INTRODUCTION
We are proud to present Orta Andoulu’s first CSR Report in accordance with the GRI Index, Level C. We realize being sustainable is a work in progress and we are excited to be on the road to overcoming present and future challenges.

This report outlines our company’s basic efforts in 2010 and 2011 within our company as well as the creation of our Social Missions in different areas of the world. We’ll be back in 2013 with a more comprehensive report as we dig deeper and think bigger about corporate sustainability.
I have been the CEO of Orta Anadolu for twelve years. When I first joined the company, I was impressed by the importance of the human element in its corporate structure. Caring for its employees and the workers in its factory was a daily priority. It soon felt like a home away from home, an extended family. Its founders, and the people at the helm before me, had created an organization where people’s wellbeing was as important as the product being manufactured. There was a sense of community that is so rare in today’s large corporations.

After a few visits to our factory in Kayseri, I soon realized that many of our guidelines involving energy and manufacturing processes were already leaning towards sustainability. Those were the early days of corporate responsibility.

GRI (Global Reporting Initiative) was founded in 1997 and was considered a pioneer in CSR. It was clear that sound, ethical policies were a must-have in the years to come. A clear vision and sustainability policy is what we needed to fit our early efforts into an organized infrastructure. Having the GRI framework in mind, we started reshaping some of our existing practices to conform to that standard.
Making sense of sustainability is a very useful exercise. You soon learn how to balance the financial gains of cutting energy consumption, for example, with the extra hardware investments needed to upgrade the sustainability of denim processing.

By simply connecting the dots into one coherent strategy, you can manage a successful financial outcome. Through transparency and honesty about your own business, you also very quickly understand a fundamental truth about sustainability: nothing is one hundred percent sustainable. As time goes by, there will always be a better product, a better machine.

Sustainability is always a work in progress, a challenge constantly revealing new angles of approaching a problem that we considered solved.

Our work does not end within the geographical boundaries of our offices and factories. It really begins when the cotton we buy to make our denim is picked in the fields. We need to watch out for poor labor practices, the unsafe use of pesticides, and excessive consumption of water. It would make little sense to be a clean factory that uses unsustainable cotton. For this reason, we joined BCI (Better Cotton Initiative), an organization that certifies cotton growers within a very strict sustainability protocol. Turkey is a highly active producer of cotton and, since our acceptance into BCI, we have worked with many local growers to help them transition their practices. We are very proud to announce that on February 27th, 2013, the BCI council unanimously approved the certification of Turkish cotton growing under the BCI protocol. We consider it a personal success.

This is our first CSR, and we believe it is also the first of its kind from the denim industry. We enter the arena with a humble state of mind. This initiative has helped us see where improvements are needed and where we are thriving. We have become stronger and more focused because of it, and hope that even a small dent has been made in the preservation of our planet and the prosperity of our people. That alone is a victory in our campaign toward social and environmental harmony.
KEY PERFORMANCE INDICATORS
ECONOMIC
ALL ASSETS (MILLION USD)

2010
2011

REVENUE (TURNOVER)

227.3
276.4

+21.6%

TAX

5.4
7.4

TOTAL ASSETS

284.0
275.5

WATER CONSUMPTION (m3)

1,537,861
1,518,875

ENERGY CONSUMPTION/TOTAL PRODUCTION (Kcal/Mt)

5707
5703

-1.2%

NATURAL GAS CONSUMPTION (std m3)

2010
2011

CARBON EMISSIONS (Kg)

83,267,269
54,419,700

32,149,435
55,817,453

32,464,428
87,351,493

2010
2011

+21.6%
ENVIRONMENTAL

**ELECTRICITY CONSUMPTION (kwh)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>87,351,493</td>
</tr>
<tr>
<td>2011</td>
<td>83,267,269</td>
</tr>
</tbody>
</table>

-4.6%

**NATURAL GAS CONSUMPTION (std m3)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>32,464,428</td>
</tr>
<tr>
<td>2011</td>
<td>32,149,435</td>
</tr>
</tbody>
</table>

**CARBON EMISSIONS (Kg)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>55,817,453</td>
</tr>
<tr>
<td>2011</td>
<td>54,419,700</td>
</tr>
</tbody>
</table>

**WATER CONSUMPTION (m3)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption</th>
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</thead>
<tbody>
<tr>
<td>2010</td>
<td>1,537,861</td>
</tr>
<tr>
<td>2011</td>
<td>1,518,875</td>
</tr>
</tbody>
</table>

-1.2%

**ENERGY CONSUMPTION/TOTAL PRODUCTION (Kcal/Mt)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>5707</td>
</tr>
<tr>
<td>2011</td>
<td>5703</td>
</tr>
</tbody>
</table>

= 5707
WORK FORCE

2010

1151 employees

75

1076

WORK ACCIDENTS
70

TOTAL
TRAINING HOURS/
EMPLOYEE NUMBER*
32,1

*On-the-job and orientation sessions included
2011

1348
employees
+17,1%

SCHOLARSHIP
GRANTS-DONATIONS
0.78

BULDAN
150,200$

COVENANT HOUSE L.A.
45,360$

SCHOOL UNIFORMS
AROUND THE WORLD
500,250$

MR. BLU
30,000$

PROTECT WATER
35,300$

SOCIAL

2010

2011

+17,1%

employees

WORK ACCIDENTS
76

TOTAL TRAINING HOURS/
EMPLOYEE NUMBER*
57.8
ABOUT THIS REPORT

This report is the first GRI G3.1 sustainability report published by Orta Anadolu Tic. ve San. T.A.Ş. (hereinafter referred to as Orta Anadolu).

SCOPE AND LIMITATIONS OF THE REPORT
We are delighted to be publishing our first bi-annual sustainability report at Orta Anadolu. We hereby share our company’s social performance and goals in 2010 and 2011 with the public and our stakeholders. This report has been prepared in accordance with the (G3.1) level C Global Reporting Initiative (GRI) Sustainability Reporting Economic and Environmental Criteria within the framework of the sustainability vision recognized around the world. We are working toward a better future for all of our stakeholders.

PURPOSE OF THE REPORT
The purpose of the report is to analyze the sustainability performance of Orta Anadolu economically, environmentally and socially; to examine practices in terms of benefit to corporate governance and compliance, corporate structure, stakeholders, human rights and society; to specify commitments and goals; and to share this information with the public.

FRAMEWORK OF THE REPORT
Orta Anadolu has specified the main factory in Kayseri, the organized industrial fabric plant in Kayseri and the Administrative Headquarters in Istanbul as the main focal points of the report. The other affiliates, subsidiaries, leased facilities and operations supplied by third parties are not included in the report.
REPORTING PERIOD
This report covers the period from January 1, 2010 to November 1, 2011 with additional information from 2012. The data contained in this report shall serve as a reference and benchmark for sustainability reports that Orta Anadolu will prepare in the future.

DESCRIPTION OF THE CONTENT OF THE REPORT
The content of this report was prepared within the context of GRI's principles of prioritization, stakeholder participation, comprehensiveness and sustainability. The topics in this report were selected with the participation of the sustainability action group, which includes employees in various departments of Orta Anadolu, as well as executives and employees knowledgeable about sustainability. The requests and opinions of our company's primary stakeholders were also taken into consideration. (Addressed under Primary Sustainability Priorities)

REPORTING CYCLE
Orta Anadolu shall report its sustainability performance in 12-month (1-year) periods, following our second biennial publication covering the 2012 and 2013 periods. Declaration of Compliance with GRI Principles Orta Anadolu declares that this report complies with the G3.1 principles and Level C content specified by the GRI - Global Reporting Initiative.

HOW THE REPORT IS PUBLISHED
The Orta Anadolu Sustainability Report is published in Turkish and English. The report can be found on our company website at www.ortaanadolu.com.

Our Sustainability Report was prepared using ERP (Enterprise Resource Planning), Scada (Energy Monitoring System), AS-400 computer mainframe and Lotus Notes.

Contact Info:
Ebru Ozaydin
eozaydin@ortaanadolu.com
ORTA’S MAJOR EFFECTS, RISKS AND OPPORTUNITIES

Below are listed our economic, environmental, workforce, and social effects and performance monitoring parameters.

**ECONOMIC:**
Orta Anadolu supports its development philosophy by employing local labor.
In addition to the direct contribution Orta Anadolu makes to the national economy and the salaries paid to our employees, we also have an indirect economic impact through payments we make to suppliers for the goods and services we purchase, the taxes we pay to the state and our payments to shareholders and financial institutions. We create jobs for our suppliers and our employees. Both our supplier’s employees and Orta’s employees spend their wages locally which triggers local economic activity.

In 2011, Orta Anadolu created revenues worth $276.4 million. Approximately 70% of “cost” was paid to suppliers for the goods and services that were purchased and 30% went to employees and financial institutions, to the community in the form of scholarships-donations-charity and to the state as taxes. We take into consideration the environmental and human impact when buying or modifying machines and equipment in addition to their impact on sustainable development.
ENVIRONMENTAL:
Orta Anadolu minimizes the environmental impact of its operations through regular monitoring as well as regulatory requirements in addition to constant development and investment in new environmentally friendly technologies.

EXAMPLES OF WORK CONDUCTED TO ACHIEVE THE STRATEGIC GOALS FOR ENERGY CONSUMPTION:

Energy consumption of all machinery is monitored online, so any malfunction or leak is detected immediately. This ensures significant energy savings.

New meters have been added to the heating, cooling and ventilation systems to monitor consumption and prevent leakage.

Improvements have been made in performance values related to waste, interim stoppages, reprocessing etc. through a lean manufacturing philosophy and energy consumption has been reduced.

The power factor, which is the ratio of reactive energy to active energy, has been optimized with a “precision balancing system” in all departments consuming electricity.

The harmonic energy created in all departments consuming electricity is eliminated with harmonic filters to achieve power savings.

Energy savings are achieved by using an invertor-control system in the water pumps to adjust pressure.

A water-cooling system is preferred in air compressors. The heated water is used in operating processes.

Energy savings are realized by reducing the temperature of hot water in the finishing machines by about 10 degrees.

Motorized valves have been installed in all machines that use steam to prevent leakage to main steam lines.

Steam savings have been realized by using pulverization instead of humectation, in the Sanfor machine.

The number of breakdowns is reduced via a periodic maintenance system so that resources are used more efficiently.

The temperature of the water in the indigo preparation processes has been reduced by about 50%.

Heating and cooling in the indigo dye vats utilizes a heat exchanger in place of a serpentine.
Energy consumption is centrally controlled through our SCADA system, ensuring rapid response to malfunctions.

Energy consumption is monitored in the indigo and finishing machines on a work order and type basis using the FOXBORO process control system.

Invertors are employed on all vacuum systems used in the factory to ensure that the vacuum motor operates in sleep mode when it is not needed. Energy-saving light bulbs are used in lighting the factory.

**WORKFORCE**

Here at Orta we strive to provide not only safe, healthy and productive environments for our employees but also encourage and support them with management, technical and environmental awareness training.

We treat our employees like family, encouraging them with planned social activities as well as work incentives. We pride ourselves in providing a productive environment that supports skills advancement, information sharing and cohesiveness.
SOCIAL
Social Missions are a new form of charity in which the donor’s product becomes the catalyst of the operation. Denim is what we know how to do well. Using denim we have launched a series of initiatives that are helping local NGOs in 3 different continents to sustain their programs. We travel to the field, roll our sleeves, and approach the problems with the determination to make a difference and the know-how of an international business.
We train the local people, we spend time with them. We share their everyday lives to better understand how we can help. As we try to solve a problem, many others come up. We go back and look for partners whose business could help solve the new problems. We call it the life loop. We don’t recycle just denim. We try to recycle life too and help people get a fresh start. The mentioned effects are monitored by our “Strategic Performance Indicators,” which encompasses all of Orta Anadolu’s systems and units. Each year, our high level management (Steering Committee) holds “Strategic Review” meetings where our economic, environmental, workforce, and social effects are evaluated, after which targets and action plans for the coming terms are determined.

RISK AND OPPORTUNITY MANAGEMENT
In accordance with our Strategic Management and the SWOT analysis, we hold monthly Board of Management and Steering Committee meetings and annual Strategic Review meetings, where we try to predict possible risks, thus minimizing them and their effects, at times turning threats into opportunities. Along with the assessment of economic risks, we also undertake risk analyses of our environmental, workforce, and social effects.

Our primary environmental risk has been determined as “managing carbon emissions resulting from our operations and the effect they have on climate change.” We have begun to monitor product-based carbon emission values.

Our mid-range target is to decrease carbon emissions and to bring them up to optimum standards.
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<td>36</td>
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<tr>
<td>3. Economic</td>
<td>48</td>
</tr>
<tr>
<td>4. Environmental</td>
<td>52</td>
</tr>
<tr>
<td>5. Work Force</td>
<td>64</td>
</tr>
<tr>
<td>6. Human Rights</td>
<td>72</td>
</tr>
<tr>
<td>7. Social Missions</td>
<td>80</td>
</tr>
</tbody>
</table>
ORGANIZATIONAL PROFILE
Orta Anadolu’s main business is Denim and flat fabric production. We only outsource yarn.

Operational Structure of the Company, Operational Companies Including Primary Departments, Affiliates and Partnerships.

Orta Anadolu conducts its operations within the body of Karamanci Holding.

ORTA’S PARTNERSHIP STRUCTURE:

- Faith Karamanci 5.49%
- Murat Karamanci 5.49%
- Demir Karamanci 1.26%
- Other partners 0.64%
- Karamanci Holding 87.12%
HEADQUARTERS:
Orta Anadolu Tic Ve San Islt T.A.Ş.
Cumhuriyet Cad 155/5 Harbiye
34373 Istanbul, Turkey

FACTORY:
Orta Anadolu Tic Ve San Islt T.A.Ş.
PK 31 Aydınlıkevler Mevkii
38060 Kayseri, Turkey
COUNTRIES WE ARE OPERATING IN ON A COMPANY, BRANCH AND OFFICE BASIS.

- Australia
- Bangladesh
- Belgium
- Colombia
- Germany
- Italy
  - Treviso - Orta Office
- Japan
- Tunisia
- USA
  - NYC - Orta Office
  - Los Angeles - Orta Showroom
- San Francisco
- Turkey x 1,342
  - Istanbul - Orta Headquarters
USA
- Los Angeles - Orta Showroom
- NYC - Orta Office

ITALY
- Treviso - Orta Office

TURKEY
- Istanbul - Orta Headquarters

SPREAD ACROSS 10 COUNTRIES and almost every continent
ITALY
- Treviso - Orta Office

TURKEY
- Istanbul - Orta Headquarters

SPREAD ACROSS 10 COUNTRIES AND ALMOST EVERY CONTINENT
OWNERSHIP OF THE COMPANY AND LEGAL STATUS.

Orta Anadolu is a non-IPO, incorporated company. This status is stated in the partnership structure.

In accordance with the related laws and regulations, Orta Anadolu was founded and began operations in 1953 as a privately-invested trading company to organize and manage textile and apparel industries, to directly or indirectly purchase any goods, materials or tools that fall under the scope of the company including manufacturing, transport and distribution related to the said industry, to operate or venture into marketing activities abroad if desired. We do not report on total capitalization as this information is business confidential.

MARKETS IN WHICH SERVICES ARE PROVIDED
Mainly, USA, Europe (Italy, Germany, Netherlands, UK, Spain, Portugal, France, Belgium) Asia-Pasific (Korea, Hong Kong, China, Japan, Bangladesh, Australia) Colombia, North Africa (Morocco, Egypt, Tunisia).

Jeanswear Brands
High Street Brands
Designer Brands
Private Brands
Sportswear Brands
Manufacturers

FABRICS ALSO SHIPPED TO
India, Poland, Mexico, Vietnam, Cambodia, Macau, Thailand, Indonesia, Greece, Romania, Argentina, Switzerland, Srilanka, UAE, Dominican Republic, Austria.
SCALE OF COMPANY
Our integrated facilities for yarn, indigo dyeing, textile and processing denim have a weaving capacity of 22 million kg of yarn, 34 million metres of grey fabric and a finishing capacity of 55 million metres.

In 2010 and 2011, we have sold about 53 million metres of fabric. Our gross turnover in 2010 was 171.2 million €, our 2011 gross turnover is 198.1 million €.

OUR OPERATIONS:

NUMBER OF EMPLOYEES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1145</td>
</tr>
<tr>
<td>2011</td>
<td>1342</td>
</tr>
</tbody>
</table>

+17,2%

IMPORTANT MODIFICATIONS ON MAGNITUDE, STRUCTURE AND OWNERSHIP
In the period from 2010 to 2011, no significant modifications concerning magnitude, structure and ownership have been undertaken.
**AWARDS TABLE**

<table>
<thead>
<tr>
<th></th>
<th>WHO PRESENTED IT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Erciyes university</td>
</tr>
<tr>
<td>2</td>
<td>Exporters association</td>
</tr>
<tr>
<td>3</td>
<td>Confidence in textiles</td>
</tr>
<tr>
<td>4</td>
<td>Istanbul technical University</td>
</tr>
<tr>
<td>5</td>
<td>Istambul textile and raw material exports association</td>
</tr>
<tr>
<td>6</td>
<td>Kayseri chamber of industry</td>
</tr>
<tr>
<td>7</td>
<td>Kayso</td>
</tr>
<tr>
<td>8</td>
<td>Kayso</td>
</tr>
<tr>
<td>9</td>
<td>Kayso</td>
</tr>
<tr>
<td>WHY IT WAS AWARDED</td>
<td>YEAR AWARDED</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Most eco-friendly industrial company award</td>
<td>2010</td>
</tr>
<tr>
<td>2009 achievement certificate</td>
<td>2010</td>
</tr>
<tr>
<td>standard 100 certificate</td>
<td>2010</td>
</tr>
<tr>
<td>Plaque of appreciation for contributions to the faculty</td>
<td>2010</td>
</tr>
<tr>
<td>Plaque of gratitude for export contributions</td>
<td>2010</td>
</tr>
<tr>
<td>4th place in Kayseri exports in 2010</td>
<td>2011</td>
</tr>
<tr>
<td>Sixth highest corporate taxpayer in Kayseri in 2010</td>
<td>2011</td>
</tr>
<tr>
<td>Ranked 173rd out of the 500 largest corporations in 2010</td>
<td>2011</td>
</tr>
<tr>
<td>Ranked 161st out of the 500 largest industrial companies in 2011</td>
<td>2011</td>
</tr>
</tbody>
</table>
### CERTIFICATES TABLE

<table>
<thead>
<tr>
<th>CERTIFICATE</th>
<th>SCOPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TS EN ISO 9001</td>
<td>In cases when there is a need to demonstrate the ability to consistently provide a product that satisfies both customer demands and the requirements of current legislation, - Specifies the requirements for the quality management system in situations where the purpose is to improve customer satisfaction by efficiently implementing the system, including processes, in order to ensure continuous improvement of the system and give the customer confidence that the requirements of current legislation are being complied with.</td>
</tr>
<tr>
<td>TS EN ISO 14001</td>
<td>Covers information about the conditions and significant environmental dimensions required for an environmental management system that makes it possible for a company to develop and implement policies and objectives that take into consideration the legal and other requirements for which it is responsible.</td>
</tr>
<tr>
<td>TS 18001</td>
<td>Covers the Occupational Safety and Health (OSH) management system requirements so that a company can manage its (OSH) risks and improve its performance.</td>
</tr>
<tr>
<td>GOTS</td>
<td>These standards for organic textile products encompass the production, processing, packaging, labeling, export, import and distribution of all natural fibers. Final products are not limited to fiber products and may include thread, fabric and apparel. The standards focus only on compulsory criteria.</td>
</tr>
<tr>
<td>RECEIVED FROM</td>
<td>PERIOD</td>
</tr>
<tr>
<td>------------------------</td>
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</tr>
<tr>
<td>Turkish standards institute</td>
<td>3 years</td>
</tr>
<tr>
<td>Turkish standards institute</td>
<td>3 years</td>
</tr>
<tr>
<td>Turkish standards institute</td>
<td>3 years</td>
</tr>
<tr>
<td>Control Union</td>
<td>1 year</td>
</tr>
<tr>
<td>CERTIFICATE</td>
<td>SCOPE</td>
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<td>---------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>5 Organic exchange standard</td>
<td>A standard that exclusively supports the organic aspect of fiber. There are two categories: Organic Exchange (OE) Blended and Organic Exchange (OE) 100. The OE Blended Standard is based on the manufacture of products with the desired blend provided that it contains at least 5% organic cotton. The OE 100 Standard is based on the manufacture of products that are 100% organic cotton. Both categories of this standard are concerned solely with the organic aspect of the fiber and can be applied to every operation in the textile manufacturing process.</td>
</tr>
<tr>
<td>6 Global recycle standard</td>
<td>This is for companies that want to make claims about the amount of recycled material in the finished product. It is based on the principles of traceability and monitoring used for certified products. In addition, issues related to environmental and social criteria have been included due to requests made by leading members in the industry.</td>
</tr>
<tr>
<td>7 Oeko tex 100</td>
<td>The Oeko-Tex® 100 Standard is a global system for standard testing and certification related to textile products and is aimed at raw materials and semi-finished and finished products in all stages of processing. The harmful substance tests cover officially banned substances and those restricted by official directives, in other words, chemicals that are known to be hazardous to health and parameters related to priority health measures.</td>
</tr>
<tr>
<td>8 Fair trade</td>
<td>Covers compliance of the supply chain process from the cotton produced by the farmer to the final products within the framework of environmental and economic standards.</td>
</tr>
<tr>
<td>RECEIVED FROM</td>
<td>PERIOD</td>
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<tr>
<td>Control union</td>
<td>1 year</td>
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<tr>
<td>Control union</td>
<td>1 year</td>
</tr>
<tr>
<td>Centexbel</td>
<td>1 year</td>
</tr>
<tr>
<td>FLO</td>
<td>4 years</td>
</tr>
</tbody>
</table>
GOVERNANCE, COMMITMENTS, AND ENGAGEMENT
BOARD OF MANAGEMENT
Orta Anadolu management is subject to oversight by the Board of Management. The positions of Orta Anadolu Chairman of the Board and General Manager are filled by different individuals.

The General Manager delegates the duties of monitoring and improving Orta Anadolu's economic, environmental and social performance among the Directors based on their responsibilities within the organizational structure. In this way, sustainable development is achieved more efficiently.

The Executive Committee, which consists of the General Manager and seven Managers, ensures that the Board of Management is kept informed.

The General Manager is also a member of the Board of Management. Twenty-five percent of the Executive Committee is made up of women.

The Executive Committee meets once a month. The Executive Committee is the governance mechanism where the decisions directing the company's operations; including issues such as human resources, performance, sales, marketing, production, financing and purchasing, are made.

The Orta Anadolu Board of Management has adopted a senior-level corporate management philosophy. The duties of the members of the Board of Management have been clearly and specifically defined.
CORPORATE GOVERNANCE

In the context of sustainable development at Orta Anadolu, fairness, transparency, accountability and responsibility are important criteria in all of our corporate governance and decision-making processes.

Fairness (Equality): Treating shareholders and stakeholders equally, and preventing potential conflicts of interest in all operations of company management.

Transparency: With the exception of information that is considered a trade secret and has not yet been disclosed to stakeholders, our approach is to inform the public of financial and non-financial information about the company in a timely, accurate, complete, easy to understand and interpret, accessible manner at a low cost.

Accountability and Responsibility:
Compliance of all company management operations with legislation, agreements and internal regulations and auditing this compliance.

Our Corporate Values
(Guiding Principles and Values)
OUR MISSION
To be a reliable fabric supplier preferred by sports apparel manufacturers that value quality, creativity and innovation, and a company that creates well-planned and sustainable superior economic value.

OUR VISION
To be a company that serves as a “Model of Excellence in the Sports Apparel sector” around the world. Through “Our Corporate Values”, we will fulfill “Our Mission” and make “Our Vision” a reality by doing the following:

We will continue to be a leader in the product and service markets.

We will ensure superior satisfaction on the part of our customers regarding our products, services and business practices, and offer value exceeding expectations.

We will continue to be a company that our employees especially enjoy working for and trust.

We will be a company preferred by capital and will continuously add value to capital investment.

We will become the priority customer for suppliers recognized around the world for their quality, reliability and value.

We will be a company friendly to and in harmony with the natural and social environment while providing economic, technological and social benefits.

ORTA ANADOLU TEXTILE IS A COMPANY THAT:

. Generates profit for its partners
. Provides its customers with added value
. Trusts its employees
. Is beneficial to society
. Is sensitive to the environment
. Is creative and innovative
. Has integrated with world markets
. Makes honesty a priority in relationships
. Is respectful and consistent
. Pursues excellence in everything it does
. And is determined to subsequent generations without compromise.
**SUSTAINABILITY ACTION GROUP**

The Sustainability Action Group works under the Director of Sales and Marketing. The top priority of the group is to ensure that the sustainability vision is reflected in all company operations by coordinating with senior management, and to monitor the implementation of sustainable development strategies. The group is also responsible for preparing the Orta Anadolu Sustainability Report, coordinating all Orta Anadolu economic, environmental and social sustainability activities, as well as developing corporate policies, monitoring performance and ensuring compliance.

The Sustainability Action Group has conducted the following activities during the reporting period.

Adapted the GRI G3.1 format level for Orta Anadolu, determining the scope of the report.

Supported Senior Management in identifying economic, environmental and social performance goals.

Analyzed practices and policies related to managing the environment, energy, water and waste.

Helped Senior Management outline the Orta Anadolu Sustainability Road Map.

Analyzed and evaluated social performance indicators, labor force practices and humane working conditions, training, equal opportunity, occupational health and safety practices, work-related accident levels, etc.

**RELATION BETWEEN SALARIES OF HIGH-LEVEL MANAGEMENT AND THE PERFORMANCE OF THE COMPANY (INCLUDING SUSTAINABILITY)**

Salaries of all white-collar employees, including high-level management, are determined in accordance with the Orta Anadolu wage policy and system. Primary criteria of the wage system are knowledge and skill, sphere of influence, responsibility, effort and working conditions.

Orta Anadolu possesses a Performance Management System. The criteria for the Performance Management System are competencies based on personal goals and levels. A general assessment takes place at the end of the working year. The performance assessment of our senior management members and our companies’ general end-of-year assessment are undertaken in accordance with the predetermined “criteria for success”. The senior management performance is measured with economic criteria such as attainment of financial targets, budget performance, sales and production figures, along with social criteria like workforce turnover rates.
PROCESSES THAT ENABLE AVOIDING CONFLICT OF INTERESTS IN THE HIGHEST BODY OF GOVERNANCE.
As Orta Anadolu has adopted an understanding of corporate governance, the area and scope of the responsibility, duty, authority and influence of each Steering Committee member have been clearly delineated. Moreover, Orta Anadolu’s corporate values are notified and declared to all of its employees. In doing so, conflicts of interest are avoided.

PROCESS OF DETERMINING THE AUTHORITY AND EXPERTISE OF MEMBERS OF THE HIGHEST BODY OF GOVERNANCE FOR GUIDANCE TO THE COMPANIES’ ECONOMIC, SOCIAL AND ENVIRONMENTAL STRATEGIES.
Orta Anadolu’s corporate values are notified and declared to all of its employees. In doing so, conflicts of interest are avoided.

All of the Steering Committee members’ competency descriptions and levels have been delineated. All members of the Steering Committee undergo an annual performance assessment of personal goals and competencies that also encompass economic, social and environmental issues, whose criteria are determined by the performance assessment system. Through the same system, members’ authority and expertise required for guidance in the said issues are also evaluated.

PRECAUTIONARY UNDERSTANDING AND PRINCIPLE.
Through our monthly “Executive and Steering Committee” meetings, we are able to control risks that may potentially stem from our economic, environmental and social effects. Moreover, these meetings also cover other local and global risks, opportunities and new trends pertaining to the denim cloth market in which we operate.

NON-COMPANY SUSTAINABILITY INITIATIVES THAT THE COMPANY HAS AFFIRMED OR PROMISED.
We are 100% in compliance with the National Environmental Laws and Regulations. Moreover, we work with suppliers that comply with Reach requisites. Our own processes are also in line with Reach requisites.
ASSOCIATION, ORGANIZATION AND UNION MEMBERSHIPS

- BCI
- TUSIAD
- Kayseri Chamber of Commerce
- Kayseri Chamber of Industry
- Association of Mediterranean Exporters (Akib)
- Association of Exporters from Istanbul (itkib)
- Istanbul Associations of Mine and Metal exporters (immib)
- Union of Textile Employers
- Kalder
- Çevko
- TGSD
- Textile Exchange

OUR STAKEHOLDERS

The companies, organizations and individuals with whom there is interaction in the course of Orta Anadolu’s operations are considered Orta Anadolu stakeholders.

<table>
<thead>
<tr>
<th>STAKEHOLDERS</th>
<th>MANNER/ENVIRONMENT FOR COMMUNICATION</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>Open-door meetings / Department meetings / Open office system / Intranet / Internal bulletins / Announcement boards / Recreational building Environment and Rest area / Surveys and training environments</td>
<td>Obtaining and giving feedback / Conducting improvement activities / Accelerating the flow of information / Strengthening horizontal-vertical communications</td>
</tr>
<tr>
<td>Customer</td>
<td>Denim academy / Reciprocal visits</td>
<td>Developing new products and practices that will be mutually beneficial through improved cooperation</td>
</tr>
<tr>
<td>Supplier</td>
<td>Reciprocal visits / Training programs</td>
<td>Developing new products and practices through improved cooperation for mutual benefit</td>
</tr>
<tr>
<td>Shareholders</td>
<td>Executive committee meetings / Annual reports</td>
<td>Developing investment activities and mutual benefit</td>
</tr>
<tr>
<td>Unions</td>
<td>Union representatives for each departement / Daily, weekly meetings / Collective labor agreement / Office for Chief union representative</td>
<td>Communicating and resolving Employee-Employer expectations, desires and petitions as quickly as possible based on mutual benefit</td>
</tr>
<tr>
<td>Society</td>
<td>Website, brochures and announcements / Charity (schools etc.) / Employment opportunities and environmental activities</td>
<td>To inform the community about Orta Anadolu operations, help raise level of prosperity, and to contribute to clean environmental activities</td>
</tr>
</tbody>
</table>
IDENTIFYING & PRIORITIZING STAKEHOLDERS, AND ENSURING THEIR PARTICIPATION
Orta Anadolu interacts with its stakeholders to ensure mutual benefit in Environmental, Social and Economic activities and aims to pursue such value added interaction throughout the process.

When conducting its activities and relations with stakeholders, Orta Anadolu’s highest priorities are ethical values, national and international legal requirements and its environmental approach for a clean environment/world insofar as it is able to create an impact and provide guidance. The goal is to achieve mutually sustainable development and progress with stakeholders in this way.

Mutual feedback is important in our relations with stakeholders based on our approach regarding ethical values, transparency and social responsibility. Therefore, a variety of platforms and methods ensure stakeholder participation to receive and provide feedback; identify needs and expectations accurately and in a timely fashion; and include them in the decision-making process.

Various media are used for this communication: regular communication and review meetings, surveys, suggestion systems, internal bulletins that include employee participation, awards and recognition practices as well as databases and websites where all of the documentation is shared.

In order to ensure the continuity of cooperation with employees, the hiring process aims to put the right people in the right positions. We work with the most talented individuals regardless of their religion, language or race and they are included in a Training Process by creating Personal Development Plans to develop their talents in accordance with Performance Evaluation Management.

Transparency is essential for the continuity of cooperation with shareholders and this is achieved through accurate, timely and open announcements.

Customer satisfaction is critical to ensuring continuity in relations with customers, and this relationship is built on trust. Expectations for cooperation are accurately identified and communicated to suppliers. Joint efforts and projects are valued and prioritized in an attempt to create innovative and creative solutions.

With regard to the continuity of other cooperative ventures, correct, long-term, sustainable, mutually-beneficial, solution-oriented operations and activities are a priority within the framework of Orta Anadolu’s approach to corporate values and corporate social responsibility.

STAKEHOLDER PARTICIPATION METHODS
(COMMUNICATION WITH STAKEHOLDERS, THE DIALOGUE APPROACH)
The table on previous page lists stakeholders and the platforms on which dialogue is established.
HISTORY
Celebrating its 9th year with more than 294 graduates, Denim Academy is Orta’s tailor-designed denim training program.

In 2002, Orta launched “Denim Academy”, a training program and online reference dedicated to all aspects of denim fabric production. The aim was to integrate all essential information which would help to resolve conflicts and develop solutions for brands, manufacturers and laundries.

It is mainly intended for Orta customers, but anyone’s online questions are welcome. The training program is based on a two day workshop at Orta’s Kayseri factory. Cotton, yarn spinning, weaving, dyeing, sanforizing and finishing are some of the topics covered; typically by a walk-through of the production line followed by in-depth workshops.

Denim Academy is not a routine factory visit. Participants not only get familiar with the denim process but are also be able to ask questions to fabric technicians and discuss production related issues. It is a great environment for industry experts to share their experience.
## STAKEHOLDER PARTICIPATION METHODS

<table>
<thead>
<tr>
<th>STAKEHOLDERS</th>
<th>CURRENT PLATFORMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>Open Door Meetings</td>
</tr>
<tr>
<td></td>
<td>Departmental Meetings</td>
</tr>
<tr>
<td></td>
<td>Open Office System</td>
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<tr>
<td></td>
<td>Intranet</td>
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<td></td>
<td>In-House Bulletin</td>
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<tr>
<td></td>
<td>Message Boards</td>
</tr>
<tr>
<td></td>
<td>Social Building and Recreational</td>
</tr>
<tr>
<td>Client</td>
<td>Denim Academy*</td>
</tr>
<tr>
<td></td>
<td>Reciprocal visits</td>
</tr>
<tr>
<td>Supplier</td>
<td>Reciprocal visits</td>
</tr>
<tr>
<td></td>
<td>Training programs</td>
</tr>
<tr>
<td>Shareholders</td>
<td>Steering committee meeting activity reports</td>
</tr>
<tr>
<td>Union</td>
<td>Union representatives for each department</td>
</tr>
<tr>
<td></td>
<td>Daily-weekly meetings</td>
</tr>
<tr>
<td></td>
<td>Collective agreement</td>
</tr>
<tr>
<td></td>
<td>Union HQ office</td>
</tr>
<tr>
<td>Society</td>
<td>Website, leaflets and advertisements</td>
</tr>
<tr>
<td></td>
<td>Grants and aids (to schools, etc.)</td>
</tr>
<tr>
<td></td>
<td>Employement opportunities</td>
</tr>
<tr>
<td></td>
<td>Environmental activities</td>
</tr>
</tbody>
</table>
The program is tailor-designed for a group of 5-6 participants. Therefore, there is not any preset calendar. Upon the application, the Denim Academy team tries to understand the particular needs in order to offer the ultimate benefit.

The program has been enhanced with “Mobile Denim Academy” and “Reverse Denim Academy” versions. Mobile Denim Academy is intended for larger groups and offers the possibility to apply the Denim Academy program outside Orta premises. Reverse Denim Academy incorporates fabric with garment manufacturing and washing, ensuring mutual improvement.

Two years ago, Denim Academy added three workshops to its curriculum: The “Indigo Workshop” offers participants an understanding of the basic facts about indigo dyeing and a hands-on experiment in a pilot set-up.

The “Weaving Workshop” has a sample loom to run where participants can literally weave denim in any twill type.

The mini-kitchen at Denim Academy Classroom enables students who want to create different coating effects on denim fabric. The “Finishing workshop” is continuously developed with Q&A sessions.

All training modules are supported with booklets, DVDs and other necessary visual materials, which are owned and certified by Orta.

With the birth of our sustainability division’s website, ortablu.org, we intend to expand the diffusion of this invaluable know-how to the online community.
ECONOMIC
Supporting Development through Local Labor, Orta Anadolu supports its development philosophy by employing local labor. Our company values the fact that local labor is employed on our management team and among our operational staff. Local labor is preferred for full-time positions in Kayseri and Istanbul.

Most of the blue and white-collar employees reside in Kayseri. As a particular type of workforce is required for white-collar positions, when a position opens we also consider applications out of Kayseri. The ratio of local labor is close to a hundred percent.
THE ECONOMIC VALUE CREATED BY ORTA ANADOLU AND OUR INDIRECT ECONOMIC IMPACT

In addition to the direct contribution Orta Anadolu makes to the national economy and the salaries paid to our employees, we also have an indirect economic impact due to the payments we make to suppliers for the goods and services we purchase, the taxes we pay to the state and our payments to shareholders and financial institutions. Orta Anadolu aims to increase its cooperation with local suppliers even further.

We create jobs for our suppliers and our employees.

Our supplier’s employees and ORTA’s employees spending their wages locally.

Local economic activity triggered by local communities.

In 2011, Orta Anadolu created revenues worth $276.4 million. Approximately 70% of “cost” was paid to suppliers for the goods and services that were purchased and 30% went to employees and financial institutions, to the community in the form of scholarships-donations-charity and to the state as taxes.
ENVIRONMENTAL
Orta Anadolu works to minimize the environmental impact of its operations through regular monitoring, as well as regulatory requirements, plus constant development and investment in more environmentally friendly new technologies.

It is now a universally recognized fact that resources are not infinite and that the environmental impact of products and activities are global. Orta Anadolu has been aware of this truth ever since its founding and has outlined its Environmental Policies in keeping with this approach.

OUR ENVIRONMENTAL POLICIES
Natural resources are used in the most efficient way possible while implementing recycling techniques that reduce waste.

We are careful to use eco-friendly materials and processes, and develop eco-friendly products.

Regulatory requirements related to the environment are carefully monitored and implemented.

Regulatory obligations related to the environment are fulfilled unconditionally and in a timely manner and international standards are taken into consideration.

Orta Anadolu leads the way on these issues by conducting activities aimed at increasing environmental awareness in society, especially in Kayseri.

Orta Anadolu has integrated the ISO 14001 environmental management system into all its processes in order to implement these policies.
EFFICIENT USE OF NATURAL RESOURCES AND CLIMATE PROTECTION

In order to combat climate change by minimizing the use of natural resources and air, soil and water pollution, Orta Anadolu analyzes risks and environmental impact resulting from its products, service and manufacturing processes and takes the necessary action.

Orta Anadolu is committed to protecting resources and reducing consumption, and is able to monitor the energy, water and steam it consumes on a real-time basis by department and by machine. As a result, it is possible to intervene immediately in the event of a leak or malfunction.

ENERGY EFFICIENCY ENHANCED WITH COGENERATION FACILITIES

Since 1998, the company has generated its own energy with a co-generation system that produces both electricity and heat via the same system. The Cogeneration Facility not only achieves significant savings of natural resources with its production of electricity and steam, but it also significantly reduces waste emissions. Because power is produced at the site of consumption, losses that occur during transmission are prevented and uninterrupted, high-quality electricity is provided.

If there is excess electricity produced in the facility built to meet Orta Anadolu’s own need for electricity, the company’s Auto-Producer License allows it to sell this electricity.
ENERGY EFFICIENCY WORK
An ‘Energy Management System’ consisting of platforms such as SCADA and FOXBORO has been set up at Orta Anadolu, and those in charge of the system have been designated by senior management.

Pursuant to regulations regarding Increasing Efficiency of Energy Resources and the Use of Energy, Energy Managers have been appointed from amongst our employees.

Energy Managers provide important added value to our company with the training and energy conservation projects they coordinate in order to raise awareness on energy conservation among our employees.

Every year, strategic goals for energy consumption are set and energy tracking and control is conducted machine by machine and department by department to reduce consumption.

EXAMPLES OF WORK CONDUCTED TO ACHIEVE THE STRATEGIC GOALS FOR ENERGY CONSUMPTION:
Energy consumption of all machinery is monitored online, so any malfunction or leak is detected immediately. This ensures significant energy savings.

New meters have been added to the heating, cooling and ventilation systems to monitor consumption and prevent leakage.

Improvements have been made in performance values related to waste, interim stoppages, reprocessing etc. through a lean
manufacturing philosophy and energy consumption has been reduced.

The power factor, which is the ratio of reactive energy to active energy, has been optimized with a “precision balancing system” in all departments consuming electricity.

The harmonic energy created in all departments consuming electricity is eliminated with harmonic filters to achieve power savings.

Energy savings are achieved by using an inverter-control system in the water pumps to adjust pressure.

A water-cooling system is preferred in air compressors. The heated water is used in operating processes.

Energy savings are realized by reducing the temperature of hot water in the finishing machines by about 10 degrees. Motorized valves have been installed in all machines that use steam to prevent leakage to main steam lines.

Steam savings have been realized by using pulverization instead of humectation in the Sanfor machine.

The number of breakdowns is reduced via a periodic maintenance system so that resources are used more efficiently.

The temperature of the water in the indigo preparation processes has been reduced by about 50%.

Heating and cooling in the indigo dye vats utilizes a heat exchanger in place of a serpentine.

Energy consumption is centrally controlled through our SCADA system, ensuring rapid response to malfunctions.

Energy consumption is monitored in the indigo and finishing machines on a work order and type basis using the FOXBORO process control system.

Invertors are employed on all vacuum systems used in the factory to ensure that the vacuum motor operates in sleep mode when it is not needed.

Energy-saving light bulbs are used in lighting the factory.

CONSTRUCTION AND MAINTENANCE FOCUSED ON ENERGY EFFICIENCY

Orta Anadolu takes energy conservation into consideration in the design and construction of all its buildings. The architectural design of administrative buildings is such that it makes maximum use of natural light. As a result, the need for and cost of artificial lighting is reduced. Insulation in all buildings minimizes energy loss.
Consumption of natural gas in 2011 fell 1% compared to 2010.

With the energy efficiency efforts the factory's consumption of electricity fell 4.7% in 2011.
Consumption of natural gas in 2011 fell 1% compared to 2010.

With the energy efficiency efforts, the factory's consumption of electricity fell 4.7% in 2011.
TOTAL OF IMPORTANT LEAKAGES AND THEIR VOLUME
We don’t have any leakages in any of our facilities.

OUR INITIATIVES FOR MITIGATING ENVIRONMENTAL EFFECTS OF OUR PRODUCTS AND SERVICES, AND THE RATE OF MITIGATION EFFORTS
Some of the products and processes we have developed enable the end-user to consume less energy while using the product, like Alchemy One finishing process. In apparel manufacturing, this process decreases the amount of softener needed during the washing-abrasion process and, at the same time, does away with ironing for the end-user. The annual production undertaken by 1 alchemy machine saves around 2924 hectares of forest. Moreover, we carry products manufactured with organically grown cotton and recycled raw materials. We are the first company in the world to use organic cotton in denim and in order to support organic-cotton farmers, we have purchased 3% organic cotton in all our cotton purchases for one year, without reflecting the extra cost onto the price tag for the end-user.

We are also the world’s first company to manufacture post-consumer recycled denim. On this issue, projects with Levi’s and H&M are currently underway. Another project we have implemented is the Nettle denim project in collaboration with GStar. 5% of the cotton we employ comes from the BCI (Better Cotton initiative), an agricultural protocol that brings together environmentally sensitive members of the cotton supply-chain. Our efforts to decrease the amount of waste produced are currently underway.

As indicated in the Water Management section, along the whole factory we have been able to save 30 % of the water used between 2005-2011.

OTHER ENVIRONMENTAL IMPACT

AMBIENT NOISE
Laboratories certified by the Ministry of Environment have measured Orta Anadolu’s ambient noise level and impact within the framework of the law on ambient noise for industrial organizations as mentioned in the Environmental Regulations, and maps of acoustic noise measurements for Orta Anadolu have been prepared. These measurements and the noise maps that were generated show that there is no ambient noise negatively affecting the health of humans located in the region where Orta Anadolu conducts its operations.
ENVIRONMENTAL AUDIT
Pursuant to the Environmental Audit Directive, the Directive regarding Environmental Officers and Environmental Consulting Firms within the scope of the Law on the Environment, we have a contract with an environmental consulting company approved by the Ministry of Environment for the purpose of an external review to detect areas open to improvement. Every month audits are conducted at the company by this consulting firm and monthly evaluation reports are prepared regarding these audits.

Internal audits are also conducted once a year by an internal audit team trained in the Environmental Management System in accordance with Environmental Management System ISO 14001, and corrective activities are reported.

All of the practices related to other environmental activities are audited by the accredited external audit organizations TSE and AECOM twice a year, and reports of the results are prepared.

ENVIRONMENTAL PERMIT
An application has been submitted pursuant to the Directive regarding Permits and Licenses as per the Law on Environment and a Temporary Operating Certificate has been obtained in accordance with the process specified in the regulation. The process is ongoing.

OUR ENVIRONMENTAL GOALS
Strategic Goals for energy consumption are set every year. Annual goals are set on a department basis for the use and conservation of natural resources, waste reduction and other environmental projects for the purpose of improving Environmental Performance. At the end of each year, the success rate in meeting these goals is measured and a final assessment regarding goals that were/were not realized is included in the Department Action Plan schedule.
TRACKING LEGISLATION
Orta Anadolu stays abreast of all Environmental Regulations that concern its operations and complies with the requirements. Information regarding the activities and follow up carried out at Orta Anadolu with reference to the directives/communiqués as per the Procedure for Tracing Legal and Other Requirements is shared with employees.

In addition, Orta Anadolu works with both universities and other organizations and communicating its opinions and recommendations regarding regulations to be issued to the relevant authorities. For example, Orta Anadolu participated in the work conducted by METU and the Ministry of Environment to harmonize the IPPC Directive.

INFORMING EMPLOYEES
In addition to general environmental awareness training, such as the importance of natural resources, energy and water conservation, carbon emissions and waste management, employees also receive internal bulletins, e-mails and occasional notices posted in the cafeteria or on the announcement board.

As part of our used battery collection program, employees have been asked to bring batteries used at home to the factory and to dispose of them in used battery boxes supplied by the municipality for collection instead of putting them in trash. There has been significant participation.

RAISING SOCIAL AWARENESS OF ENVIRONMENTAL ISSUES
A brochure has been prepared and distributed in the residential areas close to the factory in order to inform the community about Orta Anadolu’s environmental footprint and the importance it places on environmental issues.

The Orta Anadolu Memorial Forest was planted on the campus grounds of Erciyes University in Kayseri, where the factory is located, and a tree planting ceremony attended by employees was organized.
WORKFORCE
TOTAL EMPLOYMENT
BY TYPE, LABOR AGREEMENT, REGION AND GENDER

2010
2011

TOTAL WORKFORCE BY TYPE OF EMPLOYMENT

White Collar 148
Blue Collar 997

1,145
1,342

+17,1%

EMPLOYEES BY GENDER

White Collar 163
Blue Collar 1,179

1,145
1,342

75
78

1,070
1,264

43
32

INTERNS
### TOTAL EMPLOYMENT

**BY TYPE, LABOR AGREEMENT, REGION, AND GENDER**

#### Employees by Age

<table>
<thead>
<tr>
<th>Year</th>
<th>-30</th>
<th>+50</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>280 employees (26 employees)</td>
<td>459 employees (26 employees)</td>
</tr>
<tr>
<td>2011</td>
<td>459 employees (26 employees)</td>
<td>857 employees (30 employees)</td>
</tr>
</tbody>
</table>

#### Average Age at ORTA

- **2010**: 36 Years old
- **2011**: 35 Years old
TRAINING AND DEVELOPMENT ACTIVITIES

- Trade show attendance.
- Company visits.
- Attending conferences, congresses and summits on administrative, technical issues.
- Management training (Leadership, communication, team work, motivation, problem-solving, decision-making, developing presentation skills, developing creativity, etc.)
- Technical training (Technical training for work, on-the-job training, project management, adaptation training, orientation for new employees, etc.)
- OHS training is periodically given to new and current employees. Training is provided on job safety measures for the safe performance of work.
- Environmental training.
- Training for total quality (Quality management systems and internal auditing training, etc.)
- Learning Organization as a philosophy.
- Denim academy activities.
HUMAN RIGHTS
A participatory, constructive, employee-focused management approach that emphasizes human values, equality and sharing is practiced to make employees feel like indispensable member of the Orta Anadolu Family.

The duties, role, responsibilities of the employees and what they are expected to contribute are clearly defined. Employees exercise their authority within the framework of these defined responsibilities.

An Open Performance System is implemented.

The Career Planning System is implemented methodically at every level.

Employees are given opportunities to upgrade their skills and performance to the highest level possible. Training needs are identified and provided in keeping with company goals to help employees develop their individual skills and to improve communication.

Given based on wrong/improper actions and within the framework specified by the relevant regulations.

Employees develop their individual skills and to improve communication.

It is important to have a hard-working team respecting ethical values, and finding joy in its work while complying with job requirements without exception. The company supports and encourages objective and constructive behavior, a questioning attitude, participation and new ideas.
Employees are rewarded based on performance and penalties are given based on wrong/improper actions and within the framework specified by the relevant regulations.

Our employees are provided with a safe, healthy and eco-friendly work environment.

Teamwork is encouraged in order to ensure employee participation in improvement and development activities and to extend the team spirit approach.

Every effort is made to keep the motivation of our employees high with a variety of activities and benefits by providing pecuniary and non-pecuniary support and opportunity.

HUMAN RIGHTS/ SOCIAL PERFORMANCE
All of Orta Anadolu’s investment contracts include articles that cover compliance with the social security law, child labor laws and employee health and safety.

Percentage of significant suppliers that have undergone scrutiny related to human rights and our actions concerning the issue.

Our expectations are that all suppliers from which we procure goods and services comply with labour laws and legislation when creating employment and fulfill all the appropriate legal requirements. For instance, upon reading from the media that a company whom we work

For instance, upon reading from the media that a company whom we work in Bang-

ladesh employs child labourers, we have ceased our operations with them.

We do not purchase cotton from Uzbekistan as they employ child labor.

We have no formal type of vetting system regarding human rights for suppliers, but we use suppliers that respect the human rights of their workers.

Sum total of training hours that our staff underwent (including trainee staff percentage) related to our policies and procedures on the operational aspects of human rights.

As Orta Anadolu, both during training given at the beginning of employment and the seminars and sessions that follow, we provide information to both our blue and white-collar staff on human rights and their operational aspects.
To date, there has never been a complaint about discrimination at Orta Anadolu. Our company manages ‘diversity’ and our diverse employee profile with a corporate approach. We grant all employees equal opportunities and economic, social and cultural benefits without discriminating on the basis of gender, language, religion or race within the framework of laws and social security legislation.

Orta Anadolu does not employ child labor. All employees who serve Orta Anadolu must have social security insurance pursuant to social security law 5510. Subcontractors who provide services to Orta Anadolu must pay the social security premiums for their own personnel in full within the scope of article 3 of Labor Law 4857. All audits are conducted by our company and the social security agency. All security personnel have been trained regarding our human rights procedures and policies, the law and regulations.

<table>
<thead>
<tr>
<th>LOCAL COMMUNITIES</th>
<th>MANNER/ENVIRONMENTATION FOR COMMUNICATION</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universities and Vocational High Schools</td>
<td>Join efforts and projects, training and seminars, career days and internship opportunities</td>
<td>Developing cooperation based on mutual benefit regarding technical, legal and social issues, creating employment opportunities and contributing to education</td>
</tr>
<tr>
<td>Vocational institutions</td>
<td>Joint efforts/projects and training</td>
<td>To ensure cooperative ventures that enhance developments regarding technical issues</td>
</tr>
<tr>
<td>Educations institutions/Trainers</td>
<td>Training and seminars</td>
<td>Developing the skills of the existing workforce and raising awareness</td>
</tr>
<tr>
<td>Public agencies and institutions</td>
<td>Join efforts/projects, education, reciprocal visits and training</td>
<td>To contribute to compliance with directives and ensure compliance with relevant legislation</td>
</tr>
</tbody>
</table>
Istanbul “Protect Water” coastal cleaning project.

Leaflets on Orta Anadolu’s eco-friendly approach to the environment and its environmental effects have been published and distributed to residences at close proximity to the factory in order to notify the related public.

In Erciyes University of Kayseri, where the factory is situated, an Orta Anadolu Memorial Forest has been created and a tree-planting ceremony has taken place with the participation of employees.

We are trying to establish a philosophy of participation and volunteerism to projects that benefit society among all our employees.

By participating to employment fairs, we try to contribute to the employment of the national workforce.

We decrease our consumption of cotton, energy, water and chemicals by using recycled products.
OPERATIONS THAT CARRY POTENTIAL OR DE FACTO ADVERSE EFFECTS ON THE LOCAL PUBLIC

We design all our operations so as to not have any adverse effects on the local population. Risk management is also a part of this system. Our goal is to eliminate any potential risks before they occur, using a proactive approach.

As Orta Anadolu, we believe that our efforts like local employment, choosing local suppliers, providing donations, grants and social activities all have a positive effect on the local population.

MEASURES TAKEN TO PREVENT OR MITIGATE OPERATIONS THAT POTENTIALLY OR DE FACTO CARRY ADVERSE EFFECTS ON THE LOCAL PUBLIC

We do not have any adverse effects on the local public neither in Kayseri nor in Istanbul.

We have measured certain elements that could affect the local residents, such as pollution, noise and others, and have taken the appropriate measures. Filters that prevent air pollution have been developed. In order to decrease noise pollution, we have changed the location of ventilation fans.
## ACTIVITIES AT THE DEMİR KARAMANCI EXHIBITION CENTER
AT OUR KAYSERI FACTORY

<table>
<thead>
<tr>
<th>DATE</th>
<th>ARTIST</th>
<th>EXHIBITION LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1, 2010</td>
<td>Ersin TEK painting exhibition</td>
<td>Senior at the Erciyes University Fine Arts department</td>
</tr>
<tr>
<td>June 6, 2010</td>
<td>Semiha Sultan Erüstün painting exhibition</td>
<td>Senior at the Erciyes University Fine Arts department</td>
</tr>
<tr>
<td>June 6, 2010</td>
<td>Selçuk Bayram photography exhibit</td>
<td>Senior at the Erciyes University Fine Arts department</td>
</tr>
<tr>
<td>May 3, 2011</td>
<td>Assistant Prof. Dr. Aygül Aykut painting exhibition</td>
<td>Faculty member at the Erciyes University Fine Arts department</td>
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SOCIAL MISSIONS

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The average weekly income in many underdeveloped countries is 7.00 USD. The average price for a school uniform is 10.00 USD. Many parents don’t send their children to school because they cannot afford to buy them a school uniform. This is often used as an excuse to send the children to work or keep them home to help with house chores.

In many small villages in Lebanon, children are kept out of school in order to help with house chores or go to work. In the village of Wadi Al Jamus, five women formed an association called ‘Al uswa el Hasana’ (An Excellent Example of Conduct) that runs a literacy program to help the local girls stay in, or return to, school. The program is financed by the manufacturing and selling of clothing made with sewing machines provided by UNICEF.

The result of an online competition with the students of SCAD (Savannah School of Art and Design) has produced a new design for a school uniform standard. We have provided the NGO at Wadi Al Jamus in Lebanon with updated professional sewing equipment. We have sent our people to train them on how to manufacture the school uniforms. Once completed we buy the uniforms back from the NGO at Fair Trade prices. The income generated allows the NGO to finance their Literacy program and creates local jobs empowering the community. We deliver the uniforms to children in need worldwide. 20 jobs created. Over 100 children in the Literacy Program. Over a thousand uniforms delivered. A thriving global on-line community.

We call them Genes instead of Jeans as a metaphor for the DNA of our Denim. We partner with fashion designers, supplying denim and manufacturing their jean designs. Then we exchange them for the old jeans of people in need. We listen to their stories, and help them further.

We monitor humanitarian crises around the world and, with the help of local NGOs and under the supervision of United Nations Organizations, we supply our Orta Blu Genes wherever displaced people or refugees have abandoned their homes carrying with them a little more than the clothing they were wearing.

We monitor humanitarian crises around the world and, with the help of local NGOs and under the supervision of United Nations Organizations, we supply our Orta Blu Genes wherever displaced people or refugees have abandoned their homes carrying with them a little more than the clothing they were wearing.
NEW YORK
Our first delivery of Orta Blu Genes was for Covenant House in New York. We had the jeans designed by ROARK, a collective of young fashion designers out of LA. We went to CH at noon, interviewed some of the resident teens, gave them jeans, and ate pizza with them. It was fun and relaxed, we heard some tough life stories that put our problems into perspective. The job done by CH staff is amazing. They really work hard at putting these youngsters back on the right track. We shot some pictures of the teenagers with their new jeans from the waist down to respect their privacy, and we used them to make billboards to promote the initiative.

LOS ANGELES
The Covenant House adventure continued on the West Coast with their LA branch. As we expected, many of the young residents had similar tough stories to tell, but being under the influence of the Hollywood culture, produced very different and more entertainment inspired expectations. It was a good, mellow, and joyful day and the Orta Blu team came out enriched by the experience, wanting to continue the collaboration. Check some of the LA based billboards we made below and the video of the event to the right.
"It all started when I got locked up and I had nowhere else to go."
J.B. Covenant House nyc
BULDAN
Buldan is a small village of 15,000 people built on a hillside in the inner Aegean region of Turkey. The town’s tradition of hand-woven textiles dates back to the 13th century. By the end of the 19th century, there were over 1,500 looms accounting for the largest textile production of its time. With the advent of modern textile machine manufacturing, Buldan’s capacity has shrunk down to a few looms that cater mostly to the local shops. Orta Blu wants to revive the local Traditional Weaving Craft by increasing the amount of looms, providing better salaries for the weavers and, above all, creating a more viable business model so that the weavers and their products will be able to take advantage of a more global system of sales and distribution.

On our first visit to Buldan. It was a quick one day trip to familiarize ourselves with the place and the people. We needed to make an initial assessment on the state of the local weaving industry, and the areas where improvements were needed. We met with Halil, a local entrepreneur that owns a shop in the village, and he took us around to see some of the existing looms. We met the weavers and listened to their stories.

During our second visit to Buldan, Mr. Kiyat, CEO of Orta Anadolu, accompanied us. We had a great time with the people of Buldan. We saw their everyday life, and strengthened our commitment to revive this traditional weaving culture by increasing the amount of looms and providing better salaries for the weavers. The project has inspired much enthusiasm both at Orta Blu and in Buldan.

Karahallı is a town in Usak which is located 70 km far from Buldan.
KARAHALLI
Karahallı is a town in Usak, which is located 70 km from Buldan. Like Buldan, Karahallı’s weaving tradition dates back to thousands of years, currently having a capacity of nearly 1,800 looms. 300 of them are traditional. The town is famous for pocketing fabric and bedlinen production.

Karahallı has the ability to weave 4-15 oz fabrics both with traditional and modern weaving techniques.

Through its sustainability division, Orta Blu, Orta wants to revive the local Traditional Weaving Craft by increasing the amount of looms, providing better salaries for the weavers and above all, create a more viable business model. This way, the weavers and their products will be able to take advantage of a more global system of sales and distribution.
Mr. Blu is a fun cartoon character that wants to help children and adults make small changes in their lifestyle to help heal our planet. He is not a teacher or a preacher, but just a good friend with some advice on how to improve things in a playful manner. He strongly believes that changing things around does not have to be boring. He likes to reward children for suggestions and comments on how to make it better. As you can see on the right side, you can download the eco-fun board-game and print it bigger so you can play it at home. We are preparing the pages of the book without colors so you can download them and color them at home.

The Mr. Blu cartoon explains, in a simple manner, what our company Orta Blu is all about. Soon there will be a Mr. Blu Club with lots of presents to be had. We are also developing a Mr. Blu iPad App with more fun and games.
THE ORTA BLU LIFE-LOOP

IT BEGINS OUTSIDE THE FACTORY

WE JOINED BCI TO HELP FARMERS GROW COTTON EFFICIENTLY

THE RIGHT CHEMISTRY...

MINIMUM CHEMICAL WASTE

COMING CLEAN ENERGY EFFICIENT FACTORIES

LESS WATER

WHISTLE WHILE YOU WORK...

IDEAL WORKING CONDITIONS

BEYOND DENIM WE RUN GLOBAL SOCIAL MISSIONS TO HELP NGOS AROUND THE PLANET

BEFORE

NEW YORK

TRADITIONAL WEAVING

TURKEY

CHILDREN'S ECO PROGRAMS

SEWING MACHINES

AFRICA

LITERACY PROGRAMS

school uniforms

JEANS FOR PEOPLE IN NEED

LOS ANGELES
We work with 20 women in Aksu, a small village in Kahramanmaras, Turkey, who remove seams, labels and metals from old jeans. After the jeans are stripped of accessories, they are sent to Gaziantep, Turkey for shredding. The shredded pieces of fibers are spun into yarns to be used in making recycled fabrics. Post-consumer recycling is a very complicated process, as you need access to large amounts of used jeans. In order to make this work, we collaborate with brands on a project-by-project basis.

Levi’s sent us post-consumer jeans to be recycled; yielding 4 new fabrics with 20% recycled fiber. 2 of the fabrics also use recycled polyester to add strength. We showcased the initiative in Paris at Denim by Premiere Vision.
Due to pollution and poor management, clean water, one of the world’s most valuable natural resources, is becoming scarcer than ever. We at Orta Blu work with our factories to minimize water consumption in our industrial processes, but industry alone is not the only culprit... The Protect Water initiative aims to raise awareness and encourage every individual to help where they can.

THE MERMANGEL OF ORTA BLU
Sahika Ercumen is a world record holding free diver from Turkey. We call her our Mermangel because she looks like a mermaid with her monofin, but also swims with the gentle grace of an angel. Water is a vital element of her life. For this reason, Sahika has decided to embrace our cause.

CLEAN BEACH DAY
If you trash the beach, you also trash the ocean. Orta Blu called upon the children of the Mr. Blu Club to help us clean up a beach in Istanbul. Often times, it is small efforts like these that make the biggest impact. The best part was that the kids had a great time collecting rubbish with their friends and finding creative ways to recycle it.

IMAGINE A WORLD WITHOUT WAVES
Taking a lighter look at the problem, Orta Blu teamed up with two professional sand borders to show us how they carve up the Dumont Dunes in the California desert. We asked them to try with a surfboard and water skis, but they spent more time falling in the sand than surfing on it. Water is essential to survival, but, for some, it is also essential for fun.
INDEPENDENT ASSURANCE STATEMENT BY ISOS GROUP ['ISOS'] TO THE MANAGEMENT OF ORTA ANADOLU TRADE AND IND. INC. ['ORTA ANADOLU'] ON THE 2011 CORPORATE SOCIAL RESPONSIBILITY REPORT ['CSR REPORT']. GRI APPLICATION LEVEL: C+

SCOPE
ISOS ['Assurance Provider'] has been commissioned by the management of Orta Anadolu to carry out an assurance engagement on the Company’s inaugural CSR Report for activities covering the period of January 1, 2010-November 1, 2011. The scope of the assurance covered economic, social and environmental data both qualitatively and quantitatively expressed in the CSR Report on behalf of Orta Anadolu. Any financial information already verified by an external auditor has been excluded from the scope of this assurance engagement.

OBJECTIVES
The objective of the assurance engagement was to independently express conclusions on the subject matter as defined within the scope of work above, validate claims and evaluate systems for collecting and reporting data, as well as confirm that Orta Anadolu has fulfilled all the C+ level requirements of the GRI G3.1 Guidelines in preparing its 2011 CSR Report.

CRITERIA AND LEVEL OF ASSURANCE
The Assurance Provider pursued limited assurance by evaluating the CSR Report’s adherence to the AA1000 Assurance Standard’s (2008) ['AA1000AS'] principles of Inclusivity, Materiality and Responsiveness and GRI’s reporting principles for Quality, Content and Boundary Setting.
OUR RESPONSIBILITY

In performing our assurance activities, our responsibility is to the management of Orta Anadolu. However, our statement represents our independent opinion and is intended to inform all stakeholders, internal and external to the Company. We are committed to expressing an opinion based on our work performed as to whether any issues have come to our attention, causing us to believe that the reported information has not been prepared in accordance with relevant voluntary sustainability reporting criteria.

Orta Anadolu’s corporate social responsibility reporting team holds responsibility for the collection, analysis, aggregation and presentation of information within the Report. The assurance engagement is based on the assumption that the data and information provided to us is complete and true. The Assurance Provider and Orta Anadolu agreed to uphold confidentiality arrangements between the two entities regarding correspondence and data exchange.
METHODOLOGY
As part of the assurance engagement, the Assurance Provider verified the sustainability-related statements and claims made in the CSR Report, including internal processes, controls and supporting documentation supplied by Orta Anadolu, or found in the public domain. To form our conclusions, we undertook the following activities:

. Reviewed on a sample basis key information systems, procedures and controls relating to the collection, aggregation and reporting processes of the selected CSR performance indicators

. Performed process interviews with Orta Anadolu’s reporting team members, in their native language, to verify consistency in management approach for determining materiality, delegating reporting tasks, risk detection and internal quality control procedures

. Conducted online investigations of public records to determine legitimacy of CSR Report’s assertions regarding performance;

.Reviewed several drafts of the CSR Report and followed up with Orta Anadolu’s reporting team coordinator to address discrepancies that might affect communication to stakeholders

. Performed an in-depth review of the CSR Report to verify the Application Level’s alignment with the GRI G3.1 Sustainability Reporting Guidelines reporting requirements.

The procedures selected are based on the Assurance Provider’s professional judgment. Although only ten material key performance indicators and a reduced set of profile disclosures are required for a GRI C level report, this external assurance statement is the result of a more comprehensive independent review. An initial readiness assessment allowed Orta Anadolu to provide supplemental documentation for review by the Assurance Provider and consequently implement corrections for discrepancies detected. Once a revised draft was delivered to the Assurance Provider, final results were confirmed for each assessment task-credibility check, quantitative and qualitative Reviews.
CONCLUSIONS
Based on the assurance procedures conducted, nothing has come to our attention that causes us to believe that Orta Anadolu’s sustainability-related strategies and specific performance indicators defined in the 2011 Corporate Social Responsibility Report are materially misstated. Based on the CSR Report, along with supplemental documentation supplied to the Assurance Provider, we confirm that the GRI requirements for Application Level C+ have been met. We have evaluated the report’s ability to address specific criteria within the following main tasks on a scale of “Good”, “Acceptable”, “Fair” and “Needs Improvement”.

Credibility Check: GOOD
Orta Anadolu has accurately referenced its key performance indicators through the GRI Content Index while meeting the GRI reporting requirements for Application Level C+. Corrective action has been taken to address discrepancies brought to the Company’s attention during the initial readiness assessment and throughout iterative reviews. It is also apparent that the choice of disclosure is relevant for an inaugural report and within the selected scope and boundary. Taken that Orta Anadolu actively collects a larger set of data through its robust internal reporting systems, it is anticipated that the scope of the report will increase in coming years, with the Company serving as a model to others along the value chain and throughout the communities it operates in.

Quantitative Review: ACCEPTABLE
Orta Anadolu operates a comprehensive data collection process, which is designed to allow the monitoring and reporting of key performance indicators. Additionally, our opinion was based upon careful analysis and verification of supplemental information for the 2010 and 2011 reporting periods. Although stakeholders can be comfortable with the level of accuracy showcased through the current set of key performance indicators, it is expected that Orta Anadolu will strengthen its responsiveness to material issues even more by setting short, medium and long-term objectives in relationship to relevant, quantitative performance indicators-this would provide for deeper insight into the Company’s sustainability performance. For future reporting cycles, further disclosure of calculation techniques, underlying assumptions and estimations should contribute to higher credibility of the reported data, while quantifying impacts within the economic and social categories will help demonstrate the positive impact Orta Anadolu brings to communities around the world.
Qualitative Review: ACCEPTABLE
In our opinion, Orta Anadolu has taken into account compliance mechanisms, key risks and opportunities as well as internal and external stakeholder feedback, as critical factors for managing sustainability and determining materiality. Based on our interviews with senior management, Orta Anadolu’s prioritization of topics is in line with data availability for the reporting period. Additionally, for future reporting cycles, stakeholders will be able to make a better determination of balance and comparability, as Orta Anadolu further defines goals and objectives through regular reporting. This will also provide for a greater level of understanding of the issues affecting the industry and the region in which the Company operates. During our assessment activities, we experienced no situations of non-compliance or evidence of attempts to conceal information. As such, it is our opinion that the Report does not misrepresent significant economic, environmental and social impacts or omit relevant information that would influence stakeholder decisions.

STATEMENT OF INDEPENDENCE
ISOS Group is an independent professional services firm that specializes in sustainability reporting under the Global Reporting Initiative (GRI) and the CDP, which includes assurance and verification of data therein. The Assurance Provider’s team members have not been involved in the development of the CSR Report nor have they been associated with Orta Anadolu’s corporate responsibility program, data collection or management processes. We conducted this assurance engagement independently and, to our knowledge, there has been no conflict of interest. ISOS Group ensures that the assurance team possesses the required competencies, maintained neutrality and performed ethically throughout the engagement. Further information, including a statement of competencies can be found at: www.isosgroup.com

Nancy Mancilla    Alexandru Georgescu
Project Lead    Quantitative Analysis Lead
DIŞ GÜVENCE BEYANI
ISOS GRUBU ['ISOS'] TARAFINDAN
ORTA ANADOLU TICARET VE ENDÜSTRI A.Ş. YÖNETİM KURULU ['ORTA ANADOLU'] 2011
KURUMSAL SOSYAL SORUMLULUK RAPORU'NA [KSS RAPORU] İLİŞKIN BAĞIMSIZ GÜVENCE
BEYANI GRI UYGULAMA SEVIYESİ: C+

KAPSAM

HEDEFLER
Söz konusu güvence, yukarıda tanımlanan kapsamda yer alan konulara ilişkin bağımsız yargılara varmak, iddiaların doğruluğunu ölçmek, veri toplama ve raporlama araçlarını değerlendirme ve Orta Anadolu’nun 2011 KSS Raporu’nun hazırlanması sırasında GRI G3.1’de belirtilen C+ seviyesi yükümlülüklerini yerine getirip getirmediğini tefئ etmek amacıyla yapıldı.

KRİTERLER VE DENETİM SEVIYESİ
SORUMLULUKLARIMIZ

YÖNTEM:
Güvence hizmetinin bir parçası olarak, Güvence Sağlayıcı, iç süreçlere, kontrol süreçlerine ve Orta Anadolu tarafından sunulan destekleryici evraka, ya da kamuyla paylaşılan bilgiye dair KSS Raporunda yer alan sürdürülebilirlikle ilişkili iddia ve beyanların doğruluğunu kontrol etmiştir.
SONUÇLARA ULAŞMAK İÇİN ŞU FAALİYETLERDE BULUNDUK:

.Önceden belirlenmiş KSS göstergelerine dair bilginin toplanması, bir araya getirilmesi ve raporlanmasının süreçlerini ilgilendiren bilişim sistemleri, prosedürler ve kontrol mekanizmaları belli örneklemeler içliğinde gözlen geçirilmiştir.

.Önceliklendirirme, raporlama iş bölümü, risk tespiti ve iç kalite kontrol prosedürlerin yönetimindeki tutarlılığı belirlemek amacıyla Orta Anadolu’nun raporlama ekibi ile ileride sürecek kendi ana dillerinde mülakatlar düzenlenmiştir.

.KSS Raporu’nda yer alan performans ilişkisi bilgilerinin geçerliliğini denetlemek amacıyla kurum hakkında internette yer alan kamuya açık bilgi kullanılarak araştırmalar yapılmıştır.

.KSS Raporu’na ait birçok taslak incelenmiş ve paydaşlar ile iletişimi etkileyecek uyuşmazlıklara dair bulgular Orta Anadolu’nun raporlama ekip yöneticisi ile paylaşılmiştir.


SONUÇLAR

GÜVENILIRLİK TESTI: İYİ

NICELIKSEL GÖZDEN GEÇİRME: KABUL EDİLEBİLİR
NİTELİKSEL GÖZDEN GEÇİRME: KABUL EDİLEBİLİR


BAĞIMZSIZLIK BEYANI


Nancy Mancilla  Alexander Georgescu
Project Lead  Quantitative Analysis Lead