



UN GLOBAL COMPACT PROGRESS REPORT (COP)

2017



10.09.2018

MARTUR Automotive Seating Systems



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1. Global Compact

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.

2. About MARTUR Co.

Integrity and focus on people assure that Martur's excellence spans across every level of our business. Our long history of positive and effective employee practices provide us with a set of beliefs, approaches and tools that we apply in every detail of our business. In pace with our core values, we nurture a deep commitment to our employees. Developing and motivating people as innovators and leaders is a cornerstone in our management process.

An integral part of our DNA is creating long-lasting customer relationships and working closely with them to identify their need and provide solutions that support their success. The concept of providing solutions specific to our customers' challenges has been with Martur Group since the very beginning.

Martur is a member of group of companies supplying high quality products. With R&D and design offices in multiple locations in Europe, Martur continues to set the standards for the industry.

2.1. Company History

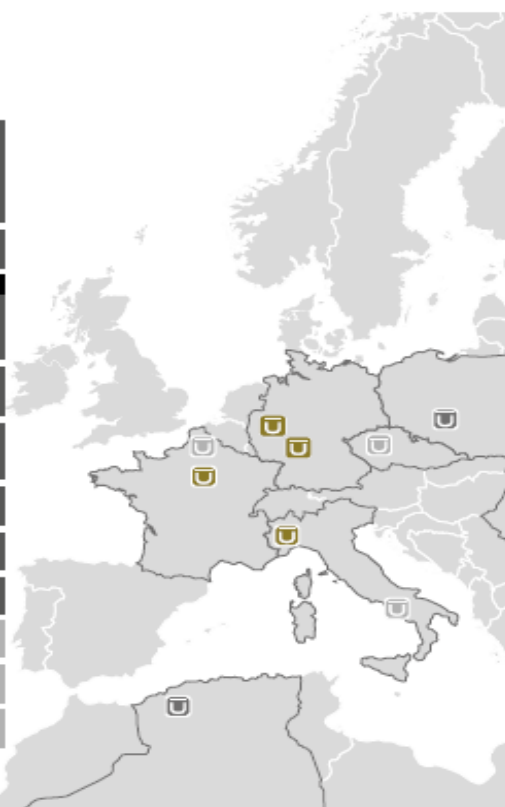
Founded in 1985 to produce molded foam, Martur is now one of the leading suppliers for production of automotive seats worldwide. Operating now in Bursa, Gölcük and Kütahya in six factories employing more than 2600 people, the company has initiated new investments in Romania and Russia. The company designs and manufactures seats for passenger cars and light commercial vehicles. In addition, the company also designs and manufactures automotive fabrics and seat structures. The company produces for renowned local and international OEMs.

- 1985 - Establishment of Bursa, Geçit Foam Production Plant
- 1990 - Seat Frame and Cover Manufacturing Process
- 2002 - Establishment of Test Center for Seating Systems, ISO / TS 16949 Certification,
- 2003 - Establishment of Torino / Italy Engineering and Design Office
- 2004 - Establishment of Cologne / Germany Design Office,
- 2005 - Establishment of Paris / France Engineering and Design Office,
- 2007 - Establishment of Bursa OSB Plant,
- 2009 - Establishment of Kütahya OSB Plant,
- 2012 - Establishment of Bursa NOSAB Plant,
- 2013 - Establishment of Golcuk Kocaeli Plant,
- 2014 - Establishment of Romania / Pitesti production plant,
- 2015 - Establishment of Russia and Algeria Plant,
- 2016 - Establishment of OSB 2 Headrest Plant,
- 2017 - Establishment of Poland Automotive Textile Plant & Ukrain Sewing

WHERE ARE WE?

-  Production
-  Engineering
-  Logistics Center

Romania, Pitesti Seat JIT Plant Metal Plant Interiors Sunvisor Plant Cataphoresis
Poland, Katowice Automotive Textile Plant
HQ Turkey, Istanbul Turkey, Bursa Seat JIT Plants, Plastics & Interiors Plant Sunvisor Plant
Turkey, Kütahya Textile Plant, Soft Trim Plant
Turkey, Kocaeli Seat JIT Plant, Plastics & Interiors Plant
Algeria, Oran Seat JIT Plant
Ukraine, Chernivtsi Seat Cover Plant
Russia, Ulyanovsk Seat JIT Plant
Czech Republic, Prague Advanced Warehouse
Italy, Naples Advanced Warehouse
France, Douai Advanced Warehouse



Turkey, Bursa
Seat Systems Engineering & Development
Plastics & Interiors Engineering & Development
Textile Design & Development
Test Center

Turkey, Kütahya
Seat Cover & Textile Engineering & Development

Germany, Frankfurt
Customer Business Unit

Germany, Cologne
Seat Systems Engineering & Development
Textile Design Center

Romania, Bucharest
Seat Systems Engineering & Development
Customer Business Unit

HQ France, Paris
Seat Systems Engineering & Development
Textile Design Center
Customer Business Unit

Russia, Moscow
Seat Systems Engineering & Development
Customer Business Unit

Italy, Turin
Seat Systems Engineering & Development
Plastics & Interiors Engineering & Development
Textile Design Center

2.2.Vision, Mission, Core Values

Martur is the member of a group of companies supplying high quality components for car interiors to the automotive industry. Product design & development and innovative solutions are key factors of our group.

Our Vision ;

- Innovate and inspire new solutions, triggered by stronger R&D competences, for safe, predictive, connected, artificial intelligence-controlled and highly comfortable cockpit of the future.
- Design sustainable products by new-generation technologies, to exceed our customers' expectations and create value for our stakeholders

Our Mission ;

- To be cockpit inspirers, leading projects from design to production of the key products, enriching quality life through smart connected mobility

Core Values;

- Entrepreneurial company, testified by the history
- Integrity – People respect
- Transparency and collaboration
- Willfulness – resilience to overcome market crisis & changes
- Healthy engagement vs. stakeholders
- Strong attention & promptness to be proactive in answering to customers requests and contributing to satisfy the end-users expectations
- Ability to enlarge the business portfolio
- Innovation triggered by strong R&D competences
- Impart entrepreneurial seriousness
- Clients proximity & dedicated service

2.3. Awards and Certifications



WCM – Bronze Award for Martur OSB Plant – 2017



Q1 – “Q1 award” for Gölcük Martur by Ford Automotive Industry- 2016



SAP – “Golden Prize” for Üstünberk Holding SAP Project - 2014



FIAT – Supplier Relationship Award - 2014



SAP – Gold Winner in Bussiness Transformation Category- 2014



FORD OTOSAN – Best Supplier Award - 2014



OYAK RENAULT - 2013 Best Supplier Award - 2014



BUSİAD –Value Adders to Economy / Innovation Awards – 2013



Ministry of Environment and Urbanization – BURSA The Cleanest Industrial Plant - 2013



BUSİAD - 2012 Environment Award – 2013



ISO 50001 - Energy Management System Certificate – 2013



ISO TS 14064 : 1 - Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals – 2012



FIAT - WCM - The Most Successful Professional Maintenance Application – 2012



FIAT - WCM - The Most Successful Major Kaizen Applications – 2012



FIAT - WCM - The Most Successful Managerial Pillar Applications – 2012



ISO/TS 16949 : 2009 – Quality Management System Certificate



BS OHSAS 18001 : 2007 – Occupational Health and
Safety Management Systems Certificate



ISO 14001 : 2004 - Environmental Management Systems
Certificate



MINISTRY OF SCIENCE INDUSTRY AND TECHNOLOGY - R&D
Center Award – 2010



FIAT - Strategic Partnership Award – 2010



FIAT - Best Supplier Proposal Performance Award – 2010



TOYOTA - Value Analysis Award - 2009



FIAT - Most Successful Supplier Award in Technical Cost
Improvement

TOFAŞ - Yan Sanayi Kalite Ödülü - 2005



MAN - Best Supplier Award – 2005



TOFAŞ - Supplier Quality Award – 2005

3. CEO 's Message



We adopt to act with a sense of social responsibility towards our employees, the community and the environment of all our activities as a building stone. We believe that our core value is human resources in order to enhance the competitiveness of our customers by providing high-quality and innovative products, solutions and services.

Global warming and climate change are among the most important problems of recent times and leads to excessive consumption of natural resources. In order to leave a clean and livable world to the next generation we act with an environmental awareness in all of our activities and adopt to be the leader in this respect as a principle. We conduct effective projects to increase the energy efficiency, decrease the waste and the consumption of natural resources.

By signing the UN Global Compact, Martur A.Ş. undertakes to share his works related to ten main areas which are located under main topics human rights, labor, environment and prevention of corruption with the whole world and to take the lead for his employees, suppliers and stakeholders in order to adopt Global Compact.

Martur A.Ş. will continue to support ten principles of the UN Global Compact in a big loyalty.

Yours Sincerely,
MÜFİT KARADEMİRLER

4. Human Rights & Labour

We believe that our biggest power is our human resources to achieve our strategic targets and to manage the growth within continuously changing competitive conditions. In our business life relations; we believe that WORK PEACE created by respect, understanding and confidence atmosphere affects the sincere loyalty and working life success of our employees and we show superior effort with respect this matter.

With our Human Resources Management Processes; we target to employ human resource which are open to innovations and change, dynamic, and which targets to develop themselves continuously and care about ethical values; we aim to keep employee satisfaction and motivation high.

With the awareness of our social responsibility, in selecting human resource which our corporate need; without any discrimination made on the basis of religion, language, race, sex, marital status, physical disability, region and etc., we **recruit** staff;

- who has knowledge and skills meeting the requirements of the position,
- who has high development potential,
- who will adopt and sustain our corporate values and who cares the ethical values,
- Among the candidates over age of 18.

2017	MARTUR
Percentage	%3

Percentage of disabled personnel

In harmony with globalization vision of our group, which continuously grows and develops, in order to meet the human resources needs for different countries, locations and positions, we give priority to our internal human resources, our company employees.

Thanks to management systems which increase personal and occupational competences, we perform efficient **Carreer Management** with assignment changes made in vertical and horizontal direction.

We manage the **Performance Evaluation** process with fair, transparent, solid and measurable criterias in order to provide source for our employees career plans and to create development opportunity for them.

We determine our **Salary Policy** in line with our employees competencies and performance, economical data and sectoral trends.

We apply **Recognition & Rewarding** system to share and appreciate the success they perform in every activity that provide added value.

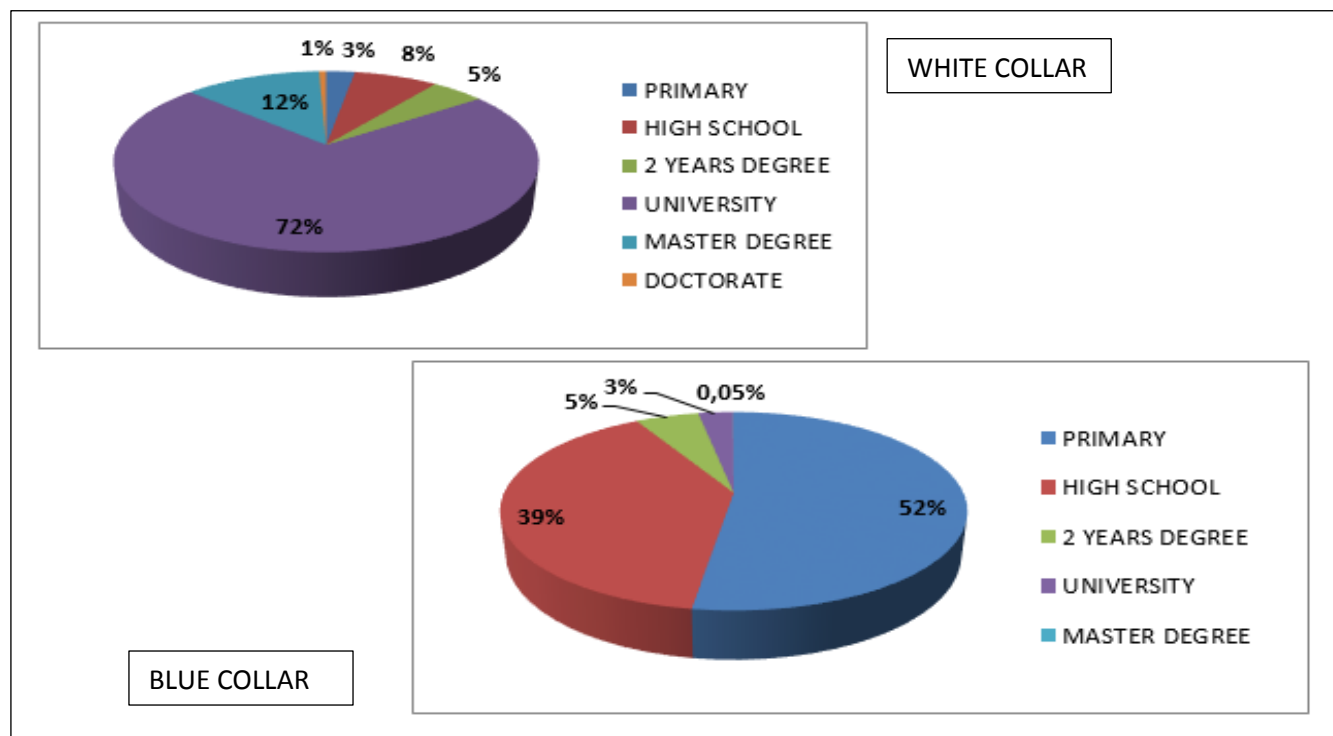
We comply with IFC standarts in all our activities.



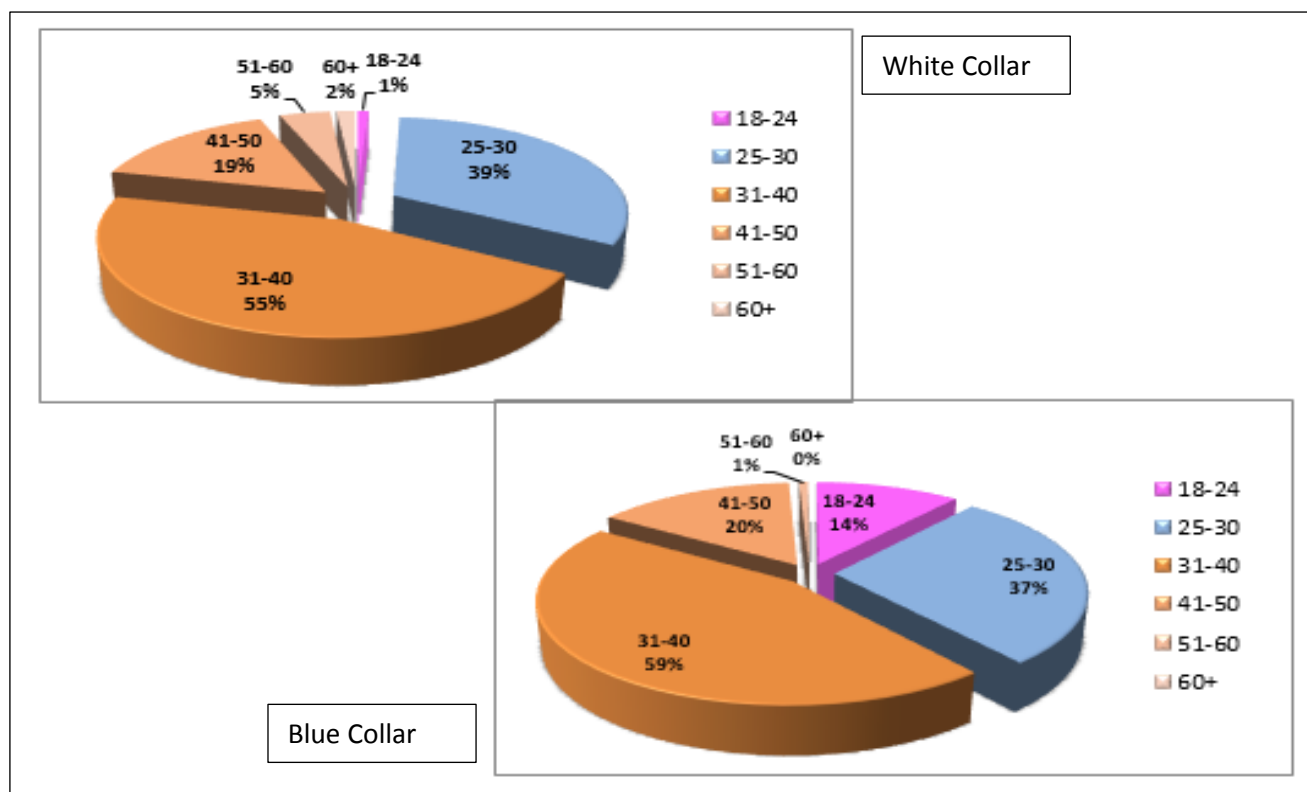
SUGGESTION NUMBER (2017)	
TOTAL	11.997

4.1 Employee Profile (2017)

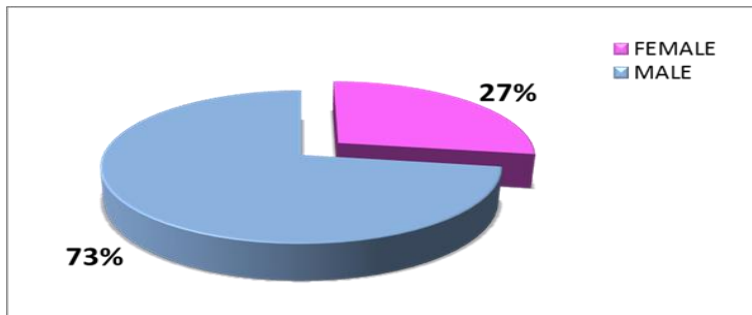
Education



Age



Gender



4.2 Recruitment And Orientation



Our recruitment process is triggered by HR Budget Planning. The necessity occurs due to production volumes, new requirements, future business projects, succession or retirement plans. After job posting, the long and short lists are prepared. We use some tools for matching candidates competencies and attitudes against the required characteristics. After the job offer and recruitment, the induction process starts for the new employee driven by HR and line manager.

Our aim is to provide a good start for the new comer by a well-prepared welcome program. While classroom and office trainings are being organized for white collars, shopfloor trainings also take place for blue collars.



On the Job Trainings for new employees

4.3 Compensation and Benefits

The company offers monthly food packages, clothing, shoes and heating allowance, transportation service to/from company&home. Employees are supported also by private health insurance. We give childcare support to our female employees to enable women employment.

In case of;

- the employee's child birth,
- decease of the employee's spouse, children or father, mother and sister/brother degree
- employee's marriage

paid leaves are allowed for the specified periods determined in Internal Regulation.

In case of raising graduation degree; Martur pays employees 2% - 5% of net salary changing gradually according to the graduation degree.

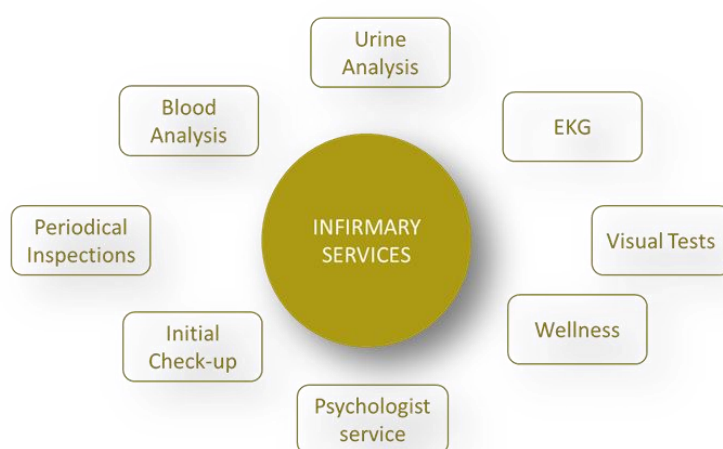
Internship and Scholarship

We support our employees children who meet the specific criterias by scholarship and internship opportunities.

Period	Number Of Students
2007 - 2017	532

Health Care & Wellness

Martur A.Ş. offers various services with high-qualified health care team and well-equipped infirmary in the infirmary centers in each plant. All employees are fully informed about health and safety issues by regular trainings and periodical controls.



Dietitian Service

Martur wants to reduce health risks and improve quality of employees life. In 2017, by the help of company dietitians, Martur employees lost 1048 kg.



Psychologist Service

Martur cares for mental health of the employees as well as physical. Employees can visit the infirmary whenever they need to receive support for personal problems under privacy policy



4.4 Training and Development

Development of our people is fundamental for our success. In order to satisfy our customers fully ensure success for the company and move together in harmony, targeted training is being implemented and evaluated both in terms of our people's understanding and the impact of the training on company performance.

In 2017, Martur has organized 72,582 hours training for the employees with proper teaching/learning methods and environment.

Employees attend both technical and language trainings (English, Italian, French, German) and individual & behavioral development trainings.

Martur focus on training is being appreciated and awarded by the society and the customers.



**Best company that invests in people
2010-2011 by Renault TR**



**Award for Occupational
Training Collaboration
By BUIKAD
-Local Business Women
Associate**

As a result of the World Class Manufacturing audit which was realized on the September 2017, Martur OSB plant has been awarded with BRONZE PLANT level. According to this result, Martur

became the 1st company among TOFAŞ suppliers and 3rd among FCA global suppliers that reached the BRONZE LEVEL.

Among the 10 technical pillars, **People Development Pillar** has achieved score 3 over 5-level scoring system which is the Silver Level requirement.



Every year, International Finance Corporate(IFC) within World Bank Group examines and presents 10 case studies worldwide. For 2017, one of the 10 projects is Martur from Turkey. Martur trained and employed 500 women in Kütahya plant and offered childcare support for the sustainability of their employment. These activities has been examined and has been reported as a case study by IFC.



IFC has announced our report in «Women at the Top Summit» organized by Financial Times on 27th September, 2017, in London.

The official launch of the report has been done in World Bank Group/IMF meeting where private and public sectors representatives participated on 13th-15th October 2017 in Washington DC.



Ustünberk Academy is established on 07.03.2014, within growing, evolving and globalized Üstünberk Holding, with aim of creating a common commitment and belonging in the organization, providing maximum conversion of investment in education, planning, developing programs for employees, and initiating the change and maintaining it, increasing employee commitment. Üstünberk Academy is cooperating with Bilgi Üniversitesi Yönetici Geliştirme Merkezi (YGM), during its establishment and during its training programs such as I. Management Development Program, Train the Trainer, Directors Development Program, and II. Management Development Program. Academy has reached a total of 80 participants with its training programs, and graduate its first participants on 10.04.2015 with I. Management Development Program.

Participants of the Management Development Programs were selected among directors, manager and senior manager positions, and the participants of the Train the Trainer program were selected among specialist and assistant specialist positions.

Academy has offered the following trainings below to our employees, which will shape our company's future, regarding their needs and which will ensure them to be adopted to the multicultural environment, to be competitive on the local, national and global area, to be innovative, to be open minded to development and training, and make them fully equipped on their positions

- Basic Management Skills: Planning, Implementing, Monitoring
- Turkey and Macroeconomic Indicators
- Decision Making According to Data
- Corporate Finance
- Management of Change
- Emotional intelligence
- Creativity and Innovation Management
- Customer-Focused Innovative Selling Methods
- Conflict Management I-II
- Every Manager Should Be HR Manager
- Transformational Leadership
- Being a Team, Managing the Team

In addition to the trainings they have received, participants also join the Project Studies called “Beneficial Projects”, Vision Sharing Meetings, Learning in Management Action, Social Activity Simulation and Project and case studies.

At the end of the training, participants have completed the training programs as employees who knows the in-house cooperation, who has the Value Adding Visionary Perspective and High Performance Culture, who aims for the high quality, who is adaptive to the multi-cultural environment and also to Company’s Culture & Value and who is open to learning and development.

OUR VISION

To become an Academy which,

- Takes place on global platforms,
- Innovative, directs and inspires the industry
- Serves in a best way to reach company's business targets.

OUR MISSION

To train employees and leaders within Üstünberk Holding who

- Successfully spreads the Holding culture,
- Creates corporate memory and contributes it's development.
- Becomes a innovative leader and targets to coaching effective leaders.
- Thinks and works globally
- Plays a active role in global change and growth with programs which maintains the continuous development.

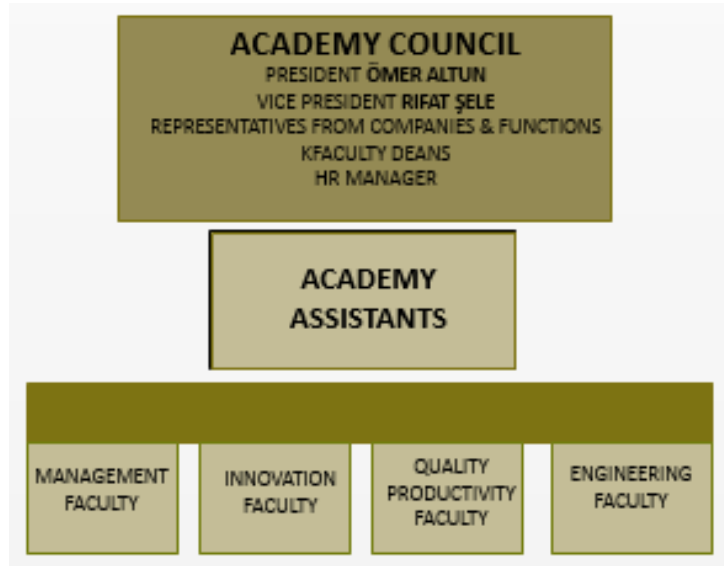
OUR TARGETS

To prepare training & development programs which will develop all partners of Üstünberk Holding in line with company's priorities and

Academy Targets:

- To develop a substructure and competencies which will ensure the adoption of same level service for both internal and external costumers.
- To develop programs which will make corporate identity and culture widespread globally,
- To ensure the global accessibility of the data by creating corporate memory.
- To develop competencies which is open to innovative ideas, values technology, makes R&D and Product Development,
- To train internal trainers who has the Ustunberk competencies and corporate culture.
- To create programs which will support the talent pool.

In the light of this targets, training and development programs are configured one by one all of the programs of Ustunberk holding that are bot for domestic and abroad also tranings based on function, competency and technical job trainings.

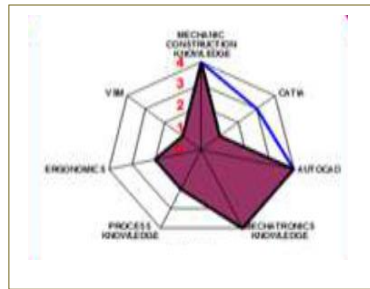


Ustünberk Academy has a management structure which established to maintain the permanency and parallel functioning regarding companies targets and strategies. Therefore management structure includes representatives both from company level and functional base.



4.5 Competencies And Career Management

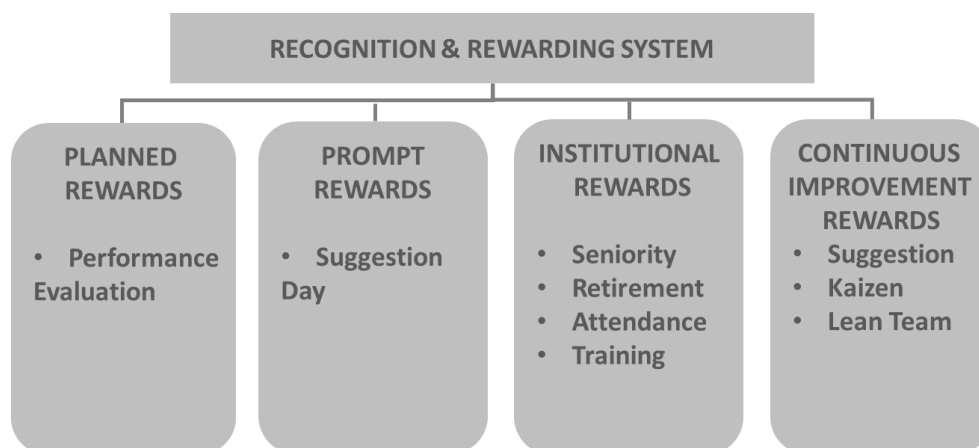
Align with the objectives of the company, Martur consistently invests in employees' professional and personal development. The gap and the improvement in the competency levels are visualized with individual radar diagrams.



Regarding technical & behavioral competencies, annual performance & potential reviews; employees career paths are designed in vertical or horizontal directions.

4.6 Recognition And Rewarding System

In Martur, a well-structured Recognition and Rewarding system is in place to recognize & reward successful employees and encourage the others to follow the models.



These ceremonies are the moments which employees share their improvement ideas and feel the satisfaction and proud of their contribution to the business results.





We always keep in mind that happier employees perform better.

A moment from lean team rewarding

In some ceremonies, the top management team share the business progress up to date and show the roadmap for the future.



4.7 Employees Satisfaction And Motivation

Martur employees enjoy to spare time together. Traditional sports games & tournaments between departments and other organized zone companies strengthen the friendship and trigger team work.



A moment from
the new year
celebration in
the plant



Every 23th April, we
celebrate Children
Day with our
employees children



All employees are able to send their 7 to 12
year old children to free summer camps
when schools are closed. Martur carries all
costs, including sportswear and shuttle
services to and from the location of the
activities.

ÜSTÜNBERK HOLDİNG HOBBY CLUBS

Martur employees have the pleasure to entertain themselves



Our Turkish Folk Music Club
are composed of Kütahya
Martur employees

5. Environment

The common aim of Martur, with its entire staff including (national / international personnel) its senior management and personnel, is to achieve full compliance with and ensure constant development of its Occupational Health and Safety and Environmental management systems in all aspects of its product and process design and production and service activities, in line with the expectations and needs of the organization, its employees, all internal / external issues and interested parties. The company has prescribed a series of principles for this purpose:

- Maintain an Occupational Health & Safety and Environmental Management System that is supported by senior management, embraced and upheld by all employees, controlled and reviewed as necessary, open to participation from stakeholders, increase to Occupational Health and Safety/ Environmental performance and constantly updated,
- Fulfill Occupational Health & Safety and Environmental obligations, especially legal requirements, towards customers and other stakeholders, all interested parties primarily the national and international requirements,
- Place occupational safety first to establish accident-free workplaces and systems to minimize loss and damage in the event of an emergency,
- Ensure compliance with occupational safety, environment and ergonomics targets in product and process design, as well as in material changes in production processes,
- Protect human resources from injury and health impairments due to workplace accidents and environmental accidents,
- Conduct effective risk assessment to mitigate Occupational Health and Safety / Environmental risk,
- Control and minimize waste generation and associated environmental impact,
- Within the context of the organization, to assess the effects of all potential pollution and to ensure protection of the environment by taking the necessary precautions,
- Encourage and support recycling and usage efficiency-oriented efforts to minimize consumption of energy and all of environmental natural resources,
- Raise awareness among employees and suppliers on environmental issues and establish of occupational safety culture and environmental awareness and to follow up good practices,
- Prioritize recyclable raw materials and low-impact technologies in product and process design, production and other activities. In order to protect the environment, Martur A.Ş. studies on reducing of naturel resource consumption, chemical usage and all kind of wastes including hazardous wastes.

All the legal requirements of the Occupational Health and Safety and environmental issues are analyzed, providing 100% compliance. Increasing consciousness level and awareness of Employees about environmental and energy issues is aimed. In order to provide our employees participation to

Suggestion System and encourage them to find out improvement opportunities, we give one point lessons, Environment Club and Energy Saving School trainings and in-class trainings which has enhanced by visual applications.

ENERGY INFORMATION

Basic Trainings;

ISO 14001 Environment Management Systems

Environmental Accidents & Emergency Management

Waste Management

ISO 50001 Energy Management System Training

Environment Club & Energy Saving School



ENVIRONMENTAL TRAINING 2017	
SUBJECT	HOUR
WASTE MANAGEMENT	123,31
ENVIRONMENT-HEALTH&SAFETY POLICY	8,5
ENVIRONMENTAL ACCIDENTS AND EMERGENCY SITUATIONS	103,98
ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM	3638
ISO 14001 SYSTEM UPDATE	84
ISO 14001 INTERNAL AUDITOR TRAINING	440

ENVIRONMENT & ENERGY PORTAL

MARTUR    **Çevre-Enerji**

Kullanıcı Kodu: 

WCM01-İş Güvenliği 02-İsraf Kayıp03-Öd.Yılıştırma 04-İş Yeri Org. 05.Bağımsız Bakım 06.Prof.Bakım 07.Kalite 08.Lojistik 09.E.Ekipman 10.İK 11.Çevre&Enerji ScoreCard IntranetD

Veri İzleme

- Tehlikeli Malzeme Envanteri
- Çevresel Kaza Raporları
- EMAT Audit
- Mülakat Formu

Raporlar

- Belirgin Etkiler
- Faaliyet Programı
- Çevresel Etki Değerlendirme
- Aylık Ekoloji Verileri
- Aylık Enerji Verileri
- Toplantı Tutanakları
- EMAT Audit Raporları
- Yıllık Çevre Raporları
- EMAT Audit Analiz

Genel

- Organizasyon
- Eğitim Dokümanları
- Audit Sunuşları
- Yasal Mevzuat Takibi
- Yasal Mevzuat Değerlendirme

MARTUR A.Ş. ÇEVRE RAPORU

ISO 50001 energy management

Bilgilendirme Sunumu

ISO 14064 – 1 SERA GAZI RAPORU

Annual Environmental Report, ISO 50001 information presentation and annual greenhouse gases report are shared with employees in the Environmental & Energy Portal.

MARTUR A.Ş. acts in awareness of global warming, climate change and gradually decrease of natural resources. Martur A.Ş. constantly reviews production and service activities in order to minimize the environmental impact and energy consumption, uses more recycling raw material and advanced technology at all stage of product & process design by considering the energy efficiency and environmental issues.

Visual Training are given to all employees in Environment Club & Energy Saving School which opened on the 2011 Environment Week.

Visual Training corners in the Environment Club and Energy Saving School;

RENEWABLE ENERGY

AIR PRESSURE

WATER SAVING

SAVING EQUIPMENT

INSULATION

LIBRARY



Environment Club and Energy Saving School



Water Saving Equipment



Energy Saving Bulbs



Air Pressure Equipment



Solar Pannel



Environment and Energy Library

Hands-on trainings are provided to our employees in the Environment Club & Energy Saving School.

Increasing the level of awareness of employees, the proposal also increased the number

Every year on the Environmental Week, proposal campaign about improving of Environment Management System and reducing of the energy losses are organized. Coming proposals are realized.

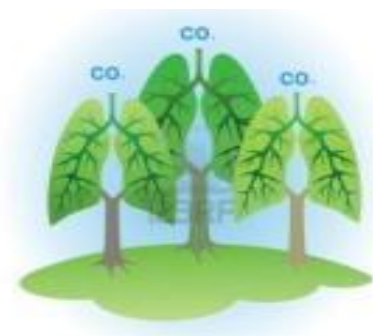


Proposal Campaign is organized about Environment & Energy on the Environment Week. Gifts are given to all employees participating in our event.

Climate change is determined as one of the biggest problems of countries, humans, business world shortly of all world for the next century. A number of initiatives are being developed in order to reduce greenhouse gases in international, regional, national and local levels. Those initiatives are based on calculation of green house gases removals, monitoring, reporting and verification.



Martur A.Ş. has been completed its works about calculation and reporting of 14064 Green House Gases Emissions at organizational level. Martur has got the first 14064 -1 certification in Turkey among automotive suppliers which produce complete components.



ISO 14064 – 1

Milkrun application was realized to reduce environmental impacts with Lojistic and Environment Departments. At the result of this Project, we reduced 55 tons CO₂.



ISO 50001 Energy Management System is a system that can be integrated with other management systems.

ISO 50001 wants to define important energy consumption points of organization



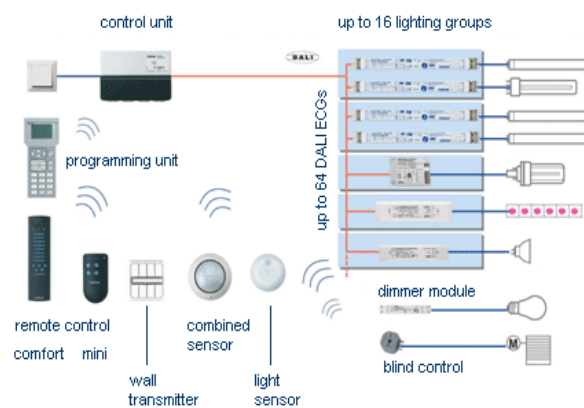
Energy Management Working Group was established by the Energy Management Representative. In October of 2012, continue to work on **ISO 50001 Energy Management System** certification.

Realized energy improvements for reducing of Energy Consumption and increasing of Energy Efficiency;

Realized Improvement Projects for electricity saving;

- DALI Control System is used for Electricity saving;

DALI control system is a complete building-wide digital lighting control system built on the DALI, Digital Addressable Lighting Interface and Ethernet international standards



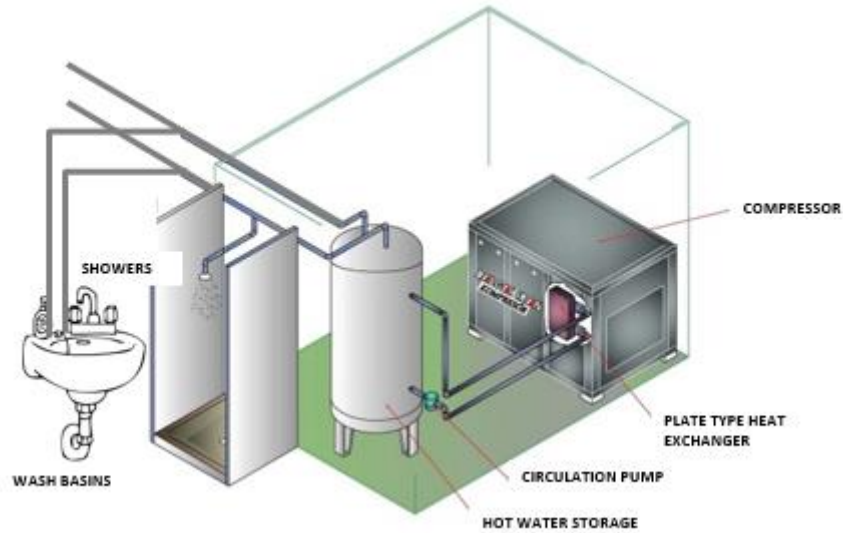
- Solar Energy is used for Electricity saving;

Martur solar energy 15,000 wp trial installation with facility maintenance with 3 daily studies. 9 monthly measured results 29.500 kwh. energy production is provided.



Realized Improvement Projects for natural gas saving;

- By using the heat sourced from the compressor 2m³ a day of water is heated up to 70 degrees which is used in the wash basins and showers, we have saved 15.000 m³ natural gas per year.



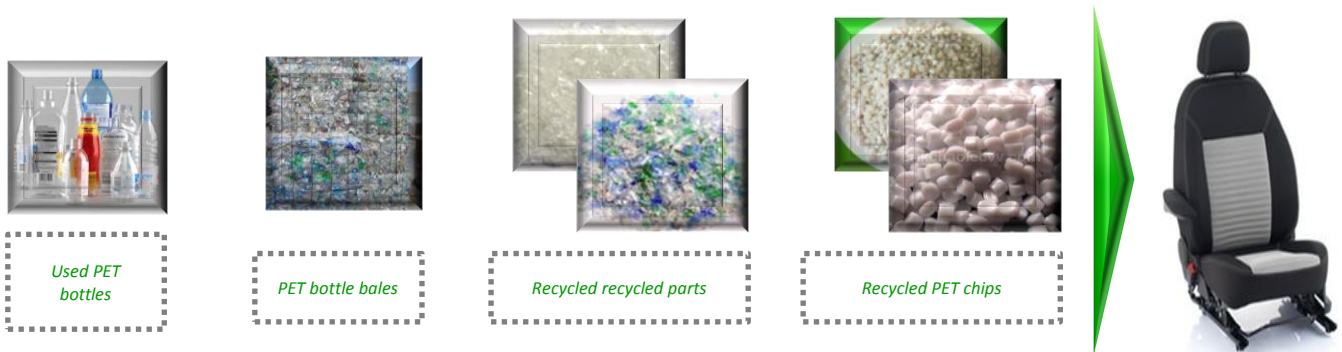
Realized Improvement Projects for water saving;

- The roof of the factory is equipped with a rain water collecting system that stores the water to a tank. By this way, due to annual rain rate of the city approximately 2000 m³ water is recovered and used for garden watering and domestic water.

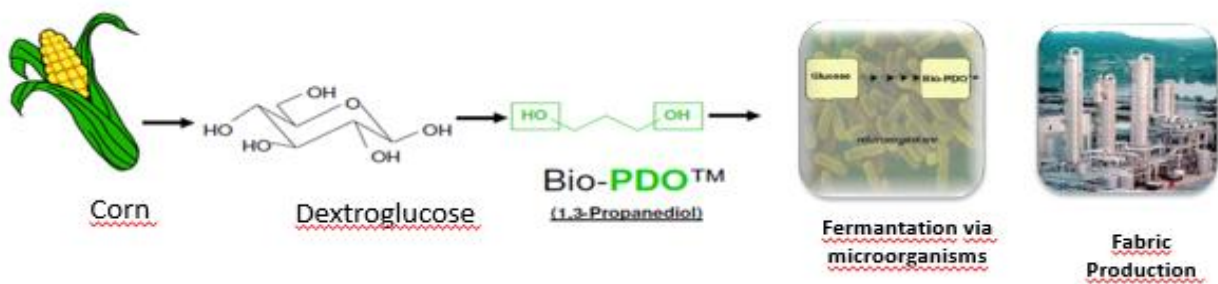


ECO-FRIENDLY PRODUCTS

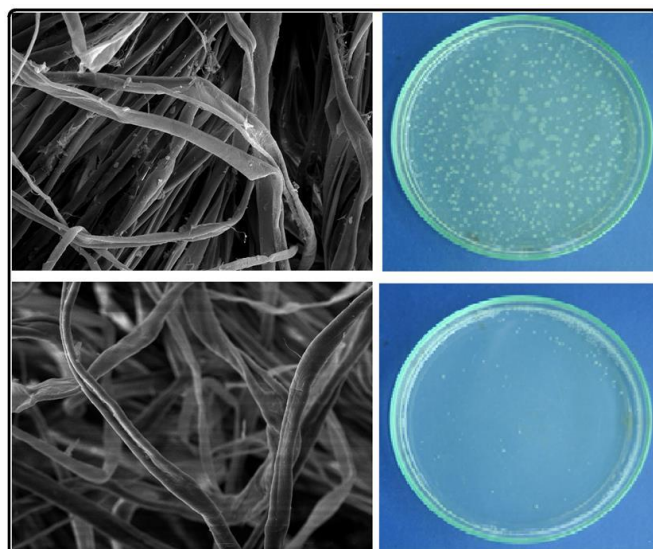
1. R & D projects, which is obtained from the recovery of waste PET bottles Car Seat Fabric project



2. Biodegradable seat fabric produced from renewable sources



3. Anti-bacterial seat fabric production



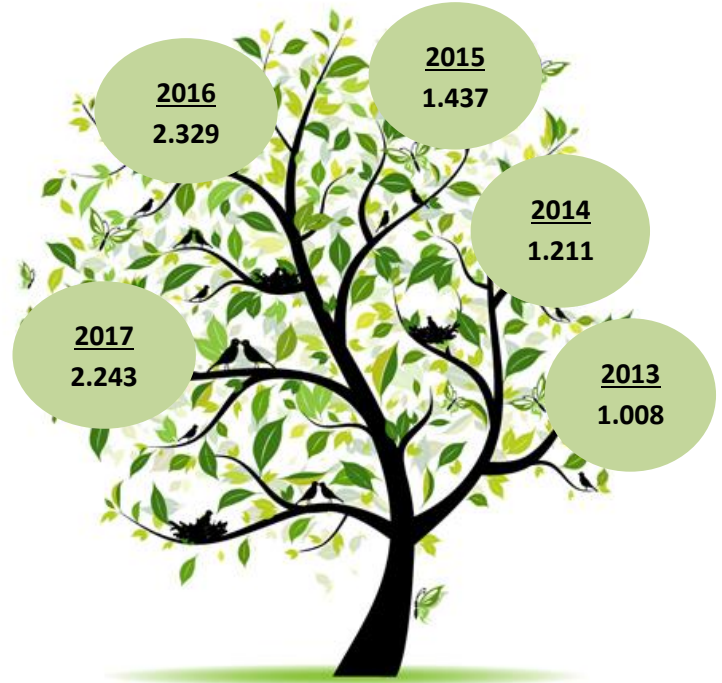
During the life-time of the seat fabric, no bacterial growth has seen on our anti-bacterial fabric.

ENVIRONMENT PROJECTS

We planted 7728 young trees for our employee's children are between 6 and 14. through the medium of TEMA.



TEMA TREE PLANTING ACTIVITY



Environment Week

In every Environment week, we do environment and energy themed activities with our employees' children. In 2017, Poster painting and sapling planting activities was made with our employees' children.



6. Anti-Corruption

Business Ethics Policy and Rules

Business Ethics Policy was created by Martur Co. Ethical Committee which reports to the Chairman of the Board. Ethical Committee is responsible for investigating and resolving the complaints and notifications regarding the violation of business ethics rules. (www.martur.com.tr / [intranetmartur](#))

We adopt an eternal commitment to the principles of Business Ethics Policy and act accordingly in all our activities.

The main principles of business ethics policy;

- Establishing And Maintaining Fair Work Environment
- Confidentiality
- Giving And Accepting Gifts
- Conflict of Interest Management
- Utilization of Resources



7. Corporate Social Responsibility Projects

7.1 Social Responsibility Policy


SOCIAL RESPONSIBILITY POLICY

Our management approach is built upon our values, which constitute the cornerstone of our corporate culture, and social responsibility understanding against our Employees, the Society and the Environment during all our activities.

We believe that human resources is our real asset to increase the competitive power of our customers by serving high quality and creative products, solutions and services with Sustainable Growth.

We conduct all our business dealings in accordance with the human rights and global principles, and give all personal benefits of our employees in compliance with the applicable laws of all countries.

In order to create a safe and healthy work environment, we conduct and modify all our activities based on our Policy of Health and Safety at Work.

Thanks to our Humanitarian, Friendly and Modest approach, we also encourage our employees to act accordingly.

We support team work and collaboration, and encourage hard-working, self-discipline, rigor and patience.

During all our corporate activities, we adopt a fair and honest attitude against our employees, and never tolerate discrimination because of language, race, color, sexual orientation, religion, sect, political orientation, age, physical disability or of other similar reasons.

We take all required measures to "Protect the Health" of our employees, and organize Health Life Programs and ensure participation thereto.

We meet all Environmental Requirements during our activities in accordance with Environmental Policy.

We conduct our activities by showing due diligence to the protection of the environment, well beyond the legal requirements.

We accept the Minimization of Environmental Effects, the Conservation of Energy and Natural Resources as our top priority in our Product and Process designs and one of our most important duties for a sustainable world.

Under the scope of our Social Responsibility, full adherence to, and the implementation of, our above principles is our primary business goal, which is also one of expectations from our Employees, Suppliers and all entities we cooperate.

We also work to raise the awareness with respect to social subjects by means of the training programs we organize.



ÜSTÜNBERK HOLDING

We are proud to fulfill our responsibilities towards society in all locations we operate, in close collaboration with our employees, public, non-governmental organizations and other stakeholders.

7.2 Social Responsibility Projects



Health



Every year, employees donate blood to Red Crescent in Turkey

Employees are informed about different health topics by seminars in cooperation with NGOs





Thanks to the quit-smoking campaign companywide, 88 employees stopped smoking and described their stories by personal letters to encourage the rest.



A dormitory with 300 student capacity was built and transferred to Ministry of National Education



The furnishing and equipping of a vocational high school IT laboratory and library

The reconstruction of 2 village schools, building libraries and computer donation



Support for the library of a vocational school

-
- Battery-power cars donation to childcare center
 - The assembly of the safty belts we produced on these cars
 - Traffic training organization for the childs in collaboration with traffic police departments
 - Safety belt training given by Martur Production Responsible
-





Drawing Competitions for children on different themes (safety, environment, energy saving) to raise awareness



Collaboration with the local university engineering faculty, support the engineering education, being a partner of "R&D Engineer Development Project"



532 university students have scholarship between 2007-2017



Others



Partnership with TEMA (Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats). Each 23rd April, TEMA plant saplings on behalf of Martur employees children and send them the certificate.



Organization of planting saplings campaigns

Cleaning organization of common public recreation areas





Visits to nursing home for elder people



Winter boots donation to 580 village school students



We meet with the young potentials by seminars, fairs etc., share our technical knowledge & know-how, collaborate in projects and help them in their career development



*Industry 4.0 symposium
Dec. 2017*



*Meeting with Vocatinal High
School students in Otofest event
May 2017*
