



YESIM TEXTILE  
THE UN GLOBAL COMPACT  
PROGRESS REPORT  
DECEMBER 2009



## SOCIAL RESPONSIBILITY POLICY

*Our company; having adopted "people first" philosophy and signed the Global Compact; is aware of its social responsibilities and commits itself to the following;*

### ◆ Compliance with Laws and Workplace Regulations

To continuously monitor laws and regulations, customer codes and voluntary Management System Standards and to act accordingly

### ◆ Forced Labour

Not to employ any worker that bounded by contract, by force or without consent

### ◆ Child Labour

Not to employ any worker under age the of 18 and respecting laws related with child labour & young labour

### ◆ Harassment and Abuse

Not to implement any corporal punishments, not to let verbal, physical or psychological coercion or harassment of any kind

### ◆ Compensations and Benefits

To respect normal or overtime working wages and social benefits described in laws, regulations or in collective bargaining agreement

### ◆ Working Hours

To comply with laws and regulations controlling working hours and seek consensus of the worker for overtime

### ◆ Discrimination

To employ workers based on the skills required to perform the job not according to their race, colour, language, religion, ethnical background, pregnancy, marital status or gender and refer to same criteria for compensation & benefits and promotions

### ◆ Occupational Health and Safety

To adopt a proactive approach based on risk analysis, to ensure that all employees are actively participating in implementation of health and safety procedures and to adopt a work system that gives priority to the general health of employees

### ◆ Freedom of Association and Right to Collective Bargaining

To respect the right of employees to bargain through their authorized union

### ◆ Environment

To reduce pollution at source and to prevent environmental pollution based on environmental aspect & impact analysis

### ◆ Customs Compliance

To respect all local and international Customs Laws and to adopt programs that will ensure these laws are respected and prevent any illegal materials to be transported

### ◆ Security

To ensure that no materials (drugs, explosives, biological substances or illegal goods) that may violate security are included in transboundary shipments

### ◆ Supplier / Sub-contractor Relations

To evaluate Social Compliance activities of its suppliers, to monitor evaluation results with action plans and gradually increase their Social Compliance level

### ◆ Management System

To implement, maintain and continually improve the Social Compliance, Health and Safety and Environmental Management Activities under the framework of SA 8000 Management System.

## HUMAN RIGHTS

### Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights

#### **COMMITMENT:**

Yeşim Textile;

Performs at every stage of its operations based on People First philosophy and commits itself to ten principles of the Global Compact covered in Social Responsibility Policy.

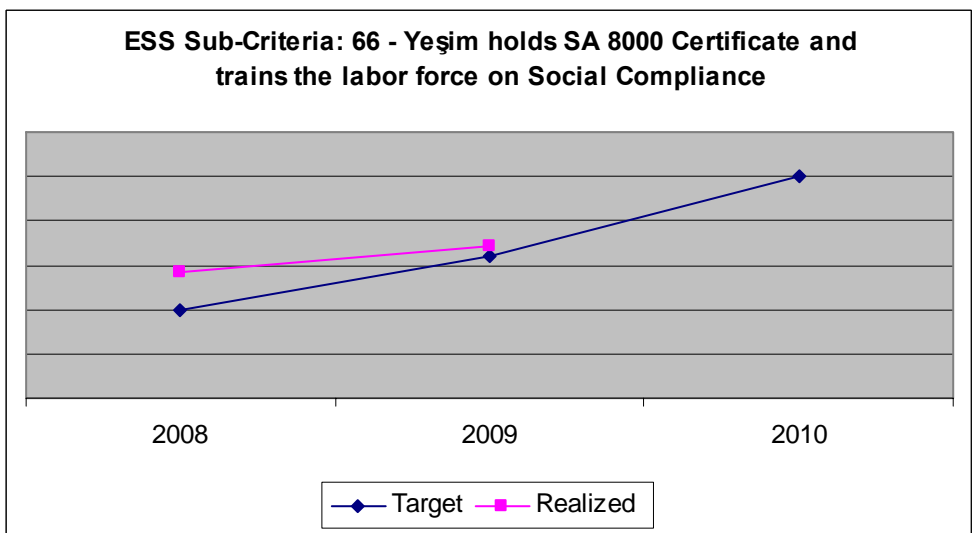
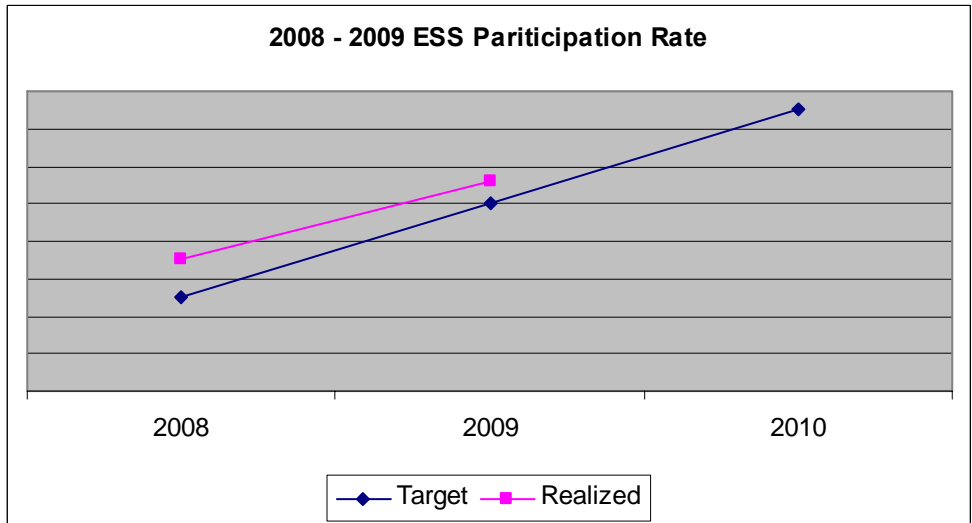
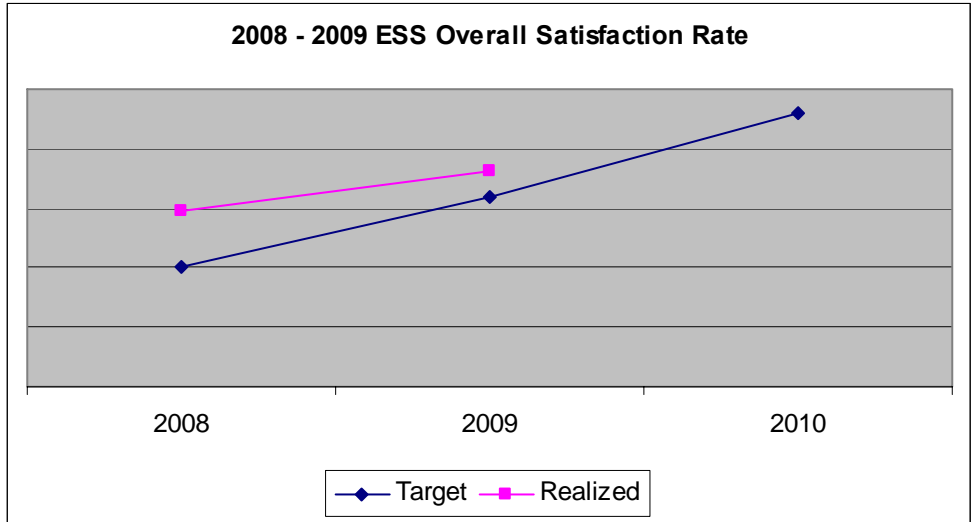
#### **GOOD PRACTICES:**

- 1-) Certified Social Compliance Management System based on SA8000 Standard
- 2-) Social Responsibility Policy communicated to the labour force in local language
- 3-) Global Compact commitment
- 4-) Periodical Employee Satisfaction Survey

**KEY PERFORMANCE INDICATORS:**

- 1-) Employee Satisfaction Survey – overall satisfaction score
- 2-) Employee Satisfaction Survey participation rate
- 3-) Employee Satisfaction Survey – criteria related to SA8000 certificate awareness

**REALIZATION AND TARGET:**



**COMMITMENT:**

Yeşim Textile;

Has verified that there is no human rights abuse with third party SA8000 certification and follow-up audits.

**GOOD PRACTICES:**

1-) SA 8000 Certification

2-) December 9, 2009 Participation in UNIDO General Conference – Round Table on Social Compliance

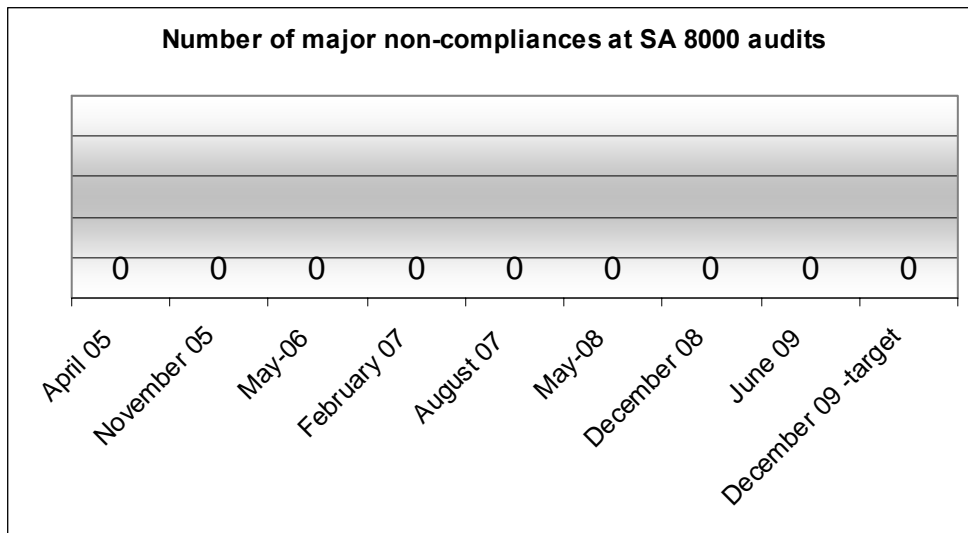
3-) Participation in UNIDO / SAI / CIPE case study

4-) One of four SA 8000 certified enterprises in Turkey

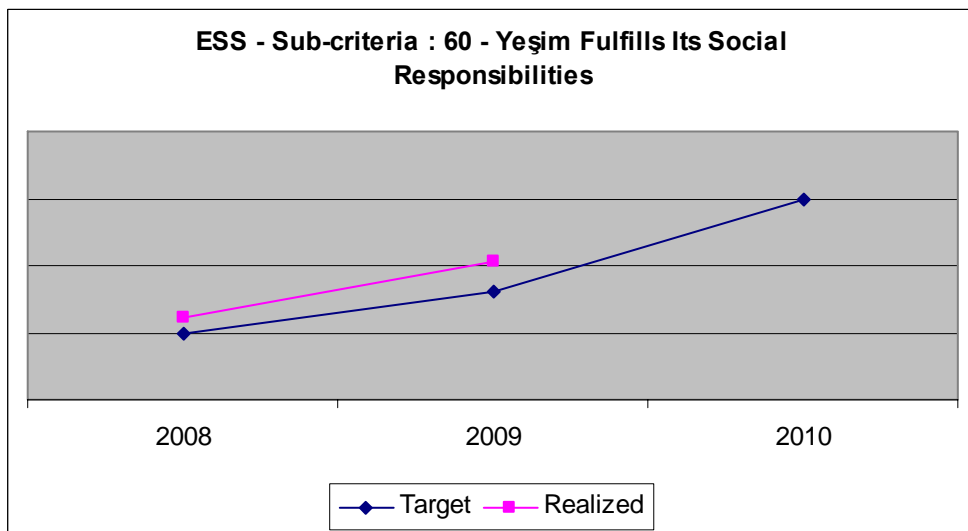
**KEY PERFORMANCE INDICATORS:**

- 1-) Number of major non-compliance at external SA 8000 audits
- 2-) SA 8000 certificate continuation
- 3-) Employee Satisfaction Survey – criteria 60 “YESİM fulfils its Social Responsibilities”

**REALIZATION AND TARGET:**



SA 8000 3rd PARTY AUDIT DATE	STATUS
April 05	First Certificate
November 05	Certificate Continues
May 06	Certificate Continues
February 07	Certificate Continues
August 07	Certificate Continues
May 08	Certificate Renewal
December 08	Certificate Continues
June 09	Certificate Continues
December 09 Target	Certificate Continues



**COMMITMENT:**

Yeşim Textile commits to

respect the right of employees to bargain through their authorized union

**GOOD PRACTICES:**

## 1-) Trade Union

- Yeşim Textile is the member of TEKSIF (one of leading union in textile sector) since December 1983
- Union representative's employment may not be terminated for any reason throughout the representation period
- It is voluntary to become a member to the union
- It is voluntary to apply for worker representative elections

## 2-) Social compliance – Environment – Health &amp; Safety Committee:

- Committee consists of management representatives and elected worker representatives in accordance with local law
- Committee conducts periodical monthly meetings and meeting minutes are documented
- Union representative is the member of the committee
- Committee members bring up the proposals, concerns and wishes; evaluate the expectations and plan actions

## KEY PERFORMANCE INDICATORS:

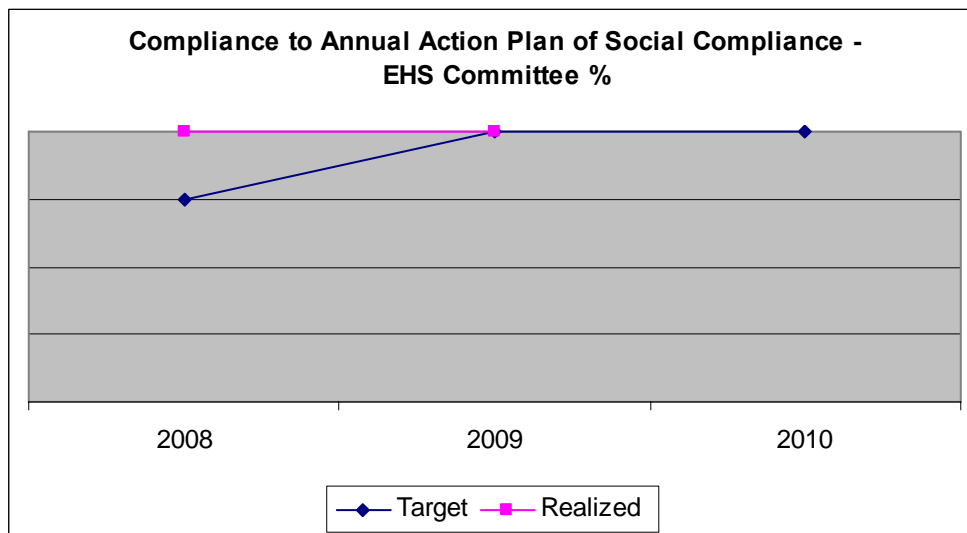
1-) Union Membership

2-) Compliance to Annual Action Plan of Social Compliance – Environment – Health & Safety Committee

## REALIZATION AND TARGET:



No target is set; membership is voluntary.





**COMMITMENT:**

Yeşim Textile commits

not to employ any worker that bounded by contract, by force or without consent

**GOOD PRACTICES**

## 1-) Voluntary employment:

- Candidates apply for employment with their own will
- Candidate accepts or rejects to be employed with his own will. It is documented in employee's personal file that his employment is based on his/her decision
- Only the copy of the ID is received; original copy may not be kept. Employee may not be transferred to another position without consent.
- Wages may not be paid to third parties or agencies.

## 2-) Overtime:

- Overtime is voluntary
- Overtime payments are in compliance with local law
- Overtime data is monitored daily

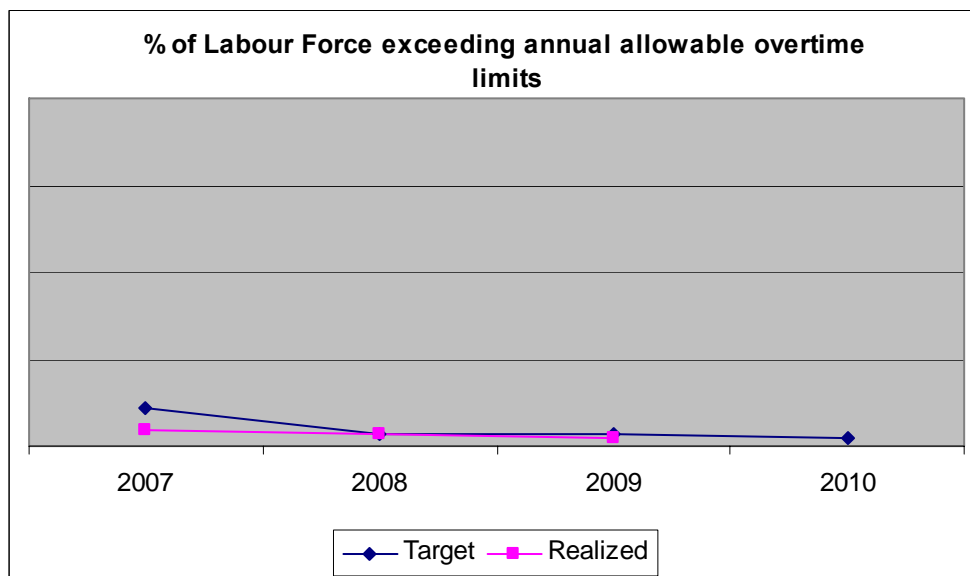
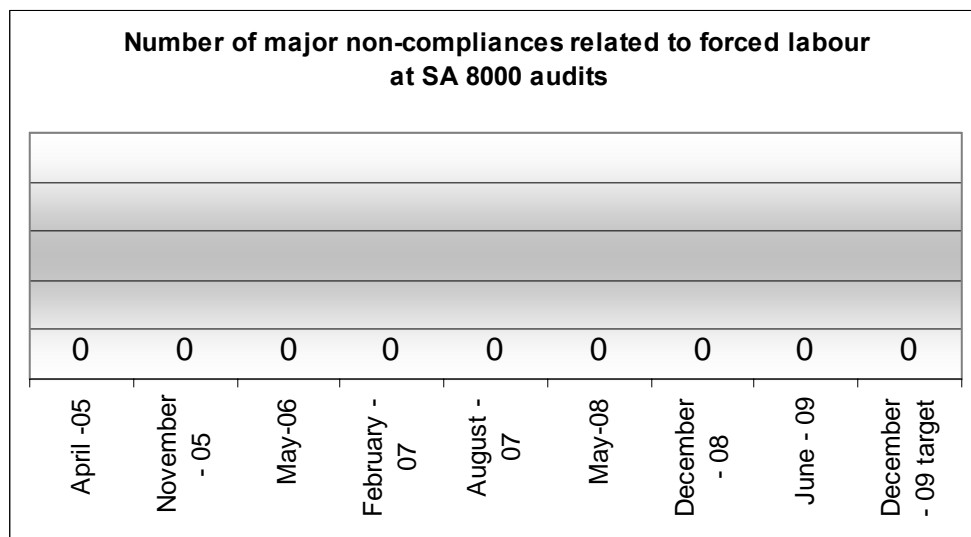
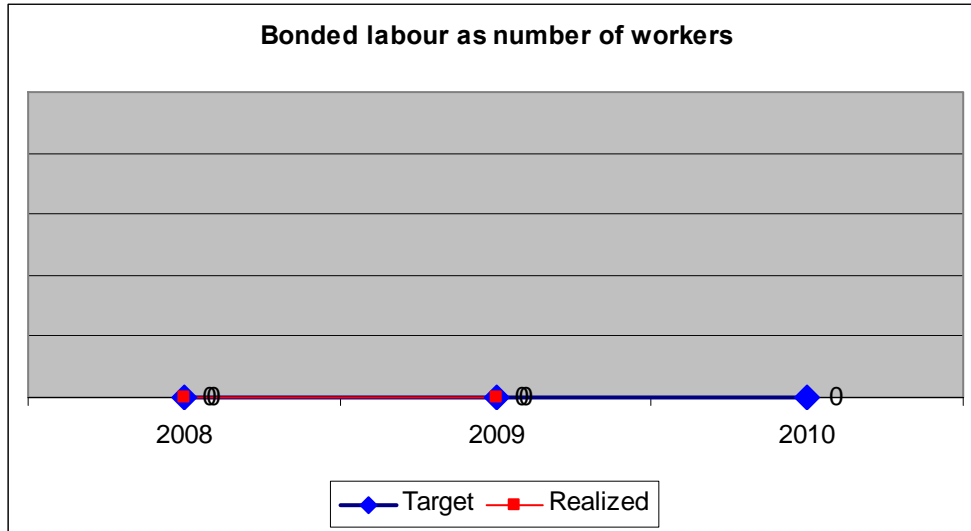
## 3-) Grievance and Proposals:

- Employees may bring their concerns and proposals to the attention by grievance boxes, EHS Committee, supervisor or Human Resources in verbal or written form.

**KEY PERFORMANCE INDICATORS:**

- 1-) Use of bonded labour (in the jail)
- 2-) Non-compliances related to Forced Labour at SA 8000 audits
- 3-) % of labour force exceeding annual allowable overtime (limit is 270 hours)

**REALIZED AND TARGET:**



**COMMITMENT:**

Yeşim Textile commits;

Not to employ any worker under age the of 18 and respecting laws related with child labour & young labour

**GOOD PRACTICES:**

## 1-) Age of Employment:

Yeşim Textile does not employ child labour as well as young workers , under 18, because of shift based working regime

2-) In case of detection of child labour during internal or external audits:

- Child may not be removed from the site immediately; root cause of being at the site is investigated.
- Training and financial aid is provided until legal compulsory training is completed in case the child is within this age group
- May not be employed at night work and under circumstances which may negatively effect physical, mental and social well being of the child.
- Action plan for the child found at the site is monitored periodically

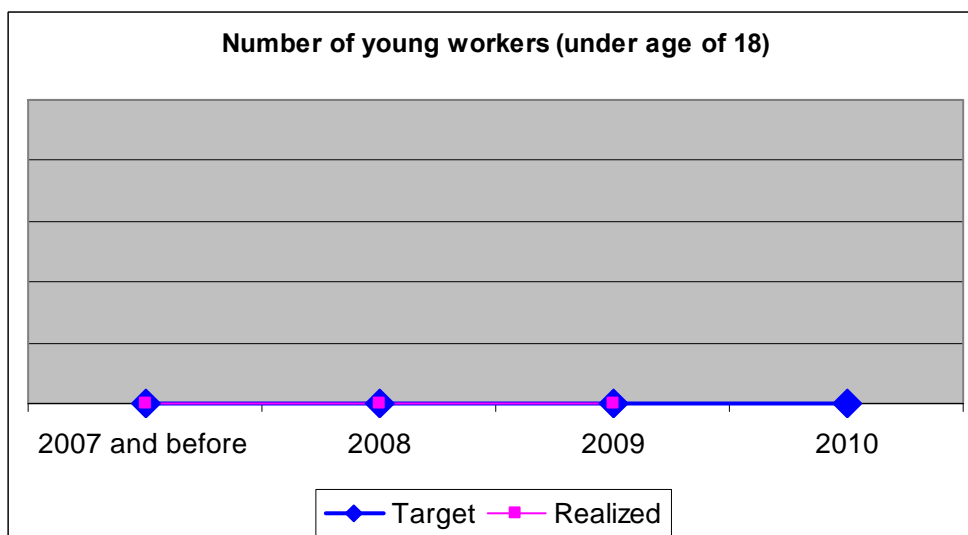
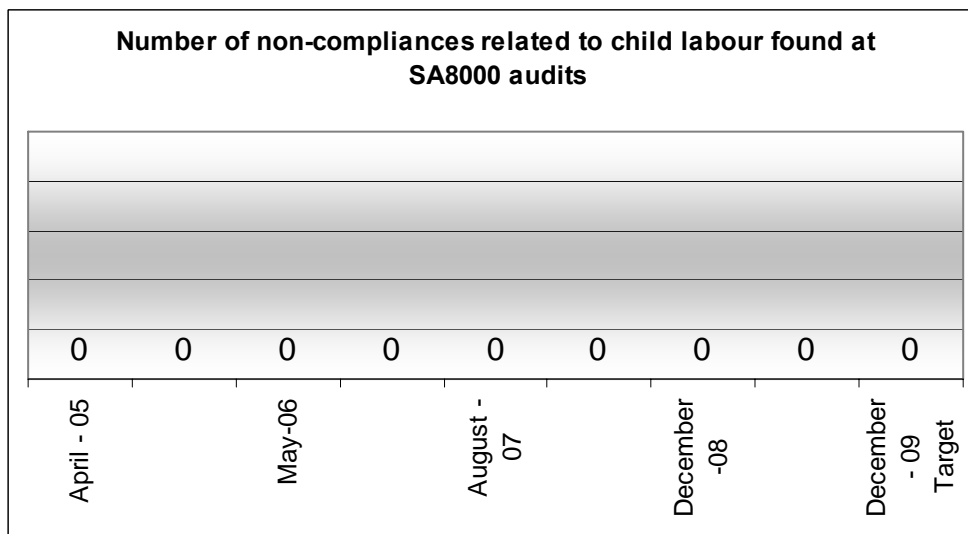
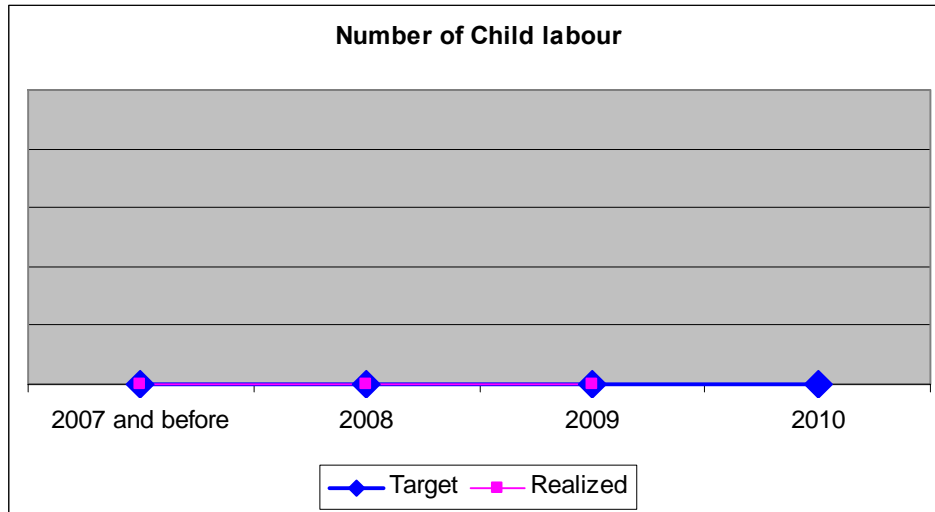
## KEY PERFORMANCE INDICATORS:

1-) Number of child labour incidences

2-) Number of non-compliances related to child labour during SA8000 audits

3-) Number of young workers

## REALIZATION AND TARGET:



**COMMITMENT:**

Yeşim Textile commits to ;

employ workers based on the skills required to perform the job not according to their race, colour, language, religion, ethnical background, pregnancy, marital status or gender and refer to same criteria for compensation & benefits and promotions

**GOOD PRACTICES:**

1-) Performance Management

2-) No information request that may be considered as discrimination on employment application forms

3-) Secured employment of union representatives throughout their representation period

4-) Male – female balance

5-) Day-care Center ( promotion of women with young children and infants)

6-) Employment of disabled

7-) Wages and benefits;

- Standard living wage is aimed which is higher than legal minimum wage
- Data issued by the unions are accepted during standard wage calculation
- Benefits other than wages are calculated based on real market values (food, transportation, shoe, apparel aids)
- Day care service is not considered as benefit although the service is at superior level.

8-) Wages: In order to be fair and equal HAY System is used for white collar where collective bargaining leads the wage system for workers.

9-) Benefits: All employees receives 40 kilograms of grocery at every three months; transportation and lunch is provided free of charge.

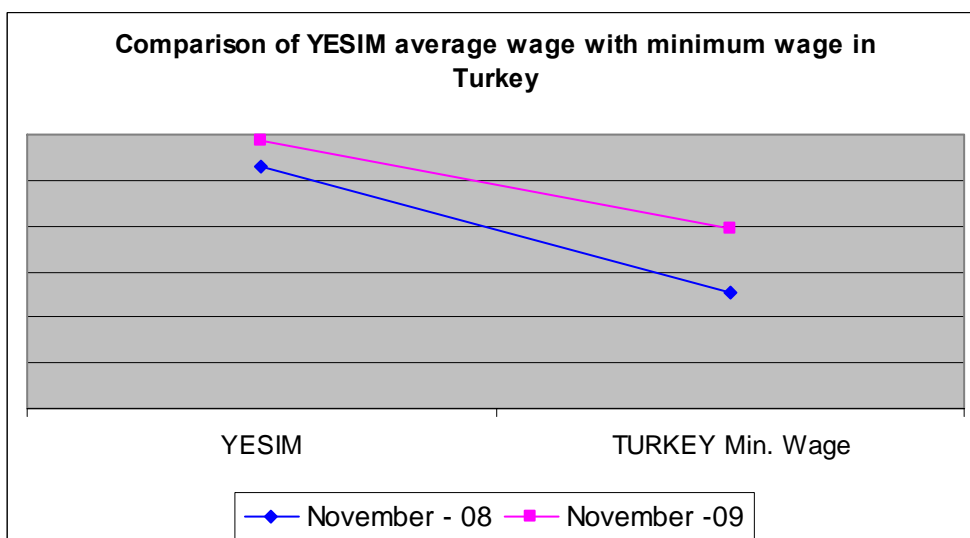
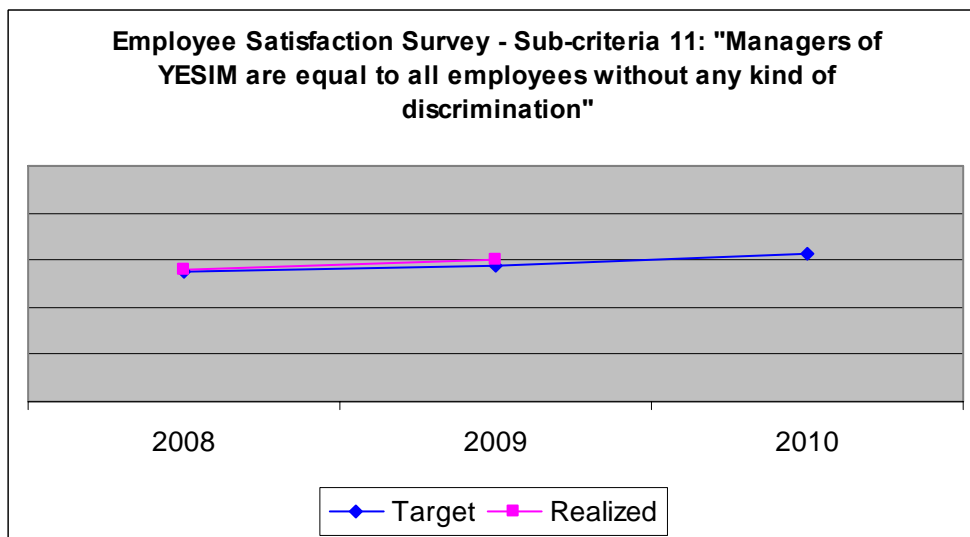
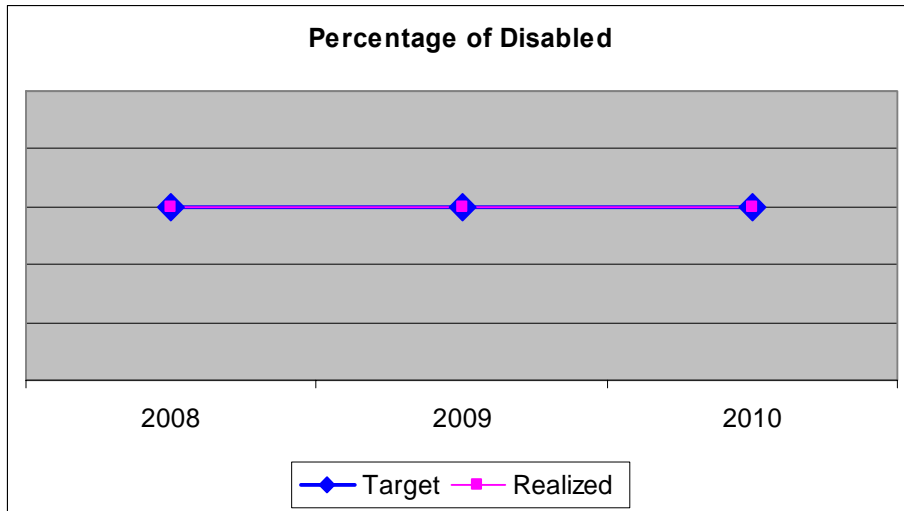
## KEY PERFORMANCE INDICATORS:

1-) Percentage of disabled

2-) Rating of Employee Satisfaction Survey Criteria 11: "Managers of YESIM are equal to all employees without any kind of discrimination"

3-) Yeşim Textile average wage – Turkey minimum wage comparison

## REALIZATION AND TARGET:



**COMMITMENT:**

Yeşim Textile commits to ;

reduce pollution at source and to prevent environmental pollution based on environmental aspect & impact analysis

**GOOD PRACTICES:**

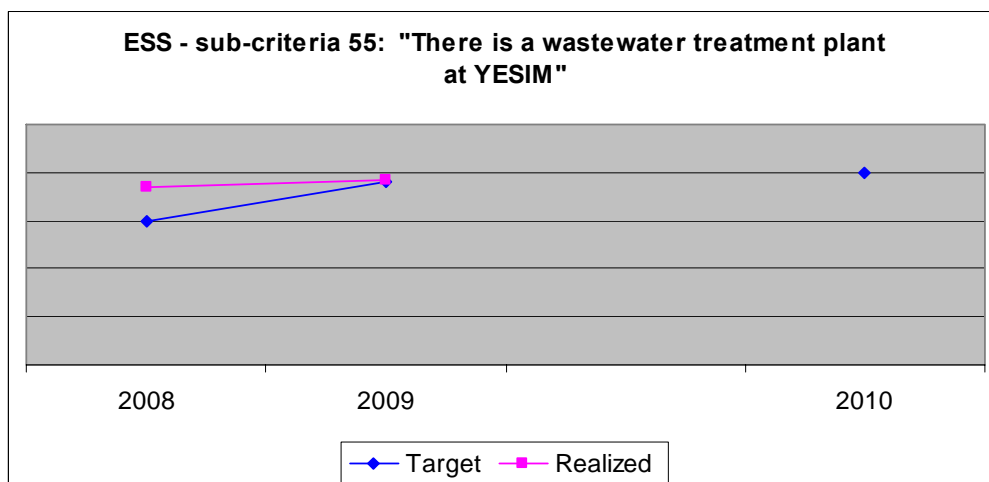
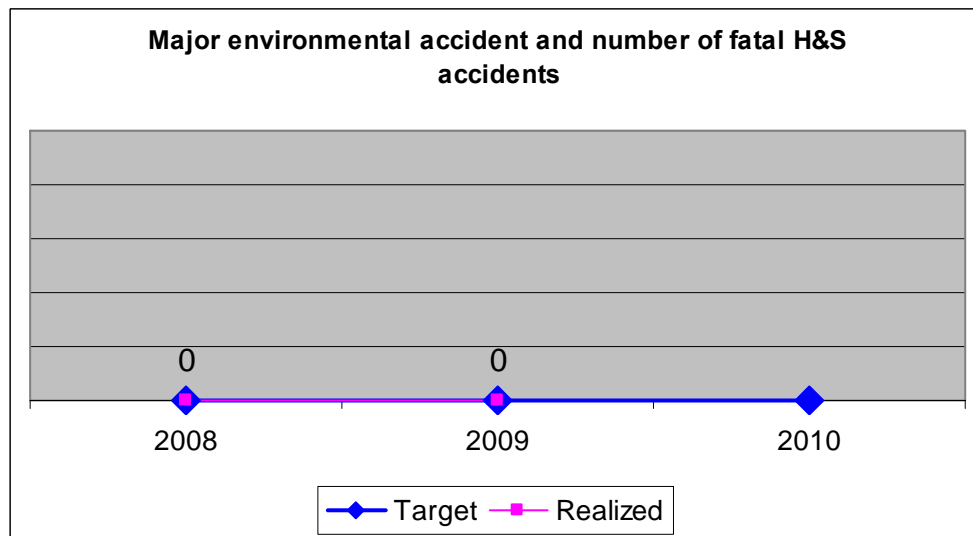
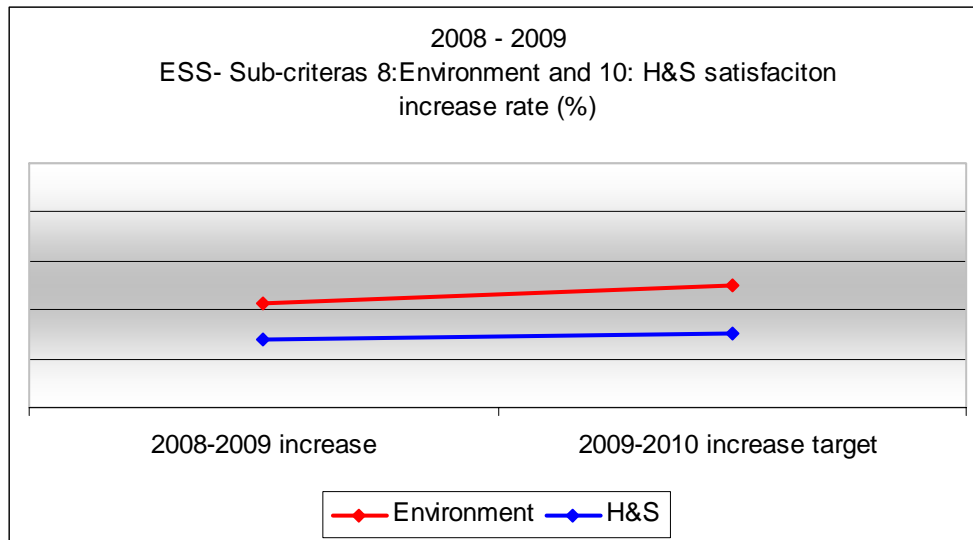
## 1-) Risk Analysis &amp; Environment Aş Aspect Determination

- Environmental aspects and impacts are determined
- Above analysis are conducted with a team consisting of members of all related departments
- Risk analysis are reviewed yearly or whenever a major change occurs in environmental aspects
- Annual improvement plans are based on risk and impact analysis

## KEY PERFORMANCE INDICATORS:

- 1-) Employee Satisfaction Survey Criteria 8 and 10; increase in satisfaction level
- 2-) Major environmental accidents / # of fatal occupational accidents
- 3-) Employee Satisfaction Survey – Sub-criteria 55: "YESIM has a wastewater treatment plant" perception level

### REALIZED AND TARGET:





**COMMITMENT:**

Yeşim Textile commits to ;

adopt a proactive approach based on risk analysis, to ensure that all employees are actively participating in implementation of health and safety procedures and to adopt a work system that gives priority to the general health of employees

**GOOD PRACTICES:**

## 1-) Waste Management:

- Wastes are segregated at source; internally audited with participation of operations staff; stored and treated in compliance with local environmental laws
- Social Compliance and EHS refreshment trainings are conducted to all employees
- EHS awareness increase is targeted by internal newspaper, flyers and portal

## 2-)Cooperation with NGO's:

- Below trainings are completed by Search & Rescue Association of Turkey;
  - 3 hours disaster recovery and emergency preparedness (all employees)
  - 5 days – rescue and fire fighting (100 employees)
  - 2 days – emergency site management
- In cooperation with Bursa Municipal Government supported NGO "Local Agenda 21" YESIM has participated in "Recycle Friendly Schools Project" and supports trainings and collection of wastes at schools.

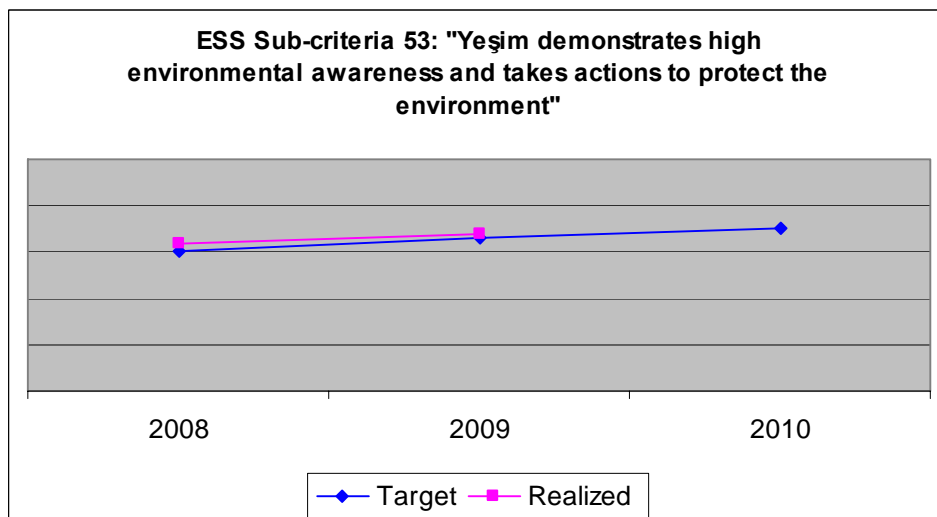
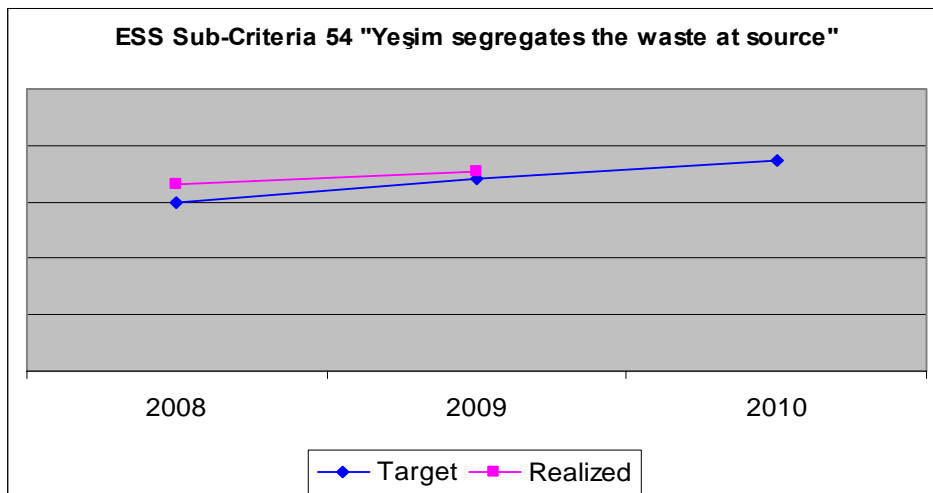
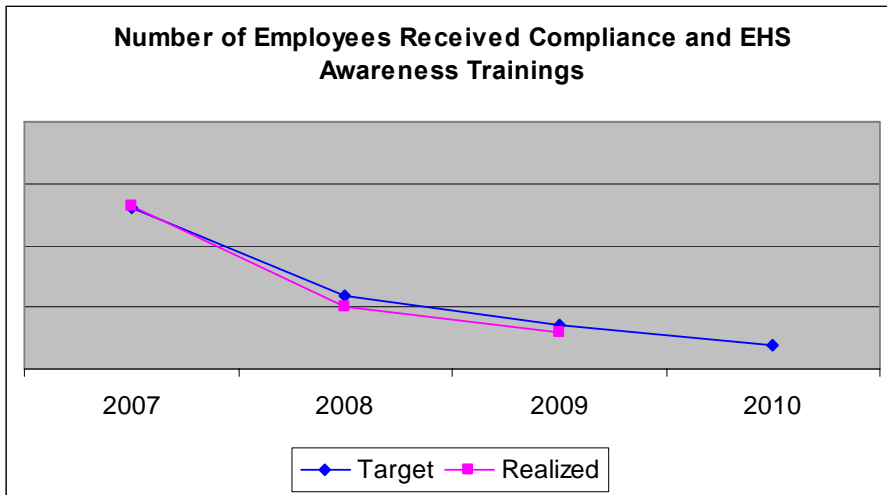
**KEY PERFORMANCE INDICATORS:**

1-) Awareness trainings

2-) Employee Satisfaction Survey – Sub-criteria 54: “YESIM segregates the waste at source”

3-) Employee Satisfaction Survey – Sub-criteria 53 :“YESIM demonstrates high environmental awareness and takes actions to protect the environment”

**REALIZED AND TARGET:**



**COMMITMENT:**

Yeşim Textile commits to ;

adopt a proactive approach to environmental aspects throughout its operations.

**GOOD PRACTICES:**

1-) Colour removal at wastewater:

Colour removal system has been added to the existing wastewater treatment system although there is no restriction in national regulations.

2-) Automation at dye house chemicals and dyestuff feeding system:

Converting Automation system has decreased workers exposure to chemicals and lowered the chemicals and dyestuff released to wastewater

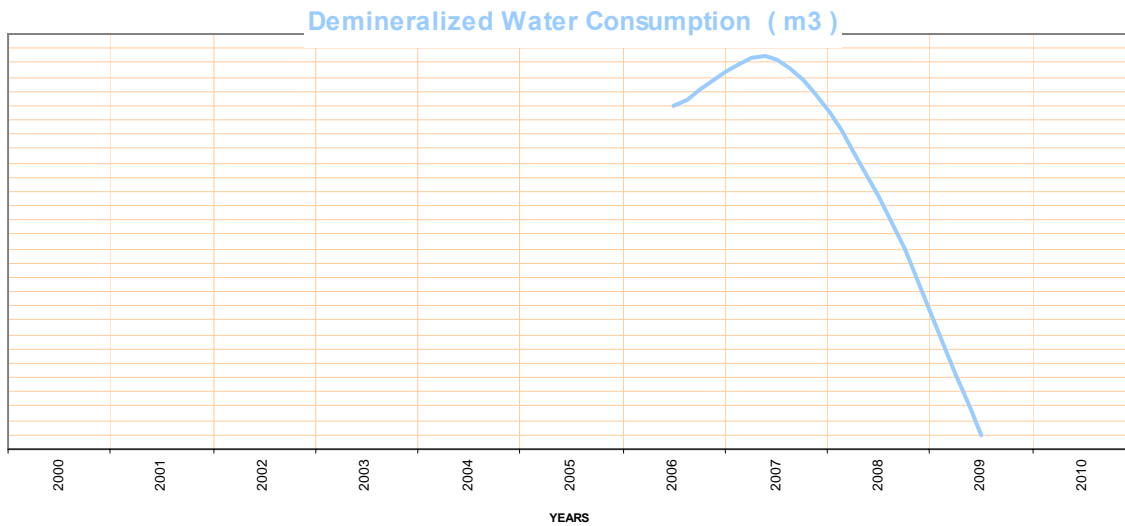
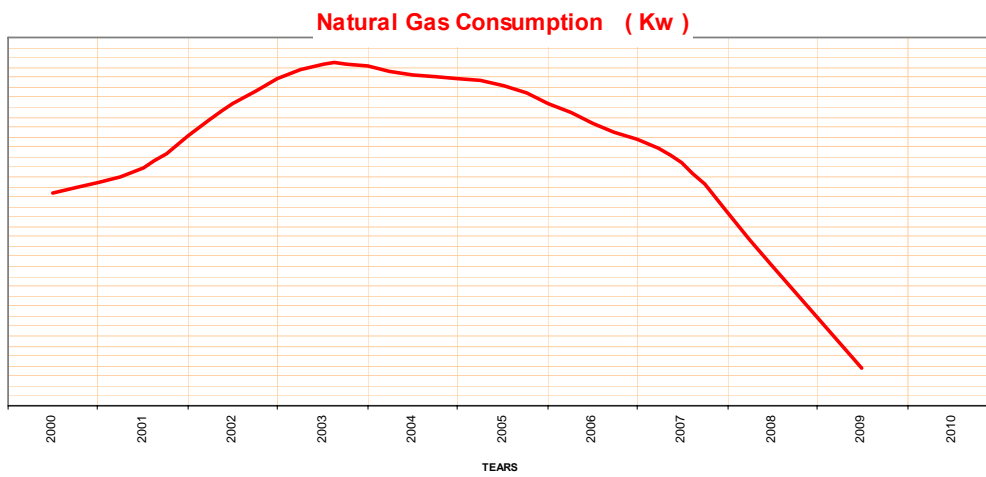
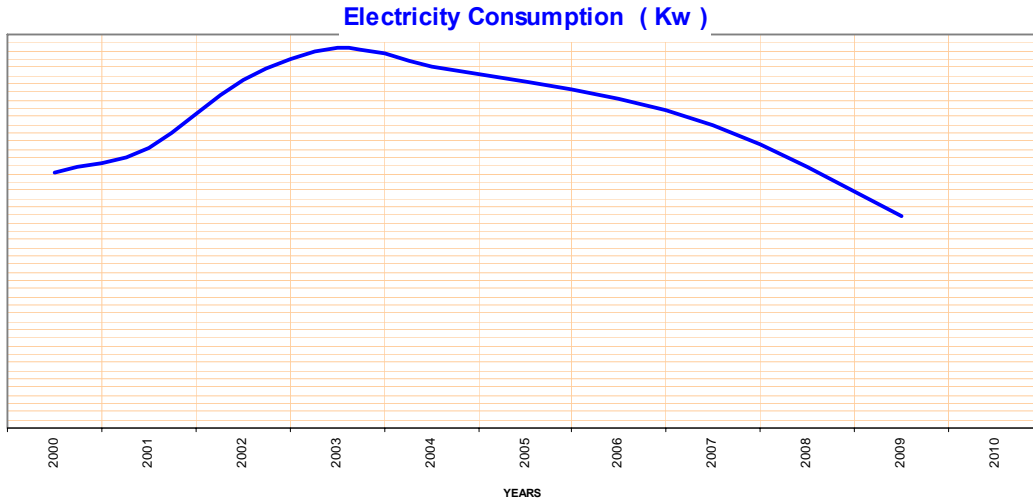
3-) Recycle fabric production

4-) Organic fabric production

## KEY PERFORMANCE INDICATORS:

1-) Natural gas, electricity and water consumption

### REALIZED:



**COMMITMENT:**

Yeşim Textile commits to

To respect all local and international Customs Laws and to adopt programs that will ensure these laws are respected and prevent any illegal materials to be transported

and

To ensure that no materials (drugs, explosives, biological substances or illegal goods) that may violate security are included in Tran boundary shipments

**GOOD PRACTICES:**

1-) Third party CTPAT audit and certification(Customs and Trade Partnership Against Terrorism)