



**2019  
SUSTAINABILITY  
REPORT**



**BOYNERGRUP**



**BOYNERGRUP**

BOYNER HOLDİNG A.Ş.

# CONTENTS

04

Message from the CEO

05

Members of the Board of Directors

06

Boyner Group Companies

08

Boyner Group Sustainability Fields Of Activity

09

Boyner Group Sustainability Vision

12

Boyner Group Values

14

Democracy In the Workplace

22

Innovation

26

Value Chain

32

Environmental Impact

40

Community Impact

63

Stakeholders

# MESSAGE FROM THE CEO



**CEM BOYNER**  
*Boyner Group CEO and  
Chairman of the Board*

Dear Stakeholders,

We inform you about our sustainability efforts and performance, that we consider it as significant not only for our business, but also for the continuation of humanity and the world, in our "Sustainability Report" as in recent years.

There are extremely crucial and remarkable processes that we are going through in Turkey as well as in the world. In this absorbing period, where the climate crisis affects all living life and humanity, pandemics radically altering daily life and global dynamics, geopolitical uncertainties and difficulties have come to an extreme, and the new technologies have revolutionised the way of work and live; the social and global responsibilities of companies are redefined as well. Our decisions and institutional practises within this framework are crucial not only for companies, employees, shareholders and business partners, but also for all humanity, ecosystems and social dynamics. Our footprints are more significant and important than ever. While we continue working, producing, creating value and making a difference, we have to pay more attention to our effect on the environment, society and humanity than ever before.

The United Nations published Sustainable Development Goals in 2015 and these goals set vital objectives to all humanity and societies for social and economic sustainability. As Boyner Group, we have been organizing all of our businesses to support these 17 goals. For years, we have been working with the principle of managing the environmental impacts of our business not only in our own stores and factory, but also in our supply ecosystem and distribution channels. We attentively implement our strategy to increase our positive effect on employees, customers, industry and the whole society through our democracy in workplace approach, gender equality practices, collaborations with NGOs, support for disadvantaged communities and the entrepreneurship ecosystem. We continue to strengthen our corporate governance tradition in Boyner Group with responsibility of creating sustainable value.

This report have been prepared to present our contribution to global goals set by the United Nations. We see our "Good Business Practises" such as 8 March International Women's Day Campaigns, projects and programmes like Donate Goodness, Cycle Into Goodness, Boyner Group Volunteers, Good For Business, "Good For Business" Women Entrepreneurs' Shop and Buluşum, as an integral part of our business. In 2019, we have improved and enhanced our performance in areas such as social and chemical compliance, projects and products developed in our innovation and R&D centers, sustainability of our supply chain, and our environmental footprint.

I am so grateful to our employees, stakeholders and business partners by the steps taken for a more habitable future and a sustainable business environment throughout 2019. I extend my thanks individually, to the members of the Boyner Group family, whom have sustained our important values such as responsibility, cooperation and solidarity. We will keep working hard and desiring the better for the entire ecosystem, our world, our country and our communities.

# MEMBERS OF THE BOARD OF DIRECTORS

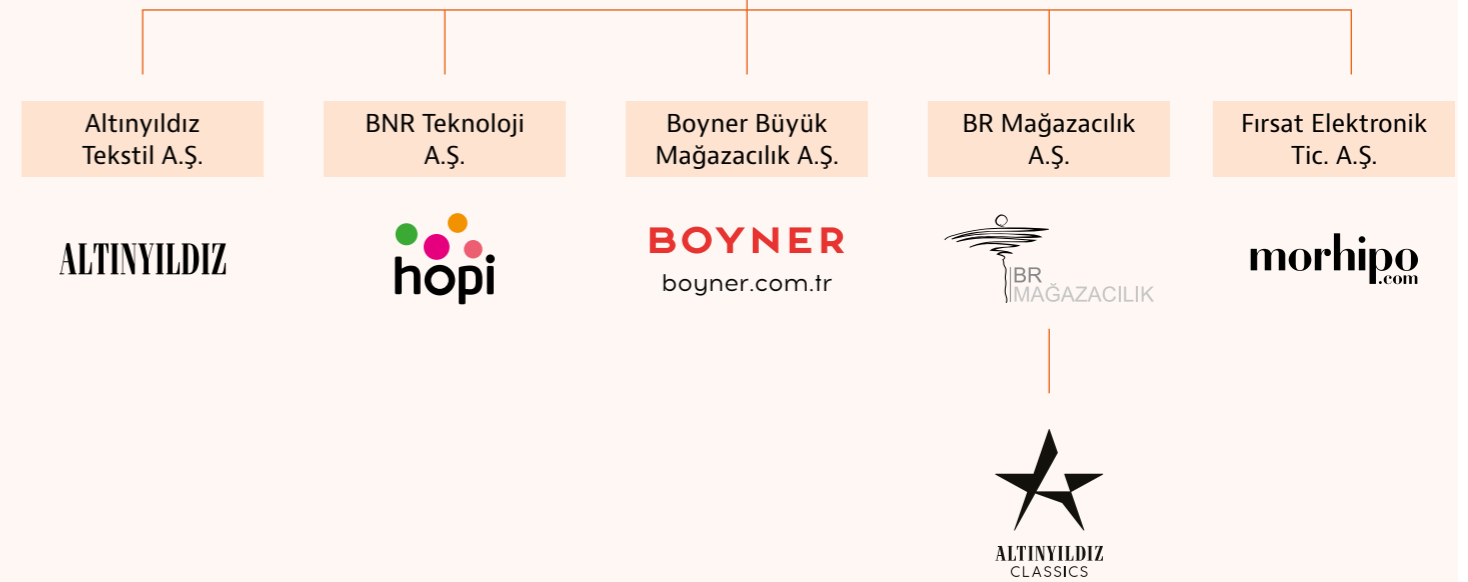
- Boyner Group CEO and  
Chairman of the Board  
**H. Cem BOYNER**
- Board Member  
**Lerzan BOYNER**
- Board Member  
**Ümit BOYNER**
- Board Member  
**Neylan DİNLER**
- Board Member  
**Zahide Leman HALULU**
- Board Member  
**Nur Mehmet İNAL**
- Board Member  
**Zuhal Şule KUBAN**



2019



BOYNERGRUP



# BOYNER GROUP SUSTAINABILITY FIELDS OF ACTIVITY

01

## DEMOCRACY IN THE WORKPLACE

- Employee Rights and Employee Participation
- Non-Discrimination
- Gender Equality
- In-house Entrepreneurship Culture
- Occupational Health and Safety
- Fight Against Corruption

02

## INNOVATION

- R&D Center
- DESIGN Centers

03

## CHAIN OF VALUES

- Supply Chain Sustainability
- Social Compatibility
- Chemical Compatibility
- Clean Production

04

## ENVIRONMENTAL IMPACT

- Energy Efficiency in Buildings
- Green Office
- Clean Production

05

## COMMUNITY INVESTMENTS

- Social Gender Equality
- Social Entrepreneurship
- Supporting Disadvantaged Groups
- Civil Society Collaborations
- Boyner Group Volunteers

06

## STAKEHOLDER PARTICIPATION

- Commitment and Memberships
- Stakeholder Relations and Participation

\* BR Mağazacılık Tic. A.Ş. it is not included in the data of our Sustainability Report. Boyner Group data includes Altinyıldız Tekstil ve Konfeksiyon A.Ş., BNR Teknoloji A.Ş. (Hopi), Boyner Büyük Mağazacılık A.Ş. (Boyner), Fırsat Elektronik Tic. ve San. A.Ş. (Morhipo) and Boyner Holding A.Ş.

# BOYNER GROUP SUSTAINABILITY VISION

Boyner Group's Sustainability Management approach is based on transparency, openness, accountability and participation.

The sustainability activities gathered under the main headings of work environments respecting human dignity, establishment of democracy in the workplace, environmentally friendly practices, sustainable supply chain, innovation, community investment and corporate volunteering are planned by creating platforms that will ensure the participation of internal and external stakeholders in the policies and practices and allow for collection of their contributions and evaluations.

As we identify the goals of our activities with the references of Global Compact and Sustainable Development Goals, we prioritize establishment of partnerships to achieve these goals.



In 2019, we participated in the Board of Directors for Turkish Network of Global Development Goals of the United Nations. We led the Sustainable Supply Chain Working Group. Again, toward the end of 2018, our Board Member Ümit Boyner actively participated as Chairwomen of the Board of Directors in the "Business for Goals" that aims to create partnerships and cooperation for realization of Sustainable Development goals, established with the partnership by TÜSİAD, TÜRKONFED, and UNDP.

# DEMOCRACY IN THE WORKPLACE

**5**  
COMPANIES

**111**  
STORES

**269.240**  
SQM  
SALES AREA

## BOYNER GROUP WORKING ECOSYSTEM

OUR TOTAL EMPLOYMENT IN 2019

# 6.469



Altinyıldız Tekstil ve Konfeksiyon A.Ş.

## 704

Boyner Büyük Mağazacılık A.Ş.

## 5.309

Morhipo (Fırsat Elektronik Tic. ve San. A.Ş.)

## 211

Hopi (BNR Teknoloji A.Ş.)

## 75

Boyner Holding A.Ş.

## 170

Employment created in the new stores opened  
in 2019

## 370

	Altinyıldız Factory	Morhipo	Hopi	Boyner Büyük Mağazacılık	Boyner Holding	Boyner Grup Total
Total Number of Employees	704	211	75	5309	170	6469
Number of Store Employees	-	-	-	4870	0	4870
Number of Factory Employees	512					512
Number of Head Office Employees	192	211	75	439	170	1087
Number of Female Employees	264	106	28	2499	59	2956
Ratio of Female Employees	38%	50%	37%	47%	35%	46%
Number of Female Employees in Head Office Staffs	51	106	30	236	59	482
Ratio of Female Employees in Head Office Staffs	27%	50%	40%	54%	35%	44%
Number of Female Employees in Stores	-	-	-	2263	-	2263
Ratio of Female Employees in Stores	-	-	-	46%	-	46%
Number of Total Executives	20	79	12	837	23	971
Number of Female Executives	6	45	5	354	11	421
Ratio of Female Executives	30%	57%	42%	42%	48%	43%
Number of Total Executives in Stores	-	-	-	525	-	525
Number of Female Executives in Stores	-	-	-	183	-	183
Ratio of Female Executives in Stores	-	-	-	35%	-	35%
Number of Employees Attending Trainings	702	70	46	5523	47	6388
Number of Female Employees Attending Trainings	264	49	14	2857	13	3197
Ratio of Female Employees to Those Attending Training and Development Activities	38%	70%	30%	52%	28%	50%

\* BR Mağazacılık Tic. A.Ş. it is not included in the data of our Sustainability Report. Boyner Group data includes Altinyıldız Tekstil ve Konfeksiyon A.Ş., BNR Teknoloji A.Ş. (Hopi), Boyner Büyük Mağazacılık A.Ş. (Boyner), Fırsat Elektronik Tic. ve San. A.Ş. (Morhipo) and Boyner Holding A.Ş.

# BOYNER GROUP VALUES



## We are focused on Customer Happiness

We focus on offering creative product, service and experience and providing improvement in every angle that reaches out to our customers. Making our customers feel important and prioritized in every action is essential for us.

## We are Creative

We have the ability to explore and implement creative solutions and approaches and projecting and implementing the un-attempted and the undone; We continuously assess and develop our business manners; We support the generation of new ideas in our team; Our ability to ask "Why not?" is our most important trait. Our source of inspiration for innovativeness is our customers.

## We are Courageous

We can take quick decisions, be flexible when necessary, and accept and support change favourably. Driving change in a timely manner when required is part of our core values.

## We are Passionate

We work eagerly to be the leader in our business. We create motivational and inspiring environment for our team members; our positive attitude is reflected in our team members; and we focus on objectives and work with passion. Working pleasantly is a key characteristic of Boyner Group employees.

## We Learn Continuously

We are always learning and continuously updating our professional expertise. We not only improve and train others; but also obtain information from various resources and create a vision of how our work can develop. Teamwork and individual productivity is a prerequisite for all Boyner Group employees.

## We are Responsible

We contribute and support contributions to society. We believe in being "A good person, a good employee, and a good citizen" with a moral, transparent, accountable and sustainable approach towards our colleagues, business associates, customers and society. Executing business with manners and actions aware of the social, economic and environmental responsibilities is essential for Boyner Group employees.

## We are a Big Family

We always work with mutual trust, respect, participation, justice and collaboration - like a family. We continuously provide all Boyner Group employees the opportunity to work and get promotions based solely on their merits and performance without any discrimination. Our main principle is to enjoy and share the reliability, warmth, and joy of a family.



# DEMOCRACY IN THE WORKPLACE

5 GENDER QUALITY



Boyner Group's management approach is based on transparency, openness, accountability and participation. In Boyner Group, an "open communication" environment allowing all employees to express their own ideas and suggestions freely is supported. Employees are encouraged to share their ideas and suggestions through internal communication channels. It is believed that the sharing by each of the employees of any opinions, suggestions and criticisms related with their jobs will improve the group. In case of any disagreement that may arise in the working environment, all employees are listened to equally without any status discrimination.

Establishment of employee rights and beyond that, establishment of human rights in the working environments and at the suppliers is considered within the context of the "democracy in the workplace" principle. It is aimed to identify and establish working environments respecting human dignity. We attach importance to ensure that the principle of equality will bring justice in the results for all identities and we establish the necessary mechanisms to this effect.

The freedom of association and collective bargaining that are the civil rights of employees are recognized in Boyner Group and its supply network and suitable environments are provided for employees' claims for such rights.

#### Equal Treatment Principle

In Boyner Group, we do not tolerate any discrimination based on the factors such as race, colour, gender, religion, marital status, sexual preference, political opinion or affiliation, ethnic identity, health status, familial responsibilities, union activity or membership, disability or age.

#### Equal Opportunities

In Boyner Group workplaces, due attention is paid to practice equal opportunities in the ads and job postings and in interview questions asked to the candidates during the recruitment process, as well as during the career planning and the planning of employees' trainings and developments in business life.

#### Gender Equality in Boyner Group

	Altınyıldız	Morhipo	Hopi	Boyner Büyük Mağazacılık	Boyner Holding	Boyner Grup Total
Ratio of Female Employees	38%	50%	37%	47%	35%	46%
Ratio of Female Employees in Head Office Staffs	27%	50%	40%	54%	35%	44%
Ratio of Female Employees in Stores	-	-	-	46%	-	46%
Ratio of Female Executives	30%	57%	42%	42%	48%	43%
Ratio of Female Executives in Stores	-	-	-	35%	-	35%
Ratio of Female Employees to Those Attending Training and Development Activities	38%	70%	30%	52%	28%	50%

The female executive rate of all Boyner Holding subsidiaries is 43%.

	Total Number of Board Members	Number of Female Board Members	Number of Female Independent Board Members	Number of Share Holding Board Members	Number of Female Executive Board Members
Boyner Holding A.Ş.	7	5	-	1	-
Altınyıldız A.Ş.	6	2	-	1	-
Boyner Büyük Mağazacılık A.Ş.	7	2	-	1	2
Fırsat Elektronik Tic. ve San. A.Ş.	7	3	-	1	1
BNR Teknoloji A.Ş.	4	2	-	2	-
Total	31	14 (%45)	-	6	3

Boyner Group is a member of "30% Female Board Member Platform in Boards" and our average Female Board Member ratio is 45%.

\* BR Mağazacılık Tic. A.Ş. it is not included in the data of our Sustainability Report. Boyner Group data includes Altınyıldız Tekstil ve Konfeksiyon A.Ş., BNR Teknoloji A.Ş. (Hopi), Boyner Büyük Mağazacılık A.Ş. (Boyner), Fırsat Elektronik Tic. ve San. A.Ş. (Morhipo) and Boyner Holding A.Ş.

### Development of Employees

Boyner Group companies follow equal opportunity principle in training and development areas and provide various training and developmental programs. All trainings provided for employees under the titles such as personal development, professional development, and occupational health and safety are monitored in terms of attendance, training hours and training investment metrics with a gender breakdown. Deficiencies are identified through the measurements made for training and development that constitute one of the areas through which the equal opportunity principle is monitored every year and the actions for the next year are planned accordingly.

	NUMBER OF EMPLOYEES ATTENDING TRAININGS	NUMBER OF FEMALE EMPLOYEES ATTENDING TRAININGS
Boyner Holding A.Ş.	47	13
Boyner Büyük Mağazacılık A.Ş.	5.523	2.857
Morhipo	70	49
Hopi	46	14
Altınıldız Tekstil ve Konfeksiyon A.Ş.	702	264

Total number of female employees that attended trainings in 2019

**6.388**

Total number of female employees that attended trainings in 2019

**3.197**



RATIO OF FEMALE EMPLOYEES ATTENDING TRAININGS:

**50%**

### 3 GOOD HEALTH AND WELL-BEING



### OCCUPATIONAL HEALTH AND SAFETY

It is one of our priorities to establish safe and reliable working conditions befitting human dignity for Boyner Group employees. Occupational Health and Safety Management is addressed under "Liabilities of the Employer", "Powers and Responsibilities of the Employer Representative", "Liabilities of the Employee". In this context, all employees in our organization and the whole management team that manage works and lead people participate in OHS management within the context of their powers and responsibilities. Employee representatives are assigned to Occupational Health and Safety boards.

The records, tracking and reports of all Occupational Health and Safety activities are monitored on a shared software that provides instant status reports, that instantly displays the areas for corrective actions, and that is able to provide produce performance reports in relation to all OH&S legal responsibilities.

Our guides that are prepared separately for employees, executives and guests are used as supplementary references for establishment of an occupational health and safety culture.



TRAININGS PROVIDED THROUGHOUT BOYNER GROUP WITHIN THE SCOPE OF OCCUPATIONAL HEALTH AND SAFETY IN 2019:

**4.358**

PEOPLE ATTENDED



**34.394**

HOURS OF TRAINING WAS GIVEN



Numbers of people that attended trainings given under the titles "Essential Occupational Health and Safety Training, Occupational Health and Safety Refresher Training, First Aid Training, Emergency Response Team Training, Hygiene Training, Working at Height Training", provided within the scope of occupational health and safety in Boyner Group, by years

2015	2016	2017	2018	2019
3.868 employees	3.470 employees	3.810 employees	6.574 employees	4.358 employees
		27.760 hours*	53.032 hours	34.964 hours

\* Training time measurements were initiated in 2017.

## Occupational Health and Safety Boards

There are 50 Occupational Health and Safety boards responsible for legal compliance with occupational health and safety, implementation of taken actions, near miss notifications, and identification of regulatory actions at locations where they are assigned. There are 125 employee representatives within these groups.

### Boyner Group has;

- 11 OHS Specialists
- 50 Locations with Occupational Physicians
- 3 Locations with Occupational Nurses
- 50 Occupational Health and Safety Boards and 140 employee representatives assigned in these boards.

Boyner Büyük Mağazacılık A.Ş. has 6 Occupational Health and Safety Specialists and there are workplace physicians in 46 locations. 110 employee representatives work in 46 Occupational Health and Safety Boards.

Boyner Holding A.Ş. has 1 occupational health and safety specialist, physician and nurse. There are 5 employee representatives in the Occupational Health and Safety Board.

Morhipo (Fırsat Elektronik Tic. A.Ş.) has 1 occupational health and safety specialist, physician and nurse. There are 5 employee representatives in the Occupational Health and Safety Board.

Hopi (BNR Teknoloji A.Ş.) has 1 occupational health and safety specialist and physicia. There are 2 employee representatives in the Occupational Health and Safety Board.

## Our Occupational Accident Statistics

The ratio of total occupational accidents, including those not causing workforce loss, to the total number of employees

2015	2016	2017	2018	2019
1,27%	1,40%	1,74%	1,87%	2,40%

This increase in our occupational statistics can be explained by our employees' reporting every possible accident due to the awareness that we raised in this regard. As employees do not consider small injuries such as scratches as occupational accidents and do not report these to relevant units, we have been telling in trainings that we have been conducting during the last 3 years that reporting is important and that such information, even if it is minor, must be reported in order to ensure that the reason of the problem is eliminated. In this context, we can say that previously neglected notifications were submitted by applying to relevant units without being neglected in the recent years.

### Top three accident causes that stand out when we analyze the accidents;

**Negligence of employees:** Accidents due to slipping, falling, impact, and tripping caused by inattentiveness or impulsive behavior despite having taken necessary measures.

**Deformation of equipment or tools used in the work environment:** In 2018, we intensified our trainings intended for the importance of near miss notifications to prevent these accidents. We use both training and informational posters to announce that the employees should immediately report faults based on use to relevant units, and such reports are, by nature, preventive in terms of accidents.

**Behavior of employees in violation of OHS rules:** Non-compliant behavior regarding use of ladders in the storage and similar examples, which can be defined as acting in violation of procedures established within the scope of Occupational Health and Safety, are the main reasons.

### Freedom of Association

Employees' freedom of association is considered as a right. Blue-collar employees working at Altinyıldız Tekstil A.Ş. which is under the structure of Boyner Retail are members of a union and are entitled to sign collective labour agreement via the worker's union representing them. Altinyıldız Tekstil ve Konfeksiyon A.Ş. employees are members of TEKSİF (Textile, Weaving and Clothing Industry Workers Union of Turkey) associated with TÜRK- İŞ. 503 of Altinyıldız employees are members of the union, there is a total of 4 union representatives, and the distribution ratio of genders is 50%.

Boyner Group encourages its employees to volunteer for structures such as trade associations, non-governmental organizations. In terms of political party memberships and activities, our employees are free to become members of or participate in the activities of any political party they want within the scope of citizenship rights. In this regard, our working principles handbook requires that time and assets of the company should not be used for political party or group organization activities, and political opinion or faith propaganda should not be made in working environments of the company or environments where the employees are present as a representative of the company.

## Ethics Committee

There are ethics committees established under the own structures of the companies with the guidance of business principles and at Boyner Retail and Textile Investments. In case of any situations contrary to Boyner Group values and business principles or laws, it is the duty of these ethics committees to review the warnings, complaints and reports, to make the necessary evaluations and to reply to the employees' notifications.

A communication channel has been established in all Boyner Group companies in order to allow employees to report ethical issues or situations by assigning special e-mail addresses to the ethics committee of each company. In case of any condition or event considered unethical, employees can raise a complaint and report the situation to the ethics committee in their companies. In an attempt to resolve the situation, an initial research for verification is made; and when the accuracy of the case is verified, the details of the internal investigation are recorded through the reporting system. When the ethics committees identify a breach committed, they may propose various sanctions extending up to termination of employment relationships. Employee representatives selected with the votes of company employees also take part in the ethics committees. Criteria for applying as a employee representative include being employed by the company, ethics committee of which the candidate applies to, for at least three years, and not having received any previous warning

or sanction in respect of ethical matters. Employee representatives are elected with employee votes. 9 employee representatives were assigned to ethical committees that conducted activities in 2018.

Ethical behaviours and transparency that are explicitly defined in Boyner Group "Operational Principles" are considered the responsibility of all employees. In 2018, ethics committees received 40 reports, while 37 incidents were investigated in ethical terms and resolved by ethical committees. (3 reports were evaluated by company HR departments instead of ethics committees as they were related to personal rights of employees).

It is defined in the working principles handbook that the employees should primarily exercise their reporting-notification to ethics committees of the company where they work in respect of unethical circumstances within the scope of our working principles handbook; however, they can always apply to the ethics committee of Boyner Perakende ve Tekstil Yatırımları A.Ş. with reasonable justification.

Pursuant to Boyner Group Working Principles, ethics committees essentially work on "Democracy In the Workplace and Protection of Human Dignity", and assume the responsibility to define necessary policies and mechanisms for establishment of these matters.

## REPORTING LINES OF ETHICS COMMITTEES

In order to contact Boyner Holding  
[etik@boynergrup.com](mailto:etik@boynergrup.com)  
can be used to send an e-mail.

In order to contact Boyner Büyük Mağazacılık  
[etik@boyner.com.tr](mailto:etik@boyner.com.tr)  
can be used to send an e-mail.

In order to contact Altinyıldız  
[etik@altinyildiz.com.tr](mailto:etik@altinyildiz.com.tr)  
can be used to send an e-mail.

In order to contact Morhipo  
[etikkurul@morhipo.com](mailto:etikkurul@morhipo.com)  
can be used to send an e-mail.

In order to contact Hopi  
[etik@boynergrup.com](mailto:etik@boynergrup.com)  
can be used to send an e-mail.

### Anti-Corruption

It is one of Boyner Group commitments to provide honest and transparent service and to operate in compliance with anti-corruption regulations. With this policy that constitutes an integral part of Boyner Group ethical rules, it is aimed to prevent bribery and corruption in all Boyner Group activities and to ensure compliance with legal regulations, ethical and professional principles, and universal rules. Boyner Group Anti-Corruption Policy covers not only Boyner Group employees, but also all stakeholders and business partners acting on behalf of Boyner Group. In other words, it covers all Boyner Group employees including board members, and any and all persons and organizations working or doing business on behalf of Boyner Group, including the companies used for outsourcing of services and their employees, suppliers, consultants, lawyers, and external auditors.

#### Anti-Corruption Policy is a supplementary part of:

- Legal regulations;
- Human Resources code of practice and Collective Labour Agreement;
- the principles undertaken to be complied with by joining the United Nations' Global Compact;
- Corporate Governance Principles;
- Boyner Group Ethical Principles.

Regulation and modification of ethical principles is under the authority of Boyner Group management. Necessary sanctions are imposed in case of any behaviours displayed by Boyner Group employees in violation of these principles. Boyner Group Ethics Committee is authorized to review and report such issues. Boyner Group employees report any situations encountered or suspected of with respect to bribery and corruption to the notification address of Boyner Group Ethics Committee.

### Employee Participation

In Boyner Group, activities are conducted under the heading of communications with employees that constitute the fundamental elements of business processes. Employees are reached out through various channels and all activities conducted throughout the year and the group's current news are shared with them. Employees are informed and their opinions and recommendations are received through internal and external communication channels. The internal communication platform "Boynerişim" is used for sharing with all group employees the most current news and information on the available vacant positions in the group companies, individual achievements of the companies, special campaigns for employees, history of the company and information about its managers, conferences organized, projects implemented in the field of corporate responsibility, and voluntary activities.

The internal communication channel Boynerişim was designed as a platform to allow for two-sided communications. This platform also functions as a platform through which employees can share their creative ideas and their personal announcements, rather than a merely one-sided source for obtaining information. The employees of all group companies are gathered around a common platform together with the internal stakeholder network established.

In addition to internal communication channels, Boyner Group website further strengthens communications with internal and external stakeholders and the current news and updated information about the company are also provided via social media.

Ethics Committees and Occupational Health and Safety Boards are defined as mechanisms that ensure participation of employees to management.

There are 9 employee representatives in Ethics Committees and there are 153 employee representatives in Occupational Health and Safety Boards.



# INNOVATION



## INNOVATIONLAB

### R&D CENTER

We established our R&D Center within Boyner Perakende ve Tekstil Yatırımları A.Ş. On 11 January 2018 upon approval of the Directorate General for Science and Technology of the Ministry of Science, Industry and Technology of the Republic of Turkey. Our R&D Center was launched in 2018 with 11 R&D projects for the purpose of developing solutions that can be adapted and integrated to the whole system in areas that need priority development in both e-commerce and offline retail areas to increase the acceleration of growth of our Boyner Group in multi-channel retail, as well as developing and implementing all kinds of strategic solutions used in our Group operations, intra-group development of which would provide competitive advantage, within the R&D Center, and integrating these with main systems to create an end-to-end integrated structure, and it completed 4 projects within 2018. 2019 started with 7 projects and 6 projects continue actively.

The goal that we want to strategically achieve with the R&D Center is to blend innovative approach, experience, knowledge in the retail industry with technology development capability, and to become a technology group with competitive advantage, which is marketable on a global scale and which develops unique solutions.

Our R&D Center has 57 full-time R&D employees. 61.40% of our employees have bachelor's degrees, 19.29% have master's degrees,

8.77% have associate degrees and 3.50% graduated from high school and equivalent schools. In 2019, 40 of our employees were provided with occupational development opportunities, while 25 R&D employees participated in local and international fairs and technical trips in the field of technology.

One of our missions as the R&D Center is to enable collaboration between university and Industry, transfer of academic knowledge to practice in the industry and, therefore, fast transformation of knowledge possessed by universities to technology. In this context, we made and continue making collaborations with many universities. As of 2018, Assoc. Prof. Dr. Deniz Kılınç, Head of Software Engineering Department of Celal Bayar University, has been providing academic consultancy to

evaluate projects in our R&D Center from an academic perspective and provide required technical support, to eliminate "operational blindness" risk and increase the prospects of projects, to realize collaboration between University and Industry and positively reflect academy and industry collaboration to the economy. In addition, there are TEYDEB projects, consultancies, and trainings within the scope of active collaborations. Projects within the R&D Center have the potential to be subject to undergraduate and postgraduate thesis studies due to their R&D nature and highly innovative aspects. Besides, employees of our company have ongoing connections with universities as a result of their undergraduate, postgraduate, and doctorate studies, enabling potential collaborations at all times.

## 9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE



Within the scope of Morhipo, on 24.01.2019 we established our R&D Center with the approval of the T.C. Ministry of Science, Industry and Technology, General Directorate of Science and Technology. Our R&D Center, Morhipo, both to increase the growth momentum in the field of e-commerce and to develop solutions that can be adapted and added to the whole system in areas where priority development is required, to develop all the solutions that will create competitive advantage within our Group operations, and to develop them into operation within the R&D Center. The company started its business year in 2019 with 9 R&D projects to integrate with main systems and create an end-to-end integrated structure, 7 more projects were added during the year, 5 projects completed in 2019, and continues to work actively with the remaining 11 projects. One of them is a project with the support of Tubitak. There are 32 full-time R&D Center employees in our R&D Center. 53% of our employees have bachelor's degrees, 22% have master's degrees, 5% associate degree and 3% graduated from high school and equivalent schools. In 2019, 25 of our employees invested in the field of professional development. Support for R&D projects was received from İzmir Bakırçay University in order to reflect the academy and industry interaction to the economy positively by realizing university-industry cooperation.

## DESIGN CENTERS

It is responsible for design, production, logistics, planning, and sales of independent brands including Limon, Coton Bar, Fabrika, MAMMARAMMA, North Of Navy, Penford, Funky Rocks, Barbie, Aeropostale, Boyner Evde, National Geographic within Boyner Büyük Mağazacılık A.Ş., targeting different customer groups. In this context, it is responsible for fulfillment of all stages related to product life cycles such as creating collection design and stories, human resources management, e-commerce operations, image management, production planning (raw material selection, purchase, quality control, packaging, etc.), offering product to customers (retailing), sales and after sales services for each brand in general terms.

Our Design Center conducts activities intended for revealing innovative concepts supported by technical and technological means of present day, which are outside the scope of design activities concerning our field of operational activity. In this regard, our Design Center conducts prominent activities in more qualified fields, particularly including high performance, functionality, ergonomics, durability, comfort, more natural and people/environment friendly properties. At this point, it carries out studies on ensuring usability of new fabrics, weaving techniques, textures, accessories and complementary components in suitable garment products.

In 2019, our Boyner Design Center added 11 new projects with 37 designers in 815 square meters and continued the work of 25 projects in total. We completed 7 projects in 2019. Also, our academic cooperation on "technological and functional textile" started with Prof Dr. Bülent Özipek from Istanbul Technical University. In 2019, 21 of our designers were supported in professional development areas, while 15 of our designers participated in local and international fairs. 3% of our designers have master's degrees, 70% have bachelor's degrees, 16% associate's degrees, 11% graduated from high school and textile and design vocational high school.

As Boyner Design Center, we have signed many collaborations in 2019. These are box design studies with Mimar Sinan Fine Arts University, children's product group designs with Buse Terim, and design studies using recycled fabrics with National Geographic company. Our collaborations will continue in the coming years, and we will continue working for new collaborations.

Morhipo carries out design and production activities in special production in the fields of design and marketing with the brands People By Fabrika, Ng Style, Styletag, Agenda, Dcey, Pi, Monamoda, in line with its establishment purpose. At this point, productions are carried out outside of Morhipo. In 2019, our Morhipo Design Center started 6 projects with 34 designers in 840 square meters, completed 6 projects in the period and continues to work with 6 projects.

In 2019, 20 of our designers were supported in professional development areas, while 2 of our designers participated in the fairs. 70.59% of our designers have bachelor's degrees, 23.53% are have associate degrees and 5.88% graduated from vocational high schools.

Since the world fashion includes products with high design features and high added value every day, Altinyıldız continues to design different, of-the-moment collections and to develop design concepts in the fashion market for its customers and aims to present its products to customers within the shortest possible time. Customer demands and new trends are used as hints in the company's new product development and existing product differentiation activities.

Altinyıldız also focuses on R&D

and P&D activities to produce high value-added products in 2019. It continues to renew itself as an internationally branded company with superior performance and functional products, collections with unique designs for fast fashion, special productions in fiber, yarn and finishing processes. It continues its success in the market where competitiveness is evaluated on quality and innovation rather than price, primarily with fabrics produced for its technical performance and functional features rather than aesthetic features.

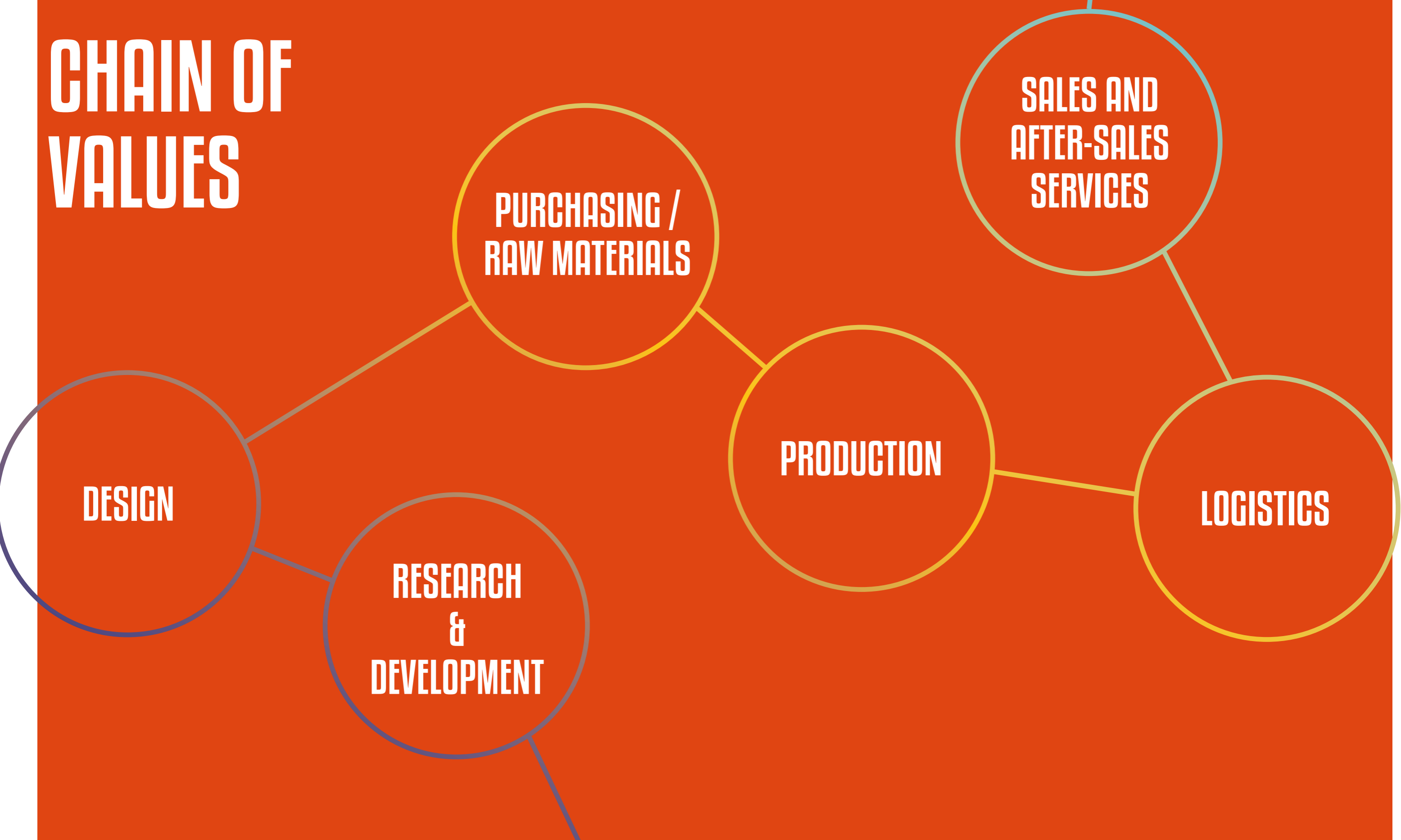
Product groups that provide ease of use in travel and daily life are offered to all customers as products that make their lives easier and make a difference in their lives. Different fiber constructions and special finishes are especially served to European customers who go to work on bicycles, long-term

driving employees, and of course those who travel a lot in today's world. Washable elastic wool fabric work successfully passed all performance tests and took its place in collections to be presented to customers in 2018. Altinyıldız continued to offer products that combine respect for nature and people with fashion in 2019.

Our Altinyıldız Design Center started in 2018 on 986 square meters, completed 3 projects in 2018 and continues to 7 projects started in 2019 with 22 Design Center employees. In 2019, 1 of our designers continues the Textile Engineering Master's program and is supported in the fields of professional development, while in 2019, 28 design center employees participated in 9 international fairs. 18% have have master's degrees, 59% have bachelor's degrees, 5% associate's degrees, 18% graduated from vocational high schools.



# CHAIN OF VALUES



# SUPPLY CHAIN SUSTAINABILITY

Supply chain sustainability constitutes the basis of the product processes and the production and service network. The activities in this field are continued in a manner to ensure transparency of and accountability for the products offered to customers as required by the Unconditional Customer Happiness principle and social compliance of the supply network.

The activities under the scope of Supply Chain Sustainability are conducted for the following objectives:

- To improve the environmental, social and economic impacts during the production process of products;
- To establish working environments respecting human dignity with our business partners in the logistics network, including occupational health and safety requirements
- To create long-term environmental, social and economic value
- To ensure business continuity and to protect brand integrity
- To manage efficient sources and business costs, and to encourage the suppliers to do the same.

Following the suppliers' compliance with the standards under "Clean production principles", "labour rights" and "chemical safety" at the contract level, Boyner Group started its social compliance audits

in 2013. Placing on the market the products of Altinyıldız Textile Factory operating in the textile production and apparel field as EKOTEX-certified products, the Group checks the chemical safety of products through "3<sup>rd</sup> Party Laboratory Analyses".

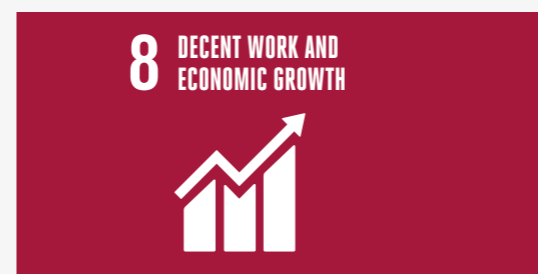
With the purpose of controlling production processes of the products offered to customers and ensuring the suitability of materials used by suppliers for products in terms of customers' health and safety, the analysis of life cycles of products purchased and the compliance of production conditions in terms of employee rights, and occupational health and safety are verified under the related contracts and also through the inspections conducted under the management of the Corporate Responsibility and Sustainability team. As a result of all such activities, corrective action plans are prepared to prompt suppliers to take positive actions in respect of issues found to be deficient and inadequate.

- Working Standards
- Occupational Health and Safety
- Human Rights
- Audits related with Environmental Management issues



Years	New Supplier Audit	Follow-up Visit	Total
2013	54		54
2014	122	57	179
2015	237	66	303
2016	307	159	466
2017	92	109	201
2018	159	136	295
2019	74	238	312
<b>Toplam</b>	<b>1004</b>	<b>742</b>	<b>1746</b>

# SOCIAL COMPLIANCE



- **Management systems**
  - › Legal documents
  - › Mechanisms for informing employees and ensuring employees' participation in management
  - › Labour contracts
  - › Labour records
- **Access to medical services**
  - › Leaves for routine examinations of pregnant women
  - › Reporting of occupational accidents
  - › First aid trainings
- **Service safety**
- **Fire safety**
  - › Emergency trainings
  - › Responsible persons for emergencies
  - › Personal protection equipment
- **Building safety**
- **Chemical safety**
  - › Data sheets
  - › Personal protective equipment
- **Electrical safety**
  - › Certification
  - › Protective measures
- **Safety of machinery**
  - › Training
  - › Notifications
  - › Personal protective equipment
- **Waste management, energy and water management**
  - › Certification
- **Workplace cleaning**
  - › Trainings
- **Employee Rights and Occupational Health and Safety**
- **Working hours and leaves**
  - › Night work
  - › Overtime hours
  - › Weekly and annual leaves
- **Payments and social benefits**
  - › Minimum wage
  - › Payment methods
  - › Overtime payments
- **Non-discrimination policy**
  - › Equality principle
- **Disciplinary procedure**
  - › Right of defense
- **Working conditions for pregnant and young employees**
  - › Working conditions
  - › Working hours
  - › Annual leaves
- **Prevention of child labour and forced labour**



# SOCIAL COMPLIANCE MILESTONES

Boyner Group signed the United Nations Global Compact (UNGC) in 2012. With reference to this compact, Boyner Group warranted to comply with 10 the basic principles including the respect to human rights and the right to collective bargaining, prevention of forced and compulsory labour, abolition of child labour, elimination of discrimination in respect of employment, protection of environment, and fight against corruption.

After signing the UNGC, Boyner Group became the first and only company from Turkey to participate in the Consultant Committee of Supply Chain Sustainability on a global level in 2013.

In Turkey, the Supply Chain Sustainability Working Group operated by the Global Compact Turkey Secretariat under the structure of TUSIAD has been led by Boyner Group since 2013.

In 2013, the publication entitled as the "Practical Manual on Constant Improvement of Supply Chain Sustainability" prepared by the Global Consultant Committee of Supply Chain Sustainability in United Nations Global Compact was translated into Turkish and distributed. In 2014, an additional issue was published and the activities of its expansion have been supported through the stakeholders cooperated by the group.

Boyner Group was involved in the Business World Plastic Initiative established in 2019. Business Plastics Initiative (IPG) started its activities with the participation of companies that will announce their plastic-related commitments. Companies will be part of the solution by announcing their commitment to reduce plastic use by 2021. As part of our sustainability priorities and strategy, which we have established on Development Goals, while establishing our goals regarding the reduction of plastic use, we continue our journey of sustainability by including this initiative initiated as a new cooperation.

The activities for inspections within the scope of Boyner Group Social Compliance were started in March 2013. The initial inspection was conducted in June 2013. Boyner Group issued the "Manual of Supply Chain Social Compliance" including zero tolerance points in line with the inspections together with all of the suppliers included in the Boyner Group supply pool and expected to follow social compliance criteria.

# CHEMICAL COMPLIANCE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The chemicals used in the production of products that are produced and purchased for Boyner Group brands are controlled and monitored as part of the responsibility towards the community, environment, and customers.

There are various chemicals which are completely prohibited or the use of which is restricted due to the harmful impacts on human health. The verifications related with the tests for Azo Colourants, Phthalate, Flame Retardants, Cadmium, Nickel Release, Organostannic Compounds, Perfluorooctane Sulfonates and Nonyl Phenol-Nonyl Phenol Ethoxylate in our products are conducted in designated expert laboratories in order to fulfil the responsibility to verify the safety of products. The products for which the related tests are verified are dispatched to the stores.

Necessary measures regarding chemical safety are taken under commitments and/or contracts in accordance with responsible procurement principles in order to ensure product safety for both exclusive brands and the different brands offered to customers in multi-storey department stores.

Through the sustainability unit, suppliers are provided with consultancy in relation to the regulations that are required to comply with and the areas of compliance regarding chemical safety.

Every year, we follow developments in the legislation on textile chemicals to prepare chemical substance user manuals for our supply chain. In addition, we organize training meetings every year, where we bring together our suppliers and authorized experts of the laboratory company engaged for chemical analyses.

In this context, we oversee that chemicals that have negative effects on both human health and the environment by both raising awareness among our suppliers about elimination of harmful chemicals from textile and ready-made clothing, and testing our products.

The only condition for the companies in our supply chain to protect their competitive powers is to reduce their negative impacts on already limited resources. Measures aiming to minimize the pressure on nature in almost every aspect from the use of chemicals to wastewater management, from raw material selection to energy consumption have become the essential condition for sustainability of these establishments.

Less chemical use, less water use and correct disposal of waste water were prioritized in 2018, and we

will conduct a separate inspection in these regards within our supply chain that applies wet treatment in 2019. We planned to check particularly our suppliers that have dyeing and finishing procedures, dyeing and sizing applications with a separate set of questions, and to identify areas for improvement in 2019.

In 2018, we participated in the Clean Production project led by WWF- World Wild Fund for Nature (Doğal Hayatı Koruma Vakfı) in Büyük Menderes Basin and encouraged our suppliers manufacturing within this region to participate in this project, and improve their facilities, chemical use processes, and waste water disposal procedures. We participated in the call of WWF, which started the same study in Ergene Basin in 2019, and took part in the works.



# ENVIRONMENTAL IMPACT



## ENVIRONMENTAL AWARENESS

In Boyner Group companies, activities are conducted within the scope of the fight against climate change in order to reduce the environmental adverse impacts of products and services. With the commitment to take corrective actions for management of emissions and wastes, we have become a party to the Energy Efficiency in Buildings contract at the head offices of companies since 2013 and the Green Office Project of the Society for the Protection of Natural Life for Boyner Büyük Mağazacılık, one of the Group companies, as of the same date. In this context, emission calculations and improvement plans were put into practice and reports are presented to the stakeholders every year.

The measurements and corrective actions conducted under the scope of the environmental awareness apply for the supply chain as well as company performances. Within the framework of the related activities, the suppliers' compliance with regulations according to their business lines is reviewed and positive actions are taken to ensure that they establish such compliance through contracts and inspections.

With "İyiliğe Dönüştür" (Cycle into Goodness) project launched by Boyner Büyük Mağazacılık in 2014 and continued also in 2017, issues such as recycling and reuse are worked on through the cooperation with Lokman Hekim Health Foundation.

The details of the projects especially focused on energy efficiency and release mitigation, which are managed by Boyner Group Companies jointly and individually, are provided in the following pages.

## ENERGY EFFICIENCY IN BUILDINGS (BEV)

Since 2012, Boyner Group companies measure the energy consumptions of their headquarter buildings.

The scope of the study is limited with the head offices of group companies; and the emissions based on energies consumed within the boundaries of the buildings were selected as the source of emission. Considering the breakdown of buildings, their consumptions were limited with natural gas and electricity. With respect to natural gas consumption, natural gas was evaluated under Scope 1 as it was purchased as natural gas, rather than heating.

## Scope 1: Natural gas consumption Scope 2: Electricity

Natural gas and Electricity consumption data are read from invoices and entered into data forms. These data are obtained from the related departments through data forms; and stored by the Corporate Responsibility and Sustainability Department, which carries out the related calculations.

Natural Gas Emission factors are calculated using the values specified over "IPCC Guidelines for National Greenhouse Gas Inventories". As for Electricity consumption, the Grid values announced by TEİAŞ (Turkey Electricity Transmission Co.) annually are taken as the basis. While the total amounts were taken into account in the calculations in the previous years; they have been monitored on an individual company basis as of 2014. This has resulted from the fact that the Headquarters located in Yenibosna pertaining to Altınyıldız Tekstil ve Konfeksiyon A.Ş., which was included in this study, have been closed and relocated in the manufacturing center in Çerkezköy and all offices have been distributed to different locations within the manufacturing plant in the recent years.

7 AFFORDABLE AND  
CLEAN ENERGY



**BOYNER HOLDİNG**

Boyer Holding A.Ş. While operating on the 15th and 16th floors in 2011, the address of Eski Büyükdere Caddesi Park Plaza Maslak / Istanbul continued in May 2012 by adding the 2nd floor of the same plaza and the third floor of the same address in May 2014. While these two expansions increased the total square meter, the consumption during the transportation and installation period also increased the energy load. Also, as of April 2014, the natural gas and electricity consumption of the common areas, which were billed in the subscription in previous periods, was added to the energy consumption bills and participated in the calculations as of this month. Although the 3rd floor was excluded from consumption as a separate company in 2015, the increase seen compared to previous years is the common area consumption added to the invoices. In 2016, it started to use the entire 3rd floor at the same address and there was a total square meter increase. In 2017, a decrease was observed in consumption compared to 2016 without any square meter change. In 2018, an Innovation Center was established in Oycan Plaza, which also includes Beymen Mağazacılık A.Ş., and there was an increase in both total employees and the total working area. As of 2019, it continued to reach the tenth month over the same total area as the previous year, and again due to the 5th floor office closed by the end of October, a decrease was observed in square meters per square meter compared to the previous year. In 2019, a decrease of 13.59% in unit emission tons of CO<sub>2</sub>-e per m<sup>2</sup> was observed.

Boyer Holding A.Ş.	Total Consumption Kwh	Unit Consumption Kwh / m <sup>2</sup>	Total Consumption Ton CO <sub>2</sub> -e	Unit Emission Ton CO <sub>2</sub> -e / m <sup>2</sup>
2012	187.252,00	65,56	101	0,0354
2013	209.506,00	73,36	118	0,0413
2014	476.115,52	146,02	212	0,0782
2015	526.366,44	152,00	203	0,0586
2016	445.274,00	128,58	238	0,0688
2017	603.760,00	174,35	235	0,0679
2018	707.944,64	170,06	269	0,0646
2019	609.956,10	150,17	227	0,0559
2018-2019 Change	-13,84%	-11,69%	-15,69%	-13,59%
2012-2019 Change	225,74%	129,05%	124,61%	57,93%

**BOYNER BÜYÜK MAĞAZACILIK**

After completion of its merger with YKM by the end of 2012, Boyner Büyük Mağazacılık A.Ş. began to operate at Büyükdere Cad. No: 245/A Uso Center Zemin Kat Maslak / Istanbul. The values for 2012 were calculated for the company's former offices located at Büyükdere Cad. Noramin İş Merkezi No: 55 K:B-1 Maslak / Istanbul. The year 2012 was taken as the base year, in which the company started to operate at its new location. When a comparison was made between the base year and 2019, there was a 4,72% reduction in consumption per square meter and a %34,37 reduction in the change in Unit Emission.

Boyer Büyük Mağazacılık A.Ş.	Total Consumption Kwh	Unit Consumption Kwh / m <sup>2</sup>	Total Consumption Ton CO <sub>2</sub> -e	Unit Emission Ton CO <sub>2</sub> -e / m <sup>2</sup>
2012	872.736,88	161,62	411	0,0761
2013	1.545.551,69	166,19	739	0,0795
2014	1.518.001,39	163,23	586	0,0630
2015	1.462.752,49	157,29	552	0,0594
2016	1.334.333,08	143,48	507	0,0545
2017	1.304.484,96	140,27	491	0,0528
2018	1.335.947,92	143,65	509	0,0547
2019	1.268.631,52	136,41	485	0,0522
2018-2019 Change	-5,04%	-5,04%	-4,72%	-4,72%
2012-2019 Change	-17,92%	-17,92%	-34,37%	-34,37%

2012-2019 Change

**-34,37%**Unit Emission Ton CO<sub>2</sub>-e / m<sup>2</sup>**MORHIPO**

As of this year, energy efficiency studies in buildings constructed under Boyner Perakende ve Tekstil Yatırımları A.Ş started to be carried out for Boyner Holding and its group companies. In this context, Morhipo, one of our group companies, was included in the study as of 2019. Büyükdere Cad. No: 237 Noramin Business Center Entrance Floor Maslak / Istanbul, the energy efficiency study in buildings has been calculated for 2019, and we do not have a chance to make comparisons with previous years since the study is not retrospective. The data from here will be included in the tables comparatively in the coming years.

Morhipo	Total Consumption Kwh	Unit Consumption Kwh / m <sup>2</sup>	Total Consumption Ton CO <sub>2</sub> -e	Unit Emission Ton CO <sub>2</sub> -e / m <sup>2</sup>
2019	164.208,64	54,02	77	0,0253

Beymen Mağazacılık A.Ş. and AY Marka Mağazacılık A.Ş., which we included in the calculations within the scope of energy efficiency in buildings has been excluded from the calculations this year due to the separation from the group. On the other hand, Morhipo, which was excluded from previous years calculation, was included in the calculations as of 2019. Likewise, Hopi, one of our group companies was asked to be included in the calculations, but it was excluded from the scope since the energy consumption expenses were reflected in the dues by the Plaza where they are located, there is no follow-up on the consumption values related to this, and too many common areas are used due to the building structure.

TOTAL	Total Consumption Kwh	Unit Consumption Kwh / m <sup>2</sup>	Total Consumption Ton CO <sub>2</sub> -e	Unit Emission Ton CO <sub>2</sub> -e / m <sup>2</sup>
2019	1.434.336,91	87,45	789	0,0481

2019 Total Consumption

**789**Ton CO<sub>2</sub>-e

2018-2019 Change

**-13,59%**Unit Emission Ton CO<sub>2</sub>-e / m<sup>2</sup>

# GREEN OFFICE PRACTICES

Boyner Büyük Mağazacılık (BBM) and the World Wide Fund for Nature (WWF) began to cooperate for Green Office practices in 2012. In this context, while the head office internal structure was renovated in an environmentally-friendly manner, employees' consumption habits and green consumption were focused on at the same time. In June 2014, Boyner Büyük Mağazacılık received the Green Office Certificate conferred by the World Wide Fund for Nature (WWF) under the scope of the environmental-friendly and green office practices implemented for the head office. The company has been focusing on head office consumptions and encouraging employee participation since 2014. In 2016, Boyner Büyük Mağazacılık hosted the annual "Green Offices" meeting of the World Wide Fund for Nature, where good examples from the private sector were shared; thus meeting with the other private sector representatives in order to share such "good examples".

In 2018, four sources of consumption were monitored within the Framework of Green Office.

Electricity, natural gas, water and paper consumed at the head office were monitored through monthly reports; and recorded and tracked in terms of both the type of consumption and its greenhouse gas equivalent CO2-e.

Green Office consumptions were periodically monitored at regular intervals and efforts were made to keep the consumption at minimum level by specifying seasonal measures through current situation analyses.

CO2-e equivalents were reviewed in order to find a value to sum up and compare these consumption values with each other. Similarly, there was a reduction in unit emissions per person and per m2 equivalent.

While a 4.97% reduction in emissions totals was observed in 2019 compared to the previous year, the reduction was 36.19% compared to the base year 2013. The reason for the increase in comparison with 2017 can be justified by longer periods of work at the office due to SAP integration, and the increase in A4 paper consumption as a result of increased operational needs.

While electricity and natural gas values are monitored daily, the water consumption value is monitored monthly. Carbon footprint was reduced through savings by automated air conditioning system purchased and commissioned in accordance with green procurement principles in the first year of application as a Green Office, monitoring of hourly consumptions with energy analyzer application, and the positive actions taken as required. It was aimed to reduce the footprint in total retail operations by widespread deployment in the stores of the hourly measurement and monitoring system which was implemented beginning from 2017.

## GREEN OFFICE

2017-2019 Emission

**4,97%** decrease

2013-2019 Emission

**36,19%** decrease



	Consumption	Electricity Kwh	Natural Gas M³	Water Liters	Total Paper KG
Total Consumption Annual	2013	1.256.851	45.233,00	5.407,00	9.612,93
	2014	1.041.805	41.412,00	5.070,00	11.594,47
	2015	982.232	48.505,00	5.039,00	9.511,38
	2016	901.849	40.647,00	4.499,00	9.669,38
	2017	869.160	40.914,00	4.507,00	9.266,91
	2018	911.380	39.903,00	4.749,00	9.496,05
	2019	872.366	37.243,00	4.330,00	6.980,85
Per Capita Annual Consumption	2013	3.065,49	110,32	13,19	23,45
	2014	2.264,79	90,03	11,02	25,21
	2015	2.192,48	108,27	11,25	21,23
	2016	1.927,03	86,85	9,61	20,66
	2017	1.727,95	81,34	8,96	18,42
	2018	1.808,29	79,17	9,42	18,84
	2019	1.737,78	74,19	8,63	13,91
	% Change 2014	-26,12%	-18,40%	-16,42%	7,50%
	% Change 2015	-3,19%	20,27%	2,05%	-15,77%
	% Change 2016	-12,11%	-19,78%	-14,53%	-2,68%
% Change 2017	-10,33%	-6,35%	-6,79%	-10,83%	
% Change 2018	4,65%	-2,66%	5,16%	2,27%	
% Change 2019	-3,90%	-6,29%	-8,46%	-26,19%	
% Change 2013-2019	-43,31%	-32,75%	-34,59%	-40,69%	
Per Capita Daily Consumption	2013	12,41	0,45	0,05	0,09
	2014	9,10	0,36	0,04	0,10
	2015	8,70	0,43	0,04	0,08
	2016	7,77	0,35	0,04	0,08
	2017	6,83	0,32	0,04	0,07
	2018	7,26	0,32	0,04	0,08
	2019	7,06	0,30	0,04	0,06
	% Change 2014	-26,71%	-19,05%	-17,10%	6,64%
	% Change 2015	-4,35%	18,83%	0,84%	-16,77%
	% Change 2016	-10,69%	-18,49%	-13,15%	-1,11%
% Change 2017	-12,10%	-8,20%	-8,63%	-12,59%	
% Change 2018	6,33%	-1,10%	6,85%	3,91%	
% Change 2019	-2,73%	-5,15%	-7,34%	-25,29%	
% Change 2013-2019	-43,08%	-32,48%	-34,33%	-40,45%	
Per M² Annual Consumption	2013	135,15	4,86	0,58	1,03
	2014	112,02	4,45	0,55	1,25
	2015	105,62	5,22	0,54	1,02
	2016	96,97	4,37	0,48	1,04
	2017	93,46	4,40	0,48	1,00
	2018	98,00	4,29	0,51	1,02
	2019	93,80	4,00	0,47	0,75
	% Change 2014	-17,11%	-8,45%	-6,23%	20,61%
	% Change 2015	-5,72%	17,13%	-0,61%	-17,97%
	% Change 2016	-8,18%	-16,20%	-10,72%	1,66%
% Change 2017	-3,62%	0,66%	0,18%	-4,16%	
% Change 2018	4,86%	-2,47%	5,37%	2,47%	
% Change 2019	-4,28%	-6,67%	-8,82%	-26,49%	
% Change 2013-2019	-30,59%	-17,66%	-19,92%	-27,38%	

	Emission tCO <sub>2</sub> -e	Electricity	Natural Gas	A4 Paper	Paper Other	Total Paper	Total Emission
Total Emission Ton CO <sub>2</sub> -e	2013	672,00	88,47	3,33	1,76	5,09	765,57
	2014	492,00	94,08	2,92	3,23	6,15	592,22
	2015	464,00	88,33	2,08	2,96	5,04	557,38
	2016	426,00	79,50	2,15	2,98	5,12	510,63
	2017	411,00	80,03	2,62	2,29	4,91	495,94
	2018	431,00	78,05	2,92	2,11	5,03	514,08
	2019	412,00	72,85	1,68	2,02	3,70	488,55
	% Change 2014	-26,79%	6,34%	-12,50%	83,29%	20,61%	-22,64%
	% Change 2015	-5,69%	-6,11%	-28,62%	-8,34%	-17,97%	-5,88%
	% Change 2016	-8,19%	-10,00%	3,12%	0,64%	1,66%	-8,39%
% Change 2017	-3,52%	0,66%	22,21%	-23,18%	-4,16%	-2,88%	
% Change 2018	4,87%	-2,47%	11,28%	-7,63%	2,47%	3,66%	
% Change 2019	-4,41%	-6,67%	-42,36%	-4,55%	-26,49%	-4,97%	
% Change 2013-2019	-38,69%	-17,66%	-49,52%	14,52%	-27,38%	-36,19%	
Per Capita Annual Emissions Ton CO <sub>2</sub> -e	2013	1,64	0,22	0,01	0,00	0,01	1,87
	2014	1,07	0,20	0,01	0,01	0,01	1,29
	2015	1,04	0,20	0,00	0,01	0,01	1,24
	2016	0,91	0,17	0,00	0,01	0,01	1,09
	2017	0,82	0,16	0,01	0,00	0,01	0,99
	2018	0,86	0,16	0,01	0,00	0,01	1,02
	2019	0,82	0,15	0,00	0,00	0,01	0,97
	% Change 2014	-34,74%	-5,22%	-22,01%	63,37%	7,50%	-31,05%
	% Change 2015	-3,16%	-3,59%	-26,71%	-5,89%	-15,77%	-3,36%
	% Change 2016	-12,11%	-13,84%	-1,29%	-3,66%	-2,68%	-12,30%
% Change 2017	-10,23%	-6,35%	13,71%	-28,53%	-10,83%	-9,64%	
% Change 2018	4,87%	-2,47%	11,28%	-7,63%	2,47%	3,45%	
% Change 2019	-4,03%	-6,29%	-42,14%	-4,16%	-26,19%	-4,59%	
% Change 2013-2019	-49,93%	-32,75%	-58,77%	-6,47%	-40,69%	-47,88%	
Emissions Per M <sup>2</sup> Ton CO <sub>2</sub> -e	2013	0,07	0,01	0,00	0,00	0,00	0,08
	2014	0,05	0,01	0,00	0,00	0,00	0,06
	2015	0,05	0,01	0,00	0,00	0,00	0,06
	2016	0,05	0,01	0,00	0,00	0,00	0,05
	2017	0,04	0,01	0,00	0,00	0,00	0,05
	2018	0,05	0,01	0,00	0,00	0,00	0,06
	2019	0,04	0,01	0,00	0,00	0,00	0,05
	% Change 2014	-26,79%	6,34%	-12,50%	83,29%	20,61%	-22,64%
	% Change 2015	-5,69%	-6,11%	-28,62%	-8,34%	-17,97%	-5,88%
	% Change 2016	-8,19%	-10,00%	3,12%	0,64%	1,66%	-8,39%
% Change 2017	-3,52%	0,66%	22,21%	-23,18%	-4,16%	-2,88%	
% Change 2018	4,87%	-2,47%	11,28%	-7,63%	2,47%	3,66%	
Change 2019	-4,41%	-6,67%	-42,36%	-4,55%	-26,49%	-4,97%	
% Change 2013-2019	-38,69%	-17,66%	-49,52%	14,52%	-27,38%	-36,19%	

### BOYNER BÜYÜK MAĞAZACILIK - ENERGY EFFICIENCY IN RETAIL OPERATIONS

Our 75 retail stores throughout Turkey have been made instantly monitorable and manageable via remote energy management. By means of the installed online system, instant consumption of all stores can be monitored and reported at requested intervals. The system shows consumption amounts in kWh, as well as in CO<sub>2</sub> emission. By this means, we have activated the alarm system to monitor our reactive consumptions within the scope of Energy Efficiency in Buildings, which allows us to detect possible malfunctions that might occur in compensation panels and prevent unnecessary consumption. By monitoring night consumptions, we can detect the stores where devices and equipments are left active and notify the store managements. Through instructions to use the energy more efficiently in stores during morning and evening off-peak hours, we can calculate the saving ratio instantly.

In the measurements performed after system setup in March, it was observed that 8.7% of the consumption was made during non-working hours. The operations held during non-working hours are deducted in this calculation, and the measured consumption amount only includes completely inactive hours. As we did not have any effect on consumptions during March, it's been defined as the standard consumption month. Night consumption amounts reached in other months have been compared with the consumption in March to define the reduction amounts. As an example, when we look at July, while it will consume 8.7% at night under normal conditions, 7.61% of the total consumption is night consumption as a result of the measures taken. The possible value found by multiplying the total consumption by this ratio is subtracted from the actual consumption price and the consumption price is found. Throughout 2019, a total reduction of 592.466.65 Kwh was achieved, corresponding to 392.851.45 TL in terms of savings. The equivalent of the reduction in terms of CO<sub>2</sub>-e equals to 280 tons.

MONTH	Jan.19	Feb.19	Mar.19	Apr.19	May.19	Jun.19
Night Consumption Rate	7,40%	7,12%	6,99%	7,40%	7,69%	6,85%
Reduction Rate	1,26%	1,53%	1,67%	1,26%	0,97%	1,81%
Reduction Amount Kwh	47.673,09	52.113,13	60.916,35	44.749,27	38.672,41	77.948,72
Unit Price TL	0,61₺	0,61₺	0,61₺	0,61₺	0,61₺	0,61₺
Total Saving TL	28.878,50₺	31.568,10₺	36.900,75₺	27.107,36₺	23.426,24₺	47.218,29₺
Total Reduction Tons CO <sub>2</sub> -e	23,00	25,00	29,00	22,00	19,00	37,00

MONTH	Jul.19	Aug.19	Sep.19	Oct.19	Nov.19	Dec.19	Total
Night Consumption Rate	7,61%	7,16%	7,03%	6,72%	8,28%	8,62%	
Reduction Rate	1,05%	1,50%	1,63%	1,94%	0,37%	0,04%	
Reduction Amount Kwh	47.321,29	66.419,46	66.190,26	75.599,12	13.362,92	1.500,64	592.466,65
Unit Price TL	0,70₺	0,70₺	0,70₺	0,80₺	0,80₺	0,80₺	
Total Saving TL	32.965,19₺	46.269,46₺	46.109,79₺	60.510,75₺	10.695,89₺	1.201,13₺	392.851,45₺
Total Reduction Tons CO <sub>2</sub> -e	23,00	32,00	32,00	36,00	7,00	1,00	280,00

# COMMUNITY IMPACT

5 GENDER EQUALITY



## • SOCIAL GENDER EQUALITY ACTIVITIES

**POMEGRANATE ARILS: STRONGER YOUNG WOMEN, HAPPIER TOMORROWS**  
www.nartaneleri.com



Güçlü genç kadınlar,  
mutlu yarınlar.

Originating in 2009, the project Pomegranate Arils: Stronger Young Women, Happier Tomorrows has been realized by the Ministry of Family and Social Policies, and Boyner Holding and its subsidiaries, with the technical support from the United Nations Population Fund (UNFPA), the partnership of the General Directorate of Child Services and the Human Management Association of Turkey (PERYÖN), and the cooperation with the Family Health and Planning Foundation of Turkey (TAPV).

The project Pomegranate Arils - Stronger Women, Happier Tomorrows; aimed to promote the continued education of the 18-24 year-old young female high school and university graduates that grew up in orphanages of the 'General Directorate of Child Services' and exposed to social and economic discrimination in the society, and to teach them how to get prepared for the labour market by improving their personal developments and developing their job search

skills. Pomegranate Arils was the first women-focused project implemented by the private sector in "orphanages". In addition, the Pomegranate Arils selected as an exemplary project by the United Nations also received many national and international awards.

During the first 5 years (2009-2014), 160 young women that grew up in orphanages were provided with trainings in various fields extending from personal development to academic success support, and from preparation for higher education to consultancy for choice of professions and the young women were supported by a mentoring program.

In the second period between the years of 2014-2016, a study covering 370 care providers, social service specialists, psychologists and teachers working in the orphanages (love houses and child and care houses) of the General Directorate of Child Services was conducted. By



providing instructive training for development of personal knowledge and competencies in childrearing and through an empowerment approach for raising of children under 18 years of age, the Pomegranate Arils Project was transformed into a sustainable program. In other words, by training of trainers, the process was transferred to the stakeholders in orphanages.

There are nearly 40.000 people in 69 cities including the project participants, stakeholders, training personnel, the staff of the General Directorate of Child Services who are involved in and within the sphere of influence of the project.

Between the years 2009-2013, 162 young women of ages 18 to 24 from 79 cities participated in the education + mentorship + social inclusion program.



79 cities 162 young women



80 Volunteer Educator



640 Hours of Education

223 Volunteer Workers  
1.523 Hours of social inclusion support

117 Volunteer Mentors  
8.812 Hours of Mentorship

### CONCLUSION

Our employment ratio  
**100%**

Those we have encouraged to Participate in higher education  
**15%**

Between the years 2013 and 2016

Training of **369** personnel serving at dormitories

Training for **20** trainer personnel

**5** publications (2 social influence analysis, 1 career book, 1 training guide, 1 mentorship guide)

**Case Study** (with ILO, UN WOMEN, UNFPA evaluation)

**2** national **2** international awards

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



### EMPOWERMENT OF WOMEN ENTREPRENEURS ENGAGED IN PRODUCTION OR SALES ORIENTED TO NON-FOOD AND NON-ELECTRONIC ORGANIZED RETAIL INDUSTRY: GOOD FOR BUSINESS

The situation of women employees working under standard working conditions in our supply chain is among our priority issues to consider within the scope of our supply-chain sustainability work program. Moreover, we started to keep the statistical data of the amount of women entrepreneurs among our business partners available in our supply network in 2015, by which means we found out that only 63 out of our 342 suppliers available in Boyner Group's special brands supply network in 2015 were owned by women entrepreneurs and that only 53 of those 63 companies were run and managed by women entrepreneurs.

In terms of contribution in supporting women entrepreneurship in Turkey, in order to provide a capacity development support that will contribute to ensuring their companies' sustainability and to encourage the individual empowerment of women entrepreneurship; in May 28, 2015, we started the "Good For Business: Boyner Group Supply Chain Empowerment of Women Entrepreneurship Program" in cooperation with the International Finance Corporation - IFC (World Bank Group). Our project that was designed with trainings and events based on branch of activity, which makes it unique both in Turkey and in the World, also has a special meaning for being the first project-based cooperation of the IFC with a private entity out of the Finance sector.

**Needs analysis:** One-on-one meetings were held with women entrepreneurs in the Supply Chain about the issues that they need to improve the capacity of their companies as well as their own

individual efficiency. During these negotiations, the obstacles that women entrepreneurs face as a woman and the development areas that they require about leadership were identified and they were asked about the current situation analysis and requirement areas for their company under market, finance, technology, human resources topics.

#### Designation of the Training Program:

The topics required in the context of needs analysis were picked from the BUSINESS EDGE training program prepared by the IFC for the purpose to support SMEs throughout the world. Those training subjects were translated to Turkish and adapted for the ready-made clothing sector. Also for the first time, training programs were revised with the gender equality perspective.

**Training of Trainer:** A trainers pool of acknowledged expert trainers on the selected training programs have been designed by the BUSINESS EDGE in Turkey and a 2-day training for trainers, at which they received orientation about the training methods of the Business Edge, as well as a certificate authorizing them to provide the same training.

**The Training Program:** has been designed as a 12-week program oriented to improving the social, professional and financial skills of women entrepreneurs.

Subjects studied within the scope of this program are:

- Communication
- Transformative Leadership
- Human Resources Management
- Strategic Planning
- B2B Marketing and Pricing
- Competitor Analysis and Market Positioning
- Financial Resources for Growth and New Investments
- Networks for New Markets
- Quality Management
- Social Compliance and Chemical Management

Additionally, the Vender Forum, which includes inspiring examples

related to each topic, speeches of the banks that offer Banking Programs for Women, special meetings with purchase agents at Boyner Group and access to new markets, was organized.

**Stakeholders:** Among the supporters of the program, The Boston Consulting Group, TEB, Garanti Bank and Şekerbank from the private sector and WE CONNECT and KAGİDER from the civil society took place at the event.

**Impact Analysis:** In 2015, the Impact Analysis of the project were prepared. The Impact Analysis was carried out by PhD. Deniz Seebacher from Vienna University of Economics and Business. The Impact Analysis focused on contribution of the project to women entrepreneurs' individual improvement as well as on the question about how the program contributed to improvement of the organizational capacity. With this analysis, the performance indicators defined in terms of finance and number of customers together with the positive-negative effects on the organizational capacities of female suppliers began to be measured. The most important output detected about the project has been the women entrepreneurs' establishing a sharing network and business partnership between each other.

**Honored:** "Good for Business" was introduced as an exemplary program in the "United Nations Women's Empowerment Principles Meeting" held in New York in 2016. Moreover, the project's Gender Smart Business Solution: Case Study Boyner Group Supply Chain Strength Women in Business publication has been released by IFC for the use of the whole world. The project has been presented as a sample case in Putting Gender Smarts Commitments into Practice: SheWorks Year One Progress Report prepared by "SHE WORKS".

In order to ensure the extensiveness and sustainability of our project, in

2018, we started a study oriented not only to women entrepreneurs in Boyner Group's supply network, but also to all women entrepreneurs who were eager to provide products or services to non-food and non-electronic organized retail industry in cooperation with the Women Entrepreneurs Association of Turkey and the main project partner KAGİDER.

While we maintained our then-current number of women suppliers, the second term studies that we began with the purpose to support new women suppliers to join Boyner Group's supply chain were financially supported by the Bank of America Merrill Lynch.

In 2018, we published an announcement oriented to women entrepreneurs that "carry out production activities in textile (including home textile), ready-made clothing, shoes & bags, accessories branches for the use of non-food and non-electronic retail industry; manage the production organization in those branches; function in those branches with their companies required to be active at least for a minimum period of 3 years".

During the designation of our training program in 2018, in addition to our experience from 2015, we used the results of surveys carried out by KAGİDER about educational and development subjects oriented to women entrepreneurs.

Additions to education subjects: In addition to the education subjects that we had previously presented, in 2018 we have added new subjects like contract and labour law, law of obligations and tax, foreign trade incentives, public incentive programs, electronic commerce, etc.

**Stakeholders:** Among the supporters of the Program in 2018, The Boston Consulting Group, Istanbul Project, KOSGEB, Hepsiburada and UPS took their place. 46 women entrepreneurs from 42 companies participated in

both programs. As the Program was organised in Istanbul, total number of participants from outside of Istanbul was only 8.

#### Our Project in Numbers:

Total employment opportunity created by 42 companies: 1516, the ratio of women in this number is 66%, and the ratio of female executives is 59%.

Categorization of participant companies as per their areas of activity

- Shoes and bags: 11
- Accessories: 5
- Children's textile products: 5
- Kitchen textile products: 1
- Textile sub-industry: 1
- Home textile: 4
- Ready-mate clothing: 15

Average Production Capacity

1200K  
pcs/year

Total number of employment created by 42 companies

1.516

Women's ratio in employment

66%

Ratio of Female Executives

59,5%



### “GOOD FOR BUSINESS” WOMEN ENTREPRENEURS’ SHOP

As Boyner Group, gender equality is an issue that we attach importance to and that has been in the centre of both our working principles and social investments.

We took the programme Good for Business, established in 2015, a step forward in order to increase the capacity of our female entrepreneurs in the supply chain in 2019. So far, 72 business owner women have received their certificates by completing their individual and corporate capacity-increasing training within the programme Good for Business. On the one hand, with the programme Good for Business: Supply Chain Entrepreneurs Empowerment Program we ensure that female entrepreneurs are empowered to expand their businesses and get in contact with large amounts of people. We also aim to increase the number of female entrepreneurs in Turkey and to provide support for female entrepreneurs to access both financing and market.

The products of the female entrepreneurs participating in the project, which has been put into practice in order to empower women as retailers with the

cooperation of Boyner Group and KAGİDER (The Women Entrepreneurs Association of Turkey) and which is used as a model to the world by the United Nations and World Bank, are up for Sale at the shop Good for Business opened at Morhipo.com, the web address of fashion in terms of e-commerce. Thousands of products of 24 of the female business managers participating in Good for Business and engaging in activities in areas such as textiles, ready-to-wear, footwear, bags, accessories, home and kitchen textiles at shop Good for Business have been offered to customers at Morhipo.com. These products are up for sale with special privileges at Morhipo.com, which hosts over 40 million customers per month on its e-commerce platform. With new designers to participate in the shop Good for Business, we aim for the project to contribute to even more entrepreneurs’ businesses and to access a wider range of customers at Morhipo.com.

The shop Good for Business supports female entrepreneurs with their most important needs, which is access to market. Women who are entrepreneurs doing good business add great value to Boyner Group and Morhipo.com.

### 8TH OF MARCH CAMPAIGNS

Since 2009, Boyner Group has been sharing with the public its values and perspective on gender equality through a campaign that will put the social gender equality on agenda on 8th of March World Women’s Day every year. With these ads, it is aimed to bring up social gender equality to the agenda and to support the requests of women from the business world and all segments of the society for equality and freedom.

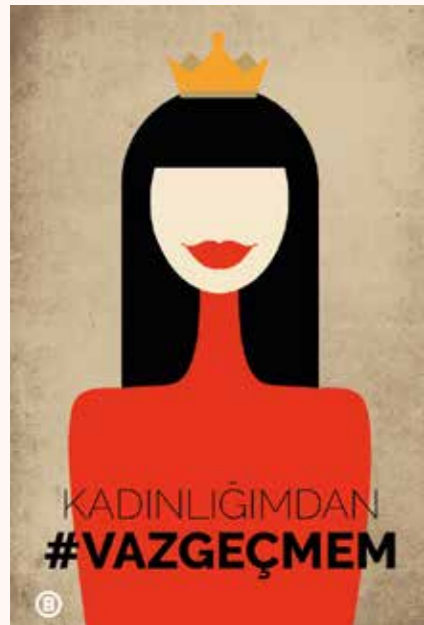
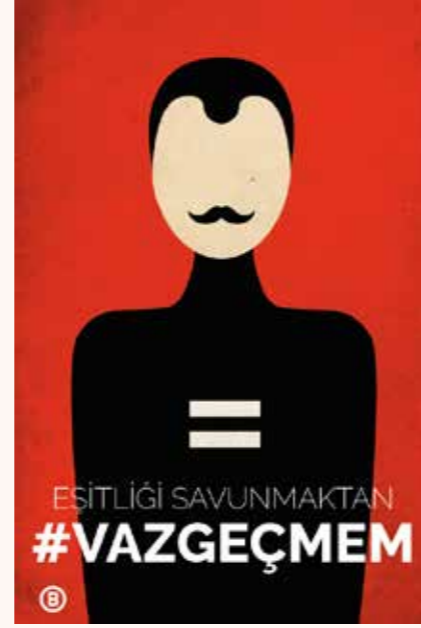
Through such ads, attention is drawn to the supporting policies and practices required to be established and implemented in relation to equality of men and women and the efforts for establishment of a societal agenda in this field are supported. All managers, including, in particular, the senior management, are encouraged to create awareness in the public regarding this matter and to attend events and conferences organized and held by the platforms specific to women’s rights.

In addition to internal and external communications specific to the World Women’s Day, events are organized with universities and non-governmental organizations and activities and messages are shared in different platforms. By displaying active presence in global platforms, Boyner Group does not limit its efforts with the domestic stakeholders only, but carries them abroad.









# SOCIAL ENTREPRENEURSHIP

## BULUŞUM

Launched by Boyner Foundation in 2015, Buluşum was established as a web-based platform supporting social entrepreneurs and aiming to promote and expand strategic donation, while being a social enterprise itself at the same time.

BULUŞUM is a platform "breathing life" into social enterprises, through which projects that will provide benefits for the community.

The purpose of Buluşum is to take the social entrepreneurs saying "I have an invention" by the hand and to give them courage to start. The most important criterion to load a project to and to receive support from Buluşum is to have a project that will provide social benefits.

Buluşum is different from the other platforms by its funding model and works with a hybrid model combining the classical scheme under which companies provide funds for social entrepreneurs and the mass funding approach under which individual donors support social projects. A total financial support amount of 461.000 TL had been provided to 14 social initiatives until the end of 2018.

14 social entrepreneurship

**461.000 TL**

total financial support

**BULUŞUN  
VARSA  
BULUŞUM  
VAR!**

**Buluşum:**  
bulusum.biz

## SOCIAL INITIATIVES SUPPORTED BY BULUŞUM PLATFORM



### Sustainable Living Film Festival 2015-16, 40.790 TL

Created with the imagination of a society that is participative, open, fair, understanding, embraces variety and values the planet as well as the life on it, The Sustainable Living Film Festival aims to contribute to cultural shift for a sustainable life. With a hand-picked collection among hundreds of documentary films that offer a collective approach and creative solutions every year, it reminds its audiences that they can become a part of the solution instead of remaining as a miserable part of the problem.



### Gelecek Daha Net (Future is Brighter) 2015, 25.000 TL

The Gelecek Daha Net (Future is Brighter) youth platform was created with the aim to enable the young people in Turkey to achieve the know-how, skills and connections to help them make the right choices in education, business and life. It is important that young people have the ability to make conscious decisions, dominate their own lives and become proactive individuals, because the world needs the young people. Young leaders to manage the institutions that shape our future are required. Conscious, sensitive individuals that will contribute to society, use the resources correctly, produce and encourage human development, are required. For this exact reason, investing in the youth is invaluable as this investment, in return, will save the world! Young people remain alone while taking the most important decisions of their lives and they lack instruments to help them take conscious decisions. On the other hand, in fact the professionals that are directly related with the problem are looking for appropriate employees as the companies are calculating the return of their investment. These sharers on both sides of the problem are extremely disconnected from each other. The mechanisms designed to bring them together are very insufficient and inequivalent. By the way, we have discovered in time that there's a very serious potential of professionals that would like to guide young people voluntarily and much more people than we expected, have participated the platform at their own request, which has encouraged us. People want to share and contribute but it is not easy to find an effortless format in Turkey other than donation. Thanks to GND, that's very easy. Once you match with the right student, you just need to be on your computer and talk to him/her, however, the information you will provide are invaluable! What we mainly do here is, in fact, to bring those two groups that form the two sides of the problem and enable them to learn from each other. To provide this, we use the technology and bring together the sources and targets of knowledge. We perform this by creatively using skill development instruments like online and offline guidance, mentorship, trainings, meetings, videos, etc.



### Yuvarla (Round Up) 2015-17, 60.000 TL

Having set out with the purpose to improve the individual donation culture in our country and create resources for non-governmental organizations, the Yuvarla (Round Up) Project is preparing to integrate the donation system into classic retail shopping in addition to online shopping integration, after a two year development. For this great development, Yuvarla needs to become a sustainable structure and achieve the most appropriate legal entity. By this means, it aims to support many more non-governmental organizations through many more shopping points.

Having adapted the round up method that we used to apply for online shopping, also to offline sales channels, YUVARLA managed to round-up fractions for offline sales by defining the credit cards of İş Bankası, Akbank, QNB Finans Bank, ING Bank, Albaraka Türk and TEB banks on the YUVARLA system through integrations made with the same in 2018.



### SoruSana 2016, 50.000 TL

Sorusana is a mobile application that aims to enhance the interaction and information-sharing among students that prepare for the university admission exams. This social initiative that's aimed to provide a platform for young people who went through similar processes and troubles during the university exam period to support others enables young people with better conditions and knowledge to support other young people with limited opportunity to find a solution. All the requirements of the SoruSana project have been covered with the support provided by Buluşum and it's been aimed to extend the scope of the application with other exams and to improve R&D, server and extensification operations. By creating a social platform for students SoruSana provides the opportunity to share the problems that they are unable to solve themselves with others, which allows a problem shared by a student in Kars to be solved by a student in Istanbul who learned practical ways for the solution. SoruSana is aiming to enable everyone to improve themselves with new methods and thus reduce the inequality in the field of education.



### Sinemasal 2016, 60.000 TL

According to UNICEF data, 1,297,000 children at ages from 6 to 17 do not attend to school and 900 thousand of them are used as full time or seasonal workers. Sinemasal aims to introduce arts to those children that live at the countryside, the majority of which are disadvantaged, so as to enhance their imagination. Thanks to the cinema, doors of a completely unknown world is being slightly opened to underprivileged children. With the encouraging power of arts and culture, children realize their own potentials, discover their creativity through art activities and share the excitement of new horizons. It also provides the children who have become aware of life-related alternatives the opportunity to dream a better future and meet inspirational figures.



### Ustamdan (From My Master)

2016, 35.000 TL

The Ustamdan (From My Master) project that embraces crafts and craftsmanship in Turkey aims to promote Anatolian products and the Anatolian culture to the world; to provide employment opportunities for master craftspeople and apprentices, and thus to create characteristic economical sustainable values in every region, while bringing local cultural values to light.

In case the Ustamdan project achieve its target, it will have achieved to protect local values in Anatolia and to grow local economies through protection and encouragement of local resources and cultural values by bringing it to its rightful place and making it sustainable.

The project has been set off to become a global brand that applies cultural values to the daily life via creative ideas. The project is getting prepared to become a solution partner for institutions and organisations with services and products that bring cultural values and creative ideas together. The young team is working with a creative and socially-conscious perspective.

The plan is to eternalise the stories of thousand-year old master hands with a short-film series and thus to promote the Ustamdan project and carry the traditional values to future generations.



### E- Bursum (E-Scholarship)

2017, 50.000 TL

E-Bursum (E-Scholarship) is a social initiative established for the purpose of minimizing the inequality of opportunity in the field of education. Having moved the manual scholarship system in Turkey to a digital system, this social initiative is working on not only to facilitate students' access to financial resource required for their education but also to provide the supporters who give scholarship with a more systematic and democratic scholarship process.

In addition to a systematized scholarship system, E-Bursum takes as an objective to maximize the influence of scholarship grantors via basic financial literacy training, social influence measurement and online mentorship.

With the support to be provided by Buluşum, it aims to develop the new-generation "Crowd Scholarship Funding" system!



### FreePark

2017, 25.000 TL

FreePark is a car-parking system solution consisting of special barriers and a mobile application, developed with the purpose of preventing the occupation of disabled parking spaces by non-disabled people.

The objective of the project is to spread this solution in countries that have the same problem like Turkey, Mexico, etc., and thus to create more accessible spaces where freedoms are not restricted.



### Givin

2017, 25.000 TL

givin is a social initiative project that enables people to support non-governmental organisations (NGO) that function in the field of education with the income earned by putting your unnecessary old belongings to sale. givin takes as an objective to raise socially beneficial participation and to create a new and efficient fund raising channel for NGOs.

Combining e-commerce with crowd funding to be used for social benefits, givin is planning to add brands to the platform in addition to individuals so as the offer the "best" shopping experience. The platform also allows us to transparently view for which purposes the contributions made to NGOs are being used.

givin is aiming to contribute to education by enabling the NGOs to be funded via all sorts of resources as well as to inspire new business models so as to provide a social benefit.



### Sesli Durak (Audio Stop)

2017, 60.000 TL

Sesli Durak is designed as a smartphone application developed to bring a solution to visually handicapped people's problem about being unable to know which bus is arriving while they are waiting at bus stops. Enabling visually handicapped people to vocally hear the details of buses arriving at stops, Sesli Durak informs the line details of arriving buses to its users.



### Begoodto.Me

2018, 30.000 TL

begoodto.me is a social initiative founded with the objective to spread and enhance kindness, good manners and positive actions (which we call Good Stories). We've set off with the desire to become more sympathetic with each other, with nature and with animals and behave better. And we have thought about shaping this behaviour through exposure of continuous positive examples. In our day, we can be exposed to too many examples of negative behaviour. We're willing to substitute those behaviours with positive versions and convert small favours into big ones. For this purpose, we have developed a mobile application both for iOS and Android. While the Good Stories shared by the users raise awareness about kindness, we convert small favour posts into much greater gestures thanks to the integrated scoring system on the application.

# SUPPORTING DISADVANTAGED GROUPS



## GOODNESS IS NEVER OUT OF FASHION (BOYNER)

Boyner believes in abiding by a sense of social responsibility for solutions to social problems and for a sustainable future. It also believes in increasing spirit of donation and encouragement of it to make a bigger impact.

Boyner, focusing on investing in society and creating influence with its Corporate Social Responsibility (CSR) projects, has been carrying out the project Cycle into Goodness that it launched in cooperation with Lokman Hekim Sağlık Vakfı (Health Foundation) in 2014 and the project Donate Goodness, which continues since 2016, within the project of "Goodness is never out of Fashion".

In CSR projects of Boyner, the goals listed in the United Nations Sustainable Development Goals including No Poverty (Goal 1), Reduced Inequality (Goal 10), Responsible Consumption and Production (Goal 12) and Partnerships to Achieve the Goal (Goal 17), are addressed collectively. Besides this, supporting all kinds of activities to promote greater environmental responsibility (Principle 8) in the United Nations Global Compact, to which Boyner is a party, is also covered by the CSR work. Additionally, Goodness is Never out of Fashion projects, which were started in 2012 and complement the Green Office Certificate granted by World Wide Fund for Nature (WWF) in 2013, are social investments designed and implemented to be oriented on the social, environmental and economic development objectives of corporate.



## CYCLE INTO GOODNESS

The project Cycle into Goodness related to the re-contribution of textile products back into the economy that have no value for the final user anymore, through various methods. The project is an opportunity that collectively creates social, economic and ecological benefits.

The project Cycle to Goodness is a project that appeals to all society, particularly Boyner employees and customers, and raises awareness in people regarding the re-contribution of textile products that have no value for the economy.

Within the scope of the project, Boyner cooperates with the Lokman Hekim Sağlık Vakfı (Health Foundation) which was a partner with regards to recycling of paper waste before. Textile waste is gathered into big collection bins obtained from re-cycled materials and positioned in all Boyner and YKM Stores.

The scope of the project Cycle to Goodness has been explained to customers and Boyner employees and put into practice as follows:

- 1- Re-Use: The incoming products are collected from the stores and transferred to the warehouse of the Lokman Hekim Sağlık Vakfı (Health Foundation) in Gebze. In this warehouse, the products are sorted. Re-usable ones are cleaned and sorted into the first group. These are cleaned, repaired and given to those in need through the foundation.
- 2- Furthermore, the Lokman Hekim Foundation organises a charity sale with products in this group. Funds obtained from charity sales are transferred to the scholarship fund of the foundation. The scholarships of 40 health science students were paid for from the income of the project between 2015 and 2018.
- 3- Upcycle: The incoming products are also evaluated as basic material for other work. Within this scope, the suitable waste is sent to the Sarıyer Women Cooperative that engages in activities in this field. The suitable products are used as raw material for goods manufactured at the cooperative.
- 4- Recycle: Other textile products are sorted as organic or inorganic and accessories in textile products are sorted as metal or plastic. Organic materials, metals and plastics of the collected raw material are sent for recycling. Thus, the Lokman Hekim Sağlık Vakfı (Health Foundation) generates another stream of income. Inorganic materials are transformed into energy in the cement sector by capturing their emissions since there is not convenient technology and investment to recycle a product group of such a big scale in our country.

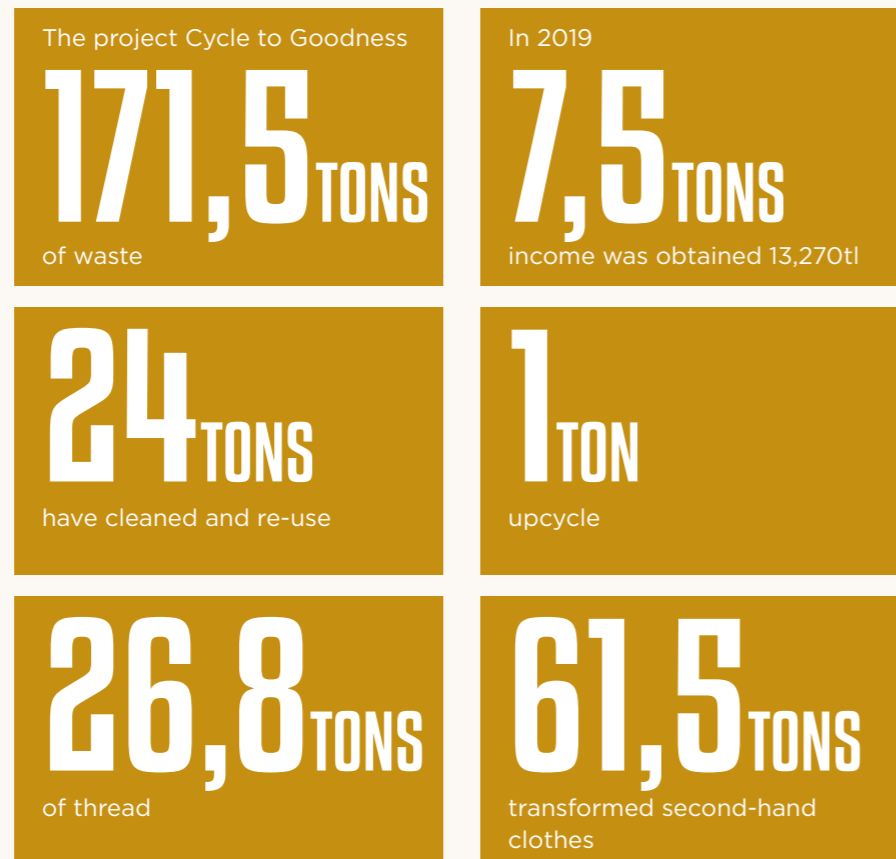
The project Cycle to Goodness was honoured with a Green Dot Industrial Award by the leading expert institution ÇEVKO (Environmental Protection and Packaging Waste Recovery and Recycling Foundation) in 2015 and with the Efficiency Award by TİSK (Turkish Confederation of Employer Associations). It was awarded with the Continuity/Sustainability Award at Altın Pusula Ödülleri (Golden Compass Awards) organised by TÜHİD (Turkish Public Relations Foundation) in 2019. In order to maximise the impact of the Project Cycle to Goodness on the issue of combating poverty, the project Donate Goodness was incorporated into this great movement with the help of public and non-governmental organisations in 2016.

### Through the project Cycle to Goodness:

- We have collected 171.5 tons of waste so far since the start of the project. 12.5 tons was collected in 2019.
- We have sorted all the collected waste, we have cleaned 24 tons of products, 1 ton of which was in 2019, and offered them for re-use.
- We have transformed them into 26.8 tons of thread, and metal and plastic accessories of approximately 1 ton has been transformed into raw materials.
- We have transformed 61.5 tons of second-hand clothes in total into energy, 4 tons of which was in 2019.
- Approximately 1-ton materials have been upcycle.
- Approximately 7.5 tons of incoming products in 2019 were sold through charity sales and a TRY 13,270 income was obtained.

With the obtained income, education scholarships were provided for five Medical Faculty Students that were continuing their education in economic deprivation, for one year.

Thus, 45 students in total were granted education scholarship since the date the project was launched.



### DONATE GOODNESS

The Donate Goodness project, various examples of which we observe around the World and in our country, is also being conducted by Boyner. Within the scope of the project that started in 2016, special product packages are prepared in stores in order for customers to donate to those in need. These products are offered to customers as a Donate Goodness sale and each one sold is transferred to the Lokman Hekim Sağlık Vakfı (Health Foundation).

Through the project Donate Goodness a mechanism has been designed that enables those in need to access summer products in summer and winter products in winter. Each Donate to Goodness package has been combined as "top and bottom."

The project that was launched on 18th June 2016 has operated in 96 stores in 37 cities. Half of the cost of the project, which was put into practice with a budget in the amount of 1,733,897 TRY, has been met by customers with their Donate to Goodness donation. Boyner Büyük Mağazacılık (Mass Merchandising) undertakes remaining half as a sponsor.

Through the project Donate to Goodness:



### PRODUCT SALE COOPERATION WITH THE ASSOCIATION FOR THE SUPPORT OF CONTEMPORARY LIVING

The collection of the Association for the Support of Contemporary Living (ÇYDD) that caricaturist Piyale Madra created with her drawings was offered to customers in Boyner stores for sale. The collections, bearing the name "Pi Collection," consisting of bags, mugs, t-shirts, bookmarks and notebooks specially designed by caricaturist Piyale Madra within the scope of the project, were offered for sale with newly added products in 2017 at 17 sales points. 1,168 products reached customers in 2016 - 2017 and the generated income in the amount of TRY 121,000 was transferred to the Association for the Support of Contemporary Living.

Sales of the collection were continued in 13 stores and the internet store www.boyner.com in 2018. During this period, 2,166 products were sold and a TRY 44,568.68 fund was created.

The total funds obtained from sales for the foundation in total reached to TRY 165,568.68.

In 2018 on the 11th of October, International Day of the Girl Child, additional funds for the one-year scholarships of 8 women who were university students, was gathered through sales at product stands that were set up by ÇYDD at headquarters of companies within the body of Boyner Group.

In 2019, 2,328 products from the ÇYDD Collection were sold at 12 stores and at boyner.com.tr, and TRY 42,090 was transferred to the Foundation.

### DONATION TO EDUCATIONAL VOLUNTEERS FOUNDATION OF TURKEY (TEGV)

A special t-shirt collection has been created for Limon, one of the private brands of Boyner. Printed t-shirts that have our great leader Atatürk have been offered to customers at Boyner stores and the internet store at [www.boyner.com.tr](http://www.boyner.com.tr). Income obtained from the products with black and white colour alternatives has been donated to the Educational Volunteers Foundation of Turkey.

### GIFT BOX DESIGNING PROJECT WITH MİMAR SİNAN FINE ARTS UNIVERSITY

A very special project that supports youth and art was carried out, considering that Boyner is the favourite gift-shopping destination in Turkey. Junior students at Mimar Sinan Fine Arts University at the Faculty of Fine Arts, Department of Graphic design, designed special gift boxes for Boyner.

Students designed the boxes, all of which had the quality of works of art, based on the concepts such as "dreams," "hopes," "enthusiasm," "happiness," and "sharing". Within the scope of the project, launched for New Year's shopping in 2019, Boyner supports the students at the Faculty of Fine Arts at Mimar Sinan Fine Arts University and the faculty, with the proceeds from the sold gift boxes.



# CIVIL SOCIETY COOPERATIONS

## YUVARLA



Implemented on the digital retail side and offered to customers for strategic donation, the "Round Up" (Yuvarla) project was launched through [www.network.com.tr](http://www.network.com.tr), [www.divarese.com.tr](http://www.divarese.com.tr) and [www.boyner.com.tr](http://www.boyner.com.tr) in 2014. Since the inception of the application, Round-up has provided support for non-governmental organizations included in the system through Round-up, a social incentive model designed to create resources for Turkey's non-governmental organizations and operating in the fields of education, youth and children, health, gender equality and environment. With Round-up project, it is aimed to expand the value created by customers day by day and to create a value for the community all together.

With Round-up, customers were provided the opportunity to support non-governmental organizations. Customers managed to easily support non-governmental organizations that they chose by rounding up their basket amounts after smooth completion of their shopping transactions at any time desired. With the help of Round-up, which was initiated in 2014, the donation culture was supported and the cooperation over digital channels was continued also in 2017.

- AKUT Search and Rescue Association
- Mother Child Education Foundation
- World Wide Fund for Nature
- The Hope Foundation for Children with Cancer
- Teachers Academy Foundation
- TEMA Foundation
- Tohum Autism Foundation
- Community Volunteers Foundation
- Education Volunteers Foundation of Turkey
- Turkish Education Foundation
- Turkish Red Crescent
- Turkish Foundation for Children in Need of Protection
- Spinal Cord Paralytics Association of Turkey
- Turkish Green Crescent Society

Total number of transactions realized via Boyner Group Companies

75.024\*

Achieved donation amount

80.837,37\*

\* (Yuvarla was first introduced on [www.morhipo.com](http://www.morhipo.com), which is a Boyner Holding enterprise and it has achieved a total donation amount of 80.837,37 TL in 75.024 transactions realized on our mentioned sales channel between 12/07/2014 and 31/12/2019).

# EMPLOYEE VOLUNTEERING



Boyner Grup Gönüllüleri

## BOYNER GRUP GÖNÜLLÜLERİ (BOYNER GROUP VOLUNTEERS) ("BGV")

"Boyner Group Volunteers is a corporate team with passion for business, volunteerism and charity".

BGV is an exciting, passionate, determined, and ambitious organization that provides social benefits by making life more colourful and that enjoys it. It functions as a corporate solution partner contributing in the identification and resolution of social and environmental problems through innovative, courageous, proactive, creative, and responsible approaches and sustainable practices.

Since 2002, Boyner Group Volunteers (BGV) has been contributing in the resolution of social problems through projects and activities in the subject fields decided every year. The volunteers promoting corporate responsibility and sustainability approach also develop the sphere of influence by ensuring the participation of stakeholders in the events organized. Boyner Group Volunteers create their events and campaign projects by shaping them under the titles of support for needy people, socializing of disadvantaged groups, fund raising, increasing motivation, support for non-governmental organizations, and improvement of environmental awareness and strategic philanthropy.

## BOYNER GRUP GÖNÜLLÜLERİ OYUNCAK KARDEŞLİĞİ (BOYNER GROUP VOLUNTEERS TOY FELLOWSHIP)

This is a goodness movement began with the question "What else can be more real to deal with in the world?". Ümit Kavak, the founder of Oyuncak Kardeşliği, reached 170k followers and thousands of grantors via his instagram account.

Oyuncak Kardeşliği and Boyner Group Volunteers met in 2018 and contributed to expansion of this goodness with 3 Campaigns.

The BGV organized the "Çocuk Haklı Oyuncak Hakkı / Child Has The Right for a Toy" campaign On April 23 National Sovereignty and Children's Day and donated toys to 2000 children. With the second campaign we organized on September 5 International Day of Charity, we have provided school requirements to 870 children. With the December campaign aimed to ensure that all children have toys, boots, coats, we have donated 195 coats, 150 toys and 179 clothing to children in the villages of Mardin city with participation of 4 people from Boyner Group Volunteers in cooperation with Oyuncak Kardeşliği.

The Boyner Group Volunteers participated in this movement of goodness led by Ümit Kavak through "Oyuncak Kardeşliği" and donated "toys" to children.



## BOYNER GRUP GÖNÜLLÜLERİ BİR AVUÇ UMUT (BOYNER GROUP VOLUNTEERS A HANDFUL OF HOPE)

In Bir Avuç Umud project, which we began in November 2015 and continue regularly every week, we are feeding the animals abandoned in the countryside.

While the project contributes to protection and provision of "feeding, housing, healthy life" rights of the dogs that are isolated from their living spaces or abandoned at the urban fringe with reference to the universal declaration of animal rights, it consists of a series of activities oriented to achieve the purpose of raising awareness about those violations as well as consciousness about animal rights. In accordance with our understanding of developing new collaborations and maximizing through sharing, we have cooperated with 5 different organizations.

Additionally, through a number of awareness-raising studies within the frame of #satinalmasahiplen (#dontbuyadopt) campaign, we've drawn attention to "one of the principle reasons of the problem: animal trade" and raised awareness about this issue. Using the new funding models for the civil society like "birthday donation", "matching fund", additional funds have been created and the existing funds have been grown.

In conclusion, our project spread its efforts for the protection and practical execution of animal rights and shared this passion with new volunteers and organizations.

In definition of the requirements of street animals, we've taken advantage of the know-how and experiences of non-governmental organisations currently engaged in this field and animal lovers who give their time and efforts for the good of street animals.

Moreover, ;

- We made 3 visits to Yedikule Animal Shelter, during which we have voluntarily worked in feeding and shelter cleaning.
- We made product contribution to the kermess organized by Yedikule Animal Shelter and took part in the event voluntarily.
- By selling the donated products at Bomonti Antique Bazaar for 3 times, we created funds for animal food for the use of feeding volunteers.

We found out that the problems for shelters and streets are similar but the density of necessities are different. It's getting different.

- Feeding
- Housing
- Treatment







With this project, we've aimed to meet the requirements of street dogs that were born into the urban life but moved away from the city life and abandoned in the countryside by public authorities.

The issues that we define as requirements are;

- a- Feeding (supply of water and animal food)
- b- Housing (supply of kennels for winter)
- c- Treatment (Mange treatment, vaccination of newborn animals, neutralization of small races, clinical treatment and caring of dogs exposed to traffic accidents or human violence)
- d- Announcements for the adoption, especially of the dogs that we've provided clinical treatment to be accommodated in the house or in the garden.
- e- Awareness: We've particularly organised awareness-raising campaigns about animal rights in our company. We've issued a call to people for taking positive actions about this case at least in their own living spaces. Additionally, with the spread of the #satinalmasahiplen (#dontbuyadopt) campaign organised by animal rights activists, into our company, we've worked on raising our employees awareness and consciousness about animal trade.

Briefly, in this route that we've designed for ourselves, we have and will continue to spend all our efforts to ensure the good of abandoned animals



### OUR PARTNERS

Number of Cooperations Developed: 5

- Maslak Veterinary Clinic: Provided support in terms of treatment, neutralization and check-up.
- Göktürk Pati Evi: Donated 22 kennels
- Banvit: Maintained the return products received at Ayazağa Warehouse for us every week, stored the food in cold chain and donated.
- Dardanel: Donated the returned products received at Dudullu production facility in 2016-17. In 2018, we directed donations to feeding routes in the Anatolian side.
- Ekol Hadımköy Warehouse: In order to handle the care of mother and baby animals and to facilitate necessary health conditions while growing up, provided us with an approximate area of 100 m2, fenced in and supported the animals' feeding whenever we were unable to go. In the current situation, it buys animal food at its own initiative and continues feeding.
- In 2018, a total of 160 packages of animal food have been donated at 4 times by Hepsi Burada - Hepsi Express.

# STAKEHOLDERS

17 PARTNERSHIPS FOR THE GOALS



## Local



## International



# COMPLIANCE WITH THE GLOBAL COMPACT

Global Compact	Section in the Report
<b>Human Rights</b>	
Principle 1: Business should support and respect the protection of internationally proclaimed human rights; and	Democracy in the Workplace, Equal Treatment Principle, Equal Opportunities
Principle 2: make sure that they are not complicit in human rights abuses	Democracy In the Workplace
<b>Labour</b>	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Freedom of Association
Principle 4: the elimination of all forms of forced and compulsory labour;	Democracy in the Workplace, Supply Chain Sustainability
Principle 5: the effective abolition of child labour; and	Supply Chain Sustainability
Principle 6: the elimination of discrimination in respect of employment and occupation.	Equal Opportunities
<b>Environment</b>	
Principle 7: Businesses should support a precautionary approach to Environmental challenges;	Environmental Awareness
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Energy Efficiency in Buildings
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Energy Efficiency in Buildings, Green Office
<b>Anti-Corruption</b>	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Corruption

# UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES AND REFERENCES

United Nations Women's Empowerment Principles and References

1.

Establish high-level corporate leadership for gender equality.  
 Our Working Ecosystem  
 Gender Equality  
 Our Chain of Values  
 Contribution to Society

2.

Treat all women and men fairly at work – respect and support human rights and non-discrimination.  
 Our Working Ecosystem  
 Gender Equality

3.

Ensure the health, safety and well-being of all women and men workers.  
 Our Working Ecosystem  
 Occupational Health and Safety

4.

Promote education, training and professional development for women.  
 Gender Equality

5.

Implement enterprise development, supply chain and marketing practices that empower women.  
 Our Chain of Values

6.

Promote equality through community initiatives and advocacy.  
 Our Working Ecosystem

7.

Measure and publicly report on progress to achieve gender equality.  
 Our Working Ecosystem  
 Gender Equality

Boyner Group Sustainability Report was prepared solely for informative purposes and does not create a basis for any kind of investment decisions. This report has been originally prepared and published in Turkish. Even though its translation into English has been realized with utmost care and attention for precision, the Turkish version prevails as the original. All content and information in this Report are prepared using the information and sources deemed to be accurate and reliable at the time the Report was written. None of the information and content in this Report can be interpreted as a statement, warranty and/or commitment; nor is it guaranteed that the information and content in this Report is complete and constant.

\* BR Mağazacılık Tic. A.Ş. it is not included in the data of our Sustainability Report. Boyner Group data includes Altınyıldız Tekstil ve Konfeksiyon A.Ş., BNR Teknoloji A.Ş. (Hopi), Boyner Büyük Mağazacılık A.Ş. (Boyner), Fırsat Elektronik Tic. ve San. A.Ş. (Morhipo) and Boyner Holding A.Ş.

## CONTACT

### Dr. Emrah ÖZBAY

Boyner Grup | Internal Audit, Risk Management and Sustainability Director

Eski Büyükdere Caddesi Park Plaza No.14, Kat: 15,  
34398 İstanbul/Maslak  
T. +90 212 366 8900 / 8992  
F. +90 212 345 0920  
M. +90 549 822 2119  
eozbay@boynergrup.com  
www.boynergrup.com

### Cem TANIR

Boyner Grup | Corporate Communications Director

Eski Büyükdere Caddesi Park Plaza No.14, Kat: 15,  
34398 İstanbul/Maslak  
T. +90 212 366 8900 / 8987  
F. +90 212 345 0920  
M. +90 533 210 3255  
ctanir@boynergrup.com  
www.boynergrup.com

## CONTACT

### Boyner Holding A.Ş.

Eski Büyükdere Cad. Park Plaza No:14 Kat:15-16  
Maslak - İstanbul  
T 0212 366 89 00  
F 0212 345 09 20  
www.boynergrup.com

### Boyner Büyük Mağazacılık A.Ş.

Büyükdere Cad. USO Center Binası No:245  
A KB01-Z02 Maslak - İstanbul  
T 0212 335 75 00  
F 0212 276 68 80  
www.boyner.com.tr

### Altınyıldız Tekstil ve Konfeksiyon A.Ş.

Çerkezköy Organize Sanayi Bölgesi 2. Kısım Yıldırım Beyazıt Mah.  
Barbaros Cad. No:71 Çerkezköy - Tekirdağ  
T 0282 736 35 00 - 0282 726 70 70  
F 0282 726 70 70 - 0282 736 35 99  
www.altinyildiz.com.tr

### Hopi

BNR Teknoloji A.Ş.  
Maslak Mah. AOS 55. Sokak 42 Maslak Sitesi No:4 Kat:8  
Kolektif House Sarıyer / İstanbul

### Morhipo

FIRSAT ELEKTRONİK TİC. VE SAN. A.Ş.  
Büyükdere Cad. No: 237 Noramin İş Merkezi Giriş Katı  
Maslak / İstanbul

