



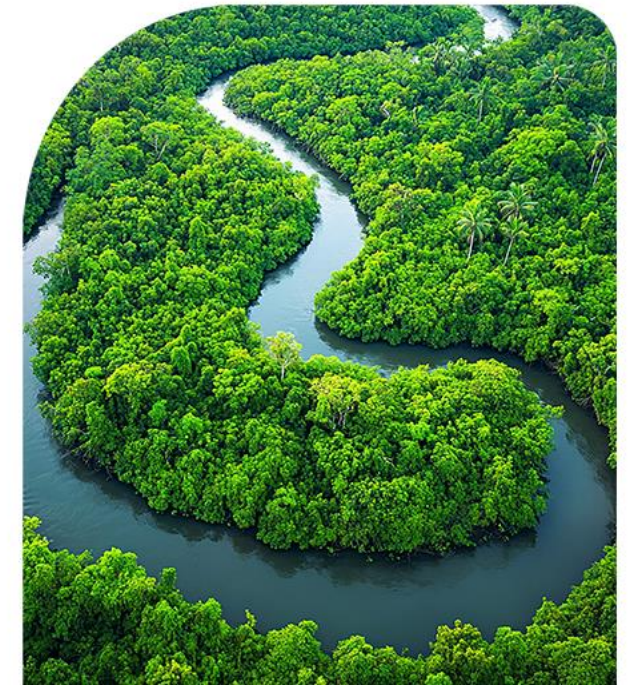
2023
SUSTAINABILITY
REPORT

ABOUT OUR REPORT

As Tekstar, our Sustainability Report, where we share our sustainability goals, vision and projects with our internal and external stakeholders, includes our company's sustainability practices between January 1, 2023 and December 31, 2023.

We aim to continue preparing annual sustainability reports in the upcoming period.

We value your feedback and see it as an important part of our development. You can share any suggestions, requests and complaints you may have regarding sustainability with us on our website www.tekstar.org and our e-mail address info@tekstar.org



Dear stakeholders;

Tekstar Companies has become stronger with its production facility in Sinop/Turkey, based in Istanbul. Tekstar Companies, which has been active especially in corporate textile products since 2000, is a pioneer company in its field in textile manufacturing and supply. Since its establishment, it has been both a supplier and solution partner of many important brands and retail chains in the world and in Turkey.

As Tekstar;

We have established our 2030 Sustainability goals. We have structured our long-term plans for our goals. We have started working on the system infrastructure and projects that will realize our plans.

We set our sustainability vision as 'producing clothes worth wearing'. With our motto "Our products are produced by people who respect each other and the environment", we have focused on creating value for our colleagues, the environment, our sector and society.



WE CARE

Tekstar, on the path it embarked on with the principle of sustainability, does not separate people and the environment from its sense of responsibility, apart from economic responsibilities. In order to exist in the future, in order to ensure this understanding within the company and in all other collaborations.

Tekstar has created and is committed to promoting 'Environmental Sustainability' and 'Ethical Business Rules'. Our company, which continues its management with the promise of 'Be a Part of the Change' by adopting the Sustainable Development Goals of the United Nations, has initiated a movement under the name of "We Care" in order to show the importance it attaches to its environmental responsibilities, and also shares its attitude on the issues it pays attention to for the continuation of our world with the institutions it works with in order to inspire.



Effective Water Use



Protection of Soil
Structure and Living Creatures



Reducing Harmful Pesticides



Encouraging Women to Agriculture



Health and Safety of Agricultural Workers

SUSTAINABLE RAW MATERIALS



SUSTAINABLE COTTON



Sustainable cotton is cotton grown consciously with minimum environmental impact, paying attention to ecological restrictions and economic values, taking into account the living conditions of agricultural workers.

Considering that approximately 55% of the fiber used in textiles is cotton, taking care of sustainable cotton plays a big role for both our environment and human health due to the use of pesticides.

Considering the importance of sustainable cotton, Tekstar primarily prefers Better Cotton (BCI) cotton fabrics and may also use Fair Trade Cotton and Organic certified cotton fabrics.



BCI- Better Cotton Initiative is a multi-stakeholder, international initiative that aims to reduce the negative environmental and social impacts of cotton production and make the future of the sector safer. Its goal is to continuously improve agricultural practices and make sustainable cotton accessible by equipping farmers with the necessary knowledge, skills and tools. (www.bettercotton.org)



RECYCLED FABRIC



Tekstar is one the first manufactures in the Turkish market to offer premium textile promotional and corporate clothing from recycled polyester. At least 5% of production is made from recycled fabric.

Recycled polyester is almost identical to virgin polyester in terms of quality, but requires 59% less energy to produce than regular polyester.

Recycled polyester reduces CO2 emissions by 32% compared to regular polyester.

Thanks to polyester recycling, the use of new raw materials is avoided and amount of plastic waste is also reduced. Clothing made from recycled polyester can be recycled continuously without compromising quality.



RECYCLED PACKAGING



Türkiye ranks first among the countries that release plastic waste into the Mediterranean with 144 tons per day (WWF Türkiye).

Plastic Bags can take 500 years to decompose in nature. Although its average lifespan in the sea is 35-60 years, it causes drowning and poisoning in marine creatures. In addition, microplastics entering nature disrupt the carbon dioxide absorption function of the oceans from the atmosphere by inhibiting plankton photosynthesis.

Oxo-biodegradable bags, developed in recent years, dissolve 100% in water, do not create microplastics and do not pose a threat to the ocean, atmosphere and human and animal health.

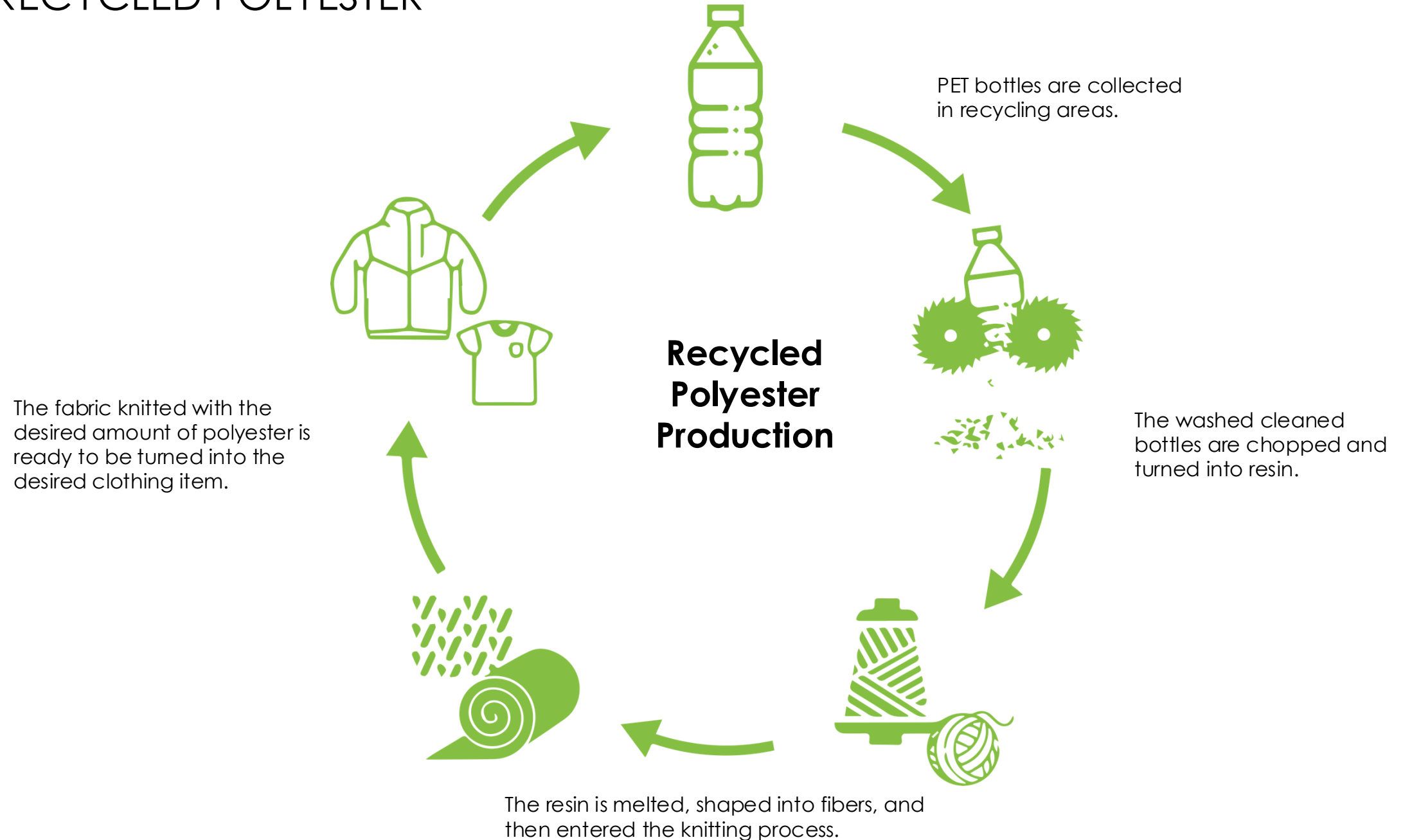
Recycled Bag Packaging

The use of recycled bag packaging reduces the proliferation of these wastes in nature and carbon emissions due to the processes used to destroy them.

Tekstar uses 60% recycled bags and these bags are 100% water soluble.



RECYCLED POLYESTER



RECYCLED CARDBOARD PACKAGING



Contrary to popular belief, cardboard packaging production and waste also have a high carbon footprint. This high-grammage product causes high carbon dioxide emissions, especially when it is not recycled but destroyed by burning.

Tekstar uses 100% recycled cardboard boxes and these boxes are purchased from FSC Certified providers.

Thanks to recycled boxes, waste paper is utilized and savings are made in energy, wood and water consumption in nature. Thanks to recycled boxes, trees, which are the lungs of the ecosystem, are protected.



The Forest Stewardship Council (FSC) is an independent, non-governmental, not-for-profit organization that promotes responsible management of the world's forests. It is considered one of the most important initiatives to promote responsible forest management worldwide.



WE USE GREEN ENERGY



Different types of energy release different carbon dioxide emissions;

- Solar, Wind, Hydro Electricity: max 100 gCO₂eq/kWh
- Coal, Oil, Natural Gas: max 1.200 gCO₂eq/kWh

The carbon footprint of renewable green energy is 92% less on a kWh basis.

As Tekstar, we use I-REC certified Green Energy that comes from sustainable and naturally regenerating sources.



TEKSTAR IS AN I-REC CERTIFIED ORGANIZATION



International Green Energy Certificate (I-REC) is the Energy Quality Certificate implemented by the "International REC Standard Foundation", which aims to determine a worldwide green energy standard by ensuring traceability of the source and attribute of the energy produced.

A certificate is created for every 1 MWh of electricity produced in renewable energy facilities (solar, wind, hydroelectric, geothermal and biomass). This system, which allows each unit of electricity produced to be tracked from its source to the final consumer, helps consumers make a conscious and reliable choice.



WE RECYCLE USED PRODUCTS

It is also possible to recycle used clothes and surplus fabrics. The accessories on the clothing products collected after use are manually dismantled and sorted by separating different fabric types. Disassembled accessories can also be upcycled to contribute to the circular economy or donated to young design students. Thus, the amount of waste is reduced.

Manual dismantling can benefit the daily economy in communities close to your facilities. This process can also be carried out in our workshop in Sinop, which has 99% female employees.

Tekstar holds the Global Recycled Standard (GRS) certificate. GRS are product standards created to monitor and verify the recycling content of the final product throughout the supply chain. All steps related to recycling are carried out in accordance with the standard with this certificate.

Fabrics are separated according to their type and color and are converted into regenerated fibers by mechanical or chemical processes and then combined with new fibers (maybe recycled polyester) and turned into yarn. Since the product is in the color of the converted fabrics, no dyeing process is performed again. This will reduce energy and water consumption and prevent wastewater.

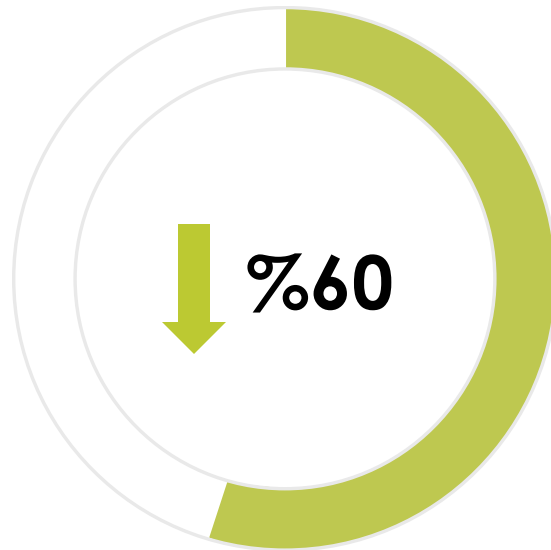
In general, the gains to be gained from fabric recycling are;

- Waste reduction,
- Reducing energy use and preventing carbon emissions,
- Reducing water use, preventing wastewater generation

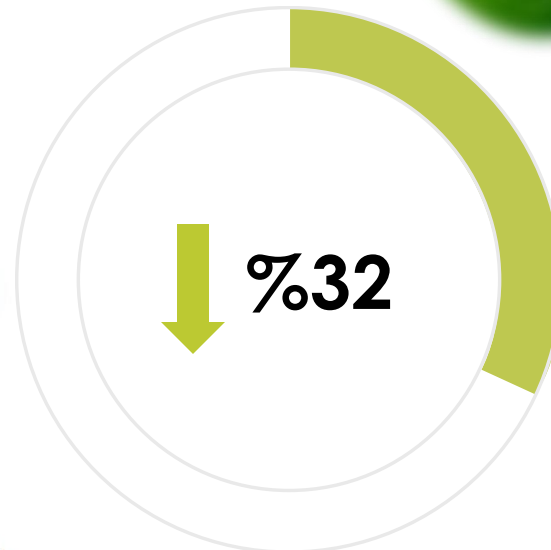


WE VALUE RENEWABLE ENERGY AND RAW MATERIALS

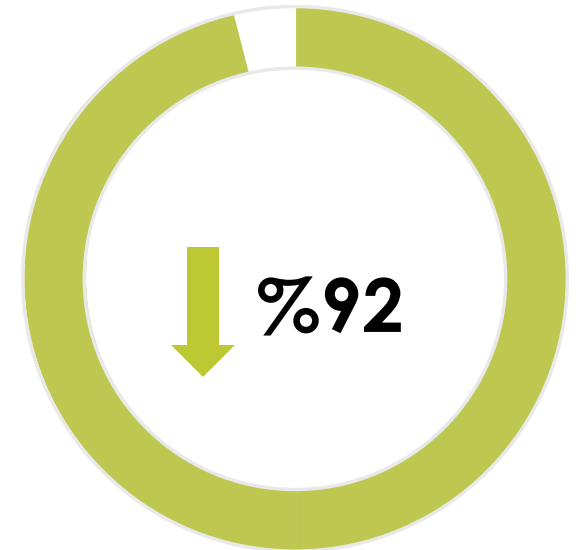
It is also possible to recycle used clothes



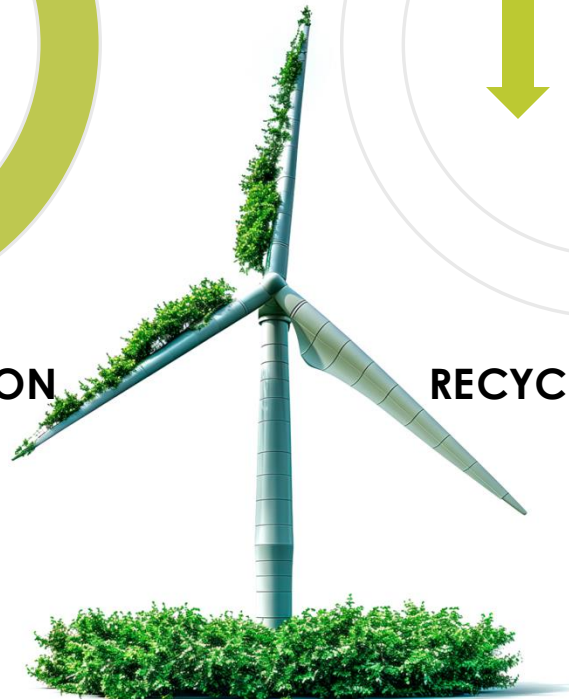
BCI CERTIFIED COTTON



RECYCLED FABRIC



GREEN ENERGY



OUR BUSINESS ETHICS

Tekstar Ethics Rules" form the basis of our work. We expect all our team members to act based on these general principles in their relations with our customers, suppliers and other stakeholders with whom we have business relations.

In order for these rules to be effectively implemented throughout the company, senior management, managers and all our employees have responsibilities. Our employees accept the Ethics Rules upon starting work. Our management team encourages the implementation of these rules and contributes to the creation of a suitable work environment for their implementation.

Our social compliance department frequently conducts internal audits throughout the year, as included in the activity plans, and reports the results to our chairman of the board of directors. These audits are evaluated according to local laws and regulations, our company ethics and compliance rules and customer expectations.

Our employees can report any ethical rule violations they encounter through the request-complaint boxes and worker representatives or directly as per our "Open Door" policy. "Senior Management" and "Disciplinary Board" work together in the investigation and finalization of ethical principle violation reports.

OUR CERTIFICATES AND REPORTS

Product Certification



STANDARD
100



Social Compliance and Sustainability



OUR CERTIFICATES

Quality Management Systems



OUR SUSTAINABILITY VISION

As Tekstar;

With an approach that does not harm environmental integrity and social equality principles and can provide prosperity for all stakeholders, we have determined our motto as "Our products are produced by people who respect each other and the environment." In this direction, our vision is 'to produce clothes worth wearing'.



OUR SUSTAINABILITY GOALS

As Tekstar;
We completed our company's sustainability planning by following a methodology with our consulting firm. First, we conducted the current situation assessment and trend analysis.

After defining the relative importance of our stakeholders for us, we defined the external factors, benefits and risks of the stakeholder relationship. These steps enabled the determination of our company's strategic goals for stakeholder participation.

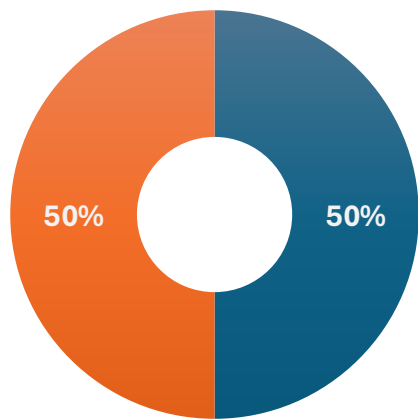
The issues that our company should focus on in order to achieve its strategic participation goals were defined. Then, we conducted a priority (importance) analysis. After completing all these, we determined our company's sustainability vision.



TEKSTAR - SINOP FACILITY EMPLOYEE DEMOGRAPHIS

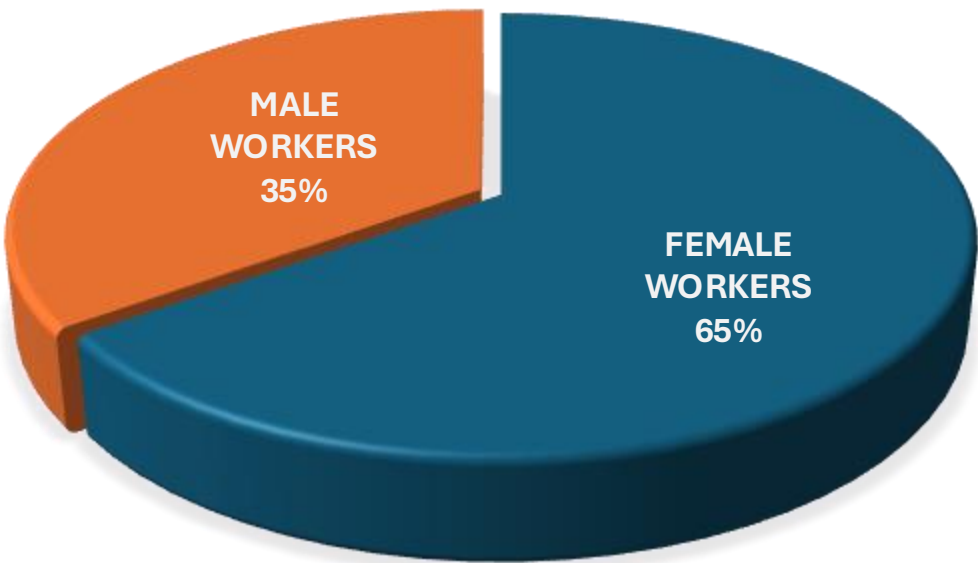
In 2023, we have 87 employees, 83 of whom are operators and 4 of whom are office workers. While 65% of our total workforce consists of female employees, 50% of our office employees are female employees.

OFFICE WORKERS



■ FEMALE OFFICE WORKERS ■ MALE OFFICE WORKERS

TOTAL WORKFORCE



HAPPY AND HEALTHY EMPLOYEES

As Tekstar;

We aim to increase the welfare of our employees and offer them a working environment that will contribute to their happiness and health. In 2023, we started working to measure employee satisfaction and designed our employee satisfaction survey. We plan to regularly measure satisfaction in the coming periods and develop projects according to the results. We also support the well-being of our employees.



OUR EDUCATIONAL ACTIVITIES

Our Social Compliance and Environmental Trainings.

We repeat the Social Compliance Rules Training every year in order to increase the awareness of our factory employees on social compliance issues and to remind them of company policies and practices. We also wanted to increase the awareness of our new employees on the subject by including this training module in the on-the-job training process and show our employees the importance we attach to this area.





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