

2017-2018

YEŞİM TEXTILE PROGRESS REPORT





PRODUCING FOR THE WORLD

ABOUT THE REPORT

Yeşim Textile pledges to conform to 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.

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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 has transparently shared the details of its work under the Global Compact Agreement in the global network since 2008. Also, it has been on the Board of Managers of Global Compact Turkey since March 2014. Yeşim Textile was also chosen as the co-president for the Global Compact Women's Empowerment Working Group in 2017.

HUMAN RIGHTS

- 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 should support a precautionary approach to environmental challenges.
- Principle 9** Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

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



THE INDISPENSABLE ELEMENT OF SUSTAINABILITY: INNOVATION ...



STARTING THE JOURNEY IN 1983, YEŞİM TEXTILE HAS VISITED PRECIOUS HARBORS AND LOADED PRECIOUS LOADS INTO ITS DECK SO FAR. UNTIL TODAY, WE HAVE TRAVELED SAFELY WITH OUR VAST KNOWLEDGE AND EXPERIENCE IN DISTANT SEAS. OUR MAIN GUIDE AND INDISPENSABLE COMPASS IN THIS LONG AND DIFFICULT JOURNEY HAS BEEN SUSTAINABILITY. UNDER THE PRINCIPLE OF SUSTAINABILITY, WE HAVE STRIVEN TO COMPOSE EVERY STEP IN ACCORDANCE WITH OUR "PEOPLE FIRST" PHILOSOPHY. IN THE NAME OF A SUSTAINABLE FUTURE, WE HAVE WORKED HARD WITH OUR SUPPLIERS TO BUILD A TRANSPARENT, FAIR AND ACCOUNTABLE ECOSYSTEM AND TO INCLUDE EVERYBODY IN THIS ECOSYSTEM.

Sustainability has been one of the priority issues of Yeşim Textile for many years and it is also part of our corporate culture. We are aware of all of the values we have revealed so far. Being the first company in Turkey to sign the United Nations Global Compact Principles in 2006, Yesim Textile has published 9 reports this year demonstrating once again how much we care about the principles of sustainability. Undoubtedly, we have had the important advantages of continuing this journey for many years and pursuing sustainability every year among our corporate goals. We have also benefited greatly from developing these processes with our employees, our clients, our suppliers and all our stakeholders. In our report,

we would like to share the distance we have covered, as we presented in our previous reports.

In 2017, Yesim Textile continued executing the task of co-chair of the Women's Empowerment Working Group established under the Global Compact Turkey Network. We have taken the leadership of creating the Women's Empowerment Bursa Platform and became the coordinator of the platform with Bursa Industry and Business Association (BUSİAD) and Bursa Business Women and Administrators Association (BÜİKAD). The number of WEPs (Women's Empowerment Principles) signatories in Bursa is increasing day by day. We would like to express once again that we are always ready

to give the necessary support as Yeşim for the increase of the count. Our next objective is to expand the momentum gained in Bursa to other cities of Turkey and to move the synergy across the country. As we know, a chain is only as strong as its weakest link. As long as we cannot increase the number of cities, companies or individuals that value women and work for the empowerment of women's social status, we will always be missing one another.

In 2017, we began to take part in an important work on sustainability, too. Yeşim Textile was selected as the pilot company to be audited in a joint audit model, which goes under the name of Social Labor Compliance Pilot (SLCP), where the famous brands of ready-to-wear brands will supervise their suppliers with a single social compliance audit. Our company in Turkey was the first to be audited since we are a pilot company in the SLCP supervision model involving primary and indispensable social compliance articles of all brands. We are very proud to be involved in such work and to lead in this work.

Our company decided to allocate more resources and time for the innovation and R&D issue in 2017 as part of the "Vizyon 2021" project, which is set to make us a global player. That is why we focus on the innovation process that will move

us to other horizons and make our journey even more meaningful. In order to disseminate the R&D and innovation culture in Yeşim, we have engaged our R&D center to conduct production-independent research and project-oriented studies. As a result of R&D and innovation efforts, by offering value added and innovative products to the global marketplace, Yeşim Textile has been awarded by receiving the R&D Center Certificate in return for its effective and sustainable activities in the R&D field. Along with our R&D center, we have also started to work on sustainability, especially about energy recovery.

By continuing its efforts with the focus of innovation, our company was awarded the Strategy Management Category Award at the 8th Bursa Innovation and Creativity Symposium and the 3rd Bursa Innovation Award Ceremony organized by the Bursa Industry and Business Association and Uludağ University. Yeşim Textile was awarded because of establishing a strategic partnership with the most innovative brands in its field in the world, leading us to keep our innovation efforts spirited in this field by monitoring and evaluating the innovative works that are included in the sustainability studies with the customers systematically. Our R&D center which carries the company's technical and technological innovation to make it sys-

tematic and sustainable and taking account of customer requests for the implementation of these projects under strategic segments can be considered as other factors that contributed to the awarding of the company.

Our next goal is being able to share the level we have reached in the field of sustainability and innovation in our 10th progress report with the rest of the world by including the developments we will record until the next report. While a wave of digital transformation is approaching, we are aiming to continue our path as a company that has taken all necessary precautions and has reinforced the leading role in the textile - ready to wear sector in these days.

YEŞİM TEXTILE

MANUFACTURING FOR THE INTERNATIONALLY RENOWNED BRANDS, YEŞİM TEXTILE IS IN STRATEGIC PARTNERSHIP WITH COMPANIES LIKE NIKE IN APPAREL AND MATHEISSCHLAFGUT IN HOME TEXTILES SECTORS.



TOMMY HILFIFIGER



ZARA

edc



ESPRIT

Bershka

PULL&BEAR



CALZEDONIA

schlafgut

WITH A TOTAL OPERATION AREA OF 325 THOUSAND SQUARE METERS IN BURSA, OF WHICH 144 THOUSAND ARE INDOOR SPACE, YEŞİM 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.

2017

REVENUE 265 MILLION USD

EXPORTS 280 MILLION USD



OUR CERTIFICATES AND GLOBAL MEMBERSHIPS

- SA8000: 2014
- OEKO-TEX STEP
- ISO 50001:2011 ENERGY MANAGEMENT SYSTEM
- OEKO-TEX STANDARD 100
- GOTS (GLOBAL ORGANIC TEXTILE STANDART) MANUFACTURE FROM %100 ORGANIC COTTON
- OCS (ORGANIC CONTENT STANDART)
- BCI (BETTER COTTON INITIATIVE)
- BLUESIGN
- ISO/IEC 27001:2013

CAPACITY OF COMPANY PRODUCTION

KNITTING	DYEING	PRINTING
50 TONS / DAY	60 TONS / DAY	100.000 METERS / DAY
APPAREL		HOME TEXTILES
150.000 UNITS / DAY		100.000 UNITS / DAY

WE WERE BORN EQUAL, LET'S LIVE AS EQUALS



IN 2017, WE ALSO ACCOMPLISHED MANY NEW PROJECTS FOR SOCIAL GENDER EQUALITY. IN THIS CONTEXT, WE HAD INITIATED SYSTEMATIC STUDIES BY SIGNING WOMEN'S EMPOWERMENT PRINCIPLES (WEPS) FORMED BY UNITED NATIONS (UN) IN COOPERATION WITH UN GLOBAL COMBACT SINCE 2015.

Being the co-chair of Global Compact Women's Empowerment Working Group in 2017, we continued to lead many projects with Women's Empowerment Bursa Platform consisting of companies who also signed WEPs and two non-governmental organizations. Celebrating its 29th anniversary in 2017, Yeşim Kindergarten also continued to be a role model all around the world in this year, too.

Besides being a pioneer in the Turkish textile sector, Yeşim Textile is also guiding the youth which will become our future. Approximately 218 employees' children in the 0-6 age group are cared for and educated free of charge in the kindergarten of Yeşim.

Yeşim Textile employs 2709 individuals in house and provides employment opportunities to around 10,000 individuals in the aggregate including domestic and international subcontractors.



ACHIEVEMENTS IN 2017

YEŞİM TEXTILE WAS REWARDED
BY VARIOUS INSTITUTIONS AND
ORGANIZATIONS ACCORDING
TO ITS 2017 DATA AND
PERFORMANCE.



- Yeşim Textile was declared the 1st in the ready to wear category and Yeşim Outlet Store was 7th in the exporters category at the Award Ceremony for Contributors to the Economy organized by BTSO.
- Yeşim Textile became the owner of the Contribution to Logistics award at the 8th Atlas Logistics Awards given for the 2nd time in 2017.
- Yeşim Textile was deemed worthy to receive the award for The Brand Enriching the City as a result of research held by Akadametre Research and Strategic Planning Company of Marketing Turkey.
- Yeşim textile became the owner of Management of the Strategy Category Award at the Bursa Innovation and Creativity Symposium and the 3rd Bursa Innovation Award Ceremony organized for the 8th time by BUSIAD and Uludağ University.
- With the World of Butterfly Project, Yeşim became one of the five companies that talked about the sustainability story at the SÜR 2017 conference organized by the Turkish Industrialists and Businessmen Association (TÜSİAD).
- Yeşim Outlet Store was 79th and Yeşim Textile was 121st in the general gradation of the "500 biggest Anatolian companies" in the survey of Ekonomist magazine.
- Yeşim Outlet Store was 384th and Yeşim Textile was 494th in the general gradation of 500 companies in the survey of Capital magazine.
- Yeşim Outlet Store and Yeşim Textile was 276th in the general gradation of 500 companies in the survey of Fortune Turkey.
- With its human resource projects, Yeşim Textile became the owner of the Respect to Humans award at the Kariyer.net Human Resources Summit.



LEAN THINKING

BEING ONE OF THE MOST EFFECTIVE PRODUCTION AND MANAGEMENT MODELS TODAY WITH RESPECT TO EFFICIENCY, QUALITY, HUMAN RESOURCES, PROCESS IMPROVEMENT AND PROFITABILITY, THE LEAN THINKING PROJECT WAS LAUNCHED IN 2006 AT YEŞİM TEXTILE AND IT 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 a method of continuous improvement with small steps, play a very important role and significantly contribute to this process. One of the most important lean techniques, the development of the performance indicators of the units by extending the target-oriented management approach to all employees, contributes to the business results of Yeşim Textile.

All our employees have fully adopted the concepts of communication, sharing, team work, team spirit and creating value as part of lean production, which is a human focused management system.

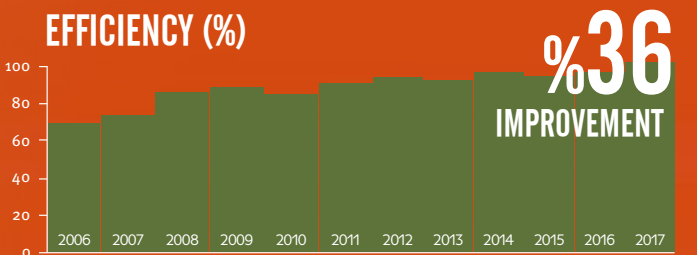
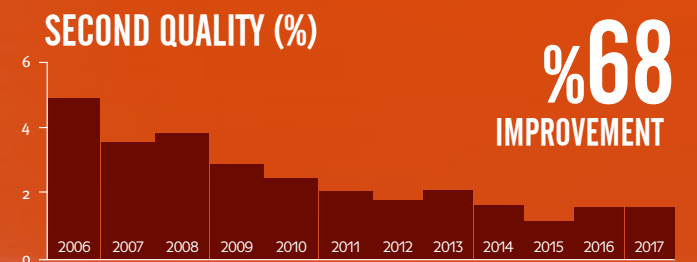
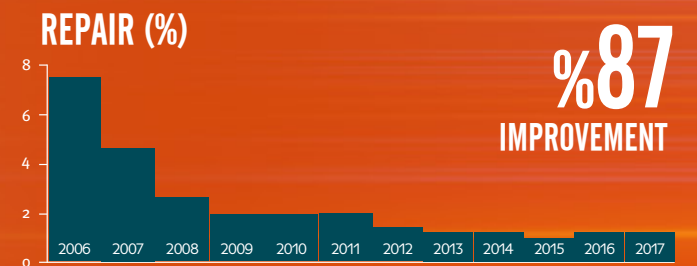
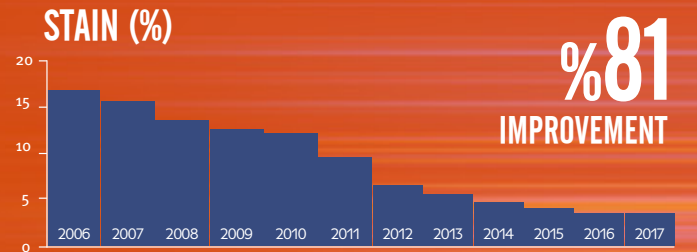
This is the major source of Yeşim Textile's success in lean production.

SUSTAINABILITY

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

LEAN GAINS

The kaizen work of Yeşim Textile, which is among its sine qua non for continuous improvement, also continued in 2017 with the enthusiasm for the amelioration of the work of employees and the quality of the work environment. The number of kaizen in various departments such as apparel, knitting, production, etc. reached 2937 with 14,562



participants as of 2017. In addition, the units and support departments are included in the kaizen studies that have not made any kaizen until 2017. In 2017 using the weekly kaizen calendar, kaizen pioneers were selected by comparing the number of kaizen in each department. By this way, the participation in lean production work and the awareness for being a part of continuous improvement are attempted to be increased.



LEAN TRAININGS

The 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 2017. The trainings started in January and continued with the Lean Training Module. The applied trainings performed and lean conversation sessions realized provided strengthening of the knowledge and establishing of awareness. The trainings ran for 549 hours in total throughout the year and 1607 people attended.

LEAN BRIEFINGS

The “Lean Briefings” series, of which the first had been started in April 2017 by the Continuous Improvement Department, continued throughout the year. Within the scope of these briefings, article series of the experts were delivered to all Yeşim workers and briefings were given about the determined topics. In order to increase awareness, a total of 35 briefings were given in 2017 within the scope of the briefings.

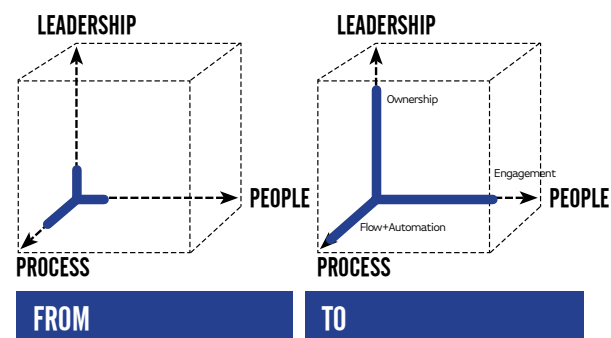
AWARDED KAIZEN DAYS

The Continuous Improvement Department continued its Awarded Kaizen Days in 2017 that would

improve work performing methods and add value to the work done via different applications. These events are held four times a year, with 3-month periods. The first screening for Kaizen is conducted by the department’s lean representatives and then followed by the Department of Continuous Improvement. After the evaluation by the Continuous Improvement Department, scoring is done by the Kaizen Committee and the best Kaizen / PDCA works are selected. Evaluation criteria are under two main categories; “ Value Added to the Company Category ” and “ Total Gains Category ”. On the awarded Kaizen Day, the first three Kaizen / PDCA presentations are made in both categories. The best PDCA / Kaizen works are awarded in the organization held by the participation of Yeşim Textile CEO Şenol Şankaya, top executives of the company and Yeşim workers.

LLDW LEAN LEADERSHIP WORKSHOP

In the process that started after Yeşim was nominated as the Lean 2.0 pilot company, the Lean Project mainly used to focus on processes; in the latest period, human and leadership issues have come to the forefront. The Lean Leadership Development Workshop, led by Yeşim’s strategic partners and attended by all the top management of the company, was held on 23-24 March. In general, the workshop was held to identify the role of the firm in moving the organization to the next level and to understand lean management bases, how to integrate lean management systems and how they would increase sustainable organizational performance.



LEAN TRAINING MODULE

The Lean Training Module, designed in line with the goal of spreading and maintaining a lean culture in Yeşim, was adopted by 2017. Supporting departments other than the production departments participated in the training program, in which all the departments of the company participated. The training module, involving many lean techniques from the foundation of the lean production concept to the strategic management subjects, was divided into three levels considering the target groups. In the Bronze Stars level with the Bronze, Silver and Gold Stars; basic lean technique essentials like value, waste, 5S, kaizen, problem solving in 8 steps, and standard work are covered. While the Silver Stars level involves topics such as process mapping, A3 thinking and on-the-job training lean layout, autonomous maintenance and quick change over trainings are provided in accordance with the participant audience. The Gold Star level involves topics such as Hoshin Kanri which particularly interest managers, leaders standard work, Lean leadership, value stream mapping and pull system. Another point that draws attention in the Lean Training Module is the practice of subjects such as aircraft simulation, standard work, line balancing, Ohno Circle, etc. which, on the other hand, increases the permanence and influence of education. Participants who have completed the Bronze Star training first gain the right to move to a higher level with the examinations made after their training. Participants are subject to different exam questions for each level. Those who do not get the score which is determined as the passing grade in the examinations, lead to a kaizen and attain Bronze Star level and qualify to participate in Silver Star training. In addition, Yeşim Textile continues to offer Bronze Stars for the second and fourth week of each month and Silver Stars for the third week in order to keep everyone internalized in the Lean System. During Lean Trainings, 267 people have attended 252 hours of Bronze Star training, and

135 people have attended 28 hours of Silver Stars training so far.

CERTIFICATE CEREMONY FOR LEAN REPRESENTATIVES

Lean representative candidates selected from each department in order to pioneer the spreading and internalizing of lean processes in the departments succeeded in their exams by completing the Silver and Bronze Star training. A certificate ceremony was held with the participation of the senior management of the company to honor this success of the representatives. In addition to the certificates, Bronze and Silver Representative badges have also found their owners. 125 Lean representatives received their certificates from Yeşim Textile CEO Şenol Şankaya. The certificate ceremony ended with a cocktail in the showroom.

LEAN REPRESENTATIVE LEADERS

As Yeşim’s Leaning Journey wants all employees to be involved, there are Lean Representatives and Lean Representative Leaders (LRL), which will promote Lean in each department and support the internalization of the process for everyone. “LRL Meetings” are organized on the 2nd week of every month on behalf of all the lean activities performed in the departments so that all LRLs can see, benchmark and be watched together. All of the regular meetings start with “Teamwork” to strengthen team development and lean knowledge. After that, the training notes on the agenda are shared that month, and the performance of kaizen, 5S, training and suggestions of the monthly KPIs (Key Performance Indicators) of the departments are evaluated. Afterwards, examples of work done are presented in the section of “Best Practices” for its generalization in all departments. Finally, the brainstorming technique is applied in order to solve the common problems in the sections, saying “No one is better than all of us”.





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

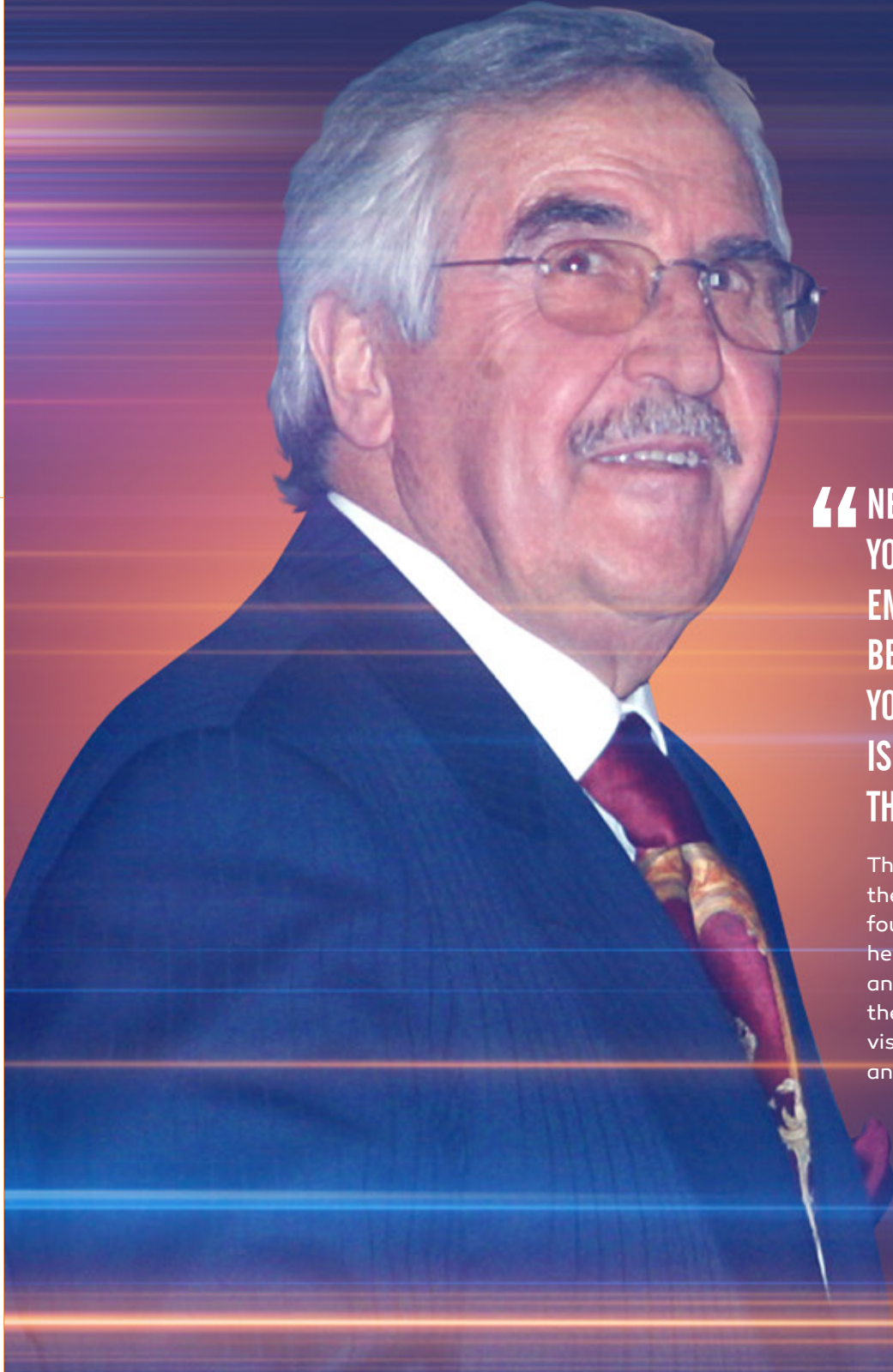
- Conduct activities of social compliance and social performance team under a roof of a management system in accordance with the applicable laws and regulations, social compliance standards of our customers, corporate code of conduct and SA 8000:2014 Management System Standard, which is applied voluntarily, 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



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.

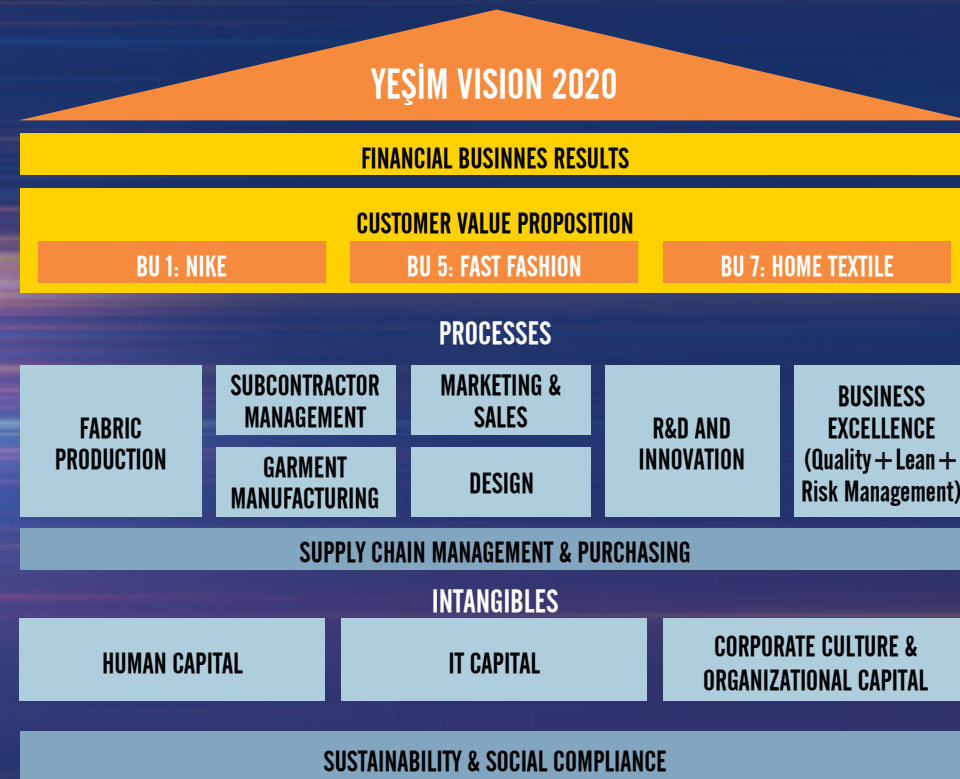
SOCIAL COMPLIANCE IS AN INTEGRATED PART OF OUR BUSINESS PROCESSES



YEŞİM TEXTILE HAS A SOCIAL COMPLIANCE DEPARTMENT UNDER ITS DIRECTORSHIP OF 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. Also, it 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 meet the demands of customers related with social compliance and sustainability. In addition, this department accompanies the customers and auditors during social compliance audits carried out by third party organizations and customers.

MAIN STRATEGIES / SUB STRATEGIES



YEŞİM TEXTILE ALLOCATED TRY 1.248.000 FROM ITS TOTAL CORPORATE SOCIAL RESPONSIBILITY BUDGET OF TRY 1.501.043 TO SOCIAL COMPLIANCE, OCCUPATIONAL HEALTH AND SAFETY IN 2017.



EMERGENCY SITUATION EVACUATION DRILLS

In 2017, Yeşim Textile continued doing emergency situation evacuation drills, which are given great importance in the company. The company readied its workforce to threats with drills

made in March and September. By performing the evacuation drills, awareness was tried to be created.

TRAININGS FOR HEALTH AND SAFETY

The Social Compliance – Environment - Occupational Health and Safety Board which was founded in 2017, 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 16.500 hours of training in 2017.



WE BELIEVE THAT TRAINING MAKES US BETTER AND SEE TRAININGS AS A PART OF OUR JOB

12.000 Hours: Occupational Health and Safety Training
30.000 Hours: Technical + Personal Development + Leadership

In 2017
2363 PEOPLE RECEIVED
A TOTAL OF
42.000
HOURS OF TRAINING.

OCCUPATIONAL ACCIDENTS WITH LOST WORK DAYS	OCCUPATIONAL ACCIDENTS WITHOUT LOST WORK DAYS	RATE OF ACCIDENT FREQUENCY	
		ALL ACCIDENTS	WITH LOST WORK DAYS
28	63	2.51	0.67



BCI YARN PRODUCTION IS INCREASING

Yeşim Textile supports nature friendly production and sustainability by purchasing yarn made from Better Cotton Initiative (BCI) for products it produces for Nike, Zara, Tommy Hilfiger and Burberry. By gradually increasing usage of yarn made from BCI cotton every year, Yeşim Textile purchased 1.050.151 kg BCI yarn in 2017. Also, the company, which commits to use 100% BCI certificated cotton yarn by 2020, has been working since 2012 in this area and follows all developments closely.

A non-profit 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 the cotton supplying chain and relevant stakeholders, the council serves for securing the sustainability of global cotton production environmentally, socially and economically and aims to spread this production quality all over the world in the long term.

TCHIBO "WE PROJECT" IS 3 YEARS OLD

The "We Project" training program, which Tchibo launched to help its customers improve their social compliance, continued with 2 full days of training on October 7-8 in its 3rd year. Tchibo trainers who came to Yeşim Textile gave training on the first day to top management and on the second day to Yeşim employees about "Individual Awareness and Social Compliance". During the training, participants worked on Yeşim's areas of improvement in the field of social eligibility and set priorities in social compliance.

YEŞİM WILL AUDIT ITSELF

Yeşim Textile successfully managed the "Bronze" level by successfully passing the Sustainability (Social Compliance) audit, which was organized by Nike in August. With this result, Yeşim Social Compliance team will make yearly audits of Yeşim Textile starting from 2016 in the frame of the Nike FCO Program. Since a sustainable level was achieved in the last audit run by Nike, Nike team inspections will take place every 24 months.

INFORMATIVE BULLETIN-BOARDS ARE ON THE FIELD

Informative bulletin boards have been prepared in order to provide Yeşim employees with easy access to the general information about Occupational Health - Safety and Human Resources. On the Human Resources bulletin board, general information such as policies, instructions, procedures, a training registration form, job descriptions and an orientation booklet are presented; the Occupational Health - Safety bulletin board includes occupational safety-related information and on the Social Compliance bulletin board, policies and procedures of clients are available in anticipation of social compliance.

YEŞİM IS ONE OF THE BEST IN MSI GRADING

Yeşim Textile was evaluated under the MSI grading system that Nike formed under the sustainability heading, with fabrics manufactured for the 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" in 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 received, the high scores Yeşim Textile obtained in all these categories shows that the production is done by protecting nature. Yeşim Textile maintained its place in the system in 2017.





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 YESIM Tekstil and provide the needed budget.

Şenol Şankaya
CEO

SOCIAL COMPLIANCE

SOCIAL COMPLIANCE ACTIVITIES ARE FOLLOWED BY CONTINUOUS INTERNAL AND EXTERNAL AUDITS CONDUCTED BOTH AT YEŞİM 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. Audit periods are formed according to the Social Compliance audit score.

SEARCH AND RESCUE TRAINING

A total of 60 employees from each department of the factory and from each shift received "Light Search and Rescue" training organized by the "Provincial Disaster and Emergency Directorate". This training was held in April as 3 full days and organized for 3 separate groups. AFAD instructors gave information on how to behave in emergency situations and what to do in practice. At the end of

the training, a participation certificate issued by Bursa Provincial Disaster Emergency Directorate was given to all participants.

FIRE EXTINGUISHING TRAINING

A total of 60 employees from each department of the factory and from each shift received "Fire Extinguishing" training organized by Bursa Metropolitan Municipality Fire Department. This training, which took place over a full day in January, was organized for 3 separate groups. During the training, information about fire types and extinguishing methods was given and the use of fire extinguishing tubes was taught. At the end of the training, attendance certificates issued by the Bursa Fire Brigade Directorate were given to all participants.

5S AUDITS

The 5S Audits carried out by the Continuous Improvement Department within the scope of sustainable production in Yeşim Textile continued in this year. Standardization of 5S culture in all fields was achieved this year by including other support departments in auditing in addition to all production sites as well as offices. 5S Audits include more than 30 departments identified within the Company for the identification and reporting of 5S incompatibilities. Each department is audited by the Continuous Improvement departments every 6 months. In other periods, intra-department auditors perform internal audits on a weekly or monthly basis.

YEŞİM WAS SUBJECTED TO THE FOLLOWING SOCIAL COMPLIANCE AUDITS IN 2017

SA 8000:2014
September 2017
(Renewal of Certification)

Under Armour
July 2017

Inditex Social Compliance
April 2017

Nike SM&S
September 2017

HIGG Index ve Tommy Hilfiger PVH
April 2017



SOCIAL COMPLIANCE AUDITOR CERTIFICATIONS

In order to promote the social compliance culture at our company and outsourcers as well as to contribute to the audit process, 10 employees have been trained by Intertek to receive social compliance auditor certifications. After four full days of training, the participants entered the competition and qualified to receive an auditor certificate with enough points. The same training was also made in 2015 and 10 more employees were also trained. Thus, the number of social compliance auditors in our company has reached 20 people.

COMMON AUDITING MODEL PRACTICE

World-renowned ready-to-wear brands like Nike, Esprit, Tommy Hillfiger, Adidas and Puma have begun to work to shift towards a common auditing



model so that a single social compliance audit will be accepted by all brands. Due to its many years of experience, Yeşim Textile has also been selected as pilot company for the first joint audit application, which is the English abbreviation SLCP. The first SLCP audit took place in Yeşim in January 2018.

THE OCCUPATIONAL HEALTH AND SAFETY BULLETIN BOARDS HAVE BEEN RENEWED

The entire factory area was divided into 21 regions in terms of occupational health and safety, and people responsible for occupational health and safety were assigned to these regions. Moreover, a bulletin board of occupational health and safety was created so that the units could monitor and improve their key indicators in each region. Bulletin boards were all prepared and placed in the respective zones.



SUSTAINABLE STEP IN ENERGY

YEŞİM 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, which 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 standards is possible including national and international sectors it could affect up to 60% of world energy usage. The aim of the ISO 50001 certificate is to establish an energy management system preventing energy waste by forming a framework for energy management of industry plants, especially those which have 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 2016. With its ISO 50001 certificate Yeşim Textile has proved once again that it is sensitive to the environment and has 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 en-

ergy consumption and reduce energy costs in the forthcoming period.

WHAT IS ISO 50001: 2011?

Nowadays, when with each passing day energy matters more, 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.



YEŞİM TEXTILE IS A LEADER IN SUSTAINABILITY

IN 2017, YEŞİM
TEXTILE MAINTAINED THE CERTIFICATE
OF OEKO-TEX STEP (SUSTAINABLE
TEXTILE PRODUCTION) WHICH IS
ONE OF THE MOST IMPORTANT
COMMITMENTS FOR
SUSTAINABLE PRODUCTION.

Yeşim Textile is a company which has adopted the principle of carrying out transparent production in a way to be trusted by the public within the framework of conditions of sustainable production. This competence of the firm is also confirmed by several independent institutions.

Yeşim Textile was the first Turkish company to be awarded the certificate of OEKO-TEX STeP (Sustainable Textile Production) which is one of the most important commitments for sustainable production in 2015, and the certificate was also successfully maintained in 2017. The validity of the certificate will continue until 2019. The purpose of the OEKO-TEX STeP certificate is to ensure the continuous presence and implementation of environmentally friendly production processes, quality management and socially appropriate working conditions in production facilities operating in the textile sector, and the certificate is only given to companies as a result of carrying out of audits.

With OEKO-TEX STeP, Yeşim Textile has proved once again that it carries out production by acting with an environmentally-friendly and socially responsible consciousness. Six subjects to which attention is paid in audits that start with analysis and evaluation of sustainable production condi-

tions are chemicals and their use, environmental protection, environmental management, social responsibility, quality management, health and safety. Also, there are three scoring stages 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. The OEKO-TEX STeP certificate, the audit stages of which Yeşim Textile has generally completed at the 3rd level, will continue to be valid for 3 years.

WHAT IS OEKOTEX STEP?

This 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 the 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

YEŞİM 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 one of the most prestigious certificates of the world on the social compliance subject, SA 8000 since 2005, has completed successfully the audits which were realized in May and December. Yeşim, being the first ready-made garment firm to receive SA 8000 in Turkey, has continued the social compliance work as they were for the past 12 years and achieved the right to receive the certificate for the fifth time in 2017. Yeşim Textile, being one of 8 firms having this certificate in Turkey, has maintained its work in 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 by 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 3,728 firms throughout the world. Only 8 of these are in Turkey.

WHAT IS THE SA 8000?

The SA 8000 Standard, that was 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 on a voluntary 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 that

is universally sustainable and a certification and controls system in the corporate level, audits the common parameters like child labor, working hours, work health and safety. SA 8000, for which the reasoning is based on the ISO management system, provides continuous improvement of the management systems in regard to corporate performance. The certification process consists of 5 steps. 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, emphasizes qualification of the personnel and tools like guides being created. After the third step, pre-audit preparations, comes the correction phase that is in the fourth level, and lastly, with the 5th step, the certification process, firms gain the right to receive the certificate.



YEŞİM PROVED ITS TRUSTWORTHINESS AGAIN

YEŞİM TEXTILE IMPLEMENTED NECESSARY ACTIONS IN ORDER TO PROTECT THE INFORMATION OF ITS CUSTOMERS AND THE BUSINESS ENVIRONMENT AND PROLONGED ITS TS ISO IEC 27001 INFORMATION SECURITY MANAGEMENT SYSTEM CERTIFICATE AFTER AUDIT IN JULY 2017, 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?

The 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 invite computer-based penetration, sabotage and viruses. Insecurity of information may cause leakage, theft and loss of basic information of companies. The information security management system shows to your commercial partners and customers that you take information security seriously. 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 system weakness and the risk about security, and enables the operation of the relevant control mechanism.

INNOVATION

A FOCAL POINT FOR CREATIVITY AND INNOVATIVENESS

Within the scope of its “Vision 2021” project, by which it sets out to be a global player, in the year 2017 Yeşim Textile took the decision to set aside more resources and time for innovation and R&D. In order to create a culture for innovation, which is among the strategic targets of the firm that has begun its work in this direction, an Innovation and Creativity Working Group was set up, which includes a representative of every department within Yeşim. With this group, in which every department has the opportunity to be represented, different efforts in the field of innovation and creativity were initiated in 2017.

AN INSIGHT INTO THE FUTURE WITH R&D

In order to do production-independent research and project-based work, the R&D Centre was created with the aim of popularising a culture of R&D and innovation within Yeşim Textile. Offering innovative products that add value to global markets as a result of its R&D and innovation work, Yeşim Textile, in return for the effective and sustainable efforts it has carried out in the field of R&D, has earned the right to an R&D Centre Certificate from the Ministry of Science, Industry and Technology.

Thanks to this, Yeşim Textile became the 603rd firm in our country to obtain an R&D Centre Certificate approved by the Ministry of Science, Industry and Technology. In the R&D Centre, set up for service in two separate buildings within the firm, 30 staff members are on duty.

Following the acceptance of the application to the Ministry of Science, Industry and Technology, the Centre, which officially began its activities in August 2017, aims to combine the innovative R&D work conducted at Yeşim in a single area with the project culture recorded, to provide the possibility for products with a high added value and thus to increase export capacity. Among the other targets of the centre are to generate technological knowledge via R&D and innovation, to make innovations in products and in the production processes, to raise the quality and standards of products, to increase productivity, to reduce production costs, to commercialise technological knowledge, to develop pre-competitive collaboration, and to support and encourage an increase in employment of R&D staff and of a quality workforce.

Continuing their efforts under the headings of sustainability (water, energy, productivity, cost), innovative fabric development, print design, nano-technology and smart textiles, the R&D Centre and Yeşim Textile have begun to apply for TÜBİTAK funding programmes for the projects envisaged to have high added value. Yeşim’s R&D Centre aims to obtain one patent and one trademark registration within one year. In 2018, the Centre, which aims to work on a project to develop a textile fabric that increases body resistance through microencapsulation technology, thus aims to provide a new

development in attire to be used in the defence industry.

Yeşim, which set up its R&D Department in 1999 and which attaches great importance to its work in research and development, has put its name to various efforts by developing several firsts in this field until today with its smart fabrics, and its organic, recyclable and innovative fabrics. Today, the company, which has an R&D infrastructure developed for technical textiles and nano-technology, carries out hundreds of fabric studies every year in line with the expectations of its customers.

PRODUCTS MAKING A DIFFERENCE IN HOME TEXTILES

Yeşim Textile made a difference in 2017 with its bed set produced for its home textile customer Karaca Home. Bedding sets, usually made of woven fabric, are produced by Yeşim Textile with knitted and combed cotton fabric and presented to the taste of consumers. In order to provide ease of use, nano fibers are used in the blankets of the bed sets whose manufacture and design belong to Yeşim Textile. Lightweight, soft and washable quilts can also be used as bedspreads. Especially in young people’s and children’s rooms, these quilts are preferred by the consumers and it is not necessary to use the bedding with the quilts as the front side is designed with printing and embroidery. Produced with the slogan of “Its comfort will wrap up everyone”, these products draw attention to their practical use and have been presented to consumers in the name of Cotton Comfort.





İNÖVATİF KUMAŞ GELİŞTİRME
FABRIC INNOVATION

AKILLI TEKSTİL VE NANO TEKNOLOJİ
SMART TECHNOLOGY & NANO TECHNOLOGY

BASKI TASARIM
PRINT DESIGN

SÜRDÜRÜLEBİLİRLİK
SUSTAINABILITY

STRATEGY MANAGEMENT AWARD IN THE COMPETITION OF INNOVATION AND CREATIVITY

By continuing its efforts with the focus of innovation, our company was awarded the Strategy Management Category Award at the 8th Bursa Innovation and Creativity Symposium and the 3rd Bursa Innovation Award Ceremony organized by the Bursa Industry and Business Association and Uludağ University. Yeşim Textile was awarded because of establishing a strategic partnership with the most innovative brands in its field in the world leading us to keep our innovation efforts spirited in this field by monitoring and evaluating the innovative work that is included in the sustainability studies with the customers systematically. Our R&D center, which carries the company's technical and technological innovation to make it systematic and sustainable and takes

account of customer requests for the implementation of these projects under strategic segments, can be considered as other factors that contributed to the awarding of the company.

UNIQUE COOPERATION IN INNOVATION

By signing a cooperation protocol for innovation, Yeşim Textile and the Coordination Centre for EU Projects and Foreign Relations of Bursa Governorship, an important association was carried out in this field in terms of public-private sector cooperation. Within the framework of this collaboration, developed with the aim of encouraging regional cooperation and integration by creating environments supporting innovation, of diffusing innovation culture, of creating public awareness regarding innovation by enabling cooperation between

organisations, and of contributing to the development of human resources and skills in this subject, representatives of both organisations signed the protocol by meeting in the EU Project Office building at the Bursa Governor's Office on 16th November, 2017.

Within the framework of this protocol, it is aimed to conduct joint projects in the name of providing grant support for R&D and innovation, organizing seminars to publicise community programmes, giving preparation training for EU projects, contributing to the development of human resources and skills for innovation, encouraging regional cooperation and integration by creating environments that support innovation, diffusing innovation culture and creating awareness in the EU public regarding innovation by enabling cooperation between organisations.

YEŞİM IN THE INNOVATION AND ENTREPRENEURSHIP WEEK

The 6th Turkish Innovation and Entrepreneurship Week, organized by the Turkish Exporters

Assembly, was carried out between 6th-9th December 2017 at the Istanbul Congress Centre. With the participation of its R&D Centre, Yeşim Textile opened a stand at the event, in which innovative approaches took centre stage. Yeşim's innovative work was conveyed to visitors who came to the firm's stand. Among Yeşim Textile R&D Centre's most striking outputs were its TÜBİTAK studies and wearable technology with its home textile fabrics with extended odour release.





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 Yeim 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 İN YEŞİM

THE BASIS OF MANAGEMENT IMPLEMENTATIONS IN YEŞİM 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, YEŞİM 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 the Social Responsibility Policy, Environment - Occupational Health and Security Policy and Human Resources Management System Policy that are included in the management system of Yeşim. The 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 work included in its work processes.

TRAININGS CONTINUE AT FULL SPEED

Yeşim, attaching great importance to the training and development of its employees, continued to develop its employees through training programs organized in 2017. A total of 23,000 hours of training were given to blue-collar and white-collar workers in the first 6 months to provide both professional and personal development. The trainings are targeted to reach 42,000 hours by the end of the year.



FIRST AID TRAININGS

First aid training is of great importance to companies while fulfilling social compliance requirements. Yeşim Textile attaches importance to the subject in this direction. On December 14th - 15th, 20 Yeşim employees deserved to receive the certification for First Aid after the training given by Kızılay trainers. Thus, a total of 186 employees received the First Aid Certificate.

SEARCH AND RESCUE TRAINING

In Yeşim Textile, "Light Search and Rescue" training was given by the Provincial Disaster and Emergency Directorate to a total of 60 employees from each production department and each shift. The training was held in April over 3 full days and 3 different groups were organized. Participants who attended the training taught by AFAD trainers received hands-on information on how to behave in an emergency and what to do. At the end of the training, a participation certificate issued by Bursa Provincial Disaster Emergency Directorate was given to all participants.

FIRE EXTINGUISHING TRAINING

A total of 60 employees from each department of the factory and from each shift received "Fire Extinguishing" training organized by Bursa Metropolitan Municipality Fire Department. This training, which took place over a full day in January, was organized for 3 separate groups. During the training, information about fire types and extinguishing methods was given and the use of fire extinguishing tubes was taught. At the end of the training, attendance certificates issued by the Bursa Fire Brigade Directorate were given to all participants.

SOCIAL COMPLIANCE AUDITOR CERTIFICATIONS

In order to spread the social compliance culture in Yeşim Textile and outsourcers and to contribute to the audit process, 10 employees were trained by the Intertek firm for the Social Compliance Auditor Certificate. After four full days of training, participants who entered the examination and received sufficient points, deserved the right to receive an auditor certificate. The same training was also held in 2015 and 10 em-

ployees were able to obtain more relevant certificates. Thus, the number of social compliance auditors in the company has reached 20.

INTERNAL TRAINERS

Internal trainers trained by Yeşim Textile within the "Training of Trainers" program continue to provide trainings in the company. The internal trainers who came together with the organization of Yeşim Academy on Thursday, February 15th, evaluated these trainings and planned the trainings to be given in 2018.

SUGGESTION BOXES

There are boxes in certain areas of the Yeşim Textile factory where employees can write their wishes or complaints. At the beginning of each month, the Human Resources Department, together with the union representative, opens the complaint boxes and meets with the Social Compliance and Personnel Department and takes all the necessary actions by evaluating all the complaints. The Human Resources Department publishes the actions taken with the panel feedback forms in the areas where the wish - complaint boxes are located.

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 YEŞİM TEXTILE IN EXCESS OF 3 MONTHS ARE HIGHER THAN THE MINIMUM WAGE.

Working conditions in compliance with 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.

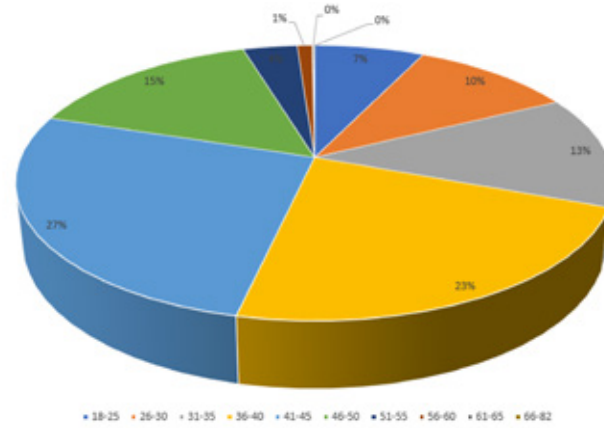
When compared to the Labor Code, the Collective Bargaining Agreement always provides more favorable conditions for the workers. Yeşim Textile has recruited its employees in accordance with this collective

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 the 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



YEŞİM TEXTILE COMPLIES WITH THE REQUIREMENT OF EMPLOYING DISABLED PERSONS AT THE RATE OF 3% PURSUANT TO THE LABOR LAW.

IT IS NOT REQUIRED TO BE A CITIZEN OF THE REPUBLIC OF TURKEY TO BE EMPLOYED AT YEŞİM TEXTILE.

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 ASSISTANCE AT YEŞİM 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 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' wages,
- 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.



YEŞİM TEXTILE ALLOWS ITS EMPLOYEES TO ENROLL WITH A TRADE UNION; HOWEVER, IT IS NOT COMPULSORY.

NUMBER OF EMPLOYEES WHO ARE ENROLLED WITH A TRADE UNION

1882

NUMBER OF EMPLOYEES WHO ARE NOT ENROLLED WITH A TRADE UNION

827

EMPLOYEES WHOSE CHILDREN ARE IN THE KINDERGARTEN ARE AT EASE

THE KINDERGARTEN IS STAFFED BY A TEAM OF 22 QUALIFIED AND LICENSED SPECIALISTS COMPRISING 1 MANAGER, 2 SHIFT STAFF, 10 TEACHERS AND 10 CHILD MINDERS TO ENSURE THE HEALTH, EDUCATION AND HAPPINESS OF THE CHILDREN. YEŞİM'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 employees' 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 218 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.

world, is celebrating its 29th anniversary. Yeşim nursery has been working with the children of the employees like their own children with the love and trustful service it provides for years at Yeşim Textile, which has been in the business for 29 years and has been continuing its development continuously considering the requests of the parents. In this context, Yeşim Kindergarten is preparing for organizing various celebration organizations special to the 30th year, when it will have the chance to entertain children of various age groups firstly by carrying out the celebration of new year's eve.

YEŞİM NURSERY IS 29 YEARS OLD

Being renowned for facilitating women's employment not only in Turkey but also in USA, the kindergarten where the employees benefit for free at Yeşim Textile, which has been working on increasing women's employment for many years and women's empowerment in the business

PERSONAL DEVELOPMENT OF THE CHILDREN IS CONSIDERED IMPORTANT

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 dance courses were provided to the 5 and 6 year-old age groups in 2017, too.



FIRST GRADUATES FROM THE PARENTS' SCHOOL

The first students of the "Parents' School" project, which was started within the concept of the Equality at Home and Work project which was launched with Mor Salkim Women's Solidarity Association with Yeşim Textile in order to provide gender equality at the work place and develop a work culture which does not tolerate violence against women, have graduated. For raising awareness about gender equality, training has been given by Mor Salkim Women's Solidarity Association trainers to the teachers of the Parents' School, 5-6 year-old students and their parents



at Yeşim Kindergarten where children of employees have been taken care of for free within the company for 30 years. In March, certificates were presented to participants of the Parents' School program at the ceremony held in Yeşim Textile conference hall after the trainings given by Mor Salkim Women's Solidarity Association trainers, Gender Equality Expert Burcu Üzümcüler and Psychologist Damla Dedeoğlu. All parents and children as well as nursery teachers participated in the trainings which lasted for about 4 months.

YEŞİM KINDERGARTEN AT USA MEDIA

Yeşim Kindergarten inside the facility of Yeşim Textile, which has been working for increasing



women's employment for many years and women's empowerment in business life, has been reported in USA. The news that Pınar Ersoy, who has been working for newspapers like Cumhuriyet and Milliyet and who is still an independent journalist in her career, made a research with the help of a scholarship from a New America organization and published her research at PRI radio which is one of the country's most respected and biggest radio stations reaching 19 million people in the world.

The research results drew attention to the reason why the participation of women in the workforce is less and the role of Yeşim Kindergarten in women in employment. It is also noted that Yeşim Kindergarten is shown as the best example in the guide prepared for companies that have signed the "Women's Empowerment Principles" (WEPs), a joint initiative of the United Nations United Women and the UN Global Compact. Please check: <https://www.pri.org/stories/2017-05-04/why-more-turkish-women-dont-work>

SATISFACTION SURVEY

The kindergarten satisfaction survey, which was implemented regularly to measure satisfaction



with the kindergarten, was implemented at the end of 2017. According to the results of the questionnaire answered by a total of 100 couples, it was determined that there was a high satisfaction rate. 86% of the parents of the kindergarten satisfaction survey, which consisted of questions involving the satisfaction of the kindergarten management, the teachers, the staff and the services of the kindergarten, answered positively. According to the responses to the survey questions, 90% satisfaction rate was obtained from the kindergarten teachers and management. The answers with the highest satisfaction rate were found to be transportation to the kindergarten, management, teachers' approach, education and social activities given at the kindergarten.





ENERGY AND ENVIRONMENT POLICY

Our company with the vision of “becoming the strategic production partner of world brands in ready-wear and home textile sector and conscious of its social responsibilities; hereby declares and undertakes that;

Follow the applicable and effective Environment and Energy Regulations of Turkey, the related International Regulations and other conditions which it is responsible;

International Regulations and other conditions which it is responsible;

- Preventing environmental pollution and decreasing pollution at its source,
- Using energy, water and other natural resources efficiently,
- Raising awareness of its employees on energy efficiency, water saving and environment and organizing training programs for its employees to recognize and comprehend their individual responsibilities related with this issue,

- Execute waste management in accordance with the legal regulations and international standards,
- Providing required information and resources for achieving missions and visions for new investments by considering environment / energy factors,
- Sharing and expanding the results of its environment and energy related improvements with its customers, contract manufacturers, suppliers, employees and society,
- Continuously improving and reviewing its environment management system and energy performance in accordance with its missions and visions,

beginning from the design phase to end of lifecycle of all its products and processes.

Şenol Şankaya
CEO



YEŞİM; THE GREEN FACTORY



THE GREEN FACTORY

YEŞİM 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

**OUR GOAL;
TO REDUCE
CONSUMPTION IN
PRODUCTION**

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

A LEADER IN SUSTAINABILITY

Yeşim Textile is not only attracting attention in terms of its production capacity and increasing export volume but also pioneering many companies in the field of textiles with its environmental responsibility activities within the scope of sustainability, and many delegations continue to be welcomed in this regard. A delegation of 35 people, including the officials of the T.R. Ministry of Environment and Urbanization, visited Yeşim Textile on 14 September within the context of "The establishment of the Environmental Label System in Turkey Project". The delegation visited the production areas of the factory, especially Yeşim Treatment Plant; by closely observing sustainability projects run in the facility, the delegation also negotiated new business opportunities about new environmental system projects.

ENVIRONMENTAL ACTIVITIES OF YEŞİM ARE ENCOURAGED AND MONITORED BY THE CEO ŞENOL ŞANKAYA AND THE ENTIRE SENIOR MANAGEMENT TEAM.

GREEN STEP FORWARD IN HOME TEXTILES

department in 2014. CPI₂ is an initiative of European retailers, which aims 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 onto the online system and received online recommendations for improvement in 2016. In order to record improvement in carbon performances in 2018, Yeşim Textile also initiated required studies in 2017.

ACTIVITIES FOR POWER CONSERVATION IN 2017

Issue	Project Title	Activation Year
ENERGY	Pilot solar energy project for office lighting	2017
WATER	Reusing wastewater as blanket wash water in printing machines	2017
WATER	Reusing water used in the Corino wet slitting machine in three other machines	2017
ENERGY	Transformation of lighting used in offices, outer spaces and storehouses into LED lighting	2017
WATER	Reusing wastewater as blanket wash water in printing machines	2017
ENERGY + WATER	Purchasing new technological machinery that saves water and energy	2017
WASTE	100% recycling of plastic bag waste	2017

ACTIVITIES FOR POWER CONSERVATION TO BE IMPLEMENTED IN 2018

Issue	Project Title	Activation Year
WATER	Collection of condensed and cooling water and providing water saving	2018
ENVIRONMENT SYSTEM	Achieving ISO 14001 Environment Management System certificate	2018
ENERGY + WATER	Providing energy and water saving by increasing the efficiency of finishing and plain dyeing machinery	2018
ENERGY + WATER	Saving energy by replacing the old compressors with the new compressors	2018
ENERGY	Providing efficiency by renewing current motors with IE4 efficient motors	2018
WATER	Saving energy with damp control system on the funnels and fabrics	2018
ENERGY	Increasing the use of dyeing materials that have energy-friendly high efficiency	2018
WATER	Reuse of water from last 2 rinses of dark color dyeing process in Jet dyeing machinery	2018

WATER IS LIFE, WE APPRECIATE ITS VALUE

YEŞİM COMMISSIONED ITS IN-HOUSE TREATMENT PLANT IN 2000, TREATING AND DISCHARGING 7,000 TONS OF WATER INTO 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.



REUSING WASTEWATER AS BLANKET WASH WATER IN PRINTING MACHINES

After the project for Providing Recycling in Blanket Wash Water in Printing Machines initiated by the Yeşim Textile Machinery – Energy Department, in blanket washes of the printing machines recycled water is being used. Thus, daily 800, monthly 20,000, annually 250,000 tons of water savings are provided. This project is the biggest water saving project of Yeşim Textile.

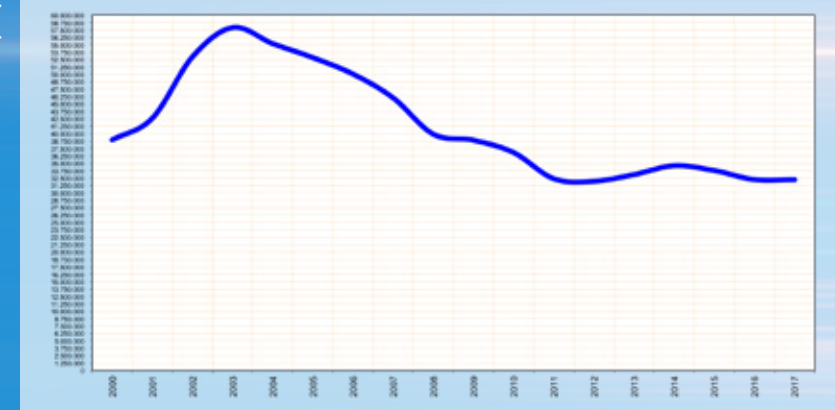
Energy savings and the environmentalist approach reached a sustainable point with hardware changes made in 2017 (HP on notebook computers, DELL on desktop computers, and LCD on all factory screens).

ONLINE TRACKING FOR YEŞİM

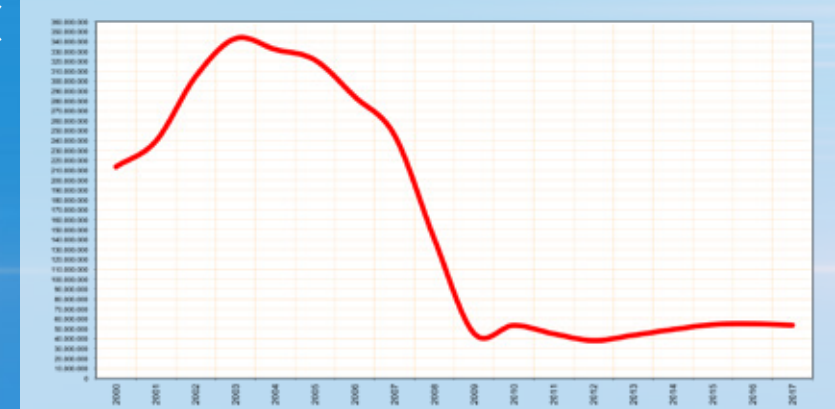
Yeşim Textile participated in the project that was started by the Metropolitan Municipality's 'online monitoring of wastewater' application in 2013; and the company was again monitored online by Bursa Metropolitan Municipality in 2016. The online monitoring system measures the parameters of water and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

No major defect was found during the environmental audits that were carried out in 2017 and no environmental accident was experience

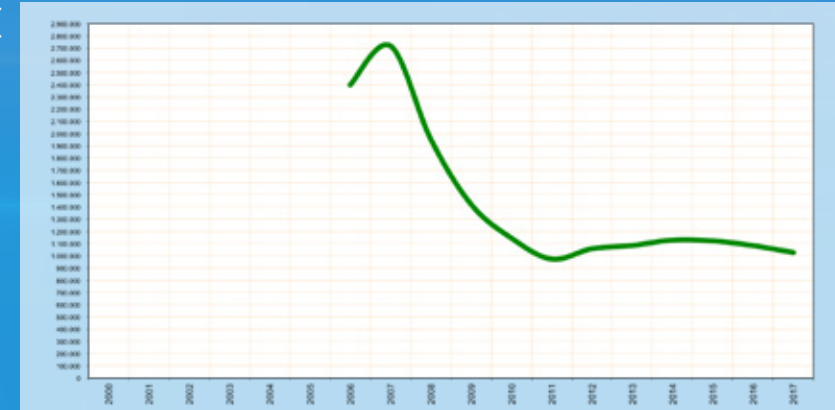
ELECTRICITY CONSUMPTION (Kw)



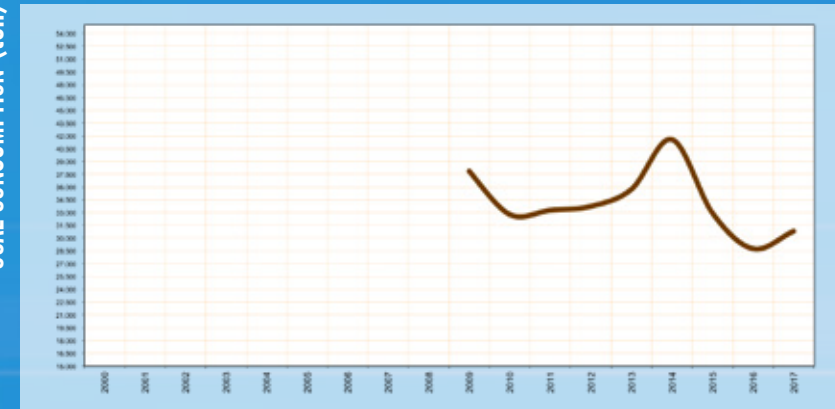
NATURAL GAS CONSUMPTION (Kw)



DEMINERALIZED WATER CONSUMPTION (M³)



COAL CONSUMPTION (ton)





ENVIRONMENTALLY FRIENDLY BRANDS

YEŞİM'S ENVIRONMENTALLY FRIENDLY BRANDS REPRESENT THE PRODUCTION MADE IN THE 'GREEN FACTORY' CONCEPT AND THE VISION OF THE COMPANY. THE BRAND YEŞİM ORGANIC WAS PATENTED IN 2010 AND THE BRAND YEŞİM RECYCLE WAS PATENTED IN 2011.



AN ENVIRONMENT-FRIENDLY, COMFORTABLE, AND INNOVATIVE FABRIC FROM YEŞİM

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 give 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 with a light, comfortable, cool and breathable material.



“GREEN IT”

WORKS IN YEŞİM TEXTILE INFORMATION TECHNOLOGIES

- BLADE Servers, which require less space, energy and air conditioning, started to be used in 2008 to initiate Green IT initiatives within the organization of Yeşim.
- Electronic waste of the company started to be disposed of through certified recycling companies in 2009.
- In the scope of the Green IT initiative, the Active Directory 2012 Transition Project reduced power consumption of servers in 2014.
- Aiming to reduce energy consumption and the space required, activities to reconstruct the system room based on the ISO 27001 standards were completed in the year 2015.
- Energy savings and the environmentalist approach reached a sustainable point with hardware changes made in 2017 (notebook computers produced by HP desktop computers produced by DELL, and LCD on all screens in the factory were put into use).

ENVIRONMENTALLY FRIENDLY PRODUCTION

YEŞİM 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 YEŞİM 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 vegetable oils are collected at the 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 and IBCs are sent to a hazardous waste area (temporarily) from the chemical and dye preparing areas. Contaminated barrels, chemical containers and IBCs are transported to licensed recycling facilities by licensed transporting companies.
- Fluorescent lamps are collected in safe containers and separated from other products.
- Used electrical equipment is collected in labeled containers at the waste storage area.

- A licensed recycling company was applied to and the application was accepted. Waste electrical equipment is 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 a local waste company.

THE WASTES ARE COLLECTED BY SEPARATING AT THE SOURCE AND ARE THEN RECYCLED OR DISPOSED OF.



PEOPLE FIRST

SOCIAL
RESPONSIBILITIES



YEŞİM IS AWARE OF ITS SOCIAL RESPONSIBILITIES

YEŞİM 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 YEŞİM TEXTILE'S PERSONNEL AND ALSO TO ENLIVEN THEIR SOCIAL LIVES. IN THESE CLUBS THE PERSONNEL OF YEŞİM PARTICIPATE VOLUNTARILY AND ORGANIZE VARIOUS EVENTS. EVENTS PERFORMED IN 2017



TRAVEL, FUN AND ART CLUB

- Bowling Tournament (1 December 2017)

FASHION CLUB

- Interview with Ozanhan Kayaoğlu and Funda Seçal on "Everything in Design" (24 March 2017)
- Return to Nature in Design (21 January 2017)

FUTURISM, INNOVATION AND TECHNOLOGY CLUB

- Futurist Bulletin (February 2017)
- Innovation and Technology Bulletin (March 2017)

SPORT CLUB

- Şükrü Şankaya Friendship Tournament (May 2017)
- Bowling Tournament (1 December 2017)



POSITIVE THINKING CLUB

- "Positive Psychology and Positive Management" Dialogue with Education Expert Meltem Ayyacıoğlu (3 May 2017)

ENVIRONMENT AND SOCIAL RESPONSIBILITY CLUB

- LÖSEV (Foundation for Children with Leukemia) Wish Tree (December 2017)

WOMEN'S AND CHILDREN'S CLUB

- The Women's and Children's Club carried out various organizations in 2017 with the Uludağ Soroptimist Club in the scope of the World of Butterfly Project initiated in 2013.





GENDER EQUALITY POLICY

YeimTextile, 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. YeVmTextile 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 absen-

teeism, lateness, lowness in production and tries to find solutions beneficial to the person.

- It has educated stuff 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. Toplumsal Cinsiyet Eşitliği komitemiz ve hukuk müşavirlerimiz tarafından oluşturulan bu politikanın, cinsiyet eşitliğini ilke edinen firmamızda titizlikle uygulanacağını, takip ve kontrolünün üst yönetim tarafından yapılacağını taahhüt ederiz.
- 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

WOMEN FRIENDLY COMPANY

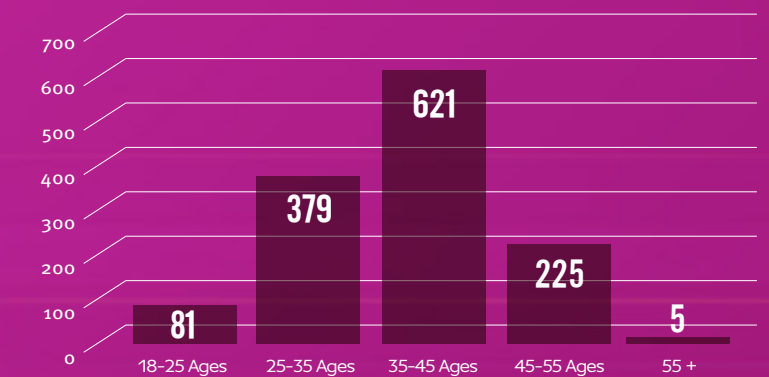
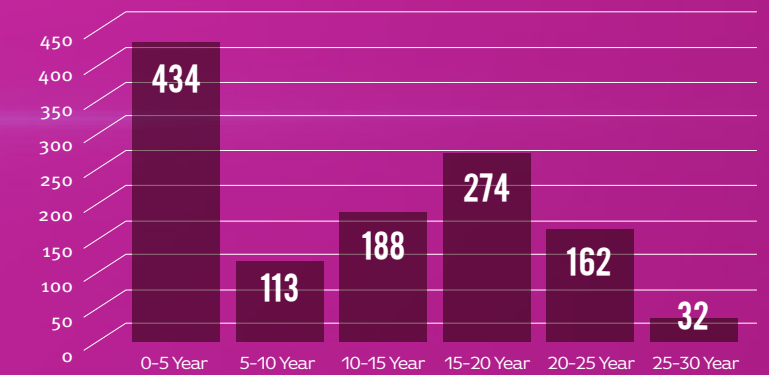
YEŞİM TEXTILE CONTINUES TO BE A MODEL COMPANY IN ITS INDUSTRY WITH ITS WORK ABOUT GENDER EQUALITY.



YEŞİM TEXTILE WITH NUMBERS



FEMALE EMPLOYEES WITH DATAS IN 2017





OUR WORK ABOUT WOMEN'S EMPOWERMENT

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work - respect and support human rights and non-discrimination.
3. Ensure the health, safety and wellbeing 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 YEŞİM TEXTILE

1 ESTABLISHING HIGH-LEVEL CORPORATE LEADERSHIP FOR GENDER EQUALTY.

Yeşim Textile, besides its work towards its female employees, takes roles in the Board of Directors of Global Compact Turkey of which it has been a signatory since 2006 and in the Women's Empowerment Working Group. Conducting the co-chairman position together with Eczacibasi Holding, Yeşim Textile plays an active role in publicizing the work of Global Compact in this area all over Turkey.

Also in 2009, Yesim Textile, by signing the Turkey Quality Association's (Kal-Der) declaration "Management is Women's Rights", committed explicitly to promote gender equality; the firm has also been awarded the SA 8000 document since 2006 for supporting gender equality. Yeşim, which also adopted the WEP principles on March 5, 2015, is in charge of the "Business World Against Domestic Violence" Project, which is being carried out by the Sabancı University Corporate Governance Forum. The goal of the project is to create a support mechanism in the workplace against 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 acted as a pilot province in this regard and signed many projects.

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.

Film 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). Related shoots were released in 2017 as a public service ad. (Please check: <https://www.youtube.com/watch?v=in6fqrAd-nOk>, <https://youtu.be/n19JUiOkNvA>)

Yeşim Textile, standing out with efforts made regarding the empowerment of women, is involved in the TUSIAD Gender Equality Working Group. Yeşim Textile is elected as one of the 5 stories which was found to be worthy to tell in the scope of the Sustainability Stories Project organized by Global Compact with TUSIAD. In the conference held on May 23rd 2017 at Halic Congress Hall, by telling the story behind the World of Butterfly Project carried out for women and the kindergarten it has within the facility, Yeşim Textile also took the lead in this subject. (Please check: <https://www.youtube.com/watch?v=AwlyL1ZdsI6index=2&list=PLYykt1nmlGoECL7omYMhO4OLa9-789HqE>)

Yeşim Kindergarten inside the facility of Yeşim Textile, which has been working for increasing women's employment for many years and women's empowerment in business life, has been reported in USA. The news that Pinar Ersoy, who has been working for newspapers like Cumhuriyet and Milliyet and who is still an independent journalist in her career, made a research with the help of a scholarship from a New America organization and published her research at PRI radio which is one of the country's most respected and biggest radio stations reaching 19 million people in the world. The research results drew attention to the reason why the participation of women in the workforce is less and the role of Yeşim Kindergarten in women in employment. It is also noted that Yeşim Kindergarten is shown as the best example in the guide prepared for companies that have signed the "Women's Empowerment Principles" (WEPs), a joint initiative of the United Nations United Women and the UN Global Compact. Please check: <https://www.pri.org/stories/2017-05-04/why-more-turkish-women-dont-work>)



Yesim Textile Corporate Communications Manager Dilek Cesur, has been involved with 48 women in the "List of inspirational women boosting Turkey's courage," prepared by Dünya Gazetesi due to International Women's Day March 8 and Cesur has long been regarded as one of the top leaders on this list with her leadership and the systematic contributions she has made to gender equality and sustainability in different civil society organizations on behalf of Yesim Textile.

2 TREATING ALL WOMEN AND MEN FAIRLY AT WORK - RESPECT AND SUPPORT HUMAN RIGHTS AND NONDISCRIMINATION.

Yeşim Textile has held the most prestigious certificate of the world on social compliance, the SA8000 certificate, since 2005. This document officially certifies that there is no discrimination at the workplace, and that production is made by respecting 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 regard with another certification system. Also, the "Codes of Conduct" of all the firms Yeşim manufactures for demands no discrimination in the workplace and by supervision of 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 the same conditions, with the same opportunities and the same rights. No one obtains financial or spiritual privileges due to being a man and also sometimes positive discrimination is done for women to encourage their inclusion in business life. Also, Yeşim Textile employees are working in conditions determined according to the national and international standards regardless of the gender and also receive salaries in the same conditions. Yeşim Textile built a framework of articles for its principles on the matter via the social responsibility policy it established.

Yeşim Textile was ranked 47th in the "Women Manager-Friendly Companies" and was ranked 59th in "Women Employee-Friendly Companies" research of Capital magazine.

Yeşim Textile launched a new project called the "Equality at Home and Work" project in order to provide gender equality at the work place and develop a work culture which does not tolerate 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 Indus-



trialists' and Businessmen's Association and the United Nation Population Fund (UNFPA) with the support of the Sabancı Foundation for the "Workplace Policies Development and Application Guide Related to Domestic Violence against Women".

3 ENSURING 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, and 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 were directed to and exhibited exemplary work. The guarantee of the work 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 has owned this certificate since 2005, is the first apparel firm in Turkey to receive the certificate and over 12 years by continuing social compliance studies in the same way, renewed the certificate for the 5th time and became one of the rare firms in Turkey and in the world to achieve this.

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

There is a kindergarten that 0-6 year-old children of the employees have benefitted from in Yeşim Textile for 29 years and it serves 218 children. Moreover, The Women's and Children' Club that is active for 16 years, and continues its events for women uninterruptedly.

The club conducts various trainings and social activities for the personal development and motivation of the employees, thus supporting personal welfare and happiness. The expert physicians who visit the interviews in the scope of the World of The Butterfly project, inform employees about health subjects. On December 14th - 15th, 20 Yeşim employees deserved to receive the certification for First Aid after the training given by Kızılay trainers. Thus, a total of 186 employees received the First Aid Certificate.

4 PROMOTING EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT FOR WOMEN.

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

Yeşim Textile 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 was brought to life in coordination with Uludağ Soroptimist Club that is a non-governmental organization working on changes in the life and raising the status of women and girls.

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 women to proper consumption of food in the scope of the project.

Within the scope of the "Equality at home and work" Project, in 2017 trainings were organized at the Parents' School for the parents of Yeşim Kindergarten just as they had been given in 2016.

5 IMPLEMENTING 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 the required arrangements for application of gender equality criteria in the firms it produces for. It performs social compliance supervision in the firms located within the supply chain, and audits non-discrimination against women employees, working conditions, wages, social rights, working hours and conditions of pregnant women in these supervisions.

6 PROMOTING 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 was the first firm in the apparel sector to sign the Global Compact in 2006. Yeşim Textile signed the "Management is the Right of Women" declaration by the Turkey Quality Association (Kal-Der) in 2009 and thus committed to improve social gender equality.

Also, it has held the SA 8000 certificate that supports gender equality since 2005. It has a seat on the UN Global Compact Turkey board of directors and also an effective leading role in the Women's Empowerment Working Group as a co-president. There are gender equality committees in the company, which are made up of men and women in various departments. In addition, the company has the Gender Equality Policy prepared under the leadership of this committee.

7 MEASURING AND PUBLICLY REPORTING ON PROGRESS TO ACHIEVE GENDER EQUALITY.

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

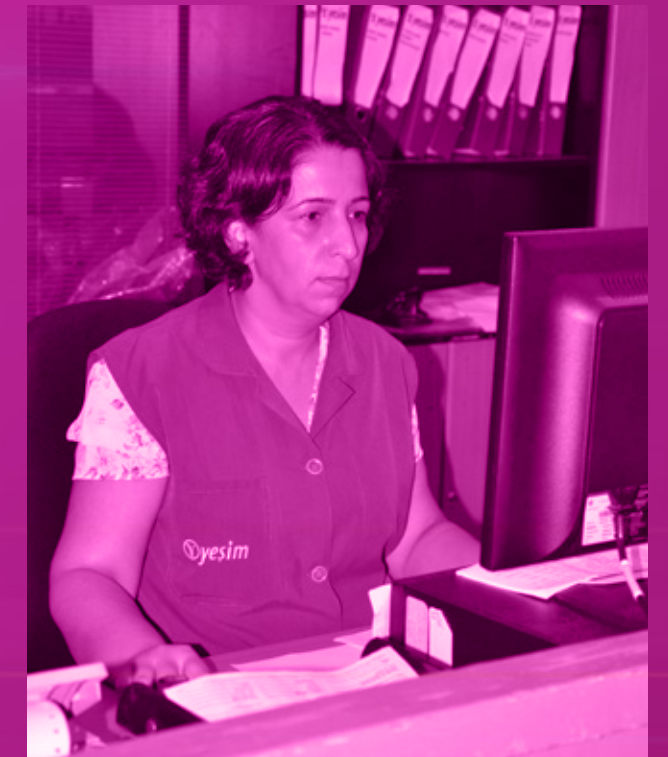
(Please check: Promotional Film of World Of Butterfly: <https://www.youtube.com/watch?v=FM9onAd95eQ> Opinions: <https://www.youtube.com/watch?v=37ba-8SOKlko&t=10s>)

Work carried out within the scope of the Equality at Home and Work project and the results of the gender equality awareness survey were shared with the public by company officials of Yeşim Textile.

All work about gender equality has been shared with the public in the People First Journal and the newspaper both in printed and digital forms.

Yeşim Textile is elected as one of the 5 stories which was found to be worthy to tell in the scope of the Sustainability Stories Project organized by Global Compact with TUSIAD. In the conference held on May 23rd 2017 at Halic Congress Hall, the results of the projects were shared via two women employees. (Please check: <https://www.youtube.com/watch?v=AwlyL-1Zdsl6index=2&list=PLYykt1nmlGoEC-L7omYMhO4OLa9-789HqE>)

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...

WITHIN THE SCOPE OF THE WORLD OF THE BUTTERFLY PROJECT REALIZED BY YEŞİM TEXTILE WOMEN'S AND CHILDREN'S CLUB AND ULUDAĞ SOROPTİMİST CLUB TOGETHER, A VARIETY OF ORGANIZATIONS WERE HELD IN 2017, TOO. IN 2018, EVENTS ARE PERFORMED UNDER THREE MAIN HEADINGS AS "WOMEN AND HEALTH", "WOMEN AND LAW", AND "WOMEN AND FAMILY/PERSONAL DEVELOPMENT", AND STUDIES TOWARDS RAISING THE AWARENESS OF WOMEN ARE CONDUCTED WITHIN THE SCOPE OF THE WORLD OF BUTTERFLY THAT HAS THE SLOGAN, "IF A WOMAN CHANGES, SOCIETY CHANGES".

Training courses are organized in different subjects like women's legal rights or proper use of foods. In 2015, the Educational Volunteers Foundation of Turkey (TEGV) became involved in the project which was firstly initiated by women workers of Yeşim Textile, and trainings are being given at TEGV Bursa Training Unit with the slogan "Towards the future with my child". In October 2017, the third phase of the World of Butterfly Project was started. At this stage, the daughters of Yeşim employees and the teenagers at the Red Crescent Girls Dormitory were also involved in the project. Thus, while training and consultancy for women at the Educational Volunteers Foundation of Turkey continued,

an 8-month new training program titled "Joining hands for Strong Girls and Happy Tomorrows" was started.

Training courses organized in different subjects also reinforce voluntary consultancy of club members for 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.

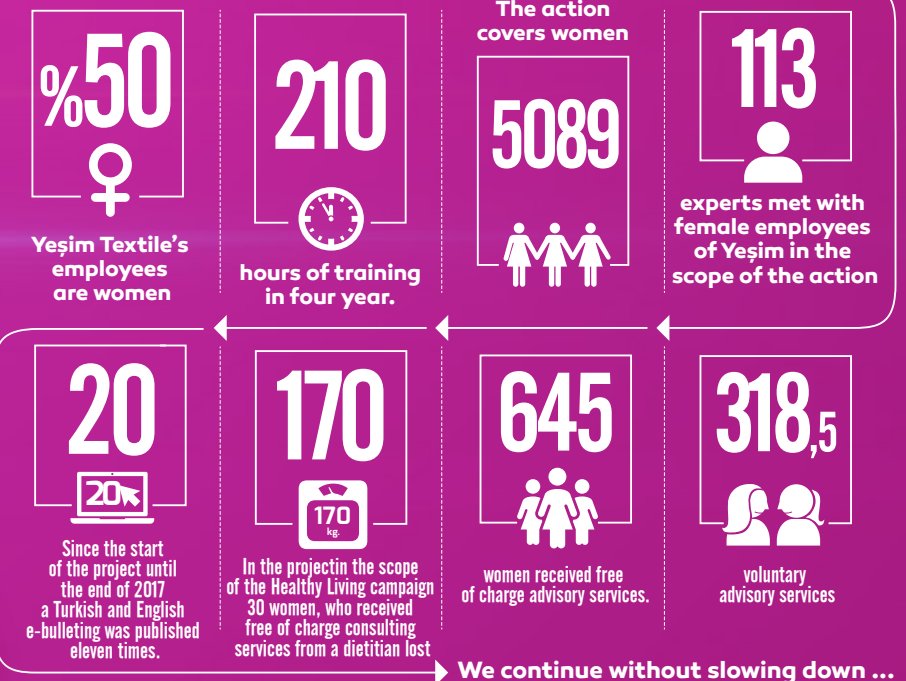
THE WORLD OF THE BUTTERFLY WORLD TRAININGS

08 February 2017	Coffee Time Meeting 19 - <i>Didem Baştuğ Yetiş</i>
02 March 2017	My Journey - <i>Ethel Mulinas</i>
06 March 2017	Women's Day chat - <i>Nur Ger</i>
06 March 2017	Exhibition and Cocktail for the World of The Butterfly Project
24 March 2017	Every Way of Design - <i>Ozanhan Kayaoğlu, Funda Secal</i>
29 March 2017	Coffee Time Meeting 20 - <i>Çiğdem Evirgen</i>
3-Week Workshop	the World of The Butterfly Project is at LÖSEV – <i>Trainer and Designer Feyza Açıkgöz</i>
12 April 2017	Genetic Consultancy - <i>Doctor Taner Durak</i>
26 April 2017	Positive Thinking and Positive Management - <i>Meltem Ayvacioğlu</i>
10 May 2017	Dietician Consultancy - <i>Merih Eskicioğlu</i>
19 July 2017	Coffee Time Meeting 21 - <i>Neslin Gazioğlu Özkaya</i>
27 September 2017	Coffee Time Meeting 22 - <i>Hülya Sever</i>
08 November 2017	How can we express ourselves better? - <i>Özlem Mutlu</i>
04 November 2017	Visit to Atatürk
25 November 2017	Orange Days



THE WORLD OF THE BUTTERFLY PROJECT IS 4 YEARS OLD

The World of the Butterfly project realized by Yeşim Textile Women and Children Club and Uludağ Soroptimist Club together completed its fourth year in November 2017.



You can watch the Introduction movie of The World of Butterfly and the opinions of women benefitting from the project video on the Yeşim Textile Youtube account.

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=37ba8SOKlko6t>



THE WORLD OF THE BUTTERFLY PROJECT TARGETS TO SPREAD THROUGHOUT TURKEY IN ITS 5TH YEAR

The World of Butterfly will continue to spread with the butterfly effect in its 5th year. "The World of Butterfly" project which was brought to life in coordination with Uludağ Soroptimist Club and Yeşim Textile in November 2013 with the slogan "If a woman changes, society changes..." aiming to create awareness in health, rights and personal development, and family subjects for all female staff will start to be applied by other soroptimist clubs in Turkey in 2018.

With the project to be applied in 39 soroptimist clubs all around Turkey in 2018 which will be celebrated as the 70th year of the Federation of Turkey Soroptimist Clubs (TSKF), common studies will be done for strengthening women and young girls. Yeşim Textile officials, the Board of Management of Uludağ Soroptimist Club and Turkey Soroptimist Club gathered in the room designated for the World of the Butterfly Project inside the Yeşim Textile facility have agreed upon common studies to be performed.

INSPIRING STORY OF YEŞİM TEXTILE

With the World of Butterfly Project, Yeşim became one of the five companies that talked about the sustainability story at the SÜR 2017 conference organized by the Turkish Industrialists and Businessmen Association (TÜSİAD),

The SÜR 2017 conference organized by TÜSİAD, Global Compact Turkey and Özyeğin University brought the inspiring sustainability stories of representatives from the business, sports and art worlds together with participants. Yeşim Textile, standing out with efforts made regarding the empowerment of women, is involved in the TUSIAD Gender Equality Working Group. Yeşim Textile is elected as one of the 5 stories which was found to be worthy to tell in the scope of the Sustainability Stories Project organized by Global Compact with TUSIAD, in the conference held on May 23rd 2017 at Halic Congress Hall. In the first part of the conference, representing Yeşim Textile, Emine Yazbahar, the Cutting Operator and Mer-



al Aydın Yıldırım, Corporate Communication Specialist, gave a speech on the stage with the title of "1+1 is bigger than 2".

A SPECIAL GUEST FOR 8TH MARCH

Yeşim Textile, which celebrates International Women's Day on 8th March every year with special activities, in 2017 welcomed a visitor who is influential in the field of women's empowerment. Nur Ger, who is the Head of TÜSİAD's Gender Equality Working Group, the Business Spokesperson of Women's Empowerment Principles (WEPS) and Chief Executive Officer of SUTEKS, was the guest of Yeşim Textile on 7th March.

Joining the discussion conducted at Yeşim within the scope of the World of the Butterfly project initiated by Yeşim Textile together with the Uludağ Soroptimist Club, Nur Ger answered the questions of Yeşim Textile's Corporate Communications Manager, Dilek Cesur. Notably, Yeşim's directors and firms who are members of Bursa's Women's Empowerment Platform participated in the discussion, as well as representatives from the business world and members of the Uludağ Soroptimist Club. In her speech, Nur Ger explained the principles of WEPS, the work carried out in Turkey in this area, and the position of women in the business world.



NO TO VIOLENCE

During the activity carried out within the scope of the International Day for the Elimination of Violence against Women on 25th November, the Head of Yeşim Textile's Gender Equality Committee, Selim Şankaya, members of the Uludağ Soroptimist Club, and NCOs from the Women's and Children's Department of Bursa's Provincial Gendarmerie Command all said, "No to violence against women".

Through this activity, conducted during the change of shift at Yeşim Textile, staff were given orange flowers and brochures containing information about which channels they had recourse to in the event of being subjected to violence. Carrying placards showing messages like "Males exposed to violence as children are twice as likely to engage in violence later!" and "Don't inflict on your wives the violence that you would not wish your mothers, sisters or daughters to suffer!" members and NCOs, by handing out the brochures to male and female employees, ensured that awareness of this issue was created.

Moreover, Yeşim's directors supported the "Color The World Orange" campaign initiated by the UN with the aim of raising worldwide awareness of the issue of violence against women. Between 25th November and 10th December, the directors drew attention to the subject of violence by sharing their views on the matter with all Yeşim staff through emails and with the community via social media.

BUTTERFLIES FLUTTERED FOR LOSEV MOTHERS

The women working at Mothers' Workshops of the Foundation for Children with Leukaemia are also involved in the "the World of Butterfly" project brought to life in coordination with Uludağ Soroptimist Club and Yeşim Textile Women and Children Club with the slogan "If a woman changes, society changes".

LOSEV Bursa Atelier mothers who continuously attend the chats in a variety of subjects in the scope of the project also attended the organizations held especially for them at Yeşim Textile. In this frame, the designer and the trainer Feyza Açıkgöz, a member of Uludağ Soroptimist Club completed 3 weeks of atelier work with LOSEV mothers from Bursa and designed stylish gift items made of felt that can be sold at LSV stores, websites and stands.

CERTIFICATE TO TEGV MOTHERS

A Certification Ceremony was held for TEGV mothers who received training in the scope of the program titled "Towards the Future with my Child" implemented for the second phase of the "World of Butterfly" project by the Educational Volunteers Foundation of Turkey (TEGV) and Yeşim Textile.



In the scope of the certification program, trainings on many subjects under the titles of health, law, family and personal development were given to mothers whose children are being educated at the TEGV Bursa Learning Unit by career women members of the Uludağ Soroptimist Club and managers from Yeşim. The training was carried out at the TEGV's building at Hürriyet following mothers dropping their children off at events. Thus, the mothers were able to make use of the time they spent waiting for their children with training, and gained an important opportunity for their personal development. 18 different speakers offered to 67 mothers a total of 51 hours of training within the scope of the program during 2016 - 2017 term and 137 women participated in this training free of charge. Thus, at the end of two years, 108 hours of training by 37 speakers who were experts in the field were given to 137 mothers in the scope of the program titled "Towards the Future with my Child" which has been continuing since 2015.



BUTTERFLIES ARE FLUTTERING FOR YOUNG GIRLS

The third phase of the World of the Butterfly project realized by Yeşim Textile Women and Children Club and Uludağ Soroptimist Club was initiated by involving the daughters of Yeşim employees and the teenagers at the Red Crescent Girls Dormitory.

The third phase of the World of the Butterfly project, which was brought to life by the Women's and Children's Club of Yeşim Textile which is one of the companies that employs the most female employees under one roof in Turkey and Uludağ Soroptimist Club in order to raise awareness in education, health

and personal development of women employees in Yeşim since November 2013, involved the young girls at the Red Crescent Girls Dormitory. In the third phase of the World of the Butterfly project, while training and consultancy for women at the Educational Volunteers Foundation of Turkey and women of Yeşim continued, an 8-month training program titled "Joining Hands for Strong girls and Happy Tomorrows" was given for the young girls at the Red Crescent Girls Dormitory in different subjects under the headings of health, law, family and personal development. These trainings will be supported with career coaching in a pilot group to be selected from the girls. With these trainings organized at the Red Crescent Girls Dormitory, the girls had such a significant opportunity for their personal development without losing time for going somewhere after school. In the project which almost 50 young girls attended, all participants will be given certificates and the young girls who show the most attendance will be awarded at the end of the term.

“A TRIP TO THE FUTURE WITH MY CHILD”

In 2017, 67 women benefited from the trainings given in the scope of the program titled “Towards the Future with my Child” implemented for the second phase of the “World of Butterfly” which 70 women benefited from in its first year.

Career women members of the Uludağ Soroptimist Club and managers from Yeşim trained mothers whose children are being educated at the TEGV Bursa Learning Unit on many subjects under the titles of health, law, family and personal development in the scope of the certification program. The training was carried out at the TEGV's

building at Hürriyet following mothers dropping their children off at events. Thus, mothers were able to make use of the time they spent waiting for their children with training, and gain an important opportunity for their personal development. 16 different speakers offered a total of 45 hours training within the scope of the program in 2017 and 67 women participated in this training free of charge. Thus, at the end of two years, 108 hours of training by 37 speakers who were experts in the field were given to 137 mothers in the scope of the program which has been continuing since 2015. The program will also continue in 2018-2019.



Kelebeğin Dünyası

“JOINING HANDS FOR STRONG GIRLS AND HAPPY TOMORROWS”

The third phase of the World of The Butterfly Project started in October 2017. Almost 40 young girls participated in the training program which has been continuing under the title of “Joining Hands for Strong Girls and Happy Tomorrows” in which the young girls from the Red Crescent Dormitory and the daughters of Yeşim employees participated. 44 hours of free training were provided by 4 trainers in the period between October – December. The students who attend the trainings with the least discontinuity will be awarded with coaching and the students without any discontinuity will be awarded by receiving a 1 week of private training in Seferihisar Camp to be held in August 2018.

7 March 2017	Opening Meeting
11 March 2017	You have the goodness, you are the miracle - <i>Mehtap Akkoyunlu</i>
18 March 2017	Watch your words while communicating - <i>Gamze Demirbaş Çelebi</i>
25 March 2017	I love, I listen and I understand my child - <i>Özlem Şenkoyuncu</i>
1 April 2017	Importance of body language while communicating - <i>Seda Tezcan</i>
8 April 2017	I love, I listen, I understand and I guide my child - <i>Filiz Yayla</i>
15 April 2017	Nutrition and Hygiene - <i>Merih Eskicioğlu</i>
29 April 2017	Be aware of home accidents - <i>Leyla Öztürk</i>
6 May 2017	Simplifying our lives - <i>Neslin Gazioğlu Özkaya</i>
13 May 2017	Anger control and stress management - <i>Özlem Mutlu and Zeki Gürdal Karaoğlu</i>
28 November 2017	Gender Equality - <i>Seyhan Çiloğlu</i>
2 December 2017	Being a mother and a wife - <i>Ayça Bolten Ülkü</i>
9 December 2017	Nutrition and Hygiene - <i>Merih Eskicioğlu</i>
16 December 2017	Being a woman, a wife and a mother - <i>Burcu Üzümcüler</i>
23 December 2017	How to avoid job accidents - <i>Leyla Öztürk</i>
30 December 2017	Importance of body language while communicating - <i>Seda Tezcan</i>

22 November 2017	Inner motivation on the path to success <i>Zeki Gürdal Karaoğlu and Özlem Mutlu</i>
7 December 2017	Reliable Relationships <i>Ayça Bolten Ülkü and Cansu Yılmaz Sarıbal</i>

EQUALITY AT HOME AND WORK



As one of the companies employing the greatest number of women under one roof in Turkey, Yeşim Textile has been running its “Equality at Home and Work” project since 2016, with the aim of ensuring gender equality in the workplace and developing a work culture that does not tolerate violence against women. Chosen as one of the 17 pilot companies in Turkey for the “Development and Implementation Guide for Workplace Policies Related to Domestic Violence against Women” prepared by the Sabancı University Corporate Governance Forum with the cooperation of the Turkish Industry and Business Association (TÜSİAD) and supported by the United Nations Population Fund (UNFPA) and the Sabancı Foundation, Yeşim Textile aims to raise awareness among its employees with its “Equality at Home and Work” project.

Together with representatives of the other pilot firms in Turkey, the Yeşim Academy Manager, Özlem Şenkoyuncu, the Yeşim Textile Corporate Communications Expert, Meral Aydın Yıldırım, and the Yeşim Women’s and Children’s Club Leader, Seyhan Çiloğlu, took part in the training sessions given by the Sabancı University Corporate Governance Forum, and as part of this, received training on “Concepts of Gender Equality”, “Types of Violence”, “Legal Framework” and “Training Skills”. Appointed as Gender Equality Trainers, the

representatives provided training on gender equality to 700 employees in 2016 within the scope of the project. Moreover, to provide guidance to employees on this issue, a committee has been set up within the company, attended by managers and the trade union representative, named the “Gender Equality Committee”. With the work carried out under the leadership of this committee, a new system has been established that will direct units giving psychological and legal support to employees subjected to violence in the home or at work. Throughout all these efforts, Yeşim Textile proceeds alongside the Mor Salkım Women’s Solidarity Association.

Founded in 2012 by female women’s rights activists in Bursa, and with its headquarters located in Bursa, the Mor Salkım Women’s Solidarity Association is a solidarity association that conducts efforts focused on human rights in the national and international arenas. Among the aims of the association’s activities are to remove the economic and social obstacles that women have been exposed to and the pressures on women that have persisted for centuries due to their gender; to conduct efforts in the name of ensuring male-female equality; to carry out activities on a national and international level and to eliminate discrimination based on “social gender inequality”.

PARENTS’ SCHOOL

The Parents’ School was brought into being with the aim of creating awareness about the matter of gender equality in the creche, which employees’ children have benefited from free of charge within the firm for the past 29 years, and in 2017, training was provided by trainers from the Mor Salkım Women’s Solidarity Association to parents and children aged 5-6 in the Yeşim creche. 25 parents and children aged 5-6 have taken part in the 2nd Parents’ School training sessions, which began in 2017 and will be completed in 2018, and which are planned to continue for a period of 5 months. In the training sessions, which began in November 2017, four separate trainings will be carried out for parents and three for children. As part of the

training intended for parents, the subjects of “Communication in the Family” on 3rd November and “Communication with Children” on 6th December were dealt with. In 2018, training under the headings of “The Role of Women in Happy Marriages” and “Gender Equality” will be provided on 3rd January and 19th January, respectively. Moreover, by organising training for children about gender equality in a language that they can understand, the activities mentioned above will be supported with games. The first Parents’ School lasted about 4 months, and the 30 parents, together with all creche teachers and pupils in the 5-6 age group who took part in the training, were awarded with certificates.



GLOBAL COMPACT WOMEN'S EMPOWERMENT WORKING GROUP



Yeşim Textile, which signed the UN's Global Compact in the year 2006, has maintained its membership of the Executive Board of Global Compact Turkey since 2014. Within this scope, Dilek Cesur, the Representative of Yeşim Textile on active duty in the Women's Empowerment Working Group affiliated to the Global Compact Network in Turkey, also continued in her post as co-chair of the group in 2017. The Women's Empowerment Working Group held its first meeting of 2017 on 25th January at SALT Galata, with the support of UN Women and Garanti Bank. At the meeting, with its slogan "Equality Means Business", the principles of WEPS (Women's Empowerment Principles), a joint initiative of Global Compact Turkey and UN Women, were brought to life for the companies who have signed it and are committed to putting its 7 principles into practice, and a demonstration of the Implementation Guide that will show them the way was also given.

At the meeting, a 20-strong group consisting of directors of firms belonging to the Women's Empowerment Platform of Bursa, founded with the cooperation of Yeşim Textile, BUSİAD and BUIKAD, together with representatives of other private companies, invited the business world to become part of this creation, saying "Equality Means Business". Also at the meeting, information was given about the Implementation Guide of WEPS (Women's Empowerment Principles), prepared with the aim of guiding the way in work to be done by private sector organisations on the subject of women's empowerment. In the guide, the creche at Yeşim Textile is included as one of the best examples. At the publicity meeting for the Implementation Guide, which was prepared following a two-year study by many stakeholders and participants, company CEOs, NGOs and representatives of UN organisations came together.

WORK CONTINUES AT THE BURSA WOMEN'S EMPOWERMENT PLATFORM

The "Women's Empowerment Platform of Bursa", created with the cooperation of Yeşim Textile, Bursa Businesswomen's and Administrators' Association (BUIKAD) and Bursa Industrialists' and Businessmen's Association (BUSİAD) continued to hold its experience-sharing meetings in 2017, when the platform, in which 25 Bursa firms are members, met regularly and shared their experiences.



The first of these meetings, in which the representatives of firms having best practices for women's employment in particular were heard, was held in October at BUSİAD. Şule Yücebiyık, Head of Corporate Communication at Borusan Holding, which has led the way in best practices all over Turkey, was a speaker at the meeting, in which Borusan's

efforts in the area of gender equality were related. Along with the platform's sharing meetings, a workshop programme was carried out at BUSİAD House on 21st April with the aim of defining the future roadmap. At the workshop, attended by representatives of the platform's member firms, steps towards more effective progress were defined. Within the framework of the programme, subjects were discussed such as suggestions for projects that could be realised on behalf of the platform, committees that were planned to be set up under the platform and the working principles of these committees, how Bursa's WEP signatories could be made effective and what could be done to increase the number of signatory firms.

AWARENESS EFFORTS CONTINUE



Through participation in various activities organised with the aim of ensuring gender equality in the workplace and of developing a work culture that shows no tolerance of violence against women, Yeşim Textile continues to create awareness about this issue. Yeşim's first sharing in this context was made at the project presentation meeting for members of the Women's Empowerment Platform of Bursa, organised in Bursa by the Business Against Domestic Violence project initiated by the Sabancı University Corporate Governance Forum. Within the framework of the presentation meeting held at BUSİAD House on 9th March, Corporate Communications Expert, Meral Aydın Yıldırım, representing the company, joined the panel moderated by Melsa Ararat, Director of Sabancı University's Corporate Governance Forum. Yıldırım related the efforts made by Yeşim in the areas of gender equality and domestic violence.

Meral Aydın Yıldırım, Corporate Communications Expert at Yeşim Textile, also gave gender equality training to volunteers from Bursa TEGV's (Educational Volunteers Foundation of Turkey) Education Unit on 8th April in Yeşim's World of the Butterfly room. Yıldırım stressed the importance of behaviour pursuant to gender equality, especially in communication with children.

The Yeşim Academy Manager, Özlem Şenkoyuncu and Corporate Communications Expert, Meral Aydın Yıldırım met students from Uludağ University at the gender equality workshop on 21st April. Şenkoyuncu and Yıldırım, who are also Gender Equality Trainers, conducted a four-hour workshop with the aim of creating awareness in students about this issue. At the end of the training, which was supported by games, project designs for what can be done to create awareness of this issue in the university were asked for. At the end of the programme, students shared the projects, which they had created in separate groups, with all the participants.

Another awareness activity on this subject was carried out at the Coşkunöz company. In the training sessions carried out on 13th and 27th April, training on gender equality was given by Özlem Şenkoyuncu and Meral Yıldırım to directors and staff at Coşkunöz Holding. The training sessions given by Şenkoyuncu and Yıldırım, entitled "the Gender of Language", were watched with interest by the participants.

Representing Yeşim Textile, Women's and Children's Club Leader, Seyhan Çiloğlu attended the training series organised as part of the Business Against Domestic Violence project, initiated by Sabancı University and TÜSİAD with grant support from UNFPA, which Yeşim Textile has been part of for the last three years. At the end of the training sessions lasting six days, Çiloğlu shared the efforts made by Yeşim in this area with participants from other firms.

At the panel organised by the Women's Working Group at the Young Executives and Businessmen's Association (GYİAD) on the subject of the "Development and Implementation Guide for Workplace Policies Related to Domestic Violence against Women", Yeşim Textile's Corporate Communications Manager, Dilek Cesur, shared examples of the practices initiated at Yeşim Textile in relation to the Business Against Domestic Violence project.

On 13th December, 2017, at the Sabancı Center, Dilek Cesur spoke at the activity entitled "Pioneering Firms in the Struggle Against Domestic Violence Against Women and in Social Change: Sharing Experiences", within the scope of the Business Against Domestic Violence project, created with the aim of mobilising companies and employees against violence suffered in close relationships by Sabancı University's Corporate Governance Forum, with the cooperation of TÜSİAD and the support of the United Nations Population Fund (UNFPA) and the Sabancı Foundation. At the experience-sharing panel, in which Nevşin Mengü took on the role of moderator, Cesur, along with senior executives of firms that are pioneers in the subject women's studies, made speeches.



YEŞİM PREPARES YOUTH FOR THE FUTURE



A TRIP TO THE FUTURE

In the scope of the "Intern Development Programme" provided to university students during July - August 2017, Yeşim Textile provided many seminars and conversations related to professional life in order to increase interns' professional knowledge and also their experiences related to professional life. In this scope, during the Intern Development Programme in summer 8 different speakers gave trainings to interns during 8 weeks. Trainings provided to university interns:

- 5 July 2017 / Özlem Şenkoyuncu / Gender Equality
- 12 July 2017 / Pakize Öztürk / Project Management
- 19 July 2017 / Güzde Elmaskaya / Awareness
- 26 July 2017 / Seda Tezcan / Social Media
- 2 August 2017 / Neslin Özkaya / Lean Management
- 9 August 2017 / Leyla Öztürk / Occupational Safety Culture
- 16 August 2017 / Huriye Kulaşçı / Factors Affecting Learning
- 23 August 2017 / Salim Korkmaz / Strategies of Surviving

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.

COOPERATION BETWEEN THE UNIVERSITY AND YEŞİM

- Yeşim Textile HR and Social Compliance Director Fatoş Hüseyinca attended the Uludağ University Career Fair as a speaker.
- Yeşim Academy Manager Özlem Şenkoyuncu was a speaker at the Istanbul University HR 4.0 Seminar.
- Yeşim Academy Manager Özlem Şenkoyuncu attended the Uludağ University Employee Management HR Specialist Program as a speaker.
- Within the scope of the project which was carried out by the civil society group called "My Name is Future" (BAG) for Uludağ University students, Yeşim Textile HR and Social Compliance Director Fatoş Hüseyinca and HR Manager Hande Kurter coached the students.

YEŞİM TEXTILE WHICH
GIVES IMPORTANCE
TO THE PERSONAL
DEVELOPMENT OF
ITS INTERNS AS ITS
EMPLOYEES, PREPARES
YOUTH FOR THE
FUTURE.



THE NAME OF ŞÜKRÜ ŞANKAYA LIVES ON IN EDUCATION

THE MISSION OF ŞÜKRÜ ŞANKAYA, ONE OF THE FOUNDERS OF YEŞİM TEXTILE, WHO HAS GIVEN HIS BEST EFFORTS TO SUPPORT EDUCATION, IS PURSUED BY THE COMPANY. YEŞİM TEXTILE CONSIDERS SUPPORTING EDUCATION AND SPORT AS A PART OF ITS SOCIAL RESPONSIBILITY.

ŞÜKRÜ ŞANKAYA PANAYIR 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 have been 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 later added a computer laboratory to the school. The company contributes to the needs of the school in every academic year.



YEŞİM SPORTS CLUB

Yeşim Sports 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 with opportunities to do sport in professional conditions. In this context, 30 children benefitted from Şükrü Şankaya Football Summer School free of charge due to the private contingent allocated to the children of Yeşim in the 2016 summer period.



**TEV ŞÜKRÜ ŞANKAYA SCHOLARSHIP
FUND GROWS EVERY DAY**

WE SUPPORT EDUCATION WITH TURKISH EDUCATION FOUNDATIONS

YEŞİM 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.

RUNNING IN PURSUIT OF GOOD DEEDS

Yeşim Textile achieved a great success with the Yeşim Textile Production Manager, Kerim Bayram, who has set his heart on doing good deeds. Kerim Bayram raced to support the TEV Şükrü Şankaya Education Fund with the project slogan "Istanbul 2017 TEV - There is Hope in this Step!" Yeşim's staff and Bayram's relatives supported the fund with the required amount without lower or upper limits. With the 52,532 TL collected through the participation of a total of 374 donors, Yeşim Textile Production Manager, Kerim Bayram, became the runner collecting the third-highest amount of donations at the 39th Vodafone Istanbul Marathon, providing scholarships for 104 students.



Since 2006, Yeşim

has continued its cooperation with TEV in the area of social responsibility with steady strides. In 2017, with the support given to the TEV "Happy Day Flowers" campaign and through various charity activities conducted, 82,856 TL was donated to the fund.

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. 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.

**TRY 253,043 OF THE
TOTAL TRY 1,501,043
CORPORATE SOCIAL
RESPONSIBILITY
BUDGET OF
YEŞİM TEXTILE
WAS ALLOCATED
TO SOCIAL
RESPONSIBILITY
ACTIVITIES IN 2017.**

“ÖNCE İNSAN” (PEOPLE FIRST) DISSEMINATES THE MESSAGES OF THE COMPANY

“ÖNCE İNSAN” (PEOPLE FIRST) WHICH IS THE CORPORATE PUBLICATION OF YEŞİM TEXTILE, DISSEMINATES THE SOCIAL COMPLIANCE AND SOCIAL RESPONSIBILITY INITIATIVES TO SOCIETY. ADDITIONALLY, IT PUBLISHES INFORMATION ON SOCIAL RESPONSIBILITY AND THE ENVIRONMENT IN EACH ISSUE TO RAISE AWARENESS AMONG ITS READERS ON THESE TOPICS.



“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 given information regarding the developments

IN 2017-2018, 463 NEWS ARTICLES ABOUT YEŞİM TEXTILE, SA 8000, SOCIAL RESPONSIBILITY, SOCIAL COMPLIANCE, THE WORLD OF BUTTERFLY AND THE GLOBAL PRINCIPLES AGREEMENT WERE PUBLISHED AND REACHED 20,505,781 PEOPLE.

DISSEMINATION OF THE GLOBAL COMPACT AGREEMENT

- The new report was published on the corporate web page of Yeşim. www.yesim.com
- An article will feature in Yeşim’s corporate magazine “Önce İnsan” (People First) on the publication of the report. The magazine will be published in a 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	2016		2017	
	Number of New Articles	Reach	Number of New Articles	Reach
January	16	520,200	39	1,848,814
February	7	408,498	16	878,736
March	7	363,236	44	1,715,527
April	2	44,260	50	2,751,112
May	14	797,238	46	2,118,195
June	6	387,402	29	1,561,369
July	2	210,786	25	876,033
August	4	52,776	58	3,630,157
September	-	-	4	139,552
October	11	2,469,270	42	1,397,585
November	8	389,258	65	1,992,871
December	18	709,834	45	1,595,830
Total	95	6.352.758	463	20.505.781

INFORMATION IS REPRODUCED BY SHARING

YEŞİM SHARES THE INITIATIVES IT HAS UNDERTAKEN WITHIN THE SCOPE OF SUSTAINABILITY FOR A MORE BEAUTIFUL WORLD ON NATIONAL AND INTERNATIONAL PLATFORMS. YEŞİM 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.

OUR TARGET IS TO BECOME THE FIRST IN IMPLEMENTING WEPS

Yeşim Textile celebrates 8th of March every year with special organizations, and in 2017, a very special woman guest was welcomed. President of TUSIAD Gender Equality Working Group, Spokesperson of WEPS Business World and Chairman of SUTEKS Nur Ger was a guest at Yeşim Textile on March 7th. Nur Ger answered the questions of Dilek Cesur, Corporate Communications Manager of Yeşim Textile during the chat organized in the scope of the World of Butterfly” project which was brought to life by Yeşim Textile in coordination with Uludağ Soroptimist Club. Managers from Yeşim Textile, as well as representatives of the business world and Uludag Soroptimist Club members attended the symposium. In her speech Nur Ger explained about WEPS principles and studies conducted on this issue and the position of women in the business world in Turkey. After the chat, Ger gave the Women’s Day message with Yeşim Textile CEO Şenol Şankaya.

ROAD MAP IS READY

On 21 April 2017, a workshop program was executed at BUSIAD Home for determining the future path of the Women’s Em-

powerment Bursa Platform which was established under the leadership of Bursa Business Women and Administrators Association (BUIKAD) and Bursa Industry and Business Association (BUSIAD). In this workshop, attended by the representatives of platform members, the steps to move forward more effectively were determined. Speaking at the opening of the workshop, United Nations Global Compact Women’s Empowerment Working Group Co-Chairman and Yeşim Textile Corporate Communications Manager Dilek Cesur emphasized the importance of such principles by stating that the backbone of the platform is the United Nations Principles of Women’s Empowerment (WEPS).

VISITORS FROM RUANDA

Rwanda Investment Minister Clare Akamanz, Rwanda’s ambassador to Turkey H.E. Williams Nkurunziza, Abdullah Yeşil accompanying them in Turkey and his accompanying delegation visited Yeşim Textile. Yeşim Textile Corporate Communications Manager Dilek Cesur accompanied the team who came to discuss business opportunities with Turkey. Cesur gave information about Yeşim Textile to guests and also responded to the questions about the company.



LEADER IN SUSTAINABILITY

A delegation of 35 people including officials of the Ministry of Urbanisation visited Yesim Textile on September 14, 2017 in the scope of the “Project for Establishing the Environmental Label System in Turkey”. After watching the presentation of the company in the Yesim Textile Conference Hall, the delegation was informed by Dilek Cesur, Corporate Communications Manager, Fahri Yibar, Director of R & D and Semih Tekay, Sustainability Chief. Yesim executives and members of the delegation also held evaluations on future cooperation.

VISIT FROM YENİKÖY ROTARY

Yeniköy Rotary Group made a courtesy visit to Yesim Textile. Firstly, they were informed about the social responsibility and volunteering activities of the company by Dilek Cesur, Corporate Communications Manager following the presentation of Yesim Textile. Then the guests who visited the company’s showroom, the production units and the kindergarten were particularly impressed with the service provided at the kindergarten.

HUMAN MANAGEMENT SUMMIT

One of the session sponsors of the Human Management Summit organized by PERYON South Marmara Branch at Merinos Congress and Cultural Center on 11-12 May 2017 was Yesim Textile. Nike’s Sustainable Production and Procurement EMEA Regional Director Caner Soytaş, which is a



client of Yesim, also took part in the sustainability session, which was sponsored by Yesim Textile. During his speech, Soytaş also gave information about sustainable production practices in Yesim Textile as well as Nike’s sustainability practices.

SHARING IN SOCIETY

- Yesim Textile Design Expert and Fashion Club Leader Hazel Türkü Köylü met students in the Fashion Design Certificate Program held in Faruk Sarac Vocational School of Design in January 2017. Köylü talked about the work steps of a fashion designer in the sector and shared her knowledge and experience with the participants.
- Human Resources and Social Compliance Director Fatoş Hüseyinca attended the Career Fair held at the Prof. Dr. Mete Cengiz Cultural Center on 1-2 March 2017 at Uludag University as a speaker. She attended a session as a speaker. During the session titled “What kind of interns and employees are we looking for?” moderated by Prof. Dr. Serpil Aytaç, Hüseyinca shared her knowledge and experiences with university students.
- Yesim Textile BU 1 Manager and Gülsüm Birinci, a member of the Gender Equality Committee, attended the Youth Economic Forum ‘17 panel organized by Uludag University Economic Community on 7 March 2017 as speakers. Birinci shared her views about women in



the economy with the participants during the session moderated by BUIKAD Founder President Selma Çetinkaya Türker.

- The Bursa Promotion Meeting of the Business World Against Domestic Violence Project, which was implemented by the Sabancı University Corporate Governance Forum, was held on March 9, 2017 in BUSIAD House. Meral Aydın Yıldırım, Yesim Textile Corporate Communications Specialist, shared exemplary practices of Yesim’s gender equality and domestic violence issues.
- Yesim Academy Manager Özlem Şenkoyuncu and Corporate Communication Specialist Meral Aydın Yıldırım met with the students of Uludağ University on 21 April in the gender equality workshop. Şenkoyuncu and Yıldırım, who are also Gender Equality Trainers, conducted a 4-hour workshop with students



to raise awareness of this issue. At the end of the games-supported training, students were asked to produce a project on what could be done at the university in order to raise awareness in this regard. The students were separated into groups and shared their projects with all participants at the end of the program.

- In the trainings held on 13 and 27 April, Özlem Şenkoyuncu and Meral Yıldırım gave gender equality education to Coşkunöz Holding executives and employees. The training given by Şenkoyuncu and Yıldırım with the title “the Gender of Language” was watched with interest by the participants.
- The International Symposium organized by the Textile and Ecological Testing Research and Development Center (EKOTEKS) was held in Istanbul on May 3 this year. Yesim Tex-





tile Human Resources and Social Compliance Director Fatoş Hüseyinca also participated as a speaker at the symposium where the danger of cancer in textiles, toys and stationery products was discussed. Hüseyinca shared the experiences of Yeşim about its sustainable production and management processes.

- Yeşim Academy Manager Özlem Şenkoyuncu attended the Industry 4.0 seminar organized on 5th of May by Istanbul University Student



Club Beta Gamma Sigma and spoke about Human Resources 4.0 applications.

- Children's Club leader Seyhan Çiloğlu participated in the training series organized within the scope of the project "Business Against Domestic Violence (BADV)" adopted by Sabancı University and TÜSİAD which is supported by UNFPA grant support, which Yeşim Textile has been involved in for the last three



years. Çiloğlu shared the work of Yeşim in this matter with other company representatives at the end of the six-day training session.

- Leyla Ozturk and Salim Korkmaz, in-house trainers of Yeşim Textile, gave a training about "Presentation Techniques" in the scope of the training program organized by the Association for the Support of Contemporary Living for university students of the Association in the Görükle office.



- Yeşim Textile Human Resources and Social Compliance Director Fatoş Hüseyinca met with university students in the "BAG Talks Experience" event organized on 30 November 2017 as part of the project "My Name is Future" (BAG). Within the scope of the same project, Yeşim Textile Human Resources Manager Hande Kurter took part as "Master" in the period of 2017-2018. The project includes

master-apprentice meetings, personal development trainings and workshops, technical visits, interviews, and social and voluntary activities.

- Salim Korkmaz, in-house trainers of Yeşim provided training for university students and association managers in the Association Campus on "Communication and Motivation" within the scope of the "Career Train"



project jointly organized by the Rotary Club and Association for the Support of Contemporary Living at Nilüfer Beşevler Street.



- Yeşim Textile Fund Management Director Filiz Aksu and AR-GE Supervisor Filiz Emiroğlu responded to the questions of the participants by introducing their professions at the event of Uludağ University Young Business Women's Community organized under the title of "Let's learn about professions" on 5-6 December 2017.

- Yeşim Textile CEO Şenol Şankaya and Yeşim managers participated in the Lean Summit held on 4-5 December 2017. Yeşim Textile Continuous Development Department Manager Ayşe Sülün was also a speaker at the Lean Summit 2017. In her speech, she gave examples from the Lean culture and practices of Yeşim Textile.
- Within the scope of "The Project of the BusinessWorld Against Domestic Violence," Yeşim Textile Corporate Communication Manager Dilek Cesur gave a speech at the event under the name of "Leading Companies in Fighting Domestic Violence Against Women and in Social Change: Sharing Experiences" organized with the support of the Sabancı University Corporate Governance Forum - TÜSİAD business association, the United Nations Population Fund (UNFPA) and the Sabancı Foundation on December 13th, 2017 at the Sabancı Center. In the panel discussion, where Nevşin Mengü was the moderator, Dilek Cesur and senior executives of the companies made speeches. Cesur gave information about the project designed to ensure that companies and employees are actively involved in counteraction against violence.
- Yeşim Academy Manager Özlem Şenkoyuncu, gave training on "the Employer Brand" to university students in the scope of the Human Resources Training Program organized by PerYön South Marmara Branch and Uludağ University Careers Center on 13 December.
- In the panel titled "Guide to Developing and Implementing Workplace Policies Regarding Domestic Violence Against Women" prepared by the Women's Working Group of Young Managers and Businessmen's Association (GYİAD), Yesim Textile Corporate Communications Manager Dilek Cesur shared examples of implementations they have been carrying out at Yeşim Textile within the scope of the Business World Against Domestic Violence Project.



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