



Yeşim Textile Progress Report **2014-2015** >>>





producing for the world





# 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. Yeşim Textile is in the Board of Managers of Global Compact Turkey since March 2014.

## 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.

## 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 2014. 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 2015 and subsequent years are communicated in the report together with the relevant data.

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# Continuing the sustainability journey

Efforts to build a sustainable future are becoming increasingly vital in today's world. Yeşim Textile has committed to sustainability as one of its main strategies and shapes all its relationships with its stakeholders accordingly.

Our company holds world's most prestigious SA8000 social compliance certificate and is a member of Global Compact, the widest network in the world in this field, proving the importance given to this issue by our company for a long time. Our SA8000 certificate, which was renewed for the 4<sup>th</sup> time last year and our progress report as issued by Global Compact for the 6th time mark our commitment to this issue. Our Corporation considers the concept of sustainability in its widest sense. Our company has adopted green production strategy and developed environment friendly work processes in all aspects setting an example for the entire industry. Holding international certificates for environment friendly production, our company systematically engages

in projects for waste water treatment plants as well as water and energy recycling projects with its environment friendly brands. Yeşim Textile believes that social compliance is an essential prerequisite for sustainability. Consequently we consider it imperative to establish systems regulating working conditions of our workers with particular attention to gender equality and to take occupational health and safety measures. Our Social Compliance Department established as a result of importance placed on this issue for a long time, leads our efforts to this end.

After fulfilling all these prerequisites, we aim at giving back to the society what we have received from them by social responsibility projects. All social responsibility projects are long term projects covering all our stakeholders.

Furthermore sharing all our efforts on sustainability with our stakeholders and the society at large is one of our priorities. In this scope we have taken an active role in the Global

Compact Turkey's Board of Managers in March 2014 and try to become a Pioneer and disseminate activities in this regard all around in Turkey.

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.
- 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.
- 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.

**In this scope we have taken an active role in the Global Compact Turkey's Board of Managers in March 2014 and try to become a pioneer and disseminate activities in this regard all around in Turkey.**

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.

- 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 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.

## 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 and Esprit in apparel and Matheis-Schlafgut in home textiles sectors.**

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





»» 2014;

Exports  
256 Milyon USD

Revenue  
260 Milyon USD

## Our certificates and global memberships

- SA8000
- BSCI (Business Social Compliance Initiative)
- Oekotex Standard 100
- GOTS (Global Organic Textile Standard) manufacture from %100 organic cotton
- OCS (Organic Content Standard)
- BCI (Better Cotton Initiative)
- Bluesign
- ISO/IEC 27001:2005 (Safety)

## Capacity of company production

knitting

**50**  
tons / day

dyeing

**60**  
tons / day

printing

**100.000**  
meters / day

apparel

**150.000**  
units / day

home textile

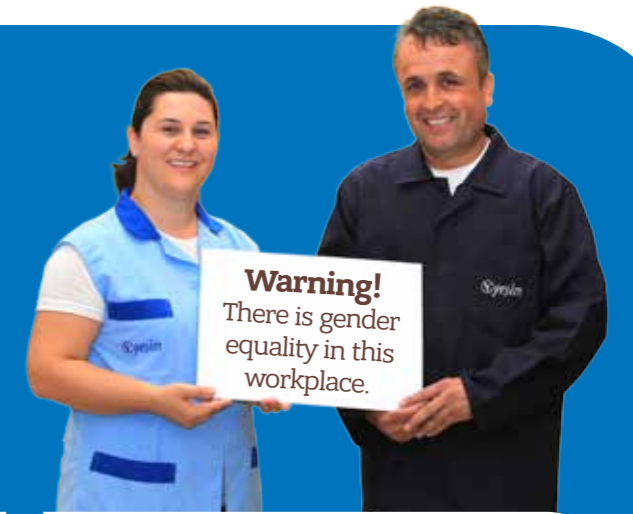
**100.000**  
units / day





## We support women's participation to economic life...

We value employment of women to achieve gender equality. For 26 years women produced and their children were raised in safety and love in the kindergarten of Yeşim.



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

Approximately 300 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 2380 individuals in house and provides employment opportunities to around 10.000 individuals in the aggregate including domestic and international subcontractor.

Number of Female Employees

**1244**

Number of Male Employees

**1136**

Number of Interns

**64**





With its exports reaching 256 million dollars, Yeşim Textile ranked 54<sup>th</sup> best company of Turkey and the 5<sup>th</sup> best company of Bursa in the Largest Companies of Turkey survey of Turkish Exporters' Assembly.

## Achievements in 2014

»» Yeşim Textile rewarded by various institutions and organizations according to its 2013 data and performance.

Yeşim Textile held the 274<sup>th</sup> position in the "500 Largest Enterprises" list of Istanbul Chamber of Commerce (ISO).

In the Ceremony entitled "Adding Value to the Economy", which was organized by BTO on November 7 in Merinos Atatürk Congress and Culture Center, Yeşim Textile was declared the 5<sup>th</sup> Biggest exporter in Bursa after international automotive giants Oyak Renault, Tofaş, and Bosch and Componenta Dökümcülük; Yeşim Textile was the only company with 100% Turkish Capital in the list. Yeşim Textile's award was presented to CEO Şenol Şankaya by the Deputy Prime Minister Bülent Arınç.

Yeşim Textile Factories and Yeşim Stores A.Ş. ranked 233<sup>rd</sup> in "Turkey's Largest Companies" list of Fortune magazine.

In the awards ceremony entitled "Stars of Exporters", which was organized by Uludağ Textile Exporters' Union in April, Yeşim Outlet Stores and Yeşim Textile was given "Achievement Award". In the ceremony, where 75 companies were

awarded with gold, silver and bronze medals based on their exporting performances in 2013, Yeşim became the first and received the "Export Achievement Award".

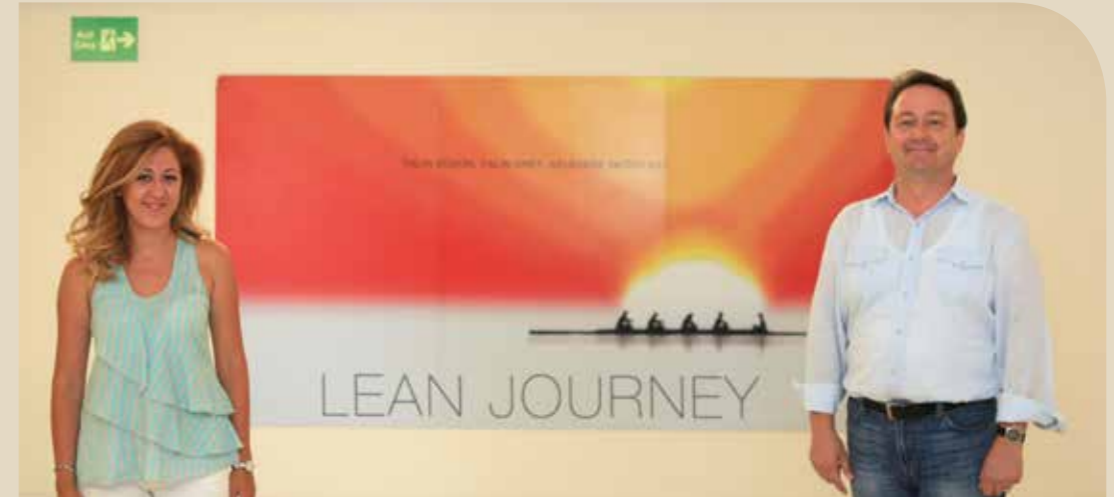
In the Anatolia's Top 500 Companies research of the Economist magazine, based on the 2013 data, Yeşim Stores became 60<sup>th</sup> and Yeşim Textile became 100<sup>th</sup>.

Yeşim Stores was 322<sup>nd</sup> and Yeşim Textile was 451<sup>st</sup> in "Turkey's 500 biggest companies" survey of Capital magazine.



Yeşim Textile was selected as the second best company in Turkey in May in a contest in the scope of the "increasing gender equality in the work life" activities carried out by the Ministry of Labor and Social Security.





»» 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 fully 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 are 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.

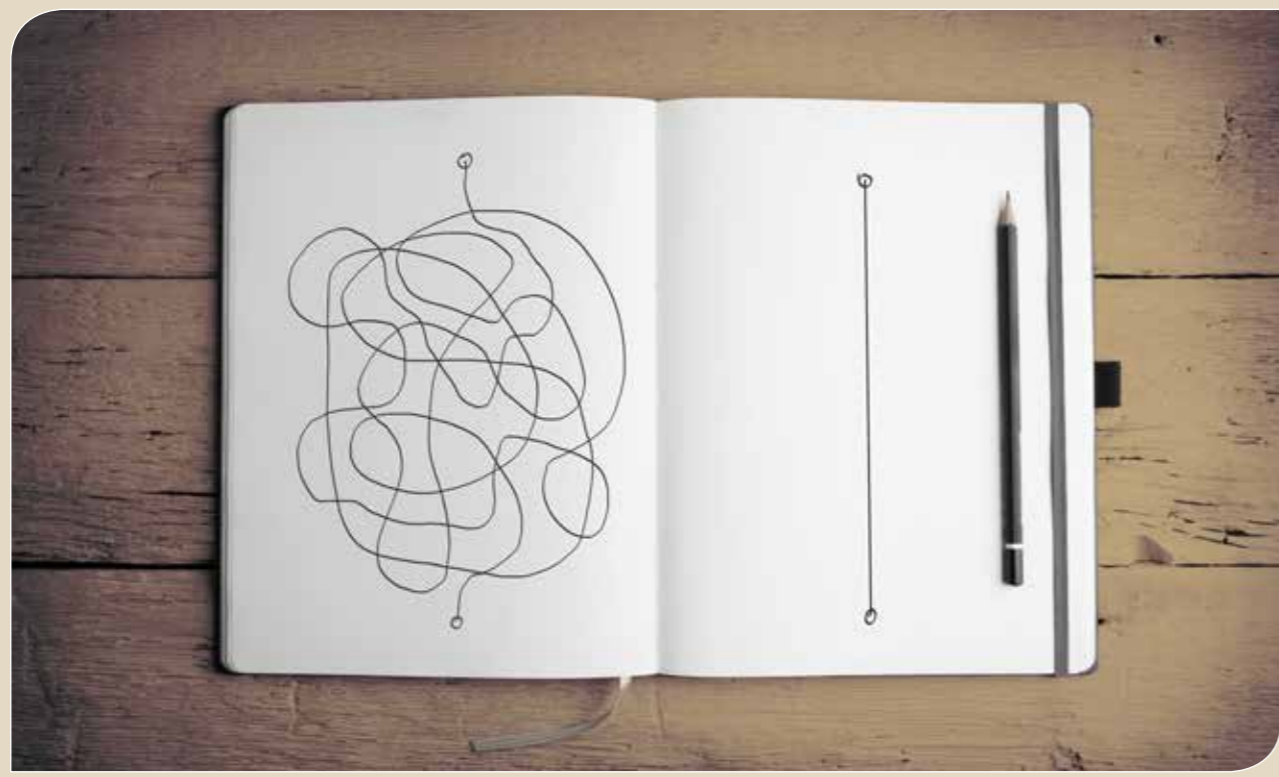
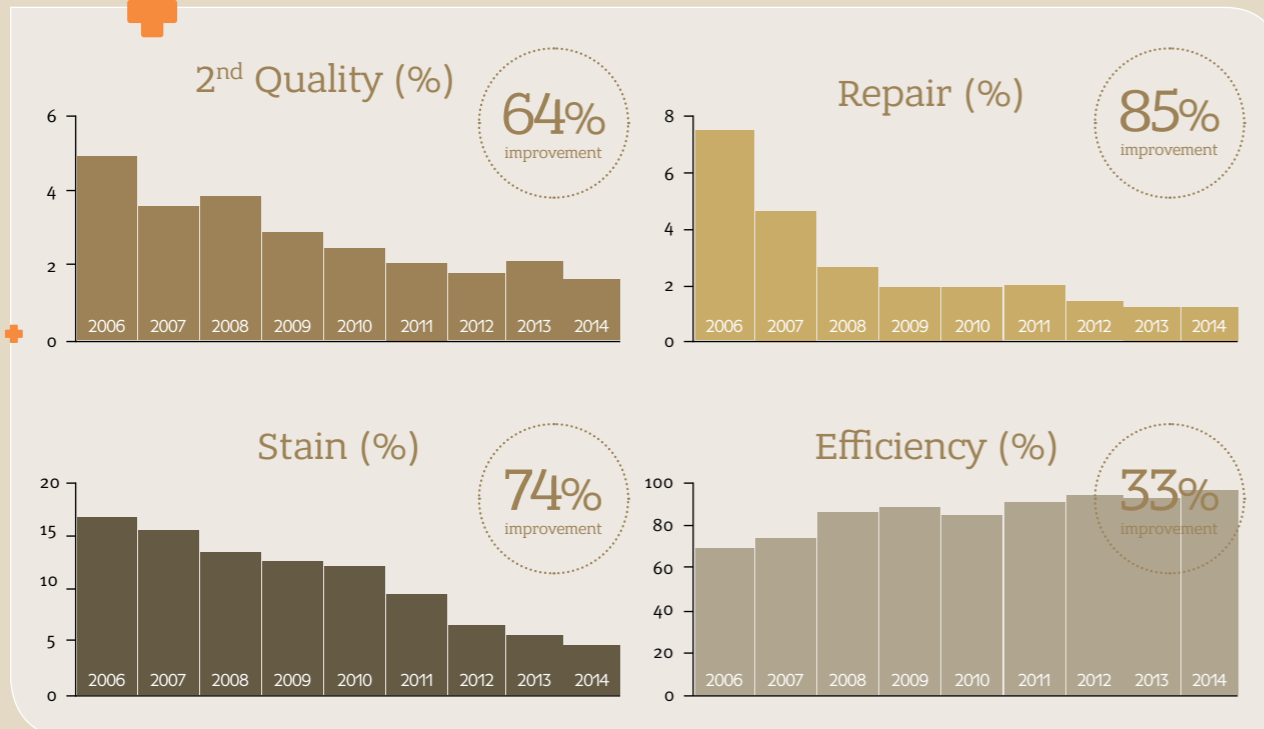
The road to sustainability goes through being a company, which is lean, green and has empowered workforce.

#### Lean Gains

Kaizen works of Yeşim Textile, which is among its sine qua non for continuous improvement, also continued in 2014 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 2,345 with 12,080 participants as of 2014.

In 2014 using the weekly kaizen calendar, kaizen pioneers were selected by comparing the number of kaizens in each department. By this way, the participation to lean production works and the awareness for being a part of continuous improvement are strived to be increased.





**To ensure everyone knows what is lean**

Lean Office, continued to increase awareness on lean production of the employees of Yeşim, with activities carried out at production departments and offices in 2014. The trainings started in March with Business Unit 1 and continued in May with Business Unit 5. In the scope of the trainings every employee received six different trainings

related to Lean Production and Value, 7S and Visual Factory, In Station Quality, Standardized Work, PDCA, Problem-Solving Techniques-Kaizen. During trainings implementations took place to increase of the level of adaptation of the information learned. In total the trainings took 26.5 hours and reached 662 people.



**Information weeks**

The series of “information week” that the lean office initiated in December 2012 also continued in 2014. Information on variable subjects chosen in accordance with the survey results located in the portal was provided monthly 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, PDCA, best lean practices, best kaizen activities, standardized work, 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 monthly.



**Benchmarking**

Lean Office is continuing visits to compare lean applications in different companies and sectors and to share information with such companies. The lean office which started 2014 with the aim of “12 comparison visits in 12 months” and has visited companies such as Coşkunöz Metal Form, Kilim Furniture, Coats, Uludağ University, Pres Metal and Aster Textile.

**Leadership and lean sharing**

The Lean Office is involved in various projects to become an example globally and to lead others. One of these activities was the preparation of an article for the website “Planet Lean – The Lean Global Network Journal” which is a new website established by worldwide known lean

institute consultants. The article is the first to be published in the website and tells the story of lean transformation of Yeşim Textile, which is shown as an example for its lean activities in the textile sector. The article was published on 19 February 2014 and you can access it at [http://www.planet-lean.com/index.php?option=com\\_content&view=article&id=471](http://www.planet-lean.com/index.php?option=com_content&view=article&id=471).



**Nike Lean Forum**

The lean office has participated to the “Second Lean Forum” which was organized by Nike and its just normal office in April 2, 2014 and also the “Third Lean Forum” which was organized by the company Milteks between the dates 22 and 23 October 2014. During the first day of Third Lean Forum, which took place for two days, the leader of lean production Toyota was visited to see the best applications in place. During the meetings participants shared their applications and know which about various subjects. The lean forums are organized once in every six months.

**Continuing dissemination of lean production with suppliers**

Lean activities not only continue in Yeşim Textile but also in suppliers, stakeholders, and other locations of Yeşim. Lean trainings and support which were given in January 2014 at the factories of Moldova gave results in February 28, 2014 and the first NOS lean production line at the factory Asena 4 received approval. NOS approval is evaluated by Yeşim Textile’s customer Nike to see if the minimum of eight criteria (connected operations, inventory control, andon, performance indicators, quality at station, standardized work, 5S, and visual management, team management) are fulfilled. These criteria are seen as an indicator if the company is applying lean operations as a basis. Also NOS lean production line plays a role for selecting producers by the customers and is importance of continuing production and customer satisfaction. As a result of activities in this area two more production lines were approved in Moldova in May, and therefore the number of NOS approved production lines of Yeşim reached 14, and six of them are in Moldova.





**Y** *yesim*


**Social Responsibility Policy**

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

- ◆ **Child Labour**  
Not to employ any worker under the age of 18 and act in accordance with the laws of child and young labour employment.
- ◆ **Forced and Compulsory Labour**  
Not to employ any worker bounded by contract, by force or without consent
- ◆ **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 provide a working environment 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
- ◆ **Discrimination**  
Not to employ workers according to their race, colour, language, religion, ethnical background, pregnancy, marital status or gender but to employ according to the skills required to perform the job and refer to the same criteria for compensation, benefits and promotions
- ◆ **Diciplinary Practices / Harassment and Abuse**  
Behave respectfully to the personality of all the employees and not to implement any corporal punishments, not to let verbal, physical or psychological coercion or harassment of any kind
- ◆ **Working Hours**  
To comply with laws and regulations controlling working hours and seek consensus of the worker for overtime
- ◆ **Compensation and Benefits**  
To respect normal or overtime working wages and social benefits described in laws, regulations or in collective bargaining agreement
- ◆ **Environment**  
To follow the current environment laws and to prevent environmental pollution based on environmental aspect & impact analysis, reduce pollution at source
- ◆ **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 a framework of a management system which is composed of laws and regulations in force, customer codes and SA 8000 Managemet System Standard.

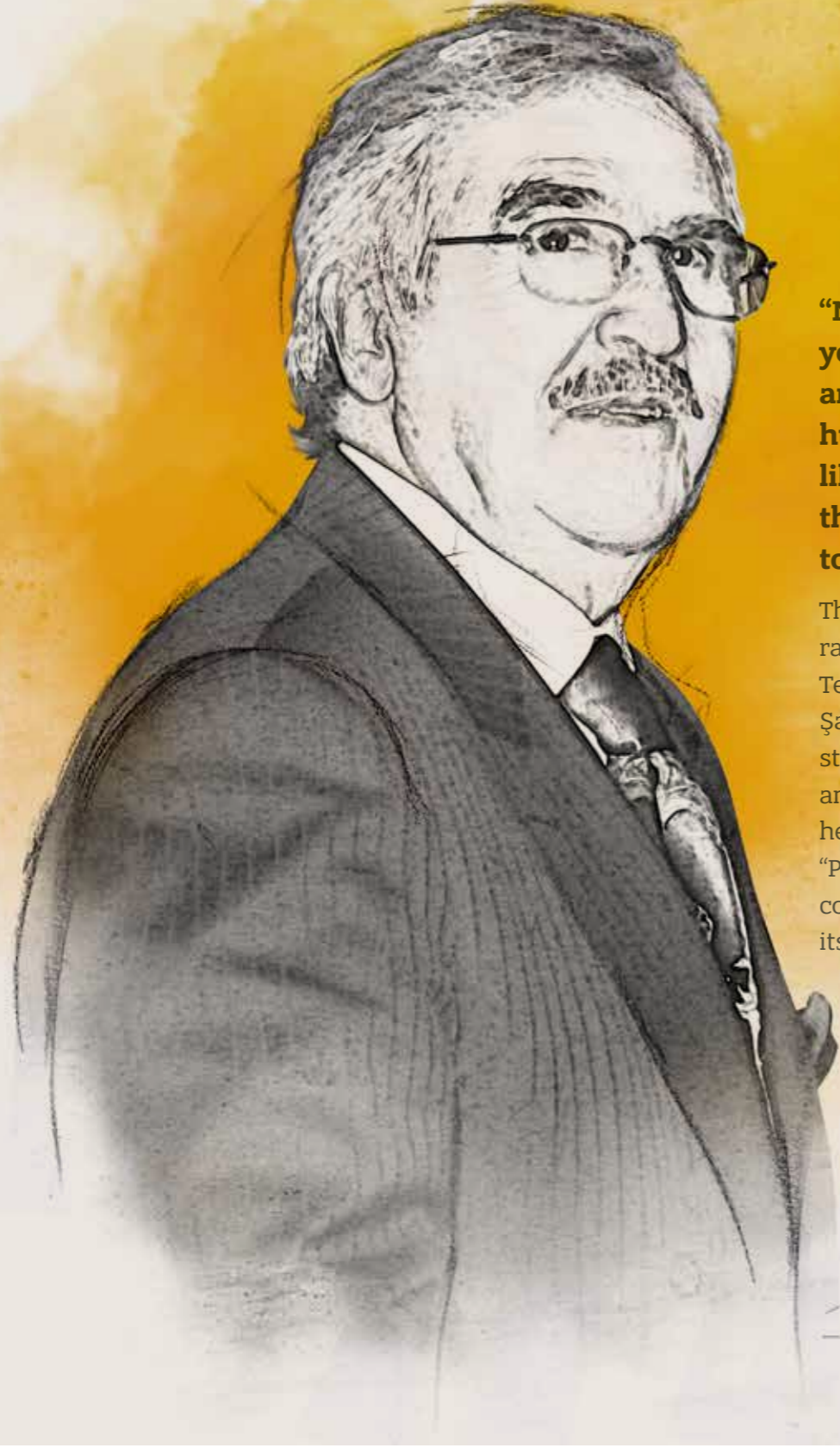
Senol Sankaya  
Chief Executive Officer



Effective Date: 02/08/2004      Revision No: 03      Revision Date: 28/05/2011



# 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.

Also 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 970.177 from its total Corporate Social Responsibility budget of TRY 1.530.177 to social compliance, occupational health and safety in 2014.

## Employee representatives were selected

In September 2014 the garments and hunting departments at their own location, and printing, processing, knitting, dyeing departments at the cafeteria voted to select their representatives to the Workplace Health and Security Board. Seven permanent members and six reserve members were selected to the board, which gathers once a month and represents the employees of the company in the İSG board.



## Emergency situation evacuation drills



In 2014, 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 2014. The company has done a Fire Extinguishing Drill in June 2014 and increased awareness.

## Trainings for health and safety



In 2014  
**1500**  
hours  
of trainings  
were given.

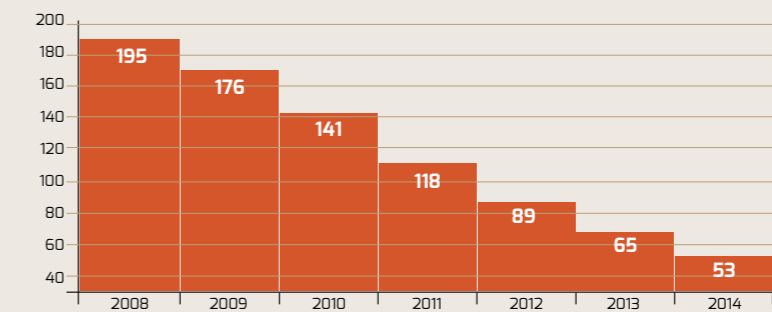
The Social Compliance - Environment - Occupational Health and Safety Board which was founded in 1983, comprising 30 members, convenes regularly on a monthly basis and adopts resolutions and the minutes of these meetings are recorded and communicated to the relevant departments. Occupational health and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



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.

SA 8000, Ergonomics, Individual Hygiene, Basic Workplace Safety, Workplace Security in Activities Involving Chemicals, KKD Usage and First Aid trainings" 1240 people received 1500 hours of training.

## Distribution of work accidents by year



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

In 2014 a total of  
**12.872**  
hours  
of training were  
given to  
employees

### Technique

Number of people	Hours
1693	6162

### Personal Development

Number of people	Hours
1595	6480

### Leadership

Number of people	Hours
136	230

### Total

Number of people	Hours
3424	12872





# Social Compliance

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

## Continuous 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.

## 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.

### 7S audits

7S audits that started in Yeşim in 2012 under the frame of sustainable production also continued in 2014. 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 2014, provided that 20 selected departments should be controlled once in 4 months.

## Our Company was subjected to the following social compliance audits in 2014

- Intertek SA8000 (March-July-December 2014)
- Intertek NIKE ESH SMS (May 2014)
- Inditex RTM (December 2014)
- Next SU (January 2014)
- Burberry & Esprit SU (April 2014)
- ÇSGB İSG (April 2014)
- ÇSGB Environment (December 2014)





### Joint environmental audit

Auditors from Ministry of Environment and Urbanization have visited Yeşim in December 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.

### Yeşim-Nike cooperation in BCI cotton

Yeşim Textile, became one of the partners of Nike for the production of products in the scope of Better Cotton Initiative (BCI) in the world. In this scope Linai Vaz DeNegri, Nike global sustainable cotton, sustainable production and resources director, and Nike TKLO Material Manager Ayçe Özgün have visited Yeşim on 15 October 2014 and presented Ali Yayla, Yeşim Textile Supply Chain and Purchasing Director and Enis Kızılay, Nike Customer Group and Material Manager, a plaque for taking part in this process.

Yeşim Textile, in the scope of this partnership agreement, will supports nature friendly production and sustainability by purchasing yarn made from Better Cotton (BCI) in will produce for Nike, and Converse, which is another brand of Nike.

Yeşim Textile will gradually increase yarn made from BCI cotton every year, and in 2014 the BCI yarn used accounted for 19% of total yarn used in production. The company aims to increase this percentage to 22% in 2015 for all production. And the company, which commits to use 100% BCI certificated cotton yarn by 2020, is working since 2012 in this area follows all developments closely.

### 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.



**Yeşim Textile is the first company in the ready to wear sector in Turkey to receive the SA8000 certificate which was renewed for the 4th time in 2014. There are only a few companies in the world which manage to renew this certificate for the 4th 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.







## Yeşim proved its trustworthiness again

Yeşim Textile, implemented necessary actions in order to protect the information of its customers and the business environment and prolonged TS ISO IEC 27001 Information Security Management System the certificate in 2014, which was received initially in 2013. In order to renew this document, which is valid for one year, the company needs to be audited regularly every year.

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

ISO/IEC 27001:2005 document is based on the principle of attainability, integrity 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 organizations 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.





### HUMAN RESOURCES MANAGEMENT POLICY

Human Resources department of our company, which in all stages of management and production, abides by the "Human First" principle and develops its strategies based on customers, profitability, speed, innovation and competence commits to:

- Start and manage positive change in line with the company strategies, plan current and future human resources to meet labor force needs;
- To identify innovative employees, who are open for improvement, have a high awareness and are able to easily adapt to company strategies and goals, and to invest in them;
- To create an open, trustable and participatory communication environment, which resonates with the personnel and the company;
- To create a common and fair performance system, which shows that employees are valued, appreciated and supported in their personal and occupational development;
- To continuously increase the satisfaction level in accordance with the expectations of the company and its personnel and regularly measure the level of satisfaction of its personnel;
- To monitor and inspect to ensure that personnel is working in an environment that respects labor laws and social responsibility policy of Yeşim and to evaluate any requests and complaints;
- To encourage employees to participate in training processes and to establish a win-win philosophy between the company and its personnel by using internal and external resources;
- To create a process management for all activities about personnel and to implement, monitor, report and continuously develop such processes;
- To work in a horizontal level with all departments during all processes of the company and to serve everyone by sharing and being reliable and having a smile.

  
Senol Şankaya  
CEO



# 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.**

Yeşim, which aims to establish a lean, corporate, result oriented, fruitful and sustainable organization structure, has revised its organization chart in 2014 with the help of a professional consultancy company. The new organization chart was prepared by defining the size of all positions in business processes, identifying risks and also taking into consideration opportunities for further development. In the new organization chart, the process - starting from the order of customers and going all the way to the delivery - is carried out in accordance with the value stream map and in line with lean management principals.

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.





### Human Resources Management System

In order to align the human resources management system with corporate and social compliance rules current procedures were reviewed and new procedures were written.

In the scope of the reorganization of the company which was initiated at the beginning of 2014 the duties of all white-collar workers were analyzed and they are job definitions were revised in accordance with the new format. In line with the information gathered the leveling system and wages were reorganized.

The performance management system was reorganized to be implemented starting from 2015. In this regard, the goals of the company and the departments were set together with the upper management, and activities to systematically report such goals were started.

### Rules of conduct

The rules of conduct of Yeşim were revised in accordance with the social compliance and customer expectations. The rules of conduct of personnel which was prepared in 2010 was revised in accordance with needs to ensure that employees of Yeşim could work in harmony and safely. The rules of conduct were conveyed to all ready wear employees in May by Özlem Şenkoyuncu, Human Resources Manager, in the scope of "Feedback Meetings". The rules of conduct was published in the portal and also was hung to information boards at the ready wear and operations departments.

### Orientation booklet

The orientation booklet, which was prepared to ensure faster adaptation of new employees and give information about the company, started to be distributed in June to all employees. The booklet gives information about the company and also about topics such as lean production, quality, social compliance, and rules of conduct.



### 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 Ayça Bolten Ülkü started to serve in Yeşim as a Workplace Psychologist between 08.30-18.30 in Tuesdays and Thursdays as of 2013.

Having individual interviews, our psychologist facilitates the tackling with the stress in the professional and private lives. Workplace psychologist has so far done 650 hours training and 180 hours face-to-face interviews in 2014.

### Joint projects with our customers

#### Tchibo - We Project

Yeşim Textile takes part in the learning and development group entitled "We Project", which was started our customer Tchibo to increase the awareness of subcontractors and suppliers on social compliance. In the scope of the project two day meetings were organized in Istanbul in January and June in which managers and workers from every company participated. The subject of the first training program was "Communication with Employees and Problem Analysis" and the subject of the second applied training program was "Selection of Employee Representatives".



In scope of the We Project, trainers visit Yeşim Textile once every four months to give applied trainings, and once in every six months trainings are received together with the representatives of other companies. The program aims for increasing the awareness of managers and employees about social compliance and creating projects related to the trainings received. In this scope during the visit of Tchibo We Project team to Yeşim Textile, applied Communication, On-the-job Training, Workplace Health and Security, and Productivity trainings were received.

We are classified in the "good" category based on our current situation and the works we have carried out during our involvement for two years in the project, which was initiated by our customer Tchibo. The project will end in 2015.



#### Nike Learning committee

The suppliers of Nike get together once every four months under the initiative entitled Learning Group since 2012 in order

to develop them on sustainability. During the meetings every company provide information about their own applications and share their best practices. The "Learning Group", which was established in order to define new targets and strategies related to Lean Human Resources and Social Compliance, develop solution suggestions and share best practices in order to develop vision of participating companies gathered for the fourth time on 24th and 25th of February 2014 at the company Gibor in Düzce; the fifth of this meeting was held on 19 and 20 June 2014 at the company İmteks in Düzce. The agenda of the fourth meeting was employee loyalty and risk analysis; the agenda of the fifth meeting was activities related to lowering turnover rates and reducing fire risks.

#### Esprit social compliance training

Esprit, gathered all suppliers in July and gave training about social compliance and about its own rules of conduct for social compliance. Aydın Maydaer, Social Compliance Manager, Özlem Şenkoyuncu, Human Resources Manager and Erhan Metin, Subcontractor Monitoring Manager have represented Yeşim in the training, in which information related to BSCI audits were given.

#### Tommy Hilfiger social compliance training

Tommy Hilfiger, gathered all suppliers in September and gave training about social compliance and about its own rules of conduct for social compliance. Fatoş Hüseyinca, Human Resources and Social Compliance Director represented Yeşim in the training, in which information related to social compliance audits of Tommy Hilfiger was given.





# 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 favorable 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.

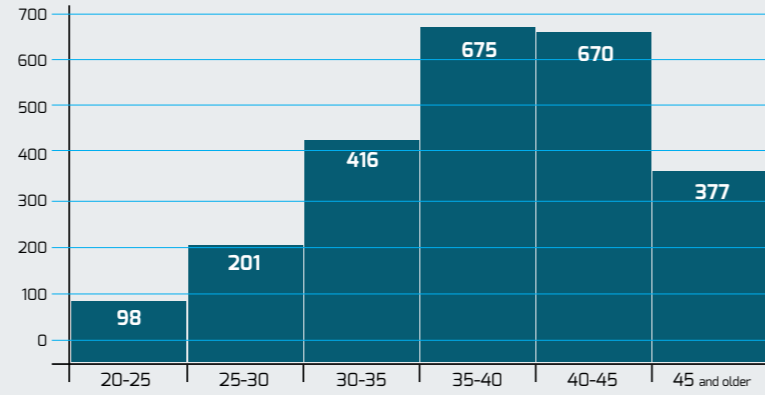
The wages are determined on the basis of the minimum wages defined by the Ministry of Labor and Social Security. New recruits are paid minimum wage for a period of 3 months following recruitment and then their wages are increased at the rates specified in the Collective Bargaining Agreement. The wages 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



## A Wage Policy Supported by Social Benefits



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

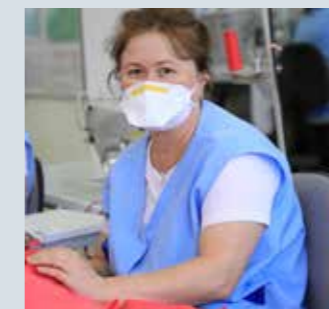
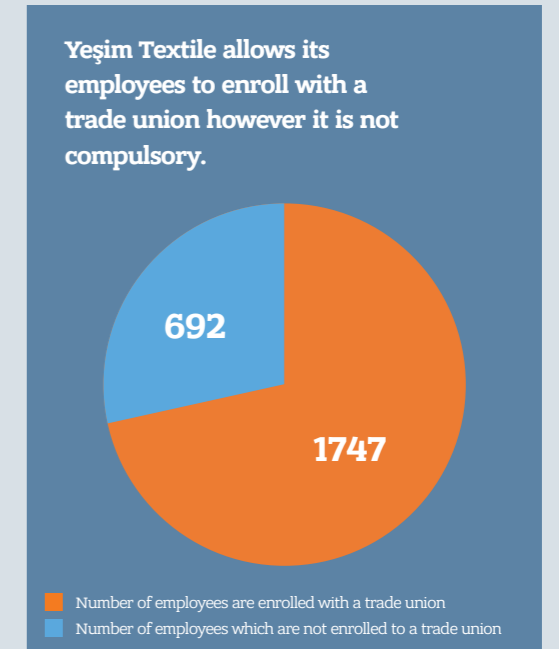
It is not required to be citizen of the Republic of Turkey to be employed at Yeşim Textile.



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.





# Employees, whose children are in the kindergarten, are at ease



The kindergarten is staffed by a team of 24 qualified and licensed specialists comprising 1 manager, 2 shift responsible, 11 teachers, 1 nurse and 9 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.



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 approximately 300 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 are cared

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

Teachers in the kindergarten receive periodical trainings from psychiatrists of the company in order to increase their skills to better communicate with children and their parents.











**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**

*Şenol Şankaya*  
**Şenol Şankaya**  
 Chief Executive Officer

Effective Date: 02/06/2004

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.**

## 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 BSCI (Business Social Compliance Initiative), OCS, Oekotex Standard 100, GOTS certificates, Bluesign and BCI memberships

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.





# A green step forward in home textiles

**Yeşim Textile enrolled to the carbon Performance improvement initiative System (CPI<sub>2</sub>) with its home textiles department.**

CPI<sub>2</sub> is an initiative of European retailers, which aim to become active pioneers to protect the climate. This improvement system, which is also supported by our customer Tchibo, aims to systematically reduce energy costs and carbon dioxide (CO<sub>2</sub>) emissions. In this scope Yeşim Textile will put in its factory data to

the online system and receive online recommendations for improvement. The company will improve its energy costs and carbon dioxide emissions by implementing these recommendations.

## 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.**

**Yeşim Textile has allocated TRY 720.000 from its total Corporate Social Responsibility budget of TRY 1.530.177 to environmental projects in 2014.**



## Projects to be carried out in 2014

### Projects for reducing water and energy consumption in the dye house:

- 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.

- Project for water free polyester dyeing.
- Energy saving and reduction of carbon dioxide project with a special dye to be used in the dye house. In this project steam and water consumption and the carbon dioxide levels from the chimney for dyeing 1 kg

cotton fabric will be reduced considerably and the total process time will be shortened at a great extent. In this regard there will be an increase in the production capacity without any additional investments to machinery.

- Energy savings projects in the knitting department lightings
- Energy savings projects for well pumps

### Energy saving projects that were carried in 2014 and the outcomes of these projects

Energy	Project	Outcome
Electricity	Improvements carried out for lightings	202.390kg/year CO <sub>2</sub> emission reduction.
Electricity	Driver applications in pumps	470.988 kg/year CO <sub>2</sub> emission reduction.
Natural Gas	Heat recovery system	14.000.000 kg/year CO <sub>2</sub> emission reduction.
Natural Gas	Replacing the hot oil system with direct combustion system in stenter machines	2.950.000 kg/year CO <sub>2</sub> emission reduction.
Steam	%20 savings with steam pre-drying system	122.275 kg/year CO <sub>2</sub> emission reduction.

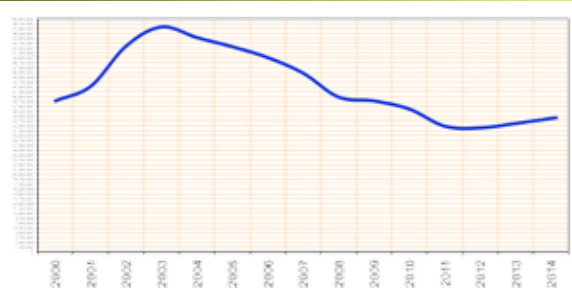




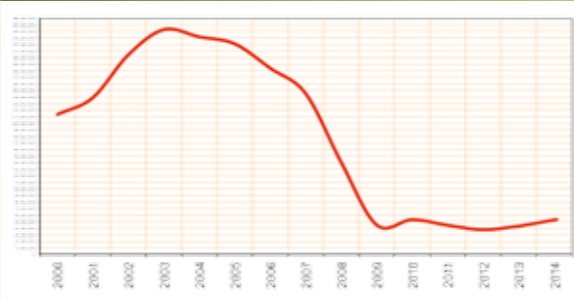
## Water is life, we appreciate its value

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.

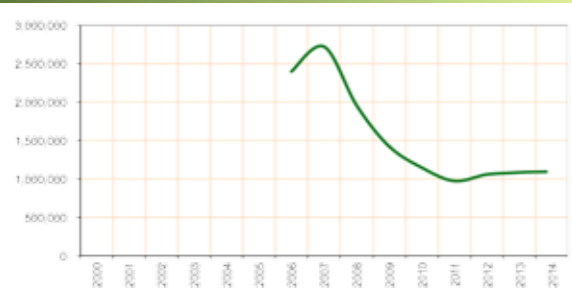
Electricity Consumption (Kw)



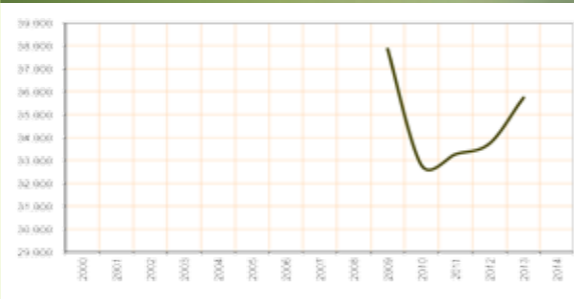
Naturel Gas Consumption (Kw)



Demineralized Water Consumption (m<sup>3</sup>)



Coal Consumption (ton)



No major defect was found during the environmental audits that were carried out in 2014 and no environmental accident was experience.

### Online tracking for Yeşim

Yeşim Textile participated in the project that was started by Metropolitan Municipality; 'online monitoring of wastewater' application. Yeşim Textile first participated to the system in 2013; and in 2014 the company was again monitored online by Bursa Metropolitan Municipality. The Online monitoring system measures the parameters of water and delivers data in real-time to Bursa Water and Sewerage Administration and Provincial Directorate of Environment. The parameters include oxygen, conductivity of water, the pH level water, temperature of water and its flow rate.



## 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.



### The benefits of the projects which were initiated 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 625.800kg/year
	Using variable speed control units in the well pump motor.	Reduction in the CO <sup>2</sup> emissions at the rate of 265.500kg/year
	Using LED lamps for general lightning	Reduction in the CO <sup>2</sup> emissions at the rate of 683.700kg/year
Natural Gas	Heating the fresh air to be fed into the stenter machines with hot exhaust gas.	Reduction in the CO <sup>2</sup> emissions at the rate of 70.000kg/year
	Increased production capacity of stenter machinery to ensure shutting down one machinery at minimum	Reduction in the CO <sup>2</sup> emissions at the rate of 1.070.000kg/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.



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

- Twin Village Project (Şükriye village-2000)
- Şükrü Şankaya 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 the scope of Green IT initiative, the Active Directory 2012 transition Project reduced power consumption of servers in 2014
- Activities to reconstruct the system room based on the ISO 27001 standards has started in the year 2014. These activities target to reduce energy consumption and the space required.

## 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 endeavors 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 licensed 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 licensed firms and waiting for the acceptance.
- Used electrical equipment are collected in labeled containers at waste storage area. Applied to a licensed recycling company and the application has accepted. Waste electrical equipment 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.









# 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 2014;

### Excursion and Entertainment Club

- Karaoke Night (31 January 2014)
- Çanakkale Trip (12 April 2014)
- Abant Excursion (24 May 2014)
- Kapadokya Trip (20-22 June 2014)
- Ağva Trip (31 August 2014)

### Fashion Club

- “Design journey” with Mehtap Elaidi (7 January 2014)
- “Tips for taking photographs” with Serenay Lökçetin (29 January 2014)
- “Do we know what we are wearing” with Beril Stock (5 March 2014)
- The address of fineness in design: Dilek Hanif (6 November 2014)

### Futurists Club

- Bulletins of Futurists’ Club (4 bulletins were published in April, June, August and November.)

### Sport Club

- Şükrü Şankaya Football Tournament (21 May 2014)
- Table Tennis Tournament (13 February 2014)

### Positive Thinking Club

- “How can you change yourself with NLP and how can you be yourself?” with Füsün Aykut (5 February 2014)

### Innovation and Technology Club

- Bulletins of Innovation and Technology Club (Totally 4 bulletins were published

in February, May, July and September.)

- “Turkish alternative to Google” with Murat Yanıklar (27 February 2014)

### Environment and Social Responsibility Club

- LÖSEV, would you like to realize the dreams of a child? (11 December 2014)

### Women and Child Club

- The Women and Child Club has carried out various project again in 2014 in the scope of The World of Butterfly project, which was initiated together with Uludağ Soroptimist Club in 2013.



## If a woman changes, society changes...

Women and Children Club has carried out a number of activities in 2014 in the scope of The World of Butterfly Project, which was initiated together with the Uludağ Soroptimist Club in 2013.

### The World of Butterfly is at its first age

Yeşim Textile Women and Children Club, which was initiated together with Uludağ Soroptimist Club celebrated its first year in November 2014.

In the scope of the project 30 different speakers have given a total of 46 hours of training in one year.

A total of 66 hours of volunteer consultancy services were given to women working at Yeşim by experts.

467 women received free of charge advisory services.

In the project in the scope of the Healthy Living campaign 30 women, who received free of charge consulting services from a dietitian lost 135 kg.

Since the start of the project until the end of 2014 a Turkish and English e-bulleting was published six time.

### Young people and butterflies are together

In the scope of a youth project which is carried out together by Mor Salkım Women Solidarity Association and Uludağ University European Union Unit and supported by “European Union” an Italian group of students have visited Yeşim Textile in February 10. The students, who came together with the interns at Yeşim Textile were informed about the project of The World of Butterfly, which is carried out for women employees. Yeşim Kindergarten, which makes the life of women employees easier, was visited after the briefing.

### United Nations has visited Yeşim

Elif Elçi Çarıkcı, United Nations UNFPA Programme and Foreign Resources Supervisor and Ege Tekinbaş, Programme Coordinator, have visited Yeşim on April 10 to receive detailed information about The World of Butterfly project. In the scope of the visit Dilek Cesur, Yeşim Textile Corporate Communications Manager

and Merih Eskicioğlu, Chairman of Uludağ Soroptimist Club, the details of the project were conveyed to the participants. Authorities of the United Nations indicated that they will show The World of Butterfly Project as an example to other companies in Turkey and that they are looking for the support of Yeşim Textile.

### November 25 the Day of “Elimination of Violence against Women”

Yeşim Textile Women and Children Club and Uludağ Soroptimist Club members have organized an event at Yeşim Textile facilities in the scope of The World of Butterfly Project on November 25 and distributed brochures giving information to women where to apply in case they are the victim of violence. The brochures were also distributed to male employees to increase awareness.

### The World of Butterfly is in the social media

The World of Butterfly project is also active in the social media. All information related to the activities about The World of Butterfly Project is distributed both in Turkish and English in the Facebook page of the Project. Various information about life and women is also shared in the page.







### Support to education from The World of Butterfly

In the scope of "The World of Butterfly" project, which was initiated by the Yeşim Textile Women and Child Club and Uludağ Soroptimist Club, the company participated to a fair in May 23th to support education.

In the fair, which took place at Bademli Agora Shopping Mall, products such as home textiles, garments, the household decorations, and foodstuff were sold in more than 30 stands. In the stand the volunteers from Yeşim Textile worked and informed participants about the activities carried out in the scope of The World of Butterfly project; the income generated from sales of tablecloth and bed sheets was donated to the scholarship fund TEV Şükrü Şankaya.

### The World of Butterfly's Room opened

"The World of Butterfly" project which aims for contributing to the professional and individual development of women and supports women in all aspects opens its "The World of Butterfly Room" on March 6, 2014 two days before 8 March International Women's Day. Sharla Settemier, Deputy Chairman Sustainable Production of Nike, which is a customer of Yeşim Textile, participated in the opening ceremony together with CEO Şenol Şankaya and Teksif



Bursa Pilot Branch Chairman Ekrem Saraçoğlu two provide a room to the women of Yeşim. This room has become the meeting point for the women of Yeşim for activities carried out throughout the year.

### What do women want?

A "Wish Tree" was installed by Mor Salkım Women Solidarity Association to The World of Butterfly Room, which was opened on March 6. The "Wish Tree" attracted a great deal of attention and women provided their answers on the tree to the question "what do women want?" Based on the evaluation of the answers given by the woman of Yeşim the greatest two desires of women are improvements in work life and retirement conditions (29%) and a happy and peaceful life (26.2%). 15 women, who provided the answers on the wish tree, were awarded presents after sweepstakes. The results of the survey carried out in the scope of The World of Butterfly project, which included 877 women employees of Yeşim, are as follows:

92% of female employees of Yeşim believe that the project is useful, 36% want to be involved in the project, 53% would like to see discussions about health, 54% prefer entertainment events organized just for women, and 35% receive information about the project from posters in the company.

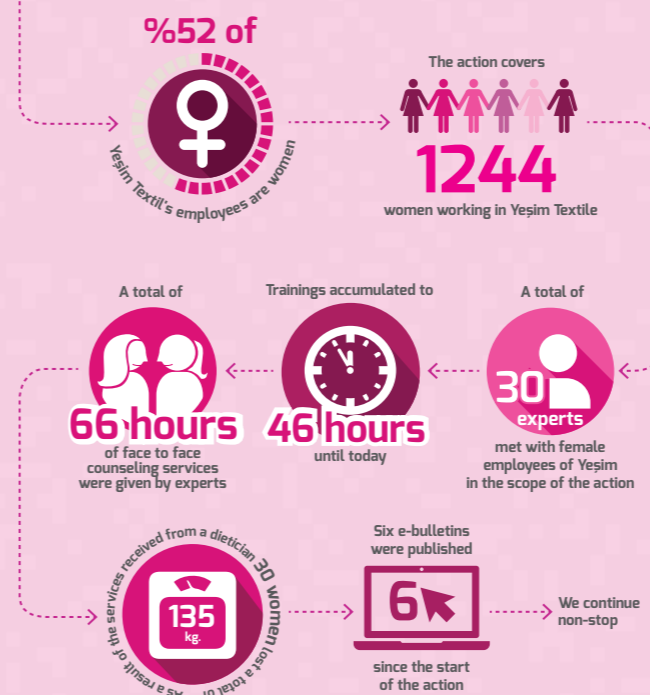


### Trainings given in 2014 under the frame of The World of Butterfly project:

Tarih	Konu	Konuşmacı
07 January 2014	Acquiring a vision about fashion and garment	Fashion designer Mehtap Elaidi
08 January 2014	Methods to protect skin health and beauty	Dr. Mukaddes Özcan
16 January 2014	Development information related to children at the age of two	Corporate psychologist Ayça Bolten Ülkü
29 January 2014	Secrets of taking photographs	Photographer and Blogger Serenay Lökçetin
05 February 2014	How to change the self and how to become yourself with NLP?	Active Life Coach Füsün Aykut
05 March 2014	Do we know what we are wearing?	Visual consultant Beril Stock
27 March 2014	There is a teenager in the house	Senior psychologist Azade Altıntaş Durmuş
10 April 2014	Women and leadership	Trainer Şehzan Seçen
07 May 2014	Everything about deserts	Uzay Confectionary Production Manager Ali Muslu
13 May 2014	Breast cancer and how to protect	Associate Prof. Hicran Yıldız
21 May 2014	Frequent conditions during pregnancy	Dr. Muammer Durak
24 May 2014	Cake adornment at Uzay Confectionary	Chef Bilal Aydemir
18 June 2014	Families under risk based on genetics	Dr. Taner Durak
12 September 2014	Everything about eye health	Dr. Zülfiye Güven
24 September 2014	Communication and body language in man and woman relations	Trainer Şehzan Seçen
30 September 2014	Technology addiction and children and teenagers	Senior psychologist Azade Altıntaş Durmuş
10 October 2014	Personal Leadership	Trainer and counselor Aksel Kardeşahin
17 October 2014	Cooking apron sewing activity with Astaj Juki	Astaj training coordinator Refika Güneş
23 October 2014	10 rules to become the perfect chef	Chef Ömür Akkor
06 November 2014	Fashion designer Dilek Hanif	Dilek Hanif
14 November 2014	The guide to happiness	Özlem Süyev
17 December 2014	Discussion with the Corporate Psychologist of KindyROO	Gizem Ozan Aslan

## World Of Butterfly Project

If a woman changes, society changes...







## 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.

### Personal development trainings to young people

Yeşim Textile, which organized many seminars and discussion panels related to business life for university students in the scope of the "Intern Development Program" during July-September 2014, aims to increase knowledge and skills of interns on their professions and the business life. The seminars organized for university interns in this scope are as follows;

- **Özlem Şenkoyuncu** Career Opportunities and Preparation for Employment Interviews (02 July 2014)
- **Arzu Kırayoğlu** Youth Opportunities of European Union (10 July 2014)
- **Dilek Cesur** Social Responsibility and Volunteers (16 July 2014)
- **Ayça Bolten Ülkü** Draw Your Own Future (24 July 2014)
- **Nergis Akıncı** Future Humans (13 August 2014)
- **Taner Alan** What is Lean Production? (20 August 2014)

### 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 2014 in this context were;

- **Gönül Uman Yiğit** Communication for Success (12 February 2014)

- **Yasin Yıldız** A New Generation is Needed for the New Era (26 March 2014)
- **Ayça Bolten Ülkü** Draw Your Own Future (14 May 2014)
- **Yasin Yıldız** Towards Life (05 November 2014)
- **Gülsüm Ekmekçi ve Hayriye Ünal** How Can We Manage Our Money? (10 December 2014)

### University-Yeşim cooperation

Yeşim Textile has signed an internship protocol with Faruk Saraç Design Occupational Higher School as a good example for university and industry cooperation. In the scope of the protocol, seven students from Uludağ University Textile Engineering Faculty, three students from Industrial Engineering Faculty, and five students from Faruk Saraç Occupational Higher School completed their long term internship programs. Uludağ University students have worked for 2 days a week and Faruk Saraç Occupational Higher School students worked for one day a week throughout their internships.

In the scope of the protocol made with Uludağ University, one academician and one supervisor from Yeşim Textile responsible for every student took part in the internship program. Students prepared their final studies, which were assigned to them by the academicians at their schools and the supervisors in Yeşim, during their work in the company.

## 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.

Yeşimspor which celebrated its 11<sup>th</sup> anniversary in 2014, has signed a series of events during this year.

### Şükrü Şankaya Basketball Tournament

Şükrü Şankaya Basketball Tournament was organized in 11 October 2014 in Bursa in commemoration of Late Şükrü Şankaya, one of the founders of Nergis Holding. TED Collage, Çakır Collage as well as Yeşimspor attended to the tournament. Yeşimspor was the winner of the tournament. The tournament, the third of it was organized, is organized every year traditionally.

### Yeşimspor introduces basketball to youth!

Yeşimspor, carried out another social responsibility activity by sharing its knowledge and experiences with the public through a television programme. The "Basketball School" show, which was aired first on June 21, 2014 and hosted by Yeşimspor Head Coach Cem Çağal continued to meet with its viewers every Saturday at 11:30 at Olay TV. Çağal introduced basketball techniques and Yeşimspor players showed basketball techniques and rules basketball court.

### Continuing as a demo team

During the 9th International Coach Development Seminar organized on 20-22 June by Turkish Basketball Federation



(TBF) in Kuşadası the Yeşimspor children team was selected as the demo team. 790 people participated to the International Coach Development Seminar; Yeşimspor Director Cem Çağal has carried out the last session of the second day on "Offence and Defence Combination Infrastructure".

### 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 2014 summer period.







## The name of Şükrü Şankaya lives in education

The mission of Şükrü Şankaya, one of the founders of Yeşim Textile, who has given 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.





## 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 2014 a total of TRY 40.928 were donated in the scope of TEV Happy Day Flowers campaign and other donation activities.**



### Aid to Soma

In May, under the initiative of the Ready Wear Department donations were collected and TRY 5,130.00 was donated to Turkish Education Foundation Şükrü Şankaya Education Scholarship Fund. The money collected was given to Mehmet Çalışkan, Chairman of TEV Bursa Branch on May 28th. The donation was used for the education costs of children, who lost their parents at the Coal Mine disaster at Soma, in which 301 miners lost their lives.



## Sharing is beautiful

TRY 560.000 of the total TRY 1.530.177 Corporate Social Responsibility budget of Yeşim Textile was allocated to social responsibility activities in 2014.



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

### Blood donation to Red Crescent

Employees in Yeşim donated blood to the Red Crescent in 2014 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.



### You are not alone...

Employees of Yeşim have gathered together for the Mother's Day fair, organized by BU5 department on May 9th. In the scope of the fair, employees prepared food at their homes and sold for donations. The income generated in the fair, where CEO Şenol Şankaya participated, was used to purchase gifts for the Mother's Day of 50 students who are registered at LÖSEV (Foundation for Children with Leukemia) and given to

their mothers in an organization of LÖSEV on May 10th.

### “Golden Cap” Campaign of Bursa City Council Assembly of Persons with Disabilities

The “Golden Cap” campaign, which was initiated by Bursa City Council Assembly

of Persons with Disabilities in order to overcome obstacles and give people freedom, was supported with the leadership of Yeşim Textile BU5 Department.

In this regard a total of 21 vehicles were donated in a ceremony, 8 of these were battery operated wheelchairs donated by the Yeşim family to persons with disabilities.





## 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

- The new report was published on the corporate web page of Yeşim.
- 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 10.000 members.
- It was published in the intranet portal to disseminate the relevant information.

Period	2013		2014	
	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 2013-2014, 36 news articles about Yeşim Textile, SA 8000, social responsibility, social convenience and Global Principles Agreement were published and reached 3.231.102 people.



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.



# 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.**

## An active role in Global Compact Turkey

Yeşim Textile, which was the first company in the Turkish garment and textile sector to sign the Global Compact, was elected to the Turkish Management Board of Global Compact in March 2014. Dilek Cesur, Yeşim Textile Corporate Communications Director represents the company in the board. With this duty Yeşim Textile, plays a role in implementing yearly strategies and activities of Global Compact Turkey.

The company also has a duty in the Global Compact Empowerment of Women and Gender Equality in Turkey Commission; where it shares its activities on gender equality with other member companies and contributes to disseminate such activities. Yeşim Textile also takes the task of communication leadership in the Women's Empowerment Working Group and plays an important role in disseminating its activities in Turkey.

Yeşim Textile Corporate Communications Director Dilek Cesur has shared the company's sustainability activities and experiences



in the reporting process during the seminar entitled "SMEs in Sustainability Reporting", which was organized in Conference Hall of TÜSİAD in cooperation with Global Compact Turkey Istanbul Office and Global Reporting Initiative (GRI) on January 24, 2014.

Dilek Cesur, Yeşim Textile Corporate Communications Director, has published articles at halklailiskiler.com about the activities of Yeşim Textile and Global Compact Turkey to contribute to the dissemination of the agenda. (Sustainability communication-13 March 2014, You should sign it too to protect your future-10 April 2014, If Women are empowered, the society will be empowered - 06 June 2014)



## Sustainable Brands Conference

During the Sustainable Brands Conference organized on 28-29 May 2014, Dilek Cesur, Yeşim Textile Corporate Communications Director, has made a presentation on sustainability activities at the "Where is the Supply Chain in the Agenda of the Manager?" session.

## Better work for women

Emine Demiral, Yeşim Textile Union Representative, participated in the "Better and More Jobs for Women. Empowerment of Women for Jobs Suitable for People" meeting, which was organized on March 18, 2014 by İŞKUR and International Labor Organization (ILO) at Almira Hotel, as a presenter and discussed the activities for women carried out by the company.



## Visit from London School of Economics

A post graduate group of 41 students from London School of Economics, which is considered one of the best ten schools for its economy education, has visited Yeşim Textile on May 28th. In the scope of the visit, Yeşim Textile's Showroom, Cutting and Business Unit 1 Departments were seen and Mazhar Kazancıoğlu, Business Unit 1 Director, has given the students detailed information about

the business unit structures and production processes at Yeşim Textile. Tunç Aydoğan, Yeşim Textile Lean and Quality Director, who took the floor after Mr. Kazancıoğlu, made a presentation entitled "Sustainable business structure" to inform the visitors about the sustainable production processes and lean philosophy model in Yeşim Textile.

## Lean Sharing

Tunç Aydoğan, Yeşim Textile Lean and Quality Director, has made a presentation entitled "Sustainable Development under Lean Management" in the 5th Continuous Development towards Perfection Conference, which was organized together by Bursa Chamber of Industry and Commerce (BTSO) and Kal-Der on 23 October at BTSO Conference Hall. Yeşim Knitting Group Leader Mr. Recep Doruk, who took the floor after Aydoğan has given information about lean applications in production.



## Yeşim Textile and ÜSİGEM cooperation

The activities that were carried out in a joined effort between Yeşim Textile and Uludağ University Engineering Faculty Textile Engineering Department, in the scope of a protocol signed between Yeşim Textile and University Industry Development and Research Center (ÜSİGEM) in 2010, were completed. The research which was made with the contributions of Yeşim Textile Knitting Department and by Researcher Senior Engineer Serkan Tezel and Associate Prof. Yasemin Kavuşturan under the title "Garments Providing Protection from Electromagnetic Forces" was completed doctoral thesis and



published at the university. In November it was published as two separate articles at Textile Research Journal, which is considered as one of the most esteemed textile magazines in the world. This activity carried out in the scope of the protocol, which was the first one that ÜSİGEM signed with a private company, is a good example showing how cooperation between university and industry provides outcomes.





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