

OLYMP

Sustainability Report

2024

OLYMP

Sustainability Report

2024

Foreword	P. 03
About this report	P. 04
OLYMP and sustainability	P. 05
OLYMP's business model	P. 07
Our suppliers	P. 09
Our sustainability	P. 12
Managing sustainability	P. 16
Double materiality	P. 19
Our contribution to environmental and climate protection	P. 20
Climate and sustainability strategy	P. 21
Our climate strategy	P. 23
Energy consumption	P. 24
More sustainability and traceability	P. 29
Our social responsibility	P. 35
Our social responsibility	P. 36
Focusing on people	P. 37
OLYMP's workers in numbers	P. 39
OLYMP as an employer	P. 42
The people in our value chain	P. 44
Transparency for our consumers	P. 49
Business conduct at OLYMP	P. 50
Actively managing business conduct	P. 51
Strengthening our corporate culture	P. 53
Our approach to partners in the value chain	P. 56
ESRS index	P. 58
Imprint	P. 62

Foreword

Dear Readers,

2024 was characterised by numerous international conflicts and crises, which threatened to push the issue of climate change out of the focus. This made it all the more important for us at OLYMP to continue our commitment to climate protection and environmental sustainability.

Over the last year, heatwaves, droughts, flooding and forest fires have made a clear sign that climate change is continuing, if not accelerating. This has been a push for us to maintain the measures we have put into place to firmly anchor climate and environmental protection into our locations and global supply chain. With this, we continue to take responsibility to protect the environment and its resources for future generations.

In this sustainability report, we document our activities in the areas of environment, social and governance and explain how we want to become more sustainable. This includes increasing the environmentally and animal friendly production of raw materials, the traceability of the materials we use and the

recyclability of our products. In 2025, we will develop specific targets based on our carbon footprint and energy consumption data collected for this report. This year, we are paying particular attention to the people in our entire value chain – from the OLYMP workforce to our partners’ employees, to our customers. For us, sustainability is not just about environmental protection but about paying attention to good and fair working conditions; as an employer ourselves, and in procurement. On top of this, we cater to the changing values and preferences of those who buy and wear our clothes and accessories. Therefore, we continue to develop our environmentally friendly product range and be transparent on our product communication.

Although OLYMP’s company structure does not legally require us to report under the Corporate Sustainability Reporting Directive (CSRD), we have decided to go beyond compliance and base this year’s report on the directive’s requirements. This will allow us to present our key figures and related measures in a comparable way for all interested stakeholders.

Despite various challenges, we consistently continue our efforts for more sustainability and climate protection. In future, we want to follow the progress and results of our measures against our own targets. With this, we will be able to see which activities are particularly effective and where there may still be potential for optimisation.

As a family business, OLYMP will keep planning, acting and operating sustainably, to support creating a safe and liveable world.

The management of OLYMP Bezner KG



Mark Bezner
Owner & CEO/CFO



Kai Graf
CSO



Heiko Ihben
CBO/CPO/CHRO



Johann Trischberger
COO



About this report

At OLYMP, our aim is to transparently communicate our sustainability activities. That is why we are modelling this year’s sustainability report closely to the European CSRD (Corporate Sustainability Reporting Directive) requirements. Where possible, we are disclosing datapoints specified by the European Sustainability Reporting Standards (ESRS). Although we are not currently legally required to do so as a company, it is important to us that we document the impact of our business activities on the environment and society in a structured manner and that this information is accessible to our stakeholders.

Until this year, we have orientated our sustainability reports on the GRI (Global Reporting Initiative) standards. Consequently, the structure of this report is slightly different to that of previous reports.

Our sustainability report refers to OLYMP Bezner KG, OLYMP Retail KG and MARVELIS KG. Our next sustainability report is due to be released in the summer of 2026.

The report begins with an overview of OLYMP Bezner KG, the core company within our corporate group – covering our structure and business model, supply chain and markets, as well as our risk management practices. We will then turn to our sustainability targets and how we manage them. The report is structured around three key pillars: environment, social and governance. Within these pillars, we will focus on topics that were considered particularly significant as a result of our double materiality assessment.

The scope of the report includes both OLYMP’s upstream and downstream value chain. While we have detailed figures for our own operations, data from our suppliers and retail partners is more limited and, in some cases, we must rely on estimates.

This report covers the 2024 financial year, corresponding to the calendar year from 1 January to 31 December 2024. Where possible, we have included comparison data from previous years. Please note that figures included in text, tables and charts have been rounded. Totals therefore may not add up precisely and percentage values may not be an exact match to the absolute numbers.

Wherever references to people are made, we strive to use gender-neutral language.

The editorial deadline for this report was 7 October 2025.

OLYMP and sustainability

At OLYMP, we actively embrace change. We see the transformation within our industry as an opportunity to move towards more sustainability. Sustainability is a guiding principle when it comes to addressing challenges in the apparel sector such as a fast-paced market, rising production costs and global risks. This isn't just the case for how we manufacture our products, but also for our commitment to our employees and the people across our supply chain. Since 2018, we have been deeply engaged with climate and environmental issues, implementing a range of initiatives at our headquarters in Bietigheim-Bissingen to reduce our environmental footprint. We also take our social responsibility serious and, through the OLYMP-Bezner-Stiftung, a charitable foundation based in Bietigheim-Bissingen, support children and young people via international aid projects.

Our company: OLYMP Bezner KG in facts and figures

OLYMP Bezner KG, headed by Mark Bezner as CEO, is one of the leading apparel producers for men's fashion in Germany. Founded in 1951, our company is specialised in high-quality men's shirts for business, leisure and special occasions, and also manufactures knitwear, trousers, accessories and underwear. In 2024, the owner-managed group generated revenue of €203.95 million.^[1]

1. The 2024 annual revenue includes the results of OLYMP Bezner KG, OLYMP Retail KG and MARVELIS KG. The data used for 2024 differs slightly from the revenue figures reported for 2022-2024 in the 2023 Sustainability Report. This variation is due to adjusted consolidation of the legally defined group, as a result of CSRD requirements.

2. The OLYMP Group comprises OLYMP Bezner KG, OLYMP Retail KG, OLYMP Digital KG, MARVELIS KG and Shirthouse GmbH.

Our structure: Family-owned and -operated business in its third generation

At OLYMP Bezner KG, we centralise all administrative and logistics functions. This makes it the core organisational hub within the group, which includes several independent entities. As a family-owned and operated business, OLYMP does not have any supervisory bodies. The interests of our employees are represented by the Workers Council, the Representative Body for Employees with Disabilities and the Youth and Trainee Council.

OLYMP BEZNER KG IN FACTS AND FIGURES

Founded	1951 by Eugen Bezner
Management Board^[2]	Owner & Chief Executive Officer (CEO)/Chief Financial Officer (CFO): Mark Bezner Chief Sales Officer (CSO): Kai Graf Chief Brand Officer (CBO)/Chief Product Officer (CPO)/Chief Human Resources Officer (CHRO): Heiko Ihben Chief Operations Officer (COO): Johann Trischberger
Corporate form	Limited Partnership (LP)/Kommanditgesellschaft (KG)
Headquarters	Bietigheim-Bissingen, Baden-Württemberg, Germany
Employees (excluding OLYMP Retail KG)	515

ANNUAL REVENUE OF THE OLYMP GROUP

Year	Revenue ^[1] in € millions
2022	227
2023	229
2024	204



Start

Content
Foreword

OLYMP and sustainability

OLYMP's business model
Our suppliers
Our sustainability
Managing sustainability
Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy
Our climate strategy
Energy consumption
More sustainability and traceability

Our social responsibility

Our social responsibility
Focusing on people
OLYMP's workers in numbers
OLYMP as an employer
The people in our value chain
Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct
Strengthening our corporate culture
Our approach to partners in the value chain

ESRS index

Imprint



A photograph of a garment manufacturing factory. In the foreground, a man in a dark grey long-sleeved shirt and dark trousers stands on the left, looking down at a piece of white fabric he is holding. He has a yellow measuring tape around his neck. In the background, another man wearing a blue and white checkered face mask, a plaid shirt, and work gloves is seated at a large white sewing machine. He is focused on his work. The sewing machine has a green label with the word 'OLYMP' in black capital letters. The machine is mounted on a blue frame. The work surface is covered with various pieces of white fabric and cardboard. The background shows more of the factory environment with other machines and structural elements.

OLYMP's business model, value chain and stakeholders

OLYMP’s business model, value chain and stakeholders

Our business model: High-quality men’s fashion for all occasions

As a company in the fashion industry, OLYMP Bezner KG is specialised in the production of high-quality menswear. Our business activities include design, product development and procure-ment for our own production brands OLYMP, OLYMP SIGNATURE and MARVELIS, as well as for the OLYMP corporate fashion line and various private labels.

Since the end of the 1990s, our company has been active in textile retail through OLYMP Retail KG and its subsidiaries. Our OLYMP monolabel stores and outlets in Germany are operated by OLYMP Stores KG, while MARVELIS Stores KG manages sales through our MARVELIS outlet stores in Ger-many. Online sales are handled by OLYMP Digital KG, while physical retail outlets are managed either by Shirthouse Stores GmbH or by foreign subsidiaries.

Our markets

OLYMP is not just the current leading shirt producer in Germany but is also among the leading shirt brands in Europe, with a market presence in over 40 countries.

We appeal to a diverse target audience with our extensive range of shirts in countless styles, col-ours and patterns. We offer a variety of fits, collar types and sleeve lengths and a broad range of sizes with matching accessories. Another key focus of our collection is the modern OLYMP Casual Styles, which includes casual shirts, sweaters, sweatshirts, polo shirts and T-shirts. Trousers in vari-ous styles complete our offering.

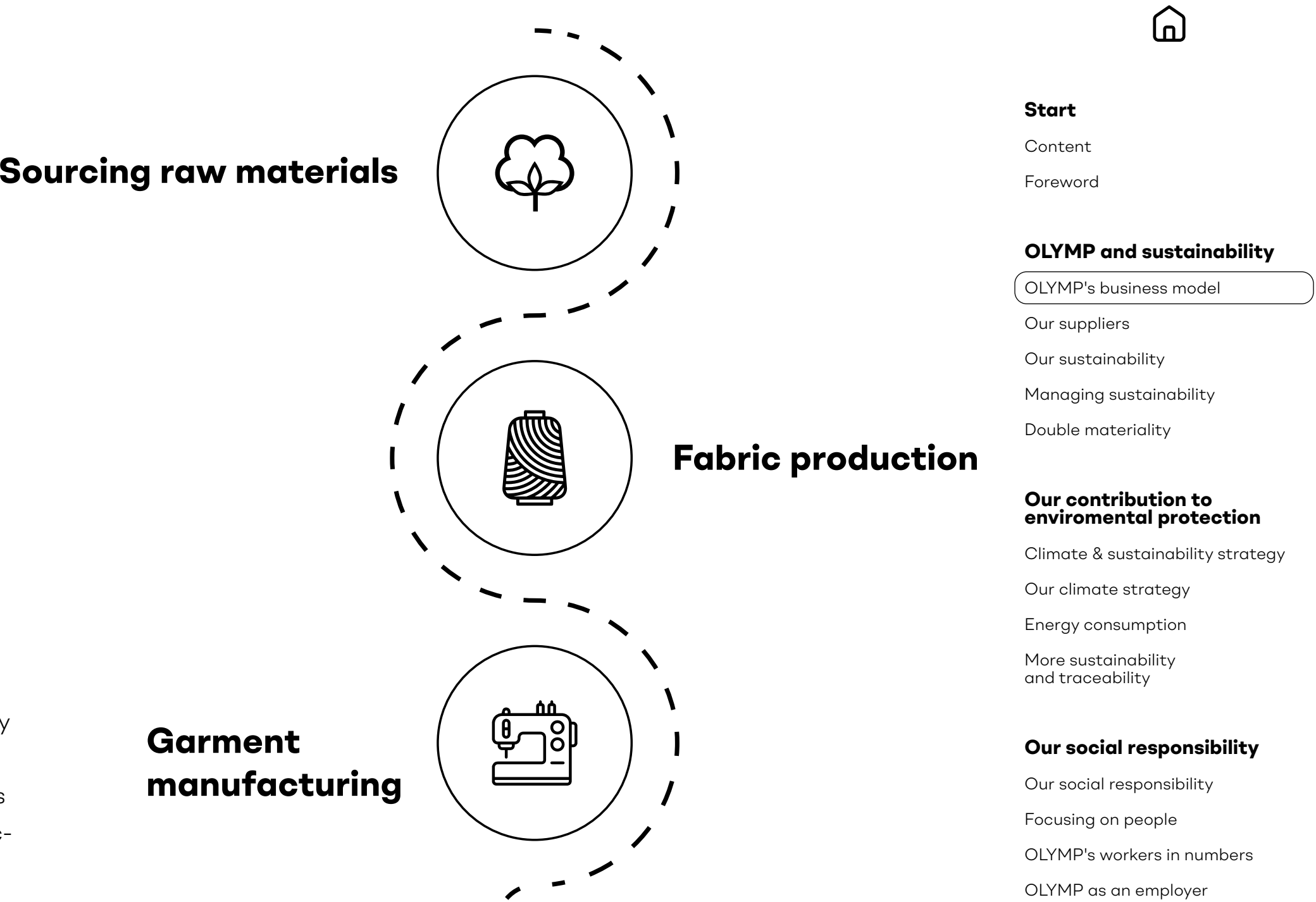
Sales are conducted primarily through authorised fashion retailers, mono-brand stores and our own online shop. Through the careful selection of sales channels and partners that align with the brand, we ensure that OLYMP and its products are consistently represented and marketed at the highest quality. Our main markets are Germany, the Netherlands, Austria, Switzerland, Belgium and France. OLYMP's export share is around 35%.

We aim to further strengthen our successful partnerships with retailers in the future. At the same time, we will continue to expand our own sales activities as part of our corporate strategy and con-sistently drive the international growth of the OLYMP brand.

Our supply chain: Value creation across three central stages

The production processes behind our clothing are highly complex, with numerous individual steps spanning the entire upstream value chain. There are three key stages of value creation: sourcing raw materials, fabric produc-tion and garment manufacturing. As of 31 December 2024, our pool of producers included 25 garment factories across 10 countries. Of these, five are shirt manufacturers, nine are knitting facilities, two are trou-ser producers, seven are accessory producers, one is an underwear producer and one is a jacket producer.

In our production, we differentiate between traditional garment manufacturing (cut-make-trim) and supporting processes, such as embroidery, screen printing, washing or finishing. These supporting steps are often carried out by independent businesses that operate separately from main garment production.



Our suppliers: Partners for sustainable success

Next to our own employees, the people within our supply chains are at the heart of our sustainability efforts. That’s why, since 2021, we have been a member of the independent multi-stakeholder initiative Fair Wear Foundation. Long-term collaboration and careful selection of partners are essential to us – and key to our success. Trusted relationships with our manufacturing partners allow us at OLYMP to consistently produce and offer high-quality garments.

Accounting for nearly 80% of our purchasing volume, men’s dress shirts are by far the most significant product category in our portfolio. In the 2024 financial year, over five million shirts were produced. In the most recent “HEMDEN 2024” brand perception study by the renowned business and fashion magazine TextilWirtschaft, OLYMP once again secured its position as the leading shirt brand in Germany among 34 top providers in the market.

The technical development of our shirts and the sourcing of the materials required are therefore of particular importance to us. That is why, at OLYMP, we work exclusively and directly with our shirt manufacturing partners – one of which has been collaborating with us now for 35 years. We also maintain well-established, direct partnerships with our fabric and component suppliers for shirts.

OVERVIEW OF OUR MAIN SUPPLIERS

Long-term collaboration for garment manufacturers			
Manufacturer	Country	Collaboration (years)	Start of collaboration
PT. Metro Garmin	Indonesia	35	1989
Luthai Textile Ltd. Co.	China	19	2005
Protrade Garment Co. Ltd.	Vietnam	17	2007
Eco Fab Ltd.	Bangladesh	8	2016
Square Apparels Ltd.	Bangladesh	1	2023



Start

- Content
- Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

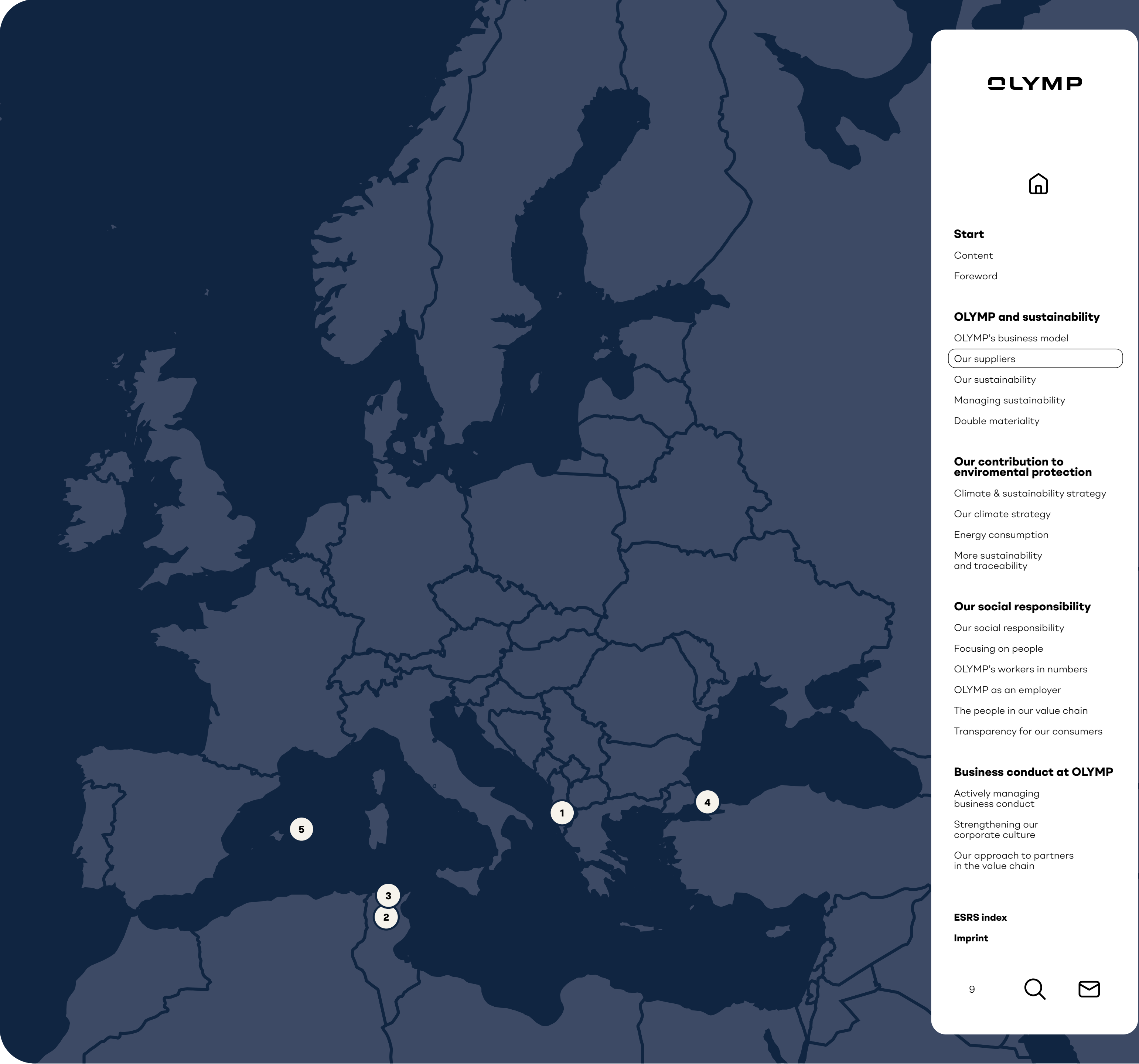
ESRS index

Imprint



Europe/Northern Africa

Number	Producer (manufacturing)	Type	Country
1	Blue Sky Sh.p.k.	Trousers	Albania
2	Gartex SARL	Trousers	Tunisia
3	Janssen Tunesie SARL	Trousers	Tunisia
4	İMREN DERİ MAMÜLLERİ SAN. ve TİC.LTD.ŞTİ.	Accessories	Turkey
5	FUS Balear Diseny S.L.	Accessories	Spain



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

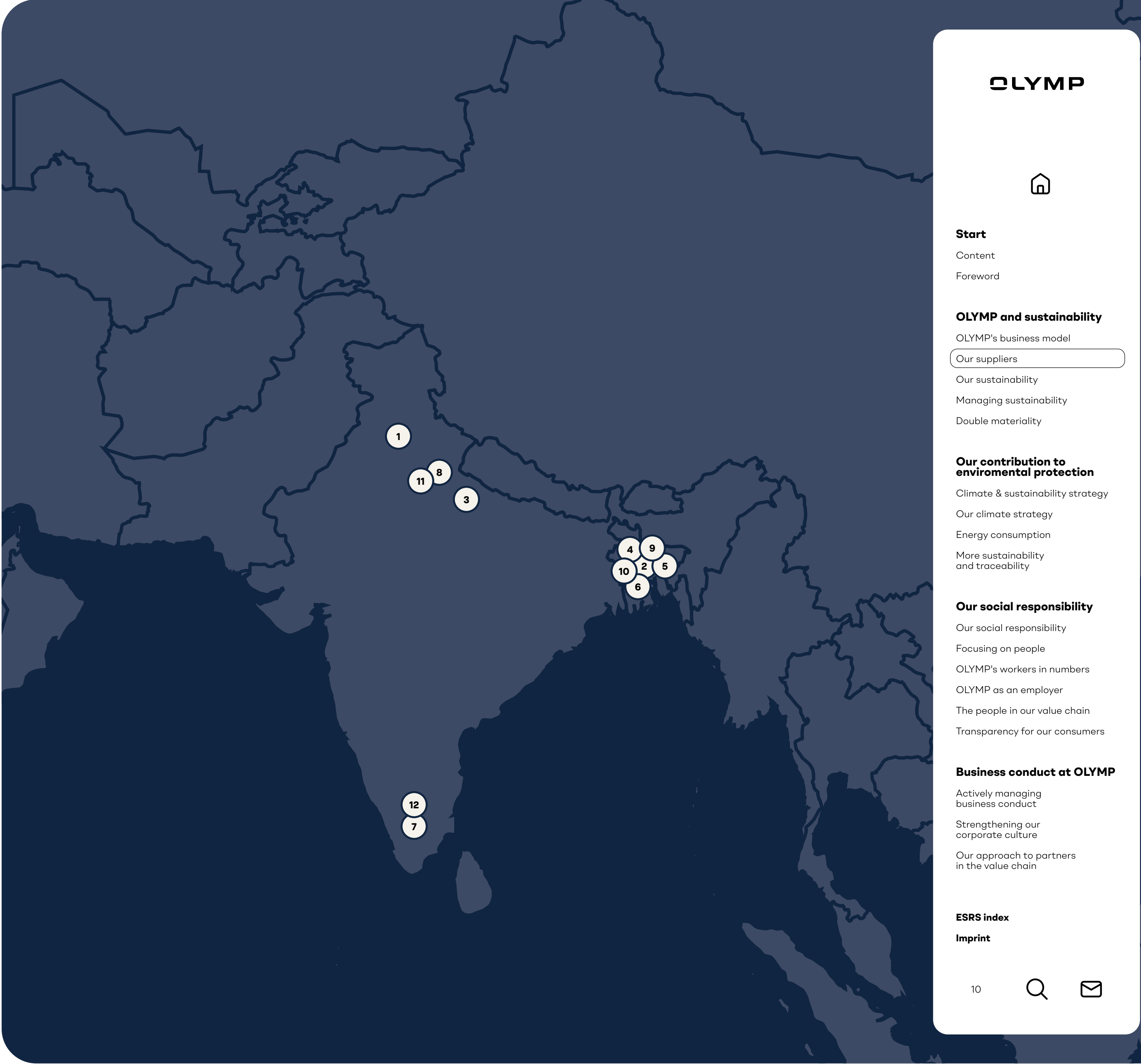
ESRS index

Imprint



Southern asia

Number	Producer (manufacturing)	Type	Country
1	SABS Exports B	Supporting processes	India
2	LMS	Supporting processes	Bangladesh
3	Growmore International Ltd.	Accessories	India
4	Eco Fab Ltd.	Shirts	Bangladesh
5	Blue Planet Fashionwear Ltd.	Underwear	Bangladesh
6	Best Wool Sweaters Ltd.	Knitwear	Bangladesh
7	Warsaw International	Jersey	India
8	SABS Exports C	Jersey	India
9	Square Fashions Ltd.	Jersey	Bangladesh
10	Square Apparels Ltd.	Shirts	Bangladesh
11	SABS Exports C	Supporting processes	India
12	Seffectzs	Supporting processes	India



Start

- Content
- Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

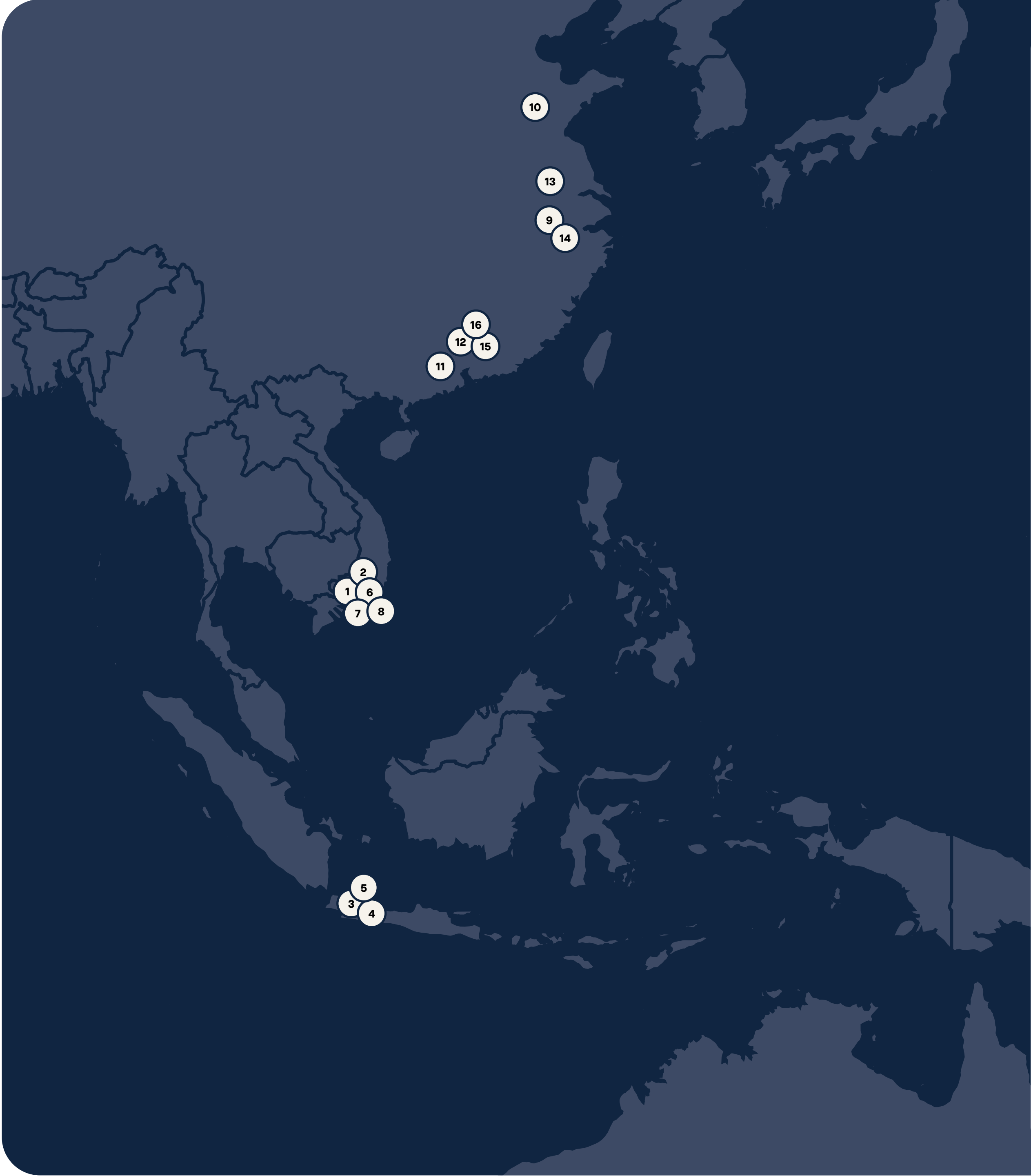
ESRS index

Imprint



South-east asia

Number	Producer (manufacturing)	Type	Country
1	KY Manufacturing Co. Ltd.	Accessories	Vietnam
2	Viet Vuong Co., Ltd.	Jackets	Vietnam
3	PT Metro Garmin	Shirts	Indonesia
4	CV.Perintis Putra Bangsa	Supporting processes	Indonesia
5	PT. Rapisarana Texpro	Supporting processes	Indonesia
6	Phat Dat Embroider	Supporting processes	Vietnam
7	Phu Thuan JSC	Supporting processes	Vietnam
8	Protrade Garment Co., Ltd.	Shirts	Vietnam
9	Zhejiang Babei Necktie Weaving Co., Ltd	Accessories	China
10	Lu Thai Textile. Co., Ltd.	Shirts	China
11	Exquisite Knitters (Guangzhou) Ltd.	Jersey	China
12	Neo-Concept Fashion (Zhongshan) Co., Ltd.	Jersey	China
13	Neo-Concept (Jiaxing) Co., Ltd	Knitwear	China
14	Shengzhou Jialan Garments & Apparel Co., Ltd.	Accessories	China
15	Dongguan Bacui Knitwear Co., Ltd.	Knitwear	China
16	Dongguan Quijun Ribbons Co., Ltd.	Accessories	China



Start

- Content
- Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Our Sustainability

Our goal: Promote sustainability together

Our value chain enables us to make the production of our garments more sustainable. With our strategic fabric suppliers, we benefit from multi-stage – or even fully integrated – manufacturing processes. All production steps, from spinning, weaving, bleaching, dyeing and printing to finishing, are carried out entirely in-house by the fabric supplier – an uncommon setup in the textile industry.

This allows us to influence upstream processes and directly address both environmental and quality requirements within the manufacturing process. Thanks to our high purchasing volumes, we are in a strong position to actively collaborate with suppliers on improving sustainability throughout the supply chain.

Our stakeholders

Alongside our customers, retail partners and employees, our key stakeholders also include suppliers, their employees and the communities around our production sites.

OUR MAIN STAKEHOLDERS:

- Own workforce
- Customers
- Retail partners
- Suppliers and partners in producing countries
- Raw material producers
- Communities around our locations
- NGOs
- Trade unions
- Sector associations
- Society
- Brand ambassadors
- Media



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Through our membership in associations, such as Südwesttextil e.V., German-Fashion Modeverband Deutschland e.V. and the Foreign Trade Association of German Retailers e.V. (AVE), we keep up to date on the perspectives of our key stakeholders. In 2024, we also included the views of our suppliers and customers in our double materiality assessment.

As a member of Fair Wear Foundation, we benefit from access to a broad network of national and international stakeholders and their expertise. Information events and country studies are particularly valuable for assessing sustainability-related impacts, risks and opportunities.

Our work for ecological sustainability

Sustainable fashion is more than just a trend. It shows the increasing customer interest in more conscious purchases. That’s why, at OLYMP, we’re continuously increasing the share of responsibly made products within our range. With our sustainability label “Green Choice”, we are able to mark our more environmentally sustainable products for customers at the point of sale. Our first Green Choice garments were introduced in the autumn 2021 collection.

The ambitious strategy behind Green Choice is built on three pillars: the use of more sustainable materials, environmentally friendly production processes and more sustainable packaging. At its core, the initiative is guided by the careful use of resources and respect for animal welfare. Green Choice is an umbrella to meet these standards, bringing together a wide array of certifications and sustainability standards.

The following is a selection of some of the standards that we use in our products and supply chain:



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG



Certified by ECOCERT
GREENLIFE
179929 OLYMP Bezner KG

Until early 2026, we will further refine the way we label sustainability attributes on our products, with the goal of providing our customers with more targeted and transparent information regarding our efforts in product sustainability.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Our sustainability guidelines and principles

Our approach to sustainability is guided by the United Nations Guiding Principles on Business and Human Rights (UNGP) as well as by international standards and frameworks, including the OECD Guidelines for Multinational Enterprises.

Furthermore, we publish a Modern Slavery Statement on our website. Further details about our supply chain can be found in the OLYMP Human Rights Due Diligence Report and our Policy Statement.

At OLYMP, we primarily communicate the company’s sustainability-related impacts through our sustainability report and company website, as well as through our communication channels. Press releases are used to highlight current developments in our sustainability efforts.

Encouraging sustainability expertise

Our Corporate Sustainability (CS) department operates as a unit reporting directly to the COO. It currently consists of seven team members, each bringing extensive expertise in sustainability-related topics. To continue developing this knowledge, our employees have access to training and webinars – such as those offered through the Fair Wear Foundation’s Member Hub. We actively make use of these learning opportunities and have also carried out external audit training sessions for the CS team at OLYMP.

Our sustainability strategy and projects

OLYMP’s 2030 sustainability strategy was developed in 2024, and we have already initiated key projects during this process. The specific targets for the individual projects, sorted under Environmental, Social and Governance (ESG), are expected to be finalised in 2025.

Making sustainability a strategic priority

Sustainability will continue to play a central role in our corporate strategy. The OLYMP business strategy is built around six key strategic pillars: Internationalization, Direct to Consumer, Digital OLYMP, People & Culture, Total Look and Sustainability.

In 2024, we expanded our product-focused Green Choice approach into a comprehensive sustainability strategy based on our materiality assessment. With these six strategic areas, we aim to position ourselves optimally and resiliently for the future.



Start

Content

Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Our sustainability projects



Environment

Our environmental projects include the further development of our climate strategy, the digitalisation of sustainability data and our raw materials strategy.



Social

Along with a healthy work-life balance, a top priority for us is fair and modern working conditions. In addition to secure employment and collaboration with our Workers Council, we are increasing our focus on equal opportunities and succession planning. We are also continuing to develop our sustainable product labelling to better meet our customers’ needs. In our value chain, we are increasing health and safety as well as improving working conditions through social dialogue.



Governance

Important governance topics for us are training in sustainability topics for our employees, compliance and our “Greenfluencer” programme, in which employees can initiate small sustainability projects.

A further focus lies in the management of relationships with suppliers as well as our pilot project for living wages in the value chain.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers

Our sustainability

- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Managing sustainability at OLYMP

For us at OLYMP, sustainability is an important part of our business; that’s why the topic is addressed directly at management level. Strategic decisions are made by our Sustainability Strategy Committee, which meets every quarter. The committee includes OLYMP’s managing directors, the head of our Corporate Sustainability (CS) department and the people responsible for strategic projects and initiatives.

Embedding sustainability within the company

Our sustainability management is focused on three strategic areas: “Environment”, “Social” and “Governance”. Each of the fields has clearly defined responsibilities:

The environmental and social topics are overseen by our Corporate Sustainability (CS) department, which consists of six full-time staff members and one part-time staff member. The team is dedicated to implementing and advancing our social and environmental standards – both within our supply chain and at our headquarters – while also promoting a more sustainable offer of products.

The CS department works closely with design, procurement, product development, planning and sales. Responsibility for offering products with the lowest possible environmental impact lies with the CPO/CBO. With Green Choice, ecological sustainability is already firmly embedded in product and collection development. This concept plays a key role in further developing our sustainable product range and minimizing our environmental footprint. Since 2024, our product-focused sustainability approach has been integrated into a company-wide sustainability strategy.

Every member of the executive management team is involved in contributing to corporate governance, such as through shaping company policies (like our whistleblower system and prevention of bribery and corruption), developing corporate culture and managing supplier relationships. Operational implementation and further development of the measures initiated are the responsibility of the relevant departments, such as Human Resources and Legal, which also carry out other functions at the Bietigheim-Bissingen headquarters.

Actively managing sustainability

Our CS team coordinates the assessment of our CO₂e footprint and the measures we use to implement our climate strategy at the Bietigheim-Bissingen site. Since summer 2024, Johann Trischberger has been responsible for overseeing sustainability topics in his role as COO. Before July 2024, he led the Supply Chain department, which also included the Corporate Responsibility department. During that time, the focus was primarily on supply chain-related issues. Today, the CS department also covers additional core corporate topics, such as compliance, as well as environmental and energy-related matters at our headquarters.

Executive management holds weekly meetings to discuss not only strategic matters, but also ad-hoc issues across the business. The regular meetings ensure that all members of the executive team are aligned and up to date. Additionally, the executive team meets with the department heads every two weeks as part of an extended leadership circle. All discussion points and decisions are documented accordingly.

Keeping an eye on risks

Risk management at OLYMP involves a range of complex processes. Risks are reviewed multiple times throughout the year as part of our corporate planning. Within these reviews, we analyse current risks related to manufacturing, transportation, procurement and liquidity. This analysis forms the basis for our internal planning. Once a year, we also conduct a joint review with our insurance broker to examine our current processes and business model. This includes an assessment of whether all relevant risk areas remain adequately covered by insurance.

We identify risks within our supply chain and report on them externally, through both our annual **Human Rights Due Diligence (HRDD)** Report and in our Modern Slavery Statements. In addition to this, Fair Wear assesses our progress through its Brand Performance Check and publishes the results. Looking ahead, supplier evaluation will also play an increasingly important role in our risk management approach.

Analysing social risks

Our analysis of social risks in the supply chain is based on various external sources, including country studies from the Fair Wear Foundation, the CSR Risk Check from MVO Netherlands and ILO data and programmes such as country statistics and country reports. The risk analysis is based on OECD guidelines.

To identify actual risks, we use a combination of audit results, including from the iMPACT Program, audits by Fair Wear Foundation and other audits, as well as takeaways from our own factory visits and interviews.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability

Managing sustainability

- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



The social risk analysis covers the following areas:

- Working time
- (Living) wages
- Gender-based violence and sexual harassment
- Freedom of association and collective bargaining rights
- Health and safety in the workplace
- Discrimination
- Child labour and protection of young employees
- Exploitation, forced labour and modern slavery
- Unauthorised subcontracting
- Working from home
- Corruption
- Transparency and the Worldwide Global Governance indicators from the World Bank

In addition to this, we have analysed risks from a gender-specific perspective. We assess and prioritise opportunities and risks based on the information of these analyses.

Our risk management at OLYMP

Recognise responsibility: We are aware of our responsibility towards people, animals and the environment in the supply chain. In 2022, we developed and published our Declaration of Principles for Human Rights on our website. We review and revise this on an annual basis.

Identify risks: In 2019, OLYMP conducted a comprehensive risk analysis across the entire supply chain – from the production of raw materials, fabric manufacturing and garment production to transport, use and end-of-life of products. Since 2022, we have updated our human rights risk analysis for garment production (including supporting processes) on an annual and case-by-case basis.

Minimise risks: We implement targeted measures in the areas where we have identified risks, to reduce the negative impact on people, animals and the environment.

Inform and report: We strive for greater transparency in sustainability. Our sustainability report, the disclosure of all garment manufacturing facilities, the sustainability pages of our corporate website and the Fair Wear Foundation Brand Performance Check all contribute to this effort. In 2023, we published our first Human Rights Due Diligence Report in accordance with the Fair Wear Foundation guidelines.

Allowing complaints: For those working for our partner facilities, we offer external grievance mechanisms through the International Accord for Health and Safety in the Garment and Textile Industry for suppliers in Bangladesh, and through the Fair Wear Foundation for all suppliers. Internal grievances can be made through our OLYMP whistleblower reporting channel. We have fully implemented the requirements of both the EU Whistleblowing Directive and the German Whistleblower Protection Act. In addition to this, the HR department and Workers Council are both available as internal points of contact for grievances.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

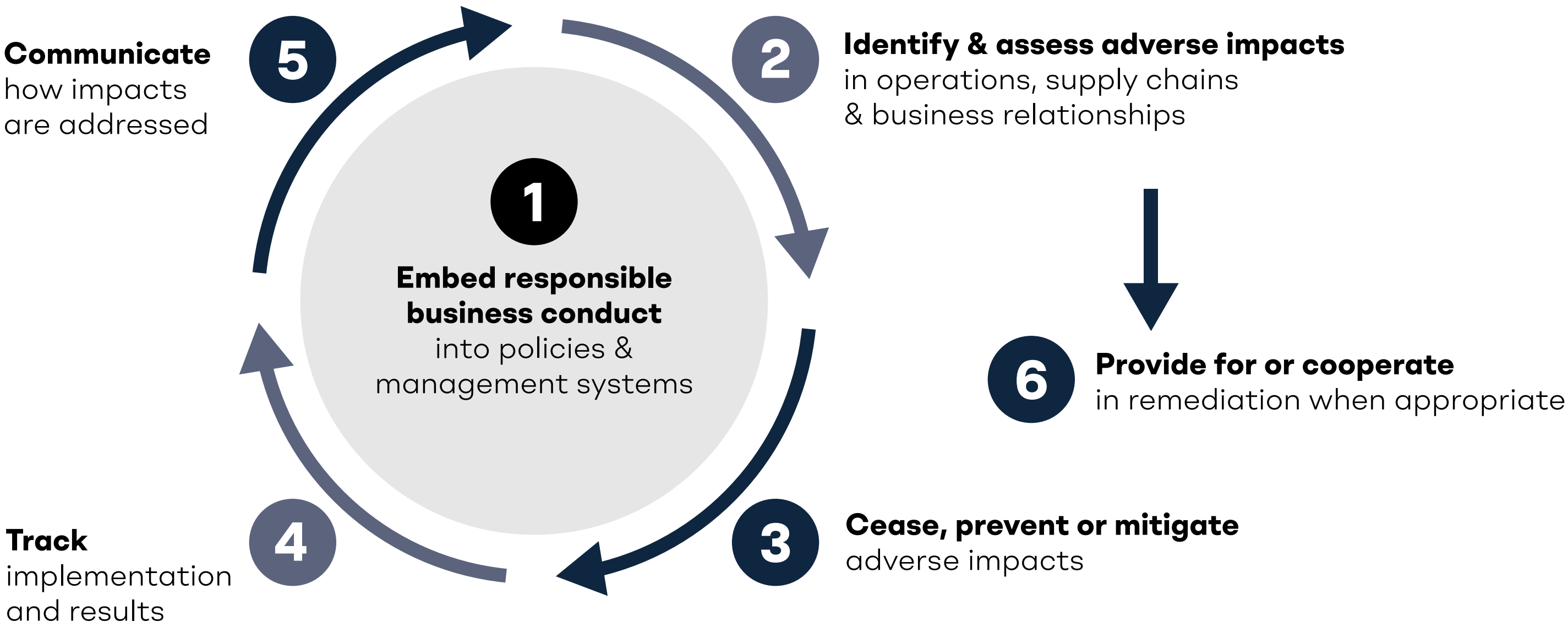
Imprint



Protection against child labour through clear guidelines

Our risk analysis did not identify child labour or the protection of young employees as a significant risk. Nevertheless, all factories have policies to protect against child labour and protect young employees. Our audits and certifications confirm that, in 2024, the youngest employees in our manufacturing facilities were all at least 18 years old. We continuously ensure that our requirements are met at supplier sites through audits and certifications such as the iMPACT Program audit or the OEKO-TEX® STeP standard, as well as on-site visits from our Corporate Sustainability (CS) team. Furthermore, we have established an emergency procedure that is immediately triggered should any case of child labour occur.

The risks identified through our risk management have also been integrated into our double materiality assessment.



Source: OECD (2018), OECD Due Diligence Guidelines for Responsible Business Conduct



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability

Managing sustainability

- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Double materiality: The basis of our ESG measures

Through our double materiality assessment, we have identified the topics that are central to OLYMP's sustainability efforts. This helps us as a company to implement our ESG measures where they matter most and meet our stakeholders' expectations for sustainability.

We carried out our materiality assessment according to the methodology outlined in the CSRD and identified material topics from within the ten pre-defined topics and sub-topics. On top of this, we have also identified further entity-specific topics as material.

As required by the CSRD, we evaluated topics from two perspectives: impact (inside-out) and financial (outside-in). This way, we were able to consider the impact that OLYMP has on the environment and society, such as through emissions, working conditions or the use of our products, while also taking into account the financial materiality. In this, we analysed the sustainability-related risks and opportunities for the company, which are based on external factors.

The identified and evaluated impacts, risks and opportunities (IROs) form the basis for further strategy development. The evaluation was based on the criteria defined by the CSRD, in which scope, scale, irremediability and likelihood are considered. Alongside studies, benchmarking and competitor analyses, we also carried out internal surveys, interviews with external experts, suppliers and retail partners as well as a workshop with management.

The material topics don't just form the basis for the development of our sustainability strategy, but also for future sustainability reporting. We also continue to ensure full compliance with current and future regulations surrounding environmental, social and governance topics.

Governance

Corporate culture
Management of relationships with suppliers

Environment

Climate strategy
Use of raw materials and resources
Digitalisation

Social

S1
Working conditions
Equal opportunities
Own workforce

S2, S3, S4
Health and safety
Working conditions
Green labeling
People in the value chain
Customers



Start

Content
Foreword

OLYMP and sustainability

OLYMP's business model
Our suppliers
Our sustainability
Managing sustainability

Double materiality

Our contribution to
enviromental protection

Climate & sustainability strategy
Our climate strategy
Energy consumption
More sustainability and traceability

Our social responsibility

Our social responsibility
Focusing on people
OLYMP's workers in numbers
OLYMP as an employer
The people in our value chain
Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct
Strengthening our corporate culture
Our approach to partners in the value chain

ESRS index

Imprint



**Our contribution to environmental
and climate protection**

OLYMP



Our contribution to environmental and climate protection

As a company in a resource- and climate-intensive sector, we at OLYMP our responsibility to protecting our environment and the climate. Our environmental activities currently focus on three strategic areas: the further development of our climate strategy, the implementation of a raw materials strategy and the digitalisation of sustainability data. These strategic initiatives share the same goal: to use more environmentally friendly technologies and processes to make an effective contribution towards climate protection and towards more sustainability in the apparel industry.

Our systematic approach to environmental and energy topics aims to align ecological with economic interests. In doing so, we combine our internal standards with the external expectations of stakeholders and legal requirements. The overarching framework for this is our planned sustainability strategy 2030, which includes the aforementioned three strategic projects.

This chapter explains how we take responsibility for people and the environment by reducing our value chain greenhouse gas emissions, including at our retail locations, and improving our energy and resource consumption. In order to set targets and appropriate measures, we continuously measure our energy consumption and CO₂e emissions. In addition to this, we keep an eye on potential climate risks, to be prepared to quickly and effectively respond.

Climate, raw materials and products at the core of our sustainability strategy

Since 2024, we at OLYMP have been working on the development of an overarching sustainability strategy which groups together our environmental topics: climate change, sustainable procurement of raw materials and transparency in all phases of the product life cycle. At the same time, we are working intensively on the consequences of climate change and the possible risks it brings to our supply chain, our locations and our market so that we can react quickly.

For us, environmental and climate protection also includes compliance with legal requirements around product safety and the handling of additives. In some areas, we even go beyond these requirements. Through systematic chemical management, sustainable use of resources and improved traceability of raw materials, OLYMP contributes to making the textile and fashion industry more ecologically sustainable.

Responding early to climate risks

For us, climate change means increasing risks for us at our own locations and within our supply chain. Due to growing awareness for sustainability, the purchasing preferences and behaviours of our customers could change. Therefore, we at OLYMP have analysed the risks for our own operations, upstream supply chain and retail.

Extreme weather events could cause significant disruptions to our supply chain if they affect our buildings, warehouses or logistics. Another risk is increasing water shortages in countries where raw materials are sourced or where our partner operations are located, which can increase supply costs. For these areas, we have set clear responsibilities in order to further observe the developments.

Ensuring maximum quality and product safety

We use various additives so that we can offer comfortable products with long-lasting and brilliant colour quality that are also easy to care for and wrinkle-free. In doing so, we always ensure that only health-safe clothing and accessories are brought to market. Company-wide responsibility for this lies with our Corporate Sustainability department.

Since 2022, we have been defining, as part of our OLYMP chemical management system, high environmental standards for our supply chain and ensuring compliance through continuous monitoring, which we optimised during a pilot phase from 2022-2024.

We also monitor the use of chemicals in the upstream production processes, particularly in wet processes such as dyeing, washing or printing. Our aim is to avoid potentially hazardous substances, reduce environmental pollution and promote clean production conditions. This is based on international frameworks, such as Zero Discharge of Hazardous Chemicals (ZDHC), the Manufacturing Restricted Substances List (MRSL) and our own monitoring and audit concept, which ensures supply chain transparency.

The gradual involvement of further production partners is planned for 2025, in particular in areas where there is currently no recognised certification. This will enable us to create a robust foundation for responsible production and to make an active contribution to meeting our environmental and due diligence obligations along the supply chain.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



To ensure maximum safety in the final product, we record in detail which substances are used in our garments. Our OLYMP Restricted Substances List (RSL) contains all particularly high-risk chemicals that are either prohibited or restricted up to a specified limit within the final product. Since we aim to offer products with the highest possible safety, we go beyond the legal requirements:

- Since 1995, we align 100% of our textiles to the **OEKO-TEX® STANDARD 100**. Our finished products are also partly manufactured to this standard.
- We comply with the **REACH Directive** which governs the registration, evaluation, authorisation and restriction of chemical substances and substances of very high concern within the EU.
- We also comply with the **POP (Persistent Organic Pollutants) Regulation** , which sets clear requirements for the use of persistent organic pollutants that accumulate in living organisms and can pose risks to both the environment and human health.
- Our **packaging** complies with **Section 5 of the German Packaging Act**, which restricts the use of heavy metals such as lead, cadmium, chromium VI and mercury.
- We also ensure that packaging materials, printing inks and dyes are free from **polyvinyl chloride (PVC), polyvinylidene chloride (PVDC), chlorinated plastics and plasticizers**.

The **OEKO-TEX® STANDARD 100** is an independent certification system for textiles tested for harmful substances. Its criteria are, in most cases, significantly stricter than legal requirements. For example, the standard prohibits the use of harmful substances, carcinogenic azo dyes and potentially hazardous substances which currently aren’t covered by binding regulations.

For OLYMP, the **OEKO-TEX® STANDARD 100** is central to our efforts to offer more environmentally friendly products. The standard is a requirement for the **OEKO-TEX® MADE IN GREEN** label. This product label means textiles are made of materials that have been tested for harmful substances and have been produced in environmentally friendly facilities and under socially responsible working conditions.

The **OEKO-TEX® MADE IN GREEN** label is only given when the manufacturing facilities are certified to the **OEKO-TEX® STeP Standard** – a comprehensive system for evaluating environmentally friendly and socially responsible production conditions. For us at OLYMP, this means that all garment manufacturers, all fabric producers with vertical integration and wet processes, and all facilities performing wet or chemical process, including subcontractors, must be **OEKO-TEX® STeP certified**. The only exception applies to wet spinning processes.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Our climate strategy

We at OLYMP started the further development of our 2030 sustainability strategy in 2024. The climate strategy is a focal point. In the first step, we, with the support of ClimatePartner, completed a full measurement of our emissions inventory, which will form the basis of our reduction targets and measures.

We retrospectively re-calculated our Scope 3 emissions in 2023, increasing the calculation scope so that we could build on our comprehensive carbon footprint and set ambitious targets. Based on the Greenhouse Gas Protocol (GHG Protocol), our 2023 base year carbon footprint will form the basis of concrete reduction targets, where OLYMP will primarily focus on the reduction of direct emissions. The development of these targets will take place in 2025.

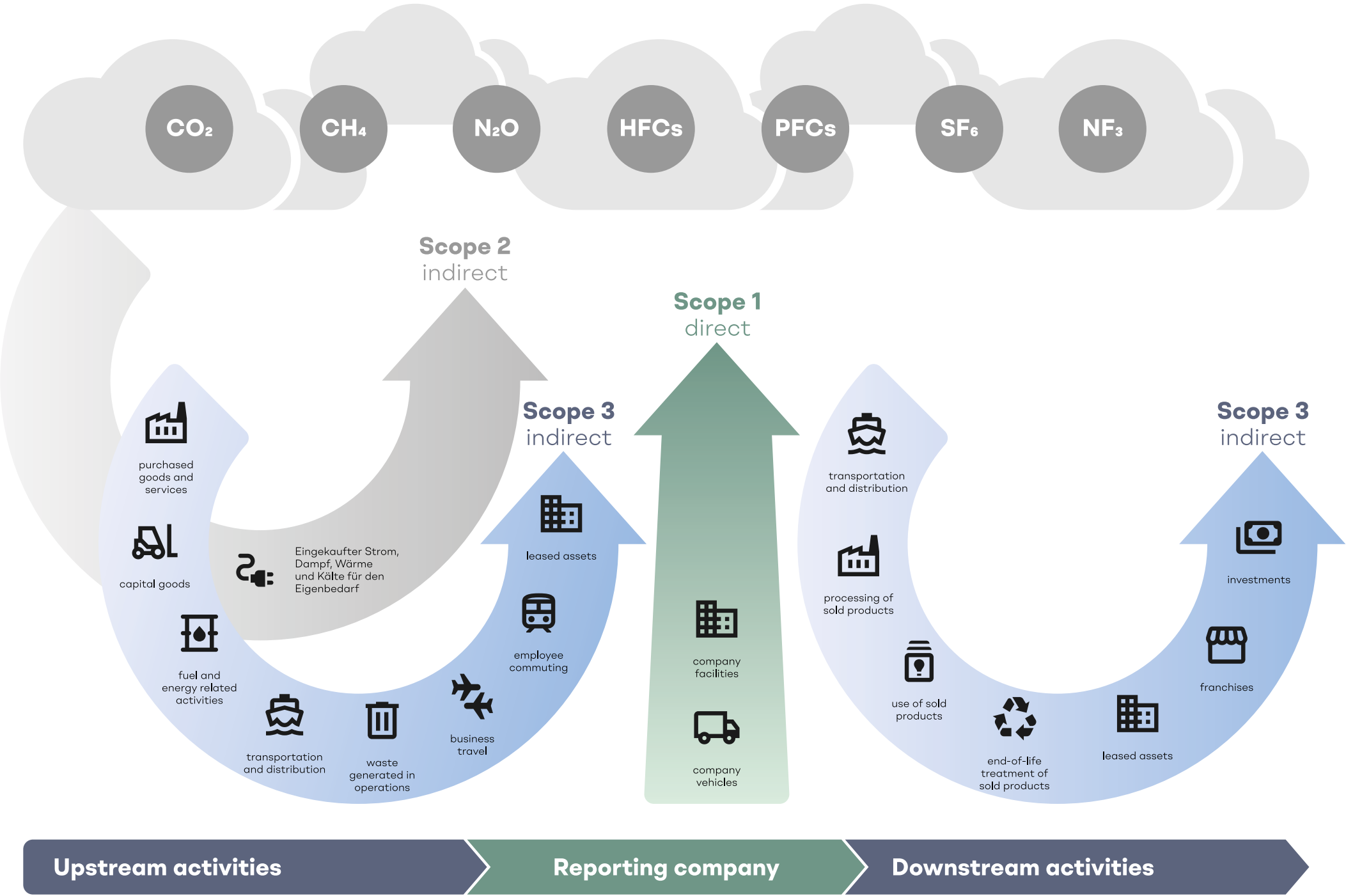
Driving energy efficiency against ISO 50001

Independent of our climate strategy, we have been working on energy efficiency at our Bietigheim-Bissingen location for many years. In 2023, we began the certification process for systematic energy management according to ISO 50001, and we have been certified under this standard since May 2024. Since 2013, we have relied on renewable energy through the operation of our own photovoltaic system. Any further electricity that we purchase is 100% renewable, while our current use of fossil fuels is limited to gasoline and diesel for our vehicle fleet, as well as gas for combined heat and power generation at the Bietigheim-Bissingen site. With our climate strategy, we will place even more focus on reducing fossil fuel consumption.

Strengthening environmental and climate protection in our operations

Operational environmental and climate protection is important to us. Through energy-efficient lighting and demand-based light management (e.g. through motion sensors), as well as by reducing the number of printers at our Bietigheim-Bissingen site, we reduce energy consumption. We also plan to install a heat pump in the future to further increase energy efficiency and reduce emissions through electrification (and the use of green electricity). Since 2024, a cross-departmental group of our employees, the "Greenfluencers", has been active to make on-site processes more environmentally friendly. In 2024, for example, waste separation was successfully improved.

OVERVIEW OF EMISSIONS IN THE VALUE CHAIN



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Energy consumption, carbon footprint and emission reduction measures

In the reporting year, energy consumption related to our own operations totalled 7,219,363.84 kWh, of which 56% was from fossil fuels and 44% from renewable sources.

ENERGY CONSUMPTION FROM RENEWABLE SOURCES 2024

Total (kWh)	Description	Consumption (kWh)
3,147,479.00	Fuel consumption from renewable sources, including biomass (also from industrial/municipal biological sources), biofuels, biogas and hydrogen from renewable sources	0.00
	Consumption from purchased electricity, heat, steam and cooling from renewable sources	2,936,736.00
	Consumption of self-produced renewable energy, not including fuels	210,743.00

Purchased energy from renewable sources (see table) refers exclusively to green electricity, while self-produced energy refers to electricity produced by our own solar PV panels (see table).

All green electricity from the public grid is 100% traceable to renewable sources. We cover 90% of our stores’ electricity needs with green electricity.

OWN ENERGY PRODUCTION IN kWh

Description	Amount (kWh)
Production of energy from non-renewable sources – Combined heat and power plant	589,700.00
Production of energy from renewable sources – Photovoltaic	210,743.00

Our greenhouse gas emissions in Scope 1 increased in the reporting year by 15.39% compared to the previous year (see table). In the meantime, however, we reduced our location-based Scope 2 emissions by 4.6%. The market-based Scope 2 emissions increased by 2.59%. The difference between location- and market-based emissions is that location-based emissions rely on the energy-mix of the electricity supplied at the company’s own site. Market-based emissions, on the other hand, take into account the emissions related to the procurement of electricity from outside the location, such as through certificates. Compared to 2023, our indirect Scope 3 emissions reduced by around 10% (see table).

The greenhouse gas emissions in Scope 1 and 2 have been calculated using activity data. Scope 3 has been largely calculated based on the information collected in 2023 and adjusted based on changes in spend and consumption data. In cases of missing data, calculations were based on as-sumptions.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Total GHG emissions for Scopes 1, 2 and 3				
	Comparison			
	Base year (2023) (in t CO ₂ e)	Change (base year vs. latest calculation)	Latest calculation (2024) (in t CO ₂ e)	Change (%)
Scope 1 emissions				
Scope 1 emissions (t CO ₂ e)	729.17	112.18	841.35	15.39
Percentage Scope 1 emissions from regulated emissions trading systems (in %)	0	0	0	-
Scope 2 emissions				
Location-based Scope 2 emissions (t CO ₂ e)	1,232.00	-56.68	1,175.32	-4.60
Market-based Scope 2 emissions (t CO ₂ e)	310.49	8.03	318.57	2.59
Significant Scope 3 emissions				
Total Scope 3 emissions (t CO ₂ e)	77,017.43	-7,738.60	69,278.83	-10.05
Purchased goods and services	67,464.86	-7,150.85	60,314.01	-10.60
Capital goods	288.64	-21.07	267.57	7.30
Emissions from fuel and energy activities (not included in Scopes 1 or 2)	322.79	-17.67	340.46	5.47
Upstream transportation and distribution	5,511.19	-402.35	5,108.84	-7.30
Waste generated in operations	155.03	-16.51	138.52	-10.65
Business travel	289.69	-12.75	276.94	-4.4
Employee commuting	892.97	-0.01	892.96	0.00
End-of-life treatment of sold products	2,092.26	-152.73	1,939.53	-7.30
Total emissions				
Total emissions (location-based) (t CO ₂ e)	78,978.6	-7,847.79	71,295.15	-9.73
Total emissions (market-based) (t CO ₂ e)	78,057.1	-7,521.89	70,438.76	-9.76



Start

Content

Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Emissions by location type (year 2024)		
Description	t CO ₂ e	%
OLYMP Bezner Group Total	70,438.76	100.0
Headquarters	69,368.85	98.5
Stores across locations	81.90	0.1
Stores DE: over 150 m² – no green electricity	41.22	0.1
Stores DE: 0-100 m² – green electricity	234.48	0.3
Stores DE: 100-150 m² – green electricity	288.63	0.4
Stores DE: over 150 m² – green electricity	169.72	0.2
Stores international: 0-150 m² – green electricity	43.82	0.1
Stores international: no green electricity	135.35	0.2
Stores international: over 150 m² – green electricity	74.78	0.1

CALCULATING EMISSIONS AND DEFINING CONCRETE TARGETS

The Corporate Carbon Footprint (CCF) doesn’t just show our total emissions; it also highlights where we can avoid and reduce emissions. In the reporting year, we increased our Scope 3 accounting in line with the GHG Protocol for the years 2023 and 2024, to set us up for developing well-founded targets in 2025 and derive concrete measures to reduce Scope 3 emissions.

Compared to the 2023 sustainability report, OLYMP has taken into account the entire company, including own stores, when collecting environmental and energy data. In addition to this, we calculated all relevant Scope 3 emissions for the first time this year, which includes categories such as transport-related services.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



GHG INTENSITY (BASED ON REVENUE AT OLYMP)

Emissions intensity	
Net revenue which was used to calculate the emissions intensity (EUR)	203,954,000.00 €
Net revenue (other)	-
Total net revenue (as in financial statements)	-

GHG intensity based on net revenue (t CO₂e/TEUR)

Location-based emissions intensity	0.3496
Market-based emissions intensity	0.3454

Investing in compensation

For 2024, we have decided to go above and beyond reducing our own emissions and make a further contribution to climate protection through the financial support of internationally certified climate protection projects. These projects support the reduction or prevention of emissions in developing countries and also contribute towards various UN Sustainable Development Goals. In 2024, we purchased certificates equivalent to 1,798t CO₂e, which is the equivalent to just over our Scope 1 and market-based Scope 2 emissions. Half of these certificates come from projects which develop more resilient forests, while the other half is spread over reduction projects (e.g. wind energy and efficient cookstoves in Bangladesh).



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



More sustainability and traceability for raw materials

As part of our sustainability strategy, we at OLYMP are working on our raw materials strategy. It will go beyond our current efforts, which have aimed to fully transition the product portfolio for OLYMP to more sustainable raw materials and/or production processes.

The raw materials strategy will cover product-specific (cotton, animal well-being) and material-related (sustainable procurement, packaging) elements. Currently, cotton – which accounts for 92.27% of our fibres – and product packaging are central topics. Our goal is to increase the share of sustainably sourced materials while making greater use of mono-materials to enhance the recyclability of our products.

Certification for sustainably produced raw materials

With our Green Choice label, we have developed an ecologically more sustainable product offering, which is based on a sound and transparent evaluation concept. The concept relies on recognised certifications and standards, enabling customers to clearly identify and understand which sustainability criteria a product meets.

In cooperation with the Design department, our Corporate Sustainability department defines which of these criteria are included in Green Choice. Then, the relevant departments apply these requirements in their purchasing activities to meet the specifications for the product line.

All information for Green Choice is included in our **guidelines for sustainable products**. This includes the evaluation criteria behind the label as well as details on the accepted standards, certificates and evidence. The guidelines also focus on the challenges associated with sourcing individual fibres and materials and highlight more sustainable alternatives. This serves as the basis for internal training and for gradually integrating the Green Choice approach into product development.

The strategy behind Green Choice

The strategy behind Green Choice is based on three pillars (as mentioned in the previous chapter). We rely on independent certifications, such as the Global Organic Textile Standard (GOTS), OEKO-TEX® MADE IN GREEN and trusted branded fibres such as TENCELTM, Lyocell or Modal to highlight our commitment to sustainability. We are continuously refining the Green Choice labelling system to ensure that it meets the evolving expectations of our stakeholders.

Green Choice evaluation criteria

Our sustainability label, Green Choice, marks our products that are particularly sustainable. For this, we have set various criteria.

Better materials

For the evaluation of sustainable materials, we trust our recognised certificates (such as GOTS or the Responsible Wool Standard (RWS)) and initiatives (such as Better Cotton), which prove the sustainable procurement and production of the raw materials we use.

Sustainable production

We also evaluate sustainable production through established standards, against which production sites and value chains are certified. Our primary focus is on the OEKO-TEX® MADE IN GREEN label. Clothes with this label are produced in socially responsible facilities using more sustainable processes. In addition to this, the products are fully traceable and tested for harmful substances.

Sustainable packaging

All of our Green Choice products are delivered in various types of packaging, which best protect the products during transport, storage and presentation in stores. Our product packaging is therefore an important element within our quality checks. All main materials are certified against recognised third-party standards. They ensure a positive impact on the environment and are either recycled or sourced from responsible forestry. Furthermore, the sales packaging (bag and band) is fully recyclable.

► You can find all standards that we currently work with on our corporate website **olymp.com**.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption

More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Green Choice scoring system

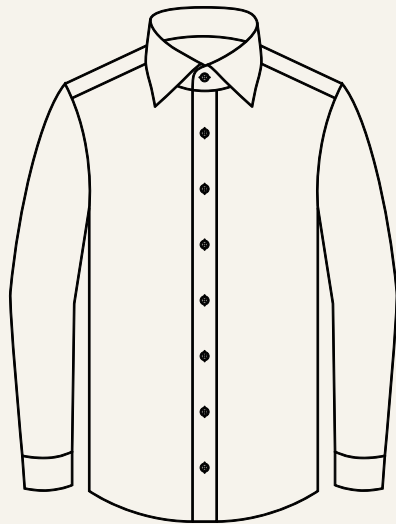
Our scoring system for Green Choice is based on a points system with leaf symbols. For each of the two buckets, **materials and production**, it is possible to achieve two leaves.

The total score of a product comes from the sum of the leaves in both categories, where a product can achieve a maximum of four leaves.

Products only receive the Green Choice label if they achieve a minimum of two leaves, either both within a single category, or across the two.

This ensures that specific achievements are comparable and transparent.

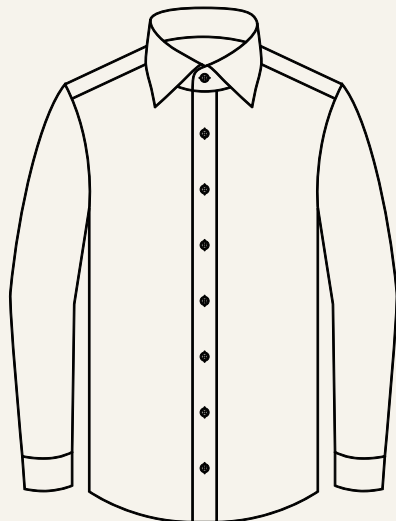
Two leaves
from bucket 1:
sustainable
materials



Two leaves
from bucket 2:
sustainable
production



One leaf from bucket 1:
sustainable materials
and bucket 2:
sustainable production



Further options to qualify for Green Choice:

- More than one leaf is achieved in either of the buckets, in total three leaves
- More than one leaf is achieved in both buckets, achieving the maximum score of four leaves.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to
enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability
and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers





Business conduct at OLYMP





- Actively managing
business conduct
- Strengthening our
corporate culture
- Our approach to partners
in the value chain

ESRS index

Imprint



Green Choice bucket: Materials				
Category	Material			
		Product meets one of the listed requirements	Product contains a total of 25-49% of the listed materials across all fibres ^[1]	Product contains a total of 50-100% of the listed materials across all fibres ^[1]
Natural fibres	Cotton	Better Cotton (min. 50%)	Certified organic (▶ OCS , ▶ GOTS ^[2])	Recycled (▶ GRS , ▶ RCS)
	Linen	Conventional (min. 50%)	From western European ^[3] farms	Certified organic (▶ OCS , ▶ GOTS ^[2])
	Hemp	Conventional (min. 50%)	From EU farms	Certified organic (▶ OCS , ▶ GOTS ^[2])
Cellulose fibres	Viscose		Brand ▶ LENZING™ ECOVERO™	
	Modal		Brand ▶ TENCEL™ Modal	
	Lyocell	Conventional (min. 50%)	Brand ▶ TENCEL™ Lyocell	
Synthetic fibres	E.g. elastane, polyester, polyamide, nylon		Recycled (▶ GRS , ▶ RCS) Q-NOVA by Fulgar (Nylon) ECONYL by Aquafil (Polyamid)	
Animal fibres ^[4]	Sheep's wool		▶ Certified RWS (▶ RWS)	
			Certified organic (▶ OCS , ▶ GOTS ^[2])	
			Recycled (▶ GRS , ▶ RCS)	
	Cashmere		Certified organic (▶ OCS , ▶ GOTS ^[2])	
			Recycled (▶ GRS , ▶ RCS)	
	Silk		Certified organic (▶ OCS , ▶ GOTS ^[2])	

Green Choice bucket: Production				
Requirement				
	Production meets one of the listed requirements	Production meets one of the listed requirements		
Certified supply chain (based on recognised standards)	▶ OEKO-TEX® STeP certified wet-production and manufacture and ▶ OEKO-TEX® STANDARD 100 certified products	▶ GOTS certified supply chain and min. 70% certified organic		
Leather requirements	Leather Working Group (LWG) bronze and silver OEKO-TEX® MADE IN GREEN	▶ Leather Working Group (LWG) Gold ▶ IVN/Natural leather		

1. Composition according to the Textile Labelling Act
2. Accounts for at least 70% of the total fibre content
3. Proof of origin is required for Germany, France, Belgium and the Netherlands
4. No Green Choice qualification for products containing animal fibres without a certificate



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption

More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Certification and standards

OLYMP has been certified by the Organic Content Standard (OCS) since 2020, the Responsible Wool Standard (RWS) since 2022 and the Global Organic Textile Standard (GOTS) since 2023. These certifications demonstrate our commitment to increasingly using certified organic and more sustainably produced materials in our products. In the third quarter of 2024, we also completed certification under the Recycled Claim Standard (RCS).

During the reporting period, we also supported several supplier facilities in financing certifications. These included GOTS and OCS, as well as OEKO-TEX® STeP certification to ensure more sustainable production processes. We also invested in transforming our product packaging and having it assessed for recyclability by an independent service provider. In total, certification expenses in 2024 amounted to around €43,710 net.

GROWING SHARE OF PRODUCT COLOURS

Certification	Share of article colours compared to Green Choice article colours 2023	Share of article colours compared to Green Choice article colours 2024
GOTS	0.3%	2.7%
OCS	6.3%	9.3%
RWS	5.7%	6.2%
Combined OCS-RWS	0.9%	0.6%

Ensuring transparency and traceability

We have steadily increased the share of products that are certified against GOTS, OCS, RWS or RCS. These chain-of-custody (CoC) standards ensure that the certified fibres and materials are seamlessly documented from origin to end-product and can be checked by independent certifiers. To verify the share of certified organic fibres in our final products, OLYMP relies on the GOTS and OCS CoC standards. Both draw on internationally recognised agricultural certifications at the farm level and apply a comprehensive verification system starting from the very first stage of processing.

In the 2024 reporting year, OLYMP launched a flagship project by producing its first fully GOTS-certified capsule collection, **Boris Herrmann x OLYMP**. These products are made from 100% organic cotton or 100% organic linen.

Developing ecologically sustainable sourcing for raw materials

At OLYMP, we strive to prevent, or at least reduce, negative environmental impacts. Better Cotton’s mass balance system is an integral part of our cotton sourcing strategy. As a member of BCI, OLYMP provides financial support to Better Cotton for capacity building and training farmers in more sustainable practices, such as reducing water consumption and minimising pesticide use. In 2024, certified organic cotton (via GOTS or OCS) accounted for around 3% of the cotton we used.

OLYMP also champions sustainable forestry by sourcing cellulosic fibres from Lenzing AG, a leading producer of regenerated cellulose fibres and pulp. Through the regular use of RWS-certified wool, we promote more humane wool production and responsible land management. Since achieving certification under OCS, RWS and GOTS, OLYMP has been steadily increasing the share of organic materials and ethically produced wool in our products.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Our goals for environmental protection,
raw materials and chemicals management

Alongside developing a country-wide raw material strategy focused on product- and material-specific improvements, we aim to continuously expand our established chemicals management.

After being certified under the Recycled Claim Standard this year, we will offer various products in 2025 containing recycled content that do not use any virgin synthetic fibres.

Increasing the circularity of our products

In line with circular economy principles, we are increasingly using mono-materials in our products and packaging. For example, in our GOTS-certified capsule collections, we enhance recyclability by using single-material components. During the reporting year, we also transitioned the majority of our product packaging to mono-materials and had their recyclability assessed by the external service provider CYCLOS.

Since our GOTS-certified products do not undergo wrinkle-free finishing, they are also more recyclable. From 2025 onward, we plan to steadily increase the share of RCS-certified products containing recycled content. By the end of 2024, our suppliers had already produced the first RCS items for the spring and autumn 2025 collections.

Avoiding overproduction and waste

The fashion industry is frequently criticised for excessive production. With four seasonal collections and two Never Out of Stock (NOS) programmes each year, we maintain a balanced, well-structured range.

For our seasonal fashion lines, standard industry pre-order cycles allow us to plan production volumes closely in line with the actual needs of our retail partners.

We use an internal forecasting tool to predict production volumes for our NOS programmes; stocked in advance for immediate delivery to retail partners during sales seasons. Since these NOS items are largely classic, timeless styles that remain relevant across multiple seasons, any surplus caused by shifts in demand can be sold in later sales periods.

In most cases, unavoidable production surpluses can still be sold outside of regular seasonal windows through authorised distribution channels. For items that do not meet our A-grade quality standards, we first see alternative sales opportunities, such as our employee store, where members can purchase B- or C-grade merchandise at discounted prices. We only consider destruction as a very last resort, and only if garments are completely unusable and cannot serve their purpose even through clothing donations. In such cases, we work with specialised service providers.

At OLYMP, we also make every effort to avoid disposing of returned products. All returns are inspected in-house, repaired if necessary and returned to inventory. Fabric remnants and components such as buttons are made available to employees at our Bietigheim-Bissingen site for personal use.

Raw materials used at OLYMP

The production of clothing and accessories at OLYMP relies primarily on textile materials, along with packaging components. In 2024, plant-based natural fibres accounted for 93.9% of our raw materials, while animal fibres accounted for 1.9%, cellulose for 0.6% and synthetic for 3.6%. The table below provides an overview of the raw materials we use and the proportion sourced sustainably.

Our product packaging consists largely of paper certified by the Forest Stewardship Council (FSC) or made from recycled sources, as well as recycled plastics (PE and PET). A small amount of metal, such as staples and pins, is also used. For transport packaging, we primarily rely on FSC-certified paper.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to
enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption

More sustainability
and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing
business conduct
- Strengthening our
corporate culture
- Our approach to partners
in the value chain

ESRS index

Imprint



OUR RAW MATERIALS AND SUSTAINABLY SOURCED SHARES

Resource inflows which were used for the production of products during the reporting year						
Type of resource	Total weight (tonnes)	Of which biological and sustainably sourced (tonnes)	%	Certification used	Of which recycling material (non-biological) (tonnes)	%
Materials used in OLYMP products 2024						
Cotton*	1,276.02	36.68	2.9%	Organic cotton (OCS, GOTS)	0.00	0.0%
Linen	21.93	0.31	1.4%	Organic linen (GOTS)	0.00	0.0%
Hemp	0.29	0.00	0.0%		0.00	0.0%
Silk	9.82	0.00	0.0%		0.00	0.0%
Wool/virgin wool (OLYMP)	10.56	10.17	96.3%	Animal welfare certification (RWS)	0.00	0.0%
Wool/virgin wool (MARVELIS)	5.72	0.00	0.0%	No animal welfare certification	0.00	0.0%
Cashmere	0.19	0.00	0.0%		0.00	0.0%
Leather	0.01	0.00	0.0%		0.00	0.0%
Viscose	0.04	0.00	0.0%		0.00	0.0%
Modal	0.44	0.00	0.0%		0.00	0.0%
Lycocell	7.70	0.00	0.0%		0.00	0.0%
Elastolefin	10.78	0.00	0.0%		0.00	0.0%
Polyester	24.24	0.00	0.0%		0.00	0.0%
Polyamide	0.10	0.00	0.0%		0.00	0.0%
Elastane	14.51	0.00	0.0%		0.00	0.0%
Nylon	0.58	0.00	0.0%		0.00	0.0%
Metal fibres	0.01	0.00	0.0%		0.00	0.0%
Materials used for packaging (product and transport packaging)						
Plastic components	96.77	0.00	0.0%	Recycled material	90.00	93.0%
Paper-based components	644.87	226.94	35.2%	From sustainable forestry	0.00	0.0%

* Better Cotton is an integral part of our cotton sourcing strategy. We are committed to procuring Better Cotton under the mass balance system.



Start

Content

Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Increasing sustainable cotton in OLYMP products

Since 2021, OLYMP has incorporated organic cotton into its collections, focusing primarily on knitwear and jersey pieces. These materials are verified through internationally recognised standards, such as GOTS and OCS.

Our business shirts, however, are subject to especially high quality requirements, such as fibre strength and whiteness. This product type therefore remains an exception for now, as the extra-long staple and long-fibre cotton qualities we use are not widely available in the required organic grades. As a member of the Better Cotton Initiative, we actively support the global transition to more environmentally friendly and socially responsible cotton farming. Better Cotton is sourced under a mass balance system, meaning it is mixed with conventional cotton during production. By steadily increasing the share of Better Cotton in our products, we help drive the expansion of more sustainable cultivation practices worldwide.

Enabling more digital transparency and traceability

The fashion industry’s complex supply chains, combined with increasingly stringent legal requirements, demand that manufacturers like OLYMP ensure their suppliers’ sustainability management is both transparent and traceable. Achieving this is only possible through the digitalisation of processes and information.

Since spring 2022, OLYMP has partnered with the retraced platform for selected capsule collections. The platform enables supply chain transparency through digital tools and supports companies in meeting regulatory requirements. Designed specifically for the fashion and textile sector, retraced offers efficient compliance data management for digitised, fully transparent supply chains, providing visibility from raw material to finished product.

To further enhance digital product transparency, OLYMP plans to gradually publish more product-specific information, such as details on origin, material composition, product specifications, repair and disassembly options (where applicable), and guidance on proper disposal at the end of a product’s life cycle.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



A woman with long dark hair, wearing a dark blue blazer over a white patterned top, stands in a clothing factory. She is smiling and looking towards a man whose back is to the camera. In the background, there are racks of white shirts and large windows. In the foreground, there are stacks of folded blue and white striped shirts on a table.

Our social responsibility

Our social responsibility

At OLYMP, people are at the heart of everything we do – from the workers in our partners’ facilities across the global value chain, to our own employees, to the customers who choose and wear our products.

As an internationally operating family business, we take responsibility for creating decent working conditions and offering opportunities for individual growth. We actively work to protect human and labour rights, and we design our products to give our customers more sustainable choices for their everyday lives.

In this chapter, we outline how OLYMP puts social responsibility into practice; from ensuring fair and safe working conditions at our own sites, to promoting diversity and equal opportunities, to enforcing and monitoring compliance with international social standards among our suppliers. Our aim is to create a respectful, safe and forward-looking working environment – both for our own employees and for the people throughout our supply chain.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Focusing on people

Good working conditions, equal treatment and opportunities and forward-looking succession planning are important topics for OLYMP to uphold its social responsibility.

Supporting our employees

OLYMP's success relies largely on the commitment and well-being of our employees. That's why it is particularly important for us to offer a safe and comfortable working environment.

- ▶ **As part of our strategic initiatives, we are continuously working on improving working conditions (see chapter "OLYMP's workers in numbers.")**

Our aim is to ensure secure employment, promote co-determination through our workers councils and support healthy work-life balance, such as by offering flexible and attractive working time models.

We also place great importance on employee development, investing in training and education while opening up career opportunities within the company. To promote equal opportunities and drive forward our succession planning, we identify and develop young professionals and future leaders early on.

Securing employee wellbeing in our value chain

Like most fashion brands, we do not own the factories where our products are made. However, our manufacturing partners and their workforces are vital allies in our success. We are well aware that the fashion industry is often criticised for working conditions in the supply chain. At OLYMP, we take pride in accepting responsibility for the people in our value chain and actively working to improve social standards.

- ▶ **Our membership of the Fair Wear Foundation underpins this commitment (see chapter "The People in Our Value Chain.")**

Considering the needs of our customers

We offer more sustainable products through our Green Choice range. It is important that customers know and understand what impact they have when purchasing our products. This is precisely the aim of our Green Labelling – Consumer strategy **(see chapter "Transparency for our consumers")**.

Our focus areas in social responsibility

At OLYMP, our top priority is to ensure that our employees work under fair, safe and healthy conditions. This includes fair compensation, opportunities for personal and career development, active participation through the workers Council and a culture of appreciation in which we recognise and celebrate our employees' achievements. Together these elements contribute to greater satisfaction across the company.

We also place strong emphasis on occupational safety and actively promote the health of our workforce. This includes providing protective and functional clothing, offering company sports programmes and bike leasing, ensuring access to preventative healthcare and occupational medical services, as well as implementing both environmental and behavioural health measures.

Encouraging a positive mindset and flexibility

We set high expectations – both for ourselves and our team. A strong sense of identification with our company and an open mindset form the foundation of our success. Our employees embody loyalty, commitment, expertise and initiative. At OLYMP, a flexible approach fosters the willingness to embrace and actively shape change, all while maintaining a focus on core tasks and goals.

Through mutual support and an open, trust-based corporate culture, we create a positive working environment.

- ▶ **This is achieved by living our company values – responsibility, openness, trust, courage and passion (see chapter "OLYMP as an Employer") and by considering the individual needs of each team member.**

Shared success binds the OLYMP team together. As an attractive employer, we remain committed to providing our employees with secure jobs in a modern working environment enriched by a wide range of benefits. Targeted professional development and a robust talent management programme further strengthen both the motivation and satisfaction of our team. The OLYMP Code of Conduct sets out our shared understanding of socially responsible business practices across the OLYMP Bezner Group and our supply chain. It covers key topics, such as human rights and labour standards, environmental responsibility, ethical business conduct and integrity.

- ▶ **Find out more about our Code of Conduct**



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Our measures this year

In 2024, we introduced a range of initiatives to firmly embed our corporate culture and actively promote the development, health and well-being of our workforce. Our aim: to strengthen the sense of belonging at OLYMP.

Actively encouraging health and wellbeing among our employees

We at OLYMP use various measures to support the health of our employees. We set up workspaces ergonomically and according to individual needs. Through flexible working times and the resulting improvement in work-life balance, we optimise working conditions.

Ensuring fair working conditions

We ensure equal treatment and fair pay through collective bargaining agreements, regular reviews of our salary structures and career development opportunities. We also evaluate employee feedback and adjust certain working conditions where needed.

Caring for a positive working environment and company culture

A positive company culture is central to OLYMP. To support this, we have a specific budget set aside for training. We also established a mentoring program, to support career development for our emerging specialists and leaders. By recognising and valuing the commitment and initiative of our employees, we create a motivating work environment. To strengthen team spirit and foster our culture, we also organise regular employee events such as summer festivals, Christmas celebrations and after-work events.

Developing and retaining talent

At OLYMP, we rely on flexible working time and targeted career development to minimise staff turnover and retain talented professionals and leaders. We also offer a variety of training opportunities to help our employees realise their full potential. Our workforce can access courses through our own e-learning platform or take part in one of the external training programmes we provide. These offerings include measures to build specialised expertise, as well as topics such as coaching and communication techniques, self- and stress management, specialised software and AI.

Regularly reviewing and adjusting our measures

We continuously monitor and evaluate the effectiveness of our measures. Likewise, we regularly assess the risks and opportunities relating to our workforce and adapt our actions to address new challenges.

If we find any potential issues during the analysis of surveys and key figures, the HR department and management review the findings and develop appropriate corrective measures. Where necessary, they consult with employee representatives or external experts. Any adjustments are communicated to the workforce in a transparent and comprehensible manner.

Meeting international standards and regulations

OLYMP regularly analyses and evaluates the risk of violating any national, European or international regulations. We base our business activities on the following international standards and regulations, including in our supply chain:

- United Nations (UN) Universal Declaration of Human Rights
- Conventions and recommendations of the International Labour Organisation (ILO) on labour and social standards
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)

Through our risk analysis, we identify potential human rights violations that could have the most severe impact on individuals affected by our business activities, as well as risks relating to the environment and our products.

When it comes to social standards, we require ourselves and those who work with us to uphold the following principles:

- Fair employment conditions through legally binding employment relationships and unambiguous terms and conditions in employment contracts
- Prohibition of child labour and guarantee of special protection for young workers
- Prohibition of forced and compulsory labour
- Fair remuneration and equal pay for equal work
- Reasonable working hours
- The right to freedom of association and collective bargaining
- Promotion of diversity and inclusion, prohibition of discrimination
- Prohibition of gender-based violence or harassment, including sexual harassment
- Ensuring and promoting health and safety in the workplace and access to services that meet basic needs
- Respecting and protecting the privacy of all individuals and the confidentiality of their personal data that we hold about them

In the reporting year, our risk analysis provided no evidence of activities which posed a significant risk of child or forced labour within our own operations or in areas under our direct influence.



Start

Content

Foreword

OLYMP and sustainability

OLYMP's business model

Our suppliers

Our sustainability

Managing sustainability

Double materiality

Our contribution to environmental protection

Climate & sustainability strategy

Our climate strategy

Energy consumption

More sustainability and traceability

Our social responsibility

Our social responsibility

Focusing on people

OLYMP's workers in numbers

OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



OLYMP’s workers in numbers

Our workforce is made up of primarily permanent employees with full or part-time contracts, as well as temporary agency staff and seasonal workers. As of 31 December 2024, OLYMP employed 804 people in Germany, 636 of whom held permanent positions. Employment figures fluctuate due to seasonal peaks in demand. Nearly one third of our workforce – around 29% - worked part-time during the reporting period.

Permanent employees at OLYMP

In the reporting period, a total of 876 people were employed at OLYMP, with over 90% in Germany. The remaining 10% were employed in France, Switzerland, the Netherlands, Italy and Austria.

Total number of employees by location and gender					
Germany	804	91.78%	Of which male	221	27%
			Of which female	583	73%
			Of which non-binary	0	0%
France	6	0.68%	Of which male	1	17%
			Of which female	5	83%
			Of which non-binary	0	0%
Switzerland	6	0.68%	Of which male	0	0%
			Of which female	6	100%
			Of which non-binary	0	0%
Netherlands	17	1.94%	Of which male	9	53%
			Of which female	8	47%
			Of which non-binary	0	0%
Italy	9	1.03%	Of which male	0	0%
			Of which female	9	100%
			Of which non-binary	0	0%
Austria	34	3.88%	Of which male	2	6%
			Of which female	32	94%
			Of which non-binary	0	0%



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people

OLYMP's workers in numbers

- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Employee turnover at OLYMP

At OLYMP, we regularly measure employee satisfaction, including by tracking the proportion of staff who leave the company. In the reporting period, 48 employees left OLYMP, corresponding to a turnover rate of 5.37% – a significant improvement compared to 2022 and 2023 (8.7% and 12.1%, respectively). The HR department and relevant business units use annual employee appraisals and exit interviews to better understand the reasons for departures, enabling us to take timely action where needed.

Of our 636 permanent employees, the majority are based in the EU and Switzerland. Among them, 75% are women and 25% are men. Nearly one third of these employees – around 29% – works part-time

Total number of employees by contract type: 876					
Permanently employed	636	73%	Of which male	157	25%
			Of which female	479	75%
			Of which non-binary	0	0%
Temporarily (fixed term) employed	200	23%	Of which male	59	30%
			Of which female	141	71%
			Of which non-binary	0	0%
Employees without guaranteed hours	40	5%	Of which male	22	55%
			Of which female	18	45%
			Of which non-binary	0	0%

Total number of permanent employees – full-time vs. part-time: 636		
Full-time employees	452	71%
Part-time employees	184	29%



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Embracing diversity and equal opportunity

At OLYMP, we see a diverse workplace as a clear driver of success. As an internationally active company, we highly value the wide range of experience, backgrounds, skills and ideas our employees bring. We therefore foster a corporate culture that actively embraces and strengthens this diversity in everyday work.

Our goal is to ensure equal opportunities and support measures for all team members. In December 2021, we established the OLYMP Whistleblower Channel (see chapter “Business conduct at OLYMP”), fully aligning with the EU Whistleblower Directive and the German Whistleblower Protection Act. In the 2024 reporting period, no internal incidents of discrimination were reported.

Strategically integrating diversity and equal opportunities

The Human Resources (HR) department is responsible for ensuring that diversity and equal opportunities are integrated into the company strategy. With various initiatives and guidelines, they are able to create a company-wide framework. It is then the management level’s job to embrace our values within the teams and set a good example.

Increasing the number of women in leadership positions

At OLYMP, twelve people currently occupy the top two management levels, representing roughly 1% of the total workforce. Of this group, 8% are female and 92% are male. To address this imbalance, we are committed to increasing the proportion of female leaders through targeted talent development. During the annual development discussions, our managers actively encourage female employees to take on leadership responsibilities and pursue corresponding career paths.

GENDER BREAKDOWN OF TOP MANAGEMENT

Number of employees in top management (headcount)	12
Share of employees in top management (in %)	1%
Number of male employees in top management (headcount)	11
Share of male employees in top management (in %)	92%
Number of female employees in top management (headcount)	1
Share of female employees in top management (in %)	8%
Number of non-binary employees in top management (headcount)	0
Share of non-binary employees in top management (in %)	0%

EMPLOYEES BY AGE

Total number of employees	876
Number of employees under 30 years old (headcount)	257
Share of employees under 30 years old (in %)	29%
Number of employees between 30 and 50 years old (headcount)	398
Share of employees between 30 and 50 years old (in %)	45%
Number of employees over 50 years old (headcount)	221
Share of employees over 50 years old (in %)	25%



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



OLYMP as an employer

- **Our five core values – courage, enthusiasm, responsibility, trust and openness – shape the work culture at OLYMP and guide how we work together (see chapter "Business Conduct at OLYMP").**

Employee involvement

The Human Resources (HR) department leadership is responsible for employee engagement. It maintains regular communication with the Workers Council and reports directly to management. Employees can provide input in various ways, including through the Workers Council, feedback discussions and staff surveys. When implementing the new measures or strategic decisions, we involve employees and the Workers Council as early as possible during the planning phase. Feedback during the implementation phase helps us identify where adjustments are needed.

Personal and anonymous channels for reports and complaints

All employees at the OLYMP headquarters in Bietigheim-Bissingen are represented by a Workers Council, to which they can directly bring suggestions, concerns or complaints at any time. The HR department or a designated person is also available for support. Furthermore, OLYMP has established a mechanism for employees to anonymously report concerns.

- **see chapter “Business conduct at OLYMP”**

Collective bargaining coverage and employee representation

Of our 876 employees in the EU and Switzerland, 526 are covered by collective bargaining agreements (at OLYMP Bezner KG, in Austria, France, Italy and the Netherlands), representing 60% of the workforce. Among the 350 employees not covered by collective bargaining agreements are managers, staff at OLYMP stores and OLYMP outlets abroad, such as in Switzerland.

Fair wages and secure employment

All our employees, whether permanent or fixed term, receive fair compensation. They are also protected through public programmes or benefits provided by OLYMP. This coverage includes protection against income loss due to illness, workplace accidents, disability, parental leave, retirement and unemployment (from the start of their employment with OLYMP).

Safe working environment

The health and safety of our employees is of the utmost importance at OLYMP. We implement appropriate measures to ensure a safe working environment at our Bietigheim-Bissingen headquarters and fulfil our legal obligations through our occupational health and safety management system for all staff on-site and in the field.

In many areas, however, our commitment goes beyond the legal requirements and standards. For example, in logistics at Bietigheim-Bissingen, noise levels are demonstrably below the threshold requiring us to provide hearing protection. Nevertheless, we offer all employees in this area free protective equipment and regularly monitor noise levels through our occupational safety specialist.

Responsibility for a safe working environment lies with our managers. Various committees ensure that employee concerns regarding safety and health are always addressed. Our Occupational Safety Committee meets quarterly, providing a platform for management, safety officers, external safety and fire protection experts, company doctors and the Workers Council to coordinate on the occupational safety and health protection issues.

Qualified first aid and safety officers

At OLYMP, we have on-site first responders who are trained by the German Red Cross (DRK) as an external partner. Safety officers and fire safety assistants receive regular training to ensure their knowledge remains up to date. Additionally, regular meetings between first responders and safety officers encourage experience-sharing and continuous improvement in safety practices.

Safety in the workplace: Risk assessments and training

At OLYMP, workplace safety is a top priority. This is ensured through regular risk assessments conducted at least every two years for all positions at the Bietigheim-Bissingen site and for field staff. These assessments are also updated as needed, for example during restructuring or after accidents. In addition to this, mandatory annual safety training covers workplace, escape and rescue routes, and proper behaviour in case of fire. These sessions are organized by HR and conducted by the respective managers. Higher-risk areas, such as maintenance, receive additional specialised instruction.

In 2024, OLYMP recorded nine reportable workplace accidents and four reportable work-related illnesses. No life-threatening incidents occurred, and the total number of lost workdays due to work-related injuries or illnesses was 185.

OLYMP as an attractive employer

Through various initiatives and measures, we are continuously developing ourselves to become a more attractive employer. We aim to strengthen work-life balance, train young professionals and provide ongoing development opportunities for our employees.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Strengthening work-life balance

OLYMP actively supports the balance between work and family life. Employees returning from parental leave are offered a structured re-entry, including the option to transition to part-time work if desired and feasible. In 2024, 31 employees took family-related leave.

Training young professionals

Since 1974, OLYMP has embraced its social responsibility as a training company, giving young people the opportunity to gain qualifications and improve their career prospects. We offer diverse training programmes in both technical and commercial fields, welcoming school graduates as well as career changers. As a partner of the Baden-Württemberg Cooperative State University (Duale Hochschule), we have offered various dual study programmes since 2012. Trainees gain hands-on experience across different departments and can immediately apply their knowledge in practice.

In 2024, OLYMP had 34 trainees and students in the following areas: industrial clerks, warehouse logistics specialists, IT specialists in application development and system integration. Furthermore, dual study programmes were offered in business administration (trade/industry), fashion management, industrial service management, computer science, business informatics and digital business management.

Developing our employees

We are committed to supporting our employees in the best possibly way. To this end, we regularly conduct surveys and workshops, to actively involve staff at all levels in shaping HR processes. In the 2024 reporting year, we further refined and optimised these processes to better meet the needs and expectations of our workforce.

At the request of our employees, we continuously adapt our training offerings and expand the range of development opportunities that are available. This includes subject-specific courses, external events, IT seminars and language training.

Promoting young talent also plays a key role at OLYMP. Back in 2022, we launched a programme giving junior staff the opportunity to attend seminars on cross-disciplinary topics, take part in job shadowing and join factory tours at partner companies. This initiative underscores our strong commitment to fostering and developing young talent.

All employees participate in at least one structured performance and development review per year, which helps identify achievements, skills and opportunities for growth. Today, two dedicated HR specialists oversee all aspects of personnel development, enabling us to respond more effectively to individual needs and provide tailored training.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



The people in our value chain

We at OLYMP strive to ensure through various measures that the rights and interests of workers in our value chain are met, that they have a safe place to work and that they benefit from fair conditions.

Workers in our OLYMP partner companies

We have various workers in our textile supply chain, whose employment contracts vary, depending on the supplier type. The workers in the value chain can be categorized by the following:

a) Agents/purchasing companies

Two thirds (9 out of 12) of these companies have their headquarters in Germany and therefore present a lower level of risk for the employees. These cases are therefore not within the scope of heightened due diligence obligations.

b) Clothing manufacturers

The clothing manufacturers in our value chain are responsible for tasks such as cutting, glueing, sewing, ironing and packing. Their workforce is structured as follows:

- Around 90% of employees work in production
- Around 75% of employees hold permanent contracts
- All employees in the garment factories are at least 18 years old

c) Production facilities for fabrics/components

For these suppliers, we currently hold no data. If, however, there are indications of violations, we actively investigate.

Promoting international standards

We at OLYMP require all our suppliers to comply with internationally recognised labour standards, in particular the ILO core labour standards. As part of our risk analyses, we have identified several countries with an increased risk of child or forced labour – especially in connection with cotton processing. Specifically, these include China, Egypt, India and Burkina Faso. The potential risks are not attributable to our direct suppliers but could be found further upstream in the value chain.

Currently we have traced around 99% of our cotton and assigned it to a geographical origin. We are continuously working towards achieving full traceability.

OUR COTTON IMPORTS, BY COUNTRY

Country	Share of cotton within OLYMP’s value chain
USA	56.32%
India	12.39%
Australia	11.36%
Egypt	8.55%
Brazil	5.43%
Turkey	2.79%
Israel	1.39%
Bangladesh	0.90%
China	0.77%
Mexico	0.08%
Burkina Faso	0.04%



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint

In line with our due diligence obligations, OLYMP conducts both annual and evidence-based risk analyses to identify potential and actual risks and to derive appropriate countermeasures.



Analysing risks in the value chain

To uphold our commitment to the recognition and respect of human and labour rights at OLYMP, we have implemented clear guidelines and measures. These form the foundation of our daily business conduct and cover not only our own employees, but also the people in our supply chains, as well as our suppliers, service providers, customers and thus our entire business activities.

Our due diligence focuses in particular on our own workforce and the people in our supply chains. We value the diversity of individuals inside and outside OLYMP, recognise the potential it brings and actively foster it. Even though our core business revolves around menswear, women are present across every stage of our value chain – from cotton farming to retail. We are committed to treating all individuals we work with fairly and respectfully, regardless of their gender identity.

We recognise that appropriate due diligence for human rights is an ongoing process. For this reason, we continuously review our operations and business relationships to identify potential risks and actual violations. In doing so, we focus on the most severe potential impacts on those affected by our business activities, as well as impacts on the environment and our products. The risks identified are prioritised accordingly, enabling us to derive suitable measures to prevent, mitigate or eliminate them.

In 2024, as in 2023 and also 2022, we carried out a detailed human rights risk assessment for the garment production stage of our supply chain. The findings for all production countries are summarized in our **Human Rights Due Diligence (HRDD) Report**, following the Fair Wear Foundation guidelines. The report outlines our full approach to human rights due diligence, highlights potential and actual risks and describes the measures we take to protect workers and prevent these risks.

This process ensures transparency and, where needed, involves collaboration with other companies and institutions to address risks effectively.

We are also moving from a “shifting risk” to a “sharing risk” approach, working closely with our suppliers to create fairer and more sustainable conditions. Through open dialogue and regular engagement, we build strong, trust-based partnerships. This shared responsibility allows us to manage risks together and develop proactive solutions that safeguard both human rights and the environment.

Identifying risks at manufacturing level

Social risks are particularly relevant in manufacturing, since the degree of automation is relatively low compared to further down in the value chain, meaning many people are employed in this area.

We consider the following aspects to be essential social standards:

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

In 2024, we continued to assess human rights risks in the manufacture stage of our supply chain and developed targeted strategic measures to address identified cross-border risks. Our goal is to reduce issues such as child labour and excessive working hours, and to prevent inadequate time-tracking practices. At the same time, we actively promote living wages, the right to collective bargaining and improvements in workplace safety.

The most serious risks for us include cases of child and forced labour, as well as situations where employees’ physical integrity or even their lives are directly at risk. In the 2024 reporting year, no incidents were identified in these areas.

Continuously reviewing and improving social standards

At OLYMP, we work systematically to raise social standards across our supply chain over the long term. We employ a range of measures to familiarises our suppliers with our requirements through social monitoring, to verify their implementation and to drive improvements where necessary.

In our risk-based social monitoring approach, we differentiate between higher and lower risk countries. To assess country risk, we follow the Fair Wear Foundation’s definitions: all EU member states (except Italy, Bulgaria and Romania) as well as EFTA members (Iceland, Liechtenstein, Norway and Switzerland) are considered lower-risk countries. All others are classified as higher risk.

Our approach requires auditing production sites in higher-risk countries and anywhere issues are reported. These audits are conducted on-site by independent third parties. Even in lower-risk countries, factories may be reviewed if there are indications of non-compliance. To uphold social standards across our production facilities, we collaborate with external initiatives. Since 2021, OLYMP has been a member of the Fair Wear Foundation and has audited all production sites through our own **iMPACT Program**. New sites are required to complete the **iMPACT Program** within 6–12 months.



Start

Content
Foreword

OLYMP and sustainability

OLYMP's business model
Our suppliers
Our sustainability
Managing sustainability
Double materiality

Our contribution to enviromental protection

Climate & sustainability strategy
Our climate strategy
Energy consumption
More sustainability and traceability

Our social responsibility

Our social responsibility
Focusing on people
OLYMP's workers in numbers
OLYMP as an employer
The people in our value chain
Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct
Strengthening our corporate culture
Our approach to partners in the value chain

ESRS index

Imprint



iMPACT PROGRAM

The iMPACT Program is OLYMP’s social audit and development initiative, which we launched in 2021 together with workwear provider HAKRO and the service provider LRQA (formerly ELEVATE Ltd.). iMPACT stands for Insight & Motivation, Partnership & Action, Capacity Building & Transparency. Its purpose is to gain honest insights into production conditions, encourage our partners to act collaboratively, strengthen capabilities and achieve higher levels of credibility and transparency.

- Find out more about our iMPACT Program <https://company.olymp.com/sustainability/supply-chain/>

Involving workers in the value chain

At OLYMP, we place great emphasis on actively involving our employees across our supply chain in various ways.

As a member of the Fair Wear Foundation and a signatory of the International Accord for Health and Safety in the Textile and Garment Industry, we have access to a broad stakeholder network that provides direct insight into working conditions on site. During iMPACT Program audits, we include elected employee representatives. Full audits are typically conducted every three years, with additional audits carried out as needed.

We invite worker representatives to the opening meeting, conduct interviews with them and organise a dedicated closing meeting. Through the service provider LRQA, the iMPACT Program also regularly gathers feedback via anonymous surveys as well as individual and group interviews with employees in the value chain. In addition to this, OLYMP has initiated a strategic project focused on improving working conditions across the supply chain.

Leveraging the effectiveness of international cooperation

As a signatory to the International Accord and the Bangladesh Country Specific Safety Program, we protect workers in our value chain through internationally recognised agreements. We also support the Employment Injury Scheme (EIS) in Bangladesh.

Through the International Accord, we stay informed about health and safety conditions in the local production facilities. Our participation in the EIS pilot project in Bangladesh additionally gives us a clear overview of workplace and commuting accidents.

The International Accord also provides a grievance mechanism in the respective countries, ensuring that workers have a formal channel to raise concerns.

- For further information, see the International Accord for Health and Safety in the Garment and Textile Industry und Bangladesh Country Specific Safety Program and EIS.

As a member of the Fair Wear Foundation, we also receive regular updates from the production countries and make use of the organisation’s grievance mechanism. In addition to this, we are currently reviewing the potential signing of a Global Framework Agreement along with other relevant accords.

Promoting an open and respectful culture

We aim to foster a culture of open and respectful collaboration, convinced that close communication and partnership with our suppliers, customers and other stakeholders are key to shared success. Through transparency, trust and mutual support, we create a connected supply chain where every contribution counts and efficient, sustainable solutions emerge.

Both the Fair Wear Foundation and the International Accord support us through monitoring and training initiatives. While the Fair Wear Foundation focuses on all labour standards, the International Accord concentrates on occupational safety in Pakistan, where OLYMP currently has no partner factories, and Bangladesh. Through the EIS pilot project in Bangladesh, workers receive compensation for work-related and commuting accidents in line with ILO standards. At the same time, the project raises awareness about workplace accidents and occupational diseases through training and collaborates closely with the government to establish a long-term national social security system.

We also support our partner factories individually in implementing improvement measures, guided by the results of our iMPACT Program audits and insights from on-site visits. Strategic projects and other initiatives further contribute to better working conditions across our supply chain.

Offering communication channels for concerns and needs

At OLYMP, we use multiple channels to engage the workers in our supply chain (see chapter 5). Thanks to our membership in the Fair Wear Foundation, the majority of our supply chain already has access to an established grievance mechanism. Workers can usually submit complaints in their local language via phone or email through the independent mechanism (complaints@fairwear.org). In addition to this, our own email address, responsibility@olymp.com, is available to affected parties and other stakeholders.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP’s business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP’s workers in numbers
- OLYMP as an employer

The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Collaboration with the Fair Wear Foundation and the International Accord ensures that workers are aware of the communication channels available to them. The Fair Wear Foundation requires production sites to distribute its **Code of Labour Practices (CoLP)**, so workers know the relevant email addresses and phone numbers for submitting complaints.

The International Accord obliges factories to display the phone number for **RSC Complaints Handling**, the organisation responsible for implementing the Accord in Bangladesh. In both cases, training is provided to ensure workers understand the process.

As part of our iMPACT Program audits and on-site CS visits, we verify that grievance mechanisms are communicated effectively and that employees receive the relevant information in the **Fair Wear Foundation Worker Information Sheet**.

Tracking reported issues and corrective actions

Alongside our own iMPACT Program, we work with the Fair Wear Foundation and the International Accord to track and monitor reported issues as well as the progress of corrective actions.

	OLYMP	Fair Wear Foundation	International Accord
01	Identify an issue during an iMPACT Program audit, a CS visit, or upon receiving a complaint via email	Receive the complaint	Receive the complaint
02	Record the findings and complaints	Assess its validity	The RMG Sustainability Council (RSC) handles issues related to occupational health and safety
03	Monitor progress through a Corrective Action Plan (CAP)	Implement corrective action by the brand	RSC forwards the complaint to the brand if the facility is non-cooperative or if the issue is not about occupational health and safety
04		Verify improvements with the Fair Wear Foundation	The brand implements corrective actions
05		Close the complaint as resolved or concluded	RSC monitors and follows up on the measures

Implementing feedback from Fair Wear Foundation

The multi-stakeholder organisation Fair Wear conducts an annual **Brand Performance Check** to assess the extent to which participating companies’ management and sourcing practices either support or hinder the implementation of social standards in their supply chains. OLYMP has been participating in this evaluation since 2022. In all Brand Performance Checks to date, including the 2024 reporting year, OLYMP received a rating of “good”.

The “good” rating is awarded to companies that make a serious effort to implement concrete systems and measures aimed at improving supply chain conditions in line with the Code of Labour Practices (CoLP). We continuously work to enhance our results in the Brand Performance Checks, particularly in the area of sourcing practices.

Through this annual review, we consistently meet the requirements for transparency and accountability regarding conditions in the apparel sector, raising the bar for our supply chain activities.

The approach allows us to focus even more on the interests of the workforce and to enforce fair working conditions more consistently.

► See OLYMP’s **Brand Performance Check** on the **Fair Wear Foundation website**

Minimising risks in the value chain with Codes of Conduct

The **OLYMP Code of Conduct and the Fair Wear Foundation Code of Labour Practices (CoLP)** form the basis for cooperation between OLYMP and its partner companies in the value chain. At the same time, they serve as a starting point for achieving improvements among our partners, as both documents require compliance with internationally recognised labour standards.

At OLYMP, we have also developed a range of policies to mitigate risks within our supply chain:

- Policy Statement
- Supplier Policy on Unauthorised Subcontracting
- Internal Policy on Responsible Exit from Business Relationships
- Prohibition on the Use of Cotton from Uzbekistan, Turkmenistan and Xinjiang, as well as the Prohibition of Production Stages in Xinjiang



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP’s business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP’s workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Furthermore, procedures for onboarding new business partners and production sites in China, as well as the emergency process in case of child labour, have been formalised. We comply with the requirements of the UK Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and we publish the measures we implement to identify, prevent and address risks of forced labour, human trafficking and child labour in our supply chains.

► **For further information, see our [Modern Slavery Statement](#).**

Complying with internationally recognised standards

Our human rights due diligence approach is based on the OECD guidelines and is externally verified by the Fair Wear Foundation. As part of the onboarding process, we require our suppliers to comply with the OLYMP Code of Conduct and the Fair Wear Foundation Code of Labour Practices.

Utilising opportunities and minimising risks in the value chain

In the reporting year, OLYMP launched three strategic projects for social risks in the supply chain, which we plan to advance further in the future. These include an initiative on living wages, a strategy for occupational health and safety, and a programme to improve working conditions throughout the value chain.

Through these focal areas, we aim to tackle the most significant risks and opportunities related to the workforce and in our value chain:

- a) Occupational health and safety** (in particular buildings, electronics, boiler safety and fire safety)
- b) Living wages** (in which we, for example, establish price transparency, to secure a purchasing price that covers the labour costs required for a living wage)
- c) Working conditions in the value chain:** Here, we focus on freedom of association and social dialogue. Ensuring freedom of association strengthens all workers’ rights. When these rights are respected, compliance with nearly all other social standards improves. Moreover, social dialogue can foster greater stability, fairness, productivity and more sustainable business growth.

Strengthening workplace health and safety

In 2024, all social projects for the supply chain were approved. As a result, the strategic project for occupational health and safety in the supply chain officially launched in January 2025. This initiative places particular focus on fire safety, structural security, electrical installations and the safe operation of boilers within the production facilities.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Transparency for our consumers

Consumers want to easily identify products that are more sustainable. As a responsible company, we take the lead in making this possible and promoting the shift towards more sustainable consumption. That is why, in 2021, OLYMP introduced the Green Choice label; a clear and simple guide for everyone who buys and wears our products.

Green choice – A guide to more environmentally sustainable products

In our 2024 collections, the share of more environmentally sustainable products was the highest among our shirts: 99% in spring and 92% in autumn. Knitwear reached 85% in spring and 88% in autumn. In accessories, we introduced Green Choice products for the first time in the autumn 2024 collection, accounting for 17% of our accessories.

Our capsule collection “Boris Herrmann x OLYMP”

As a passionate advocate for climate and the environment, Boris Herrmann is the perfect fit for OLYMP and a strong ambassador for Green Choice. Together with the world-class sailor, we’ve taken a closer look at some of the biggest challenges in product design and turned them into opportunities for innovation and sustainability.

A key milestone of our collaboration was the launch of the first capsule collection “**Boris Herrmann x OLYMP**”. This marks the start of a three-part journey alongside **ALL NATURE, NO DYE** and **UNCOVER** – which will roll out through 2025. Every piece in the series is fully GOTS certified.

The first two drops, **ALL NATURE** and **NO DYE**, went live in the reporting year. Both are crafted exclusively from natural materials such as organic cotton, organic linen, corozo nut buttons and yarns made from cotton and cellulose fibres. By using pure, single-origin materials across all components, we’ve made our products easier to recycle – taking meaningful first steps towards true circularity in our textile production.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain

Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain

ESRS index

Imprint



Business conduct at OLYMP

RESPONSIBILITY
OPENNES
TRUS
COURAGE
DASSIO

Business conduct at OLYMP

In this chapter, we provide an overview of the strategies and mechanisms that shape out corporate policies, along with their impact during the reporting period. We distinguish between measures that apply to our own workforce and those directed at our supply chain. At the heart of everything we do is the commitment to align our policies with our mission, strategy and core values: responsibility, openness, trust, courage and passion.

These values define OLYMP’s culture and guide how we work together internally. Above all, our goal is to foster an environment built on mutual respect and trust. Our values also extend to how we engage with our supply chain partners. Through close and long-term relationships, we aim to positively influence supplier practices, ensuring they meet our quality and sustainability standards while also creating safe channels for workers to raise concerns about issues such as health, safety or discrimination – including anonymously.

Actively managing business conduct

The management team meets weekly to align on operational matters, including sustainability issues, and to take necessary decisions. In addition to this, ad hoc meetings are held whenever needed to address urgent or strategic topics. Once per quarter, the management also meets with the Workers Council to discuss the company’s current economic situation and other key issues that affect our employees.

Encouraging participation

As a family-owned business, both our shareholders and our management team play an active role in shaping company policy in line with our values, culture and the way we engage with one another and with our suppliers.

Within OLYMP, we place great importance on **giving employees a voice**. Our open discussion culture and an internal ideas pool allow colleagues at all sites to share their thoughts and suggestions. Employees can also raise concerns directly or via email through our Workers Council or HR department. In addition to this, we have suggestion boxes that provide another channel to submit feedback or concerns – anonymously if preferred. Proposals and concerns are reviewed, discussed with the relevant departments and followed up with a response. Where appropriate, the Workers Council brings these topics into its regular discussions with management.

Our channels for feedback, tips and complaints at the Bietigheim-Bissingen headquarters and across Germany:

- Regular employee surveys
- Whistleblowing system with a formal process for anonymous reports
- Direct communication with HR or managers
- Workers Council meetings or consultation hours
- Dedicated email addresses for feedback
- Suggestion boxes

Each of these channels is supported by its own dedicated process. Employees also have the option to escalate complaints directly to management or the Executive Board. At OLYMP Bezner KG, we make staff aware of the different ways to raise concerns – either openly or anonymously – through multiple communication channels. For example, emails and the intranet provide guidance on how HR, the Workers Council and the whistleblowing system can serve as confidential points of contact.

Addressing complaints and suggestions

At OLYMP, we take all concerns seriously. Submitted issues are carefully documented, and suggestions and complaints are regularly analysed. We track all initiated measures and monitor their progress to ensure that

problems are genuinely resolved. Feedback loops with employees help us confirm that our actions have led to real improvements. Top management routinely consults with the Workers Council and HR to understand how reporting channels are being used and whether employees trust them.

For our supplier relationships, having clear **mechanisms for complaints and participation** is equally essential. These channels give a voice to both OLYMP and across our supply chain. To ensure effectiveness, we have established various processes for identifying, reporting and investigating concerns and complaints, drawing on proven partners and frameworks such as the Fair Wear Foundation and the International Accord.

Offering channels for anonymous reporting

All employees at OLYMP have the opportunity to raise concerns through our **whistleblowing system**. This channel is managed by an external ombudsman, ensuring that the identity of whistleblowers who wish to remain anonymous is fully protected. Employees are informed about this channel through various means, such as info sessions and our intranet, with clear assurances that they will face no negative consequences for reporting concerns or suspected violations of laws, regulations or the **OLYMP Code of Conduct**. The whistleblowing system safeguards anonymity by routing all reports through OLYMP’s external data protection officer. It fully complies with European and German legislation.

According to EU Directive 2019/1937 (the Whistleblowing Directive) and the German Whistleblower Protection Act, employees cannot face suspension, termination, demotion, denial of promotion or non-renewal of a fixed-term contract for using this reporting channel.

Further mechanisms are accessible for employees in production facilities within the supply chain to raise complaints or report concerns. Alongside the aforementioned mechanisms, people outside of OLYMP and its value chain can directly share complaints or reports to OLYMP via email: **responsibility@olymp.com**



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP’s business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP’s workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Caring for supplier relationships

Fair and responsible treatment of suppliers is a core priority at OLYMP. Strong, lasting supplier relationships are key to maintaining high-quality standards and a resilient supply chain – both essential for our success. We have long invested in building close connections with our suppliers, because this is the most effective way to continuously improve working conditions, environmental standards and production processes across our partner network. We achieve this through our regular dialogue, joint quality checks, open communication and technical guidance. These efforts create a foundation of trust, enabling us to respond flexibly to changes and collaborate on innovative solutions together.

Preventing corruption and bribery

Fair business practices are ensured through a range of measures. We already have strategies in place to prevent and combat corruption and bribery, which are currently updating as part of a project to implement a company-wide compliance management system. These strategies include procedures for promptly, independently and objectively investigating any violations of company policy.

Targeted **measures to prevent corruption and bribery** are well established, such as regular training programmes. Sales and procurement have been identified as areas most susceptible to such risks. In the reporting year, our measures proved effective: there were no cases of corruption or bribery, and consequently, no fines or legal sanctions were imposed. With the support of external legal counsel, we will further develop this topic within our planned compliance project to ensure robust, company-wide implementation.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
 - Our approach to partners in the value chain

ESRS index

Imprint



Strengthening our corporate culture

Teamwork is the heart of our culture at OLYMP. We support one another and foster an open, trusting environment that is actively lived and embedded throughout the company. Our leadership team and managers set the tone, serving as role models for our values in action. We pursue our ambitious goals with passion, foremost among them our high standard of quality, which is a cornerstone of our brand. Our employees strongly identify with the company and hold themselves – and each other – accountable to high expectations. We expect loyalty, commitment, competence and initiative, along with the willingness to embrace change and help shape it. In return, we provide a secure workplace and an attractive working environment for every team member.

As a medium-sized enterprise, we think ahead and are willing to chart new paths to remain successful. We make decisions quickly to respond effectively to challenges, guided by values such as thrift, cleverness and foresight. This naturally leads us to invest in digitalisation, new technologies and process optimisation.

With our revised OLYMP RELOADED strategy, we aim to strengthen the brand’s desirability and put a clear focus on our customers.

We motivate our employees by recognising exceptional achievements, encouraging them to work purposefully towards our goals and to actively live our corporate culture. In addition to this, we leverage a wide range of training programmes and other tools to bring our corporate policies to life.

At OLYMP, employees are regularly trained on relevant and strategic topics, helping us collectively achieve our objectives. Special attention is given to our workforce across all areas of the company.

We use a variety of tools for employee development: video messages on the intranet highlight key aspects of our corporate policies, our internal training platform offers a range of courses and information, and we also collaborate with external providers for further professional education.

All employees receive annual safety briefings tailored to their specific work areas. Additionally, we provide training on ethical behaviour, raising awareness of issues such as anti-competitive behaviour. Our OLYMP Code of Conduct is binding for all employees within the company group and across our supply chain, strictly prohibiting any form of discrimination.

Our mission and strategy

With an innovative, more sustainably produced collection, OLYMP is setting new standards in business fashion, offering a wider range of confident and stylish looks. We primarily rely on environmentally friendlier materials and processes to provide our customers with sustainable alternatives to conventionally produced fashion.

Quality and durability are our top priorities, which is why we develop our products in-house. With our revised OLYMP RELOADED strategy, we aim to continue our company’s growth and success. Our goal is to increase OLYMP’s visibility, recognition and brand desirability while focusing on the needs of our customers and reaching new target groups. We plan to pursue this through six strategic focus points.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct

Strengthening our corporate culture

- Our approach to partners in the value chain

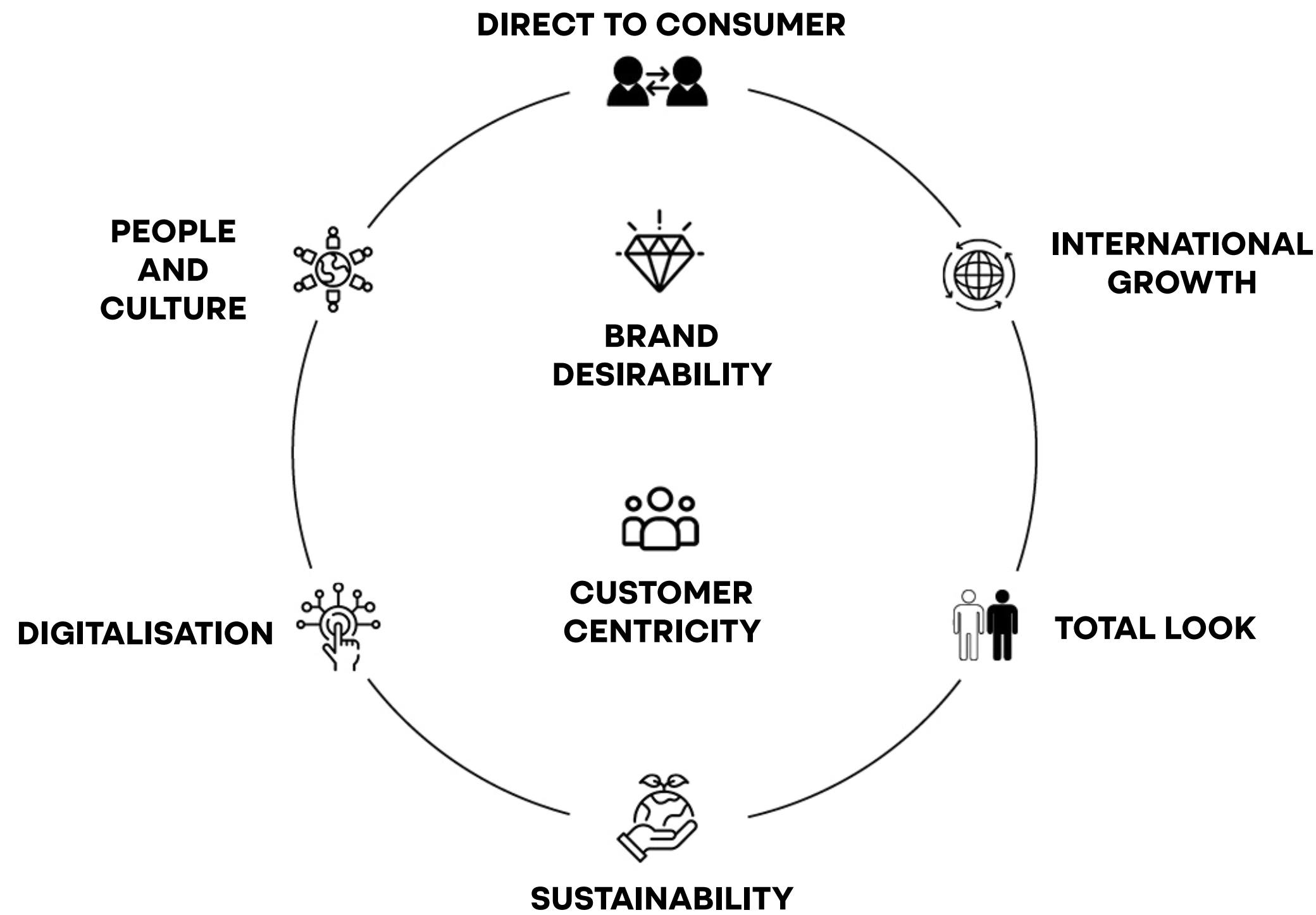
ESRS index

Imprint



Our strategic focal points

From our corporate strategy, we have defined six strategic areas to guide the overall development of OLYMP and keep the company on a path to success. These areas provide orientation for our employees and serve as a clear compass for their daily work:



Direct to consumer

We will put the needs of our existing customers, and new target groups, at the forefront, engaging them with new collections, campaigns and content to inspire loyalty and long-term commitment. Our omnichannel strategy allows us to control our brand, image, products and pricing, while continuing to leverage our proven and profitable wholesale partnerships.

Internationalisation

We will collaborate even more closely with national and international trade partners to strengthen our market-leading position. In Germany and across Europe, we aim to grow by tapping into new opportunities and expanding our reach.

Total look

We are evolving our portfolio in response to changing workstyles and office dress codes. By transforming from a shirt specialist to a full lifestyle brand, we will offer our target groups complete outfits in the future.

Sustainability

We will continue developing environmentally friendlier products, increasing supply chain transparency, and enforcing high social standards. Every day, we aim to improve sustainability by implementing the latest insights and best practices.

Digital

Through digitalisation, we will enhance growth and competitiveness. This includes AI-supported processes, smart product development, digital supply chains and virtual showrooms – making us faster, more efficient and more creative.

People & culture

We nurture the exceptional team spirit at OLYMP and approach our work with the right mindset, guided by our five core values: courage, trust, enthusiasm, responsibility and openness.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to environmental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct

Strengthening our corporate culture

- Our approach to partners in the value chain

ESRS index

Imprint



Our values and our culture

Our five core values provide essential guidance on how we interact with one another, the corporate culture we strive to live and the mindset we bring to work.

RESPONSIBILITY – TAKE OWNERSHIP, INSPIRE OTHERS

We act with purpose and take responsibility for our actions. Keeping the bigger picture in mind, we look beyond our immediate scope. Long-term success takes precedence over short-term results. We tackle challenges with determination, finding solutions together and with conviction. That’s what makes us a role model.

OPENNESS – EMBRACE THE CHANGE

Change starts within us. Our mindset is always open to new ideas. We see change as an opportunity, approaching new perspectives with curiosity and openness. In doing so, we uncover potential that we can harness and grow.

TRUST – TRUST YOURSELF AND OTHERS

Trust forms the foundation of successful collaboration. Our trust is built on mutual respect. We accept people as they are and actively embrace diversity and inclusion. At the same time, we trust in our own abilities, listen attentively and approach conflicts constructively. We turn words into action, deliver results and keep our promises.

COURAGE – BE BRAVE

We don’t shy away from challenges and move quickly into action. We tackle things proactively, always thinking carefully about our next steps. Never reckless, always smart. Spot opportunities, seize them, weigh risks, embrace the new – simply make savvy decisions. With initiative and pioneering spirit, we shape the future.

ENTHUSIASM – LOVE WHAT YOU DO

We approach our work with passion and contagious energy. We’re driven by our ideas and inspire others with that enthusiasm. We always give our best because we love what we do. We take pride in our company, our brand and our achievements – and we never forget to celebrate our success.

RESPONSIBILITY
OPENNESS
TRUST
COURAGE
PASSION



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

Actively managing business conduct

Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Our approach to partners in the value chain

Our supply chain is built on long-standing partnerships with carefully selected suppliers, because it is through these collaborations that we maintain consistently high quality. At the same time, this approach allows us to firmly embed key sustainability practices and standards throughout our supply chain.

Onboarding for fair working conditions

Through our supplier onboarding process, we are able to mitigate the most significant risks. For example, we require our garment suppliers to undergo regular social audits and to address any issues identified.

We conduct our own country-specific risk analyses, focusing primarily on the countries where our garments are produced. This approach also gives us a clear overview of potential risks among prospective suppliers.

In 2024, we carried out risk analyses for the following countries: Egypt, Albania, Indonesia, Italy, India, Cambodia, Spain, Tunisia, Turkey, China, Bangladesh and Vietnam. Starting in 2025, we will implement and automate country-risk analysis for the remaining countries in our supply chain through retraced.

► **For further information, see our 2024 HRDD report on the Fair Wear Foundation Website**

Long-lasting relationships for continued high quality

The garment suppliers in our value chain are indispensable for producing our high-quality shirts and complete looks. That’s why we maintain especially close relationships with these partners. During the reporting period, OLYMP worked with five strategic shirt suppliers located across four Asian countries. For some of our partners in garment production, we have maintained relationships averaging more than nine years, and in one case even significantly longer.

At OLYMP, we strive to work with a stable pool of producers. Nevertheless, changes can occasionally occur, for example to optimise the efficiency of our supplier base within the value chain.

Our strategic management of supplier relationships

We place great importance on sustainable and trusting partnerships with our suppliers and manufacturers. Since we do not own the factories where our products are made, stable relationships with our garment partners are particularly vital. Our goal is to develop high-quality products together and achieve long-term success in the market – a collaboration that in some cases has lasted over 30 years.

Our partnerships are built on mutual respect, transparency and fairness. For example, during the challenging sales years of the COVID-19 pandemic, our suppliers could rely on guaranteed production volumes and orders from us.

We invest in close contact with our partners to continuously improve working conditions, environmental standards and production processes. This is achieved through on-site visits and audits, such as those conducted within the iMPACT Program. Regular exchanges, joint quality checks, transparent communication and support from specialised technical advisors create a foundation of trust. This enables us to respond flexibly to changes and develop innovative solutions together. For us, long-term partnerships are the key to sustainable success.

Carefully onboarding our suppliers

At OLYMP, we ensure that our partner factories are fully familiar with our requirements and expectations through a multi-step supplier onboarding process:

Phase I

We introduce our business partners to OLYMP’s specific standards and obtain confirmation that they meet our expectations regarding transparency, monitoring, product requirements and other criteria.

Phase II

Next, we assess whether our requirements are being implemented throughout the supply chain. All direct business partners and production sites must register on the platform retraced.com and provide the required information. We then evaluate these details as part of a risk analysis. If a partner fails to meet our standards, the onboarding process is terminated.

Phase III

Once suppliers have successfully completed the onboarding process, they become a permanent part of our supplier pool. Even then, we regularly verify throughout the business relationship that our standards continue to be met.

As part of the onboarding process, we require our suppliers to comply with the OLYMP Code of Conduct as well as the Fair Wear Foundation’s Code of Labour Practices. In addition to this, all suppliers are expected to uphold international labour standards (ILO core conventions).

In the interest of greater transparency, since the end of 2020, we have been disclosing the names and addresses of the manufacturing partners we work with at OLYMP.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



Enforcing our standards through effective mechanisms

As outlined above, we apply a range of mechanisms to closely monitor occupational safety, social standards and compliance with our minimum requirements in partner factories. These include regular audits, factory visits, on-site quality representatives and a strong emphasis on long-term collaboration. With the iMPACT Program, we go one step further by gaining a true picture of local production conditions. This enables us to drive improvements in partnership with suppliers and strengthen transparency.

At OLYMP, we generally give production sites the opportunity to take corrective action after identified violations, improving working conditions and quality through suitable measures. However, in cases of serious breaches of our requirements, we act immediately and decisively. If our measures do not achieve the intended results, we terminate the cooperation with the respective factory.

We have launched three strategy projects aimed at minimizing social risks in our value chain. Through these initiatives, OLYMP seeks to firmly establish occupational safety and health protection in partner factories and promote the implementation of living wages.

In addition to this, we apply international best practices and tools to enforce the required minimum standards across our supply chain. These include monitoring and training initiatives by the Fair Wear Foundation, oversight of occupational health and safety through the International Accord, the EIS (Employment Injury Scheme) pilot project in Bangladesh and audits conducted under the iMPACT Program.

Taking early action through grievance mechanisms

Through our grievance mechanism provided by the Fair Wear Foundation, employees in our supply chain have the opportunity to report concerns such as inadequate occupational safety or discrimination. In Bangladesh, workers and their representatives also have the right to refuse unsafe work and can raise safety-related complaints via the International Accord’s grievance mechanism, of which OLYMP is a signatory.

As part of our Fair Wear Foundation membership, all employees in our supply chain can voice concerns either in person at their workplace or via the Fair Wear complaint hotlines, accessible by email or phone. The Fair Wear grievance mechanism ensures that the identity of whistleblowers is protected from both the production facility and us as the contracting company. This provides workers in our supply chain with a safe and anonymous channel to report issues regarding working conditions or discrimination. The Fair Wear Foundation’s complaint procedure also guarantees that substantiated reports trigger corrective measures, with their implementation closely monitored by the Fair Wear Foundation. This way, we ensure that grievances not only receive attention but also lead to tangible improvements.

Strengthening supplier relationships through fair payment practices

Fair and reliable payment practices are a cornerstone of OLYMP’s long-standing supplier partnerships. We are committed to acting responsibly in this regard and have implemented systems that help us avoid payment delays. For example, we process invoices electronically and rely on automated workflows that notify us of upcoming due dates in a timely manner. We pay our suppliers promptly, with a significant portion of goods being settled financially while still in transit. By ensuring timely and fair payments, we provide our partners with financial stability and strengthen the foundation for long-term reliable cooperation.



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture

Our approach to partners in the value chain

ESRS index

Imprint



ESRS index

Section	Disclosure Requirement	Description	Page
ESRS 2			
Basis for preparation	BP-1	General basis for preparation of sustainability statements	4
Governance	GOV-1	The role of the administrative, management and supervisory bodies	5, 51
	GOV-2	Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	16
	GOV-4	Statement on due diligence	16
	GOV-5	Risk management and internal controls over sustainability reporting	16-18
Strategy	SBM-1	Strategy, business model and value chain	7-15
	SBM-2	Interests and views of stakeholders	7-15
Impact, risk and opportunity management	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	18-19
	IRO-2	Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	58-61
ESRS E1 Climate change			
Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	19
	MDR-A	Actions and resources in relation to material sustainability matters	23
	E1-3	Actions and resources in relation to climate change policies	23



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain



ESRS index

Section	Disclosure Requirement	Description	Page
Metrics and targets	E1-4	Targets related to climate change mitigation and adaptation	26
	MDR-M	Metrics in relation to material sustainability matters	24-27
	E1-5	Energy consumption and mix	24
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	25-27
	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	27
ESRS E5 Resource use and circular economy			
Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	19
	MDR-P	Policies adopted to manage material sustainability matters	29-30
	E5-1	Policies related to resource use and circular economy	29-30
	MDR-A	Actions and resources in relation to material sustainability matters	28-31
	E5-2	Actions and resources related to resource use and circular economy	28-31
Metrics and targets	MDR-M	Metrics in relation to material sustainability matters	33
	E5-4	Resource inflows	33



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain



ESRS index

Section	Disclosure Requirement	Description	Page
ESRS S1 Own workforce			
Impact, risk and opportunity management	MDR-P	Policies adopted to manage material sustainability matters	38
	S1-1	Policies related to own workforce	38
	S1-2	Processes for engaging with own workforce and workers’ representatives about impacts	42
	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	42
	MDR-A	Actions and resources in relation to material sustainability matters	38, 41-43
	S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	38, 41
Metrics and targets	MDR-M	Metrics in relation to material sustainability matters	39-43
	S1-6	Characteristics of the undertaking’s employees	39
	S1-9	Collective bargaining coverage and social dialogue	42
	S1-10	Diversity metrics	41
	S1-13	Training and skills development metric	43
	S1-14	Health and safety metrics	42
	S1-15	Work-life balance metrics	43
	S1-17	Incidents, complaints and severe human rights impacts	41



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain



ESRS index

Section	Disclosure Requirement	Description	Page
ESRS S2 Workers in the value chain			
Strategy	ESRS 2 SBM-2	Disclosure Requirement – Interests and views of stakeholder	46
Impact, risk and opportunity management	MRD-P	Policies adopted to manage material sustainability matters	47
	S2-1	Policies related to value chain workers	47
	S2-2	Processes for engaging with value chain workers about impacts	46
	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	46
	MDR-A	Actions and resources in relation to material sustainability matters	48
	S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	47
ESRS G1 Corporate culture			
Governance	ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	5, 51
Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	19
	MDR-P	Policies adopted to manage material sustainability matters	16-17, 53
	G1-1	Corporate culture and business conduct policies	53, 55



Start

- Content
- Foreword

OLYMP and sustainability

- OLYMP's business model
- Our suppliers
- Our sustainability
- Managing sustainability
- Double materiality

Our contribution to enviromental protection

- Climate & sustainability strategy
- Our climate strategy
- Energy consumption
- More sustainability and traceability

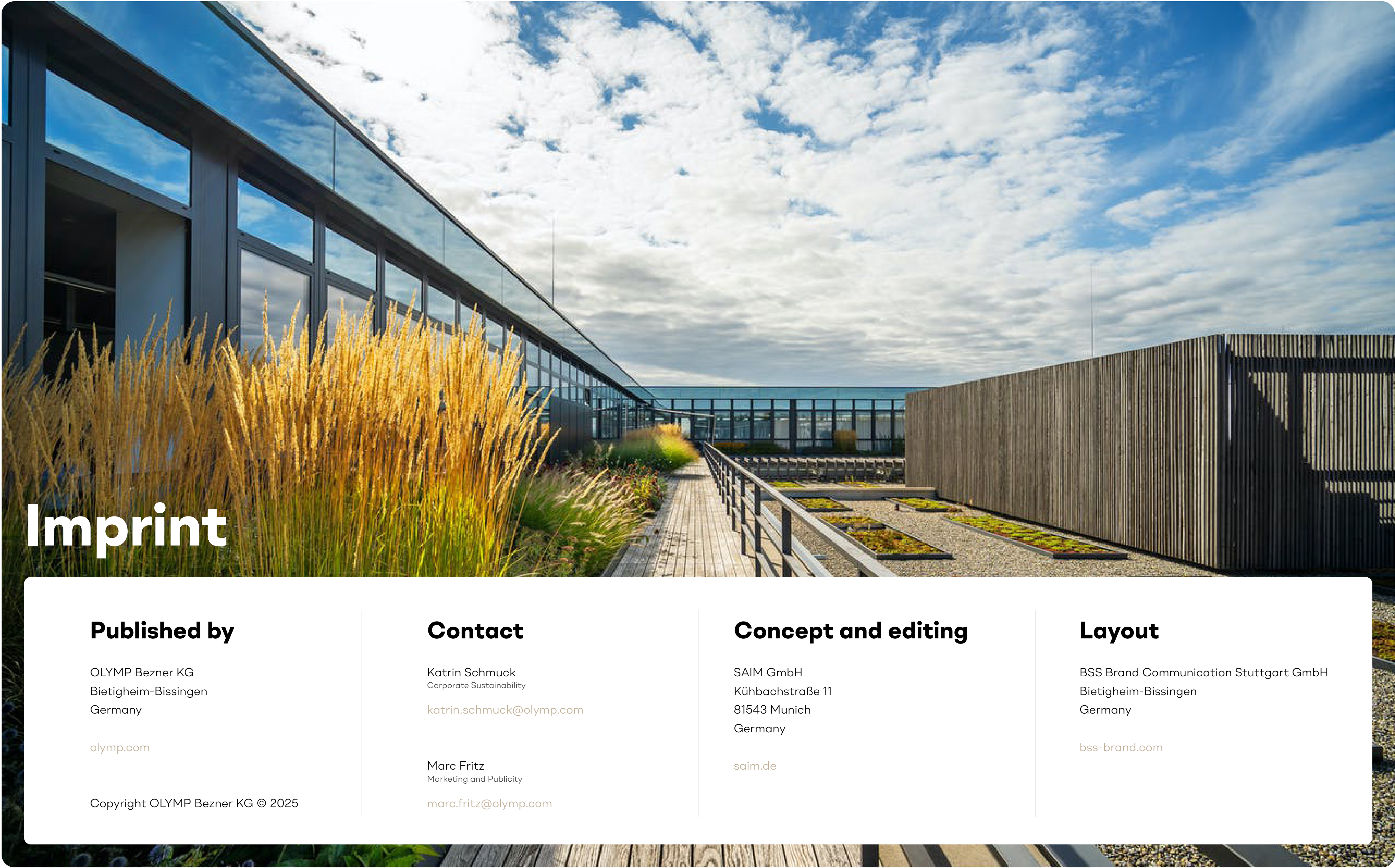
Our social responsibility

- Our social responsibility
- Focusing on people
- OLYMP's workers in numbers
- OLYMP as an employer
- The people in our value chain
- Transparency for our consumers

Business conduct at OLYMP

- Actively managing business conduct
- Strengthening our corporate culture
- Our approach to partners in the value chain





Imprint

Published by

OLYMP Bezner KG
Bietigheim-Bissingen
Germany

olymp.com

Copyright OLYMP Bezner KG © 2025

Contact

Katrin Schmuck
Corporate Sustainability

katrin.schmuck@olymp.com

Marc Fritz
Marketing and Publicity

marc.fritz@olymp.com

Concept and editing

SAIM GmbH
Kühbachstraße 11
81543 Munich
Germany

saim.de

Layout

BSS Brand Communication Stuttgart GmbH
Bietigheim-Bissingen
Germany

bss-brand.com

OLYMP



Start

[Content](#)
[Foreword](#)

OLYMP and sustainability

[OLYMP's business model](#)
[Our suppliers](#)
[Our sustainability](#)
[Managing sustainability](#)
[Double materiality](#)

Our contribution to enviromental protection

[Climate & sustainability strategy](#)
[Our climate strategy](#)
[Energy consumption](#)
[More sustainability and traceability](#)

Our social responsibility

[Our social responsibility](#)
[Focusing on people](#)
[OLYMP's workers in numbers](#)
[OLYMP as an employer](#)
[The people in our value chain](#)
[Transparency for our consumers](#)

Business conduct at OLYMP

[Actively managing business conduct](#)
[Strengthening our corporate culture](#)
[Our approach to partners in the value chain](#)

ESRS index

[Imprint](#)

