



Corporate Sustainability Impact Report  
**2024**

# Agenda

## Overview

Report Scope  
Chairman of the Board and the Executive Committee  
Head of Corporate Sustainability  
About Erateks  
Vision – Mission – Values  
Activera: Inspiration of the Movement  
Organizational Chart  
Our Commitment to the UN Sustainable Development Goals  
Erateks Vision 2030  
Sustainability Risk Analysis  
Sustainability Priorities  
Sustainability Journey  
Stakeholder Views

## Social

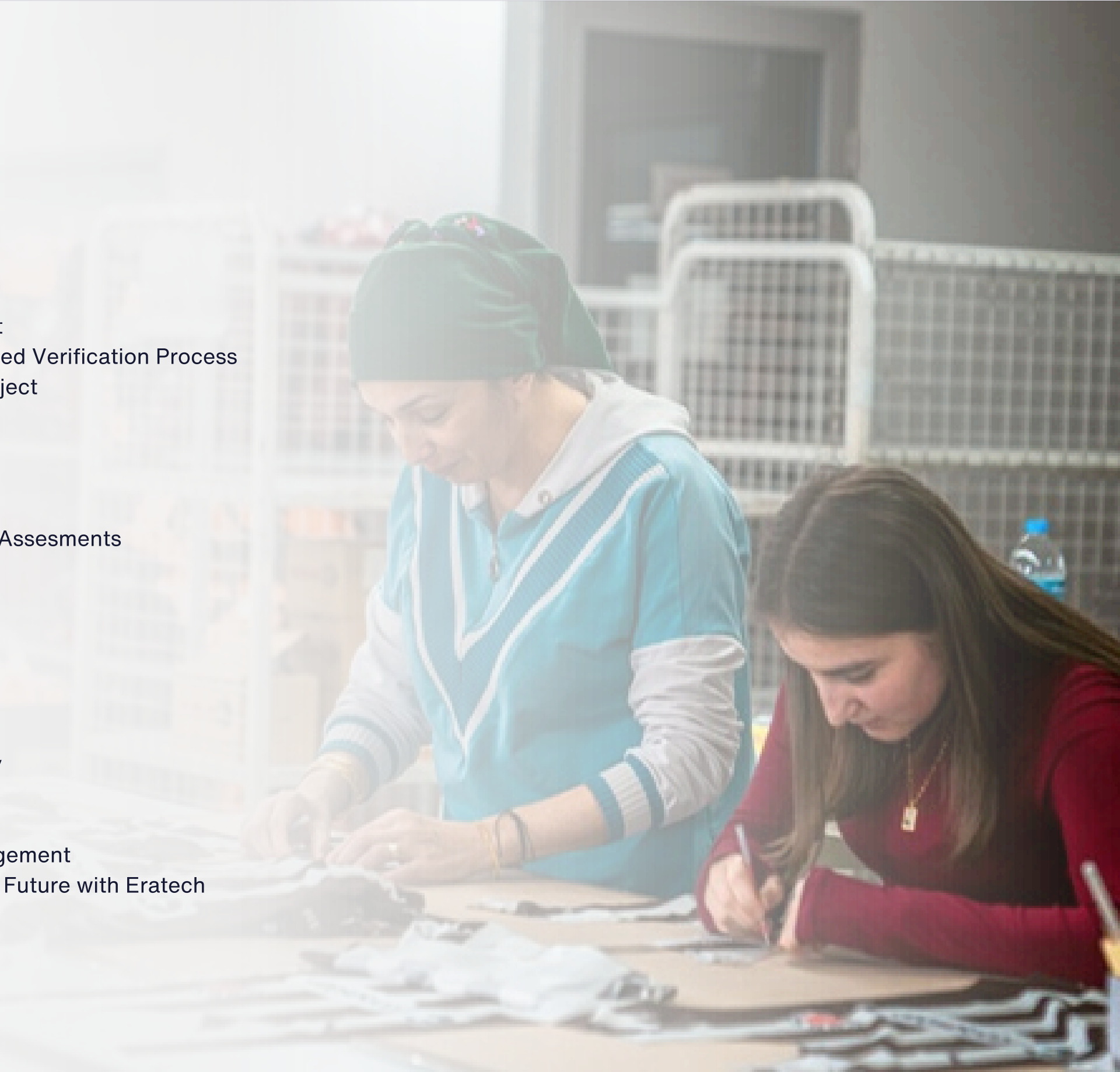
Erateks Business Values and Principles  
Erateks and People  
Social Responsibility Projects  
People at Erateks  
Social Performance Assesments

## Environment

Erateks and the Environment  
Carbon Footprint and Improved Verification Process  
CDP - Carbon Disclosure Project  
Energy efficiency  
Water Management  
Waste Management  
RE:FIBRE Program  
Environmental Performance Assesments

## Governance

Corporate Governance  
Certification and Traceability  
Consultancy Services  
Supply Chain Management  
Materials and Product Management  
Advancing Towards a Digital Future with Eratech  
Our Collaborations



# OVERVIEW

Report Scope

Chairman of the Board and the Executive Committee

Head of Corporate Sustainability

About Erateks

Vision – Mission – Values

Activera: Inspiration of the Movement

Organizational Chart

Our Commitment to the UN Sustainable Development Goals

Erateks Vision 2030

Highlights

Sustainability Risk Analysis

Sustainability Priorities

Erateks Sustainability Journey

Stakeholder Views

## Report Scope

Erateks' 2024 Sustainability Impact Report presents our company's sustainability performance, goals, and the actions taken to achieve these goals. This year's report stands out by including our 2030 vision.

Erateks takes responsibility in addressing global issues such as climate change, social inequality, and the circular economy. We embrace innovative approaches in environmental, social, and governance (ESG) areas and are committed to our mission of building a sustainable future. The report covers environmental priorities such as carbon emission reduction, energy efficiency, and water/waste management, as well as labor rights, inclusivity, and governance principles.

Our 2030 vision focuses on fulfilling environmental responsibilities while setting science-based targets (SBT) in the fight against climate change, adopting circularity principles, and implementing policies that strengthen human rights. With these goals, we aim to contribute to a fairer and more sustainable future.

In our risk analysis processes, potential risks in environmental, social, economic, and governance areas have been assessed. We aim to turn these risks into opportunities and strengthen compliance with international standards.

This report highlights Erateks' sustainability goals and its contributions aligned with global initiatives. On the road to 2030, we will continue working with our stakeholders for a better future.



## Chairman of the Board and the Executive Committee – Erhan Vatan

### Dear Stakeholders,

Türkiye is at the heart of a series of socio-economic and political developments on a global scale. Despite these challenging conditions, Erateks has successfully completed the year 2024 and, thanks to its sustainable financial structure, has left all economic difficulties behind. We are proud to begin 2025 with high motivation and confidence. We will continue to contribute to strengthening peace and prosperity, always maintaining our belief in their realization through global and regional developments.

The year 2024 has been a significant turning point for Erateks, and many critical milestones have been achieved. Our long-standing partnership with the PUMA Group has been further strengthened, creating important synergies in product diversification, service quality, and corporate sustainability efforts. Additionally, our longstanding partnership with adidas Group has been updated through new projects and programs, further solidifying our collaboration. With the belief that customer diversification is not only an economic impact but also a key factor for know-how and innovation, we continue to strengthen our customer portfolio and will pursue new partnerships in 2025. The strategic investments we implemented throughout 2024 have enabled us to optimize our management systems and further strengthen our corporate structure. These steps have not only enhanced the effectiveness of our existing operations but also accelerated our progress toward achieving our sustainability goals. With a renewed vision and determination, we aim to increase our operational efficiency by relocating our headquarters in Istanbul to a new location.

Developments in our country and globally have once again confirmed that Erateks' corporate sustainability strategy is both timely and well-positioned. With this understanding and determination, our corporate sustainability team continues to take strong steps not only within the company but also in collaboration with our supply chain partners in the areas of social, environmental, and governance. In 2023, we introduced innovative projects like the 13th-month bonus program, shopping cards, and scholarships for our employees' university-going children, which have significantly contributed to improving our employees' welfare. We will continue to develop and expand such initiatives in the future, aiming to enhance our employees' quality of life and strengthen loyalty and continuity.

Our sustainability vision for 2030 and 2050 is clearly defined, and each project has been turned into a concrete goal. One of the most tangible examples of this vision is the implementation of Solar Energy Systems, which now provide approximately 30% of our total energy needs. This step has not only reduced our environmental impact but also solidified our resolute commitment to sustainability. I sincerely thank our corporate sustainability team, employees, suppliers, and all of our customers who contribute to and inspire our sustainability efforts for their successful and collaborative work.



## Head of Corporate Sustainability - Seda Toker Özgür

We are excited to mark the beginning of a new era in sustainability in 2024. We have finalized and published our Vision2030 — the Erateks 2030 Sustainability Vision — reinforcing our commitment to being a pioneer in the transformation of our industry. Our goal is to create meaningful change not only for our company, but for all our stakeholders. In line with this ambition, our Corporate Sustainability Team has expanded and now operates with five dedicated team members, working in close collaboration with all stakeholders to advance our sustainability initiatives.

Throughout 2024, we continued our efforts in Corporate Sustainability Impact Reporting, the Carbon Disclosure Project (CDP), Higg-FEM, our Annual Corporate Carbon Footprint assessments, and the Social & Labor Convergence Program (SLCP), engaging both internal operations and the relevant supply chain in these processes.

### Our Corporate Sustainability Team



**Dilan Dolaş Aytemur**

Manager  
Corporate Sustainability



**Serpil Çelebi**

Specialist  
Corporate Sustainability



**Efe Ün**

Analyst  
Corporate Sustainability



**Naz Vatan**

Analyst  
Corporate Sustainability



# Head of Corporate Sustainability - Seda Toker Özgür

## Environment

- In 2024, we took a significant step in our climate action efforts by commissioning our Solar Energy System, achieving approximately 30% carbon neutrality for our electricity-based emissions. The remaining 70% of our electricity consumption has been neutralized through the purchase of I-REC certificates.
- As part of our commitment to the United Nations Framework Convention on Climate Change (UNFCCC) and our ongoing sustainability strategy, we completed our Carbon Disclosure Project (CDP) reporting with a “B” score. Our long-standing efforts in corporate carbon footprint assessment and reporting were successfully verified by an independent auditor for the first time. We also completed our Higg Facility Environmental Module (Higg-FEM) verification at a 65% level, reflecting our belief in its value for assessing environmental performance across our operations.

## Social

- As part of our social compliance program, we carried out audits and assessments at Erateks facilities and throughout our supply chain in collaboration with key internal and external stakeholders, including SLCP, PUMA, and adidas.
- To enhance social sustainability, our 13th salary policy—launched in 2023—was implemented for the first time in 2024, directly benefiting our employees. We also strengthened our economic support programs by distributing shopping vouchers on special occasions. Through our education support initiative for employees with children in university, we contributed to the education of more than 50 students.
- Prioritizing employee health, we organized mammography and smear tests for all female employees over the age of 30, underlining the importance of early diagnosis and women's health. Additionally, beyond our standard occupational health and safety (OHS) training, we introduced customized ergonomics training for all employees to promote safe and healthy working conditions.
- Within the scope of our social responsibility projects, our “Wishing Tree” initiative helped fulfill the New Year dreams of children in various cities. We also supported vocational, technical, and Anatolian high schools by providing essential items such as equipment, uniforms, and sportswear.

## Governance

- At Erateks, our approach to corporate sustainability is rooted in a strong governance culture. The robust collaborations we establish with our stakeholders and the continuous evolution of our governance practices drive us toward greater participation, transparency, and accountability.
- We recognize governance as a critical enabler in achieving our sustainability goals and strengthening our stakeholder relationships. Guided by this understanding, we act with a high sense of responsibility and ethical values across all business processes, embracing the full scope of sustainability.
- To ensure quality, reliability, and transparency in our sourcing and production processes, we place great importance on aligning with internationally recognized certifications. Our core certifications—ISO 9001 Quality Management, ISO 14001 Environmental Management, ISO 45001 Occupational Health and Safety, ISO 27001 Information Security Management System and ISO 50001 Energy Management—not only form the backbone of our management systems but also guarantee the traceability and sustainability of our production processes. These certifications further ensure compliance with the highest international standards at every stage of our supply chain.
- By integrating a culture of corporate sustainability and governance into both our internal operations and stakeholder relations, we aim to create a business environment that promotes transparency, accountability, and inclusiveness—ultimately delivering sustainable growth and social value in both the short and long term.

## About Erateks



Founded in 1992, Erateks has built a strong reputation and deep expertise in the development and production of fabrics, accessories, and ready-to-wear garments. Since its foundation, sustainability, innovation, and customer satisfaction have remained at the core of our operations. Today, Erateks is recognized as one of the leading manufacturers in the textile and apparel industry, known for its reliability and quality-driven approach.

Our central facility, located in Bağcılar, Istanbul, spans approximately 7,000 m<sup>2</sup> and serves as an innovation hub for product development, customer relations, and strategic partnerships. Our team of experienced professionals and specialized engineers work in close collaboration with clients and supply chain partners to deliver fast and effective solutions in response to evolving market needs.

Our production activities take place in a fully integrated 17,000 m<sup>2</sup> facility located in the organized industrial zone of Fatsa, Ordu. This modern plant is equipped to carry out all stages of production—from cutting to final finishing—in line with high quality standards and sustainable manufacturing principles.

With an innovative production philosophy supported by sustainable solutions, Erateks remains committed to delivering value-driven textile products that meet customer expectations and align with the dynamic demands of the global market.



Vision

To be one of the global leaders in sustainable and innovative sportswear manufacturing, empowering brands, athletes, and individuals with high-performance, comfortable, and circular production principles, while inspiring and unlocking their full potential.



Mission

At Erateks, our mission is to provide world-class sportswear manufacturing solutions by combining cutting-edge technology, sustainable practices, and superior comfort. Our goal is to understand the needs of brands, athletes, and individuals, delivering high-quality, responsible garments that enhance performance and promote a healthier, more sustainable future.



Values

- Quality:** To offer the highest quality products to our business partners and continuously improve our quality standards.
- Innovation:** To provide innovative solutions in our raw material and product development processes, leading the industry.
- Stakeholder Satisfaction:** To understand the needs of our customers, employees, and all collaborative partners, and to fully fulfill our role.
- Sustainability:** To operate with an awareness of our environmental and social impacts and contribute to the UN Sustainable Development Goals.
- Collaboration:** To establish long-term, fair, and transparent relationships with our business partners, suppliers, and employees.
- Employee Well-being:** To organize and manage our working environment, business processes, and policies to enhance employee well-being.
- Ethical Values:** To adhere to ethical codes of conduct, embracing the principles of honesty, transparency, fairness, responsibility, and respect.



Activera is not just a sportswear brand; it's an experience that allows you to reconnect with movement itself. A companion that captures the rhythm of life, supports you with every step, and moves in harmony with yoursurroundings.

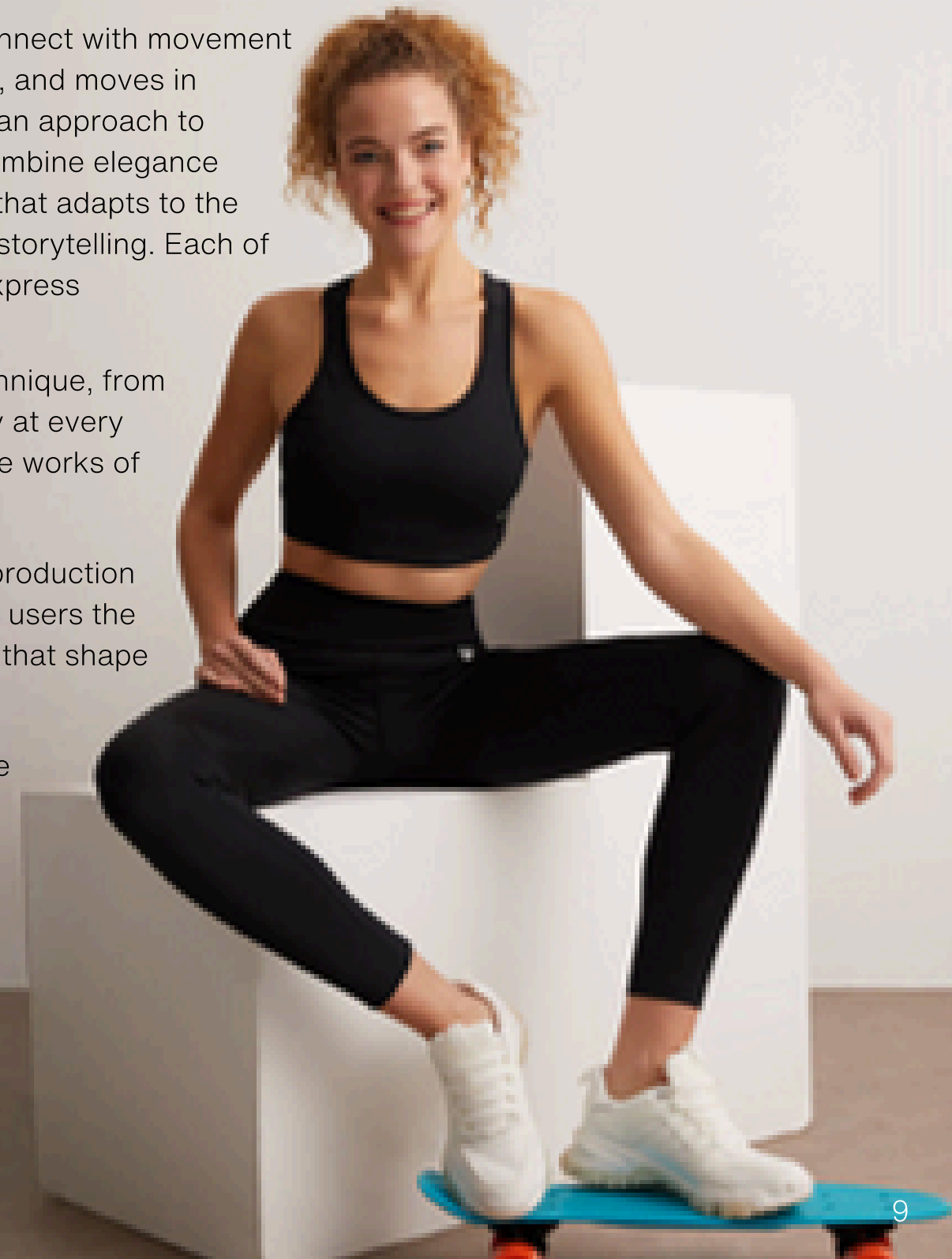
## THE INSPIRATION FOR MOVEMENT

Activera is not just a sportswear brand; it's an experience that allows you to reconnect with movement itself. A companion that captures the rhythm of life, supports you with every step, and moves in harmony with your surroundings. The birth of this brand arose from the need for an approach to sportswear that prioritizes both aesthetics and functionality. With designs that combine elegance and comfort, our goal is not just to offer a product, but to provide an experience that adapts to the lives of our users. However, for us, fashion is not only about style; it's also about storytelling. Each of our products offers more than just a wearable item—it provides the freedom to express oneself and a comfortable way of life.

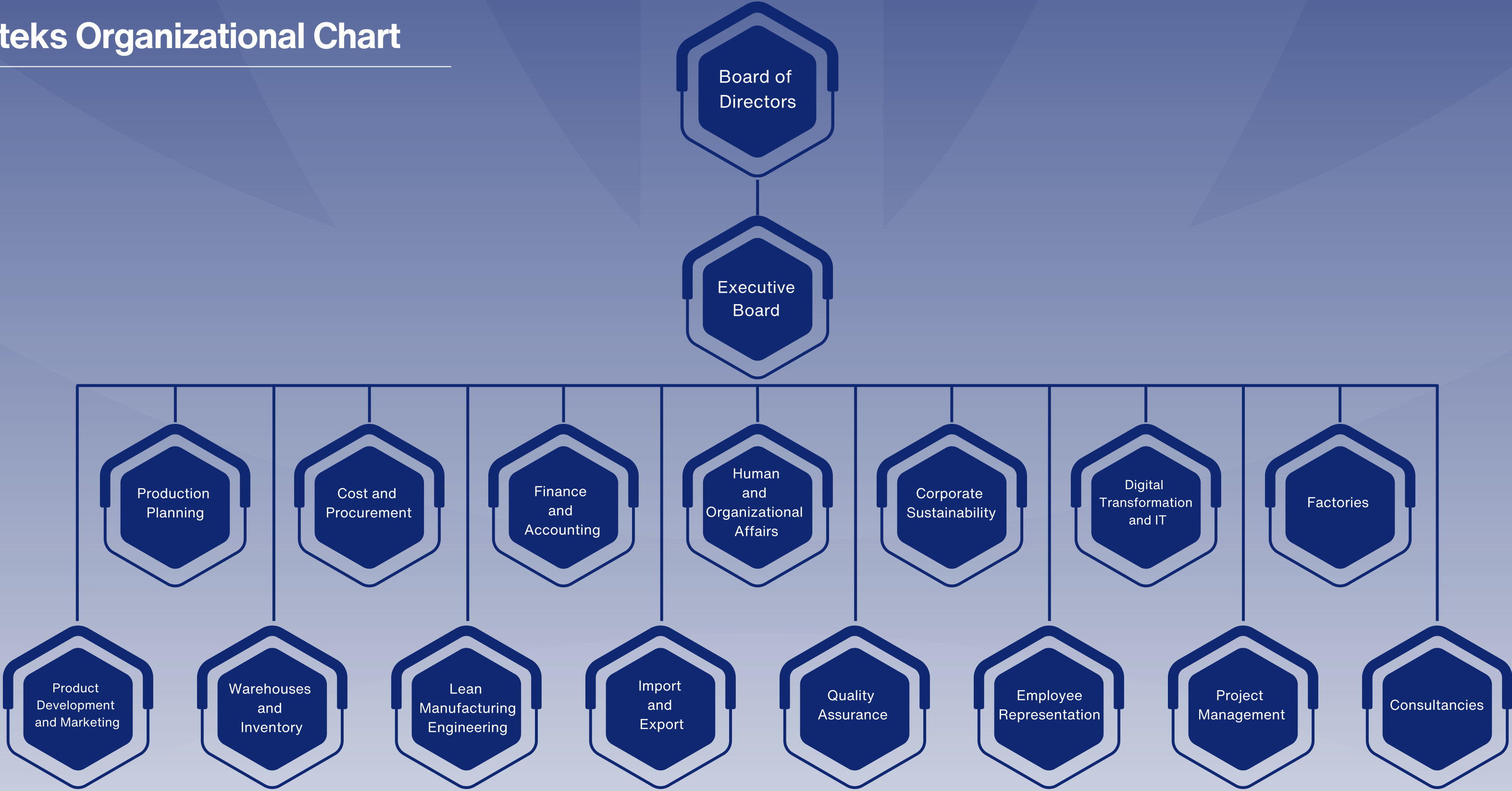
The heart of Activera lies in the details. From the fabric texture to the cutting technique, from color choices to stitching, we bring together aesthetics, quality, and sustainability at every stage. But this is just the beginning. We are progressing toward creating wearable works of art with innovation and eco-friendly solutions.

On this journey, we never overlook our corporate responsibility. As we align our production processes with fair labor practices and environmental harmony, we also offer our users the opportunity to share in this responsibility. Because we know that the innovations that shape the future are built with the lessons of the past and the passions of today.

Those who choose Activera don't just buy a product; they step into an experience where they will feel freer and more comfortable. On this journey, where we approach sportswear with an innovative mindset, we aim to take another step forward with our designs every day. Because for us, movement is not just physical; it is also a passion, a commitment, and a call for change.



# Erateks Organizational Chart



# Our Commitment to the United Nations Sustainable Development Goals

As Erateks, we recognize the critical role that the private sector plays in advancing the United Nations Sustainable Development Goals (SDGs). Our commitment to sustainability goes beyond compliance—we are dedicated to contributing to a more inclusive, equitable, and resilient world.

Throughout our operations and supply chains, we work to uphold human rights, promote fair and safe working conditions, and support responsible production practices. We actively integrate environmental and social considerations into our business strategy, aiming to reduce our environmental footprint, strengthen gender equality, and foster long-term value for all stakeholders.

We also believe that collaboration is essential for meaningful change. Through partnerships with industry peers, local communities, and global initiatives, we seek to scale positive impact and drive progress toward shared global goals.

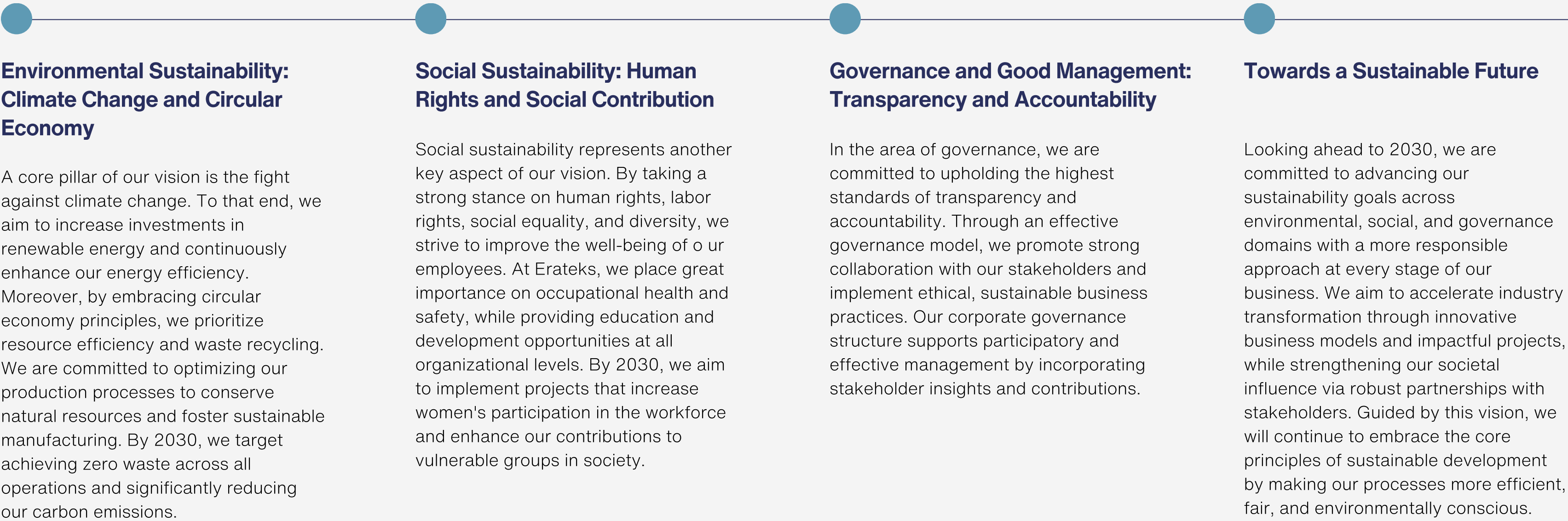
This report reflects our ongoing efforts to align with the SDGs and demonstrates our continued commitment to transparency, accountability, and sustainable development.



**Erateks** is committed to the UN Sustainable Development Goals in its corporate sustainability activities.

# VISION 2030

At Erateks, we aim to develop innovative and effective strategies to contribute more to environmental, social, and governance (ESG) areas, as well as to our facilities, industry, and the world in line with our 2030 sustainable vision. We are determined to fulfill our responsibilities in addressing critical global issues such as climate change, inefficient use of resources, and social inequality. In this context, we act in alignment with the United Nations Sustainable Development Goals (SDGs) and integrate circular economy principles into our business processes.



**30% ↓**  
**CARBON**

With our Solar Energy System, 44 % of our electricity consumption was met from renewable sources, and we neutralized 30 % of our carbon emissions.



Through social responsibility projects carried out in Istanbul and the eastern provinces, we touched many hearts.

# HIGHLIGHTS

In collaboration with PUMA, we successfully carried out a structural safety assessment of our facilities in accordance with the Turkish Building Earthquake Regulation (TBDY 2018). This assessment analyzed the structural integrity and durability of our buildings, ensuring compliance with legal regulations, operational continuity, and employee safety.



The scope of our Business Principles and Values was expanded and updated.



We completed the independent verification of our corporate carbon footprint.



Our CDP rating was raised from C to B.



**10**  
**ASSESSMENTS**

10 different social and environmental performance assessments were conducted across our facilities.

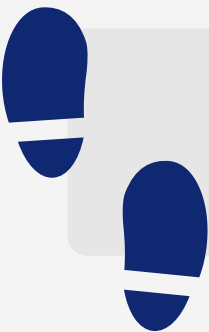
Through our Sustainability Risk Analysis, we identified potential obstacles on our path to the future.



A new bonus system was introduced to improve employee well-being.



Initial steps were taken to move into a more innovative and functional headquarters.



# Sustainability Risk Analysis

As part of our 2024 Sustainability Impact Report, we have conducted a comprehensive sustainability risk analysis through which we monitor and continuously improve the climate, circularity, and human dimensions of our business processes in line with our strategic goals.

This analysis thoroughly evaluates potential risks and opportunities that could influence our sustainability strategies. In developing the report, we utilized the Türkiye Sustainability Reporting Standards (TSRS) apparel guidance and Global Reporting Initiative (GRI) risk assessment frameworks.

At Erateks, through the early detection and management of risks, we are making more solid progress towards our sustainability goals. This analysis is an important part of our roadmap aimed at transforming future risks into opportunities and creating more sustainable value for all our stakeholders.

<div><div><div></div> Risk-Free</div><div><div></div> Risky</div><div><div></div> Moderate Risk</div></div> <div>Sustainability Risk Analysis - People</div>					
Goal	Potential Risks	Impact(15)	Frequency (15)	Risk Level (Multiplication)	Governance Risk
Provision of Living Wage	Errors in applying the Anker methodology	4	3	12	Employee dissatisfaction if wage policies are not transparent
	Inability to consider regional differences				Deficiencies in management and implementation processes
Inclusion and Diversity	Regional or cultural barriers to achieving diversity goals	3	3	9	Inadequate implementation of diversity policies
	Insufficient resources and training				Failure to establish employee participation mechanisms effectively
Gender Equality Initiatives	Incorrect or incomplete wage equality analysis	3	4	12	Ineffective implementation of wage analysis results
	Inability to ensure the continuity of NGO collaborations				Loss of trust among employees
Employee Health and Well-being	Difficulties in allocating resources for occupational disease prevention programs	4	3	12	Insufficient audit processes for employee health
	Insufficient participation in health projects				Failure of improvement programs
Employee Engagement and Development	Ineffectiveness of mentoring programs	5	4	20	Irregular employee engagement surveys
	Failure to achieve training goals				Lack of performance development and feedback processes
	High employee turnover				Loss of institutional know-how and destabilization of management levels

● Risk-Free   ● Risky   ● Moderate Risk

Sustainability Risk Analysis - Circularity

Goal	Potential Risks	Impact(15)	Frequency (15)	Risk Level (Multiplication)	Governance Risk
Production Waste: 90% Recycling	Inability to collaborate with suppliers	4	3	12	Insufficient transparent auditing and reporting processes
	Insufficient technological infrastructure				Lack of commitment to achieving recycling targets
	Cost increases				Changing strategic priorities due to prolonged investment return period
Paper, Cardboard, and Plastic Reduction	Inability to find alternative materials	3	4	12	Insufficient adoption of policies and processes
	Increase in operational costs				Weak compliance audits within the supply chain
	Resistance within the supply chain				Failure of suppliers to adapt to circular product and raw material supply; disruption in production processes and delivery delays
Organic Waste Management	Technical barriers to establishing a composting system	4	4	16	Unsustainable operation of waste management systems
	Inability to ensure regular monitoring of waste collection				Failure to track goals in the long term
Sustainable Raw Material Use	Limited access to recycled raw materials	5	4	20	Lack of certification and traceability processes
	High costs of compliance with standards				Inability to ensure transparency in the supply chain
Zero Waste Certification	Delays in certification processes	3	4	12	Failure to update certification scopes
	Failure to meet ongoing auditing and improvement obligations				Emergence of management deficiencies in zero waste practices



● Risk-Free   ● Risky   ● Moderate Risk

## Sustainability Risk Analysis - Climate

Goal	Potential Risks	Impact(15)	Frequency (15)	Risk Level (Multiplication)	Governance Risk
Transition to Renewable Energy Sources	Inability to collaborate with renewable energy suppliers	5	4	20	Failure to fulfill commitments can damage the company's reputation.
	Delays in procuring IREC-certified energies				Lack of transparent reporting can undermine stakeholder trust.
	Regional infrastructure inadequacy				Compliance issues may arise during audits.
	Changes in Legal Regulations				Delay in compliance processes, risk of criminal sanctions
	Increase in costs				Damage to financial sustainability and necessity to revise budget plans
Energy Efficiency	Financial burden of initial investments	4	3	12	Delays in projects can negatively affect company performance.
	Delay in technological investments				Can create a perception of non-compliance in energy management.
	Difficulty in employee and supplier adaptation				Failure to manage change management effectively; slowing down of internal processes
	Incomplete implementation of ISO 50001 certification processes				Failure to sustain energy management policies and damage to corporate image
Increasing the Use of Electric Vehicles	Lack of charging infrastructure	4	3	12	Carbon reduction commitments may be delayed.
	High cost of electric vehicles				Disruptions can occur in logistic processes.
	Global supply chain issues (e.g., battery procurement)				Inadequacies in reporting targets may create mistrust.
	Lack of awareness and incentives among employees				Failure to effectively manage change may lead to a slowdown in internal processes.
Conservation of Natural Resources (TEMA)	Delay in initiating collaboration with TEMA	5	4	20	Project failure can harm the perception of environmental awareness.
	Inability to achieve tree planting targets due to financial or logistical reasons				Lack of reporting may cast doubt on environmental sensitivity commitments.
	Lack of support from the community and local authorities				Stakeholder collaboration issues may lead to a loss of trust.
	Deficiencies in target measurement methods				Failure to monitor actual performance; lack of transparent reporting on climate targets.
Water Resources Management	Failure to complete rainwater/water storage infrastructure due to financial or technical challenges	4	4	16	Failure to meet water management targets may lead to reputational loss of environmental commitments.
	Employees' lack of awareness hindering adaptation to new systems				Resource waste and reduced carbon reduction potential due to implementation errors.
Education and Awareness	Inability to implement awareness-raising projects due to budget or stakeholder constraints	3	3	9	Lack of awareness projects may weaken the company's social responsibility perception.
	Low participation rates of employees in training programs				Failure to fulfill training commitments may negatively impact internal communication.
	Inability to measure or report training outcomes				
Climate Adaptation and Preparedness	Inability to conduct feasibility tests for disaster preparedness plans	5	3	15	Lack of preparedness plans may affect the company's ability to respond in a crisis.
	Lack of collaboration with local authorities				Missing out on regional alignment opportunities; failure to obtain public support for sustainability projects.
	Failure to complete climate-resilient infrastructure projects due to technical and financial challenges				Failure to complete infrastructure projects may weaken the company's environmental commitments.

# Sustainability Priorities

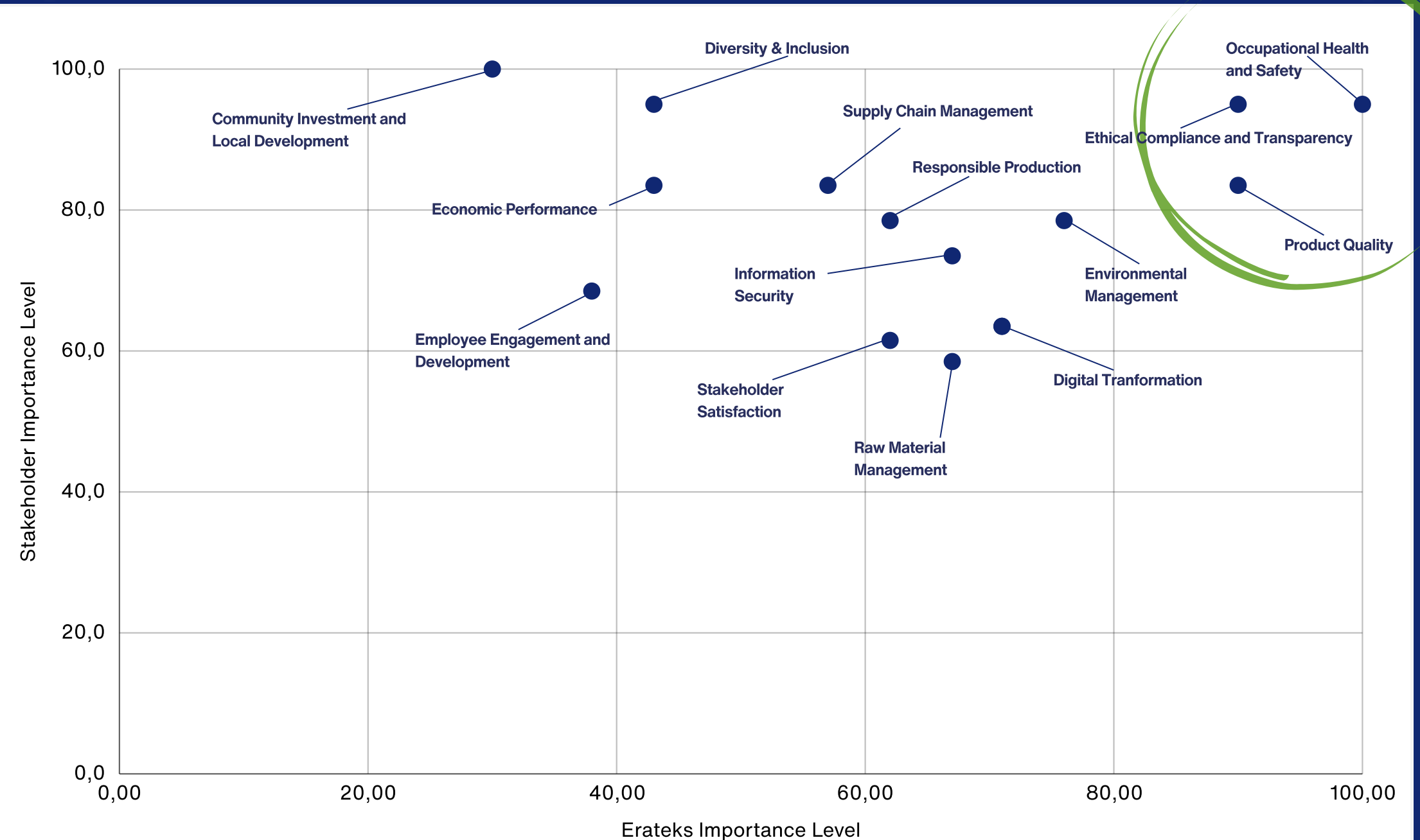


In 2024, our detailed materiality analysis was shaped by surveys and workshops with our employees, suppliers and customers. These efforts helped us understand the needs of each stakeholder group and adopt a more inclusive approach to setting our priorities.

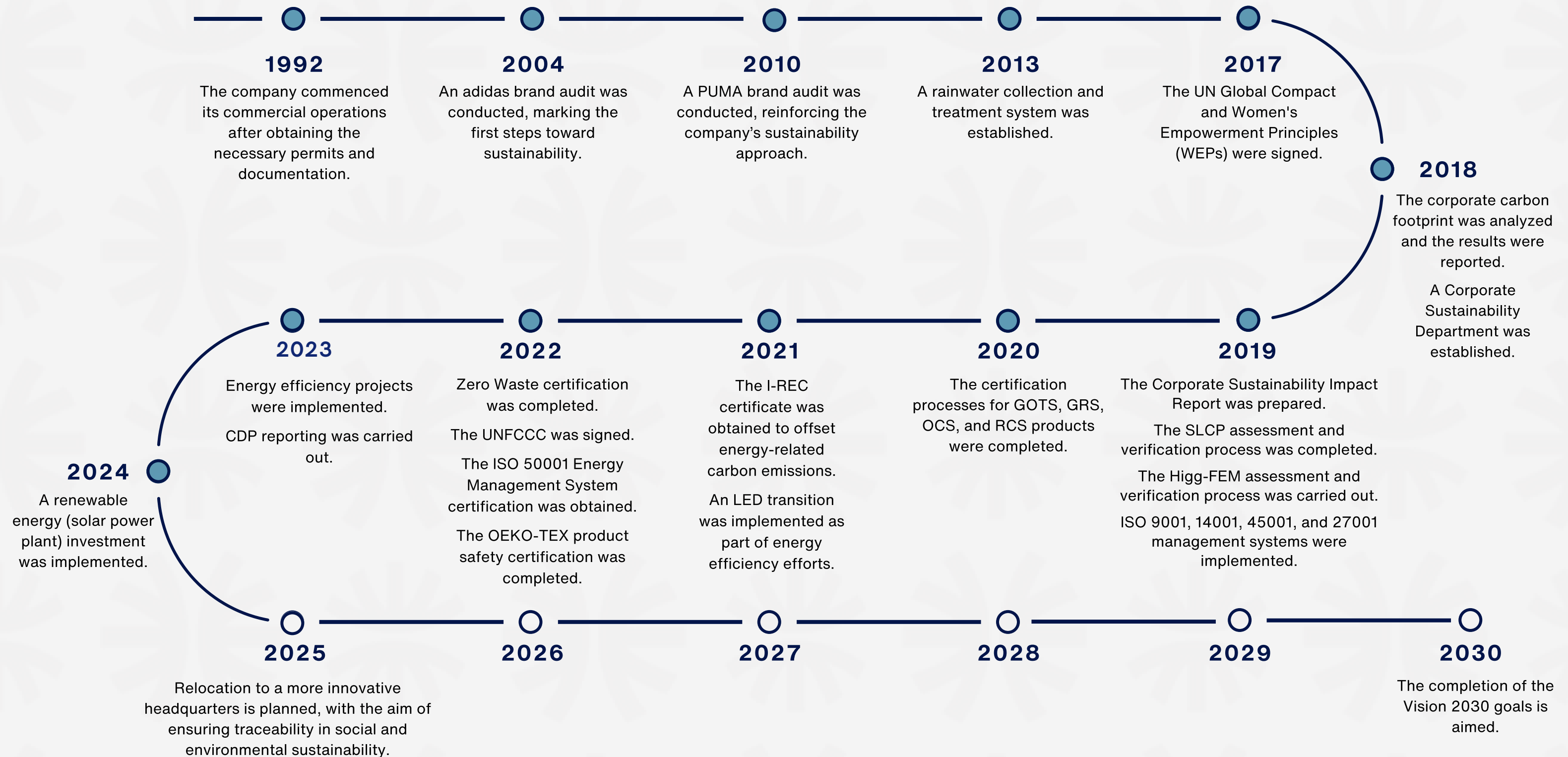
The analyses demonstrated that issues such as Ethical Compliance and Transparency, Product Quality, Occupational Health and Safety are of critical importance for both Erateks and our stakeholders. In addition, as in 2023, issues such as Responsible Production, Environmental Management and Information Security continue to be at the center of our sustainability strategy.

These prioritization studies contribute to the development of a sustainability strategy that can respond not only to the needs of today but also to the needs of the future. As Erateks, we will continue to create a common success with all stakeholders in our value chain by addressing environmental sensitivity, social equality and ethical management together in all our processes.

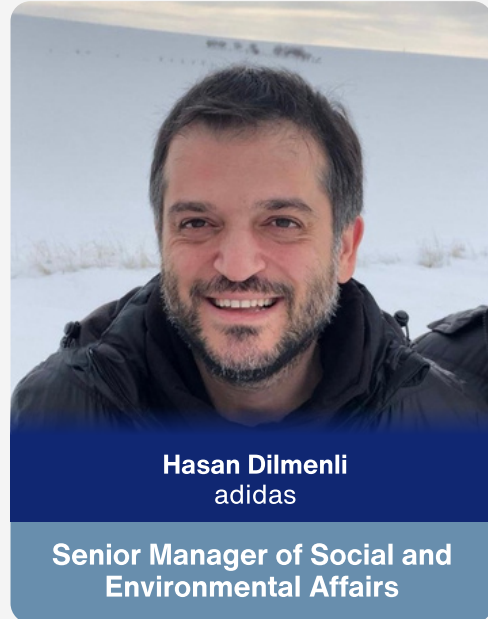
## Prioritization Analysis



## Erateks' Sustainability Journey



## “ Stakeholder Views ”



In today's world, a company's value is no longer measured solely by its economic success, but also by its impact on society and the environment. Social responsibility initiatives have become a key component of the sustainability framework, and brands are increasingly expected to respond sensitively to the needs of the communities in which they operate. In this context, Erateks' attention to social issues and its concrete actions are truly commendable. In addition to its focus on environmental and social sustainability, Erateks actively contributes to addressing societal challenges through its investments in social development projects. The company's various initiatives targeting different segments of society are a testament to its committed and sincere approach. Its emphasis on stakeholder development and well-being also deserves recognition. Erateks supports its employees not only in their professional lives but also in their personal journeys, encouraging a sense of responsibility and community engagement. This is a clear reflection of the company's people-centered sustainability vision. Erateks' mission to contribute to social development aims not at short-term gains, but at creating long-lasting impact. This approach reaffirms the company's seriousness in driving sustainability and generating shared value. I sincerely hope that these meaningful efforts will continue to grow and reach even wider audiences, leading to lasting and positive change. I deeply appreciate Erateks' contributions that touch both people and the planet. I would like to congratulate the company's leadership and sustainability team, and I wish them continued success.

As a stakeholder collaborating with Erateks, we firmly believe that partnering with companies driven by a strong sustainability focus plays a critical role in shaping the future of our industry. In this regard, we sincerely appreciate Erateks' corporate sustainability strategy, which embraces a deep commitment to environmental and social responsibility. Their initiatives to reduce carbon emissions, optimize water consumption, and integrate circular economy principles into production set a strong example for sustainable transformation in the sector. Investments in renewable energy, waste management, and innovative production technologies not only reduce environmental impact but also contribute to economic and social sustainability. Moreover, Erateks' approach to employee well-being, occupational safety, and ethical supply chain management is highly commendable. Its community-oriented social responsibility projects clearly demonstrate that sustainability is not only an environmental imperative, but also a social responsibility. Looking ahead, we hope to continue advancing our shared sustainability goals with Erateks and to build on the achievements in environmental, social, and governance areas. We fully support their leadership and innovative steps in corporate sustainability and wish them continued success.



In recent years, sustainability has become increasingly important in the textile industry. Erateks Tekstil's leadership in this area goes beyond reducing environmental impact; by embracing the principles of the circular economy, the company is also contributing to raising consumer awareness. Through collaborations with global brands, Erateks promotes the use of recycled materials and takes exemplary steps that inspire the entire sector. Such initiatives are of great importance for ensuring lasting economic success in Turkey's textile industry. In 2024, we achieved significant progress in the field of sustainability, and our partnership with Erateks has further strengthened our shared commitment. Together, we aim to fulfill our environmental and social responsibilities through joint projects. Erateks Tekstil and TSN Tekstil place great emphasis not only on environmental sustainability, but also on employee well-being and social compliance. By enhancing occupational health and safety standards, they ensure safe working environments, while their social responsibility projects contribute to community development. It is a source of pride for us to support Erateks Tekstil's vision and to share in their success. We look forward with great enthusiasm to collaborating on even more impactful projects in the near future.

## “ Stakeholder Views ”



Being a part of the Erateks family truly carries a special meaning. Here, we are not just working —we also feel like members of a family. This place is much more than just a workplace thanks to the value it offers to its employees. It is a company that adopts a people-oriented approach, embraces a “we” culture, and where everyone has equal opportunities. Being involved in projects carried out with world-famous brands not only makes our work more valuable, but also places a great responsibility on us. Our working environment offers an atmosphere that encourages us to improve ourselves every single day, and through practices like employee portals and wish/complaint boxes, our needs are regularly asked and listened to. Just like in every industry, from time to time the workload and seasonal challenges can create some pressure, but these are only temporary difficulties — what remains are the beautiful memories we create with our colleagues.

One of the most admirable things about Erateks is that it truly values its employees' opinions and always provides an open channel of communication. And that truly makes us feel that any challenge can be overcome. We always feel the power of being a team and achieving things together.

I have been working at Erateks Tekstil for 4.5 years in the Sorting and Work Preparation Department through the İş-Kur program. At first, I had concerns due to past experiences and the scale of the factory seemed intimidating. Over time, I saw a company that values responsible, hardworking employees and protects their rights. As an employee representative, I also appreciate how our feedback is taken seriously. It is an honor to be part of this journey—from Istanbul to Ordu and beyond. As a woman, I’m proud to have found a profession here and to be a member of the Erateks family. Thank you, Erateks Tekstil!



Hello, my name is Nihat Önder. I have been working at Erateks for nearly six years in the sorting and goods receiving department, and I also serve as an employee representative. Our company holds great value—not only for the importance it places on us as employees but also for the positive contributions it makes to our region. I am proud and happy to be a part of the Erateks family.

The trust and support we receive motivate us to do our jobs with dedication and joy every single day. Thank you, Erateks family!



## SOCIAL

Erateks Business Values and Principles

Erateks and People

Social Responsibility Projects

People at Erateks

Social Performance Assessments



# ERATEKS BUSINESS VALUES AND PRINCIPLES

Sustainable development is the ability to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. Erateks Textile operates with this understanding and contributes to the spread of this approach.

**WORKING RELATIONSHIPS**

Working relationships are established in compliance with international agreements and national labor laws, and all stakeholders are encouraged to act in accordance with these principles.

**DISCRIMINATION**

No discrimination is made in employment relationships, wages, promotions, discipline, retirement rights, or any process related to stakeholders based on factors such as gender, language, belief, ethnicity, nationality, age, pregnancy, marital status, disability, sexual orientation, political views, union/association membership, or social group affiliation.

**FORCED LABOR**

No one shall be forced to work due to debt, by means of a document, or due to delays in salary payments. The relationship with employees and other stakeholders is entirely voluntary.

**WORKING HOURS**

Working hours are regulated in accordance with the Turkish Labor Law No. 4857. Companies limit weekly working hours to 45 hours according to their business processes. The working hours of pregnant, breastfeeding, and young workers are separately regulated in accordance with legal regulations. Overtime work is voluntary, and overtime pay is made according to legal regulations.

**CHILD AND YOUNG WORKERS**

Erateks does not employ anyone under the age of 15 or below the local minimum working age and fully complies with child labor laws. Young workers under the age of 18 are employed under conditions that do not pose health and safety risks or hinder their development; their working hours are regulated according to legal standards, and flexible solutions are provided without disrupting their education.

**COMPENSATION**

Salaries are provided according to the amounts determined by the Minimum Wage Commission or, if applicable, the amounts specified in collective agreements. Salaries are directly deposited into the employee's bank account.

**FREEDOM OF ASSOCIATION**

Erateks acknowledges the right of its employees to join internal and external organizations, political parties, associations, employee representative bodies, and trade unions as a constitutional and democratic right, in compliance with local laws.

**ANTI-CORRUPTION AND ANTI-BRIBERY**

The principles and practices of the United Nations in the fight against bribery and corruption are implemented and encouraged.

**INFORMATION SECURITY**

In accordance with the ISO 27001 Information Security Certification and the Personal Data Protection Law No. 6698, the information security of employees and other stakeholders is prioritized.

**OCCUPATIONAL HEALTH AND SAFETY**

Occupational health and safety are managed in accordance with the ISO 45001 certification and the Occupational Health and Safety Law No. 6331. The goal is zero fatalities and minimal injuries.

**ENVIRONMENT**

The company carries out its activities in accordance with the ISO 14001 certification standards and the United Nations Sustainable Development Goals, and provides the necessary environmental permits for its activities.

**WORKPLACE INTEGRITY AND TRANSPARENCY**

Integrity and transparency are fundamental principles in all business processes. Employees and all stakeholders have the right to access accurate and open information. All business-related information is shared legally and reliably.

**TRAINING AND DEVELOPMENT**

The personal and professional development of employees is encouraged. Erateks provides training, seminars, and other development opportunities to support the career growth of its employees. This allows employees to achieve more efficient and satisfying results in their work.

**RESPECTFUL APPROACH TO EMPLOYEES**

Employees' rights, values, and personalities are respected. A fair, equal, and respectful environment is provided for all employees. Positive communication and collaboration among employees are encouraged.

**EMPLOYEE SATISFACTION**

Employee satisfaction in the workplace is constantly monitored, and feedback is collected to improve their working environment. Continuous improvement efforts are made to enhance employee satisfaction.

**SOCIAL RESPONSIBILITY**

Erateks fulfills its social responsibility and contributes to social responsibility projects. The company actively participates in projects that provide social benefits, such as environmental protection, education, and health.

**AWARENESS OF DUTIES AND RESPONSIBILITIES**

Each employee strives to fulfill their duties and responsibilities to the best of their ability. Cooperation and responsibility sharing within the team are essential for high efficiency and success.

**DIVERSITY AND INCLUSIVITY IN THE WORKPLACE**

Erateks, supports diversity and inclusivity in the workplace. An environment is created where individuals from different cultures, backgrounds, and experiences can work together. This approach enhances creativity and innovation.

**QUALITY MANAGEMENT**

Erateks aims for continuous improvement to ensure high quality at every stage. The quality of products and services is constantly monitored and improved to ensure customer satisfaction.

**CREATIVITY AND INNOVATION**

Innovative thinking and creative solutions are encouraged in business processes. Employees are supported in improving existing business models and developing innovative projects.

**COMMUNICATION**

For any complaints, notifications, requests, or feedback related to the topics mentioned above, you can contact us by sending an email to [corpcomm@erateks.com](mailto:corpcomm@erateks.com) or by reaching the Corporate Sustainability Department at +90 212 294 61 41 (142). All matters will be handled with strict confidentiality.



## Erateks and People

As Erateks, we are aware of our responsibility to the human-centric nature of the textile and ready-to-wear industry, and we strive to minimize the social impact of economic activities in the sector. Adhering to the Universal Declaration of Human Rights and decent work principles, we protect the rights of our employees and constantly strive to improve their welfare.

- We promote diversity and inclusion in our businesses and contribute to gender equality by supporting women's employment and leadership. Adopting the highest standards in occupational health and safety, we strengthen the economic security of our employees with practices such as 13th salary bonuses and shopping cards. We also ensure work-life balance with opportunities such as nursery support and scholarships for children.
- We increase employment by cooperating with relevant institutions, and at the same time, we provide inexperienced individuals with a profession. With our 'Employee Voice' project, we listen to the voices of our employees by activating the wish and complaint mechanisms on the digital platform. We increase motivation and strengthen their loyalty with our employee satisfaction surveys and reward system.
- As Erateks, we continue to create a fair, supportive and people-oriented working environment by prioritizing the development and welfare of our employees for a sustainable future.

## Social Responsibility Projects



### Sustainable Collaborations

We continue to collaborate with various organizations as part of our understanding of sustainable cities and communities.



### Wish Tree Project

With our Wish Tree Project, we not only supported children in Anatolia but also touched their hearts.



### Education and Support

We collaborated with TESYEV, QLUB, Fatsa Dumlupınar Association for the Disabled, Cerebral Palsy, Gerçek Sevgi Association, Vefa High School Sports Club, Toki Ali Duran Vocational and Technical Anatolian High School, Kabataş Erkek High School and provided material, product and equipment support.



### Hope Foundation for Children with Cancer

While celebrating the New Year, we did not forget our children by collaborating with KAÇUV.



### Women's Empowerment

We provided material, product and equipment support to KADAV and IBB for women's empowerment.

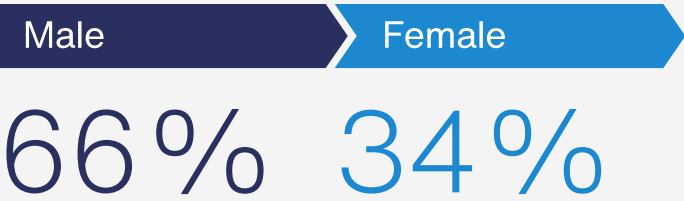
# People at Erateks

As Erateks, we promote women’s employment and leadership, and prioritize creating equal opportunities in the industry. As a sustainability-focused manufacturer, we build a culture based on inclusivity and diversity, where individuals with different experiences and perspectives work together.

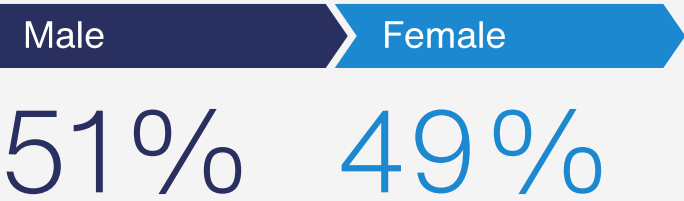
The concrete steps we take to strengthen equal opportunities and continuously improve our inclusive policies contribute to shaping not only today's but also tomorrow's fairer and more equitable business world.

## Gender Distribution

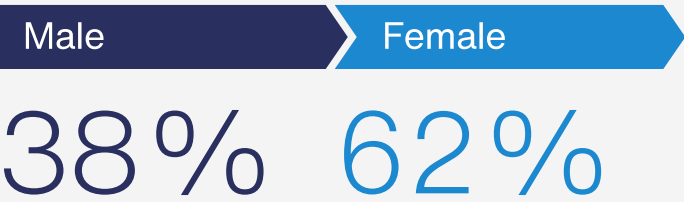
Board of Directors



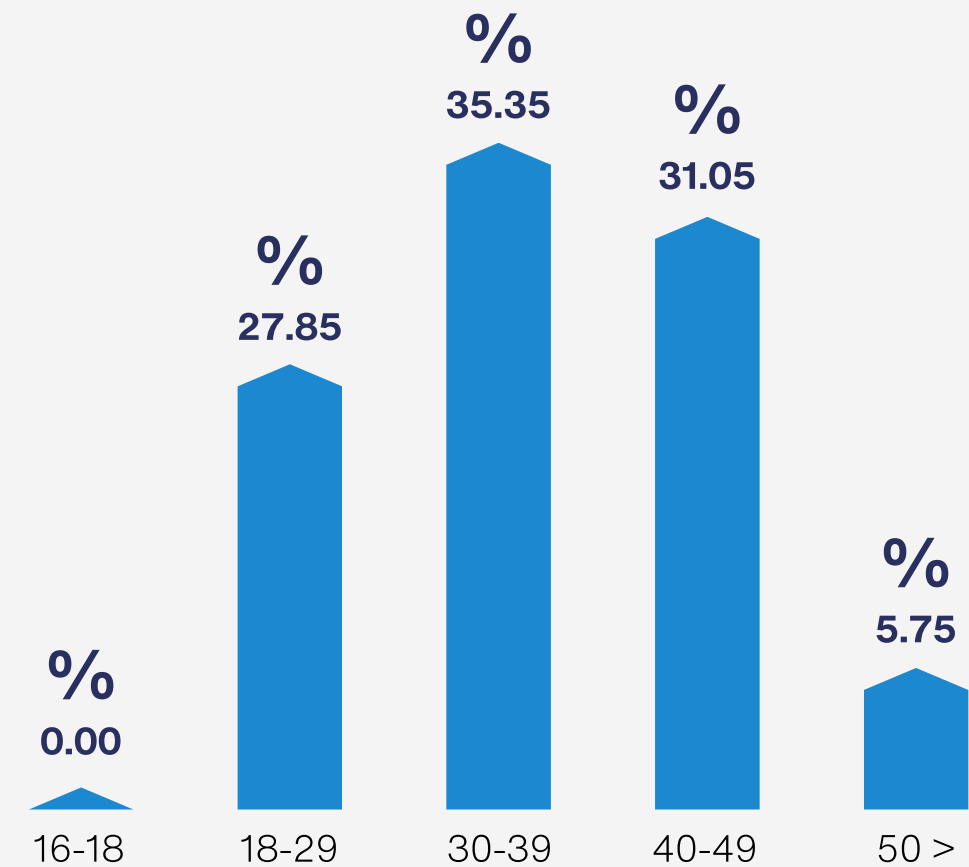
Management



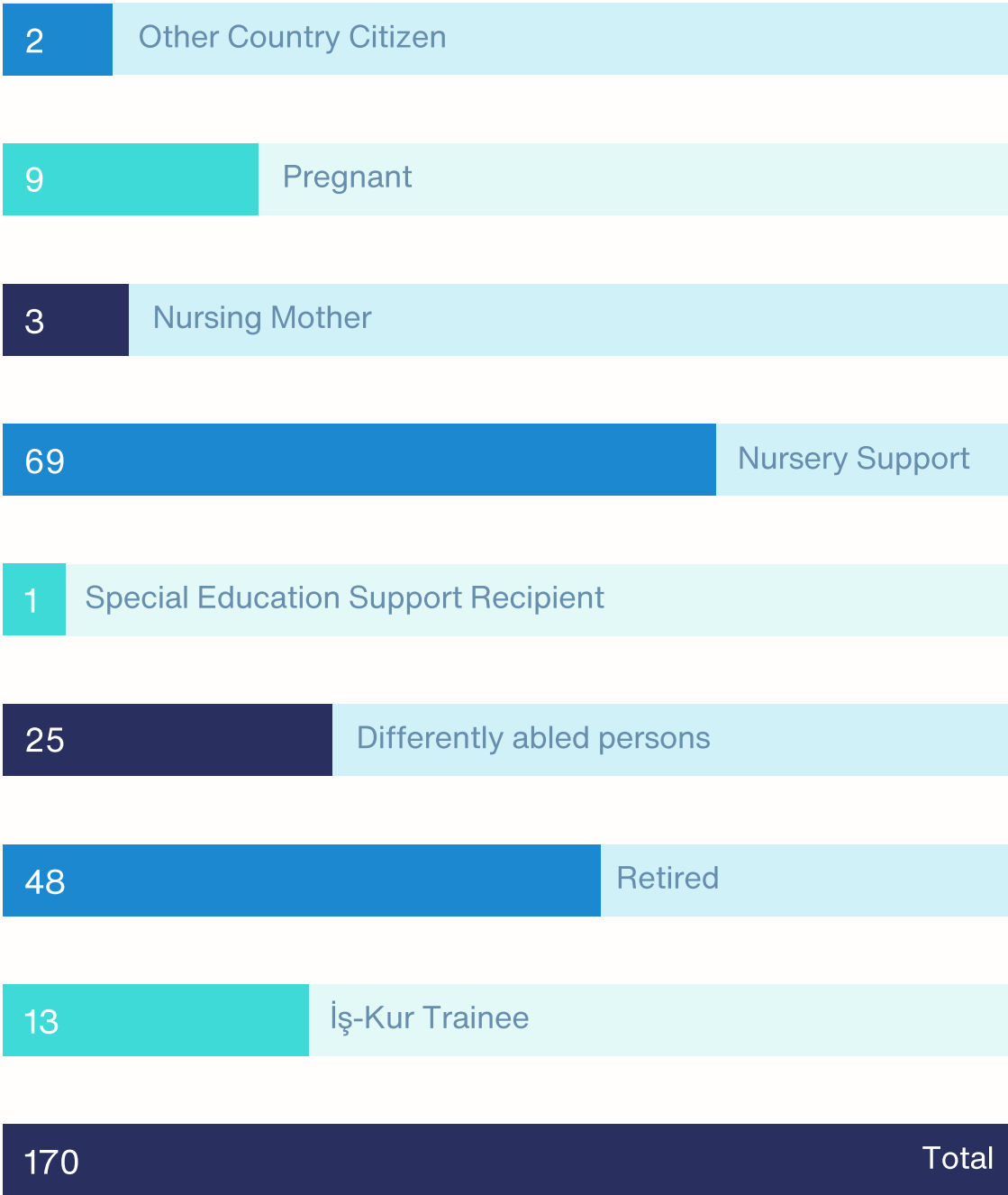
General



## Age Distribution



## Vulnerable Employees



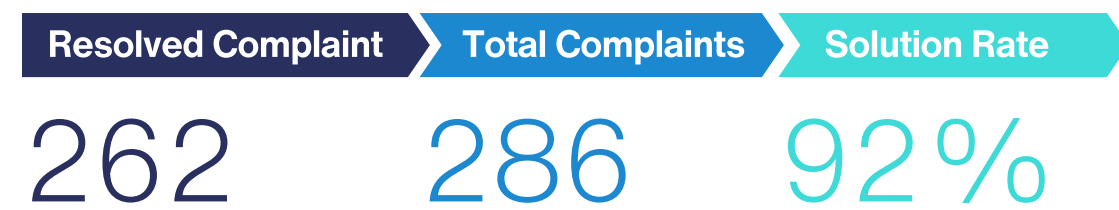
## People at Erateks

### Audits



### Grievance Mechanism and Improvement Rate

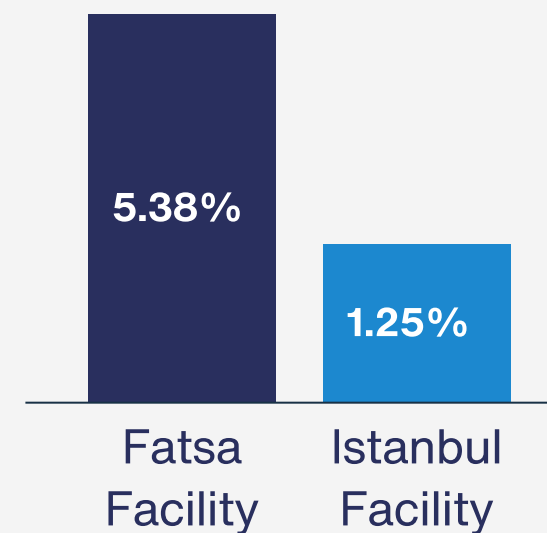
Fatsa & İstanbul Facilities



### Employee Satisfaction Survey



### Monthly Employee Absentee Rate



### Promotion



# People at Erateks

## Monthly Employee Turnover

Fatsa Facility Istanbul Facility

2.57% 3.52%

## Occupational Accidents

Total Number of Accidents 60 Accidents Causing Loss of Work 10  
Total Lost Working Days 75 Accidents Not Causing Loss of Work 50  
Total Lost Working Days (%) 0,038 Fatal Accidents 0

## Training Hours per Person



## Social Performance Assessments

Erateks fully complies with the Labor Law of the Republic of Türkiye and adheres to the highest standards regarding legal regulations. Our company is committed to respecting employee rights, creating a safe and healthy working environment, ensuring fair working conditions, and protecting the well-being of our workforce. Guided by our customers' standards, ethical conduct, and commitment to transparency, we aim to uphold the rights of every individual and provide equal opportunities for all.

Furthermore, by signing the United Nations Women's Empowerment Principles (WEPs), Erateks has strengthened its commitment to gender equality and the empowerment of women. Various projects and programs are being developed to increase women's participation in the workforce and to enhance the representation of women in leadership positions.

In 2024, Erateks successfully maintained its SLCP score. By continuing the achievements we attained in previous evaluations, we remained focused on further enhancing our performance in this area. We are committed to upholding our dedication to social responsibility, employee rights, and occupational health and safety with the same level of care and precision. Audits conducted by the Ministry of Labor have confirmed that our operations fully comply with all legal requirements and standards. Furthermore, regular assessments carried out by our business partners, adidas and PUMA, have verified that we continue to operate in line with high standards.

These assessments reinforce the commitment to critical areas such as social responsibility and labor rights, and once again highlight the importance placed on employee health and safety. Erateks will continue to fulfill its responsibilities in the field of social sustainability. In the years ahead, efforts will be further strengthened, with a continued focus on transparency and trust.



# ENVIRONMENT

Erateks and the Environment  
Carbon Footprint and Improved Verification Process  
CDP - Carbon Disclosure Project  
Energy efficiency  
Water Management  
Waste Management  
RE:FIBER Program  
Environmental Performance Assessments



## Erateks & Environment

The garment industry is one of the industries with high environmental impact and sustainability in this field requires a great responsibility. As Erateks, we continue our activities with our environmental friendly business model and aim to be one of the pioneers of sustainable transformation in the sector. Reducing our carbon footprint, increasing our energy efficiency and integrating circular economy principles into our business processes are just some of the steps we have taken on this journey.

2024 was a year in which we took important steps in environmental sustainability. We successfully completed and commissioned the projects we initiated to transition to renewable energy sources. In addition, we continued to develop energy efficiency projects through R&D studies, achieving both cost savings and reducing our carbon emissions.

By increasing the use of waste heat from steam generators and air compressors, we maintained our energy savings of 280,000 kWh at our Fatsa Facilities in 2024. By optimizing our evaporative cooling systems, we reduced energy consumption and made a significant contribution to our sustainable production goals.

These projects were integrated with our sustainability reporting processes such as Higg-FEM and carbon analysis and verification, enabling us to manage our environmental impacts more effectively. In this way, we have strengthened our transparent reporting approach by aligning our emission data with international standards. We also continue to monitor our environmental performance more reliably by continuing CDP reporting. In this way, we fulfill our responsibility to contribute to global sustainability goals..

### Responsible Production Towards 2030

As Erateks, we have created a vision to further our sustainability goals by 2030. We see environmental sustainability as a fundamental part of our business model and integrate this understanding in every process. We aim to make a difference in the sector with innovative solutions and contribute to a greener future by minimizing our environmental impact.

In cooperation with our stakeholders, we maintain our mission to protect the ecological balance by adopting a responsible production approach and continue to add long-term value to society.



# Carbon Footprint & Improved Verification Process

As Erateks, in line with our sustainability goals, we have been regularly conducting and continuously improving our carbon footprint analysis since 2018 in accordance with the **GHG Protocol** and **ISO 14064-1** standards. In 2024, we took important steps to make this process more transparent and accurate.

In this year's analysis, we have comprehensively included many new data sources such as **office supply purchases, electronic equipment procurement and taxi use** which were limited in the past. This enabled us to measure the environmental impact of our operations in a much more accurate and holistic manner.

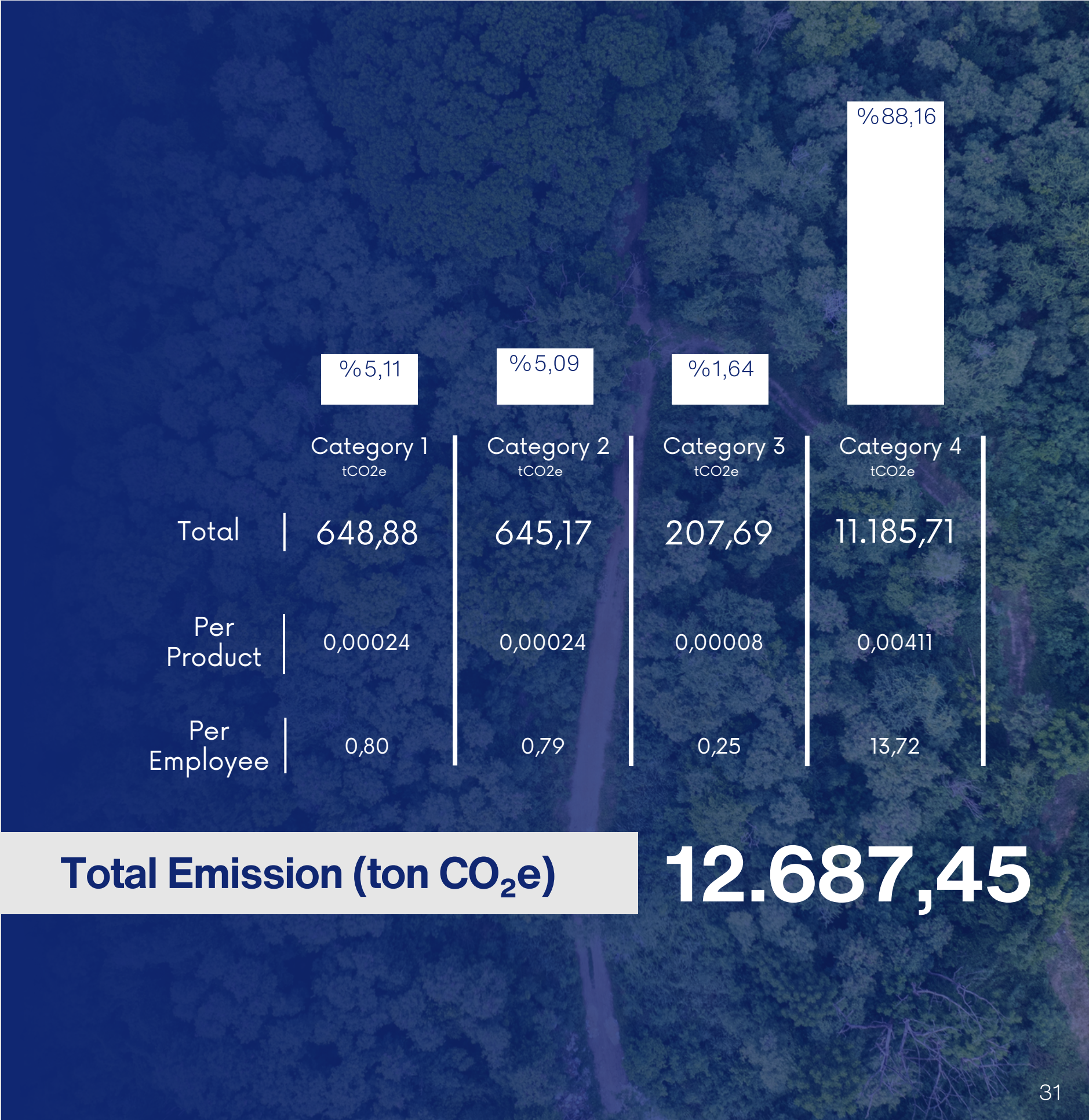
In our carbon footprint study:

- **Scope 1** - Our direct emissions,
- **Scope 2** - Our emissions from purchased energy,
- **Scope 3** - Our indirect emissions such as purchased products and services, transportation, waste, business travels were calculated.

### Other Developments

- **Our Scope 1 emissions** account for 5.11% of our total corporate emissions
- **Our Scope 2 emissions** account for 5.09%.
- **Our Scope 2 emissions** continue to be offset with internationally recognized I-REC renewable energy certificates.
- **Our Scope 3 emissions** account for 89.8%.

In addition, an independent third-party verification process was successfully completed in 2024 to increase the reliability and transparency of our carbon footprint data. Our calculation-based report was prepared to include emission information on a per employee and product basis and published on our corporate website in line with our transparency principle.



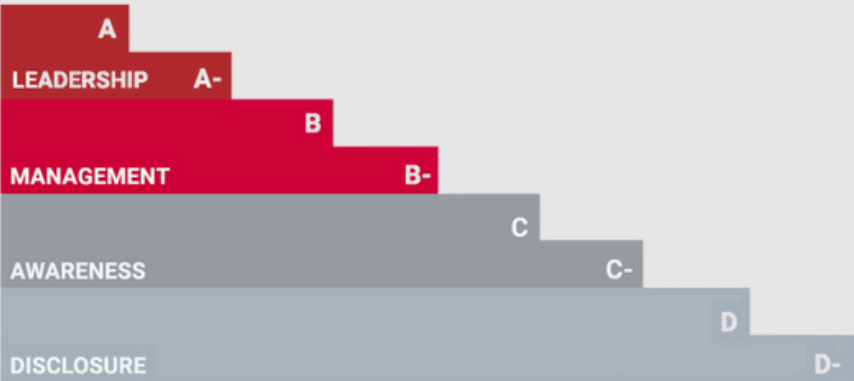
# CDP - Carbon Disclosure Project

As Erateks, we are determinedly continuing the Carbon Disclosure Project (CDP) reporting process that we started in 2022 in order to minimize our environmental impact in line with our commitment to sustainability and to act with our principle of transparency. In this process, we have made significant progress with the steps we have taken to continuously improve our environmental performance and the feedback we have received.

As of 2024, we have increased our CDP score from C to B level compared to the previous year. This achievement is an important step towards achieving our environmental sustainability goals and brings us one step closer to reaching our A target.



## CDP SCORING BREAKDOWN



## Environmental Sustainability with Integrated Solutions

We have integrated our sustainability approach into all our operational processes. Thanks to the work we have done, we have restructured every stage from supply chain management to production processes in a way to minimize environmental impacts. In particular, we rapidly expanded our recycling and reuse-oriented approaches and shaped our operational processes accordingly.

As of 2024, we are aligning our supply chain monitoring with environmental sustainability principles and monitoring our environmental impact more transparently at every step. This approach plays an important role in both supporting our sustainability goals in the sector and fulfilling our social and environmental responsibility.





## Step to a Sustainable Future with Solar Energy

Between August and December 2024, we met **44%** of our energy needs from renewable sources. With the transition to our solar energy system, we are reducing our carbon footprint and environmental impact. This transformation represents one of the strong steps we have taken toward a sustainable future. As our solar energy system becomes operational, we continue to embrace a responsible and eco-conscious approach to energy.

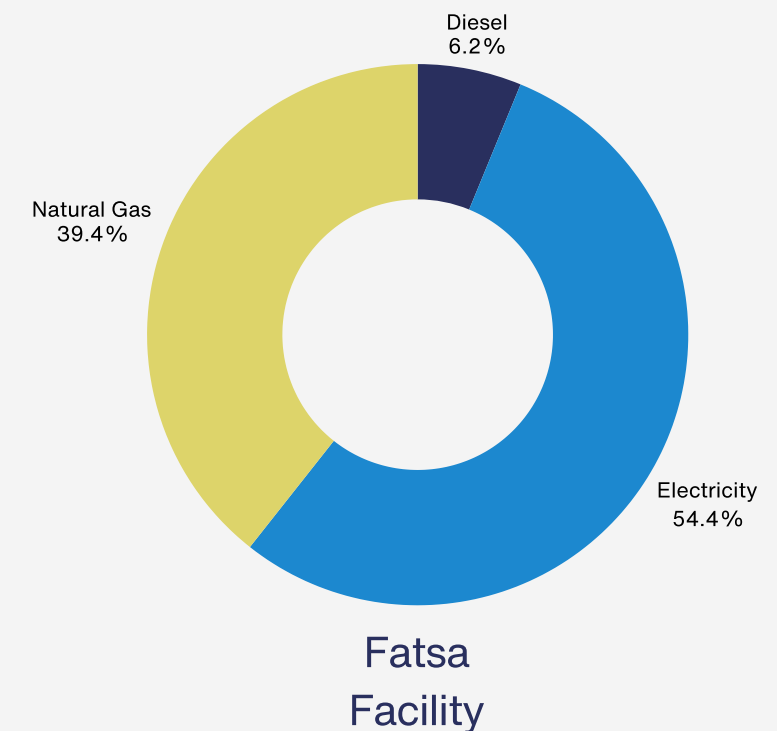
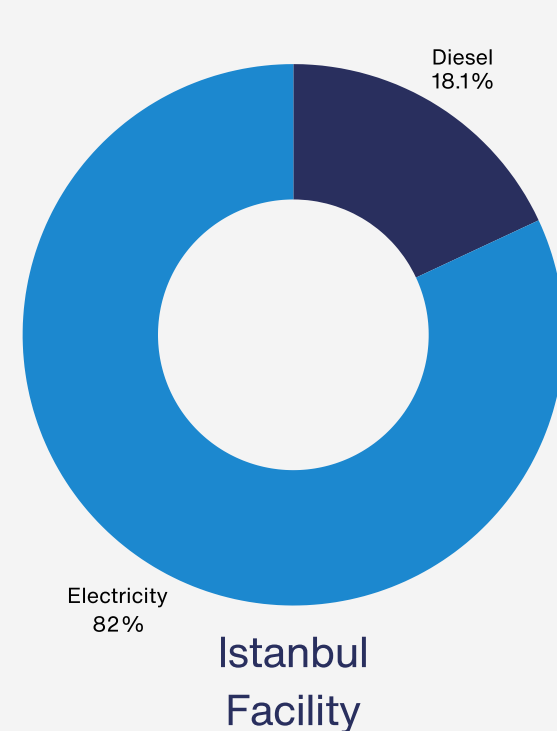
## Energy Efficiency

Our energy efficiency analysis studies allow us to develop a sustainable energy management strategy by examining our energy consumption and needs in detail. Thanks to these analyses, we aim to continuously improve our energy efficiency by evaluating our natural gas, diesel and electricity consumption separately. As of 2024, with the project we developed for our new headquarters, we will determine the energy use intensity in each department and production unit with more advanced methods. In this way, we plan to create a sustainable production process by using our energy resources more effectively and efficiently.

In line with our energy management strategy, we will continue to regularly monitor our energy consumption and optimize it through efficiency-enhancing measures. Thanks to this approach, we will continue to reduce our energy costs while adopting an environmentally friendly production approach. By integrating renewable energy solutions and energy efficiency practices, our main goal is to achieve continuous improvement and use resources more efficiently.

## Key Energy Consumptions - 2024

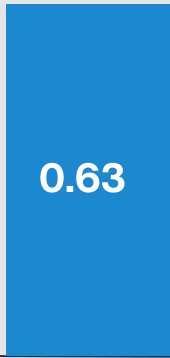
*\*There is no natural gas consumption at our Istanbul facility.*





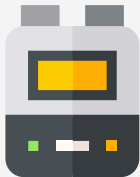
Product Based Electricity Consumption

kWh



Fatsa & Istanbul Facility

*\*Renewable energy certified by I-REC was used.*



Product Based Natural Gas Consumption

m<sup>3</sup>



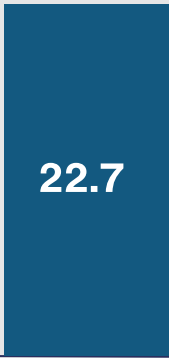
Fatsa Facility

*\*There is no natural gas consumption at our Istanbul facility.*



Employee Based Water Consumption

m<sup>3</sup>



Fatsa Facility

m<sup>3</sup>



Istanbul Facility

*In 2024, 58% of the water needs of our Fatsa facility were met through recovered rainwater. Overall, 54% of our total water consumption was compensated by rainwater recovery.*



Water Management



At our Fatsa facility, we have reduced our environmental impact and minimized the use of mains water through our 80-ton rainwater harvesting tank, which has been in operation since 2013.



With this project a total of 8,226 tons of rainwater was recovered in 2024 and effectively used in toilet, sinks, and garden irrigation.



Our rainwater recovery project met 54% of our total water consumption in 2024.



# Waste Management

Erateks adopts an effective waste management strategy to minimize the environmental impacts arising from its various types of waste generated during production processes. Waste management is carried out in compliance with relevant legal regulations, in collaboration with authorized service providers.

Textile waste is directed to recycling facilities where it is repurposed as yarn or insulation material. Plastic and paper waste is sent to licensed recycling facilities. Hazardous waste is disposed of in accordance with environmental legislation.

### Continuous Improvement and Reporting:

The amount of waste generated during production is regularly monitored and analyzed. Waste management performance and improvement targets are shared in the annual sustainability reports. Ongoing projects focus on waste reduction, increasing recycling rates, and enhancing energy efficiency. Through this approach, Erateks aims to minimize the environmental impact of its waste while establishing a sustainable production model.



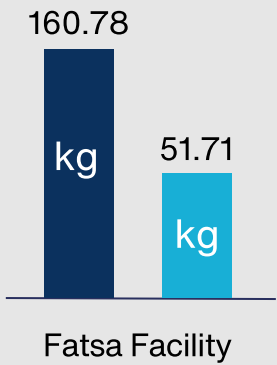
### Erateks 2024 Waste Distribution

Waste Type	%
1: Textile	37 %
2: Domestic	25 %
3: Paper	21 %
4: Organic	11 %
5: Plastic	3 %
6: Metal	1 %
7: Hazardous	1 %
8: Wood	0 %
9: Glass	0 %
10: Composite	0 %
11: Vegetable Oil	0 %
12: Electronic	0 %
13: Battery	0 %

### Waste Manegment



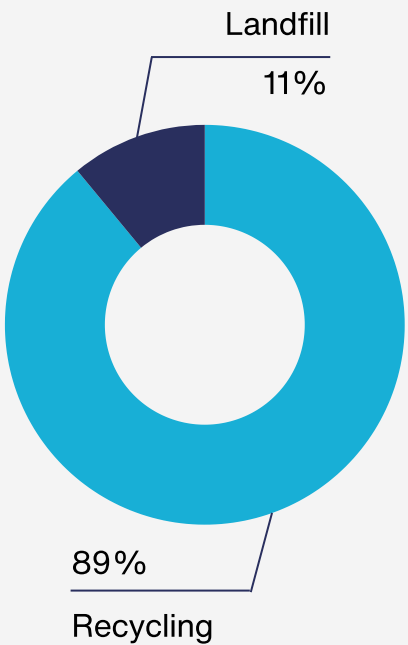
### Employee Based Household Waste



### Product Based Household Waste



### Disposal Management



## PUMA RE:FIBRE Program

### Transition to Circular Production Model

Through its **RE:FIBRE Program**, which aims to transform textile waste into higher-quality textile products, PUMA contributes to the reuse of resources. Within the scope of this program, the goal is to increase the share of recycled polyester used in PUMA products to **75%**. Additionally, football jerseys of 35 major clubs, as well as kits used in the **European Championship** and **Copa America** tournaments, are produced using **RE:FIBRE technology**.

The RE:FIBRE program is part of PUMA's efforts to reduce textile waste and decrease dependency on plastic bottles in the production of recycled polyester. As **Erateks**, we have become one of PUMA's key supplier partners in this transition to a circular production model by sourcing **GRS (Global Recycled Standard)** certified raw materials and ensuring that our products are certified accordingly.



## Environmental Performance Assessments

In 2024, Erateks continues to implement comprehensive environmental assessments to achieve its environmental sustainability goals and minimize environmental impact. These assessments play a critical role in ensuring the efficiency and compliance of our environmental management systems.

As a party to the United Nations Framework Convention on Climate Change (UNFCCC), Erateks reinforces its commitment to combating climate change and assumes responsibility for reducing carbon emissions on a global scale. In this context, annual CDP (Carbon Disclosure Project) assessments are conducted to transparently report our environmental performance. Additionally, by regularly measuring our corporate carbon footprint and obtaining third-party verification, strategic steps are taken to minimize greenhouse gas emissions.

Internal assessment processes are carried out at regular intervals in accordance with the ISO 14001 Environmental Management System standard. Through this, environmental performance is continuously monitored, areas for improvement are identified, and necessary actions are taken. Furthermore, detailed assessments are conducted under the ISO 50001 Energy Management System to enhance energy efficiency.

External assessments and verifications play an important role in reinforcing compliance with environmental regulations and adopting best practices in the industry. These processes are also implemented to verify our compliance with the requirements of the Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change. In addition, through the Higg-FEM self-assessment and third-party verifications, our environmental performance in the ready-made garment sector is evaluated independently. These processes strengthen our commitment to sustainability and our determination to minimize environmental impact.



**Through 'GOTS, GRS, GRI, OCS, and RCS' assessments conducted for our product and raw material certifications, we continue to reduce the environmental impact of our final products and remain transparent in this regard.**



# GOVERNANCE

Corporate Governance  
Certification and Traceability  
Consultancy Services  
Supply Chain Management  
Materials and Product Management  
Advancing Towards a Digital Future with Eratech  
Our Collaborations

## Corporate Governance

Erateks embraces sustainability as one of its core values. We operate in line with the principles of transparency, accountability, and traceability to ensure environmental, social, and governance sustainability. Stakeholders are included in decision-making processes, and open communication is maintained.

Instead of focusing on short-term gains, strategies are developed with the aim of reducing environmental impacts and creating long-term value for both the organization and society.

Aligned with its sustainability goals, Erateks continues to increase workforce diversity. By building a strong team composed of individuals from different age groups, genders, socio-cultural backgrounds, and areas of expertise, we aim to foster a working environment that enables every individual to contribute in the most effective way. In doing so, we strive to achieve our sustainable development goals and build a stronger community.



Labor Force Distribution	
Labor Force	%
Board of Directors	0.37
Employees Reporting to Management	0.12
Import and Export	1.42
Accounting and Finance	0.58
Corporate Sustainability	0.40
Human and Organization Affairs	0.60
Administrative Affairs	3.04
Information Technologies	0.23
Product Development and Marketing	2.47
Production Planning	4.58
Quality	9.90
Production	74.29
Cost and Purchasing	1.63
Digital Transformation	0.37

Certification & Traceability

At Erateks, we place sustainability, quality, and traceability at the core of our operations, and we remain firmly committed to fulfilling our environmental, social, and governance responsibilities. Holding ISO management systems and sector-specific product certifications allows us to continuously improve the quality of our products and processes, while ensuring reliability. These certifications enable us to follow the highest industry standards and internationally recognized best practices.

In addition, our commitment to product traceability ensures that every stage of our supply chain can be tracked in a transparent and reliable manner. This approach enables us to deliver the highest quality and trust to our customers, while aiming to minimize our environmental and social impacts. Our certifications and traceability systems are not only tools for compliance but also solid foundations of our sustainability journey. At Erateks, we will continue to strengthen these values and generate a positive impact on both society and the environment.



**The Global Organic Textile Standard (GOTS)** is one of the most important standards worldwide for organic textile products. The GOTS certification is awarded to textile products that meet strict environmental and social criteria throughout the entire production process, from raw material sourcing to the final product. It assures consumers that the textiles are truly organic and that the production processes are sustainable and ethical.



**The Organic Content Standard (OCS)** is an international certification standard that ensures the accuracy and traceability of organic materials throughout the supply chain.



Developed by Textile Exchange, OCS verifies and tracks organic materials from production to the final product, guaranteeing to consumers that the products contain certified organic content.



**The Recycled Claim Standard (RCS)** is an international standard that verifies and traces recycled materials throughout the supply chain. Also developed by Textile Exchange, RCS documents the presence and accurate quantity of recycled materials in a product, providing consumers with reliable information on recycled content.



**I-REC (International Renewable Energy Certificate Standard)** is a set of requirements designed to ensure the highest quality in attribute tracking systems, meeting the stringent expectations of stakeholders, market actors, and end users.



0026

**The United Kingdom Accreditation Service (UKAS)** is the UK's national accreditation body. Appointed by the government, UKAS is authorized to assess organizations that provide certification, testing, inspection, and calibration services.



**OEKO-TEX® STANDARD 100** is a label for textile products tested for harmful substances. It sets a benchmark for textile safety from yarn to the finished product. Every item carrying the STANDARD 100 label has passed rigorous testing for harmful substances, certifying product safety for consumers.



**The Global Recycled Standard (GRS)** is an international certification standard that ensures traceability of recycled materials, verifies environmental and social practices, and enforces chemical restrictions. GRS includes a tracking and verification system for recycled content throughout the supply chain and plays a vital role in promoting sustainable production and consumption.



## Certification & Traceability

ISO Certification refers to a quality management system for organizations. It verifies that a company implements standards based on ISO (International Organization for Standardization) guidelines and demonstrates a commitment to quality, efficiency, and sustainability. ISO certification ensures that an organization’s management systems meet or exceed international standards, providing trust and confidence to stakeholders and customers.



**ISO 9001 – Quality Management Systems**  
Ensures quality management by meeting industry standards and customer requirements.



**ISO 45001 – Occupational Health and Safety Management Systems** Focuses on occupational health and safety, ensuring a safe working environment.



**ISO 14001 – Environmental Management Systems**  
Guides organizations in reducing their environmental footprint and achieving effective environmental management.



**ISO 50001 – Energy Management Systems**  
Focuses on energy management, helping organizations improve energy efficiency and reduce environmental impact.



**ISO 27001 – Information Security Management Systems** Ensures information security by protecting sensitive data.

# Consultancy Services

## Strategic Collaborations for Enhanced Corporate Sustainability

At Erateks, we understand that achieving sustainable growth and operational excellence requires not only innovation and commitment but also the right partnerships. As part of our ongoing efforts to integrate sustainability into every aspect of our operations, we have worked closely with leading consultancy services across various corporate areas.

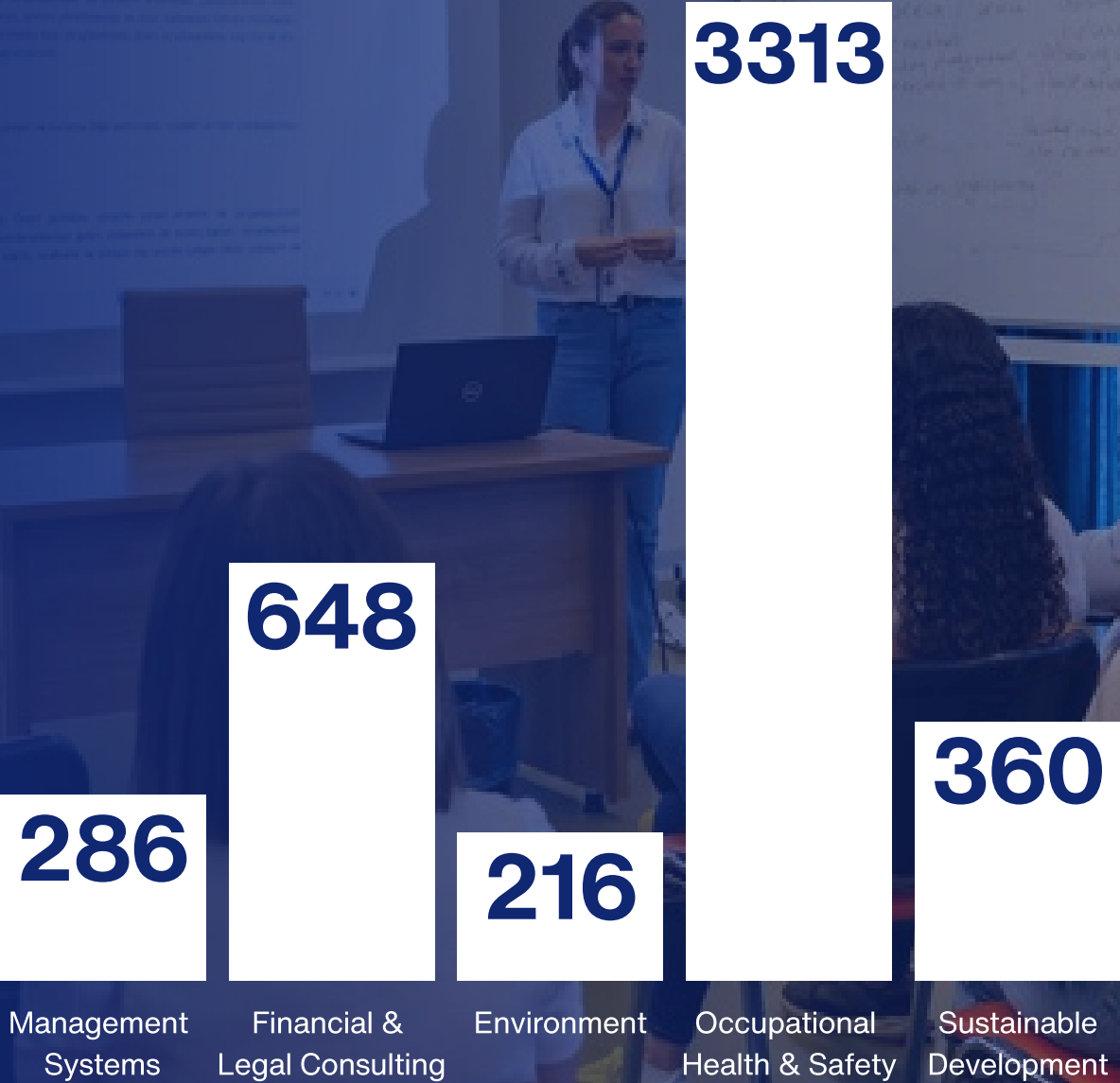
Through these valuable collaborations, we have undertaken significant steps in areas such as **corporate restructuring, corporate sustainability, and supply chain optimization**. These initiatives have enabled us to streamline our processes, improve resource efficiency, and adopt best practices in sustainability throughout our business model.

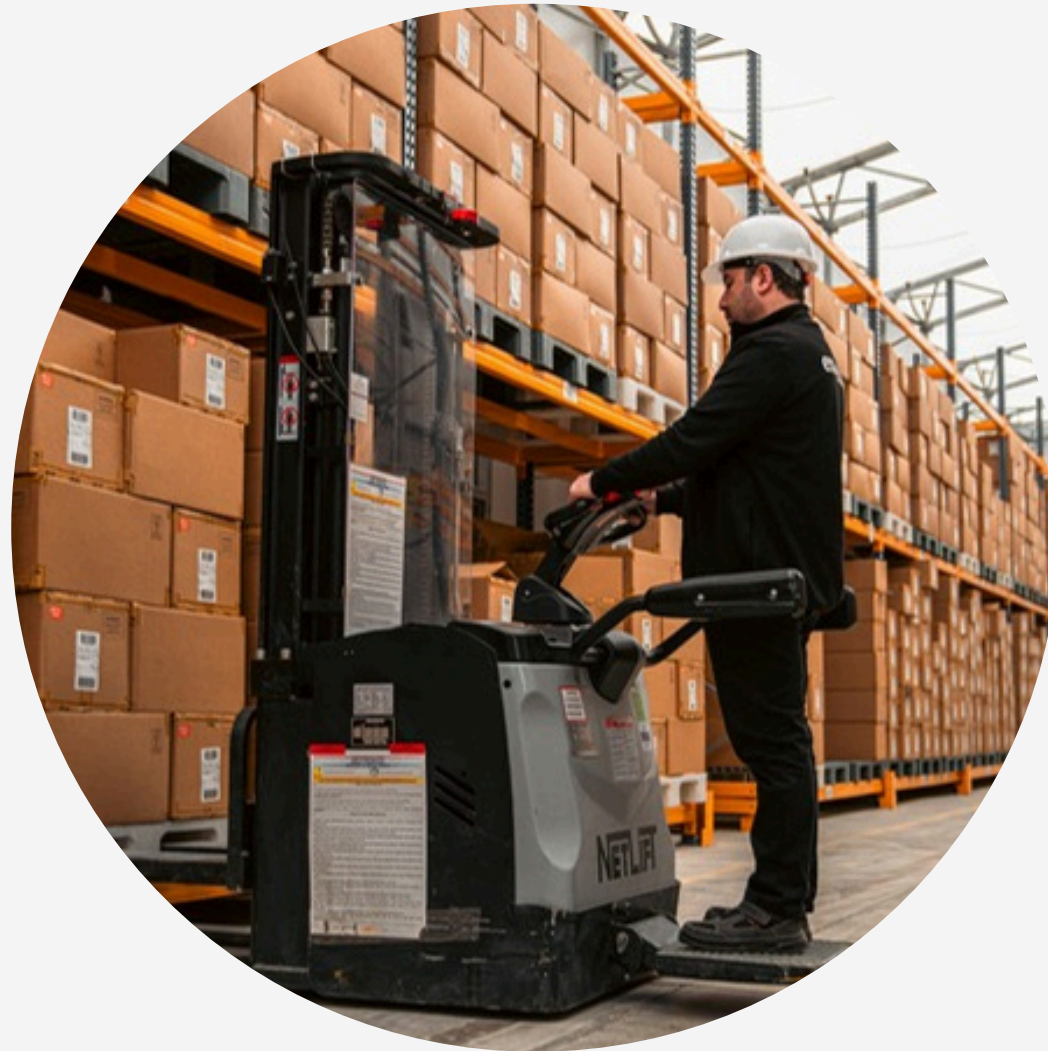
Our partnerships have provided us with fresh perspectives and expert insights, helping us refine our strategies and achieve measurable impact across the organization. From promoting environmentally responsible practices to aligning our supply chain with our sustainability goals, the expertise of our consultants has played a critical role in driving this transformation.

We are committed to further strengthening these collaborations as we continue to build a more sustainable future for our company, stakeholders, and the environment.

# 2024 Fatsa & Istanbul Facilities

Consultancy Services (Hours)





## Supply Chain Management

Achieving our sustainability goals depends significantly on effective supply chain management. At Erateks, we prioritize transparency, accountability, and sustainability at every stage of our supply chain, ensuring that we operate in line with environmental and social responsibility principles. By establishing long-term, trust-based partnerships with our suppliers, we ensure traceability and quality from raw materials to the final product.

We actively encourage and support our suppliers in meeting these sustainability standards. The Erateks Business Ethics and Values, which are an integral part of all our contracts with suppliers, strengthen responsible sourcing practices and contribute to the broader adoption of these practices.



# Material & Product Management

In 2024, Erateks is taking further steps toward the future by deepening its sustainability approach through innovative and eco-friendly solutions. Our focus is not only on enhancing the efficiency of production processes, but also on developing a model that respects ecological balance and aligns with society. Sustainability is integrated into all our business processes, considering not only environmental, but also social and economic dimensions.

By increasing the use of local and sustainable resources, we manage every step of our supply chain with an environmentally conscious approach. This strategy aims to protect natural resources while fulfilling our social responsibilities. At the same time, digital transformation allows us to boost efficiency at every stage, making our processes more transparent and traceable. Through the use of technology, we minimize environmental impacts while optimizing both economic and operational performance. Throughout the product life cycle, we remain committed to ethical production and transparency principles, adopting a responsible production mindset at every stage. We strengthen our collaborations with suppliers and encourage their compliance with sustainability standards. In doing so, we not only enhance the quality of our products but also reinforce our contributions to society and the environment.

## Quality Inspections

Total **1789**    Successful **1755**    Failed **34**



## Accessory Production Countries (%)



## Raw Material Production Countries

### Cotton



### Polyester



## Sustainable Raw Material Usage



# Advancing Towards a Digital Future with Eratech

Throughout 2024, we continued to take steady and sustainable steps on our digital transformation journey. Launched in 2021 by our Digital Transformation Team, the Eratech software once again supported us in making our operations more efficient, traceable, and organized.

Eratech’s modules—covering production tracking, sampling, printing-embroidery, planning, fabric inventory management, vehicle maintenance, and human resources—enhanced information flow across departments, reduced the risk of errors, increased process control, and enabled timely interventions. This contributed to greater agility and transparency in our workflows.

In 2024, we maintained consistent discipline in the use of our digital systems. Through Eratech’s digital archiving, task management, and reporting modules, access to accurate data became easier, and workforce planning, team coordination, and performance tracking became more effective.

We are aware of the connection between digitalization and sustainability. By reducing errors, improving resource efficiency, and minimizing operational losses, Eratech supported our efforts to lower our environmental impact. For 2025, we are preparing a new digital transformation project that will allow us to measure our digitalization rate more systematically and strengthen our data-driven decision-making processes. Inspired by our past achievements, we move forward with confidence into the future.

## Digitalization Status

83%  
Fatsa Facility

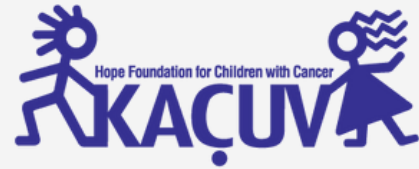


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## Our Collaborations

In line with our commitment to partnerships for the goals, we have enhanced our impact in the field of sustainability by fulfilling our social and environmental responsibilities through various collaborations and certification processes. With the support of professional consultancy services, we have strengthened our business processes and contributed to society through social responsibility projects. Aware of our societal responsibilities, we have collaborated with a range of institutions and non-governmental organizations operating in different fields. These partnerships have enabled us to reach and support diverse segments of society, particularly children and women.

Internationally recognized environmental and social sustainability certifications have allowed us to monitor and reduce our environmental impact. At the same time, we have implemented initiatives that promote labor rights through programs focused on social sustainability. Additionally, through partnerships in waste management, we have efficiently recycled production waste and continued to adopt an environmentally responsible production approach. With our commitment to continuous improvement, we have integrated up-to-date sustainability strategies into our operations by working with expert consultancy firms, thereby advancing our achievements in both environmental and social sustainability.



# Imprint

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# Acknowledgements

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We extend our sincere thanks to all our colleagues, consultants, customers, suppliers, and other stakeholders who contributed to the preparation of this Corporate Sustainability Impact Report.

At Erateks, we firmly believe that every step in our sustainability journey is only possible through collective effort. This report is not only a reflection of our company's performance but also a commitment to human rights, fair labor practices, environmental responsibility, transparency, and ethical principles. It embodies the trust-based collaboration we have built with all our stakeholders.

We would like to express our special gratitude to our field teams, our valued customers who contribute across all levels of production and management, and our suppliers who continue to walk this path with us. Your contributions are among the most valuable parts of this journey shaped by a strong sense of responsibility.

With the hope of building a sustainable, fair, and inclusive future—together.



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