



GÜLİPEK

SUSTAINABILITY REPORT

2020 //

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REPORT SUMMARY

AS THE GÜLİPEK FAMILY, WE ARE PROUD TO PRESENT OUR SUSTAINABILITY REPORT FOR 2020.

WE PRESENT THE MEASUREMENT, MONITORING AND IMPROVEMENTS WE HAVE TAKEN IN MANAGING OUR IMPACTS RESULTING FROM OUR ACTIVITIES FOR THE EVALUATION OF OUR STAKEHOLDERS WITH THIS REPORT.

WE PRESENT OUR WORKS THAT DEAL WITH ECONOMIC, SOCIAL AND ENVIRONMENTAL ISSUES IN THE LIGHT OF NUMERICAL DATA. IN OUR REPORT, WE EXAMINED SUSTAINABILITY ISSUES IN DETAIL UNDER THE HEADINGS OF ECONOMIC PERFORMANCE, SOCIAL PERFORMANCE AND ENVIRONMENTAL PERFORMANCE.

IN THE ECONOMIC PERFORMANCE SECTION; WE INCLUDED OUR EXPORT AND SALES FIGURES, ANNUAL TURNOVER, PRODUCTION QUANTITIES, AND RAW MATERIAL PURCHASES.

IN THE SOCIAL PERFORMANCE SECTION; WE INCLUDED THE RESULTS OF THE WORK HEALTH AND SAFETY, TRAINING AND EMPLOYMENT INCREASE, THE RESULTS OF THE SUSTAINABILITY SURVEY, EMPLOYEE SATISFACTION AND CUSTOMER SATISFACTION SURVEYS, OUR POLICY TO INCREASE WOMEN'S EMPLOYMENT, THE PROJECTS WE PLAN TO DO IN THE COMING YEARS AND THE SOCIAL PROJECTS REALIZED.

IN THE ENVIRONMENTAL PERFORMANCE SECTION, WE INCLUDED OUR TARGETS TO REDUCE OUR MAIN CONSUMPTION ITEMS SUCH AS ELECTRICITY, NATURAL GAS, WATER AND FUEL, WHAT WE DID TO ACHIEVE THESE TARGETS AND THE SAVINGS MEASURES TAKEN.

THE INFORMATION CONTAINED IN THIS REPORT COVERS THE ACTIVITIES OF GÜLİPEK BETWEEN JANUARY 1, 2020 - DECEMBER 31, 2020. WE EXPLAINED OUR PROCESS OF DETERMINING THE CONTENT OF THE REPORT AND THE REPORTING LIMITS AND CONSTRAINTS OF IMPORTANT TOPICS IN THE STRATEGY AND MANAGEMENT SECTION OF THIS REPORT. (GRI 102-50) WE HAVE PREPARED OUR REPORT IN ACCORDANCE WITH THE GRI STANDARDS: BASIC OPTION. WHILE DETERMINING OUR STRATEGIC SUSTAINABILITY ISSUES, WE TOOK INTO ACCOUNT THE PRINCIPLES OF MATERIALITY, STAKEHOLDER ENGAGEMENT, SUSTAINABILITY SCOPE AND INTEGRITY OF GRI. (GRI 102-54)

WITH THE SUSTAINABILITY REPORTS WE PREPARE EVERY YEAR, WE ADOPT THE SUSTAINABLE DEVELOPMENT GOALS AND AIM TO DEVELOP THESE GOALS IN THE NEXT REPORT YEAR. WE AIM TO PUBLISH THE 2021 REPORT IN THE SECOND HALF OF 2022.

THERE IS A MESSAGE FROM OUR LEADERS

WE CONTINUED TO
BUILD A
HEALTHIER, MORE
EFFICIENT AND
SUSTAINABLE
FUTURE”



OUR DEAR STAKEHOLDERS

AS THE GÜLİPEK FAMILY, WE HAVE SUCCESSFULLY COMPLETED A REPORTING YEAR IN WHICH WE ARE AWARE OF OUR RESPONSIBILITIES TOWARDS THE SOCIETY, ENVIRONMENT AND OUR EMPLOYEES. THE PANDEMIC PROCESS CAUSED BY THE COVID-19 THAT SURROUNDS THE WHOLE WORLD REMINDED US ONCE AGAIN THAT WE SHOULD BE RESPECTFUL TO THE ENVIRONMENT AND NATURE. IN THIS PROCESS, WHICH WE HAVE SUCCESSFULLY CARRIED OUT, OUR LEARNING AND EXPERIENCE HAS BEEN MULTIDIMENSIONAL. SUSTAINABILITY PRACTICES, FOR WHICH WE SET GOALS AND STARTED WORKING, GAINED MOMENTUM WITH THIS PROCESS BY ENABLING GÜLİPEK TO BUILD A MORE EFFICIENT AND SUSTAINABLE FUTURE. THUS, TODAY, WE HAVE TAKEN THE FIRST STEP TOWARDS SUSTAINABILITY REPORTING BY PREPARING THIS VALUABLE REPORT FOR YOU, OUR STAKEHOLDERS.

WE HAVE ESTABLISHED A SUSTAINABILITY COMMITTEE IN OUR COMPANY IN ORDER TO ENSURE THAT OUR PRODUCTIONS ARE CARRIED OUT WITH A WORK THAT IS ENVIRONMENTALLY FRIENDLY, RESPECTFUL TO HUMAN RIGHTS, ADDING VALUE TO THE SOCIETY AND NOT HARMING THE ECOSYSTEM, NATURAL RESOURCES AND BIODIVERSITY, WE HAVE TAKEN ALL THE

STEPS TAKEN OR TO BE TAKEN TOGETHER WITH THE RELEVANT COMMITTEE. WE CONTINUED OUR SUSTAINABLE GROWTH TARGET BY CORRECTLY ANALYZING THE PROCESS DEVELOPMENTS, ENERGY AND WATER SAVINGS, INVESTMENTS AND THE NEEDS AND EXPECTATIONS OF OUR CUSTOMERS. WE CARRIED OUT THE ECONOMY MANAGEMENT ANALYSIS IN THE MOST EFFICIENT WAY AND MADE OUR ECONOMIC PERFORMANCE SUSTAINABLE. WE HAVE PROVEN ONCE AGAIN THE VALUE WE SHOW TO RAW MATERIALS AND PEOPLE WITH OUR CERTIFICATES SUCH AS RCS, OCS, FSC, OEKOTEX100, WITH ZERO WASTE CERTIFICATE, WITH ALL THE PROJECTS WE HAVE REALIZED WITHIN THE SCOPE OF WATER AND ENERGY SAVING, WITH THE GÜLİPEK TEXTILE GROVE WE HAVE CREATED, WITH OUR EMPLOYEE AND CUSTOMER SATISFACTION SURVEY RESULTS THAT ARE INCREASING DAY BY DAY. ALL THESE ACHIEVEMENTS WE HAVE ACHIEVED ENCOURAGE US FOR OUR FUTURE INVESTMENTS AND GUIDE US WHILE SETTING OUR GOALS. WE HAVE UNDERTAKEN AN IMPORTANT MISSION TO LEAVE A LIVABLE WORLD TO FUTURE GENERATIONS WITH ALL OUR PROJECTS AND GAINS, AND WE HAVE SET OUR GOALS IN THIS DIRECTION.

AS GÜLİPEK, WE WOULD LIKE TO THANK EVERYONE WHO CONTRIBUTED AND ACCOMPANIED US, ESPECIALLY OUR VALUABLE EMPLOYEES, AS WE LEAVE BEHIND A PERIOD IN WHICH WE HAVE TAKEN SUSTAINABLE STEPS AND WHICH WILL GUIDE US AND OUR STAKEHOLDERS IN THE FOLLOWING YEARS.

CHAIRMAN OF BOARD
ALI GÜLGEÇ

THERE IS A MESSAGE FROM OUR LEADERS

"WE SEE
SUSTAINABILITY AS
THE BASIC
PHILOSOPHY OF OUR
WORK BEYOND
ECONOMIC
PERFORMANCE"

OUR VALUABLE STAKEHOLDERS,

GÜLİPEK IS ONE OF TURKEY'S INNOVATIVE AND LEADING FABRIC AND YARN MANUFACTURERS IN WOMEN'S CLOTHING AND TECHNICAL TEXTILES WITH ITS 69 YEARS OF EXPERIENCE, KNOWLEDGE AND PRODUCTION CULTURE.

WE MANAGE THE ECONOMIC, SOCIAL AND ENVIRONMENTAL EFFECTS OF OUR ACTIVITIES IN ORDER TO CREATE VALUE WITHIN THE FRAMEWORK OF OUR COMPANY'S PRINCIPLES AND CULTURE. WE SEE SUSTAINABILITY AS THE BASIC PHILOSOPHY OF OUR WORK BEYOND ECONOMIC PERFORMANCE AND WE TRY TO CONTRIBUTE TO OUR COUNTRY AND THE WORLD IN THIS SENSE.

WE SEE SUSTAINABILITY AS THE BASIC PHILOSOPHY OF OUR WORK BEYOND ECONOMIC PERFORMANCE AND WE TRY TO CONTRIBUTE TO OUR COUNTRY AND THE WORLD IN THIS SENSE.

DUE TO THE COVID-19 PANDEMIC, 2020 WAS A VERY DIFFICULT AND PESSIMISTIC YEAR FOR OUR COUNTRY AND THE WHOLE WORLD, AND AS GÜLİPEK, WE TRIED TO ADAPT TO THIS DIFFICULT PERIOD AND ACCELERATED OUR WORKS AND PROJECTS IN THE TITLES OF SUSTAINABILITY AND PRODUCTIVITY INCREASE. WE REALIZED ALL OF OUR INVESTMENTS IN OUR 2020 PLAN AND PREPARED OUR 2021 PLANS. WE PUBLISHED OUR FIRST CARBON FOOTPRINT REPORT IN THE FIRST YEAR OF THE PANDEMIC AND I AM PROUD TO SAY THAT THIS YEAR WE ARE PUBLISHING OUR SUSTAINABILITY REPORT.

SUSTAINABLE RAW MATERIAL, DYESTUFF AND CHEMICAL SUPPLY IS IMPORTANT IN OUR ECONOMIC PERFORMANCE IN 2020. WITH OUR NEW INVESTMENTS AND IMPROVEMENT PROJECTS, WE ACHIEVE MORE EFFICIENT NATURAL GAS BURNING PERFORMANCE AND FABRIC PRODUCTION PERFORMANCE AND CREATE LESS ENVIRONMENTAL IMPACT. WE HAVE ALSO PLANNED OUR INVESTMENTS FOR 2021, WE AIM TO CREATE A MORE DIGITAL STRUCTURE BY SWITCHING TO THE NEW ERP SOFTWARE IN OUR YARN FACTORY, WE AIM TO MAKE FABRIC DYEING WITH LESS ENVIRONMENTAL IMPACT BY USING LESS NATURAL RESOURCES WITH THE INVESTMENT OF A NEW GENERATION DYEING MACHINE IN OUR DYE FACTORY IN 2021.

WE HAVE HAD IN OUR SOCIAL PERFORMANCE, WE HAVE MADE COOPERATION WITH THE UNIVERSITY AND THE OIZ BY EVALUATING THE RESULTS OF THE EMPLOYEE SATISFACTION AND CUSTOMER SATISFACTION SURVEYS, IN ADDITION TO THE SUSTAINABILITY ISSUES OF OCCUPATIONAL HEALTH AND SAFETY, EDUCATION AND EMPLOYMENT INCREASE. IN THE HIGG FSLM AND HIGG FEM AUDITS FOR 2020, WE HAVE SEEN THE SUCCESSFUL RESULTS OF OUR WORK ON SUSTAINABILITY BY GETTING HIGH SCORES.

OUR MAIN OBJECTIVES IN OUR ENVIRONMENTAL PERFORMANCE WERE TO REDUCE OUR EMISSION VALUES AND TO REALIZE OUR ENERGY AND WATER SAVING PROJECTS. WE CARRIED OUT PLANTING WORKS OF 1000 TREES IN MANISA UNDER THE HEADING OF CARBON OFFSETTING AND WE PLANNED TO PLANT 1300 TREES IN BURSA IN 2021.

SAS A RESULT, AS GÜLİPEK, WE WILL CONTINUE TO CREATE VALUE FOR OUR COUNTRY AND THE WORLD, AND TO DEVELOP MORE SUSTAINABLE PRODUCTS AND PROCESSES, WITH THE CONTRIBUTIONS OF OUR EMPLOYEES, CUSTOMERS AND STAKEHOLDERS IN THE TOPICS OF SUSTAINABILITY.

SINCERELY YOURS



PRODUCTION GENERAL MANAGER

HAKAN TURBİL

SUSTAINABILITY REPORT 2020

OUR MISSION

TO DEDICATE CONTINUOUSLY AND IN THE MOST EFFICIENT WAY TO THE COMMON BENEFIT OF OUR CUSTOMERS, BUSINESS PARTNERS AND EMPLOYEES.

TO PROVIDE SUPERIOR SERVICE, TO REALIZE INNOVATIVE AND HIGH QUALITY PRODUCTION BY INVESTING IN PEOPLE AND TECHNOLOG, AND TO BE A PIONEER IN THE SECTOR BY BEING NATURE FRIENDLY AND SPREADING ENVIRONMENTAL AWARENESS.

OUR VISION

TO PRODUCE VALUE ADDED FABRICS TO TURKISH AND WORLD BRANDS IN THE TEXTILE AND APPAREL INDUSTRY PRODUCE. TO BE A FIRST CLASS TECHNICAL TEXTILE SUPPLIER, TO BE RECOGNIZED FOR OUR SUPER TEAM, SERVICES AND RESULTS.

OUR VALUES

RESPECTING DIFFERENCES

ENVIRONMENTAL AWARENESS

DEVELOPING TOGETHER AND BEING DEVELOPED

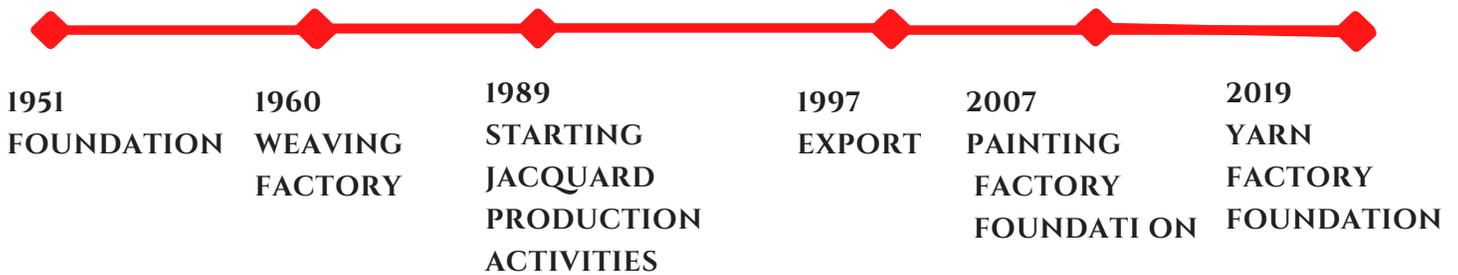
FAIR AND TRANSPARENT MANAGEMENT APPROACH

OUR CORPORATE PROFILE

GÜLİPEK, WHICH STARTED OUT IN 1951 AND PRODUCED HIGH QUALITY SILK FABRICS FOR READY-MADE CLOTHING MANUFACTURERS IN THE FIRST YEARS OF ITS ESTABLISHMENT, BOUGHT ITS FIRST WEAVING LOOMS IN THE EARLY 1960S. IN 1989, IT ADDED JACQUARD PRODUCTION TO ITS PRODUCTION LINE BY RENEWING ALL WEAVING MACHINES AND THE WEAVING FACILITY WAS FULLY ADAPTED FOR COTTON WEAVING.

TODAY, GÜLİPEK TEKSTİL PRODUCES READY-MADE CLOTHING FOR WORLD BRANDS ON A TOTAL LAND OF 19,748 M², WITH 220 EMPLOYEES IN A CLOSED AREA OF 23.482 M².

GÜLİPEK MILESTONES...



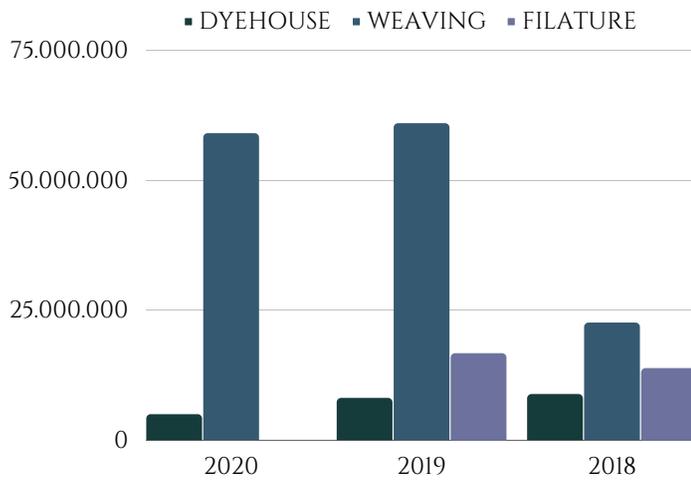
WE CREATE CONTEMPORARY AND RESPONSIBLE FASHION FOR YOU AND TOGETHER WITH YOU.



PLEASE READ THE CODE FOR PROMOTIONAL VIDEO

RAW MATERIAL PURCHASES

NET RAW MATERIAL PURCHASES (TL)



3.460764,57 M

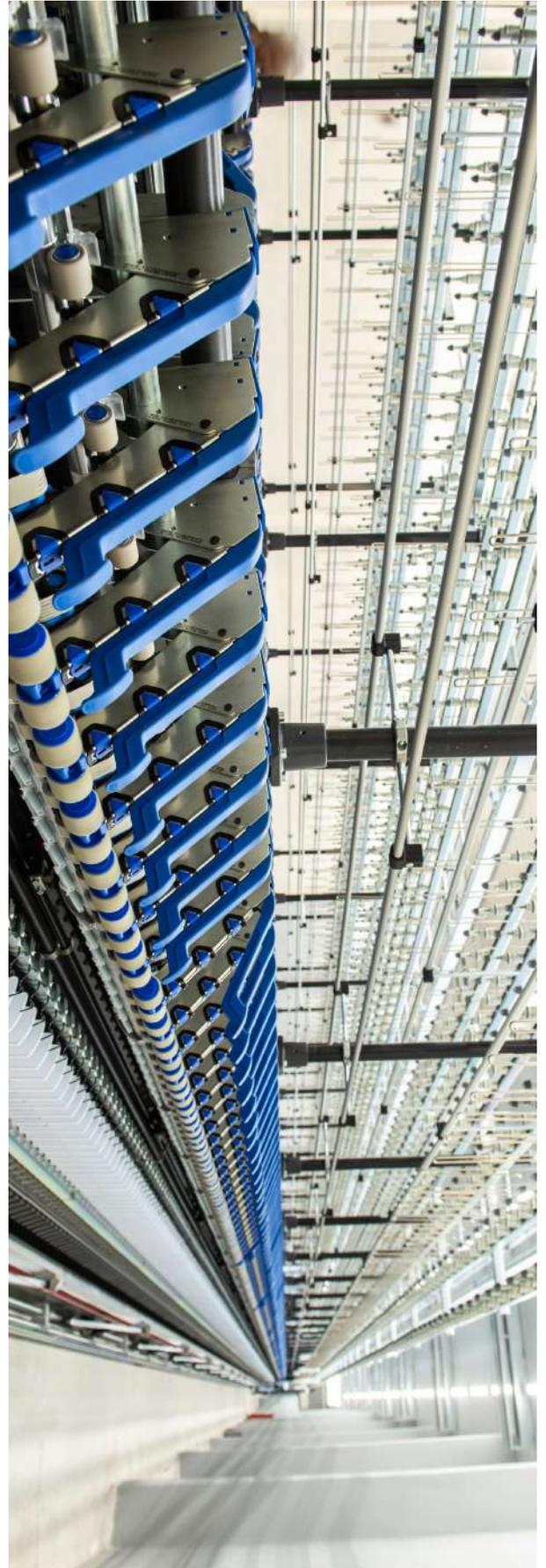
YEAR 2020

FABRIC PRODUCTION

246.407,85 KG

YEAR 2020

YARN PRODUCTION

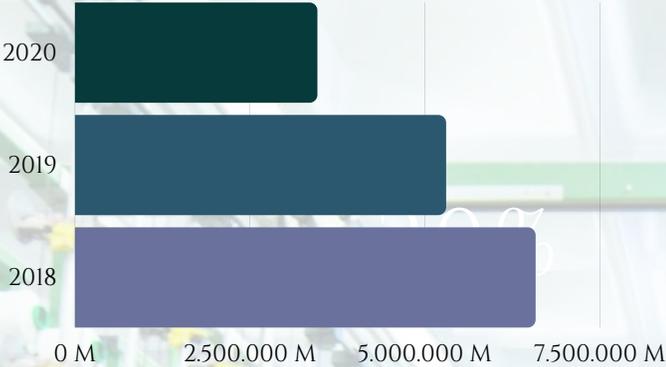


PRODUCTION AMOUNTS

GÜLİPEK PROVIDES SERVICES AND MARKETING PORTFOLIO TO MORE THAN 200 CUSTOMERS IN 20 DIFFERENT COUNTRIES WITH 220 EMPLOYEES AND 8 FOREIGN AGENCIES. IT MANUFACTURES PRODUCTION FOR THE WORLD'S LEADING BRANDS.

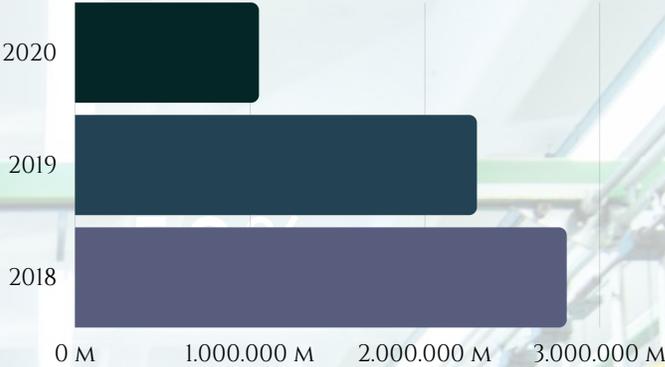
DYEHOUSE

■ DYEHOUSE PRODUCED



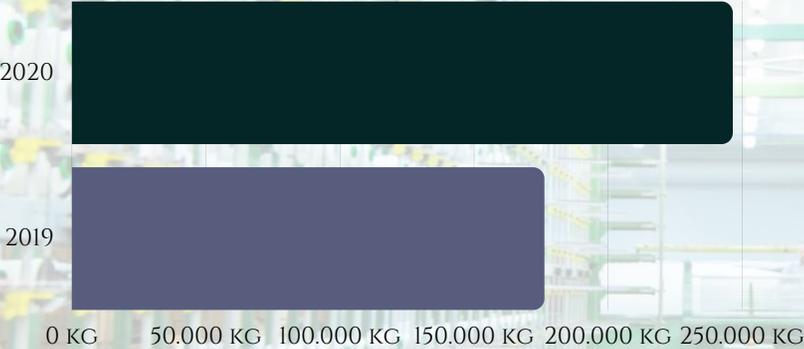
WEAVING

■ WEAVING PRODUCED



FILATURE

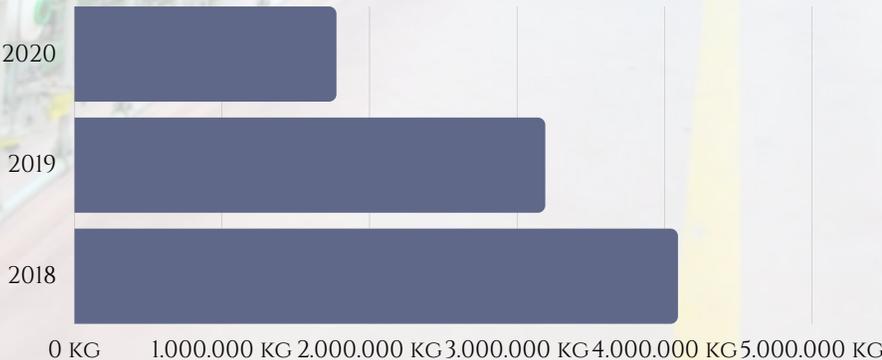
■ FILATURE PRODUCED



YARN FACTORY IS OPERATING AS OF JUNE, 2019.

CONTRACT

CONTRACT MANUFACTURED WEAVING



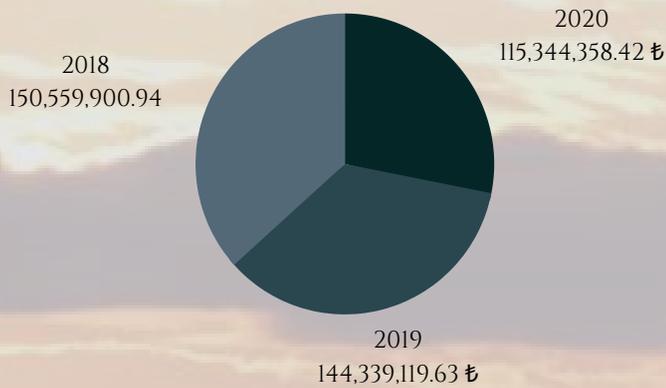
(GRI 102-7)

ABOUT GÜLİPEK

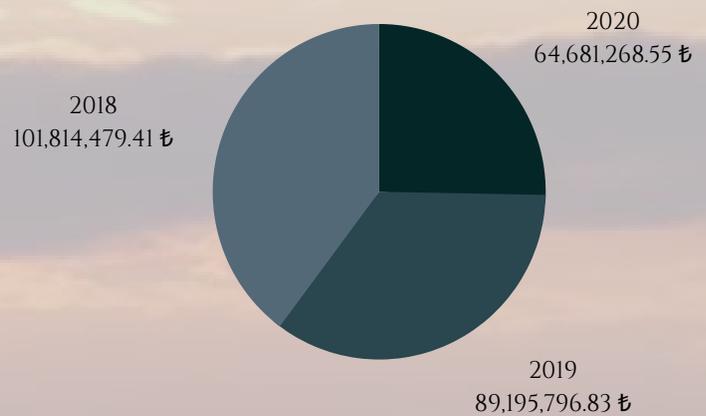
73.8% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE CUSTOMER SATISFACTION SURVEY SAY THAT...

CONSIDERING GÜLİPEK'S PRODUCTS AND SERVICES, THE PRICES IT DEMANDS ARE SUITABLE.

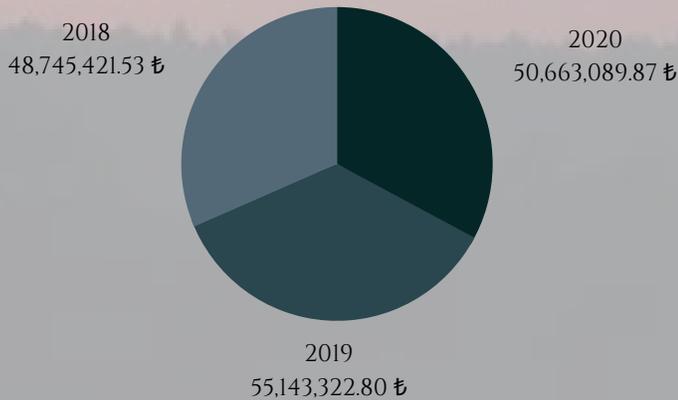
TOTAL NET SALES FIGURES



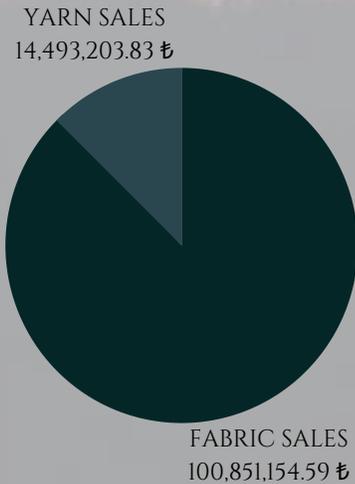
DOMESTIC TOTAL SALES FIGURES



FOREIGN TOTAL SALES FIGURES



DISTRIBUTION OF NET SALES IN 2020 BY PRODUCT GROUPS



(GRI 102-9, 102-10)

115 M ¥

NET SALES IN 2020 REPORT YEAR

% 57

DOMESTIC SALES RATE IN 2020 REPORT YEAR

% 43

2020 REPORT YEAR FOREIGN SALES RATE

GÜLİPEK OFFERS COMFORT, PERFORMANCE AND FASHION TOGETHER IN ITS COLLECTIONS.



CLOTHING FABRICS

GÜLİPEK HAS BEEN ONE OF THE LEADING FABRIC MANUFACTURERS IN WOMEN'S CLOTHING SINCE 1951, COMBINING ITS 69 YEARS OF EXPERIENCE WITH INNOVATION AND SUSTAINABLE FASHION. GÜLİPEK'S TALENTED AND EXPERIENCED TEAM BRINGS ITS HIGH QUALITY FABRICS TOGETHER WITH WORLD BRANDS WITH AN ELEGANT AND DISTINGUISHED STYLE.

GÜLİPEK, WHICH MAKES GOOD USE OF THE ADVANTAGES OF BEING AN INTEGRATED PRODUCTION FACILITY, RESPONDS TO EXPECTATIONS AND PRESENTS ITS FABRICS IN FASHIONABLE COLORS TO THE TASTE OF ITS CUSTOMERS, SERVES WITH INNOVATIVE IDEAS, FASHION FOLLOW-UP, INNOVATIVE PRODUCT DEVELOPMENT, WIDE COLLECTION AND 3D AND POWER STRETCH FABRICS.



SUSTAINABLE COLLECTION

GÜLİPEK DESIGNS FOR
A SUSTAINABLE
FUTURE...

WE ARE COMMITTED TO ENVIRONMENTALLY RESPONSIBLE PRODUCTION OF PRODUCTS THROUGHOUT THE ENTIRE SUPPLY CHAIN BY USING NATURAL, RENEWABLE AND RESPONSIBLY SOURCED MATERIALS. THUS, WE APPLY ENVIRONMENTAL AND HUMAN HEALTH, PRODUCT SAFETY AND QUALITY STANDARDS IN ALL PROCESSES FROM THE SUPPLY OF RAW MATERIALS TO THE DELIVERY OF THE FINAL PRODUCT TO THE CUSTOMERS.

SINCE 2012, WE HAVE OEKO-TEX® STANDARD 100, AN INDEPENDENT INSPECTION AND CERTIFICATION SYSTEM COVERING ALL PRODUCTION STAGES OF TEXTILE PRODUCTS.

IN ADDITION, WE ALSO OFFER PRODUCTS CONFIRMS THE PRESENCE AND AMOUNT OF RECYCLED MATERIAL IN THE FINAL PRODUCT, IF REQUESTED BY CUSTOMERS.

WE SET GOALS FOR THE SUSTAINABLE COLLECTION BY ADOPTING THE VISION OF INVESTING IN OUR SECTOR AND THE FUTURE, FOCUSED ON THE ENVIRONMENT AND PEOPLE, WHERE SUSTAINABILITY IS AT THE FOREFRONT. WE ARE TAKING STEPS TO ENSURE THAT THE 2021 COLLECTION IS SUSTAINABLE. IT IS AIMED TO CREATE A SUSTAINABLE COLLECTION FOR THE ENTIRE 2022 COLLECTION.

PRODUCT

GÜLİPEK

GROUPS

TECHNICAL
TEXTILE

TECHNICAL TEXTILE FABRICS

GÜLİPEK PRODUCES YARN AND FABRIC FOR HIGH PERFORMANCE PROTECTIVE WORKWEAR. OUR COMPANY, WHICH HAS MADE A NAME FOR ITSELF IN THE PRODUCTION OF FLAME- RETARDANT, HIGH-STRENGTH, ANTI-STATIC YARN AND FABRIC, IS A PIONEER IN THE SECTOR WITH ITS STRONG STAFF. IT SUPPORTS LOW ENVIRONMENTAL IMPACT PRODUCTION MODELS.



PRODUCT SUSTAINABILITY

TECHNICAL TEXTILE YARNS

OUR PRODUCTS ARE PRODUCED WITH HIGH QUALITY, DURABLE, WATER AND ENERGY EFFICIENCY BY FOLLOWING THE ENVIRONMENTALIST THINKING, INNOVATIONS IN THE SECTOR AND WORLD TRENDS..

OUR YARNS, WHICH ARE PRODUCED WITHOUT THE USE OF CHEMICALS, ENSURE THE SAFETY OF EMPLOYEES IN RISKY WORKING ENVIRONMENTS WITH THEIR DURABILITY, REUSE, FIRE RETARDANT FEATURE, AND PREVENT EXPOSURE TO CHEMICALS. AT THE SAME TIME, THANKS TO ITS STRUCTURAL STRENGTH, THERE IS NO USE OF CHEMICALS WHILE PROVIDING THE SPECIFIED PROPERTIES TO THE YARN, SO THE MOTTO OF SUSTAINABLE ENVIRONMENT ALWAYS CARRIES GÜLİPEK COMPANY FORWARD.

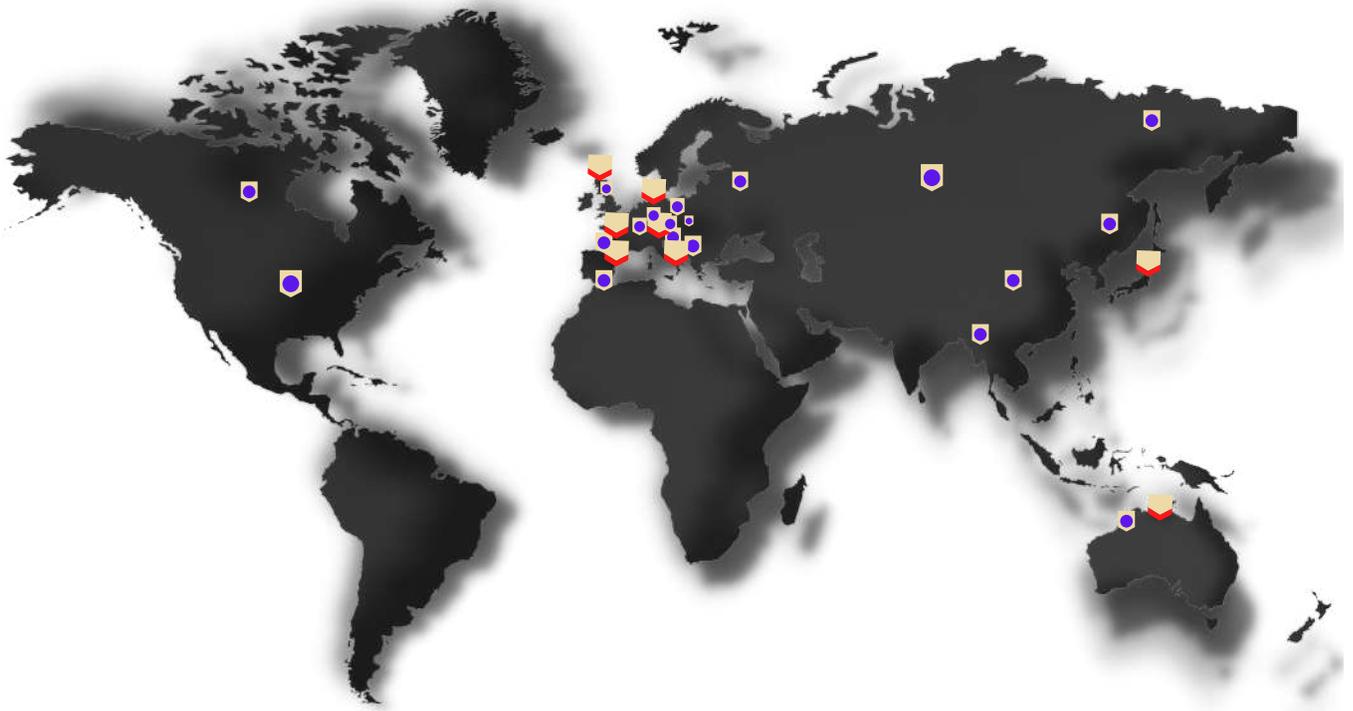
THE FIBERS WE PREFER AS YARN RAW MATERIALS, ESPECIALLY HAVING HIGH LIGHT AND WEATHER FASTNESS, PROVIDE LONG-LASTING USE. IN PROTECTIVE CLOTHING, IN ADDITION TO HIGH LIGHT AND WEATHER FASTNESS, COLOR PERMANENCE IS HIGH THANKS TO ITS RESISTANCE TO INDUSTRIAL WASHINGS. IN ADDITION, THE RAW MATERIAL FIBERS USED ARE THOSE THAT MINIMIZE THE CONSUMPTION OF NATURAL RESOURCES AND ARE PRODUCED BY CONSUMING LESS WATER COMPARED TO TRADITIONAL FIBERS.

AS THE DURABLE YARN INCREASES THE SERVICE LIFE OF THE PRODUCT, IT CONTRIBUTES NOT ONLY TO OUR OWN RESOURCE MANAGEMENT, BUT ALSO TO THE RESOURCE AND WASTE MANAGEMENT OF OUR CUSTOMERS.

PRODUCT SUSTAINABILITY

PRODUCT	PRODUCT FEATURES	USAGE AREAS	FEATURES	PRODUCT SUSTAINABILITY
TECHNICAL YARN	POWER IGNITION	PROTECTIVE WORK CLOTHING	<ul style="list-style-type: none"> ➤ RESISTANCE TO SUNLIGHTS ➤ LONGEVITY AND DURABILITY 	<ul style="list-style-type: none"> ➤ CONTRIBUTION OFFIREPROOF YARNS AND FABRICS TO OCCUPATIONAL SAFETY ➤ LONG-TERM USE AS IT DOES NOT CAUSE PILLING OR PILLING
	HIGH STRENGTH	PROTECTIVE WORK CLOTHING	<ul style="list-style-type: none"> ➤ LIGHT AND WEATHER FASTNESS ➤ HIGH ABRASION RESISTANCE ➤ RESISTANCE TO TEMPERATURE 	<ul style="list-style-type: none"> ➤ RESISTANT TO HIGH TEMPERATURES AND CHEMICALS
	ANTI-STATIC	PROTECTIVE WORK CLOTHING	<ul style="list-style-type: none"> ➤ PERMANENT AND VIBRANT COLORS ➤ HIGH FRICTION RESISTANCE 	<ul style="list-style-type: none"> ➤ LONG-TERM USE IN INDUSTRIAL FACILITIES ➤ LONG PRODUCT LIFE AS IT PROVIDES HIGH CUT RESISTANCE

GÜLİPEK IN GLOBAL



AGENCIES

-  ENGLAND
-  GERMANY
-  FRANCE
-  AUSTRALIA
-  ITALY
-  SPAIN
-  DENIMARK
-  JAPAN

EXPORT MARKET

- | | |
|---|--|
|  ITALY |  POLAND |
|  ENGLAND |  CANADA |
|  GERMANY |  CHINA |
|  JAPAN |  BULGARIA |
|  RUSSIA |  GREECE |
|  SPAIN |  TAILAND |
|  DENMARK |  MOROCCO |
|  FRANCE |  BELARUS |
|  AUSTRALIA |  AMERICA |

(GRI 102-2, GRI 102-6)

CERTIFICATES AND GLOBAL MEMBERSHIPS

OUR CERTIFICATES



OUR MEMBERSHIPS



(GRI 102-13)

ACHIEVEMENTS

WE CONTINUE TO ACHIEVE SUCCESS BY SUPPORTING SUSTAINABILITY WITH THE STANDARDS WE APPLY AT GÜLİPEK AND THE PRINCIPLES WE HAVE DEVELOPED WITH THE AIM OF USING RESOURCES IN THE MOST EFFICIENT WAY.

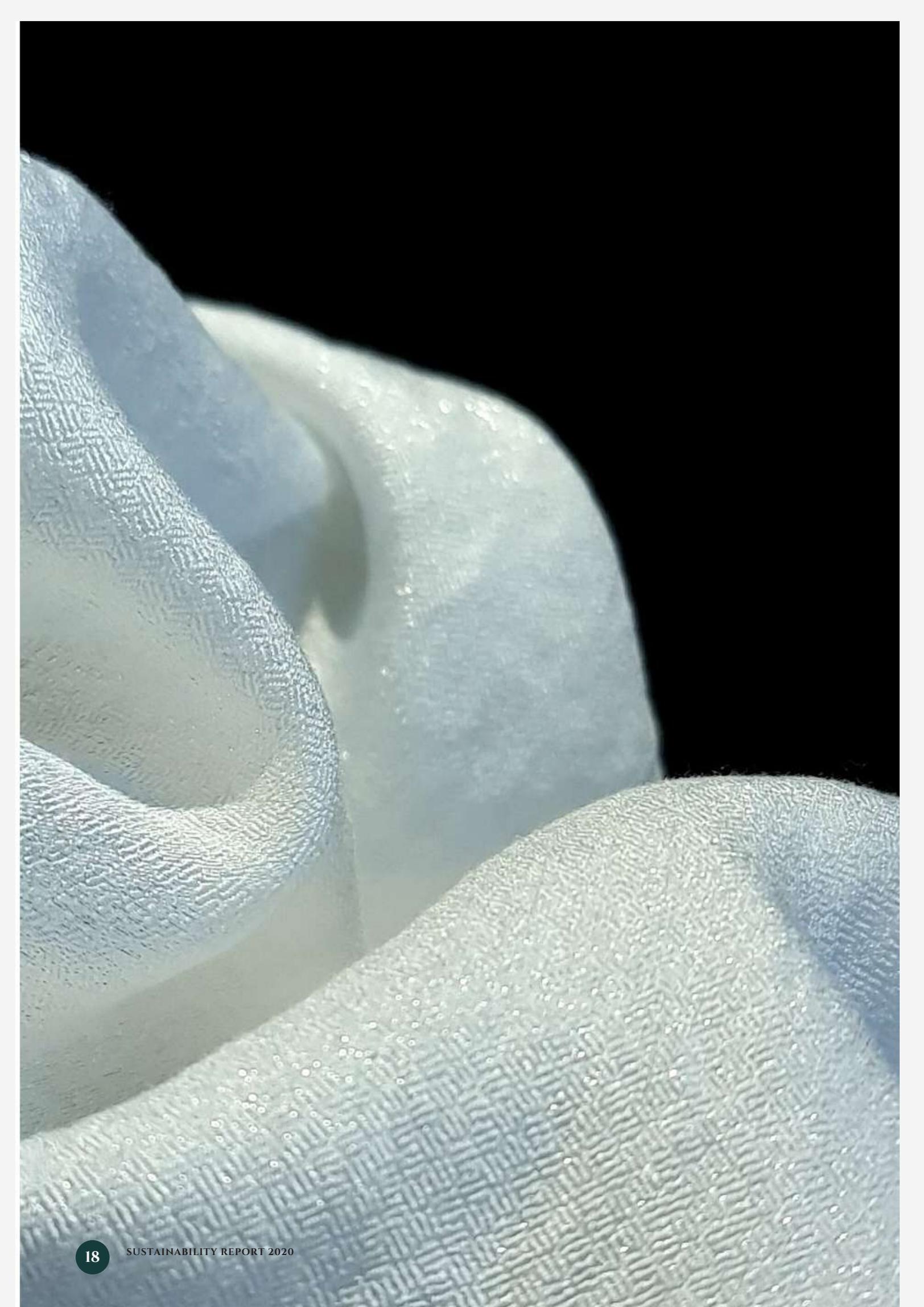
**IN 38 TH
RANK**

BTSO IS IN THE RANKING OF THE SECTOR IN THE TOP 250 LARGE COMPANIES

**IN 41 TH
RANK**

ULUDAĞ EXPORTERS' ASSOCIATION IS IN FOBUS D RANKING FOR 2020





STRATEGY AND MANAGEMENT

WHILE CREATING THE
SUSTAINABILITY STRATEGY
AT GÜLİPEK

WE HAVE A STRATEGY MANAGEMENT, THE BASIS OF WHICH IS
OUR EMPLOYEES AND STAKEHOLDERS, AND THE MARKET
RESEARCHES CARRIED OUT, OUR ETHICAL VALUES AND
COMPLIANCE WITH OUR LEGAL OBLIGATIONS.



CORPORATE MANAGEMENT

INTERNAL STAKEHOLDER VIEW

68.8% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

MY IDEAS AND THOUGHTS ARE CONSIDERED IMPORTANT AT GÜLİPEK.

GÜLİPEK,
PROVIDES
TRANSPARENCY IN ALL
BUSINESS PROCESSES,
ACCOUNTABILITY AND
MANAGES IN LINE
WITH CORPORATE
GOVERNANCE
PRINCIPLES

BUSINESS ETHICS

GÜLİPEK, WHICH AIMS TO CREATE A FAIR WORKING ENVIRONMENT AND MAKE IT SUSTAINABLE, PROTECTS ITS EMPLOYEES WITH ETHICAL WORKING PRINCIPLES BY MAKING THE RULES OF BUSINESS ETHICS A PRINCIPLE. IN ALL OUR DECISIONS AND ACTIVITIES, BEYOND THE DECISIVE LAWS, REGULATIONS, CUSTOMER DEMANDS AND PROCEDURES, HUMAN RIGHTS AND ETHICAL RULES ARE A GUIDE THAT GUIDES US.



COMPLIANCE MANAGEMENT

LEGAL RESPONSIBILITIES UNDER ETHICAL RULES DETERMINE THE MAIN PRINCIPLES OF OUR COMPANY. ALL ACTIVITIES THAT WE HAVE OR WILL CARRY OUT IN THE COUNTRY AND ABROAD ARE CARRIED OUT WITHIN THE FRAMEWORK OF LOCAL AND NATIONAL LAW.

(GRI 102-17)

CORPORATE MANAGEMENT

MANAGEMENT STRUCTURE



THE BOARD OF DIRECTORS IS RESPONSIBLE FOR ALL OPERATIONS OF THE COMPANY. WHILE THE PRODUCTION GENERAL MANAGER ASSUMES THE CONTROL, MANAGEMENT AND ADMINISTRATIVE ROLES, HE HAS THE LEADERSHIP AUTHORITY BEFORE THE BOARD OF DIRECTORS ON SUSTAINABILITY ISSUES. THE BOARD OF DIRECTORS AND THE GENERAL MANAGER OF PRODUCTION MANAGE THE ECONOMIC, SOCIAL AND ENVIRONMENTAL PERFORMANCE OF THE COMPANY. THE MANAGEMENT OF SUSTAINABILITY TOPICS, DETERMINATION OF TARGETS, CREATION AND FOLLOW-UP OF ACTIONS AND FINAL DECISIONS ON NECESSARY INVESTMENTS ARE UNDER THE RESPONSIBILITY OF THE PRODUCTION GENERAL MANAGER, THEN THE SUSTAINABILITY OFFICER, WITH THE APPROVAL OF THE BOARD OF DIRECTORS. THE FOLLOW-UP AND EXECUTION OF SUSTAINABILITY ISSUES IS AMONG THE DUTIES OF THE SUSTAINABILITY OFFICER. THE SUSTAINABILITY OFFICER INFORMS ALL EMPLOYEES ABOUT SUSTAINABILITY ISSUES. EXECUTION OF ALL OPERATIONS RELATED TO SUSTAINABILITY BELONGS TO THE BOARD OF DIRECTORS AND PRODUCTION GENERAL MANAGER.

80.6% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

I AM SATISFIED WITH MY SUPERVISORS IN MY DEPARTMENT.

THE FUNDAMENTALS OF OUR SUSTAINABILITY APPROACH IS TO CREATE VALUE FOR ALL OUR KEY STAKEHOLDERS BEYOND CREATING ECONOMIC VALUE AND CONSIDERING OUR SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES.

(GRI 102-18)



CORPORATE MANAGEMENT

INTERNAL STAKEHOLDER VIEW

COMMITTEES AND THEIR DUTIES

THE SUSTAINABILITY COMMITTEE, OCCUPATIONAL HEALTH AND SAFETY COMMITTEE, AND CHEMICAL MANAGEMENT COMMITTEE, WHICH ARE RESPONSIBLE TO THE PRODUCTION GENERAL MANAGER, HOLD MEETINGS AT CERTAIN INTERVALS AND THE PERFORMANCE RESULTS WITHIN THEIR RESPONSIBILITIES ARE EVALUATED.

BY USING THE ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM EFFECTIVELY, OUR COMPANY PREPARES ENVIRONMENTAL RISK ASSESSMENTS RELATED TO BOTH INCREASING THE SUSTAINABLE IMPACT, SOLID, LIQUID AND GAS WASTE MANAGEMENT, ENERGY CONSUMPTION AND WATER CONSUMPTION, SETTING TARGETS FOR REDUCING, TAKING ACTIONS AND FOLLOWING.

GÜLİPEK CONDUCTS PRODUCTION PROCESSES COMPLIANT WITH ZDHC (ZERO DISCHARGE OF HAZARDOUS CHEMICALS), OEKO - TEX STANDARD 100, RCS (RECYCLED CLAIM STANDARD) AND OCS (ORGANIC CONTENT STANDARD) FSC SPECIFICATIONS.

CHEMICAL MANAGEMENT COMMITTEE IS RESPONSIBLE FOR MANAGING AND EXECUTING CHEMICAL RISKS OF THE FACTORY ACCORDING TO PRACTICES SUCH AS RSL, MRLS, REACH.

(GRI 102-18)

PRIORITY STAKEHOLDERS AND KEY STAKEHOLDERS AT GÜLİPEK COMMUNICATION REQUIRED TO KNOW THE EXPECTATIONS AND PRIORITIES CHANNELS ARE ENOUGH.

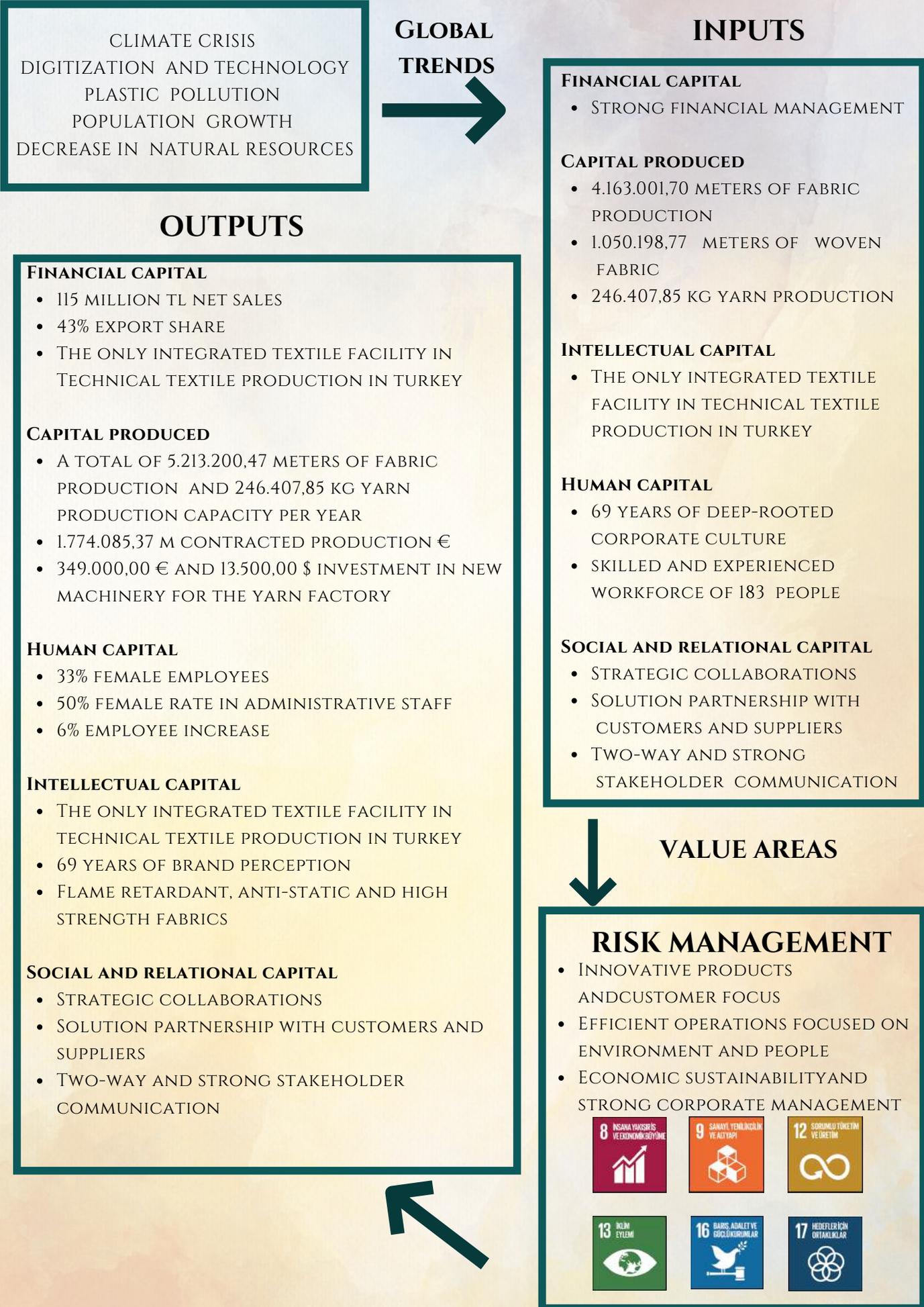


81.6% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE CUSTOMER SATISFACTION SURVEY SAY THAT...

EMPLOYEES HAVE A PERCEPTION OF GÜLİPEK.



OUR STRATEGIC APPROACH AND BUSINESS MODEL



COMMUNICATION WITH OUR STAKEHOLDERS

WE DEFINE OUR STAKEHOLDERS AS BUSINESS PARTNERS WHO FORM THE BASIS OF OUR ACTIVITIES AND CAUSE OUR COMPANY TO GO FURTHER AND FURTHER ITS GOALS. SINCE THE DAY WE WERE FOUNDED, WE TAKE INTO ACCOUNT THE OPINIONS AND SUGGESTIONS OF ALL OUR STAKEHOLDERS, SET TARGETS AND TAKE ACTIONS IN RESPONSE TO REQUESTS. IN ORDER TO ANALYZE THE EXPECTATIONS OF OUR STAKEHOLDERS CORRECTLY, WE COME TOGETHER ON DIFFERENT COMMUNICATION PLATFORMS AND EXCHANGE IDEAS BY INFORMING THEM ABOUT THE RESULTS OF OUR ACTIVITIES. ACCORDING TO THE EXCHANGE OF IDEAS, WE CARRY OUT THE SURVEY STUDY, WHICH IS ONE OF OUR COMMUNICATION METHODS, ON SUSTAINABILITY ISSUES IN ORDER TO PROGRESS FORWARD.

(GRI 102-42)

WE HAVE DETAILED OUR COMMUNICATION PLATFORMS FOR OUR EMPLOYEES AND OTHER KEY STAKEHOLDERS, THE FREQUENCY OF COMMUNICATION, AND WHAT THE CONTENT IS IN OUR COMMUNICATION PLATFORMS TABLE WITH OUR STAKEHOLDERS.

(GRI 102-43, GRI 102-44)

WE PREPARED A SUSTAINABILITY SURVEY FOR OUR STAKEHOLDERS TO DETERMINE OUR SUSTAINABILITY TOPICS.

GÜLİPEK
IS CUSTOMER-ORIENTED AND GIVES IMPORTANCE TO CUSTOMER SATISFACTION.

81.3% OF OUR STAKEHOLDERS PARTICIPATED IN CUSTOMER SATISFACTION SURVEY SAY THAT...





COMMUNICATION PLATFORMS AND SUSTAINABILITY COMMUNICATION WITH OUR KEY STAKEHOLDERS

IN ORDER TO PRIORITIZE SUSTAINABILITY TARGETS IN 2021, WE IDENTIFIED AND GROUPED KEY STAKEHOLDERS AS A RESULT OF MEETINGS AND DISCUSSIONS HELD BY THE SUSTAINABILITY TEAM AND SENIOR MANAGEMENT. AMONG THE KEY STAKEHOLDERS, WE IDENTIFIED OUR KEY CUSTOMERS. WE ORGANIZED A SUSTAINABILITY SURVEY FOR OUR CUSTOMERS REPRESENTING INTERNATIONAL TEXTILE BRANDS. WITH THE RESULTS OF THE SURVEY, WE DETERMINED THAT OUR KEY CUSTOMERS ATTACH MORE IMPORTANCE TO THE USE OF RENEWABLE ENERGY RESOURCES, TO OFFER PRODUCTS THAT ENCOURAGE ENVIRONMENTAL PROTECTION, TO A SUSTAINABLE SUPPLY CHAIN, TO ENCOURAGE THE TRAINING AND DEVELOPMENT OF EMPLOYEES, AND TO RESEARCH AND DEVELOPMENT STUDIES COMPARED TO OUR OTHER PRIORITIES.

(GRI 102-43, GRI 102-44)

PRIORITIZATION OF OUR KEY CUSTOMERS;

HAS SIDED THE USE OF RENEWABLE ENERGY SOURCES

81.9% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE CUSTOMER SATISFACTION SURVEY SAY THAT...

**GÜLİPEK IS
TECHNOLOGY
ORIENTED AND
INNOVATIVE**

OUR KEY STAKEHOLDERS

84.2% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE CUSTOMER SATISFACTION SURVEY SAY THAT...

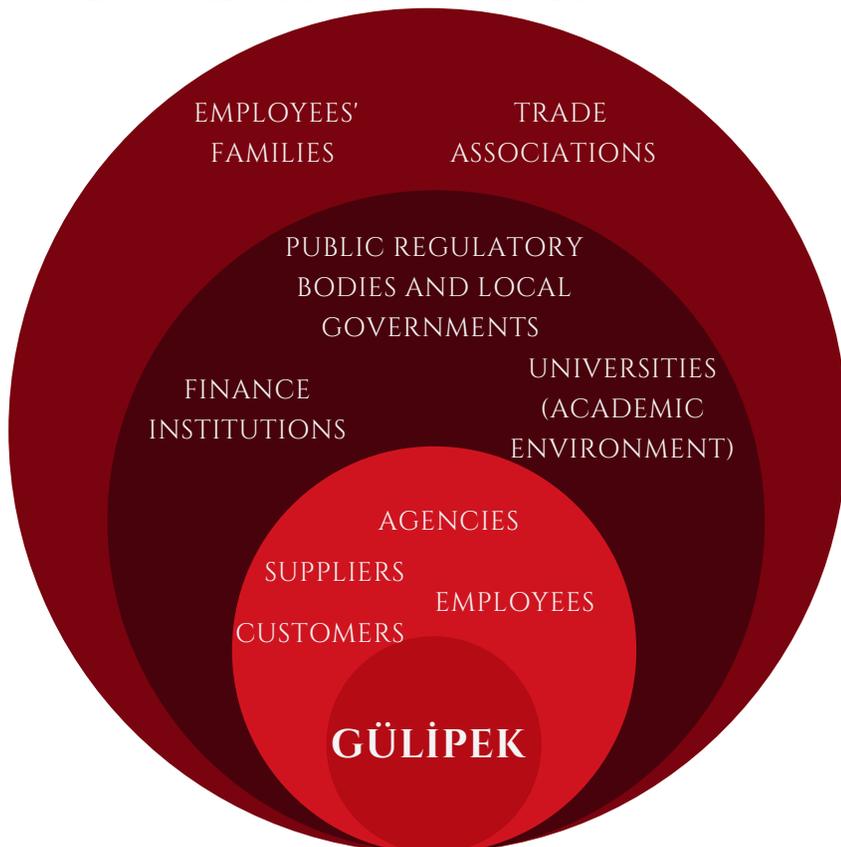
GÜLİPEK HAS EASY ACCESS TO THE SALES REPRESENTATIVE.

STAKEHOLDER NAME	PLATFORM NAME	COMMUNICATION CONTENT	COMMUNICATION FREQUENCY
EMPLOYEES	SUSTAINABILITY ASSESSMENT SURVEY	PRIORITY AND PERFORMANCE EVALUATION	ONCE A MONTH
	IN-HOUSE SOCIAL PLATFORM	NEWS,ANNOUNCEMENT, GREETING, SPECIAL DAYS, SOCIAL SHARES	EVERYDAY
	BOARD AND SENIOR MANAGEMENT MEETINGS	COMPANY'S FINANCIAL CONDITION, GOALS, APPLICATIONS	ONCE IN TWO MONTHS
	EMPLOYEE EVENTS	MEET AT MEALS AND EVENTS	ONCE IN THREE MONTHS
	SOCIAL CLUBS	FOOTBALL	ONCE A YEAR
	VES PARTIES	EMPLOYEES' BIRTHDAY CELEBRATIONS	ONCE A MONTH
EMPLOYEES AND COMPANY	GÜLİPEK A.Ş.	COMPANY'S RECOMMENDATION APPLICATIONS	ONCE A MONTH
		WISH AND COMPLAINT APPLICATIONS	ONCE A MONTH
		OPEN DOOR APPLICATIONS	ONCE A WEEK
CUSTOMERS	SUSTAINABILITY FEEDBACK SURVEY	PRIORITY AND PERFORMANCE FEEDBACK	ONCE A YEAR
	MEETINGS, AUDITS	SUSTAINABILITY PERFORMANCE	ONCE A YEAR
	CUSTOMER SATISFACTION SURVEY	SATISFACTION LEVEL	ONCE A YEAR
	CUSTOMER INFORMATION	COMPANY DEVELOPMENTS	WHEN NECESARRY
	FOREIGN FAIRS	SALES AND FACE TO FACE MEETING	20-25 IN A YEAR
SUPPLIERS	SUPPLIER VISITS	SUPPLIER SOCIAL AND ENVIRONMENTAL ASSESSMENTS	ONCE A YEAR
PUBLIC, REGULATORY AGENCIES AND LOCAL GOVERNMENTS	VISITS ONE-ON-ONE SITUATIONS	SOCIAL AND ENVIRONMENTAL REGULATIONS, LEGAL PERMITS, SPECIAL COLLABORATIONS, INCENTIVES	WHEN NECESARRY
ALL STAKEHOLDERS	OUR SOCIAL MEDIA ACCOUNTS	PRODUCTS, SERVICES, NEWS AND EVENT ANNOUNCEMENTS	TWO-THREE IN A WEEK
	MEDIA, PRINT MEDIA, INTERNET JOURNALISM	PRODUCTS, SERVICES, NEWS AND EVENT ANNOUNCEMENTS	WHEN NECESARRY

SUSTAINABLE STRATEGY STUDIES

DURING THE PREPARATION PROCESS OF OUR REPORT, WE DETERMINED OUR PRIORITIES WITHIN THE SCOPE OF SUSTAINABILITY MANAGEMENT THROUGH THE SUSTAINABILITY STRATEGY SURVEY WE ORGANIZED WITH THE PARTICIPATION OF ALL OUR BOARD MEMBERS, PRODUCTION GENERAL MANAGER AND OUR SUSTAINABILITY BOARD. IN THE REVIEW MEETING WE HELD UNDER THE LEADERSHIP OF OUR GENERAL MANAGER OF PRODUCTION, WHO DIRECTS OUR COMPANY'S SUSTAINABILITY STRATEGY, WE CLARIFIED BOTH OUR KEY STAKEHOLDERS AND OUR MATERIAL ISSUES. WE PREPARED OUR STRATEGY MATRIX BY DIVIDING ALL ISSUES INTO THREE GROUPS ACCORDING TO THEIR PRIORITIES, TAKING INTO ACCOUNT THE RESULTS OF THE PRIORITIZATION SURVEY IN WHICH ALL OUR STAKEHOLDERS PARTICIPATED.

DURING THE SURVEY PHASE, WE PRIORITIZED OUR STAKEHOLDERS TO PARTICIPATE IN THE SURVEY. WE CONDUCTED THE SURVEY WITH THE AGREEMENT THAT OUR PRIMARY KEY STAKEHOLDERS ARE EMPLOYEES, AGENCIES, CUSTOMERS, SUPPLIERS, PUBLIC REGULATORY AGENCIES AND LOCAL GOVERNMENTS, UNIVERSITIES AND FINANCIAL INSTITUTIONS COME SECOND, AND EMPLOYEE FAMILIES AND PROFESSIONAL CHAMBERS COME NEXT.



1ST GROUP: FIRST PRIORITY STAKEHOLDERS
2ND GROUP: SECOND PRIORITY STAKEHOLDERS
3RD GROUP: THIRDD PRIORITY STAKEHOLDERS

(GRI 102-40)



OUR CORPORATE VALUES
AND COMPANY VISION
SUPPORT OUR SUSTAINABLE
GROWTH TARGET BY
MAKING A DIFFERENCE

ALL OF THE TOPICS INCLUDED IN OUR MATERIALITY MATRIX ARE VALID FOR OUR ACTIVITIES IN OUR 3 FACTORIES. NO PRODUCTION OR ACTIVITY IS EXCLUDED FROM THE RELEVANT MATRIX.

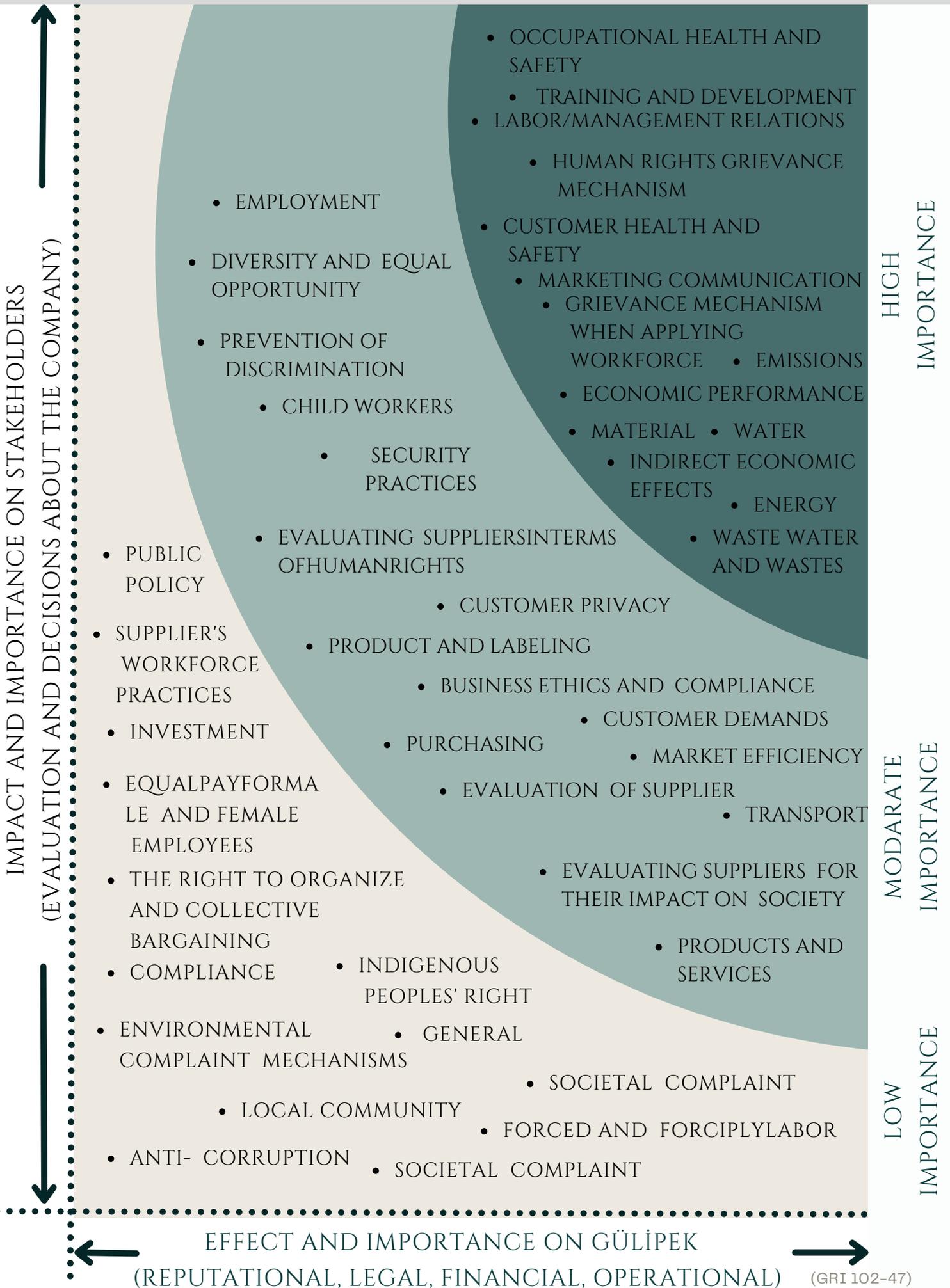
IN IDENTIFYING MATERIAL ISSUES, WE USED THE "IMPACT ANALYSIS METHODOLOGY", WHICH ALLOWS US TO ASSESS ALL ISSUES AND CONSIDER THE OPPORTUNITIES THEY PRESENT AND THE IMPACT THESE OPPORTUNITIES WILL HAVE. AT THE END OF THIS COMPREHENSIVE ANALYSIS PROCESS, WE IDENTIFIED THE PRIORITY ISSUES THAT WE GROUPED AS LOW IMPORTANCE, MEDIUM IMPORTANCE AND HIGH IMPORTANCE.

WHILE DETERMINING THE MATERIAL ISSUES IN 2020, GLOBAL-SCALE TRENDS AND NEW DEVELOPMENTS WERE TAKEN AS A BASIS. THE ISSUES EVALUATED BY THE SUSTAINABILITY COMMITTEE IN THE PRESENCE OF THE SUSTAINABILITY OFFICER WERE APPROVED BY THE SENIOR MANAGEMENT AND PRODUCTION GENERAL MANAGER. AS A RESULT OF THIS EVALUATION, SOME OF THE ISSUES IN THE MATERIALITY MATRIX WERE COMBINED WITH THE ANNUAL STRATEGIC TARGET APPROACH AND THE MATRIX WAS REARRANGED.

(GRI 102-15, GRI 102-16)

(GRI 102-46, GRI 103-1)

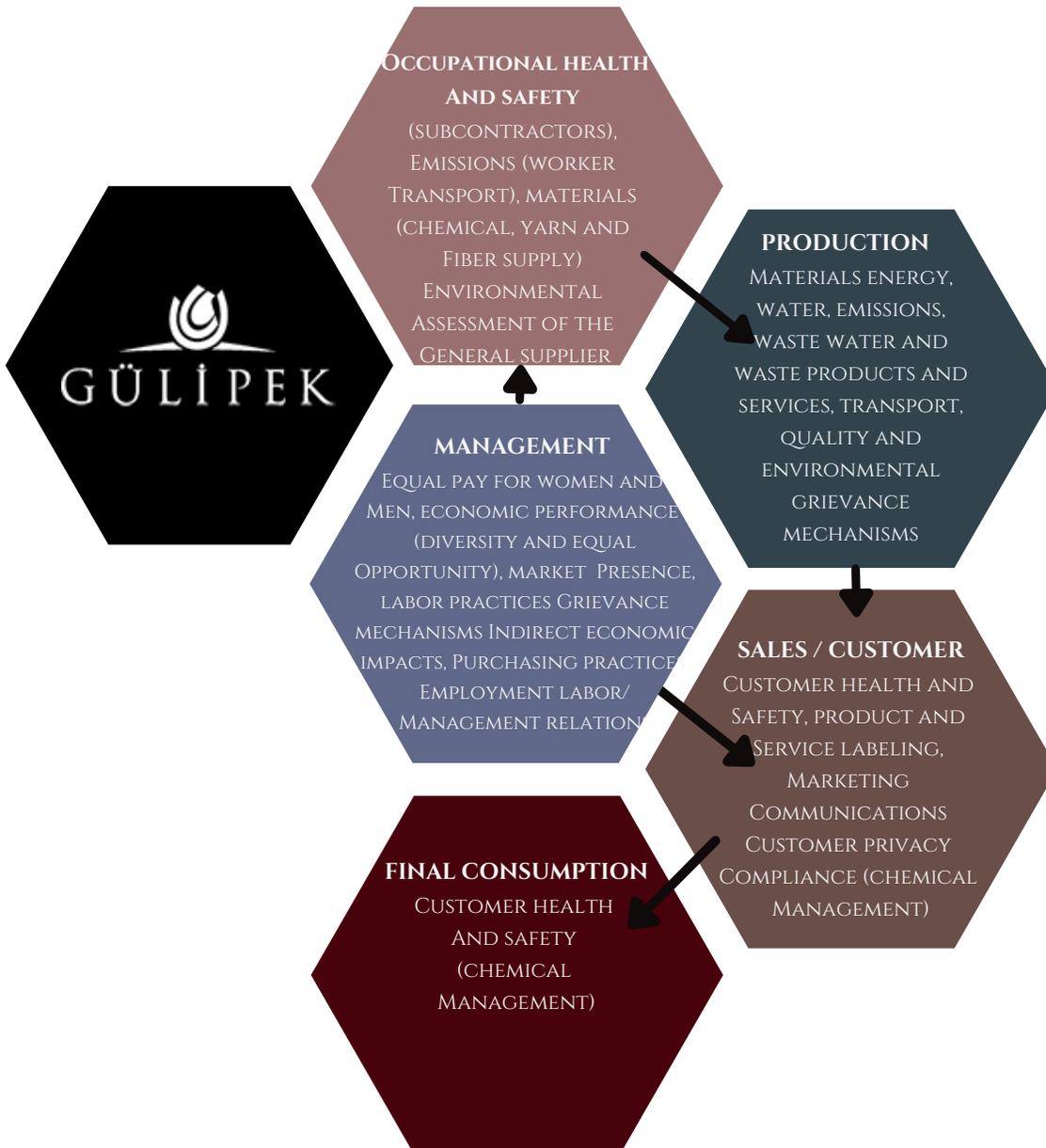
STRATEGIC SUSTAINABILITY ISSUES MATRIX



OUR PRIORITY SUSTAINABILITY ISSUES

ALL OF THE TOPICS THAT WE HAVE INCLUDED IN OUR MATERIALITY MATRIX ARE VALID FOR ALL OUR PRODUCTION AND MANAGEMENT ACTIVITIES IN KESTEL AND GEÇİT. WHAT WE AUDIT, MONITOR AND RECORD IN OUR SUPPLY CHAIN;

(GRI 102-46, GRI 103-1)



UNSUSTAINABLE WE CONTRIBUTE TO THE UNSUSTAINABLE DEVELOPMENT GOALS!

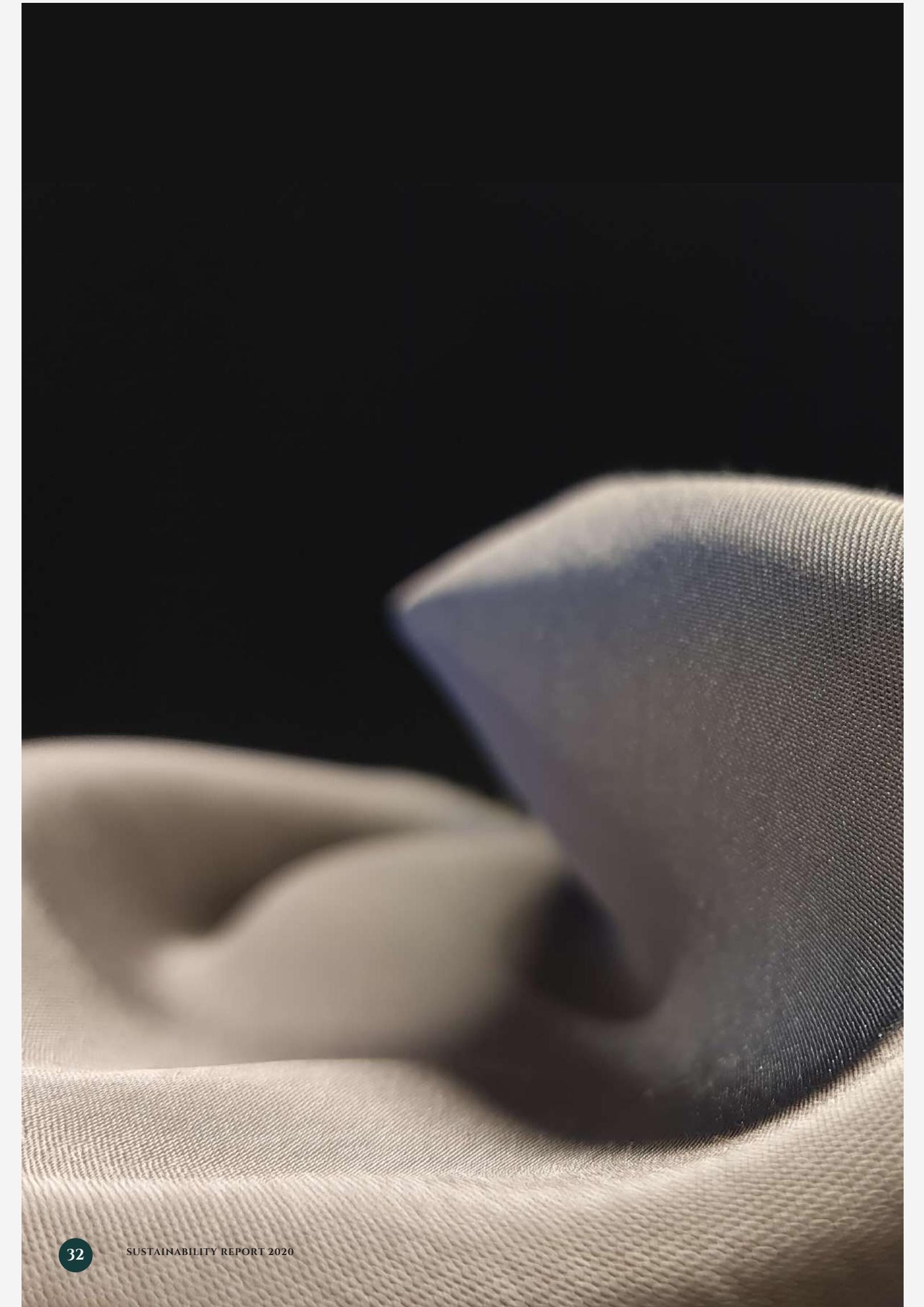
OUR PRIORITY SUSTAINABILITY ISSUES

UN 2030 SUSTAINABLE DEVELOPMENT GOALS	RELATED TOPICS IN GÜLİPEK	OUR RESPONSES AND ACTIONS IN GÜLİPEK
 SKA 3. HEALTHY INDIVIDUALS	OCCUPATIONAL HEALTH AND SAFETY	SCHOOL PROJECTS OF LOCAL COMMUNITIES
 SKA 4. QUALIFIED TRAINING	EDUCATION AND TRAINING	EMPLOYEES ARE GIVEN CONTINUOUS TRAINING AND WE BELIEVE IN THE TRANSFORMATIVE POWER OF EDUCATION AND TRAINING.
 SKA 5. SOCIAL GENDER EQUALITY	EQUALITY, DIVERSITY AND EQUAL OPPORTUNITY	WE GIVE EQUAL RIGHTS AND OPPORTUNITIES TO ALL OUR EMPLOYEES.
 SKA 6. CLEAN WATER AND SANITARY CONDITIONS	WATER	THE QUALITY OF WATER SUCH AS DRINKING WATER, WORKING SHOWER AND UTILITY WATER IS CONSTANTLY MONITORED AND ITS USABILITY IS CHECKED.
 SKA 7. ACCESSIBLE AND CLEAN ENERGY	ENERGY	WE STARTED FEASIBILITY STUDIES FOR RENEWABLE ENERGY SOURCES (SOLAR ENERGY).
 SKA 8. . DECENT WORK AND ECONOMIC GROWTH	EMPLOYMENT AND WORKFORCE PRACTICES	WITH OUR GOOD EMPLOYMENT AND OHS PRACTICES, WE SECURE OUR EMPLOYEES, WE DEVELOP AND GROW TOGETHER WITH THEM.
 SKA 9. INDUSTRY, INNOVATION AND INFRASTRUCTURE	R&D AND INNOVATION	WE DO NOT CARRY OUT PROCESS IMPROVEMENT STUDIES.
 SKA 12. RESPONSIBLE PRODUCTION AND CONSUMPTION MATERIALS	LIQUID AND SOLID WASTES, WATER	WE CARRY OUT PROJECTS TO REDUCE THE USE OF NATURAL RESOURCES AND REUSE OUR MATERIALS.
 SKA 13. CLIMATE ACTION	EMISSIONS	WE INCREASE THE AWARENESS OF OUR EMPLOYEES ON THE SUBJECT AND FOLLOW OUR TARGETS TO REDUCE THE EMISSION INTENSITY
 SKA 14. LIFE IN WATER	MATERIALS, LIQUID AND SOLID WASTE, WATER	OUR WASTEWATER IS TREATED AND PROJECTS TO REDUCE WATER USE ARE DEVELOPED.
 SKA 15. TERRESTRIAL LIFE	MATERIALS, BIODIVERSITY	SOIL POLLUTION IS CONTROLLED AND MEASURES ARE TAKEN TO PREVENT IT FROM OCCURRING.
 SKA 16. PEACE AND JUSTICE	HUMAN RIGHTS, ANTI-CORRUPTION AND COMPLIANCE	THE COMMUNICATION PLATFORMS OF THE EMPLOYEES ARE CONSTANTLY BEING INCREASED AND THE MOTTO OF PEOPLE FIRST IS ADOPTED.
 SKA 17. PARTNERSHIPS FOR GOALS	INNOVATION	COOPERATE WITH OUR CUSTOMERS, PUBLIC INSTITUTIONS AND ORGANIZATIONS FOR GLOBAL SUSTAINABILITY GOALS.



WE CONTRIBUTE TO UN SUSTAINABLE DEVELOPMENT GOALS

(GRI 102-46, GRI 103-1)



ECONOMIC PERFORMANCE



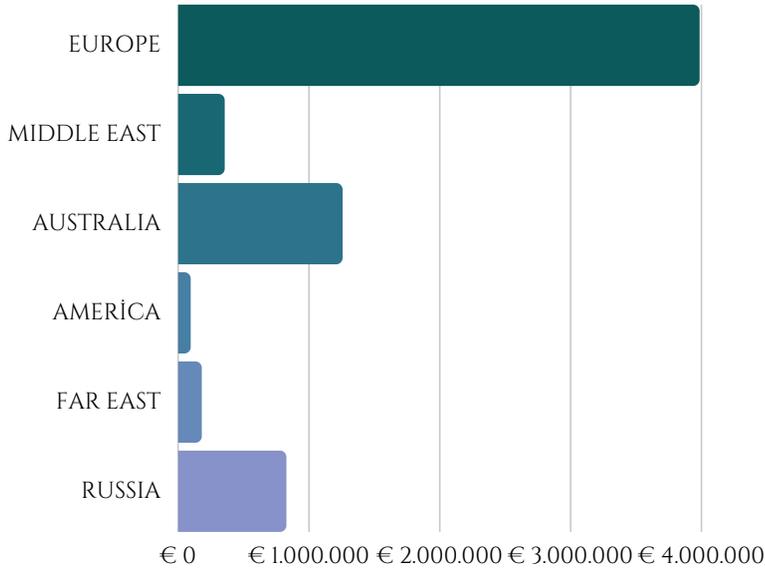
GÜLİPEK

WE HAVE CONTINUED OUR PRODUCTION AND MARKETING ACTIVITIES WITH MANUFACTURING AND ENVIRONMENTAL PRODUCTION FOR 69 YEARS. TODAY, WE ARE OFFERING OUR PRODUCTS TO MORE THAN 400 CUSTOMERS IN MORE THAN 50 COUNTRIES. WE BELIEVE THAT OUR SUSTAINABLE MARKETING STRATEGY LEADS OUR COMPANY FORWARD, WHILE THE WAY TO SUSTAINABLE GROWTH, THE ECONOMIC VALUE WE CREATED, OUR EMPLOYEES, OUR CUSTOMERS AND OUR SUPPLIER AGREEMENT TO OUR SUPPLIER.

AS OF THE END OF 2020, OUR NET SALES, 43 PERCENT OF WHICH WERE REALIZED THROUGH EXPORTS, REACHED 115 MILLION TL!

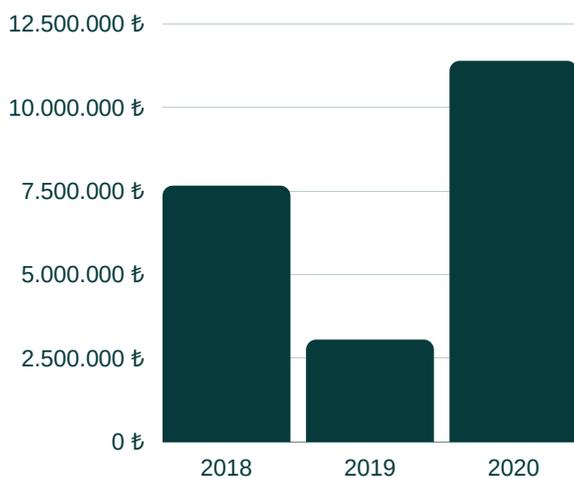
%43
EXPORT RATE

REGIONAL INCOME DISTRIBUTION TABLE



WE CONTINUE TO OFFER VALUE TO OUR STAKEHOLDERS WITH THE ECONOMIC CONTRIBUTIONS WE CREATE.

TOTALS OF INVESTMENT AND SOCIAL INCENTIVES BY YEARS



IN 2020
10.885.097,16 ₺
INVESTMENT INCENTIVE

500.703,21 ₺
SOCIAL INCENTIVE

AS GÜLİPEK, WE HAVE EXPORTED PRODUCTS EXCEEDING **154,5 MILYON TL IN THE LAST 3 YEARS.**

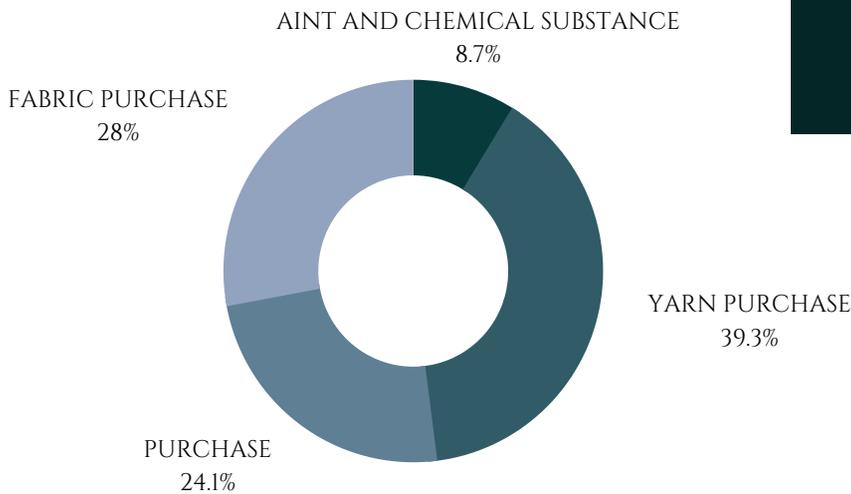
(GRI 201-4)

MATERIAL MANAGEMENT

84.4% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY ASSESSMENT SURVEY SAY THAT...

QUALITY OF PACKAGING PREPARED FOR PRODUCTS IN GÜLİPEK IS SUFFICIENT.

SHARES OF MATERIALS IN ALL PURCHASES



WE AIM TO USE RECYCLED ROLLS AND PARCELS TO INCREASE MATERIAL EFFICIENCY.

DURING PRODUCTION, DYE AND CHEMICALS CONSTITUTE THE MAIN MATERIALS AS WELL AS FABRIC, FIBER AND YARN. IN ORDER TO REALIZE SUSTAINABLE PRODUCTION, WE CAREFULLY CARRY OUT THE SELECTION AND USE OF ALL OUR INPUTS, AND WE CARRY OUR RAW MATERIAL SELECTION FORWARD EVERY DAY BY CONSIDERING A SUSTAINABLE AND HUMAN-ORIENTED APPROACH.

WE MANAGE OUR TARGETS BY CONSIDERING THE EFFICIENT, FIFO METHOD OF RAW MATERIALS AND AUXILIARY MATERIALS, SUSTAINABLE AND WITH LESS INPUT WITHOUT SACRIFICING QUALITY.

OUR RAW MATERIAL EXPENDITURES CONSISTING OF FIBER AND YARN CONSTITUTE APPROXIMATELY 63.4% OF OUR TOTAL MATERIAL PURCHASE. WE ARE WORKING ON INCREASING THE CONTENT OF RECYCLED RAW MATERIALS. WE AIM TO CARRY OUT STUDIES ON THE CREATION OF A 100% SUSTAINABLE PRODUCT COLLECTION IN 2022.

RECYCLED CLAIM STANDARD (RCS)

THE RECYCLED CLAIM STANDARD (RCS), WHICH WE FIRST RECEIVED CERTIFICATES FOR IN 2018, IS A STANDARD CREATED FOR THE RECYCLING CONTENT IN THE FINAL PRODUCT THROUGHOUT THE SUPPLY CHAIN. RECYCLED MATERIAL RATE IS 5% FOR AT LEAST RCS.

(GRI 102-12)

ORGANIC CONTENT STANDART (OCS)

OCS, WHICH WE FIRST RECEIVED ITS CERTIFICATE IN 2018, DETERMINES THE ORGANIC CONTENT AND RATIO IN THE FINAL PRODUCT BETWEEN 5 AND 100%. IT COVERS THE ENTIRE SUPPLY CHAIN FROM PRODUCT FLOW, RAW MATERIALS, POST-HARVEST PROCESSING, PRODUCTION, PACKAGING AND LABELING, STORAGE AND SALES TO SHIPPING TO THE VENDOR.

80% OF OUR STAKEHOLDERS WHO PARTICIPATED IN THE CUSTOMER SATISFACTION SURVEY SAY THAT...

WE HAVE FULL CONFIDENCE IN THE PRODUCTS WE BUY FROM GÜLİPEK.

MATERIAL MANAGEMENT

NATURAL ECO FRIENDLY

AS GÜLİPEK, WE ENSURE THE EFFECTIVE EXECUTION OF THE FSC-COC SYSTEM BY REVISING THE PRODUCTION, SALES AND PURCHASING PROCESSES FOR THE INSTALLATION, IMPLEMENTATION AND EXECUTION OF THE FSC-COC SYSTEM.

AS GÜLİPEK; WE COMMIT

- NOT TO CUT OR TRADE ILLEGAL WOOD OR FOREST PRODUCTS,
- NOT TO VIOLATE TRADITIONAL AND HUMAN RIGHTS DURING FORESTRY OPERATIONS,
- NOT DESTROYING HIGH CONSERVATION VALUE FORESTS DURING FORESTRY OPERATIONS,
- THE CONVERSION OF NATURAL FOREST AREAS TO PLANTATIONS OR NON-FOREST LANDS,
- NOT TO USE GENETICALLY MODIFIED ORGANISMS IN FORESTRY OPERATIONS,
- NOT TO VIOLATE ANY OF THE ILO FUNDAMENTAL CONVENTIONS AS DEFINED IN THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK.



PLEASE READ
THE QR CODE
FOR THE FSC
MANAGEMENT
POLICY

FSC WORKS ON STANDARD SETTING, CERTIFICATION AND LABELING OF FOREST PRODUCTS RELATED TO FOREST MANAGEMENT. ITS MISSION IS TO “GUIDE FOREST DECISION[1] MAKING BUSINESSES AND CONSUMERS AROUND THE WORLD”.



CHEMICAL MANAGEMENT

93.3% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY ASSESSMENT SURVEY SAY THAT...

GÜLİPEK HAS RESEARCH AND DEVELOPMENT STUDIES.

OUR CHEMICALS ARE CONSTANTLY EVALUATED WITHIN THE SCOPE OF THE REGULATION ON THE REGISTRATION, EVALUATION, PERMIT AND RESTRICTION OF CHEMICALS USED IN PRODUCTION (KKDIK-REACH), AND IT IS ENSURED THAT THE CHEMICALS WE USE DO NOT HARM HUMAN AND ENVIRONMENTAL HEALTH. LOCAL AND INTERNATIONAL STANDARDS ARE FOLLOWED AND IMPLEMENTED TO ENSURE THE QUALITY AND SAFETY OF PAINTS AND CHEMICALS THROUGHOUT THE ENTIRE VALUE CHAIN. SERIOUS CHEMICAL MANAGEMENT AND CONTROL PRACTICES ARE CARRIED OUT IN ORDER TO FILL THE BEKRA NOTIFICATION AND CHEMICAL REGISTRATION SYSTEM RELATED TO THE MANAGEMENT OF CHEMICALS, NOT TO USE CHEMICALS THAT ARE NOT LEVEL 3 ON THE ZDHC PLATFORM AND ARE NOT INCLUDED IN THE MRLS LIST.

FIRST OF ALL, OUR PRODUCTIONS ARE CARRIED OUT WITH THE AIM OF PROTECTING OUR EMPLOYEES AND THE ENVIRONMENT FROM THE HARMFUL EFFECTS OF CHEMICALS.

WE FURTHER STRENGTHENED OUR CHEMICAL MANAGEMENT SYSTEM BY DEVELOPING THE NEW CHEMICAL MANAGEMENT INVENTORY SYSTEM IN 2019. THESE AND MANY MORE, SUCH AS THE COMPLIANCE CONTROL OF THE SAFETY DATA SHEETS OF EACH CHEMICAL, DERIVATIVE, RAW MATERIAL AND AUXILIARY MATERIALS WITH THE RELEVANT LEGISLATION, SDS AND TDS PRESENCE INFORMATION, DANGER INFORMATION, EXPIRATION DATE, HAZARD INFORMATION AND PICTOGRAMS, RELEVANT REGULATIONS, STORAGE AMOUNT AND AREA. THE FOLLOW-UP AND CONTROL OF THE SUBJECT IS CARRIED OUT BY THE CHEMICAL MANAGEMENT TEAM, AND REGULAR TRAININGS ARE PROVIDED TO ALL OUR EMPLOYEES WHO USE CHEMICALS.



CHEMICAL MANAGEMENT - TRAININGS

THE CHEMICALS USED DURING PRODUCTION ARE INTRODUCED TO OUR EMPLOYEES THROUGH TRAININGS WE ORGANIZE AT REGULAR INTERVALS. THE POSSIBLE HARM AND DANGERS OF THE RELATED CHEMICALS TO HEALTH AND THE ENVIRONMENT ARE EXPLAINED AND THE PRECAUTIONS TO BE TAKEN WHILE WORKING WITH CHEMICALS ARE EXPLAINED IN DETAIL.



WITH THE CHEMICAL SPILL DRILLS WE CARRY OUT IN THE FIELD, RISKS ARE MINIMIZED AGAINST THE DANGERS THAT MAY BE ENCOUNTERED DURING THE WORK.

CHEMICAL MANAGEMENT

OUR MAIN PRIORITY IS TO PRODUCE OUR PRODUCTS SAFELY THROUGHOUT THEIR LIFECYCLE, FOR THE ENVIRONMENT, HUMAN HEALTH AND END USERS.

PAINT AND CHEMICALS CONSTITUTE 8.7% OF OUR MATERIAL PURCHASE. IN THE SELECTION OF THESE MATERIALS, FROM THE SAMPLE ACCEPTANCE STAGE TO THE FINAL DISPOSAL, DYES AND CHEMICALS ARE CONTROLLED ACCORDING TO THE BANNED CHEMICALS AND CUSTOMER LISTS, AND THE DYE AND CHEMICALS ARE ACCEPTED TO THE FACTORY WITH THE APPROVAL OF THE CHEMICAL TEAM LEADER, AGAIN ACCORDING TO THESE CRITERIA.

ZDHC ZERO DISCHARGE OF HAZARDOUS CHEMICALS PROGRAM

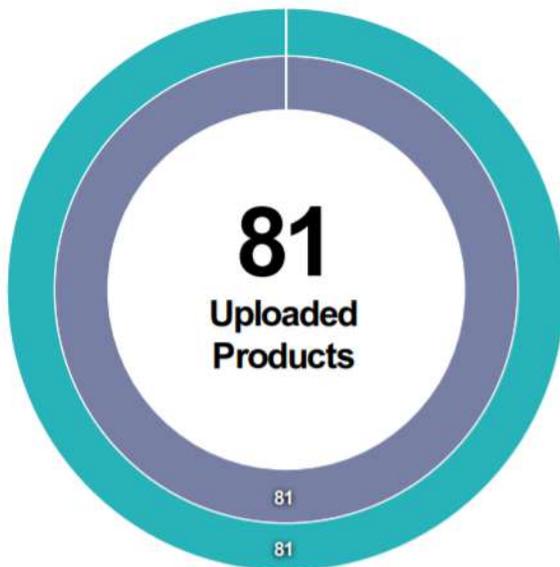
IN ORDER TO REDUCE THE CHEMICAL FOOTPRINT, WE CONTROL THE CONTROL, FOLLOW-UP, APPROVAL AND EXECUTION OF CHEMICALS AND CHEMICAL MANAGEMENT.

OUR CHEMICAL MANAGEMENT TEAM ENSURES LOT-BASED MONITORING OF CHEMICALS IN LINE WITH THE PRINCIPLES OF TRACEABILITY AND TRANSPARENCY. THE SAFETY DATA SHEET AND OTHER DOCUMENTS SPECIFIED IN THE LEGISLATION ARE FOLLOWED UP AND UPDATED WHEN NECESSARY. GOOD PRACTICES ARE IMPLEMENTED FOR THE PROPER USE AND STORAGE OF CHEMICALS, REGULAR TRAININGS ARE CARRIED OUT ON HOW TO USE PPE BY CHOOSING CHEMICALS ACCORDING TO CHEMICALS, AND USAGE CONTROLS ARE PROVIDED.

CHEMICAL MANAGEMENT

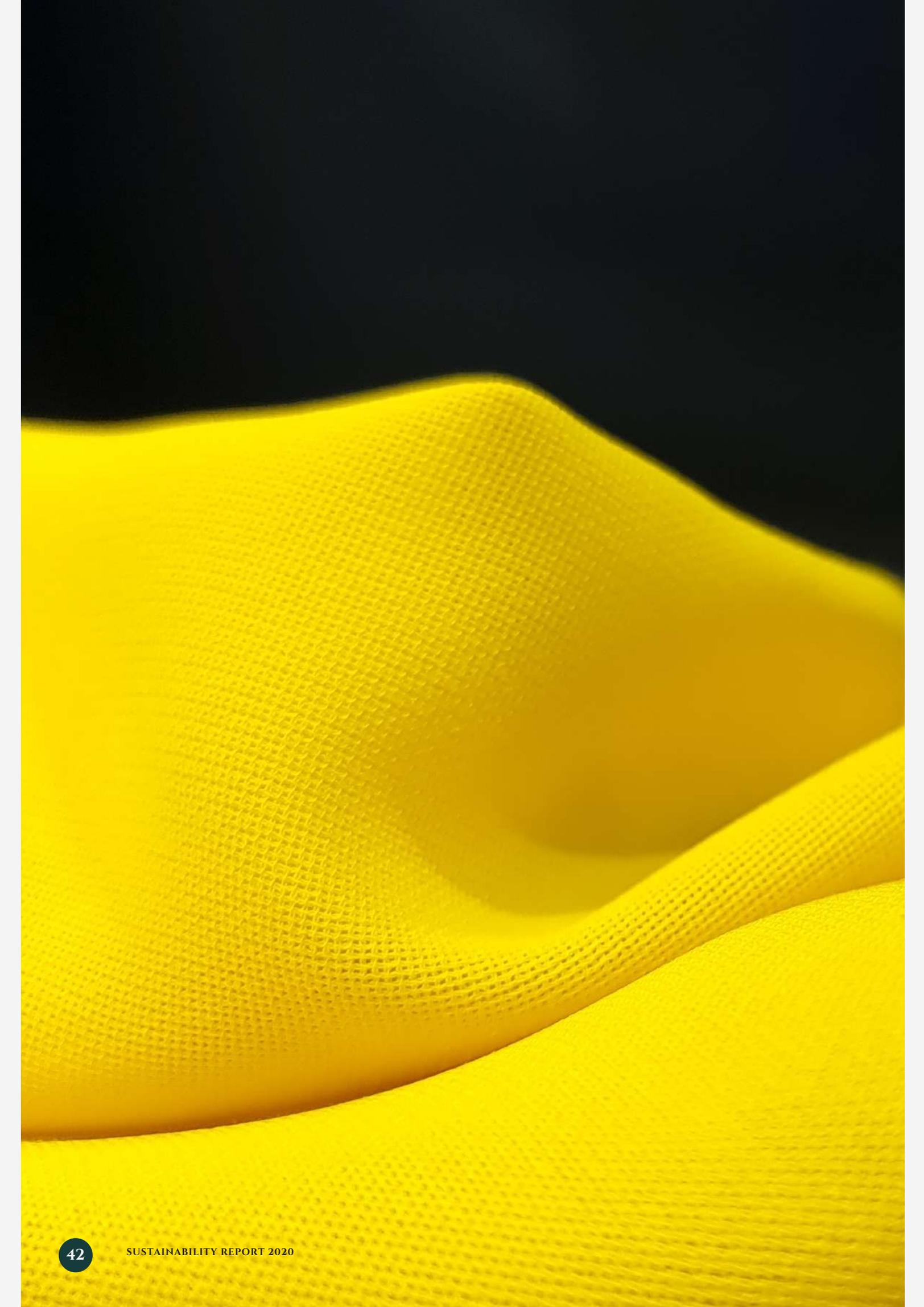
GÜLİPEK ENTERS INTO THE BVE3 ENVIRONMENTAL EMISSION EVALUATOR BY BUREAU VERITAS SYSTEM ON A MONTHLY BASIS AS A RESULT OF ITS CHEMICAL FOOTPRINT REDUCTION TARGETS AND CUSTOMER DEMANDS AND SUGGESTIONS. ENTRIES ARE MADE TO INCLUDE THE CHEMICALS USED, THEIR USAGE AMOUNTS AND STOCK AMOUNTS.

Inventory Product Conformance



	MRSL 1.1	MRSL 2.0
Level 1 Passed a third-party review of documentation where the data meet the QA and QC requirements in the MRSL Conformance Guidance to be accepted as evidence of conformance.	0 products (0%)	0 products (0%)
Level 2 All requirements for Level 1 passed and passed a review of the product stewardship practices of the chemical supplier by the third-party certifier.	0 products (0%)	0 products (0%)
Level 3 All requirements for Level 2 passed and passed a site visit to the chemical Formulator to evaluate their product stewardship first-hand.	0 products (0%)	81 products (100.00%)
Conformant Products are ZDHC MRSL Conformant (ZDHC MRSL 1.1 and ZDHC MRSL 2.0) and have been uploaded and published on the ZDHC Gateway by the Formulator.	81 products (100.00%)	
Registered Products have been registered on the ZDHC Gateway with a valid Safety Data Sheet (SDS). There is no proof of ZDHC MRSL conformance available.	0 products (0%)	
Not Published in ZDHC Gateway Products are not published on the ZDHC Gateway with a registered product status or with any ZDHC Conformance level.	0 products (0%)	
Not Evaluated Products that are either not published in the ZDHC Gateway by the Formulators as ZDHC MRSL Level 1, 2 or 3, or published with a registered product status only.	0 products (0%)	
All Products	81 products (100.00%)	

EVERY MONTH WE ENTER INTO THE SYSTEM AS SPECIFIED, OUR DYES AND CHEMICALS ARE ANALYZED AND AN INCHECK REPORT IS CREATED EVERY 3 MONTHS AND THE ANALYSIS OF THE CHEMICALS WE USE IS SENT TO US. IT IS ALSO SEEN IN THE ANALYSIS REPORTS MENTIONED THAT ALL OUR CHEMICALS AND DYESTUFFS ARE IN ZDHC LEVEL 3. THEREFORE, NO CHEMICALS THAT ARE BANNED IN THE MRSL LIST ARE USED IN OUR COMPANY.



SOCIAL PERFORMANCE

AT GÜLİPEK

AT THE BEGINNING OF OUR SOCIAL COMPLIANCE STRATEGY, THE HEALTH, SAFETY AND PERFORMANCE OF OUR EMPLOYEES ARE AT THE FOREFRONT, OUR ACTIVITIES ARE CARRIED OUT METICULOUSLY WITH THE GOAL OF ZERO ACCIDENT, AND ALL OUR EMPLOYEES ARE OFFERED EQUAL DEVELOPMENT AND CAREER OPPORTUNITIES WITH OUR CORPORATE CULTURE.

82.1% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

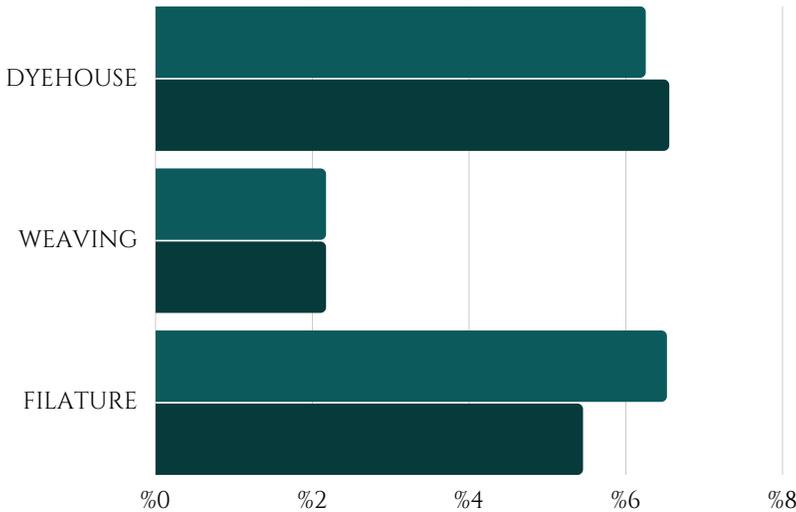
OCCUPATIONAL HEALTH AND SAFETY SYSTEMS ARE IMPLEMENTED IN OUR ACTIVITIES IN GÜLİPEK. BEING AWARE OF THE SERIOUSNESS OF TAKING PRECAUTIONS WITHOUT AN OCCUPATIONAL ACCIDENT AND INSTILLING THIS PERCEPTION IN ALL OF ITS EMPLOYEES, GÜLİPEK USES THE NEAR-MISS SYSTEM TO TURN THIS UNDERSTANDING INTO A LIFESTYLE. THUS, IN OUR COMPANIES, OUR EMPLOYEES AND OCCUPATIONAL SAFETY EXPERTS CARRY OUT RISK LEVEL REDUCTION STUDIES TOGETHER.

EMPLOYEE SAFETY IS ENSURED IN ALL ASPECTS IN THE DEPARTMENT WHERE I WORK.

WE ARE CONSTANTLY WORKING TO PROVIDE THE BEST WORKING CONDITIONS FOR OUR EMPLOYEES.

THE HEALTH AND SAFETY OF OUR EMPLOYEES IS VALUED AND HEALTH CHECKS AND TRAININGS ARE PROVIDED FOR THIS PURPOSE.

PERCENTAGE OF EMPLOYEES WORKING IN RISKY JOBS



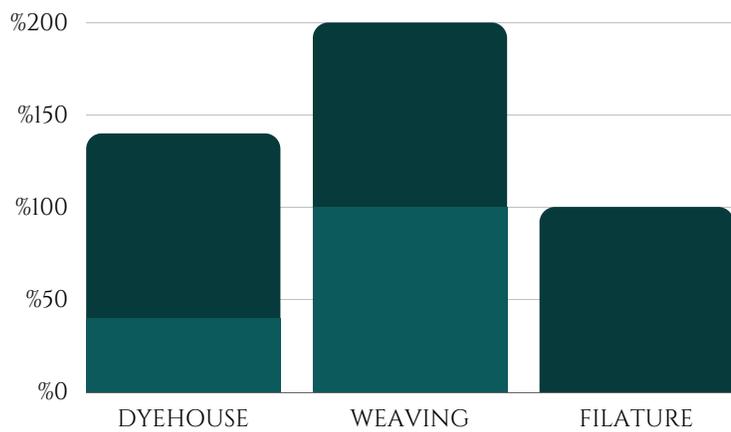
OCCUPATIONAL HEALTH AND SAFETY

IN ORDER TO INCREASE THE AWARENESS OF OUR EMPLOYEES AND TO SPREAD THE AWARENESS OF PROTECTING THEMSELVES, THEIR COLLEAGUES AND OUR VISITORS, WE CONDUCT TRAININGS AND EXERCISES ON MANY DIFFERENT SUBJECTS, FROM BASIC FIRST AID TRAINING TO WORKING WITH CHEMICALS, STORAGE AND TRANSPORTATION RULES.

% 0
OCCUPATIONAL DISEASES CAUSED BY OUR PRODUCTION WERE NOT ENCOUNTERED IN 2019-2020.



BASIC WORK SAFETY TRAINING

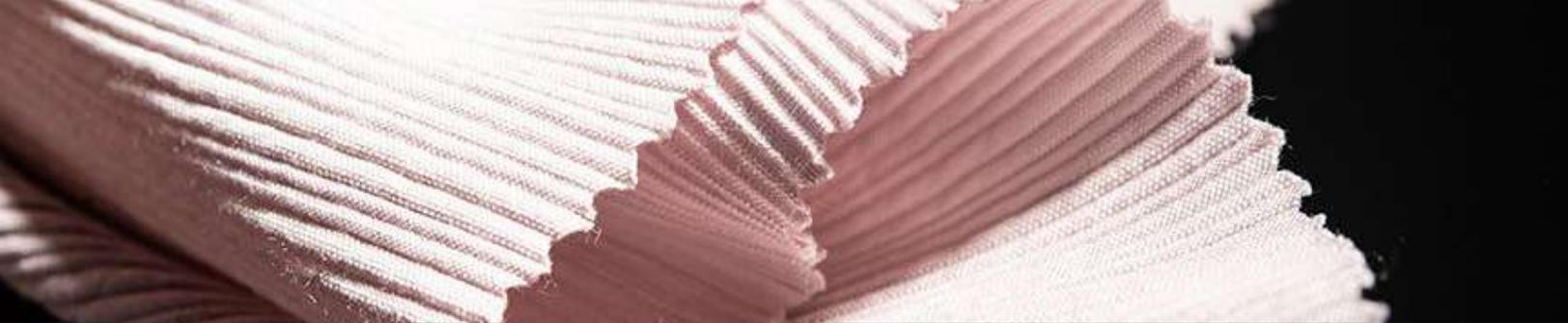


IN OUR PAINT FACTORY

PERCENTAGE WORKING IN HIGH-RISK JOBS IS **%20**

PERCENTAGE OF EMPLOYEES WORKING IN CHEMICAL JOBS IS **%20**





74.1% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

TRAINING PROGRAMS ARE SUFFICIENT AT GÜLİPEK.



WITHIN THE SCOPE OF; IN 2019, TRAININGS WERE HELD FOR

- GENERAL OHS ISSUES,
- HEALTH ISSUES,
- TECHNICAL ISSUES,
- WORKING WITH CHEMICALS,
- INFORMATION ABOUT PPE,

IN 2020,

- BASIC OHS TRAINING,
- WORKING WITH CHEMICALS,
- OHS AND BASIC ERGONOMICS,
- USE OF PPE,
- CHEMICAL MANAGEMENT (CHEMICAL SPILL AND LEAK SITUATIONS),
- EMPLOYEE TRAINING REQUIRING SPECIFIC POLICY WORK AT HEIGHT.



IN 2020, AVERAGE 6 HOURS/ PERSON OF OHS TRAINING WAS PROVIDED IN OUR 3 FACTORIES.

WE HAVE TAKEN THE NECESSARY MEASURES FROM THE FIRST DAY IN ORDER FOR OUR EMPLOYEES TO SPEND THE COVID-19 PANDEMIC THAT STARTED ON MARCH 11, 2020 IN TURKEY IN THE BEST WAY POSSIBLE.

WE ENCOURAGED THE MASK TEAM BY SUPPLYING COLOGNE AND DISINFECTANT TO PLACES WHERE OUR OFFICE AND PRODUCTION EMPLOYEES CAN CONSTANTLY ACCESS.

BY ACCEPTING A LIMITED NUMBER OF GUESTS TO OUR BUSINESSES, WE TOOK CARE TO REGULARLY MEASURE THE TEMPERATURE OF OUR EMPLOYEES AND GUESTS AT THE ENTRANCES AND TO WEAR MASKS.

BY INCREASING THE NUMBER OF OUR SERVICES, WE TOOK CARE TO ENSURE THAT OUR EMPLOYEES ARE LESS AT RISK DURING THEIR TRANSPORTATION.

GÜLİPEK MANAGEMENT PROVIDES AND CONTINUES TO SUPPORT ITS EMPLOYEES, AIMING TO MINIMIZE THE MATERIAL AND MORAL IMPACT OF OUR EMPLOYEES DURING THIS PERIOD.

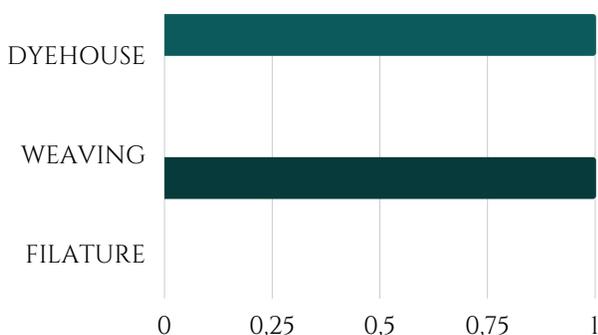


IN ORDER TO INCREASE THE PERFORMANCE AND COMFORT OF OUR EMPLOYEES IN 2020, WE CHANGED ALL OUR WORK CLOTHES ACCORDING TO THE WISHES OF THE EMPLOYEES.

WE PROVIDED HIGH QUALITY PPE TO ALL OUR EMPLOYEES WORKING WITH CHEMICALS AND ORGANIZED INFORMATIVE TRAININGS ON THEIR USE.

ZERO WORK ACCIDENTS IN THE YARN FACTORY IN 2019 AND 2020

NUMBER OF WORK ACCIDENTS



GÜLİPEK PROVIDES ITS EMPLOYEES WITH ERGONOMIC WORKING CONDITIONS!

OHS BOARD

DYEHOUSE

IN 2020, THE OHS BOARD OF THE DYEHOUSE FACTORY; IT CONSISTS OF 7 PEOPLE, INCLUDING THE EMPLOYER, OCCUPATIONAL SAFETY SPECIALIST, WORKPLACE DOCTOR, EMPLOYEE REPRESENTATIVE, HUMAN RESOURCES OFFICER, SHIFT SUPERVISOR AND BOARD SECRETARY. IN 2020, 17 DECISIONS WERE TAKEN AT THE DYEHOUSE FACTORY. THIS WAS FINALIZED IN 17 DECISIONS. COMPLIANCE IS 100%.

WEAVING

THE OHS BOARD CONSISTS OF 7 PEOPLE: THE EMPLOYER, THE OCCUPATIONAL SAFETY SPECIALIST, THE WORKPLACE DOCTOR, THE EMPLOYEE REPRESENTATIVE, THE HUMAN RESOURCES OFFICER, THE SHIFT SUPERVISOR AND THE SECRETARY OF THE BOARD. 12 DECISIONS WERE TAKEN IN THE WEAVING FACTORY IN 2020. THIS WAS CONCLUDED IN 12 DECISIONS. COMPLIANCE IS 100%.

FILATURE

DUE TO THE NUMBER OF PEOPLE IN OUR YARN FACTORY, THERE IS NO OBLIGATION TO ESTABLISH AN OHS BOARD IN 2019 - 2020. HOWEVER, THE COMMITTEE WAS FORMED BY US AND CONVENED AT INTERVALS. THE DECISION-RESULT RATIO IS 100% BY FULFILLING THE BOARD REQUIREMENTS.

(GRI 403-1)

EMPLOYMENT

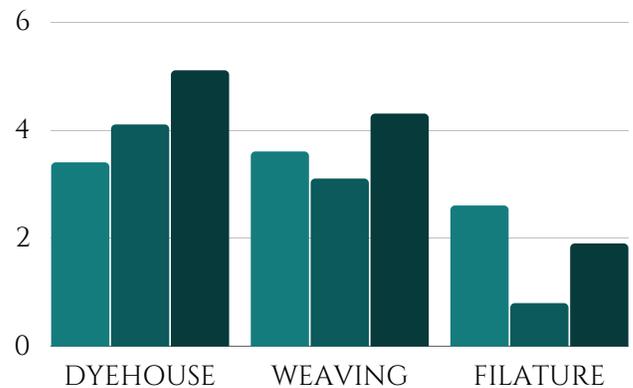
75.2% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

WORK DISTRIBUTION IN MY DEPARTMENT AT GÜLİPEK IS FAIR.

AS GÜLİPEK, OUR PRIORITY IS TO PROVIDE A HEALTHY AND SAFE WORKING ENVIRONMENT FOR OUR EMPLOYEES. WHILE DOING THIS, IT IS THE VISION OF GÜLİPEK TO CONTINUE THE PERSONAL AND PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES, TO PROVIDE THEM WITH A FAIR WORKING ENVIRONMENT WHERE ALL THEIR RIGHTS ARE PROTECTED.

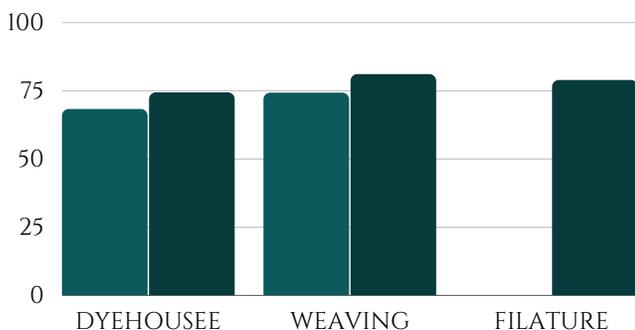
REGULAR PERFORMANCE AND CAREER DEVELOPMENT ASSESSMENT	2020
WHITECOLLAR	43
GENERAL MANAGER	1
MANAGER	4
SPECIALIST	1

AVERAGE EMPLOYEE SERVICE TIME



NOTE: SOME OF OUR WEAVING EMPLOYEES WERE TRANSFERRED TO THE YARN FACTORY WITH THE TRANSITION BETWEEN FACTORIES, WITH THE START OF THE YARN FACTORY IN 2019.

EMPLOYEE SURVEY SATISFACTION IMPROVEMENT RESULTS



NOTE: SINCE THE YARN FACTORY STARTED OPERATING IN 2019, THE 2019 EMPLOYEE SURVEY COULD NOT BE HELD.

GÜLİPEK EMPLOYEES HAVE CHANNELS WHERE THEY CAN SHARE THEIR IDEAS AND SUGGESTIONS WITH THE MANAGEMENT..

THE RESULTS OF THE EMPLOYEE SATISFACTION SURVEY WE ORGANIZE EVERY YEAR SHOW THAT GÜLİPEK EMPLOYEES WERE SATISFIED WITH WORKING IN GÜLİPEK COMPANY ON AN INCREASING CURVE OVER THE YEARS, FURTHER INCREASING THE HIGH SATISFACTION RATE.



MATERNITY LEAVE

IN THE PERIOD OF 2019-2020, 50% OF OUR EMPLOYEES RETURNED TO WORK AFTER MATERNITY LEAVE.

(GRI 401-3)

LOCAL EMPLOYMENT

11.7% OF OUR EMPLOYEES WORKING IN OUR BUSINESSES IN THE 2019-2020 PERIOD WERE EMPLOYED FROM THE LOCAL PEOPLE.

PERFORMANCE EVALUATION

GÜLİPEK EMPLOYEES ARE SUBJECT TO PERFORMANCE AND CAREER DEVELOPMENT EVALUATIONS. OUR FEMALE EMPLOYEES MAKE UP 32% OF THESE EMPLOYEES.

(GRI 404-3)

OUR EMPLOYEES TAKING MATERNITY LEAVE

2018



2019

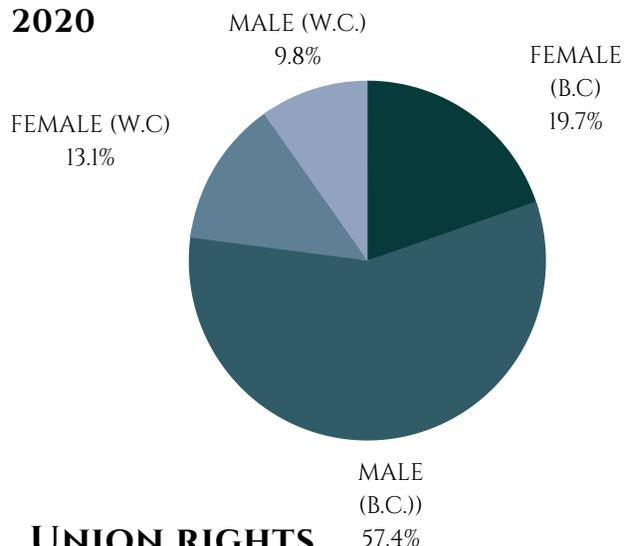


2020



AFTER THE MATERNITY LEAVE, 100% OF OUR EMPLOYEES CONTINUED TO WORK IN 2018 AND 2019. IN THE REPORTING YEAR 2020, THIS RATE WAS 50%.

DISTRIBUTION OF OUR EMPLOYEES IN 2020



UNION RIGHTS

WE DO NOT HAVE ANY FACILITIES WHERE THE UNION RIGHTS OF THE EMPLOYEES ARE AT RISK OR SUPPLIERS WHERE THIS RISK EXISTS. 100% OF OUR BLUE-COLLAR EMPLOYEES ARE COVERED BY EMPLOYMENT CONTRACTS.

(GRI 102-41)

ADDITIONAL RIGHTS

IN GÜLİPEK, THERE IS NO DIFFERENCE BETWEEN FULL-TIME AND PART-TIME EMPLOYEES IN TERMS OF ADDITIONAL RIGHTS.

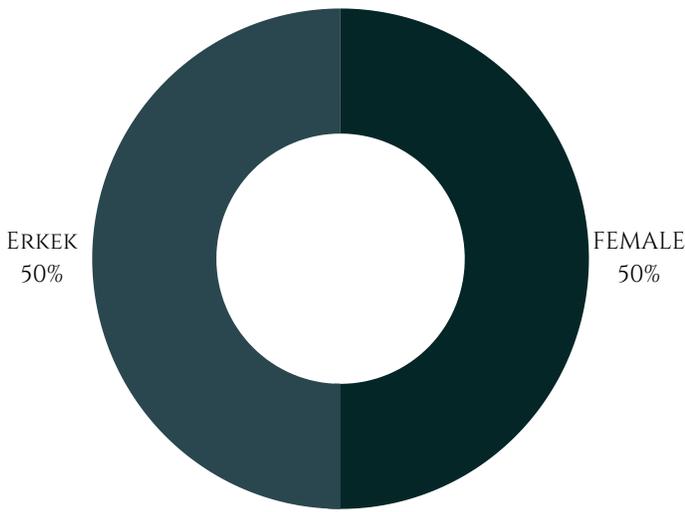
(GRI 401-2)

DIVERSITY AND OPPORTUNITY EQUALITY

70.9% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

I CAN CONVEY MY PROBLEMS TO THE ADMINISTRATORS IN GÜLİPEK.

ADMINISTRATIVE STAFF



EQUAL OPPORTUNITIES AND EMPLOYMENT ARE PROVIDED TO ALL OUR EMPLOYEES AT GÜLİPEK. WITH THE AWARENESS THAT EACH OF OUR EMPLOYEES HAS THEIR OWN UNIQUE TALENTS AND EXPERIENCE, DIFFERENCES ARE RESPECTED AND A WORKING ENVIRONMENT THAT GIVES A VOICE TO IDEAS AND OPINIONS IS PROVIDED.

BY ADOPTING THE MOTTO OF **"POSITIVE EQUALITY"**, GÜLİPEK IS COMMITTED TO INCREASING THE PLACE OF WOMEN IN BUSINESS LIFE. IN ORDER TO SUPPORT OUR FEMALE EMPLOYEES IN THEIR BUSINESS LIFE, ESPECIALLY BY RAISING AWARENESS ABOUT GENDER EQUALITY, WOMEN ARE MADE A PART OF THE WORKING CULTURE.

"WOMEN HAVE A PLACE IN BUSINESS LIFE"

BASED ON THE PRINCIPLE OF EQUALITY WITHOUT GENDER DISCRIMINATION, THE PRINCIPLES OF **"EQUAL SALARY, EQUAL VOICE"** ARE APPLIED AND DEVELOPED. THEREFORE, TARGETS ARE SET TO INCREASE FEMALE EMPLOYMENT EVERY YEAR AND STUDIES ARE CARRIED OUT TOWARDS THESE TARGETS.



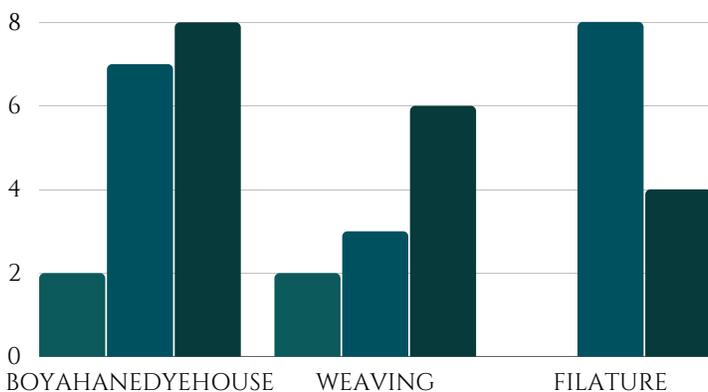
SOCIAL COMPLIANCE POLICY

81.6% OF OUR EMPLOYEES WHO PARTICIPATED IN THE EMPLOYEE SATISFACTION SURVEY SAY THAT...

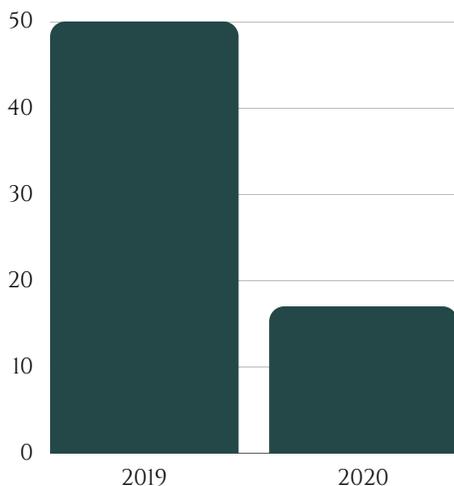
I CAN IMPROVE MYSELF IN GÜLİPEK.

TRAINING AND DEVELOPMENT

IN-PLANT TRAINING TIMES (HOUR)

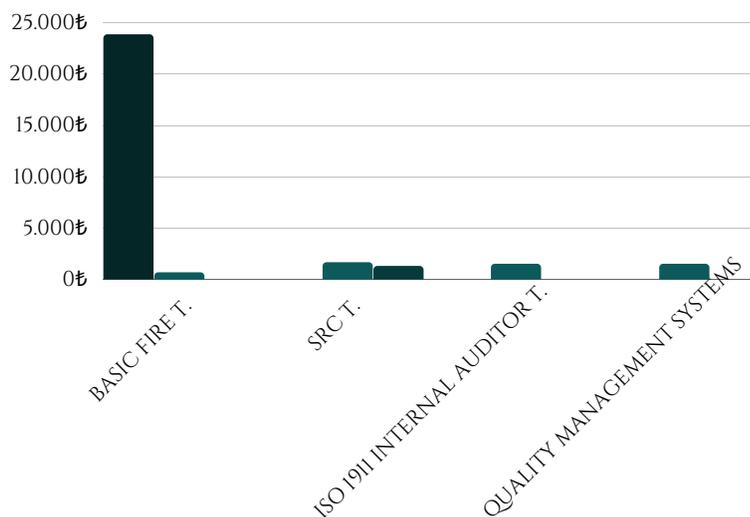


OFF-PLANT TRAINING TIMES (HOUR)



THE TRAININGS RECEIVED BY OUR EMPLOYEES IN 2020 REACHED APPROXIMATELY 456 HOURS. THE TRAININGS RECEIVED OUTSIDE THE FACILITY MAINLY FOCUSED ON THE FIELD OF SRC, AND THE TRAININGS GIVEN WITHIN THE FACILITY MAINLY FOCUSED ON THE ENVIRONMENT. IN ADDITION, WE MADE TRAINING INVESTMENTS TO OUR SUBCONTRACTORS IN THE 2020 REPORTING PERIOD.

TRAINING EXPENSE DISTRIBUTIONS*



*TRAINING EXPENSE DISTRIBUTION CHART INCLUDES OUTSOURCED TRAININGS.

GÜLGEÇ FOUNDATION

GÜLGEÇ FOUNDATION IS A FOUNDATION ESTABLISHED IN 2017 BY THE MEMBERS OF THE BOARD OF DIRECTORS OF GÜLİPEK AND THE PARTNERSHIP OF THE COMPANY. FIRST OF ALL, THE EMPLOYEES THEN THE NEEDY BENEFIT FROM THIS FOUNDATION.

- NUMBER OF STUDENTS WHO RECEIVED UNIVERSITY SCHOLARSHIPS FROM THE CHILDREN OF OUR STAFF: 36
- PEOPLE NUMBER OF STUDENTS WHO RECEIVED UNIVERSITY SCHOLARSHIPS FROM THE CHILDREN OF OUR STAFF: 36
- PEOPLE NUMBER OF UNIVERSITY STUDENTS RECEIVING SCHOLARSHIPS IN NEED: 65
- NUMBER OF STUDENTS RECEIVING SCHOLARSHIPS IN NEED: 6

2020
658,872 ₺

2018
134,613 ₺

2019
506,026 ₺



IN 2020, A TOTAL OF **160** STUDENTS WERE GIVEN SCHOLARSHIPS. IN ADDITION, **27** FAMILIES WERE PROVIDED WITH LIVELIHOOD ASSISTANCE.

AS GÜLİPEK, WE BELIEVE IN EQUAL OPPORTUNITY AND WALKING TOGETHER.

SOCIAL RESPONSIBILITY

BLUE COVER PROJECT

IN COOPERATION WITH GÜLİPEK, TURKISH SPINAL CORD PARALYSIS ASSOCIATION, WE WERE INVOLVED IN THE VALVE COLLECTION PROJECT AND DETERMINED VALVE COLLECTION POINTS IN ALL OUR FACILITIES. CAPS COLLECTED FROM RELEVANT POINTS ARE CONSTANTLY COLLECTED AND SENT TO THE TURKISH SPINAL CORD PARAPLEGIC ASSOCIATION TO ASSIST A DISABLED INDIVIDUAL IN REACHING A WHEELCHAIR. GÜLİPEK JOINED THE PROJECT IN 2020.



İZMİR EARTHQUAKE - RED CRESCENT AID CAMPAIGN

SINCE TURKEY IS LOCATED ON AN ACTIVE SEISMIC BELT, MOST OF THE COUNTRY'S TERRITORY IS IN AN EARTHQUAKE ZONE. WE CONTACTED THE RED CRESCENT AS SOON AS POSSIBLE IN ORDER TO HELP OUR CITIZENS WHO SUFFERED IN THE "İZMİR EARTHQUAKE", WHICH TOOK PLACE ON OCTOBER 30, 2020 WITH A MAGNITUDE OF 6.6 AND AFFECTED EVERYONE DEEPLY WITH THE LOSS OF LIFE AND PROPERTY. ACCORDING TO THE RED CRESCENT NEEDS LIST, WE PROVIDED THE MATERIALS THAT OUR EARTHQUAKE VICTIMS MAY NEED AND ENSURED THEM TO REACH THE RELEVANT LOCATIONS.





KESTEL STATE HOSPITAL - ENDOSCOPY DEPARTMENT

IN 2020, IT IS AIMED TO CONTRIBUTE TO THE TREATMENT PROCESS BY PURCHASING DEVICES TO BE USED IN THE ENDOSCOPY UNIT OF THE KESTEL STATE HOSPITAL. IT IS A GOOD COMPANY CULTURE THAT EVERY PERSON HAS ACCESS TO HEALTH SERVICES IN A COMFORTABLE WAY.



SUPPORT CAMPAIGN FOR REFUGEES

BY PARTICIPATING IN THE REFUGEE SUPPORT CAMPAIGN, GÜLİPEK PROVES THAT SHE DOES NOT DISCRIMINATE BASED ON REASONS SUCH AS LANGUAGE, RELIGION, RACE, GENDER, AGE, DISABILITY AND POLITICAL OPINION. IT EXHIBITS THE SAME APPROACH TO ITS EMPLOYEES WITH ITS SOCIAL COMPLIANCE POLICY.



AEGEAN FOREST FOUNDATION - GÜLİPEK GROVE

WE DONATED 1,000 SAPLINGS TO THE AEGEAN FOREST FOUNDATION WITH THE AIM OF REDUCING THE OCCURRENCE OF DISASTERS, PREVENTING THE GLOBAL CLIMATE CRISIS AND REDUCING OUR CARBON FOOTPRINT. THUS, WE CREATED THE "GÜLİPEK TEXTILE GROVE" IN MANISA YUNT MOUNTAIN.



OUR PROJECTS

ULUDAĞ OIZ - FILTER PROJECT

WITH THE COOPERATION OF ULUDAĞ ORGANIZED INDUSTRIAL ZONE DIRECTORATE AND ULUDAĞ UNIVERSITY ENVIRONMENTAL ENGINEERING DEPARTMENT, IT IS PLANNED TO START A STUDY TO DETERMINE WHICH MACHINES WILL HAVE HIGHER VALUES BY MEASURING THE VOC AND TOC VALUES AT THE CHIMNEY OUTLET OF HEAT EMITTING MACHINES, AND TO DETERMINE WHICH MACHINE CHIMNEYS NEED FILTERS. THUS, THE CHIMNEYS THAT NEED TO BE FILTERED WILL BE DETERMINED AND NECESSARY PRECAUTIONS WILL BE TAKEN. IT IS ALSO PLANNED THAT THE SCOPE OF THIS PROJECT WILL SHED LIGHT ON THE DIRECTION OF THE İMÇK PUBLISHED BY THE BURSA GOVERNORSHIP AND THE APPLICABILITY OF THE DECISION.

AEGEAN FOREST FOUNDATION - GÜLİPEK TEXTILE GROVE

WE AIM TO TAKE MORE MEASURES IN OFFSETTING THE CARBON FOOTPRINT, WHICH IS CALCULATED EVERY YEAR AND TARGETS ARE SET FOR REDUCTION. IT AIMS TO EXPAND THE "GÜLİPEK TEXTILE GROVE", THE FIRST OF WHICH WAS CREATED IN 2020, BY INCREASING THE NUMBER OF TREES PLANTED IN THE FOLLOWING YEARS, AND TO INCREASE ENVIRONMENTAL AWARENESS BY KEEPING EMPLOYEES ACTIVE IN TREE PLANTING.

RAINWATER HARVESTING PROJECT

IT IS PLANNED TO HARVEST RAINWATER IN 2021, STARTING FROM THE DYEHOUSE FACTORY, AND GRADUALLY APPLY IT IN ALL OUR FACTORIES. WITH THE IMPLEMENTATION OF THIS PROJECT, WHICH IS AN EXAMPLE OF GOOD PRACTICE, RAINWATER WILL BE USED IN THE PRODUCTION LINE.

TRANSITION TO RENEWABLE ENERGY

BEING AWARE OF THE NECESSITY OF RENEWABLE ENERGY AND THE NECESSITY OF TRANSITIONING TO RENEWABLE ENERGY, WHICH IS THE CORNERSTONE OF SUSTAINABLE PRODUCTION, GÜLİPEK AIMS TO GRADUALLY TRANSITION TO RENEWABLE ENERGY USE IN THE DYEHOUSE AND IN THE WEAVING FACTORY IN 2022, STARTING FROM THE YARN FACTORY IN 2021.

ULUDAĞ UNIVERSITY - FILTER PROJECT

WITH THE DEPARTMENT OF ENVIRONMENTAL ENGINEERING OF ULUDAĞ UNIVERSITY, IT IS PLANNING TO WORK ON CHOOSING A USEFUL FILTER FOR ONE OF THE STENTER MACHINE CHIMNEYS AND INCREASING THE FILTER EFFICIENCY.

SOCIAL
RESPONSIBILITY

OUR PROJECTS

CARBON FOOTPRINT

WE SEE HOW DANGEROUS THE RISK OF GLOBAL WARMING IS, AND IT IS AIMED TO TRANSFER CARBON FOOTPRINT AWARENESS ESPECIALLY TO YOUNG GENERATIONS IN ORDER TO EXPLAIN THE IMPORTANCE OF REDUCING CARBON FOOTPRINT IN TERMS OF ENVIRONMENTAL SUSTAINABILITY AND LEAVING A BETTER WORLD TO FUTURE GENERATIONS.

THROUGH UNIVERSITY-INDUSTRY COOPERATION, IT IS PLANNED TO TRANSFER THE CARBON FOOTPRINT EXAMPLE IN THE TEXTILE SECTOR TO ENVIRONMENTAL ENGINEERING SENIOR STUDENTS UNDER THE NAME OF "CARBON FOOTPRINT EDUCATION". A PROJECT IS PLANNED IN WHICH OUR SELECTED SUB-SUPPLIERS WILL BE ABLE TO CALCULATE THEIR CARBON FOOTPRINTS SO THAT WE CAN OBSERVE THE RETURNS WITH THE INFORMATION THEY HAVE GAINED FROM THIS TRAINING.

INTEGRATED WASTE MANAGEMENT

THE INTEGRATED POLLUTION IN OUR FACILITIES IS MONITORED EVERY YEAR WITH ENVIRONMENTAL DIMENSION ANALYSIS AND ENVIRONMENTAL RISK ANALYSIS. AS A RESULT OF THESE ANALYZES, PRECAUTIONS ARE TAKEN AND ENVIRONMENTAL ACCIDENTS THAT MAY OCCUR ARE PREVENTED. WITH THE AWARENESS OF THIS NECESSITY, IT IS AIMED TO BE AN EXEMPLARY FACILITY FOR THE STUDENTS OF THE UNIVERSITY ENVIRONMENTAL ENGINEERING DEPARTMENT TO MAKE INTEGRATED POLLUTION CALCULATIONS AND TO RAISE AWARENESS ABOUT THE MANAGEMENT OF THIS POLLUTION. IN THIS CONTEXT, IT IS AIMED TO INTRODUCE OUR BUSINESSES TO UNIVERSITY STUDENTS AND TO HAVE STUDENTS LEARN ABOUT THE SECTOR BEFORE THEY ENTER THE BUSINESS LIFE.

SUSTAINABILITY CONFERENCE

IT IS AIMED TO PARTICIPATE AS A SPEAKER IN CONFERENCES ON SUSTAINABILITY ISSUES AND SUSTAINABLE DEVELOPMENT GOALS IN COOPERATION WITH THE UNIVERSITY, AND TO CONVEY IN DETAIL THE REQUIREMENTS OF CORPORATE SUSTAINABILITY, THE IMPORTANCE OF SUSTAINABILITY AND THE WORKS THAT HAVE BEEN DONE AND CAN BE DONE AND TO PRESENT INFORMATION ON CORPORATE SUSTAINABILITY.



ENVIRONMENTAL PERFORMANCE

GÜLİPEK

ONE OF OUR FIRST PRIORITIES IN ALL OUR ACTIVITIES, IS TO PROTECT THE ENVIRONMENT AND PASS IT ON TO FUTURE GENERATIONS. THEREFORE, NATURAL RESOURCES ARE PROTECTED AND WASTES ARE RECYCLED, CONTRIBUTING TO THE CIRCULAR ECONOMY.

ENVIRONMENTAL MANAGEMENT

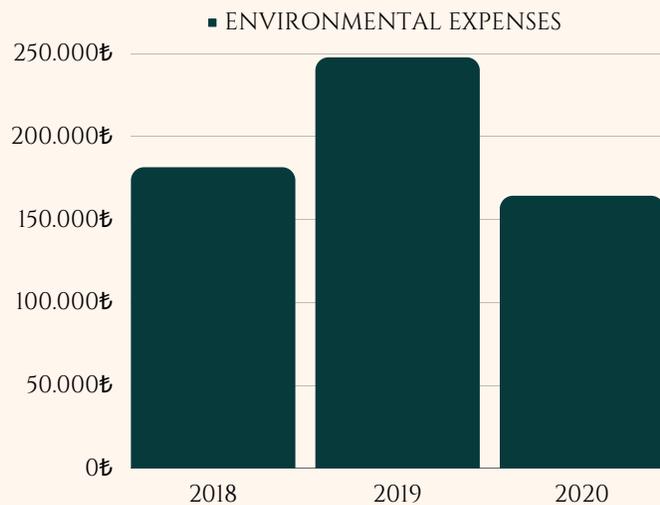
95.4% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT...

ENERGY CONSUMPTION OPTIMIZATION IN GÜLİPEK IS SUFFICIENT.

OUR MANAGEMENT APPROACH	
OUR POLICY	ENVIRONMENTAL POLICY AND SUSTAINABILITY DEVELOPMENT GOALS
DEPARTMENT MANAGER	ENVIRONMENT AND SUSTAINABILITY OFFICER
OUR SUSTAINABILITY TEAM	7 PEOPLE
OUR MANAGEMENT SYSTEM	ISO 14001:2015

THE ENVIRONMENTAL PERCEPTION AT GÜLİPEK IS TO OWN AND PROTECT NATURAL RESOURCES, TO MANAGE WASTES WITH THE 5S RULE, TO ADOPT THE MOTTO OF PEOPLE FIRST, ENVIRONMENT FIRST, AND TO CREATE THIS PERCEPTION IN ALL ITS EMPLOYEES.

ENVIRONMENTAL EXPENSES



WITH THE AWARENESS OF THE IMPACT OF WASTE REDUCTION AT ITS SOURCE IN TERMS OF ECONOMY AND RAW RESOURCES, WE INCREASE THE ANNUAL BUDGET ALLOCATED FOR THE ENVIRONMENT EVERY YEAR. DUE TO THE EFFECTIVE COVID-19 VIRUS IN 2020, IT IS AIMED TO INCREASE THE EXPENSE ITEM AT THE SAME RATE IN THE FOLLOWING YEARS.

ENVIRONMENTAL POLICY



(GRI 102-46, GRI 102-11)

BY USING OUR NATURAL RESOURCES IN THE MOST EFFICIENT WAY, BOTH NATURAL RESOURCE CONSUMPTION IS REDUCED AND OUR ECONOMIC PERFORMANCE IS INCREASED.

IN THE DYEHOUSE AND WEAVING
FACTORY, AS A RESULT OF OUR
WASTE MANAGEMENT ACTIVITIES IN
2020, WE GOT ZERO WASTE
CERTIFICATE!



T.C.
BURSA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/16/İBZ/15/10

SIFIR ATIK BELGESİ
(Temel Seviye)

Tarih: 13/11/2020

Adı : GÜLİPEK KUMAŞ VE İPLİK TİCARET VE SANAYİ A.Ş.
Adresi : BURSA, KALE Mahallesi, KILIÇLAR CADDE, No: 11-1, KESTEL, Türkiye
Vergi No : 4200010051

12/07/2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

e-İmzalıdır

Mehmet Ersan
AYTAÇ
Çevre ve Şehircilik İl
Müdürlüğü Vekili

Belge Son Geçerlilik Tarihi: 13/11/2025

[Bu belge, güvenli elektronik imza ile onaylanmıştır.](https://www.muhur.gov.tr/muhur/ekim/16/15/10)

Muhur Doğrulama Adresi: <https://www.muhur.gov.tr/muhur/ekim/16/15/10>

WE HAVE NOT RECEIVED AN
ENVIRONMENTAL PENALTY IN THE
PAST **10 YEARS!**

BY REVISING OUR ENVIRONMENTAL
MANAGEMENT STRATEGY IN 2020,
WE RECEIVED THE 14001:2015
ENVIRONMENTAL MANAGEMENT
CERTIFICATE!

BY COMPLETING
ENVIRONMENTAL
DIMENSIONS AND
ENVIRONMENTAL RISK
ANALYZES, WE HAVE ENABLED
A MORE EFFECTIVE AND
RELIABLE ENVIRONMENTAL
MANAGEMENT PROCESS.

ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL TRAININGS



BY BELIEVING THAT THE FIRST STEP OF SUSTAINABLE ENVIRONMENTAL MANAGEMENT IS THROUGH RAISING EMPLOYEE AWARENESS AND TRAINING ITEMS, OUR COMPANY CONDUCTS ENVIRONMENTAL TRAININGS CONTINUALLY AND ABOVE LEGAL OBLIGATION.

- BASIC ENVIRONMENT,
- RECYCLING, REUSE AND RECOVERY,
- POLLUTION AND DISPOSAL METHODS CAUSED BY WASTE BATTERIES AND ACCUMULATORS,
- ZERO WASTE, CIRCULAR ECONOMY AND RECYCLING, ENVIRONMENT AND ENVIRONMENTAL POLLUTION,
- OPERATION WASTE MANAGEMENT,
- CHEMICAL MANAGEMENT (MRSL,RSL,REACH,ZDHC)
- CHEMICAL MANAGEMENT (HM QUALITY AND CHEMICAL RESTRICTIONS),
- CHEMICAL MANAGEMENT (CHEMICAL SPILL AND LEAK SITUATIONS),
- WASTEWATER DISCHARGE EMERGENCY,
- 14001:2015 ENVIRONMENTAL MANAGEMENT,
- ENVIRONMENTAL STRATEGY AND DEVELOPMENT



WITH THE RECEIVE OF THE ZERO WASTE CERTIFICATE, THE NUMBER OF CONTAINERS IN THE ENTERPRISE ON THE BASIS OF COLOR HAS BEEN INCREASED.

IN ORDER TO INCREASE ENERGY AND WATER EFFICIENCY, WE INVEST IN CLEAN TECHNOLOGIES AND WASTE RECYCLING PRACTICES THAT WILL REDUCE OUR EMISSIONS AND OTHER WASTES AT SOURCE AND GRADUALLY.

BY ORGANIZING ENVIRONMENTAL AWARENESS TRAININGS, THE CAUSES AND EFFECTS OF ENVIRONMENTAL POLLUTION AND CLIMATE CHANGE WERE EXPLAINED TO OUR EMPLOYEES. BY DRAWING ATTENTION TO THE TYPES OF POLLUTION FOUND IN OUR ENVIRONMENT. BY EXPLAINING THE LEGISLATIONS AND AGREEMENTS WE ARE BOUND BY TO OUR EMPLOYEES, THE IMPORTANCE OF IT WAS POINTED OUT.

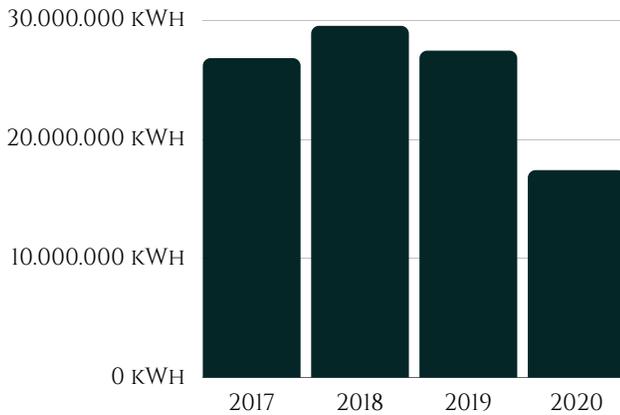
ENERGY MANAGEMENT

87.4% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT...

GÜLİPEK ENCOURAGES THE USE OF RENEWABLE ENERGY SOURCES.

OUR MANAGEMENT APPROACH	
OUR POLICY	ENVIRONMENTAL POLICY
OUR GOAL	5% ELECTRICAL ENERGY REDUCTION
BASE YEAR - TARGET YEAR	2018 - 2021

TOTAL ENERGY



***THE NATURAL GAS CONSUMPTION IS CALCULATED IN KWH AND THE TOTAL CONSUMPTION OF ELECTRICITY AND NATURAL GAS IS INDICATED IN THE GRAPH.

ENERGY CONSUMPTION PLAYS AN ACTIVE ROLE IN THE TEXTILE SECTOR AND GÜLİPEK USES NATURAL GAS AND ELECTRICAL ENERGY AS INPUTS IN PRODUCTION. PROACTIVELY BY MONITORING THE ENERGY CONSUMPTION WE USE THROUGHOUT ALL OUR ACTIVITIES. WE ARE TAKING PRECAUTIONS.

BY REDUCING OUR ENERGY CONSUMPTION IN 2020 COMPARED TO THE PREVIOUS YEAR, WE INCREASED OUR TARGETS FOR 2021.

(GRI 302-5)

IT IS OF STRATEGIC IMPORTANCE FOR US TO USE LESS ENERGY FOR EACH PRODUCT PRODUCED.

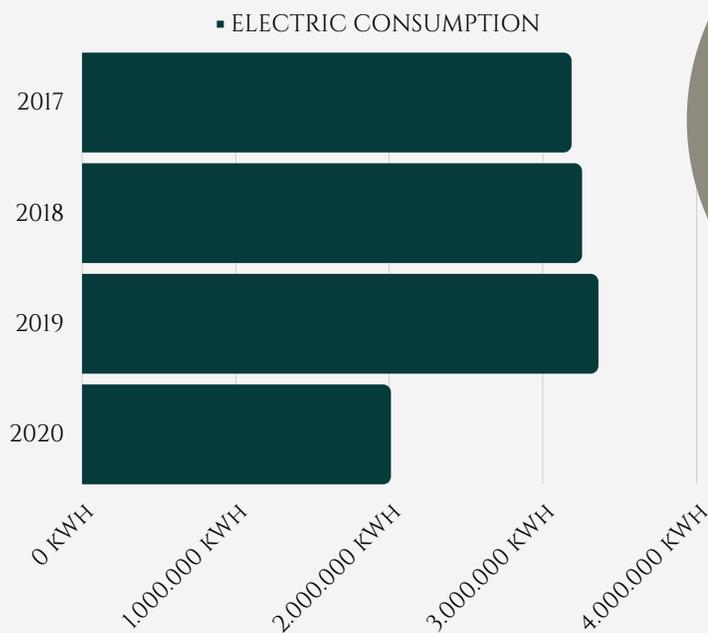
AMONG GÜLİPEK'S PRIORITY WORKS, ENERGY SAVING IS ALWAYS INCLUDED.

IN 2020, WE REDUCED OUR ENERGY CONSUMPTION!

ELECTRIC ENERGY



ELECTRIC CONSUMPTION



WE SET OUR TARGETS FOR TRANSITION TO RENEWABLE ENERGY

WE USE A++++ ENERGY EFFICIENT AIR CONDITIONING SYSTEM IN THE AIR CONDITIONING SYSTEM..

IN ORDER TO SAVE ENERGY, WE ARE DEVELOPING PROJECTS TO PROVIDE MORE EFFICIENT WORKING CONDITIONS WITH HIGHER TARGETS DAY BY DAY. DETAILED EXPLANATION OF THE PROJECTS IS PRESENTED IN THE ENERGY EFFICIENCY INCREASING PROJECTS SECTION.

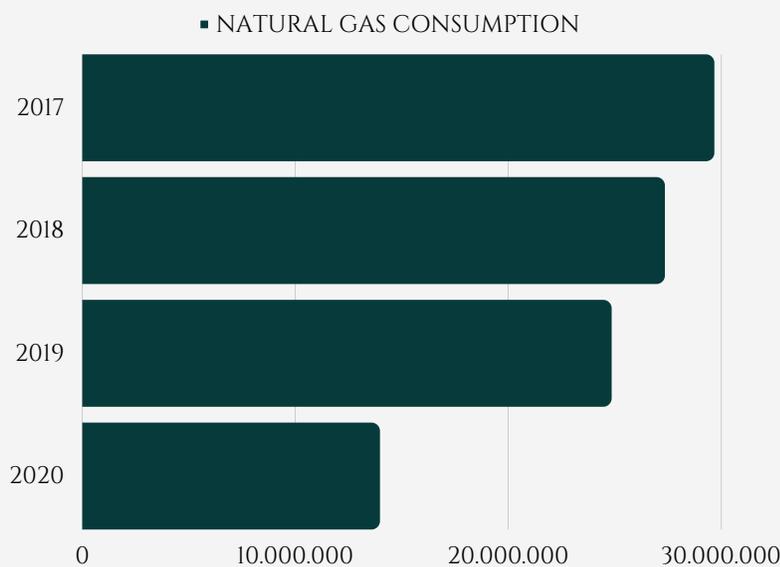
WE SAVED 478,660,13 ₺ IN ELECTRIC IN THE REPORTING YEAR!

WE SAVED 50.2% BY SAVING 850,082,05 ₺ IN TOTAL IN 2 YEARS!

(GRI 302-5)

NATURAL GAS

NATURAL GAS CONSUMPTION



1.859.371,54 ₺
THAT WE SAVED FOR
NATURAL GAS!

COAL IS NOT USED IN ANY OF OUR BUSINESSES. BY CONSIDERING THE EFFECTS OF COAL SUCH AS AIR POLLUTION, GREENHOUSE GAS EFFECT, ACID RAIN AND CLIMATE CHANGE, WE COMMITTED NOT TO USE COAL IN OUR EXISTING AND PLANNED FACILITIES.

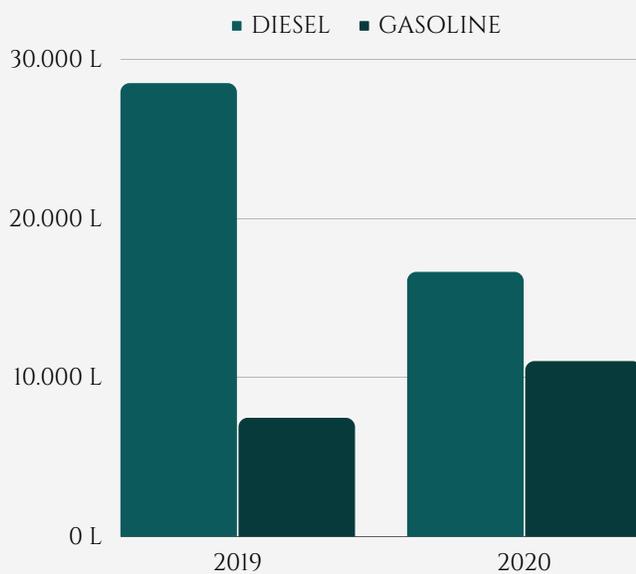
BY CONSTANTLY MONITORING THE FULL COMBUSTION EFFICIENCY IN OUR NATURAL GAS BOILER, WE CONTINUED OUR EFFORTS TO MINIMIZE FUEL LOSS WITH THE RESULT THAT THE AVERAGE COMBUSTION EFFICIENCY IS 95%.

(GRI 302-5)

OUR MANAGEMENT APPROACH	
OUR POLICTY	ENVIRONMENTAL POLICY
OUR GOAL	3% REDUCTION
BASE YEAR - TARGET YEAR	2018 - 2021

FUEL

FUEL CONSUMPTION



WE REDUCED OUR DIESEL FUEL CONSUMPTION BY REPLACING SOME OF THE VEHICLES WE USE IN OUR BUSINESSES WITH HYBRID VEHICLES.

TO MINIMIZE FUEL CONSUMPTION;

- COMPANY VEHICLES REPLACED WITH ELECTRIC VEHICLES OR VEHICLES THAT CONSUME LESS FUEL,
- WHILE DETERMINING THE ROUTE, TRAININGS WERE ORGANIZED ON THE PREFERENCE OF SHORTER TRIPS THAT THE EMPLOYEES MAKE TOGETHER
- TRAININGS WERE ORGANIZED ON THE REGULAR CHECKING OF THE AIR IN THE TIRES,
- FUEL EFFICIENT ENGINE OIL (IF AVAILABLE) USED INSTEAD OF CONVENTIONAL FUEL OIL.
- EFFICIENT TRAININGS WERE ORGANIZED FOR DRIVERS ON CAR DRIVING

WE REDUCED OUR TOTAL FUEL CONSUMPTION BY **8,313.26 L** IN 2020

(GRI 302-5)



ENERGY EFFICIENCY INCREASING PROJECTS



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
INSULATION	3.5%	84.795



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
BURNER CHANGE	2.92%	70.663

(GRI 102-11)



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
ELECTROSTATIC FILTER	3,54%	85.600



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
HEAT RECOVERY	16.2%	2.294.160



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
OPEN STEAM	2.8%	68.900



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
BOILER INSULATION	2.8%	68.900



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
SWITCHING TO ELECTRIC VEHICLES	13,75%	20.458,04



WORKS COMPLETED	ENERGY SAVING RATE	EARNING (TL)
PUMP AND VALVE JACKET	5%	96.633

TOTAL 50.51% ENERGY SAVING RATE
TOTAL 2,790,109,04 TL EARNING!

(GRI 102-11)

EMISSION MANAGEMENT

OUR MANAGEMENT APPROACH

OUR GOAL	CARBON FOOTPRINT 3% REDUCTION
BASE YEAR – TARGET YEAR	2019 - 2022

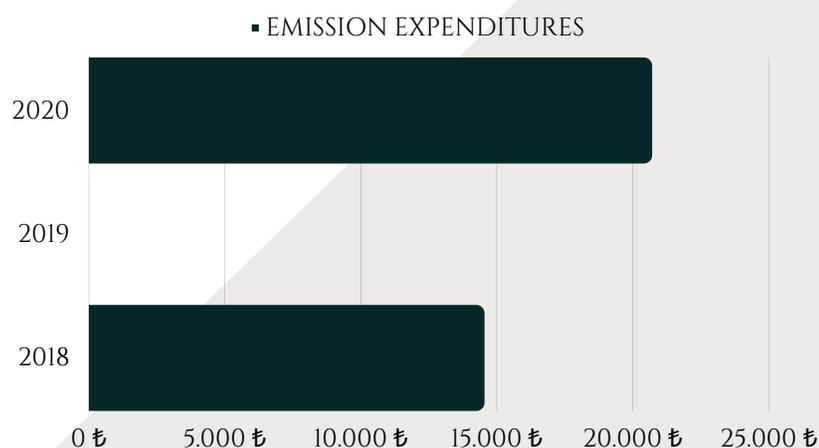
WE HAVE 9 EMISSION SOURCES SUCH AS PROCESS CHIMNEYS, VENTILATION AND COMBUSTION CHIMNEYS IN OUR FACILITIES.

CO, NOX, SOX, DUST AND VOC PARAMETERS FROM SOURCES DO NOT EXCEED THE VALUES DETERMINED FOR HUMAN HEALTH AND LIMITED BY REGULATIONS.

IN ORDER TO REDUCE OUR EMISSIONS, WE WORK IN COORDINATION WITH ULUDAĞ UNIVERSITY. THERE IS AN ELECTROSTATIC FILTER IN ONE OF THE RAM CHIMNEYS IN OUR PAINT SHOP. IT IS PLANNED TO INSTALL FILTERS ON OTHER RAM CHIMNEYS AND IT IS AIMED TO REDUCE EMISSIONS. EFFICIENCY MEASUREMENT OF THE ELECTROSTATIC FILTER IS PLANNED TO BE MADE IN 2021.

IN ADDITION, CYCLONE RING DUST FILTERS ARE USED IN OTHER MACHINES IN OUR FACILITY.

EMISSION MEASUREMENT EXPENDITURES

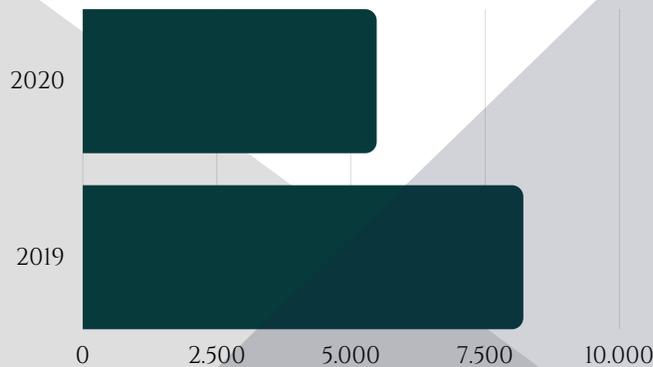


96.2% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT...

GÜLİPEK CONTRIBUTES TO THE REDUCTION OF GREENHOUSE GAS EMISSIONS (CARBON EMISSIONS) .

GREENHOUSE GASES, WHOSE EMISSIONS ARE INCREASING IN THE ATMOSPHERE, ARE CALCULATED EVERY YEAR IN TERMS OF CARBON DIOXIDE (CO₂) EQUIVALENT. THE AMOUNT OF CARBON DIOXIDE (CO₂) RELEASED TO THE ATMOSPHERE PER FABRIC IS DETERMINED. IN ORDER TO REDUCE OUR CARBON FOOTPRINT, WHICH WE HAVE STARTED TO CALCULATE SINCE 2019, NEW TARGETS ARE SET AND IMPROVEMENT STUDIES ARE CARRIED OUT EVERY YEAR.

CARBON FOOTPRINT CALCULATION



IN 2020, WE REDUCED OUR CARBON FOOTPRINT BY *2732,735 TONCO₂E*



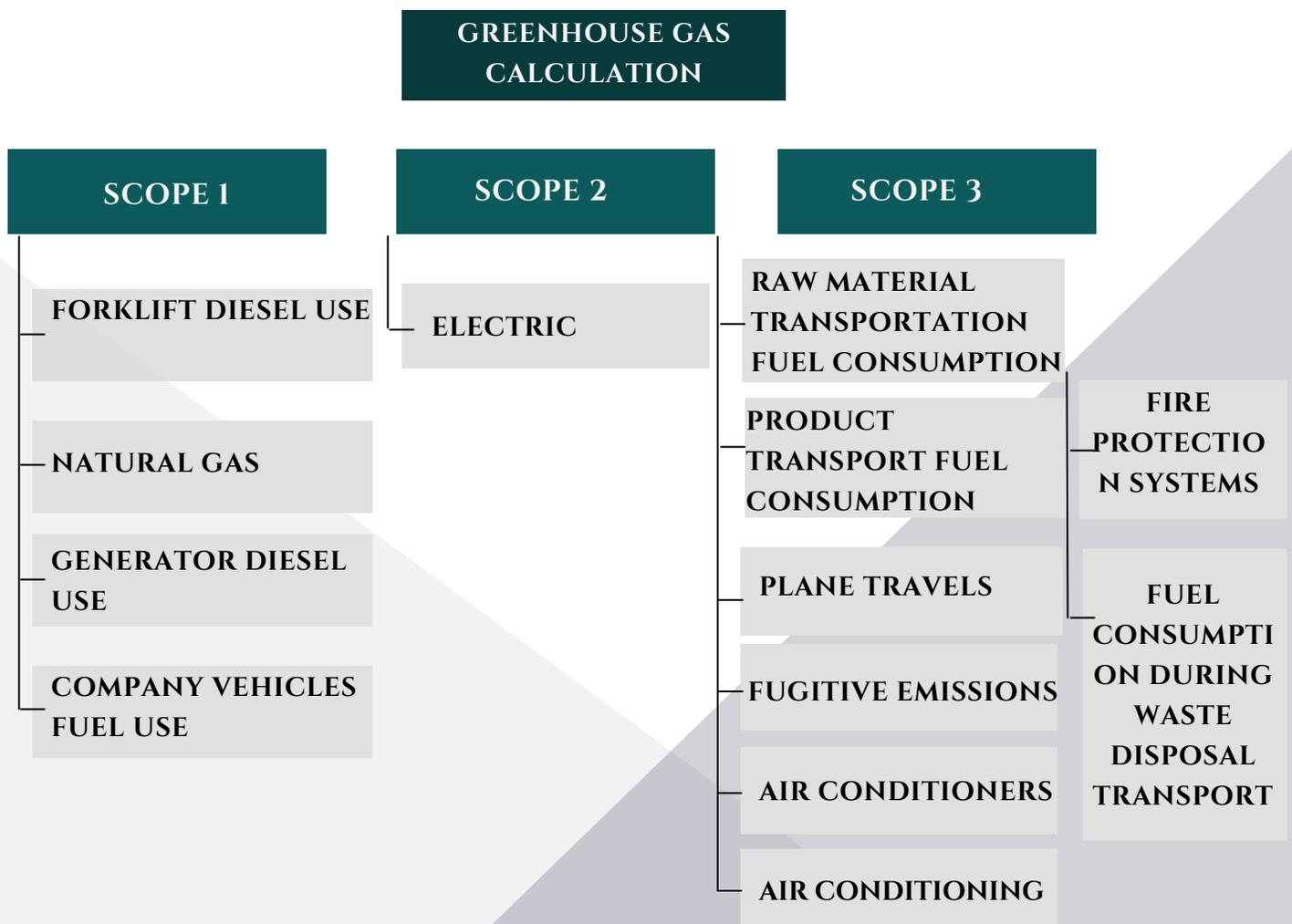
2020 CARBON FOOTPRINT REPORT

CARBON MANAGEMENT AND STRATEGY DEVELOPMENT

WE WORK TO IMPROVE OUR CARBON DIOXIDE (CO₂) EMISSIONS, WE TAKE CARE TO USE ELECTRIC VEHICLES AND WE DO NOT USE COAL AS FUEL.

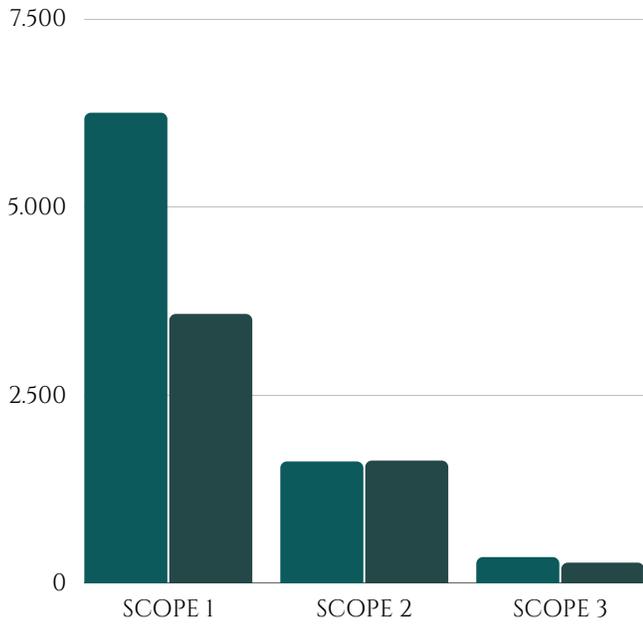
IN THE LIGHT OF THE RESULTS REVEALED IN OUR CARBON FOOTPRINT REPORT, WE ARE WORKING TO OFFSET THE CARBON DIOXIDE (CO₂) RELEASED INTO THE ATMOSPHERE.

IN 2019, 200 RED PINE TREES WERE PLANTED, 82 TONS OF CO₂E WAS OFFSET, AND 1,000 RED PINE TREES WERE PLANTED IN 2020 AND "GÜLİPEK TEXTILE GROVE" WAS ESTABLISHED AND 420 TONS OF CO₂E WAS OFFSET.



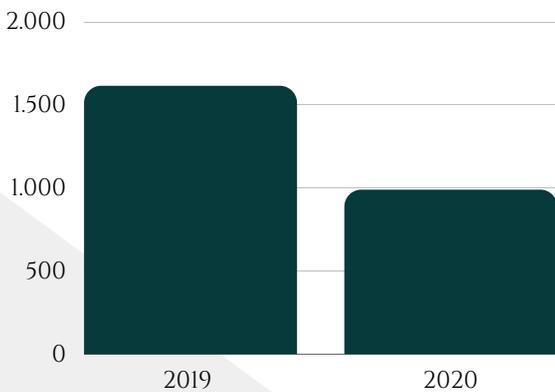


CARBON FOOTPRINT DISTRIBUTION BY SCOPES (TONCO2E)



COMPARED TO 2019, IN 2020, WE REDUCED GREENHOUSE GAS EMISSIONS BY **55.91% IN SCOPE 1, 61.27% IN SCOPE 2 AND 43.41% IN SCOPE 3** IN 2020.

ELECTRICITY GENERATED CARBON FOOTPRINT COMPARISON (TONCO2E)



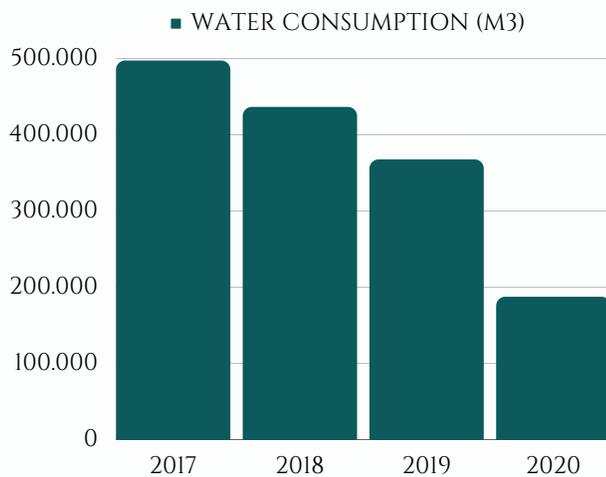
WATER MANAGEMENT

OUR MANAGEMENT APPROACH

OUR GOAL	10% REDUCTION
BASE YEAR – TARGET YEAR	2019 - 2022

AS A RESULT OF THE LIMITED NATURAL RESOURCES AND THEIR DECREASING DAY BY DAY, CONSUMPTION OF DOMESTIC AND INDUSTRIAL WATER CONSUMPTION IS MONITORED AND ANNUAL TARGETS ARE DETERMINED BY MAKING REDUCTION ACTIVITIES.

WATER CONSUMPTION



AS THE FIRST STEP, WE AIM TO IMPLEMENT OUR RAINWATER HARVESTING PROJECT IN 2021. THE COLLECTED RAIN WATER WILL BE TRANSFERRED TO THE HARD WATER POOL. THEREFORE, RAINWATER WILL BE USED IN PRODUCTION. GRADUALLY, IT IS PLANNED TO REALIZE THE RAIN WATER HARVESTING PROJECT IN ALL OUR PLANTS.

(GRI 303-1, 303-3)

49.1%
 THAT WE REDUCED
 OUR WATER
 CONSUMPTION

***IT HAS BEEN DETERMINED THAT OUR ACTIVE WATER CONSUMPTION DOES NOT DECREASE AT THIS RATE, THIS DECREASE IS DUE TO THE COVID-19 FACTOR, AND THE WATER CONSUMPTION REDUCTION RATE PER PRODUCT IS LOWER.



**AS GÜLİPEK, WE
REDUCE OUR WATER
CONSUMPTION
MORE AND MORE
EVERY YEAR.**

**IN 2021, IT IS
PLANNED TO
IMPLEMENT THE RAIN
WATER HARVESTING
PROJECT IN OUR
DYEHOUSE FACTORY.**

**IN ADDITION, WE
AIM TO START
STUDIES TO
ESTABLISH A WASTE
WATER RECOVERY
FACILITY IN 2021.**

OUR FACTORIES ARE LOCATED OUTSIDE THE WATERSHED PROTECTION AREAS, THE AMOUNT OF WATER USED IS REGULARLY MONITORED AND STUDIES ARE CARRIED OUT FOR REDUCTION ACTIVITIES.

IN 2021, WE AIM TO ESTABLISH A PROCESS WATER RECOVERY FACILITY IN ORDER TO REUSE THE WASTE WATER FROM JET MACHINES IN OUR DYEHOUSE FACTORY. IN LINE WITH THESE TARGETS, PROCESS WATER RECOVERY IS PLANNED TO START OPERATING BEFORE THE END OF 2022.

(GRI 303-3)

WASTE WATER GENERATED IN DYEHOUSE AND WEAVING FACTORIES IS GIVEN TO THE GREEN ENVIRONMENT WASTE WATER TREATMENT PLANT. IN THIS WAY, THERE IS NO AFFECTED WATER SOURCE OR NATURAL HABITAT. THE PIPES IN THE FACTORY ARE CONSTANTLY CHECKED TO SEE IF THERE IS ANY LOSS OR LEAKAGE.

WASTE MANAGEMENT

89.5% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT...

GÜLİPEK OFFERS PRODUCTS PROMOTING ENVIRONMENTAL PROTECTION.

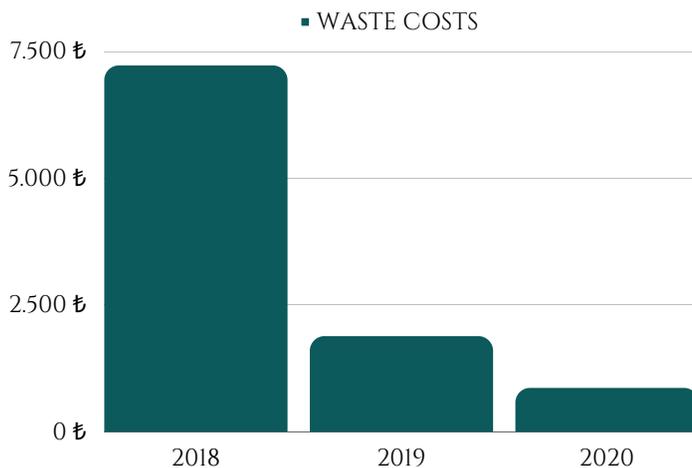
OUR MANAGEMENT APPROACH

OUR GOAL	8% REDUCTION
BASE YEAR – TARGET YEAR	2019 - 2022

AS GÜLİPEK, WE CARE ABOUT ALL OUR SOLID-LIQUID-GAS WASTES AND TAKE MEASURES TO REDUCE OUR WASTES AND DISPOSE THEM IN ACCORDANCE WITH HUMAN AND ENVIRONMENTAL HEALTH.

OUR MAIN GOAL IN WASTE MANAGEMENT IN OUR FACTORIES IS TO PROTECT THE ENVIRONMENT AND HUMAN HEALTH FROM THE GENERATION OF OUR WASTE TO ITS DISPOSAL. AT GÜLİPEK, WE ENSURE THE RECYCLING AND RECOVERY OF OUR WASTE GENERATED AS A RESULT OF OUR ACTIVITIES.

WASTE DISPOSAL EXPENSES



WE AIM TO RECOVER THE WASTE FROM THE PROCESSES IN OUR YARN FACTORY AS RAW MATERIAL IN 2023 BY RECYCLING THEM. IN THIS WAY, WE AIM TO REDUCE THE AMOUNT OF WASTE AND CONTRIBUTE TO THE CIRCULAR ECONOMY

90.7% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT...

**WASTE REDUCTION
PRACTICES ARE
SUFFICIENT IN
GÜLİPEK.**

AS GÜLİPEK, THE FIRST STEP OF WASTE MANAGEMENT IN OUR FACILITIES IS TO REDUCE THE GENERATION OF OUR WASTE AT THE SOURCE.

WE STARTED A COMPREHENSIVE PROJECT IN ORDER TO IMPLEMENT THE 5S RULE IN WASTE MANAGEMENT AND PREVENT ENVIRONMENTAL POLLUTION AT ITS SOURCE IN ALL OUR FACILITIES.

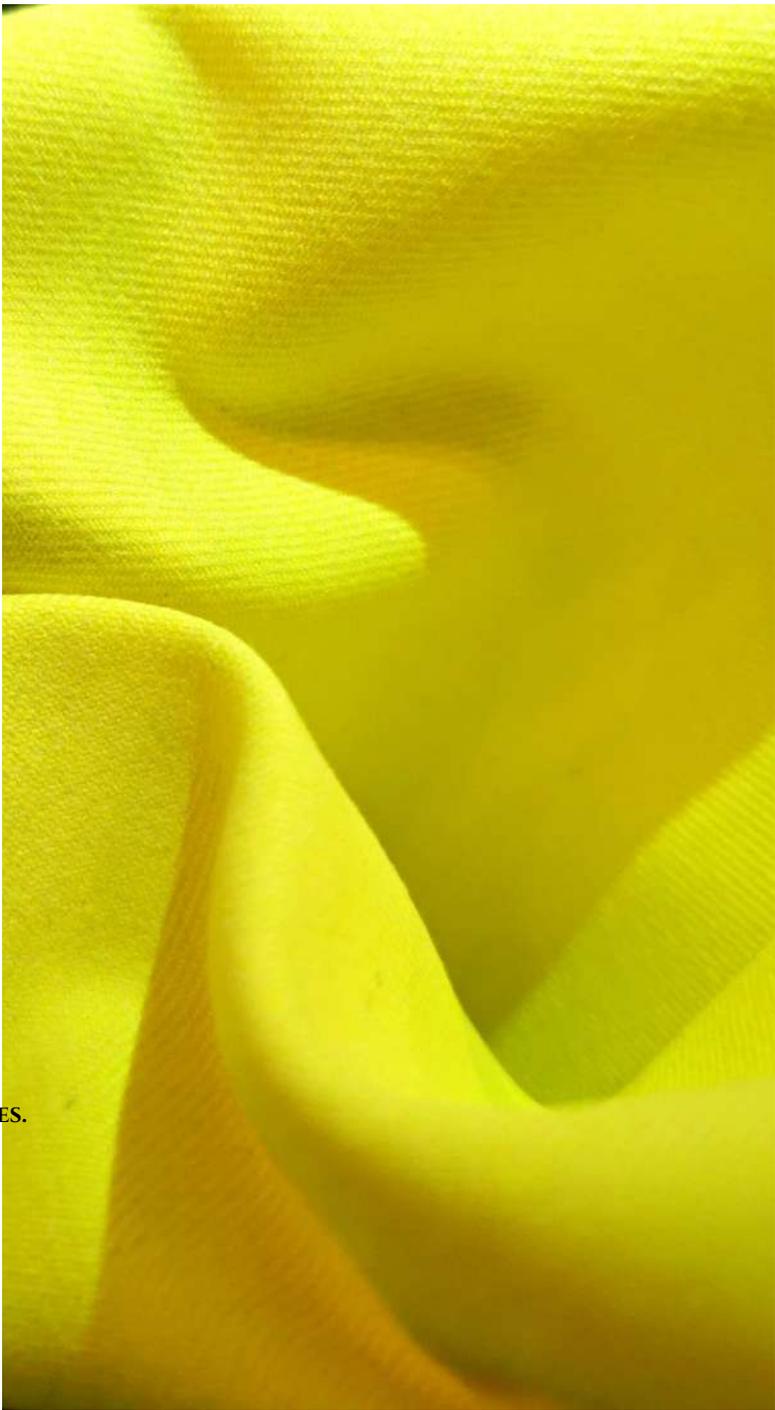
BY DETERMINING OUR WASTE TYPES AND QUANTITIES, WE SEPARATE OUR WASTES AT THE SOURCE AND IDENTIFY THE WASTES AND COLLECT THEM AT THE LANDFILLS.

AS OF NOVEMBER 2020, ZERO WASTE PRACTICES WERE STARTED IN OUR BUSINESS, GARBAGE BINS WERE REMOVED FROM PRODUCTION AND OFFICES, ZERO WASTE BINS WERE PLACED IN VARIOUS PLACES, THESE BOXES AND CONTAINERS WERE DEFINED ACCORDING TO COLOR AND WASTE TYPES.

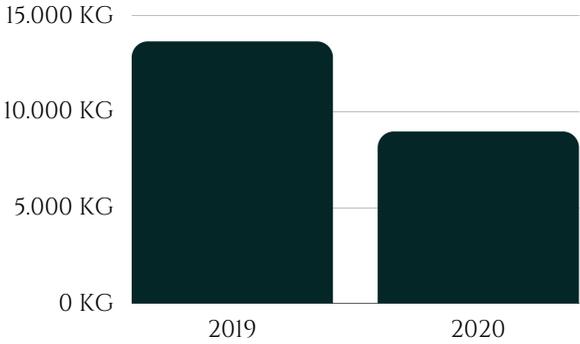
SUSTAINABILITY REPORT 2020 SOLID WASTE MANAGEMENT 90.7% OF OUR EMPLOYEES AND STAKEHOLDERS WHO PARTICIPATED IN THE SUSTAINABILITY EVALUATION SURVEY SAY THAT... WASTE REDUCTION PRACTICES ARE SUFFICIENT IN GÜLİPEK. ZERO WASTE INFORMATION TRAININGS WERE ORGANIZED FOR OUR EMPLOYEES AND ACTIVITIES WERE CARRIED OUT WITHIN THE SCOPE OF THE SLOGAN "ZERO WASTE FOR A GREENER, CLEANER ENVIRONMENT". WE PLANNED TO OBTAIN THE ZERO WASTE CERTIFICATE FOR DYEHOUSES AND WEAVING FACTORIES, AND TO MAKE APPLICATIONS FOR THE ZERO WASTE CERTIFICATE IN 2022.

SOLID WASTE MANAGEMENT

**IN 2020, WE
REDUCED OUR
HAZARDOUS
WASTE
QUANTITY BY
4703 KG.**

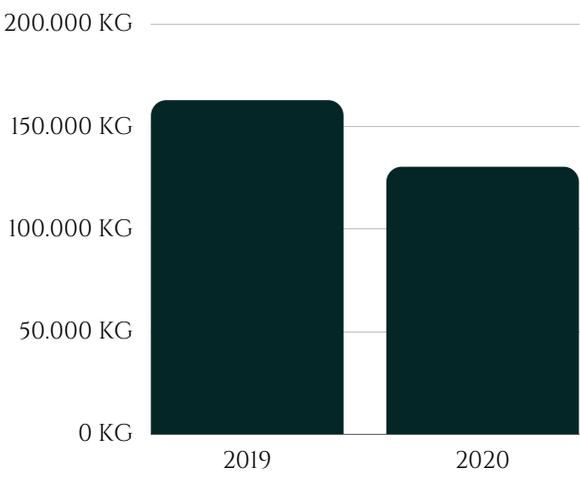


HAZARDOUS WASTES



***THE GRAPH CONTAINS THE TOTAL HORSE OF 3 FACTORIES.

NON-HAZARDOUS WASTES



***THE GRAPH CONTAINS THE TOTAL HORSE OF 3 FACTORIES.

**IN 2020, WE REDUCE
THE AMOUNT OF
NON HAZARDOUS
WASTE 32483 KG**

HIGG INDEX

AS GÜLİPEK, WE JOINED THE HIGG INDEX SYSTEM IN 2021. THIS SYSTEM IS A VERIFICATION SYSTEM DEVELOPED BY SAC (SUSTAINABLE APPARAEEL COLITION). BUSINESSES CAN MAKE SELF-EVALUATIONS BY CHOOSING THEIR OWN ENVIRONMENTAL AND SOCIAL PERFORMANCES. WE HAVE EVALUATED AND VALIDATED OUR DYEHOUSE FACTORY IN ORDER TO MEASURE OUR ENVIRONMENTAL AND SOCIAL PERFORMANCE IN 2020. AS A RESULT OF THE AUDIT, OUR SCORES PROVE THAT OUR ENVIRONMENTAL AND SOCIAL PERFORMANCE IS VERY HIGH, AND THEREFORE OUR COMPANY’S SOCIAL AND ENVIRONMENTAL ROADMAP IS PROGRESSING WITH THE RIGHT MANAGEMENT AND STRATEGY. OUR PRODUCTION, WHICH WE REALIZE WITH THE SAME VISION AND GOALS, IS ALWAYS PIONEERING, ALWAYS PRODUCTIVE, ALWAYS LEADING IN THE SECTOR WITH AN ENVIRONMENTALLY FRIENDLY AND RESPECTFUL APPROACH.

FEM POINT: 84
FSLM POINT: 95

OUR HIGG FEM SCORE



OUR HIGG FSLM SCORE



OUR PRODUCTION IS ALWAYS PIONEERING, ALWAYS PRODUCTIVE, ALWAYS LEADING IN THE SECTOR WITH AN ENVIRONMENTALLY FRIENDLY AND RESPECTFUL APPROACH.



ATTACHMENTS

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OUR REPORT IS PREPARED AFTER THE GRI STANDARDS CORE OPTION

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GRI 102: GENERAL DISCLOSURES 2016		PLACE OF THE DISCLOSURE IN THE REPORT
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DYEHOUSE

KALE MAH. KILIÇLAR CAD. NO. 11/1 16450

KESTEL / BURSA / TURKEY

T. +90 224 372 44 55

F. +90 224 372 77 02

WEAVING

KALE MAH. KILIÇLAR CAD. NO:14

KESTEL/BURSA/TURKEY

T. +90 224 372 44 55

F. +90 224 372 77 02

FILATURE

NİLÜFERKÖY MAH. MUDANYA YOLU CAD. NO:15

OSMANGAZI/BURSA/TURKEY

T. +90 224 549 24 40

F. +90 224 549 24 46