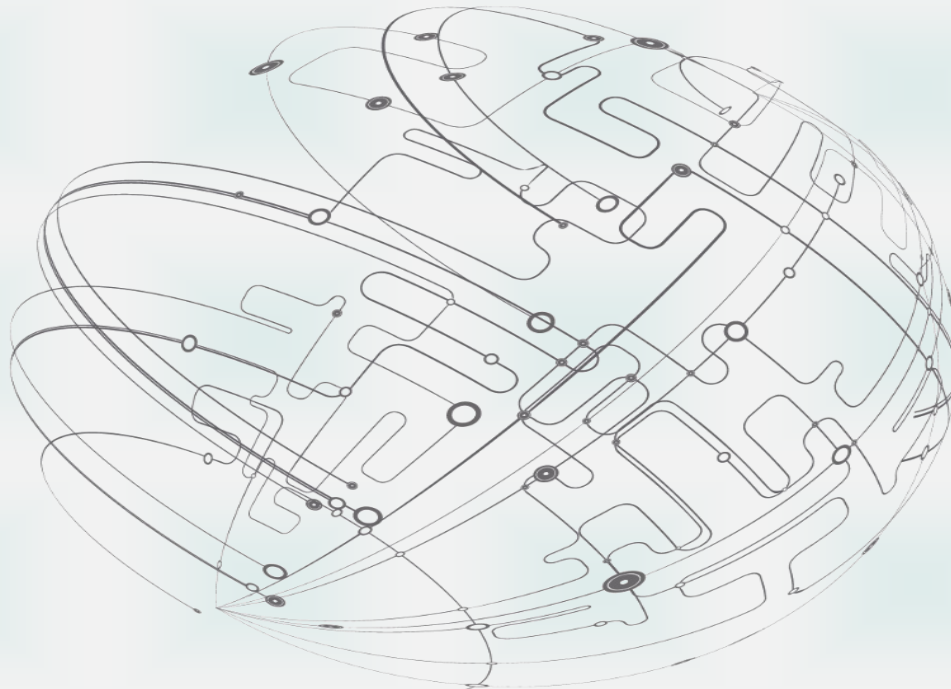


MARTURFOMPAK
INTERNATIONAL



UNITED NATIONS GLOBAL COMPACT PROGRESS REPORT-2021

INTRODUCTION	STRATEGIC APPROACH	LABOUR & HUMAN RIGHTS	ENVIRONMENT	SOCIAL RESPONSIBILITY	ANNEXES
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Scope Of The Report

The 10th edition of MFI Annual Communication of Progress Reports related to the Ten Principles of the UN Global Compact and UN SDG's covers the strategy, goals, performance and progress on environment, social responsibility and governance.

We aim to develop and connect future cockpit systems and this report contains the performance of our plants located in Turkey, Romania, Morocco, and Italy between January 1–December 31, 2021.

Message of Board Member



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 Fompak International 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 Fompak International will continue to support ten principles of the UN Global Compact in a big loyalty.

Yours Sincerely,

MÜFİT KARADEMİRLER

Our Vision

Reshaping mobility for people to provide a safer and more pleasant travel experience.

Aiming For

The world is becoming smaller. Mobility of people is increasing dramatically. People are travelling for their professional lives and also for recreational purposes. They spend long hours on the go. Our vision is to make their travels safer and more enjoyable.

We believe everyone deserves access to advanced technologies. So we work hard to offer highest technologies available.



Our Mission

As a world-class solution partner, we create and supply innovative cockpit systems at best quality, with best service and at the best cost. We increase our usage of organic and recycled materials, always striving to reduce our carbon footprint further and further.

What We Do

We are a first tier supplier for automotive interiors and seating (we call it shortly as cockpit systems). Whatever the specification is, our mission is to provide our customers with the best quality and best service at the best cost. This is our competitive offer to OEMs that will ensure our sustainable growth in the global markets.

We position ourselves as a solution partner rather than just a supplier. Because we adopt our customers' objectives as ours. We strengthen their competitiveness and brand recognition with our world-class service and products.



Our Core Values



We Care

for People
for Diversity
for our Company
for Quality
for Customer Success
for the Environment



We Share

Success and Experience
Information
Customer Vision
Technology



We Dare

to Try
to Evolve
to Create
to Develop

Overview

We aim to be the best solution partner for all OEM's on automotive seating and interior systems. We committed to improve living standards of society by considering the needs of each individual and protect all the living. We innovate, design and develop to meet needs of the present without compromising the future.

Safety

High level of safety consciousness exists in all our workplaces. Safe products and a safe environment are built into our culture.



Advanced Technology

With our global team of engineers and designers, we create new technologies for our customers. Collaborating with universities and our suppliers, we generate high level of synergy that brings out innovative designs for the automotive industry.



Our engineering centers are globally spread, collaborating to offer the highest Build In Quality engineering solutions to our customers. From idea to reality, we design for manufacturability, safety and cost in mind.

Research & Development

We are working everyday with very high motivation to re-shape mobility by using cutting-edge technical and engineering solutions and services.

Managing in-house Research & Development as a “Center of Innovation” is the road to create a short- middle-long-term competitive advantages for our customers. We continuously invest in benchmark, research and development of continuous improvements, new solutions and advanced technologies while giving equal importance on improving our processes.

The R&D department is actively working on the following main subjects, with the contributions both of whole company and of the universities our partners for years:

- Smart Seat Systems & Interior Systems by Smart & Connected Functions-Devices & Textile.
- Safety, Comfort, Customized Solutions & Styling.
- Sustainability triggered by a Holistic Approach
- Lightweighting the Systems and Parts to Reduce Costs, Emissions and Consumptions.
- Hygiene, Health & Integrity

Product Design & Engineering

Seating Systems E&D:

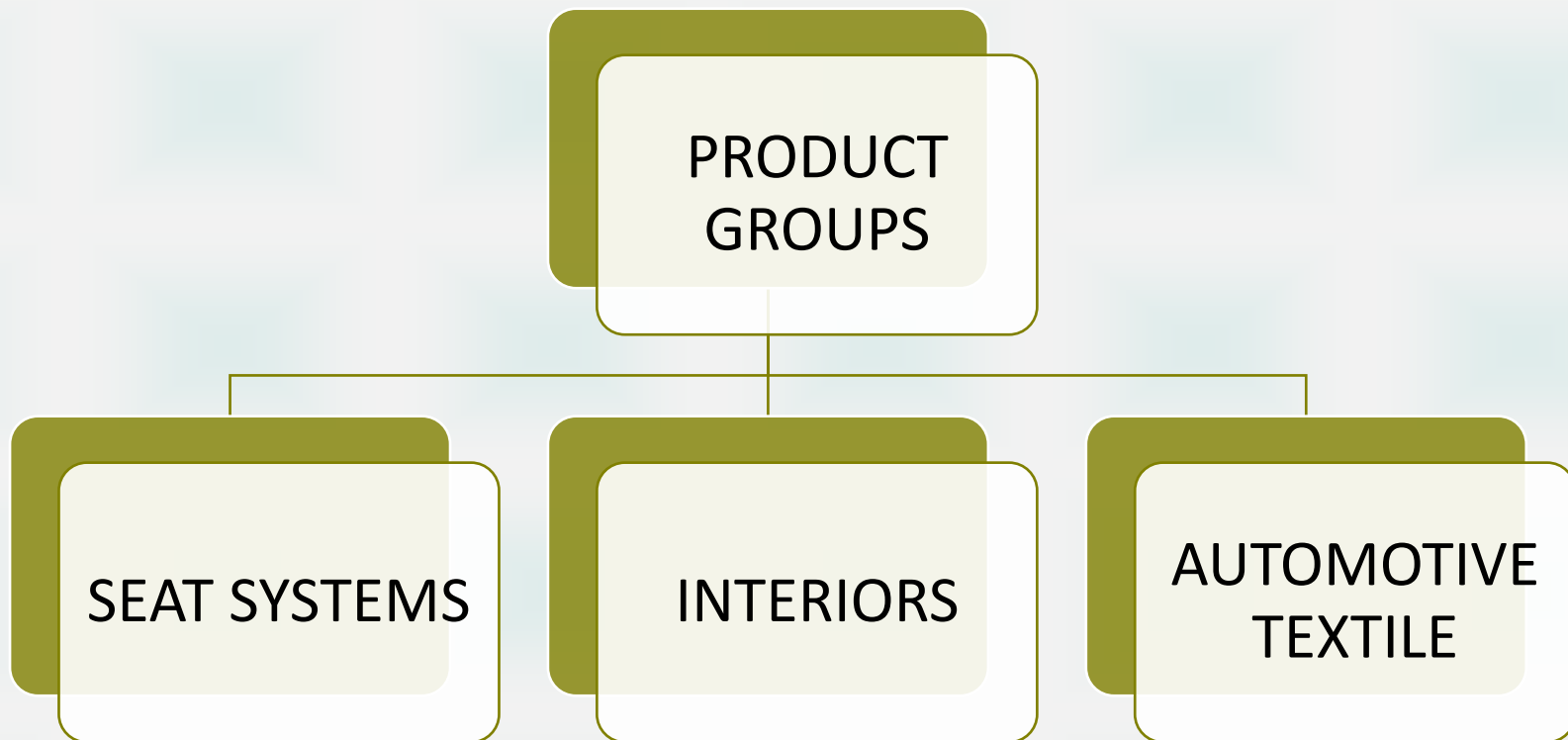
Turn-key in-house development for complete automotive seating systems. In-house comprehensive prototype & testing for Design verification and Product Validation Cost effective solutions with uncompromised quality. Development with dedication to customer satisfaction.

Trim Interiors E&D:

We are a strong partner in design to create new technologies for our OEMs. We partner with our suppliers and with universities to explore their latest developments to improve ourselves to better serve our customers.

Products and Technologies

“Seeing the bigger picture” is our approach. Along with our partnerships with automobile manufacturers, we are re-defining the form of new mobility to experience the best in motion comfort and technologies. These partnerships further allow us to develop products anticipating and focusing on the small details in our design. This is what makes us exceptional.



Seat Systems



Seat Structure



As part of our integrated manufacturing system, the seat structure production starting from metal preparation, forming, welding and surface treatment to final assembly, we are well experienced and well-integrated to give our customers full

service facilities. In all robotic welding stations, we collect and use data acquisition for traceability, equipment efficiency, preventive maintenance, and constant improvement of productivity.

Seat PU Foam



"Creating comfort in driving" with the highest level of safety. We are creating the technology and adding our creativity to the style definition of our customer with our formulation and manufacturing of the polyurethane foam. We do all this while respecting and safeguarding the environment.

Seat Cover



We have the most advanced fully integrated seat cover manufacturing plant in our industry. From niche to mass production of seat covers, we can minimize the material handling and therefore reducing the logistic costs. Our R&D investments brought us to the level that robotic sewing, high frequency embossing, tie down with laser cutting and many more advance technologies are introduced to our seat cover manufacturing.

Seat Assembly



We perform our craftsmanship of seat assembly by bringing all components together to make the most comfortable and safe seats for our global customers. We prioritize automation and robotic technologies by integrating smart cameras and AI

sensor applications. Providing new tools and platforms to standardize high quality workmanship with reliability and traceability as a part of our manufacturing culture.

Mechanisms & Latches



We produce high quality secure latch mechanism with traceability systems and poke-yoke control in each process steps. All products are 100% tested by automatic machines in process before being delivered to the customer. Ensuring high secure latch mechanism quality by using Vision Control Camera systems.

Headrest & Armrest



We produce high quality and customised styles for front and rear headrests & armrests for our customers. We have integrated and fully traceable processes in all our manufacturing operations. Starting from the inner structure, textile and pouring processes. We can produce low, medium, and high density formulations, using both flexible and foam in place (in-si-tu) technologies according to customer requirements.

Metal Forming

“Manufacturing to the blueprint” with Build In Quality standards in mind makes our job quality unmatched. Fully automated transfer presses and progressive stamping presses are operated with full traceability information flow. Starting from lot based raw materials to finished parts are well documented to make sure to maintain error-free production.

Cataphoresis

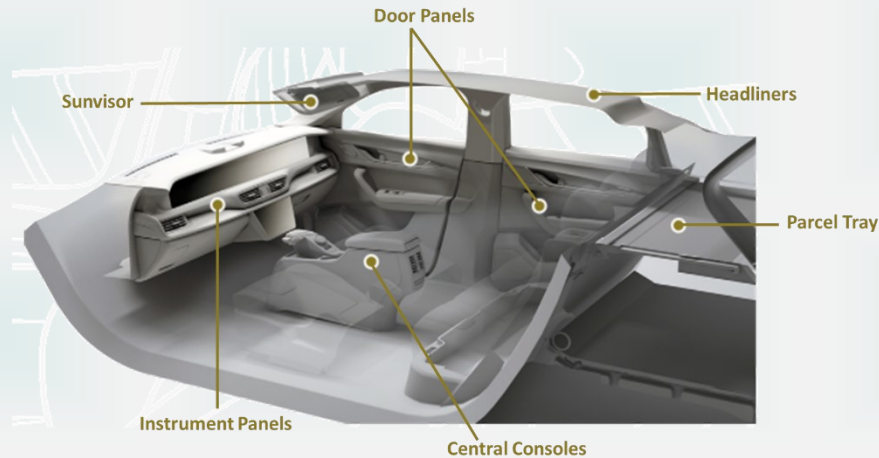
We are using In house cataphoresis process for seat frames coating which has the best corrosion resistance performance, and the most environmentally friendly technology in the metal

coating industry. Seat frames and sub-component parts are coated in our process which has high efficiency, low VOC (Volatile Organic Compounds) and waste values. We can provide the coating quality via all parameters including chemical values which are managed with an automation system in our process.

Steel Service

Part of our integrated manufacturing system, we are the “Stell Service Supplier” to our own operations. We slit and custom blank from coils of different steel grades and sizes of coils bought from domestic and foreign steel suppliers. Mechanical and chemical tests of each incoming rolls of raw material are performed internally for traceability.

Interiors



Injection

We utilize injection moulding machines to produce instrument panels, door panels, central consoles, glove boxes and hard trim parts for the automotive interiors.

Our moulding machines' clamping forces ranging from 100 to 2,700 tons, as well as automated, sequential, bi-injection options, 2k injection, blow molding, overmold systems.

In our production we use 34 different types of raw material.

Instrument Panels



We produce instrument panels that provide added value to our customers by offering flexible and cost-efficient solutions in order to satisfy constantly increasing demands such as, comfort, safety, performance and user-friendliness.

Innovative technologies, the highest quality and safety standards are our main focuses throughout the entire process chain. Our technologies for instrument panels' production : Plasma, gluing, thermoforming, laser cutting, cold cutting, vibration and ultrasonic welding systems.

We produce PVC coated, soft touch instrument panels and glove box compartments.

A wide range of instrument panels are produced and delivered to our customer plants by using challenging logistics conditions such as JIT, JIS or Kanban systems.

Door Panels



We produce front & rear door and trunk lid panels designed to meet the quality standards of the OEMs and to satisfy the product differentiation demands of the consumers.

Our main technologies for production are plasma, gluing, thermoforming, cutting, ultrasonic and hot plate welding systems, utilizing plastic injection or thermal injection methods, or a combination of both.

Our door panels are produced and delivered to our customer plants by using challenging logistics conditions such as JIT, JIS or Kanban systems.

Central Consoles



We produce high level of functional, comfortable central consoles. We use our know-how and experience to optimize all the functions of central consoles and their moving parts. Both in developing and producing our central consoles for a variety of vehicle segments, we share the quality vision of our customers.

Hard Trim

We produce wide range of products for the automotive interiors such as pillars, door scuffs, plastic covers with different technologies.

We are also designing and developing these parts and proposing optimization in process.

Our test center is capable of testing all type of plastics including cut body tests and sled tests.

Sunvisors



We produce world-class, high-quality sunvisors, offering the optimum solution for our customers in every aspect, including safety and aesthetic. Our multi-technology approach enables us to integrate our services into the supply chains of our customers on a global scale.

We have design, engineering, manufacturing and assembly capabilities which assure customers' expectations of maximum efficiency and quality.

Our technologies in production are sandwich method, shell method, EPP method or EPP & Sandwich with manual sewing. We use high frequency cutting in our production.

We have different types of printing technologies such as digital printing, hot stamping, serigraph printing and pad printing (tampography).

Headliners



We provide a full range of headliners to meet the requirements of customers for every vehicle type from base to premium segments.

We are capable of using 2 different production process:

Wet System (Thermoset Process)

- Traditional way to produce headliners

Dry System (Thermoplastic Process)

- Glass Fiber and Polypropylene mixture
- Dry polyurethane (films and powder binders)
- Natural fiber polypropylene mixture (developed by our R&D)

The visible surfaces of headliners can be lined with either standard non-woven fabrics, or with soft touch knitted fabrics produced in-house.

We deliver our headliners by our logistic optimization solutions for long distance.

Parcel Trays



We produce parcel trays with a wide variety of materials, using traditional methods (infrared heating & contact heating press & pressing) or with air-blowing.

Materials for thermoforming process of parcel trays;

- Woodstock (PP+Natural raw material)
- Glass Fiber Thermoplastic Mats (Polypropylene + Glass Fibers)

- Natural Fiber Thermoplastic Mats (Polypropylene + Natural Fibers)

- Plastic injection process

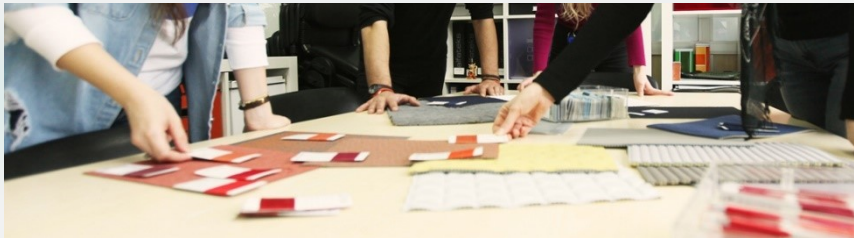
We also have capability for trunk floor production with honeycomb material.

Slabstock Foam / Rigid Foam

We produce flexible polyurethane block foam for the automotive industry for use in flame lamination, as well as other types of polyurethane foam with a wide variation in density, ranging from 20-50 kg/m³. In addition, we are capable of producing semi-rigid foam for headliner manufacturing, with densities ranging from 22 to 32kg/m³.

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Automotive Textile



Automotive Textile Design Team

Our design creations are developed by an international group of designers with a broad range of backgrounds and skills, located across Europe.

We create fabrics in close collaboration with our clients, proactive and reactive, with a fast turnaround of designs tailored to the customer's requests. Our designers also work symbiotically with the Production and R&D Teams, to ensure we deliver both a feasible and innovative solution, working on short-term and long-term proposals.

Due to high range of products, we can often integrate design innovations in material or process, and find a way to bring it to feasibility, in partnership with our customers.

We have design offices in Turkey, France, Italy, Belgium, the UK and Germany.

Automotive Textile Research & Development

We research and scan innovations around the globe, in all areas of the sciences, design sectors and philosophies. We pay attention to the market trends collaborating with our customers' hopes for the future, and balance these to develop real-world possibilities for an emerging future.

Our R&D team runs many multi-disciplinary projects, involving teams from across the entire company; Seating, Foam, plastics, Electronics, testing our ideas against production realities and commercial possibilities, bringing them to feasibility.

Ecological solutions are at the heart of our research and development, focussing material choices, production processes, wastage, and re-usage, with both incremental and radical proposals.

The R&D team also regularly develops a collection in tandem with our Project teams, bringing all these ideas into a single presentation. This is then shared with all our customers, as part of a larger Advance Vision event, where we discuss the future of life and mobility, and present the solutions that we propose for the emerging future of automotive interiors.

Seat Textile: Woven Dobby / Woven Jacquard / Circular Knit / Warp Knit / Flat Knit / Velour

Trim Textile: Fabrics for Headliner / Door panel / IP / Pillar

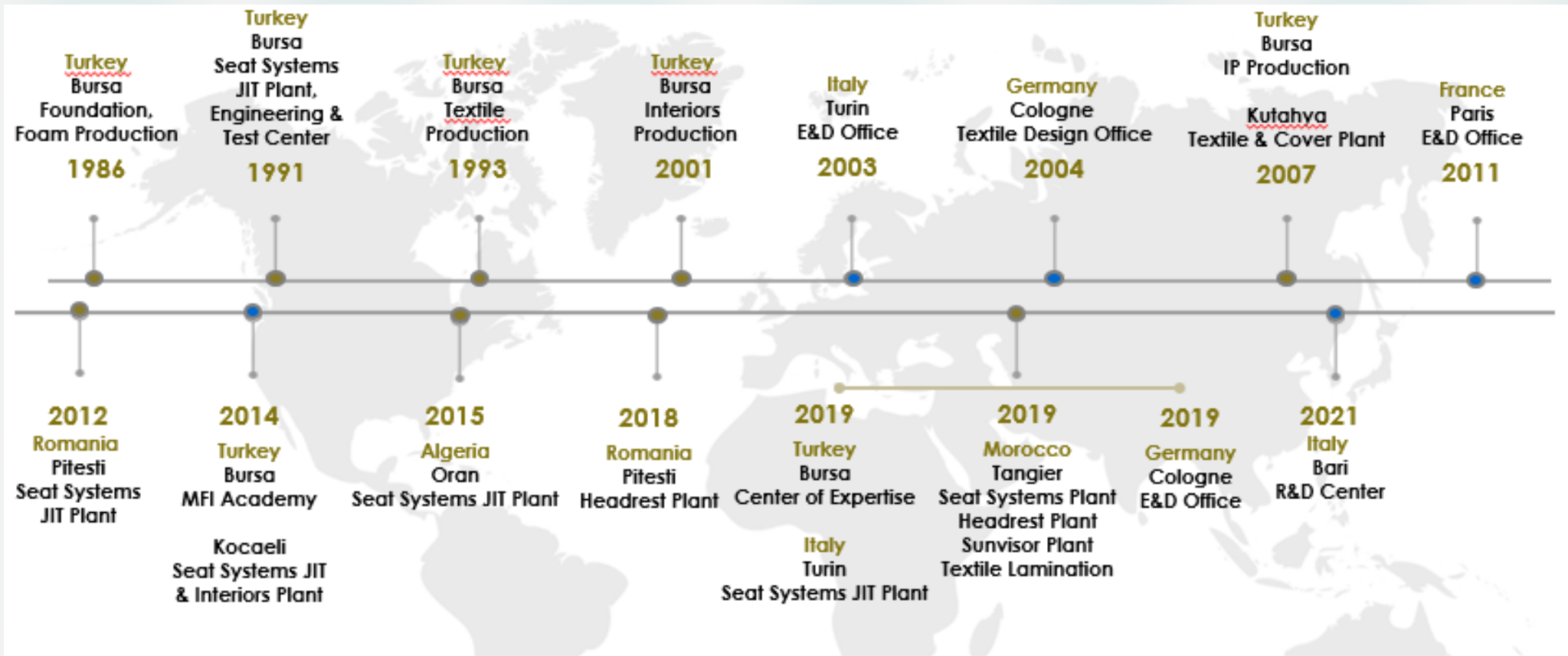
Lamination: Flame Lamination of Fabric / TEP / PVC / Nonwoven

Yarn: FTF/ ATY colored and melange yarn qualities from PES fibers

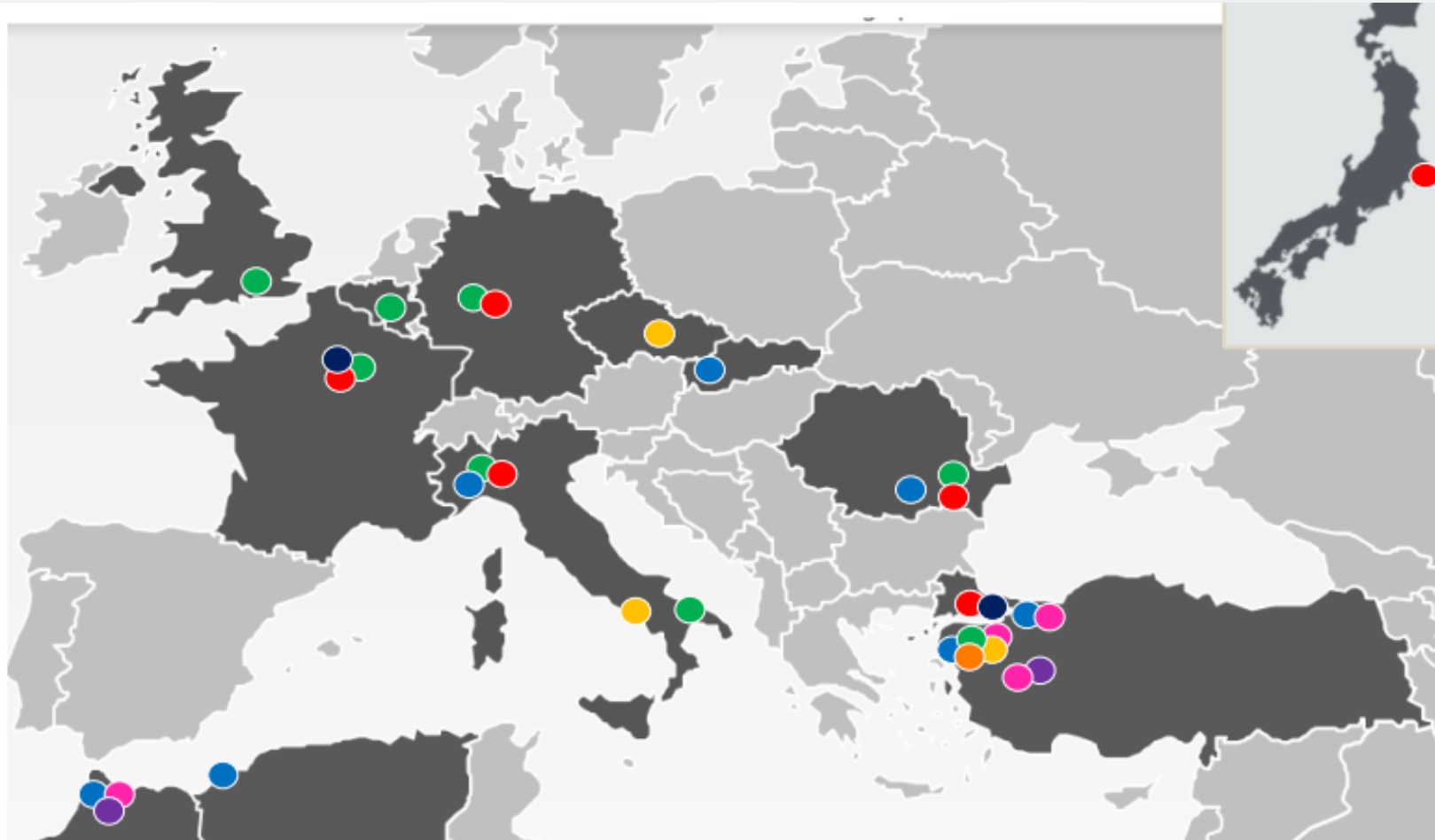
Warp Knit: PA/PES 20-90 g/m2

Circular Knit: PA/PES 30-60 g/m2

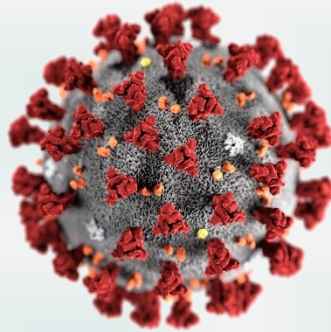
Milestones



Locations



Our Response To COVID-19



We put in place several actions to prevent from Covid19 risks starting from the beginning of 2020. The action plan prepared within the coordination of all stakeholders. And one of the first action was starting to work at home. At the same time, highlevel hygiene practices put in place at manufacturing facilities from the early stages of the pandemic.

The Epidemic Response Committee established with all interested parties such as human resources, health and safety, employee representatives, production responsables, academy, IT, management systems and purchasing in the plants. The Epidemic (Pandemic) Response Committee defines the activities for local and international level. A detailed pandemic

response plan which defines the measures according to risk level is prepared. All employees are informed about the measures with documents and videos.

In April 2020, the safe return-to-work handbook with measures was published and shared with all our employees. In this handbook all precautions are defined starting from leaving home, working in the plant, and going back to home.

- General information about Covid19 was given to all employees. Visual aids and booklets were used to get all employees on Covid19 risks.
- Face-to-face meetings almost cancelled and online meetings started. The maximum capacity of meeting rooms are defined and it is not allowed to meet more people in the meeting room than the defined rule.
- Workplace psychologist started to provide online services.
- Dietician organized webinars about immune strengthening and nutrition recommendations against COVID 19.
- In order to eliminate the contact risk;
 - Canteen layout changed and timing rescheduled
 - Separators are installed at common areas

- Shuttle service capacity reduced fifty percent
- Safe distances are decided and indicated with visual aids.
- Wastes of masks, gloves were collected and stored separately.

Risk Management



Risk management is one of the key factors for the organizational resilience. We consider risks on catching our company goals and evaluate the effects and possibilities of them. Risk analyses are conducted for each process separately and actions taken to minimize the effect of these risks. Opportunities are included

into evaluation. Longterm and shortterm financial / non-financial effects of risk and opportunities are evaluated and reviewed yearly. Martur Fompak International Management Systems Department leads the reviews with process owners to elavute risks and opportunities analysis in order to keep sustainability.

Personal Data Protection



Personal data protection is the one of the top priorities of Martur Fompak International. MFI is committed to the principle of protecting personel data of all stakeholders such as our current and potential customers, employees, candidates, shareholders, visitors, and suppliers etc. We have a clearly

defined policy and procedures to manage personal data called as Personal Data Protection and Processing Policy.

In 2021, the declaration to the community how we manage the personal data are completed. This declaration covers the purpose of collecting personal data, related parties who see these data, where/how long be stored and the disposal ways. We are in line with legal requirements in all plants.

Consumer Safety and Quality Management



We follow several national/international quality and safety standards to provide a safer and more pleasant travel experience for our customers. Our activities cover the life cycle

of our products starting from design. The recalls and bechmarks in the same sectors are followed closely to define all related risks of our products at the first stage. Those risks are one of the inputs of our design. FMEA (Failure Mode and Effects Analysis) are carried out to detect and eliminate failures before they occur. The status of action plans are reported to the top management periodically.

The composition of our products is in line with the legal requirements such as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), ELV Directive. There is IMDS (International Material Data System) portal to check whether we are in line with the legal limits or not. The compositions are tested and reported to the customer and than it is approved.

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Sustainable Purchasing Policy is revised and expectations on working conditions, health & safety, environment issues are highlighted. The green purchasing guide is also revised and shared with our suppliers through the MFI Supplier Portal and they are expected to comply with the requirements setted in the guide. Trainings on ethics, environment and working conditions are shared via Supplier Portal with videos.



Please see **ANNEX 2** for the complete list of Certificates as MFI.



LABOUR & HUMAN RIGHTS

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Human Rights and Labor Practices



Martur Fompak International ensures that all its activities in each country where it operates are in line with the universal human rights proclaiming with its policies clearly shared on its website (www.marturfompakinternational.com).

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 relations; we believe that WORK PEACE created by respect, communication, understanding and confidence atmosphere

affects the sincere loyalty and working life success of our employees and we show superior effort with respect this matter.

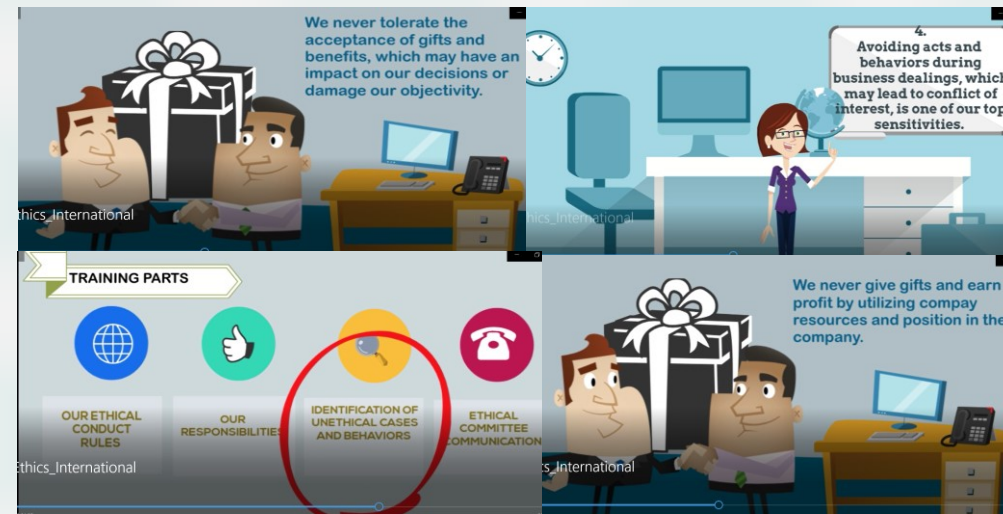
Martur Fompak International Human Resources Policy is a statement of its practices regarding management of its employees. The company provides equal opportunities to all candidates and employees regarding the principles in its policy. These rules are the following:

- No discrimination made on the basis of religion, language, race, gender, marital status, physical disability, region and etc.,
- Employees over age of 18,
- Salary Policy in line with our employees' competencies and performance, economical data and sectoral trends,
- Sustain the corporate and respect to the ethical values.

Our approach to business ethics is communicated to all employees and stakeholders through Ethics Policy. Ethics Policy provides guidance and set common ethical standards to employment. It governs the working relationships between management, employees, and all other stakeholders.

Its functioning and proper implementation is ensured by the Ethics Committee. The “Ethics Policy” and related internal procedures and instructions are defined under the documentation system where all employees can reach. They ensure the dissemination of the ethical values of the company among employees as well as the prevention of probable violations. Each new employee is trained on the Ethics Policy, rules and the grievance mechanism. There were no incidents of ethical non-compliance within any of the Martur Fompak International facilities regarding the reporting period.

In Martur Fompak International operations, “employee representative” system has been in practice. Employees select their representatives, and the representatives communicate the employees’ needs and negotiate with the employer.

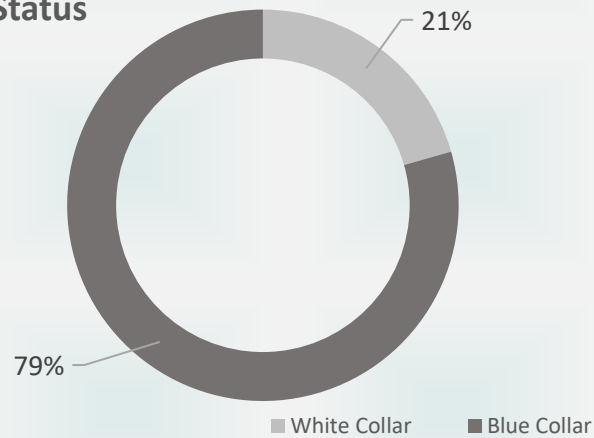


Main responsibilities of employee representatives;

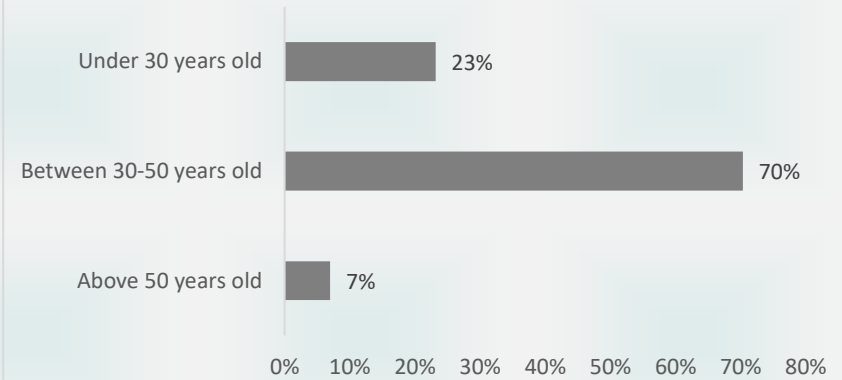
- Listen to employees’ needs & wants and find solutions
- Provide the communication between the employees and the senior management
- Provide a solid and constructive social dialogue



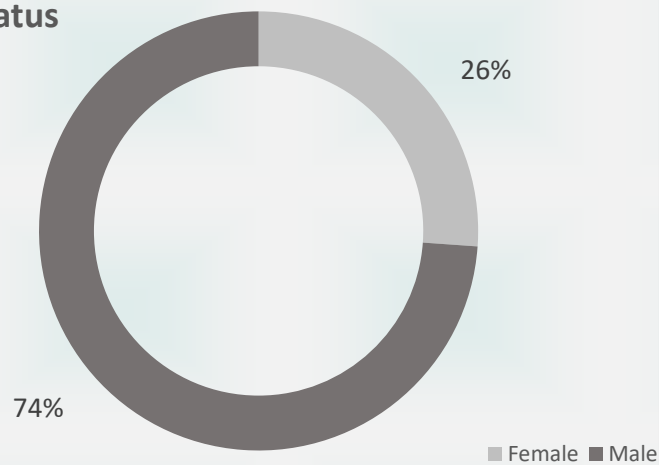
Employee Status



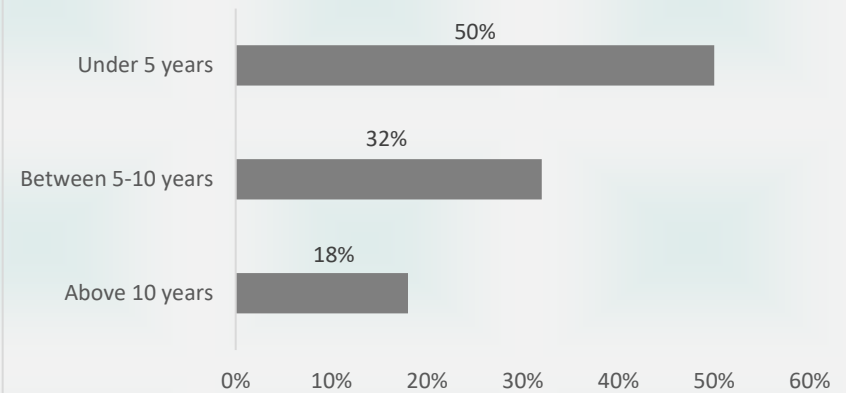
Employees by Age



Gender Status



Employees by Seniority



TOTAL EMPLOYEE
4825

Remuneration System & Fringe Benefits

Within the framework of company remuneration policy which is implemented with the principle of equal pay for equal work, wage level is determined by taking into consideration of some factors; the degree of difficulty of the work done, the knowledge, skills and experience required. Wage increases are done in accordance with the local laws and company regulations, at least once a year. Performance assessment is done and according to the year-end results, high performance employees are also subject to a performance increase.

Wage increases are determined by several factors; wage market, sectoral wage trends, personal performance, company economical strength and profitability.

The company policy and procedures conclusively prohibit each individual to be discriminated based on gender within the remuneration practice.

In case of collective redundancy due to customer production volumes dramatically decrease, the process is managed with utmost care to avoid demoralization and demotivation of employees, with an emphasis on the social aspects. In order to avoid any speculations among the personnel, as well as the start and end dates of the process; the relevant procedures shall be communicated transparently to the employees.

Utmost care shall be taken to minimize the social effects and repercussions of collective redundancy. In the event of closing and/or moving a process, the personnel involved shall be offered three alternatives at the initial planning phase. Employees shall be offered the chance to work at another location, quit with all their benefits and rights paid by the company, or assume a new role with the required training provided by the company. In case of collective dismissals required by the economical, technological, structural and similar operational conditions, or as a result of company or business requirements; the following employees shall be given precedence in termination of contract:

- Employees who have not completed their compulsory military service
- Employees who have reached their date of retirement
- If the employee to be dismissed is married, it is important that his/her spouse is employed
If the employee to be dismissed is married and it is important that his/her spouse is employed
- If the employee to be dismissed is married and his/her spouse works in the same organization, only one of them can be dismissed (in this case, we prioritize the spouse who is more likely to find a job elsewhere, regardless of gender).
- Employees who are not homeowners but tenants, who have children at school-age, who take care of the dependent family members only through their salary
- Employees who are on a fixed term employment contract and whose contracts have expired.

In this case, the severance and notice pay, the salary, the annual leave fees are paid by the company in accordance with the legal requirements the day of leaving on the employee's bank account.

The company offers different kinds of fringe benefits; clothing, shoes, heating allowance, transportation service to/from company-home, food basket, Bayram allowance, Christmas allowance, Easter allowance, health insurance package, vacation allowance etc. which are regulated according to country/location specific needs/priorities.

All employees are informed about their rights and company regulations by the Employee Handbooks.

Health Service



Martur Fompak International has an equipped health center to meet local requirements. The infirmary/first aid team may provide services (first aid, periodical health controls and/or training) based on the legal regulations.

The company wants to reduce health risks of its employees, improve quality of their lives and cares about their physical and mental health. For this reason, in some locations as an improvement, the company offers dietitian & psychologist service.

Employees can visit the infirmary whenever they need to receive support under privacy policy.

The employees have maternity and paternity leave rights determined by each country's legislations.

The company also provides childcare support to its female employees to enable women employment. In Kütahya plant which is a textile center, women make up the majority of the workforce in the plant (61%). Historically, few married women

in the region, particularly mothers, were in the labor market. The company provided free childcare for the employees so this service enabled and encouraged women to start to work for the company and stay for the long term.

The company supports the employees' children who meet the specific criterias by scholarship and internship opportunities. Between 2007-2021, 705 students have been supported by scholarships.

Female supervisors
%17

Training
hours/employee
WC **23 hours**
BC **31 hours**

Employee
Engagement rate
% 62

New Talents



For Martur Fompak International, each employee is a talent and must be selected and recruited carefully. The company approach is to select and recruit the best fit for the job expectations and company culture. With this approach, the process is being improved every year. We use global tools and systems to match the candidates' competencies and attitudes with the required characteristics.

In the reporting year, company HR accelerated its digital transformation that started in 2014. Many processes; recruitment, recruiting marketing, onboarding, learning, performance & goals and career planning either went live or were planned to be digitalized. The target is to manage all HR processes on digital platform in order to make all processes compatible with remote work, to improve and standardize them, to manage more effectively and to ensure improved & equal employee experience in any location groupwide.

The company reaches the young talents through diverse channels to make the new generation become familiar with the company. The company participates in the activities of the local technical school and universities, has internship agreements with them and invites the students for technical visits to the facility, cooperate in joint research projects. Especially the local universities where the company operates are strong partners; company representatives participate the career days, technical seminars and symposiums and enhance the information exchange between the industry & academy.

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Especially the local universities where the company operates are strong partners; company representatives participate the technical seminars and symposiums and enhance the information exchange between the industry & academy.

During 2021, a recruiting web site was prepared integrated with a global recruitment website; to present the company to the global talents, to give information about company values, HR practices, our people insights and their life, so global talents can review and know the company better.

MARTURFOMPAK INTERNATIONAL

Language • View Profile

ABOUT US • LOCATION • CONNECT WITH US •

Human Resources Practices

Recruitment

Great companies are built by great employees. For us, each employee is a talent and must be selected and recruited carefully. We use global tests and systems to match the candidates' competencies and attitudes with the required characteristics. Our approach is to recruit the best fit for the company culture and the job expectations.

Integration

We aim to provide a good start for our new employees by a well-prepared welcome program. We put effort to ensure an inclusive onboarding experience to any newcomer to any location of our company through our digital HR platforms. Everyone goes through a specialized induction program for an effective adaptation to the company values and the roles they will carry out.

Development

Our company grows as our people grow. Blended learning and development methods are used to support our employees both for their current and future roles. With a growth mindset, everyone can develop new professional and personal skills. Online learning platforms help our employees to enjoy their growth, free from time and place.

Performance Management

Our understanding of Performance Management is to provide clear direction and continuous dialog at all levels of the organization. We promote values, knowledge and responsibility, and put focus on the future.

Career Management

We grow our business thanks to our robust pipeline of talents. Effective execution of talent development directly contributes to improved organizational outcomes as well as greater employee engagement and retention.

MARTURFOMPAK INTERNATIONAL

Recruiting Marketing web pages

MFI Academy

Get ready for the future

We will be working together to design your most meaningful journey!

MFI Academy offers training, learning and development solutions designed in line with corporate strategies and values to the MFI community. We provide personalized and unique learning experiences with programs aimed at progressive development.

Our Vision

In order Martur Fompak International to achieve its strategic goals in a sustainable manner; to provide global, distinctive learning and transforming experience for our employees.

Our Mission

Our mission is to support and assist the MFI community globally for their personal development and corporate culture understanding effectively through utilizing many worldwide contemporary learning tools.

We use three drivers to sustain our proactive development

Corporate Development	Functional Development	Individual Development
<ul style="list-style-type: none"> Orientation programs for newcomers Growth mindset Corporate Culture Training Programs Agile Leaders Program Management development programs for all levels Corporate Mentorship Program Train the Trainers Program 	<ul style="list-style-type: none"> Technical trainings for each role MFPs pillar trainings Quality School Internal Auditor Program Procurement School 	<ul style="list-style-type: none"> Soft Improvement and soft skill courses Language courses

Development Journey with MFI Academy

We aim to become a learning organization, to create an internal knowledge base and grow & retain the corporate knowledge.

HOW?

- ✓ Corporate development
- ✓ Functional development
- ✓ Individual development

MARTURFOMPAK INTERNATIONAL

Language • View Profile

ABOUT US • LOCATION • CONNECT WITH US •

Our Life

Sustainability

We believe sustainability is a way of living. To have a better tomorrow than today, we need to manage our resources responsibly and in a sustainable way. We are all interconnected and every living being is affected by the results of our activities. With this awareness, we operate our business in a manner consistent with social and environmental standards as we promised in our Social Responsibility Policy and set our strategies and goals accordingly. We are committed to UN Global Compact principles.

Social responsibility

We take every action with our employees collectively to make a meaningful impact on our society. In close collaboration with nonprofit organizations and other stakeholders, we organize various social campaigns such as: blood donation, smoking cessation movement, donations for local schools, afforestation campaigns, clean up movement, etc.

Cooperation

The local schools and universities where we operate are our strong partners. We take part in their activities, have internship agreements with them and cooperate in joint research projects. The company representatives participate in the technical seminars and symposiums to enhance the information exchange between the industry & academy.

Social activities

In their spare time, our employees can participate to corporate sport activities. While trekking or cycling, they can enjoy nature and have a good time together. Basketball or football tournaments among departments both boost health and fitness and promote teamwork and communication.

<https://careers.marturfompak.com/>

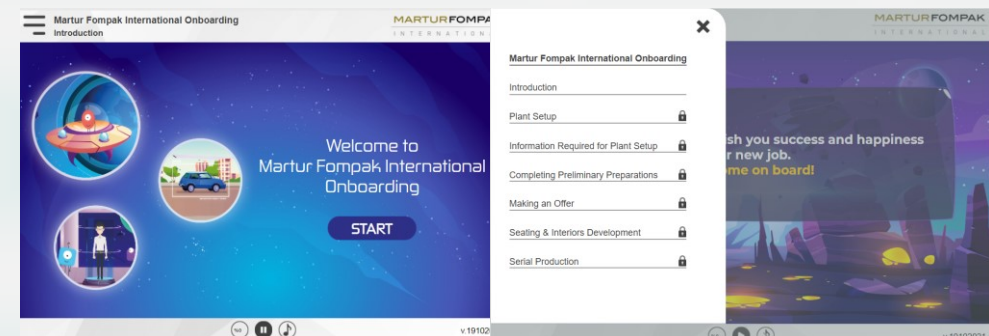
Welcome on board!



A good onboarding process builds a sense of connection and delivers real value for the organization in terms of employee retention and accelerated productivity. We aim to provide a good start for our new employees by a well-prepared welcome program. We put effort to ensure an inclusive onboarding experience to any newcomer to any location of our company through our digital HR platforms. Everyone goes through a specialized induction program for an effective adaptation to the company values and the roles they will carry out. HR organizes

check-in meetings with each new employee to learn about initial impressions, feedbacks and training or other needs. These meeting minutes and exit interviews are inputs for company HR improvement activities.

In the reporting year, HR team prepared the digital platforms to provide easy and quick management of employee onboarding by the relevant parties and also offer comprehensive trainings to better integrate the new employee.



ALREADY STARTED

OCT 17, 2021

name.surname@marturfompak.com

✓ Write a Welcome Message

* Recommend Links

* Schedule Meetings

* Assign a Buddy

* Recommend People

* Checklist

Checklist

Edit

Go through the list to check off the items in preparation for TUĞÇE YONCA. You can add your own items to the list and check them off when done.

- ☐ Welcome Message
- ☐ Send an introduction of the new hire to the team.
- ☐ Add New Hire to relevant distribution list.
- ☐ Invite New Hire to standing meetings (team meetings, project meetings)
- ☐ Define some short term goals and tasks for the new hire
- ☐ Assign appropriate training to the new hire
- ☐ Make sure the candidate has all required equipments
- ☐ Assing a Buddy
- ☐ Recommend People

“The manager goes through the list of the items preparation for the newcomer and check them off when done.

The process is designed to integrate the new hires to the company in a quick ,easy and efficient way.”

Talent Management



Having a people-oriented management culture at its core, Martur Fompak International believes that its existence and sustainability depend on its human resources. For this reason, Talent Management focuses on all employees. Our main goal is to bring and retain the talents in Martur Fompak International. In line with this goal, we constantly invest in human resources, differentiating employee experience and development opportunities in line with changing trends, and establishing the business environment of the future together. We ensure

effective communication with our employees and internalize the innovative and creative corporate culture.

The company offers their employees internal and external training programs, rotation, coaching, job enrichment and new role opportunities groupwide in line with their career and development plans.

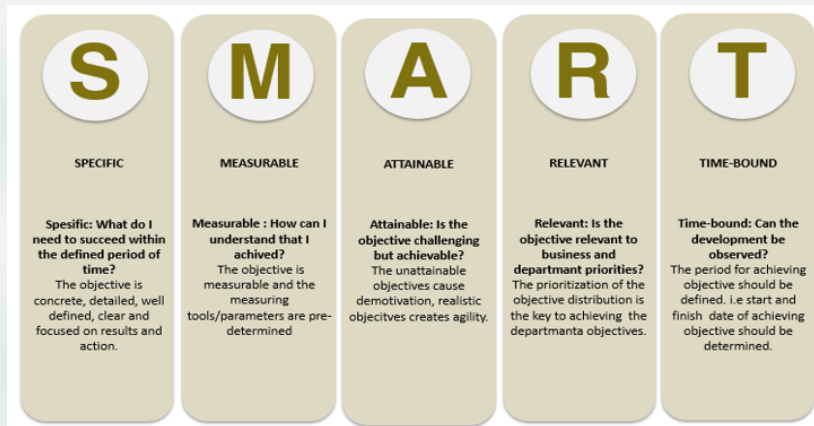
Performance Management

Our understanding of Performance Management is to provide clear direction and continuous dialog at all levels of the organization. We promote values, knowledge and responsibility, and put focus on the future. Management by objectives, development in line with the competency model, effective communication with our employees and mutual feedback are the basis of performance management system. With the system, each Martur Fompak International employee fully understands how to improve his/her individual role and performance and makes significant contribution to achieving the company core business objectives. Since we are working in an agile working environment, the individual objectives are reviewed every quarter to check their priorities.



The company competency model

Managers meet their employees at least twice a year and at these meetings, mutual feedbacks are given in a transparent way. The evaluation results provide input in many human resources processes, from training & development to career planning and succession.



Training & Development



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

All of our training and development programs are designed with the principles of continuous development and Growth Mindset, aligned with the corporate strategy. Considering the rapidly

changing and developing conditions, the process is followed by keeping agility in the foreground as in every field and the development needs are observed for all levels.



While our company focuses on gaining and developing behavioral competencies, exploring and guiding potential, career development and

level-based leadership trainings, our employees are supported in their “Functional Development” trainings regarding their professional development in the department or line of business. We started actively the individual development programs 2018/2019, where employees can develop themselves entirely under their own control as they wish in the areas of their own special interests and/or develop the areas they need in their work & social environment. They can contribute to their own development with the online trainings on our e-learning platforms voluntarily.

The company has an institutional academy founded in 2014. MFI Academy offers training, learning and development

solutions designed in line with corporate strategies and values to the MFI community.

It provides personalized and unique learning experiences with programs aimed at progressive development.

Vision of MFI Academy

In order Martur Fompak International to achieve its strategic goals in a sustainable manner; to provide global, distinctive learning and transforming experience for our employees.

Mission of MFI Academy

To support and assist the MFI community globally for their personal development and corporate culture understanding effectively through utilizing many worldwide contemporary learning tools



The company launched Mentorship Program with the motto “Each One, Teach One” .

During the reporting year; 27 internal mentors were developed and 45 mentees participated to the program as the 1st group and 28 mentees as the 2nd group.



We aimed to contribute and promote an “Experience Sharing” environment where selected Mentors from our company will share their knowledge and experiences with Mentees who are willing to learn and speed up their integration with our MFI Corporate eco-system.

The company started to enrich the digital trainings and hundreds of training modules were launched simultaneously in all our locations.



WE ARE THE TEAM!

- Communication +
- Collaboration +
- Diversity +



LEADERSHUB

- Core of Leadership
- Team Leadership
- Change Leadership
- Inclusive Leadership



MANAGEMENT TV

- Leaders Communication Cooperation & Stakeholder Management
- Being Result Oriented
- Being Accountable
- Courage
- Commitment
- Talent Management
- Strategic Thinking and Feeding/Encouraging Innovation

WE ARE THE TEAM Program;

designed for behavioral development in corporate set of values to act a great team together.

LeadersHub Program; designed for the themes of flow, change and inclusive leadership were emphasized for our leaders at managerial level.

Management TV is a channel which is specially designed for our executive leaders. The channel contains many inspiring videos of the world’s leading business people and academicians in the field of management.



'In response to all these efforts, in the reporting year, MFI Academy was honored with the silver award in the Brandon Hall HCM 'Best Advance in Competencies and Skill Development'.

Career Planning & Succession



Martur Fompak International considers career planning and succession management as a key process for employee engagement and company future growth.

The company offers opportunities to its employees for using and developing their competencies effectively. For this reason, the company defines for its potentials the career paths and support their development. Key positions within the organization are identified and appropriate candidates are specified. Short-term, medium-term and long-term succession

plans are prepared, and candidates are developed for their future positions.

Recognition & Rewarding



Recognition and rewarding system is a supplementary part of our overall talent management. The company looks for any opportunity to keep the motivation high. There are many categories such as;

- Performance
- Seniority
- Pension
- Attendance
- Education progress

- Continuous development (suggestion, kaizen, lean team)

The company strives to create the best working environment for its employees and always looks for improvement areas. With the aim to create a consistent employee experience that spans all interactions that an employee has with the company, the company started to implement a survey platform so that it will be possible to implement employee lifecycle surveys and collect the necessary information about the critical moments of the employee during their journey within the company to take countermeasures accordingly. In the reporting year, the survey platform was chosen and the project team was built. With the preparation of the infrastructure, in the next reporting year, the system will be ready. This tool will allow the company to align their employees' experience with the company purpose and culture and achieve higher retention and motivation.

Health and Safety

We carry out our activities to create a safeworking environments on Occupational Safety and Health. With the occupational safety rules and trainings that we have determined within the scope of Martur Fompak International we ensure that the occupational safety culture is spread to our employees at every level. We manage our activities with a risk-based approach.

Since 2010, we have certified Occupational Health and Safety Management System. We have a mature system and accident rate decreases year by year.

OHS management system external audits are carried out yearly. No nonconformities were raised in 2021, too.

All MFI plants
certified (100%)
with ISO 45001
Certificate



OHS performance and activities (including legal and others) are reviewed monthly with the participation of management and employees by OHS committee meetings.

OHS trainings are provided for all employees and subcontractors within the scope of legal requirements and MFI standards.



***Classroom trainings could not be given due to pandemic. One point lessons was given to employees.

The detailed risk analyzes are conducted to detect and eliminate potential injuries/health problems as a proactive approach. The risk analysis team consists of an OHS specialist, production manager, employee representatives and the department responsible. Necessary measures are taken according to the control hierarchy after the related risks are identified. In determining of Occupational Health and Safety Hazards and Risks; working environments, types of energy used in working environments, ergonomics, chemicals, processes, noise and fumes released to the workplace during the activities, operations carried out by employees at all levels and operations performed by subcontractors are evaluated. There is a well-prepared procedure for risk analysis and all Martur Fompak International locations shall be follow this procedure.

To prevent chemical hazards; there is an automatic dosing system in the plant producing foam. To prevent mechanical and physical hazards; shielding systems are available in welding machines. It is an aim to establish ergonomically convenient lines in the seat assembly. All the studies are completed before the installation of the lines.



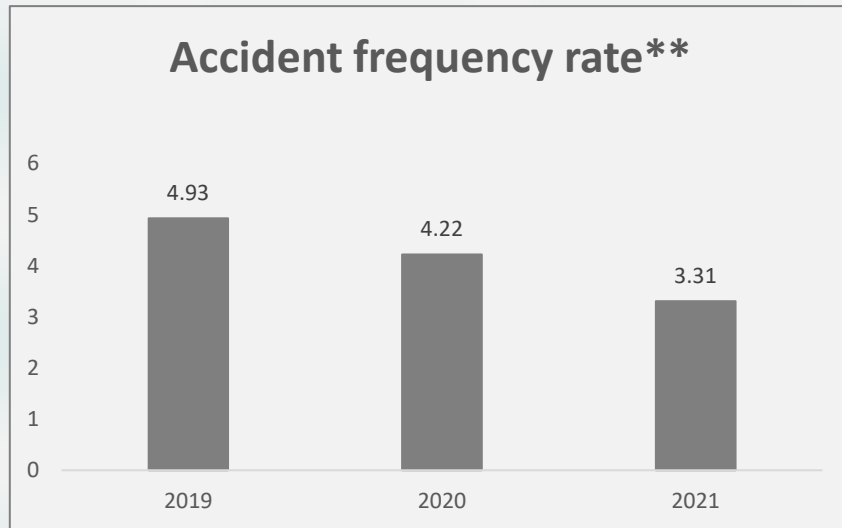
In order to be ready for emergency situations such as fire, earthquake, leakage etc. emergency action plans are

prepared and practiced periodically. Drills covers announced / unannounced drills in the annual period. Internal and external emergency response teams such as firefighters, fire department of the region, rescue team and first aiders are participated into the drills.

In Martur Fompak International there are few injuries. The main type of work accidents is finger cut due to metal parts. The accident frequency rate of our plants is less than sectoral benchmark which is 6.

There is **NO** fatal accident and **NO** occupational diseases ever.





**Accident frequency rate Martur Fompak International Facilities (including subcontractors) (total number of lost time injury events) x 1,000,000 / total hours worked)



Please see **ANNEX 3** for the complete list of OHS Performance Indicators as MFI.

ENVIRONMENT



47 Climate Action

49 Environmental and Energy Management

54 Water Management

55 Chemical Management

56 Waste Management

59 Recycled Material Usage in Products

60 Sustainable Supply Chain



Climate Action



Climate change has become one of the most important problems that concern the whole world. Greenhouse gas emissions are increasing due to increasing population, industrialization, urbanization, increase in fossil fuel use and decrease in forests. This situation causes an increase in global warming and climate change.

According to the Global Risks Report of the World Economic Forum (WEF), it has been published that climate change and environmental events related to climate change will create the most global risks that will affect the world's next 10 years.

The increase in the average surface temperature must remain below 1.5°C not to have irreversible negative impact on life.

If greenhouse gas emissions are not reduced, it is predicted that there will be an increase of approximately 3°C in global average surface temperatures by 2100. Depending on this situation, it will bring negative consequences such as rising sea levels, exposure of coastal areas to floods and erosion, deterioration in coastal ecosystems, salinization of soil and water and loss of natural drainage, permanent soil losses, and reduction of sea creatures.

As MFI, studies are carried out to increase energy efficiency, reduce energy consumption and reduce the use of natural resources by providing energy with the use of renewable energy sources within the scope of combating climate change.

The use of equipment/machines with minimum energy consumption is preferred. In 5 years, we aim to get required energy for all assembly lines from renewable energy sources. Numbers 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 Bursa have 14064 -1 Greenhouse Gases Management System certification since 2012.

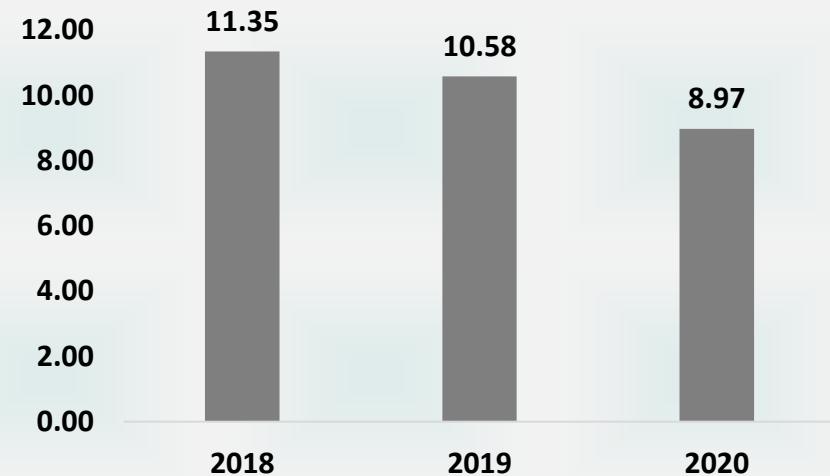


Within the scope of Greenhouse Gas Management System Certification, Greenhouse Report is prepared yearly. It was a voluntary reporting and there is no legal or other requirements.

Martur Bursa plant is the first supplier in automotive sector get 14064 -1 certification



Greenhouse Gas Emission Kg CO₂/Seat

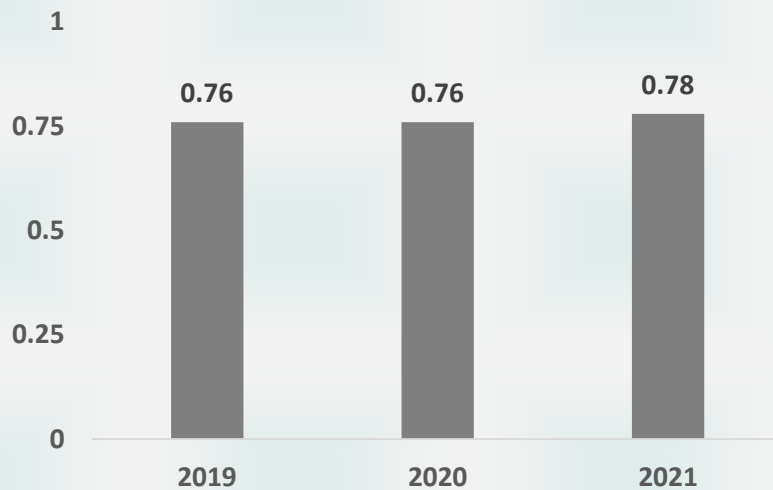


**Martur locations Scope 2 results.



CDP declaration was completed according to ISO 14064.

Greenhouse Gas Emission Kg CO2/Raw Material



***Fompak Bursa Scope 2 results.

Environment and Energy Management

According to our policy, we committed;

- To respect all related national and international legal requirements, and compliance obligations by the interested parties

- To maintain the continuous improvement of the performance of occupational health and safety, environment, and energy management system by increasing the effectiveness of our activities with workers participation and consultation
- To prevent any living organism from being negatively affected by our products and activities.

Our Environmental and Energy Management Approach

We carry out our activities during the product life cycle with the environmentally friendly and energy efficiency perspective. All processes are evaluated on their environmental impacts and activities are decided and managed with this approach to reduce the negative impact on the environment.

We support to the sustainability by committing Sustainable Development Goals. We develop our management systems under the light of SDGs and put them into our corporate policies.

We have integrated management system, which is certified by the the accredited certification body, TUV Rheinland.



We sustain and maintain certified ISO 14001 Environmental Management System since 2004. It is a mature system and all new production sites are established according to our standards

All production plants (100%) certified with ISO 14001 certification

ISO 50001 Energy Management System is established in 2013 in Martur Bursa plant. The defined standards are valid for all MFI plants and they should follow the MFI standards. The best practices which we got from Martur Bursa plant implemented to all locations.



We have well established Automotive Quality Management System (IATF 16949) over 20 years. Each plant should follow these MFI standards starting from the installation. This is the strength of us to sustain our work for the needs of today and tomorrow.

Martur Fompak International has no nonconformity on Environment, Health and Safety, and Enegry Management System over 5 years.

You can access the whole text of Occupational Health and Safety, Environment and Energy Policy at the website

www.marturfompakinternational.com

During the external audits, we always getting positive feedbacks from the auditors, and they recommend us as a benchmark for the other plants.

Training on environment subjects are provided to employees every year during refreshment and orientation programme in all Martur Fompak International plants.

Training Name	2019	2020	2021*
Environmental Accident Emergency Conditions and Waste Management (Employee*hours)	4,281	3,054	412
14001 Env. Management System Information (Employee*hours)	3,454	1,014	348

* One point lessons given to all employees.



Please see **ANNEX 1** for the complete list of Certificates as MFI.

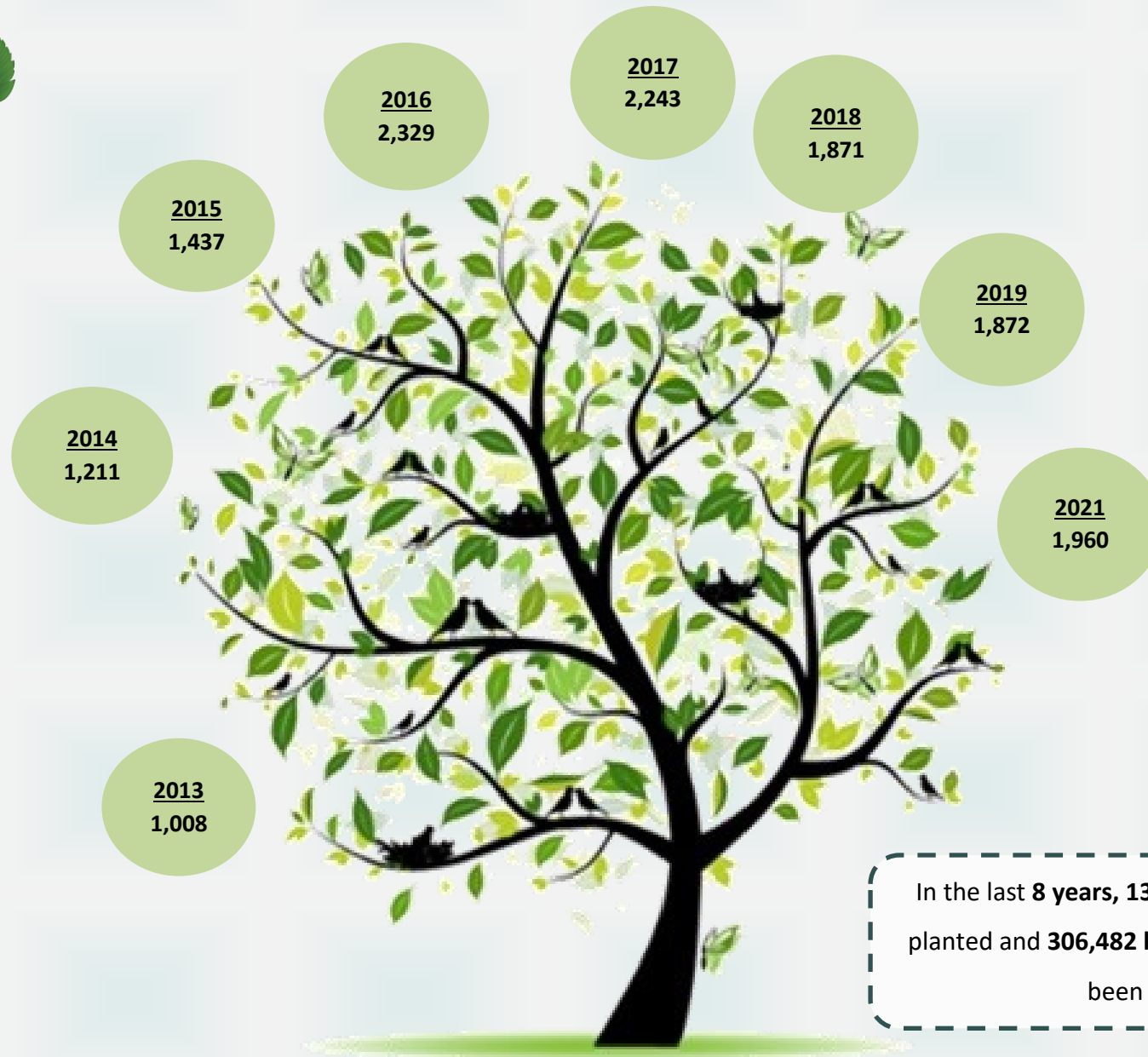
Martur Fompak International acts in awareness of global warming, climate change and gradually decrease of natural resources. Martur Fompak International constantly reviews production and service activities in order to minimize the environmental impact and energy consumption, uses more recycling raw material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

We have arbor day on 23rd April in every year. Saplings are



planted every year on behalf of the children of the employees. This activity is with the collaboration of TEMA.

In the last **8 years, 13,931 saplings** have been planted and **306,482 kg of CO2 emissions** have been **reduced**.



In the last **8 years**, **13,931 saplings** have been planted and **306,482 kg of CO2 emissions** have been reduced.

Renewable Energy and Energy Efficiency

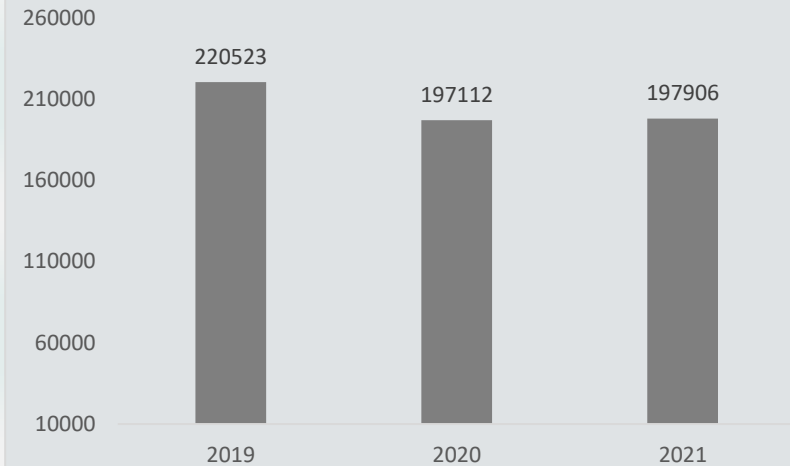


Martur Fompak International aims to reduce the energy consumption per final product of processes by transforming energy sources into renewable ones. In this context, the defined KPIs are followed. And in 5 years, we aim to get required energy for all assembly lines from renewable energy sources.

Energy consumption reduction projects with the high benefits in 2021 are summarized as below.

- Automatic Shutdown of Ventilation in Non Production Time
- Exchanging engines of compressor and chiller for energy efficient ones

Electricity consumption GJ



*** These results include all MFI plants.

29.500 Kwh energy is saved yearly with the solar panel installation.

Energy consumption is reduced day by day by choosing energy efficient equipment and machines. Also, there are several optimization projects are realized to consume less.

Air Emissions

Also, air emission measurements are done every year or once in two years according to local legal requirements. Air emission measurement results are also evaluated according to World Bank standards annually.

Just for a reference, the highest SO₂, TOC, NO and CO parameters are put in the following table from the latest air emission measurement report of operations in Turkey in 2020.

All parameters of MFI plants are in line with the local limits.



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators as MFI.

Parameters	Legal Limits	Measurement Result- 2021
PM	5	2,35
NO₂	350	122
VOC	20	16
SO_x	500	4

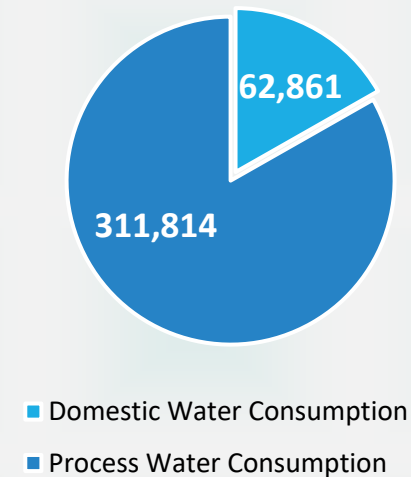
*These results for Martur Romania.

Water Management

In the coming years due to the disruption to the balance of rainfall caused by climate change, we will be affected by water scarcity significantly. We are managing our water and wastewater processes in the most efficient manner while trying to carry out operations with minimum consumption of water.

Total water consumption of all MFI plant is as follows in 2021.

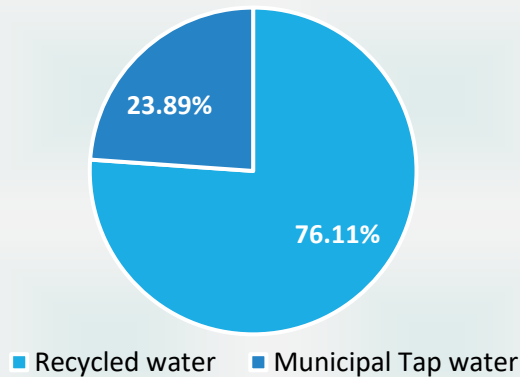
MFI Water Consumption (tonnes) in 2021



If possible, we always prefer to use treated water instead of tap/fresh water. We only have this possibility in Turkey Bursa Organized Industrial Zone.

Mostly treated water are used in the cataphoresis process in Martur Bursa seat plant. The proportion of municipal and treated water usage is summarized in 2020 at Martur Bursa plant as below. We aim to do it for all our plant if available.

Total process water withdrawal by resource for Martur Bursa plant (2021)



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators as MFI.

Chemical Management

All chemicals are evaluated with SDS forms during purchasing decision. Chemicals are categorized according to the dangerous categories and non-dangerous ones are preferred. If there is no other chose to use the least dangerous one, the effect on the environment and public health are analyzed and proper controls are set before purchasing. The system is clearly defined and managed with the coordination of related parties.

The most commonly used chemical in our processes is in the cataphoresis process. Water-based chemicals are preferred and used in this process. Chemical uses are monitored monthly and reported to the operation management in the Monthly Environment Performance Report.

Alternative chemicals are searched to reduce the usage amount of paints and the usage of less chemicals is supported by projects.

The chemicals are selected and used in all processes in line with the REACH regulation and IMDS system. In this context, there is no possibility to use any prohibited/restricted substances.

Chemicals are stored in the new chemical storage area according to the storage matrix. This area is closed for unauthorized entrance and away from the plant to prevent fire risk.

The proper personal protective equipment is determined by the work safety specialist and ensured to use.

MSDS and emergency kits are available in chemical usage and storage areas. And there is a detailed procedures for the chemical management.

Integrated Waste Management

Martur Fompak International manage all activities to reduce the



amount of the generated waste. It is our goal to maximize resource usage by optimization project in each process. Therefore, both the economy and the environment will win. Waste generated at the

plants is collected separately at the source in accordance with

the type of waste and legal requirements. It is classified according to waste type and sent to recycling, energy recovery or disposal firms. Except domestic waste all type of wastes are send to the recycling or energy recovery firms. Only domestic wastes are send to the landfill for disposal.

All wastes are stored at the waste site in accordance with legal requirements

Waste by Type (ton)	2019	2020	2021
Hazardous Waste (Energy Recovery)	303	448	479
Non-hazardous Wastes (Recycled)	4,241	4,114	6,489



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators as MFI.

Towards to Zero Waste



DOMESTIC WASTE

Martur Fompak International aims to achieve the zero waste target by focusing on the following activities:

- ❖ To prefers technology that does not generate waste
- ❖ To use of waste as raw material when possible
- ❖ To decompose food wastes to prevent from landfill.
- ❖ To organize trainings increase the awareness on zero waste.

There is NO other waste to send for disposal except from domestic waste.

Package Management

We aim to minimize the environmental impact by minimizing packaging waste. We prefer to use reusable packages when possible. The first choose of us is environmentally friendly packages.

- By reducing the weight of the bag we achieved an annual gain of 21066 kg .
- The usage of ecopacks instead of cardboard boxes, **532 trees** were prevented from cutting. So, **12 tons of CO2** is absorbed more in each year.
- Plastic packages contain **60% recycled material**
- Nylon bag improvement was implemented to reduce the environmental impacts caused by packaging and packaging activities. As a result of this project, **61,5 tons of CO2 has been reduced**. The integration of the project to all locations has been started.

Environment Emergency Management

There is an emergency trolley in case of an environmental accident in the waste area and production areas. In the event of any environmental accident, the first intervention is carried out with the equipment there.

There is **NO environment accident** in MFI locations during the reporting period.



NO environmental accident in MFI plants

Life Cycle Analysis of our Products

We analyze the environmental impact of our activities and products with the life cycle perspective.



We evaluated all component of our products starting from raw material to the disposal by considering national / international requirements.

Our final product, the seat, the main components are metal, foam and cover with some plastic parts. All of them can be used again as raw material after some processes.

The interior parts are made of mainly plastic. Even there are several different recycling ratios, they can be recovered.

The life cycle evaluation of our products at the end of its life cycle is below

Metarials	Status
Metals	100% recyclable
Foam	100% reuse
Cover	100% recovery
Plastic	60% recyclable 100% recovery

Green Product Design



There is a R&D study to produce seat fabric and cover by using %100 recycled PET material. The product, which is created from only one material, can be used for recycling without being subjected to any sorting after the end of its useful life.

The rate of recycled materials we use in plastic production is increasing day by day.

Sustainable Supply Chain

We involve our suppliers in our development, production and business processes at an early stage. This generates a close, intensive exchange of know-how, ideas, and expertise and ensures optimum product realization. In return, we offer our suppliers excellent opportunities for development, attractive conditions and long-term partnerships.

Our suppliers are the key to our success.

Martur Fompak International recognizes suppliers can make a difference in favour of social responsibility, especially on human rights, environmental impacts, health and safety risks.

The principles for sustainable procurement were determined for preferred suppliers in our sustainable procurement policy.

You can access the whole text of Sustainable Procurement Policy at the website

www.marturfompakinternational.com

<https://supplier.ustunberkholding.com.tr>

As a part of our commitment to environmental compliance and human rights protection, the suppliers should commit to all Martur Fompak International Policies as below.

- ❖ Business Ethics Policy and Rules
- ❖ Human Resources Policy
- ❖ Social Responsibility Policy
- ❖ Occupational Health and Safety, Environment and Energy Policy
- ❖ Quality Policy

We share all our policies, the green purchasing guideline and sustainable supplier report with our suppliers on our green purchasing portal.

We support and respect the protection of human rights. As a part of its approach to respecting human rights, we are committed to the responsible sourcing of materials used in its products. We expect from our suppliers to adopt the same

approach and commit on the compliance with MFI Social Responsibility Policy and MFI Sustainable Procurement Policy.

Conflict Minerals Management

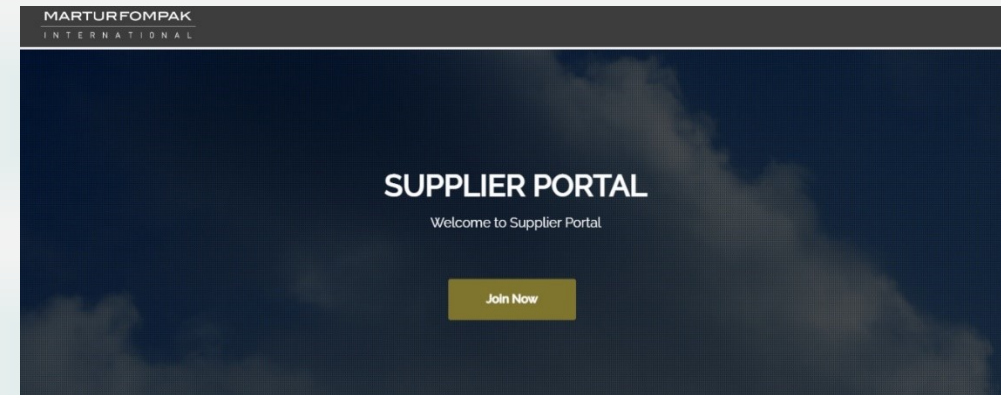
Martur Fompak International is committed to ensuring that its products do not incorporate conflict minerals, which are minerals smelted into tin, tantalum, tungsten and gold (3TG) sourced from entities that directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries.

We have Responsible Sourcing and Conflict Minerals Policy in the Martur Fompak International Supplier Portal .

You can access the whole text of Sustainable Procurement Policy at the website

<https://purchasing.marturfompak.com/downloads/>

Supplier Corporate Social Responsible Evaluation



We want from suppliers to complete the Supplier Environmental and Social Responsibility Survey on the Martur Fompak Internaional Supplier Portal.

Martur Fompak Internaional Supplier Portal;

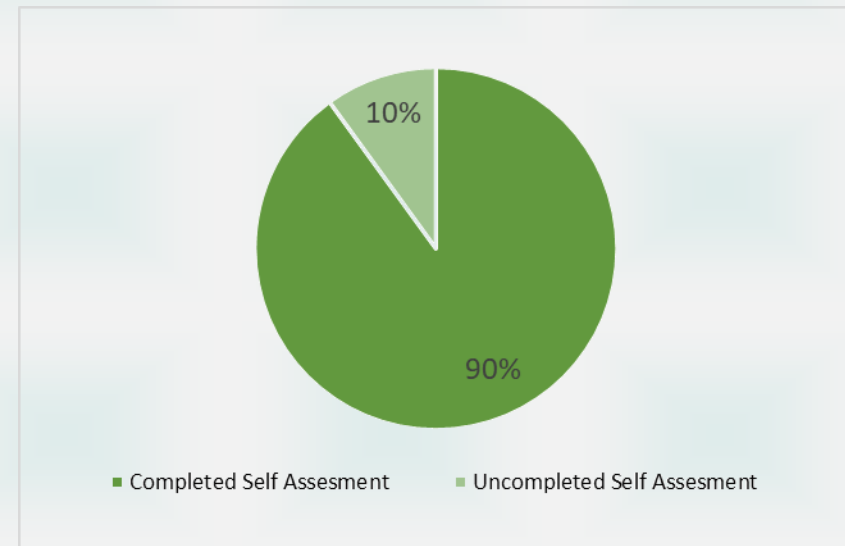
<https://supplier.ustunberkholding.com.tr/>

We request our suppliers to fulfill the questionnaire on the portal according to the following topics.

- ❖ Environmental and Social Responsibility Certification
- ❖ Working conditions and employee rights
- ❖ Business ethics
- ❖ Energy
- ❖ Information Security
- ❖ Occupational Safety
- ❖ Environment
- ❖ Chemical Substance Management
- ❖ Legal Legislation Assessment
- ❖ Carbon Footprint

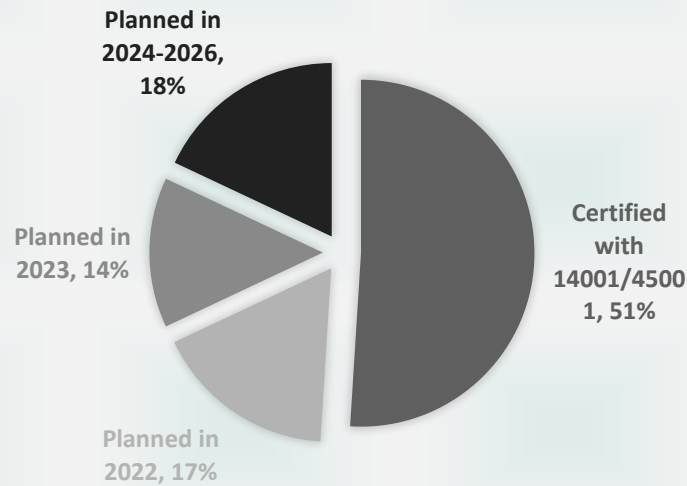
In this questionnaire, supplier should verify not to have any worker under age 18. It is strictly forbidden to have child worker.

The ratio of companies completing the environmental and social responsibility survey on the MFI Supplier Portal is as below.



All Suppliers should upload ISO 14001 and ISO 45001 certifications on Martur Fompak Internaional (MFI) Supplier Portal. System follows expire dates of all certifications. If the expired date close to end, system give an alert to suppliers for change the certification with new one.

The number of certified suppliers on E-OHSMS and the number of suppliers that will get E-OHSMS certification in the coming years are as below.



Green Purchasing



Green purchasing activities have started to be implemented within the scope of the use and purchase of environmentally friendly products and materials. In this context, green purchasing guideline, sustainable purchasing policy and procedures have been prepared. Within the scope of green purchasing activities;

- ❖ Sustainable supplier guide and sustainable supplier report are prepared annually.
- ❖ The chemicals used are evaluated at the purchasing stage to ensure that they are environmentally friendly.
- ❖ Martur Fompak International an environmental survey is done on the supplier portal and our suppliers are evaluated in terms of compliance with environmental and legal requirements.
- ❖ In line with our annual plans, we conduct supplier audits on environmental and OHS issues for our environmentally risky suppliers. Efforts are made to develop suppliers.
- ❖ We evaluate our suppliers about HR, OHS and Environmental topics with E&S Self assessment

Supplier Audit

We prioritize our suppliers according to legal requirement and significant environmental impacts. Then, we prepare the audit plan at our suppliers.

We evaluate our suppliers according to the Environment and Occupational Safety checklists. Working conditions and all aspects are evaluated. Improvements are planned for the nonconformities that emerge as a result of the audits, and the actions taken regarding these plans are checked in the follow-up audits.

83% of our suppliers have been audited for environment and health and safety.

Supplier Trainings

Supplier trainings are one of the most important elements in the development of our performance.

Ethics, environment, and occupational safety trainings are provided with classroom or online sessions. The purpose of the supplier trainings is to increase the awareness on ethics, labour&human rights, environment, and safety issues. And also to explain Martur Fompak Internaional rules and expectations as a supplier. All MFI Policies, supplier handbook and green purchasing handbook are shared during the training.

Supplier KPI

Encouraging recyclable packaging to use our providers outside of these indicators and have been making efforts to bring into operation, MFI recyclable packaging utilization rate of the supplier, CO2 emissions rate, the amount of annual waste, emission measurements are taken into consideration and are being followed, monitored specific KPI on a sectoral basis other than that the topics are summarized as follows,

- Metal forming suppliers's waste oil recovery,
- Cooling water and waste oil recycling in cold forging and machining suppliers,

- First recycled production parts and Gates are recycled
- to use plastic part product scope of customer specification
- Textile dyes waste disposal in Textile suppliers
- Foam rework our suppliers % to discard foam that customers be approved under the condition that the spectrum of recovery
- Recycled delivery plastic boxes for each supplier (also MFI logistic-purchasing and environment target)

All the Purchasing and supplier KPIs shown on the table below;

SUPPLIER KPI	2019	2020	2021
% of suppliers signing procurement CSR charter or contrast clause	64%	65%	69%
% of supplier have ISO 14001&45001 Certificate	49%	49%	51%
% of recycled packaging purchased suppliers signing procurement CSR charter or contrast clause	40%	45%	46%
Suppliers scope of environmental effect	11	11	11
Suppliers important non-conform environmental effect for current and potential supplier	7	7	8
Non-conform environmental effect in supplier panel	3	3	4



SOCIAL RESPONSIBILITY

66 Social Activities



Social Activities

The company is always sensitive about its responsibilities towards society and act in collaboration with its employees, public, non-governmental organizations and other stakeholders as it promised in its Social Responsibility Policy (www.marturfompakinternational.com).



We have 2 perspectives for company social responsibility activities;

1- Activities for company employees, their families and kids including

- Sharing and celebrating the important moments

- Information on special topics Strengthening the employee engagement

2- Activities for the local community with a sense of responsibility

- Donations
- Social media posts giving message on special topics
- Creating awareness

Martur Fompak International donated saplings to TEMA Foundation on April 23rd National Sovereignty and Children's Day. 1960 trees were planted in Elazığ Karaali village in Turkey on behalf of the children of our employees.

#MarturFompakInternational

#TEMA #23Nisan #Child #Children #tree #afforestation #ağaç #yeşil #ağaçlandırma



In their spare time, employees can participate in company social activities. Such as trekking, cycling, football, paintball, karting etc. These activities both foster friendship and team work and create shared memories.



Environmental Awareness

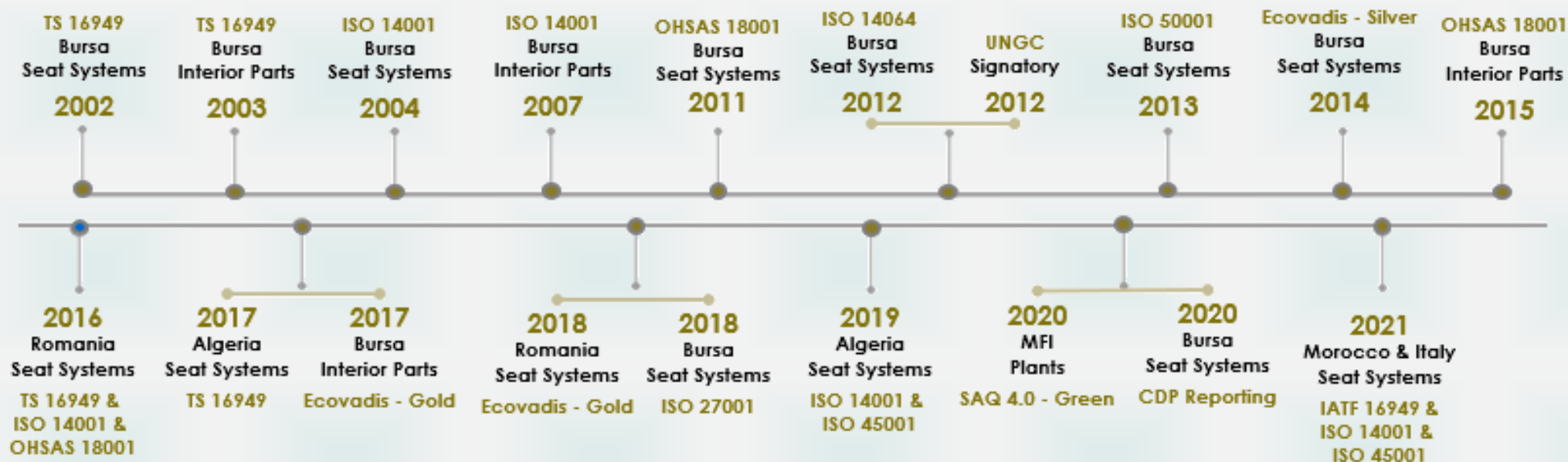
In order to raise awareness about the environment and climate change, we carried out activities to inform our employees via e-mail.



In order to raise awareness about the environment and climate change, we carried out activities to inform our employees via e-mail. These posters about waste management, water consumption, energy consumption and climate change.

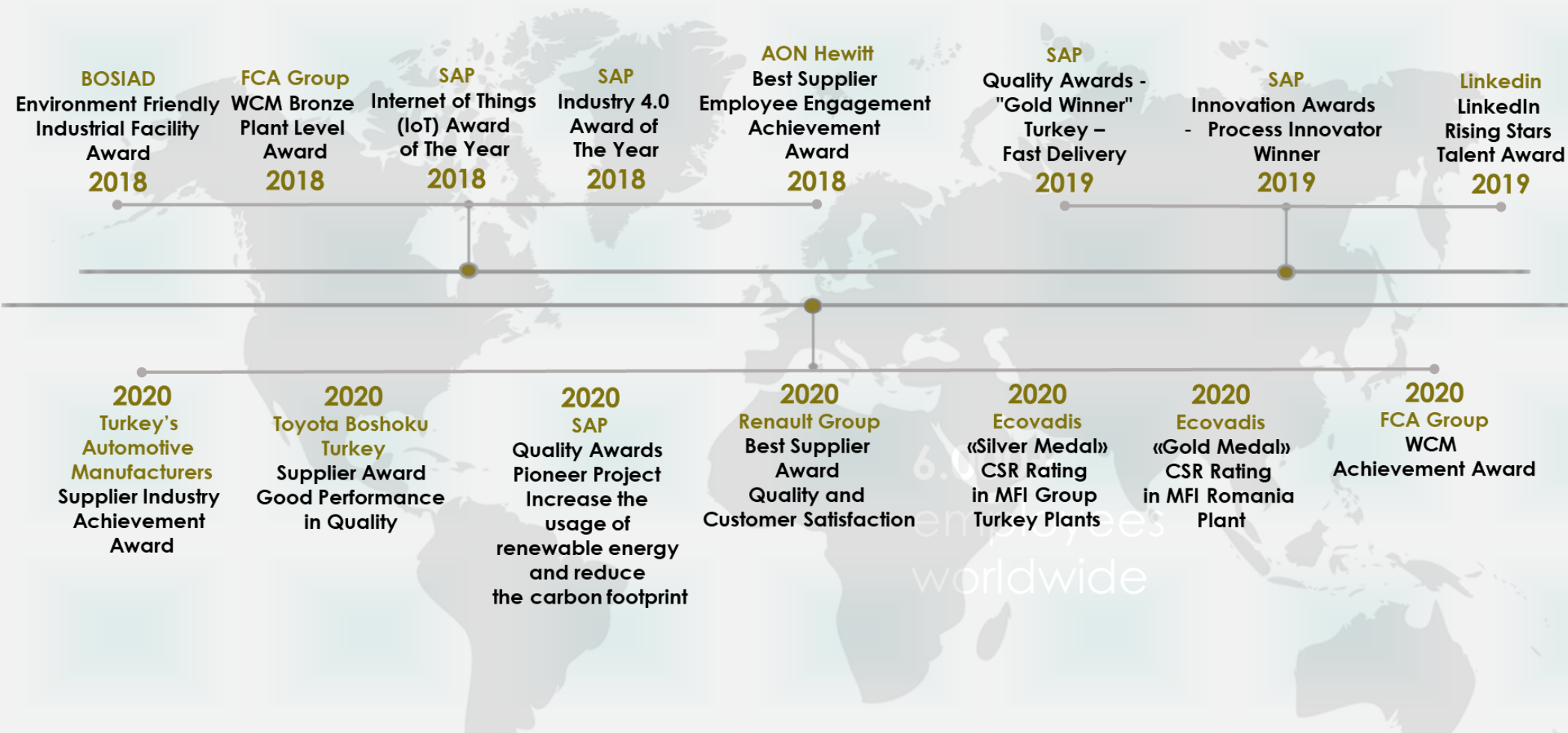


ANNEX 1: MILESTONES SUSTAINABILITY



Certifications	Description	Certified plants percentage
IATF 16949	Automotive Quality Management Systems	78%
ISO 14001	Environmental Management Systems	100%
ISO 45001	Occupational Health and Safety Management Systems	100%
ISO 14064	Greenhouse Gas Emission Management Systems	7%
ISO 50001	Energy Management Systems	7%
ISO 27001	Information Security Management Systems	7%

ANNEX 2: AWARDS



ANNEX 3: ORGANIZATIONAL HEALTH AND SAFETY PERFORMANCE INDICATORS

GRI:403	MFI		
	2019	2020*	2021*
Lost time Injury Frequency Rate**	4,93	4,22	3,31
Occupational Disease Rate***	0	0	0
Number of Fatalities	0	0	0

*Italy and Morrocco plant were added.

Calculations are based on the following formulas:

** Injury Frequency Rate = (Number of Lost time injuries / Total working hours) * 1,000,000

*** Occupational Disease Rate = (Number of occupational diseases / Total working hours) * 1,000,000

ANNEX 4: ENVIRONMENTAL PERFORMANCE INDICATORS

GRI:302-303-306	MFI		
	2019	2020*	2021*
Energy Consumptions			
Electricity Consumption (MWh)	61,377	54,753	54,974
Natural Gase (m3)	2,144,868	2,540,037	2,057,988
Other Fuel (specify)(L) (gasoline, diesel)	208,740	167,237	3,000
Water Consumption (m3)			
Water Consumption (m3)	147,49	135,959	188,964
Treated Water (m3)	32,221	23,156	22,846
Amount and type of waste (tonnes)			
Hazardous Waste	303	448	479**
Non-hazardous Waste	4,241	4,114	6489**

*Morocco and Italy has started working in 2021.

Amount and type of waste (ton)	MARTUR TURKEY	FOMPAK TURKEY	MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Hazardous Waste	112	89	22	255	0,5
Non-hazardous Waste	4369	569	498	822	231

Electricity Consumption (MWh)	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Electricity Consumption (mwh)	24614,32	18639,59	3401,43	7396,565	922,185
Natural Gase (m3)	1650331	235561	0	7467	164629
Other Fuel (specify)(L) (gasoline, diesel)	-	-	-	3	-

<i>Water Consumption (m3)</i>	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
<i>Water Consumption (m3)</i>	149128	20323	7505	10808	1200
<i>Treated Water (m3)</i>	22846	-	-	-	-

GRI 307: ENVIRONMENTAL FINES

In last three year , there was **no fines** due to non-compliance with environmental legislations in any MFI locations.

ANNEX 5: SOCIAL PERFORMANCE INDICATORS

<i>Turnover by age & gender</i>	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total number of employees who left the company (blue and white collars)</i>	144	206	28	121	46	90	11	23	20	53
<i>Total number of employees who left the company (blue and white collars) under 30 years old</i>	40	75	10	34	37	76	1	5	15	5
<i>Total number of employees who left the company (blue and white collars) 30-50 years old (30 & 50 will be included)</i>	100	121	17	82	9	13	8	15	10	29
<i>Total number of employees who left the company (blue and white collars) over 50 years old</i>	4	10	1	5	0	1	2	3	10	13
<i>Total number of employees (blue and white collars) who left the company voluntarily (resigned)</i>	85	96	16	63	7	16	11	23	1	2

<i>Total number of employees by gender</i>	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>White collar employees</i>	139	401	46	125	22	40	45	89	30	39
<i>Blue collar employees</i>	594	1264	109	730	189	472	56	297	8	61

<i>Number of employees by employment type</i>	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>
<i>White collar employees</i>	540	0	171	0	62	0	134	0	69	0
<i>Blue collar employees</i>	1858	0	839	0	661	0	353	0	69	0

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Contractors	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of contractors per gender</i>	24	39	15	48	7	13	167	318	14	33
<i>Number of contractors by employment type</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>
	63	0	63	0	20	0	486	0	47	0

Seniority by gender	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of employees who have 0-5 years seniority (5 years excluded)</i>	350	530	46	219	211	509	109	246	36	92
<i>Number of employees who have 5-10 years seniority (10 years excluded)</i>	303	650	8	30	0	2	43	89	3	2
<i>Number of employees who have 10 years or more seniority</i>	71	515	17	262	0	1	0	0	1	4

Trainings	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
<i>Total training hours</i>	26994	14103	91630	98411	102494
<i>Training hours per employee</i>	165	186	179	28	60
<i>Total training hours for WC</i>	14450	5663	6468	2015	1932
<i>Total training hours for BC</i>	12544	8440	58168	4766	2151

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Gender per age groups	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees under 30 years old	116	235	18	68	158	378	21	77	3	23
Number of employees 30-50 years old (30 & 50 will be included)	595	1373	126	686	53	132	110	196	29	47
Number of employees over 50 years old	13	66	11	101	0	2	21	62	6	23

New employee hires	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of new hires under 30 years old	105	103	14	38	68	81	14	33	1	1
Number of employees 30-50 years old (30 & 50 will be included)	132	171	8	30	41	55	57	68	2	3
Number of employees over 50 years old	0	0	0	0	0	2	10	25	2	4

Performans review	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees who are in career development program	143	510	46	125	22	40	45	89	30	39
Number of employees who get performans review according to target	729	1556	155	855	22	40	45	89	30	39

Ethics	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of complaints on ethics	0	0	0	0	0	0	0	0	0	0

Number of suggestions	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total number of suggestions	2209	6854	409	2816	0	0	171	305	8	4
Number of implanted suggestions	969	4992	298	1624	0	0	72	170	4	1

GRI CONTENT INDEX

GRI STANDARTS	DISCLOSURE	REFERENCES
<i>GRI 101: Foundation 2016</i>		
<i>General Disclosures</i>		
<i>GRI 102: General Disclosures 2016</i>	<i>Organizational Profile</i>	
	<i>102-1</i>	MARTURFOMPAK INTERNATIONAL http://www.marturfompak.com/
	<i>102-2</i>	3-8
	<i>102-3</i>	http://www.marturfompak.com/ Headquarters Turkey: Eski Büyükdere Caddesi No: 14 Park Plaza Kat: 17 Maslak 34467 İstanbul ,TURKEY France: Corosa 1-3 Rue Eugène et Armand Peugeot 92500 Rueil Malmasion, FRANCE
	<i>102-4</i>	9-17
	<i>102-6</i>	9-17
	<i>102-7</i>	9-17
	<i>102-8</i>	26-27
	<i>102-9</i>	60-63
	<i>102-11</i>	21
	<i>Strategy</i>	
	<i>102-14</i>	2
	<i>102-15</i>	22
	<i>Ethics and Integrity</i>	
	<i>102-16</i>	26-28
	<i>102-17</i>	26-28

GRI STANDARTS	DISCLOSURE	REFERENCES
GRI 102: General Disclosures 2016	<i>Reporting Practices</i>	
	102-50	2
	102-51	2
	102-52	2
	102-53	2
	102-54	<i>This report has been prepared according to the GRI core scope.</i>
	102-55	81-88
<i>GRI 200: Economic Standard Series</i>		
<i>Procurement Practices</i>		
GRI 103: Management Approach 2016	103-1	60-63
	103-2	60-63
	103-3	60-63
GRI 204: Procurement Practices 2016	204-1	60-63
<i>Anti-corruption</i>		
GRI 103: Management Approach 2016	103-1	26-28
	103-2	26-28
	103-3	26-28
GRI 205: Anti-Corruption 2016	205-1	26-28 http://www.marturfompak.com/en/company#our-policies/
	205-2	26-28 http://www.marturfompak.com/en/company#our-policies/
	205-3	35

GRI STANDARTS	DISCLOSURE	REFERENCES
<i>GRI 300: Environmental Standard Series</i>		
<i>Materials</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>56-57</i>
	<i>103-2</i>	<i>56-57</i>
	<i>103-3</i>	<i>56-57</i>
<i>GRI 301: Materials 2016</i>	<i>301-1</i>	<i>56-57</i>
	<i>301-2</i>	<i>58-59</i>
<i>Energy</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>47</i>
	<i>103-2</i>	<i>47-48</i>
	<i>103-3</i>	<i>49-50, 47-54</i>
<i>GRI 302: Energy 2016</i>	<i>302-1</i>	<i>73-74</i>
	<i>302-2</i>	<i>73-74</i>
	<i>302-4</i>	<i>51-53, 73-74</i>
<i>Water</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>54-55</i>
	<i>103-2</i>	<i>54-55</i>
	<i>103-3</i>	<i>54-55</i>
<i>GRI 303: Water and Effluents 2018</i>	<i>303-1</i>	<i>54-55,73-74</i>
	<i>303-2</i>	<i>Since most of the water is withdrawn from the municipal systems and no water bodies with RAMSAR or similar protection status are employed, MFI operations do not result in any stress on water bodies.</i>
	<i>303-3</i>	<i>54-55,73-74</i>
	<i>303-5</i>	<i>73-74</i>
<i>Emission</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>47</i>
	<i>103-2</i>	<i>47-48</i>
	<i>103-3</i>	<i>49-52,47-48</i>

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<i>GRI 305: Emissions 2016</i>	<i>305-5</i>	53
	<i>305-7</i>	<i>54</i>
<i>Effluents and Waste</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>56-57</i>
	<i>103-2</i>	<i>56-57</i>
	<i>103-3</i>	<i>56-57</i>
<i>GRI 306: Wastes 2020</i>	<i>306-1</i>	<i>56-57</i>
	<i>306-2</i>	<i>56-57</i>
	<i>306-3</i>	<i>56-57</i>
	<i>306-4</i>	<i>56-57</i>
	<i>306-5</i>	<i>56-57</i>
<i>Environmental Compliance</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>73-74</i>
	<i>103-2</i>	<i>73-74</i>
	<i>103-3</i>	<i>73-74</i>
<i>GRI 307: Environmental Compliance 2016</i>	<i>307-1</i>	<i>During the reporting period, there were no fines due to non-compliance with environmental legislations.</i>
<i>Supplier Environmental Assessment</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>60-65</i>
	<i>103-2</i>	<i>60-65</i>
	<i>103-3</i>	<i>60-65</i>
<i>GRI 308: Supplier Environmental Assessment 2016</i>	<i>308-1</i>	<i>60-65</i>
	<i>308-2</i>	<i>60-65</i>

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GRI STANDARTS	DISCLOSURE	REFERENCES
<i>GRI 400: Social Standard Series</i>		
<i>Employment</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>26-33</i>
	<i>103-2</i>	<i>26-33</i>
	<i>103-3</i>	<i>26-33</i>
<i>GRI 401: Employment 2016</i>	<i>401-1</i>	<i>75-80</i>
	<i>401-2</i>	<i>26-33</i>
	<i>401-3</i>	<i>31-32</i>
<i>Labor/Management Relations</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>26-33</i>
	<i>103-2</i>	<i>26-33</i>
	<i>103-3</i>	<i>26-33</i>
<i>Occupational Health and Safety</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>43-45</i>
	<i>103-2</i>	<i>43-45</i>
	<i>103-3</i>	<i>43-45,72</i>
<i>GRI 403: Occupational Health and Safety 2018</i>	<i>403-1</i>	<i>43-45</i>
	<i>403-2</i>	<i>43-45</i>
	<i>403-3</i>	<i>43-45</i>
	<i>403-4</i>	<i>43-45</i>
	<i>403-5</i>	<i>43-45</i>
	<i>403-6</i>	<i>43-45</i>
	<i>403-7</i>	<i>43-45</i>
	<i>403-8</i>	<i>43-45,72</i>
	<i>403-9</i>	<i>43-45,72</i>
	<i>403-10</i>	<i>43-45,72</i>

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GRI STANDARTS	DISCLOSURE	REFERENCES
<i>Training and Education</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>38-40</i>
<i>Management</i>	<i>103-2</i>	<i>38-40</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>38-40</i>
<i>GRI 404:</i>	<i>404-1</i>	<i>38-40, 75-80</i>
<i>Training and</i>	<i>404-2</i>	<i>38-40</i>
<i>Education 2016</i>		
<i>Diversity and Equal Opportunity</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>26-28</i>
<i>Management</i>	<i>103-2</i>	<i>26-28</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>26-28,75-80</i>
<i>GRI 405: Diversity and Equal</i>	<i>405-1</i>	<i>26-28,75-80</i>
<i>Opportunity 2016</i>	<i>405-2</i>	<i>26-28</i>
<i>Non-discrimination</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>26-28</i>
<i>Management</i>	<i>103-2</i>	<i>26-28</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>26-28</i>
<i>GRI 406: Nondiscrimination</i>	<i>406-1</i>	<i>26-28</i>
<i>2016</i>		

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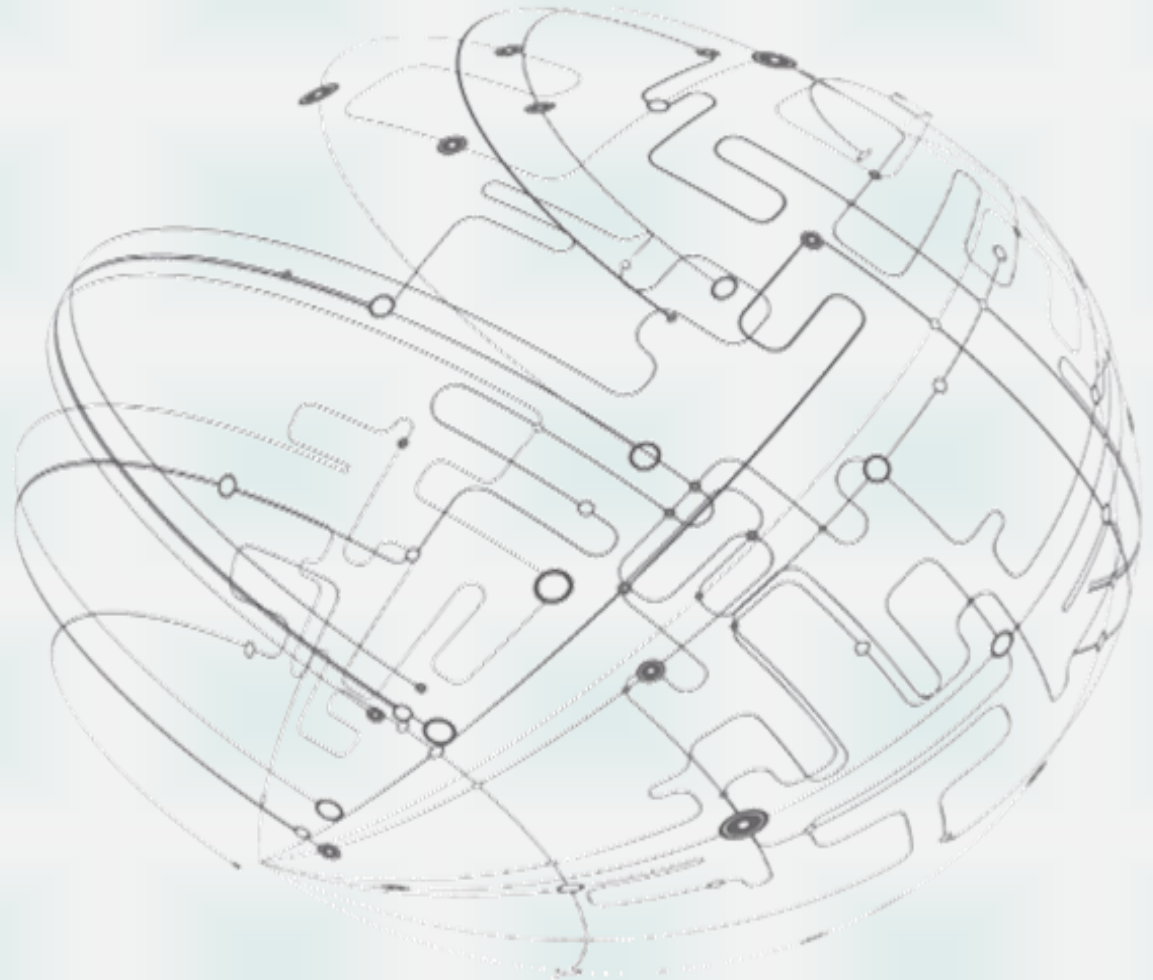
GRI STANDARTS	DISCLOSURE	REFERENCES
<i>Child Labor</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>26-28, 60-61</i>
<i>Management</i>	<i>103-2</i>	<i>26-28, 60-61</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>26-28, 60-61</i>
<i>GRI 408: Child Labor 2016</i>	<i>408-1</i>	<i>26-28, 60-61</i>
<i>Forced or Compulsory Labor</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>26-28, 60-61</i>
<i>Management</i>	<i>103-2</i>	<i>26-28, 60-61</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>26-28, 60-61</i>
<i>GRI 409: Forced or Compulsory Labor 2016</i>	<i>409-1</i>	<i>26-28, 60-61</i>
<i>Security Practices</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>29-30</i>
<i>Management</i>	<i>103-2</i>	<i>29-30</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>29-30</i>
<i>GRI 410: Security Practices 2016</i>	<i>410-1</i>	<i>All security personnel in MFI operations are trained on professional procedures and legal requirements.</i>
<i>Supplier Social Assessment</i>		
<i>GRI 103:</i>	<i>103-1</i>	<i>60-63</i>
<i>Management</i>	<i>103-2</i>	<i>60-63</i>
<i>Approach 2016</i>	<i>103-3</i>	<i>60-63</i>
<i>GRI 414: Supplier Social Assessment 2016</i>	<i>414-1</i>	<i>60-63</i>
	<i>414-2</i>	<i>60-63</i>

INTRODUCTION	STRATEGIC APPROACH	LABOUR & HUMAN RIGHT	ENVIRONMENT	SOCIAL RESPONSIBILITY	ANNEXES
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GRI STANDARTS	DISCLOSURE	REFERENCES
<i>Customer Health and Safety</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>22-24</i>
	<i>103-2</i>	<i>22-24</i>
	<i>103-3</i>	<i>22-24</i>
<i>GRI 416: Customer Health and Safety 2016</i>	<i>416-1</i>	<i>MFI complies with all related product regulations and standards of health and safety.</i>
	<i>416-2</i>	<i>There were no product failure reported due to healthy and safety issues during the reporting period.</i>
<i>Customer Privacy</i>		
<i>GRI 103: Management Approach 2016</i>	<i>103-1</i>	<i>22-24</i>
	<i>103-2</i>	<i>22-24</i>
	<i>103-3</i>	<i>22-24</i>
<i>GRI 418: Customer Privacy 2016</i>	<i>418-1</i>	<i>22-24</i>

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