

**GIMAS**



**SUSTAINABILITY REPORT  
2024**



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# ABOUT THE REPORT

This report covers the economic, environmental and social performance of GiMAS Girgin Machine Manufacturing, Assembly and Engineering Industry and Trade Inc. (GiMAS) for the period 1 January 2024 – 31 December 2024, in line with its sustainability approach. The core content of the report has been developed within the framework of topics identified through prioritisation exercises conducted in accordance with international standards.

Girgin Machine Manufacturing, Assembly and Engineering Industry and Trade Inc. (GiMAS) for the period 1 January 2024 – 31 December 2024, in line with its sustainability approach. The core content of the report has been developed within the framework of topics identified through prioritisation exercises conducted in accordance with international standards.

We are delighted to share GiMAS's first sustainability report with our stakeholders and the public. This report transparently outlines our practices for managing the economic, environmental and social impacts arising from our company's activities, as well as the monitoring and improvement measures we have implemented in these areas.

The report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

You may submit your views, suggestions and feedback regarding the report and GiMAS's sustainability activities via [info@gimas.gen.tr](mailto:info@gimas.gen.tr).



# MESSAGE FROM GENERAL MANAGER



Can YARANGÜMELİOĞLU  
General Manager

Dear Stakeholders,

2024 was a year in which economic uncertainties, cost pressures and global developments were keenly felt both worldwide and in our country. Policies to combat inflation, conditions for access to finance and the slowdown in global demand have made a cautious and disciplined management approach essential for industrial organisations. During this process, resilience, efficiency and international competitiveness have become more important than ever.

The heavy industry and machinery manufacturing sector in which we operate as GİMAS demands high engineering expertise, a commitment to quality and a robust organisational structure.

**“Despite challenging global conditions, we have taken concrete steps towards our goal of sustainable growth whilst strengthening our presence in Europe through our new production facility in Malta and our office in Germany.”**

**Through our production for the cement, mining, energy, refinery and nuclear sectors, we contribute to our country’s industrial infrastructure whilst continuing to represent Turkish engineering in international markets.**

2024 has also been a significant year for us in terms of growth and restructuring. Launching the investment process for our new production facility in Malta and opening our office in Germany are concrete steps towards our goal of strengthening our presence in the European market. I believe these investments will make significant contributions to our production capacity and global partnerships in the coming years.

At GİMAS, we embrace sustainability not merely as an approach, but as the fundamental framework of our corporate governance philosophy. Our commitment to quality, our sensitivity towards resource usage, the safety of our employees, and our adherence to ethical values are the key elements shaping our sustainability performance.

**In this context, I am pleased to share our first sustainability report with you.**

In the area of governance, we manage our integrated management systems within a holistic framework, regularly assess our risks, and continuously review our processes. Transparency, accountability and compliance with legislation are not merely requirements for us, but an integral part of our management philosophy.

On the environmental responsibility front, 2024 saw significant developments.

**Thanks to the rooftop solar power plant investment we commissioned, we have begun to meet a significant portion of our electricity consumption from renewable sources.**

Through the efficiency initiatives we carried out throughout the year, we achieved energy savings; by regularly monitoring our carbon footprint, we gained a clearer understanding of areas for improvement. We continue to systematically implement waste separation at source and recycling practices.

Our workforce is our greatest strength. In 2024, through the training we provided to our employees, we focused on enhancing both their professional competence and their awareness of health and safety at work.

**Creating a safe working environment, preventing risks before they arise, and incorporating our employees’ views into our processes are among our priorities.**

In the coming period, we aim to increase our energy efficiency efforts, make our emissions management more systematic, and strengthen our sustainable supply chain practices. At the same time, we will continue to implement improvements that will enhance efficiency and increase added value in our production processes

**Our founder, Şamil Girgin’s vision of “doing the impossible, producing the unproduced” continues to guide our path today.**

In line with this vision, we will continue to move forward as an industrial organisation that operates with a sense of responsibility, creates value, and looks to the future with confidence.

I hope this report contributes to your better understanding of GİMAS’s approach to sustainability; I would like to thank all my colleagues who contributed to this work and all our stakeholders who place their trust in us.

Yours sincerely,





# Our Corporate Structure Strengthened By Values



# GİMAS AT A GLANCE

**“Our corporate approach, shaped by the vision of “doing the impossible, producing the unproduced”, is built on a structure that integrates technology, engineering, human resources and quality management.”**

GİMAS Girgin Machine Manufacturing, Assembly and Engineering Industry and Trade Inc. was established in 1976 for the manufacture of steel structures and pressure vessels. Since our inception, we have expanded our areas of operation and continue our work today as an industrial enterprise operating on an international scale, offering high-value-added products for the machinery, mining, cement, energy, minerals, refinery and nuclear sectors.

**Our production philosophy is founded on the principles of developing engineering-based solutions, adhering to quality standards, and addressing the technical requirements of various sectors from a holistic perspective.**

Our engineering infrastructure and production processes, which are based on certifications, underpin our position as a preferred partner for both domestic and international projects.

Our initial production activities began in 1978 in a 6,000 m<sup>2</sup> workshop. In 1992, we relocated to an 8,000 m<sup>2</sup> production facility situated on a single plot within the Atatürk Organised Industrial Zone in İzmir, and our export activities commenced in the same year.

**Today, GİMAS operates from its facilities in the İzmir Atatürk Organised Industrial Zone, utilising a total area of 83,000 m<sup>2</sup>, comprising 35,000 m<sup>2</sup> of covered space, 30,000 m<sup>2</sup> of open space and 18,000 m<sup>2</sup> of storage area.**

This production and logistics infrastructure supports GİMAS’s export capacity and its presence in international markets. GİMAS operates on a global scale through its activities

in various countries, notably Germany, the United States, Denmark, the Netherlands, Portugal and Greece.

**As of 2024, investments aimed at strengthening our global operations have been implemented. Construction of our new 10,000 m<sup>2</sup> production facility in Malta commenced in 2024.**

With our facility, scheduled to become operational in 2025, we aim to establish a production structure that is closer to and more effective for the European market. During the same period, the company’s incorporation in Germany was completed, and our German office commenced operations as of June 2024.

GİMAS manufactures mills, crushers, conveying systems, mixers, turbine and generator components, pressure vessels and heat exchangers for heavy industry sectors such as cement, mining, energy, minerals and refining. Components requiring high precision for the nuclear and renewable energy sectors are among the key product groups that reflect our company’s technical expertise and quality approach.

**Our corporate approach, shaped by our founder Şamil Girgin’s vision of “doing the impossible, producing the unproduced”, is built on a structure that integrates technology, engineering, human resources and quality management.**

As GİMAS, we aim to create long-term value across all our areas of operation and to represent Türkiye’s industrial strength on an international scale.



# WE ADD VALUE TO THE FUTURE



CORPORATE PROFILE

GOVERNANCE

ENVIRONMENT

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# FIELDS OF ACTIVITY AND OUR OPERATIONAL STRUCTURE

## ENERGY

Within the scope of our wind, hydroelectric and nuclear energy projects, our production is carried out in accordance with high technical requirements for systems featuring different technologies and capacities. Our work in the energy sector is conducted in line with quality standards, operational reliability and long-term usability criteria.

### WIND ENERGY

As part of our activities in the wind energy sector, we manufacture rotors, stators and support legs for onshore projects, and generator housings for offshore projects. We continue our work with increasing project diversity and capacity. In our production processes, we focus on providing solutions that support renewable energy investments.



### HYDROELECTRIC

Within the scope of hydroelectric energy projects, we manufacture turbine and generator components suitable for various capacities and operating conditions. Thanks to our engineering infrastructure and technological expertise, we produce components requiring high precision at different stages of projects and provide solutions for both national and international projects.

Our product portfolio includes propellers, housings and distribution pipes, as well as turbine distributor parts and turbine components.



### NUCLEAR

With our production capabilities requiring high precision for nuclear energy projects, we operate in the nuclear industry sector in Türkiye.

The work we carry out demonstrates our company's advanced engineering infrastructure and competence in meeting international standards.



# FIELDS OF ACTIVITY AND OUR OPERATIONAL STRUCTURE

## MINING

We offer solutions that ensure operational continuity with equipment developed to suit different types of minerals and process requirements. We develop projects in Türkiye and on international markets.

The main product groups we have developed for mining and mineral processing plants include crushers, screens, dryers, feeders, separators, grinders, press filters, mixers and belt conveyor systems. Our extensive product portfolio enables us to offer flexible solutions that can be integrated into different process stages.

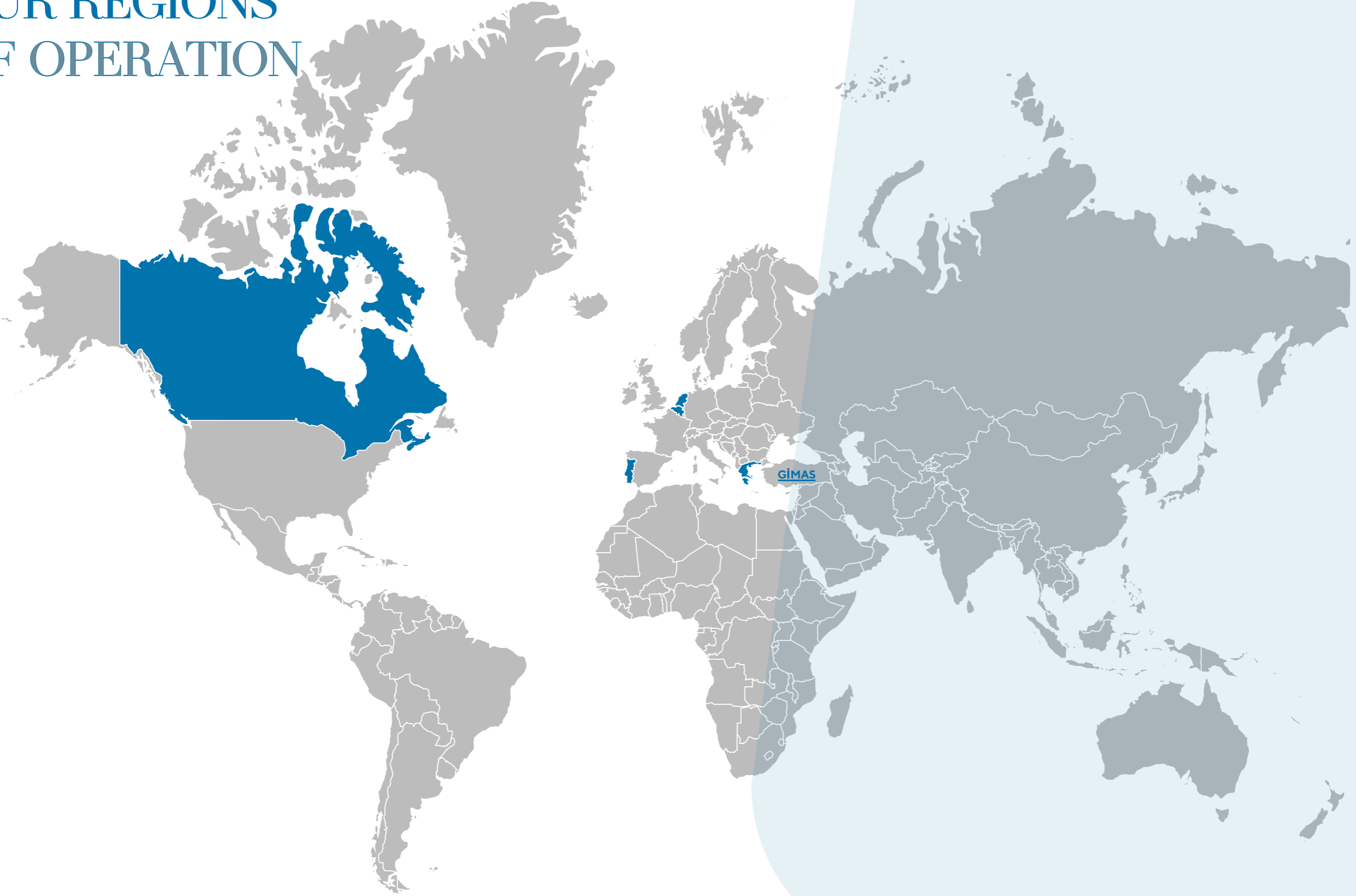


## CEMENT

Our product portfolio for the cement industry comprises equipment designed for grinding, feeding, separation and material handling processes. Our products are engineered to suit the capacity, processes and site conditions of each plant, and are manufactured with a focus on long-term performance. The main equipment we have developed for the cement sector includes vertical and ball mills, separators, apron feeding systems, dust filtration solutions, recovery and stacking machines, as well as loading and unloading equipment.



# OUR REGIONS OF OPERATION



Germany, the United States, Denmark, the Netherlands, Portugal and Greece



CORPORATE PROFILE

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# OUR CORPORATE CULTURE AND VALUES

Our corporate culture is built around the core values and work ethic that shape our operations. Our approach of “doing what has not been done, producing what has not been produced” is underpinned by a management philosophy based on quality, trust and continuity, guiding all of the company’s business processes. This culture not only responds to today’s requirements but also places the objective of creating value at its centre. Drawing strength from its roots and focusing on the future, GiMAS prioritises contributing to industry and society by acting with a sense of responsibility.



## OUR CORE VALUES

### Integrity and Trust

We prioritize transparency and ethical principles in our relationships with all stakeholders and operate with a commitment to reliability.

### Customer Focus

We carefully analyze our customers’ needs and provide solutions that meet their expectations and add value to their processes.

### Teamwork

We believe in the power of collaboration toward shared goals and support the development of individual competencies.

### Innovation

With our approach that supports continuous improvement, we create solutions that contribute to the industry and generate added value.

## WORKING PRINCIPLES

### Transparency and Collaboration

We encourage the sharing of diverse perspectives through open communication and strengthen a culture of collaborative creation.

### People-Centric Approach

By creating a fair, inclusive, and supportive work environment, we prioritize the development and well-being of our employees.

### Sustainability

We act in accordance with our environmental and social responsibilities, ensuring our activities have a positive impact on future generations.

## A CULTURE ALIGNED WITH OUR VISION AND MISSION

### Our Vision

We aim to create lasting value in the sectors where we operate, based on quality, reliability, and technical expertise.

### Our Mission

We accurately analyze customer needs and provide value-added solutions using our engineering and manufacturing capabilities.

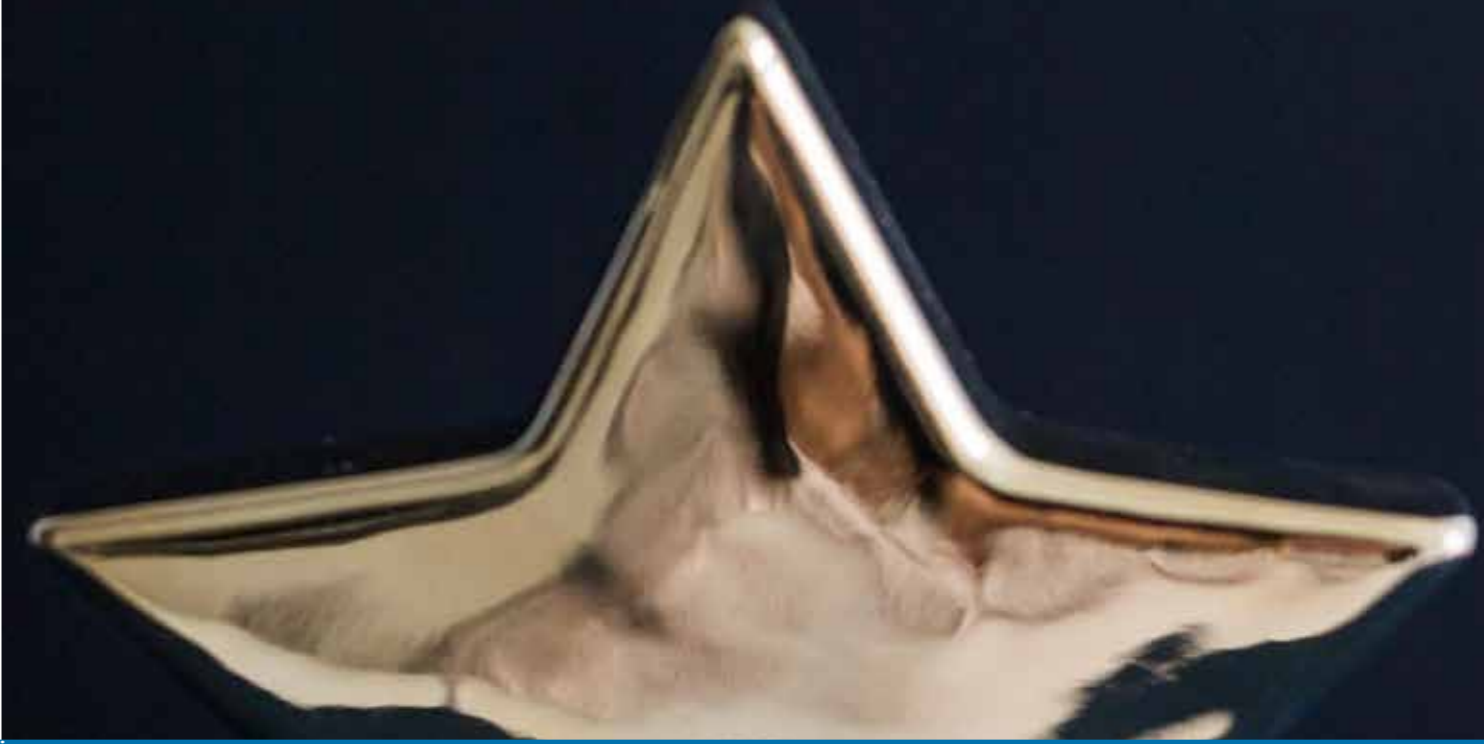
### Our Corporate Culture

Our corporate culture is shaped by our values and work philosophy. This approach supports collaborative work and progress toward shared goals.



# AWARDS AND CORPORATE ACHIEVEMENTS

The successes we have achieved in various fields demonstrate our production capacity, export performance and corporate management philosophy.



## 2<sup>nd</sup> Place in the Machinery Sector – Aegean Exporters' Association

We ranked second in the machinery sector category in the evaluation conducted by the Aegean Exporters' Association. This achievement demonstrates our efficiency in international markets and our sustainable export performance.

## Sarıyer Hydroelectric Power Plant Rehabilitation Project Award

We were deemed worthy of an award for our work carried out within the scope of the Sarıyer Hydroelectric Power Plant Rehabilitation Project, which was realized entirely with domestic resources. Through this project, we gained significant experience demonstrating our engineering capabilities and domestic production capacity.

## Corporate Governance Compliance Rating Score

As a result of the evaluation conducted by the Turkish Education Foundation (TEV) in 2024, our Corporate Governance Compliance Rating Score was determined as 9.72 out of 10. This achieved score reflects the strong and systematic structure of our corporate governance practices.



# GIMAS

## MILESTONES

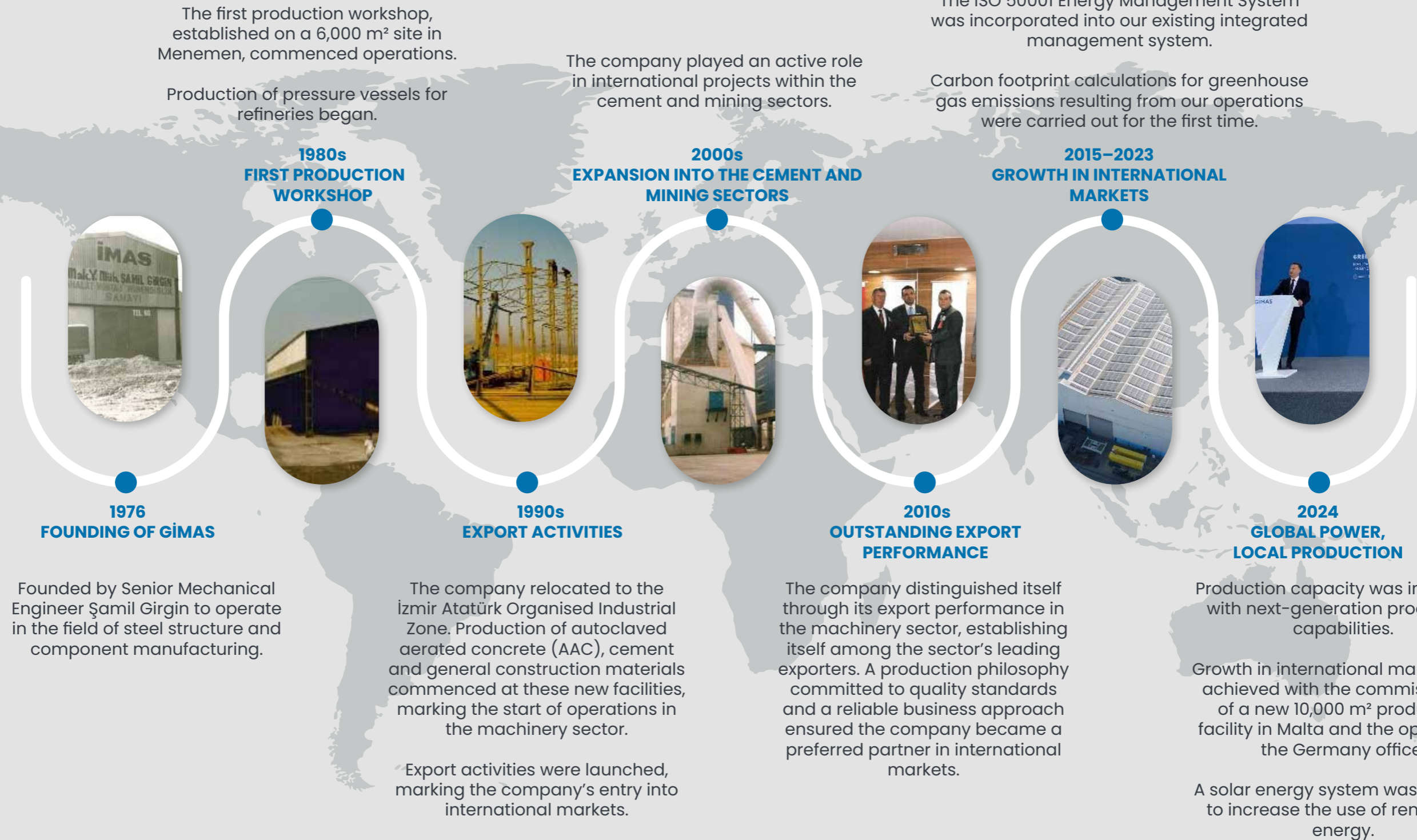


The company has undertaken projects in various regions abroad. Production of wind turbine components commenced in 2018, thereby expanding the product portfolio.

Growth in international markets was achieved through high-quality manufacturing for the nuclear, thermal and renewable energy sectors.

The ISO 50001 Energy Management System was incorporated into our existing integrated management system.

Carbon footprint calculations for greenhouse gas emissions resulting from our operations were carried out for the first time.





# Our Management Approach Shaped By Values



# STRATEGIC PRIORITIES AND OUR GOALS

At GIMAS, we regard sustainable development as a key element of corporate continuity, competitiveness and a responsible approach to industry. We implement this approach in line with our business strategies, which are defined under the leadership of senior management. In our sustainability initiatives, we focus on ethical and transparent business practices, employee health and safety, and the management of environmental impacts.

Our sustainability strategy is implemented in alignment with initiatives carried out under the Quality, Environment, Occupational Health and Safety, and Energy Management Systems.

Monitoring and improving our energy performance, controlling the use of natural resources, reducing waste and developing recycling practices, managing emissions, and reducing occupational health and safety risks have been identified as our key focus areas. The work we carry out in these areas aims to enhance the efficiency of our operational processes and manage potential risks through a proactive approach.

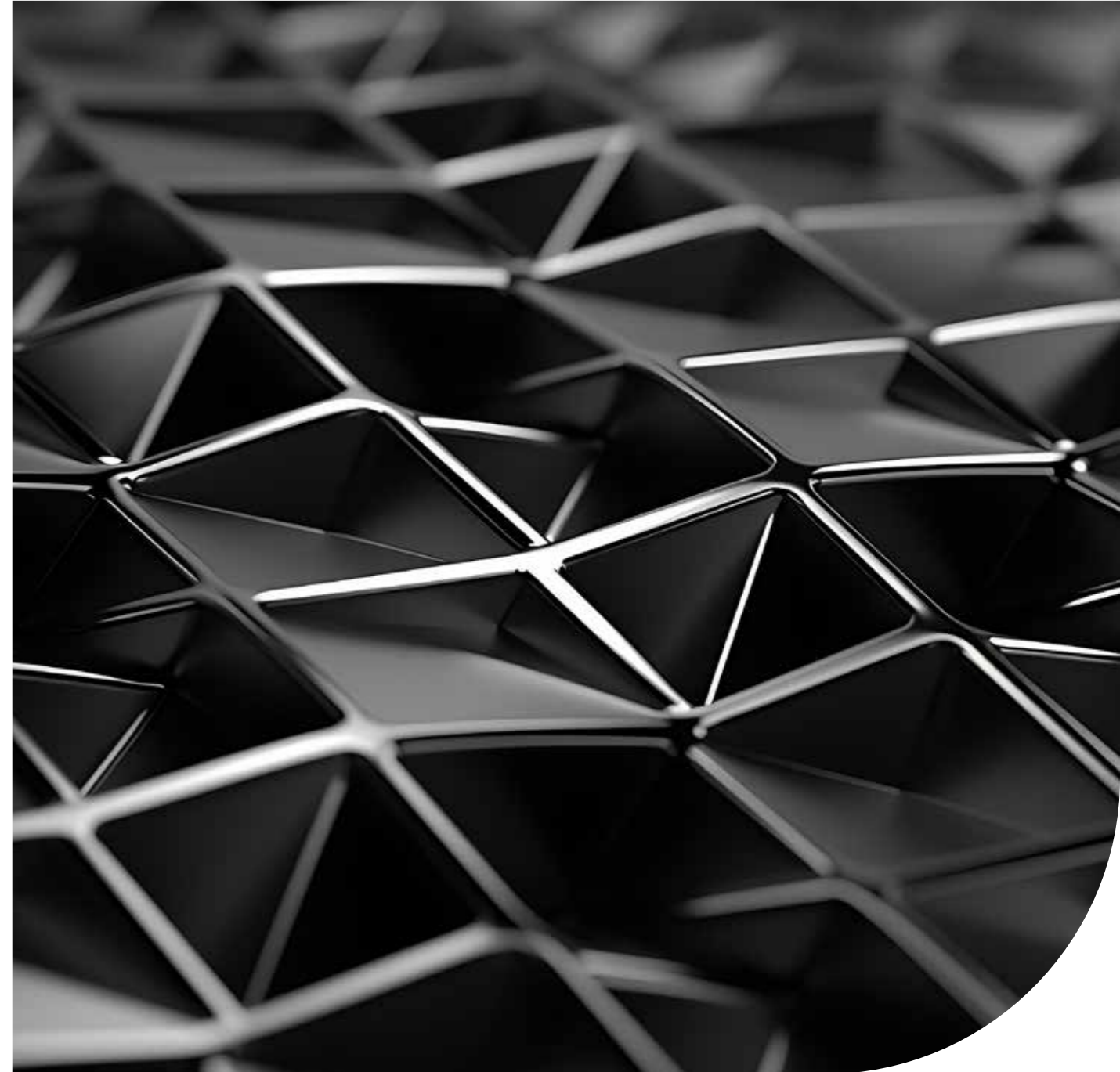
As GIMAS, we prioritise sustainable production practices in line with our existing technical infrastructure and operational capabilities.

We continue our efforts to improve our environmental performance, taking into account customer requirements and sectoral expectations.




## R&D AND INNOVATION

R&D and innovation are among our key priorities. In this regard, we consider the expansion of our innovative, process-development and efficiency-focused initiatives to be one of our medium-term objectives.

Although our current organisational structure does not include a separate R&D unit, we evaluate our efforts to improve efficiency, save energy and enhance quality within our production processes under this umbrella. In the coming period, we aim to make these efforts more systematic and track them against concrete targets.



# STRATEGIC PRIORITIES AND OUR GOALS

	PRIORITY AREAS	OUR OBJECTIVES	OUR ACTIONS
<p><b>MANAGING RESPONSIBLY, MOVING FORWARD STEADILY</b></p> 	<ul style="list-style-type: none"> <li>• Equipment Safety</li> <li>• Quality Management and Compliance with Standards</li> <li>• Operational Efficiency</li> <li>• Responsible Management in the Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing the scope and implementation level of integrated management systems.</li> <li>• Continuous improvement and dissemination of management system processes.</li> </ul>	<p><b>Regular carbon footprint calculations:</b> Greenhouse gas emissions have been calculated regularly over the past three years, and comparative analyses are carried out on an annual basis.</p> <p><b>Analysis of emission sources:</b> Based on carbon footprint results, energy consumption, fuel usage and process-related emissions are assessed to identify areas with potential for improvement.</p>
<p><b>CONSERVING RESOURCES, THINKING AHEAD</b></p> 	<ul style="list-style-type: none"> <li>• R&amp;D and Innovation</li> <li>• Waste Management and Recycling</li> <li>• Circular Economy</li> <li>• Carbon Emissions and Climate Change</li> <li>• Renewable Energy</li> </ul>	<ul style="list-style-type: none"> <li>• Reducing energy consumption per unit of production.</li> <li>• Monitoring greenhouse gas emissions and reducing emission intensity.</li> <li>• Reducing resource usage per unit of production.</li> <li>• Increasing the proportion of waste sent for recycling.</li> <li>• Widespread implementation of production and process improvements based on carbon footprint and environmental performance data.</li> <li>• Regular monitoring of the carbon footprint.</li> </ul>	<p><b>Monitoring of energy consumption:</b> Energy usage is regularly monitored, and energy performance is assessed within the framework of the Energy Management System.</p> <p><b>Raising energy awareness:</b> Information and awareness-raising initiatives are carried out to increase employees' awareness of energy saving.</p> <p><b>Monitoring of water and raw material usage:</b> Water and raw material usage is regularly monitored and analysed on a per-unit production basis.</p>
<p><b>WORKING TOGETHER, GROWING TOGETHER</b></p> 	<ul style="list-style-type: none"> <li>• Employee Satisfaction and Engagement</li> <li>• Ethics and Anti-Corruption</li> <li>• Occupational Health and Safety</li> <li>• Customer Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Reducing workplace accidents and near-miss incidents.</li> <li>• Raising employees' awareness of climate change, carbon footprint, energy efficiency and waste management.</li> <li>• Increasing employee participation through training and awareness initiatives.</li> <li>• Improving processes in line with customer and industry expectations.</li> </ul>	<p><b>Separation of waste by type:</b> Hazardous and non-hazardous waste is separated in accordance with legislation and recorded.</p> <p><b>Risk assessment:</b> Occupational health and safety risks are regularly assessed, and necessary preventive measures are taken.</p> <p><b>Monitoring of OHS performance:</b> Work-related accidents, near-miss incidents, and corrective and preventive actions are monitored, and improvement initiatives are carried out based on the results.</p> <p><b>Integrated management systems:</b> Quality, Environmental, Occupational Health and Safety, and Energy Management Systems are managed within an integrated framework.</p>

# OUR PRIORITY AREAS IN SUSTAINABILITY

As part of our sustainability efforts, we have implemented a prioritisation analysis process to assess our areas of impact. Through this prioritisation analysis, we aimed to evaluate the current and potential impacts arising from our company's operations and to identify the areas on which to focus in sustainability management.

During the prioritisation analysis process, we compiled a comprehensive list of issues by considering the potential impacts of our activities on the environment, society and our business practices.

**We reviewed the identified topics with senior management to reflect the views of our stakeholders. We examined the impact of each topic on company operations and its significance from the stakeholders' perspective.**

We incorporated the survey results into the prioritisation process by analysing them through both quantitative and qualitative assessments.

Based on the results obtained, priority issues were identified from both the perspective of our company's strategies and stakeholder expectations, and the focus areas of our sustainability work have been shaped within this framework.

## OUR PRIORITY AREAS

Equipment Safety

Quality Management and Compliance with Standards

Operational Efficiency

Responsible Management in the Supply Chain

R&D and Innovation

Waste Management and Recycling

Circular Economy

Carbon Emissions and Climate Change

Renewable Energy

Employee Satisfaction and Engagement

Ethics and Anti-Corruption

Occupational Health and Safety

Customer Satisfaction



# SUSTAINABILITY MANAGEMENT STRUCTURE

Our management structure comprises the Board of Directors, which sets the company's strategies and assumes oversight responsibility; the Managing Director, who is responsible for the execution of operational processes; and specialised committees and boards.

The Board of Directors is responsible for establishing corporate policies in line with the company's objectives and monitoring their implementation.

The General Manager is responsible for the execution of operational activities and ensures the coordination of processes relating to sustainability, the environment, occupational health and safety, as well as ethical and disciplinary practices. In this context, the work carried out by the relevant boards and committees is reported to the General Manager, and following

the necessary assessments, is submitted to the Board of Directors for information.

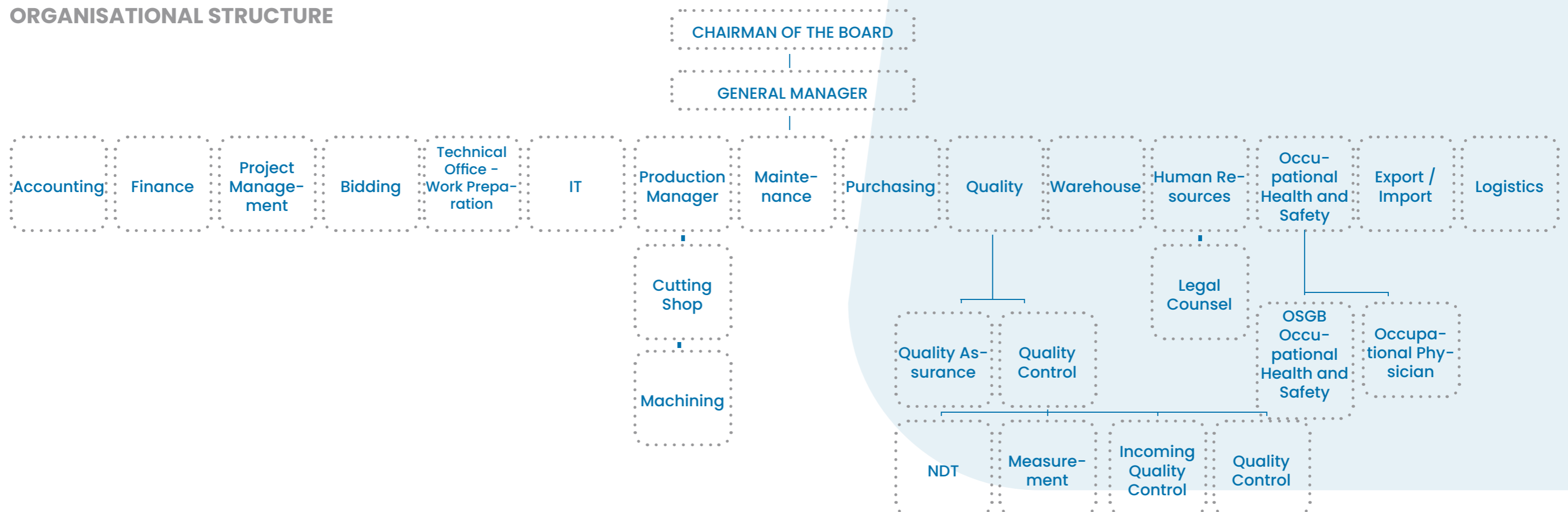
The Occupational Health and Safety Committee and the Disciplinary Committee operate under the Board of Directors. The Occupational Health and Safety Committee carries out work aimed at protecting the health and safety of our employees, preventing workplace accidents and occupational diseases, and ensuring compliance with legislation. The Disciplinary Committee, meanwhile, is responsible for ethical principles, workplace order and disciplinary practices.

**Work relating to environmental issues is handled by the relevant departments and within the scope of environmental management.**

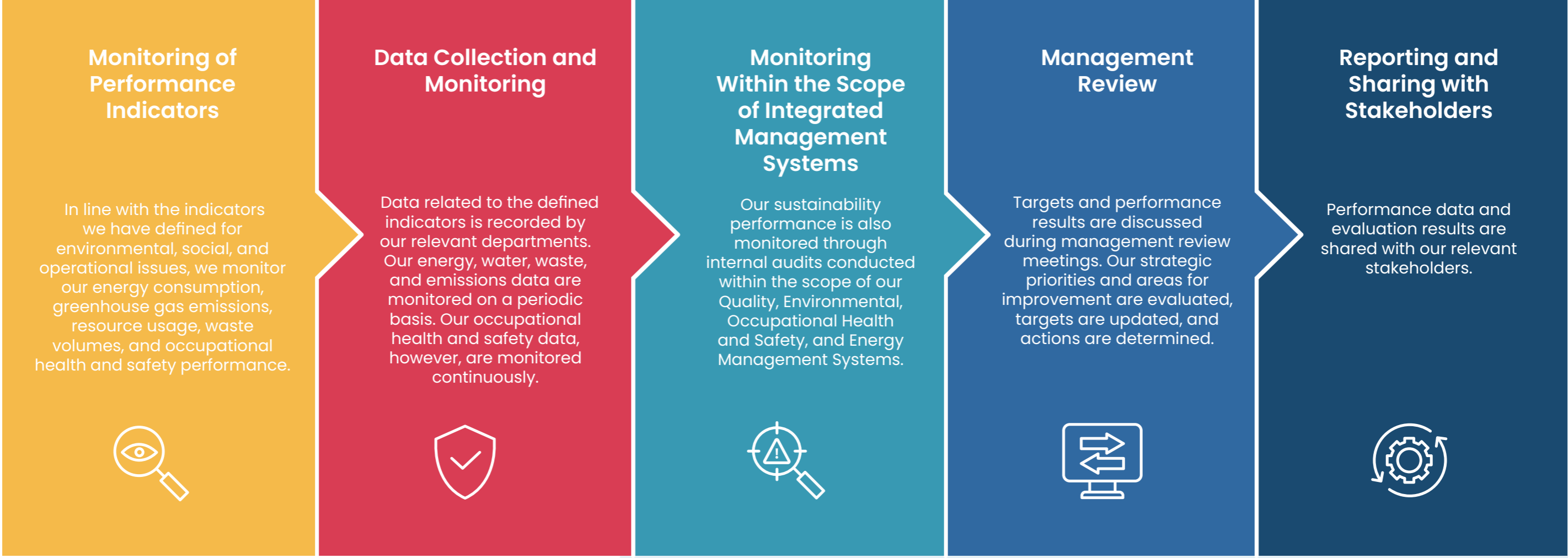
Assessments regarding environmental performance are reported to the General Manager. Where deemed necessary, these assessments are shared with the Board of Directors.

The views and expectations of our stakeholders are addressed through the Board of Directors and its committees and incorporated into our decision-making processes. The views and feedback of our employees, meanwhile, are reviewed at meetings of the Health and Safety Committee and the Disciplinary Committee and communicated to senior management. Decisions are formulated with an approach that takes into account the expectations and needs of our stakeholders, particularly our employees.

## ORGANISATIONAL STRUCTURE



# SUSTAINABILITY PERFORMANCE MANAGEMENT



# DIALOGUE AND ENGAGEMENT WITH OUR STAKEHOLDERS

“We adopt an approach that meets stakeholder expectations and enhances sustainability performance.”

Our stakeholders are our key business partners with whom we create value together, and whose views and contributions strengthen our sustainability journey. We conduct our communication with them within a framework of transparency and trust, and we listen to every opinion and idea with great care.

**We view our communication as a process that deepens mutual understanding and collaboration.**

Our stakeholders are identified based on their area of activity and level of impact. Our employees, suppliers, customers and other stakeholders related to the sector are prioritised within this framework. In this way, we ensure that our stakeholders' views are taken into account in decision-making processes and effectively integrated into these processes.

**Stakeholder engagement helps us to understand expectations, identify potential risks and opportunities, and improve our operational processes.**

Occupational health and safety, working conditions, compliance with legislation and sustainable business practices are key considerations in this process.

Effective participation is facilitated through regular feedback mechanisms, meetings and structured communication channels. Feedback received from our stakeholders is analysed by the relevant departments and committees. Action plans are then drawn up based on the results of these assessments.

As GIMAS, we aim to manage our stakeholder relationships through this holistic approach, striving both to meet stakeholders' expectations and to continuously improve our sustainability performance.



# DIALOGUE AND ENGAGEMENT WITH OUR STAKEHOLDERS

Stakeholder Group	Communication Topic	Communication Channel	Frequency of Communication
Board of Directors	<ul style="list-style-type: none"> <li>Growth and investment plans</li> <li>Financial performance</li> <li>Strategic objectives</li> <li>Risk management</li> <li>Sustainability and ESG performance</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Reports</li> <li>Investor meetings</li> <li>Face-to-face meetings</li> </ul>	Annual / Quarterly
Financial Institutions	<ul style="list-style-type: none"> <li>ESG criteria</li> <li>Financial position</li> <li>Financial risks</li> <li>Credit and investment processes</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> <li>Face-to-face meetings</li> </ul>	Quarterly / Project-based
Employees	<ul style="list-style-type: none"> <li>Training and development processes</li> <li>Code of conduct and disciplinary procedures</li> <li>Health and safety practices</li> <li>Performance and career management</li> <li>Sustainability initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Surveys</li> <li>Monthly meetings</li> <li>Training sessions</li> <li>Email</li> <li>Internal portal</li> </ul>	Monthly / As required
Chambers and Associations	<ul style="list-style-type: none"> <li>Training and information activities</li> <li>Changes to legislation and regulations</li> <li>Sectoral developments</li> </ul>	<ul style="list-style-type: none"> <li>Seminars</li> <li>Meetings</li> <li>Face-to-face meetings</li> </ul>	Quarterly / Annual
Non-Governmental Organisations (NGOs)	<ul style="list-style-type: none"> <li>Collaboration and joint project initiatives</li> <li>Social responsibility projects</li> <li>Social impact</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> </ul>	Project-based / Annual
Clients	<ul style="list-style-type: none"> <li>Safety and quality standards</li> <li>Technical support</li> <li>Delivery and logistics processes</li> <li>Product and service quality</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Customer visits</li> <li>Meetings</li> </ul>	Project-based / As required
Contractors	<ul style="list-style-type: none"> <li>Health and safety and site practices</li> <li>Quality standards</li> <li>Project monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> </ul>	Project-based / Monthly
Suppliers	<ul style="list-style-type: none"> <li>Ethical and sustainable procurement practices</li> <li>Quality and production standards</li> <li>Contract and procurement terms</li> <li>Procurement planning</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Site inspections</li> <li>Meetings</li> </ul>	Monthly / Quarterly
Press and Media	<ul style="list-style-type: none"> <li>Announcements</li> <li>Projects and activities</li> <li>Company activities</li> </ul>	<ul style="list-style-type: none"> <li>Press releases</li> <li>Interviews</li> </ul>	Project-based / As required
Associations and Chambers	<ul style="list-style-type: none"> <li>Working conditions</li> <li>Health and safety at work</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> </ul>	Annual / As required
Local Authorities	<ul style="list-style-type: none"> <li>Environmental permits</li> <li>Local impacts of activities</li> <li>Social projects and support</li> </ul>	<ul style="list-style-type: none"> <li>Official correspondence</li> <li>Meetings</li> </ul>	Annual / Project-based



# PLATFORMS OF MEMBERSHIP AND COLLABORATIONS

**“We closely monitor developments in the field of sustainability and move forward together with the sector towards shared goals.”**

As GİMAS, we place great importance on participating in various corporate platforms to strengthen our sustainability goals and contribute to the sector’s and business world’s shared learning spaces.

**These memberships enable us to collaborate with our stakeholders and support the sharing of new ideas, standards and best practices.**

Corporate memberships not only enable us to keep pace with national and international sustainability agendas but also provide opportunities to develop a shared vision in our environmental, social and governance-focused initiatives.

**Participation in these memberships helps us establish a broader dialogue with our stakeholders, closely monitor sectoral trends and expectations, and contribute to shared objectives aimed at strengthening our sustainability performance.**

Within this framework, through our memberships in voluntary sustainability initiatives, business platforms and relevant sector associations, we are increasing knowledge sharing and working together towards common goals by creating an impact within the sector.

Associations and NGOs of Membership	Areas of Collaboration
İzmir Chamber of Commerce	<ul style="list-style-type: none"> <li>We participate in meetings and information sessions related to trade and industry.</li> <li>We contribute to initiatives aimed at regional economic development.</li> <li>We monitor announcements and initiatives related to foreign trade and export processes.</li> </ul>
Association of Energy Industrialists and Businesspeople (ENSİA)	<ul style="list-style-type: none"> <li>We are involved in business development initiatives in the renewable energy sector.</li> <li>We meet with sector representatives at domestic and international trade fairs.</li> <li>We conduct B2B meetings and visits.</li> <li>We are developing partnerships with manufacturers in the wind and solar energy sectors.</li> <li>We contribute to sectoral meetings and workshops.</li> </ul>
Offshore Wind Energy Association (DÜRED)	<ul style="list-style-type: none"> <li>We monitor developments in the offshore wind energy sector.</li> <li>We participate in sector-specific initiatives related to offshore wind projects.</li> <li>We contribute to initiatives concerning the supply chain and domestic production capacity.</li> <li>We participate in offshore wind energy fairs and conferences.</li> </ul>
Menemen Chamber of Commerce	<ul style="list-style-type: none"> <li>We take part in activities aimed at strengthening communication and cooperation with the local business community.</li> <li>We attend meetings and information sessions on regional industry and trade issues.</li> <li>We monitor initiatives aimed at supporting local production and employment.</li> </ul>
Aegean Region Chamber of Industry (EBSO)	<ul style="list-style-type: none"> <li>We attend information meetings on legislation and current regulations affecting industry.</li> <li>We monitor industry-focused initiatives on sustainability, digitalisation and productivity.</li> <li>We participate in collaboration and knowledge-sharing platforms among industrialists.</li> </ul>

# OUR QUALITY MANAGEMENT APPROACH AND COMPLIANCE WITH PROCESSES

Our policies and commitments are established with the approval of senior management and implemented in alignment with our strategies. These policies provide an approach that guides decision-making and implementation processes across the company. Training, internal audits and monitoring mechanisms are used effectively to ensure compliance with business practices by our employees and stakeholders. Ethics reporting and complaint mechanisms, meanwhile, support the identification of policy breaches and the implementation of necessary corrective actions.

**Our information and awareness-raising initiatives regarding these policies are conducted to cover not only our employees but also our business partners and other relevant parties.**

Within the framework of Human Resources practices, policy commitments are communicated via the PEYK System (Remote Monitoring and Control System). They are also shared through the company's official communication channels.

Compliance with policies is regularly monitored across the company through our performance appraisal processes and internal audit practices. Any non-conformities identified are addressed within defined disciplinary procedures.

**Management systems are structured to ensure the planning, implementation, monitoring and improvement of processes.**

Our systematic approach in key areas such as quality, environment, and occupational health and safety ensures that our operations are conducted in accordance with established standards.

**Our Quality Assurance Unit is responsible for the establishment, implementation and monitoring of integrated management systems under the supervision of Senior Management.**

The practical implementation of these systems on-site is carried out by the relevant department managers. All our employees play an active role in ensuring the effectiveness of the systems within their respective areas of responsibility. The effectiveness of our management systems is monitored through assessments, periodic reviews and feedback mechanisms.

As GiMAS, we organise regular orientation programmes for our employees, along with training on ethical standards, regulatory compliance and awareness, to ensure the effective implementation of our policy commitments.

## Management Systems

ISO 9001 – Quality Management System

ISO 14001 – Environmental Management System

ISO 45001 – Occupational Health and Safety Management System

ISO 50001 – Energy Management System

EN 1090 – Construction of Steel and Aluminium Structures

EN ISO 3834-2 – Quality Requirements for Welded Structures

**“The implementation of our policy commitments is systematically monitored through training, internal audits and performance processes.”**



GiMAS Integrated Management System Policy: 



# OUR QUALITY MANAGEMENT APPROACH AND COMPLIANCE WITH PROCESSES

## CORPORATE GOVERNANCE AND ASSURANCE PROCESSES

At GiMAS, assurance processes relating to sustainability reporting are carried out under the supervision and with the participation of the Board of Directors, the highest governing body, and senior management. The standards and frameworks considered in reporting are determined in accordance with the knowledge and approval of senior management, and the process is handled on the basis of the principles of transparency and accountability.

**The results obtained from our audit processes and the assessments regarding assurance are regularly presented to senior management and evaluated at the management level.**

The Board of Directors and senior management ensure that the necessary improvement and development measures are implemented, taking into account the assessments related to the assurance process.



## CUSTOMER SATISFACTION

We assess customer satisfaction based on criteria such as product quality, traceability and delivery reliability. Our production processes are subject to regular independent audits, and we plan improvement initiatives based on the results obtained.

We inspect final products prior to dispatch in accordance with customer technical requirements and carry out 100% measurement checks on critical operations. By maintaining traceability information for products, we manage the material flow appropriately.

We carry out periodic process and product inspections and regularly monitor the calibration of our measuring equipment. We certify our quality management system in accordance with relevant international standards.

To ensure delivery continuity, we maintain safety stock for certain components and develop alternative transport plans to mitigate potential logistical risks.

We monitor the effectiveness of the measures taken by drawing up action plans for areas for improvement identified during audits. We are continuing our efforts to manage customer feedback more systematically.



# RESPONSIBLE AND RELIABLE SUPPLY CHAIN

**“We regularly measure performance within our supply chain and take action based on the evaluation results.”**

We approach the activities we carry out within our supply chain within the framework of economic, environmental and social impacts, as well as quality and production continuity. We define our policies and commitments within the scope of quality, environmental and energy management systems, and implement them in accordance with relevant legal regulations and customer requirements.

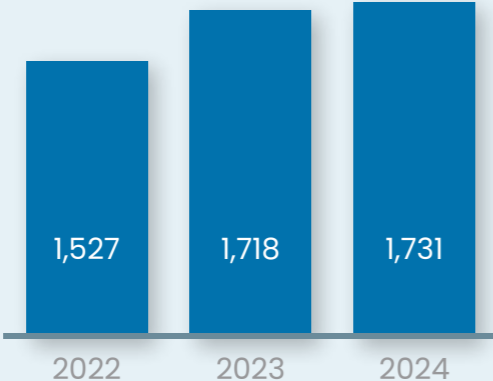
In supply and value chain management, we aim to establish reliable and long-term business relationships, monitor supplier performance against quality and delivery criteria, and maintain operational efficiency alongside a responsible management approach.

**In the management of our supply chain activities, the criteria expected of suppliers regarding quality, the environment, occupational health and safety, ethical conduct and compliance with legislation are defined through the Supplier Handbook.**

As of 2024, the vast majority of our suppliers are local, with the total number of local suppliers reaching 1,731. This not only strengthens the sustainability of our supply chain but also increases our contribution to the local economy.



LOCAL SUPPLIER NUMBER



**LOCAL SUPPLIER RATIO:  
98%**

# RESPONSIBLE AND RELIABLE SUPPLY CHAIN

## SUPPLIER SELECTION AND EVALUATION PROCESS

We conduct our supplier selection process in accordance with written procedures. We assess companies' technical capacity and quality infrastructure using the Supplier Pre-Evaluation Form.

We evaluate the suppliers we have selected every six months based on KPI reporting. We conduct our performance evaluations according to criteria such as the correct delivery of materials and delivery times.

**Based on the results obtained, we categorise our suppliers into A, B, C and D classes.**

For any non-conformities identified as a result of our supplier evaluations and audits, a Corrective Action process is initiated and monitored. For suppliers in C and D categories, we carry out improvement initiatives under the Supplier Audit and Development Form. Suppliers in the D category are placed under a monitoring process; if their performance does not improve, they are classified as non-compliant.

**We conduct our supply chain activities in a systematic manner by working with licensed firms, implementing quality control measures and utilising appropriate logistics methods within our environmental and operational processes.**

The monitoring and evaluation processes we carry out are integrated with existing procurement and quality management practices, and improvement initiatives are planned where deemed necessary.

## OUR PRIMARY OBJECTIVES IN SUPPLY CHAIN MANAGEMENT

- *Ensuring continuous compliance with regulations in the supply chain.*
- *Strengthening quality and process discipline among suppliers.*
- *Promoting environmental responsibility and a sustainable production approach.*
- *Maintaining trust-based business relationships.*
- *Reducing supplier-related quality nonconformities.*
- *Maintaining and improving delivery performance.*

## PROCUREMENT PRACTICES

At GIMAS, our procurement practices are conducted with an approach that supports operational continuity, prioritises cost-effectiveness, and places importance on contributing to the local economy. When sourcing the raw materials, semi-finished products, logistics and maintenance services required for our production processes, the reliability and accessibility of the supply chain are key criteria.

Our key operational areas include the Organised Industrial Zone where our production facility is located, as well as the surrounding regions where raw material procurement, semi-finished product manufacturing, logistics and maintenance activities are carried out. Our procurement activities are conducted with an approach that takes into account the operational needs of these regions and supports our partnerships.



# VALUE CHAIN AND BUSINESS MODEL



## UPSTREAM – SUPPLIER PROCESSES

At this stage, the procurement of materials and services is carried out in accordance with technical requirements and quality criteria.



## OUR OWN OPERATIONS – PRODUCTION PROCESSES

In this process, production activities are carried out within the framework of planning, quality control and compliance with technical specifications.



## DOWNSTREAM – CUSTOMER AND DISPATCH PROCESSES

Completed products are dispatched in accordance with customer requirements, and post-delivery processes are monitored.



# Our Environmental Responsibility Protected By Value



# CLIMATE RESPONSIBILITY AND EMISSIONS MANAGEMENT

**“With the solar power plant we commissioned in 2024, we now meet approximately 33% of our energy consumption from renewable sources.”**

Climate change is an issue that is increasingly felt in our daily lives and business processes, directly affecting economic, environmental and social spheres. The Global Risks Reports published by the World Economic Forum (WEF) reveal that environmental risks linked to climate change rank among the top priorities in terms of both the magnitude of their impact and the likelihood of their occurrence.

**In our operations, we adopt an approach aligned with the United Nations Sustainable Development Goals.**

Furthermore, in line with the Paris Agreement’s objectives to limit global temperature rise, we prioritise the measurement, monitoring and management of greenhouse gas emissions.

Taking into account the environmental impacts arising from our operations, we regularly monitor climate-related risks and opportunities. In this context, we track energy consumption and greenhouse gas emissions; we use the data we collect to assess our environmental performance. In line with this approach, we implement energy efficiency measures to reduce carbon emissions and carry out process improvements aimed at reducing natural gas and electricity consumption.

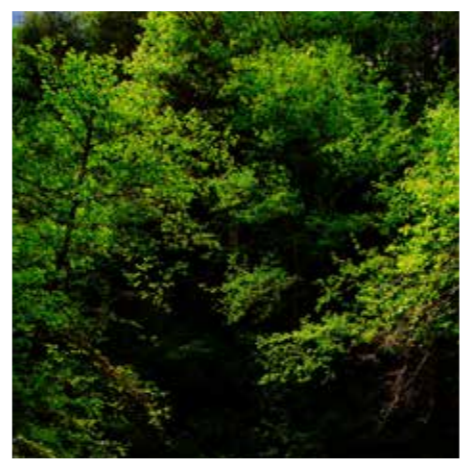
**As of 2024, with the solar energy system (GES) we have commissioned on the factory roof, approximately 33% of our energy consumption is met from renewable sources.**

In addition, we are carrying out equipment upgrades to improve energy efficiency on our production lines, implementing energy-saving measures in our compressor and lighting systems, and conducting regular maintenance activities.

In our logistics operations, we are working to reduce transport-related emissions through route and load planning. We are carrying out leak detection and operational improvements to prevent energy losses.

As part of the monitoring and management of our carbon emissions, natural gas and electricity consumption data are regularly tracked, and annual greenhouse gas calculations are carried out. Our energy and emissions performance is monitored within the framework of the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System. Measurement results are evaluated during internal audits and management review meetings.

**As a result of our efforts to reduce carbon emissions, we have achieved a decrease in energy consumption, an increase in the use of renewable energy, and an improvement in our environmental performance.**



**To reduce our Scope 1 and Scope 2 emissions resulting from energy consumption in the medium term through energy efficiency measures and the use of renewable energy.**

**Monitoring Scope 3 emissions from the supply chain and planning improvement initiatives in high-emission areas.**

**Raising suppliers’ awareness of carbon management and encouraging low-carbon alternatives.**



**The evaluation of renewable energy certificates (YEK-G / I-REC) and the installation of rooftop solar energy systems to reduce emissions associated with electricity consumption.**

**Expanding the scope of the emissions inventory to include the calculation of product use and end-of-life emissions in future periods.**

**Conducting emissions management activities in accordance with the ISO 14001 and ISO 50001 management systems.**

**Our Emissions Reduction Targets**



CORPORATE PROFILE

GOVERNANCE

ENVIRONMENT

SOCIAL

APPENDICES

# CLIMATE RESPONSIBILITY AND EMISSIONS MANAGEMENT

## OUR EMISSIONS REDUCTION ROADMAP

To achieve the emission reduction targets we have set, we have developed a roadmap based on the results of our carbon footprint study. We have prioritised areas where emissions are concentrated when planning our roadmap.

<p><b>MONITORING THE CURRENT SITUATION</b> Annual calculation of Scope 1, 2, and 3 emissions and comparative evaluation of the results.</p>
<p><b>ENERGY EFFICIENCY INITIATIVES</b> Conducting energy efficiency studies based on processes and equipment.</p>
<p><b>RENEWABLE ENERGY USE</b> Utilizing YEK-G / I-REC certificates and installing a rooftop solar energy system to reduce electricity-related emissions.</p>
<p><b>SUPPLY CHAIN INITIATIVES</b> Developing collaboration with suppliers to reduce emissions from raw materials and logistics.</p>
<p><b>EXPANSION OF SCOPE</b> Gradually incorporating emissions from product use and end-of-life into the inventory.</p>
<p><b>MONITORING AND DEFINING RESPONSIBILITIES</b> Regularly tracking emission data and reviewing performance at set intervals.</p>

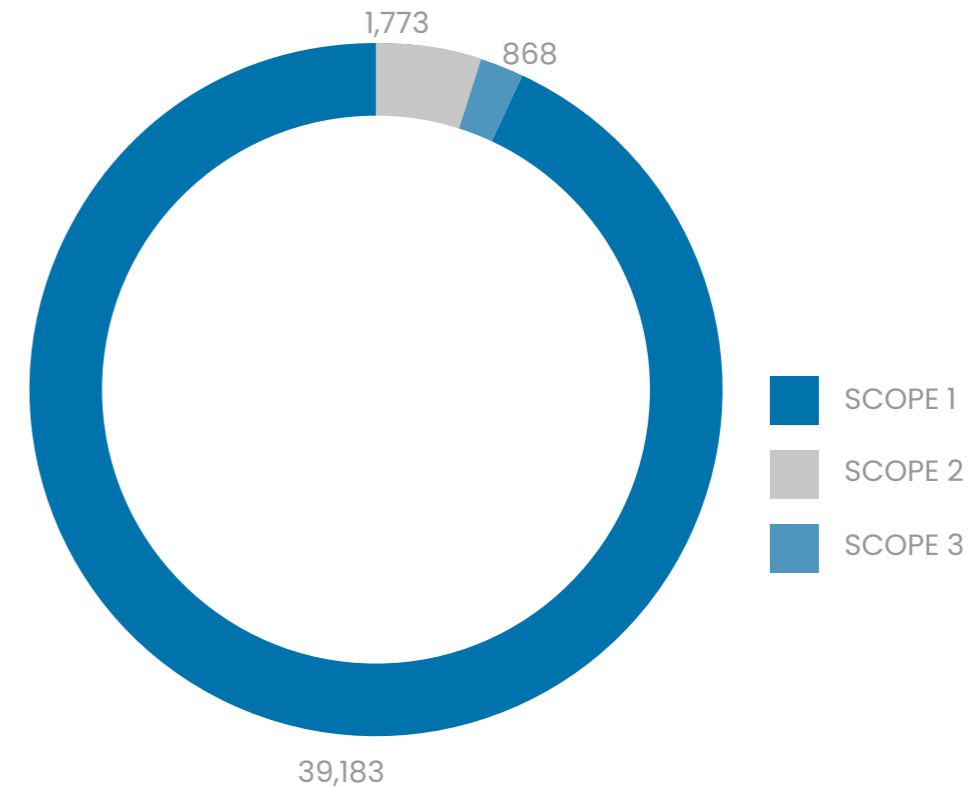


## APPROACH TO THE CALCULATION AND MANAGEMENT OF GREENHOUSE GAS EMISSIONS

We launched our greenhouse gas emissions monitoring initiatives in 2022 and designated this year as the base year. We continue our greenhouse gas inventory work in accordance with internationally recognised standards and methodologies.

We are continuing our greenhouse gas inventory work to better monitor emission sources and manage climate change risks and opportunities more effectively.

## EMISSIONS BREAKDOWN (CO2e)



# FROM WASTE TO VALUE: THE RECYCLING PROCESS

**“We sort our waste at source and manage the recycling and disposal processes in a traceable manner through licensed companies.”**

The type and quantity of materials used in our production activities are among the key areas we focus on in terms of recycling potential, resource efficiency and the circular economy approach. In this context, waste materials arising from our production processes are regularly monitored, with the aim of reintroducing recyclable materials back into the economy.

Our hazardous waste is segregated at source and labelled in accordance with relevant environmental legislation. The transport of our hazardous waste is carried out via licensed hazardous waste transport companies, whilst the final disposal or recycling of the waste is carried out by licensed disposal and recycling facilities.

**Our transport and disposal processes are monitored and recorded via the National Waste Transport Form (UATF) and the MOTAT (Mobile Hazardous Waste Tracking System).**

The transport processes for hazardous materials are carried out under the guidance of a Hazardous Materials Safety Advisor (TMGD), and our risk management and safe transport practices are regularly monitored.

**All scrap shavings and waste tins generated during production are directed to licensed recycling companies. Thanks to this practice, 100% of the relevant metal waste is included in the recycling process.**

We record data relating to our recycling processes via waste declaration records and MOTAT. With regard to packaging materials, we ensure that the types of packaging used are recyclable.

Our non-hazardous waste is separated at source and stored in designated storage areas separate from hazardous waste. Waste is collected separately by type and labelled appropriately. It is removed from the site exclusively via licensed waste transport companies.

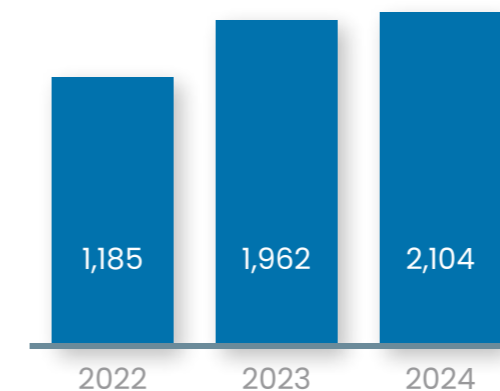
**The recycling or disposal of our non-hazardous waste is carried out by licensed recovery and disposal facilities.**

Our declaration, transport and disposal processes for non-hazardous waste are documented, ensuring that all processes carried out with third-party service providers are traceable and conducted in a controlled manner. By systematically monitoring and documenting our recovery processes, we maintain a transparent and traceable materials management structure.

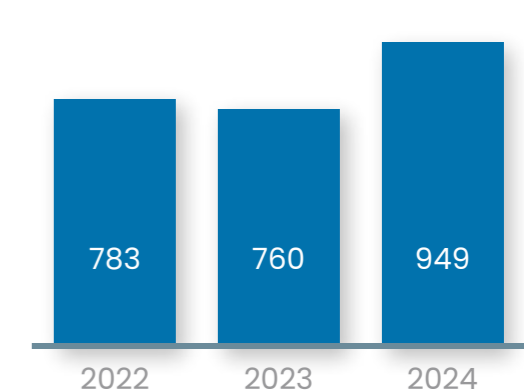
**“All non-hazardous waste generated at our company is directed towards recycling.”**



Amount of Non-Hazardous Waste Sent for Recovery (kg)



Amount of Hazardous Waste (kg)



# CIRCULAR ECONOMY BUSINESS MODEL APPROACH

**“We use resources efficiently, reduce waste and contribute to the circular economy through recyclable materials.”**

Our circular economy approach is based on reducing waste at source, evaluating reuse options and increasing recovery rates.

**We monitor raw material usage rates and scrap quantities in our production processes and carry out process improvement initiatives to save materials.**

We aim to improve resource efficiency through appropriate equipment investments.

In our material selections, recyclable and reusable alternatives are evaluated. Sustainable material options are prioritised in our procurement processes. In packaging processes, recyclable materials are preferred where possible, provided they ensure product safety.

**In 2024, recycled materials accounted for approximately 10% of our total material usage.**

We regularly monitor our progress within the framework of the circular economy using indicators such as waste volumes, recovery rates, raw material usage efficiency and scrap rates. We track the data we collect through periodic reports and evaluate it during internal audits conducted under ISO 14001 and management review meetings.



## OUR PRIMARY OBJECTIVES

IMPROVING RESOURCE EFFICIENCY	KEEPING SCRAP RATES UNDER CONTROL.	INCREASING THE USE OF RECYCLABLE MATERIALS
REDUCING MATERIAL LOSSES	RECOVERING WASTE GENERATED DURING THE PRODUCTION PROCESS	OPTIMIZING CUTTING PLANS TO MINIMIZE SCRAP GENERATION
	PLANNING MATERIAL ORDERS BASED ON ACTUAL NEEDS	



# WATER EFFICIENCY AND RESOURCE CONSERVATION

**“We recognise the value of every drop of water and protect our resources in a sustainable manner.”**

Acting with the awareness that water resources are limited and the pressure on them is increasing due to climate change, we manage water usage in a controlled and conscious manner. By monitoring the volume of water used in our operations, we implement measures to prevent increases in water consumption.

Data on water consumption in our operations is monitored in accordance with measurement data provided by the İzmir Atatürk Organised Industrial Zone (İAOSB).

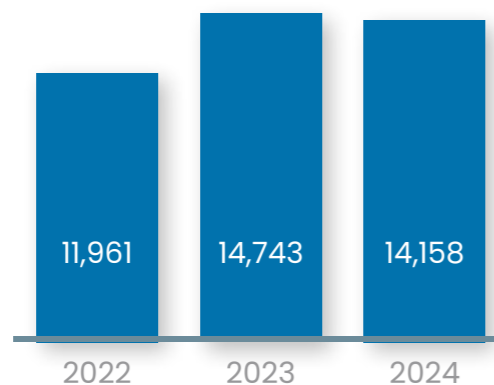
**As part of our wastewater management, all wastewater generated by our operations is disposed of via the sewerage system.**

We adhere to the frameworks established by the relevant authorities regarding the identification and management of substances in water discharges that may pose risks to the environment and human health.

**We apply discharge limits for priority hazardous substances in accordance with the provisions of the Water Pollution Control Regulation and the İAOSB Wastewater Discharge Regulation.**

Sampling and analysis of domestic wastewater are carried out centrally by the İAOSB, and the analysis results are evaluated by the relevant departments. In 2024, no exceedances of discharge limits or breaches of regulations were identified regarding priority risk substances.

Water Consumption (m³)



# ENERGY MANAGEMENT AND RENEWABLE ENERGY

“Through our solar energy investments, we are reducing energy consumption and minimising our environmental impact.”

As GIMAS, we are making investments in energy management and the reduction of carbon emissions. We view the use of renewable energy as a practice that contributes to lowering energy costs and improving environmental performance.

**In this regard, alongside the solar energy system (SES) installed on the factory roof, we are continuing with additional rooftop SES investments to increase renewable energy capacity.**

Our energy management practices are addressed within the framework of the Integrated Management System Policy, with the aim of monitoring energy performance and enhancing energy efficiency. Energy production and consumption are regularly monitored, and we carry out periodic maintenance activities on the rooftop solar power systems.

The effectiveness of the actions we take within the scope of energy management is assessed through our energy monitoring activities and maintenance practices. The results of these assessments are discussed at the Management Review (MR) meetings held at the end of the year.

**As a result of our energy efficiency initiatives, we achieved a measurable reduction in electricity consumption compared to the previous year.**

As part of our efforts focused on process improvements and enhancing operational efficiency, we achieved a total energy consumption reduction of 1,400,000 kWh in 2024.

Renewable energy accounts for 33% of our energy consumption.



# ENVIRONMENTAL COMPLIANCE PROCESSES

**“Our operations are conducted in compliance with environmental legislation.”**

We plan our activities within the framework of current legislation and manage the process systematically. In this context, we operate in accordance with the Environmental Impact Assessment Exemption Report, the Environmental Permit and Licence Certificate, and the Wastewater Connection Permit Certificate. Emissions from chimneys are measured and reported every two years by authorised bodies in accordance with legislation.

**Environmental legislation and permit processes are managed by the Quality Assurance unit; changes are monitored with the support of an environmental consultant and a Dangerous Goods Safety Advisor (DGSA).**

Our commitments regarding environmental compliance are defined within our Integrated Management Policy, and we aim to keep the environmental impacts of our operations under control.

In 2024, no instances of non-compliance with environmental legislation were identified within the scope of our operations; no processes resulting in administrative sanctions or fines occurred.





# Our Human And Work Culture Enriched By Values



# OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

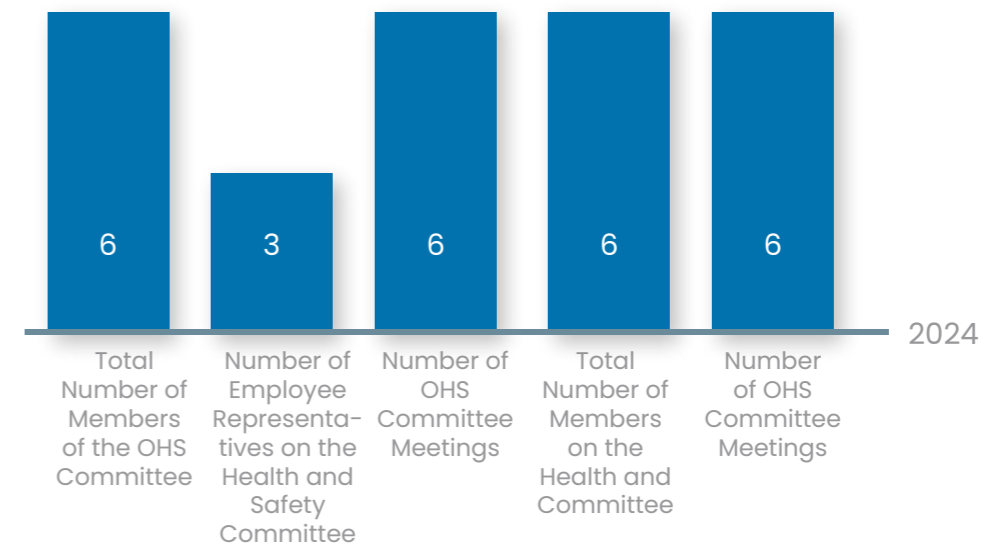
**“The occupational health and safety system is proactively monitored through site inspections, near-miss reports and root cause analyses, and is supported by training and awareness-raising initiatives.”**

Occupational health and safety, one of our top priorities, is managed in our company in compliance with legal requirements. Our Occupational Health and Safety Management System, established within this framework, is implemented in accordance with the Occupational Health and Safety Law No. 6331; it covers all our operational areas, including production, logistics, warehousing, service operations, canteens, security activities and factory visits.

Our occupational health and safety practices are carried out in line with a continuous improvement approach. Current status analyses, hazard and risk assessments, legal compliance efforts, performance monitoring results, findings from internal and external audits, and employee feedback are all considered and evaluated together. As a result of these evaluations, areas requiring improvement are identified.

**These processes, which we carry out within the Plan-Do-Check-Act (PDCA) cycle, are supported by regular reviews by management, ensuring that the effectiveness of these practices on the ground is closely monitored.**

In the process of identifying potential hazards and managing risks in the workplace, we take into account the nature of the work carried out, the equipment used, and the working conditions and methods. We analyse physical, chemical, biological and ergonomic risks through site observations, risk assessment studies, accident records and near-miss reports. We focus on preventing risks at source wherever possible. Where this is not feasible, we minimise risk levels through engineering and organisational measures, whilst ensuring the proper use of personal protective equipment.



# OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

## RISK ASSESSMENT PROCESS



The effectiveness of our hazard identification and risk assessment processes is ensured by competent experts in their respective fields. The results of these analyses are used to update our occupational health and safety management system and to determine priorities.

The active participation of our employees in occupational health and safety processes forms a key part of this approach.

**Field observation reports, near-miss reporting forms, occupational health and safety committees, and digital communication channels are used to report work-related hazards and hazardous situations.**

Furthermore, our employees have the right to refuse to work in situations involving serious or imminent danger and to

## TRAINING, AWARENESS AND EMPLOYEE PARTICIPATION

We implement training and awareness initiatives to strengthen our occupational health and safety culture. Basic occupational health and safety training is delivered with content and durations appropriate to the hazard classification. The process is complemented by training on working at height, fire safety training and drills, vocational competence training, and toolbox meetings on various topics.

**For activities classified as high-risk, basic occupational health and safety training is provided once a year, totalling 12 hours.**

During on-site inspections, we provide our employees with the necessary information and ensure the continuity of safe working practices through instructions and warning signs. We monitor the effectiveness of training using assessment tools and feedback mechanisms, and update training content according to needs.

Our employees benefit from the health services provided by our company. Environmental measurements, periodic health checks and medical examinations are carried out regularly. Awareness programmes and voluntary health promotion initiatives addressing health risks not directly related to work are also implemented.

The total training hours provided to our employees in 2024 amounted to 3,715 hours.

## MANAGEMENT STRUCTURE AND RISK MONITORING PROCESSES

Occupational health and safety management is carried out within a collaborative framework through occupational health and safety committees, which include our employee representatives. The primary function of these committees is:

- To assess the risks encountered in the workplace and the measures taken,
- Addressing workplace accidents and near-miss incidents and determining necessary actions,
- Planning occupational health and safety training activities and evaluating their effectiveness,
- Reviewing preparations and procedures for emergency situations,
- Recording committee decisions and sharing them with relevant departments.

Risks such as falls, slips, being crushed, trapped or cut, as well as hazards associated with specific operations that carry a potential for serious injury, are closely monitored within the scope of our activities. In identifying such risks, risk analyses, site inspections and near-miss reports are taken into account; these are supported by preventive and corrective measures, training and monitoring activities.

Workplace accidents occurring each month are recorded to compile statistics.

**Root cause analyses are conducted for recurring accidents, and the results are evaluated by the Health and Safety Committee.**



# SAFE EQUIPMENT, SAFE PRODUCTION

**“We carry out checks on all equipment in the field and within our production processes through periodic inspections, pre-use site checks and risk analyses.”**

The safe condition of the equipment we use on-site and in our production processes is ensured through our regular inspections and maintenance procedures. The safe operation of equipment is monitored to prevent workplace accidents and ensure operations run smoothly.

**To ensure the safe use of equipment, we carry out periodic inspections in accordance with the timeframes specified in the regulations. We conduct these inspections via the ISG-Kâtip system.**

Additionally, our site teams inspect our equipment before use and carry out maintenance where necessary. In cases requiring repairs, our maintenance unit carries out the repairs, and we do not return the equipment to service until it is safe to do so.

Risk assessments are carried out for new equipment purchases and modifications to existing equipment.

**Our assessments are carried out using a 5x5 risk analysis matrix, and the risks that the equipment may pose are identified prior to use.**

In 2024, five non-conformities were identified in relation to equipment safety, and the necessary corrective actions were implemented.



# A TEAM CULTURE THAT GROWS STRONGER TOGETHER

**“We are creating a working environment where opinions are valued, feedback improves processes, and training and development opportunities are supported.”**

We view our employees as one of our most important stakeholders, shaping both the present and future of the company. We believe that a safe, respectful and supportive working environment enables employees to feel valued and strengthens their commitment to the organisation.

**We support employee satisfaction through a workplace culture that encourages open communication, takes feedback into account, and is built on mutual trust.**

We prioritise creating a working environment where our employees can freely share their views and where their contributions are recognised.

In this context, we focus on improving working conditions and providing an environment where our employees can develop themselves. We aim to strengthen motivation and commitment through initiatives that support both the professional and personal development of our employees.

## EMPLOYEE FEEDBACK AND IMPROVEMENT PROCESSES

Our employees’ views are regarded as a vital resource guiding the development of our company. Suggestions, feedback and contributions from our employees are important not only for improving existing processes but also for creating a collaborative working environment. The ability for our employees to share their ideas openly and safely enhances satisfaction and commitment. In line with this approach, employee feedback is regularly reviewed.

**Our employees’ requests, suggestions and complaints can be submitted via suggestion boxes, as well as through the Human Resources Department and relevant managers.**

Submitted feedback is recorded by the Human Resources Department and reviewed in conjunction with management; where necessary, actions aimed at improvement are identified.

Meetings are held with the participation of the Human Resources Department and relevant managers to address the identified issues, and decisions regarding solutions and improvements are made. The implementation of the actions taken and the progress made are monitored.

**We monitor the effectiveness of the complaint and feedback mechanisms via the Suggestion and Complaint Register.**

In this context, we regularly assess compliance with deadlines, the status of resolution, and recurring issues. Feedback from our employees contributes to the review and development of these mechanisms.

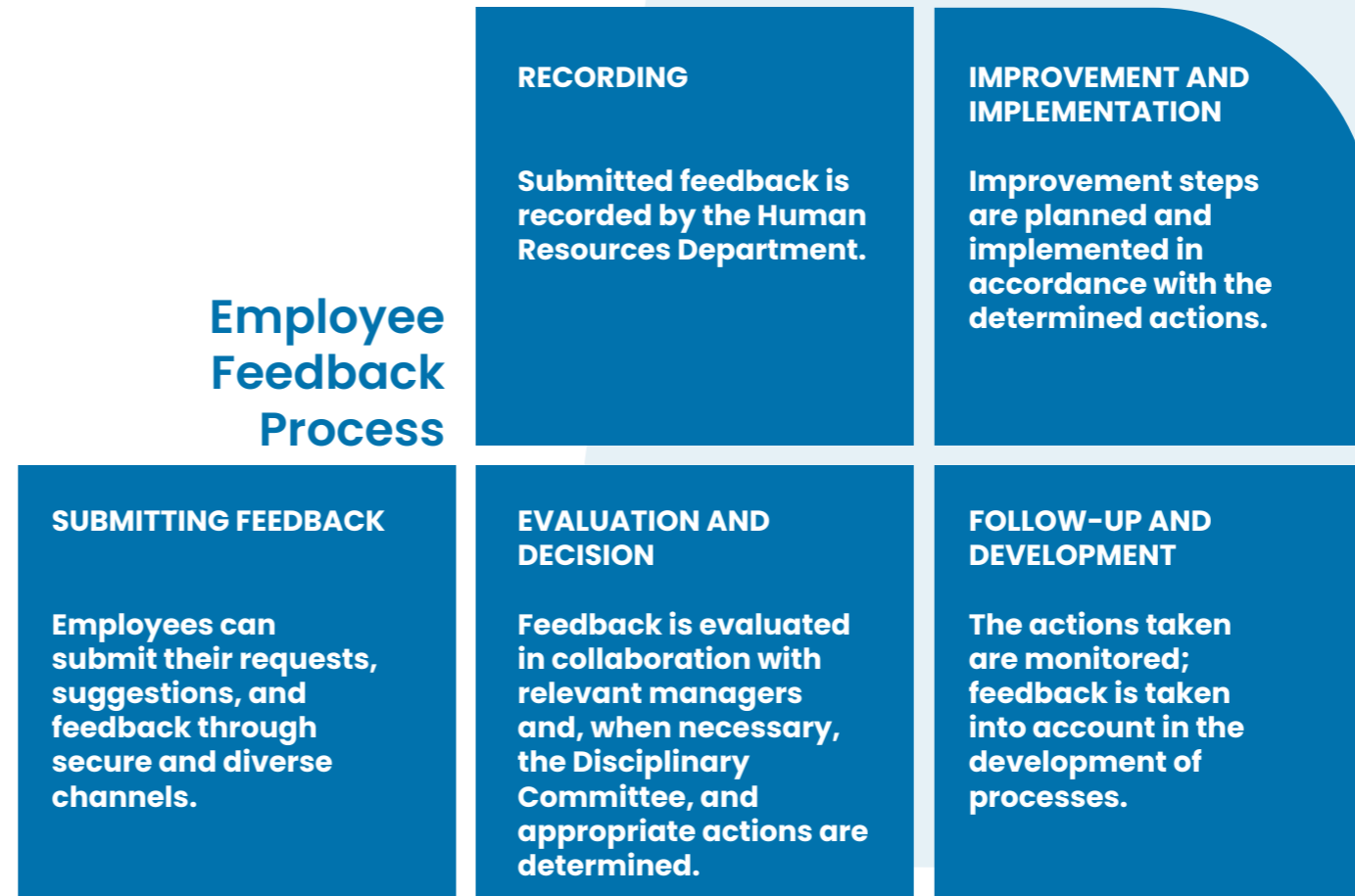
As part of our responsible business management approach, we prioritise ensuring that our employees can safely and confidentially share their views and insights on business processes and management issues.

**In this context, we conduct consultation and guidance processes through the Human Resources Department, managers, the Disciplinary Committee, and the suggestion, recommendation and complaint channels.**

We evaluate the feedback received through these channels and take the necessary steps for guidance and improvement.

At GiMAS, we view feedback from our employees as a tool for continuous improvement of the working environment and for enhancing employee satisfaction.

### Employee Feedback Process



# A TEAM CULTURE THAT GROWS STRONGER TOGETHER



## INDIVIDUAL PENSION CONTRIBUTION (IPS)

Contributions are made to the individual pension scheme to support our employees' savings.

## TRAINING AND DEVELOPMENT SUPPORT

We provide training and development opportunities to support our employees' professional and personal development.

## BONUS AND INCENTIVE SCHEME

Bonus and incentive schemes are in place to support our employees' performance and motivation.



## LEAVE POLICIES

We support our employees' work-life balance through schemes such as annual leave, sick leave and maternity leave.

## HEALTH INSURANCE

We operate supplementary health insurance schemes to help our employees access healthcare services.

## SOCIAL BENEFITS

Social benefits are provided to our employees in special circumstances such as marriage, childbirth and bereavement.

Employee Benefits Provided to Our Employees

# A TEAM CULTURE THAT GROWS STRONGER TOGETHER

## OUR EMPLOYEES' DEVELOPMENT AND TRAINING PROCESSES

We view training as an area where our employees can develop themselves and feel more confident and competent in their roles. Our employees' openness to learning and active participation in development processes is a key value in terms of both individual satisfaction and organisational commitment.

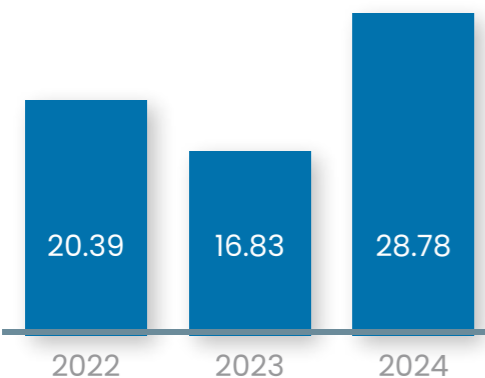
**With this approach, we conduct our training and development activities in alignment with our employees' work processes.**

The training programmes we run aim to develop technical knowledge and skills appropriate to our employees' roles and responsibilities, enhance awareness of health and safety at work, and support personal competence.

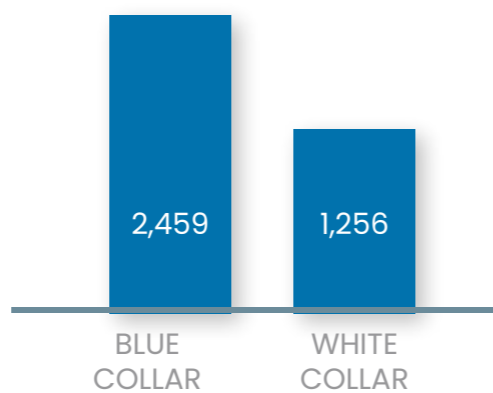
**On-the-job training, vocational and technical training, occupational health and safety training, and personal development and awareness training form the foundation of this approach.**

Furthermore, training on legislation and compliance ensures that our employees can keep abreast of current regulations. Our training activities are conducted using in-house resources, and where necessary, are supported by external training courses and seminars.

Training duration per Employee (Hour)



Training Duration by Employee Groups (Hours)



# A TEAM CULTURE THAT GROWS STRONGER TOGETHER

## TOWARDS A STRONGER FUTURE TOGETHER

We believe that social benefit is the most powerful source of genuine and lasting transformation. For this reason, we approach sustainability with a philosophy that places people, the environment and the future at the centre, prioritising the creation of lasting value for society in every area where we operate. In every initiative we undertake, we aim to create an impact that grows alongside society and carries hope for the future.



### LIVES IMPROVED TOGETHER

As part of our partnership with LÖSEV, we actively participate in social responsibility initiatives such as the "Market of Good Deeds" and the "Mandarin Event"; through these initiatives, we provide support to children in need. In these processes, where we aim to foster a genuine culture of solidarity, we encourage participation based on the principle of volunteering.

### OUR RESPONSIBILITY TOWARDS THE FUTURE

Social responsibility is an expression of the shared responsibility we feel towards the world we live in. With this perspective, we continue to pursue initiatives that make a long-term contribution to society and the environment.



### OUR GREEN INITIATIVES

As part of our collaboration with the İzmir Forest Regional Directorate, we planted 50,000 saplings, thereby strengthening the bond we have with nature through a tangible step. The Zeynep Şamil Girgin Memorial Forest, created as a result of these efforts, reflects our desire to leave a greener environment for future generations and the responsibility we bear towards the environment.

### HOPE FOR YOUNG PEOPLE, SUPPORT FOR EDUCATION

We collaborate with the Turkish Education Foundation (TEV) on special occasions to carry out joint initiatives that support education. Through the scholarships and project support we provide to university students, we aim to create opportunities for young people to realise their full potential. In addition, through our Zeynep Şamil Girgin Vocational Training Centre, we provide vocational education at secondary school level, contributing to the development of qualified young people ready for the world of work.



# A TRANSPARENT AND RESPONSIBLE MANAGEMENT APPROACH

**“At GIMAS, our ethical, transparent and sustainable management philosophy is founded on the protection of employee and stakeholder rights.”**

As GIMAS, we adopt an ethical, transparent and sustainable approach to business management in all our activities. This approach encompasses not only compliance with the law and accountability, but also the principles of justice, respect for human rights, environmental responsibility and social benefit.

**We encourage open communication and transparent information sharing in our business processes, and we effectively manage audit and compliance processes through secure complaint and whistleblowing mechanisms that facilitate the reporting of ethical breaches.**

We view ethical conduct as a key component of our corporate performance and organise training, awareness-raising initiatives and programmes to strengthen this culture.

Our approach to ethical and sustainable management is reflected in our internal processes and all our stakeholder relationships. In line with our Code of Ethics, a fair and transparent approach is adopted in our collaborations with suppliers, business partners and subcontractors.

Within our company, roles, authorities and responsibilities are clearly defined to prevent and effectively manage conflicts of interest. Potential conflicts of interest are assessed by senior management and the relevant committees, and the necessary preventive and corrective measures are taken.

**We aim to continuously develop our principles of ethics and transparency, and we maintain compliance with national and international standards by regularly reviewing our policies and procedures.**

By operating with an ethical and transparent approach to business management, we aim to safeguard our corporate reputation and fulfil our responsibilities towards our stakeholders.

## ZERO TOLERANCE FOR CHILD LABOUR AND FORCED LABOUR

We adopt an approach that absolutely prohibits the use of child labour and forced labour in all our operations. We prioritise respect for human rights and the provision of ethical employment conditions.

**In line with this, we carry out the necessary preventive measures across all our operations, from recruitment processes to supply chain relationships.**

To prevent child labour, the age details of our employees are verified through official documents during our recruitment processes, and compliance with the legal working age is checked. Furthermore, we obtain commitments from our suppliers and business partners regarding the prohibition of child labour, and the implementation of these commitments is monitored through audit and monitoring activities. The awareness-raising and information campaigns conducted by our Human Resources department and relevant units contribute to the adoption of this approach across the organisation.

**Should any non-compliance be identified, the relevant processes are addressed without delay, and the necessary preventive and corrective measures are taken.**

Areas that may pose a risk of forced or compulsory labour, particularly within the supply chain and outsourced services, are regularly assessed across various operational areas.

**No non-compliant practices were identified in these areas during the reporting period.**

We regularly review our practices aimed at preventing child labour and forced labour and carry out improvement initiatives in areas deemed necessary. Protecting the rights of our employees and stakeholders is a priority responsibility across all our processes.





# Appendices



# PERFORMANCE INDICATORS

## SOCIAL PERFORMANCE INDICATORS

NUMBER OF EMPLOYEES	MALE	FEMALE
2022	256	14
2023	270	14
2024	270	13

NUMBER OF EMPLOYEES WITH DISABILITIES	MALE	FEMALE
2022	8	1
2023	8	1
2024	7	0

SENIOR MANAGEMENT STRUCTURE	MALE	FEMALE
2022	2	0
2023	2	0
2024	2	0

SENIOR MANAGEMENT STRUCTURE BY NATIONALITY	DOMESTIC	FOREIGN
2022	100%	-
2023	100%	-
2024	100%	-

MIDDLE MANAGEMENT STRUCTURE	MALE	FEMALE
2022	4	1
2023	4	0
2024	1	0

NUMBER OF EMPLOYEES BY CATEGORY	WHITE-COLLAR		BLUE-COLLAR	
	MALE	FEMALE	MALE	FEMALE
2022	80	14	176	0
2023	87	14	183	0
2024	85	12	185	1

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE	FULL-TIME		PART-TIME	
	MALE	FEMALE	MALE	FEMALE
2022	256	14	0	0
2023	270	14	0	0
2024	269	13	0	0

NUMBER OF EMPLOYEES BY REGION	TÜRKİYE		OVERSEAS	
	MALE	FEMALE	MALE	FEMALE
2022	256	14	0	0
2023	270	14	0	0
2024	269	13	0	0

NUMBER OF EMPLOYEES BY CONTRACT TYPE	FIXED-TERM		PERMANENT	
	MALE	FEMALE	MALE	FEMALE
2022	256	14	0	0
2023	270	14	0	0
2024	269	13	0	0

AGE DISTRIBUTION OF SENIOR MANAGEMENT	UNDER 30	AGED 30-50	OVER 50
2022	0	0	2
2023	0	0	2
2024	0	0	2

# PERFORMANCE INDICATORS

## SOCIAL PERFORMANCE INDICATORS

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MID-LEVEL MANAGEMENT STRUCTURE BY NATIONALITY	DOMESTIC	FOREIGN
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2022	100%	-
2023	100%	-
2024	100%	-

UNIONISATION RATE AMONG BLUE-COLLAR WORKERS	MALE	FEMALE
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2022	0	0
2023	0	0
2024	0	0

AVERAGE YEARS OF SERVICE BY GENDER	MALE	FEMALE
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2022	5	4
2023	4	4
2024	4	4

NUMBER OF NEW HIRES	MALE	FEMALE
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2022	35	2
2023	39	2
2024	44	3

NUMBER OF EMPLOYEES WHO LEFT THE COMPANY	MALE	FEMALE
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2022	22	4
2023	35	2
2024	44	4

AGE DISTRIBUTION OF MIDDLE MANAGEMENT	UNDER 30	AGED 30-50	OVER 50
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2022	0	5	0
2023	0	4	0
2024	0	0	1

NUMBER OF EMPLOYEES BY AGE GROUP	UNDER 30	30-50	OVER 50
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2022	62	159	49
2023	68	156	55
2024	49	172	67

AGE DISTRIBUTION OF NEWLY HIRED EMPLOYEES	UNDER 30	AGED 30-50	OVER 50
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2022	12	20	5
2023	17	21	3
2024	8	33	6

AGE DISTRIBUTION OF EMPLOYEES WHO LEFT THEIR JOBS	UNDER 30	AGED 30-50	OVER 50
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2022	9	10	7
2023	7	22	8
2024	7	36	5

NUMBER OF EMPLOYEES BY EDUCATIONAL LEVEL	PRIMARY EDUCATION AND BELOW	SECONDARY	UNIVERSITY AND ABOVE
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2022	98	90	82
2023	97	95	92
2024	94	99	90

	ACCIDENT FREQUENCY RATE	LOST DAY RATE (LDR)	INJURY SEVERITY RATE (ISR)	NUMBER OF ACCIDENTS
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2022	10.42	59.03	59.03	179
2023	9.72	101.33	101.33	187
2024	14.00	83.15	83.15	156

# PERFORMANCE INDICATORS

## SOCIAL PERFORMANCE INDICATORS

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TRAINING DURATION PROVIDED TO EMPLOYEES BY GENDER (HOURS)	MALE	FEMALE
2022	2166	463
2023	3171	642
2024	3408	307

TRAINING DURATION PROVIDED TO EMPLOYEES BY CATEGORY (HOURS)	WHITE-COLLAR	BLUE-COLLAR
2022	1012	1617
2023	925	2888
2024	1256	2459

NUMBER OF EMPLOYEES PARTICIPATING IN TRAINING	MALE	FEMALE
2022	485	18
2023	526	37
2024	597	28

NUMBER OF ACTIVE SUPPLIERS	LOCAL	FOREIGN
2022	1527	30
2023	1718	30
2024	1731	35

TRAINING HOURS PER EMPLOYEE	
2022	20.39
2023	16.83
2024	28.78

	TOTAL NUMBER OF MEMBERS ON THE HEALTH AND SAFETY COMMITTEE	NUMBER OF EMPLOYEE REPRESENTATIVES ON THE HEALTH AND SAFETY COMMITTEE	NUMBER OF OSH COMMITTEE MEETINGS	TOTAL NUMBER OF OSH COMMITTEE MEMBERS	NUMBER OF OSH COMMITTEE MEETINGS
2022	6	3	6	6	6
2023	6	3	6	6	6
2024	6	3	6	6	6

NUMBER OF EMPLOYEES ON MATERNITY LEAVE & PATERNITY LEAVE	MALE	FEMALE
2022	8	0
2023	8	0
2024	9	0

NUMBER OF EMPLOYEES RETURNING FROM MATERNITY LEAVE & PATERNITY LEAVE	MALE	FEMALE
2022	8	-
2023	8	-
2024	9	-

NUMBER OF EMPLOYEES PARTICIPATING IN HEALTH AND SAFETY TRAINING	
2022	105
2023	116
2024	158

RETURN-TO-WORK RATE FOLLOWING MATERNITY AND PATERNITY LEAVE	
2022	100%
2023	100%
2024	100%

EMPLOYEE TURNOVER RATE (%)	
2022	8%
2023	13%
2024	15%

RETENTION RATE ONE YEAR AFTER RETURNING FROM MATERNITY LEAVE	
2022	100%
2023	100%
2024	100%

# PERFORMANCE INDICATORS

## ENVIRONMENTAL PERFORMANCE INDICATORS

AMOUNT OF RAW MATERIALS CONSUMED	RENEWABLE MATERIALS	NON-RENEWABLE MATERIALS
2024	9,761.2 ton	486,600 m <sup>3</sup>

WATER CONSUMPTION (M <sup>3</sup> )	GROUNDWATER	MAINS WATER
2022	0	11,961
2023	0	14,743
2024	0	14,158

ANNUAL WASTEWATER VOLUME (M <sup>3</sup> )	WASTEWATER DISCHARGED	RECOVERED WASTEWATER
2022	11,961	0
2023	14,743	0
2024	14,158	0

TOTAL HAZARDOUS WASTE QUANTITY (KG)	RECOVERY	DISPOSAL
2022	712,480	70,140
2023	671,260	88,871
2024	840,920	108,566

TOTAL NON-HAZARDOUS WASTE QUANTITY (KG)	RECOVERY	DISPOSAL
2022	1,185,012	-
2023	1,961,846	-
2024	2,103,820	-

INTERNAL ENERGY CONSUMPTION	NATURAL GAS (M <sup>3</sup> )	DIESEL (TONNES)	ELECTRICITY PURCHASED FROM THE GRID (kWh)
2022	209,447	88	4,135,000
2023	196,462	79,81	3,860,000
2024	246,077	97,24	4,092,000

GREENHOUSE GAS EMISSIONS (tCO <sub>2</sub> e)	SCOPE 1	SCOPE 2	SCOPE 3
2022	691	1,791	42
2023	617	1,672	512
2024	868	1,773	39,183*

\* Due to the expansion of the calculation scope, the 2024 scope 3 emissions value is higher than in previous years.

ENERGY INTENSITY (TOTAL EMISSION AMOUNT/ PRODUCTION AMOUNT)	NUMBER OF EMPLOYEES PARTICIPATING IN ENVIRONMENTAL TRAINING
2022	200
2023	104
2024	273

AVERAGE DURATION OF ENVIRONMENTAL TRAINING PER EMPLOYEE (HOURS)	ENVIRONMENTAL EXPENDITURE (TL)
2022	731,969
2023	
2024	



# PERFORMANCE INDICATORS

## FINANCIAL PERFORMANCE INDICATORS

TURNOVER (EURO)	
2022	24,333,418
2023	23,340,423
2024	28,338,991



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# GRI CONTENT INDEX



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GRI STANDARD	EXPLANATION	SECTION
General Explanations		
	2-1 Details of the organisation	GiMAS at a Glance
	2-2 Organisations included in sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact information	About the Report
	2-4 Restatement of information	There is no restated information in the report.
	2-5 External audit	No external audit has been performed.
	2-6 Activities, value chain and labour relations	Fields of Activity and Our Operational Structure Our Regions of Operation Value Chain and Business Model
	2-7 Employees	Team Culture That Grows Stronger Together Social Performans Indicators
	2-8 Non-employee workers	Team Culture That Grows Stronger Together Social Performans Indicators
GRI 2: General Disclosures 2021	2-9 Management structure and composition	Sustainability Management Structure
	2-10 Nomination and election of the highest governance body	Sustainability Management Structure
	2-11 Chairperson of the highest governance body	Sustainability Management Structure
	2-12 The role of the highest governance body in overseeing the management of impacts	Sustainability Management Structure
	2-13 Delegation of responsibility for managing impacts	Sustainability Management Structure
	2-14 The role of the highest governance body in sustainability reporting	Sustainability Management Structure
	2-15 Conflict of interest	Transparent and Responsible Management Approach
	2-16 Communicating critical concerns	Transparent and Responsible Management Approach
	2-17 Collective knowledge of the highest governance body	Sustainability Management Structure
	2-18 Evaluation of the performance of the highest governance body	Sustainability Management Structure
	2-19 Remuneration policies	Transparent and Responsible Management Approach
	2-20 Wage determination process	Transparent and Responsible Management Approach



GRI STANDARD	EXPLANATION	SECTION
GRI 2: General Disclosures 2021	2-21 Annual total remuneration rate	Transparent and Responsible Management Approach
	2-22 Statement on the sustainable development strategy	Strategic Priorities and Our Goals
	2-23 Policy commitments	Our Quality Management Approach and Compliance With Processes
	2-24 Embedding policy commitments	Our Quality Management Approach and Compliance With Processes
	2-25 Processes to ameliorate negative impacts	Strategic Priorities and Our Goals
	2-26 Mechanisms for seeking advice and raising concerns	Team Culture That Grows Stronger Together
	2-27 Compliance with laws and regulations	Our Quality Management Approach and Compliance With Processes
	2-28 Memberships	Platforms of Membership and Collaborations
	2-29 Stakeholder engagement and approach	Platforms of Membership and Collaborations
	2-30 Collective labour agreements	Social Performans Indicators
<b>PRIORITISED ISSUES</b>		
GRI 3: Material Issues 2021	3-1 Process of identifying prioritised topics	Our Priority Areas in Sustainability
	3-2 Prioritised topic list	Our Priority Areas in Sustainability
	3-3 Management of material issues	Our Priority Areas in Sustainability
<b>R&amp;D &amp; INNOVATION</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Strategic Priorities and Our Goals
<b>WASTE MANAGEMENT AND RECYCLING</b>		
GRI 301: Materials 2016	3-3 Management of material topics	From Waste to Value: The Recycling Process Environmental Performance Indicators
	301-1 Materials used by weight or volume	From Waste to Value: The Recycling Process Environmental Performance Indicators
	301-2 Recycled input materials used	From Waste to Value: The Recycling Process Environmental Performance Indicators
	301-3 Reclaimed products and their packaging materials	From Waste to Value: The Recycling Process Environmental Performance Indicators



GRI STANDARD	EXPLANATION	SECTION
GRI 306: Waste 2020	3-3 Management of material issues	From Waste to Value: The Recycling Process Environmental Performance Indicators
	306-1 Waste generation and significant waste-related impacts	From Waste to Value: The Recycling Process Environmental Performance Indicators
	306-2 Management of significant waste-related impacts	From Waste to Value: The Recycling Process Environmental Performance Indicators
	306-3 Waste generated	From Waste to Value: The Recycling Process Environmental Performance Indicators
	306-4 Disposed wastes	From Waste to Value: The Recycling Process Environmental Performance Indicators
	306-5 Waste diverted to disposal	From Waste to Value: The Recycling Process Environmental Performance Indicators
GRI 307: Environmental Compliance 2016	3-3 Management of material issues	Environmental Compliance Processes
	307-1 Non-compliance with environmental laws and regulations	Environmental Compliance Processes
<b>Circular Economy</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Circular Economy Business Model Approach
<b>CARBON EMISSIONS AND CLIMATE CHANGE</b>		
GRI 305: Emissions 2016	3-3 Management of material issues	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-1 Direct (Scope 1) greenhouse gas emissions	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-2 Indirect (Scope 2) greenhouse gas emissions	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-3 Other (Scope 3) greenhouse gas emissions	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-4 GHG emissions intensity	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-5 Reducing greenhouse gas emissions	Climate Responsibility and Emissions Management Environmental Performance Indicators
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-



GRI STANDARD	EXPLANATION	SECTION
<b>RENEWABLE ENERGY</b>		
GRI 302: Energy 2016	3-3 Management of material issues	Energy Management and Renewable Energy
	302-1 Energy consumption within the organization	Energy Management and Renewable Energy Environmental Performance Indicators
	302-2 Energy consumption outside of the organization	Energy Management and Renewable Energy Environmental Performance Indicators
	302-3 Energy intensity	Energy Management and Renewable Energy Environmental Performance Indicators
	302-4 Reduction of energy consumption	Energy Management and Renewable Energy Environmental Performance Indicators
	302-5 Reductions in energy requirements of products and services	Energy Management and Renewable Energy Environmental Performance Indicators
<b>EMPLOYEE SATISFACTION AND ENGAGEMENT</b>		
GRI 404: Education and Training 2016	3-3 Management of material issues	Team Culture That Grows Stronger Together
	404-1 Training hours per employee per year	Team Culture That Grows Stronger Together Social Performans Indicators
	404-2 Talent management and lifelong learning programmes	Team Culture That Grows Stronger Together Social Performans Indicators
	404-3 Percentage of employees receiving regular performance and career development reviews	Team Culture That Grows Stronger Together Social Performans Indicators
<b>ETHICS AND ANTI-CORRUPTION</b>		
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material issues	Transparent and Responsible Management Approach
	405-1 Diversity of governance bodies and staff	Transparent and Responsible Management Approach
	405-2 Ratio of basic salary and remuneration of women to men	-
GRI 406: Anti-discrimination 2016	3-3 Management of material issues	Transparent and Responsible Management Approach
	406-1 Incidents of discrimination and corrective measures taken	Transparent and Responsible Management Approach
GRI 408: Child Labour 2016	3-3 Management of material issues	Transparent and Responsible Management Approach
	408-1 Activities and suppliers identified as having a significant risk of child labour	Transparent and Responsible Management Approach
GRI 409: Forced or Mandatory Work 2016	3-3 Management of material issues	Transparent and Responsible Management Approach
	409-1 Activities and suppliers identified as posing a significant risk of incidents of forced or compulsory labour	Transparent and Responsible Management Approach



GRI STANDARD	EXPLANATION	SECTION
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material issues	Occupational Health and Safety Management
	403-1 Occupational health and safety management system	Occupational Health and Safety Management
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety Management
	403-3 Occupational health services	Occupational Health and Safety Management
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety Management
	403-5 OHS trainings provided to employees	Occupational Health and Safety Management Social Performans Indicators
	403-6 Promotion of labour health	Occupational Health and Safety Management
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labour relations	Occupational Health and Safety Management
	403-8 Workers covered by the occupational health and safety management system	Occupational Health and Safety Management
	403-9 Work-related injuries	Occupational Health and Safety Management Social Performans Indicators
403-10 Work-related illnesses	Occupational Health and Safety Management	
<b>CUSTOMER SATISFACTION</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Customer Satisfaction
<b>EQUIPMENT SAFETY</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Safe Equipment, Safe Production
<b>QUALITY MANAGEMENT AND COMPLIANCE WITH STANDARDS</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Our Quality Management Approach and Compliance With Processes
<b>OPERATIONAL EFFICIENCY</b>		
GRI 3: Material Issues 2021	3-3 Management of material issues	Strategic Priorities and Our Goals
<b>RESPONSIBLE SUPPLY CHAIN MANAGEMENT</b>		
GRI 308: Stakeholder Environmental Evaluation 2016	3-3 Management of material issues	Responsible and Reliable Supply Chain
	308-1 New suppliers that were screened using environmental criteria	Responsible and Reliable Supply Chain
	308-2 Negative environmental impacts in the supply chain and measures taken	Responsible and Reliable Supply Chain
GRI 414: Supplier Social Assessment 2016	3-3 Management of material issues	Responsible and Reliable Supply Chain
	414-1 New suppliers that were screened using social criteria	Responsible and Reliable Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Responsible and Reliable Supply Chain

# İLETİŞİM

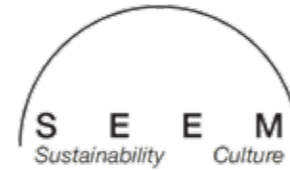
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