

MESA MAKINA DOKUM A.Ş COMMUNICATION OF PROGRESS REPORT

MESA MAKINA A.S. BRIEF

Founded in 1979, Mesa Makina looks back on a long tradition of casting and today has become one of the prominent OEM part producer in providing machined castings. Mesa Makina has the vision of being a regional leader by making a difference in its field.

Behind the success of Mesa Makina there lies a customer-focused production that exactly meets customer demands with an expert staff. Our business activities are beyond the production of high-quality and hard-to-do castings. Our Product R&D team provides comprehensive support to his customers from production development stage.

Being a member of UN Global Compact, Mesa Makina seeks to maximize his market recognition not only in Turkey but also in the regional and global context.

More than 115 skilled workers at Mesa Makina give detailed attention to their particular jobs as manual working man or expert technicians and engineers.

Having the IATF 16949 quality management system, the range of casted materials offered by Mesa Makina varies from grey cast iron and spheroidal cast iron to SiMo and high nickel alloys, wear resistant high-chromium white iron and aluminium. Machining is offered on all parts, and inspection and testing available includes Ultrasonic, X-ray, Magnetic particle inspection and others.

With a production capacity of 12.000 tons of castings, we produce unit weights of 3 – 60 kg of machine moulded castings with high-pressure vacuum technology.

In addition to plant and machinery investments, Mesa Makina keeps his investments on quality and training of employees which he gives great importance. The IVECO (OTOYOL) quality award received in 2003 and ISO TS 16949 certificate gained in 2008 demonstrates the emphasis given on quality. Started production to OEM parts in 1984 with exhaust manifolds, today Mesa Makina enjoys exporting to 80 % of its production to automotive, agricultural machinery, construction machinery, defense, mining, energy industries and rail systems in 3 continents, Europe is being in the first place. Mesa Makina's aim for recognition is not only within the borders of Turkey, upgrades on a global scale export to 5 continents.



We became 783. R & D center in Turkey.



OUR MISSION

We are here to be a solution partner to your dreams by shaping the metal and directing the fluids.

OUR VISION

As a strong and reliable family with its employees, it is to be a leading global company that renews itself with original projects and produces high added value.

OUR VALUES

Honest and Trusty
Dynamic, Flexible and Agile
Complementary Teamwork
Creative and Innovative
Effective and Efficient
Internal and External Customer Satisfaction and Addiction
Community-sensitive and Environmentally

OUR STRENGTHS

R&D Center
To produce OEM parts
43 years experience in sector
Having IATF 16949
Giving importance to education
Flexible production capability
Variety of customer portfolio.
Strong image and organization awareness.,
ERP
A Class Supplier
Export 80% of Our Products to the EU Countries

Co-design capability
Having a patent
'Market-oriented' global perspective

MANAGING DIRECTOR MESSAGE

We are very happy to be a member of Global Compact. Our company values and our vision are also support Global Compact Principles.

We signed the UN Global Compact in June 2010 which is a strategic policy initiative for business that are committed to aligning their operations.

Our company commit that we will carry out on implementing the ten principles of Global Compact and undertake a make clear statement of this commitment.

Seyma AYHAN
Managing Director

1. HUMAN RIGHTS and WORK STANDARTS

1.1 General

Our organization protection of human rights policy and practice in this area performance supported importance. In our business connection there is no difference between language, gender, political opinion, philosophical belief, religion and sect. If there is no obligation according to biological cause or works risk, workers safety, legal obligation, there is no application about making work contract, ending work about gender or pregnancy. Worker takes similar salary for same or similar works, there is no big differences between salaries for similar works.

Value chain, which created by our organization, in ahead our workers and stakeholders you can see applications which are respectful sensitive to humans rights, for improving this senses we always work. According to this mentality we do not staff child worker, we do not staff under compulsion.

For our organization our workers safety and health is so necessary. For this subject always we control and improve status. For this mentality we use occupational safety and health committee. This committee makes periodic meetings for seeing and following processes improving, and planning safety and health improvements. For prevent industrial accident committee makes risk appraisal, and take preventive measures according to this risk appraisal, technology and work applications are seeing and our workers takes trainings.



In 2021 110 workers had 20 hours occupational safety and health training.

We make table of statistic for industrial accident, and we compare with previous years. In starting to our organization we want health knowledge and report, which include that person is useful for this job according to health details, this report legal obligation.

Pieces	
SHE Committee Pieces	1
Number of Employees Committee	10
SHE Team Pieces	9
Number of Employees SHE Team	40

We provide service for medical examination with our organizations doctor. In the same time we gave trainings to our workers about occupational and social, clash exposure negative influence, hygiene and occupational illness.

In addition, all employees were given a 2-hour training on the pandemic by the company doctor. During the pandemic process, we took the highest level of precautions to protect the health of our employees. New regulations were made to keep the social distance and contact of the employees at the lowest level.

We make periodical examinations and carrier examination test. For white collar offered the opportunity for group private health insurance.

In 2021 periodic examination rate is %100. All workers had periodic examinations for two times in a year.

In 2014 May Mesa started to works for OHSAS 18001, and in 2015 June we completed. We have OHSAS 18001 Certificate.

In 2021 for occupational safety and health we paid 175.600TL.

Mesa sees his workers as worthy capital, the factor, which bringing goals, is piecing differences of his workers perspective, experiences, effort. According to this mentality Mesa A.Ş. Goal is taking persons which is brilliant and competency.

In 2021;

- Contract of employment distribution= Time limit %0, Indefinite period %100
- Work type worker distribution= Full time %100 , Part time %0
- Recruitment type worker distribution = White collar %22, Blue Collar %78
- According to Gender of workers distribution; Women % 11 Men % 89

Continuous improvement is one of the most important factors are the employees feedback. Employee feedbacks are important guiding our target of continuous improvement in business processes as we see. Employees' opinions, ideas and our organization for receipt

of requests for proposal system are effectively operated. Suggestions which our employee gave us evaluate according to procedures. Practicable suggestions are rewarding according to procedure criteria.

In 2021 our employees gave 42 pieces suggestions. For the accepted suggestions, the suggestion owners were rewarded. Also, we rewarded our employees who gave the most suggestions.

During the pandemic period, the psychological health of our employees as well as their physical health is very important for our company. We celebrated the birthdays of our employees and gave their gifts within limited possibilities.



1.2 Corporate Values Award

In terms of the interpretation of corporate values through applications and the realization of working environments in line with ethical values, corporate value awards are distributed in our company . Our corporate values are defined in parallel to 10 principles of global compact, 25 employees have been rewarded in 2021.

2021 Leadership and company representatives awards were found.



2. CORPORATE SOCIAL RESPONSIBILITY

2.1 Forestation

Through by Environmental protection organizations, we planted 2000 cedar trees to Konya district's Sarayönü.



2.2 Subscriptions

Automotive Parts Manufacturers' Association (TAYSAD), Quality Association (KALDER), Turkey Personnel Management Association (PERYÖN), Turkey Casting Industry Association (TÜDÖKSAD), Konya Automotive Parts Industry Cluster (Konya CLUSTER), Konya Chamber of Industry (KSO), Konya Chamber of Commerce (KTO), the Central Anatolian Exporters Union (OAİB), Railway Industry Association (RAYDER), Eastern Anatolian Exporters Association (DAİB), Anatolian Rail Transportation Cluster (ARUS), TABA AmCham

2.3 Suppliers

In 2021 we improved supplier development programs with 3 supplier.

2.4 International Women's day

We celebrated the International Women's Day with our ladies and interns working in our company.



2.5 Sponsorship

In 2021, no sponsorship could be made as no social activities could be held due to the pandemic.

2.5. Conflict Minerals

Conflict of minerals is one of the most problem of the companies. Tin, wolfram, Tantalum, Gold such elements are produced in small and illegal mines of the Democratic Republic of Congo where the civil war is still continuing also in this places a lot of childs were working in there and forced labored. This is also an outcome of the civil war which ongoing 10 year civil war. After the shaping of the Dodd Frank code section 1502 in 2012 the conflict of minerals become importance. After shaping of this code the companies had to declare from where they did buy these materials. Are they using these materials from the Democratic Congo Republic or even from the neighbor countries? After this the companies had to declare from where they bought these materials while this is contributing for human rights violations.

According to these new regulations Mesa Makina is working in cooperation with its suppliers that they are not using 3TG materials. First fully starting from our raw material suppliers and our sub suppliers we are taking and using Conflict of Minerals Reporting Templates (CMRT).

2.6. Prohibited Materials

We are giving importance to the human health and environment according to that we are every time the materials which are produced in accordance to the prohibited materials

list. We are also taking and giving declarations that we are not using and buying prohibited materials.

3. ENVIRONMENT

While the responding growing needs and other side production processes, using product and services effects to environment must be decreased, today’s primary liability of business world is solving environmental problems.

Our organization keeps under control effects of environmental while we are manufacturing, and we make some improvements for decreasing of effects to environment. For achieving to our environment goal, we allocate resources.

Waste management, waste disposal companies under the contaminated package, oil and coolant fluid, chips, carton, paper end electronic waste are given in waste recycling.

The EIA report was taken in 2021.

Cost (TL)	
In 2021 environmental protection cost	37.100
In 2021 Cost of waste disposal	31.000

Our organization has reached “a sustainable structure to be firm” strategy in 2018 with the ISO 14001 Environmental Management System began to work. We received ISO 14001 environmental management certificate since 2018.

4. ANTI-CORRUPTION

Rights and obligations of our employees publish a regulation. In this regulation; occupational safety and health, rules of attitude, confidentially, working times, overtime, national holiday, annual leave, ingress and egress to the workplace, cleaning work, work place general demeanor, performance consideration, repeal, social help subjects are explaining.