



YEŞİM TEXTILE PROGRESS REPORT 2013-2014



DÜNYA İÇİN ÜRETİYORUZ





PRODUCING FOR THE WORLD



# About the Report

Yeşim Textile pledges to conform and to implement the principles of the agreement at each and every stage of production and governance and to monitor compliance.

The report briefly explains previous practices within the organization of the company under the Global Compact Agreement and mainly highlights the work carried out in 2013. The information provided in the report is supported by statistical data, model practices and photographs.

Yeşim Textile aims at diffusing sustainability efforts to all work processes and making sure that its suppliers and contract manufacturers also adopt these principles. The efforts made by the company to this end and the targets for the year 2014 and subsequent years are communicated in the report together with the relevant data.



# Global Compact Agreement

Yeşim Textile has pledged to conform to the principles of this international agreement on human rights, labor standards, the environment and the struggle against corruption. Yeşim Textile transparently shares the details of its work under the Global Compact Agreement in the global network since 2008.



## Global Compact Principles

**Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights,

**Principle 2** Businesses should make sure that they are not complicit in human right abuses,

**Principle 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,

## Labor Standards

**Principle 4** Businesses should effectively eliminate all forms of forced and compulsory labor,

**Principle 5** Businesses should effectively abolish child labor,

**Principle 6** Businesses should effectively eliminate discrimination in respect of employment and occupation,

## Environment

**Principle 7** Businesses should support a precautionary approach to environmental challenges,

**Principle 8** Businesses shall undertake and encourage initiatives to promote greater environmental responsibility,

**Principle 9** Businesses should encourage the development and diffusion of environmentally friendly,

## Anti-Corruption

**Principle 10** Businesses should work against all forms of corruption, including extortion and bribery.

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# We are changing, transforming and developing...

Dear stakeholders,

The world is continuously changing and transforming. The renovation and changes experienced during the industrial revolution is happening today with the information age. Because of the information age, humanity has a new era ahead. This new era at one hand will provide new opportunities and at the other hand will pose difficulties for adapting to the transforming social structures.

In parallel to all of these changes institutions need to change their culture, business models, processes, products and services, and while doing this they need to consider and protect the benefits of their employees, customers, business partners and other social stakeholders, and make the changes in a coherently and according to the new conditions. The transformation in sustainability is especially important both for companies and the future of our world.

This is where the importance of companies come forward. It is very important to use the technology at hand in a way that makes life easier for people, while doing this to protect the environment, rise the quality of life.

Yeşim Textile has defined its motto as "People First" from the day it was founded and we here in Yeşim Textile value our social responsibilities, and strive to create a sustainable world using the power we have. The occupational health and safety implementations we have in place for long years, management systems to protect the rights of the employees, environmental activities and social responsibility actions which provide value to the public all reflect our efforts towards a better future.

Our primary goal is to contribute to our employees, stakeholders and ultimately to the whole society and therefore make our activities sustainable. We are a company respecting our employees, our society, the world we live in and know our responsibilities in production. We have great pleasure to see that our values in turn makes us more valuable for our customers.

In 2005, our company was awarded SA 8000, the world's most prestigious social compliance certificate. By obtaining this certificate, we have declared our commitment to satisfy and initiate necessary steps to achieve social compliance requirements not only at our facilities, but also at the facilities of our contract production and other suppliers.

Our signature of the Global Compact in 2006, issue of a joint declaration with a number of global corporations in 2008 under the Financial Times initiative to mark the 60th anniversary of the signature of the Human Rights Declaration and signature of the declaration titled "Management is Women's Right" in Turkey in 2009 are indicators of our commitment on the matter. All of the efforts we have undertaken for social responsibility have been extremely useful for us both inside and outside the company.

Benefits of the efforts can be summarized as follows:

### Benefits inside the company:

- We have started to more clearly highlight the commitment of our top management to the environment, community and governance reaching out to the employees.



“ Yeşim Textile has defined its motto as “People First” from the day it was founded and we here in Yeşim Textile value our social responsibilities, and strive to create a sustainable world using the power we have. ”

- We have managed to increase our employees' corporate loyalty and motivation through all the applications we have accomplished for them.
- The company integrated its corporate citizenship activities with work operations and encouraged the employees towards an increase in the positive social effects of the values chain.
- We have had an opportunity to demonstrate how we have operationally implemented written requirements on social responsibility and environment incorporated into our company's mission and values.
- In-house applications for progress evaluation we have implemented have led to improvement in our performance in this regard.
- These good practices we have implemented in the social responsibility framework have brought us into contact with global brands and brought us new customers, thus leading to higher financial gains for our company.

#### Benefits outside the company:

- Making business with world-famous brands has opened us doors towards strategic partnership with them.
- The atmosphere of more transparency and trust has increased our company's reputation.
- The sustainability vision, strategy and implementation plan have provided a framework for the development of relations with all our stakeholders.

- Our cooperation has provided valuable learning opportunities for all our stakeholders.
- By signing the Global Compact, we have undertaken to share globally all our projects and efforts that have been conducted for years. For us, this is the most crucial point in signing this agreement. Launched years ago by Şükrü Şankaya, a founder of Nergis Holding and our company with the “People First” motto, these efforts have been internalized and gathered under a corporate roof by us during the recent years.
- It is our purpose to share this approach and applications dating back to our corporate history in a global network by signing this agreement and lead the whole world and primarily the textile and garment industry on these issues. We as Yeşim Textile commit ourselves to continuing to perform our responsibilities towards our employees and the community, as we have so far always done.

Şenol Şankaya  
CEO

# Yeşim Textile

»»» With a total operation area of 325 thousand square meters in Bursa, of which 144 thousand are indoor space, Yeşim Textile, which has knitting, dyeing, and confection departments, is one of the leading integrated facilities in the world.

## Our Vision

To become the model strategic manufacturing partner to the world's leading brands in both apparel and home textiles.

## Our Mission

- To be a pioneer in the textile sector, manufacturing top-quality products and making significant investments both in qualified people and the latest technology.
- To ensure the highest levels of customer satisfaction.
- To protect the environment and foster environmental consciousness among staff, suppliers and the public at large.
- To fulfill our obligations to the community and always act in a socially responsible manner.
- To set an example for other companies by always putting "People first".

## Our Values

- Achieve mutual & sustainable growth with our key customers and manufacturing partners.
- Set the international benchmark for corporate responsibility in textile manufacturing.
- Be an industry leader in innovation and implementing new technologies & processes.
- Evolve our supply chain providing transparency and trust for our customers.
- Continue to partner with our customers to shorten end to end production times.





**Manufacturing for the internationally renowned brands, Yeşim Textile is in strategic partnership with companies like Nike, Burberry, Esprit in apparel and Matheis-Schlafgut in home textiles sectors.**

Yeşim also produces for Zara, Pull&Bear, Massimo Dutti, Bershka, Hugo Boss, Marks and Spencer, Calzedonia, Hurley, Tchibo, Converse and Mexx brands.

PULL&BEAR



Bershka

CALZEDONIA

CONVERSE

ZARA

MARKS & SPENCER

Hurley

ESPRIT

Massimo Dutti

BOSS  
HUGO BOSS



schlafgut

BURBERRY

MEXX



»»» 2013;

Exports  
240 Million USD

Revenue  
275 Million USD



ISO/IEC 27001:2005

GOTS

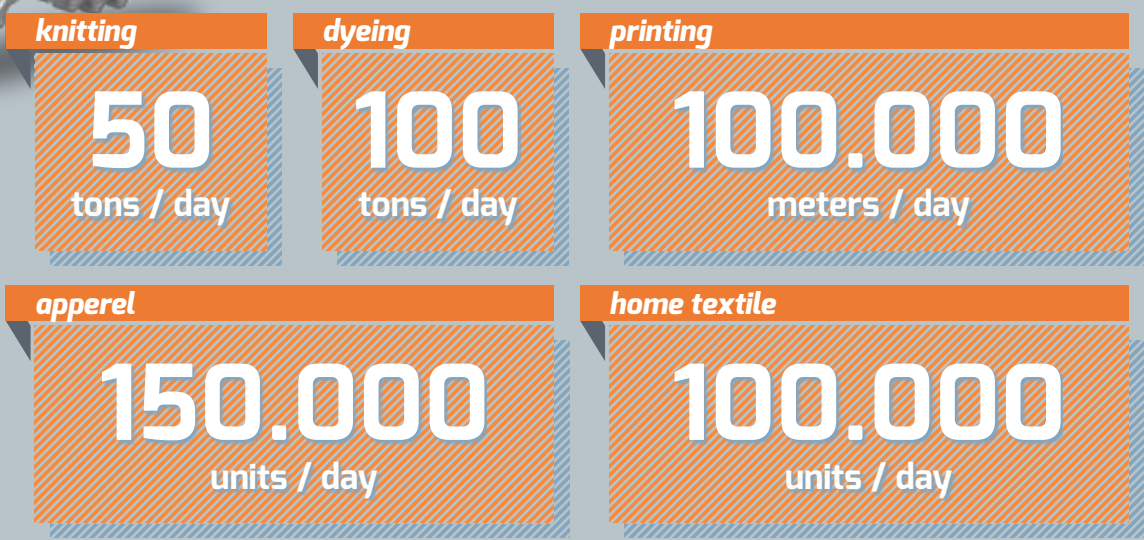
SA8000 OE

# Our Certifications

- SA8000
- "Oekotex Standard 100"
- GOTS (manufacture from 100% organic cotton)
- OE (manufacture from not totally 100% organic cotton)
- ISO/IEC 27001:2005 ( Safety )



# Capacity of Daily Production







Besides being a pioneer in the Turkish textile sector, Yeşim Textile also guiding the youth, which will become our future.

A total of 310 employee's children in the 0-6 age group are cared for and educated free of charge in the day-care facilities of Yeşim.

Yeşim Textile employs 2500 individuals in house and provides employment opportunities to around 10.000 individuals in the aggregate including domestic and international subcontractor.

Number of **Female** Employees

**1304**

Number of **Male** Employees

**1135**

Number of **Interns**

**229**



# Achievements in 2013

»»» **Various institutions and organizations were rewarded in accordance with Yeşim Textile 2012 data and their performances.**

Yeşim Outlet Stores and Textile Factories Inc. Co ranked 233rd place in Fortune magazine's survey on "Turkey's biggest companies".

With 240 million dollar export, it ranked the 62nd place in general classification and the 6th place in its sector at the list of 'First 1000 Companies' of Turkish Exporters Assembly (TİM). Moreover Yeşim became the unique ready-wear and apparel company that is in the first 5 in terms of the export figures of Bursa.

Yeşim Textile was 419th in "Turkey's 500 biggest companies" survey of Capital magazine.

In May, right before the 6th Istanbul Fashion Conference, a plaque was presented to Yeşim Textile, which has

been serving to the sector for more than 30 years, by Turkish Clothing Manufacturers' Association (TGSD).

In the assessment of the Uludağ Exporter's Association, Yeşim Outlet Stores and Textile Factories Inc. Co. became the export champion as it ranked the first place in two categories of the Union of Textile Exporters and the Union of Clothing Apparel Exporters.

Paying the highest premiums regularly and consistently and having no debt, Yeşim Textile was deemed worthy of a plate by the Social Security Institution (SGK) in May.

In the Anatolia's Top 500 Companies research of the Economist magazine, based on the 2012 data, Yeşim Stores became 57th and Yeşim Textile became 102<sup>nd</sup>.



**Balkan Association of Industrialists and Businessmen Rumelia deemed Yeşim Textile worthy of a prize due to its achievements in exporting.**

Within the frame of "Scrub-birds Discovers Bursa" project that Bursa Scrub-birds Platform carried out under the scope of 11 October International Day of the Girl Child, Yeşim Textile Women and Children Club was deemed worthy of a prize due to their works toward women and girl children.

During the "Award Ceremony of Those Adding Value To Economy" in Bursa Chamber of Commerce and Industry (BTSO), Yeşim Textile ranked the 1st place in apparel and textile sector with its export figures while it entered in the list from the seventh place in the general exporting classification. Yeşim Textile was awarded a prize by BTSO due to this achievement.

We proceed towards the future  
with our lean production and  
management model





»» **Yeşim Textile has launched the Lean Thinking project, which is one of the most effective production and management models today with respect to efficiency, quality, Human Resources, process improvement and profitability, back in 2006, which is currently being implemented at full place in each and every stage of production and management.**

Lean Thinking aims to generate a production and management model which reduces processes that do not add value, as well as wastes, by focusing on value in each process. Kaizen techniques which is continuous improvement with small steps play a very important role and significantly contribute to this process.

The extension of management with targets, which is a major lean technique, throughout the workforce and the continuous monitoring of the performance indicators of each individual unit are key factors that contribute to Yeşim Textile's progress towards is "True North" business results.

All our employees have fully adopted the concepts of communication, sharing, team work, team spirit and creating value as part of lean production, which is a human focused management system. This is the major source of Yeşim Textile's success in Lean Production.

### Sustainability

The term "sustainability" comes forward in today's business environment, where companies need to be

competitive, work in a world with limited resources, reduce their environmental footprint, reduce costs and meet customer demand.

The road to sustainability goes through being a company, which is lean, green and has an empowered workforce.

In order to create sustainable production and management models and to pioneer in these areas Yeşim Textile has implemented an integrated management model covering Lean, Quality, Human Resources and Social Compliance.

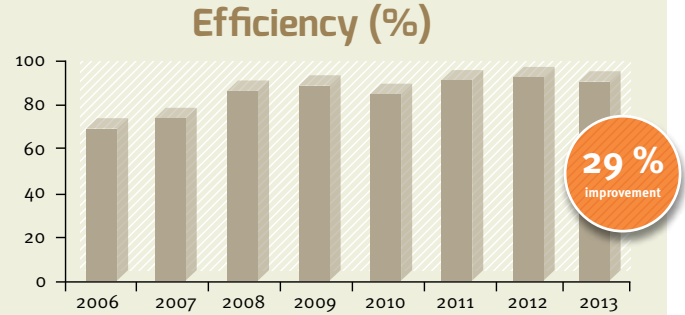
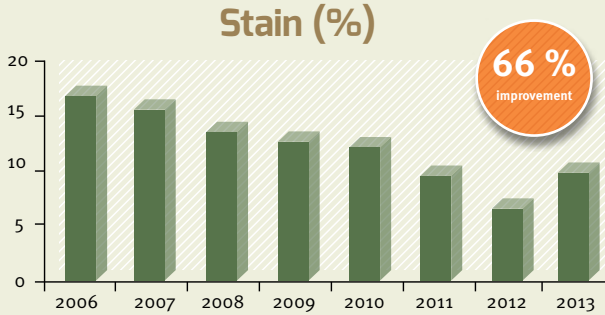
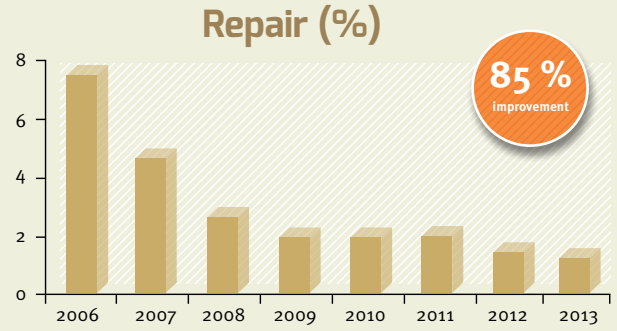
In Yeşim Textile, sustainable production is achieved with the closely connected Lean, Human Resources, Social Compliance and Quality departments, which are each a part of a puzzle working towards a common goal. Their work aims to create an empowered workforce culture that is able to produce high quality products with low costs and just in time.

### Lean Gains

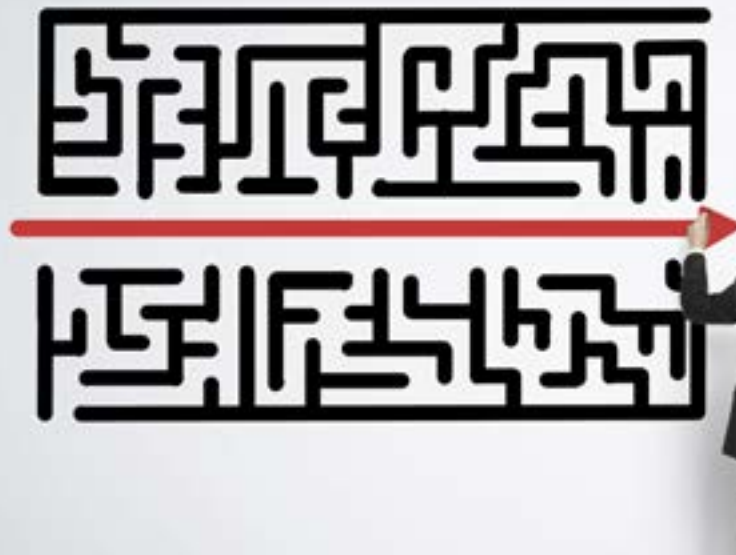
*Kaizen works of Yeşim Textile, which is among its sine qua non for continuous improvement, also continued in 2013 with the enthusiasm for the amelioration of the work of employees and the quality of work environment. The number of kaizen in various departments such as apparel, knitting, production, etc. reached 2,260 with 11,739 participants as of 2014.*

*In the weekly kaizen calendar of 2013, the numbers of kaizen were compared accumulatively and the pioneers of kaizen were to be determined. By this way, the participation to lean production works and the awareness for being a part of continuous improvement are strived to be increased.*

## Lean Achievements



## Lean dissemination



### Lean studies in production

The simplification works realized in the apparel section of Yeşim under the name of NOS were primarily initiated in the production by Lean Office. After the evaluation of the current situation in September, the project that would last for 4 months started. In the first phase of the project where the dissemination of lean studies is targeted, an educative presentation for the dissemination of the NOS

awareness was prepared and totally 618 people working in the production were trained. The subjects focused under the project were process mapping, value stream mapping, standard stock leveling, andon and kanban implementations, PDCA and in station quality trainings, preparation of standard works, 5S and review of visual management.

## Apparel job shadowing trainings

A new orientation program was launched as of May for those starting to work in apparel section. With this program, the employees are aimed to work in the production line after acquiring necessary knowledge and competency. Thus both investing on the employees through the trainings given and obtaining more qualified products that increase the customer satisfaction with the improved

perspective are targeted. In this direction, basic need for training for the beginning phase was determined and a training program of totally 11 hours that lasts for two days was prepared by Lean, Quality, Apparel, Human Resources, Machinery maintenance, Method Engineering and Social Compliance Departments and it was put into practice.

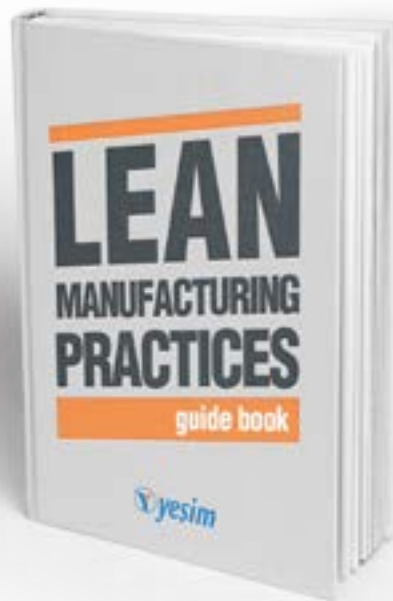
## Information weeks

The series of "information week" that the lean office initiated in December 2012 also continued in 2013. Information on variable subjects chosen in accordance with the survey results located in the portal were provided trimester periods. In this context, informative emails were sent for five days in the chosen week so as to increase the awareness on the relevant subject.

Information on kaizen, 7S, A3, in station quality and lean production were provided so far. Information regarding the new subjects that are to be determined by the Lean Office will henceforward continue quarterly.

## Book of Lean was written

Lean is a doctrine and a philosophy as well as a system that each companies adapt themselves according to their cultures. Starting out from this mentality, Lean Office, on August, prepared "Lean Manufacturing Practices Guidebook" that provides general information on the philosophy of lean production and administration model and various implementation techniques, at the same time explains the most basic implementations in Yeşim Textile and is composed of 88



pages. Thanks to this book, it is aimed to enable the usage of same lean terminologies within the company and to create a lean perception aligned for all employees. It is especially targeted that the awareness on lean implementations would be increased incorporating with intra-company examples and an easily reachable resource on information about the lean would be generated.

## Benchmarking

Yeşim Textile Lean Office that receives a great number of visitors from many institutions and organizations created the "Benchmarking Manual" in order to take advantage of this situation for a development opportunity and turn it to a platform in where learning is possible while sharing. By means of detailed benchmarking within itself, binding rules,

information form and post-benchmarking survey, works on development fields are intended while receiving feedbacks. In this context, it is aimed to undertake benchmarking work with a different company in each month during 2014.



## Senior level lean visit

John Shook, Founder and CEO of Lean Institution, and his colleagues visited our company on 5th December in order to see the implementations of Yeşim Textile, which is one of the best examples of lean production, on site and evaluate. Together with John Shook, Yalçın İpbüken - Founder and Chairman of Executive Board of Lean Institute Turkey, Jose Ferro – President of Lean Institute Brazil and

members of executive board of Lean Institute Association were among the visitors. A stroll in the factory of Yeşim Textile was taken for John Shook and his companies. Necessary information regarding the lean implementations and Business Unit structures in Yeşim were explained to the group that visited showroom, knitting, dyeing, cutting departments and administrative offices.

## lean management with Oracle

Yeşim Textile launched ERP transitional process in 2008 and put the purchasing management, inventory management, stock barcode implementations, cost and finance modules of Oracle E-Business systems into use. Updated to R12, the latest version of Oracle E-Business systems, in 2012, Yeşim put production management, production barcode implementations, production tree and sample management, consignment management, outsource tracking and supplier portal, quality management and production cost modules into use in 2013 in the second phase of the version updating works. Again within the second phase of updating the version, Fastreact planning application, which is one of the



pioneer, advance production planning and tabulation implementations, was integrated with Oracle E-Business systems and synchronized applications of all the production places via this implementation are targeted. Production of all factories with the lean production principles through the integration of Oracle and Fastreact and supporting pull system are enabled. In accordance with the lean perception, the works for including up-to-date technology and implementations in Yeşim processes within the frame of continuous improvement are ongoing.

# Sustainability and leadership in Lean



## Sustainability Community

Learning Community that is composed of the representatives of Lean, Human Resources and Social Compliance departments within the frame of sustainable production by Nike, one of our customers, follows the works and developments in the factories across Turkey producing Nike and steers the works regarding the Health and Security at Work, Human Resources, Environment and

Energy. Neslin Özkaya, Chief of Yeşim Textile Lean Office, was chosen to the chairmanship of Learning Community, which is composed of 8 different companies producing Nike. Özkaya will be leading the sustainability group on behalf of Yeşim Textile for focusing the problems, determining the objectives and such in 2013 and 2014.

## Lean journey with Burberry

Yeşim Textile gave a two-days of training and shared its experiences with to the top managers of the English brand of Burberry, which is produced by Yeşim, about the lean management. A group of 8 top managers coming from Burberry Trench Coat department aiming to get to lean management and to see and understand the lean implementations in different sectors on site

came to Yeşim on 30-31 October 2013. The group that is composed of top managers in Lean, Procurement, Production, Sales, Job Analysis departments, especially Lise Edwards-Warrener, Vice-President of Internal Production attended to the two-days of training that is specially organized for them.

## Local Lean Forum

Yeşim Textile hosted an important meeting where production partners of Nike ready-wear met. A number of people from Yeşim, producer companies and Nike took part in the meeting, in which lean strategies that Nike would implement in 2014 were evaluated. Nike's perception to lean was handled in the meeting on 2nd October and necessary assessments were carried out regarding the works that are to be realized together with the production partners. In the Lean forum, which was organized for the first time, production partners primarily explained their lean journeys while the attempts and revisions of Nike for 2014 were dealt. Local Lean Forum is hereinafter planned to be held biannually.



# Social Compliance







# “People First”

**“Never forget that your colleagues and employees are human beings just like yourself, and that it is your duty to treat them well”.**

This paternal advice rang in the ears of Yeşim Textile’s founder Şükrü Şankaya when he first started the business, and remains at the heart of the company’s “People First” vision, its corporate culture and all its policies.





## Social Compliance is an integrated part of our business processes

Yeşim Textile has a Social Compliance Department under its Directorship Social Compliance and Human Resources which ensures that all expectations regarding social compliance are notified and implemented.

This department conducts audits both at the main plant and at the suppliers and reports the improvement areas to the respective departments and companies and supports and encourages all suppliers with a view to fulfilling

expectations regarding social compliance. In addition, it shows the methods achieving the needs for social compliance. There are activities to need the demands of customers related with social compliance and sustainability.

This department also accompanies the customers and auditors during social compliance audits carried out by third party organizations and customers.

### MAIN STRATEGIES / SUB STRATEGIES

Yeşim Textile has allocated TRY 887.000 from its total Corporate Social Responsibility budget of TRY 1.487.000 to social compliance, occupational health and safety in 2013.



# Trainings for health and safety



The Social Compliance – Environment – Occupational Health and Safety Board which was founded in 1983, comprising 30 members, convenes regularly on a monthly basis and adopts resolutions and the minutes of these meetings are recorded and communicated to the relevant departments. Occupational health and safety efforts are based on trainings.

In 2013  
**2671**  
hours  
of training  
have given

Yeşim Textile delivers training in house, to make sure that all its employees participate in occupational health and safety practices through a system which gives priority to the health of its employees.

In 2013 a total of 2199 people received 2671 hours of “Social Compliance; Workplace Health and Safety; Emergency Situations; and First Aid trainings”.

## Emergency Situation Evacuation Drills

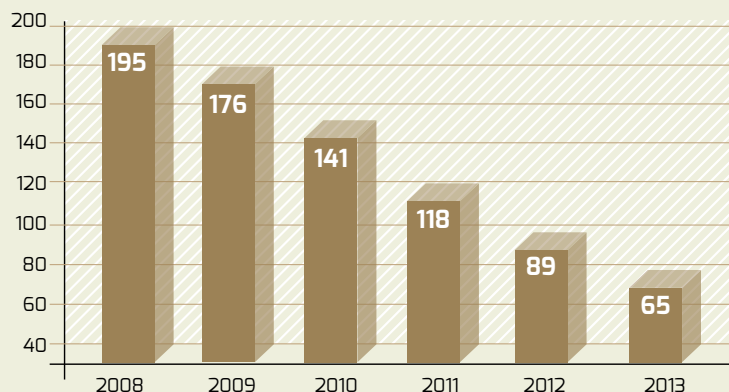
In 2013, Yeşim Textile continued doing Emergency Situation Evacuation Drills, which is given great importance in the company. The company readied its workforce to threats with drills made in June and December 2013. The company has done a Fire Extinguishing Drill in June 2013 and increased awareness.



## Emergency Situation Drills in the Kindergarten

In 2013 various training programmes have started to increase readiness for emergency situations in 2013. In the scope of these training programmes trainings were given to the staff of the Kindergarten and children aged 5-6 in June and November. The emergency situation evacuation drill trainings were given by Yeşim Textile Social Compliance Manager Aydın Maydaer.

### Distribution of Work Accidents by Year



## Employee rights training

Özlem Şenkoyuncu, Human Resources Manager and Ayça Bolten Ülkü, Psychologist of the Company have given trainings on employee rights and social compliance to all masters in the company during November. The training topics covered social

compliance, social compliance standards of the customers and the rights of employees. Violence and mobbing, their impact and measures to prevent mobbing in business life were also covered in the training.

**We believe that training makes us better and see trainings as a part of our job.**



TECNIQUE		
	Number of People	Hour
Occupational Health and Security	1326	3456
Quality	101	145
Apparel Job Shadowing Training	10	48
Institutional Development	24	192
Orientation	367	671
Technique	240	384
Lean	106	149
LEADERSHIP		
	Number of People	Hour
Social Responsibility and Leadership	45	45
HR Summit	1	6
Leadership	34	170
Working with Different Generations	10	50
Customer Finding Techniques in External Market	1	0,75
PERSONAL DEVELOPMENT		
	Number of People	Hour
Features of Child Development for 4 Years Old	11	11
Features of Child Development for 5 Years Old	26	52
Features of Child Development for 6 Years Old	29	25,25
Information on Candidate Evaluation Analysis	4	6
Adobe CS6 Photoshop	4	20
Sleep Problem in Babies and Children	17	17
Body Language Training	1	1
Marketing with Blog	2	12
Budgeting	1	6
ERP Workflow Control Streams	25	46
Relaxing Techniques	2	2
Entrepreneurship	2	6
HP PROLIANT SERVER-BCS	2	10
English Course	12	122,5
Human Resources Management Speciality	2	90
Work and Time Study	3	22,5
Basic Risk in Companies	12	72
Interview Techniques	2	4
People First Philosophy Trainings	34	51
Positive Thinking and Positive Life	9	9
Project Management	2	14
Healthy living	55	88,5
Preparing Healthy Food	47	47
Social Responsibility and Volunteering	59	88,5
I Manage Stress I Love Life	617	1723
Being a Team	33	66
Basic Excel Trainings	46	80,5
Optimization of Drying Process in Painting Houses Demonstration	3	18
An Obstacle before Productivity	5	37,5
Y Generation and Management	15	105
Lean HR Management	2	12
Management Accounting	21	280,5
Management Summit	3	21
Time Management	22	132

# Governance in Yeşim

»» The basis of management implementations in Yeşim that started out with the objectives of perpetual development and enhancement of performance is the mentality of “people first” just like all its processes. Adapting the humanitarian and ethic management perception, Yeşim structured all its processes on these values.





Endeavoring to create a lean, institutional, result-oriented, fertile and sustainable organizational structure, Yeşim revised its organizational schedule in 2013 receiving support from a consultancy company. The sizes of all positions in the work processes were ascertained in this context and the new structuring was done considering the development opportunities. As it is underpinned the lean management philosophy in the new organizational structure, the value stream schema between the process from the order of the customer to the delivery is basis.

The basis of the sustainable management is Social Responsibility policy, Environment-Occupational Health and Security Policy, Human Resources Management System Policy that is included in the management system of Yeşim. SA8000, the International social convenience certificate, and Global Compact Contract are the most valuable certificates that Yeşim acquired as the outcome of sustainable works included into its work processes.

## Workplace Psychologist serves the employees of Yeşim

In order to enable the employees of Yeşim to manage the stress in their professional and private lives; Psychologist Ayçe Bolten Ülkü started to serve in Yeşim as a Workplace Psychologist between 08.30-18.30 in Tuesdays and Thursdays as of February.

1569 hours of "I Manage Stress I Love Life" training to 586 people was given by the Workplace Psychologist Ayça

Bolten Ülkü. Deep Relaxing Practices conducted by Ayça Bolten Ülkü is recorded in the studio. The CD is distributed to the employees after the training.

Having individual interviews, our psychologist facilities the tackling with the stress in the professional and private lives. Workplace psychologist have so far done 161 face-to-face interviews.

## Grievance System revised

In order to make the Grievance system more interactive, its procedure was rewritten. Human Resources Department visits all departments every month and listens to and

records the requests and complaints. Complaint recorded are reported to the relevant department and to top management and the actions are followed up.

# Social Compliance



»»» **Social Compliance activities are followed by continuous internal and external audits conducted both at Yeşim Textile and suppliers and improvement is measured.**

## Continous monitoring through audits

Scheduled internal audits are conducted at the suppliers every year in accordance with the annual main plant and supplier audit plan.

In case a need arises for new suppliers, substantive scheduled or unscheduled audits are conducted at new suppliers on social compliance, environment, occupational health and safety, in accordance with the social compliance

questionnaire for suppliers and social compliance manual for suppliers upon request by the production department. The audit plan is prepared on an annual basis in a way to ensure that the main plant, all contract manufacturers, printing and embroidery firms are audited once every 6 months. The audits are conducted by the Social Compliance Team of Yeşim, comprising members who are competent and authorized on this issue.

### Our Company was subjected to the following social compliance audits in 2013

- **Intertek SA8000** (March-July-December 2013)
- **Intertek NIKE ESH SMS** (October 2013)
- **Inditex RTM** (December 2013)
- **Next SU** (January 2013)
- **Hugo Boss SU** (December 2013)
- **Burberry&Esprit SU** (September 2013)
- **ÇSGB İSG** (May 2013)
- **ÇŞB Environment** (May 2013)

## Social Compliance at Yeşim

### BSCI (Business Social Compliance Initiative)

The main objective of BSCI Procurement Rules is to ensure specific social and environmental standards on the basis of internationally accepted conventions. By signing the BSCI Procurement Rules, companies undertake to accept the social and environmental standards specified in these rules, to implement these rules and to take measures in their corporate policies for compliance with these rules. Yeşim Textile, signed BSCI Procurement standards in 2011.

### Fair Trade

Yeşim Textile became the member of Fair Trade, which was established in late 1980s in the Netherlands and is a commercial partnership based on dialogue, transparency and respect so as to enable more fair international trade. With the certificate received within the frame of this formation, it is documented that all universal, environmental, ethic and humanitarian standards were secured in all the processes starting from the collection of cotton and to the production of yarn, fabric and final material respectively. This formation moreover contributes to the sustainable development providing better commercial conditions for producers and employees and protecting their rights. Yeşim Textile, obtained the Fair Trade Certificate in 2013. »»»

## SEDEX

Yeşim Textile became SEDEX that is a Britain based non-profit organization specifically preferred by British customers. SEDEX serves as a sharing site where ethic results of implementation that are carried out in accordance with the labor law and various customer standards are kept and shared with the relevant customers and that is used for web-based international information and data storage.

## 7S audits

7S audits that started in Yeşim in 2012 under the frame of sustainable production also continued in 2013. 7S audits, where 7 phases of all office and production fields are inspected and scored by the Simple Office and Social Convenience Departments and corrective actions are requested for the inconveniences, contains 5S Simple, 6S Occupational Health and Security and 7S HR and Staff controls. As distinct from previous years' audits, occupational health and security and amelioration of working conditions are also controlled during these audits. 7S audits realized 3 times in a year in 2013, provided that

20 selected departments should be controlled once in 4 months.

## High success in Inditex TAV audit

Inditex group has carried out a TAV (Technical Assessment Verification) audit in our company. Yeşim Textile, received 98,5 points in the audit. Inditex auditors have indicated that this was the highest score in Turkey under the same category.

## Joint environmental audit

Auditors from Ministry of Environment and Urbanization have visited Yeşim on May 22nd for a joint environment audit. In the scope of the audit subjects such as operation of the purification plant, hazardous and non-hazardous waste management, wastewater discharge criteria, chimney gasses were examined. Auditors have indicated that all phases were correctly carried out in Yeşim and that Yeşim is a "good example" for companies.

## BCI

Yeşim Textile continued to undertake the purchasing in accordance with the strategic partnership agreement with KİPAŞ so as to purchase yarns made of cotton within the frame of BCI certificate that are produced in an environmental friendly manner and sustainable conditions. Under the frame of the strategic agreement contracted, Yeşim Textile commits to use more yarns made of cotton that are comforting to Better Cotton (BCI) certificate and to orient its customers in this subject. BCI membership of Yeşim was approved in 1st September 2012 and its name has been started to be published on the website of BCI since then.

### What is Better Cotton Initiative (BCI)?

It is a voluntary program enabling millions of farmers around the world to produce cotton in healthier conditions. In order to guarantee the future of the sector, a Sweden-based non-profit council named "Better Cotton Initiative" (BCI) was established in 2005. Collaborating with cotton supplying chain and relevant stakeholders, the Council serves for securing the sustainability of global cotton production environmentally, socially and economically and as a sharing site where the results of the production quality are kept and shared with relevant customers and that is used for web-based international information and data storage.





# The most prestigious social compliance certificate

Yeşim Textile is the first company in the ready to wear sector in Turkey to receive the SA8000 certificate which was renewed for the 3rd time in 2011. There are only a few companies in the world which manage to renew this certificate for the 3rd time. Yeşim has declared at the highest level that the company will comply with the “Social Responsibility Policy” corresponding to the internationally accepted “SA8000 Social Compliance Standards”.



## SA8000 is an important part of our business processes

Yeşim Textile aims at incorporating social responsibility requirements in its corporate culture. Consequently it implements social compliance standards within its organization.

Through the Social Compliance Standards, Yeşim Textile covenants to ensure that its employees receive all their rights under the law and the respective standards while delivering its products or services, to comply with occupational health and safety rules and to act in compliance with the prevention of environmental pollution. Yeşim Textile covenants to implement these principles which are also included in the Global Compact Agreement in good faith and to allow 3rd parties to conduct audits.

Customers from the U.S.A and EU countries in the ready-to wear and household textiles sector evaluate their suppliers with respect to good quality, fair price, on time delivery and compliance with social responsibility standards and place their orders accordingly. Consequently Yeşim Textile is subjected to social compliance audits by its customers and potential customers throughout the year on the principles of the Global Compact and on other issues.

The SA8000 certificate and the good results achieved from the audits conducted by the customers assure that Yeşim Textile fulfills all the requirements of the Global Compact Agreement.



# Liability of Yeşim is registered

Yeşim Textile undertook the necessary regulations in order to protect the information belonging to its customers and business environment and is entitled to receive TS ISO IEC 27001 Information Security Management System. Being granted this certificate after almost 3.5 months of preparation period, Yeşim once again registered its liability by means of ISO 27001 standard. Yeşim Textile, which has so far performed many standards, will ensure the confidentiality and security of information through TS ISO IEC 27001 Information Security



Management System. Pursued its endeavors so as to create an effective information security management system for 3.5 months, Yeşim Textile documented its liability with ISO 27001 standard after fulfilling all the requirements. Inspections will be done at the end of the year in order to prolong the validity of the certificate, which is valid for one year. If Yeşim would manage to keep the same standard at the end of the inspections to be performed every year, the validity of the document will continue.

**Yeşim Textile, which has so far performed many standards, will ensure the confidentiality and security of information through TS ISO IEC 27001 Information Security Management System.**



## What is ISO/IEC 27001:2005? What does it provide?

ISO/IEC 27001:2005 document is based on the principle of attainability, integrality and confidentiality of information and of determination and elimination of relevant risks. The needs of customers, employees, commercial partners and society as a whole are also included in the relevant parts. Receiving this certificate is perceived as a strong indicator of the importance that an institution shows to the security of information.

Unprotected systems invites the computer based penetration, sabotage and viruses. Insecurity of information may cause the leakage, theft and loss of basic information

of companies. Information security management system shows to your commercial partners and customers that you take the information security serious. ISO 27001 enables you to do business with many organization as it is a precondition, an expectation and a condition in contract. It facilitates the exposition of the security of your IT system to the third parties without demonstrating your security procedures to your customers. Minimizing the effects of a possible security violation, it helps the development of business continuity of your institution. It decreases the system weakness and the risk about the security, enables the operation of the relevant control mechanism.

# Legal working conditions

- »»» Our employees work under conditions which comply with national and international standards and receive wages according to these standards. The wages of all employees who have worked for Yeşim Textile in excess of 3 months are higher than the minimum wage.





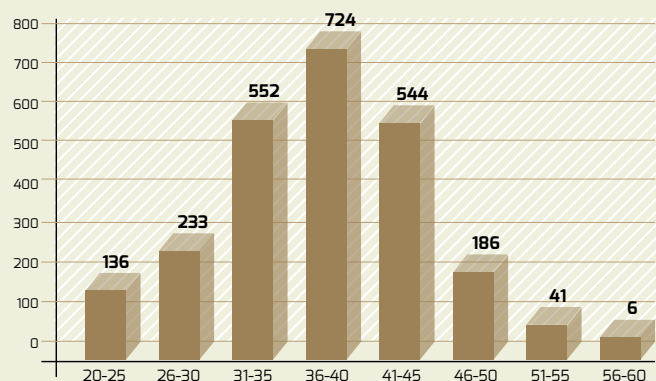
## Working conditions in compliance with the law

The provisions of the "Labor Law" numbered 4857 as ratified by the Council of Ministers and the provisions of the "Collective Bargaining Agreement" which was entered into by and between the employer and TEKSİF (The Union of Textile, Knitting and Garment Industry Workers of Turkey") are applied by Yeşim Textile. The administrative staff ("white collar") are subjected to the provisions of the Labor Law and the workers ("blue collar") are subjected to the provisions of the Collective Bargaining Agreement.

When compared to the Labor Code, the Collective Bargaining Agreement always provides more favourable conditions for the workers. Yeşim Textile recruits its employees in accordance with this collective bargaining agreement since 1983, when the cooperation with TEKSİF was started. In the scope of these laws the company does not employ forced workers. All new recruits completing the probation period (1-3) depending on the nature of their position are considered as permanent staff.

The wages are determined on the basis of the minimum wages defined by the Ministry of Labor and Social Security. New recruits are paid minimum wage for a period of 3 months following recruitment and then their wages are increased at the rates specified in the Collective Bargaining Agreement. The wages of all employees who have worked for Yeşim Textile in excess of 3 months are higher than the minimum wage.

### The number of people according to ages





## >>> The consideration for labor is valuable

Employees of Yeşim Textile receive the consideration for their efforts not only through wages but also through social benefits.

### Social assistances at Yeşim Textile

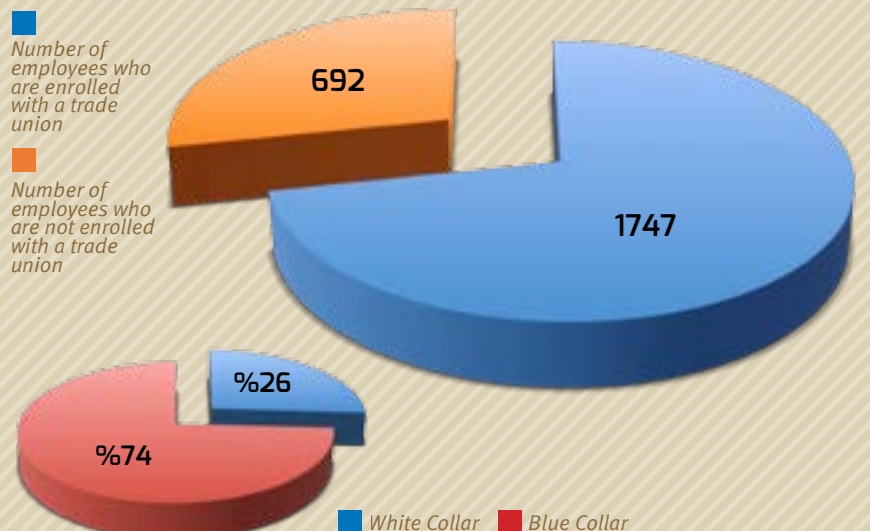
- Education grant for all schooled children of employees,
- Marriage grant to employees who get married,
- Maternity benefits at childbirth,
- Funeral grants those who lose their first degree relatives,
- Military service allowance to those who leave their jobs for military service,
- Reimbursement of meal ticket fees to those employees who are on fast during Ramadan,
- Child allowance for parents, separately for each child,
- Holiday allowance for those who take annual leave,
- Payment of bonuses every month at the amount of 5 days wage,
- Religious holiday allowance for all employees,
- Heating allowance for all employees each month,
- Gifts to all employees once a year from the products manufactured by the company,
- Free shuttle service for all employees,
- Free lunch to all employees every day,
- Provision of 40 kg of foodstuff to all employees quarterly,
- Free of charge kindergarten service.

A collective bargaining agreement was signed between Turkish Textiles Knitting and Apparel Industry Workers Union (TEKSİF) and Yeşim Textile in November. The agreement came into force in December.

Yeşim Textile complies with the requirement of employing disabled persons at the rate of 3% pursuant of the Labor Law.

It is not required to be citizen of the Republic of Turkey to be employed at Yeşim Textile.

### Yeşim Textile allows its employees to enroll with a trade union however it is not compulsory.





## The kindergarten brings color to our factory

The kindergarten is staffed by a team of 25 qualified and licensed specialists comprising 1 manager, 2 assistants of manager, 11 teachers, 1 nurse and 10 child minders to ensure the health, education and happiness of the children. Yeşim's kindergarten is open 6 days a week between 07.00-23.00 hours.

Not only mothers but also fathers are allowed to bring their children pursuant to the kindergarten regulations. A survey was conducted to measure parent satisfaction last three years. The results of the survey were communicated to everyone and action for improvement was taken on the basis of these results.

The kindergarten which is provided free of charge to the employee's children in the 0-6 year old age group is an ultra modern facility with a capacity of 1000 children, meeting all the needs of the children. The kindergarten at Yeşim provides education to some 305 children currently, with a curriculum in line with the curriculum of private nursery schools aiming at supporting personal and social development of the children.

### Personal development of the children is very important

New courses were added to the curriculum of the kindergarten in 2011 with a view to contributing to the personal development of the children with different topics. According to the new educational programme chess, drama, environment courses are provided to the 5 year old

age group and English, chess, drama, environment and folk dances courses to the 5 and 6 year old age group.



Peace of mind to employees whose children attend the kindergarten





## Results of satisfaction survey on kindergarten

In order to measure the satisfaction of the employees from the kindergarten, a satisfaction survey was conducted in May. You can find the results of the survey that we conducted among our employees whose children go to kindergarten.

Parents of children;

- 92 % of them are content from the approach of the teacher toward the child.
- 86 % of them are content from the approach of the teacher toward him/her.
- 85 % of them says that they can easily reach to and get respond from the kindergarten management in case of a problem.
- 80 % of them are content from the cleanness of the kindergarten.
- 78 % of them are content from the education given in the kindergarten.
- 78 % of them are content from the social activities organized for children in the kindergarten.
- 77 % of them think that they receive sufficient service health problems.
- 77 % of them think that sufficient information is children and explanatory answers to their questions are provided.
- 77 % of them think that their children are happy to come to the kindergarten.
- 76 % of them are content from the nutrition habits and the food in the kindergarten.
- 72 % of them think that necessary precautions are taken in the kindergarten against the contagious diseases, accidents and dangers.





## Yeşim Kindergarten celebrated its 25<sup>th</sup> year

Yeşim Kindergarten celebrated its 25th anniversary with various activities in 2013. Kids of Yeşim celebrated the anniversary of the establishment of the kindergarten that has been serving for 25 years while embellishing the ceramic panels, which were prepared by the university students, within the frame of the project carried out in cooperation with Uludağ University.



Within the frame of the University Industry Cooperation Development Application and Research Center (ÜSİGEM) protocol that was signed with Uludağ University in 2010, the students and lecturers from the Art Department of Fine Art Faculty prepared ceramic panels with children play and nature themes for the walls of the kindergarten under the frame of the activities. Students installed the colorful panels that were prepared for the entire academic year on the walls of the kindergarten. The inauguration of the ceramic panels were performed with a ceremony held in Yeşim Kindergarten. Prof. Dr. Murat Altun - Dean of Faculty of Education of Uludağ University and Assoc. Prof. Gonca Erim - Head of Painting Department as well as Şenol Şankaya - CEO of Yeşim Textile and the students and lecturers that took part in the project attended to the ceremony. Through these colorful panels that decorate the walls of the kindergarten, the recognition of nature by the children and their process of learning different games from the pictures on the panels are intended.





# Green Factory





## ENVIRONMENT – HEALTH – SAFETY POLICY (EHS)

***Our company being aware of its social responsibilities and have a vision of "becoming a manufacturing partner of global brands in the garment & home textile industry" commits to;***

- *Continually follow and comply with the local legislation and customer codes of conduct on environment and occupational health and safety*
- *Prevent environmental pollution on its source*
- *Control environment, health and safety risks by a proactive approach*
- *Prevent occupational injuries and illnesses*
- *Conduct training programs in order to increase employee awareness about personal responsibilities on environment and occupational health and safety*
- *Implement health, safety and environmental practices according to international management system standards*
- *Contribute to the EHS improvement of its sub-contractors parallel to Yesim EHS Policy.*

***Provide continual improvement by including the environmental and occupational health and safety objectives into company's strategic objectives***

**Senol Şankaya**  
**Chief Executive Officer**

A handwritten signature in blue ink, appearing to read 'Senol Şankaya', with a small '21' written below it.

Effective Date: 02/09/2004

Revision No: 01

Revision Date: 14/02/2008

# Yeşim; The Green Factory

Yeşim Textile is committed to preserve the environment at each and every stage of production through its environmentally friendly sustainable activities, energy friendly projects and recycling efforts.



Yeşim Textile has allocated TRY 600.000 from its total Corporate Social Responsibility budget of TRY 1.487.000 to environmental projects in 2013.



## Environmental awareness in production

Yeşim Textile has fulfilled its social responsibilities since the first day of its incorporation, aiming at carrying out its production activities in line with the green factory approach with a view to acting as a role model for its customers, contract manufacturers and suppliers and raising public awareness.

Yeşim has fully integrated the environmental projects which have been carried out for years in its business processes.

These activities which are carried out with a human focus are based on viable and improvable systematics in accordance with international standards and monitored through performance metrics.

These activities are guided via the Global Compact Agreement, SA8000, Oeko-tex Standard 100, GOTS and OE certificates.

Activities causing waste water, hazardous waste and solid waste generation and air pollution are monitored through a separate Environmental Management System in accordance with the regulations issued by the Ministry of Forestry and Environment of the Republic of Turkey.

The primary environmental objective of Yeşim is to make sure that each and every project adds value to our employees, stakeholders and to the public in general to ensure sustainability.

# Our goal; to reduce consumption in production

Environmental activities of Yeşim are encouraged and monitored by the CEO Şenol Şankaya and the entire senior management team.





## Projects to be carried out in 2013

Projects for reducing water and energy consumption in the dyehouse:

- Project for saving time, water and energy in preliminary finishing. This project aims at achieving water savings at the rate of 30-35 % per year and energy savings at the rate of 20-25% per year.
- Project for dyeing with low liquor ratio in the dyeing machine. This project aimed at achieving water savings at the rate of 30% and energy savings at the rate of 25% in the dyeing process.
- The project for using ozone in the washing process instead of water and chemicals.
- Project for water free poliester and cotton dyeing.

## Energy saving projects that were carried in 2013 and the outcomes of these projects

Energy	Project	Outcome
Electricity	Automation implementation in compressors	180.000 kg/year CO <sup>2</sup> emission reduction.
Electricity	Change of the edge stiffening system in compact machinery	350.000 kg/year CO <sup>2</sup> emission reduction.
Naturel Gas	Heat recovery system	14.000.000 kg/year CO <sup>2</sup> emission reduction.
Naturel Gas	Replacing the hot oil system with direct combustion system in Ram machines	2.950.000 kg/year CO <sup>2</sup> emission reduction.

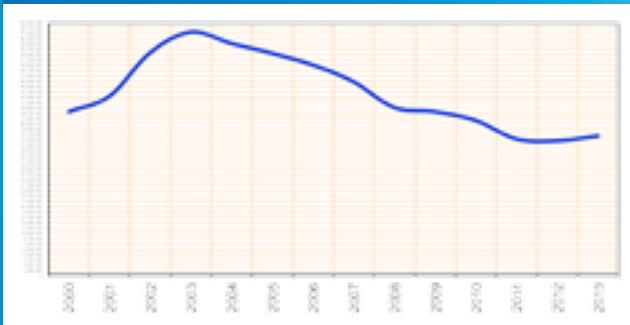


# Water is life, we appreciate its value

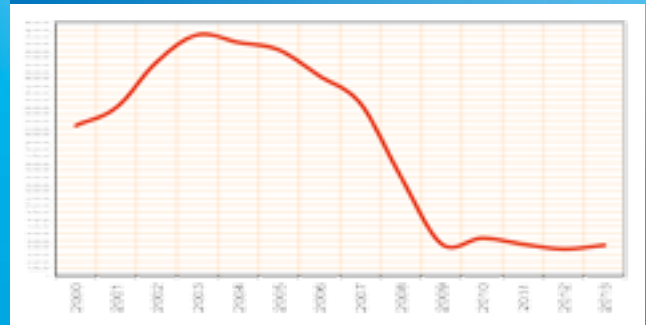


Yeşim has commissioned its in house treatment plant in 2000, treating and discharging 6.000 tons of water to the nature every day. This plant is one of the first in house examples in the textile sector with its capacity and its construction at international standards.

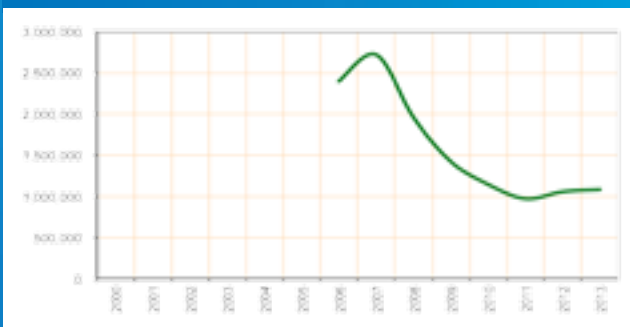
**Electricity Consumption (Kw)**



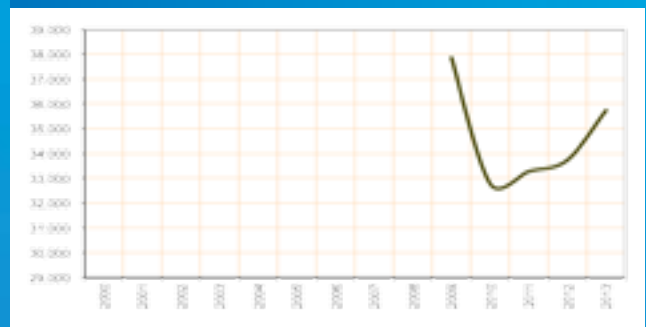
**Natural Gas Consumption (Kw)**



**Demineralized Water Consumption (m³)**



**Coal Consumption (ton)**



No major defect was found during the environmental audits that were carried out in 2013 and no environmental accident was experienced.





## Environmentally friendly brands

Yeşim's environmentally friendly brands represent the production made in the «green factory» concept and the vision of the company. The brand Yeşim Organic was patented in 2010 and the brand Yeşim Recycle was patented in 2011.

## Online tracking for Yeşim

Yeşim Textile participated in the project that was started by Metropolitan Municipality; 'online monitoring of wastewater' application. The 9th after the eight monitoring stations that was established in other companies was launched at Yeşim Textile by the Bursa Metropolitan Municipality. Mayor Recep Altepe came to the Yeşim Textile regarding the subject to investigate the station with Yeşim Textile CEO Şenol Şankaya in September. Altepe informed that online monitoring stations are being established individually for each factory in Bursa and the 9th station in this direction was established in Yeşim Textile. Yeşim Textile online tracking system that is established measures water parameters and instantly transmits the

readings to The Provincial Department of Environment and BUSKI; therefore it is prevented for companies to pollute the rivers. Altepe noted, "Parameters for dissolved oxygen in the water, the water conductivity, pH value of the water, the water temperature and water flow are instantaneously communicated to the Provincial Department of Environment and BUSKI. In this way, we manage the remote control of all industry and avoid pollution of the environment.



## Targeted achievements from the projects to be carried out in 2014

Energy	Project	Outcome
Electricity	• Using variable speed control units in the soft water and hard water pump motors.	Reduction in the CO <sup>2</sup> emissions at the rate of 575.800 kg/year
	• Using variable speed control units in the well pump motor.	Reduction in the CO <sup>2</sup> emissions at the rate of 265.500 kg/year
	• Using LED lamps for exterior lightning	130.000 kg/year CO <sup>2</sup> emission reduction
Naturel Gas	• Heating the fresh air to be fed into the stenter with hot exhaust gas.	Reduction in the CO <sup>2</sup> emissions at the rate of 70.000 kg/year
	• Steam system for compact and sample plain dyeing machines (Sundays)	Reduction in the CO <sup>2</sup> emissions at the rate of 500.000 kg/year

## Targets for 2015

- Recovering more than 50% of the process water
- Increasing the share of organic fabric production in the total production to 25%.
- Increasing the share of yarn manufactured from cotton produced to BCI standards in the total fabric production to 20%.
- Increasing the share of African cotton in the total production to 4%.
- Increasing the share of recycled fabric in the total fabric production to 5%.

# Environment is our social responsibility

Yeşim Textile carries out numerous initiatives under the scope of its social responsibility in addition to social compliance requirements with respect to the environment.

## Junior TEMA project

Students in the 6 year old age group leave the nursery school as a voluntary member of TEMA since 2011 under the project carried out jointly by TEMA and Yeşim kindergarten.

The children receive training on preserving the environment throughout the year in line with the curriculum of the nursery school under the scope of this project and

participate in activities and events. At the end of the academic year the children in the 6 year old age group are given badges at the graduation ceremony to symbolise the training they have received and they are enrolled with TEMA as members, and this membership will continue until they are 18 years old. 60 children who have graduated in 2013 have become «Junior TEMA» members.



## Projects that were carried out jointly with Tema until now

- Twin Village Project (Şükriye village-2000)
- Sukru Sankaya Commemoration Forest ( 2006)
- Friends of Recycling Schools Project (2007)
- Let's Avert Global Warming (2007)
- TEMA advertisement published free of charge in the Önce İnsan magazine(2009-2011)
- Junior TEMA Project (2011)

## «Green IT» initiatives carried out by the Information Technologies Department of Yeşim Textile

- BLADE Servers which require lesser space, energy and air conditioning were started to be used in 2008 to initiate Green IT initiatives within the organization of Yeşim.
- DELL Vostro products with an environmental approach and LCD monitors were purchased after 2008 to support the Green IT initiative.
- We have started to dispose of our electronic waste through certified recycling companies in 2009.
- In 2014 we plan to rearrange the system room to make it compatible with the standards in an effort to take a further step under the scope of the Green IT initiative.

# Environmentally friendly production

**Yeşim Textile aims at reducing the adverse impacts of the products it manufactures on the environment, during their life cycle, to the extent possible. To this end Yeşim Textile engages in alternative efforts for environmentally friendly products and endeavours to consume resources to a lesser extent, to recycle and reuse the products.**

## Wastes are collected safely

- Used vegetal oils collected at canteen. Used vegetal oils given without cost to licensed recycling companies.
- Oily rags are collected separately from other wastes at maintenance departments and are sent to licenced firms.
- Contaminated barrels, chemical containers, IBC's are sent to hazardous waste area (temporarily) from chemical and dye preparing areas. Contaminated barrels, chemical containers, IBC's are transported to licensed recycling facilities by licensed transporting companies.
- Fluorescent lamps are collected in safe containers and separated from other wastes. Send to recycled licenced firms and waiting for the acceptance.
- Used electrical equipments are collected in labeled containers at waste storage area. Applied to a licensed recycling company and the application has accepted. Waste electrical equipments are collected at the hazardous waste storage area. When the waste quota gets full, electrical wastes are sent to the licensed recycling company.
- Medical wastes are taken by the licensed vehicle of local waste company.



**Waste papers are collected on a regular basis and delivered to licensed recycling companies.**



**Waste batteries are collected and delivered to recycling companies which destroy the batteries safely.**



**Waste plastics are collected and delivered to licensed recycling companies.**



# CSR Activities Report







## Yeşim is aware of its social responsibilities

Yeşim Textile meets social compliance requirements regarding production and also carries out social responsibility projects voluntarily. The social responsibility projects mainly address our employees, the environment, education and sports activities.



## The Clubs encourage personal development

Yeşim Textile has put various social activity clubs into practice for its staff in order to enliven social life and contribute their social and personal developments. In these clubs, the staff is organizing different activities voluntarily. In this frame, the activities in 2013;

### Excursion and Entertainment Club

- Botanic Park excursion for Trainees (8 May 2013)
- Bowling Tournament (8 November 2013)

### Fashion Club

- 'WGSN Trend Presentation' with Erdiñ Karataş (11 July 2013)

### Futurists' Club

- Training by Nergis Akinci on "Futurism and youth" (24 July 2013)
- Bulletins of Futurists' Club (4 bulletins were published in April, June, August and November.)

### Sport Club

- Şükrü Şankaya Football Tournament (October-November 2013)

### Positive Thinking Club

- Panel of Hatice Ünal on "Positive Thinking" (31 July 2013)
- Meditation Training for Children in Kindergarten (1 September and 1 November 2013)

### Innovation and Technology Club

- Bulletins of Innovation and Technology Club (Totally 4 bulletins were published in February, May, July and September.)

### Environment and Social Responsibility Club

- Blood donation to Red Crescent (18 November 2013)
- "TRY 1 from the Wage" and "Protection of Children with Leukemia Foundation (LÖSEV)" campaigns. (January and July 2013)





# Yeşim Textile opened its doors to “The World of Butterfly”

**Yeşim Textile touches to the lives of its female employees through “The World of Butterfly” project that is carried out with Uludağ Soroptimist Club in its 30th year.**



Adopting the contribution to the personal development of its employees as a principle, Yeşim Textile in its 30th year carried out “The World of Butterfly” project that aims to increase the awareness on health, law and family issues for all its female employees.

The opening ceremony of the project was held in November in Yeşim Textile with the participation of the female employees, customers and members of Uludağ Soroptimist Club. Within the frame of The World of Butterfly project, awareness raising activities for women are organized under three topics: “Woman and Health”, “Woman and Law” and “Woman and Family / Personal Development”. Trainings on different subjects such as legal rights and correct usage of foods are organized under this project. Trainings are also reinforced through several activities realized in the company and voluntary consultancy of club members to the women of Yeşim.

“The World of Butterfly” project is carried out considering that woman guides her child, husband and family and is the basis of the society. It is thought that the society would develop and the quality of society would increase if woman is trained, her manners are increased and her grace is deepened.

Associated the butterfly concept in “butterfly effect” theory of Edward N. Lorenz to woman, the project is named “The World of Butterfly” highlighting that butterflies may change everything slowly through flapping their delicate and colorful wings slowly.

Soroptimists, which is a world-wide known voluntary woman organization, is a non-governmental organization that conducts national and international studies for the protection of women and children on the basis of equality principle of basic rights and the increase of women’s status and aims to create a peaceful and exorable world by means of projects targeting economic and social development as well as health and education.





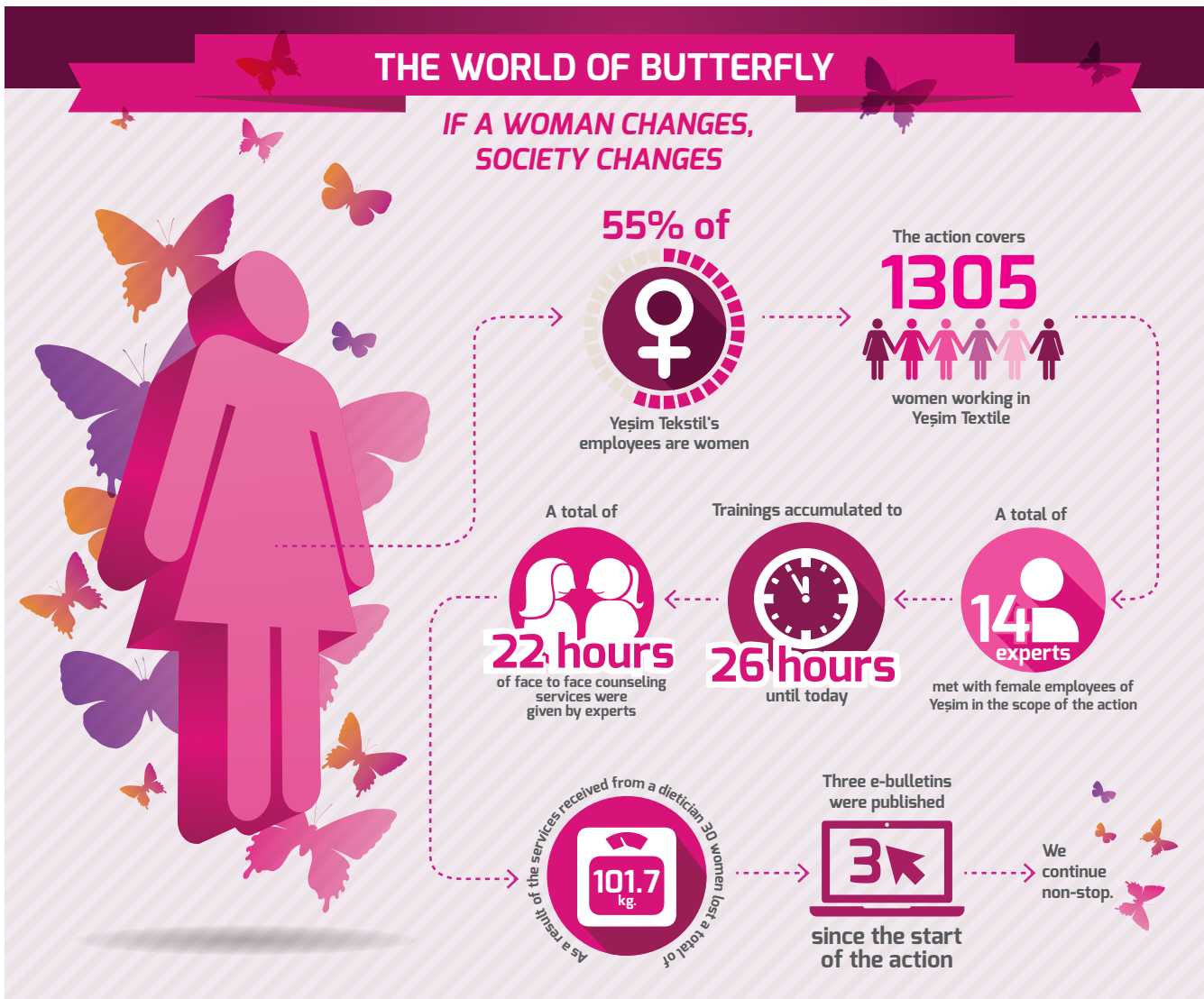
## Trainings given in 2013 under the frame of The World of Butterfly project:

Date	Subject	Speaker
13.June.2013	Features of Child Development for 6 Years Old	Workplace Pscyhologist Ayça Bolten Ülkü
25.July.2013	Features of Child Development for 5 Years Old	Workplace Pscyhologist Ayça Bolten Ülkü
12.September.2013	Sleep training for 0-4 years of children	Child Sleep Consultant Pınar Sibirsky
26.September.2013	Features of Child Development for 4 Years Old	Workplace Pscyhologist Ayça Bolten Ülkü
26.October.2013	Be Aware, Prevent Violence!	Sociologist Dr. Pelin Feymi
31.October.2013	How is correct nutrition?	Dietician Merih Eskicioğlu
01.November.2013	How can we generate motivation for healthy life?	Pscyhologist Aslı Çağlar Özkur
28.Novemer.2013	Features of Child Development for 3 Years Old	Workplace Pscyhologist Ayça Bolten Ülkü
12.December.2013	Women rights	Lawyer Özce Öztürk Boğa
18.December.2013	Preparation of healthy food and hygiene in preparation of healthy food	Dietician Merih Eskicioğlu

## Yeşim Women's Club and Uludağ Soroptimist Club Cooperation

An action done in cooperation between Yeşim Women's Club and Uludağ Soroptimist Club imported wedding dresses and dresses from famous stores was sold for with low prices in the İmece Club Center of Soroptimist Club in Nilüfer. The

income generated with the action was donated to Uludağ Soroptimist Club to be used in various organizations to support the status of women and girls in the society.



# Yeşim is preparing the youth for the future

Yeşim Textile, which values not only the personal development of its employees but also the interns, prepares the youth for the future.



## Journey to Future

Yeşim Textile launched the personal development program as of 2012 toward the high school trainees working in the company. Contribution to the professional improvement as well as personal development of students are intended by means of this program. Seminars that were organized in 2013 in this context were;

- Positive Thinking with Hatice Ünal (22.January.2013)
- Methods for Struggling Exam Anxiety with Workplace Psychologist Ayça Bolten Ülkü (12.March.2013)
- Training on «Be Aware Prevent Violence» with Sociologist Pelin Feymi (09.October.2013)
- Social Responsibility and Volunteership with Dilek Cesur (06.November.2013)
- Being a Team with Cem Çağal (11.December.2013)

## Trainees of Yeşim became education volunteer

In order to contribute the occupational improvement as well as the personal development of them, Yeşim Textile organizes a series of development seminars by name of "Journey to Future", which is compulsory for the high school trainees in monthly periods.

Within the scope of this seminars, Dilek Cesur - Manager of Institutional Communication gave a training for raising the awareness of the trainees on 6th November about "Social Responsibility and Volunteerism". Right after this training, a project was launched in Yeşim Textile so as to improve the conscience of social responsibility and volunteerism of the trainees.

43 trainees that joined the project presented the notebooks that were given them in return for 5 TRY and collected 2,600 TRY donation. While the trainees that collected the biggest amount at the end of the campaign were awarded, the collected sum was donated to Turkish Education Foundation Şükrü Şankaya Educational Scholarship for contributing the educational costs of students in insufficient financial situation.

## Trainee Development Program

Organizing several seminars and panels toward the business life within the frame of «Trainee Development Program» that

goes on for the university students in July-September 2013 period, Yeşim Textile aims to increase the accumulations of the trainees both in terms of professional skills and business life through social activity clubs. Yeşim will implement «Trainee Development Program» next year to prepare youngsters to have a vision and be a qualified graduates along with their university training. Organized seminars in this context were;

- Lean Management Model with Neslin Gazioglu (03. July.2013)
- Carrier Opportunities and Preparation for Interviews with Özlem Şenkoyuncu (10.July.2013)
- Communication and Body Language with Dilek Cesur (17. July.2013)
- Futurism and Youth with Nergis Akıncı (21.July.2013)
- Positive Thinking with Hatice Ünal (31.July.2013)
- Be Your Carrier Coach with Ayça Bolten Ülkü (15. August.2013)

## Exam stress training to interns

Yeşim Textile supported interns from high schools, who are stressed with their university entrance examinations. On 12 and 14 March, Ayça Bolten Ülkü, Company Psychologists have given trainings entitled "Methods to Overcome Exam Stress". Trainings lasted for 2 hours, which covered correct breathing and relaxing exercises. A total of 60 students have participated to the trainings. Trainings to reduce exam stress of the interns have received high interest.

## Cooperation of industry and university

Yeşim Textile signed a protocol with the Textile Design and Production Department of Gazi University Art and Design Faculty for the acceptance of 2 students as trainees every year. According to this protocol, Yeşim Textile will accept the students of Gazi University for 16 weeks for On-Site Training and support the students gaining experience before they enter in the sector. Feedbacks to be received from the students in Yeşim Textile will be used by Gazi University to increase their educational quality and raise textile designers in line with the needs.

# Yeşimspor introduces basketball to youth

Yeşimspor Club was founded in 2003 with a view to providing wider possibilities for sporting activities to the youth of Bursa and training basketball players for the team. Providing hundreds of children with the opportunity to engage in sports activities, the club has enjoyed considerable success both at local and national level. Under the coordination of the head coach, the club trains a total of 240 young people, 100 being from the infrastructure preparation group, 40 being licensed players, and 100 being from the basketball school to become ready for the future. Yeşimspor which celebrated its 10th anniversary in 2013, has signed a series of events during this year.



## Şükrü Şankaya Basketball Tournament

Şükrü Şankaya Basketball Tournament was organized in 9-10 October 2013 in Bursa in commemoration of Late Şükrü Şankaya, one of the founders of Nergis Holding. Tofaş, Oyak Renault and Osmangazi Municipality Sport Club as well as Yeşimspor attended to the tournament. Yeşimspor was the winner of the tournament. The tournament, the second of it was organized, is organized every year traditionally.

## Model workshop from Yeşimspor

Breaking new group in Turkey, Yeşim Textile organized "Technique and Mental Ecole Workshop" in 2012. Started out to raise sportsmen youth setup, Yeşimspor organized the 2nd workshop on 25 June 2013. During the full day workshop in the company, the ways how to improve the standards regarding the technical and behavioral attitudes of the club.

## Little Men demo team were selected

Development seminar, which was compulsory for the trainers of youth setup and 1st, 2nd and 3rd levels so as to be granted the visas for their cards for 2013-2014 season, was organized for the first time in Turkey by TBF Educational Committee in Kuşadası. Learning and application of basic basketball techniques and using force to young basketballs were handled while Yeşimspor Little Men Team attended the seminar as an implementation group. At the end of the seminar, kids of Yeşim were awarded with a certificate of appreciation by Kamil Uzun - President of TBF Education Committee and members of TBF Education Committee. Cem Çağal - Club Director of Yeşimspor gave a lecture about «Teaching and Implementation of Individual Defense and Shooting Technique» during the seminar.

## Şükrü Şankaya Football School

Şükrü Şankaya Football School, which was formed by the Association of Professional Footballers of Bursaspor in 2009, was financially and morally supported; thus hundreds of children are provided opportunities to do sport in professional conditions. In this context, 30 children got benefit from Şükrü Şankaya Football Summer School free-of-charge due to the private contingent allocated to the children of Yeşim in 2013 summer period.

# Sharing is beautiful

**Yeşim Textile sees sharing resources, opportunities and possibilities with the community as a part of its social responsibility.**

TRY 600,000 of the total TRY 1.487,000 Corporate Social Responsibility budget of Yeşim Textile was allocated to social responsibility activities in 2013.

## Blood donation to Red Crescent

Employees in Yeşim donated blood to the Red Crescent in 2013 as it is done every year. People of Yeşim that are willing to donate blood went to the blood donation points, which the Red Crescent established in the health unit of the company, in November and donated blood.



## Institutions and organization being donated in 2013:

- Turkish Foundation of Assistance and Education for Disabled (TESYEV)
- Association of Journalists
- WYBS Basketball Summit
- En Club
- Mor Salkim Women's Solidarity Association
- Emine Örnek Schools

## Products and amounts donated:

16,264 t-shirts, 250 table clothes, 100 long-sleeves t-shirt and 70 bed sheet.

## Food supplies for Children with Leukemia

Through the campaign organized in Yeşim Textile in July, volunteer employees donated the food supplies that were provided by company to the Foundation for the Children with Leukemia (LÖSEV). Totally 282.5 kg food supplies were delivered to LÖSEV. Delivered foods were distributed to families of children being treated for leukemia and with poor financial conditions.

## Support to "TRY 1 from the Wage" campaign

On January Olay FM has started "TRY 1 from the Wage" campaign. In the scope of the campaign money was collected in penny banks for a week. TRY 550 was collected and sent through the Governorship of Bursa to the Avşar family from Antalya, who needs treatment for their two children suffering from thalassemia, who need an exchange transfusion every 10 days.

## Yeşim sponsored an environmentalist movie

Yeşim Textile which highly values protection of the environment in the scope of its social responsibility understanding has sponsored a long film entitled Balık (Fish) produced by Marathon Film. The movie starred by Bülent İnal and Sanem Çelik and directed by Derviş Zaim gives environmentalist messages to the audience.





## We support education in cooperation with the Turkish Education Foundation

Yeşim Textile supports the education of successful young individuals in poor financial standing through the “Şükrü Şankaya Education Fund” which is established in the memory of Şükrü Şankaya in cooperation with TEV.



### TEV Şükrü Şankaya scholarship fund grows every day

The cooperation between Yeşim and TEV in the field of social responsibility continues steadily since 2006.

In 2013 a total of TRY 38,468 were donated in the scope of TEV Happy Day Flowers campaign and other donation activities.



## The name of Şükrü Şankaya lives in education

The mission of Şükrü Şankaya, one of the founders of Yeşim Textile who endeavoured his best efforts to support education is pursued by the company. Yeşim Textile considers supporting education as a part of its social responsibility.



### Şükrü Şankaya Primary School

Şükrü Şankaya Primary School which was commissioned in 1951 as the only school in the region, was renewed, repaired and modified in 1990 by the late Şükrü Şankaya, the founder of our company upon the suggestion by Bursa Governor's office. New sections were added to the school in the academic year 2006-2007. All the needs of the school are met by Yeşim Textile since then. About 1500 children received education in this school.

### Şükrü Şankaya Anatolian High School

This school which was erected and donated to the Ministry of National Education in 1996 by Şükrü Şankaya, is one of the most successful high schools in Bursa. Yeşim has later



added a computer laboratory to the school. The company contributes to the needs of the school in every academic year. Yeşim has supplied the sweat suits of the students and had bought a cleaning robot for the school. A budget at the amount of TRY 10.000 was allocated for these expenses. Şükrü Şankaya Anatolian High School This school which was erected and donated to the Ministry of National Education in 1996 by Şükrü Şankaya, is one of the most successful high schools in Bursa. Yeşim has later added a computer laboratory to the school. The company contributes to the needs of the school in every academic year. Yeşim has supplied the sweat suits of the students and had bought a cleaning robot for the school. A budget at the amount of TRY 10.000 was allocated for these expenses.



## Önce İnsan (People First) Magazine disseminates the messages of the company

The Önce İnsan Magazine which is the corporate publication of Yeşim Textile disseminates the social compliance and social responsibility initiatives to the society. Additionally it publishes information on social responsibility and environment in each issue to raise awareness among its readers on these topics.

## Dissemination of the Global Compact agreement

Period	2012		2013	
	Number of news articles	Reach	Number of news articles	Reach
January			1	75.000
February			2	109.000
March	1	75.000	6	342.000
April			2	336.270
May			8	1.546.086
June	1	75.000	4	160.648
July			2	36.000
August			1	171.642
September				
October			2	112.260
November			5	221.820
December			3	119.976
<b>Total</b>	<b>2</b>	<b>150.000</b>	<b>36</b>	<b>3.231.102</b>

In 2012-2013, 29 news articles about Yeşim Textile, SA 8000, social responsibility, social convenience and Global Principles Agreement were published and reached 3.381.102 people.

The following communication channels were used to disseminate the information contained in the 2011 Global Compact report after it was published.

- The new report was published on the corporate web page of Yeşim ([www.yesim.com](http://www.yesim.com)).
- An article was featured in Yeşim's corporate magazine Önce İnsan on the publication of the report. The magazine was published in digital medium at the web site [www.onceinsan.com](http://www.onceinsan.com), disseminating this information also on the internet.
- It was sent to all customers, subcontractors and suppliers as an e-bulletin.
- It was shared by the Facebook page of Yeşim, which has around 9000 members.
- It was published in the intranet portal to disseminate the relevant information.
- It was featured in our corporate newsletter "Önce İnsan" and shared with all employees.



The Önce İnsan newsletter which is published only for Yeşim employees raises awareness of our employees in each issue on the environment, social compliance, occupational health and safety page and gives information regarding the developments.

# Yeşim is sharing its experiences

## Information is reproduced by sharing

Yeşim shares the initiatives it has undertaken under the scope of sustainability for a more beautiful world on national and international platforms.



**Yeşim Textile, which stands out with its social responsibility and lean management activities in addition to production, participates in events of various institutions to share its experiences.**

### Yeşim Textile and ÜSİGEM Together

The protocol, signed between Yeşim Textile and University Industry Cooperation Development and Research Center (ÜSİGEM) in 2010, sets an important example in terms of the professionalism of the cooperation between university and industry. At the same time a new research is done within the frame of the protocol that have the characteristic of being the first protocol of ÜSİGEM signed with a private

company. The research that was conducted by the Textile Engineering Department in the Faculty of Engineering of Uludağ University with the contribution of Yeşim Knitting Department under the title of "Clothes Providing Electromagnetic Protection" were concluded as a doctoral thesis and published in the university. The project moreover appeared in Textile Research Journal in last November, which is one of the most prestigious textile magazines around the world.



### Sustainability efforts are shared

Tunç Aydoğan - Lean and Quality Director had a speech on «Sustainable future in Lean management» during the 6th Simple Conference that was organized on 2-3 December in Hilton Convention Center by the Lean Institute.

Dilek Cesur, Yeşim Textile Corporate Communication Director took part in 1st Aegean Textile Day, which was organized by the students of Textile Club of Ege University on 27th March and shared her knowledge and experiences with the participants about the preparation of Global Compact Report of Yeşim Textile that is published annually by Yeşim Textile.

Dilek Cesur, participated as a keynote speaker in the "Innovations in Cotton for a Sustainable Future" conference held at Sakıp Sabancı Museum on 21 May 2013. Dilek Cesur was one of the speakers, together with the speakers of Bossa and Denim companies, in the "Industry Experience in Moving Towards Sustainability" session, and presented the activities of Yeşim for a sustainable future.

Yeşim Textile Nike Business Unit Director Mazhar Kazancıoğlu has participated in "Sustainable Business Summit 2013" on 2 October 2013 in İstanbul and in the session entitled "The Name of the Game: Cooperation" presented Yeşim Textile's supply chain implementations with a focus of the importance of the sustainability of the supply chain. CDP, Global Compact Turkey, CSR Europe and UNIDO also participated to the conference held at Four Seasons Bosphorus Hotel.

Yeşim Textile's lean activities were shared during the Industrial Engineering Spring Conference, organized under the "Lean Transformation" theme at MMO Tepekula Congress and Exhibition Center during 4-6 October 2013 by TMMOB Mechanical Engineers Chamber İzmir Branch.

Tunç Aydoğan, Lean and Quality Director, participated in the "Uludağ University Information and R&D Days" as one of the speakers. Aydoğan participated as a keynote speaker to the "Lean Thought and Implementations" panel with a presentation entitled "Owner of the Job" to address the lean management and production implementations at Yeşim. Aydoğan has responded to the questions from the participants after the presentations. Aydoğan also participated to the LDG (Lean Development Group), which was organized for the 16th time by Nike and held in China, and presented Nike's lean production vision and the lean initiatives in apparel for the 2013-2015 season.

Coordinated Human Resources, Quality, Social Compliance, Workplace Health and Security implementations based on lean management in Yeşim have been explained in the conference where Özlem Şenkoyuncu, Yeşim Textile Human Resources Manager and Neslin Gazioglu Özkaya, Lean Office Chief participated as keynote speakers.



[www.yesim.com](http://www.yesim.com)

Yesim Textile Sanayi ve Ticaret A.Ş.  
Ankara Yolu, Gürsu Kavşağı Kestel/Bursa/TURKEY Tel : +90(224) 280 86 00

