



COMMUNICATION ON PROGRESS (COP) 2014



Anahtar ve Elektrikli Ev Aletleri Sanayi A. Ş.
Velibaba Mah. Ankara Cad. No: 188 Dolayoba Pendik 34896 İstanbul Türkiye
Telefon: +90 216 307 74 01 pbx Faks : +90 216 307 74 04
info@an-el.com.tr <http://www.an-el.com.tr>



Content

About the Report	1
Message from General Manager	2
An-El Code of Conduct	4
Company Profile	7
Targets	16
Dialog with Stakeholders	17
Financial Performance	19
Employees	20
Management Systems	25
10 Principles of UN Global Compact	33
GRI Indicators Table	34
2015 Calender	35
Contact Information	36



About the Report

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

Our goal is to present a basic level compatible report which is in accordance with Sustainability Reporting Principles of Global Reporting Initiative (GRI) to provide an appropriate measure of activity. In the report we published this year, reference has been given to the G4 indicators for the first time. In our report, we are presenting data from the period between 01.10.2013 and 31.12.2014 in comparison with the previous periods.

The annual Communication on Progress Report published by AN-EL Anahtar ve Elektrikli Ev Aletleri Sanayi A. Ş. is available on company's website, as well as on the United Nations Global Compact's page. Our previous report was published on 18.12.2013.

<https://www.unglobalcompact.org/participants/search>



Message from General Manager

Dear Stakeholders,

We are pleased to share with you the fourth of our Communication on Progress. Since the establishment, for 42 years, we are aware of that our sense of quality has shed light on our sense of product and service and it contributes to our improvement. We offer our gratitude to all our employees and business partners for the main assesment to this direction.

We constantly review our strategic targets in order to keep the sustainability in a useful way to this valuable know how for firstly on behalf of our country and then to our stakeholders all around the world. Our primary goal is to perform activities that improve the individual welfare in business and social areas, minimise the consumption of environmental resources, are innovative in our core business and fulfil the expectations.

Our target is to measure and improve the comfort of business life, occupational safety and environmental impact of our activities with maintaining our organizational structure in a dynamic way with taking into account all applicable national and international laws, regulations and code of ethics. Our expectation is to be supported by all our stakeholders.

In 2014, although the changing of Euro and Dolar rates, wars in our region and the conjuncture in our country has affected our regional sales in a negative way, particularly activities in the Middle East and North Africa, we have reached our sales amount target for 2014.

While women employment in Turkey is 29.5%, the proportion of female employees in AN-EL is 61%. 60% of our employees have more than 5 years of service and in particular 20% of them have more than 15 years of service. "High risk chemicals" based on the effect on the health has not been used in our facility as in the past. Our energy consumption decreased by 22% compared to the previous period and water consumption is reduced by 21%. Our production efficiency is increasing with the use of higher rate of automation.

With the responsibility of being global citizens, we take into account the following in our activities;

- Efficient use of energy,
- A safe working environment for the employees,
- Good Environmental Management,
- Using of advanced technology,
- Supporting of innovative approaches
- Sustainability in Training



We observe that this approach provides an acquisition to us and our stakeholders and also it affects our customers positively. In order to reach our targets, we are waiting your support and your feedback about your participation. Thank you for what you did and what you will do for our Planet.

İnanç Erdoğan
General Manager



An-El Code of Conduct

An-El, as a responsible employer and a good corporation strives to produce products performing the functions of electrical devices and to develop them without endangering human lives. All activities are in accordance with relevant directives for human rights, occupational health and safety as well as the directives on the environment should be carried out with the main idea of sustainability.

Ensuring the compliance with the Code of Business Ethics is the responsibility of all employees and management. In case of incompatibility, the employees are encouraged to report it to the responsible persons and it is expected from them to do so too. In addition, it should be assured that there would be no retaliation or other negative consequences.

This Code of Business Ethics at all fields of activity is particularly the mandatory rules for our employees, suppliers and other stakeholders.

Laws and regulations

An-El and its suppliers will act in full conformity with laws and regulations related to the activity and employment. Suppliers will also agree to comply with these rules.

Child labor

Child labor is not tolerated in any form. Young labor (age 16) can be employed appropriate works (summer work – internship etc.). For authorized minors, management is responsible for providing working conditions, hours of work and wage appropriate for his or her age and in compliance with applicable local law as a minimum.

Forced labor

Forced or involuntary labor is not tolerated in any form. This includes prison, indentured and bonded labor, and other forms of working against one's own will or choice. Employee is obligated to perform works written in their employment contract.

Health & safety

All employees shall be provided with a safe and healthy working environment. The employer should take appropriate action to prevent workplace accidents or illnesses. Employee is obligated to protect their health and care about work continuity.

Non-discrimination

An-El recognizes and respects cultural differences. Nevertheless, all employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

**Harassment and abuse**

No employee shall be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

Working hours

An-El regulates working hours for all employees with a time of 8 hours per day and 1 hour resting time per day. Total working time of more than 45 hours per week (excluding 270 hours overtime per year) will not be requested. Except in extraordinary business circumstances, all workers shall be entitled to at least one day off in every seven-day period.

Compensation

Wages, including overtime and benefits, shall be equal to or exceed the level required by applicable law.

Environmental compliance

Environmental issues are very important and privileged for An-El employee. A holistic approach is applied with the objective to minimize the environmental impact from production, product use and disposal. The unit shall take appropriate actions to address all relevant environmental impacts, including emissions, waste and resource consumption. A management system shall be in place, aimed to continuously improve the units' environmental standards and performance.

Responsibilities to the suppliers and stakeholders

As expected from a good customer, we act respectfully, fairly and ensure the necessary care to fulfill obligations on time. We carefully protect confidential information about people, our business partners and organizations that we do business with.

Giving or taking gifts

Employees do not accept any gifts or benefits which affect their neutrality, decisions or behavior; do not attempt to offer gifts and benefits to the third person or institution which can cause such effects. The top management defines which kind of gifts and promotions can be given to third persons. Advertisement and promotional gifts should not be for personal use.

Confidentiality

It is a common responsibility of our companies and employees to share and in this process to keep all information confidential which can create a competitive disadvantage, trade secrets, financial and other information which are not yet disclosed to the public, the use of staff privacy information and information within this framework signed "confidentiality agreements" with third parties. We share this information only with relevant persons within the authorizations.

Monitoring and compliance

Management is responsible to inform employees about these rules, rights, duties and responsibilities and responsible to implement them. Management and suppliers are responsible for ensuring adequate documentation to demonstrate compliance with these



rules. Those who violate the Code of Ethics or the Company's policies and procedures need to be subject to discipline, including termination of employment.

Disciplinary sanctions will be applied also to the persons who confirm, direct the inappropriate behaviors and actions cause violation of the rules or who are aware of the situation without doing the necessary notification accordingly.

THE EMPLOYEE HANDBOOK

In 2014, the “An-El Employee Handbook” has been prepared in order to give the necessary information about our workplace, general operation rules, occupational health, safety and environmental subjects. It is given to all employees as a resource to refer when necessary.

The handbook has been prepared in the form of a booklet so that our employees can look up immediately when it is needed. The booklet includes AN-EL Code of Conduct and Staff Regulation.





Company Profile

ABOUT US

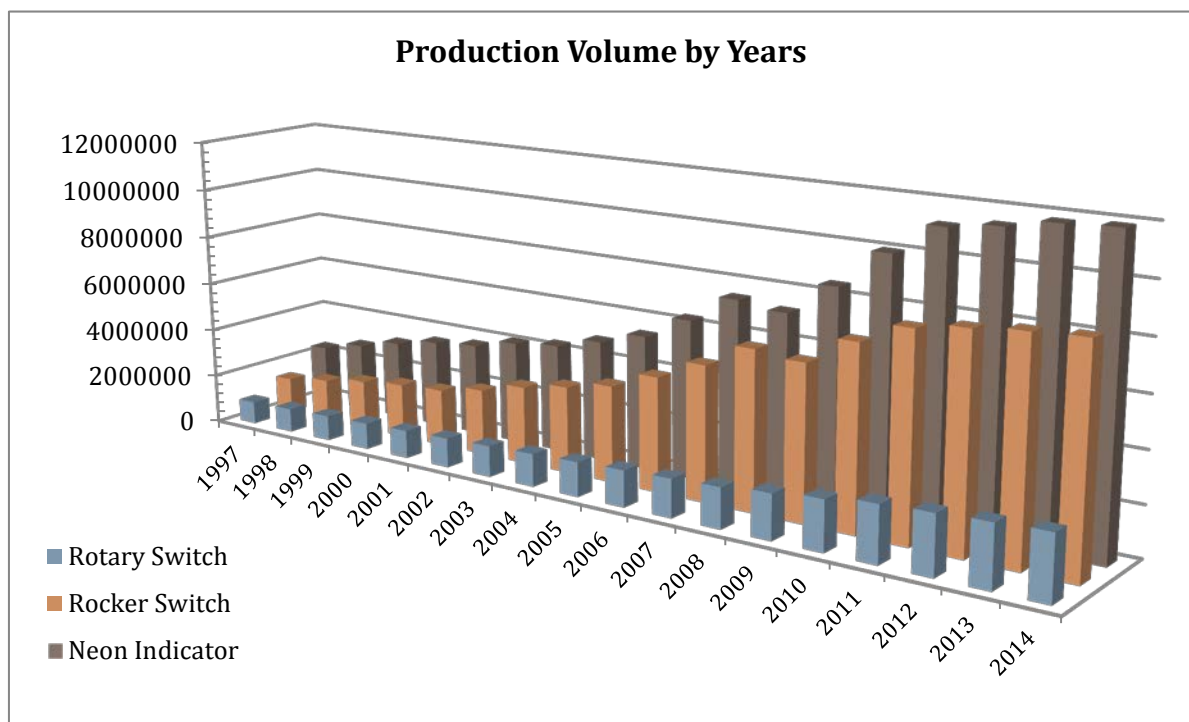
AN-EL Co. was established in 1972 in order to meet house appliance producer's demands for electrical components. AN-EL is producing Rotary Switches, Rocker Switches, Slide Switches and Neon Indicators. Furthermore demands for small plastic and metal parts can be fulfilled by the production technique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

Our products are being presented to meet our customer's expectations at the highest level of quality and service under the brand of "AN-EL".

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.

More than 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.





MAIN CUSTOMERS

Electrolux

VESTEL

arçelik

B/S/H/ **LIEBHERR** **Dometic**

THOMAS

smeeco

Indesit

gorenje **ESCO** **coltherin**

MORA
WORLD OF KITCHEN APPLIANCES

ELDOM INVEST

baymak

belling

STOVES

Glen Dimplex

BIÇAKCILAR
TIBBİ CİHAZLAR SANAYİ VE TİCARET A.Ş.

UGUR

Metalfrio

FRIGOGLASS

KLİMASAN
KLİMA SAN. VE TİC. A.Ş.

İhlas
Ev Aletleri

Cetintas
Bevaz Eşya, İnşaat

SILVERLINE
ANKASTRE

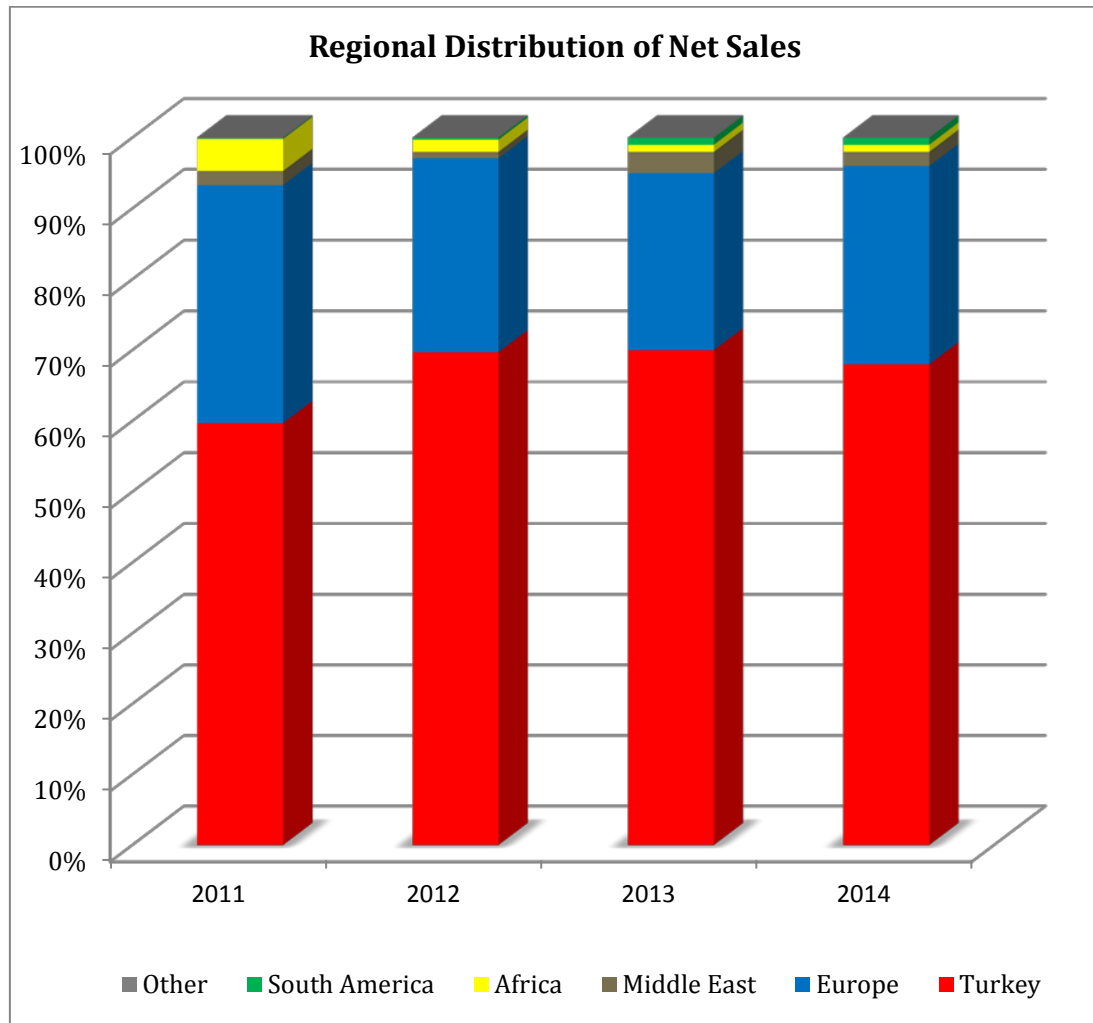
öztiryakiler

İNOKSAN

TESY
the comfort generation

CANDY-HOOVER GROUP

TERMİKEL CEMSAN



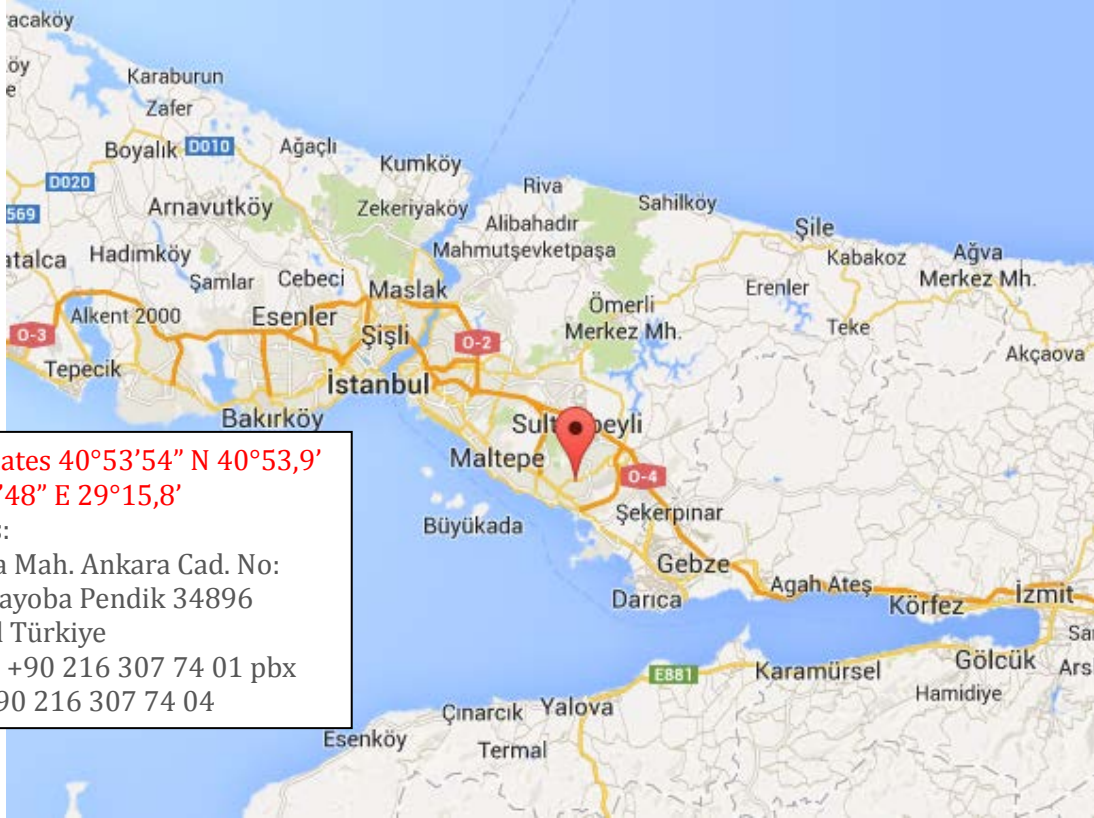
Our products are VDE, KEMA, ENEC, CSA certified and our system is certified to EN-ISO 9001:2008. Our environmental activities are in accordance with EN ISO 14001, occupational health and safety activities are in accordance with OHSAS 18001 standards and these are certificated by DEKRA. Also we are a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

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 150 employees.



LOCATION OF OUR PLANT

Our Plant is located in Pendik – İstanbul. It is 70 km away from Atatürk Airport and also 3 km away from Sabiha Gökçen Airport.



HISTORY

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.

2013

We have made an effort to meet customer demand with increasing our product quality and product capacity. Also we have accelerated investments in product automation. We have continued to take place in research and design studies of the customer oriented projects. Our company became the member of the TURKHAS TEAM created in scope of "URGE" project which is supported by Ministry of Economy. Our Environmental, Health and Safety activities are certificated by DEKRA with EN-ISO 14001 and OHSAS 18001 certificates.

2014

Many new product studies have been done in accordance with the customer requests. Our new products in Rotary Switch, Rocker Switch and Signal Lamp are shown in our website. With the participation of new members, our export department became more effective and dynamic for supporting the foreign relations. Working areas are arranged and our offices are renewed. We maintained our studies regarding quality and productivity with ongoing production automation projects.



SUPPLY CHAIN

In An-El suppliers are chosen and guided so that An-El can meet the expectations of customers, with the awareness of customers being part of the supply chain.

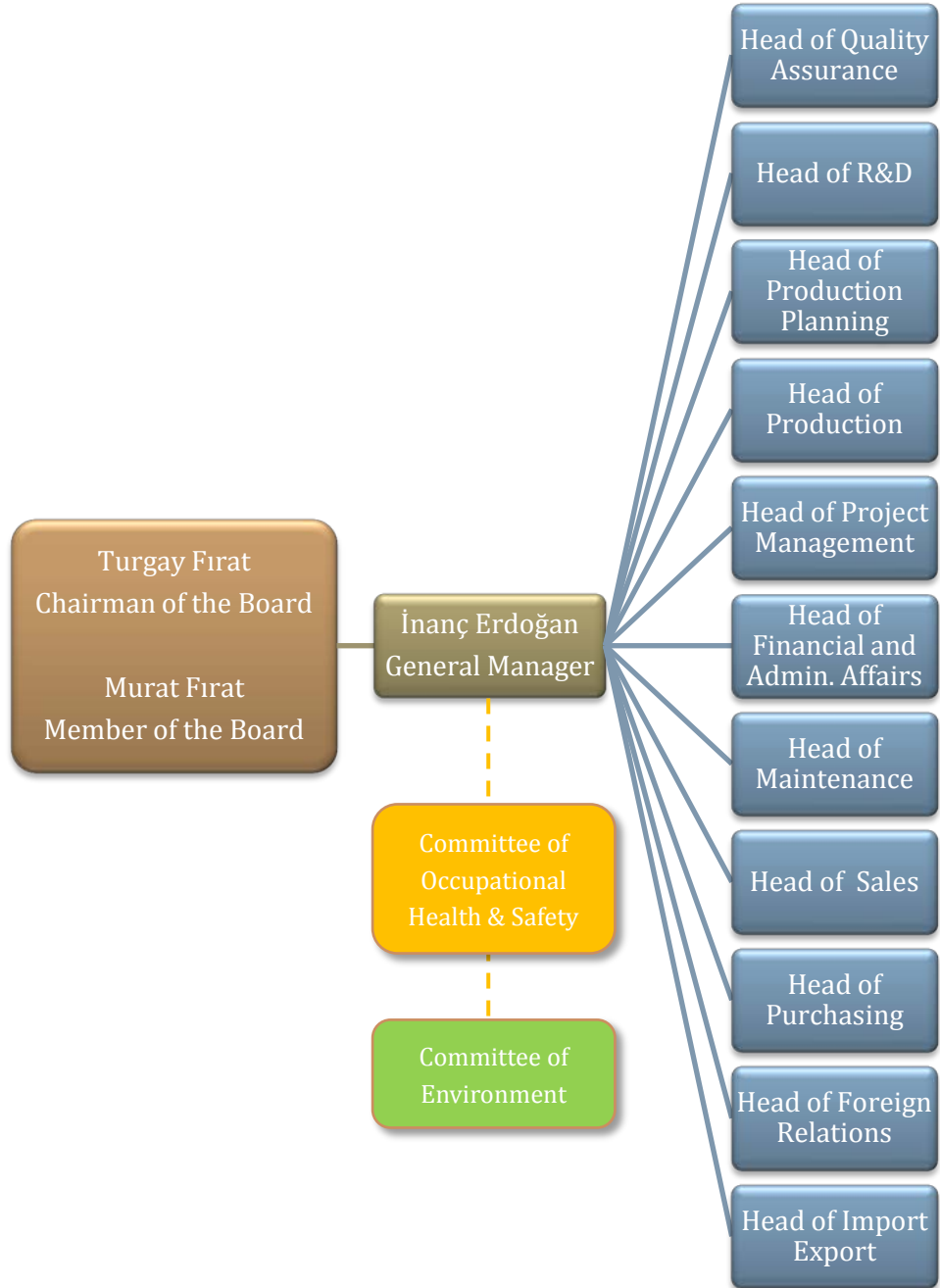


An-El prefers to supply Labor/Service and Material/Raw Material from the local suppliers. In addition, we also supply qualified product and service from the abroad because of the necessities arising from quality and availability.

SUPPLY TYPE	LOCATION / REGION OF THE SUPPLIER	SECTOR OF THE SUPPLIER
Labor / Service	Turkey, Germany, Switzerland, China	Security, Catering, Maintenance, Machine, IT, Certification
Material / Raw Material	Turkey, Germany, Japan, Malaysia, China	Precious Metal, Metal, Plastic, Electronics, Stationery

Our priority is that all of our local and foreign suppliers must have a high quality consideration and the value that they give to human and environment be certificated. We are ready to collaborate in this field with our suppliers.

ORGANIZATION CHART





Targets

We are proud to realize the targets for 2014. While determining the new targets for the new working period, we are actually revealing the key to continuous growth and a sustainable operation. Our efforts to become a brand that is innovative, cares for the environment and human life, offers economic and reliable products, will lead us to the targets below;

- To complete 5 new projects of Global Brands for Rotary Switch, Rocker Switch and Signal Lamp products and to take a part in the product and mold design step for these projects.
- To measure and increase the level of quality indicators and customer satisfaction.
- To participate in at least one project which cares for the environment and human life. Raising awareness, guiding and informing our employees about this issue.
- While women employment rate is 29,5% in Turkey, women employment rate in An-El is 61% including all white and blue collar employees. Our goal is to increase women employment rate as white collar up to 55%.
- To decrease hazardous wastes.
- To decrease energy consumption.
- To decrease per capita water consumption.
- To increase total training hours.
- To decrease the days away from work by increasing personal health awareness.
- To show that we care about our stakeholders' needs by sharing our code of conduct with them.
- To emphasize the importance of the sustainability concept for our stakeholders and especially for our employees.

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.

In order to follow developments we have participated in "Sustainability as a Competitive Advantage Seminar" and UNGC General Assembly.

We are following the activities of Global Compact Turkey.

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.

Neighbors 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

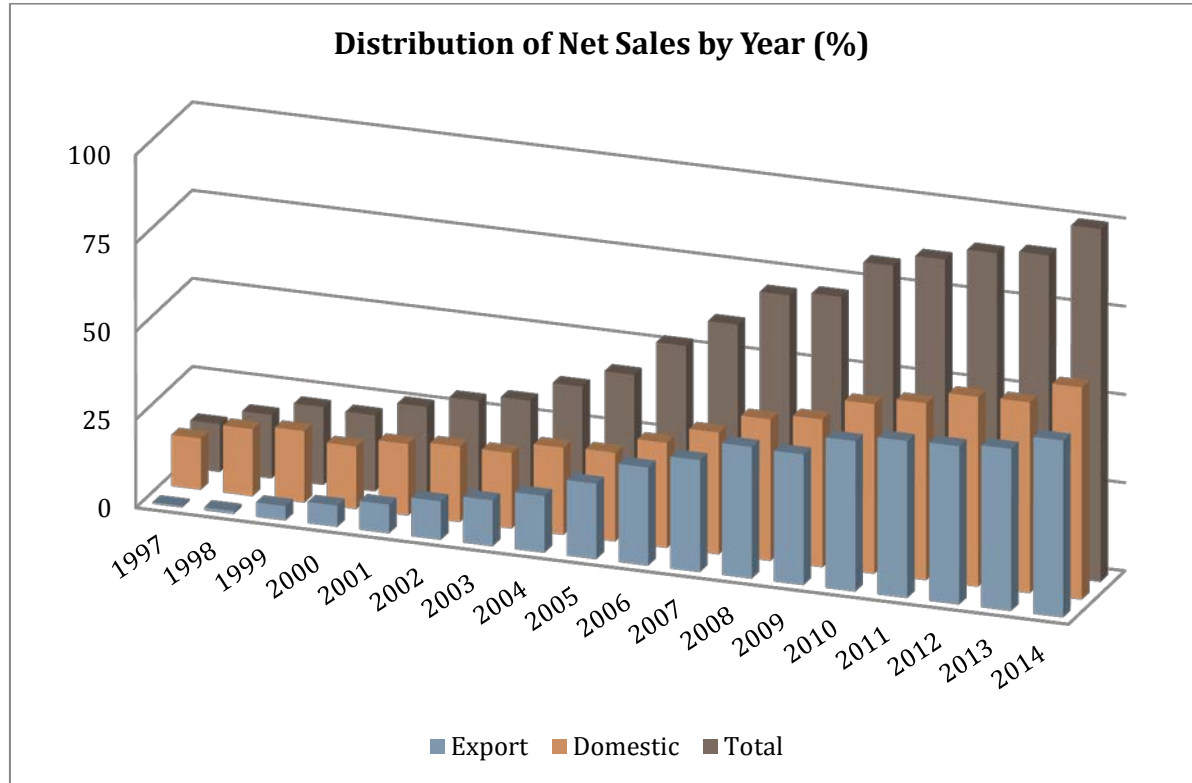
Memberships in Associations / Foundations

- White Good Suppliers Association (BEYSAD)
- Ermenek and Surroundings - Culture and Social Solidarity Foundation (ERÇEV)
- TURKHAS TEAM created in scope of URGE project which is supported by Ministry of Economy.

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.

Employees

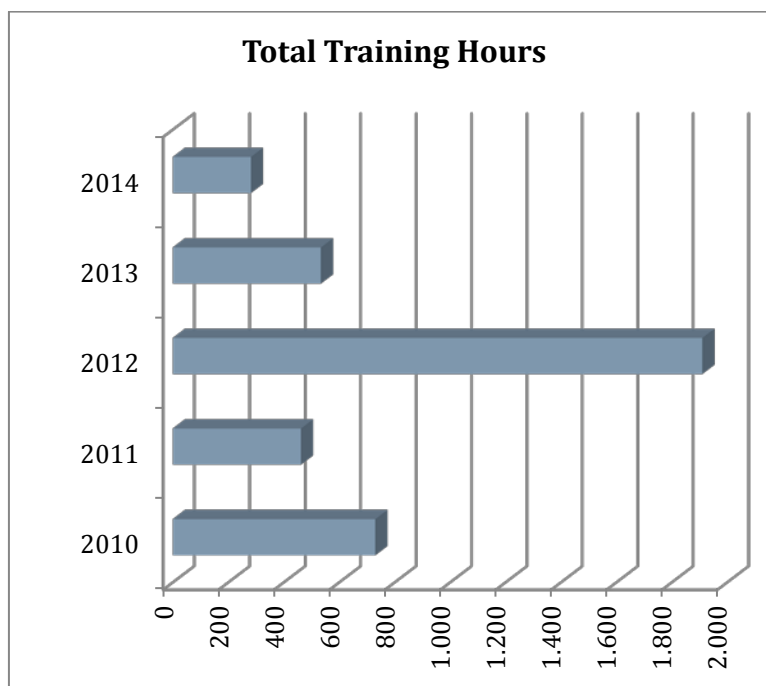
HUMAN RESOURCES MANAGEMENT

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.



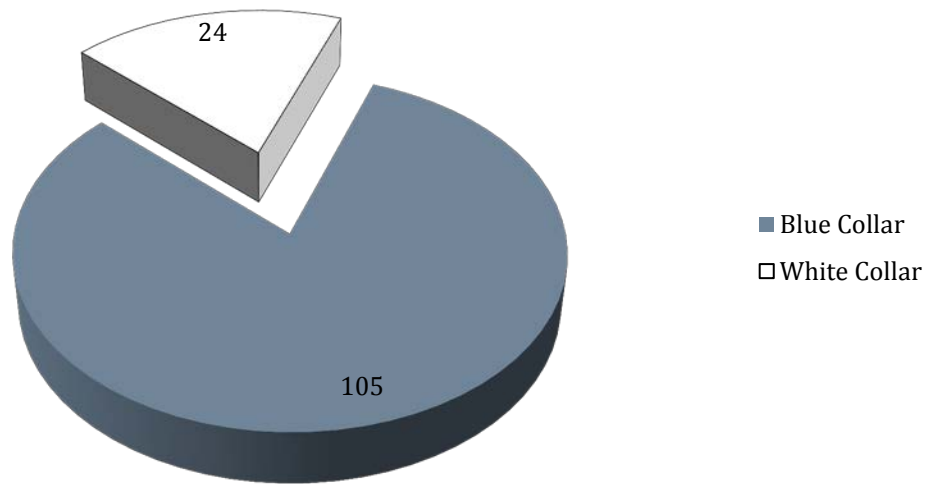
Training Topics and Durations in Year 2013

Training Topic	Hours	Participant	Total Hours
R&D INNOVATION AND INDUSTRIAL APPLICATION	2,0	1	2,0
BUSINESS IN USA	18,0	1	18,0
STRATEGIC MARKETING AND SALES FOR FOREIGN TRADE	18,0	1	18,0
HEALTH AND SAFETY LABELS AND SIGNS	0,5	34	17,0
WORK ACCIDENTS AND OCCUPATIONAL ILLNESSES	0,5	34	17,0
PERSONAL PROTECTIVE EQUIPMENT	0,5	35	17,5
GENERAL SAFETY RULES	0,5	34	17,0
OHS LAWS, RIGHTS AND RESPONSIBILITIES	0,5	25	12,5
FIRE, FIRE PROTECTION AND FIRST AID	0,5	71	35,5
RISK ANALYSIS TRAINING	7,0	26	182,0
ISO 14001 MANAGEMENT SYSTEM	14,0	1	14,0
ISO 14001 MANAGEMENT SYSTEM	2,0	36	72,0
ISO 18001 MANAGEMENT SYSTEM	2,0	36	72,0
ISO9001 AND ISO14001 INTERNAL AUDIT TRAINING	18,0	1	18,0
B20 SWITCH PRODUCTION	1,0	17	17,0
BREAKDOWN REPORTING	0,5	10	5,0
		353	534,5

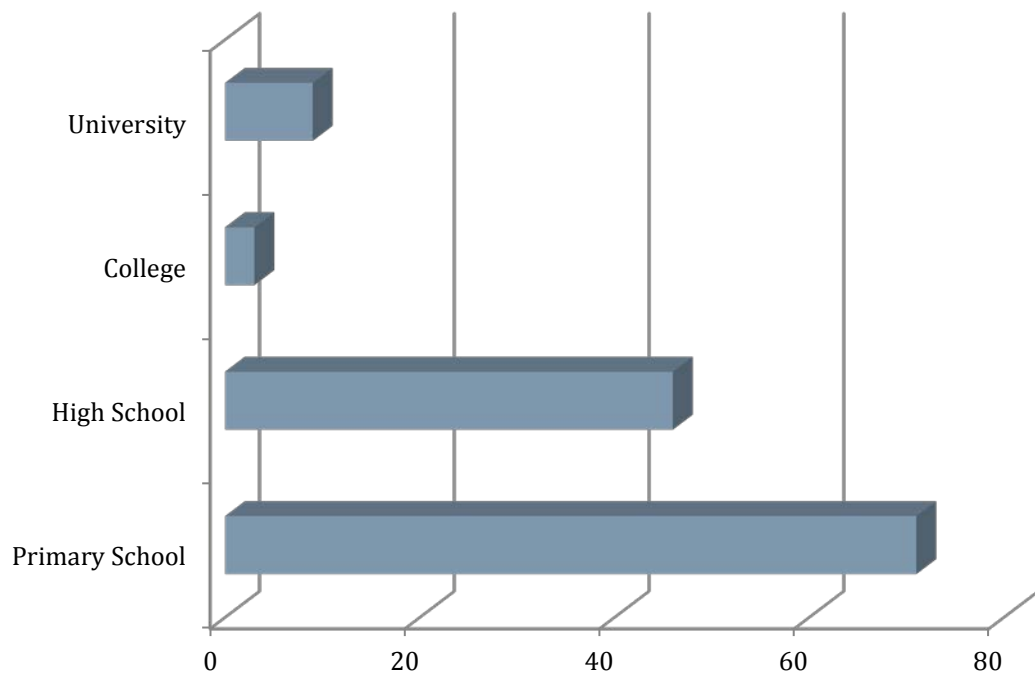
Training Topics and Durations in Year 2014

Training Topic	Hours	Participant	Total Hours
GENERAL SAFETY RULES	0,5	41	20,5
WORK ACCIDENTS AND OCCUPATIONAL ILLNESSES	0,5	43	21,5
HEALTH AND SAFETY LABELS AND SIGNS	0,5	41	20,5
PERSONAL PROTECTIVE EQUIPMENT	0,5	49	24,5
OHS LAWS, RIGHTS AND RESPONSIBILITIES	0,5	50	25,0
FIRE, FIRE PROTECTION AND FIRST AID	0,5	26	13,0
ERGONOMY AND THERMAL COMFORT	0,5	104	52,0
KANBAN	9,0	1	9,0
ELECTRICITY HAZARDS, RISKS AND PRECAUTIONS	0,5	92	46,0
FIRST AID	9,0	2	18,0
HYGIENE FOR SERVICE PERSONEL	8,0	4	32
		453	282

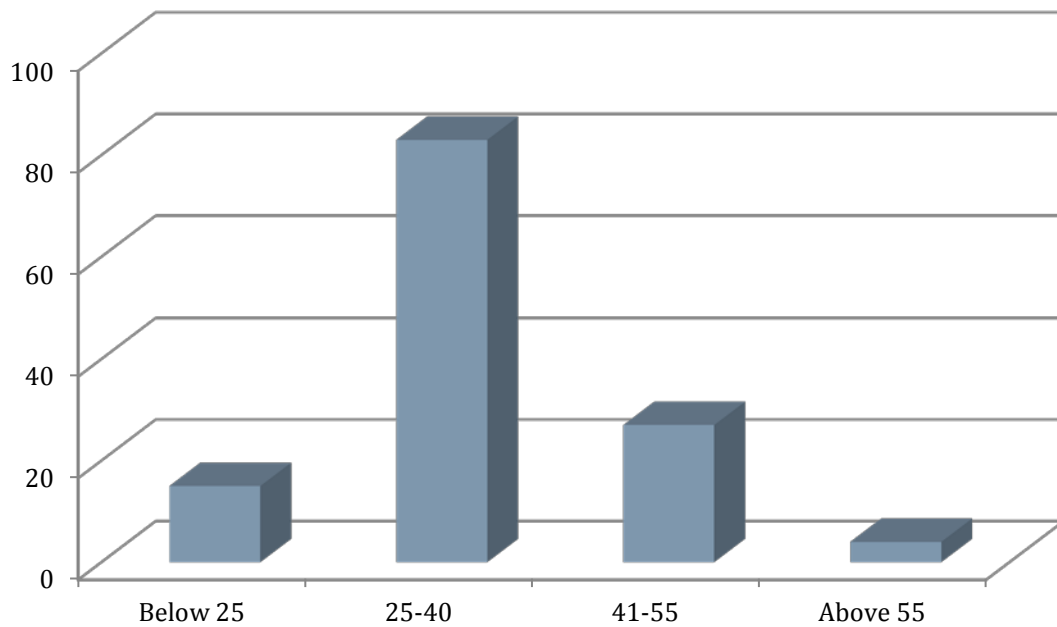
Distribution of Employees



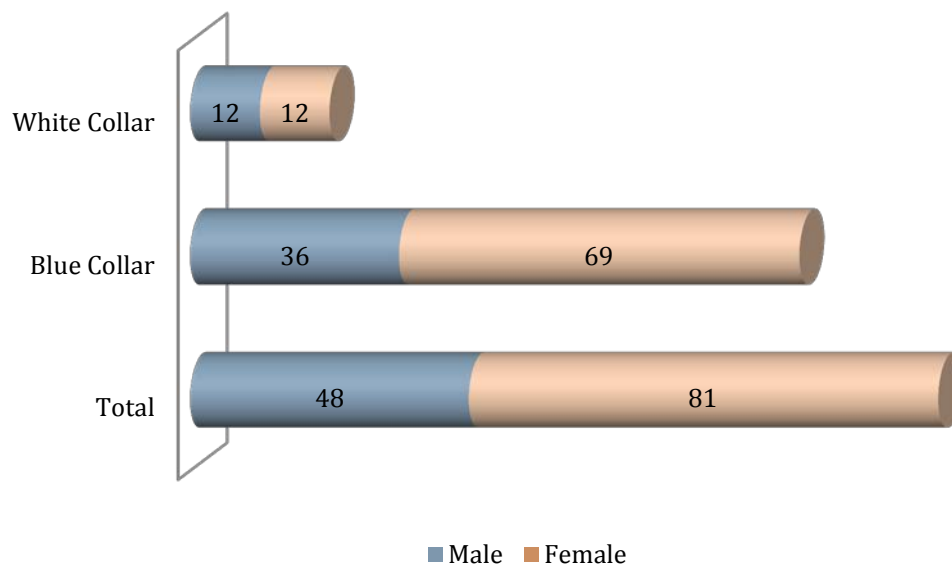
Distribution of Employees by Education Level



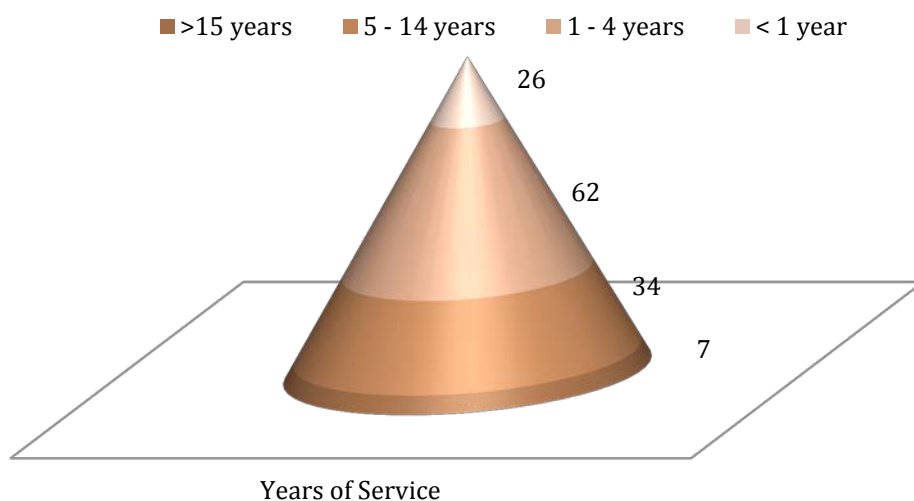
Distribution of Employees by Age



Distribution of Employees by Gender



Distribution of Employees by Years of Service



Employees with Indefinite Contract		Temporary Employees with Fixed Term Contract	
Female	Male	Female	Male
79	49	3	3

Full-time Employees		Part-time Employees	
Female	Male	Female	Male
81	52	1	0



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	Received Date	Validity Date	Number
ISO 9001:2008 QMS CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	22.09.2004	22.09.2016	2162900/QM/09.04
ISO 14001:2004 EMS CERTIFICATE	DEKRA CERTIFICATION BV.	23.07.2013	23.07.2016	170713078
BS OHSAS 18001:2007 OH&SCERTIFICATE	DEKRA CERTIFICATION BV.	23.07.2013	23.07.2016	270713048
SIGNAL LAMPS WITH TERMINAL PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	08.06.1999	30.09.2015	117154
SIGNAL LAMPS WITH CABLE PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	18.03.1998	30.09.2015	106645
ROTARY SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	06.06.2008	30.09.2015	40024413
ROCKER SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	07.03.2002	30.09.2015	40000515
MOMENTRY SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	10.06.2008	30.09.2015	40024438
RK14 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	31.01.2005	30.09.2015	40012900
RK20 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	07.01.2011	30.09.2015	40031689
RK21 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	12.01.2011	30.09.2015	40031716
RK26 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	24.08.2011	30.09.2015	40033199
WIRE CONNECTOR (CE2) PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	18.01.2011	30.09.2015	143335
A20 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	15.02.2012	30.09.2015	40034394
SIGNAL LAMPS WITH CABLE PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	16.12.2013	30.09.2015	40039070
RK36 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	20.03.2014	30.09.2015	40039608
B20 & B30 SWITCH PRODUCT CERTIFICATE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	08.02.2012	30.09.2015	40034350
ROTARY SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	26.07.2013	26.07.2015	2163741.01
B35 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	12.05.2014	10.02.2015	2168976.01
B40 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	10.02.2015	2151398.01
I10 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	10.02.2015	2151398.03
I20 SWITCH PRODUCT CERTIFICATE	DEKRA CERTIFICATION BV.	10.02.2012	10.02.2015	2151398.02

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

We conduct an activity that is in compliance with laws and legislation related to Health and Safety in our organization. Occupational Health and Safety Committee meeting is continued to be held bi-monthly according to the regulation. Risk assessments are up to date. Emergency response manual have been reviewed according to the regulation. 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 2013 environment, health and safety trainings constituted 89% of total training hours; this ratio has been realized as 97% in 2014.

Occupational Health and Safety Activities;

- In the reporting period high risk chemicals based on the effect of the health has not been used as in the previous periods.
- Industrial hygiene measurements have been realized in 2013, all results are under the limit values in the regulations.
- Company Vehicle Rules have been prepared and the drivers were informed.
- An equipment has been supplied to clean the drinking water dispensers.
- A special cabin has been made on the collator of RK 26 switch electrical control robot in order to reduce the noise.

Occupational Health and Safety Indicators

	2010 (March – Dec.)	2011	2012	2013	2014
Training Hours (Health and Safety)	730,6 hours	462,5 hours	1465,5 hours	474,5 hours	273 hours
Accident Frequency Rate	0	0	10,60	2,81	5,90
Accident Severity Rate	0	0	0,004	0,169	0,068
Lost Days due to Injuries	0	0	1	60	23
Number of First Aids	41	40	68	23	28

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

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

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

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.

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. In January 2014, temporary storage area for the hazardous wastes has been renewed.

2011	2012	2013	2014
343 kg	500 kg	384 kg	445 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 have been sent for recycling in the scope of Pendik Municipality system.
- The amount of packaging put into circulation has been declared.
- Industrial Waste Management Plan has been approved by Provincial Directorate of Environment and Urbanization.

Gating's 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 is 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. Secondary containers have been provided for the chemicals.

In the result of the investigation made by Provincial Directorate of Environment and Urbanization, our facility has been evaluated as the out of scope of Environmental Impact Assessment (EIA) Regulation, also it has been determined that our facility is not subject to environmental permit.

We do not have an industrial wastewater discharge. Municipal (tap) water is purified by reverse osmosis system for obtaining drinking water.

"Spill Response Kits" that are necessary to respond to environmental emergencies were obtained.

Environmental impacts of our processes are evaluated in scope of ISO 14001 Environmental Management System studies.

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.

The new ROHS 2 Directive (2011/65/EU) has taken place to the RoHS Directive (2002/95/EC) which is related with the Restriction of Hazardous Substances in the Electric and Electronic Equipment (EEE). Restriction of the lead, mercury, cadmium, hexavalent chromium compounds, polybrominated biphenyls (PBB) which is flame retarder and polybrominated diphenyl ethers (PBDE) is continuing with ROHS 2 Directive.

REACH – Substances of Very High Concern (SVHC)

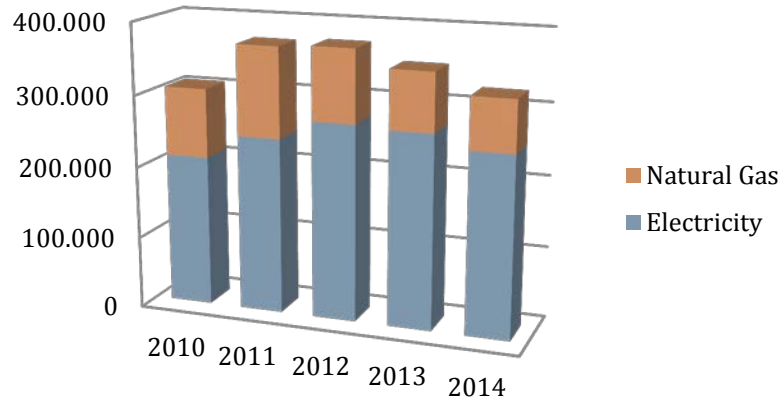
Substances of very high concern are the substances that are candidates to REACH Regulation's "Authorization List". These substances are cancer-causing (carcinogenic), mutagenic, toxic to reproduction, persistent organic pollutant and bio accumulative substances. This category also includes chemicals that have equivalent risk like "endocrine system disruptors". There are already **161** substances in the list of SVHC. SVHC List is updated on 17 December 2014 and 6 new substances are added and an existing entry has been updated.

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

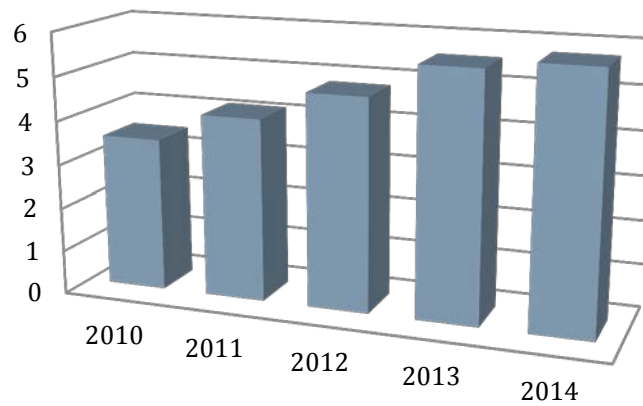
In scope of the study for the harmonization of REACH Regulation, the Ministry of Environment and Urbanization has presented the draft Regulation Registration, Evaluation, Authorisation and Restriction of Chemicals to seek the views of interested parties.

Environmental Indicators

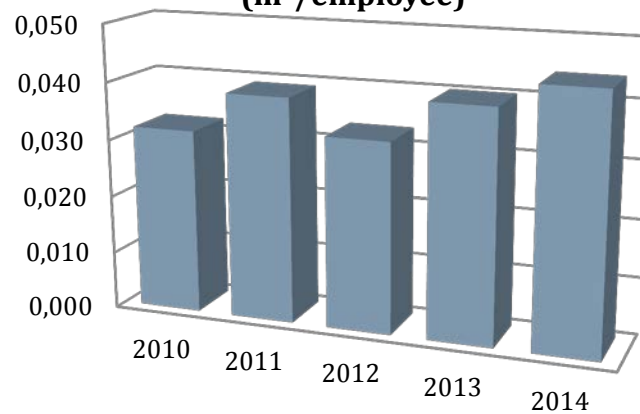
Energy Consumption (kWh / year)



Daily Water Consumption (m³)



Daily per capita Water Consumption (m³/employee)



10 Principles of UN Global Compact

Human Rights

Principle 1- Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2- Make sure that they are not complicit in human rights abuses.

Labor

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 labor;

Principle 5- the effective abolition of child labor; 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.

GRI Indicators Table

Indicators	Chapter	Page
G4-1	Message from General Manager	2
G4-3	About the Report	1
G4-4	About Us	7
G4-5	Location of Our Plant	10
G4-6	Location of Our Plant	10
G4-7	Financial Performance	19
G4-8	Main Customers	8
	Reginal Distribution of Net Sales Chart	9
G4-9	Distribution of Employees Chart	22
	Financial Performance	19
	Production Volume by Years Chart	7
G4-10	Employees	23 – 24
G4-12	Supply Chain	14
G4-15	History	11
G4-16	Dialog with Stakeholders	15
G4-17	About the Report	1
G4-24	Dialog with Stakeholders	17
G4-28	About the Report	1
G4-29	About the Report	1
G4-30	About the Report	1
G4-31	Contact Information	Inside the back cover
G4-34	Organization Chart	15
G4-56	An-El Code of Conduct	4
G4-EN3	Energy Consumption Chart	32
G4-EN8	Environment Management	30
	Water Consumption Chart	32
G4-EN23	Environment Management	29 - 30
G4-LA6	Occupational Health and Safety Management	28
G4-LA9	Human Resources Management	20 – 21
G4-LA12	Human Resources Management	23 – 24

2015 Calender

January						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

OFFICIAL HOLIDAYS IN 2015

HOLIDAY	TIME	DATE
NEW YEAR'S DAY	1 DAY	JANUARY 1
NATIONAL SOVEREIGNTY AND CHILDREN'S DAY	1 DAY	APRIL 23
LABOR AND SOLIDARITY DAY	1 DAY	MAY 1
COMMEMORATION OF ATATURK, YOUTH AND SPORTS DAY	1 DAY	MAY 19
RAMADAN FEAST	3,5 DAYS	JULY 16-19
VICTORY DAY	1 DAY	AUGUST 30
FEAST OF SACRIFICE	4,5 DAYS	SEPTEMBER 23-27
REPUBLIC DAY	1,5 DAYS	OCTOBER 28-29



Contact Information

Please forward any questions, views or suggestions to us about 2014 Communication on Progress.

İNANÇ ERDOĞAN



Telephone: 0 216 307 74 01

Fax: 0 216 307 74 04

inancerdogan@an-el.com.tr



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