

2024

# Güleks Textile and Energy

Production Industry Trade Inc.

# Sustainability Report



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01

## About the Report

- 1.1 Sustainability Focus
- 1.2 Reporting Period
- 1.3 Report Content
- 1.4 Standards and Frameworks



## Sustainability Focus

This report aims to transparently share the steps we, as Güleks, have taken in the field of sustainability, our commitments, and our performance. As a company operating in the textile and energy sectors, we are aware of our environmental, social, and economic responsibilities and aim to integrate our sustainability approach into every aspect of our business.

In this report, we detail our sustainability efforts, practices aimed at reducing our environmental impact, social responsibility projects, and innovative approaches to our business processes, implemented through 2024. The report outlines the key elements of our sustainability strategy, our goals, and the actions we are taking to achieve these goals.

At Güleks, we prioritize maintaining strong communication with our stakeholders and continuously improving ourselves based on feedback, adhering to the principles of transparency and accountability throughout our sustainability journey. This report demonstrates the scope of our sustainability commitment, encompassing not only our achievements but also the challenges we faced and the measures we took to address them.

We continue to work to create value in sustainability areas such as climate change, natural resource protection, occupational health and safety, employee development, and contributing to society. This report serves as a guide showing where Güleks stands on this journey and what steps it plans to take in the future.



## Reporting Period

Unless otherwise stated, the data in the report covers the period between January 1, 2024, and December 31, 2024. Additionally, some realizations for the first quarter of 2025 are also included in the report.

## Report Content

The report includes the business model, risk and opportunity management, priorities, future strategies, stakeholder communication and performance indicators in financial, environmental, social and administrative areas that summarize Güleks' competence in creating long-term value for its stakeholders.

## Standards and Frameworks

Güleksi's 2024 Sustainability Report has been prepared considering the following standards, frameworks, and requirements of ESG rating companies. Güleks' contributions to the United Nations Sustainable Development Goals (SDGs) are detailed in the relevant sections of the report. The Güleks 2024 Sustainability Report has been prepared in accordance with GRI Standards.



## 02

# Management Messages

- 2.1 Message from the Board of Directors
- 2.2 Administrative Coordinator Message
- 2.3 Gratitude Page to Mustafa Kemal Atatürk
- 2.4 Our Management Principles
- 2.5 Highlights of 2024



## Dear Stakeholders,

At Güleks Textile and Energy, we make sustainability a fundamental principle in our ever-growing business world. With the responsibility that comes with operating in both the textile and energy sectors, we place great importance on conducting our operations with sensitivity to social and environmental impacts and shaping our strategies to contribute to the future.

Sustainability not only means ensuring environmentally friendly production processes and resource efficiency, but also fulfilling our social responsibilities, ensuring economic sustainability, and establishing healthy, trustworthy relationships with all our stakeholders. Since our founding, Güleks has further strengthened this understanding and implemented sustainability strategies focused on both people and the environment.

This report summarizes our progress in sustainability, aiming not only to minimize our environmental impact but also to enhance the well-being of our employees and our community. The steps we've taken in areas such as energy efficiency, waste management, water conservation, green production methods, and ethical supply chain practices reflect our commitment to being a responsible player in our company's growth.

**Environmental Sustainability:** Energy efficiency and the efficient use of resources are among our company's top priorities. Minimizing our environmental impact by reducing water and energy consumption in textile production is one of the most important steps we take in this area. We also aim to achieve low carbon emissions by investing in renewable energy sources.

**Social Sustainability:** The health and safety of our employees, educational opportunities, and contributing to social development are also cornerstones of our sustainability strategy. We are increasingly striving to strengthen our workforce, guided by the principles of diversity and inclusion. We are also developing relationships with local communities and stakeholders with an approach focused on trust and collaboration.

**Economic Sustainability:** We invest not only in the environment but also in economic sustainability. Our most important goals are to reduce costs, improve product quality, and strengthen our long-term competitiveness through investments focused on innovation and efficiency.

**Future Perspective:** In line with our future sustainability goals, we will continue to pursue industry best practices, invest in new technologies, and develop environmentally sensitive projects. Working together with all our stakeholders to shape a sustainable future is a priority for us.

This report provides a summary of our work, and you can find detailed information about the steps we've taken and the successes we've achieved on our sustainability journey. At Güleks Tekstil ve Enerji, we consider sustainability not only a necessity but also a path to a better future. We thank all our stakeholders who have walked with us on this path.

**Best regards,**

**Ş. Gökçe ERTUYUN / Göktuğ ERTUYUN / Board of Directors**  
**Güleks Textile and Energy Production Industry Trade Inc.**



**We weave with art and touch life.**

## With Respect and Gratitude to Mustafa Kemal Atatürk

As Güleks Textile and Energy, we consider it our duty to follow in the footsteps of Gazi Mustafa Kemal Atatürk, a significant guide in the development of our country and the well-being of our people. Drawing on Atatürk's words, "Peace at home, peace in the world," we aim to ensure peace, tranquility, and sustainable development not only in our country but also on a global scale.

While Atatürk set the Turkish nation the goal of a modern civilization, he also laid the foundations for environmental, social, and economic sustainability. His vision, which remains relevant in today's world, is founded not only on national but also on universal values. In line with this vision, we bear the responsibility of building a sustainable future by prioritizing social development while fulfilling our environmental responsibilities.

This report we present to you is an indication that we aim to move forward by embracing scientific and technological developments, an environmentally friendly production approach, and a sense of social responsibility, in light of Atatürk's principle that "Science is the truest guide in life."

The legacy of Gazi Mustafa Kemal Atatürk goes beyond being merely a historical figure; it is a philosophy of life that teaches us to progress in every field, work for the benefit of society, and embrace sustainability as a way of life. We proudly fulfill this responsibility together with all our stakeholders.

**We remember with respect and gratitude.**  
**On Behalf of the Güleks Family**



## Dear Stakeholders,

As part of the Güleks Textile and Energy family, we undertake a significant portion of the work we undertake to achieve our sustainability goals as the administrative affairs unit. Administrative affairs not only ensures the smooth running of company operations but also plays a critical role in the implementation of our company's sustainability strategies.

Our understanding of sustainability is not limited to environmentally friendly production processes and resource management. We also believe that strong administrative infrastructures are essential for efficient management, effective resource utilization, and sustainable growth. In this context, our administrative affairs team focuses on fulfilling our company's environmental and social responsibilities by taking steps to support sustainability in all operational processes.

Sustainability Steps in Administrative Affairs:

**Resource Efficiency and Digitalization:** By rapidly adapting to digital transformation processes, we are reducing paper use and enabling a faster and more efficient workflow through digital platforms. This reduces our environmental impact and makes our business processes more efficient.

**Employee Well-Being and Corporate Communications:** The satisfaction and productivity of our employees are paramount to us. Therefore, we contribute to their development through ongoing training and open communication channels. Our employees' internalization of sustainability is critical to our success.

**Sustainability in our Supply Chain and Purchasing Processes:** We place great importance on choosing environmentally friendly materials and ethical labor practices throughout our supply chain. We adopt a sustainable approach in our purchasing and supply choices, considering not only economic benefits but also environmental and social responsibility criteria.

Sustainability is a responsibility that falls upon every department, and we, as the administrative affairs department, are proud to shoulder this responsibility. As a cornerstone of administrative affairs, we contribute to Güleks Tekstil ve Enerji's journey with every step it takes towards a sustainable future.

With this report, we present some of our sustainability efforts and highlight the importance of the steps we are taking to leave a greener, more efficient and more responsible legacy for the future. I hope that we will build our future successes even stronger together.

Kind regards,

**Birsen KONUKCU / Administrative General Coordinator**  
**Güleks Textile and Energy Industry Trade Inc.**

## Our Management Principles

At Güleks Tekstil, we conduct all our operations with a management approach that strengthens our corporate identity and aligns with our sustainability vision. Our management principles represent the fundamental principles that guide all our employees and stakeholders in the areas of operational excellence, environmental awareness, social responsibility, and ethical behavior.



### Transparency and Openness:

We see it as a fundamental corporate responsibility to openly share our decision-making mechanisms, performance results and sustainability practices with our stakeholders.



### Accountability:

We regularly monitor and report the results of our sustainability efforts and implement a continuous improvement approach for areas that can be improved.



### Ethical Management and Compliance:

We act with full commitment to ethical values, fair management, and legal responsibilities in all our business dealings, both within and outside the company. We maintain a zero-tolerance policy against bribery, conflicts of interest, and unethical behavior.



### Management that Considers Employee Welfare:

We consider employees to be the most valuable element of the company by creating safe working environments, equal opportunities, inclusive policies and a strong OHS culture.



### Resource Efficiency and Environmental Focus:

We consider the efficient use of energy, water and raw materials, reducing waste generation and investing in technologies that minimize environmental impact as integral parts of our basic management approach.



### Sustainable Growth and Innovation:

We are pursuing a long-term sustainable growth strategy by focusing on innovative practices that improve our production infrastructure, support our environmental performance and strengthen our societal impact.

These principles form the basis of Güleks Tekstil's corporate culture and guide every stage of our sustainability journey.

## 2024 Highlights

2024 was a significant year for Güleks Tekstil, strengthening its sustainability organizational structure and establishing a more systematic foundation for its environmental and social performance. The work undertaken during this period laid a critical foundation for our company to achieve its long-term goals. The highlights of 2024 are listed below:

**Energy Management:** These principles form the basis of Güleks Tekstil's corporate culture and guide every stage of our sustainability journey.

**Water Management and Water Footprint:** Our water consumption profile has been revealed through water footprint calculations conducted at both facilities, and areas for improvement that will ensure efficiency in water use have been identified.

**Carbon Footprint Reporting:** The first comprehensive carbon footprint report was prepared in line with energy consumption data throughout 2024 and strategic targets were set to reduce emission sources.

**Social Compliance and Human Rights:** All our social compliance policies, such as working hours, discipline, child labor, recruitment, and employee representation, have been aligned with international standards and transparency in practices has been increased.

**Women's Employment and Regional Impact:** Increasing women's employment at our Niğde facility has been one of the most important outcomes of our company's social contribution approach. We have strengthened practices that support women's participation in the economy.

**Occupational Health and Safety:** A comprehensive roadmap has been created on how to improve our safety performance with the updated OHS Risk Analysis across all our operations.

**Training and Development:** Throughout 2024, training programs for employees in the areas of sustainability, OHS, quality and social compliance have been intensified.

## 03 Corporate Profile

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- 3.6 Locations (Niğde & İstanbul)
- 3.7 Employee Profile



## About Güleks Textile

Güleks Tekstil is a strong manufacturing and supply company that combines the principles of quality, innovation, and sustainable production in the textile industry. Since its founding, it has become a trusted brand in the industry with its production structure that meets customer expectations and prioritizes environmental and social responsibility standards.

The company operates in two strategic regions of Turkey, with its headquarters in Istanbul and a modern production facility in Niğde. Its production infrastructure is comprised of a high-technology structure that combines the criteria of quality, speed, flexibility, and sustainability.

At every stage of its activities:

- **increasing operational efficiency,**
- **use natural resources responsibly,**
- **strengthening employee rights,**
- **has made it a corporate principle to maintain an ethical and transparent management culture.**

Güleks Tekstil is strengthening its unique position in the sector as a reliable business partner, strong in the domestic market and developing in the international market.



## History and Establishment

1960

### The foundations of Güleks were laid as a family company.

Güleks's founding as a family-owned company has strengthened its brand recognition and customer trust. Güleks has achieved a leading position in the industry with its innovative products and high-quality service. The brand prioritizes customer satisfaction and appeals to a broad customer base.

1982

### Güleks Expanded to the European Market.

Güleks's entry into the European market has brought the company international recognition and contributed to the brand's global recognition. By gaining new business partnerships and customers in Europe, Güleks has strengthened its competitiveness in the international market and continues to do so.

2001

### Operations Under the Güleks Brand Began

Launching operations under the Güleks brand has strengthened the company's brand awareness and customer trust. Güleks has achieved a leading position in the industry with its innovative products and high-quality service, prioritizing consumer satisfaction and appealing to a broad customer base.

2018

### Güleks started operating in the energy sector as a group company.

This investment in the energy sector has expanded the company's scope of operations, increased its diversity, and made significant contributions to its sustainability goals. Environmentally friendly solutions have been developed through energy projects.

2023

### Güleks opened its Niğde factory.

Güleks has established international recognition by opening a large-capacity factory in Niğde. This new facility has contributed to the brand's global recognition. By gaining new business partnerships and customers in Europe, Güleks has strengthened its competitiveness in the international market.

## Our Mission

We make it our mission to shape the future of the industry by closely following trends and innovations, analyzing developments in the fashion and textile world quickly and accurately, and conveying this knowledge to our customers with high quality, original design, sustainable production and innovative techniques.

## Our vision

To be a pioneer of creative, innovative and sustainable textile solutions in the global market by developing new and special techniques; to become a brand that designs the fabrics of the future today with our innovative products that strengthen the bridge between fashion and technology.

## Our values



**Honesty and Trust:** Open communication, ethical behavior, and mutual trust form the foundation of all business processes at Güleks Tekstil. We adhere to the principle of transparency in all our relationships with our customers, employees, and business partners, and consider it our corporate responsibility to do the right thing under all circumstances.



**Sustainability:** We place the sustainability approach at the center of our activities in every area, from production to supply chain, from employee rights to environmental impacts.



**Commitment to Quality:** Quality is the most important component of Güleks Tekstil's brand identity. Our primary priority is to produce high-performance, innovative products that exceed customer expectations and comply with international standards. Every stage of our production is meticulously monitored, continuously controlled, and improved.



**Continuous Improvement and Innovation:** Innovation is key to maintaining our competitive edge in the textile industry. We prioritize R&D and technology investments and embrace new methods to increase digitalization and efficiency in our production processes.



**Social Contribution and Responsibility:** Güleks Tekstil sees it as a corporate responsibility to support economic and social development in the regions where it operates. Our core areas of social contribution include strengthening women's employment, supporting the local workforce, contributing to community projects, and continuing environmental awareness efforts.



## Production Structure

	Explanation
<b>Production Philosophy</b>	Production structure designed with modern technologies, quality assurance and sustainability principles
<b>Machine Park</b>	Highly efficient, state-of-the-art equipment
<b>Quality Control</b>	Continuous inspection, in-process control, final product quality verification
<b>Environmental Approach</b>	Production techniques focused on energy efficiency, water conservation and low environmental impact
<b>OHS Practices</b>	Safe production flow, PPE compliance, periodic risk control
<b>Capacity Increase</b>	Strengthening production capacity with the commissioning of the Niğde facility
<b>Social Impact</b>	A production model that supports women's employment

## Locations

**Istanbul Center:**

- Management, administrative activities and institutional coordination center
- Strategic planning and stakeholder communication center

**Nigde Branch:**

- Contribution to regional development with a high female employment rate
- Modern machinery and large production areas



## Employee Profile

Güleks Tekstil's corporate strength is built on its highly competent employees. Thanks to its disciplined, productive, quality-focused, and sustainability-conscious workforce, the company both enhances its competitiveness in the sector and confidently progresses toward its long-term growth targets.

All employees working in the Niğde and İstanbul locations operate in an inclusive, equitable, and safe work environment. Competency development, continuous training programs, and an open communication culture form the foundation of internal interaction. Key Employee Characteristics:



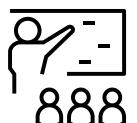
**High female employment rate:**

An exemplary model that contributes to regional development has been created, especially at the Niğde facility.



**Safe and healthy working environment:**

Full compliance with OHS standards is ensured in all production and administrative units.



**Continuing education approach:**

Regular training programs are implemented in the areas of OHS, sustainability, quality and social compliance.



**Equal opportunity policy:**

There are fair recruitment processes and a zero tolerance approach to discrimination.



**Representation mechanisms:**

Structures are supported where all employees can make their voices heard through employee representation and open communication channels.



**Social supports that increase well-being:**

Daycare support, social programs and employee-focused practices strengthen the entire working experience.

At Güleks Tekstil, employee well-being is one of the strongest corporate components that directly impacts production efficiency, quality management and sustainability performance.

## 04

# Sustainability Management

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## Our Understanding of Sustainability

At Güleks Tekstil, we embrace sustainability as a holistic business model that integrates environmental, social, and governance (ESG) elements into our company strategy. Our sustainability approach aims not only to meet legal requirements but also to create long-term value for our stakeholders and ensure our company operates in a future-proof structure. In line with this understanding, we:



- To use energy and water resources efficiently,



- Reducing carbon emissions,



- To improve occupational health and safety practices,



- Strengthening employee well-being,



- To support women's employment,



- Strengthening ethical and social compliance standards in the supply chain

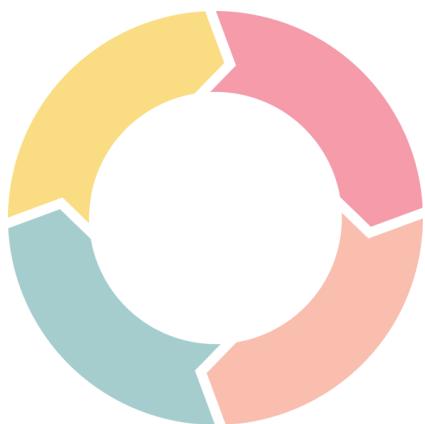


- Implementing a transparent and accountable management model

## Sustainability Management Model

Güleks Tekstil's sustainability management is a corporate model shaped by the participation of senior management, operational units and stakeholders, with clearly defined responsibilities.

The model has a structure that is continuously improved with the **Plan - Do - Check - Take Action** cycle.



Management Component	Explanation	Operational Reflection
Planning	Determining risks, objectives and policies	Water footprint targets, energy efficiency projects
Application	Execution of operational processes	Waste separation, OHS practices, training
Control	Performance measurement and verification	Audits, KPI measurements, internal control
Take Precautions	Target update, new actions	Carbon reduction roadmaps, process optimizations

## Committee Structure and Responsibilities

Sustainability management at Güleks Tekstil is carried out by a multidisciplinary committee structure integrated into all the company's operational and strategic processes. The Istanbul headquarters provides strategic coordination of sustainability efforts, while the Niğde production facility plays a critical role in operational practices, data collection, and the up-to-date transfer of performance indicators to the system. This dual-center model has created a measurable, monitorable, and continuously improving management structure in environmental, social, and governance (ESG) areas. The committee meets regularly, analyzes data, and presents action plans to relevant units in line with the company's long-term sustainability goals.

Committee / Unit	Responsibilities
<b>Sustainability High Committee</b>	Determining the company's overall sustainability vision, approving annual targets and monitoring performance
<b>Environmental Management Team</b>	Collection of energy-water data, monitoring of environmental KPIs, waste management practices, coordination of water footprint and energy studies
<b>Social Compliance Team</b>	Child labor policy, employee rights, anti-discrimination practices, preparation for social compliance audits

<b>OHS Committee</b>	Occupational health and safety performance, risk analyses, emergency drills, PPE distribution and employee safety practices
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<b>Supply Chain Sustainability Team</b>	Supplier assessments, ethical and social compliance audits, supplier development programs
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<b>Communication and Reporting Team</b>	Consolidation of sustainability data, annual reporting of KPIs, and preparation of a GRI-compliant sustainability report are carried out professionally by this team, in coordination with Güleks Tekstil, with external consultancy support.
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**Social Compliance**

Compliance with international standards

**Supply Chain**

Ethical and sustainable sourcing

Policy implementations, audit processes

**Sustainable Production,  
Powered by the Sun.**

**Sustainability Strategy**

Güleks Tekstil's sustainability strategy is a corporate roadmap created in line with its 2025–2030 vision. This strategy is structured around seven key strategic areas: energy, water, carbon, waste, social compliance, employee well-being, and OHS.

Strategic Pillar	Target Focus Area	2025-2030 Road Map
<b>Energy Management</b>	Reducing Energy Management	Efficient equipment investments, process optimization
<b>Water Management</b>	Reducing water footprint	Recovery, measurement, closed circuit systems
<b>Carbon Reduction</b>	Control of Scope 1-2-3-4-5-6 emissions	Carbon roadmap, reduction projects
<b>Waste Management</b>	Source reduction & recycling	Zero Waste approach, separation systems
<b>Employee Welfare &amp; OHS</b>	Safe and healthy work environment	Risk analysis, training, fringe benefits



## Social Compliance Policies

Politics	Explanation
<b>Anti-Bribery and Anti-Corruption Policy</b>	It aims to protect transparency and ethical values.
<b>Sustainability Policy</b>	It outlines the general principles and objectives in the field of ESG.
<b>Pricing Policy</b>	Defines a fair performance-based compensation system.
<b>Human Resources Policy</b>	Provides fair and inclusive human resources management principles.
<b>Social Compliance Policy</b>	Ensures compliance with international social compliance standards.
<b>Working Hours Policy</b>	Ensures employee well-being.
<b>Petition and Complaint Mechanism Policy</b>	Ensures that all opinions, suggestions and complaints are confidential and secure.
<b>Disciplinary Policy</b>	Implementing fair, consistent and respectful disciplinary processes to ensure workplace order.
<b>Anti-Harassment and Anti-Violence Policy</b>	It ensures a zero-tolerance approach that protects employees against physical, psychological and sexual harassment.
<b>Education and Awareness Policy</b>	Strengthening the culture of corporate awareness by regularly providing social compliance, ethics, OHS and environmental training to all employees.
<b>Maintenance and Repair Policy</b>	It systematically implements regular maintenance and repair processes to ensure safe, efficient and uninterrupted operation of machinery and equipment.
<b>Supplier Compliance Policy</b>	Ensures that all business partners in the supplier chain comply with environmental, social compliance and ethical standards.

## Stakeholder Analysis

In Güleks Tekstil's sustainability approach, stakeholder management forms the foundation of the company's strategic decision-making processes. Our stakeholders encompass all groups directly or indirectly affected by our operations, and their expectations, needs, and priorities shape our company's sustainability roadmap.

Stakeholder analysis is conducted through a regular review cycle, systematically assessing the level of influence, expectations, and engagement methods for each stakeholder category. This analysis ensures Güleks maintains a transparent, accountable, and responsible corporate governance approach.

Stakeholder	Target Focus Area	2025-2030 Road Map
<b>Employees</b>	Safe working environment, equality,	Efficient equipment investments, process optimization
<b>Customers</b>	Quality, sustainable production,	Certificates, audit compliance, transparent data sharing
<b>BROWNIE</b>	<b>DUNNES STORES</b>	<b>JACK &amp; JONES</b>
<b>JDY</b>	<b>MANGO</b>	<b>NEW LOOK</b>
<b>BESTSELLER</b>	<b>ONLY</b>	<b>CACHE CACHE.</b>
<b>PROMOD</b>	<b>INDITEX</b>	<b>s.Oliver</b>
<b>Suppliers</b>	Fair trade, open communication	Ethical supply chain, audits, development programs
<b>Society &amp; Local Government</b>	Employment, environmental awareness	Women's employment, environmental projects, local cooperation
<b>Official Institutions</b>	Legal compliance, regular reporting	Legislation monitoring, audit compliance
<b>Management &amp; Partners</b>	Sustainable performance, risk management	KPI monitoring, strategic planning

## Stakeholder Participation Mechanisms

Güleks Tekstil adopts a dynamic management model that fosters continuous, two-way communication with its stakeholders in its sustainability efforts. Participation mechanisms aim to integrate stakeholder feedback into decision-making processes and create shared value in strategic areas.

These mechanisms are implemented through various tools, including meetings, audits, training, hotlines, and digital communication channels. Through regular interaction, the company proactively responds to expectations and conducts all processes in accordance with the principle of transparency.

Participation Mechanism	Target Stakeholder	Operation
Employee Representation	Employees	Request-suggestion-complaint transfer, monthly meetings
Sustainability meetings	Senior management, units and consultants	KPI analysis, revision of targets
Social compliance audits	Customers	SMETA, ICS, Higg preparations
Supplier evaluation system.	Suppliers	Ethical and social compliance audits
Educational programs	Employees	OHS, environment, sustainability and social compliance trainings
Digital communication channels	All stakeholders	WhatsApp line, e-mail, request-complaint box



## Risk Management

Güleks Tekstil's risk management approach consists of a holistic system aimed at protecting business continuity, employee safety, and environmental performance. Risks are regularly assessed in areas such as OHS, the environment, social compliance, operational efficiency, and the supply chain.

The risk management process is implemented through a four-stage structure: identifying risks, scoring them, monitoring them, and implementing remediation actions. This model respects both regulatory requirements and international sustainability standards.

Risk Area	Definition	Management Approach
<b>OHS Risks</b>	Work accidents, occupational risks	Risk analysis, PPE, training, emergency drills
<b>Environmental Risks</b>	Risks in energy, water and waste management	Studies, water footprint, zero waste practices
<b>Social Compliance Risks</b>	Child labor, discrimination, ethical violations	Policies, internal audits, managerial control
<b>Operational Risks</b>	Machine malfunctions, production interruptions	Maintenance-repair programs, process control
<b>Supply Chain Risks</b>	Lack of compliance, unethical practices	Supplier audits, contracts, performance monitoring

## Continuous Improvement Approach

At Güleks Tekstil, we view sustainability not only as an annual reporting activity, but as a dynamic and constantly evolving journey that forms the foundation of our corporate culture. Therefore, our **"continuous improvement"** approach is driven by a proactive management approach based on transparency, accountability, quality, and efficiency across all our operations.

## 05

# Ethics and Compliance

- 5.1 Ethical Management Approach
- 5.2 Ethical Rules and Principles of Conduct
- 5.3 Benefit Policy
- 5.4 Occupational Health and Safety Ethics
- 5.5 Request and Complaint Mechanism
- 5.6 Disciplinary Policy
- 5.7 Ethical Compliance in the Supply Chain
- 5.8 Legal Compliance
- 5.9 Continuous Improvement in Ethical Man.



## Ethical Management Approach

Güleks Tekstil considers ethical management a fundamental component of its corporate culture. Our ethical approach is based on a comprehensive management system that ensures all our employees act within the principles of fair, responsible, and transparent behavior. Every internal company practice is evaluated in accordance with national laws, international standards, respect for human rights, and the principles of business ethics. Güleks Tekstil implements a governance model that analyzes ethical risks in decision-making processes, guides employee behavior, and reinforces corporate integrity. This approach enables us to build trust-based relationships with our customers, employees, suppliers, and all our stakeholders.

## Ethical Rules and Principles of Conduct

The Code of Ethics and Principles of Conduct are binding on all Güleks Tekstil employees and are based on the principles of honesty, justice, equality, confidentiality, respect, and responsibility. No employee within the company will be subjected to discrimination, oppression, mistreatment, or any other unethical behavior. All employees are expected to act professionally and respectfully towards their colleagues, managers, customers, and suppliers. Unethical actions such as breaches of confidentiality, conflicts of interest, and misuse of company resources are expressly prohibited, and awareness training on these issues is conducted regularly. The ethical principles aim to create a sustainable work culture within the company.

## Benefit Policy

At Güleks Tekstil, any action aimed at gaining personal gain is strictly prohibited. Our Profit-Giving Policy requires employees to perform their duties impartially, not act for personal gain, and use company resources solely for corporate purposes. Employees are strictly prohibited from accepting gifts, commissions, payments, or benefits from third parties. All employees are obligated to inform their managers of any situations that could benefit them or their immediate circle. This policy is critical to maintaining trust and transparency within the organization.

## Occupational Health and Safety Ethics

Güleks Tekstil considers occupational health and safety an ethical responsibility and considers employees' access to safe working conditions a fundamental right. Our OHS ethics include protecting employee health, prioritizing safety, identifying and eliminating risks in advance, and maintaining a sustainable safety culture across all units.

All processes implemented in production sites are designed to protect employees, minimize risks, and comply with relevant legislation. Every practice, from equipment used to training, is based on a "people first" approach. OHS ethics are not only a requirement of legal obligations but also a requirement of our corporate culture.

## Request and Complaint Mechanism

The complaint and feedback mechanism, which fosters transparent and open communication, is an organizational structure that encourages all employees to freely express their opinions. Employees can submit their suggestions, complaints, or reports directly to senior management, share them through representatives, or use anonymous reporting channels. All reports are treated confidentially, and no employee is subject to discrimination, mobbing, or retaliation for making a report. The complaint mechanism is regularly monitored by human resources and management, and opportunities for improvement are identified. This process fosters a fair and inclusive communication environment in the workplace.

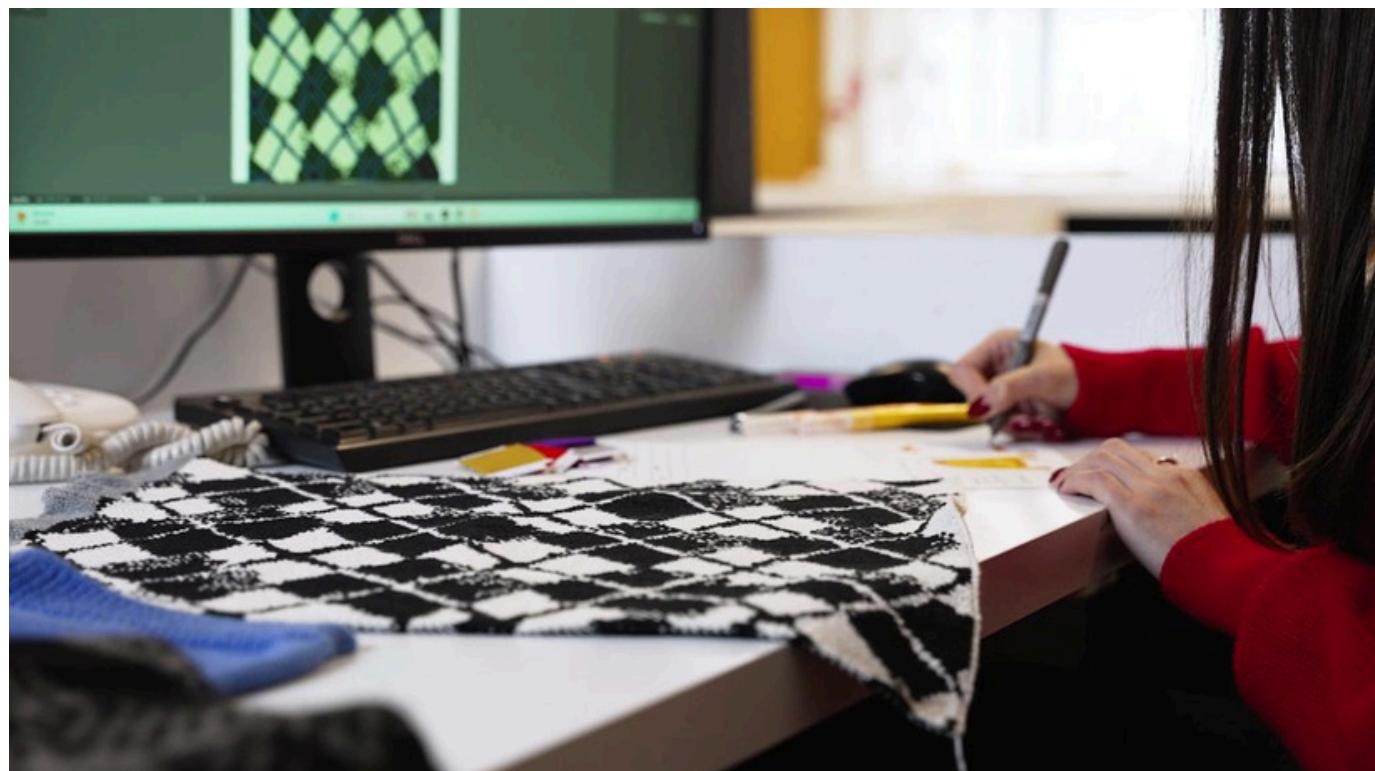


## Disciplinary Policy

Güleks Tekstil considers ethical management a fundamental component of its corporate culture. Our ethical approach is based on a comprehensive management system that ensures all our employees act within the principles of fair, responsible, and transparent behavior. Every internal company practice is evaluated in accordance with national laws, international standards, respect for human rights, and the principles of business ethics. Güleks Tekstil implements a governance model that analyzes ethical risks in decision-making processes, guides employee behavior, and reinforces corporate integrity. This approach enables us to build trust-based relationships with our customers, employees, suppliers, and all our stakeholders.

## Ethical Compliance in the Supply Chain

Güleks Tekstil prioritizes full compliance with ethical and social compliance principles throughout its entire supply chain. Our suppliers are expected to prevent child labor, prohibit forced labor, ensure safe working conditions, and implement environmentally friendly production processes. All suppliers commit to complying with the company's social compliance policies and are subject to regular assessments. In cases where non-compliance is identified, improvement plans are prepared and necessary follow-up is carried out. Thus, Güleks Tekstil's ethical stance is not limited to its own facilities; it extends throughout the entire supply chain.



## Legal Compliance

Güleks Tekstil conducts all its activities in full compliance with the laws of the Republic of Turkey and international labor standards. Changes in legal regulations are regularly monitored, and internal company processes are revised according to current requirements. Full compliance with OHS Regulations, Environmental Legislation, Labor Law, Social Rights Regulations, and all relevant industry regulations is ensured. Furthermore, compliance with international standards requested during customer audits is also monitored. A legal compliance policy forms the foundation of corporate reliability and long-term sustainability.

## Continuous Improvement in Ethical Management

Ethics management at Güleks Tekstil is not a static structure; it is a constantly evolving, dynamic process. Ethical principles are regularly reviewed, updated based on internal audit results, and strengthened with employee feedback. Through training, awareness campaigns, and policy development processes, the understanding of ethical management is reinforced at every stage of the corporate culture. The company conducts efforts to develop new practices, reduce risks, and increase transparency to enhance ethical performance. Thus, ethical stance is not merely a management policy but a strong corporate value for Güleks Tekstil.

# 06

## Environmental Performance

- 6.1 Our Environmental Management Approach
- 6.2 Energy Management
- 6.3 Water Management
- 6.4 Waste Management
- 6.5 Carbon Footprint
- 6.6 Natural Resource Use
- 6.7 Environmental Risk Management
- 6.8 2024 Environmental Performance Data
- 6.9 2025-2030 Environmental Targets



## Our Environmental Management Approach

Güleks Tekstil positions environmental performance at the core of its corporate sustainability strategy. At every stage of its production activities, we adopt an environmentally conscious, resource-efficient approach that strives to exceed legal requirements. Systematic monitoring mechanisms for energy, water, carbon, waste, and chemical management enable the measurement, assessment, and reduction of environmental impacts.

Energy and water footprint studies conducted at the Niğde production facility, environmental monitoring processes conducted at the headquarters, and annual environmental performance reporting are the cornerstones that strengthen Güleks Tekstil's environmental awareness. This approach allows the company to manage its environmental impact based on scientific data and improve its environmental performance annually, adhering to the principle of continuous improvement.

## Energy Management

Güleks Tekstil considers energy management to be one of the most critical components of environmental performance. Comprehensive energy audits conducted at its headquarters and Niğde facilities allow the company to scientifically measure its energy usage habits and clearly identify improvement opportunities.

Energy audits detailed analyses of electricity consumption, compressed air systems, heating and cooling mechanisms, production line energy loads, motor performance, and building energy losses. Given the high energy consumption of the production lines at the Niğde facility, viable opportunities for process optimization, equipment modernization, and energy efficiency projects were identified.

By regularly monitoring energy data;

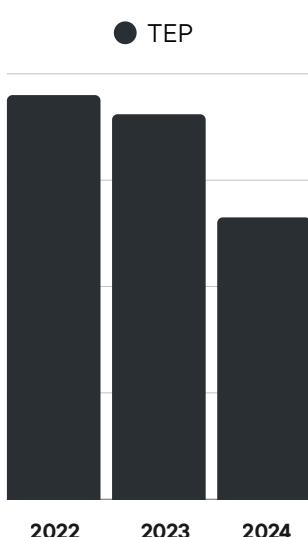
- unnecessary energy losses are prevented,
- increased production efficiency,
- unnecessary capacity usage is minimized,
- Basic data for reducing carbon emissions has been created.

In this context, the company shaped its 2025–2030 energy efficiency roadmap based on the findings from energy studies.

Months	Electricity	Natural gas	Total
	TEP	TEP	TEP
January	-	20,30	20,30
February	3,11	20,95	24,06
March	2,90	14,70	17,60
April	2,52	13,72	16,24
May	2,93	18,84	21,77
June	3,33	20,43	23,76
July	4,70	24,47	29,17
August	4,64	27,16	31,80
September	3,92	24,86	28,78
October	2,77	10,03	12,80
November	2,67	16,50	19,17
December	2,90	17,12	20,02
<b>TOTAL</b>	<b>36,39</b>	<b>229,08</b>	<b>265,47</b>

Total energy consumption in 2024 in TEP / Istanbul Center

General Resources	Reference Year (2022)	Previous Year (2023)	Calculated Year (2024)
Total Energy Consumption / Electricity	46,04	43,95	36,39
Total Energy Consumption / Natural Gas	334,19	318,67	229,08
<b>Total Energy Consumption</b>	<b>380,23</b>	<b>362,62</b>	<b>265,47</b>



Total energy consumption in TEP by year / Istanbul Center

Months	Electricity	Natural gas	Total
	TEP	TEP	TEP
January	4,02	6,46	10,48
February	3,42	3,32	6,74
March	2,72	2,01	4,73
April	1,40	0,28	1,68
May	2,05	0,44	2,49
June	1,43	0,23	1,66
July	3,69	0,37	4,06
August	4,05	0,43	4,48
September	3,63	0,41	4,04
October	5,52	1,53	7,05
November	7,56	5,35	12,91
December	7,99	7,93	15,92
<b>TOTAL</b>	<b>47,48</b>	<b>28,76</b>	<b>76,24</b>

Total energy consumption in TEP in 2024 / Niğde Branch

## Water Management

Water is as important a resource as energy in Güleks Tekstil's sustainability strategy. Water footprint studies conducted at its headquarters and Niğde facilities revealed the distribution of water consumption across processes, areas of inefficiency, and opportunities for improvement. Water footprint measurements at the Niğde facility were analyzed based on parameters such as employee needs, cleaning processes, space usage, and water consumption in auxiliary services. These analyses revealed:

- Transparent reporting of water consumption is ensured,
- unnecessary water usage is minimized,
- increased behavioral awareness of water efficiency,
- Areas with recycling potential have been identified.

Güleks Tekstil considers water protection not only as an environmental responsibility but also as a vital resource management requirement for future generations.

General Resources	Direct	Indirect	Total (m3 / year)	Percentage
Green	0	450.245,77	450.245,77	12,29 %
Blue	11.345,00	2.952.697,72	2.964.045,72	80,91 %
Gray	3.757,17	245.260,71	249.017,88	6,80 %
<b>Total (m3 / year)</b>	<b>15.105,17</b>	<b>3.648.204,21</b>	<b>3.663.309,38</b>	<b>100 %</b>
<b>Percentage</b>	<b>0,41 %</b>	<b>99,59 %</b>		

Water footprint amounts according to the scope of 2024 / İstanbul Center

General Resources	Reference Year (2022) Total Water Footprint Amount (m3 / year)	Calculated Year (2024) Total Water Footprint Amount (m3 / year)
Green	1.256.612,28	450.245,77
Blue	8.230.445,13	2.964.045,72
Gray	706.935,4	249.017,88
<b>TOTAL</b>	<b>10.193.993,77</b>	<b>3.663.309,38</b>

Water footprint amounts by scope over the years / İstanbul Center

General Resources	Direct	Indirect	Total (m3 / year)	Percentage
Green	0	242.805,43	242.805,43	12,23 %
Blue	12.132,00	1.592.150,05	1.604.282,05	80,81 %
Gray	5.891,14	132.262,50	138.153,64	6,96 %
<b>Total (m3 / year)</b>	<b>18.023,14</b>	<b>1.967.217,98</b>	<b>1.985.241,12</b>	<b>100 %</b>
<b>Percentage</b>	<b>0,91 %</b>	<b>99,09 %</b>		

Water footprint amounts according to the scope of 2024 / Niğde Branch

## Waste Management

Waste management is a key process in controlling Güleks Tekstil's environmental performance. Waste generated from production and support activities is separated by type, recorded, and delivered to licensed disposal companies. Reducing waste at the source, increasing recycling rates, and safely managing hazardous waste are among the company's core priorities. Specifically, within the scope of waste management:

- packaging waste,
- textile waste,
- household waste,
- electronic waste,
- Separate management plans are implemented for hazardous waste.

Waste generation points are regularly reviewed and awareness is raised through training for employees.

Waste Outputs	Waste Processing Management	Quantity (kg)
Processed textile fiber waste	R12	6.080
Processed textile fiber waste	R3	32.600
Paper and cardboard packaging	R12	12.100
Plastic packaging	R12	2.200
Iron and steel	R12	5.620
Packaging contaminated with hazardous substances	R12	495
Metallic packaging containing hazardous porous solids	R12	4
Absorbents and filter materials contaminated with hazardous substances	R12	12
Fluorescent lamps and other mercury-containing waste	R12	84

### 2024 waste output quantities and processing methods / Niğde Branch

Waste Outputs	Waste Processing Management	Quantity (kg)
Processed textile fiber waste	R12	5.850
Processed textile fiber waste	R3	17.448
Paper and cardboard packaging	R12	1.090
Plastic packaging	R12	660
Metallic packaging	R12	40
Packaging contaminated with hazardous substances	R12	1.625
Metallic packaging containing hazardous porous solids	R12	3
Absorbents and filter materials contaminated with hazardous substances	R12	18
Electrical and electronic equipment containing hazardous parts	R12	40
Other engine, transmission and lubricating oils	R9	29
End-of-life tires	R1	320
Fluorescent lamps and other mercury-containing waste	R12	84

### 2024 waste output quantities and processing methods / İstanbul Center

## Carbon Footprint

Güleks Tekstil considers natural resource use as a key determinant of environmental impact in its carbon footprint calculations. The consumption of water, energy, and all auxiliary materials used in production play a critical role in the generation of greenhouse gas emissions. Therefore, the company has adopted minimizing natural resource use as a strategic sustainability goal.

In order to reduce emissions related to resource consumption:

- By applying process optimizations, energy and water consumption is reduced and efficiency is increased.
- Energy consumption per unit of production is reduced by making technical improvements to increase equipment efficiency.
- Energy and water conservation are made a part of the corporate culture thanks to the behavioral awareness training given to employees.
- By regularly analyzing consumption trends, instantaneous and annual resource consumption is monitored, anomalies are detected and improvement actions are developed.

This comprehensive approach not only reduces the business's use of natural resources, but also provides a measurable reduction in its carbon footprint and increases operational efficiency, leading to sustainable

strengthens the production model. These are regularly reviewed and awareness is increased through training for employees.

General Resources / 2024	Scope	Emissions (tonnes CO2e)	Percentage
Direct greenhouse gas emissions and removals	Scope 1	587,38	17,47 %
Indirect Greenhouse Gas Emissions from Imported Energy	Scope 2	204,44	6,07 %
Indirect Greenhouse Gas Emissions from Transportation	Scope 3	1.969,10	58,55 %
Raw Material Supply, Disposal of Solid and Liquid Wastes	Scope 4	600,20	17,85 %
Indirect greenhouse gas emissions resulting from the use of products produced by the organization	Scope 5	1,93	0,06 %
<b>TOTAL</b>		<b>3.363,05</b>	<b>100,00 %</b>

**Carbon footprint amounts according to the scope of 2024 / Istanbul Center**

General Resources / 2024	Scope	Emissions (tonnes CO2e)	Percentage
Direct greenhouse gas emissions and removals	Scope 1	72,3	3,8 %
Indirect Greenhouse Gas Emissions from Imported Energy	Scope 2	98,4	5,2 %
Indirect Greenhouse Gas Emissions from Transportation	Scope 3	86,4	4,5 %
Raw Material Supply, Disposal of Solid and Liquid Wastes	Scope 4	1.649,7	86,5 %
Indirect greenhouse gas emissions resulting from the use of products produced by the organization	Scope 5	-	0,0 %
<b>TOTAL</b>		<b>3.363,05</b>	<b>100,00 %</b>

**Carbon footprint amounts according to the scope of 2024 / Istanbul Center**

## Natural Resource Use

Güleks Tekstil adopts a production model that minimizes natural resource use. Data-based decision-making mechanisms are employed to ensure the efficient use of essential resources. Auxiliary resources and consumables used in production are evaluated within the framework of sustainability criteria. To reduce resource use, the company:

- process optimizations,
- Equipment efficiency improvement studies,
- behavioral awareness training,
- We actively implement methods such as analyzing consumption trends. This approach reduces environmental impact while increasing operational efficiency. Furthermore, by producing with recycled materials, we reduce waste and contribute to the circular economy. In line with this vision, we hold the following certifications:

General Resources	Reference Year (2022) Emissions (tonnes CO2e)	Previous Year (2023) Emissions (tonnes CO2e)	Calculated Year (2024) Emission (tons CO2e)
Direct greenhouse gas emissions (tCO2e)	788,79	770,04	587,38
Indirect Greenhouse Gas Emissions (tCO2e)	806,71	1.262,46	2.775,67
<b>TOTAL</b>	<b>1.595,50</b>	<b>2.032,49</b>	<b>3.363,05</b>



**Carbon footprint amounts by scope and year / Istanbul Center**

Certificate Name	Supervisory Body
<b>OCS (Organic Content Standard)</b>	USB Certification

The OCS standard is used to monitor organic content and transparently document the flow of organic materials through the supply chain.

Certificate Name	Supervisory Body
<b>RCS (Recycled Claim Standard)</b>	USB Certification

The RCS standard ensures the authenticity of recycled materials and their traceability throughout the supply chain.

## Environmental Risk Management

Environmental risk management is one of the fundamental processes that ensures environmental performance at Güleks Tekstil. Energy and water consumption, production waste, chemical use, carbon emissions, air quality, and emergency processes are subject to regular risk analysis. Environmental risks at the Niğde and Central facilities:

- possibilities of occurrence,
- effects,
- It is evaluated within the scope of emergency response requirements.

The results of these analyses are used directly in both employee training and environmental improvement plans.

## Environmental Performance Data

Throughout 2024, all data related to Güleks Tekstil's environmental performance was regularly collected, analyzed, and reported. Energy audits, water footprint measurements, waste management reports, emission calculations, and OHS-environmental audit results form the basis of this performance data. The 2024 data demonstrates that the company:

- energy consumption levels,
- water usage amounts,
- waste generation rates,
- carbon emissions,
- clearly reveals environmental efficiency indicators.

## 2025–2030 Environmental Goals

Güleks Tekstil has set its environmental targets for the 2025–2030 period within the framework of energy and water efficiency, waste reduction, carbon management, and natural resource use. The company's long-term environmental targets are aligned with its sustainability management system, energy audits, and water footprint results.

Among our 2025–2030 goals:

Target Heading	Aim	Performance Indicator (KPI)	Monitoring Method	2025–2030 Target Approach
Energy Efficiency	Reducing energy consumption, increasing process efficiency	kWh / Production Unit, Total Energy Consumption	Energy monitoring system, monthly reports	10% increase in energy efficiency
Reducing Water Consumption	Optimizing water usage	m <sup>3</sup> / Production Unit, Total Water Consumption	Meter monitoring, water footprint calculations	5% decrease in water consumption
Waste Reduction	Minimizing waste generation	Kg Waste / Production Unit	Waste tracking forms	10% reduction in waste
Recycling Rate	Increasing recyclable waste	Recycle (%)	Waste management reports	30% and above
Carbon Emissions	Reducing greenhouse gas emissions	tCO <sub>2</sub> e / year	ISO 14064 reporting	5% carbon reduction
Sustainable Consumption Awareness	Raising environmental awareness among employees	Training hours, number of participants	Training reports	Training every 6 months
Natural Resource Use	Optimizing resource consumption	Natural resource consumption rate	Resource consumption analysis	Reducing consumption
Chemical Management	Reducing chemical risks	Safe usage rate	MSDS tracking	5% chemical reduction
Wastewater Quality	Improving the quality of discharged water	Water quality parameters	Wastewater analysis	10% below limits
Energy Studies	Continuously improving energy efficiency	Study application rate	Study reports	Savings projects every year

# 07

## Social Performance

- 7.1 Human Resources Management
- 7.2 Working Hours Policy
- 7.3 Recruitment and Termination Policy
- 7.4 Employee Representation
- 7.5 Training and Development Programs
- 7.6 Women's Employment (Niğde Special Section)
- 7.7 Employee Assistance Programs
- 7.8 Nursery Support
- 7.9 Employee Health and Well-being





## Human Resources Management

Güleks Tekstil's Human Resources approach is shaped on the basis of equality, transparency, ethical values and inclusiveness.

- All employees have equal rights without discrimination based on gender, age, religion, ethnicity, disability or political views.
- Employee well-being and satisfaction are monitored through regular satisfaction surveys.
- Competency-based evaluation and performance systems are operated to support the career development of employees.
- The new employee orientation program aims to ensure rapid adaptation to the company culture.



## Working Hours Policy

Güleks Tekstil manages working hours in accordance with legal regulations and international labor standards.

- Daily and weekly working hours are clearly defined.
- Overtime work is done on a voluntary basis and is recorded.
- Employees are provided with adequate rest periods.
- Public holiday and leave rights are regularly monitored through the Human Resources system.



## Hiring and Termination Policy

Recruitment processes are carried out in a fair, objective and equal opportunity-based system.

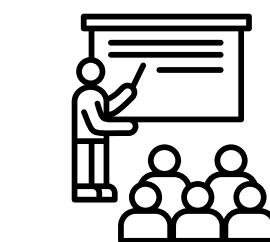
- Candidate evaluations are based on competence and experience.
- Anti-discriminatory practices have been adopted in the recruitment panel.
- Exit processes are carried out transparently and in accordance with the legal framework; employees are given exit interviews to identify areas for improvement within the company.



## Employee Representation and Participation Mechanisms

At Güleks Tekstil, employee representatives form the communication bridge between employees and management.

- Employee representatives are elected at regular intervals.



## Training and Development Programs

Güleks Tekstil views employee development as a strategic investment. Some of the training programs offered in 2024 include:

- Sustainability Trainings
- Environmental Education
- Occupational Health and Safety (OHS)
- Quality Management Systems
- Ethics and Social Compliance Trainings
- Emergency and Fire Training
- By 2025, it is aimed to provide regular training every 6 months for both white-collar and blue-collar workers.



## Women's Employment (Niğde Special Section)

The Niğde facility is one of the region's leading employers in terms of female employment.

The ratio of female employees to total workforce is above the sector average.

- Occupational safety, ergonomics and professional development support for women has been strengthened.
- Thanks to local employment policies, women's participation in the workforce in the region has increased.
- Flexible working practices are being evaluated to ensure family-work balance.



## Employee Assistance Programs

Various welfare programs are implemented to support employees' work-life balance:

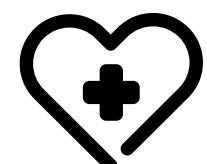
- Feedback System: Employees can submit their requests via the mobile platform.
- Psychological Support: Professional guidance services are provided to employees when necessary.
- Social Activities: An annual social activity plan is made to increase motivation (picnics, team activities, workshops, etc.).



## Nursery Support

Nursery support is provided to help working mothers adapt to work life more easily.

- Nursery support also makes a positive contribution to increasing the proportion of female employees.
- Within the scope of family-friendly practices, expansion of nursery support is being considered for 2025.



## Employee Health and Well-being

Güleks Tekstil prioritizes employee health:

- Periodic health examinations are performed regularly.
- OHS training is renewed every year.
- Ergonomic risk analyses are performed and work areas are arranged accordingly.
- Chemical, noise, lighting and ambient conditions are measured regularly.
- All accident and near-miss reports are recorded to ensure continuous improvement.
- Employees' suggestions, complaints and requests are conveyed to management through this mechanism.

**Our Social Impact, Our Sustainable Future.**

08

## Occupational Health and Safety

- 8.1 Our OHS Management Approach
- 8.2 Risk Analysis
- 8.3 Personal Protective Equipment
- 8.4 OHS Trainings
- 8.5 Emergency and Evacuation Plans
- 8.6 Continuous Improvement



## Our OHS Management Approach

At Güleks Tekstil, Occupational Health and Safety (OHS) is not just a legally mandated practice; it's a fundamental management area at the heart of our corporate ethics, employee value, and sustainability strategy. The company considers a safe and healthy work environment a fundamental human right for all employees and manages all its processes accordingly with the goal of "zero accidents."

The OHS management model is based on the principles of preventive approach, risk-focused thinking, participatory employee culture and continuous improvement.

## Risk Analysis

The 2024 OHS Risk Analysis has been updated for both the Central and Niğde facilities and prepared to cover all work areas. Hazard definitions were based on physical, chemical, ergonomic, biological, and psychosocial risk factors. Probability-impact scores were determined for each risk, acceptable limits were defined, and corrective/preventive actions were implemented. These efforts aimed to prevent occupational accidents, reduce unsafe behaviors, and strengthen the safety culture.



You can access the details of the risk analysis by scanning the QR code.

### Risk Assessment Team Members

Göktuğ ERTUYUN / Employer	Nazan UZUN / Chief Employee Representative
Birsen KONUKCU / HR and Administrative Affairs Manager	Binnaz ORHAN / Employee Representative
Adem KAYA / Occupational Health and Safety Specialist	Necattin KARABAĞ / Employee Representative
Özgür ZENGİN / Occupational Physician	Hakan KÖROĞLU / Support Staff
Gökhan KUZGUN / OHS Company Representative	

## Personal Protective Equipment

Employees are required to use PPE appropriate to their duties. All equipment, including helmets, gloves, eye protection, respiratory masks, earplugs, and non-slip soles, is regularly distributed. PPE is periodically inspected, instructions for use are communicated to all employees, and necessary training is provided in cases of improper use.

## OHS Trainings

At Güleks Tekstil, Occupational Health and Safety training constitutes a strategic cornerstone aimed at increasing employee knowledge, fostering a culture of safe behavior, and preventing workplace accidents. Training is not merely a legal requirement; it is considered an investment aimed at continuously improving employee competence, awareness, and safety consciousness. In this context, training programs tailored to the job description, work area, and potential risks for all employees are implemented. An effective and sustainable learning model, supported by practical applications alongside theoretical knowledge, is adopted.

Education Name	Aim	Participants	Frequency
Occupational Health and Safety Basic Training	Legislative compliance, basic awareness	All employees	Once a year
Fire and Emergency Training	Fire extinguishing, evacuation	Emergency team + workers	Once a year
First Aid Training	Basic life support	Volunteer team	Every 3 years
Machine Use Training	Machine safety, protective equipment	Production workers	Every 6 months
Chemical Safety Training	MSDS reading, chemical storage	Paint shop workers	2 times a year
Behavior-Based Security	Developing safe behavior	All blue yak	2 times a year

## Emergency and Evacuation Plans

Emergency management at Güleks Tekstil is implemented through a comprehensive system aimed at protecting employee safety and minimizing potential workplace accidents and losses. Preventive measures for emergencies are implemented at all locations.

A holistic management approach encompassing preparatory and guiding steps has been adopted. In this context, emergency plans are kept constantly updated, supported by risk assessments, field analyses, team structures, and periodic drills.



**Identifying Emergency Risks:** When preparing emergency plans, the risk profile of work environments is analyzed in detail. These analyses include:

- Fire risk
- Risk of explosion (chemical storage areas, etc.)
- Electrical failures
- Chemical spill or leak
- Earthquakes and natural disasters
- Hazards originating from machinery and equipment
- Incidents requiring first aid

Scenarios such as these are evaluated and appropriate procedures are established for each.



**Emergency Teams and Task Distribution:** Teams with defined duties and responsibilities have been established for each facility. These teams:

- **Firefighting Team:** Training on firefighting, equipment use, safe response, use of fire extinguishers and hydrants
- **First Aid Team:** Basic life support, Bleeding, fracture-dislocation, shock intervention, Referral to health institutions
- **Rescue Team:** Guidance of the employees left behind during the evacuation, taking part in risky areas such as closed areas and around machinery.
- **Protection and Security Team:** Area security, Protection of critical equipment, Post-incident reporting,



**Evacuation Planning and Assembly Areas:** Emergency evacuation plans are prepared specifically for each location. The plan covers:

- Marking evacuation routes
- Emergency exit doors must be always open and accessible.
- Placing assembly areas in safe areas in open areas
- Special evacuation guidance for employees with disabilities
- All plans should be posted in visible places.
- Evacuation plans are updated when the production flow changes or a new risk is identified.



**Emergency Equipment Management:** Equipment to be used in emergencies is regularly checked:

- Fire extinguishers (1 month periods)
- Fire cabinets and hydrants
- Emergency lighting and directional signs
- Emergency sirens and alarm system
- Chemical spill kits
- First aid kits

Maintenance records of all equipment are kept by the Sustainability Department.



**Drills and Performance Evaluations:** Each facility conducts an emergency drill at least twice a year. These drills include:

- Evacuation time is measured
- Transportation to the assembly area is confirmed
- The teams' response times are evaluated
- Communication and coordination are observed
- Non-functional areas are identified and improvements are made.
- Drill reports are evaluated by the OHS Board and processes are improved again.

## Continuous Improvement

Continuity and improvement in our OHS management is not a process to be implemented once and then abandoned, as required by applicable legislation; it is a system we develop in a continuous cycle. This approach to continuity and improvement is integral to our workplace culture, ensuring that safety and health are always prioritized. Our OHS policies, implemented and improved daily, ensure the long-term sustainability of our workplace.

### Continuity: The Guarantee of Security

It means constantly monitoring, evaluating and intervening when necessary, all activities in the workplace.

### Improvement: For a Safer Working Environment

This means regularly reviewing and improving existing practices. Our OHS policies are constantly updated in line with technological advancements, legal regulations, and changes in business processes.

09

## Supply chain management

- 9.1 Supplier Evaluation
- 9.2 Social Eligibility Criteria
- 9.3 Supply Chain Risks
- 9.4 Sustainable Procurement Approach



## Supplier Evaluation

Güleks Tekstil's supplier evaluation approach is a multifaceted model built on quality assurance, social compliance, environmental performance, financial stability, delivery capability, and ethical business principles. Supplier relationships are managed through a "pre-assessment - acceptance - monitoring - development" cycle. The evaluation criteria are as follows:



New suppliers undergo a comprehensive pre-qualification assessment. Additional documentation, certifications, and verification evidence are requested from suppliers in high-risk categories. Supplier performance is reviewed periodically, and improvement programs are developed for underperforming suppliers.

## Social Eligibility Criteria

Güleks Tekstil expects its suppliers to comply with international labor standards and provide ethical, safe, and dignified working conditions. All suppliers are required to sign a Social Compliance Commitment. Social Compliance Standards Expected from Suppliers:

- No child labor (ILO 138 & 182)
- Prohibition of forced or compulsory labor (ILO 29 & 105)
- Providing a safe and healthy working environment
- Treating employees equally and not discriminating
- Compliance with legal working hours
- Overtime practices are voluntary

- Providing wages, leave and social rights in accordance with the legislation
- Respect for freedom of association and union
- Practices against harassment, abuse and mobbing

Suppliers are evaluated through regular audits; when non-conformances are detected, a corrective and preventive action plan (CPA) is requested. In the event of high-risk violations, the business relationship may be suspended.

## Supply Chain Risks

Within the scope of supply chain management, risks are analyzed under social, environmental, operational, and ethical headings. Separate assessment and control mechanisms are implemented for each risk category. Major Supply Chain Risks:

- **Social Compliance Risks:** Child labor, forced labor, OSH deficiencies, Low labor standards, Discrimination cases
- **Environmental Risks:** Non-compliance with waste management, Errors in chemical use, High carbon footprint, Uncontrolled increase in water consumption, Non-compliance with environmental legislation
- **Operational Risks:** Delivery delays, Capacity shortages, Logistics interruptions, Quality fluctuations
- **Ethical and Legal Risks:** Bribery, corruption, conflict of interest, certificate forgery, improper document presentation,

A risk score is created for each supplier and suppliers are classified as low – medium – high risk.

## Sustainable Supply Approach

Güleks Tekstil's sustainable sourcing strategy aims not only to supply products and services, but also to improve the entire value chain in terms of environmental, social, and ethical performance. Sustainable Sourcing Approach Principles:

- Preferring products and suppliers with low environmental impact
- Working with certified and reliable sources in chemical use
- Supporting supplier performance with low carbon and water footprints
- Promoting recyclable or sustainable raw materials
- Contributing to regional development by prioritizing local suppliers
- Ensuring transparency and traceability in the supply chain
- Involving suppliers in sustainability training and development programs

This approach secures Güleks Tekstil's long-term supplier relationships and strengthens its brand reputation.



# 10 Social Contributions and Responsibilities

- 10.1 Social Contribution Projects
- 10.2 Tree Planting Projects
- 10.3 Contribution to the Local Economy
- 10.4 Supporting the Employment of Women and Youth



Güleks Tekstil considers creating economic, social, and environmental value in the regions where it operates to be an integral part of its corporate culture. The company considers social responsibility not merely a legal requirement but a fundamental component of its sustainability vision. All projects are implemented with a strategic approach that is responsive to the needs of local communities and aims to provide inclusive and long-term benefits.

## Social Contribution Projects

Güleks Tekstil's social contribution approach is a multifaceted model built on education, employment, the environment, women's empowerment, and social solidarity. In its ongoing projects, we collaborate with local governments, civil society organizations, educational institutions, and volunteers. Highlights of the company's social contribution projects include:

- Education support projects
- Programs to increase local employment
- Collaboration projects to improve women's professional skills
- Social assistance campaigns
- Education and career activities to prepare young people for business life
- Supporting sports, arts and cultural activities

These efforts expand the company's social impact and ensure a strong connection with local communities.

## Tree Planting Projects

Güleks Tekstil organizes annual tree-planting events as part of its environmental awareness efforts. These events not only contribute to environmental rehabilitation but also raise employees' awareness of environmental responsibility. The primary objectives of the projects are:

- Contributing to reducing carbon footprint
- Protecting natural life
- Strengthening environmental awareness among young people
- Encouraging employees to participate in voluntary environmental activities
- Contributing to the recovery of natural areas

Activities are carried out with the participation of employees and management, particularly in Niğde and the surrounding regions. At the end of the project, the number of plantings, carbon capture capacity, and regional impact are reported.

## Contribution to the Local Economy

The opening of Güleks Tekstil's Niğde facility has been a significant driver of regional development. Increased female employment, support for local suppliers, and the creation of new job opportunities directly contribute to the regional economy. Strong economic impacts include:

- New job and income opportunities for local people
- Opportunity for women to participate in working life
- Strengthening local supply chains
- Increased regional production capacity
- Increased level of social welfare
- Supporting local businesses (transportation, food, services)

These contributions are an empowerment model compatible with the "indirect economic impacts" heading within the scope of GRI 203.

## Supporting Women and Youth Employment

The high priority placed on women's employment at its Niğde production facility is one of the strongest components of Güleks Tekstil's social sustainability performance. The company considers gender equality not just a principle but an operational goal. The elements of its women's and youth employment strategy include:

- Women-friendly working environment, shifts and social support mechanisms
- Vocational training and skills development programs
- Increasing female representation in managerial positions
- On-the-job training programs for young employees
- Mentoring practices that support career development
- Supporting women's active participation in regional economic life

The ratio of female employees at the Niğde facility is at an exemplary level in the company's social performance indicators and contributes to the development of the region in many ways.

## A Sustainable Future Starts with Social Responsibility.

# 11

## Attachments

- 11.1 GRI Compliance Table
- 11.2 Preparation of the Report
- 11.3 About Güleks – TSRS Context
- 11.4 Governance
- 11.5 Strategy
- 11.6 Risk Management – Sustainability and Climate-Related Risks
- 11.7 Conclusion
- 11.8 Thanks



## GRI Compliance Table

GRI Code	Category	Subheading	Explanation	Report Section	Compliance Status
GRI 101	Basic Principles	Accuracy, Balance, Clarity	Reporting basic principles	General	Full Compliance
GRI 102-1	Corporate Profile	Organization Name	Official name of the company	Corporate Profile	Full Compliance
GRI 102-2	Corporate Profile	Activities	Brands, products and services	Corporate Profile	Full Compliance
GRI 102-3	Corporate Profile	Central Location	Head office address	Corporate Profile	Full Compliance
GRI 102-4	Corporate Profile	Activity Locations	Facility and operation areas	Corporate Profile	Full Compliance
GRI 102-5	Corporate Profile	Ownership Structure	Partnership and legal structure	Corporate Profile	Full Compliance
GRI 102-6	Corporate Profile	Markets Offered	Markets served	Corporate Profile	Full Compliance
GRI 102-7	Corporate Profile	Scale of the Organization	Number of employees, capacity, size	Corporate Profile	Full Compliance
GRI 102-8	Corporate Profile	Employee Profile	Demographic distribution	Social	Full Compliance
GRI 102-9	Corporate Profile	Supply Chain	Supply network and processes	Supply	Full Compliance
GRI 202	Market Presence	Local Recruitment	Local employee ratio	Economic	-
GRI 201	Economic Performance	Financial Performance	Income, expenditure, investment	Economic	-
GRI 203	Indirect Economic Impacts	Social Contribution	Contribution to regional development	Economic	-
GRI 204	Purchasing	Procurement Practices	Local supplier ratio	Economic	-

GRI Code	Category	Subheading	Explanation	Report Section	Compliance Status
GRI 205	Fighting Corruption	Corruption Risks	Bribery and ethical violations	Economic	-
GRI 301	Materials	Raw Material Use	Recyclable materials	Surroundings	Full Compliance
GRI 302-1	Energy	Energy Consumption	Electricity and natural gas consumption	Environmental	Full Compliance
GRI 302-3	Energy	Energy Density	Energy per production	Environmental	Full Compliance
GRI 303-3	Are	Water Recovery	Treatment and recycling rate	Environmental	Full Compliance
GRI 305-1	Emissions	Scope Emission	Direct emissions	Environmental	Full Compliance
GRI 305-2	Emissions	Scope Emission	Electricity-related emissions	Environmental	Full Compliance
GRI 306-3	Waste	Waste Amount	Waste types and rates	Environmental	Full Compliance
GRI 401-1	Employment	New Hiring	Annual hiring and exit rate	Social	Full Compliance
GRI 402	Labor Relations	Union Rights	Employee representation	Social	Full Compliance
GRI 403-9	ISG	Work Accidents	Number of accidents and lost days	Social	Full Compliance
GRI 404-1	Education	Training Hours	Training per employee	Social	Full Compliance
GRI 405-1	Diversity	Women's Employment	Gender distribution	Social	Full Compliance
GRI 413-1	Society	Local Community Participation	Social responsibility projects	Social	Full Compliance

This report was prepared in accordance with GRI Standards by including 2024 data.

## Preparation of the Report

### Compliance with Turkish Sustainability Reporting Standards (TSRS):

The Turkish Sustainability Reporting Standards (TSRS), published in the Official Gazette dated 29 December 2023, entered into force to be applied in accounting periods beginning on or after 1 January 2024.

Güleks Textile and Energy Production Industry Trade Inc. ("Güleks"), an industrial organization operating in the textile and energy sectors and producing for national and international markets, aims to report its sustainability performance in a transparent and comparable manner in accordance with the TSRS framework. This report has been prepared based on the core requirements of the TSRS 2 "Climate-Related Disclosures" standard.

Güleks has considered a broad value chain encompassing its core business of textile production, model and apparel operations, and energy activities, as well as its supply chain and service stakeholders. Unless otherwise stated, the information in the report covers Güleks Tekstill ve Enerji Üretim San. Tic. A.Ş.'s production and administrative units in Niğde and İstanbul. TSRS 2's sector-based application guidelines have been adapted to Güleks' textile and energy activities, taking into account the provisions applicable to the textile and apparel sectors and climate-related risk and opportunity assessment frameworks.

### Transition Applications

Some transitional benefits offered by TSRS regarding sustainability reporting during its initial implementation period were utilized. In this context, the following were included:

- Güleks is carrying out its first reporting in accordance with the provisions of TSRS-2 as of 2024, and comparative period information has been shared to a limited extent in this first reporting period.
- In accordance with TSRS 2, the first annual reporting period focused primarily on disclosures related to climate-related risks and opportunities, while other environmental topics (water, waste, biodiversity, etc.) were addressed with a qualitative focus.
- The company's greenhouse gas emissions have been calculated based on corporate carbon footprint studies since 2022, and verification processes have been conducted based on the ISO 14064-1 standard. The ISO 14064-1-based calculation approach was used in the first year of implementation, and the goal is to report in compliance with the Greenhouse Gas (GHG) Protocol in the coming periods.

### Reporting Limits

This report has been prepared in compliance with TSRS 2 – Climate-Related Disclosures and covers the period January 1, 2024 – December 31, 2024. In determining the reporting boundaries, Güleks:

- The production facility in Niğde,
- Administrative and model/operational units in İstanbul,

- Operational activities that directly affect production and supply processes were taken into account.

For some external service points (if any) that do not have physical operations and are used only for representation, sales or design purposes, the scope of environmental data collection has been limited within the framework of the materiality principle of TSRS; since the environmental impacts of these units constitute a low share of the total performance, it has been deemed appropriate not to include them in the consolidated environmental indicators.

## About Güleks – TSRS Context

Güleks is an integrated industrial organization operating in the textile and energy sectors, placing the principles of quality, innovation, and sustainability at the heart of its production culture. Thanks to its modern production infrastructure in Niğde and İstanbul, strong human resources, and extensive supplier/customer network, it offers products to both local and international markets. A significant portion of its yarn, knitting/weaving, pattern operation, quality control, energy management, and logistics processes are carried out in-house, enabling direct control of critical TSRS issues such as energy efficiency, resource utilization, occupational health and safety, and social compliance.

## Governance

### Sustainability Governance Structure

At Güleks, all sustainability and climate change-related matters are handled under the ultimate oversight of the Board of Directors. The Board of Directors considers sustainability goals when determining the company's strategic direction and shapes long-term growth plans in line with environmental and social responsibilities. Under the Board of Directors:

- Administrative General Coordinator,
- OHS Committee,
- Supply Chain Sustainability Team,
- Communication and Reporting Team

It is responsible for implementing sustainability-focused policies and practices. This structure ensures regular monitoring and reporting of performance in areas such as energy management, occupational health and safety, environmental compliance, social compliance, and stakeholder communication. Management addresses climate-related risks and opportunities as regular agenda items, aligning decision-making processes with the TSRS framework, particularly regarding energy consumption, carbon emissions, water use, waste management, and supply chain sustainability.

## Enterprise Risk Management and Internal Control

At Güleks, corporate risk management is structured to encompass strategic, operational, financial, and environmental risks. When identifying and assessing risks related to their own processes, relevant units specifically consider topics such as climate change, energy costs, regulatory changes, supply continuity, and occupational health and safety. Internal control and audit mechanisms:

- ensuring that processes are carried out in accordance with legislation and company policies,
- the reliability of sustainability data,
- It aims to ensure the verifiability of reported environmental and social indicators.

- Increase in energy costs and carbon pricing,
- Possible reduction in water resources and local water stress,
- Transition risks related to the development of legislation and regulatory framework (TSRS, ETS, etc.),
- Risks arising from environmental and social compliance in the supply chain,
- Possible production interruptions due to severe weather events or climate,
- It stands out as a reputational risk that may arise due to non-compliance with stakeholder expectations.

These risks are evaluated within the corporate risk management system using probability-impact matrices; priority action plans are prepared for risks with high and critical scores and reported to the Administrative General Coordinator and the Board of Directors.

## Strategy

Güleks considers sustainability not only an environmental responsibility but also a strategic priority and competitive advantage. The core elements of the company's strategy are:

- Energy and resource efficiency,
- Reducing carbon emissions,
- Strengthening occupational health and safety culture,
- Supporting women's employment and equal opportunities,
- Ensuring social and environmental compliance in the supply chain,
- It can be summarized as social contribution and support for local development.

During the strategic planning process, sustainability risks and opportunities are evaluated along with their impact on the business model and value chain; energy investments, technology renewal projects, training programs, and supplier selection criteria are shaped within this framework. Güleks aims to:

- Reducing energy density,
- Increasing efficiency in waste and water management,
- To minimize work accidents,
- Accelerating the transition to low-carbon and environmentally friendly production technologies,
- It aims to strengthen stakeholder satisfaction and employee loyalty.

## Risk Management – Sustainability and Climate-Related Risks

Within the framework of TSRS, the main sustainability and climate-related risks faced by Güleks are;

## Conclusion

In the first year of its sustainability reporting journey aligned with TSRS 2, Güleks has focused on strengthening its governance, strategy, risk management, and measurement/reporting structures. This report aims to present the company's environmental, social, and governance performance in a transparent and systematic framework aligned with national standards. In the coming period, as the data infrastructure and measurement methodologies are developed, more detailed quantitative indicators, scenario analyses, and all metrics and targets within the scope of TSRS are planned to be gradually integrated into the report.

## Thanks

Güleks Tekstil's 2024 Sustainability Report reflects our company's commitment to environmental, social, and governance issues, its vision for sustainable growth, and its commitment to building a stronger future. All our team members who contributed to the preparation of this report, our managers with their guiding leadership, and all our stakeholders who contributed are the most valuable parts of our sustainability journey.

For their contributions to our 2024 sustainability efforts, their visionary perspectives and corporate leadership;

- To the Board of Directors and General Manager Mr. Ş. Gökçe Ertuyun,
- To the Board of Directors and General Manager Mr. Göktuğ Ertuyun,
- To the Administrative General Coordinator, Ms. Birsen Konukcu, and her valuable team,
- To Ms. Funda Ergin, Sustainability Manager, and her valuable team,
- To all managers and employees of Güleks Tekstil,
- To our R&D and Academy unit,
- To Mr. Hasan Çiçek, Sustainability Expert
- To the Hadi Environmental Consulting Family,
- To our consultants,

We would like to express our most sincere gratitude.

At the heart of all our work, carried out with sustainability awareness, lies our company's innovative approach, strong organizational structure, and environmentally friendly production culture.

As with all our future goals, our progress in sustainability is a product of this team spirit and visionary leadership.

As Güleks Tekstil, we will continue to create value for a more livable world, fulfill our environmental responsibility, and work on projects that will increase social benefit.

**This report is a team achievement.**

**Thank you.**



The year 2024 marks a period of broader adoption of innovations and responsible production models in the sustainable textile and fashion industry. The textile and fashion industry is not only committed to meeting consumer expectations but also to protecting the future of our planet. Inspired by these innovations, we can contribute to your sustainability journey and leave a cleaner, greener legacy for the future!

**A Sustainable Future Starts with Social Responsibility.**



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Preparer: **@hadicevre**