## Domino Tekstil



# Sustainability & Report





#### PURPOSE AND BASIS OF THE REPORT

In 2020, Domino Tekstil signed the Global Compact and has adopted these principles as a guide at every stage of its production and management processes. As a committed implementer and follower of these principles, our company also pledges to be a source of inspiration for its stakeholders. Starting from 2021, we guarantee that we will continue this commitment by presenting a transparent and traceable "sustainability report" every year.

#### **GLOBAL PRINCIPLES**

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At Domino Tekstil, we place the ten principles of the United Nations Global Compact at the heart of our strategies, policies, and business processes. By doing so, we not only protect human rights and our planet but also embed these principles into the foundation of our long-term goals.

These principles address the universal responsibilities of businesses in the areas of human rights, labor standards, the environment, and anti-corruption. For the Domino Tekstil family, these principles serve as a compass for sustainability.

#### **SCOPE OF THE REPORT**

Domino Tekstil's first sustainability report covers the one-year period from January 1 to December 31, 2023. Additionally, this report includes comparative data from previous years. The Domino Tekstil referred to in the report encompasses our company's production and commercial activities in Bolu.

#### SUSTAINABILITY REPORT AND CONTACT

Domino Tekstil's efforts in sustainability and social responsibility are thoroughly examined in the company's 2023 Sustainability Report.

For more information, you can visit <a href="www.dominotekstil.com.tr">www.dominotekstil.com.tr</a> or contact us at info@dominotekstil.com.tr.

### FOUNDER'S MESSAGE

Nearly thirty years ago, in 1992, we set out with just a handful of colleagues and a set of goals and promises we made to ourselves.

We are proud to have worked for Turkey, investing in jobs, sustenance, and social harmony right here in Anatolia. For over 30 years, through unity, solidarity, sharing, and disciplined hard work, we have achieved our goals one by one and opened up to the world. This year, as we celebrate the 100th anniversary of our Republic, we also have the joy of marking Domino's 32nd birthday.

We have elevated our standards to match those of Europe and the world. Even before it became widespread in Europe, we embraced and implemented the fundamental principle that production must be in harmony with the environment, living beings, and the local community, and that sustainability should be the cornerstone in every aspect.

Our unwavering principles, guided by human, life, and environmental consciousness, are:

Customer satisfaction Employee satisfaction Supplier satisfaction Public satisfaction

Despite all our achievements, we have never forgotten that "change is the true power." In 2010, we transitioned to an entirely new model—one that Turkey was not accustomed to but which we believed would become widespread in the future—by delegating all authority and responsibility to our company employees and the Board of Directors composed of them. By doing so, we demonstrated to everyone that participation, collabration, and solidarity can be realized in the business world, becoming an organization where employees manage themselves.

As we surpass a quarter-century, we are working on changes and strategic transformations that will carry Domino Tekstil into the next 25 years. Without ever forgetting humanity, the environment, and sustainability, and being fully aware of our responsibility to our country, we are turning towards the revolution in Industry 4.0 and digital technology. We are seeking new models to serve our beautiful Turkey for another 30 years and beyond. In both our management and production processes, we prioritize sustainability, transparency, traceability, accountability, reliability, and the consciousness and responsibility of self-monitoring.



The year 2023 brought many challenges for our country and the world. The elections in our country, political uncertainties, and economic instabilities; the global climate crisis, massive migration waves, and natural disasters have deeply affected us all. Despite these difficult conditions, Domino Tekstil has maintained its determination and resilience. Without compromising our sustainability principles, we have successfully continued on our path, thanks to the dedication of our employees and the support of our business partners. The performance we displayed during this tough period allows us to look to the future with hope and to further strengthen our efforts for a sustainable world. We proudly share that we live by our motto: "Sustainability is not a choice but a necessity; it is also a moral responsibility." Implementing this in every area brings us both pride and peace of mind. Since its establishment, Domino has grown with the efforts of female employees, reaching a record high female employee ratio of 92% in 2023, surpassing global standards. The 17 principles identified by the United Nations for sustainable development serve as our fundamental compass, guiding us to advance at world standards. As Domino Tekstil, we will continue to boldly uphold our mission of being an exemplary textile exporter where the three fundamental components of sustainabilitysocial, environmental, and good governance principles—are alive and thriving. Drawing strength from our past, as we work to lead Domino Tekstil to new horizons and a brighter future, together with all my teammates, we once again reaffirm our belief: "Only those who believe in the power of change will shape the future!" On this occasion, we extend our heartfelt thanks to everyone who believes in, trusts, and supports us.

A better world is possible.

A better Turkey is possible.

A better Domino is possible...

**UMUT ORAN** 



### NUMBERS & HIGHLIGHTS 2023

92% women workforce 60% women board President of Board: WOMAN

70% Women Management

96% women worker represantative 100% verified wage management -6% gender pay gap 88% worker staisfaction rate

0,10, co2e per piece Turkey's
First LEED
GOLD
Factory

70% solar energy ,on site

100% I-REC Off-set

100% ZDHC Compliance 100% Waste Management Zero Waste Certification 99%
Sustainable
Material

96 point Higg FEM 99% Higg FSLM 98 point CTPAT Audit

29.168 hours training CAPACITY

Product Types: All denim and non-denim pants (casual, daily/smart casual, classic), skirts, shorts, overalls, vests, unlined jackets

Product Groups: Women – Men – Children

Fabric Groups: Woven fabrics in sustainable qualities

(organic, recycled, wool, BCI, RWS, RCS)

• Seasonal Collections: We design collections throughout the year that reflect market trends. We follow fashion and fabric fairs and draw inspiration from fashion hubs worldwide.

- **Customized Collections:** We release customized collections on a monthly basis.
- Capsule Collections: We create capsule collections that follow the latest trends.

Participation in fairs, fabric and accessory research, and sourcing Showroom, sample, counter-sample, and trend analysis

Visits to various markets for inspiration

Seasonal collections based on customer mood boards

Seasonal Main Collection for all customers

Products manufactured in Domino Tekstil's Bolu Factory are exported to many countries worldwide. Our primary market is Europe, with exports also reaching America and the Far East. Continuing its responsible production approach that it has upheld for 31 years in its existing customer and market base, Domino Tekstil is also working on expanding into new markets.

Our globally recognized ready-to-wear brand clients include H&M, COS, Arket, & Other Stories, Inditex, Massimo Dutti, Hollister, Marks & Spencer, Ralph Lauren.





#### **VISION & MISION**

**Our Mission** We are an innovative, quality-focused, flexible, fast, and solution-oriented strategic partner that operates with a sense of sustainability and social responsibility in the fashion and ready-to-wear industry, setting an example as a responsible, reliable, and transparent supplier for our clients.

**Our Vision** To become the preferred fast-fashion supplier for brands in the global ready-to-wear industry.

#### **CORE OBJECTIVES**

- Our most important resource is our human capital.
- Our goal is to create resources for continuous development.
- Adhering to high business ethics and principles of honesty is the cornerstone of our existence.
- Decisiveness and timely decision-making are essential behaviors for us.
- Meeting agreed-upon customer demands is a priority.
- Ensuring product safety and reducing risks is fundamental.
- Producing reliable and long-lasting products is essential.
- We emphasize goodwill, transparency, and honesty in all our relationships, within the framework of ethics, law, and morality.
- We are open to continuous learning and do not settle with what we already know.
- We believe that the key to success is working efficiently, with discipline and planning.
- We set challenging goals and believe that nothing is impossible.
- We respect national and moral values.
- Our slogan: "We work for Turkey."
- We hold a sense of responsibility toward society.
- We are sensitive to the environment and all forms of life.
- Our focus is employee, customer, and supplier satisfaction.

#### **OUR VALUES**

- Sustainable
- Collaborative
- Transparent
  - Traceable
    - Agile
- Responsible
- Employee Satisfaction
- Social Responsibility
  - Trustworthy
  - Innovative
  - Good Listener
    - Flexible
  - Results-Oriented
    - Open-Minded
    - Accountable
      - Accessible



### DOMINO TEKSTIL: LEADERSHIP IN SUSTAINABILITY & SOCIAL RESPONSIBILITY

Established in 1992, Domino Tekstil has been manufacturing and exporting woven fabric garments to serve prominent ready-to-wear customers around the world, including leading brands in Europe and the USA. With a vision of providing high-quality products and services through its experienced and skilled team, Domino Tekstil also sets an example in the industry with its commitment to sustainability, business ethics, and social responsibility.

### SUSTAINABILITY APPROACH AND PRODUCTION PROCESS

The factory of Domino Tekstil, founded in Bolu as a reflection of founder Umut Oran's mission to "create employment in Anatolia" since 1996, began operations in 1997 on an area of 30,000 m² (open) and 6,500 m² (closed). In 2023, with the addition of Turkey's first LEED Gold-certified garment production building, the production area expanded to 10,000 m². Domino Tekstil continues to work on minimizing environmental impacts by utilizing advanced technology-based machinery and equipment in its production process.

#### SOCIAL FACILITIES AND EMPLOYEE WELL-BEING

The factory campus, designed to be environmentally friendly and supportive of a healthy ecosystem, aims to ensure that employees work in a healthy, peaceful, and motivated environment. The campus includes football and volleyball fields, running and walking tracks, and gym areas, allowing employees to enjoy these facilities in their free time and on weekends.

Additionally, through Domino Academy, sports training is provided for employees' children, and daycare services are available for younger children. In this eco-friendly factory, there are designated areas (for both summer and winter seasons) where employees can rest and socialize.

#### **EMPLOYEE VOICE IN MANAGEMENT**

Domino Tekstil's integrated sewing factory employs 630 people. During his tenure as Chairman of the Board, Oran pioneered a model in the industry by enabling employees to have a voice in management. In 2010, when he entered active politics, Oran transferred the management, authority, and responsibility of the company to a Board of Directors comprised of employees.

### OUR MANIFESTO 2020 MANIFESTO & 2030 VISION

Sustainability Focus
Ecological Sensitivity
Circular Economy
Resource Optimization
Waste Management

Employee Satisfaction-Centric

Establishment of an R&D and Product Development Center

Expansion of Supplier Network

Managerial Structuring

Establishment of a Center of Excellence in Design and Pattern

Rooms

Customer Orientation

Digitalization

Advanced Technology Focus in IT Systems
Coordination and Communication
Restructuring of our Factory
Becoming an Environmentally Sensitive Production Facility

**Our Sustainability Motto** 

Sustainability
is not a choice;
it is a necessity and
a moral responsibility.

### GLOBAL PLATFORMS CERTIFICATES

- Higg Index FEM
- Higg Index FSLM
- Sedex
- BSCI
- RWS
- OCS 100
- OCS Blended
- RCS 100
- RCS Blended
- GRS
- GOTS
- CT-PAT
- Technical Standards& Safety Authority
- BCI
- I-REC
- Zero Waste
- UNDP Global Compact
- WEPs

### CIVIL SOCIETY ORGANIZATIONS

Domino Tekstil actively participates in various associations and civil society organizations, contributing to social responsibility.

- United Nations Global Compact
- International Apparel
   Federation
- Better Cotton Initiative (BCI)
- Turkish Exporters Assembly (TİM)
- Turkish Clothing Manufacturers
   Association (TGSD)
- Istanbul Apparel Exporters
   Association (İHKİB)
- Bolu Chamber of Commerce and Industry (BTSO)
- United Nations Women's Empowerment Principles (UN WEPs)
- SEDEX



#### **MILESTONES & ACHIEVEMENTS**

- 1992: Established with the mission of "Working for Turkey."
- 1997: Advocated for "Jobs, food, and social peace in Anatolia" with Bolu operations.
- 1999-2008: Established sewing & washing clusters in Bolu, fostering local partnerships.
- 2009: Partnered with H&M to create Turkey's first green factory.
- 2010: Transitioned to full professional management.
- 2015: Opened Madrid Design Office.
- 2017: Celebrated Domino Tekstil's 25th anniversary.
- 2018: Won Deloitte's Best Managed Companies Award.
- 2018: Made May 1st and March 8th holidays for employees, before official recognition.
- 2019: Achieved sustainable material certification.
- 2019: Launched Barcelona Sales Design Office (Bonitu).
- 2019: Ranked 439th in Turkey's Top 500 Industrial List, 472nd in Top 1000 Exporters, 450th in Anatolia, 96th in sector, and 3rd in Bolu.
- 2020: Became a self-assessing company for H&M.
- 2020: Expanded production and operations in Bolu.
- 2020: Signed the UN Global Compact.
- 2020: Signed the UN Gender Equality Agreement and applied the UN WEPs.
- 2020: Received appreciation from SGK as a company that remained open during the pandemic.
- 2020: Awarded by SGK for increasing employment.
- 2021: Adopted 3-D design.
- 2021: Recognized as the company with the most insured employees in Bolu.
- 2021: Paid the highest SGK premium in Bolu.
- 2021: Achieved highest female employment in Bolu.
- 2021: Awarded highest export in Bolu.
- 2022: Celebrated Domino's 30th anniversary.
- 2022: Recognized by TÜBİSAD for contributions to environmental sustainability.
- 2022: Launched Gender Strategy focusing on gender equality.
- 2022: Joined United Nations Global Compact's Climate Ambition.
- 2022: Thanked by the Turkish Spinal Cord Paralysis Association for participation in the Plastic Cap Project.
- 2023: Awarded LEED Gold as Turkey's first LEED Gold certified production facility.
- 2023: Established the Tuna Umut Oran Foundation.

#### STAKEHOLDER COMMUNICATION

In the changing and evolving world, the effects of the pandemic have once again highlighted the importance of frequent and intensive communication. Traditional communication channels, which were previously familiar, have been replaced by hybrid and digital platforms. In this regard, as we reshape our stakeholder communication structure, we have taken these realities into account. The updated communication framework that we have structured to address the growing needs of the changing world is presented in the table below. Our internal communication methods need to evolve in line with these expanding needs, and the channels we are following include:

	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
Top Management	Senior Management – Executive Board Meetings Reports, regular notifications	Monthly. – Regular
Workers	Employee Staisfaction Survey	Regularly - every year
	Open Door Policy	Continuously.throughout the year
	'l Have an Idea' Applications	Continuously.throughout the year
	Performance Evaluation Sharing	Once a year
	Sharing important news, information within the company	Continuously
	Planned Trainings, Meetings, Evaluations and Announcements	Continuously
	Social Media, Information Messages, Announcements	Continuously
	Making Monthly, Periodic Reports	Continuously
	Internal and External Meetings	Continuously
Customer	Sustainability Strategy and Performance	Yearly
	Audits	Yearly
	Business Development Centers	Continuously
	Audits	Yearly
Certification Bodies	Meetings	Regularly during the year
	Supplier.Evaluations	Regularly during the year
Suppliers	Supplier Training and Field Visits	Regularly during the year
	Audits	Project-based
Public& Regulatory Bodies Sectoral Associations Organizations	Following Current Developments	Continuously
Non-Governmental Organizations	Voluntary Activities	Continuously
	Donations and Sponsorships	Project-based
	Projects	Project-based
Local Carramanant Assistants Institute	Internal & External Reports	Continuously
Local, Government, Academic Institutions	Projects	Project based
All Stakeholders	Social Media and Corporate Website	Continuously

### EMPLOYEE REPRESENTATION & COMMUNICATION: SUSTAINABLE WORKING CULTURE AT DOMINO TEKSTİL

#### **Employee Representation:**

At Domino Tekstil, ensuring and maintaining workplace harmony is seen as one of the cornerstones of building a sustainable culture.

Accordingly, a system of employee representation elected through democratic means has been established. In 2023, elections were held with the participation of all production employees, ensuring election security by implementing a closed ballot and open counting system in accordance with ILO Convention No. 135 on Workers' Representatives and other international standards. A total of 11 employee representatives were elected, with 10 women and 1 man serving as of the end of 2023.

Throughout this process, particular importance has been given to female representation, aiming to create a representative structure that aligns with the proportion of female employees.

Representatives reviewed suggestion and complaint boxes on a weekly basis and attended monthly employee representation meetings, sharing employees' requests with management.

Acting as a bridge between employees and upper management, these representatives contribute actively to workplace improvement processes.

To ensure the healthy functioning of the Employee Representation system at Domino Tekstil, we conduct an Employee Representation Satisfaction Survey every year.



### SUGGESTION, COMPLAINT, FEEDBACK BOXES

At Domino Tekstil, confidential suggestion and complaint boxes enable employees to share feedback anonymously or with their names while ensuring privacy. Reviewed weekly by the Sustainability Specialist and Employee Representative, these boxes contribute significantly to workplace improvements. General issues result in actions communicated to all employees, while individual concerns are addressed confidentially with a guarantee of non-retaliation.

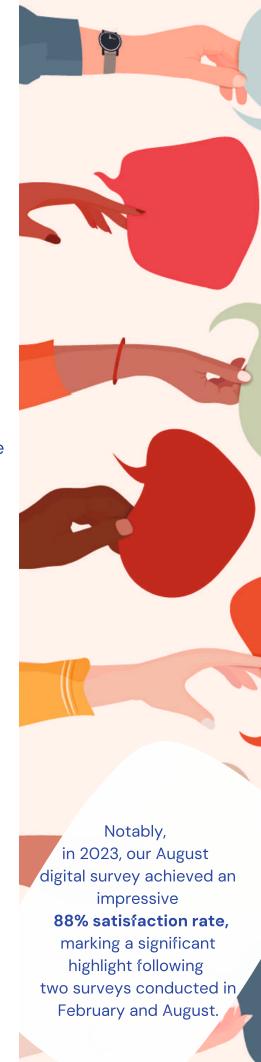
#### **EMPLOYEE SATISFACTION SURVEY:**

At Domino Tekstil, we conduct employee satisfaction surveys twice a year to enhance satisfaction and provide mechanisms for anonymous feedback. These surveys gather employee insights for sustainable workplace improvements. Results are evaluated with employee representatives, and necessary actions are taken. In 2023, two digital surveys were held in February and August, with the August survey reaching an 88% satisfaction rate.

### EXTERNAL RESOURCE CONTACT INFORMATION:

We share contact information for external resources (NGOs, women's groups, health clinics) on bulletin boards to support employees facing complaints, harassment, or abuse, enabling secure connections. Structures are in place to create a sustainable work environment sensitive to marginalized groups, women, and migrants.

Domino Tekstil is committed to fostering a sustainable workplace culture through transparent and inclusive communication methods. These practices ensure employees' voices are heard while improving workplace safety and satisfaction.



#### **CODE OF BUSINESS ETHICS & CONDUCT**

Domino Tekstil has embraced transparency, accountability, and reliability as core principles in all its activities. Accordingly, ethical business practices and anti-bribery and anti-corruption policies are at the heart of our company culture. The following steps have been taken to reinforce this commitment:

- Anti-Corruption and Anti-Bribery Policy: Domino Tekstil aims to prevent corruption (misuse of authority) and bribery (abuse of position for personal gain). This policy applies to all employees, suppliers, consultants, and anyone acting on behalf of the company, with senior management responsible for its implementation and updates.
- Legal Compliance and Transparency: The company ensures full compliance with legal regulations in all processes, accurately recording, maintaining, and auditing transactions and documents with third parties.
- Firm Stance Against Bribery and Corruption: Domino
  Tekstil terminates relationships with third parties seeking
  to engage in bribery or corruption and does not make
  facilitation payments.
- Gifts and Business Courtesies: While gift-giving is common in business, the company only accepts or gives transparent, good-faith, unconditional gifts of symbolic, low value, which are reported to relevant departments.
- Violation Reporting and Protection: Employees who report bribery or corruption face no punishment or retaliation.
   Policy violations are reviewed by a disciplinary committee, and necessary sanctions are applied.



As of 2023, no violations have been identified under these policies.

#### **SOCIAL COMPLIANCE POLICY**

Domino Tekstil upholds principles supporting social development across both its Bolu factory and its suppliers and subcontractors.

- Combating Child Labor: Domino Tekstil does not employ anyone under the age of 16, in alignment with ILO and UN Child Rights Convention standards.
- Non-Discrimination and Harassment: No discrimination, coercion, harassment, or mistreatment is allowed in recruitment and work processes. Respect for individual rights and cultural differences is essential.
- Forced Labor and Freedom: Employees work on a voluntary basis. Forced labor, deposit-taking, or seizure of personal documents are not permitted.
- Union and Collective Bargaining Rights: Employees' rights to freely and democratically establish unions and engage in collective bargaining are protected.
- Employee Participation and Feedback: Mechanisms are established for employees to convey their wishes, complaints, and suggestions. Feedback is reviewed, and results are shared with employees.
- Working Conditions: All conditions, such as working hours, wages, and overtime, are applied in accordance with legal regulations.
- Education and Awareness: Training is provided to employees on social rights, company practices, and legal matters to raise awareness.
- Environment and Sustainability: Environmentally responsible methods are adopted in production processes. Environmental impacts, such as air pollution, wastewater quality, and natural resource use, are continuously monitored and optimized.



As of 2023, no violations have been recorded under these policies.



#### SUSTAINABILITY APPROACH

The "Domino Textile Sustainability Strategy," launched in 2022, sets long-term sustainability goals to be implemented from 2022 to 2027. Our strategy aims to prioritize ecological and social responsibility across all processes, taking innovative steps toward a sustainable future.

#### **Our Sustainability Approach:**

- Full compliance with international standards, such as the UN Global Compact Principles and the WEPS Principles.
- Creating an exemplary work environment at our Bolu facility through principles of Equal Pay for Equal Work and Gender Equality.
- Reducing our carbon footprint and ensuring environmental sustainability in alignment with the Paris Climate Agreement and the Green Deal.

#### **Key Principles of Our Strategy:**

- Human Values Focus: Respect for human rights and prioritization of employee well-being in all our processes.
- Climate Change Awareness: Implementation of strategies to combat and adapt to climate change across all areas.
- Resource Optimization and Efficiency: Ensuring sustainable production by utilizing natural resources efficiently.
- Improving the Supply Chain: Applying responsible supply chain management aligned with sustainability criteria.
- Commitment to Social Development: Contributing to social development by supporting social progress.
- Transparency, Accountability, and Traceability:
   Upholding transparency and accountability principles in all processes.
- Continuous Improvement: Embracing a mindset of continuous improvement to advance our sustainability performance each year.



### SUSTAINABILITY 2027 GOALS & GLOBAL INDICATORS

Human Values Focus	<ul> <li>Creating and Maintaining a Dignified, Just, and Peaceful Work Environment for All</li> <li>Establishing a workplace environment of gender equality (adherence to WEP's principles)</li> <li>Elevating Employee Satisfaction to +80% by 2025</li> <li>Developing Talent and Career Pools for all employees</li> <li>Launching Domino Academy to enhance the legal, technical, sports, career, and personal development training for our employees and their families</li> <li>Implementing 'Equal Pay for Equal Work' across all positions</li> <li>Ensuring a work environment compliant with Occupational Health and Safety standards</li> </ul>
Sensitivity to Climate Change	<ul> <li>Green Transformation, Production, and Employment Action Plan aligned with the EU Green Deal.</li> <li>Carbon Footprint (Scope 3) calculated in 2022, achieving a 24% improvement from the 2021 forecast of 0.14 CO2e under Scope 2.</li> <li>Transition to renewable/clean energy sources for factory operations.</li> <li>Reduction and reuse of water consumption, prioritizing more sustainable sources.</li> <li>Support for increasing forest areas through ongoing projects.</li> </ul>
Resource Optimization & Efficiency	<ul> <li>By 2025, ensure 80% of our materials are sourced from recycled or sustainable resources.</li> <li>By 2030, achieve 100% sourcing of materials from recycled or other sustainable sources.</li> <li>Annually reduce the use of raw materials in the production process by 5% through digital management.</li> </ul>
Supply Chain Improvement	<ul> <li>Conduct stakeholder mapping – 2021</li> <li>Lead according to their needs</li> <li>Make a difference in the supply chain for climate action</li> </ul>
Commitment to Social Development	<ul> <li>Continue development projects in line with the needs of the community.</li> <li>Collaborate with decision-makers.</li> <li>Conduct studies on climate action, social development, and continuous improvement in accordance with Sustainability Development Goals (SDGs).</li> <li>Forge sectoral collaborations to solve industry issues.</li> </ul>
Transparency, Accountability, Traceability	<ul> <li>100% compliance with national and international standards (labor and business relations).</li> <li>Integration of all processes with UNDP Global Compact SDGs.</li> <li>Internal Sustainability Report (Quarterly Basis) – January 2022.</li> <li>Annual report on progress compliant with international standards.</li> </ul>
Continuous Improvement	<ul> <li>Digitalization</li> <li>Learning Organization</li> <li>Agile manufacturing solutions</li> <li>Sustainable design</li> </ul>























#### **OUR PRIORITIZATION STEPS AND PRIORITIES**

At Domino Tekstil, we established our sustainability strategy in 2021 and publicly announced it in 2022. Drawing on 30 years of industry experience, we thoroughly examined customer and stakeholder expectations, global best practices, and worldwide risk trends, aiming to align with the United Nations Sustainable Development Goals (SDGs).

As a result, we identified our impact areas focusing on the core components of sustainability—social, economic, and governance—and linked them to the SDGs. In this reporting period, we reviewed and updated our priorities to meet current needs, incorporating feedback from internal and external stakeholders. Sharing these prioritization results reflects our commitment to a responsible and sustainable approach.

External Stakeholder Priorities	Domino Priorities	
Customer Satisfaction	Customer Satisfaction	
Ethics - Transparency - Accountability	Employee Satisfaction	
Commitment to Social Development	Public Satisfaction	
Sustainable Supply Chain	Supplier Satisfaction	
Waste Management	Combating Climate Change	
Sustainable & Responsible Production	Responsible Production	
	Optimization in Resource Usage	
	Occupational Health and Safety (OHS)	
	Gender Equality	

### AUDIT & IMPROVEMENT PROCESSES: GUARANTEEING SUSTAINABLE & RESPONSIBLE PRODUCTION

At Domino Tekstil, we view sustainability and social responsibility principles as foundational elements of our business. For this reason, we conduct regular social compliance and sustainability audits both in our internal production units and throughout our supply chain. These audits go beyond merely meeting legal requirements; they aim to continuously improve our production processes to contribute to a better world.

#### **SOCIAL & ENVIRONMENT AUDITS**

Our Sustainability and Quality teams conduct regular audits of our production units and suppliers, performing announced or unannounced audits based on risk analysis. Non-compliance in zero-tolerance areas results in immediate termination of business relations; for minimum requirement violations, we initiate an improvement process with a Corrective Action Report. Failure to implement improvements leads to termination. Audits at our Bolu factory affirm our commitment to sustainability, with results reported to unit managers and improvements closely monitored. We also perform annual self-assessments using the Higg system's SLCP and FEM modules, verified by third parties. In 2023, we established a supplier mapping and risk analysis system, initiating audit planning accordingly.

#### **SAFETY AUDITS: SECURE PRODUCTION**

At Domino Tekstil, we prioritize not only producing high-quality products but also ensuring they are manufactured and shipped securely. To enhance security across our facility, employees, and supply chain, we participated in the CTPAT (Customs-Trade Partnership Against Terrorism) audit process. Achieving a score of 92% on our first audit, we earned the CTPAT certificate, proudly affirming Domino Tekstil's status as a reliable and secure production facility to our customers and suppliers.



#### **PRODUCT CERTIFICATION AUDITS**

Responsible Production and Transparency One of the most critical elements of sustainability is the ability to produce responsibly. At Domino Tekstil, we obtain certifications approved by globally accredited institutions for each product we manufacture. This applies not only to products manufactured within our company but also to all product components sourced from our suppliers. Our certifications, which confirm that our products are sourced sustainably and produced responsibly, include GOTS (Global Organic Textile Standard), RCS (Recycled Claim Standard), OCS (Organic Content Standard), GRS (Global Recycled Standard), and RWS (Responsible Wool Standard). These certifications demonstrate that our production processes respect nature and underscore our commitment to business ethics and transparency.

#### **QUALITY MANAGEMENT AUDITS**

Pursuing Excellence Quality is a non-negotiable priority for Domino Tekstil. To meet customer expectations and offer products that adhere to the highest quality standards, we rigorously apply our Quality Management System. We identify quality risks at every stage of our production processes through our risk management approach and take the necessary precautions. Physical tests conducted in our laboratories, such as water, perspiration, washing, and dry rub tests, not only meet customer demands but also serve as a guarantee of our sustainable production processes. Our accredited laboratories are regularly audited by both our customers and independent audit organizations and successfully pass these inspections...



### CREATING VALUE: A SUSTAINABLE SUPPLY CHAIN

At Domino Tekstil, we believe industry growth relies on collective progress, which drives our commitment to strong supplier development programs.

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Our Supplier Evaluation Principles reflect our core values and align with national laws, customer expectations, the UN Global Compact, the International Labour Organization's core standards, and the Universal Declaration of Human Rights.

We clearly communicate our Supplier Code of Conduct during contracting and expect full compliance.

Prioritizing local suppliers supports local development. Our supply chain is divided into four main areas:

- Contracted production (cutting, sewing, packaging)
- Intermediate services (embroidery, printing, washing, handicrafts)
- Fabric supply
- Accessory supply

After completing our supplier mapping and risk analysis in 2021, we continued to evaluate supplier performance, engagement, and service quality throughout 2023. This ongoing process involves cross-departmental collaboration to provide suppliers with feedback and support for continuous improvement.



Prevention of coal usage

Our unwavering commitment to "Responsible Production and Consumption" and "Decent Work and Economic Growth" drives us to elevate sustainability standards across our supply chain.

Additionally, we provide regular training sessions for our suppliers on sustainability, social and environmental compliance, customer requirements, and gender equality.

In 2023, our supplier development efforts focused on two key areas:

- Joint Training and Initiatives to Raise Awareness on Gender Equality: We organized collaborative training programs to promote gender equality, ensuring that inclusive practices are embedded throughout our supply chain.
- Collaborations with Various Stakeholders to Develop Carbon Footprint Reduction Plans:We partnered with stakeholders to create and implement strategies aimed at reducing carbon emissions, fostering a more sustainable and environmentally friendly supply chain.

IBy promoting awareness and driving innovation within our supply chain, Domino Tekstil continues to lead in sustainable practices, setting new industry standards.

Our proactive approach not only enhances our own sustainability performance but also empowers our suppliers to adopt more responsible practices, contributing to a more sustainable future for the entire industry.



of supplier training.

### SUSTAINABILITY AND HUMAN DIGNITY OCCUPATIONAL HEALTH AND SAFETY APPROACH

Every person has the fundamental right to a safe and secure working environment. At Domino Tekstil, we view this principle not merely as an obligation but as an integral part of our sustainability strategy. In line with the Occupational Health and Safety Law No. 6331 and international OHSAS 18001 standards, we meticulously implement our occupational health and safety practices.

At Domino Tekstil, ensuring a safe and secure working environment is integral to our sustainability strategy. Complying with Occupational Health and Safety Law No. 6331 and international OHSAS 18001 standards, we meticulously implement our occupational health and safety practices.

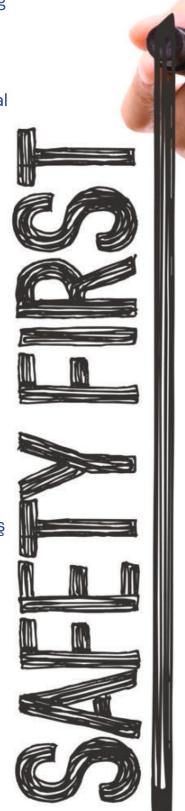
All employees and subcontractors must complete Occupational Health and Safety Training before starting work to maintain the highest safety standards. Our Occupational Health and Safety Committee, comprising members from senior management to field workers, meets monthly to review and improve safety processes, with meeting minutes shared to encourage active participation.

Aiming for a "Zero Accident" goal, we promptly analyze any incidents to implement corrective actions swiftly. Regular inspections are conducted daily, weekly, and monthly by our OHS experts and Sustainability Department.

Our commitment goes beyond regulatory requirements; emergency measures and drills demonstrate our dedication to protecting every member of the Domino Tekstil family. In 2023,

- Reduced workplace accidents by 10% compared to the previous year.
- Reviewed our factory's earthquake risk analysis in collaboration with AFAD and AKUT after the Kahramanmaraş Earthquake.
- Participated in H&M's best practice meeting on "Enhancing OHS Safety and Workplace Adaptation for Vulnerable Employees."
- Collaborated with Bolu Abant İzzet Baysal University for dental health trainings and continued breast cancer awareness initiatives.

We believe preserving human dignity is essential for a sustainable future and continuously strive to create a safer working environment for everyone.



### SUSTAINABILITY & INNOVATION DIGITAL TRANSFORMATION

At Domino Tekstil, we understand that sustainability is achieved by using resources correctly. We continuously enhance our digital transformation to increase our digital competencies, recognizing the importance of preserving our corporate memory in durable digital infrastructures. Postpandemic, uninterrupted data access has become vital for us and our customers.

#### Our Digital Transformation Projects

- **Digitalization of Samples:** Since 2020, we've digitized sample preparation using the CLO program and VCR integration, reducing material use, waste, energy consumption, carbon and water footprints, and labor.
- Digital Documentation: We've reduced paper usage by transitioning to digital documentation; our industrial engineering team tracks production via tablets.
- **Digital Library System:** We're moving to a digital library system to monitor fabrics and production processes.
- RFID Tracking Projects: Through RFID tracking with our customers, we monitor box fill rates and reduce logistics costs.

#### **Goals of Our Digital Transformation**

- Achieve sustainable operational excellence.
- Eliminate process and defect wastes, improving flow time and quality.
- Provide traceability and transparency to increase customer satisfaction.
- Strengthen collaboration with stakeholders by creating collective intelligence platforms.

We began with raw material management and continue with production tracking. As a luxury segment producer, we prioritize "Domino Quality" over quantity.

In 2023, we digitized our quality management system, monitoring quality controls of finished products and raw materials. Using artificial intelligence, we predict whether incoming materials meet expectations, minimizing errors. Business Intelligence systems support us with instant and transparent reporting.



#### **HORIZON**

By the end of 2024, we aim to transfer all processes to a specially developed portal and share data transparently with our customers via cloud systems. This pioneering approach in sustainability and innovation will help us meet the demands of the information age and maintain our competitive advantage.

### WOMEN'S EMPOWERMENT LEADERSHIP AND TRANSFORMATION

At Domino Tekstil, we firmly believe that every individual is born free and equal in dignity and rights, as stated in Article 1 of the Universal Declaration of Human Rights. This conviction forms the cornerstone of our commitment to gender equality and women's empowerment—not only within our company but also as part of our broader goals for societal development and social advancement. In 2023, we continue to lead the industry as a pioneering implementer of the Women's Empowerment Principles (WEPs), fostering awareness and driving transformative change in gender equality.

Since becoming a WEPs signatory in 2021, Domino Tekstil has been dedicated to promoting gender equality in alignment with international standards. As a trailblazer in our sector, we focus on the following seven principles to empower women:

#### 1. Establish High-Level Corporate Leadership for Gender Equality

- Women hold key leadership positions, including our Chairwoman.
  - Women represent 50% of our board and 70% of management.
  - 100% of elected employee representatives are women.
- 92% of production employees are women, far exceeding industry averages.

### 2. Treat All Employees Fairly—Respect Human Rights and Non-Discrimination

- Enforce strict anti-discrimination policies in all aspects of employment.
  - Design bias-free hiring processes focusing on competencies.
  - Implement a 'Wage Management System' for fair compensation.
- Prioritize female candidates when competencies are equal to promote gender balance.

#### 3. Ensure the Health, Safety, and Well-Being of All Employees

- Provide regular safety training and secure facilities tailored for women.
  - Offer free, balanced meals and health awareness programs.
- Support maternity and parenting needs without loss of seniority or benefits.
- Maintain a confidential 24/7 support line staffed by psychologists and legal advisors.



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#### 4. Promote Education, Training, and Professional Development for Women

- **Mentorship:** Senior leaders mentor women; in 2023, 50 women graduated, with 15 promoted to managerial positions.
- **Leadership Programs:** 'Women Leaders' program enhances leadership and management skills.
- **Continuous Learning**: Provide free training courses and professional development opportunities.

#### 5. Empower Women in Enterprise Development and Supply Chain

- Women Entrepreneurs' Program: Offers training in business planning, financial management, marketing, and technology.
- **Market Access:** Provide platforms for women entrepreneurs to showcase and sell their products.
- **Supply Chain Inclusion:** Collaborate to facilitate women's access to job opportunities and support female-led businesses.

#### 6. Promote Equality Through Community Initiatives and Advocacy

- Hand in Hand for Equality' Campaign: Organize events to raise gender equality awareness.
- **Community Collaboration:** Partner with NGOs and public institutions to empower women economically and socially.
- **Advocacy**: Participate in campaigns like UN Women's 16 Days of Activism to promote societal change.

#### 7. Measure and Publicly Report on Gender Equality Progress

- **Transparency:** Regularly evaluate and publicly report our gender equality initiatives in sustainability reports.
- **Accountability:** Set benchmarks for continuous improvement and share best practices within the industry.

#### **KEY HIGHLGHTS**

- Leadership Commitment: Strong female presence at all organizational levels fosters a culture of equality and inclusion.
- **Community Impact:** Special quotas for women from shelters aid in reintegrating disadvantaged women into society.
- **Educational Support:** Comprehensive training programs bolstr women's professional growth and leadership skills.
- **Health and Wellness:** Initiatives extend beyond the workp' promoting overall well-being for female employees.
- **Economic Empowerment:** Support for women entreprene strengthens local economies and promotes self-sufficiency.



for sustainable development.

#### **CLIMATE CHANGE SENSITIVITY**

At Domino Tekstil, we embrace our planet as our only home and carry a profound responsibility to protect it for future generations. In 2021, we took decisive action to minimize our ecological footprint by developing strategic plans focused on **clean production**, **waste management**, **water management**, and **chemical management**.

Our core principle is to preserve and utilize natural resources efficiently. We proactively identify environmental risks and go beyond mere compliance with laws by innovating eco-friendly solutions. By rigorously assessing environmental impacts and prioritizing green technologies, we reinforce our leadership in sustainability.

We build sustainable relationships with partners who share our environmental commitment. From production to packaging, we prioritize recyclable and reusable materials, continually refining our processes.

Our Environmental Management System systematically monitors and standardizes our strategies and activities across all facilities. We consistently enhance our environmental programs and rigorously review our sustainability performance, striving for greater traceability and accountability.

We are proud to present in this report the significant environmental initiatives we undertook in 2023, highlighting our progress in transitioning to clean production, improving waste and water management, and advancing chemical management.

At Domino Tekstil, we are protecting our planet by minimizing our ecological footprint through pioneering environmental initiatives in clean production, waste and water management, and chemical management implemented in 2023.



#### **GREEN TRANSFORMATION STRATEGY**

At Domino Tekstil, we adopt a production model that considers the environmental, economic, and social balances that form the basis of our sustainable development approach. Accordingly, we develop our environmental policies to maximize our contribution to sustainable development and take steps that will reinforce our leadership in our sector.

#### **Energy Management and Efficiency Projects**

Energy management is crucial for minimizing our carbon footprint through efficient energy use. At Domino Tekstil, we employ a comprehensive strategy to enhance energy efficiency and transition to renewable energy sources, ensuring sustainable energy consumption.

#### **Efficiency Enhancements:**

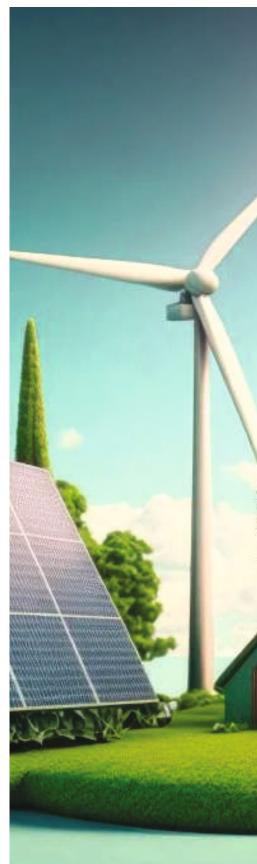
- **Lighting Systems Upgrade**: In 2023, we upgraded from outdated 40W fixtures to 20W LED lamps, reducing our energy consumption by 4% and decreasing annual waste and air emissions by 3.52%, contributing to a cleaner environment.
- Inverter Compressor Systems: We installed new-generation inverter compressor systems operating at 18-25 kW, replacing fixed 30 kW compressors, leading to significant energy savings.
   Additionally, our integrated heat recovery system now provides hot water for employee facilities without extra energy consumption.

#### **Transition to Renewable Energy Sources and I-REC Certification**

Transitioning to renewable energy sources is a pivotal component of our clean production strategy.

#### **Key Achievements:**

- **Solar Farm Investment:** In 2023, we commissioned a solar farm covering 40% of our energy consumption (316,800 kWh), reducing our carbon footprint by 162,660 kg of CO₂e.
- I-REC Certification: We purchased internationally recognized I-REC certificates for 541,000 kWh of electricity, ensuring it comes from renewable sources and neutralizing the carbon footprint from our electricity usage, underscoring our commitment to sustainability.



28

#### **REDUCING FOSSIL FUEL**

Despite the incomplete natural gas infrastructure in our region, we have taken significant steps to minimize fossil fuel use.

#### **Initiatives:**

- Switch to LNG: We optimized our energy production by using LNG instead of LPG, achieving a 15% efficiency gain.
   We now produce 750 kg/hour of steam with two LNG boilers instead of three fuel-oil boilers, reducing energy costs and enhancing economic sustainability.
- Heating System Upgrade: Replacing three fuel-oil heating boilers with nine gas-fired combi boilers that activate automatically based on demand improved heating comfort and significantly reduced fuel consumption and carbon emissions.

#### **Our Efforts to Reduce Carbon Emissions**

We implemented innovative projects to further reduce carbon emissions.

#### Highlights:

- Electric Vehicle Charging Station: We installed a charging station accessible to all vehicles using the D100 highway, promoting electric vehicle use and reducing emissions.
- Bicycle-Friendly Facilities: Investments in bicycle parking and shower facilities encourage sustainable transportation among employees and the community, aiding in lowering our overall carbon footprint.

### Monitoring Greenhouse Gas Emissions and Carbon Neutrality Goals

Understanding the direct impact of industrial activities on climate change, we are committed to reducing our greenhouse gas emissions.

#### **Progress:**

- Emissions Tracking: Since 2020, we've been calculating our direct and indirect emissions (Scopes 1, 2, and 3) using scientifically proven data sources like IPCC (2006) and DEFRA (2017).
- Significant Reduction: By 2023, we reduced the carbon footprint per product by 92%.
- Future Commitment: Aligned with the Paris Agreement's goal to limit global warming to 1.5°C, we are steadfast in our mission to become a carbon-neutral enterprise by 2030.



steadily progressing toward

economic goals. We aim to

position Domino Tekstil as a

world-class example of green

transformation by becoming a carbon-neutral enterprise

our environmental and

by 2030.

### LEADERSHIP IN SUSTAINABLE BUILDING DESIGN JOURNEY TO LEED V4 GOLD

Environmental issues like global warming and water scarcity make resource-efficient, environmentally friendly buildings essential. Buildings account for approximately 40% of global energy consumption and 30% of water use, with people spending about 90% of their lives indoors. This highlights the need for buildings that consume fewer resources and provide healthier living spaces.

Green buildings focus on factors directly impacting human health, such as indoor air quality, natural lighting, temperature control, and waste management. They aim to leave a cleaner environment for occupants, leading to fewer illnesses and higher performance levels.

Traditional construction methods consume vast amounts of energy, materials, water, and forests while increasing CO<sub>2</sub> emissions and using minimal recyclable materials. In contrast, green buildings offer numerous benefits:

**Energy and Water Savings:** On average, they consume 30% less energy and can achieve up to 50% water savings with efficient fixtures and landscaping strategies.

Reduced Waste: Emphasis on recycling and sustainable materials.

Improved Indoor Air Quality: Healthier environments for occupants.

**Enhanced Comfort and Productivity:** Better lighting and temperature control improve user experience.

Lower Costs: Reduced operating and maintenance expenses.



LEED (Leadership in Energy and Environmental Design), introduced in 1998 by the U.S. Green Building Council (USGBC) and currently at version v4, is a certification system for environmentally friendly buildings. It covers the entire process from design to construction and applies to various building types, including:

- Building Design and Construction
- Interior Design and Construction
- Building Operations and Maintenance
- Homes
- Neighborhood Development

LEED v4 evaluates buildings under nine main categories:

- 1.Integrative Process
- 2.Location and Transportation
- 3. Sustainable Sites
- 4. Water Efficiency
- 5. Energy and Atmosphere
- 6. Materials and Resources
- 7. Indoor Environmental Quality
- 8.Innovation
- 9. Regional Priority

Projects must first meet prerequisites in each category, then aim for points in credits aligned with sustainable practices. Based on total points, projects are awarded one of four certification levels:

Designed and constructed to the latest standards, Domino Tekstil's Achilles Building became operational in 2023, integrating numerous environmentally and human-friendly features. This monumental achievement marks Domino Tekstil as the owner of Turkey's very first LEED Gold Certified factory, setting a new benchmark in sustainable building practices both nationally and globally.

Our commitment to sustainability is not just a statement—it's a pioneering action leading the way toward a more sustainable, resilient, and healthier world. The project aligns with LEED criteria to reduce the negative environmental impacts of construction. Additionally, the strategies and systems employed allow for reduced operational costs, enhanced occupant comfort, and significant energy and water savings.



Certified: 40-49 points Silver: 50-59 points

Gold: 60-79 points
DOMINO TEKSTIL
Turkey's First
LEED Gold
Certified Factory

Platinum: 80-110 points

#### **KEY SUSTAINABLE FEATURES OF DOMINO TEKSTIL:**

- Water Efficiency: We maintained existing landscaping and added low-water-consumption plants to enhance floral diversity. By collecting rainwater for irrigation, we reduced reliance on municipal water. The use of waterefficient fixtures and reservoirs decreased indoor water consumption by over 40% compared to EPAct standard values.
- Energy Efficiency: The project includes approximately 250 kW of solar energy systems. Utilizing energy-efficient mechanical equipment, optimal lighting power densities, high-performance façade design, and solar energy, we achieved over 45% energy efficiency compared to ASHRAE 90.1 2010 standards.
- **Greenhouse Gas Emissions:** We planned for approximately a 45% reduction in greenhouse gas emissions during construction and operation by:

Contributing to emission reductions through energy and water savings.

Supporting renewable and low-emission energy production. Installing charging stations to promote electric vehicle use. Reducing waste and enhancing recovery through comprehensive waste management policies.

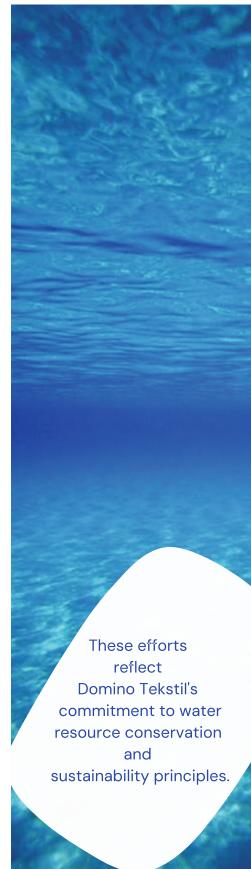
- Waste Management and Resource Use: Recycling points and solid waste stations were set up on each floor. During construction, we diverted at least 75% of waste from landfills through recycling and reuse. We monitored all domestic and recyclable waste, prioritized sustainable materials, and reused items like doors and glass from previous offices. Paints and building chemicals used contained low levels of harmful VOCs and complied with international LEED standards.
- Indoor Environmental Quality: Ventilation design met ASHRAE 62.1.2010 standards, with fresh air rates in office areas kept 30% above the standard, ensuring a healthy and comfortable environment.



#### WATER MANAGEMENT

Although more than 70% of our planet is covered with water, only 3% of it is potable. In today's world, where access to clean water is becoming increasingly difficult, scientific research predicts that a significant portion of the global population will face a water crisis within the next 25 years. Due to the scarcity of water resources, it is estimated that by 2030, over 700 million people worldwide will be forced to leave their homes. This reality underscores the growing importance and sensitivity of water usage with each passing day.

- At Domino Tekstil, even though we do not use water in our garment production processes, we are committed to ensuring a sustainable future and minimizing our negative impact on the planet by reducing our existing domestic water consumption. Aware of the traceability of all the water resources we use, we have installed advanced metering systems to measure all our sources. This enables us to manage our water usage effectively and accurately identify areas where we can improve.
- Since 2021, we have minimized clean water consumption by replacing all faucets in our restrooms with sensor-equipped, water-saving fixtures. Thanks to our new LEED Gold-certified building, which became operational in 2023, we managed to maintain our per capita water consumption at an average of 3.56 m³, despite an increase in personnel. This achievement reflects the importance we place on the efficient use of water resources.
- Furthermore, we significantly reduced clean water usage by implementing a rainwater harvesting system that collects and reuses rainwater. This initiative helps prevent the waste of clean water, a limited and scarce resource globally.
- Access to clean water and sanitation is among our top priorities to enhance our social impact. To benefit our neighboring village communities, we continue to provide all necessary infrastructure support to ensure the healthy operation of the fountains and washing areas we have built.



#### WASTE MANAGEMENT

In industrial production, leftover materials become waste. The increasing accumulation of waste and inadequate recycling are pressing global issues. With resources being limited and scarce, it is both our responsibility and moral duty to use them efficiently.

At Domino Tekstil, we strive to minimize waste generated in our production processes by adopting a sustainable waste management strategy. Since obtaining our "Zero Waste" certificate in 2021, we manage all waste according to the zero-waste principle.

#### Segregation and Recycling

 We segregate waste by type during production, sending over 95% of hazardous and non-hazardous waste to licensed recycling facilities. This prevents environmental contamination and supports the circular economy.

#### • Fabric Waste Recycling

 In 2023, we properly sorted and sent 79,300 kg of fabric waste to recycling facilities, ensuring it's transformed back into usable fabrics and yarns, significantly contributing to the circular economy.

#### • Upcycling Projects

 Our Green Team collaborates with suppliers to upcycle idle fabrics and accessories into new products. On October 11th, International Day of the Girl Child, we transformed surplus fabrics into 500 hair accessories for students at a school for disabled children in Bolu, turning waste into joy.

#### Reducing Single-Use Plastics

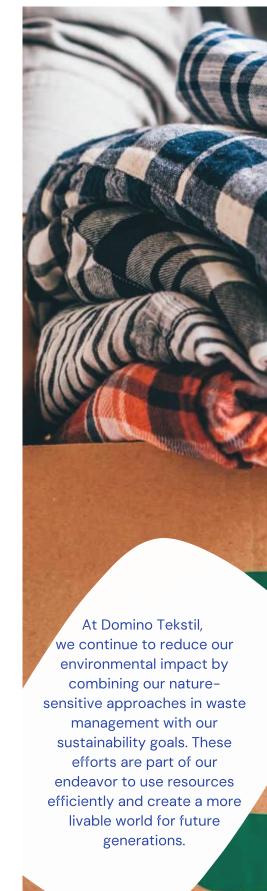
 Since 2023, we've gifted thermos flasks to all employees to eliminate disposable cup usage, significantly reducing single-use plastics.

#### • Employee Training

 We provide regular training to raise awareness about waste management and environmental consciousness. After our 23,780-hour training marathon in 2023, we're pleased to see positive impacts in our employees' professional and personal lives.

#### Supporting Animal Welfare

 In 2023, we contributed to animal welfare by sendiover 500 kilograms of leftover cafeteria food to th Bolu Municipality's pet food production facility.



#### CHEMICAL MANAGEMENT

At Domino Tekstil, we implement a comprehensive chemical management system to ensure that all chemicals used in our production processes cause the least harm to human health and the environment. This system is designed in line with international standards and customer expectations, fully complying with the requirements of the Zero Discharge of Hazardous Chemicals (ZDHC) and MRSL 3.0 lists.

- Elimination of Harmful Chemicals: We have completely halted the procurement of harmful chemicals and regularly check the contents of our existing chemicals to ensure they comply with these lists. We apply the most appropriate methods to safely dispose of identified harmful chemicals without harming the environment or human health. This proactive approach places sustainability at the core, continuously supporting our search for human- and nature-friendly alternative chemicals.
- Employee Safety and Training: To ensure the safety of our employees during chemical usage processes, we provide regular training and encourage the correct use of personal protective equipment. Additionally, our processes managed by experts trained in ZDHC are supported by Hazardous Substance Safety Consultancy services.
- Supply Chain Oversight: We rigorously audit all production units in our supply chain (fabric suppliers, laundries, garment manufacturers) and monitor their ZDHC compliance reports monthly. In cases of detected non-compliance, we develop proactive action plans to implement necessary corrective measures and find more sustainable solutions. We also regularly conduct wastewater and treatment tests in wet processing units to minimize potential risks.



#### **RESOURCE OPTIMIZATION**

Fabric is the most crucial raw material we use in our production process. Since fabric production is one of the most intensive processes in terms of water and chemical consumption, securing the production and supply process of raw materials is of great importance for sustainable textile production. At Domino Tekstil, we continuously develop and secure our processes to ensure the traceability of the raw materials we use.

- Use of Sustainable Materials: Using sustainable
  materials to minimize material consumption
  inefficiencies is central to our responsible production
  approach. We provide regular training on resource
  consumption, waste reduction, and efficient material
  use, ensuring sustainability and raising employee
  awareness.
- Advanced Cutting Systems: To optimize resources from the ordering stage, we've installed advanced cutting systems in our factory. This has minimized cutting waste and losses, enhancing production efficiency.
- **Digital Transformation in Sampling:** By implementing the 3D Clo application in our sampling process, we've reduced resource consumption and optimized logistics, leading to material and time savings.
- Technological Upgrades and Employee
   Development: Our expert engineers and efficiency department are upgrading machines with the latest technology. By enhancing employee skills, we aim to eliminate potential losses and errors, reducing second-quality products by producing the right product in one go.
- **Digital Process Tracking:** We use online ERP systems for all production monitoring processes. This digital approach has significantly reduced paper usage in our factory compared to previous years.



### TUNA UMUT ORAN FOUNDATION (TUOV): INVESTING IN EDUCATION TO BUILD A SUSTAINABLE FUTURE

At Domino Tekstil, we firmly believe that the key to a sustainable future lies in empowering our youth through education. Guided by this conviction, our founders, **Tuna and Umut Oran**, have established the **Tuna Umut Oran Foundation (TUOV)** to turn this vision into reality. TUOV operates on the principle that educated and ethical young people are the architects of our future, aiming to ensure that Turkish youth embrace and advance the core values of our Republic.

Anchored in the principles of reason, science, and education—the enduring legacy of **Mustafa Kemal Atatürk**—the foundation is dedicated to providing scholarships and financial support to honest, moral, and successful students who lack sufficient socioeconomic means. TUOV is committed to preparing these young individuals for the future, nurturing them with an awareness of **sustainable development** and **social responsibility**.

The foundation's **Board of Directors**, comprising executives from Domino Tekstil and some of the nation's most esteemed figures, demonstrates a profound commitment to sustainability and social responsibility. Through its investments in education, TUOV seeks to contribute to the formation of an educated society—the cornerstone of sustainable development—and to champion social equality.

#### **TUOV PURPOSE**

Our purpose has been defined as providing scholarships and both financial and moral support to honest, ethical, and successful young people and students who lack sufficient socio-economic means, by referencing the reason and science, which are the spiritual legacy of Mustafa Kemal Atatürk, the founder of the Republic of Turkey-thus preparing them for the future.

An internal directive will be prepared by the Foundation's Board of Directors for the selection of students and young individuals who will receive scholarships and support. The foundation's management will determine the payments to be made for scholarship amounts and incentives, as well as the young people, scholarship recipients, and students to be encouraged.







TUOV exists to lend a shoulder to Turkish youth who embrace Atatürk's spiritual legacy. We want there to be a TUOV where young people who will ensure our Republic-the 'protector of the defenseless'-remains everlasting can also receive support.

-Tuna and Umut Oran
2023 - Bolu

**Beginning in 2024**, TUOV will commence its scholarship program, playing a pivotal role in cultivating individuals who will propel Turkey to the forefront of contemporary civilizations. The foundation's initiatives will not only transform the lives of students but will also strengthen the social fabric of our society, making a lasting contribution to our nation's sustainability.

Operating under transparent and equitable internal guidelines established by the Board of Directors, TUOV ensures that the selection of scholarship recipients and the distribution of funds are managed with utmost integrity. By empowering youth through education, TUOV is investing directly in the future of our country.

**TUOV amplifies Domino Tekstil's commitment to creating social impact in alignment with our sustainability perspective.** This investment in the education of young people is not just about individual success stories; it's about laying the groundwork for a brighter, more sustainable future for us all.



CHP önceki dönem Genel Başkan Yardımıcısı ve milletvekili Ümut Oran, esi Tuna Hammı ile birlikte öğrencilere burs vermek üzere valıt kurdu. Oran, "Vakıf, Türkiye inin dört bir yanındaki intiyaş sahbil gençlerin vatana ve millete faydalı gençler olarak yetişmelerine katıkı sağlayacaktır. Tıpıkı Mustafa Kemal Atatürk gibi ben de Türk gençliğine güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne güveniyorum, Sarıları ne

ti'nin kurucusu Mustafa Kemal Atatürk'ün manevi mirası olan akıl ve bilimi referans alarak yeterli sosyoekonomik olanaklara sahip olmayan gençlere

yoekonomik olanaklara sahip olmayan gençlere we ögrencilere burs vermek Vakıfla ligili SÖZ-CÜ'ye konuyan Oran, 35 yıllık bir girişimci ve idealist bir siyasetçi olduğunu belirlerek şunları söyledi: "Hayatımda yapmış olduğum tüm mücadelelerin Ben ve eşim yönetim kurulunda değiliz, zamanında koltuktan kalıktık ve bu şirketi çalışan arkadaşlarımıza verdik. Siyasetçinin hiz met etmeye aday olmasıl azım, bir şey almaya değil bir şey vermeye gelmesi lazım."

GEREKENÎ YAPTIM

Sosyalist Enternasyonal'de Türk Silahlı Kuvvetleri'ne yapılan yanlış bir hareketten sonra koltuğunu bı-



Sözcü / Sayfa: 4 / 27.09.2023

Umut Oran ve eşi Tuna Kekeoğlu Oran'ın kurucusu olduğu TUOV, Bolu merkezli olarak faaliyet gösterecek. Milletime borcumu

Milletime borcumu ödemeye çalışıyorum TUOV'un Türkiye'nin dört bir yenindəki

tud vin türkiye ini dört bir yanındaki gençlerin yetipmesine katkı sağlayacağını beirten Umut Oran, Türk gençliğine güvendiğini ilade etti. Oran, "Herkesin yeri ve zamanı geldiğinde, Türk milletinin evlatlan kin be





#### **HIGHLIGHTS OF 2023**

- First Report Cards: We came together to celebrate our little ones receiving their first report cards, boosting their academic motivation and enjoying quality time together.
- Earthquake Aid: Following the earthquake on February 6th, we delivered the materials collected by volunteers in a relief campaign initiated at Domino Tekstil to those in need.
- Support for Earthquake Victims: We provided support to earthquake-stricken families who moved to Bolu, offering them job opportunities and helping them make a fresh start.
- Workshop: The Domino Family gathered for a workshop aimed at strengthening our culture of collaboration and shaping our future vision together.
- May 19th Celebration: On May 19th, Commemoration of Atatürk, Youth and Sports Day, we organized an enthusiastic football tournament with our youth and celebrated the holiday.
- Awareness Training: Continuing our awareness efforts, we conducted a training session with the Bolu
   Gendarmerie Command to increase awareness against violence towards women and drug abuse.
- Mother's and Father's Day: We celebrated Mother's and Father's Day with the Domino family, bringing everyone together in a warm atmosphere that strengthened family ties.
- Philanthropists Association: We continued our work without slowing down by coming together with the Bolu Philanthropists Association to develop joint projects.













• Career Talks: We met with our next-generation employees to develop our talent pools, continuing to support young people on their career journeys.



 Abant Picnic: We celebrated the beauties of spring with our employees and their families at a picnic organized in Abant, spending a day intertwined with nature.



 Economy Newspaper: We were featured in the Economy Newspaper to share our sustainability approach, sharing our strategies with a wider audience.

 Muay Thai World Champion: We proudly celebrated the Muay Thai World Championship victory of Ceren Bağcı, daughter of Nurcan Bağcı, a valuable member of Domino Tekstil.



 Blood Donation: Continuing our social responsibility, we kept giving life, not just blood, through our annual blood donation campaign organized with the Red Crescent.



• 100th Anniversary of the Republic: We enthusiastically celebrated the 100th anniversary of our Republic as the Domino family, experiencing this proud day together.

• Atatürk Film: We strengthened our unity and solidarity by watching the Atatürk film with more than 500 of our employees, commemorating our Great Leader with gratitude.



• New Year's Celebration: We joyfully welcomed 2024 together, celebrating the New Year with the Domino family in an unforgettable event.

## FEEDBACK & CONTINUOUS IMPROVEMENT

Your feedback is of great importance in developing Domino Tekstil's sustainability approach and contributing to our continuous improvement processes.

We are always ready to listen to your suggestions and opinions to evaluate our company's progress toward sustainability goals and to enhance the value we provide to society and the environment. In this context,

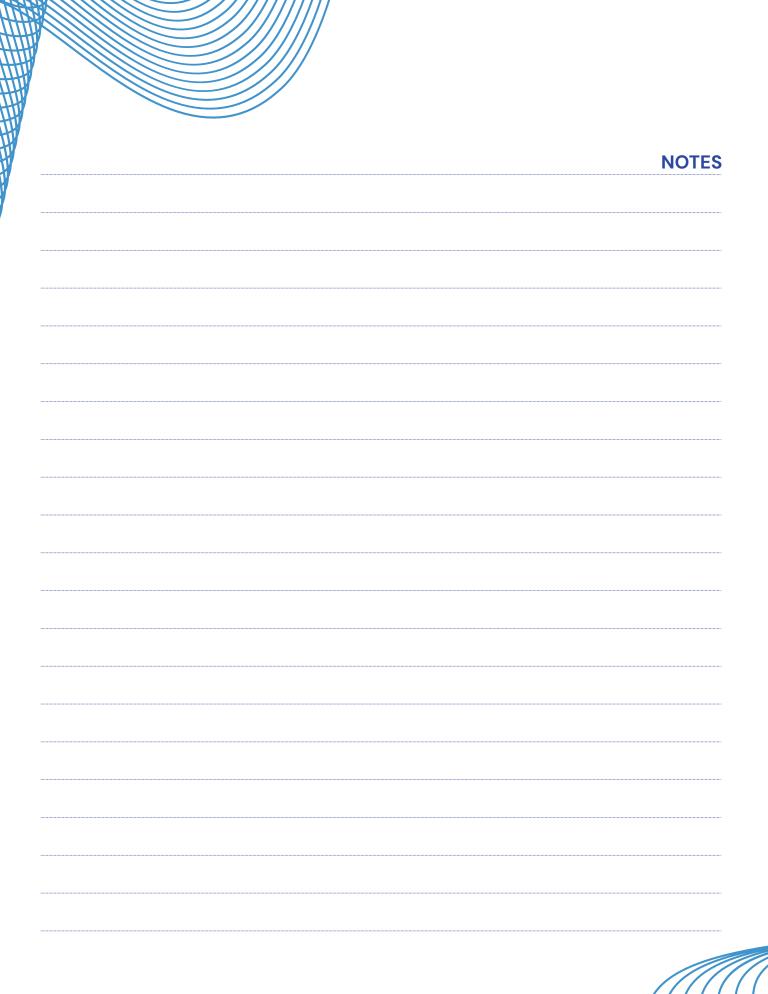
Begüm Yağcı Taktaş, our Board Member responsible for sustainability—begum.yagci@dominotekstil.com.tr

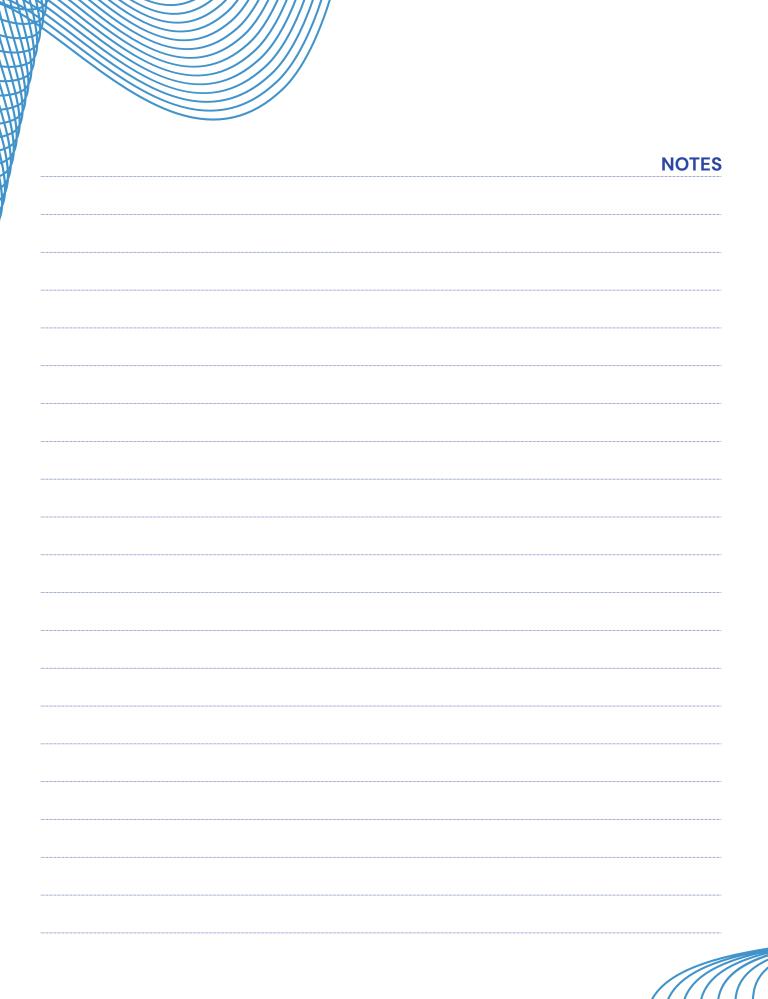
will guide the development of Domino Tekstil's sustainability policies by receiving your feedback.

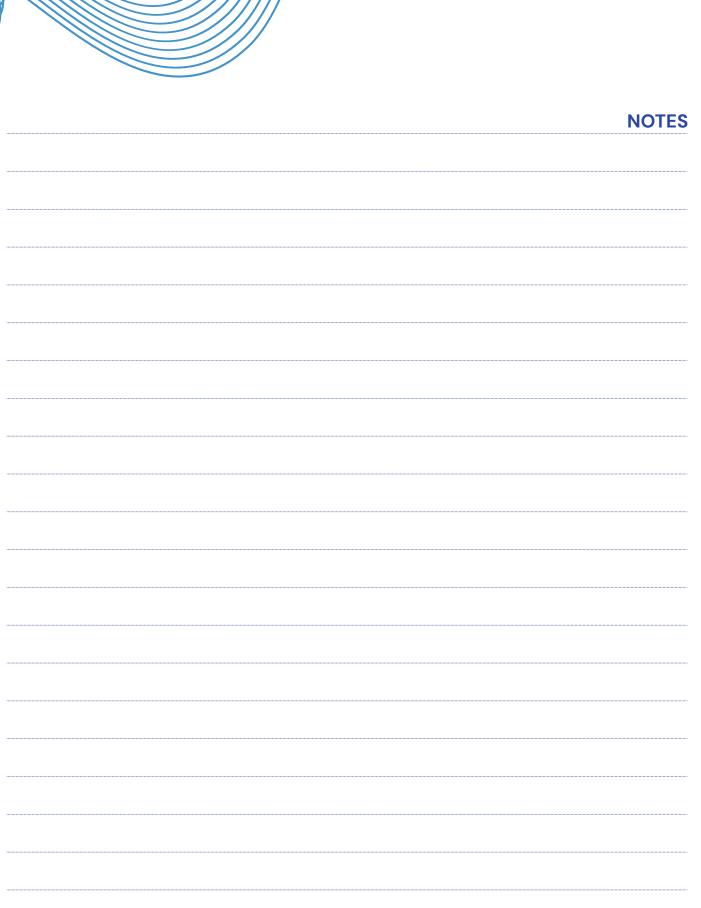
The information included in this report, prepared in compliance with GRI standards, has been shared with our stakeholders in line with our principle of transparency. We continuously review our processes with the aim of achieving better outcomes, and your contributions are very valuable to us in this journey.

Please support our sustainability journey by sharing your feedback.













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# Sustainability & Report N

