



erateks

2022

CORPORATE SUSTAINABILITY IMPACT REPORT

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Sustainability for all of us!

Scope of Report



Erateks 2022 Sustainability Impact Report provides a framework for identifying, monitoring, and managing the company's environmental, social, and governance impacts. The report has been prepared in accordance with principles of transparency and accountability, aiming to showcase the company's sustainability efforts to all stakeholders.



The first section of the report, under the environmental heading, includes subheadings such as Erateks and Environment, Carbon Footprint, Energy Efficiency, Waste Management, and Water Security. In this section, Erateks' environmental impacts are identified, and solutions are presented. Erateks takes significant steps in areas such as using eco-friendly materials, utilizing renewable energy sources, and implementing waste management and recycling practices.



The second section of the report, under the social heading, includes subheadings such as Erateks and People, Diversity-Inclusion, and Employee Health-Safety. This section provides information about Erateks' human resources policies and practices. Erateks takes responsibility for respecting employee rights, ensuring employee health and safety, and promoting diversity within the workforce.



The third section of the report, under the governance heading, includes subheadings such as Erateks and Corporate Governance, Organization Chart, Workforce Breakdown, Supply Chain Management, and Product - Production Management. This section addresses the company's governance structure, decision-making processes, and accountability. Erateks operates in an effective and transparent manner in the field of governance, involving stakeholders in the company's decision-making processes.



The Erateks 2022 Sustainability Impact Report demonstrates how the company is taking significant steps towards a sustainable future and shares the outcomes of these efforts, adhering to principles of transparency and accountability. The report helps build trust among stakeholders and assists in setting future sustainability goals.

About Erateks

Erateks Tekstil San. ve Tic. A.Ş established in 1992, conducts its operations in three main facilities located in Istanbul and Ordu, Turkey.

Erateks collaborates with global brands, supply chains, and other stakeholders in the fashion industry to engage in activities such as raw material and product development, manufacturing, sales, and export.

In 2022, through collaborations with four brands, Erateks achieved sales and exports to 11 countries.

The Erateks Sustainability Impact Report encompasses the corporate sustainability activities conducted within their operations and supply chain.





Özgür Karadeniz Vatan

Vice Chairwoman of the Board

The year 2022 has been a period in which we left behind the impact of Covid-19, which we experienced in 2020 and 2021, on human life, albeit relatively, but we experienced its economic effects intensely. This process has caused the prices of energy and raw materials to rise excessively and made commercial sustainability difficult.

Despite, all these economic difficulties, 2022 was a successful year for Erateks. As Erateks, we continued our decent work and economic growth by increasing our operating capacity with an investment of 35%.

Increasing energy prices have encouraged us to invest in sustainable energy. We aim to realize our sustainable energy investments, for which we completed our feasibility studies in 2022, and in 2023-2024.

We continue to simplify, accelerate and reduce costs by expanding operational digitalization in all areas. In 2022, we gained significant advantages with the digital 3D product development program CLO and Eratech ERP investments.

With our commitment to the UN Sustainable Development Goals and corporate sustainability, we became a United Nations Framework Convention on Climate Change (UNFCCC) and committing to implement CDP Report signatory in 2022.

I would like to thank Erateks Corporate sustainability Team, and all other stakeholders who contributed to the 2022 Corporate Sustainability Impact Report, which is the reflection of our culture in transparency, accountability and implementation, which are among the core values of Erateks.



Seda Toker Özgür

Manager Corporate Sustainability

We prepared and published our Corporate Sustainability Bulletin for 2020 and 2021, and we are preparing and publishing our third report as Corporate Sustainability Impact Report for 2022.

Sustainability stands out as an indispensable institutional need for 2023 and beyond, both in the international arena and in Turkey. As Erateks, we take care to ensure that the work we have done for a long time is sustainable.

I can proudly express that, as a supplier company in the fashion industry, Erateks is addressing the increasing corporate sustainability demands in the world and in Turkey; It already provides tomorrow's standards in the fields of basic human rights, climate change and product sustainability.

Erateks applies local regulations and international industry standards at a high level. The UN Global Compact WEPs signatory in 2017 and the United Nations Framework Convention on Climate Change (UNFCCC) signatory in 2022 have added a new mission to our corporate sustainability efforts and encourage us to implement our first ever CDP Reporting. In addition, we continued the SLCP and Higg Index implementation which we have done both self-assessment and verification since 2019, in 2022.

In 2022; Erateks has taken an important step in energy efficiency with its ISO 50001 certificate. In terms of product safety, apart from the supply chain, Erateks' internal operations are also certified by OEKO-TEX. In addition, ISO 9001,14001,45001,27001 and product certificates GOTS, GRS, OCS, RCS were renewed.

We are delighted to be preparing and sharing the Erateks 2022 Corporate Sustainability Report with you, on this path we continue developing and improving.

Stakeholders



Sinem Uzun

Manager PUMA Group Sourcing Branch Türkiye

“As we continue to navigate through a rapidly changing world, it's becoming more important than ever for businesses to prioritize sustainability and environmental responsibility.

It's inspiring to see Erateks' commitment to the sustainability and the steps they are taking to reduce their environmental impact. We are impressed by the progress they have made and look forward to seeing what they will accomplish in the future.

As a partner of Erateks, we are proud to be associated with a company that is leading the way in promoting sustainable practices in the textile industry. Together we can make a real difference in creating a more sustainable future.



Tayfun Karataş

President Chamber of Commerce and Industry, Fatsa

“Erateks Textile, one of the prideful investors in our Industrial Park, has become one of the leading companies in our region with its created corporate culture and company values.

Today, our Industrial Park has the highest employment capacity in the Black Sea Region, considering its size. Investments like ERATEKS have played a significant and undeniable role in this. The company's ability to provide exemplary standards in employee commitment and satisfaction not only in our region but throughout the country is one of the key factors underlying the success of employment in our region.



Mustafa Koçak

General Manager - Beydur Tekstil San. ve Tic. A.Ş

“We have been providing parts and digital printing services to Erateks Tekstil, one of the leading companies in its sector, for more than 10 years. It is very valuable for us to work with a business partner who acts with the philosophy of people first and contributes to us by giving importance to social compliance, quality, and sustainability studies.

One of our primary goals is to crown our journey together with sustainability-based projects. In this context, we are close followers of their work.

Employee Representatives



Nazan Dağ

Cutting Staff and Employee Representative

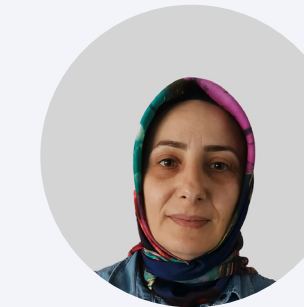
I have been working in Erateks Tekstil for 11 years. I am working as a cutting staff and I am also one of the elected worker representatives. During the time I work, we work in unity, solidarity and solidarity with both my superiors and my colleagues without any difficulties and troubles. I am very happy to be a part of Erateks Tekstil family. Thank you for being in a company that upholds our rights.



Nihat Önder

Warehouse Staff and Employee Representative

I have been working in the classification department for 3 years and in the goods acceptance department for 2 years. I am one of the worker representatives. I had the opportunity to work with very nice people during this 5 years of working in the Erateks family. I work in harmony with our chief and supervisors. I am happy to be here and working with my friends. I also state that I am satisfied with the social facilities and services provided during my stay here. I have been working as a worker representative for 1 year under the roof of Erateks. I am doing my best in this job. I am very happy to work here. Thank you very much for giving us these opportunities.



Hacer Bayraktar

Sewing Machine Operator and Employee Representative

I have been working as a machine operator at Erateks Tekstil for 9 years. I am one of the worker representatives. We are satisfied with all the facilities provided by our company. The opinions and suggestions of the employees are always given importance. I see this place and the staff as a family. I always think that human resources evaluate people's problems until they get results and always listen without discrimination. We are pleased and happy to work here.

Sustainability Vision



Erateks' corporate sustainability vision and activities are in line with the UN Sustainable Development Goals concept and stakeholder demands.

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**For the climate,
now!**

Erateks and Environment

In today's world, climate change poses a significant threat to the sustainability of our planet and life itself. We in Erateks, prioritize the right to life for future generations and all living beings, and fulfill our corporate responsibility in this regard through the initiatives and efforts of our Corporate Sustainability Team.

With the direction of Erateks leadership, operational responsibility of the Corporate Sustainability Team, and collaboration with other relevant stakeholders, we combat climate change and take necessary actions for environmental safety. In this regard, Erateks became a signatory of the United Nations Framework Convention on Climate Change – UNFCCC and committed to providing relevant requirements.

Some of the key initiatives we undertake include Corporate Carbon Footprint Analysis, CDP, Higg Index implementation, consumption of renewable energy certified by I-REC, ISO 50001, and ISO 14001, Zero Waste Certification, rainwater harvesting, and utilization, and replacement LNG usage to the natural gas.

We are committed to providing progress in environment and water safety. We adopt sustainability strategies to minimize our environmental impacts and preserve natural resources. Additionally, we effectively manage water resources through projects that promote water conservation and recycling systems.

Erateks Environmental Journey



Corporate Sustainability Team Implementation



UNFCCC Signatory



ISO14001



Corporate Carbon Footprint

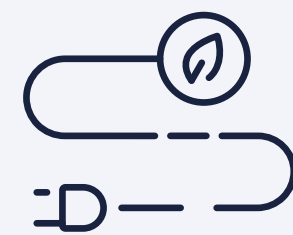


Rainwater Project



CDP

Energy Efficiency Study



Zero Waste Management and Certification



ISO 50001



I-REC



Higg Index

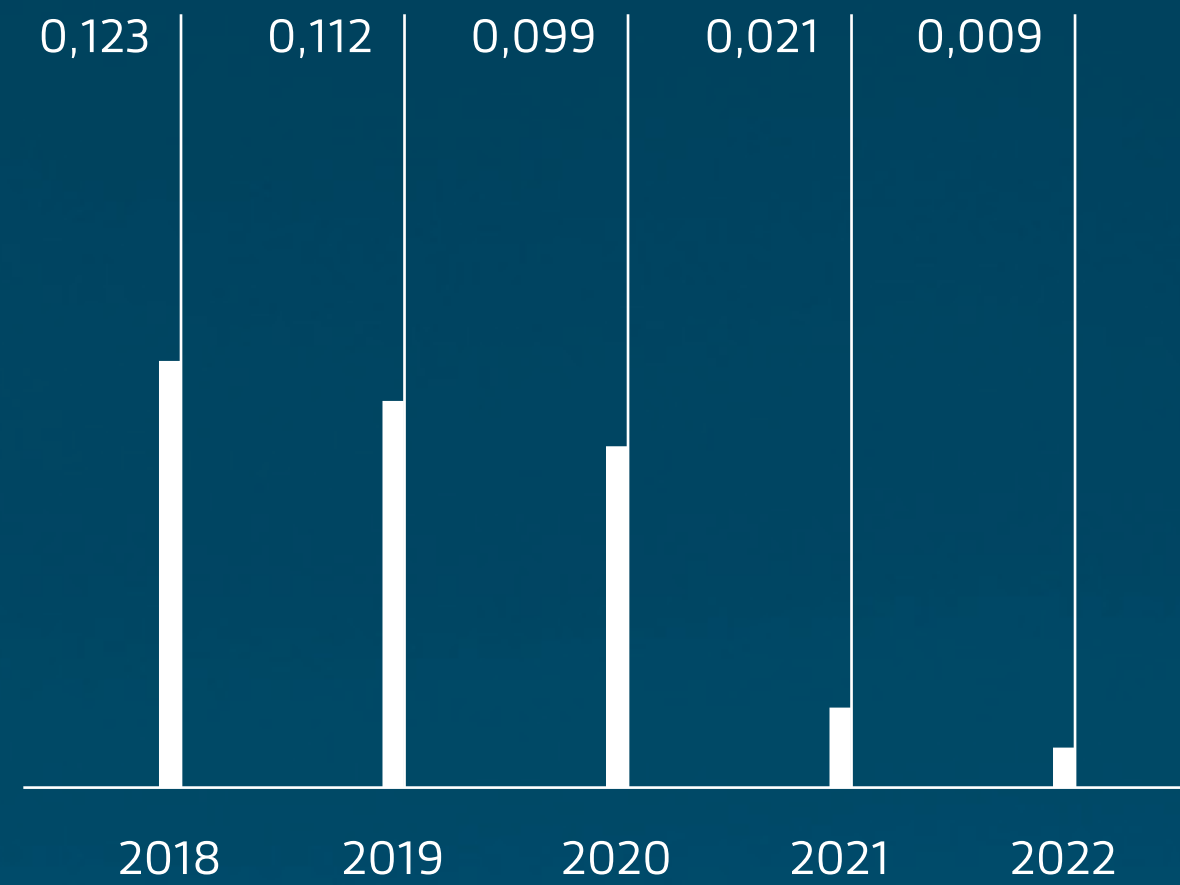


Carbon Footprint

Erateks has been regularly conducting carbon footprint studies since 2018. As of 2021, a significant reduction in the company's carbon footprint has been observed. One of the main reasons for this reduction is the transition from LNG to natural gas in Scope 1 emissions. The use of natural gas has significantly reduced emission releases due to being a cleaner energy source. We also neutralized our electricity-based emissions with our Renewable I-REC certificate. Additionally, changes in the included emission sources directly influenced the outcome of the analysis.

In 2022 the Erateks Carbon Footprint Study analysis of Scope 1, 2, and 3 emission sources were carried out. This analysis took into account emission sources such as stationary and mobile combustion, refrigerants, well-to-tank emissions, transportation of raw materials and products, employee transportation, business travel (flights, accommodations), raw materials, water consumption, and waste. The analysis revealed that Erateks emitted a total of 170.89 tCO₂e (carbon dioxide equivalent) emissions in 2022. This information provides important data for understanding the company's environmental impact, developing strategies for sustainability goals, and aiming to become a more environmentally friendly manufacturer.

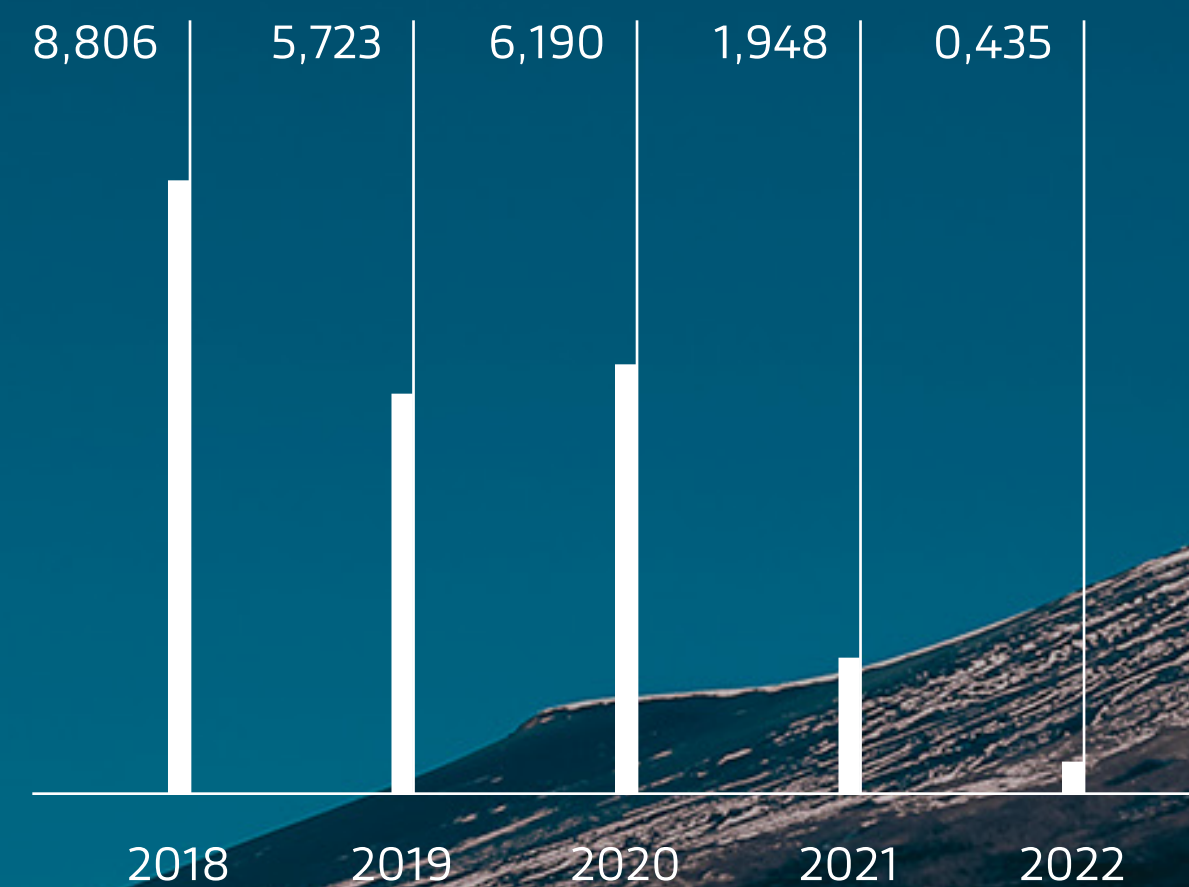
tCO₂e Release Per m²



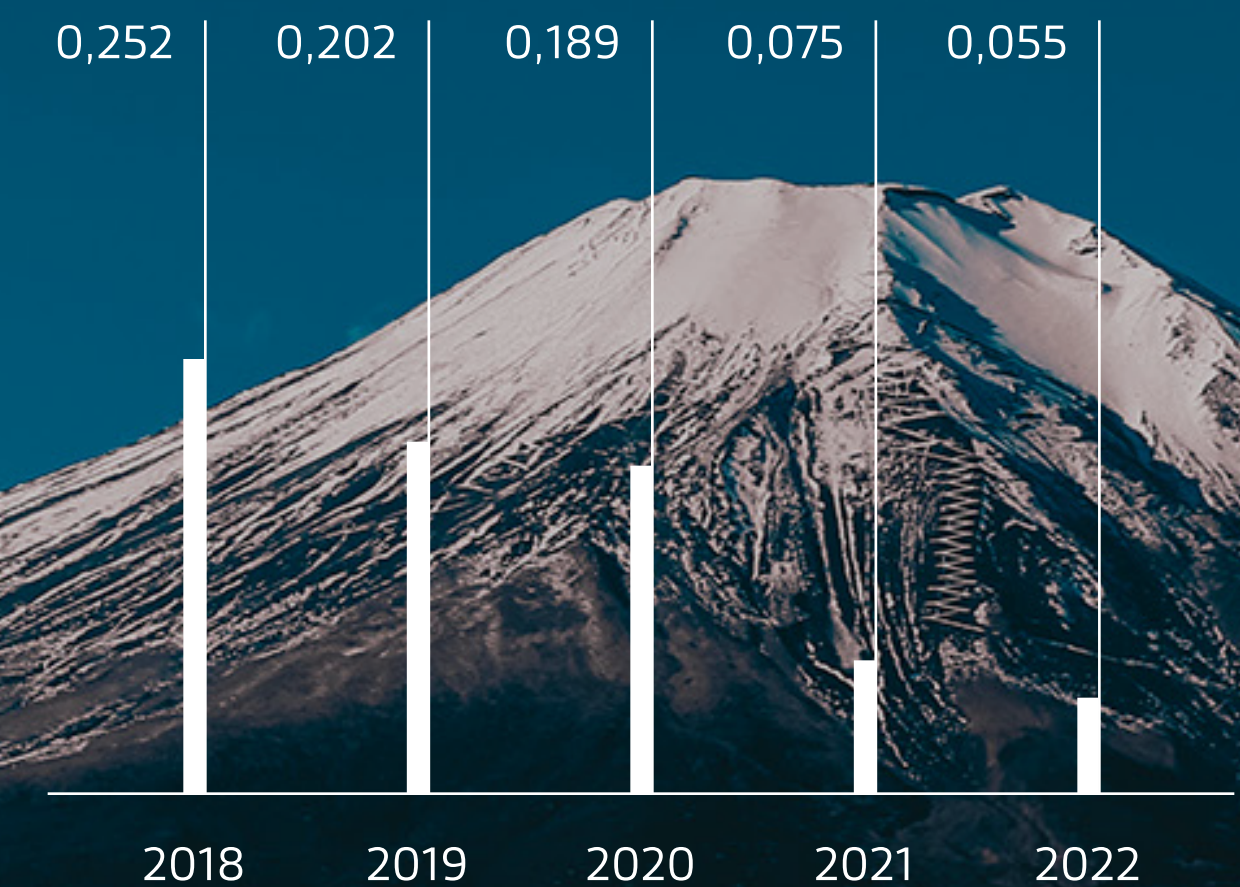
tCO₂e Release Per Employee



tCO₂e Release Per €1 Million



tCO₂e Release Per Product



Energy Efficiency

Our energy efficiency analysis study helps us to create a sustainable energy management strategy by examining our energy needs and usage areas in detail. Within the scope of this analysis, we evaluate and analyze our natural gas, diesel, and electricity consumption separately. At the same time, we analyze our electricity consumption data on a departmental basis and determine in which areas energy use is concentrated. In this way, we aim to use our resources more effectively by determining efficiency-enhancing measures for our energy consumption.

Fatsa-Factory Significant Energy Consumption in 2022

Natural Gas
19,95%

Diesel
2,42%

Electricity
77,64%

Fatsa-Factory of Electrical Energy Departments in Total Consumption

Lighting
3,99%

Preparation
15,84%

Ironing Package
16,19%



Others
2,57%

Water System
1,43%

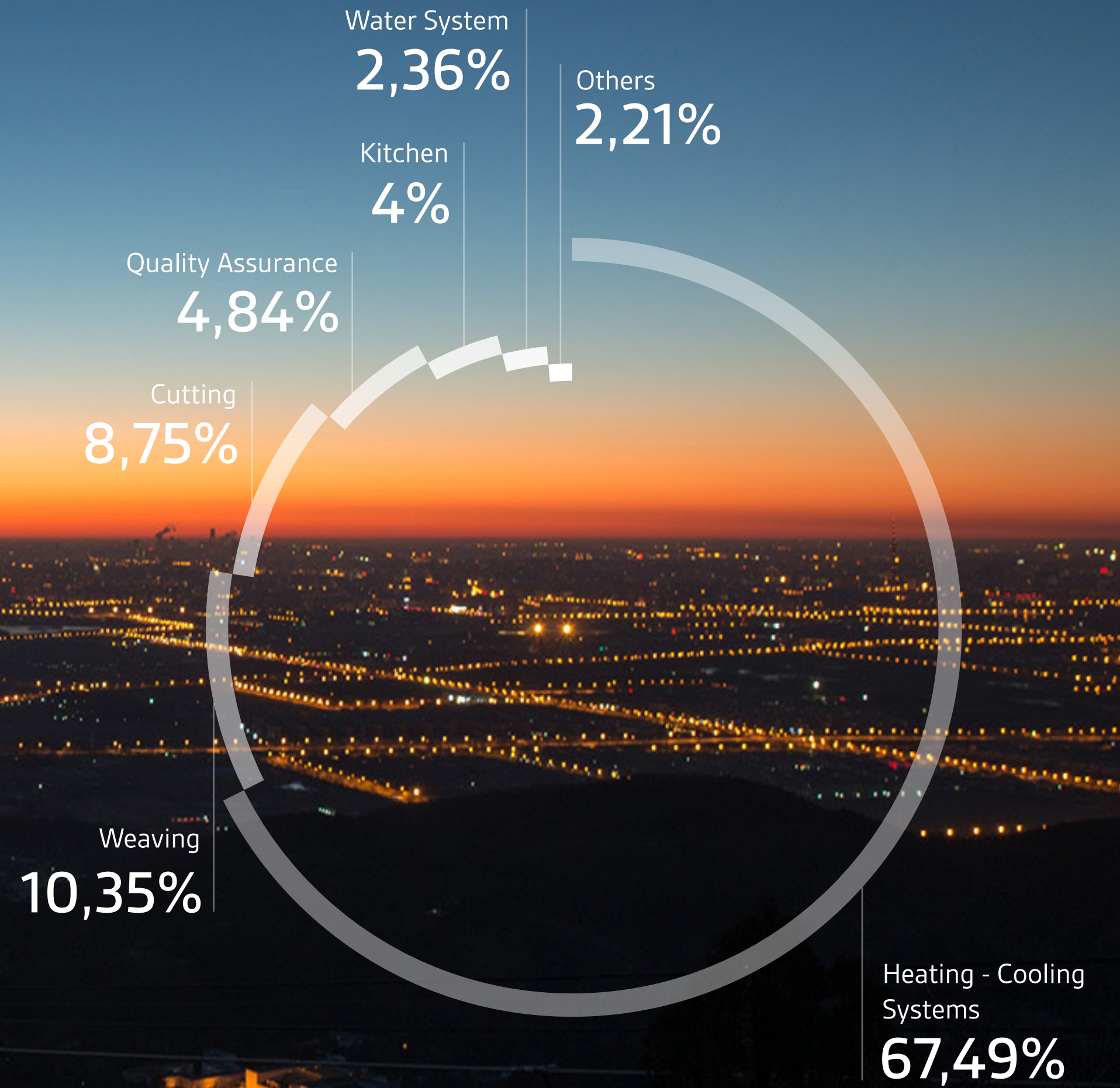
Weaving
37,67%

Heating - Cooling Systems
22,31%

Istanbul-HQ Significant Energy Consumptions in 2022

Electricity
100%

Istanbul-HQ Share of Electrical Energy Departments in Total Consumption



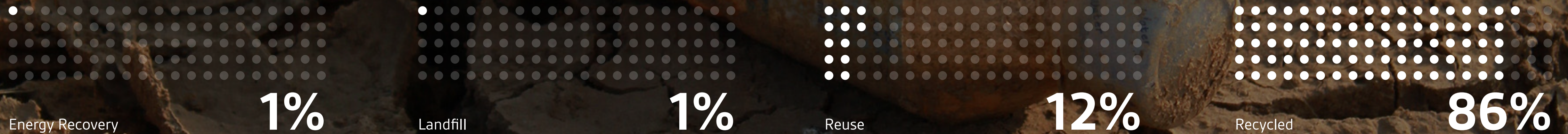
Waste Management

Waste Distribution

Amount of Waste
190.316
kg



Disposal Method



Waste Management

A waste management analysis study helps to analyze waste types, distribution, and disposal methods in detail and to implement sustainable management systems. Within the scope of this analysis, we monitor the amount of employee and production-based waste in facilities. Thus, we ensure waste reduction and sustainable resource usage.

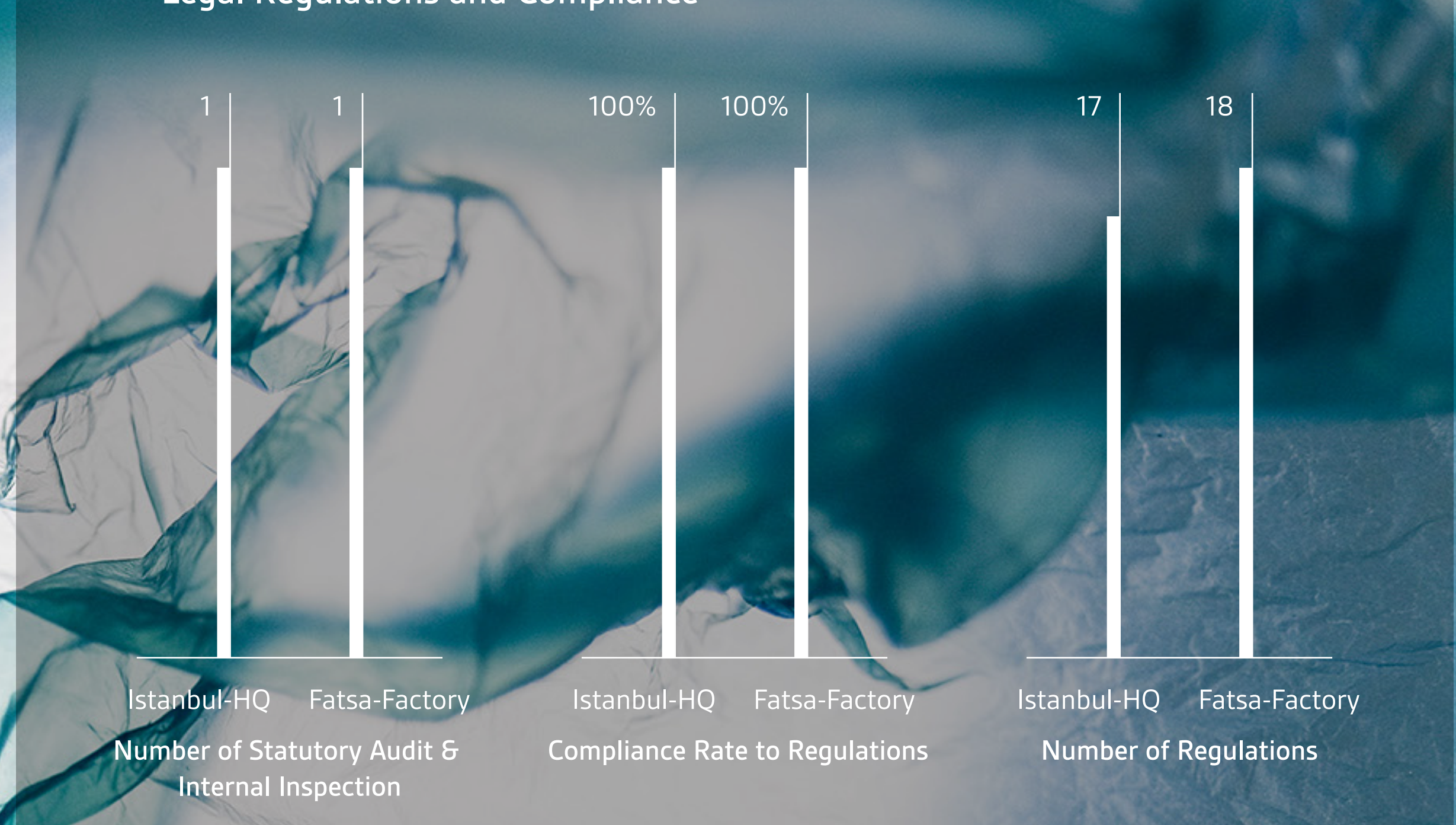
Employee Based Domestic Waste



Product Based Textile Waste



Legal Regulations and Compliance



Water Safety

As every year, Erateks has carried out various studies to improve water consumption/efficiency in 2022. In 2022, 1,106 m³ of water was consumed in the Istanbul facility and 9,389 m³ in the Fatsa facility, and a total of 10,495 m³ of water consumption. Approximately 15% of the water consumed in the Fatsa facility was obtained from rainwater. 150.000 m³ of rainwater was stored and used.

Employee Based Water Consumption

Fatsa-Factory

1,24m³

Istanbul-HQ

0,94m³

Product Based Water Consumption

Fatsa-Factory & Istanbul-HQ

0,0007m³



Erateks Environmental Policy

We take environmental actions in line with our existing policies:

- Our Environmental Dimensions Policy clearly states our commitment to being an environmentally compatible business. In accordance with this policy, we prioritize the preservation of natural resources, waste management, and water and energy conservation.
- Through our Approved Chemical Substance Procurement Policy, we minimize the use of substances that may be harmful to the environment, thereby reducing environmental risks.
- With our Energy Management System Policy, we aim to use energy resources efficiently and effectively. We strive to reduce energy consumption and lower our carbon footprint through energy efficiency projects and initiatives focused on renewable energy sources.

The implementation of these policies forms an important foundation for managing our environmental impacts and driving continuous improvements. At Erateks, we support our goal of being an environmentally friendly enterprise through our policies and encourage all stakeholders to act in alignment with this purpose.

Environment Audits

We run numerous programs and projects with various industry stakeholders to assess and improve our environmental impacts. We implement the Ministry of Environment, Urbanization and Climate Change Basic Level Zero Waste Certificate, Independent Environmental Consultancy services, ISO 14001 and ISO 50001 master certificate audits, Higg Index self-assessment, and third-party verifications. With all these applications; We regularly evaluate and sustainably improve our environmental performance in environmental management systems, energy, water, wastewater, air emissions, waste, and chemicals.

Environment Collaborations

Carbon Footprint Study



Semtrio

Environmental Management and
Remediation Process



Ulus Environment



Çamlıca Environment

Waste Management



İstaç



Esenyurt Municipality



Mertcan Recycling



Aysis



Karhan

Higg Fem Validation Study
and Other Environmental Audits



Minerva Sustainability



Republic of Turkey
Ministry of Environment,
Urbanization and Climate Change

Sustainability Strategy

Environment Targets



2022 2023 2024 2025 2026 2027 2028 2029 2030

Obtaining ISO 50001 Energy Management System certification



Using I-REC certified renewable electricity in businesses



Converting LNG use to natural gas



Being a signatory to the UNFCCC United Nations Climate Change Convention



Providing 30% of electricity energy needs from renewable sources



Reduce production-based Scope 1 and 2 greenhouse gases by 10%



Reduce production-based Scope 3 greenhouse gases by 5%



Reducing waste generated in the production process by 5%



Reducing the departmental Energy Performance Indicator (EnPG) value by 5%



Reduce water use by 3%



Environment Targets

2022 2023 2024 2025 2026 2027 2028 2029 2030

Conduct employee awareness campaigns to encourage the implementation of energy efficiency measures



Implement recycling programs to increase recycling capability to improve waste management processes



Reduce paper consumption through electronic file management applications



Reduce energy consumption by using more efficient lighting and heating systems



Reducing waste generation using lean manufacturing methodologies



Meeting electricity consumption from sustainable sources with renewable energy sources



Considering sustainable digital criteria in product development



Promote the use of I-REC in the supply chain



Water footprint analysis and reporting



Reduce water consumption by 5% by conducting a water footprint study at one of the main companies in the supply chain



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Respect people,
invest in the future!

Erateks and Human

Respecting human rights, promoting diversity and inclusivity, and ensuring employee health and safety form the foundation of Erateks' social sustainability goals. As part of our commitment to conducting business with ethical values, we respect the rights of our employees and provide a fair and equitable work environment.

Through our project called "Employee Voice," we track and address the wishes and complaints of our employees anonymously at both locations through a digital platform, ensuring resolution.

We organize training and development programs to enhance our employees' skills and knowledge, thereby fostering workforce development and increasing their capabilities.

With our Employee Adaptation Analysis project, we evaluate our employees' adaptation to the work environment and their interactions within teams. Based on these analysis results, we take the necessary steps to improve adaptation and make the work environment more efficient.

As a result of our cooperation with İŞ-KUR and ESBİM (Local Employment Agencies), we provide inexperienced people with a profession and ensure their integration into the industry and society.

Both as a legal obligation and as a corporate responsibility, we regularly provide daycare support to the children of employees in need of daycare.

As a signatory of the United Nations Women's Empowerment Principles (WEPs), we take responsibility for protecting women's rights and ensuring gender equality and work with relevant stakeholders.



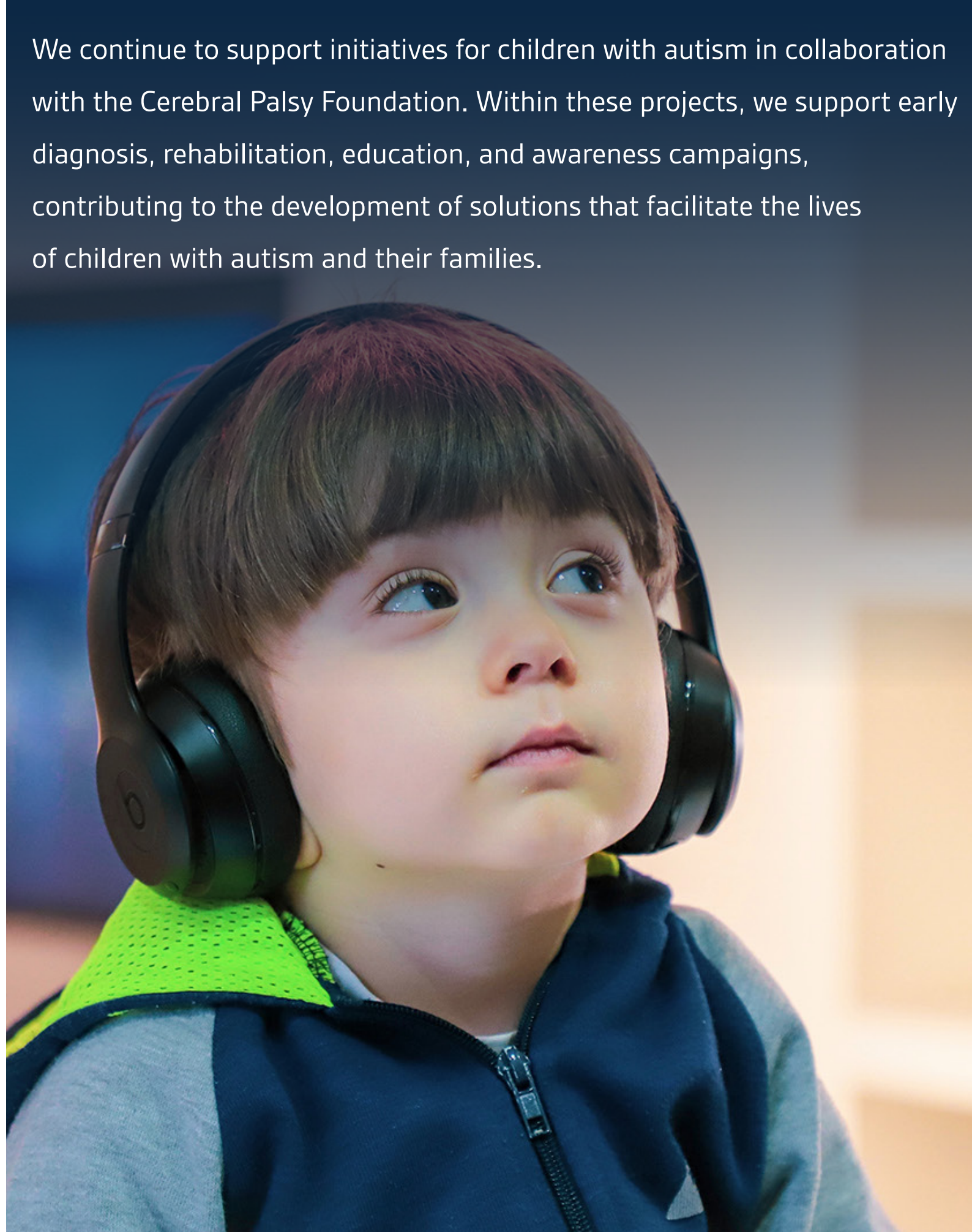
Social Responsibility Projects

We prioritize social responsibility projects and carry out various initiatives to contribute to society.

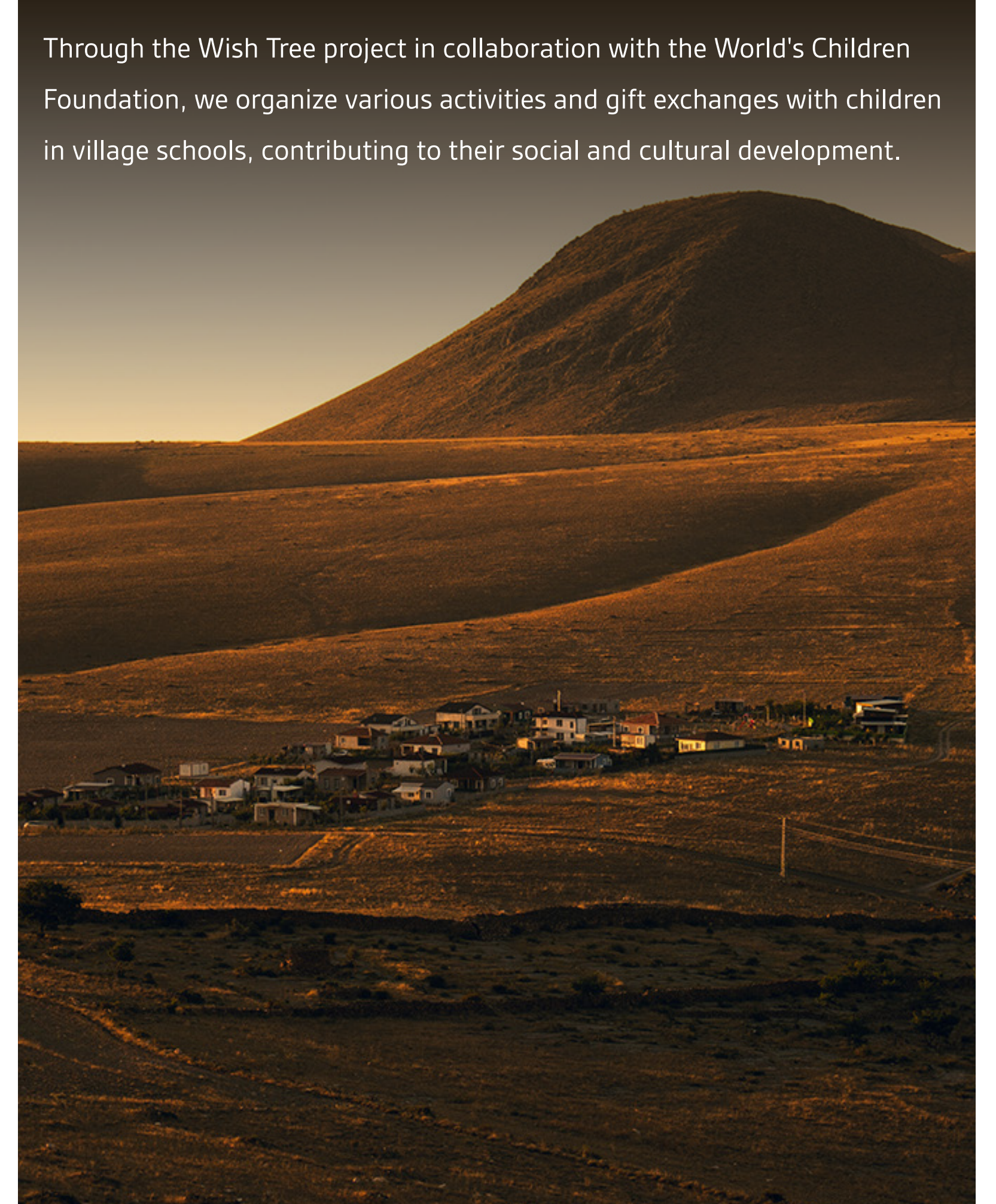
Through partnerships with the Istanbul Metropolitan Municipality (İBB) and the Foundation for Solidarity with Women (KADAV), we support efforts to empower women and promote gender equality through joint projects and programs.



We continue to support initiatives for children with autism in collaboration with the Cerebral Palsy Foundation. Within these projects, we support early diagnosis, rehabilitation, education, and awareness campaigns, contributing to the development of solutions that facilitate the lives of children with autism and their families.



Through the Wish Tree project in collaboration with the World's Children Foundation, we organize various activities and gift exchanges with children in village schools, contributing to their social and cultural development.



Diversity and Inclusion

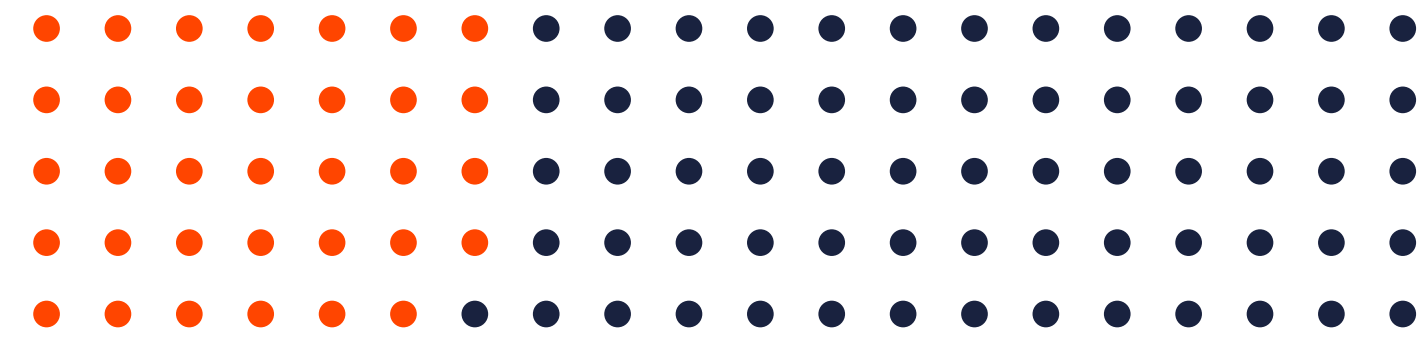
As Erateks, we attach importance to social and cultural diversity. Thus; We ensure that our candidate employees and employees express themselves with an inclusive understanding and benefit from equal opportunities, regardless of age, race, color or origin, religion, marital status, military service status, political opinion, gender, disability, or sexual orientation.

In line with our understanding of inclusiveness, we regularly monitor the wishes and complaints of our employees and find solutions to problems together. As a result of these efforts, the average employee turnover rate in our facilities is at world standards on an annual basis.



Gender Distribution

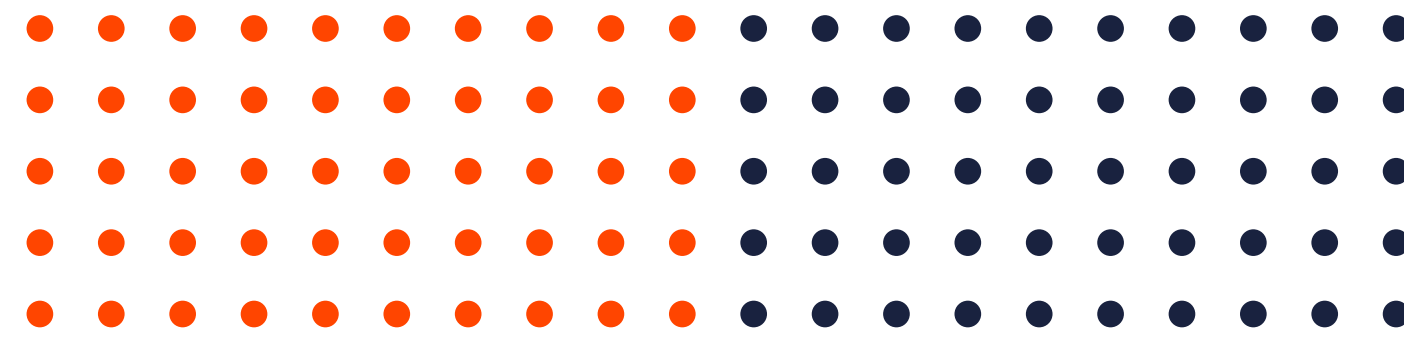
Board of Directors



34% Women

Men **66%**

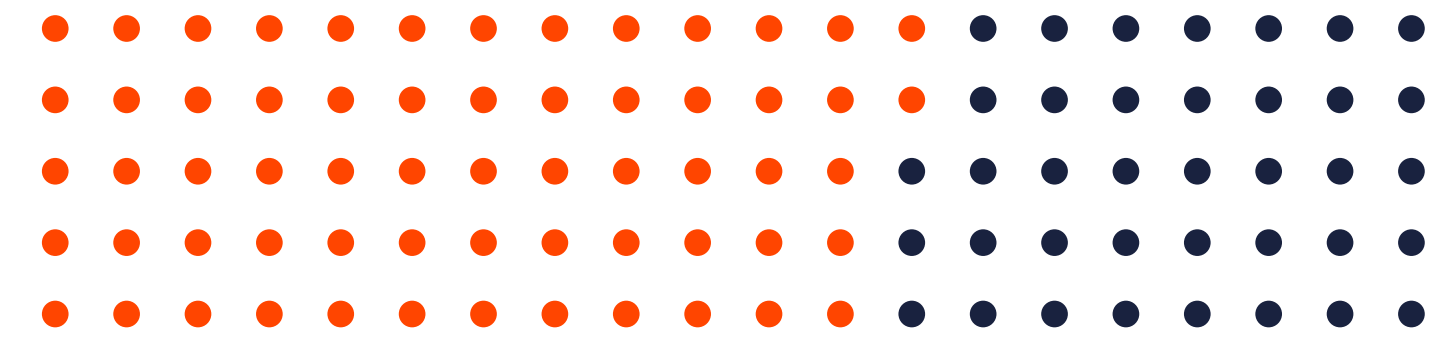
Management



50% Women

Men **50%**

General



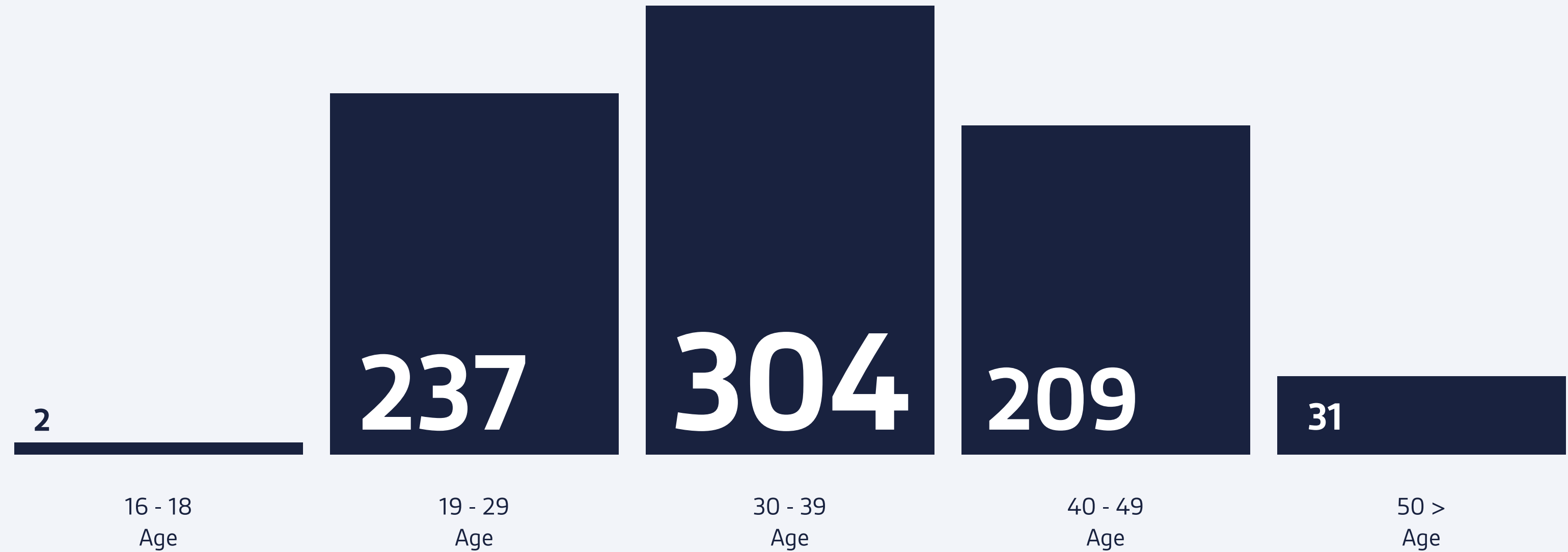
62% Women

Men **38%**

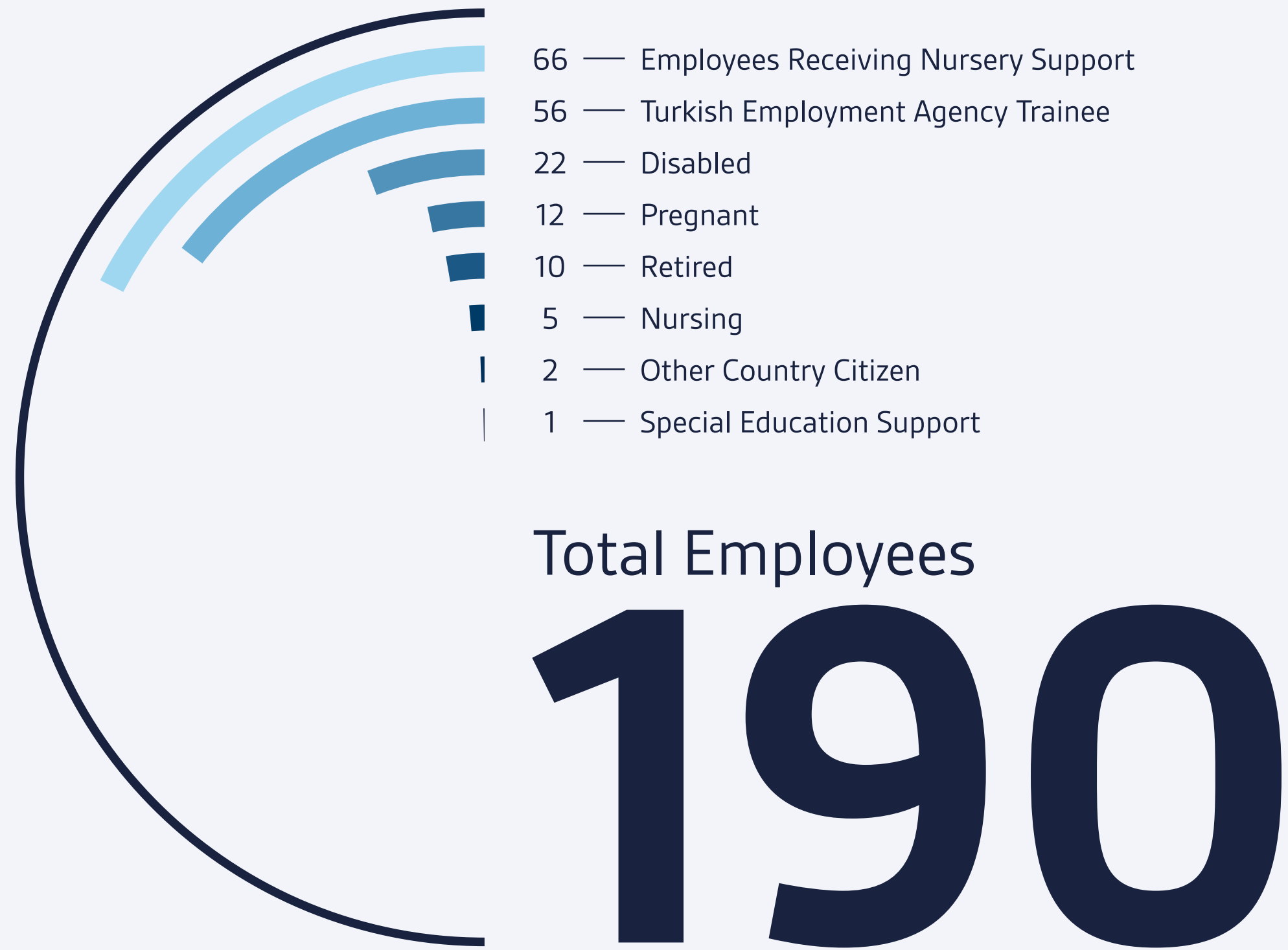
Number of Employees



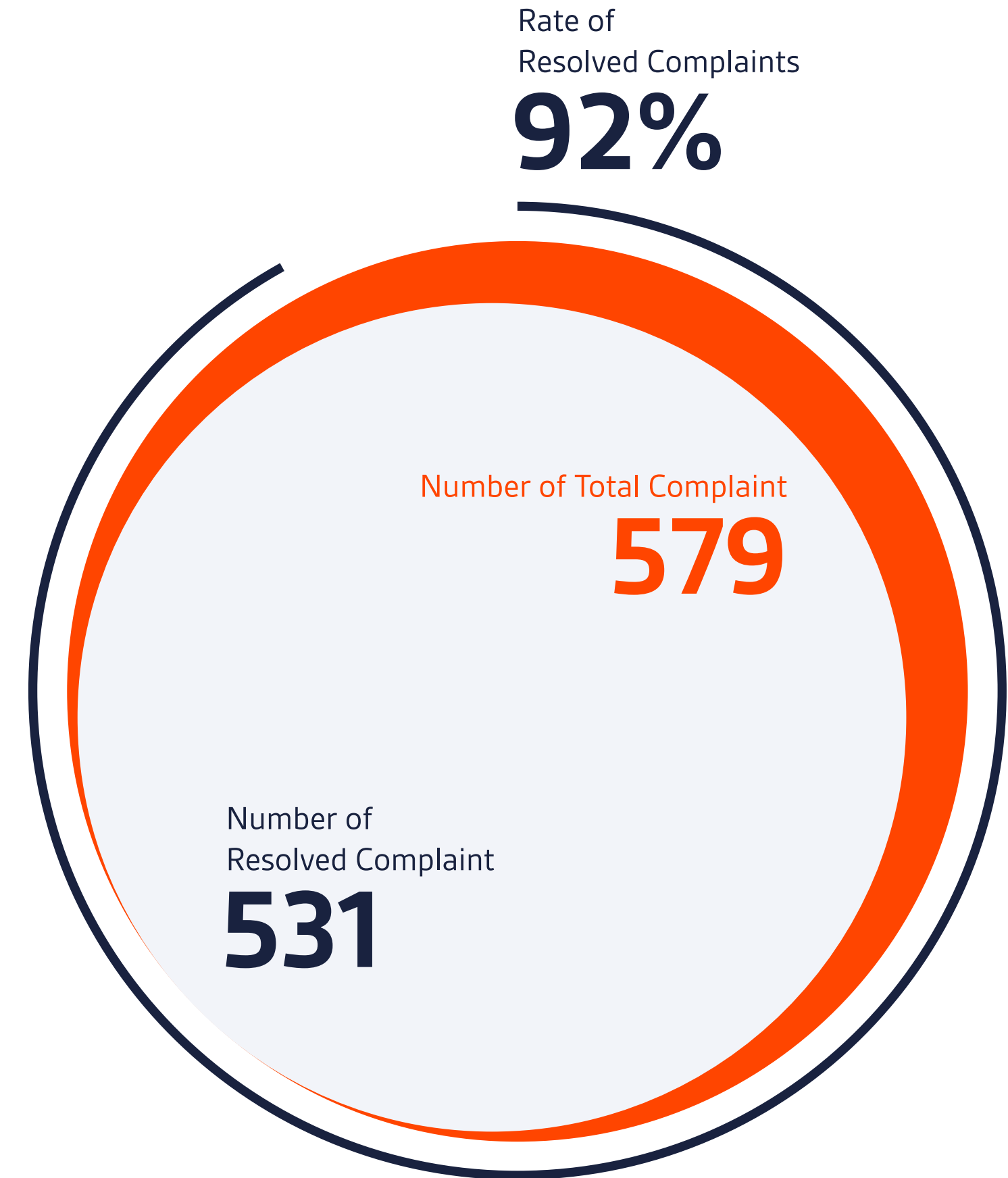
Age Distribution



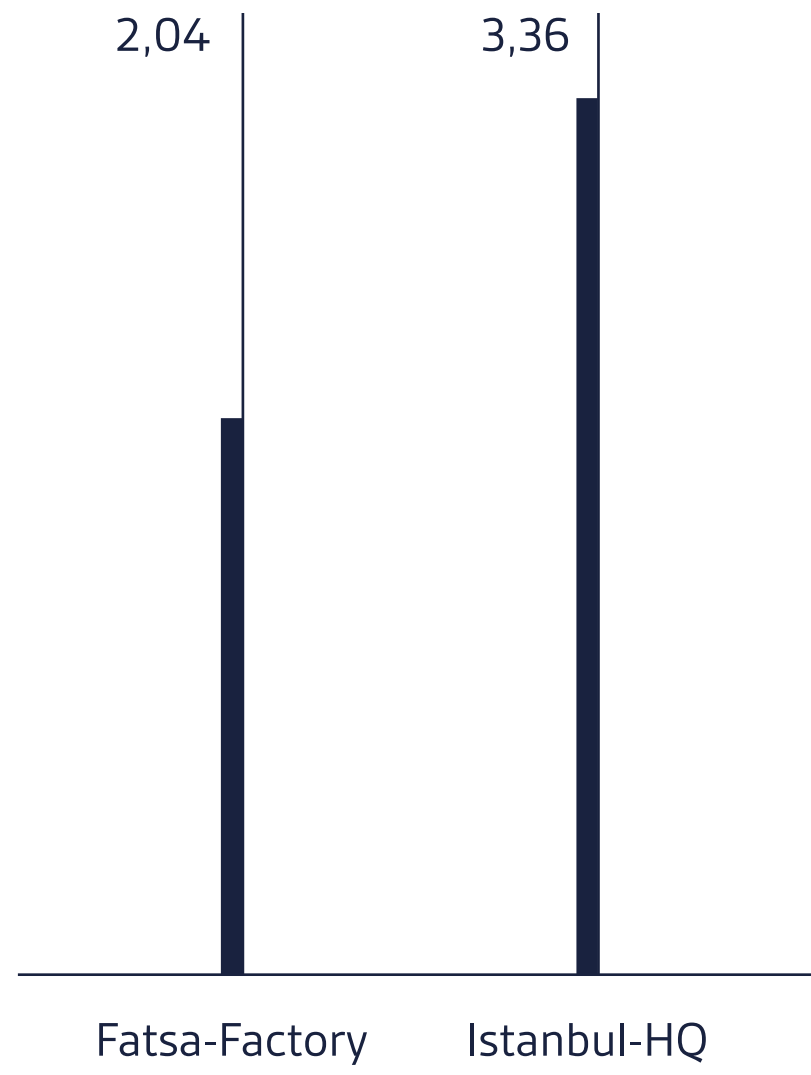
Vulnerable Employees



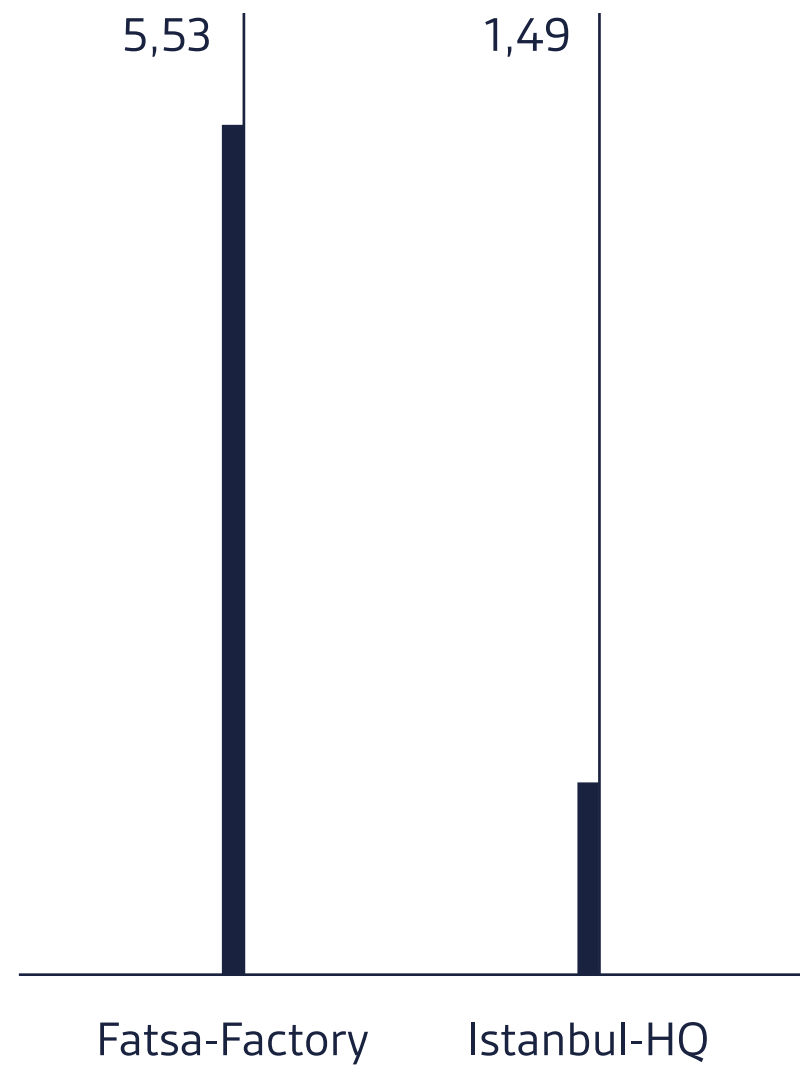
Grievance Mechanism and Improvement Rate



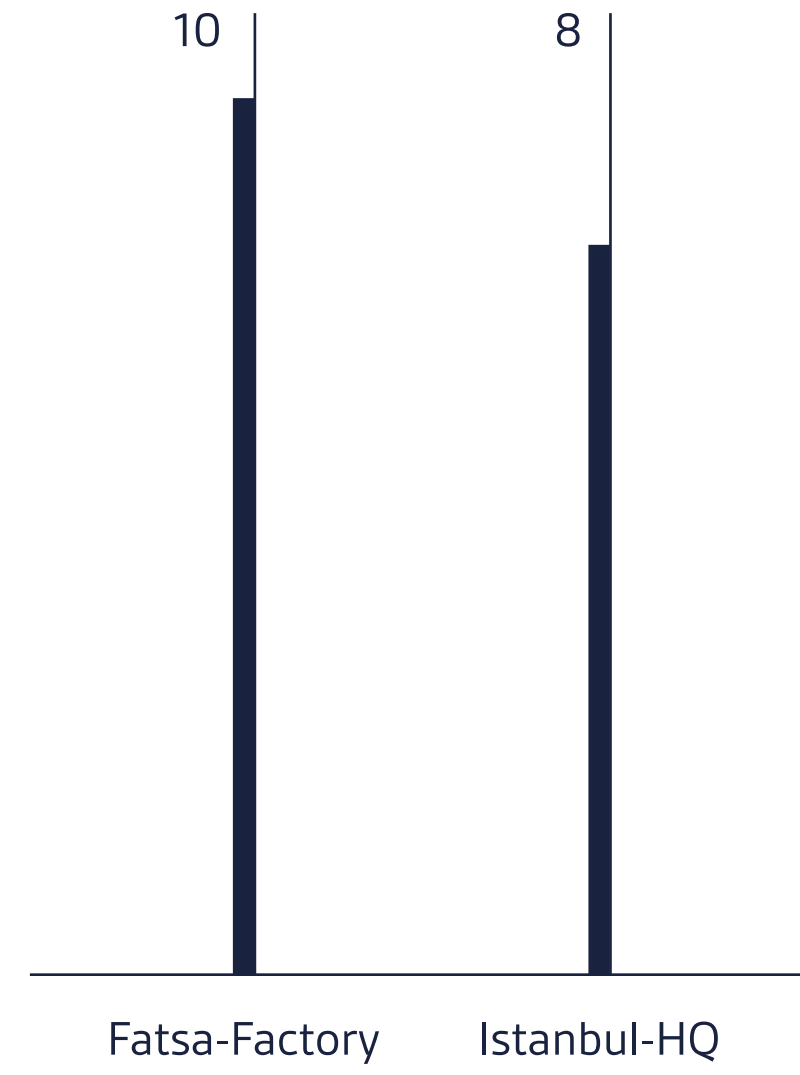
Employee Turnover



Absenteeism Rate



Promotions



Employee Satisfaction Survey

76%



Employee Health and Safety

As a fundamental principle in occupational health and safety, we embrace the goal of zero fatal accidents and world-class standards for minor injuries. We regularly analyze work accidents that occur at our Istanbul and Fatsa locations, identify the causes of accidents, and conduct improvement efforts to develop preventive measures. In order to provide a working environment compliant with the international standard ISO 45001 in occupational health and safety, we adhere to the requirements of Occupational Health and Safety Law No. 6331 and act in accordance with relevant standards.

Fatal Accidents

0

Accidents that Caused
the Workday Loss

3

Accidents that don't Caused
the Workday Loss

49

Number of Total Accidents

52

Total Workday Loss

36

Erateks Social Policy

The fundamental elements shaping and guiding our social sustainability efforts are based on our social policies.

Our Open Door Policy encourages employees to share their opinions, fostering collaboration and participation.

Our Child and Young Worker Employment Policy aims to combat child labor and provide educational opportunities for young individuals.

Our Women Employment Policy is designed to protect the rights and support the needs of pregnant and nursing employees.

Our Harassment, Bullying, and Discrimination Policy commits to taking effective measures against all forms of harassment and discrimination to ensure a respectful work environment.

Our Suggestions and Complaints Policy encourages employees to express their thoughts, complaints, or suggestions, aiming to continuously improve working conditions.

Our Worker Representation and Freedom of Association Policy aims to protect employees' union membership and representation rights and promote a culture of collaboration.

Our Foreign and Migrant Worker Employment Policy focuses on protecting the rights of foreign and migrant workers and ensuring fair working conditions.

Our Occupational Health and Safety (OHS) Policies contain guidelines to provide a safe working environment, protect employee health and safety, and reduce risks.




Social Audits

We run numerous programs and projects with various industry stakeholders to evaluate and improve our social impacts. We hosted the Ministry of Labor and Social Security Labor Inspection Board Audits with zero finding, İSKUR (Public Employment Agency) On-the-Job Training Program, Brands Social Compliance Audits, ISO 9001 and ISO 45001 Master Certificate Audits, and SLCP self-assessment and third-party verifications.

With all these applications; We regularly evaluate our human resources management systems, decent work practices, and social impact performance and develop them in a sustainable way.



Social Collaborations

Employee Capacity Building Program	Employee Compliance Analysis	Employee Employment and Integration	Daycare Service	Women Empowerment	Social and Workforce Adaptation Program	Wishing Tree Project and Cerebral Palsy Awareness Project
 <p>Ordu University</p>	 <p>DISC</p>	 <p>İşkur</p>	 <p>Masal</p>	 <p>İstanbul Metropolitan Municipality</p>	 <p>Social & Labor Governance</p>	 <p>Cerebral Palsy Türkiye</p>
		 <p>Esbim</p>	 <p>İlk Adım</p>	 <p>Kadav</p>		 <p>World's Children Association</p>
		 <p>Kariyer.net</p>				

Sustainability Strategy

Social Targets



2022

2023

2024

2025

2026

2027

2028

2029

2030

Realizing at least 2 projects with non-governmental organizations



Realizing at least 2 projects with universities



Increasing the rate of social areas in factories



Reducing the number of accidents that do not cause loss of workforce to below 50



Providing support for employees' legal needs in private life



Increasing employee satisfaction to 85%



To increase ergonomic satisfaction by collaborating with an expert institution to improve work ergonomics.



Organizing trainings with main suppliers to raise awareness on diversity and inclusion issues



Continue to organize at least 1.5 hours of awareness training for employees on human rights and employee rights issues annually



Social Targets

2022 2023 2024 2025 2026 2027 2028 2029 2030

Provide mentoring support to employees on career development issues



To continue to organize OHS awareness trainings for employees at international standards beyond legal requirements



Develop health and safety programs for all employees and review these programs at least once a year



Providing trainings on human rights and employee rights to business partners in the main supply chain and ensuring that business partners adopt appropriate behaviors on these issues



Providing flexible working opportunities where operationally feasible



Increase the employment of asylum seekers and youth/trainees



To organize at least 1.5 hours of awareness training and improvement activities for employees on protection from infectious diseases



Monitoring, evaluating and improving our wage policies regularly with equal pay for equal work and fair wage approach



Realizing social projects for villages/schools/special regions with water scarcity



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Inclusive Management is the Building Block of a Sustainable Future!

Corporate Governance

As part of our anti-corruption efforts, 50% of our administrative staff have received training and certification from the The Fight Against Corruption.

In 2022, all 21 audits conducted to measure the compliance of our business processes with quality and social standards were successfully concluded.

Furthermore, our organization holds various memberships on platforms dedicated to environmental and social issues. These memberships include FFC, Higg Index, CDP, SMETA - Sedex, BSCI, and Getaway. These platforms aim to foster collaboration, share best practices, and contribute to industry developments in the field of sustainability. Erateks' memberships in these platforms demonstrate our commitment and performance in corporate sustainability.

Total Workforce Breakdown



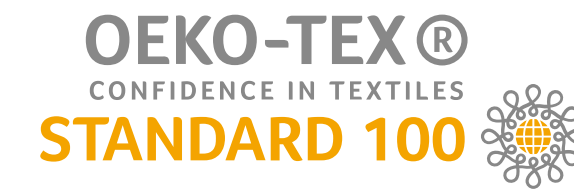
Workforce Breakdown Chart

	Istanbul-HQ	Fatsa-Factory	Total	Rate
Board of Directors	3	0	3	0,38% ↓
Financial Affairs	6	2	8	1,02% ↓
Corporate Sustainability	1	1	2	0,26% ↓
Human Resources	2	1	3	0,38% ↓
AdministrativeAffairs	4	21	25	3,19% ▬
Information Technologies	4	1	5	0,64% ↓
Product Development	18	0	18	2,3% ▬
Production Planning	13	36	49	6,26% ▬
Quality Assurance	10	86	96	12,26% ▬
Production	31	543	574	73,31% ▬

Organization Chart



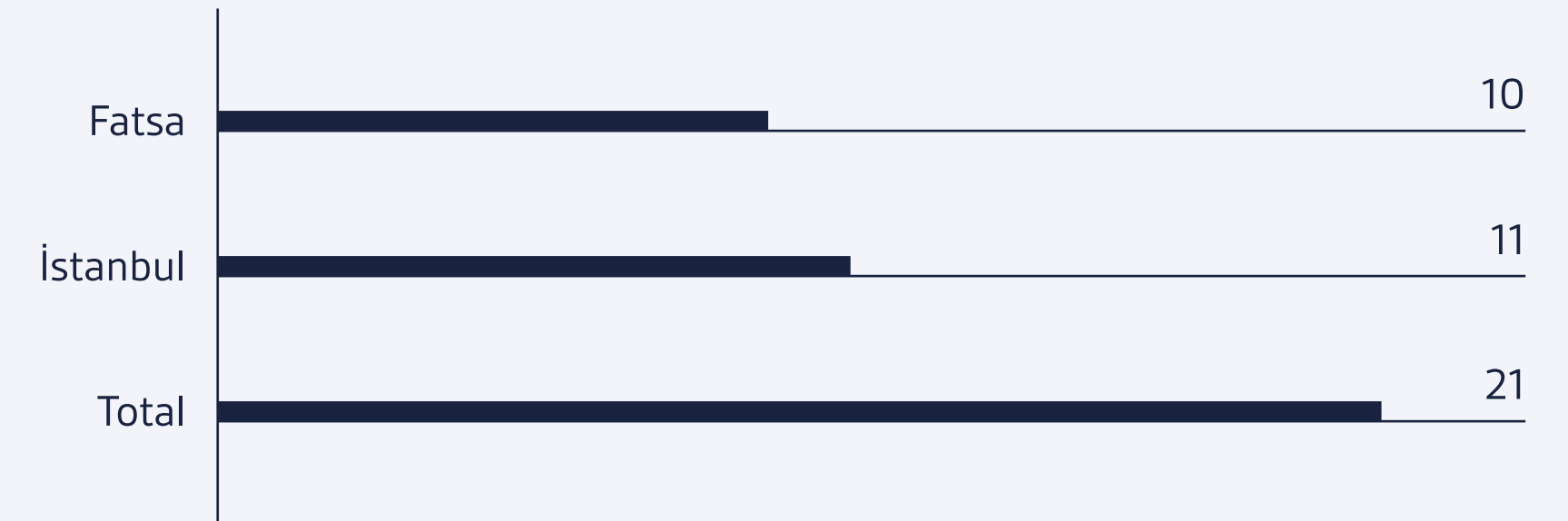
Certification and Traceability



Platform Subscriptions



Audits



Brands and Institutions Performing Audits

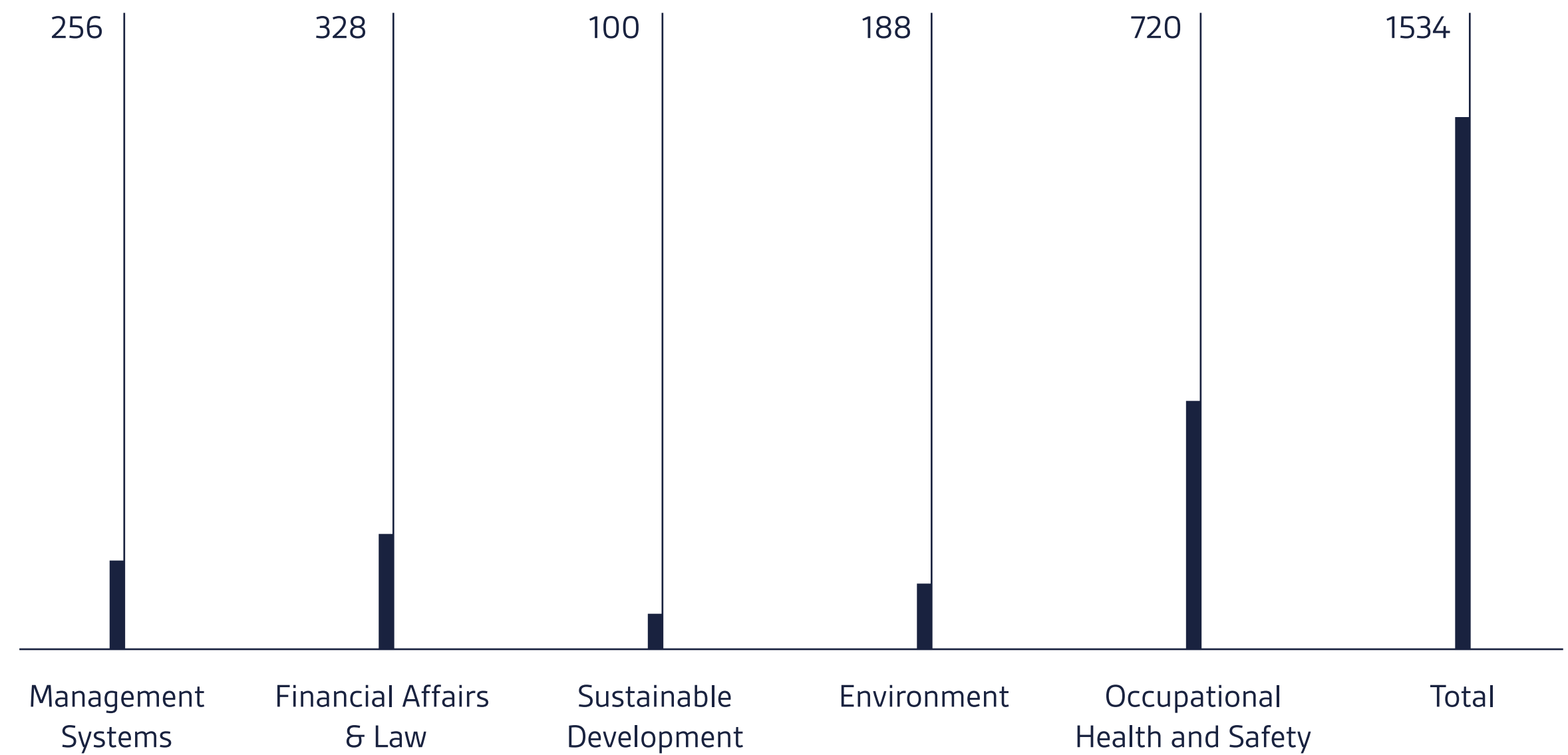




Consultancy Services

Erateks has received 1534 hours of effective consulting support in management systems, financial and legal matters, sustainable development, environmental issues, and occupational health and safety.

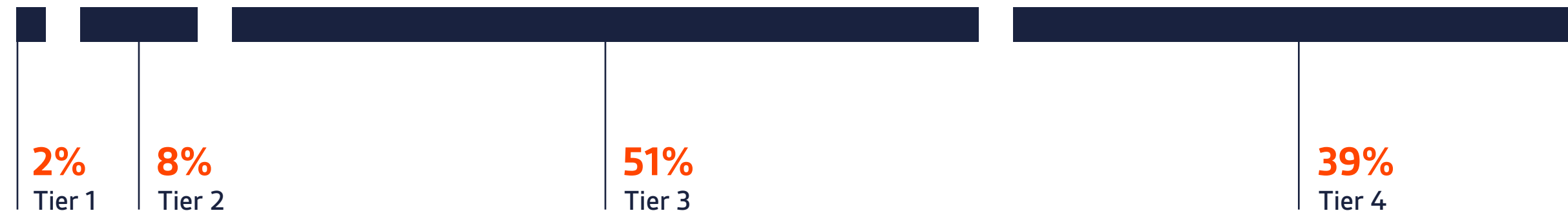
Hours of Counseling



Supply Chain Management

As Erateks, we are aware that one of the important stakeholders of our corporate sustainability efforts is the supply chain.

Thus, we closely monitor social, environmental, and product sustainability issues in the supply chain, and implement joint monitoring, evaluation, and development programs and projects with all relevant stakeholders to meet industry and customer requirements.



Tier	Number	Social Audits	Environmental Audits	OEKO-TEX	Other Certificate Audits
Tier 1	2	8	1	1	12
Tier 2	10	25	2	10	17
Tier 3	45	0	0	0	0
Tier 4	37	0	0	0	0
Total	94	31	3	11	29





Product & Production Management

We regularly monitor the localization rate of raw materials with international industry standards, certification, and traceability and strive to localize them.

High-quality standards in our production and products in line with the expectations of our customers are the cornerstones of sustainability for us.

With the understanding of "No One Should Be Left Behind", we provide original developments by making digital status analyses of all our processes. Thus, we increase efficiency while we reduce related costs.

Sustainable Raw Material

50%
Recycled Polyester

7%
BCI Cotton

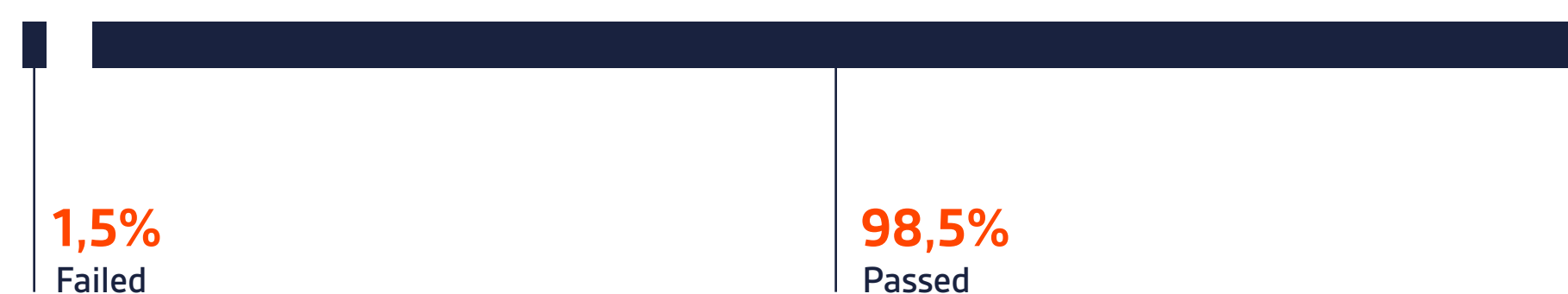
Product Safety, Restricted Substances List-RSL Tests

All of the chemical tests performed were approved at the first time and 100%.

Production Quality Control



Final Quality Control



Sales / Export

2 million units were produced and exported to 11 countries.

Cotton Countries of Origin

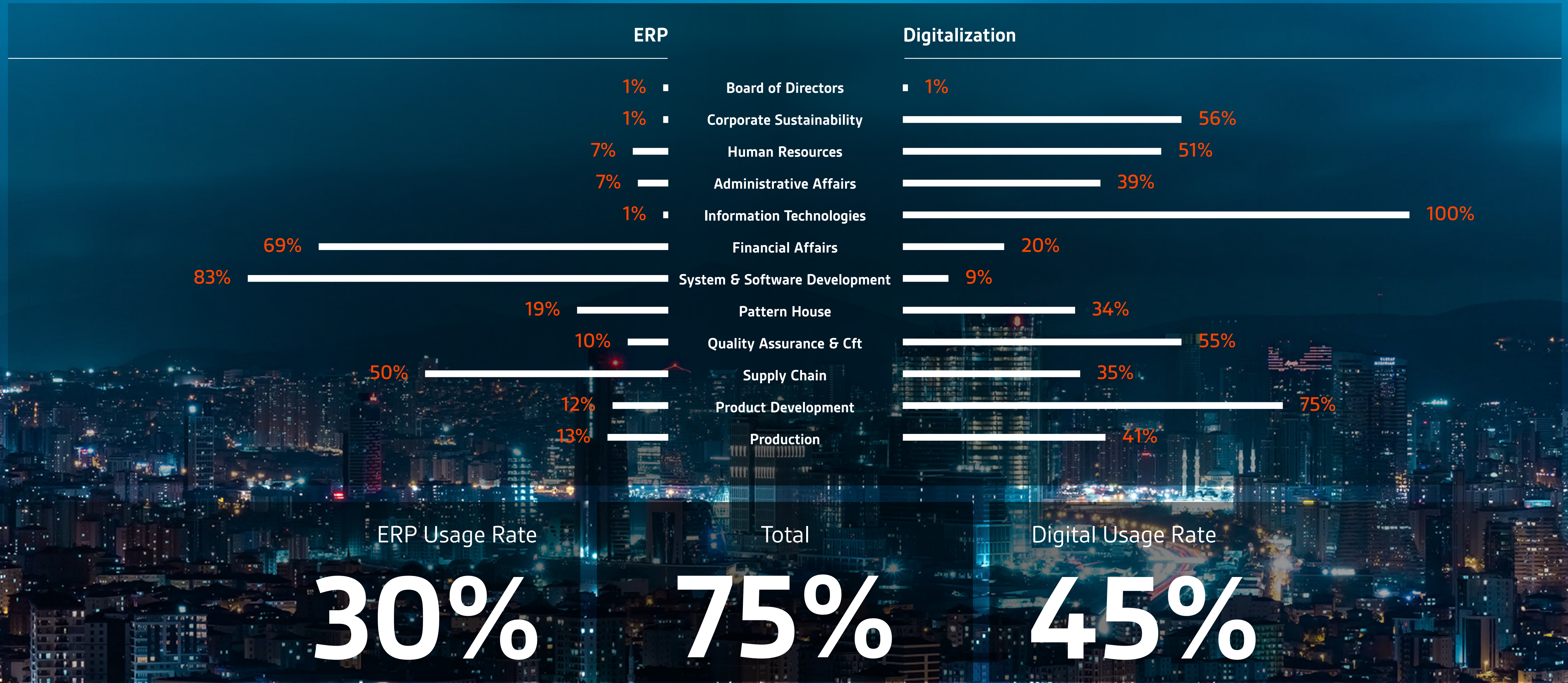


No raw materials were purchased from Uzbekistan, Turkmenistan, China-Xinjiang Uyghur Autonomous Region.

Raw Material Locality Rate



Digitalization



Governance Policy

The policies we have in place support the management processes of our business and ensure compliance with high standards.

Our Anti-Corruption Policy stands on a zero tolerance principle against any corrupt activities, promotes ethical values, and includes preventive/control mechanisms.

Our Supplier Relationship Management Policy aims to act in accordance with ethical, environmental, and social responsibility principles and emphasizes the criteria established to support sustainable supplier relationships.

Our Operational Security Policy aims to safeguard the security and integrity of our operational processes.

Our Information Security Policy aims to protect sensitive information and implement measures against unauthorized access.

Our Business Continuity Policy aims to ensure the business's ability to maintain its operations in the face of potential crises and incidents.

Our Crisis Management Policy aims to manage crises swiftly and effectively, minimizing their negative impacts.

Our Corporate Sustainability and Human Resources Procedure adopts an approach that encompasses both sustainability goals and human resources processes.

Our KVKK (Personal Data Protection Law) Policy aims to protect the privacy and security of personal data.

Our Corporate Information Acquisition and Protection Procedure considers important factors such as confidentiality, integrity, and accessibility when managing our business's information assets.



Corporate Collaborations

Legal advice

Kaizen and Lean Production Studies

Quality Management System Consultancy

Sustainability and Management Consulting



Saygin Law & Consultancy



KPI Academy



OC Consultancy

SUSTAINABLEWORKSSTATION

Sustainable Works Station



Sustainability Strategy

Governance Targets



2022 2023 2024 2025 2026 2027 2028 2029 2030

Reducing employee turnover rate to below 3%



Reducing employee absenteeism rate below 3.5%



Establish a lean production department



To determine the use/status of ERP and Digitalization in businesses and transactions and to increase their use



To ensure a Quality Pass rate of 99%



Increasing production engineering workforce by 25%



Digitalization of production process outputs by 90%



30% growth in production-order processes



15% growth in the workforce in designated departments



Improving customer satisfaction in terms of quality and price performance by bringing digital and sũmbine printing processes in-house



Result

Erateks Corporate Sustainability Impact Report is an original study prepared by utilizing relevant international methods and standards. With this report, we fulfill our corporate sustainability responsibility towards all our stakeholders.

While the measurable data in this report are presented clearly, the unmeasurable data are based on approximate evaluations. If requested by our stakeholders, verification of the data and information in the report can also be carried out. Erateks Corporate Sustainability Impact Report is prepared and shared specifically for each calendar year.



Imprint

Corporate Sustainability

Seda Toker Özgür

Manager Corporate Sustainability

sedatoker@erateks.com

Dilan Dolaş Aytemür

Specialist Corporate Sustainability

dilandolas@erateks.com

Sustainability Consultancy

Esmâ Demirkaya Turan

Specialist Corporate Sustainability

esma.demirkaya@swstation.com

Yavuz Alp Çaylı

Corporate Sustainability Data Analyst

assistance@swstation.com

Furkan Yılmaz

Sustainability Data Analyst

Design & Realisation

Arda Ülgay

Interdisciplinary Designer

arda@ardaulgay.com



erateks

Erateks Tekstil San. ve Tic. A.Ş

www.erateks.com

info@erateks.com

Headquarters

Zafer Mh. 140 Sk. No:45/1
Esenyurt - İstanbul - Türkiye

Telephone: +90 212 294 61 41

Fax: +90 212 912 17 76

Factory

Fatsa Organize Sanayi Bölgesi
M. Akif Beşik Sk. No: 8/1 Fatsa - Ordu - Türkiye

Telephone: +90 452 424 00 41

Fax: +90 452 424 00 82