

# IMPACT REPORT

2023-24

**mantis**  
**world**

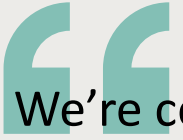


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mantis  
world

# CEO REFLECTIONS



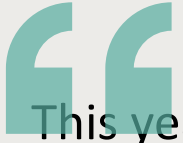
We're celebrating our first year as a certified B Corp - a milestone that followed 18 months of hard work to achieve. The support from customers, suppliers, networks, friends, and fellow B Corps has been incredible, and we're thrilled to be part of this movement using business as a force for good.

B Corp certification adds a company-wide recognition respected across industries. We're also proud to mark 21 years of Oeko-Tex and 16 years of GOTS certifications, underscoring our long-standing commitment to textile standards. This year, we joined the largest-ever B Corp festival in Oxford, connecting with inspiring leaders and participating in thought-provoking talks. We also stood with Business Declares at the Restore Nature march, highlighting that businesses play a vital role in addressing the biodiversity and nature crisis.

2024 has been a year of challenges, with political instability, war, the cost-of-living crisis, and the climate crisis becoming the new norm. Despite this, we've adapted, learned, and remained hopeful. Embracing a rapidly changing landscape, we've prioritised flexibility, care, and open communication with our stakeholders, reinforcing our belief that collaboration is key to making businesses a force for good in an interconnected world.

Prama Bhardwaj,  
Founder & CEO

# CEO REFLECTIONS cont.



This year brought volatile manufacturing and shipping costs, with lead times stretching from 4 to over 12 weeks as Middle East conflicts diverted shipping routes around the Cape of Good Hope. In Bangladesh, political unrest and regime change led to factory closures for worker safety. Unlike fast fashion, our model focuses on timeless stock, and we stood by our long-term partners, placing orders without demanding discounts or penalties. As during COVID-19, we prioritised loyalty and mutual support, strengthening our relationships for the future.

The war in Ukraine triggered an energy price surge, driving global inflation to record highs and causing a cost-of-living crisis. As demand and investment fell while costs rose, businesses faced tough conditions. We used this time to streamline operations, improve systems, reduce costs, and boost productivity. With a focus on tackling textile waste, we lowered inventory levels, reduced our range, and ensured all redundant stock was responsibly rehomed—staying true to our strict policy against destroying or landfilling unwanted items.

Prama Bhardwaj,  
Founder & CEO



**PEOPLE**

**PLANET**

**PURPOSE**



# THE TEAM



At Mantis World we are proud to be small but mighty.

Our size gives us the ability to be truly transparent on our finances, operations and progress with all employees.

It also gives us freedom to break boundaries within the textile industry, not being beholden to boards and shareholders prioritising profit.

# STAKEHOLDERS

DISTRIBUTORS

FARMERS

EMPLOYEES

CUSTOMERS

SUPPLIERS

CONSULTANTS

DECORATORS

FACTORIES

COMMUNITY

WEARERS

FREIGHT HANDLERS

PLANET

Once manufactured, we have a wide network of warehousing and distributor partners across Europe and the UK to get our garments into the hands of our customers.

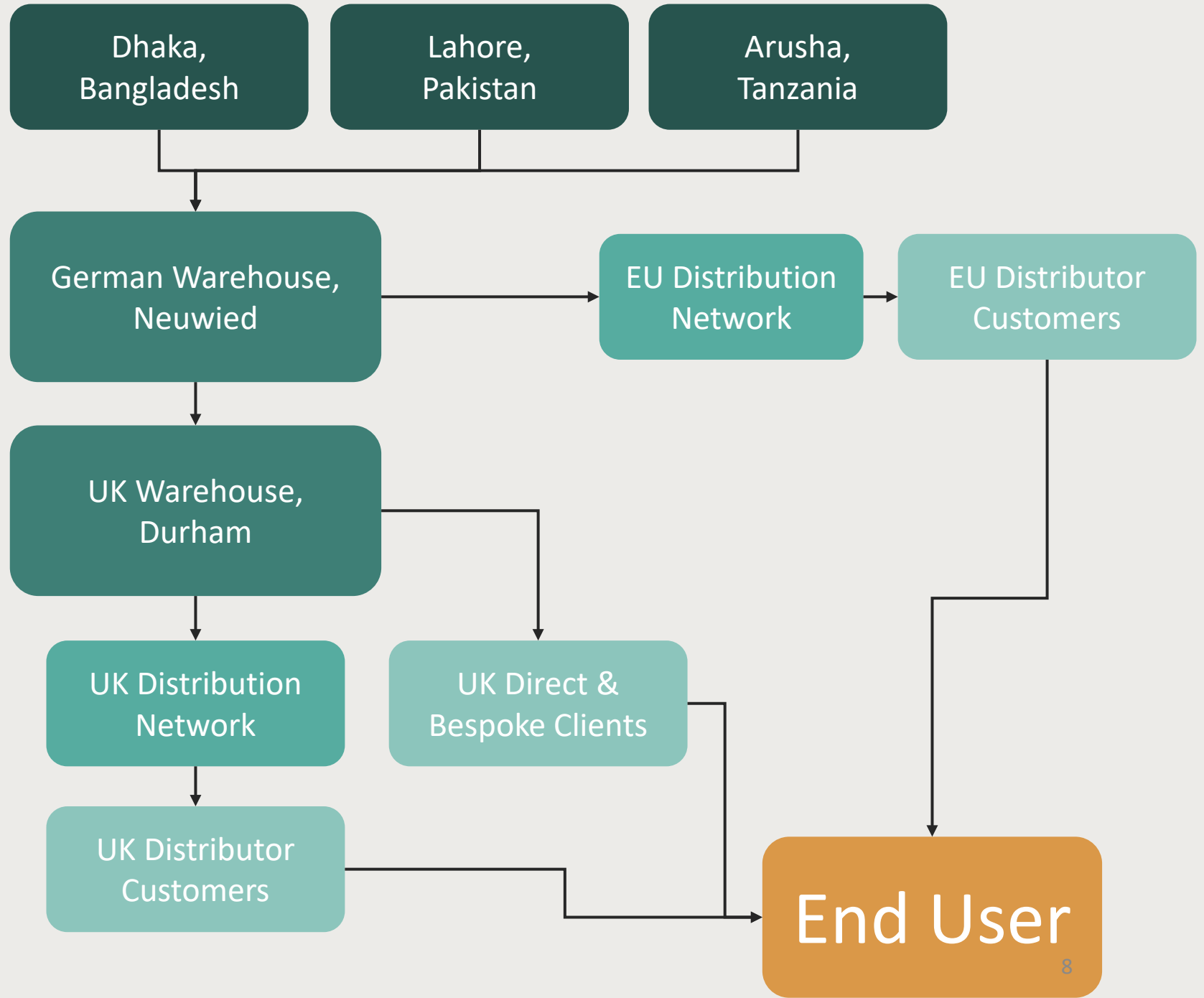
Since 2024 we have shipped all our garments to our German Warehouse. We then do bi-monthly stock exchanges and transfers to our UK Warehouse to ensure UK customers are not subject to additional charges.

We work with distributors across the continent who store, promote and distribute our garments on our behalf, leaving us to focus on manufacturing.

4 UK Distributors

8 EU Distributors

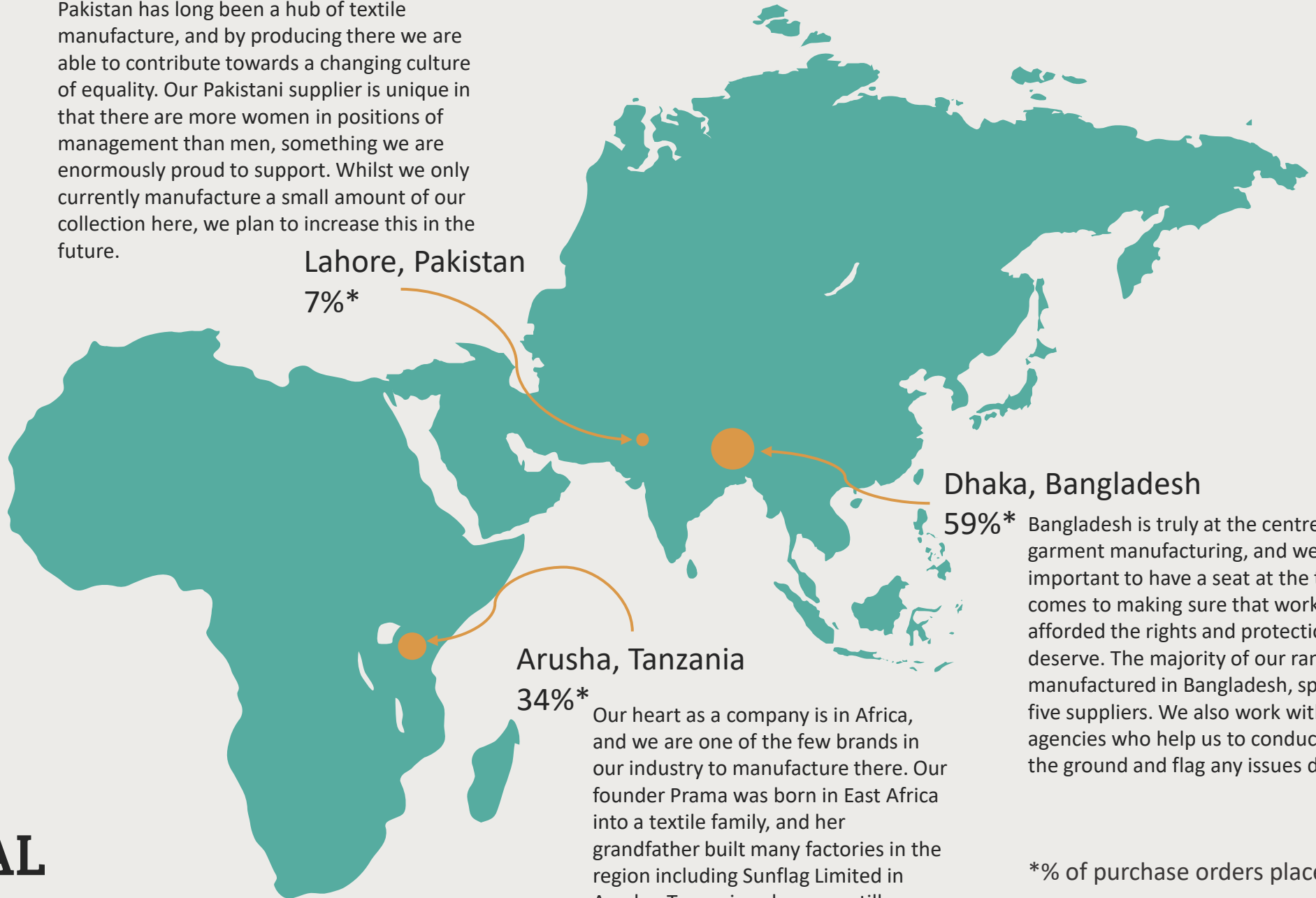
1 ROW Distributor





Each country we manufacture in provides us with a different outlook, and the culture they share with us only helps us grow as a brand. We face different challenges in each country, but working closely with our partners and suppliers builds a mutual respect and trust that helps to develop and enrich the lives of everyone in the supply chain. We make it a priority to maintain a personal relationship with our suppliers, visiting them as frequently as we can and keeping open lines of communication.

Pakistan has long been a hub of textile manufacture, and by producing there we are able to contribute towards a changing culture of equality. Our Pakistani supplier is unique in that there are more women in positions of management than men, something we are enormously proud to support. Whilst we only currently manufacture a small amount of our collection here, we plan to increase this in the future.



Lahore, Pakistan  
7%\*

Arusha, Tanzania  
34%\*

Dhaka, Bangladesh  
59%\*

Our heart as a company is in Africa, and we are one of the few brands in our industry to manufacture there. Our founder Prama was born in East Africa into a textile family, and her grandfather built many factories in the region including Sunflag Limited in Arusha, Tanzania, where we still produce garments to this day.

Bangladesh is truly at the centre of global garment manufacturing, and we believe it's important to have a seat at the table when it comes to making sure that workers there are afforded the rights and protections they deserve. The majority of our range is manufactured in Bangladesh, split between five suppliers. We also work with four trusted agencies who help us to conduct business on the ground and flag any issues directly to us.

\*% of purchase orders placed in 2024

# OUR GLOBAL MANUFACTURING PARTNERS

# SUNFLAG TANZANIA WHERE IT ALL BEGAN



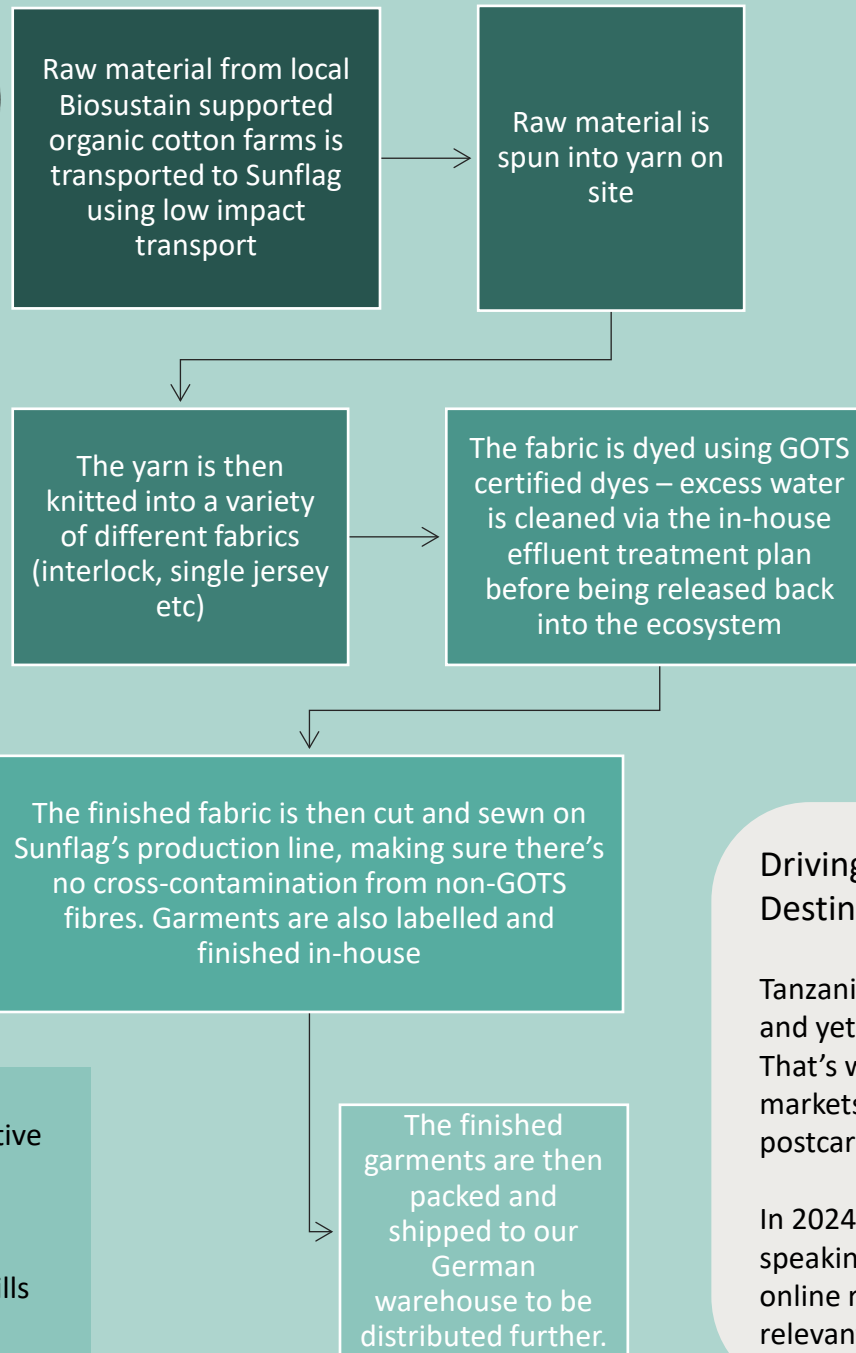
We are proud to be one of the few brands in our industry to manufacture in Africa. The vast continent holds a special place in the hearts and history of the company, and the sustainable and fair farming practices learnt there are at the very core of our brand values.

Our founder, Prama, was born in East Africa into a family heavily involved with textiles on the continent. Built in the 1960s by her grandfather in Arusha, the factory has been at the heart of the local community for several generations. Workers and their families are supported by management, and the mutual trust and respect amongst all levels of employees has fostered an environment in which individuals can thrive.

Sunflag Tanzania is a vertical factory, which means the whole manufacturing process is completed under one roof – saving on the footprint of the garment.

### Additional initiatives include:

- Union representation at all levels, as well as active participation throughout encouraged
- Guaranteed maternity pay
- Guaranteed sick pay
- Financial support towards health and funeral bills
- Food security support



## BIOSUSTAIN – SUPPORTING FARMERS AT A LOCAL LEVEL

We work with Biosustain, a Tanzanian organisation dedicated to supporting farmers create organic and regenerative landscapes at a local level. By sourcing this way, we can be confident that the sustainability practices we have established throughout our production are also honored during the raw material stage.

By using rain-fed cotton, water savings are much higher in comparison to regions that use irrigation. Encouraging these practices ensures that the highest quality of organic African cotton will continue to be grown, whilst the future of communities across the Singida, Simiyu and Tabora regions of Tanzania continue to be invested in.

The lessons we have learnt across Tanzania have shaped our journey as a brand and continue to be celebrated throughout our collection. The Made in Africa collection includes some of our bestselling Babybugz styles, as well as highlights from our kids and adults ranges.

### Driving New Business to an under-represented Sourcing Destination

Tanzania is rarely the first place brands think of when it comes to sourcing, and yet we know there is a wealth of remarkable resources and talent there. That’s why we are committed to representing their interests in the UK and EU markets. This includes producing marketing materials such as promotional postcards and roller banners on their behalf.

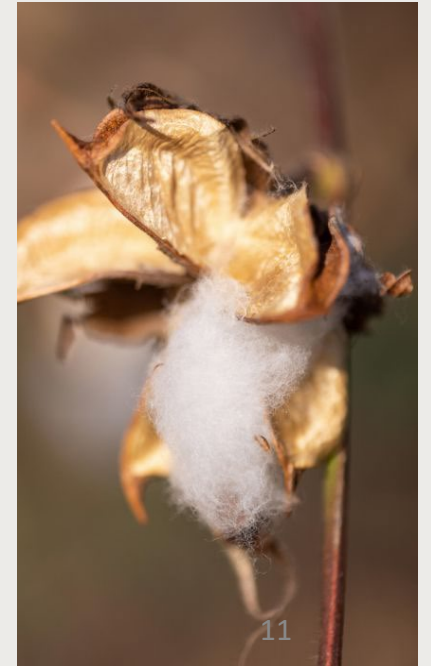
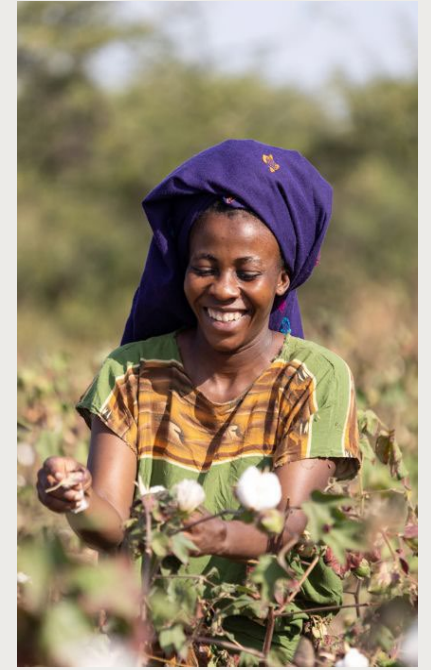
In 2024 we represented Sunflag twice at the Source Fashion show in London, speaking with buyers from some of the biggest names in high street and online retail. Mantis World processed these leads and fed back the most relevant ones to the team on the ground in Arusha.

# USING OUR VOICE

With every new product carrying an eco- logo or green icon of one variety or another, a buyer's challenge to see through the greenwashing gets ever harder. It can be difficult to spot the difference between enthusiastic marketing and honest transparency.

In 2024 Prama took a trip to the organic cotton harvest in Tanzania. The aim? To visually capture the true nature of the vertical supply chain there to better enable customers and wearers to connect with what goes into their clothes.

Read the full blog article [here](#)





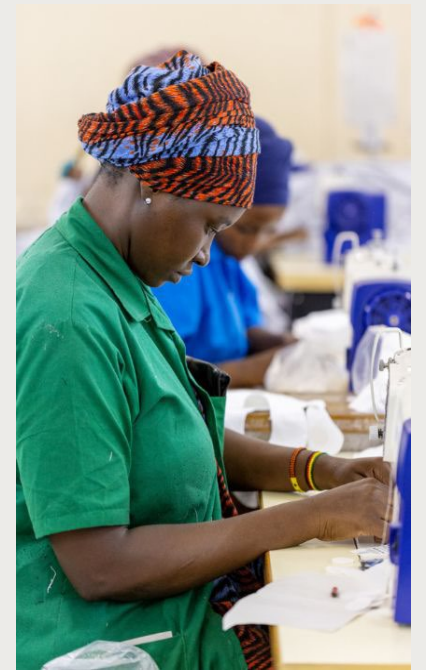
# TANZANIA 2024

There followed the launch of a 3-part film showcasing Mantis World's 'field to garment' fully vertical production, showing exactly what transparency in textiles can, and should look like.

The story was picked up by UK and European trade press and most significantly by GOTS, who featured it in their [#behindtheseams](#) campaign.

These are the fields, these are the farmers, this is the factory.

Watch the 3-part film [here](#)



**PEOPLE**

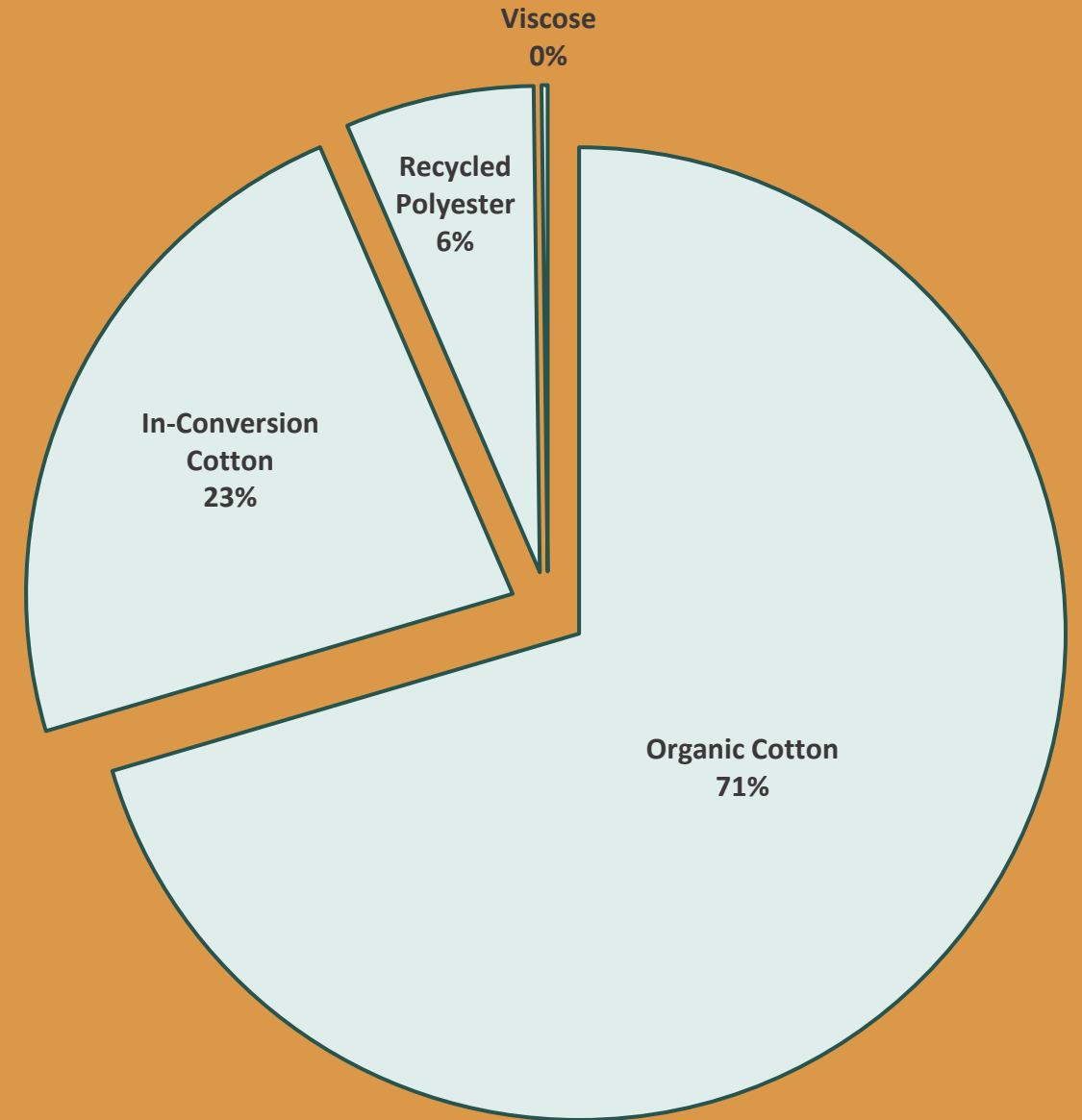
**PLANET**

**PURPOSE**

# MATERIAL PORTFOLIO

At Mantis World, cotton has always been at the core of our collection and is used in the production of all our garments. This figure represents all the cotton in our production, including conventional and organic, and accounts for 94% of the raw material we bought in 2023.

Meanwhile, we have committed to reducing our use of polyester, swapping out virgin polyester for recycled polyester (rPET) where possible. Some Mantis World garments that had previously required polyester have been redesigned to be made entirely from cotton. In 2023, recycled polyester accounted for 6% of raw material bought.





## ZERO GM

Organic cotton is grown using seeds that haven't been genetically modified. This is great for genetic diversity and biodiversity amongst crops but also great for farming communities who are less likely to end up in debt to the corporations who have created a monopoly on GM seeds and fertilisers. Farmers managed without GM seeds for thousands of years, and natural seeds and natural methods help to cultivate the soil back into its effective state.

## INVESTING IN COMMUNITIES

Organic agriculture helps farmers invest in their families and communities, by bringing in larger premiums on harvests and helping to fund development, education and opportunities for the next generations. We also know that reducing chemical use in the farming process can help protect the health and wellbeing of these communities. Artificial fertilisers and pesticides used have been linked to increases in cancer and birth defects, and a decline in life expectancy in conventional farming communities.

## CARBON SEQUESTRATION

Soil is the second largest carbon dump in the world, after the ocean. This means it essentially inhales carbon dioxide from the atmosphere. When soil is taken care of and nurtured through organic agriculture, it sequesters even more carbon, by storing it as organic material and acting as a carbon sink.

Chemical pesticides can inhibit incredibly important microorganisms in the soil, that are required for making this happen. Producing chemical fertilisers and pesticides is incredibly energy-intensive. So, we avoid these added emissions by not using these in the growing of the cotton we use.

## NURTURING THE SOIL

Organically farmed soil is shown to be more resistant to changing weather patterns, including droughts and floods. As we see the impact of climate change hit many communities who rely on this income to survive, nurturing soil to be more resilient couldn't be more prudent. Allowing the soil to do its thing, as nature intended, means that farmers can farm their land for longer, as well as securing prosperity for the next generation of organic farmers and their families.

# WHY ORGANIC?

We first introduced organic cotton to our range in 2005. Since then, we've tirelessly promoted the environmental and social benefits of this wonder-crop. From promoting biodiversity to using less of the Earth's precious natural resources, organic cotton is the key to securing a sustainable future of farming.

Since 2019, we have eliminated all conventional cotton from our production in favour of organic and in-conversion cotton.

**Organic and in-conversion (IC) cotton accounted for 94% of our raw material purchases in 2023.**

## REDUCED WATER USE

The cotton we use has been mostly rain-fed, as opposed to the traditional use of 100% irrigation. The run-off water is free from harmful chemicals, helping preserve the surrounding waterways for the animals that live in it and the communities and ecosystems that rely on it.

## GENTLE ON SKIN

The chemicals used to grow conventional cotton can be found even in the finished garment, and the list of harmful ingredients found in pesticides and artificial fertilisers can make for harrowing reading. There's no risk of this with organic cotton fibre, making it a perfect choice for sensitive skin of all ages. We strictly adhere to the chemical safety requirements of the Global Organic Textile Standard (GOTS) and OEKO-TEX Class 1 across the entire supply chain. This covers dyes, chemical treatments and other processes.

## BIODIVERSITY

The more natural the agriculture is, the better it is for everything surrounding the crop. When we don't fill the soil with harmful chemical pesticides and artificial fertilisers, we can ensure that the insects, birds and other animals that make that place their home are safe from ingesting harmful chemicals that have contributed to population decreases in recent years. We are in a period of mass extinction, with more species than ever being wiped out. There are indirect effects of this too, both rain-fed and irrigated crops have a high level of run-off. These chemicals often end up in surrounding waterways and drastically damage the aquatic ecosystems

# IN-CONVERSION COTTON

## ORGANIC THAT'S AHEAD OF ITS TIME

It takes up to three years for a farm to fully convert to organic, depending on the country. When farmers choose to start the conversion journey, they immediately switch to fully organic practices including cutting out the poisonous pesticides and fertilisers used to grow conventional cotton. **The cotton they grow in the interim harvests is what we call in-conversion cotton.**

### How do farmers go organic?

#### Day 1

Farmer fully commits to organic growing methods, including removal of chemical fertilisers and toxic pesticides

#### Years 1 and 2

Yields drop and conventional cotton prices still apply (In-Conversion)

#### Year 3

Harvest is now certified as organic and farmers can demand a premium price

By supporting conversion and driving demand, farmers are rewarded at the start of their journey to organic, just as those who have already done the hard work and have been certified organic for some time, are rewarded. Helping farmers make a good living from the cotton they grow whilst they convert, will foster a new generation of organic cotton farming communities for years to come and help to break the cycle of poverty many farmers face.

From the moment a farmer decides to head down the road towards organic, they are actively making a difference to the environment by honouring organic farming practices. It also means farmers are no longer exposed to the toxic chemicals that can cause long-term health issues and premature death amongst themselves and their families.

### Can In-Conversion cotton be certified?

Yes! The leading organic textile standards GOTS and OCS have both recognised the important role In-Conversion cotton will play and provide certification to assure integrity and consumer confidence. Mantis World garments are certified to GOTS standards.

### What is the difference between IC1 and IC2?

Two types of IC cotton are available on the market, IC1 and IC2. The numbers refer to the amount of time that the cotton has been grown organically. Currently, whilst certified by OCS, IC1 cotton is not certified by GOTS. Both GOTS and OCS provide certification of IC2, which is why we only use IC2 in our range.

Organic cotton still accounts for under 2% of that grown globally. For many farmers, the impact of going organic is simply too big of a financial burden to bear – two years of reduced yields at a conventional price puts most farmers in a deficit.

When we switched all the cotton in our garments to organic in 2019, it was done over several years to signal to our suppliers we would be requiring higher volumes of organic cotton and giving them the chance to prepare.

Confidence in existing supply has also been damaged. Accusations of human rights violations on cotton farms in Xinjiang, China, and a sophisticated fraud scandal surrounding organic certification in India have made manufacturers and consumers alike wary of the source of raw materials. They account for roughly 68% of all organic cotton production in the world, and whilst brands and governments are taking steps to block cotton coming out of Xinjiang and certifiers do their job and remove fraudulent Indian organic cotton from the market, it has left a huge gap in the supply.

All of these challenges in procuring organic cotton highlight the importance of supporting in-conversion cotton. **IC2 cotton accounted for 23% of all our raw material purchases on 2023.**



## 1. No Poverty

Organic cotton farmers can earn more for the harvests, spend less on non-genetically modified seeds and toxic chemicals, and reduce dependency on the commodity market. This can help to break the cycle of poverty in farming communities.

## 2. Zero Hunger

By earning more for their crops, organic cotton farmers are able to achieve a better standard of living and eliminate hunger within their communities.

## 3. Good Health and Well-Being

Organic cotton farmers and their families are not exposed to the toxic chemicals used in conventional farming.

## 4. Quality Education

Higher financial returns result in organic cotton farming communities being able to invest in education, often through the investments of supply chain partners.

## 6. Clean Water and Sanitation

As organic cotton does not use toxic pesticides or synthetic fertilisers, it does not cause chemical contamination of local water sources.

## 5. Gender Equality

Many organic cotton farmers are women, particularly in Africa and Asia. Globally, approximately 10% of organic farmers are women who independently manage and control their farms. More money in cotton farming communities can help secure the educational needs of young women and girls.

## 7. Affordable and Clean Energy

Organic farming communities are increasingly using solar and biogas as an energy source, particularly where access to electricity is limited.

## 8. Decent Work and Economic Growth

Globally, approximately 200,000 people are certified to organic standards, mostly smallholder farmers. Many more are farming to organic or agro-ecological criteria. Further investment into in-conversion farms will encourage further growth.

Our commitment to switching all our cotton to organic or in-conversion to organic has been an extremely positive initiative, and can be linked in some way to all 17 of the United Nations Sustainable Development Goals.



## 9. Industry, Innovation and Infrastructure

Organic cotton production is the basis for the new global textile infrastructure – sustainable, ethical, transparent, and verified.

## 10. Reduced Inequalities

In some countries, particularly on the African continent, organic production is considered pro-female. No heavy spray units to carry or risk to pregnant women or mothers.

## 11. Sustainable Cities and Communities

Higher financial returns, the absence of toxic chemicals (and illness), and satisfaction of working in farmer associations encourage more people to stay on the land.

## 12. Responsible Consumption and Production

Organic life choices, whether that's at the farm, the factory, in retail or in the home, promote healthy and sustainable choices for all.

## 13. Climate Action

Organic soils sequester carbon as a key component in soil building and improved soil fertility. No dependency on synthetic fertilisers which draw heavily on fossil fuels.

## 14. Life Below Water

By eliminating toxic and persistent pesticides and fertilisers, organic cotton production is a proactive contributor to clean and healthy water. This helps to protect the natural habitat of many species, as well as valuable plant life, algae and micro-organisms.

## 15. Life on Land

Organic cotton farms build fertile soils and biodiversity by rotating crops, minimising tillage, and planting cover crops.

## 16. Peace, Justice and Strong Institutions

Many organic cotton farming operations are cooperatives, respecting democracy, and working collaboratively to create shared value.

## 17. Partnership for the Goals

A fundamental element of organic cotton production is its strong commitment to global partnerships and cooperation - recognising the interdependencies at play.



# MEASURING OUR IMPACT

In 2020, we introduced our Impact Calculator. This handy tool is available on our website product pages as well as in the care labels of all Mantis World garments. The ultimate aim was to share the true impact of a garment with the end user, in an easy-to-understand way.

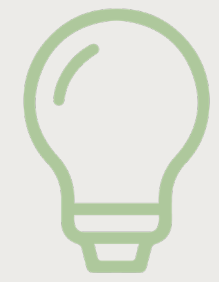
Customers are more invested than ever in the story of where their clothes have come from, and by showing them the positive impact of choosing a garment made with organic, recycled or sustainably sourced fibres, we can help to encourage further positive consumer behaviour.

The calculator uses life cycle analysis data (LCA) to compare responsibly sourced fibres to conventional, looking at the geographical data of the region to do a like for like comparison. By using existing life cycle analyses (following the ISO 14044 standards) we can understand the difference in:

- Water usage
- Pesticide usage
- Emission of CO<sub>2</sub>
- Energy usage

Our product pages allow customers to adjust by quantity. This is to help paint an even clearer picture of the impact of choosing organic over conventional, for all sizes of companies.

In 2023, Mantis World saved:



954,310  
kWh of  
energy conserved



253,395  
kg of CO<sub>2</sub>  
emissions avoided



917,230  
m<sup>2</sup> of land  
farmed pesticide-free



68,822,467  
litres of  
water saved

Due to the scale of the task of measuring impact, some LCA models have attracted negative feedback in recent years. It has been criticised for having too general a scope, with many variables that can affect the overall result.

To avoid this, we use regionally focused lifecycle assessments, we also make sure we provide the most up-to-date product data, in addition to the fact that our partner Green Story, continually assesses the validity of the LCA's and update information where necessary. Historically, fibres and locations have often been considered on equal terms, oversimplifying the challenges and conditions faced in individual cases. Countries, regions and fibres can vary widely. For us, it is important that we consider our production step by step, paying attention to each location and each process. Our manufacturing spans continents, and rainfall patterns, soil health and technological infrastructure must be factored in, as well as hundreds of other variables.

In addition to regionally modelling the data and being more granular with the comparative assessments, we are more conservative with water savings figures. This means using total water taken from a source, rather than just water usage.

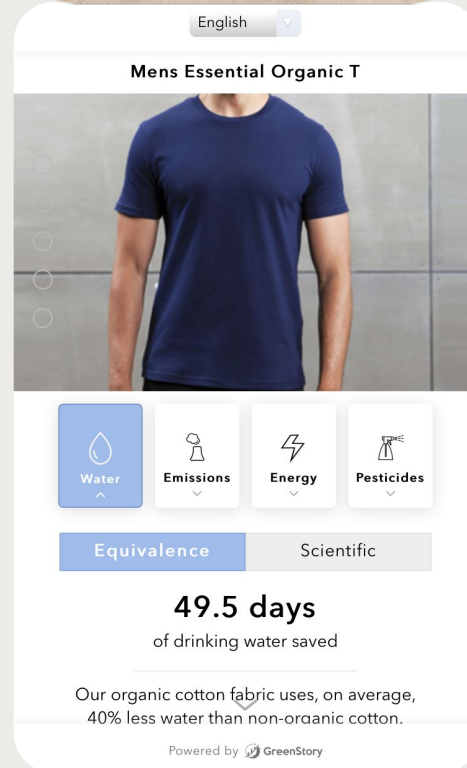
# SHARING THE GOOD NEWS

Since 2020, QR codes have been printed onto the care labels of Mantis World garments.

When a customer uses their smartphone to scan the code, they are taken through to a microsite which shows them the same metrics as shown opposite. They can toggle between the figures to view them in a scientific sense or in an easier to understand equivalent metric.

After a garment leaves our warehouse, it can go through many more steps before the end user actually has it in their hands. By this time, the Mantis World name may have been removed and the garment may have been rebranded by a brand or company. Because of this, the microsite that comes up when the QR code is scanned has no mention of Mantis World, but instead gives the wearer a totally unbranded experience to focus on the data. It also allows customers to use the information provided to support their own brands.

This means no matter how many hands the garment passes through in its life, its story will always stay with it.



## M01 MEN'S ESSENTIAL T



**94 l**  
of water saved



**1.1 kWh**  
of energy conserved



**324.7 g**  
of CO<sub>2</sub> emissions averted



**302 mg**  
of harmful pesticides avoided



Gujarat, India



Leicester, UK or Neuwied, Germany



Dhaka, Bangladesh



Dhaka, Bangladesh



Dhaka, Bangladesh



Dhaka, Bangladesh

Customers can use this information to make informed choices about their purchases, as well as to help their clients achieve their sustainability goals.



The background is a solid teal color with a faint, artistic illustration of jellyfish on the right side. The jellyfish are depicted in a light, sketchy style, with their bell-shaped bodies and trailing tentacles. One jellyfish is positioned higher and further to the right, while another is lower and more towards the center-right.

**PLANET**  
**PEOPLE**  
**PURPOSE**

# OUR MISSION

To produce long-lasting and well-designed products, without compromising on our heritage and values of respecting both people and planet.

We're committed to breaking the status quo of business as usual and driving forward meaningful change hand in hand with our stakeholders.



# THE 1, 2, 3 of MANTIS WORLD

## *Premium Organic Clothing for All*

1.

Our collections for adults, kids and babies are made from **GOTS certified organic cotton**. We aim to create timeless, stylish garments that are made to last. Only working with suppliers that meet our high standards, we have partnered with our factories for many years – including the family-run Sunflag Tanzania that has been with us since day one.

## *Designed to be Decorated*

2.

All our clothing is designed to be personalised the way you like it. **We work closely with decorators to make sure our garments are fit for all kinds of printing, embroidery and beyond** – including tear-away labels for a complete rebrand. Our bespoke team can also create brilliantly unique pieces for you, they will take care of everything from fabric, labelling, packaging right through to fulfilment.

## *Made with Care for People & Planet*

3.

Simply put, we're good company - **friendly, independent and a certified B Corp**. Since launching in 2000, we've been industry trailblazers – starting to use organic cotton way back in 2005, simply because we believed it was the right thing to do. We know our supply chain inside and out, and all our products feature QR code labels that allow you to access each product's supply chain and positive environmental impact.



# OUR B CORP JOURNEY





Median Ordinary Business Score

50.9

Our B Corp Score

87.3

Governance – 15.7

Workers – 17.0

Community – 15.6

Environment – 35.8

Customers – 3.0

As a company that has always valued the input of likeminded institutions, becoming B Corp certified was a no brainer. When we embarked on the process, we knew it was the best way for us to measure our output, impact and value beyond our own internal metrics. It's given us a new way to look at all the work we do, and how we can improve going forward.

Joining the B Corp community has given us renewed focus on the issues that mean something to us all, whether that's through charitable causes or reducing our overall impact from production. Such a wide scope of measurements has truly given us all something to get our teeth into.

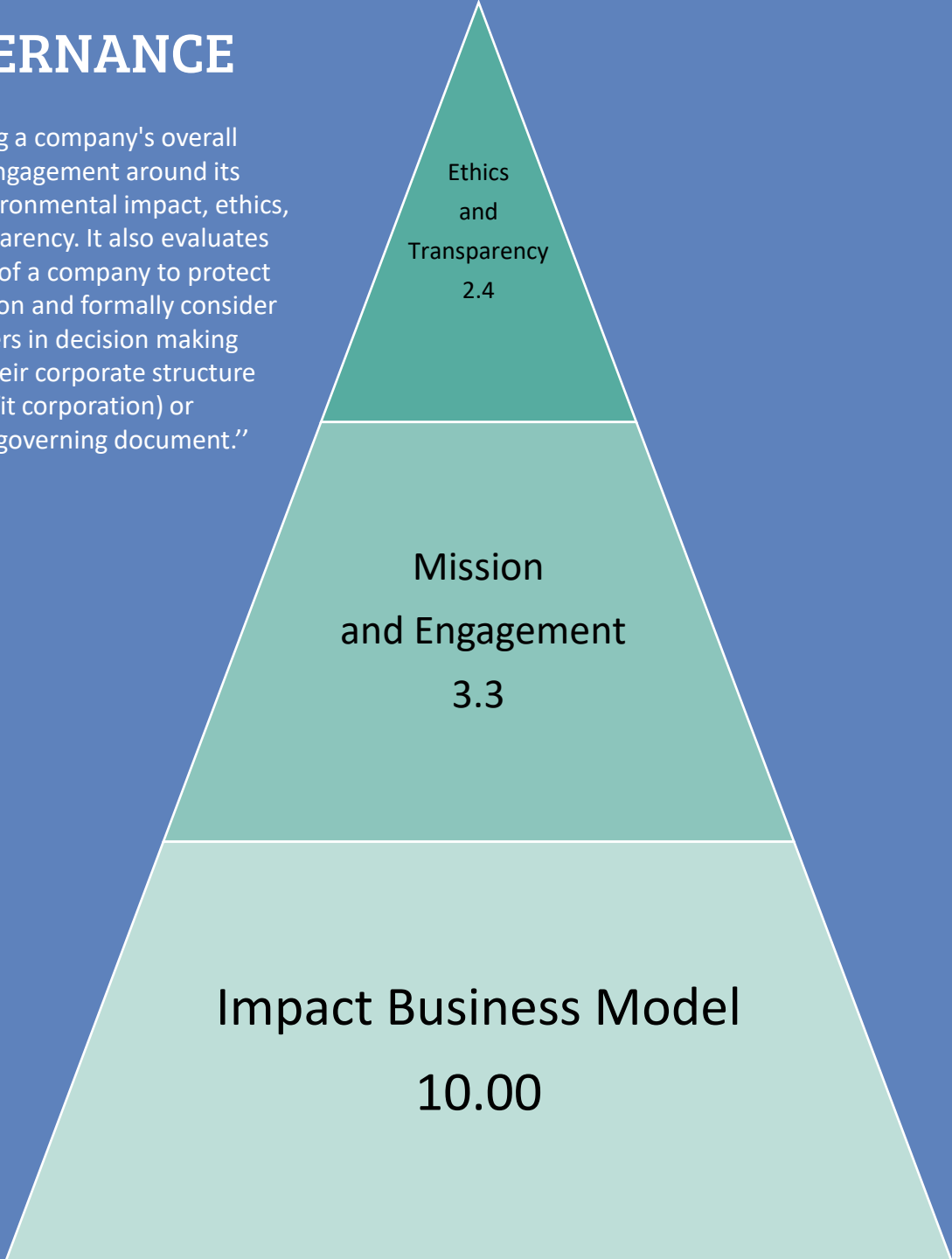
We officially certified in November 2023, meaning we will be looking to recertify at the end of 2026.

So how did we do?

# GOVERNANCE

“Evaluating a company's overall mission, engagement around its social/environmental impact, ethics, and transparency. It also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure (e.g. benefit corporation) or corporate governing document.”

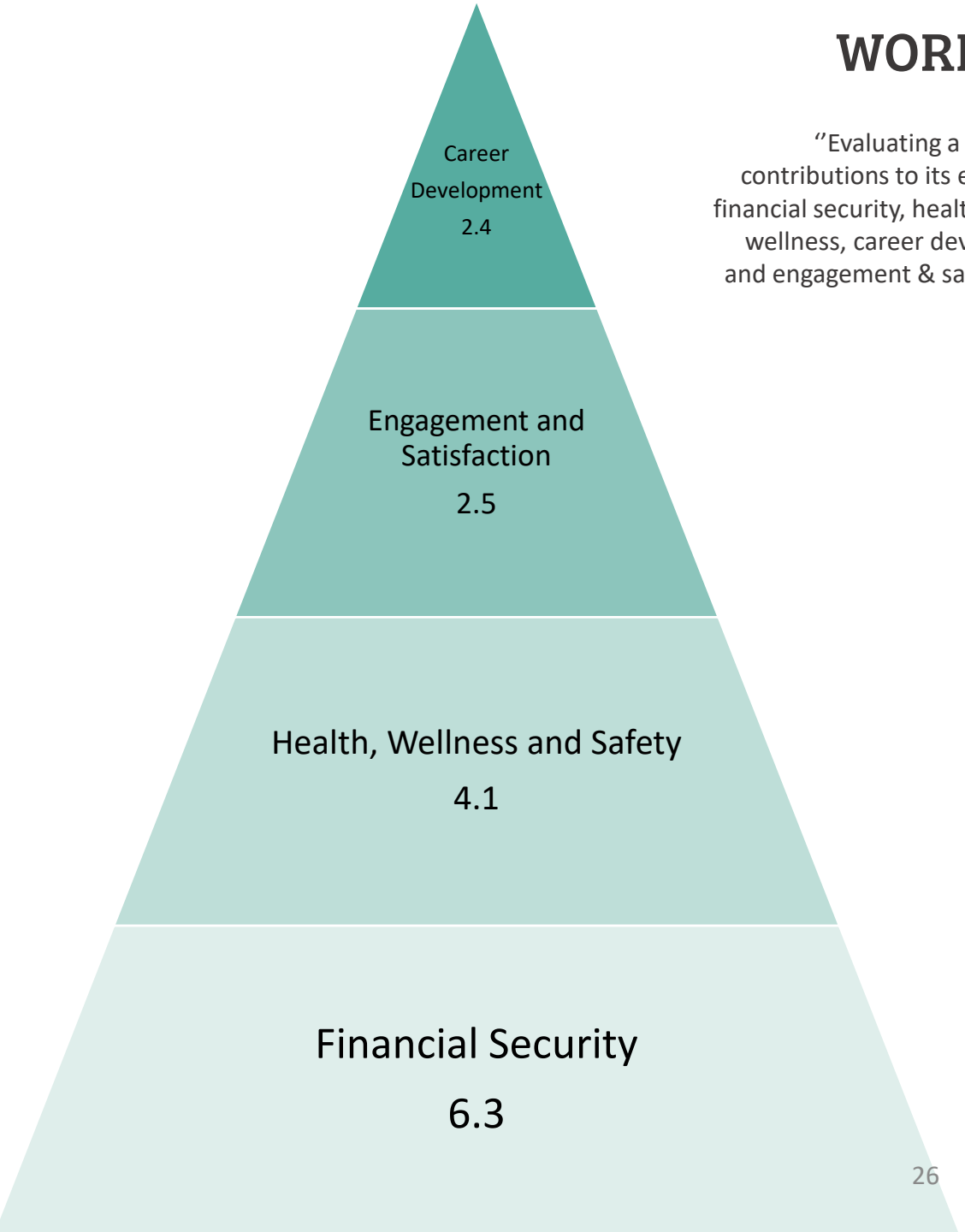
15.7



# WORKERS

“Evaluating a company’s contributions to its employees’ financial security, health & safety, wellness, career development, and engagement & satisfaction.”

17.0

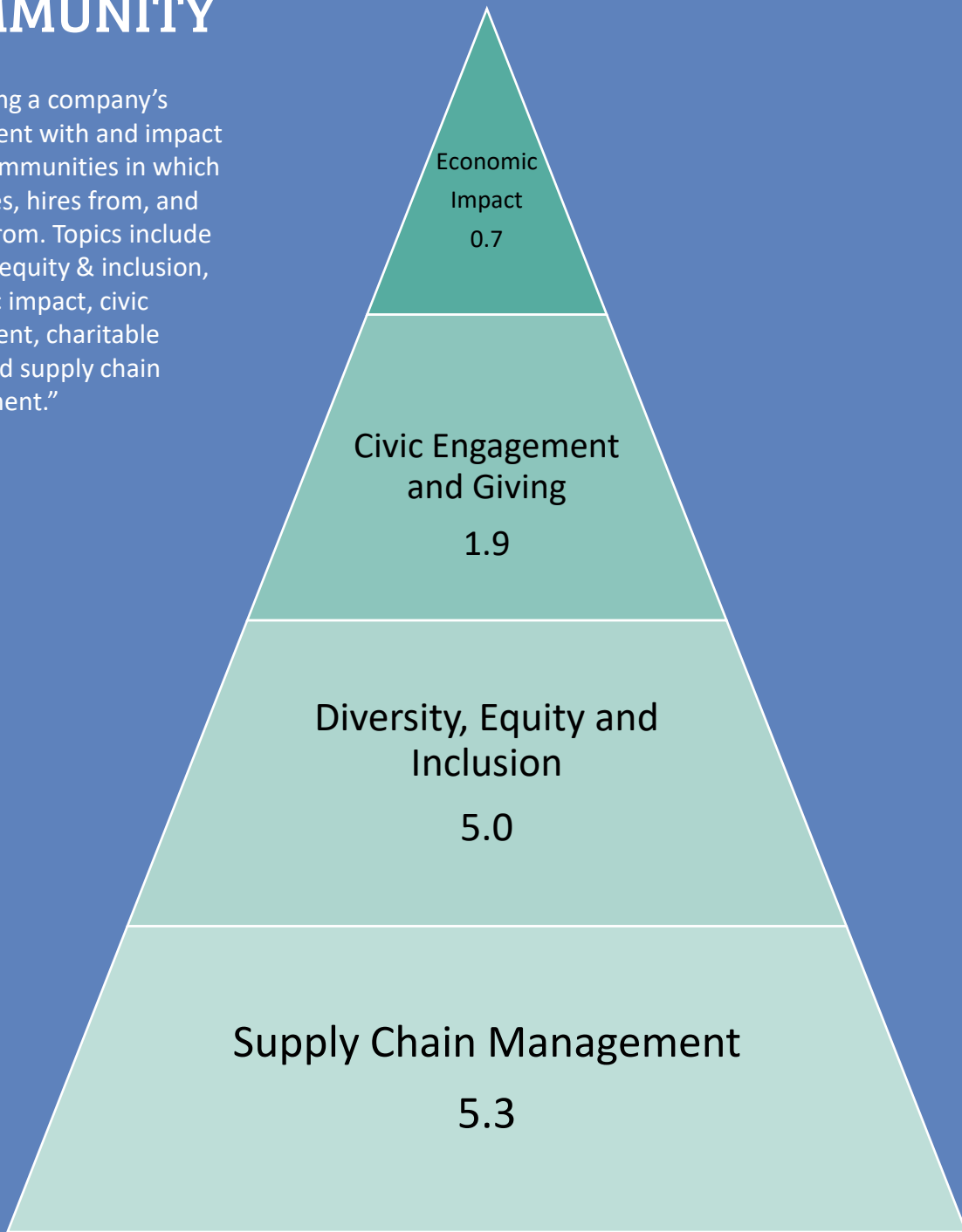




# COMMUNITY

“Evaluating a company’s engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.”

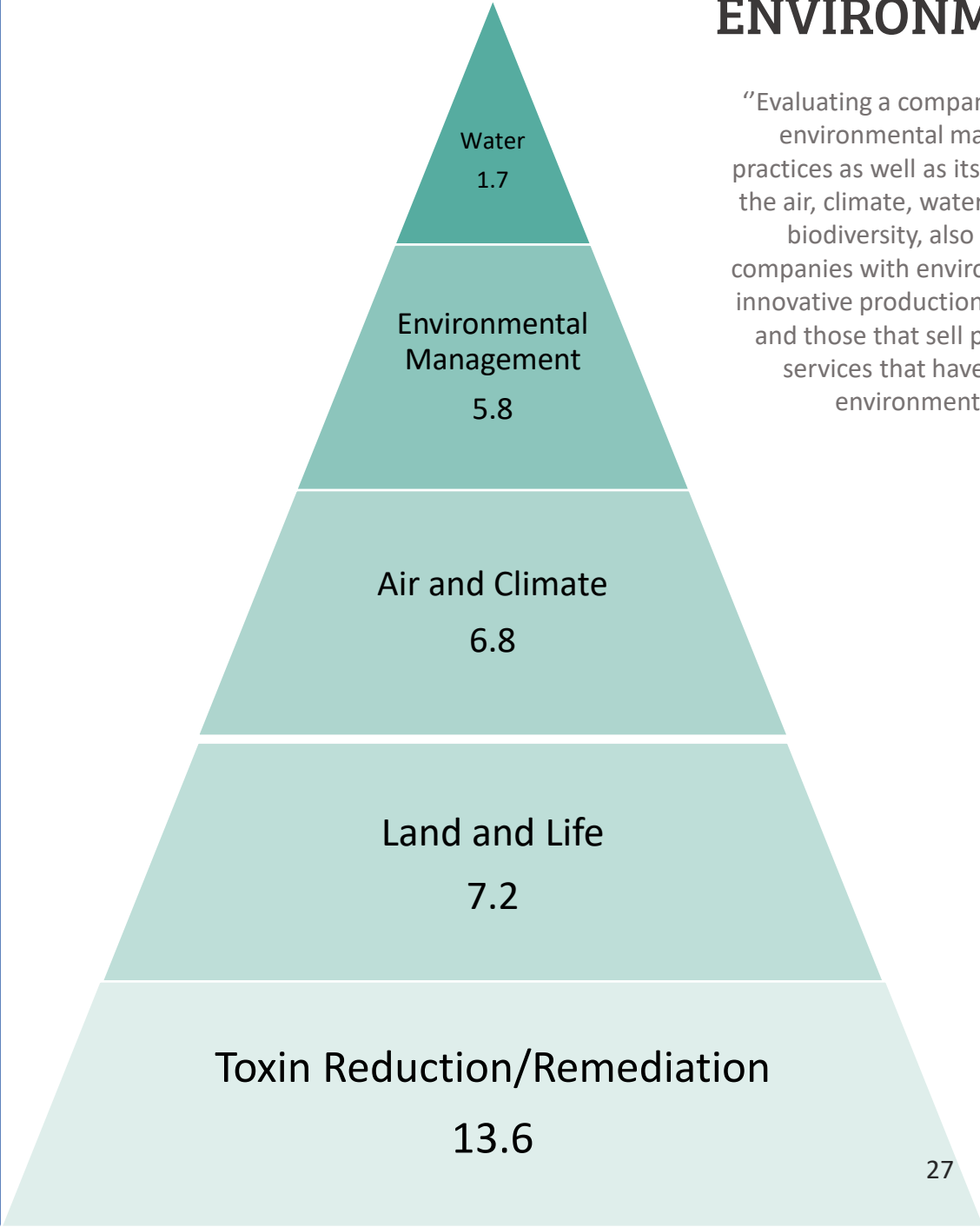
15.6



# ENVIRONMENT

“Evaluating a company’s overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity, also recognises companies with environmentally innovative production processes and those that sell products or services that have a positive environmental impact.”

35.8



# CUSTOMERS

“Evaluating a company’s stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels - recognising products or services that are designed to address a particular social problem for or through its customers.”

3.0



## GOVERNANCE

We scored highly on mission and engagement, which means that we have done well at integrating our social and environmental goals into decision making at all levels of the business. Employees are trained on all aspects of the company mission and put stakeholder and supplier engagement at the heart of our operations to make sure everyone is on the same page.

We have room for improvement on our transparency. As a small independent company, we don’t have a board of directors to report to, so much of our internal affairs stay internal. However, we have a robust code of conduct and train staff to spot bad practices, as well working with external organisations who can support workers on the ground in our countries of manufacturing.



## WORKERS

The health and wellbeing of Mantis World employees was recognised as a high scoring category. This is down to the provision of private health insurance afforded to all employees, including access to mental health and dental services. We were also recognised further for internal training on health and safety and written codes of practice.

We can improve on our engagement and satisfaction score. Post-pandemic, we are a majority remote team so in office benefits are not implemented, however small things like staff satisfaction surveys could help to identify and implement changes which suit the needs of internal and remote staff.



## ENVIRONMENT

Our systems for tracking our environmental impact, as well as working with certifiers and non-profits to measure key metrics, has been one of our milestone achievements. We are proud to work with Green Story to monitor our impact, as well as passing this information on to our consumers. This also allows us to educate our customers on the true cost of a garment.

Currently, whilst we have systems in place for measuring our water usage and reporting this, we have no set reduction targets. We would need to work closely with our supply chain at all levels, as well as taking into account our internal usage and reducing this.



## COMMUNITY

Our supply chain management score was strong, this is down to our commitment to maintaining long-standing relationships with our suppliers. Routine audits from certification bodies as well as our own involvement in operations brought the score up. We are proud of our track record of supporting communities in developing nations and our score reflects this.

There are areas within civic engagement and giving which can be looked at for improvement. Whilst we engage with charities and other non-profit organisations (we have supported with time, advocacy and product donations) for the future, keeping a record of these engagements will give us a robust overview of our commitments to supporting charitable causes.

# MEMBERSHIPS & CERTIFICATIONS

We have always believed in a collaborative approach to business and the benefit of long-standing relationships with certifiers and like-minded partnerships within the textiles industry.

Some offer environmental coverages, some ethical and some both. We actively seek out initiatives that cover all aspects of textiles supply, production and demand.

## **GLOBAL ORGANIC TEXTILE STANDARD (GOTS)**

GOTS ensures that everyone in our supply chain, from farmer to factory, honours organic practices. Also auditing for both social & environmental standards, GOTS gives full confidence in where our garments come from.\*

## **ORGANIC CLAIM STANDARD (OCS)**

Labelling a garment OCS 100 shows that its 100% organic cotton. OCS Blended means that whilst there are other fibres like rPET in the fabric, the cotton used is certified organic. We only use this at times when GOTS was not possible but we always strive for GOTS as our benchmark.\*

## **RECYCLED CLAIM STANDARD (RCS)**

RCS verifies that all recycled content is the real deal, only coming from legitimate sources.\*

## **STANDARD 100 by OEKO-TEX®**

Oeko-tex 100 certification guarantees that there are no harmful substances hiding in our garments. We hold Product class 1, tested as safe for babies.

## **CANOPY**

We don't use much viscose, but when we do, Canopy helps assure us that it's sourced from responsibly managed forests, not endangered woodland.

\*Mantis World is certified by Control Union under ref CU811271.

## **TEXTILE EXCHANGE (TE)**

We have been members of Textile Exchange for over 15 years. Promoting sustainable and ethical manufacturing processes, TE also brings the industry together setting benchmarks & standards for everyone to work towards.

## **COMMON OBJECTIVE (CO)**

Common Objective is an intelligent business network that furthers sustainability in the fashion industry. Building on 12 years of work of the Ethical Fashion Forum. As a Founding Impact Partner, Mantis World is collaborating with CO to transform the way the fashion industry operates - for the better.

## **TEXTILBÜNDNIS**

The Textile Partnership brings together multiple stakeholders and the German Federal Government. Their goal is a social, ecological and corruption-free textile and clothing industry that acts with integrity and respects the rights of all workers, protects the climate as well as the environment.

## **VEGAN**

We don't use any animal products or derivatives in our clothes or our manufacturing processes.

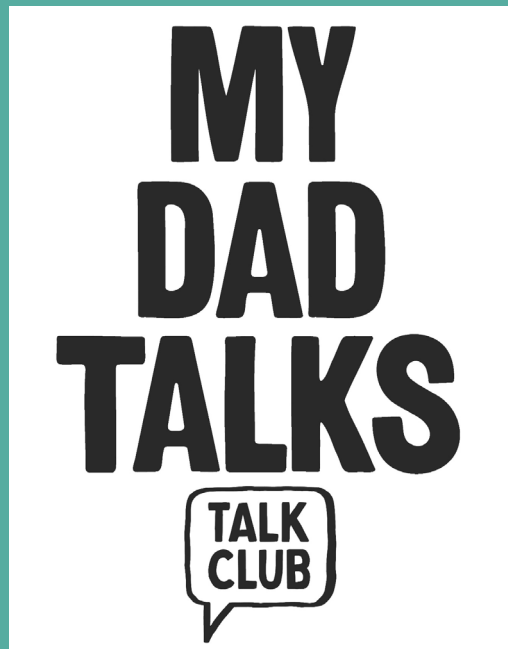


# GIVING BACK

## TALK CLUB

We have donated and supplied to Talk Club - a men's mental health charity. Suicide is the biggest killer of men under 60.

More about Talk Club [here](#)



## THE LONG TABLE

We have collaborated on kitchen uniform with The Long Table - a social enterprise that provides meals for people on low income.

See more about the project [here](#)



## OTHER CLOTHING DONATIONS INCLUDE:

Giving World  
The Salvation Army  
Refugee Women

*"It's so special for women seeking asylum to be able to have something comfortable, good quality and new to open around the holiday season, especially when so many of them are separated from their loved ones."*

*Supporter Engagement Officer, Refugee Women*

Learn more about Refugee Women [here](#)



Donated to charitable causes so far in 2024.

# EVENTS & CAMPAIGNS

Throughout 2024, our trade show strategy has centred on sustainability, opting for smaller, low-impact roadshows over large, single-use trade stands. These intimate settings foster genuine, meaningful conversations with buyers, aligning with our commitment to thoughtful and responsible engagement.

We remain steadfast in supporting initiatives and campaigns like Fashion Revolution, Business Declares and the Restore Nature march - championing a fairer, more sustainable future for textile production.

Read our Fashion Revolution blog feature [here](#)





# SOCIAL MEDIA

As our reach on social media continues to grow across all platforms, our focus through 2024 has been on promoting mindful, ethical consumption, whilst championing the quality and transparency behind all of our products.

Every post comes with an inbuilt message of sustainability and the power of individual choice. All of our assets are shared with our distributor network for sharing on their own platforms.

See more here:

[Mantis Instagram](#)

[Babybugz Instagram](#)

[Mantis World LinkedIn](#)



# PRESS

Throughout 2024, our connections with UK and European trade press have flourished, marked by consistent contributions to editorial features across all our brands, amplifying our voice and impact.

Targeted press releases on key sustainability topics have reinforced Mantis World as a go-to authority for editors seeking insight and commentary on related issues.

See coverage from the UK press [here](#), mirrored in the EU [here](#).





# AIMS FOR 2025

1. Further reduce overconsumption and overproduction – narrow range by 5%
2. Work with supply partners to attract sustainable business to Sub-Saharan
3. UK & EU team involvement in local community initiatives
4. Extend work with existing charity partners and use our voice to amplify theirs
5. Establish anonymous employee satisfaction survey with key metrics

# A LAST WORD FROM PRAMA



Organic textile production in 2024 faced significant challenges, including supply chain disruptions, rising costs, and the ongoing impact of climate change, further highlighting the need for resilience and innovation.

However, as we approach the new year, the future of organic textiles is bright, driven by growing demand for sustainable solutions, advancements in regenerative farming, and an industry-wide shift towards ethical and eco-friendly practices.

Mantis World is well positioned for and hopeful of positive growth and calmer waters for 2025.



**Prama Bhardwaj**  
CEO & Founder

**mantis**  
**world**

Certified  
  
Corporation