



TAYPA



2021 SUSTAINABILITY REPORT



**2021
SUSTAINABILITY
REPORT**



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With our fifth sustainability report, we, as TAYPA, aim to share the activities we have carried out in 2021 and their results with all our stakeholders in line with the principle of transparency.

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

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

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



2017 2018 2019 2020

The 2021 Sustainability Report has been prepared with a reference to the GRI Sustainability Reporting Standards that can be found at the address below.





Where there is life there is hope...

M. Mesut Toprak
Chairman of the Board

Do you know the legend of the mythological creature called the Phoenix? Legend says this bird's tears had healing properties and that burned itself to ashes and then rouse to life again.

The situation our world has been in can in a way be likened to this legendary bird...

Although climate crisis which is considered among the most significant long-term risks according to the Global Risks Report has been a serious threat to our world, I have always held on to the belief that if and to the extent we recognize our responsibilities, first as individuals and then as a society, we can and will escape this threat and rise to life from our ashes. Even in many moments when we feel helpless, our world has always offered us a glimmer of hope. Who knows, maybe it's our turn now...

Having published our fifth sustainability report this year, we are among the pioneering, profoundly experienced and awareness-raising company in this field of the sector. It makes us proud to be in a guiding position in our country in terms of sustainability, which is also based on global garment brands.

Knowing that we enable future generations to live in a more sustainable world makes us even more so determined to keep going on this path.

As a company that exports to more than 60 countries in 3 different continents, we know very well that it is of vital importance to place technology and sustainability at the center of all our activities in order to make all our achievements sustainable so far.

We do not compromise on this approach in order to reach our goal of being the largest producer based on sustainability in Europe with an annual production capacity of 50 million by 2025.

Of course, our goal is not limited to growth only. We believe that growth should not be quantitative but qualitative, that is, it should create value. As a company that gets its strength from its employees, it is our top priority to develop together with our employees and the society we serve, and to fulfill our responsibilities towards our country and the whole world.

Each individual has a responsibility for the future. Embracing this responsibility is essential not only for ourselves, but also for our children and future generations to lead a healthy life. We must keep in mind that the world is entrusted to us by future generations. The responsibilities we have taken on as Taypa are far much greater than the responsibilities of an individual. Our responsibilities expanding multifariously in the economic, social and environmental give us power.

Spreading sustainability across all of our business processes, contributing to changing the world for the better, and instilling hope in people in terms of social sustainability are among the values that make us who we are. I would like to remind you that the data and graphics in our sustainability report that you will find the opportunity to review are not just numbers. As a company whose mission is to create value for the future, I truly hope these figures will create hope for you as well.

Where there's life there's hope...



We are the secret of our success!

Burak Karaarslan
General Manager

By discussing, spending time, and colliding ideas with our colleagues, we generate new ideas and learn new things together. That's our secret.

As you read our report, which includes data and information from the 2021 stop of our sustainability journey, you will see how important factor "teamwork" plays in our achievements. We have been producing for the world's leading brands for many years, always placing teamwork in the center. We respond to the wishes of our customers and impact the lives of millions of people.

And while doing so, we try to set an example for all our stakeholders in terms of sustainability, paving the way for protecting the earth and using her resources economically. Acting with the motto "let everyone sweep in front of his own door first", we as a company take on the responsibility to blaze the trail for transformation which the whole world should commit to.

I believe the investments we have made in the last five years are a manifestation of how determined we are in this transformation. The biggest evidence of our determination in this whole process is the reduced amount of water and energy we consume per piece, the increased

use of environmentally friendly chemicals in washing processes, use of technologies enabling wastewater recovery, reducing the use of pumice stone in wet processes to a minimum and the investments we have made in renewable energy.

The Women-Friendly Company Award, which we were deemed worthy of by Dünya Newspaper in 2021, is proof of our pioneering role in our sector where female employment is high. We advocate and support the idea that women, whom we believe should take a more active role in all areas of life, should be given equal opportunities in the business world.

As I mentioned at the beginning of my article "Teamwork" is the biggest value that 2021 taught us, which we left behind with data and achievements that we take justified pride of. I hereby extend my sincere thanks to all members of the Taypa family, with whom I am honored to be walking together on our path to sustainability.



TEXTILE

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



TOURISM

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



REAL ESTATE

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



HEALTH

Investments were done on health sector for quick access to health services and equipment. We aim to grow with different investments and product ranges.

13.356

Total Employment
Tay Group



*Employment and the female employee growth rates of 2021 is compared to the base year 2018.

50 MILLION PER YEAR IN 2025

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





ERGENE

TOTAL CAPACITY
600.000 PCS/MONTH

TOTAL INDOOR AREA
13.500 m²

OPERATION
WASHING AND
R&D CENTER

**TOTAL NUMBER
OF EMPLOYEES**
421



SILIVRI

TOTAL CAPACITY
350.000 PCS/MONTH

TOTAL INDOOR AREA
22.000 m²

OPERATION
CUTTING – SEWING –
PACKAGING – EMBROIDERY
– PRINTING

**TOTAL NUMBER
OF EMPLOYEES**
1139



ISTANBUL / HQ

TOTAL CAPACITY
600.000 PCS/MONTH

TOTAL INDOOR AREA
19.000 m²

OPERATION
MANAGEMENT – SALES&MARKETING –
DESIGN – FINANCE – HR&SUSTAINABILITY –
PURCHASING –SUBCONTRACTING

**TOTAL NUMBER
OF EMPLOYEES**
323



TURKEY

**TURKEY TOTAL
CAPACITY**
1.150.000 PCS/MONTH



BOLU

TOTAL CAPACITY
200.000 PCS/MONTH

TOTAL INDOOR AREA
20.000 m²

OPERATION
CUTTING – SEWING –
PACKAGING –WASHING –
EMBROIDERY – PRINTING

**TOTAL NUMBER
OF EMPLOYEES**
1206



KRALJEVO

TOTAL CAPACITY
150.000 PCS/MONTH

TARGETED PRODUCTION CAPACITY
500.000 PCS/MONTH

TOTAL INDOOR AREA
35.000 m²

OPERATION
CUTTING – SEWING – PACKAGING –
WASHING – EMBROIDERY – PRINTING

**TOTAL NUMBER
OF EMPLOYEES**
1068

**TARGETED NUMBER
OF EMPLOYEES**
2.000



AL QAHIRA / AL OBOUR

TOTAL CAPACITY
1.000.000 PCS/MONTH

TOTAL INDOOR AREA
78.500 m²

OPERATION
CUTTING – SEWING – PACKAGING –
WASHING – EMBROIDERY – PRINTING

**TOTAL NUMBER
OF EMPLOYEES**
5727



RELIZANE / SIDI KHETTAB

YARN PRODUCTION CAPACITY
36.000 TONNES/YEAR

FABRIC PRODUCTION CAPACITY
48.000.000 METERS/YEAR

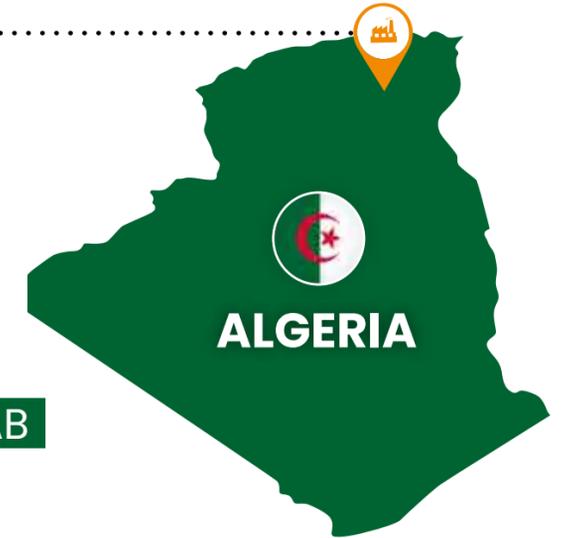
SHIRT PRODUCTION
6.000.000 METERS/YEAR

KNITTED FABRIC PRODUCTION
5.500 TONNES/YEAR

**TARGETED GARMENT PRODUCTION
CAPACITY DENIM & NON-DENIM
PRODUCTION**
12.000.000 PCS/YEAR

SHIRT
6.000.000 PCS/YEAR

KNITTED
12.000.000 PCS/YEAR



TOTAL INDOOR AREA
330.000 m²

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

**TOTAL NUMBER
OF EMPLOYEES**
2826

**TARGETED NUMBER
OF EMPLOYEES**
10.000



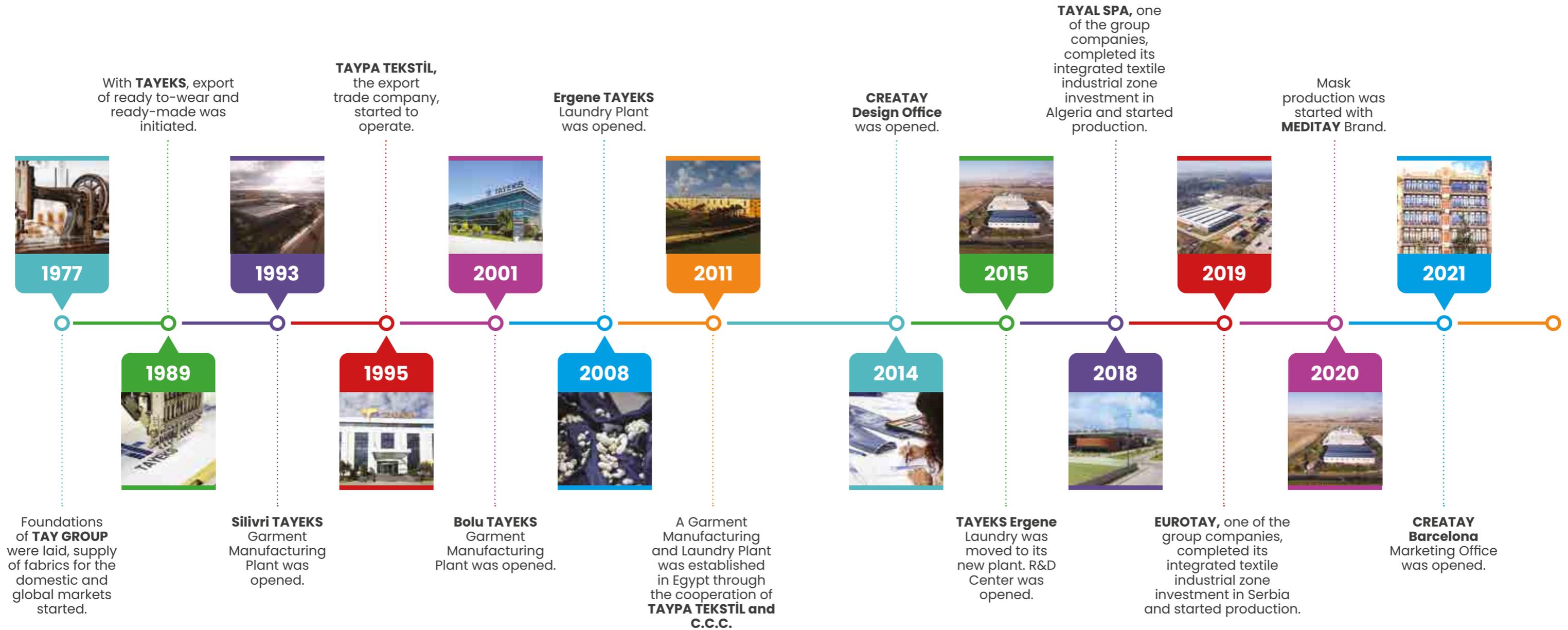
We, as Taypa, have placed sustainability requirements at the core of all our activities, while taking firm steps towards becoming a global player in the textile industry in terms of our production facilities and our export regions.

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

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



* Employment capacity growth rate of 2021 is compared to the the base year 2018.
**These data were calculated and reported with SAP and Uyumsoft ERP Program.



HIGHLIGHTS

of 2021

We Were
Granted with the
**Platinum
Reward**
Based On Ranking
8th
at **IHKiB**

We Ranked
374th
in
ISO 500.

✓ **GOTS&GRS** certificates were received.

✓ **OCS&RCS** certificates were renewed.

✓ We signed up as a
SLCP signatory.

✓ We've completed **SLCP**
verifications at our 4 locations.

✓ We've completed **Higg FEM** verifications at our
4 locations with higher scores.



1.7 MW Solar energy investment was completed at **Ergene** factory, **4.5 MW Solar Energy** investment decision was taken for **Silivri, Bolu** and **Ergene** factories. So we will reach in total **6.2 MW Solar Energy** production capacity.



Hydrogen Project decision that will reduce at first step **20% Natural gas** at Ergene factory was taken.



2.3 MW Wind Turbine investment decision at Ergene Factory was taken.



Waste Water Recycling Project that reuses 55% of waste water was completed.

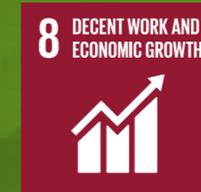
*Children need a good example
more than an advice.*

Joseph Joubert



LIFE CYCLE

Governance



Our Visionary Mission and Values

- Our Visionary Mission
- Our Values

Sustainability Management

- Sustainability Committee
- Prioritization Analysis

Stakeholder Relation

- Transparency and Traceability

Business Ethics and Code of Conduct

Communication and Feedback Policy

Risk and Opportunity Management

Customer Management

- 5F Philosophy

Supply Chain Management

- Supplier Grading System

Digital Transformation

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

OUR VISIONARY MISSION

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

OUR VALUES



Honesty

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

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

Confidentiality



Positive Approach



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

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

Flexibility



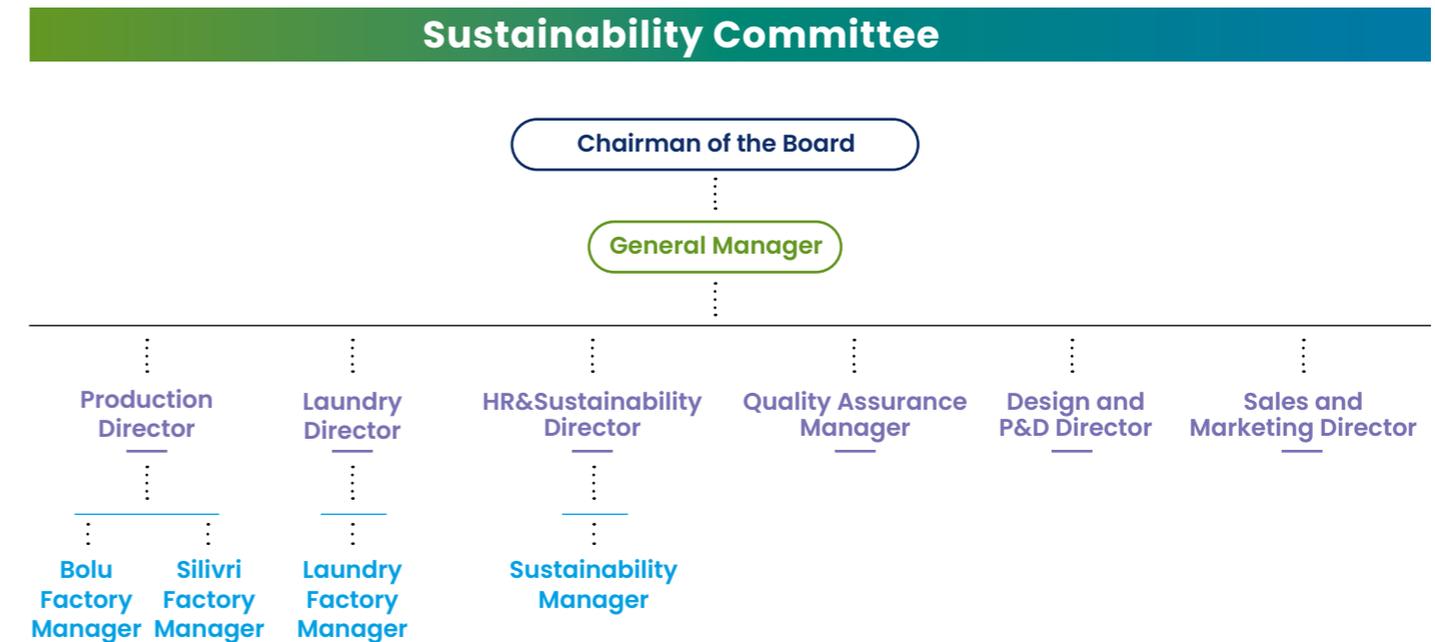
Being Fair



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



Taypa is on its way to being a pioneer company in the textile sector, not only with its product quality and production capacity but also with its sustainability practices. In this context, it has determined its sustainability strategy as **“investment in renewable, re-usable and recyclable resource management and digital transformation”**, and accordingly, it set its 2022, 2025 and 2030 targets in line with its management principles. Taypa’s sustainability goals, which are combined with United Nations Sustainable Development Goals (UN SDG), are intended to contribute to the development of our supply chain and demonstrate our level of progress with firm steps on the path determined by our customers in this regard. A Sustainability Committee was established to monitor our sustainability performance effectively and to disseminate sustainability information within the organization. This committee has monitored the value produced by Taypa in the fields of environmental, social and corporate governance on a quarterly basis, and has determined its sustainability strategy and related targets last year.





Prioritization Analysis

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



Sector and Literature Review



Identification of Expectations and Needs in the Value Chain



Senior Management Negotiations



Identification of Important Issues

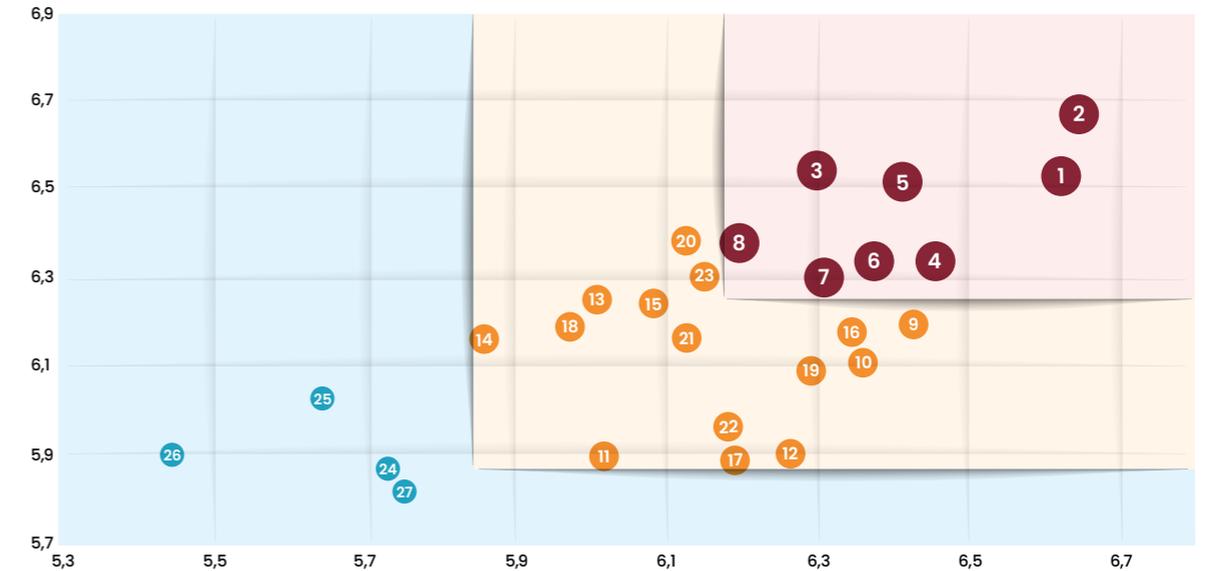


Stakeholder Survey



Priority Issues

Prioritization Analysis Table



Priority Issues

- 24- Documented Good Practices
- 25- In-house Social Entrepreneurship
- 26- Hybrid Working Models
- 27- Social Cooperation

High Priority Issues

- 9- Women Development and Empowerment
- 10- Sustainability in the Supply Chain
- 11- Inclusion of Good Practices in the System
- 12- Product with Low Carbon Impact in Projects
- 13- Economic Benefit with R&D and Innovation
- 14- Digitalization and Economic Benefit
- 15- Sustainable Economic Growth
- 16- Sustainable Design
- 17- Renewable Raw Materials
- 18- Management in Compliance with Targets
- 19- Carbon Footprint Reduction
- 20- Renewable Energy
- 21- Good Practice Follow-up
- 22- Employee Development
- 23- Transparency

Very High Priority Issues

- 1- Reducing the Amount of Water Used
- 2- Reducing the Amount of Polluted Water
- 3- Chemicals with Low Environmental Impact
- 4- Recycling and Reuse
- 5- Less Energy in Production
- 6- Customer Satisfaction
- 7- Employee Satisfaction
- 8- Less Chemical Use

STAKEHOLDER RELATIONS

Taypa's sustainability approach is based on regular and effective communication with its stakeholders forms. Highly engaged with employees, customers, suppliers and shareholders communication methods, especially with stakeholders such as obtained by these methods. Feedback, suggestions and ideas, as well as product and service development, follow Taypa's long-term strategies used actively in the evaluation to understand the expectations of our customers, to implement our supplier management practices,

All kinds of promotions, meetings, inspections and information to protect and improve our service and product quality. Our activities were carried out through face-to-face or web-based meetings.

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

TRANSPARENCY AND TRACEABILITY

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

1 TRANSPARENCY AND TRACEABILITY



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

2 ENVIRONMENTAL MANAGEMENT



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

3 CHEMICAL MANAGEMENT



We have our wastewater tested according to ZDHC parameters twice a year and upload the results to ZDHC and IPE. We also report our monthly chemical usage on the Clean Chain platform.

4 RAW MATERIAL MANAGEMENT



With our OCS (Organic Content Standard), RCS (Recycled Claim Standard), GRS (Global Recycled Standard), GOTS (Global Organic Textile Standard) certificates and BCI (Better Cotton Initiative) membership we trace the raw material from its source to the final product.

5 QUALITY MANAGEMENT



Our T&C factory in Egypt has WRAP Gold and ISO 9001 and Tayeks Ergene factory has ISO 5001 certificates.

6 ASSOCIATIONS



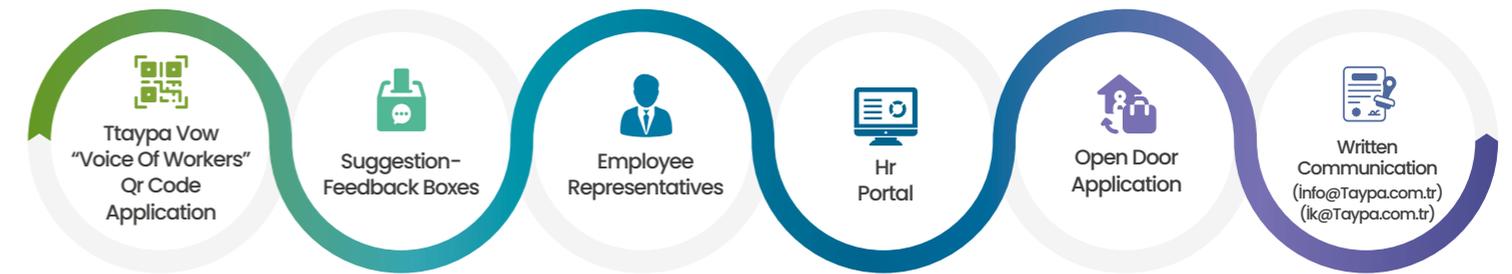


Adherence to the rules of business ethics and stance against corruption and bribery are among the cornerstones of our corporate culture. We hold our employees responsible for protecting our values and ethical principles and for acting in accordance with working principles.

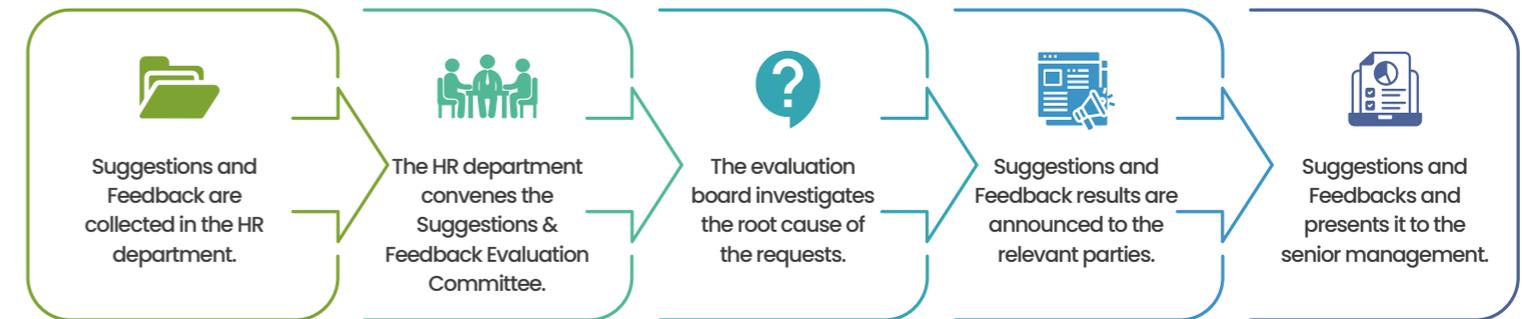
Our rules and policies address the following issues: acting in compliance with business ethics, protection of all kinds of company assets and information, fight against bribery and corruption. Giving importance to ethical rules and ensuring the employees' compliance with these rules are among the primary responsibilities of all senior and middle level managers. Apart from our employees, our suppliers, one of our most important stakeholder group in our value chain, must fully comply with our rules and policies. In 2021, there has been no case incompatible with business ethics.

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

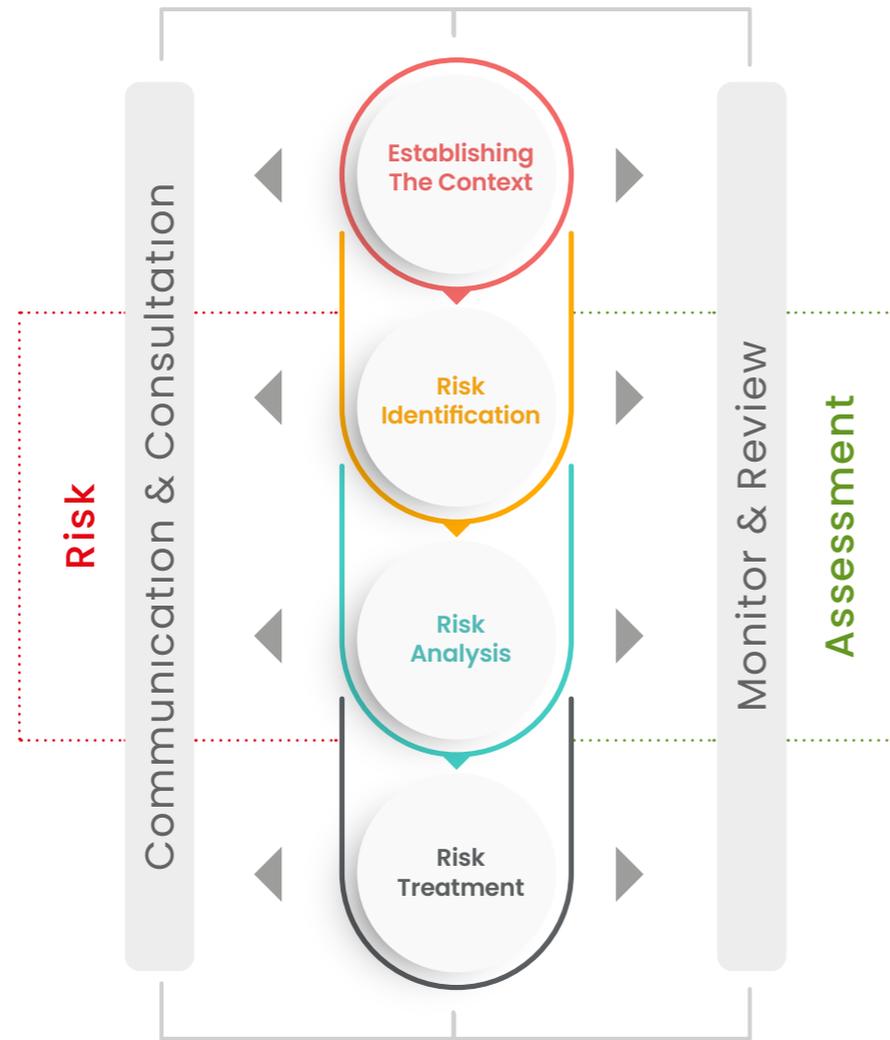
Communication Methods



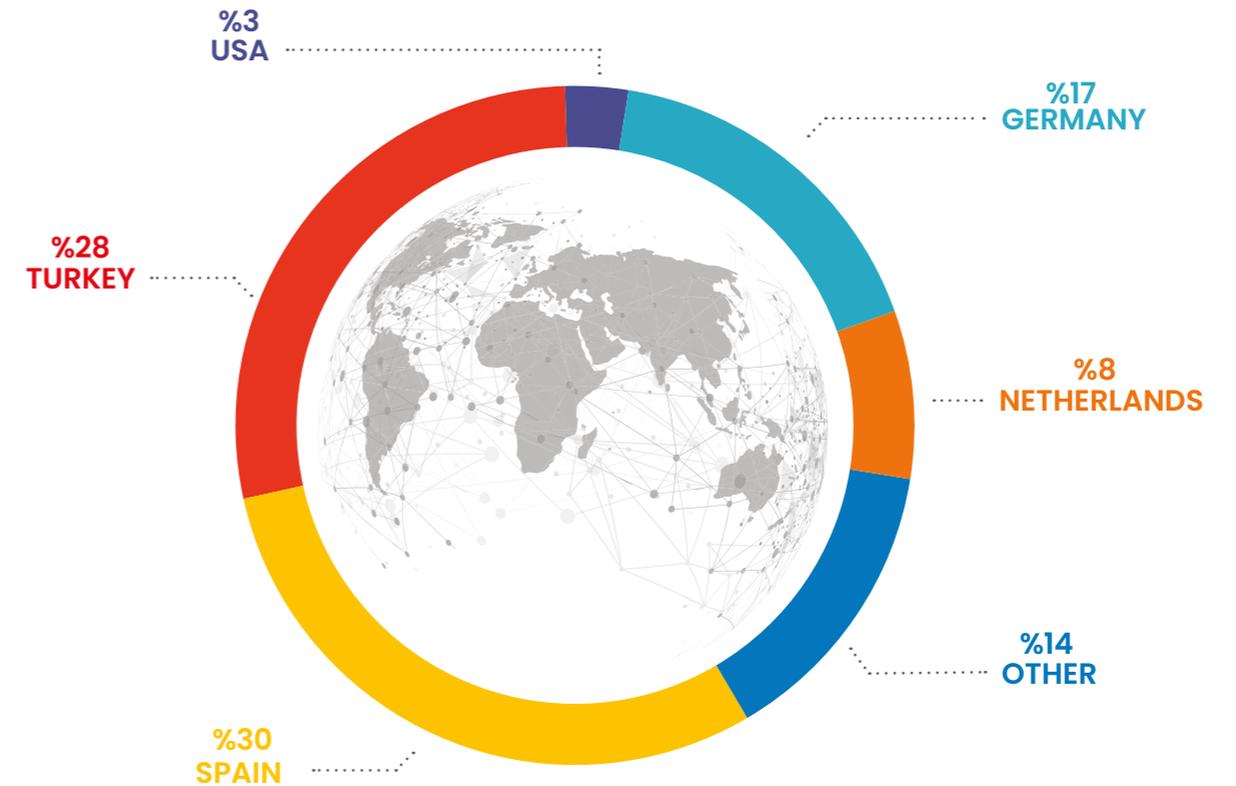
Evaluation Methods



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



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



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



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



Friendly

For a sustainable world, we prioritize environmentally and socially sensitive production, longterm **FRIENDLY** partnership with our stakeholders.

Focus

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

Fast

We are determined to produce the best at the **FASTest** pace.



Fashion

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

Flexible

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

SUPPLY CHAIN MANAGEMENT

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

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



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

SUPPLIER GRADING SYSTEM

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



Obtaining Raw Materials

Obtaining raw materials from soil, cotton or animals, growing cotton products, agriculture, animal husbandry, etc.

Raw Material

Production of materials directly used in the finished product, production of yarn (extrusion, spinning, etc.), accessories (buttons, zippers, snap fastener, etc.), paint and other chemicals (ink, adhesive, resin, etc.), Leather preparation (including tanning)

Fabric Production

Knitting, weaving, bleaching, dyeing, finishing, washing, etc. processes of the fabric

Garment Production

Assembly and manufacture of final products, cutting, sewing, washing, piece dyeing, embroidery, printing, quality control, ironing, packaging processes and homeworking and handworking.

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



Taypa Vow (Voice Of Workers) Application

With the **Taypa VOW Application**, which we took the agenda in 2020, we encourage our employees to express their opinions explicitly. This application is an output of our approach to respecting people and ideas and enables employees to convey their opinions, suggestions, requests and feedback to the relevant persons via their smartphones without specifying their personal information, such as name, surname, telephone number, etc., within the framework of confidentiality rules. **Taypa VOW Application** we conducted that we completed Employee Satisfaction Survey through has been used in all our factories since the end of 2020.



As an institution that produces in different locations and has products spread throughout the world, we have developed the 'HR Mobile App' for situations where our employees are also mobile.

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

We believe that this project will support our flexible, uninterrupted and efficient internal communication processes, and we aim to complete the project in 2022.

DOCUMENT MANAGEMENT SYSTEM (DIGITAL OFFICE)

Our objectives in the Digital Office journey are:

To minimize the use of paper and reduce the consumption of natural resources,

To save time by reaching the desired information in a shorter time,

To create a database by digitizing the data in the documents and transform them into processable data.

This application, in 2020, Bolu and Silivri manufacturing files in our factory are completely started to be followed on the digital platform. So,our employees can use by tablets,as we access data quickly, our printer and paper usage also decreased.



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



CREATAY DIGITAL SHOWROOM

In every project developed by Taypa, our primary target has been to mitigate the impact of developments on the use of resources. At the beginning of 2020, we started to develop a project named "**Creatay Digital Showroom**" with our technology company "Digitay", with an aim to ensure minimum time, minimum workforce, fast reaction and maximum efficiency. We can introduce **Creatay under three main headings.**

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

360° Photo Shooting: We take photos of our products at every 10° to create a 360°

product photo and eliminate the need for physical product samples of our customers.

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

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

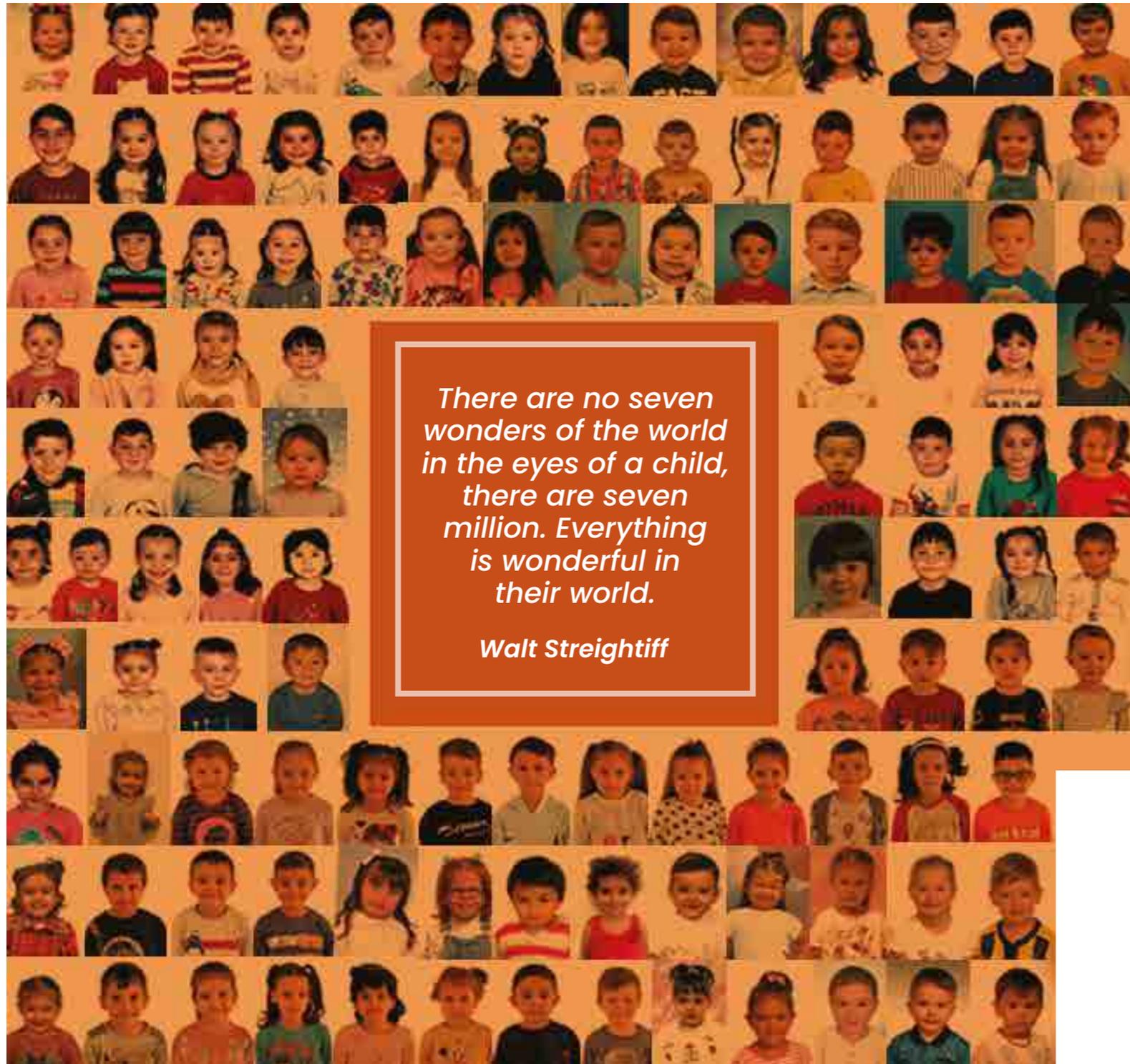
DIGITAY AUTOMATION SYSTEM

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

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

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





There are no seven wonders of the world in the eyes of a child, there are seven million. Everything is wonderful in their world.

Walt Streightiff



COMRADES

Stakeholders

3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	15 LIFE ON LAND 
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- Employees**
- Women's Empowerment
 - Employee Engagement and Motivation Survey
 - Training and Development
- Social Compliance**

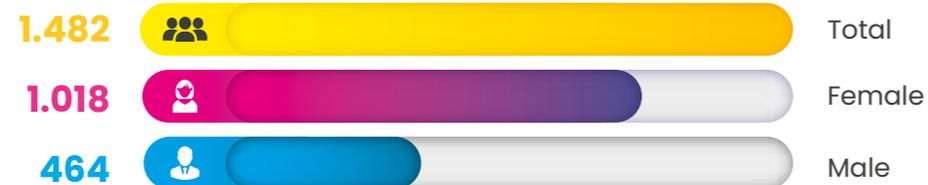
At Taypa, we have over 3.000 employees, and they have a hand in every product we offer. We know the importance of focusing on their needs and expectations, and we use the power of digital platforms to increase employee satisfaction by establishing an effective communication with them. We use an ERP software for human resources processes, to perform various transactions digitally, including requests for payroll access, training, leave, advance, expense and administrative purchase. Evaluations for employee probation periods and performance evaluation processes are also carried out online through this software. With the **Taypa HR Mobile App project**, which is accessible to all employees from their mobile phones, it is aimed to digitalize various processes, including online training courses, announcements and notifications, employee satisfaction surveys, suggestions and feedback.



Total Number of Employees

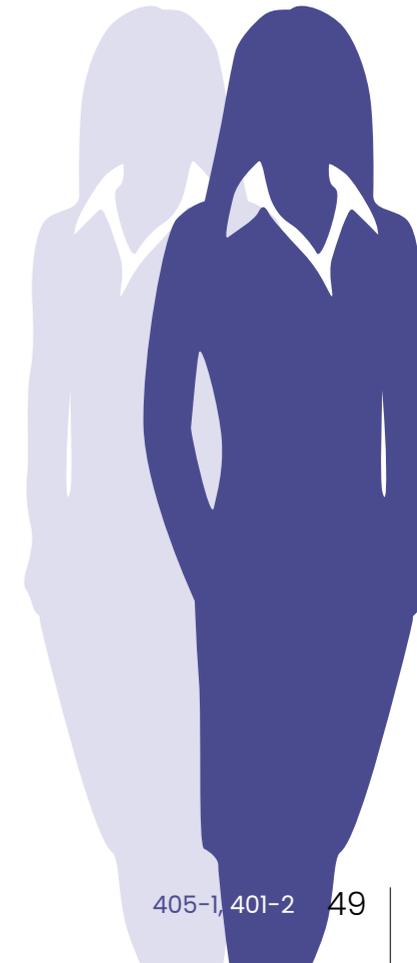


Total Number of Employees Recruited



Empowerment of Women

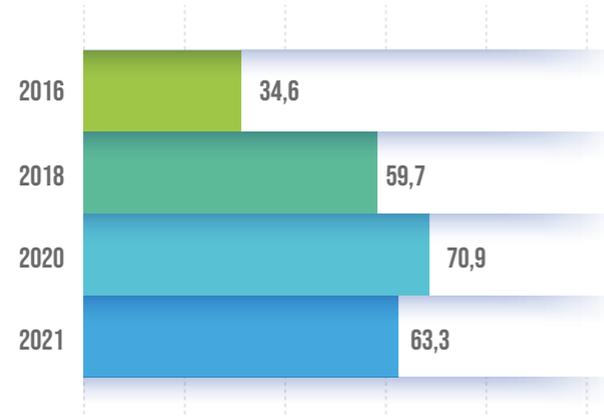
The textile industry in which we operate is a women-dominated sector in terms of both production and consumption. At Taypa, it is among our priorities to economically empower our female employees and increase their level of knowledge and skills. In this context, we provide the same opportunities for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



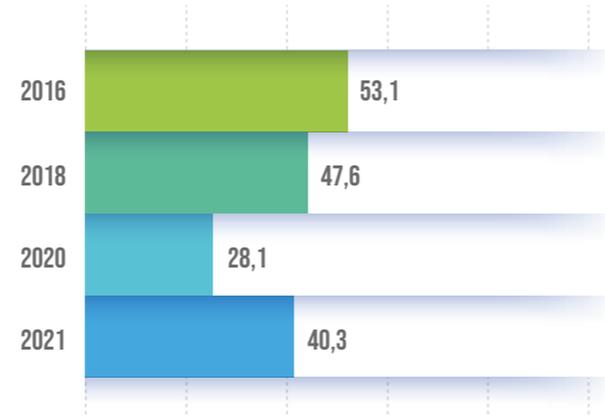
EMPLOYEE ENGAGEMENT AND MOTIVATION SURVEY

Taypa prioritizes the engagement, motivation and satisfaction of its employees in its human resources practices. To this end, it has been conducting a regular **Employee Engagement and Motivation** research for the last six years. We broke a new ground by conducting the 2021 Employee Engagement and Motivation research on the **VOW system** again, which can be downloaded by scanning a QR code from their smart devices, so that employees can answer digitally.

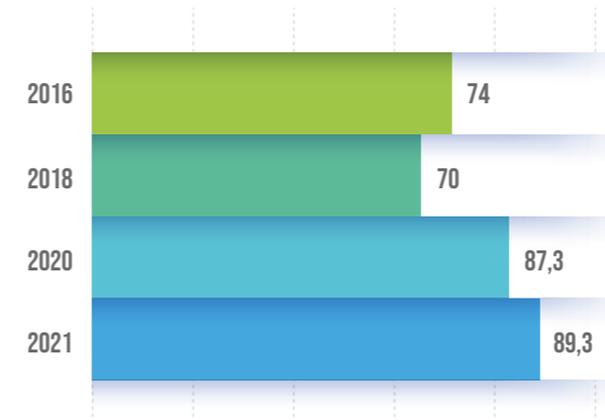
RETENTION RATE (%)



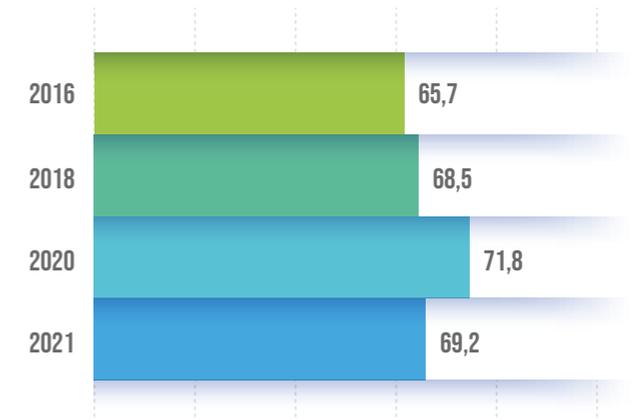
TURNOVER RATE (%)



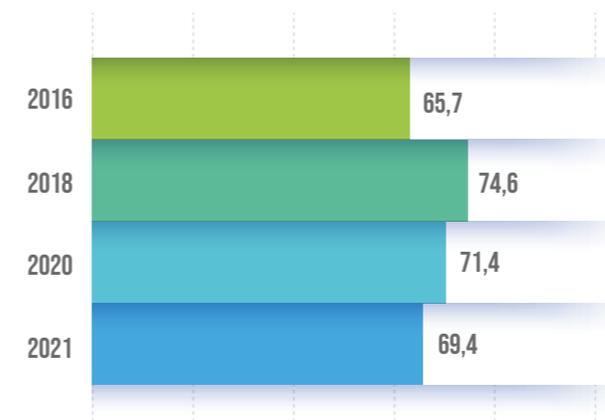
SURVEY PARTICIPATION RATE (%)



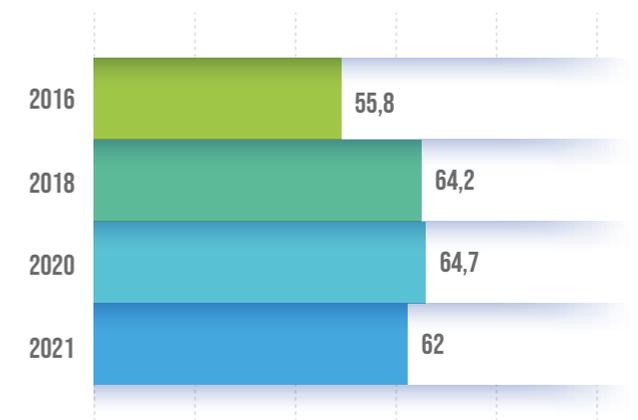
MOTIVATION (%)



ENGAGEMENT (%)



SATISFACTION (%)



TRAINING AND DEVELOPMENT

Taypa regularly supports the professional, technical, personal and managerial development and progress of its employees with training programs planned every year. Furthermore, vocational and technical training programs were delivered to more than 1000 newly-hired employees to ensure their induction training. Taypa is leading a transformation in its sector by establishing **Taypa Academy** to prepare its employees for the future.



OCCUPATIONAL HEALTH AND SAFETY TRAINING

16.269 HOURS



PERSONAL AND MANAGEMENT DEVELOPMENT TRAINING

2.664 HOURS



VOCATIONAL AND TECHNICAL TRAINING

25.505 HOURS



ORIENTATION AND ON THE JOB TRAINING

2.634 HOURS



FIRST AID TRAINING

516 HOURS



ENVIRONMENT TRAINING

4.102 HOURS



TOTAL

51.717 HOURS

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

Taypa carries out all its activities within the framework of respect for the values and culture of the society it is in, allowing it to achieve success throughout world. With the principle of sensitivity, it provided support to the most needed areas all over the world in 2021.



Tema Foundation

We support planting works of Tema Foundation whose primary goal is to combat erosion by donating saplings on behalf of the children of our employees who have just joined the Taypa Family.



Reading Workshop Project

We supported our 25 illiterate employees for receiving a literacy certificate through on-site training in cooperation with the Ministry of National Education.



Employee Support Program

We provide psychologist support within the framework of the employee support program that we have started in order to facilitate the work and private life balance of employees and their lives. In 2021, 278 of our employees benefited from this support.



Breast Ultrasound and Mammography

We provided support to our 600 female employees over the age of 40 free inspection, ultrasound and mamography.



Ramadan Food Package Support

We provided a total of 3500 Ramadan Package Support to our employees and those in need.



Blue Lid Project

We provided wheelchairs for disabled people with blue lid project.



While we try to teach our children all about life , our children teach us what life is all about.

Angela Schwindt



LIFE ACCOUNTING

Resource Management



Energy Management and Emission

- Renewable Energy Projects
- Hydrogen Project
- Economizer Project
- Energy Projects

Water Management

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

Chemical Management

- Chemical Management System
- Auto - Dosing

Waste Management

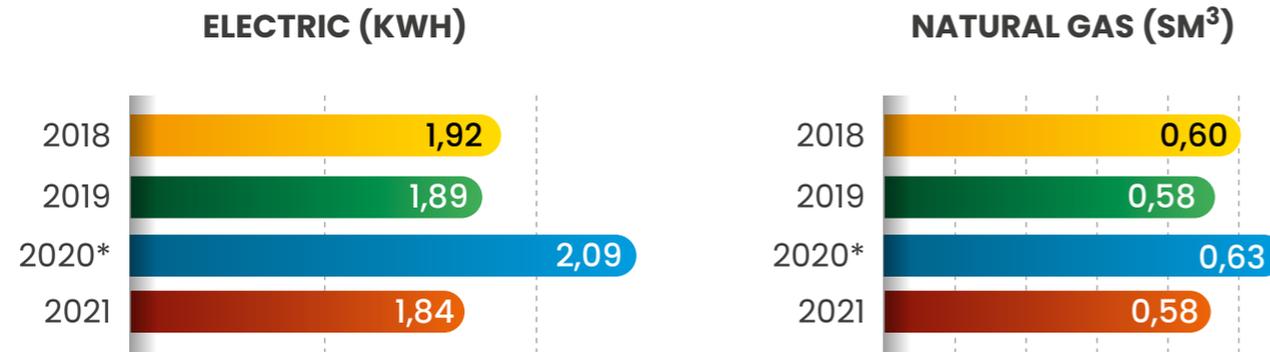
- Waste projects

LCA (Life Cycle Assessment)

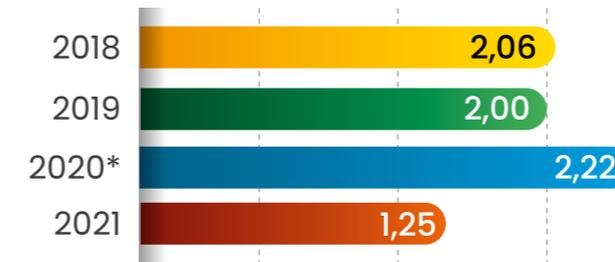
ENERGY MANAGEMENT AND EMISSION

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

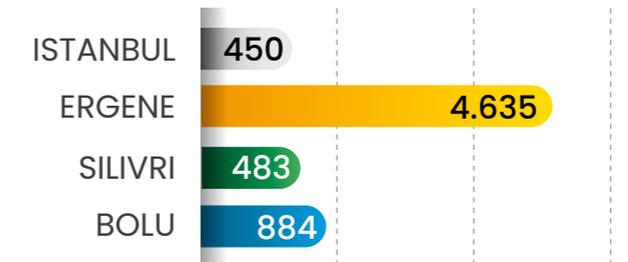
ENERGY USED PER PRODUCT**



CARBON EMISSIONS PER PRODUCT (KG)**



TOTAL EMISSIONS (TONNE)**



TOTAL EMISSIONS 6.452 TONNE

* In 2020, a slight increase was observed in carbon emissions per product due to the negative impact of order and production numbers during the pandemic process.
** Calculation is based on the energy consumption and production numbers of our own factories in Turkey.

*In 2020, a slight increase was observed in energy consumption per product due to the negative impact of order and production numbers during the pandemic process.
** Calculated and reported based on the Higg FEM data which was verified by independent audit firms.

Invested Renewable Energy Projects

Invested Renewable Energy Projects

Totally **460.889 kWh** renewable energy was produced with **4.453** solar panels which were placed on the roof of our Ergene factory and completed in August 2021 . Within the scope of the renewable energy project, which to- tally **9.612** solar panels will be placed in our **Silivri** and **Bolu** factories and to be added to our **Ergene** factory for capacity increase and is planned to be completed by September 2022, we aim to increase our renewable energy installed power from solar panels from **1.7 Mw to 6.2 MW**.

We aim to produce more than **5.000 MW** of renewable energy annually with the Wind Turbine, which is planned to be placed in our Ergene factory in 2023.

Purchased Renewable Energy Projects

In addition to the electricity that we produce from solar energy, we have supplied 100% of the electricity used for all our factories from renewable energy sources certified by **The International REC Standard (I-REC)**.



Hydrogen Project

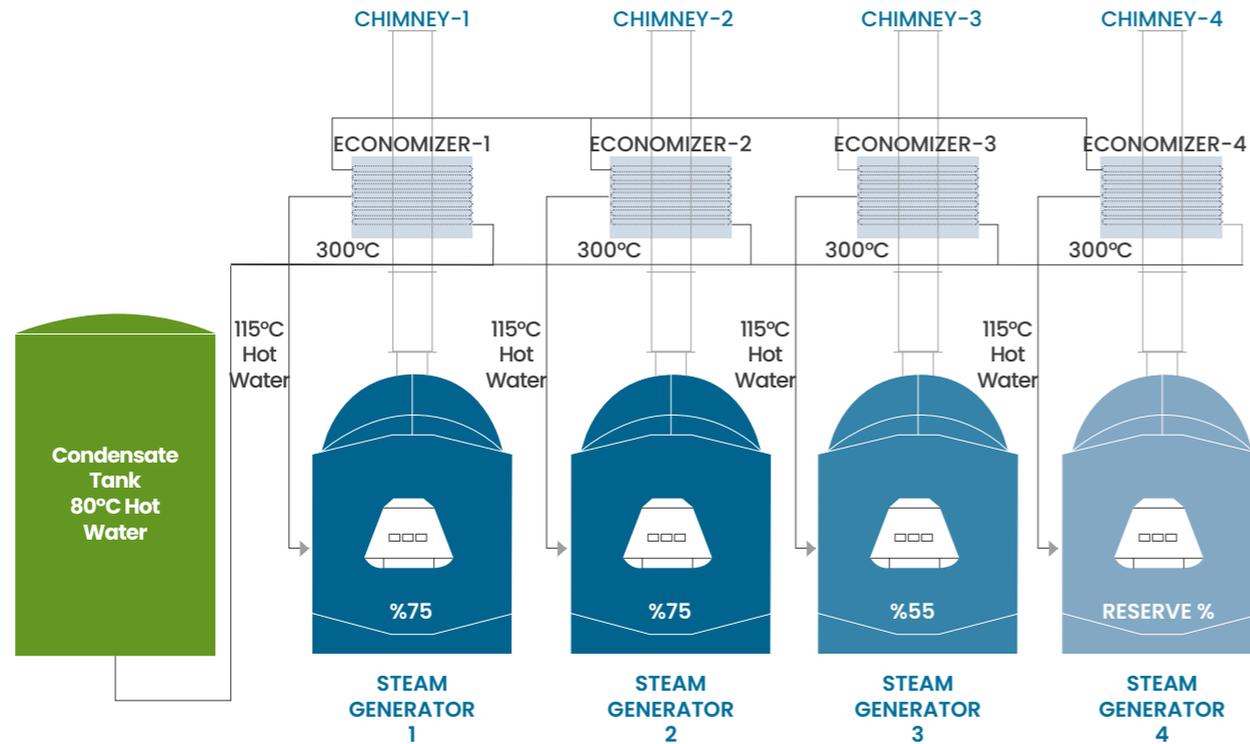
We aim to **reduce the use Natural gas** with hydrogen project.



With the 2 modules that will be ac- tive in June 2022, we will save **10%** natural gas in the first phase and with the additional investments that will be completed by the end of the year, the next 2 modules will be ac- tive and we will **save 20% natural gas** in total.

ECONOMIZER PROJECT

Economizer project which is Ministry of Energy and Natural Resources VAT approved was completed in September 2021. With the **economizer project**, we **save natural gas** by reusing the waste heat for heating the washing process water that was previously given outside from the steam generator chimneys.



With the Economizer Project, we **saved 286,000 Sm³ (11%)** of natural gas per year.



LED LIGHTING CONVERSION PROJECT

We converted the lighting system into LED in **75.000** square meters of our factory's indoor area with **LED Lighting Conversion Project**, so we have saved **585.000 kWh** electricity.

CENTRAL LASER COOLING SYSTEM

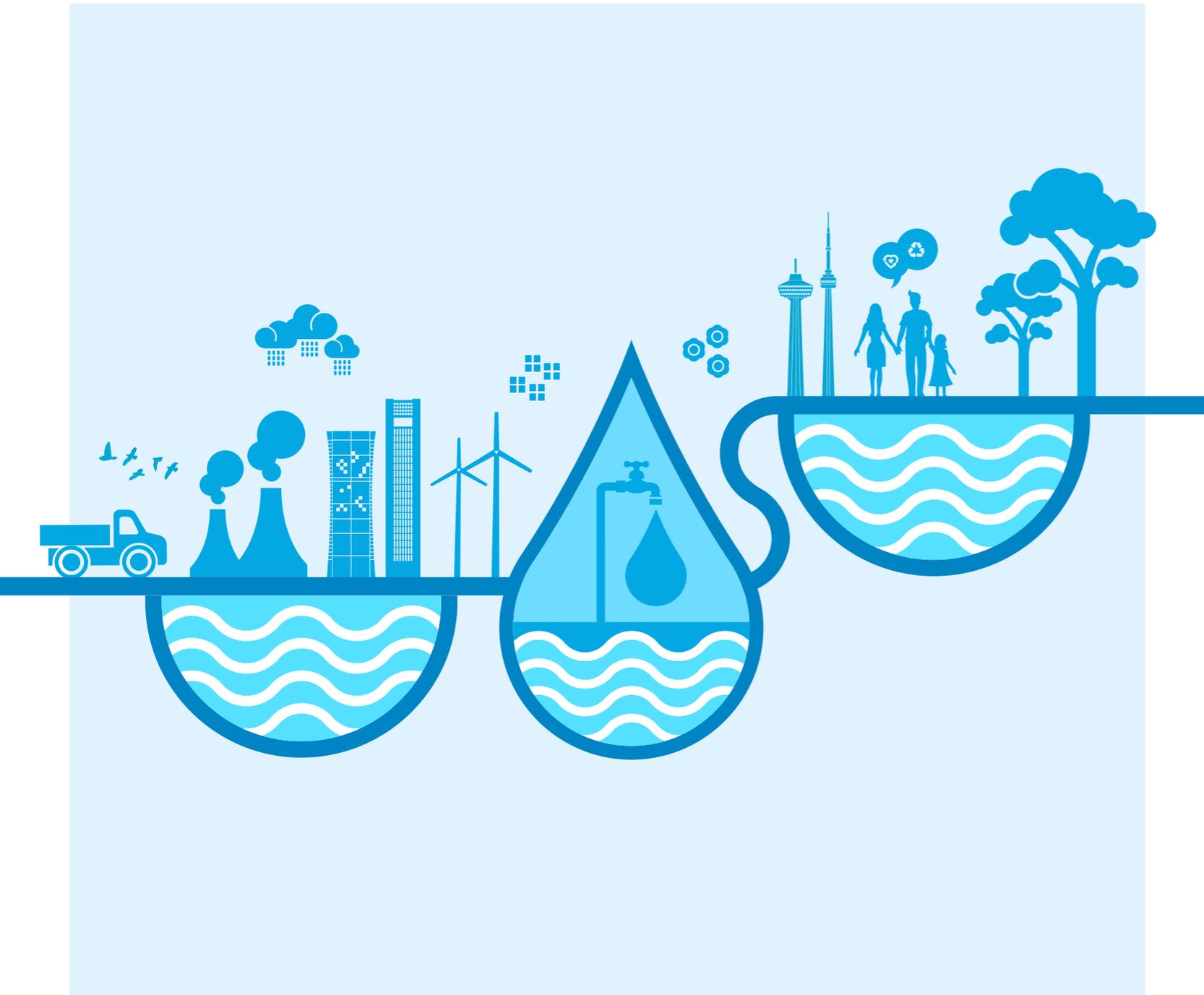
As a result of developing an online system for using the water that was used in the washing process instead of the existing cooling system, we reduce the electricity consumption from a total of **177 kWh** to **28 kWh** and save **84%** of electricity. This project is one of the finalists at the 2019 Sustainable Business Awards in the Sustainable Innovation category.

EVAPORATIVE COOLING PROJECT

By the help of the evaporative cooling project, we chill the hot air in the environment through the utility water during the summer period and we keep the temperature of the laser section at the required level; in this manner, we save **82%** of the electricity which was supposed to chill the laser section through air-conditioners.

HOT STEAM REUSE PROJECT

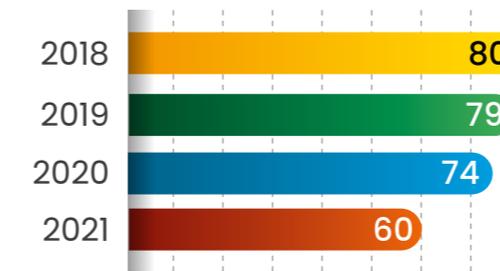
Instead of letting the steam used during the drying process out, we collect it in the steam tank and reuse it during the washing process, heating of the workplace and generation of steam over again in order to achieve energy efficiency and between **12%-14%** energy savings.



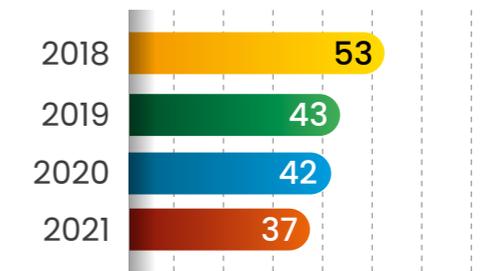
One of the most important environmental impacts of our industry is related to water consumption and water resources. We, as Taypa, have been investing in technologies that reduce water consumption in our washing activities for years. We aim to manage our water inventory to reduce the loss and leakage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



WATER CONSUMPTION PER PRODUCT (LT)*



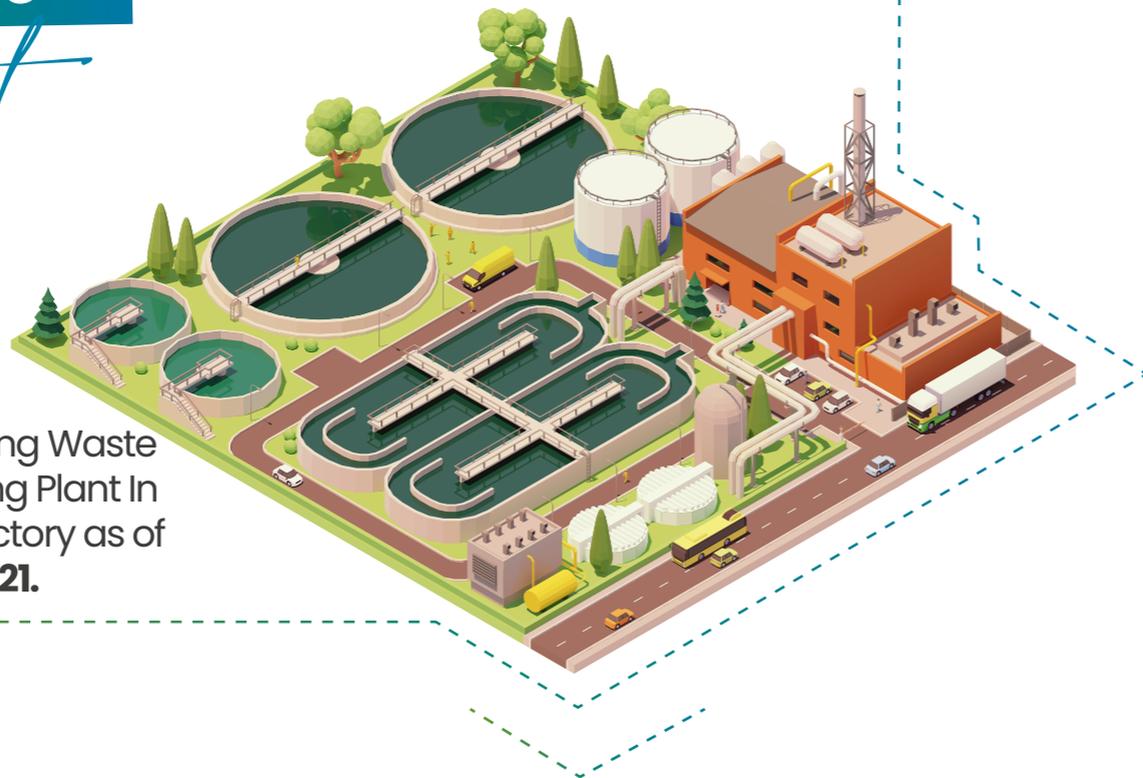
WATER CONSUMPTION PER PRODUCT IN THE LAUNDRY PROCESS (LT)*



*Calculation is based on the water consumption and production numbers of our own factories in Turkey.
 **Calculated and reported based on the Higg FEM data which was verified by independent audit firms.

WASTE WATER RECYCLING

Project



We started using Waste Water Recycling Plant In Our Ergene Factory as of **September 2021.**



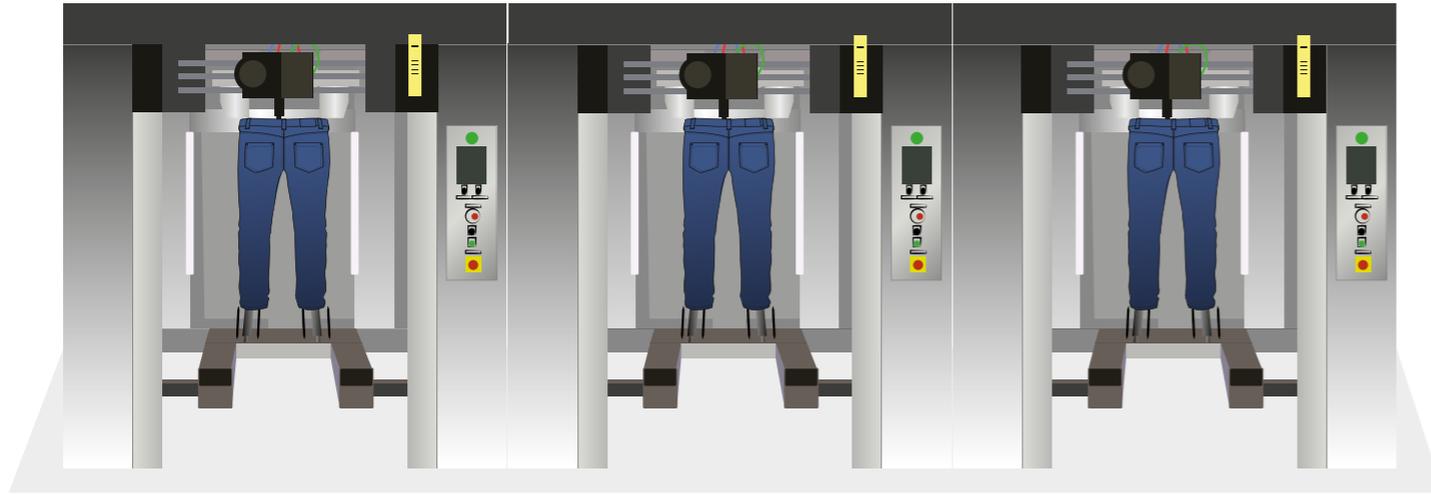
With this project we aim to reuse **55%** of our total waste water capacity with ultrafiltration and reverse osmosis technologies.

STONE ENZYME PROJECT

With the Stone Enzyme Project, we completely remove the pumice stone, which is used to give the product a stone effect, from the washing process. Instead of pumice stone, which causes consumption of natural resources, we now use environmentally friendly stone enzyme. With this project, we have achieved both water and stone savings.



LASER TECHNOLOGY



We used the Laser Technology and

An infographic for "Drop Washing Technology". It features a large blue water drop icon with the text "DROP WASHING" inside. To the right, there are two envelope icons. The top one contains the text "With Drop Washing System at our washing factory 1 Piece Product is washed with 1 glass of water." The bottom one contains "We saved more than 9,000 tons of water in 2021 with Drop Washing Technology." To the right of the envelopes is a tall glass filled with water. The word "Technology" is written in a cursive font at the bottom left of the infographic.

DROP WASHING

Technology

With Drop Washing System at our washing factory 1 Piece Product is washed with 1 glass of water.

We saved more than 9,000 tons of water in 2021 with Drop Washing Technology.



New Generation WASHING Machines

By increasing the variety of our New Generation Washing Machines,



we have saved **100.000 m³** of water.

OZONE TECHNOLOGY

With the improvement of the Ozone Technology, formerly used just to ameliorate the post-washing effects, we save water, chemicals, power and capacity, since we are now able to achieve similar effects through the ozone process, without washing. We significantly reduce water consumption by Ozone made with Metosense technology.

-  **-%65**
-  **-%80**
-  **-%20**

TRADITIONAL DENIM LAUNDRY PROCESS

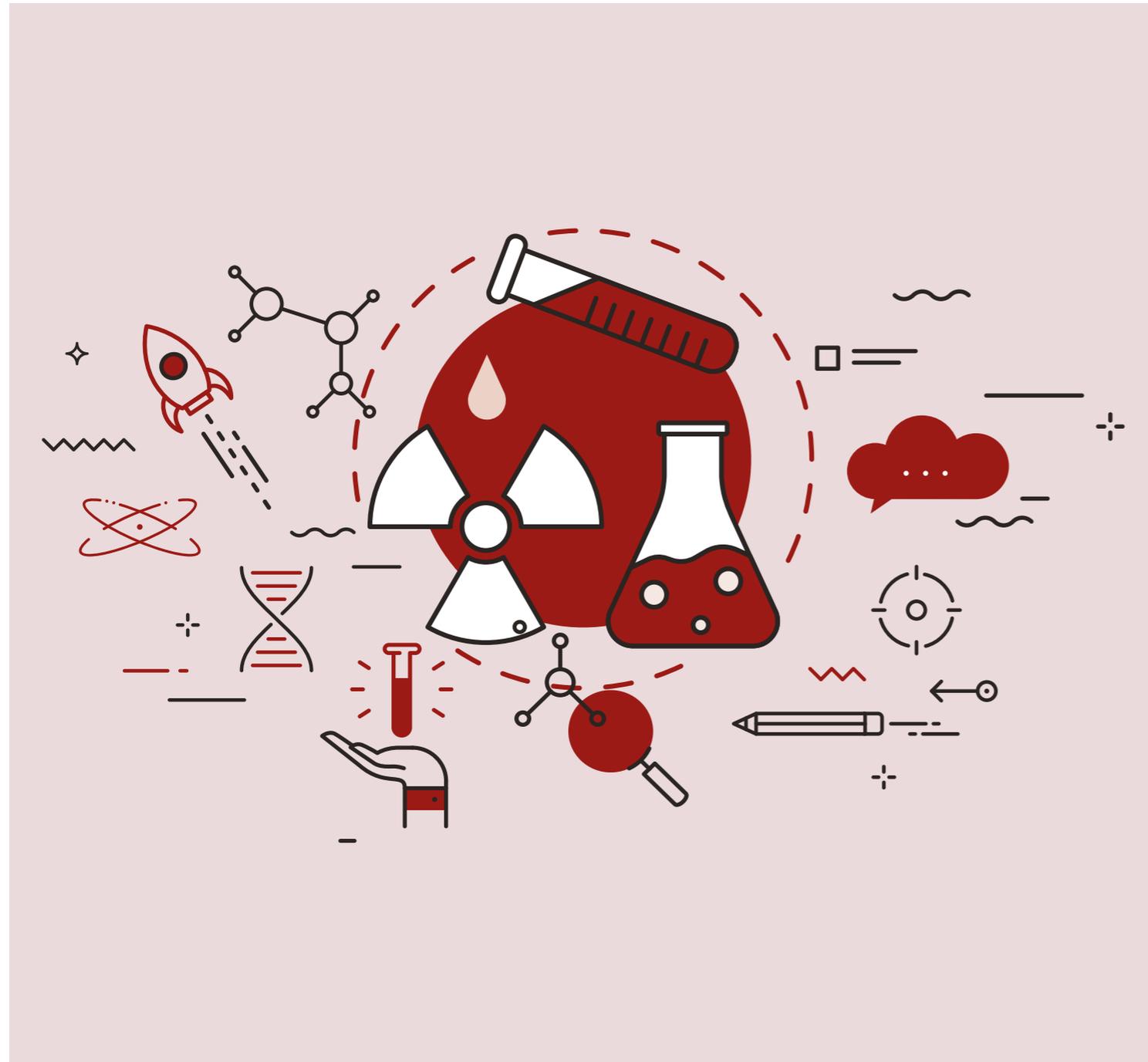


- Laser
- Scraping
- Desize
- Rinses
- Enzyme wash
- Rinses
- Bleach
- Neutralization
- Rinses
- PP Blasting
- Neutralization
- Rinses
- Spin dry
- Dry

SUSTAINABLE DENIM LAUNDRY PROCESS (OZONE+LASER TECHNOLOGY)



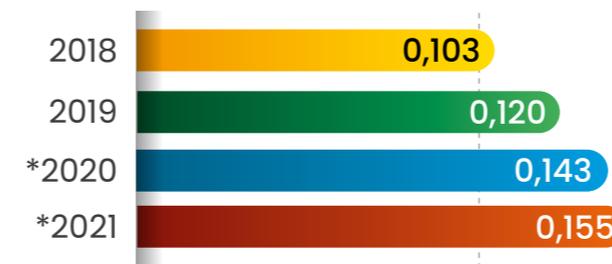
- Laser
- Scraping
- G2 Dry process
- Desize
- Enzyme wash
- Laser
- G2 Wet process
- Spin dry
- Dry



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



CHEMICAL CONSUMPTION PER PRODUCT (KG)**



ECO-FRIENDLY CHEMICAL CONSUMPTION PER PRODUCT (KG)**



*In 2020-2021, There has been a slight increase in the use of chemicals per product due to the difficulty level of washing recipes increased and the use of environmentally friendly stone enzyme instead of pumice stone.

**Calculation is based on chemical consumption and production numbers which were reported with SAP and Akdata ERP Program of our Ergene Laundry Factory.

CHEMICAL MANAGEMENT SYSTEM

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

We follow the legal regulations, the list of **ZDHC restricted substances lists (RSL)** and positive lists of our customers.

We do not allow any chemical to our factories without relevant **MSDS and CIL** documents.



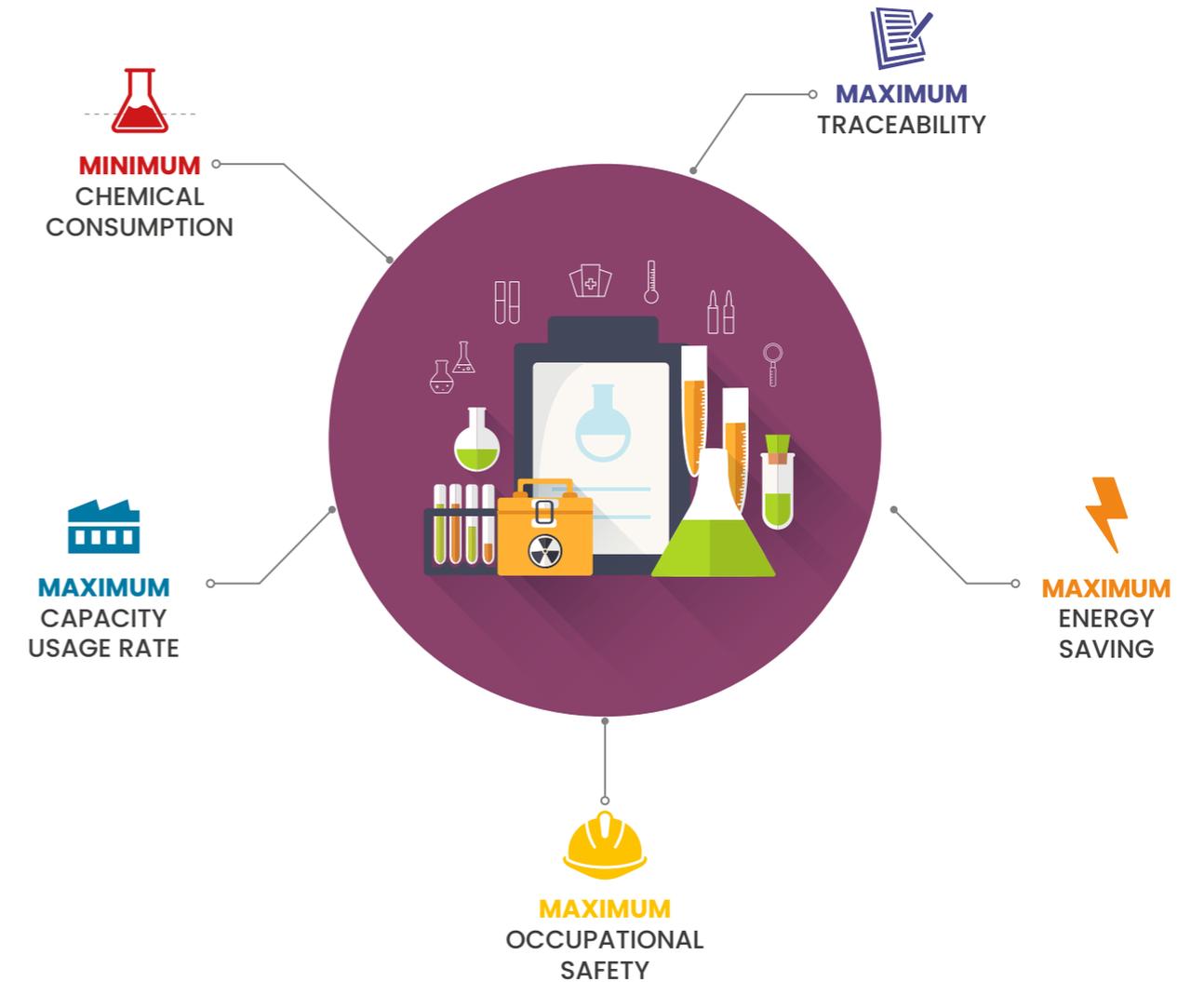
We are following the latest technologies which would improve chemical management and usage.

We have been working on alternative chemicals to decrease our environmental impact to the minimum.

Our aim is **zero hazardous chemicals.**

AUTO - DOSING

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



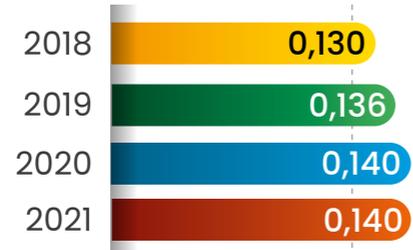
With auto-dosing, we transferred **%71** of our chemical consumption to the automation system.

WASTE MANAGEMENT

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

In accordance with zero waste principles, all of our plastic and paper waste is recycled and brought back into the economy. In addition, our project studies are continuing for the use our treatment waste as raw material in concrete production.

TEXTILE WASTE PER PRODUCT (KG)*



PLASTIC WASTE PER PRODUCT (KG)*



PAPER WASTE PER PRODUCT



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

WASTE REDUCTION PROJECTS

With Waste Reduction Projects, we aim to minimize the unnecessary consumption of our natural resources and accordingly contribute to a sustainable future.



LCA (Life Cycle Assessment)

Life Cycle Assessment (**LCA**) is an evaluation method through which environmental impacts of a product or a process throughout the entire life cycle, including obtaining raw materials, processing, production, use and disposal, are calculated, measured and reported according to **ISO 14040/44** standards, and which provides information on resource efficiency and waste generation. In 2021, **LCA** analysis completed for totally 14 products and 10 environmental impacts were evaluated.

Climate Change: The potential impact of greenhouse gases on global warming.

Depletion of the Ozone Layer: Reduction of the protective ozone layer due to emissions of ozone-depleting substances.

Water Footprint: Use of clean water.

Water Scarcity: Lack of fresh water resources to meet water demand.

Energy Need: Direct and indirect use of energy throughout the life cycle, including energy consumed during raw material acquisition, production and disposal.

Eutrophication: Decrease in the amount of oxygen in aquatic ecosystems, such as lakes, seas and rivers, due to the use of chemicals.

Acidification: Decreased seawater pH as a result of the absorption of increased carbon dioxide by the water surface.

Photochemical Oxidation: Pollutant gases activated by sunlight causing atmospheric pollution with a kind of fog consisting of smoke.

Inorganic Depletion (Elements&Fossil fuels): Consumption of non-recyclable resources such as metals, minerals, fossil fuels.

Our aim while carrying out this study was:

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



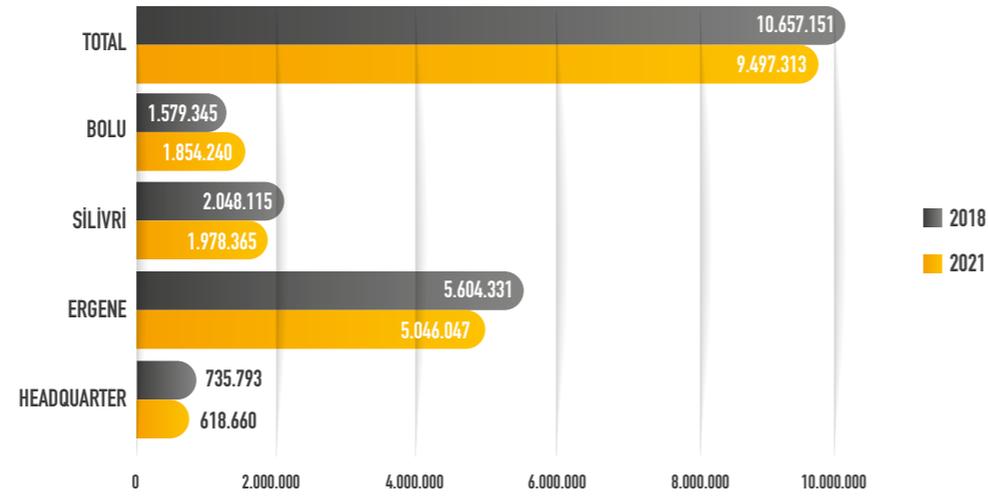
	TARGETS	PROJECTS	2022	2025	2030
	Reducing Water Use	Reducing Pumice Stone in Our Washing Processes	50%	75%	100%
		Water Recovery in Ergene Washing Factory	55%	75%	90%
		Transition to Next Generation Machines	70%	80%	100%
		Reducing Domestic Water Use	3%	-	-
	Reducing Carbon Emission	Generating Energy from Hydrogen	10%	40%	100%
		Generating Renewable Energy	42%	100%	100%
		Buying Certified Renewable Energy	100%	100%	100%
		Reducing Electricity use in Lighting	2%	-	-
		Ensuring Energy Efficiency with the Economizer Project	11%	-	-
		Transitioning to New Generation Apparel Machines	20	40%	80%
		Conversion in Vehicle Fleet	-	25%	50%
	Improving Waste Management	Recycling Fabric Scraps	100%	100%	100%
		Producing our designs with Sustainable Raw Materials	40%	70%	90%
		Recycling Non-Hazardous Wastes	100%	100%	100%
		Obtaining a Zero Waste Certificate	100%	100%	100%
		Reducing Paper Consumption	20%	-	-
		Reducing Pumice Stone in Our Washing Processes	50%	75%	100%
		NGO Cooperation	50%	100%	-
		LCA Analysis and EPD Documentation	10%	20%	25%

	TARGETS	PROJECTS	2022	2025	2030
	Improving Chemical Management	Reducing Pumice Stone in Washing Processes	50%	70%	90%
		Reducing Permanganate in Our Washing Processes	-	75%	100%
		Reducing Bleach in Our Washing Processes	-	20%	50%
	Empowering Women Employees	Increasing the Education Level of Female Employees	20 worker	50 worker	150 worker
		Providing Psychological Support to Female Employees	2,5 hours	3 hours	4 hours
		Breast Cancer Screening for Female Employees	600	2400	5400
	Creating Sustainable Human Resources	Empowering Employee Engagement and Satisfaction	65%	67%	70%
		Increasing Employee Development Programs	9 hours	12 hours	15 hours
		Taypa Academy	-	30 graduate	200 graduate
	Sustainable Supply Chain	Establishing a Supplier Evaluation System	Installation	-	-
		Extending Environmental Goals to the Supply Chain	-	50%	75%
		Extending Social Goals to the Supply Chain	-	50%	75%

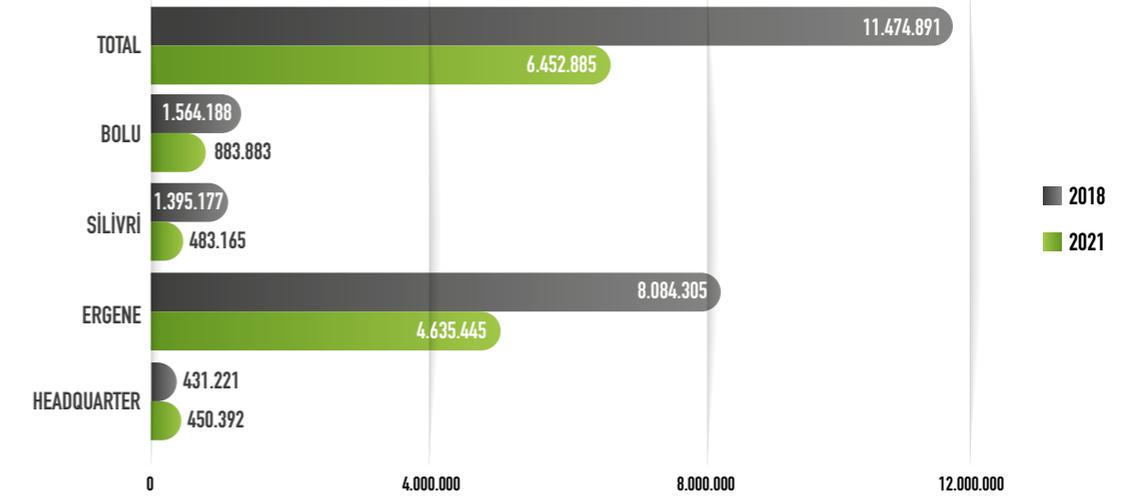
ENVIRONMENTAL PERFORMANCE INDICATORS



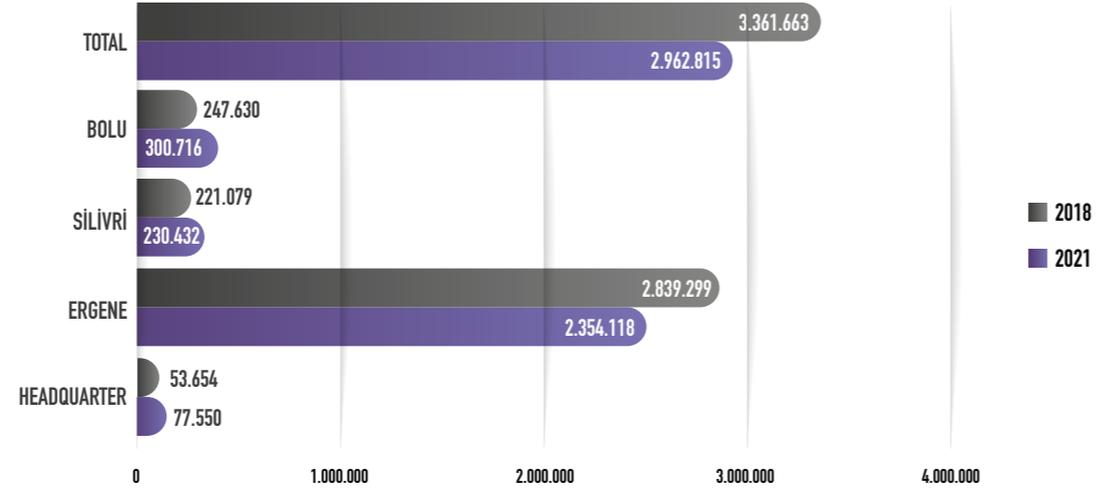
ELECTRIC (kwh)



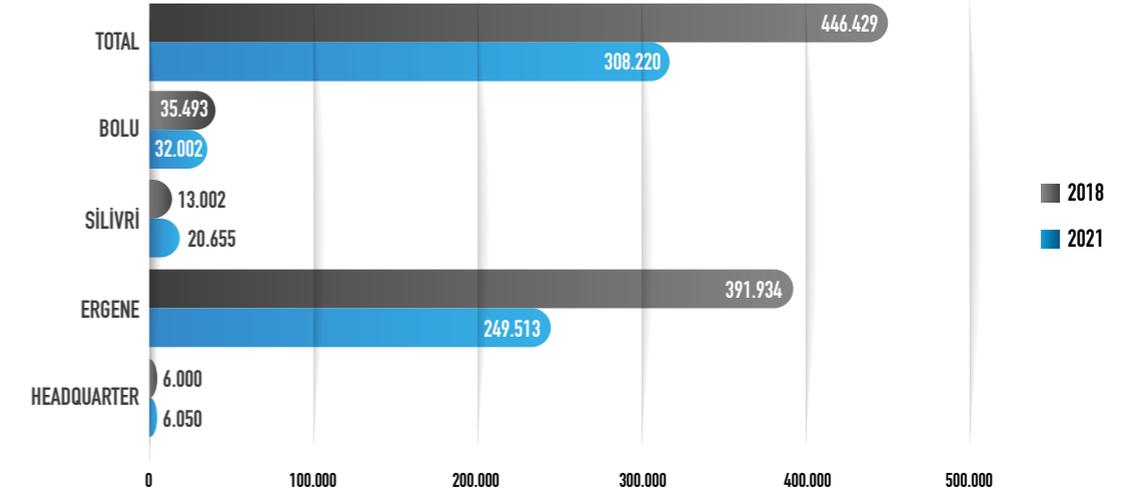
EMISSIONS (KG CO²)



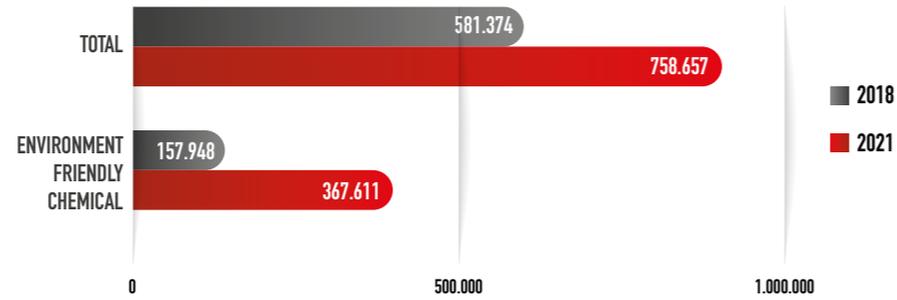
NATURAL GAS (SM³)



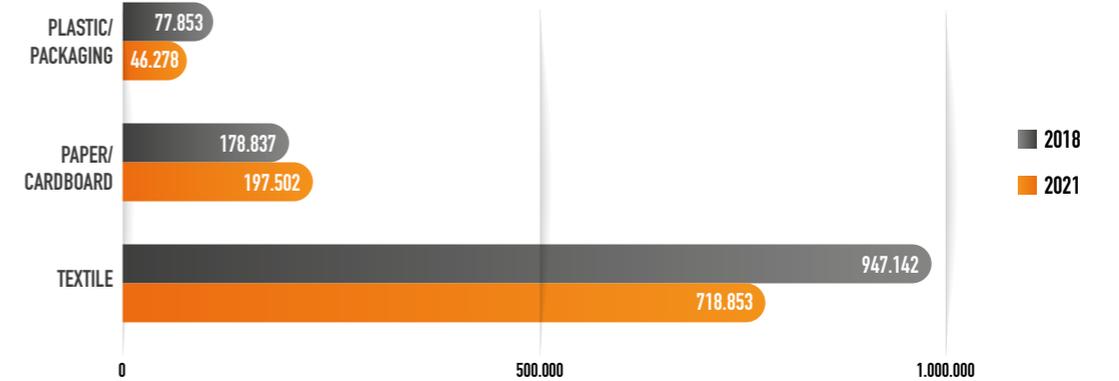
WATER (M³)



 **CHEMICAL (KG)**

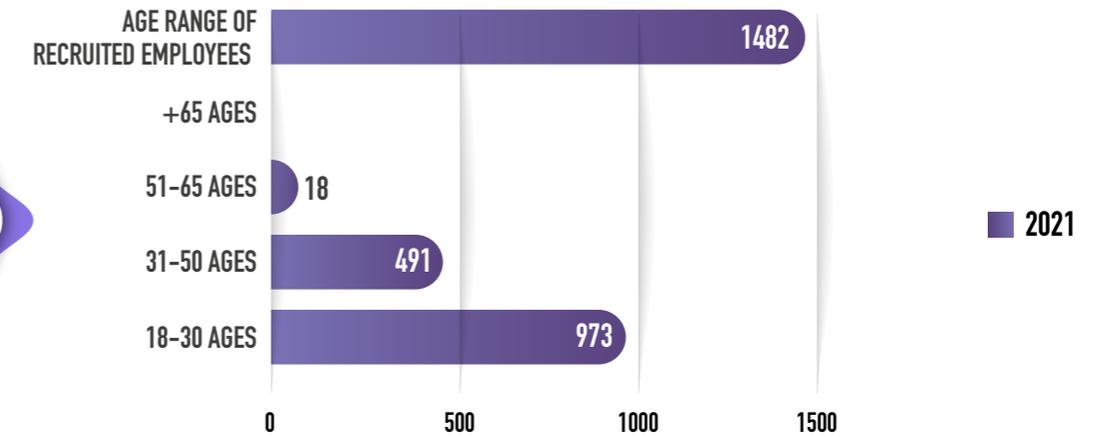
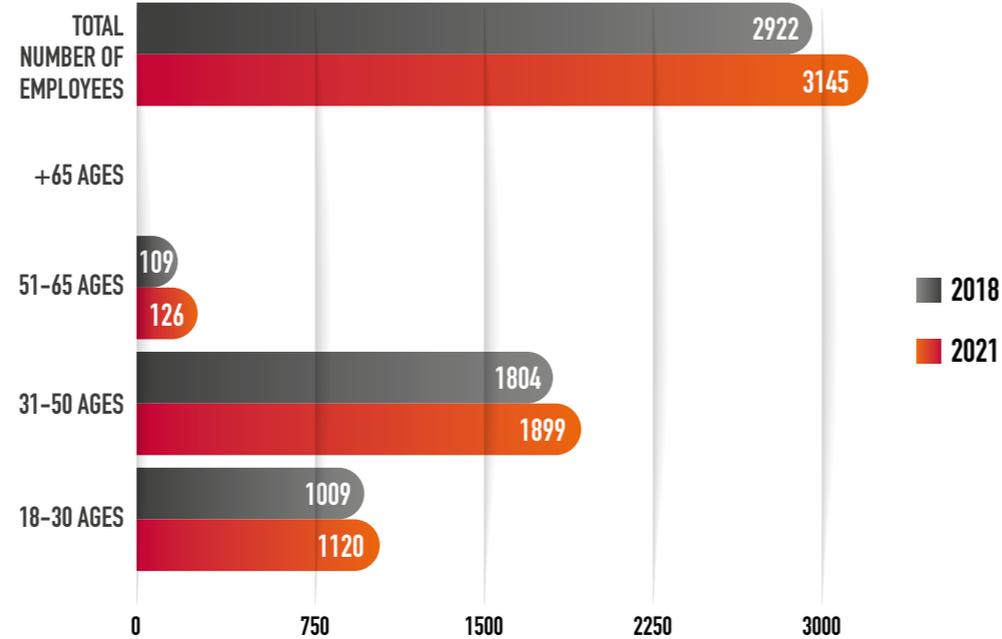
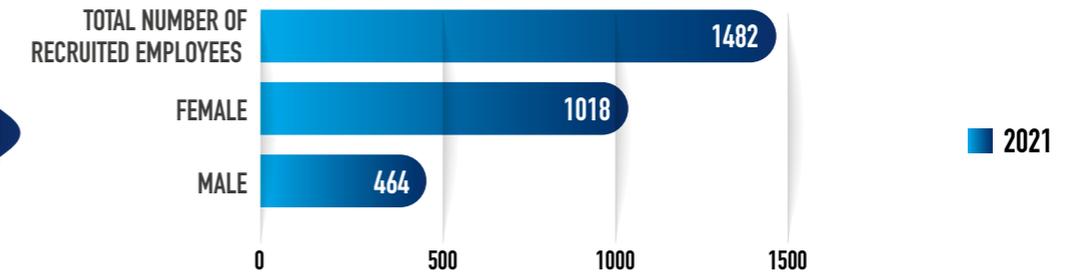
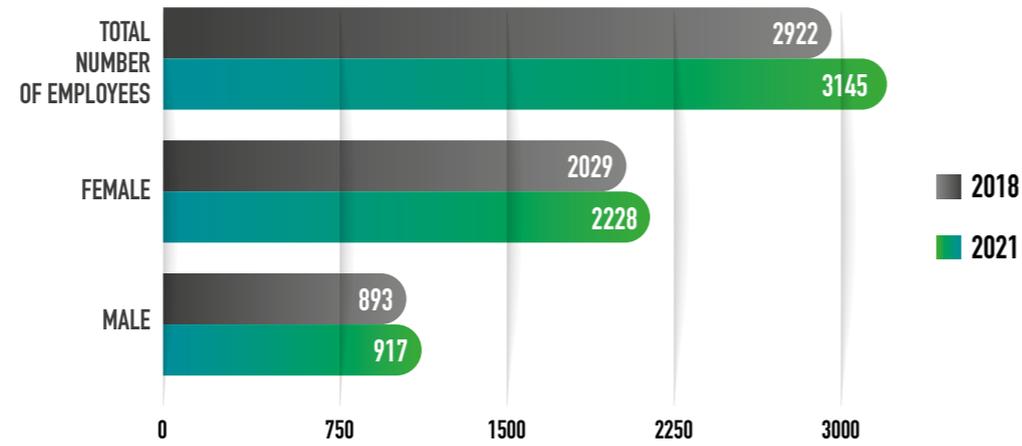


 **WASTE (KG)**



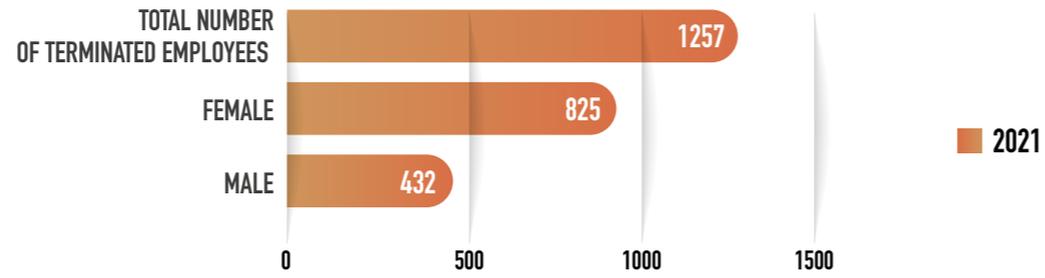
*The data includes the Ergene factory only.

SOCIAL PERFORMANCE INDICATORS

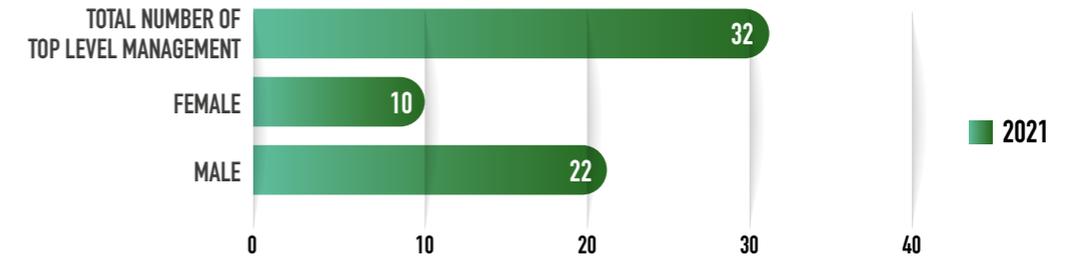




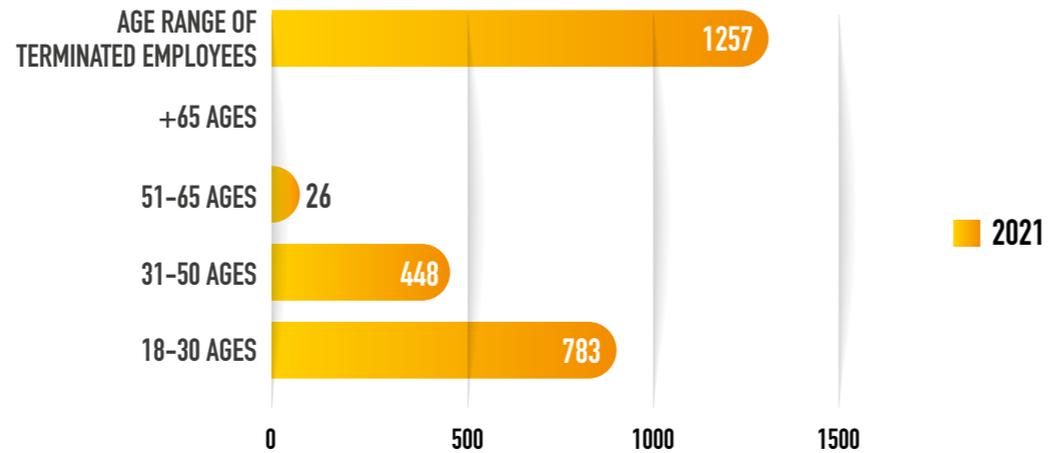
TOTAL NUMBER OF TERMINATED EMPLOYEES



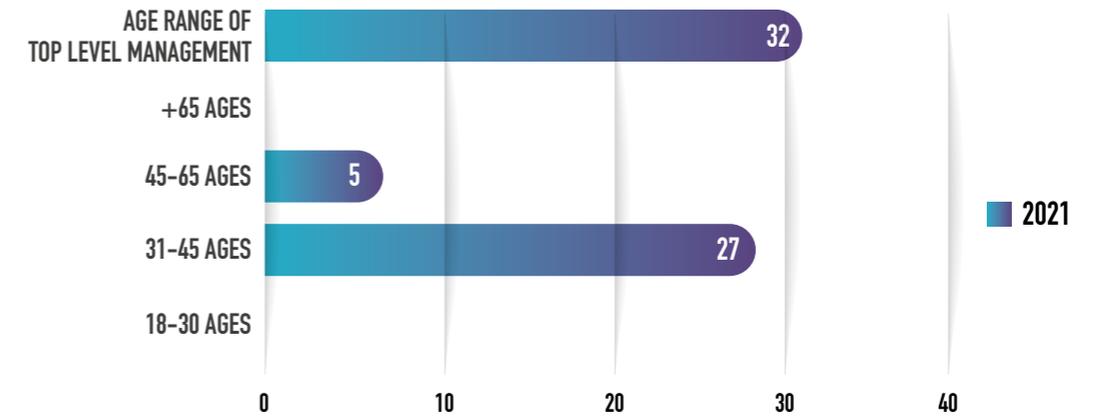
TOTAL NUMBER OF TOP LEVEL MANAGEMENT



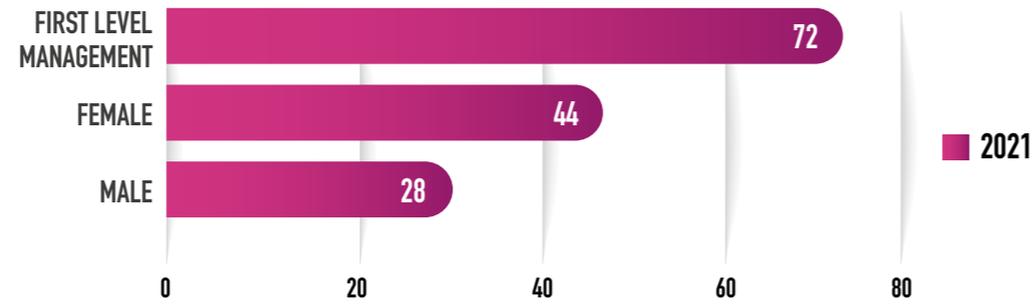
AGE RANGE OF TERMINATED EMPLOYEES



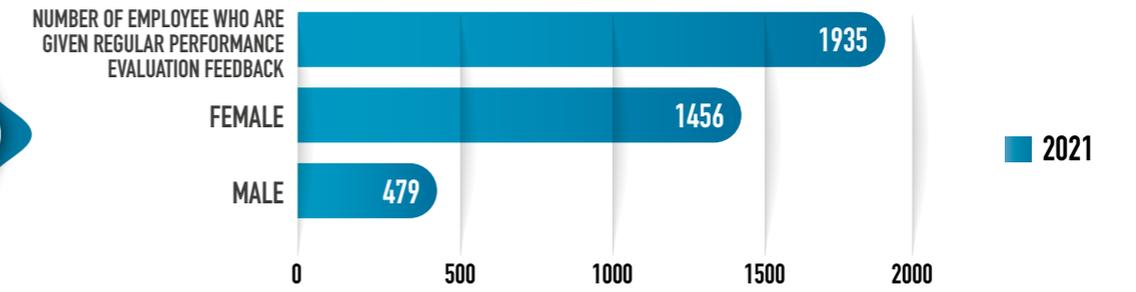
AGE RANGE OF TOP LEVEL MANAGEMENT



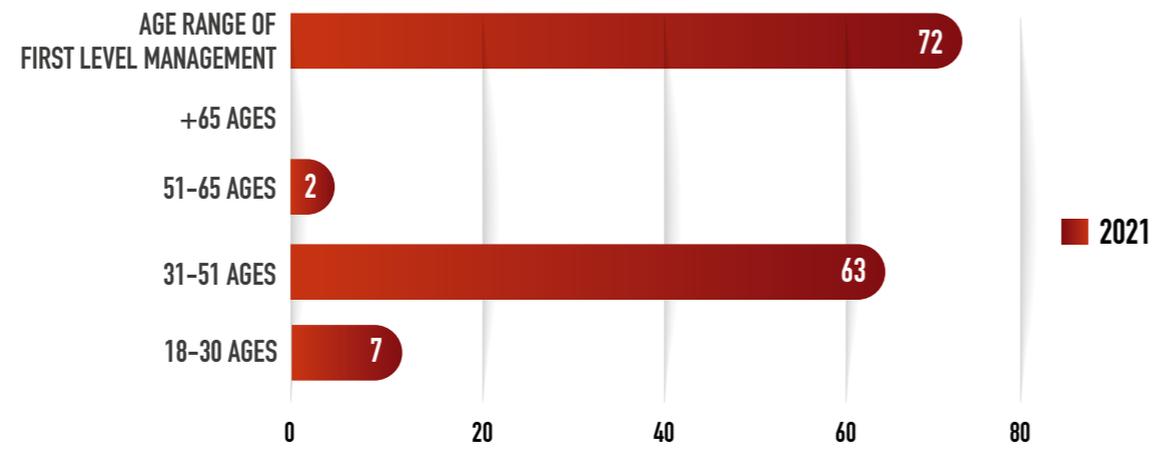
FIRST LEVEL MANAGEMENT



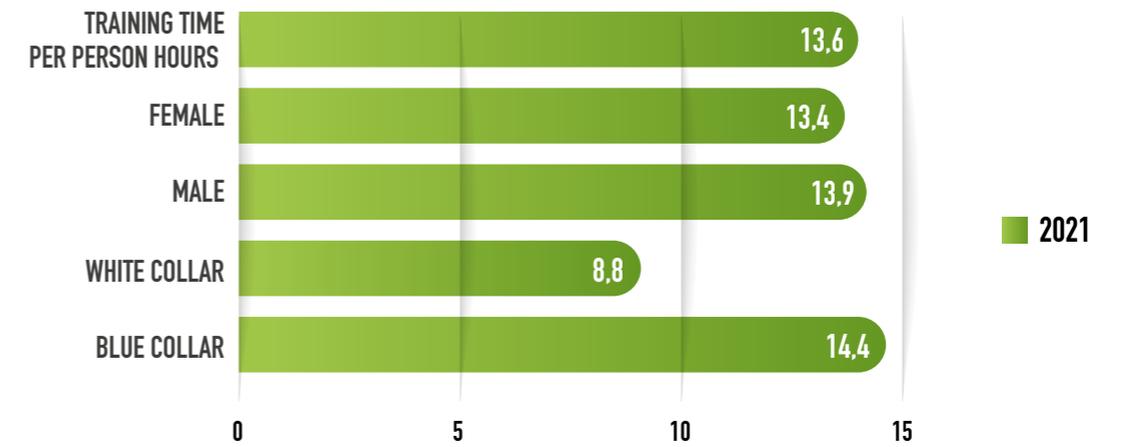
NUMBER OF EMPLOYEES WHO ARE GIVEN REGULAR PERFORMANCE EVALUATION FEEDBACK



AGE RANGE OF FIRST LEVEL MANAGEMENT



TRAINING TIME PER PERSON HOURS



GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016		Disclosures	Direct Answers or Page Numbers	Omissions
Organizational Profile	102-1	Name of the organization	3	-
	102-2	Activities, brands, products, and services	11	-
	102-3	Location of headquarters	11	-
	102-4	Location of operations	11	-
	102-5	Ownership and legal form	14	-
	102-6	Markets served	11	-
	102-7	Scale of the organization	14-15	-
	102-8	Information on employees and other workers	46	-
	102-9	Supply chain	36-37	-
	102-10	Significant changes to the organization and its supply chain	No collective agreement.	-
	102-11	Precautionary Principle or approach	31-32	-
	102-12	External initiatives	29	-
	102-13	Membership of associations	29	-
Strategy	102-14	Statement from senior decision-maker	4-5	-
	102-15	Key impacts, risks, and opportunities	27	-
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	22-23	-
	102-17	Mechanisms for advice and concerns about ethics	30	-
Governance	102-18	Governance structure	25	-
	102-19	Delegating authority	25	-
Stakeholder Engagement	102-40	List of stakeholder groups	28	-
	102-41	Collective bargaining agreements	No collective agreement.	-
	102-42	Identifying and selecting stakeholders	28	-
	102-43	Approach to stakeholder engagement	28	-
	102-44	Key topics and concerns raised	28	-

Reporting Practice	102-45	Entities included in the consolidated financial statements	3	-
	102-46	Defining report content and topic Boundaries	3	-
	102-47	List of material topics	27	-
	102-48	Restatements of information	The first year of the reporting	-
	102-49	Changes in reporting	The first year of the reporting	-
	102-50	Reporting period	3	-
	102-51	Date of most recent report	01.01.2020-31.12.2020	-
	102-52	Reporting cycle	Yearly	-
	102-53	Contact point for questions regarding the report	94	-
	102-54	Claims of reporting in accordance with the GRI Standards	3	-
	102-55	GRI content index	90	-
	102-56	External assurance	Third party audit is not performed.	-
	GRI 200: Economic			Direct Answers or Page Numbers
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	14-15	-
	201-2	Financial implications and other risks and opportunities due to climate change	54-55	-

GRI 300: Environmental			Direct Answers or Page Numbers	Omissions
GRI 302: Energy 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 302: Energy 2016	302-1	Energy consumption within the organization	80	-
	302-3	Energy intensity	54	-
	302-4	Reduction of energy consumption	58-59	-
GRI 303: Water and Effluents 2018				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	61-62	-
	303-4	water discharge	61-62	-
	303-5	Water consumption	81	-
GRI 305: Emissions 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	54-55	-
	305-2	Energy indirect (Scope 2) GHG emissions	54-55	-
	305-5	Reduction of GHG emissions	54-55	-
GRI 306: Waste 2020				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	72-73	-
	306-3	Waste generated	72-73	-
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal	72-73	-

GRI 400: Social 2016			Direct Answers or Page Numbers	Omissions
GRI 401: Employment 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	84-89	-
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	46-50	-
GRI 404: Training and Education 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	50	-
	404-2	Programs for upgrading employee skills and transition assistance programs	50	-
	404-3	Percentage of employees receiving regular performance and career development reviews	48-49	-
GRI 405: Diversity and Equal Opportunity 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	27	-
	103-2	The management approach and its components	22-23	-
	103-3	Evaluation of the management approach	25-26	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	47	-



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

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



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