



Introduction

Bossa takes pride in being an innovative organization in the textile sector that acts with environmental awareness and a sense of social responsibility. Sustainability is one of the cornerstones of our strategic priorities. Our commitment to environmental, social, and governance values is an indication of our determination to leave a more livable world for future generations. Reporting activities are also carried out in order to define our company's sustainability strategies and to ensure effective communication with relevant stakeholders.

Purpose

With its experience and know-how, Bossa manufactures with the approach of providing high value-added benefits to the sector, the environment, and society.

Scope

- **Environmental Sustainability:**
 - Protection of Natural Resources: We research and implement innovative production methods and invest in new technologies in order to reduce water and energy consumption.
 - Low Carbon Footprint: We adopt sustainable production and supply methods in order to reduce carbon emissions throughout the life cycle of our products.
 - Waste Management: We aim to achieve zero waste in our production processes and increase our recycling rates.
- **Social Sustainability:**
 - Employee Rights: We ensure that our employees have a healthy, safe, and equal working environment.
 - Community and Education: We add value to our surroundings through social projects and educational programs, reinforcing our sense of social responsibility.
 - Supply Chain Sustainability: We expect our suppliers to act in compliance with environmental and social standards. We continuously improve our approved supplier system.
- **Economic Sustainability:**
 - Sustainable Product Development: We develop high value-added products made from recycled and environmentally friendly raw materials.
 - Traceability: We create a transparent value chain by ensuring the traceability of our products from raw material to end consumer.
 - Innovative Business Models: While increasing efficiency through R&D investments, we continue our production with environmentally friendly technologies.

Sustainability Committee

The Sustainability Committee has been established for the purpose of conducting research in the field of sustainability; determining strategies, policies, and targets; and ensuring the management, evaluation, and improvement of the actions decided upon.

The Sustainability Committee continues its work under the sponsorship of a Member of the Board of Directors, together with the Sustainability Director and Sustainability Coordination, in the areas of production, human resources, machinery energy, finance, accounting, purchasing and logistics, sales and marketing, and sustainability management.

- Determines the priority issues to be focused on regarding sustainability in the short, medium, and long term.
- Develops projects within the scope of sustainability together with suppliers and customers.
- Determines Bossa's sustainability-related strategies, policies, and targets.
- Carries out the necessary investment or budget calculations for actions to be taken in line with objectives and targets.
- Ensures the publication of the annual sustainability report.
- Leads the realization of production, organizational, and supply activities within the scope of the sustainability strategy.
- Conducts research on different production methods, machinery, and technologies to reduce the product carbon footprint.
- Evaluates the risks and opportunities of climate change.
- Follows legislation and agreements within the scope of sustainability and plans the actions that need to be taken.

Sustainability Committee Job Descriptions:

Sponsor:

- Leads committee meetings and supervises the work of the committee.
- Approves sustainability investments to be made and helps provide the resources for such investments.

Director:

- Develops strategies and supports their implementation to ensure environmental, social, and economic sustainability.
- Determines sustainability and climate-related strategic targets, risks, and opportunities.
- Develops projects that will ensure community engagement.

Coordination:

- Ensures the implementation of sustainability policies by communicating with management and other departments.
- Develops sustainability projects in cooperation with local communities.

- Researches and develops sustainable product design and innovative production processes.
- Carries out efforts to reduce carbon and water footprint and proposes strategies.

Production:

- Monitors the consumption of energy, water, and natural resources.
- Researches environmentally friendly production technologies and integrates them into the factory.
- Ensures the effective and efficient use of resources.

Human Resources:

- Oversees the protection of employee rights and the provision of good working conditions.
- Develops and implements diversity, equity, and inclusion policies.
- Helps organize sustainability training for employees.
- Conducts occupational health and safety activities.

Machinery Energy:

- Monitors and optimizes the consumption of energy, water, and natural resources.
- Ensures compliance with environmental legal regulations and provides support during external audits.

Finance:

- Helps budget sustainable projects and secure the necessary financing.
- Conducts cost-benefit analyses of projects.
- Analyzes the financial impacts of climate change, carbon regulations, or social responsibility risks.
- Evaluates the financial sustainability of projects.

Accounting:

- Monitors and demonstrates the relationships between financial statements and sustainability performance.
- Evaluates new sources of income and expenses that may arise from sustainability practices.
- Presents the financial effects of sustainability projects to investors and other stakeholders.

Purchasing and Logistics:

- Plans improvement and development activities to ensure that our suppliers act in line with our targets, and determines strategies in line with laws and action plans that will affect the supply chain.
- Applies sustainability criteria in the supply chain (for example, ethical sourcing, use of recyclable materials).
- Encourages the use of sustainable raw materials.

Sales and Marketing:

- Communicates with customers, suppliers, and other stakeholders on sustainability issues.
- Enhances brand reputation by promoting sustainability projects.

Sustainability Management:

- Collects and analyzes data related to sustainability performance.
- Prepares awareness campaigns and disseminates them throughout the factory.
- Encourages employees to contribute to sustainability targets.
- Prepares reports for indicators such as carbon footprint, energy consumption, and waste amount.
- Establishes and monitors performance metrics to measure progress.
- Ensures compliance with local and international sustainability-related regulations.
- Assesses legal risks and offers solution proposals.
- Manages certification processes.