

NUREL[®] medikal



ISO 9001



Communication on Progress Report 2022

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Global Compact

Human Rights

Principle 1: Businesses should support and respect proclaimed human rights.

Principle 2: Businesses should not connive human rights abuses.

Working Standards

Principle 3: Businesses should support workers' freedom of association and collective bargaining.

Principle 4: Should end the practice of forced and compulsory labor.

Principle 5: Should end all forms of child labor.

Principle 6: Should end discrimination in recruitment and placement must end.

Environment

Principle 7: Businesses should support precautionary approaches to environmental issues.

Principle 8: Should support all kinds of activities and formations that will increase environmental responsibility.

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

Fight Against Corruption

Principle 10: Business should fight all forms of corruption, including bribery and extortion.

Management Message

Dear shareholders, business partners, and co-workers,

As Nurel Medical, we have witnessed political, economic, cultural, and, most importantly, technological transformation throughout our deep-rooted history. We have always made fast and high-paced decisions with the advancing technology in the face of the new concepts, business models, and priorities we have welcomed into our lives. We have reinforced our production strength to spearhead the change, rather than conform, and applications that we have launched with this mindset. Today, within the scope of our most essential efforts lies the goal of pioneering change and embracing the future.

Our 200 co-workers, esteemed shareholders, business partners in different countries, and responsibility towards local stakeholders motivate us to always act with a visionary approach. In these times where digitalization in the production and management processes gains more and more importance, our agenda concerns with production lines that incorporate automation, robotics, human workers, artificial intelligence applications, and innovation, which enables us to respond to customer demands and expectations in the most effective and fastest manner possible. As such, we try to integrate the latest technology into our production lines, we deploy the innovative products that we create with our R&D research, and we take diligent care of natural resources both in the production lines and in the final products by focusing on efficiency in energy and water consumption. Furthermore, we continue our activities in line with our sustainability principles by adopting eco-friendly production methods and creating added value for nature without ignoring our responsibility towards the planet we inhabit. In the foreseeable future, sustainability, at its core, will remain among our priorities.

Management Message

In the wake of 2019, when we experienced severe fluctuations due to trade wars, Brexit, and cyclical political movements, the economic landscape of 2020 was looking rather promising. The positive developments of the time, such as the declining inflation in Turkey, the goals laid out by the New Economy Program, and the first current account surplus in 17 years, suggested that our national economy would trend upward in 2020. However, 2020 was a challenging year on a global scale. From January, the Covid-19 pandemic spread all around the globe from China and fundamentally changed all expectations and projections. The pandemic has taken its toll on all sectors, including but not limited to the automotive industry, tourism, and medical devices. Serious setbacks were emerging in the global supply chains, and the workflows were not adequately followed. Although we will be able to better analyze the pandemic's effects on the economy in 2020, today, it would be safe to say that globalization has started losing its impact. Assuming that this development may be viewed as a new potential for a country like Turkey boosted with the advantages of a young population, qualified workforce, advanced technology, R&D infrastructure, and strategical geography, we are determined to increase our efforts to make our country a regional alternative within the global supply chain. There is no obstacle in our path to becoming an alternative to China in the Medical Device Sector, one of our country's leading employers with the most added-value output and a crucial industry for the global economy.

At Nurel Medical, we continue our steady growth. We will increase our share in the national economy by focusing on production and exports in 2023. In addition, we will activate our investments and expand our efforts to strengthen our standing in the global arena. As an industry-leading enterprise in Turkey, we will continue adhering to our responsibility to create value for the benefit of this planet, our country, our employees, and stakeholders and to employ technology to create value.

I would like to express my sincere gratitude to our dear customers, suppliers,

Management Message

business partners, executives, co-workers, and all stakeholders, who support us and with whom I believe we will accomplish so many remarkable things.

Best Regards.

REMZİ ÇAKMAK
Factory manager



About Nurel Medikal

Our Vision

In the production of disposable medical products; to be the most preferred leading company with its product quality, customer satisfaction and speed of service.



Our Mission

In virtue of being the first choice of our customers with our high product quality, wide product range, after-sales services and high business ethics, to be a company that creates value for them and our employees.

Our Values

- To realize sustainable growth with our customers and suppliers.
- To introduce new products to the sector with the latest technology and innovative process approaches and to be in the leading position.
- To respond to the increasing service needs of our customers by integrating our supply and production processes with information technologies.
- To make our relations with our customers permanent in terms of developing our products and shortening our production processes.

Quality Certificates



Aksert ISO 13485:2016



PCA ISO 9001:2015



**Certificate of
Conformity to Turkish
Standards (TSE)**



IQR ISO 14001:2015 Directive



UDEM 93/42/EC Medical Devices

Production Capacity

Annual Production

In the production efficiency table;
We continued to maintain our production efficiency

by providing the following performances:

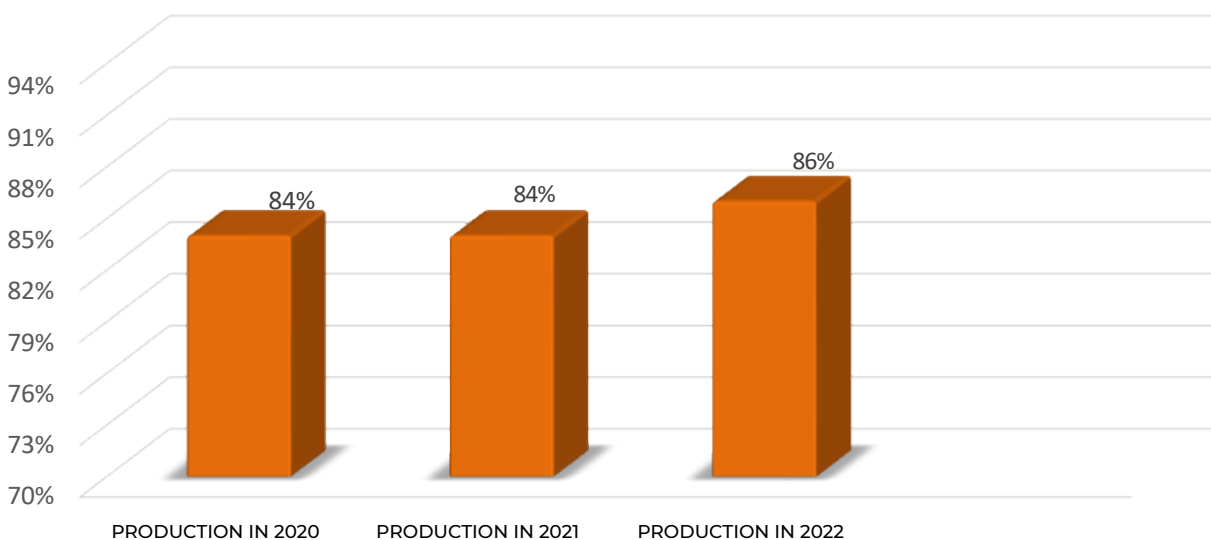
Year 2020 - 84%

Year 2021 - 84%

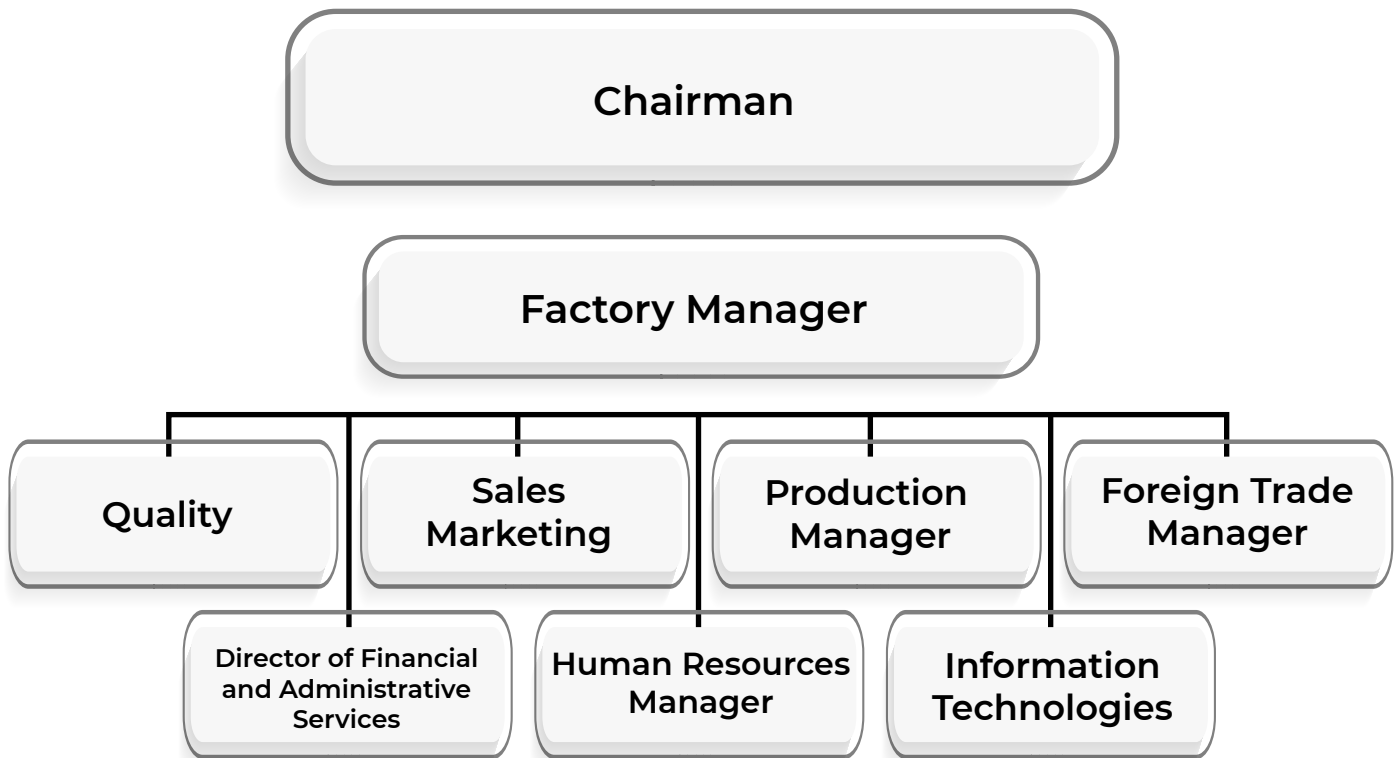
Year 2022 - 86%



PERCENTAGE DISTRIBUTION GRAPH BY 2020 - 2021 -2022 PRODUCTION PERFORMANCE



Corporate Governance



Workforce

47 Men



7 Men With Disabilities



131 Women



4 Women With Disabilities



2 Interns

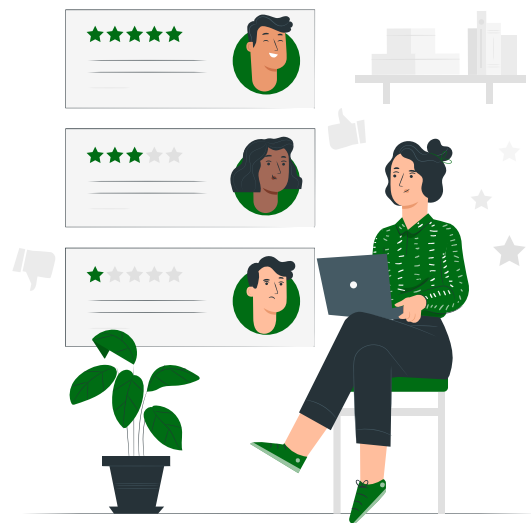


Human Rights

Human First...

The basis of the success of Nurel Medikal, which set out with the motto of Human First, is Human.

Nurel Medical Human resources policy; is fair and transparent, giving voice to its employees, and adding value. The Human Resources department has a significant role. Our Human Resources department carries out contemporary Human Resources Programs based on success. It constitutes the training and development activities of its employees with innovative methods and investments. Our company, powered by the creativity of its employees, uses human resources efficiently. Nurel Medikal aims to create a corporate culture that reflects its spirit, a highly engaged, happy, productive, successful and healthy workforce.



Human Resources Training Policy

Organizing in-service trainings and trainings with specialized external trainers with the purpose of raising the competencies of our employees to the next level, ensuring their personal and professional development and preparing them for higher positions.

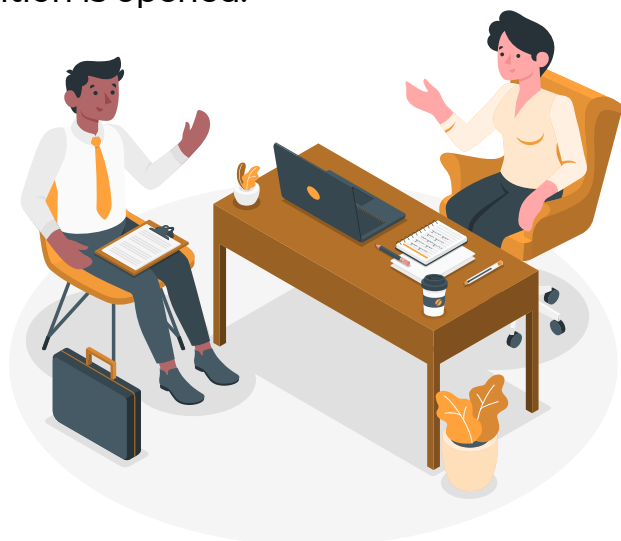
Human Rights

Human Resources Performance Management System

Performance Management System; Ensures that employees can be evaluated fairly, systematically and measurably in measuring and supporting the success of people, and increasing the success of the institution. It is aimed to increase the labor productivity by determining the expectations of the employees, measuring their personal success, increasing the expectations of the employees and their commitment to the institution, and creating a motivating working environment. The expectations of the employees and the corporate goals are integrated.

Employment Interview Details

Nurel Medikal; all applications received via e-mail and online application are examined by the Human Resources Department. Candidates who are found to have competencies that may be suitable for open positions are invited to the interview. Applications of candidates whose competencies are found to be positive but who cannot be employed because there are no open positions at the time are stored in the Nurel Medical information bank within the framework of the "confidentiality principle" and re-evaluated when the suitable position is opened.



Human Rights

Working Schedule

- Working period is 45 hours a week,
- Work starts in the morning at 08:00 and ends in the evening at 18:00.
- Break 10:15-10:30 and 15:00-15:15
- and from 12:30-13:30, is a lunch break
- Weekend holidays are **Saturdays** and **Sundays**. Periods related to overtime work are carried out within the framework of the principles of the Collective Labor Agreement and the Labor Law.
- By combining festive holidays, we support our staff **To rest for a long period of time**.

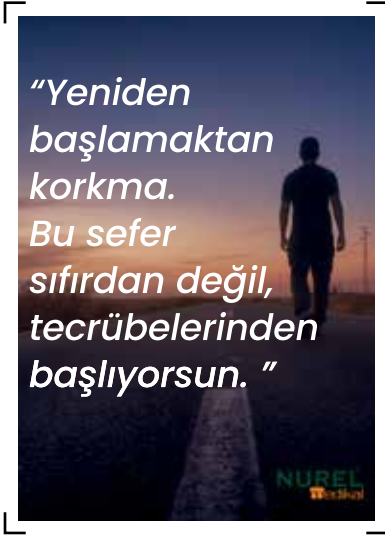


Working Schedule

Increasing Employee Engagement and Motivation With the aim to increase the motivation of its employees and to develop a sense of team spirit and belonging in its employees, it organized various events and participated in various organizations in 2022.

Human Rights

Motivation (Slogan)



Every 2 months, motivating slogans are shared on common areas and noticeboards for staff.

April 23 Event

Our children, who drew admirable pictures describing their enthusiasm for April 23, were presented with certificates.



Human Rights

We Meet at Coffee Break

We provide our motivation during the day with coffee conversations.



Us Days of Motivation

Every week we organize #Us themed motivational gatherings. We end the week in high spirits accompanied by buffet treats.



Occupational Health and Safety

Our employees play the most decisive role in researching, developing and ensuring the sustainability of our business. As management, we attach great importance to continuous improvement in the safety, health, and characteristics of the physical environment in which our employees



work and rest. Thanks to the security practices and checks in our corporation, issues related to employee health and safety are secured. Risk assessment is carried out periodically in the issue of occupational health and safety in order to prevent possible occupational accidents, and risk assessment is revised in major-minor process changes in case of accident-near miss while new processes are commissioned. The management team aims to provide healthy and safe working conditions and to improve continuously with field visits to be made at certain periods. Our company has Health-Safety and Social Responsibility Notice Board and Occupational Safety Notice Board which are actively used by all employees within the production area. In our company, trainings are organized on the negative effects of occupational and social noise exposure for employees, the use of personal protective materials, heavy lifting-carrying "ergonomics", working at height and working with electricity. In addition to the employment examinations, chest radiography, hearing test, hemogram analysis and urinalysis are performed at the recruitment in Nurel Medikal. Return to work examinations are performed after rests. Polyclinic services are provided by the workplace physician to the employees three days a week.

Training was given on 25.11.2021. The training we will provide in 2022 has been planned for December.

Environmental Policies

As Nurel Medical, we continue our environmental policy, open to continuous improvement and enhancement in order to protect the environment, prevent accidents and reduce effects.

It is our first priority to carry out activities in accordance with all laws and regulations of the Ministry of Environment, Urbanization and Climate Change, to comply with the newly emerging legislation quickly and to continuously monitor its up-to-date aspect.

Various studies are planned and implemented in order to reduce the waste generated in our company. In this context, wastes are collected separately according to their types and recyclable wastes are recovered to the national economy in licensed recycling facilities. We also reduce our carbon footprint environmentally by updating our sales representatives' cars with hybrid models. We are also sensitive to the release of ethylene oxide gas to the environment in our sterilization machine and have prioritized studies to reduce the amount of gas we use. We make the necessary breakthroughs in our company in terms of energy saving by raising awareness of our staff not to spend energy unnecessarily either their own efforts or our orientation trainings. In addition, by participating in the zero waste system implemented by the organized industrial zone, it is tried to reduce wastes and to minimize the environmental damage of wastes.

It is the duty of every employee, especially our managers, to protect the environment.

Our priority in all kinds of activities carried out and to be carried out in our company is to make 100% compatible works for the environment in order to leave a clean world to future generations.



Corporate Social Responsibility

Nurel Medikal, setting out with the Human First Motto, emphasizes the importance and priority of corporate social responsibility principles. This policy is in accordance with the international principles convention, complementary and supportive, provides a safe working environment and complies with the international working principle worldwide, is especially meticulous, complementary and supportive in not employing Child Workers, and attaches importance to safe ethical working conditions.

- **Child Employment Prohibition**

Child employment shall not be provided or supported. No one under the age of 18 shall not be employed.

- **Forced Labor and Involuntary Servitude Prohibition**

Forced labor that has not been bound by the employment contract, shall not be performed and supported.

- **Occupational Health and Safety**

Being aware of the hazards based on risk analysis, safe and healthy working environment for shall be provided for all the employees.

- **Freedom of Association and Union**

The right to form and participate in unions of its personnel of their choice shall be respected.

- **Discrimination**

Employees shall be employed according to their ability to render their work regardless of race, color, gender, age, religion, political opinion, nationality, social status, disability or the ability of its employees to render their works and any status thereof. Any of its employees shall not be exposed discrimination, including discipline, dismissal, remuneration, promotion, appointment, working hours and training.

Corporate Social Responsibility

- **Discipline / Prevention of Maltreatment and Harassment**

The personality and dignity of each employee shall be respected, torture (corporal punishment), mental or physical coercion and verbal harassment are not tolerated.

- **Determining Working Hours**

Determination of working hours has been designated within the framework of the laws and rules in force and volunteering is essential for overtime.

Mask sponsorship support for AIESEC congress



SAD Congress Sponsorship

We met at the 5th National Sterilization Operating Room Decontamination (SAD) Congress held in Marmaris between 3-6 November 2022.

The aim of this congress is to create a scientific environment that can lead creativity and innovation in MSU and operating rooms, to create the motivation that can turn into products where innovative ideas can be used for the benefit of patients and to contribute to the development of the awareness of the members of the profession.

As Nurel Medikal, we took part in the event as the sponsor organized by the DAS Association



Awards



Anti-Corruption

10th principle stipulates that UN Global Compact participants should implement policies and take actions against corruption and that participants should comply with the provisions of the relevant legislation. Within the scope of this fight,



it is seen that the relevant legislation consists of the laws of the Republic of Turkey, international documents, regulations and action plans.

Considering the regulations in the Turkish Criminal Code within the scope of the fight against corruption in the National Legislation, it is seen that Article 155 misappropriation, Article 204 forgery of official documents, Article 205 tampering with, destroying or concealing the official document, Article 207 forgery of private documents, Article 235 collusive tendering, Article 236 offence of using fraud or trickery in the fulfillment of execution, Article 239 disclosure of information or documents in the form of trade secret, banking secrets or customer secrets, Article 247 embezzlement, Article 250 malversation, Article 252 bribery, Article 255 influence peddling, Article 257 misconduct, Article 282 laundering of property values arising from crime and also within the scope of national legislation, the Anti-Corruption Law and all other relevant legislation provisions are included, and it should be stated that these prohibitive articles have a significant role in the fight against corruption and that everyone should avoid these abuses.

Anti-Corruption

Since the Republic of Turkey is also a member of international organizations and a party to agreements, it is clear that companies and employees are obliged to act in accordance with international legislation. At this point, the United Nations Convention Against Corruption, which entered into force on 14 December 2005 and which is legally binding and universal, adopts the principle that the prevention and elimination of corruption is a common obligation of all States and that it is obligatory for each State to cooperate with the other with the support and contributions of individuals and groups other than the public sector, such as civil society, non-governmental organizations and local community organizations, in order for the efforts in this field to be effective. The Convention addresses many different types of corruption, such as bribery, influence peddling, misconduct, and various types of corruption in the private sector. The following conventions included in the international legislation are also the conventions and principles considered within the scope of the fight against corruption.

The United Nations Convention against Transnational Organized Crime, The Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (the Anti-Bribery Convention), Council of Europe of Convention on the Criminal Law on Corruption, Council of Europe of Civil Law Convention on Corruption, Council of Europe Decision on Twenty Basic Principles in Fighting Corruption, Ten Principles on Strengthening the Fight Against Corruption in the Candidate Countries of the European Union, Arusha Declaration, Declaration of the Customs Cooperation Council on Integrity of Customs.

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