



# Uniteks

Sustainability Report 2024



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# About the Report

As Üniteks Tekstil Gıda San. Dış Tic. A.Ş., we continue working towards a more responsible future by measuring our environmental, social, and governance (ESG) impacts. In line with this approach, our third sustainability report presents a holistic overview of our activities carried out throughout 2024.

Shaped by global trends, local dynamics, and stakeholder feedback, this report is not only an annual performance assessment, but also a reflection of our forward-looking commitments. We aim to provide transparent and accessible content by consolidating the data that guides our sustainability strategy.

Covering the period from January 1 to December 31, 2024, this report comprehensively presents Üniteks's efforts to reduce environmental impact, improve employee well-being, and strengthen business ethics and corporate governance—available in both Turkish and English.

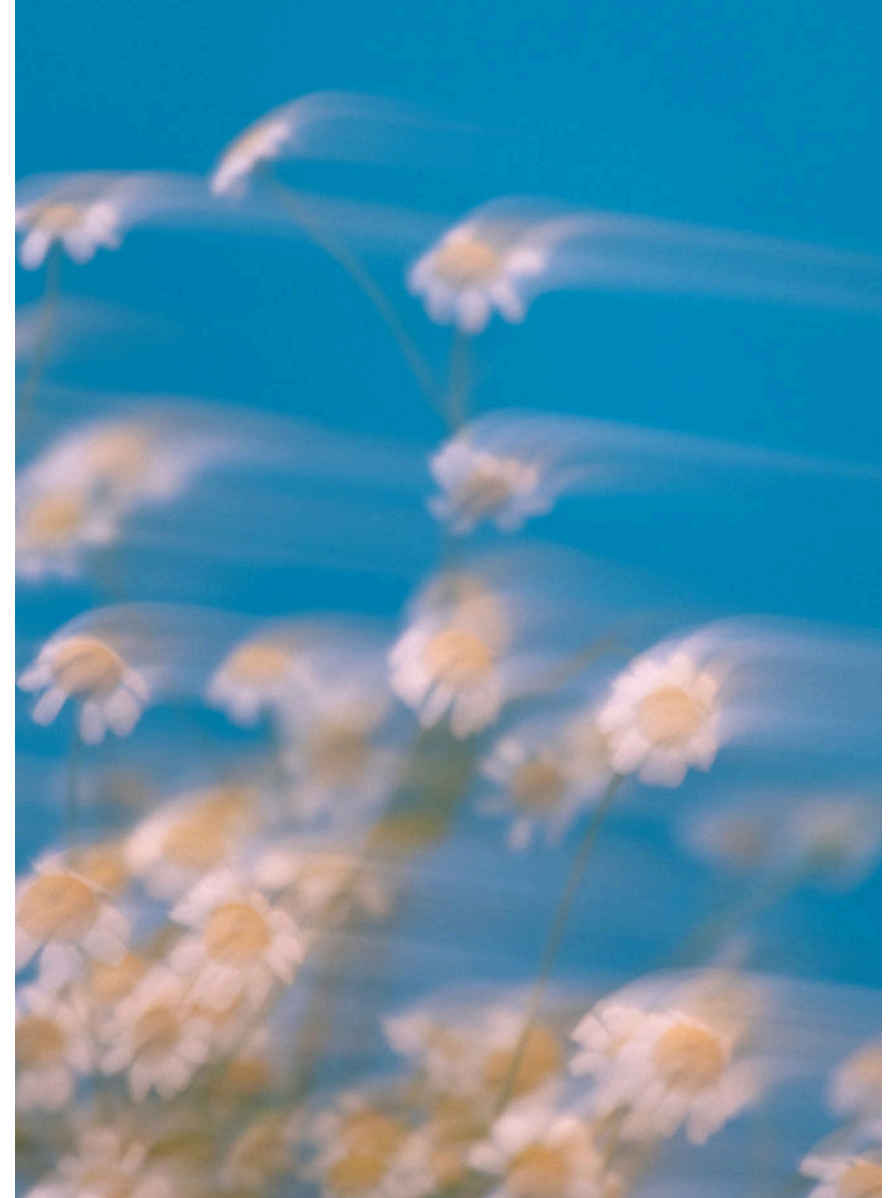
Our evolving reporting process is carried out under the coordination of our Sustainability Department, with contributions from all departments across the company. This inclusive approach enables us not only to monitor our current performance but also to identify areas for improvement.

The report provides detailed insights into our sustainability vision, corporate governance approach, risk and opportunity evaluations specific to business processes, and our efforts to integrate emerging technologies into our operations.

With this report, we aim to provide our stakeholders with a comprehensive overview of our performance across environmental, economic, and social dimensions. We establish strong links between our priority topics, the Sustainable Development Goals (SDGs), and global trends—integrating these into our strategic objectives to create long-term value.

As we continue to share our sustainability journey with transparency, we consider all feedback and suggestions from our stakeholders as an essential part of our continuous improvement process.

You can share your feedback with us via [sustainability@uniteks.com.tr](mailto:sustainability@uniteks.com.tr)





# Message from the Executive



**Serhan Ünsal**  
Chairman of the Board



We take great pride in maintaining our sustainability vision with unwavering determination again this year. With each passing year, we grow by taking on greater responsibility, moving forward with an approach that carefully considers our environmental and social impacts. In this context, I am pleased to share with you our 2024 Sustainability Report.

The past year has once again shown us how essential flexibility, resilience, and innovation are in the face of global economic, environmental, and social developments. As a company, we swiftly adapted to these dynamic conditions and took significant steps to reduce our environmental impact, use our resources more efficiently, and create a more equitable working environment.

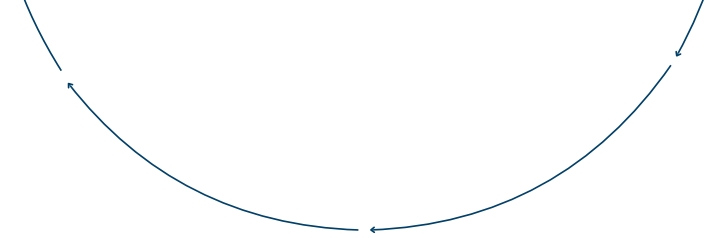
Through our transformation-focused efforts in digitalization and innovation, we not only enhanced our operational efficiency but also developed systems that enable us to achieve our sustainability goals more effectively. With data-driven decision-making processes, smart manufacturing infrastructure, and traceability solutions, we are managing both our production processes and environmental performance more robustly.

We have made concrete progress in empowering women, supporting youth, strengthening equality in the workplace, and upholding our ethical principles. Moreover, through our decarbonization efforts and transition to circular production models, we have achieved meaningful transformation across our value chain in response to the climate crisis.

This report reflects not only our performance over the past year but also our deep commitment and responsibility as an organization that placing sustainability at the core of its operations—for a better future.

I would like to extend my heartfelt thanks to all my colleagues who have contributed to this journey, our business partners who support the implementation of our sustainability strategy, and you—our valued stakeholders—for standing with us in trust.

We will continue to create and transform together—for a more livable world.





# Üniteks at a Glance

Üniteks Tekstil has been a production and design hub operating in the ready-to-wear industry since 1990, guided by the principles of sustainability, innovation, and responsibility. Since our establishment, we have integrated these principles into every aspect of our business practices, becoming a trusted and influential player in the apparel sector.

Today, with an annual production capacity exceeding 40 million units and a turnover of over 180 million USD, we deliver value to leading brands in Türkiye and worldwide. We rank among the top exporters on the Aegean Ready-to-Wear and Apparel Exporters list and are recognized among the leading exporting companies in İzmir.

Our journey towards sustainability began in the 1990s, with our first collections presented to the European market and the introduction of organic fabric production. Since then, we have expanded our production capabilities and developed innovative, environmentally friendly products through our strong R&D and design competencies. Today, we extend this approach not only to our own production, but also across our entire network of business partners.

We place our sustainability strategy at the core of our supply chain, evaluating our suppliers based on key values such as environmental impact, business ethics, quality, and long-term collaboration. In doing so, we strive to build a fairer, more transparent, and resilient system together. We believe that investing in people and knowledge is just as vital to sustainability as protecting the environment. With this belief, we established ÜniAkademi, through which we support the technical and personal development of our employees—making continuous learning a fundamental pillar of our corporate culture.

For us, sustainability is not a goal but a natural outcome of how we do business—and a responsibility we uphold for future generations. In 2024, we continue to pursue this vision with determination, as a brand that creates value, inspires trust, and drives meaningful change.





# Organizational and Corporate Structure

At Üniteks Tekstil, we adopt a management approach that prioritizes sustainable growth, ethical governance, and long-term success. In this context, our company’s strategic decision-making processes are led by a Board of Directors composed of five experienced members.

Our Board is responsible for defining the company’s vision, guiding investment and growth strategies, managing corporate risks effectively, and operating with a governance model grounded in transparency. The Board plays a critical role in shaping decision-making processes that drive both financial and sustainability performance, while assuming key responsibilities aligned with our long-term value creation goals.

Thanks to this structure, Üniteks has a strong and flexible management infrastructure that can strategically adapt to changing economic and industry dynamics. Under the leadership of our Board of Directors, our company operates with a forward-looking mindset—planning not only for today, but also for the future.

**WITH STRATEGIC  
DECISIONS THAT SHAPE  
THE FUTURE,  
WE ARE BUILDING NOT  
ONLY FOR TODAY,  
BUT ALSO A  
SUSTAINABLE WORLD  
FOR TOMORROW**



**Şenay DAŞCI**  
Board Member

**Ethem ÜNSAL**  
Board Member

**Serhan ÜNSAL**  
Chairman of the Board

**Özlem ALTINIŞIK**  
Board Member

**Nejat ERDOĞAN**  
Vice Chairman of the Board



# Organizational and Corporate Structure

All of Üniteks's operational processes are managed through an organizational structure aligned with the company's strategic objectives. Our Executive Committee is composed of experienced professionals operating under four main directorates: production & supply chain, finance, sales & marketing, and sustainability & human resources.

A total of 23 departments within the company are grouped under these four main areas. Each unit operates in a goal-oriented, coordinated, and data-driven manner within its area of responsibility. In addition to overseeing daily operations, our Executive Committee ensures alignment with the company's strategy, adopting an agile and proactive management approach to evolving market conditions.

This structure enables Üniteks to implement its environmental, social, and economic goals through an integrated approach, while also fostering a transparent, inclusive, and participatory corporate culture. By strengthening internal communication and collaboration, this approach ensures that our sustainability focus is reflected not only in strategic documents but also in the company's day-to-day operations.

**OUR ORGANIZATIONAL  
STRUCTURE IS DESIGNED  
TO COMBINE SPEED,  
AGILITY AND EFFICIENCY  
TO DELIVER ENDURING  
SUCCESS IN  
SUSTAINABILITY**



**Sarper KUTLUĞ**  
Director of Production and Supply Chain

**Yılmaz ÇAKAN**  
Director of Finance

**Özlem ATAK**  
Sales and Marketing Director

**Serkan BAKADUR**  
Director of Sustainability and Human Resources



# Vision, Mission and Values

Guided by a vision to develop innovative and sustainable products that shape future trends, our company operates with a mission centered on environmental, social, and economic development. Ethical values, a strong sense of responsibility, and a commitment to human rights and environmental sensitivity form the foundation of all our business processes.

**CREATING A SHARED VALUE THAT TRANSCENDS DIFFERENCES**



## VISION

To ascend as the industry vanguard, pioneering future trends through our foresight and positioning ourselves as the first choice for global brands with our intricately designed and crafted knit fabric products, and for its continuously developed innovative activities.



## MISSION

Our ethos is rooted in championing economic, social, and environmentally sustainable growth. We are committed to valuing and respecting our stakeholders, evolving collectively with our dedicated team, and delivering top-tier design and production services to esteemed global brands, and has made innovation a priority by integrating it into the entirety of the company.



## VALUES

Professional Responsibility  
Respect for Individuals  
Integrity and Honesty  
Solidarity  
Agility  
Respect for the Law  
Respect for the Environment  
Respect for Employee Rights  
Occupational Health and Safety  
Traceability and Transparency



# 34 years of commitment and success



A 34-year journey shaped by innovation, quality, and sustainability is carried into the future through strong collaborations, people-focused approaches, and ongoing transformation.

## 1990–1999

### Establishment and Infrastructure Development

1990: Received its first order from a leading European apparel giant in the year of its establishment.

1992: Initiated organic fabric production at its sister company using SKAL-certified cotton.

1993: Expanded its portfolio by partnering with renowned European brands, focusing on embroidery and print production.

1994: Became one of the pioneering Turkish companies in environmentally friendly production with the Oeko-Tex certification.

1995: Increased its monthly capacity to 250,000 pieces at its new 10,000 m<sup>2</sup> factory.

## 2000–2004

### Internationalization and Collaboration with Global Brands

2002: Became the sole supplier of a renowned sportswear brand in the Aegean region and entered the list of the 500 Largest Industrial Enterprises, reaching a turnover of 50 million USD.

2003: Invested in piece printing and embroidery machines, focusing on R&D activities.

2004: Strengthened its position among the 500 Largest Industrial Enterprises and ranked among Turkey's top 100 exporters.

## 2005–2009

### Global Growth and Sustainability Journey

2005: Expanded its international investments by opening a new production line in Egypt through the QIZ agreement.

2007: Received the Organic Production Certificate from SKAL with its commitment to sustainable production.

2008: Launched one of the first R&D projects in the apparel sector in collaboration with TÜBITAK and the Ministry.

2009: Added knitting and dyeing facilities to its production line in Egypt, increasing its monthly capacity to 1 million pieces.

## 2010–2016

### Creativity, Internationalization, and Success

2010: Generated 30% of its sales revenue from in-house designed collections.

2015: Established its first overseas design office in Spain.

2016: Honored by its global client with two certificates and the Fashion & Innovation Award.

## 2017–2020

### Design, Sustainability, and Regional Development

2017: Following La Coruna, opened design offices in Barcelona and London.

2019: Received Fashion and Sustainability awards as well as the Golden Supplier award; in the same year, initiated woven apparel production.

2020: Renovated its İzmir headquarters in line with sustainability principles and increased employment through investments in İzmir and Batman.

## 2021–2023

### Record Production and Digitalization Initiatives

2021: Integrated the ERP system to accelerate processes and optimize resource utilization.

2022: Became the export champion of the ready-to-wear sector with 37 million units sold and a revenue of 167 million USD.

2023: Ranked first in the ready-to-wear and apparel category of EHKİB with exports exceeding 85 million USD. In the same year, UniAkademi was established, providing access to training through an e-learning system.

## 2024

### Renewable Energy Agreements in the Supply Chain

2024: For the first time in Turkey's textile sector, a renewable energy agreement was signed together with pilot suppliers.

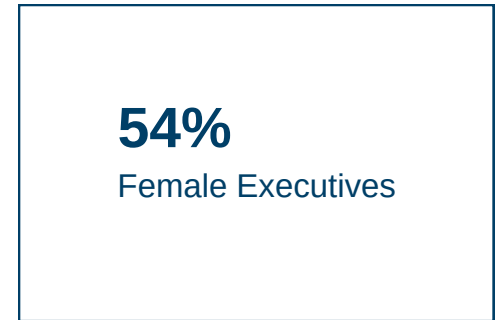
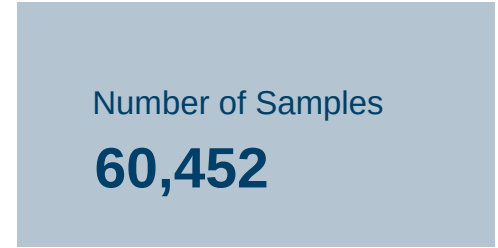
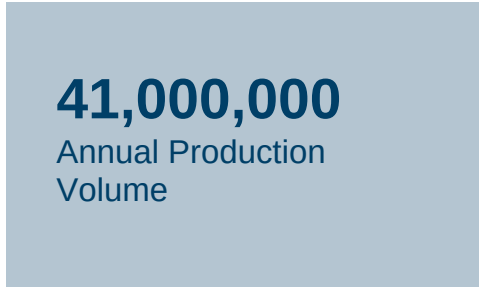
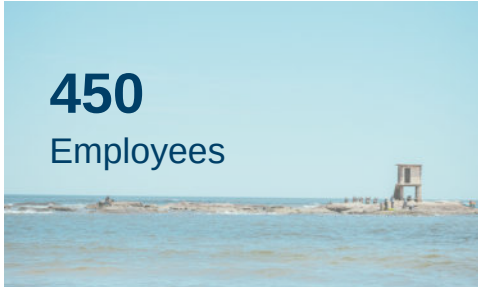
Achieved the 308th position in the ISO 500 list with a 19-rank advancement.





# Üniteks by the Figures

The indicators on this page provide a summary of our company's activities and achievements shaped by our sustainability approach.





# Corporate Memberships and Partnerships

We embrace sustainability as a social responsibility and, through our collaborations, make tangible contributions in environmental, social, and economic fields. In this regard, we aim to build strong partnerships with our stakeholders each year to create greater shared value and contribute to the Sustainable Development Goals (SDGs).

## MEMBER ORGANIZATIONS



Organization Supporting Regional Exports



Organization Representing Izmir's Business Community



EGE BÖLGESİ SANAYİ ODASI

Regional Cooperation Organization for Ethical Production and Sustainability



Business Organization Supporting Sustainable Development

## MEMBER PLATFORMS



Global Initiative for Responsible Raw Material Use



Platform Aiming to Reduce the Environmental Impact of Cotton Production



Digital Tool for Monitoring Supply Chain Sustainability



Ethical Auditing and Social Compliance Practices



Tool for Assessing Social and Working Conditions



Joint Action Platform for the Elimination of Hazardous Chemicals



Digital Transparency Tool for Chemical Management



Tool for Measuring and Comparing Sustainability Performance

## COMPLIANCE STANDARDS



Organic Content Traceability Standard



Quality Management System Standard



Recycled Content Tracking System



Environmental Management System Standard



Standard Certifying 100% Organic Products



Information Security Management Standard



Standard Certifying 100% Recycled Products



Product Safety Standard Free from Harmful Substances

## COMMUNITY ENGAGEMENTS



## SIGNATORY ORGANIZATIONS



A United Nations (UN) community working for gender equality and women's empowerment



# Our Global Footprint

Through our products and collaborations, we reach over 40 countries across 5 continents, bringing design, production, and sustainability to the world.





# Sustainability Management

We view sustainability not merely as a business model, but as a holistic approach. We strengthen our position in the textile industry through our environmental and social responsibilities. In 2024, we continue to place our approach—transforming products, caring for the environment, and empowering people—at the heart of all our strategies. With environmentally conscious policies, a digitalized production infrastructure, and a people-centered management approach, we are building not only for today, but also for tomorrow.

To support this approach, we prepare a monthly Sustainability Bulletin in which we share the latest sustainability news, inspiring practices, and global developments from Türkiye and around the world. Our bulletin aims to raise awareness among our employees, encourage knowledge sharing, and contribute to collective transformation in the field of sustainability.

Guided by our principle of Impact-Oriented Transformative Power, we manage our investments and projects with an understanding that creates not only economic value, but also social and environmental benefits. For us, sustainability is not a final destination, but an ever-evolving journey. Every step we take is made consciously for a more livable future—building the world of tomorrow, starting today.

## At Üniteks Tekstil, our approach to sustainability,

**We transform products.** We develop innovative, circular, and sustainable solutions in our production processes, and through our digitalization investments, we make our operations more transparent, traceable, and flexible. In doing so, we directly contribute to the United Nations Sustainable Development Goal of “Industry, Innovation, and Infrastructure.”

**We care about the environment.** We develop innovative practices in energy efficiency, waste management, and the preservation of natural resources, focusing on minimizing our environmental impact through projects that reduce resource consumption. While adapting our production systems to the principles of the circular economy, our commitment to the environment extends beyond production—we also raise sustainability standards across our entire supply chain and build strong partnerships with our stakeholders in this direction.

**We empower people.** With our people-centered culture, we embrace the principles of diversity, equity, and inclusion. Within the framework of the Women’s Empowerment Principles (WEPs), we develop policies that strengthen equal opportunities, and we support women’s leadership through in-house trainings and mentoring programs. In 2024, we further enhanced our policies for preventing workplace violence and harassment, reinforcing our commitment to creating a safe and respectful working environment.

# 26

## Sustainability Bulletins



# 50

## SUSTAINABILITY PROJECTS



# Stakeholder Engagement

Stakeholder engagement plays a critical role for our organization. The strong and transparent communication we establish with all our stakeholders—from employees to customers, from suppliers to public institutions—is one of the cornerstones of our sustainability approach.

In this context, we regularly monitor the opinions and expectations of our stakeholders and develop relationships based on mutual trust. This holistic and continuous dialogue with stakeholders also forms the foundation of an inclusive, fair, and responsible management approach.

## EMPLOYEES

Communication with employees is maintained through meetings, employee engagement activities, surveys, and training sessions. This communication is carried out in real time. Employees express requests regarding a better working environment, performance evaluations, and health and safety measures.

## CUSTOMERS

Communication with customers is maintained through meetings, audits, newsletters, posters, emails, phone calls, messages, and online surveys. Communication is generally carried out in real time. Customers have expectations regarding production capacity, the supply of innovative and sustainable products, trend-setting products, and traceability.

## SUPPLIERS

Communication with suppliers is established through audits and meetings. The frequency of communication is real time. Expectations include increased order volumes, long-term agreements, timely payments, and joint projects.

## MANAGEMENT

Communication with the management is maintained through meetings, notifications, and activity reports. This communication is carried out both in real time and on a regular basis. Expectations include increasing profit margins and sales, achieving growth, enhancing operational efficiency, raising the company's value, and improving corporate reputation.

## CERTIFICATION BODIES

This communication is carried out through meetings, audits, newsletters, reports, emails, phone calls, messages, and online surveys. The frequency of communication is regular. Key expectations include compliance with standards, up-to-date certification requirements, and the sharing of audit findings.

## NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

Communication with non-governmental organizations (NGOs) is carried out through workshops, projects, and collaborations. This communication is maintained on a regular basis. Partnerships for social and environmental projects are among the main needs and expectations.

## GOVERNMENT BODIES

Communication with government bodies is maintained through conferences, projects, face-to-face/online meetings, and audits. This communication is carried out as needed. Compliance with local, national, and international laws and regulations, social and environmental regulations, permits, financial support, and incentives are among the key expectations of these stakeholders.

## UNIVERSITIES

Communication with universities takes place through mentorships, trainings, conferences, promotional activities, and collaborations with R&D, HR, and design centers. This communication is maintained on a regular basis. Education and development, as well as sharing of sectoral experience, are among the key expectations.

## UNIONS AND MEMBER ORGANIZATIONS

Communication with these organizations is established through trainings, seminars, meetings, joint projects, and newsletters. The frequency of communication is regular. Compliance with local, national, and international laws and regulations, social and environmental regulations, collaborations, and adherence to financial support and incentive requirements are among the needs of these stakeholders.



# Ethical and Transparent Business Structure

One of the core values shaping the way we conduct our business is steadfast commitment to ethical principles and a transparent management approach under all circumstances. In line with our corporate sustainability objectives, creating an accountable, open, and trust-based work environment is among our top priorities.

Transparency and ethical governance are fundamental principles guiding all of our company's processes. At Üniteks, business ethics standards are not merely an expectation—they are a shared code of conduct that all our employees are expected to internalize. From supply chain management to human resources, from production to management processes, all decisions are made in accordance with ethical principles. This approach enables us to establish trust-based and sustainable relationships with all our stakeholders.

We regularly continue our awareness initiatives to ensure that our employees understand ethical codes of conduct and can integrate them into their daily work life. Our Ethical Principles and Compliance Policies are kept up to date, openly accessible to all team members, and supported by guidance whenever necessary.

Furthermore, we aim to strengthen our internal control and risk management systems to prevent unethical practices. Through our observation and evaluation mechanisms, we identify potential violations within processes and swiftly implement corrective actions, while developing proactive solutions to address situations that could compromise transparency. Our Internal Audit team continues to grow, receiving trainings throughout the year to adapt to future changes in auditing and to ensure continuous development.

We firmly believe that a business structure based on trust, openness, and fairness is the cornerstone of our sustainability goals. Guided by this belief, we will continue to be a fair, ethical, and responsible organization for both our employees and our business partners.

IN 2024

PROCESS AUDITS

6

SPECIAL REVIEW STUDIES

16

CONSULTANCY PROJECTS

3





# Materiality Analysis

While shaping our sustainability strategy, we closely monitor the latest industry trends, national and international standards and relevant frameworks. We analyze the needs and expectations of our employees and all stakeholders, placing their feedback and contributions at the core of our strategic plans.

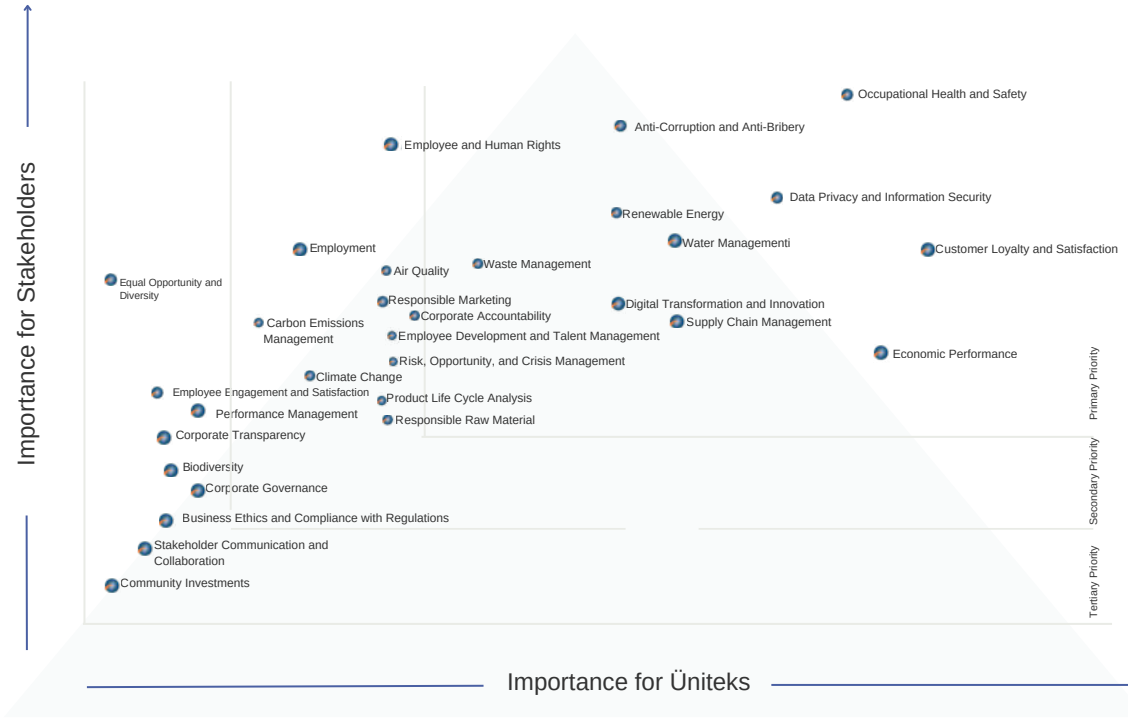
Our 2024 materiality analysis was shaped by feedback obtained through online surveys with the participation of both internal and external stakeholders.

As a result of our analysis, the topics identified as top priorities included occupational health and safety, anti-corruption and anti-bribery, customer loyalty and satisfaction, data privacy and information security, water management, renewable energy, economic performance, supply chain management, digital transformation and innovation and waste management. Product quality emerged as a fundamental element that remaining important for both our internal and external stakeholders.

In our materiality study, we categorized all topics into three main priority levels: "primary priority," "secondary priority" and "tertiary priority."

Taking into account global developments and expectations that impact our industry, we have structured the topics requiring short, medium, and long-term goals and commitments under the Environmental, Social, and Governance (ESG) dimensions. Within the framework of our integrated thinking approach, we position these priorities as the key building blocks of our strategy.

We aim to manage our resources and outputs in the most efficient way possible. This approach helps us plan our sustainability strategy in a more focused, measurable and effective manner, while enabling us to meet the expectations of our stakeholders.



## Primary Priorities

- Occupational Health and Safety
- Anti-Corruption and Anti-Bribery
- Customer Loyalty and Satisfaction
- Data Privacy and Information Security
- Water Management
- Renewable Energy
- Economic Performance
- Supply Chain Management
- Digital Transformation and Innovation
- Waste Management

## Secondary Priorities

- Air Quality
- Corporate Accountability
- Employee and Human Rights
- Carbon Emission Management
- Risk, Opportunity and Crisis Management
- Employment
- Responsible Marketing
- Employee Development and Talent Management
- Product Life Cycle Analysis
- Climate Change

## Tertiary Priority

- Responsible Raw Material
- Performance Management
- Employee Engagement and Satisfaction
- Corporate Governance
- Corporate Transparency
- Business Ethics and Regulatory
- Compliance
- Biodiversity
- Stakeholder Communication and Collaboration
- Equal Opportunity and Diversity
- Community Investments



# Sustainability Goals

WE TAKE  
ACTION  
TODAY TO  
**SHAPE  
TOMORROW**

## PRODUCT

## ENVIRONMENT

## PEOPLE

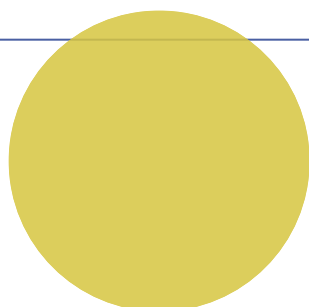
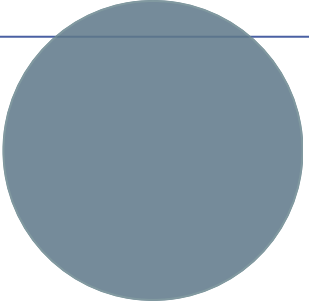
Increasing the proportion of products produced using sustainable materials

Reducing carbon footprint by 50% by 2030

Increasing employee engagement scores at our strategic suppliers every year

Expanding digitization in the traceable supply chain

Developing water impact reduction projects at strategic suppliers



Increasing the share of renewable energy

Expanding practices within the scope of the gender equality program



# Uniteks Value Chain

By adopting an end-to-end integrated value chain management approach in the textile industry, we carry out our production journey—starting from yarn and covering all stages such as knitting, dyeing, printing, embroidery, cutting, sewing, ironing, and packaging—with a strong focus on quality and sustainability. We not only enhance production performance but also ensure speed, agility, and flexibility in our operational processes, continuously improving our ability to adapt to changing market dynamics.

All these stages are managed within a transparent and traceable system, aligned with environmental and social responsibility principles. Our value chain operates in full integration with supporting functions such as R&D, design, quality assurance, sustainability, supply chain management, export, sales, customer relations, planning, and logistics. This multi-layered structure enables different units to complement each other, working efficiently and in sync, while also allowing us to provide faster solutions to our customers' needs. By embedding a culture of continuous improvement, we optimize our processes and integrate innovation into every workflow.

The solid system we have built together with our employees, suppliers, and business partners plays a key role in achieving Uniteks' sustainable growth goals. In every link of our value chain, we act not only with our production strength but also with our know-how, innovative perspective, and responsible business approach. Each link nourishes and improves the other, increasing the overall value of the whole.



## OUR TEAM

With our people-oriented corporate structure, we ensure strong coordination across all units, from production to management and from planning to innovation. Through an inclusive team culture that supports the knowledge, competencies, and creativity of our employees, we grow together at every stage of our value chain.

## OUR SUPPLY CHAIN

We manage our supply chain in line with the principles of transparency, traceability, and sustainability. By building relationships based on long-term collaborations, we ensure compliance with environmental and social standards at every step, from raw material sourcing to production processes.

## OUR ENVIRONMENTAL IMPACT

At every stage of production, we continuously monitor and improve environmental impact areas such as energy efficiency, waste management, and water consumption. Through investments in renewable energy, the use of circular materials, and through projects that reduce our carbon footprint, we aim to minimize the environmental impact of our value chain.

## OUR STAKEHOLDERS

The strength of our value chain is fueled by open, continuous, and trust-based communication with all our stakeholders. Our relationships with customers, suppliers, employees, academic institutions, and non-governmental organizations play a critical role in achieving our sustainability goals.



# Product Quality and Safety

We approach quality not only as the technical compliance of products but also as a strategic area that supports customer trust and sustainable brand value. By integrating quality into every stage, we aim to ensure that every product is safe, functional, and durable.

In 2024, our in-house quality laboratories conducted a total of 72,082 quality tests. These tests covered a wide range, from the physical durability of our products to their chemical compliance, and were carried out in line with national and international standards. One of the most frequently applied tests, the rubbing fastness test, was performed 23,129 times this year to measure fabric performance in terms of color durability and lifespan. Similarly, 17,217 dimensional change and appearance after washing tests were conducted to assess the dimensional stability and aesthetic retention of fabrics. Tests such as perspiration and water fastness, weight checks, shrinkage rates, and color transfer further ensured a multi-faceted approach to quality assurance.

17,217

Dimensional Change & Appearance After Washing

23,129

Rubbing Fastness

6,258

Grammage

6,965

Water Fastness

6,940

Perspiration Fastness

7,278

pH Tests

117

Saliva Fastness

226

Sublimation Fastness

2,421

Phenolic Yellowing Fastness

808

Dye Transfer Color Fastness

503

Washing Fastness

220

Pilling Tests

Our quality processes are not limited to the production line; they are also supported by the inspection of supplied raw materials, sample collections, customer feedback, and risk-based analyses.

Thanks to our digital infrastructure, test data are monitored in real time, quality findings are shared with all teams in an integrated manner, and prompt action plans are developed. This approach allows us not only to detect issues but also to advance our quality standards every day through a culture of continuous improvement.

While sustainable quality lies at the heart of customer satisfaction, we also link this concept to environmental and human health. In terms of product safety, we ensure full compliance with chemical regulations and legal requirements, applying additional control protocols—especially for children’s and baby products. Throughout these processes, we act with a commitment to responsible production, fostering sustainable trust in global markets.

We see quality not as a controlled outcome, but as a value designed and embraced from the very beginning. In 2024, we continue to expand our sustainable success in product quality and safety.

72,082

Quality Tests



# Quality Priority and Safety

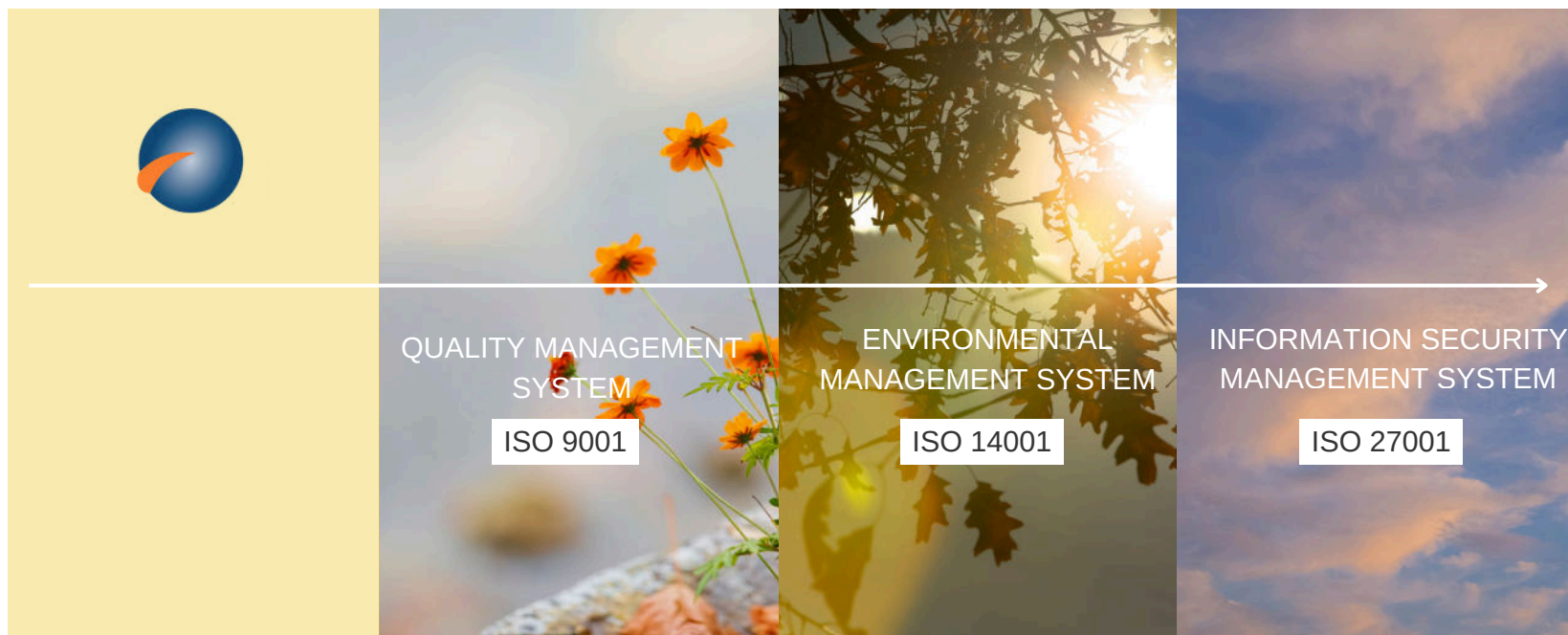
Through our continuously developed integrated management systems, we evaluate product quality, environmental performance, and information security within a strategic framework. This comprehensive structure reinforces our sustainability vision while providing our stakeholders with a transparent and reliable operation. By giving equal importance to key areas such as quality, environmental awareness, and data security, we aim for sustainable success in customer satisfaction. In addition, with our investments in digitalization and automation, we make our processes more efficient and environmentally friendly.

With our integrated management systems, we continue to establish a standards-compliant and traceable structure across all processes. Embracing a continuous improvement approach, we regularly measure our quality performance and take improvement steps based on these insights. We develop systems that prioritize environmental sensitivity and data security in production while exceeding customer expectations. At the same time, we strengthen our organizational integrity through digital quality assurance practices, comprehensive employee training programs, and the dissemination of quality awareness across our supply chain.

From production to management, and from procurement to customer communication, we carry out all our business processes in an integrated manner, based on quality, environmental responsibility and information security principles.

Our employees are regularly informed about these systems and are actively involved in their implementation.

In line with our sustainability approach, we continuously review and improve our compliance with these standards through both internal audits and external monitoring mechanisms.



**Excellence in Compliance with Standards**



# Sustainability in the Supply Chain

In the textile and ready-to-wear sector, assessing and improving sustainability performance has become a necessity for businesses today.

One of the most comprehensive tools designed for this purpose is the Worldly platform, developed by the Sustainable Apparel Coalition (SAC). It offers multi-dimensional analyses covering not only environmental areas such as energy and water consumption, waste management and chemical processes, but also social criteria like labor rights and occupational safety.

Through Worldly, companies can monitor their operational impacts, increase supply chain transparency, and make tangible progress towards their sustainability goals.



## Our Ethical Sourcing Approach

Today, companies bear responsibility not only for their own operations but also for the indirect social and environmental impacts generated by their broader supply chains. We adopt a supply chain management approach based on transparency and ethical principles to reduce these impacts.

We regularly evaluate our suppliers through audits, working only with companies that meet social and environmental compliance requirements, and terminating cooperation in cases of non-compliance.

For new suppliers, we implement self-assessment questionnaires and plan audits based on the results. Our goal is to establish long-term relationships with high-standard suppliers who contribute to sustainability.

In 2024, we conducted a total of 220\* supplier audits. We also prioritize working with suppliers registered on international sustainability platforms such as Sedex, FSLM, and FEM.

Our manufacturers verified through the Worldly platform are evaluated based on both social and environmental performance criteria.

Social audits cover key areas such as child labor, forced labor, occupational safety, fair remuneration, and freedom of association.

Environmental assessments include topics such as energy and water usage, waste management, and chemical control.



\*100 indicates the number of verified and monitored suppliers.

\*120 indicates the number of Üniteks sustainability audits conducted.



# Responsible Supply Chain Management

## Integrated Approach Aligned with Sustainability Goals

We view sustainable supply chain management not merely as an operational process, but as a tool for creating long-term value.

As of 2024, we evaluate the outcomes we have achieved in line with our defined sustainability goals. In this approach, not only product quality or cost efficiency but also environmental impact, social contribution, and ethical compliance are at the core of our supply chain strategies. While aiming to meet the sustainability standards of international brands, we establish a system where not only our customers but also our suppliers are responsible for these processes and practices. We develop supplier relationships that prioritize full compliance with regulations and long-term collaboration; thanks to our integrated mindset, we manage all processes within a transparent, sustainable, and mutually interactive structure.

With this understanding, we embrace sustainability as a shared responsibility with all stakeholders in the supply chain. Our goal is to build a collaborative, value-creating, flexible, and resilient structure. To achieve this, we improve our performance measurement systems and strengthen a data-driven management approach. At every step, we adopt systematic improvement as a principle. Through this structure, aligned with sustainability principles, we aim both to reach our corporate objectives and to build a more inclusive, resilient, and fair supply chain together with our stakeholders.

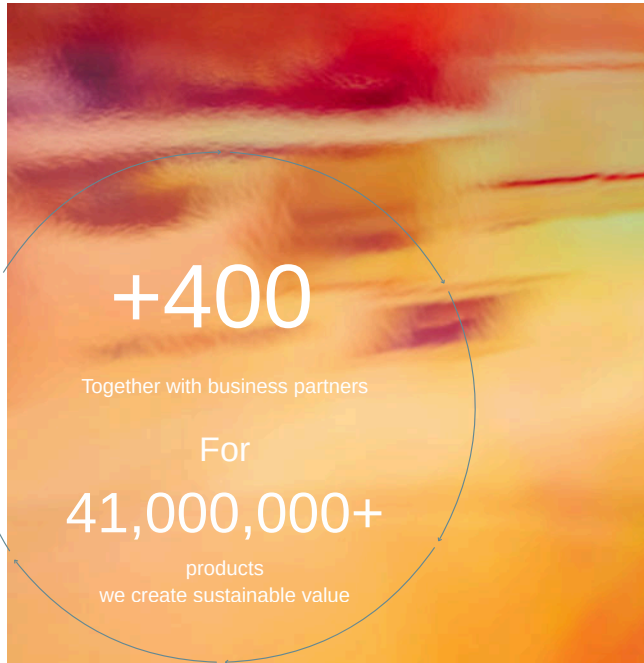


## Broad Collaborations for a Resilient and Flexible Structure

We collaborate with over 400 supplier companies across all production stages, from yarn to sewing processes. This strong network not only increases our production capacity but also enables us to support economic inclusivity and local development in various regions. By engaging in joint planning with our suppliers, we streamline production processes, optimize operational costs, and, through our flexible sourcing strategy, build a structure that is more resilient to global developments.

## Risk-Focused, Transparent, and Responsible Supply Management

Recognizing that a significant portion of our social, environmental, and economic impacts occur within our supply network, we regularly conduct risk analyses. This allows us to identify potential risks at an early stage and swiftly implement preventive measures. With a governance structure grounded in good governance principles, we enhance transparency and accountability, encouraging our suppliers to comply with sustainability principles. At the same time, we contribute to sustainable development by working collaboratively to improve their ethical, environmental, and social performance.





# Traceability in the Supply Chain

**We are building a more traceable and more responsible production network together with our suppliers.**

Increasing traceability in the supply chain, ensuring transparency, and adhering to sustainability principles have become critical requirements in today's business environment. With this awareness, we continue to establish transparent and trackable processes at every stage of our supply chain. Under the European Union's Digital Product Passport (DPP) regulations, traceability has become a much higher priority for the textile industry, with its legal framework becoming increasingly defined.

Strengthening traceability mechanisms is not only essential for monitoring operational processes but also for effectively managing the environmental and social impacts of products throughout their entire life cycle. In this context, digitalization stands out as a key tool that enables the integration of traceability with sustainability goals.

Digitally integrated traceable supply chain management provides Üniteks not only with transparency and sustainability but also with strategic advantages in terms of risk management, customer trust, and regulatory compliance. For a multi-stakeholder manufacturer like Üniteks, supporting this system with digital infrastructures allows all links of the supply chain to be managed more effectively, transparently, and responsibly.

## Transparency and Assurance in Certification Processes

We are building a more traceable and responsible production network together with our suppliers.

In today's business environment, enhancing supply chain traceability, ensuring transparency, and adhering to sustainability principles have become essential. With this awareness, we continue to implement transparent and trackable processes at every stage of our supply chain. Under the European Union's Digital Product Passport (DPP) regulations, traceability has become a top priority for the textile industry, with its legal framework becoming increasingly defined.

Strengthening traceability mechanisms is crucial not only for monitoring operational processes but also for effectively managing the environmental and social impacts of products throughout their life cycle. In this context, digitalization plays a key role in integrating traceability with sustainability objectives.

Digitally integrated traceable supply chain management provides Üniteks with transparency, sustainability, and strategic advantages in risk management, customer trust, and regulatory compliance. For a multi-stakeholder manufacturer like Üniteks, supporting this system with digital infrastructure ensures that all links in the supply chain are managed more effectively, transparently, and responsibly.



**+20**  
Traceability Audits



# Dynamic Supply and Logistics

In 2024, we transformed our supply chain structure into a more flexible, data-driven, and performance-based model. By improving our operational processes, we also gained the ability to make strategic decisions regarding resource utilization. These enhancements, implemented across various stages of our logistics processes, enabled us to carry out more sustainable and efficient operations throughout the year.



A remarkable momentum was achieved in logistics operations throughout the year. The strengthening of our supply chain structure enabled us to effectively respond to increasing shipment volumes. The capacity increase not only enhanced the success of transportation processes but also supported consistency in order fulfillment times.

### Capacity Management in Line with Increasing Demand

The increase in loading volume was considered a direct result of our investments aimed at enhancing operational capacity, making it possible to manage a higher shipment volumes effectively.

### Sustainable Operations

In our logistics operations, we aimed to increase efficiency while prioritizing the principle of sustainability. More effective use of vehicles and in-process improvements supported this goal.

### Data-Driven Fleet Optimization

Vehicle usage data was analyzed in detail, making fleet management more efficient. This balanced resource utilization and enabled more effective logistics planning.

In 2024, there was a significant increase in loading volumes and transportation operations. The total number of loadings, which was 39,383,707 in 2023, increased by 5.06% to reach 41,374,554 in 2024.

When analyzed by vehicle type, the average tonnage for truck transportation increased from 7,203 to 7,258, while for trailer transportation, it rose from 13,876 to 14,048. This tonnage growth per vehicle indicates more efficient capacity utilization and improved transportation efficiency. These developments demonstrate that the growth in transportation operations goes beyond physical expansion, integrating strategic planning with an operational sustainability approach.



**Overall, 2024 was a period in which the efficiency achieved per shipment increased, and a more balanced structure was established in workforce and resource planning.**



# Sustainable Product Management

In the textile industry, sustainable product management is crucial for reducing environmental impacts, preserving natural resources, adhering to social responsibility principles, and ensuring long-term competitive advantage. At Üniteks, with this understanding, we place sustainability at the core of every step—from raw material selection to supplier collaborations, from certification processes to production stages.



## We Are a Pioneer in Physical BCI Practices in Türkiye

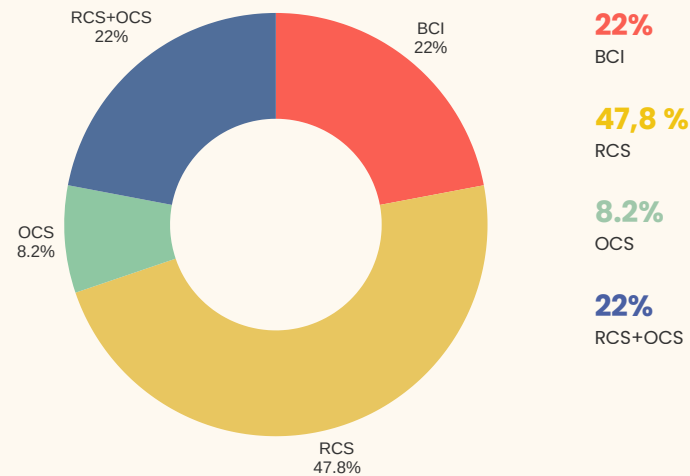
As of 2024, we are one of the leading companies in Türkiye implementing physical BCI. In this context, we successfully completed the loading of our customer's pilot physical order. During the same period, we pioneered the activation of physical platforms by many yarn and fabric suppliers, contributing to the widespread adoption of the practice across the industry. Furthermore, being consulted by the BCI Türkiye office ahead of the release of the new Chain of Custody (CoC) standard has been a testament to our expertise and leadership in this field.

## We Enhance Our Production Assurance with Certified Fibers and Next-Generation Certification Systems

We continue to strengthen our practices that document environmental and social impacts within certification processes. In addition to global standards such as RCS and OCS, we actively implement the OEKO-TEX certification for product safety and harmful substance management. As of 2024, we have introduced a new certification, SRCCS (Sustainable and Responsible Cellulosic Certification System), which enables the implementation of high sustainability standards, particularly in viscose production. All of our customers' viscose orders have been fulfilled under this certification.

Managing organic and recycled materials in a documented and traceable way not only reduces environmental impact but also enhances brand reliability and consumer loyalty. As Üniteks, with our sustainable raw material management, transparent supply structure, and certified production capacity, we continue to be one of the pioneering companies that both document and implement sustainability in practice.

Our preference for certified fibers for responsible production continues to increase.



In 2024, **73%** of the **22,383,177 kg** of finished fabric consisted of certified fibers.



# Supplier Performance Management

In 2024, we continued to implement an impact-focused supplier development program aimed at enhancing the sustainability, efficiency, and resilience of our supply chain.

We regard our suppliers not only as business partners but also support them in advancing their sustainable production capabilities, strengthening their operational capacity, and improving their quality management systems.

As an integral part of our long-term strategy, this approach seeks to create value across the entire supply chain while meeting stakeholder expectations. Throughout the year, the program was built on data-driven decision-making processes, transparent performance monitoring mechanisms, and capacity-building initiatives.

Within the scope of the program—designed to assess supplier performance through objective criteria and foster continuous improvement—we implemented performance scorecards, regular feedback cycles, needs-based training, and technical support.”

As of 2024, a new scoring model was implemented to evaluate our suppliers under six main categories.

This model incorporated critical parameters such as on-time delivery performance, product and service quality, sustainability practices, core production and operational capabilities, ERP system usage, and loading ratio. Each supplier was evaluated based on these criteria.

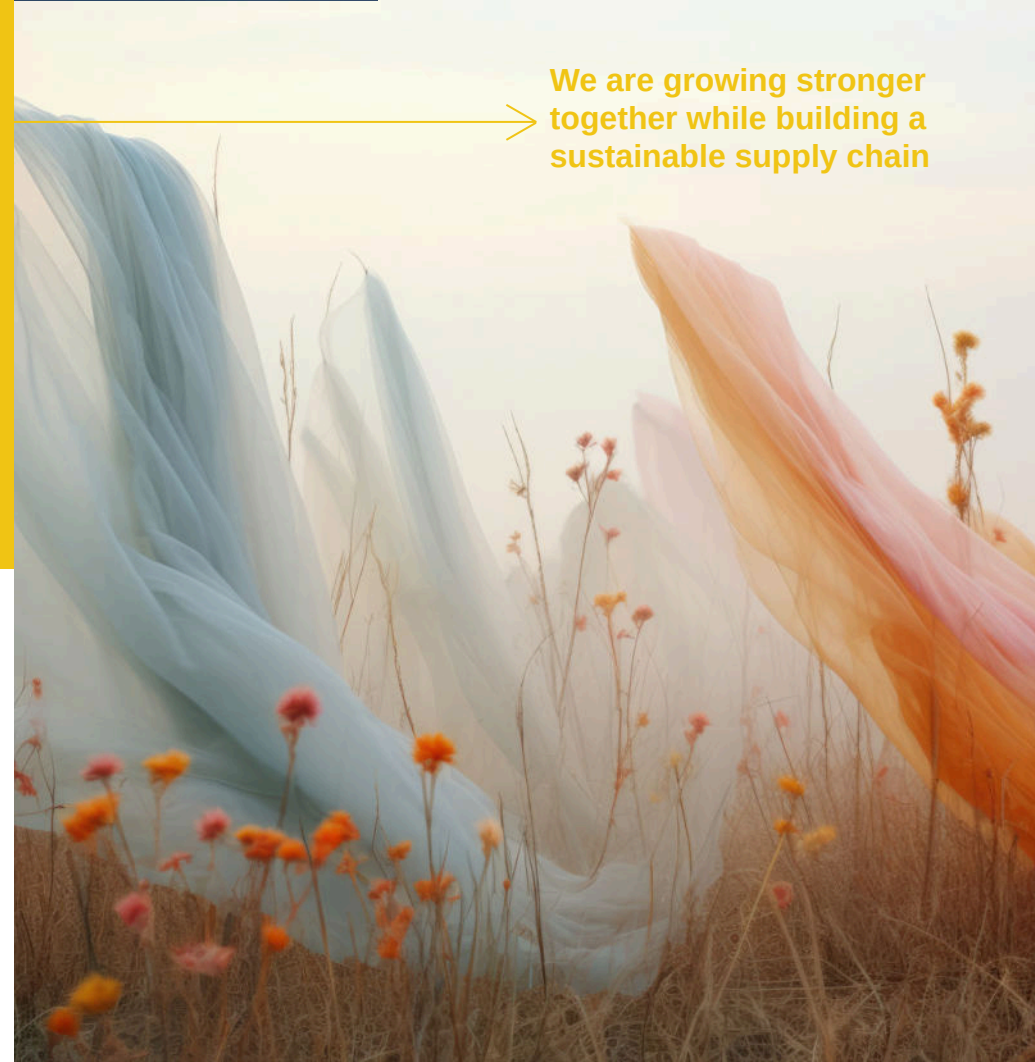
The evaluation process was supported by sources derived from systematic data flow and manual observations, ensuring a transparent and measurable structure. In this way, we not only monitored performance but also adopted a partnership model that supports sustainable growth by offering tailored improvement recommendations and follow-up plans for each category. This approach aims to strengthen mutual value creation in line with shared goals and enhance the overall resilience of the supply chain.

# 72

Supplier Performance Score Average



We are growing stronger together while building a sustainable supply chain





# R&D Center



## OUR R&D AND REGISTRATION ACHIEVEMENT IN 2024

Three scientific articles were published in international peer-reviewed journals and one patent and two utility model applications were filed. During the reporting period, a total of 17 R&D projects were carried out, of which 9 were completed and 8 are ongoing. Three different utility models and three of our trademarks were registered, while one graphic-pattern design also received design registration. These achievements represent tangible outcomes of our sustainability- and technology-oriented approach

**The design development** unit leads international design offices by creating fast and cost-efficient collections through 3D simulation technology.



**The prototype implementation** unit brings collections to life by conducting sample risk analyses and providing pilot production support where specialized stitching techniques can be applied.



**The fabric analysis and development** unit ensures rapid sample production and regular fabric sharing through its extensive fabric library.



**The process and software development** unit aims to enhance efficiency and sustainability across all processes through digitalization and new technologies.



**The project management** unit plans collection and development processes, managing projects on time and in line with objectives by utilizing resources effectively.



**The R&D laboratory** conducts fabric and product tests, ensuring technical validation through quality, durability, and compliance analyses.



### R&D PROJECT APPROVED WITHIN THE SCOPE OF TÜBİTAK 1707”

Within the scope of TÜBİTAK 1707, the first two progress reports of our project titled 'Sustainable Digital Transformation in the Ready-to-Wear and Apparel Industry' were submitted, and the monitoring audits were successfully completed.

IN 2024

WITH DIVERSE AREAS OF EXPERTISE AND SUPPORTING THE TECHNICAL INFRASTRUCTURE

**51** RESEARCHERS

**8** TECHNICIANS

ARE ENGAGED.



# Üni-Verse: The Digital Corporate Archive

The ready-to-wear industry is being reshaped by demands for environmental responsibility, speed, and efficiency. In this transformation process, digital technologies not only facilitate business operations but also provide tangible opportunities to achieve sustainability goals. Corporate digital archive systems, in particular, have become one of the fundamental pillars of this process. By transferring sample processes into a digital environment, digital archive systems minimize repetitive physical production. Instead of reproducing similar samples, comparable ones can easily be retrieved from the archive and quickly presented to customers. This not only saves time but also prevents the unnecessary consumption of resources such as fabric, energy, and labor. Thus, digital archive systems directly support not only operational efficiency but also environmental sustainability.



These systems operate in integration with digital infrastructures such as ERP and RFID, enabling fast access to product and sample history. Encrypted links provide customers with digital collection visuals and technical information, making communication and evaluation processes more transparent and effective. High-resolution 360-degree visuals, captured through 36 frames taken at a 10-degree angle, are integrated into digital platforms to enhance user experience. A mobile application that supports the widespread use of the platform further increases accessibility to digital transformation. By scanning barcodes or QR codes with their mobile devices, users can instantly create digital collections and record processes. Real-time access to fabric stock information linked to sample cards through the application facilitates decision-making processes, particularly for design and production teams. This mobile integration not only extends the system into the field but also accelerates interdepartmental coordination, taking the user experience to the next level. Digital image sharing before physical samples are delivered allows for early customer feedback, pulling forward revision processes and reducing the overall processing time.

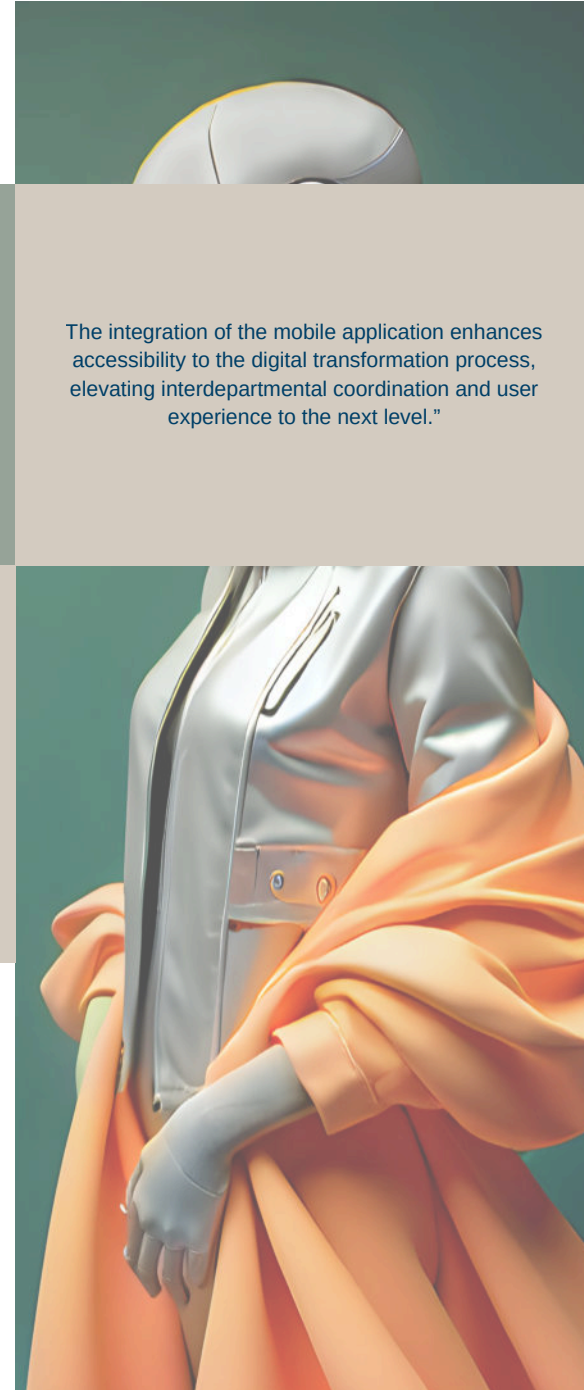
In the second phase of the project, the digital infrastructure will be supported with artificial intelligence. Data stored in the corporate digital archive will be analyzed using AI algorithms to automatically generate new proposals from existing models. This will increase diversity in the design process and enable faster development of ideas aligned with customer themes. Expanding visual alternatives before physical prototypes are produced will not only provide cost advantages but also contribute to environmental sustainability.

A 360-degree high-resolution image of the product is created from 36 photographs taken at 10-degree angles and integrated into digital platforms.

The integration of the mobile application enhances accessibility to the digital transformation process, elevating interdepartmental coordination and user experience to the next level.”

In the second phase, where the digital infrastructure will be supported with artificial intelligence, automatic model proposals will be generated from the existing data pool, ensuring both diversity and speed in the design process.”

**Corporate digital archive systems directly support not only operational efficiency but also environmental sustainability.**





# Innovation Board: Our Intellectual Capital

The Innovation Board was established to ensure sustainable competitive advantage, foster innovation and protect the company's intellectual assets. These structures aim to promote innovative thinking, systematically evaluate new ideas, and guide strategic projects. The key activities we carry out to achieve these objectives are as follows:

- **Idea Collection:** Regular collection and evaluation of innovative ideas from employees.
- **Strategy and R&D:** Defining and updating the innovation strategy and guiding R&D investments.
- **Resource Allocation:** Selecting feasible projects and providing the necessary resources and support.

The Board collects and evaluates ideas from employees, analyzes proposals for new products, services, processes, or business models, defines the innovation strategy, and allocates resources to feasible projects.

In this context, we launched the Inosuit program to foster our innovation culture; during the three-month development process carried out with various companies and mentors, we shared the experiences we gained at the Turkish Exporters Assembly's 'Quarterly Knowledge and Experience Sharing Meeting.'

## INNOVATION BOARD AND AWARD SYSTEM

With the participation of all departments in our company, we focus on improving processes, reducing costs and increasing profitability through innovative solutions.

In this direction, a search conference was planned under the themes of 'Processes,' 'Profitability,' 'Innovation,' and 'People,' with the aim of integrating an innovative approach into the corporate culture.

To support the process, the Innovation Award and Incentive Procedure, along with the Innovation Handbook, were prepared, and the ÜniGift platform was launched.

When evaluating the ideas submitted in 2024, a total of three ideas were deemed worthy of an award.

## FROM IDEA TO VALUE, FROM INNOVATION TO THE FUTURE

The ideas selected by the Board were rewarded, fostering the widespread adoption of an innovation culture across the company.





# Digital Transformation Journey

## EMPOWERING CHANGE THROUGH TECHNOLOGY

As the Unitek's Information Technologies department, we integrate various technologies into our business processes to support our digitalization and sustainability goals. Through RPA (Robotic Process Automation), we automate repetitive and low value-added tasks, allowing our employees to focus on more strategic responsibilities. By leveraging artificial intelligence applications, we conduct data analysis to anticipate customer needs, enhance process efficiency, and strengthen decision-support mechanisms.

With the ISO 27001 Information Security Management System, we safeguard our corporate information assets and manage risks effectively. We act in full compliance with all legal and ethical regulations regarding the protection of personal data and raise awareness among our employees. To ensure business continuity, we keep our plans up to date against crisis and disruption scenarios while conducting regular awareness activities.

Our company's digital infrastructure is monitored 24/7 and supported with regular maintenance and updates. By managing all processes on a single platform through the ERP system, we deliver a transparent, accessible, and efficient operational structure. At the same time, we utilize energy-efficient data center infrastructures, ensure the recycling of e-waste, reduce paper consumption through digitalization, and carry out afforestation activities to offset consumption. These technological practices not only strengthen Unitek's digital transformation but also reinforce our environmental and social responsibilities.

### SUPPORT FOR CREATIVE PROCESS

Enhancing design and marketing processes with technologies such as digital archive management, user experience, and data analytics to make them more effective and creative.

### OPERATIONAL EFFICIENCY

Enhancing operational speed and customer satisfaction in logistics and supply chain processes through automation with technologies such as RPA and RFID.

### TIME SAVINGS AND AUTOMATION

Automating repetitive tasks in finance and export departments through RPA applications.



# Environmental Management

The environmental threats facing our planet today mark a turning point that requires every institution to take responsibility. We view environmental sustainability not merely an obligation, but an integral part of value creation.

At the core of our sustainability vision lie the protection of natural resources, taking concrete steps against the climate crisis, and building a more livable future together with all our stakeholders.

Throughout 2024, we pursued a holistic environmental management strategy to reduce our environmental impacts and strengthen our corporate sustainability approach. With this strategy, we aimed to extend sustainable transformation both across our supply chain and within our corporate culture. From resource efficiency to carbon footprint reduction, from raising environmental awareness to taking direct actions, we achieved tangible results in many areas."

"Within this approach, chemical management has become a critical priority area. Chemicals widely used in the textile sector, if left uncontrolled, can pose threats not only to production sites but also to water resources, soil, and air. For this reason, we work in alignment with the ZDHC (Zero Discharge of Hazardous Chemicals) platform, encouraging safe and environmentally responsible chemical use among our suppliers.

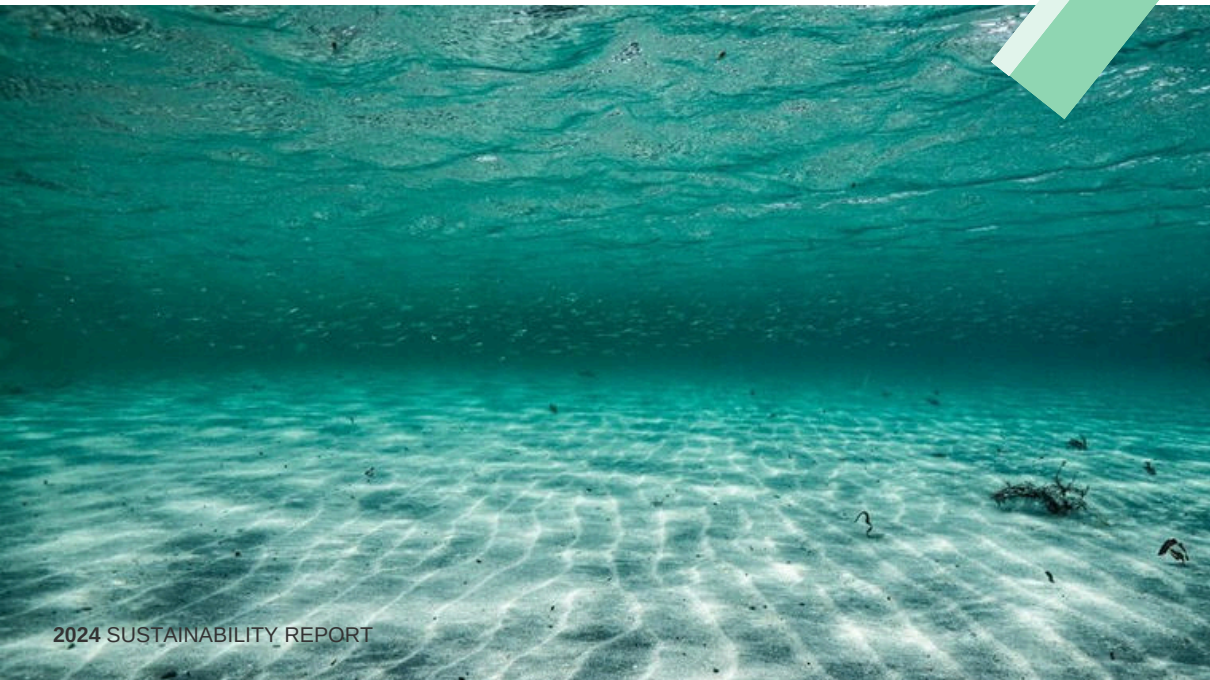
The careful and responsible management of chemicals is vital not only for environmental health but also for the reliability of our production processes, product quality, and employee well-being. These efforts likewise contribute to the preservation of biodiversity, as the uncontrolled release of chemicals into nature damages ecosystems and threatens the habitats of living species.

We strive to develop numerous initiatives to raise awareness in our supply chain on both chemical management and other environmental issues. In this context, in 2024 we participated in the 'Green Planet' project, in collaboration with the Habitat Association, to teach the concept of sustainability to the children of our employees. Additionally, to support the protection of ecosystems and the preservation of coastal environments for future generations, we contributed to the Çeşme Peninsula Marine Environment Problems and Solutions Workshop. Organized by the Turkish Marine Research Foundation (TÜDAV), this workshop reflected our commitment to extending our biodiversity focus from local to global.

Throughout the year, we carried out various activities to promote environmental awareness. On days such as World Environment Day and World Cleanup Day, we drew attention to environmental and social issues with specially prepared content for our employees, which we also shared with our supply chain. In activities with direct environmental impact, we took an active role in the field, conducting a coastal cleanup event together with TÜRÇEV and Çeşme Municipality.

We once again demonstrated our compliance with international standards by successfully passing the surveillance audit of ISO 14001 Environmental Management System, one of our corporate governance frameworks. Through systematic monitoring, reporting, and continuous improvement processes, we continue to improve our environmental performance.

Furthermore, we place importance on strengthening our knowledge and competencies to prepare for the needs of the future. In this regard, we participated in the 'Green Transformation of Industry' program carried out by the MEXT Technology Center, where we gained expertise in carbon footprint calculation and reporting. Supported by training sessions, this process enhanced our technical knowledge with sustainability models specifically tailored to the textile and apparel sector.





# Addressing the Climate Crisis

The climate crisis, as one of today's most pressing environmental challenges, profoundly affects not only the natural balance but also social and economic systems. In response to this global threat, we carry out projects guided by our sustainability vision.

We are implementing various improvements across our supply chain to reduce energy consumption, promote renewable energy sources, and enhance resource efficiency.

In the fight against climate change, we act together with our supply chain, emphasizing the importance of collective impact. Following the forest fires that occurred in İzmir during the summer of 2024, we joined the Aegean Forest Foundation's 'No İzmir Without Forests' project together with our supply chain. Our seedling donations, made to help preserve the regional ecosystem and reduce carbon emissions, also demonstrated our commitment to nature. In addition, in collaboration with our customer, we launched the 'Climate Roadmaps' project within our supply chain to foster adaptation to climate change.

**Within the scope of our 'Climate Roadmaps' Project, together with our customer, we carried out the following initiatives:**

- Launching a climate adaptation project within our supply chain,
- Setting emission reduction targets for 2030,
- Collecting project ideas from suppliers,
- Implementing and monitoring the processes.

As part of our climate crisis mitigation efforts, in 2024 we continued our collaboration with CO<sub>2</sub>mission to reduce the environmental impact of our business travel. This year, we expanded the scope of our carbon offset program to include not only board of directors flights but also executive committee flights. By offsetting a total of 12,022 kg of emissions from our flights, we fully neutralized the environmental impact of these business activities. Through the projects we supported, we not only balanced carbon emissions but also contributed to sustainability initiatives that create both social and environmental benefits.

We do not view this fight against the climate crisis as limited to reduction and offsetting alone. With the goal of leaving a more livable world for future generations, we continue to integrate our sustainability vision into all our business processes.





# Carbon Emission Management

In 2024, we conducted calculations to reduce carbon emissions across our production and supply chain processes. By monitoring our Scope 1, 2, and 3 emissions in collaboration with 7 selected strategic suppliers, we thoroughly analyzed both our direct and indirect environmental impacts. Through digital systems, we enhanced data tracking and developed emission-reducing actions in collaboration with our suppliers.

We view carbon management not only as a compliance requirement but also as a responsibility in the fight against the climate crisis. In this regard, we continue to work toward a more sustainable production model with a lower carbon footprint.

The carbon emissions monitored during 2023–2024 are presented proportionally by scope.





# Energy Transition Plan

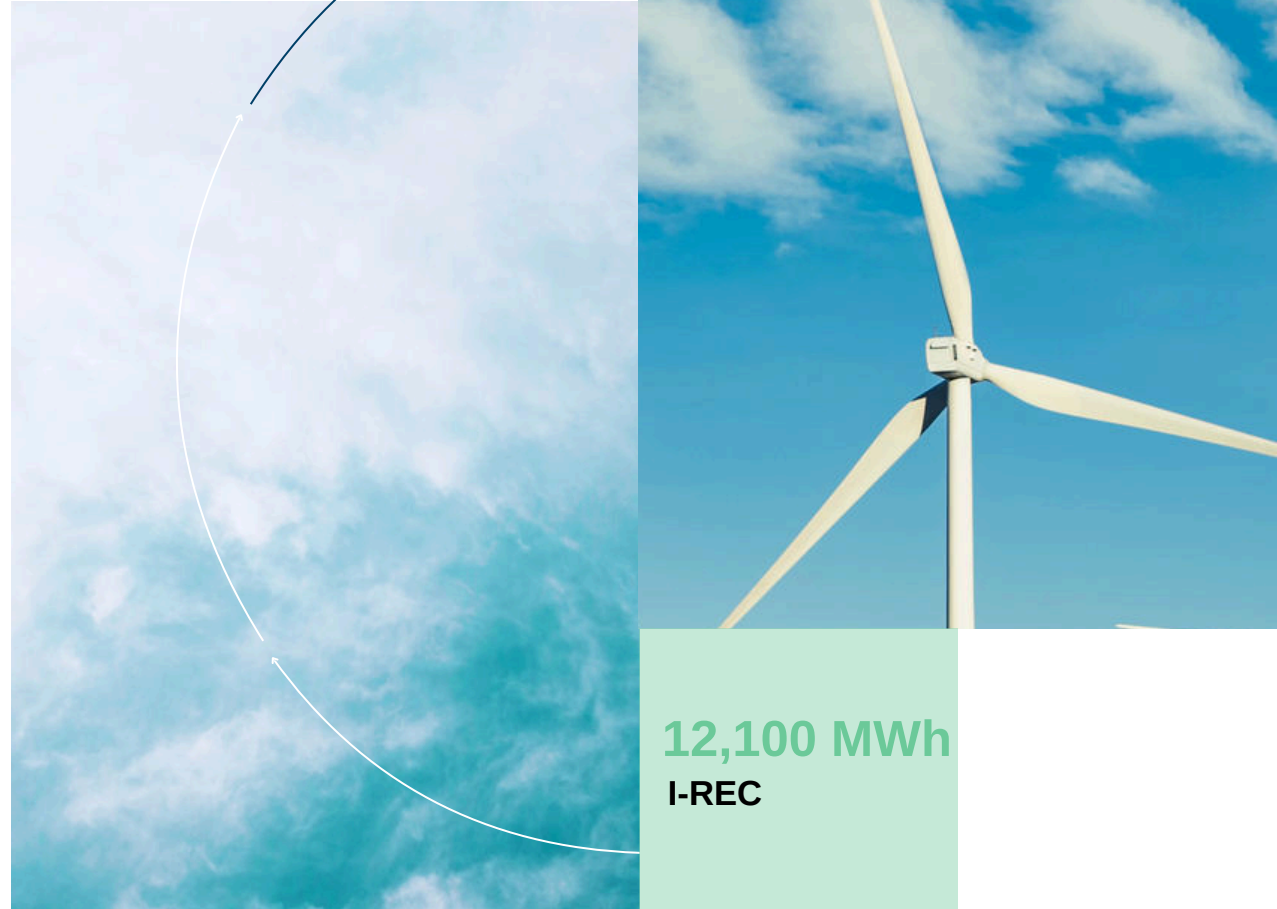
Energy consumption is one of the fundamental factors shaping our environmental impact. For this reason, we have made the transition of our energy sources a strategic priority in line with our sustainability goals, moving away from fossil fuels toward renewable energy.

In 2024, we took a pioneering step in the textile sector in Türkiye by launching a Renewable Energy Agreement together with our customer. Following a thorough and detailed evaluation process, we signed agreements with selected energy companies, enabling the transition to renewable energy use for our headquarters and strategic suppliers. In this way, we transformed our energy sources into renewable ones, reduced our carbon footprint, and ensured long-term predictability in energy costs.

In addition to the Renewable Energy Agreement, we purchased I-RECs equivalent to 12,100 MWh. With this certification, we officially documented at the international level that a significant portion of our energy consumption is supplied from renewable sources. Throughout this process, we prioritized the principles of transparency, traceability, and sustainability.

We continued our transformation process with the Expert Energy Efficiency Program, carried out together with selected suppliers. Within the scope of this three-year program, initiated in collaboration with our customer, energy efficiency-focused audits were conducted. Based on the audit results, each company's current energy use was analyzed, areas for improvement were identified, and enhancements were made through a monitoring process. With this approach, our goal was not only to reduce energy consumption but also foster a culture of sustainable production among our suppliers.

These comprehensive steps toward energy transformation lie at the core of our climate crisis mitigation strategy. In the coming period, together with our business partners, we remain committed to further increasing the share of renewable energy use."

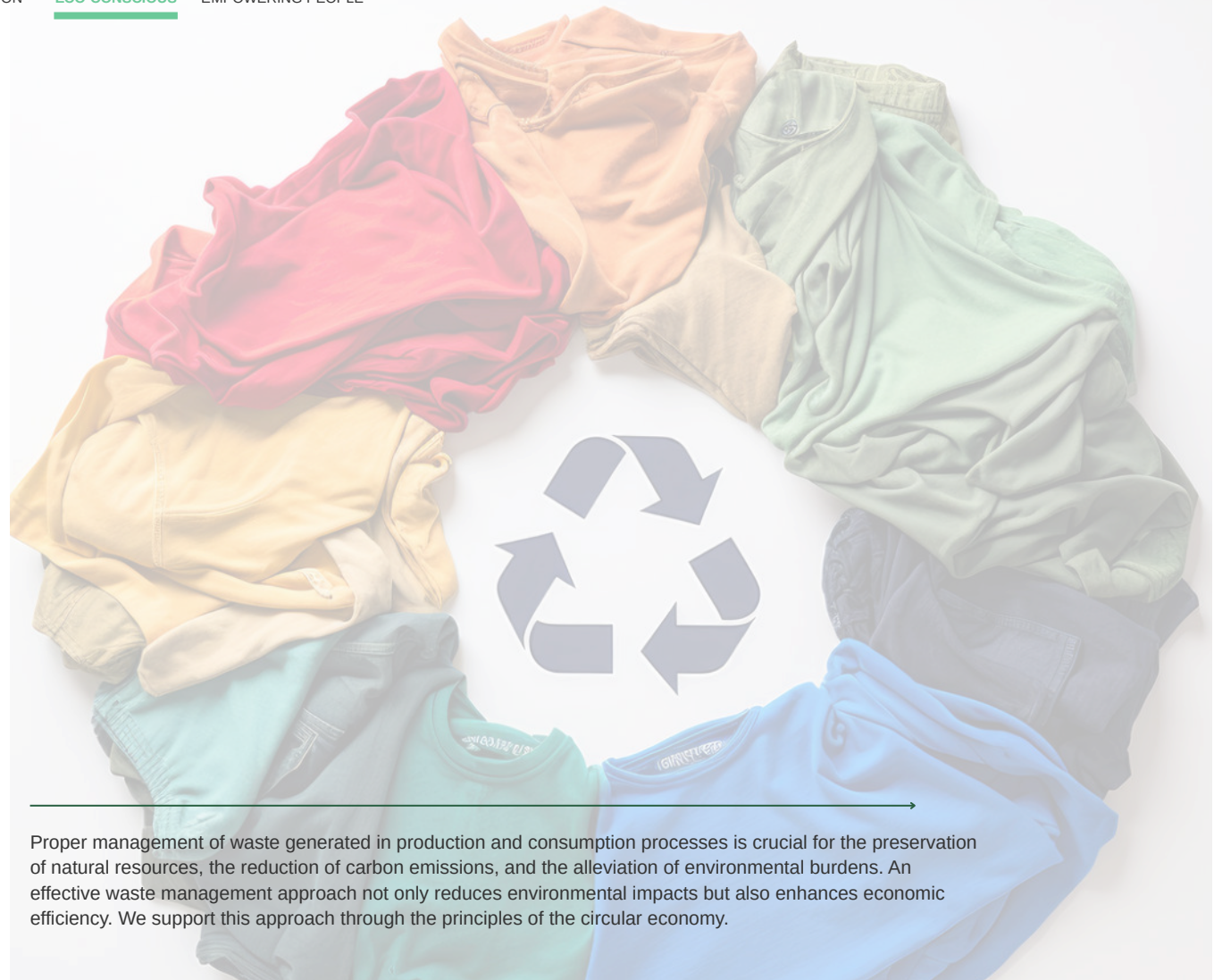


**12,100 MWh**  
**I-REC**



# Waste Management

## RESPECTING NATURE, EMBRACING RESPONSIBILITY FOR THE FUTURE



Proper management of waste generated in production and consumption processes is crucial for the preservation of natural resources, the reduction of carbon emissions, and the alleviation of environmental burdens. An effective waste management approach not only reduces environmental impacts but also enhances economic efficiency. We support this approach through the principles of the circular economy.

To enhance our awareness level on waste management, we conducted a waste segregation survey both across the company as well as among our suppliers, aiming to analyze the current level of employee awareness. In addition, to encourage waste segregation at the source, we organized a compost workshop to highlight the sustainable transformation of organic waste.

**IN 2024**  
we delivered 2,699,570 kg of textile waste to licensed companies, contributing to sustainable yarn production and supporting the circular economy.

Throughout 2024, we took more systematic and effective steps in the recycling of fabric waste. While continuing our existing fabric waste project, we also began working on new project ideas.

With the approach of evaluating waste at its source, we not only reduce the amount of waste but also indirectly decrease the use of natural resources, thereby making a tangible contribution to the circular economy model.

In the long term, our goal is to scale these projects to further strengthen the culture of sustainable production both within our company and across our supply chain.



# Compliance with Regulations

The new legal regulations shaped by the European Union's sustainability agenda are making the transformation process mandatory for companies operating in the textile sector. In this transformation, we aim to align every stage of our supply chain with these regulations.

The EU Green Deal, along with the announced Sustainable and Circular Textile Strategy, targets making textile products more durable, repairable, recyclable, and less harmful to the environment. Various regulations planned to enter into force under this strategy aim to enhance the transparency and traceability of production and supply processes. The digital product passport, as a key instrument of this process, seeks to facilitate access to information by creating digital identities containing sustainability data throughout the product lifecycle. The new framework regulation on eco-design (ESPR) requires products to be designed in a way that minimizes environmental impact, while the Extended Producer Responsibility (EPR) principle ensures that producers are responsible not only during the production phase but also for the impacts of products at the end of their life cycle.

With the Corporate Sustainability Due Diligence Directive, we are entering a new era where companies are held accountable not only for their own operations but for their entire supply chains. In parallel, the Carbon Border Adjustment Mechanism (CBAM) stipulates that products entering the EU market will be taxed assessed based on their carbon footprint. Updated waste shipment regulations emphasize the environmentally responsible transport and processing of waste.

In this context, in 2024 we were invited by our customer to participate in the 'EU Regulations and Their Impact on the Textile Supply Chain Workshop' held in Brussels. As the only company from Türkiye to receive an invitation, our General Manager and Sustainability Manager represented us at this significant event. Closely following the regulations on-site, this important workshop laid a strong foundation for the compliance and transformation projects we will develop in the upcoming period.

We continue our efforts with the aim of not only analyzing the impacts of EU legislation but also acting as a proactive player developing solutions.

**EU regulations mandate transparent and responsible production. As Uniteks, we are an active part of this transformation.**





# Equality, Diversity and Inclusion

Our people-centered approach forms the foundation of our corporate culture. We see our employees as the true driving force behind the growth of our company. With this understanding, we strive to create a diverse, inclusive, and fair working environment. We believe that differences bring richness, while equality enables sustainable success. In 2024, we continued to strengthen our human resources policies across a wide spectrum—from women’s employment to intergenerational balance and from education level to managerial diversity.



## Placing Equality and Inclusion at the Core of Sustainability

### Building an Inclusive and Equitable Work Culture

Our human capital, developed through years of accumulated experience, is a strong reflection of the importance we place on diversity. We are committed to providing our employees with a peaceful, safe, and inspiring work environment. As a result of this approach, the average tenure of our employees was 7 years as of 2024.

By the end of 2024, our total number of employees reached 441. The proportion of female employees stood at 63%, with women representing 83% of white-collar roles and 54% of managerial positions. These figures are tangible indicators of our determined approach to strengthening women’s representation in the workforce. Furthermore, the proportion of women among new hires in 2024 remained at its previously high levels, demonstrating the continued sustainability of our gender equality-based employment policy.

We have a rich employee profile in terms of cultural diversity, talent, and experience. Our workforce consists of 1% Baby Boomers, 29% Generation X, 63% Generation Y, and 7% Generation Z. Intergenerational collaboration and knowledge sharing reinforces our corporate culture. Within our management team, Generation Y represents 45%, Generation X 50%, and Baby Boomers 5%, creating a balance that brings diverse perspectives to our strategic decision-making processes.

Looking at the educational background of our employees, as of 2024, 441 employees’ profiles show the following distribution: 20% primary school, 18% high school, 20% associate degree, 36% bachelor’s degree, and 5% master’s degree.

### The Development and Rights of Our Employees Are Our Priority

The average age of our white-collar employees was measured at 38.3, while for blue-collar employees it was 43.5. At the management level, board members had an average age of 60.2, managers 46.8, and executives 43.8. This diversity enables the preservation of corporate memory while fostering the co-creation of innovative solutions.

Forced labor, child labor, or any violation of human rights is strictly unacceptable. Regardless of language, religion, belief, race, gender, age, disability status, or sexual orientation, every individual is subject to an evaluation system based on the principle of equality. All decisions regarding compensation and promotion are shaped by fair criteria such as performance, competence, job description, workload, and budget planning.

To contribute to the development of our employees, we continue to implement training and development programs that enhance individual competencies, reveal leadership potential, and support teamwork. In 2024, these programs once again supported both personal and professional growth.”



# Productive Üniteks Family

## An Approach to Development Based on Flexibility and Performance

In 2024, with our flexible and agile organizational structure, we continued to support the multifaceted development of our employees. Our collaborative structure across different departments facilitated both horizontal and vertical transitions, providing every employee with the opportunity to realize their potential and sustain their growth. Our management approach, which prioritizes participation and encourages idea sharing at all levels, makes our organization dynamic and inclusive.

Through the performance management system we implemented throughout the year, we highlighted the strengths of our employees while developing strategies for their areas of improvement. This system, based on transparent and objective criteria, enabled the regular monitoring and evaluation of both individual and team performance. With feedback mechanisms and development-focused discussions, we not only increased individual awareness but also made positive contributions to business outcomes

## A Success-Oriented Planning and Digital Development Ecosystem

To ensure organizational success on a continuous basis, we created structured development pathways for our employees. Professional growth was supported through comprehensive training programs, workshops, mentorship, and coaching. Development plans tailored to individual needs boosted motivation and contributed to long-term performance goals. This approach made corporate success sustainable.

In line with our culture of continuously supporting employee development, in 2024 we further strengthened our digital learning infrastructure. Under the umbrella of Üniteks Academy, we provided our employees with opportunities for both professional and personal growth through a variety of content. Our remote learning system increased accessibility, enabling every employee to manage their own development journey. This platform directly contributed to our employees' career growth and performance.





# Productive Üniteks Family Organizational Structure

In 2024, we continue to believe that building an agile structure is essential to achieving our goals. Adapting to the rapidly evolving dynamics of the textile industry requires a structure that not only meets today's needs but also anticipates the future. In this direction, we regularly review and reshape our organizational structure in line with sectoral developments and insights.

Our Board of Directors is composed of leaders with experience in the global textile arena and guides the long-term vision of our company. Decisions taken in line with our strategic growth objectives ensure that we move forward in harmony with our corporate values. Operationally, our structure consists of 21 departments organized under four main directorates: Production, Sales and Marketing, Finance, Sustainability, and Human Resources. Each directorate operates with competent leaders in its field. Our organizational structure enables fast decision-making, creating a holistic impact on our business processes.

This flexibility-based structure supports both horizontal and vertical career paths, offering our employees opportunities to realize their potential. Our development-oriented work culture allows employees at all levels to contribute.

By blending ideas from different disciplines, we foster an innovative and inclusive decision-making culture. As of 2024, our organizational strength has taken shape as a structure capable of rapidly adapting to the business models of tomorrow. Moving forward with this vision, we see each of our employees as an active part of our company's journey toward sustainable success."

IN 2024

## LEADERS DRIVING SUSTAINABLE SUCCESS

A total of 17 managers and 51 senior executives develop solutions that safeguard business continuity, drive change and contribute to our sustainability vision.



# Productive Üniteks Family

## Performance Management System, Organizational Success Planning

**With our performance- and development-oriented approach, we transform individual success into corporate sustainability. By making each employee's potential visible, we are preparing the competent leaders of the future today.**

### Performance Management System

The performance management system we implemented throughout the year played an important role not only in supporting the individual development of our employees but also in achieving our corporate sustainability goals.

In 2024, within the scope of our performance management system, we held one-on-one meetings with 320 white-collar employees. With an average duration of 40 minutes, these meetings amounted to a total of 213 hours of evaluation. This process once again highlighted the importance of a feedback culture, as employees' strengths and areas for development were identified.

Based on the data obtained, a training needs analysis was conducted, and the relevant training assignments were initiated. Reviewed twice a year, our system not only promotes individual performance but also encourages team success, while strengthening team spirit through projects and activities that foster collaboration. Furthermore, it supports the implementation of innovative ideas.

### Organizational Success Planning

As of 2024, within the scope of organizational success planning, the goal has been to systematically identify employees with high potential and performance. In this context, the Harrison Assessment was applied to employees in managerial and specialist positions, while the DISC Personality Inventory was implemented for those in assistant specialist roles. The inventory results were supported by one-on-one interviews, allowing the identification of each employees' strengths and areas for development.

By evaluating the interviews together with data from the Performance Management System (PMS), an Employee Training Needs Matrix was created. This matrix defined the competencies to be acquired in alignment with corporate goals and laid the foundation for training program designs.

Within the framework of the "Manager Development Academy" program, launched in August 2024, training and development processes were structured for 51 employees. One-on-one interviews were conducted with all participants to ensure an accurate understanding of their needs and alignment of the program with its objectives.

To increase the effectiveness of the development processes, participants were divided into four groups, and training programs consisting of six modules were designed for each group. The training content was developed within the framework of the Andragogical Approach and Experiential Learning Methodology, incorporating inventory assessments, role-play applications, simulations, and experience-sharing sessions.

With the support of senior management, the training program began on October 17, 2024, in a trust-based, interactive, and engaging learning environment. This process contributed to strengthening leadership capacity and enhancing organizational sustainability.





# ÜniAkademi

## Digital Learning Platform

### START DEVELOPING YOUR SKILLS TODAY!

We regard the development of our employees as one of the most important elements of our corporate culture. By embracing a continuous learning approach, we aim to strengthen our competencies at the individual and corporate levels. We do not limit our learning processes to traditional training; through our digital learning ecosystem and corporate Learning Management System (LMS), we provide accessible, dynamic, and sustainable development opportunities at any time.

#### Development Programs

Mini Academies are one of our key initiatives designed to enhance employees' technical competencies, deepen their professional expertise, and promote knowledge sharing within the organization. Through programs structured in various areas such as Fabric, Customer, and Outsourcing Academies, we ensure that our employees acquire the critical skills required in our sector. In these academies, we aim not only to provide participants with theoretical knowledge but also to equip them with practical experiences they can directly apply in their work processes.

We run our Mini Academies with the 'Learning from Each Other' approach, based on internal expertise, encouraging our competent in-house trainers to share their knowledge and experiences across the entire organization. With this two-way learning model, we support the development of both the trainer and the learner.

Following the training sessions, we closely monitor learning outcomes through assessment and evaluation processes carried out via our corporate Learning Management System (LMS) and digital learning ecosystem.

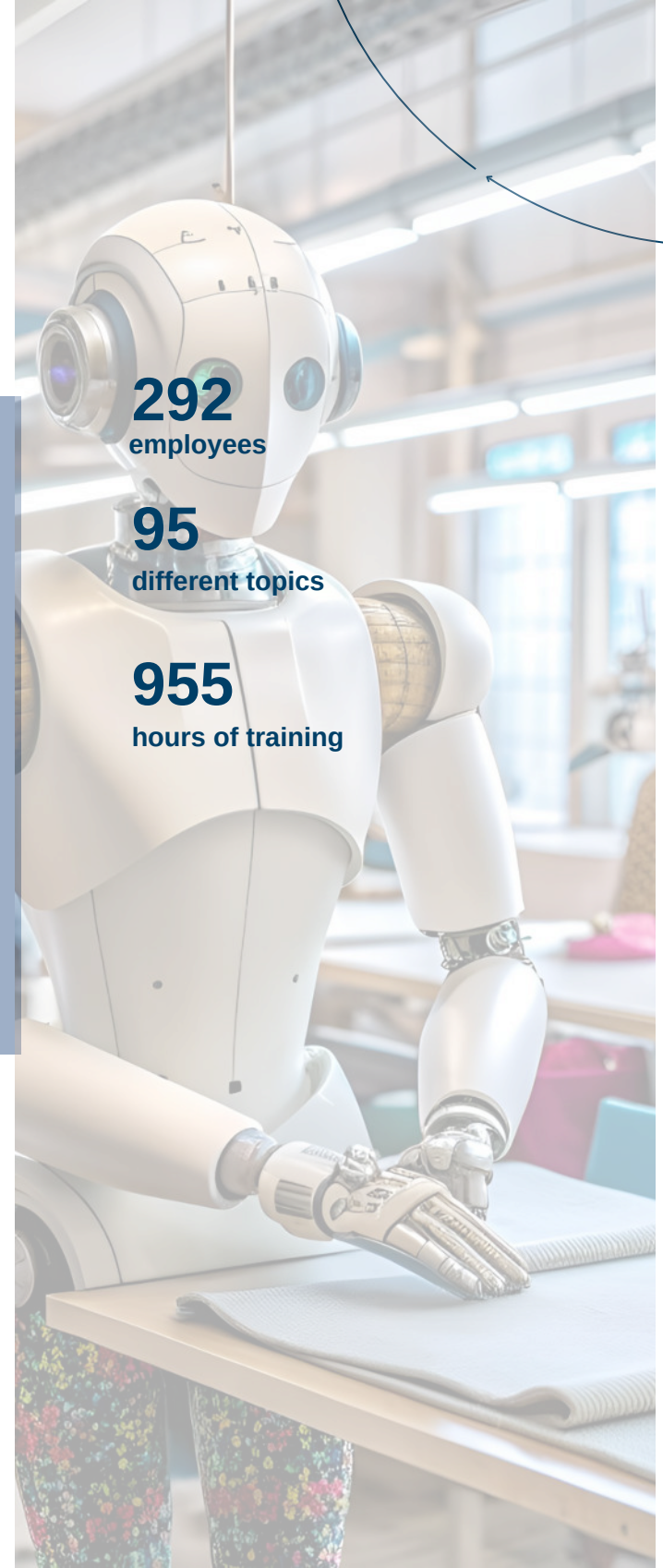
**292**  
employees

**95**  
different topics

**955**  
hours of training

#### Investing in the Future Together

We shape our training and development initiatives not only on individual requests but also through corporate analyses such as workshops, departmental meetings, and data from the Performance Management System (PMS). In line with our 2025 strategic objectives, we are investing in critical areas such as leadership, innovation, and change management through both internal and external training programs.





# Employee Engagement

## Open Microphone Talk with Serhan Ünsal

The first guest of our 'Open Microphone' talk series with Board Members and executives was our Chairman of the Board, Mr. Serhan Ünsal.



## Hello Summer Breakfast

At our garden breakfast event, accompanied by the famous boyoz pastries from Dostlar Bakery, we came together with our colleagues and enjoyed starting the day on a cheerful note



## Seniority Award Ceremony

We proudly held our Seniority Award Ceremony, coming together to express our gratitude to colleagues who, with their dedication and commitment, have contributed to our company's 34-year journey for 10, 15, 20, 25, 30 years and beyond.



## Iced Coffee Treat

Together with our colleagues, we shared enjoyable moments and added refreshment to the late summer days with our Starbucks iced coffees.



# Employee Engagement

## No İzmir Without Forests

Following the forest fires that occurred in İzmir during the summer of 2024, we joined the Aegean Forest Foundation's 'No İzmir Without Forests' project together with our supply chain. To help preserve the regional ecosystem and reduce carbon emissions, we donated 2,000 saplings.



## LÖSEV Stand

As part of World Cancer Day on February 4 and International Childhood Cancer Day on February 15, we hosted LÖSEV at our company. With the stand that was set up, we aimed to contribute to the treatment of children fighting illness, support their families, and raise awareness on this important issue.



## Izmir Marathon

At the Izmir Marathon organized by the Izmir Metropolitan Municipality, we ran as the Uniteks Running Team in support of the Association for Supporting Contemporary Life. Through the fundraising campaigns initiated by the runners, we contributed to helping the association reach more university students, thereby enabling more young people to access educational opportunities.

## Kızılay Blood Donation Campaign

Through the awareness stand set up by the Turkish Red Crescent at our company, we learned about lesser-known aspects of blood donation. In addition, colleagues who wished to participate became donors by giving blood in the specially designated area.





# Employee Engagement

## FairPlay Intercompany Football and Volleyball Tournament

Our company participated in the FairPlay Intercompany Tournaments, where we enjoyed both a fun and successful experience.



## Coastal Cleanup

In collaboration with TÜRÇEV and Çeşme Municipality, we took part in the 3rd edition of our coastal cleanup awareness event this year at Ilıca Public Beach. As Uniteks, we are committed to working for a future that respects nature.



## Katip Çelebi University Student Visit

We hosted students from Katip Çelebi University at our company. Through a presentation delivered by our Sustainability Department, we shared our work and provided valuable insights into our sustainability initiatives. By conveying our professional experiences, we offered enlightening information to young people at the beginning of their careers.



## Open Microphone Talk with Nejat Erdoğan

In the second session of our 'Open Microphone' talk series, we had the pleasure of listening to our Vice Chairman of the Board, Mr. Nejat Erdoğan, as he shared his early years in the industry, his essentials, his work-life balance, career journey, and experiences.



# Knowledge Sharing Workshops

## Mask Making

As the first session of our 'Knowledge Sharing Workshops,' which we launched to encourage employees to share their hobbies and learn together, we organized a Mask Making Workshop under the guidance of our Workplace Physician, Dr. Mustafa Vatanserver. The event not only contributed to the development of manual skills but also strengthened social interaction.



## Ceramic Making

We continued our Knowledge Sharing Workshops with a Ceramic Making Workshop led by our Design Manager, Mehtap Yılmaz. Participants engaged in the creative process together and experienced the fundamental steps of working with ceramics.



## Compost Fertilizer Making

We held a Compost Fertilizer Making Workshop with an informative presentation and hands-on guidance by our Environmental Sustainability Projects Specialist, Özge Sarızeybek. By exploring natural cycles, we continue to share and expand our knowledge.

## Chocolate Making

Our Knowledge Sharing Workshops continued with the theme of Chocolate Making, led by our Sustainability and Human Resources Director, Serkan Bakadur. In this highly engaging workshop, participants not only learned the intricacies of chocolate making but also had the chance to taste the chocolates they created.

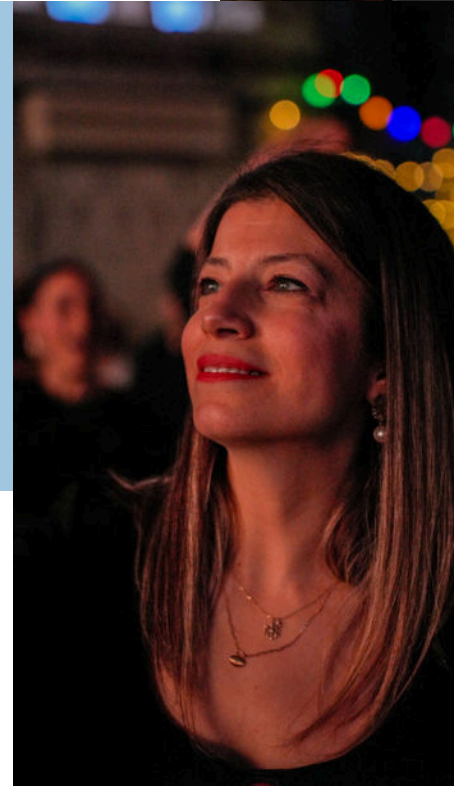




# New Year's Party

## Uniteks New Year's Party

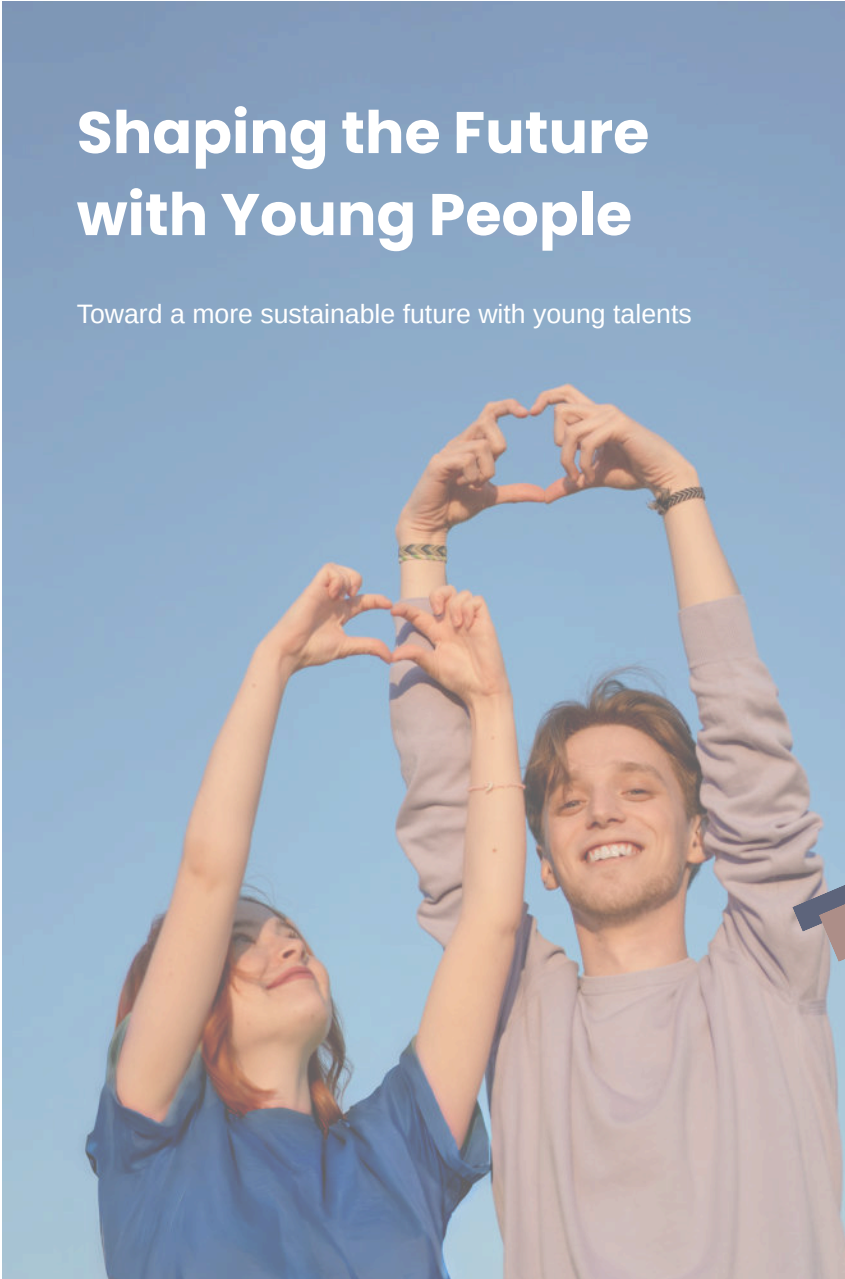
As the Uniteks family, we bid farewell to 2024 with great enthusiasm. We held our New Year's party in the unique atmosphere of the Historical Gasworks and created unforgettable memories.





# Shaping the Future with Young People

Toward a more sustainable future with young talents



## Engaging with youth

It is of great importance for us to come together with young talents and share our company values and sustainability vision. Through the collaborations we establish with universities and the various career events we attend, we have the opportunity to engage directly with students, introducing them not only to our corporate culture but also to the current dynamics of the business world. In these meetings, while presenting our understanding of sustainability to younger generations, we also share industry practices and our own experiences, aiming to raise their awareness.

By answering students' questions about professional life, offering interview experience and supporting their career planning we contribute to their development. Through all these activities, we do not only offer job opportunities to young talents but also see them as key stakeholders in building a sustainable future, placing great value on growing together."

This year, we once again had the pride of engaging with young people by participating in many universities and organizations. We hosted students from Katip Çelebi University at Uniteks, where our Sustainability Department delivered a presentation on our environmental and social sustainability initiatives. By sharing our knowledge and experiences, we contributed to their career journeys.

We also took part in Kariyer.net's online MT & Internship Days Fair, where we met with a large number of university students and recent graduates through live broadcasts, answering their questions about professional life and introducing our company.

At Izmir University of Economics Career Fair, we conducted face-to-face meetings with university students and received a considerable number of internship applications.

We participated in Dokuz Eylül University's 'Sustainability Awareness Summit' with a speech titled 'Sustainability Practices in International Ready-to-Wear Brands' delivered by our Sustainability Manager, Esin Bağcı. Through this contribution, we shared our industry expertise while creating a valuable environment of interaction with both industry representatives and students.

During the Career Days organized by Dokuz Eylül, Yaşar, and Ege Universities, our recruitment team conducted one-on-one interviews, allowing students and recent graduates to gain interview experience and learn more about the textile sector. At the same time, we strengthened our potential talent pool by connecting with future colleagues.

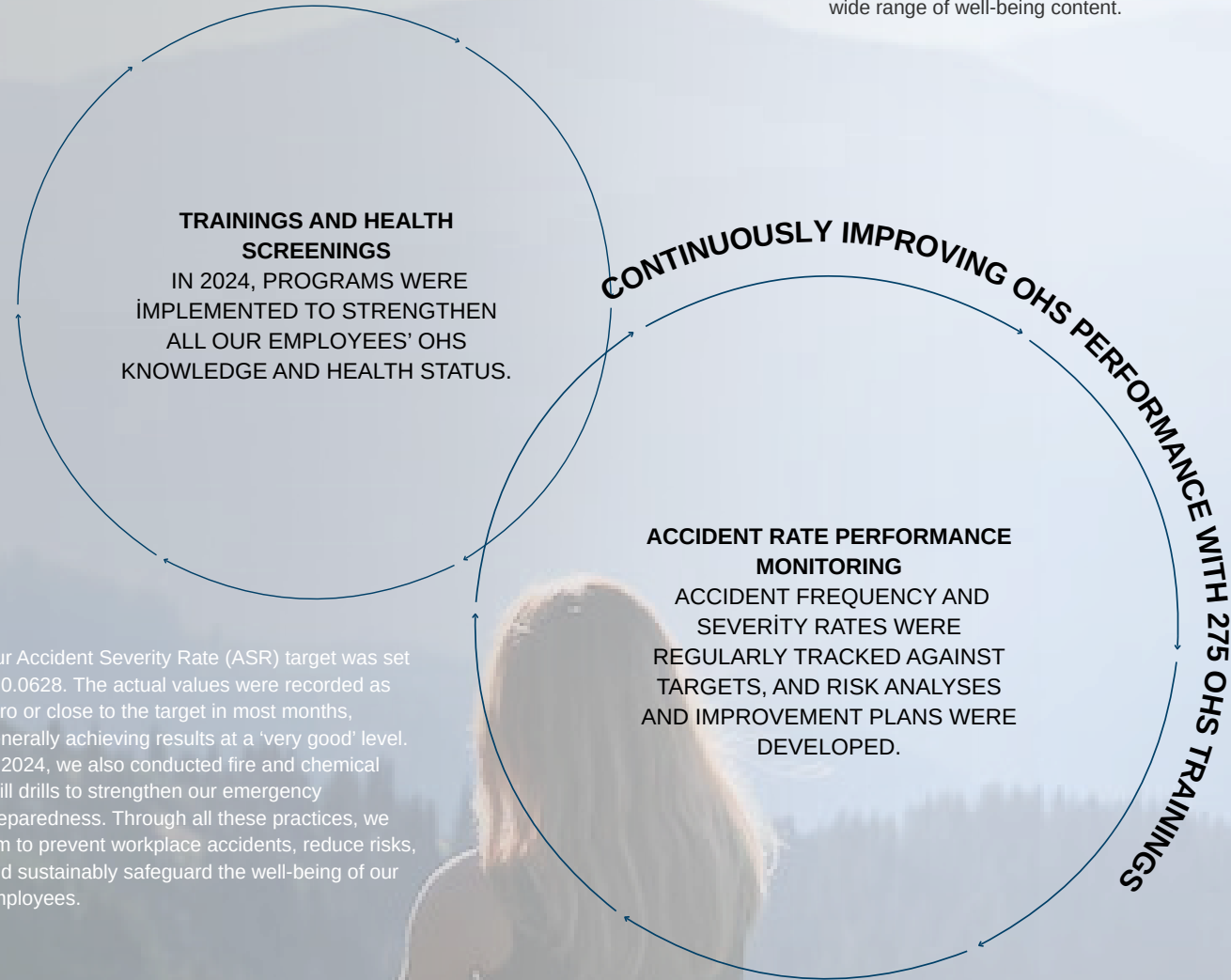
YOUNG TALENT PROGRAM

More than 50+ interns



# Employee Well-Being

In 2024, we enhanced our Employee Assistance Program to create a healthier, safer and more balanced work environment for our employees. To reduce stress factors in professional life, strengthen psychological resilience, and improve work-life balance, we launched a collaboration with Meditopia, Türkiye's most comprehensive health and well-being platform. Through this partnership, all our employees gained free access to meditation, breathing exercises, psychological counseling, mindfulness practices, and a wide range of well-being content.



In 2024, we adopted a holistic OHS management approach to ensure that our employees work in a safe and healthy environment. To keep the knowledge of both new hires and existing staff up to date, we provided OHS induction training to 156 employees and periodic OHS training to 119 employees. In addition, with specialized training on working at heights, chemical handling, use of personal protective equipment, and accident/near-miss awareness, we addressed the specific needs of employees working in high-risk areas. To update first aid certifications, the ID cards of 13 employees were renewed. As part of health checks, 156 pre-employment examinations and 112 periodic examinations were completed, confirming that all employees are fit for their roles from a health perspective. In terms of workplace accidents, a total of 9 cases were recorded in 2024.

Our Accident Severity Rate (ASR) target was set at 0.0628. The actual values were recorded as zero or close to the target in most months, generally achieving results at a 'very good' level. In 2024, we also conducted fire and chemical spill drills to strengthen our emergency preparedness. Through all these practices, we aim to prevent workplace accidents, reduce risks, and sustainably safeguard the well-being of our employees.



# Empowered by Participatory Dialogue Mechanisms

## Enhancing Communication

Together with our suppliers, we maintain an employee representation system focused on ethical principles, gender equality, and transparency. Established to ensure the fair and equal representation of women and men in the workplace, this structure is implemented in alignment with the International Labour Organization (ILO), national legislation, and international social compliance standards. Employee representatives are selected through inclusive and transparent election processes, with the rights to run for candidacy, vote, and be represented openly granted to all employees.

Aiming for the active participation of employees, this system goes beyond representative elections and also ensures that representatives are able to carry out their duties freely. Representatives regularly participate in trainings on communication, rights and responsibilities, gender equality, and labor law, taking an active role in meetings held with management.”

### Enhancing Feedback Mechanisms

In 2024, in collaboration with our customer, we launched the project ‘Strengthening Internal Feedback Mechanisms in Factories’ to enable employees to have their voices heard more effectively and quickly. Within this scope, the Operational Feedback Mechanism model was developed and put into practice. The introduction of the model was carried out through face-to-face trainings, supported by awareness-raising sessions designed for managers, administrative staff, and supervisors.

In addition, animation videos were prepared to inform new employees about workplace communication mechanisms. Through these materials, employees can learn about dialogue channels and the worker representation system.

To further strengthen the process, we conduct employee engagement surveys. The satisfaction levels, expectations, and improvement suggestions of our employees are analyzed, and our dialogue structures and people-centered practices are continuously improved.

### MUÇO (Happy Workplace Environment)

Throughout 2024, the MUÇO (Happy Workplace Environment) digital suggestion and complaint system continued to be actively used. Through the system, our employees regularly submitted feedback, contributing to the improvement of workplace conditions.

Various notifications were received, including suggestions, satisfaction notes, and complaints. In February, a ‘I Don’t Feel Safe’ button was integrated into the system. This step was implemented to enable employees to report potential harassment and violence situations in a secure and timely manner.

### Industrial Relations Impact Assessment

Within the scope of the Industrial Relations Impact Assessment, our workplace dialogue systems, the effectiveness of grievance mechanisms, and existing structures were evaluated in detail. Our suppliers were assessed against criteria such as employee representation practices, social dialogue processes, and grievance management systems.

During this analysis process, the implementation rates of existing structures and policies, the prevalence of functional dialogue systems, and the accessibility of effective grievance mechanisms and solutions were examined.

In addition, supplier practices were assessed in line with the UNGP (United Nations Guiding Principles on Business and Human Rights) under the headings of legitimacy, accessibility, predictability, fair processes, transparency, alignment with rights, participation, and continuous improvement.

The fact that four of our suppliers ranked among the top six nationwide demonstrates the success of these efforts.



# Development Programs Empowerment Through

Although the proportion of women employees in the textile sector is high, women's representation in decision-making and leadership positions remains limited. Within the scope of the Women Leaders Program, which we launched in 2021, we continued to carry out extensive fieldwork in 2024.

As part of these efforts, focus group discussions were held with a total of 155 employees across five of our suppliers. These sessions included senior management, female and male supervisors, as well as female and male employees from different shifts and departments.

The focus groups revealed that each supplier's internal perceptions and cultural codes play a decisive role in women's representation. For example, in some workplaces, the successful involvement of women supervisors in cutting and ironing/packing departments created a positive perception that these roles are suitable for women. In contrast, in other workplaces, justifications such as the physical strength required or stress levels resulted in the exclusion of women from these positions, showing that gender-based biases continue to persist.

These differences highlight that gender-based task distribution in production areas is still prevalent and that such perceptions can limit diversity and equal opportunity in the workplace. Feedback from employees underscored the importance of evaluating each individual based on their competencies, which contributes positively to both productivity and workplace satisfaction.

## IN FOCUS GROUP DISCUSSIONS

**155**

**TOTAL PARTICIPANTS**

**16**

**SENIOR MANAGEMENT REPRESENTATIVES**

**9**

**FEMALE SUPERVISORS**

**29**

**MALE SUPERVISORS**

we held discussions with.

To enable more effective analysis of field data, supplier-based SWOT analyses and comparative tables were planned. Data visualization tools are also being used to create infographic presentations according to participants' age, role, and departmental distributions.

In this process, not only the voices of women employees but of all production units were heard, laying the foundation for a more inclusive workplace culture. The approach of 'assuming less, listening more' played an important role in overcoming biases and ensuring equal opportunities.

To ensure that the achievements gained are sustainable, the program is targeted to be expanded across different suppliers and production units. For suppliers newly joining the program, similar focus group discussions will be conducted before the process begins. This will allow for a clearer understanding of existing perceptions and enable effective planning tailored to specific needs.

### Empowering Leaders in the Field

In 2024, within the scope of the 'Leaders in the Field Program,' we organized an intensive two-day training process for supervisors and managers to enhance their leadership skills and improve management quality on the production floor.

The trainings covered critical topics for field leadership such as communication, teamwork, motivation, and stress management. To ensure active participation, the learning experience was reinforced not only with theoretical knowledge but also through practical activities, exams, games, tests, and training booklets.



# Healthy and Safe Workplaces



## A Small Reminder for Early Diagnosis

As part of Breast Cancer Awareness Month in October, mirror stickers specially designed for women in our supply chain were distributed in line with our efforts to raise awareness about their health.

Carrying the message 'The control is in your hands,' these stickers aimed to encourage women to perform breast self-examinations, standing out with both their informative and action-oriented nature.

By placing the stickers on mirrors, this important health message was integrated into daily life, ensuring continuous awareness. This initiative represents a sustainable health communication approach that prioritizes women's health and emphasizes the importance of early diagnosis, directly contributing to the quality of life of our employees.

## EARTHQUAKE RESILIENCE AND PREPAREDNESS IN THE SUPPLY CHAIN

Within the scope of the 'SOS (Save Our Souls)' Project carried out in collaboration with AKUT, Emergency Assessment and Action Plan processes continue to be implemented in production facilities across our supply chain. For our suppliers located in earthquake-prone regions in particular, building resilience and emergency preparedness are closely monitored, and preventive actions are planned based on the data obtained.



# Fair, Transparent, and Equitable Compensation Systems

## Equal Pay and Inclusive Career Policies

We believe that gender equality is one of the fundamental elements of a fair work environment and sustainable development. With this understanding, through the Wage Management System project implemented with our strategic suppliers, we are establishing an objective, fair, and transparent compensation model based on the skills and professional competencies of our employees.

In 2024, women accounted for 79% of all employees who were promoted or advanced in their positions. This figure is a strong indicator of both our internal approach to equal opportunity and our commitment to talent-based career development.

Through career pathways developed particularly for our blue-collar employees, we support advancement in both horizontal and vertical roles. In addition, by training women for male-dominated positions, we aim to move beyond traditional gender roles and create balance in the workforce. At Uniteks, our priority is to embed the principles of equality, transparency, and inclusiveness not only within our company but also across our entire supply chain, thereby building a fair, balanced, and sustainable work culture.

As of 2024, concrete steps have been taken toward the digitalization of the Wage Management System. This enables wage data to be systematically collected and analyzed through comparative assessments, thereby increasing transparency. Moreover, data-driven analyses and studies have been initiated to identify the structural or practice-based causes of gender pay gaps. These efforts are critical for embedding the principle of 'equal pay for equal work' into our corporate culture.



### Steps Toward Understanding Career Expectations

In 2024, we carried out a comprehensive career development survey across our supply chain to better understand the professional development needs of our colleagues and to strengthen corporate talent management. Through this study, existing skill levels, development goals, and career expectations were analyzed in detail.

According to the survey results, 69% of participants stated that they wish to remain in their current positions; 19% aimed to reach a higher position; 5% expressed interest in working in a different role; and 6% indicated that they aspire to take on responsibilities such as team leadership or management. Based on these findings, we continue our efforts to design personalized development programs that will unlock potential across our supply chain and to make internal career pathways more visible.





# Supplier Development Strengthened by Awareness Gender Equality

## Practices for the Prevention of Violence and Harassment in the Workplace

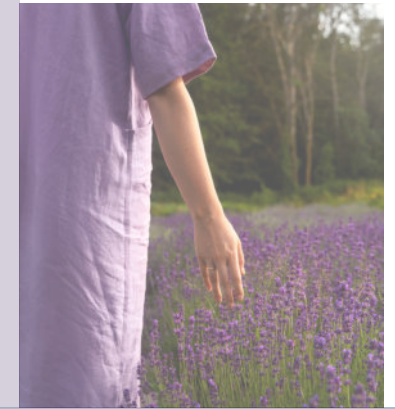
Throughout 2024, a comprehensive program was implemented within our supply chain to prevent violence and harassment in the workplace. Within this scope, a workplace violence and harassment prevention procedure was established, made accessible to all employees, and supported through trainings and videos shared with the workforce.

Through risk-based safety walks, the safety levels of physical work environments were reviewed, and areas in need of improvement were identified.

Our practices were not limited to internal processes; to promote the dissemination of good practices, we also delivered best-practice presentations to other manufacturers. As part of these efforts, two separate guides were prepared to raise awareness and provide information: the 'Women Are Safe' guide, offering specific information for female employees, and the 'Everyone Is Safe' guide, designed to cover all employees. These guides contribute to building a shared awareness and prevention culture across the organization regarding gender-based violence and harassment

Awareness-raising initiatives to prevent violence and harassment in the workplace have been systematically implemented across manufacturing companies within our supply chain. As part of these efforts, posters and infographic visual sets were distributed, and implementation was carried out at 10 subcontractor companies. Before these visuals were placed in workplaces, employees were informed about their content, ensuring that the initiative created not only physical visibility but also meaningful impact and awareness.

Additionally, awareness sessions were held regarding the International Labour Organization (ILO) training programs on the prevention of violence and harassment, titled 'Zero Tolerance for Violence,' and the gender equality-focused program 'I Support Equality.'



## Raising Our Voices Together on November 25

In 2024, as part of the International Day for the Elimination of Violence Against Women on November 25, we organized an event across our supply chain to raise awareness. During the event, the message 'Another model of masculinity is possible' was emphasized, while one of our male colleagues spoke about why violence against women is a matter of masculinity. The event concluded with this powerful slogan chanted together:

**"There is not a second to lose, not another life to lose."**

In collaboration with the Yanındayız Association, we participated in a train-the-trainer program within the scope of the 'No Place for Violence and Harassment in the Workplace' project, together with the sustainability officers working across our supply chain. The trainings aimed not only to provide participants with knowledge but also to equip them with the capacity to spread this awareness within their own organizations.

Following this, we took part in the Gender-Based Policy Development Workshop, which strengthened our institutional capacity to design policies grounded in the principle of equality. The outcomes of the workshop contributed to shaping more inclusive and sensitive human resources and management policies that can be applied throughout the supply chain.


These steps in corporate learning and development on gender equality aim not only to raise individual awareness but also to create lasting impact at the policy and implementation levels.




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 **Uniteks**

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