

2021 SUSTAINABILITY REPORT



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ABOUT THE REPORT

As Roteks Tekstil, we are publishing our first Sustainability Report in order to present our approach related to the management of the value and impact we create as a result of our activities, sustainability priorities and performance results in support of the United Nations (UN) Sustainable Development Goals.

This report has been prepared in accordance with the GRI Standards: "Core" option. The priority issues that form the basis of the report content were obtained as a result of the processes carried out in accordance with the reporting principles specified in the GRI Standards. The scope of the report covers of the activities of Roteks Tekstil (Roteks) between January 1, 2021, and December 31, 2021.

Please send us all kinds of opinions and suggestions regarding our sustainability activities and reporting studies via sk@roteks.com.tr.





Harri Yaffe
Co-Chairman of the Executive Board



As the second largest sector of Turkey and accounting for approximately 14% of exports, the textile and ready-made garment sector realized a total of 30.4 billion dollars in exports in 2021 with an increase of 24% across Turkey.



MESSAGE FROM THE MANAGEMENT

Distinguished Stakeholders,

The global health crisis, which left its mark on every aspect of life in 2020 and 2021, has brought important changes in terms of social and economic life. The pandemic, which threatens human health, caused a deep economic contraction all over the world. However, the sector we operate in the textile and ready-made garment sector, has gone through a positive period compared to other sectors during the pandemic. As the second largest sector of Turkey and accounting for approximately 14% of exports, the textile and ready-made garment sector realized a total of 30.4 billion dollars in exports in 2021 with an increase of 24% across Turkey.

Starting in 1986, our adventure continues today with value-added exports to 39 countries. With our annual export volume of 98 million Euros, we make significant contributions to our industry and the Turkish economy. In addition, we take into account the social and environmental dimensions of the value we create, as well as the economic dimension, and we carry out our activities with this awareness.

2021 has been an important year in terms of institutionalizing sustainability in our management structure. During this period, we created our Sustainability Policy as a framework for our sustainability management approach. We carried out a comprehensive strategic prioritization study, with the participation of our internal and external stakeholders,

in order to identify the priority issues that define our sustainability performance and are compatible with our business strategy. Thus, we established our Sustainability Board and determined our strategy and goals to carry out our sustainability activities in a more holistic and focused way.

In addition to our sustainability management development activities, we also achieved significant success in performance-oriented indicators during the period. In the field of product safety, we conducted nearly 21,000 quality tests in total, both in our own laboratory and in third-party accredited laboratories.

Moreover, we conducted 221 social compliance and 57 environmental compliance audits during the period, in order to extend our sustainability approach in the supply chain. We provided more than 3,500 hours of training sessions on our Environment, Social Compliance and Quality Policies.

As Roteks, we pay attention to the raw materials we select in our production processes, and we encourage socially and environmentally responsible production. We focus on the use of cotton, paper and chemicals in responsible raw material sourcing. In terms of cotton supply, we prefer using "more sustainable cotton". We support initiatives in this regard and we are a member of the Better Cotton Initiative (BCI), which works to improve cotton farming on a global scale. We aim to increase our use of "more sustainable cotton", from 99.7% (2021) to 100% in 2022.

We attach importance to the use of recycled paper in labels and packaging we use, and our objective is to achieve paper products that contain 95% FSC (Forest Stewardship Council) in 2022.

We aim to reduce the consumption of chemicals in our production processes and to ensure that the chemicals used are compatible with ZDHC (Zero Discharge of Hazardous Chemical), and we expect our suppliers to adopt the same approach. We also encourage our suppliers to share the results of their wastewater analysis on the ZDHC Gateway platform. As of December 2021, the chemical usage of our suppliers registered via ZDHC Gateway was 94%.

In our R&D center, we carry out projects for innovation and global competition in the textile and fashion sector in cooperation with universities and technoparks, and develop new products based on patents and useful models. Our R&D Center ranked 17th in textile and ready-made garment and 4th in the denim industry, in the Turkey R&D Research conducted by the "Turkish Time" magazine in 2021.

As for our efforts to combat climate change, we are working to reduce our energy consumption and emission values. In the reporting period, we started to make greenhouse gas emission calculations on the Roteks Campus and key production facilities. In addition, we have offset the greenhouse gas emissions originating from electricity during the period by purchasing I-REC certificates for solar energy. 5,611 tons of CO₂e, which we reset with I-REC certificates, corresponds to the annual greenhouse gas emissions of 920 people.

We are trying to reduce the amount of water used per product by implementing projects for efficient use and recycling of water. In 2021, we reduced the amount of processed water consumed per kg of product in our key washing facilities by 14% compared to 2020. In addition, during the period, we ensured

that a total of 161,781 m³ of water was recycled in the washing facilities and re-used in production.

We started LCA studies in the reporting period in order to see the life cycle stages of our products with the highest environmental impact. As part of these studies, we conducted LCA analysis for 3 of our products. Our goal for 2022 is to increase this number to 10.

We adopt a circular economy approach in our waste management studies. In the reporting year, we conducted a study to professionally measure our circularity. We became the first company in Turkey to work on the circularity criterion by making use of the CTI Tool, a circularity measurement tool developed by the World Business Council for Sustainable Development (WBCSD), the umbrella organization of the Business World and Sustainable Development Association (SKD Turkey).

As Roteks, we also take into account the social dimension of sustainability and strive to create a corporate culture that respects human rights, equal opportunity and employee development in working life. We are among the signatories of the Women's Empowerment Principles Platform and we encourage women's employment. In the reporting period, the rate of our female employees was 45%, and the rate of our female senior managers was 71%.

We will continue to carry out our successful work by focusing on the concept of sustainability. It is my pleasure to share with you our first Sustainability Report, which includes the social, economic and environmental dimensions of our operations, and I would like to thank all our stakeholders, especially our employees, who have supported our success in this very challenging period we are going through.

Sincerely yours,

Harri Yaffe
Co-Chair of the Executive Board

ABOUT ROTEKS

Founded in 1986 in Izmir, Roteks Tekstil works in the fields of design, product development, production organization and sales & marketing. With our wide production network throughout Turkey, we are exporting washed denim and non-denim products to 39 countries. In addition, the products of the C.O.J. Denim brand, which was established within the company in 2015, are exported to more than 900 points in Europe.

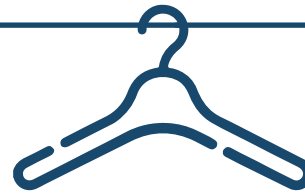


Our Vision, Mission and Values



Our Vision

To be one of the pioneers of change in fashion's sustainability journey.



Our Mission

We strive to be a company that is sensitive to the environment and people, reliable, preferred with its service quality and competitive power, and maintains its sustainable growth with the values it creates for its stakeholders in global markets.

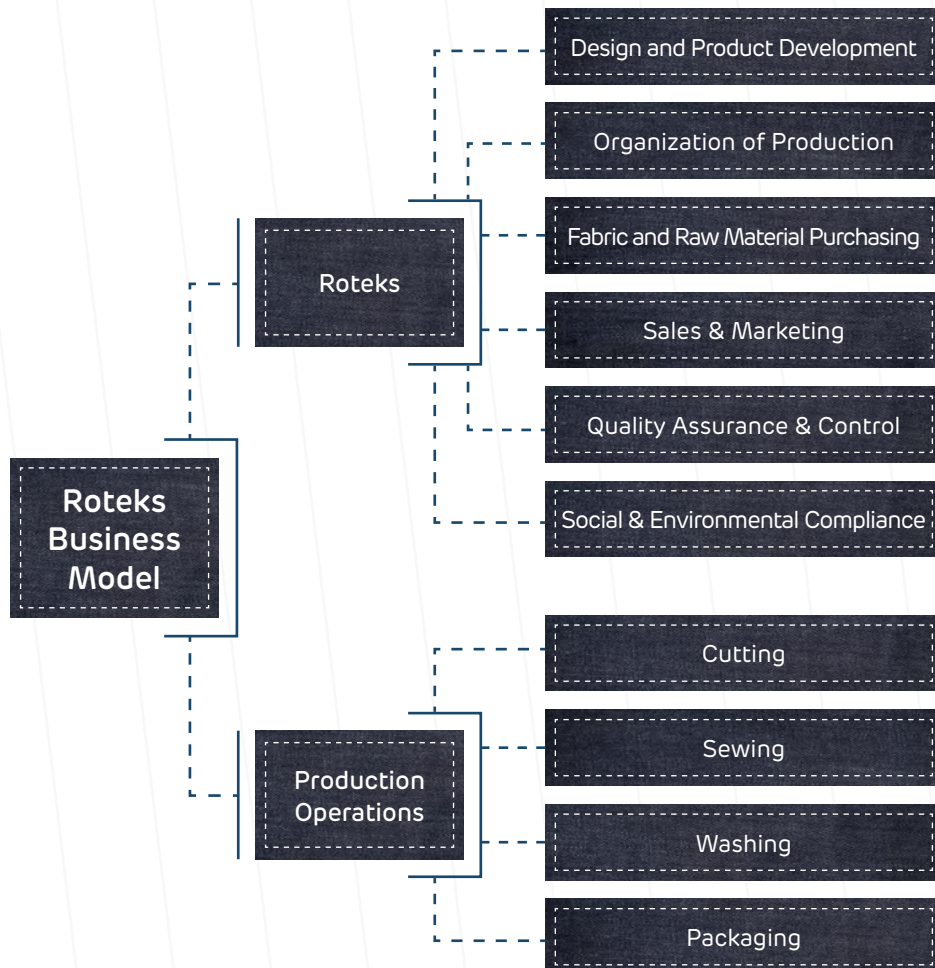


Corporate Values

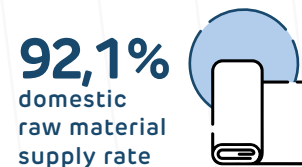
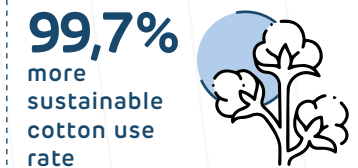
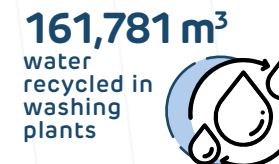
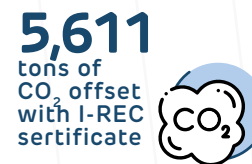
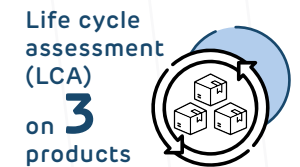
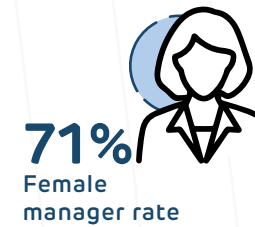
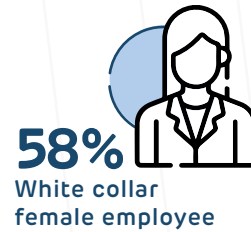
- Honesty and transparency -
- Customer oriented -
- Respect for people and the environment -
- Openness to learning and development -
- Outcome oriented -
- Open Communication -

Our Business Model

Design and Product Development, Production Organization (Planning & Management & Development), Fabric and Raw Material Purchasing, Sales & Marketing, Quality Assurance & Control and Social & Environmental Compliance Management processes lie at the heart of our business model.



Roteks in Numbers



Awards & Achievements

In 2021, we **won the 3rd prize "Stars of Export"** organized by the Aegean Ready Made Garment and Apparel Exporters' Association.



We were ranked **474th** in the **"Turkey's Top 500 Industrial Enterprises 2021"** research conducted by the Istanbul Chamber of Industry.



**TÜRKİYE'S
TOP 500 INDUSTRIAL
ENTERPRISES
2021**

We were **40th place** in the list of **"100 Largest Industrial Organizations by Sales from Production 2021"** prepared by the Aegean Region Chamber of Industry.



**EGE BÖLGESİ SANAYİ ODASI
AEGEAN REGION CHAMBER OF INDUSTRY**



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BOARD STRUCTURE

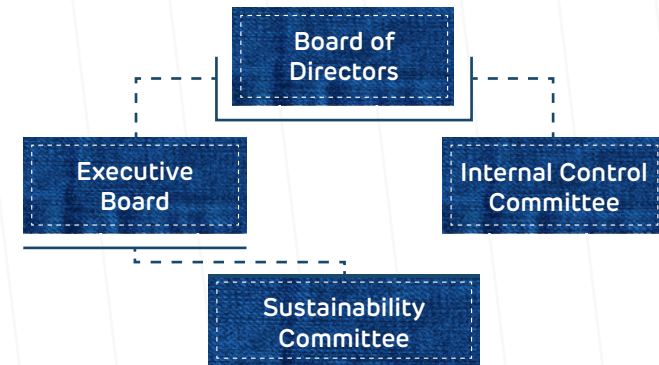
Our corporate governance model is based on a responsible management approach. We adopt a fair, transparent, accountable and risk-oriented business approach.

The highest level management body of Roteks is the Board of Directors. Our Board of Directors consists of three members. Under the umbrella of the Board of Directors, there are the Executive Board, the Internal Audit Board and the Sustainability Board, which reports to the Executive Board.

The Executive Board is responsible for the operation of resource management, stakeholder management and risk management systems, determining strategic corporate goals and targets, monitoring and reviewing objectives when necessary, and the operation of all departments and boards of the company in accordance with corporate policies. Two of our members in the Board of Directors also take part in the Executive Board as Co-Chairs of the Executive Board, and report the results of the activities of the Executive Board to the Board of Directors.

The Internal Audit Committee reports the audit results in the areas defined within the scope of our ISO: 9001 Quality Management System to the Board of Directors.

The Sustainability Board provides informative and guiding reports to the Executive Board in order to shape the company's strategies to include sustainability priorities and targets.



Harri Yaffe
Member of the Board
and Co-Chairman of the
Executive Board



Jak Eskinazi
Chairman of the Board



Rabi Hazan
Member of the Board
and Co-Chairman of the
Executive Board

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BUSINESS ETHICS

Compliance with legal regulations and ethical values is one of the building blocks of our responsible management approach. The Roteks Tekstil Code of Ethical Conduct and Implementation Principles Procedure determines the scope of our ethical rules and creates a road map for the steps to be followed in our business processes.

Based on our corporate values, this Procedure is binding on all of our employees and supply chain. In this context, we disseminate trainings on the Code of Ethical Conduct with our employees through Roteks Academy.

Our Ethical Values

- We aim to fully comply with ethical and professional principles and universal rules.
- We support and make no concessions on working conditions within the framework of the basic principles of Universal Human Rights.
- We expect all our employees to behave honestly and fairly, both inside and outside the company.
- In stakeholder relations, we always observe legal and social rights and act fairly.
- We take the protection of the confidentiality of information as a basis in all relationships.
- We stipulate that ethical rules should be followed in commercial relations, that unlawful gains should be avoided, and that all commercial and social decisions should be taken without considering personal interests.

We also take the protection of human rights and the prevention of violations seriously. By following the strategic goals of the International Labor Organization with our Social Compliance Policy, we aim to ensure that all our operations are carried out respectfully to human rights, in compliance with national labor laws, and in coordination with the compliance codes of the brands we provide services to. We expect our entire supply chain, as well as our employees, to fully comply with the Social Compliance Policy.

During the reporting period, there were no reports of violations of human rights, discrimination, or corruption. Likewise, there has been no penalty during the period due to non-compliance with laws and regulations.

An Ethics Hotline has been established to ensure that all ethical non-compliances are reported to the Roteks Tekstil Ethics Committee. Roteks employees and company employees in the supply chain can report any non-compliance with ethical principles by phone or e-mail. For the notifications made through this line, no personal information is requested and all information provided is kept confidential. All reported violations are examined by the Roteks Tekstil Ethics Committee in a short time, and necessary action/measures are taken in line with the Board's decision.

In 2021, 6 notifications were made through the Ethics Line, these notifications were reviewed and answered on average in 15 days, and corrective and preventive actions were taken for 3 notifications that were determined to be correct.



**Roteks Ethics Reporting
Phone Line**

0 (549) 839 34 64



**Roteks Ethics
Reporting Email**

etikhat@roteks.com.tr

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RISK MANAGEMENT

In order to ensure financial and operational integrity, we take the issue of early detection and effective risk management with great sensitivity. Accordingly, we divide risk types into four main categories: operational, financial, external and strategic. We evaluate them on the basis of their impact and probability. We rank the risks according to the evaluation results and implement preventive and mitigation activities and projects on an annual basis. Progress on activities and projects are reviewed by the Executive Board at the quarterly Strategy Review meetings.

In the external risks category, we prioritize the risks arising from climate change and financial effects of these risks. As a result of the risk assessments we carry out, we work primarily for the full integration of our supply chain with the compliance codes of the brands we provide service to, and for the reduction of water consumption and greenhouse gas emissions in the preparation and production processes of the EU Green Deal at the institutional level.

SUSTAINABILITY MANAGEMENT

We aim to continuously and consistently increase the positive value we create in the management of social, economic and environmental impacts in line with the principles of high service quality, value given to people and nature, and continuous improvement in design and production processes. Therefore, we consider sustainability among our strategic priorities and shape our work in this direction.

102-11; 102-15; 102-19; 102-20; 102-21; 102-29; 102-30; 102-31; 102-32

As part of our sustainability approach, we develop policies and systems by identifying issues of strategic priority. In this context, the Roteks Sustainability Policy, which we have created by taking into account the UN Sustainable Development Goals, defines the framework of our understanding of sustainability management. In addition, we follow the international sustainability agenda and carry out preparatory studies at the institutional level in order to develop policies for the sectoral effects of the European Green Deal.

As Roteks, we care about taking part in global sustainability initiatives. We are a signatory of the United Nations Women's Empowerment Principles (WEPPs) and the Good Cotton Initiative (BCI).

[Click here](#) to access Roteks Tekstil Sustainability Policy.



In 2021, we established the Sustainability Board in order to integrate sustainability into our business processes. Among the main duties of the Board was to evaluate the risks and opportunities identified in the fields of sustainability, to identify priority issues and define corporate sustainability strategies. In addition, the Board is responsible for revealing the development points by making performance evaluations and following the innovations and expectations in the field through stakeholder communications. Under the umbrella of the Board; we formed working groups in the field of environment, social and governance and in which our volunteer employees from various departments participate, carry out studies for the main focus and sub-focuses for which they are responsible. The results of these studies are reported to the Executive Board.

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Our Sustainability Priorities

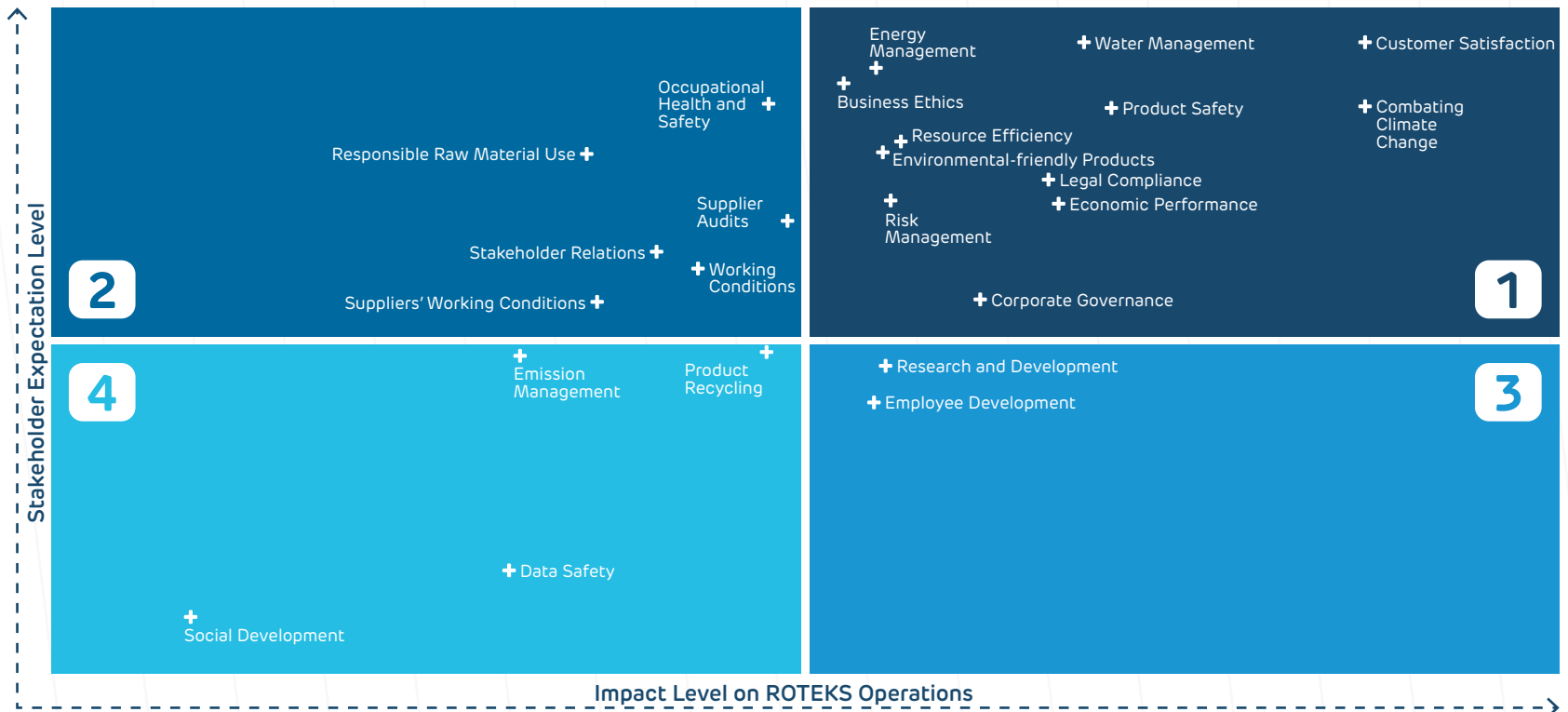
While forming the sustainability strategy, it is essential to evaluate the issues of global agenda and their effects on the sector with a focus on risk and opportunity, and to determine the priority issues in this direction.

In the light of this information, as Roteks, we carried out a comprehensive strategic prioritization study in order to determine our priority issues that are compatible with our business strategy. In our study, which we carried out by adopting the GRI Standards as a guide, we evaluated stakeholder expectations, sectoral best

practices, global mega-risk trends and their sectoral impacts, and examined 17 UN Sustainable Development Goals.

As a result of this study, we created a pool of subjects consisting of social, economic and environmental impact areas. Subsequently, we conducted a survey on the evaluation of the subjects with the participation of our internal and external stakeholders. In the stakeholder analysis, which reached 224 people, 90% of the stakeholders participated in the survey. As a result of the survey, we identified 21 priority issues and linked these issues with the UN Sustainable Development Goals. Our priority matrix, which emerged as a result of the work carried out, is as follows:

Material Issues



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Our Contribution to Sustainable Development Goals

Combating Climate Change	     
Responsible Production	 
Supply Chain	  
Work Life	  
Customer Satisfaction	
Corporate Governance	
Stakeholder Engagement	   

We determined our sustainability strategy and objectives as a result of all these prioritization studies. With our sustainability strategy, we aim to reduce our environmental footprint, to keep customer satisfaction and product safety at the highest rate with a responsible production approach, create a fair, equal and safe working environment where human rights are at the forefront, to create value for our stakeholders and to expand sustainability in our supplier operations.



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Our Sustainability Goals

Goal	Value
Water consumption per kg product in washed products	15% decrease in 2023 compared to Baseline 2020 25% decrease in 2025 compared to Baseline 2020
Compliance with ZDHC Wastewater Guidelines in wastewater analysis results of key production facilities	100%
Offsetting greenhouse gas emissions from electricity use by key production facilities	100%
More sustainable sourcing of cotton fiber (BCI mass balanced + RCS certified + OCS certified)	100%
Products that pose a risk to consumer health	0%
Number of cases related to inequality and discrimination at work in Roteks and Key Production Facilities	0%
Supplier Satisfaction Survey result	Min. 80 points
Employee Satisfaction Survey result	Min. 80 points

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COMMUNICATION WITH STAKEHOLDERS

As Roteks, we consider creating a corporate culture that prioritizes a participatory management approach among our priority areas. Therefore, we pay attention to involving our internal and external stakeholders in the process, by receiving their opinions and suggestions and identifying and meeting their needs. We frequently communicate with our stakeholders via methods that are suitable for them, we inform them and take into account the received feedback.

Main Stakeholder Group	Communication Method & Channels	Frequency
Company Partners	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Subsidiaries & Affiliates	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Employees	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Customers	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Suppliers	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Service Providers	1- Meetings 2- E-mails 3- Phone Calls	On demand
Local Governments	1- Meetings 2- Phone Calls 3- Emails	Where necessary
Universities	1- Meetings 2- Phone Calls 3- Emails 4- Trainings	Continuous communication
Finance Institutions	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication

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Main Stakeholder Group	Communication Method & Channels	Frequency
Public Institutions	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Unions and Chambers	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Insurance	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication
Ministries	1- Meetings 2- E-mails 3- Phone Calls	Continuous communication





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PRODUCT QUALITY AND SAFETY

Ensuring product safety and customer health is among our important priorities. Ensuring product quality is the responsibility of all Roteks operational departments. All processes that a product goes through, from the design and preparation of the first sample to the approval, and final controls of to be shipped products, are defined in our Quality Management System from the point of quality risk assessment criteria and acceptance/rejection conditions. The uninterrupted flow of the system is controlled by the Quality Department, which is subordinate to the Quality Manager.

The Reception Quality Control Department is responsible for controlling if all fabrics, accessories and other raw materials in the warehouses meet the quality criteria for production.

In the department;

The “approval” is given to the production units for the fabrics deemed appropriate after examining the reports according to the tests and 4 Points-control by the Fabric Reception Quality Control unit.

All accessories and other raw materials coming to our warehouses are checked by the Accessory Reception Quality Control unit for compliance with the brand we provide service to and Roteks standards. AQL 1-1.5-2.5 tables are used for acceptance criteria. Only after pass results of reception controls, fabrics and accessories can be sent to production units.

Our laboratory applies the quality tests at the sample stage, pre-production stage and during production for the fabrics, accessories and raw materials that arrive at our warehouses. Along with the physical tests such as colorfastness, appearance after domestic washing, tear strength, we also apply chemical tests such as pH and nickel tests in our laboratory. In addition to internal tests, depending on the demand of the brand, we also apply different tests in independent accredited test laboratories. Products that do not comply with the criteria after the test results cannot be shipped.

Number of Tests Conducted in 2021

Scope	Roteks Labs	3rd Party Accredited Labs
Consumer Health	2,016	5,971
Durability	9,980	892
Comfort	1,384	62
Other		370
Total	13,380	7,295

In addition, we conduct additional tests for children’s products, which are as follows;

- Short cord usage controls,
- Additional stability checks for small part accessories on the product,
- Increased chemical compatibility tests.

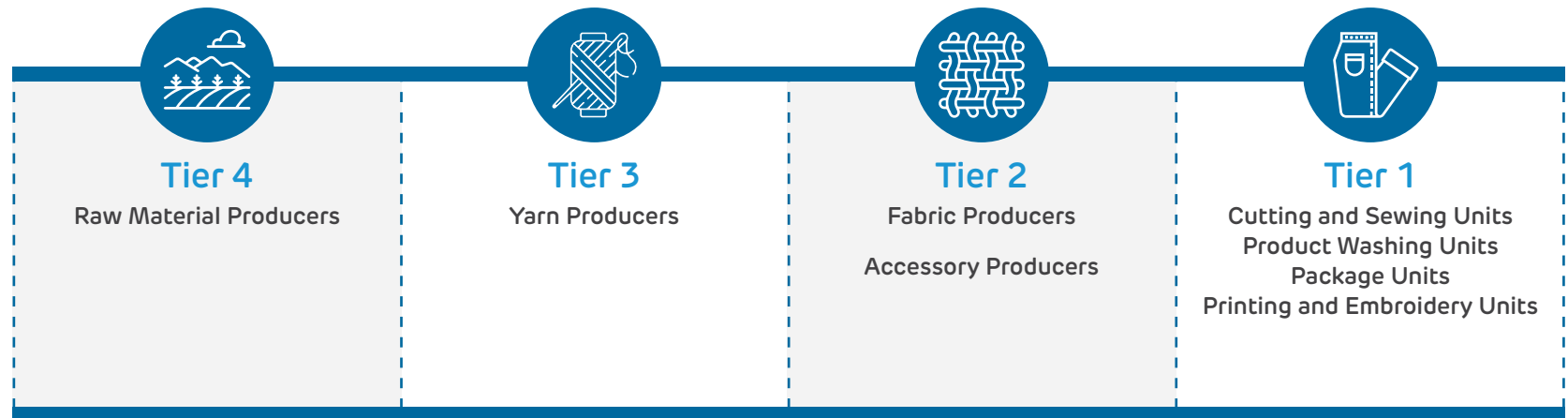
The Product Quality Control unit makes risk assessments at the pre-production stages, ensures that the detected problems are solved, and ensures the correct quality of loading by performing audits at the production facilities during production and before shipment.

The quality assurance system is established, documented, and quality system audits are carried out by the Quality Assurance unit in Roteks and in all stakeholder production facilities. Corrective and preventive actions are taken after examining the negative feedbacks regarding the shipped products.

SUPPLY CHAIN MANAGEMENT

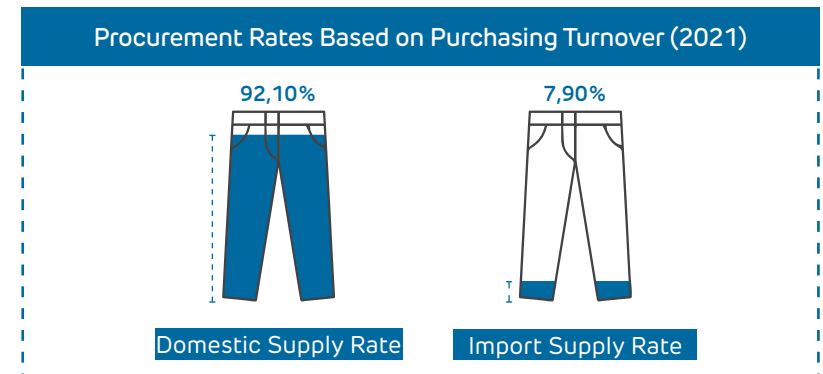
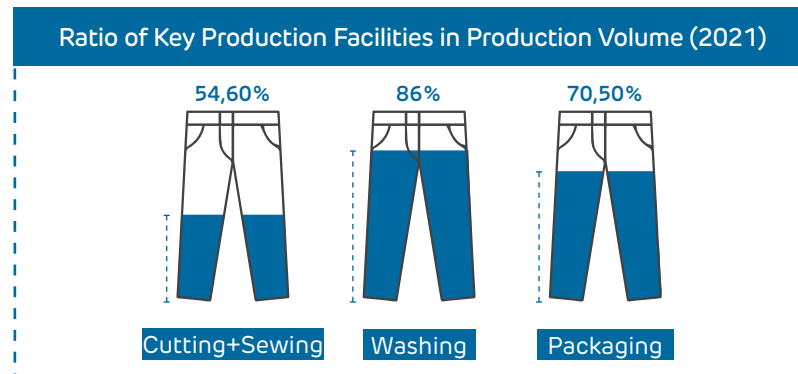
As Roteks, we aim to expand the value we create in our supply chain by improving the sustainability performance of our suppliers.

We follow the SAC (Sustainable Apparel Coalition) system in supply chain degrees. Our biggest social and environmental impact occurs in Tier 1 units, as we carry out our production with a high density of outer production units. Our suppliers from Tier 1 units are defined as 'Key Production Facilities', which we work with uninterruptedly throughout the year and which have a significant place in our production volume or which with we plan to develop a strategic long-term cooperation.



During the reporting period, 23 units are within the Key Production Facilities. Our 2023 target is to increase the volume of Key Production Facilities to 70% and above for each sub-operation.

During the reporting period, we worked with 164 suppliers in Turkey and 21 suppliers abroad.*



*Total number of fabric and accessory suppliers and garment manufacturing units.

Supply Security

The business model of Roteks is built on flexibility. While we prioritize our stakeholder production facilities as key capacity units, we distribute these production facilities geographically in three main regions within Turkey; thus, we aim to reduce the risks that may arise in any event that may cause a break in the supply chain. We provide uninterrupted communication with many production units in order to respond to the increasing demand in high seasons. We supply fabrics, accessories and all other raw materials based on the same approach. We attach importance to local procurement.

Supplier Audits

Supplier audits are a set of important practices that enable the active evaluation of environmental and social impacts, as well as the dissemination of our values as Roteks. Our policies and procedures, which are binding on all suppliers producing for Roteks, are as follows:

- Sustainability Policy
- User Health and Product Safety Policy
- Ethical Code of Conduct and Implementation Principles Procedure
- Responsible Purchasing Policy
- Environmental policy
- Social Compliance Policy

All new units to join the production chain are subject to Social Compliance audits. Our Social and Environmental Compliance Department carries out these audits. Nonconformities found in a unit during the audit are reported to that unit and we provide support for its development in line with of action plans. If a unit does not develop despite all the effort, it is excluded from the supply chain.

Our supply chain is also evaluated for environmental compliance. All producer unit that perform wet processing (dye house, printing, product washing and dyeing) in our chain are subject to extensive environmental audits. Production facilities that do not apply wet processing are examined within the scope of basic environmental laws and environmental compliance standards indicators of the brand. Our Social and Environmental Compliance Department carries out these audits. Nonconformities detected in audits are reported to units and we provide support for continuous improvement in environmental compliance levels. The number of audits performed by our Social and Environmental Compliance Department, brands and third-party audit firms in 2021 are as follows:

	T1/Key Production Facilities	T1/Other Production Facilities	T2/Fabric Producers
Social Compliance	159	58	4
Environmental Compliance	40	8	9

International Standards, Data Declaration Platforms and Controls that We Follow

Social Compliance: Within the scope of supply chain production facilities;

- **Data Declaration:** FSLM (Facility Social & Labor Module) of HIGG Platform affiliated with SAC (Sustainable Apparel Coalition) (with 3rd party verification)



HIGG PLATFORM

Affiliated with SAC, HIGG Platform is a joint online platform where textile and ready made garment producers declare their social and environmental impacts. There are FSLM (Facility Social & Labor Module) and FEM (Facility Environmental Module) for business activities on this platform. Both modules offer benefits for the facilities to increase its self-assessment skills, to see risky areas and to analyze improvement opportunities. In 2021, the number of our producers with verified declarations on the HIGG Platform with 2020 data is as follows:

Higg | Trusted Sustainability Data

Environmental Compliance: Within the scope of supply chain production facilities

- **Data Declaration:** (Facility Environmental Module) of HIGG Platform affiliated with SAC (Sustainable Apparel Coalition) (with 3rd party verification)
- **Wastewater Test Results:** We publish wastewater test results of key production washing units in our supply chain via the ZDHC Gateway Platform.
- **Chemical Use Standard:** We encourage key production washing units in our supply chain to use chemicals that are ZDHC-compliant (Zero Discharge of Hazardous Chemicals). We verify the usage amounts with BVe3 software of Bureau Veritas.

	T1/Key Production Facilities	T1/Other Production Facilities
HIGG FSLM	17	5
HIGG FEM	17	1

The declarations of all our Key Production Facilities in 2022 will be included in both modules together with 2021 data.

Supplier Trainings

As Roteks, we aim to both expand the value we create and increase the competencies of our suppliers with the training we provide. In this context, the training we provided on the topics of environment, social compliance and quality during the reporting period are as follows:

A total of 2,434 hours of training was provided in 37 separate sessions to a total of 2,210 people working in Key Production Facilities within the scope of our Environmental Policy.

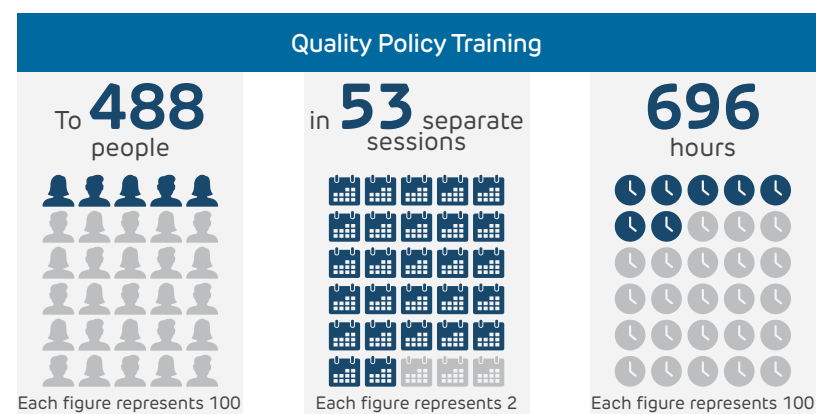
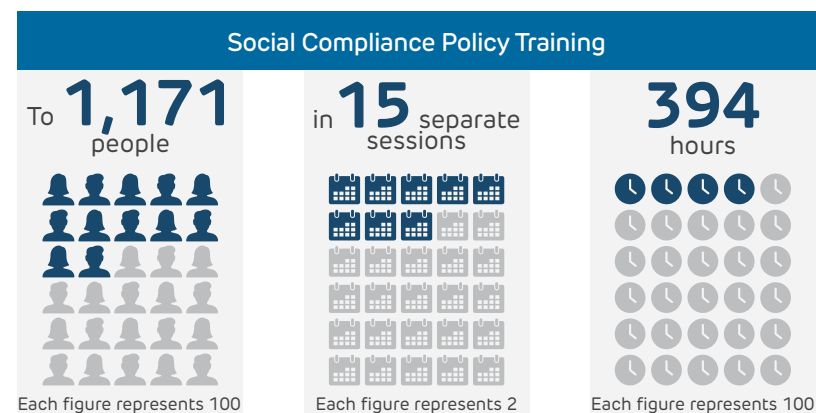
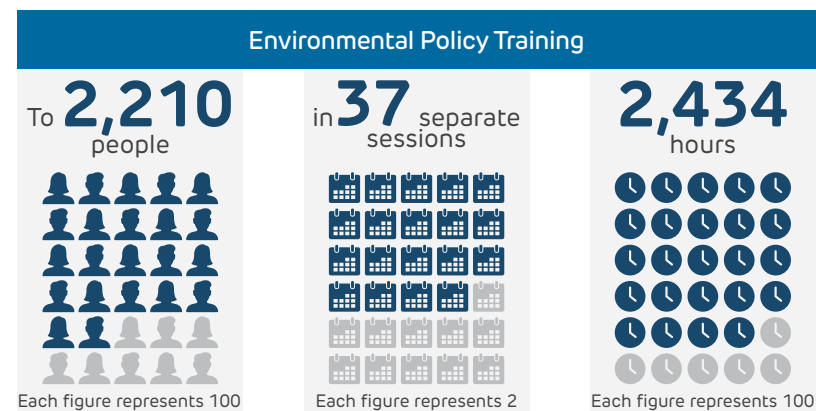
- Environment and Sustainability
- Zero Waste and Waste Management
- Compliance with MRSL - RSL
- OCS & RCS Certificates

A total of 1,171 people working in Key Production Facilities received a total of 394 hours of training in 15 separate sessions, as part of our Social Compliance Policy.

- Corporate Social Compliance.
- Code of Ethics
- Dialogue Systems
- Occupational Health and Safety for Migrant Workers
- Zero Tolerance to Violence, Prevention of Violence and Harassment in the Workplace

A total of 696 hours of training was provided in 53 separate sessions to a total of 488 people working in Key Production Facilities within the scope of our Quality Policy.

- Quality Assurance System
- Product Safety
- Technical Information Training

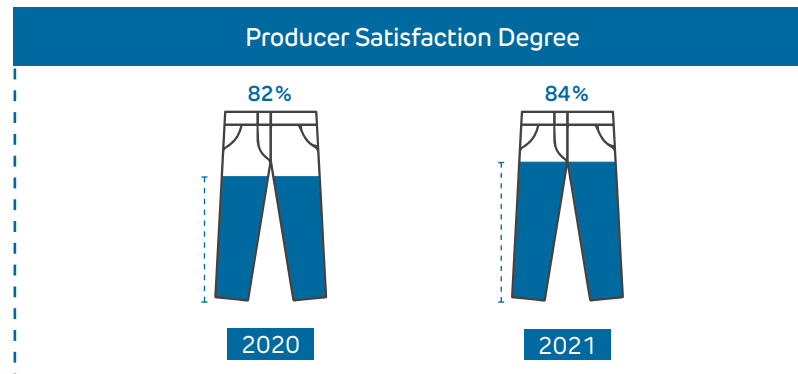


Production Unit Performance Evaluation System

We evaluate the performances of our Key Production Facilities every month within the scope of the Production Unit Performance Evaluation System and share the obtained indicators with the producer as a report card every month. In this process, criteria such as social and environmental compliance codes, audit results, quality system inspection results, compliance with production plans, production waste ratios, cooperation with Roteks units are rated by Roteks officials. In addition to this practice, we conduct performance evaluation meetings with the production units every 4 months to go over the points that are open to improvement.

Production Unit Satisfaction

Our stakeholder production units are one of the most significant parts of our business model. We aim to create an environment of trust where feedback and improvement ideas can be shared, especially by conducting a "Producer Satisfaction Survey" for our Key Production Facilities. The Producer Satisfaction Survey provides important inputs about the positive and negative aspects of our relationships with producer businesses and creates opportunities for us to develop policies and processes that will turn into added value for the brands we provide service to. Within the scope of the survey we conducted in 2021, our producer businesses evaluated Roteks in terms of supply chain management systems, as well as Roteks' various departments in terms of the speed and quality of the information they provided.



SUPPLIER DEVELOPMENT PROGRAMS

On the basis of T1/ Key Production Facilities:

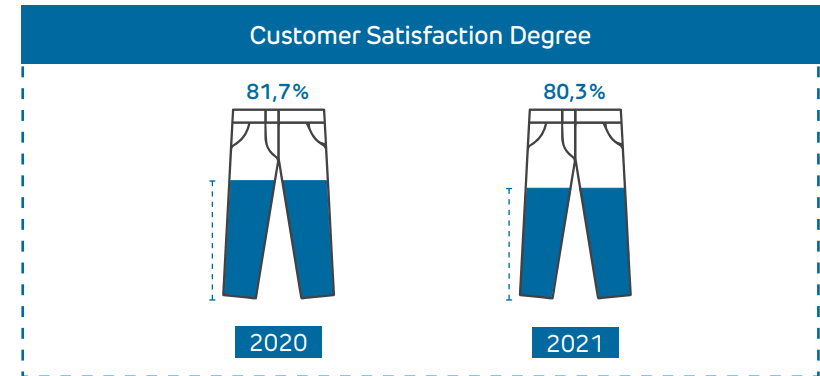
- Support on investment financing (machinery, building infrastructure, water and carbon footprint reduction activities)
- Membership fees for all data declaration platforms, certification fees, third party data verification and audit fees (HIGG FEM, HIGG FSLM, RCS, OCS, I-REC etc.)
- Providing training for the adaptation of social, environmental and quality compliance codes, development and system security follow-ups
- Controlling the quality and standardized calculation of the data to be declared on any platform
- Monthly producer performance report sharing and online performance feedback meetings quarterly
- Access to the online social, environmental and quality compliance codes and sustainability training platform @rotekswebportal, which will be active in 2022

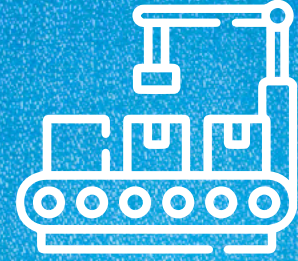
CUSTOMER SATISFACTION

The satisfaction of our customers is one of the most important determinants of the sustainability of our business and operational development. In determining our sustainable product and production targets, we also consider the objectives of the brands we provide service to.

While our performance evaluations are shared regularly by some of the brands we serve, the satisfaction of the brands that do not share our performance evaluation is evaluated with the "Customer Satisfaction Survey". With the Satisfaction Survey, we receive feedback on design, communication, price, product quality, product safety, compliance codes and sustainable product and production services.

According to the results of the 2020 and 2021 Satisfaction Surveys, we determined the development areas and started the improvement processes.



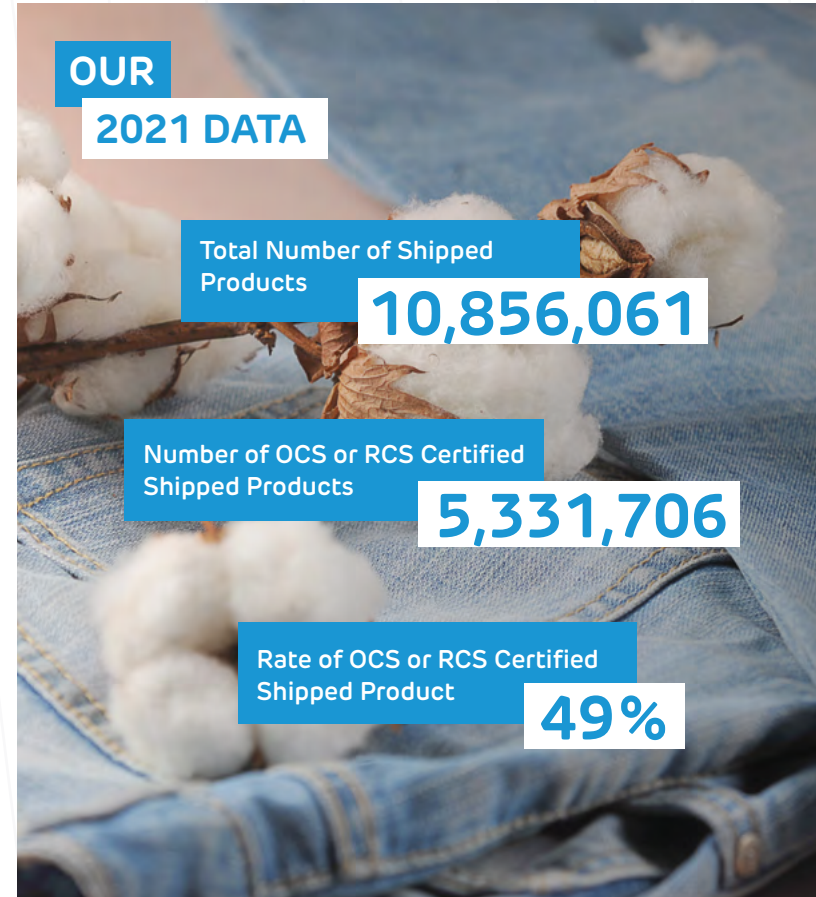


**RESPONSIBLE
PRODUCTION**

MORE SUSTAINABLE COTTON SUPPLY

The biggest environmental impact of our sector occurs in the supply of the raw material. While the use of unsustainable raw material reduces biodiversity, it also puts pressure on natural resources. In the light of this information, as Roteks, we pay special attention to the raw materials we choose and encourage socially and environmentally more sustainable production. We believe that this responsible production approach is necessary not only for the well-being of people and the ecosystem, but also for the resilience of our supply chain and business. At Roteks, we focus on the use of cotton, paper and chemicals in our responsible raw material supply.

Cotton is a plant that consumes large amounts of water. However, cotton growing also has environmental effects because of the chemicals and land use. Since cotton is the main raw material of the clothes we produce, we prioritize the use of "more sustainable cotton" produced with good production practices. Accordingly, as Roteks, we are a member of the Better Cotton Initiative* (BCI), which works to improve cotton farming on a global scale. While our 'more sustainable cotton' usage rate was 99.7% in 2021, we aim to have 100% 'more sustainable cotton' in the fabric content that we supply in 2022.



'More Sustainable Cotton' for Roteks

 <p>Better cotton</p> <p>Supplied with the Better Cotton Initiative (BCI) mass balance system,</p>	 <p>Recycled cotton</p> <p>Supplied with Textile Exchange RCS certification,</p>	 <p>Organic cotton</p> <p>Supplied with Textile Exchange OCS certification</p>
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*Better Cotton is procured through a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to the final products. However, Better Cotton farmers benefit from the demanding volumes of Better Cotton, which is equivalent to our supply.

RESPONSIBLE PAPER USE

As Roteks, we use paper as labels on the products we produce or in their packaging. We take into account that the labels and packaging we use are produced from more sustainable paper, and we aim to have FSC (Forest Stewardship Council)¹ content in 95% of the paper products we will supply in 2022.

PAPER MATERIALS USED IN PRODUCTION IN 2021



¹FSC is a non-profit, multi-stakeholder international organization founded in 1993 that promotes responsible management of the world's forests. It offers a market-based certification program used as an environmental policy.

² Controls of our three key washing facilities were made with BVe3 software for 12 months, control of one of our washing facilities was done manually for 5 months and 7 months with BVe3 software, and control of one of our washing facilities was conducted manually for 12 months.

CHEMICAL MANAGEMENT

Chemicals are important raw materials of textile and ready made garment production processes. Therefore, sustainable management of chemicals ensures that these chemicals used in textile do not harm human health and the residual chemicals in the wastewater of dyehouses and other wet processing production facilities do not damage the ecosystem.

We, as Roteks, aim to reduce the consumption of chemicals in our production processes and to ensure that the chemicals used are compatible with ZDHC. We expect our suppliers to adopt the same approach and encourage them to use ZDHC compliant chemicals and share the results of their wastewater analysis on the ZDHC Gateway Platform.

We control the chemicals used in all washing facilities in our supply chain according to the MRSL (Manufacturing Restricted Substances List) of the brands we work with. In the controls, we attach importance to the transparency of the safety data sheet (SDS) for chemicals and that it contains information in compliance with current legislation. During the reporting period, no non-compliance was detected in our controls.

In addition, during the period, we expanded the MRSL compliance that we conditioned to our key laundries as a chemical use target registered with the ZDHC Gateway. As of December 2021, the average chemical usage rate of our key washing units registered to ZDHC Gateway was 94%.²



**R&D, INNOVATION
DIGITALIZATION**

R&D AND INNOVATION

We aim to meet changing consumer demands and expectations while keeping in mind our responsibilities towards people and nature, and we carry out R&D activities in order to improve our production processes and meet consumers' expectations for sustainable products. We established our R&D Center to conduct these studies under one roof in 2017 with the approval of the Ministry of Industry and Technology. In this center, we carry out projects for innovation and global competition in the textile and fashion sector in cooperation with universities and technoparks, and develop new products based on patents and utility models. We also contribute to academia by preparing scientific publications for international and national journals.

Since our establishment, we have realized 19 projects and applied for 6 patents. We have prepared a total of 13 scientific publications; 3 national and 10 international. In addition to these, we have 7 projects that started in the reporting period and are currently ongoing.

Our R&D Center ranked 17th in textile and ready-made garment and 4th in the denim industry, in the Turkey R&D Research conducted by the "Turkish Time" magazine in 2021.

Our R&D Applications:

To increase circularity in our production processes during the reporting period, we launched an R&D project to produce a fabric that can be used in our C.O.J. brand's new order productions by recycling the brand's cutting waste into fiber & yarn.

During the project, we collected the cut waste of the main fabrics, converted our cut waste into fibers and used them in yarn production. Then, we weaved these yarns as pocketing fabric to use in C.O.J. products. As of 2021, we have completed the weaving of our pocket fabric and fabric strength control tests, and we have reached a fabric that meets our target strength values and commercial appearance expectation. We aim to use this pocketing fabric in at least 60,000 products in 2022.

Pocketing Fabric	Mixture (%)
ARG15-1 (1554)	74% Rcy PES + 15% PreC Ryc CO + 11% BCI CO
Conventional equivalent	80% PES + 20% CO

Pocketing Fabric	Raw Fabric Tear Test (N)		Light Industrial Washing Tear Test (N)		Heavy Industrial Washing Tear Test (N)		Second Heavy Industrial Washing Tear Test (N)	
	Warp	Weft	Warp	Weft	Warp	Weft	Warp	Weft
ARG15-1 (1554)	41.75	40.95	43.82	42.88	24.64	26.32	19.64	23.94
Conventional equivalent	21.42	13.66	20.35	12.37	9.58	8.48	-	-

DIGITAL TRANSFORMATION AND INFORMATION SAFETY

In addition to R&D activities, digital transformation is another area we focus on which will enable us to maintain our competitiveness in the sector. In this context, we review our way of doing business and create digital business processes that focus on efficiency.



**BUDGET ALLOCATED FOR DIGITALIZATION
STUDIES IN THE REPORTING PERIOD**

100,000€

Our Digitalization Projects

CANIAS ERP

The Canias ERP is a software through which we carry out all our operations since 2019. We attach importance to digitalization of our own processes as well as we the ones that are carried out mutually with production units.

In this regard, we provide access to our production facilities on our ERP system and enable them to record their production numbers, create dispatch notes and invoices through the system. In addition, we record the results of the inspections carried out by our quality control officials in production facilities on the tablet in a way that is integrated with our ERP system, thus making the inspection results instantly accessible.



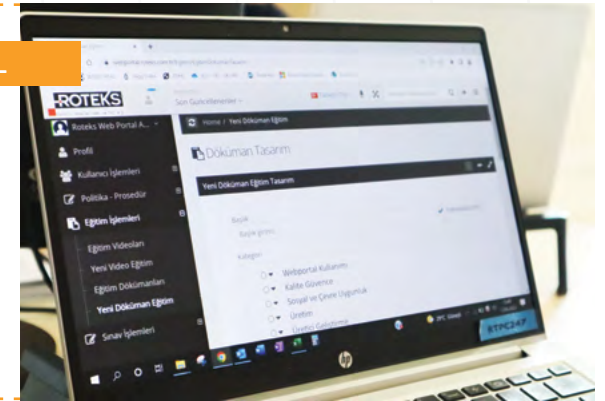


THREE-DIMENSIONAL DESIGN PROGRAM - CLO

In the ready-made garment industry, physical sample preparation is a resource-intensive process that affects total production time. Therefore, as Roteks, we focused on software solutions that enable the transition to 3D virtual sampling instead of physical samples in order to contribute to shortening the production approval processes due to sample preparation times and reduce the resources used in the production of physical samples. We have purchased CLO software, a three-dimensional design program that allows us to manage the 3D design and 2D pattern of woven clothing products simultaneously.

ROTEKS WEB PORTAL

We aim to provide uninterrupted information flow with our stakeholder production facilities, fabric and other raw material suppliers through the Roteks Web Portal, a platform where our producers and suppliers can constantly access the procedures, templates of the procedure follow-ups, training sessions on quality, social and environmental compliance codes. We completed the design of this platform in the reporting period, and it will be activated in 2022.



ROTEKS ACADEMY

Roteks Academy, which we activated in the reporting period, is an online platform where our employees receive training for their professional development in line with their needs. In addition to the current videos, we continue to work on expanding our digital library full of content for our employees.



PAPERLESS OFFICE

We reviewed our needs for printed documents. We saw it was possible to digitalize a majority. We installed a password system in the network printers in the common areas in order to prevent incorrect or excessive printouts. With these measures, we prevented paper waste to a large extent.



Information security

We prioritize the issue of information security, which gains importance in parallel with the digitalization of business processes; we implement various measures in order to ensure the continuity, confidentiality and conditions of integrity that constitute information security.

We support the continuity of our systems and data with different backup methods. We take backups of all our data on a daily basis, and keep our data backed up on a physical server unit other than our main server and on the Cloud so that priority works can be carried out uninterruptedly in an emergency.

We implement practices that aim to protect the confidentiality and integrity of information against rapidly increasing and constantly changing cyber threats. Within the scope of cyber security studies, we apply strict encryption policies and ensure the secure transmission of data by using a firewall. We use Antivirus software on all computers and update it regularly.

User awareness is also of great importance in cyber security. In this direction, we offer information security awareness training to our employees, and we test our employees' awareness of phishing attacks by sending phishing e-mails at regular intervals. In addition, we apply penetration tests in order to see the reaction of the company in case of a real cyber attack, to test the adequacy of the existing security controls and take proactive measures.

During the reporting period, we had penetration tests performed by third parties and determined the actions to be taken according to the test results. We aim to repeat the penetration test every year. In addition, as of 2022, we will start ISO 27001 Information Security Management System certification studies.

During the reporting period, there were no reports regarding information security.



**ENVIRONMENTAL
MANAGEMENT**

We believe that protecting the environment is one of the most significant necessities to fulfill in order to leave a livable world to future generations. This understanding sheds light on our operations and we work in a way to reduce our environmental impact, by observing national and international standards and our Environmental Policy.

[Click](#) to access Roteks Tekstil Environmental Policy.



The achievements we obtain in our value chain are also highly important to keep our environmental impact at minimum levels. For this reason, we ensure that our principles are adopted in our supply chain as well. During the reporting period, we provided a total of 1,005 person*hours of training to our employees and HQ contractors.

Product Life Cycle Assessment (LCA)

In 2021, four of our employees received assignments and training to align our supply chain in line with the product life cycle and to make all the evaluations in the process. Using SIMAPRO product life cycle analysis software, we examine the effects of our products in areas such as global warming potential (GWP), acidification potential (AP), eutrophication potential (EP), photochemical oxidant formation potential (POFP), abiotic depletion potential and water scarcity potential.

With LCA studies, we aim to see the life cycle stages of our products with the highest environmental impact and to implement activities that can reduce effects in these areas. In 2021, we performed the LCA analysis for 3 of our products, and we aim to do it for 10 of our products in 2022.



COMBATING CLIMATE CHANGE

The fight against climate change is at the top of our sustainability agenda, just like it is for the rest of the world. Starting from R&D activities, we attach great importance to reducing our impact in all processes of our products, from design to production, with the efficiency studies we carry out, and to continuously improve our competitive position in the fight against climate change.

Energy and Emission Management

As Roteks, we take into account energy efficiency in our entire production chain. Thus, we carry out LED lighting transformation projects and offset our carbon footprint resulting from electricity with Renewable Energy Certificates.

In the reporting period, we started to take necessary actions in order to have detailed information about the international principles and conditions for the design, development, management and reporting of greenhouse gas inventories in a way that covers our business model and our company. Within this scope, 4 of our employees from the Producer Development Department received Greenhouse Gas Calculation Specialist Training from the Turkish Standards Institute. Thus, we started to make greenhouse gas emission calculations based on the GHG Emission Inventory we prepared for our Key Production Facilities, and for Roteks Campus.

Energy Consumption	Roteks Campus	Key Production Units	Total
Total Energy Consumed within the Institution	15,008	176,921	191,928
Directly Consumed Non-renewable Energy	12,470	138,688	151,158
Energy Purchased Indirectly	2,538	38,232	40,770
Energy Intensity of the Institution (Total Energy Consumption/ Number of Employees)	48	56	55

Emission Amount (Ton CO ₂ e) ¹		
Scope 1 ²	Scope 2 ³	Scope 3 ⁴
15,636	5,611	307

¹ GHG Emissions are calculated according to TS EN ISO 14064-1:2019 Standard.

² It is the amount of direct emission originating from Roteks Campus and Key Production Facilities.

³ It is the amount of indirect emission originating from Roteks Campus and Key Production Facilities. This amount is offset by I-REC certificates.

⁴ It is the amount of other indirect emissions caused by the transportation of Roteks employees and flights.

Total Emission Amount (ton CO ₂ e)*					
Roteks Campus	Key Production Facilities				Total
	Washing	Sewing	Packaging	Total	
1,492.27	18,127.24	1,565.52	368.65	20,061.40	21,553.67

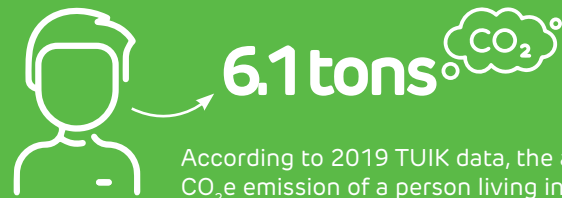
*Emissions arising from the production of raw materials/intermediate materials such as fabrics, accessories, chemicals, etc., and the transportation of these raw materials/intermediate materials are not included in the calculations.

*Emissions arising from transportation between the Key Production Facilities and Roteks are not included in the calculations.

*Offset emissions of 5,611 Ton CO₂e is not reduced on the table.

Offsetting the Greenhouse Emissions with RECs Purchase for All Key Production Facilities and Roteks Campus*

In the reporting period, greenhouse gas emissions originating from the electricity used were 100% offset by purchasing the Solar Energy sourced I-REC certificate. Offset emissions amount to 5,611 tons of CO₂e.



According to 2019 TUIK data, the average annual CO₂e emission of a person living in Turkey is 6.1 tons.



The emission we zero with I-REC certificates equals to the annual greenhouse gas emissions of 920 people.

Using Natural Gas in the Key Production Facilities

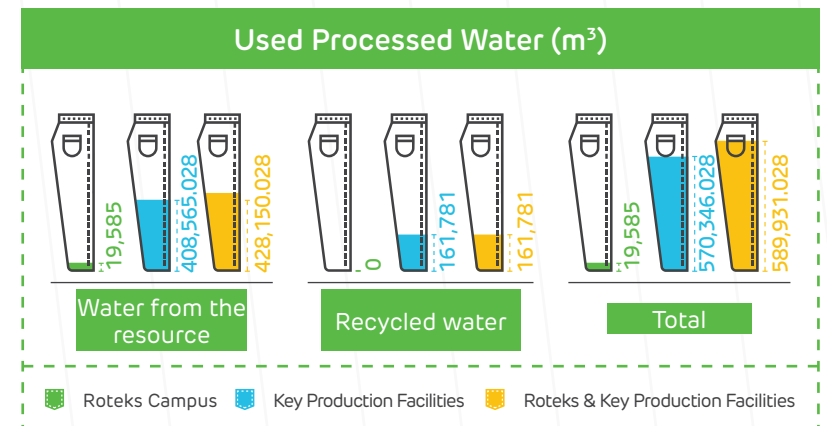
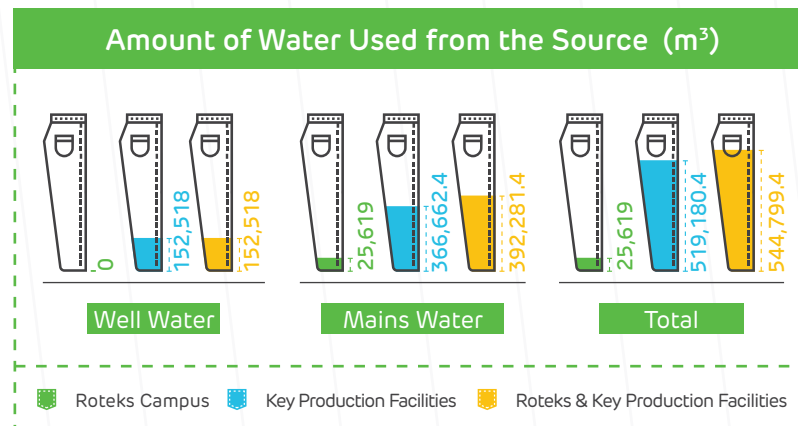
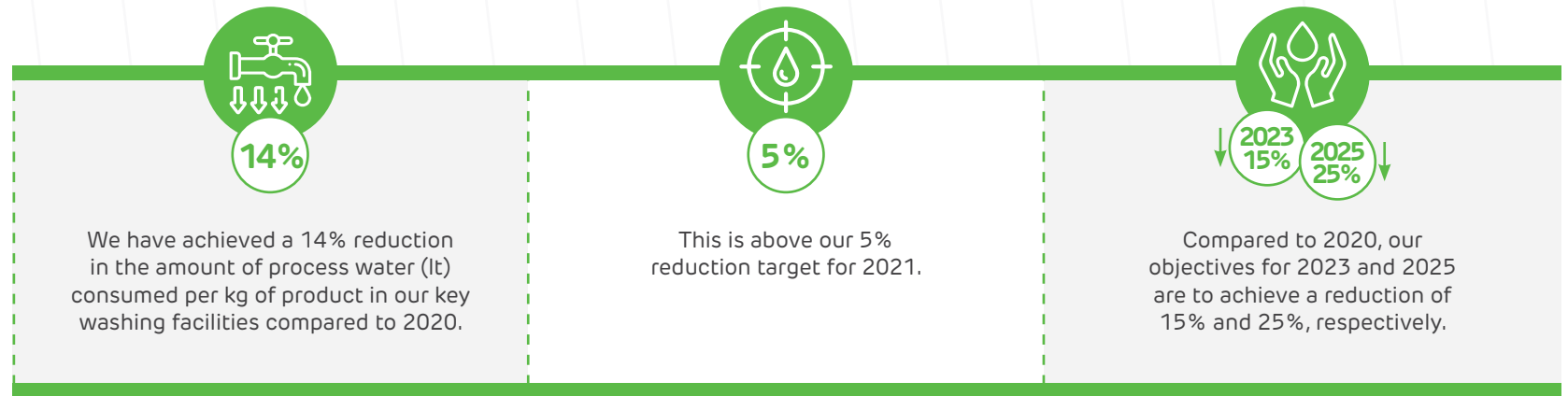
Hot steam is used both in the washing plants to heat the water and in dryers to dry the product inside. Hot steam comes through steam boilers, and in order to heat these boilers, fuels such as coal and natural gas are used. At the end of 2021, two of our facilities, which use coal for steam boiler heating, have replaced their systems with natural gas. According to the data obtained in December 2021, we will see a decrease of more than 50% in the steam-related greenhouse gas emissions of these two facilities in 2022 compared to the previous year. With the natural gas conversion of the boilers of these two facilities, the use of coal in our key washing operations has ended.



Water Management

Reducing the water footprint resulting from our production is among our environmental sustainability priorities. In this direction, we make special efforts to reduce water consumption in our washing facilities. We are trying to reduce the amount of water used per product by implementing projects for the efficient use and recycling of water.

New generation washing machines that enable less water consumption are used in key washing facilities, and water recycling systems are active in our two washing facilities. With water recycling systems, we provide a reduction of up to 70% in the amount of water consumed per kilogram of product.



PRODUCTS WITH LASER APPLICATION

Local bleaching processes can be applied in denim clothing products if desired. Chemical applications may also be necessary in such processes. In order to remove the used chemical from the product, additional water consumption is required. With the use of laser technology for desired look, it is possible to reduce the frequency of chemical use for bleaching and the amount of water required to remove the chemical from the product.

2021 DATA

Laser Usage Rate in Local
Bleached Products

100%

Number of Products That Do Not Require Use
of Bleaching Chemicals With Laser Application

1,931,369

Amount of Water Saved by
Using Laser

17,382 m³



Water Recycling in the Key Washing Facilities

Roteks Textile Washing Team started the research on industrial water recycling suitable for key washing facilities in 2020. As a result of the research, we determined the systems suitable for the expectations of the facilities and the companies that can install the systems, and the construction of these systems under the body of Truva Tekstil Yıkama and Hedef Jeans Yıkama Boyama Tekstil Companies was completed at the end of the year. In addition to conducting preliminary research and identifying suitable service providers, Roteks provided long-term financing to facilities for system costs and provided technical support for the solution of problems encountered in the operation of the systems. During the reporting period, a total of 161.781 m³ of water was recycled in the two washing plants and used in production.

Considering that the average daily water use per person is 228 liters according to 2020 TÜİK data, the water recycled is equal to the daily water use of approximately 710,000 people.



During the reporting period, 3,897,758 products were washed in our key washing facilities, with water recycling systems, and this amount corresponds to 36% of the total number of products shipped.



Sensor Taps in Key Production Facilities

In the reporting period, we conducted an analysis of the current situation for domestic water use in our Key Production Facilities in order to ensure efficient water use. As a result of the analysis, we determined that there are a total of 156 handwashing sinks in our facilities, and we purchased 44 sensor taps in 2022 and distributed them to our facilities. Thus, the rate of taps with sensors in our Key Production Facilities reached 27%.

Enzyme Process Development Without Water

Stone washing is often used for its surface effects in the industrial washing of denim fabric. As a result of the stone washing, the sludge waste in the water treatment plants of the laundries increases, and stone waste occurs. With the study conducted by our Sample Washing and Producer Development Teams, we aimed to create suitable washing recipes for using enzymes (water-free) instead of stones in washing operations.

As a result of the studies, we have seen that the commercially expected appearance of the products can be preserved in more than 50% of the recipes that contain enzymes instead of stones.

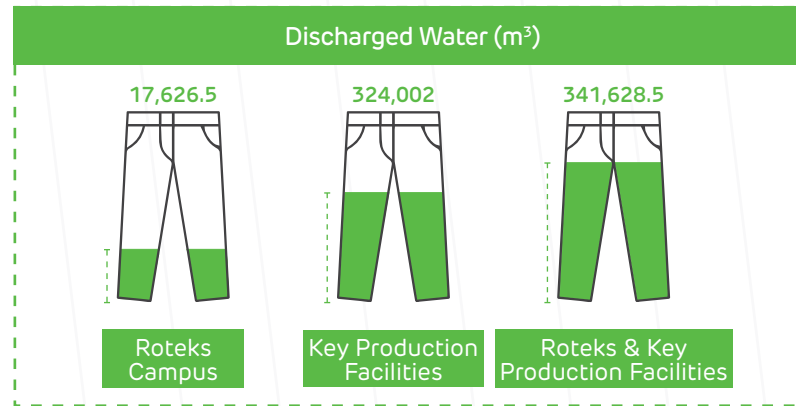
With washing recipes containing enzymes(water-free);

- Sludge waste generated in the washing facilities decreased by 90%, and the stone waste decreased by 100% as stone washing is not used.
- The water consumption based on the recipe decreased by 20% per kg product.
- A decrease was observed in the Suspended Solids parameter in the operating wastewater.
- We anticipate an extension in the effluent treatment plants equipments` lifetime.

Recipes identified in 2021 were shared with key production laundries. Our three key laundries started to use enzymes instead of stones in their washing operations. We are planning to expand this application in all our washing facilities in 2022.

Waste Management

As Roteks, we attach importance to circular economy and waste management practices. We organize training sessions to raise awareness on waste management, and we carry out studies with the aim of zero waste at the Roteks campus. In this context, we organized training sessions within our company during the reporting period. We received our Zero Waste Basic Level Certificate after making applications through the Ministry of Environment and Urbanization portal.



The wastewater of our key washing facilities is tested in third-party laboratories at regular intervals. The analysis of these results is based on compliance with the ZDHC Wastewater Guide. According to the sample results taken, no non-compliance was observed in the MRSL parameters in the wastewater of our key washing facilities. All wastewater tests are also shared on the ZDHC Gateway platform.

During the reporting period, a periodical limit was exceeded in the suspended solids parameter, which is not an MRSL parameter, was observed in our three key washing facilities. It was determined that the reason for the non-compliance was due to the operational problems in the treatment plants. Through the systematic revisions and regular controls, nonconformities were mitigated by the end of the year.



Washing Sludge Waste Recovery

A large part of the waste in our production comes from the fabric scraps as marker waste in our cutting facilities and sludge waste from the water treatment plants of our washing facilities.

It is possible to recycle fabric wastes by re-production of fiber, insulation raw materials or using them as filling raw materials in various products. However, these applications do not apply to sludge wastes. Therefore, we implemented a project within the scope of the Circular Vouchers 2.0 program to explore the possibilities of turning sludge into an input with economic value during the reporting period. We worked on the establishment of industrial symbiosis in companies that can use the sludge waste generated in our washing facilities as input.

During the project, we worked on turning sludge waste into an alternative raw material for decorative tiles, bricks, pumice concrete, aerated concrete, synthetic pumice, works of art and cement. Our research and trial studies continue on promising brick production and pumice concrete.



CTI Tool Circularity Analysis

In the reporting period, we carried out a study to measure our circularity professionally as part of the Circular Vouchers 2.0 program, which was launched with the partnership of SKD (Business World and Sustainable Development Association) and EBRD (European Bank for Reconstruction and Development) through the Circular Economy Platform of Turkey. We conducted various analyzes by using the CTI Tool, a circularity measurement tool developed by the World Business Council for Sustainable Development (WBCSD), the umbrella organization of SKD Turkey. Within the scope of the project, we became the first company in Turkey to work on circularity measurement through CTI Tool.

Thanks to this study, in which Roteks data were evaluated with nearly 80 supply chain units we work with in our production processes, we achieved detailed results regarding our inputs, outputs, water circularity and renewable energy use, and identified areas that need improvement. In addition, we had the chance to implement action plans for real problems, based on the 3-year roadmap developed by SKD Turkey according to the project results.

In the results of the analysis, we have seen that 10% improvement in our total input circularity and 4% improvement in our total output circularity is possible.





WORK LIFE AT ROTEKS

INCLUSION AND EMPLOYEE RIGHTS

While shaping the basis of our Human Resources strategy as Roteks, we consider the creation and dissemination of an egalitarian, participatory, safe corporate culture that values diversity and creativity among our priorities. In addition, we strive to create a work environment that allows revealing the potential of each of our employees, focuses on the development of approaches that strengthen employee loyalty, and considers the balance between work and private life.

While we base our human resources processes on the principles of the United Nations Universal Declaration of Human Rights and Roteks Human Resources Policy, we build on the values of honesty and transparency, open communication, openness to learning and development.

We look out for the values of equal opportunity, diversity and inclusion in all of human resources processes; We do not tolerate any discrimination of ethnic origin, religion, language, age, gender, sexual orientation, cultural difference or similar reasons.

One of the building blocks of ensuring equal opportunity and diversity is to act with an inclusive approach that always considers gender equality. At this point, we are among the signatories of the Women's Empowerment Principles Platform, established in partnership with the United Nations Gender Equality and Women's Empowerment Unit (UN Women) and the United Nations Global Compact (UN Global Compact), and we encourage women's employment. In the reporting period, our female employees constitute 45% of our total workforce and 71% of our top managers. In addition, white-collar female employees among all white-collar employees are 58%.

We prioritize employee and human rights; We act in line with the principle of equality in all processes including recruitment, promotion, remuneration and discharge. Under our Social Compliance Policy, we do not allow forced and compulsory labor and child labor, or the violation of freedom of association rights under any circumstances. In this direction, we provide Social



Compliance Trainings to key production units. We prepare the procedures for these topics with the relevant company employees and ensure that they are permanently displayed on the notice boards. In addition, we ensure that all our security personnel receive training on human rights policies.

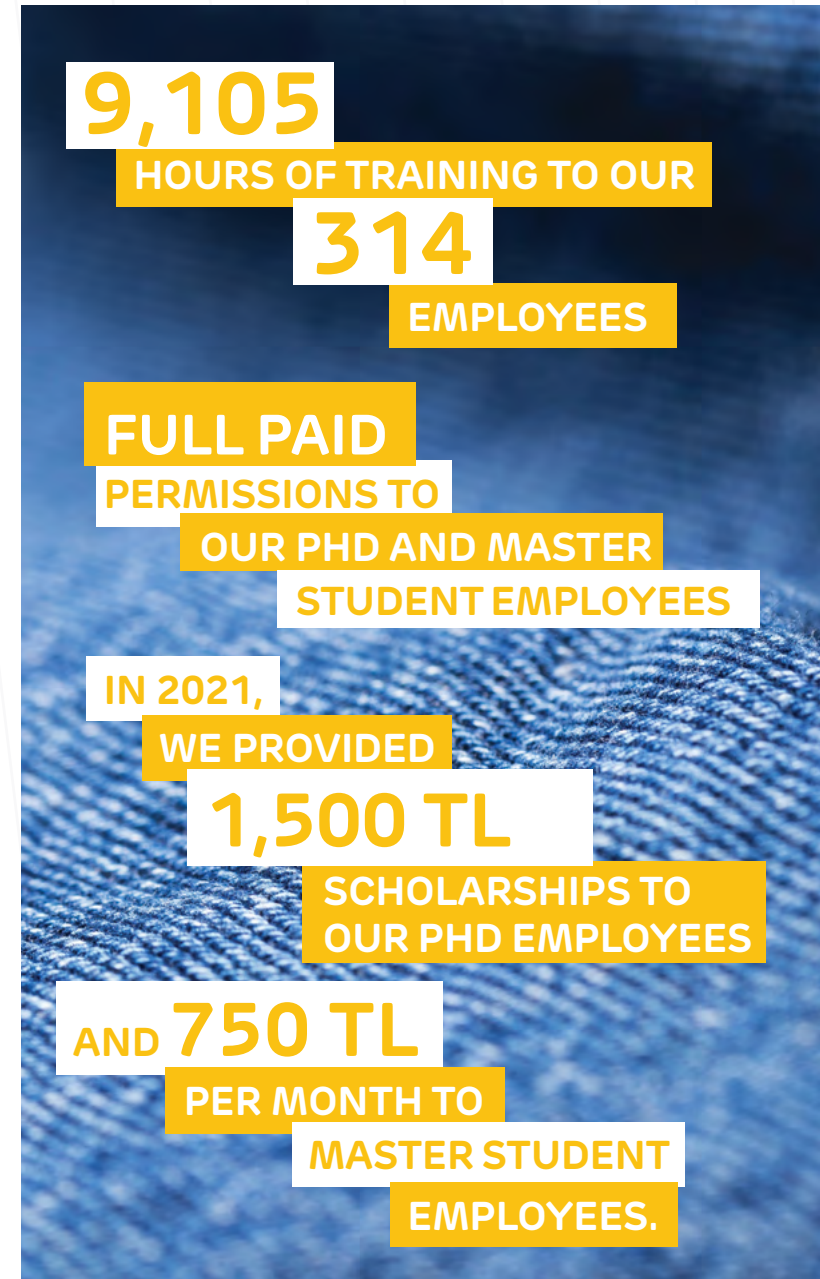


EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

As Roteks, we consider creating a work environment that encourages creativity and offers employees the opportunity to use their potential and talents. We support the continuous development of our employees through performance evaluation, training activities aimed at professional and personal development, incentives for master and doctoral education, and interdepartmental project group studies.

We implement HR systems regularly, and through these practices we evaluate the performance of our employees both with goal and competency measurements. We consider the annual performance meetings as a special opportunity for development, and we take into account the evaluation results in career planning studies, determination of development needs and performance-based remuneration processes. Once a year, with the participation of the entire Executive Board, we discuss the career planning, competencies and training needs of all our employees.

We aim to improve the personal and professional skills of our employees as well as increase customer satisfaction with more competent employees via training sessions that are planned in line with our strategic goals. We provided a total of 9,105 hours of training to 314 employees on different subjects, especially through our online training platform Roteks Academy and the online video training platform Vidobu, which we launched during the reporting period. We also support our employees who are doctoral and graduate students. In this context, we provide our graduate and doctorate employees with paid leave when they need it, as well as scholarships in addition to their salaries. During the reporting period, 6 of our colleagues, 5 of whom are post-graduate students and 1 of them doctoral students, benefited from this support.



TRAINING ACTIVITIES IN 2021



Roteks Academy

Launched in January 2021, Roteks Academy is an online training platform where all of our employees can access any information they need or would like to know about their job or operations in other processes with unlimited access, and where we form our corporate memory. The platform was prepared by our expert staff, and there are 155 training contents on vocational, technical, OHS and sustainability issues.

Vidobu Membership

With an agreement with the Vidobu platform, which includes videos for personal and vocational training, we purchased limited-time full-access licenses for our employees.

Executive Coaching Training

We organized an online 'Coaching Training' attended by our managers in order to take our managerial competencies one step further and to acquire basic coaching information. All of our executive colleagues who participated fully in the program, received the "Basic Coaching Certificate" approved by the International Coaching Federation (ICF). The training included various topics such as effective communication, effective listening, feedback, anxiety and stress management as well as coaching information.

Breast Cancer Awareness Education

In order to raise awareness about breast cancer, 9 Eylül University Faculty of Medicine, Department of Internal Medicine, Head of Radiation Oncology Department and İzmir Breast Diseases Association (İZMEDER) Chairman Prof. Dr. İlknur Görken provide online training to our female employees.

EMPLOYEE PARTICIPATION

We believe that employee participation and satisfaction have a key role in employee loyalty, and we strive to offer a participatory, transparent, open-to-communication working environment where our employees create value by freely expressing their demands, ideas and suggestions.

We encourage our employees to participate in management mechanisms by conveying their wishes, complaints, suggestions and requests through various communication channels. We evaluate all notifications and, if the identity of the person who made the notification is known, we definitely give feedback regarding the actions we take. We announce the suggestions, requests and results concerning all employees on internal notice boards. 13 of the 23 suggestions submitted to the employee suggestion system during the reporting period were accepted and necessary actions were taken.



OUR EMPLOYEES;

- Our employees can deliver their notifications personally or in writing to the top level management, as we have an open door policy in the company.
- Our employees can make 'Suggestion/Complaint Notification' using the Suggestion Platform Login screen in the Roteks Corporate Information Sharing area on Microsoft Sharepoint.
- Our employees can make anonymous notices through wishes, suggestions and feedback boxes, and include their requests in the agenda via the checkboxes that are opened every 15 days.
- Our employees can ensure that their notices are discussed at the monthly periodic meetings that are held between the employer-employee representative and the human resources manager, through the closed voting system and through the union representative or employee representative they choose together.

We also carry out activities to make our employees feel that they are a part of the company. We reward their success with our recognition and appreciation practices. We remember special events such as marriage and birth, and organize motivational dinners.

Roteks Welcoming Summer Party

We welcomed the summer with enthusiasm with all our employees.



35th Anniversary of Roteks

This year, we celebrated the 35th anniversary of our foundation with an open event that we organized in our company garden together with all our employees.



Our in-house Instagram account @roteksalesi, to which all our employees participate, plays an important role in strengthening our internal communication, fostering a participatory culture in our organization. During the pandemic, we shared various posts on this account under the title #roteksleiyihisset (feel good with Roteks) to make our employees feel good.

Our company psychologist shared coping mechanisms against difficulties experienced in emotional processes, and experts shared exercise programs and healthy nutrition recommendations. In addition, we organized lucky draws and gifted our employees books on personal development.

We also offer financial support to our employees. In this direction, we give loans in installments to our employees in need without interest, and we offer 50% discount shopping from the Roteks store. Female employees who will go on maternity leave, can receive their 4-month salary all at once if they wish, and they can pay in installments upon their return from the maternity leave.

We also care about the mental health of our employees, and we provide psychological counseling services to our employees by our company psychologist.



In addition to the suggestion system and our Instagram account, we support the participatory management approach and internal communication through volunteer working groups.

Activities in which our employees participate voluntarily are as follows;

- Roteks Academy: All trainings to be added to Roteks Academy are prepared voluntarily by our employees who are experts in their fields.
- Communication Team: Roteks corporate communication activities are managed voluntarily with the participation of our employees from different departments.
- Sustainability Report Working Groups: Our employees from different departments voluntarily take part in the working groups on our sustainability report.
- RiNG (Roteks Goodwill Volunteers): The projects carried out within the body of RiNG, which is the corporate social responsibility platform, are realized with the contributions of our volunteers regarding the organization and execution.



Roteks Communication Team



Roteks Sustainability Groups

Employee Satisfaction Survey

We conduct an "Employee Satisfaction Survey" once every 2 years in order to improve the processes by taking the opinions and suggestions of our employees. Our survey, which consists of 22 questions, measures the level of satisfaction of our employees with our company on the basis of 20 different criteria and the effect of these criteria on their motivation.

According to the results of the survey we conducted during the reporting period, our overall satisfaction rate is 79.5%; The effect of the satisfaction rate on employee motivation was 87.4%. 216 employees participated in the survey and this number constitutes 72% of our total personnel.

Employee Satisfaction Survey	2017	2019	2021
Satisfaction Rate	69.7%	80.2%	79.5%
The Effect of Satisfaction Rate to the Employees' Motivation	84.3%	84.9%	87.4%



Internal Customer Evaluation Survey:

Every year, we conduct an 'Internal Customer Evaluation Survey' in order to measure the level of service satisfaction of the departments, and to increase the service quality by providing the necessary communication and coordination environment between the departments. Each department scores each other regarding their quality, timing, consistency, cooperation and communication performances, and these results are shared with the managers in order to identify the areas for improvement. The department score obtained as a result of the Internal Customer Survey is also one of the inputs of our performance system.

JOINT PROJECTS WITH UNIVERSITIES

As Roteks, we also offer internship opportunities to a certain number of students every year. Our standard internship practice is the summer semester program where the intern rotates in each department. The long-term intern program is the program in which our final year students of Textile Vocational Schools that we choose, receive theoretical and practical training for 5 months. Our long-term intern program, which was on hold due to the pandemic, restarted in December 2021. Focusing on Laser Pattern Operators and Garment Pattern Makers, the program offers training at our company once a week for 5 months to 12 interns, and we prioritize to these interns who complete the program in recruitment.

We attach high importance to university-industry cooperation, thus we organize technical trips and training programs, especially on sustainability, for university students. As part of our technical trip program, we hosted 13 students from Ege University Vocational School of Fashion Design and 17 students from the Department of Textile Engineering during the reporting period; We gave them information on the operations carried out in our Model Shop, Sample Washing, Production Planning & Production Management, Quality, Sales Marketing and Purchasing departments.

As part of the training program, we organized a 3-session seminar titled "Sustainability: Production Dimension in the Textile and Ready-Made Garment Sector" with the participation of around 50 students in the Department of Textile Engineering at Ege University. At Dokuz Eylul University Faculty of Fine Arts, we trained around 80 students on sustainable fashion. At the same university, we offered online training to Textile Engineering students under the name of "Engineering Approach and Problem Solving Techniques in Sustainable Textile Production".



OCCUPATIONAL HEALTH AND SAFETY

For Roteks, ensuring occupational health and safety at the highest level in a working environment is one of the building blocks of sustainability. In this context, we act in compliance with all applicable OHS-related legislations, obligations and standards. In addition to these, our Roteks Occupational Health and Safety Policy constitutes the roadmap of our practices in the field of OHS.

Occupational health and safety management processes are carried out by our two OHS Boards. The total number of members in these committees is 17 and the number of employee representatives is 10.

We organize training sessions in order to increase the awareness and preparedness of our employees on occupational health and safety. During the reporting period, we provided 1,137 hours of OHS training to 333 people. Although there was no occupational disease or fatal accident; the injury rate was 0.27 (5 work accidents), and the lost day rate was 2.28 (27 lost days). In order to further improve our OHS performance, we will continue our corrective and preventive practices in the coming period.

DISASTER AND EMERGENCY PREPAREDNESS AND MANAGEMENT

We carry out preparations for disasters and emergencies for the continuity of our operations. In this context, we carried out 2 drills, "Scenario Earthquake and Evacuation" and "Scenario Fire and Evacuation", during the reporting period. After the drills, we worked on the actions to be taken in order to improve.



MEASURES WE TAKE IN THE FIGHT AGAINST COVID-19

For our employees:

- We provided awareness training to all our employees so that they can come to work in a healthy and safe manner.
- We provided remote working opportunities to our employees for those with suitable job descriptions.
- We measured the temperature of all our employees when they entered the building.
- We provided surgical masks to all our employees.
- When our employees showed signs of illness, they were first examined by the company doctor, and then they were sent to private hospitals for PCR testing, which was covered by our company. They did not work until they received a negative test result.

For our visitors:

- We limited the number of visitors in the pandemic, if it was not mandatory to receive visitors.
- We measured the temperature of the visitors and asked for HES code at the entrance.

Our Transportation Services:

- We increased the number of shuttles and switched to single seating in order to comply with the social distance rule.
- We disinfected our shuttles every evening before our employees boarded.

Our offices:

- In order to expand the seating areas, we turned our meeting rooms into offices for our employees.
- We disinfected all our offices after work.

Our Dining Hall and Canteen:

- We divided the lunch and tea break times. We have limited the number of people who can be in the common areas at the same time.
- We rearranged the seating arrangements in line with the social distance rules.

Our Production Facilities:

- We included pandemic regulations in our Social Compliance Audits.
- We provided surgical masks to employees in facilities since the beginning of the pandemic.



SOCIAL DEVELOPMENT

In line with the priority issues we have determined in our sustainability studies, we support social development, and in this direction, we implement various projects in the fields of environment, education and gender equality. We care that the projects we carry out for social development are compatible with our corporate strategy; We adopt the principles of transparent management and accountability in the implementation processes of these projects. In addition, we encourage our employees to participate in social responsibility activities with our volunteering platform RiNG (Roteks Goodwill Volunteers), which has a key role in bringing projects to life.



OUR SOCIAL RESPONSIBILITY PROJECTS

WOMEN'S EMPLOYMENT PROJECT (KADIN EMEĞİ HAYAT İLMEĞİ PROJECT)

In 2020, we implemented the "Kadın Emeği Hayat İlmeği" project in cooperation with RiNG and İzmir Metropolitan Municipality. Through this project, we gave sewing training to disadvantaged women between the ages of 18-35, in order to support them with professional skills for employment. Within the scope of the project, as Roteks, we covered the wages of the trainees for the hours of participation during the training and provided the fabric and other sewing materials to be used in the training.

The first period of the training was completed in 2020 with the participation of 10 women, including refugees and those staying in temporary women's shelters, who had no previous working experience. The project had to be suspended due to the pandemic but we re-launched the project in November 2021 with the participation of 10 trainees. These training sessions continue for 6 months, and at the end of each term, we give the trainees the opportunity to be hired in our Key Production Facilities.





ÖRNEKKÖY ÇOGEM TABLET DONATION

Providing equal opportunities in education is of great importance for us. In this direction, in order to develop a project for children to access quality education in the remote education during the pandemic period, with the lead of Tunc Soyer the Mayor of İzmir, we came together with officials of the municipality. As a result of joint discussions, we provided equipment support consisting of tablets and headphones to two classrooms at the Ornekkoy Child and Youth Center (ÇOGEM). In this way, children, who had difficulties in accessing distance education in the region, were able to attend online classes using these tablets.

In order to compensate for our carbon footprint resulting from our corporate and individual trips, we created the Roteks Tekstil Family Memorial Forest, in 2020 in the region by donating 5,000 saplings to the Aegean Forest Foundation's land in Torbalı, with the institutional and individual participation of our employees. We continue to donate saplings for each of our Roteks employees who get married or give birth. Our suppliers who want to give gifts on special occasions also donate saplings on behalf of our company. During the reporting period, more than 500 saplings were donated through these channels.

ROTEKS TEKSTİL MEMORIAL FOREST



BLOOD DONATION TO KIZILAY (TURKISH RED CRESCENT)

We aim to increase the awareness of our employees about blood donation. We encourage our employees to donate against the risk of decreasing blood stocks, especially during the winter period.

In this direction, during the reporting period, 58 of our employees supported the Turkish Red Crescent's campaign by donating blood. The blood donations reached to 174 people. Our blood donation support will continue in the coming period.



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Economic Performance Indicators	2021
Total Sales (Euros)	98,229,037
Total Sales (Number)	10,856,061
Taxes and Similar Payments Paid to the Government (TL)	11,265,000

Social Performance Indicators	2021
Total Employees	314
Female	143
Male	171
Contractor Employees	25
Female	7
Male	18
Employees by Contract Type	
Indefinite Duration	
Female	143
Male	171
Temporary	0
Employees by Category	
White Collar	214
Female	125
Male	89
Blue Collar	100
Female	18
Male	82
Employees by Employment Type	
Full Time	
Female	143
Male	171
Part Time	0

Social Performance Indicators	2021
Employees by Education	
Primary education	70
High School/Vocational High School	86
Associate degree	64
University	84
Masters	10
PhD	0
Employees by Age	
18-30	115
31-50	175
50+	24
Senior Management Structure (Numbers)	
Female	10
Male	4
Age 30 and under	0
Between Ages 30-50	10
Age 50 and above	14
Number of Employees Under Collective Agreement	40
Newly Hired Employees	
Female	35
Male	33
Age 30 and under	44
Between Ages 30-50	22
Age 50 and above	2

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Social Performance Indicators	2021
Employee Turnover	
Female	20
Male	20
Age 30 and under	16
Between Ages 30-50	21
Age 50 and above	3
Maternity Leave	
Female	3
Male	5
Return from Maternity Leave	
Female	3
Male	5
Ratio of Staying at Work One Year After Maternity Leave	100%
Employees Subject to Regular Performance and Career Development Evaluation	212
White Collar	
Female	124
Male	88
Blue Collar	
Female	0
Male	0
Employee Trainings - Participants (person)	314
Blue Collar	100
White Collar	214
Female	143
Male	171
Employee Trainings - Total Hours (person*hours)	9.105
Blue Collar	750
White Collar	8.355
Female	4.276
Male	4.829

Social Performance Indicators	2021
Contractor Employee Trainings - Participants (person)	10
Blue Collar	8
White Collar	2
Female	5
Male	5
Contractor Employee Trainings - Total Hours (person*hours)	7,5
Blue Collar	6,5
White Collar	1
Female	4
Male	3,5
OHS Trainings - Participants (person)	
Direct Employees	333
Contractor Employees	0
OHS Trainings -Total (person*hours)	
Direct Employees	1,136.5
Contractor Employees	0
Accident Frequency Rate (Injury Rate)	0,27
Number of Accidents	5
Lost Day rate	2,28
Number of Lost Days	27
Female	20
Male	7
Occupational Disease Rate	0
Fatality	0
Number OHS Committees	2
Number of OHS Committee Members	17
Number of Employee Representatives at OHS Committee	10
Number of Disaster and Emergency Drills	2

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Environmental Performance Indicators	2021
Total Emissions (tons CO₂e)	
Scope-1	15,636
Scope-2	5,611
Scope-3	306.91
Total	21,554
Total Emissions by Facility (tons CO₂e)	
Roteks Campus	1,492.27
Washing	18,127.24
Sewing	1,565.52
Packaging	368.65
Total	21,554
Total Energy Consumption (GJ)	
Roteks Campus	15,008
Key Facilities	176,921
Total	191,928
Directly Consumed Non-Renewable Energy (GJ)	
Roteks Campus	12,470
Key Facilities	138,688
Total	151,158

Environmental Performance Indicators	2021
Energy Purchased Indirectly (GJ)	
Roteks Campus	2,538
Key Facilities	38,232
Total	40,770
Energy Intensity (Total Energy Consumption/ Number of Employees)	55
Roteks Campus	48
Key Facilities	56
Water Consumption by Source (m³)	
Well Water	152,518
Municipality Water	392,281
Total	544,799
Process Water Used (m³)	
Withdrawal from Resource	428,15
Recycled	161,781
Total	588,931
Water Discharged (m³)	341,629



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The service was performed on the English version of the report. For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

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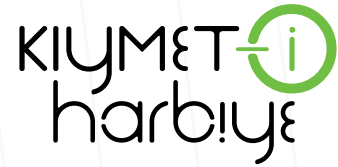


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