



TAYPA

2020 SUSTAINABILITY REPORT




2020
SUSTAINABILITY
REPORT

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With our fourth sustainability report, we, as TAYPA, aim to share the activities we have carried out in 2020 and their results with all our stakeholders in line with the principle of transparency.

All data given for Taypa in the report is the consolidated data of our two companies: TAYEKS DIŞ TİC VE TEKSTİL SAN A.Ş. and TAYPA TEKSTİL GİYİM SAN VE TİC A.Ş. Unless otherwise stated, data of our affiliates, including our abroad companies, namely T&C GARMENTS operating in Egypt, TAYAL S.P.A. operating in Algeria and EUROTAY D.O.O. operating in Serbia, as well as the Four Seasons Hotels operating in the tourism sector and Astay Real Estate Construction, operating in the real estate sector, is not included in the report.

This report has been prepared in accordance with the GRI Standards: Core option. The report content has been created based on the list of topics we obtained as part of the study aimed at determining sustainability priorities. In certain priority topics, aside from our corporate information, we included the performance results of the studies we have been carrying out, with a lifelong approach perspective, together with our stakeholders that are in the sphere of our value chain.

For the years ahead, we aim to carry out our reporting studies on an annual basis by following the same standard and methodology. You can access our previous sustainability reports through the QR codes below.



2017



2018



2019

The 2020 Sustainability Report has been prepared with a reference to the GRI Sustainability Reporting Standards that can be found at the address below.





A STORY OF SUCCESS DRAWING ITS STRENGTH FROM BEING A FAMILY...

Our colleagues, who have been walking the same path with us for years, have made the biggest contribution to this success...

Each member of this family has a significant place in the story of TAYPA.

M. MESUT TOPRAK

Chairman of the Board

We, as the world, are going through a massive transformation process. In addition, the pandemic continues to accelerate and spread this transformation, upsetting all the balances in our lives since the beginning of 2020.

We all feel this transformation in our private lives, at our workplaces or offices. There is no doubt that the technology and the digital world now have a much larger part in our lives.

The primary condition for humanity, institutions and companies to emerge stronger from this transformation is to accept and embrace it. One of the keys to being ready for the world of the future is to build a corporate culture based on the concepts of technology, innovation and sustainability, which are the basic elements of this transformation.

Thanks to its investments in technology and sustainability so far, TAYPA Tekstil has become one of the 'role model' companies of this business line, and today, is setting up the rules in its sector and playing a pioneering role. Despite all the successful results we have achieved in recent years, the development that makes me most happy is to be an exemplary company that does not consider the success as financial statements only but creates added value for the society, humanity and its suppliers and all stakeholders. Our colleagues, who have been walking the same path with us for years, have made the biggest contribution to this success...

Each member of this family has a significant place in the story of TAYPA.

I feel very proud for leading this valuable team, which never spares their sweat, effort and devotion, and always works hard for the better. As a company that draws its strength from unity, solidarity and, most importantly, 'being a family' for years, we will achieve greater success also together with our employees. The fact that TAYPA

Tekstil always adopts being 'better', leaving a better future for the world and humanity as a principle has played a significant role in becoming a global brand operating in three continents. We are pleased that this vision we have put forward is also embraced and supported by our employees.

In line with this approach, we put our human resources, which we always consider as our most important asset, at the core of our sustainability goals. We prepare our employees and suppliers for the new world order with our personal development programs and projects aimed at giving competence, whereas we are turning a new leaf in the future of TAYPA Tekstil with our various investment projects in our Ergene Laundry Factory, including 'Wastewater Recycling Plant' and Solar Power Plant (1.7 MW installed capacity).

In the coming period, we will decidedly continue to implement this approach.

We will never compromise on quality, as we have done so far. We will reflect the advantages of technology to all of our operational processes.

But most importantly, we will continue being a family. We will take strength from each other.

Yes, we have achieved so many things in this regard, and we will continue to work for many others.

But the actual achievement for us is to be able to light a flare.

In this regard as well as to set an example for, inspire and guide our employees and suppliers. Most importantly, to be able to leave a future to the next generations, better than the one we had.

What could be more valuable than being an institution beneficial for humanity and its environment?



WE ARE BUILDING A NEW TAYPA FOR A NEW FUTURE.

I would like to extend my heartfelt thanks to all of my colleagues at Taypa, with whom we have walked together in our sustainability journey, and to all our stakeholders, who have encouraged us throughout this process and motivated us to always aim for the better.

BURAK KARAARSLAN

General Manager

We have been producing for the world's leading brands for more than 40 years and touching the lives of millions of people. Clothing is a necessity but fashion is a form of expression. We have made progress by improving our processes, developing our manpower and increasing our capacity to make the our customers' messages wearable.

Our business has an impact in many more areas. We all know the social and environmental impacts of the textile industry, the supply chain of which reaches a lot of geographies and cultures. In order to conserve the fibers used as well as the soil, trees and underground resources, to keep water and energy used in production processes under control and to maintain low costs, we make many impacts on people due to the inequalities in living conditions that are often seen in developing countries. That's why we set our hearts on building a new Taypa for a new World.

We have rolled up our sleeves to be a part of the solution, not the problem since we started to focus on sustainability. To initiate the transformation in our company and to follow our work in a disciplined manner, our first step was to establish our Sustainability Committee, which consists of volunteers from different departments. We have scrutinized all of our locations where we carry out different operations. We started to measure our environmental and social impacts.

To achieve rapid results in the short term, we have attached priority to our Ergene Laundry Factory, where we create the most environmental impact. With the investments we have made over the last five years, we have significantly reduced the use of water and energy per product. The chemicals used in the laundry processes were one of our priority issues. We have established an automatic dosing system to reduce the use of chemicals. Currently, all our recipes are created digitally, and we can monitor all laundry processes instantaneously. This technology investment has given us agility in terms of quickly identifying problems and creating solutions. On the other hand, to minimize the use of pumice stone in our wet processes, we switched to the use of artificial stone rather than natural stone. Moreover, we have focused on natural enzymes to eliminate the use of stone and taken a profoundly serious step forward. We plan to eliminate the use of stones in our processes in the coming years.

The "Life Cycle Assessment (LCA)" studies we have conducted in 2020 allowed us to identify, through scientific methods, the processes, which we need to improve, based on calculations of our environmental impacts by using old and new production techniques, in such a way to cover all our production stages starting from cotton. We started working to certify our products, and accordingly we obtained international "Environmental Product Declaration (EPD)" certificates for the products we will produce for our customers in the coming period. Through the

brands we work with, we aim to prove to the consumers of the future that reliable and environmentally friendly products can be produced and to raise awareness in our sector.

In addition, we have transformed our business models on the basis of the European Union's Green Deal in such a way to contribute to the circular economy by using technologies to recycle the water we use and investing in solar energy to reduce carbon emissions. Our aim in the long-term is to further strengthen our leading position in the sector by internalizing the environmental and social objectives of the European Union's Green Deal and to continue our digitalization process with new technology investments.

We set our targets and started to harmonize our processes in the light of the UN Global Compact and Women's Empowerment Principles (WEPs) initiatives, which we closely follow and support.

Since the employment rate of women in our sector is high, we have organized training programs to support our female personnel to empower in their professional and personal lives. Our vision, which we determined years ago, and which is based on women's equal opportunities in the business world, will underlie our human resources policies within the scope of our target for the next 10 years.

Organizing programs and taking actions to establish equality in opportunity and increase employee loyalty have now become our business philosophy rather than a choice. Sustainable employment is the priority issue of our human resources processes. The basis of our sustainable human resources policy involves the development and career planning of our employees at all levels as well as their preparation for the future. Digitalization of our human resources processes, one of our prioritized projects, has been successfully completed. The HR Mobile application, which we started this year and plan to complete next year, will provide advantages in improving in our HR processes efficiency and strengthening internal communication.

In early 2020, the COVID-19 pandemic started to affect societies and business life throughout world in terms of health conditions and supply chains, and we all have experienced the negative effects of this crisis. We have taken all the necessary measures and continued our work by prioritizing the health of our employees in a way that allows the continuity of our business during the pandemic. This process reminded us once again the importance of adopting the sustainability culture at Taypa.

I would like to extend my heartfelt thanks to all of my colleagues at Taypa, with whom we have walked together in our sustainability journey, and to all our stakeholders, who have encouraged us throughout this process and motivated us to always aim for the better.



10.785

NUMBER OF
EMPLOYEES

TOURISM

Four Seasons Hotel at the Bosphorus and Four Seasons Hotel İstanbul at Sultanahmet are projects, showing ASTAY Gayrimenkul's perspective on real estate investment, both as an investor and developer.



TEXTILE

With more than 40 years of experience, Taypa continues to grow to become the indispensable supplier of global players in the textile industry, based on the principles of sustainability.



REAL ESTATE

We are proceeding on our journey which we have started in 2004 with the same excitement and passion with the aim of providing projects that will increase the quality of people's lives.

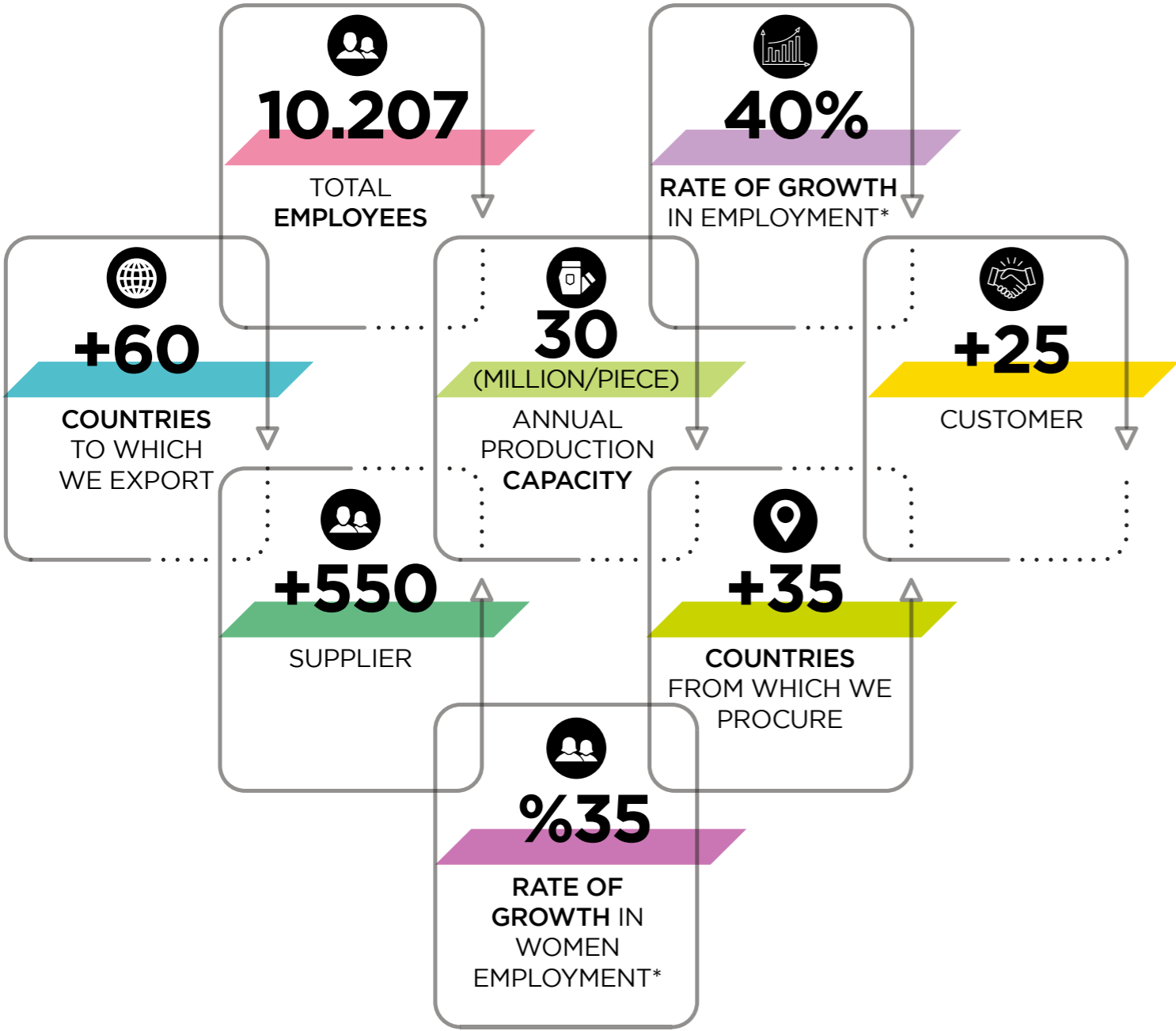


HEALTH

In 2020, we invested in the health sector to provide rapid access to health services and equipment due to the increasing needs of the pandemic. We aim to grow with different investments and product range in the sector, which we have started with mask production.



TEXTILE GROUP AT GLOBAL



*The rate of growth in employment compared with baseline year 2018.

50 MILLION PER YEAR IN 2025

In terms of Production Capacity, We Will Become Europe's Largest Manufacturer Attaching Importance to Sustainability.



TURKEY



ERGENE

TOTAL CAPACITY
600.000 PCS/MONTH

TOTAL INDOOR AREA
13.500 m²

OPERATION
WASHING AND R&D
CENTER

**TOTAL NUMBER OF
EMPLOYEES**
437



siLIVRI

TOTAL CAPACITY
350.000 PCS/MONTH

TOTAL INDOOR AREA
22.000 m²

OPERATION
CUTTING - SEWING - PACKAGING -
EMBROIDERY - PRINTING

**TOTAL NUMBER OF
EMPLOYEES**
1.057



İSTANBUL / HQ

TOTAL CAPACITY
450.000 PCS/MONTH

TOTAL INDOOR AREA
19.000 m²

OPERATION
MANAGEMENT - SALES - MARKETING -
DESIGN - FINANCE - HR&SUSTAINABILITY -
PURCHASING -
SUBCONTRACTING
MANUFACTURING AND
ORGANIZATION

**TOTAL NUMBER OF
EMPLOYEES**
280



BOLU

TOTAL CAPACITY
200.000 PCS/MONTH

TOTAL INDOOR AREA
20.000 m²

OPERATION
CUTTING - SEWING - PACKAGING -
WASHING - EMBROIDERY - PRINTING

**TOTAL NUMBER OF
EMPLOYEES**
1.010

SERBIA



KRALJEVO

TOTAL CAPACITY
150.000 PCS/MONTH

TARGETED PRODUCTION CAPACITY
600.000 PCS/MONTH

TOTAL INDOOR AREA
30.000 m²

OPERATION
CUTTING - SEWING - PACKAGING -
WASHING - EMBROIDERY - PRINTING

**TOTAL NUMBER OF
EMPLOYEES**
685

TARGETED NUMBER OF EMPLOYEES
2.500

EGYPT



CAIRO / AL OBOUR

TOTAL CAPACITY
1.000.000 PCS/MONTH

TOTAL INDOOR AREA
33.500 m²

OPERATION
CUTTING - SEWING - PACKAGING -
WASHING - EMBROIDERY - PRINTING

**TOTAL NUMBER
OF EMPLOYEES**
3.748

ALGERIA



RELIZANE/ SIDI KHETTAB

YARN PRODUCTION CAPACITY
36.000 TONNES/YEAR

FABRIC PRODUCTION CAPACITY

DENIM & NON-DENIM PRODUCTION
48.000.000 METERS/YEAR

SHIRT PRODUCTION
6.000.000 METERS/YEAR

KNITTED FABRIC PRODUCTION
5.500 TON/YIL

TARGETED GARMENT PRODUCTION CAPACITY

DENIM & NON-DENIM
12.000.000 PCS/YEAR

SHIRT
6.000.000 PCS/YEAR

KNITTED
12.000.000 PCS/YEAR

TOTAL INDOOR AREA
330.000 m²

OPERATION
YARN - WEAVING AND KNITTING -
FABRIC PRODUCTION - CUTTING -
SEWING - PACKAGING - WASHING -
EMBROIDERY - PRINTING

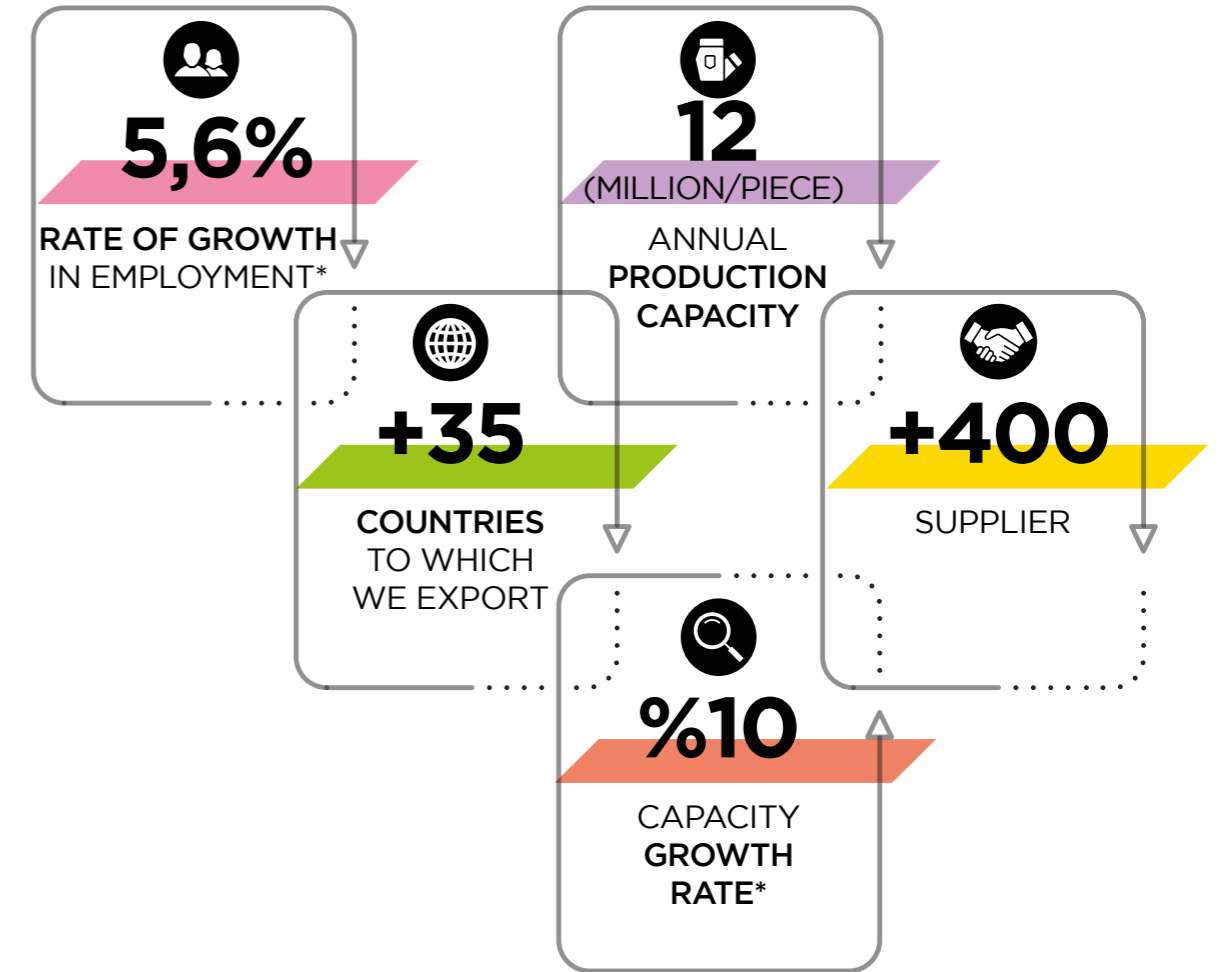
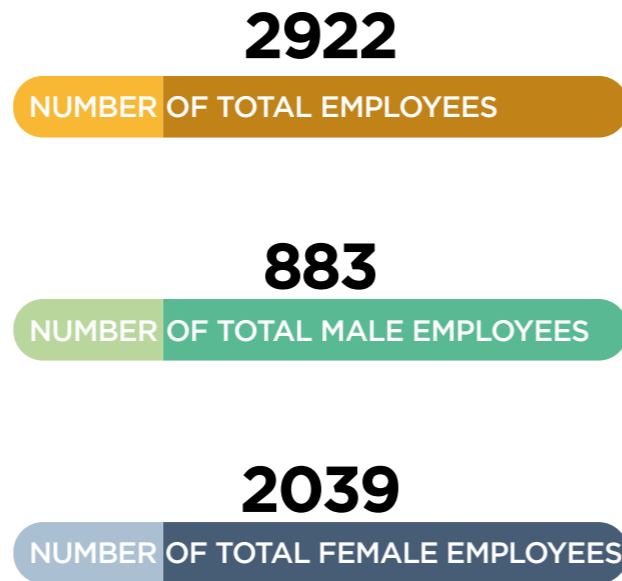
**TOTAL NUMBER OF
EMPLOYEES**
2.852

**TARGETED NUMBER OF
EMPLOYEES**
10.000

We, as Taypa, have placed sustainability requirements at the core of all our activities, while taking firm steps towards becoming a global player in the textile industry in terms of our production facilities and our export regions.

In our fourth sustainability report, we share our environmental, social and management performance with all our stakeholders in accordance with the requirements of the international GRI Sustainability Reporting Standards.

As a ready-made clothing manufacturer and exporter operating in Turkey, Serbia, Egypt and Algeria, Taypa carries out design, product development and production activities and manufactures denim and non-denim pants, shorts, skirts, dresses, coats and jackets for women and men for the world's leading denim brands.

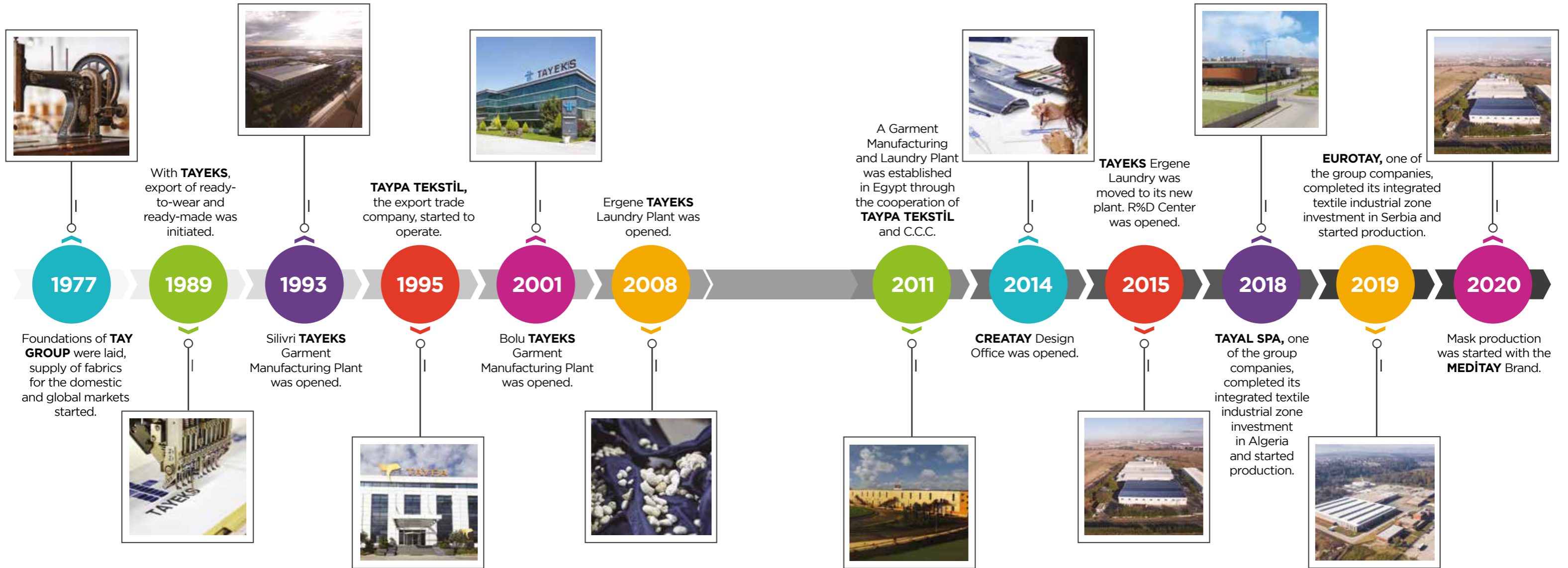


*Growth rates compared with baseline year 2018.

**These data were calculated and reported with SAP and Uyumsoft ERP Program.

TAYPA: FROM THE PAST TO THE PRESENT

43 PRODUCTION
EXPERIENCE OF
YEARS



WE WERE GRANTED WITH THE **PLATINUM REWARD** BASED ON RANKING 6TH AT **IHKIB***

WE RANKED **441TH** IN **ISO 500.**

WE WERE RANKED **161ST** (PREVIOUSLY 172ND) IN THE **TOP 1000 EXPORTERS LIST**

Self-assessment and verification studies under the “**Social and Labour Convergence Programme (SLCP)**” was completed at our Bolu Factory.

ISO 50001 Energy Management System Certificate was received.

OCS (Organic Content Standard) and RCS (Recycle Claim Standard) Certificates were received.

Investment in **Mask Manufacturing Plant.**

Investment Decision was Made for **Wastewater Recycling Project** in Ergene.

Investment Decision was Made for **1.7 MW Solar Energy Plant** in Ergene.

* Data of 2019.

122 EXTERNAL AUDITS

TAYPA

93 INTERNAL AUDITS



Governance
FROM TAYPA
TO THE FUTURE



OUR VISIONARY MISSION AND VALUES

- Our Visionary Mission
- Our Values

SUSTAINABILITY MANAGEMENT

- Sustainability Committee
- Prioritization Analysis

STAKEHOLDER RELATIONS

- Transparency and Traceability

BUSINESS ETHICS AND CODE OF CONDUCT

COMMUNICATION AND FEEDBACK POLICY

RISK AND OPPORTUNITY MANAGEMENT

CUSTOMER MANAGEMENT

- 5F Philosophy

SUPPLY CHAIN MANAGEMENT

- Supplier Grading System

DIGITAL TRANSFORMATION

- Taypa VOW (Voice of Workers) Application
- HR Mobile Application
- Document Management System (Digital Office)
- Creatay Digital Showroom
- Digitay Automation System (Artificial Intelligence)

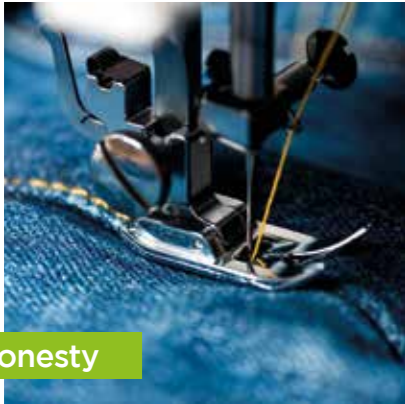


OUR VISIONARY MISSION AND VALUES

OUR VISIONARY MISSION

To be an innovative, agile, reliable and indispensable supplier of global clothing brands based on sustainability.

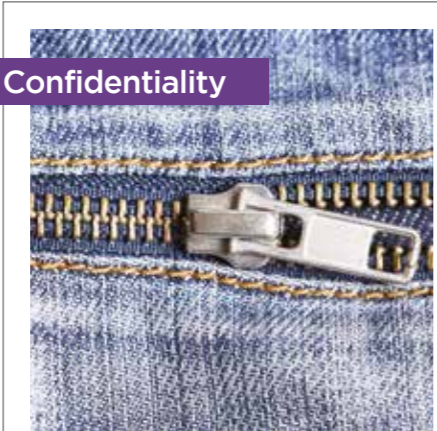
OUR VALUES



Honesty

Taypa aims to be a symbol of honesty towards its stakeholders, competitors, environment, society, public, and all parties with which it has business relations. Taypa employees believe that honesty constitutes the core values of our work, and that high moral values and honesty are the greatest virtues.

Taypa values the information about its partners, shareholders, employees, customers, suppliers, subcontractors, business partners and all stakeholders. Taypa employees take utmost care to protect that information.



Confidentiality



Positive Approach

Taypa sees a good side in every challenge that circumstances present and demonstrates a positive approach to overcoming challenges and achieving goals. Taypa employees believe that each challenge they have overcome will make them stronger.



Flexibility

The way to success for Taypa is through flexibility and being open to every thought. Flexible thinking and rapid adaptation abilities of Taypa employees allow them to be open to all ideas.

Taypa aims to be fair when performing its activities, and never discriminates among its employees, customers, subcontractors and suppliers based on factors, such as religion, language, race, color, gender, sexual orientation, age, nationality, sect, ethnicity, political or philosophical opinion, union membership, social class, marital status, family responsibilities, pregnancy, disability, HIV/AIDS status, physical structure, etc. and acts fairly and respectfully towards the environment, laws and all living creatures. It avoids short-term and individual or organization specific practices and aims to apply standard practices for all relevant parties.



Being Fair

SUSTAINABILITY MANAGEMENT

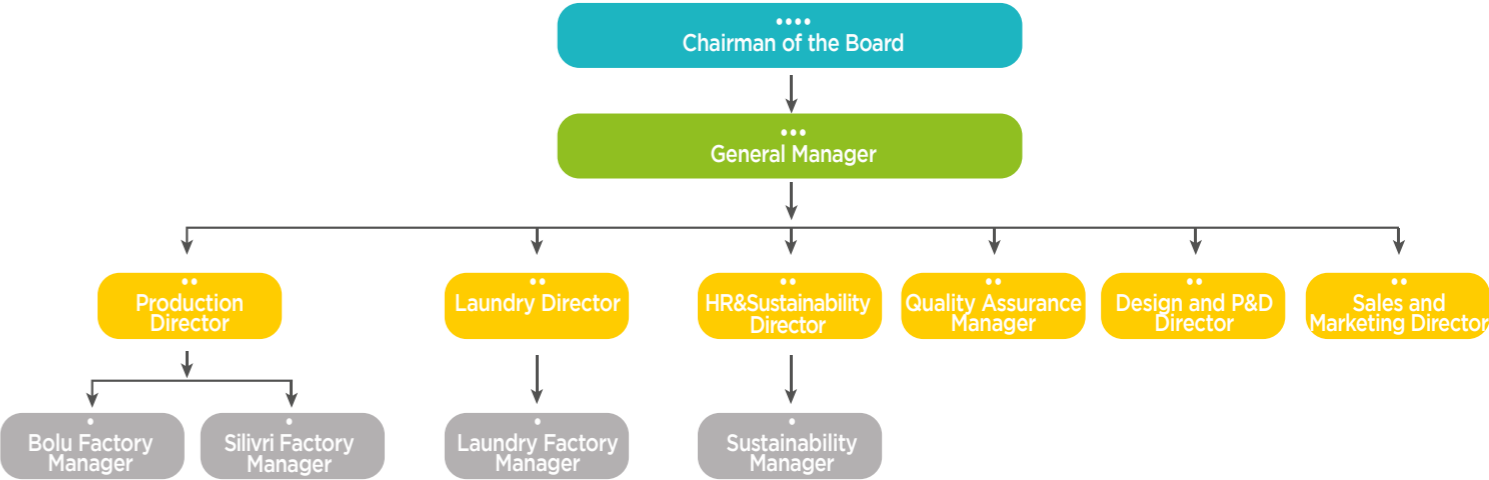


Taypa is on its way to being a pioneer company in the textile sector, not only with its product quality and production capacity but also with its sustainability practices. In this context, it has determined its sustainability strategy as **“investment in renewable, reusable and recyclable resource management and digital transformation”**, and accordingly, it set its 2022, 2025 and 2030 targets in line with its management principles.

Taypa’s sustainability goals, which are combined with United Nations Sustainable Development Goals (UN SDG), are intended to contribute to the development of our supply chain and demonstrate our level of progress with firm steps on the path determined by our customers in this regard.

A Sustainability Committee was established to monitor our sustainability performance effectively and to disseminate sustainability information within the organization. This committee has monitored the value produced by Taypa in the fields of environmental, social and corporate governance on a quarterly basis, and has determined its sustainability strategy and related targets in 2020.

SUSTAINABILITY COMMITTEE



SUSTAINABILITY MANAGEMENT

PRIORITIZATION ANALYSIS

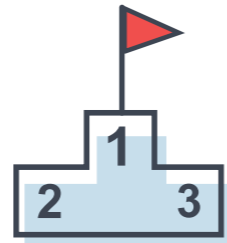
Taypa has made the steps of this journey more obvious by including prioritization analysis studies within the scope of sustainability studies. Studies for prioritization analysis started with a literature search on the sector, and accordingly, long topic lists have been developed. Synchronously, the Sustainability Committee has carried out broad stakeholder identification studies within the value chain. These two studies were combined with the questionnaires developed and we asked our primary stakeholders to rate the important topics we identified. We consolidated these evaluation results and completed our prioritization analysis. The topics were rated as very high priority, high priority, and priority.



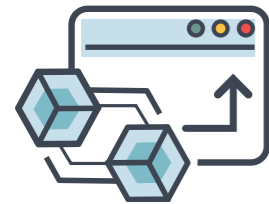
Sector and Literature Review



Identification of Expectations and Needs in the Value Chain



Senior Management Negotiations



Identification of Important Issues



Stakeholder Survey



Priority Issues

PRIORITIZATION ANALYSIS TABLE



STAKEHOLDER RELATIONS

Regular and effective communication with the stakeholders is the cornerstone of Taypa's approach to sustainability. Communication methods have been determined, especially for stakeholders with whom we have high interaction, including our employees, customers, suppliers and shareholders. Feedback, suggestions, and ideas obtained through these methods are actively used for the development of products and services, and the evaluation of Taypa's long-term strategies.

In 2020, we carried out various promotional, meeting, audit and information activities, either face-to-face or through the web due to the Pandemic, to understand the expectations of our customers, to implement our supplier management practices, to protect and improve our service and product quality.

Stakeholders	Communication Purpose / Subject	Frequency of Communication
Customers	Sustainability strategy	Once a year
	Sustainability performance	Once a year
	Reporting the developments in the company, industry and technology	Twice a year
	Evaluation of the performance of the company in the previous year	Once a year
	Announcing the novelties in the company with the bulletins published on the website	Continuously
	Announcing of the innovations about the company via newsletters and interviews which are published in Turkish and foreign publications	Continuously
	Reporting about the innovations and updates regarding the company and the products	Continuously
Employees	Communicating special collaborations and company updates with premium customers	Four times a year
	Tracking current and potential customers	Several times a year
	Priorities and performance	Once a year
	Sustainability performance	Once a year
	Announcing the important updates about the company	Several times a year
	Informing about the updates of the company	Continuously
	Communicating important developments	Upon request
Suppliers	Increasing the communication of the CEO and sharing the developments in Taypa with the employees	Continuously
	Transferring CEO messages to employees	Continuously
	Selecting the best projects and practices within the company	Once a year
	Evaluation of the performance of the company for the previous year and informing next year's goals and vision	Once a year
	Reporting the developments and news about the company and products	Continuously
	Discussing commercial matters	Continuously
	Audits	Several times a year
Shareholders	Reporting the developments and news about the company	Continuously
	Announcing monthly results	Twelve times a year
	Announcing annual results	Once a year
Local Communities and Governments	Informing shareholders who affirm to receive e-mails via e-mails	Several times a year
	Announcing important developments about the company	Continuously
Group Companies	Reporting the developments and news about the company and products	Several times a year
	Announcing important information	Continuously
Public and Regulatory Institutions/Organizations Non-Governmental Organizations	Announcing important information	Continuously
Media	Announcing important developments about the company through the media	Continuously
Financial Institutions	Announcing important information	Continuously

TRANSPARENCY AND TRACEABILITY

Taypa provides support to initiatives, non-governmental organizations and associations operating in the same field of activity. In this context, the associations, institutions, organizations and initiatives with which it cooperates or to which it is a member;

1 SOCIAL COMPLIANCE MANAGEMENT



Apart from our customers' social compliance audits, we regularly go through BSCI, Sedex, ICS audits and SLCP verification.

2 ENVIRONMENTAL MANAGEMENT



We measure our sustainability performance with the Higg Facility Environmental Module (FEM) and Higg Facility Social & Labor Module (FSLM) and share our verified results with our customers.

3 CHEMICAL MANAGEMENT



We have our wastewater tested twice a year with reference to ZDHC parameters and upload the results to ZDHC. We also report our chemical usage on ZDHC and Clean Chain platforms on a monthly basis.

4 RAW MATERIAL MANAGEMENT



We have Organic Content Standard (OCS), Recycled Claim Standard (RCS) and Global Recycled Standard (GRS) certificates and Better Cotton Initiative (BCI) membership, and we monitor the raw material we use from its source to the final product.

5 QUALITY MANAGEMENT



Our T&C factory in Egypt has WRAP Gold and ISO 9001 2015 certificates.

6 ASSOCIATIONS



BUSINESS ETHICS AND CODE OF CONDUCT

Adherence to the rules of business ethics and stance against corruption and bribery are among the cornerstones of our corporate culture. We hold our employees responsible for protecting our values and ethical principles and for acting in accordance with working principles.

Our rules and policies address the following issues: acting in compliance with business ethics, protection of all kinds of company assets and information, fight against bribery and corruption. Giving importance to ethical rules and ensuring the employees' compliance with these rules are among the primary responsibilities of all senior and middle level managers. Apart from our employees, our suppliers, one of our most important stakeholder group in our value chain, must fully comply with our rules and policies. In 2020, there has been no case incompatible with business ethics.



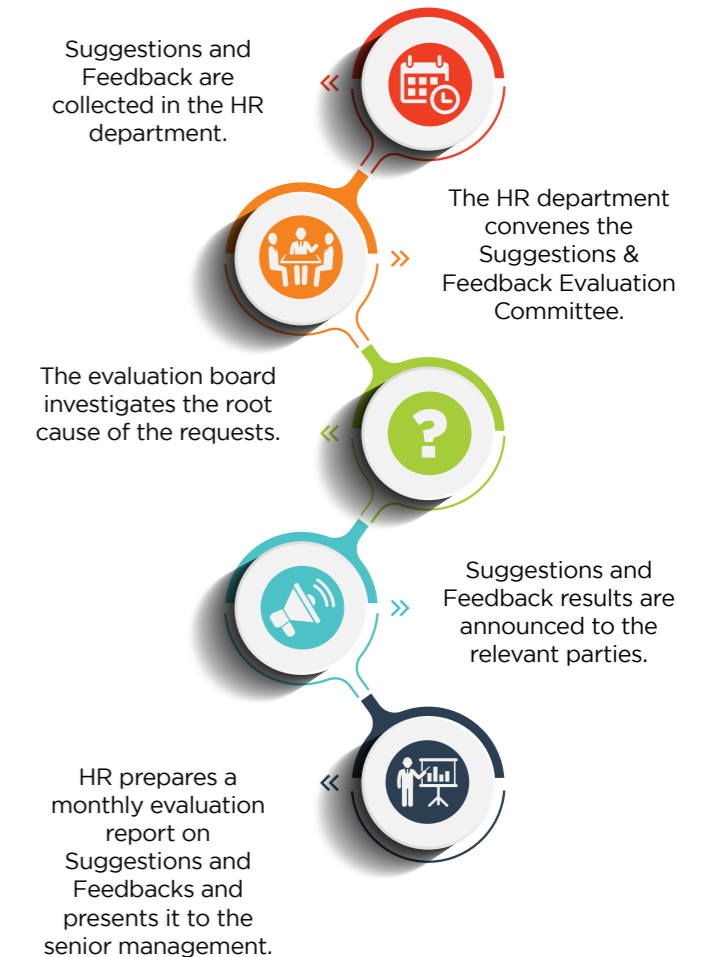
COMMUNICATION AND FEEDBACK POLICY

We avoid one-way communication and attach importance to mutual communication that will support engagement and reflect Taypa's strong communication network. Suggestions and feedback received from our stakeholders, including our employees, are analyzed and assessed to guide our internal processes.

COMMUNICATION METHODS



EVALUATION METHODS

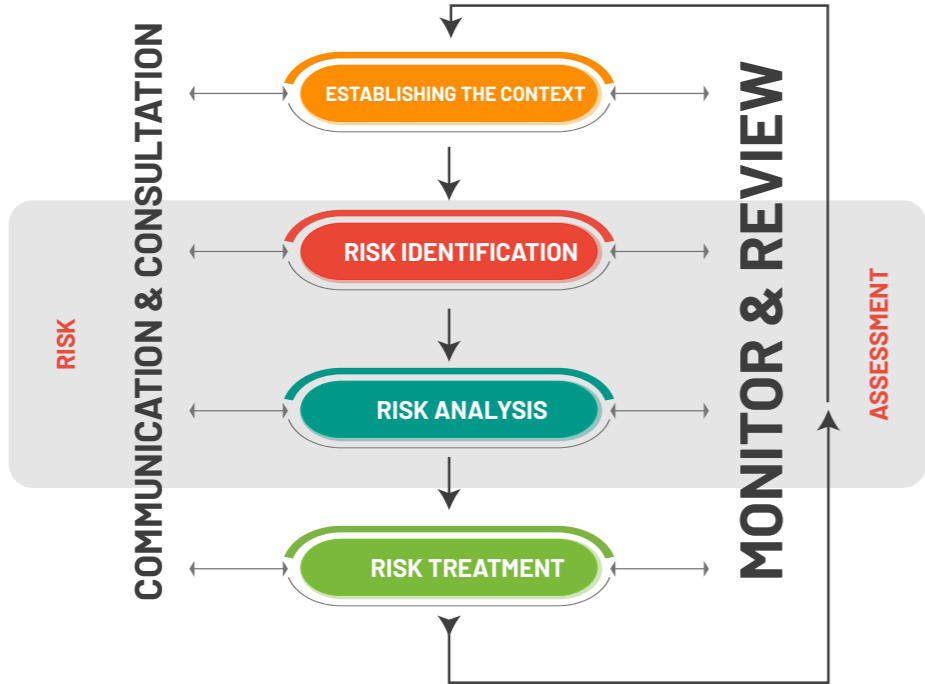


RISK AND OPPORTUNITY MANAGEMENT

Taypa carries out risk-based management practices, and risks are identified on a departmental basis. Risk is defined as situations and events that may adversely affect the achievement of strategic goals and objectives and short, medium and long-term performance. Once the importance and probabilities of all risks are determined, risks are classified based on their magnitudes.

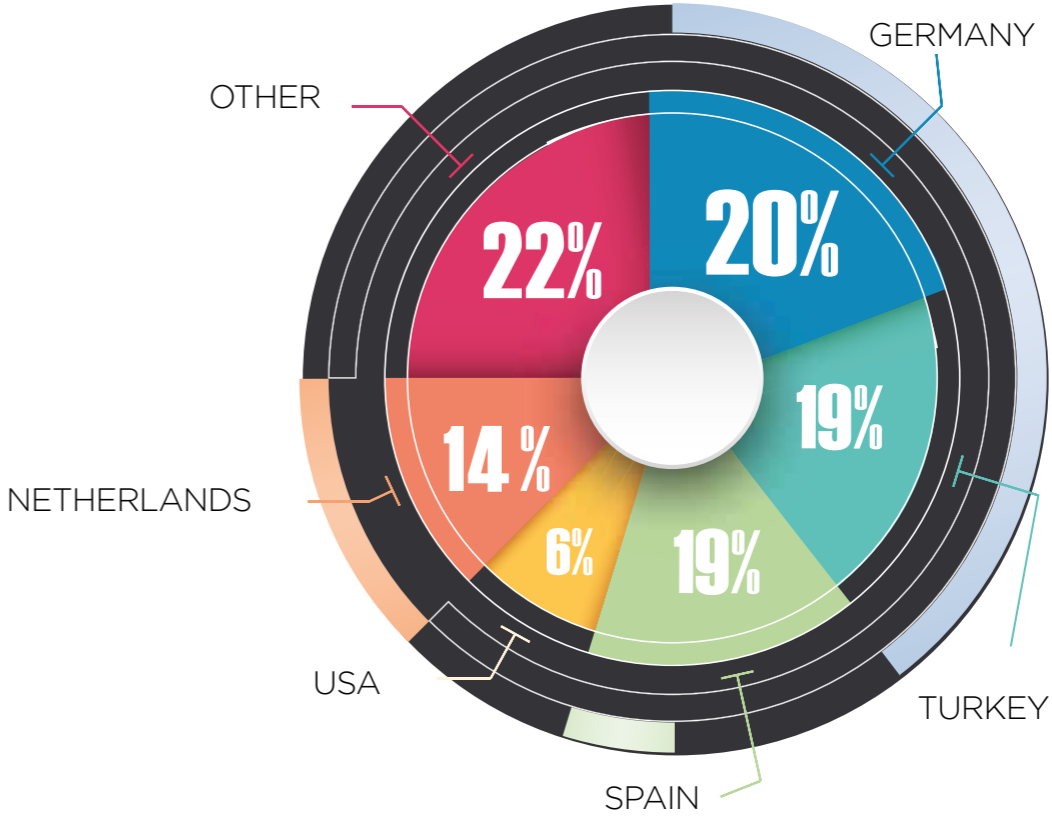
Then, actions to be taken and relevant costs for the management of these risks are determined and action plans are submitted to the board of directors for approval.

In 2020, the Covid-19 pandemic and its effects have been evaluated within the scope of risk management. Accordingly, risk tables have been updated and necessary actions have been taken. Apart from our measures and practices to mitigate the impact of pandemics on our activities, we saw an opportunity and decided to invest in a mask production facility. On this occasion, our group of companies aims to make new investments in the health sector.



CUSTOMER MANAGEMENT

Focusing on customer satisfaction and sustainability, Taypa adopts the principle of providing services beyond customer expectations based on its vision of being a fashion creator that is far beyond only following the fashion closely. Providing high quality, reliable and fast production and design services to the world's leading brands in 4 continents, Taypa has made it its mission to be the indispensable supplier of its customers.



*These data were calculated and reported with SAP ERP Program.

CUSTOMER MANAGEMENT

5 F PHILOSOPHY


All of our customers, whom we have been serving with superior quality as approved suppliers for years, are the world's leading brands in their field. The basis of this long-term cooperation is the 5F Philosophy, which we, as Taypa, have developed by closely following global trends, customer needs and expectations.




Focus: With the collaboration of all our departments we FOCUS on our work having in mind that each of our customer is special.



Fast: We are determined to produce the best at the FASTest pace.




Flexible: We offer FLEXIBLE design and garment range, FLEXIBLE production methods and supply chain align with the expectations of our customers.



Fashion: As a FASHION creator beyond following fashion closely, we offer our customers special designs that exceed their expectations.



Friendly: For a sustainable world, we prioritize environmentally and socially sensitive production, long-term FRIENDLY partnership with our stakeholders.



STAKEHOLDER OPINION

“
Taypa is a valuable business partner that produces according to world standards. We learned that they took one step further in their sustainability initiatives and started their life cycle assessment studies. Looking forward to seeing more projects.
”

“
We have their great support in our developments. They always have a solution-oriented approach to all our problems and challenges.
”

“
I have to express that Taypa is a pioneer in the sector and among its competitors. We follow their sustainability improvements very closely.
”

“
Taypa is making a great effort to be more sustainable in every aspect. I truly admire their great vision. While focusing on sustainability, product quality also maintains its importance. The future will bring us more permanent and "slow" fashion!
”

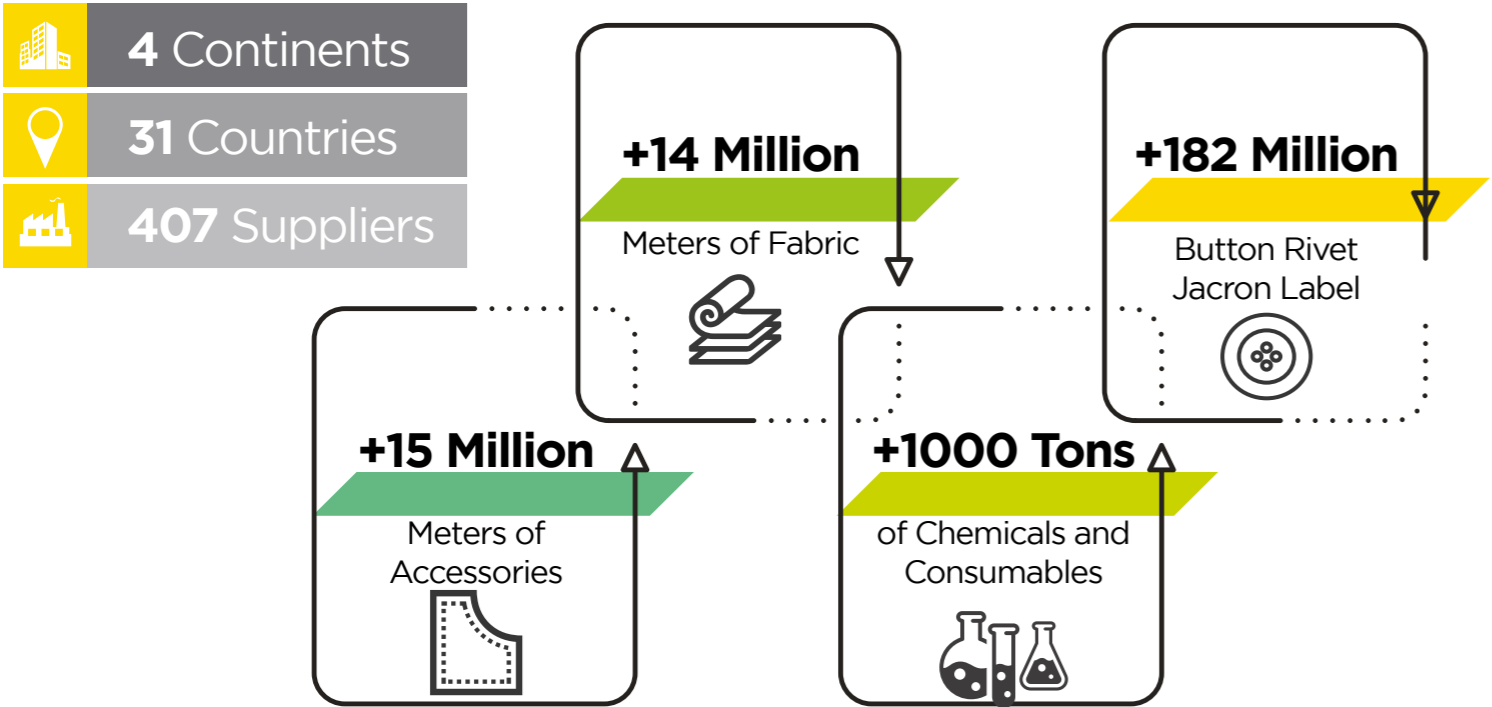
“
The content of the "Sustainability Report" you have published, and the fact that you have developed this report by getting feedbacks from your suppliers, set a great example among companies that prepare such reports.
”

“
I think that you have successfully followed new trends in the sector, and you have contributed by adding innovations to them.
”

SUPPLY CHAIN MANAGEMENT

Taypa carries out its activities with the awareness that sustainability practices should be disseminated across the entire value chain with a lifelong perspective.

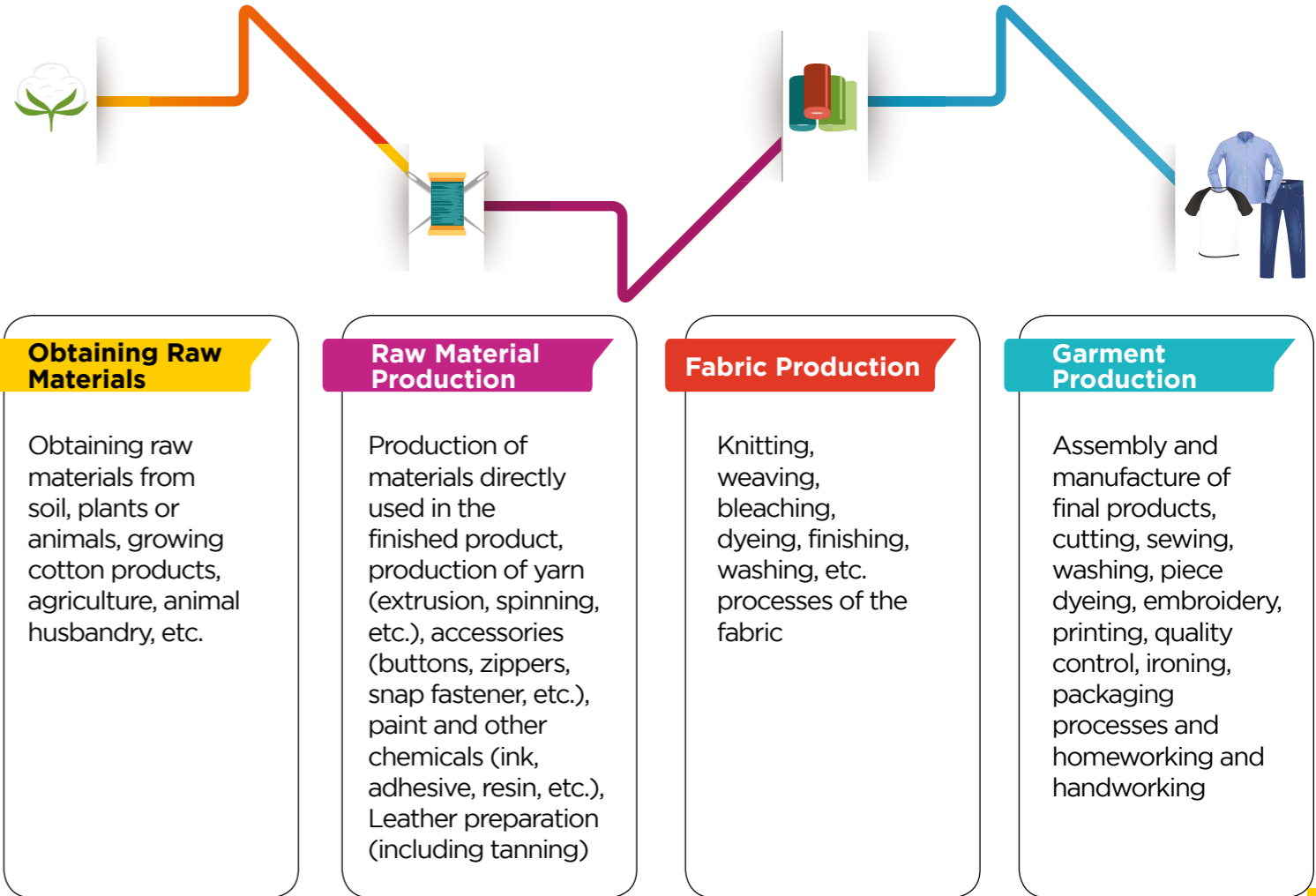
Taypa aims to be a global manufacturer and considers supply chain management as one of its most important activities. Taypa supplies raw materials (*fabric and accessories*), chemicals and consumables from dozens of countries in 4 continents, as well as production services from many cities in Turkey.



*These data were calculated and reported with SAP ERP Program.

SUPPLIER GRADING SYSTEM

Taypa acts with the awareness that the relationship it establishes with its suppliers, subcontractors and other business partners (*supply chain*) is important for its success and should be long-term and sustainable. Taypa classifies its suppliers in its entire value chain from the plant to product into four groups and aims to develop a separate sustainability policy for each group. Within the scope of our 2030 Targets, we aim to expand our environmental and social targets in our 4-stage supply chain, starting from garment production to obtaining raw materials.



DIGITAL TRANSFORMATION

Today, digitalization is one of the ways of transformation that increases the efficiency of institutions and enables them to catch up with the era. We are changing our traditional ways of doing business and fronting to faster and more effective methods.

TAYPA VOW (VOICE OF WORKERS) APPLICATION

With the Taypa VOW Application, which we launched in 2020, we encourage our employees to express their opinions explicitly. This application is an output of our approach to respecting people and ideas and enables employees to convey their opinions, suggestions, requests and feedback to the relevant persons via their smartphones without specifying their personal information, such as name, surname, telephone number, etc., within the framework of confidentiality rules.

Taypa VOW Application has been used in all our factories since the end of 2020 and we conducted an Employee Satisfaction Survey through this application.



HR MOBILE APP

As an institution that produces in different locations and has products spread throughout the world, we have developed the 'HR Mobile App' for situations where our employees are also mobile. This application allows all our employees to have instant access to company documents, announcements, training, applications and news whenever they need.

Employees can log in to the HR Mobile App with their personal user names and passwords, and they will be able to complete, either online or offline, training courses, surveys, exams, etc. assigned to them. Through the application, all employees will be able to communicate interactively with the relevant people, receive information, announcements and news about the company, and instantly access training documents or videos, company procedures or form they need from their smart devices with internet connection.

We believe that this project will support our flexible, uninterrupted and efficient internal communication processes, and we aim to complete the project in 2021.



DIGITAL TRANSFORMATION

DOCUMENT MANAGEMENT SYSTEM (DIGITAL OFFICE)

Our objectives in the Digital Office journey are:

- To minimize the use of paper and reduce the consumption of natural resources;
- To save time by reaching the desired information in a shorter time;
- To create a database by digitizing the data in the documents and transform them into processable data.

This application was started to be used in our Bolu and Silivri factories in 2020 and manufacturing files in these factories are now tracked on a completely digital platform. Our employees can access data quickly via tablets, and use of printers and paper has also decreased.

We aim to expand the Digital Office application in all of our production locations by the end of 2022 and to transfer all documents at our central departments to digital media by the end of 2025.



CREATAY DIGITAL SHOWROOM

In every project developed by Taypa, our primary target has been to mitigate the impact of developments on the use of resources.

At the beginning of 2020, we started to develop a project named “Creatay Digital Showroom” with our technology company “Digitay”, with an aim to ensure minimum time, minimum workforce, fast reaction and maximum efficiency.

We can introduce Creatay under three main headings.

3D Design Prototyping: With the 3D design program, we can design/create three-dimensional and realistic virtual products without producing a physical product and share them with our customers.

360° Photo Shooting: We take photos of our products at every 10° to create a 360° product photo and eliminate the need for physical product samples of our customers.

Digital Showroom: It is the portal/software where we showcase our 3D virtual products and 360° photos of our real products online.

Our customers can use their account and password information to log in to the Creatay Digital Showroom via an online web platform, and can view 360° photos of our products and make instant comments. In addition, we can create a “Virtual Showroom” for our customers who cannot physically visit our company, allowing them to take a glance at the showroom and see the products in a realistic way through their computers. These projects developed by Taypa with a customer-oriented approach minimized the labor and time required for the sample approval processes.



DIGITAL TRANSFORMATION

DIGITAY AUTOMATION SYSTEM (ARTIFICIAL INTELLIGENCE)

We benefit from digital transformation not only to better serve our customers and employees but also to increase our operational efficiency. Putting our automation system into use enables us to obtain more detailed data at our facilities.

Our goal is to make use of the Digitay Automation System within the enterprise, to employ the appropriate personnel on the appropriate machine and in the operation where they have the highest performance.

We also aim to minimize time losses and maximize factory performance by making assignments for operation-personnel-machine constraints.





Value to Stakeholders
FROM TAYPA
TO THE FUTURE



EMPLOYEES

- Women's Empowerment
- Employee Engagement and Motivation Survey
- Training and Development

SOCIETY

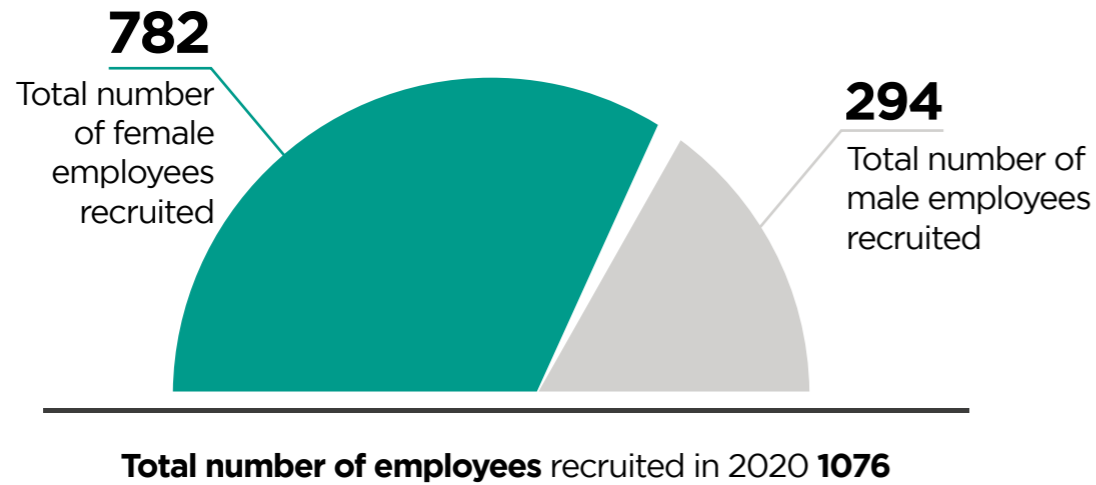


EMPLOYEES

At Taypa, we have almost 3,000 employees, and they have a hand in every product we offer. We know the importance of focusing on their needs and expectations, and we use the power of digital platforms to increase employee satisfaction by establishing an effective communication with them.

We use an ERP software for human resources processes, to perform various transactions digitally, including requests for payroll access, training, leave, advance, expense and administrative purchase. Evaluations for employee probation periods and performance evaluation processes are also carried out online through this software.

With the Taypa HR Mobile App project, which is accessible to all employees from their mobile phones, it is aimed to digitalize various processes, including online training courses, announcements and notifications, employee satisfaction surveys, suggestions and feedback.



Number of Female Employees

2029

Rate of Female Employees

70 %

Number of Female Managers

12

Rate of Female Managers

38 %

EMPOWERMENT OF WOMEN

The textile industry in which we operate is a women-dominated sector in terms of both production and consumption. At Taypa, it is among our priorities to economically empower our female employees and increase their level of knowledge and skills. In this context, we provide the same opportunities for male and female employees at the workplace as well as aim to increase the number of female managers.

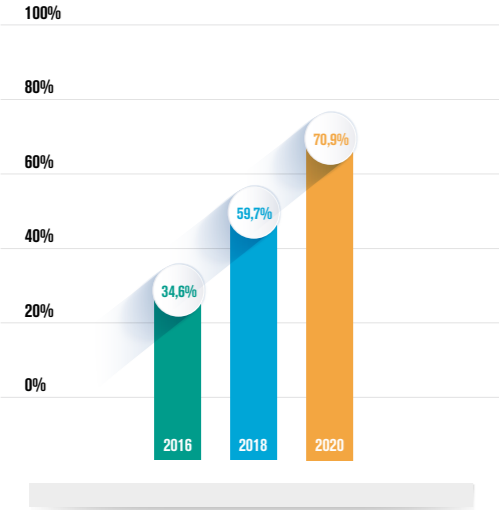


EMPLOYEES

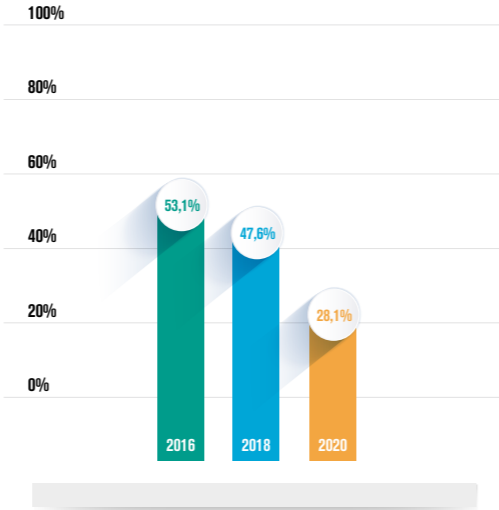
EMPLOYEE ENGAGEMENT AND MOTIVATION SURVEY

Taypa prioritizes the engagement, motivation and satisfaction of its employees in its human resources practices. To this end, it has been conducting a regular Employee Engagement and Motivation research for the last five years. We broke a new ground by conducting the 2020 Employee Engagement and Motivation research on the VOW system, which can be downloaded by scanning a QR code from their smart devices, so that employees can answer digitally. As a result of the activities and practices carried out to ensure the engagement and motivation of our employees, both the participation rate and the motivation and satisfaction rates were improved in 2020.

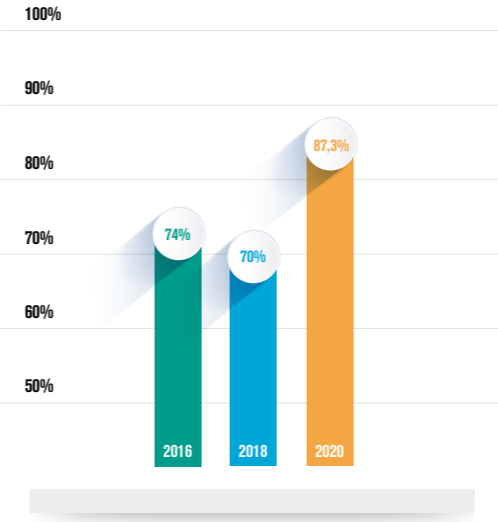
RETENTION RATE



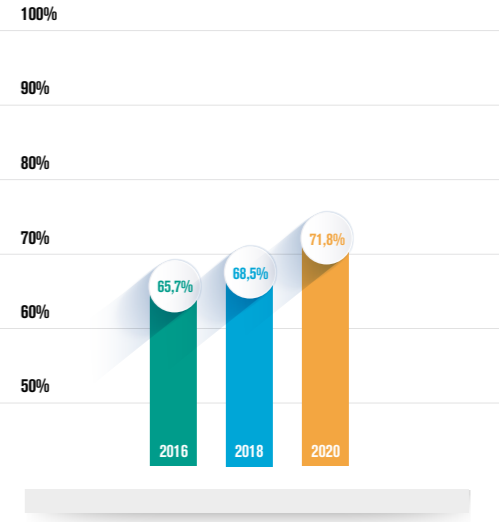
TURNOVER RATE



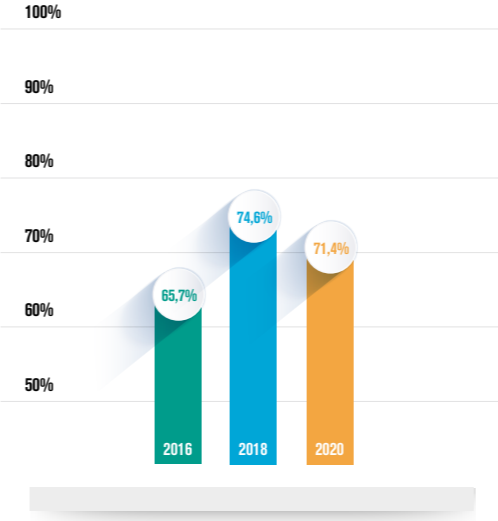
SURVEY PARTICIPATION RATE



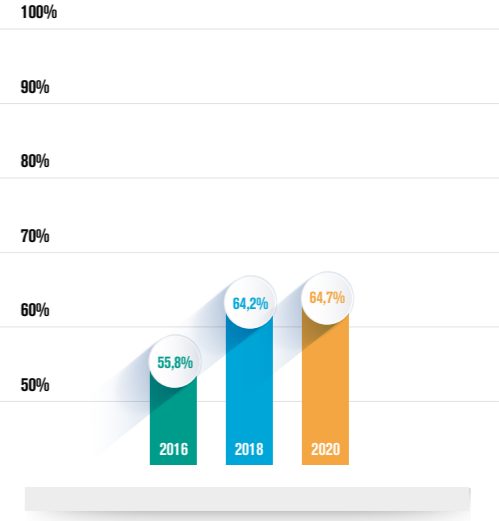
MOTIVATION



ENGAGEMENT



SATISFACTION



EMPLOYEES

TRAINING AND DEVELOPMENT

Taypa regularly supports the professional, technical, personal and managerial development and progress of its employees with training programs planned every year. Although the training activities, which were accelerated since the beginning of 2020, have been interrupted due to the challenging conditions of the pandemic, the awareness of employees about living with the pandemic has been raised through pandemic and infectious diseases trainings as well as through on-site and rapid measures taken. Furthermore, vocational and technical training programs were delivered to nearly 700 newly-hired employees to ensure their induction training.

Taypa is leading a transformation in its sector by establishing **Taypa Academy** to prepare its employees for the future.



OCCUPATIONAL HEALTH AND SAFETY TRAINING
1.135 HOURS



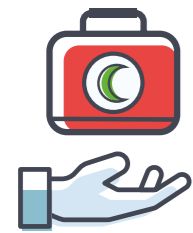
PERSONAL AND MANAGEMENT DEVELOPMENT TRAINING
750 HOURS



VOCATIONAL AND TECHNICAL TRAINING
21.835 HOURS



ORIENTATION AND ON-THE-JOB TRAINING
5.715 HOURS



FIRST AID TRAINING
600 HOURS



COVID-19 CONTAGIOUS DISEASES TRAINING
2.800 HOURS



ENVIRONMENT TRAINING
665 HOURS

TOTAL
33.500
HOURS

*These data were calculated and reported with Uyumsoft ERP Program.

SOCIETY

Taypa carries out all its activities within the framework of respect for the values and culture of the society it is in, allowing it to achieve success throughout world. With the principle of sensitivity, the cornerstone of these studies, it provided support to the most needed areas all over the world in 2020, including distribution of masks, which is needed heavily due to the pandemic. Since the beginning of the pandemic, we have donated millions of masks, and we are still continuing to donate many more.

- Support to Victims of Elazığ Earthquake
- Mask Donation to Ministry of Health
- Support to the Food Aid Campaign of the Governorship of Istanbul to the elderly over 65 and chronic patients
- Stationery Support for Children of Employees
- Ramadan Food Parcel Support for Employees
- We support afforestation activities by donating saplings on behalf of the newly born children of our employees, through the campaign we run with the Tema Foundation, whose primary goal is to combat erosion.



ENERGY MANAGEMENT AND EMISSION

- Renewable Energy Project
- Led Lighting Conversion Project
- Economizer Project
- Central Laser Cooling System
- Hot Steam Reuse Project
- Evaporative Cooling Project

WATER MANAGEMENT

- Wastewater Recycling Project
- Stone Enzyme Project
- Laser Technology
- Drop Washing Technology
- New Generation Washing Machines
- Ozone Technology

CHEMICAL MANAGEMENT

- Chemical Management System
- Auto - Dosing

WASTE MANAGEMENT

LCA (Life Cycle Assessment)

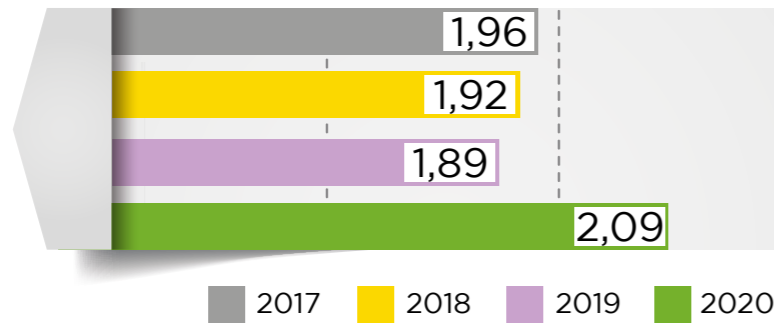


ENERGY MANAGEMENT AND EMISSIONS

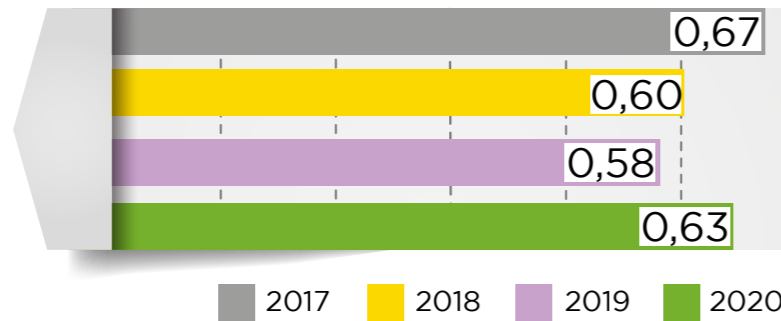
Countries, business world and all people should act in cooperation against the climate crisis that underlies the increasing awareness of sustainability. At Taypa, we aim to further strengthen our energy and emission management activities within the scope of combating climate change. We turn towards renewable energy sources and reduce our emissions. We continue our studies on potential effects of new laws and regulations (Climate Law, Green Deal, etc.) that may be enacted both in Turkey and in the European Union, with which we have intense commercial relations.

ENERGY CONSUMPTION PER PRODUCT

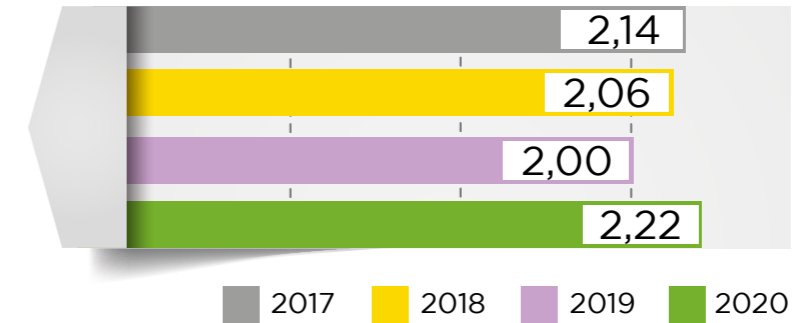
ELECTRICITY (KWH)



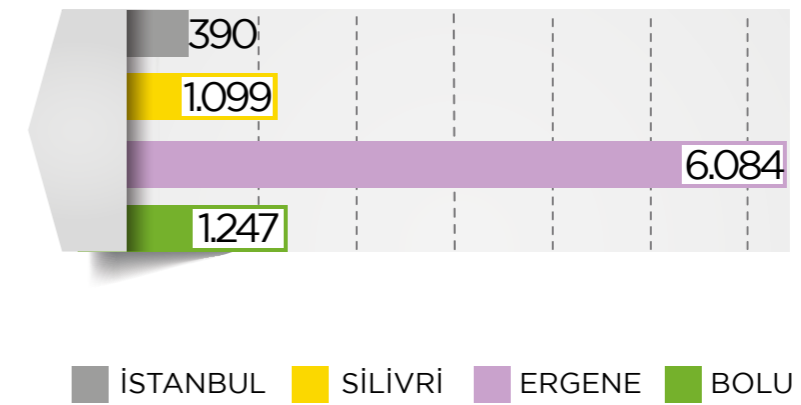
NATURAL GAS (SM³)



CARBON EMISSIONS PER PRODUCT (KG)



2020 TOTAL EMISSIONS (TONNE)



* In 2020, a slight increase was observed in energy consumption per product due to the negative impact of order and production numbers during the pandemic process.

** Calculation is based on the energy consumption and production numbers of our own factories in Turkey.

* In 2020, a slight increase was observed in carbon emissions per product due to the negative impact of order and production numbers during the pandemic process.

** Calculated and reported based on the Higg FEM data which was verified by independent audit firms.

ENERGY MANAGEMENT AND EMISSIONS

RENEWABLE ENERGY PROJECT

In 2020, we supplied 50% of the electricity we purchased from renewable sources.

With the Renewable Energy project, we will generate **42%** of our total electricity consumption from solar energy, with a total of **4453** solar panels to be placed on the roof of our Erge Factory. We aim to complete our project by September 2021 and generate and use **2,400,000** kWh of renewable energy annually.

Besides solar energy that we obtain, we aim to supply **100%** of the electricity we purchase for all our factories from the International REC Standard (IREC) certified renewable energy sources.



LED LIGHTING CONVERSION PROJECT

The lighting system of 75.000 square meters of our factory's indoor area was converted to LED.

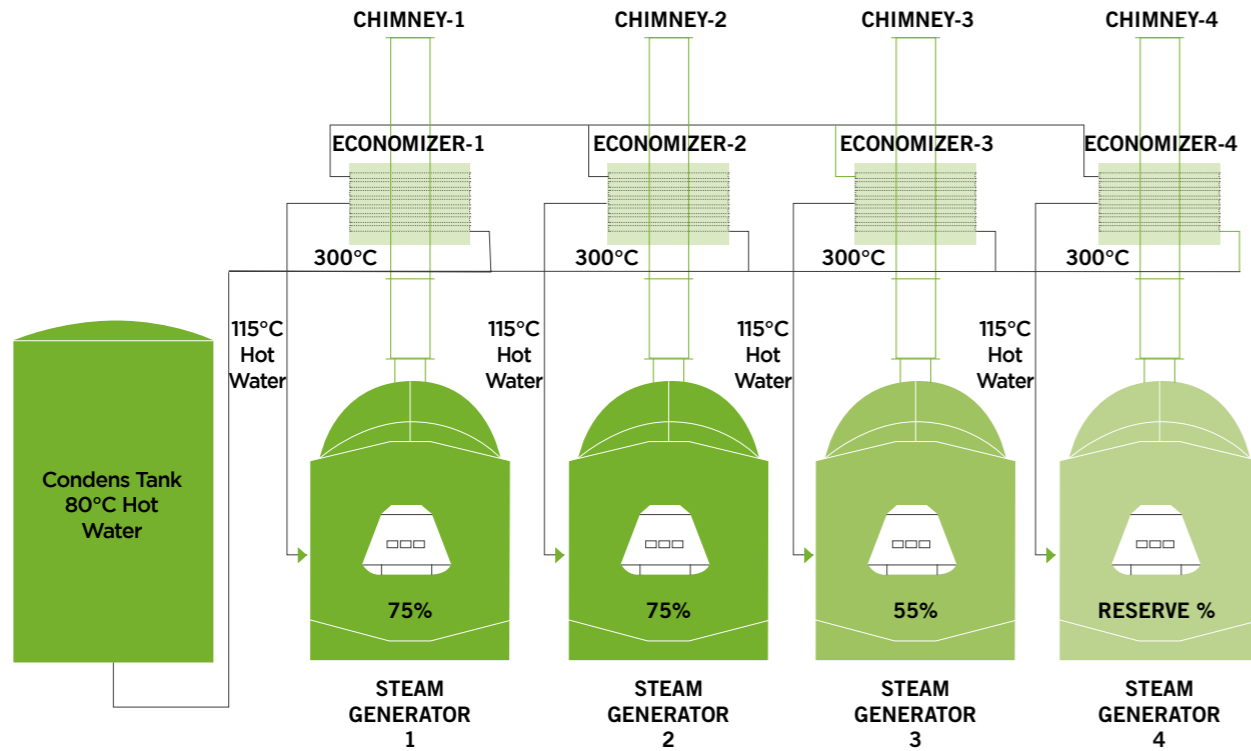


In 2021, we are planning to transform non-production areas into LED lighting systems with sensors.

ENERGY MANAGEMENT AND EMISSIONS

ECONOMIZER PROJECT

With the Economizer Project, which we have applied for Productivity Increasing Project (VAP) approval in 2020, we aim to save on natural gas use by using the inert heat of the steam generator chimneys, which was previously given to the outside, for heating the washing process water. We plan to implement the project in our Ergene Factory in 2021 after the necessary approvals from the Ministry of Energy and Natural Resources are completed.

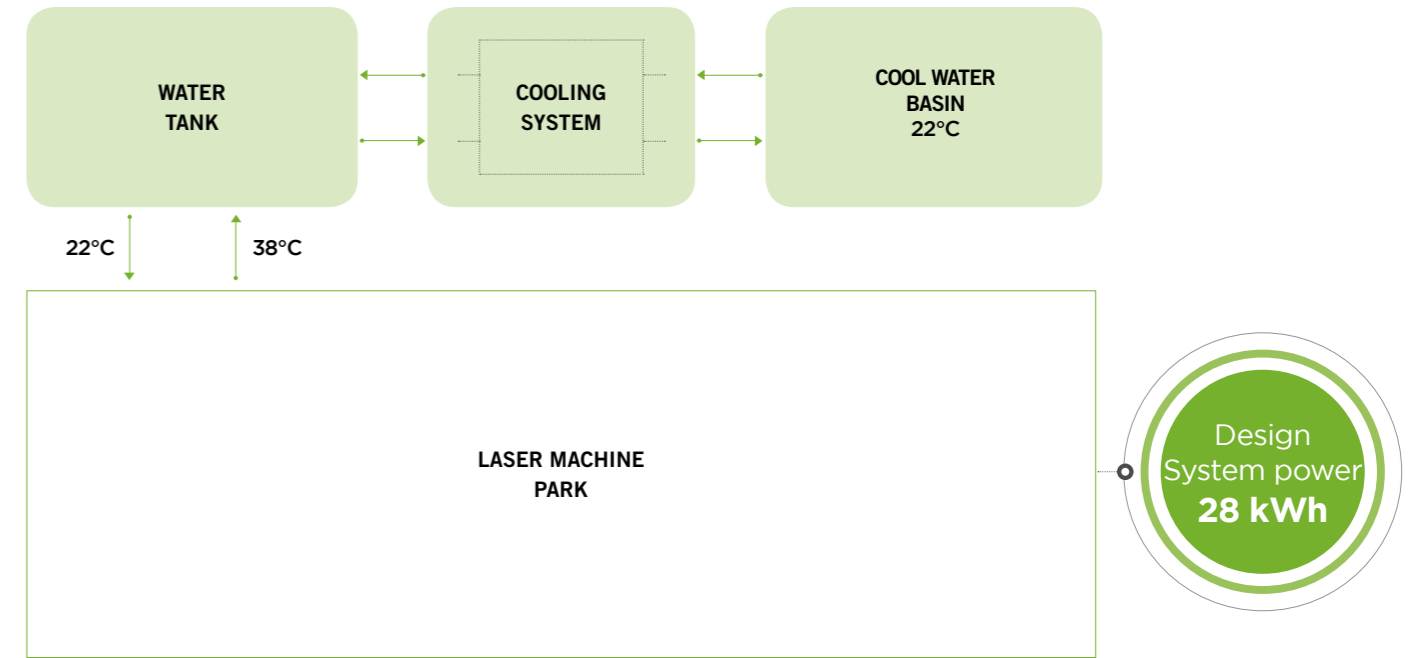


With the Economizer Project, which we will activate in 2020, we aim to achieve an annual natural gas saving of

286.000
cube meters (11%).

CENTRAL LASER COOLING SYSTEM

Total electricity consumption of the water-cooling system of Laser Machines is 177 kWh.



By developing a circular system between the current piping system and central laser cooling system we reduce electricity consumption from

160 kWh to 26 kWh



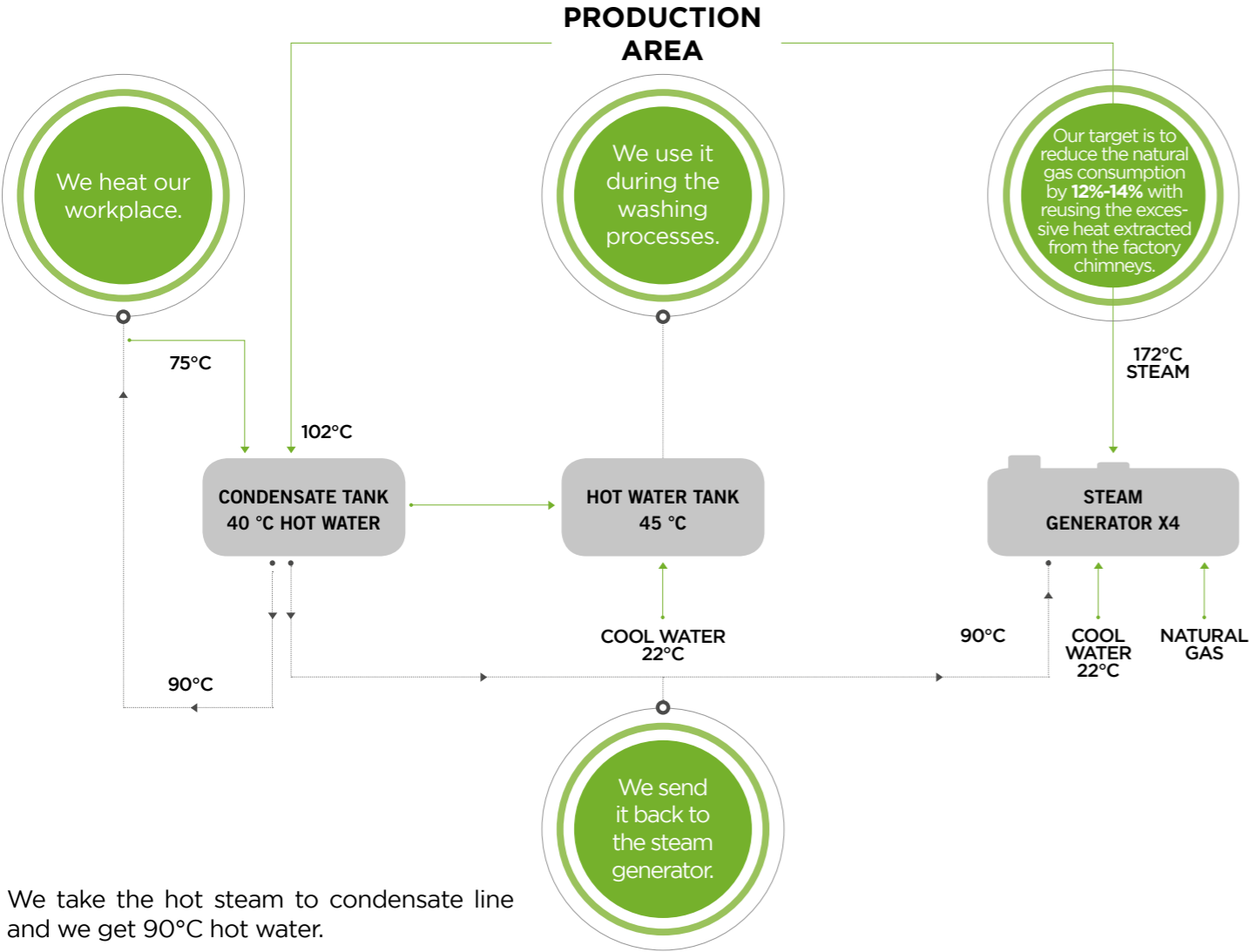
and we achieve an electricity saving of **%84**

*This project is the finalist at Sustainable Business Awards 2019 in Sustainable Innovation category.

ENERGY MANAGEMENT AND EMISSIONS

HOT STEAM REUSE PROJECT

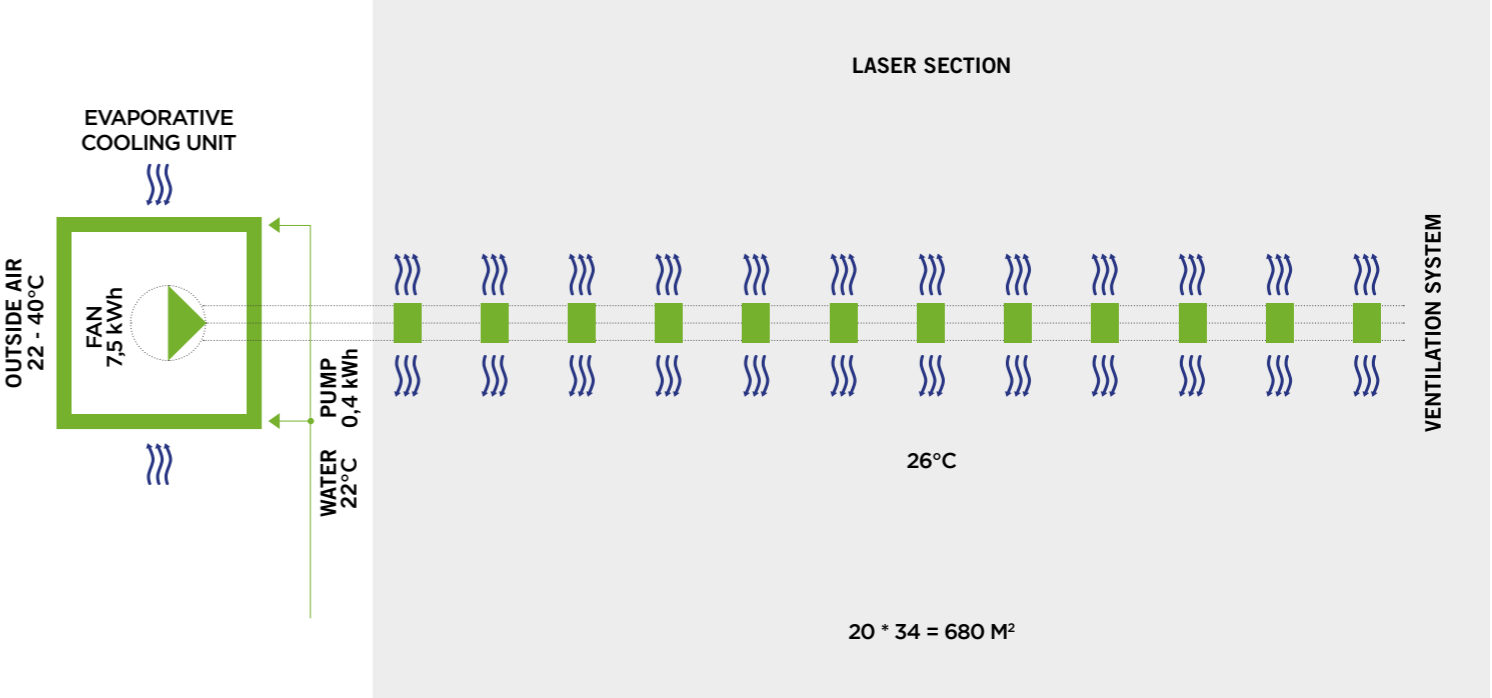
Instead of letting the steam used during the drying process out, we collect it in the steam tank and re-use it during the washing process, heating of the workplace and generation of steam over again in order to achieve energy efficiency and energy savings.



We take the hot steam to condensate line and we get 90°C hot water.

EVAPORATIVE COOLING PROJECT

By the help of the evaporative cooling project, we chill the hot air in the environment through the utility water during the summer period and we keep the temperature of the laser section at the required level; in this manner, we save the electricity, which was supposed to chill the laser section through air-conditioners.

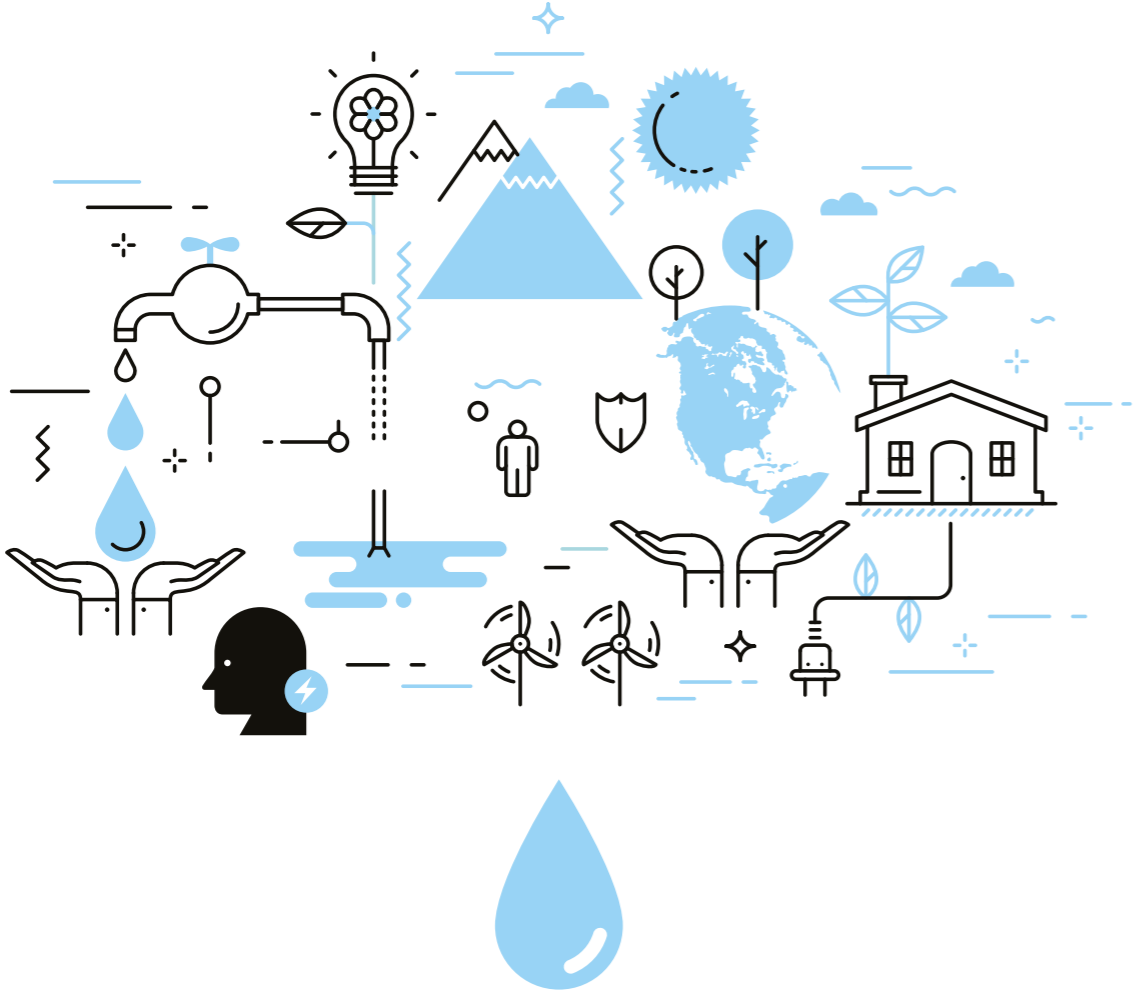


Through the Evaporative Cooling System Project,



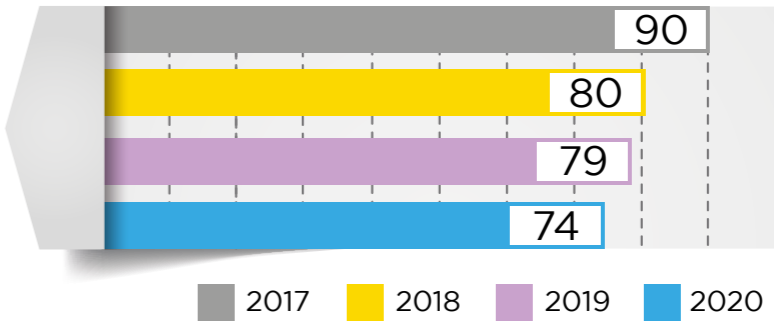
we achieve electricity saving by **%82**

WATER MANAGEMENT

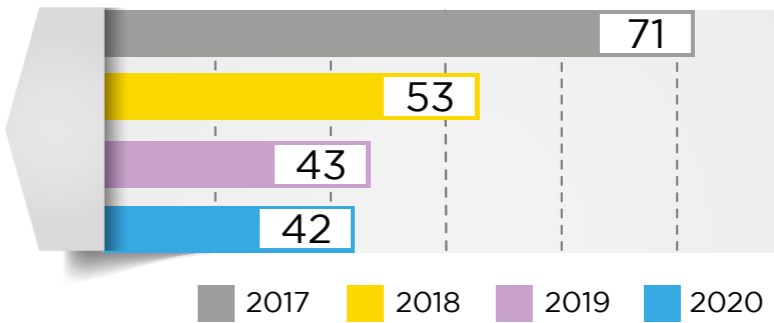


One of the most important environmental impacts of our industry is related to water consumption and water resources. We, as Taypa, have been investing in technologies that reduce water consumption in our washing activities for years. We aim to manage our water inventory to reduce the loss and leakage in the plant as well as our consumption.

WATER CONSUMPTION PER PRODUCT (LT)



WATER CONSUMPTION PER PRODUCT IN THE LAUNDRY PROCESS (LT)



*Calculation is based on the water consumption and production numbers of our own factories in Turkey.

WATER MANAGEMENT

WASTEWATER RECYCLING PROJECT

The wastewater recycling project will allow us to reuse 55% of our total wastewater capacity by means of ultrafiltration and reverse osmosis technologies.



When the project is completed by August 2021



We aim to reduce the use of clean water by **180.000 m³** annually.

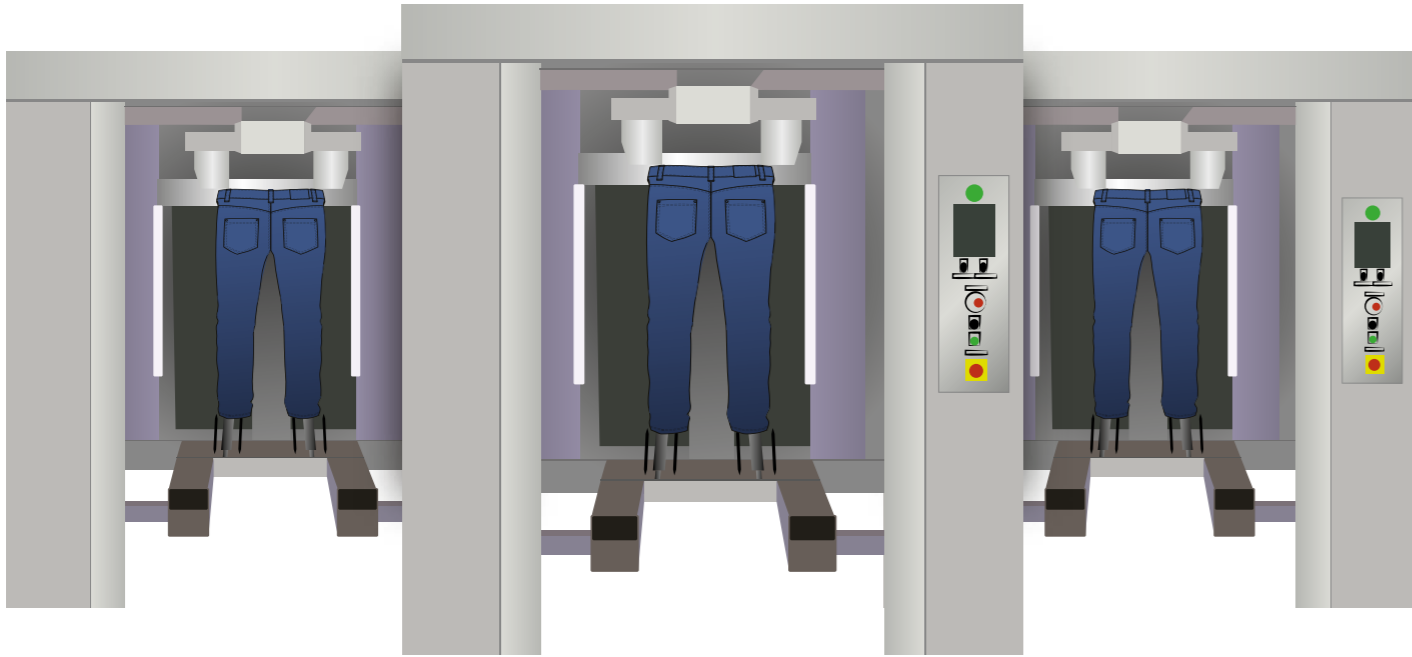
STONE ENZYME PROJECT

With the Stone Enzyme Project, we completely remove the pumice stone, which is used to give the product a stone effect, from the washing process. Instead of pumice stone, which causes consumption of natural resources, we now use environmentally friendly stone enzyme. With this project, we aim to reduce the treatment waste generated in the wastewater plant as we will not use pumice stone in the stone washing process and to reduce our total water consumption as we will not use water in enzyme washing.



WATER MANAGEMENT

LASER TECHNOLOGY



We used the Laser Technology and saved **20.000 tons** of water in 2020.



We increased the rate of laser use in the dry process to over **90%**

DROP WASHING TECHNOLOGY

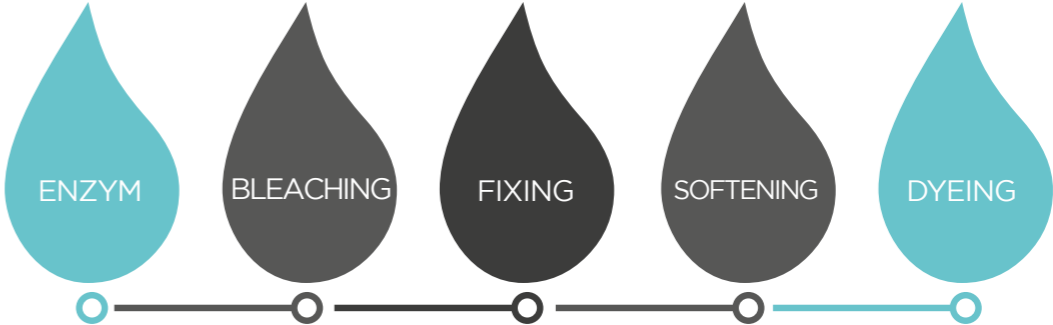
With the Drop Washing Technology,

we have saved more than **5.000 tons** of water in 2020.

With the Drop Washing Technology at our Ergene Washing Factory, 1 product is washed with **1 glass of water.**



Washing variety has been increased through Drop Technology in our Ergene washing facility.

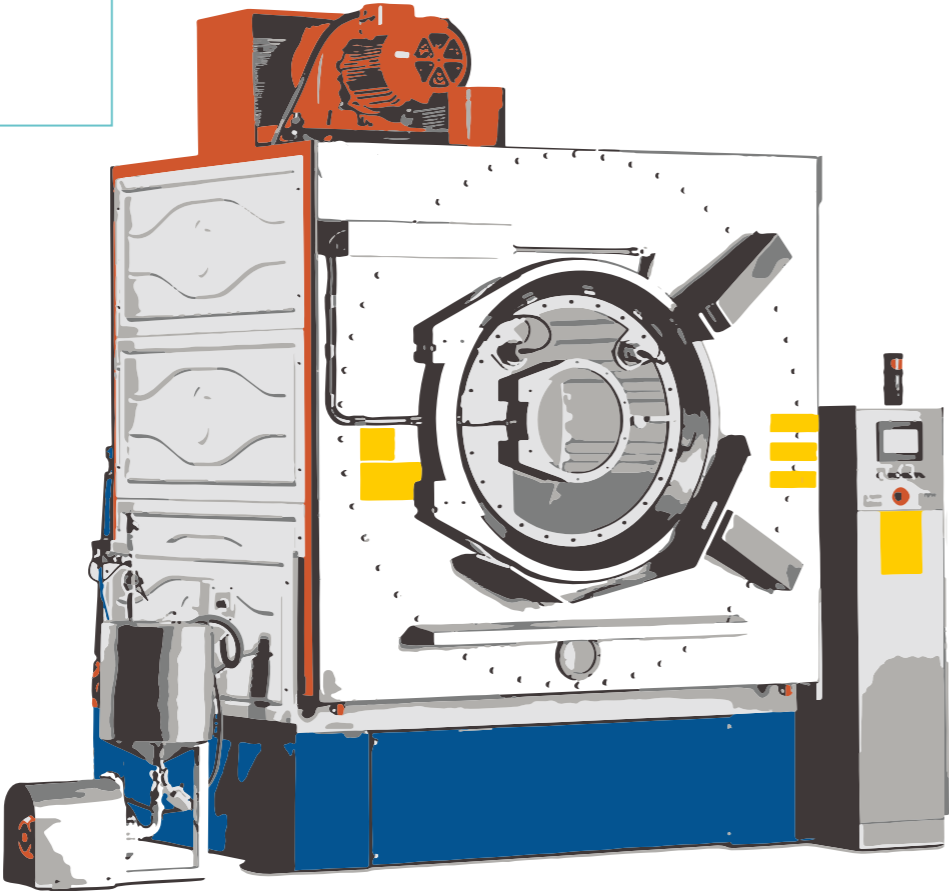


WATER MANAGEMENT

NEW GENERATION WASHING MACHINES

By increasing the number of New Generation Washing Machines,

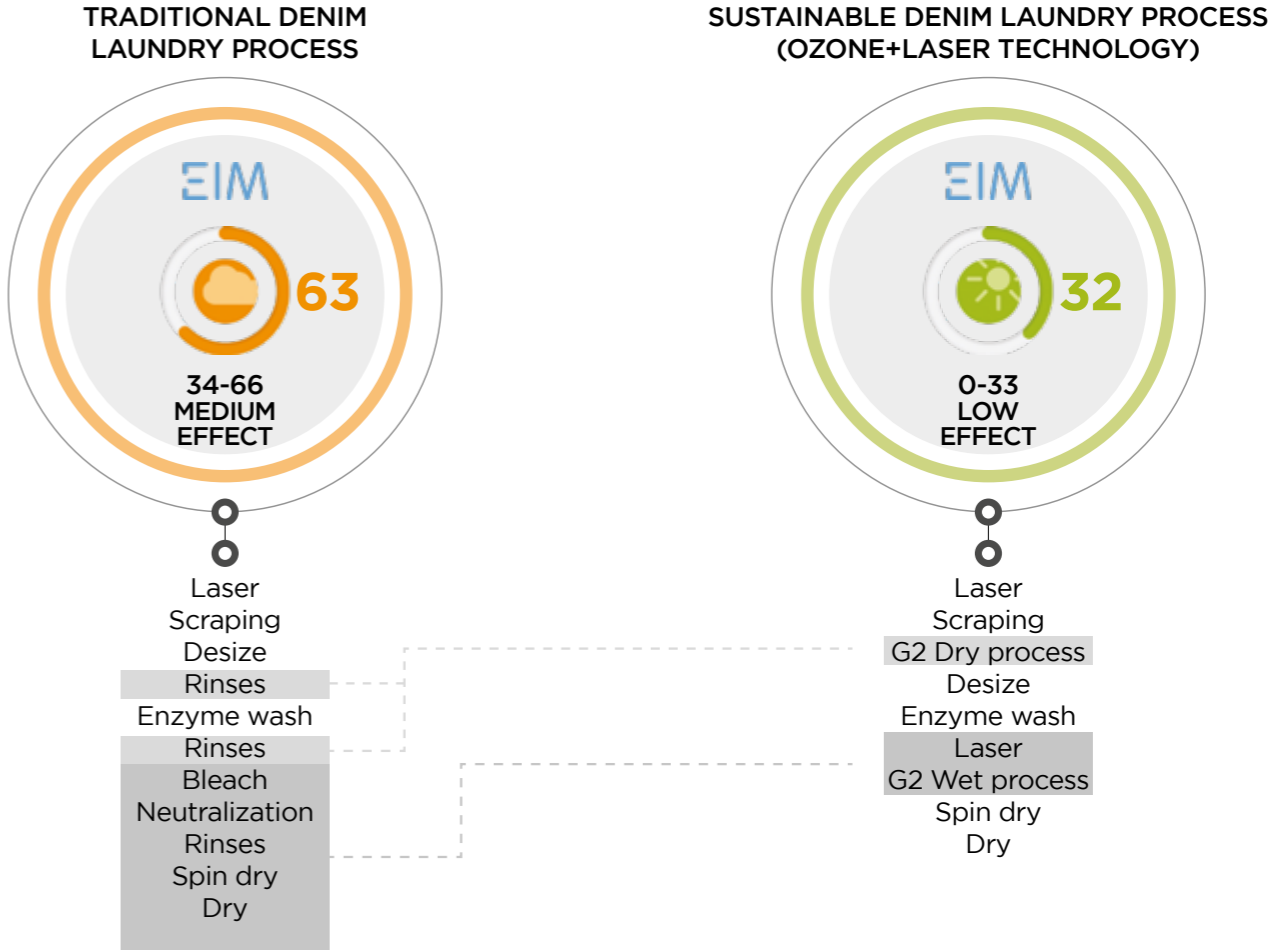
We have saved
130.000 m³
of water.



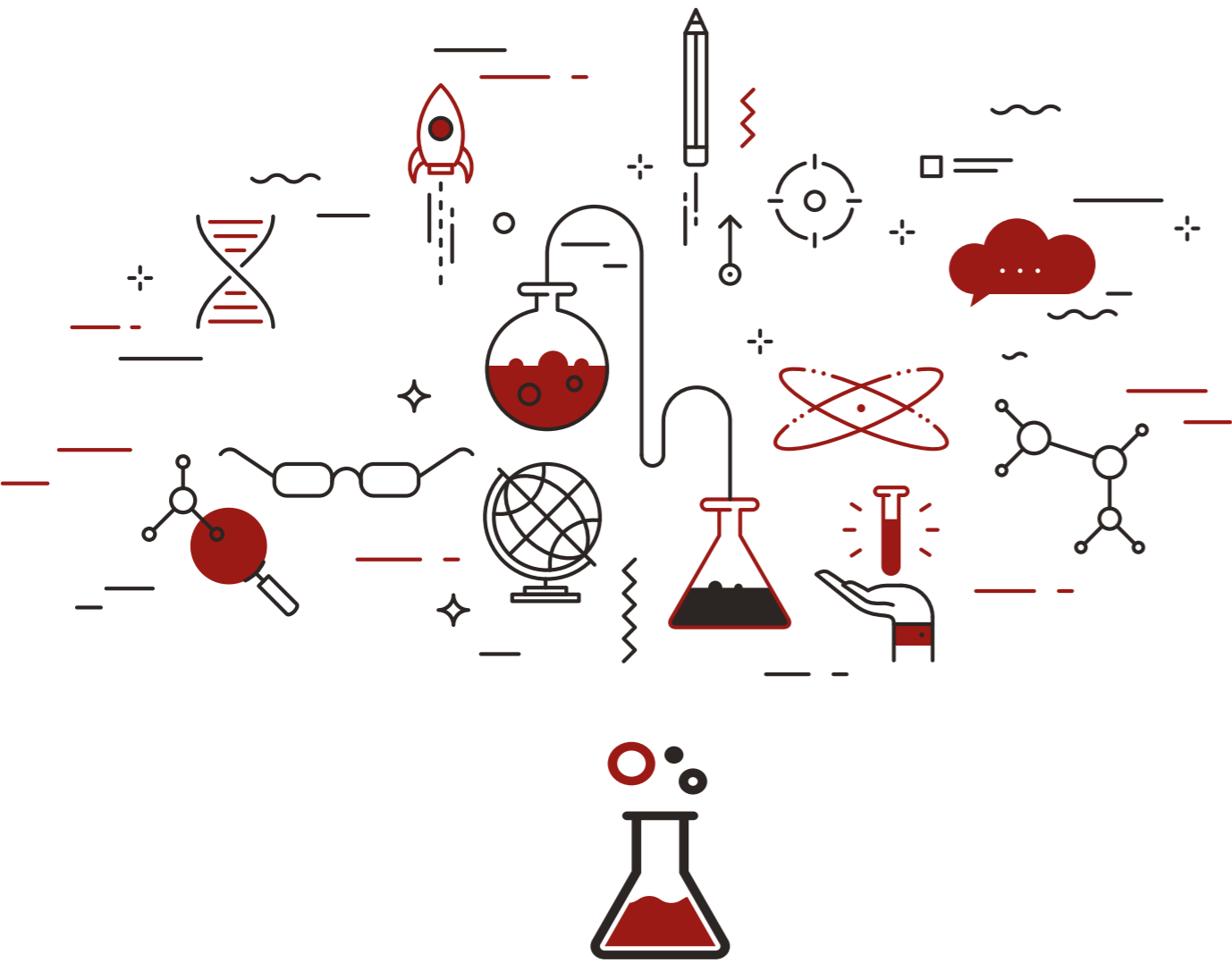
OZONE TECHNOLOGY

With the improvement of the Ozone Technology, formerly used just to ameliorate the post-washing effects, we save water, chemicals, power and capacity, since we are now able to achieve similar effects through the ozone process, without washing.

-%65
 -%80
 -%20

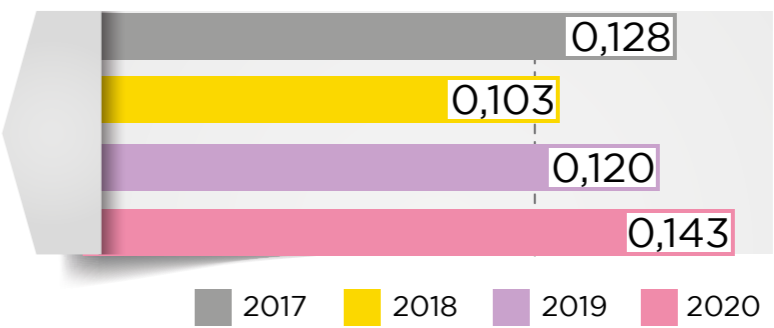


CHEMICAL MANAGEMENT

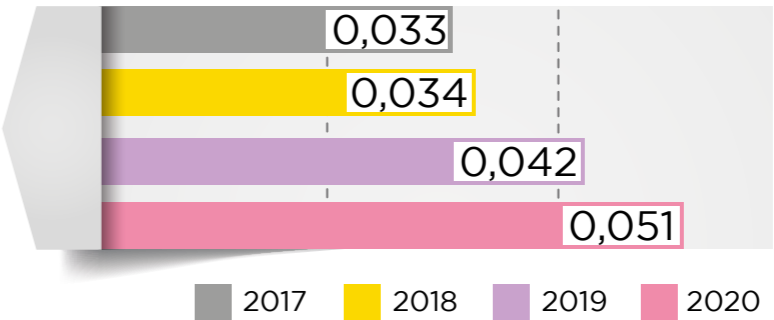


Chemical use is one of the important environmental issues both we and our customers follow. We aim to reduce our total chemical use in our production processes as well as to increase the rate of environmentally friendly chemical use so that we can reduce our environmental impact. In this framework, we follow the positive lists of our customers and report the chemicals we use and our consumption figures on the ZDHC Gateway platform, while continuing our improvement studies. We have been working on alternative chemicals to decrease our environmental impact to the minimum. Our aim is zero use of hazardous chemicals.

CHEMICAL CONSUMPTION PER PRODUCT (KG)



ECO-FRIENDLY CHEMICAL CONSUMPTION PER PRODUCT (KG)



* In 2020, there has been a slight increase in the chemical consumption per product due to the increasing complexity of washing recipes.
 ** Calculation is based on chemical consumption and production numbers which were reported with SAP and Akdata ERP Program of our Ergene Laundry Factory.

CHEMICAL MANAGEMENT

CHEMICAL MANAGEMENT SYSTEM

The use of chemicals in our facility is being uploaded to international platforms and can be monitored by our customers transparently.

- We follow the legal regulations, the list of ZDHC restricted substances lists (RSL) and positive lists of our customers.
- We are following the latest technologies which would improve chemical management and usage.



- We do not allow any chemical to our factories without relevant MSDS and CIL documents.
- We have been working on alternative chemicals to decrease our environmental impact to the minimum.

Our aim is **zero hazardous chemicals.**

AUTO - DOSING

With our auto-dosing system which is one of our biggest investments to our chemical management system,



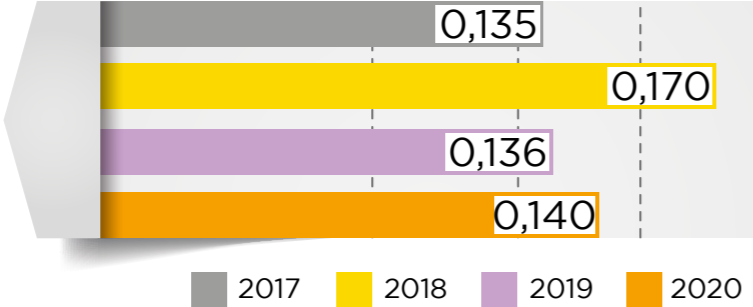
With auto-dosing, we transferred **%71** of our chemical consumption to the automation system.

WASTE MANAGEMENT

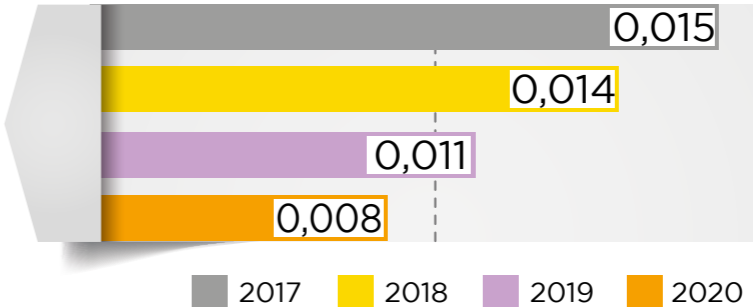
The focal point of waste management throughout the world is to reduce the consumption of natural resources and reintroduce the waste to the economy through the circular economy concept. Since we operate in the textile industry, we act on this principle and we fully recycle textile waste. Our textile wastes are first recycled to yarn and then fabric in textile recycling companies and brought back into the economy. We also aim to prepare sustainable collections with fabrics containing our own recycled fibers.

In accordance with zero waste principles, all of our plastic and paper waste is recycled and brought back into the economy. Our treatment waste is burned by recycling companies to generate energy.

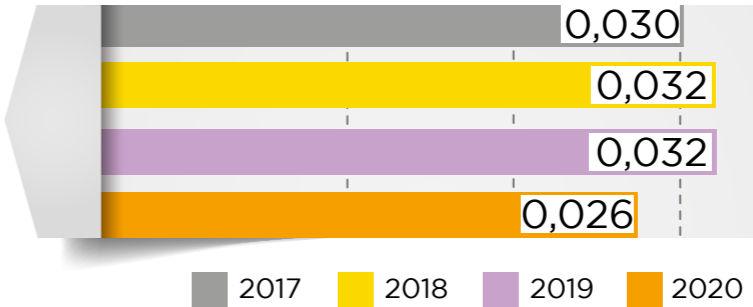
TEXTILE WASTE PER PRODUCT (KG)



PLASTIC WASTE PER PRODUCT (KG)



PAPER WASTE PER PRODUCT (KG)



*Calculation is based on the amount of waste and production numbers in the MoTAT System and Waste Declaration Forms of our own factories in Turkey.

LCA (Life Cycle Assessment)

Life Cycle Assessment (LCA) is an evaluation method through which environmental impacts of a product or a process throughout the entire life cycle, including obtaining raw materials, processing, production, use and disposal, are calculated, measured and reported according to ISO 14040/44 standards, and which provides information on resource efficiency and waste generation.

We, as Taypa, completed an LCA study for 10 of our products in 2020 to analyze the conventional and sustainable environmental impacts of our own processes. We measured and analyzed our environmental impacts in five categories.

- **Global Warming** : Potential effect of greenhouse gases on global warming
- **Water Consumption** : Use of clean water
- **Eutrophication** : Decrease in the amount of oxygen in aquatic ecosystems, such as lakes, seas and rivers, due to the use of chemicals
- **Land Occupation** : Land occupied for all production systems
- **Inorganic Consumption** : Consumption of non-recyclable resources, such as metals and minerals

Our aim while carrying out this study was:








- To reduce the impact of our production activities to ensure environmental sustainability;
- To raise awareness of our stakeholders in this regard;
- To support our customers so that they can change end consumer behaviors towards more sustainable products;
- To support the targets set within the framework of the European Green Deal within the scope of combating global climate change.



In 2021, we aim to obtain independently verified and registered Environmental Product Declaration (EPD) Certificates in accordance with the ISO 14025 standard, which provides transparent and comparable communication of the environmental impacts of the products throughout their life cycles, for 20 of our selected products.

ANNEXES

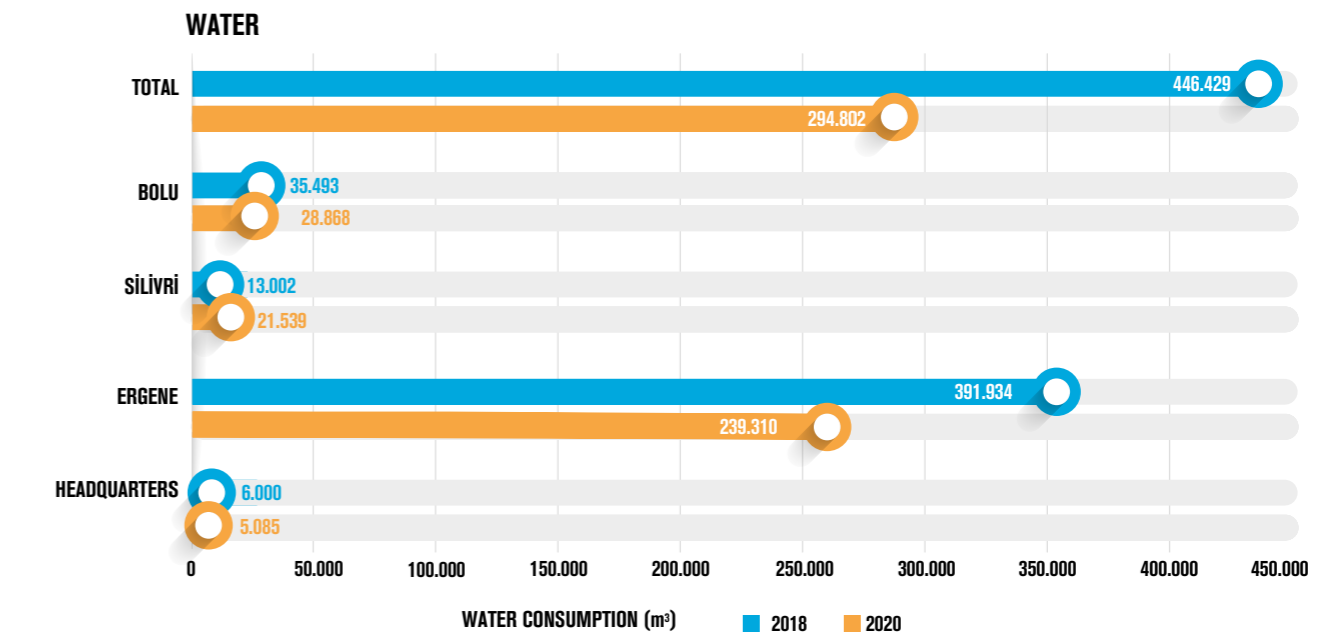
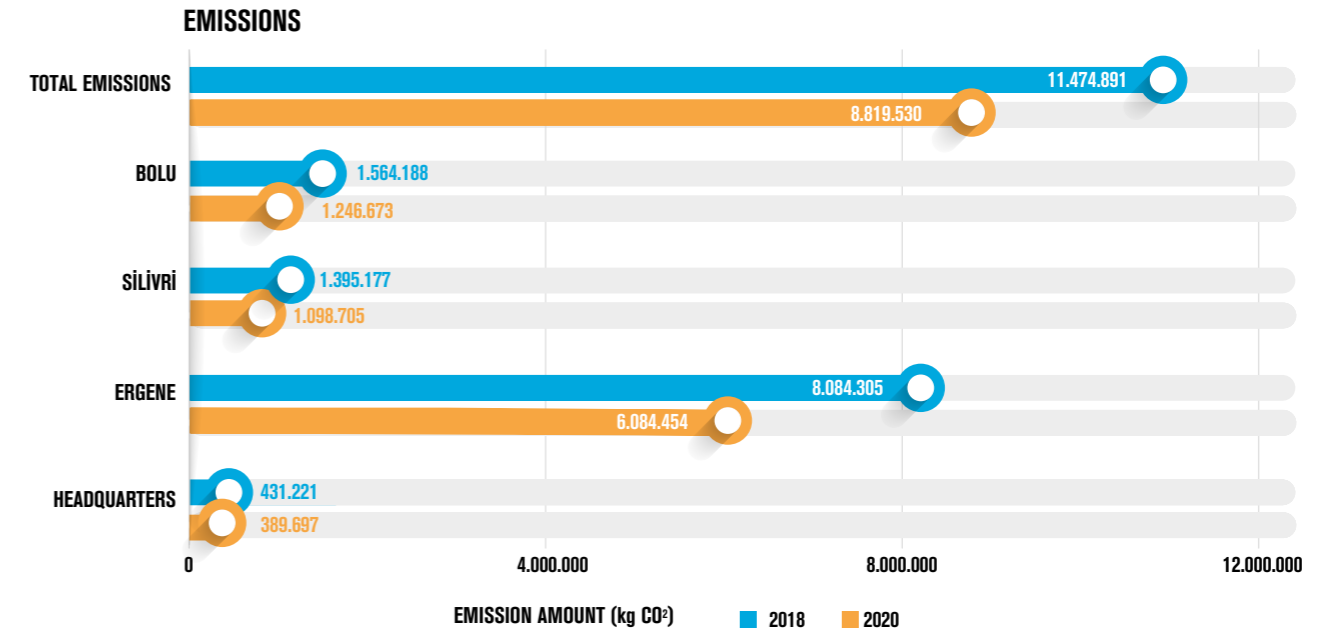
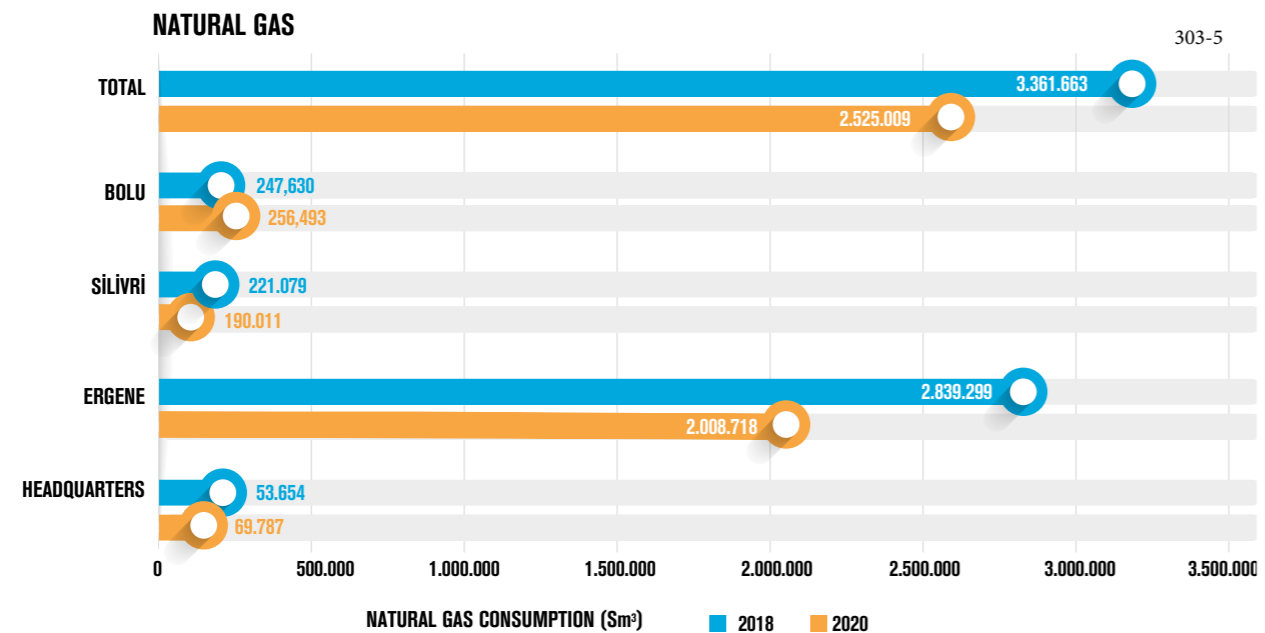
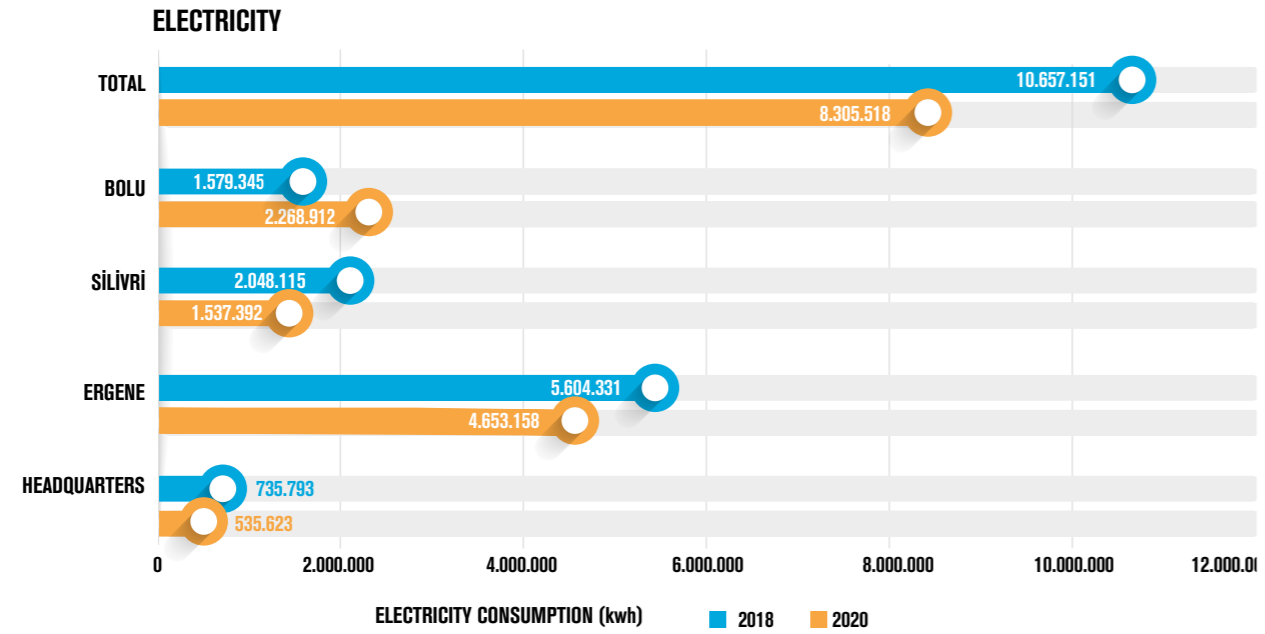
OUR TARGETS

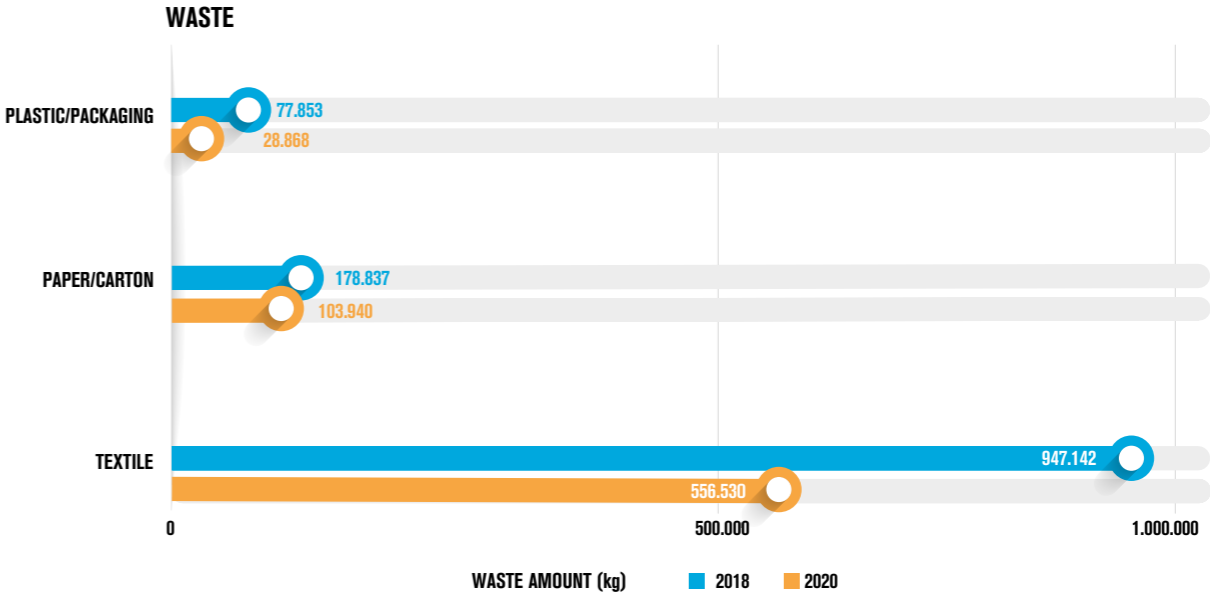
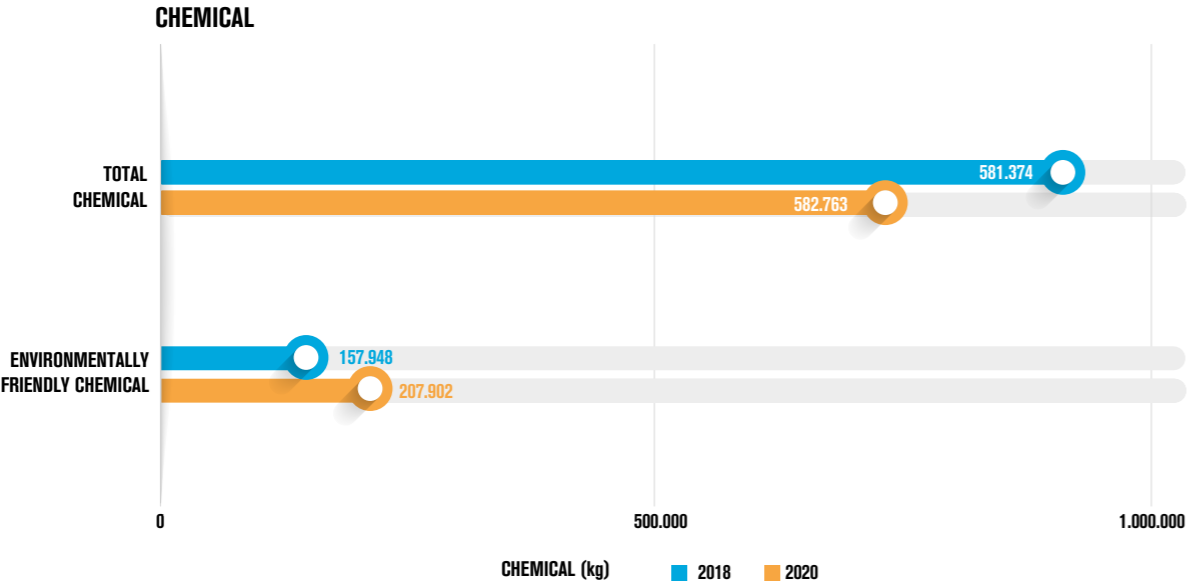
TARGETS	PROJECTS
 Reducing Water Use	Reducing Pumice Stone in Our Washing Processes Water Recovery in Ergene Washing Factory Transition to Next Generation Machines Reducing Domestic Water Use
 Reducing Carbon Emission	Generating Renewable Energy at the Ergene Factory Buying Certified Renewable Energy Reducing Electricity Use in Lighting Ensuring Energy Efficiency with the Economizer Project Transitioning to New Generation Apparel Machines Conversion in Vehicle Fleet
 Improving Waste Management	Recycling Fabric Scraps Producing our designs with Sustainable Raw Materials Recycling Non-Hazardous Wastes Obtaining a Zero Waste Certificate Reducing Paper Consumption Reducing Pumice Stone in Our Washing Processes NGO Cooperation LCA Analysis and EPD Documentation
 Converting to Environmentally Friendly Chemicals	Converting to Eco-Friendly Chemicals Reducing Permanganate in Our Washing Processes Reducing Bleach in Our Washing Processes
 Empowering Women Employees	Increasing the Education Level of Female Employees Providing Psychological Support to Female Employees Breast Cancer Screening for Female Employees
 Creating Sustainable Human Resources	Empowering Female Employee Engagement and Satisfaction Increasing Employee Development Programs Taypa Academy
 Creating a Sustainable Supply Chain	Establishing a Supplier Evaluation System Extending Environmental Goals to the Supply Chain Extending Social Goals to the Supply Chain

2022	2025	2030
50%	75%	100%
55%	75%	90%
70%	80%	100%
3%	-	-
42%	42%	100%
100%	100%	100%
2%	-	-
11%	-	-
20%	40%	80%
-	25%	50%
100%	100%	100%
40%	70%	90%
100%	100%	100%
100%	-	-
20%	-	-
50%	75%	100%
50%	100%	-
10 Product	20 Product	50 Product
50%	70%	90%
-	75%	100%
-	20%	50%
20 Person	50 Person	150 Person
2,5 Hours	3 Hours	4 Hours
600 Women	2400 Women	5400 Women
65%	67%	70%
9 Hours	12 Hours	15 Hours
-	30 Graduates	200 Graduates
Setup	-	-
-	50%	75%
-	50%	75%

*Targets are given based on 2018 base year.

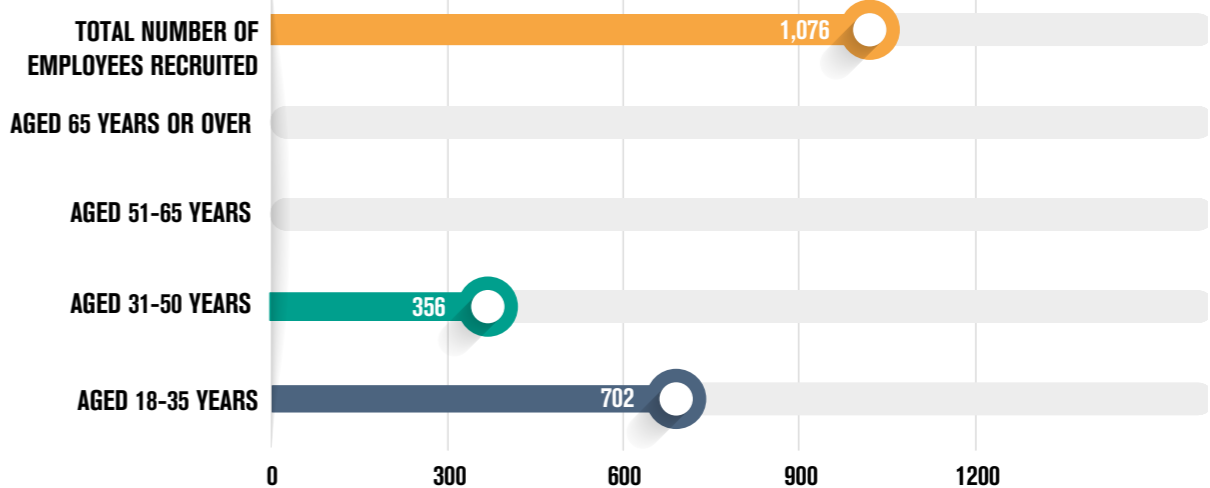
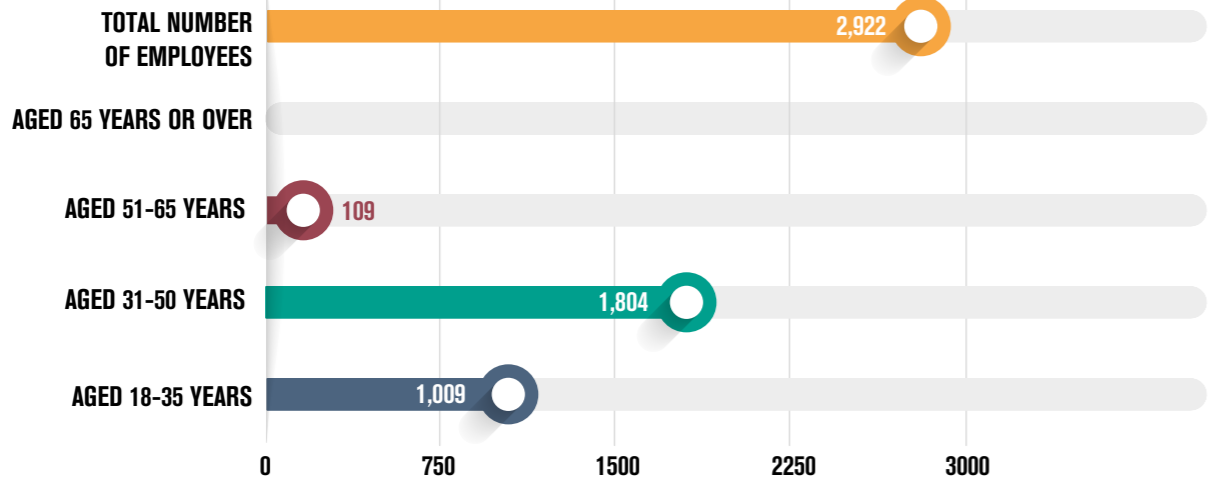
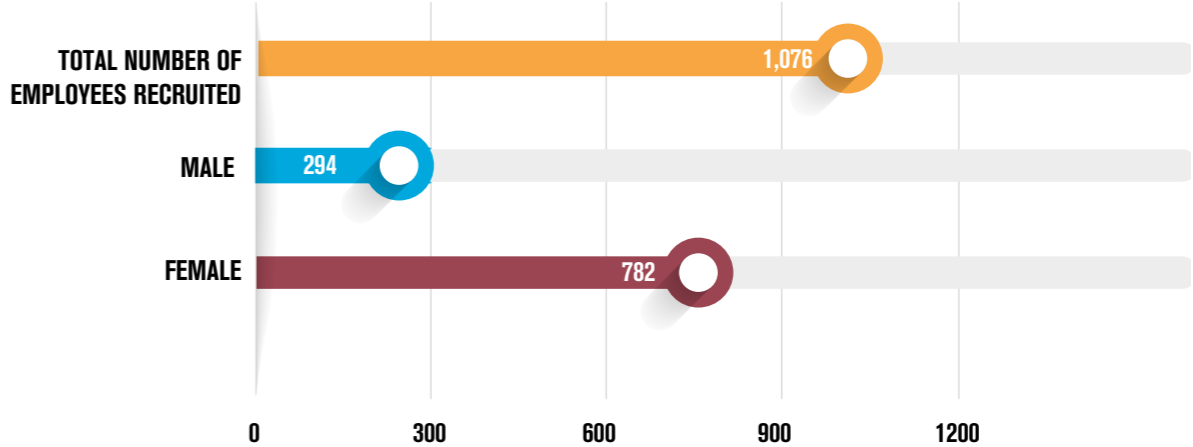
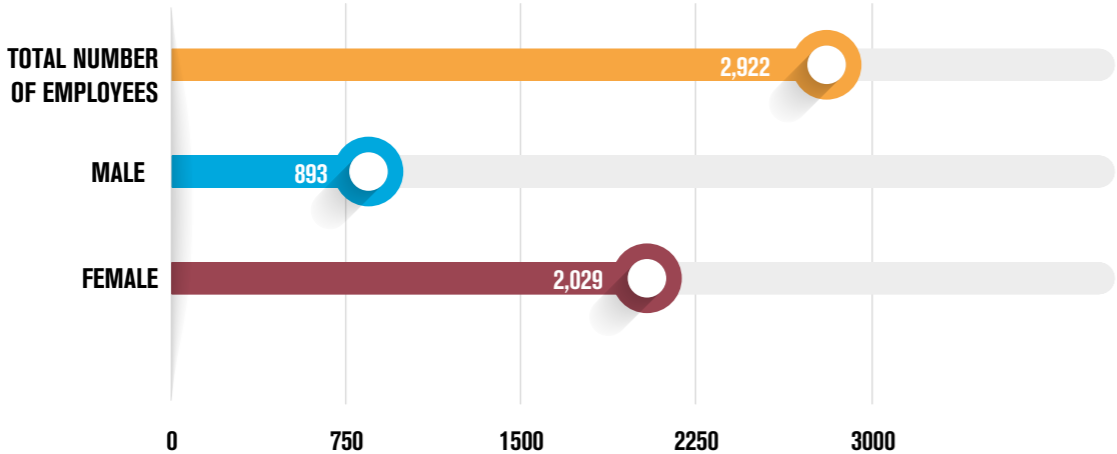
ENVIRONMENTAL PERFORMANCE INDICATORS

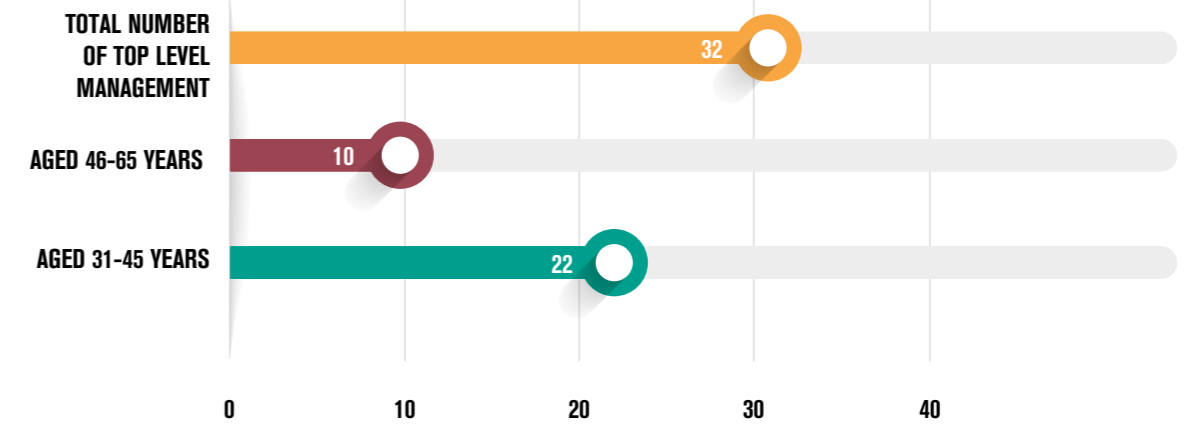
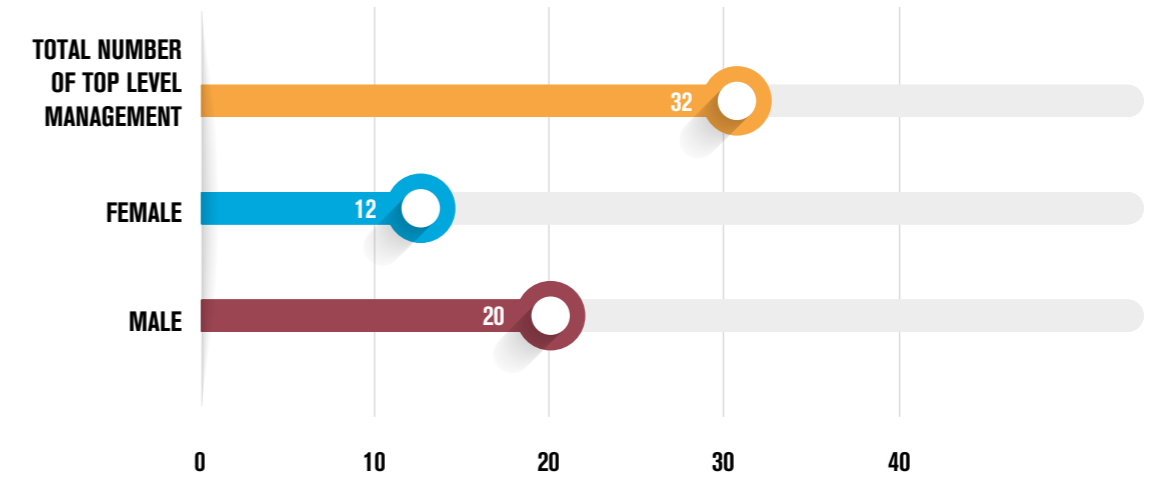
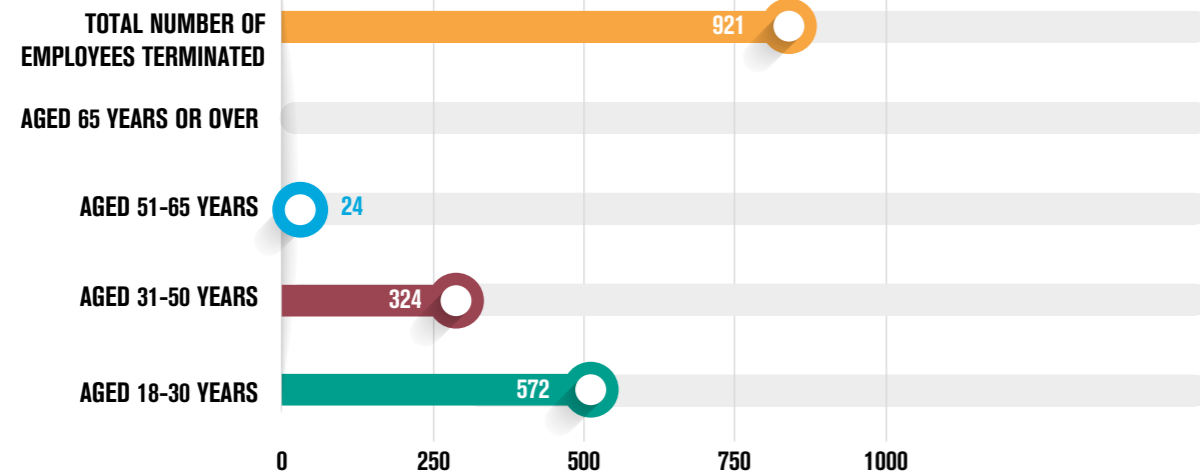
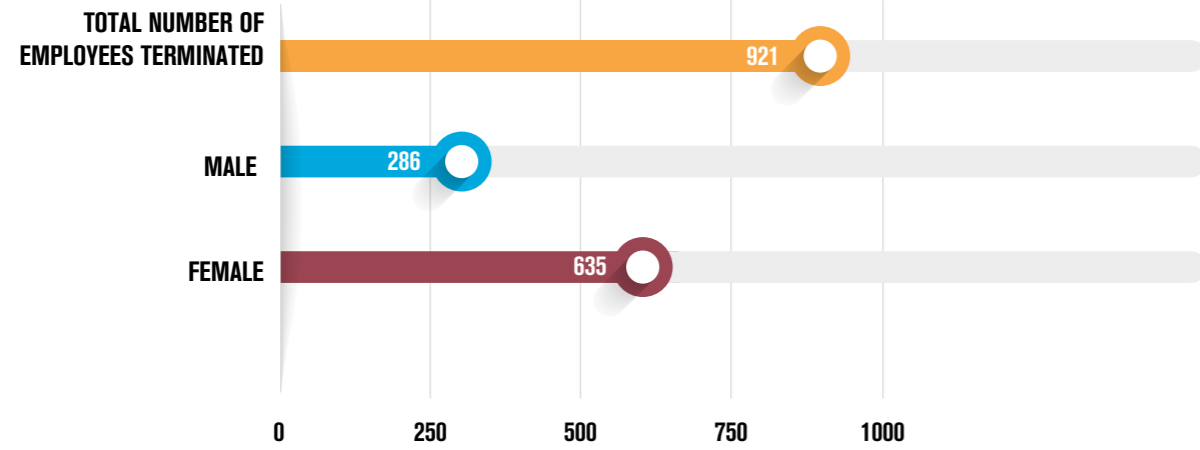


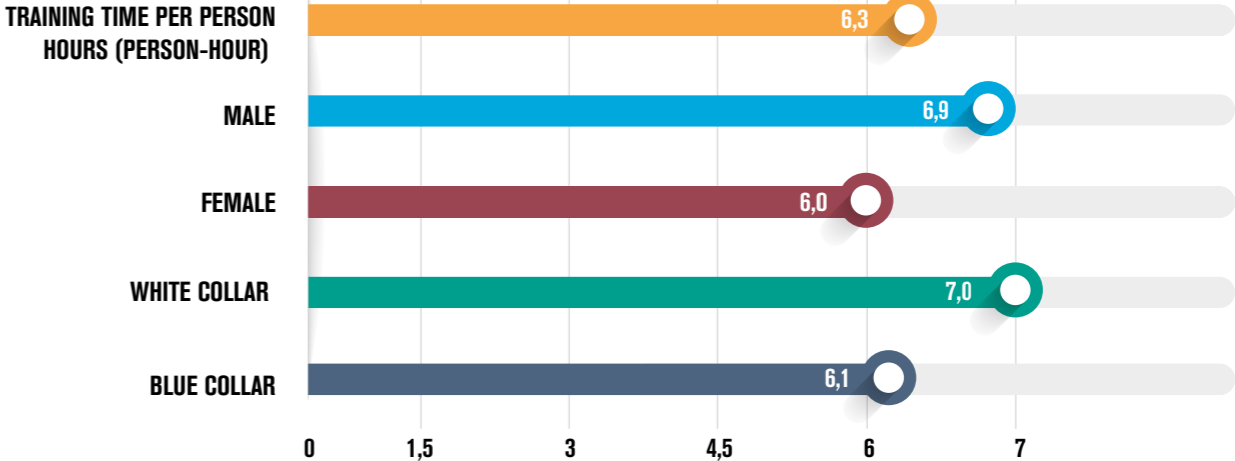
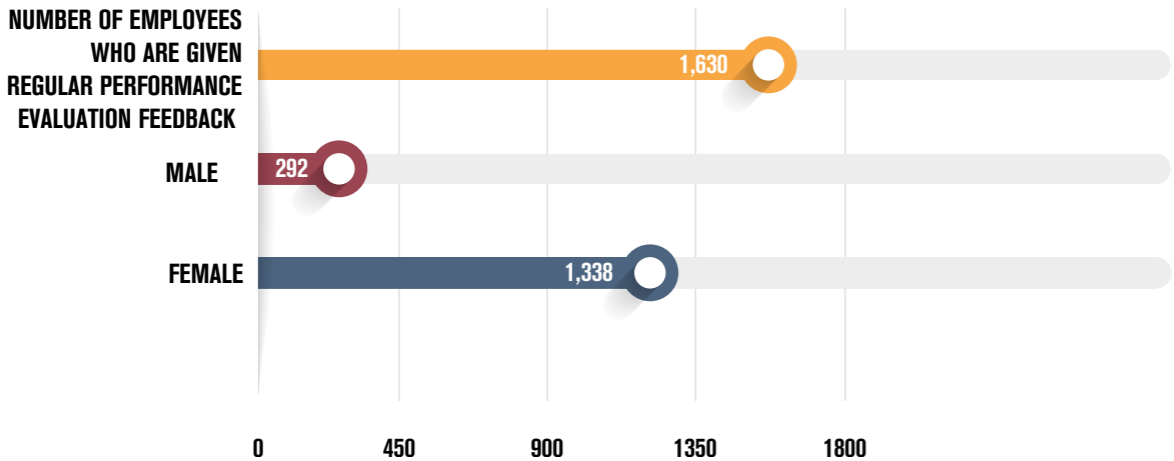


* The data includes the Ergene factory only.

SOCIAL PERFORMANCE INDICATORS







GRI CONTENT INDEX

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



GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016		Disclosures	Direct Answers or Page Numbers	Omissions
Organizational Profile	102-1	Name of the organization	3	-
	102-2	Activities, brands, products, and services	14	-
	102-3	Location of headquarters	14	-
	102-4	Location of operations	14	-
	102-5	Ownership and legal form	16	-
	102-6	Markets served	14	-
	102-7	Scale of the organization	16-17	-
	102-8	Information on employees and other workers	48	-
	102-9	Supply chain	38-39	-
	102-10	Significant changes to the organization and its supply chain	The first year of the reporting	-
	102-11	Precautionary Principle or approach	33-34	-
	102-12	External initiatives	31	-
	102-13	Membership of associations	31	-
Strategy	102-14	Statement from senior decision-maker	4-7	-
	102-15	Key impacts, risks, and opportunities	29	-
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	24-25	-
	102-17	Mechanisms for advice and concerns about ethics	32	-
Governance	102-18	Governance structure	27	-
	102-19	Delegating authority	27	-
Stakeholder Engagement	102-40	List of stakeholder groups	30	-
	102-41	Collective bargaining agreements	No collective agreement.	-
	102-42	Identifying and selecting stakeholders	30	-
	102-43	Approach to stakeholder engagement	30	-
	102-44	Key topics and concerns raised	30	-

Reporting Practice	102-45	Entities included in the consolidated financial statements	3	-
	102-46	Defining report content and topic Boundaries	3	-
	102-47	List of material topics	29	-
	102-48	Restatements of information	The first year of the reporting	-
	102-49	Changes in reporting	The first year of the reporting	-
	102-50	Reporting period	3	-
	102-51	Date of most recent report	The first year of the reporting	-
	102-52	Reporting cycle	Yearly	-
	102-53	Contact point for questions regarding the report	96	-
	102-54	Claims of reporting in accordance with the GRI Standards	3	-
	102-55	GRI content index	92	-
	102-56	External assurance	Third party audit is not performed.	-

GRI 200: Economic			Direct Answers or Page Numbers	Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	16-17	-
	201-2	Financial implications and other risks and opportunities due to climate change	56-57	-
GRI 300: Environmental			Direct Answers or Page Numbers	Omissions
GRI 302: Energy 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 302: Energy 2016	302-1	Energy consumption within the organization	82	-
	302-3	Energy intensity	56	-
	302-4	Reduction of energy consumption	60-61	-

GRI 303: Water and Effluents 2018				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	65-66	-
	303-4	Water discharge	65-66	-
	303-5	Water consumption	83	-
GRI 305: Emissions 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	56-57	-
	305-2	Energy indirect (Scope 2) GHG emissions	56-57	-
	305-5	Reduction of GHG emissions	56-57	-
GRI 306: Waste 2020				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	76-77	-
	306-3	Waste generated	76-77	-
	306-4	Waste diverted from disposal	76-77	-
	306-5	Waste directed to disposal	76-77	-
GRI 400: Social 2016			Direct Answers or Page Numbers	Omissions
GRI 401: Employment 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	86-89	-
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	48-52	-

GRI 404: Training and Education 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	52	-
	404-2	Programs for upgrading employee skills and transition assistance programs	52	-
	404-3	Percentage of employees receiving regular performance and career development reviews	50-51	-
GRI 405: Diversity and Equal Opportunity 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	29	-
	103-2	The management approach and its components	24-25	-
	103-3	Evaluation of the management approach	27-28	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	49	-

TAYPA

Taypa Tekstil Giyim San. ve Tic. A.Ş.

Cumhuriyet Mah. Eski Hadımköy Yolu İnciler Cihan Sanayi Sitesi C Blok 34520 Büyükçekmece
İstanbul, Turkey

csr@taypa.com.tr
hr@taypa.com.tr

Report Consultancy
www.seemturkey.com
www.atlas-scc.com



www.kividijital.com



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In the preparation of this report *FSC Document approved paper was used.

**FSC (Forest Management Council) Document is a management certification system that intends to prevent bad forest policies, spread to forest management system and enable make use of forests correctly.*



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