

# 2017-18

## Sustainability Report





## SUSTAINABILITY RE-DEFINED

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The content of this report is determined according to the results of our materiality assessment conducted within the reporting period (01.01.2017-31.12.2018), and prepared predominantly covering the results of our efforts towards our corporate citizenship program goals.



# CHAIRPERSON'S STATEMENT

**Delivering innovation and excellence to keep the denim passion for all; our world of possibilities respect both people and the environment.**

## Chairperson

Yusuf Yosi Özlevi

Under the guiding light of the sustainable development, the clothing industry has gone through a significant transformation. There is growing attention towards not only environmental but also social impacts of textiles.

With our 1266 employees and large capacity of woven garments 500,000 pieces a month- we are bringing our technical expertise into the denim designing to offer a world of possibilities for impact management. We are managing our impact in denim industry involving compliance with ecological and ethical standards. «ReallImpact2020» the corporate citizenship program of Realkom is characterized by low resource consumption, reduced pollution, recycling of materials, traceability and transparency.

Moreover, we believe that all actors along the supply chain have a role to play in reducing the social and environmental footprint of the products we produce. Considerable environmental impacts occur during the use phase. So that our dedicated team focuses on growing environmental and social awareness of customers. We have expanded our management tools

as regards sustainability services over the past years. For example, we are at the stage of defining our key values and finalizing our policies which control not only business but also social compliance and environment-related company achievements. On the other hand self-assessments frameworks such as the level of fulfillment of the BSCI Code of Conduct and HIGG Index Environmental Module strengthen our sustainability vision.

In an effort to protect employee health we support the development of Eco-Innovative garments finishing methods. As Realkom strengthened our research and development (R&D) efforts in 2017 and 2018 by investing in alternative methods for giving denim a used and unique look with safer tools and processes.

I am proud to present Realkom's first Sustainability Report. In developing this report, we followed GRI Standards among many of the sustainability reporting guidelines. We also decided to capture some of the unique perspectives from our employees and partners. This report is only the starting point of our long-term commitment to our corporate citizenship program.

WE OFFER A WORLD OF POSSIBILITIES WITH OUR

# 500,000

PIECES A MONTH PRODUCTION CAPACITY



### Engaging Our People

Our people are the foundation of a successful culture and organization.

### Caring for the Environment

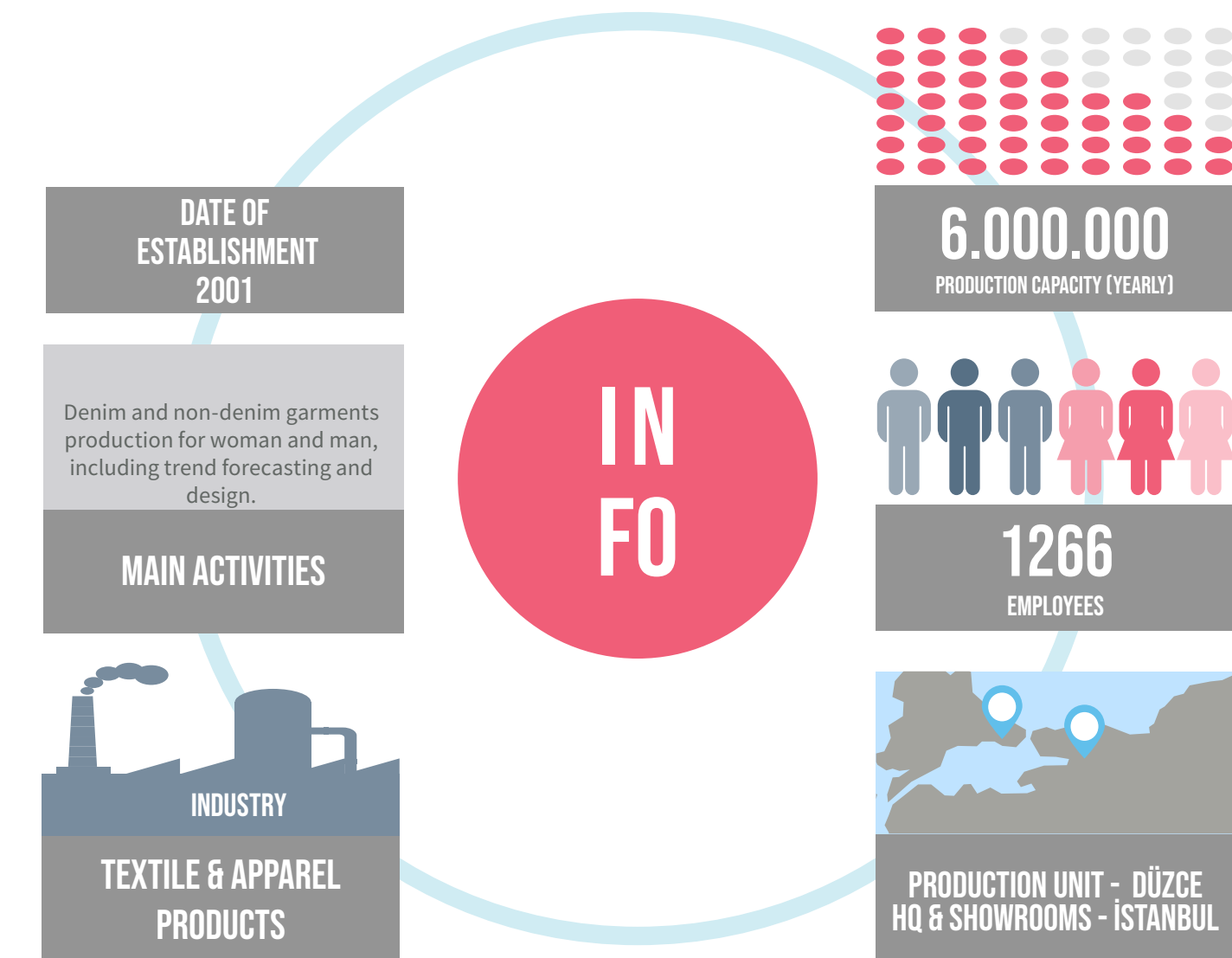
We use effective and reliable monitoring systems to assess our environmental impact.

### Growing with our Supply Chain

We work with suppliers that ensure high-quality denim and chemicals, and meet high economic, ethical, and socio-environmental standards.



# REALKOM



## OUR VALUES



## MARKETS SERVED



## REFERENCES





# REALIMPACT<sup>2020</sup>

**"We value the legacy of denim by eco-innovation"**



In 2015, the United Nations adopted the 2030 Agenda for Sustainable Development—an ambitious plan of action, the Sustainable Development Goals (SDGs). The 2030 Agenda for Sustainable Development includes 17 SDGs. The goal was to define the measurable objectives that correspond to the plans.

In line with the materiality analysis process and with its new sustainability road map to 2020, Realkom measured its actual and potential contribution to the 17 Sustainable Development Goals (SDGs) of the UN and declared its commitment to the 2030 Agenda for Sustainable Development.

The 17 Sustainable Development Goals (SDGs) support the choice of our Sustainability Plan Reallmpact<sup>2020</sup> launched in 2018. Our plan of action focuses on 7 "strategic" contributions among 17.

**Social and environmental responsibility is at the heart of the development of our business. We at Realkom consider voluntarily creating added value for our environment, society and the ecosystem as fundamental. Due to the responsibility of being a global citizen in the denim world; we want to leave our sustainability legacy focusing on the values we create. Characterized by eco-innovation, low resource consumption, reduced pollution, and transparency we have initiated our corporate citizenship program «Reallmpact<sup>2020</sup>» in 2018.**

## Realkom gives a fresh boost to its Sustainability Management Structure

At Realkom, we have established sustainable development goals in related functions and levels within the organization. Our company creates the environmental and social priorities in the relevant functions, levels, processes needed for the environmental management system and social compliance agenda.

The marketing team, quality experts, the Occupational Health and Safety- OHS committee and the sustainable development committee called "Sustainability Ambassadors" get together and shape Realkom's sustainability strategy elaborating the material sustainability issues.

The company's corporate charter has been unveiled in the first quarter of 2018. It recalls Realkom's vocation, "to value the legacy of denim by eco-innovation", and its ambition: "to build, in Turkey and in the world, initiatives through sustainable development".

It recalls the principles that should guide the daily action of everyone: human resources considered as the social capital of the company, team spirit, the requirements for quality, the ability to innovate and the passion of the customer. The values of the company are re-affirmed in the charter: reliability, the innovation-centered added value creation, the sense of the listening of the customers, the team spirit and the integrity at all the levels of the company.

# REALIMPACT<sup>2020</sup> TARGETS



- Kindergarten expenses for our employees' children are paid for supporting pre-school education
- A protocol has been signed with Düzce University to support the implementation side of vocational and engineering education and support to higher education
- In 2019, a scholarship program is on the pipeline for the university education of our employees' children
- We organize vocational training courses to unqualified workers in cooperation with the government.



- To support young professionals in the denim industry
- To increase employee awareness and professional skills for sustainable production and consumption
- To invest in our employees by preparing trainings and career plans to support both individual and personal development.



- To optimize the resources use: Enterprise Resource Planning -ERP Project
- Development of a cost-effective digital product count tracking system
- To produce 20% of organic chemical compounds we use by 2019 and 90% by 2020



- To track company's sustainability performance regularly: HIGG Index, Sustainability Reporting etc. We measure the company's sustainability performance by responding to questions in the EMS energy, water, wastewater, air emissions, waste and chemical modules at the HIGG Index.
- To use technology effectively and efficiently for sustainable production and consumption
- To build a basic understanding of the sustainable environment, the use of resources with a sense of responsibility and the community in our sphere of influence
- To implement Zero Waste Project until 2021. Our goal is to make more efficient use of resources and to reduce the amount of waste generated. Until 2021 recycling of organic wastes such as fruit and vegetable wastes, food and bread waste, garden



- To prepare a carbon inventory for our production site, which will take place in the coming years
- To reduce our energy consumption with the least targeted amounts every year through continuous improvement activities
- To increase our energy efficiency and to reduce energy losses
- To be certified ISO 50001: Realkom has initiated the process to obtain ISO 50001 Energy Management System certification by 2019



- To conserve clean water by using purified wastewater again
- To save 45% of clean water by using purified wastewater instead of clean water used in chemical and resin cabins
- To make the necessary cleaning by using treated wastewater in the facility field



- To boost University- industry partnership on regional and national level
- To develop new research and innovation activities with the universities relating department.



# ECONOMIC EMPOWERMENT

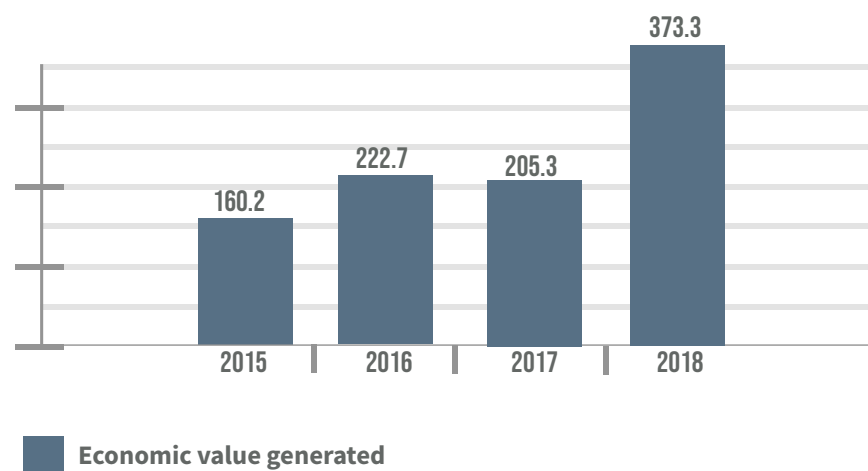


## ECONOMIC VALUE WE GENERATE

Boasting a value chain bearing strong local characteristics from cotton cultivation to end users, garment and textile industry enjoy the potential to create a significant impact on local economic development.

Jean production value chain contributes to local economies in various aspects from local employment to economic value distribution. In other words, a great portion of the economic value generated by Realkom distributed to local stakeholder groups.

DIRECT ECONOMIC VALUE GENERATED (TL MILLION)



REALKOM IS INVESTING IN LOCAL EMPLOYEES. GIVING BACK TO THE LOCAL PEOPLE IS THE BEST WAY FORWARD FOR OUR BUSINESS. WE ARE THE NUMBER ONE WORKPLACE IN DÜZCE REGION IN TERMS OF WOMAN EMPLOYEES RECRUITED.



## OUR RECRUITMENT POLICY BOOSTS THE LOCAL ECONOMY



Our recruitment process follows the development of the business lines. In line with our HR policy recruitment is carried out locally in the employment pool of Düzce region.



# ECO-INNOVATION

Eco-innovation is the introduction of any new or significantly improved product (good or service), process, organizational change or marketing solution that reduces the use of natural resources (including materials, energy, water, land) and decreases the release of harmful substances across the whole lifecycle.



## Driving eco-innovation: A breakthrough for sustainable development

In the profession of denim, a big change is taking place. Digital and technology are taking a crucial place and are shaping the fashion industry and consumer choice. The environmental and social footprint of denim becomes more manageable with these game-changers. This is why the contribution of innovation is becoming more and more necessary and vital to the functioning and efficiency of Realkom's operations.

At Realkom, sustainable development and innovation come together and take the form of eco-innovation. The eco-innovation, an R&D initiative at Realkom that starts from 2013 in which it aims to make denim completely eco-technological, already from the process of conception, which adopts a series of sustainability rules and will proceed in production towards this direction. To that end, our R&D Center is in

charge of following scientific researches and collaborate with academia. At Realkom we believe that Investment in R&D is an important driver for sustainable business. Innovation and knowledge become the key points and are parts of our business case that will transform over time our way of dressing, understanding and living denim. To create a positive transformation at Realkom we have initiated several business projects:

### 01 E-FLOW

The chemical to be used in the product is added to the chemical tank and diluted with water. The solution prepared in the chemical tank is sprayed into the products inside the device by the help of the pump.

### 02 OZONE TREATMENT

Ozone treatment is a process that creates a pioneering denim that does not use any chemical components during washing and drastically reduces water consumption. As a result of water efficiency in the ozone treatment project, the washing process 90% of water is expected to be saved in the finishing processes of jeans. The new technology consequently manages to reduce time-to-market. The sustainable production process includes natural ozone treatments and new three-dimensional lasers.



## POST PROJECT SITUATION



Product Quantity

Per Unit



Water Used

%90 decrease



Chemical Used

%80 - %90 decrease



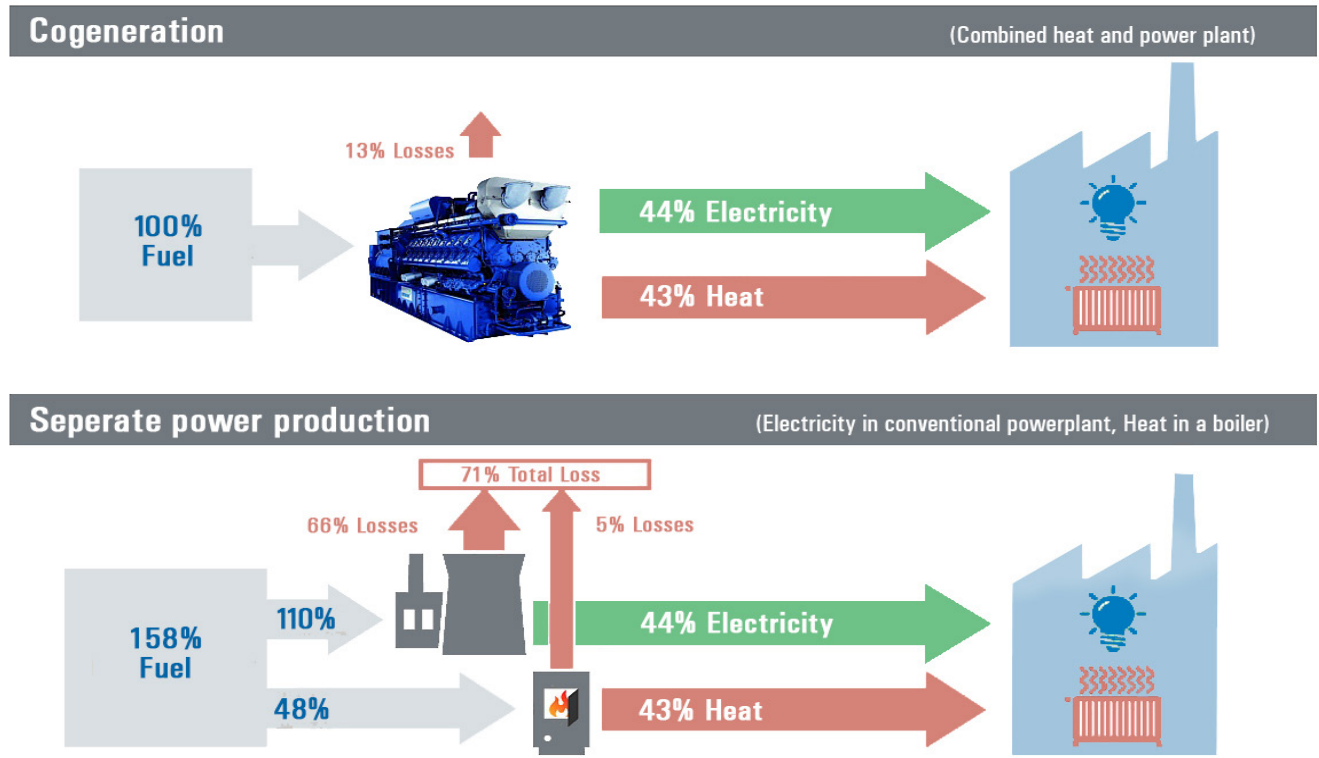
### 03 Cogeneration Plant

As energy consumption will continue to increase in the years to come, efficient power generation will be a vital component to reliable, eco-friendly energy systems. Cogeneration is the combined generation of heat and power. It is not a single technology, but an integrated energy system.

Cogeneration first involves producing power from a specific fuel source, such as natural gas, biomass, coal, or oil. During fuel combustion, cogeneration captures the excess heat which would have otherwise been wasted. The captured heat can be used to boil water, create steam, heat buildings, etc. By using cogeneration, we can simultaneously produce steam for production and electricity on site. Cogeneration plants generally convert 75-80% of the fuel source into useable energy, in comparison with conventional

COGENERATION  
HELPS TO REDUCE  
FUEL CONSUMPTION

systems which only covert about 45%.When the heat captured is used to produce electricity, the process is referred to a combined cycle. Cogeneration has multiple economic and environmental benefits. By reducing the amount of fuel needed to generate electricity and heat, we decrease costs and reduce greenhouse gas emissions and pollutants.



### 04 LASER



Thanks to the laser process, which is the ultimate stage in the denim technology, dry process; manual operation, such as whiskers, sanding, attrition, and all the effects that used effects have been automated. 70% of the dry process processes are made by laser. With this technology that we are developing day by day, we aim to remove all manual operations in the future and use our current workforce in scaling-up of the production capacity.

### 05 DIGITAL INSPECTION BOARD

The board generates images of defects and convert them into data. Comparing to the quality control tables it provides more efficient error reporting. The strength of the Digital Inspection Board is its ability to detect, categorize and classify garment defects. The system comes up also with accurate reports and statistics so that it also serves as a tool to assess operators' performance.



## OUR ENVIRONMENTAL IMPACT



### The circular economy in the fashion industry

Because its vocation is to promote the potentials of the cotton, Realkom gives a central place to the preservation of the legacy of nature. Realkom is firmly committed to respect the environment. Reducing the impact of our activities on our environment via eco-innovative solutions, fight against chemical pollution, optimize energy savings are our permanent objectives.

The circular economy that aims to go beyond the linear model of “extracting, manufacturing, consuming and disposing” is the new black. In fashion, this would result in responsible consumption of natural resources and raw materials as well as prevention of waste production

In order to build a global and integrated circular economy, the operational machines, infrastructure, and fields invested by Realkom for many years are grouped into one and the same priority “Circular Economy” in 5 areas: The material aspects and impacts are for us

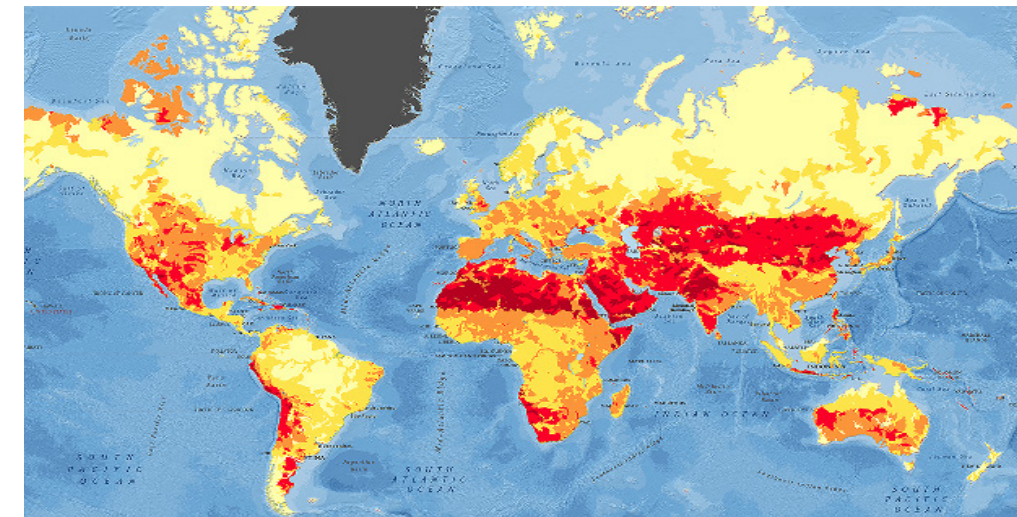
- Water use,
- Chemical use,
- Waste management,
- GHG emissions and climate change,
- Energy management.

To achieve the intended outcomes, in terms of improving environmental performance, our company establishes an environmental management system, including processes in accordance with the 14001 Environmental Management Standard. Realkom also plans to obtain ISO 50001 Energy Management System certification in 2019. The impacts of ISO 50001 include energy, CO<sub>2</sub> emissions, and cost savings. To that extend the certification process has helped us to manage better our efforts on GHG emissions and climate change and energy management.

## WATER USE

We work hard for the continuous improvement of sustainable water use and water management. We are aware that the world is facing an ever-growing water shortage and that the world's resources are to be managed by all water users in a responsible manner. Our factory and Headquarters are located in medium and high risk zones according to WRI – Water Risk Atlas.

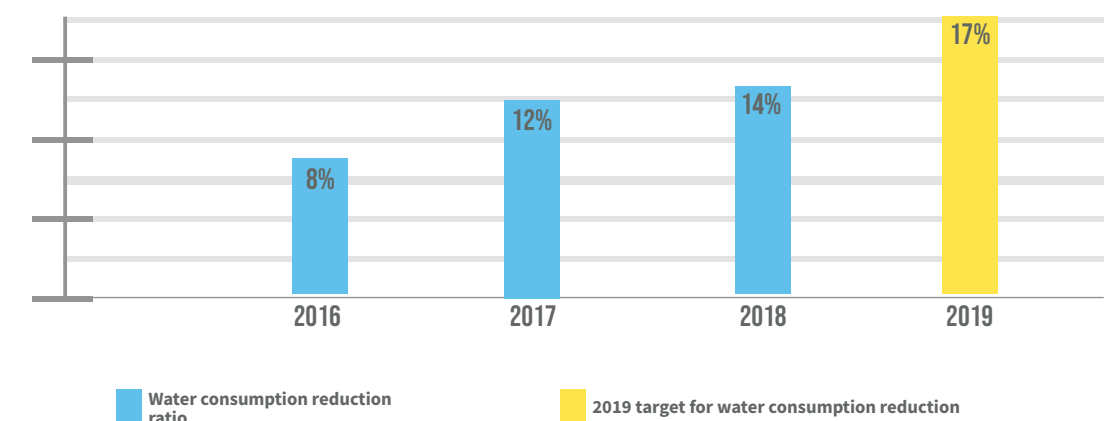
## WATER RISK ATLAS



AQUEDUCT™

Low risk (0-1) Low to medium risk (1-2) Medium to high risk (2-3) High risk (3-4) Extremely high risk (4-5) No Data

## WATER WITHDRAWAL PER PIECE OF PRODUCTION UNDERGROUND WATER (LT)



All employees are provided with trainings on Water Consumption at specific intervals and contribute to the formation of environmental awareness in the employees.

In order to protect water resources in our operations and not to harm biodiversity, we perform beyond the water discharge standards determined by legal regulations. We periodically analyze the discharge of the discharged water according to the standards and we ensure that the wastewater is treated

in our wastewater treatment plant which is formed in accordance with the discharge standards and the characteristics of the water. By using ozone technology in our washing department, we minimize the use of water and chemicals. We reduce water usage and chemical use with new generation washing machines. We produce alternative solutions to dry process, washing effect and permanganate spray processes with laser technology. In this context, we save on chemical and water use.



CHEMICAL USE



We prioritize zero risk for people and the planet.

At Realkom we provide an inventory of maximum recommended levels of known hazardous substances for a variety of products in line with our RSL/MRSL compliance policy.

When choosing our chemical suppliers, we pay attention them to be OEKO-TEX certified. In this way, we support zero risk. We collaborated also with fabric manufacturers who create the cleanest indigo dyeing process. The process combines pre-reduced indigo with a liquid organic agent that replaces traditional sodium hypochlorite on fabric production. Furthermore, with our R&D efforts (metal blasting, ozone technology, the e-flow project) we systematically eliminate the use of pumice stone's toxic chemicals and a large amount of water usually involved in the traditional process of denim production.

For more on our R&D efforts please see page: 12.

ZDHC\* Programme conducted by ZDHC Foundation

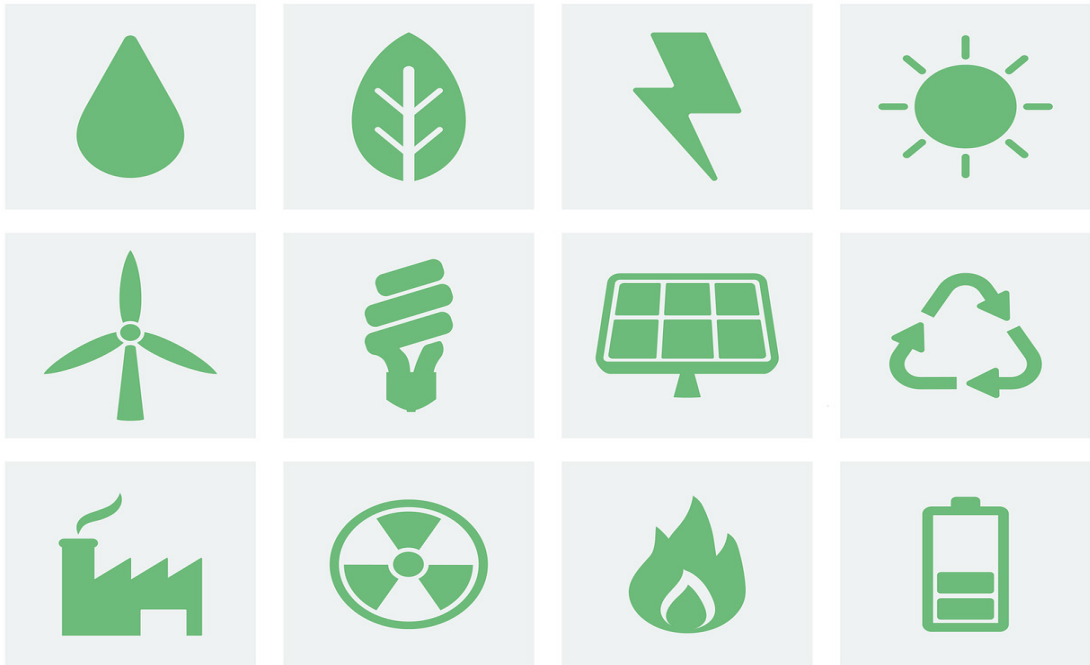
seeks to advance towards zero discharge of hazardous chemicals in the textile, leather and footwear value chain to improve the environment and people's well being.

ZDHC Programme is widespread implementation of sustainable chemistry and best practices in the textile, leather and footwear industries to protect consumers, workers and the environment.

The ZDHC Programme includes a collaboration of 24 signatory brands, 59 value chain affiliates, and 15 associates. Together, we are working to support implementation of safer chemical management practices.

\* Zero Discharge of Hazardous Chemicals

WASTE MANAGEMENT



Waste management is an integral part of Realkom's overall circular business model. Because even for products designed in a smart way, inefficient use of resources in production processes can lead to lost business opportunities and significant waste generation.<sup>1</sup> Realkom is also very demanding on its own production process. The subject of waste management is taken head-to-head and allows actions on how to reduce and value its waste with the participation of our internal and external stakeholders.

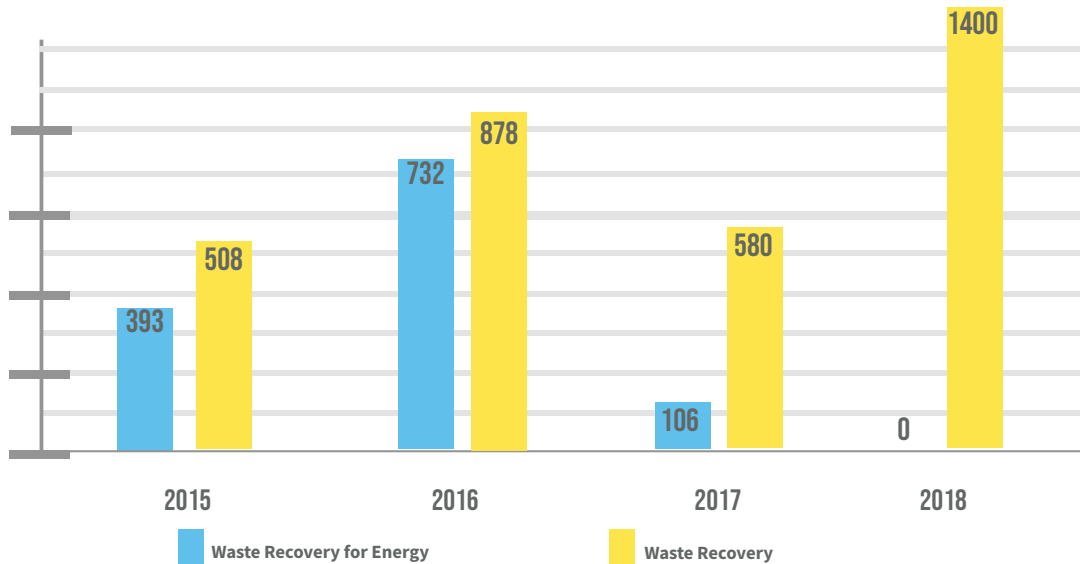
We make continuous efforts in every step of the value chain. Above all, we provide waste recycling

and disposal to the licensed companies and thus contributed to the reuse of this "2<sup>nd</sup> hand raw material" as input for another industry.

To assure the quality of waste material we have supplied the waste automation for packaging waste and placed it in the most concentrated areas of waste disposal and control of the wastes sent to recycling.

We encourage our employees to reduce waste by providing trainings on Waste Management periodically.

WASTE RECOVERY (TON)



<sup>1</sup> Communication From The Commission to the European Parliament, The Council, The European Economic and Social Committee and the Committee of the Regions- Closing The Loop - An Eu Action Plan For The Circular Economy.





WE ELIMINATE

THE USE OF

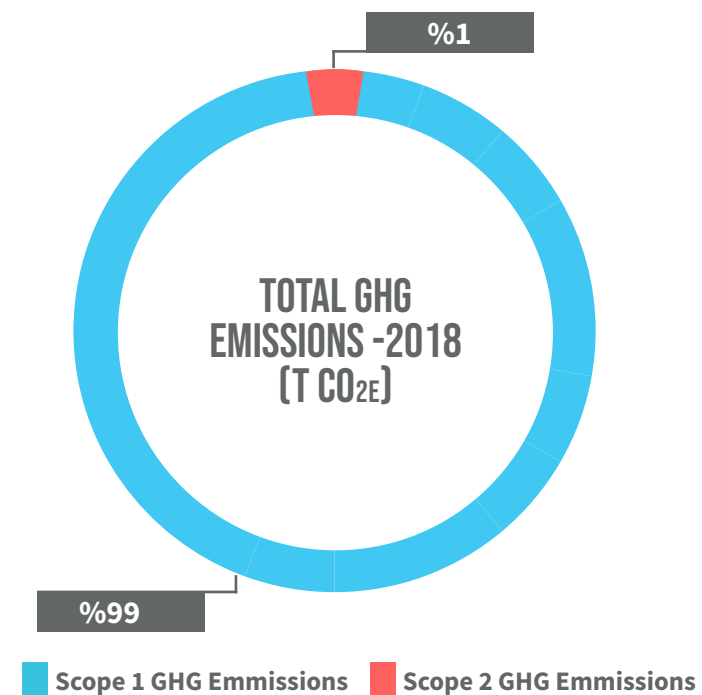
PUMICE STONE'S  
TOXIC CHEMICALS

## GHG EMISSIONS AND CLIMATE CHANGE

Since 2017, the process of data collection on carbon emissions has mobilized a lot of our teams. The work accomplished has been always informative. Our voluntary effort the come up with a carbon balance allows us to know our costs, to seek savings, and to enter sober energy that optimizes the sustainability of our operations.

The direct greenhouse gas emissions in our company have been recorded as Scope 1 in the greenhouse gas report. The greenhouse gas emissions generated by the electricity consumed by our institution have been recorded as Scope 2. CO<sub>2</sub> emissions in our operations come mainly from energy combustion

(99%). This is then the first area of intervention to reduce CO<sub>2</sub> emissions. Energy efficiency like the choice of primary energy source for the electricity generation plays a crucial role in Climate Change Mitigation. In order to reduce our carbon footprint, we have initiated a Waste Heat Recovery (WHR) Project in 2017. The project enables us to capture heat and make use of heat that otherwise would have been vented to the atmosphere. Thanks to our effort we have cut our emissions by a considerable amount. We believe that the WHR system could drive substantial reductions in carbon and greenhouse gas (GHG) emissions for the upcoming years.



## ENERGY MANAGEMENT

Energy is a particularly sensitive consumption item in Realkom, especially for certain operations such as the heating, for which it represents most part of the cost of production. Many efforts have been made for a long time to reduce consumption.

Realkom has therefore decided to initiate the process to obtain ISO 50001 (energy management system) certification for all operations subject to mandatory energy audits. The Quality and Environment departments are concerned: they plan to obtain the certification for 2019.

Our goal is to reduce our energy consumption with the least targeted amounts every year through continuous improvement activities, to increase our energy efficiency and to reduce energy losses.

■ In order to reach our goal, we make a statistical prediction about our energy consumption by taking into account our production variables, climatic conditions, total working times and other possible effects and we set improvement targets on this calculated value.

■ We prepare remedial action plans to achieve our goals. We monitor our energy consumption at regular intervals. We compare the energy consumption with the predicted values and evaluate our performance. We inform our employees about our policy and purpose through various communication tools and trainings and ensure their awareness.

■ We ensure that our Energy Management System is installed and executed in accordance with ISO 50001 Energy Management System standard.



# SMALLER ECOLOGICAL FOOTPRINT MORE DENIM



**%61  
LESS**  
WATER

**%85  
LESS**  
ENERGY

**%78  
LESS**  
CHEMICALS

**2** PROCESS OPTIMIZATION  
ECO-INNOVATIVE PRODUCTS



**%64  
LESS**  
WATER

**%68  
LESS**  
ENERGY

**%77  
LESS**  
CHEMICALS



# OUR HUMAN CAPITAL




“Human capital is the company’s primary asset”: this is one of the principles of Realkom’s corporate charter. Recruitment process, orientation, internal and external trainings, career planning, organizational studies and all employee evaluations are designed and implemented in accordance with this principle. goals such as creating a basic understanding of sustainability for our employees and the community in our sphere of influence these objectives.

- Faithful to his garment manufacturers culture, Realkom operates 4 levers to strengthen its role as a responsible employer,
- Access to training for all our employees,
- The design and deployment of a health and safety management system,
- Growing with partners,
- Respect to the community in which we operate.

By the end of 2018, Realkom’s total staff numbered 1266 employees working in 2 locations: Düzce Factory and Istanbul HQ. Our company has experienced strong growth in the number of employees in 2018 due to the production number. This equals to an increase of 18 % compared to 2017.

Realkom has always being fed by the diversity of its employees. Employees coming from a very diverse background give the company its actual innovation culture and agility.

## Employee Demographics

|  | 2015 | 2016 | 2017 | 2018 |
|---|------|------|------|------|
|   | 976  | 1164 | 1072 | 1266 |

## Employee Breakdown by Age

| AGE   | 2015 | 2016 | 2017 | 2018 |
|-------|------|------|------|------|
| 18-30 | 535  | 626  | 583  | 530  |
| 31-40 | 355  | 445  | 381  | 380  |
| 41-50 | 62   | 65   | 79   | 345  |
| 51-60 | 24   | 28   | 29   | 11   |
| TOTAL | 976  | 1164 | 1072 | 1226 |

## EMPLOYEE DEVELOPMENT

In line with its vision, inclusive HR policy, Realkom adopts a principle of creating training and development opportunities for all its employees. These opportunities are shaped around organizational, functional and individual needs and expectations, and have the utmost importance for an agile organizational structure.



## TRAINING AND DEVELOPMENT

### General Company Trainings

- Activities and trainings to be planned in improvement areas defined as company priority such as OHS Trainings.

### Functional Trainings

- Job-specific activities and trainings for developing knowledge and skills of employees regarding their areas of expertise such as Technical or Expert Trainings, Congresses and Conferences.

### Personal Development Trainings

- Activities and trainings planned in line with individual improvement areas such as Communication, Personal Trainings.
- Activities and trainings planned in line with professional improvement.

We attach utmost importance to the professional and individual development of each employee. The goal is to help employees become better acquainted with each other and control their interactions with others and get professional excellence. By encouraging these employees to comply with the behaviors expected by our company culture, these practices are part of the Realkom’s corporate charter.

We organize, training workshops within the company on a regular basis. For example; all managers go through a special training process with the right communication methods and thinking techniques and management skills.

In all our employee activities planned for 2019, the aim was to create an awareness in the protection of the environment and resources.

2018 was a year in which we provided several trainings for our white-collar employees. Each white-collar employee received at least 25 hours of individual development trainings, participated in trainings and workshops. All managers were included in a special training process to move forward with correct communication methods, correct thinking techniques, and management skills. These trainings were supported by field application trainings.

“Employee Communication Group”, which represents our employees, was established under the leadership of Human Resources Department in 2018. “Employee Communication Group” is a committee that organizes employee activities and carries out the activities that our employees plan and implement. In the calendar of events published for 2019, the targets were emphasized by including the subjects supporting sustainable production and consumption within the activities.



## OCCUPATIONAL HEALTH AND SAFETY

In line with its Occupational Health and Safety (OHS) policy Realkom seeks to ensure the safe operation of the services provided in accordance with national and international regulations. To reach the “Zero Incident” target our dedicated OHS experts analyze the accidents and determine the root causes. In the framework of OHSAS 18001 standard, we ensure the development of the procedures. We seek to ensure continuous improvement of OHS management system.

To evaluate the performance of the management and to keep the standards at the highest level we invest in employee sensitization and provide OHS trainings. To underline the importance Realkom attaches to OHS, and to remind employees working in the production processes the risks we provided OHS trainings in the framework of regulatory requirements during the reporting period.

Establishing an emergency response plan and ensuring that the necessary human resources and other equipment are continuously available, revised, and planned / unplanned exercises, and ensuring that all personnel is involved in the action.

Realkom monitors the health risks in all the stages of its operations according to operational environments and types. Follow-up health checks are carried out periodically.



## WE WORK WITH OUR SUPPLIERS TO IMPROVE THE SITUATION ON THE GROUND

We believe that fair and safe working conditions boost economic growth. Moreover, the fair working conditions must be respected throughout the denim manufacturing process and not just in our own production units. That’s why we strive to promote our long-standing commitment to sustainable development and standardize a work ethic in the framework of our social compliance efforts.

We continue to denounce practices such as discrimination, forced labor, and child labor. We have identified our social compliance material issues on which we base the working conditions of our employees:

- Prevention of Forced and Compulsatory Labor
- Prevention of Discrimination
- Diversity and Equal Opportunity
- Prevention of Child Labor
- Freedom of Association and Respect for Collective Bargaining
- Concealed Work and Respect for Working Hours
- Ensuring Occupational Health and Safety
- Prevention of Abuse and Harassment

What we expect from our suppliers is clearly stated in the supplier contracts. We have them regularly checked by our face to face consultations conducted by our purchase team. We have defined a zero tolerance policy with our suppliers.

We have created long-standing commitments to address each of these challenges and partner with NGOs or Universities to promote this change.





**Realkom Tekstil Ürünleri Sanayi  
Pazarlama ve Dış Ticaret A.Ş.**

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