

Alone we are strong...
Together we are stronger

DOMINGO
YESTERDAY, TODAY, TOMORROW **30** YEARS



Outline

About Domino Textile

Our Sustainability Strategy

- Climate
- Lead
- Gender
- Supply Chain Management

Our Production Strategy

- Quality
- Capacity, Capability, Efficiency

A close-up photograph of a sewing machine's needle and foot stitching a piece of light-colored fabric. The needle is positioned vertically, and the foot is at the bottom, creating a stitch. The background is a soft, out-of-focus blue gradient.

About Domino Textile

DOMINO
YESTERDAY, TODAY, TOMORROW **3** YEARS



We Are Domino

When we set out with my colleague in 1992, we had dreams and promises we made to ourselves. To dream and produce, to produce and export and to realize this with our whole family. Living with what we have in common, regardless of who we are or where we come from. With these hearts beating with the same passion, we all crossed these roads together. We worked with enthusiasm, passion and faith and we succeeded together, we believed in people.

We have brought our standards to European and World level. While it is not common even in Europe, we; We have accepted and implemented as the basic principle that production should also be compatible with the environment, living things and the people living in the region, and that sustainability should be taken as a basis in all matters.



1992

Domino Established

Domino Tekstil was founded by Umut Oran in 1992 with the aim of contributing to both the domestic and global textile industry with great hopes and ambitions. Umut Oran's first professional client before Domino was H&M, and this relationship has continued uninterrupted to this day.



1997

First Factory

Domino opened its first factory in Bolu, Turkey back in 1997. The factory has an impressive 30,000 m2 of open space and an additional 10,000 m2 of closed area, where worldly famous brands products are produced in increasingly large quantities.

2008

Domino - The Green Factory

Domino said our environment and nature first. In 2008, we received the first green factory award from H&M in Eastern Europe and Turkey.

2018

Domino - Best Managed Company Factory

Domino have adopted institutionalism, and we have become one of the best managed companies in Turkey selected by Deloitte in 2018.



We Are Domino

We are happy that we have worked for Turkey and invested in on-site work, food and social peace in Anatolia. We have reached the goals we set one by one by working hard and disciplined in unity, solidarity, sharing for 30 years, and we opened up to the world. In our second 30 years, we will continue to work, produce and grow as the whole Domino family, in order to realize the dreams we have set since the first day, more passionately and excitedly, in a more sustainable future.

2018
8 March

While no one had even dreamed of it, we declared May 1, Workers' Day in 2006 and March 8, International Working Women's Day in 2018, so that all our employees could celebrate with enthusiasm.

2021

UNDP Global Compact Signatory

Domino became a signatory to the UNDP Global Compact. We committed to include the United Nations Global targets in all our production and management processes and to work towards these targets.

2022

Self Reliant

As a reward for our quality and sustainability efforts, we were entitled to become a self-managed and auditable company 'Self Rielant' in 2022.

2022

Sustainability Report

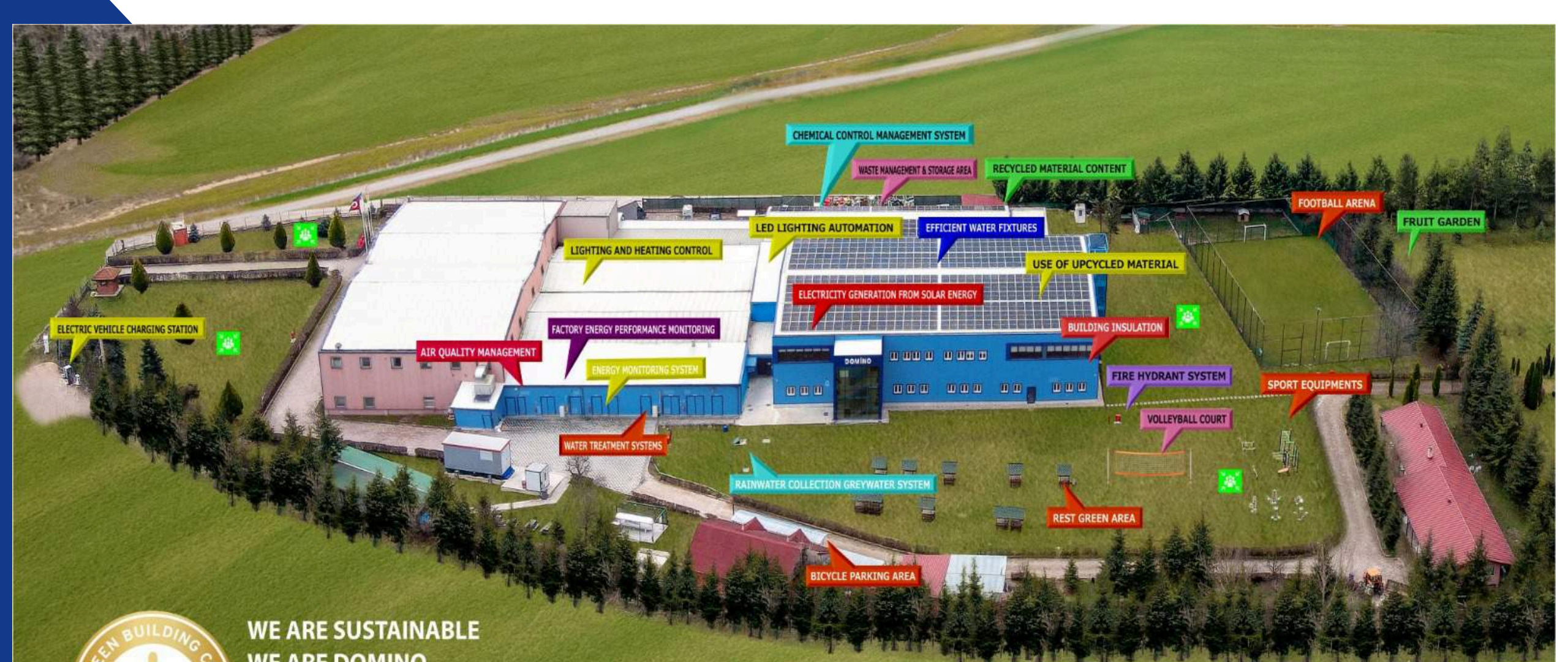
Domino published our annual United Nations progress report in line with international standards.



2022

30th anniversary

Domino has established its second factory on the same campus, 25 years after the first factory, in the 30th year of its establishment. This investment, made after the pandemic and during the global economic crisis, demonstrates Domino's confidence in itself and the industry.



- CHEMICAL CONTROL MANAGEMENT SYSTEM
- WASTE MANAGEMENT & STORAGE AREA
- RECYCLED MATERIAL CONTENT
- LED LIGHTING AUTOMATION
- EFFICIENT WATER FIXTURES
- USE OF UPCYCLED MATERIAL
- ELECTRICITY GENERATION FROM SOLAR ENERGY
- BUILDING INSULATION
- FOOTBALL ARENA
- FRUIT GARDEN
- LIGHTING AND HEATING CONTROL
- AIR QUALITY MANAGEMENT
- FACTORY ENERGY PERFORMANCE MONITORING
- ENERGY MONITORING SYSTEM
- ELECTRIC VEHICLE CHARGING STATION
- WATER TREATMENT SYSTEMS
- RAINWATER COLLECTION GREYWATER SYSTEM
- REST GREEN AREA
- BICYCLE PARKING AREA
- SPORT EQUIPMENTS
- VOLLEYBALL COURT



**WE ARE SUSTAINABLE
WE ARE DOMINO**

**SUSTAINABLE ORGANIZATION HUMAN AND
ENVIRONMENTAL FRIENDLY FACTORY**

DOMINO OSCAR BUILDING; IN 2009 BY H&M GROUP, ONE OF THE WORLD'S LARGEST FASHION BRAND CHAINS; ELECTED THE FIRST GREEN FACTORY (ECO-FRIENDLY FACTORY) IN TURKEY, EASTERN EUROPE AND THE MIDDLE EAST.

DOMINO ASIL BUILDING; IT IS ONE OF THE INDUSTRIAL FACILITIES IN OUR COUNTRY, CONSTRUCTED IN ACCORDANCE WITH AN ENVIRONMENTAL FRIENDLY BUILDING CERTIFICATION SYSTEM DEVELOPED BY THE AMERICAN GREEN BUILDINGS COUNCIL (USGBC) AND GETS LEED GOLD CERTIFICATE.

WE PRODUCE OUR OWN ELECTRICITY WITH SOLAR ENERGY.

WE COLLECT RAIN WATER AND USE IT FOR CONSUMPTION.

WE BREATHE HEALTHY / CLEAN AIR IN OUR CLOSED AREAS.

OUR GOAL FOR 2027 CARBON FOOTPRINT 0%

Domino - 2023



Domino's main production area is woven non-denim pants

After a new investment in Domino's, there are 700 employees, 90% of whom are women. The management also has a 80 % female representation.

700 Employees **%90** Women

COS

ARKET

& other Stories

Abercrombie
& Fitch

H&M

Massimo Dutti


HOLLISTER

RALPH LAUREN

DOMINGO
YESTERDAY, TODAY, TOMORROW 30 YEARS

A conceptual image of two hands reaching towards each other against a blue background. The hands are positioned on the left and right sides of the frame, with fingers slightly curled as if about to grasp each other. The background is a gradient of light blue to a darker blue at the bottom right.

• Yesterday

“we were the green factory”

• Today

“we are engaged in sustainable production”

• Tomorrow

“We will be growing as sustainable, responsible, and resilient organization”



TARGET
GENDER
EQUALITY



DOMINO
YESTERDAY, TODAY, TOMORROW
5 YEARS

“

**“Sustainability is not a choice,
it is a necessity,
but also a moral responsibility”**

”

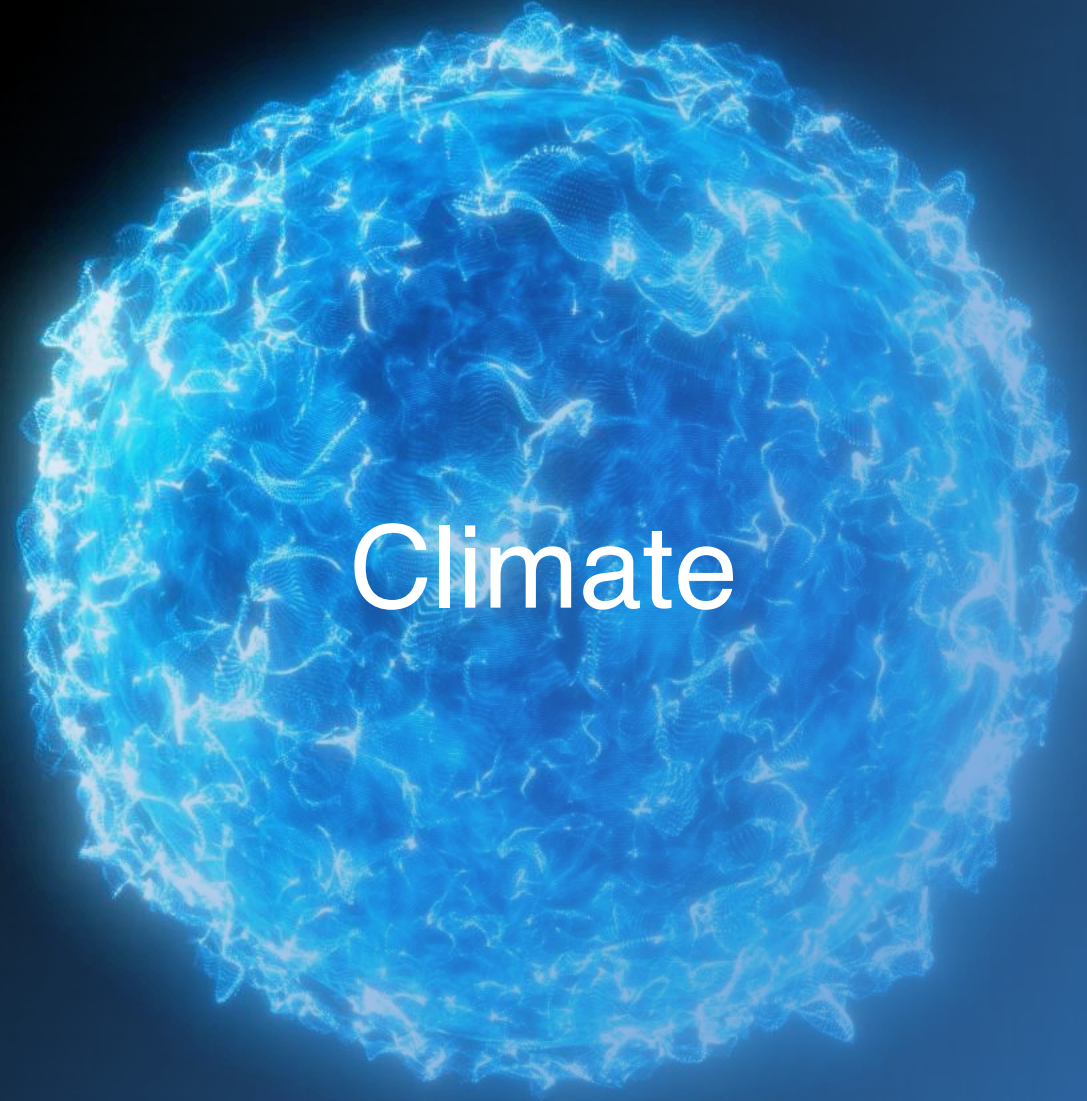
UMUT ORAN
Founder

-  Focused on Human Values
-  Sensitivity to Climate Change
-  Resource Optimization and Efficiency
-  Improving the Supply Chain
-  Dedication to Social Development
-  Transparency, Accountability, Traceability
-  Continuous Improvement

The Main Principles of the Sustainability Strategy

DOMINO
YESTERDAY, TODAY, TOMORROW

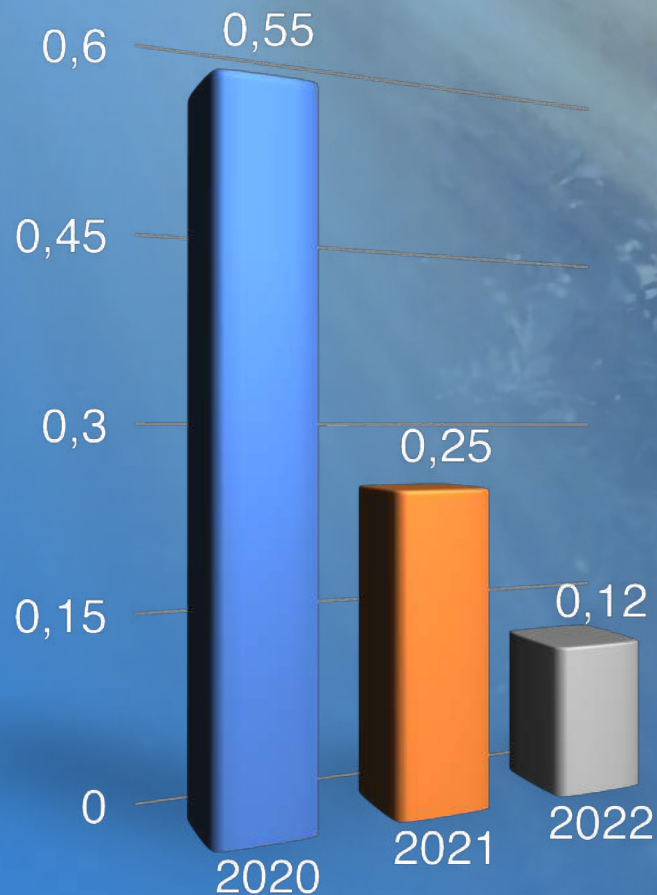
3
YEARS



Climate

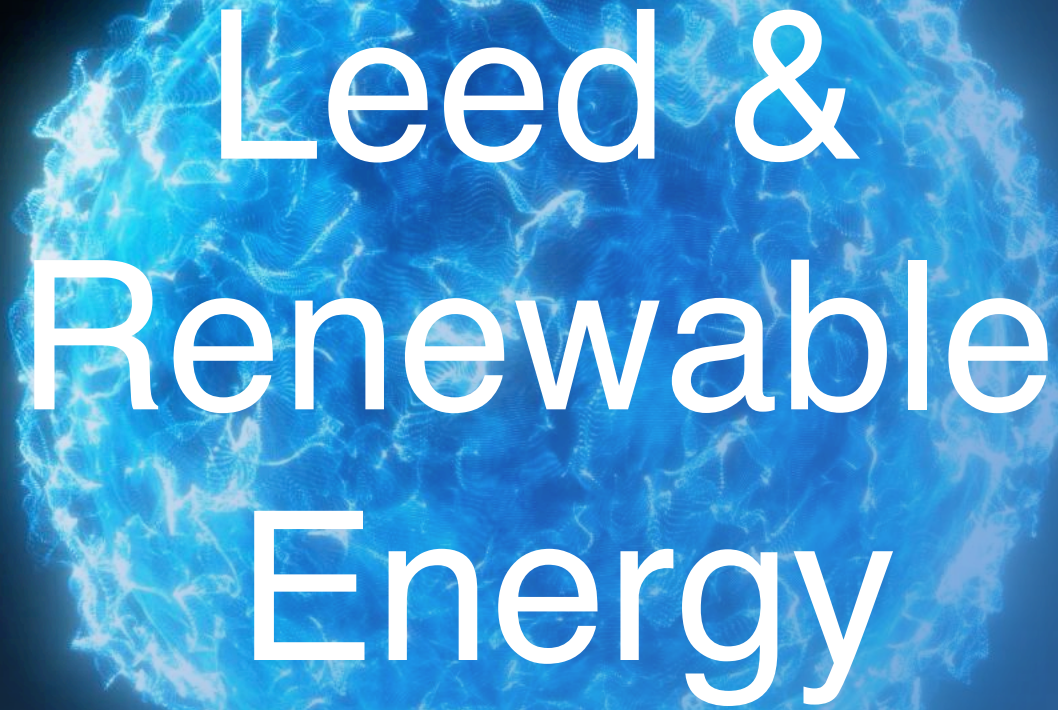
The Main Principles of the Sustainability Strategy

CLIMATE



- ▶ 'Green Transformation, Green Production, Green Employment' action plan in accordance with the
- ▶ **Step Carbon Emission Reduce is 78% per piece**
- ▶ Target= Net Zero in 2027
- ▶ **Higg FEM 2023 Score: 96**





Lead & Renewable Energy

The Main Principles of the Sustainability Strategy



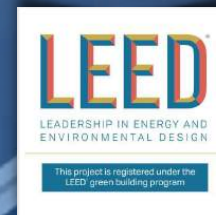
Goals of green buildings are; **Life cycle assessment LCA**, Siting and structure design efficiency, **Energy efficiency**, Water efficiency. **Materials efficiency**. Indoor environmental quality enhancement, **Operations and maintenance optimization**. Waste reduction.

The first and only garment manufacturing factory in Turkey to receive LEED gold certification



CLIMATE

- Building roof Solar energy field
- Rainwater Agriculture
- Min 40% water savings with indoor water management
- The landscape is ecological, requiring less water and providing high oxygen.
- The greenhouse gas emission reduction target during the building's activities is min. 45%
- Paint and construction chemicals have low levels of harmful volatile organic compounds (VOC).
- Indoor ventilation system is 30% healthier and more comfortable
- Zero Waste
- At least 75% of construction waste will be recycled
- Building materials are sustainable and environmentally friendly



Raw Material & Waste

- ▶ Sustainable fabric & material
- ▶ 100 % recycle wastes
- ▶ Green Team Dreams - upcylce
- ▶ Zero Waste Certificated 2020
- ▶ Reducing the use of raw materials 30% 2025
- ▶ Paperless Ofis – 2025
- ▶ 0 single used plastics - 2025

The Main Principles of the Sustainability Strategy

CLIMATE



- Digital Carbon Footprint System – 2022
- Solar Panels establishment – 2022 – 2023
- 60% of electrical energy by solar panels – 2023
- Stop Fuel Oil – 2022
- Carbon Off-Set – I- REC since 2020
- Growth Carbon Sinks by afforestation
- SBT targets with UN Climate Action Programme – 2025
- 100% Electric vehicle – 2027
- Worker engagement Climate Actions Programs - 2027

The Main
Principles of
the Sustainability
Strategy

**CLIMATE
TARGET**

DOMINO
YESTERDAY, TODAY, TOMORROW

30
YEARS



Gender

FOCUSED ON HUMAN VALUES

The Main Principles of the Sustainability Strategy

- ▶ Created Domino Gender Strategy based on Equality & Diversity & Inclusion
- ▶ Increase at number of employees; Jan 2021 to May 2022 is 72% ; Jan 2022 to May 2022 is 35%
- ▶ Women worker 90%
- ▶ Women worker rep 95%
- ▶ Women in management 80%
- ▶ Women in sup: 85%
- ▶ Creation of Talent and Career Pools for all employees
- ▶ 'Equal Pay for Equal Work' for All Positions -
- ▶ Domino Academy
- ▶ Working environment in accordance with OHS



OUR GOALS

The Main Principles of the Sustainability Strategy

- ▶ Always Target Gender Equality 100% - 2023
- ▶ Returning to Work After Birth 90% - 2024
- ▶ Always Women Worker + 85% - 2024
- ▶ Promoted Women Worker 20% - 2023
- ▶ Women Supervisor 90% - 2023
- ▶ Worker Satisfaction Rate +85% - 2023



**SUPPLY
CHAIN
&
STAKEHOLDER
OWNERSHIP**

SUPPLY CHAIN OWNERSHIP

- ▶ Supplier mapping & Risk Management
- ▶ E2E Higg SI & Quality Audit Score Increase
- ▶ Supporting Renewable Energy Sources
- ▶ Quarterly 'Scorecard'
- ▶ Raise awareness of Gender Equality and Carbon Footprint
- ▶ Secure Lead Time and Price
- ▶ T2 Lab Inspections
- ▶ 100% Quality Management Systems
- ▶ Follow-up Fabric Stock and Production
- ▶ Fabric Qc Control
- ▶ 100% ZDHC CIL – Production & Wastewater

The Main Principles of the Sustainability Strategy



STAKEHOLDER OWNERSHIP

- ▶ Supplier mapping & Risk Management
- ▶ Sharing an annual progress report in accordance with international standards
- ▶ Inclusion of UNDP Global Compact SDGs in all process
- ▶ Conducting joint work with decision makers (ITKIB, IHKIB, TGSD, IAF, EUROTEx)
- ▶ Creating solutions to sector problems by having sectoral business partnerships
- ▶ Continue development projects in accordance with the needs of the society where it is located (TEMA, CYDD, LOCAL SCHOOLS, MUNICIPAL)

The Main Principles of the Sustainability Strategy



The Main Principles of the Sustainability Strategy

SUPPLY CHAIN OWNERSHIP TARGET

- Gender – WEPs signature - 2025
- Wage Grid implementation- 2025
- CO2 reduce projects – 2027
- 0 coal usage - 2023 - completed
- QMS 100% - 2024
- SI ve Quality score 10% increase

DOMINO
YESTERDAY, TODAY, TOMORROW

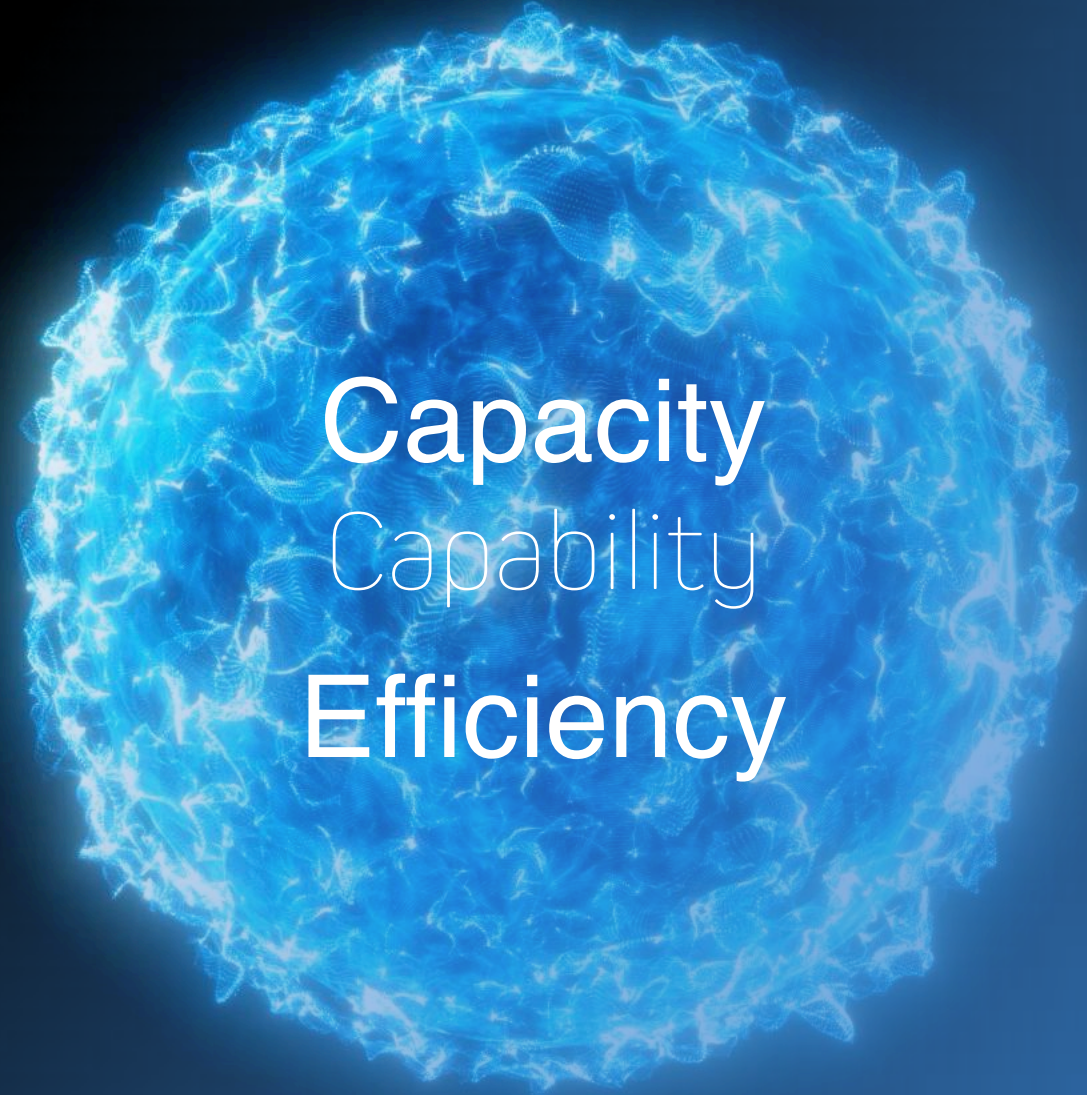
30
YEARS



QUALITY

QUALITY

- ▶ Self reliant Quality Management System by various brands
- ▶ Quality Audit Score by 3rd Party: **98**
- ▶ Competent & Agile Technic Quality Team (NQC, N-tech, N-Fabric, N-Colorist, N-Lab,)
- ▶ Quality check for the ready to ship goods (like vise in-shop check)
- ▶ Inside & Outside Brand Based Quality Team
- ▶ In-shop check reguarly by Domino Team
- ▶ AQL 1 - Project



Capacity
Capability
Efficiency



Assortment of Products

All kind of woven denim and non-denim pants (casual, smart casual and tailored) , shorts, skirts, dress, salopettes, vests, unlined Jackets, casual shirts, unconstructed woven tops. Garment dyed and washed products.

Product Groups

Women, Men, Kids

Fabric Groups

Woven denim and non-denim fabrics at sustainable qualities & certification (Organic- OCS, Recycle- RCS, Wool- RWS, BCI, Tencel etc)

Production Capacity

Inhouse Capacity (monthly/pieces)	80.000
PU Capacity (monthly/pieces)	150.000

Our Production Strategy

- ▶ Flexible lines for quick trails at peak season (4-6 weeks)
- ▶ Digital RFID & Production traceability systems settled up
- ▶ New Generation Applications and Methods (Operator Placement Criteria - DOJO - Training Sprint - Follow Up) within the scope of E2E operator performance
- ▶ Competence Development Project



DESIGN

DOMINGO
YESTERDAY, TODAY, TOMORROW
3 YEARS

- VCR room
- 25 + model 3D capacity
- 3D design in 6 hours
- Freelance design & fashion trend mentoring
- Bonitu – Barcelona Design Office

Our
Production
Strategy



Board Members

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Alone we are strong...

Together we are stronger

DOMINO
YESTERDAY, TODAY, TOMORROW **3** YEARS