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About the Report

Pg. 1-4

CrossTextiles
Sustainability Report
2022

About the Report

This report is the 4th 2022 sustainability report published annually by Cross Textiles, which published its latest report in 2021. Cross Textiles presents all of its sustainability investments, digitalization and technology-based operation improvement and applications that put humanitarian values at the center, as a commitment to "transition from linear production processes to circular production processes" of our company, which has abandoned the "shareholder" approach and adopted the "stakeholder" approach.

This report, covering the time period between 1 January 2022 – 31 December 2022, has been prepared in accordance with the core option of the Sustainability Report Standards of Global Reporting Initiative (GRI). Cross Textiles projects an annual reporting of the GRI. In this report, Cross Textiles declares to all its stakeholders that it is subject to periodic audits by independent 3rd party organizations for compliance with legal regulations and OHS and COC requirements mentioned in the report.

Our report covers the Çorlu factory, Tokat factory and Egypt factory and Güneşli headquarters locations.

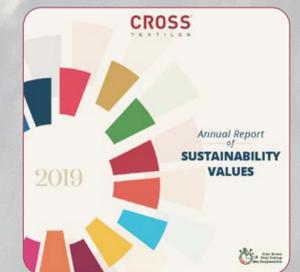
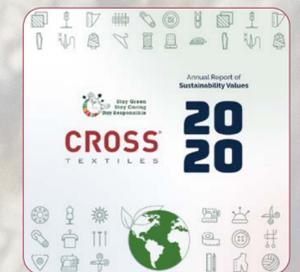
Cross Textiles projects an annual reporting of the GRI.

For any input associated with the Annual Sustainability Report or with us at the Cross Textiles in general, you can contact us via:

sustainability.board@crostextiles.com

You can also find more information about us at;

www.croستextiles.com



Letters to Stakeholders

I understand those who look at the future with disbelief. But despite the obvious challenges, despite wars, climate crisis, and recession, the World has never been more enjoyable to live in than it is today. The industrial revolution and the market economy brought us some very serious challenges, but let's not forget that it also brought us great advantages.

I am proud of the work we do. We are surpassing the requirements for Science Based Targets, the corporate version of the Paris Agreement aiming to limit global warming to below 2 degrees. We are quickly lowering our emissions both for electricity and water. We are pushing the bar on circularity. We are disclosing our policy commitments for responsible business conduct and to respect human rights. And so on. This may all seem like obvious choices, but unfortunately, there are very few corporations that do this with full transparency. We sincerely hope that many more will join us, soon.

We do all of this while at the same time manufacturing beautiful jeans. Jeans that my father would have been proud of and that my sons and their cousins in the 3rd generation here at Cross Textiles is proud of. Jeans that our stakeholders are proud of. What matters most to me is that we can be proud of the business we conduct and the way we do it. Today, tomorrow, and in an ever brighter future. Together.

Ömer Kolunsağ
Chairman of the Board

As I look back at the past year, it's clear that things are changing. To continue to be successful, we have changed the way we look at our role. We are no longer a manufacturer, but a solution provider.

In 2022 we finished our 83rd year. Family owned, and family run. To us, this is not a business, but a calling. We love jeans. The Art of Denim is at the core of what we do and what we will continue to do. Denim is the most democratic and most beautiful in the world, in good times and in bad.

As the EU formalizes the upcoming legislation for textiles, we embrace the change. From our perspective, stricter legislation is an opportunity rather than a challenge. During this year we have invested heavily in solar power and water recycling, purely based on our belief that we have an opportunity and an obligation to contribute. For the global good. As we continue to make many, many Life Cycle Assessments, we are not only ready for the legislation, but we also have access to know-how about ourselves and about the stakeholders around us. Transparency is great, but you can't disclose what you don't know. Just as you can't address what you don't measure. Today we're a one-stop solution for denim. A flexible solution producing in Europe, Asia, and Egypt with unlimited fabric sources, vast knowledge, passion, and a proven track record in making, washing, and finishing. It's a solution that will soon be producing more electricity than we consume, using circular approaches in design, recycling our water, transparently reducing our emissions in line with the Paris agreement through SBTi, disclosing our policy commitments for responsible business conduct, and to respect human rights through GRI, and last but not least, a solution that is proud of the product we craft, with full transparency.

Cross Textiles is no longer a "supplier" or a "manufacturer". Cross Textiles is a one-stop denim solution for a brighter future.

İsmail Kolunsağ
CEO, Member of the Board

70.295 m³ water resued by Waste Water Recycling Unit

84 years of expericence

2nd denim exporter in ISO 500

20+ million denim garment

1.088.260 kg fabric recycled

146 million € annual revenue

97.924 Jeans Re-Design products

7 different locations

CROSS[®] T E X T I L E S

9141 MWh certificated of IREC

100.000 m² closed area

AT A GLANCE

%20,3 carbon emission reduction

6999 employees

%29,7 water usage reduction

1300+ different supplier

%15,2 natural gas reduction

45 million kWh electricity capacity from solar panels

A close-up photograph of denim fabric, likely from a pair of jeans. The image shows the texture of the denim, including the waistband area with a metal button and a circular metal fastener. The lighting is soft, highlighting the grain of the fabric.

About Cross Textiles

Pg. 5-10

CrossTextiles
Sustainability Report
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About Us

Our journey, which started with the production of men's suits in Adapazarı in 1939, continues with an understanding that adopts wide stakeholder participation as a principle, and with the effort to be among the best in responsible denim production & washing in 4 different countries. We strive to fulfill our responsibilities. We are stakeholders. We carry the circular production approach on one shoulder and the stakeholder approach on the other we serve. With over 1000 stakeholders, we serve global brands in the main markets of Europe and America. By adopting a technology and digitalization-based transformation in all our internal processes, operations, R&D activities, and investment decisions, we define ourselves as the Denimaniacs of this world.

Subsidiaries constituting the capital the structure of our company have been registered under the name of "Şık Makas Giyim Sanayi ve Ticaret A.Ş"

About Denimaniacs (Also Us)

In 2022 we made a commitment to SBTi "our scope 1-2 and scope 3 targets for 2030". In order to realize this commitment, we have prepared our action plans supported by technology investments on the basis of a circular production approach. We adopt the 2030 Paris Climate Agreement 1,5 degree targets and reaffirm ourselves commitment here: We commit to reduce our scope 1-2 emissions by 42% and scope 3 emissions by 25% by 2030. We are aware of the necessity of fulfilling this commitment by organizing ourselves and our entire supply network around scientific-based targets. For this reason, as one of the few denim manufacturers that make a commitment to SBTi, we try to both understand and explain. We started to organize our internal processes to integrate them with our SBTi goals. In order to achieve our goals in 2023 and beyond, we aim to get the data from our ERP system, which is data for the KPIs we have set numerically. Simultaneously, we are including our scope 3 target and our supply network in this journey.

We are also responsible for the environmental impact of every denim garment we produce and with this responsibility, we emphasize the importance of the right choices starting from the raw material from the design point of view, in order to reduce our impact. In this context, we are trying to spread the circular production approach to all our production processes, starting from design. We are part of circular-based projects such as EMAF's The Jeans Re-Design project and fabric and product production from cut fabric scraps.



Our company has **7 locations** in **4 different countries**. Head-quarters in **İstanbul**, facilities in **Çorlu, Tokat, Yozgat, Egypt-Port Said, Czech Republic, Poland and Germany**.



Serving many customers in the European market across various categories, our company also has retail sales centres in Poland and Germany, under the sub-brand of the Cross Jeans, with a customer portfolio of prestigious brands in the international level.

The History of Cross Textiles

Timeline of our company from the day it was established until today.



1939
Our company was established in Adapazarı.

1970
We started to produce denim.

1980
Cross Jeans brand was registered.

1997
We established our Cross Textiles international trade company.

Our denim facility began production in Çorlu, Turkey.

2005
We received the ISO 9001 Certificate.

2008
We received the: ISO 14001 Certificate, ISO 18001 Certificate, ISO 45001 Certificate.

2006
We were included in the scope of Turquality. We established the cogeneration facility.

2016
We received the Nordic Swan Ecolabel.

2017
Our new Design Center was approved. We received the ISO 27001 Certificate. We started to apply the ZDHC criterias.

2015
Turkey, Tokat denim sewing facility was established.

2010
We established our Egypt (Port Said) denim facility. We received the OCS Organic Certificate.

2009
We started to apply the SEDEX criterias.

2021
19.690 m² started to built as a cutting area & fabric warehouse in Tokat facility. The pilot scale and feasibility studies of the Waste Water Recycling Facility has finished in 2021.

2020
CRS Medical Textiles brand was registered. A Sustainability Committee was established. We signed The Jeans Re-Design Project of EMAF.

We received ISO 14683 Certificate.

2019
We received the RCS certificate. Tokat washing plant was established. We started to calculate our corporate carbon and water footprint acc to ISO 14046 and ISO 14064-1 Standards. Product-based LCA studies were started. Our Water and GHG Plans were integrated into our system.

2022
In Tokat, started to generate electricity from Solar Power Plant. Recycling Waste Water Unit started to use in Çorlu facility. We received ISO 50001 Certificate. Scope 1-2 and scope 3 targets and actions for 2030 were committed to SBTi. Established Sustainability Department.

SCIENCE BASED TARGETS

CELEBRATING THE 84th YEAR

Our Sustainability Perspective

As Cross Textiles, we continue our commitment to a more just, greener, and sustainable world through our sustainability strategy centered around circular production and SBTi 1.5 Degree Climate Goals. We will persist in working towards more innovation, increased stakeholder collaboration, and further sustainability achievements in the future. By embracing the circular production approach, we are dedicated to utilizing resources most effectively and minimizing waste generation. We promote circularity throughout all stages of our products, from design to production and delivery to end-users. This approach not only ensures the sustainable use of resources but also serves the purpose of preserving our natural environment. We view the goal of keeping global warming well below 2°C not merely as a commitment but as a responsibility. Therefore, we are resolute in achieving the 1.5-degree climate goals set by SBTi. To play a key role in the fight against climate change, we have established concrete targets to significantly reduce carbon emissions. To accomplish our SBTi targets, we are increasing our investments in technology. By adopting the latest technologies, we aim to make our production processes more efficient and environmentally friendly, with the goal of reducing our carbon footprint. Our sustainability efforts encompass not only environmental impacts but also societal responsibility. We promote the well-being of our employees and encourage fair business practices among our suppliers. We are committed to ethical business practices and diversity. Through collaboration with our stakeholders, we aspire to create a sustainable supply chain. At Cross Textiles, we remain committed to a future where sustainability, circularity, and climate goals are at the forefront of our endeavors, as we continue to work towards a greener and more equitable world.

Sustainability Management Structure

As a part of the sustainable transformation of the textile industry, Cross Textiles is adopting Sustainability as a core value and transfer it to all stakeholder groups. In order to implement an approach built on circularity with all our partners, suppliers and stakeholders, we adopt the understanding of mutual partnership as a natural part of our business processes in every phase of our business. We continue to implement as part of it.

“Transformation Process” in terms of governance for our company;

It is an uninterrupted process. Our Sustainability Committee, which was established in 2020 to report to our Board of Directors, was strengthened with sub-working groups in 2021, and in 2022, the Sustainability Department was included in the organizational chart, ensuring end-to-end functionality of our sustainability management from senior management to operations.



Our sustainability approach became a company culture across all divisions of Cross Textiles, and our Sustainability Committee makes sure that it is embraced by all the parties involved in our value and supply chain.



Management Structure

Ömer Kolunsağ - **Chairman of the Board**
Faruk Kolunsağ - **Board Member**
Haluk Kolunsağ - **Board Member**
İsmail Kolunsağ - **Board Member**
Cemil Kolunsağ - **Board Member**
Furkan Kolunsağ - **Board Member**
Uğur Kerim Kolunsağ - **Board Member**



Sustainability Committee Members

Committee Chairman - İsmail Kolunsağ
Committee Sustainability Director - Peter Lantz
Committee Strategy Determination and Compliance Officer - Yusuf Oklay
Committee Social-Sustainability Strategy Officer - Nafi Şen
Committee Risk and Opportunities Officer - Nurdan Orday
Committee Sustainable Product Design Officer - Uğur Kerim Kolunsağ
Committee Supply Chain Officer - Ahmet Göklen
Committee Customer Sustainability Communication Officer - Fulya Çelikyurt
Committee Project Coordination Officer - Derya Mutlu Bedavalar, Özlem Aydın
Committee Projects Site Manager - Hakan Asım Şensoy
Committee Project Auditor - Kadir Özkaya



Sustainability Department

Sustainability Director - Peter Lantz
Sustainability Process Development Manager - Özlem Aydın
Sustainability Process Development Engineer - Elçin Köse
Digitalization & Social Media Specialist - Eren Karanfil

This is chart of our sustainability management with Sustainability Committee, Sustainability Unit and Board of Directors by associating them with each others. Cross Textiles is a family company with 84 years of experience and the board of directors consists of family members who are also company partners. In addition, the members of the sustainability committee consist of managers of important units.

Total Committee Members

12

Male Committee Members

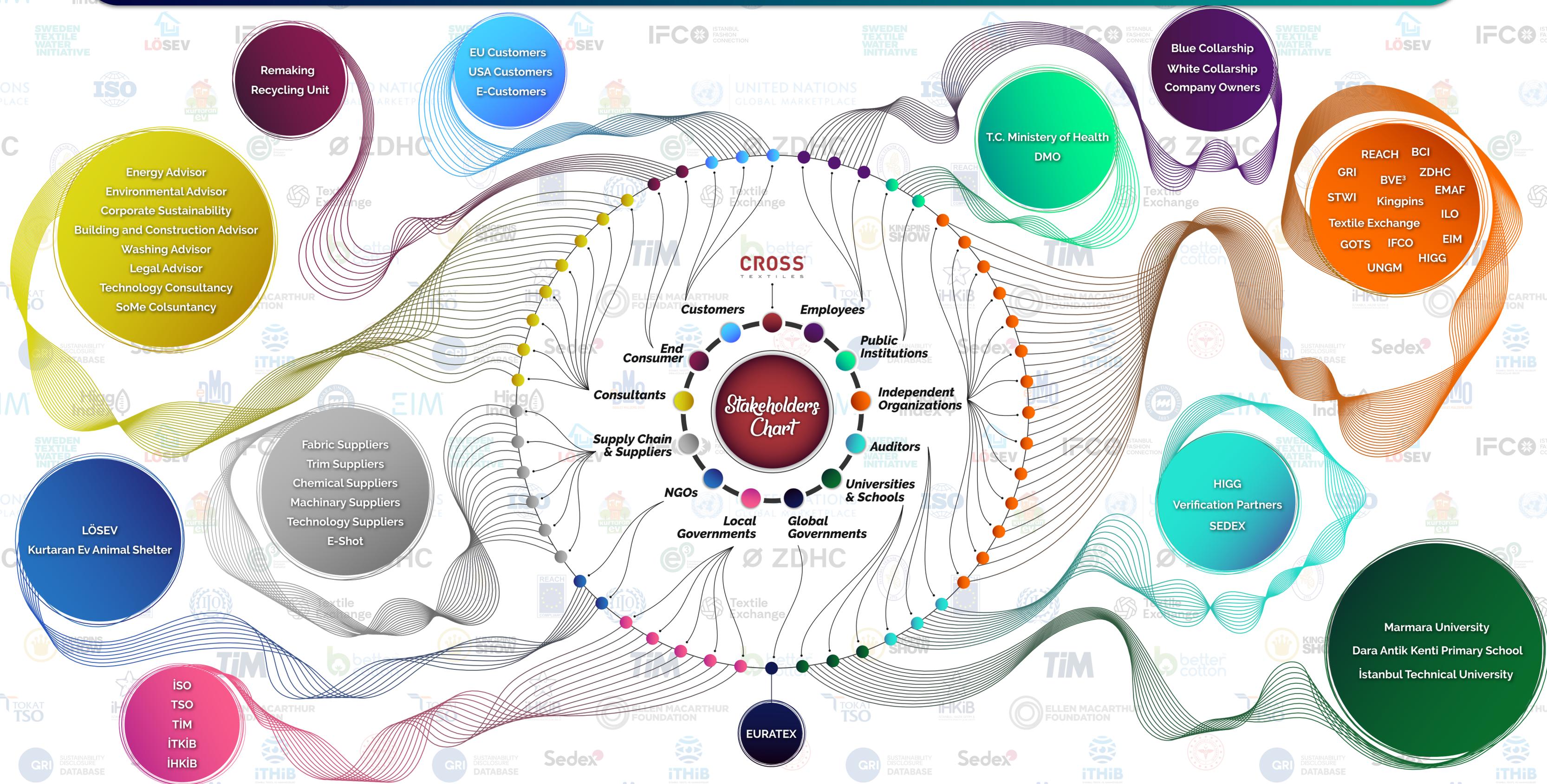
8

Female Committee Members

4

Materiality Analysis







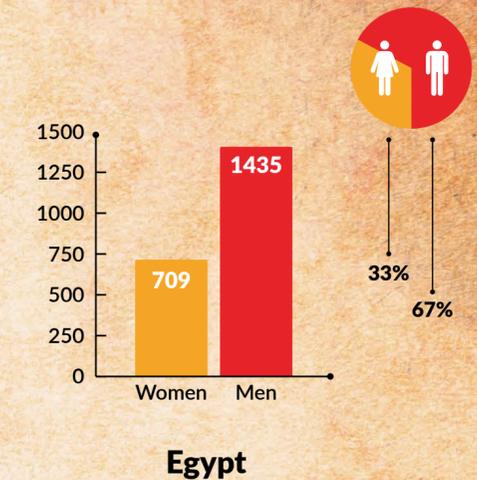
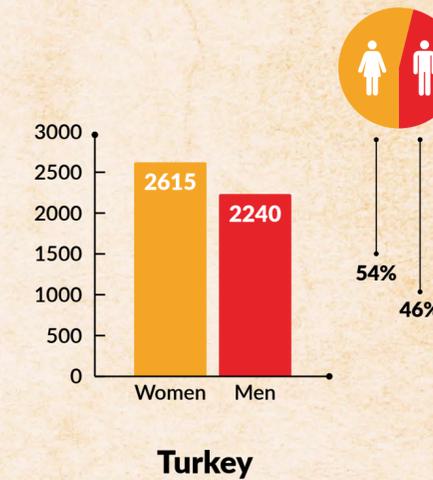
Cross' Family First

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Our View of Humanity

We are a huge family with our **6999 employees**, over 1300 suppliers, over 30 customers, local and global unions, NGOs and their families under the roof of our 4 locations. Cross Textiles sees each of its employees, customers, suppliers, and every institution and authority it is in contact with as a partner just like itself, and approaches all social issues with this perspective. We know that each of us, is a stakeholder of **1 in 8 billion**.



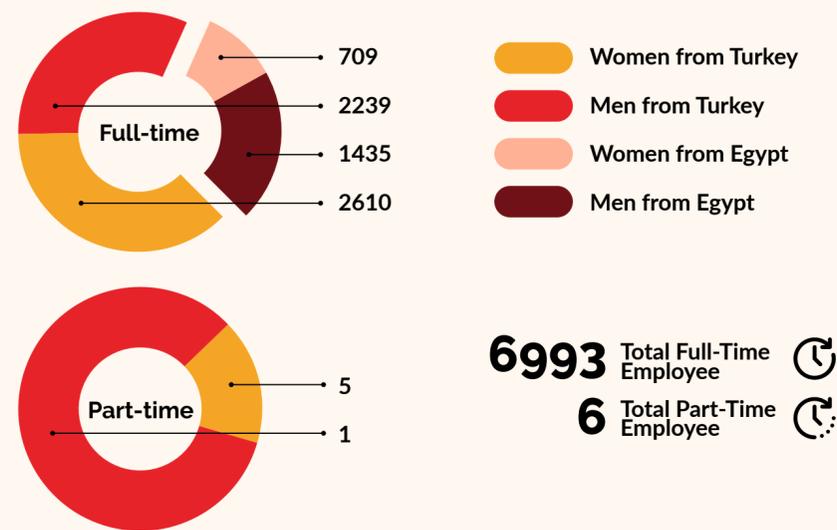
Total Employees 6999



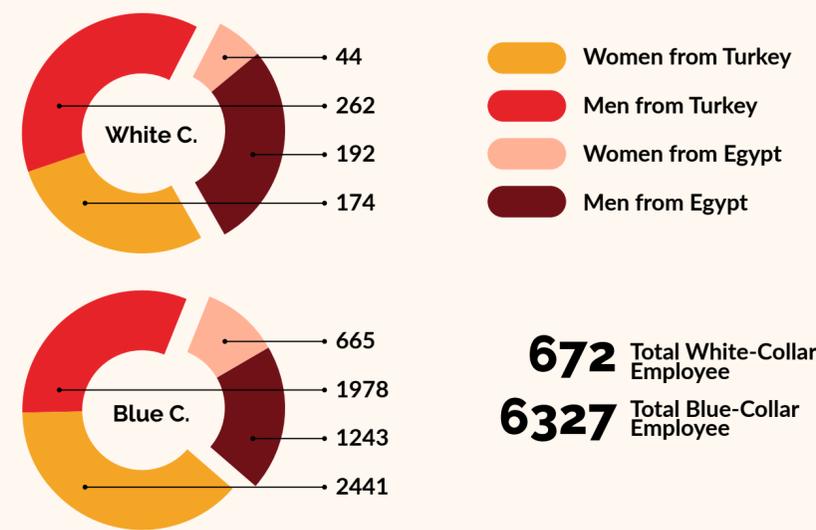
Embracing a “family first” approach, our employees are our most significant stakeholders.

Our employees play a critical role in our rapid business growth and success. We maintain our human resources by retaining highly skilled talent, offering opportunities for self-improvement to our employees, and ensuring our workplace is fair, transparent, and equal for everyone involved.

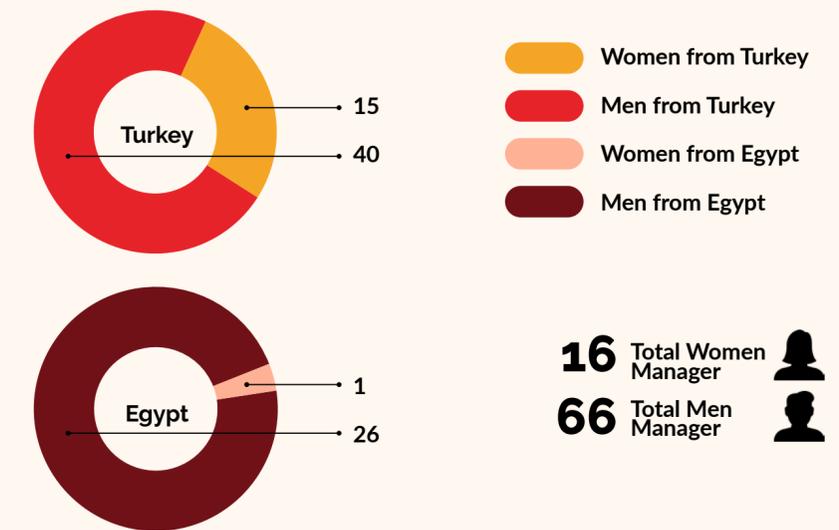
Working Type:



Number of Blue & White Collar Employees:

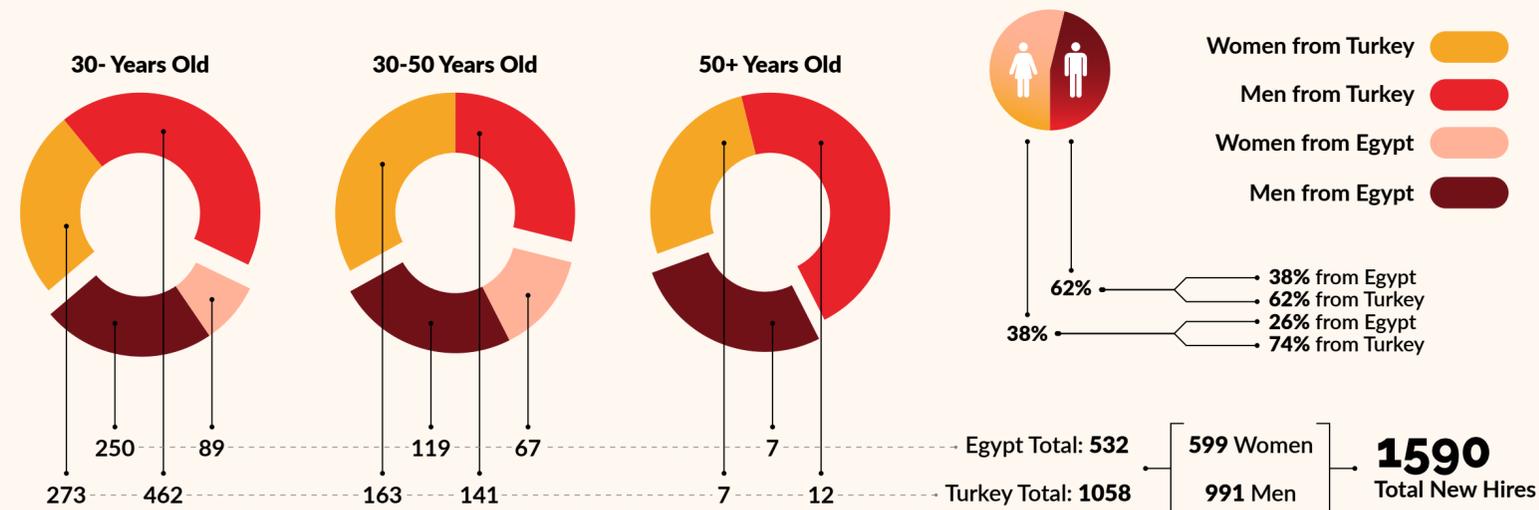


Number of Managers by Gender:



*In this section, all numerical data of employed and non-employed workers are shared based on year-end numbers.

Number of New Hires by Age:



There is no new hire 50+ years old women employee in Egypt.

Based on year-end numbers.

Number of Employees Taking Maternity or Paternity Leave:



There is no male employee going on maternity leave in Egypt.

Based on year-end numbers.

Total Number of Employees by Age:



Best Practices from Cross Textiles:

- Supply Aid
- Health Insurance
- Nursery Payment
- Bonus Payment
- Transport Payment
- Birthday Gift
- Financial Support in Case of Marriage
- Maternity/Parental Leave
- Financial Support in Case of Newborn
- Newborn Baby Support Pack
- Financial Support in the Event of the Death of a First-degree Relative
- Leave for the Deaths of a First-degree Relative

At Cross Textiles, employees and their representatives are notified of changes four weeks beforehand. There is an area reserved for the union within the facility, and all our employees are completely free and independent regarding union activities.

Local Worker Rates:



Blue Collar Collective Bargaining Agreement Rates:



Monthly Turnover Rates:



*There are 9 subcontracted workers in our company.

TRAINING TYPES

Defining Sample Order Sheet	Definition & Information About the Company
Creating Collection Moodboard	General Structure of the Company
Use of Accessories in Denim Products	The Culture of the Company
Use of Yarn in Denim Products	Work Shift Schedules
Use of Labels in Denim Products	Worker Rights and Duties
Pattern Grading	Vacation & Permit & Sanction Systems
Zipper and Nailing Supplies	Annual Increase
COC	Annual Profits
SBTi	Resignation Procedures
Sustainability	The Policies and Procedures of the Company
Project Cycle Management	Code of Ethics
ISO 22000 Safe Food Production	Occupational Hazards & Safety & Health Instructions
ISO 14001 Environmental Management System	Use of PPEs
Information Security	Security Policies about Threats, Internal Conspiracies in the Company
CTPAT	Wish and Complaint Box Rights
Gerber	
CLO	
CMS	
H&M Quality Management System	
Future Leaders Program	
Energy Management System	

TOTAL TRAINING TIME
30208 Hours



TOTAL TRAINING TIME Turkey
27002 Hours



TOTAL TRAINING TIME Egypt
3206 Hours

Total Education Time per Year:



Training Types in Turkey

Education Types in Egypt

*55 managers in Turkey and 27 managers in Egypt facilities are trained about the prevention of corruption & bribery. (Total %100 of our managers)
*4855 employees in Turkey and 2144 employees in Egypt are trained about the prevention of corruption & bribery. (Total %100 of our employees)

*In our company, the management system with targets is applied for performance evaluation and follow-up and monitored through the QDMS system.

Occupational Health and Safety

Our business model is based on a circular economic perspective that considers our employees as one of the most valuable stakeholder groups. **Within the framework of international standards and legal regulations related to occupational health and safety, our company considers designing the healthiest and safest working environment both physically and mentally as an essential priority.**

Our company holds **ISO 9001** and **ISO 14001 management systems** and is also certified with the **ISO 45001:2018 management system**. According to Law No. 6331 on Occupational Health and Safety, **all our employees, subcontractors, and visitors are covered within the scope of the ISO 45001 Occupational Health and Safety Management System**. At our Egypt facility, we implement occupational health and safety management systems in accordance with Egypt Law No. 12 of 2003 and Environmental Law No. 4 of 1994. **Our Occupational Health and Safety Committee**, which includes assigning OHS experts, is **responsible for the implementation and audits of our OHS Procedures**.

Monthly meetings with employee representatives are held to enhance the OHS system. **Every three months**, the Occupational Health and Safety Committee convenes to discuss various levels of issues and share information regarding occupational health and safety. The outcomes of these meetings are transparently communicated to all personnel. Also, complaints returned from the grievance mechanism are evaluated at this meeting. **The Risk Assessment Group attends these meetings** to gather information and monitor relevant developments.

In line with our **Occupational Health and Safety Procedure and Risk Assessment Procedure**, hazards and risks are evaluated, and corrective actions are **recorded in the QDMS system**. The **Hazard Identification and Risk Assessment (HIRA) system** ensures employee participation in hazard identification, risk assessment, determining environmental dimensions, and related controls.

Under the Measures Taken:

- Both day and night security personnel are present in the factories, with the facility monitored by cameras, necessary warning signs, alarm systems, and communication systems.
- All employees receive initial and refresher training.
- Employees receive regular information about workplace safety, their legal rights, and responsibilities.
- Periodic health examinations are conducted for employees, with medical services available through an infirmary and company doctor.
- Personal protective equipment is provided and issued to employees.
- Fire alarm systems and fire extinguishing equipment are available within the facility, with regular training and drills conducted.
- Machines are grounded, and necessary finger and eye protection gear is provided.
- Periodic technical inspections of machinery and equipment are carried out by accredited organizations, while maintenance and repair checks are conducted by in-house technical personnel.
- Workplace environmental measurements are performed.

Annual Accident Statistics:

Number and rate of deaths due to work-related injuries:

0

Number and rate of severe work-related injuries (excluding deaths):

0

Recordable work-related injury ratio:

0.013%

Calculation: $\frac{287 \text{ (Recorded Injuries)}}{6999 \text{ (Employee Number)} \times 301 \text{ (Working Days)}}$

Primary types of work-related injuries:



Hand Injuries



Foot Injuries



Minor Finger Cuts



Sprains



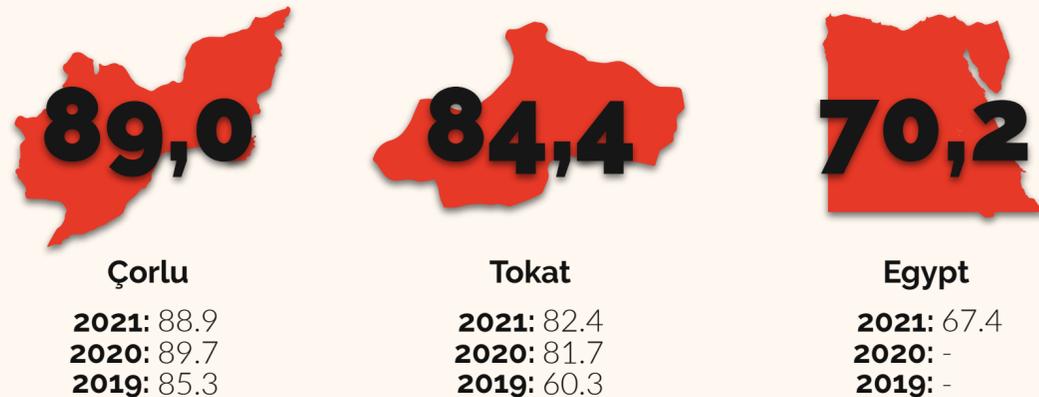
Needle Pricks



SOCIAL & LABOR CONVERGENCE

Sustainability-based monitoring and evaluation processes ensure continuity through the assessment of our company's environmental and social indicators and activities implemented in collaboration with stakeholders. Performance evaluation processes are conducted internally through self-assessments and externally through third-party verification via **SLCP** and the **Higg FSLM** Module.

Our 2022 Higg FEM Scores



- In 2022, we have **more than 60 subcontractors** for cutting and sewing processes that we work with and are subject to our audit.
- We have **13 subcontractors** included in **SEDEX** and **FSLM** audits.
- We have more than **110 subcontractors** to purchase fabric, accessories, packaging etc. for which we conducted supplier environmental impact assessment in 2022.

As Cross Textiles, we are aware that the improper and careless use of chemical substances in the textile industry can have adverse effects on human health. In order to **eliminate potential risks and prevent any physical, biological, or chemical impacts on users**, we conduct continuous and comprehensive quality control practices in all our production facilities. Programs such as **Clear To Wear** and **Safe To Wear**, along with audits conducted by third-party validators for the implementation of these programs, confirm product quality and validate the methods applied. These quality control practices include:

- Color Fastness Testing
- Flammability Tests
- Respiratory Tests
- Allergen Tests
- Chemical Tests
- Metal Tests

Our Minimum Wage and Overtime Approach: We carefully follow minimum wage practices, working hours and conditions in the factories where we operate, in line with global and local regulations and customer stakeholder guidelines. The locally determined minimum wage applies to all employees in our company and our entire supply chain.

Equal Pay Policy: Our equal pay policy is evidence that we embrace fair and equal payment when employees perform the same job or equivalent tasks. We regularly review salary structures and employment practices to ensure that every employee has equal rights and opportunities in their roles. We focus on performance-based pay without gender discrimination, considering objective factors like job descriptions, responsibilities, and experience.

No Child Labor: We implement a "Zero Tolerance" policy for preventing child labor across our value chain. We secure commitments from our suppliers and subcontractors to prevent child labor. Any supplier or subcontractor not complying with this commitment will terminate any business relationship with us. We conduct "Social Compliance" audits, with or without prior notice, to prevent potential child labor cases.

Prevention of Forced Labor: Another "Zero Tolerance" issue for the Cross Textiles group is "Forced Labor." Our stakeholders, with whom we maintain transparent and ethical relationships, are informed and monitored regarding the prevention of forced labor through our Corporate Social Responsibility (CSR) department. Orientation trainings are given to all personnel, including security personnel. Our organisation is audited by third party audit firms regarding the prevention of forced labor practices.

Prevention of Corruption and Bribery Procedure: As Cross Textiles, we commit to taking necessary measures against corruption and related illegal activities that contradict our corporate culture in all our business processes. Total number and percentage of operations assessed for corruption-related risks: 14 & 100%. There are some potential risks about corruption: Risk of insufficient knowledge of legislation, budget risk, bribery risk at sales&marketing and HR teams, risk at material purchasing stage, reputation risk.

Business Ethics: We are aware of the importance of protecting intellectual property and promoting the significance of copyright in developing innovative products. During the reporting period, no lawsuits were filed by us in 2022.

Communication with Local Communities: We strive to provide local employment opportunities with the best of our abilities. We select upper-level managers from our locations by designating the provinces and districts where our factories are located as geographic regions. We document these employments with regular HR data evaluations.

Customer Health and Safety: To ensure customer safety, we use sustainable raw materials and prefer suppliers using sustainable materials. Under the scope of ISO 27001 Information Security Management

*93% of our purchases are made from local companies (Turkey) and 7% of foreign companies.

Human Oriented Projects

Jean Donation *We dress the little ones with what we learned while sewing...*

20.000 children's trousers, which were sewn during the orientation training by the sewing operators who started to work in our Tokat factory, were donated to primary schools in the ancient city of Dara in Mardin.



New Year Gift Organization *Let our gifts be gifts to everyone.*

We became a part of an indirect donation organization by choosing our 2023 New Year gifts from LÖSEV Market products produced by families receiving cancer treatment and the sales revenues of which are also used in the treatment of children with cancer.



Helping Children with SMA *Let's continue to help!*

Spinal Muscular Atrophy (SMA) is a genetic neuromuscular disorder that primarily affects the motor neurons in the spinal cord, leading to muscle weakness and atrophy (wasting). We tried to support our 40 children who are struggling with SMA disease, materially and with little heart.



Equipment Support for Disabled People *Let our plastic caps be wheels on the chairs!*

We collected plastic covers to buy wheelchairs for people in need. The plastic covers collected in the collection areas at our operation site between 2019-2022 were delivered to the relevant Authority.



Financial Support to Employees for Health *Your health is our health, we are in this together!*

Discounts and campaigns were received from private hospitals for the employees of the Istanbul Güneşli Center for themselves and their families.



Breast Cancer Awareness Education *We fight cancer with education and awareness!*

A total of 254 hours of training was provided to raise awareness of our employees in all our locations on breast cancer. Free mammography support provided to 124 female employees over the age of 50. Awareness-raising video was shown in common areas, and pink ribbons were distributed to all our employees for the meaning and importance of the day.



New Year Event *Say "cheese"!*

While welcoming the new year, we immortalized our memories with a photo booth in our Istanbul Güneşli head office, where we have 500+ employees.



Brainstorming for Future Developments *Exchange ideas for the future!*

Employees of our company meet with the students, the leaders of the future and stakeholders in the different organizations and workshops and exchange ideas about opportunities of the textile garment industry of the future. With this brainstorming, we contribute to sectoral developments with innovative ideas.



Workshop with Customers on Production Site *Denimaniacs breathe the spirit of denim in the field!*

We hosted a total of 139 guests working in different departments of our Bestseller customer in 5 sessions, which started as of May, in our Çorlu Factory, and we spent a workshop day that made them experience the spirit of denim.





Embracing Responsibility

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Our View of Circularity

Cross Textiles is a company that has placed sustainability at the center of all its processes. In 2019, our company, which accelerated its work by taking the concept of **"Corporate Sustainability"** with a professional method, today regularly calculates its environmental impacts. It has **set science-based targets and actions to reduce these impacts**. It takes pioneering steps in the sector with solution and **result-oriented investments** and projects on the way to adopt the **circular business model** by integrating the "sustainability" perspective into the way of doing business. Throughout this process, the company is progressing towards becoming a part of the stakeholder economy by sharing and developing its experiences with its external stakeholders.

Our company believes that in order to manage environmental impact at the corporate level, it must first, be managed at the individual level. With a holistic approach; environmental impact management will ensure that individuals continue to exist in society, thus ensuring employment and economic development through the continuity of circular production processes. Thus, the awareness by maintaining our future life without compromising our social life and needs by minimising resource consumption individually is our greatest motivation in sustainability.

Awareness at the employee level turns into a growing common awareness and effort for corporate sustainability practices and targets.

The first priority of our company is to reduce resource consumption starting from individuals. The next most important issue after the reduction of resource consumption is the management of "output", i.e. "waste". With the motto **"All waste is a resource"**, we have voluntarily signed many projects both in our environmental projects developed for our processes in the factory and in social projects.



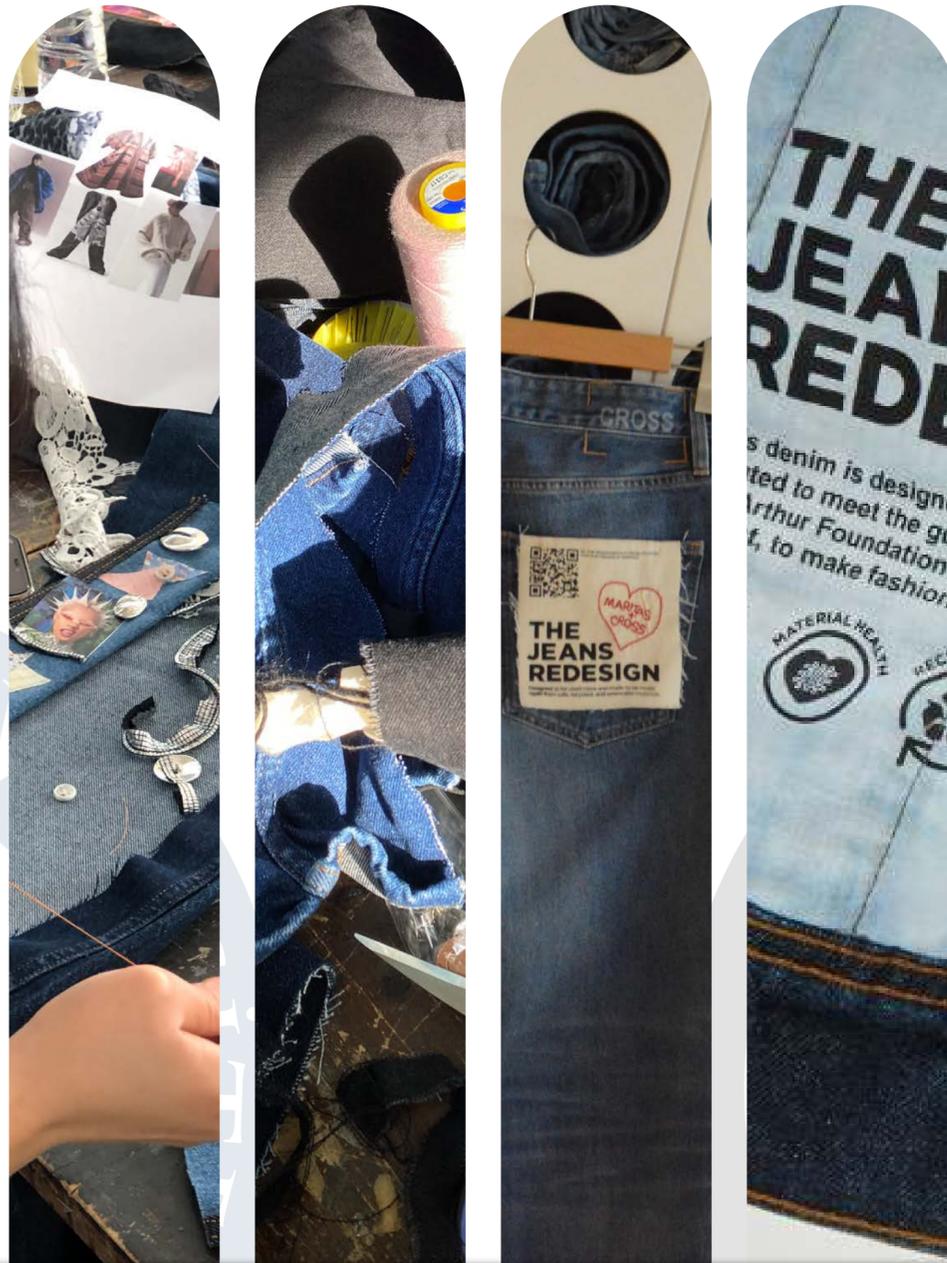
**ALL
WASTE
IS
A
RESOURCE**

Circular Design

We must first design a sustainable life. The most important activity of our company in its sustainable life planned with short and long term goals and actions is "producing jeans". As Denimaniacs, we are here to produce the denim product that people need again and again. Our starting point for this is "circular product design". **Since 2017**, we have been developing and implementing projects on **circular production-oriented design methods** in our Design Centre, which operates on **1480 m²** with **57 employees**.

Advanced Transformation Oriented Design Workshop Project:

Within the scope of "Advanced Transformation Oriented Design Workshop" projects, we cooperate with design students from our external stakeholders who will play a role in the **circularity transformation** of the sector in the future. We want to combine our **84 years of denim experience** with the 84 years of experience of future generations. We can create an endless cycle of experience by combining the experience of the past with the experience of the future. For this purpose, we started the workshop series, which we **based on university-industry cooperation**, in **2022**. In the workshops we **organise every 3 months** with the **students of Marmara University Textile and Fashion Design Department**, we **design upcycle and recycle new products from textile waste** from our production sites. With this collection, while we are looking for ways to the understanding of **Circular Production**, we are trying to direct the perspectives of young people who have not yet started their professional life. In the 2 workshops we completed in 2022, a total of 33 minds came together for one day and reproduced together. **The resulting products took their place as rare pieces of The Art Of Denim collection as joint products of the past and future experience.**



Ellen MacArthur Foundation Collaboration Project:

"We can't unscramble an omelette: Change starts with good design."

With the "Ellen MacArthur Foundation Collaboration" project, we prepared periodic collections for **The Jeans ReDesign project**, which is carried out within the scope of **EMAF**, and ensured their production and shipment to customers. Redesigning the basic material of denim products with the Jeans ReDesign project led by Ellen MacArthur has been an excellent starting point on the way to a circular economy. For decades, denim products have been at the centre of fashion collections. However, they have not been an exception to the fashion industry's **take-produce-waste** approach. Making denim trousers requires a huge amount of resources such as **pesticides, water and energy**, and the way they are designed and constructed makes it difficult to remake and recycle denim trousers after use. The Jeans ReDesign Project called on stakeholders who were willing to take on this challenge to become partners in the project, and we were one of those who gathered around this call. **In 2022, we prepared collections** for this project and invited our customers to heed this call. We closed 2022 by producing a **total of 97924 Jeans Re Design labelled products**. Our goal is to increase this product quantity every year and to place this model at the centre of our production method and to spread it to all our production processes.



**ELLEN
MACARTHUR
FOUNDATION**

Carbon Management & Projects

Since 2019, we have been calculating our carbon footprint for our four locations (Çorlu, Tokat, Mısır, Güneşli) in accordance with ISO 14064 standard and using global reference sources through CO2nnectorPro software. Tier 1 calculation method is used in the calculations. For **Scope 1 and 2: CO₂, CH₄, N₂O gases**, which have the most impact among the 6 greenhouse gases for natural gas consumption and are released into the atmosphere, are converted into kgCO₂e units and the total emission value is calculated. This total value constitutes the total carbon footprint in the atmosphere from natural gas. For **Scope 3: CO₂, CH₄, N₂O, HFC, PFC gases** emissions from **transport, personnel services, company flights, business travel are included** in the calculations. In our carbon footprint calculations where the operational control approach is adopted, **2019** was taken as the base year and emission factors from scientifically proven databases (**IPCC, 2006; DEFRA, 2018; Ecolnvent v3.5**) were used.

Our company made a commitment to SBTi - Science Based Targets initiative in 2022 in order to make a science-based emission calculation, to set global targets by evaluating emission calculations, and to plan investments with scientifically based actions towards these targets. This, SBTi, a global and independent organisation, **became the first ready-to-wear garment manufacturer in Turkey to accept SBTi emission reduction commitments**. The base year for the SBTi commitment and calculations was selected as 2021 and the targets for scope 1-2 and scope 3 for 2030 were set in line with the Paris Climate Agreement 1.5 degree target. In 2023, it continues this journey with the aim of receiving verification by giving SBTi a commitment.

Our annual emission reduction targets by 2030:



Scope 1

Emissions from owned sources



Scope 2

Indirect energy emissions



Scope 3

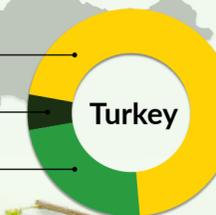
Other indirect emissions

Total 42% reduction in scope 1-2 with an annual **reduction target of 4.2% until the target year 2030** based on 2021.

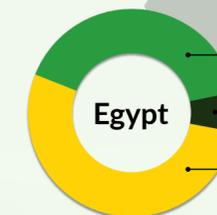
Total 25% reduction in scope 3 with an annual **reduction target of 2.5% until the target year 2030** based on 2021.

Turkey Total Carbon Footprint

13.092,35
998,32
4.234,82



Scope 1
Scope 2
Scope 3

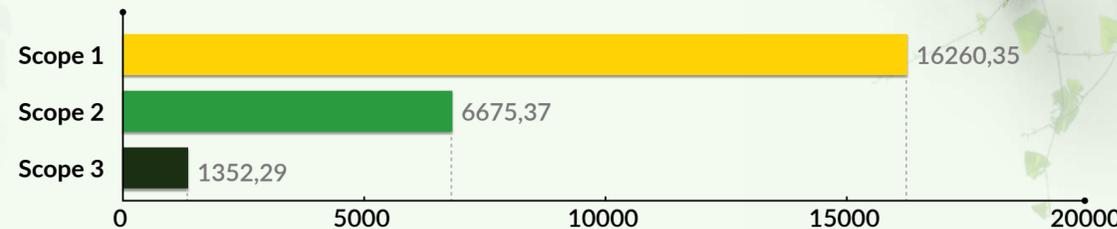


2440,55
353,97
3168,00

Egypt Total Carbon Footprint

5.962,52

2022
ALL LOCATIONS
CARBON
FOOTPRINT



2022 TOTAL CARBON FOOTPRINT
24.288,01

*Energy Intensity: 0.0016 ton CO₂e/pieces

*Calculation Method: Total Emissions/Total Production Pieces

*Unit of measurement of carbon footprint numbers: **ton CO₂e**

LCA - Product Life Cycle Assessments

Another study that we attach as much importance as **our corporate carbon footprint** is our product carbon footprint calculations. We have been actively using the **LCA method** in product carbon footprint calculation **since 2019**. We have performed LCA calculations for **more than 150 models** under different collaborations, reported the results, and some of them have had 3rd party verifications by experts who are **EPD verifiers**. At the point we have reached, LCA has now become an intermediate operation embedded in our business models. **In 2022, we would like to emphasise the most important LCA projects we implemented:**

H&M & Infinna: Our company has been a partner in this co-operation as the manufacturer and LCA data provider of 2 special models designed in collaboration with **H&M in Infinna** upon the delivery of LCA results to end users. The Infinna™ used in these two products is a premium, circular textile fibre that looks and feels as soft and natural as cotton. It is regenerated from cellulose-based waste streams, including cotton-rich textile waste, used cardboard and even agricultural residues such as wheat and rice straw. Infinna™ is biodegradable, plastic-free and textiles made with it can be recycled again in the same process as other textile waste. It works beautifully on its own for **100% regenerated yarns** and fabrics and also blends easily with other fibres such as cotton. H&M has calculated and publicly disclosed the environmental impact of these 2 products using the LCA method with LCA data from Infinna, the fabric supplier and our company.

COS: We became a stakeholder in the project in which our **COS** customer **wanted to share the environmental impacts of season 6 models** with its customers by presenting all **LCA data** on production processes.

Maritaş & Kingpins & Cross: At the **2022 Kingpins Amsterdam fair**, Maritaş's rich fabric production experience and Cross' rich denim production experience were combined to create a sustainable collection in cooperation with **Maritaş & Cross**. This collection was produced completely in accordance with **EMAF Jeans Re-Design** criteria and was presented to the fair participants with QR embroidery embroidered on the product pocket bags by calculating the environmental impacts with LCA study.

Varner: The regulations applied in the European region, where a significant portion of our market is located, are highly valuable in terms of harmonizing and aligning with the global world. Therefore, we closely monitor the developments related to the **PEF (Product Environmental Footprint)** that the EU Commission continues to work on as a carbon measurement method at the border for carbon regulation, and the newly created **Higg MSI Product Module** within **Higg**. We evaluated the **LCA (Life Cycle Assessment)** results in the Higg MSI Product Module based on a model selected in collaboration with our customer, **Varner**. With this study, which we believe will contribute to the development of PEF, we are pleased to provide all our positive and negative feedback based on our experiences in LCA studies.



Energy Management & Projects



We believe that using renewable energy sources instead of non-renewable energy sources is not a choice but a necessity in today's world. As a company, we have a **green energy target** to provide all the electricity we use in all our production sites from renewable energy sources. Taking into account the amount of network electricity consumption we use for production processes in our factories, we strive to expand the use of renewable electricity in all our locations. In this context, **renewable energy investments are made in our company to reduce scope 1 and 2 emissions**. Also, by investing in renewable energy, we contribute to the important infrastructure development of the geography we live in.



I-REC and Renewable Energy

The grid electricity used in our Tokat and Çorlu production factories is compensated with **I-REC renewable energy certificates** through the I-REC platform, which mediates the support of renewable energy investments. In 2022, our electricity consumption of **9.141.000 kWh**, which was withdrawn from the grid and could not be met from the **SPP**, was certified with I-REC, and this target was achieved. Through the I-REC certificate, financial support is provided to one of the green energy projects to compensate for the non-green electricity we use. We recognise that we are part of a chain by supporting the use of green energy outside our borders from a stakeholder perspective.

Solar Energy Panels Investment

In order to generate electricity used in **all our locations in Turkey**, including our factories, from renewable sources, we have invested in **solar energy panels**. In 2022, the construction of solar panels with an installed **power of 6000 kW** and an electricity generation **capacity of 7.500.000 kWh** was completed on the **45.000 m²** roof of our Tokat factory. The facility was commissioned in June 2022. In the last period of 2022, the construction of a solar field was started in the Yozgat province with an installed **power of 15.000 kW** and an electricity generation **capacity of 22.500.000 kWh**. With this investment, which is targeted to be completed in the middle of 2023, our company will both meet its own electricity consumption with solar energy investments with a total electricity generation **capacity of 30.000.000 kWh**, and will offer the surplus to the market by certifying it. A total of **2.860.474 kWh** of electricity was generated from our rooftop SPP in 2022, and the excess consumption was given to the grid.

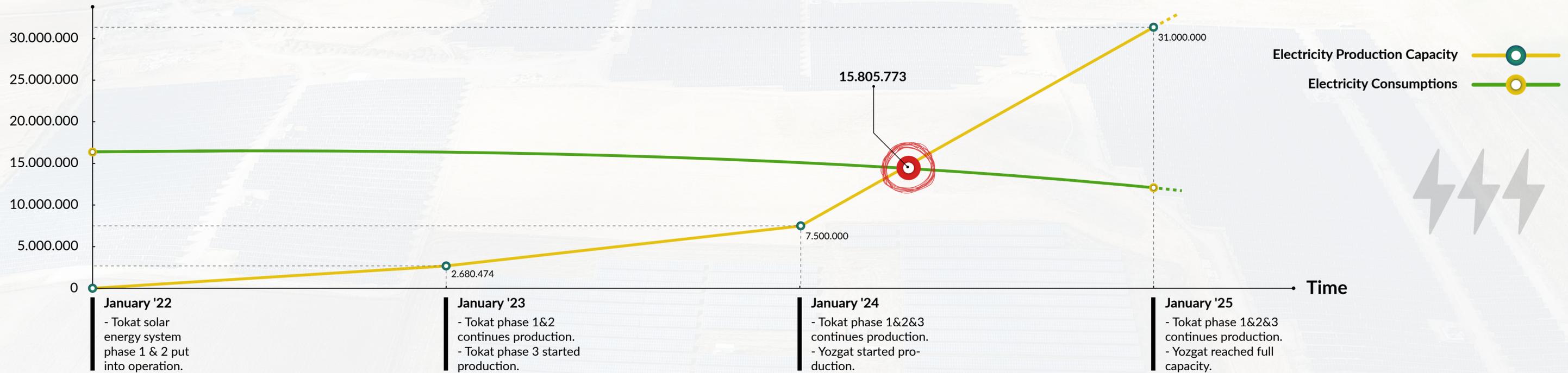
*Our ISO 50001 energy management systems are implemented in our factories.

*In our production facilities, mainly natural gas and electricity are used, and our total energy consumption in 2022 was calculated as **90,287,503 kWh**.

*All consumption calculations made in our facilities are based on meter readings.

*SPP: Solar Power Plant

Estimated Electricity Production/Consumption Amounts (kWh)



Electricity Consumptions:



Electricity

	Non-Renewable	Renewable
2022: ⚡⚡⚡⚡	14.006.187 kWh	1.799.586 kWh
2021: ⚡⚡⚡⚡	15.664.530 kWh	-
2020: ⚡⚡⚡⚡	11.769.995 kWh	-
2019: ⚡⚡⚡⚡	13.503.440 kWh	-

Natural Gas Consumptions:



Natural Gas

2022: 🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥	76.281.316 kWh
2021: 🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥	84.545.095 kWh
2020: 🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥	66.263.615 kWh
2019: 🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥🔥	85.430.793 kWh

Renewable Energy Production Targets:

January 2023: ⚡	2.680.474 kWh
January 2024: ⚡⚡	7.500.000 kWh
January 2025: ⚡⚡⚡⚡⚡⚡⚡	31.000.000 kWh

Ground SPP ⚡⚡⚡⚡⚡
23.500.000 kWh Production Capacity



Roof SPP ⚡
7.500.000 kWh Production Capacity

*Our ISO 50001 energy management systems are implemented in our factories.

*In our production facilities, mainly natural gas and electricity are used, and our total energy consumption in 2022 was calculated as 90,287,503 kWh.

*All consumption calculations made in our facilities are based on meter readings.

*SPP: Solar Power Plant

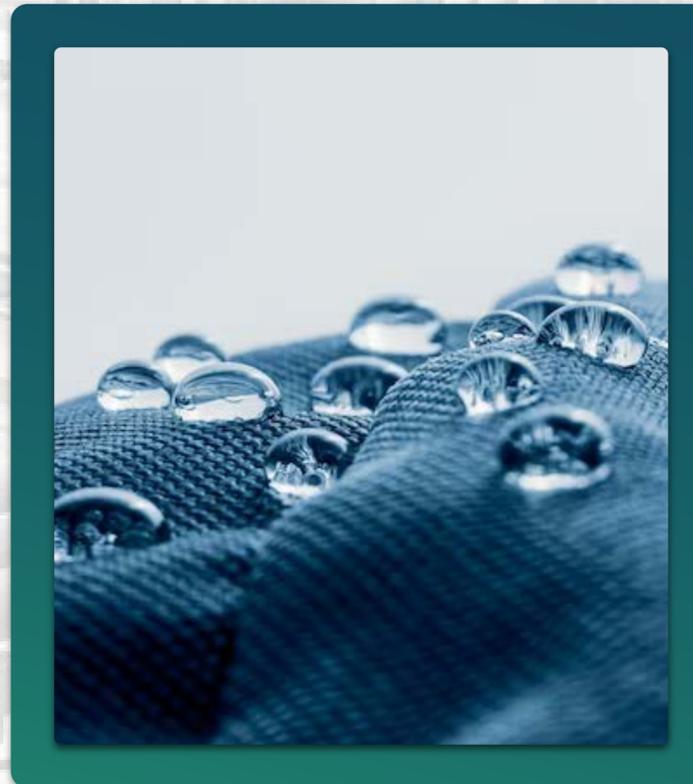
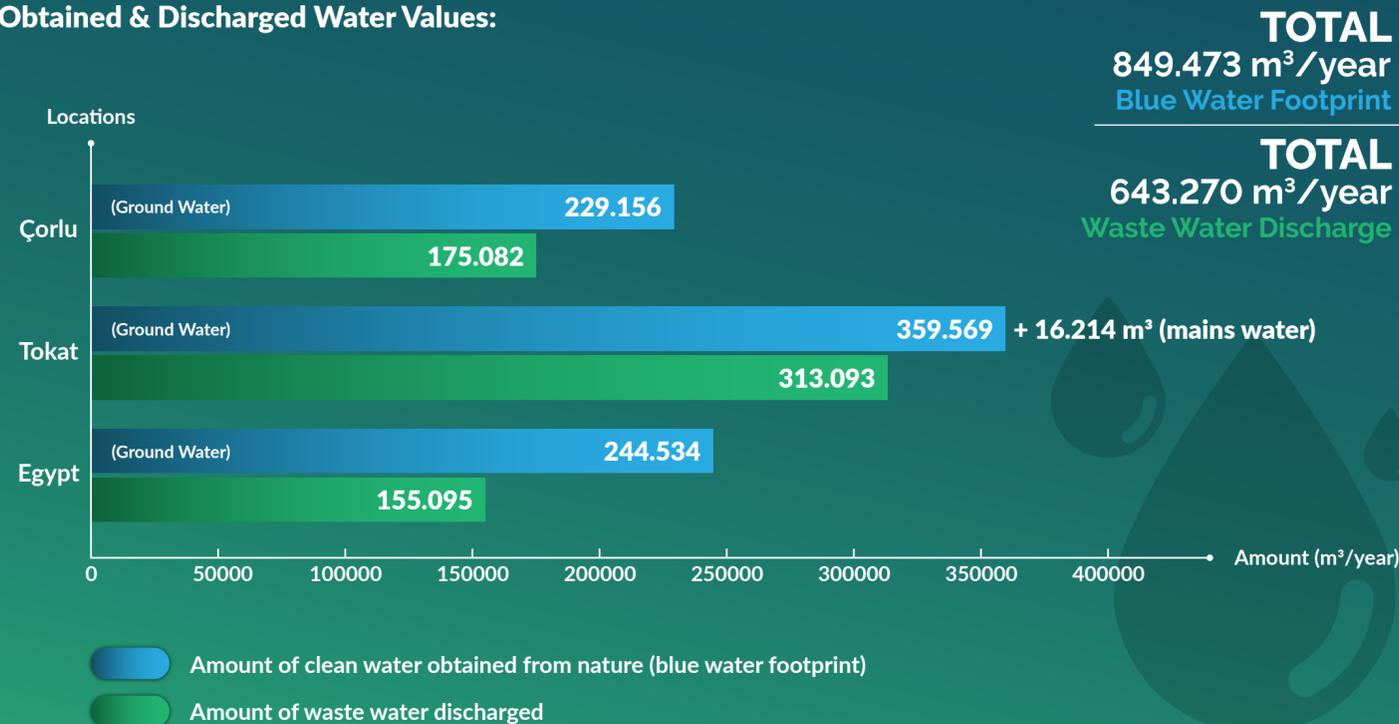
Water Management & Projects

Water is the most important source of vitality and life for all living creatures and ecosystems we share our planet with. In order to use our natural water resources correctly and efficiently, we, as Cross Textiles, also carry out studies to save water in the production processes in our factories. Since we are a company that both produces and sells **20 million denim pants per year**, we use water as the main input in our washing processes.

Denim fabric production has a large water footprint due to the constant use of water throughout the process. Therefore, it is vital to have a circular perspective on water use and management. In this context, our waste water discharge standards have been determined according to the criteria set by the **Water Pollution Control Regulation (SKKY)**.

 At Cross Textiles, we invest in research and development projects to discover the most efficient and sustainable alternative to compensate for our high water consumption.

Obtained & Discharged Water Values:



*Our Egypt facility is located in an area with low water stress (10%-20%), according to WRI data.

*Only domestic water use has occurred in our İstanbul facility.

*Care For Water programme was carried out with our customer Zara, and the data on our water consumption was shared transparently on a quarterly basis in total of 4 parts.

Recycled Water Management & Projects

In our waste water recycling facility, which was commissioned in 2022, we ensure the continuity of the protection of natural water resources by reducing our water consumption by treating the waste water at the plant inlet water quality level and feeding it back to the processes. Thus, we have proved once again that the method of discharging waste water directly into the canal is never our first choice and that every waste can always be a more circular and more environmental option.

Recycled Water Treatment Unit:

With the unit investments made for the waste water treatment plant, it is aimed to reuse the recovered waste water as process water. As a result of the feasibility studies of our technical teams in order to optimise our water consumption, **the waste water recycling plant investment was started in our Çorlu plant in 2021.** In 2021, **our waste water recycling plant**, which was set up with **Direct Nano Filtration technology**, which is **the first application example in the textile industry in Turkey**, which was **commissioned on a pilot scale in 2021**, was put into full-scale operation in 2022. As of August, when it started to work actively, a **total of 70.295 mt³ of water** was recycled with an **efficiency rate of 40%** until the end of the year. For the year 2023 with full operational capacity, it is aimed to obtain reusable water in the enterprise with 70% efficiency by recycling the waste water from our facility at the recycling facility.



WTP Inlet Water



Chemical Treatment Output



Reverse Osmosis Output



Recycled Unit Output (DNF)



Sandfilter Treatment (AMF)



Biological Treatment Output

READY TO USE AGAIN!

Waste Management & Projects

With the motto **"All waste is a resource"**, we are looking for ways to make use of all the wastes generated in our factories and headquarters. We are on our way to develop new ideas and projects every day with the awareness that wastes can be reused and upcycle as a new product.

Our waste disposal operations are carried out in accordance with the conditions of the location by following different methods according to our locations. Our Istanbul center is **licensed by the Ministry of Environment, Urbanization and Climate Change** and regularly informs accredited organizations through the **Cross Textiles MoTAT Waste Management System**. In our Çorlu and Tokat facilities, the disposal method is determined according to the type of waste and sent to the relevant institutions.

We have waste management and waste disposal methods according to waste types. At the Tokat facility, **444,913 kg of waste** is collected for energy recovery. For waste recycling, we sort a **total of 1,405,848 kg of waste in Çorlu** and **52,565 kg in Tokat**. The remaining **3,784,864 kg of waste in Çorlu** is sent to landfills.



Food Support to Animal Shelters Project

With this project, the daily surplus food from our dining halls was periodically sent to animal shelters. **All the resources of the world belong to all of us and are enough for all of us.** With this awareness, we share our resources with our stakeholders who speak only with their eyes, our animal friends. In our Güneşli Head Office and Tokat factory, the leftover meat meals from our own cafeterias are regularly and periodically collected and sent to the **Kurtaran Ev volunteer animal shelter** in Istanbul and to the only official animal shelter in the province in Tokat. In 2022, **a total of 9300 kg** of meat food was delivered to our animal friends in both locations.

New Product Design Project from Textile Waste

Within the scope of this project, the design and production of a Christmas tree from waste fabric tensile test pieces was realized. **As Denimaniacs, we enjoy playing games with denim.** We thought how it would be if we had a Christmas tree made of denim. Then we involved other denimaniacs in this business. We implemented the denim Christmas tree design that we developed with our modelling and design teams. Our giant Christmas tree, which we prepared by using a lot of washed and idle tensile test pieces, took its place in the showroom during the New Year celebrations.

Amounts of Waste Generated in 2022:

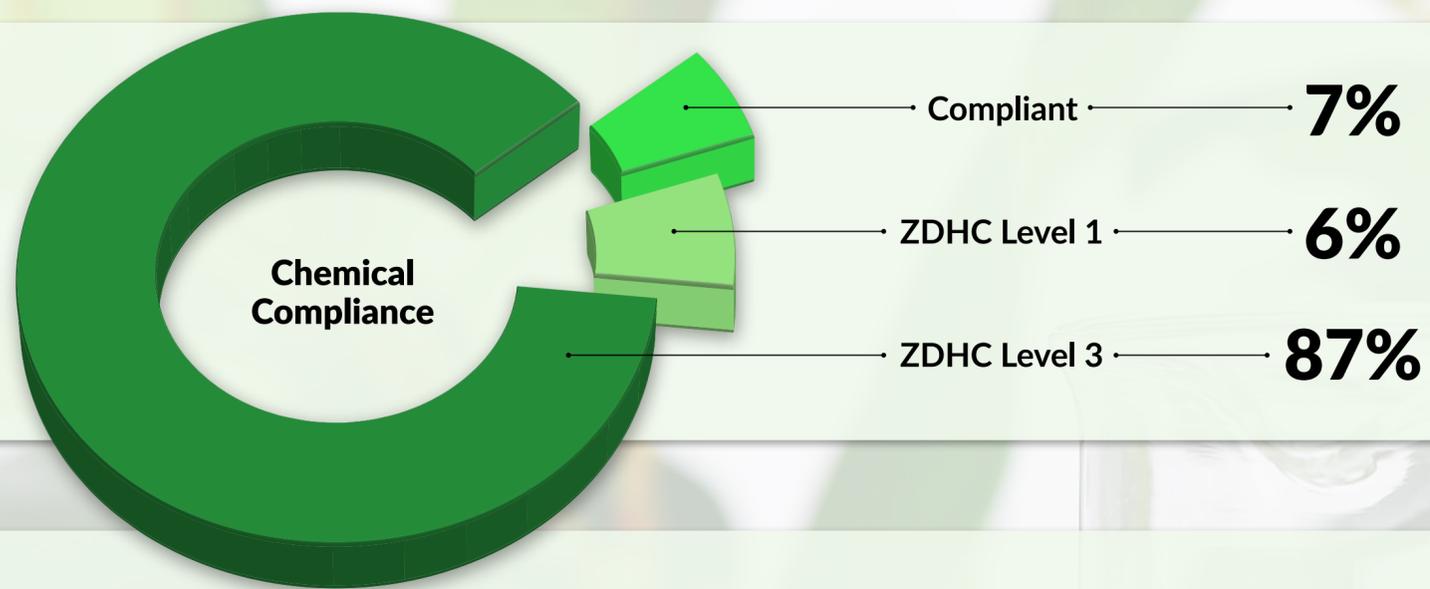
Waste Type:	Çorlu	Tokat	Total
Hazardous Waste	85.632	49.913	135.545
Non-Hazardous Waste	5.105.080	447.565	5.552.645
			5.658.190

Unit of measure is kilogram(kg).

ALL WASTE IS A RESOURCE

Chemical Management & Projects

As chemical management systems; our monthly chemical usage (including maintenance, treatment and cleaning chemicals) is entered into common monitoring platforms through tools called **BVe3 (environmental emission evaluator)**, **Clean Chain** and **The BHive**, which work in partnership with **ZDHC**, and our possible harmful chemical discharge and compliance with **M/MSL** lists are monitored. Our reports are regularly shared with our stakeholders and monthly In-Check reports produced with these inputs are published on the ZDHC Gateway. In 2022, our **Foundational Level certificate** was renewed on the "ZDHC Supplier to Zero" platform. As every year, our waste water test reports were uploaded to the ZDHC Gateway system in 2022. In 2022, our **HIGG FEM chemical management verified score was 93%**.



Chemical Inventory List

Input Chemical	No. of Chemical
Compliant	7
Non-compliant	0
Need more information	0
ZDHC MRSL Conformance Level 1	6
ZDHC MRSL Conformance Level 2	0
ZDHC MRSL Conformance Level 3	87

Ø ZDHC



Supplier to Zero
By Ø ZDHC

No. of Chemicals & Substances Amount (kg)

Input Chemical	100	11390.00
Input Substances	106	4404.82
Non-Hazardous Substances	106	4404.82
Hazardous Substances	0	0.00

No. of Substances Calculated Substance Discharge (kg) Calculated Discharge Concentration (ppm)

Hazardous Substances in Calculations: **0 0.00 0.00**

We don't use any Hazardous Substances.



Acknowledgement of Completion

Based on supplier self-evaluation, this document acknowledges

SIK MAKAS GIYIM SAN.TIC.A.S.

has successfully completed Supplier to Zero (Foundational Level) on 22.12.2022*

Frank Michel
ZDHC
Executive Director

2453-2119-7E8
Document Control Number

Raw Material Management & Projects

As a denim garment manufacturer, the main raw material we use in our processes is fabric. It is not possible to eliminate the environmental impact of the fabric we use. If textile wastes and post-cut fabric wastes are collected separately to be recycled into another product and sent to recycling facilities, the environmental impact during the production phase of the fabric can be reduced by contributing to the production of raw materials again.

Fabric Recycling Project:

It is the project we developed for the production of new fabric from fabric cutting wastes with the cooperation of recycling facilities and fabric manufacturers. One of the wastes with the largest volume in denim garment production is **textile waste**. In our enterprises, the fabric wastes remaining from our after cutting process are stored daily and **given to 3rd party waste collection facilities** with which we have an agreement. Thus, we also take part in the **circular production chain** by separating textile wastes according to fibre type, recycling them and producing fabric again. In 2022, a **total of 1.088.260 kg of post-cut textile waste** was sent to **3rd party recycling facilities** for this purpose. In addition, a special project was developed with a global customer in order to put our **2nd quality products back into the life cycle**. **Total 238.575 2nd quality products were sent** to a large fabric company in Turkey and **400.000 m of recycled fabric was produced again** by using pre consumer recycle cotton fibre obtained from the recycling of these products. The production made with the use of this fabric will be reported in 2023.

2022

Fabric Purchased (kg): **15.576.117**
 Sustainable Fiber Ratio: **46.1%**
 Reuse & Recycle Fiber Ratio: **45.2%**
 BCCU: **6891577**

2021

Fabric Purchased (kg): **16.465.345**
 Sustainable Fiber Ratio: **44.8%**
 Reuse & Recycle Fiber Ratio: **34.9%**
 BCCU: **9449082**



We're accepting these fibers as sustainable:

- REC.CO
- REC.PES
- ORG.CO
- PRCO
- POST.CO
- TENCEL
- GRS.CO (Global Recycle Standard)
- PCW (Post Consumer Waste)
- CLY
- Lyocell
- Reuse
- RUC (Reuse Cotton)
- RCP (Recycled PES)
- Refibra
- Repreve
- PCRD



With the **Organic Content Standard (OCS)**, we verify the presence and amount of organic matter in our products and monitor the raw material flows from the source to the final product.



Key to achieving sustainability in the textile industry starts with the use of sustainable raw materials. With this awareness, **Cross Textiles** prioritizes purchasing and using recycled raw materials and chemicals within the scope of the **Recycled Claimed Standard (RCS)** throughout its supply chain.



Cross Textiles has the **"Fair Trade Cotton"** certificate. It is a certification that attempts to ensure that cotton producers receive a fair price for their crop.



The **Global Recycled Standard (GRS)** is an international, voluntary, complete product standard that sets requirements for third party certification of recycled ingredients, chain of custody, social and environmental practices, and chemical restraints.



Traceability:

We are the partner of traceability projects with **H&M** and **Ralph Lauren**. Thanks to **Textile Genesis** pioneering traceability platform and new traceability methods, we can keep track of where our cotton comes from and what production conditions it goes through.



*BCCU: The Better Cotton Claim Units (BCCUs) is used within the BCP as a designated unit to track the volumes of physical cotton associated with a Better Cotton claim.

Digital, Industrial 4.0 & Projects

With the pandemic process, we have experienced the importance of **digitalisation** for the whole world as individuals. We are aware that digital transformation will have a great share in the **evolution of sustainability**, especially when it comes to the **consumption of environmental resources**. As the world, we are in an age where we can design all production processes and products without the consumption of raw materials and resources with digital resources. As a company, we strive to be an experience stakeholder in innovative projects where this capability is used.



Pangaia & Unspun Collaboration

It is a project related to the production and shipment of the product ordered by the customer through the digital application. **We believe that if we integrate digital transformation into our denim ready-to-wear production methods, we will also provide access to more efficient manpower, time and raw material utilisation.** For this purpose, we are always open to cooperation with our customers. We have had the chance to experience innovative denim production by taking part in the producer leg of the project developed in cooperation with **Pangaia & Unspun & Orta Anadolu**. A special application based on body scanner scanning method has been developed by **Unspun technology company for Pangai customers to order products online by choosing according to their own size**. A service route has been created by producing the product that the end customer orders online through this application in personalised sizes and sending it directly to the person's private address. Within the scope of this project, a **total of 11 personalised productions** were made in the second half of 2022.

Digital Archiving Technology

We translated the gains we acquired from the pandemic into the most significant achievement of 2022 by implementing sustainability. We now capture images of our products with high-quality cameras and a photo booth. Every physically produced sample is photographed in our special system and recorded as a digital in the cloud. Within this special system we can create collections with filters that match trends from the digital archive area where all photographed products are located. We share these collections with our customers through a special link. As a result, instead of sending collections to our customers through shipments covering miles of distance, we provide them with links that can be accessed with a single click. Since 2022, over 1500 products have been archived on the digital platform for this purpose, and in the coming years, the goal is to also migrate the physical archives of past years to this platform.



Economical Sustainability

Pg. 32-39

CrossTextiles
Sustainability Report
2022



Our Perspective & Message

As Cross Textiles, we are in a period when we abandoned the "Shareholder" perspective and switched to the "Stakeholder" perspective. We see this evolution as a necessity in order to turn the needle of our sustainable point of view in the right direction. We believe that we will create an expanding wave of change with the acceptance and ownership of our employees, who are the largest of our internal stakeholders, starting from the senior management, and then with the cooperation of all our external stakeholders that we directly or indirectly contact. We know that we can ensure our economic sustainability not only through traditional business models that focus on financial gain, but also by going beyond this and contributing value and benefit to all our stakeholders (employees, suppliers, customers, society, environment, etc.)

BECAUSE WE ARE IN THIS TOGETHER



What we focus on to broaden stakeholder perspectives:

- 1. Sustainability and Ethical Production:
- 2. Employee Participation and Good Working Conditions:
- 3. Customer Satisfaction and Quality:
- 4. Community Support and Responsibilities:
- 5. Open Communication and Transparency:
- 6. Innovation and Technology:
- 7. Compliance with Shareholders:



Our achievements related to our perspectives:

- 1. Stronger Business Relationships:
- 2. Better Risk Management:
- 3. Competitive Advantage:
- 4. Innovation and Adaptability:
- 5. Social Reputation and Support
- 6. Employee Satisfaction and Productivity
- 7. Long Term Growth and Profitability

*Potential Carbon Tax and Emissions Trading System will create financial risks for Cross Textiles. Difficult access to fossil-based energy will create additional financial risks for our company. (Costs and investment requirements.)

Risk Management via SBTi

We make the predictions of our economic sustainability with the "Sustainability Risk Analysis" that we work by addressing all dimensions. As of 2022, the Sustainability Risk Analysis has been our biggest guide while determining our 5 and 10-year goals and actions in line with the SBTi Paris Climate Agreement 1.5 degree target. The risks in front of us, the effects of these risks, the goals we set for ourselves to eliminate the risks and the actions we need to take in line with these goals have set us on a systematic path in the management of our economic sustainability.

Location	Action	Action Explanation	Action Deadline	Resource Targeted to be Reduced	Carbon Footprint Equivalent of Reduction	Decrease in the Related Year	Next Year's Decrease
Çorlu	Purchase of Energy Attribute Certificates	I-REC certificate will be purchased for all the electricity we use from the grid in our facility. Our purchase of I-REC certificate will cover 100% of the electricity consumption for the first 8 months of the year.	Sep '22	Electricity	1.154,12 ton CO ₂	288,53 ton CO ₂	865,59 ton CO ₂
Çorlu	Purchase of Energy Attribute Certificates	I-REC certificate will be purchased for all the electricity we use from the grid in our facility. Our purchase of I-REC certificate will cover 100% of the electricity consumption for the first 4 months of the year.	Jan '23	Electricity	888,36 ton CO ₂	814,33 ton CO ₂	74,03 ton CO ₂
Çorlu	Investment in new technologies for manufacturing with increased energy efficiency.	A project to save steam produced by using the water that will pass through the reverse osmosis unit for steam generation.	July '22	Natural Gas	374,91 ton CO ₂	144,96 ton CO ₂	202,95 ton CO ₂
Çorlu	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat)	Implementation of the project to reduce thermal losses with the isolation system to the front cover of our steam boiler.	July '23	Natural Gas	78,82 ton CO ₂	32,84 ton CO ₂	45,98 ton CO ₂
Çorlu	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat)	Installation of an electric radiant heating system as a heating source in the facility.	Dec '25	Natural Gas	1.436,87 ton CO ₂	0,00 ton CO ₂	1.436,87 ton CO ₂
Çorlu	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat) -Electricity Demand	Installation of an electric radiant heating system as in the facility. (150 Electricity Radiant System Installation) *Add. electricity required after the conversion of the heating system from natural gas to electricity.	Dec '25	Electricity	-720,72 ton CO ₂	0,00 ton CO ₂	-720,72 ton CO ₂
Çorlu	Shutdown of the cogeneration system	As a result of the shutdown of the cogeneration system, a decrease in the amount of natural gas consumed by the factory for electricity generation.	July '23	Natural Gas	2.298,99 ton CO ₂	957,91 ton CO ₂	1.341,07 ton CO ₂
Çorlu	Shutdown of the cogeneration system -Electricity Demand	Outsourcing of factory electricity as a result of the shutdown of the cogeneration plant.	July '23	Electricity	-2.059,20 ton CO ₂	-858,00 ton CO ₂	-1.201,20 ton CO ₂
Çorlu	Shutdown of the cogeneration system -Natural Gas Demand	The increase in natural gas consumption equivalent to the steam and heat load produced by the cogeneration plant as a result of the shut down.	July '23	Natural Gas	-651,53 ton CO ₂	-271,47 ton CO ₂	-380,06 ton CO ₂
Çorlu	Expansion of factories operations and growth expectations.	The energy requirement of machinery investments in factories and expansion of factory operations.	July '23	Natural Gas	0,00 ton CO ₂	0,00 ton CO ₂	0,00 ton CO ₂
Çorlu	Expansion of factories operations and growth expectations.	The energy requirement of machinery investments in factories and expansion of factory operations. *Moving the fabric cutting section to Tokat Factory.	Feb '23	Electricity	660,00 ton CO ₂	550,00 ton CO ₂	110,00 ton CO ₂
Çorlu	Obtaining steam from renewable energy.	Generating the steam used in factory operations by renewable sources.	Jan '24	Natural Gas	909,45 ton CO ₂	833,66 ton CO ₂	75,79 ton CO ₂
Tokat	Expansion of factories operations and growth expectations.	The energy requirement of machinery investments in factories and expansion of factory operations.	Feb '23	Electricity	-1.584,00 ton CO ₂	-1.320,00 ton CO ₂	-264,00 ton CO ₂
Tokat	Expansion of factories operations and growth exapectations.	The energy requirement of machinery investments in factories and expansion of factory operations.	Feb '23	Electricity	-660,00 ton CO ₂	-550,00 ton CO ₂	-110,00 ton CO ₂

Location	Action	Action Explanation	Action Deadline	Resource Targeted to be Reduced	Carbon Footprint Equivalent of Reduction	Decrease in the Related Year	Next Year's Decrease
Tokat	Expansion of factories operations and growth expectations. -Electricity Demand Of Radiants for Fabric Warehouse	The amount of electricity that the radiant heaters will consume upon completion of the Fabric Warehouse installation. (30 Electricity Radiant System Installation)	Feb '23	Electricity	-163,97 ton CO ₂	-136,64 ton CO ₂	-27,33 ton CO ₂
Tokat	Expansion of factories operations and growth expectations. -Electricity Demand Of Equipments such as Pressure Booster	Electricity Demand Of Equipments such as Pressure Booster which will be assigned to building.	Feb '23	Electricity	-165,00 ton CO ₂	-137,50 ton CO ₂	-27,50 ton CO ₂
Tokat	Self-generation of renewable energy	Solar panel investment project (Stage 1)	Apr '22	Electricity	1.469,60 ton CO ₂	979,73 ton CO ₂	489,87 ton CO ₂
Tokat	Self-generation of renewable energy	Solar panel investment project (Stage 2)	Dec '22	Electricity	1.719,85 ton CO ₂	0,00 ton CO ₂	1.719,85 ton CO ₂
Tokat	Purchase of Energy Attribute Certificates	I-REC certificate will be purchased for all the electricity we use from the grid in our facility. Our purchase of I-REC certificate will cover 100% of the electricity consumption for the first 8 months of the year.	Sep '22	Electricity	1.234,20 ton CO ₂	308,55 ton CO ₂	925,65 ton CO ₂
Tokat	Purchase of Energy Attribute Certificates	I-REC certificate will be purchased for all the electricity we use from the grid in our facility. Our purchase of I-REC certificate will cover 100% of the electricity consumption for the first 4 months of the year.	Jan '23	Electricity	745,36 ton CO ₂	683,25 ton CO ₂	62,11 ton CO ₂
Tokat	Optimization of the manufacturing process	Saving in natural gas use by optimizing the recipe in the product drying process.	Dec '22	Natural Gas	30,32 ton CO ₂	0,00 ton CO ₂	30,32 ton CO ₂
Tokat	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat)	With the deployment of the Oxygen Trim System, to ensure the efficient use of natural gas with the measurement method from the chimney of the factory.	May '23	Natural Gas	20,21 ton CO ₂	11,79 ton CO ₂	8,42 ton CO ₂
Tokat	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat)	Replacing the natural gas radiant heaters in the factory with electric radiant heaters. (22 Electricity Radiant System Installation)	May '23	Natural Gas	201,80 ton CO ₂	117,72 ton CO ₂	84,09 ton CO ₂
Tokat	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat)	Replacing the natural gas radiant heaters in the factory with electric radiant heaters. (30 Electricity Radiant System Installation)	May '24	Natural Gas	275,19 ton CO ₂	160,53 ton CO ₂	114,66 ton CO ₂
Tokat	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat) -Electricity Demand	Installation of an electric radiant heating system as a heating source in the facility. (32 Electricity Radiant System Installation) <i>*Add. electricity required after the conversion of the heating system from natural gas to electricity.</i>	May '23	Electricity	-184,50 ton CO ₂	-107,63 ton CO ₂	-76,88 ton CO ₂
Tokat	Optimization of thermal energy consumption (i.e. isolation of pipelines, recovery of heat) -Electricity Demand	Installation of an electric radiant heating system as a heating source in the facility. (43 Electricity Radiant System Installation) <i>*Add. electricity required after the conversion of the heating system from natural gas to electricity.</i>	May '24	Electricity	-247,93 ton CO ₂	-144,62 ton CO ₂	-103,30 ton CO ₂
No Location	Energy Performance Contract	Determination of energy saving points and implementation in the field by making an agreement with a professional company for an Energy Performance Contract.	-	Electricity	- ton CO ₂	- ton CO ₂	- ton CO ₂
No Location	Solar Power Plant Land Application	Generating electricity from 100% renewable sources through field application of solar panels. (Stage 1)	July '23	Electricity	6.160,00 ton CO ₂	2.566,67 ton CO ₂	3.593,33 ton CO ₂
No Location	Solar Power Plant Land Application	Generating electricity from 100% renewable sources through field application of solar panels. (Stage 2)	Jan '24	Electricity	3.520,00 ton CO ₂	3.226,67 ton CO ₂	293,33 ton CO ₂
No Location	Transforming the Fossil Fuel Vehicle Fleet to an Electric One	Conversion of both Company vehicles and contracted vehicle fleet to hybrid or electric vehicles.	Jan '27	Diesel	916,75 ton CO ₂	840,36 ton CO ₂	76,40 ton CO ₂
No Location	Transforming the Fossil Fuel Vehicle Fleet to an Electric One	Conversion of both Company vehicles and contracted vehicle fleet to hybrid or electric vehicles.	Jan '27	Fuel Oil	96,28 ton CO ₂	88,26 ton CO ₂	8,02 ton CO ₂

Sustainability Risk Analyses Climate Change

Danger	Risk Definition	Risk Degree	Financial Effect		Environmental Effect		Social Effect		Corrective Action/Action Plan					Reassessment			Risk Def.	Financial Effect		Environmental Effect		Social Effect		Opportunity	Time	Control Frequency
			MIN	MAX	MIN	MAX	MIN	MAX	Planned Precaution/Action	Deadline	Responsive Department/Person	Actual Situation	Financial Effect of the Measure Taken	Pos.	Sev.	Risk Val.		MIN	MAX	MIN	MAX	MIN	MAX			
Decreased Available Resources	Insufficient resources of inputs in processes can cause a decrease in production capacity and therefore a decrease in process efficiency.	Medium	15% Loss in Turn over	40% Loss in Turn over	10% Loss in Turn over	20% Loss in Turn over	5% Loss in Turn over	15% Loss in Turn over	Investing in environmental projects to reduce the resources (water, energy, raw materials, etc.) used in every process of the workflow.	2025	Technology and Innovation Working Group	Research and examination of project activities that will allow to increase the resource efficiency used in the processes	3% Loss in Turnover	1	4	4	Low	3% Loss in Turn over	10% Loss in Turn over	3% Loss in Turn over	7% Loss in Turn over	2% Loss in Turn over	7% Loss in Turn over	Long-term productivity growth	Medium & Long	Once a Year
Changing Climate Policies	As a result of not reducing carbon emissions to the limits determined by national and international legislation, financial sanctions may be incurred and there may be an (indirect) increase in operational costs.	Medium	15% Loss in Turn over	40% Loss in Turn over	7% Loss in Turn over	15% Loss in Turn over	5% Loss in Turn over	10% Loss in Turn over	Carbon emissions from activities; providing periodic follow-up and reporting, continuing to work on reducing carbon emissions, researching alternative energy sources and working on energy efficiency	2025	Environmental Sustainability Group	Making regular legal reports and researching alternative energy sources that can be applied within the scope of energy efficiency and examining technical analyzes	5% Loss in Turnover	1	4	4	Low	3% Loss in Turn over	9% Loss in Turn over	2% Loss in Turn over	10% Loss in Turn over	1% Loss in Turn over	5% Loss in Turn over	Achieving a positive brand effect by internal and external customers through studies in line with climate change awareness	Medium & Long	Once a Year
Changes in Market Expectations	Market and income loss may occur as a result of not integrating the developing climate change awareness and awareness into work flow processes.	Medium	15% Loss in Turn over	25% Loss in Turn over	5% Loss in Turn over	10% Loss in Turn over	5% Loss in Turn over	10% Loss in Turn over	Developing projects in the Design and R&D centers within the scope of combating climate change and producing products compatible with customer expectations	2025	Product Development Working Group	Continuation of the studies carried out in the Design and R&D Centers	8% Loss in Turnover	1	3	3	Low	4% Loss in Turn over	9% Loss in Turn over	2% Loss in Turn over	4% Loss in Turn over	1% Loss in Turn over	7% Loss in Turn over	Differentiation from competitors by producing new products with customer demands	Medium & Long	Once a Year

*Pos: Possibility *Sev: Severity *Risk Val: Risk Value *Risk Def: Risk Definition

Sustainability Risk Analyses Water Safety

Danger	Risk Definition	Risk Degree	Financial Effect		Environmental Effect		Social Effect		Corrective Action/Action Plan				Reassessment			Risk Def.	Financial Effect		Environmental Effect		Social Effect		Opportunity	Time	Control Frequency	
			MIN	MAX	MIN	MAX	MIN	MAX	Planned Precaution/Action	Deadline	Responsive Department/Person	Actual Situation	Financial Effect of the Measure Taken	Pos.	Sev.		Risk Val.	MIN	MAX	MIN	MAX	MIN				MAX
Scarcity of Water Resources Water Stress	The inability of the amount of water to meet the requirements in the workflow processes may cause operational disruptions in production.	Medium	10% Loss in Turn over	25% Loss in Turn over	20% Loss in Turn over	40% Loss in Turn over	5% Loss in Turn over	15% Loss in Turn over	Reviewing processes, reducing water consumption and carrying out project studies for the recovery of treated water	2025	Technology and Innovation Working Group	Control of work flow processes and water management, research and examination of project studies carried out for water reuse	3% Loss in Turnover	1	4	4	Low	3% Loss in Turn over	10% Loss in Turn over	7% Loss in Turn over	15% Loss in Turn over	1% Loss in Turn over	9% Loss in Turn over	Discovering new techniques for improvement	Medium & Long	Once a Year
Deterioration of the quality of water resources	Negative changes in the chemical, physical, bacteriological, radioactive and ecological properties of the water source may cause the quality of the products produced to change, the performance of the equipment used in the processes to decrease and the resulting loss of process efficiency to occur.	Medium	5% Loss in Turn over	20% Loss in Turn over	20% Loss in Turn over	35% Loss in Turn over	7% Loss in Turn over	19% Loss in Turn over	Using low-cost techniques that will allow the water to be brought to the desired standards according to the purpose of use, performing an equipment management that includes regular maintenance and repair activities.	2025	Technology and Innovation Working Group	Performing regular maintenance and repair activities of the technical infrastructure and monitoring the quality efficiency of the resources used in production	3% Loss in Turnover	1	4	4	Low	3% Loss in Turn over	7% Loss in Turn over	3% Loss in Turn over	7% Loss in Turn over	1% Loss in Turn over	5% Loss in Turn over	Increasing product quality with regular technical controls	Medium & Long	Once a Year
Customer Expectations Shifting Towards Water Recycling	Loss of market and revenue may occur as a result of failure to meet customer demands.	Medium	15% Loss in Turn over	40% Loss in Turn over	3% Loss in Turn over	12% Loss in Turn over	4% Loss in Turn over	21% Loss in Turn over	Carrying out project studies on water efficiency and water reusability throughout the entire supply chain	2025	Sustainable Customer Relations Working Group	The continuation of the research and examination process of the studies to be carried out with the awareness of water safety for the expectations	3% Loss in Turnover	1	3	3	Low	2% Loss in Turn over	10% Loss in Turn over	1% Loss in Turn over	5% Loss in Turn over	1% Loss in Turn over	7% Loss in Turn over	Increase in sales rates by increasing satisfaction and reliability	Medium & Long	Once a Year

*Pos: Possibility *Sev: Severity *Risk Val: Risk Value *Risk Def: Risk Definition * We are aware of the responsibility of the information we share and since we could not access clear information during the reporting period, it was not answered in the 2022 report. These questions will be answered in the next reporting period.

Project Highlights

The incremental benefit created in our electricity and water consumption by our **solar energy panels & waste water recycling facility investments**, which we have implemented to reduce our environmental impact, has had a direct impact on the economic sustainability of our company simultaneously. In addition to these two major investment projects, **we are pursuing our economic sustainability with our efficiency-based projects that will reduce our energy costs.**

Natural gas emissions constitute the largest portion of our carbon emissions. The details of our projects implemented for our actions supporting our **5-10 year scope 1 & 2 emission reduction targets, which we gave to SBTi at the end of 2022, are as follows:**

Steam Production and Saving Project



It is a project based on the use of water passing through the reverse osmosis unit for steam production and saving steam. **275.000 kWh was saved** from our total steam usage by using the water passing through the reverse osmosis units in the washing area in our factories in steam production.

Prevention of Steam Boiler Air Losses Project



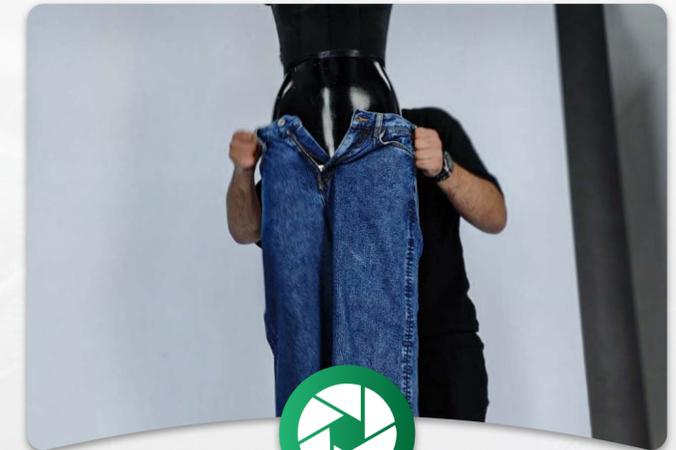
Our project, which was developed based on the idea of reducing heat losses with the insulation system built on the front cover of the steam boiler in the washing area, prevented **390.500 kWh worth of heat loss** during 2022.

Natural Gas Saving Project



Optimisation of production processes is the first of the main actions we have determined to achieve **our 5-10 year scope 1&2 emissions reduction target we have given to SBTi**. In our Çorlu and Tokat factories, where we have identified the highest natural gas consumption, optimisation has been made again in the production recipes for our drying machines used between the washing steps in our production areas. By the end of 2022, **165.000 kWh savings were achieved in natural gas consumption** through recipe optimisation in intermediate processes and in the drying process of the finished product.

Development of Digital Collection Presentation Methods Project



The digital collection investment was made for our design and the sales department to photograph their products, **share them through the digital collection link and store them with digital archive facility**. With this investment, **2043 models** were photographed and archived in 2022.

Sustainability and Corporate Social Responsibility Projects

PROJECT NAME	SDGs	PROJECT DESCRIPTION
Jean Donation	1 16	Periodic donation of jeans produced for children in primary schools.
New Year Gift Organization	16	Gift sending from LÖSEV focused on social assistance for our customers as a New Year's gift.
Helping Children with SMA	3 16	Providing financial support to children with SMA who have medication access problems.
Equipment Support for Disabled People	12	Supporting disabled people's access to chairs with the plastic cover collection project carried out in Turkey.
Financial Support to Employees for Health	3 16	Providing discount support from hospitals for the health examinations of the employees and their families.
Breast Cancer Awareness Education	3 4 16	Providing awareness trainings on breast cancer to our employees and free mammography support.
New Year Event	16	Organizing an event by renting a photo booth for the employees in order to socialize and welcome the new year.
Brainstorming for Future Developments	2 16	Exchange of ideas about ready-to-wear clothing industry with vocational education students at breakfast.
Workshop for Customers at Production Site	11 17	Organizing field tour and workshop event for our Bestseller customers' employees in different departments.
Animal Shelter Food Donation	2	Periodic delivery of excess daily consumption meals from our cafeterias to animal shelters.
Upcycling Oriented Design Workshop	12	Collaboration with the university to design new products from textile waste with the upcycling technique.
New Product Design From Textile Waste	12	Christmas tree design and production from waste fabric tensile test pieces.
Fabric Recycle Project	12	Production of fabric from fabric cutting wastes with the cooperation of recycling facility and fabric manufacturer.
LCA - Product Lifecycle Assesments	6 12 13	Making product-based environmental impact calculations using the LCA methodology with customer collaborations.
I-REC Certificate	9 13	Compensation of mains electricity used in our Tokat and Çorlu plants with I-REC renewable energy certificates.
Jean Production for Pangaia & Unspun Collaboration	6 13	Production and shipment of the product that the customer ordered digitally according to his/her own size.
Collaboration with Ellen MacArthur Foundation	12	Preparing periodical collections for The Jeans ReDesign project of EMAF, providing production and shipments.
Waste Water Recycling Project	6	Reuse of waste water recovered with unit investments as process water for a waste water treatment plant.
Solar Energy System Investments	9 13	Investing in solar energy panels for electricity generation and renewable energy use at the Tokat factory location.
Steam Production and Savings	9	Using the water that will pass through the reverse osmosis unit for steam generation and steam saving.
Steam Boiler Air Loss Prevention Project	9	Reducing heat losses with the insulation system made on the front cover of the steam boiler in the washing area.
Gas Savings	9	Saving on natural gas usage in product drying process with recipe optimization.
Development of Digital Collection Methods	4 12 13	Making E-Shot investment to photo our products in 360°, share and store them as digital collections.

Very High Priority High Priority

Social Environmental Economic



GRI & SDG Content Index

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2022

GRI Standard	Standard Name	Standard Number	Page & Answers
General Disclosures - GRI 1,2,3 Universal Standard 2021	Organization Details	Disclosure 2-1	2,6
	Entities Included in the Organization's Sustainability Reporting	Disclosure 2-2	2,6
	Frequency and Contact Point (Reporting Period)	Disclosure 2-3	2
	Restatements of Information	Disclosure 2-4	2 - No change has been made in reporting format.
	External Assurance	Disclosure 2-5	2,8
	Activities & Value Chain & Other Business Relationships	Disclosure 2-6	6,10
	Employees	Disclosure 2-7	12,14
	Workers Who Are Not Employees	Disclosure 2-8	13 - There is no recorded non employee number change in the reporting period.
	Nomination and Selection of the Highest Governance Body	Disclosure 2-10	8,10
	Chair of the Highest Governance Body	Disclosure 2-11	3
	Role of the Highest Governance Body in Overseeing the Management of Impacts	Disclosure 2-12	8,10 - There are no recorded cases of violation of conflicts of interest in the reporting period.
	Delegation of Responsibility for Managing Impacts	Disclosure 2-13	8
	Role of the Highest Governance Body in Sustainability Reporting	Disclosure 2-14	8
	Conflicts of Interest	Disclosure 2-15	8
	Process to Determine Remuneration	Disclosure 2-20	16
	Statement on Sustainable Development Strategy	Disclosure 2-22	3
	Policy Commitments	Disclosure 2-23	3,15-16 - It is explained indirectly.
	Embedding Policy Commitments	Disclosure 2-24	15-16 - It is explained indirectly.
	Processes to Remediate Negative Impacts	Disclosure 2-25	15,22,34,35,36,37 - We are working with our stakeholders to achieve SBTi scope 3 targets.
	Mechanisms for Seeking Advice and Raising Concerns	Disclosure 2-26	Support is received from the trade union on trade union rights, from environmental consultants on environmental issues, from state channels on social issues, and from legal counsellors on legal issues.
Compliance with Laws and Regulations	Disclosure 2-27	There is no recorded case. - There is no recorded number of significant instances of non-compliance with laws and regulations and the total number of fines for non-compliance with laws and regulations paid during the reporting period.	
Membership Associations	Disclosure 2-28	10	
Approach to Stakeholder Engagement	Disclosure 2-29	33	
Collective Bargaining Agreements	Disclosure 2-30	13	

GRI Standard	Standard Name	Standard Number	Page & Answers
GRI 200: Economic	GRI 201-Economic Performance 2016	201-2	36,37
	GRI 202-Market Presence 2016	202-1	8,16
		202-2	8,12
	GRI 203-Indirect Economic Impacts 2016	203-1	24,27,38,39 - One example: Having our own waste water recycling plant reduces water consumptions and water discharge amounts in the facility. Thus, we prevent the increasing water pollution in the watersheds in the local area.
		203-2	33
	GRI 204-Procurement Practices 2016	204-1	16
	GRI 205-Anti-corruption 2016	204-1	16
205-2		14,16	
	205-3	There are no recorded corruption cases in our company.	
GRI 206-Anti-competitive Behavior 2016	206-1	2,6,33 - There is no recorded anti-competitive behaviour and monopolisation violations during the reporting period.	
GRI 200: Environmental	GRI 301-Materials 2016	301-1	Revised values in the 2021 report: Fabric Purchased: 16465345 kg, Accessories Purchased: 181348 kg, Packaging Material Purchased: 243818 kg, 2022 Accessories/Packaging Material reports have been delayed due to SBTi reporting.
		301-2	30
		301-3	For 2022, no data could be obtained from our ERP system.
	GRI 302-Energy 2016	302-1	22,24,25
		302-2	22
		302-3	22
		302-4	22,24
		302-5	22
	GRI 303-Water and Effluents 2018	303-1	26,37
		303-2	26,27
		303-3	26
		303-4	26,27
		303-5	26

GRI Standard	Standard Name	Standard Number	Page & Answers
GRI 200: Environmental	GRI 305-Emissions 2016	305-1	22
		305-2	22
		305-3	22
		305-4	22
		305-5	22
		305-6	22
		305-7	22
	GRI 306-Waste 2020	306-1	28
		306-2	28
		306-3	28
	GRI 308-Supplier Environmental Assessment 2016	308-1	16
		308-2	16
	GRI 200: Social	GRI 401-Employment 2016	401-1
401-3			13
GRI 403-Occupational Health and Safety 2018		403-1	15,16
		403-2	14,15
		403-3	15
		403-4	15 - Management-worker health and safety committees exist, their responsibilities, frequency of meetings, decision-making authority informations are provided during orientation trainings.
		403-5	Provided during orientation trainings.
		403-6	Provided during orientation trainings.
		403-7	15
		403-8	15 - Provided during orientation trainings.
		403-9	15
		403-10	15 - Provided during orientation trainings.

GRI Standard	Standard Name	Standard Number	Page & Answers
GRI 200: Social	GRI 404-Training and Education 2016	404-1	14
		404-2	14
		404-3	14
	GRI 405-Diversity and Equal Opportunity 2016	405-1	13
	GRI 406-Non-discrimination 2016	406-1	There is no recorded discrimination case in the reporting period.
	GRI 407-Freedom of Association & Collective Bargaining 2016	407-1	13
	GRI 408-Child Labor 2016	408-1	16
	GRI 409-Forced or Compulsory Labor 2016	409-1	16
	GRI 410-Security Practices 2016	410-1	16
	GRI 411-Rights of Indigenous Peoples 2016	411-1	There is no recorded violation case in the reporting period.
	GRI 414-Supplier Social Assessment 2016	414-1	16
		414-2	The social competence of all our subcontractors is checked.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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