



**OUTLAND DENIM**

**2021**

**EDITION**

**OUTLAND DENIM  
SUPPLIER  
TRANSPARENCY  
LIST**

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# OUR MISSION

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To set the highest standard of social, environmental and economic sustainability within the fashion industry by way of our product, policies, practices and partnerships to foster a future that is exploitation free and promotes freedom, justice and equity.



# CUT 'N' SEW FACILITY

## FINAL STAGE MANUFACTURING FACILITY

Sourced from: Outland Denim Cambodia

LOCATION: Cambodia

- Cut and Sew Facility - Cambodia
- Wash and Finishing Facility - Cambodia

Products: Denim Products and RTW clothing line

Audit Summary 2020 and CAP - [Link](#)

Employee Numbers: 126

Percentage of female employees: 75%

# DENIM SUPPLY CHAIN

## DENIM MILL- INPUT

Sourced from: Bossa Denim

LOCATION: Turkey

- Leaders in sustainability
- Zero harmful chemicals
- Organic cotton
- Water wise

Address: BOSSA T.A.S. HACI SABANCI ORGANIZE SANAYI  
BOLGESI TURGUT OZAL BLV. NO :2 01350 Saricam-ADANA,  
TURKEY

Products: Denim Fabric

Date of the last audit: 17th Sept 2020

Audit Summary 2020 and CAP - [Link](#)

Employee Numbers on Site: 1393 workers



# ORGANIC COTTON AGENCY AND PROCESSING

## Cotton Agency

### Agrona Tekstil

LOCATION: Turkey

- Global Organic Textile Standard (GOTS) certified
- 100% disclosure of organic cotton farm locations

## Cotton Gin and Baling Plant

### Sökpam Pamuklu San Tic Ltd Şt

LOCATION: Turkey

- Global Organic Textile Standard (GOTS) certified

# ORGANIC COTTON FARMS

LOCATION: Turkey

- 39 x organic cotton farmer's names and locations provided
- Inspected by certification body Control Union - Organic EU
- No GMO seed allowed
- No artificial fertilizer
- No pesticides

*In 2021, Outland Denim was proud to share that we now know the complete journey of our denim from Tier 1 (production) to Tier 5 (the cotton seed).*



# DENIM MILL RAW MATERIALS

## ORGANIC COTTON FARMS

MEHMET KAYA	ATAT MAH. AYDIN CAD. CANDAL APT NO. 68
ADIL CANDAL	TURKMEN MAH.ATATURK BULVARI 303 SOK NO:1/1 KUSADASI/AYDIN
BERKAY BATMAZ	YENICAMI MAH.KAMIL ERDIN SOK. IMREN YAPI KOOP K:5 SOKE
EMRE KAYA	ATATURK MH.AYDIN CD.CANDAL APT. NO:68/4 SOKE/AYDIN
SEMINHA MUSLU	KONAK MAH.AYDIN CAD. N:84/7 SOKE/AYDIN
FUNDA MUSLU	YENICAMI MAH.ISTASYON CAD. NO:40 SOKE/AYDIN
OZLEM KOYUNCUOGLU	SOKE-MILAS KARAYOLU UZERI 5. KM SOKE/AYDIN
KEMAL KAYHAN	KAZIM KARABEKIR MAH CIFTLIK MEVKIL NO:11 SAZLI- SOKE/AYDIN
MUZAFFER KAYHAN	KAZIM KARABEKIR MAH CIFTLIK MEVKIL NO:11 SAZLI- SOKE/AYDIN
GONEN KAYHAN	KAZIM KARABEKIR MAH CIFTLIK MEVKIL NO:11 SAZLI- SOKE/AYDIN
DENIZ KAYHAN	KAZIM KARABEKIR MAH CIFTLIK MEVKIL NO:11 SAZLI- SOKE/AYDIN
ILKNUR KOYUNCU	FEVZIPASA MH.AYDIN CD. NO:18 SOKE/AYDIN
ISMAIL HULUSI OZBASATAK	KONAK MAH. AYDIN CAD. NO:49 SOKE/AYDIN
TUNCEL HAYVANCILIK TARIM GIDA TIC.	OZBASI MAH OZBASI SOK NO.:75 SOKE/AYDIN
YAGMUR BASOGLU	KEMALPASA MAH.FUTBOL SOK. NO:28 SOKE/AYDIN
MEHET OZBAS	119 SOK.NO:1/14 ATABERK APT. BORNOVA/IZMIR
ESRA OZBAS	89.SOK NO:31/8 GOZTEPE/IZMIR
TALIP CALIK	SARIKEMER MAH. SOKE/AYDIN
KERIM ERZURUM	SARIKEMER MAH. SOKE/AYDIN
YUSUF AK	KARACAHAYIT KOYU SOKE/AYDIN
BULENT YILDIZ	GOLBENT MAH. SOKE/AYDIN
OMER OZBAS	KONAK MAH. KOCACESME 1.CIKMAZ SK.NO:5 SOKE/AYDIN
KENAN ERZURUM	SARIKEMER MAH. SOKE/AYDIN
YUSUF KEMAL YILDIZ	GOLBENT MAH. SOKE/AYDIN
OMER FARUK OZBAS	KONAK MAH. KOCACESME 1.CIKMAZ SK.NO:5 SOKE/AYDIN

# DENIM MILL RAW MATERIALS

## ORGANIC COTTON FARMS CONTINUED

MEHMET FATİH ORHUN	KEMALPASA MAH.OMER KOYUNCUOĞLU CAD. NO:93 SOKE/AYDIN
MEHET ALI ADALI	ISTASYON CD.UZUN CARSI NO:35/A SOKE/AYDIN
HAYRULLAH GUN	AKKOYYENIKOY MAH.DIDİM/AYDIN
ERAY GUN	AKKOYYENIKOY MAH.DIDİM/AYDIN
BEDRİ KURTULMUŞ	AYDIN-SÖKE-YENİDOĞAN
BERNA ÇETİNEL	İZMİR-TORBALI-SUBAŞI
ECE ÇETİNEL	İZMİR-TORBALI-SUBAŞI
EMİNE ÇETİNEL	İZMİR-TORBALI-SUBAŞI
HASAN ÇETİNEL	İZMİR -TORBALI-ÇAYBAŞI/ATALAN
MERT ÇETİNEL	AYDIN-İNCİRLİOVA-SINIRTEKE / İZMİR-TORBALI-ÇAYBAŞI
NEJAT ÇETİNEL	İZMİR-TORBALI-ÇAYBAŞI/ATALAN/KIRBAŞ
SELİM EGELİ	AYDIN-SÖKE-YENİCAMİİ
TAMER ÇETİNEL	İZMİR-BAYINDIR-ÇIRPI-FATİH / İZMİR-TORBALI-SUBAŞI
ZAFER ÇETİNEL	İZMİR-BAYINDIR-ÇIRPI-FATİH / İZMİR-TORBALI-SUBAŞI- ÇAYBAŞI-PANCAR

## ORGANIC COTTON SEED

### Gokkusagi

LOCATION: Turkey

- Agrona - Cotton Seed Supplier

# RTW FABRICS

## FABRIC MILLS

### **Cotton t-shirt fabric**

Sourced from: Kadeks

LOCATION: Turkey

- Solar energy system
- Organic cotton
- Transparent in raw materials
- OekoTex Standard 100 Class 1 Certified

Address: Evrenos Mah. Kume Evleri 6, Yunusemre, Manisa, 45140, Turkey

Date of last audit: 26th Feb 2020

2020 Audit findings resolved - [Link](#)

Employee Number: 12

### **Cotton fabric**

Sourced from: Five P

LOCATION: India

- Organic cotton
- Solar powered
- Hand-loom artisans using traditional practises

Address: Five P Venture India Private Limited, Ashokapuram, Murungatholuvu village, Chennimalai -638052 , Erode

Employee Number: 35

Percentage of female employees: 70%



# FABRIC MILLS RAW MATERIALS

## ORGANIC COTTON FARMS

### **Kadeks**

LOCATION: Izmir, Turkey region

- Organic certification
- No GMO Seeds

### **Five P**

LOCATION: Madhya Pradesh, India

- Organic certification
- No GMO Seeds

# TRIMS AND ACCESSORIES

### **Jacron Brand Patch**

Sourced from: Frameless Asia

LOCATION: China

- Vegan
- Water and waste recycling and reduction initiatives
- Fair wages for employees
- Bluesign systems partner

### **Pocket Lining**

Sourced from: Beijing Kailong Yisheng Textile

LOCATION: China

- 35% recycled materials
- 100% wastewater recovered
- Renewable energy
- Organic cotton



# TRIMS AND ACCESSORIES

## **Thread**

Sourced from: Coats

LOCATION: Vietnam

- ZDHC Initiative
- ISO 14001 'Environmental Management Systems' certified.
- Zero harmful chemicals
- Fair wages for employees
- Plastic and water recycling processes
- Community driven approach

## **Zippers**

Sourced from: YKK

LOCATION: Vietnam

- Part of the Zero Discharge of Hazardous Chemicals Initiative (ZDHC)
- Zero harmful chemicals
- Holistic support for workers

## **Labels**

Sourced from: QLM Labels

LOCATION: Cambodia

- ISO9001:2015 Quality Management System certification
- Local Cambodian supplier
- Prioritises the well-being and up-skilling of staff

Sourced from: CJ Labels

LOCATION: Cambodia

- Use environmentally friendly water-based inks on labels
- Transparent in raw materials
- OekoTex Standard 100 Class 1 Certified
- Forest Stewardship Council members



# TRIMS AND ACCESSORIES

## Packaging Suppliers - Minor Suppliers

### Tote Bags

Sourced from: Fabric Offcuts

LOCATION: Cambodia

- Made by our entry-level seamstresses
- Crafted from locally sourced remnant fabric

### Customer Packaging and Printing

Sourced from: PrintTogether | NovaPress | NoIssue

LOCATION: Australia

- Designed for re-use in the event of return or exchange
- Compostable and recyclable

### Transit Packaging Bags

Sourced from: Cleanbodia

LOCATION: Cambodia

- Cassava root starch
- Bioplastic certified
- EN 13432 biodegradable bags
- Made from biologically renewable sources

### Transit Packaging Boxes

Sourced from: ES Packaging

LOCATION: Cambodia

- Closed-loop recycling system
- Forest Stewardship Council certified
- Raw Materials chemicals all tested



# LIVING WAGE COMMITMENTS

Global Coalition's living wage definition: Remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements considered for a decent standard of living, including food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events.

## FINAL STAGE PRODUCTIONS

### CUT AND SEW FACILITY - CAMBODIA

Outland Denim commits to ensuring all staff members employed at its Cut and Sew Facility are able to receive a living wage, adequate to afford a decent standard of living. Living wage research sources such as Wageindicator.com and the Anker Method, are utilised to form our living wage methodology.

Outland Denim has customised some parameters of the methodology to be fitting to location and actual household compositions of Outland Denim employees.

Outland Denim also consults with locally-based freedom businesses, NGOs and Cambodian professionals to discuss the wage level. Outland Denim commits to updating this calculation on a regular basis to ensure wages remain at a living wage standard.

Discussions are currently underway with the Global Living Wage Coalition / Social Accountability International and other brands, in order to conduct our first third party research project for Living Wages in Cambodia. This would strengthen the Living Wage benchmark for Outland Denim and every business working in Cambodia.

100% of the Final Stage Production facility full-time regular employees are able to receive living wages.



# PRIMARY / INPUT SUPPLIER

## PROGRESS ON INPUT SUPPLIERS PAYING LIVING WAGES

Outland Denim commits to monitoring the wages paid by its primary (input) supplier/s to ensure living wages are paid. Outland Denim requires evidence of the lowest wage paid to verify if the amount is sufficient to cover the cost of living for the area in which the supplier is based.

## DENIM MILL

### TURKEY

Outland Denim has adopted the Trade Union (Türk-İş) Estimation for Living Wages in Turkey.

Outland Denim's Denim supplier in Turkey has provided detailed insight into their wage structure, including validating audit reports.

The supplier provides lunch and a transportation service free of charge to employees. Overtime payments are paid at %200 of normal rates and national holiday working practices, religious holidays and weekends are paid at %300. 10 daily wage premiums are paid to all unionised employees in a month. Food, fuel oil and kids allowance are paid to unionised employees. Unionised employees receive more annual leave than legally required.

100% of the denim mill's full-time regular employees are able to receive living wages sufficient to afford an individual a decent standard of living.

The lowest wage (gross) provided by the denim supplier includes the social benefits provided to blue-collar employees. This wage is 73% above the Trade union estimate of the cost of living for one person in Turkey, however, it is 35% below the trade union estimate of the cost of living for a family of four in Turkey.

# FABRIC MILLS

## TURKEY AND INDIA

### Turkey

Outland Denim's T-shirt fabric supplier in Turkey has provided information around their living wage program which began in July 2017. All their workers are provided food support allowance, transport services, health insurance, pension and they are paid bonuses in three different amounts based on their wage range. 75-80% of employees also receive performance-based annual bonuses.

At the beginning of this living wage project, a survey was made to determine the household incomes and expenses of the workers. The outcomes of this survey were reported to a third party and this third party set the bonus amounts employees would need to receive.

Outland Denim has compared the above approach to the previously adopted Trade Union (Türk-İş) Estimation for Living Wages in Turkey.

100% of the t-shirt fabric mill's full-time regular employees are able to receive living wages sufficient to afford an individual a decent standard of living.

The lowest wage provided by the T-shirt Fabric mill includes food support, transport services and special holiday bonuses to employees. This wage is 27% above the Trade union estimate of the cost of living for one person in Turkey, however, it is 52% below the trade union estimate of the cost of living for a family of four in Turkey.

Health Insurance is covered and pension is paid in addition to the above.

# FABRIC MILLS

## TURKEY AND INDIA CONTINUED

### India

Our fabric supplier in India has been established as a social enterprise. This supplier provided evidence of a living wage benchmark conducted by the Global Living Wage Coalition for rural India. GLWC utilises the Anker Method for their calculations. The supplier also provided copies of payslips as evidence that a living wage was paid to employees. Additional benefits and allowances provided include, non-production bonuses, production and incentive bonuses & private medical insurance.

100% of the fabric mill's full-time regular employees are able to receive living wages sufficient to afford a decent standard of living. This has been calculated based on the GLWC Coalition benchmark report.



# PRIMARY RAW MATERIALS

## CERTIFIED ORGANIC COTTON - TURKEY & INDIA

Outland Denim will continue to collect data on wages paid at the farm level in Turkey and use this to implement any necessary improvement strategies for the farmer's incomes. Outland Denim has adopted the Global Living Wage Coalitions Anker Reference Value research for Rural Turkey until more current data is available.

Outland Denim will do this in collaboration with the agencies and suppliers it works with, and also in collaboration with other like-minded brands.

Despite COVID-19 delays, Outland Denim has been able to hear the voices of the seasonal and migrant worker communities on the cotton farm level, and has now taken steps with our partners to further lift the standards for transparency and due diligence of wages through social monitoring. We expect to have more information on fair payment of wages by the end of 2022. The pilot of the social monitoring solution will take place late 2021 in Turkey.

Outland Denim commits to doing its utmost to ensure a wage as assessed using the Global Living Wage Coalitions Anker Reference Value, is paid to the farm level workers in Turkey by the end of 2025.

Outland Denim is yet to scale the Sag Salim due diligence program into India, however, this is the long term vision and resources allowing, we hope to have it running in India by the end of 2026. This will allow insight in the payment structure for organic farming in India.



# STATEMENT OF CONTINUAL IMPROVEMENT

In an effort to pursue “Zero Exploitation” in every aspect of business, Outland Denim recognises that it is not perfect. It is to be expected that we will fall short of the ideal. However, we are committed to making continual improvements and are always seeking to do better, to push forward, and plough new ground.

We hope to be an encouragement to the fashion industry by moving toward a more economic and ecologically sustainable business model with ethical practices that will benefit not only the environment but the very real lives of the many individuals and families that make up the communities most at risk of exploitation.

