

# **ASLANLI TEKSTİL**

**UNITED NATIONS GLOBAL COMPACT  
COMMUNICATION ON PROGRESS 2020**



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# UNITED NATIONS GLOBAL COMPACT – 10 PRINCIPLES

## **Human rights**

Businesses should:

Principle 1: Support and respect the protection of Internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

## **Environment**

Businesses should:

Principle 7: Support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

## **Labor Standards**

Businesses should uphold:

Principle 3: The freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in employment and occupation.

## **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## **SCOPE OF THE REPORT AND THE PROMISE OF ASLANLI TEKSTIL**

**This report is Aslanlı Tekstil's (Aslanlı Uluslararası Tekstil ve Tarım Ürünleri Dış Tic. A.Ş.) first UN Global Compact Progress report.**

Aslanlı Tekstil has promised to uphold the universally proclaimed principles in the frame of UN Global Compact on human rights, labor rights, environment and the fight against corruption, and notified the Office of UN Secretary-General in written in March 19<sup>th</sup>, 2014.

UN Global Compact Progress Report is done annually, and this report consists information on Aslanlı Tekstil's social, economic, and environmental activities for the period of January 1<sup>st</sup>, 2020 and December 31<sup>st</sup>, 2020.

This report has been prepared in accordance with UN Global Compact reporting standards. In this regard, the fundamental principles of the Compact, which are transparency, accessibility, trueness, trustworthiness, and sustainability, has been given the utmost regard.

Aslanlı Tekstil has promised that, in view of the articles noted in the UN Global Compact, it has acted, in every phase of production and commerce, according to these articles, and that it has been an implementer and follower of the UN Global Compact.

The publication date for this report is February 2021.

# CORPORATE PROFILE / SHORTLY ASLANLI TEKSTIL

Aslanlı Tekstil's foundation reaches back to 1950s in cotton trade at first, and it has officially started manufacturing in the year 1997. Aslanlı Tekstil produces bleached, absorbent, and is a worldwide known manufacturer and is one of the foremost cotton bleaching facilitations in Turkey. The firm has made a difference in its sector of activity with high quality products and increasing customer satisfaction.

Aslanlı Tekstil has a view that makes no compromises to institutionalism, transparency, trueness and trustworthiness, and as of the end of the year 2017 operates with 75 employees in the Sales Office in Istanbul, and Kırklareli Compound.

Aslanlı Tekstil carries on its productive activity in the two production lines in the modern compound in Kırklareli, in an area of 45.000 m<sup>2</sup> of whose 23.000 m<sup>2</sup> is an indoor area.

The Firm's becomes one of the biggest capacities in the world.

The bleached absorbent cotton the firm produces has a wide range of use in health and medical sector, and cosmetics and personal care sector, and also in the basic necessities used in our daily lives. The bleached absorbent cotton Aslanlı Tekstil produces is used in the production of such materials as the following:

- sanitary pad,
- padding,
- diaper,
- baby cleansing napkin,
- make-up remover pad,
- ear stick,
- medical absorbent cotton

Aslanlı Tekstil sells 98% of its products to foreign markets. Aslanlı Tekstil, with an export area ranging from European countries to North and South America, is one of the greatest exporters in its sector today in Turkey and worldwide.



Aslanlı Tekstil Factory, Kırklareli-Turkey



## What is the bleaching process?

Bleaching process is a textile finishing process in order to give fibers made from cotton in the first place, and linen, silk, and wool, as well as textile products made from these fibers a bright white color, or to ensure that the textile products can be dyed in lighter and brighter colors.

# MESSAGE OF THE CHAIRMAN OF THE EXECUTIVE BOARD

Dear Shareholders,

We are proud to share with you the first Progress Report we have prepared in accordance with the UN Global Compact Aslanlı Tekstil has signed on March 19<sup>th</sup>, 2014.

Our world and global markets, which are shaped by the rapidly evolving technology, increasing population, and the increase in competition, impels the corporations to act more responsibly; and encourages us to take more sustainable steps.

Aslanlı Tekstil has adopted the 10 universal principles of the UN Global Compact brought together under the titles of Human Rights, Labor Rights, Environment and the Fight Against Corruption, and promised to uphold and apply these principles at all times. The progression we have made and our goals toward the future are presented here in this report to you esteemed shareholders for your consideration.

Our firm is determined to look after the human and employee rights, which is the basis of UN Global Compact; manufacture with materials that are eco-friendly and that do not threaten human health; protect and uphold a managing understanding that is both accountable and transparent.

Aslanlı Tekstil continues on with its activities with a view of ethical trade and honest competition, which are both of most importance to us since our foundation.

Also, our firm is one of the foremost frontiers in fighting corruption and bribery, and lives on as an honest and astute merchant.

## **Climate change and global warming threatens our future.**

We see the climate change and global warming as the most important and common risks that threaten both human future and the earth's future that we live on. The adversities that occur in our environment and the human habitat today will affect the future generations greatly, and irrevocably.

In order to eliminate the risks that the climate change causes, we look out for the environment, and thrive to take the necessary preventive measures in every step of our activities. On one hand, we develop and use methods that consume less natural resources, and on the other hand we focus on projects that will increase productivity and effectiveness of resources. We give great importance to, and look out for the limited and natural resources such as water and energy, and take great care to use them in our manufacturing cycle in an effective and economical way.

In the context of environment, our goal is to create a positive effect in the whole of our value chain, not just in Aslanlı Tekstil. In this regard, we join forces with our supplies in potential areas, and take great care in meeting our customers' expectations in the issues of production cycle and environmental standard in relation to our productions. Similarly, carry out activities to increase the awareness levels of our employees that are our social shareholder, about the environment.

## **Aslanlı Tekstil has acquired crucial gains in its water saving and energy conservation and efficiency studies.**

In the textile sector that we carry on our business, one of the most essential resources is water.

Aslanlı Tekstil, as a result of research and development study that it has carried out concordantly with İstanbul Technical University (ITU) on the water consumption, achieves water saving status by the ways that provide recovery and re-use of the water used in the production process.

As a result of the project named "Water Minimization" done in collaboration with the university, in the last two years we managed to save approximately 40% of the water. On the other hand, our biological treatment system, with its 1.600 m<sup>3</sup>/day capacity, purifies the processed water we use in production.

Our firm concurs that energy management and efficient use of energy is an area of utmost importance in need of improvement. As a result of our endeavors and improvements, we have managed to save 20% of our energy annually. In this regard, the heat exchanger system that enables the heat coming out of processed water drained as a result of production process has been set up, and thus, we have achieved a 10% conservation of natural gas.

The illumination system in our factory in Kırklareli has been changed with the new generation LED system. Our illumination infrastructure has been moved out of the factory building within the scope of this project that enables us to conserve our power consumption, and thanks to this outside illumination infrastructure, we have eliminated risk of fire breaking out as a result of power consumption.

#### **Bleached absorbent cotton is our foremost contribution to sustainability.**

Aslanlı Tekstil, by evaluating cotton with shorter fibers than a set amount that could not be used in any other branch of the textile industry, produces bleached absorbent cotton. Because of its short fibers, the cotton that is generally put aside as a waste in other branches of textile industry, is being used as raw material and brought back into the economy. By this virtue, a product with a high added value that meets its consumers in vastly diverse lands from Canada to Korea is made.

Cotton, with its sustainable, renewable, and reusable structure is eco-friendly; being natural, soft, absorbent and hypoallergenic, it is the most favored fiber in almost every sector. Aslanlı Tekstil, by making use of these properties of cotton, and with the knowledge and technology produces bleached absorbent cotton.

#### **We use chemicals in accordance with REACH.**

Being European Union's policy on chemicals that entered into force in 2007, REACH (European Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals) is a regulation for chemical substances that aims to protect human health and environment from hazardous chemicals, and at the same time, encourages innovation and competition.

Aslanlı Tekstil uses chemicals in full accordance with REACH in every phase of its production, and takes all kinds of preventive measures in order to protect the nature and human health.

Also, with "Substance of Very High Concern" (SVHC) within the scope of REACH regulation, the list of banned chemicals is being followed, and chemical selection that is fit for periodical updates is carried out.

We also choose the firms that we supply chemicals used in the production very carefully and in this regard work with suppliers that are in full harmony with REACH criteria and globally accredited.

# MESSAGE OF THE CHAIRMAN OF THE EXECUTIVE BOARD

**Aslanlı Tekstil has secured its production and quality of its production that is in line with global standards with the diverse quality systems it applies.**

Aslanlı Tekstil, in the Quality Management within the scope of quality management system pursues “ISO 9001:2008”, “ISO 14001:2004” in Environment Management and “ISO 26000:2010” in Social Responsibility Management. Moreover, our firm owns the usage certification for the logo “Cotton USA” that describes products with higher quality and performance. These standards that we apply play a key role in sustaining Aslanlı Tekstil products’ quality and eco-friendly property on a global scale.

In today's world, as in many other production branches, we see that in our sector organic raw materials are more and more favored and its use increasingly becoming widespread. In this context, our firm, in every phase of production from the picking of the raw material to production with an eco-friendly approach, has been working on a project in accordance with “Global Organic Textile Standard (GOTS)” in order to meet the requirements recognized worldwide, to evaluate the quality of organic production, and to present the consumer with a trustworthy product; and in line with the demands of our consumers, produces organic productions certified internationally.

Another subject that is of notice in regards to the sustainability of the standards is Aslanlı Tekstil's Quality Control Laboratory equipped with new generation technological test equipment. Some of the high-tech devices we have in the laboratory that are the fruit of our business understanding that comprises working with scientific methods can only be found in Aslanlı Tekstil in our country, Turkey.

In our Laboratory where 5 technicians work, we officiate the duties of supervision and guidance with up-to-date methods on from raw material to the final production, and customer feedbacks; the quality continuity ensured with tests and as the process is being recorded, we can manage customer complaints instantly.

We see our Quality Control Laboratory as an important element with regards to providing unconditional customer satisfaction, and we aspire to uphold our determination in continuing to invest in this area.

**Our employees are our most valuable asset.**

Since its foundation until this day, Aslanlı Tekstil sees its employees as assets and believes that the lion's share in the success of our firm belongs to them.

Our 75 employees in the Sales Office in Istanbul and Kırklareli Plant that know the sector very well, experienced, and competent in their area continue to strengthen us.

We are aware of our responsibilities in the context of human resources. In this regard, by;

- providing a healthy and secure working environment,
- protecting their individual dignity and rights,
- ensuring an equal opportunity principle on personal development and career,
- providing training in such diverse areas as occupational health and safe

We are focused to improve their satisfaction level, personal development, and belonging to the Aslanlı brand. For this purpose, Aslanlı Tekstil got ISO 26000:2010 Social Responsibility System Certificate at 2017 which is about human and labor rights.

IN a recent Employee Satisfaction Survey that we had an independent research company carry out puts forward that our human resources is happy to be a member of Aslanlı Tekstil. One of the most striking results of the survey is that the issue of unconditional customer satisfaction that is the Firm's one of the strategic goals is known and embraced by all the employees.

If we internalize sustainability in a corporate level, and bring it to the center of our lives it will be possible to look upon the future with more confidence, and we will have contributed to the sustainable development goals of our country.

## **Customer satisfaction and quality make up the most important elements of Aslanlı Tekstil's success.**

Aslanlı Tekstil has never given up since its foundation, and never will even if years pass and generations come and go, on two things: customer satisfaction which is an absolute must for our firm, and the understanding of quality on the international standards that we will never sacrifice on any condition.

These two factors were the foremost factors in the success of our firm that has exported 98% of its production to mostly European countries as of 2017. From the year 2018 and onward, these two factors will continue to be our guides.

## **Everything we do is an investment toward the future.**

It is a key point for us that the UN Global Compact gets across to every one of our shareholders, from employees to our customers, and partners.

We present every action we take to our shareholders with the transparency principle on mind, and focus on success in our activities as a Company that respects human rights, and is environmentally-conscious, upholds its employees' rights, freedom, and security; honest, and also principled.

Our goal is to leave a better and more habitable world to the generations to come. For this goal to come true, we believe all individuals, NGOs, and institutions has to do their part of the work, as only then will we be able to achieve this. One basic thing we should not forget about is that every little action we take is an investment toward the future, not just for today.

Aslanlı Tekstil is determined to realize these principles in production-trade-social cycles, and continue to uphold the UN Global Compact with regards to our commitment.

I am deeply grateful to our fellow employees, shareholders on behalf of the Executive Board and myself for their utmost devotion, efforts and performance.

**Alp Uysal**  
Chairman of the Executive Board

## OUR VISION AND MISSION

Aslanlı Tekstil;

- within the scope of its understanding of corporate responsibility gives utmost importance to efficiency, and minimizes the risks.
- uses resources with our world, environment, people, and future generations in mind, for it believes the success of a firm is not solely based off of financial numbers.

Aslanlı Tekstil, because of common use resources, believes that it has responsibility toward the society and people, and its success as a corporation lies in leaving a better world to the future generations to come.

**In short, Aslanlı Tekstil's foremost mission is to leave a better world to the future generations.**

# HISTORY

**The roots of Aslanlı Tekstil, founded by Uysal Family, reaches back to 1950's with cotton trade activities.**

**The Company, in its journey from trade to production, which afterwards evolved into corporation has turned to bleached, absorbent cotton manufacture with the knowledge and experience based upon a firm footing, and has become a manufacturer and supplier on a worldwide scale.**

**1950s** The founder of the Company, father Alparslan Uysal has laid the groundwork for Aslanlı Tekstil's foundation with cotton trade.

**1960s** Cotton gin mill in Antalya was built and started to run.

**1970s** Starting the production of Absorbent Cotton wool with a partnership.

**1996** Withdrawn from the partnership and laying the founded Absorbent Bleached Cotton plant in Kırklareli, located in the northwest of Turkey.

**1997** Aslanlı begins Bleached Cotton Fiber production.

**1999** Aslanlı adds new bleaching halls and becomes one of the biggest capacities in the world.

**2000** Aslanlı begins all kind Cotton Waste Cleaning.

**2002** Aslanlı begins Recycled Cotton Fiber production.

**2013** With modernizing the production lines, capacity has extended to increase efficiency.

**2015** The first UN Global Compact Progress Report was done which consists of information about Aslanlı Tekstil's human rights, labor standards, environment, and anti-corruption principles.

**2016** Modernizing all bleaching halls with highest technology.

## OUR PRODUCTS

### Organic Products

Organic cotton is grown without using any kind of pesticide, fungicide or substance that destroys plants. Also, the genes of the organic cotton stay the same (GMO / Genetically – Modified Organism).

All of the organic cotton used in the products of Aslanlı Tekstil has been certified by accredited institutions (Organic Content Standard).

### Benefits of Organic Cotton

- 100% eco-friendly
- Natural and soft to touch
- Much more absorbent
- Hypoallergenic

### Standard Products

Products such as high quality raw cotton, high quality cotton with short fibers, and recycled cotton with short fibers are bleached in autoclaves depending on demand, and absorbent cotton is manufactured. Also, in Aslanlı Tekstil progress control and technical inspection is carried out in every phase of manufacturing process since 1997.

# HUMAN RIGHTS

**Aslanlı Tekstil sees full harmonization with and maintenance of UN Declaration of Human Rights, UN Global Compact, and the regulation that promotes human rights and life of the employees in Turkey as the basis of all kinds of activity.**

## ASLANLI TEKSTİL CIVIL SOCIETY INITIATIVE AND ITS SCOPE

Social responsibility is one of the subjects that are given the utmost importance in Aslanlı Tekstil.

The Company, as well as its financial and operational success, carries out activities that strengthens enhances social responsibility principles.

Within this scope, goals of working out beneficial solutions for such wide-ranged subjects as improving the lives of the employees, protection of the environment, and the issue of HSE has been carried out within the scope of Civil Society Initiative.

Aslanlı Tekstil, in order to make the necessities of social responsibility an internal virtue of the Company, has prepared Civil Society Initiative, and has applied it in the year 2015.

The Company, with the Civil Society Initiative, while providing its customers with products and services, protects its employees' rights within the framework of related law and legislation. Civil Society Initiative also underlines the importance and necessity of occupational health and safety.

The realization of principles and working principles in the Civil Society Initiative in Aslanlı Tekstil is carried out by Executive Member, in charge of Administration and Finance; while the Factory Manager acts as the representative of the operation team in the related processes.

Aslanlı Tekstil Civil Society Initiative has reached every one of its employees with a contact meeting with the participation of all the personnel, and with the distribution of Aslanlı Tekstil Civil Society Initiative Pocket Book.

## HUMAN RESOURCES AND GENERAL MATTERS IN ASLANLI TEKSTİL

Aslanlı Tekstil sees its human resources as one of the most important shareholders. The Company characterizes the human resources as a virtue; gives great significance to the training and gaining technical expertise of its employees.

As of the end of the year 2020, we have 75 employees in total. 67 of the employees are in Kırklareli Plant, and the 8 in the Sales Office in Kadıköy, İstanbul.

In Kırklareli plant 5 employees are white-collar, 62 employees are blue collar. 5 of the employees are women (technical personnel working at the laboratory).

The Company's employment policy is focused on local employment. All of the employees in the factory that are employed live in Kırklareli.

### Equal rights to employees

Aslanlı Tekstil thrives to provide equal rights and opportunities to its employees. The Company, on such subjects as accounting, distribution of work, setting up professional cadre, training, and progression in career, and also on other areas such as the employment phase of the personnel selection, and in every phase of work thrives to prevent indiscrimination and takes great care in providing equal rights and opportunities to its employees while applying the equality principle.

In Aslanlı Tekstil within the context of employer-employee relations, the protection of the employees' individual rights and provision of an environment for the trustworthiness principle to thrive in the work place are given the utmost priority.

# LABOR STANDARDS

## The Principle against child labor

Within the context of Aslanlı Tekstil Civil Society Initiative, as per the Labor Law numbered 4857, it is promised that we act according to the methods and principles of employing child and young labor, and not to employ children under 15 and young people between the ages of 15 and 18.

With this goal in mind, the Company has prepared and entered into force a legislation containing a policy for improving child labor.

As of January 31<sup>st</sup>, 2020, there is no child labor in any unit of Aslanlı Tekstil.

## Preventing forced labor

Principle against forced labor is applied with great care and devoutness in Aslanlı Tekstil.

In the Company, no one in any condition may be forced into labor in any way, and as such; no employee is forced into overtime without their consent, and they are employed with their consent into proper positions. The Company's rudiments it keeps are as follows:

- The employees in the Company cannot be forced into labor by indebted them or making them sign a bill.
- Labor force of a convict is never made use of under any condition.
- After the overtime, the employee cannot be made to stay.
- The employees papers (Passport, ID) cannot be taken to prevent them from getting off the work.

## Privacy of employee information

Confidentiality of personal and private information of employees is another responsibility of Aslanlı Tekstil, and is taken great care to fulfill.

The Company prepares a personal file for every one of its employees. The information on employees the executive board has is used under the rules of trustworthiness, and within the framework of law, and in such cases the privacy principle is taken as a basis.

## Disciplinary and maltreatment practices

Aslanlı Tekstil, in the context of discipline/maltreatment promises to respect every one of its employee's character and honor; not to chastise, take a disciplinary action outside of law, not to apply verbal, physical, or mental abuse, or whatever the reason may be not to force them.

## Working Principles

Trueness and trustworthiness are the foremost ethical principles in Aslanlı Tekstil. In the Company, within the context of working principles designated in Civil Society Initiative, it is of great importance that the activities are done with no interruptions, efficiently and with no problems, and with the participation of all employees. Aslanlı Tekstil expects its employees to respect the working principles and adjust to them.

## Workplace and employee satisfaction

Aslanlı Tekstil's goal is to maintain a contemporary and decent workplace that fully respects employee rights.

Aslanlı Tekstil, determined to fulfill its responsibilities for its employees, expects and encourages its employees to adopt the work ethic, working principles, and social values; and act as individuals that are environmentally conscious and aware of their social responsibilities.

In Aslanlı Tekstil, within the framework of employee satisfaction, in order to pursue the social responsibility activities in a more effective way, and to determine the employees' thoughts and assessment toward the Company, has contacted an independent firm to do an Employee Satisfaction Survey.

Upon the evaluation of survey reports in question, it appears that the employees give great importance to customer satisfaction, and also employee satisfaction level and their devotion to the Company are on very high levels.

## Accounting and other financial rights

In Aslanlı Tekstil, we pursue a just and competitive policy with regards to accounting.

# LABOR STANDARDS

Macroeconomic data, the accounting policies currently used in the markets, sector, and competitors, the Company's long-term goals, individual's competence, and seniority determine our approach to accounting. The principles Aslanlı Tekstil takes as basis are as follows:

- In accordance with the applicable law framework in Turkey, 45 hours of labor is taken as the basis. Work over 45 hours is considered overtime. For every 1 hour of overtime work, 50% more than a regular hourly wage is paid.
- The employee's consent is taken for overtime work.
- In holidays in work days, the full wage of the day is paid with no expectations in return.
- The wages of employees are paid as advance and salary. In cases of death, bankruptcy, sickness, custody, and other such cases, annual salaries are paid on the fifth day of every month, while advances are paid on 22<sup>nd</sup> day of every month.
- For monthly salaries and overtime work pays the personnel is given work slips.

Aslanlı Tekstil, within its responsibility for its employee's personal rights, periodically monitors and applies all the updates in the legal legislation regulating working life by ways of the Company's financial advisor, treasurers department, and Administration and Treasurer. Within this context, on subjects of minimum wage, tax brackets, Social Security Institution subsidies, and other such topics, the updates made by the state and changes announced are notified to the employees, and other related parties, and as of the day of entering into force they are shown in the pay slips.

## Social Aids Provided to the Employees

Aslanlı Tekstil provides diverse social aids to its employees. In this regard;

- The daily commute of the Company employees is provided by a personnel service.
- The Company provides lunch and tea service daily, and offers snacks for the overtime workers.

- In the Company, twice in a year for summer and winter, work shoes, work pants, t-shirts for winter and summer, coat, bonnet, ear protector, work gloves, and mask are provided free of charge.
- The Company pays its employees a bonus once every year.
- In the Company, a box of provisions in Ramadan, and meat distribution in Feast of Sacrifice is provided, and in the New Year cake, nuts and beverages are provided.

## Regulations on working hours and day offs

Aslanlı Tekstil fully adjusts itself to the laws and industrial standards on working hours and day offs.

Except for such reasons as condition of the country, nature of the work, or increasing the production rate, working hours is 11 hours for a day, and 45 hours weekly, while the overtime hours cannot exceed 270 hours annually.

It is closely monitored that the overtime work not exceed a set amount weekly, and the employees are given one day off.

In cases of discontinuance due to such cases as death, sickness, or other reasons, and in cases of leave of employment, the related representative is informed as soon as possible; while monitoring continuance, and arrival to work on time is done via documents the employees sign and computer assisted fingerprint scanners.

## Activities on preventing discrimination

In Aslanlı Tekstil, in no condition can a person be discriminated for such reasons as religious view, language, race, sex, political view, and ethnicity.

The reason in question still applies in cases of employment of the worker, compensation, education, rewarding, and also breaking the contract of employment, or retirement.

Also, the Company does not prevent, or intervene in its employees from becoming members of foundations, unions, associations, organizations or institutions. In the freedom of association and membership of non-governmental organizations adoption of laws and codes of contact is sought.

# LABOR STANDARDS

Aslanlı Tekstil employs handicapped personnel that is registered on İŞKUR (Turkish Employment Agency) and placed a notice upon, as per the principle of equality and within the framework of laws, in order to support the handicapped's participation into the society.

As of the end of the year 2020, the number of handicapped employees in the Company is 1 (one), and these personnel works as a driver.

## Freedom of association

Aslanlı Tekstil recognizes its employee's right to form an association and/or sign a collective contract of their own free will.

As of December 31<sup>st</sup>, 2020, there is no unionization within Aslanlı Tekstil.

## OCCUPATIONAL HEALTH AND SAFETY IN ASLANLI TEKSTİL

**Aslanlı Tekstil values the preventive measures and applications toward occupational health and safety as an essential element of production and working process.**

Occupational Health and Safety (OHS) in Aslanlı Tekstil is managed through systematic processes. Within the framework of laws, it is of great importance that rules and principles relating to OHS are applied.

The activities of the Company on the OHS subject are summarized below.

We take action on the subject of OHS within the framework of laws, and in this regard make regulations. As is specified in the law, a Board of Occupational Health and Safety with an OHS advisor has been formed in Aslanlı Tekstil. It is ensured that the board carries out its activities competently.

Within the general law of Board of OHS, it is formed by employee representatives that are elected, as is required by law. The board periodically convenes every month and meeting minutes are recorded in "Evaluation of and Suggestions on OHS" and "Occupational Safety" as proposed by law, and notarized. As well as the agenda articles on related subjects, employees' suggestions, complaints, and wishes are delivered to management through representatives, and taken into consideration.

- A Health and Safety Employee Representative has been appointed as chosen by the employees of the Company, in order to apply the necessities of OHS in line with law, and to be responsible for the health and occupational safety of all the employees.
- Within the OHS, the Company's Risk Analysis report has been prepared and entered into force.
- To all the employees within the Company, trainings on OHS are given, and they are notified on the subject matter.
- Within the Company, activities in order to regulate OHS, and to prevent accidents are carried out. Also, all kinds of warning signs and documents required by the business branch and equipment used has been prepared, and placed within the production grounds where it can easily be seen/noticed/reached by the employees.

The Company carries out preventive activities in order to eliminate accidents with a goal of facilitating and maintaining a safe and healthy working environment, and in cases of possible accidents, takes preventive measures to eliminate injuries.

In order to protect the employees' health and safety, the Company provides the personal protective gear required by the business branch fully, and distributes to its employees.

Also, within the frame of OHS, accredited firms are being contacted in order to measure the noise, dust, illumination in the working environment within the factory, and also to test the employees hearing on an annual basis.

The employees in Aslanlı Tekstil are required to use personal protective gear provided to them. The use of aforementioned equipment is periodically monitored and checked, which is done by the Factory Manager and Operating manager.

Should an accident occur, in the evaluations following, the causes of the accidents are identified, and necessary measures and recuperative actions are taken, and it is aimed that the occupational safety has zero risk of accidents.

As of December 31<sup>st</sup>, 2020, 2 occupational accidents have happened in Aslanlı Tekstil. In this regard, while there was no loss of life or disability, the injuries that have occurred are of minor nature.

# LABOR STANDARDS

## TRAINING ACTIVITIES IN ASLANLI TEKSTİL

**Aslanlı Tekstil provides training and catch-up work in order to improve the Company employees' technical and occupational competence, and to keep it up to date.**

Within its corporate management understanding, Aslanlı Tekstil regards training activities with utmost importance not only because it is valuable for the employees' occupational futures, but also because it can improve the efficiency and productivity of the Company.

The Company provides various trainings on the subject of OHS on an annual basis, and also at the start of work, the employee is trained and taught about the general safety rules, the working environment, and the machinery parkour.

Apart from these, twice in a year fire and first aid, and consciousness raising trainings are provided to the employees on the subject of environment by Aslanlı Tekstil Environment Consultancy.

## COMPLAINT AND SUGGESTION MECHANISM IN ASLANLI TEKSTİL

Aslanlı Tekstil gives utmost importance to its dialogue with employees. All employees are able to get in contact with the Company management office through the complaints and suggestions mechanism with either written or verbal notifications.

The employees file their complaints and suggestions to the upper management through the use of complaints/suggestions box, and they can also contact the Employee Representative, and in this way, the subject matter can be discussed in the Board of Occupational Health and Safety.

The employees can not only make themselves heard either written or verbally, but the complaints/suggestions and solutions to these are also recorded by OHS Board.

## SUPPLIERS OF ASLANLI TEKSTİL

Aslanlı Tekstil's suppliers are chemical material manufacturer and supplier firms, and spinning factories.

Aslanlı Tekstil shows regards to such subjects as ethical values, environmental consciousness, and social responsibility, as well as costs and quality within the cooperation with its suppliers.

The Company demands the universally acclaimed principles and applications on the subject of sustainability be adopted by its suppliers as a principle, and encourages them in this context.

Aslanlı Tekstil takes extra care in ensuring the materials supplied are eco-friendly, protects human health, and that are manufactured in hygienic conditions, and meets the required quality and standards.

## ENVIRONMENT

**Aslanlı Tekstil adopts as a principle that in every activity it carries out, it will not harm the environment and protect it meticulously, and aims to contribute in leaving the future generations a cleaner and more livable world.**

Aslanlı Tekstil is in full harmony with the laws and administrative regulations on environmental regulation, and in this legal framework fulfills all of its duties.

In this regard, the Company promises to;

- Improve in every possible area related to environment within the context of its activities,
- Provide its employees to fulfill their duties with an environmental awareness, and encourage them in this regard,
- Ensure that the products it develops and manufactures do not harm the environment, and they are made with eco-friendly materials,
- Prevent pollution, reduce the wastes in their source, recycle as much as possible, eliminate wastes that cannot be recycled without harming the environment by following the technological developments,
- Reduce the use of natural resources by continuously Developing environmental performance,
- Fulfill the obligations within the framework of its legislation and administrative regulations,
- Provide training on the various subjects of environment with the aim of raising consciousness of its employees as responsible individuals beneficial to the society on environment protection.

**Aslanlı Tekstil's activity cycle is based upon protection of the environment and respect to the nature.**

Aslanlı Tekstil gives utmost importance to protecting the environment, and respects the nature and looks out for the nature; in every phase of its activity cycle it approaches the aforementioned values with great care.

The Company holds meetings and provides training in order to meet the requirements specified by law, raise awareness on the subject of sustainability and environment from the lowest rank to the highest rank in its activities.

### **Biological purification system and water treatment**

Since it has started manufacturing activities, Aslanlı Tekstil has incorporated biological purification; and started treating the water by purifying the processed water used in the manufacture process.

Within the framework of legal borders specified by the TR Ministry of Environment and Urbanization, the Company realizes its purification activities, and its total purification rate is  $1.600\text{m}^3/\text{day}$ .

Aslanlı Tekstil systematically and in a planned way carries out maintenance, repair, and improvement of the Biological Purification System, and by following the technological developments, implements improvements to ensure that the system effectively works at 100% of its capacity. The Company takes extra care in ensuring that the purification system works without interruptions and continuously.

The necessary analyses are made by either authorized external laboratories that meet the conditions, or by the Company laboratories, and thus the purifications monitoring is regularly ensured.

### **Aslanlı Tekstil has achieved to reduce its water consumption in manufacturing process greatly with the activities it has carried out.**

Water, as is nature of Aslanlı Tekstil's area of work, is one of the most used natural resources. The Company carries out activities in order to save water it uses in manufacturing processes with the goals of decreasing usage of natural resources, and increasing productivity.

Aslanlı Tekstil, as a result of the aforementioned projects has achieved to save 40% water in the last five years. The projects carried out in order to save water are listed below.

- With innovation activities carried out together with chemical manufacturers and suppliers, we have managed to save water greatly.
- Within the context of collaboration with Istanbul Technical University (ITU) Environmental Engineering Faculty, a joint research and development project has been carried out. As a result of this study, "Water Minimization" project has been incorporated, and water saving has been achieved by recycling and re-using the processed water used in manufacturing process.

## **Energy saving and efficiency activities**

Aslanlı Tekstil carries out energy saving and efficiency activities in order to protect the environment and nature, and reduce the usage of natural resources.

In this context, in order to recycle the heat of the processed water that was left out of production in the year 2013, a Heat Exchanger Unit has been installed, and has managed to save up 10% of natural gas.

In the year 2019 a Heat Exchanger Unit has been installed on the steam boiler condensate tank steam discharge line, and has managed to save up 5% of natural gas.

Also, the illumination systems in Kırklareli Plantation has been completely changed with new generation, modern LED illumination systems. As a result of this change, illumination from outside the factory building through the windows has been achieved; as a result not only have we achieved to save energy, we have also eliminated any fire risk that could be caused by illumination indoors.

## **Waste management activities**

Aslanlı Tekstil carries out activities in order to protect the environment and nature, and to prevent wastes from harming the environment.

The Company gathers mineral oil, hazardous packaging, accumulator, cell battery, electronics, fluorescence, yarn waste, dirty fabrics, and purification sludge resulting from the manufacturing processes, and within the legal framework, delivers them to licensed gatherer firms with national waste transportation documents.

The notifications related to the processes carried out are given to Provincial Department of Environment as specified by law.

## **QUALITY MANAGEMENT SYSTEM IN ASLANLI TEKSTİL**

Aslanlı Tekstil documents the quality, safeness, and compatibility of the manufactured goods within the Quality Management System with certificates that are internationally acclaimed. The Company keeps its certificates up to date periodically.

The Company's products and the products it uses in its products do not contain substance that is hazardous to environment and human health, and is in full harmony with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), European Union's policy on chemicals that entered into force in 2007.

### **The summaries of the certificate Aslanlı Tekstil owns can be found in the table below**

Name of The Certificate	Date of Issue	Date of Renovation	Explanation
Global Organic Textile Standard (GOTS)	01 March 2020	28 February 2021	Global Organic Textile Standard
ISO 9001:2015	08 September 2020	08 September 2021	Certificate of Quality Management System
ISO 14001:2015	08 September 2020	08 September 2021	Certificate of Environment Management System
Cotton USA	1 January 2021	31 December 2021	Certificate of Use of Cotton USA Logo
ISO 26000:2010	08 September 2020	08 September 2021	Certificate of Social Responsibility Management System



## SOCIETY

**Aslanlı Tekstil's foremost contribution to the society is direct or indirect employment it provides to the society.**

Aslanlı Tekstil, in its Kırklareli Plant derives most of the employees from the local community. The Company also gives priority to local firms in selecting suppliers, and in cases where the local firms cannot meet the needs, suppliers from other cities are contacted.

As well as the city it carries out its activities in with local employment, Aslanlı Tekstil contributes to Turkish economy in an increasing rate, and creates added value.

Aslanlı Tekstil exports most of its goods to foreign markets, and in doing so supports the recognition of Turkey and Turkish society on international platforms, and helps form new business collaborations, as well as supporting the economy with the collaborations it forms with foreign business partners.

### STRUGGLE AGAINST BRIBERY AND CORRUPTION

**Aslanlı Tekstil, within its corporate management understanding has adopted the principles of equality, transparency, honesty, equity, and accountability that are the rising values of today's business world.**

In its area of activity, Aslanlı Tekstil has taken upon itself as a principle that it shall act in accordance with legislation and regulations within the context of bribery and corruption, universal legal rules, and ethical and occupational principles.

The Company, within the context of this principle acts with a “zero tolerance” approach on the issues of bribery and corruption, and promises to continue to carry out its activities with equity, honesty, and in full harmony with legal rules and codes of conduct.

Aslanlı Tekstil, within the context of its sensitivity towards work ethic, has prepared and put into action a “Policy Prescription on Struggle Against Bribery and Corruption”. As the subject matter is about work ethic and also an act that requires legal punishment, the Company expects its employees to approach this matter with great care, and evaluate this as part of their individual duty and responsibility outside their work life.

Aslanlı Tekstil prohibits bribery and corruption in all of its activities clearly. The Company acts within the borders that the national and international laws have drawn in the period of decision taking and its application, and takes preventive measures for possible corruption cases. Should such cases occur, the case is sorted out as soon as possible, and ensures that the legal procedures begin and the shareholders are informed.

## **CONTACT**

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