

To our stakeholders:

I am pleased to confirm that Mercan Makina 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Ergun UYAR

General Manager

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HUMAN RIGHTS

Assessment, policy and goals

We clearly state that, we respect to provide free, trustworthy and fair working conditions.

Employer guarantees that any kind of discrimination is severely fined.

Implementation

In 2020, we took all our actions in order to protect our employees from Covid-19 pandemic. After a short break on late March, we restarted by taking all the precautions. Our first action is to inform all our employees about social distance, personel hygiene and self protection. We have started to provide protective masks and vitamin supplements. We have built clean air ducting system into all our offices and UV air cleaning devices into our dining hall and dressing rooms. We have built new offices and recreational areas and upgraded the physical conditions in order to follow the social distance rule. All our employees are tested for Covid-19 after the restart. We still inform our employees regularly.

Measurement of Outcomes

As a result of our strict rules only ten of our employees got Covid-19 and there hasn't been any Covid-19 case since the beginning of 2021.

LABOUR

Assessment, policy and goals

We pay attention and fairly apply the rules and laws that our employees can use their personal benefits. Referring to the Turkish Republic Constitution; in our company nobody can be forced to work, our employees can freely become a member of NGOs and labour unions in order to protect their social and economic benefits & interests and resign from these memberships.

Since we have over 120 employees, we must employ disabled persons. During the recruitment we pay attention not to discriminate between the candidates.

Child labour is strictly forbidden in our company. We do not have any employees younger than 18.

We do not force our employees for overtime work without their approval.

Employees are paid equally for the equal level of work.

Gender inequality is strictly forbidden in our company regulations.

Implementation

We have improved our physical conditions at the production and social area in order to provide better work conditions. We started to apply our new rewarding system for our blue collar employees. We have reorganized the work times of our white collar employees and provided one day home office option. We set some new rules in order to increase the level of efficiency at the production.

Measurement of Outcomes

As we stated above, we meet the requirements of UNGC and Turkish government in our system. All our records can be cross checked by the Turkish authorities. Our rewarding system can be monitored in our ERP programme. More of our employees has benefitted from our new rewarding system. This increased our efficiency.

ENVIRONMENT

Assessment, policy and goals

We have ISO:14001 certification and we pay attention to meet the requirements.

Implementation

We are conducting all processes with our environmental engineer advisor. We keep all our wastes separately, inform the Ministry of Environment and we dispose some of them at every 6 months time.

For the non-disposable wastes, we make an agreement with the companies for recycling.

We regularly conduct trainings every year in order to increase the awareness about environment.

Measurement of Outcomes

All our processes are registered both in our system and at the Ministry of Environment.

ANTI-CORRUPTION

Assessment, policy and goals

All forms of corruption, extortion, bribery is definitely unacceptable as it is stated into our ethic rules and working principles booklet.

Implementation

In order to prevent any kinds of corruption we have placed CCTV camera system in our company. All our rules stated into our booklet is strictly applied.

Measurement of Outcomes

We strictly follow this issue but we have not experienced any outcomes since last reporting date.

