

# 2019

**YEŞİM TEXTILE  
SUSTAINABILITY  
REPORT**



 **yeşim**



PRODUCING FOR THE **WORLD**





## About the Report

**Yeşim Textile, which signed the UN Global Compact in 2006, pledges with its annually prepared sustainability report to act in line with the principles specified in the compact and to conform to, implement and pursue these principles, at all stages of production and management.**

Yeşim Textile, which published its 10th progress report in 2019 to include its activities for the year 2018, by adhering to the principles of the Global Compact, provides brief information

in all its relevant reports about previous practices carried out within the firm, and mainly information about the work done during the relevant year. The information in the report is supported with statistical data, model practices and photographs. Yeşim Textile aims to diffuse sustainability efforts among all its business processes as well as all its stakeholders. The company aims to report the activities it performs in this direction according to the GRI Sustainability Reporting Standards, which are accepted as international reporting standards, in its 2019 report. Yeşim shares the targets it has set for 2020 and for future years with the data in its 2019 report.

## GRI Standards

This report is prepared based on the “Foundation” option of the Global Reporting Initiative (GRI) Standards. In line with this scope, along with GRI’s general standard indicators between 102-1 and 102-56, the GRI 103 Management Approach, GRI 201 Economic Performance, GRI 205 Anti-Corruption, GRI 302 Energy, GRI 303 Water and Effluents, GRI 305 Emissions, GRI

306 Liquid and Solid Waste, GRI 307 Environmental Compliance, GRI 401 Employment, GRI 403 Occupational Health and Safety, GRI 404 Training and Education, GRI 405 Diversity and Equal Opportunity, GRI 409 Forced or Compulsory Labour, and GRI 418 Customer Privacy topics are included in the report and processed into the table of contents index.

## Framework and Main Topics of the Report

Following a one-hour, single-session meeting held with the participation of the representatives of the R&D Centre, Information Technology, Human Resources, Quality Systems, Sustainability, Social Compliance, Continuous Improvement, and Supplier and Purchasing Departments who make up the Sustainability Report Committee of Yeşim Textile, the priority issues were determined and presented to the management. Following the approval

of the management, it was decided that the main issues to be focused on in the 2019 report would be “sustainability, anti-corruption, environmental strategy, lean management, women-friendly corporate mentality, R&D-based development and innovation, governance at Yeşim, and social compliance”. The information in the report covers the one-year period between 1st January 2019 and 31st December 2019.

## Scope of the Report

The name “Yeşim” mentioned in this report refers to the manufacturing plant with the commercial title of “Almaxtex Tekstil Ticaret ve Sanayi AŞ” (Almaxtex Textile Industry and Trade Inc.) which operates in Bursa. Unless

otherwise stated, information will be given about the activities of the Bursa plant as Yeşim with the commercial title of “Almaxtex Tekstil Ticaret ve Sanayi AŞ”.





## Our Goals for the 2020 Sustainability Report

During the process of the next report, the Sustainability Report Committee of Yeşim Textile aims to create a matrix for “our priority issues” in such a way as to include the views of all stakeholders, extend the scope of the report in accordance with the relevant standards, and conduct a more participatory report study in which the views of stakeholders are included.

## What does Sustainability mean for Yeşim?

Companies' ability to survive in today's competitive manufacturing environment, operating in a world where resources are limited, reducing the impact on the environment, decreasing costs and maintaining their assets while meeting customer expectations form the essence of the sustainability concept. Yeşim Textile believes that together with Lean 2.0, the road to sustainability leads from its reliable, lean, green and empowered workforce by focusing on the topics of “Leadership”, “People” and “Processes”, and shapes all its action plans accordingly.

Yeşim Textile, which has held the SA8000:2014 Certificate, one of the most prestigious documents in the world with regard to “Social Compliance”, since 2005, has the characteristic of being the first garment firm in Turkey to receive this document. In this way, Yeşim has declared at the highest level that it will comply with the social responsibility policy corresponding to the SA8000:2014 Social Compliance Standards.

Yeşim, which in 2015 became the first company in Turkey to be awarded the OEKO-TEX STeP (Sustainable Textile Production) certificate, one of the most important commitments to sustainable production, succeeded in retaining this certification in 2019. With OEKO-TEX STeP, Yeşim has once again proven that it manufactures by acting with a consciousness of envi-

ronmental awareness and social responsibility.

As a firm which has adopted sustainability as its corporate culture, Yeşim, with its environmentally friendly activities, energy-friendly projects, and waste-reduction and recycling efforts, is aware of its responsibilities towards nature and adopts the principle of not causing harm to nature at every stage of manufacturing.

The company's wastewater levels are continually monitored with spot checks by Bursa City Municipality. Yeşim, which takes the necessary steps to preserve the water resources which are vital for life with the projects it initiates for saving water, carries out the necessary improvements for increasing the water saving rate within the scope of these projects.

Yeşim, which has for many years conducted various activities aimed at reducing energy consumption and ensuring continuity of the energy supply, incorporated the ISO 50001 Energy Management System certificate, which is one of the most important commitments for sustainable energy in Turkey, in 2016. The target: to reduce consumption during manufacture.

While continuing to manufacture for global brands, Yeşim Textile also regards putting its name to social responsibility projects on a voluntary basis, by providing the conditions for social compliance, to be among its priorities.

## From the Committee Members

We are happy to present you with first sustainability report that we have prepared with the aim of abiding by the basic principles of the entry level of the GRI Sustainability Reporting Standards, which are accepted as international reporting standards. Yeşim Textile, which signed the United Nations Global Compact in 2006 and has prepared 10 sustainability reports up to the present, will continue its development in the new period by adopting the GRI Sustainability Reporting Standards. The frame-

work of this year's report and the issues to be focused on in the report have been determined by the Sustainability Report Committee created at Yeşim Textile's manufacturing plant located in Bursa, and have been approved by the firm's senior management. In the process of preparing the next report, our committee aims to create a matrix for “our priority issues” in such a way as to include the views of all stakeholders, and determine the priority issues to be focused on according to these criteria.

# Our Corporate Governance Approach at Yeşim

As Yeşim Textile, we attach great importance to a corporate governance understanding, and we aim to conduct our relationships with all our stakeholders within the principles of equality, transparency, accountability and responsibility.



## Audit and Risk Management

Yeşim is systematically audited with regard to the conditions of social compliance in the independent audit models of the firms it serves in the field of textiles and ready-to-wear in which it operates. Moreover, Yeşim, which also undergoes periodic auditing processes in the name of the system certificates that it currently holds, maintains the validity of these certificates by successfully completing these audits. In the audits that are performed, actions are taken in areas considered to be risky and all the required improvements are

carried out as quickly as possible. The Social and Labour Convergence Programme (SLCP), which has constituted an important model in this subject in recent years, consists of a joint auditing process with which world-famous garment brands will accept a single social compliance audit. Yeşim Textile was chosen as the pilot firm for the implementation of the first joint audit for this project, thanks to its many years of experience in this field, and the first of the SLCP audits was carried out successfully in January 2018.

## Global Compact Agreement

In 2006, Yeşim Textile pledged to conform to the principles of this international agreement on the issues of human rights, labour standards, the environment and the anti-corruption. The firm has shared the details of its activities under the Global Compact Agreement in the global network from the year 2008 up to the present, and has been

on the Executive Board of Global Compact Turkey since March 2014. Moreover, between 2016 - 2019, Yeşim Textile performed its duty as co-chair of the Global Compact Women's Empowerment Working Group of Turkey, and since 2019, has taken on a new task aimed at expanding the number of Global Compact signatory firms in Anatolia.

## 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 rights abuses.

**Principle 3** Businesses should support employees' freedom of association and actively recognise the right to collective bargaining.

## Labour Standards

**Principle 4** Businesses should eliminate all forms of forced and compulsory labour.

**Principle 5** Businesses should abolish child labour.

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

## Environment

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

**Principle 8** Businesses should undertake and encourage initiatives to promote greater environmental responsibility.

**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.



## We are always ready for change and development from past to future

Since its establishment until the present, every step taken by Yeşim Textile, which celebrated the 36th anniversary of its foundation in the year 2019, has been taken with the vision of being a leader and pioneer organisation in the textile and apparel industry. While taking these steps, we have regarded topics like trust, stability, sustainability, being lean, continuous development, an innovative perspective, and customer focus, which are shaped around our main philosophy of “People First”, among the essentials of our corporate culture. This viewpoint has become one of the most important benchmarks for carrying us into the future by enabling us to develop direct and successful communication with all our stakeholders.

Proceeding on its way with a perspective of sustainable production, Yeşim stands out in the sector as a firm that applies social compliance standards at the highest level and also attempts to have these standards applied by its suppliers. Yeşim, which obtained the most prestigious social compliance certification, the SA8000 certificate, in 2005, succeeded in being the first firm in the textile and apparel sector to receive this certificate in Turkey, and has succeeded in retaining this certificate for the past 14 years.

As a company in the position of strategic manufacturer of global brands in the area of textiles and ready-to-wear, the United Nations Global Compact ranks among the leading approaches that we have implemented

in the name of sustainability, which we believe to be an important part of our corporate culture. Within the scope of the compact, which we signed in the year 2006, our first progress report was published in 2009, and last year, we were justifiably proud to put our signature to our 10th report. At the point we have reached, however, we are making an effort to take a new step forward with the hope of taking our reporting process up to a higher league.

As in our previous reports, in this report, too, we wish to share the distance we have covered in the past year. If we examine the main indicators of our firm in general terms, we ended the year 2019 with an approximate growth of 10 per cent, a turnover of 385 million dollars

and an export volume of 350 million dollars. We carried out all our activities related to this growth and sustainability by continually measuring and monitoring them by including them in our key performance indicators.

As Yeşim Textile, we have been a member of the executive board of Global Compact Turkey under the leadership of three different chairmen since the year 2014 up to the present day. Between 2016 – 2019, Yeşim Textile performed its duty as co-chair of the Women’s Empowerment Working Group, which was created under the executive board of Global Compact Turkey. Since August 2019, the executive board has taken on a new mission, in which we are conducting activities to extend the Global Compact around Anatolia. Moreover, in association with this group, within the scope of our activities focusing on the business world of Bursa, we continued to put our name to increasingly valuable work in 2019 together with the Women’s Empowerment Platform of Bursa, whose establishment we pioneered, Bursa Industrialists’ and Businessmen’s Association (BUSİAD), and Bursa Businesswomen’s and Administrators’ Association (BUIKAD). Among these activities, the 2nd “Our Equality is our Strength” Summit and the information sharing and synergy meetings held in firms signing the Women’s Empowerment Principles (WEPS) have led the way for the whole business world.

At the point reached, we always declare that we are ready to play our part and provide the necessary support in the name of further increasing the number of firms signing the Women’s Empowerment Principles (WEPS) in Bursa and Turkey. Within this framework, by spreading the momentum gained in Bursa to other provinces of Turkey, and in line with our target of transferring the synergy created in this field to the country as a whole, in 2019 the foundations of a similar establishment were laid in İzmir. We are very happy to have participated in setting up the Women’s Empowerment Platform of İzmir. It is our greatest wish that this light that was turned on in Bursa will radiate to many areas of the country.

The most important feature that distinguishes Yeşim Textile, which has secured the leading role it has adopted for sustainability by pioneering many activities conducted in Turkey, from other firms is its kindergarten service, which it has provided for children of employees for 31 years and which is vital for women’s employment. Our kindergarten, which has given women the opportunity for more participation in the working world from its establishment until the present day, continued to be a role model in 2019 both in our country’s workforce market and in the world. Our kindergarten, which is available to children of our employees, provided childcare facilities for around 400 children aged 0-6 in the year 2019.

This year, Yeşim Textile was shown among the “Global Best Practices that Meet Women’s Care Needs in the Private

Sector” in the Care and Competitiveness Field Research Report published by the International Centre for Research on Women (ICRW). In the research, which included the steps we have taken in line with the sustainable development targets of the United Nations, especially the efforts we have made related to gender equality and our kindergarten service stood out as examples.

The World of Butterfly Project, which Yeşim Textile initiated for its female employees and has conducted since 2013 until today, and whose sphere of influence it continues to expand and disseminate every year, evolved in our firm in 2019 and began to proceed under the name of “Our Equal World”. Now, with this project which includes both our female and male employees, we intend to put our name to many new activities.

This year, one of the pleasing developments for us has been that the efforts we have made and the training we have given in all these areas were deemed worthy of first prize awarded by the People Management Association of Turkey (PERYÖN) in the “Generation and Diversity Management” category.

Another important activity we have carried out in the name of sustainability in 2019 is the “People First: We have supported labors of love for generations” project, which we initiated to teach voluntariness and social enterprise to newly trained young generations. Within the scope of the project, Yeşim Textile put its name to an exemplary cooperation by combining the forces of Şükrü Şankaya Anatolian High School and the SosyalBen Academy. Within the project framework, young people are informed about the concepts of sustainability and voluntariness for a period of one year, and thereby, are raised as individuals with high awareness about the future.

Moreover, this year, by taking part in the activities of the international platform named the Social and Labour Convergence Programme (SLCP), which was created with the participation of the world’s leading garment brands and manufacturers and enables audits conducted within the scope of social compliance processes to be carried out on a common platform, we hosted the 3rd meeting that they organised in Turkey. We are pleased to maintain our leading role on this platform, which aims especially to standardise social compliance conditions for major brands.

To sum up, 2019 has for us been a year in which we consolidated the efforts we have made to take the lead in the matter of sustainability. At Yeşim Textile, we attach great importance to this issue, and in the future, too, we will continue to take part in activities that will extend this mission of ours.

**Şenol Şankaya**  
CEO

## Our Vision

To be a strategic manufacturing partner to the world's leading brands in both the apparel and home textile sectors.

## Our Mission

- To be a pioneer in our own sector by manufacturing low-cost high-quality products by investing in people and technology.
- To ensure the highest levels of customer satisfaction.
- To be reconciled with nature and to raise and popularise environmental consciousness.
- To fulfil our social responsibilities.
- To be a pioneer for other firms by acting according to the principle of "People first".

## Our Values

- Achieving mutual and sustainable growth with our key customers and manufacturing partners.
- Being a benchmark in the international arena with the principles of social responsibility that we apply in the textile sector.
- Offering new products to the sector and being an industry leader by implementing the latest technology and processes.
- Responding to the increasing service needs of our customers by integrating all our processes with information technologies throughout the supply chain.
- Making our relationships with our customers permanent in order to shorten production processes.



# Yeşim, strategic partner of global brands

Starting out in the year 1983 and manufacturing in the home textile area in the first years of its establishment, Yeşim later expanded its customer range by aiming at ready-to-wear. Yeşim Textile manufactures ready-to-wear and home textiles for global brands with a workforce of around 3500 in Bursa in a total area of 325 thousand square metres, of which 144 thousand are indoor space and 181 thousand are outdoors.

In addition to its central plant at its integrated facilities in Bursa, the company continues to manufacture with the home textile firm SMS in Uşak and with its ready-to-wear plant that began production in Ağrı in the last period of 2019.

The company maintains its strategic partnership with brands such as Nike in ready-to-wear and Matheis-Schlafgut in home textiles. Among other brands that Yeşim manufactures for are the likes of Zara, Pull&Bear, Bershka, Esprit, Calzedonia, Tommy Hilfiger, Mavi, Under Armour and Lacoste. In the home textile area, besides the Matheis company, Yeşim also manufactures for global brands like Aldi and Tchibo.

Yeşim's daily production capacity is knitting: 50 tons, dyeing: 60 tons, printing: 100 thousand metres, ready-to-wear: 150 thousand units, and home textiles: 100 thousand units. As well as being one of the limited number of integrated plants in the global garment sector that can carry out all processes from yarn to end product

on its own premises under the same roof, Yeşim ranks among the largest companies in Turkey with the employment it provides and its volume of female employees. When all the firms are taken into account, Yeşim's total workforce reaches 12,000.

Other than its production facilities in Turkey, Yeşim has a total of 4 plants in Egypt, with 2 in Alexandria, 1 in Cairo and 1 in Ismailia, and also has production carried out in Moldova. The firm also receives manufacturing support from a number of suppliers within the borders of the country, and exports 90 per cent of its total production. For many years until the present, Yeşim has kept its title as the biggest exporting firm in the garment sector in Bursa, and continues to be one of the important building blocks of the economies of both Bursa and Turkey. On its own, Yeşim carries out one-quarter of Bursa's exports of ready-to-wear and apparel, and with the export volume it realises, provides net input for the country.

For further information about Yeşim  
[www.yesim.com](http://www.yesim.com)

We await your views and suggestions  
[halkla.iliskiler@yesim.com](mailto:halkla.iliskiler@yesim.com)

## A powerful player in textiles and garments in the region

### Global brands that Yeşim manufactures for

- NIKE
- UNDER ARMOUR
- FENERBAHÇE SPORTS CLUB
- ZARA
- PULL&BEAR
- BERSHKA
- ESPRIT
- TOMMY HILFIGER
- TOMMY JEANS
- LACOSTE
- POLO RALPH LAUREN
- CALZEDONIA
- GUESS
- MUDO
- MATHEIS-SCHLAFGUT
- ALDI
- HORIZONTE
- TCHIBO





# Yeşim,

With a total operating area of 325 thousand square meters in Bursa, of which 144 thousand are indoor space, Yeşim is one of a limited number of integrated plants that carry out the knitting, dyeing, printing and sewing processes in one area.

## Numbers of employees at Bursa plant at end of 2019



number of female employees: **1819**



number of male employees: **1490**



number of interns: **68**

## Daily production capacity



knitting **50 tons / day**



dyeing **60 tons / day**



printing **100.000 metres / day**



ready-to-wear **150.000 units / day**



home textiles **100.000 units / day**

Total number of employees in all locations at end of 2019: **12.000**



## Certificates and global memberships

- SA8000:2014
- OEKO-TEX SteP
- ISO 50001:2011 ENERGY MANAGEMENT SYSTEM CERTIFICATION
- OEKO-TEX STANDARD 100
- GOTS (GLOBAL ORGANIC TEXTILE STANDARD)
- OCS (ORGANIC CONTENT STANDARD)
- GRS (GLOBAL RECYCLED STANDARD)
- RCS (RECYCLED CLAIM STANDARD)
- SANFORKNIT
- BCI (BETTER COTTON INITIATIVE)
- ISO 14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION
- ISO/IEC 27001:2013 INFORMATION SECURITY MANAGEMENT SYSTEM CERTIFICATION



## Global initiatives that we are members of and have put data into

- BLUESIGN
- CPI2 CARBON PERFORMANCE IMPROVEMENT INITIATIVE
- ZDHC CHEMISTRY GATEWAY
- ZDHC WASTEWATER GATEWAY
- HIGG INDEX
- CLEANCHAIN



## Existing markets

**Yeşim currently exports a large part of the products it manufactures principally to European countries, as well as to markets such as the USA and Russia.**

Having had a steady line of production with brands for many years, Yeşim brings new markets or brands onto its agenda when conditions are suitable. In 2019, Yeşim began manufacturing at the production plant it established with government encouragement in Ağrı in Turkey, and it also aims to deliver the products it manufactures there to global brands.

## Non-governmental organisations that we belong to

In accordance with the manufacturing processes in the textile-apparel business in which it operates, Yeşim Textile is a member of various non-governmental organisations in the country and abroad.

Among these are non-governmental organisations such as the UN Global Compact, International Apparel Federation (IAF), BCI, BLUESIGN, the Social and Labour Convergence Programme (SLCP), the Foreign Economic Relations Board (DEİK) the Turkish Exporters Assembly (TİM), the Turkish Clothing Manufacturers Association (TGSD), Bursa Chamber of Commerce and Industry (BTSO), Uludağ Apparel and Clothing Exporters' Association (UHKİB), Tur-

key Quality Association (KalDer), Bursa Industrialists and Businesspeople's Association (BUSIAD), the Turkish Young Businessmen's Association (TÜGİAD), and the Good Cotton Practices Association (İPUD). In the name of good cotton manufacture and protecting the rights of farmers and producers, Yeşim supports the process by serving in the management of the Good Cotton Practices Association.

## Supply chain

Yeşim purchases yarn produced under environmentally friendly and sustainable conditions and manufactured from cotton within the scope of BCI certification by its partners, with whom it has maintained supply cooperation for many years within the framework of strategic partnership. Moreover, Yeşim can manufacture with organic and recycled yarns within the scope of sustainability.

Responding to the requests of its customers within the framework of the strategic agreements it has made, Yeşim pledges, with the fabrics it manufactures, to make more use of yarns produced from cotton in accordance with the Better Cotton Initiative (BCI) certification, which it has been a member of since 2012 until the present, and also to give guidance to its customers on this issue.

Yeşim is also a member of Bluesign, which is an environmental, health and production safety standard. The five principles of the Bluesign standard, which Yeşim has pledged to adhere to, stand out as resource productivity, consumer protection, air emissions, water emissions and work safety.

### Management of Material and Service Suppliers

For new suppliers to be taken into the pool of

suppliers and to achieve the status of spot or partner supplier in the pool of suppliers, Yeşim uses the Supplier Selection System, and to gauge the suppliers we continue to work with in terms of quality-delivery-after sales services, we also use the Supplier Assessment System. The Supplier Selection and Assessment Systems direct the Supply Chain Unit with regard to supplier development and strategic supply.

Between Yeşim Textile and its suppliers, the rate of implementation of at least one of the quality management systems, occupational health and safety, and environmental management systems is 77 per cent.

The total number of Yeşim's suppliers is recorded as 162. Of these, 60 represent 90 per cent of total purchases.

# Yeşim Textile's achievements in 2019



## Yeşim Textile received awards from various institutions and organisations based on its 2019 data and performance.

- At the American Business Forum's "AmCham Awards", Yeşim was given an award for "The Turkish Firm Making the Biggest Contribution to Exports from Turkey".
- At the Contributors to the Economy Awards Ceremony organised by the Bursa Chamber of Commerce and Industry (BTSO), Yeşim Textile was placed seventh in the export category and was deemed worthy of the "Leader in the Garment Sector" award in the sector leaders category.
- Yeşim Sales Outlets and Textile Plants Inc. gained first place in the "Textile Exports" and "Ready-to-Wear and Apparel Exports" categories at the Silkworm Export Awards Ceremony held annually by Uludağ Exporters' Association.
- Yeşim Textile was shown among the "Global Best Practices that Meet Women's Care Needs in the Private Sector" in the Care and Competitiveness Field Research Report published by the International Centre for Research on Women (ICRW), which is assigned by the European Bank for Reconstruction and Development to conduct research about participation in provision of service to the private sector.
- Yeşim Textile received the R&D Centre Award as part of the "TechXtile Start-Up Challenge" organised by the Uludağ Textile Exporters' Association (UTİB) with the cooperation of UHKİB, BTSO, BEBKA, BUTEKOM and TÜBİTAK.
- Yeşim Textile was considered worthy of the Textile Innovation League of Turkey Award within the scope of the "TechXtile Start-Up



Challenge" held by the Uludağ Textile Exporters' Association (UTİB) with the cooperation of UHKİB, BTSO, BEBKA, BUTEKOM and TÜBİTAK.

- Yeşim Textile was deemed worthy of first prize by the People Management Association of Turkey (PERYÖN) in the "Generation and Diversity Management" category at the Value to People Awards.
- The company received the "Respect for People Award" at the Respect for People Awards ceremony organised by Kariyer.net.
- In the list drawn up by Fortune Turkey that includes 500 firms, Yeşim Sales Outlets and Textile Plants Inc. was placed 232nd in the general classification. Moreover, Yeşim Sales Outlets was placed 5th in the ready wear, underwear and sportswear sector and 10th in the Bursa Firms list which includes 26 firms.
- Yeşim Sales Outlets and Textile Plants Inc. entered the Turkish Exporters' Assembly's "Top 1000 Exporters" list and was placed 69th in the general classification, thereby succeeding in entering the top 100. According to the same research results, the firm was placed 7th in the ready-to-wear and apparel sector export category.
- In the Economist Magazine's "500 biggest companies in Anatolia" classification, Yeşim Sales Outlets was in 55th place in the general list, while Almaxtex Textile Industry and Trade Inc. was



placed 170th and Yeşim Textile Industry and Trade was placed 213th. Among Bursa firms included in the list, Yeşim Sales Outlets was placed 8th, while Almaxtex Textile Industry and Trade Inc. was placed 20th and Yeşim Textile Industry and Trade came in 28th place.

- At the 41st Vodafone Istanbul Marathon, Yeşim Running Team was the institution collecting the most donations reaching the most donors within the Turkish Educational Foundation (TEV).
- Yeşim Sports Club became "Champions of Bursa" in the 2019 Adult Male and U18 Youth Leagues.





# People first

**“Never forget that your workers are people and that it is your responsibility to treat them well...”**

This advice, given to Şükrü Şankaya, one of our founders, by his father when he entered the business world, is the foundation of our “Putting People First” principle.

## Management approach

### Business Model and Quality Policy

Proceeding with a lean manufacturing method, Yeşim uses lean tools in all its work processes and aims for 100 per cent customer satisfaction with its customer-oriented production concept.

### Priorities of Yeşim’s 2019 Strategies

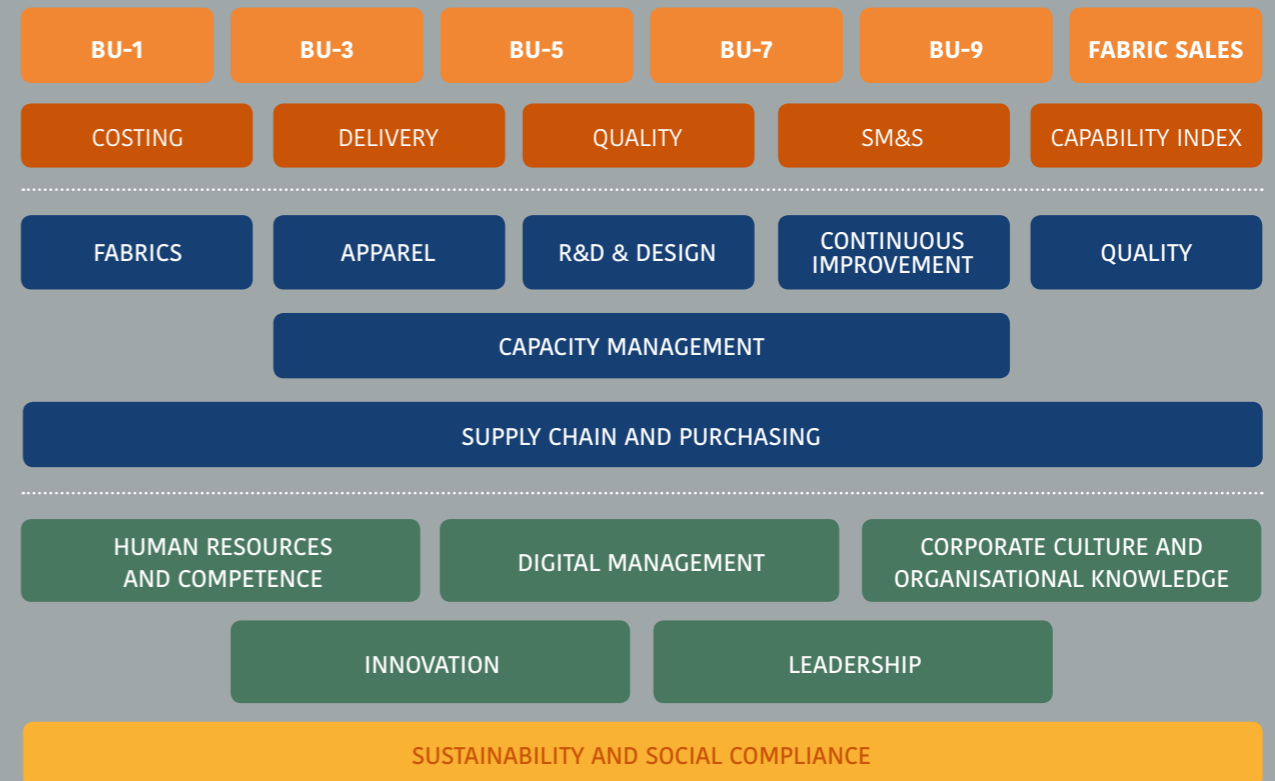
Yeşim Textile continues the journey it began in 2016 within the scope of its plans to carry out its 5-year strategies. At the meeting held by senior management in 2019, priorities for Yeşim Textile’s strategies were set as lead time and speed, sustainable growth, innovation and zero errors. In line with these priorities, departmental targets and tasks to be done dominated the year 2019.

Yeşim, which began its strategic journey in 2016, updated its strategic home with the aim of also directing its “Vision 2023”, and so the Business Units that create financial outcomes and the processes that will create the outputs were revised in such a way as to take “Sustainability” and “Social Compliance” as their basis. Within this scope, the terms Digital Management, Leadership and Innovation were added to the strategy management.

You can access Yeşim Textile’s Quality Policy here.



### Yeşim Vision 2023



# Excellence approach



**Yeşim Textile is aware that excellence depends on balancing and meeting the needs of all relevant stakeholders. The company gives the utmost importance to creating value for all stakeholders, ensuring sustainable long-term success and establishing win-win relationships.**

Yeşim Textile converts the long-term strategies that it forms with its leaders into short-term business plans and monitors these with the unit KPIs. Yeşim's employees, who are its most important stakeholders, have targets aimed at the business outcomes that are created, and each employee, by achieving his/her own targets, also contributes to the firm's targets. By continually monitoring the targets with the revisions that are regularly made, the aim is for the targets to be achieved through feedback from below and above.

Yeşim is aware that the best way to ensure customer loyalty and increase market share is by focusing clearly on existing and potential customers' needs and by being able to rapidly adapt to changing expectations. The aim is, by using scientific methods, to foresee and prevent risks related to safety and quality that might occur in products, and thereby to achieve zero errors. To the true north of Yeşim lie its customers. Accordingly, targets are aligned according to the needs of the world's giant firms to form strategic partnerships.

Yeşim conducts a sustainable quality management system that observes the relationships between all processes and works towards aligning this system with a lean philosophy. Continuous development is an important process implemented at all levels in the company. Analyses are made by means of data gathered with the support of ERP, and these analyses make a significant contribution to the continuous development process.

Yeşim Textile also gives importance to the training of the staff, who are the firm's most important stakeholders. For this purpose, the training pro-

grammes organised by the Yeşim Academy help to develop the competence of employees and to increase their technical and individual awareness. An employee satisfaction questionnaire is regularly applied in the company, and the importance of every individual's development in achieving company targets is considered.

At Yeşim, an individual suggestion system and kaizen application techniques are used in the name of continuous learning, innovativeness and improvement. As of the end of 2019, a total of 399 complaints and suggestions that came out of the request - complaint boxes located on the firm's premises were recorded. 382 of these have been completed, while 17 are in progress.

Acting with the consciousness of being a part of a long chain with its suppliers and customers, Yeşim aims to contribute to the development of its suppliers as well by regularly informing them with the audits it carries out and by establishing its own systems. The firm also conducts various joint projects in order to provide its customers with regular feedback and to be aligned with their viewpoints by getting to know them better. Yeşim is conscious that protecting the firm's and its employees' long-term benefits and adopting an ethical approach generally depends on conforming to society's expectations and to existing regulations. This also means that the firm once again emphasises its existence and recognition in society with the activities it carries out in the field of social responsibility and social compliance. Yeşim attaches great importance to this issue and it also documents the activities it conducts in this direction with SA8000 certification.



## Our contributions to society

Yeşim Textile allocated **965,642.32 TL** of its **3,224,365.32 TL** corporate social responsibility budget for social responsibility projects in the year 2019.



## Our economic performance data



2019 turnover:  
**385 million USD**



2019 exports:  
**350 million USD**

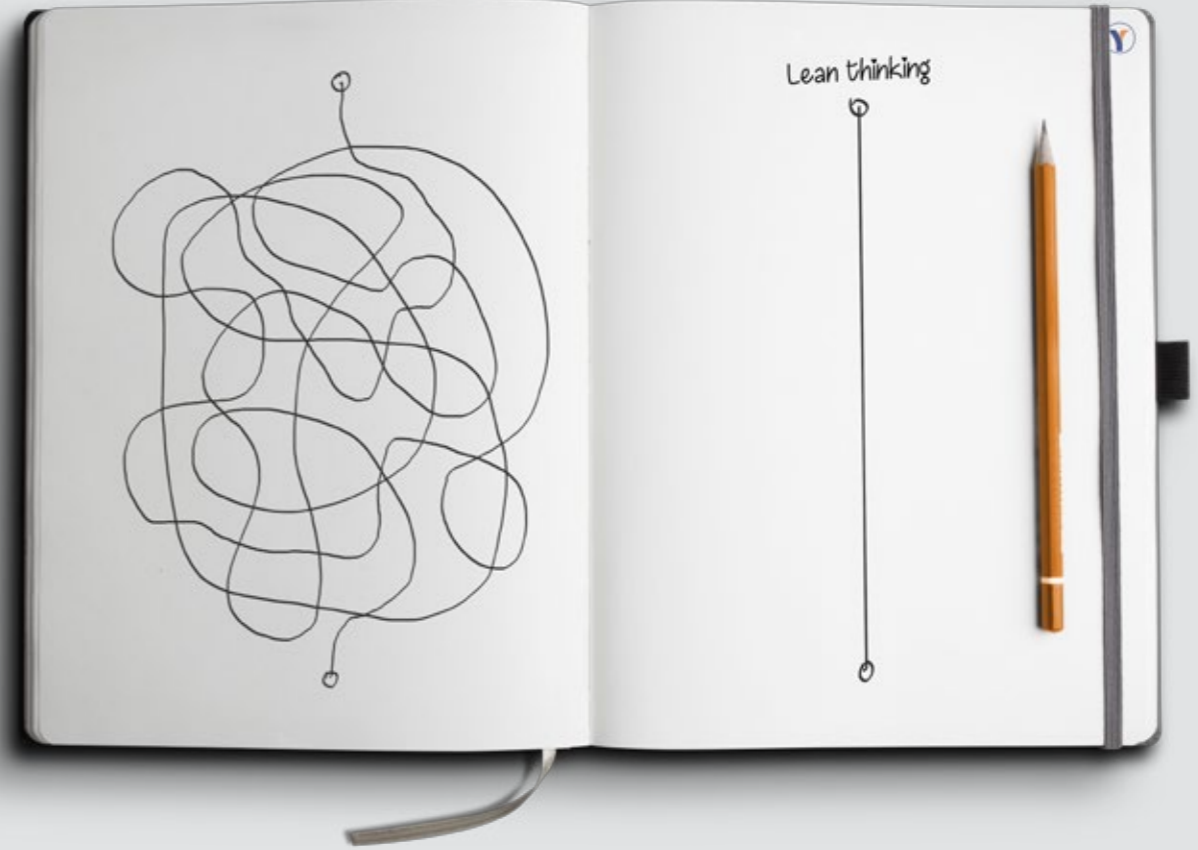


2019 growth rate:  
**10 per cent**



Total number of employees including all firms as of end of 2019:  
**12,000**

# Lean thinking



As one of the most effective production and management models today with respect to efficiency, quality, human resources management, process improvement and profitability, the lean thinking project was launched in 2006 at Yeşim Textile and is still being implemented at full speed at every stage of production and management.

Lean thinking aims to generate a production and management model which is free of waste and which reduces processes that do not create value, by focusing on value in all processes. Accordingly, the Kaizen technique, which is a method of continuous development and improvement with small steps, and the PDCA technique, which enables a problem-solving approach to be reduced to every level, are of great importance.

By extending the target-oriented management approach, which is one of the most important lean

techniques, to all employees with Hoshin X matrices and the creation of annual action plans, the development observed in the performance indicators of the units also contributes to the business results of Yeşim Textile.

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

## Sustainability

Companies' ability to survive in a competitive production environment, to work in a world with limited resources, to reduce their environmental footprint, to reduce costs and to maintain their assets while meeting customer demand, comes to the fore nowadays with the term "sustainability". Together with Lean 2.0, the road to sustainability leads from being a company which is lean, green and has an empowered workforce by focusing on the topics of "leadership", "people" and "processes".

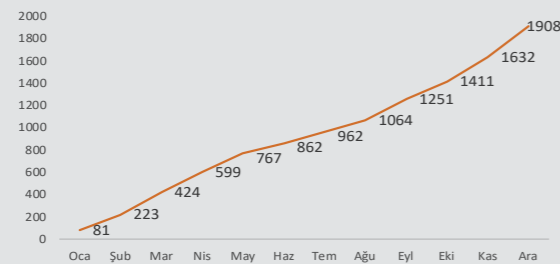
### Lean gains

The kaizen and PDCA activities, which are the pre-requisites for continuous improvement at Yeşim Textile, continued in 2019 with the desire to improve the quality of the work done by the staff and of the work environment. The number of kaizens prepared by departments such as Apparel, Knitting and Production together with various support departments such as Business Units, Planning, Human Resources and

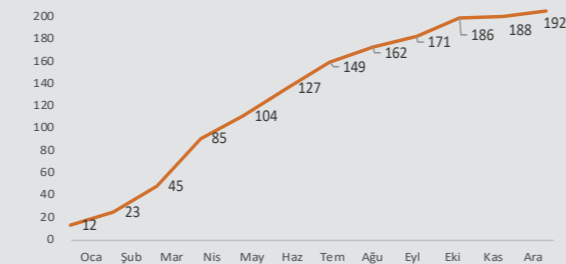
Social Compliance had reached 1908 as of the end of 2019. The number of PDCA activities carried out as of the end of 2019 was 192. With these lean activities, an attempt has been made to increase awareness of being part of continuous improvement. Moreover, the total number of hours of lean training given during the year was 208,907, while the percentage of different participants in improvement activities had reached 69% by the end of 2019. The Lean Bronze Star and Lean Silver Star training programs planned at Yeşim Academy also aim to disseminate lean work processes to all the staff.

The fact that compared to 2018, productivity, repair, staining and second quality improvement values remained relatively more limited was due to a large extent to the effect of the 44% increase in employment realised with the recruitment of new operators towards the end of 2019. The fact that the related productivity values were attained despite this increase can be evaluated as a current success.

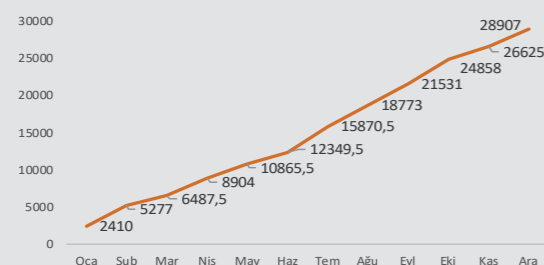
### Number of Kaizens in 2019



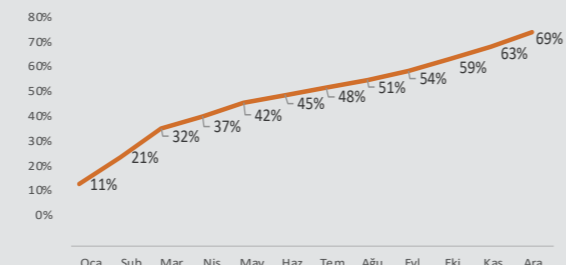
### Number of PDCA's in 2019



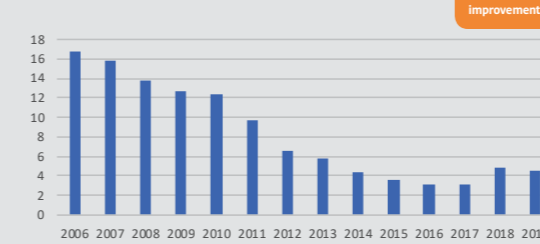
### Hours of Lean Training in 2019



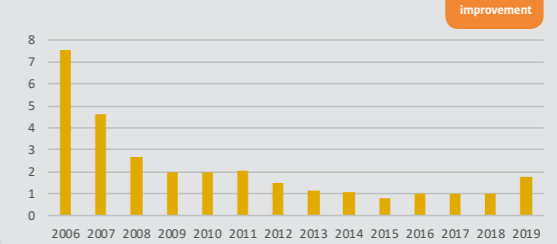
### Percentage of Different Participants in 2019



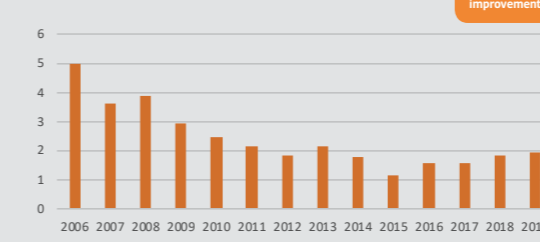
### Staining (%)



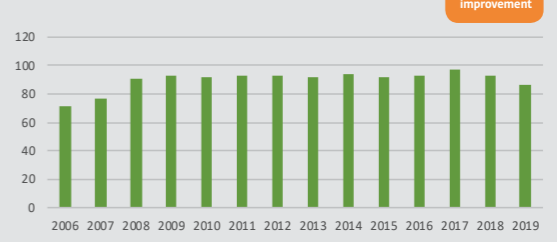
### Repairs (%)



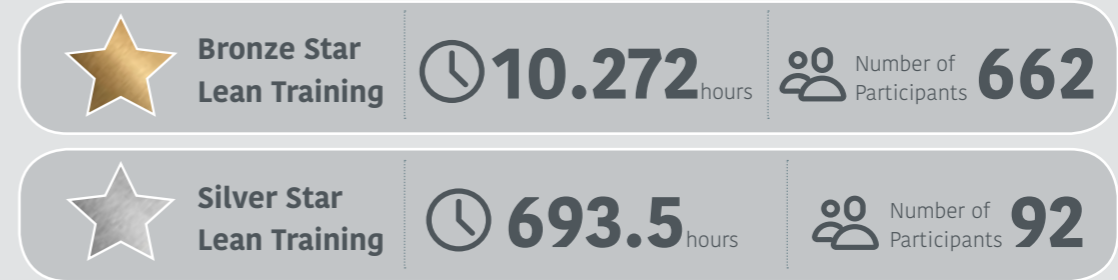
### Second quality (%)



### Productivity (%)

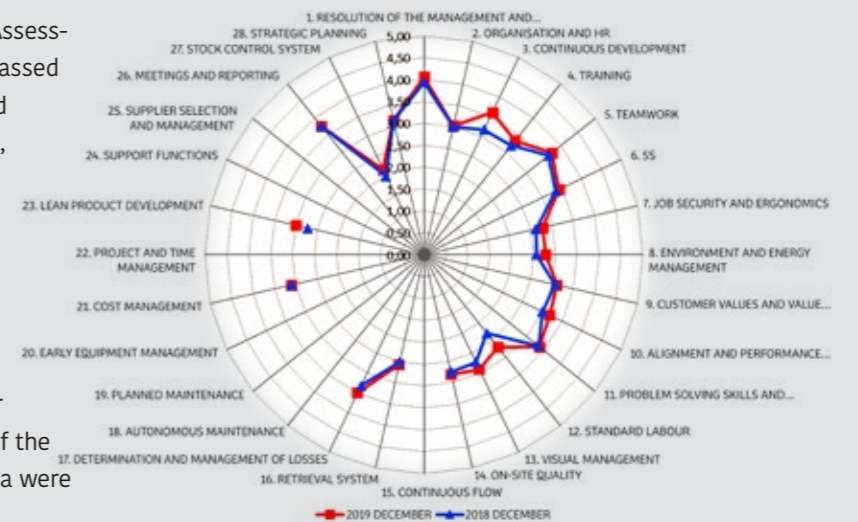


## Bronze Star and Silver Star Lean Training Sessions



## Lean Company Assessment Results

In December 2019, the "Lean Company Assessment", which lasted 3 days and encompassed 7 separate departments, and was carried out by Lean Institute Advisor Ülkü Kulaç, was completed. According to the assessment made, the company average increased from 3.02 points to 3.15 points (out of 5), showing an increase of 4%. With this score, Yeşim is at an above average level. Compared to the previous assessment made in December 2018, improvement was seen in 19 out of the 21 main criteria, in which 203 sub-criteria were investigated.



As a result of this assessment, in which the Knitting, Raw Materials, Administration, Supply Chain, BU1, BU5 and Central Planning Departments were evaluated, it was seen that activities carried out in all departments were more closely aligned and that differences between units had significantly decreased. When creating the action plans for 2020, it was again decided that actions would be taken according to the areas of improvement in the departments.



# Yeşim's ethical principles and values



The values that Yeşim Textile has held since its establishment up to the present, and the “People First” philosophy that has always had a place in the firm’s management processes for years, have been the most important guide in its progress. Proceeding by staying faithful to these values is among the virtues that the firm gives most priority to. Both improvement in the firm’s manufacturing processes, and the relationships that it has with all stakeholders inside and outside the company, which are based on open, transparent, just and ethical rules, have been the cornerstones of the important developments that Yeşim has made over the years. With the Social Compliance Policy that has been put into practice, the importance of the ethical management concept and values has further increased and become systematic in the firm’s business processes.

## Policy For Fighting Corruption and Bribery

Yeşim Textile, which signed the Global Compact in 2006, has pledged to adhere to the 10 principles of the Global Compact in the progress reports it has published from 2009 until the present.

Within this scope, Yeşim acts in accordance with the clause under the heading of the 10th principle, “Anti-Corruption “which states that “Businesses should work against all forms of corruption, including extortion and bribery”.

Yeşim – Almaxtex Textile has a company policy related to fighting corruption and bribery. This policy has been prepared to clearly reinforce standards and principles that will direct the firm’s behaviours towards compliance with the laws that regulate the struggle against corruption. Yeşim – Almaxtex Textile continues its activities ethically and in compliance with all laws. This also includes conformity with law no. 3628, “Law for Declaration of Wealth and for Anti-Bribery and Corruption”.

The firm prohibits bribery and corruption in all its activities and commercial relations. Yeşim – Almaxtex Textile shows “zero tolerance” towards bribery and corruption. The firm’s employees or those acting on their behalf cannot offer or promise a bribe to anyone, and in the same way, cannot demand or receive a bribe from anyone.

The firm’s anti-bribery and corruption policy encompasses: All employees of Yeşim – Almaxtex Textile

including its senior management, and persons and institutions acting on behalf of the company (business partners), including firms from which it receives goods and services and their employees, suppliers, consultants, lawyers and external auditors.

## Definition of Bribery and Corruption

Bribery is deriving benefit for oneself, for a party demanding this or for someone else in connection with this relationship, within the framework of an agreement made with another person, with the aim of acting contrary to the requirements of one’s duties, by a company employee by means such as affording an advantage, making an offer or being promised an offer, making a demand or having a demand accepted, or mediating in these, either directly or via intermediaries, in order to do business, have it done, not do it, speed it up or slow it down, in relation to the execution of his/her duties.

Corruption is direct or indirect abuse of authority possessed due to one’s position in order to derive any kind of advantage.

Enabling or accepting bribery and corruption can take many forms:

- Cash payments,
- Political or other donations,
- Commission,
- Social rights,
- Gifts or hospitality,

- Using the name and power of Yeşim - Almaxtex Textile or the identity of Almaxtex in order to gain personal advantage,
- Deriving personal benefit from people or institutions one has business relationships with, in person or via family or relatives, by benefiting from one's current status,
- Being promised, offered or supplied with anything of material value, either directly or indirectly,
- Being offered or accepting any credit, fee, commission, award, etc.,
- Requesting or receiving gifts, food, entertainment, shares or personal effects with the intention of creating goodwill and a positive business relationship; or debt transfer or debt forgiveness, charitable donations or services as gestures of goodwill,
- Any kind of overvaluation of a person in order to influence a person's opinions and behaviour or to obtain an undue advantage.

### Duties and Responsibilities

Implementation and updating of the Anti-Bribery and Corruption Policy is the authority, duty and responsibility of the Social Compliance Director. Notification, examination and enforcement mechanisms for compliance with policies, rules and regulations must be determined and put into practice.

It is the responsibility of every employee to preserve the reputation of Yeşim - Almaxtex Textile. Employees are responsible for complying with the policies determined by the management, effectively managing risks related to their own areas of activity, and working in accordance with the relevant legal regulations and with the practices of Yeşim - Almaxtex Textile. They must notify any behaviour, activity, practice or violations contrary to policy or the relevant law. Employees are not subjected to any negative situation in connection with this notification and these cases are dealt with in the strictest confidence.

### Firms and Business Partners with whom we Deal in Goods and Services

Firms and business partners with whom we deal in goods and services are required to comply with poli-

cy principles and other related legal regulations, and business is terminated with persons and institutions that do not adhere to these.

### Selection of Firms and Business Partners

At the stage of selection by the senior management of firms and business partners with whom we deal in goods and services, consideration is given not only to criteria such as their experience, financial performance and technical competence, but also to their levels of ethics and whether they have a positive history in this area. Business is not conducted with firms or business partners about whom we have negative information related to bribery or corruption, even if they meet the other criteria. Within this scope, before entering any business relationship, the senior management have the principal responsibility to conduct the necessary research and assessments. The audits conducted by the Social Compliance Director are also evaluated as to whether or not these conditions have been complied with.

### Reaching Agreements with Firms and Business Partners

In agreements and contracts to be made with firms and business partners who have positive information about themselves and who meet the other criteria, terms are included related to complete compliance with the principles stated in the policy and other related regulations, assimilation of these principles by their staff and behaving accordingly, enabling their employees to receive training related to policies at certain periods, regular reminders of their obligation to notify their staff, and encouraging them to make notifications in cases where negative situations are encountered. Terms are included regarding rightful termination of business and contracts in force in cases of noncompliance with these conditions or situations contrary to policy.

### Policies and Procedures

#### Bribery and Corruption

Yeşim - Almaxtex Textile is opposed to all kinds of bribery and corruption. On no condition are bribes taken or given, whatever their purpose. Those wishing to do business with Yeşim - Almaxtex Textile by means of bribery or corruption must have their busi-

nesses relationships with third parties discontinued.

#### Gifts

A gift is a product given as an acknowledgement or out of business courtesy generally by persons in business relationships or customers without a requirement for financial payment. Any gift offered or given to third parties by Yeşim - Almaxtex Textile must be openly and unconditionally offered in good faith. The same principles are valid for a gift to be accepted, and on no condition must any gift be accepted other than symbolic gifts of low financial value included within these principles. Moreover, even in case of infrequent acceptance of gifts within this scope, notification of the gifts accepted must be given to the firm's human resources department and senior management via the immediate supervisor of the person accepting the gift.

#### Facilitation Payments

Persons and institutions included in the scope of this policy are not offered facilitation payments in order to secure or speed up a routine transaction or process (obtaining permission, a licence, a document, etc.) with government organisations.

#### Donations

Yeşim - Almaxtex Textile or its employees acting in its name cannot make donations to government institutions, political parties or associations in order to gain any kind of advantage, speed up a process or obtain a privilege.

#### Error-Free Record Keeping

Yeşim - Almaxtex Textile has organised the terms that it is required to comply with regarding its accounting and records system with legal regulations. Accordingly, all kinds of bill, invoice and document related to third parties (customers, suppliers, etc.) must be recorded and kept fully, exactly and authentically, and the authenticity of accounts or similar commercial records related to any kind of transaction must not be falsified or distorted.

#### Information and Communication

The Anti-Bribery and Corruption Policy is published for Yeşim - Almaxtex Textile staff and is continually and easily accessible.

### Notification of Breaches of Policy

In the event of any idea or suspicion that an employee or person acting on behalf of Yeşim - Almaxtex Textile has acted contrary to this policy, it must be transmitted to the Ethics Committee. Yeşim - Almaxtex Textile encourages an honest and transparent approach, and supports any employee or person acting on behalf of Yeşim - Almaxtex Textile who expresses their sincere concerns and keeps their information confidential. No employee can be subjected to pressure or punishment due to a notification he/she believes to be related to a breach of ethical rules, nor can any change be made to the scope of his/her duties or position for this reason. In the event that a person making a notification is subjected to such treatment, he/she should inform the Social Performance Team. Firms providing goods and services or business partners should also give their employees regular reminders about this issue and encourage them to notify the Social Performance Team if they encounter such situations. This provision is guaranteed with the contracts that are made.

### Breach of Policy

Any member of staff who violates the conditions of company policy related to corruption and bribery will be liable to disciplinary punishment. Any employee who has direct knowledge of potential breaches determined in this policy and who fails to inform the company management will be liable to disciplinary action. Any employee who impedes investigation of potential breaches determined in this policy or attempts to deceive will be liable to disciplinary action. These disciplinary punishments may result in the implementation of various penalties by the company, including termination of the violator's employment. In the event that behaviour, attitudes or activity is determined that is contrary to the policy in the contracts made with firms that the company does business with or persons and institutions serving on behalf of Yeşim - Almaxtex Textile, provisions are included in relation to rightful unilateral cancellation of business and contracts in force by Yeşim - Almaxtex Textile, and in cases of breach of policy, these provisions are implemented without exception.



Yeşim Textile conducts its social compliance activities in parallel with its Social Compliance Policy.

# Social compliance is a part of our business processes

Yeşim Textile has a 'Social Compliance Department' under its Directorship of Human Resources and Social Compliance, which ensures that expectations related to social compliance are announced and implemented in the firm as a whole.

This department conducts audits both at the main plant and at the suppliers and reports the areas of improvement to the respective departments and companies. Also, it organises training sessions for raising its suppliers' awareness of social compliance and shows the way for fulfilling the requirements of social compliance. It conducts activities to meet the demands of customers related to social compliance and sustainability. In addition, this department accompanies customers and auditors during social compliance audits carried out by third party organisations and customers.

You can access Yeşim's Social Compliance Policy here.





**Social compliance activities are continually monitored, and improvement is measured, with internal and external audits conducted at both Yeşim Textile and subcontractors.**



Yeşim Textile allocated **2,258,723 TL** of its **3,224,365.32 TL** corporate social responsibility budget for social compliance and occupational health and safety efforts in the year 2019.



Yeşim Textile structures all its production-related activities and operations in accordance with its Occupational Health and Safety Policy.

*You can access Yeşim's Occupational Health and Safety Policy here.*



### We Continuously Monitor With Audits

In accordance with the annual auditing plan for the main plant and suppliers, programmed internal audits of existing suppliers are organised every year. Should the need for a new supplier arise according to a request coming from the production department, firstly the "Suppliers' Pre-Audit" form is shared with the supplier, who is required to fill in and send the relevant form. Then, the social compliance department plans an audit according to the standards of the brand that is to be worked for. The relevant supplier is visited, and if a zero-tolerance finding is made as a result of the comprehensive audit carried out according to this form and the supplier social compliance handbook, the firm in question cannot be worked with.

The auditing plan is prepared annually for the main plant and all associated subcontractors to be audited once every 6-9 months. With the work

carried out in 2018, the main plant was divided into 21 OHS areas and every 6 months, internal audit processes are conducted for these 21 OHS areas. The audits are performed under the leadership of the Yeşim Social Compliance team, who are competent and qualified in this subject. Auditing periods are structured according to the Social Compliance audit score. Moreover, the OHS notice boards are updated monthly following sharing of the accident frequency rate calculated by the firm's occupational safety experts.

### 5S Audits

Within the scope of sustainable production at Yeşim Textile, the 5S Audits carried out by the Continuous Improvement Department were continued in 2019. In the 5S audits, in which the offices are also investigated along with all manufacturing areas, the other support departments were also included, thereby enabling standardisation of 5S

culture in all areas. With the aim of determining and reporting cases of noncompliance with 5S, the 5S audits encompass over 32 departments specified within the firm. Every department is audited once in 6 months by the Continuous Improvement Department, and in other periods, the departments' internal auditors conduct internal audits weekly or monthly. Moreover, by reviewing and revising the 5S audit questions and systematics when necessary, the creation of a visual factory culture is targeted.

### Social Compliance Audit Certificates

With the aim of disseminating a culture of social compliance and of contributing to the auditing process at Yeşim Textile and its associated subcontractors, 4 members of staff were given training for the CPI Social Compliance Lead Auditor Certificate in 2019 by the "Intertek" company. Following the four-day training program, the participants took an exam, and having obtained the required grades, were awarded with the lead auditor's certificate. Consequently, the number of CPI Social Compliance Lead Auditors in the firm is now 20.

### Joint Audit Model Implementation (SLCP)

Work towards switching to a joint audit model, whereby a single social compliance audit of world-famous garment brands such as Nike, Esprit, Tommy Hilfiger, Adidas and Puma would be accepted by all brands, was begun in 2017. Yeşim Textile was chosen as the pilot firm for the implementation of the first joint audit for this project, which is named the Social and Labour Convergence Programme (SLCP), thanks to its many years of experience in this field. The first

of the SLCP audits was carried out at Yeşim between 9th and 11th January 2018. During this process, the relevant data were entered into the SLCP online platform and feedback was made about areas open to improvement. Extra questions were added to the questions related to HSE and labour auditing.

### Activities of Yeşim Textile's Social Compliance Department in 2019

- An SLCP introductory meeting was conducted at the Yeşim Academy
- By obtaining a full score in all of Nike's assessment methods, namely CoSMA, ESAT, ECAT, HRMAT and LAT, Yeşim was promoted to the SILVER category.
- Yeşim's GOLD journey in the field of social compliance was initiated with PVH (Tommy Hilfiger).
- Under the leadership of Inditex and ILO, the "MIGSCORE" Gender Equality module was implemented at Yeşim's subcontractor with the support of Yeşim Textile.
- Under the leadership of Inditex and ILO, the "SCORE PROGRAM" was implemented at Yeşim's subcontractor with the support of Yeşim Textile.
- Yeşim's OHS Unit continued its training activities in 2019. Training sessions were organised for staff to obtain professional competence certificates both as required by law and with the aim of further increasing their competences.
- Social compliance training sessions were organised for subcontracted manufacturers by the Social Compliance Department.



### Yeşim is promoted to Silver

Yeşim Textile works in strategic cooperation with Nike, the world-famous sportswear brand. By obtaining a full score in all of Nike's assessment methods, namely CoSMA, ESAT, ECAT, HRMAT and LAT, Yeşim earned the right to move up to the "Silver" category.



### Social Compliance Audits Conducted at Yeşim Textile in 2019

#### Social Compliance:

- SA8000:2014 Social Compliance Audit / 21-22 February 2019, 04-05 July 2019, 13-15 December 2019
- PVH Tommy Hilfiger Social Compliance Audit / 27-28 June 2019
- Under Armour Social Compliance Audit / 08-09 January 2019
- Lacoste Social Compliance Audit / 06-07 May 2019
- Inditex Social Compliance Audit / 10-11-12 June 2019
- Polo Ralph Social Compliance Pre-Audit / 04 September 2019
- Nike Social Compliance Audit / 26-29 August 2019

#### Sustainability:

- Ramboll Environmental Audit / 04-05 July 2019
- Inditex GTW Audit / 27 May 2019
- Higg Index Validity Audit / 01-02-03 July 2019
- Phylagen Audit 24 July 2019
- Nike ECAT (ENERGY & CARBON ASSESSMENT TOOL) Calibration Audit / 28 February 2019
- Nike ESAT (Environmental Sustainability Assessment Tool) Calibration Audit / 17 October 2019
- Environment Ministry Field Visit / April 2019
- OEKO-TEX STeP Audit / 07-11 January 2019
- Gök-Sev OEKO-TEX STeP Audit / 06 November 2019
- Inditex RTM Audit / 20 February 2019, 08 October 2019
- SANFORKNIT Audit / 15 December 2019
- ISO 50001:2011 Energy Management System / 01 November 2019
- ISO 14001:2014 Environmental Management System Certification Renewal Audit / 01 January 2019
- Organic GOTS and OCS / 03-04-05 July 2019
- RECYCLED RCS and GRC / 03-04-05 July 2019

# The most prestigious social compliance certificate

Yeşim Textile was the first company in the garment sector in Turkey to receive the SA8000 certificate and the company has declared that it will comply at the highest level with a social compliance policy corresponding to the internationally accepted "SA8000:2014 Social Compliance Standards".

Yeşim Textile has held the SA8000:2014 Certificate, one of the most prestigious documents in the world for the issue of "Social Compliance", since 2005.

Yeşim, which was the first garment firm to receive the SA8000:2014 Certificate in Turkey, has continued to conduct its social compliance activities in the same way during the intervening 14 years, and earned the right for its certification to be renewed in 2019 following the three SA8000:2014 Social Compliance Audits that it was subjected to in different periods of the year. The certification renewal audit will be performed in 2020. Yeşim Textile, which is one of 11 firms to hold this document in Turkey, has continued to conduct its activities in this area at the same pace and with the same sensitivity for many years.

management system criteria consisting of preventing child labour, preventing forced or compulsory labour, taking the necessary measures for occupational

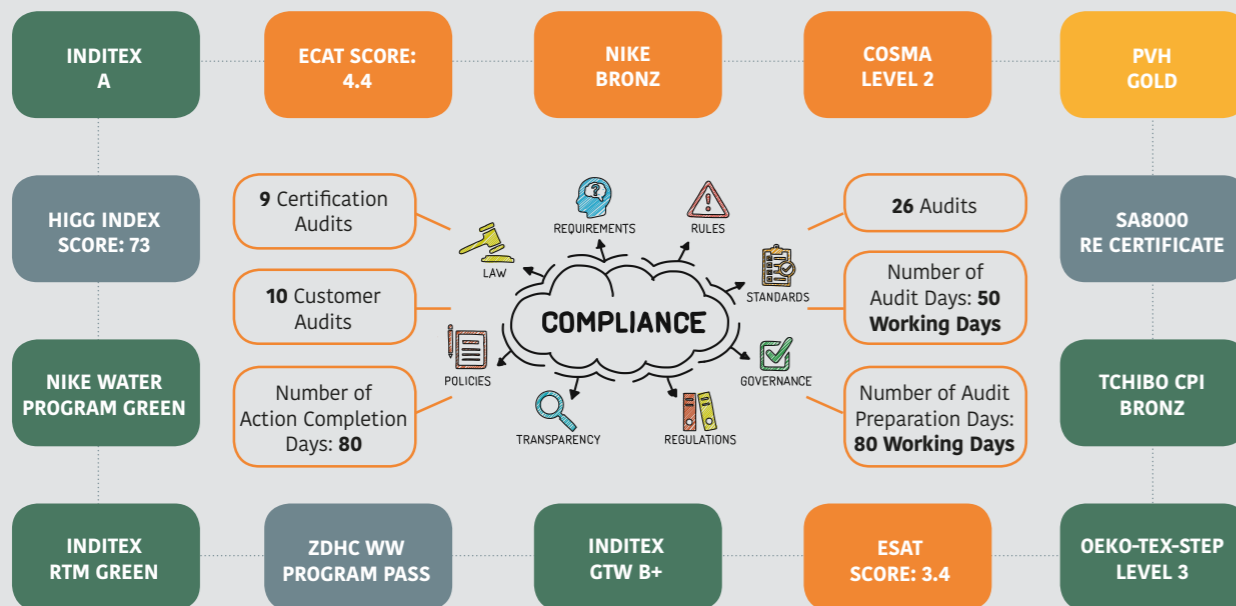
health and safety rules, employees' selection of their own representatives, preventing discrimination among the staff, preventing abuse and maltreatment, and ensuring legal conformity of working hours and wages, were examined. Moreover, with this certification, Yeşim Textile has pledged to ensure social compliance conditions not only on its own premises, but also in its suppliers and subcontractors. The SA8000 Certificate, which has the quality of being the first universal ethical standard in the world, is currently

held by 4,410 firms in the world, only 11 of which are located in Turkey.



Within the scope of the audits performed by the international independent auditing company Intertek,

*What is SA8000?*



### Answered web forms

Yeşim Textile was the first company in the garment sector in Turkey to receive the SA8000 certificate and the company has declared that it will comply at the highest level with a social compliance policy corresponding to the internationally accepted "SA8000:14000 Social Compliance Standards".

Number of web forms | 2018: 151 | 2019: 160

# For health and safety: Training



**We believe that training improves us and our work, and we regard training as a part of our work.**

Made up of 14 people in all and active since 2017, the Social Performance Team meets regularly every three months, while the OHS Board meets regularly once a month, making decisions, recording the minutes of the meetings and sharing these with the relevant units. It is the training sessions, however, which form the basis of the occupational health and safety activities. Within this scope, Yeşim Textile gives various training programmes on the firm's premises aimed at enabling a work system that gives priority to the general health and safety of the employees and at the participation of all staff in occupational health and safety practices.

In 2019, a total of 35,138 hours of training was

given to 2,950 people on the subjects of "creating the SA8000:2014 management system", "preventing child labour and protecting child workers", "preventing forced labour", "establishing and implementing occupational health and safety rules", "recognising the right to freedom of association and collective wage bargaining", "preventing discrimination in the workplace", "preventing maltreatment", "ensuring legal conformity of working hours", and "ensuring legal conformity and adequacy of wages". Accordingly, an 80% increase was recorded compared to the previous year. While 289 people received first aid training in 2019, the number of people receiving firefighting training by the end of the year was equal to 50% of the plant's employees.



In 2019, a total of **35,249 hours** of OHS, Environment and Social Compliance training was given to **2,950 people.**



In 2019, a total of **133,858 hours** of training was given to **4,070 employees.**



## Emergency Evacuation And Fire Drills

In 2019, Yeşim Textile continued to carry out emergency evacuation and fire drills, to which it attaches great importance. With the emergency evacuation and fire drills conducted in April and October, the staff were prepared to deal with potential hazards in the work environment. These drills will continue to be applied in future periods with the aim of raising awareness of possible disasters or accidents.



**35,249 hours**

Total amount of training given in Occupational Health and Safety + Environment and Social Compliance



**98,609 saat**

Total amount of training given in Quality + Career + Orientation/On-the-Job + Personal Development + Conversation + Lean Production



**Work-Related Accidents and Injuries**

Cumulative accident rate for all accidents: **1.95**

Cumulative accident rate for accidents causing absence: **1.19**

# Governance at Yeşim

Yeşim Textile structures all its administrative activities in accordance with its Social Compliance Policy and Human Resources Management Policy.

Setting out with the aim of sustainable growth and improving the performance of its employees, the principle of “People First” forms the basis of management implementations at Yeşim, just as it does in all of its processes. Adopting a management approach that focuses on people and values, Yeşim structures all its processes on these values.

Yeşim Textile, which determines its future strategies within the scope of the corporate development programme that it has named “Vision 2023”, has launched many activities within this scope.

Yeşim Textile, which received consultancy services from a consultancy company regarding strategy and performance management for its Vision 2021 goals and later updated its current targets as “Vision 2023”, has continued its structuring in the Human Resources field accordingly. Yeşim, attempting to establish a lean, corporate, result oriented, efficient and sustainable organisational structure, has analysed its business processes, made improvements and revised its organisational structure within this framework.

Within the scope of this project, the size of all positions in the business processes has been determined, risks have been identified, and restructuring has been carried out by also taking development opportunities into consideration. In the new organisational structure, the process from the customer placing the order to the delivery of the product progresses in line with the lean management philosophy according to the value stream map.

The Social Responsibility Policy, Energy and Environment Policy, Occupational Health and Safety Policy, Human Resources Management System Policy and Gender Equality Policy included within Yeşim’s management system policies form the basis for the firm’s sustainable management. The SA8000 Certificate, which is an international

social compliance certificate, the Global Compact Agreement, the Global Organic Textile Standard (GOTS), the 100% organic cotton production certificate, the Organic Content Standard (OCS) Certificate, the ISO 50001 Certificate and the OEKO-TEX STeP Certificate can be regarded as outputs indicating that Yeşim’s efforts towards sustainability are incorporated into its work processes.

Moreover, Yeşim is a member of the Social and Labour Convergence Programme (SLCP), which was created with the participation of the world’s leading garment brands and manufacturers and which enables audits carried out within the scope of social compliance processes to be conducted on a joint platform, and has been a part of the programme since its initial creation.

Based in the Netherlands, the SLCP Platform aims to improve working conditions in the global supply chain by eliminating the need for more than one social compliance audit by means of joint audits. International brands in the textile and garment sector, and suppliers to these brands, have the opportunity to reduce costs and use resources more effectively by coming together under one roof. At the present time, the platform has reached over 200 signatories, including manufacturers, brands, agencies, sectoral associations and service providers. On the platform, on whose management committee Yeşim Textile is also a member, the company is represented by Human Resources and Social Compliance Director Fatoş Hüseyinca.

[Click here for Yeşim’s Human Resources Management Policy.](#)



# Legal working conditions



**Yeşim Textile’s employees work and receive wages under conditions which comply with national and international standards. The wages of all employees who have worked for the firm for 4 months and over are higher than the minimum wage.**

Working conditions at Yeşim Textile are applied in compliance with the provisions of the “Labour Law” no. 4857 of 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). The administrative staff (white-collar staff) are subjected to the provisions of the Labour Law and the workers (blue-collar staff) are subjected to the provisions of the Collective Bargaining Agreement.

The rules of the Collective Bargaining Agreement offer consistently better conditions with regard to workers’ rights when compared to the Labour Law. Since it began collective bargaining with TEKSİF in 1983, Yeşim Textile has carried out its employee recruitment in compliance with this agreement. Within the scope of these laws, compulsory workers are not employed at the firm. In recruitment of new workers, all employees who complete the trial period determined (1-3 months, depending on the quality of the position) are given the status of permanent em-

ployees at the end of this period. The trial period is 2 months according to the Labour Law and 3 months according to the Collective Bargaining Agreement.

Wages are determined on the basis of the minimum wage defined by the Ministry of Labour and Social Security. Wages of new recruits are increased at the rates specified in the Collective Bargaining Agreement from the fourth month onwards. At Yeşim Textile, a fair living wage is implemented as required by the SA8000 standards.

## A Wage Policy Supported By Fringe Benefits

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

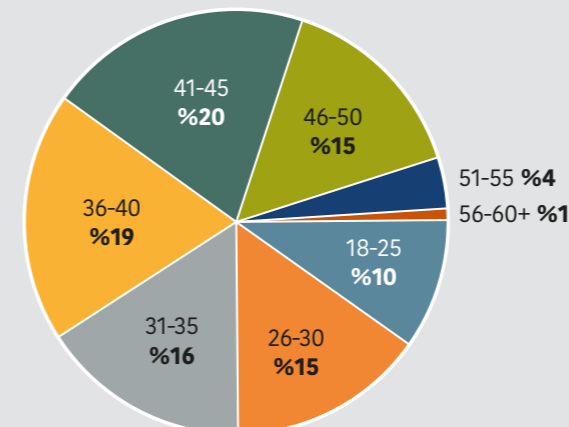
## Social Benefits At Yeşim Textile

- Education grant for all schooled children of employees, separately for each child
- Marriage grant for employees who get married

- Maternity benefits for those with newborn children
- Funeral grants for those who lose their first-degree relatives
- Military service allowance for those who leave their jobs to do military service
- Reimbursement of meal ticket fees for those employees who fast during Ramadan
- Child allowance for employees with children, separately for each child
- Holiday allowance for those who take annual leave
- Payment of bonuses every month equivalent to 10 days’ wages
- Religious holiday allowance for all employees
- Family allowance for all employees each month
- Free transport service for all employees
- Free meal facility for all employees every day
- 40 kg supply of provisions for all employees quarterly
- Free kindergarten service.



## Graph of numbers of employees according to age group



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

Yeşim Textile allows its employees to belong to a trade union, although this is not compulsory.

Number of employees who are union members:  
**2555**

Yeşim Textile complies with the requirement of the Labour Law to employ disabled persons at a rate of at least 3%.

Number of employees who are not union members:  
**754**



# Employees whose children are in the kindergarten are at ease

**The kindergarten, which is available free of charge to Yeşim employees' children in the 0-6 age group, is an ultramodern facility that meets all the needs of the children, with a capacity for 1,000 children.**

In the Yeşim Kindergarten, which was attended by 410 children as of the end of 2019, the children's personal and social development is aimed for with education given in parallel with that given in private kindergartens. By organising various social activities every month in line with this aim, it is intended that they both have fun and learn while having an enjoyable time.

For the health, education and happiness of the children, the kindergarten is staffed by a team of 30 qualified specialists comprising 1 manager, 18 teachers, 2 of whom are shift staff, and 11 child carers. The Yeşim kindergarten is open 6 days a week between 7am and 11pm. In accordance with the kindergarten regulations, not only mothers but also fathers are allowed to bring their children.



The Yeşim kindergarten, which is available free of charge to all employees, is shown as an example in terms of facilitating female employment not only in Turkey but also all over the world. The kindergarten, which celebrated its 31st anniversary in 2019 and has undergone various revisions within the scope of general requirements, entered the 2019-2020 academic year with its new appearance. The kindergarten was given a physical renovation, its old carpets were replaced with new ones and its walls were repainted. As part of the work, the lactation and baby rooms were restored and given a new identity. Following the restoration work, the old carpets that were removed were sent to Yıldırım Municipality's Animal Shelter.

## Importance Is Given To Children's Personal Development

Yeşim kindergarten has implemented value-added education programmes in its curriculum since its establishment in 1988 until the present, and since 2103, new courses have been added to the kindergarten's education programme with the aim of further contributing to the personal development of the children. In accordance with this new educational programme, the chess, drama, English and folk-dance courses planned for the 5-6 age group in 2018 were also continued in 2019. In the 2019 - 2020 academic year, robotic coding and yoga training were also added to these courses. These courses, devised for 6-year-olds, are organised once a week free of charge.

## Parents' School For Parents' Development

The "Parents' School" project, which was devised with the aim of enabling mothers and fathers at Yeşim to become more conscious parents and was first initiated in 2016, continued its activities in 2019. With a module consisting of 6 different educational issues, various training sessions are carried out aimed at positive communication within the family.



# Yeşim: a leader in sustainability

In 2019, Yeşim Textile retained its OEKOTEX STeP (Sustainable Textile Production) certification, which is one of the most important commitments to carrying out sustainable production in Turkey.

OEKO-TEX STeP Certification, which aims to ensure the continued existence and implementation of environmentally friendly production processes and of socially acceptable working conditions in production facilities within the textile chain, is given to companies following certain audits. Yeşim Textile is a company that has adopted the principle of carrying out production within the framework of transparent and sustainable manufacturing conditions that will gain the trust of the public. This competence of the firm has also been approved by various independent organisations.

In 2015, Yeşim became the first company in Turkey to be awarded the OEKO-TEX STeP (Sustainable Textile Production) certificate, which is one of the most important commitments for sustainable production, and the firm succeeded in retaining the certification in 2019. With OEKO-TEX STeP, Yeşim has once again proven that it manufactures by acting with environmental awareness and a consciousness of social responsibility. The six subjects given attention in the audits, which begin with a comprehensive analysis and assessment of sustainable production conditions are: chemicals and their use, protecting the environment, environmental management, social responsibility, quality management, and health and safety. Moreover, the certification has three scoring levels. The first level is entry level conformity. The second level is good implementation that has potential for optimisation. The third level is exemplary implementation corresponding to the best implementation model. Yeşim Textile mostly completed each of the audit stages at the third level, and the OEKO-TEX STeP Certificate that it has earned will remain valid for a three-year period.

An OEKO-TEX STeP interim audit was also carried out at Gök-sev Apparel, and while the firm was assessed at the first level in the previous audit, it succeeded in retaining the certificate by moving up to the second level. Moreover, thanks to this promotion to the second level, Gök-sev will not be subjected to another audit until its certification period is completed.

*What is OEKO-TEX STeP?*



**yeşim**

# Yeşim, the Green Factory

Yeşim Textile structures its energy management and environmentally friendly production activities in accordance with its Energy and Environment Policy.

You can access Yeşim's Energy and Environment Policy here.





### A Sustainable Green Factory

Yeşim Textile has adopted the principle of doing no harm to the environment at all stages of production through its environmentally friendly sustainable activities, energy friendly projects, and waste reduction and recycling efforts.

### Environmental Responsibility In Production

By fulfilling its social responsibilities since the first day of its incorporation, Yeşim Textile has carried out its production activities in line with the “Green Factory” approach, and has aimed to be a role model for its employees, customers, contract manufacturers and suppliers -in short, all its stakeholders- and also to raise public awareness about this issue.

For many years, Yeşim has integrated the activities it has conducted related to the environment into the firm’s business processes.

Yeşim, which manufactures for global brands, carries out all its environmental projects by listening to na-

ture with great sensitivity. When expanding its production capacity, the firm never makes concessions regarding environmental sensitivity, and always gives priority to the concepts of social compliance, sustainability and social responsibility.

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 criteria. These activities are guided by the Global Compact Agreement; OEKO-TEX STeP, SA8000, OEKO-TEX Standard 100, ISO 50001, ISO 14001, Sanforknit, Organic GOTS, OCS, GRS and RCS documentation, and Bluesign, BCI, ZDHC Wastewater Gateway, ZDHC Chemistry Gateway - CleanChain, and Higg Index membership. Activities causing

wastewater, air pollution, hazardous waste and solid waste formation are monitored through Yeşim’s Environmental Management System in accordance with the regulations issued by the Ministry of Forestry and Environment of the Republic of Turkey. The pri-



mary environmental objective of the company is that every activity conducted should contribute to society as a whole, and principally to our employees and stakeholders, thereby ensuring sustainability.

### A 5% Improvement In Carbon Performance

Yeşim Textile registered for the carbon performance improvement initiative system (CPI<sub>2</sub>) in its home textile department in 2014. CPI<sub>2</sub> is an initiative of European retail firms aimed at actively pioneering climate protection. This improvement system, which is also supported by Yeşim’s customers, aims to systematically lower energy costs and reduce carbon dioxide (CO<sub>2</sub>) emissions. Within this scope, Yeşim Textile entered the factory data into the system online in 2016 and received online improvement suggestions based on the data. Following the work begun by Yeşim Textile in 2017, the company achieved a 3% improvement in carbon performance in 2018 and a 5% improvement in 2019.

### Energy Saving Activities Carried Out In 2019

- Investment was made in latest technology machines for energy and water saving.
- Rates of ecological chemicals such as those certified by Bluesign and Organic GOTS were

increased.

- Water saving was enabled by reusing final wash bath water in surface dyeing machines.
- Energy saving was enabled by making insulations to surface dyeing machines.
- Energy and water saving was enabled by increasing right-the-first-time production rates.

### Energy Saving Activities Planned For 2020

- Investment in the latest technology machines for energy and water saving will continue.
- Rates of ecological chemicals such as those certified by Bluesign and Organic GOTS will continue to be increased, thereby continuing to increase energy and water saving.
- Completing the project for converting all lighting to LED will continue to enable energy saving.
- Energy saving will be enabled by completing the insulation of all surface dyeing machines.
- Moisture meters will be installed in all ram machines, thereby enabling energy saving.
- Water saving will be enabled by reusing bath water from the last 2 washes in all surface dyeing machines.
- Existing motors will be exchanged for more efficient IE4 motors.

# Water is a source of life; we appreciate its value

Yeşim Textile, which installed its own treatment plant in 2000, is one of the pioneers in its own field with its water treatment plant that has a capacity of 7,000 tons per day, its projects aimed at enabling water and energy saving, the modern environmental systems it has set up and its structure that conforms to international standards.

The firm continues with its aim to set an example for industry in the city and country with its online-monitored waste management and the new projects it plans to carry out in the future, just as it has in the past.



## Using Recycled Water For Blanket Washing Of Printing Machines

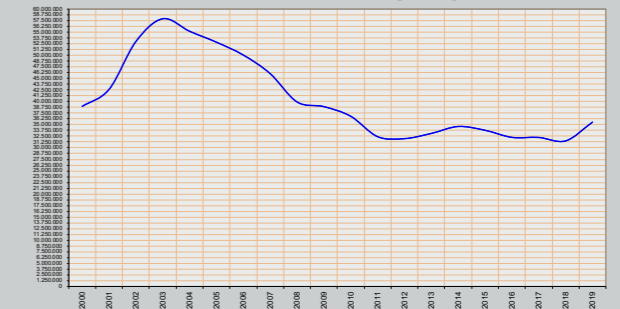
With the “Using Recycled Water for Blanket Washing in Printing Machines” project initiated by Yeşim Textile’s Machine-Energy Department, recycled water is used in blanket washing of printing machines. In the project, by which water saving of 800 tons per day, 20,000 tons per month and 250,000 tons per year is targeted, water saving of around 650-700 tons per day, 18,000 tons per month and 215,500 tons per year was achieved by the end of 2019, while up to the present, a total water saving of 550,000 tons has been achieved. This project also shines out as Yeşim Textile’s biggest water saving project.

## Yeşim Is Monitored Online

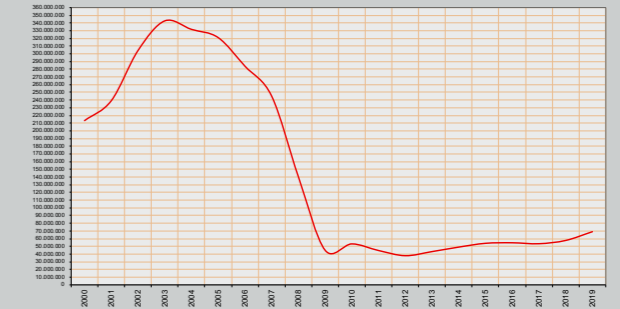
Yeşim Textile, which participated in the project initiated in Bursa by the Metropolitan Municipality’s “online monitoring of wastewater” implementation in 2013, was again monitored online by Bursa Metropolitan Municipality in 2019. The on-line monitoring system measures the parameters of water and delivers data in real time to Bursa Water and Sewerage Administration and Provincial Directorate of the Environment. The parameters are evaluated as dissolved oxygen, conductivity of water, pH level of water, temperature of water, and its flow rate.

In 2019, no major defect was found during any of the environmental audits that were carried out and no environmental accidents occurred.

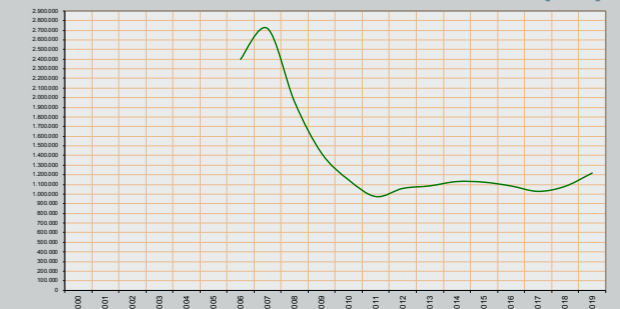
**ELECTRICITY CONSUMPTION ( Kw )**



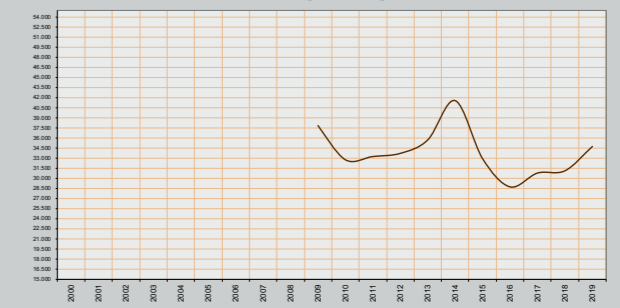
**NATURAL GAS CONSUMPTION ( Kw )**



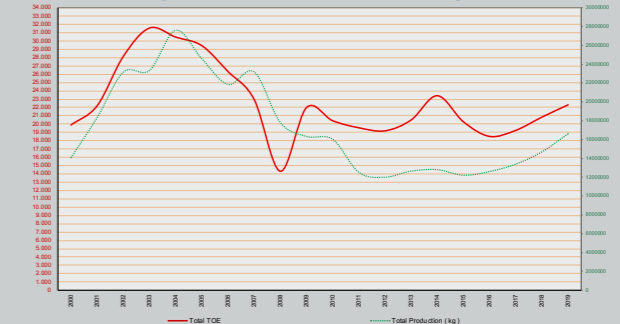
**DEMINERALISED WATER CONSUMPTION ( m³ )**



**COAL CONSUMPTION ( tons )**



**Total TOE ( Tons of Oil Equivalent )**



## “Green IT” activities in Yeşim Textile Information Technologies



- Yeşim Textile has disposed of its electronic waste through certified recycling companies since 2009 until the present day.
- Energy saving and the environmentalist approach reached a sustainable point with the hardware changes made in 2018 (switch to LCD use for laptop and desktop computers and for all factory screens).
- Energy saving and the environmentalist approach reached a sustainable point in the year 2109 with the reduction in physical servers enabled by investment in virtual servers made in 2018.
- As of the year 2018, our email use was transferred to the Office 365 platform, and due to use of cloud technology, energy saving and the environmentalist approach again reached a sustainable point in the year 2109.
- With the creation of a “Disaster recovery room” on the factory premises in 2109, activities were begun towards uninterrupted operation of business continuity and prevention of data loss.

## A sustainable step in energy

In 2019, with its plant that supports sustainable production, Yeşim Textile again fulfilled the requirements of the ISO 50001:2011 Energy Management System Certification that it obtained in 2016. The certification will remain valid until the end of 2020.

Yeşim Textile, which has adopted sustainability as a corporate culture, continues to fulfil its responsibilities towards nature.

The firm, which has for many years conducted various activities aimed at reducing energy consumption and ensuring continuity of the energy supply, was awarded the ISO 50001 Energy Management System certification, which is one of the most important commitments to sustainable energy in Turkey, in November 2016 as a result of the audits that it was subjected to.

The ISO 50001 Energy Management System certification, whose aim is to establish an energy management system that prevents energy waste by creating a framework aimed especially at the energy management of industrial facilities that

consume too much energy, is given to companies following specific audits.

By having its ISO 50001 certificate renewed in 2019, Yeşim once again proved that it manufactures by acting with environmental awareness and a consciousness of social responsibility.

Yeşim Textile is subjected to annual audits related to the certification, which is valid for three years. The firm is continuing its efforts to advance its current energy management system further in the coming period in order to reduce its existing energy costs, in accordance with the standards imposed by ISO 50001.

*What is ISO 50001:2011?*





## Environmentally friendly production and waste management

Yeşim Textile aims at reducing the adverse impacts of the products it manufactures on the environment, during their life cycle, to the greatest possible extent. To this end, the firm conducts alternative efforts for environmentally friendly production by reducing consumption of resources, reusing products and making products usable by reprocessing them, and fulfils the requirements of environmental compliance laws.



Wastes are collected by separation at source and these wastes are then recycled or disposed of.

### ISO 14001 Environmental Management System Certification

In January 2019, Yeşim Textile gained the right to hold the ISO 14001:2015 Environmental Management System Certification, which signifies that environmental awareness is observed in both production and business processes. By incorporating this certification, which is frequently on the agenda in environmental audit processes, Yeşim has also documented its competence in this area. The ISO 14001:2015 Environmental Management System Certificate encompasses the dyeing, printing, knitting and garment manufacturing processes within the firm. Regarding the process of certification, which was obtained through the intense efforts and endeavour of the firm's Machine-Energy, Quality, Continuous Development, Apparel, Social Compliance and Administration departments and which will remain valid for 3 years, review audits will be conducted every year.



- Used vegetable oil is collected in the canteen and the collected oil is sent to recycling companies licensed by the Ministry of the Environment and Urbanisation.
- Waste machine oil is collected in temporary hazardous waste storage areas and sent to accredited firms.
- Contaminated barrels, chemical containers and IBCs are sent to a temporary hazardous waste storage area from the chemical and dye preparation areas. Contaminated barrels, chemical containers and IBCs are then transported to licensed recycling firms with licensed vehicles.
- Fluorescent lamps are collected by separation at source. Waste fluorescent lamps are collected temporarily in containers reserved for this waste in the hazardous waste storage area, and are then sent to licensed recycling firms to be rendered non-hazardous.
- Used cables and electrical equipment are collected temporarily in containers reserved for this waste. After waste cables and electrical equipment have been collected, they are sold to licensed firms for recycling.
- Medical waste is collected separately in the infirmary in special red packaging and sent to a firm licensed to collect medical waste.
- Non-hazardous recyclable wastes such as fabric, cardboard, nylon and plastic are also sent to licensed recycling firms, and following the recycling process, they are made reusable.
- With the project carried out in 2018, solar panels were installed in the roof for office lighting on the third floor of the new building of the Knitting Department. With this activity, a significant saving of energy was obtained up to the end of 2019, and new projects aimed at extending this to the plant as a whole were put on the agenda.



# Yeşim maintains its trustworthiness



Yeşim Sales Outlets, by making the necessary arrangements for protecting information belonging to customers and the work environment, ensured that they retained the TS ISO IEC 27001 Information Security Management System Certificate that they obtained in 2013, following the interim audit they were subjected to on 14th August 2019. This certification will remain valid until 14th August 2021.

*What is ISO/IEC 27001:2013?  
What does it provide?*



## Activities Related to Personal Data Protection Law

At Yeşim, which has proceeded under the title of “Almaxtex Tekstil Ticaret ve Sanayi AŞ” (Almaxtex Textile Industry and Trade Inc.) since July 2018 until the present, the necessary work related to the “Personal Data Protection Law” was begun in 2019, and the necessary infrastructure work for information security was carried out. The staff were given

the required training in this area by a consultancy firm under the supervision of a Legal Counsellor, and corrected their deficiencies. As of the year 2020, it is intended that we will proceed as required by the law by extending the related processes to all departments in the firm and completing the actions specific to the departments.



# Innovation

## A Focal Point For Creativity And Innovativeness

Within the scope of the “Vision 2023” project, with which it set out with the aim of becoming a global player and which was later revised, Yeşim Textile took the decision in 2017 to allocate more time and resources to the issue of innovation and R&D. In order to create a culture related to innovation, included among the strategic targets of the firm which has begun to point its activities in this direction, an Innovation and Creativity Working Group was set up, in which a representative from every department at

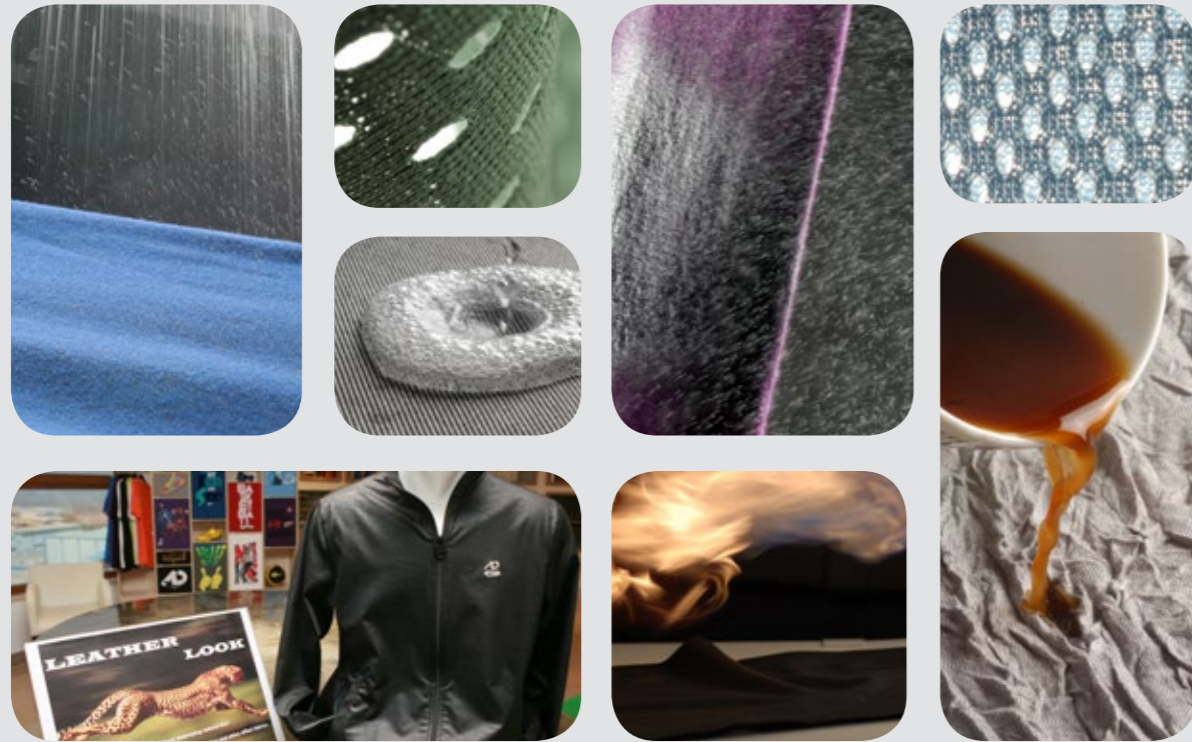
Yeşim takes part. Together with this group, in which every department has the chance to be represented, another important undertaking in the field of innovation and creativity was initiated with the signing of a cooperation protocol for innovation with the Bursa Governorship’s EU Project and External Affairs Coordination Centre. In this way, an important collaboration in the name of public-private sector association was realised.

## Reaching Out To The Future With R&D

Yeşim Textile, which established its R&D department in 1999 and attaches great importance to its research and development work, has put its name to ever more valuable activities, realising many firsts up to the present in the field of intelligent, organic, recyclable and innovative fabrics. In return for the effective and sustainable activities it has carried out in the field of R&D, the firm possesses, at the point where it is today, an R&D Centre certified by the Ministry of Science, Industry and Technology. Thanks to this, Yeşim Textile became the 603rd firm in Turkey to have the Ministry-approved R&D Centre documentation. The centre officially commenced operations in August 2017.

Pursuing its project-based activities independently of production with the aim of disseminating an R&D and innovative culture within the firm, the centre carries out hundreds of fabric studies every year in line with the expectations of its customers. In the name of launching value-added and innovative products on global markets and of carrying out effective, sustainable work, 32 staff are on duty in two separate buildings which serve as the Yeşim R&D Centre.

By combining the innovative R&D efforts conducted at Yeşim in a single area and with a recorded project



culture, the aim is to enable the manufacture of high value-added products and thus increase export capacity. Among the other goals of the centre are to produce technological knowledge via R&D and innovation, make innovations in products and production processes, increase product quality and standards, increase productivity, reduce production costs, commercialise technological knowledge, develop pre-competitive collaboration, and support and encourage an increase in recruitment of R&D personnel and a qualified work force. Carrying on its activities in line with these targets, in 2018, the Yeşim Textile R&D Centre began project work towards intelligent textiles by developing conductive fabrics through the use of conductive polymers in printing paste.

Besides this project, the centre continues to conduct experimental studies aimed at developing functional fabrics by the application of synthesised graphene oxide to the fabric surface via nanotechnology production methods.

In 2019, the R&D Centre applied for 2 patents and 2 design registrations. The centre's The Scientific and Technological Research Council of Turkey (TÜBİTAK)

project on sustainability, including subject areas such as water, energy, productivity and cost was completed in 2019, and work is still ongoing on 1 other TÜBİTAK project which was applied for and approved. Accordingly, in 2019, 1 project was recorded, for which application was made for support from external funds on 01.09.2019.

Yeşim Textile completed a total of 8 projects, 4 of which had been initiated in the previous year, in the R&D Centre in 2019. The number of projects initiated within the year was 8. Of these, 1 was in the field of sustainability, 3 were related to innovative fabrics, 1 was for print design, and 3 were in the area of intelligent textiles and nanotechnology.

As of the end of 2019, among the staff employed in the R&D Centre were 1 member with a doctorate, 6 postgraduates, 13 with bachelor's degrees, 9 with associate degrees and 1 high school graduate. 3 activities were carried out aimed at increasing university-industry cooperation and developing opportunities for accessing information sources.



### The R&D Centre's 2020 Targets

In 2020, the Yeşim Textile R&D Centre aims to place particular importance on the subjects of sustainability and intelligent textiles. Besides these, the centre will continue with its print design projects and fabric design studies.

### Projects Planned By The R&D Centre In 2020

	Sustainability	Innovative Fabric Development	Print Design	Intelligent Textiles - Nanotechnology
1	Bio-enzymes and carbon footprint project	Performance fabric and new product design project	Part printing design project	Communicating with integrated circuit system of printing paste developed (2nd phase of conductive printing paste project)
2	Project for reducing wastewater by carrying out the dyeing process for cotton/polyester in a single bath	Waterproof fabric development project	Project for ageing effect in rotation printing	Project for conductive sheet that keeps cool in summer and warm in winter
3	Study of surface dyeing and repeat print processes of photometric, thermometric and luminous dyestuffs	2020 sustainable fabric design project		LED-lit fabric project
4	Project for creating new products and designs with residue from dyestuff used in rotation printing	Travel t-shirt project		Developing a fabric that keeps cool in summer and warm in winter using phase-changing materials

## Yeşim is aware of its social responsibilities



While on the one hand carrying out production, Yeşim Textile, on the other hand, continues to implement social responsibility projects voluntarily by meeting the requirements of social compliance. The main topics of the firm's social responsibility projects are employees, the environment, education and sport.

In 2019, Yeşim Textile continued to have an effect on people with the increasingly valuable social responsibility projects that it initiated. Never withholding their support and overcoming all kinds of obstacles with the solidarity they have shown on this road, the Yeşim volunteers will continue to be one of the most valuable assets of Yeşim Textile in the future, just as they always have in the past.

Yeşim continued to set an example in the field of social responsibility, distinguishing itself especially with The World of Butterfly project, the "Do a Good Deed, Make a Difference" project, the Yeşim Running Team who ran in the Vodafone 41st Istanbul Marathon, the Red Crescent's "Give Blood, Give Life"

blood donation campaign, and the LÖDER Wishing Tree, Our Equal World, and "People First: We have supported labors of love for generations" projects.

### 1302 hours of voluntary work were carried out by 659 volunteers at Yeşim

350 Yeşim employees came together for Yeşim Textile's social responsibility projects, and carried out about 1302 hours of voluntary work for a more habitable world. Yeşim Volunteers worked on 5 projects within the scope of the UN's 2030 Sustainable Development Targets.



## The clubs support personal development

Various social activity clubs were established to contribute to the personal development of Yeşim Textile's employees and also to enliven their social lives. Yeşim's employees participate voluntarily in these clubs, and organise various events and activities.

### Activities carried out in 2019:

#### TRAVEL, ENTERTAINMENT AND ART CLUB

24 February 2019 - Trip to Uludağ

14 July 2019 - Ayvalık Boat Trip

6 December 2019 - Cinema Event (Pocket Hercules: NAIM)

#### FUTURISM, INNOVATION AND TECHNOLOGY CLUB

21 March 2019 - Innovation Workshop with Salih Keskin

30 October 2019 - Creative Thinking Workshop with Tufan ATA Türkyılmaz

January, March, May, July, September, December 2019 e-bulletins

#### POSITIVE THINKING CLUB

30 January 2019 - Modern Humans' Quest for Meaning - Betül Güleç

28 May 2019 - The Stage is Yours

#### ENVIRONMENT AND SOCIAL RESPONSIBILITY CLUB

20-21 February / 7-8 October 2019 - Give Blood, Give Life (Blood and stem cell donation was organised on 2 occasions with the cooperation of the Apparel Department)

14-17 June 2019 - Yeşim Spring Fair organised as part of the Do a Good Deed, Make a Difference Project (the "People First: We have supported labors of love for generations" project was launched)

3 November 2019 - 41st Vodafone Istanbul Marathon: Yeşim Running Team (Collected donations were donated to the TEV Şükrü Şankaya Educational Scholarship Fund's "Don't Let Them Lose their University Place" project)

10 December 2019 - LÖDER Wishing Tree (LÖDER children's New Year wishes were realised)

#### SPORTS CLUB

24 February - 11 April 2019 - Şükrü Şankaya Friendship Tournament

26 April 2019 - Bowling Tournament

#### WOMEN'S AND CHILDREN'S CLUB

##### The World of Butterfly Activities

17 March 2019 - The World of Butterfly Women's Day Celebration

16-20 September 2019 - Gender Equality Survey

7 November 2019 - Launch of Our Equal World Project with Tuba Ünsal

## Our activities towards gender equality



### We were born equal, let's live as equals...

Yeşim Textile also put its name to many activities towards gender equality in 2019. Yeşim began systematic activities within this scope in the year 2015 by signing the “Women’s Empowerment Principles” (WEPS) created jointly by United Nations Women and the UN Global Compact.

Yeşim continues to take the lead in many activities in this area both with its duty on the Global Compact Executive Committee and with the Women’s Empowerment Platform of Bursa, which was created by WEPS signatory firms together with two non-governmental organisations in Bursa. Yeşim is also a member of the “Let’s Talk Gender Equality” group created under

the leadership of the United Nations Population Fund (UNFPA), and continues its activities as one of the founder members of the Business Against Domestic Violence (BADV) Platform.

Yeşim Textile leads the way not only for the Turkish textile sector, but also in raising the little ones of today who will be the adults of tomorrow’s future generation. Yeşim Kindergarten, which celebrated its 31st anniversary in 2019, has continued to be a role model for the business world this year. Approximately 400 children aged 0-6 receive childcare in the Yeşim kindergarten, which is available free of charge to children of Yeşim Textile’s employees.

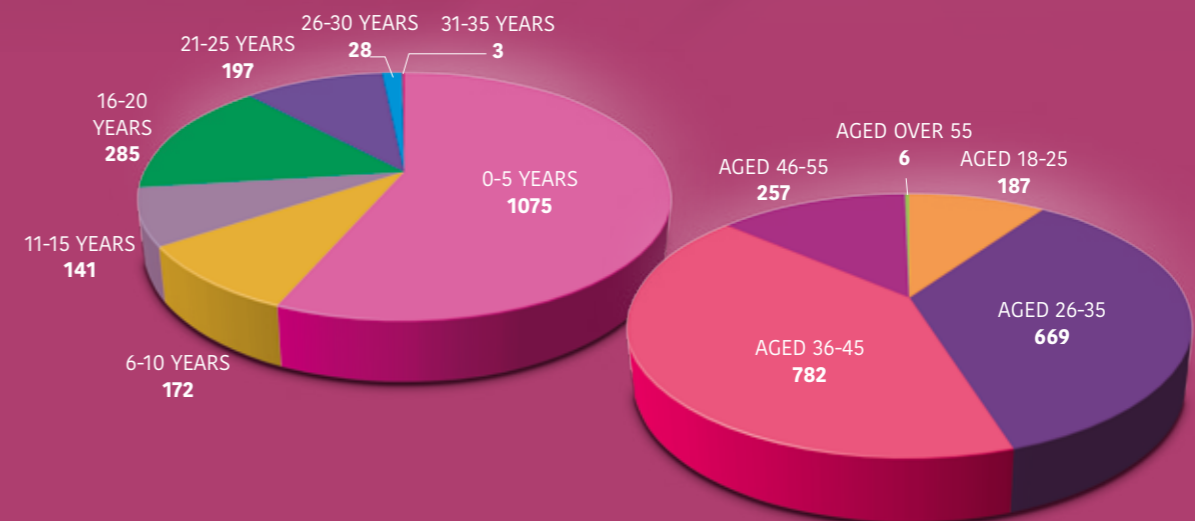
To access Yeşim’s Gender Equality Policy, please click here.



## A women - friendly company

Yeşim Textile structures all its activities suited to its identity as a “women-friendly company” in accordance with its Gender Equality Policy

Data for 2019 for female employees



Yeşim Textile continues to be a model firm in the sector with its gender equality policy and the steps it has made in this direction.



## Women's Empowerment Principles

- Establish high-level corporate leadership for gender equality in business life.
- Treat all women and men fairly and equally at work, respect and support human rights and principles of non-discrimination in your institution.
- Ensure the health, safety and wellbeing of all female and male employees in your institution, irrespective of individuals' gender.
- Promote all types of education, training and professional development for women working in your institution.
- Ensure that implementation of enterprise, business development, supply chain and marketing practices in your institution are conducted in such a way as to benefit empowerment of women.
- Promote equality by encouraging workers' organisation and advocacy rights.
- Measure progress related to gender equality in your institution and share the results with the public.

## Our Work on the issue of Women's Empowerment

# Women's Empowerment Principles Guide Yeşim Textile

### 1. ESTABLISH HIGH-LEVEL CORPORATE LEADERSHIP FOR GENDER EQUALITY IN BUSINESS LIFE.

Yeşim Textile, besides the work that it has carried out for its female employees for many years, is also a member of the Board of Directors of Global Compact Turkey, of which it has been a signatory since 2006, and of the Women's Empowerment Working Group. After performing the duty of co-chair together with Eczacıbaşı Holding from 2016 onwards, as of the end of 2019, Yeşim Textile has handed over its duty and joined the Global Compact Dissemination Group. With this duty, Yeşim plays an active role in publicising the activities of the Global Compact all over Turkey.

Moreover, in 2009, Yesim Textile, by signing the Turkish Quality Association's (KalDer) "Management is a Woman's Right" declaration, committed itself explicitly to developing gender equality, and has held the SA8000 Certificate that supports gender equality since 2006.

In addition to all the above, Yeşim, which adopted the UN Women's Empowerment Principles (WEPs) on March 5th 2015, serves on the Higher Advisory Board of the "Business Against Domestic Violence" Project, which is conducted by the Sabancı University Corporate Governance Forum. Within the scope of this project, which aims to create a support mechanism in workplaces against violence towards women within the family or by individuals they are in close relationships with, and to disseminate the best applications, tools and methods for reducing domestic violence by using the administrative and organisational capabilities of the business world, Yeşim retained its position among the leading firms regarding this issue in 2019 by communicating examples of its good practices. Moreover, Yeşim joined the founding committee firms (Accor Hotels, Akçansa, Doğu Holding, Enerjisa, Garanti Bank, Havaş, Jotun Paints, Seger, and Vodafone) on

the Platform in 2019.

In October 2016, with the coordination of Yeşim Textile, the Women's Empowerment Platform of Bursa was established by the WEPs signatory firms in Bursa, organised with the cooperation of BUSİAD (Bursa Industrialists' and Businessmen's Association) and BUIKAD (Bursa Businesswomen and Administrators Association), with the aim of bringing the activities carried out towards gender equality and women's empowerment in the world and Turkey to Bursa. Following the establishment of the platform, it continued its activities in 2017, with Bursa being chosen as a pilot province in this subject, and in 2018 and also in 2019, the organisation carried out many different activities and experience-sharing meetings suited to its purpose. The Women's Empowerment Platform of Bursa also aims to set an example by opening new roads with its current activities and transporting its work in this field to other provinces. With this target in mind, Yeşim supported the establishment of the Women's Empowerment Platform of Izmir in 2019.

Moreover, Yeşim is also a member of the "Let's Talk Gender Equality" group created under the leadership of the United Nations Population Fund (UNFPA), and continues its activities as one of the founder members of the Business Against Domestic Violence (BADV) Platform.

The research named "A Guidebook to the Development and Implementation of Company Policies Regarding Domestic Violence Against Women" was published in 2019 in the library section of [badv@sabanciuniv.edu](mailto:badv@sabanciuniv.edu), which is the website of the Business Against Domestic Violence Project. Yeşim Textile appears on page 26 of this research under the heading of "Best Practices in Turkey", and is cited as an exemplary company due to the activities it conducts.

You can access the relevant study on the link below:

[https://badv.sabanciuniv.edu/sites/badv.sabanciuniv.edu/files/2019-05/badv\\_rehber\\_eng.pdf](https://badv.sabanciuniv.edu/sites/badv.sabanciuniv.edu/files/2019-05/badv_rehber_eng.pdf)

Yeşim Textile is again one of the firms included in the Business Against Domestic Violence Project Effect Study in the library section of badv@sabanciuniv.edu .

With its kindergarten, which has been in operation for 31 years, Yeşim Textile 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).

In 2019, Yeşim Textile was shown among the "Global Best Practices Meeting Women's Care Needs in the Private Sector" in the Care and Competitiveness Field Research Report published by the International Centre for Research on Women (ICRW), which is assigned by the European Bank for Reconstruction and Development (EBRD) to conduct research about participation in provision of service to the private sector.

Film shoots were carried out at Yeşim Textile along with 3 other companies with exemplary practices in this field for a public service announcement prepared as part of the "More and Better Jobs for Women: Women's Empowerment for Decent Work in Turkey" project implemented for women, with the cooperation of the International Labour Organisation (ILO) and the Turkish Employment Agency (ISKUR) and financing by the Swedish International Development Cooperation Agency (SIDA). These shoots were released in 2017 as a public service announcement. (Please see: <https://www.youtube.com/watch?v=in6fqrAdnOk>, <https://youtu.be/n19JUiOkNvA>)

Distinguishing itself with its efforts made towards the empowerment of women, Yeşim Textile also participates in the TÜSİAD Gender Equality Working Group. Within the scope of the Sustainability Stories Project organised annually by TÜSİAD together with Global Compact, Yeşim Textile was selected as one of the 5 sustainability stories in Turkey considered worthy of telling. At the conference held on May 23rd 2017 at the Haliç Congress Hall, Yeşim Textile again took the lead in this subject by telling the story behind The World of Butterfly project that it

carries out for women and its kindergarten located on its premises. (Please see: <https://www.youtube.com/watch?v=AwlyL1ZdsI&index=2&list=PLYykt1n-mIgoECL7omYMhO4OLa9-789HqE>)

News about the Yeşim Kindergarten, which is located on Yeşim Textile's premises and is utilised free of charge by the firm's employees, has also been reported in the USA. The news that Pinar Ersoy, who has worked for newspapers such as Cumhuriyet and Milliyet and who continues her career as an independent journalist, had conducted research with the help of a scholarship from the New America think tank, was broadcast on PRI Radio, which is one of the USA's largest and most respected radio stations. Broadcast on PRI Radio, which is listened to by 19 million people in the world, the news drew attention to the results of the research, which examines the reasons why the participation of women in the workforce in Turkey is low, and the role played by Yeşim Textile's Kindergarten in women's employment for the last 31 years. Moreover, the news is also published on the radio station's website with images of the kindergarten. (Please see: (<https://www.pri.org/stories/2017-05-04/why-more-turkish-women-dont-work>))

At the Awards Ceremony organised on 6th March 2019 by Bursa Businesswomen and Administrators Association (BÜİKAD), Global Compact Turkey was deemed worthy of the award for "Institution of the Year for Supporting Women in the Workplace", and the award was received on behalf of Global Compact Turkey by the Corporate Communications Director of Yeşim Textile, Dilek Cesur, who is a member of the Executive Board of Global Compact Turkey and who at that time performed the duty of co-chair.

Yeşim Textile's Corporate Communications Director, Dilek Cesur, who has taken on the role of coordinator of the Women's Empowerment Platform of Bursa, gave a speech at the panel entitled "Our Equality is our Strength 2", organised by the platform and carried out at Podyum Davet, and informed the participating firms' authorities and the public via the press about Yeşim's work related to this issue and the results of this work. As a concrete representation of Yeşim Textile's efforts regarding this issue, one of the firm's blue-collar employees, Emine Yazbahar, gave a presentation in which she explained the change brought about in her life

by The World of Butterfly project. Organised by the Platform on 19th September 2019 and recognised as an exemplary organisation which drew a large attendance, the event was also attended by leading representatives of the Bursa business world as well as by directors of various non-governmental organisations.

## 2. TREAT ALL WOMEN AND MEN FAIRLY AND EQUALLY AT WORK, RESPECT AND SUPPORT HUMAN RIGHTS AND PRINCIPLES OF NON-DISCRIMINATION IN YOUR INSTITUTION.

Yeşim Textile has held the SA8000 Certificate, one of the most prestigious documents in the world related to social compliance, since 2005. This document officially certifies that there is no discrimination at the workplace, and that production is carried out by respecting human rights. The company also earned the right to receive the OEKO-TEX STeP certificate in 2015, thereby certifying the work carried out in this regard with another certification system. Moreover, the "Codes of Conduct" of all the world-famous brands that Yeşim manufactures for demand that no discrimination occurs in the workplace, and by supervision of this by third party auditing firms, the company monitors and controls this demand. Yeşim also supports and disseminates this understanding via the social compliance activities conducted on its own premises.

In the work environment, both women and men work under the same conditions, with the same opportunities and the same rights. No one receives moral or material favours due to being a man, whereas sometimes positive discrimination is applied to women to encourage their inclusion in business life. Also, Yeşim Textile employees receive salaries and work in conditions determined according to national and international standards regardless of their gender. Yeşim Textile has built a clause-by-clause framework for its principles regarding this issue via the social responsibility policy it has established.

Yeşim conducts the "Equality at Home and Work" project in order to ensure gender equality in the workplace and develop a work culture that does not tolerate violence against women. Yeşim Textile, which has been chosen as one of the 17 pilot companies in Turkey for the "Development and Implementation Guidelines for Workplace Policies Related to Domestic Violence against Women" prepared by Sabancı University Administration Forum with the cooperation of the Turkish Industrialists' and Businessmen's Association (TÜSİAD) and with the support of the United Nations Population

Fund (UNFPA) and the Sabancı Foundation, aims to raise awareness among its employees about this issue with its "Equality at Home and Work" project.

## 3. ENSURE THE HEALTH, SAFETY AND WELLBEING OF ALL FEMALE AND MALE EMPLOYEES IN YOUR INSTITUTION, IRRESPECTIVE OF INDIVIDUALS' GENDER.

Yeşim Textile is a firm that endeavours to apply occupational health and safety rules at the highest level, and that employs all material and spiritual means available for the health and safety of its employees. Up to the present day, the firm has obtained high scores and exhibited exemplary work in all audits performed on it by both public institutions and private auditing firms directed to it by customers. The guarantee of the work done on this issue by Yeşim Textile is its possession of the SA8000 certificate, which is one of the world's most prestigious documents for social compliance. Yeşim Textile, which has held this certificate since 2005, was the first apparel firm in Turkey to receive the SA8000 certificate and over the past 14 years, by continuing its social compliance activities in the same way, has retained the certificate for the fifth time and become one of the few firms in Turkey and in the world to achieve this.

Yeşim Textile gives salaries above the minimum wage to its employees as a requirement of the SA8000 certificate it possesses. Everyone that completes their third month at Yeşim receives a salary higher than the minimum wage. Moreover, the firm contributes to the employees' budgets via the food packages, shoes and towels it distributes once in 3 months. There is a free kindergarten service at Yeşim Textile that 0-6-year-old children of the employees have benefited from for 31 years.

Moreover, the Women's and Children' Club, which has been active for 18 years, continues its activities for women without interruption. The club conducts various trainings and social activities for the personal development and motivation of Yeşim's employees, thus supporting personal welfare and happiness. The expert speakers who come to the talks, organised especially by this club within the scope of The World of Butterfly project, give the staff valuable information about various subjects. In addition, the 289 people in the firm as a whole who have received first aid training give support to the other Yeşim employees with regard to health.

#### 4. PROMOTE ALL TYPES OF EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT FOR WOMEN WORKING IN YOUR INSTITUTION.

While Yeşim Textile determines the corporate trainings it conducts according to personal needs without discrimination between women and men, it also organises many trainings and activities aimed at the personal and professional development of women under the umbrella of “the Yeşim Academy”, “the Women’s and Children’s Club” and “The World of Butterfly” project.

Yeşim Textile initiated the “The World of Butterfly” project in November 2013 with the slogan “If women change, society will change”, with the aim of creating awareness in health, rights, personal development and family matters for all female staff. The project was brought to life with the cooperation of the Uludağ Soroptimist Club, which is a non-governmental organisation that continues its activities aimed at changing the lives and raising the status of women and girls.

Within the scope of “The World of Butterfly” project that leads the sector in terms of being a sustainable project run by cooperation between a non-governmental organisation and the private sector, activities are conducted towards raising the awareness of the women who work and the girls who do their internships in the company, with events carried out under three main headings, “Women and Health”, “Women and Rights”, “Women and the Family”. As part of the project, trainings are organised in a number of subjects from legal rights of women to proper consumption of food.

As part of the “Equality at Home and Work” project, as in 2017 and 2018, trainings were organised in 2019 at the Parents’ School for the parents of children in Yeşim Kindergarten.

By putting its name to another exemplary project, in 2018 Yeşim Textile initiated the training programme entitled “Gender Equality and Non-aggressive Communication”. Aimed at both blue- and white-collar staff in the firm, especially the male foremen, the training program was organised in 3 separate seminars and attended by approximately 1,000 employees, thereby aiming to raise consciousness and awareness of the issue in the participants.

#### 5. ENSURE THAT IMPLEMENTATION OF ENTERPRISE, BUSINESS DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES IN YOUR INSTITUTION ARE CONDUCTED IN SUCH A WAY AS TO BENEFIT EMPOWERMENT OF WOMEN.

Yeşim Textile has pledged to apply the SA8000 criteria in the subcontractor firms it works with as well. In this regard, it makes the required arrangements for application of gender equality criteria in the firms it manufactures with. It performs social compliance audits in the firms in the supply chain, and in these audits, it monitors non-discrimination against women employees, working conditions, wages, social rights, and working hours and conditions of pregnant women.

Yeşim Textile gives importance to the issue of gender equality in the subcontractor firms it works with as well. Within this scope, by giving training to Fita Textile on the subject of Equality Based on Social Compliance, information about the issue of gender equality was conveyed through training.

#### 6. PROMOTE EQUALITY BY ENCOURAGING WORKERS’ ORGANISATION AND ADVOCACY RIGHTS.

All blue-collar workers in Yeşim Textile can be members of unions and can benefit from union rights regardless of gender.

Yeşim Textile signed the Global Compact in 2006, thereby succeeding in being the first firm in the garment sector in Turkey to sign this agreement.

Yeşim Textile signed the Turkish Quality Association’s (KalDer) “Management is a Woman’s Right” declaration in 2009 and thus committed itself to improving gender equality.

Moreover, it has held the SA8000 certificate, which supports gender equality, since 2005.

The firm signed the Women’s Empowerment Principles (WEPs) on 5th March 2015.

The company is a member of the UN Global Compact Turkey Board of Directors. Until mid-2019, the firm also had an effective leading role in the Gender Women’s Empowerment Working Group as co-chair. Following this duty, Yeşim Textile continues its activities towards expansion of the Global Compact in Anatolia.

Yeşim acts as coordinator of the Women’s Empowerment Platform of Bursa, established with the cooperation of BUSİAD (Bursa Industrialists’ and Businessmen’s Association) and BUIKAD (Bursa Businesswomen and Administrators Association). Via this platform, the aim is to transfer the activities and exemplary practices carried out in the name of gender equality and women’s empowerment in the world and Turkey to Bursa. The platform also has the mission of setting an example by opening new roads with its current activities and transferring its work in this field to other provinces. With this target in mind, Yeşim supported the establishment of the Women’s Empowerment Platform of Izmir in 2019.

Within the company, there is a Gender Equality Committee made up of male and female managers from various departments. In addition, the company has a Gender Equality Policy prepared under the leadership of this committee.

#### 7. MEASURE PROGRESS RELATED TO GENDER EQUALITY IN YOUR INSTITUTION AND SHARE THE RESULTS WITH THE PUBLIC.

Yeşim Textile, with the Global Compact Report it has issued regularly since 2009, announces to the public its work on social compliance and sustainability on the website of the United Nations in both English and Turkish. Yeşim Textile, in its annual report, gives space to the equality concept, to the importance of non-discrimination in work processes and to activities carried out only for women.

A promotional film was prepared for The World of Butterfly project and a video was prepared that included the opinions of women benefitting from the project. The promotional film and video including opinions were shared with the public on Yeşim Textile’s website and social media in Turkish and English. Please see:

Promotional film: [https://www.youtube.com/watch?v=-OsMrT\\_ggd0](https://www.youtube.com/watch?v=-OsMrT_ggd0)

Opinions: <https://www.youtube.com/watch?v=37ba-8SOKlko&t>

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 at meetings attended as speakers by directors of Yeşim Textile.

All activities conducted towards gender equality were shared with the public in the People First Magazine and Newspaper published by the firm in both printed

and digital forms.

Within the scope of the Sustainability Stories Project organised by Global Compact with TÜSİAD, Yeşim Textile was selected as one of the 5 stories considered worthy of telling at the conference attended by the business world on May 23rd 2017 at the Haliç Congress Hall, and at the conference, the results of the project were shared by two female employees who had benefited from the project. Please see: <https://www.youtube.com/watch?v=AwlyL1ZdsI&list=PLYykt1n-mIgoECL7omYMh040La9789HqE&index=2>

Yeşim Textile’s Corporate Communications Director, Dilek Cesur, who has taken on the role of coordinator of the Women’s Empowerment Platform of Bursa, gave a speech at the panel entitled “Our Equality is our Strength 2”, organised by the platform and carried out at Podyum Davet, and informed the participating firms’ authorities and the public via the press about Yeşim’s work related to this issue and the results of this work. As a concrete representation of Yeşim Textile’s efforts regarding this issue, one of the firm’s blue-collar employees, Emine Yazbahar, gave a presentation in which she explained the change brought about in her life by The World of Butterfly project. Organised by the Platform on 19th September 2019 and recognised as an exemplary organisation which drew a large attendance, the event was also attended by leading representatives of the Bursa business world as well as by directors of various non-governmental organisations.

Emine Yazbahar’s speech

<https://www.youtube.com/watch?v=cGLnzZ0H4Pk>

Yeşim Textile periodically conducts an employee satisfaction questionnaire with the aim of measuring its employees’ satisfaction levels and define actions in line with its corporate strategy, and the questionnaire was given again in December 2019. Just as with the previous questionnaire, applied in December 2018, this activity was again applied by an independent firm on an online platform with the sampling method to blue-collar workers only. The questionnaire was conducted by a Sri Lankan firm approved by Nike, and was carried out with the same satisfaction assessment questions that are asked to all Nike’s suppliers. In the questionnaire, consisting of 17 different questions, one question is also intended to measure employees’ perceptions regarding gender equality and sexual harassment.

# If women change, society change

Within the scope of The World of Butterfly Project that was initiated together with Uludağ Soroptimist Club in 2013, the Yeşim Women's and Children's Club again organised a wide variety of events in 2019. The events were carried out under three main headings as "Women and Health", "Women and the Law", and "Women and the Family/Personal Development", and work towards raising the awareness of women was conducted within the scope of The World of Butterfly Project that was initiated with the slogan, "If women change, society change".

Within the scope of the project, training courses are organised in various subjects like women's legal rights and proper use of foods. In 2015, the Educational Volunteers Foundation of Turkey (TEGV) became involved in the project, which was first initiated by female employees of Yeşim Textile, and training continues to be given at the TEGV Bursa Training Unit with the slogan "Towards the future with my child". In 2016, women working in the Mothers' Workshops of the Foundation for Children with Leukaemia (LÖSEV) were also included in the project. In October 2017, the third phase of the "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 included in the project. Thus, while on the one hand, training and consultancy for women at the Educational Volunteers Foundation of Turkey continued, on the other, a new 8-month training program aimed at girls and entitled "Joining hands for strong girls and happy tomorrows" was started.

In 2018, when the Turkish Federation of Soroptimist Clubs (TSKF) celebrated its 70th anniversary, joint activities were carried out for empowerment of women and girls with a project that was also conducted in Soroptimist Clubs located all over Turkey. The scope of the

project was last expanded in October 2018 with the inclusion of mothers of students attending the Şükrü Şankaya Panayır Primary School. The training sessions conducted at Yeşim Textile are supported by various activities carried out within the firm and by the voluntary counselling given to Yeşim's female staff by members of the Uludağ Soroptimist Club. With the aim of carrying out the activities of The World of Butterfly project at Yeşim Textile, there is a room allocated only for women, and in this room, women can take part in the talks and chats during which they can receive



free, individual counselling services from members of the Uludağ Soroptimist Club who are experts in different fields, and which are intended to contribute to their personal development.

## The World of Butterfly is Evolving into Our Equal World

The World of Butterfly Project, which, with the cooperation between Yeşim Textile and Uludağ Soroptimist Club, has aimed to raise awareness in women since 2013, has expanded its sphere of influence and proceeded under the firm's roof from 2019 onwards with the name of "Our Equal World".

The World of Butterfly Project has influenced many women at Yeşim and beyond. The project, which has reached a certain stage, will continue on Yeşim's premises with male and female employees together under the name of "Our Equal World".

The launch of the project, which was carried out in November 2019 in the Yeşim Textile Blue Conference Room, was attended by Yeşim staff involved in the Yeşim Equality Platform, senior company managers, members of the Gender Equality Committee, club leaders, and members of Uludağ Soroptimist Club, which is a stakeholder in The World of Butterfly Project. Special guest at the launch was the actress Tuba Ünsal, who has a successful profile in the field of gender equality activities.

In its new form with its changed name, The World of Butterfly Project will support the personal development of Yeşim's staff on the premises of Yeşim Textile. Furthermore, the project will continue to make a difference for the mothers from the Educational Volunteers Foundation of Turkey (TEGV) and Şükrü Şankaya Panayır Primary School with its name of The World of Butterfly together with the Uludağ Soroptimist Club.

## The World of Butterfly is 6 years old

The World of Butterfly continued to flap its wings for women in 2019. The 6th anniversary of The World of Butterfly project was celebrated with an event held at the Çağrı Wedding Hall. Besides Yeşim's female staff who have benefited from the project, the event was attended by mothers from the Educational Volunteers Foundation of Turkey (TEGV) and Şükrü Şankaya Panayır Primary School, female managers from Yeşim and members of the Uludağ Soroptimist Club.

Of the 650 persons who took part in the preliminary questionnaire activity held at the beginning of term, over 60% declared that they would attend training sessions on the topics of "personal development" and "the family and children".

## Promotional Film

The promotional films for The World of Butterfly and Our Equal World projects, and a video that includes the views of women benefitting from the projects, can be viewed in Turkish and English on Yeşim Textile's YouTube page. Please see:

**The World of Butterfly Promotional Film:**  
<https://www.youtube.com/watch?v=FM9onAd95eQ>

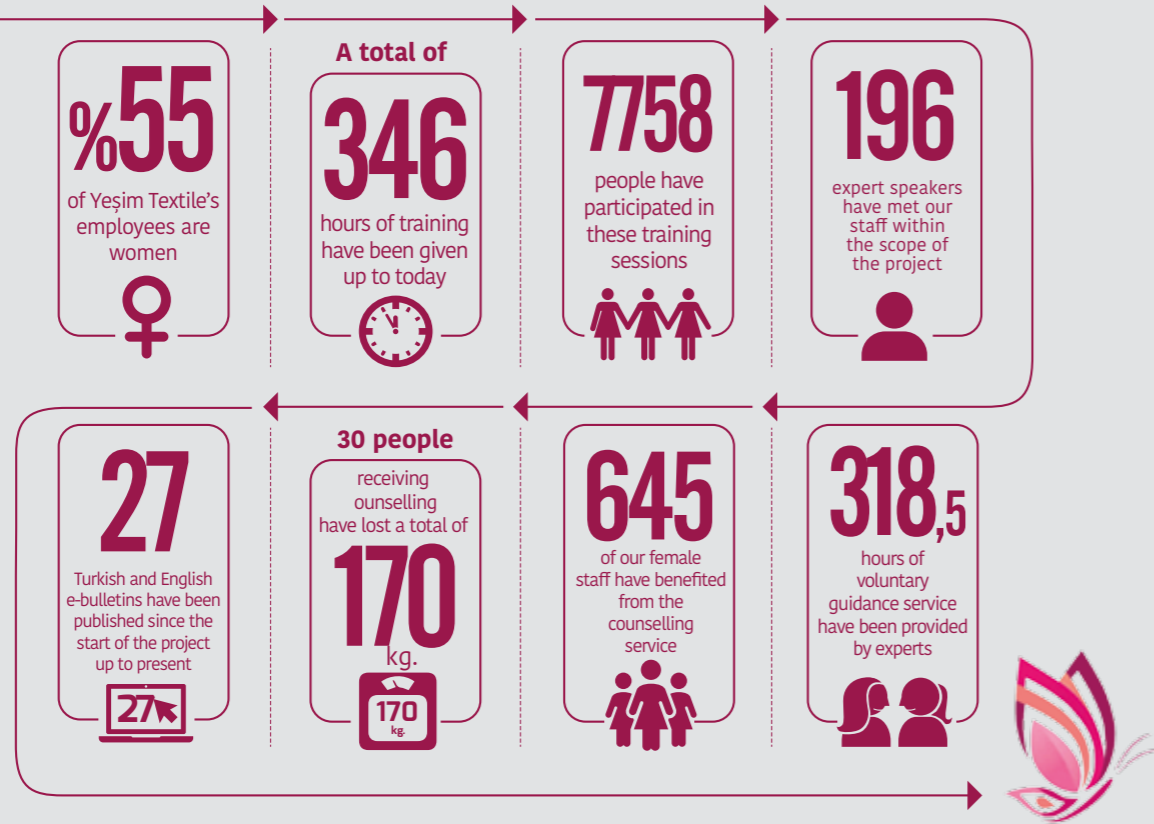
**Our Equal World Promotional Film:**  
<https://www.youtube.com/watch?v=P4x41vwD58>  
[https://www.youtube.com/watch?v=0N\\_XhBmM38k](https://www.youtube.com/watch?v=0N_XhBmM38k)

**Views:**  
<https://www.youtube.com/watch?v=37ba8SOKlko&t=>

**Emine Yazbahar's speech:**  
<https://www.youtube.com/watch?v=cGLnzZ0H4Pk>







### The World of Butterfly / Our Equal World Activities at Yeşim Textile

30 January 2019	Modern Humans' Quest for Meaning - Betül Güleç
12 February 2019	Back to Basics - Burcu Yalman
06 February 2019	The Coffee's an Excuse, the Chat's Wonderful Meeting - Burcu Doğanay
27 February 2019	What does 2019, the Year of Courage and Self-Confidence, Teach Us? - Alev Cedimağar
06 March 2019	Being a Woman at Yeşim - Dilek Cesur, Emine Yazbahar, Gülten Pamir, Seyhan Çiloğlu
04 April 2019	Ways to Protect against Cancer, the Plague of our Age - Servet Yetgin
10 April 2019	The Coffee's an Excuse, the Chat's Wonderful Meeting - Filiz Emiroğlu
19 April 2019	If the Mother is Happy, then the Child is Happy too - Mehtap Taşkıran Ercan
24 April 2019	Good Relationships in the Family - Ayça Bolten Ülkü, İlay Yılmazlar
10 April 2019	Being a Woman: My Mother & I & My Child - Aylin Sabancı
17 May 2019	The Most Frequently Encountered Gynaecological Diseases - Songül Yapıcı
24 May 2019	How do our Names Affect our Destinies? - Şıra Mercan
11 June 2019	Being a Woman: A New Dawn - Aylin Sabancı
21 June 2019	The World Believed in my Dreams - Ece Çiftçi
07 October 2019	Launch of Our Equal World Project - Tuba Ünsal
13 December 2019	We are Discovering our Children's Potential Skills- Cansu Aldemir

### "Towards the Future with my Child"

Within the scope of the "Towards the future with my child" programme, implemented in the second year of the "The World of Butterfly" project, 70 women benefited from the trainings in the first year, and in 2019, 38 women (total number of participants/number of training sessions) benefited. As part of the certificate programme, career women members of the Uludağ Soroptimist Club and managers from Yeşim provided training for mothers whose children are educated at the TEGV Bursa Learning Unit on various subjects such as health, the law, family and personal development.

These training sessions were carried out at the TEGV Learning Unit in Hürriyet Neighbourhood after the mothers had dropped their children off at the events. In this way, the mothers were able to make use of the time they spent waiting for their children with training, thereby gaining an important opportunity for their personal development. In 2019, 42.5 hours of free training was given to 38 mothers by 15 expert speakers. Thus, within the scope of the program which has been conducted since 2015, at the end of four years, a total of 201.5 hours of training was given to 214 mothers by 71 speakers who were experts in their fields. Moreover, the program will continue throughout the 2019-2020 education period.

### Çocuğumla birlikte geleceğe ilerliyorum

Kelebeğin Dünyası Projesi'nin ikinci aşaması başlıyor. Kelebekler, Türk Eğitim Gönüllüleri Vakfı (TEGV) anneleri için kanat çırpacak...

Kadın değişirse, toplum değişir.



### The World of Butterfly Activities at TEGV

05 January 2019	Journey to my Inner Self 3 - Gülay Aksaz
12 January 2019	Communication in the Family - İlay Yılmazlar
23 February 2019	The Power of Positive Thinking - Gamze Çelikcan
02 March 2019	Preventing Accidents at Home - Leyla Öztürk
09 March 2019	Social Gender Equality - Seyhan Çiloğlu
16 March 2019	Healthy Nutrition - Merih Eskicioğlu
23 March 2019	First Aid - Merih Eskicioğlu
30 March 2019	Attention Deficit and Memory Development - Sevinç Eyli
13 April 2019	Positive Discipline and Setting Limits - Ayça Bolten
20 April 2019	Gynaecological Diseases - İnci Başol
27 April 2019	If the Mother is Happy, then the Child is Happy too - Mehtap Taşkıran Ercan
04 May 2019	When I Became a Mother, I understood - Saliha Türksöz Kaplan
11 May 2019	Understanding Children's Behaviour - Sezgin Şentürk
30 November 2019	We are Discovering our Children's/Students' Potential Skills - Cansu Aldemir Davutkadi Eşref Evcil Primary School
26 November 2019	We are Discovering our Children's Potential Skills - Cansu Aldemir

## Şükrü Şankaya Panayır Primary School

The World of Butterfly project last extended its sphere of influence in October 2018, with the inclusion of mothers of students attending the Şükrü Şankaya Panayır Primary School. A total of 12.5 hours of training was given to 180 mothers (total number

of participants/number of training sessions) by 8 speakers who are experts in their fields from the end of 2018 until the end of 2019 for mothers of children at the Şükrü Şankaya Panayır Primary School.

### The World of Butterfly Activities at Şükrü Şankaya Panayır Primary School



- 09 January 2019 Success in the Parent-Teacher-Student Triangle - Nesrin Turşucular
- 14 February 2019 A Balanced Diet - Gizem Tümay
- 17 April 2019 Good Relationships in the Family - İlay Yılmazlar
- 15 May 2019 Women's Health through a Doctor's Eyes - Aycan Topuz
- 11 June 2019 Certificate Ceremony
- 18 October 2019 We are Discovering our Children's/Students' Potential Skills - Cansu Aldemir
- 27 November 2019 Identifying Violence - Tülin Kavasoğlu

## Global Compact Women's Empowerment Working Group

Yeşim Textile, which signed the United Nations 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, continued in her post as co-chair of the group until mid-2019 and also led the meetings held within this context.



## Women's Empowerment Platform of Bursa

The "Women's Empowerment Platform of Bursa", created with the coordination of Yeşim Textile, which conducts the co-chairmanship of the Global Compact Women's Empowerment Working Group, Bursa Industrialists' and Businessmen's Association (BUSİAD), and Bursa Businesswomen's and Administrators' Association (BUIKAD), continued its activities at full speed in 2019. The platform, of which 31 Bursa firms are members, meets regularly and plans all the events and activities it is to carry out. Within the scope of these activities, the platform organised a number of activities in February 2019 which witnessed a large attendance, and also continued its experience-sharing meetings.

Within the scope of World Women's Day on 8th March, a showing of the film named "Secret Numbers" was organised by the platform on 26th February 2019 in Merinos AKKM Orhangazi Hall. The co-chair of Global Compact Women's Empowerment Working Group of Turkey and Yeşim Textile's Corporate Communications Director, Dilek Cesur, gave a speech at the opening of the event.

On 25th June, representatives of member firms of the Women's Empowerment Working Group of Bursa met with non-governmental organisations and discussed their opportunities for cooperation. A total of 6 non-governmental organisations, 3 operating in Bursa only and 3 working in Turkey as a whole attended the event held at the Bursa Branch of KalDer.

Representatives of Global Compact, the platform's umbrella organisation, and members of the Women's Empowerment Platform of Izmir also took part in the event. Member of the Executive Board of Global Compact Turkey and Yeşim Textile's Corporate Communications Director, Dilek Cesur, gave a speech at the opening of the event.

Continuing its activities associated with the Global Compact Women's Empowerment Working Group of Turkey, the platform conducted the panel "Our Equality is our Strength 2" on 19th September 2019 at Podyum Davet. At the event, which brought together representatives of the business world and non-governmental organisations and was also attended by Ahmet Dördüncü, Chairman of the Executive Board of Global Compact Turkey, information was given about exemplary practices related to female employment.

The experience-sharing meetings, in which representatives of firms having exemplary practices especially with regard to female employment were heard, continued in 2019. At these events, the meetings were led by Dilek Cesur, representing Yeşim Textile as one of the attendant platform coordinators.

By attending Training in Gender Equality for Private Sector Organisations and Women's Empowerment Principles on 22-23 May 2019, representatives of Yeşim Textile had the chance to obtain information about the Women's Empowerment Principles (WEPS).



# Yeşim prepares young people for the future



**Yeşim Textile, which gives the same importance to the personal development of its interns as it gives to its employees, prepares young people for the future.**

## A Journey Into The Future

Within the framework of the “Intern Development Programme” provided for university students during July - August 2019, Yeşim Textile organised many seminars and talks related to professional life in order to increase both interns’ professional knowledge and their experiences related to professional life. Accordingly, during the Intern Development Programme conducted in the summer period for university interns, 8 different speakers provided training for the young people over a period of 8 weeks. The following training sessions were carried out for the university interns:

- 10 July 2019 / **Özlem Şenkoyuncu** / Gender Equality

- 17 July 2019 / **Gözde Elmaskaya** / Mindfulness Training
- 24 July 2019 / **Ahmet Öztürk** / Safety in our Lives
- 31 July 2019 / **Gizem İşkeçeli** / Social Media and Communication
- 7 August 2019 / **Pakize Öztürk** / Project Management
- 21 August 2019 / **Salim Korkmaz** / Methods for Success
- 28 August 2019 / **Filiz Emiroğlu** / R&D, the Future of the Textile Sector

Moreover, Yeşim Textile continues to apply its development programme for high school interns working on its premises. The aim of this pro-



gramme is to contribute not only to the professional development of the students throughout their internship period, but also to their personal development.

## Cooperation Between The University And Yeşim

Within the framework of the Digital Conversion Engineer Programme carried out in cooperation with Bursa Industrialists’ and Businessmen’s Association (BUSİAD) and Uludağ Garment and Apparel Exporters Association (UHKİB), engineering candidates visited Yeşim and were given information about the firm’s manufacturing processes. Two of the candidate engineers, who also took part in the organisation of the technical visit, also gained the chance to do an internship at Yeşim.



Yeşim Textile continued to contribute to university students’ education processes in 2019. Within this scope, Yeşim’s Design Manager, Nergis Melek Akıncı, came together with students from Bursa Uludağ University’ Vocational School of Design and gave a presentation about design processes.

Corporate Communications Specialist Gizem İşkeçeli was a guest on the Communication course conducted at the Faruk Saraç Vocational School of Design.

BU1 Technical Department Manager Arzu Erenoğlu and Print Monitoring Expert Sibel Dayak also attended the Vocational Techniques course at the Faruk Saraç Vocational School of Design.



## The name of Şükrü Şankaya lives on in education

The mission of Şükrü Şankaya, one of the founders of Yeşim Textile, who gave his best efforts to support education while he was alive, is still continued by the company. Yeşim Textile considers support for education and sport as a part of its social responsibility.



### Şükrü Şankaya Panayır Primary School

Şükrü Şankaya Primary School, which was opened in 1951 as the only school in the area, was renewed, repaired and modified in 1990 by the late Şükrü Şankaya, the founder of our company, upon the recommendation of Bursa Governor's office. Later, new sections were added to the school in the 2006-2007 academic year. All the needs of the school have been met by Yeşim Textile since that time. Lastly, in May 2018, within the scope of the "Do a Good Deed, Make a Difference" project initiated under the leadership of Yeşim Textile's Environment and Social Responsibility Club and with the support of the firm's employees, a spring fair and charity bazaar were organised, and with the donations collected at the event, the conference hall of the Şükrü Şankaya Panayır Primary School was renovated. During the year, moreover, computers were donated to the school, enabling the renovation of the computer laboratory.

### 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. In later years, Yeşim had a computer laboratory added to the school. The company also contributes to the needs of the school prior to every academic year.

In 2019, within the scope of the "Do a Good Deed, Make a Difference" project initiated under the leadership of Yeşim Textile's Environment and Social Responsibility Club and with the support of the firm's employees, a spring fair and charity bazaar were organised, and the donations collected at the event were used for the "People First: We have supported labors of love for generations" project. Within the scope of this project, with which Yeşim Textile put its name to an exemplary cooperation by combining the forces of Şükrü Şankaya Anatolian High School and the SosyalBen Academy, the aim is to increase rates of voluntariness in Turkey and to create powerful awareness in order to create a more habitable world.

Moreover, in 2019, with the special support of the Şankaya family, the school's computer laboratory and entrance area were renovated, and following the



remembrance ceremony for the late Şükrü Şankaya held at the school, these areas were officially opened and an important contribution was made to educational life.

### Yeşim Sports Club

Yeşim Sports Club was founded in 2003 with the aim of enabling the youth of Bursa to engage in sport and training future basketball players from the youth setup. Providing hundreds of children with the opportunity to engage in sports activities, the club has scored many successes both at provincial and national level. In 2019, Yeşim Sports Club generated a great deal of pride by becoming "Champions of Bursa" in the 2019 Adult Male and U18 Youth Leagues.



### Şükrü Şankaya Football School

Şükrü Şankaya Football School was formed in 2009 and is financially and morally supported by the Association of Professional Footballers of Bursaspor, thereby providing hundreds of children with opportunities to do sport under professional conditions. In this context, 18 children benefited from Şükrü Şankaya Football Summer School free of charge due to the private contingent allocated to the children of Yeşim in the 2019 summer period.

The International Bursa Cup Şükrü Şankaya Youth Football Tournament, which was organised for the first time in 2019 and in which 65 teams took part, was also supported by the Association of Professional Footballers of Bursaspor.

## We support education with the Turkish Education Foundation



Yeşim Textile supports the education of successful young people whose financial means are not sufficient with the “TEV Şükrü Şankaya Educational Scholarship Fund” established in memory of Şükrü Şankaya.

### We Keep On Running In Pursuit Of Good Deeds

In 2019, Yeşim Textile ran in the Vodafone 41st Vodafone Istanbul Marathon with a team made up of 33 members, an increase in the number of volunteer runners compared to the previous year, and as in previous years, they once again made a strong impression both with their performances in the marathon and with the donations they collected. Running for the “Don’t Let Them Lose their University Place” project within the scope of the TEV Şükrü Şankaya Educational Scholarship Fund, and striving mostly to support the continuation of education for young people, the Yeşim volunteers achieved significant times both within TEV and in Turkey as a whole. Following the donations, which began to be collected prior to the event and con-

tinued until 18th November, the Yeşim Running Team completed the campaign with the sum of 143,059.04 TL, and as in the previous year, retained their first place in the Turkish Education Foundation (TEV) general listing for Turkey. By succeeding in being the institution achieving the highest amount of donations within TEV, Yeşim covered 1 year’s education expenses for 22 young people. The Yeşim Running Team, as well as collecting the 7th highest amount of donations for Turkey as a whole among the institutions taking part in the marathon, was also justifiably proud to be placed 5th in the list of institutions reaching the highest number of donors.

Yeşim Textile allocated **965,642.32 TL** of its **3,224,365.32 TL** corporate social responsibility budget for social responsibility projects in the year 2019.

Yeşim’s Production Director, Kerim Bayram, who ran in the race again this year, added to his successes of previous years by being the runner collecting the 12th highest amount of donations in Turkey as a whole. While Bayram was the runner collecting the 2nd highest amount of donations within TEV, he succeeded in being the 3rd runner in the list of those collecting the most donations. Members of the Yeşim Running Team participated at a special event held in Istanbul on 13th December, and received their first prize and medals from TEV’s General Manager, Yıldız Günay.

### TEV “Happy Day Flowers” Campaign And Donations

The cooperation between Yeşim and TEV in the field of social responsibility has continued steadily from 2006 until the present. In 2019 a total of 175,401 TL was donated to the fund through support given to the TEV “Happy Day Flowers” campaign and by conducting various fundraising activities

## Yeşim’s social responsibility projects

### Wishing Tree Project

Within the scope of the “Wishing Tree” project, every year, presents purchased by Yeşim’s volunteers are traditionally donated to LÖSEV or LÖDER to be given to children with leukaemia. Yeşim’s staff, responding to the appeal made at the end of 2019 with keen participation, witnessed the happiness of children receiving treatment at LÖDER by collecting around 100 presents. All the presents were handed out to the children at the special event organised by LÖDER and also sent to the houses and hospital rooms of children with leukaemia.

### “Do A Good Deed, Make A Difference” Project”

The donations collected in 2018 and 2019 with the scope of the “Do a Good Deed, Make a Difference” project, organised under the leadership of Yeşim Textile’s Environment and Social Responsibility Club and with the support of the firm’s employees, were donated in order to contribute to various projects initiated at Şükrü Şankaya Panayır Primary School and Şükrü Şankaya Anatolian High School.

Thanks to the keen efforts of Yeşim’s staff within the scope of the spring fair held in 2018 and the bazaar held on the plant’s premises, the conference hall of the Şükrü Şankaya Panayır Primary School was renovated with the donations collected. The donations collected at the spring fair held in 2019 were used to finance the “People First: We have supported labors



of love for generations” project launched at Şükrü Şankaya Anatolian High School.

### Blood Donation Campaign

By giving blood regularly in previous years, Yeşim’s volunteers have given hope to those in need of it. In March 2019, the first blood donation campaign was held under the leadership of Yeşim Textile’s Apparel Department, while the second blood donation campaign, organised by Yeşim’s Environment and Social Responsibility Club, was carried out in October. As a result of the two campaigns, 314 people donated, and donation of 314 units of blood and 180 units of stem cells was provided.

### Yeşim Textile’s “People First” Short Film Festival

The third People First Day, the first of which was held in 2017 as part of the 20th anniversary celebrations for People First Magazine, was held in December 2019, once again with a large attendance, with the aim of making the occasion a tradition with the People First Short Film Festival. This activity, in which the winners of the competition for the Best Short Film are also announced, is given great importance as one of the social responsibility activities organised by Yeşim Textile, and is supported by the firm with the aim for it to become a sustainable activity in future years.

Winner of 2019 People First Film Festival  
[https://www.youtube.com/watch?v=yNDtoxS\\_ex8](https://www.youtube.com/watch?v=yNDtoxS_ex8)

2019 People First Film Festival Runner-up  
<https://www.youtube.com/watch?v=uV168rWVXoc>

2019 People First Film Festival Second Runner-up  
[https://www.youtube.com/watch?v=KooAP\\_7yB8](https://www.youtube.com/watch?v=KooAP_7yB8)



## “Önce İnsan” (People First) magazine spreads the messages of the company

“Önce İnsan” (People First) magazine, which is the corporate publication of Yeşim Textile, disseminates the firm’s activities towards social compliance and social responsibility to the community. Additionally, it publishes information on social responsibility and the environment in each issue with the aim of raising awareness about these topics among its readers.



In 2019, Yeşim Textile published 460 news items/articles with headings such as SA8000, social responsibility, social compliance, the Global Compact, the environment and The World of Butterfly. These items of news reached 6,773,445 people.

Month	2018		2019	
	No. of News Items/Articles	Accessed by	No. of News Items/Articles	Accessed by
January	10	232,876	29	1,896,281
February	14	219,936	28	1,296,509
March	22	2,387,981	66	4,588,548
April	7	89,192	25	354,810
May	18	151,494	13	361,971
June	8	204,126	22	1,183,374
July	19	1,010,227	49	2,412,320
August	8	359,984	19	2,692,408
September	46	1,299,677	62	3,831,158
October	3	187,260	37	1,134,675
November	4	102,236	54	4,748,195
December	17	528,456	56	5,325,215
Total	176	6,773,445	460	29,825,464



Each issue of “Önce İnsan” (People First) newsletter, which is published only for Yeşim employees, raises awareness in our employees and gives information about developments on its environment, social compliance and occupational health and safety pages.

### Dissemination Of The Global Compact

- The new report is published on Yeşim’s corporate website: [www.yesim.com](http://www.yesim.com).
- It is sent as an e-bulletin to all customers, sub-contractors and suppliers.
- News about the publication of the report is regularly given in Yeşim’s company magazine, Önce İnsan.
- It is shared on Yeşim’s Facebook page, which has over 10,000 members.
- With the publication of the magazine in a digital environment on the [www.onceinsan.com](http://www.onceinsan.com) website, this information is also transferred to the internet environment.
- The staff are also informed about this issue by publication on the in-house portal.

## Information is reproduced by sharing

Yeşim Textile shares the initiatives it has undertaken within the scope of sustainability for a more beautiful world on national and international platforms. The firm shares its experiences by participating in the activities of different institutions and organisations, drawing attention not only with its production, but also with its lean management and social responsibility practices.



### Values Meet, Experience Speaks

Yeşim Textile CEO Şenol Şankaya was the fourth guest at the “Values Meet, Experience Speaks” seminars organised jointly by NİLSİAD and NOSAB. The Chairman of the NİLSİAD Board of Directors and the NOSAB Entrepreneurs Committee, Yalçın

Aras, and Erol Gülmez, the Chairman of the NOSAB Board of Directors, made the opening speeches at the event held on 30th September. Following these speeches, with the moderation of reporter Elif Sezgin, Şankaya shared his experiences with businesspeople and explained the secrets of being successful in business life.



### Put a Stop to it Summit

The “Put a Stop to it Summit”, organised through the efforts of high school students aged 15-17 with the aim of drawing attention to gender discrimination, was held on 1st March at the Levent Collective House. Member of the Executive Board of Global Compact Turkey and Yeşim Textile’s Corporate Communications Director, Dilek Cesur, gave the opening speech at the event.

### Women’s Empowerment Platform of Izmir

Member of the Executive Board of Global Compact Turkey and Yeşim Textile’s Corporate Communications Director, Dilek Cesur, attended and gave a speech at the opening ceremony of the Women’s Empowerment Platform of Izmir, held on 5th March.

### “Expansion of Childcare and Education Services for Women’s Empowerment in the Business World”

Within the framework of World Women’s Day, a conference named “Expansion of Childcare and Education Services for Women’s Empowerment in the Business World”, hosted by Alarko Holding with the cooperation of Global Compact Turkey, TÜSİAD, the Mother and Child Education Foundation (AÇEV), UN Women and the Yanınızdayız (We are Beside You) Association, was held on 7th March. Member of the Executive Board of Global Compact Turkey and Yeşim Textile’s Corporate Communications Director, Dilek Cesur, was the moderator of the session named “Women’s Empowerment Principle No. 3: “Ensuring the health, safety and wellbeing of all women and men: Why are Childcare and Educational Institutions Important?” At the session entitled “Corporate Practices for Childcare Needs”, Özlem Şenkoyuncu, Manager of the Yeşim Academy, gave information about the Yeşim Kindergarten, which has provided free childcare services for Yeşim’s employees for 31 years.

### The Women’s Empowerment Platform of Bursa listened to NGOs

On 25th June, representatives of member firms of the Women’s Empowerment Working Group of Bursa met with non-governmental organisations and discussed their opportunities for cooperation. A total of 6 non-governmental organisations, 3 operating in Bursa only and 3 working in Turkey as a whole attended the event held at the Bursa Branch of KalDer. Representatives of Global Compact, the platform’s umbrella organisation, and members of the Women’s Empowerment Platform of Izmir also took part in the event. Member of the Executive Board of Global Compact Turkey and Yeşim Textile’s Corporate Communications Director, Dilek Cesur, gave a speech at the opening of the event. After Cesur’s speech, BUIKAD Chairwoman Oya Eroğlu and BUSİAD Deputy Chairman Buğra Küçükkayalar, who are stakeholders in the platform, each gave a speech. Speaking in his

capacity as host, KalDer Bursa Branch General Secretary Aykan Kurkur informed the attendees about the activities initiated by KalDer.

### Presentation at the ITMF Conference



Yeşim Textile’s Human Resources and Social Compliance Director, Fatoş Hüseyinca, attended the 2019 conference organised by the International Textile Manufacturers Federation (ITMF), and gave a presentation on behalf of textile manufacturers on the panel of the Social and Labour Convergence Programme (SLCP) Development Report. Giving information about

Yeşim Textile, Hüseyinca informed the attendees about Yeşim’s sustainability activities and the Social and Labour Convergence Programme (SLCP), which is a joint audit model on a global scale.

### “Employment-Career-Future VIII” event

Attending the “Employment-Career-Future VIII” event held by the Uludağ University Economics Community on 24th December, Yeşim’s Human Resources and Social Compliance Director Fatoş Hüseyinca, informed the students about human resources processes and conducted an interview simulation. At the end of the programme, Hüseyinca was presented with a plaque by the Economics Community Management in appreciation of her attendance.

### Preparation for Business Life in Turkey Seminars

With the cooperation of PERYÖN, the “Preparation for Business Life in Turkey Seminars” for foreign students attending Bursa Uludağ University were held on 18th December. Attending this seminar programme, Yeşim’s Human Resources and Social Compliance Director Fatoş Hüseyinca gave information and shared her experiences related to business life with the students at the training session named “Essentials for Success in Business Life in Turkey”.



### Yeşim on the Young Innovators programme

The 2019 - 2020 period of the “Young SDG Innovators” programme initiated globally by the United Nations Global Compact began with the first innovation camp organised at Impact Hub Istanbul with the participation of 18 companies and 48 team members. On behalf of Yeşim Textile, Social Compliance Manager Ahmet Öztürk, R&D Manager Filiz Emiroğlu, Yeşim Academy Manager Özlem Şenkoyuncu, and Business Manager Sercan Arat attended the two-day camp programme.

The second innovation camp organised within the scope of the programme was again held at Impact Hub Istanbul on 5th-6th December 2019 with the participation of 18 teams. During the two-day camp, the teams worked on tools and texts with which they could test SDG-based business models and SDG questions set in their companies. The teams also had the chance to hear how the business models they had learnt were strategically applied in a company with a visit to DuPont Turkey’s Innovation Centre. The young innovators participating in the programme, which will last ten months, will have the opportunity to learn the processes required for preparing their companies for a sustainable future and to put them into practice in their firms.



### “Our Equality is our Strength” Summit

Emine Yazbahar, who works as a cutting operator at Yeşim Textile, gave a presentation named “Working Life through the Eyes of a Blue-Collar Worker” at the second “Our Equality

is our Strength Summit” held on 19th September. Speaking as a female employee, Yazbahar gave information in her speech about the values that female employees at Yeşim Textile had added to her life.

### Gender equality efforts were shared

Corporate Communications Director Dilek Cesur took part in the “Together we are Strong” Platform created by the Unilever firm and its own suppliers on 5th December. Cesur shared Yeşim Textile’s efforts towards women with members of the platform.

Within the scope of the development of the model “Gender Equality in the Private Sector” organised by the United Nations International Labour Organisation (ILO), a benchmark activity was carried out on 11th December with the Karsan company. Corporate Communications Director Dilek Cesur and Yeşim Academy Manager Özlem Şenkoyuncu shared the work carried out by Yeşim in the field of gender equality with Karsan’s employees.

### Sharing of good practices in CSR

Within the scope of the 5th term programme of the EU Civil Society Dialogue, the activities of the “Project for Strengthening Private Sector-NGO Cooperation via CSR”, initiated with the partnership of the European Corporate Social Responsibility (CSR) Network, also continued. Following Malatya, Hatay, Gaziantep, Samsun, Izmir and Ankara, the 7th field activity with training for developing CSR capacity was carried out in Bursa on 12th December with a large attendance by NGOs, the private sector and the public. At the event, Limak Uludağ Energy Corporate Communications Manager Sevim Tan, and Yeşim Textile Corporate Communications Director Dilek Cesur, shared their CSR strategies, examples of good practice and collaborations with the participants.

### Yeşim Textile came together with design students

On 24th October, BU1 Technical Department Manager Arzu Erenoğlu and Print Monitoring Specialist Sibel Dayak were guests of the Vocational Techniques class at the Faruk Saraç Vocational School

of Design. Beginning the talk with the Yeşim Textile introduction film, Erenoğlu and Dayak gave the students information about the future of the garment sector and areas of development, evaluated the technical drawing sheets prepared by the students, and underlined the needs of the sector.

On 18th November, Corporate Communications Specialist Gizem İskeçeli was also a guest of the Communication class conducted at the Faruk Saraç Vocational School of Design. At the talk, attended by students on the Medical Documentation and Secretaryship and the Public Relations Courses, İskeçeli explained the strength of internal communications practices in organisations and underlined the necessity for internal communications guidelines to be clear and accessible by everybody. İskeçeli also shared all Yeşim Textile’s internal communications activities with the students and emphasised the importance of reflecting theoretical knowledge in practice.

On 25th November, Yeşim’s Design Manager, Nergis Melek Akıncı, came together with students from Bursa Uludağ University’ Vocational School of Design and gave a presentation about the firm’s design processes. In her presentation, Akıncı provided information about future fashion trends, and underlined the knowledge and skills that students needed to acquire during their preparation for working life. Akıncı added information to her speech about the areas that were given priority at Yeşim while preparing a collection for customers.

### Yeşim hosted the SLCP publicity meeting

Yeşim Textile hosted the 3rd meeting in Turkey of the international platform named the Social and Labour Convergence Programme (SLCP), which was created with the participation of the world’s leading garment brands and manufacturers. The programme, which was carried out on 1st October, enables audits conducted within the scope of social compliance processes to be carried out on a common platform.



### Participants in the Digital Conversion Programme visited Yeşim

On 8th August, 20 engineers participating in the Uludağ Exporters Associations’ Digital Conversion Engineer Programme visited Yeşim. On the programme organised within the scope of the visit, the participants were given information about Yeşim’s lean processes, and Information Technologies and Systems Management Director Yavuz Selim Kılınc also gave a presentation about information technology practices at Yeşim. The participants also had the chance to hear information about Yeşim’s HR policies from HR Group Leader Gözde Elmaskaya.

### Visit to Yeşim by Fashion Design Students

On 14th April, students from the Fashion Design Departments of Yiğitler Vocational High School and Ali Osman Sönmez Vocational and Technical Anatolian High School received information about internship processes from Human Resources Group Leader Gözde Elmaskaya. Design and Marketing Department Manager Nergis Melek Akıncı also gave the students a presentation about the design department’s processes. After the presentations in the conference hall, the students were shown around the showroom and design department, accompanied by Yeşim Textile’s Designers Dilara Gezer and Şükriye Önder, and had the chance to closely examine the design and sampling process.

### Participation in the Business Against Domestic Violence (BADV) Project

Representing Yeşim Textile, the firm’s Women’s and Children’s Club Leader and Gender Equality Instructor Seyhan Çiloğlu participated in the Companies Association workshop held on 15th March for the project named Business Against Domestic Violence (BADV) initiated in 2103 with the financial support of the Netherlands Embassy and UNFPA. At the workshop conducted at the Sabancı Minerva Han in Karaköy, representatives of companies involved in the BADV project came together and worked towards developing creative strategies that will determine the ideal future in the issues of gender equality and the struggle against domestic violence within a rationale that envisages a search conference methodology. The Founding Committee of the BADV Companies Platform came together at different times of the year and shared information.



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