



OEKO-TEX® Whistleblower System

for the independency and integrity of the
OEKO-TEX® Certification System



Introduction

The OEKO-TEX® WHISTLEBLOWER SYSTEM is put in place to guarantee the independence of the standard-setting procedure of the OEKO-TEX® CERTIFICATION SYSTEM. The scheme owner must be independent from the certification activities of its conformity assessment bodies. It must not allow any commercial, financial or other pressure that could compromise its independence. The conformity assessment and certification body must be independent from both the scheme owner and of the organisation it certifies.

The criterion of independence shall fortify the integrity of the OEKO-TEX® CERTIFICATION SYSTEM and shall prevent conflicts of interest that might interfere with the conformity assessment and certification activities.

Everyone who has reliable and robust proof that there is an issue with the independence of the OEKO-TEX® CERTIFICATION SYSTEM is encouraged to use this OEKO-TEX® WHISTLEBLOWER SYSTEM.

Definitions

INDEPENDENCE

Independence is defined as a relationship that poses a risk to the impartiality and integrity of the OEKO-TEX® CERTIFICATION SYSTEM which may be based on ownership, management, leadership, personnel, shared resources, finances, contracts, marketing (including branding policy) and payment or other incentives.

INDEPENDENCE COUNCIL

The INDEPENDENCE COUNCIL is the body established by the OEKO-TEX® Independence Statute. It is established to monitor and ensure the independence of the standard-setting of OEKO-TEX® and certification activities of the OEKO-TEX® CERTIFICATION BODIES.

The INDEPENDENCE COUNCIL is comprised of persons with no affiliation to the OEKO-TEX® CERTIFICATION SYSTEM.

Any filings with the OEKO-TEX® WHISTLEBLOWING SYSTEM are directly forwarded to the INDEPENDENCE COUNCIL.

LEGALTEGRITY

A platform provided by [LEGALTEGRITY](#). The OEKO-TEX® Certification System has no access to this platform.

OEKO-TEX®

OEKO-TEX® is the OEKO-TEX AG and scheme owner of the OEKO-TEX® STANDARDS. OEKO-TEX® is legally, organisationally and personnel-wise separate from the OEKO-TEX® Certification Bodies. This clear separation serves to avoid conflicts of interest and ensures the independence of



standard setting from conformity assessment and certification activities.

OEKO-TEX® CERTIFICATION BODIES	Every authorized OEKO-TEX® INSTITUTE with which OEKO-TEX® has concluded OEKO-TEX® ACCREDITATION AGREEMENTS.
OEKO-TEX® CERTIFICATION SYSTEM	OEKO-TEX® and OEKO-TEX® CERTIFICATION BODIES.
OEKO-TEX® STANDARDS	OEKO-TEX® STANDARDS are certification schemes which define specified requirements for the object of conformity assessment. The currently existing OEKO-TEX® STANDARDS are: OEKO-TEX® STANDARD 100 OEKO-TEX® ORGANIC COTTON OEKO-TEX® LEATHER STANDARD OEKO-TEX® STeP OEKO-TEX® MADE IN GREEN OEKO-TEX® ECO PASSPORT OEKO-TEX® RESPONSIBLE BUSINESS All future OEKO-TEX® STANDARDS shall be included in this list.
OEKO-TEX® WHISTLEBLOWER SYSTEM	The system described in this document.

Core principles

The OEKO-TEX® WHISTLEBLOWER SYSTEM is built on the following core principles:

- Legitimacy: enabling trust and being accountable for the fair conduct of whistleblowing processes;
- Accessibility: providing sufficient information and adequate assistance for those who wish to access the OEKO-TEX® WHISTLEBLOWER SYSTEM;
- Predictability: providing a clear and known procedure and clarity on the types of process and outcome available and means of monitoring implementation;
- Transparency: providing sufficient information about the mechanism's performance to build confidence in its effectiveness and meet any public interest at stake;



- Anonymity: the OEKO-TEX® WHISTLEBLOWER SYSTEM shall guarantee anonymity;
- Non-retaliatory: no one shall fear retaliation of any kind for using the OEKO-TEX® WHISTLEBLOWER SYSTEM;
- A source of continuous learning: drawing on relevant measures to identify lessons for improving the system.

Management commitment

The top management of OEKO-TEX® commits to this OEKO-TEX® WHISTLEBLOWER SYSTEM. It will respect the results and will implement corresponding preventive measures to guarantee adherence to the principle of independence.

Compliance response system

The OEKO-TEX® WHISTLEBLOWER SYSTEM allows anyone to file an issue with independence.

OEKO-TEX® is legally, organisationally and personnel-wise separate from the OEKO-TEX® CERTIFICATION BODIES. This clear separation serves to avoid conflicts of interest and ensures the independence of standard-setting from conformity assessment and certification activities. All persons and bodies that may influence standard-setting or certification decisions must perform their duties impartially and must not allow any commercial or other pressure that could compromise their independence.

If you have substantiated and robust proof that there is an issue with the independence as stated in this document, we encourage you to file this under this [LINK](#).

Who may file?

Anybody

What can be filed?

Any concern regarding the independence of the OEKO-TEX® CERTIFICATION SYSTEM.

Who will receive the filing?

Only persons outside of the OEKO-TEX® CERTIFICATION SYSTEM. The INDEPENDENCE COUNCIL will receive your filing through our partner LEGALTEGRITY, who has control over the whistleblower system via their platform. OEKO-TEX® or OEKO-TEX® CERTIFICATION BODIES will not be able to see the filings. The filings are forwarded to the INDEPENDENCE COUNCIL via the LEGALTEGRITY platform.



What will happen with the filing?

The INDEPENDENCE COUNCIL will investigate your report and assess whether the concern about independence is justified. If it is, the Council will immediately inform OEKO-TEX® top management and recommend preventive measures.

The INDEPENDENCE COUNCIL will also include its findings, along with recommendations for preventive measures, in its annual report, which is published on the OEKO-TEX® website. Published findings will not contain any information that could identify the person who submitted the report.

Anti-retaliation response system

One important pillar of a whistleblowing system is the guarantee that there will be no retaliatory action against the whistleblower. The OEKO-TEX® WHISTLEBLOWER SYSTEM has therefore defined this as a core principle.

Will I be able to remain anonymous during this procedure?

Yes, the LEGALTEGRITY whistleblower platform and the INDEPENDENCE COUNCIL will completely guarantee your anonymity and not provide the OEKO-TEX® CERTIFICATION SYSTEM with information on who has issued the filing.

What will happen to my data as soon as the INDEPENDENCE COUNCIL has sufficient information?

The INDEPENDENCE COUNCIL will delete all personal information connecting the filing to yourself.

If you have experienced retaliation despite those preventive measures, please file this also with LEGALTEGRITY platform in order that this event can be investigated.

Program oversight

The OEKO-TEX® WHISTLEBLOWER SYSTEM is overseen by the INDEPENDENCE COUNCIL.

More information on the INDEPENDENCE COUNCIL can be found on the OEKO-TEX® homepage under this [LINK](#).