To our stakeholders:

I am pleased to confirm that Eurotec Muhendisilik Plastikleri San ve Tic A.Ş. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Reha Gür
Commercial Director

**Human Rights**

***Assessment, policy and goals***

Eurotec is an independent and leading company operating in the field of technical thermoplastics. Together with an ecological attitude in its operations, Eurotec meets the market demand by working closely together with customers and suppliers. Innovative products, created by means of smart solutions and services, elevate the position of Eurotecvis-a-vis market leadership while the company welcomes the opportunity of continuous development and improvements with an open mind. This year we became 897th Research and Development Center of Turkey with our goverment’s approval.

Eurotecproduces intelligent solutions that are based on innovative and customer-specific products and services. Integrated with its reputable and reliable partnerships, Eurotec becomes a long-term solution partner for its customers and suppliers and this aspect also creates achievement opportunities for its stakeholders.

In meeting the requirements of its domestic and international customers in engineering plastics, Eurotecadopts a management approach that is open to continuous improvement, focused on most effective and efficient use of its resources to create added value for its customers

As Eurotec Mühendislik Plastikleri Sanayi ve Ticaret A.Ş. (Eurotec Engineering Plastics Inc. Co.), We aim to contribute sustainable development and to become the most respectful in our sector thanks to our Customer Satisfaction Management System that we established in accordance with our vision, mission, principles and values.

In accordance with this purpose, we commit;

* To move forward in national and international relations in accordance with the legal and other requirements and our company policy which meet the needs of the clients,
* To make investments on the improvement of our employees continuously,
* To be transparent in our applications towards our shareholders,
* To follow the relevant applicable legal and other conditions that we committed to obey,
* To provide a business environment without harassment and discrimination for reasons such as race, color, age, gender, ethnicity, disability, religion.
* And by the whole participation and conscious efforts of our employees, who have high motivation and success resolution.

***Implementation***

We pay workers based on applicable wage laws, including minimum wage, overtime and mandatory benefits.

Employees with exceptional working conditions are required to obtain at least one day's leave for a period of seven days.

Eurotec has its own suggestion system and we award the best suggestion per quarter.All the empolyees can easily reach suggestion boxes inside the production area as well as our quality management system.

Eurotec expects its suppliers to respect human rights and sign Ethical Principles Contract.

***Measurement of outcomes***

Eurotec supports training its employees regarding all kind legal rights including human rights. No legal cases recorded in 2019.

%24,5 of our employees are woman. Eurotec is a young company, youngest employee is 20 years old; ratio between 20-25 ages is %16 while 25-30 age rate is %26; 30-35 age rate is %23; 35-40 age rate is %17; 40-45 age rate is %11 and >45 age rate is %7.

For new year celebration we brought presents to kids who live in Tekirdag Sevgi Evi (Orphanage). We also donated Tekirdag Orphanage 2 computers.

On 8 March – International Women Day, we donated Mor Çatı (Women’s Shelter). Also we shot a day for women employee of Eurotec named “To be a woman at Eurotec”.

In 2019 we supported Kapaklı İsmet İnönü Primary School and built a library together.

On International Hearing Impaired Day we shot a video by using sign language underlining “The only disable is lack of love” for social media.

For Turkish youth, we signed a university- industry collabration protocol with Namık Kemal University. We also donated SAITEM Sakarya University Advanced Technology Application Community.

**Labour**

***Assessment, policy and goals***

Eurotec does not employ child workers other than those specified in the ILO Convention No. 138.

We never force our employees to work under force or any other pressure.

We expect our suppliers to respect above specified rules and ask them to sign our Ethical Principles Contract.

***Implementation***

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

Referring to our company policy Eurotec commits;

To make investments on the improvement of our employees continuously,

To adopt zero occupational accident and zero occupational illness purpose, to ensure occupational health and safety, to develop the systems oriented at prevention of occupational accidents.

We rewiev topics on Human Health and Safety regularly as listed below;

* Daily internanl inspection by our Health and Safety Engineer,
* Monthly Department Rewiev Meetings,
* Health and Safety Comitee along with our Health and Safety Consultant; once in two months,
* Annual Management Reviev Meetings,
* Annual inspection of TUV NORD on OHSAS 18001 management system,
* Annual internal inspection on OHSAS 18001 management system,
* Regular trainings and educations,
* Risks Management system on Health and Safety,
* Regular examination of our company doctor,
* Preventing actions,

* Emergency teams, Yellow card system,
* Suggestion system,
* Information on notice board.

***Measurement of outcomes***

Thanks to our employees for 244 suggestion in year 2019.We award the best suggestion every quarter and wish to improve the system with empoloyee support.

Education on health safety is given during 2798 hours in 2019.

We organised a team-work named as “Safety Walk” in 2019. Each team audits working areas and report safety risks.

We added filter to our extruder in order to avoid carbon black spread.

To gain more ergonomic and free working area we started using air blades which have outer compressor instead of cabinet.

**Environment**

***Assessment, policy and goals***

Eurotec produces engineering plastics compound for various sectors.In terms of structure, plastics are environmentally friendly materials. The important thing is to maintain the efficient and friendly relationship between the environment and plastic, both in manufacturing and consumption.

Eurotec places great importance on the protection of environment with regard to passing it to the next generations in a sound state. Having this purpose in mind, it takes all the measures and makes all the necessary investments to ensure environmental conservation.

Eurotec is aware of the fact that protecting the environment is possible by holding efficiency as a priority in all processes.

The environment policy and applications of Eurotec are continuously renewed and improved to ensure that our planet is maintained in a young and fit state.

The employees of Eurotec Mühendislik Plastikleri Sanayi ve Ticaret A.Ş. embrace the objective of continuously pursuing the protection and nurturing of the environment as their common goal.

To serve this purpose Eurotec;

* Complies with legislative arrangements regarding environment.
* Implements the technologies that leave behind the least amount of waste and use natural resources efficiently.
* Uses raw materials and resources such as energy, water and air in an efficient manner.
* Has established a system that is continuously improved for the purpose of reducing and recycling waste.
* Ensures that the least possible amount of waste is released to the environment by supporting recycling and recovery activities.
* Organizes training courses to ensure environmental awareness among its employees.
* Ensures that cleanliness and orderliness are adopted as life’s philosophies by its employees.
* Encourages the environment related works of the supplier firms.

Eurotec family targets to improve its performance in protecting the environment by using its resources efficiently.

**Implementation**

 Eurotec pays great attention on Environment and rewievs its position regularly as listed below;

* Daily internanl inspection by our Environment Engineer,
* Monthly Performance Rewiev Meetings,
* Environment Comitee meetings; once in three months,
* Environment Internal Inspection Report; twice a year. Annual Management Reviev Meetings,
* Annual inspection of TUV NORD on ISO 14001 management system,
* Annual internal inspection on ISO 14001 management system,
* Regular trainings and educations,
* Risks Management system on Environment,
* Preventing actions,
* Emergency teams,
* Yellow card system,
* Suggestion system,
* Information on notice board
* Eurotec uses natural gas for only heating.
* We use Led lamps.
* Our production lines are isolated to avoid heat loss.

Water heating system became more efficienct with internal suggestions.
Electricty, water and natural gas consumption is monthly rewieved by top management

In 2019;

Carbon foot print is measured for the first time at Eurotec. We planned our further actions for 2020.

Compliance with all regulations is guaranteed with wastewater treatment plant. COD rate decreased by %22.

We keep working on new projects with %100 and partially bio-degredable Plastics compounds which are more environment friendly.

Light weight compounds are one of key projects at Eurotec. Our aim is to help automotive industry to lighten the cars by using light Plastics which would help to decrease fuel consumption. We are enlarging our light weight compounds

***Measurement of outcomes***

Description of how the company monitors and evaluates environmental performance.

Disposed waste rate decreased by 9,6% by recovery of ventilation powders.

We seperate our wastes as per waste types and our wastes are recycled by Recyling Licenced companies who are approved by goverment.

Education on Environment was given during 201 hours in 2019.

**Anti-Corruption**

***Assessment, policy and goals***

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

Eurotec supports all national and international anticorruption laws and teaches all the employee how they need to act in accordance with Ethical Principles.If any employee faces infringement at any time, they must inform Human Resources Department immediately;

* It is strictly forbidden to be in personal relationship with any customer/supplier or subcontractor. No employee can personally borrow money or goods from those listed herein.Lending any money or goods in personal is also forbidden.
* Purchasing goods at zero value or at very low value from a supplier means gaining benefit and is strictly forbidden.Selling products to customer in same manner is also a benefit which is again strcitly forbidden.
* Collecting invoice amounts must be managed by authorised personal only.
* No employee can make payment in personal on behalf of customer.
* No employee can ask for a present from suppliers.Only flowers, agendas, chocolattes could be accepted at specific dates like New Year.
* No donation from any suppliers/customers/subcontractors is acceptable
* No personal earnings from a seminar, interview etc is acceptable.
* No employee can donate any political institution even personally on behalf of the company.

***Implementation***

Company policies are explained to all employees and a policy hand book is given to new personal.
Eurotec expects its suppliers to struggle with corruption.Suppliers must not value, offer or accept any value to bribe, pay or otherwise benefit from any organization or person.Eurotec gets ist Ethical Principles Contract signed by its suppliers.

***Measurement of outcomes***

No legal case is recorded in 2019.

Our Anti-Corruption Policy is issued in 2019 as below;

**Bribery and Corruption:** Eurotec is against any kind of bribery and corruption and shows zero tolerance.The business relationship with third parties who want to do business with Eurotec through bribery or corruption should not be continued.

**Gift:** Acceptable gifts and their characteristics are specified in the Ethical Principles Procedure.

**Facilitation Payments:** Eurotec makes no facilitation payments and does not tip. Any activity that will cause any tip or facilitation payment to be made or accepted by Eurotec is avoided. If any payment is requested on behalf of Eurotec, it is essential to always have an idea of what the payment will be for and whether it is suitable for the service provided. A receipt or invoice stating the reason for the payment is always requested.

**Offering:** Corporate hospitalities, such as business dinners, feasts, social activities, or social gatherings, are acceptable if their primary purpose is related with business and your participation includes ordinary, traditional and business matters.

**Travel:** In order to cover travel expenses, the purpose of the event to be carried out must be related to Eurotec's business development. No personal excuse to extend this period can be the reason for the travel expenses to be paid.

**Charitable Donations:** Before making any donations or sponsorships, all details are submitted to the approval of the senior management in order to reduce the risk of being accepted as bribery and corruption activity or reduce the risk of being considered as one.

**Expenditures and Approval:** Eurotec employees must request the expenditures for gifts, entertainment, travel, and meals and have them approved.

**Recroding and Reporting:** The provisions with which Eurotec has to comply regarding the accounting and recording system are regulated by legal regulations.

**Training and Communication:** As trainings are important for raising awareness for the employees, Human Resources, Administrative Affairs, Accounting and Finance Managers should design training programs in which all employees are obliged to participate

**Declaration of Policy Violations:** If there is a notion or doubt that an employee or a person acting on behalf of Eurotec, is acting against this policy, it should be passed on to the Disciplinary Board.

**Policy Violations, Observation and Investigation**:Employees are free to comment on this policy and make suggestions for improvement. Comments, suggestions and questions are directed to senior management. In cases where it is against the policy or is likely to be, the issue is examined by the Disciplinary Board and necessary sanctions are applied in case of the detection of an inappropriate behavior.