



Yeşim

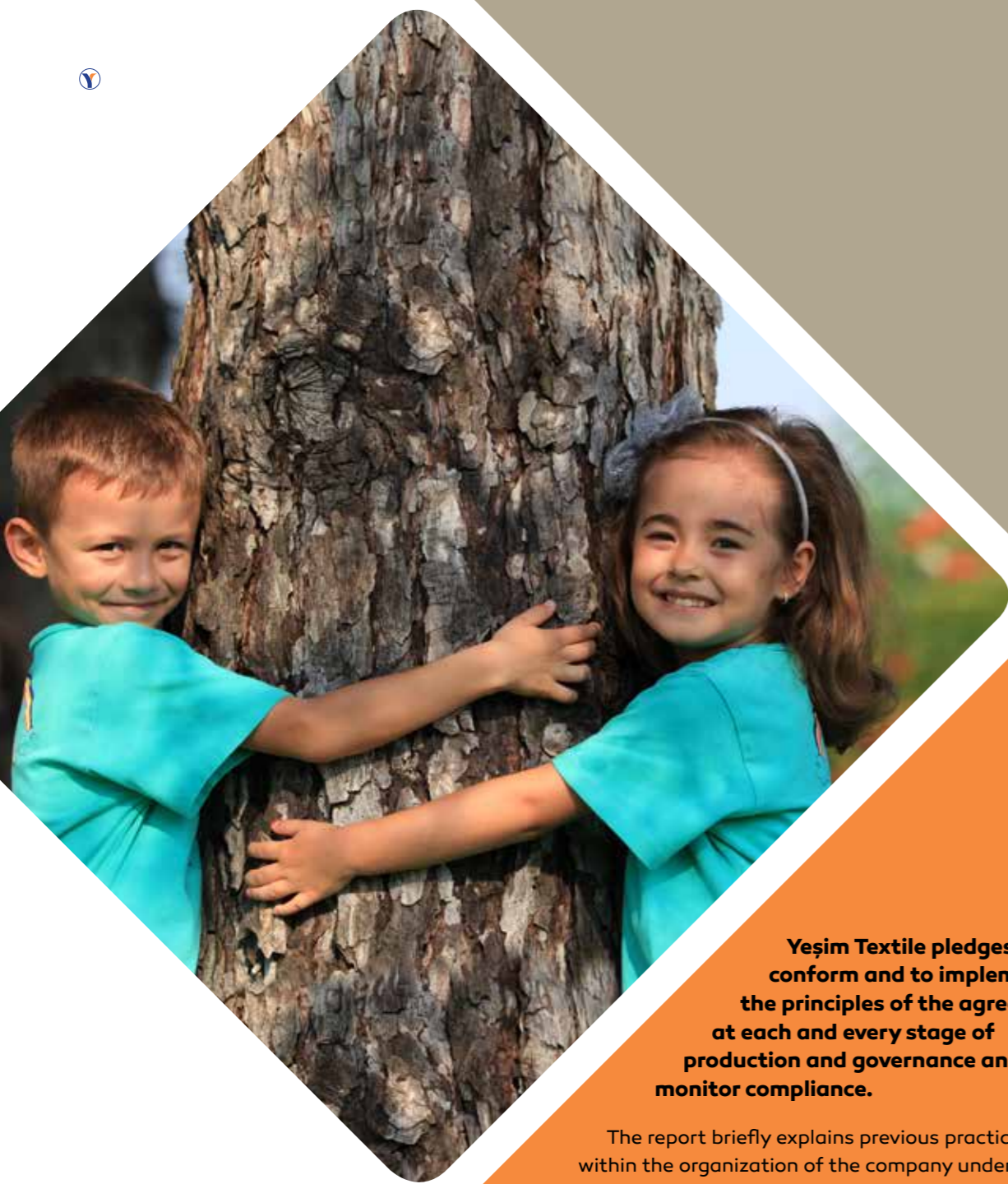
2016
2017

YEŞİM
TEXTILE
PROGRESS
REPORT

 **yeşim**



producing for the world



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 2016. 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 2017 and subsequent years are communicated in the report together with the relevant data.

About the Report



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Index

- 6 Message from CEO
- 8 Information about Yeşim Textile
- 14 Achievements in 2016
- 16 Lean Management System
- 20 Social Compliance
- 36 Governance in Yeşim
- 46 Yeşim; the Green Factory
- 54 Innovative fabric from Yeşim: Comfort Life
- 58 CSR Activities Report
- 64 Women Friendly Company
- 90 Information is reproduced by sharing

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. Yeşim Textile also was chosen as the co-president for Global Compact Women's Empowerment Working Group in 2016.

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.



Journey to sustainability continues

As Yeşim Textile, which sustains competitiveness in the industry by providing the best service and quality products to clients, we continued to closely follow developments in the world during 2016. Within this context, in parallel with the change process that the textile and apparel industry is in, we started a change project at Yeşim Textile with the name Vizyon 2021.

Within the scope of this project, commenced in order for our company to take correct and confident steps towards becoming a global player, we aim to grow two-fold within five years. While carrying out this growth, sustainability will again be one of our focus points in our business processes as it has been in previous years.

Our company, the first apparel company in Turkey to sign the United Nations Global Compact Principles in 2006, has continued to work on this matter without

break since then. While publishing our 8th report this year, we experience the job of being one of the leading companies in this regard.

In this formation of which we are a signatory, we have also been part of the Global Compact Turkey Executive Board since 2014. With our re-election to the executive board in 2016, we also undertook another task that we greatly value. We have not started to carry out the systematic work that we have carried out for many years for the empowerment of women under Global Compact. Unlike previous years, this year we have strengthened our leadership role in Turkey in this field. We began to execute the task of co-chair of the Women's Empowerment Working Group established under the Global Compact Turkey Network. Thus we began to provide leadership to work carried out on this matter not only at our company and immediate surroundings,

but throughout Turkey.

In addition, with the coordination of Yeşim Textile, in November 2016 the Women's Empowerment Bursa Platform was established with the cooperation of BUSIAD (Bursa Industry and Business Association) and BUIKAD (Bursa Business Women and Administrators Association). The platform aims to bring work carried out for gender equality and women's empowerment in the world and Turkey to Bursa. By undertaking an active role in this platform, we are working on Bursa becoming one of the women-friendly provinces.

In 2016, we started a new project under the name of "Equality at Home and Work" for the development of a business culture which does not tolerate violence against women in order to ensure gender equality in the workplace. We were selected as one of 17 pilot companies in Turkey by the Sabancı University Corporate Governance Forum for the "Development and Implementation of Workplace Policies Regarding Domestic Violence Against Women Guide" prepared with the cooperation of TUSIAD and the United Nations Population Fund and the Sabancı Foundation, and we aimed to raise awareness of this matter in our employees with this project. We also established a committee titled "Gender Equality Committee" in order to give direction to our work in this matter, including our managers and union representatives. Our future work will be guided by the "Gender Equality Policy" we have prepared.

Another pleasing development for us in 2016 was being shown as a model company in the guide prepared for the dissemination

Our company, the first apparel company in Turkey to sign the United Nations Global Compact Principles in 2006, has continued to work on this matter without break since then. While publishing our 8th report this year, we experience the job of being one of the leading companies in this regard.

own company, but for companies wishing to make efforts in this matter.

We have achieved a lot of gains in this formation, which we have been a part of for many years and whose progress report we are sharing. We have found the opportunity to express our clear approach to sustainability to all our stakeholders, both internal and external. Differentiating from our competitors in this regard has been possible during our cooperation with world famous brands. It has created greater transparency and a feeling of confidence, enhancing the reputation of our company. The sustainability vision has developed our relationships with all stakeholders in line with its strategy and implementation plan. Important learning opportunities are provided for all our stakeholders on these issues with our cooperation. Opportunities were created to share our efforts for sustainability outside of the report in many places in Turkey and the world.

Our next goal is to be able to share our sustainability efforts with a better report each year with the rest of the world. We will continue to be a leader in this matter, in particular in a labour intensive industry such as textile and garment industry.

of the "Women's Empowerment Principles" which we signed in 2015. In this guide, the preparation of which we took part in, the applications of our crèche, celebrating its 28th year this year, was shared. We take great pleasure in our experience regarding crèches, which are of great importance in terms of women being part of working life, being a role model to companies wishing to move forward in this matter.

Yeşim Textile, adopting sustainability as a corporate culture, has also continued to fulfil its responsibilities towards nature. Our company, which has carried out work for many years in order to reduce energy consumption and ensure the supply of energy, earned the right to one of the most important commitments of sustainable energy management in Turkey, the ISO 50001 Energy Management System certificate in 2016.

In short, when considering our efforts in sustainability, we can say that 2016 has been an extremely productive year. We believe that including all these efforts in our annual report this year and sharing it with a wide network is very important not only for our



Yeşim Textile

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

Our Vision

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

Our Mission

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

Our Values

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



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

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

Our certificates and global memberships

- SA8000
- OEKO-TEX STeP
- ISO 50001:2011 Energy Management System
- 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)

Exports
256 Million USD

Revenue
260 Million USD

Capacity of company production

Home textile
100.000 units/day

Knitting
50 tons/day

Dyeing
60 tons/day

Printing
100.000 meters/day

Apparel
150.000 units/day



**We were born equal,
let's we live equal**



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

Approximately 200 employee's children in the 0-6 age group are cared for and educated free of charge in the kindergarten of Yeşim.

Yeşim Textile employs 2127 individuals in house and provides employment opportunities to around 10.000 individuals in the aggregate including domestic and international subcontractor.

We are working for 'Equality at home and work'.

We continue our leading role for gender equality. We have been chosen as one of the 17 pilot companies in Turkey aims to raise an awareness among its employees about the issue with its "Equality at Home and Work" project prepared by Sabancı University Administration Forum with the cooperation of Turkish Industrialists' and Businessmen's Association and the United Nation Population Fund (UNFPA) with the support of Sabancı Foundation for "Workplace Policies Development and Application Guide Related to Domestic Violence against women".

As Yeşim Textile, we consider women's empowerment works as a part of our corporate culture. Yeşim Textile has voluntarily signed in "Women's Empowerment Principles (WEPs) co-founded by UN Women and UN Global Compact in 2015. In 2016, we have been shown as an example in the WEPs guide for the dissemination of these principles with our kindergarten which celebrated the 28th anniversary and our applications.

Number of Female Employees
1007

Number of Male Employees
1120

Number of Interns
50

Achievements in 2016

Yeşim Textile rewarded by various institutions and organizations according to its 2015 data and performance.

Yeşim Textile took both the textile and apparel first prize in the Stars of Export Award Ceremony organized by Uludag Textile and Apparel Exporters' Association and Uludag Textile Exporters Association within Uludag Exporters' Union on April. Yeşim Textile CEO Şenol Şankaya received the awards from Science, Industry and Technology Minister Fikri Işık.



- Yeşim Textile was 13 in Bursa and it was 133rd in general gradation of "500 biggest Anatolian companies" survey of Ekonomist magazine.

- In the research of "the 250 big companies of Bursa" was organized by BTSO according to the data of 2015, Yeşim Textile was declared the 6th biggest exporter in Bursa. In addition, Yeşim took part in the 10 companies that create most employment in Bursa.

- Yeşim Textile was 491st in "Turkey's 500 biggest survey of Capital magazine.

- Yeşim Textile ranked 275th in "Turkey's Largest Companies" list of Fortune magazine.

- It held the 71st position in the general gradation and held the 11th position in the sectorial gradation of the "2015 exportation champions" list of Turkish Exporters Assembly and the list contains 1000 company of Turkey.

- Yeşim Textile held the 298th position in the "500 Largest Enterprises" list of Istanbul Chamber of Commerce (ISO).

- Yeşim Textile ranked 47th in "Woman Manager Friendly Companies in Turkey" list of Capital Magazine and ranked 59th in "Woman Workers Friendly Companies in Turkey" list of Capital Magazine.

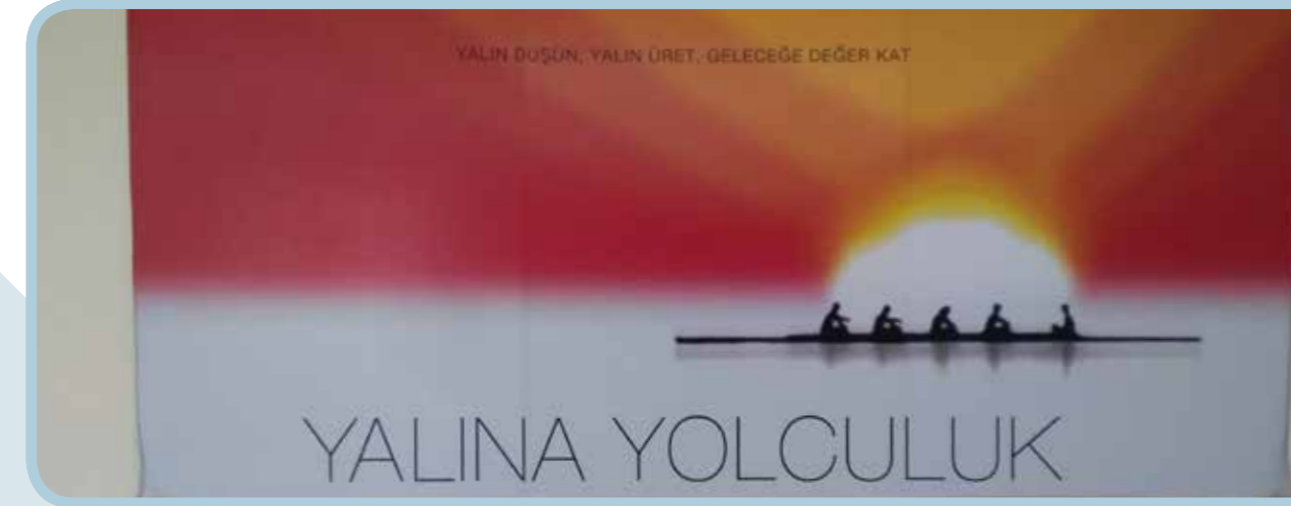
Lean Thinking

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 waste, by focusing on value in each process. Kaizen techniques which are continuous improvement with small steps play a very important role and significantly contribute to this process. The extension of management with targets, which is a major lean technique, throughout the workforce and the continuous monitoring of the performance indicators of each individual unit are key factors that contribute to Yeşim Textile's progress towards is "True North" business results.

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

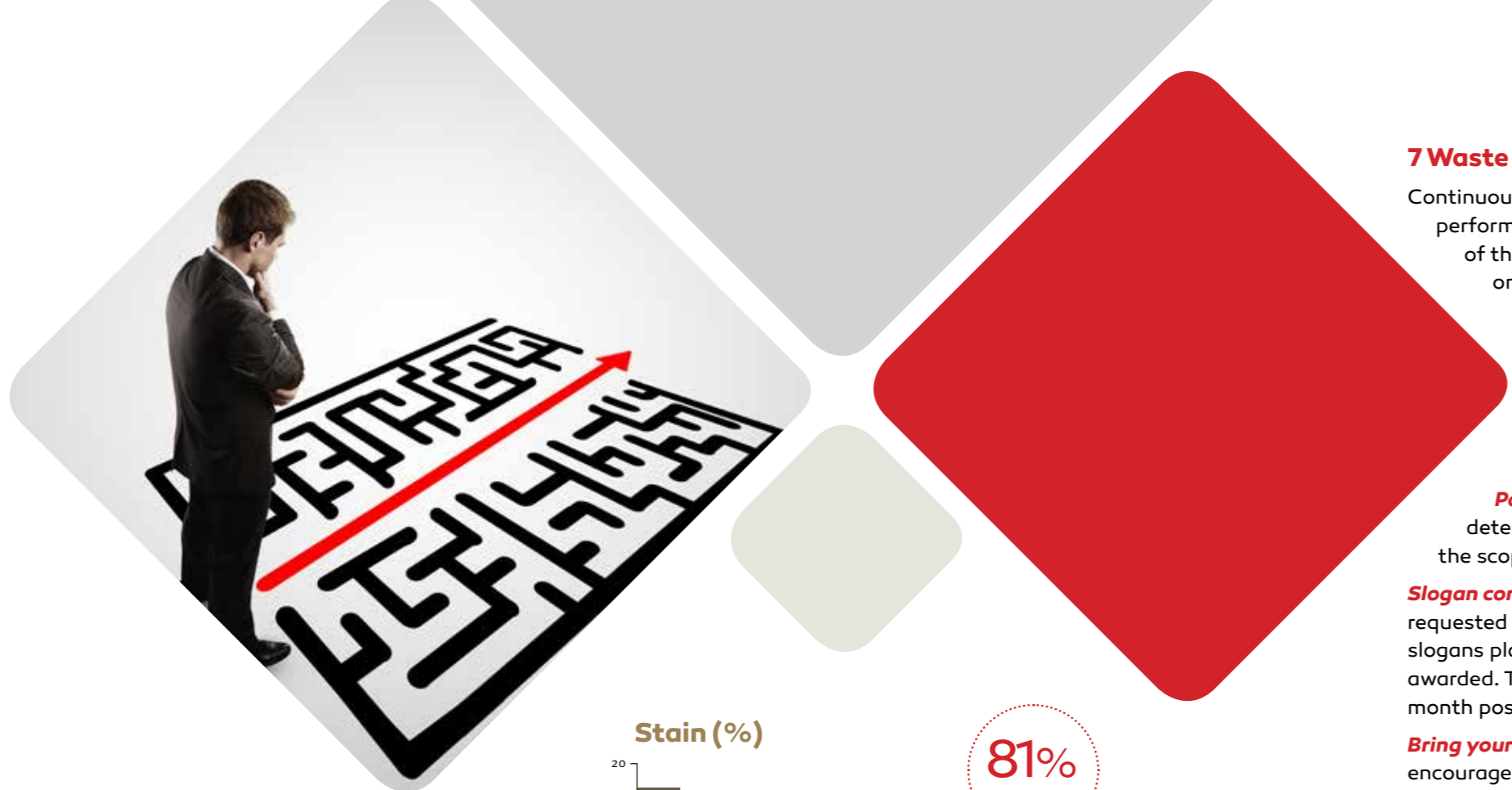


Sustainability

The term "sustainability" comes forward in today's business environment, where companies need to be competitive, work in a world with limited resources, reduce their environmental footprint, reduce costs and meet customer demand. The road to sustainability goes through being a company, which is lean, green and has empowered workforce.

Lean Gains

Kaizen works of Yeşim Textile, which is among its sine qua non for continuous improvement, also continued in 2016 with the enthusiasm for the amelioration of the work of employees and the quality of work environment. The number of kaizen in various departments such as apparel, knitting, production, etc. reached 2515 with 12,812 participants as of 2016. In addition, the units and support departments are included in the kaizen studies that have not made any kaizen until 2016. In 2016 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.



Lean briefing

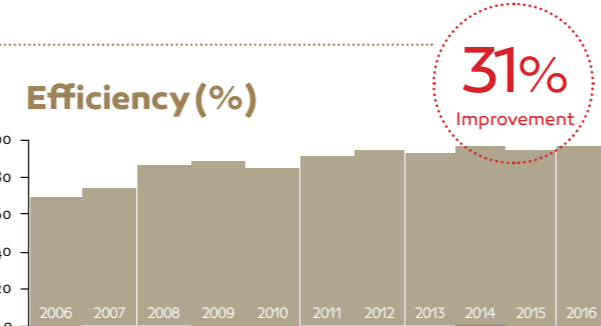
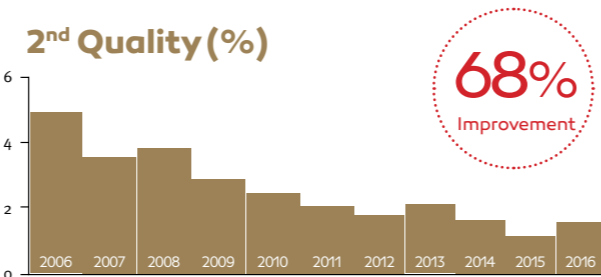
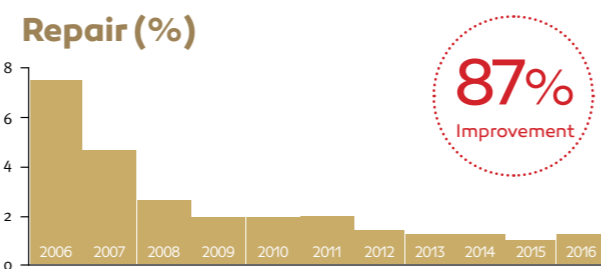
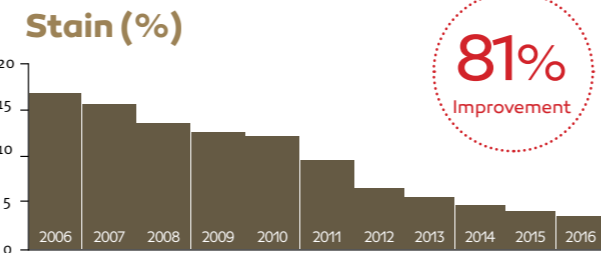
Continuous Improvement Department, continued to increase awareness on lean production of the employees of Yeşim, with activities carried out at production departments and offices in 2016. The trainings started in January and continued with lean conversations. The applied trainings performed and lean conversation sessions realized provided strengthening of the knowledge and establishing an awareness. The trainings ran for 99 hours in total and 274 people have attended.

Informing weeks

The “informing week” series of which the first had been started in December 2012 by Continuous Improvement Department, finished on April in 2016 within the scope of 7Waste Days event. In the event that one wastage issue chosen during the month of January and April 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 2016, it was shared informations about over production and stock wastages.

Benchmarking

Continuous Improvement Department continued visits to compare lean applications in different companies and sectors and to share information with such companies. It was done benchmarking with Bursalı Towel and IKEA in 2016.



7Waste Days

Continuous Improvement Department continued 7Waste Days in 2016 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 wastages, focus on the wastages, see the opportunities and to perform improvement studies. Also the following activities were realized in the scope of “7Waste Days”.

Kaizen evaluation process: Kaizens were requested from all departments regarding the waste issue determined. Kaizen comitee graded the received kaizens and the highest graded kaizens were chosen. Then in 7Waste Days events held periodically in the conference hall, the presenters to upper management and participants were awarded.

Poster works: Poster works were done according to the waste subject determined each month and hang to visible locations within the company in the scope of activity that continued on April in 2016.

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 in 2015 and continued in 2016. In this scope, the ones that would bring ten or more kaizen certificates shall be awarded by Continuous Improvement Department.

Lunch with upper management: Lunch events were carried out with the participation of the kaizen team members, awarded second place in 7Waste Days and upper management. 34 employees came together in an event outside of work with upper management during 5 events organized during 2016.

5S Photograph Contest: The “5S Photograph Contest” was launched in November 2016 to draw attention to the issue. Within the scope of the competition, employees shared their photographs of the best 5S applications with the Continuous Improvement Department. The photographs were evaluated by the Kaizen Committee and were awarded during the 7Waste Days held in December.



7Waste sessions

Interviews were carried out with experts on kaizen or waste types at Yeşim Textile within the scope of the 7Waste Days event. Within this scope, Survivor Contestant Ertunga Gemuhluoğlu was a guest of Yeşim on 26 January with a session titled “Being physically and mentally Lean”, Yalın Institute Consultant Can Yükselen on 10 March with a session titled “Lean Life Philosophy”, and Business Perfection Expert Elif Dörter on 27 April with a session titled “Internal discipline, or Work discipline?”. Experts shared their knowledge and experiences with Yeşim employees in all sessions.



Social Compliance Policy

Within the scope of SA 8000:2014, our company, which acts with the principle of "First Human" at every stage of production and management and has signed the Global Compact Agreement, undertakes to

Prevent Child Labor

Act in accordance with the procedures and principles of employing children and young workers and not employing workers under the age of 18

Prevent Forced and Involuntary Labor

Not to employ forced or involuntary labor bound by contract

Ensure Occupational Health and Safety

Fully comply with the legal requirements of the Occupational Health and Safety and customer social compliance standards and projects, apply technical developments and innovations effectively, provide a healthy and safe work environment for all employees

Respect Freedom of Association and Collective Bargaining Right

Respect collective bargaining right of the workers and their right to be a member of authorized unions

Prevent Discrimination

Recruit our employees based on their compatibilities, not according to their discrimination of race, color, language, ethnic origin, political opinion, marital status, age, pregnancy, disability or gender; as well as applying wages, compensations, benefits and promotions in this direction

Discipline / Prevent Abuse and Harassment

Respect each employee's personality and honor, not to practice institutional punishment, not to allow verbal, physical, sexual or psychological harassment, mobbing, threat or enforcement

Wishes and Complaints

Establish the infrastructure necessary for each employee to communicate their wishes and complaints, assess and give feedback in a timely and effective manner to the employees to make them work in a happy environment and not to allow retaliation against employees due to their wishes and complaints

Determination of Working Hours

Comply with applicable laws and obligations in determination of the working hours, observe volunteerism in overtime and limit weekly overtime working hours in accordance with SA 8000:2014 and customer standards

Wages and Payments

Make normal and overtime payments settled by laws and collective bargaining agreements, and provide employees with social benefits specified in the collective bargaining agreement, meet minimum standard of living in our region

Comply with applicable environmental legislation and customer standards, prevent environmental pollution based on environmental aspects and impact assessment and reduce pollution at source by effective waste management; moreover, protect natural resources and reduce carbon dioxide emission by effective energy management

Compliance with Customs Legislation

Comply with all applicable local and international legislations on customs; take measures to prevent illegal shipment of our products and other products, which are compatible with these legislations

Take Product Safety Measures

Ensure non-existence of any undocumented goods (drugs, explosives, illegal biological or chemical substances and smuggled goods), which will infringe the security, in our shipments

Relations with Suppliers

Take commitments on the compliance of the suppliers with respect to social compliance issues, evaluate them in terms of social compliance, monitor the assessment results with action plans and gradually upgrading the social compliance levels

Management System

Conduct activities of social compliance and social performance team under a roof of a management system in accordance with the applicable laws and regulations, social compliance standards of our customers, corporate code of conduct and SA 8000:2014 Management System Standard, which is applied voluntarily, carry out continuous improvement activities on this issue and review them at periodic intervals, and provide the budget needed for all these works.

Şenol Şankaya

CEO

Effective Date: 02/08/2014

Revision No: 04

Revision Date: 15/01/2017

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.

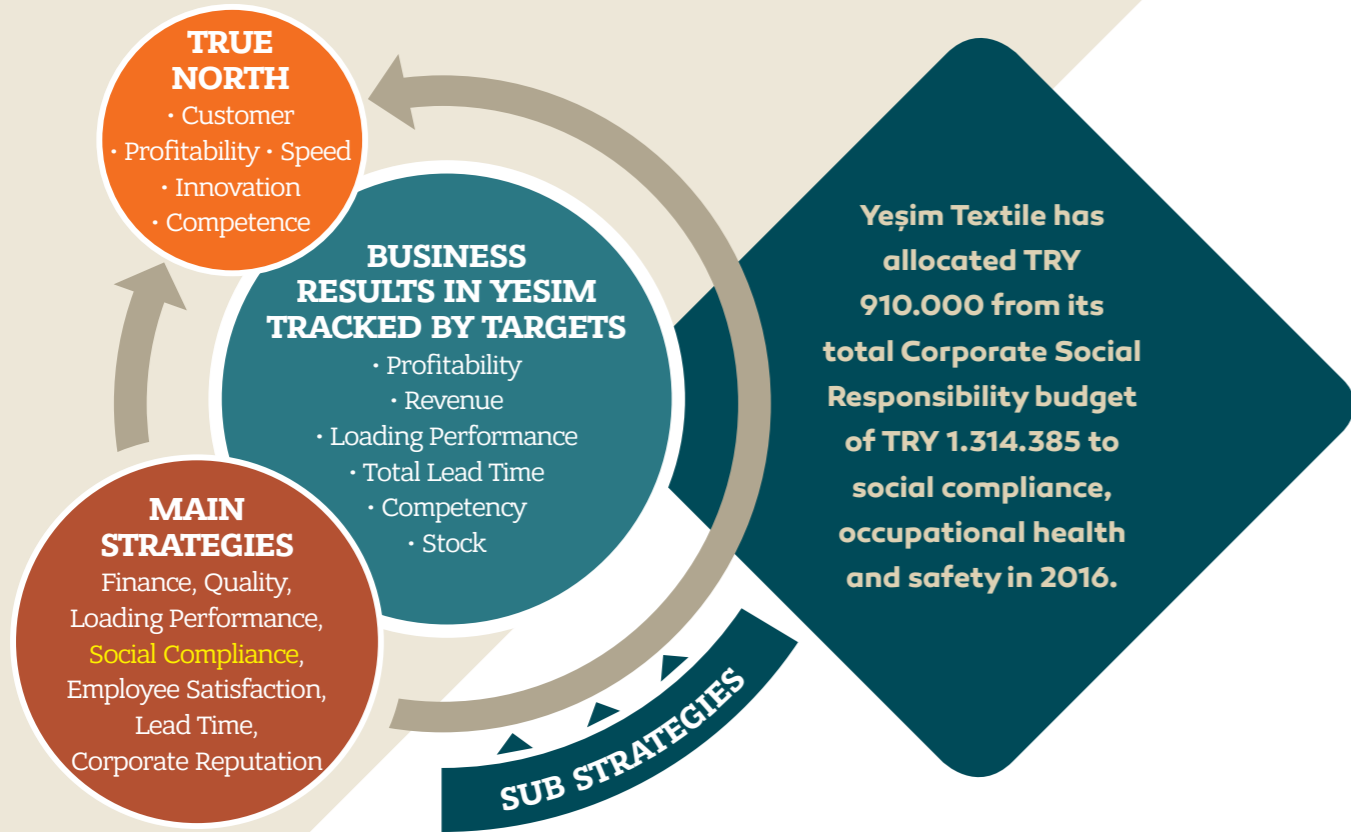
Social compliance is an integrated part of our business processes



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 910.000 from its total Corporate Social Responsibility budget of TRY 1.314.385 to social compliance, occupational health and safety in 2016.

Emergency situation evacuation drills

In 2016, 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 2016. The company has done a fire extinguishing drill in June 2016 and increased awareness.

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

Worker's health and work safety trainings
13.000 hours

Technic, Personal Development and Leadership
22.000 hours

In 2016, 2007 people received a total of
35.000 hours of trainings.

Trainings for health and safety

The Social Compliance – Environment - Occupational Health and Safety Board which was founded in 1983, comprising 24 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 15.000 hours of training in 2016.

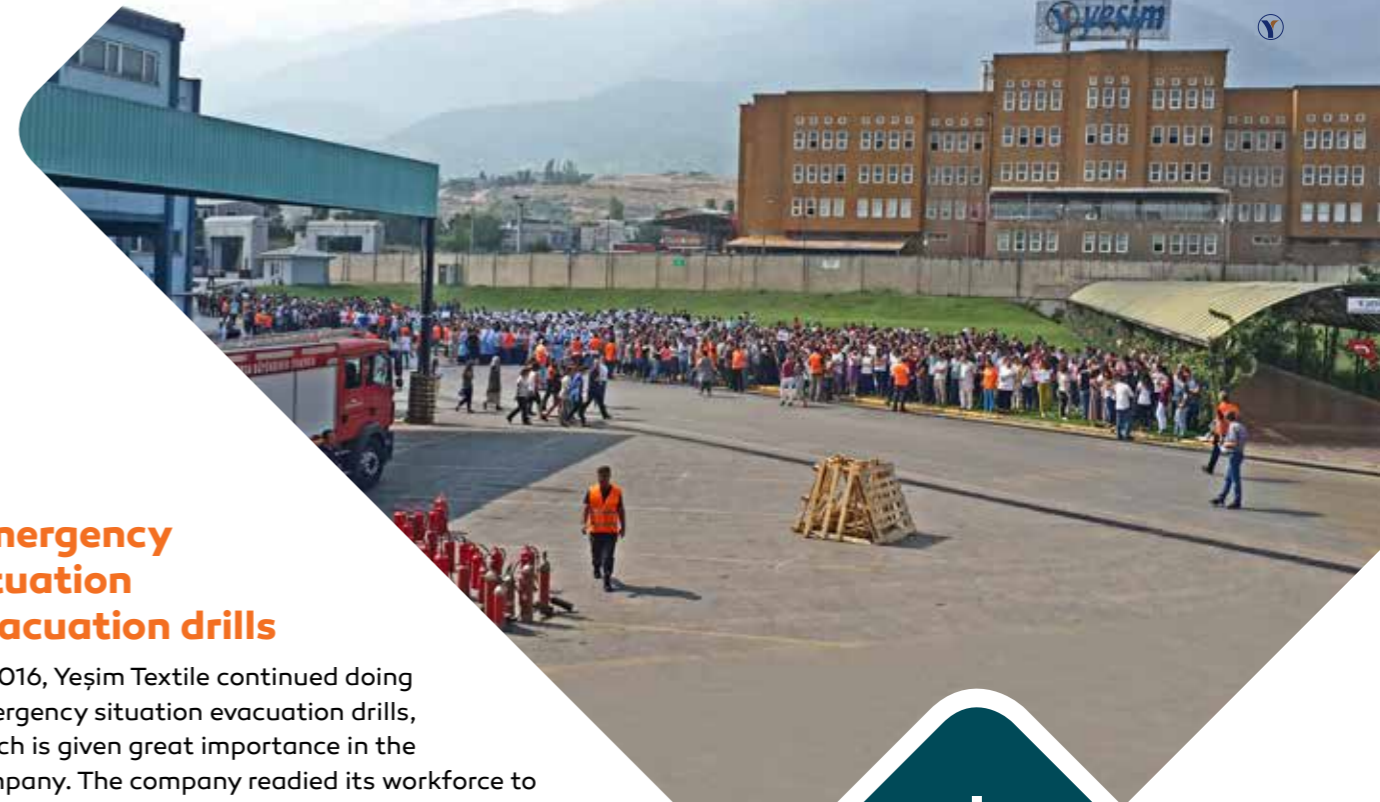


In 2016
15.000 hours of trainings were given.

Accident frequency rates for the year 2016

Total accident frequency rates for the year 2016
3,30

Day Loss Accident Frequency in 2016
1,67



In 2016 a total of
35.000 hours of training were given to employees.



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, Nike energy and sustainable certificates programs are evaluated all together. As the result of the assessment Yeşim Textile raised the score as %18 and showed via the highest grades it achieved in all these categories that it manufactures while protecting the environment.



Yeşim will oversee itself

Yeşim Textile maintained their "bronze" level, passing successfully the Sustainability (Social Compliance) audit organized in the month of August by its customer Nike. With this result, within the framework of the Nike FCO Program, the annual audits of Yeşim Textile will be carried out by the Yeşim Social Compliance team as of 2016. As a sustainable level has been ensured at the last audit carried out by Nike, the Nike teams will carry out inspections every 24 months.

Tchibo 'We Project' continues

The "We Project" project, started by Tchibo in 2014 for all their manufacturers within the scope of a social compliance understanding, continued to contribute to the business methods of the 10 manufacturers of the brand in Turkey in 2016. With the We Project, companies applications in the social compliance field are reviewed, and future efforts in this field are planned. The We Project instructor team visited Yeşim Textile 3 times in 2016, in March, August and December, and provided training to the We Project team at Yeşim regarding social compliance and occupational health and safety.

BCI yarn production is increasing

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, Zara and Tommy Hilfiger. Yeşim Textile will gradually increase yarn made from BCI cotton every year, and in 2016 the BCI yarn used accounted for 40% of total yarn used in production. The company aims to increase this percentage to 45% in 2017 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.



Social Compliance

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

Continuous monitoring through audits

Scheduled internal audits are conducted at the suppliers every year in accordance with the annual main plant and supplier audit plan. In case a need arises for new suppliers, substantive scheduled or unscheduled audits are conducted at new suppliers on social compliance, environment, occupational health and safety, in accordance with the social compliance questionnaire for suppliers and social compliance manual for suppliers upon request by the production department. The audit plan is prepared on an annual basis in a way to ensure that the main plant, all contract manufacturers, printing and embroidery firms are audited once every 6 months. The audits are conducted by the Social Compliance Team of Yeşim, comprising members who are competent and authorized on this issue.

Social Compliance at Yeşim

BSCI (Business Social Compliance Initiative)

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

Fire safety training

Following the Fire Safety Training organized in collaboration with an international organization

protecting the rights of employees, FLA (Fair Labor Organization) by Nike in 2015, fire safety training was commenced at Yeşim Textile in 2016. First of all, individuals to be instructors were selected from each department, information regarding the training methodology was provided by Social Compliance Manager Aydın Maydaer, who obtained the Workplace Fire Safety Facilitator Train the Trainer Certificate following training. This was followed with individuals providing fire safety training in 15 minute informative presentations to groups of 15 from their own departments. 750 hours of training was offered to 1728 individuals by 15 different trainers regarding Emergency Exit Routes and Electrical Fires during 2016.

OHS training

The Worker's Health and Work Safety training, beginning in March every Monday and Friday, was attended by a total of 1500 employees throughout 2016. The training, offered by Yeşim Textile Occupational Safety experts and physicians lasted a full day. While the average score of employees given the training in a 40 question test prior to the Worker's Health and Work Safety training was 36, the average score following training increased to 75 points.

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

SA 8000 Intertek:
May-December 2016

Inditex Social Compliance:
April 2016

Nike SM&S:
August 2016

Tommy Hilfiger PVH:
March 2016

6S Inspections

Within the scope of sustainable production at Yeşim Textile, the Social Compliance Department and Continuous Improvement Department have begun to work closely together. In this scope, in addition to the 5S audits where the lean is investigated in all production and office areas, in 2015 6S, or an audit where occupational health and safety as well as environmental awareness matters are investigated was added. The 6S audits cover the inspection of 30 different departments within the company in 2016. Each department is audited by the Social Compliance and Continuous Improvement departments every 4 months, and at other periods the department internal auditors carry out internal audits on a weekly or monthly basis.



Sustainable Step in Energy

Yeşim Textile has been entitled to the ISO 50001:2011 Energy Management System certificate with its plant which supports sustainable production.

Yeşim Textile, which embraces sustainability as a corporate culture, continues to fulfill its responsibilities towards nature. Yeşim Textile, has been working for many years in order to decrease energy consumption and ensure continuity of energy supply, has been entitled to the ISO 50001 Energy Management System certificate. It is estimated that if the broad implementation of standard is possible including national and international sectors it could affect up to 60% of world energy usage.

The aim of ISO 50001 certificate is to establish an energy management system preventing energy waste by forming a framework for energy management of industry plants especially which has surplus energy production. This certificate is given to companies at the end of certain inspections. Yeşim Textile has been entitled to this certificate with inspections carried out in November. With its ISO 50001 certificate Yeşim Textile proved once again that it is sensitive to environment and acted with social responsibility consciousness.

Yeşim Textile will pass an inspection every year for the document which has validity for three years. In accordance with the standards of ISO 50001, Yeşim has started to work to improve the current energy management system in order to reduce energy consumption and reduce energy costs in the forthcoming period.

What is ISO 50001: 2011?

Nowadays, each passing day energy matters greater, ISO 50001 Energy Management System, which is based on the principle of efficient use of energy, is an energy management system that can be applied to all small and big businesses in every sector and can be carried out by itself as well as other management systems. The ISO 50001 Energy Management System is based on the principles of establishing energy policies of companies, managing the energy consumption with the aim of their targets and making improvements by evaluating the performance of the energy management system.



Yeşim Textile is a leader in sustainability

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 in 2015. The certificate was maintained in 2016.

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. 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.

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.

Six subjects to which paying attention in audits that start 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 ready to wear 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 “SA8000 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 audits which realized on May and December. Yeşim, being the first ready-made garment firm to receive SA 8000 in Turkey, have continued the social compliance studies as they were for the past 11 years and achieved the right to get the certificate for a fourth time in 2014. Yeşim Textile, being one of 10 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 764 firms throughout the world. Only 10 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 after audit in July 2016, 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.



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.


Şenol Şankaya
CEO

Governance in Yeşim

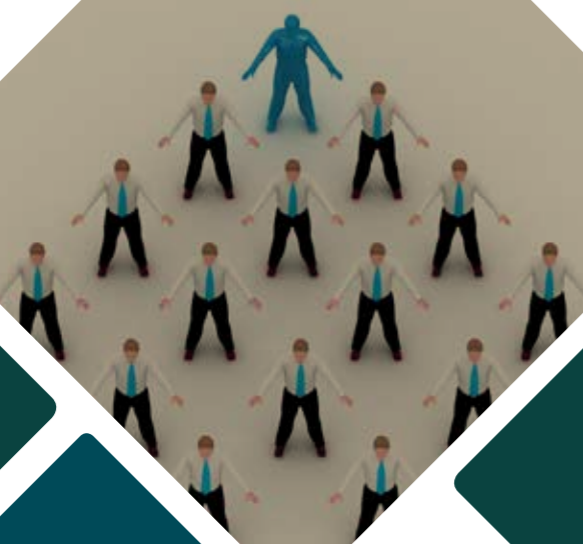
The basis of management implementations in Yeşim that started out with the objectives of perpetual development and enhancement of performance is the mentality of "people first" just like all its processes. Adapting the humanitarian and ethic management perception, Yeşim structured all its processes on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

Yeşim Textile, which determines its future strategies within the scope of the corporate development program that it calls "Vision 2021", has launched many efforts within this scope. Yeşim Textile, receiving consultancy services from a consultancy company regarding strategy and performance management for Vision 2021 goals, has continued its structuring in the Human Resources field in this process.

Yeşim, attempting to establish a lean, corporate, result oriented, efficient and sustainable organizational structure, has analysed its business processes within this scope. Within the scope of this project, the size of all positions in the business processes was determined, risks identified,

and taking into consideration development opportunities, new structuring was carried out. In the new organizational structure, the process from the customer placing the order to its delivery progresses in line with the lean management philosophy according to the value progress chart.

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. SA 8000 certificate, Global Compact Contract, ISO 50001, ISO 27001 and OEKO-TEX STeP certificate are the most valuable certificates that Yeşim acquired as the outcome of sustainable works included into its work processes.



'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 2016 as short meetings. The Human Resources department meet with employees in groups or individually and listen to their wishes and complaints, keeping records of this information.

Leadership program

The "Integrated Leadership Program" organized by Yeşim Academy in cooperation with the Altınoran Academy in order to contribute to the professional development of employees began in May. The training program, consisting of 6 separate programs, was completed with the organization of a total of 18 training sessions in 3 separate groups. 45 managers received certificates at a ceremony organized at the end of training.

Internal trainers

Yeşim Textile launched the "Trainer Training" program in September in order to train internal trainers. Employees who voluntarily register for this program and receive their certificates



will be included on the Yeşim Academy trainer staff. The "Trainer Training" program, a certified Ministry of Education program, consists of 45 hours training. Participants earned the right to a "trainer" certificate by entering a Ministry of Education exam at the end of training provided by Trainer Zeki Gürdal Karaoğlu. Internal trainers will begin to offer training in 2017 at Yeşim in their own areas of expertise to employees.

English course

The English course implemented by Yeşim Textile together with Ukla Academy commenced in October. Employees attending the English course were subject to a proficiency test prior to the course, and commenced training in classes determined according to their proficiency. Courses will continue within the company in 2017.



Occupational safety specialist training

Yeşim Textile Occupational safety specialists and Machine Maintenance department managers received "Explosion Protection Document Preparation Training". The first two days of the training, given on 11-12-13 August by trainers from the Ministry of Labour and Social Security Training Centre, passed with technical information, and the final day passed with technical inspections in the field. In this training, information was provided regarding the document to be prepared in order to avoid the possibility of an explosion.

Project management

Yeşim employees received Project Management training, where the methodology of the preparation and implementation of a professional project was offered. The training, carried out in July and lasting a total of 3 days, was held with the participation of a total of 16 people from the Uludağ Exporters' Union.

Visionary Trainings

5 different training programs were implemented in 2016 within the scope of the "Visionary Training" started in order to provide vision and inform Yeşim managers regarding managerial issues. The training carried out by month:

April: Başak Yeğin Biçer – Discrimination and participation

May: Mehmet Arık – Occupational safety
July: Zeki Gürdal Karaoğlu – Nothing about everything

August: Güzin Abraş – To ask the right questions

November: Burcu Üzümcüler – The gender of language

Communication management training for foremen

A training program covering the titles of communication, debate techniques and conflict management, consisting of a total of 10 hours and held over 3 days, was offered to all foreman working in the Textile department in November. Practical examples were exhibited at the end of the training, contributing to the development of communication skills.



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 2 months are higher than the minimum wage.

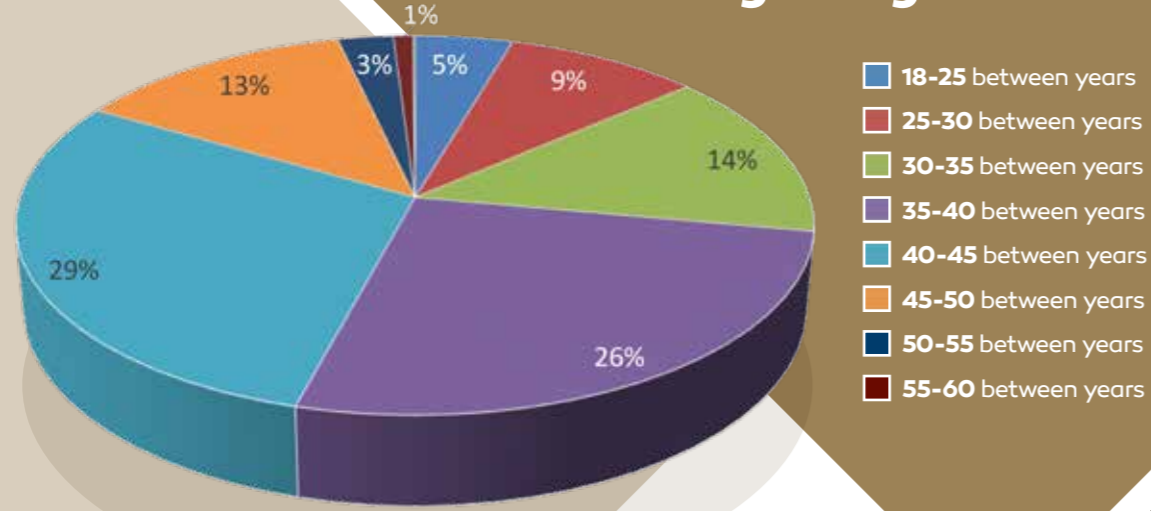
Working conditions in compliance with the law The provisions of the “Labor Law” numbered 4857 as ratified by the Council of Ministers and the provisions of the “Collective Bargaining Agreement” which was entered into by and between the employer and TEKSİF (The Union of Textile, Knitting and Garment Industry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

When compared to the Labor Code, the Collective Bargaining Agreement always provides more favorable conditions for the workers. Yeşim Textile recruits its employees in accordance with this collective bargaining

agreement since 1983, when the cooperation with TEKSİF was started. In the scope of these laws the company does not employ forced workers. All new recruits completing the probation period (1-3 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 wages of all employees who have worked for Yeşim Textile in excess of 3 months are higher than the minimum wage.

The number of people according to ages



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

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



A wage policy supported by social benefits

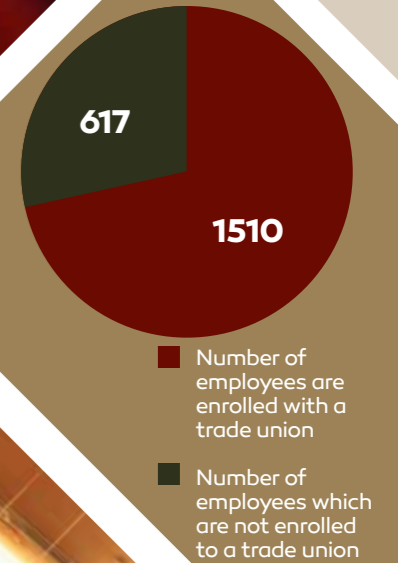
Employees of Yeşim Textile receive the consideration for their efforts not only through wages but also through social benefits.

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



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

Yeşim Textile consider women's empowerment works as a part of its corporate culture. Yeşim Textile has voluntarily signed in "Women's Empowerment Principles (WEPs) co-founded by UN Women and UN Global Compact in 2015. In 2016, it has been shown as an example in the WEPs guide for the dissemination of these principles with its kindergarten which celebrated the 28th anniversary and its applications.



The kindergarten is staffed by a team of 22 qualified and licensed specialists comprising 1 manager, 2 shift responsables, 11 teachers and 8 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 200 children currently with the curriculum of private nursery schools aiming at supporting personal and social development of the children. By organizing various social activities each month in this aim, it is aimed for them to have fun and learn at the same time.

Yeşim kindergarten was an example

Two textile company and two non-governmental organization representatives from Jordan visited Yeşim Textile and kindergarten on 15 January in order to see on site work carried out to support the employment of women and to get information. Yeşim Textile Social Compliance and Human Resources Director Fatoş Hüseyinca and Yeşim Academy Manager Özlem Şenkoyuncu accompanied the visitors who toured the crèche and made observations. The group received detailed information regarding women participating in work life and the efforts made by the company in question.



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, English and folk dances courses are provided to the 5 and 6 year old age groups in 2016, too.

Kindergarten Satisfaction Survey

The kindergarten satisfaction survey carried out regularly to measure satisfaction with the kindergarten was carried out at the end of 2016. According to the results of the survey, to which 140 parents responded, it was determined that there is a high level of satisfaction. 70 percent of parents responded to the kindergarten satisfaction survey covering questions regarding kindergarten management, teachers, staff and kindergarten services. According to responded given to the survey questions, a general satisfaction level of 82 percent was achieved. Access to kindergarten management, approach of teachers, cleanliness of kindergarten and social activities were found to have the highest level of satisfaction.





Yeşim; Green factory



OCCUPATIONAL HEALTH AND SAFETY POLICY

Within the scope of Occupational Health and Safety, our company, which acts with the principle of "First Human" at every stage of production and management and has signed the Global Compact Agreement, undertakes to

Meet the responsibilities and obligations laid down in the National Occupational Health and Safety legislation, comply with the International Occupational Health and Safety standards and fulfill its requirements,

Conduct effective studies for creation and dissemination of Occupational Health and Safety culture at every level of our employees,

Create healthy and safe working areas for all our employees within the boundaries of the enterprise with a vision of proactive and lean occupational safety,

Make existing Occupational Health and Safety conditions better within the framework of continuous improvement and development,

Protect all our employees against Emergencies and be always prepared for Emergencies,

Measure Occupational Health and Safety performance systematically and provide all necessary support to achieve the specified objectives,

Asses Occupational Health and Safety risks, prevent the identified risks by appropriate solution methods,

Take all necessary measures to avoid that our employees have any work accidents and Occupational Diseases,

Ensure that our employees receive regular trainings on all kinds of occupational health and safety issues they may need,

Implement the useful decisions taken in the Occupational Health and Safety Board and Occupational Health and Safety working groups of YEŞİM Tekstil and provide the needed budget.

Şenol Şankaya

CEO

Effective date: 18/08/2016

Revision No: 01



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), Oekotex Standard 100, ISO 50001, GOTS, OEKO-TEX STeP and OCS 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 environment friendly projects



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 2016. The company decreased its carbon dioxide emissions as %10 rate by implementing these recommendations.

Activities for power conservation in 2016

Subject	Project Title	Year of Implementation
Energy	Changing lightning to LED in offices, exterior lighting and warehouses	2016
Energy	Changing sewing machine motors to actuators (systems that only operate when started instead of systems that run throught the production periods)	2016
Energy	Installing actuators to water pums (%25 energy conservation is expected for 2017)	2016
Energy	Power conservation via a humid control system to be installed to funnels and over fabric (%25-50 energy conservation is expected for 2017)	2016
Waste	Recycling 100% of nylon bag waste	2016
Water	Implementing the innovation carried on the corino wet slitter machine in three other machines	2016
Energy	Using energy efficient and high performance dyes	2016

Activities for power conservation to be implemented in 2017

Subject	Project Title	Year of Implementation
Water	Using the last two bath water again for dyeing for dark colours in Jet Dying machinery	2017
Energy	Pilot solar energy project for office lighting	2017
Water	Reusing wastewater as blanket wash water in printing machines	2017
Energy + Water	Purchasing state of the art new machinery that are energy efficient and reduce water waste	2017
Energy	Continuing changing lightning to LED in offices, exterior lighting and warehouses	2017

2017 targets

- Recovering more than %10-15 of the water used in the factory,
- Increasing organic fabric production to 30% of the total fabric production,
- Increasing cotton yarn usage, which is produced according to the BCI standards, to 35% of the total fabric production,
- Increasing recycled fabric production to 5% of the total fabric production.

Water is life, we appreciate its value

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

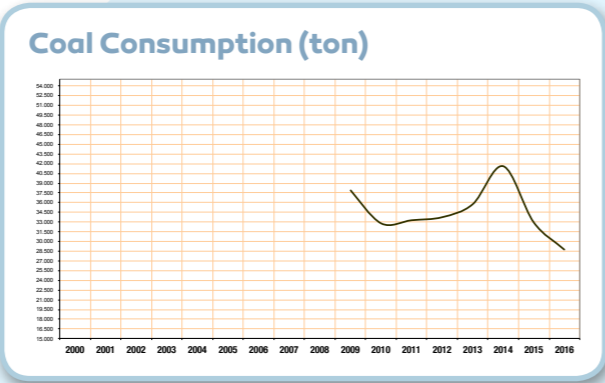
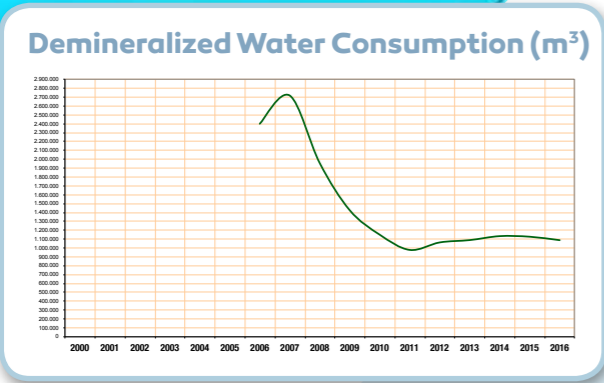
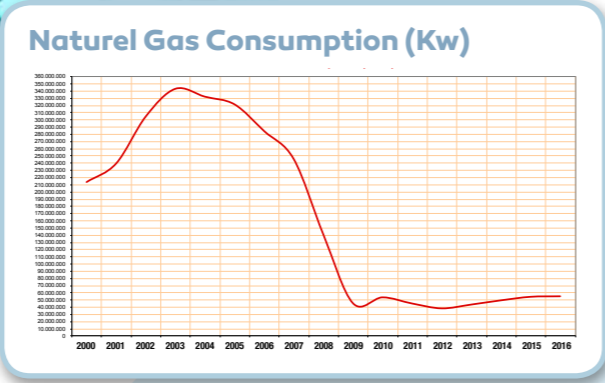
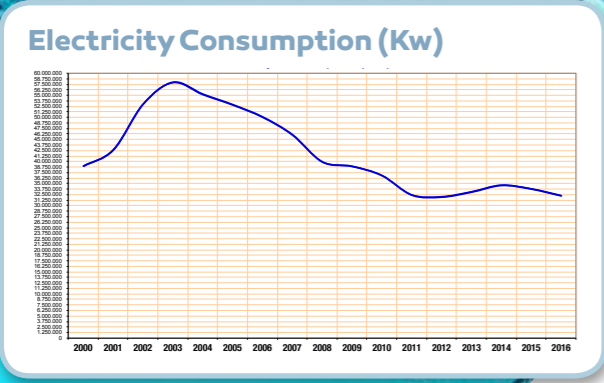
Online tracking for Yeşim

Yeşim Textile participated in the project that was started by Metropolitan Municipality; 'online monitoring of wastewater' application in 2013; and the company was again monitored online by Bursa Metropolitan Municipality in 2016, too. The Online monitoring system measures the parameters of water and delivers data in real-time to Bursa Water and Sewerage Administration and Provincial Directorate of Environment. The parameters include oxygen, conductivity of water, the pH level water, temperature of water and its flow rate.

Environmentally friendly brands



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



No major defect was found during the environmental audits that were carried out in 2016 and no environmental accident was experience.



**An environment
friendly, comfortable,
and innovative fabric
from Yeşim**

Yeşim Textile, which carries out all its production with the motto "People First", creates comfort with its innovative fabric, while supporting sustainability with a low carbon footprint.

Yeşim Textile, which continuously renews itself based on customer demands and closely monitors the trends in the sector, produced an environment friendly fabric that does not require ironing and dries fast, that is comfortable with its thermal and hygroscopic features, and that does not keep unwanted odors thanks to its lasting antimicrobial characteristics in 2016.

This product, which is marketed under the Comfort Life product segment because of its features that gives comfort to the customers of Yeşim, has an optimum level of hygroscopic and thermal features. This fabric is also positioned as an environment friendly product because of its low carbon footprint. This soft and loose fabric can be used as an inner layer in winter and as a t-shirt or dress in the summer and provides its users a light, comfortable, cool and breathable material.

Yeşim, which carries out R&D activities related to nano technological fabric since the beginning of the year 2000, is one of the pioneers in Turkey that produces water repellent, non-creasing, breathable intelligent fabric that became an important trend in the textile sector recently.

“Green IT”

- 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 2015. These activities target to reduce energy consumption and the space required.

The wastes are collected by separating in the source and recycled or disposed of.

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.

- 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



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.

Clubs are supporting personal development



Many social activity clubs were established to support individual and social development of Yeşim Textile's personnel and also to enliven their social lives. In these clubs the personnel of Yeşim participate voluntarily and organize various events.

Travel, Fun and Art Club

- Adalar trip (15 May 2016)
- Bowling tournament (27 May 2016)
- Fujifilm Bursa Street Photography Workshop (24 December 2016)

Fashion Club

- Fashion conversation with Önder Özkan (27 October 2016)
- Fashion conversation with Ezra-Tuba Çetin (14 December 2016)

Futurists Club

- Futurists Club Bulletins (6 bulletins were published in February, April, June, August, September, and December)

Sports Club

- Conversation with Ultra Marathon Runner Bakiye Duran (12 April 2016)
- Şükrü Şankaya Friendship Tournament (May 2016)
- Table tennis tournament (July 2016)
- Conversation with Bursaspor Women Volleyball Team (6 December 2016)

Positive Thinking Club

- Conversation with Dr. Gülbeniz Akduman entitled 'Is happiness inside of us?' (28 January 2016)
- 'What to do in our daily lives for a strong memory' with Mega Memory Bursa Representative Özgür Cihan Berk (25 February 2016)

- 'Modern stress management' conversation with Professional Coach and Psychological Counselor Şebnem Koral (27 September 2016)
- 'Families and Family Systems' conversation with Family and Family Systems Therapist Meral Yardımcı (5 September 2016)
- 'Conscious awareness' conversation with Professional Coach and Psychological Counselor Ayça Bolten Ülkü (9 November 2016)
- 'Intrafamilial communication' conversation with Family and Couple Counsellor Merve Kılıç (16 November 2016)
- 'You have goodness and you are the miracle' conversation with Project Manager and Instructor Mehtap Akkoyunlu (7 December 2016)

Innovation and Technology Club

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

Environment and Social Responsibility Club

- Book donation campaign to BUÇAD (June 2016)
- Food and apparel donation to Aleppo (December 2016)
- LÖSEV (Foundation for Children with Leukemia) Wish Tree (Aralık 2016)

Women and Children Club

- Women and Children Club carried out various organizations in 2016 with the Uludağ Soroptimist Club in the scope of The World of Butterfly Project.



GENDER EQUALITY POLICY

YeşimTextile, in each step of management and production, moves off with 'People First' principle and aims to raise awareness of employees with various trainings on the field of social responsibility and awareness. YeşimTextile conducts programmes and events about 'Gender Equality' with the motto 'Equality at home Equality at work'. It conducts its activities in accordance with principles and rules below.

In accordance with company strategies during work and duty distribution, features of work is relied on, there is no discrimination. Appointment and promotion is done for everyone equally.

- For employees, it organizes various training and activities in order to raise awareness about domestic violence and tries to prevent any kind of violence by raising awareness.
- It organizes various training and activities in order to raise awareness of not only its own employees but also the other firms that working with and the society.
- For solution it supports its employees who exposed to domestic violence by informing and guiding them.
- It does not discriminate sufferers of domestic violence during recruitment, disemployment, employment or on other conditions, it evaluates equally.
- It accepts that sufferers of domestic violence can have problems with absenteeism, lateness, lowness in production and tries to find solutions beneficial to the person.
- It has educated staff about these matters in order to guide accurately in domestic violence cases, it gets supports from non-governmental organizations for education.
- It directs authorised organizations when people who are exposed to violence apply to Human Resources Department to get support, it supports this person by controlling and following his/her situation in the company.
- If there is an employee who applied to get support because of exposure to domestic violence it gives support to this person by cooperating with expert non-governmental organization, law enforcements and other state institutions about this matter.

We commit that this policy created by Gender Equality Committee and legal advisors will be applied meticulously in our firm which adopts gender equality as a principle, following and controlling of this policy will be done by senior management.

Şenol Şankaya
CEO

Validity Date: 01.09.2016

Revision No:01

Revision Date:



**Women
friendly
company**

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

Yeşim Textile constituted "Gender Equality Committee" and published Gender Equality Policy in the scope of "Equality at home and work" project which started in 2016.



Yeşim was chosen as the best example

Fostering efforts for increasing employment of women and empowerment of women as an essential part of its corporate culture, Yeşim Textile joined the “Women’s Empowerment Principles”, a collaborative effort between UN Women and Global Compact Turkey, in 2015. Yeşim Textile maintained women empowerment works in the scope of these principles in 2016.

In addition, Yeşim was shown as an exemplary company contributing to the employment of women in the Women’s Empowerment Principles Application Guidelines prepared by the United Nations Gender Equality and Women’s Empowerment Unit (UN WOMEN). Yeşim was shown as an exemplary company in the guidelines particularly with the kindergarten that has been operational for 29 years and the systematic efforts made for many years for the empowerment of women.

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.

Our works about women’s empowerment

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. 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.
- Yeşim Textile Representative Dilek Cesur, having an active role in the Women’s Empowerment Working Group operating under the coordination of TISK and under the Global Compact Turkey Network, was selected as co-chair of the group.
- It was shown as an exemplary company contributing to the employment of women in the Women’s Empowerment Principles Application Guidelines prepared by the United Nations Gender Equality and Women’s Empowerment Unit (UN WOMEN) with a kindergarten which has been in operation for 29 years in particular.
- In addition, Yeşim Textile signed the “Management is the Right of Women” declaration by Turkish Quality Association (Kal-Der), has clearly committed to developing gender equality and has held the SA 8000 certificate supporting gender equality since 2005.
- Yeşim, formally adopting the WEPs principles on 5 March 2015, in addition, has also continued to



serve on the Senior Advisory Board of the “Business World Against Domestic Violence Project” carried out by the Sabancı University Corporate Governance Forum in 2016. The goal of the project is to create a support mechanism in the workplace towards violence towards women within the family or individuals they are in close relationships with, and to disseminate the best applications, tools and methods to reduce domestic violence using the administrative and organizational abilities of the business world.

- In October 2016, with the coordination of Yeşim Textile, the Women’s Empowerment Bursa Platform was established with the cooperation of BUSIAD (Bursa Industry and Business Association) and BUIKAD (Bursa Business Women and Administrators Association) in Bursa with the aim of bringing work carried out for gender equality and women’s empowerment in the world and Turkey to Bursa. Bursa will act as a pilot province in this regard in 2017.

• Shoots were carried out at Yeşim Textile along with 3 other companies with exemplary applications in this regard for a public service announcement prepared within the scope of the “More and better jobs for women: women’s empowerment through decent work in Turkey” implemented towards women with the financing of the Swedish International Development Cooperation Agency (SIDA) by the International Labour Organization (ILO) and Turkish Employment Agency (ISKUR).

- Yeşim Textile, standing out with efforts made regarding the empowerment of women, is involved in the TUSIAD Gender Equality Working Group.

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. The company earned the right to receive the OEKO-TEX STeP certificate in 2015, and has certified the work carried out in this regarding with another certification system. 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 47 in "Women Manager Friendly Companies" and was ranked 59 in "Women Employee Friendly Companies" research of Capital magazine.
- Yeşim Textile launches a new project called "Equality at home and work" project in order to provide gender equality at work place and develop a work culture which intolerates violence against women. Yeşim Textile which has been chosen as one of the 17 pilot companies in Turkey aims to raise an awareness among its employees about the issue with its "Equality at Home and Work" project prepared by Sabancı University Administration Forum with the cooperation of Turkish Industrialists' and Businessmen's Association and the United Nation Population Fund (UNFPA) with the support of Sabancı Foundation for "Workplace Policies Development and Application Guide Related to Domestic Violence against women".

3. Ensure the health, safety and prosperity 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 11 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 nursery that 0-6 years old kids of the employees benefit in Yeşim Textile for 28 years and it serves to 200 children. Moreover, The Women and Children Club that is active for 15 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 Yıldırım Public Health Center and 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 2015. Project was maintained during 2016. 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 2016 total of 360 women benefited from this opportunity.
- The Breast Cancer awareness panel led by General Surgery and Surgical Oncology Specialist Dr. Erol Aksaz from the Bursa Rotary Club was exhibited at Yeşim during the month of December. Women watching the information video on the "Touch Once" increased their awareness regarding breast cancer by searching out for masses on a model breast following the panel. The panel, located in the Women's Locker Room for 10 days, contains information on the symptoms of breast cancer, and information on risks and detection.

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 'Yeşim Academy', "Women and Children Club" and "The World of Butterfly" project.

- Yeşim Textile has started the "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 female 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 "The World of Butterfly" project that leads the sector, with the events realized under three headings "Women and Health", "Women and Rights", "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.
- Within the scope of the "Equality at home and work" project "Gender Equality" trainings were given to 700 employees at Yeşim Textile in 2016.

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 2006. With this contract signed, we share our work on organization, equality and advocacy in a wide network.

- 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 as a co-president.
- 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.
- Following the receipt of a 5 thousand Euro grand from the Soroptimist International Action Fund in 2015 by the World of Butterfly, in order to fulfil the commitment a sharing session was held in 2016 where all work carried out was described. At the meeting held on 13 May, all work carried out within the scope of the project was shared with the public.
 - In February, a promotional film was prepared for the World of Butterfly project and a video was prepared including the opinions of women benefitting from the project. The promotional film and video including opinions was shared with the public on Yeşim Textile's website, Youtube and social media in Turkish and English.
 - Work carried out within the scope of the Equality at Home and Work project and the results of the gender equality awareness survey was shared with the public by company officials on 1 December on on Olay TV.

- Yeşim Textile Corporate Communications Director Dilek Cesur, undertaking the coordination of the Women's Empowerment Bursa Platform Project, shared the work carried out by Yeşim Textile regarding the matter and their results with the public through the officials from participant companies and members of the press at the platform opening meeting.

If a woman changes, society changes...

Women and Children Club has carried out a number of activities in 2016 in the scope of The World of Butterfly Project, which was initiated together with the Uludağ Soroptimist Club in 2013.

World of the Butterfly is 3 years old

The World of the Butterfly project realized by Yeşim Textile Women and Children Club and Uludağ Soroptimist Club together, completed its third year in November. In the scope of the project till end of 2016; 83 speakers gave total of 153 hours of education. 4099 women attended to these trainings free of charge. 126 hours of volunteer consultancy was given to the female employees of Yeşim by experts of their respective fields. 611 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 17 times in English and Turkish that covers the work performed.

The sharing meeting

The sharing meeting was organized to fulfill commitments after received funding of five thousand euro which received from European International Soroptimist Action Fund in 2015. The studies from 2013 to now was told at the meeting. Women who benefit from the project, the business community and representatives of non-governmental organizations also attended to the meeting which was realized at Podyum Park on 13 May. Program started with the exhibition of posters of The World of Butterfly project, then the introduction film was shown and continued with views of women who benefit from the project and project stakeholders. Program ended with cocktail after ballet show of Neriman Ballet School.



Events are 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 within the scope of The World of Butterfly that has "If a woman changes, society changes" slogan. Training courses are organized in different subjects like women's legal rights or proper use of foods. Trainings are also reinforced voluntary consultancy of club members to the women of Yeşim. There is a room dedicated to women only for the purpose of carrying out the activities of the World of Butterfly at Yeşim Textile. Women participate in interviews and chats that will receive individual counseling services from the Uludağ Soroptimist Club members who are experts in different issues in this room and improve their personal development.

Introduction movie

In February, a promotional film was prepared for the World of Butterfly project and a video was prepared including the opinions of women benefitting from the project. The promotional film and video including opinions was shared with the public on Yeşim Textile's website, Youtube and social media in Turkish and English in order to publicize the project and raise awareness regarding women's empowerment.

Program aimed at TEGV mothers continues

In the second phase of the "World of Butterfly" project implemented in 2015, the Educational Volunteers Foundation of Turkey (TEGV) became involved. In the second phase of the World of Butterfly project, while training and consultancy for women at Yeşim continued, a 6 month new certification program titled "Towards future with my child" began aimed at mothers from TEGV. Within the scope of the certification program, career women members of the Uludağ Soroptimist Club and managers from Yeşim, provide training on many subjects under the titles of health, law, family and personal development to mothers whose children are being educated at the TEGV Bursa Learning Unit. This training is supported with one on one

Introduction movie of The World of Butterfly:
<https://www.youtube.com/watch?v=FM9onAd95eQ>

The opinions of women benefitting from the project:
<https://www.youtube.com/watch?v=37ba8SOKlko>



volunteer consultancy. The training is carried out at the TEGV's building at Hürriyet following mothers dropping their children off at events. Thus mothers are able to make use of the time they wait for their children with training, and gain an important opportunity for their personal development. 20 different speakers offered a total of 60 hours training within the scope of the program over 6 months. 102 women participated in this training free of charge. Following the training, a ceremony was organized where certificates were presented to all participants on June 4 at the TEGV Bursa Learning Unit. The program will continue in 2017.





Trainings given in 2016 under the frame of The World of Butterfly project:

Date	Subject	Speaker
13.January.2016	Social media	Selcan Aydın
20.January.2016	Coffee time meeting	Nalan Kızılaltun
28.January.2016	Is happiness inside of us?	Gülbeniz Akduman
18.February.2016	Coffee time meeting	Aytun Şenten
25.February.2016	What can be done in everyday life for strong memory	Özgür Cihan Berk
08.March.2016	Women's Day	Buket Uzuner
15.March.2016	Coffee time meeting	Esra Şankaya
06.April.2016	Touch once - Cancer week	Erol Aksaz
12.April.2016	"Courage is alone"	Bakiye Duran
19.April.2016	Coffee time meeting	Çiğdem Ersöz Yılmaz
26.April.2016	Time management	İlay Yılmazlar
17.May.2016	Creating a personal brand	Haluk Kayaaslan
02.June.2016	Coffee time meeting	Çiğdem Titiz
20.September.2016	Coffee time meeting	Özlem Şenkoyuncu
27.September.2016	Modern stress management	Şebnem Koral
05.October.2016	Family sequencing and system therapies	Meral Yardımcı
18.October.2016	Effective, successful communication in parent, teacher, student triangle	Nesrin Turşucular
25.October.2016	Coffee time meeting	Tuğba Kocavelioğlu
27.October.2016	Fashion	Önder Özkan
09.November.2016	Conscious awareness	Ayça Bolten Ülkü
16.November.2016	Family sequencing and system therapies	Merve Kılıç
26.November.2016	Combating Violence Against Women and Solidarity	Özce Öztürk Boğa
29.November.2016	Attention to how you communicate	Gamze Demirbaş Çelebi
07.December.2016	Goodness to you, miracle is you	Mehtap Akkoyunlu
14.December.2016	Digital fashion	Ezra - Tuba Çetin
21.December.2016	Coffee time meeting	Seyhan Çiloğlu
23.December.2016	"Call Abundance and Bounty"	Aysun Güven

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

Date	Subject	Speaker
16.January.2016	Conscious mother leader youth	Özlem Şenkoyuncu
05.March.2016	Discover your child's talents	Ayça Bolten Ülkü
12.March.2016	What is violence?	Tülin Kavasoglu
19.March.2016	Trip to your inside	Gülay Aksaz
26.March.2016	Education and social life of children in computer age	Özgür Cihan Berk
02.April.2016	I love, listen and understand my child	Özlem Şenkoyuncu
05.April.2016	TEGV anneleri ile tiyatro etkinliği	Uludağ Soroptimist Kulübü üyeleri
09.April.2016	Skin health and protection ways	Mukaddes Özcan
16.April.2016	Importance of body language for communication	Meral Aydın Yıldırım
30.April.2016	What are the dynamics of intra-family communication?	İlay Yılmazlar
07.May.2016	First aid	Merih Eskicioğlu
14.May.2016	All about eye health	Zülfiye Günöven
21.May.2016	Legal aspects of child neglect and abuse	Pelin Yılmaz- Gamze Pamuk
28.May.2016	Realizing yourself	Fusun Aykut
05.November.2016	Towards future with my child new season meeting	Dilek Cesur
12.November.2016	Family planning	Muammer Durak
19.November.2016	Modern stress management	Şebnem Koral
26.November.2016	We are equal	Neslihan Aktosun
03.December.2016	Values	Ayça Bolten Ülkü
10. December.2016	Equal family, equal society	Meral Aydın Yıldırım
17.December.2016	Effective, successful communication in parent, teacher, student triangle	Nesrin Turşucular
24.December.2016	Family sequencing and system therapies	Meral Yardımcı

Kelebeğin Dünyası

If a woman changes, society changes...

51% of



Yeşim Textile's employees are women

Proje kapsamında



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

The action covers
4099 women

153 hours of training in three year.

A total of
126 hours
611 women received free of charge advisory services.

170 kg.

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 2016

17

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

We continue non-stop



Equality at home and work

Yeşim Textile, which is one of the companies that employs a great number of women under one roof in Turkey, launches a new project called “Equality at home and work” project in order to provide gender equality at work place and develop a work culture which intolerates violence against women. Yeşim Textile which has been chosen as one of the 17 pilot companies in Turkey aims to raise an awareness among its employees about the issue with its “Equality at home and work” project prepared by Sabancı University Administration Forum with the cooperation of Turkish Industrialists’ and Businessmen’s Association and the United Nation Population Fund (UNFPA) with the support of Sabancı Foundation for “Workplace Policies Development and Application Guide Related to Domestic Violence against women”.

Yeşim Academy Manager Özlem Şenkoyuncu and Yeşim Textile Corporate Communications Specialist Meral Aydın Yıldırım attended with others from 17 companies in Turkey the seminars given by Sabancı University Institutional Administrative Forum about “the concept of gender equality”, “types of violence”, “legal framework” and “training skills”. Representatives assigned as Gender Equality Trainer and gave gender equality trainings to 700 employees in 2016 within the scope of the project. Besides to give directions to these studies, also a committee was constituted called as “Gender Equality Committee” in which managers

and representatives of union within the company. It is aimed to constitute a system which will direct the units to give psychologic and legal support to employees who are exposed to violence at home or work place in the studies of this committee’s leadership. Within all these studies Yeşim Textile will cooperate with Mor Salkım Women’s Solidarity Association especially for women who are exposed to violence.

Yeşim Textile organized an event on 4th October to sign a protocol about this cooperation and inaugurate “Equality at home and work” project. Selim Şankaya the chairman of Gender Equality Comitee, the members of comitee as well as the executive managers and employees and the members of Mor Salkım Women’s Solidarity Association attended the opening meeting of the project. Starting with the speeches of the representatives of Yeşim Textile and Mor Salkım Women’s Solidarity Association, the programme continued with the signature ceremony in the company’s showrooms and the cocktail party.

The Mor Salkım Solidarity Association, a stakeholder of Yeşim Textile, is a solidarity institute whose headquarters are in Bursa, established by women’s rights activists from Bursa in 2012, carrying out work focused on human rights in the national and international arena. Among the aims of the activities of the institution are removing the economical and social barriers in front of women due to their gender, and the centuries of oppression against women, carrying out all kinds of work to ensure the equality of men and women, and removing discrimination based on “gender inequality” with national and international projects.



Current situation survey

A perception survey was carried out within the scope of the Equality at Home and Work project to measure the perception of employees at Yeşim Textile to violence prior to gender equality awareness studies and training. In accordance with the results of this survey, determinations were made on what subjects should be focused on during training and awareness work carried out within the company and training began accordingly. Following the completion of all training and awareness work, the survey will be repeated and the latest situation will be determined. In this context, the following survey results convey the situation prior to any

efforts being carried out at the company. 54 percent of the respondents participating in the 1100 employee survey were women, while 26.8 percent were men. 19.2 percent of respondents did not specify a gender. It was determined that 53.4 percent of survey respondents were between the ages of 35-44 and that 88.4 percent indicated a marital status of married. The level of education of respondents was determined to be 42.8 percent primary level, 41.9 percent High School/Vocational School graduate, 15.3 percent university graduate, 75.8 percent blue collar and 24.2 percent white collar.

Equality at Home and Work survey results



22 percent of respondents indicated they had been victims of abuse at least once in their lives.

25 percent of respondents indicated they had been the victim of physical abuse at the hand of their spouse or partner.



27 percent of respondents indicated they had been the victim of psychological abuse.

82 percent of those subject to violence do not share this information with anyone.

Of those subject to violence, **89 percent** state that should they share this information, they would share with a family member or with their friends.



It is noteworthy that of respondents stating that they have never been subject to violence have stated that they have been subject to violence in questions expressing sexual and psychological violence.

One of the most important causes of the victim being unable to say no to violence has been stated as “hoping that the violence will not be repeated” and “thinking of the children if married”.

While **70 percent** of respondents stated law enforcement as where the victim should go, application to the human resources department of the company employing them remained at 5 percent.

50 percent of respondents stated that in the event of being a victim, they would not share this situation with their manager at work.

Respondents stated that they have observed an impact on workplace performance among colleagues subject to violence, and that depression, distraction and decline is observed.



87 percent of respondents stated that the household had a common account and that expenditure was carried out in that manner.

The line of help on domestic violence: +90 549 656 96 96 • Social service: 183
Police: 155 • Gendarmerie: 156

Source: bianet.org



Parent School

Yeşim Textile implemented a gender equality program at Yeşim Kindergarten, which can be used free of charge only by employees. The program started within the scope of Equality at Home and Work project was called Parent School. The Parent School, started in November, was prepared for teachers, parents and children. Within this scope, teachers and parents will receive training each month on a different subject and will carry out experience sharing on child development. Mor Salkim Institute Founder and Trainer Burcu Üzümcüler and Institute Psychologist Damla Dedeoğlu offer the training carried out at Yeşim Crèche. Parents completing the training program have given a "Parent School" diploma at the end of the program. The first session was carried out on 18 November under the title "Communicating with Children", while the second session was carried out on 5 December under the title of "Gender Equality". Within the program attended by 25 parents, training titled "Gender Equality and Gender Neutral games", "potty training, gender education, safe touch" and "communicating through games" have been offered to parents and teachers in 2017. The training designed specifically for children have been offered under the titles of "Safe Touch", and "anger management and conflict".



No to violence

Within the scope of the "Equality at Home and Work" project, at an event held at Yeşim Textile with the cooperation of Yeşim Academy Manager Özlem Şenkoyuncu, BU1 Director Gülsüm Ekmekçi and Yeşim Textile Corporate Communications department, on 25 November "Day for the Elimination of Violence Against Women", brochures were distributed to employees including information regarding gender equality, the types of violence and where to apply to in the event of being a victim of violence. The Yeşim team also participated in the "Paint the world orange" campaign implemented by the United Nations within the scope of the Elimination of Violence Against Women Days between 25 November and 10 December by wearing orange scarves on their necks all day as a symbol of support for the campaign against all kinds of discrimination and violence. In addition, at Yeşim Textile, in order to support the "Paint the world orange" campaign launched by the United Nations to raise awareness of violence against women all over the world, volunteering employees framed their messages in orange between 25 November-10 December, sharing and raising awareness of the matter through email with all employees and to the public over social media.

Yesim Textile sharing chairmanship

Yeşim Textile, having signed the United Nations Global Compact Principles in 2006, has held membership of Global Compact Turkey Executive Board since 2014. Yeşim Textile Representative Dilek Cesur, having an active role in the Women's Empowerment Working Group operating under the coordination of TISK and under the Global Compact Turkey Network, was selected as co-chair of the group. The final meeting of 2016 of the Women's Empowerment Working Group was held on 30 November 2016 at the United Nations Turkey HQ. At the meeting attended by UN ILO, UN Population Fund, UN Women's Empowerment Unit, TÜSİAD, WEPs (UN Women's Empowerment



Principles), Business World Spokesperson SUTEKS, member companies, NGOs and municipality representatives, group chairs were selected. Unlike other working groups within Global Compact Turkey within the scope of Gender Equality work, one male and one female candidate were proposed to the group for chair in line with the recommendation of the Global Compact Turkey Executive Board. At the meeting, a vote was held for Yeşim Textile Corporate Communications Director Dilek Cesur, on the Global Compact Turkey Executive Committee, and Eczacıbaşı Holding Sustainability and Innovation Coordinator Ata Selçuk to be Co Chairman. The proposal was accepted unanimously. Cesur and Selçuk will hold the post together.

Leading companies meet in Istanbul

Yeşim Textile, selected as one of 17 pilot companies in Turkey by the Sabancı University Corporate Governance Forum for the "Development and Implementation of Workplace Policies Regarding Domestic Violence Against Women Guide" prepared with the cooperation of TUSIAD and the United Nations Population Fund and the Sabancı Foundation, attended the "Development and Implementation of Workplace Policies Regarding Domestic Violence Against Women Guide Promotional Meeting". The meeting, held on 13 December at Sabancı Center, was attended by other pilot company representatives in addition to Yeşim Textile, as well as representatives

of TÜSİAD, the United Nations Population Fund and International Labour Organization (ILO). At the meeting, companies applying the guide and creating a policy aimed at combating domestic violence, shared the work they had carried out during the development process of the company policies under the moderation of United Nations Business World Spokesperson Nur Ger. Representing Yeşim Textile, Yeşim Academy Manager Özlem Şenkoyuncu, who has received Gender Equality Trainer training, took part in the panel.

The Business Against Domestic Violence Project, was developed by Sabancı University Corporate Governance Forum in 2013 to create a support mechanism in the workplace towards violence towards women within the family or individuals they are in close relationships with, and to disseminate the best applications, tools and methods to reduce domestic violence using the administrative and organizational abilities of the business world. 2016 was determined as a Pilot application year within the scope of the project. The pilot application, including Yeşim Textile, aims to closely observe the first applications and improve the guide with results and experiences. The pilot application also covers the support and monitoring of volunteer companies committing to develop a company policy regarding domestic violence as "pilot companies" during the entire process. The project will continue to be expanded in Bursa under the leadership of Yeşim Textile during the pilot process in 2017.



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



A trip to the future

In the scope of the "Intern Development Programme" provided to university students during July – September 2016, Yeşim Textile provided many seminars and conversations related to professional life in order to increase interns' both professional knowledge and also their experiences related to the professional life. In this scope during the Intern Development Programme in summer 8 different speakers have given trainings to interns during 8 weeks. Trainings provided to university interns:

- 20 July/Özlem Şenkoyuncu/Become the leader of your life
- 27 July/Nergis Melek Akıncı/Futurism and the future
- 3 August/Neslin Gazioğlu Özkaya/Lean production and management model
- 10 August/Meral Aydın Yıldırım/The importance of body language for communication
- 17 August/Gülsüm Birinci/I manage my money
- 24 August/Özlem Şenkoyuncu and Meral Aydın Yıldırım/Gender equality
- 31 August/Salih Kallenci/Workplace safety culture in the professional life

Yeşim Textile also continues to provide a development programme for the high school interns at Yeşim. This programme aims to contribute to both the personal development and also the professional development of students throughout their internship period. Every month one personal development seminar is organized for high school interns during their internship. Trainings completed in 2016:

- 17 February/Nergis Melek Akıncı/Humans in the future
- 30 March/Emre Demiralay/Thinking like Steve Jobs
- 20 April/Meral Aydın Yıldırım/Body language for communication
- 25 May/Seda Tezcan Altındere/Social media management
- 26 October/Meral Aydın Yıldırım/Gender equality
- 17 November/Salim Korkmaz/Be good, find good

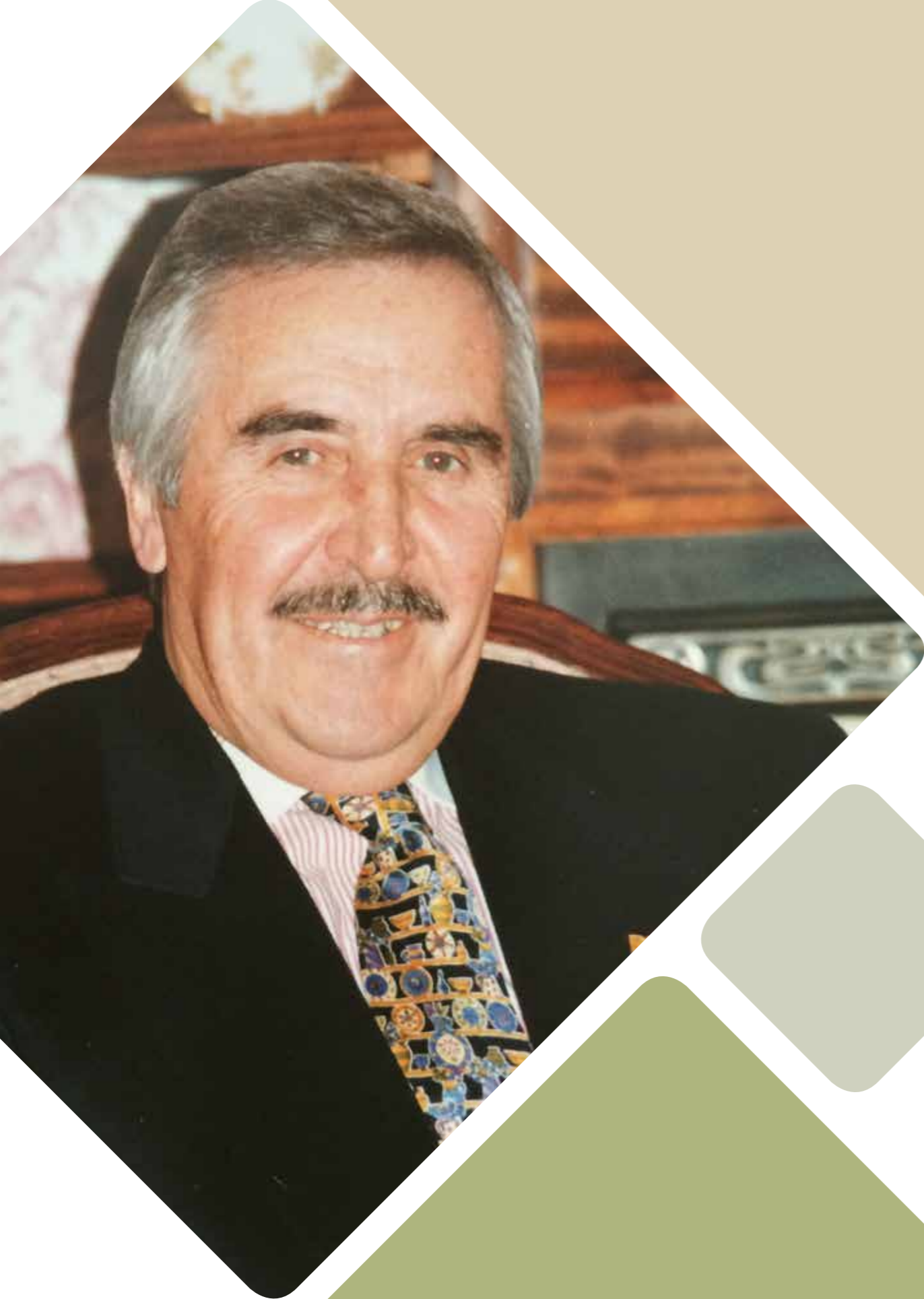
Erasmus intern

A student from Holland has completed internship in the Yeşim Textile Sales and Marketing Department in the scope of the Erasmus student programme, which is supported by Yeşim Textile. During the internship period of 3 months between April and June the intern had the opportunity to get to know better the business processes of Yeşim Textile.

University-Yeşim Cooperation

In the scope of the internship protocol signed with the Uludağ University Textile Engineering Department, two university students did their internships at Yeşim Textile throughout the year in 2016. 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. 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.

**Yeşim
prepares
youth to
future**



The name of Şükrü Şankaya lives in education

The mission of Şükrü Şankaya, one of the founders of Yeşim Textile, who has given his best efforts to support education, is pursued by the company. Yeşim Textile considers supporting education 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

Yeşimspor Club was founded in 2003 with a view to providing wider possibilities for sporting activities to the youth of Bursa and training basketball players for the team. Providing hundreds of children with the opportunity to engage in sports activities, the club has enjoyed considerable success both at local and national level.



Şükrü Şankaya Football School

Şükrü Şankaya Football School, which was formed by the Association of Professional Footballers of Bursaspor in 2009, was financially and morally supported; thus hundreds of children are provided opportunities to do sport in professional conditions. In this context, 30 children got benefit from Şükrü Şankaya Football Summer School free of charge due to the private contingent allocated to the children of Yeşim in 2016 summer period.



TÜRK EĞİTİM VAKFI
1967

We support education with Turkish Education Foundations

Yeşim Textile supports the education of successful young people whose financial situation is not sufficient by the “TEV Şükrü Şankaya Education Scholarship Fund” established in memory of Şükrü Şankaya.

TEV Şükrü Şankaya scholarship fund grows every day

The cooperation between Yeşim and TEV in the field of social responsibility continues steadily since 2006. In 2016 a total of TRY 33.356

were donated in the scope of TEV Happy Day Flowers campaign and other donation activities.

TRY 264.385 of the total TRY 1.314,385 Corporate Social Responsibility budget of Yeşim Textile was allocated to social responsibility activities in 2016.

Yeşim's support to BUÇAD

Based on a campaign started by the Environment and Social Responsibility Club of Yeşim, a donation for books for students of mobile teaching in Orhaneli and Keles Villages was made via the Association of Supporting Variety of Implementations (BUÇAD). The project aims to present books to children, which are sorted according to different age groups, to support them in their individual development.

Wish Tree Project

In the scope of the “Wish Tree” project every year various presents, which are purchased by Yeşim's employees, are donated to LÖSEV (the foundation for children with leukaemia) to be given to children with leukaemia. During the event

carried out at Gold Majesty Hotel on December 24th a team of volunteers from Yeşim Textile participated, which were selected via a drought. All the presents were given to children on the new year party and also sent to the houses and hospital rooms of children with leukaemia.

Helping hand to Aleppo

Yeşim Textile continued its social responsibility activities also in 2016. Yeşim has prepared 20 thousand men's, women's and children's apparel and also 1 ton foodstuff via donations thanks to the campaign started by the volunteers of Yeşim Textile and donated them to the Humanitarian Aid Foundation to be transferred to the war wearies in Aleppo.





**“Önce İnsan”
(People First)
disseminates the
messages of the
company**

“Önce İnsan” (People First) 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. www.yesim.com
- An article was featured in Yeşim’s corporate magazine “Önce İnsan” (People First) 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	2015		2016	
	Number of news articles	Reach	Number of news articles	Reach
January	6	301.419	17	535.200
February	6	1.408.163	9	1.425.792
March	18	2.509.860	11	493.448
April	17	746.130	7	134.053
May	9	355.955	16	937.402
June	4	425.538	11	418.902
July	5	302.875	8	2.816.396
August	6	1.378.061	4	52.776
September	5	77.976	-	-
October	8	648.702	24	4.162.677
November	21	1.757.336	37	907.598
December	22	2.069.451	38	1.324.049
Total	127	11.981.466	182	13.208.293

In 2015-2016, 309 news articles about Yeşim Textile, SA 8000, social responsibility, social compliance, The World of Butterfly and Global Principles Agreement were published and reached 25.189.759 people.



“Önce İnsan” (People First) 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. Yeşim Textile shares its experiences by participating in the activities of different institutions and organizations, drawing attention with its lean management and social responsibility applications as well as its production.



Leader on women issue

Under the coordinatorship of Yeşim Textile, organized with co-operation of BUSİAD (Bursa Industry and Business Association) and BÜİKAD (Bursa Business Women and Administrators Association) Women's Empowerment in Business Life Bursa Platform was established. In the meeting which was realized in house of BUSİAD, representatives of business world and non-governmental organizations were called about participation to common platform in order to collaborate for gender equality and women's empowerment in business life.

Women's Empowerment Bursa Platform meeting was constituted with the purpose of carrying studies related to gender equality and women's empowerment in Turkey and in the World to Bursa was hosted by Bursa Industry and Business Association (BUSİAD). In the first meeting of platform, which aims to increase "Women-Friendly Firms" in Bursa and make Bursa pilot city in Turkey, informing about study methods and targets were carried out and road map which will be followed in progressive period was evaluated.

Yeşim Textile Corporate Communications Director Dilek Cesur undertook the coordinatorship of project invited all Bursa firms to participate Women's Empowerment Bursa Platform. Cesur told the aim of establishment of platform and targets in her speech, also gave information about UN Global Compact Turkey Women's Empowerment Study Group and Women's Empowerment Principles (WEP). Yeşim Textile also is a part of the Gender Equality Work Group, which was established by Association of Turkish Industrialists and Businessmen (TÜSİAD), and works to define the obstacles of women in education, professional life, and equal participation in politics, to create awareness on such topics and to provide suggestions for solutions in order to develop the social structure in Turkey.

An active role in Global Compact

Yeşim Textile, which was the first company in the Turkish garment and textile sector to sign the Global Compact, was elected to the Turkish Management Board of Global Compact in March 2014 and maintained its duty in 2016 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. At the same time, the company which was elected as co-president for Global Compact Turkey Women's Empowerment and Gender Equality Committee 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. (All together for gender equality – 16.03.2016, Taking responsibility for a better world – 08.04.2016)



Yeşim's signature in ILO's public service ad

A public service ad prepared in the scope of the project entitled "More and better jobs for women: Women's Empowerment through Decent Work in Turkey", which is carried out by International Labor Organization (ILO), Turkish Employment Agency (İŞKUR), and Swedish International Development Cooperation Agency (SIDA), shot scenes at Yeşim Textile together with three other companies, who also had best practices on the topic. The scenes at Yeşim Textile for the public service ad, which will be aired on television channels in the days to come, was shot on April 1st at the production lines, showrooms, various locations in the production, in the crèche, and laboratory of the company.

A visit from Kalder

Yeşim Textile, which has been visited by many companies throughout the year also received a visit from the members of Kayseri and Bursa Quality Association (Kalder). A group of 33 members have visited Yeşim Textile in January to see the implementation of lean production, Human Resources and Corporate Communication activities, received a briefing from Fatoş Hüseyinca, Yeşim Textile Social Compliance and Human Resources Director, and Neslin Gazioğlu Özkaya, Lean Office Manager, related to the human resources, social compliance and lean production implementations in the company. After a field visit Dilek Cesur, Corporate Communications

Director of Yeşim has given information to the Kalder representatives related to the corporate communication and social responsibility activities of the company. The programme, which started in the morning and ended in the afternoon was closed with an assessment meeting at the Conference Hall of Yeşim Textile.

Yeşim received a visit from TÜGİAD

Yeşim Textile has received a visit from the members of TÜGİAD's Bursa Branch on August 3rd. Onur Özkul, Chairman of Bursa Branch of the Young Businessmen Association of Turkey (TÜGİAD), and other members of the board of managers have visited Şenol Şankaya, CEO of Yeşim Textile, in his office. In the meeting the projects that will be implemented by TÜGİAD Bursa Branch were discussed and Mr. Şankaya shared his experiences and suggestions related to business life. The visitors were taken to a field trip afterwards the meeting.

World of Butterfly at the International Platform

The World of Butterfly project was covered by the empowerwomen.org, which is an initiative to provide opportunities to women for learning, sharing, growing and providing leadership by getting them together with people from all around the world and from international organizations, governments, civil society and private sectors. The news article gave detailed information about



the project and also showed videos of the project and the clips, where women in the project shared their views. Empower Women portal was established at the beginning of 2011 and open for membership from all around the world; the portal has 11.000 members, over 390,000 visitors and 2.850 publications, which make it a strong library devoted to strengthening women.

Sharing in the society

- Özlem Şenkoyuncu, Head of Yeşim Academy, has made a presentation entitled "How can you have an efficient internship period?", at the Career Days, organized by Faruk Saraç Design and Occupational Higher School on 4-6 May.
- Yeşim Textile participated on 5 May to the Faruk Saraç Design and Occupational Higher School's Career Days, which was organized on 4-6 May. Özlem Şenkoyuncu, Head of Yeşim Academy, and Sanem Arıyeşil, Manager of Human Resources represented Yeşim Textile during the event. Şenkoyuncu made a presentation to university students on how to have an efficient internship period, and Arıyeşil shared information and experiences related to successful job interviews.
- Çiğdem Ersöz Yılmaz, BU 5 Technical Department Manager, and Türkü Hazel Köylü, Design Expert, met with Apparel Production Technology Department students of Mudanya Dörtçelik Occupational and Technical Education Center on May 6th. Ersöz has given information to the students related to technical processes related to ready wear samples and costs, and Köylü has shared detailed information related to following trends in the Design Department and preparation process of collections.
- On August 16th, Yeşim Textile Corporate Communications Director Dilek Cesur met with young people at the Access Alumni Leadership Summit, which was organized at Uludağ Mountain by the Future Stars, US Embassy and TED Association. During the 2 hour meeting, Cesur informed around 150 university students from all around Turkey about "Gender Equality", and shared actions taken in the World, in Turkey and in Yeşim Textile.
- Fatoş Hüseyinca, Director of Human Resources and Social



Compliance, participated in the Advisory Committee of the 3rd İzmir Workplace Health and Safety Meeting and supported the event, which was organized on 20-22 October.

- Yeşim Textile was selected one of the 17 pilot companies in Turkey for the "Business against Domestic Violence Policy Development and Implementation Guide", which is prepared by the Corporate Management Forum of Sabancı University, United Nations Population Fund (UNFPA), and Sabancı Association; in this scope the company attended the "Publicity Meeting of Business Against Domestic Violence Policy Development and Implementation Guide". Özlem Şenkoyuncu, Head of Yeşim Academy, who had received Gender Equality Training in the scope of the project participated in the meeting on December 13th as a representative of the Gender Equality Committee and informed the audience about the activities at Yeşim related to Gender Equality.
- Dilek Cesur, Corporate Communications Director at Yeşim Textile shared Yeşim Textile's social responsibility projects related to women at the Uludağ University Women Studies Implementation and Research Centre (UKAM) on December 22nd.



- Aydın Maydaer, Head of Social Compliance at Yeşim Textile and who has the certificate of Industrial Energy Management met with a group of young business managers and university students in the scope of the activities of the Textile Research Association and gave a speech entitled "Energy Management in Textile Factories and Dye Houses" on December 24th.



Yeşim Tekstil Sanayi ve Ticaret A.Ş.
Ankara Yolu, Gürsu Kavşağı Kestel/BURSA
Tel : (224) 280 86 00

www.yesim.com