



Yeşim Textile Progress Report 2015-2016 >>>



producing for the world...

About the Report

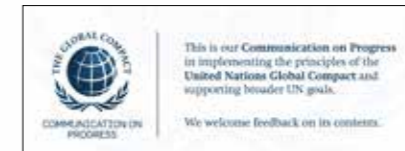
Yeşim Textile pledges to conform and to implement the principles of the agreement at each and every stage of production and governance and to monitor compliance.

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 2015.

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 2016 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. Also, it 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.

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All for a better future...

Incorporated in 1983, Yeşim Textile currently operates in the apparel and home textile industry. We have managed to expand our business in both sectors since day by establishing production partnerships with internationally renowned brands. It is beyond doubt that the level of success we have achieved today is the result of innovative and high quality production as well as full commitment to sustainability efforts right from the start.

Building "a sustainable world" is as important as innovative and high quality production nowadays. This is exactly why we at Yeşim Textile endeavour our best efforts to achieve sustainability which is a top priority for our business principles and basic strategies. All our communications with our customers, suppliers and all other stakeholders are based on this commitment.

Signing Global Compact in 2006 marked a new era for our company. Manufacturing for internationally renowned brands, Yeşim Textile has been long engaged in systematic work on sustainability. All this work is being audited and measured by independent organizations. We found the opportunity to disseminate all this good work on the global arena after becoming a Global Compact signatory. We strongly believe that manufacturing in accordance with Global Compact principles is a driving force for all our efforts on quality, social compliance, environment, speed and cost improvement and sharing this work with the public is a great opportunity to raise awareness for sustainability.

We never interrupted the work on social compliance and sustainability despite problems encountered by the industry

and invested time, financial resources and special effort on this work. We were the first Turkish company to obtain "OEKO-TEX STEP" certificate in 2015, a highly prestigious certificate on sustainability, marking our success and commitment on this issue. We are proud to have obtained a level 3 certificate of OEKO-TEX STEP, which is the highest level of this integrated certification system covering not only one area but all processes of the company, allowing a thorough assessment of all efforts on sustainability of the company as well as production conditions. Needless to say that our internationally renowned customers who have supported us throughout the process have the lion's share in this success. They have mentored us throughout the process and shared their experiences with us, enabling us to achieve this success.

Yeşim Textile attaches specific importance to sharing all our efforts on sustainability with our stakeholders and the public. We have endeavoured another exemplary effort in the industry to this end with the first Yeşim Social Compliance Summit in May 2015. Customers, stakeholders and suppliers of Yeşim Textile attended this summit which was a breakthrough in the industry as it was one of the first organizations made by a manufacturer in its field of activity. Many issues regarding sustainability were discussed at this summit, which was promoted by the slogan "We have gathered for a sustainable world" with a view to raising awareness of the suppliers in particular.

Our efforts for gender equality and empowering women in business life gained momentum in 2015. We signed Women's Empowerment Principles (WEPPs) set by UN Women and UN

Global Compact, in March 2015. This signature represents our commitment to continuing and reporting our efforts for empowering women in business life. Additionally, in the panel organized jointly by Bursa Industrialists and Businessmen Association (BUSİAD) and Global Compact Turkey, we shared information on reporting sustainability efforts of Yeşim Textile and explained our efforts on gender equality, as the industry leader in these areas.

On the other hand, we endeavoured our best efforts to disseminate sustainability works performed by Yeşim Textile throughout Turkey by having a seat in the board of directors of Global Compact Turkey and by playing an effective role in the women's work group formed under the same organization.

Our work under the "Guidance for Developing and Implementing Workplace Policies Addressing Domestic Violence and Violence Against Women" was selected as one of the three best practices in Turkey last year. It is vital that this guidance prepared by TÜSİAD's Gender Equality Platform, one of the members of which is Yeşim Textile, and Sabancı University Corporate Governance Forum, is acknowledged and implemented by the entire business world to protect women against violence.

We strongly believe that we need to focus on social problems as well as production at Yeşim Textile. It is essential for sustainability that each and every company participates in social projects compatible with their own corporate values. To this end, we are running The World of Butterfly project since 2013 with the motto "If a woman changes, society changes". The World of Butterfly project, launched jointly by our Women and Children Club and Uludağ Soroptimist Club aims at raising awareness among female employees of Yeşim

“We were the first Turkish company to obtain “OEKO-TEX STEP” certificate in 2015, a highly prestigious certificate on sustainability, marking our success and commitment on this issue.”

on education, health and personal development. All activities carried out under this project which was based on the thought that development of women will improve the society, aim at increasing female employment, disseminating gender equality and ultimately improving the overall quality of the society. This project was found eligible to receive a € 5,000.- grant from Soroptimist International Europe Action Fund in 2015, proving its success on a global scale. All details regarding these activities are provided in the Global Compact Progress Report 2015, which was published by Yeşim for the seventh time this year.

Yeşim Textile will continue to attach importance to sustainability as it has always done since the first day. We will continue to lead change in social compliance and social responsibility to this end. We are encouraged by the strength of thousands of employees, hundreds of suppliers and business partners who trust and support our efforts and we produce to lead the industry in this area.

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.
- Replying to our customers' by increasing service needs integrating our all processes that take part in supply chain with the information technologies.
- 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 Nike in apparel and Matheis-Schlafgut in home textiles sectors.

Yeşim also produces for Zara, Pull&Bear, Bershka, Hugo Boss, Esprit, Calzedonia, Hurley, Tchibo, Converse, Tommy Hilfiger, Mavi, Uniqlo and Celio brands.



2015;

Exports
256 Million USD

Revenue
260 Million USD

Our certificates and global memberships

- SA8000
- OEKO-TEX STeP
- 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 27001:2013 (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 28 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 250 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 2201 individuals in house and provides employment opportunities to around 10.000 individuals in the aggregate including domestic and international subcontractor.

Number of Female Employees

1026

Number of Male Employees

1175

Number of Interns

43



Achievements in 2015

Yeşim Textile rewarded by various institutions and organizations according to its 2014 data and performance.

- Yeşim Textile was entitled to receive a grant as 5000 Euro from the European International Soroptimists' Action Fund with The World of Butterfly project, and has succeeded to make its activities in this field known also on the global arena.
- In the Anatolia's Top 500 Companies research of the Ekonomist magazine, based on the 2014 data, Yeşim Textile became 14th in its own sector, 10th in Bursa and 115th in the general list.
- Yeşim Textile took place on 42nd rank in research of the Capital magazine about '100 Women friendly companies.'
- On the "2015 Stars of Export Award Ceremony" held by Uludağ Apparel and Garment Exporters Union (UHKİB) together with Uludağ Textile Exporter Union (UTİB) Yeşim Textile has stepped up to the first place. In the award ceremony realized in 8th of April, Yeşim Textile CEO Şenol Şankaya received the first place prize on textile and apparel export category from Bursa Metropolitan Municipality President Recep Altepe.
- In the "First 250 big firms" research done by Bursa Trade and Industry Chamber, Yeşim Textile was on the 5th place among firms doing most export.
- Yeşim Textile was on 270th rank in İSO's (Istanbul Chamber of Industry) "500 big industrial organizations list".



Yeşim Textile achieved to get award from Bursa Trade and Industry Chamber (BTSO) "Economy Value Adders Awards" in 2015 too. On the ceremony held at Merinos Atatürk Congress and Cultural Center on 7th November, Yeşim Textile shared the top with global giants of automotive. Yeşim Textile have become the only 100% Turkish capital firm that achieved to be placed in first five following Oyak Renault, Tofaş, Bosch and Componenta Foundry. While 74 awards were distributed in 8 different categories on the ceremony, CEO Şenol Şankaya received the award of Yeşim Textile from Minister of Youth and Sports, Akif Çağatay Kılıç.

LEAN THINKING



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

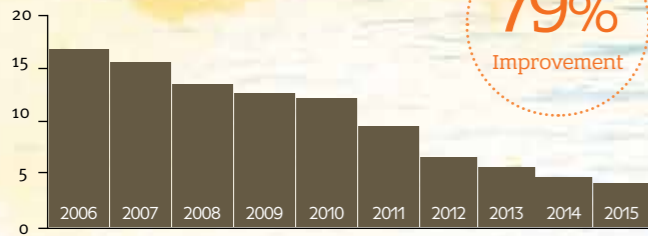
companies need to be competitive, work in a world with limited resources, reduce their environmental footprint, reduce costs and meet customer demand. The road to sustainability goes through being a company, which is lean, green and has empowered workforce.

Lean Gains

Kaizen works of Yeşim Textile, which is among its essential condition for continuous improvement, also continued in 2015 with the enthusiasm for the improvement 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 2401 with 12,306 participants as of 2015.

In 2015 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.

Stain (%)

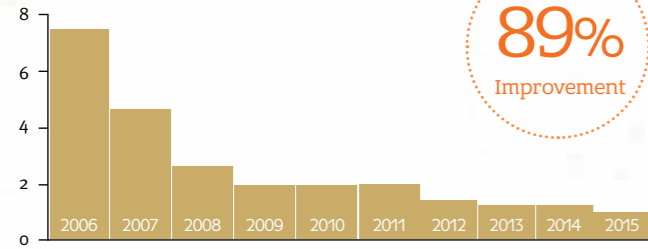


79%
Improvement

Lean briefing

Lean Office, continued to increase awareness on lean production of the employees of Yeşim, with activities carried out at production departments and offices in 2015. The trainings started in January and continued in July with representative trainings and lean conversations. It is aimed to perform follow up of lean issues in departments and internal audits via representatives selected from each department. First of all, lean production techniques trainings were given to selected lean representatives. These trainings were performed as workshops with learning by doing philosophy. Thus, the aim of the explained lean technique was tried to be thought through experience. The applied trainings performed and lean conversation sessions realized provided strengthening of the knowledge and establishing an awareness. The trainings ran for 38 hours in total and 650 people have attended.

Repair (%)

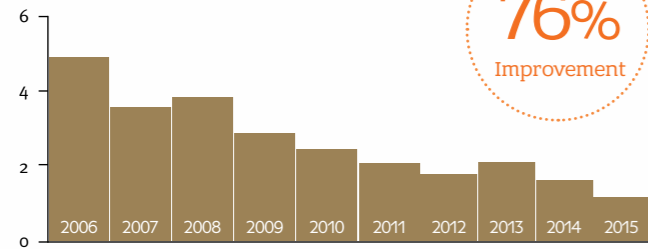


89%
Improvement

Informing weeks

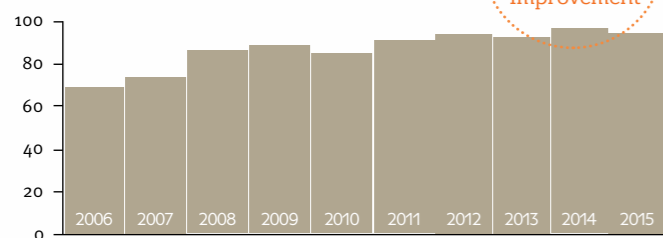
The “informing week” series of which the first had been started in December 2012 by Lean Office, had continued in 2015 within the scope of 7 Wastes Days event. In the event that one waste type chosen each month is examined by all of Yeşim workers, informing was performed on the chosen subject. In the weeks through out the year determined in this scope, it is aimed to raise the awareness via sending informing mails on relevant subjects. In 2015, it was shared informations about 7 Wastes Days, time loss, waiting, transportation, over production and inventory wastes.

2nd Quality (%)



76%
Improvement

Efficiency (%)



29%
Improvement

Nike Lean Forum meetings

Lean Office joined “4th Lean Forum” meetings held on 6 – 7 May. The first day of the two day 4th Lean Forum was held at Tekirdağ Avery Dennison factory and the second at Düzce İmteks factory. Lean and Quality Director Tunç Aydoğan from Yeşim and Egypt Lean Representative Abdelkhalek Mohamed Shehata participated to the meetings. Participant firms shared all applications and learned/gained on the determined subject and exchanged knowledge in the meetings.



The fifth of “Nike Lean Forum” (Local Lean Forum) that is held once every six months, were realized at Düzce Delta Alfa company on 11-12 November. Yeşim Textile Lean and Quality Director Tunç Aydoğan, Lean Office Chief Neslin Özkaya, Lean Manufacture Expert Duygu Alınca and Egypt Lean Representative Abdelkhalek Mohamed Shehata participated in the meetings. The first day of the meeting passed by shares on quick changeover, while on the second day, in order to see the best practices, Bursa COATS company was visited.

In the meeting a 4 person lean committee was established for “Nike Lean Forum” and Yeşim Textile Lean Office Chief Neslin Özkaya was appointed as chairman. In the organization, also an applied TPM – Autonomous Maintenance training was given to the participants by Can Yükselen from Lean Institute.

Benchmarking

Lean Office is continuing visits to compare lean applications in different companies and sectors and to share information with such companies. It was done benchmarking with Bursalı Havlu and Ozanteks Textile in 2015.

7 Wastes Days

Lean Office started 7 Wastes Days in 2015 that would improve work performing ways and add value to the work done via different applications. The main objective of the organization is to ensure that the employees learn to see the 7 basic wastes, focus on the wastes, see the opportunities and to perform improvement studies. The 7 basic wastes that are examined each month is as follows: May: Time loss, June: Waiting, July: Transportation, August-October: Over Production, November-December: Inventory. The event will continue with other wastages in 2016. Also the following activities were realized in the scope of “7 Wastes Days”.



Informing Weeks: On first week of each month, it is aimed to raise awareness on the chosen wastage via performing an informing on waste. On March it has started by “How Kaizen should be prepared?” and through out the year, 7 basic wastage issues were handled.

Monthly 7 Wastes Day: Kaizens were requested from all departments regarding the waste issue determined in the first

week of each month. Kaizen comitee graded the received kaizens and the highest graded kaizens were chosen. Then in 7 Wastes Days events held periodically in the conference hall, the presenters to upper management and participants were awarded.

Posters: Posters were done according to the waste subject determined each month and hang to visible locations within the company on the first month of each month.

Slogan competition: Slogans on the determined waste issue were requested from the employees. The slogans were gathered and then the slogans placed in top three were determined by kaizen committee and awarded. The first place slogan was placed on the relevant waste month poster.

Bring your certificate, take away your gift: In order to encourage the participation in kaizen, “Bring your certificate, take away your gift” activity was begun and in this scope, the ones that would bring ten or more kaizen certificates shall be awarded by Lean Office.

Kaizen trainings

With the 7 Wastes Days process, kaizen trainings were started in all departments. During 2015, 151.5 hours training was given to 136 people in total. These trainings via Lean Office are continuing with regular intervals.

7 Wastes Conversations

In the scope of 7 Wastes Days events, talk sessions were held in Yeşim Textile with experts on issues related to kaizen or wastage types. In this scope these talks were realized:

13th of May: “Attention to 7 Wastages!” with Lean Production and Management Specialist Gökhan Çelikliay.

17th of June: “Individual in Lean Production” with Coats Continuous Improvement Director Mustafa Kemal Altay.

15th of July: “IKEA supply chain, birth of Lean concept and Lean Production Principles” with IKEA Logistics Director Mevlüde Sezer.

12th of August: “Life is yours, what about common life?” with KalDer Turkey Board of Directors Treasurer Emin Direkçi.

9th of September: “Waste Management” with TOFAŞ Production in World Class (WCM) Director Murat Koca.

4th of November: “3P for designing the processes with lean perspective” with Çoşkunöz Holding Lean Expansion Section Director Nilay Çetiner.

23rd of December: “How can I create value in my job?” with Üstünberk Holding Commercial Vehicles Transformation Group Director Cüneyt Koçak.

In all talk sessions, experts shared their knowledge and experiences with Yeşim employees and drew attention to Lean wastages issue.





Social Responsibility Policy

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

◆ 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.

◆ Disciplinary 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 Management System Standard.

Senol Sankaya
Chief Executive Officer

Effective Date: 02/08/2004

Revision No: 03

Revision Date: 28/05/2011

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. 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. In addition, this department accompanies the customers an auditors during social compliance audits carried out by third party organizations and customers.

Main Strategies / Sub Strategies



Yeşim Textile has allocated TRY 1.070,000 from its total Corporate Social Responsibility budget of TRY 1.289.578 to social compliance, occupational health and safety in 2015.

Trainings for health and safety



In 2015 **4000 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

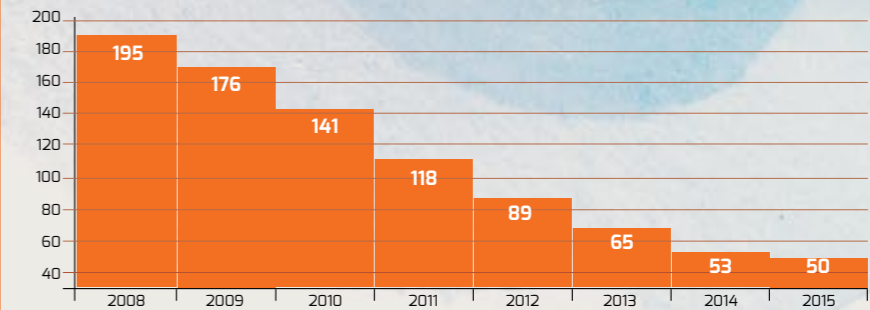
occupational health and safety practices through a system which gives priority to the health of its employees.

Social compliance, SA 8000, ergonomics, individual hygiene, basic workplace safety, workplace security in activities involving chemicals, emergency, personal protective equipment usage and first aid trainings” were given as 4000 hours of training in 2015.

Emergency situation evacuation drills

In 2015, 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 2015. The company has done a fire extinguishing drill in June 2015 and increased awareness.

Distribution of works accidents by year



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

In 2015 a total of **10.622 hours** of training were given to employees.

Technique

Number of people	Hours
1004	8282

Personal Development

Number of people	Hours
421	2213

Leadership

Number of people	Hours
39	127

Total

Number of people	Hours
1464	10622

Social Compliance Summit at Yeşim



'1st Yeşim Textile Social Compliance Summit' was held in Yeşim Textile on 5th of May. Summit was realized with the slogan 'We are together for a sustainable world', towards textile sector, and social compliance conditions aiming improvement of employee rights and work conditions were discussed. The summit held via participation of the customers, stakeholders and suppliers of Yeşim Textile, started with the panel named "Importance of the social compliance in the textile sector". In the panel which is moderated by Global Compact Board of Directors Councillor Deniz Öztürk, Nike Europe, Middle East Africa Director Caner Soytaş, Esprit Europe Middle East, Africa Social Compliance Official Evre Kaynak, C&A Sustainable Supply Chain Director Burak Gagvalı drew attention in their speeches to that the social compliance in Turkish textile sector will differentiate the firms

and ensure them to remain standing.

In the after lunch part of the summit, Nergis Holding Legal Advisor İbrahim Yaşar, Labor Ministry İşkur Province Vice Directorate Mehmet Çiftçi made a presentation and shared examples regarding the issue from work life with the participants and emphasized the importance of social compliance in work life.

Among the presentations and speeches given in the summit throughout the day, a short drama piece was staged, while 4 year old group kids of Yeşim kindergarten presented a enjoyable experience by a dance show. At the end of the summit, Yeşim Textile Human Resources and Social Compliance Director Fatoş Hüseyinca gave plaques to speakers.

Tchibo manufacturers met



Tchibo's "We Project" named project that was started in 2014 for all its manufacturers worldwide in the scope of social compliance, continued to bring together the 10 manufacturers for the brand in Turkey in 2015. For the last, in the meetings held in İstanbul on 16-17-18 February, 17-18 May and 7-8 December, under leadership of Tchibo We Project managers and project trainers, trainings were given on social compliance subjects. The applications in social compliance field of the firms were discussed in the meetings and the future studies were planned. We Project trainer team also, in 2015 March, August and December, for three times visited Yeşim Textile and gave trainings on social compliance and work health safety issues to the We Project team in Yeşim.

Yeşim-Nike cooperation in BCI cotton

Yeşim Textile is one of the partners of Nike for the production of products in the scope of Better Cotton Initiative (BCI) in the world. 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 2015 the BCI yarn used accounted for 33% of total yarn used in production. The company aims to increase this percentage to 40% in 2016 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.

A nonprofit council named "Better Cotton Initiative" (BCI) is a voluntary program enabling millions of farmers around the world to produce cotton in healthier conditions. 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.

Learning Committee met at Yeşim

One of the meetings in 2015 of the Learning Committee that Nike established between its suppliers as an information sharing platform, was held at Yeşim Textile on 12-13 February. In the meeting lasted two days, the participant firms shared the works done and education programs in Human Resources and Social Compliance field. During the training, Yeşim Textile Corporate Psychologist Ayça Bolten Ülkü also gave a training on Stress Management and then have all the participants do Breath and Relaxation Exercises.



Yeşim is one of the best in MSI Grading



Yeşim Textile, was evaluated under MSI grading system that Nike formed under sustainability heading, with fabrics manufactured for 2014-2015 winter season and in this scope chosen as one of the best manufacturer firms of Nike.

In the assessment, Yeşim Textile which resides in the "Premium supplier program" to which only specific manufacturers participate, RSL, Nike green chemistry, Nike water and sustainable certificates programs are evaluated all together. As the result of the assessment Yeşim Textile showed via the highest grades it achieved in all these categories that it manufactures while protecting the environment. The 2016 goal of Yeşim Textile is to increase its grade by 6%.

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

social compliance supervisor as well as work health and safety in social compliance audits, employee rights, environment and labor law, work health and safety law. At the end of the training, all of the participants who entered the examination held in international standards, were successful and achieved rights to get certificates.

Social compliance supervisors, other than the internal social compliance audits, also participate in contractor audits and will be responsible for ensuring sustainability of the social compliance standards.

Advanced at social compliance

Yeşim Textile began "Beyond Compliance" works because of providing high level social compliance requirements in the global production network in 2015. In this context, it will provide sustainable improvement by working on human resources, environment and energy subjects.

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.

6S Audits

Social Compliance Department and Lean Office started to work closer under the frame of sustainable production at Yeşim Textile. 6S audits include occupational health, safety and environmental sensitivity and they were added in addition to 5S audits which interrogates all of the production and office spaces. 6S audits also included the audits in 21 different departments in 2015. Each department is controlled by Social Compliance Department and Lean Office quarterly. In other periods, internal auditors realize internal audits weekly or monthly.

Our Company was subjected to the following social compliance audits in 2015

- SA 8000 Intertek: March-December 2015
- Hugo Boss Environment: April 2015
- Hugo Boss Social Compliance: May 2015
- Nike SM&S: August 2015
- Tommy Hilfiger PVH: September 2015
- Oeko-Tex STeP: October 2015

Compliance Team of Yeşim, comprising members who are competent and authorized on this issue.

Our Social Compliance Supervisors "authorized"

Yeşim Textile which gives utmost importance to social compliance rules, besides the social compliance department within its structure, had its employees working in production and are in dialogue with contractors, get social compliance supervisor certificate. To the "Corporate Social Responsibility Head Supervisor" training given by Intertek Audit and Consultancy company, 10 people attended from Social Compliance, Human Resources, Quality, Sales, Production and Planning departments of the firm. In the training spans four whole days, information given on the conditions of being

Yeşim Textile is a leader in sustainability

Yeşim Textile was the first and only Turkish company as it was awarded the certificate of OEKO-TEX STEP (Sustainable Textile Production) which is one of the most important commitments for sustainable production.

Yeşim Textile, which adopted it as a principle to carry out transparent production in a way to be trusted by public within the framework of conditions of sustainable production, also continues to be approved by various independent institutions in this regard. In this subject, it is confirmed by several independent institutions. Finally, Yeşim Textile was the first and only Turkish company as it was awarded the certificate of OEKO-TEX STEP (Sustainable Textile Production) which is one of the most important commitments for sustainable production.

OEKO-TEX STEP (Sustainable Textile Production) which is one of the most important commitments for sustainable production. The purpose of the OEKO-TEX STEP certificate is to ensure continuous presence of environmentally friendly production processes, quality management, and safety and socially appropriate working conditions in production facilities operating in the textile sector. The certificate is only given to companies that are good models with integrated works in this area as a result of carrying out of audits. Yeşim Textile was entitled to take certificate after audits on November and December. Thus, it has proved once again that it is a worldwide supplier which is environmentally friendly and able to respond to the demands of production and social responsibility.

Six subjects to which paying attention about analysis and evaluation of sustainable production conditions are chemicals and their use, environmental protection, environmental management, social responsibility, quality management, health and safety. Also, there are three scoring processes for the certificate. 1st level: compliance with the entry level, 2nd level: good implementation with further optimisation potential, 3rd level: exemplary implementation in the sense of a best practice example. Yeşim Textile generally completed at 3rd level all of the audits and certificate will be valid for 3 years.

What is OEKO-TEX STEP?

It is an independent certification system for brands, retailers and manufacturers which are in the textile chain and aiming at having sustainable production conditions in a transparent and sustainable way to be trusted by public. The dynamic development of the OEKO-TEX STEP makes it possible to continuously increase not only environmental performances and social responsibilities of certified companies but also efficiency. The certificate paves the way for them to reach the most competitive position in the market.



The most prestigious social compliance certificate

Yeşim Textile is the first company in the apparel sector in Turkey to receive the SA8000 certificate and has declared at the highest level that the company will comply with the “Social Responsibility Policy” corresponding to the internationally accepted “SA 8000 Social Compliance Standards”.

Yeşim Textile which has the one of the most prestigious certificates of the world on social compliance subject, SA 8000 since 2005, have completed successfully the 1st Interim Observation Audit with audits done on 10-12 March 2015, and 2nd Interim Observation Audit with audits done on 14-15-16 December. Yeşim, being the first apparel firm to receive SA 8000 in Turkey, have continued the social compliance studies as they were for the past 9 years and achieved the right to get the certificate for a fourth time in 2014. Yeşim Textile, being one of 8 firms having this certificate in Turkey, is maintaining the studies on this field at the same speed for years.

In the scope of audits performed by the international independent auditing firm Intertek, the management system that is formed of not forcing or mandatorily working, taking required precautions in work health and safety, workers choosing their own representative, no discrimination among employees, preventing harassment and maltreatment, compliance with the legal regulations in work hours and payments criteria, was investigated. Yeşim Textile, with this certificate, not only within its structure, also in supplier and contractor firms, declares that it will ensure the social compliance conditions. The SA 8000 certificate, being the first universal ethics standard in the world, is currently held by 3 thousand 388 firms throughout the world. Only 8 of these are in Turkey.

What is the SA 8000?

SA 8000 Standard that is created by the Social Accountability International New York (SAI), determines the social responsibility against the employer, supplier, customer and society. SAI is a non profit organization established in volunteering basis, with the aim for developing an auditable standard, application and observation. SA 8000 that is the first Social Management Standard which aims to create development universally sustainable and a certification and controls system in corporate level, audits the common parameters like child labor, working hours, work health and safety. SA 8000 of which the reasoning is based on ISO management system, provides continuous improvement of the management systems in regard

to corporate performance.

Certification process consists of 5 steps. Through first of all, an analysis about social performance and transactions, is made and a performance scanning is performed. The second step, training required to establish the management system, emphasize on qualification of the personnel and guidance like tools being created. After the third step, pre audit preparations, correction phase that is in the forth level, and as last, with the 5th step, certification process, firms gain rights to get the certificate.





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 2015, 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 27001:2013? What does it provide?

ISO/IEC 27001:2013 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.

System room is re-arranged

The system room in which the informatics infrastructure of Yeşim Textile resides, re-arranged physically to meet the ISO 27001 standards. In this regard, a proper and safe environment for all the infrastructure and the main machines to work flawlessly is established via the works executed by the Machinery Energy and Information Technologies departments together. In the scope of the same work, FM200 automated gas extinguishing system, heat and humidity control system equipments are purchased and installed to the room. Thus, the system room that



is working since November 2014, was transferred to its new place in main building in 2015. With this work, a big step towards the area with Yeşim Textile informatics infrastructure main machine and other infrastructure devices, to work properly against fire, humidity and heat and risks to be minimized.

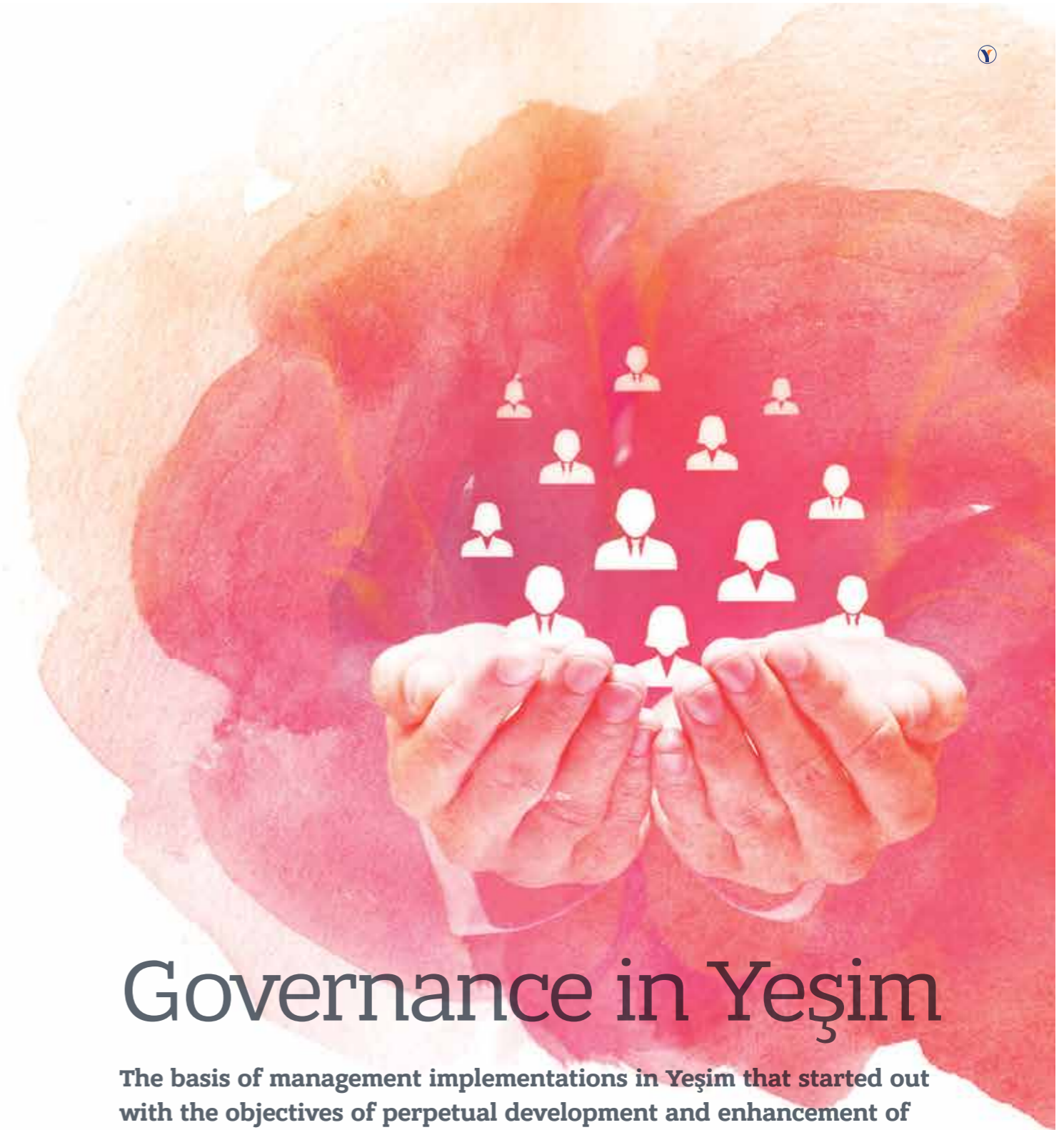


HUMAN RESOURCES MANAGEMENT POLICY

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 tries to establish an organizational structure in its build that is lean, corporate, goal oriented, efficient and sustainable, and continued the studies in 2015 on the organizational chart that is revised in 2014 with the support of a professional consultancy firm. Yeşim, also taking advice from a professional firm for analysis of work processes, aims to have works done towards a right work force with this project. In this regard, the size of all the positions in work processes were determined, risks are specified and with consideration of the improvement opportunities new structuring was performed. In new organizational structure, the process from the order

of the customer until the delivery of it, progresses according to the value flow chart in accordance with lean management philosophy.

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 certificate, Global Compact Contract and OEKO-TEX STeP certificate are the most valuable certificates that Yeşim acquired as the outcome of sustainable works included into its work processes.

Break rooms

According to the law no 4207 on smoking in work places, smoking is permitted at open areas specified close to the workplaces. The areas that have their to covered totally or sides covered more than half cannot be shown as open areas and smoking is not possible within such. Thus, according to the decree, as the smoking rooms used before in Yeşim Textile are not in compliance with the standards law dictates, smoking was banned in hose rooms. In this regard, all smoking rooms are rearranged as break rooms, to the grass field in front of the dinning hall additional seats and umbrellas are placed thus started to be used as the smoking area.



Employment Meeting



Yeşim Textile have attended again this year to the Bursa Human Resources and Employment Meeting held by İŞKUR on 3-5 December at Merinos Congress and Cultural Center.

At the Yeşim stand that received a great interest from the participants, business applications were taken by the Human Resources Department. In the employment fair, Yeşim Textile Human Resources Manager Özlem Şenkoyuncu also gave a seminar named "Are You Ready for the Business Interview?" to the participants of the fair.

'HR Listens to You' meetings

The "HR Listens to You" sessions that are started to listen to the wishes and complaints of the employees one on one and make necessary notifications, continued in 2015 as short meetings. In the meetings of 10 people conducted in the room of HR and Social Compliance Director Fatoş Hüseyinca each week, employees finds the chance to deliver their wishes and complaints to the management one on one.

In 2015, employees representing their co-workers from Garment, Cutting, Weaving, Plain-paint, Finishing, Shipment, Raw Fabric and Machine Energy departments, attended the meetings and delivered their thoughts. In 2015, thus 120 Yeşim employees happened to deliver their thoughts one on one to Human Resources and Social Compliance Director. Also with a new application, the ones that attend the meeting started to hang their recommendations to the "Idea Tree". In the scope of this application, employees write their wishes to leaf shaped papers and stick them to the tree drawn on the wall of the meeting room. Wishes of each meeting is kept and recorded and evaluated.



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 served in Yeşim as a Workplace Psychologist between 08.30-18.30 on Tuesdays and Thursdays in 2015. Having individual interviews, our psychologist facilitates the tackling with the stress in the professional and private lives. Workplace psychologist has so far done 354 hours training and 234 hours face-to-face interviews in 2015.

Fire safety

To the Fire Safety Education conducted by Nike together with FLA (Fair Labor Organization) that is an international organization protecting employee rights, attendance was provided also from Yeşim Textile.

To all of the trainings held in İstanbul in October and November for one week each, Social Compliance Manager Aydın Maydaer, Social Compliance and Work Safety Specialist Ruken Oğulmuş have attended, while to some of the training Yeşim Operating Engineer Savaş Kaba, Paint Shop - Finishing Machinist Muharrem Oruç, Garment Packaging Worker İlhami Eser, HR

and Social Compliance Director Fatoş Hüseyinca have attended. During the education, information on fire safety was given and also items to be cared for in safety were discussed.

In the end of this education that the officials of the firms that manufacture for Nike have participated in, participants entered an examination that is evaluated in international field and to the ones that succeed "Fire Safety Educator" certificate was given. Starting with 2016 fire safety trainings will be given by the Social Compliance team.

First Aid team education



According to the "Regulations on Emergency Situations" and "Regulation on Protecting Buildings from Fire", to the first aid teams established in Yeşim Textile, new employees were added in 2015.

In July and August, total of 78 employees had first aid training for two whole days from Red Crescent. At the end of the training the participants entered an examination, and the people who passed achieved the right to get the first aid certificate. Thus, the employee number in Yeşim Textile with first aid certificate increased to 250.

Special education program for club leaders

A series of trainings were programmed towards personal development of the social activity club leaders together with Faveo Education and Consultancy company. Club leaders received trainings, first of all "Management Abilities" on 22 November at Işık University Campus from trainer Barış Gül, "Project and Process Management" on 23 December from Ahmet Soner. The third training was the "Presentation Techniques" training held on 4th of March. The trainings are being conducted in order to improve leadership properties of the club leaders working in different departments.





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.

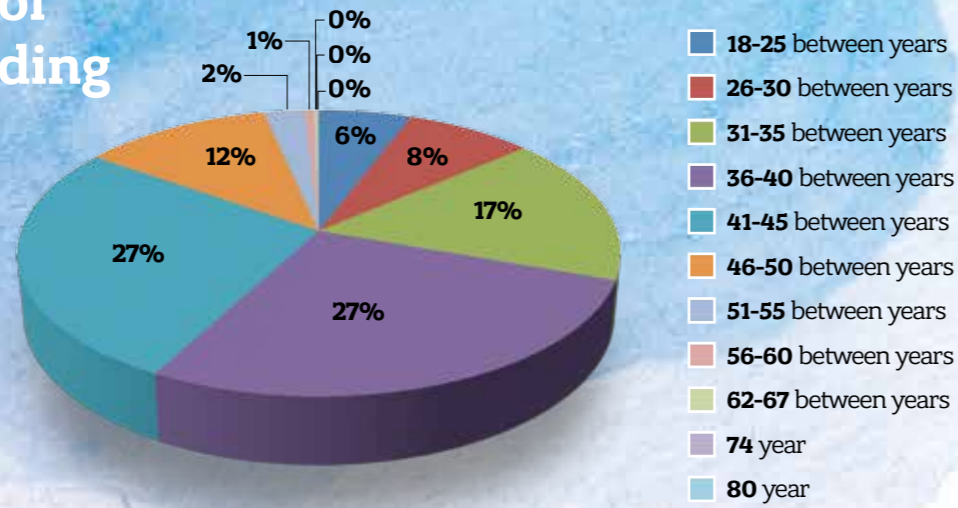
Working conditions in compliance with the law provisions of the "Labor Law" numbered 4857 as ratified by the Council of Ministers and the provisions of the "Collective Bargaining Agreement" which was entered into by and between the employer and TEKSİF (The Union of Textile, Knitting and Garment Industry 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 months) 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 number of people according to ages



A wage policy supported by social benefits



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

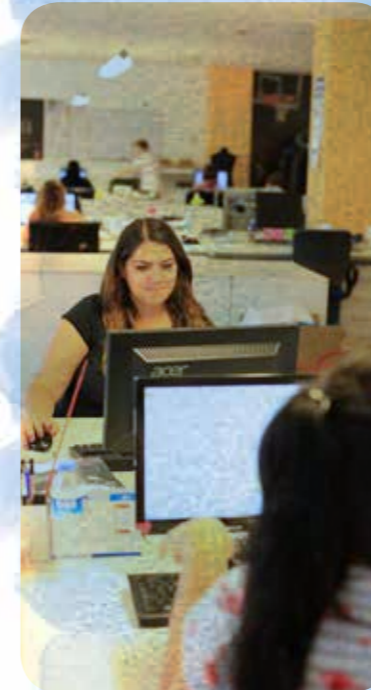
Social assistances at Yeşim Textile

- 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 food stuff to all employees quarterly,
- Free of charge kindergarten service.

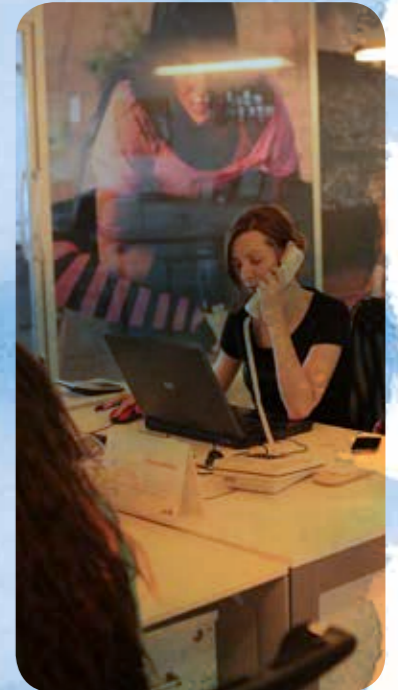
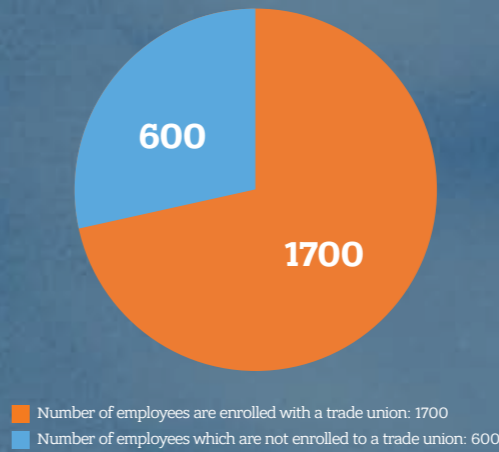
Yeşim Textile complies with the requirement of employing disabled persons at the rate of 3% pursuant to the Labor Law.



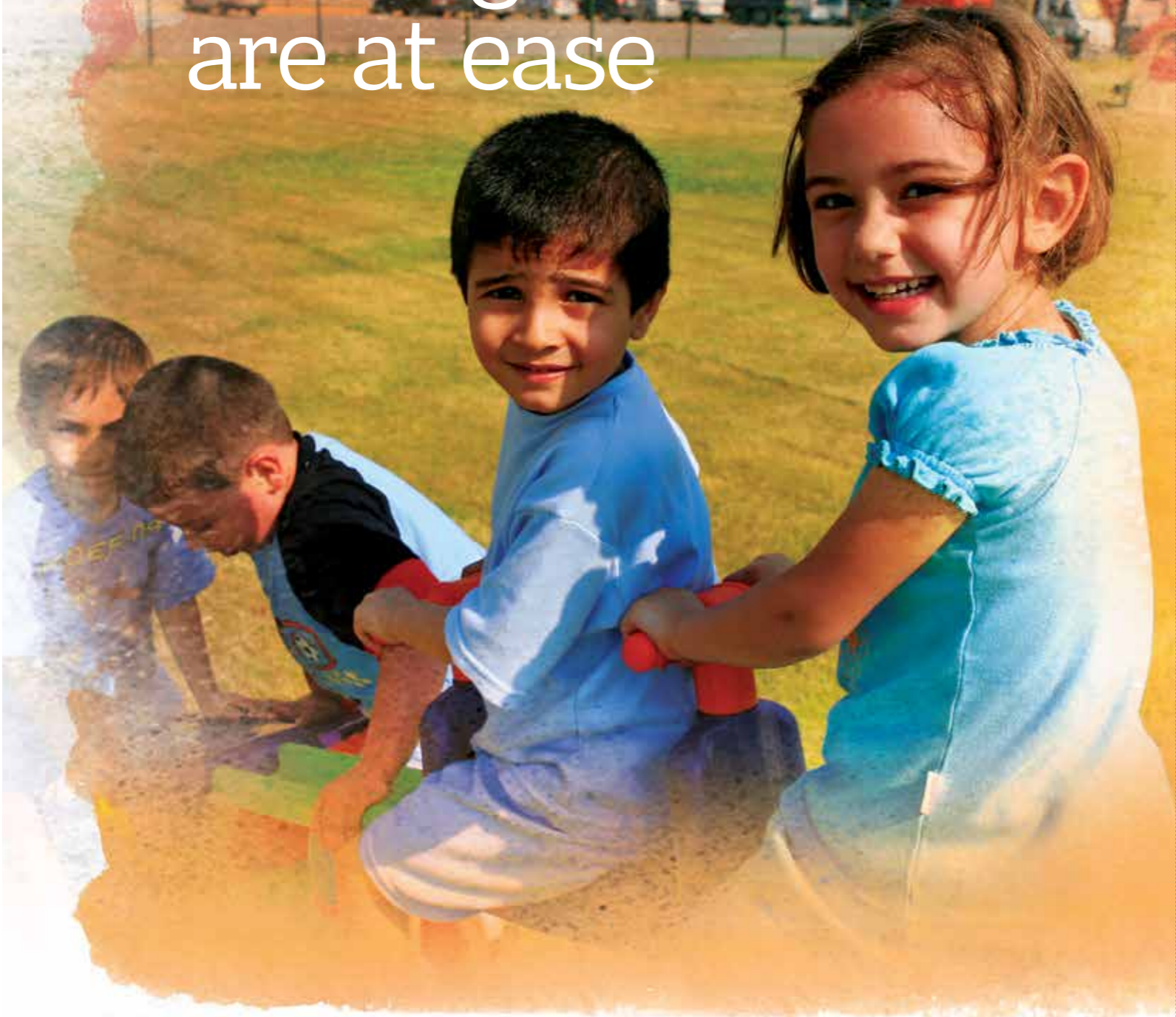
It is not required to be citizen of the Republic of Turkey to be employed at Yeşim Textile.



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



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 responsables, 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 ultramodern facility with a capacity of 1000 children, meeting all the needs of the children. The kindergarten at Yeşim provides education to approximately 250 children currently 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 2013 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 groups. Teachers in the kindergarten receive periodical trainings from psychologist of the company in order to increase their skills to better communicate with children and their parents.



Y yesim



Yeşim; 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

Şenol Şankaya
CEO

Effective Date: 02/08/2004

Revision No: 01

Revision Date: 14/02/2008



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, SA 8000, BSCI (Business Social



Compliance Initiative), OCS, Oekotex Standard 100, OEKO-TEX STeP, 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.





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.

A green step forward in home textiles



Yeşim Textile enrolled to the carbon Performance improvement initiative System (CPI₂) with its home textiles department in 2014. CPI₂ 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 (CO₂) emissions. In this scope, Yeşim Textile put in its factory data to the online system and received online recommendations for improvement in 2015. The company improved its energy costs and carbon dioxide emissions by implementing these recommendations.



Projects to be carried out in 2015

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

- **Project for saving time, water and energy in preliminary finishing:** It was blocked the flow of waste water by installing additional apparatus to open the machine age fabric, and provided water-saving rate of 95%.
- **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. (Projects are going on.)
- **Energy saving and reduction of carbon dioxide project with a special dye to be used in the dye house:** In this project, it was aimed to reduce steam and water consumption and the carbon dioxide levels from the chimney for dyeing 1 kg and total process time energy saving projects that were carried in 2014. In this regard there will be an increase in the production capacity without any additional investments to machinery. These projects were maintained in 2015.
- **Energy savings projects in the knitting department:** Lightings were turned on LED lights and provided energy savings of 68%.
- **Energy savings projects for well pumps.**

Energy saving projects to be carried out in 2015

No	Subject	Project title	Year
1	Energy	Converting to LED lighting in Knitting Department.	2015
2	Water	Water recycling operation - The use of water back by filtering nap from the water method in Corino machines.	2015
3	Energy	Energy saving at air conditioners in Knitting Department by improving fan motors.	2015

Energy saving projects will be carried out in 2016

4	Energy	Re-use of boiler feed water by reverse-osmoz method.	2016
5	Energy	Converting to LED lighting of offices, outdoor lightings and tanks.	2016
6	Energy	Energy saving in the cutter suction machines. (Setting the vacuum speed)	2016
7	Energy	Disconnecting and putting of needlework machines' motors. (When putting direct pedal instead of running the engine during the production.)	2016
8	Energy	Putting the drive to water pumps. (25% planned to save energy)	2016
9	Energy	Energy saving by moisture control system in mine shafts and on the fabrics. (Target is 25-50%)	2016
10	Waste	Recycling of all plastic bags	2016
11	Water	Implementation of application in Corino machines on three more machines.	2016
12	Energy	The use of high efficiency energy friendly dyes	2016

Targets for 2016

- Recovering more than 20 % 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%.



“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 provided 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.

All wastes are separated and collected at source, and it is provided to recycle or dispose them at Yeşim Textile.

- Used vegetal oils collected at canteen and they are 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 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.
- 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.



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 2015;

Excursion and Entertainment Club

- Bowling tournament (16.01.2015)
- Çanakkale trip (19.04.2015)
- "Tips of photography" seminar with Demet Argun (24.12.2015)

Fashion Club

- "Organic designer of fashion" seminar with Nejla Güvenç (26.05.2015)
- "The different touches for fashion" seminar with Gamze Saraçoğlu (27.11.2015)

Futurists Club

- "Exploring the strategies" seminar with Planning Manager Tuba Gökçe (11.02.2015)
- Bulletins of Futurists' Club (4 bulletins were published in February, April, June, August, October and December.)

Sport Club

- Table Tennis Tournament (19-28.01.2015)
- Şükrü Şankaya Football Tournament (June 2015)

Positive Thinking Club

- "To remember being a woman" seminar with Bülent Gardiyanoglu (20.02.2015)

- "Silva method" seminar with Ayşen Edis (03.03.2015)
- "Happiness club" seminar with Müge Çevik (21.04.2015)
- "Impacts of positive thinking on our lives" seminar with Assistant Professor Doctor Davut İbrahimoglu (07.07. 2015)
- "Communication within the family" seminar with Zehra Meral Dinçşahin (26.09.2015)
- "Children's education and social life in the computer age" seminar with Özgür Cihan Berk (05.10.2015)
- "Conscious family for a happy future" seminar with İ&D Consulting (02.12.2015)
- "Magic of our fingers: EFT" seminar with Ayşe Aksaç (11.12.2015)

Innovation and Technology Club

- Bulletins of Innovation and Technology Club (Totally 6 bulletins were published on January, March, May, July, September and November.)

Environment and Social Responsibility Club

- Book donation (February 2015)
- Supplies donation for LÖSEV (June 2015)
- Wish tree for LÖSEV (December 2015)
- "The role of volunteer works in the personal and social development" seminar with Hülya Denizalp (05.12.2015)

Women and Children Club

- The Women and Child Club has carried out various project again in 2015 in the scope of The World of Butterfly project, which was initiated together with Uludağ Soroptimist Club in 2013. (See page 68)

Women friendly company

Yesim Textile continues to be a model company in its industry with its works about gender equality.



Yeşim undersigned the WEPs principles

Yeşim Textile undersigned the “Women’s Empowerment Principles” (WEPs) which was established together by UN Women and UN Global Compact, for equality of women and men, and to empower women in the economic life during the Gong ceremony in Borsa İstanbul. Ceremony was realized in collaboration with the United Nations Entity for Gender Equality and the Empowerment of Women and the United Nations Global Compact and Sustainable Stock Exchanges Initiative. Dilek Cesur, Corporate Communications Director of Yeşim Textile, has signed WEPs as representative of Yeşim during the ceremony.

WEPs, which defines the principles for the empowerment of women is a joint initiative by United Nations Entity for Gender Equality (UN Women) and United Nations Global Compact (UNGC), and provides valuable insight on supporting gender equality in the private sector, work places, market and in the society. There are seven principles in WEPs.

Women’s Empowerment Principles

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work - respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.



WEPs principles lead to Yeşim Textile.

1. Establish high-level corporate leadership for gender equality

Yeşim Textile, besides it work towards its female employees, takes roles in the Board of Directors of Global Compact Turkey of which it is signer since 2006 and in the Women's Empowerment Working Group and TÜSİAD Gender Equality Working Group. It shares its works performed on gender equality in this platform with the other members on the working group, thus contributes to expansion of such works. Yeşim Textile which also takes the task of communication leadership in the Women's Empowerment Working Group, has an effective role in publicity of the work of Global Compact on this field in Turkey. Moreover, Yeşim Textile has signed "Management is the Right of Women" declaration by Turkey Quality Association (Kal-Der) in 2009 and thus committed to improve social gender equality and also has SA 8000 certificate that supports gender equality since 2005. Yeşim which adopted officially the WEPs principles on 5 March 2015, addition to all these started to take seat in Higher Consultation Board of the "Business World Against Domestic Violence Project" executed by Sabancı University Corporate Management Forum. The goal of the project to form support mechanisms in work places against the domestic violence or violence from the ones in close relation against women, and to spread applications, tools and methods to reduce domestic violence via using managerial and organizational abilities of the business world.

Yeşim Textile became one of the 3 best practices in Turkey with its latest works on the subject of violence against women. The "Workplace Policy Development and Application regarding Domestic Violence Against Women Guide" of which Yeşim Textile attended the studies in the TÜSİAD Gender Equality work platform of which it is a member, was introduced in a meeting held in İstanbul on 15th of December. In the guide that is developed by cooperation of TÜSİAD and support of United Nations Population Fund and Sabancı Association, Yeşim Textile became one of the 3 organizations that are exemplary in Turkey via its applications performed on this subject. In the session held under the moderation of TÜSİAD Social Gender Equality Work Group President Nur Ger, Yeşim Textile Corporate Communication Director Dilek Cesur shared the work done on the subject with the participants.



2. Treat all women and men fairly at work - respect and support human rights and nondiscrimination

Yeşim Textile has the most prestigious certificate of the world on social compliance, SA8000 certificate since 2005. This document officially certifies that there is no discrimination at the workplace, and the production is made respectful to human rights. Also the "Codes of Conduct" of all the firms Yeşim manufactures for, demand no discrimination in the workplace and by supervises this by third party auditing firms, follows and controls this demand. Yeşim also supports and spreads this understanding via the social compliance studies conducted within its structure.

In the business medium both women and men are working in same conditions, with same opportunities and same rights. No one gets financial or spiritual privileges due to being a man and also sometimes positive discrimination is done for women to encourage their inclusion in the business life. Also, Yeşim Textile employees are working in conditions determined according to the national and international standards regardless of the gender and receive salaries also in same conditions. Yeşim Textile built a frame work of articles for its principles on the matter via the social responsibility policy it established.

Yeşim Textile was ranked 42 in "Women Friendly 100 Company" research of Capital magazine.

3. Ensure the health, safety and well-being of all women and men workers

Yeşim Textile is a firm that works to apply the work health and safety rules at top level, rallies all kinds of financial and spiritual opportunities for the health and safety of its employees. It has taken high grades in all the audits performed on it by both public institutions and private auditing firms that the customers directed to and exhibited exemplary work. The guarantee of the works done on this matter by Yeşim Textile

is the ownership of the SA 8000 certificate that is one the most prestigious documents on social compliance. Yeşim Textile which owns this certificate since 2005, is the first apparel firm in Turkey to receive the certificate and in 10 years time by continuing social compliance studies as same and renewed the certificate for the 4th time and become one of the rarest firms in Turkey and in the world to achieve that.

Yeşim Textile gives salaries over minimal wage to its employees due to the requirement of the SA 8000 certificate it owns. Everyone that fulfill their third month in Yeşim receives a salary bigger than minimal wage. Also it contributes to their budgets via food packages, shoes, towels it distributes once 3 months.

There is a kindergarten that 0-6 years old kids of the employees benefit in Yeşim Textile for 28 years and it serves to 250 children. Moreover, The Women and Children Club that is active for 14 years, continues its events for women uninterruptedly.

Besides this club, it conducts various trainings and social activities for the personal development and motivation of the employees, thus supporting personal welfare and happiness. Yeşim Textile started a joint health campaign together with Bursa Public Health Center and Yıldırım KETEM (Cancer Early Diagnosis-Scanning and Education Center), and provided that the Yeşim Textile employees have free of charge breast, cervical, and colon cancer tests. In the scope of the project, cervical cancer scanning is done to 30-65 years old women, breast cancer scanning to 40-69 years old women and colon cancer scanning to 50-70 years old men and women. In 2015 total of 300 women benefited from this opportunity.

4. Promote education, training and professional development for women

As Yeşim Textile determines the corporate trainings it conducts according to the personal needs without a discrimination for women or men, it also performs a lot of trainings and activities towards personel and professional improvement of the women under the umbrella of "Women Club" and "The World of Butterfly".

Yeşim Textile has started "The World of Butterfly" project in November 2013 with the slogan "If a woman changes, society changes." that aims to create awareness in health, rights and personal development, and family subjects for all femaly staff. The project is brought to life in coordination with Uludağ Soroptimist Club that is a nongovernmental organization working on changes the life and raise the status of the women and girls.

As it is a sustainable project of a union of a nongovernmental organization and a private sector company, in the scope of World of the Butterfly project that leads the sector, with the events realized under three headings "Women and Health", "Women and Law", "Women and Family", studies are performed towards raising the awareness of the women working and the young girls having their

internship in the company. There are various trainings from legal rights of the women to proper consumption of the food in the scope of the project.

There are also "Social Gender" trainings held in Yeşim Textile. In this scope, the first training was given by UNFPA (United Nation Population Fund) advisors on January 2015.

5. Implement enterprise development, supply chain and marketing practices that empower women

Yeşim Textile also pledged to apply the SA8000 criteria in the contractor firms it works with. In this regard, it also performs required arrangements for application of gender equality criteria in the firms it produces for. It performs social compliance supervision in the firms laying within the supply chain, and audits nondiscrimination against women employees, working conditions, wages, social rights, working hours and conditions of pregnant women in these supervisions.

6. Promote equality through community initiatives and advocacy

All the blue collar workers in Yeşim Textile can be members of unions and can benefit from syndicate rights regardless of gender. Yeşim Textile is the first firm in the apparel sector to sign the Global Compact in 2005. Yeşim Textile has signed "Management is the Right of Women" declaration by Turkey Quality Association (Kal-Der) in 2009 and thus committed to improve social gender equality.

Also it has the SA 8000 certificate that supports gender equality since 2005. It has a seat in UN Global Compact Turkey board of directors and an efficient also leading role in Women's Empowerment Working Group. It signed WEP's principles on 5 March 2015.

7. Measure and publicly report on progress to achieve gender equality

Yeşim Textile, with the Global Compact Report it issues regularly since 2008, announces to the public opinion its work on social compliance and sustainability on the web site of United Nations in both English and Turkish. Yeşim Textile, on its yearly report, gives place to equality understanding, nondiscrimination and the activities only for women.



If a woman changes, society changes

Women and Children Club has carried out a number of activities in 2015 in the scope of The World of Butterfly Project, which was initiated together with the Uludağ Soroptimist Club in 2013.

The World of Butterfly project is 2 years old

The World of Butterfly project realized by Yeşim Textile Women and Child Club and Uludağ Soroptimist Club together, completed its second year in November. In the scope of the project till end of 2015; 41 speakers gave total of 714 hours of education. 2434 women attended to these trainings free of charge. 79 hours of volunteer consultancy was given to the female employees of Yeşim by experts of their respective fields. 585 women benefited from this free of charge consultancy service. 30 women from Yeşim that have dietician support for a year lost 170 kg in total. Since the beginning of the project an e-bulletin is issued for 11 times in English and Turkish that covers the work performed. For the project that completed its second year, a publicity video was prepared in December.



Funding from Europe

The World of Butterfly project received a 5 thousand euro funding from European International Soroptimist Action Fund. The project that realized many successful events since 2013, was the only project chosen by the Turkey Soroptimist Federation in 2015 to be sent for application to the funding in Europe because of its properties like being sustainable, adding value to life of and supporting the development of women. In the International Soroptimist Action Fund where 45 thousand Euro are being granted in total in Europe, The World of Butterfly was one of the three projects that have highest of funding, 5 thousand Euro, among 12 projects that had projects from countries like Germany, France and Belgium. The funding received will

be used in publicity works and events towards raising awareness of the women in the scope of The World of Butterfly project. In the scope of The World of Butterfly project that is realized with the slogan "If a woman changes, society changes.", with the events performed under three main headings as "Women and Health", "Women and Law", and "Women and Family/Personal Development", studies towards raising the awareness of the women are conducted. Various trainings from legal rights of women to proper consumption of the food are given in the project scope. Trainings are supported with various activities in the company and the volunteer consultancy to women of Yeşim by the members of the Uludağ Soroptimist Club. There is a room in Yeşim Textile that is exclusive to women that is used for realizing the events of The World of Butterfly and women take free of charge, individual consultancy from members of the Uludağ Soroptimist Club that have expertise in different subjects and attend talks and chat sessions that will boost their personal development.

"The World of Butterfly" project started second phase

In the second phase of the "The World of Butterfly" project that came to life in 2015, Turkey Education Volunteers Association (TEGV) is also included. In the second phase of The World of Butterfly that has completed its second year in November 20th, while the trainings and consultations for the women of Yeşim continue, on the other hand a new 6 month certificate program named "Towards future with my child" for TEGV mothers.

In the scope of the certificate program Uludağ Soroptimist Club member business women and Yeşim managers, to the mothers whose child is being educated in the TEGV Bursa Learning Unit, gave trainings in various subjects like health, law, family and personal development. These trainings are also supported by one on one consultancies. The trainings take place in the TEGV building at Hürriyet, after the mothers leave their kids to the events. Thus mothers spent the time they wait for their children with trainings and thus find a great opportunity for their personal development. In the first year, after the 6 months of training to nearly 70 women, all the participants will receive a certificate. The publicity meeting of the The World of Butterfly Project's second phase that is realized with the slogan "If a woman changes, society changes.", happened at the TEGV Bursa Learning Unit



on November 17th. Besides the mothers from TEGV, TEGV and Yeşim Textile authorized persons and Uludağ Soroptimist Club members have attended the meeting.

Butterflies said "end the violence"

"The World of Butterfly" project continued in 2015 to create awareness in subjects related to "Women in Turkey". Uludağ Soroptimist Club member women, in the event they realized on 25 November "Elimination of Violence Against Women Day" at Yeşim Textile with the support of the Yeşim Textile Corporate Communication and Human Resources departments, distributed to the employees hand outs containing information on where to apply in case they face violence. Also the members carrying bills "Violence tendency of men who received violence as a kid is 2 times more" and "Do not do to your wife what you do not want to be done to your mother, sister, daughter" written on them, distributed the hand outs to male employees thus created awareness on the subject. Club members to show that they support the "Paint the World Orange" campaign that is started against all discrimination and violence, realized in the scope of International Elimination of The Violence Against Women Days of the United Nations that continues between 25th of November and 10th of December, carried out the event with the orange scarves around their necks.

Orange Exhibition on Human Rights Day

Yeşim Textile supported the United Nations "Paint the World Orange" campaign that is started to draw attention to the issue of violence against women in all around the world. In this regard, on





the December 10th World Human Rights Day, an exhibition related to the subject was organized at the entrance of the dinning hall. In the exhibit, there were stunning visuals and information related to the violence against women from the world and Turkey, also messages of Yeşim Textile male managers regarding the subject. Exhibition remained open for 10 days.



Yeşim Textile also drew attention to the matter via emailing the messages of the male managers on the violence against women with an orange frame, starting from the November 25th Elimination of Violence Against Women Day for one month.

Gender equality education

United Nations Social Gender Equality Specialist Zeliha Ünalı and UNFPA (United Nations Population Fund) Program and Partnerships Official Elif Elçi Çarıkçı, Social Gender Program

Official Duygu Arıç, Bursa Women Friendly Cities Coordinator Burcu Üzümcüler visited Yeşim Textile on 27th of January, and received information on the gender equality works done by the firm. They visited the kindergarten of the firm serving 250 children and the The World of Butterfly room that is opened in 2014 in the scope of the The World of Butterfly project last year, and discussed the cooperation possibilities with Yeşim Textile on gender equality. In the scope of the visit, United Nations Social Gender Equality Specialist Zeliha Ünalı, who performs researches on gender equality and women rights issues in Turkey, gave half a day training to Yeşim Textile female managers, female union representatives and female social club leaders on "Social Gender Equality and Equalitarian Business Media".

Leadership in 'Women' issue

In Bursa, on 7 April 2015, an organization is held aiming publicity and informing for Global Compact (Global Principles Agreement) that its partisanship is based on volunteering and brought together the business world, civil society, universities, municipalities, public institutions with the United Nations. UN Global Compact Turkey Board of Directors Member and Yeşim Textile Corporate Communications Director Dilek Cesur who attended the panel as a speaker in the organization, gave information on Women Work Group that resides among the work groups of Global Compact which Yeşim Textile leads. Global Compact Turkey Strengthening the Women Work Group that is formed of Global Compact members and supporters and of which also Yeşim Textile is a member, continued to its work in 2015 with the slogan "If the women strengthens the society strengthens".



Stop the violence against women!

Violence is not just physical, it may be psychological and economic.



November 25th International Day for Elimination of Violence Against Women 2014 data

• The tendency for violence of the men that received violence as a kid is **2 times** higher than men grew in a calm environment.

• **50%** of the men that inflict violence against their wives, also inflict violence against their children.

• Every day **3** women are killed by their partners around the world.



• In 2014 **294** women were victims of male violence.

• **47%** of these women are killed while they are trying to make decisions on their lives as a requirement of modern life.

• The ration of the ones that think they are desperate: **%80** but Law no. **6284** protects you!



Domestic violence emergency hot line: 0549 656 96 96 Social services: 183 Police : 155 Gendarmerie: 156

Resources: We Will Stop the Women Murders Platform 2014 Research, Pro Communication 2014 Violence against Women infographics.



The World of Butterfly

Trainings given in 2015 under the frame of The World of Butterfly project:

Date	Subject	Speaker
11 January 2015	Gender equality training	Zeliha Ünalı
20 January 2015	"I" trip Part 1	Gülay Aksaz
21 January 2015	Coffee time meeting	Gülsüm Ekmekçi
20 February 2015	To remember being a woman	Bülent Gardıyanoğlu
27 February 2015	"I" trip Part 2	Gülay Aksaz
3 March 2015	Silva Method	Ayşen Edis
18 March 2015	Coffee time meeting	Gülten Pamir
19 March 2015	"Does war kill whom?" drama	Members of Uludağ Soroptimist Club
2 April 2015	How do I protect my family against cancer?	Fusun Emecan Özcan
2 April 2015	Meeting with dietician	Merih Eskicioğlu
15 April 2015	Coffee time meeting	Dilek Cesur
21 April 2015	Happiness Club	Müge Çevik
24 April 2015	No password in relationships	Dr. Rauf Özgür
23 May 2015	Spring bazaar	Support to education
26 May 2015	Organic designer of fashion	Nejla Güvenç
7 July 2015	Impacts of positive thinking on our lives	Davut İbrahimoglu
6 August 2015	Coffee time meeting	Fatma Özbebek
26 August 2015	Communication within the family	Zehra Meral Dinçşahin
9 September 2015	Coffee time meeting	Hayriye Ünal
15 October 2015	Coffee time meeting	Ayşe Sülün
19 October 2015	Women in Turkey	Feyza Altun
21 October 2015	Balance and happiness in family relations	İlay Yılmazlar
26 October 2015	Family relationships - one to one counseling	İlay Yılmazlar
5 November 2015	Children's education and social life in the computer age	Özgür Cihan Berk
11 November 2015	Coffee time meeting	Ayça Bolten Ülkü
27 November 2015	The different touches for fashion	Gamze Saraçoğlu
2 December 2015	Conscious family for a happy future	İ&D Consultancy
4 December 2015	The role of volunteer works in the personal and social development	Hülya Denizalp
11 December 2015	Magic of our fingers: EFT	Ayşe Aksaç
16 December 2015	Coffee time meeting	Filiz Aksu
16 December 2015	Christmas gifts workshop	Yasemin Alat
17 December 2015	Dreams, stories and coaching...	Dilek Yıldırım
24 December 2015	Tips of photography	Demet Argun

Activities within the scope of "Towards future with my child" project:

Date	Subject	Speaker
7 November 2015	"Towards future with my child" introduction meeting	Dilek Cesur
14 November 2015	Approach to children by age features	Sezgin Şentürk
21 November 2015	Nutrition and hygiene	Merih Eskicioğlu
28 November 2015	Women's rights and violence in family	Seda Sümer
05 December 2015	The role of communication in our lives	Hülya Denizalp / Rüyam Küçükşüeymanoğlu
12 December 2015	Balance and happiness in family relations	İlay Yılmazlar
19 December 2015	Put limits on your child	Ayça Bolten Ülkü
26 December 2015	How do we manage our money	Gülsüm Ekmekçi

The World of Butterfly Project

If a woman changes, society changes...

52% of



Yeşim Textile's employees are women



2434

women working in Yeşim Textile

A total of



79 hours

585 women received free of charge advisory services.

In the scope of the project 49 different speakers have given a total of



95 hours

hours of training in one year.



49 experts

met with female employees of Yeşim in the scope of the action



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

Since the start of the project until the end of 2015



11

a Turkish and English e-bulletin was published eleven times.

We continue non-stop



Yeşim prepares youth to future

Yeşim Textile which gives as much importance to the personal development of its interns as of the employees, prepares youth to the future.

The trip to future

- In the frame of the "Intern Development Program" that continues during the July - September 2015 period for university students, Yeşim Textile that conducted many seminars and talks on business life, aims to increase both the experience on business life and business knowledge of the interns. In the Intern Development Program that is conducted in the summer term for university interns in this regard, 9 different speakers gave trainings to the youth through 8 weeks. Seminars for university interns are below:

- Lean Office Chief Neslin Gazioglu Özkaya
Lean Management Model (01/07/2015)
- BU 5 Customer Manager Nergis Melek Akıncı
Future with the future (08/07/2015)
- BU1 Director Mazhar Kazancıoğlu
Global Sales and Marketing (15/07/2015)
- Social Compliance Specialist Münire Erol
Social Compliance and Importance (22/07/2015)
- BU 1 Manager Gülsüm Ekmekçi
I can manage my money (29/07/2015)

- Corporate Communications Director Dilek Cesur
Social Responsibility and Voluntariness (05/08/2015)
- Human Resources Specialist Gözde Salamacı Elmaskaya
Interview Techniques (12/08/2015)
- Human Resources Manager Özlem Şenkoyuncu
Be the leader of your life (19/08/2015)
- Fabric Planning Manager Emre Demiralay
Thinking like Steve Jobs (26/08/2015)

In addition, Yeşim Textile organizes many seminars and discussion panels related to business life for high school students in the scope of "The trip to future intern development program". It is aimed to increase knowledge and skills of interns on their professions and the business life. The seminars organized for interns in this scope in 2015 are as follows:

- Human Resources Manager Özlem Şenkoyuncu
Effective Listening (11/02/2015)
- İzğören Academy Uğur Böceği Program Instructor Serkan Duru
Be the leader of your life (29/04/2015)

- BU 1 Manager Gülsüm Ekmekçi
How can manage our money? (02/12/2015)

University-Yeşim Cooperation

In the scope of the internship protocol signed with the Uludağ University Textile Engineering Department, 6 university students did their internships at Yeşim Textile throughout the year in 2015. The senior year textile engineer candidates, with the works they performed in Yeşim's Weaving, R&D, and Paint Shop departments, prepared their thesis and graduated. The university students, teaching staff and managers of the departments they did internships in, who came together in October under the leadership of Human Resources department, evaluated the expectations from the internship process. At the end of the internship period, the students will present the assignments they prepared to their managers and thus will complete their internship. Under the same protocol, 6 more textile engineering student had their internships in Yeşim last year.



Sports and education support to youth

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 and sport 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 Sport Club

Yeşim Sport 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.

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, 23 children got benefit from Şükrü Şankaya Football Summer School free of charge due to the private contingent allocated to the children of Yeşim in 2015 summer period.





TÜRK EĞİTİM VAKFI
1967

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 “Şükürü Şankaya Education Fund” which is established in the memory of Şükürü Şankaya in cooperation with TEV.

TEV Şükürü Şankaya scholarship fund grows every day

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

In 2015 a total of TRY 48.926 were donated in the scope of TEV Happy Day Flowers campaign and other donation activities.



Sharing is beautiful

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

TRY 219.578 of the total TRY 1.289,578 Corporate Social Responsibility budget of Yeşim Textile was allocated to social responsibility activities in 2015.



“Golden Cap” Campaign

To the “Golden Cap” campaign which the Bursa City Council Handicapped Assembly started in order to surpass the handicaps and for people to live their right of freedom support was given under the leadership of Yeşim Textile BU5 Department. In the ceremony in which total of 21 vehicles are distributed, with the donations of Yeşim Family, battery operated wheelchairs are delivered to 8 handicapped citizens in need.

“One more book from you to enlighten the future”

In the joint organization of the Yeşim Textile Women and Child Club, Environment and Social Responsibility Club, and Innovation and Technology Club, a book donation campaign named “one more book from you to enlighten the future” was started in our company. In the scope of the campaign, Yeşim employees brought books from their homes to predetermined book collection points. In the book collecting campaign that spanned nearly a month and ended on 27 February 2015, the collected books were classified by the club leaders. The ones that are especially related to women



among the collected books were donated to Yeşim Library, while the ones that are related to children were donated to Münevver Özran Primary School that is close by Yeşim Textile.



Support to LÖSEV via Wish Tree Project

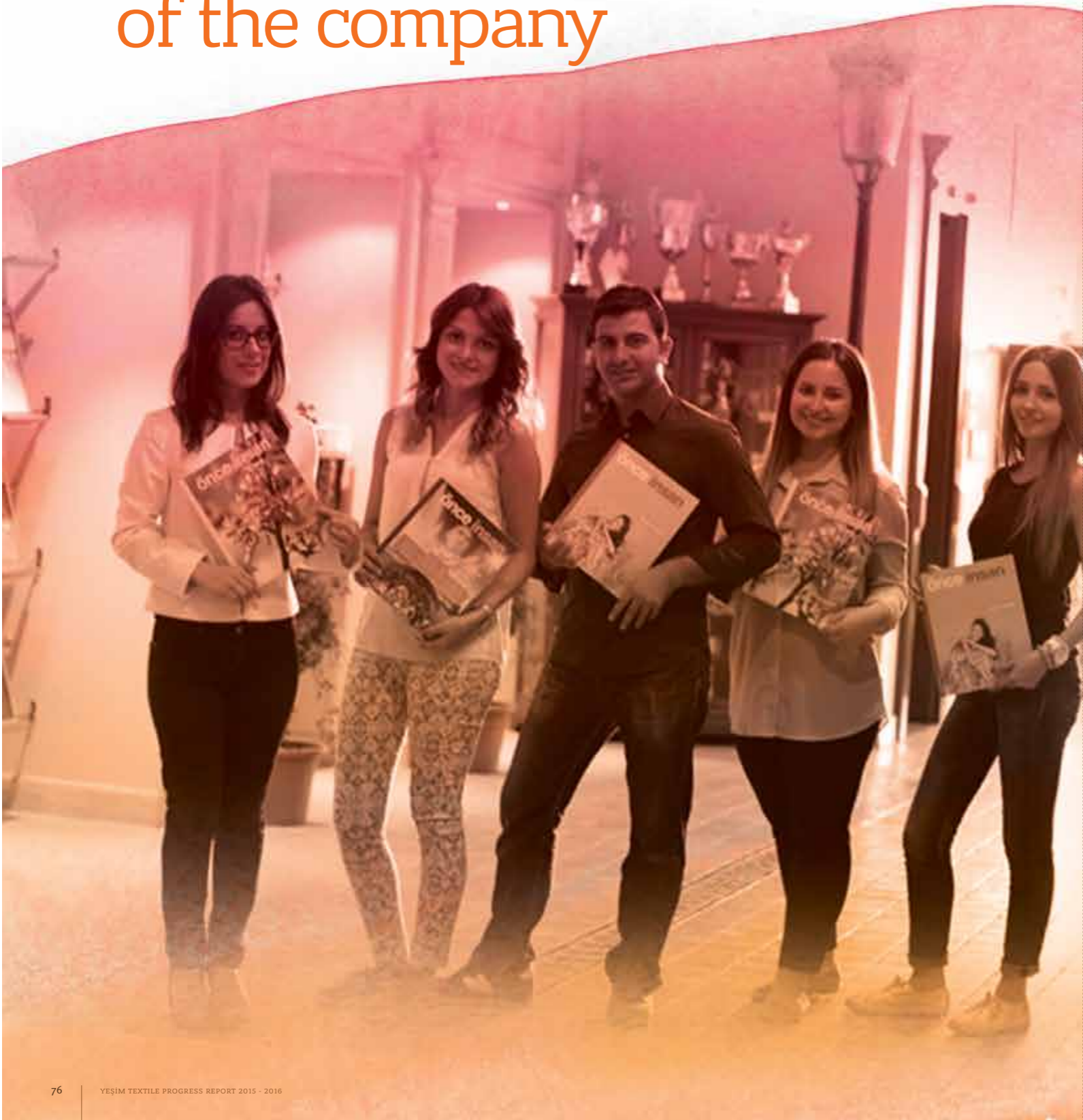
The gifts purchased by the Yeşim volunteers in the scope of “Wish Tree” project were delivered to LÖSEV in the event held in Almira Hotel on 26th of December. A group of our volunteer friends that were determined via a lot have attended the event as representatives of Yeşim. All the gifts purchased were distributed to the children in the new year party and also they are delivered to the homes and hospital rooms of children with leukemia.



Organizations contributed to in-kind:

- Mor Salkm (Purple Bunch) Women Solidarity Association 35 bed linens (June)
- Bursa Kızılay Female Student Dormitory 200 bed linens (August)
- Turkey Disabled Sports Aid and Education Foundation 2500 sweat shirt (August)
- Samanlı Latif Dörtçelik Primary School - Middle School Bazaar 30 bed linens and 30 table cloth (April)
- The World of Butterfly project Bazaar 35 t-shirts, 35 bed linens, 35 table cloth (June)
- Şükürü Şankaya Anatolian High School's all lamps were renewed. (June)
- Nike Child Project 4000 t-shirt and 2000 track suits (October)
- 20. International Soroptimist Congress 200 t-shirts (July)

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



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, 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	2014		2015	
	Number of news articles	Reach	Number of news articles	Reach
January	16	863.499	5	275.159
February	3	135.160	6	1.358.619
March	7	343.252	14	2.398.536
April	8	218.280	15	709.870
May	14	667.634	8	362.955
June	7	413.231	3	389.538
July	8	388.588	3	87.976
August	5	125.520	7	1.633.061
September	11	366.780	4	68.976
October	11	505.496	9	650.232
November	7	343.396	21	1.733.280
December	1	12.000	14	765.444
Total	98	4.382.836	109	10.433.646

In 2014-2015, 207 news articles about Yeşim Textile, SA 8000, social responsibility, social compliance, Global Principles Agreement, The World of Butterfly and environment were published and reached 14.816.482 people.



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 the scope of sustainability for a more beautiful world on national and international platforms.

An active role in Turkey

Yeşim Textile, which was the first company in the Turkish apparel and textile sector to sign the Global Compact, was elected to the Turkish Management Board of Global Compact in March 2014 and maintained its duty in 2015 too. 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 Women's Empowerment in Turkey 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.

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. (Collective action for women - 02.12.2015, Let's meet on seven principles of WEPs - 12.03.2015, Strong women, strong Turkey - 05.02.2015)

Yeşim Textile has signed the Women's Empowerment Principles (WEPs) on 5'h March 2015 and in addition to all of these it started to take seat in Higher Consultation Board of the "Business World Against Domestic Violence Project" executed by Sabancı University Corporate Management Forum and TÜSİAD Gender Equality work platform.



Visit from renowned worldwide economy school

From the London Business School that is deemed within the first 10 in world rankings in economy education, 30 person graduate student group visited Yeşim Textile on May 27. Students received detailed information about the firm during the trip from Yeşim Textile managers.

and Fashion Union (STJM) members in September. The Finn industrialists that visited Yeşim Textile with the organization of Uludağ Exporters Union, in order to get general information on textile and apparel sector in Turkey, strengthen the product purchase from Turkey and improve mutual cooperation opportunities, traveled the factory and get detailed information on production processes from Business Unit 1 Director Mazhar Kazancıoğlu and R&D Director Fahri Yibar.

Finland Textile and Fashion Union visit

Yeşim Textile continues to be a leading firm in its sector with the production capacity and its global customers. Yeşim Textile that is visited by many firms during the year, hosted Finland Textile

Yeşim hosted Peryön

Peryön Turkey People Management Association for Human Resources managers visited Yeşim Textile on 15 January. In this



scope, Human Resources, Social Compliance and Corporate Social Responsibility works were presented by Yeşim Textile managers to the guests.

Fashion in recycling

In the textile and apparel sector's center, Bursa, a new one added in 2015 to the projects realized for discovering young talents and raise their awareness. With the leadership of Uludağ University İnegöl Vocational School of Higher Education Textile Program Department, in the "Fashion in recycling" competition held with the support of Yeşil Rotary, Yeşim Textile, Uludağ Readymade and Garment Exporters Union and Kent Meydanı Mall, the İnegöl Vocational School of Higher Education students presented their recycled designs realized by using waste materials.

The ranked in the competition were awarded by internship opportunity at Yeşim Textile and with various awards given by the sponsors. The "Fashion in recycling" competition that is realized for both drawing attention to the importance of the recycling and to encourage in their creativity the young that will be brought in the textile and fashion sector, thus done using the recycling theme. The designs entered the competition that carried the goals to create environmental consciousness, draw attention to the issue of consumption of the natural resources of the world, and create an awareness on recycling subject, were exhibited in Kent Meydanı Mall between 13-15 March 2015.



Cooperation in yarn qualities

Yeşim Textile supplier Orteks firm gave a training on effect thread qualities to Yeşim Textile R&D, Design, Purchase and Sales Departments on 9th of December.



Sharing in the society

- Yeşim Textile BU 1 Director Mazhar Kazancıoğlu attended to the Hugo Boss Exchange Meeting Business Excellent 2015 summit held in İzmir on 16-17 June. In the meeting that Hugo Boss manufacturers from different countries like Portuguese, China, and Peru attended, Kazancıoğlu shared with the participants the sustainability studies in Yeşim Textile.
- With the effect of the positive guidance of candidate firms in Bursa by Yeşim Textile, in the organization held in the home of Bursa BUSİAD on 23rd of December, BUIKAD and BUSİAD became signers of the Global Compact.

- For the closing meeting of the Pointing Project the is the BUIKAD (Bursa Business Women Association) coaching program for university students, an academician, an entrepreneur and a professional from private sector has been



(Global Principles Agreement) that its partisanship is based on volunteering and brought together the business world, civil society, universities, municipalities, public institutions with the United Nations. Yeşim Textile Corporate Communication Director Dilek Cesur who attended the panel as a speaker in the organization, gave

information on Women Work Group that resides among the work groups of Global Compact which Yeşim Textile leads.

- The "Workplace Policy Development and Application regarding Domestic Violence Against Women Guide" of which Yeşim Textile attended the studies in the TÜSİAD Gender Equality work platform of which it is a member, was introduced in a meeting held in İstanbul on 15th of December. In the guide that is developed by cooperation of TÜSİAD and support of United Nations Population Fund (UNFPA) and Sabancı Association, Yeşim Textile became one of the 3 organizations that are exemplary in Turkey via its applications performed on this subject.



chosen as panelists for being role models for the students. In the category of a professional from the private sector Yeşim Textile BU 1 Nike Inc Director Gulsüm Ekmekçi shared her experiences with the students. Gulsüm Ekmekçi, in her presentation, informed the youth on her own experiences via telling about the expectations from a newly employed to a leader, the required abilities to be a good professional today and comparison of the private sector with other business fields.

- In Bursa, on 7 April 2015, an organization is held aiming publicity and informing for Global Compact



In the session held under the moderation of TÜSİAD Social Gender Equality Work Group President Nur Ger, Yeşim Textile Corporate Communication Director Dilek Cesur shared the work done on the subject with the participants.

- Social Compliance Manager Aydın Maydaer attended the Ergonomics Conference conducted in Süleyman Demirel University on 3rd of October and told about Ergonomics Applications in Yeşim Textile to the students.
- Human Resources and Social Compliance Director Fatoş Hüseyinca attended to the 2nd İzmir Work Health and Safety summit that is held in between 14-17 October at Tepekule Congress and Exhibition Center, as a speaker on 16th of October and performed the presentation with the subject Work Health and Safety in textile sector.
- Human Resources Manager Özlem Şenkoyuncu to the youth attending the Bursa Human Resources and Employment Meeting, gave a training named "Are You Ready For the Business Interview" on 5th of December.
- Human Resources and Social Compliance Director Fatoş Hüseyinca attended to the Turkey Social Responsibility Round Table meeting conducted in İstanbul on 28th of May, and

represented Yeşim Textile in the meeting that aims, in the first place in the apparel sector and then in other sectors, to bring forth the important and current problems of the stakeholders that represent workers and employers in equal terms as well as to discuss the recommendations of the stakeholders and ensure the solid follow up and continuity.

- To the Rotary E Club's social responsibility project named "Career Train" that is realized together with the Supporting the Modern Life Association, Yeşim Textile also gave support. The meeting of the education project that is conducted for the personal development of the university students before they enter the business life, held in Nazım Hikmet Cultural Center. In the scope of the project, two trainings given to the participants by Human Resources and Social Compliance Director Fatoş Hüseyinca named "Team Work" on 12th of December and by Human Resources Manager Özlem Şenkoyuncu named "Communication and Motivation" on 6th of December.
- An interview was done with Yılmaz Argüden, Global Compact Turkey Board of Directors President, in People First magazine which is corporate publication of Yeşim Textile.





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