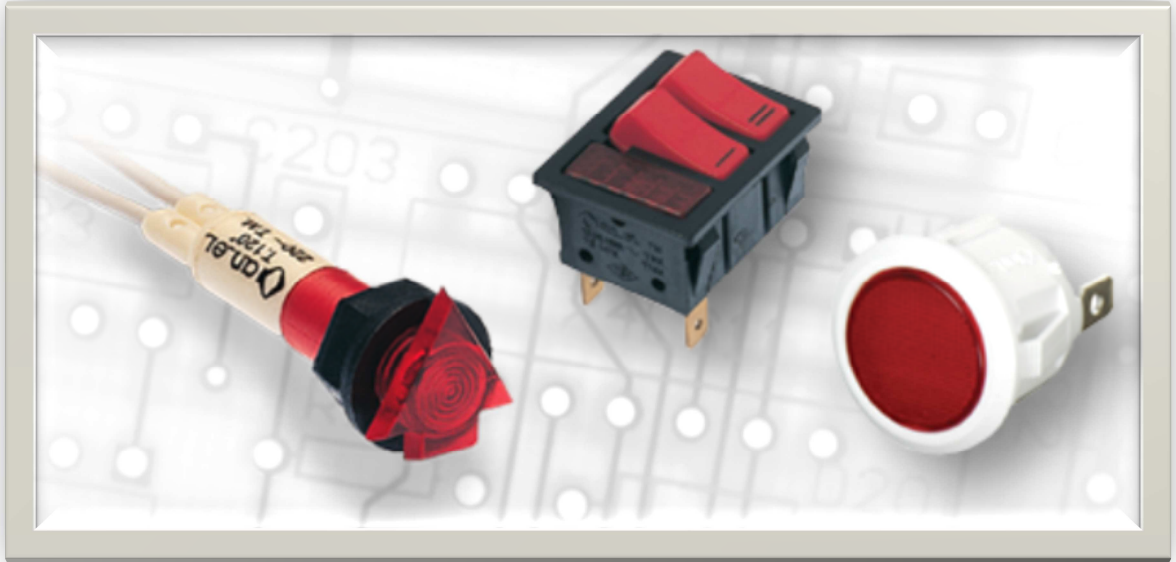




2012

Communication on Progress (COP)



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Message from General Manager

Dear Stakeholders,

We are pleased to share with you the second of our Communication on Progress presenting our institutional indicators, targets and objectives. With this report we present you the changes in our activities realized this year in comparison to the previous year.

The data which we share in this report is indicating our expectations from our stakeholders as well as indicating the importance we give to the expectations of our stakeholders.

We have prepared a report in which we highlight once again that we accept the following as primary parameter; use of global resources, the value of the labor force, ethical values, gained value of the sustainability concept. Through all this we expect your participation to these principles.

In order to continue our increasing activities for many years which we have started in 1972 we have targeted to have brand recognition in Turkey as well as to achieve it in the world with our satisfied employees who follow the technology and generate innovation.

Our priority is to take into account following points in our activities with the responsibility of being a global citizen;

Efficient energy use,
Safe working environment for our human resources,
A good Environmental Management,
The use of advanced technology,
Support of innovative approaches,
Continuous education

This approach provides us benefit with our stakeholders and we monitor that it will be also welcomed by our customers.

We kindly await your support to achieve our goals and appreciate your feedback to ensure your participation. We thank you for everything what you did for the planet and for everything what you are going to do.

İnanç Erdoğan

General Manager

About the Report

We have considered "10 Principles" of United Nations Global Compact when preparing our second Communication on Progress.

Our goal in the near future is to present a report which is in accordance with Sustainability Reporting Principles of Global Reporting Initiative (GRI) to provide an appropriate measure of activity. Therefore we are working on our data collection system to work according to these criteria. Over the years, the next reports will be able to provide a comparative data for previous periods.

Company Profile

About 

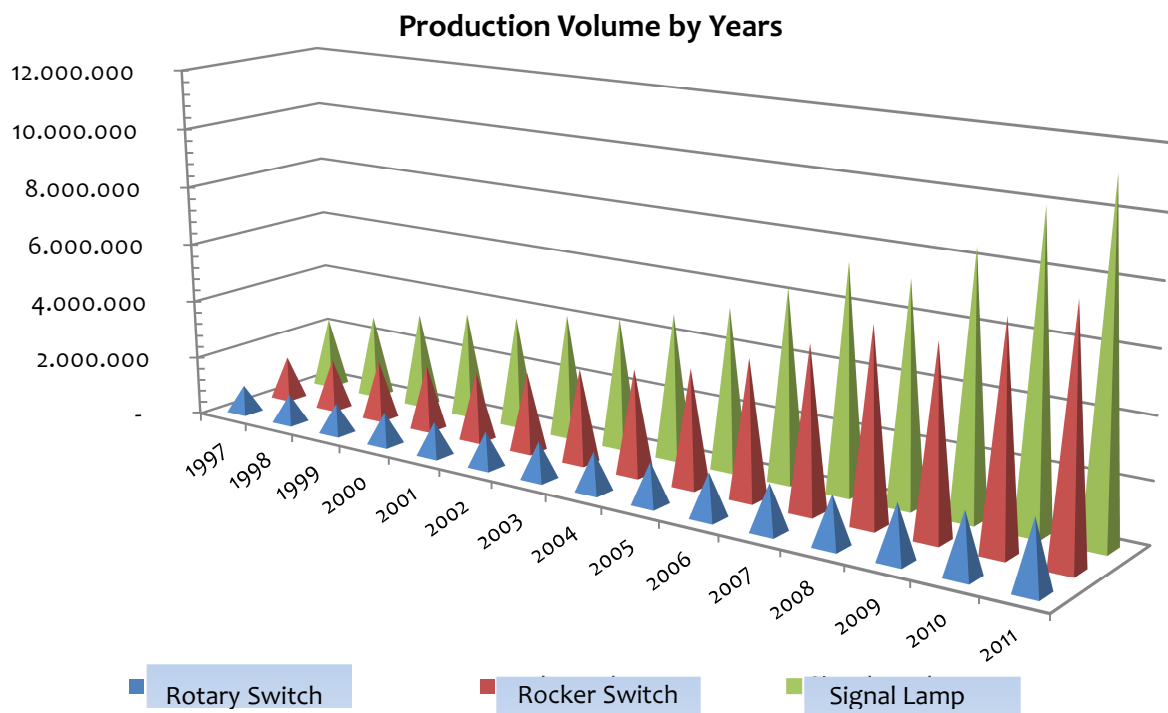
AN-EL Co. was established in 1972 in order to meet house appliance producer's demands for electrical components. AN-EL is producing Rotary Switches, Rocker Switches, Slide Switches and Neon Indicators. Furthermore demands for small plastic and metal parts can be fulfilled by the production technique and experience.

Our products are being presented to meet our customer's expectations at the highest level of quality and service.

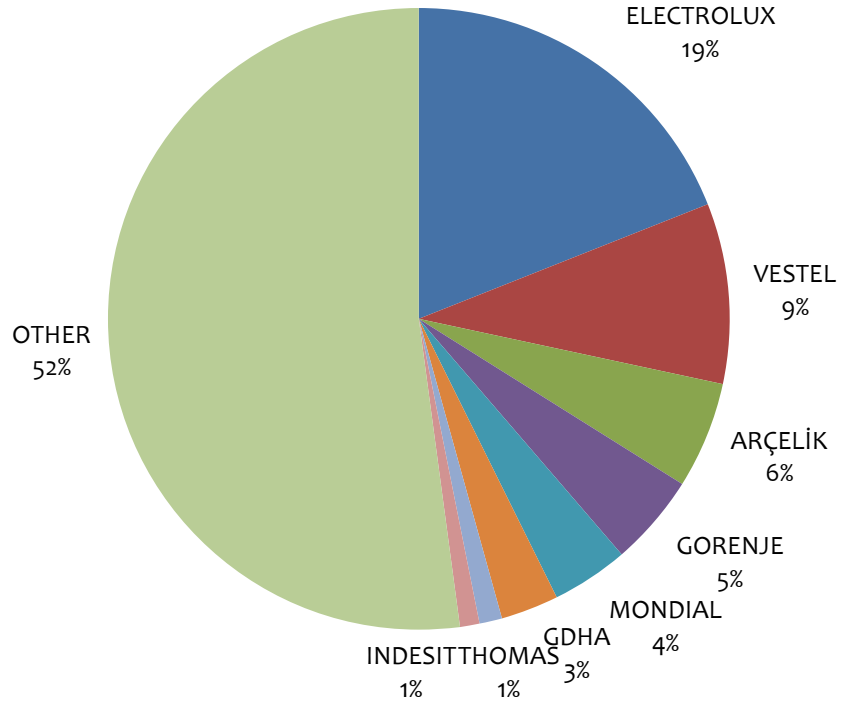
Our references and products show that, being a supplier which can adapt to the developing sector has brought us to the current status and we are proud of this.

We have established long term cooperation with the industry's leading companies. 75% of our products are exported directly or indirectly. 50% of this is being realized through the direct sales to the white goods producers.

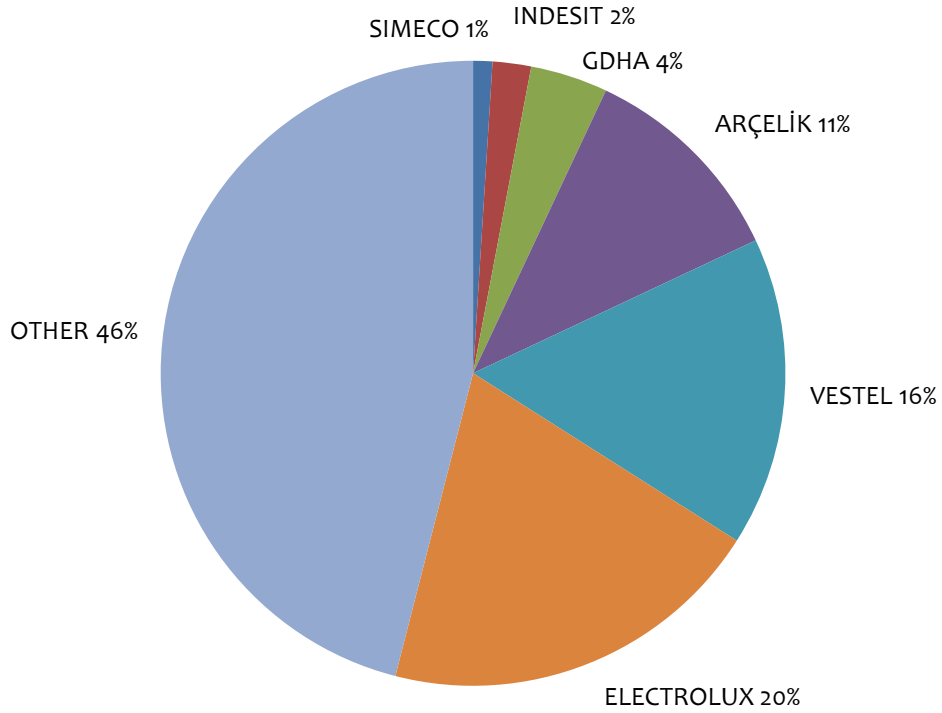
With 40 years of activity we have provided service to the national and international manufacturers of household appliances. Today we produce more than 20 million pieces of components per year. We provide our clients with a wide range of alternatives with growing diversity of products.

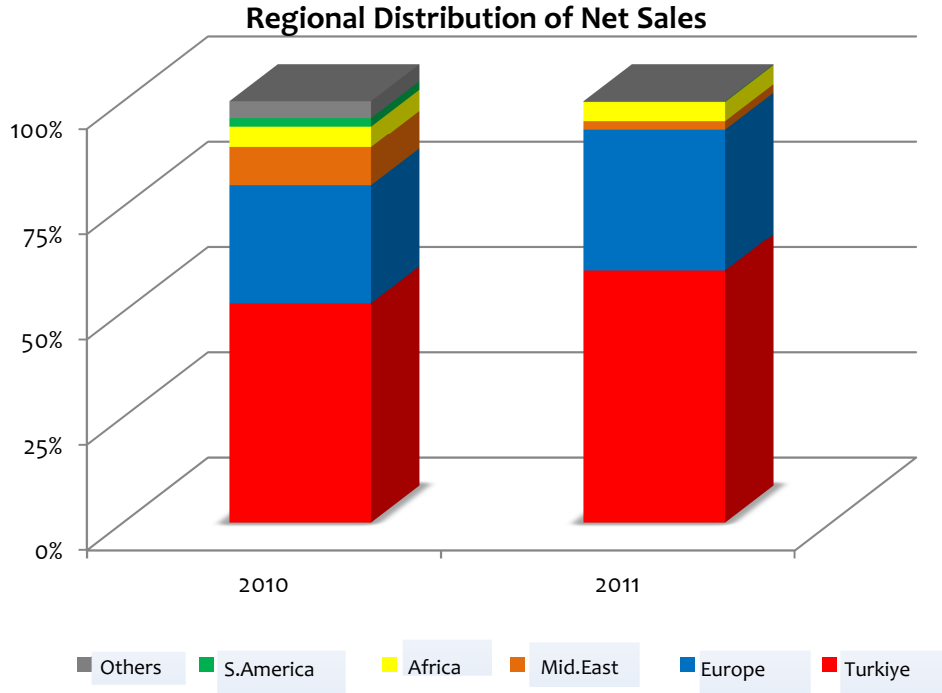


Distribution of the Sales to the Customers (2011)



Distribution of Signal Lamp Production to Major Customers (2011)

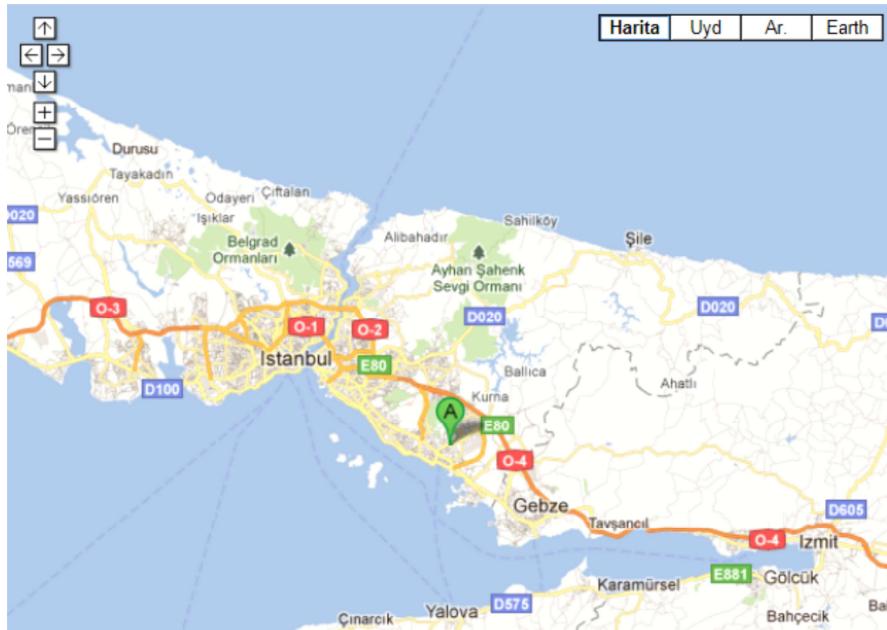




Our products are VDE certified and our system is certified to EN-ISO 9001:2008. Our environmental activities are in accordance with EN ISO 14001, occupational health and safety activities are in accordance with OHSAS 18001 standards. Also we are a participant of United Nations Global Compact initiative.

Our enterprise is located in Pendik District of Istanbul City (Asian Side). It is 70 km of distance to Ataturk Airport and 3 km of distance to Sabiha Gokcen Airport. Our production plant has a covered area of 2,100 m². High quality production activities are carried out in our environment-friendly facility with high level of safety and health conditions with approximately 140 employees.

Location of Our Plant





Outside of Turkey we have dealers in Italy, France, Syria and Colombia.

	Başak End. Med. Müm. San. Tic. Ltd. Şti. Kayseri Telefon: +90 352 232 35 71 Faks: +90 352 232 35 72 basak@an-el.com.tr		Yıldırım Elekt. Matz. Paz. Ve Tic. Ltd. Şti. İstanbul Telefon: +90 212 293 96 77 Faks: +90 212 244 24 91 yildirim@an-el.com.tr
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	Felipe Luengas Salgado Kolombiya Telefon: 00 571 4309078 Faks: 00 571 2825147		

1972

First activity has been started with rotary switch production.

1976

At own building in Istanbul-Cevizli District activities continued to grow. Bakelite, porcelain and melamine rocker switch production started.

1978

Indicator lamp production started with Bakelite body.

1980

Beside of Bakelite raw materials first indicator lamp with plastic body has been produced by using the plastic materials in production.

1984

Silk screen printing technique started to be implemented.

1985

Start of production for plastic parts with plastic injection machines at own plant.

1991

Silver contact production started with know-how support of Japanese Chugai Company. AKS Ltd. Co has been founded after joining a partnership with Mr. Konas.

1994

Purchase of Arburg branded machinery.

1995

AKS Ltd. has moved to its plant in Pendik District.

1996

BEYSAD (WHITE GOODS APPLIANCES ASSOCIATION) membership.

1997

First participation to International Fair Domotechnica in Cologne-Germany. First export realized, VDE certification process started.

1998

Cooperation and Turkey Representation of BAR Electrowerke GmbH.

1999

Export grew after VDE certifications.

2000

Moved from Cevizli Facility to Pendik Facility.

2003

After a partnership with Mr. C. Arslan ANC Mold Machine Ind. Ltd. has been founded.

2004

Audit performed by VDE Testing and Certification Institute and awarded certification to ISO 9001: 2000.

2005

Our export rate has exceeded one third of our total sales.

2008

AKS has moved to the new facility in Pendik District. The whole 2100 m² facility has been started to use by AN-EL.

2010

As a result of the audit performed by VDE Testing and Certification Institute, upgraded to ISO9001:2008 version. Participation to United Nations Global Compact Initiative. Share transfers to Mr. C. Durmaz at the joint venture of AKS Switch and Contact Industry. UYUMSOFT ERP Software has started to be implemented.

2011

New products have been introduced. Website has been updated. Especially tool and mass production studies about new special projects have been completed. Effectiveness of the ERP software has been achieved. Commissioning of automation projects started. Investment in machinery was started to increase production capacity. Occupational Health and Safety as well as our environment activities are continuing to develop.

2012

With the purchase of component production of DEKA Company which is a major producer of our industry we have expanded our product range with new products such as hotplate switches, switches for multi-function oven, refrigerator door switches, dishwasher - washing machine on-off switches. This year the number of employees came up to 140 people. After adding machines and plastic production area to the production facility, our capacity has been doubled. Through the automation support in indication lamp production, product quality and capacity are increased. Apart from VDE we had also cooperation with DEKRA for KEMA regarding the Product certification. ISO 14001 and OHSAS 18001 projects started which is supported by KOSGEB (Small and Medium Enterprises Development Organization in Turkey) for establishing the Management System and certification.

Targets

We are aware of our corporate citizenship responsibilities for a sustainable world. We try to reduce the negative impact on environment and to increase the positive effects which are resulting from our products when fulfilling these responsibilities. By supplying quality, innovative, economical and reliable products we execute our role in sub-industry effectively and efficiently. Especially we try to meet up the expectations of our customers and other stakeholders and we would like to be a part of a common development.

We would like to create more employment with our increasing product range and capacity and would like to gain more quality in employment. We want to ensure a recovery together with all stakeholders.

Open to innovation, keeping the environment in the foreground, we support energy-saving applications and we support the use of renewable energy sources.

In accordance with ethical rules we exhibit a transparent and accountable management and pay attention to the need of stakeholders.

We are working to create a work force that enriches our corporate culture and social environment by improving human resources, know-how, experience, knowledge and ability.

We evaluate our national interests in a parallel to the global interests and we consider it important that we live in the same world.

We are determined to move the activities which increase our brand and corporate awareness with our service and products to a higher level. For this reason, we apply a management style compatible with the system and standards.

"We have the key of quality. All of us must contribute to make the quality life sustainable"

Dialog with Stakeholders

Our stakeholders are organization/individuals who are seriously impressed by our activities and products or through their actions effecting successfully implement of our strategy and our ability to achieve our goals.

We are trying to be in communication with our stakeholders. Mutually we do detection and measurements with questionnaires and interviews about the expectations. We run a proposal and award system which facilitates the participation and motivation.

We are making disclosures on various topics through the corporate web site, newsletters, print ads, articles and news stories. We are in a full accordance with the requirements for laws, regulations and directives as regard our contacts with local and central governments.

We strive to contribute to the country's promotion and to the sectorial development by considering the national values in relationships with our stakeholders abroad too.

Stakeholders:

Employees	Shareholders	Customers
<ul style="list-style-type: none">• The duties, powers and responsibilities are defined as they take active part in our activities. Meetings, training, various motivational activities are our communication tools. Sustainability of communication is provided with job application interviews, performance evaluation and a proposal system.	<ul style="list-style-type: none">• Board of directors of the company come together in monthly / yearly meetings. At these meetings necessary information exchange is made, strategic decisions are taken on the future of the institution. Regular communication is established through these meetings with our shareholders.	<ul style="list-style-type: none">• Objectives are defined with continuous communication to meet up the expectations and so efforts are being made to maintain a high level of satisfaction. We would like our stakeholders to take part in activities that allow us to move in corporate sense. We respect the design and the property rights of private information.

Dealers

- They are in the same position as our customers, however due to their relations with our customers they are also in a similar position as our employees. Therefore they are informed about representing our company in accordance with our policy and targets. They represent our company in the best way owing to up to date technical and corporate information.

Suppliers

- They are our stakeholders with whom we try to ensure long-term cooperation due to their contribution to the on-line delivery, quality product, service and our activities. We share necessary information in all progressable areas.

Neighbours and Local Community

- They are our stakeholders that we strive to make them aware of in particular our sensitivity to environmental issues and the economic value we create in our region.

Official Institutions and Organizations

- Official institutions and organizations that we are a member of or we are in contact with– Istanbul Chamber of Industry (Registration No: 13831)
- Istanbul Chamber of Commerce (Registration No:182359)
- Istanbul Association of Minerals and Metal Exporters (Registration No:8833)
- KOSGEB (Small and Medium Enterprises Development Organization)
- United Nations Global Compact Office
- Municipality of Pendik
- Pendik Industrial Vocational High School
- Yakacik Industrial Vocational High School
- Labor Office

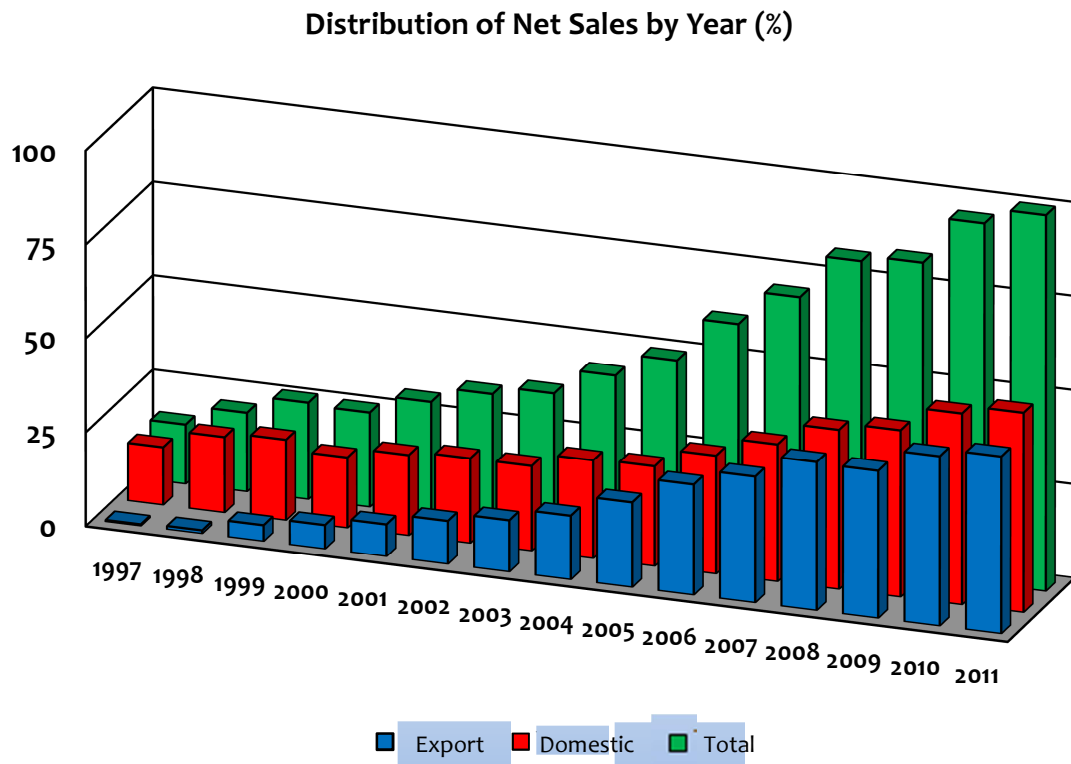
Memberships in Associations / Foundations

- White Good Suppliers Association (BEYSAD)
- Ermenek and Surroundings - Culture and Social Solidarity Foundation (ERÇEV)



Financial Performance

The capital of our enterprise is 750.000 TL and the structure is an incorporated company. After starting the activity in 1972, direct export sales started in 1997 and grew rapidly up to 50% share within the total sales.



Due to the export of products manufactured by our customers we can state that 75% of our total production represents our brand outside of Turkey. Our target is to be a global supplier performing export in a higher rate in the future.



Establishing and Certification of ISO14001 and OHSAS 18001 Management Systems Project Supported by KOSGEB

The Project we prepared for the certification of our work on environment, health and safety has been approved in July 2012. The Project will last for twelve months. ISO14001 and OHSAS 18001 certificates received as a result of project activities will be certificates of importance we give to environment and human health. By means of Environmental, Health and Safety Management System awareness of our employees will be raised, risks will be controlled, we will have a competitive advantage and costs will reduce. These systems will assist us in creating our image in the market as a "Responsible Company". These systems will also indicate our consciousness on environment and human health along with product quality in assessments of our local and foreign customers.

Environmental Responsibilities

Environmental Management

Our approach to environmental issues is focused on reducing and taking control of the environmental effects of our activities and products. Raw materials and wastes are stored properly, chemicals are kept under control.

The use of less material, creating less waste, water and energy consumption reduction, prevention of chemicals and wastes from polluting the nature are among our environmental improvement activities and goals.

On World Water Day (March 22), posters have been used to draw our employees' attention on the subject.

YEMEĞİNİZİ ÜRETMEK İÇİN NE KADAR SU GEREKLİ?

SÜT (1 BARDAK) = 200 L

PORTAKAL SUYU (1 BARDAK) = 170 L

ÇAY (1 FİNCAN) = 35 L

ŞEKER (1 KÜP) = 10,5 L

MARUL (1 KG) = 130 L

ŞEKER KAMIŞI (1 KG) = 1500 L

ELMA/ARMUT (1) = 70 L

PEYNİR (1 PORSİYON) = 250 L

PORTAKAL (1) = 50 L

DOMATES (1) = 13 L

PEYNİR (1 KG) = 5000 L

ELMA SUYU (1 BARDAK) = 190 L

PİRİNÇ (100 G) = 140 L

YUMURTA (1) = 135 L

TAVUK ETİ (150 G) = 615 L

MUZ (1) = 70 L

ZEYTİN (100 G) = 250 L



Su ve Gıda Güvenliği
22 Mart 2012

Günde 2 ila 4 litre su içmeye ihtiyacımız var.
Ancak bir kişinin günlük gıdasını üretmek için 2000 ila 5000 litre su gerekli.



Dünya gıda ihtiyacımız nedeniyle susamış durumda.
Bugün gezegenimizde beslenmesi gereken 7 milyar insan var
ve 2050 yılına kadar bunun 9 milyara ulaşması bekleniyor.

Herkesi besleyebilmek için öncelikle yeterli kalitede ve
miktarda suyu güvenceye almamız gerekli.

Aynı zamanda daha az suyla daha çok gıda üretmemiz, gıda
israfını ve kayıpları azaltmamız ve daha sürdürülebilir
diyetlere yönelmemiz gerekecek.

Dünya Su Günü suyun önemine ve tatlı su kaynaklarının sürdürülebilir yönetiminin
savunulmasına dikkat çekmek için her yıl 22 Mart'ta kutlanıyor.

Su ile ilgili uluslararası bir günün kutlanması 1992 yılında yapılan Birleşmiş Milletler
Çevre ve Kalkınma Konferansında tavsiye edilmişti. Buna karşılık Birleşmiş Milletler
Genel Kurulu 22 Mart 1993'ü ilk Dünya Su Günü olarak atamıştır.

www.unwater.org/worldwaterday'den tercüme edilmiştir.

According to National Climate Change Strategy Document, on energy between 2010 and 2020;

In short term all domestic resources, primarily hydro and wind, will be utilized at maximum levels, using cleaner production technologies and best available techniques, in line with energy security and climate change goals and within the framework of internal and external financing opportunities.

In the long term the share of renewable energy in total electricity generation shall be increased up to 30% by 2023.

According to 2010 data from Ministry of Energy and Natural Resources, in Turkey %10,7 of primary energy is supplied from renewable resources (including hydro) (EÜAŞ, Electricity Generation Sector Report, 2011). Today, criteria that stand out like efficiency, cost and environmental awareness are affecting the conditions of competition and we are aware that success will be of those who give importance to these criteria. Since the beginning of 2011, we started to use renewable energy. Our supplier provides all of the electrical energy from wind power plants in İzmir-Bergama and Hatay-Samandağ.

(<http://www.fibaholding.com.tr/tr/sirketler.php?gid=6&sid=68>)



Energy efficiency activities:

- The use of high efficiency lighting fixtures and bulbs.
- The use thermal insulation jacket on injection machines.
- Analyzing the down times of injection machines, improvements of energy efficiency according to the analysis results.
- The use of air pistons which consume less compressed air in pneumatic processes. Maintenance and repairs performed to prevent leakage and losses.
- Increase in efficiency with planned and periodic maintenance activities.
- As a result of room temperature controls, closing the unnecessary radiators.
- Bringing radiators closer to employees in large areas, to provide comfort and savings.
- Reduction of lighting with fixtures in areas that benefit from the daylight.
- Use of the lighting system with motion sensor in areas that are not occupied all the time.

Other environmental activities:

Waste management is carried out in accordance with the legislation.

- Hazardous wastes are collected separately according to their codes and are disposed of through a licensed company.

2011	2012
343 kg	324 kg

- Waste batteries are collected separately and waste batteries employees bring from their homes are also accepted. In 2011 24 kg batteries have been sent to Portable Battery Manufacturers and Exporters Association.
- Packaging wastes are sent to recycling within the scope of the system of Pendik Municipality.

Gatings from injection machines are grinded to be reused in production process. These materials are used without disturbing the product properties and in acceptable proportions as specified by the raw material manufacturers.

Safety Data Sheets of all chemicals in use are examined and the necessary information about chemicals are given to employees. Any new chemical which will be supplied, is started to be used after it is approved in terms of environmental and occupational safety. Chemicals are kept in containers which carry a label including the name and the hazard sign.

As a result of the examination by the authorities, it has been determined that our facility is not subject to "Emission Permit" requirement.

We do not have an industrial wastewater discharge.

Municipal (tap) water is purified by reverse osmosis system for obtaining drinking water.

Compliance with Legal Requirements

RoHS

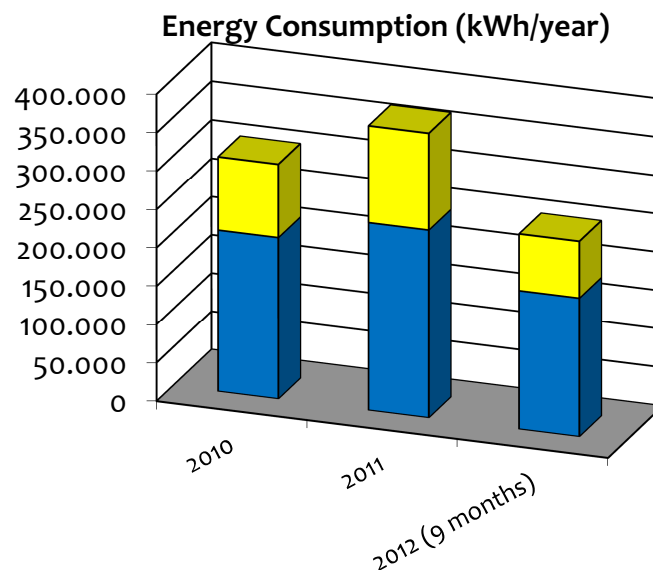
In 2000, in line with customer demand, our activities about restriction of using lead, cadmium, mercury and bromine-containing flame retardants has begun. In 2004, informing all suppliers about this subject has been completed. With the tests carried out, the use of raw materials that do not contain these substances has been achieved. Thus, the production is compatible with RoHS (Restriction of Hazardous Substances) Directive. As a result of harmonization efforts in Turkey, Regulation on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment has been published in the Official Gazette on 30.05.2008 and entered into force on 30.05.2009.

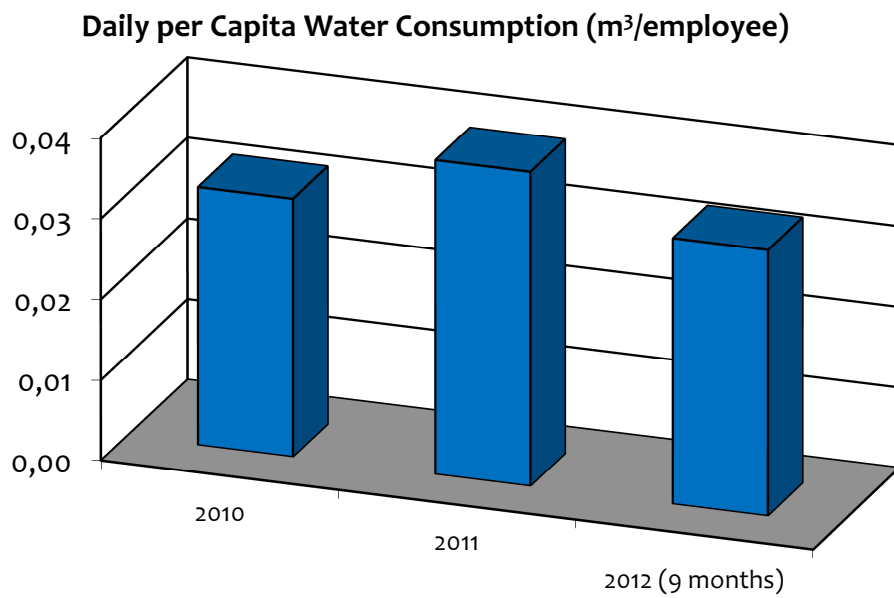
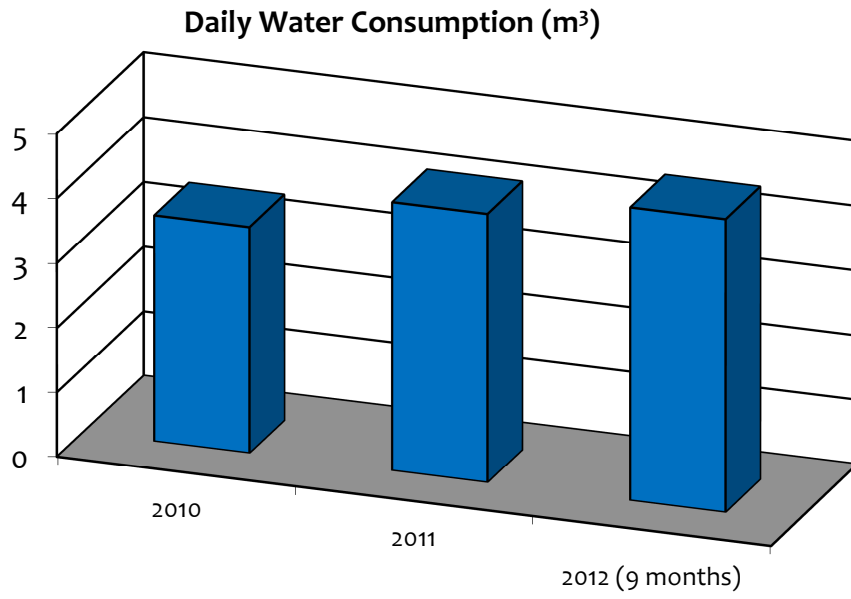
Regulation on Control of Waste Electrical and Electronic Equipment has been issued in Official Gazette on 22.05.2012. Article on some responsibilities of EEE producers related to authorized organization and Coordination Center will come into force in May 2013. The regulation has been prepared in parallel to EU RoHS and WEE directives.

Substances of very high concern are the substances that are candidates to REACH regulation's "Authorization List". These substances are cancer-causing (carcinogenic), mutagenic, toxic to reproduction, persistent organic pollutant and bioaccumulative substances. This category also includes chemicals that have equivalent risk like "endocrine system disruptors". There are already **84** substances in the list of SvHC.

Our products do not contain these substances. We are able to follow this by the declarations of conformity we receive from our suppliers.

Environment Indicators





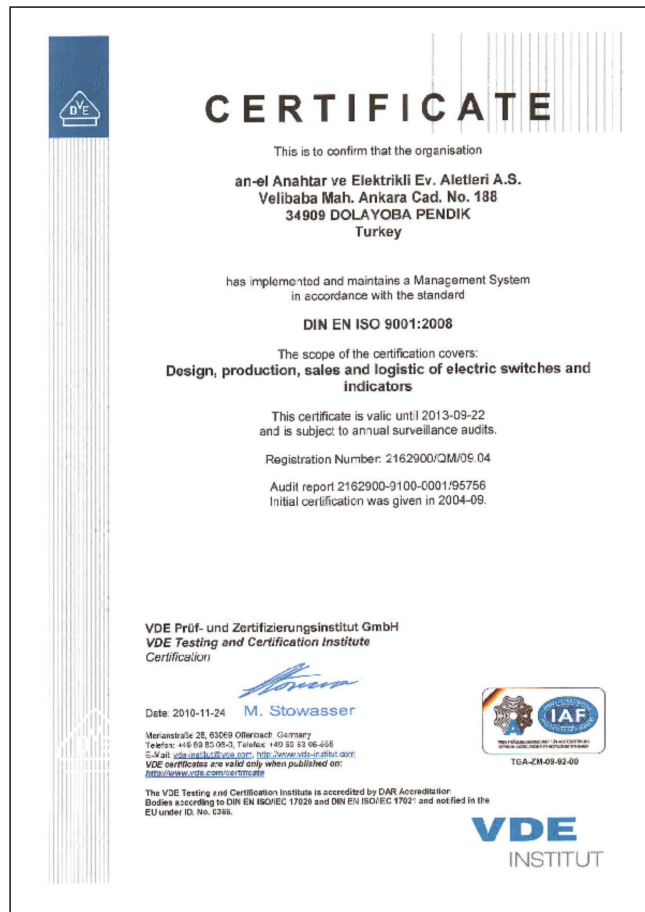
Quality Management

ISO 9001:2008 Quality management system standard has been implemented as reference. It is provided that all departments and employees at all levels participate to the policy and practices.

Our commitment for the efficiency of the quality system, decrease in customer complaints, increase in product reliability, technological development and productivity will continue; quality targets will be determined and will be recorded.

Important topics of our quality policy;

- Certification of design work by patents
- Increasing the customer satisfaction and reducing the customer complaints
- Compliance to relevant laws, regulations, legislation and standards
- Reducing the non conforming products / semi products and waste
- Increasing the market share
- Reducing the circulation of human resources and increase the staff training
- Continue to expand the product range



Our Quality Policy and targets will be continuously reviewed for providing communication within the company, being understood and being in line with the corporate goals. Our quality system will be developed continuously; its effectiveness will be continuously improved and reviewed. Thus it will be kept constantly dynamic with the participation of all employees.

We respect our brand and the values we produce. We respect the Industrial Property Rights and we fulfill our right for the production, use, sell or export with the patents we have.

Name of the Certificate	Certificate Received From	Date	Validity (Year)	Number
ISO 9001:2008 QMS CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	22.09.2012	1	2162900/Q M/09.04
SIGNAL LAMP WITH TERMINAL PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	117154
SIGNAL LAMP WITH CABLE PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	106645
ROTARY SWITCH PRODUCT CERTIFI.	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40024413
ROCKER SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40000515
RK07 PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40000006
MOMENTRY SWITCH PRODUCT CERTIFI.	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40024438
RK10 SWITCH PRODUCT CERTIFI.	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40013518
RK14 SWITCH PRODUCT CERTIFI.	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40012900
RK20 SWITCH PRODUCT CERTIFI.	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40031689
RK21 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40031716
RK26 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40033199
SLIDE SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40000501
SANE TYPE ROCKER SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	40024533
WIRE CONNECTOR (CE2) PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	28.01.2012	1	143335
A20 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	15.02.2012	1	40034394
B20 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSIINSTITUT	08.02.2012	1	40034350
B40 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	1	2151398.01
I10 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	1	2151398.03
I20 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	1	2151398.02

Employees

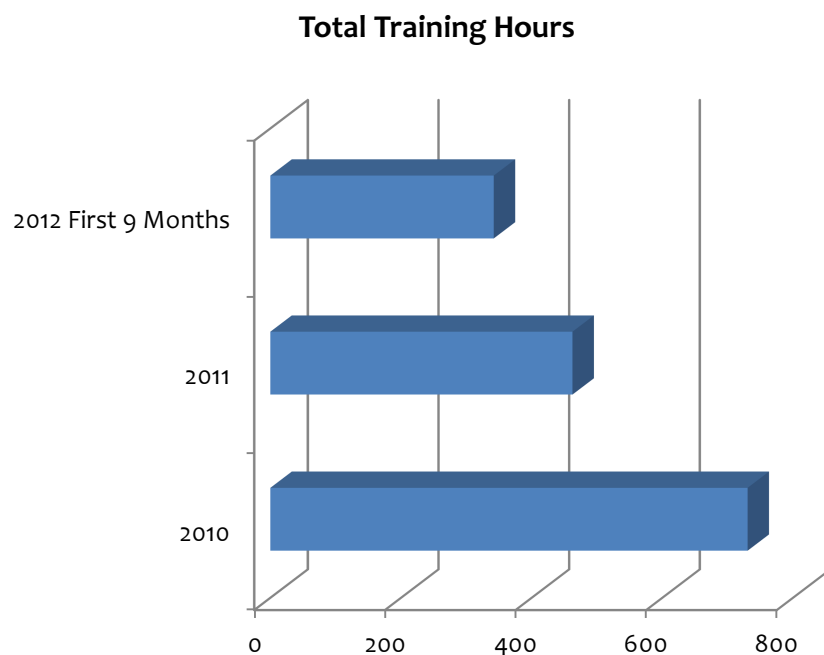
Human Resources Management

Our approach to the recruitment process

Applications are evaluated in terms of education, experience, knowledge and skills by considering first the ethical principles during the recruitment and assignment process. Each candidate is provided an equal opportunity. Information is given about our company's culture, structure and activities. Being our obligation, the number of employees with disabilities is always taken into consideration. Occupational safety and ability of the employees is considered in order to employ more. Applicants to the fixed-term employment are being informed. Besides the expectations from the candidates, we inform them about improvement opportunities to be provided and about changes in the horizontal or vertical position. Our cooperation with educational institutions which train skilled technicians, by providing internship opportunities, is contributing to the vocational education and work discipline of students and teachers.

Performance Evaluation

The attendance, relationships with other employees, development status, presentation of creative ideas and suggestions, awareness on duties and responsibilities, adaptation to the general discipline rules and occupational health and safety rules by employees are being monitored by the top management and co-workers by survey and appraisal interviews. Successful staff are being honored and if necessary rewarded.



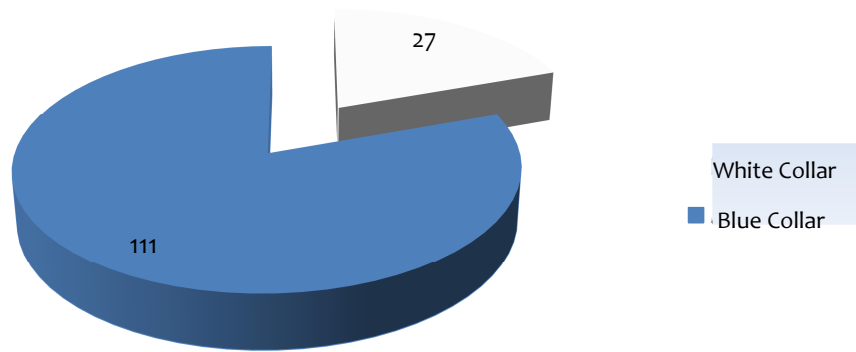
Training Topics and Durations in Year 2011

Training Topic	Hours	Participant	Total Hours
SOLID EDGE	45,00	3	135,00
BRAND CREATION AND PROMOTION	18,00	1	18,00
ENTRY OF PRODUCTION AND WASTE	1,00	9	9,00
SUPPLIER ASSESSMENT	3,00	3	9,00
PROCESS CONTROLS	3,00	4	12,00
GENERAL HEALTH AND SAFETY RULES	1,00	13	13,00
HEALTH AND SAFETY LABELS AND SIGNS	1,00	27	27,00
ACCIDENTS AND OCCUPATIONAL ILLNESSES	1,25	30	37,50
EYE WASH USAGE	0,50	8	4,00
OHSAS 18001	9,00	1	9,00
FIRST AID	18,00	3	54,00
ISO 9001:2008 QMS TRANSITION TRAINING	8,00	3	24,00
ISO 14001 INTERNAL AUDIT TRAINING	18,00	2	36,00
GENERAL SAFETY RULES	1,00	23	23,00
ENDING INVENTORY ANALYSIS	1,00	3	3,00
MOLD FOLLOW UP	1,00	5	5,00
OHSAS 18001-INTERNAL AUDIT	18,00	1	18,00
PERSONAL PROTECTIVE EQUIPMENT	1,00	26	26,00
TOTAL		165	462,50

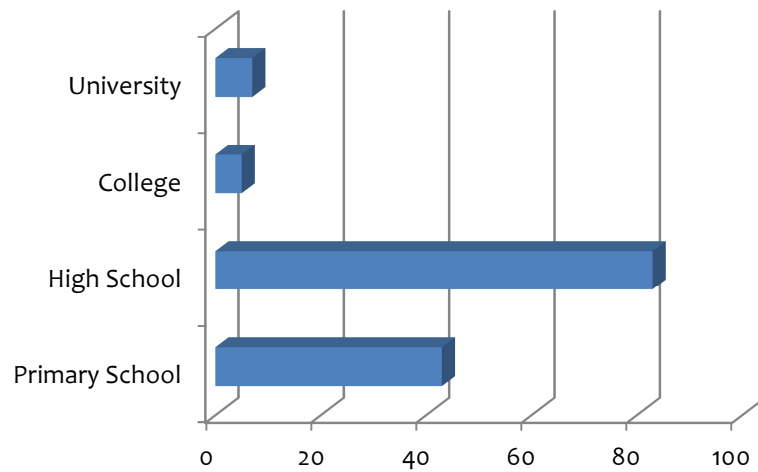
Training Topics and Durations in Year 2012 (First 9 Months)

Training Topic	Hours	Participant	Total Hours
H&S LEGISLATION, RIGHTS AND DUTIES	1,00	25	25,00
FIRE, FIRE PROTECTION & FIRST AID	1,00	23	23,00
GENERAL SAFETY RULES	1,00	36	36,00
HEALTH AND SAFETY LABELS AND SIGNS	1,00	42	42,00
PERSONAL PROTECTIVE EQUIPMENT	1,00	37	37,00
ROTARY SWITCH PRODUCTION	1,00	15	15,00
I10-I20 PRODUCTION LINE	1,00	3	3,00
B20 SWITCH PRODUCTION	1,00	8	8,00
ROTARY SWITCH PRODUCTION	1,00	4	4,00
B20 SWITCH PRODUCTION	1,00	7	7,00
GENERAL HEALTH AND SAFETY RULES	1,00	33	33,00
ACCIDENTS AND OCCUPATIONAL ILLNESSES	1,00	33	33,00
ERGONOMICS AND THERMAL COMFORT	1,00	49	49,00
ROTARY SWITCH PRODUCTION DEFECTS	1,00	9	9,00
5S METHOD	9,00	1	9,00
HAZARDOUS CHEMICALS	0,75	12	9,00
TOTAL		337	342,00

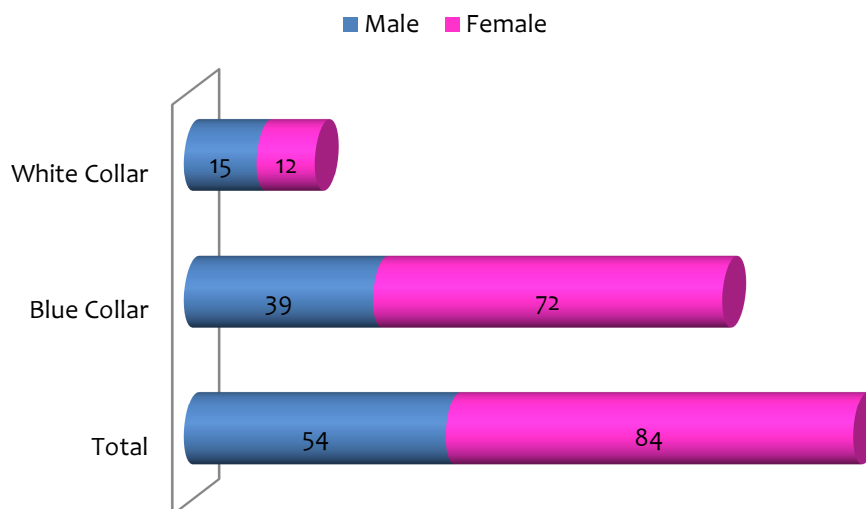
Distribution of Employees (2011)



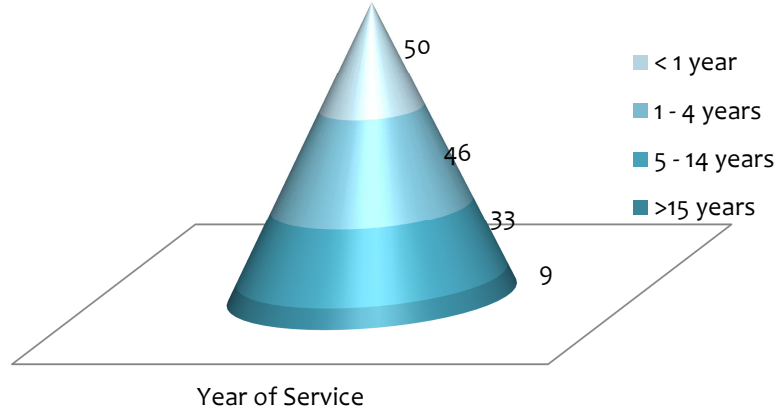
Distribution of Employees by Education Level



Distribution of Employees by Gender



Distribution of Employees by Years of Service



Activities completed on Health and Safety:

We conduct an activity that is in compliance with laws and legislation related to Health and Safety in our organization. Health and Safety Committee has been established and risk assessments have been completed. Health of our employees and business continuity has been secured by meeting the health and safety requirements in our facility and work equipment. Supply and usage of personal protective equipment are audited. Periodical checks of equipment are done by authorized and accredited organizations. Conditions that contribute to efficiency, such as thermal comfort and ergonomics, are continuously observed. Periodical health checks of all our employees are tracked by a contracted institution. Employees receive necessary Health and Safety training.

In 2010 health and safety trainings constituted 52% of total training hours, this ratio has reached 54% in 2011 and 87% in first 9 months of 2012.



Health and safety activities:

- Trainings of Health and Safety Committee members that are required by the relevant regulation have been completed
- Seating has been provided in changing rooms
- Personal Protective Equipment Risk Assessments regarding all jobs have been completed
- Incident records have been analyzed according to body part, personnel, department, machine, days of the week and hours of the day

Health and Safety Indicators

	2010 (March – December)	2011	2012 (January – September)
Training Hours (Health and Safety)	380,6 hours	247,5 hours	296 hours
Accident Frequency Rate	0	0	10,6
Accident Severity Rate	0	0	0,004
Lost Days due to Injuries	0	0	1
Number of First Aids	41	40	53

(Accident Frequency Rate = Total Number of Accidents / Total Hours Worked x 1000000)

Accident Frequency Rate = Number of Days Lost due to Injuries / Total Hours Worked x 1000

<http://osha.europa.eu/fop/turkey/tr>)

10 Principles of UN Global Compact

The UN Global Compact's ten principles are derived from:

- The Universal Declaration of Human Rights
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption



The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;


Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Contact Information

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This report has been prepared with support of UZD Çevre ve İş Güvenliği Danışmanlık Ltd. Şti. and participation of all our units. UZD Çevre ve İş Güvenliği Danışmanlık Ltd. Şti. is an organizational stakeholder of GRI. www.uzd.com.tr



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