



About the report

Yeşim, 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, which published its 12th progress report in 2021 to include its activities for the year 2020, 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 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 2020 report. Yeşim shares the targets it has set for 2021 and for future years with the data in its 2020 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 Emis-

sions, 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, 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 2020 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 2020 and 31st December 2020.

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".





conditions, we aim to compensate for this in the 2021 the report in accordance with the relevant standards, report.

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 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, 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 2020. With OEKO-TEX STeP, Yeşim has once again proven that it manufactures by acting with a consciousness of environmental awareness and social responsibility.

As a firm which has adopted sustainability as its corporate culture, Yesim, 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 manufactur-

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. Our goal: to reduce consumption while producing.

While continuing to manufacture for global brands, Yesim also regards putting its name to social responsibility projects on a voluntary basis, by providing the conditions for social compliance, to be among its priori-

From the committee members

Last year, for the first time, we had the pleasure of preparing our sustainability report in compliance with the basic principles of the entry level of the GRI Sustainability Reporting Standards, which are accepted as international reporting standards. Yeşim, which signed the United Nations Global Compact in 2006 and has prepared sustainability reports 11 times up to the present, will continue its development in the next period by adhering to the GRI Sustainability Reporting

Standards. The framework 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's manufacturing plant established 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 a way that will include the views of all stakeholders, and determine the main issues to be focused on according to these criteria.

Our corporate governance approach at Yeşim

As Yeşim, 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, responsibility and our philosophy of "People First".



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 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. In 2020, the development of the SLCP process was supported.

Global Compact Agreement

In 2006, Yeşim 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 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 reaching toward the future with a stronger, more advanced vision

We are publishing our 12th Sustainability Report during the Covid-19 pandemic, which is a common concern for the whole world. During this period, we have once again had the opportunity to see how important a concept our "People First" approach, which is a part of our corporate culture, is for the world. Again in this period, we have witnessed together how indispensable it is for this value to be maintained and protected.

As in all sectors, we have experienced a difficult period in the textile and ready-to-wear sector, especially during the first months of the pandemic. We have gone through hard times as brands and manufacturers. However, we have managed to get through these difficult days by acting in accordance with the systematics of sustainability that we have implemented on our premises at Yeşim for 25 years. Our firm's sustainability, environmental and social compliance, and occupational health and safety efforts have been systematically audited for many years with KPIs. Thanks to the infrastructure that we possess, we have taken action

with the new measures we have put into practice during this pandemic only along the axis of renewing ourselves. In this sense, we have adapted very rapidly to the period of the pandemic.

Throughout the pandemic period, we have kept a very close eye on every kind of development related to Covid-19 with the crisis management team we have created on our firm's premises. We have taken steps in accordance with every kind of announcement coming from the government's side, and with our motto "People First", and in parallel with this,

the motto "Health First", we suspended our production and all our activities between the dates of 30th March and 20th April 2020. By also implementing a number of preventive measures during the period when we suspended production, we had the opportunity to update the relevant measures and make the necessary investments in line with the notices issued by our government during this period. We have upgraded health measures to the highest level throughout the firm. During this period, we have revised the budgets we set aside for occupational health and safety, social compliance and healthcare, and we have not ignored the needs related to the country's struggle with the pandemic, either. We have endeavoured to play our part by delivering various aid to numerous foundations.

Furthermore, during the Covid-19 pandemic, through the efforts of our R&D Centre, we have manufactured antiviral and antibacterial masks against the virus from knitted fabric using cotton and lycra. By delivering the masks to our employees first, we have given priority to their health. Then, by creating the YSMGUARD brand, we have succeeded in reaching consumers through the medium of one of the leading retail brands of Turkey.

Moreover, the "Covid-19 Safe Production Certificate" which we have earned in this period is proof of how much we prioritise this sensitive period in our production areas. We are continuing on our way with the security provided by this certificate.

The pandemic has changed people's habits in every area of life. Many things that we say "There's still time" about have become a fact of life. We have to adapt to digitalisation very rapidly. We all know that the future is in change and that nowadays, the key to change is through digitalisation. We now have to ensure a more rapid, more profitable, more innovative growth both in products and in all processes through digitalisation by adding new competencies to the ones we currently possess.

Within this framework, we have accelerated our efforts with the motto "The vision 2025 transformation has begun". As the Yesim Group, we have revised our new strategy and growth targets for the future under the shadow of the disaster of the global pandemic that threatens the whole world. As a strategic production partner of global brands, by aligning with the demands, expectations, goals and dreams of our customers, we have commenced our efforts to create a future vision with strong foundations. With more dynamic, flexible, speedy and proactive approaches, our main goal will be to take the name of Yesim up to the highest ranks of the global industry league. We would like to achieve a turnover value of 720 million dollars in the year 2025. We will obtain the greatest strength required to realise this from all our stakeholders, and principally from our employees.

Since the first day of its foundation until the present, Yeşim has continued its development according to the principles of sustainability and social compliance, in accordance with the demands and expectations of its customers. While following this path of growth and development, we have witnessed these concepts infusing all the work processes, and, so to speak, the DNA of our firm. Yeşim, which obtained the SA8000 certificate, one of the most prestigious social compliance documents in the world, in the year 2005, was the first firm in the textile and ready-to-wear sector to obtain this certificate in Turkey, and has succeeded in retaining this document for the past 15 years. As a company in the position of a strategic producer of global brands in the textile and ready-to-wear field, the United Nations Global Compact Agreement among the leading approaches we have implemented in the name of sustainability, which we believe to be an important part of our business culture. Following the time that has elapsed since our first progress report, which we published in 2009 within the scope of the contract we signed in 2006, we here present our 12th

As in our previous reports, in this report we also wish to share with you the progress we have made during this one-year period. If we are to examine our firm's key indicators in general terms, we see that we completed the year 2020, in which the negative effects of the pandemic were observed, with a turnover of 366 million dollars and an export value of 332 million dollars. Although these figures indicate a certain amount of contraction compared to the previous year, I would like to point out that we shrank at a rate below the sector average in Turkey, and that we aim to compensate for this period with a 15% growth rate in the year 2021. In our report, you will again witness our ever more valuable achievements, the awards we have received and the leading efforts we have made regarding sustainability.

At this point, by mentioning the effects of this pandemic in our 2020 Sustainability Report, we have recorded them in history. Years later, when we browse through our report, we will have the chance to find traces of this traumatic period we are going through, since we know that after everything is over, this pandemic will have left very important impressions and lessons not only for us, but also for many other institutions and organisations. It is our hope that in the next period, the concepts of "People First" and "Health First" will become a priority all over the world.

Şenol Şankaya CEO



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 manufactures ready-to-wear and home textiles for global brands with a workforce for nearly 4 thousand in Bursa in a total area of 325 thousand square metres, of which 144 thousand are indoor space and 181 thousand are outdoors.

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

Yeşim's daily production capacity is knitting: 115 tons, dyeing: 125 tons, printing: 100 thousand metres, ready-to-wear: 250 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 14,000. When the employees of the manufacturing partners are also taken into account, the number of employees for Yeşim reaches 21 thousand.

Other than its production facilities in Turkey, Yeşim has a total of 3 plants in Egypt, with 1 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.

We await your views and suggestions

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A powerful player in textiles and garments in the region





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For further information about Yeşim

www.yesim.com

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.

Total number of employees in all locations at end of 2020: 14,000

Numbers of employees at Bursa plant at end of 2020



Number of female employees: 2021



Number of male employees: 1818



Number of interns: 65

Daily production capacity



Knitting 115 tons / day



Dyeing 125 tons / day



Printing 100.000 metres / day



Ready-to-wear 250.000 units / day



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)
- SVNIEUDKVII
- BCI (BETTER COTTON INITIATIVE)
- ISO 14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION
- ISO/IEC 27001:2013 INFORMATION SECURITY MANAGEMENT SYSTEM CERTIFICATION
- ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM CERTIFICATE
- COVID-19 SAFE PRODUCTION CERTIFICATE
- TSE K 599 / 11.05.2020 QUALITY CONFORMITY CERTIFICATE
- RENEWABLE ENERGY CERTIFICATE (ALMAXTEX TİC. SAN. AŞ / AĞRI FACILITY)





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





Yeşim currently exports a large part of the products it manufactures principally to Europe an 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.

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Non-governmental organisations that we belong to

In accordance with the manufacturing processes in the textile-apparel business in which it operates, Yeşim 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), UİB/Uludağ Apparel and Clothing Exporters' Association (UHKİB), Bursa Industrialists and Businesspeople's Association (BUSIAD), Balkan Rume-

lian Industrialists and Business People's Association (BALKANTÜRKSİAD), the Turkish Quality Association (KalDer), 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 & Evaluation & Development System guides the Supply Chain Unit in supplier development and strategic procurement.

Between Yeşim 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 80 per cent.

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

Yeşim's achievements in 2020

Yeşim received awards from various institutions and organisations based on its 2020 data and performance.



- Yeşim succeeded in entering the top 50 "Women-Friendly Companies" in the survey published for the 8th time by Capital Magazine by being placed 42nd.
- Yeşim was presented with an award as a firm that adds value to the economy by the Western Thrace Association of Managers, Industrialists and Businessmen (BATISIAD) at their Awards Ceremony for "Those Adding Value to the Economy".
- By obtaining a full score in the audit processes in the areas of Social Compliance, Human Resources, Occupational Health and Safety, Sustainability and Lean Manufacturing, Yeşim earned the right to be promoted to the "Silver" category among Global Nike suppliers.
- In the list drawn up by Fortune Turkey, in which 500 firms are evaluated, Yeşim Sales Outlets and Textile Plants Inc. (YSM) was placed 216th in the general

classification, 16 places up from the previous year. Moreover, Yeşim Sales Outlets was placed 5th in the ready-to-wear, underwear and sportswear sector and 8th in the list of Bursa firms, which includes 25 firms.

- In the Capital 500 survey carried out by Capital Magazine, Yeşim Sales Outlets was placed 293rd, rising 33 places compared to the previous year.
- YSM, which was placed 58th in the Turkish Exporters' Assembly's Top 1000 Exporting Firms survey in 2019, succeeded in entering the top 10 in the Ready-to-Wear and Apparel Sector classification by being placed 7th.
- In the "250 biggest firms of Bursa 2019" survey published traditionally every year by the Bursa Chamber of Commerce and Industry (BTSO), Yeşim was included with two firms. While Yeşim Sales Outlets and



Textile Plants Inc. (YSM) was placed 16th in the general classification, Almaxtex Textile Industry and Trade Inc. was ranked 24th. In the sectoral classification, YSM was placed top in the ready-to-wear category. Moreover, by being ranked 5th in the export category, YSM continued to be a shining star of the sector. Meanwhile, Almaxtex was placed second in the sectoral classification in the textile category. Furthermore, Almaxtex was ranked 2nd in the category for firms showing the biggest increase in net sales, as well as being placed 4th in the classification for firms with the biggest increase in sales from manufacturing.

• According to the survey prepared by Turkishtime and entitled "Ar-Ge 250, companies spending the most on R&D in Turkey", Almaxtex Textile, one of the firms in the Yeşim Group, entered the list of the top 100 firms for expenditure on R&D in 2019. In the survey, Almaxtex Textile Industry and Trade Inc. made its presence felt by being placed 73rd in the general classification.

- In the Economist Magazine's "500 biggest companies in Anatolia" classification for 2019, Yeşim Sales Outlets was placed 60th, while Almaxtex Textile Industry and Trade Inc. was placed 81st. Among the 91 Bursa firms included in the list, Yeşim Sales Outlets was placed 8th, while Almaxtex Textile Industry and Trade Inc. was placed 12th. Moreover, Almaxtex Textile Industry and Trade Inc. was included in 6th place in the listing of firms that increased their workforce the most in 2019 compared to 2018.
- Participating in the TechXtile Start-Up Challenge innovation programme organised by the Uludağ Textile Exporters' Association (UTIB), Yeşim R&D Centre was awarded the third prize in the corporate category for its YSMGUARD Mask Project.
- Yeşim was shown as the best example in the study conducted on the subject of "Gender Equality in Textile Manufacturing" by the International Centre for Research on Women (ICRW) with the theme of "Women's Empowerment" within the scope of Nike's 2025 strategies.
- With its young team made up of 18-year-old players, Yeşimspor Basketball Team became champions of Bursa for the 2019-2020 season in the Senior Male League.



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.



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.

Following the strategy workshop held in 2020, Yeşim determined its road map extended until 2025 and created its new organisational structure. Sportswear Strotegy Planning Strotegy Planning Strotegy Planning

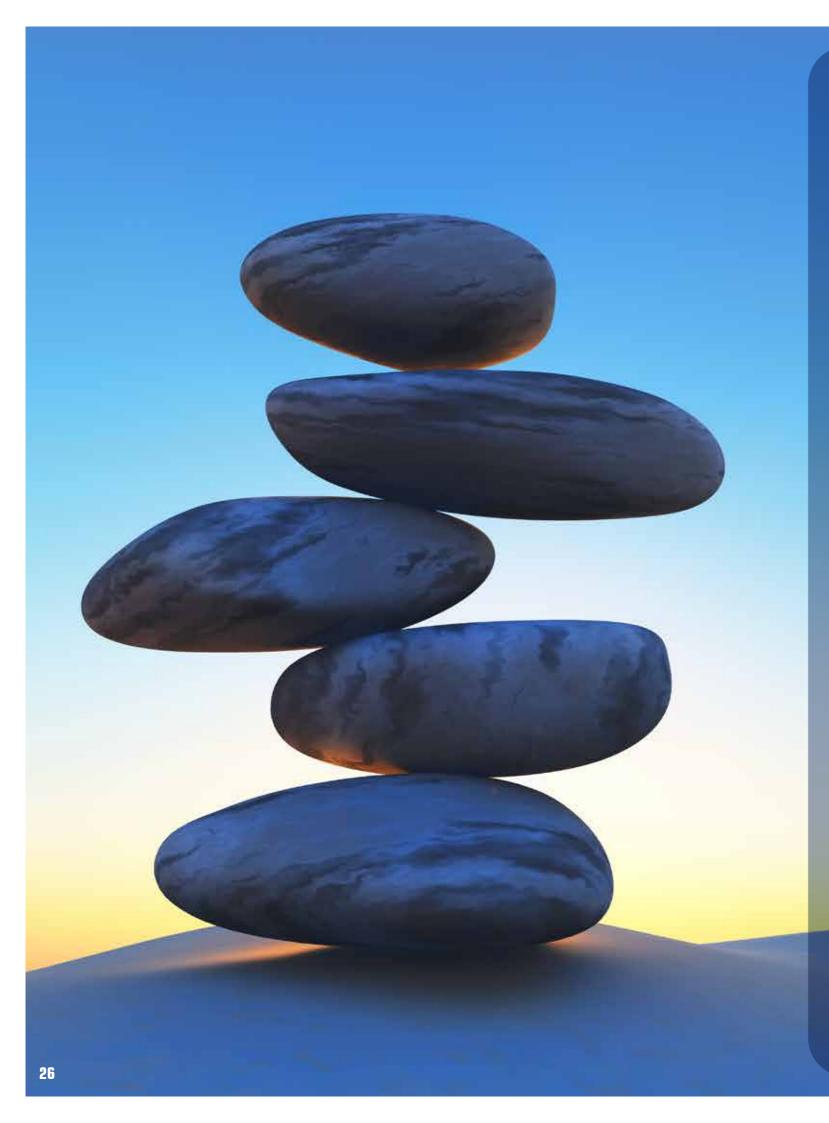
Priorities of Yeşim's 2020 strategies

Yeşim continues on the journey it began in 2016 within the scope of its plans to carry out its 5-year strategies. At the meeting held by the senior management in 2020, Yeşim's strategies for the years 2021-2025 were updated. Based on its goal of a customer-oriented vision, Yeşim began its efforts for the strategic plan it created tachieve its 2025 targets by prioritising the following topics:

- Achieving sustainable growth and effective and profitable canacity management together with the customers
- Developing an agile manufacturing methodology
- Making investment in technology within the scope of automation effort
- Offering the customers new and different products through innovation.
- Developing new leaders and increasing competencies within a performance-oriented organisational structure.
- Enhancing Yeşim's brand perception both within the firm and in the eyes of the customers and the geographical area where they are located.



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Excellence approach

Yeşim 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 converts the long-term strategies that it forms with its leaders into short-term business plans and who are the firm's most important stakeholders. For 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.

system that observes the relationships between all processes and works towards aligning this system with a lean philosophy. Continuous development is an it carries out in the field of social responsibility and 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 also gives importance to the training of the staff, this purpose, the training programmes organised by the Yeşim Academy help to develop the competence of employees and to increase their technical and individu-

An employee satisfaction questionnaire is regularly applied in the company, and the importance of every individual's development in achieving company targets is considered.

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 existence and recognition in society with the activities social compliance. Yeşim attaches great importance to this issue and it also documents the activities it conducts in this direction with SA8000 certification.



You can access Yeşim's Quality Policy here.



Yeşim allocated **3,788,985 TL** of its **14,762,218 TL** corporate social responsibility budget for social responsibility projects in the year **2020**.



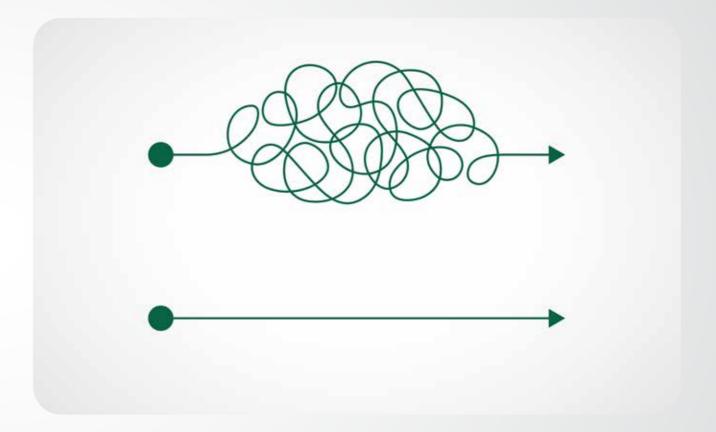
2020 turnover: **366 million USD** 2020 exports: **332 million USD**

Total number of employees including all firms and manufacturing partners as of end of 2020: **21.000**

2020 growth rate: **-5 per cent** 2021 growth target: **15 per cent**

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 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.

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'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

Our kaizen and PDCA activities, which are the prerequisites for continuous improvement at Yeşim, continued in 2020 with the desire to improve the quality of the work done by the staff and of the work environment. The number of kaizens prepared under pandemic conditions 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 798 as of the end of 2020. The number of PDCA activities

carried out as of the end of 2020 was 83. With these lean activities, an attempt was made to increase awareness of being part of continuous improvement. Due to the pandemic, training was given using online platforms such as Webex instead of group training in the lecture hall. Moreover, by creating a digital training module, training was set up by which all computer users could access lean techniques supported by examples and visuals. The total number of hours of lean training given during the year was 4,926, while the percentage of different participants in improvement activities had reached 34% by the end of 2020. The Lean Bronze Star and Lean Silver Star training programs planned at Yeşim Academy also aimed to disseminate lean work processes to all the staff.

Compared to 2019, productivity, repair, staining and second quality improvement values remained more limited. The 9.7% increase in employment realised with the recruitment of new operators towards the end of 2020 was effective in this. The fact that despite the pandemic, the related productivity values were attained along with this increase can be evaluated as a current success.

You can access our 2020 continuous improvement activities by clicking on the link below.

- * Lean Experience-Sharing
- * Line Leader Education Training Programme
- * On-the-job Training & Dojo





Bronze star and silver star lean training sessions



YEŞİM SUSTAINABILITY REPORT 2020

Yeşim's ethical principles and values

The values that Yeşim 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 subjects 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, 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 includ-

ing 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

- 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 Manager. 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 are required to comply with policy 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 Manager are also evaluated as to whether or not these conditions have been complied

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

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 Yesim-Almaxtex Textile by means of bribery or corruption must have their businesses 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 Yesim-Almaxtex Textile, and in cases of breach of policy, these provisions are implemented without exception.





At Yeşim, there is a 'Social Compliance Department' affiliated to its Human Resources and Organizational Development, which ensures that expectations related to social compliance are announced and implemented throughout the firm.

pliance. 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.

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





Yeşim allocated 10,973,233 TL of its 14,762,218 TL corporate social responsibility budget for social compliance and occupational health and safety efforts in the



Yeşim 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

Manufacturing partners and suppliers

In accordance with the annual audit plan for the main es are conducted for these 21 OHS areas once a year. plant and suppliers, programmed social compliance audits of existing suppliers are organised every year. If the need for a new supplier arises according to a qualified in this subject. Auditing periods are strucrequest coming from the production department, first tured according to the Social Compliance audit score. of all the "Suppliers' Pre-Audit" form is shared with the supplier, who is required to fill in and send the following sharing of the accident frequency rate calcurelevant form. Then, the social compliance department lated by the firm's occupational safety experts. plans an audit according to the standards of the brand that is to be worked for. The relevant supplier is 5S audits visited, and if a zero-tolerance finding is made as a result of the comprehensive audit carried out accord- Within the scope of sustainable production at Yeşim, ing to this form and the supplier questionnaire, the firm in question cannot be worked with. The auditing plan is prepared monthly for the main plant and all manufacturing partners and suppliers, in such a way that they will be audited once every 3-6 months departments were also included, thereby enabling depending on their scores.

With the work carried out in 2018, the main plant was divided into 21 OHS areas, and internal audit process-The audits are performed under the leadership of the Yesim Social Compliance team, who are competent and Moreover, the OHS notice boards are updated monthly

the 5S Audits carried out by the Continuous Improvement Department were continued in 2020. In the 5S audits, in which the offices are also investigated along with all manufacturing areas, the other support standardisation of 5S culture in all areas. With the aim 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

The training for the CPI Social Compliance Lead Auditor Certificate, which had been given in previous years by the "Intertek" company with the aim of disseminating a culture of social compliance and of contributing to the auditing process at Yeşim and its associated manufacturing partners and suppliers, could not be planned for the year 2020 due to the pandemic conditions. At this point in time, the number of CPI Social Compliance Lead Auditors in the firm is 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 was chosen as the pilot firm for the implementation of the first joint audit for this project, which is named the Social and Labour Converexperience in this field. The first of the SLCP audits was the Social Compliance Department.

of determining and reporting cases of noncompliance carried out at Yeşim between 9th and 11th January with 5S, the 5S audits encompass over 32 depart- 2018. During this process, the relevant data were ments specified within the firm. Every department is entered into the SLCP online platform and feedback audited once in 6 months by the Continuous Improve- was made about areas open to improvement. Extra ment Department, and in other periods, the depart- questions were added to the questions related to HSE ments' internal auditors conduct internal audits and labour auditing. In 2020, SLCP audits were carried out in some manufacturing partners and suppliers.

Activities of Yeşim's Social Compliance Department in 2020

- An SLCP introductory meeting was conducted at the Yeşim Academy.
- Yesim, which was promoted to the SILVER level in the previous year by obtaining a full score in all of Nike's assessment methods, namely CoSMA, ESAT, ECAT, HRMAT and LAT, retained this level in the year 2020.
- Yeşim's GOLD journey in the field of social compliance was initiated with PVH (Tommy Hilfiger).
- Under the leadership of Inditex and ILO, the "MIGS SCORE" Gender Equality module was implemented at Yesim's manufacturer partners with the support of
- Under the leadership of Inditex and ILO, the "SCORE PROGRAM" was implemented at Yeşim's manufacturer partners with the support of Yeşim.
- Yeşim's OHS Unit continued its training activities in 2020. 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 information training sessions were gence Programme (SLCP), thanks to its many years of organised for manufacturing partners and suppliers by





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Social compliance and sustainability audits conducted at Yeşim in 2020

Social Compliance:

- SA8000:2014 Social Compliance Audit / 28-29 May 2020 / 21-24 December 2020 (Certificate renewal)
- Inditex Social Compliance Audit / 16-17-18 November 2020
- Polo Ralph Lauren Social Compliance / 10 December 2020
- Nike Social Compliance Audit / 18-21 August 2020
- TSE Safe Production Certification Audit / 02 July 2020 (for Covid-19 measures)

Sustainability:

- Inditex GTW Audit / 10-11 December 2020
- Higg Index Validation Audit / 28-29 September 2020
- Environment Ministry Field Visit / 13 February 2020
- OEKO-TEX STeP Audit / 30 September 2 October 2020
- Gök-sev OEKO-TEX STeP Audit / 3 October 2020
- SANFORKNIT Certification Audit / 15 December 2020
- ISO 50001:2011 Energy Management System / 25 October 2020
- ISO 14001:2014 Environmental Management System Certification Renewal Audit / 14 January 2020
- Organic GOTS and OCS / 03-04-05 July 2019
- RECYCLED RCS and GRC / 09-10-11 July 2020
- Lacoste Environmental Audit / 09-10-11-12 September 2020

Covid-19 inspection for Yeşim

Bursa Provincial Health Directorate's investigations on workplaces throughout the province within the scope of Covid-19 measures continued in Yeşim. Yıldırım District Health Directorate officials, who visited Yeşim on 31 August within the scope of the inspections, examined various parts of Yeşim, which has continued its work by taking all necessary health measures at the highest level since the Covid-19 epidemic began.



INDITEX A NIKE Bronze COSMA LEVEL 2 PVH Green

Lacoste Environmental = 97B

ZDHC WW PROGRAM PASS INDEX GTW B+ OEKO-TEX-STEP LEVEL 3

HIGG INDEX SCORE: 76

NIKE WATER PROGRAM GREEN REDUIREMENTS RULES

STANDARD:

COMPLIANCE

FOLICIES

REGULATIONS

REGULATIONS

SA 8000 RE CERTIFICATE

> TCHIBO CPI Bronze

8 Certification Audits 9 Customer Audits Number of Action Completion Days: 80 Working Days Number of Audit Preparation Days: 60 Working Days Number of Audit Days: 40 Working Days

26 Audits

The most prestigious social compliance certificate

Yeşim 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 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 its social compliance efforts in the same way in the past 15 years and has ensured the continuity of the certificate in 2020 after the SA8000: 2014 Social Compliance Audits it has passed twice in different periods during the year. Certificate renewal audit was carried out in 2020. Yeşim, which is one of 27 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.

Within the scope of the audits performed by the international independent auditing company Intertek, 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 has pledged to ensure social compliance conditions not only on its own premises, but also in its suppliers and manufacturer partners. The SA8000 Certificate, which has the quality of being the first universal ethical standard in the world, is currently held by 11.681 firms in the world, only 27 of which are located in Turkey.



What is SA8000?





Answered web forms

Within the scope of the SA8000 Certification it holds, Yeşim evaluates all suggestions and complaints coming to the firm from the outside in a web form environment, replies to them, and directs them to the relevant units. In 2020, all emails coming in a web form environment were examined and 246 emails were answered.

Number of web forms in **2019: 160** in **2020: 246**



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 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 2020, a total of 18,285 hours of training was given to 2,647 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 in the workplace", "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". In the year 2020, 91 people received first aid training, while 60 people received firefighting training. Moreover, in 2020, a total of 26,915 hours of training was given to 4,274 people on the subjects of quality, vocational training, orientation, on-the-job training, personal development, discourse and lean production.



In **2020**, a total of **18,285** hours of training in OHS, Environmental and Social Compliance

In 2020, a total of 26,915 hours of training in Quality, Vocational Training, Orientation,On-the-job Training, Personal Development, Discourse and Lean Production

In 2020, 45,200 hours of training was given (Due to the pandemic conditions, a decrease occurred in hours of training compared to the previous year).



Emergency evacuation and fire drills

In 2020, due to the pandemic conditions, Yeşim had to temporarily suspend the emergency evacuation and fire drills to which it attaches great importance. Training aimed at raising awareness of potential disasters or accidents was given to each department within the scope of the Covid-19 measures.



18,285 hours, Total amount of training given related to Occupational Health and Safety + Environmental and Social Compliance



26.915 hours, Total amount of training given related to Quality + Vocational Training + Orientation/On-the-Job Training + Personal Development + Discourse + Lean Production

Work-related accidents and injuries



Cumulative accident rate for all accidents: **2.52**Cumulative accident rate for accidents causing absence: **1.41**

Governance at Yeşim

Yeşim 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 practices at Yeşim, just as it does in all of its processes. By adopting a management approach that focuses on people and values, Yeşim structures all its processes on these values.

Yeşim structures its administrative activities in accordance with its Social Compliance Policy and Human Resources Management Policy. By also updating its organisational structure in order to achieve its goals, Yeşim, which determines its future strategies within the scope of the corporate development programme that it has named "Vision 2025", has created a lean. corporate, result-oriented, efficient and sustainable organisational structure. Within the scope of the 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 account of development opportunities. 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. In line with the Vision 2025 strategy, an organisation acting with the Yeşim Group understanding has been targeted, and alignment of the group companies regarding sustainable management and efforts towards establishing a more standard structure have been focused

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 of the firm's sustainable quality 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 shown as outputs of Yeşim's sustainability efforts 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 apparel brands and manufacturers and which enables audits carried out within the scope of social compliance processes to be conducted through a joint platform, and the firm has been included in the programme since its initial creation phase. 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 the joint audits it carries out. International brands in the textile and apparel sector, and suppliers to these brands, have the opportunity to reduce costs and use resources more effectively by coming together under one roof. The platform has over 200 signatories, including manufacturers, brands, agencies, sectoral associations and service providers.

The Yeşim family is growing

At Yeşim, which increased its growth acceleration in 2020, human resources also continued to expand rapidly. Following the organisational transformation, Yeşim, which put a lean, corporate, result-oriented, efficient and sustainable organisational structure into practice, increased its number of employees by 10% in the year 2020.

Determination of employees' wages and organisation of wage policies

For blue-collar staff employed at Yeşim, wage increases are made in line with the union contract. For white collar staff, the wage system is conducted by considering the Korn Ferry Group Assessment system, which is widely used by corporate firms globally. Wage increases based on inflation figures announced in January and performance negotiations are realized every year by making use of wage surveys attended by many corporate companies.

Legal working conditions

Yeşim'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 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 TEKSiF in 1983, Yeşim 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 employees 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, a fair living wage is implemented as required by the SA8000 standards.

A wage policy supported by fringe benefits

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

Social benefits at Yeşim

- 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 employee according a to age group It is not required to be a citizen of the Turkish Republic to be employed at Yeşim.

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

Number of employees who are union members:

51-55 56-60+ %5 %1 18-25 %9 26-30 %16 26-30 %15 31-35 %20 31-35 %16 36-40 %18

Yeşim 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:

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Employees whose children are in the kindergarten are at ease

The kindergarten, which serves Yeşim employees' children in the 0-6 age group free of charge, is an ultramodern facility that meets all the needs of the children with a capacity for 1,000 children. Due to the pandemic conditions, the kindergarten was able to provide service for only 3 months during the year 2020.



The Yeşim kindergarten, which is available free of charge to all company employees, continues to serve as an exemplary practice in the name of strengthening female employment not only in Turkey but also all over the world. The kindergarten, which celebrated its 32nd anniversary in 2020 and served 411 children in the first quarter of the year, had to temporarily suspend its service between the months of April and December in order to prevent the risk of infection due to the rapid increase in Covid-19 cases in the country.

In the Yeşim Kindergarten, children's personal and social development is aimed for with education given in parallel with that given in private kindergartens. By organising various social events 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 29 qualified specialists comprising 1 manager, 19 teachers, 2 of whom are also shift staff, and 9 child carers. The Yeşim Kindergarten is open 6 days a week between 7:00 and 23:00 In accordance with the kindergarten regulations, not only mothers but also fathers are allowed to bring their children.

In 2020, Yeşim was recognised as the most exemplary firm in the study carried by the International Centre for Research on Women (ICRW) and instigated by the global brand Nike in the last guarter of 2020. This study, in which Yeşim was shown as an example in the name of all Nike's manufacturers, focused especially on the importance of women's ability to participate in the workforce, on free kindergarten services provided by the private sector to enable women to remain in the workforce, and on the effects of these services on employees' commitment to the firm. In the study, Yeşim's pledge for institutionalisation given in the name of gender equality, the care services it provides for working parents, and its actions taken towards preventing gender-based violence and harassment were emphasised. The advantages provided for employees by the Yeşim Kindergarten stood out very prominently in this study.

The "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 2020. With a module consisting of 7 different educational topics, various training sessions were carried out aimed at positive communication within the family. In March, the remaining parts of the training were completed online due to the pandemic conditions.

Educational topics

- 1- Are we fair to our children? / 13 January 2020
- 2- Egalitarian and positive communication within the family / 27 January 2020
- 3- Family relationships during adolescence / 10 February 2020
- 4- Peer bullying / 10 February 2020
- 5- The woman-wife-mother triangle / 24 February
- 6- How can we prevent domestic violence? / 9 March
- 7- Sexual education and sexual development in children/Preventing neglect and abuse of children / 30 March 2020

The 23rd April festivities were transferred to the digital world at Yeşim kindergarten

Yeşim Kindergarten, which has carried out the 23rd April celebrations with special programmes organised on its own premises since its establishment until the present day, transferred the 2020 celebration to the digital environment due to the pandemic conditions. The celebration programme, which was planned to be organised with greater festivity in the Yesim Kindergarten on the occasion of the 100th anniversary of the foundation of the Turkish Grand National Assembly in the year 2020, was enlivened by special displays that children exhibited in their homes. The children made a digital festival celebration by reciting poems and singing songs for 23rd April from their homes. The special 23rd April videos that were prepared at home and sent by the children were delivered via all of Yesim's social media accounts to their followers.





You can find the 23 April Celebration video here. 💥



During the celebrations, the Yeşim Kindergarten teachers also took part in the festivities by accompanying their students with the poems that they recited.

Yeşim kindergarten's activities in 2020

January

13.01.2020 Beginning of 4th round of Parents' School training programme

14.01.2020 Theatre show named "I Love my Planet"

15.01.2020 2020 photoshoot for 4-year-olds

16.01.2020 2020 photoshoot for 5-year-olds

17.01.2020 Distribution of first semester report cards for 4-5-6-year-olds

03.02.2020 Parents' School training

12.02.2020 Theatre play named "Love Flowers" by Bursa

17.02.2020 Parents' School training

19.02.2020 Second semester meeting with teachers

20.02.2020 Photoshoot for 3-year-olds

March

05.03.2020 Activity with parental participation for 6-year-olds with two parents and one storyteller

09.03.2020 Meeting for parents of 6-year-olds

11.03.2020 Trip to Cacabey Science and Technology Centre with 6-year-olds

18.03.2020 Closure of kindergarten due to pandemic conditions

23.04.2020 Online celebration programme consisting of videos sent by kindergarten children within the scope of the 23rd April celebrations











A sustainable green factory

Yeşim 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 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 nature 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

Our goal: to reduce consumption while producing



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, Renewable Energy, Rcycle 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 primary 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.

Carbon performance improvement

Yeşim registered for the carbon performance improvement initiative system (CPI 2) in its home textile department in 2014. CPI 2 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 2) emissions. Within this scope, Yeşim 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 in 2017, the company achieved a 3% improvement in carbon performance in 2018, a 5% improvement in 2019 and 1% improvement in 2020.

Energy saving activities carried out in 2020

- Investment was made in the latest technology machines for energy and water saving.
- Rates of ecological dyes and chemicals which also ensure energy and water saving, such as those certified by ZDHC Level 3, Bluesign and Organic GOTS were increased
- Water saving was enabled by reusing recycled wastewater from blanket washing of printing machines
- 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 was enabled by replacing existing motors with more efficient IE4 motors.

Energy saving activities planned for 2021

- Energy saving will continue to be provided by completing the project for converting all lighting to LED.
- Energy saving will be enabled by installing moisture meters in all ram machines.
- The existing boilers will be removed and replaced with the latest technology natural gas boilers, thereby enabling a large amount of energy saving and emission reduction.
- Investment in the latest technology machines for energy and water saving will continue.
- Rates of ecological dyes and chemicals which also ensure energy and water saving, such as those certified by ZDHC Level 3, Bluesign and Organic GOTS will continue to be increased.
- Insulation work on all surface dyeing machines will continue, thereby ensuring energy saving.
- Water saving will be enabled by reusing bath water from the last 2 washes in all surface dyeing machines.
- Engines will continue to be replaced with more efficient IE4 engines.
- Energy and water savings will continue to be achieved by increasing the correct production rates the first time.
- Work will be started to provide outdoor lighting with solar system.

Water is a source of life; we appreciate its value

Yeşim, which installed its own treatment plant in 2002, 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.

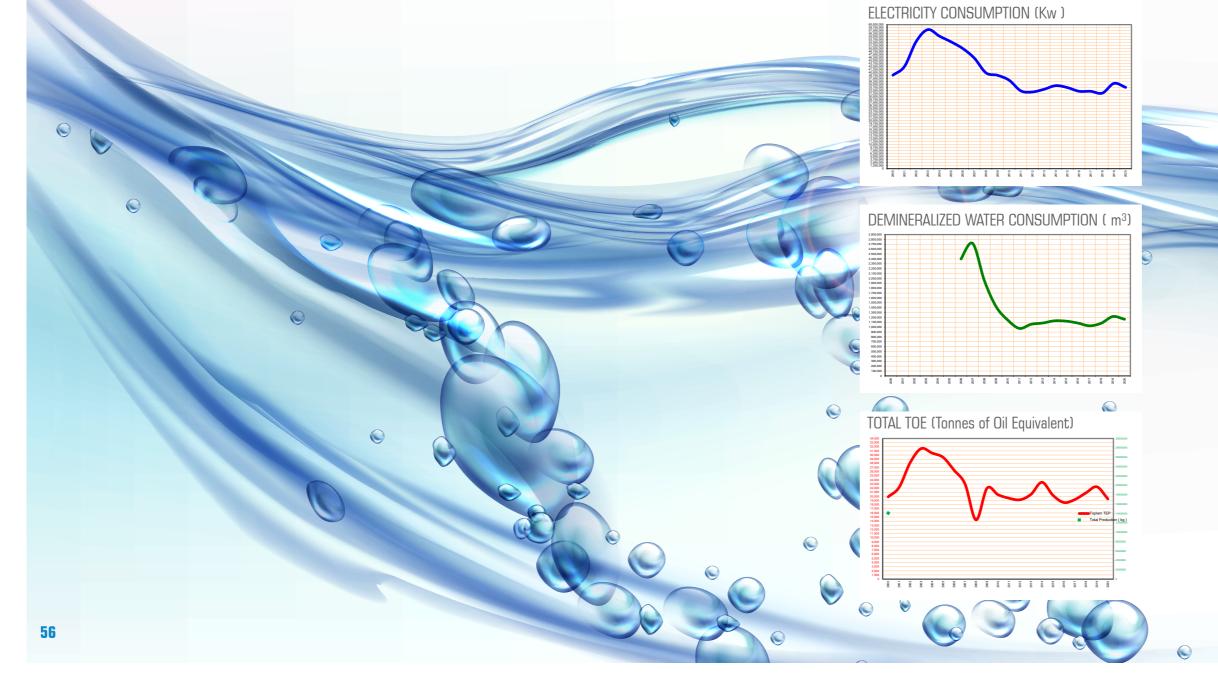
Using recycled water for blanket washing of printing machines

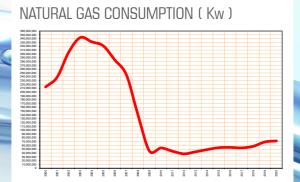
With the "Using Recycled Water for Blanket Washing in Printing Machines" project initiated by Yeşim's Machine-Energy Department, recycled water is used in blanket washing of printing machines. In the project, by which water saving of 800 tons per day, 20,000 tons per month and 250,000 tons per year is targeted, water saving of around 130,000 tons per year was achieved by the end of 2020, while up to the present, a total water saving of 750,000 tons has been achieved. This project also stands out as Yeşim's biggest saving project.

Yeşim is monitored online

Yeşim, 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 2020. The online monitoring system measures the parameters of water and delivers data in real time to Bursa Water and Sewerage Administration and Provincial Directorate of the Environment. The parameters are evaluated as dissolved oxygen, conductivity of water, pH level of water, temperature of water, and its flow rate.

In 2020, no major defect was found during any of the environmental audits that were carried out and no environmental accidents occurred.







A sustainable step in energy In 2020, with its plant that supports sustainable production, Yeşim again fulfilled the requirements of the ISO 50001:2011 Energy Management System Certification that it obtained in 2016. The validity of the document continued until the end of 2020.



Yeşim, 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

proved once again that it manufactures by acting with environmental awareness and a consciousness of social responsibility. Yeşim is subjected to annual audits related to the certification, which is valid for three years, and underwent this audit again in 2020. The firm is continuing its efforts to advance its current energy management system further in the coming period in order to reduce its energy consumption and lower its energy costs, in accordance with the standards imposed by ISO 50001.

of industrial facilities that consume too much energy, is

Yeşim renewed its ISO 50001 certificate in 2019 and

given to companies following specific audits.

"Green IT" activities in Yeşim information technologies



- Yesim 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 user hardware changes completed 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 2020 with the reduction in physical servers enabled by the investment in virtual servers made in 2018.

- As of the year 2018, our email use was transferred to the 0365 platform, and due to use of cloud technology, energy saving and the environmentalist approach again reached a sustainable point in the year 2020.
- During the year 2020, all network devices in the security network were renewed.
- With the implementation of a "Disaster recovery room" on the factory premises in 2020, work towards an uninterrupted communication network with network redundancy was completed.

What is ISO 50001:2011?



YEŞİM SUSTAINABILITY

YEŞİM SUSTAINABILITY REPORT 2020

Environmentally friendly production and waste management

Yeşim 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.



You can reach the recycling (Closed Loop) project here.



"Zero Waste" vision

Due to the global pandemic, the concept of sustainability gained great importance in 2020 not only in the fashion or textile area, but in all areas in the world. From ways of doing business to consumer habits, all areas of life have undergone significant changes. In this process, the perspective of the whole world has focused on greater sustainability.

Yeşim, which is among the world's leading firms with its sustainability-focused production activities, offers solutions to its customers and partners that guide the sector. Yeşim, which from 2109 onwards has considered that its activities in this direction should be conducted not only in the manufacturing dimension but should be begun while they are still at the design stage, has since placed sustainability at the forefront with its projects in the design and R&D centre. The design of products within the framework of sustainability principles while at the design stage provides invaluable benefits for waste generation, recycling and the correct use of resources.

At this very point, Yeşim is developing designs and solutions that will generate minimal waste with its Zero Waste vision. Yeşim, which is conscious that preventing waste in design is more valuable than disposing of or recycling waste that occurs during manufacturing, is generating inspiring projects in this area with all its stakeholders and customers and providing training in the subject of sustainable design.





ISO 14001 Environmental Management System Certification

In January 2019, Yeşim 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, Yesim has also documented its competence in this area. The ISO 14001:2015 Environmental Management System Certificate encompasses the dveing, 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.
- As part of the Yeşim R&D recycling project, yarn was reclaimed from waste fabrics, and by producing fabric again from these yarns, waste fabrics were added to the economy.
- Yeşim collaborated with İzmir University of Economics to carry out an exemplary project called "Take Action for a Sustainable Future".



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 the personal data protection law (PDPL)



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" (PDPL) was begun in 2019, and the necessary infrastructure work for information security was carried out. In accordance with this work, plans were made for activities to be carried out by planning within the scope of administrative and technical measures.

While a large part of the work for the administrative and technical measures has been completed, part of this work has also been processed into the target plan by moving it to a later date due to the pandemic conditions. The work done is monitored through the PDPL action plan.

The application of the clarification document, PDPL Regulations, and explicit consents have been commissioned with the supervision and approval of Yeşim's Legal Consultancy. Within the scope of the technical measures, the required restrictions and access by authorities are reviewed, and are managed depending on demand and need. Monitoring of all activities is done partially.

A large part of the staff have remedied their deficiencies by being given the required training in this area by a consultancy firm under the supervision of the Legal Counsellor. New employees also receive PDPL information training as part of their on-the-job training. Within this scope, the first-phase awareness training has been accessed by 80% of the staff. Due to the pandemic conditions which broke out in 2020, this training process has partially slowed down.

The data inventory has been issued by the process owners on the basis of all departments. In the first phase, the internal audit was made with partial control due to the pandemic conditions, and the actions that needed to be taken were reported and delivered to the Yeşim PDPL Committee.

Towards the end of 2020, the decision was taken to continue the project for the extension and sustainability of the process. Within this scope, the reviews, completion of the activities in the action plan, and implementation of the second-phase activities will be continued.



A focal point for creativity and innovativeness

Within the scope of the "Vision 2025" project, with which it set out with the aim of becoming a global player and which was later revised, Yeşim aims to allocate more time and resources to the issue of innovation and R&D.

Reaching out to the future with R&D

Yeşim, 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 by 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 present time an R&D Centre certified by the Ministry of Science, Industry and Technology. Thanks to this, Yeşim became the 603rd firm in Turkey to acquire 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 a culture of R&D and innovation within the firm, the centre carries out hundreds of fabric studies every year in line with the expectations of the firm's customers. In the name of launching value-added and innovative products on global markets and of carrying out effective, sustainable work, 34 members of staff are employed in two separate buildings on the firm's premises which serve as the Yeşim R&D Centre.

As of the end of 2020, among the staff employed in the R&D Centre were 1 member with a doctorate, 4 with master's degrees, 18 with bachelor's degrees, 9 with associate degrees and 2 high school graduates. Four activities were carried out during the year aimed at increasing university-industry cooperation and developing opportunities for accessing information sources.

By combining the innovative R&D work 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 thereby to 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, raise 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. Continuing its activities in line with these targets, the Yeşim R&D Centre crowned the success of the conductive printing paste development project aimed at intelligent textiles, which it began in 2018, by making a patent application for the project output in 2020. The work for one TÜBİ-TAK project which was applied for and approved was also supported with external funding in 2020, and the project was completed at the end of the year.











Project work focusing on developing new products and production processes that will be created in 2021 has also been started by the R&D Centre, which has increased the number of patents to 5, the number of design registrations to 2 and the number of brand registrations to 2.

In the year 2020, a total of 8 projects, 6 of which had been started in the previous year, were completed at the R&D Centre. The number of projects initiated during the year was 10. Of these, 2 are concerned with sustainability, 2 with developing innovative fabric, 2 with print design, and 4 with intelligent textiles, nanotechnology and digital transformation technologies

The R&D Centre continues its project activities with new collaborations. As a member of the CETEX Cluster created under the European Cluster Collaboration Platform, the centre will ensure participation in activities carried out to encourage collaboration within an international consortium. In 2020, project application efforts were started for the internationally supported "EUREKA" and "Horizon Europe" EU funding programmes.

The Yeşim R&D Centre also transforms its work into articles in the name of enlightening scientific research. An article comprising the output of a project, the work

for which was completed in collaboration with Uludağ University, was sent to the Coloration Technology Journal, and this study has reached the publication stage.

You can access the scientific publication here.



Within the scope of a TÜBİTAK project completed in 2020, a scientific publication created as a result of work conducted in collaboration with Bursa Technical University was sent to the Textile Research Journal, and following acceptance, the study was published in that journal.

Mask production activities

Through the efforts of the Yeşim R&D Centre to respond to the need for masks which emerged as a result of the Covid-19 pandemic, the "knitted fabric and medical textile design" project was quickly placed on the agenda. Within the scope of the project, which was transformed into a product with the name YSMGUARD, efforts towards production and marketing were successfully completed, and demands coming from home and abroad were met.

Different from single-use non-woven masks, the manufactured mask can maintain its protective effect after





washing. Due to the fact that the yarn used in manufacture is organic, the masks offer a sustainable solution as an environmentally friendly and biocompatible product.

By providing the test competencies that conform to the EN 14683 European Medical Face Mask standard, the YSMGUARD brand products have been deemed worthy of the FDA Certificate in the "Face Mask for General Health/Healthcare" category, the CE Certificate in the "PPE2016/425/EU Category 1, Module A Protective Face Masks" category, and the TSE K 599 Certificate in the "Reusable Protective Face Masks Produced from Textiles — Non-Medical" category.

The Yeşim R&D Centre has also succeeded in receiving an award with this project, which provides 99% protection against the Covid-19 pandemic thanks to its effective use of chemicals, which is resistant to washing, for which a personal protective equipment patent has been applied for, and which contains organic cotton. Yeşim's YSMGUARD brand masks have been deemed worthy of the R&D Centre Third Prize within the scope of the "TechXtile Start-Up Challenge" programme organised with the cooperation of the Uludağ Textile Exporters' Association (UTİB), the Turkish Republic Ministry of Industry and Technology, the Turkish Exporters' Assembly (TİM), UHKİB, BTSO, BEBKA and BUTEKOM.



The R&D Centre's 2021 targets

In 2021, the Yeşim R&D Centre aims to place particular importance on its EU "Horizon Europe" project application efforts in the field of sustainability. Furthermore, the centre will also continue with its innovative fabric design, print design, intelligent textile and digital transformation projects.

Yeşim is aware of its social responsibilities

While on the one hand carrying out production, Yeşim, on the other hand, continues to voluntarily implement social responsibility projects by providing the conditions for social compliance. The main issues of the firm's social responsibility projects are the staff, the environment, education and sport.



Despite carrying out its social responsibility projects with restrictions during the pandemic, Yeşim continued to have an effect on people with the increasingly valuable social responsibility projects that it carried out in 2020. Never withholding their support and managing to overcome 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 in the future, just as they always have in the past.

Yesim strove to continue with its social responsibility activities even under pandemic conditions, distinguishing itself especially with the The World of Butterfly and Our Equal World projects, as well as the "People First: We have supported voluntary work for generations" and the "Take Action for a Sustainable **Future**" projects.

The clubs support personal development

Yeşim has established various activity clubs in order to contribute to the personal development of its employees and to brighten up their social lives. By participating voluntarily in these clubs, Yeşim's employees organise various events and activities. However, in 2020, the social clubs did not have the chance to carry out many of the targeted activities due to the pandemic conditions.



Activities carried out in 2020:

TRAVEL, ENTERTAINMENT AND ART CLUB

10 January 2020 - Madonna in a Fur Coat (Theatre)

FUTURISM, INNOVATION AND TECHNOLOGY CLUB

March, July, November 2020 e-bulletins

POSITIVE THINKING CLUB -

ENVIRONMENT AND SOCIAL RESPONSIBILITY CLUB - FASHION CLUB -

SPORTS CLUB

21 February 2020 - Bowling Tournament

WOMEN'S AND CHILDREN'S CLUB

The World of Butterfly Activities

Our Equal World Activities

Our activities towards gender equality



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

Yeşim also put its name to many activities in the name of gender equality in 2020. Yeşim began systematic activities within this scope in the year 2015 by signing the "Women's Empowerment Principles" (WEPS) created jointly by UN Women and the UN Global Compact.

Yeşim continues to take the lead in many activities in this area both by serving on the Global Compact Executive Committee and with the Women's Empowerment Platform of Bursa, which was created by WEPs signatory firms together with three non-governmental organisations in Bursa.

Yeşim is also involved in 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 leads the way not only in the Turkish textile sector, but also in raising the children of today who will be the adults of tomorrow's future generation. Yeşim Kindergarten, which celebrated its 32nd anniversary in 2020, has continued to be a role model for the business world this year.

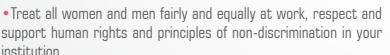


Women's empowerment principles

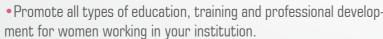


- Establish high-level corporate leadership for gender equality in
- support human rights and principles of non-discrimination in your institution.
- Promote all types of education, training and professional develop-
- · Promote equality by encouraging workers' organisation and
- Measure progress related to gender equality in your institution and share the results with the public.









• 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.

advocacy rights.

Yeşim is guided by the Women's Empowerment Principles

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

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

Besides the work that it has carried out for its female employees for many years, Yeşim is also a member of the Board of Directors of Global Compact Turkey, of which it has been a signatory since 2006. Yeşim, which performed the duty of co-chair of the Global Compact Women's Empowerment Working Group of Turkey between 2016-2019, has also been a member of the Global Compact Dissemination Group since the end of 2019. With this duty, Yeşim plays an active role in publicising the activities of the Global Compact all over

Moreover, in 2009, by signing the Turkish Quality Association's (KalDer) "Management is a Woman's Right" declaration, Yeşim 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 officially adopted the UN Women's Empowerment Principles (WEPs) on March 5th 2015, serves as one of the founding committee firms (Accor Hotels, Akçansa, Doğuş Holding, Enerjisa, Garanti Bank, Havaş, Jotun Paints, Seger, and Vodafone) of the "Business Against Domestic Violence" Project, which is conducted by the Sabanci 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 continued its support for the platform in 2020. Yeşim shared its position on this subject with the public by taking part in a video activity named "ENOUGH of violence towards women!" which was produced with the aim of creating awareness on the platform's Struggle against Violence towards Women Days.

In October 2016, with the coordination of Yeşim, the Women's Empowerment Platform of Bursa was established by the WEPs signatory firms in Bursa, organised with the cooperation of BUSIAD (Bursa Industrialists' and Businessmen's Association) and BUİKAD (Bursa Businesswomen and Executives 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 by positioning Bursa as a pilot province in this subject. The platform, which continued its activities in 2020 in accordance with its founding aim, transferred its activities and experience-sharing meetings to the online environment due to the pandemic. 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.

You can access the enough of violence towards women video by clicking on the link below.

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)

In 2020, Yeşim was shown as an exemplary firm in the research report named "Increasing Gender Equality in the Textile Sector" published by the International Centre for Research on Women (ICRW) with the theme of "Women's Empowerment" within the scope of the 2025 strategies of the Nike brand, the world-famous apparel firm.

The Yesim Group CEO, Senol Sankaya declared that Yesim is also involved in global cooperation by signing the "Statement from Business Leaders for Renewed Global Cooperation", with which the UN Global Compact called on all companies to support international cooperation and inclusive multilateralism against global risks.

Yesim, which since the first days of its establishment until the present has put its name to ever more valuable activities aimed at supporting women's employment and involving women more in business life, succeeded in entering the top 50 "Women-Friendly Companies" in the survey published for the 8th time by Capital Magazine in 2020 by being placed 42nd.

Within the scope of the "Online Conversations about Women's Empowerment" which were organised by the Women's Empowerment Platform of Bursa and were conducted online in 2020 due to the pandemic, Yeşim, which has taken on the role of coordinator of the Platform, continued to share with other companies its good practices related to women's empowerment by welcoming as guests Meltem Ağduk, the Coordinator of the Gender Equality Programme of the UN Population Fund; Erdal Karamercan, the Co-Chair of the Global Compact Turkey Gender Equality Working Group and Vice-Chairman of Eczacibasi Holding Executive Board; Hasan Süel, the Vice-Chairman of Vodafone Turkey Executive Board; and lastly, the scientist Assoc. Prof. Dr. Özge Karadağ Çaman, who was chosen among the 10 women making a difference at Brand Week Istanbul. Besides representatives of the business world from Bursa and beyond, various NGO managers also took part in the online conversations.

In 2020 Yeşim, by supporting the 16 Days of Activism Against Gender-Based Violence campaign initiated by the United Nations Women's Unit, lit a firefly to help prevent women and girls subjected to cyberviolence from being excluded from the digital world and being left alone and in darkness. Announcing the campaign via social media, Yeşim shared the announcement made regarding this issue by Selim Şankaya, the Co-CEO and Gender Equality Committee Chairman, as a video message for the Days of Activism Against Gender-Based Violence

2. TREAT ALL WOMEN AND MEN FAIRLY AND **EQUALLY AT WORK, RESPECT AND SUPPORT HUMAN RIGHTS AND PRINCIPLES OF** NON-DISCRIMINATION IN YOURINSTITU-TION

Yesim has held the SA8000 Certificate, one of the world's most prestigious documents related to social compliance, since 2005. This document officially certifies that no discrimination exists in the workplace, and that production is carried out with respect for human rights. The firm also earned the right to receive the OEKO-TEX STeP certificate in 2015, thereby certifying the work it carries out in this regard with another certification system. Moreover, the "Codes of Conduct" of all the world-famous brands that Yesim manufactures for also demand that no discrimination occurs in the workplace, and they have this monitored and controlled by also requesting supervision by third party auditing firms. Yesim also supports and disseminates this understanding via the social compliance activities it conducts 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. Although no moral or material favours are bestowed due to being a man, positive discrimination is sometimes applied to women to encourage their inclusion in business life. Moreover, Yesim's employees work and receive salaries in conditions determined according to national and international standards regardless of their gender. Yeşim has built a clause-by-clause framework for its principles regarding this issue via the social compliance 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, 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 Sabanci University Administration Forum with the cooperation of TÜSİAD

and the support of the United Nations Population Fund (UNFPA) and the Sabanci Foundation, aims to raise awareness among its employees about this issue with its "Equality at Home and Work" project. Yeşim also trains the manufacturer partners it works with on this subject.

3. ENSURE THE HEALTH. SAFETY AND WELL-BEING OF ALL FEMALE AND MALE EMPLOY-EES IN YOUR INSTITUTION. IRRESPECTIVE OF **INDIVIDUALS' GENDER**

Yeşim is a firm that endeavours to apply occupational health and safety rules at the highest level, and that employs every 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 quarantee of the work done by Yeşim on this issue is its possession of the SA8000 certificate, which is one of the world's most prestigious documents regarding social compliance. Yeşim, which has held this certificate since 2005, was the first apparel firm in Turkey to receive the SA8000 certificate and by continuing its social compliance activities in the same way over the past 15 years, 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 pays salaries above the minimum wage to its employees as a requirement of the SA8000 certificate it possesses. Everyone that completes 1-3 months at Yeşim is paid 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 that O-6-year-old children of the employees have benefited from for 32 years.

The social clubs, which organise various training courses and social activities for the personal development and motivation of Yeşim's employees, support their personal wellbeing and happiness. The expert speakers who are guests at the talks organised by the Women's and Children' Club, which has been active for 19 years, within the scope of Our Equal World, which is the continuation project of the The World of Butterfly

project, give the staff ever more valuable information about various topics. 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

In 2020, in the "Struggle Against Violence Towards Women", Yeşim supported the "Red Light" application, which was launched for the safety of company employees in cooperation with the Vodafone Foundation, and shared it with its employees. The firm, which created awareness about the application, informed its staff about the 24/7 emergency support line provided to Yeşim by the Mor Salkım Women's Solidarity Association, from which it obtains support for the Equality at Home and Work project.

4. PROMOTE ALL TYPES OF EDUCATION, TRAINING AND PROFESSIONAL DEVELOP-MENT FOR WOMEN WORKING IN YOUR INSTITUTION

While Yeşim determines the corporate training it conducts according to personal needs without discrimination between women and men, it also organises many training courses and activities aimed at the personal and professional development of women under the umbrella of "Yeşim Academy", "Women's and Children's Club", "The World of Butterfly" and "Our Equal World".

As of the end of 2019, Yeşim extended the sphere of influence of the "The World of Butterfly" project, which has aimed to create awareness in health, rights, personal development and family matters for all female staff since the year 2013, and which continues on its way on the firm's premises with the name of Our Equal World. With the activities carried out within the scope of the project, efforts are made to raise awareness in parallel with gender equality for all personnel working in the firm, and principally for women and for girls doing internships. The activities of The World of Butterfly were suspended in 2020 due to the pandemic conditions. The conversation programmes carried out as part of the Our Equal World project have also been transferred to an online platform.

Within the scope of the "Equality at Home and Work" project at Yeşim, as in the previous years from 2017 onwards, training sessions were also organised in

As part of the Equality Based on Social Compliance Activities, male employees working in the Yeşim production department were given training related to "Discrimination and Gender Equality". In line with this programme, 10 training workshops and 15 seminars were held, and a total of 1500 employees received training.

At Yeşim, staff are given training in "Communication Based on Social Compliance" on the last day of the 4-day orientation and adaptation training programme which is organised with the aim of introducing the firm and explaining its corporate culture and values to all new recruits. With this event, the gender equality culture and awareness of new employees and their activities in the workplace are targeted. At the PERYÖN Human Values Awards, which Yeşim took part in with its efforts in this context, the firm was deemed worthy of first prize in the "Generation and Diversity Management" category.

In the name of disseminating its activities in the field of gender equality within the firm even further and of making them sustainable, Yeşim organised a "Gender Equality Instructiveness Training Programme" in September. By completing the training programme, which was held at the Yeşim Academy and lasted 4 days in all, with 3 days of theoretical and 1 day of practical training, a total of 12 people were awarded certificates. By increasing the competence of the internal instructors in this subject, the aim was for internalisation of the concept of gender equality by the employees.

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 has pledged to apply the SA8000 criteria in the manifacuterer partner firms it works with as well. In this regard, it makes the required arrangements for application of gender equality criteria in the firms where it manufactures. 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 work environments of pregnant women.

Yeşim gives importance to increasing awareness of the issue of gender equality in the suppliers it works with as well. In line with this, training related to "Communication Based on Social Compliance" was also given to supplier executives.

Inditex Group, in cooperation with the Mother Child Education Foundation (ACEV) and one of the manifacturer partners of Yeşim, CMB Tekstil Konfeksiyon Sanayi ve Tic. Ltd. The introductory meeting of the "Full of Life" project, which he put into practice at Sti, was held on December 9, 2020. Within the scope of the project implemented by the Inditex Group only in Turkey, it is aimed to increase the literacy level of women and to give them different skills. The target audience of the project was determined as women between the ages of 18-35. Program; It includes basic issues such as personal development, individual health-care, women's labor, participation in decisions. Participants in these meetings; gains awareness and skills on current issues such as closing educational gaps, setting personal goals, communication, meeting business life, technology-media, child protection, and equal distribution of roles in the home.

Within the scope of the project, for women at literacy and primary education level; A 12-week training program was implemented, ranging from literacy and mathematics skills to being an active individual. In the future of the project, it is also aimed to provide gender equality training for all employees and to organize an equality workshop for male employees.

6. PROMOTE EQUALITY BY ENCOURAGING WORKERS' ORGANISATION AND ADVOCACY RIGHTS

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

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

By signing the Turkish Quality Association's (KalDer) "Management is a Woman's Right" declaration in 2009, Yeşim clearly committed itself to improving gender equality.

The firm has held the SA8000 certificate, which supports gender equality, since 2005.

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

Yeşim 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 Equality Working Group, serving as co-chair. Following this duty, Yeşim 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), BUİKAD (Bursa Businesswomen and Administrators Association), and KalDer (Turkish Quality 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 paths with its current activities and transferring its work in this field to other provinces.

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.

You can access Yeşim's Gender Equality
Policy here.

GENNER

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

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

A promotional film has been prepared for the Our Equal World project. The promotional film has been shared with the public on Yeşim's website and social media in Turkish and English.

You can find it here.



Work carried out within the scope of the Equality at Home and Work project and the results of the gender equality awareness survey have been shared with the public at meetings attended as speakers by directors of Yeşim.

Within the scope of the "Equality at Home and Work" project and cooperation protocol, data related to Yeşim employees accessing the Mor Salkim Women's Solidarity Association's 24/7 emergency line and counselling centre, and served by the psychological and legal experts, are separated into the categories of Number of Females/Males, Number of Children, Age Groups, Education Level, Marital Status, and Type of Violence Subjected to, and are shared with senior management. Apart from this information, personal data are kept confidential by the association.

All activities conducted towards gender equality have been shared with the public in both printed and digital environments in the People First Magazine and People First Newspaper published by the firm, and via its social media accounts

In January 2020, Yeşim repeated the employee satisfaction questionnaire that it periodically conducts with the aim of measuring its employees' satisfaction levels and of defining actions in line with its corporate strategy. This study was carried out with the sampling method with blue-collar workers only by an independent firm on an online platform. The questionnaire was conducted by a Sri Lankan firm approved by Nike, and was carried out with the same satisfaction measurement questions that are asked to all Nike's suppliers. In the questionnaire, which consists of 17 different questions, one question is also intended to measure employees' perceptions regarding gender equality and sexual harassment.

BİZİM EŞİT DÜNYAMIZ



Our Equal World

The World of Butterfly Project, which was initiated by Yeşim Women's and Children's Club in 2013 with the cooperation of the Uludağ Soroptimist Club, has made an impression on Yeşim's employees as well as on many women outside. The project reached a certain stage and expanded its sphere of influence at the end of 2019, continuing its activities on the firm's premises with the name of "Our Equal World".

Launched with the participation of the actress Tuba Ünsal, who is well known for her exemplary activities in the field of gender equality, the Our Equal World project continues to support the personal development of all Yeşim's female and male employees.

Online conversations

Our Equal World, which transferred its talks to the online environment in 2020 due to the pandemic, brought together speakers who are experts in their field with the staff and all their followers outside live on Yeşim's Instagram account. Within the scope of the online conversations, 16 speakers made 7.5 hours of live broadcasts.

Our Equal World online conversations

17 April 2020 Managing the Emotions in Balance Meltem Ayvacıoğlu

21 April 2020 A Positive Future Nergis Melek Akıncı

24 April 2020 Journey to my Inner Self Gülay Aksaz

28 April 2020 Life Fits into the Home Özlem Şenkoyuncu

1 May 2020 Emotional Flexibility and Resilience Ayça Bolten Ülkü

5 May 2020 Sport at Home Cem Çağal

8 May 2020 What Kind of Future is the Social Future? Samiye Özbaş

12 May 2020 Choosing our Experience Tülin İpek Şahbaz

15 May 2020 Coming to Life with Breathing Çiğdem Evirgen

19 May 2020 Positive Emotions with Songs Sahne Didem

2 June 2020 Communication in the Family Burcu Üzümcüler

9 June 2020 I am the Leader of my Life Şehzan Ozan Seçen

16 June 2020 Our Holiday Plans During the Pandemic Alp Güngör Şurgun

23 June 2020 While the World is Digitalised, is Screen Addiction Unavoidable? Seyhan Sevinçler

30 June 2020 Covid-19 in the Normalisation Process and the Measures Taken at Yeşim Dr. Banu Özyazar & Dr.

Ragıp Bertuğ

Our Equal World activities

29 January 2020 Cervical Cancer Dr. Inna Petrova

31 January 2020 The Journey to Consciousness Tülin İpek Şahbaz

6 February 2020 My Mother the Dietician Fatih Bıçaklar

9 March 2020 The Story of a Road Together Aslı Uğural & Mustafa Çor

If women change, society changes

The World of Butterfly project, which increases women's awareness regarding various issues from women's legal rights to correct use of foods, and which also took under its wing the Educational Volunteers Foundation of Turkey (TEGV) in 2015 and Şükrü Şankaya Panayır Primary School in 2018, continues to be of service to women. The training sessions that mothers of children attending TEGV and Şükrü Şankaya Panayır Primary School can take part in give hope to women living in disadvantaged areas.

In 2020, the training sessions that continued until the breakout of the pandemic were suspended due to the negative conditions of the pandemic. Since the project is aimed at women in disadvantaged areas, it was not possible to continue the training sessions in an online environment.

Promotional film

You can watch the promotional films for the Our Equal World and The World of Butterfly projects, and the views of women benefitting from the project and of Yeşim employee Emine Yazbahar, in Turkish and English on the Yeşim YouTube page:

Our Equal World promotional film - YouTube

The World of Butterfly promotional film - YouTube

Views of women benefitting from the project about The World of butterfly - YouTube

2nd our equality is our strength summit - Emine Yazbahar - YouTube



"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 benefitted from the training given in the first year, while in the 2019-2020 education period, a total of 42 women benefitted. However, the training programme could not be completed due to the pandemic. 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, the family and personal development.

These training sessions are carried out at the TEGV Learning Unit in Hürriyet Neighbourhood after the mothers have dropped their children off at the events. In this way, the mothers are able to make use of the time they spend waiting for their children with training, thereby gaining an important opportunity for their personal development. In the 2019-2020 education period (prior to the pandemic), 48.5 hours of free training were given to 42 mothers by 17 expert speakers. Thus, within the scope of the program which has been conducted since 2015 until the present, at the end of three years, a total of 207.5 hours of training was given to 218 mothers by 73 speakers who were experts in their fields. The programme will be resumed after the pandemic.



The World of Butterfly activities

15 January 2020 Şükrü Şankaya Panayır Primary School — How Should We Benefit from the Mid-year Holiday? **Nesrin Turşucular**

18 January 2020 TEGV - Breath Awareness Workshop Ciğdem Evirgen

13 February 2020 Şükrü Şankaya Panayır Primary School – Journey to my Inner Self Gülay Aksaz

22 February 2020 TEGV - The Importance of Body Language in Communication Meral Aydın Yıldırım

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 children attending the Şükrü Şankaya Panayır Primary School. In the first two months of 2 hours of 2020, training was given to 22 mothers by 2 speakers who are experts in their fields for mothers of children at the Şükrü Şankaya Panayır Primary School.



Yeşim, 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 Yeşim Representative on active duty in the Global Compact Turkey Dissemination Group affiliated to the Global Compact Network in Turkey, led the meetings held in this context in the year 2020.



Women's Empowerment Platform of Bursa

The "Women's Empowerment Platform of Bursa", created with the coordination of Yeşim, which is a member of the Global Compact Dissemination Group, Bursa Industrialists' and Businessmen's Association (BUSIAD), Bursa Businesswomen's and Administrators' Association (BUIKAD), and the Turkish Quality Association (KalDer), continued its activities at full speed in 2020 despite the pandemic. The platform, of which 33 Bursa firms are members, meets regularly and plans all the events and activities they are to carry out. Due to the pandemic conditions, the platform continued its experience-sharing meetings by transferring its activities to the online environment in 2020.

The online conversations, which are organised not only for representatives of platform member firms but are also open to the whole business world, were hosted by Dilek Cesur, who is Yeşim's Corporate Communications Director and a Member of the Executive Board of Global Compact Turkey, BUİKAD Chairwoman Oya Eroğlu, KalDer Chairman Emin Direkçi, and BUSIAD Chairman Ergun Hadi Türkay. The guest speaker at the first talk, named "Examining the issue of gender equality in the days of Covid-19", was the UN Population Fund's Gender Equality Programme Coordinator, Meltem Ağduk. Within the scope of the platform's online conversations, the second quest speaker was Erdal Karamercan, who is Co-chairman of the Global Compact Turkey Gender Equality Working Group and Vice-chairman of the Eczacibaşı Holding Executive Board.



Bursa Women's Empowerment Platform online conversations

7 May 2020 Moderator: Global Compact Turkey Executive Board Member and Yeşim Corporate Communications Director **Dilek Cesur** - UN Population Fund Gender Equality Programme Coordinator **Meltem Ağduk** - Examining the Issue of Gender Equality in the Days of Covid-19

10 June 2020 Moderator: Global Compact Turkey Executive Board Member and Yeşim Corporate Communications Director **Dilek Cesur** - Global Compact Turkey Gender Equality Working Group Co-Chair and Eczacibaşı Holding Executive Board Vice-Chairman **Erdal Karamercan** - Examining the Issue of Gender Equality in the Days of Covid-19

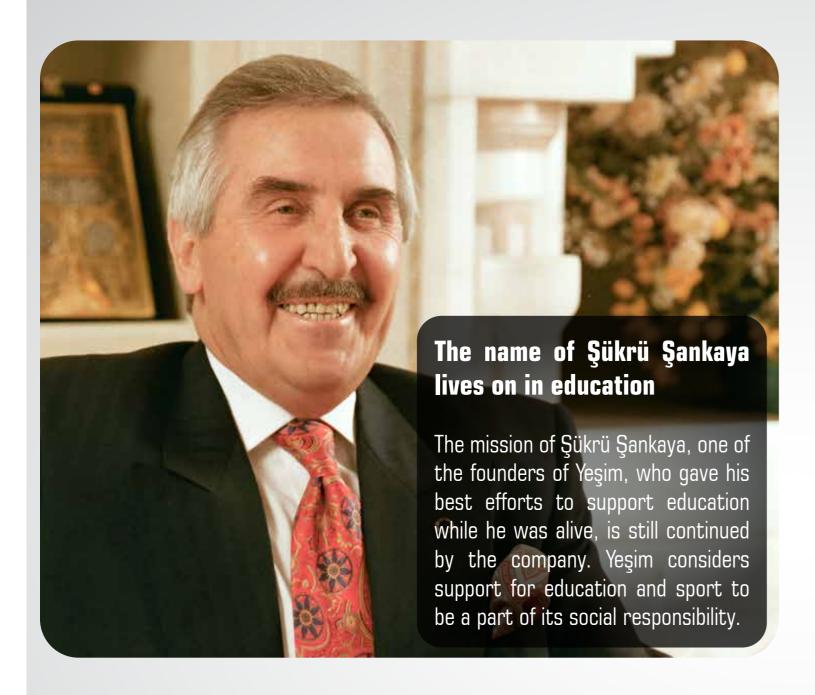
16 October 2020 Moderator: BUİKAD Chairwoman **Oya Eroğlu** - **Nazan Moroğlu** LLM — The Istanbul Convention

5 November 2020 Moderator: KalDer Bursa Branch Chairman **Emin Direkçi** - Limak Investment Chairwoman **Ebru Özdemir** — Female Leadership in the Business World

25 November 2020 Moderator: **Dilek Cesur** - Vodafone Turkey Vice CEO Hasan Süel — Vodafone's Women's Empowerment Activities

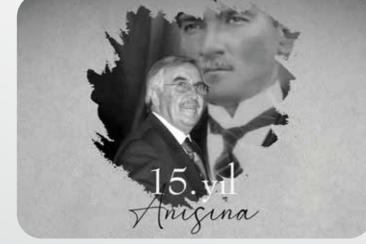
3 December 2020 Moderator: BUSİAD General Coordinator **A. Basri Tüfekçioğlu** - GC Turkey Gender Equality Working Group Co-chairwoman and Director of Sabancı University Corporate Governance Forum Melsa Ararat — The Role of Companies in the Struggle Against Domestic Violence and the BADV Project

17 December 2020 Moderator: Yeşim Corporate Communications Director and Global Compact Turkey Executive Board Member **Dilek Cesur** - Assoc. **Prof. Dr. Özge Karadağ Çaman**, who was chosen among the 10 women making a difference at Brand Week Istanbul — Women's Health and Sustainable Development During the Pandemic



We commemorate the 15th anniversary of the passing of the late Şükrü Şankaya

On the 15th anniversary of the passing of our late founder, Şükrü Şankaya, he was commemorated with a special programme prepared with the People First conception, which forms the basis of our social responsibility outlook.





Şükrü Şankaya Panayır Primary School

Şükrü Şankaya Primary School, which was opened in 1951 as the only school in the area, was renovated, repaired and modified in 1990 by the late Şükrü Şankaya 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 since that time until the present day.

Lastly, in 2018, within the scope of the "Do a Good Deed, Make a Difference" project initiated under the leadership of Yeşim'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 updating of the computer laboratory. Furthermore, a certificate programme is organised for mothers of students attending the school as part of The World of Butterfly project.

Şükrü Şankaya Anatolian High School

This school, which was built and donated to the Ministry of National Education in 1996 by Şükrü Şankaya, is among the most successful high schools in Bursa. In later years, Yeşim had a computer laboratory added to the school. The company also makes contributions 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'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 voluntary work for generations" project. Within the scope of this project, with which Yeşim has 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 volunteerism in Turkey and to create powerful awareness in order to create a more liveable world.

In 2020, too, the project continued to instil awareness of volunteerism in students with various events.

Yeşim Sports Club

The Yeşim Sports Club was founded in 2003 with the aim of giving the youth of Bursa the chance to engage in sport and of training future basketball players from the youth setup. Providing hundreds of children with the opportunity to engage in sports activities up to the present, the club has achieved many successes both at provincial and national level.



In the 2019-2020 season, the Yeşimspor Basketball Team generated a great deal of pride by becoming "Champions of Bursa" in the Senior Male League.

Şükrü Şankaya Football School

The Şükrü Şankaya Football School was created 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. Every year in summer, children benefit free of charge from the Şükrü Şankaya Summer Football School thanks to the special contingent allocated to the children of Yeşim employees. Due to the measures taken during the pandemic, the football school was temporarily suspended for the 2020 summer season.

We support education with the Turkish Education Foundation

Yeşim 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.



* Yeşim allocated **3,788,985 TL** of its **14,762,218 TL** corporate social responsibility budget for social responsibility activities in the year **2020**.

Despite suspending the social responsibility projects it has conducted for many years, such as the Yeşim Running Team, the Do a Good Deed, Make a Difference Charity Bazaar, the Wishing Tree, and Give Blood, Give Life, in 2020 due to the pandemic conditions, Yeşim continued to provide funds for the TEV Şükrü Şankaya Educational Scholarship Fund and other charities by adapting its voluntary activities to the pandemic conditions.

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 2020 a total of 92,585 TL was donated to the fund through support given to the TEV "Happy Day Flowers" campaign and by conducting various fundraising even

Yeşim's social responsibility projects

People First: We Have Supported Labors of Love for Generations

The "People First" philosophy, which was Yeşim founder Şükrü Şankaya's life philosophy and which has been brought to life in the social responsibility projects and awareness activities that have been carried out for many years, has gained a new dimension with an exemplary cooperation.

Within the context of this cooperation, Yeşim, Şükrü Şankaya Anatolian High School, and the consultancy firm the SosyalBen Academy, which generates social responsibility projects at home and abroad with the slogan "We are Responsible for the World", came together in 2019. Within the scope of the work, with the "People First" project implemented at Şükrü Şankaya Anatolian High School, by combining the philanthropic approach of the firm's founder Şükrü Şankaya with a consciousness of social responsibility and volunteerism, the aim is to foster a lifelong sustainable sense of responsibility in young people of high school age.

As part of the project, at the 1st Volunteerism Meeting held on 14th January at Şükrü Şankaya Anatolian High School, students came together with various CSO representatives. The CSO representatives shared information with the students about CSOs with workshop activities.

In the project, which was reorganised under the pandemic conditions, the students' internalisation of the concepts of social entrepreneurship and volunteerism was supported by transferring the training sessions to an online environment. The project, which began the new period in December 2020 with the event held on International Volunteer Day, will continue to benefit students online. The aim is also to expand the People First: We Have Supported Labors of Love for Generations project to other schools.

You can find the Volunteering Meetings event video here.

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Yeşim People First Short Film Festival

The fourth People First Day, the first of which was held in 2017 as part of the 20th anniversary celebrations for People First Magazine with the aim of making the occasion a tradition along with the People First Short Film Festival, was carried out online in 2020 due to the pandemic conditions. This event, in which the winners of the competition held as part of the Short Film Festival are also announced, is given great importance as one of Yeşim's social responsibility activities, and is supported by the firm so that it can exist as a sustainable activity in future years.

Take Action For A Sustainable Future!

Within the scope of an exemplary effort in the name of university — industry collaboration, Yeşim came together with the Fine Arts and Design Faculty of Izmir Economy University (IEU) and took an important step towards a sustainable world with the project they developed. In the project, which was initiated during the autumn semester of the 2020-21 academic year under the heading of "Fashion and Sustainability - Take Action for a Sustainable Future", outputs were achieved that support a sustainable fashion vision of the future.

19 students, who were given online training and steered the project with their own means by using recyclable fabrics and materials provided by Yeşim, designed 228 items of clothing. The students taking part in the project received training from Yeşim's Design Manager Nergis Melek Akıncı under the heading of "Fashion and Sustainability". The project will also be continued in the year 2021 with a different perspective.

With the support provided for this project, Yeşim has given priority to transferring its sectoral experience and knowledge to newly-trained young designers and to providing environments that will inspire them. With this project, the goal of realising functional and inspiring designs, within an ecosystem that values nature and humans by using as few resources and producing as little waste as possible, has been achieved.





You can reach the project introduction movie here



YEŞİM SUSTAINABILITY REPORT 2020

People First magazine spreads the messages of the company



"Önce İnsan" (People First) Magazine, which is Yeşim's corporate publication, disseminates the firm's activities carried out in the name of social compliance and social responsibility to the community. Additionally, by publishing information related to social responsibility and the environment in each issue, it aims to raise awareness about these topics among its readers.

2019 2020 Accessed by Accessed by Month 1.896.281 1.286.580 January 1.296.509 221.766 February In 2020, Yeşim published 4.588.548 540.816 66 274 news items/articles March 14 under headings such as 354.810 April 25 130.000 SA8000, social responsi-May 361.971 13 12 485.092 bility, social compliance, 1.183.374 549.435 June the Global Compact, the 2.412.320 2.073.040 July 49 environment and The World of Butterfly. These 2.692.408 2.479.394 August news items reached 3.831.158 48 2.575.772 September 13,262,091 people. 1.134.675 658.016 October 37 10 54 4.748.195 24 1.424.544 November 56 5.325.215 26 837.636 December 460 [29.825.464] 274 13.262.091





Each issue of the "Once Insan" (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.

With the transfer of the People First Magazine, which reached its 100th issue in 2020, to a digital environment, its sphere of influence was expanded further.

Dissemination of the Global Compact

- The new report is published on Yeşim's corporate website: **www.yesim.com**
- News about the publication of the report is regularly given in **Yeşim's company magazine**, **Önce İnsan**
- With the publication of the magazine in a digital environment on the **www.onceinsan.com** website, this information is also transferred to the internet environment.
- It is sent as an **e-bulletin** to all customers, manufacturer partners and suppliers
- It is shared on **Yeşim's Facebook page**, which has over **13,000 members**
- The staff are also given relevant information by publication on the in-house portal

Information is reproduced by sharing it



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

A signature for a better world from Şenol Şankaya

Prior to the 75th anniversary of the United Nations, the UN Global Compact called on all companies to support international cooperation and inclusive multilateralism against global risks. Responding to this appeal, over 1000 CEOs from over 100 countries declared their support for the United Nations and for inclusive multilateralism by signing the Statement from Business Leaders for Renewed Global Cooperation.

Support for the declaration also came from Turkey, and the CEOs of 45 UN Global Compact signatory companies declared that they were also involved in global cooperation by signing the statement. Yeşim Group CEO Şenol Şankaya was also among the CEOs who signed the statement.



Yeşim at the GC leaders' summit

At the Leaders' Summit, with which the UN Global Compact celebrated its 20th year, heads of state, business world representatives, and UN and sustainability leaders came together from all over the world. The summit, which was among the world's important sustainability activities and at which the issues of the Covid-19 pandemic, the climate crisis and inequality were discussed in detail, was carried out online with the theme "Recover Better, Recover Stronger, Recover Together".



Among the speakers at the Turkish session of the summit held on 16th June was Yeşim's Corporate Communications Director Dilek Cesur, who indicated that dissemination of sustainability practices within

the supply chain decreases the risks. Cesur stressed that particularly in the next period, the concepts of "People First" and "Health First" would become much more important and that firms contributing to the issue of sustainability would be more prominent in the future.

An example to the world with our dyeing process

Yeşim, which has carried out preliminary studies for the Huntsman company's Avitera dye group since 2010 up to the present and has actively used this dye group since 2013 until the present day, was shown as a firm achieving exemplary practice in the technical article published with the aim of informing all the sector stakeholders of the firm.



Yeşim presented a project on the young innovators programme

The 2019-2020 period of the "Young SDG Innovators" programme initiated globally by the United Nations Global Compact continued with the 3rd camp programme held at Impact Hub Istanbul on 30th-31st January.

In the evening of 30th January, the teams attended a network cocktail party organised by Eczacibaşı Holding, which was also attended by Eczacibaşı Holding's Innovation and Entrepreneurship Coordinator, Emre

Eczacibaşı, and they gave information about the projects by each giving a one-minute presentation

In the name of the Yeşim team, R&D Manager Filiz Emiroğlu took the floor and informed the participants about the project they had prepared. Emiroğlu stated that they had created a working model of the project, which had reached the prototype stage, and that they were at the stage of detailing it and submitting it to the senior management for approval.

Support from Yeşim for PERYÖN's project

The Together in Business project initiated by the People Management Association of Turkey (PERYÖN) with the aim of "Diversity-Based Structuring of Working Life", and aiming to prevent discrimination occurring with regard to employment by creating human resources processes that give priority to gender equality in institutions, was completed. Yeşim was one of the 26 organisations participating in online round table meetings held in Istanbul, Adana, Kayseri, Izmir and Bursa within the scope of the project. Representatives of the firm, who gave information related to the gender equality practices that are actively implemented at Yeşim, discussed in detail the barriers that occur regarding this issue and their suggestions for improvement.

Yeşim shared its social responsibility projects

Within the scope of the 5th Term Programme of the EU Civil Society Dialogue, and with the partnership of the CSR Europe network, at the closing event of the "Strengthening Cooperation Between the Private Sector and Civil Society Through CSR" (Responsible Impact) project, Yeşim shared its social responsibility projects and its relationships with civil society organisations with all stakeholders and the public on the CSR Turkey link below.

PERYON Aegean branch experience sharing activity

Yeşim's HR Manager Hande Kurter and the Yeşim Academy Manager Özlem Şenkoyuncu participated in the Izmir Experience Sharing Activity organised by the PERYÖN Aegean Branch at the Best Western Hotel on Friday, 6th March. At the event, Şenkoyuncu informed the participants about practices carried out at Yeşim

Şenkoyuncu etkinlikte "Çeşitlilik Yönetimi" alanında Yeşim'de kadınların iş hayatında daha güçlü olarak var olması için yapılan çalışmalarla ilgili katılımcıları bilgilendirdi.

Fair Labour Association (FLA) panel

Yeşim's HR and Social Compliance Director Fatoş Hüseyinca was a speaker at the Fair Labour Association (FLA) Panel carried out on online platforms.

At the panel, which was held on 13th July, Hüseyinca shared with the participants the health measures taken and examples of good practice initiated by Yeşim during the Covid-19 period.

You can find the video of the panel here



The GC Aegean Platform was established

The GC Aegean Platform of Global Compact Turkey, whose executive board Yeşim is a member of, was announced to the public with the launch held in Izmir on 28th February. At the event, which was attended by GC Turkey Dissemination Board Member and Yeşim Corporate Communications Director Dilek Cesur, the firm's R&D Manager Filiz Emiroğlu also attended as a speaker at the session named "Young SDG Innovators: New Generation Leaders Who Make a Difference".



The final Young SDG Innovators 2019-2020 camp was held

The final 2019-2020 Innovation Camp of the Young SDG Innovators programme initiated by the UN Global Compact in 10 countries was held online on 14th-15th May with the support of Impact Hub Istanbul. With

programme leader Emre Eczacibaşı acting as moderator, Global Compact Turkey board members evaluated how companies can develop resistance in times of crisis and assessed the role of SDG innovation in the period ahead.

Dilek Cesur, who is a Member of the GC Turkey Executive Board and Yeşim's Corporate Communications Director, attended the programme as a speaker and gave a presentation about how women have been affected during the Covid-19 pandemic.

Also taking part in the programme were Yeşim's Social Compliance Manager Ahmet Öztürk, R&D Manager Filiz Emiroğlu, Yeşim Academy Manager Özlem Şenkoyuncu and Business Manager Sercan Arat. The participants received their final feedback by offering their SDG solutions to team leaders and mentors. The teams, who blended the knowledge and experience they acquired throughout the 10-month programme with creativity and teamwork, presented their sustainability solutions for companies at the UN Global Compact Leaders' Summit held on 15th-16th June.

Development of innovative models in fashion design education

A workshop entitled "Innovative Models in Vocational Training" within the scope of the project was organised as part of the project named "Strengthening the Infrastructure of Practical Training at the B.U.Ü Vocational School of Technical Sciences in order to Train Qualified Intermediate Staff" carried out with the support of the Turkish Ministry of Industry and Technology and Bursa Eskişehir Bilecik Development Agency (BFBKA).

Representing Yeşim, the Design Department Manager Nergis Melek Akıncı attended the event held on 26th February. At the workshop group attended by Akıncı and sector representatives, university students and academicians, the subjects of development of innovative education models in fashion design education and improvement of perception in vocational training were discussed.

Seminar related to 5S practices for university students

A seminar related to 5S practices was given by Yeşim's Lean Office Manager Neslin Özkaya on 4th March to students of Uludağ University's Textile

Engineering Department. Students taking part in the event received interactive instruction about 5S techniques that they could implement in their daily and working lives.

"Visionary Talks" programme at Şükrü Şankaya Anatolian High School

At the "Visionary Talks" programme organised on 25th February at Şükrü Şankaya Anatolian High School, where the name of Yeşim's founder, the late Şükrü Şankaya lives on, Yeşim's Corporate Communications Specialist Gizem İskeçeli informed 10th grade students about "Creative Thinking Techniques".

The second programme held on 4th March was carried out with the participation of Yeşim's Corporate Communications Director Dilek Cesur. Meeting 11th grade students with her presentation entitled "My Story", Cesur gave information about the women's work she conducted prior to International Women's Day by sharing her professional knowledge and experiences with the students.

Conference on "Social Projects Paving The Way For Female Employment"

The "Social Projects Paving The Way For Female Employment" conference on the theme of equality of opportunity and female employment which is organised every year during the week of International Women's Day by the Industrial Development Bank of Turkey (TSKB) and the French Development Agency (AFD) was held at the French Palace on 5th March under the heading of "Women in Business Life from a Social Perspective".



In the first part of the conference, which consisted of two sessions, the subject of accessible childcare services with the cooperation of the public and private sector was discussed. In the first part, in which the International Programmes Advisor of the Mother Child Education Foundation (AÇEV), Yasemin Sırali, acted as moderator, Yeşim's Corporate Communications Direc-

tor Dilek Cesur also gave a presentation about the Yesim Kindergarten.

Symbiosis Activity: "Corporate Social Responsibility"

Yeşim's Corporate Communications Director Dilek Cesur participated as a speaker at the event organised by Symbiosis Activity on 10th December, in which experiences in the field of corporate social responsibility were shared. Cesur gave information about Yeşim's work related to corporate social responsibility.

Wharton School visit to Yeşim

53 MBA students from the Wharton School, USA, which is considered to be one of the world's best business schools, visited Yeşim as part of the special programmed organised on 7th January.

The visit, which was carried out within the scope of the "Finance and Business Management in Developing Countries" course given by Prof. Dr. Bülent Nihat Gültekin, who is a Professor in Wharton School's Finance Department and a former Governor of the Central Bank of Turkey, was hosted by Murat Şankaya, who is the son of Yeşim Group CEO Şenol Şankaya, and the Sportswear Sales Department Director, the late Mazhar Kazancıoğlu. The programme was also attended by Corporate Communications Director Dilek Cesur, and Human Resources and Social Compliance Director Fatoş Hüseyinca.

Within the scope of the programme, which began in the firm's conference hall, the guests first watched Yeşim's promotional film, and were given general information about Yeşim by Kazancıoğlu. After giving information about Yeşim's production strategies and overseas expansion, Kazancıoğlu also answered the students' questions.



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