



Lab
Global

TEKSTİLCİ TEKSTİL SANAYİ VE TİCARET ANONİM ŞİRKETİ

Disclosure Report

Date Submitted: January 25th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive industry

TEKSTİLCİ TEKSTİL SANAYİ VE TİCARET ANONİM ŞİRKETİ is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices, please visit the company's webpage/ sustainability report, accessible [here](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive industry

TEKSTİLCİ TEKSTİL SANAYİ VE TİCARET ANONİM ŞİRKETİ is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in Controversial Industries

Topic	Clients in Controversial Industries
Summary of Issue	<p>Tekstar is a textile company based in Turkey that manufactures clothes (uniforms, workers' trousers, workers' overalls) and has clients operating in the Tobacco industry. The level of customization in work wear is made to meet the corporate identity of the company and the functional needs of their employees and can include the following elements:</p> <ul style="list-style-type: none">-Logo and Branding;-Color Selection;-Pocket and Accessory Configurations;-Cut and Style Customizations for different worker needs. <p>Over the last 5 years the company has served clients operating in the Tobacco industry. Products offered to these companies can be offered to both clients in controversial as well as non-controversial industries.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Revenue generated from the sale of work clothes for Clients operating in the Tobacco industry represented 5.34% of the company's FY2023 revenue.
Impact on Stakeholders	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>Companies offering certain types of services and products to controversial clients are required to have at minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
Implemented Management Practices	<p>Tekstar has the following mechanisms in place to manage the risks associated to serving clients in the mining industry:</p> <p>Grievance/complaints mechanism This is accessible to their website, with a telephone number and</p>

contact email address as well as a "Contact Us" form inviting stakeholders to approach with any suggestion, inquiry or complaint (see link below). In addition, external stakeholders with which the company has contracts are informed of their grievance mechanism within their contract and all external stakeholders are made aware of the company's grievance/complaints mechanism within their Sustainability Report (see link below, page 15).

The Human resources manager is primarily responsible for evaluating requests or complaints. The collection center for requests or complaints is the human resources unit. When the wish or complaint is first evaluated, it is recorded and the investigation begins. The research is carried out jointly with the Factory Manager, Employee Representatives and the Human Resources Manager. If the complaints coming out of the wish complaint box are related to the people who opened the boxes, these people are excluded from evaluation. Complaints regarding these are evaluated by the management representative determined by the employer/employer's representative. The urgency of complaints made in the following situations is considered to be high:

- Problems that stop the complainants' production and/or working efficiency
- Quality problems that cause production and efficiency loss
- Problems that risk human health
- Problems that are constantly reported about the same issue.

Following the initial evaluation of the complaint, urgent solution suggestions (if available) are forwarded to the complainants. If the solution proposal is accepted by the worker, he/she writes the final reports regarding the complaint and directs/closes the complaint accordingly. Interviews with the complainant are conducted within the framework of a certain courtesy. Personal information of the complainant is not disclosed without the consent of these persons.

Whistleblower Protection Policy

The policy includes the following statements:

- Complaints and requests placed in the wish and complaint box are opened once a month and checked by the human resources manager and the worker representative. In addition, in cases that require an urgent solution, the complainant can

	<p>convey his complaint through a face-to-face meeting with the employee representative or human resources manager.</p> <ul style="list-style-type: none"> - If the suggested solution is accepted by the employee, it is implemented promptly. If the solution is not accepted, alternative proposals are presented. Open complaints are monitored during evaluation periods and closed if not repeated within one year. - The identity of complainants is strictly kept confidential and is not disclosed without their consent. Anonymous complaints are also accepted and taken into consideration. - The Company ensures that complainants are not exposed to: dismissal from employment, salary reductions, denial of promotions or training opportunities, harassment or discrimination. - Prohibition of retaliation: Under this policy, no retaliation of any kind is allowed against individuals who make complaints. Protecting the complainant is a priority commitment of the Company. Those attempting retaliation will face immediate disciplinary action and, if necessary, legal proceedings. - Complaints will be examined confidentially by the Ethics and Compliance Committee. - Independent external audits or investigations may be requested if necessary. - Investigation results are reported, and appropriate actions are taken. <p>Every new employee is trained on the complaint mechanism through orientation training. In addition, complaint procedures and feedback are communicated to employees through bulletin boards. Once a year, employees are informed about the complaint mechanism through collective social compliance training.</p>
Report	Grievance Mechanism- Contact Us form on Tekstar website Tekstar Sustainability Report