



DEDEM
MEKATRONIK

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DEDEM MEKATRONIK SUSTAINABILITY REPORT

**UN GLOBAL COMPACT –
Communication on Progress**

December 2020-December 2021

This report is a description of annual activities and performance of Dedem Mekatronik company. Also, it contains relevant developments related to the following issue areas: Human Rights, Labor, Environment and Anti-Corruption.



SUSTAINABLE DEVELOPMENT GOALS



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DEDEM MEKATRONİK



10.06.2022, İZMİR/TURKEY

TO OUR STAKEHOLDERS,

From 1995 until today, we use combinations of mechanical, electrical/electronics, software, motion technologies and robotics to produce optimum solutions for higher productivity, efficiency and occupational safety in many industries with our expert team.

As the well-known 'producer of trustworthy solutions', Dedem Mekatronik signed the UN Global Compact (UNGC) in 2018. We are committed to supporting and playing an active role in achieving the Sustainable Development Goals (SDGs) set forth by the UN and living up to the 10 Principles of the UNGC that always been a framework in shaping our management approach. We will continue to abide by them as we move forward as a company.

The 10 principles of UNGC that are based on the Universal United Nations declarations, deals with the basic responsibilities of the business world in the fields of human rights, working standards, environmental and corruption. The companies that include 10 Principles in their strategies, policies and procedures not only maintain their basic responsibilities for people and the planet, but also prepare the ground for long-term success.

We dedicate ourselves to transform the industrial factories through the application of technology, with a focus on adding value and creating efficiency for all our stakeholders. Our work is guided by the UNGC, which upholds principles of accountability and transparency, as well as respect and protection of human rights and the environment. The principles guide our decisions as we work to create lasting value for our stakeholders and to impact the way the world does business. In 2018 we further strengthened our commitment to the UNGC by launching a new strategy to align our company with our core values and our ambitious long-term growth plans.

This Communication on Progress outlines our annual improvement in integrating the UNGC into our business strategy, culture, and daily operations. We are committed to sharing this information with our stakeholders on our website so that everyone can learn about our progress and share their own views with us. Since 2018, we have been making significant strides in the sustainability journey. We have integrated the UNGC's Ten Principles into our business in a comprehensive manner. These efforts align with our goals of sustainable growth, collaboration, innovation, and corporate responsibility.

Sincerely yours,

RAŞİT İMRENCİ
GENERAL MANAGER

Raşit İmrençi



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THE 10 PRINCIPLES OF THE 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.
Labor Standards
- **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 are asked to 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.



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1. ABOUT DEDEM MEKATRONIK

Dedem Mekatronik was founded in 1995, Izmir. We are providing our services at a total of 8.500m² production facilities established in ITOB Industrial Zone and a North America sales office in Dallas, USA.

With our expert team, we use combinations of mechanical, electrical/electronics, software, motion technologies and robotics to produce solutions. We have standardized our products for:

1. Material Handling
2. Packaging & Palletizing
3. Industrial Investment Consultancy
4. Turnkey Factory Startup
5. Intralogistics
6. Automated Production/Assembly Lines

Our reference projects are mostly operating at areas such as White Goods, FMCG, Automotive, Logistics, Packaging production and warehouse facilities.

In order to closely follow new technologies and add new products/solutions to the standard ones we are continually investing in R&D. As a result; we have been accredited as Turkey's 967th R&D Center by the Turkish Ministry of Science, Industry & Technology. Our expert engineering staff as a separate unit is focusing on developing new solutions to meet the changing needs of the manufacturers. With 25+ years of experience and university collaborations, our innovative solutions make a great contribution to production and warehouse management technologies.

By working with globally recognized equipment manufacturers and combining our cross-sector knowledge with our abilities, we produce optimum solutions for higher productivity and efficiency.

Our Process:

1. Discovery
2. Simulation
3. Design
4. Production
5. Automation
6. Commissioning
7. Technical Services & Maintenance

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Benefits provided by Dedem Mekatronik:

- Automated production processes
- Boosted production capacity
- Enhanced product quality
- Reduced energy consumption
- Maximized occupational safety

Dedem Mekatronik is well-known as a 'producer of trustworthy solutions' and every single customer knows that "**Dedem will handle it**".

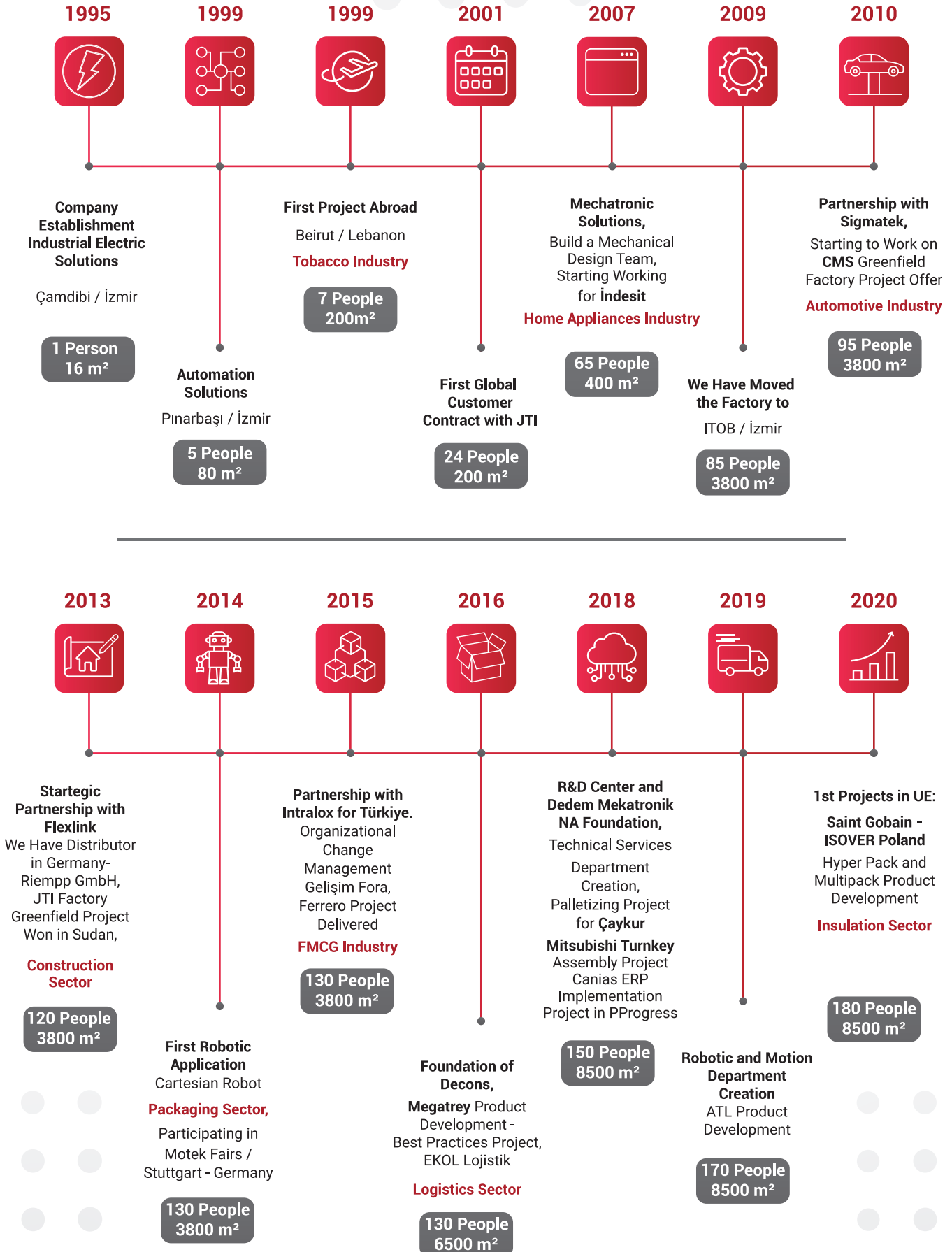


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1.1. DEDEM MEKATRONIK HISTORY

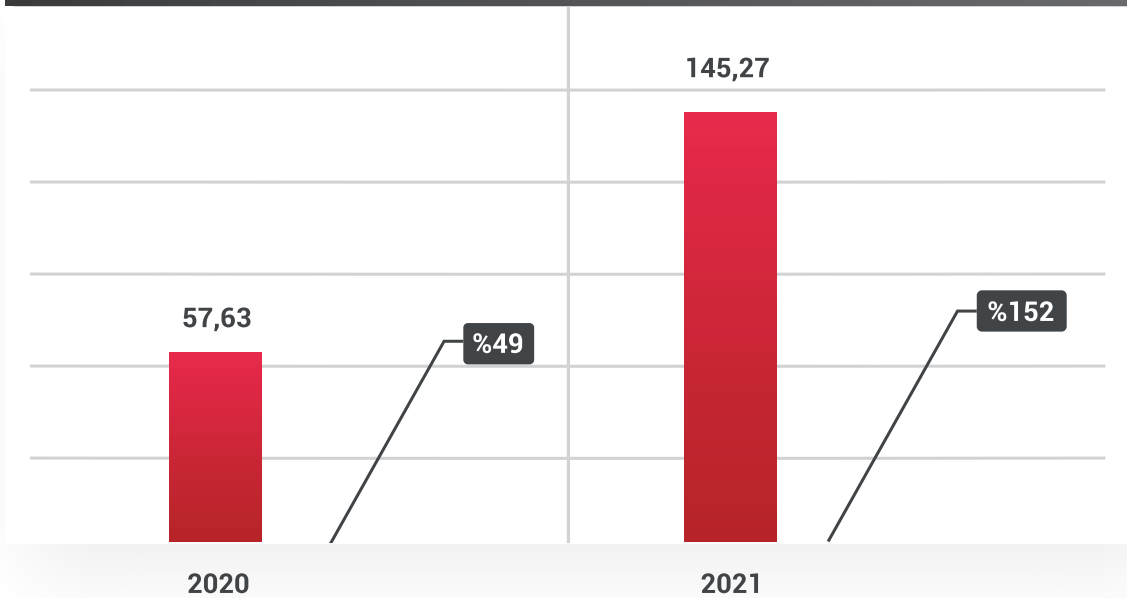
Where did we start?



2. 2021 AT A GLANCE

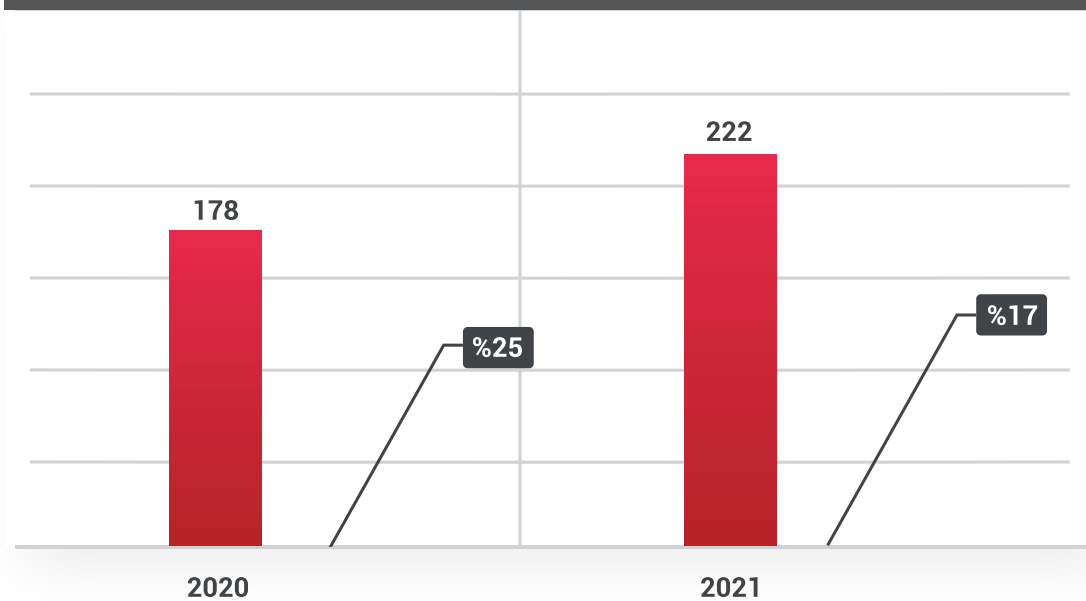
2.1. FINANCIAL INFO

TURNOVER (M TRY) & GROWTH



2.2. HR EMPLOYEE STATISTICS

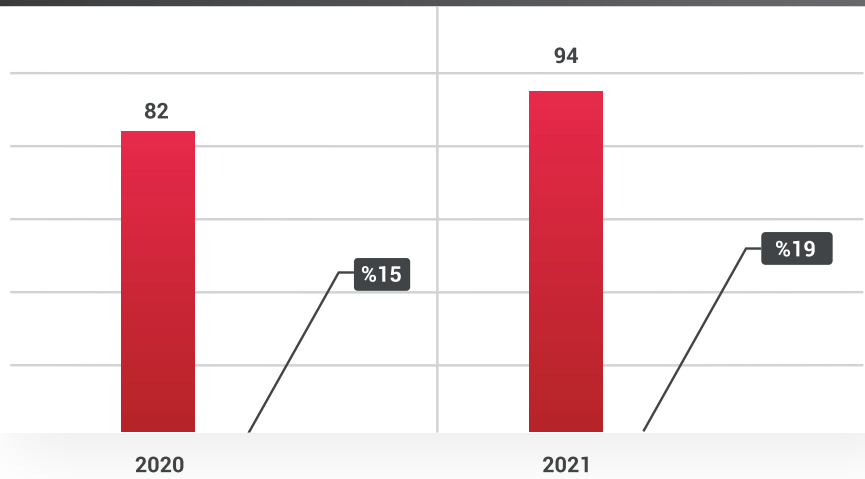
ANNUAL AVERAGE NUMBER OF EMPLOYEES OF DEDEM COMPANY



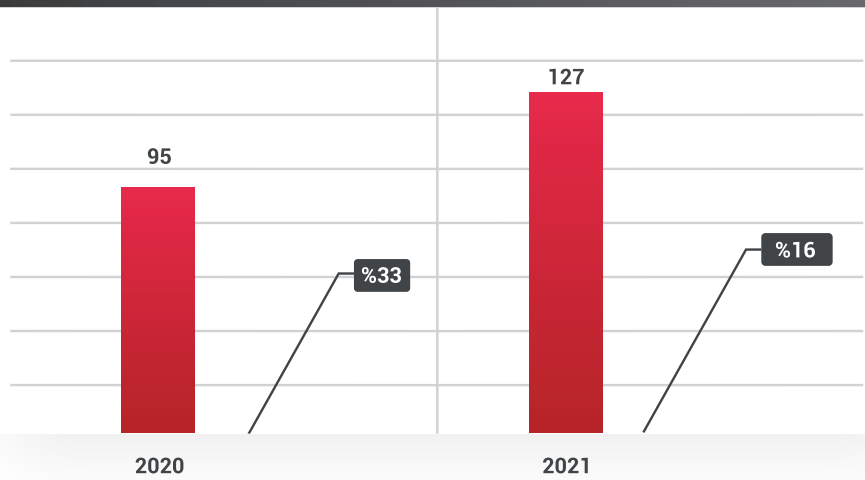
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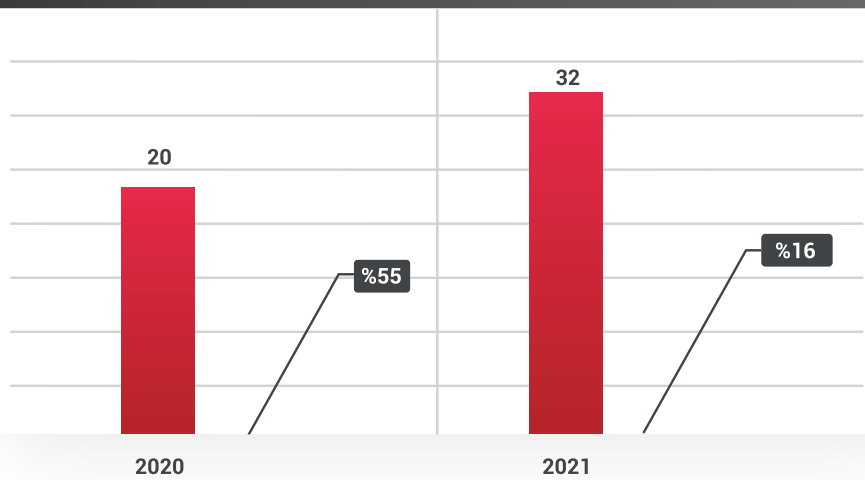
ANNUAL AVERAGE NUMBER OF WHITECOLLAR OF DEDEM COMPANY



ANNUAL AVERAGE NUMBER OF BLUECOLLAR OF DEDEM COMPANY



ANNUAL AVERAGE NUMBER OF FEMALE EMPLOYEE OF DEDEM COMPANY



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2.3 ATL AWARD

Dedem Mekatronik won the Grand Prize with the 'Truck Loader Unit' project in the medium-sized enterprises category of T.C. The Ministry of Industry and Technology - 2021 Efficiency Project Awards. The team got the award from The Minister of Industry and Technology Mustafa Varank, in the IT Valley, on December 17, 2021.

'Truck Loader Unit' prepared by Dedem R&D Center team, to solve a occupational safety problem in the loading areas; over time, it has become a complete efficiency project on work time, labor and storage areas. The project enables the products to be placed from the storage area to the installation ramp and trailer much faster, safer and with less manpower. Since it provides significant savings in the number of installation ramps, it allows to deploy new storage areas.

2021 Efficiency Project Awards organized for the seventh time by T.C. The Ministry of Industry and Technology. This year; a total of 468 projects (279 large scale, 77 medium sized, 51 micro & small scale, 61 public enterprises) from 53 different cities were applied for the awards. In addition, 288 independent evaluators from 60 provinces have also applied.



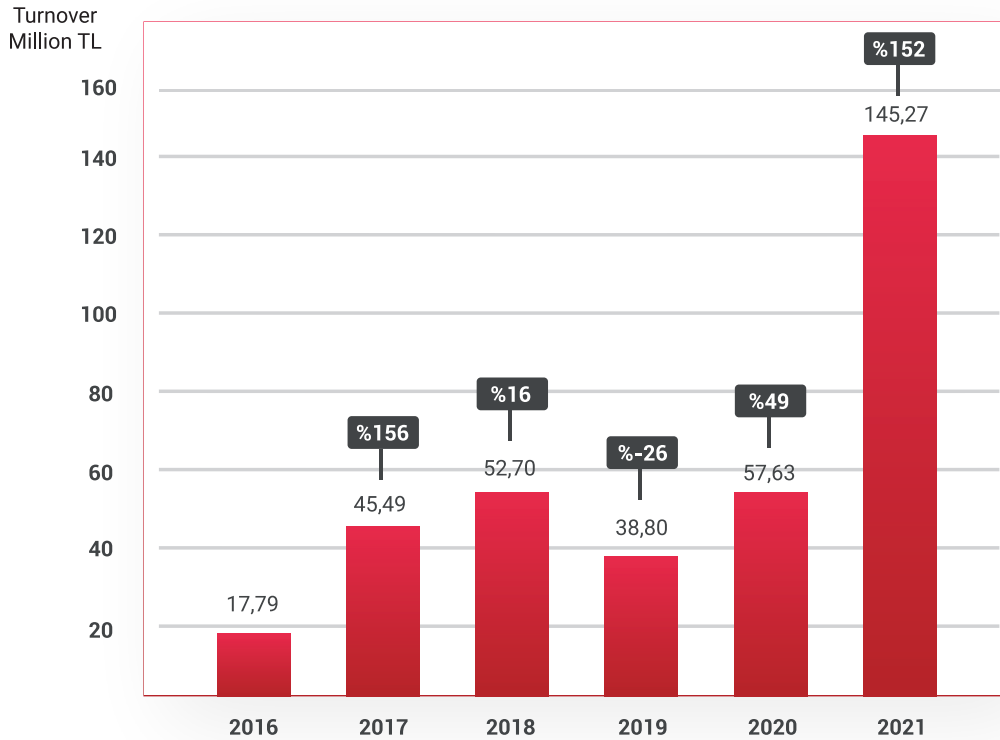
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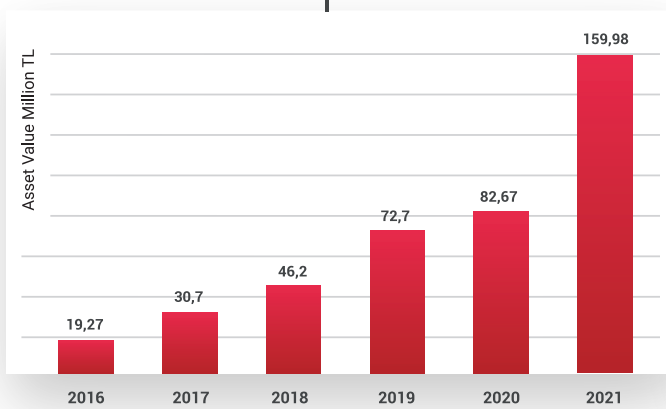
3. DEDEM MEKATRONIK IN FINANCIAL FIGURES FOR 2016 – 2021

3.1. TURNOVER 2016 – 2021

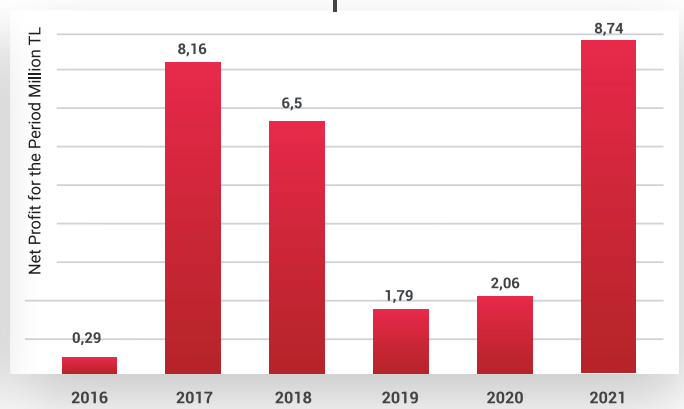
Taking into consideration last 5 years Dedem Mekatronik on average has grown 69% annually on the TL currency base.



3.2. NET ASSETS 2016 – 2021



3.3. NET PROFIT 2016 – 2021



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4. DEDEM MEKATRONIK ACTIVITIES AT GLANCE

4.1 INNOVATING INDUSTRIES

4.1.1. WHITE GOODS

White Goods and durable consumer goods industry has gained great development in Turkey in recent years. Especially cheap labor and efficient production methods have encouraged global players to invest in Turkey. Most of the products manufactured by this industry in Turkey are exported to the whole world.

Dedem has successfully completed turnkey projects especially in refrigerator, air conditioner, washing machine, dishwasher manufacturers. Main solutions & services provided by Dedem to the White Goods/Durable Consumer Goods industry:

- Product test station
- Dynamic miniload ASRS
- Sorter systems
- Overhead conveying
- Pre-assembly line conveyor and automation systems
- Assembly line conveyor and automation systems
- Test lines and systems conveyor and automation systems
- Packaging line conveyor and automation systems
- PU and fixture automation systems
- Andon automation and data monitoring systems for lines
- Raw material pneumatic feeding systems
- Line improvement solutions
- Ergonomic applications such as tilt, Lift, turntables for operator stations



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 VESTEL

 MITSUBISHI
ELECTRIC

B/S/H/

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 Whirlpool

 KLIMASAN
KLİMA SAN. VE TİC. A.Ş.



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4.1.2. AUTOMOTIVE

The automotive industry (requires the most complex technology after the aerospace industry) needs companies working with high-technology which includes major engineering fields to develop and establish efficiency projects in manufacturing, assembly and delivery lines. The industry has to develop itself and make continuous improvement studies.

Main solutions & services provided by Dedem to the Automotive Industry;

- Robotic Solutions
- Automated conveyor systems for manufacturing and assembly lines
- Data monitoring and Andon automation systems
- Special mechanism & machine solutions:
 - Product Quality Control Units
 - Automatic Burr Unit
 - Wheel Rim Tilt Unit
 - Wheel Rotating Unit
 - Cover Installing Unit
 - Wheel Identification System
 - Wheel Cooling Unit



CMS

Döktaş

CEVHER
JANT SANAYII
ALLOY WHEELS

assanhanil



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4.1.3. FMCG

Downtimes cause great losses for businesses that manufacture FMCG products. That's why they have to build systems that work flawlessly. FMCG or packaged consumer goods are low-cost products that sell quickly, are replaced, or are easily consumed within a year, the use of which is usually restricted on a per day, month, or year basis. Companies that manufacture FMCG use conveyor and automation systems for the transition between machines, packaging and shipment. Considering that machines produce hundreds or even thousands of products per minute, it is very critical to have a working solution in the machines' outputs and inputs.

Main solutions & services provided by Dedem to the FMCG industry:

- End of line palletizing & packaging systems
- Automated conveyor systems for manufacturing & assembly lines
- Data monitoring & Andon automation systems
- Special sorter systems
- Modular conveyor solutions
- ARB (active roller belt) solutions
- Dynamic ASRS systems
- Dust-free bulk conveying systems
- Special mechanism and machine solutions:
 - Hygenic conveyors
 - Case opening unit
 - Case closing unit
 - Case banding unit
 - Casepacker
 - Label applicator
 - Glue distribution system



FERRERO

PEPSICO



LC WAIKIKI



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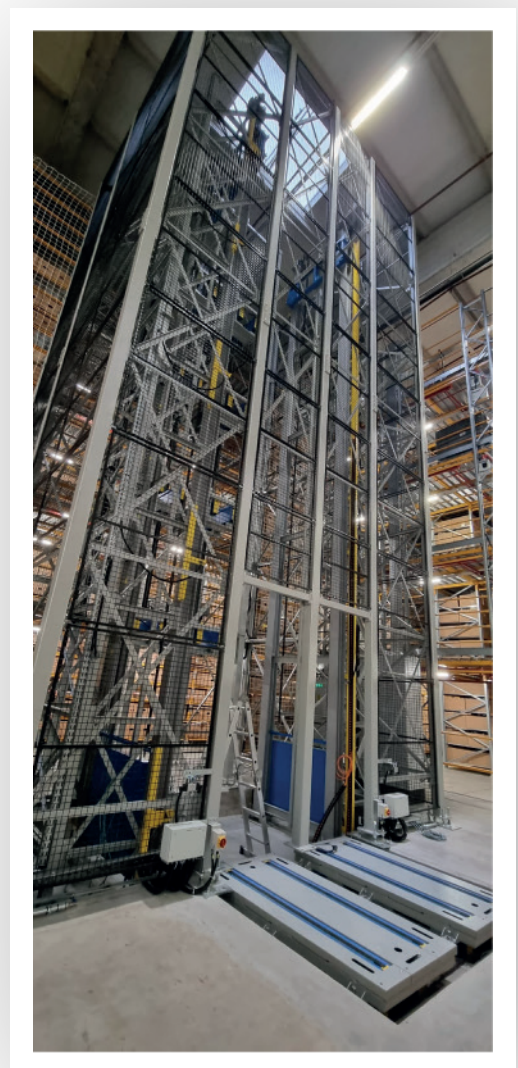
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4.1.4 LOGISTICS & E-COMMERCE

Recent years, have seen increased technological adoption, and the onset of the pandemic has further accelerated, 2020 ensured we were all confined to our homes, working and shopping remotely. This resulted in a large-scale shift in consumer behavior, preferences and expectations when it came to shopping and shipment delivery. As consumer preferences evolve every day, they are expecting a more personalized e-commerce and logistics experience, one that pampers them and offers the utmost convenience from end to end.

Main solutions & services provided by Dedem to the logistics and e-commerce sector:

- End of line palletizing & packaging systems
- ATLS (Automatic Truck Loading Systems)
- Automated conveyor systems for distribution
- Data monitoring & Andon automation systems
- Special sorter systems
- Modular conveyor solutions
- ARB (active roller belt) solutions
- Dynamic ASRS systems
- Special mechanism & machine solutions:
 - Motion Up Elevator
 - Mezzanine Product Picking
 - Narrow Belt Sorter



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4.1.5 PACKAGING

The packaging industry, which generally has a continuous line, does not tolerate downtimes and breaks. Paper is a thin material that is mostly used in writing, can be printed or drawn on, and can also be used for packaging purposes. It is generally obtained as a result of pressing the cellulose pulp obtained from moist wood fibers or grass cloths and drying in flexible sheets. In particular, paper has been used a lot in the packaging industry in recent years due to the rapid recycling of nature.

Dedem Mekatronik has realized many projects in many fields such as corrugated cardboard industry, liquid food packaging, writing and drawing paper, etc. and has the knowledge and experience to meet the mechatronics solution needs in the industry.

Main solutions & services provided by Dedem to the packaging industry:

- Conveyor & automation systems
- Special sorting systems
- End of line palletizing & packaging systems
- Data monitoring & Andon automation systems
- Turnkey factory built-up
- Glue Distribution System



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4.1.6 CONSTRUCTION & INSULATION

Dedem Mekatronik offers many solutions to companies that provide products to the construction industry. Construction is one of the developing and growing industries of Turkey. Increasing population and especially urbanization projects have caused housing constructions to gain momentum in recent years. In order to reduce the labor figures, enterprises have accelerated their production and development for ready-made material needs to be used in the industry.

Main solutions & services provided by Dedem to the construction & Insulation industry:

- End of line packaging & palletizing
- Robotic solutions (Palletizing & packaging systems)
- Automated conveyor systems for manufacturing & assembly lines
- Data monitoring & Andon automation systems
- Dosing systems
- Special mechanism & machine solutions:
 - Hiperpack Machine
 - Multipack Machine
 - Lamination Line
 - Horizontal Slicing Machine



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4.2. NEW PRODUCTS DEVELOPMENTS:

4.2.1 ATLS (AUTOMATIC TRUCK LOADING SYSTEMS)

This product is designed for automatic loading into a truck without using a forklift. By using an automated system, loading times are significantly reduced. A common conventional trailer loading time is reduced from 40 to 60 minutes into just 3 to 5 minutes. The trailers do not have to be modified. it can be used easily for international transportation trucks. Loading from production lines or warehouses to system can be automated (via conveyors, AGVs, etc.) ..



4.2.2 MOTION-UP ELEVATOR

This product is designed for automated vertical lifting of products and for facilities with multi-storey structures that make fast production to carry products between floors. Since it works like conveyors between the floors, it can reach 5-6 times the speed of conventional elevators. It ensures high safety transportation without allowing employees to enter the elevator area between the mezzanine warehouses and floors. It can be installed side by side and in different sections in desired quantities.

4.2.3 ASRS

Loading and unloading to dynamic shelves can be done fully automatically using by cranes. There are stoppers and drive mechanism on the last conveyor before product transfer to the crane. Apart from storing products, it can also be used as a buffer system. Especially for companies working in mass production and shifts, buffer system is of great benefit for line balancing or preventing lines from stopping in malfunctions. In dynamic shelf system projects, designs are made according to the dimensions, weights and line capacity of the products or pallets to be handled. Shelves with layers up to 9 meters are made according to the required amount of stock. Gravity rollers with 3 degrees inclination are used on the shelves. This slope enables the products to be transported without spending any energy. According to the shelf length, braking rollers are placed in the required areas.



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4.3. RESEARCH & DEVELOPMENT CENTER

Dedem R&D Center, which was established in 2018, is among the first 1.000 accredited R&D centers of Turkey. In order to generate solutions to the most challenging problems of producers; we also benefit from the cooperation of university-private sector by combining the researches of the best universities with our 25-person team of experts and 27 years of experience.

We are involved in Industry 4.0 processes, which are the modern industrial revolution of our age all over the world, with our R&D studies and innovative automation designs. Since we are a company that establishes factories and develops technology, all our processes are based on R&D studies. Since we produce projects of multiple technological components, we have a organizational structure that uses many engineering areas with a multidisciplinary approach such as mechanical engineering, electrical-electronics engineering, etc. Industry 4.0 -which includes the combination of automation tools and current IT technologies, robotics, etc.- is the basis of our R&D/design processes and strategies. We carry on our R&D activities from literature review to computer aided design, from design to the design verification with the support of the analyses and software. In addition, we set up the automation systems that we designed and produce virtually with simulation software, before physical installation. Within the scope of R&D studies, we improve design and processes before finalizing all of our products/solutions/projects.

More academic and innovative projects are carried out than routine business projects within the scope of R&D Center, so the scope of sector diversity/field of activity are expanding. During the first year of activity, we started R&D projects in many different industries such as automotive, food, logistics.

As of 2019-2020, R&D studies of special systems like; new generation image processing, product function-based autonomous systems for non-linear materials, nanoscience and nano engineering assisted robotic gripper components from composite materials, multi-functional robotic gripper components, autonomous truck loading systems have also been added to our fields of activity.

In 2021, with the establishment of the Robotics & Motion Department, we designed many unique robotic grippers. We offer the safest and long-lasting systems for our customers by performing finite element analysis and many similar resistance analyses of those grippers. In addition, as the new field of activity in the R&D center; we carry out many studies on the creation of a kinematic model of a robot arm for business planning, orbit planning and dynamic control processes.

After 2021, we developed projects such as ASRS automatic storage systems, ultra-high elevator/lift systems, automatic shuttle systems for Logistics 4.0 and Warehouse 4.0. During this period, we also developed prototype test automation systems for the white goods industry.



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2021 INDUSTRIAL DESIGNS REGISTRATIONS:

- DESIGN REGISTRATION - 2021 - GE - 94929 - ROBOT GRIPPER HEAD WITH BLADE
- DESIGN REGISTRATION - 2021 - GE - 94927 - SPRING SAFETY PLATFORM
- DESIGN REGISTRATION - 2021 - GE - 94928 - ACCORDION CONVEYOR
- DESIGN REGISTRATION - 2021 - GE - 94926 - PNEUMATIC ROBOT GRIPPER HEAD
- DESIGN REGISTRATION - 2021 - GE - 94925 - DOUBLE BELT PRESS CONVEYOR
- DESIGN REGISTRATION - 2021 - GE - 94923 - AUTOMATED TRANSPORT VEHICLE MOVING ON RAIL
- DESIGN REGISTRATION - 2021 - GE - 94924 - ROBOT GRIPPER TIP WITH SPONGE CLAWS
- DESIGN REGISTRATION - 2021 - GE - 94922 - AUTOMATIC INDUSTRIAL MIXING MIXER
- DESIGN REGISTRATION - 2021 - GE - 94921 - AUTOMATIC TRUCK LOADING CONVEYOR
- DESIGN REGISTRATION - 2021 - GE - 568932 - CARRIER TURNABLE MECHANISM

5. DIGITAL TRANSFORMATION


Digital Transformation Level; Using the Digital Transformation Assessment Tool (D3A), developed by Boğaziçi University and popularized by TÜBİTAK TÜSSİDE, five dimensions of the tool were examined: Corporate Management, Customer and Market Management, Research and Development Management, Supply Management and Production Management. The information collected during the interview with the company was then consolidated and matched with the dimension criteria, converted into scores in the range of 0-4, and these scores were used to determine the digital transformation level of the company. DEDEM MEKATRONİK Digital Transformation Level was determined in 2021 year. The digital transformation level of DEDEM MEKATRONİK in each dimension is given in the table below together with the general average. The level of digital transformation in each dimension is also shown collectively in the five-criteria radar chart, along with the overall average.



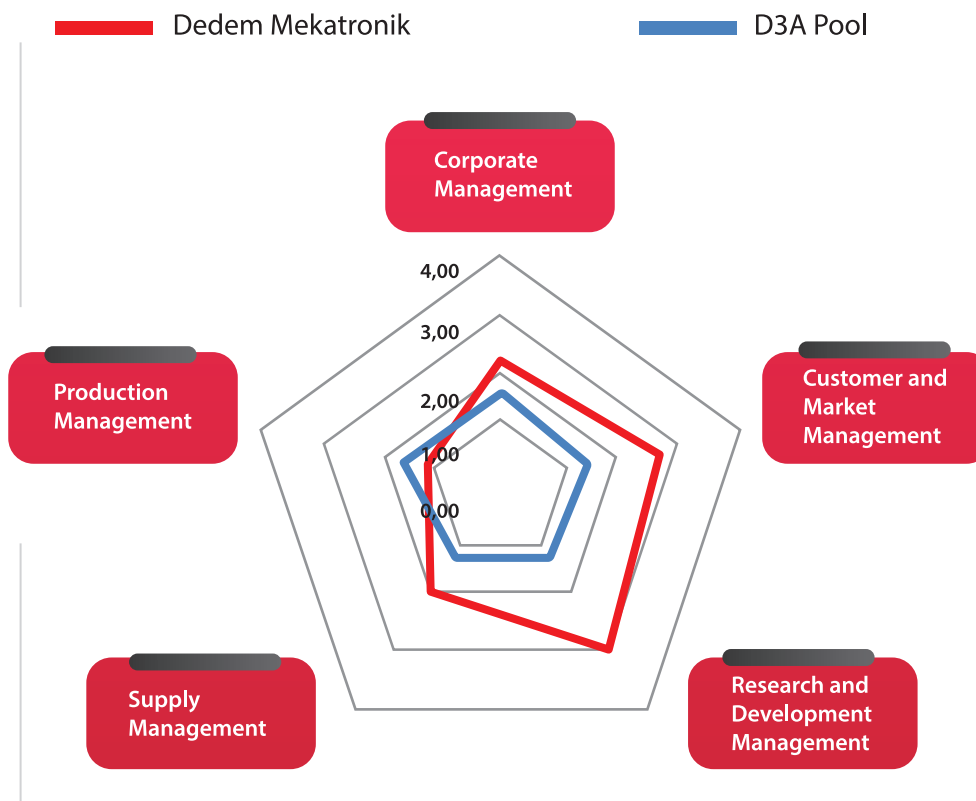
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Digital Transformation Level of Dedem Mekatronik

		Sizes					
		Corporate Management	Customer and Market Management	Research and Development Management	Supply Management	Production Management	Overall Digital Transformation Level
Digital Transformation Level	Overall Average	1,59	1,45	1,32	1,25	1,52	1,43
	DEDEM MEKATRONİK	2,33	2,60	3,00	1,93	1,13	2,20

Digital Transformation Radar Chart



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Dedem Mekatronik Clustering Results

Although the average of the Digitalization Score and the positions of the companies in relation to the average show the general situation, they are insufficient to show what the companies are doing well, which subjects are open to improvement, and the factors that make a difference.

A cluster analysis was also conducted to identify the elements that made the difference. With the cluster analysis, the common aspects of the companies were found, and all companies in the general evaluation pool were grouped into three clusters representing the beginner, intermediate and advanced levels. The elements that make a difference between the clusters were examined and the subjects that were open to development were determined.

The cluster in which our company is located in each dimension is shown in Table 3. Cluster analysis results and inter-cluster transition recommendations can be found in the Clustering Results section.

Clustering Results of Dedem Mekatronik

Size	Cluster
Corporate Management	Advanced
Customer and Market Management	Advanced
Research and Development	Advanced
Supply Management	Intermediate
Production Management	Intermediate

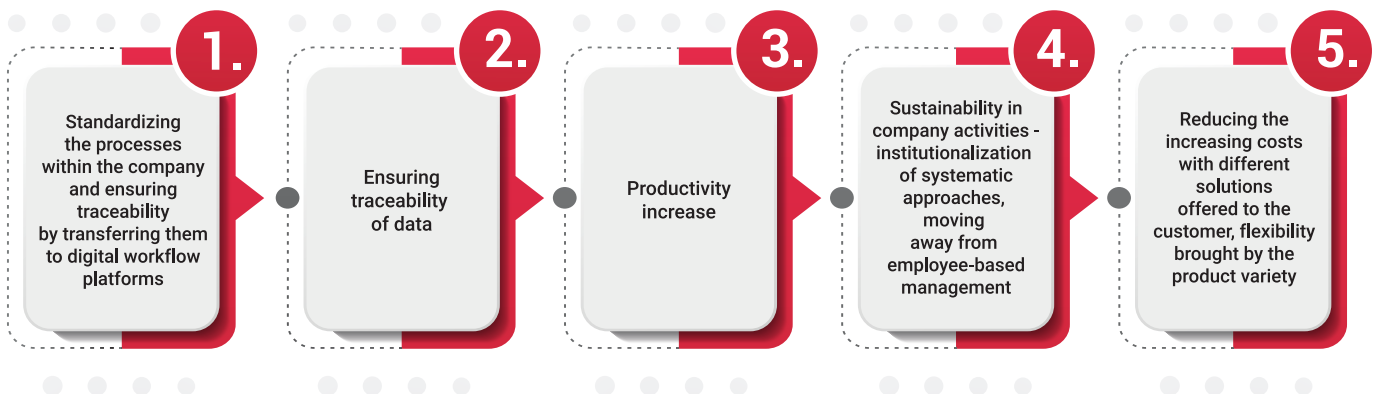


DEDEM MEKATRONİK DIGITAL TRANSFORMATION ROADMAP

Strategic priority and target of DEDEM Company; "To be an international company that is known and growing in the world". In order to achieve this target, increasing exports as a near-term target has been prioritized within the company.

According to company's strategy the company's Digital Transformation goals are listed as follows:

1. Standardizing the processes within the company and ensuring traceability by transferring them to digital workflow platforms
2. Ensuring traceability of data
3. Productivity increase
4. Sustainability in company activities - institutionalization of systematic approaches, moving away from employee-based management
5. Reducing the increasing costs with different solutions offered to the customer, flexibility brought by the product variety



The growth of DEDEM MEKATRONİK company has been based primarily on its flexibility to develop various solutions for customers and to produce solutions for projects in different sectors under one roof. However, as we move towards more growth from the point reached, the cost increases and inefficiencies that come with this flexibility need to be resolved.

The main focus of the digital transformation studies is this institutionalization and the introduction of flexible tools. Based on these targets, especially the project process and the subject areas that will increase productivity in production constitute the priority projects of DEDEM MEKATRONİK in 2021.

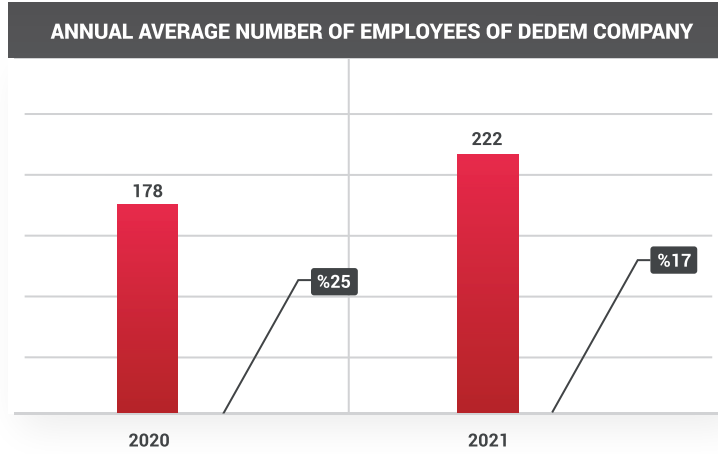


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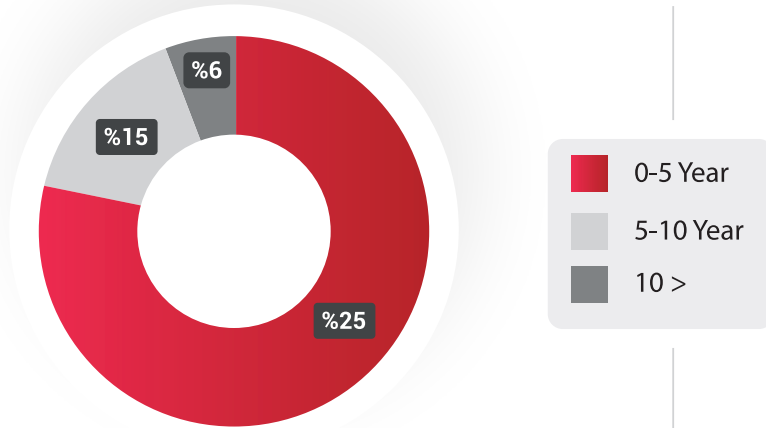
6. HUMAN RESOURCES

In line with the strategic decisions and our growth-oriented approach, by providing equal job conditions and opportunities regardless of language, religion, race, gender, etc. differences the increase rate in employees number was 25%.



Especially in line with the developments in information and communication technologies, we care for reliable and innovative ideas of our new teammates and thanks to their added value we continue to move forward with confident steps.

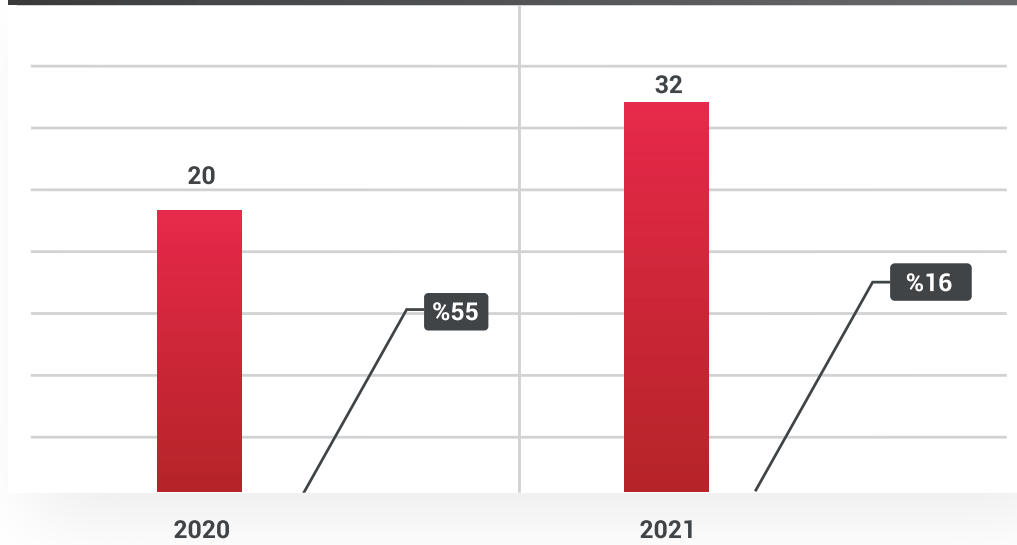
Grouping of Employees by Seniority in Dedem Company



Women have started to take more place in working life in the world and in our country, especially since the 20th century. However, when compared to men, it is not possible to say that they are still sufficiently involved in business life.

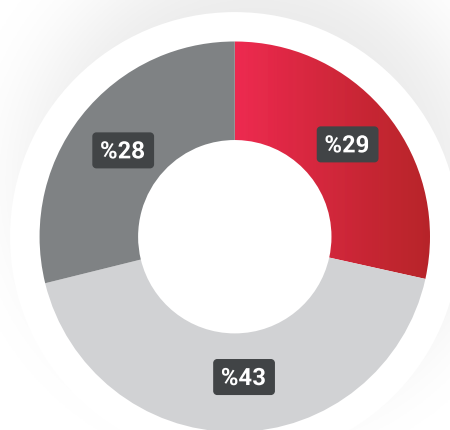
In addition to these visible obstacles in business life, there are also invisible barriers called glass ceilings that prevent women from taking part in business life and coming to the upper levels just because they are women. As Dedem Elektrik, our female employees were provided with a fair and equal working environment without gender discrimination, with a 55% increase in female employment as of 2021.

ANNUAL AVERAGE NUMBER OF FEMALE EMPLOYEE OF DEDEM MEKATRONIK



The age distribution of our professional team, which has common dreams with the Dedem Family and helps these dreams to come true.

Employee Rate According to The Age Plan of Dedem Company in 2022



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COMPETENCY AND PERFORMANCE MANAGEMENT

Development and innovation are inevitable phenomena for companies as they are for life. Technology and business models are rapidly advancing and developing, and the playgrounds of businesses are changing every day. While the environment is changing so rapidly, although companies realize their various needs in the situation they are in, they may find it difficult to meet these needs in a systematic way, easily and in an appropriate time. In this case, experts looking at the institution from the outside notice the elements that cannot be seen easily from the inside, and perceive the whole and the details more easily as an outside eye. The right method is to evaluate the whole picture objectively and interpret it according to the needs and goals of the institution.

In 2021 The Transformation for Growth project was initiated in our company in order to create an infrastructure and to support the continuous development of employees in line with their company and individual goals. The aim is:

- To harmonize employee and company goals in line with company objectives,
- To ensure that an objective individual performance measurement and evaluation can be made,
- To contribute to the development of a constructive and open communication environment,
- To make the assumed roles and responsibilities understandable,
- To direct and support the development of employees.

SELF-DEVELOPMENT

The fact that the importance of education and personal development in the 21st century has been proven to be even more important with the latest developments and the current situation in the business world has led us to concentrate on this issue even more.

For this reason, we provided personal development opportunities for all of our employees, and in 2021, we helped nearly half of our employees to have internationally valid technical certificates under Dedem Academy.

Companies	Personal Development Training	Vocational Training	Overall Total
Dedem Otomasyon Ltd. Şti.	41	63	104



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INCREASING SOCIAL WORKING CONDITIONS

The World Health Organization (WHO) defines health as: "Health is a state of complete mental and social well-being and not merely the absence of disease or infirmity. This is now accepted by the whole world.

With this slogan, we have provided for our all employees special private health insurance packages.

Also we have provided new benefits: maternity allowance, death allowance, marriage allowance, education allowance for all of our employees.

DIGITAL HR

Organization efficiency and cost optimization is becoming more important every day. Taking that into account we have digitized major cost-creating payroll and admin processes, such as: payroll printing and distribution, documentation signing and archiving, employee trial stage monitoring, all the personnel files, payroll and documentation has been digitized and uploaded into our ERP system. Also many manual jobs that require paper, toner and logistics has been automated and digitized, so that we minimize the environmental harm.

NEW DEDEM PROFESSIONAL CANDIDATES

In 2021 we have offered the opportunity of work internships to 48 undergraduate students. Our work orientation programmes aim to:

- to experience the professional business world,
- to explore different career opportunities,
- to raise awareness about the professions that our students want to choose,
- to enrich their knowledge to be used in the recruitment process



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We'll handle it!

7. OHS & QUALITY

OCCUPATIONAL HEALTH AND SAFETY

1. Occupational Health and Safety

Due to the fact that our working network can reach many companies operating in different sectors throughout the market, we have different levels of Occupational Health and Safety risks. The operation and perspective of our company is based on eliminating and reducing these risks by analyzing all risks related to health and safety in the working environment, in accordance with the OHS culture.

As a company, we care about and observe occupational safety and employee health at all times in line with the target we set before us as Zero Occupational Accidents and Zero Occupational Diseases throughout the year. In this direction, we comply with National and International regulations, legislation and laws, and we create more suitable working environments by constantly improving ourselves.

We carry out OHS trainings to make occupational health and safety a corporate culture, and in this context, as Dedem Mekatronik, we convey the most up-to-date OHS Culture to all our employees, together with the periodic and compulsory Basic Occupational Safety Trainings, we provide also weekly Toolbox trainings, both in our production area and in the external factories of our costumers we convey projects for. At the same time, taking into account every situation regarding the happiness and health of the employees, we prepare and develop a suitable work environment.

1.1 Occupational Safety Trainings

It is of great importance that the awareness of the employees and their active participation in the trainings are as important as the up-to-date creation of the Occupational Health and Safety Culture. For this purpose, in addition to the face-to-face trainings, the Distance Education Module was used to ensure the participation of the employees and the related trainings were completed. On annual basis 12 hours of Basic Occupational Health and Safety Training is provided per employee.

1.2 Occupational Accidents and Occupational Diseases

In order to create an effective OHS culture, it has been defined as a company principle for everyone in the workplace to adopt and internalize safe behaviors a reflex, and to recognize and control the dangers and risks at every stage.

Although it is not entirely possible to eliminate or prevent work accidents and occupational diseases, as the Company, it is aimed to be minimized with the help of organizational and cultural values.

In this framework, no fatal occupational accident occurred on behalf of our Company and necessary measures have been taken and continue to be taken to prevent the reoccurrence of occupational accidents.

OHS Data - Employees	2021
Number of Fatal Accidents	0
Number of Accident	12
Absent Day Due to Accidents	88

1.3 Our site visits

Field visits and inspections are planned in order to monitor work/employee health and safety in projects undertaken by our company operating throughout the country and abroad. Field explorations are carried out in order to identify and eliminate all kinds of risks that may occur. Our Risk Analysis and Evaluation reports, which were created as a result of these discoveries, were communicated to all our personnel and OHS awareness was created by providing trainings during the field visit, and possible occupational accidents were prevented.



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QUALITY AND DOCUMENTATION

Internal Control

At the end of every year, the processes of all departments are audited under the guidance of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Management Standards, with internal audits planned and performed in accordance with the Internal Audit Procedure. The findings obtained during the audit and the detected nonconformities are shared with the relevant people and the plans for the next period are reviewed by evaluating the action plans and follow-up results to be taken.

Audit

Our company undergoes a 3rd party audit once a year with independent auditors by an Accredited Certification Body. Findings and non-conformities determined as a result of the audit are evaluated by us as an opportunity for improvement, and after the necessary actions are taken, they are presented to the auditors, and the audit report is examined and studies are carried out on the aspects that are open to improvement.

Waste Management

Waste Management Procedure is applied for waste disposal and recycling in our company. Hazardous and non-hazardous wastes discharged from our company during the year are recorded and reported to the Ministry of Environment, Urbanization and Climate Change. In the waste disposal and recycling process, we work with Licensed companies and year-end data are processed.

Target and Risk Management

Waste Management Procedure is applied for waste disposal and recycling in our company. Hazardous and non-hazardous wastes discharged from our company during the year are recorded and reported to the Ministry of Environment, Urbanization and Climate Change. In the waste disposal and recycling process, we work with Licensed companies and year-end data are processed.

Sustainability

As the Quality Department, we continue to implement the practices required by the sustainability management system standards, under the headings of recycling, recovery, waste management, corrective actions, targets, continuous improvement and control.



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