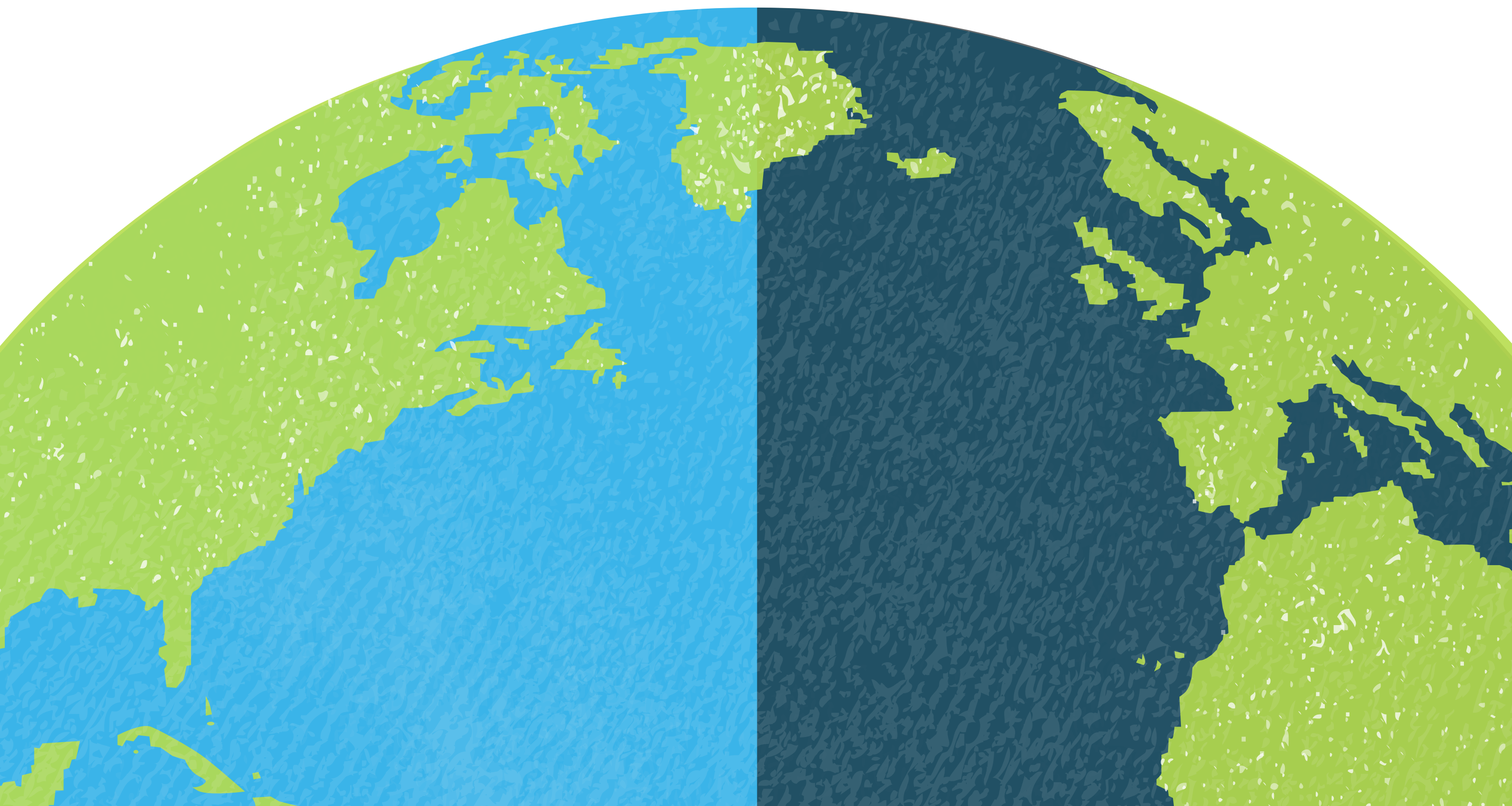


DERIS^{TR}

GLOBAL COMPACT PROGRESS REPORT 2021



DERIS

About DERIS

DERIS was founded in Istanbul in 1912; it is a family-owned company that is currently managed by a board of directors consisting of third and fourth generations and provides services in the field of intellectual property. DERIS is a "100 Years Brands Association" member in Turkey. Currently 73 employees can be evaluated in three basic categories according to their areas of expertise:

- 1) Lawyers and attorneys
- 2) Paralegals performing procedural transactions regarding patents and trademarks
- 3) Support unit team consisting of IT, Human Resources, Administrative Affairs and Finance

Two separate companies operate under the roof of DERIS, as Deriş Patents and Trademarks Agency Inc. and Deriş Attorney Partnership. DERIS as a whole; offers all services related to intellectual and industrial rights under one roof. Our law firm aims to be a one-stop shop for IP services within Turkey.

Our Approach

DERIS is a company that cares about the protection of human rights in all ways. We take our every step with virtue, honor and dignity. Our policy is to support and protect rights of our society and specifically ones who work under the roof of DERIS. There are various projects that enable the safety and well-being of our employees.

DERIS has raised the scope of personal data protection to the general information security level. In this context, we have strengthened our security system, in order to protect our employee's and client's datas. To keep our employees up to date about our latest advancements within information security technologies, we hold company wide monthly trainings.

In the human rights perspective, we give great importance to the working conditions in DERIS. To ensure that, every single person is protected in case of an unexpected conditions, we provide healthcare benefits. Besides, we try to be understanding of personel struggles of any kind to an extent.

With this mind of management, DERIS has qualified to receive the "Great Place To Work" certification.

DERIS^{TR}



DERIS

History

Celal Derviş Deriş established its law firm, which goes back three generations, in Istanbul in 1912. Mainly operating in commercial law matters, the office pioneered the development of this field by specializing in intellectual and industrial property law over the years. Etem Derviş Deriş (son of Celal Deriş) specialized in the fields of unfair competition and industrial property and developed these practices further after World War II. Finally, in 1959, Deriş Patents and Trademarks Agency was established by Etem Derviş Deriş to serve in the field of intellectual and industrial property.

The son of Etem Derviş Deriş, M.N. Aydın Deriş joined the firm in July 1971 after graduating from Geneva University, Faculty of Law in June 1968. Since the beginning of the 1980s in Turkey, taking part in the commission which plays an important role in the development of intellectual and industrial property rights issues establishment and settlement, has contributed actively to the preparation of new legislation in patents, trademarks, industrial designs and geographical indications areas. To support the development in the field of intellectual and industrial property, he has served as founding president in Intellectual Property Rights Protection Association (AIPPI National Group) established in Turkey.

N. Serra Coral and Kerim Yardımcı, the nephews of M.N. Aydın Deriş, carry the family tradition of intellectual property rights to the 4th generation.

Our company, which turned into an Attorney Partnership in 2010, it has turned into a company that has won international awards with its staff of more than 90 people including lawyers, European patent attorneys, trademark, patent and design attorneys from a small enterprise consisting of 5 employees and 2 lawyers. Today Deriş; which is internationally recognized and one of Turkey's largest intellectual property law firms, has taken a leading role in the formation of Turkish Intellectual Property Law.

Our Values

- Customer satisfaction
- Employee development
- Quality
- Trust
- Equity

Nükhet Serra Coral

Managing Partner, Attorney at Law
Yönetici Ortak Avukat



MESSAGE FROM MANAGING PARTNER SERRA CORAL

DERIS establishes its strategy based on Balanced Scorecard approach and considers all stakeholders expectations.

The most important perspective of this approach is “investing in people and technical infrastructure”.

We prefer to express our achievements by aligning our performance with global benchmarks to speak the same language with the World.

Great Place to Work ; ISO Standards and with UN Global Compact when it comes to ethics and social compliance.

We, as DERIS, commit to be compliant with ten guiding principles of UN Global Compact and report our progress yearly.

UN 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

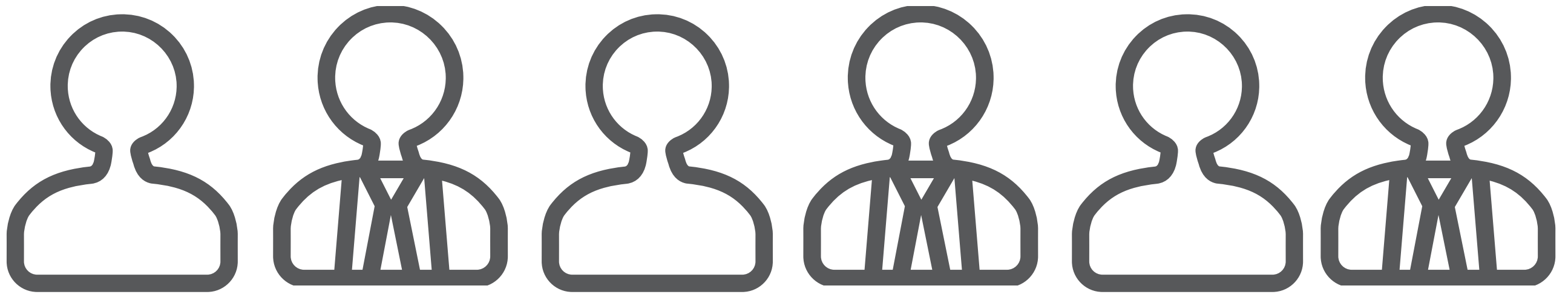
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

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



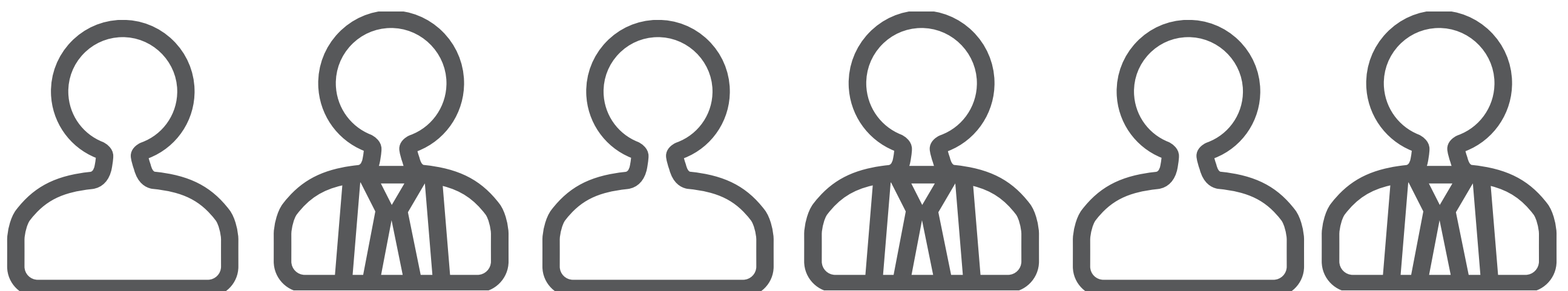
HUMAN RIGHTS



DERIS, supports and protects the human rights. As a pioneer company, DERIS, always has all the requirements of a company that is compatible with human rights.

Due to article 23 of Universal Declaration of Human Rights, everyone who works in DERIS has the right to just and favourable remuneration ensuring for himself/herself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. All employees in DERIS has right to form or join a trade union. Everyone, without any discrimination, has the right to equal pay for equal work. All employees in DERIS has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

Due to article 24 of Universal Declaration of Human Rights, everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.



HUMAN RIGHTS

Nesin Foundation

DERIS believes and supports that every child has the right to education. Nesin foundation is one of the most important foundations in Turkey which works for children to receive an education.

In order to contribute to the Nesin Foundation, which was established with the aim of making children who cannot have educational opportunities become beneficial individuals to society and provides education opportunities to children of primary school age and before, in the foundation building in Çatalca: 6 pieces of Lenovo Edge 71 Desktop, 6 pieces of Acer V196HQLAB Monitors 18.5 inches LED, 6 pieces Lenovo keyboard, 6 A4tech mouse have been donated. The donation was appreciated by the entire DERIS Team.



HUMAN RIGHTS

KAYD Cancer-free Life Association

DERIS is a sensitive company about healthcare rights. Every human being has right to be treated. DERIS and its employees pay attention in this topic and supports this.

As every year, we did not leave children with cancer alone this New Year, and as the DERIS Family, we fulfilled their wishes.

This year, our DERIS family's transition to online and home-to-home work did not prevent us from making children with cancer happy. We wish we had a magic wand for our children struggling with difficult diseases like cancer. Even if such a thing is not possible, we are very happy to be able to put a small smile on their faces by giving them the gifts on their wish lists. We, working at home, put our name on the wishes in the gift list and bought the jacket, toy or bike a child wanted and delivered it to the office. Later, gifts were delivered to children through EFM.



Kanser Siz
Yaşam
Derneği



HUMAN RIGHTS

KAÇUV Hope Foundation for Children with Cancer

DERIS has contributed to KAÇUV's "Umudum Eğitim" project for children with cancer by participating in the Istanbul Marathon for the first time within the framework of the Social Responsibility Project.

With the project, it is aimed to hold on to the hope of education, to strengthen their motivation and to prevent the financial disadvantages of the treatment process from affecting their education life.

The DERIS Running Team, consisting of 25 volunteers, collected 53.577.- TL from 456 donors and covered the 1-year education scholarship of 21 children of different age groups. It is the project that excites us the most, and the entire DERIS Team, whether they participate in the run or not, supported the education of children with the donations they made to the KAÇUV "My Hope is Education" campaign, in partnership with the excitement of the DERIS Running Team. With the celebration, our volunteers were thanked and shared their experiences in the Istanbul Marathon with all of DERIS.



HUMAN RIGHTS

İzmir Earthquake

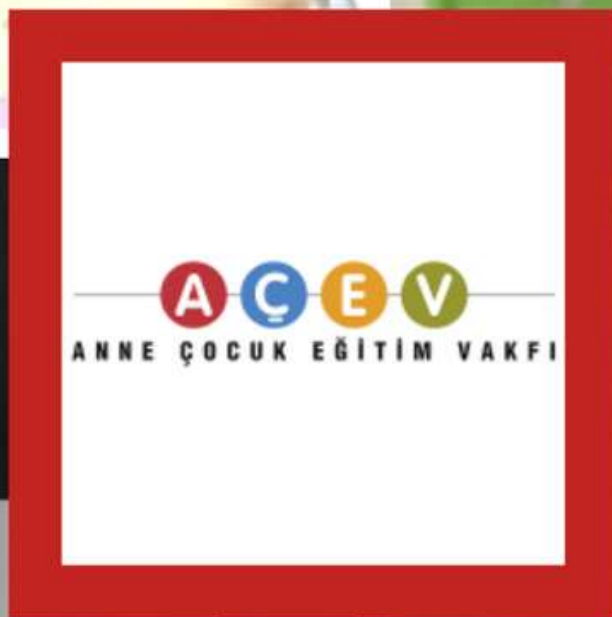
Recently when İzmir, one of the biggest coastal cities in Turkey was shaken by an earthquake; first there was panic then its place was taken by unity. Thanks to the current technology the needs were quickly assessed and taken care of by virtuous citizens. As DERIS we could not just stand there and watch what was going on, therefore we took the needed steps to do our part. With the help of our teammates we emergently, collected the needed funds as well as collected the goods that could be sent directly to the affected families. With half of the money collected we decided to team up with the city municipality and their “One Rent One Home” Project to pay rent of the earthquake victims.



HUMAN RIGHTS

AÇEV Mother Child Education Foundation

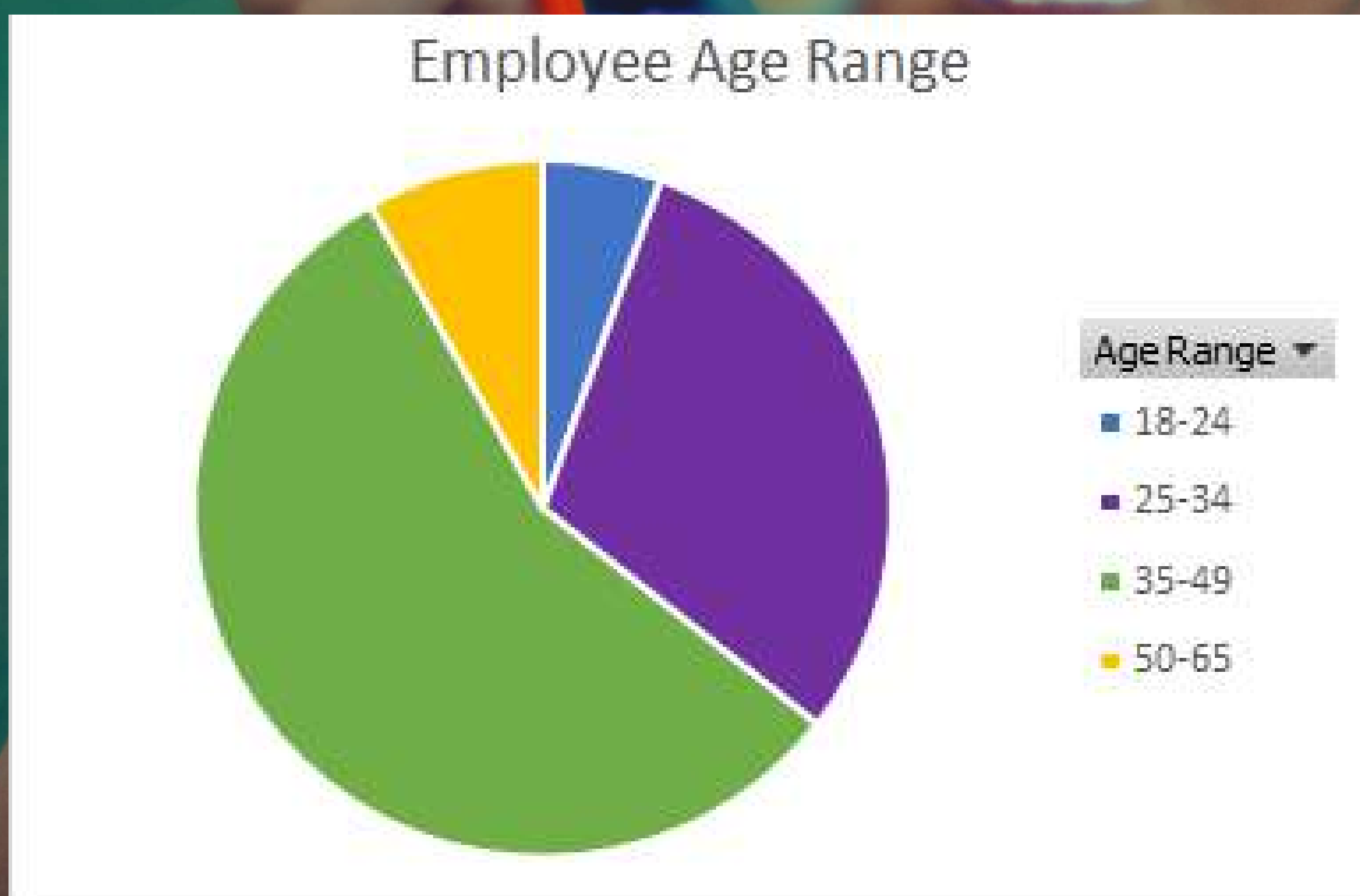
DERIS has contributed to the “AÇEV An Educated Future” to infuse the habit of reading and help with academic success to students that live in socio-economically disadvantaged areas. 4 volunteers from the DERIS team spend 95 hours on this Project that aimed to demonstrate the importance of reading. After receiving training from the AÇEV professionals, volunteers read books to kids and gifted the books readed.



LABOUR

CHILDREN EMPLOYMENT IS OUT OF QUESTION IN DERIS

DERIS has a certain knowledge and sensitivity about children labour. According to children labour law, there is no employee under age 18. Also, DERIS cares to have employees from all of the age ranges.



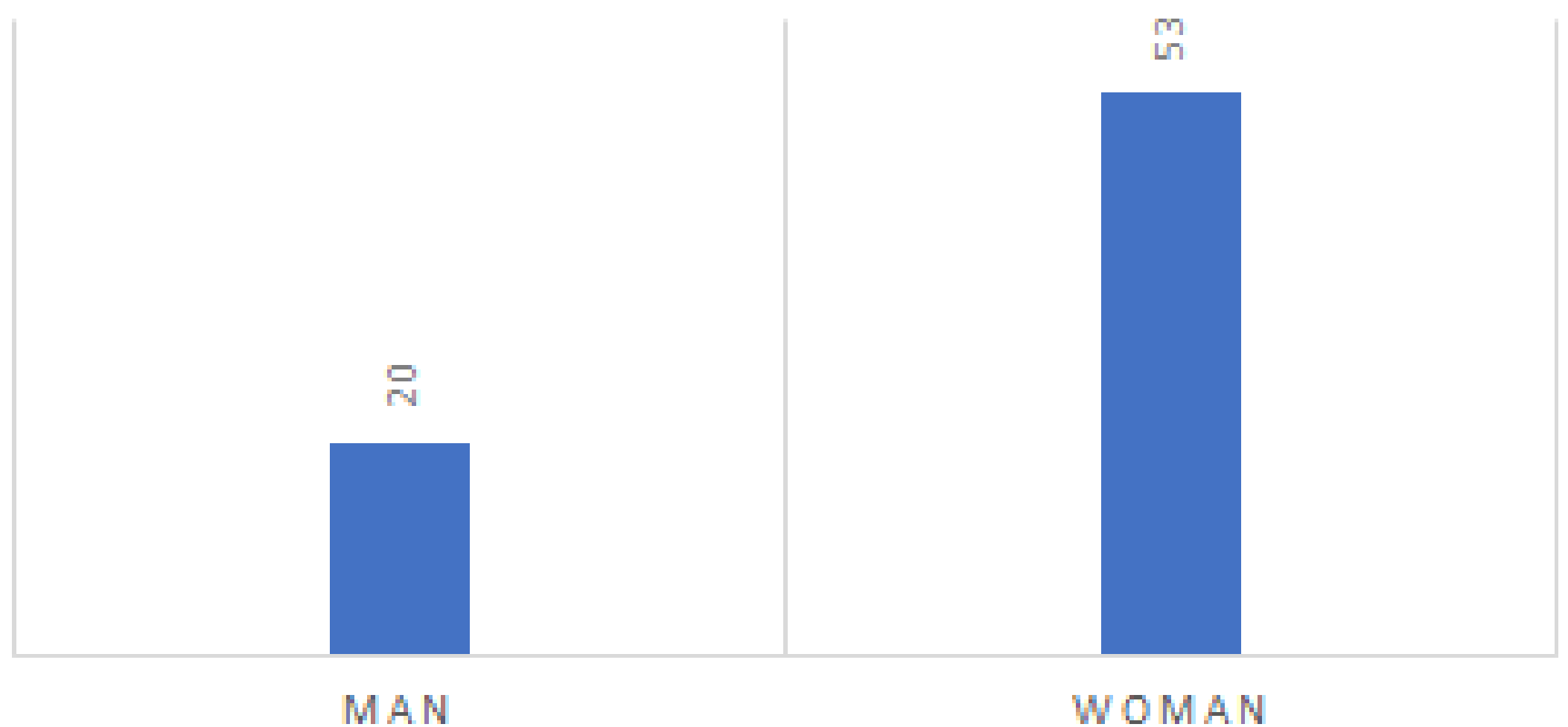
LABOUR

Gender Equality

Our company is very sensitive regarding gender equality in any social environment, especially in the work place. Women and men who work in DERIS are equal and treated equal. There is no men and women, there is only human.

DERIS promises not to discriminate any employee regarding of their gender, religion, political view or race.

EMPLOYEE GENDER



LABOUR

AÇEV Mother Child Education Foundation

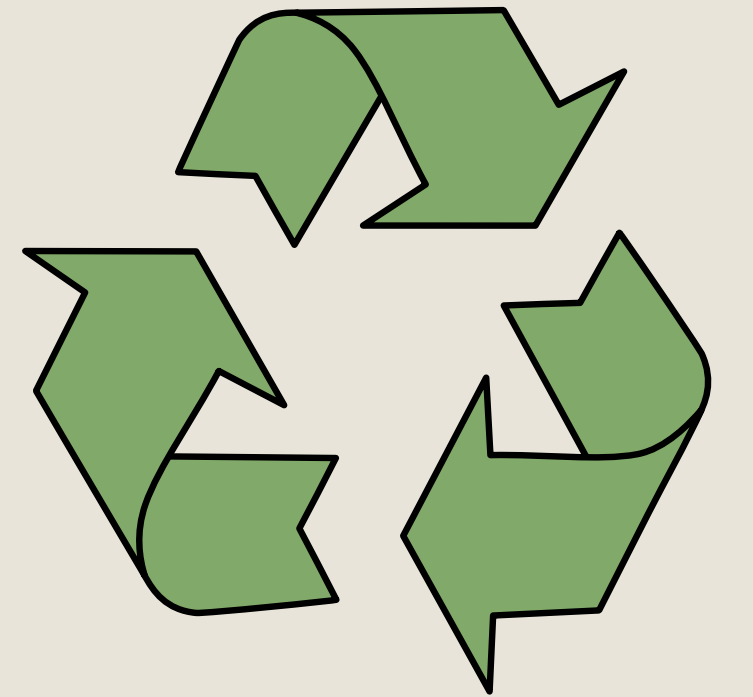
DERİS supported AÇEV's "Meetings with Full of Life" program, which was developed to share the dreams of women to be more active in life, to enter education and business life, and to move towards a better future with their children, by donating on behalf of each female employee.



ENVIRONMENT

Waste Management

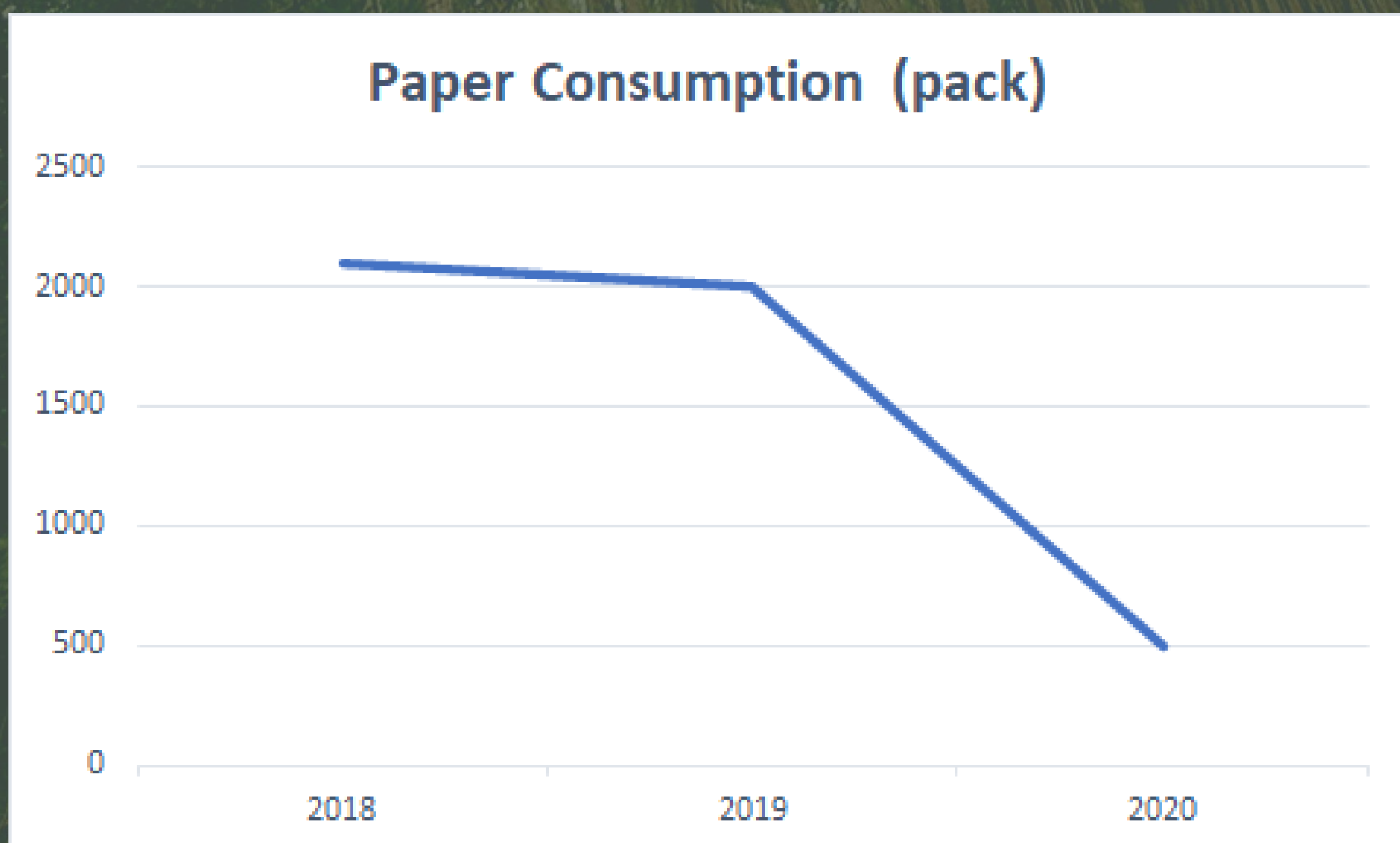
As DERIS we deeply care for our environment and are aware of our responsibility to keep it clean for the generations ahead. Every floor of our office building has a recycle garbage as well as a designated space to leave used batteries. Our aim has always been to spread the recycling culture amongst teammates in order to protect our planet.



ENVIRONMENT

Paper Consumption

In DERIS, by integrating Sharepoint environment friendly technology into the company, we transferred all paperwork to the computer environment. In this way, we reduced the use of paper on a large scale.

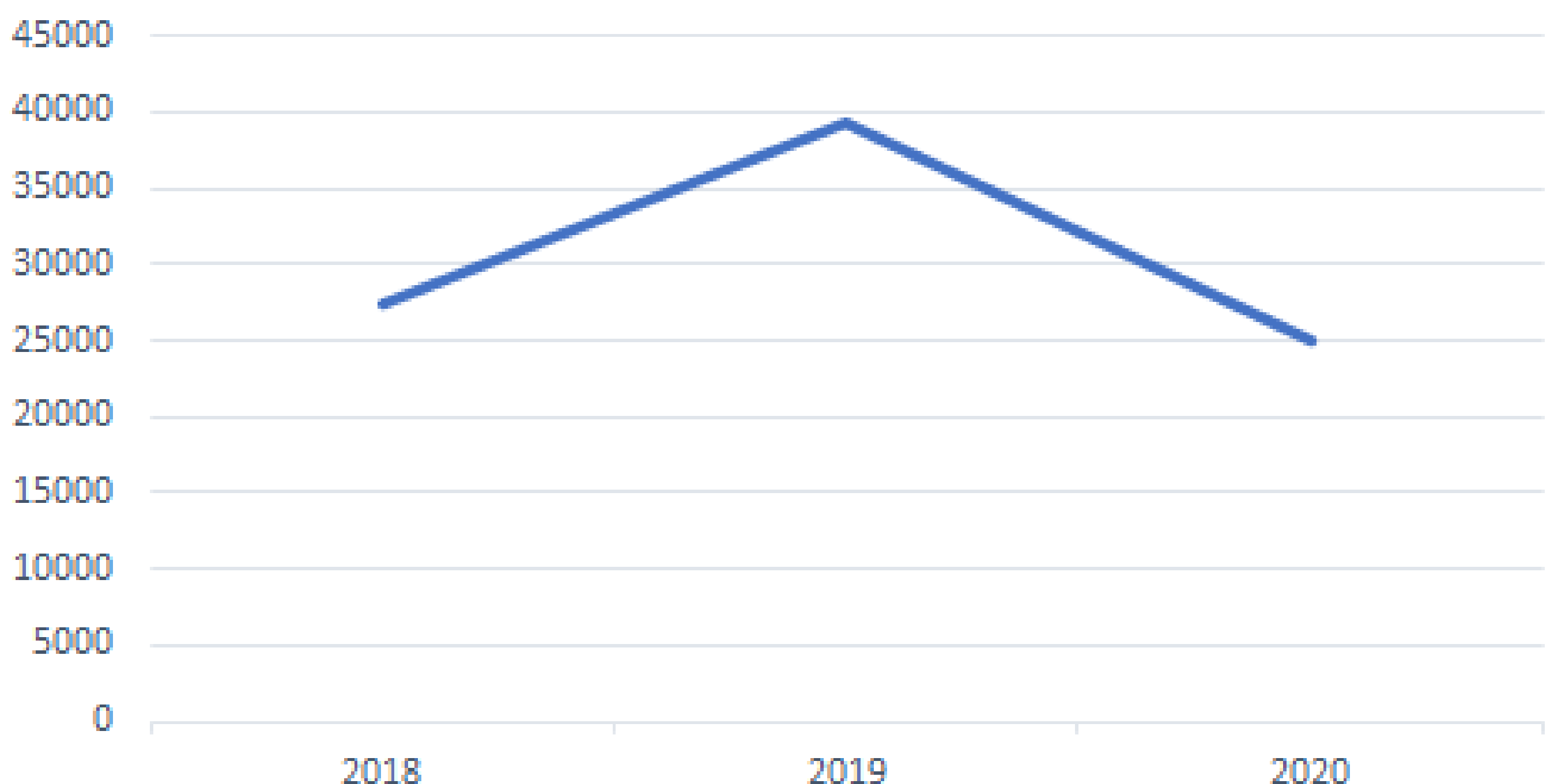


ENVIRONMENT

Electricity Consumption

As DERIS we are lucky to have a building full of windows that take in the natural light during the day. The natural light that comes in until the afternoon allows us to work without the electricity. We have made it a habit to turn on the lights in the afternoon when it gets dark outside which has directly reflected on our electricity usage and bills.

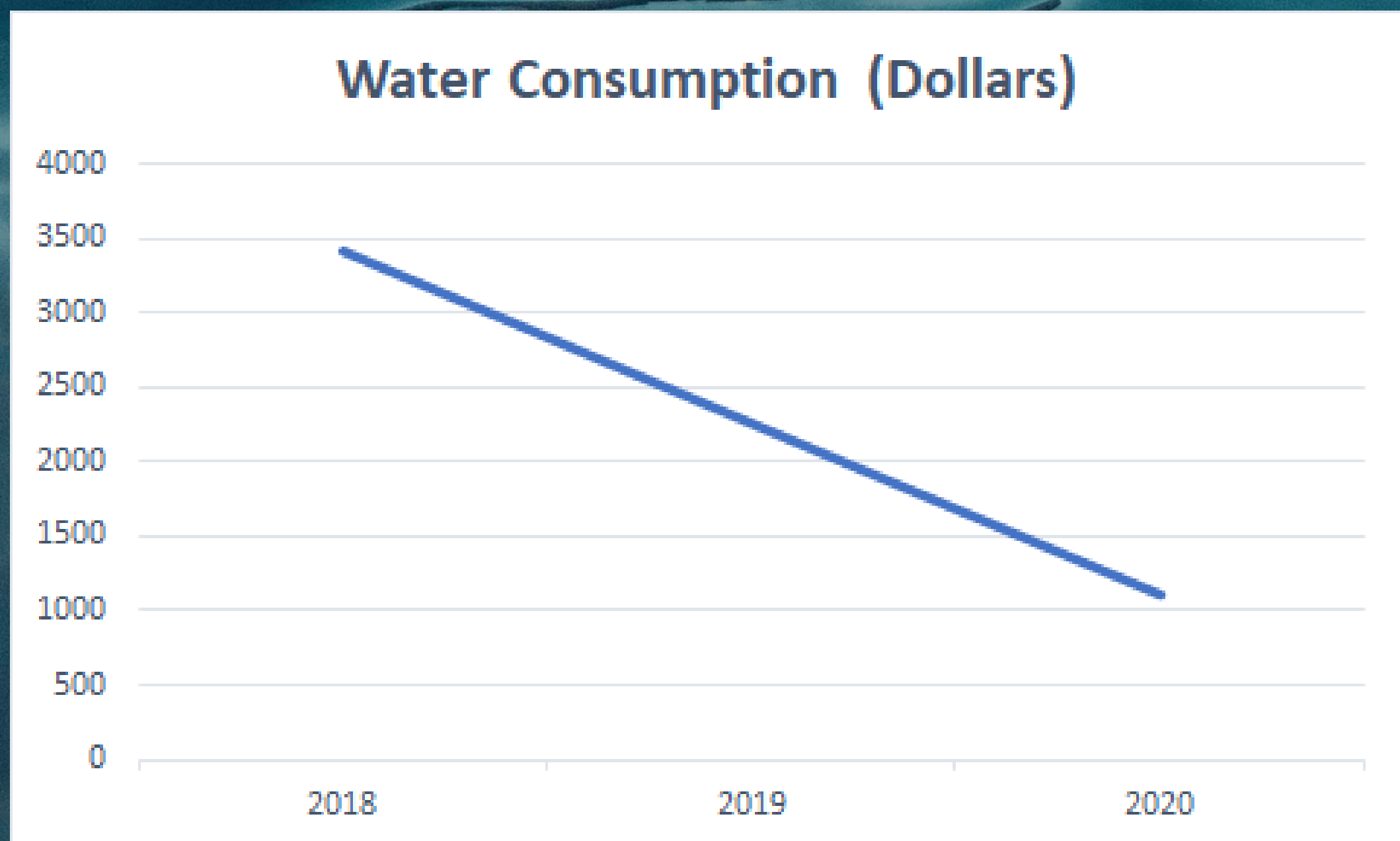
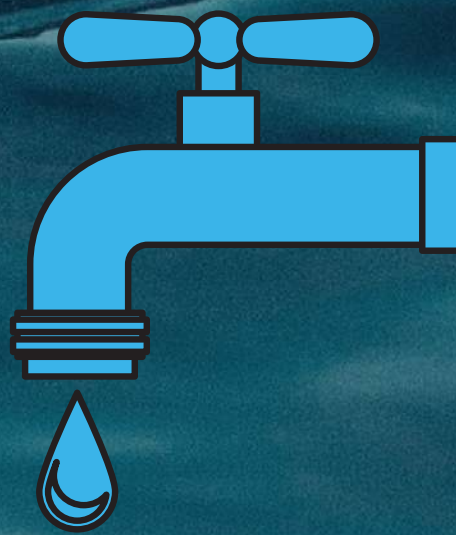
Electricity Consumption (Dollars)



ENVIRONMENT

Water Consumption

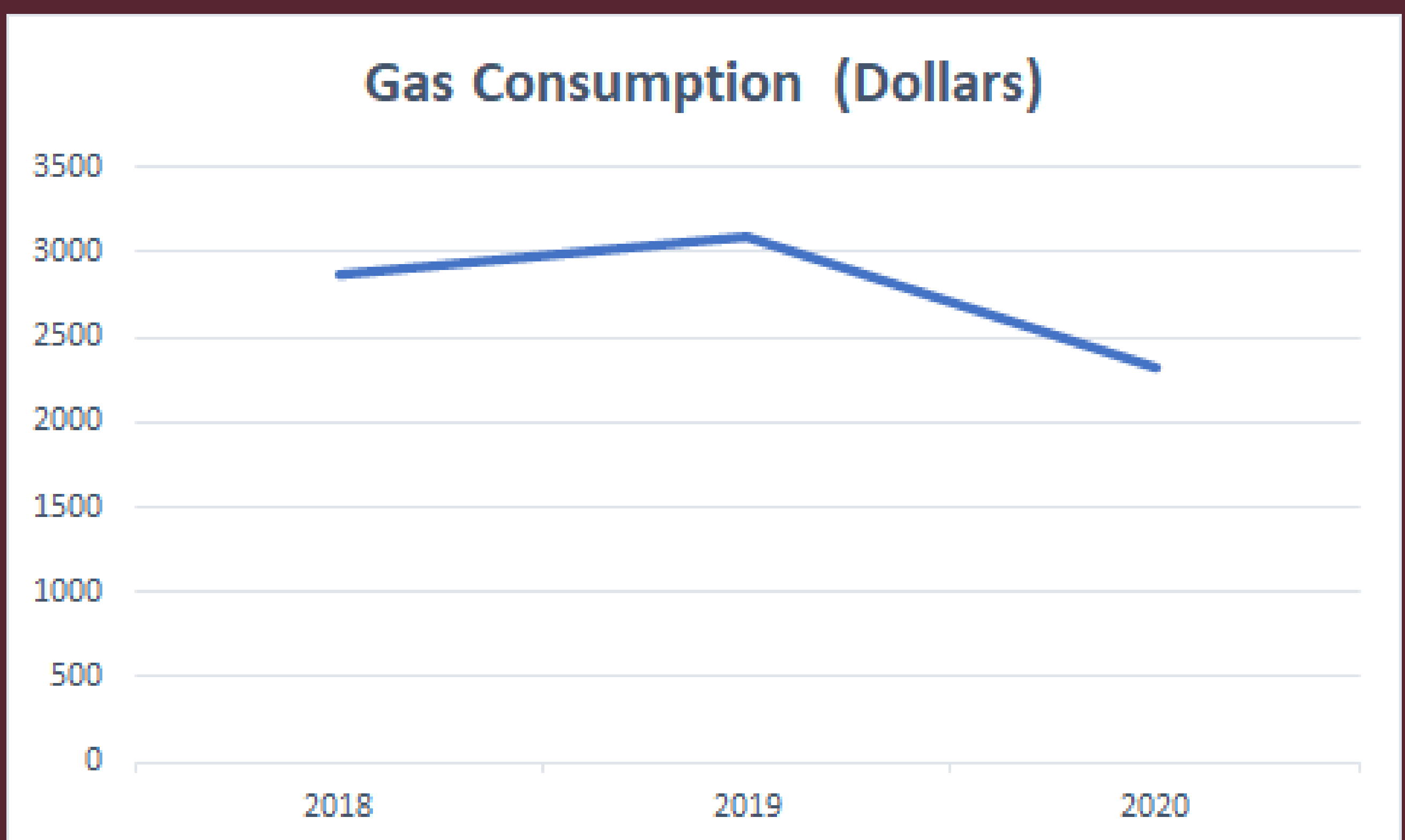
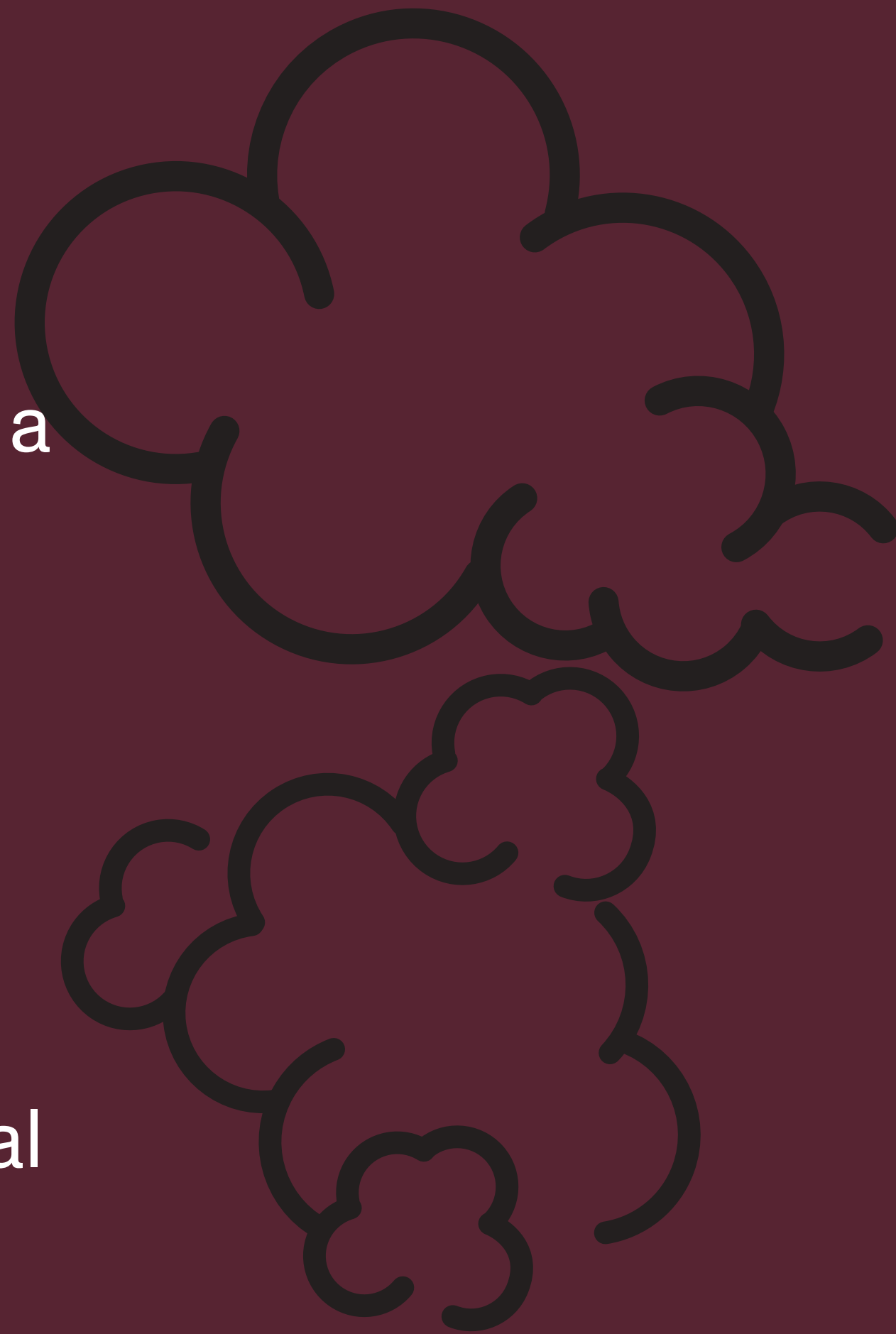
In 2013 DERIS replaced it's water despensors with despensors that purify tap water. These despensors were installed on every floor for employees to hydrate and make coffee or tea. With this change there was a drastic water conservation.



ENVIRONMENT

Gas Consumption

The windows installed in our building are double glazed with a thermal insulation system. This directly disables the transfer of heat. The window system that keeps the cold from coming in makes the indoor temperature stay in a level that needs minimal gas consumption.



ANTI-CORRUPTION

Information Security

DERIS has carried the scope of personal data protection to the general information security level in the last quarter of 2019 and decided to implement the "27001 Information Security Management System" and aimed to receive certification in the first quarter of 2021. Both the need to train internal auditors as a requirement of ISO 27001 and the requirement to determine all information assets and the risks affecting them, as required by the standard, enabled the project to be carried out with wide participation. Apart from the project team consisting of six people, a group of six other people who were assigned with internal audits have been formed in the company, which has internalized and has the competence to audit assets, risks and violations. The company runs the project without any consultancy service.