



**SUSTAINABILITY
REPORT**

2022

#touchingtheworld

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#touchingtheworld



Manifesto of Radium

#touchingtheworld



"The verbs "touching" and "weaving" are expressed by the Turkish word "dokunmak" which leads to this similarity in worldplay.

Scan the QR code for the website of Radium Workwear.

As we enter a new era as Radium, we are evolving and shaping the industry with our dynamic solutions and service quality.

Since our establishment, we have maintained the energy of our youth and our innovative perspective, while taking on the role of an experienced and pioneering brand. Throughout this journey, we remain strongly committed to our vision, which has been the driving force behind our progress. This mindset also supports our efforts to establish connections in many parts of the world, transcending the boundaries of our service area. Furthermore, we have started touching the world with our software system "<asistan/>," which has opened the door to a brand-new order tracking method for our customers. We continue to make an impact in the workwear industry with our high-quality production.

In our entire service process, along with providing our customers with a flawless system and quality production through Radium <asistan/>, we also strive to maintain awareness and guide our services towards the world and social developments. One of our most important steps is to preserve our consciousness of the world and its societal progress. In this regard, our sustainability report, which we have prepared, fulfills our promise of "Touching the World."

Finally, it should be noted that the phrase "Touching the World" goes beyond a simple play on words* and resonates with all stakeholders of Radium, emphasizing our sensitivity towards the environment and living beings.

Foreword of the Report



*Through our
shared values and
culture of
collaboration, we
are shaping our
sustainability
journey together...*

Sustainability is an increasingly significant issue in our globalized world. To effectively manage global challenges such as the depletion of natural resources, climate crisis, poverty, and increasing inequalities, we need to develop strategic approaches. In this context, which affects and concerns the whole world, we are aware of our responsibilities and are taking action for a more livable future!

As Radyum Workwear, we embrace sustainability values and demonstrate our commitment to evaluating and managing the long-term impacts of our activities. With this report, documenting our initial steps on the sustainability journey, we declare the sustainability activities, goals, and commitments of Radyum Workwear, operating under the commercial name Radyum Tekstil Medikal Dış Ticaret ve Sanayi Limited Şirketi, with its headquarters and warehouses located in Ankara/Mamak, for the period from January 1 to December 31, 2022.

This report, prepared in accordance with the core standards of the **Global Reporting Initiative (GRI)**, represents the beginning of our sustainability journey. It serves as a starting point to set our future goals and monitor our progress. In the preparation of our sustainability report, we prioritize engagement with our stakeholders and the contributions of expert consultants, as we develop a holistic strategy to enhance our value.

By regularly updating our sustainability report each year, we aim to make progress and, as a responsible brand contributing to the environment, society, and the sector, we strive for continuous improvement. We are committed to embracing a transparent approach in sharing our efforts and pledge to adopt a more responsible management approach. We take pride in sharing our sustainability journey with you.



#touchingtheworld



Radyum's 2022 Sustainability Report has been prepared following the guidelines provided by the Global Reporting Initiative (GRI), a voluntary reporting initiative.



Managerial Message

Change, Transformation, Development ...



Dear stakeholders,

Since its establishment, Radyum Workwear has been primarily engaged in clothing manufacturing. However, the company's focus goes beyond meeting its customers' clothing needs; it aims to provide them with the right and high-quality clothing in the most efficient way possible. To achieve this goal, Radyum Workwear constantly strives to improve itself and particularly emphasizes progress in the field of technology. By doing so, the company offers and continues to offer its customers innovative solutions that add significant value to their needs.

As the rapidly advancing and increasingly interconnected world embraces digital and engineering solutions, unnecessary time losses and inefficiencies can be easily overcome. At Radyum, while we strive to optimize our processes, we also aim to empower our valued customers to channel their energies into their core operations. We work towards making clothing-related operations easier and more seamless for them.

We aim to identify the potential conveniences that emerging technology can

bring to the corporate clothing sector and adapt them to our operations in the most effective way possible. Each day, we consider it a significant responsibility to strive for continuous improvement and elevate our service quality to new heights.

Moreover, we have entered a period where we will not ignore the growing sensitivities concerning sustainability.

With the goal of creating a more sustainable world, we place equality, environmental consciousness, fair compensation, and a high level of awareness at the

core of our efforts. We work collaboratively with all stakeholders, and one of our most significant aims is to achieve this objective.

Together, we will make a difference in the world.

With respect,

Vahap AKAR, Founding Partner



Vahap AKAR, Founding Partner

*Together for a Better
World...*



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**ABOUT
RADYUM**

About Radyum

Radyum Workwear

Preparing to celebrate its 20th year, Radyum continuously reinvents itself in the field of corporate clothing, aiming to provide its customers with high-quality, innovative, and environmentally friendly experiences.

“

We are weaving the future stitch by stitch.

Radyum Workwear started its operations in Ankara in 2004, with a fresh approach to the corporate clothing sector and the goal of extending Radyum's quality to every corner of Turkey.

Since its establishment, Radyum Workwear rapidly began serving some of Turkey's and the world's leading brands. The company manufactures customized corporate clothing with great attention to the sector's needs in collaboration with its partnered brands. These garments not only perfectly reflect the corporate identity of these brands but also showcase the quality of the brands.

In 2022, besides manufacturing corporate workwear for Turkey's most renowned brands, Radyum continues to expand in international markets.



*Radyum Workwear Central Office
(Ankara)*



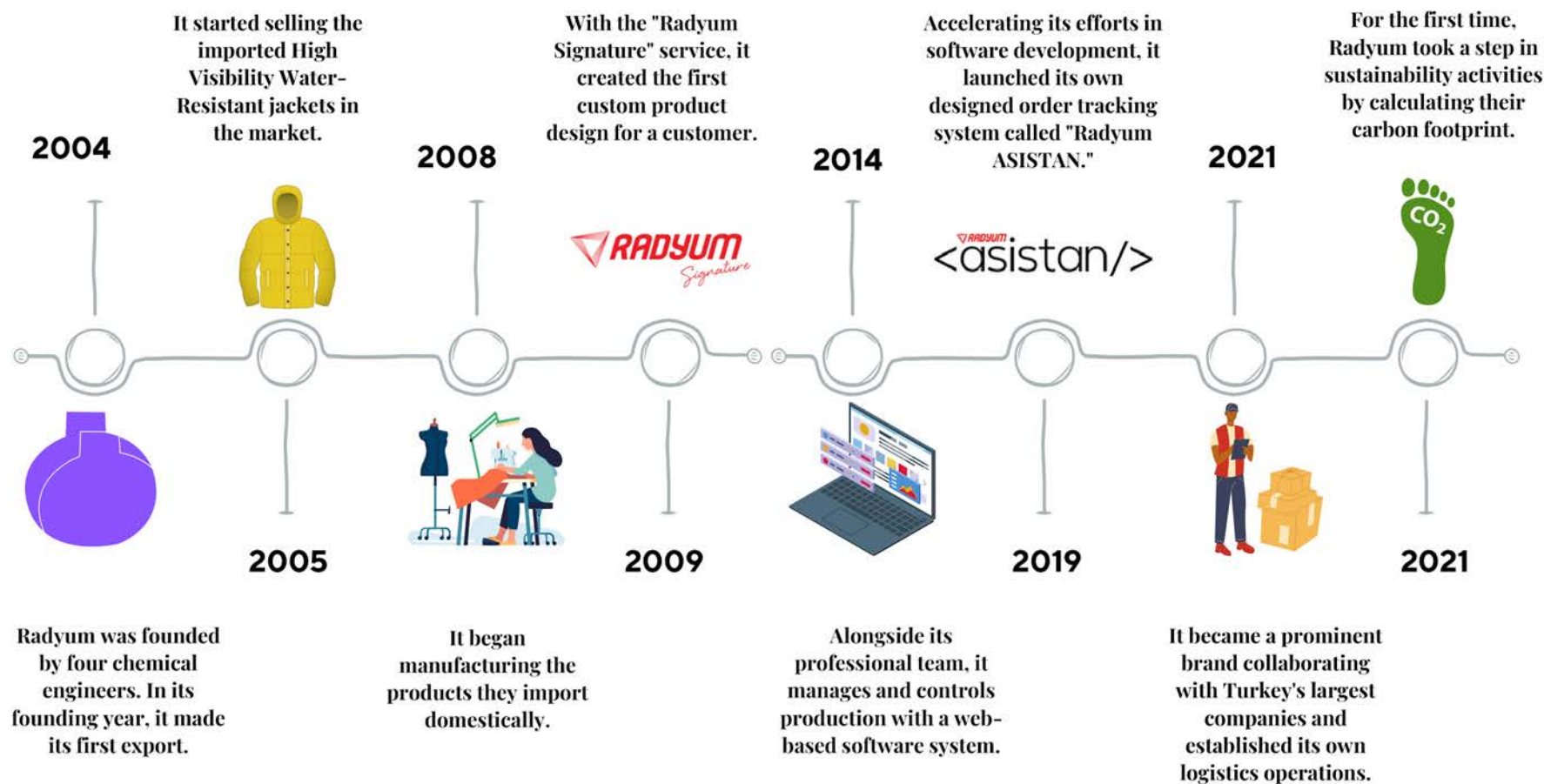
*Radyum Workwear Warehouse
(Ankara)*



*Radyum Workwear Warehouse
(Ankara)*



Journey of Radium



Vision, Mission, Values

Our vision is to be a global brand that recognizes corporate workwear as not just a garment, but also an integral part of brand value. We aim to provide our customers with customized, environmentally friendly, and ethically sound clothing solutions.

OUR VISION

Our mission is to prioritize sustainability while delivering high-quality products and services to our customers, minimizing environmental impacts, and contributing to social welfare.

OUR MISSION

TRUST

Ourselves, Each Other, Our Work

RESPECT

Towards the World, Living Beings, Society

QUALITY

In Our Products, Ideas, Goals

INNOVATION

For the Future, for Transformation, for Growth

OUR VALUES



Ethical Values and Transparency



Business Ethics: The key to success, The foundation of long-term success

As Radium Corporate Clothing, our principles of diversity, justice, transparency, and social responsibility form the foundation of our corporate culture. Our commitment to ethical principles is ingrained in all our activities and shapes relationships within the company. In line with this, adhering to principles of integrity throughout our entire value chain, ensuring the absence of human rights violations, respecting individual reputations, prioritizing equality and diversity, upholding company values, combating bribery and corruption, safeguarding the privacy and security of our customers' personal data and information, all stand as integral components within our ethical policies.

As one of the cornerstone elements of our ethical culture, we refrain from engaging in any business relationship that may conflict with the interests of Radium, could be perceived as inappropriate, create conflicts of interest, or harm the company's financial statements and business reputation, with any individual, organization, or institution we have commercial relations with.

In accordance with these principles, throughout the year 2022, both internally and with our customers at the forefront, there have been no incidents of non-compliance with Radium Workwear's ethical principles and policies in any activity within our value chain.



“

*We combine corporate elegance
with green thinking...*



Products and Services



Your Needs are Our Priority!

Our goal is to bring together our customers with products that have high returns and low costs...

Radium, among the preferred brands in the sector, implements tailored solutions to meet the needs in its operations covering products and service processes. By doing so, it effectively manages both human and material resources, applying a sustainable business model.

As a customer-focused company, Radium aims to achieve its objectives by expanding its product and service range. Considering demands and needs, it progresses with the goal of developing and producing innovative products aligned with global standards, while increasing diversity and quality in production.

With its national and international market offerings, the company can provide a wide range of products to its customers, including *jackets, coats, softshell jackets, trousers, fleeces, sweatshirts, t-shirts, vests, and special security clothing*, among many other items.



Products and Services



Due to its customized production strategy, Radyum possesses a high potential for product diversity.

This strategy provides an advantage in increasing export volume in the global market while reducing excess inventory, thereby minimizing its environmental impact.

Production Data of 2022

T-shirt



We produced **281,000** pieces of T-shirts

Jacket/Coat



We produced **50,000** pieces of jackets/coats

Trousers



We produced **170,000** trousers

Fleece



We produced **40,000** pieces of fleece.



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CORPORATE CULTURE AT RADYUM

Stakeholders Communication

Our stakeholders are a fundamental part of our business strategy, and their participation and feedback provide valuable guidance in shaping our sustainability efforts.

Radium Workwear has established a foundation for its management activities and sustainability strategies by fostering effective communication with both internal and external stakeholders. To achieve this, the company ensures inclusive and collaborative business operations with its employees, customers, suppliers, and sub-contractors through various communication channels. Staying up-to-date is achieved through online and/or face-to-face meetings, briefings, and field visits with stakeholders actively participating in the company's activities.





Taking into account the opinions and demands of stakeholders, Radium continuously improves its products and services while actively utilizing this valuable information to set long-term objectives. The feedback provided by stakeholders plays a critical role in shaping strategies that support the company's sustainability and customer-centric approach.



*Strengthening with
our stakeholders...*



Stakeholders Communication

| STAKEHOLDERS | TOPIC/PURPOSE OF THE COMMUNICATION | COMMUNICATION FREQUENCY |
|--|--|-------------------------|
|  EMPLOYEES | Activity Evaluations for the Previous Year | Once in a year |
| | Company Updates/Announcements | A few times a year |
| | Sharing Important Company Developments | Continuously |
| | Announcement of Products, Services, and Innovations in the Industry | Continuously |
| | Providing Information on Environmental, Social, or Corporate Activity Reports | A few times a year |
| | Priority and Performance Assessments | A few times a year |
|  CUSTOMERS | Mevcut müşterilerle önceki yıla ait performans değerlendirmesi | A few times a year |
| | Evaluation of Product and Service Processes with Customers | A few times a year |
| | Assessment of Product and Service Processes with Customers | A few times a year |
| | Informing Customers About Company Innovations, Developments, Collaborations, or Initiatives | A few times a year |
| | Providing Information About the Company's Environmental, Social, or Corporate Activity Reports | A few times a year |
|  SUPPLIERS | Conducting Business-related Discussions | A few times a year |
| | Communicating Company Expectations in Line with Current Industry Developments | A few times a year |
| | Audits and Visits | A few times a year |
|  SUB CONTRACTORS | Conducting Business-related Discussions | Continuously |
| | Communicating Company Expectations in Light of Current Industry Developments | A few times a year |
| | Audits and Visits | Continuously |



Customer Relationship

Material

Method

Cost

Contentment



Material

Utilization of materials that reduce environmental impact and align with customers' sustainability expectations.

Method

Effective utilization of improvement strategies and accurate design of lifecycle models.

Cost

Ensuring the highest level of price/quality balance in products and services.

Contentment

Meeting customer expectations with products and services designed according to needs.

Radyum sets forth with a 2M2C philosophy in the field of sectoral services, and adheres to this philosophy at the core of all its values. In doing so, it transcends the memorization of sustainability and transforms it into the essence of its vision and organizational culture.

The 2M2C philosophy serves the purpose of meeting customer expectations and is a significant guide for applying global and current trends in the corporate clothing sector. Our success and trust, built over many years of our journey at Radyum, are rooted in applying this philosophy in our actions for the future.



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AND PRODUCTION



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CLIMATE
ACTION



SUSTAINABILITY IN RADYUM



Sustainability Approach

“

*By touching the future,
we are weaving the future*

Radyum is committed to becoming a leading, innovative, and respected brand in the national and international markets by producing and operating corporate workwear within the framework of global standards. It shapes its long-term strategic goals based on realistic and achievable criteria. Furthermore, recent rapid changes in production and service capacities, along with the growth in our human resources, have created a significant opportunity for the enhancement of our existing strategies.

While contributing to the sector with a sustainable and circular business model, Radyum also aims to make a positive impact on the environment, society, and local economy through its products and services. In shaping Radyum's sustainability strategy, priority has been given to the key areas of sustainability within the ready-to-wear and textile industry. At the same time, a roadmap has been created by analyzing the potential impact and risks within its own

value chain. Sustainability goals have been established in alignment with the United Nations Sustainable Development Goals (UN-SDGs).



Sustainability Steps

Considering the significant importance of sustainability, we have established a roadmap for our strategic goals, commitments, and projects while taking into account the comprehensive nature of sustainability. This allows us to focus on prioritized areas for integrating sectoral trends into our model and optimizing our social, environmental, and managerial performance, aiming to add value to our brand, our environment, and the world.

“

We aim to produce more with less!

Sustainability Planning

1. Sector and literature research where risks and opportunities are identified
2. Sustainability and reporting initiatives integrated with Supply Chain Management
3. Sustainability awareness meeting organized for the R&D team
4. Identification of key issues and alignment with UN SDGs
5. Internal and external stakeholder surveys
6. Prioritization analysis



Sustainability Commision

To ensure controlled, transparent, and traceable execution of sustainability activities and reporting processes, a sustainability committee has been established.

The sustainability committee is structured in a way that allows for the inclusion of each department and operational area in the reporting process. The team has worked on stakeholder analyses, internal and external, preparation of prioritization matrix, identification of priority areas based on the UN Sustainable Development Goals, current status analysis, and setting objectives and commitments.



Sustainability Steps

Prioritization Analysis

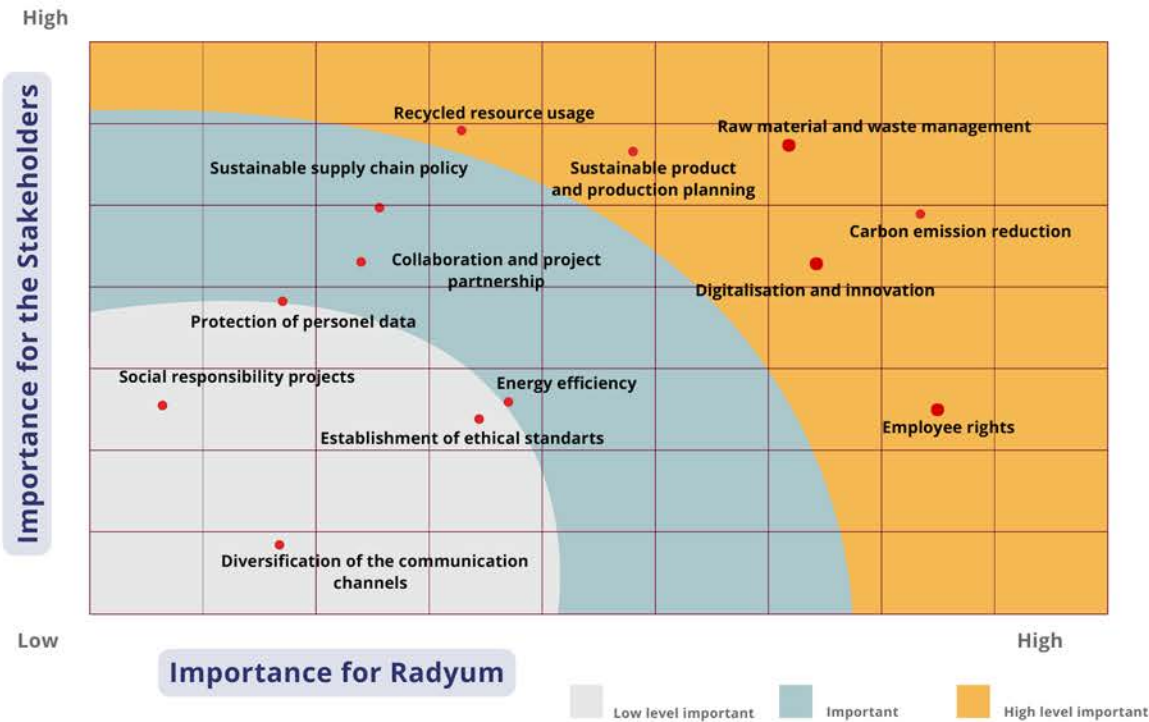
Radium which is aware of the impact and importance of denominators in creating a comprehensive language, has conducted numerator and denominator surveys to perform a Prioritization Analysis.

As Radium, we synthesize the topics of interest identified by stakeholders, sector potentials, and global trends to create our roadmap. In this context, we conduct stakeholder surveys to take into account the expectations of our stakeholders and to define our business processes. These surveys were carried out online using questions prepared for each stakeholder group and shared with both internal and external stakeholders. The external stakeholder groups are focused on subgroups such as suppliers, subcontractors, and customers, while internal stakeholders include the employees of Radium.

After the survey process, responses from both internal and external stakeholders are analyzed. Once the prioritized topics and their evaluations are determined, the collected data is visualized in a graph, with the X-axis representing internal stakeholders and the Y-axis representing external stakeholders. Looking at the evaluations from stakeholders, most of them aim to mitigate the effects of climate change:

- Reducing carbon emissions
- Sustainable raw materials
- Waste management
- Recycling activities
- Improvement of worker rights

and other high-priority initiatives are included in the list.



UN Sustainable Development Goals

Alignment with UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) are 17 global objectives established by the United Nations in 2015 and aimed at promoting sustainable development worldwide by 2030, encompassing economic, social, and environmental dimensions, all focused on enhancing the well-being of all people.

At Radyum, we are strategically aligning our operations with the UN Sustainable Development Goals to contribute to the establishment of a sustainable future. Therefore, we would like to emphasize that our activities in 2022 were carried out within the framework of the six goals we outlined, and our projects and initiatives were shaped in line with these objectives.



Sustainability Approach

With our sustainability strategies, we aim to add value to the environment and society, and leave a clean world for future generations. In this initial report as we begin to measure and enhance our sustainability performance, we commit to contributing to a sustainable future by collaborating with our customers, business partners, and the community.

| | |
|------------------------------|------------------------------------|
| Climate action failure | Infectious disease risks |
| Extreme weather conditions | Human-induced environmental damage |
| Biodiversity loss | Natural resources crisis |
| Social compatibility erosion | Debt crisis |
| Livelihood crises | Geo-economic conflicts |

According to the WEF report, the world is grappling with risks in specific areas in both the short and long term. Over the next 10 years, it is projected that the impacts of 10 identified risks on a global scale will intensify within 5 main categories.

The Global Risk Report 2022, World Economic Forum (WEF)

RESPECT TO THE
World
INNOVATION TO THE
Future
VALUE TO THE
Society



Sustainability Approach

Radyum's Sustainability Strategy



By aiming to enhance our global network and achieve mutual success with our customers, we provide climate- and community-oriented products/services that add value to both society and the environment.

| ENVIRONMENT | GOVERNANCE | INNOVATION | SOCIETY |
|---|--|---|---|
| REDUCING OUR ENVIRONMENTAL FOOTPRINT | INTEGRATING SUSTAINABILITY INTO EVERY ASPECT OF OUR VALUE CHAIN | KEEPING OUR BUSINESS PROCESS UP-TO-DATE | LEADING VALUE-CREATING PROJECTS |
|   |    |   |     |



Sustainability Goals



Environment and Climate

BE PLANET-FRIENDLY

- Reduction of carbon emissions from corporate operations by 10% compared to the 2022 baseline.
- Initiation of sustainable raw material usage.
- Establishment of Radium's first comprehensive sustainable product collection.
- Identification and creation of main focus areas for developing an environmental management system and roadmap.
- Alignment of energy performance with ISO 50001 standards.

- 2025
- 2024
- 2024
- 2025
- 2025

Human Resources and Corporate Culture

ADD VALUE TO LIFE

- Planning strategies that focus on employees' career and personal development performance.
- Monitoring and ensuring working conditions that respect human rights for all units in the value chain.
- Implementation of transparent communication channels and feedback mechanisms with internal and external stakeholders.
- Increasing the number of corporate and sectoral certifications.
- Developing systematic approaches for integrating sustainability practices into corporate culture.

- 2024
- 2024
- 2024
- 2024
- 2024

Technology and Innovation

WORK WITH PASSION

- Achieving a 90% increase in the digital tracking performance of the 'STS 2.0' system.
- Enhancement of the 'STS 2.0' and 'Radium Asistan' mobile applications.
- Development of digital tracking and counting systems for online product monitoring.
- Implementation of R&D studies for the transformation of paper waste through techniques such as reuse, recovery, and recycling.
- Designing innovations/products/services for environmental and social benefit.

- 2024
- 2024
- 2025
- 2030
- 2024



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ENVIRONMENTAL IMPACTS AT RADYUM

Climate change is everyone's responsibility!

The greatest crisis the world faces is the climate change caused by increasing population and industrial activities. Research indicates that without serious global climate action, a rise of 1.5°C-2°C in temperatures is likely by the end of this century. This scenario clearly demonstrates irreversible damages that will impact all forms of life, particularly climate and ecosystems.

Efforts are being made to mitigate the impacts of climate change and minimize the problems that will be encountered. Türkiye, by signing the Paris Agreement, has committed to taking collective actions in areas such as reducing greenhouse gas emissions and adapting to climate change.

The textile and apparel industry stands among the sectors with high environmental impacts due to its product and manufacturing processes. Additionally, factors such as raw materials, energy consumption, and waste management contribute to the potential for adverse effects. With awareness of these impacts, we embark on a journey to define transformation strategies to reduce the environmental footprint originating from product and service processes. We continuously update our business processes with sustainable solutions

Take Action
against the Climate
Crisis!



Carbon Footprint and
Energy Consumption

First Step in
Climate Action:
Carbon Footprint

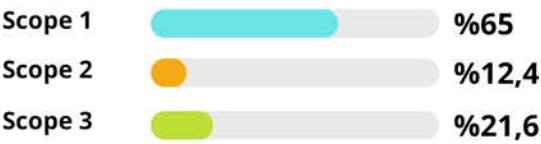
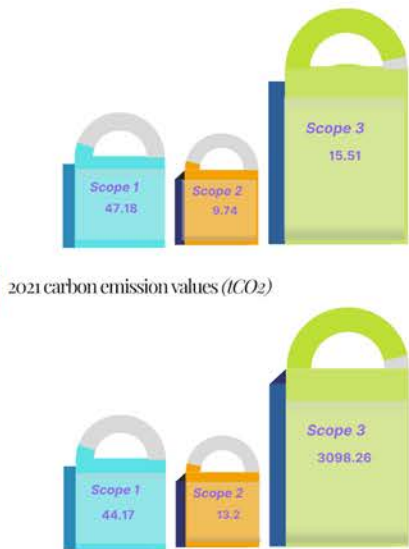
Climate change occurs as a result of the accumulation of greenhouse gases in the atmosphere and the warming of the planet. The primary cause of this process is carbon emissions. Emissions of greenhouse gases from various sources, including business activities, energy consumption, transportation, production processes, and supply chains, are quantified in terms of carbon dioxide, which is referred to as the 'carbon footprint.'

In the face of the current global climate crisis risks, the need for companies to enhance their environmental performance holds a more critical place than ever before. The World Business Council for Sustainable Development (WBCSD) has demonstrated that by defining sustainable business and action strategies, current global greenhouse gas emissions could be reduced by up to 40% by the year 2050*.

*www.wbcsd.org

Carbon Emissions and
Energy Usage

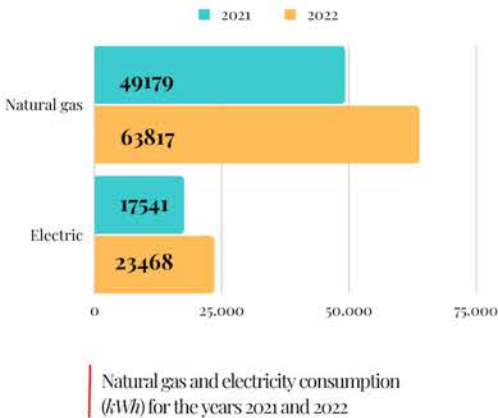
Within the framework of its sustainability approach, Radyum calculates its corporate carbon footprint to contribute to the fight against climate change. This aims to enhance the management and control of carbon emissions arising from its products and service activities. The calculation and reporting process commenced in 2021, with the first report published on the website in 2022 to share with stakeholders. The report covers the period from January 1 to April 31.



Reporting was conducted in accordance with the ISO 14064-1:2018 standard. Accordingly, Radyum's direct and indirect carbon emissions are categorized into 6 categories, and the emission amount for each category is specified.

In the initial reporting period of 2021, Categories 4 and 5 could not be included in the calculations due to lack of clear data accessibility for the activities associated with these categories. However, for the year 2022, each activity data has been explicitly provided and calculations have been performed to encompass all data. As a result of these calculations, Radyum's highest carbon emissions are attributed to Scope 3.

As Radyum Workwear, we have initiated an energy management assessment process concerning the energy consumption arising from our activities. After identifying the areas of high energy consumption, we have developed plans focusing on energy efficiency efforts and targeting the areas that have the most significant impact.



Material Usage and Waste



At Radyum, we are committed to minimizing waste generation and prolonging the lifespan of resources by being aware of the threat of natural resource depletion.

We focus on incorporating sustainability principles throughout the product design process to reduce waste, increase recycling, and promote efficient resource utilization. Therefore, we are dedicated to developing sustainable solutions from the initial stages of product design.

Furthermore, we are establishing projects for the renewal (upcycle) and/or recycling of fabric and textile waste generated during the production process. By 2024, we aim to complete the project planning process, and by 2025, we aim to transition to project implementation.



Waste Management and Resource Use

The rapid depletion of natural resources has intensified the focus on sustainability, triggering a search for solutions to environmental issues. This situation necessitates taking actions for the adoption of sustainable development as a business imperative.





229.500

METERS

FABRIC FOR
TROUSERS



76

TONNES

FABRIC FOR
T-SHIRT



100.000

METERS

COAT FABRIC



24

TONNES

FLEECE FABRIC



1.529.468

PIECES

ZIPPER
STOPPER
SNAP FASTENER



315.000

METERS

REFLECTIVE
ELASTIC TAPE
BINDING

Fabric and accessory quantities used
in products manufactured in the year
2022.

4%
WASTAGE



9180

METERS

**FABRIC FOR
TROUSERS**

7%
WASTAGE



5310

METERS

**FABRIC FOR
T-SHIRT**

4%
WASTAGE



4000

METERS

COAT FABRIC

7%
WASTAGE



1680

METERS

FLEECE FABRIC

2022 cutting-related waste and fabric scraps quantities.

GELATIN

100%

All 698,637 pieces of gelatin used in the shipments of 2022 were produced from recycled raw materials.

CARTON BOXES

88%

Out of the 19,818 carton boxes used in the shipments of 2022, 17,500 were produced from recycled raw materials.



“Responsible Choices!”

Besides production and activities, preferring the use of recycled materials for packaging and boxing helps in conserving natural resources and reducing waste. Therefore, we emphasize the importance of our product packages being made from recycled materials and are increasing the use of recycled packaging.

In 2021, out of the 40,679 gelatins used for product packaging, 22,039 gelatins, which corresponds to 30%, were made from recycled materials. In 2022, by exclusively opting for gelatins made from recycled materials for the 698,637 gelatins we used, we elevated our performance from 30% to 100%.

Furthermore, in line with the 'Zero Waste' principles, we reduced the environmental impact of plastic, paper, and battery waste by recycling them.



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SOCIAL IMPACTS AT RADYUM

Employee Rights and Inclusivity

Human resource management refers to the process of dealing with a company's most valuable assets – its people. Human rights are a fundamental component of this process. Managing human resources in accordance with human rights entails protecting employees' rights, ensuring fair treatment, and adhering to ethical values. Therefore, we embrace a system that prioritizes our employees who do the work before the work itself, making it a core value of our operations.

“

Our priority in human resources is human rights!

With the implementation of our 'Employee Feedback Survey' in the company, we aim to reveal our employees' perspectives on various aspects such as their sense of belonging, satisfaction with the company and current departments, areas for improvement, management, and well-being criteria. Through this approach, we highlight our employee-centric approach. In this context, in the survey conducted for 2022, the highest satisfaction rating of 44.2% was achieved in the category of 'Job Development and Innovation Activities,' followed by 22.8% in the 'Ethical Practices and Business Ethics' category.

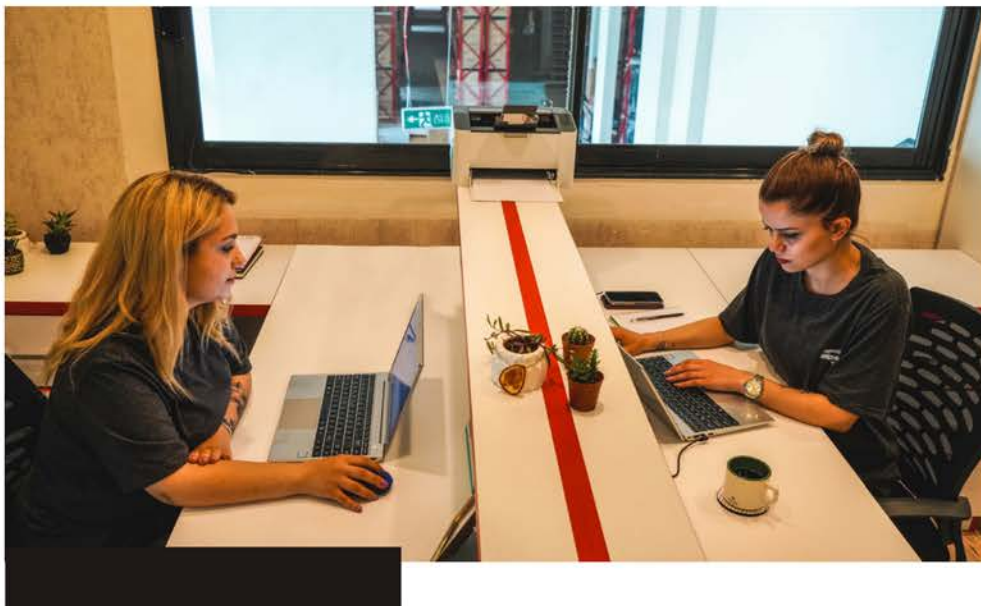


To achieve competitiveness in the business world, qualified and skilled human resources are the foundational cornerstone. With a conscious approach that shapes our Human Resources strategy, we embrace equality and transparency in recruitment and compensation processes and uphold a fair approach in performance management. During our recruitment processes, in addition to candidates' qualifications, we also emphasize their potential for growth and alignment with company values, valuing the adoption of the company culture.

We collaborate closely between the relevant department manager and the Human Resources department in our recruitment processes, evaluating candidates' credentials without consideration of factors such as appearance, gender, marital status, age, religion, race, and ethnic origin. At Radyum Workwear, we are aware that fostering a sustainable organizational culture involves focusing not only on areas of advancement but also on areas that require improvement. Hence, in our survey, we prioritize development topics by focusing on enhancing our employees' satisfaction levels, aiming to shape our working standards for the upcoming years in line with current expectations.



Employee Profile



Our employees represent a diverse community with various backgrounds, skills, and perspectives. We take pride in the differences among our employees and embrace them in a harmonious manner.

Our team members consist of individuals coming together from diverse areas of expertise. Our employee profile includes people from different cultures, genders, age groups, and talents. This diversity encourages innovation and enables us to provide more inclusive and creative solutions.

Team spirit and collaboration are fundamental values of our company. Our employees believe in the power of working together and support each other by sharing their knowledge and experiences. Each of our team members plays an important role in the success of the company and contributes to creating value.

“

Each of our employees is an important part of our success story...

| | Blue collar | White collar |
|---|-------------|--------------|
| Total numbers of employees | 18 | 29 |
| | 47 | |
| White collar employee number | Man | Woman |
| | 13 | 16 |
| | 29 | |
| Blue collar employee number | Man | Woman |
| | 16 | 2 |
| | 18 | |
| The number of individuals in the management bodies and the board of directors | Man | Woman |
| | 3 | 4 |
| | 7 | |
| The number of employees excluding the management bodies | Man | Woman |
| | 26 | 14 |
| | 40 | |
| The number of employees under the age of 30 | Man | Woman |
| | 6 | 7 |
| | 13 | |
| The number of employees in the age range of 30 to 50 | Man | Woman |
| | 17 | 10 |
| | 27 | |
| The number of employees aged 50 and above | Man | Woman |
| | 3 | 1 |
| | 4 | |
| The number of employees by working hours | Full Time | Part Time |
| | 47 | 0 |

Employee profile for the year 2022



We do NOT
Empower

WOMEN !!!

We support
empowering
already *strong*
women to
unleash their
potentials!

ABOUT
THE REPORT

CORPORATE
STRUCTURE

SUSTAINABILITY
APPROACH

CLIMATE
AND
ENVIRONMENT

HUMAN RESOURCES
AND
CORPORATE
CULTURE

TECHNOLOGY
AND
INNOVATION

ANNEXES



We **DO NOT**
empower women
because we believe
they are already
POWERFUL!

Radyum supports each of its employees without gender bias, believing that they possess equal abilities, potential, and opportunities. Therefore, it stands against gender discrimination, facilitating equal representation of women in leadership positions, business, and all other fields.

Gender Equality and Equal Opportunities

One of the significant indicators of gender equality is the participation and employment statistics, which show that women are not equally represented as men in various aspects of life. According to 2022 TUIK (Turkish Statistical Institute) data, the participation rate of men in the workforce is 71.4%, while for women, it is recorded as 35.1%*.

Observations indicate that in women's employment, they tend to reach certain levels, but encounter the 'glass ceiling' barriers that limit their progress in reaching higher levels, particularly in executive positions, which is evident in the data of occupation groups. This phenomenon results in fewer women advancing to higher career levels, reflecting a reduction in their numbers as they move up the career ladder**.

*TUIK (Turkish Statistical Institute) Statistics, 2022.

**Turkey's Gender Employment Scorecard within the EU Gender Equality Index 2019.

In the 21st century, women's emergence as influential and inspirational figures in every field of society is one of the topics we approach with great sensitivity. Ensuring equal rights and working conditions for women in the workforce is among the most crucial aspects that support sustainable development. Therefore, at our company, we continuously focus on the ongoing development of women employees' rights and working conditions, and set new target milestones.

With the aim of supporting women's economic and social potential, our company structured 61.5% of our white-collar employees as women in 2022. With a significant representation of women managers, a feature strongly emphasized in our employment policies, we are committed to providing equal opportunities at all levels of the company, promoting women's advancement into leadership positions, and addressing gender-based inequalities.

%62

White collar
female
employees



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DIGITAL TRANSFORMATION AT RADYUM

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



8 DECENT WORK AND
ECONOMIC GROWTH



Digital Innovation and Sustainability Progressing Together!

The transition to digital systems plays a significant role in our sustainability efforts. The shift of businesses and society towards digitization brings a range of advantages and supports achieving sustainability goals.

One of the key benefits of transitioning to digital systems is efficient resource utilization. Traditional paper-based processes can result in high paper consumption, energy usage, and physical resource utilization. However, digital systems enable the management of data in electronic formats, minimizing resource consumption. This contributes to the conservation of forests, reduction in water consumption, and efficient utilization of human resources based on performance.

Same way, the assessment, monitoring, and reporting of environmental impacts play a critical role in evaluating my sustainability efforts. Digital systems provide access to comprehensive and real-time data through advanced data analytics, monitoring, and reporting tools. This enhances decision-making processes and facilitates the identification of improvement opportunities.

“

We are using technology to shape the future...

Radyum Asistan

Have you met <asistan/> ?

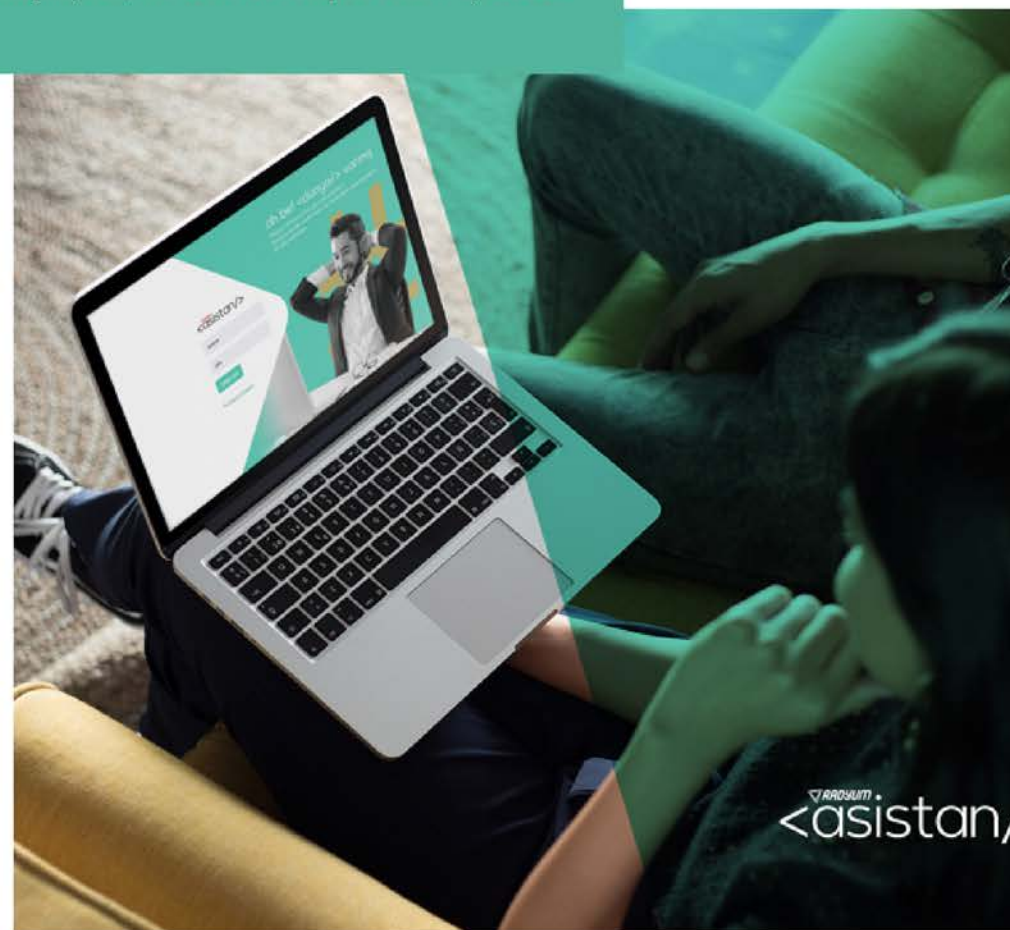
In the corporate apparel sector, our customers often demand customized clothing that reflects their brands. This situation requires meeting requests for customization such as design, logo printing, color selection, sizing, and more. Managing and fulfilling these demands properly can be time-consuming and complex. Additionally, catering to a range of sizes and dimensions in our product offerings requires effective production planning. Timely delivery is crucial, especially for clothing needed for events, meetings, or corporate projects. Efficiently managing the production process plays a vital role in ensuring on-time deliveries.

With these needs in mind, we introduced Radyum Asistan, which helps us save more time and resources with less manpower. It doesn't just streamline our workflow; it brings us closer to perfection!

With Radyum Asistan, our customers can place their orders online and easily select suitable options that align with their corporate branding. They can manage various aspects of their corporate clothing operations, including size, stock availability, delivery, and payment, all from a single platform.



To tackle the complexities of the ready-to-wear sector and to enhance the motivation and performance of both our customers and employees, we have developed a new system...



Radyum Signature



Step by step towards our
sustainability goals!



Radyum Signature

Customized production in workwear involves designing and manufacturing clothing items that cater to specific customer needs. This approach focuses on providing tailored solutions to customers, meeting their expectations.

**Radyum Signature is a
production model designed
with this goal in mind.**

With Signature, we tailor our production to meet specific needs...

1. Carbon Footprint Reduction

Tailored production according to needs reduces activities like transportation, storage, and excessive stocking, leading to a reduction in carbon emissions.

2. Waste and Resource Management

Tailored production minimizes unnecessary stockpiling, reducing waste generation and resource wastage.

3. Longevity and Quality Products

Tailored production encourages the manufacturing of high-quality, durable clothing items designed to meet customers' specific needs. These tailored items have a longer lifespan and require fewer replacements.

4. Ethical Labeling and Traceability

Tailored production enables items to be labeled and traced according to customer demands. This facilitates sharing important sustainability information and enhances traceability processes.

5. Customer Awareness and Choice

Through tailored production, customers play an active role in reducing environmental impacts by choosing quality, sustainable products that meet their needs.



Radyum Tailor

Radyum

Tailor

Our tailor is at your service with personalized designs for groups of up to 10 people.

You want to create an unforgettable experience for yourself and your colleagues at a fair, event, launch, or corporate gathering. You need special outfits that reflect the spirit of the occasion, and that's where Radyum Tailor comes in!

We listen to you and your team, individually take your body measurements, and design the outfits specifically tailored to your body. We pay attention to every detail to achieve a flawless look for your memorable event.

As Radyum Tailor, we help you create a professional image with our customized attire.

With our designs representing your profession, we aim to make a statement in the event space.

Our comfortable and stylish outfits make you feel unique and special.

Each of our garments is meticulously designed and crafted because we understand that details matter. With our quality and unique outfits that reflect the essence of your work, we provide you with an exceptional experience. We are here to find the best options for you and elevate your presence.



RADYUM
Tailor



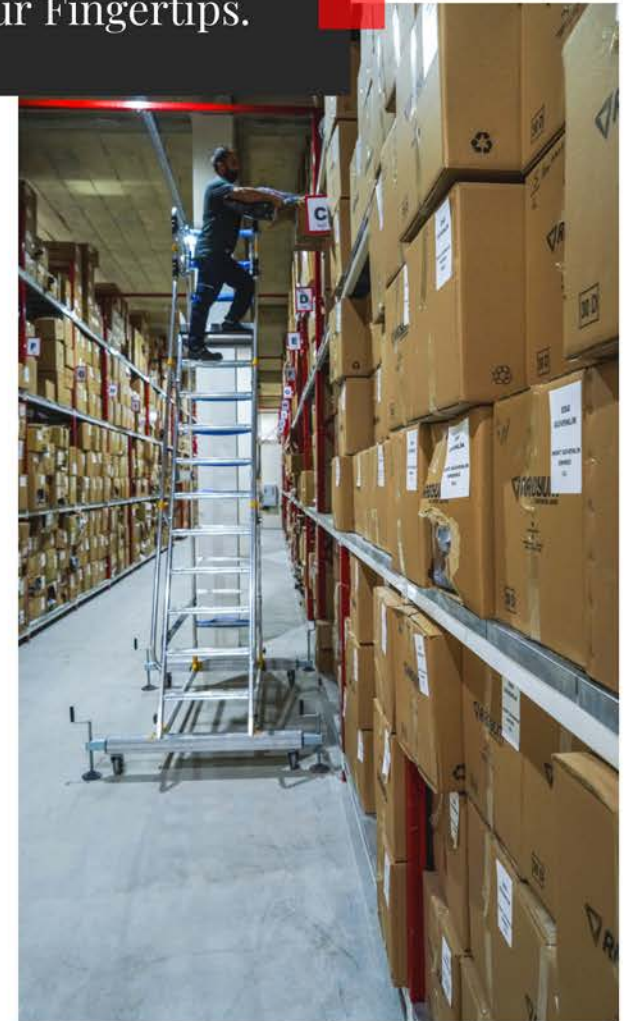
Radyum STS 2.0

Radyum STS 2.0

Radyum STS (Order Tracking System) is a digital system that manages the entire process from order creation to the preparation of products.

Through this system, orders are generated and all production processes are meticulously monitored and controlled, ensuring that every step is managed with precision.

Control of
Your Orders at
Your Fingertips.



Radyum STS 2.0 and Asistan

Manage your orders on the go, take control of your business anywhere!

In 2023, we aim to complete the project and launch our mobile systems for our users in 2024.

With our Radyum Asistan and STS 2.0 'Mobile'

In today's World, the use of the internet through mobile devices has become crucial for many of our stakeholders and the ability of our company to use software on the go. Therefore, our interfaces will be made compatible with mobile devices, allowing our stakeholders and your company employees to use our software without the need for a computer. We aim to complete the project in 2023 and launch our mobile systems to our users in 2024.

With our mobile applications;

- During warehouse counts, data entry through STS (Order Tracking System) will be made easier. This will enable faster and more efficient warehouse counts to take place.
- Our customers will be able to enter their orders easily using their mobile devices. Mobile-compatible user interfaces will allow our customers to complete their order processes quickly and easily.
- User-friendly and practical applications will shorten operational processes. New applications and interfaces will help users carry out their transactions more quickly and efficiently.



Radyum DTS



Radyum Digital Product Tracking System (DTS)

With DTS, we aim to expedite inventory management, counting, and shipping processes while preventing errors like wrong color or size dispatch. Through our implemented DTS application integrated into the products we manufacture, our personnel will be able to count the items in our warehouse more swiftly and reliably. This will enable us to manage shipping orders based on accurate and reliable data.

We plan to complete the infrastructure of DTS by 2024 and aim to have it operational by 2025.

Especially during seasonal transitions, challenges arise due to the shipment and storage processes of garments, lengthy counting procedures, and the high volume of customer and garment traffic. With DTS, we are implementing plans to address these challenges and achieve significant improvements. With DTS, our team will be able to efficiently count and update garment stock, while also easily identifying any discrepancies in terms of missing garments, sizes, or quantities.

What will be possible with Radyum DTS?

- Efficient operational processes
- Reduced errors in shipments
- Improved customer satisfaction
- Decreased carbon emissions
- Energy and resource savings
- Enhanced traceability and feedback





GRI Content Index

GRI Content Index

Radyum Workwear has conducted reporting in accordance with GRI Standards for the period of January to December 2022.

| GRI Standarts | | | |
|---------------------------------------|--|---|------------|
| GRI 1: Foundation 2021 | | Page numbers/ descriptions and/or URLs | Exclusions |
| GRI 2: General Disclosures 2021 | | | |
| GRI 2: General Disclosures 2021 | 2-1. Organisational details | 4, 7, 8 | - |
| | 2-2. Organizations included in reporting | 4 | - |
| | 2-3 Reporting period, frequency and contact point | 1 year | - |
| | 2-4 Restatements of information | This report is Radyum's first sustainability report ever . | - |
| | 2-5 External Assurance | No external audit was conducted within the scope of the report. | - |
| | 2-6 Activities, value chain and other business relationships | 7, 13, 15 | - |
| | 2-7 Employees | 33 | - |
| | 2-8 Workers who are not employees | 33 | - |
| | 2-9 Governance structure and composition | 20 | - |
| | 2-10 Nomination and selection of the highest governance body | Due to privacy constraints, this information is not made available to the public. | - |
| | 2-11 Chair of the highest governance body | 20 | - |
| | 2-12 Role of the highest governance body in overseeing the management of the impacts | 20-23 | - |
| | 2-13 Delegation of the responsibility for managing impacts | 20-23 | - |

GRI Content Index

| GRI Standartları | | | |
|---------------------------------------|---|---|------------|
| GRI 1: Foundation 2021 | | Page numbers/ descriptions and/or URLs | Exclusions |
| GRI 2: General Disclosures 2021 | | | |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | 20 | - |
| | 2-15 Conflicts of interest | 10 | - |
| | 2-16 Communication of the critical concerns | 20 | - |
| | 2-17 Collective knowledge of the highest governance body | Due to privacy constraints, this information is not made available to the public. | - |
| | 2-18 Evaluation of the performance of the highest governance body | Due to privacy constraints, this information is not made available to the public. | - |
| | 2-19 Remuneration policies | 32, 36 | - |
| | 2-20 Process to determine remuneration | 10, 32, 33, 36 | - |
| | 2-21 Annual total compensation ratio | Due to privacy constraints, this information is not made available to the public. | - |
| | 2-22 Statement on sustainable development strategy | 5, 19-22 | - |
| | 2-23 Policy commitments | 24 | - |
| | 2-24 Embedding policy commitments | 20-23 | - |
| | 2-25 Process to remediate negative impacts | 20-23 | - |
| | 2-26 Mechanisms for seeking advice and raising concerns on issues related to ethical and legal behavior | 10 | - |

GRI Content Index

| GRI Standartları | | | |
|---|--|---|------------|
| GRI 1: Foundation 2021 | | Page numbers/ descriptions and/or URLs | Exclusions |
| GRI 2: General Disclosures 2021 | | | |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | 10 | - |
| | 2-28 Membership associations | No corporate membership are reported for the year 2022 | - |
| | 2-29 Approach to stakeholder engagement | 15, 17 | - |
| | 2-30 Collective bargaining agreements | 33 | - |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 19-20 | - |
| | 3-2 List of material topics | 21 | - |
| Combatting Bribery and Corruption, Upholding Competition | | | |
| GRI 3: Material Topics 2021 | 3- 3 Management of material topics | 21 | - |
| GRI 205: Anti Corription | 205-1 Operations assessed for risks related to corruption | 10 | - |
| | 205-2 Communication and training about anti-corruption policies and procedures | 10 | - |
| GRI 206: Anti Competetive Behaviour 2016 | 206-1 Legal actions for anti-competetive behaviour, anti trust and monopoly practices | There are no cases related to anticompetetive behavior and activities | - |

GRI Content Index

| GRI Standartları | | | |
|---|--|--|------------|
| Climate and Environment | | Page numbers/ descriptions and/or URLs | Exclusions |
| GRI 3: Material Topics 2021 | 3- 3 Management of material topics | 21 | - |
| GRI 301: Materials 2016 | 301-1 Material used by weight or volume | 30 | - |
| | 301-2 Recycled input materials used | 32 | - |
| | 301-3 Reclaimed product and their packing materials | 32 | - |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 28 | - |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 28 | - |
| | 305-2 Indirect (Scope 2) GHG emissions | 28 | - |
| GRI 306: Waste 2016 | 306-3 Waste generated | 31 | - |
| Human Resources and Corporate Culture | | 27 | - |
| GRI 3: Material Topics 2021 | 3- 3 Management of material topics | 27 | - |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity and governance bodies and employees | 28 | - |
| | 405-2 Ratio of basic salary and remuneration of women to men | 10, 33, 35 | - |
| GRI 406: Non-Discrimination 2016 | 406-1 Incidents of discrimination and corrective | 10, 33, 35 | - |

GRI Content Index

| GRI Standartları | | | |
|-----------------------------|------------------------------------|--|------------|
| Technology and Innovations | | Page numbers/ descriptions and/or URLs | Exclusions |
| GRI 3: Material Topics 2021 | 3- 3 Management of material topics | 40-46 | - |

**Radyum Textile Medical Foreign Trade and
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#touchingtheworld