



Uniteks

Sustainability
Report
2023

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About the Report

As Üniteks Tekstil Gıda San. Dış Tic. A.Ş., our "2023 Sustainability Report" highlights our dedicated efforts and the progress we have achieved in the field of sustainability. As a company that operates with a strong sense of responsibility, we aim to advance our contribution to sustainable development goals.

Our second report, the "Üniteks 2023 Sustainability Report," has been prepared by taking national priorities into consideration, while also accounting for current trends and shifting local and global agendas. Throughout this process, the valuable insights provided by the relevant departments allowed us to update the content of our report.

Additionally, our report includes our commitment to the United Nations Women's Empowerment Principles (WEPEs) and the progress we have made in this area. In the coming years, we aim to continue annually reporting our progress on this sustainability journey and sharing our evolving sustainability performance with our stakeholders, positioning ourselves as a leader in the industry.

The report has been prepared in both Turkish and English and thoroughly examines the environmental, social, and governance aspects of all activities carried out by Üniteks Tekstil from January 1, 2023, to December 31, 2023.

At Üniteks, we continue our commitment to annually report on our sustainability efforts. This comprehensive process is conducted under the leadership of the Sustainability Department, with contributions from various internal departments, ensuring that relevant data is collected and evaluated.

The feedback from our stakeholders is of great value to us. We view any comments and suggestions regarding our sustainability report and efforts as valuable contributions that will guide our future progress. We look forward to receiving your thoughts at sustainability@uniteks.com.tr.

"In our report, we aimed to transparently present our sustainability approach, focus areas, priorities, and performance, highlighting these aspects."



When you see the symbol alongside the text in the report, you can click on it to access the corresponding video.



Message from Üniteks Employees

Dear Stakeholders,

As employees of Üniteks Tekstil, we are a family that recognizes our company's leadership not only in the quality of our products but also in our social and environmental impact. Our 2023 Sustainability Report is a reflection of our individual efforts and collective commitments. For us, this report is more than just a documentation of our company's activities in sustainability; it is an expression of hope and determination for the future.

In the 100th year of our Republic, we at Üniteks celebrate the values of innovation and progress that have been our guiding principles since our foundation, integrating these values into every phase of our work. By embedding innovation and sustainability into the core of our corporate culture, we continue to take a leading part in the industry.

The steps we have taken from past to present to become a company that always aims for better are now driven by the principles of sustainability. Our leadership position in the industry, combined with our creative designs, innovative production techniques, and extensive trade network, has made us an indispensable partner for global brands.

Each of us believes that Üniteks has not only a production power but also a power for change. This report is tangible evidence of the steps we are taking toward a greener and more sustainable future.

Our efforts in sustainability are a reflection of our respect for the environment and our responsibility to society. From the Aegean region to the rest of the world, we aim to contribute to the building of a sustainable way of life.

Today, we invite you, our valued stakeholders, to join this great journey of change that began with the small steps of every Üniteks employee. We all know that small steps, when combined, create a significant impact. Together, by working for a more sustainable world, we can create a domino effect and build a more livable future for all of humanity.

Üniteks Employees



Message from the Chairman of the Board

2023 has been a transformative year for Üniteks Tekstil. As we continue to take determined steps on our sustainability journey, the global and local circumstances of this year have once again reminded us of the importance of flexibility and innovation.

In 2023, we made significant progress in fulfilling our sustainability commitments. We strengthened our dedication to international commitments, such as the Women's Empowerment Principles. Throughout this process, we stood out in our efforts to combat climate change, efficiently use resources, and our social responsibility projects.

The challenges we faced emphasized the critical importance of adaptation, innovation, and digitalization. Issues such as global supply chain challenges, changing consumer expectations, and the climate crisis led us to continuously review our strategies and transition to a more resilient and flexible business model. During this period, we accelerated our efforts in digitalization and innovation, optimizing our internal processes and offering more innovative solutions to our customers, bringing us closer to achieving our sustainability goals. In doing so, we not only increased efficiency in our business processes but also improve our environmental and social impacts.

As we move forward, we are committed to advancing our sustainability commitments even further. The goals we have set for 2024 and beyond are centered on the adoption of greener technologies, reducing our carbon footprint in operations, and adding more value to society.

This report provides a detailed account of how Üniteks Tekstil has demonstrated leadership in sustainability over the past year and outlines our plans for achieving our sustainability goals in the coming years. For us, sustainability is not just a business strategy but also a reflection of our deep belief in creating a better world.

Finally, I would like to extend my gratitude to all our stakeholders who have been with us on this journey. It would not have been possible to achieve these successes without our customers, employees, suppliers, and other stakeholders. Together, we will keep advancing towards our common goals of a sustainable future.

Serhan Ünsal
Chairman of the Board

In Honor of the 100th Anniversary



This year, we proudly and joyfully celebrate the 100th anniversary of the founding of our Republic. As Üniteks Tekstil, it is a great honor for us to witness and be a part of Turkey's century-long history. We have placed the values of innovation, independence, and progress, which are central to the founding philosophy of our Republic, at the heart of our business practices.

With the enthusiastic celebration we held in our company, accompanied by the İzmir Anthem, we once again affirmed our commitment to the fundamental values of the Republic, which Gazi Mustafa Kemal Atatürk described as his "greatest work." We also wanted to emphasize our determination to continue our efforts towards sustainability, innovation, and social progress in the light of these values.

This significant year also offers an opportunity to reshape our hopes, goals, and dreams for the future of our country and our company. Following in the footsteps of the successes achieved since the founding of our Republic, the courage to overcome challenges, and the path of social progress, we will continue to work toward a greener, fairer, and more sustainable future.

As we celebrate the 100th anniversary of our Republic, we keep our hopes and expectations for the future high, and we wish that this special year brings peace, health, and prosperity to our country, our nation, and the entire world.



Üniteks at a Glance



Since its establishing in 1990, Üniteks Tekstil has been serving major global brands with its innovative and sustainable approaches, rising to a leading position in the ready-to-wear sector. Embracing an environmentally friendly production philosophy, our company delivers award-winning collections and quality that meets international standards. With an annual production exceeding 40 million units and a revenue of over 180 million dollars, Üniteks ranks among the top positions on the Aegean Region Ready-to-Wear and Apparel Exporters List and is one of the leading exporters in İzmir.

In the early 1990s, Üniteks began selling its first collections to well-known retail brands in Europe and started producing organic fabrics. The company has continuously expanded its production capacity and product diversity. By focusing on R&D and design, Üniteks has maintained its growth in international markets and continued to develop innovative products. Üniteks integrates its sustainability philosophy into every stage of the supply chain and evaluates its suppliers based on key performance criteria such as sustainability, quality, and partnership.

Through this approach, our company aims to develop sustainable and transparent business relationships and to grow alongside all its stakeholders. Üniteks envisions itself as a company that identifies and sets future trends with foresight, becoming the preferred choice of global brands for its knitted fabric products. The company defines its mission as providing high-quality design and production services to global brands while prioritizing economic, social, and environmental sustainable development.

Organizational and Corporate Structure

At Üniteks Tekstil, our management and organizational structure is designed to support our leadership position in the industry. Our Board of Directors consists of five experienced professionals who set the strategic direction of the company and make critical decisions to ensure our sustainable growth.

Operationally, our company is comprised of 19 different departments, all organized under four main directorates: Production, Sales and Marketing, Finance, Sustainability, and Human Resources. Each directorate is led by experts in their respective fields, working cohesively to achieve the company's overall objectives.

This structural arrangement enables Üniteks Tekstil to quickly and effectively adapt to industry changes, produce innovative solutions, and achieve its sustainable growth targets.

Our organization operates with a participatory management approach, where the voices of employees at all levels are heard and valued.



Serhan ÜNSAL
Chairman of the Board



Nejat ERDOĞAN
Vice Chairman of the Board



Özlem ALTINIŞIK
Board Member Responsible
for Projects



Şenay DAŞCI
Board Member



Ethem ÜNSAL
Board Member



Özlem ATAK
Sales and Marketing
Director



Sarper KUTLUĞ
Production and Supply
Chain Director



Serkan BAKADUR
Sustainability and Human
Resources Director



Yılmaz ÇAKAN
Finance Director

Organizational and Corporate Structure

In our management structure, we emphasize gender equality and diversity to make a difference. Our 16 managers play crucial roles in the strategic decision-making processes of our company and develop innovative and sustainable business solutions that strengthen our market leadership. 69% of our managers are women.

As Üniteks Tekstil, we strive to support diversity at leadership levels and ensure that all our employees can utilize their potential to the fullest. These efforts have become an integral part of our company culture and help create a strong environment of collaboration and respect among all our employees.

Our company's flexible organizational structure supports both horizontal and vertical development, while our multifunctional working system enables continuous innovation and growth. This structure offers all employees the opportunity to showcase their talents and develop professionally.



Özgür SAĞLAM
Production Operations
Group Manager



Özlem TEK
Supply Chain
Group Manager



Yeliz YAZICI
Customer Organization
Manager



Zahide DERE
Customer Organization
Group Manager



Ayhan HAMZA
Production Manager



Berat YALÇIN
Logistics Manager



Çiğdem KARADAŞ
Finance Manager



Esin BAĞCI
Sustainability Manager



Gülseren BOZ
Accounting Manager



Mehtap YILMAZ
Fashion Design Manager



Mustafa DURGUT
International Trade
Operations and Compliance
Manager



Mustafa ÖZDEMİR
Purchasing Manager



Nesrin KOZAN
Quality Assurance
Manager



Nezahat Doğan TAGAY
Planning Manager



Özlem GÜVEN
Sample Room Manager



Tuba ACAR
Market Development
Manager

Vision, Mission, and Corporate Values



Our Vision

To ascend as the industry vanguard, pioneering future trends through our foresight and positioning ourselves as the first choice for global brands with our intricately designed and crafted knit fabric products, and for its continuously developed innovative activities



Our Mission

Our ethos is rooted in championing economic, social, and environmentally sustainable growth. We are committed to valuing and respecting our stakeholders, evolving collectively with our dedicated team, and delivering top-tier design and production services to esteemed global brands, and has made innovation a priority by integrating it into the entirety of the company.



Our Values



Professional Responsibility

Through our disciplined and coordinated working system, we utilize our knowledge and skills most effectively, completing our business processes on time while considering the needs of our internal and external stakeholders.



Respect for Individuals

We value respectful and proper communication by treating different cultures, backgrounds, beliefs, and opinions equally.



Accuracy and Integrity

We base all our internal and external communication processes on honesty, striving to do what is right even in conflicting conditions.



Solidarity

As a company that encompasses various units, we operate with solidarity and coordination based on teamwork.



Agility

Our solution-oriented approaches enable us to respond to changes in our internal and external environment in the most suitable and rapid manner according to our company strategies.



Respect for Laws

We adhere to all applicable laws and regulations, rejecting any form of corruption, whether active or passive.



Respect for the Environment

In all our production processes, we adopt environmentally friendly approaches in line with the Sustainable Development Goals.



Respect for Employee Rights

In light of human values, we value our employees and respect their rights beyond the level required by the law.



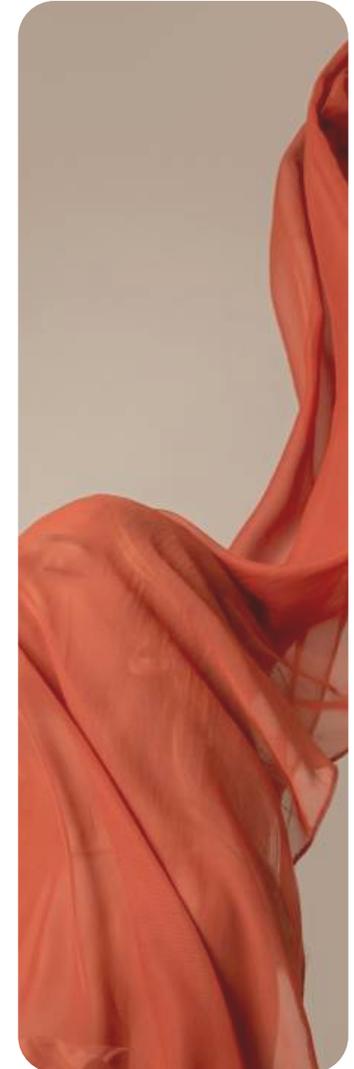
Occupational Health and Safety

We ensure the creation of suitable working conditions, both mentally and physically, in accordance with occupational health and safety principles.

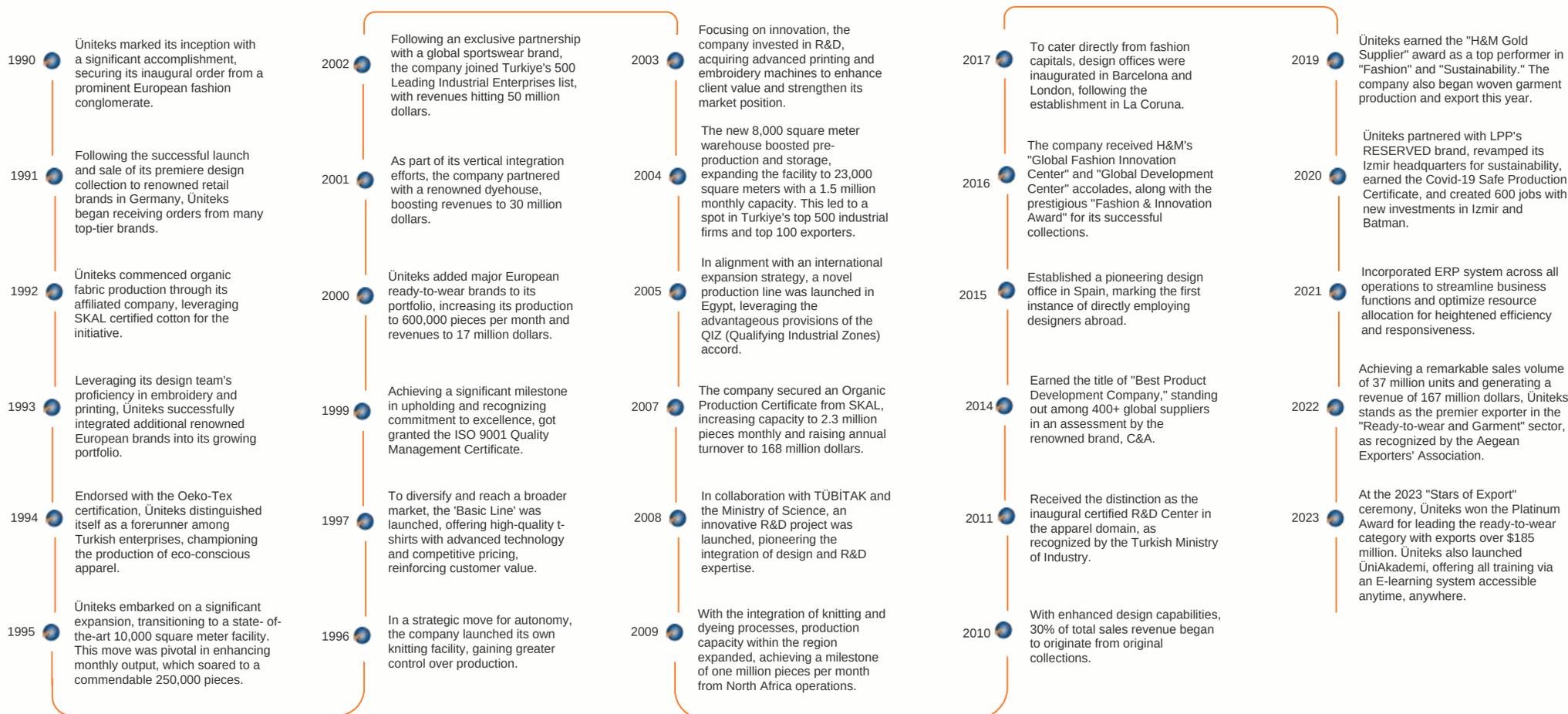


Traceability and Transparency

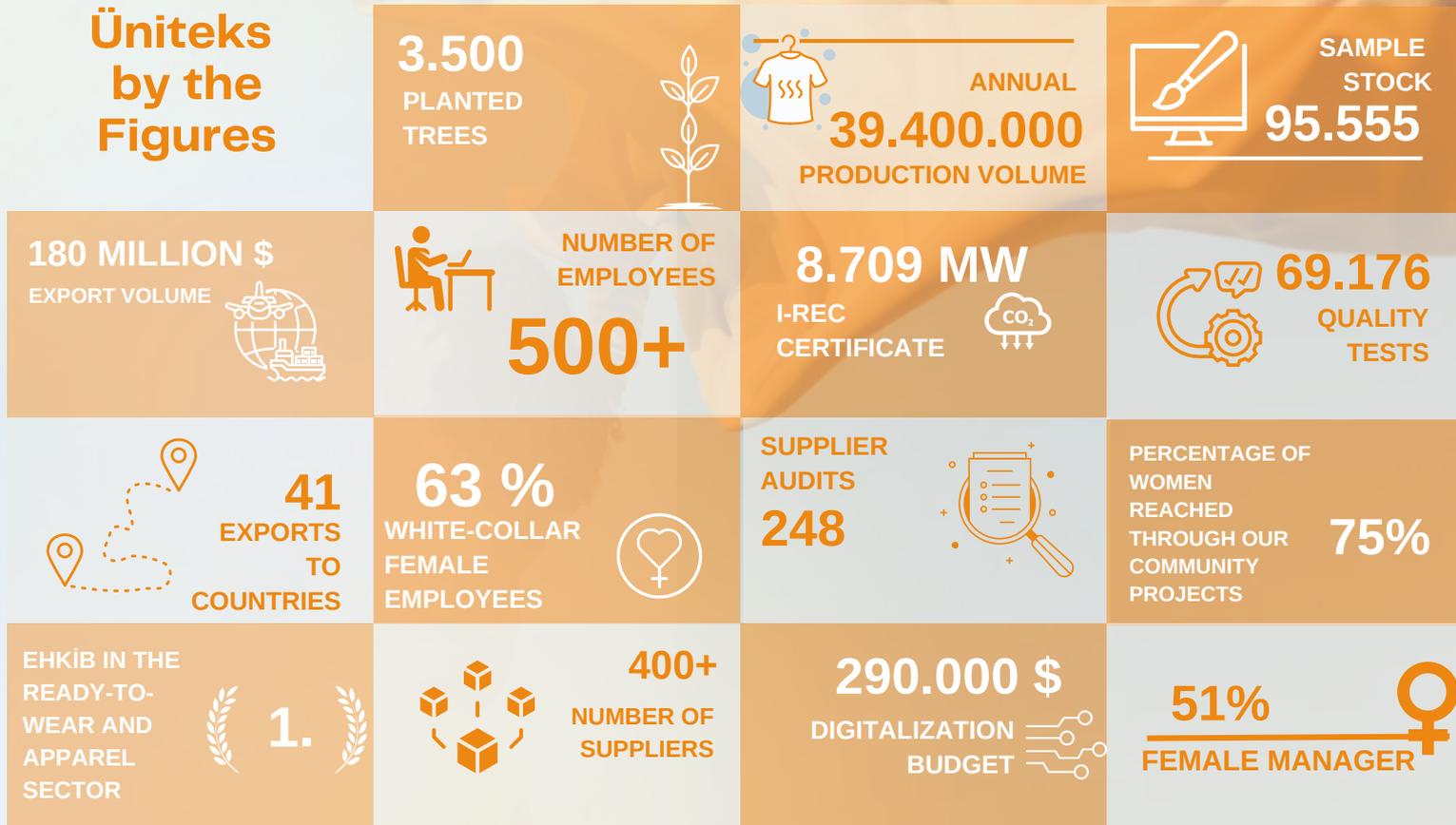
We provide reliable, detailed, and comparable data to our internal and external customers about our production policies and activities.



Uniteks: From Past to Present



Uniteks by the Figures



Corporate Memberships and Partnerships

At Üniteks Tekstil, our efforts towards sustainability are not just an industrial requirement but also a societal commitment. Our corporate memberships and certifications are indicators of this commitment and serve as tools for creating value and contributing to the well-being of society beyond our commercial success. In this context, our collaborations with non-governmental organizations (NGOs) are particularly important for achieving our sustainability goals.

The projects we undertake with NGOs strengthen our company's relationship with the environment and society while also providing opportunities to raise awareness and take concrete steps in areas such as social justice, education, equality, and environmental issue. Through these collaborations, we establish the necessary infrastructure for sustainable development and capacity building in local communities and achieve measurable results.

At Üniteks, while expanding our impact in the sector, we also take on the responsibility of creating local solutions for global issues and sharing these solutions with all segments of society. This responsibility is strengthened by the involvement of our employees and promotes a culture where every individual can contribute to our sustainability mission.

Each of our projects demonstrates that sustainability is not limited to environmental aspects but also includes economic and social development. Therefore, we adopt a business approach based on ethical values and respect for people in every area where Üniteks operates.

In this context, Üniteks Tekstil acts with the belief that every step towards a sustainable future can make a significant difference and encourages our stakeholders to take action in this direction. On this path, we will continue to work resolutely for a sustainable world in collaboration with all our stakeholders. Each year, we aim to increase these collaborations to reach more stakeholders and create greater impacts.



Sustainability Management

“Under the slogan "A Sustainable Future for Everyone," we continue our efforts with the vision of creating a better world. We are committed to developing policies aligned with environmental and social responsibilities and taking concrete steps in the future.”

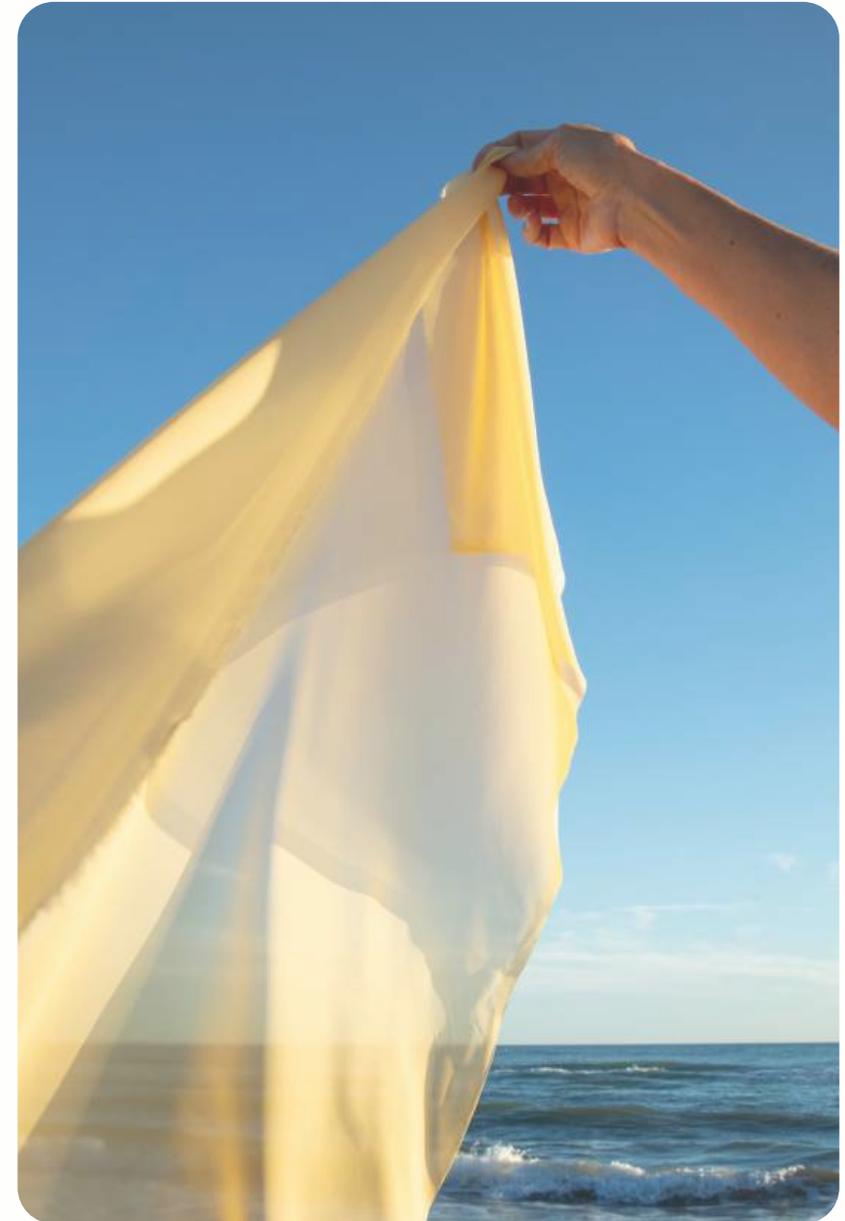
At Üniteks Tekstil, our understanding of sustainability goes beyond advanced practices in the textile sector, providing a comprehensive framework. We embrace this responsibility not just as part of our business but as our way of life. As a company, we aim to integrate sustainability management into the DNA of Üniteks, leaving a legacy for future generations. To this end, we are developing eco-friendly policies and innovative approaches that play a crucial role in reinforcing our sustainable growth and leadership position in the industry.

Our sustainability efforts encompass a broad spectrum, from our production processes to every corner of our supply chain, from the well-being of our employees to the products we deliver to our customers. Üniteks's journey towards sustainable development places a special emphasis on the United Nations Sustainable Development Goal 9: 'Industry, Innovation, and Infrastructure,' aiming to sustainably advance industrial innovation and digitalization. Digitalization forms the foundation of our strategic goals, making our processes more efficient, transparent, and interactive.

Aligned with the United Nations Sustainable Development Goals, Üniteks aims to enhance environmental awareness by adopting eco-friendly production processes and promoting the efficient use of energy resources. This not only reduces our environmental impact but also lowers operational costs, enhancing our competitive advantage.

Our human-centered approach includes continuous support for the well-being and professional development of our employees. We are committed to diversity, equality, and inclusivity principles. In line with these principles, we actively pursue initiatives that support the empowerment of women and the optimal utilization of all our employees' potential. We focus on maximizing leadership and creativity potential through internal training and mentorship programs. We promote gender equality by encouraging more women to take on leadership positions. These efforts have become an integral part of our company culture, fostering a strong environment of collaboration and respect among all our employees.

In line with these strategies, we evaluate our future goals by considering the impacts we will create in production, people, and the environment. This will continuously advance our sustainability mission and take steps to either progress or maintain our achievements in these areas. For us, sustainability is not a goal but a journey.



Sustainability Manifesto

As the Üniteks Tekstil family,

We act with the purpose of creating a hopeful world not only for today but also for tomorrow. Each of our products, every business process, and every collaboration are the building blocks that nurture this hope. By adopting the principle of "A Sustainable Future for Everyone," we place sustainability at the center of every decision and action we take.

With our belief in equal opportunity, we integrate diversity and gender equality into every level of our professional lives. We go above and beyond to empower women and every individual, ensuring they have access to opportunities.

By basing our wage policies on fairness and transparency, we ensure that each of our employees receives the value they deserve. We aim to empower every person in our company through a fair management approach.

We enhance employee loyalty and satisfaction through comprehensive programs and systematic approaches. In doing so, we strengthen the sense of belonging and create a foundation for increased productivity.

We prioritize occupational health and safety above all, providing our employees with a safe working environment. This is not just an obligation, but a responsibility we have deeply internalized.

By ensuring the reuse of waste and the efficient use of resources, we aim for a circular economy. With respect for the environment, we make our production processes clean and sustainable.

With our innovative practices, we maintain and enhance our competitive position in the market. Through our R&D activities, we lead industrial innovations.

In every step we take, we work towards our goal of adding value to society by adopting these principles as our guide. We embrace sustainable living not merely as a goal but as a way of life.

With this manifesto, Üniteks Tekstil commits not only to its own future but also to the purpose of creating a global impact. We will continue to move forward, in close collaboration with all our stakeholders, in creating a brighter tomorrow for everyone.

A Sustainable Future for Everyone!

Impact-Focused Transformative Power

Impact-Focused Transformation

As the Üniteks Sustainability Department, we focus on enhancing community welfare and protecting the environment through social and environmental sustainability projects. We shape our company's activities and investments according to environmental and social sustainability principles. As a social responsibility and impact investor, we adopt the concept of "Impact-Focused Transformative Power" to contribute to sustainable development. This concept guides Üniteks' activities, business model, and investments. Our goal is not only to generate profit but also to create a positive impact on society and the environment. Every month, we create a sustainability bulletin featuring up-to-date information compiled from local, national, and international news. This bulletin includes innovations in sustainability, successful projects, solutions to environmental and social issues, and news reflecting the global sustainability agenda. Our aim is to inspire our readers, keep them informed about developments in this field, and contribute to knowledge sharing.

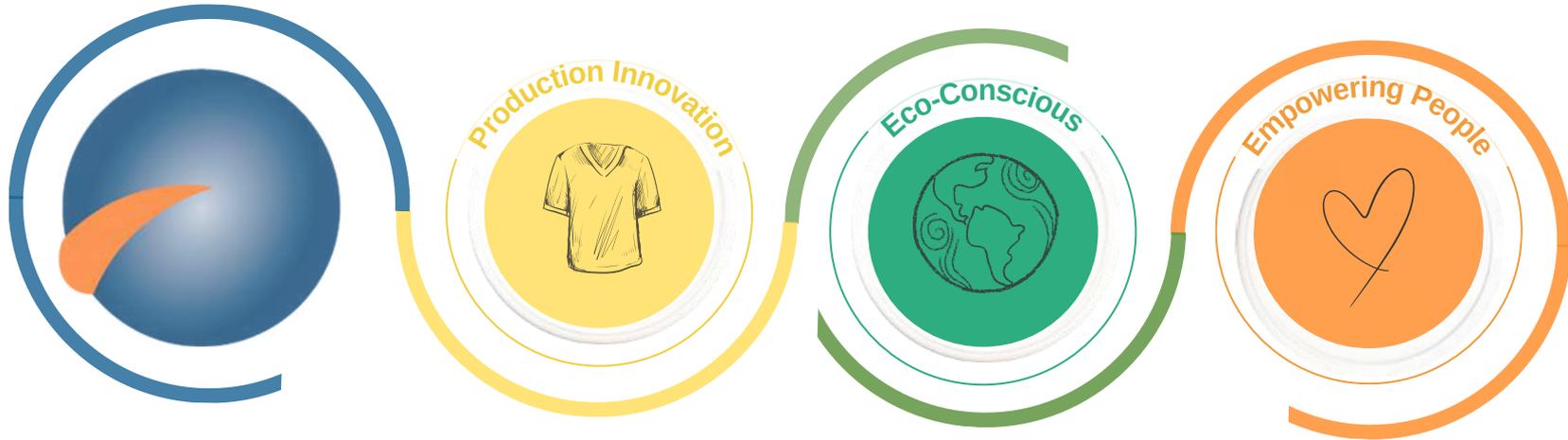
In 2023, we signed the Women's Empowerment Principles (WEPs), and our commitment to these principles plays a crucial role in achieving our sustainability goals. As Üniteks, we work to support gender equality, increase women's participation in the workforce, and provide them with equal opportunities.

To achieve our sustainable development goals, we continuously improve our business processes and develop innovative solutions. As part of these efforts, we carry out various projects to reduce our environmental footprint, increase resource efficiency, and transition to a circular economy. Acting with social and environmental responsibility, we strive to create a more livable world with every step we take.

In the production process of our products, we pay attention to the conservation of natural resources and develop innovative practices in energy efficiency and waste management. We regularly organize training programs to increase our employees' awareness of sustainability and encourage them to adopt sustainable practices. By offering sustainable products to our customers, we help them contribute to their environmental and social responsibilities. Collaborating with our stakeholders, we aim to elevate sustainability standards within our supply chain. We transparently share our commitment to society and the environment in our sustainability reports, regularly assessing our progress and goals.

As Üniteks, we are working diligently for a sustainable future, producing innovative and effective solutions to contribute to society and the environment.

The Power of Change *at Uniteks*



Supported Sustainable Development Goals



In line with our focus areas and priorities, we contribute to the United Nations Sustainable Development Goals (SDGs) in this process, where global challenges require global solutions. In this context, through our activities, we support the direct and indirect implementation of all 17 SDGs.

Through our efforts, we contribute to ensuring equal opportunities and gender equality. These projects support women's access to opportunities and skills that enable their active participation in the workforce and decision-making processes. Additionally, with our commitment to equal opportunities in the digital world, we aim to increase the participation of women and youth in the business world. Our education programs reach both our employees and all segments of society, directly contributing to **SDG 4** and **SDG 5**.

With our energy efficiency projects and ISO 14001 certification, we promote the use of clean energy and combat climate change. In this direction, by gradually transitioning to renewable energy, we support **SDG 7** and **SDG 13**.

Waste management aims to create a circular economy through projects such as textile waste recycling and composting, enabling the reuse of waste generated during the production process to establish an effective circular ecosystem. With these efforts, we contribute to **SDG 12** and **SDG 15**.

Through all these initiatives, we maintain our competitive advantage by making a difference with innovative practices in areas such as sustainable product management, innovation, and digital transformation. By contributing to **SDG 9**, **SDG 11**, and **SDG 12**, we create value through innovative practices in the development of products, processes, or methods. As an eco-friendly company, we strengthen our environmentally conscious management approach by adopting a clean production approach in our production processes. In doing so, we secure the necessary infrastructure and certifications to ensure the efficient use and conservation of energy resources.

With all these projects and efforts, we are working towards a more sustainable future.

Stakeholder Engagement



Stakeholder engagement holds strategic importance for our organization. We believe that effective management of stakeholder relationships will enhance the success of the organization and minimize risks.

Stakeholders	Communication Method	Communication Frequency	Stakeholder Needs and Expectations
Employees	Meetings, employee engagement activities, surveys, trainings	Instant	Better working environment, employee rights, performance evaluations, health and safety measures
Customers	Meetings, audits, newsletters, posters, emails, phone, messages, online surveys	Instant	Production capacity, innovative and sustainable products, trend-setting products, effective supply chain management
Suppliers	Audits, meetings	Instant	Increase in order volume, long-term agreements, timely payments, projects
Management	Meetings, notifications, activity reports	Instant & Regular	Increase profit margins and sales, growth, operational efficiency, enhance company value, reputation enhancement
Certification Bodies	Meetings, audits, newsletters, posters, emails, phone, messages, online surveys	Regular	Reporting on standards, compliance with requirements, transparency, traceability
Non-Governmental Organizations (NGOs)	Workshops, projects, collaborations	Regular	Social and environmental projects, increased awareness
Government Bodies	Conferences, projects, face-to-face/online meetings, audits	As Needed	Compliance with local, national, and international laws and regulations, adherence to social and environmental regulations, permits, financial aids, and incentives
Universities	Mentoring, trainings, conferences, promotions, collaborations with R&D and Design centers	Regular	Education and development, sharing of industry experience
Associations and Member Institutions	Trainings, seminars, meetings, joint projects, newsletters	Regular	Compliance with local, national, and international laws and regulations, adherence to social and environmental regulations, permits, financial aids, and incentives

Ethical and Transparent Business Structure

At Üniteks Tekstil, we aim to create lasting value by merging our sustainability-focused service approach with our principles of transparency. As we focus on a sustainable future, our practices in management adopt a transparent and ethical approach, significantly contributing to the national economy and employment with nearly 500 employees.

Our company commits to maintaining the principles of business ethics, transparency, and honesty at every stage of our operations. These commitments form the cornerstones of Üniteks' corporate culture and leadership philosophy. Our code of business ethics forms the foundation of all relationships, from employment contracts with employees to commitment letters provided to customers and supplier conditions. We place great importance on values such as fair competition, transparent information sharing, and respect for the environment in our business practices.

To ensure our employees understand and embrace the company's ethical approach and behavioral rules, all employees are acquired mandatory annual training, and new team members have comprehensive Ethics and Compliance Training during the hiring process. These trainings help employees internalize and implement ethical behaviors in their daily work processes.

Furthermore, at Üniteks Tekstil, we view our internal control systems as an integral part of our risk management system. Since 2016, the effectiveness of the system, regularly reviewed by our internal audit unit, is continuously monitored and improved. The causes and effects of control deficiencies identified during audits are analyzed, and management action plans for addressing the problems are obtained from the relevant units, with close monitoring of the timely and effective implementation of these actions.

These audit processes not only contribute to the company's financial success but also greatly support Üniteks in achieving its social, environmental, and governance-related goals. Thanks to our transparent and ethical management approach, we confidently advance towards our sustainability objectives and strengthen the trust relationship with our stakeholders in this process.

At Üniteks Tekstil, by integrating sustainability and ethical management principles into all our business processes, we aim to secure not only today but also the future.

“We aim to create lasting value and set an example for society by integrating sustainability and ethical management principles into all our business processes, guided by our transparency principles. To ensure our employees adopt ethical and behavioral codes, we provide regular training and carefully maintain honesty and transparency in all our relationships.”

In 2023



9 Process Audits



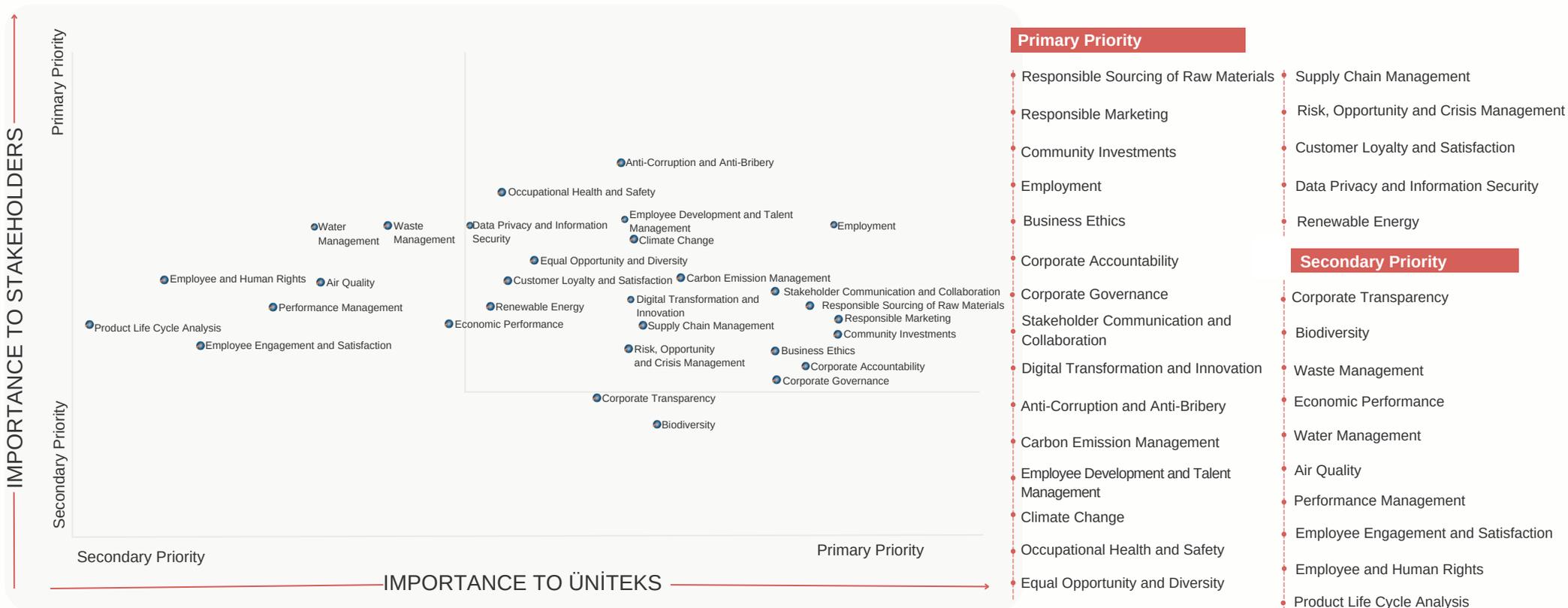
15 Investigations



6 Consulting Projects



Materiality Analysis



While shaping our sustainability strategy, we closely follow the current trends in the industry as well as national and international standards and frameworks. We meticulously evaluate the opinions of our employees and all our stakeholders, taking into account the needs and expectations of the relevant parties. In this direction, as a result of the materiality analysis we conducted, we categorized the topics into primary and secondary priorities.

We have gathered our priority topics under key strategic headings and, together with our reporting team members, planned and analyzed our work on these topics. The updated materiality analysis plays a guiding role within our sustainability strategy, reinforcing the foundations of our goals.

In 2023, after gathering feedback from approximately 150 internal and external stakeholders, we completed our analysis with the approval of our board of directors and top management. Through this comprehensive analysis, we identified our primary and secondary priorities by understanding all the priorities of our operations. As a result, we are taking steps to plan our sustainability strategy more effectively and in a focused manner to meet the expectations of our stakeholders.

Sustainability Goals

Guided by our vision of "A Sustainable Future for Everyone," we align and direct our efforts with our core strategies: "Product Innovation," "Eco-Conscious," and "Empowering People."

Within this framework, we set our sustainability goals by considering both our strategic plans and relevant regulations.

Each year, we review these goals and commit to continuously elevating them to a higher level.

Throughout this process, we consistently prioritize our mission to contribute to a sustainable future, shaping all our activities in this direction.

Product

Increase the percentage of products made from sustainable materials

Focus on sustainable product design

Expand digitization in the traceable supply chain

Environment

Reduce our carbon footprint by keeping logistics processes at the shortest distance with our supplier network

Reduce the amount of waste generated from production and increase the recycling rate to achieve a zero-waste goal

Reduce carbon footprint by 50% by 2030

Develop projects to reduce water usage with strategic suppliers

Increase the share of renewable energy

People

Increase employee engagement scores with our strategic suppliers each year

Expand the implementation of practices under the gender equality program



Uniteks Value Chain

Our company provides end-to-end integrated supply chain management in the textile sector. Starting from yarn, we manage all our production stages—including knitting, dyeing, printing, embroidery, cutting, sewing, ironing, and packaging—in close coordination and collaboration with our supply chain. This comprehensive process management ensures that product quality and production efficiency are maintained at the highest levels. Within our headquarter, our departments—R&D, design, quality control, sustainability, export, purchasing, planning, finance, sample room, market development, and logistics—continuously optimize our production processes, enabling us to respond quickly, flexibly, and effectively to customer demands at every stage of our supply chain. This approach also supports us in achieving our sustainability goals and enhancing our competitiveness in the market.

“ Supporting the continuous development of our value chain and producing innovative solutions in this direction are among our core priorities. By integrating our culture of innovation into all business processes, we achieve end-to-end improvement and increased efficiency. ”



Product Quality and Safety

In the textile industry, quality is of great importance because factors such as product durability, color fastness, comfort, and overall appearance directly affect customer satisfaction. High-quality textile products are preferred for their longevity and trouble-free performance during use. Quality also impacts the brand's reputation and customer loyalty. Therefore, as Uniteks, we work diligently in all our processes to ensure that we do not compromise on our quality standards.

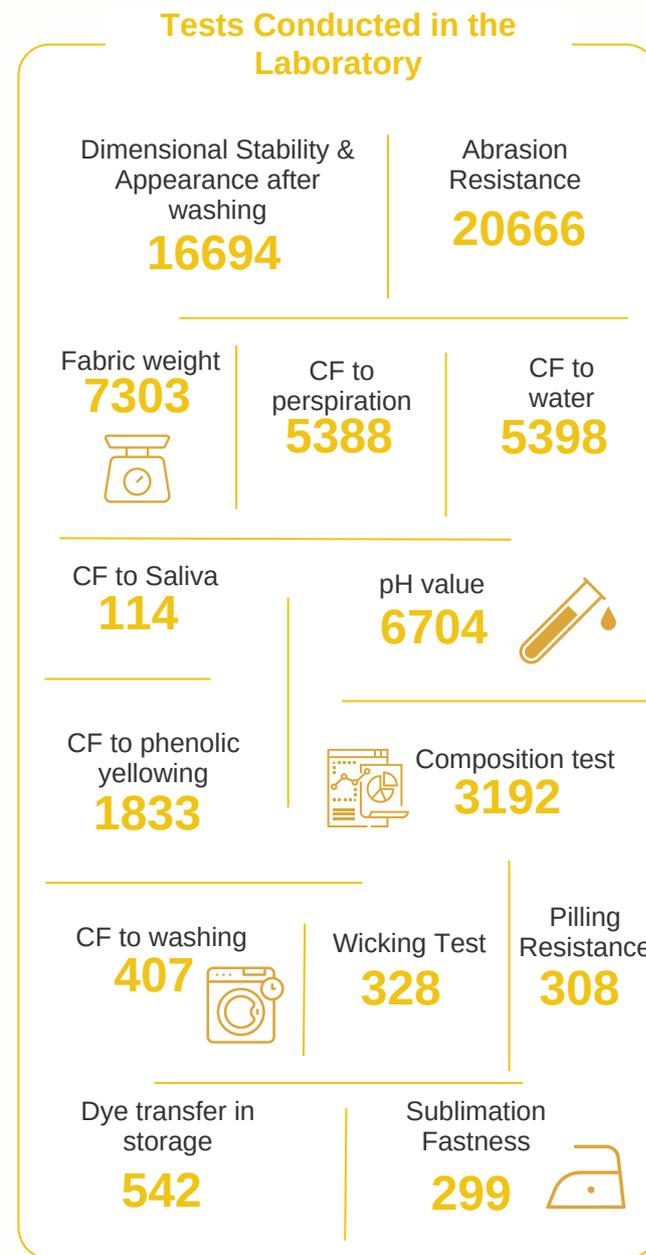
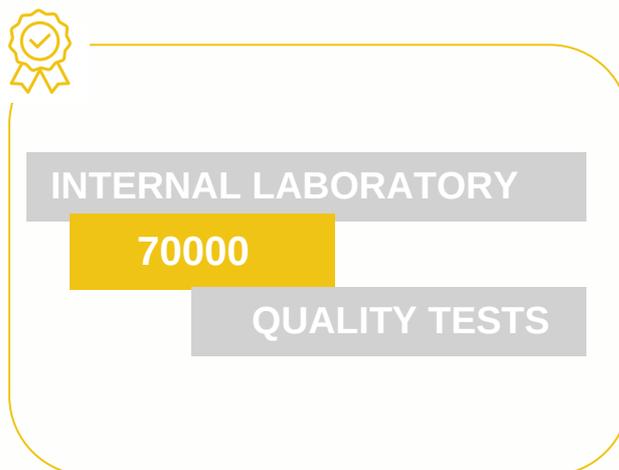
We aim to provide our customers with the highest quality products by maintaining our high standards throughout our supply chain. In this regard, we regularly conduct quality inspections of all businesses in our supply chain and ensure that our producers comply with the specified quality and safety standards. Each fabric and model we produce undergoes comprehensive testing in both our internal laboratories and international testing laboratories. We follow global standards set by international organizations and request chemical substance analyses and quality performance tests from our producers to ensure our products meet these standards. From the sample stage onwards, all our products test detailed chemical substance checks in third-party laboratories.

Conducting our testing processes in our own laboratories provides us with significant cost advantages. It reduces our dependence on external services, lowers costs, and accelerates our innovation processes while maintaining confidentiality. This allows us to be more competitive in our product development processes and offer high quality to our customers at more competitive prices.

The variety of tests conducted in our laboratories determines how our products perform during washing and use, how resistant they are to various environmental effects, and how suitable they are for consumer safety. For example, CF to washing tests ensure that the colors and textures of products remain intact after washing, while chemical substance analyses ensure that our products do not contain substances harmful to human health.

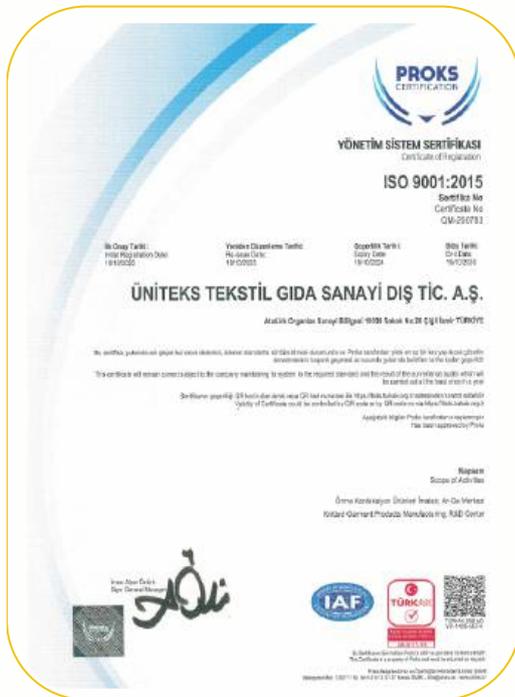
We fulfill our commitment to providing our customers with reliable and high-quality products. Throughout 2023, the tests conducted in our laboratories include dimensional changes and appearance after washing, rubbing fastness, fabric weight, CF to perspiration, CF to water, CF to saliva, CF to phenolic yellowing, pH value, composition test, CF to washing, pilling resistance, wicking tests, dye transfer in storage, and sublimation fastness. These tests contribute to Uniteks' goals of increasing customer satisfaction by detecting potential defect in the production process in advance and ensuring full compliance with environmental and ethical standards.

By performing an average of 100 physical and chemical tests per day, we ensure that our products meet the highest standards and reliability before being released to the market. Therefore, we continuously update and improve our laboratory investments to meet our quality and sustainability objectives. Additionally, our monthly quality bulletins are prepared and shared by our Quality Assurance Department as an internal communication tool.



Quality Priority and Safety

We have been upholding our commitment to quality management and sustainability principles since 1999 with our ISO 9001 certification. This certificate demonstrates that all our production processes adhere to international quality standards and that the philosophy of continuous improvement is a fundamental cornerstone of our company. Our quality management system is a critical tool that enables us to maintain our leading position in the industry and minimize our environmental impacts. We integrate quality management systems throughout all our business processes, starting from our supply chain. These systems not only ensure that we provide high-standard products to our customers but also support us in fulfilling our environmental sustainability and social responsibility commitments. The improvements we make during our reporting period and their outcomes are shared with all our stakeholders in accordance with our transparency principle, and every step of the process is examined in detail. At Üniteks Tekstil, we aim to advance our innovative and eco-friendly production approach by placing quality management at the center of our efforts for a sustainable future. In this regard, we focus on maximizing both internal and external customer satisfaction by enhancing our employees' knowledge and skills through continuous training and development programs. Additionally, we regularly hold workshops on sustainability and quality management to keep up with the latest trends in the industry and integrate this knowledge into our operations.

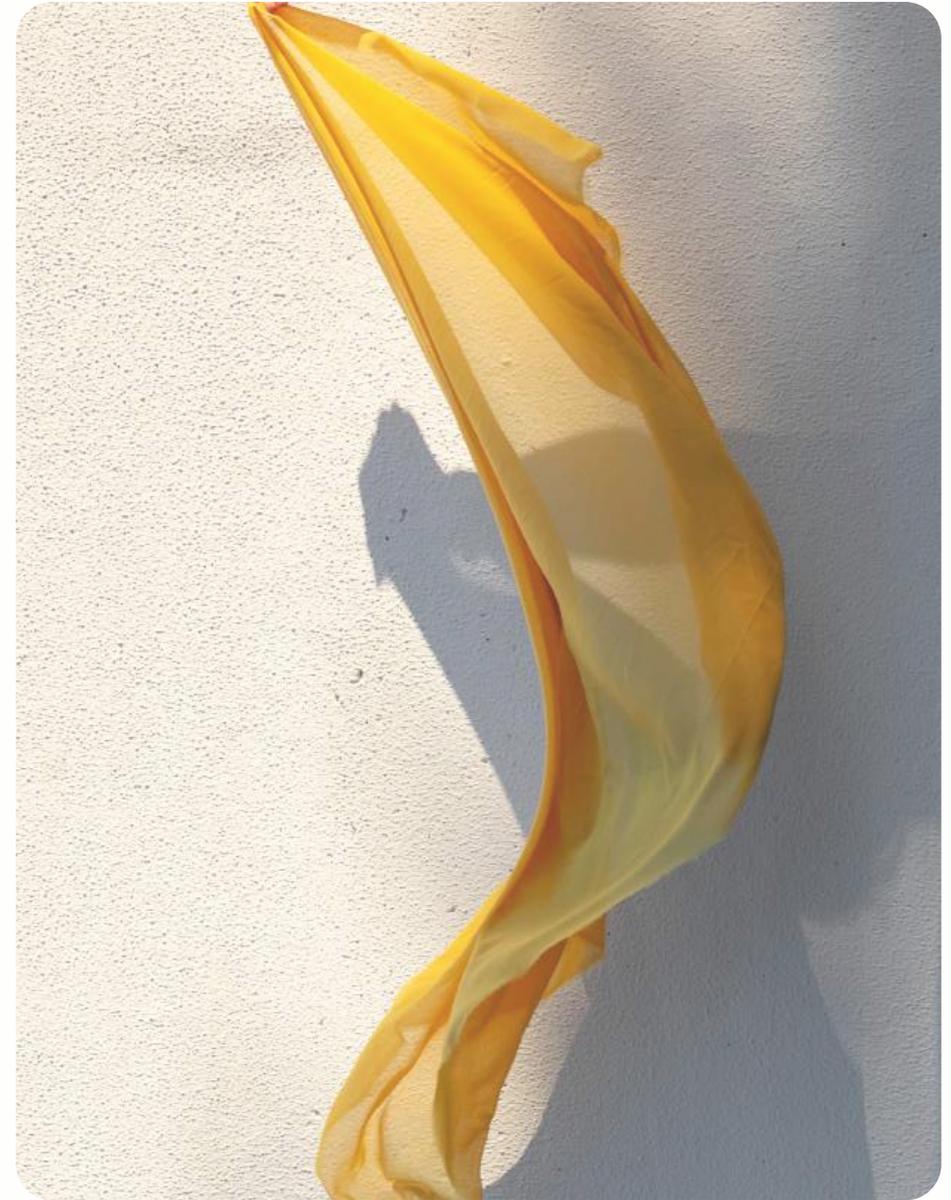


Quality Objectives

Achieving maximum quality on the first attempt with minimum cost and high efficiency through planned and systematic activities

Continuously improving the effectiveness of the Quality Management System

Exceeding customer expectations through innovation and differentiation



Sustainability in the Supply Chain

The ready-to-wear industry is associated not only with its own operations but also with indirect social and environmental impacts from its extensive supply chain. As a responsible manufacturer, we take various measures to manage and reduce these supply chain impacts. We believe that relationships established within the supply chain based on transparency, fairness, and responsibility are essential requirements for a healthy and ethical supply chain.

To this end, we ensure that our suppliers are regularly audited by our customers and independent audit firms they have authorized. These audits contribute to maintaining high standards at every stage of the supply chain and support continuous improvement processes. In this way, we adopt an approach aimed at minimizing social and environmental impacts not only in our own production but also across the industry.

We conduct comprehensive social and environmental compliance assessments for all new suppliers joining our supply chain. Through audit reports integrated with our ERP system, we carefully evaluate our suppliers and only collaborate with those who pass these audits successfully. We do not initiate business relationships with companies displaying non-compliance in critical areas during on site and documentation audits, and we terminate collaborations with existing suppliers if such non-compliances are detected.

To evaluate new supplier requests from our planning department, we implement a comprehensive self-audit questionnaire covering sustainability criteria. Based on the results of this questionnaire, we make appropriate audit planning and initiate approval processes. In this way, we ensure that all our suppliers meet our high standards in achieving our sustainability goals. These processes demonstrate our commitment to sustainability and the dominance of transparency and ethical principles in our supply chain. At Uniteks Tekstil, we aim to establish long-term business relationships with suppliers who not only ensure environmental and social compliance but also adhere to principles of continuous improvement and innovation.

In 2023, we conducted 248 supplier audits. Additionally, we work with suppliers who are members of programs such as Supplier Ethical Data Exchange (Sedex), Facility Social & Labor Module (FSLM), and Facility Environmental Module (FEM), in line with our customers' requirements. The number of manufacturers validated on the Worldly Platform with 2022 data in 2023 is provided below.

Social compliance audits are conducted in the areas of Discrimination and Unethical Treatment, Child Labor, Forced and Compulsory Labor, Occupational Health and Safety (OHS), Freedom of Association, Working Hours, Payments and Compensation, Human Resources Management, and Sustainability Management System. The Environmental Module focuses on various environmental parameters such as energy usage and greenhouse gas emissions, water use and wastewater management, solid and hazardous waste management, and chemical management. Evaluations through FEM enable facilities to improve their energy and water efficiency, reduce waste quantities, and manage chemical use in safer and more sustainable ways. These processes help facilities minimize their environmental footprint while also enhancing their operational efficiency.

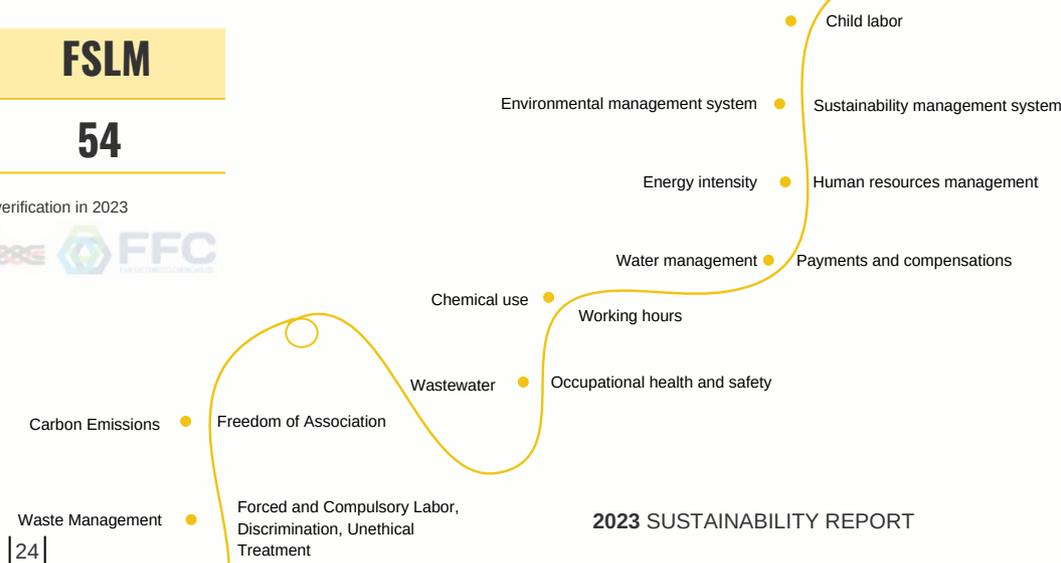
The Worldly Platform is a critical tool used to evaluate and manage the environmental and social sustainability performance of companies, particularly in the textile and apparel sectors. Developed by the Sustainable Apparel Coalition (SAC), this platform allows companies to analyze environmental factors such as energy use, water consumption, waste management, and chemical management. It also evaluates social criteria including workers' rights, workplace safety, and working conditions. Through various modules, the platform enables companies to thoroughly review their operations and supply chains, providing them with the necessary information to achieve sustainability goals. By using this platform, companies can continuously monitor their performance, ensure compliance with industry standards, and make significant strides in reducing environmental and social impacts. Thus, it has become a key part of the industrial transformation by enhancing transparency and accountability in the field of sustainability.

FEM	FSLM
30	54

*Number of suppliers accompanied for verification in 2023



worldly

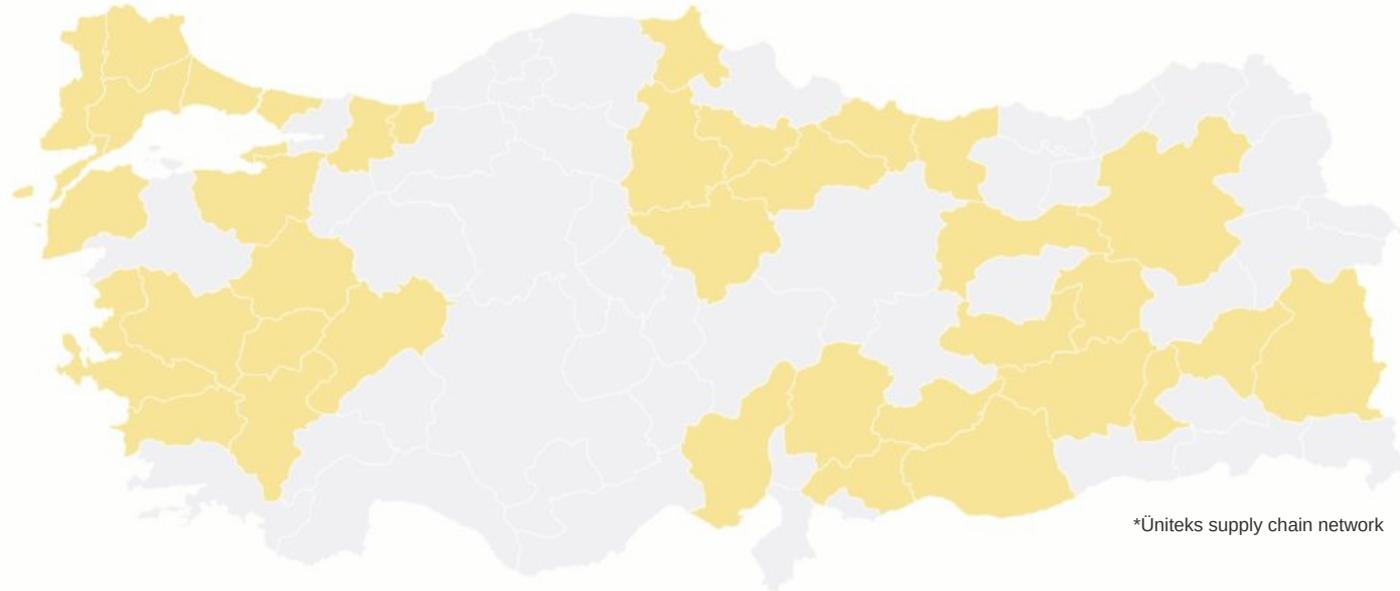


Responsible Supply Chain Management

Supply chain sustainability aims to create, preserve, and continuously enhance long-term value among all stakeholders. In this context, it encourages suppliers and other business partners to align with sustainability principles and actively contribute. Good governance practices enhance transparency, effectively manage risks, and clearly define responsibilities, ensuring reliability and accountability at all stages of the supply chain. Sustainability strategies and practices are continuously reviewed and improved. Moreover, sustainable practices supported by innovative solutions and technologies increase the efficiency and resilience of the supply chain, securing long-term business success.

As Üniteks Textile, we continue to work with our stakeholders on building a sustainable supply chain. We collaborate with over 400 companies across various stages, including yarn, knitting, dyeing, embroidery, printing, cutting, and sewing. This extensive network of collaboration allows us to maximize the production potential of firms in different regions, creating a more sustainable and robust economic structure. We consistently keep our operational costs under control and manage potential risks by following global developments through a flexible supply strategy. We conduct joint planning with suppliers to ensure the efficient use of capacity.

We are aware that our social, environmental, and economic impacts originate within our supply network, and we implement responsible supply chain management practices. We contribute to the operational and financial growth of our suppliers. In this context, we aim to use our capacity efficiently through joint planning with our suppliers and operate in all processes in line with sustainability principles.



*Üniteks supply chain network



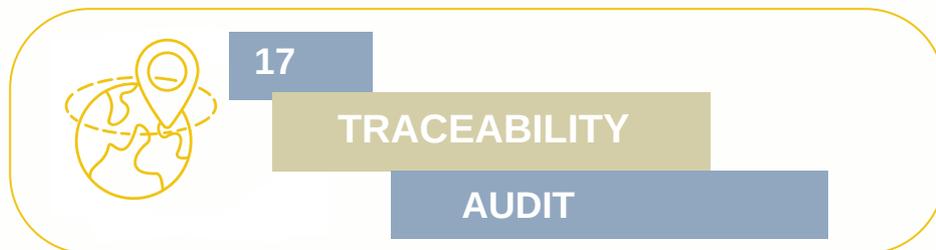
“ We place great importance on supply chain sustainability. In this context, we collaborate with over 400 suppliers to maximize regional production potential. Through sustainable practices supported by innovative solutions and technologies, we enhance the efficiency and resilience of our supply chain, ensuring our long-term business success. With these steps, we commit to working together with our stakeholders for a more livable world. ”

Traceability in the Supply Chain

Traceability in the textile industry supply chain is of great importance for both businesses and end consumers. Today's conscious consumer wants to know the source of a product, the production processes, and the social and environmental impacts of these processes.

With the introduction of the digital product passport, driven by regulations from the European Union, traceability in the textile industry will become even more crucial. The digital product passport application will bring transparency throughout the supply chain by ensuring that all stages of a product's production process are digitally recorded and tracked. Our system makes the journey of products from raw material to the end consumer transparent and traceable, supporting our sustainability efforts and enabling consumers to make informed and safe decisions.

In terms of certification processes, we ensure transparency and reliability at every stage of the supply chain. Certification processes in the textile industry are crucial for sustainability and environmentally friendly production. The use of organic and recycled materials is central to these processes. At Uniteks, we manage these processes to continue offering our customers the highest quality, reliable, and sustainable products. By doing so, we maintain our leading position in the industry and fulfill our commitments to sustainability and traceability.



Dynamic Supply and Logistics



As Üniteks Textile, we highlight our sustainable logistics practices through a comprehensive supply and distribution network established across all regions of Turkey. While developing our business, we also support our partners, creating environments where they can contribute to our growth as well. We develop mechanisms that allow us to benefit more from the knowledge and experience of our partners and employees, and to establish greater collaboration. By establishing trust-based processes, we proactively manage capacities, developing business models that ensure mutual benefits and intensive communication.

We are establishing our supply chain by considering sustainable production elements that are sensitive to the environment and society, while maintaining capacity management, lead times, and quality standards. Additionally, we contribute to environmental sustainability by reducing our carbon footprint. In 2023, as part of the "Logistics Optimization and Efficiency Project" implemented in our logistics unit, we increased truck tonnage and reduced the number of trucks. This allowed us to increase the amount of cargo transported while reducing the number of vehicles, making our logistics processes more efficient and environmentally friendly. In 2023, the average tonnage per truck was increased to 7,203 tons, and the number of trucks was reduced to 125. Similarly, the average tonnage per trailer was increased to 13,876, and the number of trailers was reduced to 224.

With our warehouse management system, we aim to respond quickly to demand fluctuations and accurately track inventory. We continuously develop projects focused on optimizing routes, minimizing transportation costs, and shortening delivery times to ensure the fast and efficient distribution of products. Monitoring and analyzing logistics processes allow us to quickly identify and address disruptions in the supply chain. We coordinate this with software like GPS tracking and ERP (Enterprise Resource Planning) systems. We operate with a flexible and adaptive organizational structure to quickly respond to changes in demand, supply issues, or logistical disruptions.

Sustainable Product Management

In the textile industry, sustainable product management is crucial for reducing environmental impacts and promoting eco-friendly practices. This is where the importance of using organic cotton comes into play. Organic cotton is produced without the harmful chemicals and pesticides used in conventional cotton production, helping to protect soil and water resources. Organic cotton farming practices reduce greenhouse gas emissions, prevent soil erosion, and lower the carbon footprint compared to conventional cotton farming.

The Better Cotton Initiative (BCI) Certification is a global certification program that sets and promotes sustainability standards in cotton production. BCI aims to encourage more sustainable practices in the cotton sector by ensuring that farmers produce cotton in accordance with environmental, social, and economic sustainability criteria. BCI-certified cotton is produced with criteria that include efficient water use, soil health preservation, minimal use of harmful chemicals, and improved working conditions for farmers. These sustainable production practices contribute to the conservation of natural resources and enhance the long-term competitiveness of companies in the industry.

To meet environmental and social responsibility standards, we use Organic Content Standard (OCS), Recycled Claim Standard (RCS), and OEKO-TEX certifications. These certifications play a role in reducing the environmental impacts of our products and strengthening our sustainability commitments. Since 2016, we have been a member of the BCI (Better Cotton Initiative) and operate as a vertically integrated facility. We have access to mass balance and physical traceability within the chain of custody. Through this membership, we support sustainable and traceable farming principles.



In 2023, a total of 21,519,624 kg of finished fabric was purchased.

46% 

25% 

5% 

*blend details

Supplier Performance Management

We implement a comprehensive supplier development program to enhance the sustainability and efficiency of our supply chain. At the core of this program are the performance scorecards and training we provide to our suppliers. Through these trainings, we enable our suppliers to elevate their quality standards, adopt innovative practices, and integrate environmental and social sustainability practices. Additionally, through our training programs, we establish a continuous communication and feedback mechanism with our suppliers, reinforcing mutual trust and collaboration.

We regularly evaluate and score our suppliers' performance based on sustainability, quality, and partnership criteria.

The sustainability criterion assesses how well our suppliers adhere to their environmental and social responsibilities. This includes evaluating their performance in areas such as energy and water consumption, waste management, carbon footprint, employee rights, and working conditions. Suppliers who prioritize sustainable practices provide both environmental, social and economic benefits in the long term, supporting our overall sustainability goals for the supply chain.

The quality criterion evaluates the quality of our suppliers' products and services. This includes examining product compliance with international standards, quality control mechanisms in production processes, and customer satisfaction. Suppliers who deliver high-quality products and services play a crucial role in enhancing the quality of our final products and ensuring customer satisfaction.

The partnership criterion evaluates our suppliers' collaboration and communication skills. This includes considering the suppliers' flexibility, problem-solving abilities, innovative approaches, and communication processes with our company. Strong and efficient partnerships enhance the effectiveness of our supply chain and improve our operational processes.

Supplier performance scorecards help us identify our suppliers' strengths and improvement areas. Based on these evaluations, we create customized development plans for our suppliers and support them in improving their performance.

Through various tools such as training programs, technical support, and sustainability projects, we enhance our suppliers' capacities. We are committed to growing together with our suppliers, securing the future of both our business and our environment.

Supplier Training



18 hours

*The average training duration per employee

Supplier Evaluation Scale

Sustainability		
Low	Medium	High
70-80	81-90	91-100

Quality		
Low	Medium	High
70-80	81-90	91-100

Partnership		
Low	Medium	High
70-80	81-90	91-100

Overall Evaluation			
Insufficient	Medium	Good	Excellent
75-80	81-85	86-90	91-100

2023 Supply Chain Scores



R&D Center



Project Management



Process and Software Development



Design Development



Fabric Analysis and Development



Prototype Implementation



R&D Laboratory

The textile industry is a dynamic field that rapidly evolves with changing trends and technological advancements. In this context, R&D activities play a crucial role in maintaining the industry's competitiveness and achieving sustainability goals. The introduction of innovative products in the textile sector attracts consumer interest and enhances brand competitiveness. The core strategy of our R&D center is to contribute to economic and social development while operating a sustainable system in light of our responsibilities towards people and nature. As Üniteks, thanks to the innovative projects carried out in our R&D center, we achieve a strong position in both local and international markets.

In April 2011, we received the first R&D Center Certificate approved by the T.C. Ministry of Industry and Technology in the textile sector. Our R&D Center collaborates with numerous universities and research centers both domestically and internationally, transforming technological knowledge and advancements into commercial products and implementing national and international projects. To support our R&D efforts, we participated in 144 domestic training sessions, seminars, fairs, conferences, congresses, and symposiums, and 11 international fairs. Moreover, we have established 5 university-industry collaborations and 53 inter-company collaborations. Within our organization, we are currently conducting 17 R&D projects.

We continue our R&D and design efforts in areas such as sustainable fashion, the role of functional and industrial designs in the fashion world, the digitalization of fashion, wearable technologies, and the impact of virtual platforms on fashion. Through these efforts, we aim to shape the future of fashion and develop an innovative perspective within the industry.

70 19
Researcher Technician

27% of our research staff has a master's or doctoral degree.

Intellectual & Industrial Property Rights



1 Patent



2 Utility model



2 Trademark application



3 Article published in an international journal

Üni-verse: Digital Corporate Archive



We are taking pioneering steps in the industry by pursuing digital transformation and innovations. In line with this vision, the Üni-verse Project has been initiated with the goal of creating Üniteks' digital corporate archive. This platform offers a web-based interface that allows us to access our extensive product range—from trend boards and fabrics to our designs and manufactured models—anytime and anywhere.

Our Üni-verse platform enables us to obtain lifelike images with 36 frames taken at 10 degrees, providing users with high-quality visuals. Our goal is to offer a digital solution that is innovative and enhances efficiency, fitting the dynamics of the fashion and textile industry, accelerates our approval process, and ensures timely uploads. Additionally, by reducing model-based sample production, we minimize resource consumption and decrease waste, contributing to environmental sustainability.

This step taken with the Üni-verse platform on the path to digitalization is a significant development that reinforces Üniteks' leading position in the industry. The project, which focuses on solving operational challenges in the ready-to-wear sector and rapidly responding to market needs, includes sub-objectives such as digitalizing sample and product processes, contributing to sustainability, reducing costs, optimizing resource planning, and supply chain management.

In 2023, within the scope of the 'Order R&D Project', the Üni-Verse project was started in collaboration with the SME, Pixel Bilişim. The project's criteria for innovation include digital transformation, qualified R&D, innovation, sustainability, high commercial potential, efficiency, and factors that increase market share.

Among the devices included in the digital transformation, in 2023, a Utility Model application was made for the "Size Set Device," a multi-shot booth developed for ready-to-wear samples, and the "Horizontal Shooting with a Digital Measurement System" developed for ready-to-wear samples, which features integrations with the Üni-Verse software.

Consequently, the Üni-Verse project is a strategic initiative aimed at accelerating the digital transformation process, enhancing operational efficiency, and achieving sustainability goals.



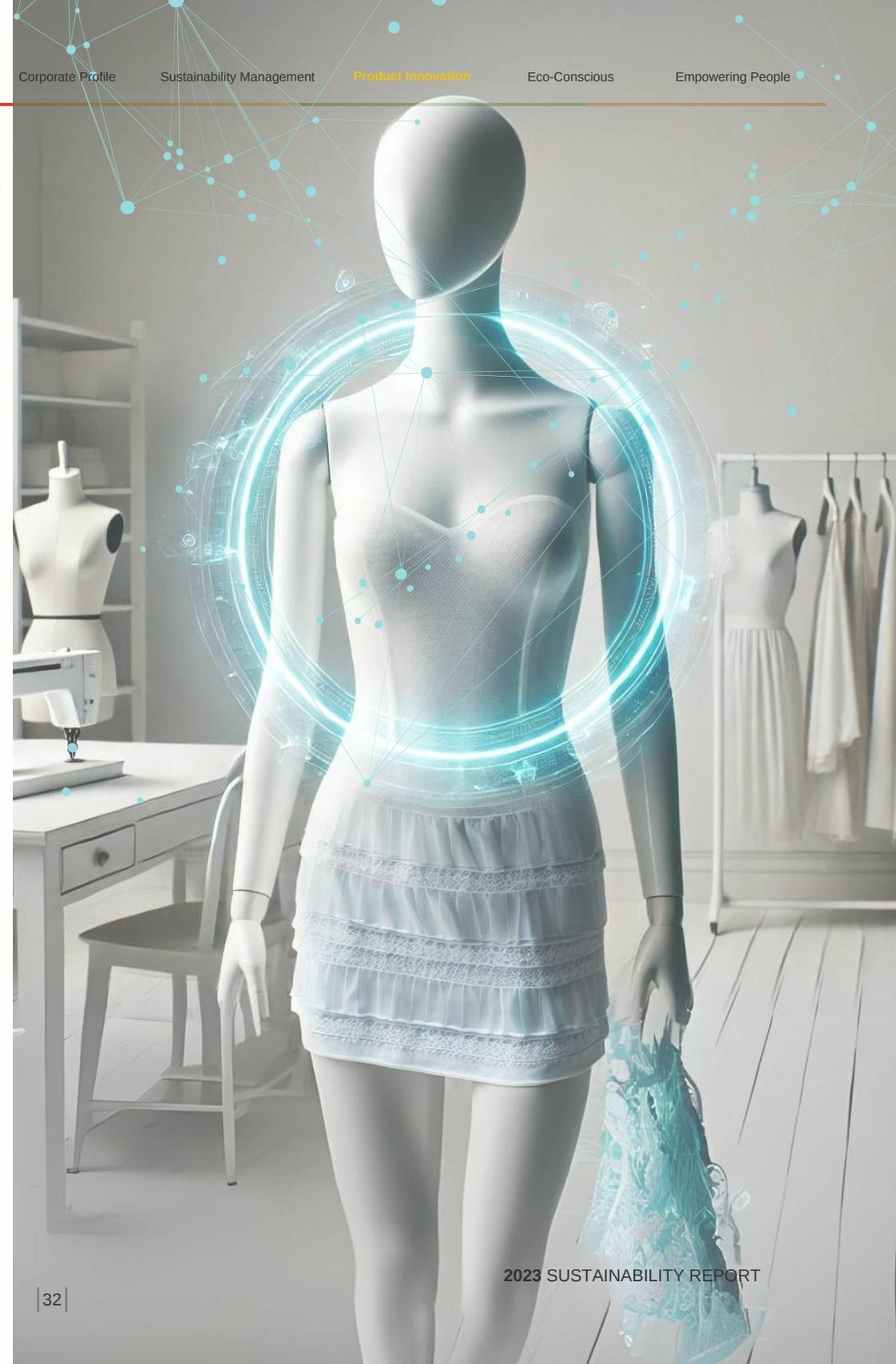
Innovation Committee: Intellectual Assets

Innovation is a critical factor for sustainable growth and success in today's competitive business world. Innovative approaches enable companies to continuously improve their products, services, and processes, which enhances customer satisfaction and reduces costs. The importance of innovation becomes even more pronounced in the rapidly changing and innovation-receptive textile industry. Technological advancements, sustainable production methods, and quick adaptation to market trends are necessary to gain a competitive advantage within the industry. Moreover, innovation helps companies fulfill their environmental and social responsibilities and develop more sustainable and ethical production methods. This not only ensures compliance with legal regulations but also strengthens company reputation.

In 2023, we have established an Innovation Committee. This board is formed to manage the company's innovative projects, ensure that employees embrace a culture of innovation, and promote innovation throughout the organization. The significance of the Innovation Committee is great in terms of enhancing our competitive edge, achieving our sustainability goals, and maintaining our leadership position in the industry. This committee also facilitates the collaboration of all departments within the company to implement innovative ideas. It organizes trainings and workshops to develop the creative thinking skills of our employees.

The textile sector is a dynamic area that requires continuous innovation and development. The development of new materials, the application of sustainable production techniques, and quick adaptation to fashion trends are indispensable elements of this sector. In this context, we attach great importance to our innovation efforts and continuously develop innovative projects to maintain our leadership in this field.

The Innovation Committee plays a significant role in implementing these projects and in the active participation of our employees in the innovation processes. The activities of the committee contribute not only to the success of our company today but also play a critical role in achieving our future growth and sustainability goals.



Digital Transformation Journey

We are making significant strides in digitalization and innovation. In today's rapidly advancing technology landscape, we utilize various technologies to automate our business processes, analyze our data, interact with our customers, and realize our company's vision, all to keep pace with and lead this change.

We enhance efficiency and automate routine tasks with Robotic Process Automation (RPA), enabling our employees to focus on more creative and strategic work. With Artificial Intelligence (AI), we intelligently process our data to understand our customers' behaviors, needs, and expectations, optimize our business processes, and support our decision-making processes with predictions. We define necessary policies, procedures, and controls to protect our information assets, manage risks, and prevent security breaches with the ISO 27001 Information Security Management System, keeping our certification continuously updated with annual audits. We comply with laws and ethical standards regarding personal data protection, acting carefully and responsibly in the processing, storage, transfer, and deletion of personal data. We prepare, regularly test, and update our business continuity plans to ensure we can continue operations in the event of crises, disasters, or disruptions. We adopt a proactive approach to managing our digital infrastructure, ensuring the uninterrupted operation of our servers, networks, and other digital components, monitoring our systems 24/7, and continuously performing maintenance and updates.

We optimize application performance through workshops and improvements in our ERP system, running all our processes on a single platform to make our operations more efficient, transparent, and continuously accessible. To achieve our sustainability goals, we conduct various projects, use high-energy efficiency hardware in our data centers to reduce our energy consumption, and ensure sensitivity in e-waste management by recycling old and unused devices. In the digital workspace, we report the amount of paper we consume and perform department-focused improvement studies. We also foster inter-departmental collaborations, understanding the needs of and providing solutions to departments like design, marketing, and logistics.

With the design department, we work to enhance the design, user experience, and interface of our products and services, offering creative and user-focused technologies. With the marketing department, we provide technologies for data analysis, artificial intelligence, social media management, and reporting to develop marketing strategies. For the logistics department, we offer technologies like RPA and RFID to improve logistics operations, the supply chain, and customer satisfaction.



Our Digital Map

- RPA (Robotic Process Automation)
- Artificial Intelligence (AI)
- ISO 27001 Information Security Management System
- Personal Data Protection
- Business Continuity
- Digital Infrastructure ERP System Management

When we have started on our transformation journey, we set our goal not just to enhance our digital capabilities but to become a leading company in digital transformation within our industry.

Environmental Management

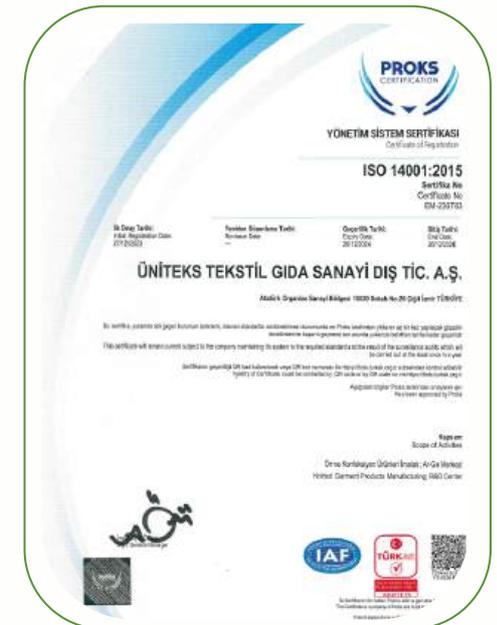


We are consciously working to reduce our carbon footprint and water footprint and to use energy resources more efficiently in our combating climate change.

With our vision for a sustainable future for everyone and our integrated business model, we measure the environmental impacts of our activities and take steps that align with our sustainable development goals. In combating climate change, we continuously work to reduce our carbon and water footprints and use energy resources more efficiently. We engage in strategic initiatives aiming to improve waste management and use our resources more efficiently within the framework of circular economy principles. Throughout these processes, we focus on creating value together with our stakeholders. As we transition to a low-carbon circular economy, we aim to minimize our environmental impact.

To increase energy efficiency, we reduce our carbon footprint through investments in renewable energy sources, and we regularly monitor our greenhouse gas emissions to set our reduction targets. In waste management, we continue to apply circular economy principles to minimize waste from our production processes and enhance the reusability of this waste. Last year on World Environment Day, we make a video for our supply chain and presented seed-infused pencils to raise awareness. We also formed environmental committees with volunteers in our supply chain. We prepared awareness emails about topics such as Earth Overshoot Day and the disadvantage of using paper and paper cups. Besides all these, we have established an environmental management system within the company. This year, Üniteks Tekstil has successfully received ISO 14001 certification. ISO 14001 is an international standard for environmental management systems that provides a framework for organizations to manage and continually improve their environmental performance. This standard not only ensures the fulfillment of environmental responsibilities but also supports the achievement of economic objectives. It proves that our company plans, implements, controls, and continuously improves its environmental management systems in accordance with international standards.

With the ISO 14001 certification, we aim to systematically improve our environmental performance and increase the efficiency of our business processes while minimizing our environmental impact. Throughout the certification process, our efforts to raise environmental awareness and integrate environmental management practices across all our business units have also been reinforced. This certificate concretely demonstrates our commitment and responsibility to the environment to both our internal and external stakeholders.



Combating the Climate Crisis

The textile industry is significant in terms of environmental impact, and strategic measures must be taken in combating the climate crisis. At Üniteks Tekstil, we take this responsibility seriously and act in accordance with the requirements of the European Green Deal. Our primary goals include reducing energy consumption and transitioning to renewable energy sources. In this context, we are undertaking modern initiatives to increase the energy efficiency of our factories and integrating renewable energy systems such as solar panels.

Moreover, we continuously review our production processes and invest in lower carbon emission technologies at our suppliers to reduce our carbon footprint. Optimizing water usage, improving wastewater management systems, and promoting water reuse are also among our important steps. From product design, we aim to reduce the environmental impact of the materials used and utilize recyclable materials as much as possible.

In terms of textile waste management, we are developing techniques to minimize waste generated during the production process. With these efforts, we embrace the concept of a circular economy, supporting the efficient use of resources and reducing waste amounts.

All these activities are significant steps towards the transition to a climate-neutral economy as envisioned by the European Green Deal. As Üniteks Tekstil, we continue to offer innovative and effective solutions for a sustainable future by playing a leading role in combating the climate crisis. As part of the celebrations for the 100th anniversary of our Republic, we participated in the "Seven Forests in Seven Regions" project initiated by the Aegean Forest Foundation. We donated 3500 saplings, creating the "Üniteks Tekstil and Suppliers Republic Forest." With this project, we are contributing to critical environmental goals such as reducing carbon emissions, combating climate change, and taking preventive measures against forest fires.

Our sapling donations support the formation of new forest areas in different regions of Turkey, aiding in the preservation of ecological balance and reducing our carbon footprint. We fulfill our environmental responsibility through sustainable and innovative projects, actively contributing to the preservation of our planet's future.



Reducing Travel Footprint

Our business trips, while being an important part of our operational process, are also one of the largest sources of our carbon emissions.

To offset these emissions, we have acquired carbon offset certificates for our board's flights in collaboration with CO mission, among various strategies. These certificates allow us to neutralize the carbon emissions produced during our board's travels by supporting emission reduction projects. We take our responsibility seriously to minimize our environmental impact in our industry and to be a leader in combating climate change.

In this context, we have acquired carbon offset certificates through investments in renewable energy projects, forestry initiatives, and energy efficiency programs. These certificates not only balance our carbon emissions but also finance projects that contribute to sustainable development. Through this method, we take an active role in achieving global climate goals and fulfill our environmental responsibilities.

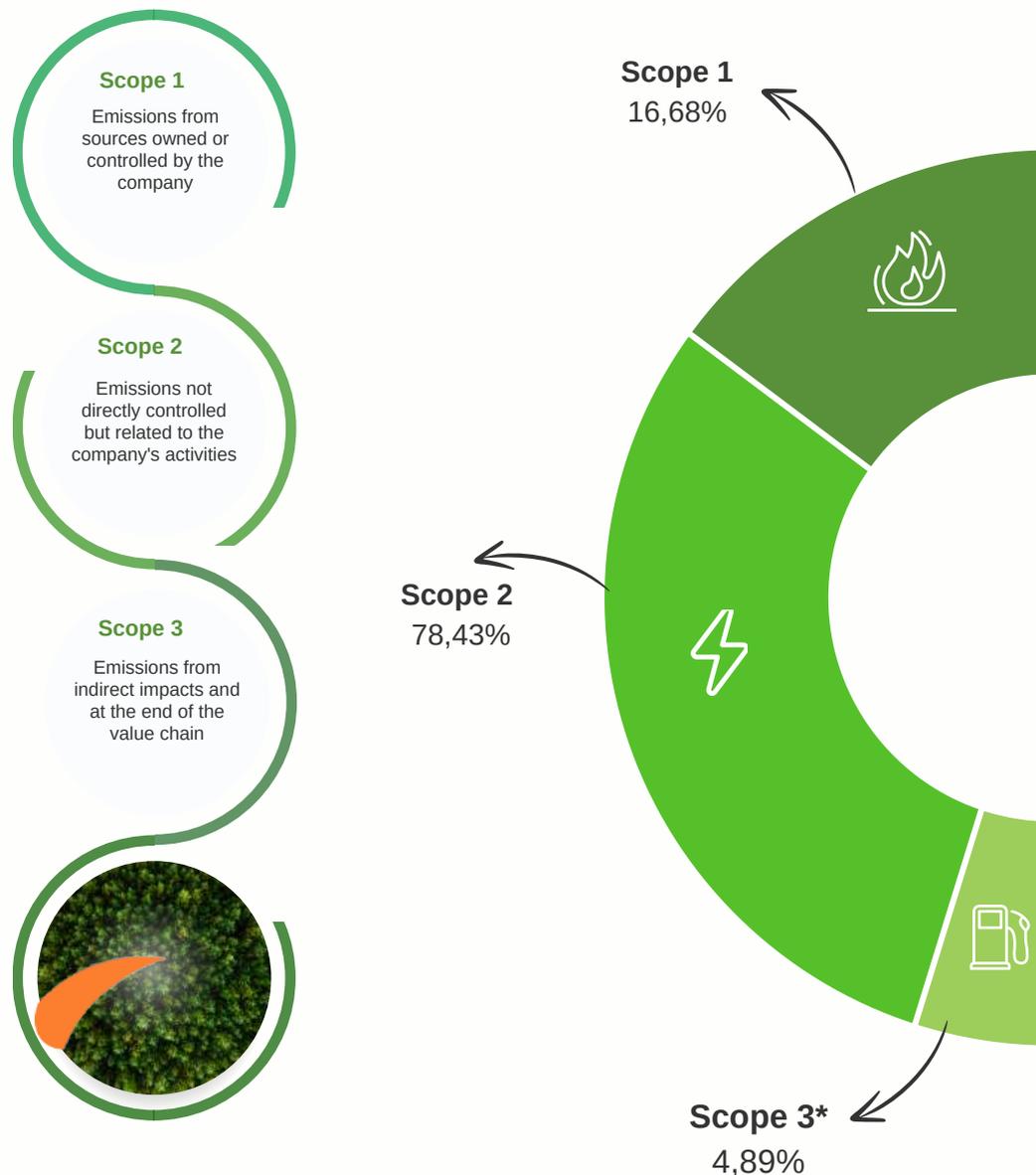


Carbon Emission Management

Our strategy centered on environmental sustainability involves conducting a comprehensive carbon footprint mapping to effectively manage carbon emissions in the textile industry. The textile industry is a significant source of global carbon emissions due to energy-intensive production processes, extensive supply chains, and distribution networks often requiring long-distance transportation, leading to high levels of carbon emissions. This situation necessitates our industry's role in reducing environmental impact and leading the combat against climate change. Therefore, detailed analysis and reduction of our emissions are crucial for fulfilling our environmental commitments.

In 2022, we expanded a pilot study initiated with four strategic partners to ten supplier in 2023, implementing carbon footprint calculations on a broader scale. We thoroughly assess Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions consist of greenhouse gas emissions from direct sources owned or controlled, like stationary combustion in buildings and mobile combustion from vehicles, totaling 1157.71 tons of CO₂e. Scope 2 emissions, which come from the consumption of purchased electricity, were measured at 5443.77 tons of CO₂e. Scope 3 emissions, covering other indirect greenhouse gas emissions, were determined to be 339.19 tons. By performing detailed emission calculations for each category, we aim to enhance the effectiveness of our sustainability strategies and reduce our carbon footprint in the industry.

Our initiatives not only improve our environmental performance but also serve as a model for sustainable practices in the textile industry. Additionally, in collaboration with the firms in our supply chain, we organize training on carbon and water footprint calculations with a non-profit organization called "Let's Do It." These trainings help increase the environmental awareness of our business partners, enabling them to improve their sustainability practices and promoting positive transformation across the industry. This approach reduces our environmental impacts and encourages firms in our supply chain to take a more active role in this critical area.



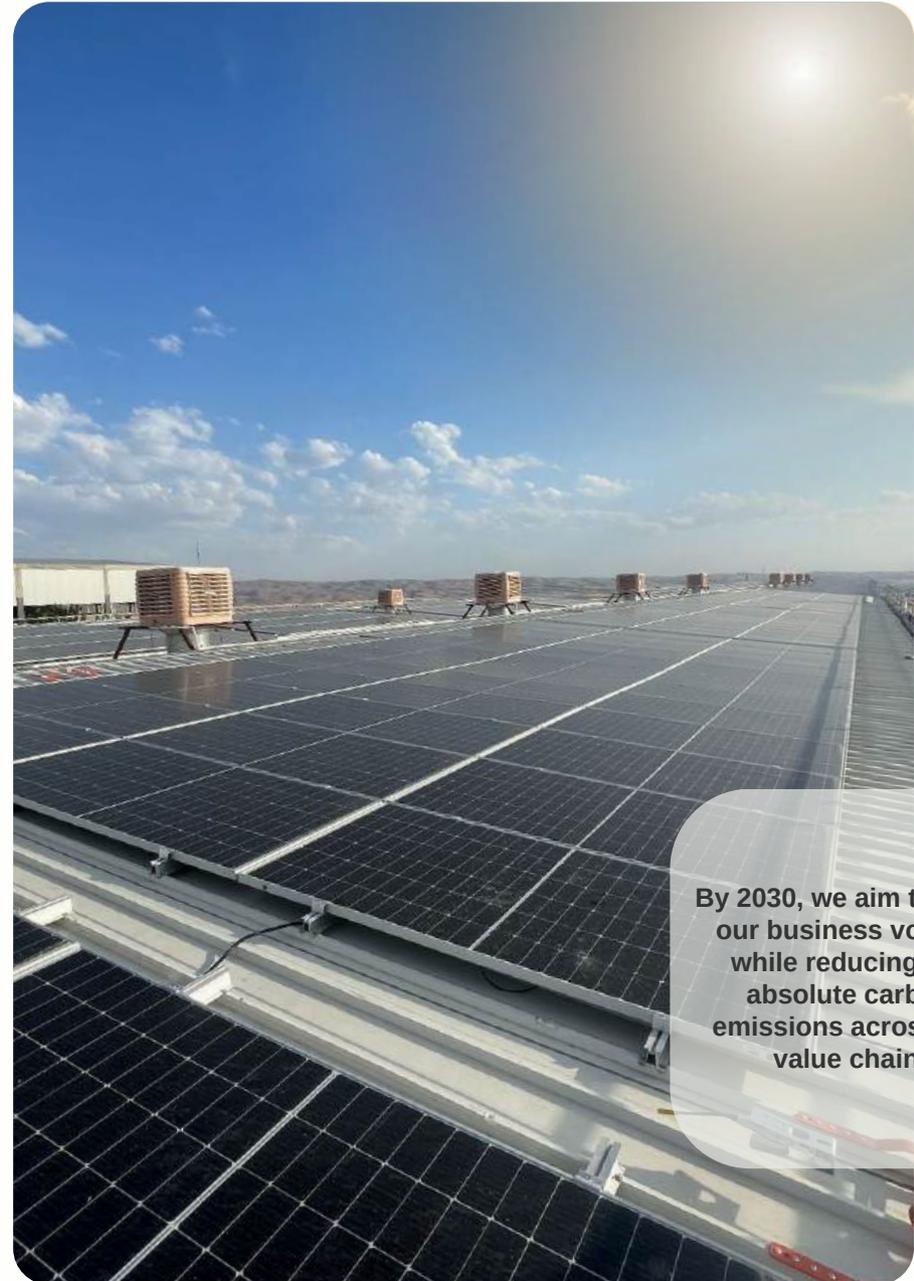
*In Scope 3 emissions, employee transportation, waste, water and wastewater management have been calculated.

Energy Transition Plan



We are taking decisive steps to increase energy efficiency and the use of sustainable energy sources. The textile industry has significant environmental impacts due to its energy consumption. In this context, energy efficiency emerges as a critical strategy both to reduce our operational costs and to minimize our environmental footprint. We carry out works in selected dye houses as part of the energy efficiency program we implement with our customers. This program aims to minimize energy usage and enhance operational efficiency. Within the program, we are intensely involved in detailed feasibility studies at our business partners, identifying energy consumption points, optimizing consumption, and minimizing energy losses. These activities not only reduce energy consumption but also lower our overall carbon footprint.

Energy consumption often leads to high levels of greenhouse gas emissions, which trigger climate change. More efficient use of energy reduces the amount of resources and emissions needed, thereby helping to decrease greenhouse gas levels in the atmosphere. Implementing energy efficiency strategies in energy-intensive industries is of great importance for mitigating environmental impacts and controlling operating costs. Thus, achieving energy efficiency not only decreases the environmental effect in the textile sector but also contributes to building a sustainable economic future. To reinforce our commitment in the renewable energy sector and reduce greenhouse gas emissions from energy use, we have invested in a rooftop solar power plant (PV system) at one of our strategic partners. This pioneering step is taken to reduce our carbon footprint in our sustainability journey. Our rooftop PV investment demonstrates both our respect for the environment and our commitment to energy efficiency, accelerating Uniteks' transition to green energy. Alongside renewable energy investments, we have been offsetting our Scope 2 emissions with I-REC certificates since 2020. I-REC certificates verify that the energy is sourced from renewable resources, allowing companies to take real and measurable steps to support their green energy commitments. These certificates strengthen our commitment to reducing the environmental impact of our energy consumption.



By 2030, we aim to grow our business volume while reducing our absolute carbon emissions across our value chain.

I-REC Certificates



18 FIRMS

8709 MW

I-REC

Chemical Management

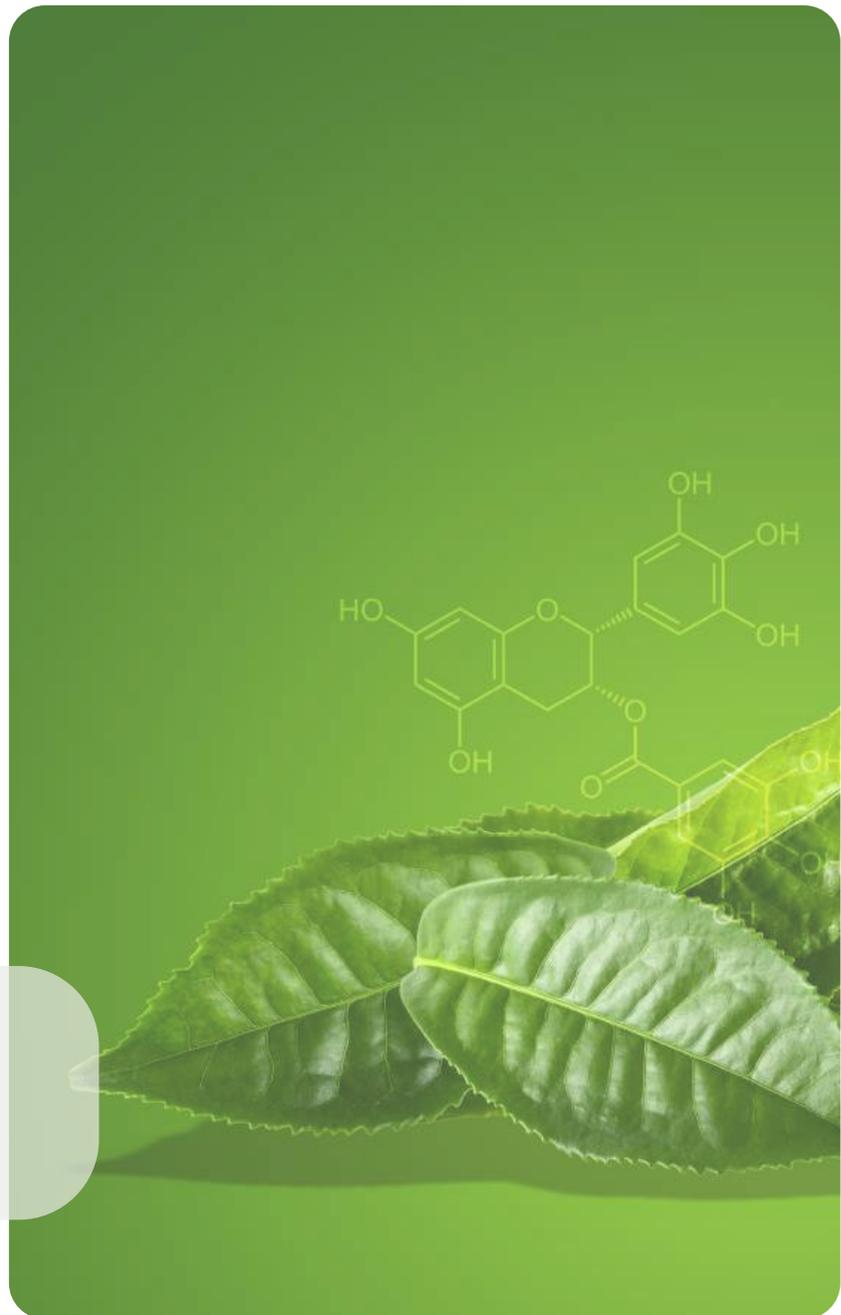
The ZDHC (Zero Discharge of Hazardous Chemicals) platform is a global initiative aimed at eliminating the emission of hazardous chemicals used in the textile and footwear industries. Launched in 2011, this program was created to raise industry standards, reduce environmental impact, and increase transparency in chemical management throughout the supply chain. ZDHC provides tools, guidelines, and training to help participating companies and suppliers improve their chemical usage.

The importance of ZDHC for the textile sector is in meeting the increasing demands for sustainability and environmental protection. The 'Roadmap to Zero' program offered by the ZDHC platform provides a clear roadmap for reducing water pollution and chemical waste. This program encourages participants to use safer chemicals, improve waste management processes, and reduce their overall environmental footprint.

For textile companies, participating in ZDHC is critically important for adopting sustainable production practices and increasing competitiveness in global markets. Compliance with ZDHC ensures that companies meet environmental regulations and appeals to the environmental awareness of consumers and business partners, enhancing brand value. Together with our stakeholders, we aim to minimize the negative impacts of the chemicals used in our supply chain on soil, water, and air in the coming years. In this context, we plan to ensure that the chemicals used by our suppliers comply with the Zero Discharge of Hazardous Chemicals (ZDHC) standards. Additionally, we do not use chemicals banned by national and international regulations at any stage of our production chain. This approach reflects our commitment to fulfilling our environmental responsibilities and further strengthening our sustainable production methods.

Membership in the ZDHC platform allows us to regularly monitor our chemical levels, check whether prohibited chemicals are being used, and monitor our suppliers based on these criteria. This ensures complete traceability and reliability within our supply chain. All our suppliers with wet processing must use this platform, which plays a critical role in achieving our sustainability goals.

We enhance our efforts to protect soil, water, and air quality and reducing our environmental impact by ensuring that the chemicals used in our supply chain comply with ZDHC standards.



Waste Management

We handle a detailed approach to our waste management and zero waste goals. We effectively manage not only the fabric waste originating from our production processes but also other recyclable wastes generated in our office and production areas. As part of this, we have eliminated the use of disposable paper cups at our workplace, significantly reducing unnecessary waste production. With this change, we have prevented the use of approximately 752,400 paper cups per year. Thus, we have contributed to the circular economy by using our resources more efficiently.

As part of this process, we regularly conduct waste segregation surveys throughout our supply chain. These surveys help our suppliers continuously review and improve their waste management processes. These surveys, aimed at raising awareness about waste separation, encourage the adoption of sustainable practices within our supply chain. While fulfilling our environmental responsibilities, we are also more effectively adopting circular economy principles.

Additionally, such sustainable practices increase efficiency in our business processes, contributing to our long-term sustainable success. The reuse and recycling of resources reduce our environmental footprint and lower our operating costs.



*This is the waste data for Uniteks Textile and the 9 companies in its supply chain.



Circular Economy

Circular economy is an approach that aims for efficient use of resources and sustainability, replacing the linear economic model. This model intends to prevent waste and pollution by ensuring that products are reusable, repairable, and recyclable from the design stage. It also promotes the extension of the life cycle of products and materials, thereby minimizing waste. Based on the principle of renewing natural systems, waste is revalorized within ecosystems, contributing to the conservation of natural resources. The circular economy provides effective solutions against resource scarcity while supporting economic growth and innovation. Companies adopting this model fulfill their environmental responsibilities and enhance their operational efficiency.

Uniteks has embraced circular economy practices, placing sustainability at the core of its business model. Our company aims to reduce textile waste and increase resource efficiency through a fabric waste revaluation project. In this context, fabric waste produced during the manufacturing process is collected and used in bag production. These bags are distributed to our employees, reducing waste quantity and raising environmental awareness.

After compost training last year with our supply chain, we have started collecting food waste at pilot companies to produce organic fertilizer. This practice contributes to waste management and produces valuable fertilizers that can be used in agricultural production.

These practices play a significant role in helping us comply with the upcoming waste management regulations, especially in the textile sector. New regulations encourage waste reduction and recycling, prompting companies to develop greener and more sustainable production methods. We aim to proactively comply with such legal changes.



Circular Economy Projects

We participated in the Circular Economy and Resource Efficiency Platform Project (DEKVEP), conducted with the support of the Istanbul Development Agency, in partnership with SKD Turkey and the Istanbul Chamber of Industry. The program, which lasted for 18 months, focused on the textile, plastic, and durable consumer goods sectors and included contributions from hundreds of participants. EU Green Deal Seminars, Sectoral Workshops, Clustering Meetings, Industrial Symbiosis Workshops, and Open Innovation Meetings were organized. We participated in training programs such as the "Carbon Footprint Certificate Program" and the "Circular Economy Business Models Innovation Certificate Program." We also took part on-site visits and clean production studies conducted within the company. Our company ambassador participated as a panelist in the closing meeting.

In 2023, through our textile waste project in our supply chain, we contributed to the circular economy by producing 364,628 kg of yarn, which is the sustainable material, from 162,057 kg of waste. From these yarns, we produced 313,581 kg of fabric and 1,215,430 orders.

Biodiversity

In 2023, we advanced our biodiversity conservation efforts, taking significant steps to protect ecosystem health and reduce our negative impact on biodiversity. We are aware of the potential impacts the textile industry can have on biodiversity. Textile production can harm ecosystems in various ways, including excessive use of water resources, chemical pollution, and habitat loss. Therefore, we are developing sustainability-focused strategies to minimize our environmental impacts. We increased our commitment to the conservation of sea turtles by making a donation to the Ecological Research Association to support their efforts in this area.

The protection of this species is crucial for the maintenance of biological diversity and the healthy functioning of marine ecosystems. This donation from Üniteks Textile is used in projects aimed at protecting caretta caretta nesting sites, monitoring populations, and reducing threats to the habitats of sea turtles.

Beyond this donation, as Üniteks Textile, we are undertaking various strategic initiatives to expand our support for the Sustainable Development Goals (SDGs). Our biodiversity conservation efforts are directly linked to SDG 14 (Life Below Water) and SDG 15 (Life on Land). The conservation of sea turtles plays a critical role in supporting the health of marine ecosystems, thereby preserving the diversity and richness of underwater life.

Additionally, our biodiversity conservation efforts can be evaluated under SDG 17 (Partnerships for the Goals). In line with this goal, we collaborate with various local and international organizations to raise ecological conservation awareness and create a broader impact on environmental sustainability.

Such collaborations enable the promotion of sustainable development on a global scale while also contributing to the support of ecological projects in various regions.

Sea turtles, especially in the Mediterranean region, are vital for ecosystems. The caretta caretta species is among the critically endangered species that need protection.



Sayın
Üniteks Tekstil
Gıda Sanayi Dış Tic. A.Ş.

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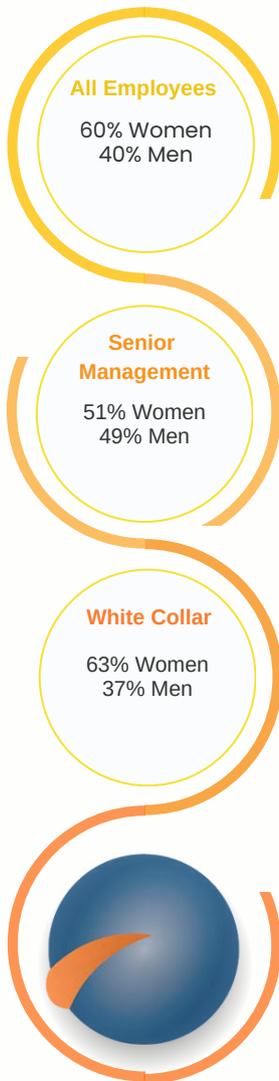


Equality, Diversity and Inclusion

With the knowledge and experience at Uniteks, our employees reflect the importance we place on diversity and the value that differences bring to our company.

We are committed to providing our employees with a peaceful and enjoyable work environment and aim to strengthen their commitment to the company. As a result of this approach, the average seniority of our employees has reached 7 years as of 2023. The cultural diversity, talents, and experiences of employees within Uniteks inspire us to develop creative solutions. In 2023, the promotion rates by gender were 60% women and 40% men. The increasing proportion of women among new hires each year highlights our efforts, 60% of those hired in 2023 were women.

Our employees, who continuously monitor changes in the industry, are constantly advancing on their self and professional development journeys. We are careful to provide them with the support needed to confidently advance in their career. We act with a commitment to making a difference not only in the business world but also in society. Our employees participate in volunteer activities with a sense of responsibility and a sustainability perspective, supporting local communities and actively fulfilling their social responsibilities. Beyond the business world, they continue to expand our company's positive impact circle by creating significant effects in society.



Equality, diversity, and inclusion are fundamental pillars of our corporate culture. We adopt an approach based on justice and respect in accordance with human rights standards among all our employees. Ensuring that our employees work in a safe and supportive environment is one of our top priorities.

There is absolutely no place for practices such as forced labor or child labor in our organization. Furthermore, discrimination based on language, religion, belief, race, nationality, age, sexual orientation, gender, disability status, or any other difference is categorically unacceptable. Our company embraces the principle of equality in every area and reinforces this principle through an objective and fair evaluation system in hiring, promotion, and internal position changes. This system offers each employee the opportunity to realize their potential and is based on fair compensation and promotion policies. Our employees are evaluated based on criteria such as competence, experience, performance, workload, job description, career position, industry compensation systems, and allocated budget.

To support the personal and professional development of our employees, we organize various training and development programs. These programs aim to enhance individual competencies and strengthen teamwork.



Productive Üniteks Family

Our company's flexible organizational structure supports both horizontal and vertical career development. Our multifunctional working system allows for continuous innovation and improvement. This structure offers all our employees the opportunity to present their talents and develop professionally. Our organization operates with a participatory management approach that ensures the voices of employees at every level are heard.

Organizational Structure



Performance Management System



We implement a comprehensive performance management system aimed at maximizing the potential of all our employees. This system involves continuously monitoring, evaluating, and developing individual and team performance based on transparent and fair criteria based on corporate goals. Through regular feedback and evaluation meetings, we identify our employees' strengths and areas for improvement.

Organizational Success Planning



As part of our organizational success planning, we place great importance on employee development. Within the project, we support their professional growth by providing comprehensive training programs, workshops, mentorship, and coaching support for our employees. By creating development plans based on feedback and assessments we identify their strengths and areas for improvement and boost their motivation. This project supports individual and team performance, contributing to our company's long-term success and sustainability goals.

Development Programs



To continuously support the self and professional development of our employees, we have also created an Learning Management System platform called Üniteks Academy. Üniteks Academy offers a wide range of training content, helping our employees enhance their soft and technical skills and advance in their careers. This platform boosts motivation for continuous learning and self-improvement, making significant contributions to our company's overall performance and competitiveness.

Productive Üniteks Family

Organizational Structure



We recognize the importance of establishing a strong and flexible organizational structure to achieve our goals. To adapt to the rapid changes in the textile industry and develop innovative solutions, we continuously review and improve our organizational structure.

Our Board of Directors consists of experienced professionals who determine the strategic direction of our company and make critical decisions to ensure our sustainable growth. Our operational structure includes 21 different departments organized under four main directorates: Production, Sales and Marketing, Finance, Sustainability, and Human Resources. Each directorate is managed by expert leaders who perform holistically in line with the company's overall objectives.

Our 53 executives and 16 managers play significant roles in strategic decision-making processes and develop innovative and sustainable business solutions that reinforce our market leadership.

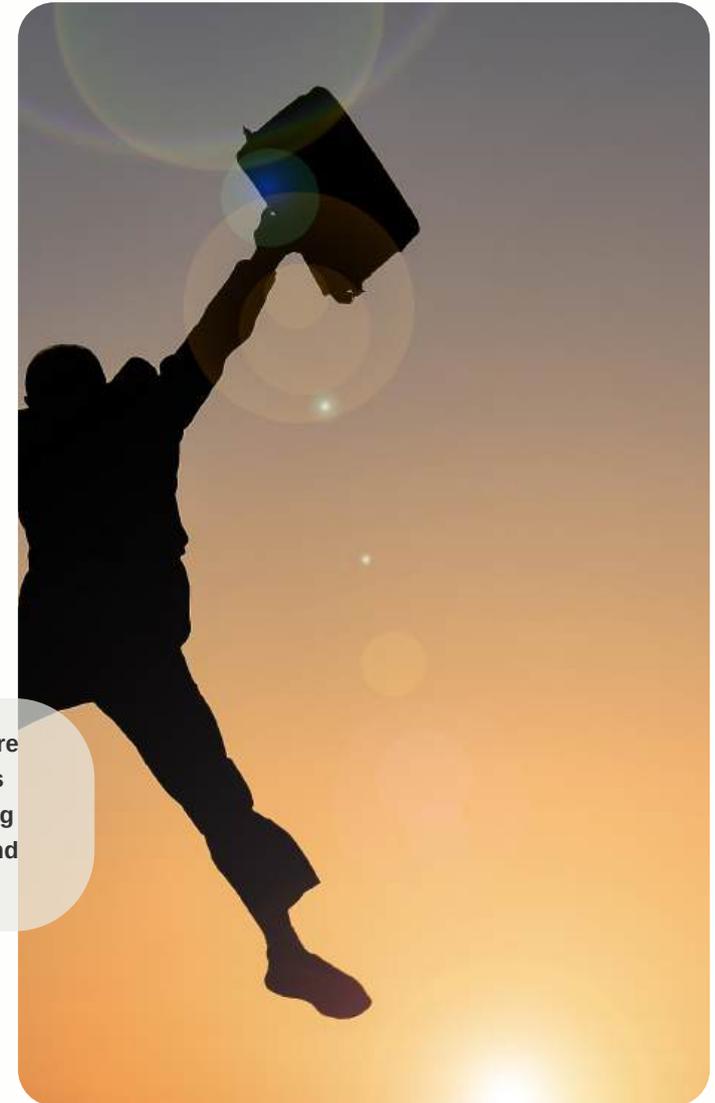
This structural arrangement enables us to quickly and effectively adapt to the market, produce innovative solutions, and achieve its sustainable growth objectives.

Our company's flexible organizational structure supports both horizontal and vertical career development, while our working system allows for continuous innovation and development. This structure offers all our employees the opportunity to show their talents and develop professionally. Our organization operates with a participatory management approach where the voice of employees at every level is heard. This structure, which includes different perspectives and ideas, allows for more innovative and inclusive decisions to be made.

Our Goals:

- 1 To quickly and effectively adapt to changes, ensuring the company maintains its competitive advantage,
- 2 To accelerate decision-making processes through clear and effective hierarchy and communication channels,
- 3 To help ensure regular and efficient workflows by clearly defining each employee's role and responsibilities,
- 4 To enable employees to better understand their jobs, clearly see their career development paths, and increase their motivation.

This dynamic and agile structure ensures that Üniteks Textile is always one step ahead in facing the challenges of both today and tomorrow.



Productive Üniteks Family

Performance Management System



We implement a performance management system aimed at maximizing the potential of all our employees. This system is crucial for achieving our company's strategic goals and aims to enhance each employee's competencies, productivity, and motivation. Our performance management system involves continuous performance monitoring, evaluation, and development processes on both an individual and team basis, based on transparent, fair, and objective criteria.

In this process, we regularly monitor employee performance through feedback and evaluation meetings, identifying their strengths and areas for improvement. We create personal development plans to support each employee's career journey and ensure the implementation of these plans.

Our performance management system not only encourages individual achievements but also fosters team performance and the overall success of the company. The system consisting of corporate goals, departmental goals, technical and core competencies is reviewed and monitored twice a year. In this context, we organize projects and events that promote collaboration and team spirit, helping our employees develop their teamwork skills. Additionally, our system facilitates the implementation of innovative projects that contribute to our sustainability goals.

Organizational Success Planning



As part of our organizational success planning, we place great importance on employee development. As a critical step toward achieving our company's goals, we have launched a pilot project aimed at enhancing our employees' competencies and maximizing their potential.

Within the scope of the project, we are organizing comprehensive training programs and workshops focused on the professional development of our employees. These programs leverage the best practices and innovative training methods in the industry to enhance our employees' knowledge and skills. Additionally, we provide mentorship and coaching support, helping to guide their individual career journeys and equipping them with the necessary tools for greater success in their professional lives. Another key component of the project is actively evaluating employee feedback and creating development plans tailored to their needs and expectations. In this process, we identify each employee's strengths and areas for improvement.

This project aims to support individual development and team performance and collaboration. We plan to expand this project into broader training and development programs in the future, with the goal of creating a stronger and more successful Üniteks with the participation of all our employees.



Productive Üniteks Family

Development Programs



Continuously supporting the personal and professional development of our employees is one of the cornerstones of our company. To this end, we offer a wide range of training programs throughout the year, covering everything from technical skills to leadership and management competencies, as well as raising sustainability and quality awareness. These programs, delivered by expert internal and external trainers, enhance our employees' learning and adaptation capabilities to the highest level.

“Companies with strong knowledge retention drive change.”

The regular feedback we receive from our employees ensures the continuous improvement of these training programs. Tailored to meet the needs and expectations of our employees, these programs directly enhance our company's innovation capacity and competitiveness while significantly improving critical skills such as problem-solving, decision-making, and teamwork. These improvements strengthen our operational efficiency and strategic position in the market.

The investments we make in employee development provide a strong base for our company's long-term success. Achieving sustainable success requires creating a workforce that is open to continuous learning and self-improvement. Therefore, we view our investments in employee development not just as a cost but as a strategic priority, and we continue to increase our investment in this area.

To support continuous development and enhance competencies, we have established an LMS (Learning Management System) platform called Üniteks Academy. Üniteks Academy offers comprehensive training and development programs designed to meet the professional development needs of our employees at all levels. Our platform is enriched with online courses, interactive workshops, certification programs, and personalized learning paths.

Üniteks Academy provides a wide range of training content to help our employees develop their professional skills and advance in their careers. We offer training in many areas, from technology and innovation-focused courses to leadership and management skills, from sustainability practices to occupational health and safety training. Additionally, we provide group work and project-based learning opportunities to enhance our employees' collaboration and teamwork skills.

Our platform, with its user-friendly interface and accessibility, ensures that our employees can easily participate in the training programs. By providing opportunities to monitor, evaluate, and receive feedback on the training processes, we closely track and support each employee's development. Through these development programs, we aim to maximize our employees' potential and add value to their professional growth.



Employee Engagement

Izmir Marathon

We participated in the Izmir Marathon, organized by the Izmir Metropolitan Municipality. In this event, which also served as a social responsibility project, our 51-member running team ran for the benefit of the earthquake-affected girls living in the Koruncuk Foundation Urla Children's Village. Through personal fundraising campaigns, our team collectively contributed to the foundation.



World Environment Day

Inspired by our principle of respecting the environment, we carried out a waste cleanup in the green area surrounding our company on June 5th, World Environment Day, in collaboration with the "Green Committee" and the "Sustainability Group Management." We hope that our cleanup efforts along the walkway serve as an example to neighboring companies and their employees.

Green Committee

We continued our efforts with our Green Committee in 2023. Together with the committee members, we develop environmental sustainability and responsibility projects. Through our work, we are embedding environmental sustainability into our company culture.



Uniteks Textile and Suppliers Republic Forest

Together with our suppliers, and in line with our slogan "A Sustainable Future for Everyone," we supported this project by contributing 3,500 saplings to create the "Uniteks Textile and Suppliers Republic Forest" in collaboration with the Aegean Forest Foundation, aiming to leave a livable world for future generations.



Fair Play Football and Volleyball Tournament

We participated in the Fair Play sports tournament with our Uniteks Football and Uniteks Volleyball Teams. Our teams successfully represented our company in the tournament, that many firms joined from Izmir.



Online Office Yoga

In August and September, every Tuesday and Thursday, we gathered for Online Office Yoga as part of our "holistic well-being" efforts to take a moment to calm and relax our minds and bodies.

Croissant Complimentary

To enhance employee satisfaction and office morale, we offered croissants and coffee to all team members. This small gesture helped create a positive atmosphere in our workplace.



April 23rd Art Contest

We organized the "April 23rd Art Contest - The World I Imagine in the Future." With this contest, we aimed to give children the opportunity to express their imagined future through colorful drawings. We announced the contest to all children of employees aged 7-14 at our strategic suppliers. We awarded prizes to the children who placed in the contest. By supporting our children's imaginations through this contest, we emphasize their visions of the future world and allow them to reflect their hopes for a sustainable world.



Employee Engagement



Coastal Cleanup

To demonstrate our commitment to sustainability and environmental awareness, we organized a coastal cleanup event with the participation of our employees' children. This event, held at Çeşme Ilıca Beach, aimed to protect the coastal ecosystem and raise environmental awareness within the community. During the cleanup, we collected plastic and other waste, protecting natural habitats and emphasizing the importance of environmental responsibility. Such events are among the important steps taken toward a sustainable future.



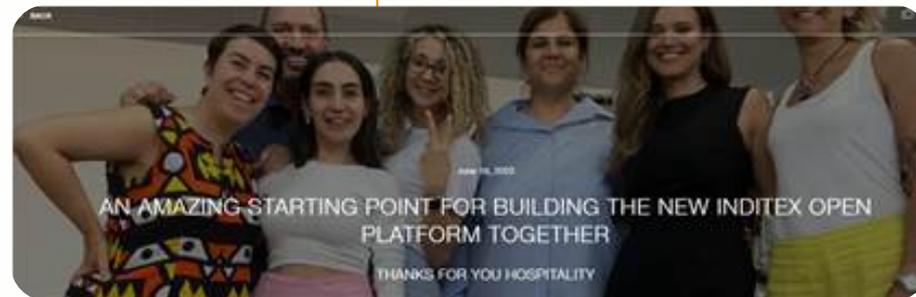
Sustainability Report Launching

We celebrated the release of our Sustainability Performance Report, prepared and published by the Uniteks Sustainability Department, with our colleagues. During the report launch, we shared this vision with our colleagues by presenting them with glass bottles. Together, we continue our journey toward creating a cleaner environment and a more sustainable world.



We Are on the Customer Portal!

In June, we held a meeting at the Uniteks headquarters to improve and develop our customer's portal. Following the meeting, the positive feedback and thank-you note we received were published by our customer on their website. Such feedback once again highlights the value of our work and efforts at Uniteks.

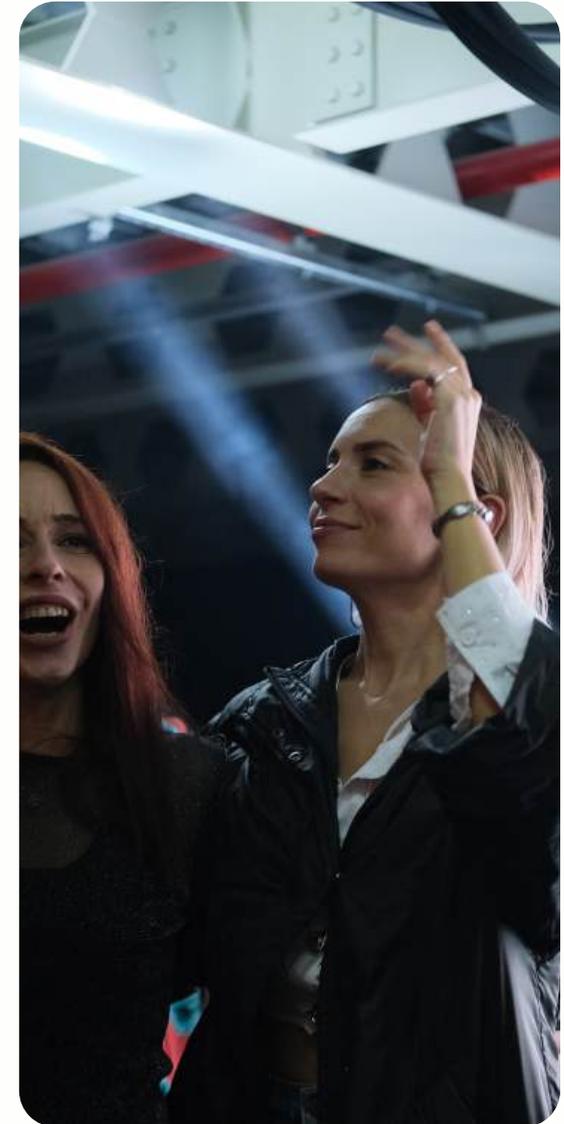


Employee Engagement

NEW YEAR'S Party



After a busy period of hard work, we bid farewell to 2023 with a fun party together. We celebrated Üniteks' "Best of" and enjoyed the music of the band TezgaH.



Building the Future with Youth

We know that building the future is possible by supporting younger generations. With this vision, we actively participate in various events in collaboration with universities.

At the annual career fairs and career summits, we share our expertise and experience with young talents, introducing them to Üniteks' culture and career opportunities. These events enable young people to get comprehensive knowledge about the industry and make more informed career plans. Additionally, we participate as speakers in lectures and seminars held at universities, sharing our knowledge on topics such as sustainable production, innovative textile technologies, environmental awareness, and occupational health and safety with the students. This allows young people to reinforce their theoretical knowledge with practical applications. By offering internships and job opportunities, we support university students in gaining real-world experience and taking their first steps into professional life.

Our internship programs provide an environment where young talents can play an active role in projects, develop themselves, and observe the dynamics of the industry. Through mentorship programs led by our experienced employees and managers, we offer one-on-one guidance to young people, helping them acquire the knowledge and skills needed to achieve their career goals. These programs equip students not only with academic knowledge but also with practical skills required by the business world. At the "Career Days" events organized in collaboration with Ege University and Dokuz Eylül University, we had the opportunity to meet with candidates and conduct interviews. Additionally, we participated in the Career Fair İzmir '23 event held in October. During the course we conducted at Bakırçay University's Faculty of Business Sciences, we shared our experiences on "Transformational Leadership and Governance." Such events allow students to get a closer look at the industry while guiding them on their career journeys.

With the energy, creativity, and innovative ideas of the younger generations, we are working together to build a more sustainable and brighter future. By fulfilling their potential, we aim to add value to both the industry and society. In line with our mission to cultivate the leaders of tomorrow, we will continue to contribute to the education, development, and career journeys of young people.



- Ege University and Dokuz Eylül University "Career Days"
- New Paradigms in Textile and Fashion Design
- Career Fair İzmir '23
- Company-Student Meetings within the Scope of Industry-University Collaboration
- Introduction to Business Science Course at Bakırçay University
- Dokuz Eylül University Career Summit



Safe and Healthy Work Environment

The importance of Occupational Health and Safety (OHS) practices goes beyond just being a legal obligation; it is critical to ensuring that our employees can work efficiently in a healthy and safe environment. Regular OHS committee meetings are held, during which workplace OHS risks are assessed and necessary precautions are taken. Accident frequency rates are evaluated on a monthly basis and compared with the set targets to identify any performance deviations. In January 2023, the accident frequency rate was 9.97, indicating a successful performance as it remained below the targeted range of 29-32. Similarly, accident severity rates are monitored monthly and compared with the targeted rates.

In 2023, we continued to protect the health and safety of our employees through our occupational health and safety activities. We provided basic OHS training in 104 sessions to 169 new employees and refresher training in 7 sessions to 235 existing employees. To safeguard employee health, we conducted 169 new hire and 48 periodic health examinations, along with 98 mammography and 46 Pap smear tests for women's health. Additionally, we ensured our employees were prepared for emergencies through drills and training aimed at strengthening emergency management.

Potential risks were minimized through environmental measurements and equipment inspections, and safe working conditions were continuously improved. In 2023, our emergency teams received training in 8 sessions, each lasting 4 hours, and we conducted fire, chemical spill, and emergency drills. As part of personal exposure measurements at our workplace, we conducted noise, dust, and VOC (Volatile Organic Compounds) assessments. Environmental measurements focused on noise, aerosol, lighting, and thermal comfort. Periodic inspections included checks of fire systems, fire extinguishers, lifting equipment, and pressure vessels. Reviewing the accident statistics, we closely monitored and analyzed the number of workplace accidents and the resulting loss of labor throughout 2023.

Our Occupational Health and Safety Policy

Our Occupational Health and Safety Policy is based on respect for people and the environment in which they live. The occupational health and safety activities carried out by Üniteks are managed with the awareness that our most valuable asset is our employees, and under the principle of "Safety First." The goal of our OHS policy is to consistently implement this policy at all levels and to fulfill all necessary legal obligations.

Üniteks fulfills its occupational health and safety responsibilities with the participation of all relevant parties, including employees, interns, visitors, and business partners, by adhering to the regulations of our country and the requirements of national and international standards in the field of occupational health and safety. Üniteks undertakes preventive measures against unsafe actions and conditions to eliminate sources of danger that could lead to work accidents and occupational diseases, ensuring the involvement of employees and relevant stakeholders in these efforts. In this regard, as part of its responsibility to create a healthy workforce, Üniteks commits to:

- Establishing healthy and safe working conditions with a zero-accident and zero-occupational disease approach,
- Identifying and eliminating hazards, risks, and near-miss situations in the work environment,
- Providing and monitoring the effectiveness of all necessary OHS training,
- Promoting safe behavior habits among all employees and making it lifestyle to develop a strong occupational health and safety culture,
- Complying with legal obligations related to occupational health and safety, as well as relevant national and international standards,
- Conducting risk assessments with the participation of employees to reduce and eliminate the risk of work accidents and occupational diseases, thereby ensuring a safe, healthy, and ergonomic workplace environment.

OUR GOAL IS

ZERO

WORKPLACE ACCIDENTS



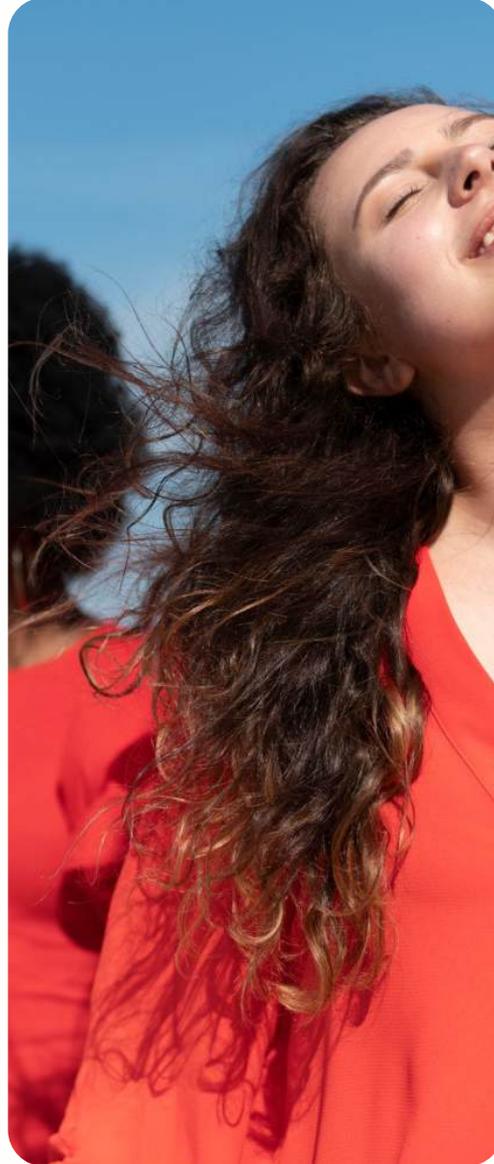
Women Are Represented

In collaboration with our suppliers, we guarantee the fair and equal representation of women and men in the workplace through an Employee Representation system, in line with ethical standards and the principle of transparency. This system is aligned with critical documents such as the International Labour Organization (ILO), national labor laws, and international social compliance rules, and it promotes a selection process based on transparency and inclusivity. This process, which considers the ratio of female and male employees at our suppliers, includes important steps such as the nomination, voting, and election of representatives, and it is conducted in an open and fair manner with the participation of all employees.

Our suppliers commit to ensuring that selected representatives do not face negative consequences such as discrimination or wage deductions while performing their duties. Employee representatives are provided with training on responsibilities, communication, employee rights and duties, gender equality, and labor laws, and they are encouraged to actively participate in meetings with management.

Together with our suppliers, we strategically use various dialogue mechanisms and communication channels to better understand the needs of employees and to quickly resolve workplace issues. We ensure that suggestions and complaints from employees are recorded and processed in monthly reports. This systematic reporting guarantees that issues, particularly those related to overtime, workplace inequalities, harassment, and other sensitive topics, are addressed transparently and objectively. We support the continuous development of effective dialogue mechanisms through the communication channels used and developed by our suppliers. Through these channels, the views and suggestions of all employees are directly addressed, aiming to ensure that each suggestion and complaint influences workplace policies and decision-making processes. In this framework, every piece of feedback from our employees is carefully reviewed and acted upon by the relevant management teams.

The diversity and accessibility of communication channels help employees feel safe and valued. We have organized these channels to include both written and verbal feedback, such as open door policies, surveys, worker representation, email, regular meetings, and digital suggestion and complaint applications. Additionally, to enhance the transparency of meetings between management and worker representatives, employees are informed after each meeting.



This comprehensive communication and dialogue structure continuously improves the working environment at Üniteks Tekstil and within our supplier network, enabling the creation of a fairer, safer, and more supportive workplace for all employees. These processes play a crucial role in enhancing the work environment by directly contributing to the company's overall sustainability goals and employee satisfaction.

In 2023, as part of the "Industrial Relations Impact Assessment," we evaluated the workplace dialogue systems at our suppliers. In this project, we measured supplier performance using criteria such as the number of suggestions and complaints, the method of resolution, and the time taken to resolve issues. According to the measurement results, four of our suppliers ranked within the top five in Turkey. During the UNGP (The United Nations Guiding Principles) compliance process, we assessed our suppliers' performances under key headings such as legitimacy, accessibility, predictability, fairness, transparency, rights-compatibility, continuous learning, participation, and dialogue.

Happy Working Environment - MUÇO

In 2023, a digital suggestion and complaint system called "MUÇO - Happy Working Environment" has been established within Üniteks Tekstil and its suppliers to more effectively collect and process the views and suggestions of our employees. This digital system provides employees at our suppliers with a real-time, easy, and accessible platform to directly communicate any issues or suggestions they encounter in the workplace to the management team.

All our employees can access MUÇO 24/7. If they wish, they can also provide feedback anonymously. Every suggestion and complaint received is carefully reviewed by the management, and action is taken when necessary.

MUÇO Happy Working Environment contributes to improving dialogue and communication in the workplace and helps create a more positive work environment among employees.



Women Are Advanced

We are aware that gender equality is a fundamental principle in building a sustainable future. With the steps we are supporting our social responsibility and corporate commitment. When we look at the gender ratio in Turkey's textile sector, it is evident that the number of female employees is higher. However, when we examine representation roles, male employees are predominant. In line with our goals of placing people at the center of social and economic development, including the United Nations Sustainable Development Goals "Gender Equality" (Goal 5) and "Decent Work and Economic Growth" (Goal 8), we are implementing the Women Leaders Program (KALP) to strengthen the representation of women in the business world.

By 2023, a total of 72 female employees have applied as supervisor candidates through the KALP project. Our aim is to make them more visible and active in the sector. Our supervisor candidates have successfully completed a 402-hour social/personal skills training program focused on gender equality and maximizing their potential. In terms of developing technical skills, they have enhanced their professional competencies through 5,475 hours of technical training. During this process, 21 female employees were promoted to supervisor positions, contributing to gender equality in the workplace and setting an example for their colleagues.

Additionally, in 2023, the KALP project strengthened by increasing the number of women involved through the collaboration of four of our suppliers, utilizing the experience and data from companies in our supply chain.

The project, through the education and development opportunities it provides, facilitates the transition of our female employees into managerial positions and illuminates their career paths. By reshaping our human resources strategy and adopting an inclusive approach in promotions and appointments, we have established a framework sensitive to gender equality. This framework plays a significant role in the discovery and evaluation of the talents of our female employees. Together with all our stakeholders, we are working to build an inclusive, equitable, and innovative business world.

#EqualityPanorama

72 WOMEN

SUPERVISOR CANDIDATES

402 HOURS

SOFT SKILLS TRAINING

5475 HOURS

TECHNICAL TRAINING

21 WOMEN

SUPERVISOR PROMOTION



Women Are Safe

In 2023, we advanced our occupational health and safety policy to take comprehensive steps to ensure that our suppliers' employees, particularly female employees, can work in a healthy and safe environment. Through efforts conducted in compliance with legal regulations, International Labour Organization (ILO) conventions, and work procedures, we have continually improved the safety and health standards in our workplaces, enhancing our suppliers' occupational safety performance to meet international norms. As part of these efforts, we launched our "Healthy Tomorrows" project, specifically designed to address the unique health needs of our female employees. This project focuses on critical women's health issues such as breast cancer screening, sexual health and family planning, and pre- and post-pregnancy health services, with educational and informational sessions led by our workplace doctor. These trainings not only enhance the productivity and safety of our female employees at work but also empower them to take the necessary steps toward a healthy future as informed individuals. Additionally, these trainings help our women employees be better prepared for potential health issues they may face in both their work and personal lives, while also playing a significant role in raising general awareness about women's health in our community.

During Occupational Health and Safety Week, we created a special booklet titled "Did You Know This?" to highlight the importance of safety by drawing attention to workplace accidents and the losses experienced worldwide and in our country. We also conducted an occupational health and safety awareness survey, measuring the awareness level at 87%.

In collaboration with Yeşilay (The Green Crescent), we carried out the "Independent Lives" training, aimed at raising awareness about addiction and protecting our employees from such risks. This program addresses the negative impacts of addictive substances on work and private life and provides information and support to our employees on healthy living practices.

As part of the SOS (Save Our Souls) Project conducted in collaboration with AKUT, selected individuals completed the Incident Manager training at AKUT's headquarters. All employees at our supplier companies received Disaster Preparedness training from AKUT. We also developed an Emergency Situation Assessment & Action Plan. This initiative has helped increase our capacity to respond quickly and effectively to unexpected situations and strengthen our leadership abilities during crises. We emphasized our competencies in emergency management and rapid response. Our goal is to create a safe and prepared environment both within the institution and in the community.



#EqualityPanorama

OUR STRATEGIC SUPPLIERS

13 HOURS OF

HEALTHY TOMORROWS TRAINING

Women Have Equal Pay

Through the "Wage Management System" project implemented at our strategic suppliers, we aim to contribute to the United Nations Sustainable Development Goals, particularly "SDG 5: Gender Equality," by adopting an objective wage structure based on the general skills and professional abilities of our employees. Our strategic approach aims to determine fair and appropriate wage levels for each employee, thereby increasing their commitment to their work, boosting motivation, and ultimately improving overall productivity and satisfaction. In this context, we are committed to the principle of equal pay for equal work, ensuring that female and male employees performing the same job receive equal compensation.

The strategic approaches we adopt in our recruitment processes are designed to anticipate the company's future needs, attract the right talent, and effectively manage workforce resources. Specifically, the career development programs we have developed for our blue-collar employees enable them to expand their areas of expertise, increase their opportunities for advancement within the company, and ultimately enhance their job satisfaction. By supporting both horizontal and vertical career development, we encourage our employees to gain competencies in various areas and advance in their careers. Additionally, we are working towards achieving gender balance in positions traditionally dominated by men by training female employees for these roles.

Furthermore, to enhance the digital skills of our employees, we collaborated with Habitat association to provide digital and financial literacy training, aiming to raise awareness about using digital financial systems comfortably, understanding the risks and threats that may arise during their use, and learning the necessary precautions. On Equal Pay Day, we conducted awareness activities to highlight gender-based wage disparities, emphasizing the importance of the principle of equal pay for equal work to all our employees and continuously promoting awareness in this area.

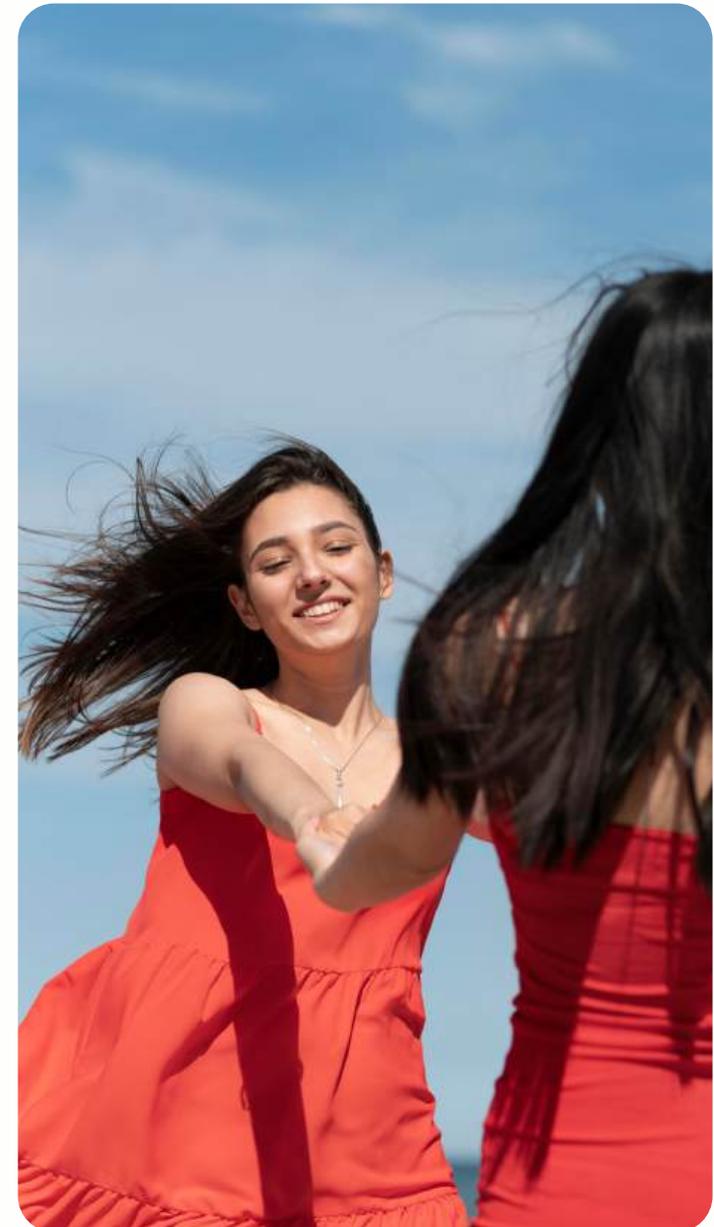
In this framework, Uniteks is taking steps within its own operations and throughout its supply chain to strengthen the principles of sustainability and social justice, aiming to achieve global sustainable development goals and create a fair and inclusive working environment for all our employees.

#EqualityPanorama

OUR STRATEGIC SUPPLIERS

85% OF

PROMOTED WOMEN EMPLOYEES



Women Are Aware



In 2023, we implemented comprehensive projects in the areas of gender equality and combating violence. Following the training program conducted in collaboration with AÇEV association, our team members get certification as "Gender Equality Trainers." This important step formed the basis of the "I am Aware of Equality" training we initiated for our supply chain. A "Change Leaders" team was established within our strategic suppliers, and through training provided by AÇEV association, employees were educated on gender equality. Together with these leaders, concrete actions were identified and implemented to make work environments more equitable.

On March 8, International Women's Day, we distributed gifts and awareness notes to all employees at our strategic suppliers to raise awareness about gender equality. On this special day, we gifted coffee and chocolate as a short break to our female employees, who take on multiple roles both at home and at work, encouraging them to take time for themselves. Through a QR code included in our gifts, we provided access to a glossary designed to highlight discriminatory and sexist words and expressions related to gender equality. With this project, we aimed to help our employees recognize and become aware of discriminatory and sexist language.

In collaboration with the Yanındayız Association, we organized "No Place for Harassment and Violence at Workplace" training sessions. Surveys conducted before and after these sessions helped measure the change in perceptions. Through this training, we reached 523 employees across five of our suppliers. As part of the training program, we contributed to the creation of a short film featuring project activities and employee interviews from the Yanındayız Association. Additionally, we shared a guide on gender-based harassment and violence awareness to support our employees.

Starting on November 25, International Day for the Elimination of Violence Against Women, and continuing through December 10, Human Rights Day, we organized a 16-day activism campaign. During this campaign, we opposed all forms of violence under the slogan #NoExcuse and shared extensive information to raise awareness about combating violence. Our campaign aimed to raise awareness in society about violence and encourage individuals to actively fight against it.

The "Leaders on the Field Program" conducted at our strategic suppliers provided critical leadership skills, such as communication, teamwork, motivation, and stress management, to supervisors and managers over a two-day period. In addition to the training, participants reinforced their learning through exams, practical applications, games, tests, and training booklets. The program's goal is to help leaders manage their teams in the field effectively and improve the performance of our suppliers.

During the "Disability Awareness Week" from May 10-16, we carried out the "Empathy Challenge" project within our supply chain. Together with our volunteer colleagues, we experienced the challenges that visually, hearing, and physically impaired individuals face in their daily lives. The Empathy Challenge powerfully conveyed the message that every segment of society should be more sensitive and understanding. Our aim was to promote empathy and understanding in society, respect the rights of individuals with disabilities, and raise awareness among our colleagues.

In 2023, we conducted our employee engagement surveys across our strategic suppliers. To measure, understand, and identify areas for improvement in employee engagement within our supply chain, we prepared an innovative online survey. This survey, in which 3,000 of our colleagues participated, measured the engagement rate at 84%. By identifying areas for improvement through customized questions tailored to different groups and specific suppliers, we developed the necessary action plans. With this survey, our goal was to strengthen supplier relationships and obtain insights to enhance employee satisfaction and collaboration.

#EqualityPanorama

**+2100 HOURS OF
GENDER EQUALITY
TRAINING**



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