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SUSTAINABILITY  
REPORT 

att | CLOTHING  
att CONCORDE®



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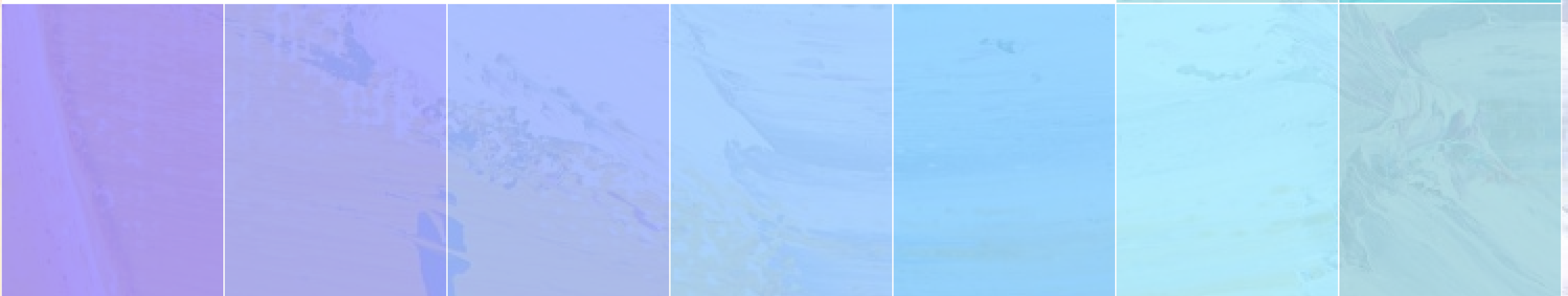
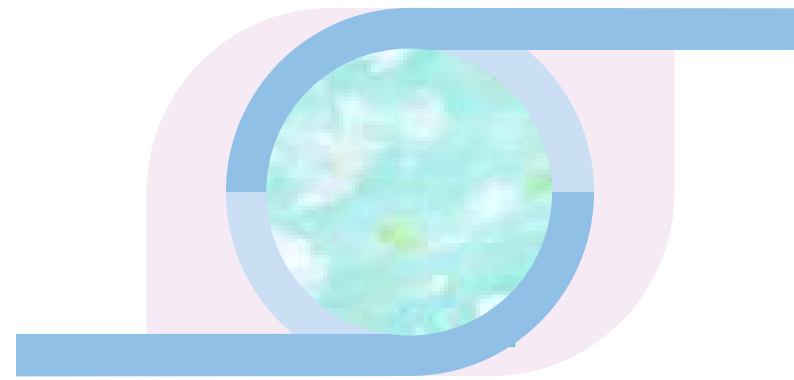
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About  
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## About the Report

ATT Tekstil Sustainability Report 2021-2022 presents our social, environmental and managerial activities that we carried out between January 1, 2021, and December 31, 2022. While taking care to explain our corporate policies and working principles in our report, we have also conveyed our sustainability priorities, contributions, and targets that we have defined with the participation of our valuable stakeholders.

We have prepared our Sustainability Report in compliance with the “Core” option of the GRI Standards, and we share it with all our stakeholders based on the requirements set forth by the United Nations Global Compact, of which we aim to become a signatory in the future.

All data has been shared within the principles of transparency and accountability and it wasn't subject to external auditing.

If you would like to submit your questions, comments, suggestions regarding the report and request more detailed information about our sustainability efforts, you can contact us via [sustainability@atttekstil.com](mailto:sustainability@atttekstil.com).

“

We have prepared our Sustainability Report in compliance with the “Core” option of the GRI Standards, and we share it with all our stakeholders based on the requirements set forth by the United Nations Global Compact, of which we aim to become a signatory in the future.

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## Executive Message

**Dear Esteemed Stakeholders,**  
We are excited to share ATT  
Tekstil's Sustainability Report  
for 2021-2022, meticulously  
prepared in alignment with  
the Global Reporting Initiative  
(GRI) Standards. This report  
underscores our unwavering  
dedication to transparency,  
ethical practices, and sustainable  
development.

ATT Tekstil is committed to  
redefining standards in the  
textile industry. With operations  
spanning multiple regions and  
a diverse portfolio of high-  
quality textile products, we  
are focused on embedding  
sustainability across every  
facet of our business. Our  
organizational structure supports  
this mission, with specialized  
teams overseeing sustainability  
initiatives and ensuring stringent



We are focused on  
embedding sustainability  
across every facet of our  
business.

adherence to industry regulations.  
Our core values—creativity, quality,  
teamwork, and positive impact—are  
the cornerstone of our operations  
and strategic direction. These  
principles are deeply embedded in  
our sustainability approach, guiding  
us to exceed industry standards  
and achieve measurable social  
benefits. We strive to nurture  
a culture of integrity, respect,  
transparency, and fairness,  
fostering a work environment that  
empowers our employees to excel,  
develop their skills, and advance  
their careers.

In our pursuit of social  
responsibility, we undertake a  
variety of projects that generate  
positive impacts across different  
areas. By establishing robust  
partnerships with our business  
associates and organizations,  
we collectively drive social



## Executive Message

transformation and contribute to societal advancement. 2021 was a landmark year for us as we advanced significantly in our sustainability journey. We achieved a major milestone by implementing integrated ISO systems across all our locations. This advancement reflects our commitment to standardized quality, information security management, and comprehensive social and environmental stewardship. Our ISO certifications enhance our capability to manage resources efficiently, mitigate environmental impacts, and adhere to the highest international standards. Our commitment to ethical production and transparency is evident in our proactive approach to environmental sustainability. We have achieved a notable 30%

reduction in our carbon footprint through targeted initiatives, including the installation of solar panels at our Erzincan factory and the adoption of renewable electricity with an I-REC certificate at our Çerkezköy factory. These initiatives not only contribute to significant reductions in greenhouse gas emissions but also align with our broader objective of transitioning towards a circular supply chain. Additionally, we released our inaugural Carbon Footprint Report for the year 2020, establishing a solid foundation for ongoing transparency and continuous improvement. Our dedication to updating this report annually demonstrates our commitment to refining our practices and extending our impact over time.

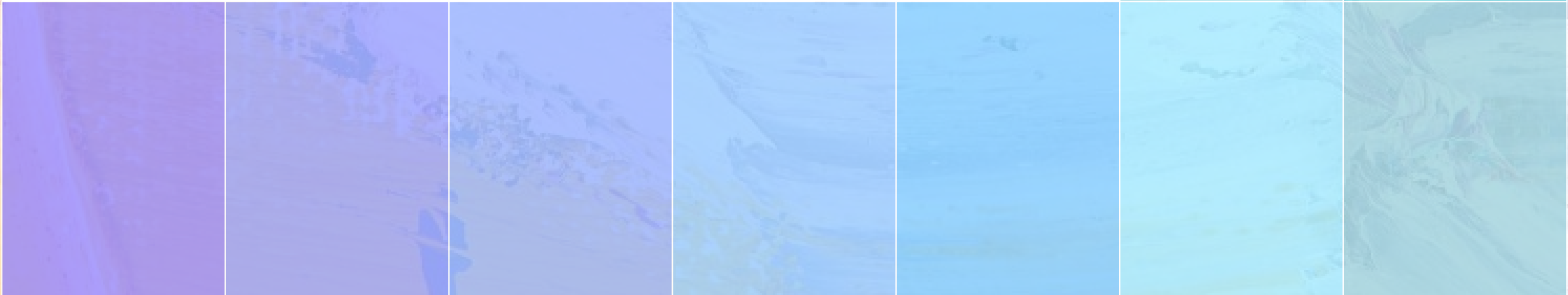
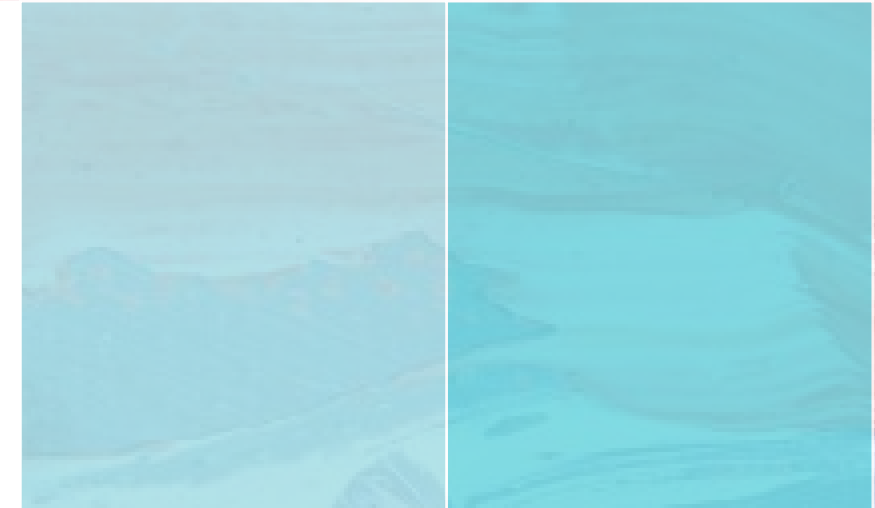
Navigating the dynamic global landscape presents both challenges and opportunities. The textile sector is influenced by a complex array of environmental, social, economic, political, and technological factors. Our strategic planning incorporates these factors, enabling us to proactively address evolving trends and drive positive change. We are actively engaging with emerging regulations such as the Green Deal, carbon border adjustments, extended producer responsibility, digital product passports, and circular economy action plans. To ensure compliance and alignment with these evolving regulations, we have established dedicated teams and committees focused on integrating these requirements

We strive to nurture a culture of integrity, respect, transparency, and fairness, fostering a work environment that empowers our employees to excel, develop their skills, and advance their careers.

into our operations. Looking forward, our strategic focus will continue to evolve in response to global risks and sectoral trends. We are committed to not only adapting effectively but also leading by example in driving sustainable growth. By aligning our strategies with these evolving factors, we are confident in our ability to foster a resilient and responsible future. We extend our heartfelt gratitude to all our stakeholders for your continued support and partnership. Your engagement and feedback are invaluable as we strive to build a more sustainable, responsible, and innovative future together. Thank you for being an integral part of this journey. Together, we are shaping a better tomorrow.



Our Corporate Profile





## About ATT

ATT is part of Turkmen Group, a leading holding company in Türkiye with investments in the textile, retail, logistics and technology sectors

Founded more than 40 years ago, Turkmen Group continuously innovated on its business model, moving from being a manufacturer to a complete solution provider and is currently active in every step of the supply chain.

With its vertically integrated structure, ATT offers a one-stop design and manufacturing solution for its customers

ATT Concorde operates Europe's leading fabric printing, dyeing and finishing mill in Çerkezköy and has an extensive range of silk, viscose, linen, cotton and polyester based woven and knitted fabrics. With an annual production capacity of 15 million meters of fabric through rotary and digital printing, the company provides an archive of more than 50,000 print designs.

ATT Clothing is a leading womenswear garment design and manufacturing company specializing in dresses, tops, bottoms, jackets, blazers and trench coats.

With a monthly production capacity of 1 million garments, ATT Clothing offers the most innovative and creative design trends by creating contemporary and stylish collections to leading European and American fashion brands.

Through our vertically integrated structure, prime location and flexible production methods, we are able to offer attractive lead times to our customers.

In line with the transition in the fashion industry towards eco-conscious and socially beneficial production methods, at ATT, we developed a comprehensive sustainability strategy with the goal of highlighting and improving fashion industry standards towards a more sustainable production and consumption model.



# Our Milestones



<b>1977</b>	Türkmen Group's first company, Moda Kumaş started operations in fabric design and supply chain management.
<b>1981</b>	ATT Clothing, formerly ACT Tekstil, started apparel production.
<b>1995</b>	ATT Concorde, Europe's leading fabric printing, dyeing and finishing factory, started production.
<b>1997</b>	ATT Clothing started in-house garment production in Kırklareli Factory.
<b>1999</b>	Turkmen Group's supply chain management company GAAT is established to manage the apparel supply chain of the UK's leading supermarket brand Asda/George.
<b>2001</b>	GAAT's supply chain management software GO-GAAT Online is launched.
<b>2003</b>	ATT London Office is established.
<b>2003-2009</b>	Turkmen Group provided consultancy services to Walmart to establish its apparel supply chain in Mexico and Brazil.
<b>2005</b>	ATT Concorde becomes the first fabric printing factory in Turkey to participate in Première Vision in Paris.
<b>2006</b>	GAAT Egypt Office is established.
<b>2010</b>	GAAT Sri Lanka Office is established.
<b>2012</b>	GAAT is acquired by Walmart/Asda.
<b>2017-2018</b>	ATT Clothing and ATT Concorde's "Design Center" status is officially approved by the T.R. Ministry of Industry and Technology.
<b>2020</b>	ATT Clothing invested in a new factory in Erzincan to increase its production capacity.



## Our Vision, Mission and Values

### Our Values

#### Being Creative and Innovative

We continuously work with an entrepreneurial spirit and focus on creativity and innovation to build better solutions to our strategic partners.

#### Deliver Quality

We focus on quality at all times and delivering high quality through our service and products is the responsibility of each team member.

#### Cultivate a Culture of Teamwork

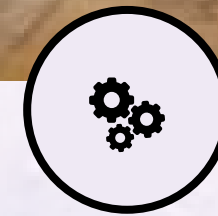
We focus on quality at all times and delivering high quality through our service and products is the responsibility of each team member.

#### Create Positive Impact

We work each day to build a sustainable future and make sure our operations and products create positive impact on our people, communities and environment. We are committed to ethical values, social responsibility and protecting our environment.

#### Operate with Integrity

Honesty, respect, transparency and fairness are among our most essential principles we live and work by.



### Our Vision

To be the global partner of choice for best-in-class sustainable fashion design and manufacturing services.



### Our Mission

Through our integrated and innovative structure, we design and manufacture high quality garments and fabrics to help leading fashion brands achieve their aspirations. We do this with a strong commitment to sustainability, human and ethical values.

## Fields of Activity

With over 40 years of experience, we are leading the textile production business in Türkiye in woven and jersey product areas with our manufacturing capacities located in Kırklareli and Erzincan along with total of more than 1,000 employees.

ATT Concorde, which is located in Çerkezköy, is Europe's leading fabric printing, dyeing and finishing factory with an annual capacity of over 15 million meters fabric production.

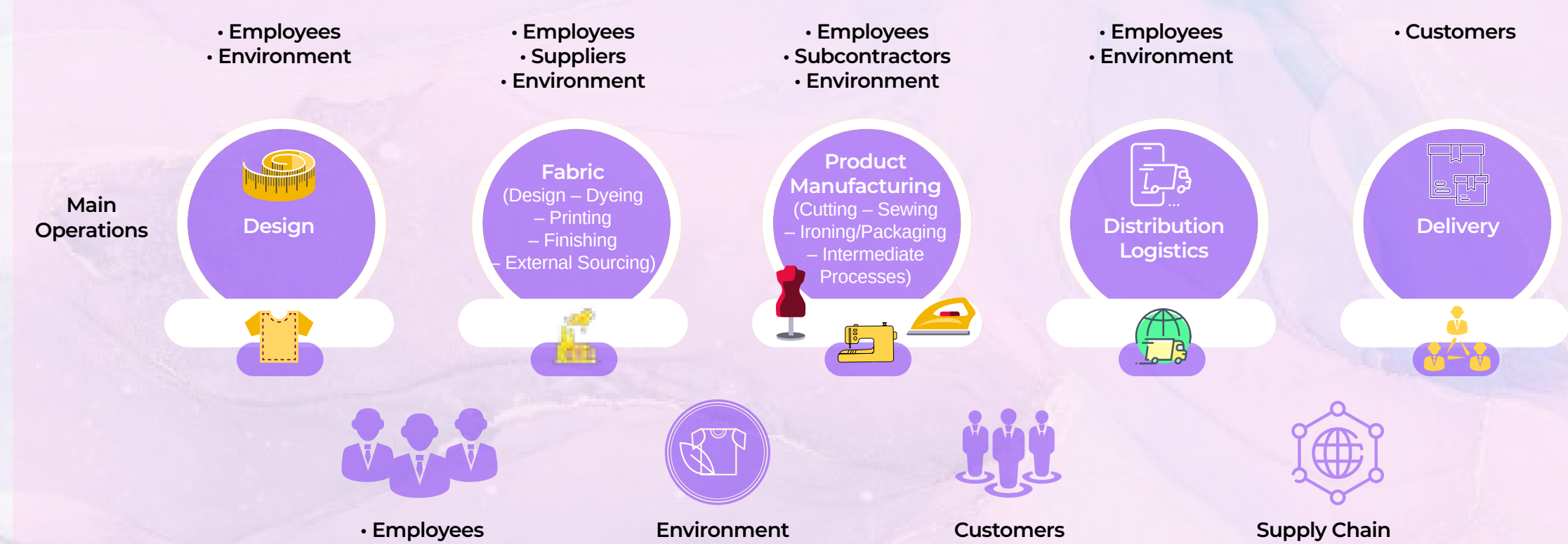
In addition, we have 2 Design Studios which are located in İstanbul and London.

We continuously invest in our plants, taking care to utilize the latest technologies, such as semi- and fully automated machines, while carrying out our activities within our factories. We implement the Lean Production System in our plants to achieve the highest possible efficiency and guarantee high quality production.

We monitor production and work efficiency in real time using production management software. By collecting and analyzing this data, we continuously improve our processes and identify areas with potential for improvement.



### ATT VALUE CHAIN



- ✦ As a solution partner, we provide products and services more than 100 customers with ATT Concorde and more than 15 customers with ATT Clothing. Export are made to more than 7 countries.
- ✦ We offer designs to meet our customers' demand with quality and on-time products, while adhering to traceability, transparency, sustainability, ethical and fair production standards. We quickly adapt to changes.
- ✦ We act together with our stakeholders for future, determining our actions around common goals through collaborations.
- ✦ We determine our social and environmental impact of our value chain, focusing on employees, customers, the environment and our supply chain.
- ✦ We have started to make more innovative actions to minimize our environmental impact due to the waste generated during and after our productions.
- ✦ In order to create a circular and sustainable supply chain, we follow good practice examples and continuously research and work to make improvements in our operational processes every day.



## Certificates



## Memberships and Initiatives

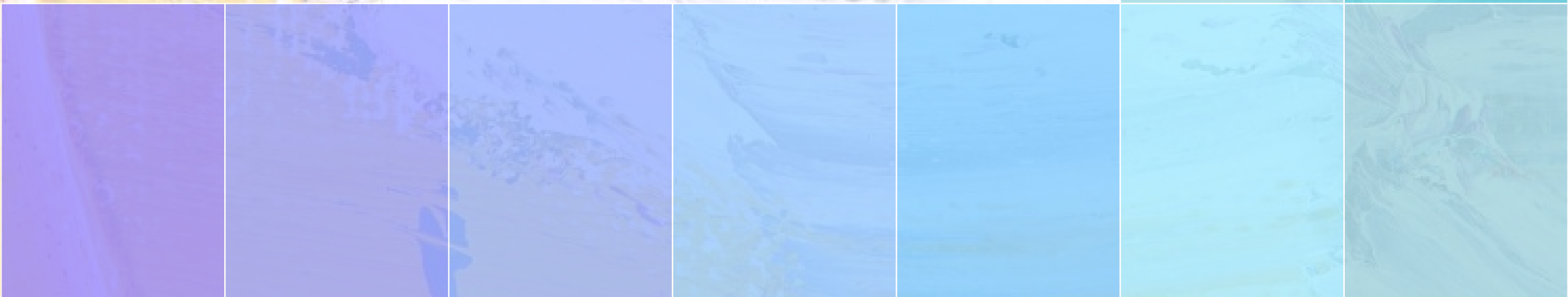
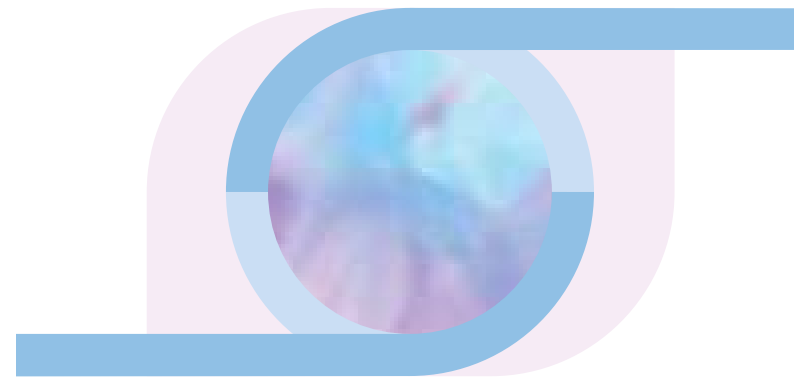


## Achievements

- ✘ Türkiye's Second Top 500 industrial enterprises (2021-2022).
- ✘ Istanbul Apparel Exporters' Associations (ITHIB) Gold Award for export worth between 25-50 million dollars (2021)
- ✘ A plaque in the "Women's Entrepreneurship Event" program with our contribution to the increase in woman employment (2021).
- ✘ Istanbul Textile and Apparel Exporters' Associations (ITKIB) Platinum Achievement Award for export worth over 50 million dollars (2022)
- ✘ Ranked among Türkiye's top 1000 exporters in the Turkish Exporters' Assembly (TIM) list (2021-2022)

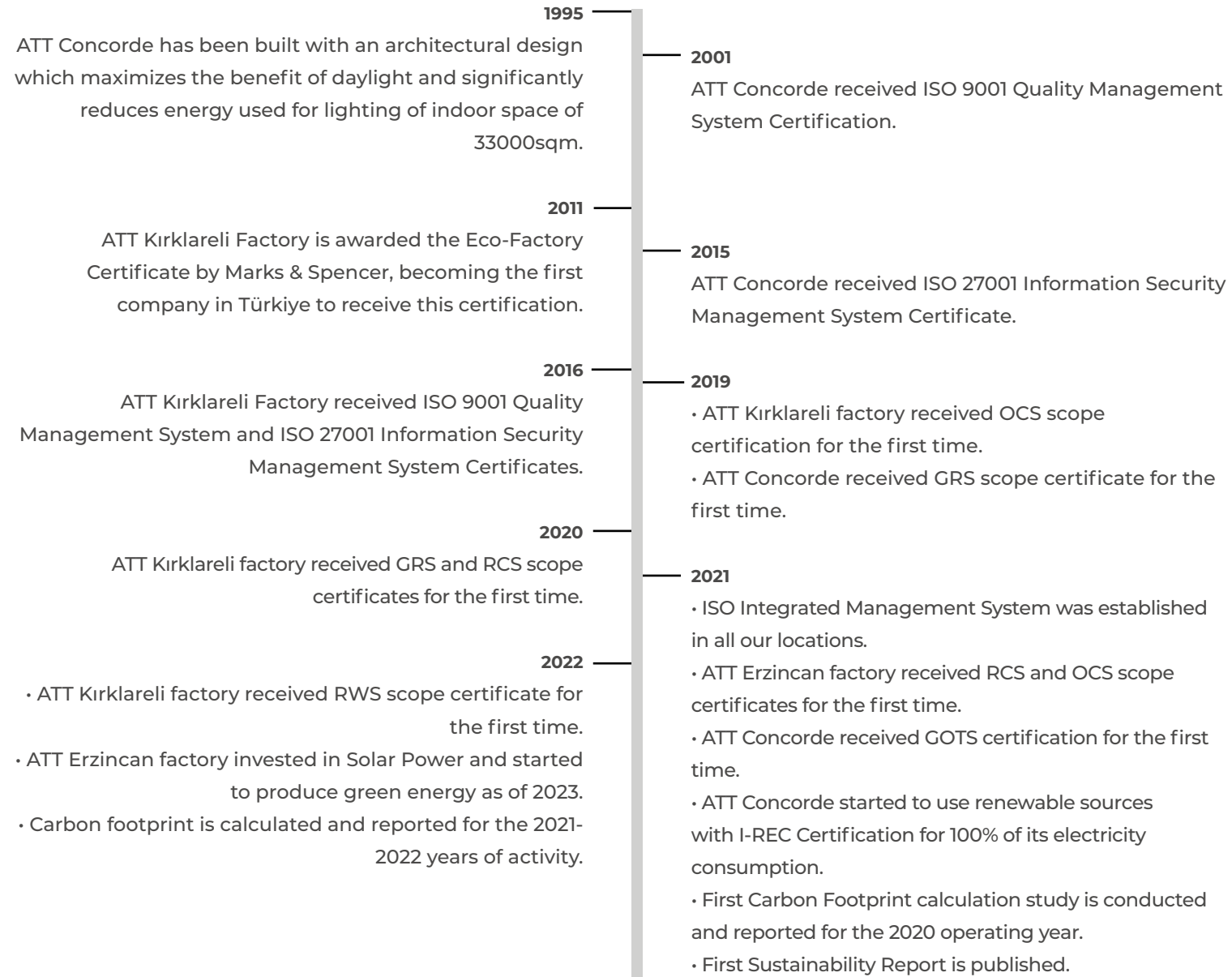
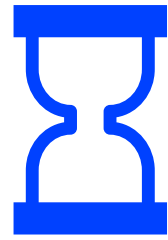


# Our Sustainability Management





# Our Sustainability Journey





## Our Sustainability Approach

We are aware that the textile and apparel industry is a resource-intensive sector with significant environmental impacts. We act with the awareness that has a very important place within the scope of social sustainability. As ATT Tekstil, while determining our sustainability approach, we take care to act as a whole, addressing both our employees, the environment and society, and responding to the demands of our customers by working in this direction.

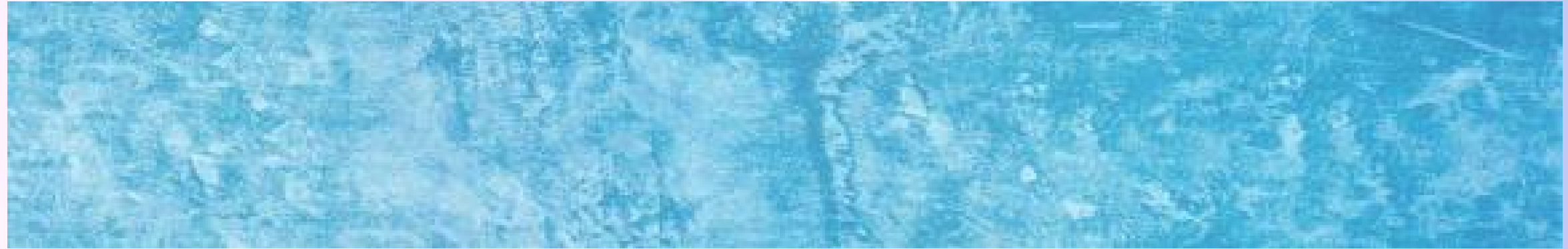
Since our establishment, we have aimed to contribute to our changing and developing world, while responsibly managing our environmental footprint and adhering to our ethical standards. Being aware that circularity starts with design work, we integrate the concept of sustainability into our design stages and take care to improve our work in this context. In 2023, we started to take more actions in the management of textile waste related to the circular model. We have supported the reduction of resource use with our preference for sustainable fabric use, and we have reduced the amount of waste and increased efficiency with the opti plan application. At the same time, with 3D Design, we are able to reduce the fit processes of our products and shorten the production process. We strive to take a sustainable approach in the drawing and production stages of our designs.

We always support the environmentally and socially sensitive attitudes of our employees and offer training to ensure their development on the subject. In this context, we organize workshops and enable our employees to play an interactive part.

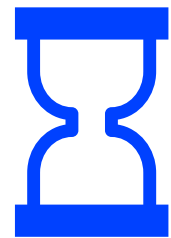
Within the scope of the environmental dimension of sustainability; we undertake many efforts and take responsibility in the fight against the climate crisis, which is the biggest problem facing our world. We know that sustainability should not be limited only to the environmental dimension, and we strive to operate in the social and economic dimensions of sustainability. While we are careful to extend our sensitive approach to every aspect, we take actions for improvement in many areas such as education, living conditions, occupational health and safety, and social rights of employees.

As ATT Tekstil, some of the efforts we have made and some of the targets we have set are given below.

- ✦ We provide a working environment that conforms to human welfare and social compliance requirements both in our own facilities and in the sub-producers we work with.
- ✦ We care about the professional and personal development of our employees and support their participation in trainings, workshops, and events.
- ✦ We care about our contribution to society and create training and social responsibility projects for this purpose.
- ✦ We are aware of the need for a traceability system to ensure transparency in the supply chain, and we certify our fabrics and products in line with the demands of our customers.
- ✦ We follow declarations such as EU Sustainable and Circular Textiles Strategies, EU Taxonomy, etc. and all relevant regulations. We make investments to minimize our impacts and carry out our efforts within the determined frameworks, and we take concrete steps for our common future.
- ✦ We know that in order to minimize our environmental impact, we need to set science-based targets and determine our roadmap. In order to achieve this, we have been monitoring and calculating our carbon footprint resulting from our environmental impacts since 2020.



# Our Sustainability Approach



## Our Targets by Locations

- ✦ We aimed to obtain the Higg FEM verification we received for ATT Concorde for our other locations in 2023 and we completed the verification of ATT Clothing Kirklareli and Erzincan factories for 2022.
- ✦ We have also initiated Higg FEM self-assessment studies with our sub-producers in our supply chain, and we aim to contribute to the participation of all our manufacturers, with whom we have been on our journey together, to the platform in line with our goal.
- ✦ In 2024, we aim to increase our use of sustainable raw materials, to commit to SBTi by setting science-based targets and to become a member of the Global Compact.
- ✦ We plan to cooperate with institutions to better manage our waste.
- ✦ We aim to organize regular environmental and social-oriented trainings for our suppliers and producers.
- ✦ We follow regulations such as Green Deal, Carbon Border Adjustment Mechanism, extended producer responsibility, digital product passport, circular economy action plan, and aim to establish teams and committees to render our services compliant.



## Our Sustainability Policy

We approach sustainability from a holistic perspective and strive to evaluate every activity we carry out with a focus on social, environmental and economic impact. We adapt to our customers' code of conduct and improve ourselves every day.

As ATT Tekstil, we make sure to act within the scope of our sustainability policy stated below in order to support our sustainability approach.

### Within the scope of our Sustainability Policy, we are committed to;

- ✘ Take into account the views and expectations of our stakeholders
- ✘ Be prepared for anticipated challenges and risks by creating crisis prevention plans
- ✘ Comply with social and environmental standards and regulations
- ✘ Contribute to sustainable development goals
- ✘ Audit social compliance requirements at our own sites and third-party partners
- ✘ Embrace diversity and inclusion as part of core corporate principles
- ✘ Ensure environmental sustainability through the use of sustainable alternative materials and efficient use of natural resources
- ✘ Provide assurance regarding the health and safety of our products for the end user
- ✘ Implement a zero-tolerance policy against corruption and bribery
- ✘ Build partnerships for goals
- ✘ Adopt the concept of circular economy as the foundation of company culture
- ✘ Be ethical, fair and transparent in our business processes
- ✘ Increase employee motivation by continuously developing good practices
- ✘ Focus on research and development activities



### ATT Tekstil Our Material Sustainable Development Goals

- ✘ SKA 5 –Gender Equality
- ✘ SKA 8 – Decent Work and Economic Growth
- ✘ SKA 9 – Industry, Innovation and Infrastructure
- ✘ SKA 12 – Responsible Production and Consumption
- ✘ SKA 17 –Partnerships for Goals



# UN 2030 Sustainable Development Goals

## UN 2030 Sustainable Development Goals

## Direct and Indirect UN Goals Contributed to by ATT Tekstil

## Title of the Report where the Relevant Disclosure is Mentioned



**4.3.** By 2030, ensuring that all men and women have equal access to accessible and quality technical education, vocational training and higher education, including university education

**4.4.** By 2030, significantly increasing the number of young people and adults with relevant skills, including technical and vocational skills for employment, decent work and entrepreneurship

**4.b.** By 2020, significantly increasing the number of scholarships on a global scale that offer developing countries, particularly least developed countries, small island developing States and African countries, enrolment in higher education programs, including vocational training programs and ICT programs, technical programs, engineering programs and scientific programs in developed and other developing countries

**Our Social Contributions**  
Our Education Programs



**6.3.** By 2030, improving water quality by reducing pollution, eliminating dumping, minimizing the release of harmful chemicals and substances, halving the proportion of untreated wastewater, and significantly increasing recycling and safe reuse on a global scale

**Our Understanding of a Better Environment**  
Water Management  
Chemical Management



**7.2.** By 2030, significantly increasing the share of renewable energy in global energy resources

**Our Understanding of a Better Environment**  
Environmental Management  
Energy Management



# UN 2030 Sustainable Development Goals

## UN 2030 Sustainable Development Goals



## Direct and Indirect UN Goals Contributed to by ATT Tekstil

- 8.3.** Promoting development-oriented policies that support productive activities, decent work creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises through access to financial services
- 8.4.** By 2030, continuously increasing global resource efficiency in consumption and production and strive to decouple economic growth from environmental degradation, with developed countries leading the way, in line with the 10-Year Framework for Sustainable Consumption and Production
- 8.5.** By 2030, ensuring access to full and productive employment and decent work for all men and women, including young people and persons with disabilities, and fully embracing the principle of equal pay for equal work
- 8.7.** Taking urgent and effective measures to eliminate forced labour, end modern slavery and trafficking in persons, and ensure the prohibition and elimination of the worst forms of child labour, including recruitment and use of children as soldiers, and end all forms of child labour by 2025
- 8.8.** Protecting the rights of workers and promoting safe working environments for all workers, including migrant workers, especially women migrants, and people in precarious work

## Title of the Report where the Relevant Disclosure is Mentioned

- Our Approaches that Add Value to People**
- Human Resources
- Employment Process
- Social Compliance Scope



- 9.4.** By 2030, developing infrastructure and retrofit industries to become sustainable through increased resource efficiency and greater adoption of cleaner and more environmentally sound technologies and industrial processes, with each country acting according to its capacity

- Our Innovative Practices**
- Innovation and Digital Transformation
- Our Understanding of a Better Environment**
- Our Sustainability Projects



# UN 2030 Sustainable Development Goals

## UN 2030 Sustainable Development Goals

## Direct and Indirect UN Goals Contributed to by ATT Tekstil

## Title of the Report where the Relevant Disclosure is Mentioned



**10.2.** By 2030, promoting the empowerment and social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, religion, economic or other status

**10.3.** Providing equal opportunities and reducing inequalities by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and actions in this regard

**Our Approaches that Add Value to People**  
 Diversity and Inclusion  
 Our Code of Ethics  
**Our Social Contributions**  
 Our Projects Contributing to Society



**12.5.** By 2030, significantly reducing solid waste generation through prevention, reduction, recycling and reuse

**12.4** By 2020, ensuring environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks and significantly reducing their release into air, water, and soil to minimize their adverse impacts on human health and the environment

**Our Understanding of a Better Environment**  
 Waste Management  
 Sustainable Raw Material Management and Traceability  
 Chemical Management  
**Our Innovative Practices**  
 Fabric R&D Studies  
 Design Center Projects



**13.3.** Improving education, raising awareness and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

**Our Understanding of a Better Environment**  
 Emission Management  
 Energy Management  
 Water Management  
 Combating the Climate Crisis  
**Our Social Contributions**  
 Education Programs



# UN 2030 Sustainable Development Goals

## UN 2030 Sustainable Development Goals

## Direct and Indirect UN Goals Contributed to by ATT Tekstil

## Title of the Report where the Relevant Disclosure is Mentioned



**14.1.** By 2025, preventing and significantly reducing all forms of marine pollution, including water pollution from marine litter and food waste dumping, particularly from land-based activities

**Our Understanding of a Better Environment**  
Waste Management  
**Our Social Contributions**  
Our Education Programs  
Our Projects Contributing to Society



**5.5.** Ensuring women’s full and effective participation in decision-making processes of political, economic, and social life and equal opportunities for women to be leaders in decision-making mechanisms at all levels

**Approaches that Add Value to People**  
Gender Equality  
**Our Social Contributions**  
Our Education Programs



**17.17.** Encouraging and supporting public, public-private and civil society partner-ships based on the common denominator of partnerships’ experience and resourcing strategies

**Our Understanding of a Better Environment**  
Partnerships for Goals  
**Our Social Contributions**  
Our Projects Contributing to Society



# Corporate Governance

Our Board of Directors, which consists of 3 members in total, has 2 men and a woman member.

- ✦ **Chairperson of the Board of Directors**
- ✦ **Deputy Chairperson of the Board of Directors**
- ✦ **Board Member**
- ✦ **General Manager**

Our executive team of 29 managers, led by our CEO, also provides risk management in the operational and financial affairs of the 4 locations within ATT Tekstil and provides support in setting and implementing goals.

Within the scope of all operations in our company, we carry out our efforts by adopting a transparent, fair, and accountable management approach that complies with the standards, adheres to our code of ethics and values.

We attach importance to communication with our stakeholder groups and hold continuous, monthly, as needed, project-based meetings. We determine our strategies and implement projects to achieve our goals.

Managers	2022		2021		2020	
	Women	Men	Women	Men	Women	Men
Aged Over 50	6	7	6	7	8	7
Aged Between 50-30	6	10	8	7	5	7
Aged Under 30	0	0	0	0	0	0
<b>Total (Gender Based)</b>	<b>12</b>	<b>17</b>	<b>14</b>	<b>14</b>	<b>13</b>	<b>14</b>
<b>Total</b>	<b>29</b>		<b>28</b>		<b>27</b>	

Critical concerns that are evaluated under the heading of sustainability are first discussed by the environmental, social, and economic impact management responsible teams and the sustainability team that we have

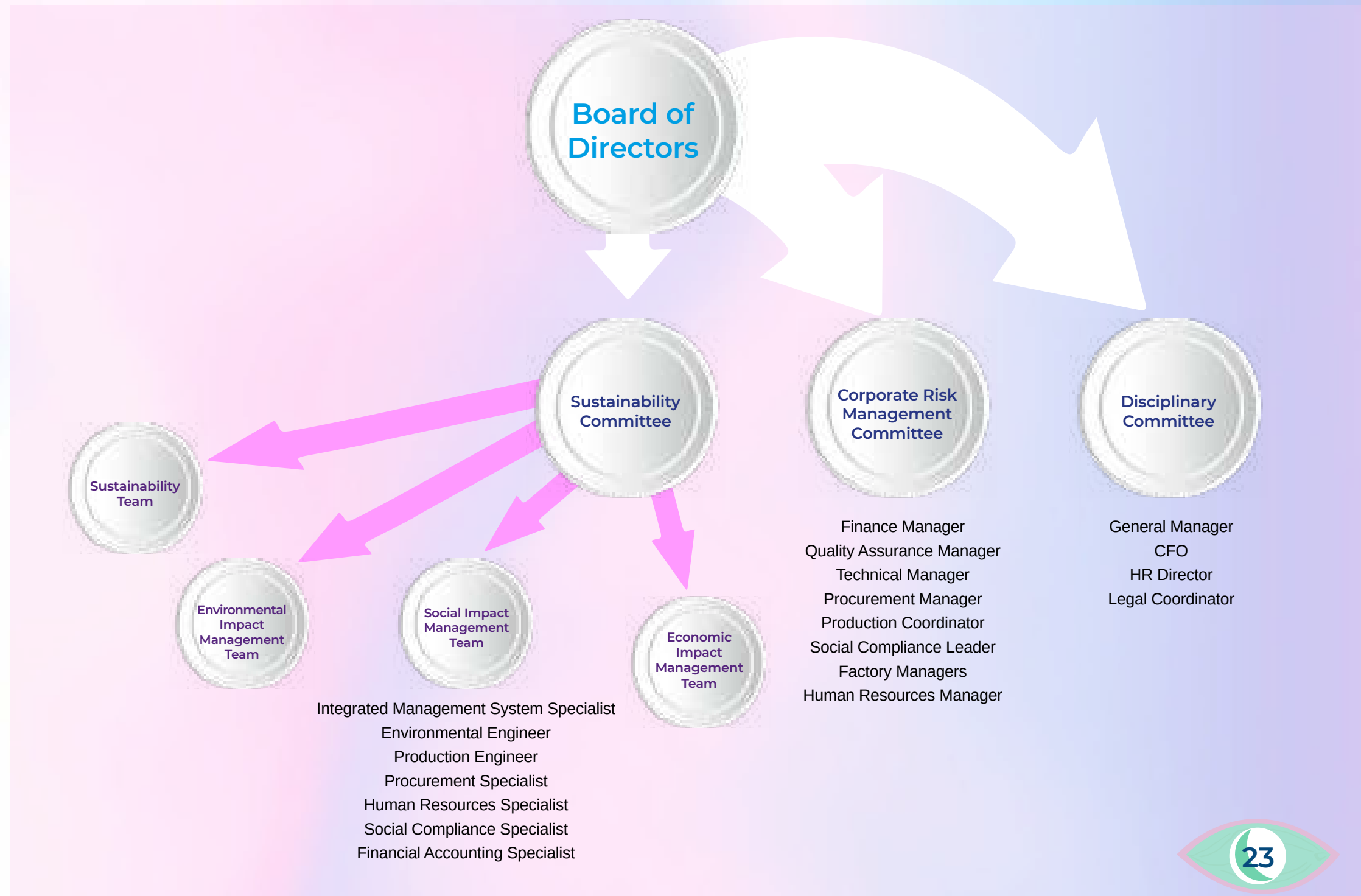
identified within the sustainability committee. First, the problems are identified, the feasibility study of the actions to be taken are evaluated by the Corporate Risk Management Committee and then submitted to the

senior management. Approved actions are finalized according to the determined deadline. The results of the actions taken are evaluated through impact analysis.



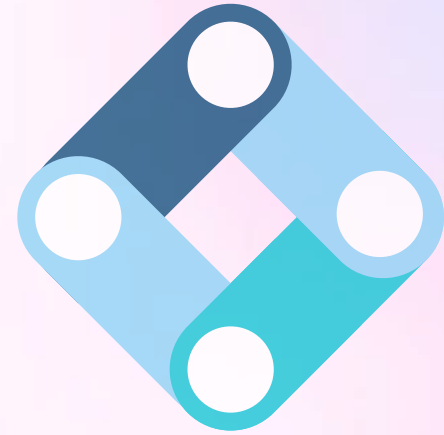
# Corporate Governance

In terms of supporting sustainable development, the responsible teams in the sustainability committee share the trainings they receive from outside, the teachings at the conferences they attend, and the subject-based research they conduct with the senior management to nurture their knowledge on current topics. Our senior management encourages participation in internal and external trainings, workshops and community outreach activities and provides the necessary support to raise awareness and understanding among our employees. We work on strengthening employee commitment with our continuously improved practices. You can see our efforts in this regard under the **Good Practices** heading in the “Our Approaches that Add Value to People” section.





# Integrated Management System



We aim to effectively manage all our business processes and create value in the long term by adopting sustainability within the organization. In order to achieve this, we established and implemented the Integrated Management System at all our locations in 2021. We received the certificates of the Integrated Management System, which includes the subjects of Quality, Environment, Occupational Health and Safety, Information Security Management Systems, and the Energy Management System at ATT Concorde.

We successfully passed the system certification audits in 2021 at our Çerkezköy, Istanbul, Kırklareli locations and in 2022 at our Erzincan

Location and were entitled to receive a certificate. We successfully pass the audits carried out every year within the scope of the relevant standards.

In Integrated Management Systems, we determine the process risks of our production factories and Istanbul Office in all standards, decide on our long-term target strategies and control deviations from the targets we want to achieve by following them. On the one hand, we strive to do our job in the most perfect way, while on the other hand, we aim to ensure a complete business strategy integration to achieve our goals.

In all Management Systems, we attach importance to the principle of compliance with the legislation.



## Within the Scope of ISO 9001

- ✦ We identify our risks and opportunities related to the Quality Management System and improve our quality targets everyday thanks to our Quality Management System, which we have established as a live system.
- ✦ We ensure that our employees participate in the system.
- ✦ We keep our processes under control with our process approach. In this way, we aim to plan our activities in a better way, solve problems quickly and ensure an effective management approach.
- ✦ We aim to standardize our work and quality. We put all our activities that affect quality in writing and make them comprehensible.

## Our Quality Policy

As ATT Tekstil, we use our human resources, know-how and design power, which are our most valuable resources, to design and collect fabrics, dye, print and finish raw and semi-finished fabrics for the world's leading brands. We work with the goal of meeting and exceeding all kinds of expectations of our customers with the designs, collections, and products we produce. In order to achieve and continuously improve this, we support the Total Quality Management System and the spirit of teamwork and support all

kinds of hardware, software and training activities necessary for continuous improvement. We aim to maintain and improve customer satisfaction, to perform our work flawlessly every time and without repetition, and to work primarily within the legal conditions in this direction. We strive to be in transparent and effective communication with all our customers and employees, and we exhibit an open and approachable attitude towards all kinds of contributions for the continuous development of our Quality Management System.

## Within the Scope of ISO 27001

- ✦ We take precautionary measures to ensure the information security of our employees, customers, visitors, suppliers, and all other stakeholders. We confirm to ensure full compliance with all legislation and regulations related to PDPL.
- ✦ We confirm compliance with the legislation of the countries regarding personal data protection.
- ✦ We strive to meet the needs and expectations of all our stakeholders regarding information security.
- ✦ By operating the Information Security management system, we minimize our information security risks, ensure the confidentiality of our information assets, and protect their access.
- ✦ We protect our corporate reputation.





# Integrated Management System



## Within the Scope of ISO 14001

- ✘ Climate change, environmental risks, disasters, and biodiversity are among the topics we consider most important. For this reason, we obtained ISO 14001 certification in 2021 and transformed our environmental efforts into an Environmental Management System.
- ✘ By identifying our environmental risks and opportunities, we create our long-term environmental goals and strategies, and thus aim to meet the needs and expectations of all our stakeholders.
- ✘ With our environmental impact assessments, we determine our goals and strategy to reduce our impact on nature.
- ✘ We reduce our emissions by using natural resources effectively and efficiently and reducing environmental impacts.
- ✘ We aim to increase our share in the market with green production processes.

## ISO 45001

- ✘ We aim to prevent unwanted incidents that cause death, illness, injury, damage, and other losses in our factories.
- ✘ We aim to ensure social sustainability by increasing the reputation of our organization, ensuring public trust, and increasing employee motivation and participation.
- ✘ We reduce operating costs by preventing the stoppage and slowdown of production due to accidents and diseases, reducing penalties and compensation, and reducing compensation costs.
- ✘ We aim to meet the needs and expectations of all our stakeholders regarding Occupational Safety.

## ISO 50001

- ✘ We assess our energy risks and opportunities and determine our goals and strategy. We continuously monitor deviations from our goals and plan the necessary corrective actions.
- ✘ We ensure that the use of our existing devices and machinery is under control. We minimize our negative impact on the environment by increasing efficiency and avoiding waste.
- ✘ We contribute to the reduction of greenhouse gas emissions by providing energy consumption awareness and saving resources.



## Sustainability in the Supply Chain

As an organization that adopts the principle of perfectionism in production, we offer design and production solutions to our customers at a single point. Within the scope of our principle, we carry out fabric design and collection preparation, marketing and sales, printing, dyeing, and finishing processes for raw and semi-finished fabrics, woven/knitted clothing design, production and sales, warehouse logistics activities, foreign trade, customs clearance, management, and administrative organization activities related to these services, and the production and service delivery of these activities.

We know that a sustainability approach should be applied from the raw material purchasing stage and we develop strategies in this direction.

While carrying out all our production and design activities mentioned above, we act in accordance with social compliance and codes of conduct. We inform all our subcontractors about this matter during the determination and evaluation processes of our suppliers and our process is monitored and controlled by the Social Compliance Department of our organization regularly.

## Our Risk Management Approach

We continue our efforts to protect our company's business continuity and competitive advantage by evaluating the sectoral risks we will face in the light of global risks in environmental, social and economic dimensions.

Within the scope of our efforts to ensure our corporate risk management, we conduct internal audits and external audits with the support of the sustainability committee, and we monitor the compliance of all facilities within our company and all producers we work with through regular internal audits. We determine our corrective and preventive actions based on assessment outputs.

We make risk-opportunity assessments by considering customer demands and complaints, nonconformities, stakeholder suggestions, legal regulations, relevant initiatives and reports, and sectoral trends, present them to the management for evaluation, and we design and implement our action plan with the results of the management review.

Our Corporate Risk Management Committee comes together with the General Manager, CFO, and department managers once a month to evaluate the situation and data. As a result of the efforts carried out, the actions to be taken are determined and the topics are followed up at the next meeting. At the end of our meetings, the analysis results are re-evaluated. In our meetings, matters such as production and quality, employment, productivity, leftovers (fabric waste, product waste), under- or overloading, systemic errors, evaluation of production units in terms of social compliance, audit schedule, evaluation of financial data, planning, making customer-dependent decisions, evaluation of supplier risk, on-time loading, regulations, feedback, stakeholder opinions, survey results, etc. are discussed.

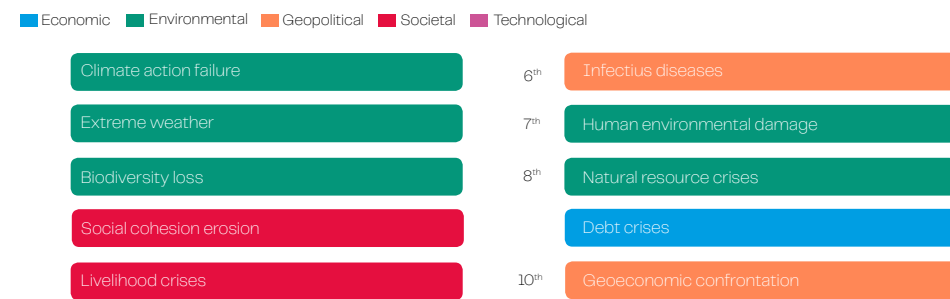




# In Light Of Global Risks

As a company operating on an international scale, we have to adapt to change in a rapidly developing and changing sector and determine our next steps in a prudent manner. We closely follow environmental, social, economic, political, and technological developments and changes affecting the sector in order to analyze today's needs and demands well and to meet future expectations. We determine our strategies, goals, and actions accordingly.

## “Identify the most severe risks on a global scale over the next 10 years



Source: World Economic Forum Global Risks Perception Survey 2021-2022

The 17<sup>th</sup> edition Insight **report** of the Global Risks Report, published annually by the World Economic Forum, assesses environmental, social, economic, and geopolitical risks as the most critical long-term threats from a 10-year perspective.

In this assessment, climate action failure, extreme weather, and biodiversity loss rank at the top of the most severe risks, followed by social cohesion erosion, livelihood crises, infectious diseases, human environmental damage, natural resource crises, debt crises and geoeconomic confrontation.

The 18<sup>th</sup> edition of the Insight **report** published this year predicts that the cost of living in the short term and climate action failure in the long term will dominate global risks. Biodiversity loss and ecosystem collapse is highlighted as one of the fastest worsening risks over the next 10 years, with environmental risks accounting for 6 out of 10 risks. The 2-year and 10-year rankings also include geopolitical confrontation, social cohesion erosion and social polarization, widespread cybercrime and cyber insecurity, and large-scale involuntary migration.

## Global risks ranked by severity over the short and long term

\*Please estimate the likely impact (severity) of the following risks over a 2 year and 10 year period\*



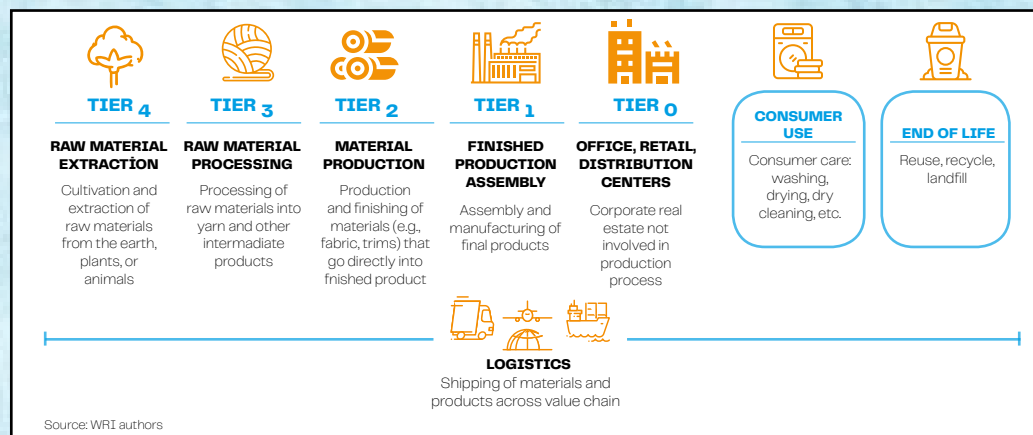
Risk categories: Economic, Environmental, Geopolitical, Societal, Technological



## Sectoral Trends

The textile sector is a multi-stakeholder ecosystem that includes many processes from raw materials to the end consumer, affected by environmental, social, economic, political, and technological factors.

When we look at the textile value chain today, we see that it has a wide scope as raw material production for tier 4 facilities, yarn production for tier 3 facilities, fabric production for tier 2 facilities, final production for tier 1 facilities, retail sales activities for tier 0 facilities and then consumer use and end of life activities, and logistics activities are also included in this journey.



**Source:** Science-Based Targets Guidance: Apparel and Footwear Sector

Although ATT Tekstil's main area of influence from its activities consists of Tier 2 and Tier 1 stages, the extended supplier responsibility approach shows that we need to take more responsibility as a company.

Analyzing the impact that global risks and trends have on us correctly, improving our activities accordingly and keeping up with market dynamics will play an active role in gaining competitive advantage and creating the right growth strategy for the future.

The sector we are in is in a serious change and transformation, it is important to adapt quickly to change, respond quickly to demands, be flexible in offering solutions, and be open to innovations.

As ATT Tekstil, we are in an advantageous position with our proximity and speed to market, vertical integration, quality, and flexible service features.

We know that many topics that seem to be environmentally and socially oriented today make their impact felt financially.

By evaluating global trends and risks, we share the topics that will affect ATT Tekstil's business conduct, the solutions, and strategic actions in our report.

- ✦ **Climate Crisis**
- ✦ **Customer Reputation and Changing Customer Demands**
- ✦ **Technological Developments**
- ✦ **Social Transformation**
- ✦ **Economic Uncertainties**
- ✦ **Legal Regulations and Requirements**





**Climate Crisis**

Due to the global impact of long-term changes in temperature and weather patterns, climate change has become a situation that requires urgent action that has been called a climate crisis and has become the most important problem of our time. The Intergovernmental Panel on Climate Change (IPCC) report "Climate Change 2022" emphasizes that climate change is caused by the increase in fossil fuel consumption and the increase in greenhouse gas emissions.

**What Impact Can It Have on Us?**

Many environmentally focused concerns such as climate crisis, disruption of ecological balance, damage to natural resources and biodiversity are turning into topics with significant financial implications, such as supply chain resilience, instability in raw material prices and rising energy prices.

- ✘ Depletion of natural resources and damage to biodiversity, directly disrupting the continuity of our business processes and affecting supply chain resilience

- ✘ Imbalances in price accessibility as a result of increased air temperature affecting agricultural areas and limiting the availability of natural raw materials
- ✘ Microplastic pollution caused by the preference for synthetic raw materials
- ✘ Harmonization process with many environmentally oriented regulations such as Green Deal, Low Carbon Economy, Extended Producer Responsibility), EU Taxonomy, Life Cycle Assessment, etc.
- ✘ Economic difficulties due to high costs in technological infrastructure
- ✘ Difficulty in raw material transportation as a result of damage to natural resources due to water and chemical waste pollution

**What Are We Doing About It?**

ATT Tekstil is aware that the most important problem the world faces today is the climate crisis. Within the scope of environmental sustainability, we analyze risks and opportunities in detail and implement many practices in these areas.

- ✘ You can find our approach to combating the climate crisis and the efforts we have made in the "Our Understanding of a Better Environment" section.



### Brand Reputation and Changing Customer Demands

The global climate crisis, pandemic-scale epidemics, technological developments, etc. all changes that have positive and negative impacts on human life have caused differences in the demands of our customers today.

In order for our customers to protect their brand reputation, they are expected to comply with constantly renewed environmental and social regulations, respond to consumer expectations and transparently reflect on the steps they take to achieve these. Therefore, responding to the demands of all stakeholders in the value chain in this process has become a very important matter.

### What Impact Can It Have on Us?

- ✦ Increased expectations on producers due to the regulations that have entered or will enter into force, differentiating consumer priorities and preferences, and changing environmental and social perspectives in the sector
- ✦ Orientation towards sustainable alternatives in the use of raw materials
- ✦ Ensuring traceability throughout the supply chain
- ✦ Adaptation to the social and environmental expectations of the Code of Conduct set by customers
- ✦ Protecting brand reputation to help customers achieve their goals
- ✦ Memberships in initiatives to ease clients' audit burden by using self-assessment and verification tools such as FEM, FSLM, SLCP, SEDEX

### What Are We Doing About It?

We follow current declarations and consumer behavior in the market and take steps in a prudent manner so that we can respond quickly to expectations.

You can find details of our efforts in this area in [Our Understanding of a Better Environment](#), [Our Approaches that Add Value to People](#) sections.





### Technological Developments

Today, as in most sectors, there is a rapid change in the apparel industry with the Industry 4.0 process. Companies that lag behind digitalization have difficulty in meeting customer needs and this puts them one step behind the competition. In this process, businesses need to keep up with this change both to increase their productivity by responding quickly to market changes and to reduce their costs and gain a sustainable competitive advantage over their competitors.

Developing new business models by keeping up with technology in value chain management activities reduces unit costs, increases the value of the product offered to customers and transforms companies into a more profitable, efficient, and sustainable structure. In this context, creating a digital vision and strategy, acquiring digital competencies, strengthening the information and IT structure, creating, and managing an ecosystem will positively affect companies.

### What Impact Can It Have on Us?

- ✘ Integration process into carbon footprint and water footprint calculation software
- ✘ Strengthening the sources of information flow required to ensure traceability
- ✘ Making investments by adapting to technological developments in order to improve all processes in our value chain and increase efficiency

### What Are We Doing About It?

We continue our efforts to become a more flexible, fast, reliable, and transparent solution partner in the sector by keeping up with Fashion 4.0, which is an application of Industry 4.0 in textile technology and textile manufacturing sectors. You can find the details of our activities in this context in [Our Understanding of a Better Environment](#), [Our Innovative Practices](#) sections.





### Social Transformation

Today, the demand for manufactured products is increasing not only in terms of aesthetics and functionality, but also in terms of ethical and social conformity. The textile industry stands out as one of the leading sectors of this change. It is observed that the sector is undergoing a transformation targeting not only environmental but also social sustainability.

Social transformation in the textile sector aims to promote respect for human rights, fair working conditions, equality, and diversity. This transformation starts with respect for the fundamental rights of workers, providing them with fair wages and safe working environments. These steps aim to ensure that the sector contributes not only to economic growth but also to social development.

### What Impact Can It Have on Us?

- ✘ Defending, improving, and strengthening workers' rights
- ✘ Providing fair working conditions
- ✘ Pursuing equal, fair, and inclusive policies
- ✘ Increasing social responsibility activities
- ✘ Full implementation of social compliance procedures
- ✘ Creating a conscious workforce with educational support

### What Are We Doing About It?

You can find the details of our activities within the scope of Social Transformation in [Our Approaches that Add Value to People and Our Social Contributions](#) sections.







**Economic Uncertainties**

While the textile sector has been meeting people’s clothing needs for centuries, it has undergone a major transformation over time and has become an important part of the modern economy. However, in recent years, the textile sector has been experiencing a challenging journey in the shadow of economic uncertainties. These uncertainties bring along important global economic problems that affect the businesses operating in the sector and the entire value chain. In order for companies to ensure continuity of operations, it is necessary to create their priorities, strategies and road maps by anticipating the challenges to be faced.

**What Impact Can It Have on Us?**

- ✘ Competitive pressure from cheap labor and low-cost production options
- ✘ Being flexible and fast in meeting incoming demands in environmental and social aspects
- ✘ Changing government policies, tax regulations, trade disputes altering export dynamics
- ✘ Fluctuations in exchange rates and changes in raw material prices making sector stability difficult

**What Are We Doing About It?**

We determine our short, medium, and long-term strategies as a result of impact analysis studies conducted with the support of our Corporate Risk Management Committee against the challenges we face and may face. We can quickly adapt to changes through our investments, flexible production capacity, end-to-end solution provider, supply chain collaborations and strategic partnerships.





### Legal Regulations and Requirements

Every organization serving in the textile sector is subject to legal regulations and legislation in direct proportion to the risks brought by the sector. Today, in order to minimize the effects of the climate crisis and to ensure a fair production that respects human rights, new regulations and laws have started to come into force and their scope and effects on companies have started to be determined. The EU Green Deal, Border Carbon Regulation, Circular Economy Strategies, Corporate Sustainability Due Diligence Directive, etc. signal the need for change and transformation in the sector.

### What Impact Can It Have on Us?

- ✘ Adaptation to the classification systems of the EU Taxonomy
- ✘ Transparent corporate reporting for the textile sector
- ✘ Developing business models in line with the expectations of the EU Strategy for Sustainable and Circular Textiles
- ✘ Ensuring that companies' sustainability performance supports ESG metrics and appropriate reporting
- ✘ Ending the use of banned chemicals

### What Are We Doing About It?

We comply with the laws in the activities we carry out, and we quickly implement the changes in the legislation within our company. We believe in responsible production and consumption within the scope of our sector, and we approach the requirements in this context with the utmost care. You can find the details of the efforts we carry out within the scope of legal regulations and requirements in [Our Understanding of a Better Environment](#) and [Our Approaches that Add Value to People](#) sections.





# Materiality Analysis

As a result of the stakeholder dialogue we have conducted, we share the topics that our internal and external stakeholders have identified as high priority and very high priority. We improve our processes within the scope of our focus areas.





# Communication with Stakeholders

Our stakeholders play an important role in achieving our company’s goals and sustaining our success. As ATT Tekstil; we make sure to act in line with the needs and expectations of our stakeholders while managing our business. We take steps to make our business more sustainable by constantly listening to the ideas, needs and opinions of our stakeholders. All our stakeholders, especially our employees, customers, and suppliers, are very valuable to us. In order to keep our communication with each of them strong, we constantly improve ourselves and make efforts in this regard.

	Top Management	Employees	Customers
<b>Why is it Important to Us?</b>	Interaction with Top Management is invaluable in terms of financing the organization’s expenditures and ensuring active participation of Top Management in activities when necessary.	Our employees are our most important stakeholders. Their ideas and contributions are critical to the continuity of our business. We respect the ideas and opinions of our employees. In order to increase their commitment to their work, we regularly organize meetings, trainings, ensure their participation and support them with good practices.	Our customers, with whom we cooperate, are our main stakeholders. We strive to improve all our processes in order to meet the expectations of our customers and ensure their satisfaction.
<b>How Do We Communicate?</b>	Senior management evaluation meetings Annual operating reports Feedback Sustainability Report Stakeholder Survey	Emails Annual employee satisfaction surveys Employee expectations surveys Trainings, workshops Face-to-face meetings Company social events Employee volunteering activities Sustainability Report Stakeholder Survey	Meetings Emails Customer satisfaction surveys Sales Marketing team communication Social media Website Sustainability Report Stakeholder Survey
<b>How Often Do We Communicate?</b>	Monthly	Constantly	Constantly
<b>How Do We Respond?</b>	You can find the activities we carried out in 2021- 2022 in the Corporate Governance section	You can access the activities we carried out in 2021- 2022 in Our Approaches that Add Value to People section.	You can find it in Our Sustainability Policy section.



# Communication with Stakeholders

## Why Is It Important to Us?

### Supply Chain

Our suppliers, who are the supply partners of our raw materials and other supplies, as well as our production subcontractors are our other key stakeholders. In our relations with our suppliers, we attach importance to compliance with environmental and social compliance standards. Maintaining an open and transparent communication in the activities in our supply chain and ensuring the necessary controls contribute to the fulfillment of our commitments on sustainability.

### Civil Society

We care about benefiting society and in this direction, we carry out projects in the field of sustainability such as social responsibility projects and environmentally friendly practices with NGOs, International Organizations and Associations throughout the year. Communicating and working together with them on our journey of change and transformation contributes to our positive progress.

### Universities

It is very important to be in close cooperation with universities in order to carry out many activities such as science and design-based studies and the recruitment of qualified personnel. Within the scope of the work, we do in our design center, we work with consultants and produce projects together in the light of their guidance and carry out various projects with university students. We maintain university-industry cooperation by supporting the professional development of young talents through internship opportunities, which enables us to have a dynamic company structure by constantly improving ourselves.

## How Do We Communicate?

Supplier and subcontractor assessments  
Trainings  
Inspections  
Emails  
Surveys  
Sustainability Report  
Stakeholder Dialogue

Projects  
Social media  
Emails  
Meetings  
Trainings  
Sustainability Report  
Stakeholder Dialogue

University-Industry Cooperation  
Face-to-face interview  
Emails  
Internship  
Factory tour  
Sustainability Report  
Stakeholder Dialogue

## How Often Do We Communicate?

Constantly

Project Based

As Needed / Project Based

## How Do We Respond?

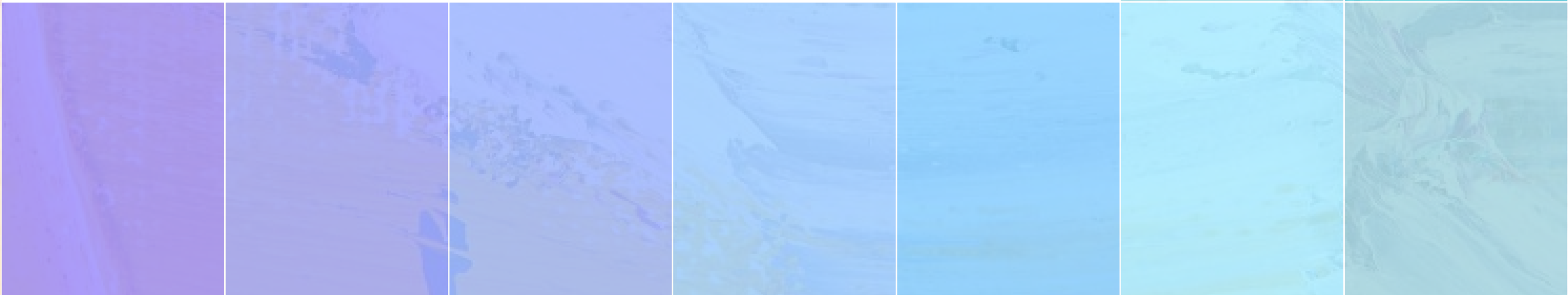
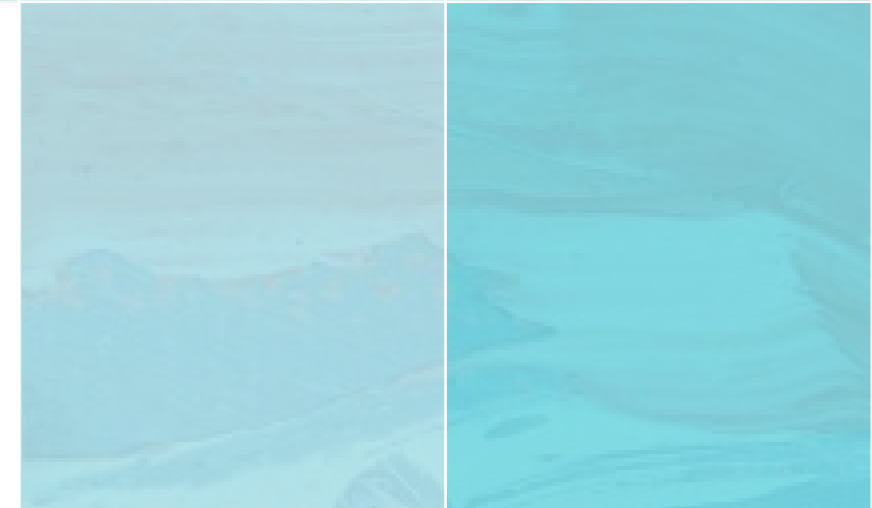
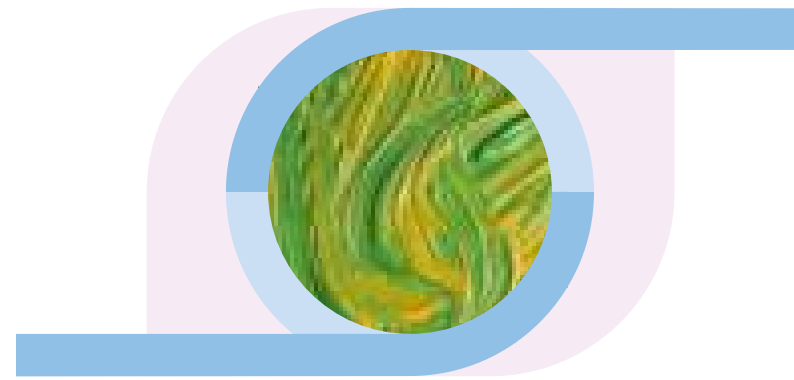
You can find the activities we carried out in 2021- 2022 in the Sustainability in the Supply Chain section.

You can find the activities we carried out in 2021- 2022 in Our Social Contributions section.

You can find the activities we carried out in 2021-2022 in Our Innovative Practices, Our Social Contributions section.



— Our Understanding of a Better Environment





## Environmental Management



Within the scope of our environmental sustainability approach, we address our activities in our production processes under 6 main headings: energy management, water management, waste management, emission management, sustainable raw material management and traceability, and chemical management.

Under the leadership of our Environmental Impact Management team, we carry out our environmental management activities at all our locations in compliance with national and international legal regulations, customer demands and expectations.

In order to spread environmental awareness in our corporate culture, we provide training to our employees and encourage employee participation by organizing events under the leadership of our sustainability team.

In order to minimize the environmental impact of our operations, we set short, medium and long-term goals and continue to improve our efforts every day within the framework of combating the climate crisis. You can find the details of all our environmental sustainability projects that we have realized and aim to realize within the scope of these efforts in the **Combating the Climate Crisis** section.

We evaluate our environmental sustainability performance with the questions we answer through the **Higg FEM Environmental Module** platform and receive verification by independent audit firms, share our verified results with our customers and alleviate the audit fatigue of our customers.

### Higg FEM assessment topics:

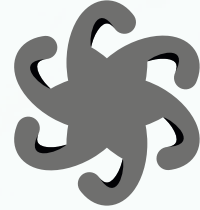
Environmental Management, Energy Water, Waste, Wastewater, Air, Chemical Management

Our year and location-based scores are shared below:

ATT High FEM Scores

Facilities	2020		2021		2022	
	Self assessment	Verification	Self assessment	Verification	Self assessment	Verification
Kırklareli	39%	Not Verified	60%	Not Verified	36%	39%
Erzincan	32%	Not Verified	48%	Not Verified	71%	67%
Çerkezköy	72%	34%	94%	90%	94%	91%





## Energy Management



In order to reduce our resource consumption and use them efficiently within the scope of our energy management efforts, we have implemented many projects which can be found in our 'Sustainability Projects' section.

Between April - December 2021, 2640 MWh of grid electricity purchased to meet the electricity consumption of our ATT Concorde factory in Çerkezköy has been certified with the I-REC certificate supporting green energy production.

The green energy certified with the I-REC certificate is sourced from energy produced in environmentally friendly hydroelectric power plants, and this energy is obtained from the dam technology at Gökteş Hydroelectric Power Plant in Adana Kozan.

In 2022, we offset 5510 MWh of energy from our consumption during the year by certifying the grid electricity purchased to meet the electricity consumption of ATT Concorde with the I-REC certificate obtained by different methods at different date intervals.

962 MWh of the green energy generation certified with the I-REC certificate was generated by dam technology at Arkun Dam and Hydroelectric Power Plant (HEPP) in Artvin Yusufeli, 2,280 MWh

was generated by the river flow method at Bağıştaş Dam and HEPP in Erzincan İliç, and 2,268 MWh was generated by the river flow method at Üç Harmanlar Regulator and HEPP in Trabzon Hayrat.

Thanks to these generation methods and technologies, our company has contributed to an environmentally friendly electricity generation with low carbon emissions.

With these steps towards achieving our sustainability goals, we continue to protect our environment and future generations and maintain our vision of leaving a cleaner world.

At the beginning of 2021, energy source transformation by switching from coal to natural gas has been actioned at ATT Concorde. As a result of this transformation, we aimed for a 37% reduction in our total carbon emission, and we achieved this goal. However, due to the difficulties in energy supply in 2022, we temporarily returned to the use of coal with the knowledge of our customers in order to ensure the continuity of our production.

The installation of the solar energy panels we purchased in 2022 at our Erzincan factory was completed and capitalized in 2023. We will share their positive impact in the next report period.

Our year and location-based energy consumption data are given below.

### İstanbul

Energy Consumption	2020	2021	2022
Total Electricity Consumed (kWh)	266.344	269.657	242.169
Natural Gas (Sm <sup>3</sup> )	23.128	39.946	33.749

### Kırklareli

Energy Consumption	2020	2021	2022
Total Electricity Consumed (kWh)	767.461	916.737	865.701
Natural Gas (Sm <sup>3</sup> )	51.449	57.340	61.231

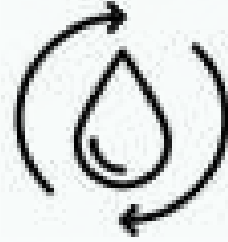
### Erzincan

Energy Consumption	2020	2021	2022
Total Electricity Consumed (kWh)	381.849	629.803	757.972
Natural Gas (Sm <sup>3</sup> )	99.040	43.929	35.868

### Çerkezköy

Energy Consumption	2020	2021	2022
Total Electricity Consumed (kWh)	5.457.424	5.289.376	5.510.150
Natural Gas (Sm <sup>3</sup> )	799.340	4.136.801	3.793.079
Coal (tons)	7.441	0	453





## Water Management

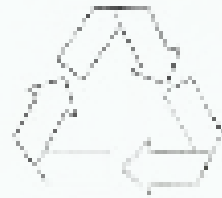


Considering the amount of water available per capita, Türkiye is considered a water-stressed country. Being aware of this situation, we undertake actions on water management. In this direction, we continue our projects to reduce water consumption by investing in new and water efficient dyeing and washing machines. With the SCADA system, we will be able to monitor our water consumption instantly and prepare our action plans more consistently by 2023. In the coming periods, we aim to install a wastewater recycling system at ATT Concorde, where resource consumption is the highest, and a rainwater collection system at our locations that are suitable for installation. Our research and efforts on this subject are ongoing.

The location-based water consumption table for the last 3 years is given below:

Location		Water Consumption Amount			Unit
		2020	2021	2022	
ATT Concorde	Çerkezköy	70,10	53,91	45,28	liter/meter
ATT Clothing	Kırklareli	10,00	11,40	10,73	liter/product
	Erzincan	9,13	14,15	8,07	liter/product





## Waste Management



We continue our efforts to protect our natural resources and prevent environmental pollution caused by production.

Within the scope of our Waste Management, we comply with legal obligations for the reduction, collection, storage, recovery, transportation, and disposal of all wastes arising from our activities, and we determine and implement the necessary implementation methods. We classify our waste in accordance with the legislation and deliver it to licensed companies with which we have contracts. All actions regarding the requirements and compliance of our efforts in this regard are taken and controlled by our environmental engineers included in our Environmental Impact Management Team.

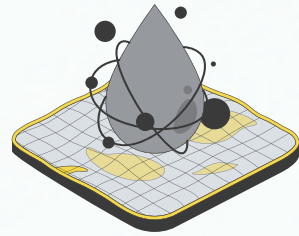
With the contributions of our sustainability team, we organize events and trainings to raise employee awareness within the organization.

With the awareness that the linear model is not a sustainable method, we intend to integrate business models that extend product life, recycle, and upcycle materials, and utilize waste as a resource to provide both economic and environmental benefits by adopting the circular model in our company culture. In line with this goal, we aim to contribute to a sustainable production and consumption cycle through partnerships for our goals.

### Our Waste Management Goals:

- ✦ Ensuring that the wastes generated as a result of our activities are separated and collected, disposed of and recycled in accordance with the regulations
- ✦ Supporting the transition of wastes into high value-added products and extending their life cycle
- ✦ Awareness training for waste site personnel
- ✦ Reducing wastewater consumption in lt/mt
- ✦ Organizing annual environmental trainings for employees
- ✦ Providing training to employees on chemical storage, use, handling, etc.
- ✦ Conducting chemical spillage and leakage drills
- ✦ Awareness training for waste site personnel
- ✦ Reducing the amount of hazardous waste
- ✦ Reducing the amount of non-hazardous waste





## Emission Management

As of 2021, we started to calculate and report the carbon emissions arising from the activities of our 4 locations within ATT Tekstil; Istanbul Office, Çerkezköy, Kırklareli and Erzincan factories. For the 2020 operating year, we only calculated scope 1 and scope 2 emissions, in 2021 and 2022, we included water and wastewater, waste, transportation (business trips, personnel shuttles), which are among the scope 3 headings in our calculations. In the coming periods, we aim to increase our impact area a little more and include our emissions from raw materials, product manufacturing and supply chain in our calculations. Our year and location-based emission data are given in the table.

ATT Clothing (Scope 1,2)	Year 2020 (tons CO <sub>2</sub> eq)	Year 2021 (tons CO <sub>2</sub> eq)	Year 2022 (tons CO <sub>2</sub> eq)
Direct GHG emissions	726	743	739
Energy related indirect GHG emissions	659	1.057	869
Total emissions of ATT Clothing	1.385	1.800	1.609
ATT Concorde (Scope 1,2)	Year 2020 (tons CO <sub>2</sub> eq)	Year 2021 (tons CO <sub>2</sub> eq)	Year 2022 (tons CO <sub>2</sub> eq)
Direct GHG emissions	10.856	9.091	8.859
Energy related indirect GHG emissions	2.543	1.320	0
Total emissions of ATT Concorde	13.400	10.411	8.859
<b>ATT total GHG emissions</b>	<b>14.786</b>	<b>13.400</b>	<b>10.469</b>

ATT Clothing (Scope 3)	Year 2020 (tons CO <sub>2</sub> eq)	Year 2021 (tons CO <sub>2</sub> eq)	Year 2022 (tons CO <sub>2</sub> eq)
Other indirect GHG emissions	N/A	242	245
ATT Concorde (Scope 3)	Year 2020 (tons CO <sub>2</sub> eq)	Year 2021 (tons CO <sub>2</sub> eq)	Year 2022 (tons CO <sub>2</sub> eq)
Other indirect GHG emissions	N/A	386	451
Total other indirect GHG emissions	N/A	628	697
<b>ATT total GHG emissions (Scope 1,2,3)</b>	<b>N/A</b>	<b>12.841</b>	<b>11.167</b>



# Sustainable Raw Material Management and Traceability

**GRS Certification:** This standard includes a set of criteria for identifying all stages in the supply chain, tracing the source of raw materials, processing, production, labeling and packaging, and ensuring traceability, all while considering the impact on the environment and employee rights. It ensures that the identity of the recycled content in products is preserved from the raw material to the final product. For more information: <https://textileexchange.org/recycled-claim-global-recycled-standard/>

**RCS Certification:** The standard that verifies and quantifies the use of recycled material in the end product. This certification sets a series of requirements to track the origin of the raw material used and the suppliers in the supply chain. These requirements include a minimum percentage of recycled material, verification of suppliers in the chain and record keeping.

For more information: <https://textileexchange.org/recycled-claim-global-recycled-standard/>

**GOTS Certification:** An internationally recognized certification standard to promote sustainability and environmentally friendly practices in the production of organic textile products. GOTS requires the use of organic fibers from the field to the shelf and limits the chemicals used in production. GOTS certification also includes social criteria such as

respect for human rights, fair working conditions and wages, environmental and social responsibility.

For more information <https://global-standard.org/>

**OCS Certification:** A certification standard developed to ensure the traceability of products made from organic agricultural products. This certification aims to ensure that products such as organic cotton, wool and flax are processed in accordance with the relevant standards and to determine how much organic content is in the final product. OCS uses a product tracking system to provide transparent information about the organic content of the product and where it comes from.

For more information: <https://textileexchange.org/organic-content-standard/>

**RWS Certification:** A certification standard developed to promote sustainable wool production and support animal welfare, RWS covers stages in the supply chain such as animal care on farms, wool processing and product production, labeling.

For more information: <https://textileexchange.org/responsible-wool-standard/>

Depending on the certification request of our customers, we continue our activities in compliance with the principles of traceability and transparency throughout the entire process of our supply chain. We

are subject to annual traceability, social and environmental audits in accordance with the certification rules.

**BCI Cotton Certificate:** An international non-governmental organization that aims to increase sustainability and social benefit in cotton production. BCI strives to equip cotton producers with the skills to grow cotton more sustainably, reduce environmental impacts and improve labor rights. BCI-certified cotton is grown using less water, fertilizer and pesticides during production. For more information: <https://bettercotton.org/>

BCI Cotton Usage Amount (meters)	
2021	2022
188.374	304.604

**EcoVero Certification:** Lenzing focuses on the protection of natural forests and offers transparency in the supply chain. Developed by Lenzing AG, EcoVero viscose is certified by the EU Ecolabel and supports the manufacture of products with a lower environmental impact by reducing water, energy consumption, waste and CO2 emissions compared to standard viscose production.

For more information: <https://www.ecovero.com/>

EcoVero Viscose Usage Amount (meters)	
2021	2022
598.812	1.746.756

**LivaEco Certification:** Produced by Birla Cellulose, LivaEco viscose supports sustainable forest management, uses closed-cycle production technology that saves water during production, and blockchain technology throughout the value chain, allowing source verification at every stage and offering environmentally friendly alternatives.

For more information: <https://www.livabybirlacellulose.com/business/livaeco>

LivaEco Viscose Usage Amount (meters)	
2021	2022
287.405	950.830

**FSC® Certification:** A certification organization with standards that support a responsible forestry culture protecting forest resources biologically and ecologically, protecting the ecosystem, community balance and rights during the manufacture of products.

For more information: <https://fsc.org/en>



## Sustainable Raw Material Management and Traceability

Our Facilities and Current Scope Certificates	
Our Facilities	Scope Certificates
Att Clothing-Kırklareli Factory	GRS, RCS, OCS, RWS
Att Clothing-Erzincan Factory	RCS, OCS
Att Concorde-Çerkezköy Factory	GRS, RCS, OCS

\*\*\*Att Concorde was GOTS certified in 2021-2022, as of 2023, it was decided that OCS certification would be sufficient in line with the rules set by Textile Exchange, and OCS certification was obtained instead of GOTS in the certificate renewal audit.

We supply GRS certified fabric from our ATT Concorde factory, we are expanding the scope of our chain by cooperating with GRS, RCS, OCS and RWS certified fabric suppliers and increasing our use of sustainable raw materials. Since 2019, we have been certifying our fabrics and offering fabric transportation certificates to our customers.

In order to ensure the continuity of the traceability chain, we certify our final products that we manufacture in our own facilities and also in our certified subcontractors.

As of 2021, we started to certify our final products and offer product transportation certificates to our customers.

In 2021, we supplied **410,999** finished products as RCS certified, **16,952** finished products as OCS certified, **305,031.54** kg of fabric as GRS certified. In 2021, we purchased **9,298.9** kg of GOTS certified fabric.

In 2022, we supplied 1,223,611 finished products as RCS certified, **44,899** finished products as OCS certified, **2,404** finished products as RWS certified, 298,166.80 kg of fabric as GRS certified. In 2022, we purchased **7,275.42** kg of GOTS certified fabric.

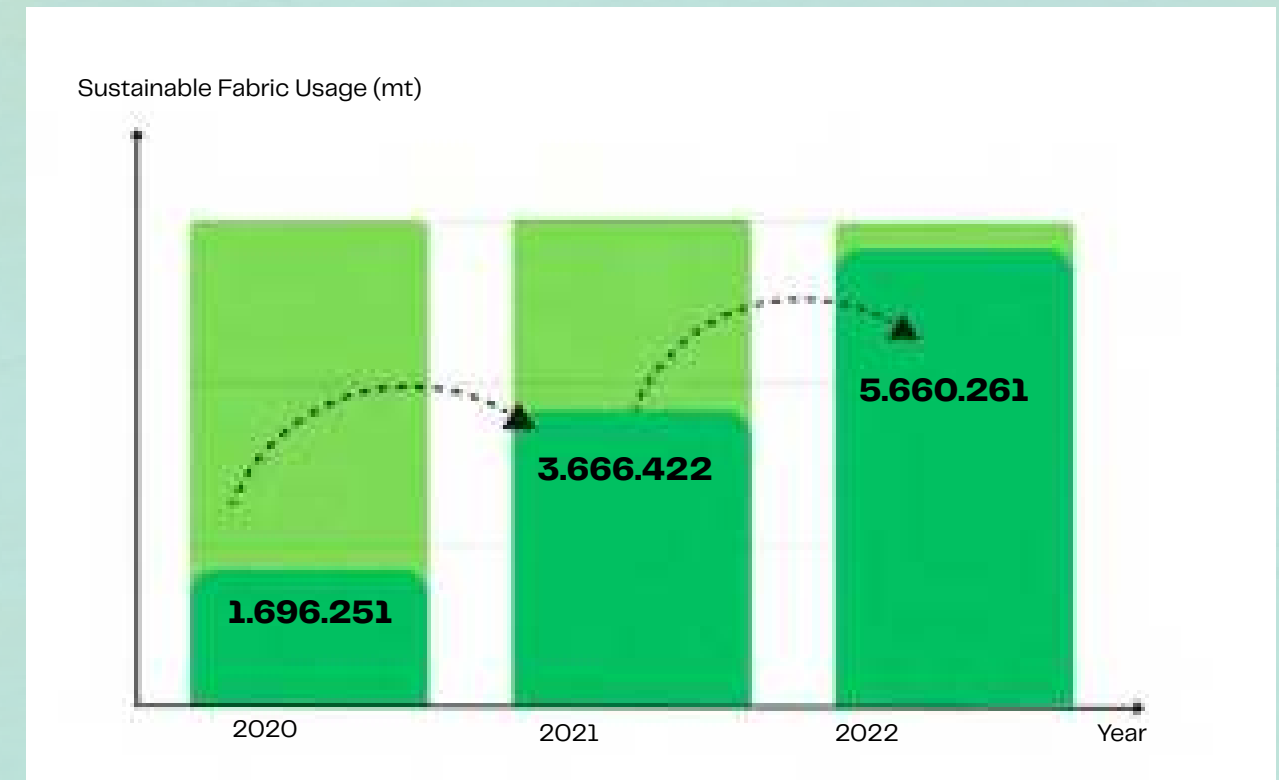
By using certified raw materials such as BCI, EcoVero, LivaEco in addition to Textile Exchange certification standards, we provide diversity for our customers and respond quickly to change and transformation demands in their journey towards sustainability.

We support more responsible cotton cultivation by using BCI certified cotton and environmentally responsible raw material production by using LivaEco and EcoVero viscose.

By supplying FSC-certified labels, we support the labeling standard that values zero deforestation, respects social rights, protects biodiversity, values responsible resource use, and enables our customers to opt for the FSC label on their products.

## Sustainable Fabric Usage

As you can see in the graph below, we managed to increase the amount of sustainable fabrics we used in our products to 3.6 million meters in 2021 and 5.6 million meters in 2022, in total increasing the amount of sustainable fabrics we used approximately 3.5 times compared to 2020. Approximately half of the fabrics we used in our products in 2022 were produced using sustainable fabrics. By 2030, we aim to produce 100% of the fabrics we use in our products using sustainable fabrics.





## Chemical Management



As ATT Tekstil, we take a very sensitive approach to chemical management. Therefore, we implement strict controls to ensure that the chemicals used in production are safe. When purchasing our chemicals, we fulfill our purchasing requests and transactions in accordance with national and international laws and our customers' banned chemical substances list. In our purchasing policies for all chemicals; declarations and certifications by global organizations are requested for the suitability of all products by considering Reach / ECHA mr values. The US Chemical Abstracts Service (CAS) numbers in the Safety Data Sheets (SDS) of chemicals and dyes are examined to access the raw materials used in the production of chemicals. Hazard, harmfulness and toxicological information of raw materials are evaluated by the "chemical appraiser" certified chemical supervisor and chemical team in our company. European Union; Reach / Echa values and the Registration, Evaluation, Authorization and Restriction of Chemicals (KDDIK) according to Turkish law are also evaluated and the effects of the chemicals entering the facility on the environment and people are analyzed. Raw materials and chemicals, whose safety is ensured, are also monitored by Bhive, an online CMS, and physically tracked within the facility. With online chemical management, our current chemical tables are mutually analyzed. The accuracy and reliability of the application is checked in this way. We also use the ZDHC Gateway platform to increase transparency and security in our chemical management and check and record the



suitability of chemical products used in our company's supply chain. Our fabrics are tested for harmful substances and are subject to regular audits. Thanks to our fulfillment of the requirements of OEKO-tex Standard 100, we offer our customers products that are safe and do not adversely affect human health.

**The OEKO-tex 100 Standard** covers and limits more than 300 harmful chemicals that can be found in textile products. These chemicals can be heavy metals, formaldehyde, pesticides, phenols, and other harmful substances that can cause skin irritation, allergic reactions or other health problems. The OEKO-tex 100 Certification represents a product safety standard that focuses on the health of consumers and the protection of the environment.

For more information: <https://www.oeko-tex.com/en/our-standards/oeko-tex-standard-100>

**The ZDHC Gateway** is a platform managed by ZDHC (Zero Discharge of Hazardous Chemicals), a chemical management program. It enables chemical suppliers to test and record whether their chemicals comply with ZDHC zero hazardous waste chemicals standards. This contributes to a more transparent and safer chemical management process in the supply chain. With the controls carried out with the ZDHC Gateway, the raw materials contained in the chemicals can also be controlled using chemical methods.

It is possible to access data in micrograms/liter down to the smallest building block of the chemical with these methods and contributes to our roadmap to achieve zero harmful chemical discharge to the environment. It contributes to the improvement of our business with the parameters they determine on a global scale.

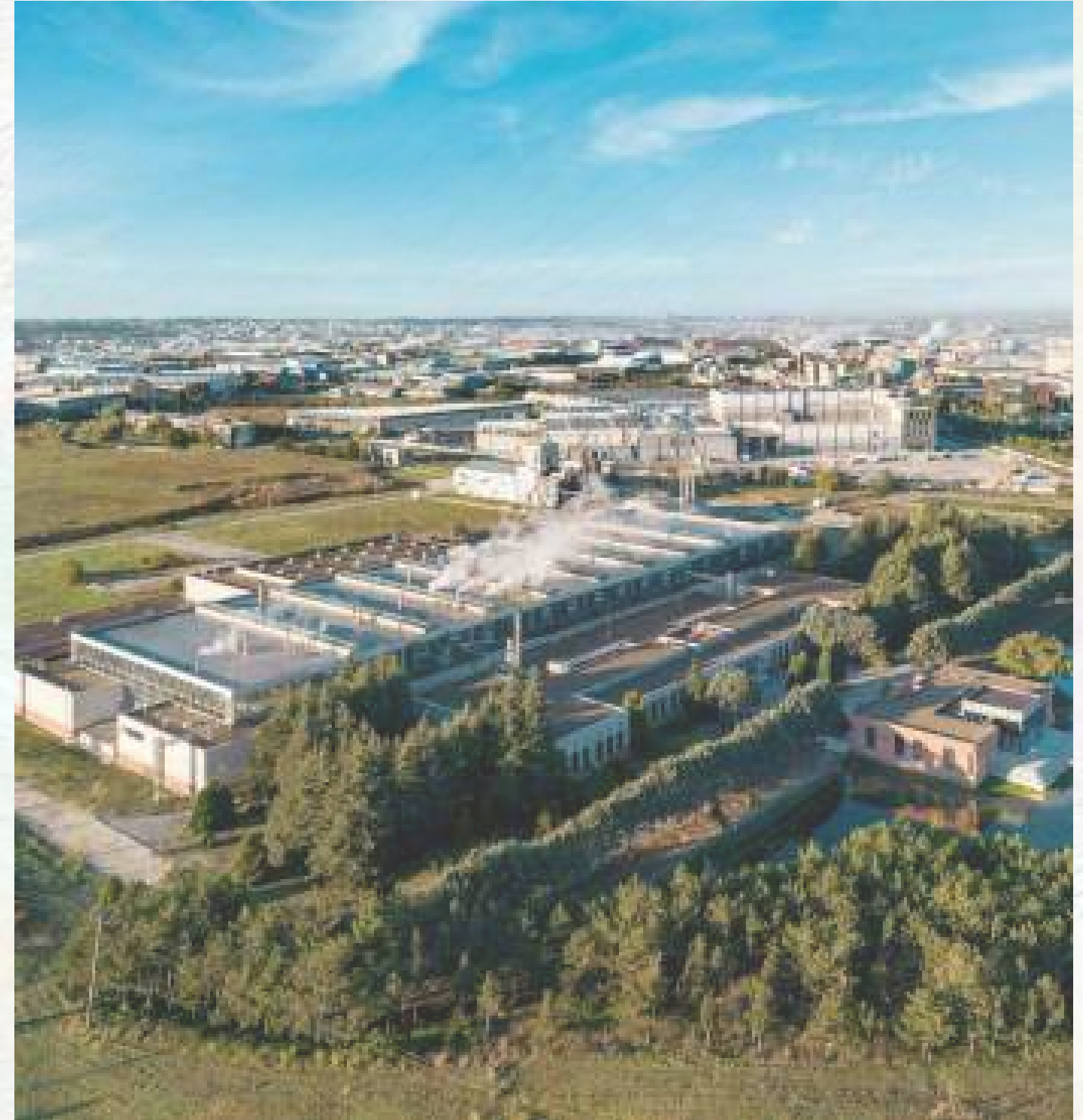
For more information: <https://www.zdhc-gateway.com/>



## Combating the Climate Crisis



Within the scope of combating climate action failure, biodiversity loss and extreme weather events, we carry out improvement efforts under 6 main headings that we have identified by focusing on areas with high environmental impact. Our efforts are listed in the table as completed, ongoing and future projects. In order to be successful in our efforts in these areas, we follow relevant trainings with our sustainability team and working groups, and organize trainings and events within the organization to make environmental awareness a part of the company culture. At the same time, we hang informative posters on billboards and share videos on TVs in the factories to raise awareness among our employees. In the coming periods, we plan to increase our influence by organizing interactive workshops where we will produce solutions to problems together.





# Our Sustainability Projects

## Completed Projects

YEAR OF ACTIVITY	LOCATION	COMPLETED PROJECTS	COMMITTED IMPROVEMENT	WORK DONE	IMPROVEMENT INDICATORS (Per year)
2019	ATT Concorde Çerkezköy Factory	FLASH STEAM RECOVERY	Saving water, hot water production cost, reducing the consumption of natural gas as an energy source and reducing greenhouse gas emissions by recovering the exhausted heat.	By saving the discharged water which is about 30 tons (90°C) per day, boiler water has been heated by 10°C with the flash steam system, saving natural gas and water consumption	258,000 m <sup>3</sup> natural gas, 9,000 tons of water was saved.
2020	ATT Concorde Çerkezköy Factory	REDUCTION OF SYSTEM COMPRESSED AIR PRESSURE	Reducing electricity consumption.	Energy saving was achieved by reducing the operating pressure from 7 bar to 6.5 bar.	About 3.5% savings were achieved, saving the use of 35 MW per year
2020	ATT Concorde Çerkezköy Factory	INFRARED FABRIC DRYING MACHINE FOR SAMPLING	Reducing natural gas and electricity	A high-capacity machine was used for drying sample pieces of fabric. Smaller size new infrared drying unit has been installed.	78MW savings were achieved
2021	ATT Concorde Çerkezköy Factory	CULTIVATION OF TREES IN FACTORY AREA	Protecting the natural structure, balancing carbon emissions, providing motivation to employees.	Afforestation efforts continued around the factory from 1997 to 2021.	More than 4.000 trees we-re planted. The-re are pine, cyp-ress, poplar, spruce, dwarf tree varieties and a small amount of fruit trees. It covers an area of app-roximately 10.000 square meters.
2021	ATT Concorde Çerkezköy Factory	REPLACEMENT OF WASTE BINS	Raising awareness on the production line, separating hazardous and non-hazardous wastes accurately and correctly, controlling and reducing the waste generated by monitoring the volume of waste.	Waste bins were purchased and placed in appropriate areas.	Waste quantity data is kept more regularly and sent to licensed companies.





YEAR OF ACTIVITY	LOCATION	COMPLETED PROJECTS	COMMITTED IMPROVEMENT	WORK DONE	IMPROVEMENT INDICATORS (Per year)
2022	ATT Concorde Çerkezköy Factory	REPLACEMENT OF BOILER SYSTEM WITH STEAM GENERATOR	Reducing natural gas consumption.	With the new boiler investment, a high-efficiency system has been installed. The use of Scotch Type boiler was abandoned and replaced with steam boiler.	Reduction of natural gas by 8%, resulting in monthly savings of 19,300 Sm <sup>3</sup> .
2022	ATT Concorde Çerkezköy Factory	REPLACEMENT OF LIGHTINGS BY LED TYPES	Reducing electricity consumption.	Starting from 2019, internal and external lighting has been switched to LED luminaires as their lifecycle was completed.	A total of 50 MW was saved and lighting costs were reduced by 40%.
2022	ATT Concorde Çerkezköy Factory	INSTALLATION OF CHIMNEY MOISTURE METERS ON STENTER MACHINES AND KEEPING THE CHIMNEY FAN SPEED AT MINIMUM	Reducing natural gas consumption	4 stenter machines were fitted with moisture meters. The operating speed of the chimney fans of the stenter machines was reduced to 40%, which is the minimum level.	Natural gas use has been decreased. Improvement data will be included in our 2023 report.
2022	ATT Concorde Çerkezköy Factory	WATER SYSTEM MAPPING AND CLEANING WASTE WATER PIPES	Monitoring and reporting of all pipes belonging to the facility and prevention of soil pollution.	Completed in February 2022.	Prevention of soil pollution caused by wastewater leaking from eroded ducts was ensured.



YEAR OF ACTIVITY	LOCATION	COMPLETED PROJECTS	COMMITTED IMPROVEMENT	WORK DONE	IMPROVEMENT INDICATORS (Per year)
2022	ATT Concorde Çerkezköy Factory	REDUCTION OF WATER USE IN CONTINUOUS WASHING MACHINES BY CHEMICALS AND NEW WASHING MACHINE INVESTMENT PROJECT	In disperse washing process, new chemicals introduced to improve cleaning result.	New generation continuous washing machine and specific chemicals was purchased and installed in October 2022.	Water consumption of 15% has been realised
2022	ATT Concorde Çerkezköy Factory	INSTALLATION OF FILTER IN STENTERING MACHINE CHIMNEY	Preventing odour and filtering waste gases.	Filter installation efforts started in February 2022.	Deodorization was achieved by separating oxygen from the atmospheric air and switching to ozone form with ionized heating.
2022	ATT Concorde Çerkezköy Factory	INVESTMENT IN NEW AIRFLOW DYEING MACHINES	Reducing water consumption with low flotation rates.	3 airflow jet dyeing machines were purchased and 4 old water jet dyeing machines were removed from the process. Their installation was completed in October 2022.	Dyeing Machine water consumption is reduced about 60%

## Ongoing Project

YEAR OF ACTIVITY	LOCATION	ONGOING PROJECTS	COMMITTED IMPROVEMENT	WORK DONE	IMPROVEMENT INDICATORS
2022	ATT Concorde Çerkezköy Factory	INSTALLATION OF SCADA SYSTEM	Instant monitoring and analysis of water, natural gas, steam, and electricity consumption of all machines in the facility thanks to the digital system installed, and preparation of a consistent action plan.	Analyzers were installed on all counters of the machines . Efforts on their calibration are ongoing.	Critical processes will be analyzed by monitoring machine performances. Machine-based consumption can be analyzed and compared with the production amount. It will allow us to perform product-based life cycle analysis.





## Future Project

### LOCATION

ATT Concorde Çerkezkoy Factory

### FUTURE PROJECTS

INSTALLATION OF WASTEWATER RECOVERY SYSTEM

### COMMITTED IMPROVEMENT

Reducing water consumption

### WORK DONE

Several textile mills has been visited to inspect their waste water recovery systems. Samples were sent to related candidate companies and two offers has been collected for a complete waste water regain system.

### IMPROVEMENT INDICATORS

The investment will be discussed again in the following period.



## Partnerships for Goals

We know that it is valuable to establish partnerships by creating synergies in order to achieve our goals in our sustainability journey. In this context, we have included the projects we are involved in and their details below.

### ✘ Introduction to ZDHC Program with H&M

We were selected in 2022 to participate in this project by H&M and we have completed the first phase by registering for the relevant training. In this project, there are trainings on ZDHC and the aim is to improve the chemical management system of the factories in this regard.

### ✘ Carbon Leadership Program with Marks&Spencer

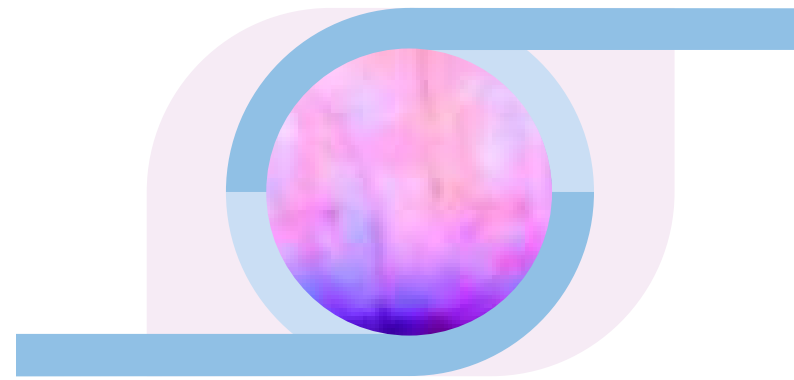
With this program, M&S has identified us as one of their strategic partners in 2022 in order to accelerate our process of becoming a company that achieves Net Zero. The Carbon Leadership Program conducted by Apparel Impact Institute/Ai together with Reset Carbon consists of 2 phases. The program will include carbon technology assessment and carbon target setting for category 2 facilities.

### ✘ ITKIB Sustainable Textiles URGE Project

The “Sustainable Textiles” sectoral clustering project for textile and raw materials exporters was realized within the scope of the “URGE Communiqué on Development of International Competitiveness” numbered 2010/8 and supported by the Ministry of Trade. The aim of the “Sustainable Textiles” Development of International Competitiveness Project is to increase the awareness of the companies in the cluster, to provide the companies in the cluster with the training, consultancy, and marketing services they will need in order to ensure that the companies can make sustainable production. We applied for the project in 2020, attended the first project meeting in 2021, and in 2022 we were included among the project participants and started to receive training and support activities.



— Our Approaches that Add Value to People



# Human Resources Management

We are a large family with shared values.

We work as a team to deliver superior service to our customers while creating a work environment where each individual can perform at their best, improve their skills and achieve career growth. ATT Tekstil shares its know-how and global knowledge formed in more than 40 years with its employees and aim to contribute to their development as leaders of the future.

We care about empowering individuals to build strong societies, and we value the expectations and opinions of our employees. We make continuous improvements within the scope of good practices to increase their motivation. We also take care to create a working environment where our employees have equal opportunities, can express themselves in a unique and free manner, and work harmoniously together as a team. We know that employee motivation is the only way to ensure that we keep the same level of service quality.



We shape our company's culture and core values with a focus on human value, and we want to live in a future where our social impact translates into social benefits. In this context, we pay attention to the impact of employee motivation, adaptation, and loyalty.

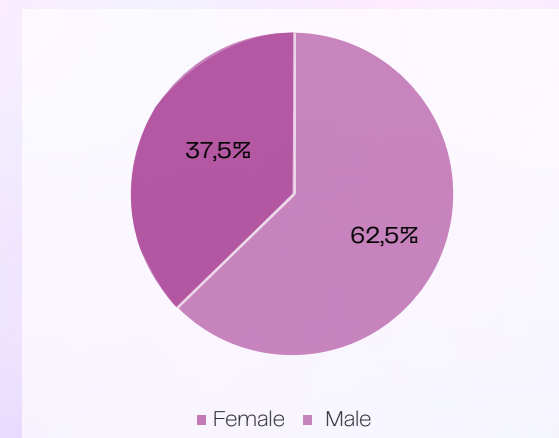


# Employee Rights & Equality of Opportunity

We develop various policies and procedures to protect the rights of our employees and to provide a working environment in compliance with labor law standards. The policies we have determined based on the Labor Law No. 4857 on the protection of the personal rights of our employees include a transparent approach and the categorization of rights.

At ATT Tekstil, we consider our employees as the foundation of our business and therefore adopt the highest standards and internationally accepted resources in our human rights policies.

We pursue a collaborative approach in our relationship with our employees based on the values of equality and fairness.



Number of Employees with Disabilities	2020	2021	2022
Total	26	28	34

Recognizing that we are a sector with a large number of women employees, we carry out various activities to increase the welfare and quality of life of our women employees in social and economic areas.

Within the scope of these efforts, we support their personal and professional development through in-house and external trainings and events. At the same time, we encourage our suppliers, with whom we work intensively, to participate in trainings in order to support

their social transformation. As a fair and inclusive organization, we support diversity and inclusion and we do not tolerate any type of discrimination at workplace.

The trainings attended by our employees in 2021-2022 are listed below.

- ✘ Zero Tolerance for Violence
- ✘ Support Equality
- ✘ Sexual Harassment and Gender-Based Violence
- ✘ Gender Equality

Number of Employees by Working Years	2020		2021		2022	
	Women	Men	Women	Men	Women	Men
0-5 Years	335	198	444	190	570	228
5-10 Years	128	142	93	133	73	108
10 Years and Over	145	132	150	125	159	141
Number of Employees by Age	Women	Men	Women	Men	Women	Men
Aged Over 50	35	58	37	60	38	68
Aged Between 30-50	434	337	483	313	560	312
Aged Under 30	139	77	167	75	204	97
Total (Gender Based)	608	472	687	448	802	477
<b>Total</b>	<b>1080</b>		<b>1135</b>		<b>1279</b>	

# Social Compliance Scope

As ATT Tekstil, we take care to fulfill our ethical values within the scope of Social Compliance within the framework of truth and honesty. We always strive to improve and develop our policies within this scope.

We attach great importance to ensuring Occupational Health and Safety and make improvements to create a safer and healthier work environment. We do not tolerate any type of discrimination and child labor at workplace and choose our suppliers in this context. We ensure a democratic work environment by respecting their rights.

In order to fulfill social compliance requirements accurately and comprehensively, we base our recruitment processes on professional know-how, and we take care to create a peaceful and prosperous working environment by ensuring that all kinds of mistreatment are prevented. We ensure that our employees are also informed about all matters covering our social compliance principles and, in this direction, we expect our employees to comply with all our laws and regulations.

We utilize various measurement tools to assess our social compliance and increase transparency in our supply chain. By sharing our results verified by independent audit firms with our customers, we ensure that our customers' audit fatigue is reduced. We closely monitor all these processes with our Social Compliance team by conducting internal audits.

**With SEDEX SMETA (Sedex Members Ethical Trade Audit - Supplier Ethical Data Sharing)**, we are able to certify our social compliance performance by measuring our harmonization efforts in the light of responsible and ethical business practice guidelines, and at the same time, we are able to determine improvement strategies with CAPR (corrective action plan report). We conduct this audit every year for our Kırklareli and Erzincan factories, as well as for some of our contract workshops, in order to provide audit outputs to our customers upon request.

**The Higg FSLM Facility Social Impact and Labor Module** platform is an important guide for us to evaluate our situation in the social dimension of sustainability while performing our activities. With this module, we measure whether all our employees at ATT Concorde have safe and fair working conditions through self-assessment,

monitor our social performance and set goals to improve our performance. Higg FSLM uses the SLCP assessment tool and process.

**With the SLCP (Social and Labor Compliance Program)** platform, we monitor the processes of our Kırklareli and Erzincan factories within ATT Clothing, as well as some of our suppliers. We make step 3 in line with the demand of our customers. We measure and evaluate working conditions and then determine our improvement steps.

The topics we are evaluated are given below.

- ✘ Employment and Recruitment
- ✘ Working hours
- ✘ Wages and earnings
- ✘ Employee treatment
- ✘ Employee engagement
- ✘ Health and safety
- ✘ Termination
- ✘ Management systems
- ✘ Empowering people and communities

ATT Clothing SLCP Scores

Facilities	2020		2021		2022	
	Self assessment	Verification	Self assessment	Verification	Self assessment	Verification
Kırklareli	96.0%	87.5%	97.5%	94.8%	99.6%	99.6%
Erzincan	93.3%	90.10%	94.3%	98.2%	100%	99.6%

ATT Concorde Higg FSLM Scores

Facilities	2020		2021		2022	
	Self assessment	Verification	Self assessment	Verification	Self assessment	Verification
Çerkezköy	67.8%	67.5%	80.2%	80.0%	80.5%	81.1%

# Our Code of Ethics

We show an approach that respects Universal Human Rights and aims to prevent violations of rights. By integrating this approach with all our stakeholders and employees, we contribute to raising awareness in our value chain. We take care to establish our communication with all our stakeholders, especially our employees, at a transparent and understandable level.

**Our activities are based on the Universal Declaration of Human Rights and International Labor Organization Conventions, the United Nations Global Compact, the United Nations Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.**



Thanks to our customers who are signatories of ILO, PACE and WEPs, we follow and take part in these efforts. Our working principles, which form the basis of our code of ethics, cover the regulations regarding our working order and the general rules that employees must comply with.



We act in accordance with the policies and procedures determined under many headings such as :

- ✘ Basic Working Conditions
- ✘ Working Hours, Fair Wages
- ✘ Prevention of Child Labor
- ✘ Social and Fringe Benefits of Employees
- ✘ Employee Communication Mechanism
- ✘ Freedom of Association of Employees
- ✘ Occupational Health and Safety, Pregnant and Nursing Employees
- ✘ Employee Responsibilities to the Employer and Workplace
- ✘ Zero Tolerance to Violence
- ✘ Human Rights
- ✘ Gender Equality
- ✘ Prevention of Bribery and Corruption
- ✘ Prevention of Forced Labor
- ✘ Diversity and Inclusion

The Disciplinary Committee, which we have established to control the compliance of our efforts, is responsible for ensuring that the entire process is carried out within the framework of the determined ethical rules and working principles.







# Our Social Contributions





## Our Education Programs

By supporting their development through the personal and professional trainings we offer to our employees, we facilitate their adaptation to our corporate culture. In addition we enable them to contribute to continuous improvement processes by generating new ideas, thus increasing employee motivation, and gaining employee loyalty.

With the support of our environmental impact management, social impact management and sustainability teams and external consultants, we provide in-house trainings to our employees under main headings such as environment, social, standards, occupational health and safety, traceability and design. We have included year and location-based training hours and the number of participants in the tables. In addition, we have provided more information in some of the training topics.

### Sustainability 101 Training

In 2021, in order to increase our employees' knowledge of the concept of sustainability and help them better understand their environmental, social and economic impacts, our in-house sustainability team organized a training for our employees at the Istanbul Office and shared the training presentation with our employees at all our locations.



### Gender Equality Training

With the consultancy experts, our employees were trained on the effects of discrimination and prejudices in life, gender inequality and the effects of inequalities on the lives of men and women, violence and types of violence, violence in working life and its definitions, the role of everyone in creating an egalitarian working culture and a non-violent working environment, and information on what we can do. In 2022, 771 employees received this training.

### Zero Waste Awareness and Sensitization Training

We organized "Zero Waste Training" with the contributions of the Turmepa Marine Environment Protection Association team and our employees from all locations. Thanks to this training, we raised awareness about the importance of on-site sorting of waste and the negative impact waste has on the environment. A total of 119 employees of ATT participated in this training.



### Support Equality & Zero Tolerance to Violence Training

We completed the "I Support Equality" training in December 2022 to contribute to improving knowledge on gender equality, the consequences of gender-based discrimination and the importance of ensuring gender equality in working life. In addition, we have completed "Zero Tolerance to Violence" training, which aims to prevent violence and harassment at home and workplaces and to raise awareness on this concern, created by the International Labor Organization Türkiye Office, by logging in to ILO's digital training platform ILO Academy in June 2022.

A total of 19 people from department managers and teams from all locations participated in the I Support Equality Training and 10 people participated in the Zero Tolerance to Violence training. We also supported the participation of 3 companies from our suppliers in the training.

### Training on Combating Sexual Harassment and Gender-Based Violence

In order to reinforce and develop our principle of zero tolerance for gender-based violence and sexual harassment in the workplace, we prepared and presented awareness-raising training at all of our locations. 708 employees in 2021 and 633 employees in 2022 received this training.



### Effective Communication Training

In order to improve the communication skills of our employees, to enable them to better understand and solve the situations they face, to increase motivation for team cooperation and to improve their leadership skills, communication training was provided to 110 white-collar employees through an external consultancy service. During the training, topics such as what communication is, types of communication, communication instruments, communication accidents, personality analysis and differences, effective listening, effective questions, feedback skills were emphasized.





# Our Education Programs

## Traceability Training

In order raise our employees' awareness on traceability and certification requirements and to ensure compliance with the requirements, our sustainability team receives trainings on certification processes and organizes in-house trainings. In the 2021-2022 activity years, 172 people were trained.



## Design Training

Our company provides trainings for the design center staff to improve their competencies and supports their participation in events. In the 2021-2022 activity period, 2 people participated in Lectra Cad Applications Optiplan V3R4 Program training and 15 people participated in Design Thinking training.

## Textile 101 Training

Our Design Center consultant made a presentation on Textile Fibers in the training we organized to increase the level of knowledge of our employees from every department in the Istanbul Office. We plan to continue such trainings in the following periods.



## Master's Degree Support

During the 2020-2021 and 2021-2022 academic years, two of our employees were provided with the opportunity to pursue their master's degrees at Istanbul Technical University. Both of our employees successfully graduated from the Fashion Retail and Management and Engineering Management Non-Thesis Master's Programs.

## Responsible Engineers of Sustainability Project - Climate Change Adaptation, Women and Climate Workshops

In this workshop organized by the Sustainable Steps Association in 2022, participants formed groups and developed solutions on climate change by focusing on the problems in the sector and presented their project ideas at the end of the workshop. Two members of our sustainability department participated in the 20-hour workshop.

## HIGG FEM Awareness Training

In 2021, we supported our employees in developing their competencies by enabling 9 employees within ATT Tekstil to receive informative training on the use of the Higg Environmental Module tool, which is used to measure and evaluate the environmental performance of facilities.

## Boğaziçi University Lifelong Education Center (BÜYEM) Corporate Sustainability Certificate Program

In 2021, we supported the participation of two members of our sustainability team in the Corporate Sustainability Certificate Program organized in cooperation with BÜYEM, UN SDSN Türkiye and Resource, Environment and Climate Association (REC). The aim of this program is to contribute to the dissemination of sustainability efforts of institutions to a wider audience and to provide employees with detailed information and support their professional development in this field. The program lasted 34 hours in total and our employees were entitled to receive a certificate at the end of the program.

## ITHIB Textile Sector Sustainability Transformation Certificate Program

We participated in a comprehensive training program on raising awareness about the concept of sustainability, which has now become a necessity in companies at every stage of the supply chain in the textile industry. This will provide a roadmap for team members to be followed in the sustainability transformation of companies.

## ZDHC - Zero Discharge of Hazardous Chemicals Training

As part of the Introduction to ZDHC Program, two of our ATT Concorde employees participated in the training created by the Intertek ZDHC Foundation in July 2022.

Year	Location		Total Training Hours (Employee *Hours)
2021	ATT Clothing	Istanbul	723
		Erzincan	2262
	Kırklareli	2654	
	ATT Concorde	Çerkezköy	4450
2022	ATT Clothing	Istanbul	963
		Erzincan	6712
	Kırklareli	4944	
	ATT Concorde	Çerkezköy	9745

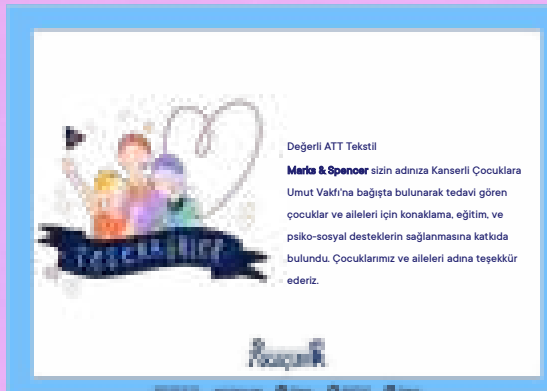
## Our Projects Contributing to Society

Aware of our social responsibility, we reflect our commitment to people, the environment and society through the projects we carry out and create benefits in many areas. By establishing strong collaborations with our business partners, we support shaping social transformation together. We are proud to take our part in creating a positive transformation in the business world.

### Marks&Spencer and ATT Tekstil Cooperation-Karapınar Primary School Project

Every year, M&S organizes projects within the scope of the International Volunteering Project. In the project we implemented in cooperation with M&S, we carried out the maintenance and renovations of Karapınar Village Primary School in Horasan district of Erzurum province.

As a result of our project, M&S, one of our valuable stakeholders, donated to the Hope Foundation for Children with Cancer on behalf of ATT Tekstil and contributed to the provision of accommodation, education and psycho-social support for children undergoing treatment and their families.



### Handicrafts and Clothing Production Course Support Project in Cooperation with Yüksekova Master Students Association

In Hakkari's Yüksekova district, we contributed to the provision of adequate opportunities to 800 women who want to receive training in order to gain professional knowledge and be active in the field of handicrafts in 50 courses opened under the Public Education Center. In this context, we provided materials such as fabric and yarn and supported the trainees to benefit efficiently from the training received.

### Anatolian Scholarship Program

Türkmen Group is a sponsor company of the 2021 Koç University Anatolian Scholarship Program which provides scholarships for highly accomplished students at Koç University from underprivileged backgrounds, who are not eligible for a full scholarship under the public national scholarship system but who are high achievers and exceptional students.

### Let Our Color Be Known Event

In order to raise awareness of Down Syndrome, March 21 was recognized by the UN as World Down Syndrome Day in 2011. In order to draw attention to the rights of individuals with Down syndrome in Türkiye and to raise awareness, we supported the "Let our color be known" campaign and as ATT Istanbul Office employees, we said +1 for Down Syndrome awareness, wore colorful socks on our hands, and shared posts on social media with the hashtag "Let our color be known".



### Sewing Workshop Fabric Donation

Şişli Municipality Sewing Workshop project aims to contribute to the socio-economic empowerment of individuals by organizing vocational courses for disadvantaged groups such as women, disabled people, migrants, asylum seekers and LGBT+ individuals and supporting their specialization in textile and sewing fields. As part of our sustainability projects, we donated fabric to the Şişli Municipality Sewing Workshop.



# Our Projects Contributing to Society

## Coastal Cleanup Activity

### Caddebostan Beach

We participated in the annual International Coastal Cleanup Day event with a team of 5 volunteers from Istanbul Office under the leadership of Turmepa Marine Environment Protection Association. Along with all other volunteers who also participated in the event, we collected the waste thrown into the environment at Caddebostan in September 2021



## Scholarship Project

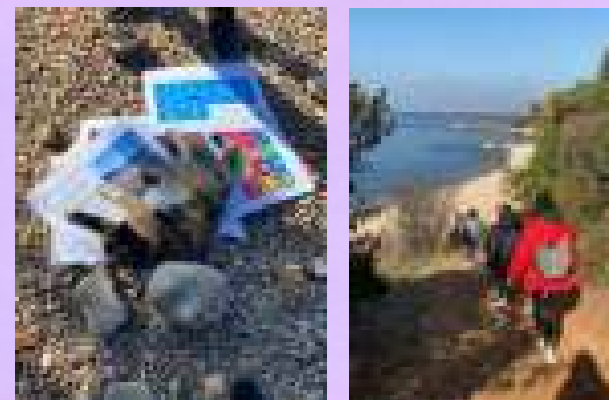
At ATT Tekstil, we provide scholarships to the most successful students of our employees who have achieved the highest score on the national university entry exam. Employees with a salary below a certain threshold can apply for these scholarships each year before the start of the school year. Students can benefit from this support throughout their university education if they satisfy outlined academic conditions. In the 2021-2022 and 2022-2023 academic years, total of 33 children of employees received scholarships.

## Coastal Cleanup Activity

### Burgazada Madam Marta Bay

Within the scope of our corporate volunteering projects, we carried out our coastal cleaning activity in Burgazada Madam Marta Bay with the participation of 12 volunteers under the leadership of Turmepa Marine Environment Protection Association team. Our volunteer team removed 55 kg of waste from the seas in November 2022

We will continue our collaborations with Turmepa in the coming years.



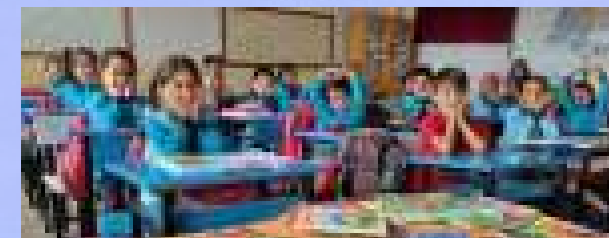
## Cushion Donation to Yedikule Animal Shelter

As ATT Tekstil, we extended the lifespan of these fabrics and transformed them into cushions by utilizing the fabric waste generated after production in our Kırklareli factory. With this project, we both benefited our friends at the Yedikule Animal Shelter and contributed to the circular economy. Using a total of 10 kg of fabric waste, we produced 50 cushions, each 50x50 cm in size.



## Çelebibağ Primary School Aid Campaign

In October 2022, we organized an employee-led aid campaign. With the support of our employees, school supplies (checkered-striped notebooks, drawing books, erasers, red-pencils, pencils, sharpeners, dry-pastel-watercolors, flasks) were provided to meet the needs of the students in Çelebibağ Primary School in Van/Erciş, where there are 25 students in one class. We also provided a laptop computer to the school.



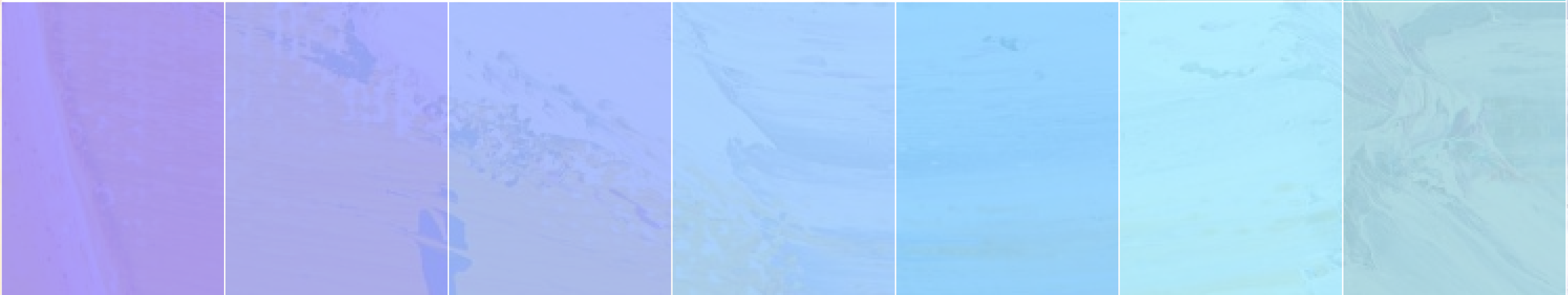
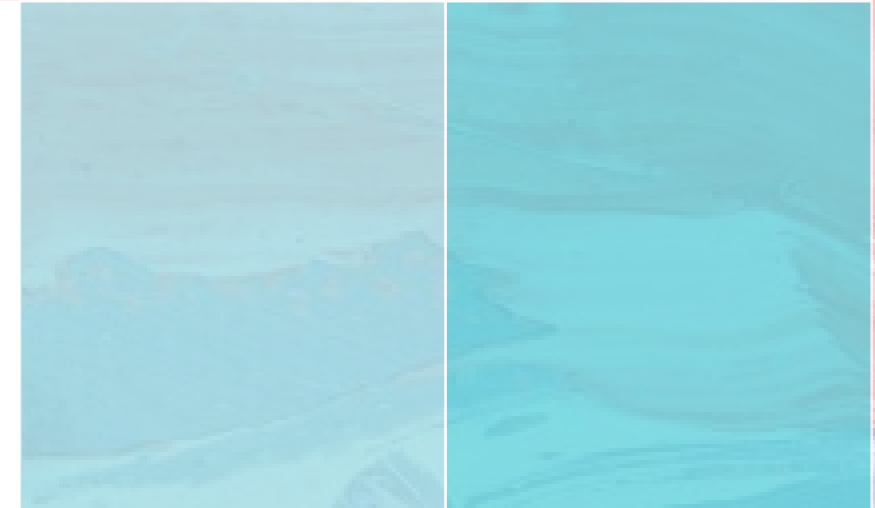
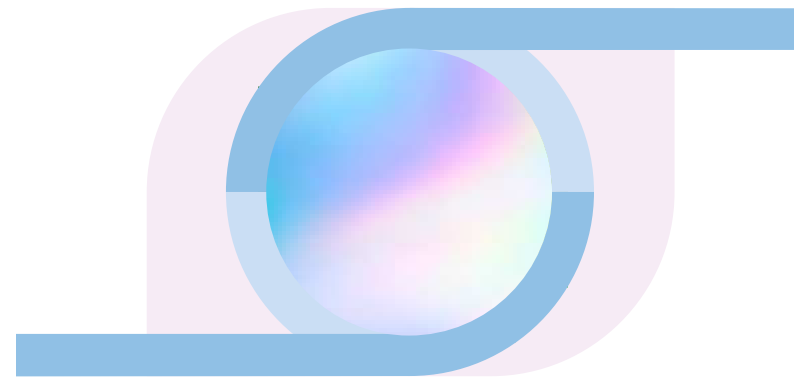
## New Year Workshop

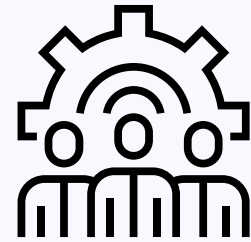
In 2022, we organized a workshop at the Istanbul Office with the voluntary participation of our employees to make use of our waste fabrics and unused accessories, and provided our employees with a space where they could socialize during their busy work schedule.





# Our Innovative Practices





## Innovation and Digital Transformation



Our company has adopted the strategy of Industry 4.0 in order to keep up with the rapid changes in the fashion industry and achieve sustainable growth. R&D and innovation play an important role among the cornerstones of this strategy. Considering the impact of digital technologies and smart production processes on the industry with Industry 4.0, as a company, we aim to shape this transformation with innovative approaches and our commitment to sustainability principles.

Thanks to the ERP program that we continuously customize and improve with the team we have established within our organization, we are trying to create a system where we can monitor all our processes related to product development, traceability, sales, production, financial and administrative affairs, and human resources from end to end.





• **Product Development and Design**

We closely follow digital technologies to ensure that design both responds to customer demands and complies with the basic principles of sustainability. In particular, we accelerate product development processes by integrating the 3D Design program (CLO) into our design processes. This enables us to respond to customer needs faster and minimize environmental impact by reducing sample requirements.

• **Production and Employee Improvements**

We optimize our production processes in line with Industry 4.0 principles and use the most advanced digital programs in this context. Thanks to our collaboration with LECTRA, we minimize fabric consumption by using technologies such as DIAMINO Automatic Layout Program and OPTIPLAN Layout Optimization Program.

Thanks to OPTIPLAN, the optimization of our sizes to be included in the layout is done automatically and the DIAMINO program is automatically informed which sizes it should place, thus ensuring minimum fabric consumption with thousands of variation assignments that cannot be done by human hands. This not only contributes to environmental sustainability but also allows us to offer products at competitive prices.

We also use a real-time production tracking program that has been improved with the contributions of our production engineers.

• **Real-Time Monitoring of Productivity**

In the factory environment, instant information about the productivity, quality and machine health of our machines can be monitored in real time by our managers and operators.

Thanks to an integrated IT structure, we transfer the data we collect to mobile phones, tablets, and computers in the form of understandable graphics. This data can be analyzed in terms of individual machine and operator as well as factory-wide, therefore helping us to take our production lines under end-to-end control. While our managers in the field monitor the efficiency of machines and operators, our engineers, who blend this data with planning data, evaluate the performance of the factory according to production plans. By making the necessary corrections, we ensure optimization in the operation and increase our control in production stages.

• **Employee Competency Tracking and Business Optimization**

Thanks to real-time performance and quality data inputs, the process of selecting the right personnel for the right job can be done easily. We aim to establish production lines with artificial intelligence and increase our competitiveness in the market by providing the highest efficiency and quality.

• **Digitalization in Machine Maintenance and Repair**

With the technologies we use in factories, we can plan for both preventive, irregular, and advanced maintenance. In this way, we aim to extend machine life and increase our productivity and quality values.

• **Monitoring Quality Performance**

We monitor all quality processes in real time, from raw material input to semi-finished products, from finished products to shipment. Thanks to this tracking with the QR codes on each product, all data in terms of machine-operator-operation are tracked by field managers and necessary actions are taken quickly. In this way, we strive to protect and grow the value we create for our customers.

• **Fair Remuneration Efforts with Industry 4.0 Tools**

With the measurements we make for both blue and white collars, we work to ensure that employees achieve the earnings they deserve by taking into account their performance.

• **Integration of Traceability and Transparency Tracking into ERP Program**

In order to fulfill certification requirements and meet brand requirements, we have integrated an internal tracking program into our ERP system, which allows us better control in our supply chain. Thanks to this program, we can minimize errors that may occur in the process, and we are one step closer to our sustainability goals by ensuring traceability.





## Design Center



ATT Clothing maintains its Design Center status by the Ministry of Industry and Technology.

In line with the changing and developing sector dynamics, we continue to carry out projects in our design center in cooperation with academic institutions

### ATT Clothing Number of Employees

	2020	2021	2022
Designer	12	15	16
Technicians	16	16	15
Support personnel	2	2	3

### Upcycle Art and Design Festival Event- Müze Gazhane

#### Exhibition

Within the scope of the project, in cooperation with Hacı Bayram Veli University, **we produced products using sustainable fabrics with 18 functional designs.** These were exhibited at Müze Gazhane.

We also use a real-time production tracking program that has been improved with the contributions of our production engineers.



#### Brooch Workshop

On the 2nd day of the festival, a brooch workshop was organized from waste fabrics with the support of the lecturers involved in the project and the voluntary participation of the visitors who showed interest in the festival.





**We received design registration for 18 of our products exhibited at the Upcycle Art and Design Festival.** We reflected our innovative approaches to our garment designs by using design thinking practice to contribute to the transformation journey in the field of sustainable and circular fashion. These functional garments are designed to be not only practical, but also to add long-lasting value to the garment with the flexibility to adapt to personal style by being worn in a variety of ways. Blouses that turn into skirts and skirts that turn into tops and bottoms can adapt to different body types and preferences. The user-friendly adjustable cords add a personal touch to the garment while allowing for different ways of wearing it. By using different sides of the fabric, it can offer a completely new look and strike a balance between functionality and aesthetics in every piece. Details for ease of breastfeeding, the transformation of various collars and cuts emphasize the originality of each design.



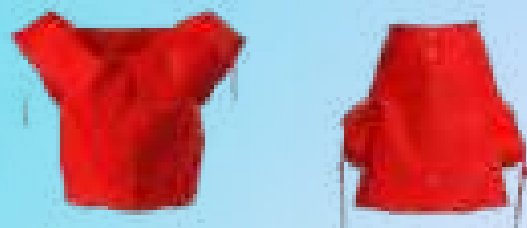
*Shirred Draped Blouse/Skirt*



*Mini Dress with Shoulder Snaps to Make Breastfeeding Easier*



*Blouse that Can Turn into a Skirt*



*Double Collar Striped Shirt*



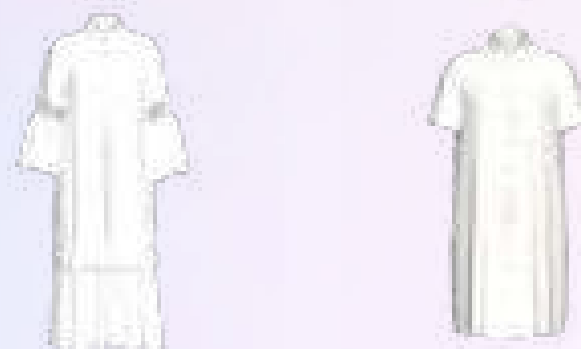
*Jacket That Can Turn Into A Dress*



*Jumpsuit with a Blouse-Shorts Look*



*Shirt Dress that Can Turn into Two Different Models*



*Shirt That Can Turn Into A Dress*





## Thank you!

We are pleased to share our report with you, in which we present the outputs of our activities carried out in the operating years of 2021 and 2022 and our approach to the concept of sustainability. Thanks to the contributions of our Sustainability Team and the support of ESG Turkey Consultancy who also helped us to improve ourselves in this context. We are aware of the importance of each step we take in the process of transformation as we move towards the goals we set in line with our objectives. Together with all our stakeholders who accompany and guide our journey, we will continue to take valuable steps for our common future.





# GRI Content Index

Statement of Use	Att Tekstil has reported in accordance with the GRI Standards for the period January 1, 2021, and December 31, 2022.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report, p.4 About ATT, p.8 Fields of Activity, p.11 Communication, p. 72
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.4
	2-3 Reporting period, frequency and contact point	About the Report, p.4
	2-4 Restatements of information	About the Report, p.4
	2-5 External assurance	The sustainability report hasn't been externally assured.
	2-6 Activities, value chain and other business relationships	About ATT, p.8 Fields of Activity, p.11 Sustainability in the Supply Chain, p.26
	2-7 Employees	Employee Rights & Equality of Opportunity, p.54
	2-8 Workers who are not employees	Employee Rights & Equality of Opportunity, p.54
	2-9 Governance structure and composition	Corporate Governance, p.22-23 Our Code of Ethics, p.56

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GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Corporate Governance, p.22-23 Our Code of Ethics, p.56
	2-11 Chair of the highest governance body	Message from the Board of Directors, p.5-6 Corporate Governance, p.22-23 Our Code of Ethics, p.56
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Sustainability Approach, p.15-16 Corporate Governance, p.22-23
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Approach, p.15-16 Corporate Governance, p.22-23
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Approach, p.15-16 Corporate Governance, p.22-23
	2-15 Conflicts of interest	Corporate Governance, p.22-23 Our Code of Ethics, p.56
	2-16 Communication of critical concerns	Corporate Governance, p.22-23 Our Code of Ethics, p.56
	2-17 Collective knowledge of the highest governance body	Corporate Governance, p.22-23 Our Education Programs, p.59
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, p.22-23 Human Resources Management, p.53



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	2-20 Process to determine remuneration	Human Resources Management, p.53 Employee Rights & Equality of Opportunity, p.54
	2-21 Annual total compensation ratio	Human Resources Management, p.53 Employee Rights & Equality of Opportunity, p.54
	2-22 Statement on sustainable development strategy	Our Sustainability Approach, p.15-16 UN 2030 Sustainable Development Goals, p.18-21 Corporate Governance, p.22-23
	2-23 Policy commitments	Our Sustainability Policy, p.17 Our Code of Ethics, p.56
	2-24 Embedding policy commitments	Our Sustainability Policy, p.17 Our Code of Ethics, p.56
	2-25 Processes to remediate negative impacts	Corporate Governance, p.22-23 Our Code of Ethics, p.56
	2-26 Mechanisms for seeking advice and raising concerns	Employee Rights & Equality of Opportunity, p.54
	2-27 Compliance with laws and regulations	Our Sustainability Policy, p.17 Employee Rights & Equality of Opportunity, p.54
	2-28 Membership associations	Memberships and Initiatives, p.12
	2-29 Approach to stakeholder engagement	Communication with Stakeholders, p.37-36
	2-30 Collective bargaining agreements	Human Resources Management, p.53 Employee Rights & Equality of Opportunity, p.54

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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, p.35
	3-2 List of material topics	Materiality Analysis, p.35
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.35 Our Code of Ethics, p.56
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	205-2 Communication and training about anti-corruption policies and procedures	Our Code of Ethics, p.56
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GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our Code of Ethics, p.56



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GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainable Raw Material Management and Traceability, p.44-45 Sustainable Fabric Usage, p.45 Chemical Management, p.46
	301-2 Recycled input materials used	Sustainable Raw Material Management and Traceability, p.45-44 Sustainable Fabric Usage, p.45 Chemical Management, p.46
	301-3 Reclaimed products and their packaging materials	Sustainable Raw Material Management and Traceability, p.45-44 Sustainable Fabric Usage, p.45 Chemical Management, p.46
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	302-3 Energy intensity	Energy Management, p.40
	302-4 Reduction of energy consumption	Energy Management, p.40

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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, p.41
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GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Combating the Climate Crisis, p.47
	304-2 Significant impacts of activities, products and services on biodiversity	Combating the Climate Crisis, p.47
	304-3 Habitats protected or restored	Combating the Climate Crisis, p.47
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Combating the Climate Crisis, p.47

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
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	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management, p.43
	305-3 Other indirect (Scope 3) GHG emissions	Emission Management, p.43
	305-4 GHG emissions intensity	Emission Management, p.43
	305-5 Reduction of GHG emissions	Emission Management, p.43
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emission Management, p.43



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
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GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management, p.42
GRI 304: Biodiversity 2016	306-1 Waste generation and significant waste-related impacts	Waste Management, p.42
	306-2 Management of significant waste related impacts	Waste Management, p.42
	306-3 Waste generated	Waste Management, p.42
	306-4 Waste diverted from disposal	Waste Management, p.42
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Resources Management, p.53 Employee Rights & Equality of Opportunity, p.54 Our Education Programs, p.58-59
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Management, p.53 Employee Rights & Equality of Opportunity, p.54 Our Education Programs, p.58-59
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Rights & Equality of Opportunity, p.54 Our Code of Ethics, p.56
	405-2 Ratio of basic salary and remuneration of women to men	Employee Rights & Equality of Opportunity, p.54 Our Code of Ethics, p.56





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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employee Rights & Equality of Opportunity, p.54
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GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Approach, p.15-16
Att Tekstil's own disclosure	As Att Tekstil, we materialize on adhering to environmental and social regulations in corporate governance.	Our Sustainability Approach, p.15-16
R&D Innovation		
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Att Tekstil's own disclosure	As Att Tekstil, we materialize on contributing to society through our social responsibility projects.	Our Project Contributing to Society, p.60-61

## Disclaimer of Liability

### LEGAL NOTICE:

ATT Sustainability Report (Report) has been prepared by ATT Tekstil in accordance with the GRI Standards "Core" option. All information and opinions contained in the Report, which do not purport to be complete, have been provided by ATT Tekstil's sustainability committee employees who contributed to the Report. All the data and information contained in this Report have not been independently verified and have been prepared for informational purposes only and is not intended to form the basis for any investment decision. All information and documents provided in this Report are believed to be accurate as of the date of preparation of the Report and the information is disclosed in good faith and is based on reliable sources. ATT Tekstil (ATT Tekstil Sanayi ve Ticaret A.Ş.) and ESG Turkey® Consultancy (ESG Strateji Danışmanlığı ve Eğitim Ltd. Şti) make no representation or warranty as to the accuracy or completeness of the information contained in this Report. ATT Tekstil Sanayi ve Ticaret A.Ş. and ESG Turkey® Consultancy accept no responsibility or liability for any statements or representations, express or implied, including forward-looking statements, contained in this Report or for any incomplete information or any other written or oral communications shared or made available. No part of this Report may be quoted, reproduced, distributed, modified, transmitted, or made public without the written permission of ATT Tekstil. ATT Tekstil and ESG Turkey® Consultancy employees, managers and other persons and organizations involved in the reporting process cannot be held responsible for any damages that may arise from the use of the information presented in this report.

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