projects to promote wind energy in North-Eastern Brazil and climate-friendly cooking stoves in India. This also counts towards achieving the global sustainable development goals, such as combating poverty or improving living conditions in emerging and developing countries.

By offsetting its site emissions, OLYMP Bezner KG supports climate protection, thereby underlining its strong sustainability commitment. The “climate neutral” label and the corresponding certificate guarantee transparency. Using the corresponding ID number, information on the offset of greenhouse gas emissions and further information on the climate protection project can be found on the [Climate Partner website](#)

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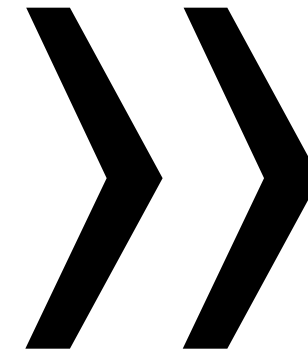
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## Focus on: Emissions from staff mobility

Around a third of our greenhouse gas emissions at the company's headquarters are caused by employees' journeys to and from work. This is shown by the annual comprehensive evaluation of our greenhouse gas emissions. This was preceded by a survey of our employees on their mobility behaviour, for example on the mode of transport used and the kilometres travelled. Using these findings, we were able to extrapolate the consumption for all employees and determine the proportionate values for the previous and subsequent years. Through the comprehensive analysis, we have created an important database to offset the exact amount of emissions caused and therefore make employee traffic climate neutral. In 2020 and 2021, the emissions resulting from employees' journeys fell sharply compared to previous years. This was mainly due to the Covid-19-related short-term employment and more people working from home. Greenhouse gas emissions from business travel also decreased significantly, as potential meetings increasingly took place digitally in the wake of the pandemic. This practice should also be maintained in the future.



INTERVIEW

## Climate-neutral site – development in recent years

INTERVIEW WITH SONJA ULRICH, ASSISTANT TO THE DIRECTOR OF FINANCE/ORGANISATION.

### Why have you decided to make the site climate neutral?

Climate change is the most pressing challenge of our time. At OLYMP, we are also facing up to the the overall social responsibility stemming from this. Our biggest impacts are in our supply chain. As our scope for action is however limited here, we are leading by example on climate protection at our headquarters in Bietigheim-Bissingen. We firstly keep the environmental impact of our business activities to a minimum through the efficient deployment of all resources used. We then offset the remaining emissions to make our activities at the site climate neutral. For us, this is the first step towards also achieving climate neutrality through other stages of the value chain. However, it will still require an enormous effort.

### How does offsetting emissions work? Does certification by ClimatePartner take place every year?

In cooperation with our climate protection expert ClimatePartner, we account for the amount of climate-impacting emissions that cannot be avoided at our site every year. Compensation is carried out by purchasing emission certificates, which are used to offset the same amount of emissions in climate protection projects. The certificate confirms the offsetting of greenhouse gases with the amount of offset CO<sub>2</sub> equivalents, details of the climate protection projects supported and a unique tracking ID. The certificates are then deactivated, which guarantees that the compensation is permanent and only used once.



SONJA ULRICH

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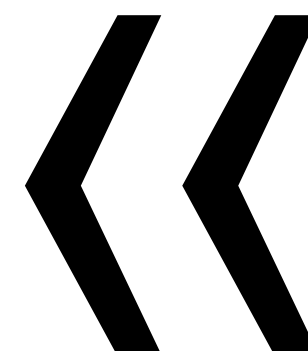
**What did you consider when choosing carbon offset projects?**

**Which projects is OLYMP currently supporting?**

The climate protection projects were also selected in collaboration with ClimatePartner. In 2021, these included a joint project for tree-planting in Germany combined with protecting the forest at the mouth of the Amazon in Brazil as well as projects to promote wind energy in North-Eastern Brazil and climate-friendly cooking stoves in India. For us, the key issue is always that we comply with the highest international standards, such as TÜV certification of the projects. In addition, we made sure that the projects not only reduced greenhouse gases in the respective countries, but also improved living conditions in general. We specifically wanted to support climate protection projects that also enhance the everyday lives of people in developing countries.

**What measures are being taken to reduce the generated emissions and therefore the emissions to be offset?**

At OLYMP, we produce a third of our electricity ourselves through our own highly efficient combined heat and power plant and our photovoltaic system on the roof of the logistics centre. We cover the rest of our electricity needs at the site entirely by using green electricity from hydropower – and are therefore already climate neutral in this respect. In addition, we have implemented numerous measures for saving energy and thus protecting the climate. These include, for example, changing to LED lighting or using a thermal insulation system in the logistics centre.



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### Conserving resources at the site

OLYMP is not a manufacturing company. Therefore, the consumption of resources at our headquarters is limited to operational processes. This relates firstly to the use of water, which is used solely for our sanitary facilities, irrigation of our green spaces and as drinking water for our employees. The use of materials by OLYMP at the site on the other hand mainly concerns paper. We use it in admin and as packaging and transport material for our products.

We deliver goods to our production partners in cardboard boxes. We ensure from the outset that high-quality, reusable cardboard boxes are purchased because we use them again in the logistics centre and for shipments to customers. In 2021, we reused 242,954 of the 292,554 cardboard boxes supplied – i. e. 83.0 percent. In this way, we were able to significantly reduce the number of new cardboard boxes purchased. The proportion of reused cardboard boxes compared to the total required was 19.4%.

In terms of our waste generation, paper accounts for the largest share along with plastic and residual waste. Since September 2017, we have ensured that plastic and film waste are systematically separated and fully recycled.

#### ABSTRACTION OF DRINKING WATER AT THE SITE

	Unit	2019	2020	2021
Drinking water abstraction	m <sup>3</sup>	4,234	5,490	3,213
Drinking water per employee	m <sup>3</sup>	7.3	9.8	6.3

#### CONSUMPTION OF CARDBOARD BOXES AND OFFICE PAPER

	Unit	2019	2020	2021
<b>Cardboard boxes</b>	<b>Units</b>	<b>1,766,880</b>	<b>1,319,421</b>	<b>1,252,162</b>
Newly purchased	Units	1,195,681	912,313	959,608
Delivered by production facilities	Units	571,199	407,108	292,554
of which reused	Units	476,039	330,850	242,954
<b>Paper<sup>1)</sup></b>	<b>t</b>	<b>24.0</b>	<b>21.4</b>	<b>13.4</b>

#### WASTE GENERATION AT THE SITE

Type of waste	Unit	2019	2020	2021
Residual waste/household-type commercial waste	t	32.4	30.5	36.1
Paper/cardboard	t	227.6	194.6	214.8
Plastic	t	8.2	9.2	10.6
<b>Total waste</b>	<b>t</b>	<b>268.2</b>	<b>234.3</b>	<b>261.5</b>
<b>Change 2019-2021</b>	<b>t</b>	<b>3.7</b>		
	<b>%</b>	<b>11.4</b>		

1) A4/A3 copy paper, sample cards, business cards, toilet paper, paper towels

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### Promoting biodiversity at the site

One of OLYMP's corporate responsibilities is also to protect biodiversity. We therefore use our land at our head office to create habitats and promote biodiversity.

There are almost 15,000 square metres of green spaces and lawns as well as flowerbeds at the company premises. A large part of them are grassed building and garage roofs, which are equipped with a rainwater retention function and planted with sedum as an ecological offsetting measure against land usage and other sealing of surfaces.

A wide variety of flowers, herbs and grasses are thriving in a natural wild flower meadow covering around 3,500 square metres. To maintain and develop biodiversity, we deliberately use seeds with a species-rich mix of native, mostly perennial varieties.



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## Social commitment

“Giving is more rewarding than taking!” – under this motto Eberhard Bezner has long championed humanitarian aid projects together with his son Mark Bezner and his daughter Birgit Bezner-Fischer. This involvement led to them setting up the OLYMP-BEZNER-STIFTUNG in 2008. The aim of the foundation, which is endowed with one million euros, is to support children and young people worldwide in the areas of education, health and training through institutions such as schools, day care centres, residential homes and clinics as well as targeted individual projects.

In the 1980’s, OLYMP established and ran a clinic for blind people in the Philippine capital Manila with the help of the city of Bietigheim-Bissingen. At that time we maintained our own production facility. Since then we have continuously expanded our commitment, especially in the production countries in Asia.

Besides financial resources, we also provide practical support, human attention and medical know-how. Detailed descriptions of these and many other OLYMP BEZNER-STIFTUNG charitable and social projects in Germany, Bangladesh, Brazil, Indonesia, Myanmar, Thailand and Vietnam can be found online at [▶ www.olymp-bezner-stiftung.de](http://www.olymp-bezner-stiftung.de).

## Doing sustainable educational work with our Eco Learning Camp

Since 2019, the OLYMP-BEZNER-STIFTUNG has been supporting the Eco Learning Camp in Bandung, Indonesia. The aim of this facility, which was founded in 2014, is to make a sustainable way of life accessible to the general public and raise environmental awareness amongst the population at large. With our involvement we give children from poorer social classes access to this sustainable educational programme.

## Giving deprived children in Bangladesh a worthwhile future

In the Bengali language, the word BIKASH means to “bloom” or “thrive”. Following this concept, over 200 poor, blind and physically handicapped children in Bangladesh aged between four and eleven years are provided with support and education at the BIKASH school founded in 2014. The OLYMP-BEZNER-STIFTUNG and our production partner VIYELLATEX Welfare Trust are equal sponsors of the joint foundation project. Children and young people are given opportunities for education and a better life that would be unimaginable in densely populated Bangladesh without this assistance/support. The project is the only one of its kind in the private sector in Bangladesh.

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# Our supply chain

Growing together



**Our stance.**

The procurement structures in the international clothing trade have radically changed. As supply chains become more international, social issues and environmental aspects are increasingly coming to the fore. At OLYMP, we are convinced that high quality products can only be produced in a clean and safe working environment and by satisfied workers.

**Our statement.**

**“We know the challenges of complex global supply chains and are aware of our responsibility for people and the environment. That is why we have been setting standards for years – with transparency, long-time partnerships and implementing recognised standards.”**

MARK BEZNER, OWNER AND CEO OF OLYMP BEZNER KG

**Our goals.**

- At the end of the pilot phase our social audit programme that we initiated jointly with the corporate wear provider HAKRO will start from 2022 under the title “iMPACT Program”. Step by step we are converting all SA8000® certifications and the audits previously carried out via amfori BSCI to this new separate standard.
- Within the framework of extended chemicals management, we shall also specifically define high environmental standards for our supply chain and ensure that they are adhered to by means of continuous monitoring. The pilot phase for this project will start in 2022 and is due to be completed by 2024.
- With our membership of Fair Wear since 2021 we are raising the bar for social standards in the supply chain. In the course of the Brand Performance Checks, OLYMP will be reviewed in this respect for the first time in 2022. We want to achieve at least a “good” score.



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### The supply chain of OLYMP Bezner KG

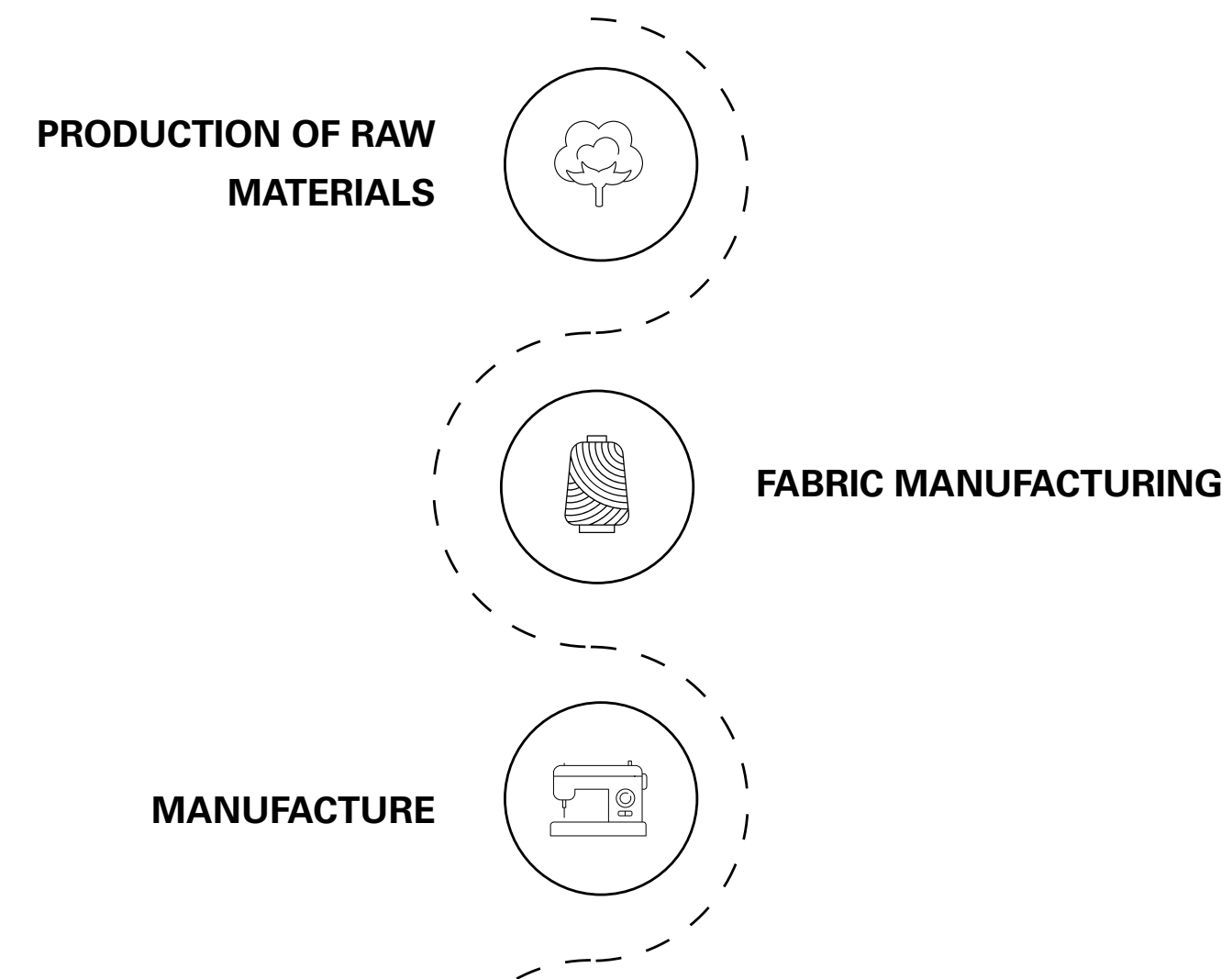
Each garment is the result of a complex development process. Up to the finished product, numerous individual steps are necessary that extend over the entire upstream supply chain. Put simply, these can be assigned to three central stages of the value chain, namely raw material procurement, fabric manufacturing and garment production. Firstly, the necessary raw materials have to be procured from which the garment is to be made. These are then used to produce yarns, twisted yarns and fabrics. These are then cut to size and joined together in the finishing process to produce the finished product.

As elaborate as the production of textiles is, the procurement structures in the clothing trade are now just as detailed and therefore complex. In addition, the textile and clothing industry operates globally, despite the strong dependency of individual production steps on one another. This means that hardly any clothing company has direct business links with the producers in the lower supply chain, for example with raw material or fabric suppliers.

OLYMP took its first steps abroad at the beginning of the 1970's. Gradually production of all our product groups – i. e. shirts, knitwear and sweatwear, underwear and accessories – was relocated, first to Eastern Europe and later also to Asia. So we moved with the industry – as did the majority of German textile companies. For example, approximately 90% of the clothing purchased in Germany is imported, mainly from China, Turkey and Bangladesh.

- ▶ **For more information on the textile industry in Germany and on the relocation of the textile and clothing industry, see the**
  - ▶ [website of the German Environment Agency](#) and ▶ [this study](#) by the German Ministry of Economics and Technology et al.

As of 31 December 2021, our pool of producers comprised a total of 22 manufacturing facilities in eight different countries (see chart on page 32). These included seven shirt factories and ten knitwear factories as well as five production facilities for accessories and one for underwear.



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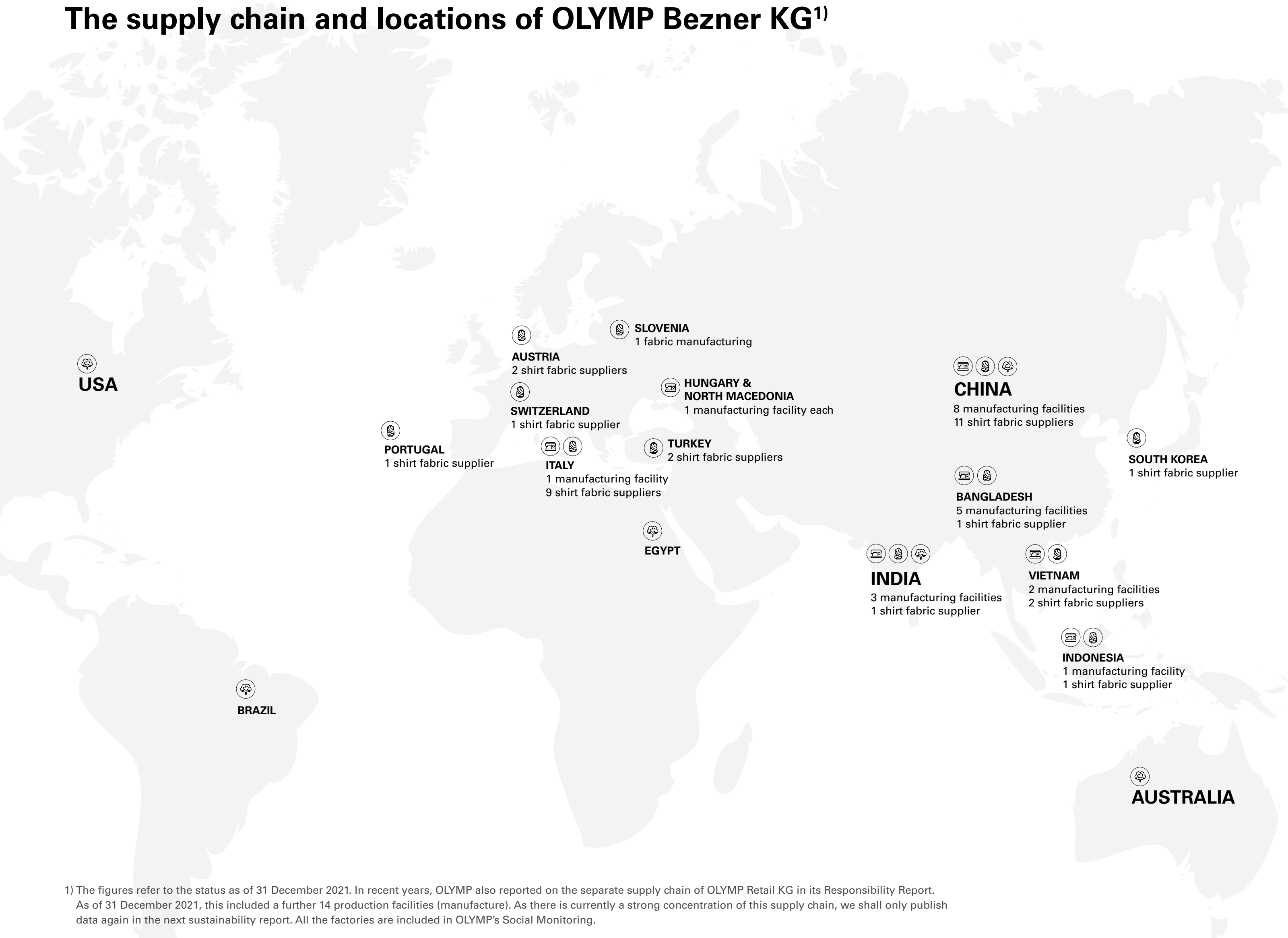
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Since the end of 2020 OLYMP has published the names and addresses of all manufacturing partners on [OLYMP.COM](https://www.olymp.com)

# The supply chain and locations of OLYMP Bezner KG<sup>1)</sup>



## MANUFACTURING FACILITIES

Country	Share of production volume in units in %
Bangladesh	39.4
Indonesia	20.7
China	19.6
Vietnam	14.0
North Macedonia	4.6
India	< 1
Hungary	< 1
Italy	< 1

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1) The figures refer to the status as of 31 December 2021. In recent years, OLYMP also reported on the separate supply chain of OLYMP Retail KG in its Responsibility Report. As of 31 December 2021, this included a further 14 production facilities (manufacture). As there is currently a strong concentration of this supply chain, we shall only publish data again in the next sustainability report. All the factories are included in OLYMP's Social Monitoring.



**Between finished goods purchase, outward processing and nomination:  
How we purchase our products**

The differentiation of our goods into the product groups shirts, knitwear, underwear and accessories influences how we work with our suppliers because a different purchasing model is used according to the product group.

OLYMP buys knitwear, underwear and accessories as a finished goods purchase. This model is characterised by the fact that the commissioned producer independently purchases all the materials required for production according to our specifications and then provides the agreed end products on the basis of specific manufacturing specifications. As the finished products are purchased at an all-in price, OLYMP does not know the full cost of the individual materials. In addition, an agent frequently takes on the role of mediator. This means that OLYMP’s direct business partner is mostly not the manufacturing facility carrying out the work.

The picture is different for the procurement models on which shirt production is based. Here, OLYMP knows exactly how the price is made up. We distinguish between “outward processing” for shirts from Eastern Europe and “nomination” for those from Asia.

- “Outward processing” means that OLYMP purchases all the materials itself and then makes them available to the factories. The factory is therefore only paid for production, i. e. for assembling the components into a finished product.
- With “nomination”, on the other hand, the shirt factory purchases the materials itself. However, here OLYMP makes clear stipulations as to from which suppliers and on what terms the materials are to be procured.

In the case of both models, OLYMP has full transparency about how the price is made up and how much, for example, was paid for the materials. Via annual “Wage Supplier Reporting” we ask our suppliers, among other things, whether there have been or are expected to be changes in the minimum wage regulations. This means we can always take local conditions such as minimum wage increases into account in our regular price negotiations.

**OVERVIEW OF PROCUREMENT MODELS FOR OUR PRODUCTS**

<b>Product group</b>	<b>Procurement model</b>
<b>Shirt</b> – shirts and shirt blouses for the Corporate Fashion Department	Nomination (Asia) Outward processing (Eastern Europe)
<b>Knitwear</b> – knitwear products	Finished goods purchase
<b>Underwear</b> – socks, underpants	Finished goods purchase
<b>Accessories</b> – ties, bow ties, pocket squares, braces	Finished goods purchase



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### Retaining influence when purchasing our OLYMP shirts

Men’s shirts are still by far the most important article group in OLYMP’s product portfolio, accounting for almost 90 percent of the production volume. In the 2021 financial year, over six million shirts were produced.

As a result of their importance, OLYMP takes care of the entire technical development of shirts as well as the procurement of all necessary materials. Therefore, we only work directly with manufacturing partners on our shirt production. In terms of its shirts, OLYMP also maintains a direct business relationship with its fabric and accessory suppliers. This means we can already have a particularly strong influence on the design and quality of the materials used. Through regular visits to our suppliers we ensure that the high standards for the shirt fabrics are met.

OLYMP benefits from a multi-stage, and even, in some cases, fully integrated production process in the case of its strategic fabric

suppliers. This means that the individual process stages such as spinning, weaving, bleaching, dyeing, printing, right through to finishing, all take place at the fabric suppliers, an anomaly in the textile sector. OLYMP can therefore have an influence on very low preliminary stage processes in the case of multi-level and full-range fabric suppliers and directly address its environmental and qualitative requirements for the manufacturing process. This applies at least to suppliers where OLYMP also has a good negotiating position because of high purchasing volumes.

**OLYMP works with multi-level and full-range fabric suppliers for shirt fabrics. A peculiarity of the sector that makes it possible to actively and directly influence environmental and qualitative requirements for the manufacturing process.**



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SEARCH DOCUMENT



WRITE US AN EMAIL

### Focusing on long-term partnerships and continuity

The OLYMP supply chain is marked by reliable and long-term partnerships with a small number of carefully selected manufacturing facilities. This not only ensures a high and unvarying level of quality, but also enables us to embed sustainability aspects deeply and consistently in the supply chain.

At OLYMP, we foster, in particular, solid and long-term business relations with our shirt factories. At the end of 2021 we were working with seven strategic suppliers. We have been working with some companies for over 30 years, and on average for more than nine years. The factories are located in six different countries in Asia and South-East Europe.

Despite all our efforts to ensure a stable pool of producers, fluctuations also occur at OLYMP. In 2021, we cut our business ties with three suppliers, two of which were knitwear producers and one a shirt factory. In one case, the termination was initiated by the business partner because they could not meet our high requirements for social standards. The cooperation with a second partner was terminated at its behest due to a structural change in the product range and market orientation.

We also had to end our business relationship with a particularly long-standing manufacturing partner for shirts in Croatia in 2021. Despite our intensive support, overdue investment and process

optimisation failed to materialise. This made neither trusting cooperation nor reliable annual and production planning possible. The business relationship was finally terminated in an orderly manner after a long dialogue with all stakeholders, observing a notice period extended by OLYMP to six months and taking into account the recommended steps under Fair Wear’s “Responsible Exit Strategy Guidance”<sup>1)</sup>.

#### LONG-STANDING COOPERATION WITH SHIRT FACTORIES

Manufacturing facility	Country	Cooperation in years*	Start of cooperation
PT. Metro Garmin	Indonesia	32	1989
Drushtvo za pro-izvodstvo i trgovija Noel Eksport-Import Dooel	Macedonia	23	1998
Luthai Textile Ltd. Co.	China	16	2005
Protrade Garment Co. Ltd.	Vietnam	14	2007
Interfab Shirt Mfg. Ltd.	Bangladesh	11	2010
Eco Fab Ltd.	Bangladesh	5	2016
Guilin Esquel Textiles Co., Ltd	China	2	2019

\* As at 31 December 2021

1) This process will be reviewed by Fair Wear as part of the Brand Performance Check. The result will be published from June 2022 in a report on the Fair Wear website.



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To ensure the quality and product performance of the shirt fabrics, OLYMP has also been working closely with leading fabric suppliers for years. In 2021, OLYMP sourced shirt fabrics from a total of 33 suppliers in Europe and Asia for the manufacture of its products. We have been working with half the suppliers for at least ten years, and with five suppliers for more than 20 years.

Around 40 percent of the fabric suppliers are based in the European Union and Switzerland and are therefore required to comply with high statutory environmental standards. The remaining 19 fabric suppliers are situated mainly in China and other Asian countries. As a wide variety of fabrics are used for OLYMP's shirt collections, we are reliant on a large number of suppliers. A few suppliers provide the majority of our total fabric volume per year.

**LONG-TERM COOPERATION IN EUROPE AND ASIA: OLYMP FABRIC SUPPLIERS**

Number of fabric suppliers	Country	Cooperation in years*
11	China	Ø 9
9	Italy	Ø 13
2	Austria	Ø 13.5
1	Slovenia	16
1	Indonesia	15
2	Vietnam	Ø 2
1	India	7
1	South Korea	7
2	Turkey	Ø 3
1	Portugal	26
1	Bangladesh	6
1	Switzerland	26

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# Despite the pandemic, we have neither withdrawn orders nor withheld payments. Fair purchasing practices are important to us.

## Mitigating the consequences of the Covid-19 pandemic

The pandemic laid bare weaknesses in the globalised world. The textile industry with its international supply chains was particularly affected. As a result of the pandemic, demand and therefore the order volume for textiles collapsed worldwide, even leading to the complete cancellation of orders by manufacturing companies. At OLYMP, we are also feeling the effects of the Covid-19 pandemic. For example, demand for business fashion has been especially affected by the market turbulence due to missed business appointments and trips as well as homeworking during the pandemic.

A report by [Better Buying Initiative](#) shows that unfortunately only a fraction of the textile companies have made any concessions to the manufacturing companies who found themselves in a difficult position. For example, according to surveys of suppliers, just 24 percent of textile companies have not withdrawn any orders. Only 18 percent

have adhered to fair purchasing practices such as no late payments or paying for materials.

At OLYMP, we are conscious of our responsibility towards our business partners – also and especially in difficult times. For this reason, we did not withdraw any orders or withhold any payments during the worldwide pandemic, but as the crisis went on we could not maintain our usual practice of a guaranteed monthly order volume. Instead, we currently give the factories an annual plan. Although this includes an overview of how much capacity utilisation OLYMP is planning, it does not guarantee a constant monthly order volume. Despite the tense situation, we continue to liaise closely with our shirt factories and have always adhered to the principle of fairness with our revised plans. For example, we avoided cancelling orders that were about to be

cut at short notice. Remaining orders are distributed as fairly as possible among the production sites. Moreover, OLYMP supports the factories by paying for materials that had already been purchased before the order was cancelled.

Furthermore, OLYMP has taken measures to protect workers from infection. In the beginning, for example, we provided our factories with information materials from the World Health Organisation (WHO) and from unions on how to protect employees from Covid-19 infections. We assessed compliance with measures to protect against infection by means of regular updates of questionnaires.



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### Managing sustainability in the supply chain

OLYMP believes that the implementation of high quality standards and good working conditions go hand in hand. Therefore, we stand not only for the highest product quality, but also for fair working conditions and social standards as well as resource protection.

We pass these requirements onto our supply chain, as this is where our products have the greatest impact. Within the framework of our long-standing partnerships we work towards ensuring compliance with globally applicable, respected and binding social and environmental standards. It goes without saying that we do not leave suppliers alone with our demands, but support them in fulfilling them. We can only make effective improvements by working closely together.

We want to face the complex challenges in our supply chain with active management. That is why we combine the implementation of social and environmental standards in the supply chain as well as the use of sustainable raw materials and compliance with our product safety requirements in our “Corporate Responsibility” (CR) department. In 2021, it consisted of four full-time employees and one part-time employee and was divided into three CR specialist areas, namely “Social Compliance”, “Environment” and “Raw Materials”. As part of the “Supply Chain” division, it reports directly to the Director of Production & Procurement.

## OLYMP gears its corporate conduct to the following internationally applicable standards and guidelines:

- United Nations Universal Declaration of Human Rights (UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGPR)
- Conventions and Recommendations of the International Labour Organisation (ILO) on Labour and Social Standards
- Guiding Principles of the Organisation for Economic Cooperation and Development (OECD) for multinational companies

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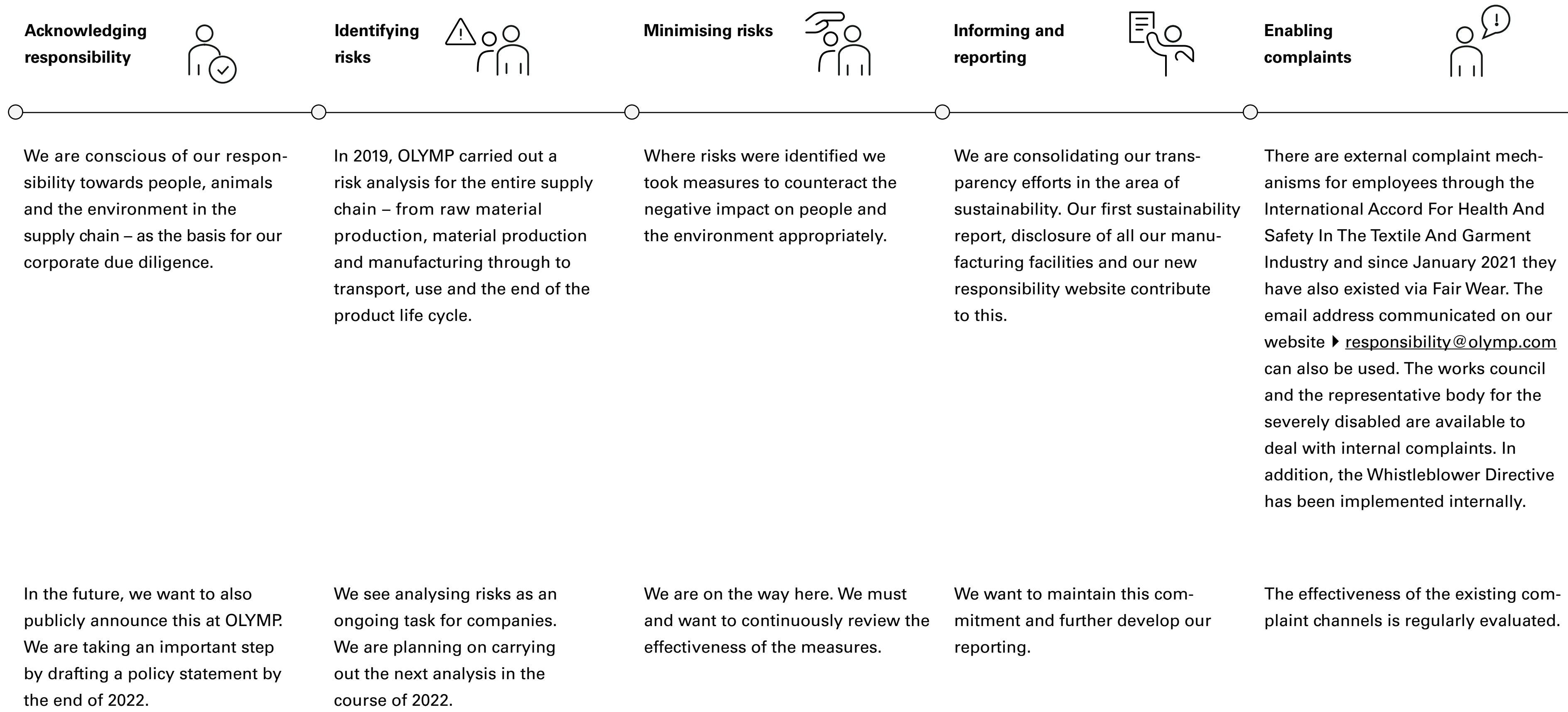
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# Overview of corporate due diligence management in the supply chain

We are already doing that

We still want to achieve this



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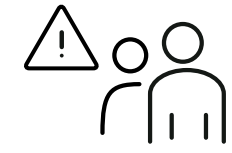
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### Identifying risks in the supply chain

In order to review and further develop our approaches to sustainability management, OLYMP’s CR Department analysed the risks in the supply chain more closely. The potential sustainability impacts in the aspects “Environment”, “Social Affairs” and “Raw Materials” were examined according to our three specialist areas. We analysed them over the entire value chain of our OLYMP products – from raw material production, material production and manufacturing through to transport, use and the end of the product life cycle. In the analysis, we followed international standards such as the amfori BSCI Code of Conduct and the HIGG Index. For the evaluation, we referred to country studies, reports by non-governmental organisations and media as well as other external and internal sources. These include, for example, the CSR Risk Check for the evaluation of risks in all areas, publications by the Partnership for Sustainable Textiles, the German Environment Agency or the ILO. We prioritised the risks according to the damage potential and occurrence probability.

The results of the analysis show that social risks are particularly relevant in the labour-intensive manufacturing sector. On the other hand, environmental risks occur especially in the preliminary stages of fabric manufacturing, among other things due to the extreme use of chemicals and other environmentally harmful resources. In the extraction of raw materials, the focus is on environmental and/or social risks depending on the raw material. The following sections report in detail on the risks in the individual stages of the value chain.

We compared the results of the analysis with the approaches previously taken by OLYMP. This enabled us to identify which stages of the value chain we need to focus on even more. On this basis,

we developed recommendations for corresponding measures, which were presented to OLYMP’s CR Committee. This committee’s decisions form the basis for the strategic further development of approaches to sustainability in the supply chain.

► You can find more information on our CR Committee in the section ***“Managing sustainability within the company”*** in the chapter **“The Company”**

**OLYMP RISK ANALYSIS: OVERVIEW OF STAGES OF THE VALUE CHAIN AND RISK AREAS**

STAGES	🌱 Production of raw materials	🏭 Fabric manufacturing	📦 Manufacture	👤 Use	♻️ End of life
Environment	<ul style="list-style-type: none"> <li>• Use of chemicals</li> <li>• Water</li> <li>• Energy</li> </ul>	<ul style="list-style-type: none"> <li>• Emission</li> <li>• Waste</li> <li>• Land use</li> </ul>			
Social	<ul style="list-style-type: none"> <li>• Working hours</li> <li>• Remuneration</li> <li>• Occupational health and safety</li> <li>• Discrimination and equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Employee participation</li> <li>• Child labour and youth workers</li> <li>• Exploitative labour relations</li> </ul>			
Raw materials	<ul style="list-style-type: none"> <li>• Cotton, wool</li> <li>• Wood-based materials</li> <li>• Plastic-based materials</li> </ul>				
General	<ul style="list-style-type: none"> <li>• CR management (transparency, control, etc.)</li> </ul>				

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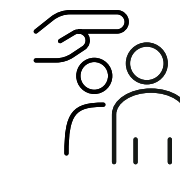
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### Minimising risks in the supply chain

To minimise our risks in the supply chain, we pursue various approaches in the three areas “Environment”, “Social Compliance” and “Raw Materials”.

As a result of our risk analysis we have initiated various strategic projects. You can find information on ongoing projects in the following sections:

- ▶ On the chemicals management project in the section ***„Strategically developing our own responsibility: The “chemicals management” project***
- ▶ On accession to the Fair Wear Foundation in the section ***“Consistent review and long-term improvement of social standards”***
- ▶ On the new iMPACT Program in the section ***“For better working conditions in the supply chain through membership of Fair Wear and our “iMPACT Program”***
- ▶ On our new GREEN CHOICE label in the section ***“Setting standards for sustainable materials with GREEN CHOICE” in the chapter “Our products”***
- ▶ On the packaging optimisation project in the section ***“Making packaging more eco-friendly” in the chapter “Our products”***

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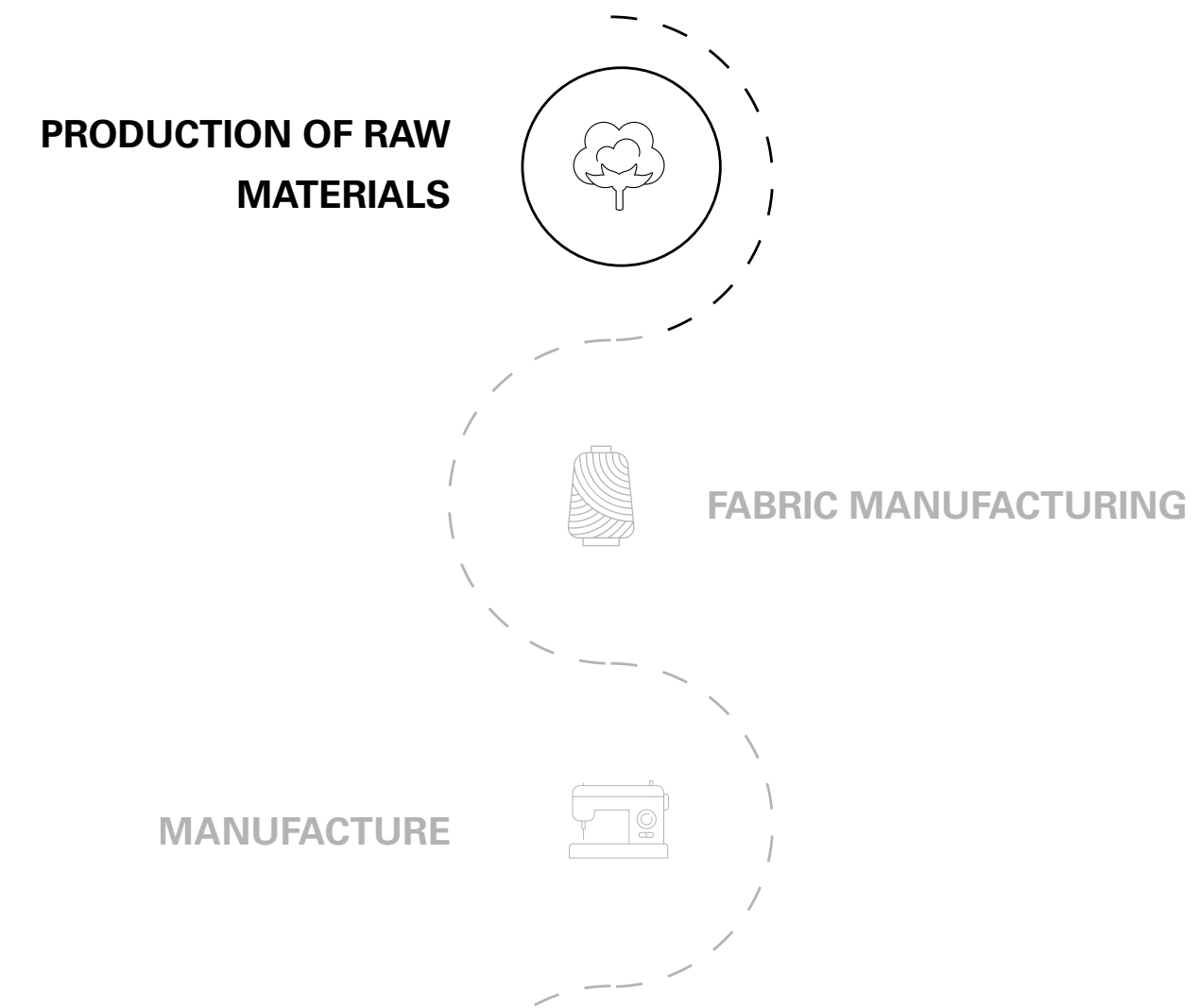
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## Production of raw materials at OLYMP

The process of creating a new item of clothing begins with the production of raw materials. OLYMP uses a wide variety of raw materials – from cotton and cellulose fibres through to synthetic and animal-based materials. Each material poses different challenges. For this reason, we assess them fibre by fibre based on how their manufacture impacts on people and the environment. We take into account how frequently the respective fibres are used.



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### Which textile fibres are used for OLYMP products?

Our annual fibre usage statistics give us an overview of which fibres are actually used at OLYMP. We make a distinction between plant, animal-based, cellulose-based and synthetic fibres. For 2021, it is clear that cotton is by far the most important fibre for OLYMP with a share of 88.3 percent. This equates to a fibre input of 904.6 tons. Even if other fibres are used in comparatively small quantities, they sometimes have important functional properties for OLYMP products. Synthetic fibres, for example, provide the necessary elasticity for shirts and thus increase the wearing comfort.

FIBRE USE 2020 AND 2021<sup>1</sup>

Fibres used			2020		2021	
			Share per fibre type %	Share per fibre category %	Share per fibre type %	Share per fibre category %
Natural fibres	Plant fibres	Cotton	94.9	96.3	88.3	90.8
		Linen	1.4		2.6	
	Animal fibres	Silk	< 1	1.4	< 1	1.8
		Wool/virgin wool	< 1		1.3	
		Cashmere	< 1		< 1	
		Alpaca	< 1		< 1	
		Leather	< 1		< 1	
Chemical fibres	Cellulose fibres	Viscose	< 1	0.2	< 1	1.6
		Modal	< 1		< 1	
		Lyocell	< 1		1.5	
	Synthetic fibres	Elastic olefin	< 1	2.1	< 1	5.7
		Polyester	< 1		3.1	
		Polyamide	< 1		< 1	
		Acrylic	< 1		< 1	
		Elastane	< 1		1.5	
		Nylon	< 1		< 1	
		Metal fibres	–		< 1	
<b>Total quantity (t)</b>			<b>1598.3</b>		<b>1024.7</b>	

<sup>1</sup>) The evaluation includes articles from all the product groups, shirts, knitwear, accessories, underwear, of the OLYMP and MARVELIS brands. The data were calculated on the basis of the goods received between 1 January 2020 and 31 December 2021, excluding private label articles. MARVELIS volumes cannot be reported separately.

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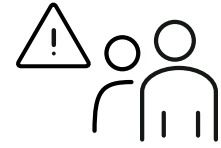
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### Identifying risks at the level of raw material procurement

In the course of our risk analysis we took a closer look at the raw materials used for our products. We focus on the materials most used in our range at the time of the survey in 2019, specifically cotton and sheep’s wool.

Our analysis shows that the cultivation of renewable materials, such as cotton, entails enormous environmental risks. This starts with the fact that cotton production takes up a large amount of land and requires quantities of water in the form of artificial irrigation. In addition, excessive quantities of fertilisers and pesticides are often used for pest control. This in turn has a negative effect on the health and safety of workers. The working conditions in cotton cultivation, which is sometimes done by small farmers, can also be problematic. In the case of animal fibres such as sheep’s wool, there are often conflicting goals in production in terms of trying to reconcile animal welfare with agriculture and animal husbandry that is geared to maximum productivity.

- ▶ **More on our risk analysis in the section “Identifying risks in the supply chain”**



### Enforcing environmental and social standards in the production of raw materials

At OLYMP, the risks of raw material procurement are managed by the “raw materials” section within the CR Department. In line with our risk assessment, we focus on cotton production and sourcing animal fibres. Our new GREEN CHOICE label, which promotes the use of more sustainable materials, especially cotton and sheep’s wool, also takes both of these into account. Depending on the fibre, GREEN CHOICE mainly relies on certificates and standards as proof.

When using animal fibres, we intend to set requirements for animal welfare and ensure compliance via certificates and standards. We are guided by the concept of “Five Freedoms of Animal Welfare”, which sets out principles for the welfare of animals. These are also a permanent feature of the contractual relationship between OLYMP and its suppliers. To enforce this requirement, OLYMP recognises certain standards within the framework of GREEN CHOICE such as the

- ▶ Responsible Wool Standard (RWS) . A product containing animal fibres may only be labelled GREEN CHOICE if all the included animal fibres (excluding silk) are certified according to a recognised standard.

At OLYMP, we pay particular attention to cotton cultivation because cotton is not only by far the most used raw material in our production, but also poses considerable risks to people and the environment. In light of this, we are committed to environmentally friendly and socially responsible cotton cultivation. In this respect, membership of the “Better Cotton” initiative is a focal point of our work.

- ▶ **More on our commitment to cotton and the “Better Cotton” Initiative in the section “Cotton: Insight into the key fibres at OLYMP”**
- ▶ **More on the use of sustainable materials within the framework of our GREEN CHOICE label in the section “Setting standards for sustainable materials with GREEN CHOICE” in the chapter “Our products”**
- ▶ **More on dealing with challenges in the area of packaging in the section “Making packaging more eco-friendly” in the chapter “Our products”**



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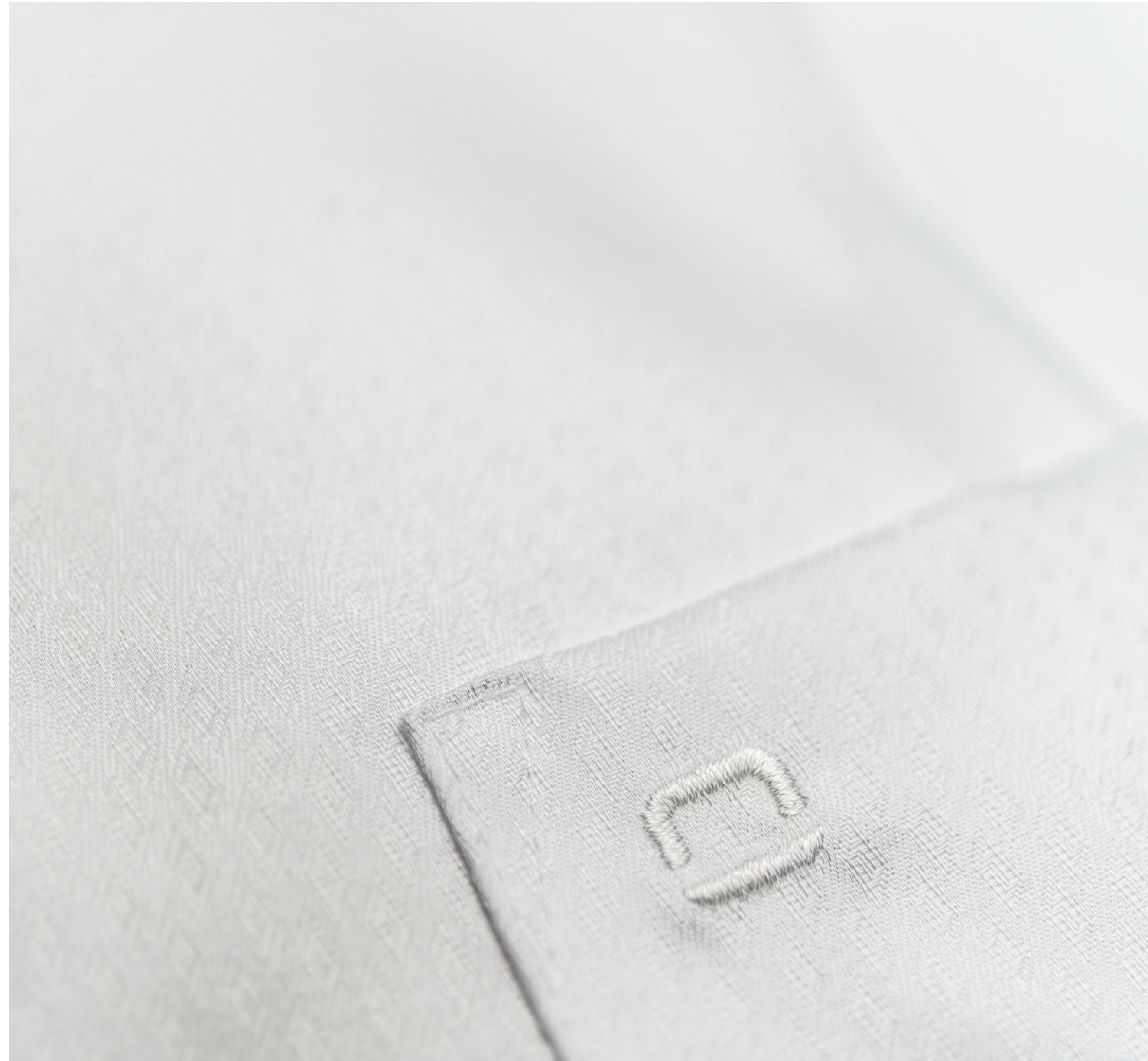
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## Cotton: Gaining an insight into the key fibres at OLYMP

Cotton, with its wearing and care properties, is indispensable for the manufacture of OLYMP shirts, pullovers, T-shirts and polo shirts. This makes it all the more important for us to know exactly what the risks are when procuring the raw material and to minimise them. It is important to remember that the impact on people and the environment can vary greatly depending on the cultivation area, so OLYMP takes into account the specific origin of the cotton used for its sustainability approach. The top countries for sourcing cotton for OLYMP in 2021 were Australia, China and the USA. This was the result of a survey of the strategic fabric suppliers who purchase cotton and other materials for OLYMP products.

- ▶ **More on the origin of our cotton in the section**  
***“The supply chain of OLYMP Bezner KG”***



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## Cotton from China

China produces around 20 percent of the world’s cotton, making it one of the largest growing countries. The autonomous Chinese region Xinjiang is in turn one of the key growing regions within the People’s Republic of China. OLYMP has also sourced a relevant share of its cotton from China in recent years. Owing to the importance of the of the Xinjiang region, it is possible that a proportion of the cotton processed in OLYMP products also originated from there.

As part of our membership of BSCI and Fair Wear, we are fundamentally committed to ensuring that the products supplied to us are manufactured responsibly. We categorically reject all forms of child, forced and compulsory labour. Our requirements for social standards are communicated to our suppliers through our code of conduct. This principle also applies in the indirect supply chain, as OLYMP does not source cotton and other raw materials itself but rather in cooperation with our fabric suppliers. We recognise that responsibility for human rights due diligence, as required by the United Nations Guiding Principles on Business and

Human Rights, cannot currently be ensured in Xinjiang due to the intervention of the Chinese government.

Therefore, when we started designing the spring collection 2023 we agreed by contract with our fabric suppliers that we would no longer source cotton from the autonomous Chinese region Xinjiang. In future, we shall use certificates to verify the origin of the cotton. The challenges relating to forced and compulsory labour can however not be fully resolved by contractual agreements and certificates of origin. Companies are therefore required to obtain an exact and individual picture of the situation for their supply chains. On this basis, it is important to take tailored and appropriate measures that conform to the required human rights due diligence and our own standards. Therefore, at OLYMP, we work with Fair Wear to achieve a better and, above all, objective risk assessment for our supply chain in China, also beyond the autonomous Chinese region of Xinjiang and the raw material origin. This external support is necessary, as the investigation requires particular sensitivity due to the political

framework and, above all, must ensure the protection of the stakeholders involved.

► **More on our membership of Fair Wear in the section “Consistent review and long-term improvement of social standards”**

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To reduce the risks in cotton cultivation, we want to increase the share of sustainably and fairly produced cotton step by step. At the same time, it is important to ensure that the high technical and qualitative standards we set for our products are met, especially in the case of our business shirts. Sourcing cotton through the “Better Cotton” initiative, which OLYMP has been a member of since 2018, does both.

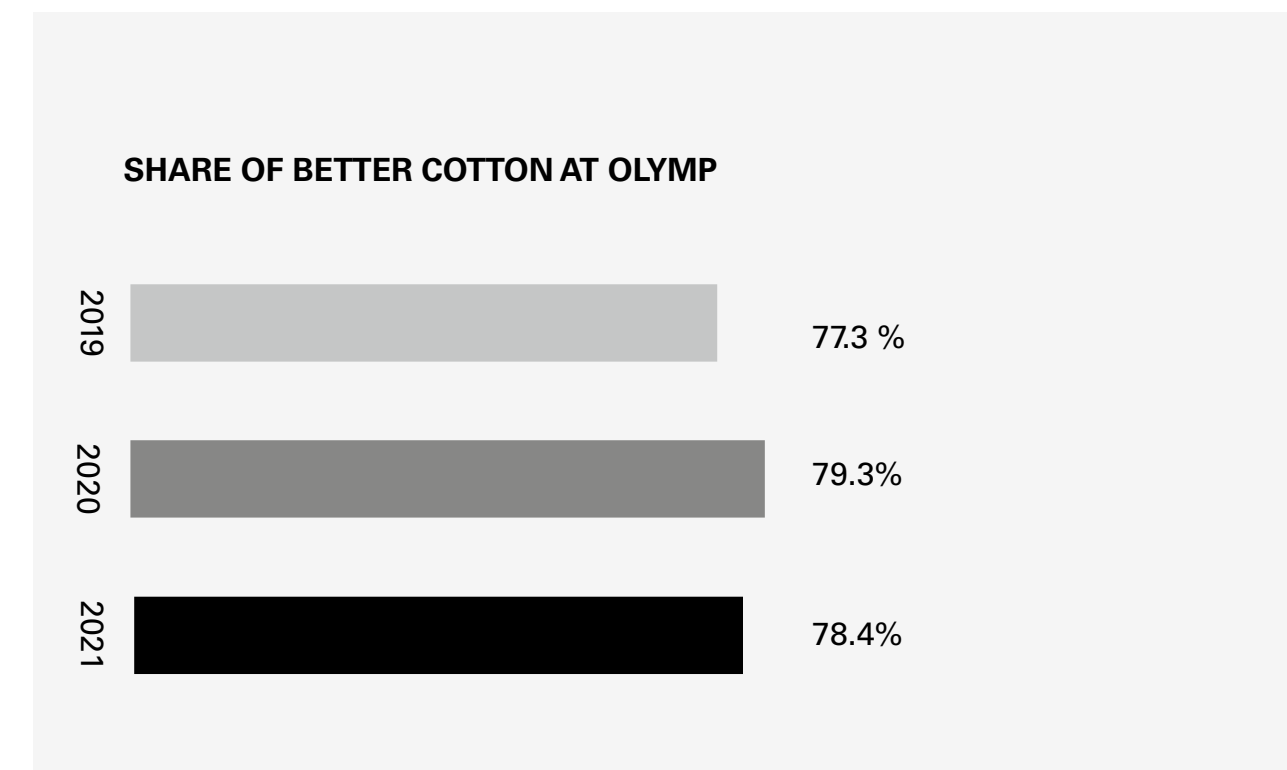
As a non-profit organisation, “Better Cotton” aims to promote worldwide the cultivation and use of cotton produced according to more sustainable principles than conventional cotton. The main focus of its work is on training measures that provide cotton producers with extensive knowledge in the sustainable cultivation of arable land. In addition, the initiative contributes to improving working conditions in the regions of origin worldwide. The growing number of members and the increasing demand for Better Cotton are intended to encourage ever more cotton farmers to convert to more sustainable growing methods.

Better Cotton’s purchasing follows the mass balance system. Although this trading model cannot guarantee physical traceability, it ensures that the quantity of more sustainable raw material is not distorted along the supply chain. OLYMP has steadily increased the volume of sourced Better Cotton since it became a member. Our aim is to keep the share at a stable level of 80 percent. In addition to our commitment to more sustainable cotton as part of the “Better Cotton” initiative, we introduced certified organic cotton in our OLYMP casual segment in 2021. Organic cotton is grown and certified in accordance with country-specific agricultural standards,

prohibiting among other things the use of synthetic pesticides and fertilisers and genetically modified seeds. This has a positive impact on soil health, biodiversity and health protection of workers.

Our claim is that products made from organic cotton are actually and verifiably made from organically grown cotton. To this end, we work with the Organic Content Standard (OCS) of Textile Exchange, which ensures this traceability from the field to the finished product. OLYMP has been OCS certified since 2020 and is allowed to advertise with the standard. Recertification takes place annually.

- ▶ **You can find more information on how Better Cotton and organic cotton fit into the GREEN CHOICE concept in the section “Setting standards for sustainable materials with GREEN CHOICE” in the chapter “Our products”**



**OLYMP sources just under 80 percent of the cotton used through the “Better Cotton” initiative.**



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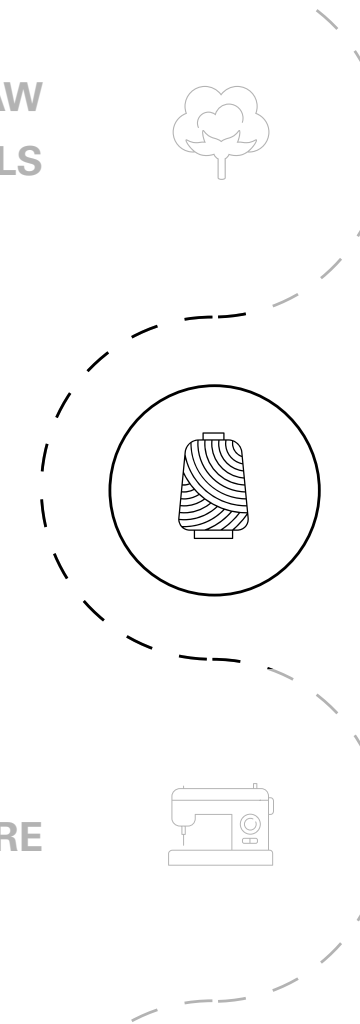




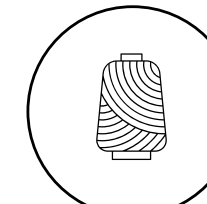
## Fabric manufacturing at OLYMP

There is still a long way to go from sourcing raw materials to the finished garment. First, the raw material fibres are processed into yarns or twisted yarns and textile materials, i. e. fabrics. Fabric manufacturing is highly complex and takes place in many processing steps and in a wide variety of processes. Depending on the fibre – whether used in its pure form or in blends – and depending on the individual properties – i. e. strength, elasticity or colour – these vary enormously. During processing, finishing processes such as bleaching, dyeing or printing are also carried out repeatedly. In addition, further follow-up treatments and special finishing processes are needed to obtain special fabric properties. This ensures for example that materials are crease or water-resistant.

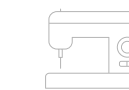
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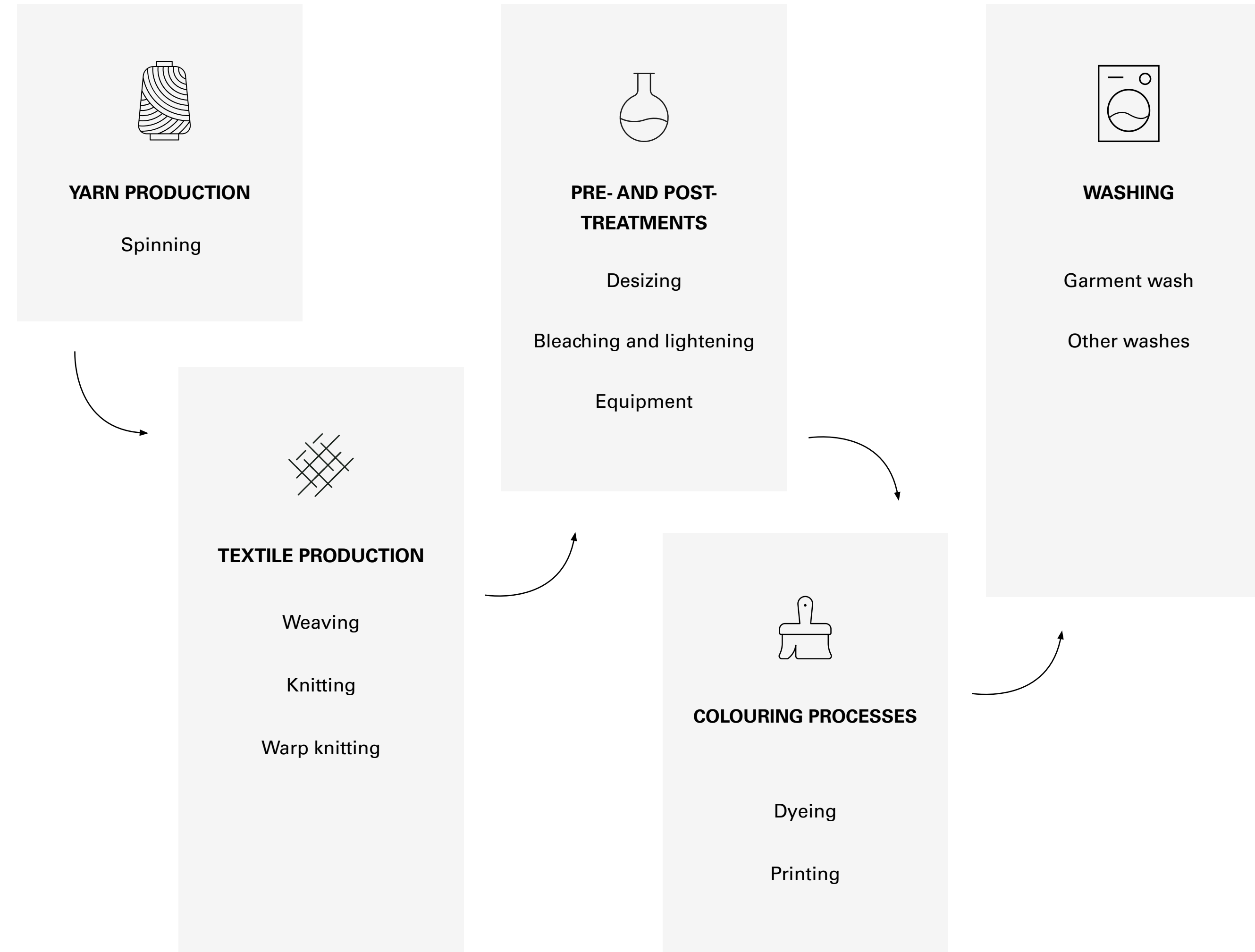
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Fabric manufacturing is above all characterised by high-tech factories with large machinery pools and relatively few workers. The factories mostly specialise in fibres and certain processes and therefore also often work very collaboratively across several companies, production sites or stages. There are however also very large manufacturers who manage the entire fabric manufacturing process from the purchased raw material through to the finished textile material themselves in-house – i.e. “full-stage” production.

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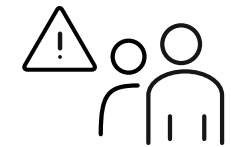
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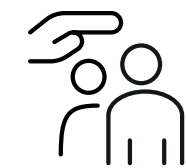
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### Identifying risks at the level of fabric manufacturing

In the course of our risk analysis we also took a closer look at fabric manufacturing. The results show that the production of fabric can particularly have a negative effect on the environment. The focus is especially on the wet processing and finishing of fabrics, as this often involves the use of chemicals. At the same time, the processes lead to high water and energy consumption and therefore also cause large quantities of waste water and greenhouse gas emissions. The use of chemicals also has an impact on the health of the people on site. This affects both the workers in the factories and the population in the surrounding communities, who may also come into contact with the chemicals.

► **More on our risk analysis in the section [“Identifying risks in the supply chain”](#)**



### Enforcing environmental and social standards in fabric manufacturing

On the basis of the analysis we concentrate on formulating and enforcing environmental standards in fabric manufacturing. In this way, we want to contribute to avoiding harmful environmental impacts in the supply chain, for example through the use of chemicals, and to conserving resources. Here too, the CR Department at OLYMP takes control – specifically in the “Environment” department. The latter also develops the criteria with which we want to consider particularly exemplary and innovative manufacturing processes within the framework of GREEN CHOICE in the future.

► **More on GREEN CHOICE in the section [“GREEN CHOICE: How we champion eco-friendly and sustainable materials”](#) in the chapter “Our products”**

**In 2021, more than 96 percent of the shirt fabrics used by OLYMP came from STeP by OEKO-TEX® certified companies.**



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As early as 2016, we were gradually able to convince our strategically important fabric suppliers to undergo STeP by OEKO-TEX® certification. The standard also covers occupational safety aspects in addition to environmental criteria. Six strategic fabric suppliers who work on several or all stages of production and therefore cover all the key processing steps in fabric manufacturing are certified. As part of the certification, all six companies were certified as “Level 3” – i. e. exemplary implementation in the sense of a best practice example.

In the area of chemicals management, the STeP by OEKO-TEX® Standard also covers the requirements of the sector initiative ZERO DISCHARGE OF HAZARDOUS CHEMICALS (ZDHC). Their goal is to completely avoid and eliminate hazardous chemicals. All STeP by OEKO-TEX® certified fabric suppliers therefore reliably demonstrate compliance with the ZDHC requirements. For example, to ensure that the chemicals used in the dyeing processes do not impact on the environment via the waste water, all strategic fabric suppliers who are STeP by OEKO-TEX® certified operate an in-house, multi-stage wastewater treatment plant. Their operation and cleaning efficiency are continuously monitored by means of a rigorous monitoring system.

Four percent of OLYMP shirt fabrics, on the other hand, are not covered by STeP by OEKO-TEX® certification. In 2021, 56 percent

of them came from suppliers in EU countries and 44 percent from Asian partners. OLYMP would however also like to gradually integrate them in its environmental monitoring within the framework of its “Chemicals Management” project.

► **More on “Chemicals Management” in the section “Strategically developing our own responsibility: The “chemicals management” project**





**STeP by OEKO-TEX®**

STeP (Sustainable Textile and Leather Production) is an independent certification system for textile companies at all stages of processing that sets standards for sustainable manufacturing conditions. The objectives of 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 company is inspected and classified to obtain a corresponding certificate. This is done by means of self-assessments and an on-site inspection (audit) by qualified OEKO-TEX® auditors. The STeP by OEKO-TEX® certificate is valid for three years and must then be renewed. In the meantime, several monitoring audits take place.

**ZDHC**

ZDHC stands for ZERO DISCHARGE OF HAZARDOUS CHEMICALS and is an initiative that was formed in 2011 from a collaboration of clothing and shoe brands and retailers. It pursues the goal of banning hazardous chemicals from the value chain of textiles, clothing and footwear. ZDHC ensures this with its “Roadmap to Zero”. It contains information on how to handle hazardous chemicals safely in production as well as solutions for how to reduce their use.

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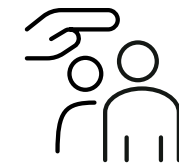
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**Strategically developing our own responsibility:  
The “Chemicals Management” project**

Within the framework of our risk analysis, we identified the lack of transparency and the careless use of chemicals as relevant risks for the fabric manufacturing stage. OLYMP will address both these risks in future within the scope of its “Chemicals Management” project. Developed in 2019, it is to be tested as a pilot project in 2022 and rolled out across OLYMP’s entire supply chain in the following year.

With the project, we have set ourselves the goal of gradually banning environmentally harmful and hazardous chemicals from OLYMP’s supply chain. We would like to thereby guarantee clean production conditions along OLYMP’s entire supply chain and thus contribute to protecting the environment and ensuring safe working conditions. The first milestone in the project is to develop a supplier manual. In it, all OLYMP’s requirements within the scope of the project are defined and can be communicated to suppliers. OLYMP’s requirements in the “Chemicals Management” project are based on the ZDHC specifications for a holistic chemicals management system.

**The three components of  
our “Chemicals Management”  
project – set out in the Supplier  
Manual:**

**Disclosure of the supply chain:**  
Suppliers at the level of manufacture and fabric manufacturing must disclose their production partners, with a special focus on wet-processing facilities.

**Monitoring:**  
Implementation of and compliance with OLYMP’s requirements are checked at the wet-processing facilities.

**Remedial action:**  
If OLYMP’S requirements are not met, corresponding improvement measures must be taken.



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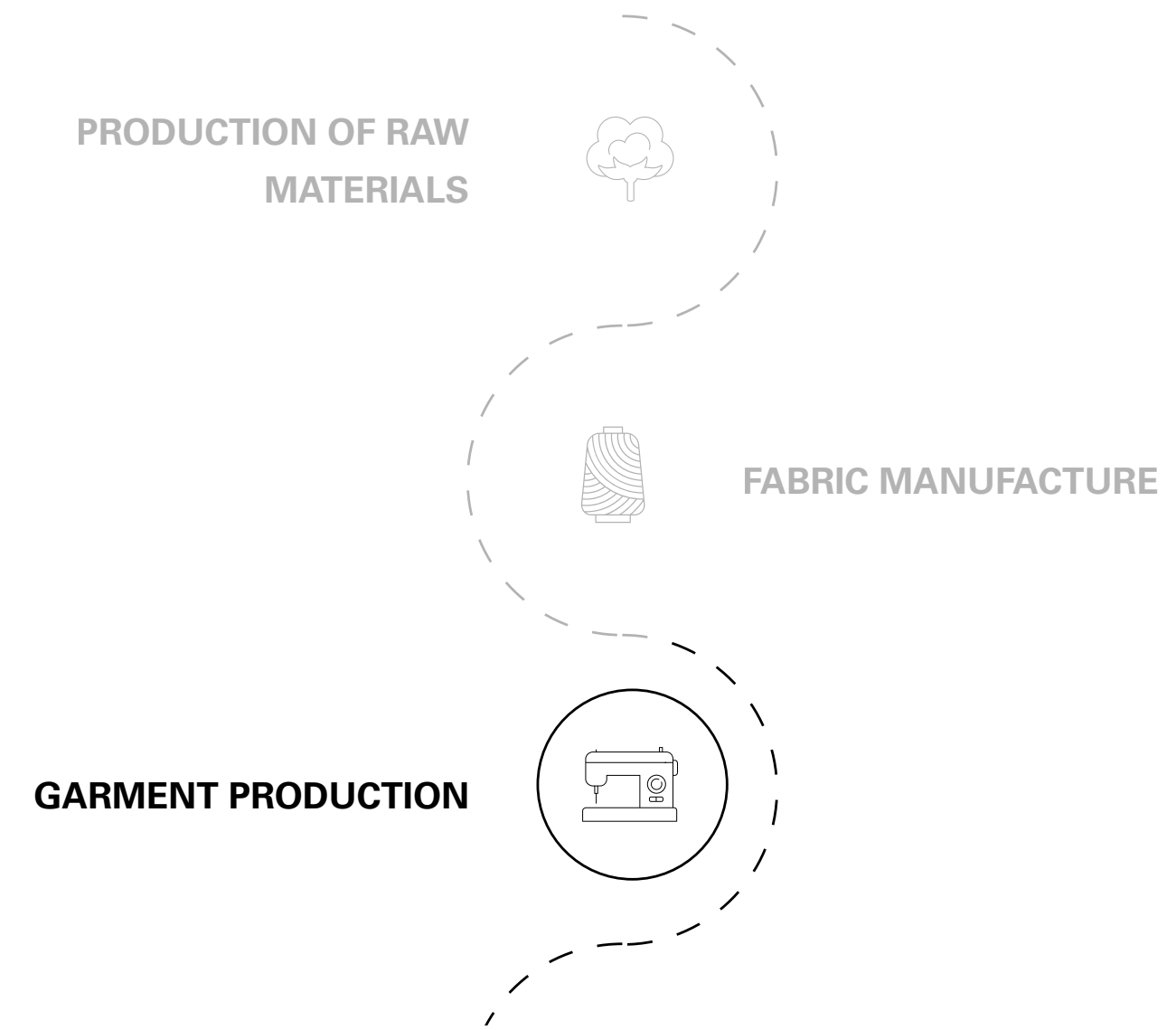
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## Garment production at OLYMP

Final assembly is the decisive step in textile production because it comprises all the work steps to produce a finished garment from the bought-in and finished components and fabrics. It is also the most labour-intensive stage of the supply chain since virtually no automation is possible due to the detailed and complex work steps. A look at how a high-quality shirt is assembled to OLYMP's customary standard makes that clear. Once the numerous individual components such as the collar, cuffs, front and back sections, sleeves and pockets have been cut and buttons, collar stays, labels, etc. have been prepared, all these parts are sewn together individually. Then the finished shirt is ironed, laid out and packed.



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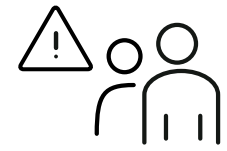
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### Identifying risks at manufacturing level

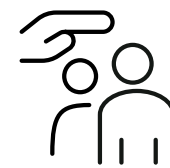
The assembly stage was an essential part of our risk analysis. It was found that especially social risks are highly relevant at this level because basic labour and social standards are often only inadequately met in garment factories.

By social standards we mean the following aspects:

- No compulsory or forced labour
- Freedom of association and the right to collective bargaining
- No discrimination in the workplace
- No child labour
- Fair wages
- Appropriate working hours
- Safe and healthy working conditions
- No precarious employment, e. g. existence of legally valid employment contracts

For us, child labour and forced labour as well as situations that directly threaten the live and limb of employees are among the most serious risks. However, no incidents were reported in these areas in the reporting year 2021. The risk analysis showed that occupational safety and health protection are particularly relevant in manufacturing. This is, for example, due to the lack of safety standards in some garment factories. In addition, low wages, excessive working hours, lack of equal opportunities and restrictions on freedom of association are other risks that we particularly focus on.

► **More on our risk analysis in the section “Identifying risks in the supply chain”**



### Consistent review and long-term improvement of social standards

At OLYMP, we work systematically on implementing and monitoring social standards in the supply chain. Responsibility for this lies with the CR Department, specifically the Area Social Compliance. We rely on our “social monitoring” approach as a management tool. This includes all activities with which we inform suppliers about our requirements, check the implementation of these requirements and, if necessary, initiate improvements. This approach extends over all OLYMP suppliers – regardless of whether there is a direct or indirect business relationship. We also require our direct business partners to disclose all their production plants.

Our “Social Monitoring” is also a risk-based approach. This means that we differentiate between countries with a high risk and those with a low risk. We use Fair Wear’s definition to evaluate country risks. Accordingly, all EU Member States (except Bulgaria and Romania) as well as the European Free Trade Association (EFTA),

including Iceland, Liechtenstein, Norway and Switzerland, are defined as low-risk countries. All the others are deemed high-risk countries.

Our approach provides for audits for precisely these high-risk countries. The audits are always carried out by independent third parties and directly on site at the respective production facility. Manufacturing facilities in low-risk countries do not need to be audited per se. However, this does not mean that risks can be completely ruled out there. Therefore, the corresponding factories are still part of our social monitoring.

We work with external initiatives and standards to enforce and monitor social standards in manufacturing facilities. Until 2020 we were a member of the amfori Business Social Compliance Initiative (amfori BSCI) and accepted the SA8000® certification of the Social Accountability Initiative. Since 2021, our membership of Fair Wear has replaced these standards. Consequently, we are also gradually replacing the audits with our own “iMPACT Program”.

► **You can find more on our iMPACT Program in the section “For better working conditions in the supply chain through membership of Fair Wear and our iMPACT Program”**



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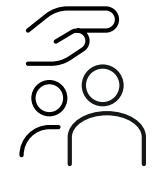
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### Ensuring social standards through membership of amfori

OLYMP was a member of amfori and a participant in amfori BSCI from 2008 until the end of 2021. Therefore, we signed up to the amfori BSCI Code of Conduct. This defines fundamental values and principles for socially responsible conduct across all elements in the supply chain. Compliance with the amfori BSCI Code of Conduct is verified either via the amfori BSCI audit system or the SA8000® standard of Social Accountability International (SAI).

In the past, compliance with social standards was monitored at all the production sites we commissioned using the amfori BSCI audit

system. Those without an amfori BSCI audit were required to also undergo regular audits and accordingly hold an SA8000® certificate. During the pilot and transition phase, nine audits were carried out in 2021 under the iMPACT Program, seven according to amfori BSCI and two according to SA8000® certification. In the course of all our audits no serious violations such as cases of child labour, forced labour or compulsory labour were reported.

# In 2021, 100 percent of the manufacturing facilities were checked through amfori BSCI, SA8000® or our iMPACT Program or Fair Wear.



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## Promoting fair working conditions in the textile industry through membership of Fair Wear

OLYMP has been a member of the Fair Wear Foundation since January 2021. By joining, OLYMP is now among about 140 other brands from the clothing and footwear industry that are committed to fair working conditions in the textile industry as part of their membership. As an independent, non-profit multi-stakeholder initiative, Fair Wear requires its members to rigorously implement recognised social standards, such as a living wage, safe and healthy working conditions and respect for freedom of association.

For this, Fair Wear relies on established instruments such as a code of conduct and audits. Like the BSCI Code of Conduct, the Fair Wear Code of Conduct also relies on the ILO core labour standards and the United Nations' Universal Declaration of Human Rights (UDHR). In January 2021, the Fair Wear code of conduct replaced that of the BSCI.

In its annual "Brand Performance Check", the initiative reviews and publishes to what extent the participating companies are including and implementing the Fair Wear labour standards in their management and purchasing practices or contributing to abuses in the supply chain. OLYMP will also be subject to this check in the future, In May 2022, the first Brand Performance Check will take place – the results will then be published on Fair Wear's website. This will enable the company to exude transparency and commitment when dealing with challenges in the clothing sector. By joining the recognised multi-stakeholder organisation, OLYMP is also placing much greater demands on itself in terms of its activities in the supply chain. The cooperation brings the interests of the workforce even more to the fore and enables it to enforce fair working conditions even more rigorously. The organisation's complaints mechanism

also contributes to this. It gives employees the opportunity to report any workplace grievance. The complaints are then reviewed by independent Fair Wear auditors and may need to be resolved by us in cooperation with the production facility.



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**"In Fair Wear, we have a partner who will support us in our aim of always taking a closer look and not turning a blind eye even to possible challenges. By joining, we've made a conscious decision to base our future conduct on the high standards of this recognised multi-stakeholder initiative. In this way we make a binding and transparent commitment."**

Johann Trischberger, Director for Production, Procurement and Corporate Responsibility at OLYMP





OLYMP has participated in the Accord on Fire and Building Safety in Bangladesh and in all subsequent accords since 2013 and has participated in the International Accord for Health and Safety in the Textile and Garment Industry since 2021: The accidents in Pakistan and Bangladesh in 2012 and 2013 laid bare the structural problems in some production countries in the textile industry in a tragic way – especially with regard to deficiencies in building safety. As a reaction, the Accord on Fire and Building Safety in Bangladesh was initiated in May 2013. This has set itself the goal of effectively improving the safety of people working in Bangladesh’s clothing industry. To this end, the Accord has set up a safety programme that primarily takes into account the interest of workers. Since it was first signed in November 2013, OLYMP has also been involved in enforcing safe working conditions on the ground.

Bangladesh is one of the key countries for the assembly of our products. The contracted garment factories in the country manufacture over 60 percent of our global production volume. Within the framework of the Accord the following measures have been implemented:

- **Creation of a complaints mechanism**  
Employees and their representatives have the right to refuse to work under dangerous conditions and to make a complaint about safety in the workplace through the Accord’s complaints mechanism.

- **Training for the workforces and establishment of a safety committee in the factories**  
Joint safety committees of employees and employers are set up. In addition, all factory workers are trained on key safety measures in the workplace.
- **Audit and inspection of all notified production sites according to the high Accord Standard**  
All factories that produce for signatories to the Accord are regularly checked by independent bodies in the three main areas of fire protection, electrical and building safety. Since 2021, the boilers used have also been regularly inspected for possible explosion hazards.

All five OLYMP producers have implemented the Accord’s measures. They have completed the training programme, have a well trained safety committee with employee participation and a complaints mechanism. The results of the Accord’s audits of the factories producing on our behalf were largely positive. In all three areas the requirements were met to at least 80 percent, and in the best case even to 100 percent. This is measured by the deficiencies identified during the initial inspections, which have since been reported as rectified or verified. In the areas of electrical safety and building safety, all OLYMP factories are 100 percent compliant and are therefore above the Accord average. However, in the area of fire protection one of the factories is still below it.



When the Bangladesh Accord ended at the end of August 2021, OLYMP also signed up to the subsequent accord in September, the **International Accord For Health And Safety In The Textile And Garment Industry**. OLYMP thereby commits to continue to review and improve occupational safety in the textile industry in Bangladesh.

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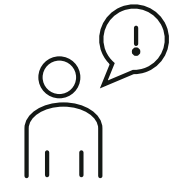
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## Reacting to violations and driving improvements

OLYMP already sets the bar very high for its social monitoring. Our approaches and efforts to date have ensured a high and fundamentally stable level of social standards in our factories. On the basis of our rigorous monitoring system of audits, factory visits and local quality controllers as well as our long-standing partnerships, we have a comprehensive overview of the risks and challenges in our operations.

In essence, each production facility is given the chance to improve. Therefore, if grievances are identified within the audits or during visits, the “Social Affairs” department works to improve the situation as soon as possible. In the case of serious violations, such as child labour or active prevention of the right to freedom of association, we react immediately and comprehensively. The same also applies if suppliers consistently achieve poor audit ratings. If there is no other option, our measures lead to termination of the cooperation, as for example occurred in 2019 with a garment factory in North Macedonia. Even after numerous efforts on our part, this had enormous deficiencies in regard to transparency and payment of fair wages. On the other hand, in 2021, there was no need to terminate business relationships due to social risks.

For OLYMP, audits are not the goal, but rather one of many instruments for enforcing social standards in the supply chain. They give us an initial impression and can reveal obvious grievances. For many companies, however, passing audits and therefore meeting minimum requirements have turned into a mere box-ticking exercise: Corrective measures only serve to restore the baseline level of standards. In addition, the results of audits or the reports have not always proved sufficient for us to gain real insights into the effectiveness of management approaches, improvement measures and employee representation. Additional tools are needed to work on deeper structural challenges.

This is precisely where the instruments of Fair Wear and the “iMPACT Program” come in. With these instruments, we have expanded the possibilities to directly identify any breaches of labour standards, institute measures to redress the situation and drive long-term improvements.



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# iMPACT PROGRAM

## iMPACT stands for:

### Insight & Motivation

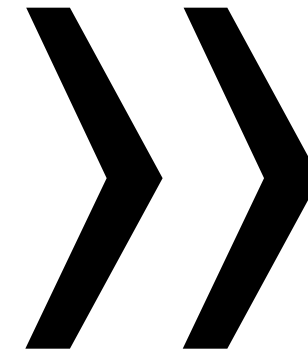
We would like to gain insights into production conditions and encourage our partners.

### Partnership & Action

to act jointly as partners,

### Capacity Building & Transparency

expand our capabilities and achieve a higher level of credibility and transparency.



INTERVIEW

## For better working conditions in the supply chain through membership of Fair Wear and our “iMPACT Program”

INTERVIEW WITH HELEN ZITZELSBERGER, CORPORATE RESPONSIBILITY AT OLYMP

### Why has OLYMP decided to take the step to work with the Fair Wear Foundation?

Through our membership of Fair Wear, we want to enforce better working conditions in the supply chain. Until now, the BSCI Code of Conduct and independent audits have ensured a fundamentally stable level of social standards in our operations. However, with our experiences we have increasingly found that the results of the audits were not always meaningful enough for us to achieve real improvements – especially with structural problems like overtime. At the same time, our expertise and aspirations in this field have continually evolved. With the switch to Fair Wear we have now found a partner with whom we can come a good deal closer to our standards of fairness.

### What is a first milestone of the cooperation?

By supporting Fair Wear, we developed our own audit in 2020 called the “iMPACT Program”. This took place in cooperation with the corporate wear provider HAKRO and the service provider ELEVATE Ltd., which specialises in the more sustainable shaping of supply chains. This programme not only meets our high standards, but also takes account of the fact that Fair Wear is not active in all countries. In light of this, Fair Wear supports our decision to carry out our own checks within the framework of the “iMPACT Program” instead of the Fair Wear audits. We also worked closely with Fair Wear during



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the development process in order to meet their strict requirements for audits. The "iMPACT Program" will gradually replace the BSCI audits and SA8000® certificates.

**What distinguishes the new approach?**

The "iMPACT Program" also relies on an audit as a first step, but also actively contributes to improving the situation on the ground. It does exactly what in our eyes has been lacking until now. Another defining features of the programme is its participatory nature: For example, workers are actively included in the form of an anonymous survey. Thus, they are given the opportunity to rate the working conditions from their perspective. This means we can better identify the problems and actively work on improving them.

**When does the programme start exactly?**

2021 served as the pilot and transition phase for the "iMPACT Program" and Fair Wear membership. In January 2021 we successfully completed development of our audit system within the framework of the "iMPACT Program". After successfully piloting the audit at selected factories in 2021, we have been working solely with the iMPACT Program since 2022.



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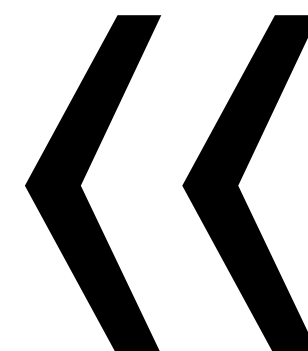
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### Making ready-to-wear clothing more eco-friendly

The environmental impacts of garment production are wide-ranging. The manual processing of the materials into the finished textile also requires a great deal of energy for operating the sewing machines and ironing systems. In addition, when manufacturing a garment, up to 20 percent of the fabric can be wasted. In particular, textiles which have a short life and which end up in the household rubbish straight after use contribute to a deterioration in the balance of resources.

At OLYMP, all our suppliers are checked in relation to environmental aspects at manufacturing level. To reduce and better manage the environmental impacts during manufacturing, OLYMP is introducing the Standard STeP by OEKO-TEX® at all its shirt factories. Six factories are already certified and a further one is on the verge of being certified. The standard also forms the basis for the product certificate MADE IN GREEN by OEKO-TEX®, which serves as an important criterion for the GREEN CHOICE label.

- ▶ **More on STeP by OEKO-TEX® in the section “Ensuring environmental and social standards in fabric manufacturing”**
- ▶ **More on GREEN CHOICE in the section “GREEN CHOICE: How we champion eco-friendly and sustainable materials” in the chapter “Our products”**



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# Our products

Thinking ahead



**Our stance.**

Sustainable fashion is not just a trend, but shows the growing need among customers to shop more consciously. This is why we continue to increase the proportion of products in our range that are produced responsibly. Our new GREEN CHOICE sustainability label expresses this attitude – and provides our customers with a guide to use when shopping.

**Our statement.**

**“Our success comes from thinking ahead. With responsibly designed products, we communicate our stance to the outside world and create sustainable values for our customers. Therefore, I am pleased that sustainably and fairly produced products are more in demand than ever. With GREEN CHOICE we also prove that for us quality, fashion and sustainability go hand in hand.”**

HEIKO IHBEN, BRAND AND PRODUCT DIRECTOR AT OLYMP BEZNER KG

**Our goals.**

- OLYMP’s mission is to actively shape change. That’s why we have set ourselves the goal of ensuring that by 2025 all OLYMP shirts, knitwear and sweatwear and accessories meet the GREEN CHOICE criteria. For the 2021 autumn season, this applied to 43 percent, and in autumn 2022 it will already be 57 percent of the OLYMP and OLYMP SIGNATUR collections, including accessories.
- For our most important fibre, cotton, we have continually increased the share we source through the “Better Cotton” initiative since joining in 2018. Our aim is to keep the share of our procurement volume, which has now reached a good 80 percent, at a stable level. Moreover, we intend to gradually increase the amount of organic cotton we use. The first time we used it was in our 2021 autumn collection.
- When using animal fibres, OLYMP sets clear requirements for animal welfare with GREEN CHOICE. With the Responsible Wool Standard (RWS), which we will base our collections on from autumn 2022, we rely on a recognised certificate that ensures compliance with special animal welfare criteria.
- By the time we deliver our autumn collection 2022, we will have optimised all our product packaging components in line with our five packaging principles: “rethink”, “reduce”, “reuse”, “recyclable” and “recycled”.



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## More sustainable products and sustainable consumption

Our OLYMP products are an expression of our understanding of quality and innovation. We have always associated our quality standards at OLYMP with the durability of our products. We create garments that deliver what they promise – marked by timeless design and the use of high-grade materials.

This claim, combined with the wishes of our customers, also shapes our understanding of sustainability, as demand for fashion produced in a socially and environmentally responsible way is growing – and with it the chance for us to provide a suitable range of products. With our new label for more sustainable products – the GREEN CHOICE label – we have reached another milestone because GREEN CHOICE stands for our efforts to use certified materials and promote more eco-friendly production.

We apply the same care to the design of our packaging as we do to our products. Here we are guided by clear principles that we will rigorously implement in the future – from reducing packaging to using recycled materials. We are setting ourselves clear goals here too, namely that by 2022 we will have optimised all our product packaging on this basis.

### GREEN CHOICE: How we champion eco-friendly and sustainable materials

GREEN CHOICE is a central component for further developing our strategic action area “Products”. We use the label to measure our progress in making our entire product range more sustainable step by step. Garments with the GREEN CHOICE label were first introduced across all product lines with the 2021 autumn collection.

The ambitious strategy behind this is based on two pillars, namely the use of sustainable materials and more environmentally friendly manufacturing. Our top priority is conserving resources and animal welfare. To meet this requirement, GREEN CHOICE combines numerous standards as an umbrella label, for which OLYMP demands clear evidence and certificates from its suppliers.

FOR PEOPLE  
AND PLANET.

GREEN  
CHOICE

OLYMP



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# We have set ourselves the goal of ensuring that by 2025 all OLYMP products, from shirts, knitwear and sweatwear through to accessories meet GREEN CHOICE criteria.



GREEN CHOICE is based on the desire of consumers to be able to spot sustainable products at a glance. This is precisely where OLYMP comes in with the GREEN CHOICE label, which serves as a clear and simple guide for our customers.

The GREEN CHOICE product label is based on a sound and transparent evaluation concept. It uses well-known standards and certificates as verification systems, which are classified differently depending on the sustainability claim. At OLYMP, the “Corporate Responsibility” department defines which of these standards GREEN CHOICE will adopt. The corresponding design and purchasing departments implement the requirements.

OLYMP has combined all information on GREEN CHOICE in its internal “Guide to sustainable products”. This explains the rating system behind the label, provides collected background information on the accepted standards and certificates and sets out requirements for the verification. In addition, it provides an overview of the challenges when purchasing individual fibres and materials and indicates ways of sourcing more sustainable alternatives within the scope of the GREEN CHOICE concept. The guide also forms the basis for internal training and the gradual integration of the GREEN CHOICE concept in the product development process.

**GREEN CHOICE SHARE OF THE OLYMP AND OLYMP SIGNATURE RANGE<sup>1</sup>**

Share of GREEN CHOICE per product group in %			
Product group	Autumn collection 2021	Spring collection 2022	Autumn collection 2022
Shirt	63	66	74
Knitwear	26	39	37
Accessories	0	0	0
<b>Total</b>	<b>43</b>	<b>52</b>	<b>57</b>

1) Share based on number of item variants in the main collection. These data do not include the interim collections, NOS program, bought-in underwear and OLYMP Retail.

**57 percent of all items in the 2022 OLYMP and OLYMP SIGNATURE autumn collection, including accessories, already meet the GREEN CHOICE requirements. We are continually increasing this share.**

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## GREEN CHOICE evaluation criteria and system at a glance



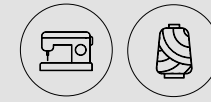
### SUSTAINABLE MATERIALS



To evaluate **sustainable materials** we rely on recognised initiatives that verify the sustainable sourcing and manufacture of the raw materials used. The GREEN CHOICE rating system is a modular concept – all listed materials may be used, but not all of them can be found in the current product portfolio.



### ENVIRONMENTALLY FRIENDLY PRODUCTION



When evaluating **more eco-friendly production** we also rely on certifications: Points are awarded to certified production facilities and supply chains. Until now, we have mainly relied on the standard MADE IN GREEN by OEKO-TEX®.

All standards from the modular concept that OLYMP currently works with can be found at ► [OLYMP.COM](https://www.olymp.com) and in the following sections of the report.



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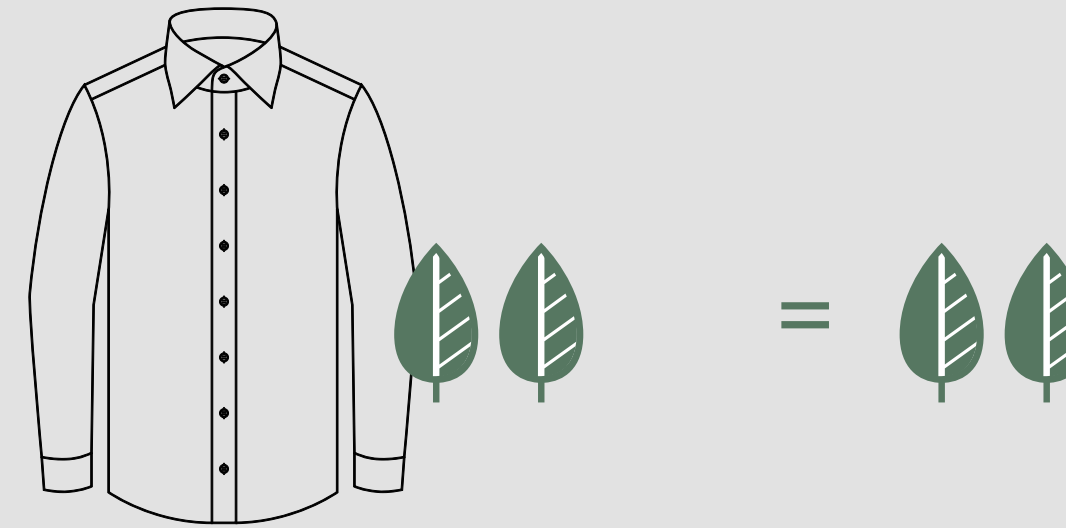


**GREEN CHOICE rating system**

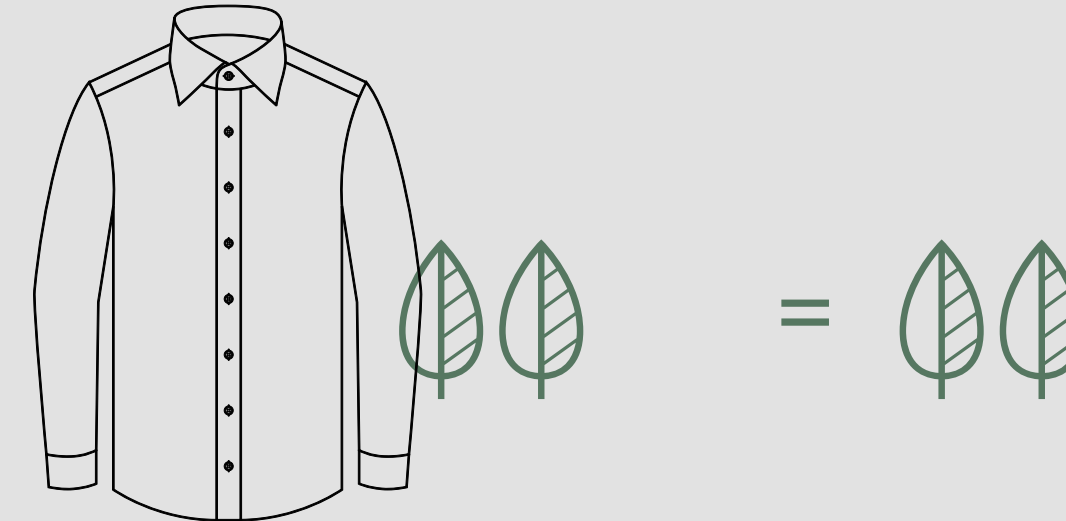
The GREEN CHOICE rating system is a points system in the form of leaf symbols. A maximum of two leaves can be awarded per module, namely "Materials" and "Production". The leaves from both categories are added together to obtain the total score for a product.

The GREEN CHOICE logo is only awarded to products that achieve at least two leaves – either two in the same category or one in each category. A product can achieve a maximum of four leaves.

TWO LEAVES FROM MODULE 1: SUSTAINABLE MATERIALS



TWO LEAVES FROM MODULE 2: ENVIRONMENTALLY FRIENDLY PRODUCTION



ONE LEAF EACH FROM MODULE 1: SUSTAINABLE MATERIALS AND MODULE 2: ENVIRONMENTALLY FRIENDLY PRODUCTION



OTHER WAYS OF QUALIFYING FOR OLYMP GREEN CHOICE:

- MORE THAN 1 LEAF PER MODULE IS ACHIEVED, IN TOTAL 3 LEAVES
- TWO LEAVES ARE ACHIEVED FROM EACH OF THE TWO MODULES HAS BEEN ACHIEVED

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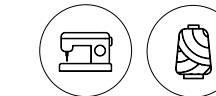
**GREEN CHOICE module: Materials of products**



Category	Material	Product meets one of the listed requirements	Across all fibres, product contains <sup>1)</sup> in total 25 to 49% of the listed materials	Across all fibres, product contains <sup>1)</sup> in total 50 to 100% of the listed materials
Plant fibres	Cotton	Better Cotton (at least 50%)	Certified organic ( ▶ <a href="#">OCS</a> , ▶ <a href="#">GOTS<sup>2)</sup></a> ) Recycled ( ▶ <a href="#">GRS</a> , ▶ <a href="#">RCS</a> )	
	Linen	Conventional (at least 50%)	From Western European <sup>3)</sup> cultivation Organically certified ( ▶ <a href="#">OCS</a> , ▶ <a href="#">GOTS<sup>2)</sup></a> )	
Cellulose fibres	Viscose		Brand ▶ <a href="#">LENZING™ ECOVERO™</a>	
	Modal		Brand ▶ <a href="#">TENCEL™ Modal</a>	
	Lyocell	Conventional (at least 50%)	Brand ▶ <a href="#">TENCEL™ Lyocell</a> Brand ▶ <a href="#">TENCEL™ x REFIBRA</a>	
Synthetic fibres	e. g. elastane, polyester, polyamide, nylon		Recycled ( ▶ <a href="#">GRS</a> , ▶ <a href="#">RCS</a> ) Q-NOVA by Fulgar (nylon) ECONYL by Aquafil (polyamide)	
Animal fibres <sup>4)</sup>	Sheep's wool		▶ <a href="#">RWS</a> -certified Organically certified ( ▶ <a href="#">OCS</a> , ▶ <a href="#">GOTS<sup>2)</sup></a> ) Recycled ( ▶ <a href="#">GRS</a> , ▶ <a href="#">RCS</a> )	
	Cashmere		Organically certified ( ▶ <a href="#">OCS</a> , ▶ <a href="#">GOTS<sup>2)</sup></a> ) Recycled ( ▶ <a href="#">GRS</a> , ▶ <a href="#">RCS</a> )	

1) Composition under the German Textile Labelling Act  
 2) Makes up at least 70% of the total fibre content  
 3) Germany, France, Belgium, Netherlands: proof of origin required  
 4) Without certificate no GREEN CHOICE for products with animal fibre content  
 5) OLYMP is currently not GOTS-certified and can therefore also not offer any GOTS-certified products with four leaves

**GREEN CHOICE module: Product manufacture**



Range of requirements	Product manufacture meets one of the listed requirements	Product manufacture meets one of the listed requirements
Certified supply chain (based on recognised standards)	▶ <a href="#">STeP by OEKO-TEX®</a> -certified wet production and finishing ▶ <a href="#">STANDARD 100 by OEKO-TEX-</a> certified product	▶ <a href="#">GOTS</a> -certified supply chain and at least 70% organically certified <sup>5)</sup>

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## Setting standards for sustainable materials with GREEN CHOICE

GREEN CHOICE products are based on sustainable materials. The label refers to the entire spectrum of raw materials used – from plant fibres such as cotton and linen through to synthetic and cellulose-based materials. The focus is on conserving resources as well as animal welfare aspects in the case of animal fibres.

Since the 2021 autumn collection, we have therefore been using cotton from the “Better Cotton” initiative or organic cotton certified according to the Organic Content Standard (OCS) as well as TENCEL™ lyocell and modal fibres.

► You can find more information on the accepted standards at GREEN CHOICE in the section **“GREEN CHOICE evaluation criteria and system at a glance”**

## More sustainable cotton for OLYMP products

At OLYMP, we have been using organic cotton in our flannel shirts and OLYMP Casual knitwear and sweatwear casual range since 2021. We rely on the internationally recognised Organic Content Standard (OCS) as a verification system. This way we can ensure that our products actually contain organic cotton.

The fact that our business shirts are still excluded is because they have to meet other quality requirements, e.g. in terms of fibre strength and whiteness. For example, we mainly use extra-long staple cotton fibres, which are not yet sufficiently available on the market in organic quality or only in a reduced quality.

Therefore, here we mainly rely on the cooperation with the “Better Cotton” initiative. The organisation promotes the cultivation and use of sustainably produced cotton worldwide and distributes it all over the world according to the mass balance principle. This means that when OLYMP purchases Better Cotton this also boosts the cultivation of more environmentally and socially friendly cotton worldwide. In this way, Better Cotton contributes to the widespread use of more sustainable cotton.

► You can find more on Better Cotton and organic cotton in the section **“Cotton: Gaining an insight into the key fibres at OLYMP”** in the chapter **“Our supply chain”**



OLYMP Casual flannel shirts  
100 % OCS-certified organic cotton



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### TENCEL™ fibres in OLYMP products

TENCEL™ is a brand of Lenzing AG. TENCEL™ lyocell and modal fibres are based on wood from demonstrably sustainable forestry. The fibres are manufactured in an environmentally conscious production process which conserves resources – and reduces greenhouse gases – to a considerable extent, in contrast to conventional manufacturing processes. OLYMP has been using Lenzing’s TENCEL™ lyocell and modal fibres in its products since autumn 2021 – mixed with cotton and synthetic fibres. Lenzing’s TENCEL™ fibres can be found in parts of our premium OLYMP SIGNATURE line, our 24/Seven shirts under OLYMP Level Five Business and OLYMP No. Six, as well as some sweatwear garments under OLYMP Casual.



### 24/SEVEN shirts under OLYMP Level Five Business and OLYMP No. Six:

- 70% TENCEL™ Lyocell
- 26% polyamide
- 4% elastane

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**Setting standards for more eco-friendly production with GREEN CHOICE**

In addition to sustainable materials, GREEN CHOICE stands for more environmentally friendly manufacturing processes. We focus in particular on environmental impacts arising during the wet and finishing processes and therefore the environmental aspects water, energy, emissions, chemicals and waste.

To verify more sustainable manufacturing processes for GREEN CHOICE we have so far relied mainly on the standard MADE IN GREEN by OEKO-TEX®.

**Our business shirts MADE IN GREEN by OEKO-TEX®**

A considerable proportion of our OLYMP Luxor, OLYMP Tendenz, OLYMP Level Five and OLYMP No. Six business shirts bear the GREEN CHOICE label. Not only is 100 percent of the cotton used sourced through Better Cotton, the items are also produced in a more environmentally friendly way – as proven by MADE IN GREEN by OEKO-TEX®. Product certification distinguishes all types of textile products – and is itself based on the following standards:

- The products are harmless to human health – guaranteed via the STANDARD 100 by OEKO-TEX®.
- ▶ **More on STANDARD 100 by OEKO-TEX® in the section *“Product safety”***
- All supply chain stages involved, from the yarn to the finished end product, are certified according to STeP by OEKO-TEX®.
- ▶ **More on *STeP by OEKO-TEX®* in the chapter *“Our supply chain”***



OEKO-TEX®  
INSPIRING CONFIDENCE  
**MADE IN GREEN** 

**OLYMP Luxor modern fit business shirt:**

100% cotton

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### Making packaging more eco-friendly

We use various packaging for our products. This is necessary in order to protect garments from external influences during transport, storage and good presentation on the sales floor and to maintain their high quality from manufacture to the customer. Our product packaging is therefore a key quality assurance element. At the same time, we also want to make it more environmentally friendly because we know about the environmental problems with packaging materials – from resource-intensive production to the recycling challenges.

OLYMP has therefore carried out a risk assessment of the most common packaging materials, paper and plastic. As a result of this assessment we require our suppliers to provide proof of packaging materials made from recycled plastic and from sustainable forestry in the case of paper.

By using more sustainable packaging, OLYMP wants to help to conserve resources and protect the environment whilst retaining the essential functional aspects of packaging. But when is packaging sustainable anyway? To gain a common understanding, OLYMP's CR Department defined binding minimum requirements for the first time in 2020. These relate to both the sourcing and development of packaging materials. OLYMP set out the minimum requirements for more environmentally friendly packaging in an internal guide. These principles for the packaging concept and requirements for sustainable materials also form the basis for various projects in the area of packaging at OLYMP.

An interdisciplinary project team consisting of the design, research and development and logistics departments worked on reviewing our packaging to make it more resource efficient. In this way, we take into account the widest possible range of functions and properties that product packaging has to fulfil – for example, in terms of goods protection, handling, logistics, visual appearance, feel and as an information carrier. The CR Department supports the team in particular with the sustainability assessment of different materials and packaging variants. We use an assessment tool for this if necessary, which means that environmental impacts arising during manufacture and disposal of packaging can be approximately determined and compared. After entering all the material and origin specifications for two different types of packaging we can, for example, calculate which variant has the lowest carbon footprint and is therefore the more eco-friendly option.

#### PACKAGING MATERIALS USED IN GERMANY IN 2021

	Quantity (t)	Share in %
<b>Renewable materials</b>	99.2	62
Paper/cardboard		
<b>Non-renewable materials</b>	61.9	38
Glass, ferrous metals, plastics, other composite packaging, other materials		



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## Our goal: Optimised OLYMP product packaging by autumn 2022

At OLYMP, we have set ourselves the ambitious target of optimising our product packaging by autumn 2022. Specifically, this means minimising packaging waste, drastically cutting the amount of plastic in our product packaging, improving recyclability and therefore significantly reducing our carbon footprint. The benchmark for this are our five packaging principles:

### Rethink:

Fundamentally rethink the packaging concept

### Reduce:

Keep material usage to a minimum

### Reuse:

Make the reuse and recycling of materials and packaging components possible

### Recyclable:

Use recyclable materials

### Recycled:

Use recycled basic materials



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### Focusing on durability instead of fast fashion

With its commitment to quality, OLYMP is able to lay the foundation for the lengthy service life of its products. Instead of “fast fashion”, OLYMP has therefore always focused on products that are characterised by their durability. The longer a garment is used, the smaller the ecological footprint. Premature wear and tear or a short service life on the other hand means a waste of valuable resources needed in the production process, from raw materials to water to energy. While providers of “fast fashion” launch up to 24 collections a year, at OLYMP it is only four, namely the extensive spring and autumn collections and the smaller summer and winter collections. In the case of OLYMP SIGNATURE, only two collections per year even are brought to market (spring/summer, autumn/winter). Through longer design and product development cycles, we have the necessary time to work with great care on our own creations.

### Developing and producing shirts with maximum care

OLYMP does not just make clothing. Especially with our shirts, we attach great importance to every tiny detail – and in this way we also set ourselves apart from large sections of the industry and, above all, the fast fashion industry. While actual product development is often the responsibility of the producers, at OLYMP we take matters into our own hands. A glance at the process of shirt development and production is a testament to this. We orchestrate everything, i.e. the factory Manufactures according to our exact instructions and with our close supervision. From fabric manufacturing and the cut through to the workmanship, it is clear how much care and quality goes into each individual piece.



**Fabric:** In terms of colour, material usage and composition, fabric construction and many other specific performance features, our fabric is produced to the exact specifications of our design team. Each batch is tested in our in-house laboratory and at external testing laboratories. Only then is it released for production in the garment factories.

**Cuts & CAD:** Our diverse cuts are specially developed by our CAD department in collaboration with Design and Sample Making using Computer-Aided Design (CAD). In this way, we ensure that the shirts are always a perfect fit and flawlessly manufactured – and keep their shape long term.

**Workmanship:** For each order, we provide the clothing manufacturer with detailed technical drawings of how the shirts should be produced. We can guarantee, for example, that the collar points are absolutely symmetrical or that measurements are adhered to, in short that the shirts always meet our quality standards. Our quality controllers also ensure this is the case by checking the specifications directly on site.

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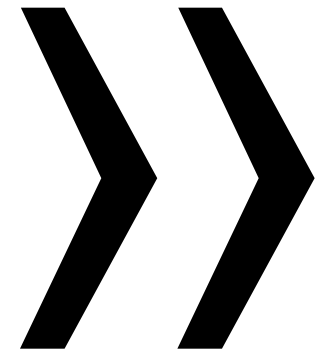
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INTERVIEW

# Insights into OLYMP SIGNATURE: Quality, durability and sustainability



QUESTIONS TO MICHAELA MUTKA-WASLING, HEAD OF OLYMP SIGNATURE

### What link is there at OLYMP SIGNATURE between quality, durability and sustainability?

OLYMP Signature stands equally for quality, durability and sustainability. These attributes reinforce one another in our products. The foundation for this is taking the time to develop and design each fabric and each garment with the requisite care.

### How do you guarantee the quality that the OLYMP SIGNATURE brand stands for?

At OLYMP SIGNATURE, we meet this requirement by launching only two collections per year. In the process, the product fabric is consistently designed for durability. The same applies to the components, such as the buttons and the finishing. Our products are also made to last because of their timeless look and the high quality of the materials used.

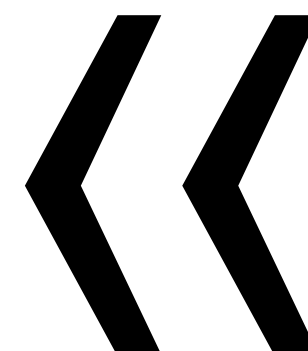
### How exactly is this reflected in the next collection?

The OLYMP SIGNATURE 2021 autumn collection and 2022 spring collection are all about sustainable materials and more eco-friendly production, as with the new collection, OLYMP SIGNATURE customers can also opt for GREEN CHOICE products.



**“Our products are made to last because of their timeless look and the high quality of the materials used”**

MICHAELA MUTKA-WASLING



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### Giving rejects a second chance

Despite far-reaching quality assurance mechanisms, goods are still produced that do not meet our high quality standards and so they can no longer be sold via the normal sales route. This applies, for instance, to production samples and damaged items.

For OLYMP, these products do not count as waste. At OLYMP, therefore, portable goods are not destroyed. Accordingly, disposal is always the last resort. Even before classifying goods as second or third choice, we always weigh up first whether they can be completely refurbished by repairing them in our in-house sewing shop. Only when this is not possible do we continue to use the products as second or third choice – and find another meaningful use for them.

### Retaining value through environmentally friendly care



With our non-iron and easy-iron business shirts, we give our customers a big helping hand. These shirts require neither intensive ironing nor drying, so their maintenance saves valuable resources and costs. At the same time, we support our customers in caring for the products properly – for a good washing outcome and prolonged durability of all garments and components. Detailed care instructions are attached to each product, and these are also available on our [website](#).

### Turning old into new: Upcycling with LIMO



In 2020, OLYMP entered into a cooperation with the fashion label founded in the same year [▶ “LIMO” – Less Is More Wardrobe](#) from Kronberg in Hesse. The company specialises in making women’s clothing from discarded men’s shirts. The cooperation is based on OLYMP providing rejected goods, production samples and test copies as required. LIMO uses these shirts to make unique individually handcrafted items through creative upcycling. A specially made garment is produced for each order. Valuable resources are conserved by reusing or recycling our shirts. The made-to-order principle enables more conscious consumption and avoids surplus goods.

### Donating clothing with “Aktion Hoffnung”



In cooperation with the Catholic relief organisation [▶ “Aktion Hoffnung Rottenburg-Stuttgart e. V.”](#) OLYMP has set up two collection containers for textiles and shoes at its headquarters and made one of them available to the public. Here, people can give a meaningful second life to their well preserved clothes and shoes – and prevent the disposal of valuable resources. The clothing donations are processed and sorted exclusively in Baden-Württemberg by Aktion Hoffnung and a partner company. Both the recycling of the clothing and the forwarding of donations are based on the strict guidelines of the organisation FairWertung e. V.

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## Product safety

In the twenty-first century, modern textiles have to meet high standards. Contemporary clothing is expected to maintain lasting colour quality, offer a high level of wear comfort and be durable, easy-care and wrinkle-free. These and many additional functional characteristics of textiles are now demanded as a matter of course and, depending on their specific use, are also indispensable. The wide-ranging requirements cannot be met without using certain chemical substances.

OLYMP customers can, however, be certain of purchasing a garment that does not present a health risk. Along with uncompromising product quality, we rely on maximum safety and transparency to achieve this. OLYMP's quality and process management department is responsible and manages product safety throughout the company.

### Ensuring product safety through clear limits on chemicals

At OLYMP we know exactly what substances are used in our garments. Our **OLYMP Restricted Substances List (RSL)** serves as a basis for the safety and quality of the products. It lists all particularly risky chemicals that are either banned altogether or permitted with restrictions and their limit values in the end product.

OLYMP RSL combines the various national and international legally regulated provisions on the restriction of chemicals in the clothing industry in one document. The OLYMP RSL confirmation is also an integral part of contractual relationships with all existing and new suppliers. This therefore applies to all direct business partners from

whom OLYMP purchases individual pieces and materials in addition to ready-made products.

To provide the highest level of safety, OLYMP RSL goes beyond the legal requirements and is based on the STANDARD 100 by OEKO-TEX®. All individual materials and components used to manufacture an OLYMP product and for ready-made products and packaging materials used must meet the following OLYMP RSL conformity requirements:

- Compliance with the limit values according to STANDARD 100 by OEKO-TEX®, Product Class II, Appendix 4, (applies only to textile materials and leather components that are used to manufacture an OLYMP product and to ready-made end products).
- Compliance with the regulated restrictions for harmful substances according to Appendix XVII of the REACH Regulation (EC) 1907/2006, the European Chemicals Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals, as well as the regulations for Substances of Very High Concern, (SVHC) on the current REACH Candidate List applicable at the time of delivery. The abbreviation "REACH" stands for Regulation Concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals.
- Compliance with the regulated restrictions of the POP Regulation. POP stands for Persistent Organic Pollutants and includes organic substances that accumulate in living organisms and pose a threat to health and the environment. The POP Regulation ensures that

the prohibitions and the restrictions of the manufacture, placement on the market and the use of persistent organic pollutants are complied with.

- Compliance with the regulations according to section 5 – German Packaging Act (substance restrictions) for the sum of the heavy metals lead cadmium, chromium VI and mercury.
- Ensuring that the packaging, print colours and inks are free of PVC/PVDC/chlorinated plastics and plasticisers.



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**Certification to STANDARD 100 by OEKO-TEX®**

In addition to mandatory compliance with the OLYMP RSL, a large number of OLYMP products are certified according to the STANDARD 100 by OEKO-TEX®.

The Standard 100 by OEKO-TEX® is an independent certification system for pollutant-tested textiles. Its criteria are mostly much stricter than the requirements prescribed by law. Thus, it prohibits the use of substances damaging to health such as carcinogenic azo colourants. It also excludes substances that are detrimental to health and of concern for which there is no binding legal regulation. The OEKO TEX® set of criteria also includes other parameters such as excellent colour fastness or a skin-friendly pH value. OLYMP has been working with this standard since 1995.

The STANDARD 100 by OEKO-TEX® is an important component for promoting more sustainable products, as it is a prerequisite for a MADE IN GREEN label by OEKO-TEX®. The OEKO TEX® certificate is only awarded to a garment of clothing when all other materials from all suppliers also meet these strict requirements and have similar certification. Compliance with the limit values of the STANDARD 100 by OEKO-TEX® is the minimum requirement for all our OLYMP products.

**Ensuring compliance with high standards through risk-based product inspections**

At every stage of the manufacturing process and throughout the year, OLYMP carries out spot checks of products and packaging. It is important to do this to rule out health risks and ensure that the OLYMP RSL requirements are met. The checks cover all product groups and all preliminary stages because it is important to be able to react to any violations in good time, i.e. before the materials are used in production or before the finished article is delivered to the sales outlet.

How extensive the spot checks are is defined for each collection in collaboration with the respective purchasing department and the quality and process management department newly created in 2021. Test samples and ingredients are selected from the current collection and the standard NOS (Never Out of Stock) range.

Which chemical parameters are tested depends on the OLYMP test package. Each test package is based on a current risk assessment

and the chemical parameters which are currently the focus of attention on the market. For example, a brightly dyed printed garment may pose a higher health risk because more chemicals are used than to produce a white cotton shirt. To keep our test packages up to date, we work closely with Hohenstein Textile Testing Institute GmbH & Co. KG in Bönningheim (district of Ludwigsburg), which is well-known for its expertise in the area of textile and quality testing and therefore also carries out the external testing.

An individual piece or material that exceeds the emissions limits stated in the OLYMP RSL may not be used to manufacture OLYMP products. In 2021, we did not identify any breaches of our OLYMP RSL or the legal requirements that would have resulted in the recall of products.

**In 2021, OLYMP purchased products and materials certified according to the STANDARD 100 by OEKO-TEX® from 96 percent of ingredient suppliers, 97 percent of fabric suppliers and 46 percent of knitwear suppliers.**

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<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General disclosures 2016</b>		
<i>Organisation profile</i>		
GRI 102-1: Name of organisation	7	
GRI 102-2: Activities, brands, products and services	7	
GRI 102-3: Location of headquarters	7	
GRI 102-4: Location of operations	7, 31/32	
GRI 102-5: Ownership and legal form	7	
GRI 102-6: Markets served	7	
GRI 102-7: Scale of the organization	7	
GRI 102-8: Information on employees and other workers	12	
GRI 102-9: Supply chain	31/32	
GRI 102-10: Significant changes to the organisation and its supply chain		<i>No significant changes during the reporting period.</i>
GRI 102-11: Precautionary principle or approach	11, 40/41, 44, 50–54, 61, 64, 72, 78	
GRI 102-12: External initiatives	4, 16, 18, 22/23, 28, 38–40, 44, 51, 54–57, 76–78	
GRI 102-13: Membership of associations and interest groups	10, 47, 54–57	

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<i>Corporate management</i>		
GRI 102-18: Governance structure	7/8	
<i>Stakeholder engagement</i>		
GRI 102-40: List of stakeholder groups	10	
GRI 102-41: Collective bargaining agreements	13	
GRI 102-42: Identifying and selecting stakeholders	10	
GRI 102-43: Approach to stakeholder engagement	9/10	
GRI 102-44: Key topics and concerns raised		<i>We include the key topics that our stakeholders bring to our attention in our materiality analysis.</i>
<i>Approach to reporting</i>		
GRI 102-45: Entities included in the consolidated financial statements	4, 7	
GRI 102-46: Defining report content and topic boundaries	8/9	
GRI 102-47: List of material topics	9	
GRI 102-48: Restatements of information		<i>No changes as first report</i>
GRI 102-49: Changes in reporting		<i>No changes as first report</i>
GRI 102-50: Reporting period	4	

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GRI 102-52: Reporting cycle	4	
GRI 102-53: Point of contact for questions on the report	87	
GRI 102-54: Claims of reporting in accordance with the GRI Standards	4	
GRI 102-55: GRI Content Index	79–86	
GRI 102-56: External assurance		<i>There was no external audit of the disclosures in this report.</i>
Key topics		
<b>GRI 201: Economic performance 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	7	
GRI 201-1: Direct economic value generated and distributed	7	<i>For reasons of confidentiality, no financial information beyond the turnover of the OLYMP Group is reported.</i>
<b>GRI 204: Procurement practices 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	32–36	
GRI 204-1: Proportion of spending on local suppliers		<i>OLYMP defines suppliers who are based in Germany as “local.” 100% of the procurement volume and the corresponding procurement budget are sourced from or awarded to suppliers outside Germany.</i>
<b>GRI 206: Anti-competitive behaviour 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	11	
GRI 206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	11	

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GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	26, 43–47	
GRI 301-1: Material consumption by weight or volume	26, 43, 72	
<b>GRI 302: Energy 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	21/22	
GRI 302-1: Energy consumption within the organisation	21	
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<b>GRI 303: Water and effluents 2018</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	21, 26	
GRI 303-1: Interactions with water as a shared resource	26	
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<b>GRI 305: Emissions 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	21–23	
GRI 305-1: Direct (Scope 1) GHG emissions	23	
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<b>GRI 306: Waste 2020</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	1, 26, 72–74	
GRI 306-1: Waste generation and significant waste-related impacts	26	
GRI 306-2: Management of significant waste-related impacts	26, 72–74	
GRI 306-3: Waste generated	26	
<b>GRI 307: Environmental compliance 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	11, 21	
GRI 307-1: Non-compliance with environmental laws and regulations	11	
<b>GRI 308: Supplier environmental assessment</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	38–40, 44, 47, 50–52, 54, 61	
GRI 308-1: New suppliers that were screened using environmental criteria	44, 47, 50, 55, 61	
GRI 308-2: Negative environmental impacts in the supply chain and actions taken	38–40, 44, 47, 50–52, 54, 61	<i>In the financial year there were no cases of suppliers where significant negative environmental impacts were identified and the business relationship was terminated as a result.</i>
<b>GRI 401: Employment 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	12–15	
GRI 401-1: New employee hires and employee turnover	14	
GRI 401-3: Parental leave	15	
<b>GRI 402: Labour / management relations 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	12–15	
GRI 402-1: Minimum notice periods regarding operational changes		<i>OLYMP adheres to the applicable legal requirements with regard to notice periods.</i>

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GRI 403-9: Work-related injuries	16	
<b>GRI 404: Training and education 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	18/19	
GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	19	
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	19	
<b>GRI 405: Diversity and equal opportunity 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	19	
GRI 405-1: Diversity of governance bodies and employees	19	<i>For reasons of confidentiality, diversity of governance bodies is not reported.</i>

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GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	19	
GRI 406-1: Incidents of discrimination and corrective actions taken	19	
<b>GRI 407: Freedom of association and collective bargaining 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	38–40, 44, 47, 50–52, 54-61	
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	55	<i>We can rule out the right to freedom of association and collective bargaining being violated or at risk at the OLYMP site. On closer inspection of all garment factories no such occurrence has come to light. It is difficult to make statements about lower supply chain levels, but we are working on gaining insights into the lower supply chain.</i>
<b>GRI 408: Child labour</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	38–40, 44, 47, 50–52, 54–61	
GRI 408-1: Operations and suppliers at significant risk for incidents of child labour	55	<i>We can rule out child labour at the OLYMP site. On closer inspection of all manufacturing facilities, no cases of child labour have come to light. It is difficult to make statements about lower supply chain levels, but we are working on gaining insights into the lower supply chain.</i>
<b>GRI 409: Forced or compulsory labour 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	38–40, 44, 47, 50–52, 54–61	
GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	55	<i>We can rule out forced or compulsory labour at the OLYMP site. On closer inspection of all manufacturing facilities, no cases of forced or compulsory labour have come to light. It is difficult to make statements about lower supply chain levels, but we are working on gaining insights into the lower supply chain.</i>

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<b>GRI 414: Supplier social assessment 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	38–40, 44, 47, 50–52, 54–61	
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GRI 414-2: Negative environmental impacts in the supply chain and actions taken	38–40, 44, 47, 50–52, 54–61	
<b>GRI 416: Customer health and safety 2016</b>		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	77/78	
GRI 416-1: Assessment of the health and safety impacts of products and service categories	77/78	
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<b>GRI 417: Marketing and labelling 2016</b>		
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GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	11	
<b>GRI 419: Socio-economic compliance</b>	11	
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	11	
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## Publisher and contact

OLYMP BEZNER KG  
HÖPFIGHEIMER STR. 19  
74321 BIETIGHEIM-BISSINGEN,  
GERMANY

[OLYMP.COM](http://OLYMP.COM)

**CONTACT:**  
ILYTA LACOMBE  
HEAD OF  
CORPORATE RESPONSIBILITY

[RESPONSIBILITY@OLYMP.COM](mailto:RESPONSIBILITY@OLYMP.COM)

## Editor

AKZENDE  
KOMMUNIKATION UND BERATUNG GMBH  
MUNICH,  
GERMANY

[AKZENDE.DE](http://AKZENDE.DE)

## Layout

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