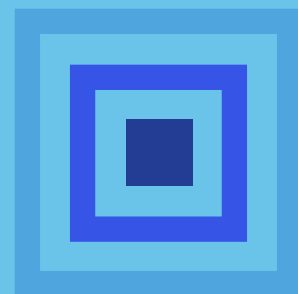
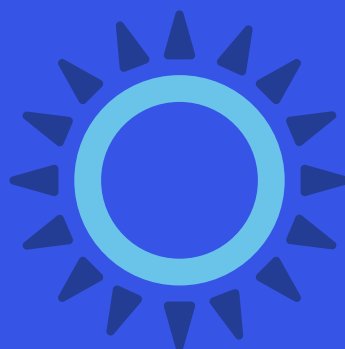
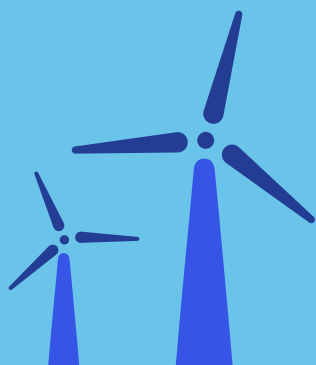


2021

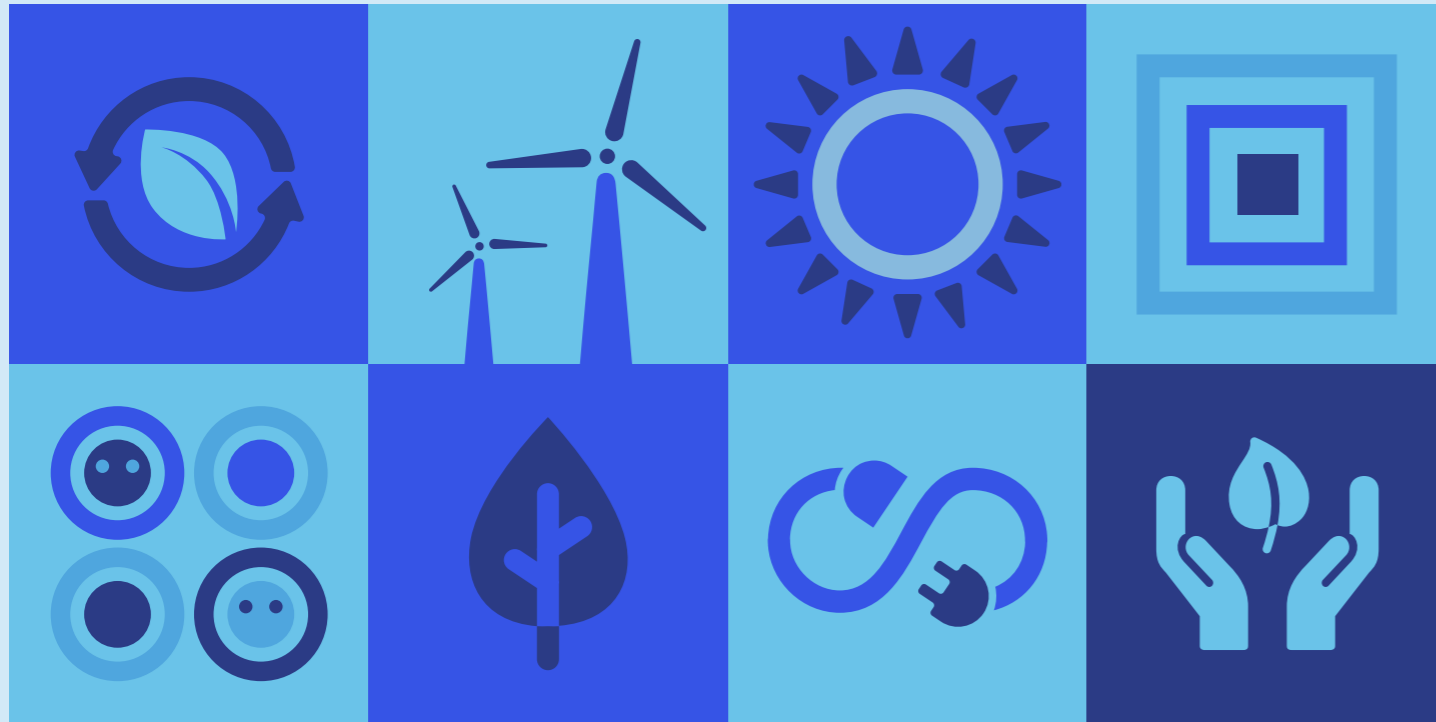
**MKS MARMARA**  
SUSTAINABILITY  
REPORT





MKS Marmara Entegre Kimya Sanayi A.Ş. is one of the leading companies in organic chemicals in the chemical industry exports of our country with its market share globally. MKS Marmara continues its production activities in accordance with all internationally accepted technical and social quality standards.

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**MKS MARMARA ENTEGRE KİMYA SAN. A.Ş.**  
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# ABOUT THE REPORT



**Head Office:** Barbaros Bulvarı, Faruk Canitez Sk. No: 8 34353 Beşiktaş, İstanbul, Türkiye  
**Factory** : Ata Mahallesi, Sanayi Caddesi, No: 70, 16130 Gemlik, Bursa, Türkiye

MKS Marmara Entegre Kimya San. A. Ş.,  
we present our first sustainability report to the use of all  
our stakeholders.

We will continue to provide social benefits with our  
Sustainability Report, which we published for the first time.  
Our reporting frequency is one year and our next report  
will be published in 2023.

Our Sustainability Report is represented in a period of 1  
January 2021 to 31 December 2021. This report has been  
prepared in accordance with the GRI Standards:  
Core option. Evaluation is made according to the data from  
2019, 2020 and 2021 as much as possible. Our report is  
published electronically in December 2022.

The data contained in the report is based on reliable and  
verifiable information, and the content of the report cannot  
be copied, modified or distributed without the express  
written consent of MKS Marmara.

You can forward your questions, comments and  
suggestions about the report to  
[mks.gemlik@mksmarmara.com](mailto:mks.gemlik@mksmarmara.com).

## 2. GENERAL MANAGER'S MESSAGE



MKS Marmara Entegre Kimya Sanayi A.Ş. is one of the leading companies of the Turkish Chemical Industry and was established in 1976 for the production of formaldehyde and formaldehyde-based resins. MKS Marmara has become an integrated facility that produces five different chemicals today by adding new and strategic products in the following years of its production journey in 1979. We can proudly state that our company, as the only producer of pentaerythritol and sodium formate products in Türkiye, is making a worldwide mention of its quality while providing development in parallel with the sector's needs in formaldehyde and formaldehyde-based resins that it addresses.

While the world is going through a difficult period due to the serious health and war problems it has experienced in the last few years; Our company has made a difference with its product quality and corporate values by using the logistics advantages of our country and has strengthened its position in the market as a reliable supplier. Undoubtedly, MKS Marmara owes its success to its management with modern and technological production methods, all up-to-date management systems and advanced administrative standards required by the industry.

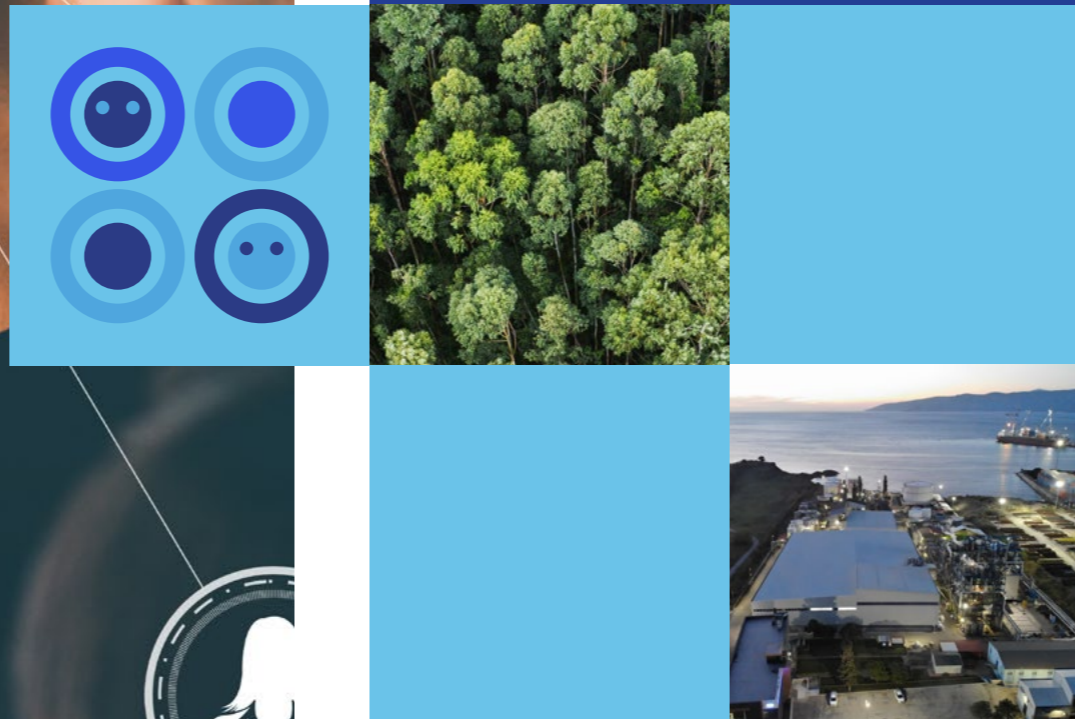
At a time when we see the reflections of the global climate crisis, we see sustainability as an important part of our management approach. In this context, we continue our activities with our environmental, social and economic-based working model, focusing on the reduction and adaptation targets required by climate change with the sustainability studies we have initiated. We support the principles of sustainable development as we move rapidly towards creating a management model that integrates with the United Nations Sustainable Development Goals (UN SDG).

I am very pleased to present our transformation journey to all our stakeholders with this first sustainability report. I sincerely believe that we will benefit from the opportunities at the maximum level by eliminating the risks and difficulties that we will encounter on this journey, and I would like to thank all our stakeholders who supported us with their contributions.

Kind Regards,  
**Metin Uysal**  
General Manager



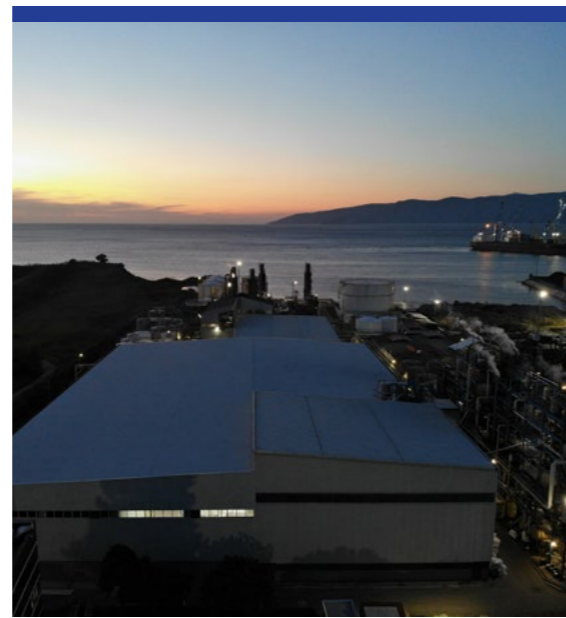
## 2. CORPORATE PROFILE



## ABOUT MKS MARMARA

MKS Marmara was founded in 1976 and started production with formalin and formaldehyde-based glue in 1979. Over the following year, depending on the market MKS Marmara has started on the production of new and strategic products. As the sole pentaerythritol producer in Türkiye, it successfully maintains its leading position in the sector. MKS Marmara, with its market share in the international market, is one of the leading companies in the field of organic chemicals in the chemical industry

exports of our country. MKS Marmara performs its production activities within the bounds of almost all known quality standards taking the precedence to the consistent quality measures at every step of its production.



## BRIEFLY MKS MARMARA

### OUR PRODUCTS

	Sodium Formate	Formaldehyde
Pentaerythritol	Formurea	Resin

Our products, pentaerythritol and sodium formate, which are classified as special chemicals because they appeal to special areas of use, are produced in a number of countries in the world.

On behalf of Turkish Chemical Industry, we would like to proudly express that we ensure that our country takes place in the World League in these two special chemical fields, of which we are the sole producer of Türkiye.



## OUR HISTORY

ESTABLISHMENT | **1976**

NUMBER OF EMPLOYEES | **227**

TURNOVER | **110 MILLION \$**

EXPORT (AVERAGE) | **45 MILLION \$**

SCOPE | **PRODUCTION OF CHEMICAL MATTER**

**1976**  
MKS Marmara was founded.

**MKS**

**2008**  
The fifth formaldehyde plant was built.

**1979**  
The first plants of formaldehyde and resins were built.

**MKS**

**2012**  
The ISO 14001 Environment Management System was established and certified. Within the framework of the C-TPAT Customs Trade Partnership Against Terrorism, the supply chain security program studies have been completed.

**1988**  
The second formaldehyde plant and the first pentaerythritol plant were start-up.

**MKS**

**2016**  
The FAMI-QS Feed Additive Quality and Safety System was established and certified. HACCP principles have been adopted in the production of feed additives and a systematic basis for better production has been established. The ISO 27001 Information Security Management System was established and certified. At the same time, Prevention of Major Industrial Accidents, safety management systems are integrated into our management systems. Holistic transition to management implementation has continued.

**1996**  
The second pentaerythritol plant was built.

**MKS**

**2017**  
QDMS and Ensemble software systems have been started to use.

**1997**  
The third formaldehyde plant, and penta plants were built. The ISO 9001 Quality Management System was certified.

**MKS**

**2018**  
The QS Safe Food Quality Management System has been established and the greenhouse gas verification system was started to be implemented in the same year. Infrastructure work was carried out within the framework of SEDEX Ethical trade partnership, and continuity was ensured by obtaining audits. Compliance with new standards has been completed within the scope of ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System.

**2003**  
The OHSAS 18001 Occupational Health and Safety Management System was established and certified. Health and safety is started to be managed as a systematic approach through the management system.

**MKS**

**2019**  
Ecovadis Sustainability Rating has been implemented.

**2004**  
The fourth formaldehyde plant was built.

**MKS**

**2021**  
ISO 50001 Energy Management System was established and certified. Decreasing energy usage in production has been strategically recognized in our goals. Efficiency increasing projects have been initiated. The system has been established within the scope of the regulation on facilitating customs procedures and authorized liability status has been acquired. Within the framework of this status, the highest known security standards are worked in the supply chain. In addition, our sustainability journey has begun and our first Sustainability Report is published.

## OUR FINANCIAL ACTIVITIES 2021

NET SALES

**1.135.550.434 TL**

BUSINESS PROFIT

**331.465.780 TL**

PROFIT/LOSS

**289.730.550 TL**

EMPLOYEES' SALARY  
AND BENEFITS

**27.833.187 TL**

PAYMENTS TO THE  
GOVERNMENT  
ACCORDING TO THE  
COUNTRY

**58.179.360 TL**

TOTAL INVESTMENTS  
FOR THE COMMUNITY

**6.138.659 TL**

## MKS MARMARA IN 2021

Our exporting performance has been gradually increased. In this context, 50% of our exports in Pentaerythritol and Sodium Formate products are made to European Union countries, and 50% to North America.

ISO 50001: 2018 Energy Management System was established and certified. Continuity in energy efficiency is ensured by the existence of the energy management system in order to create a planned and systematic action in line with our strategic energy reduction targets.

In the phenolic resin industry, our production capacity has doubled in 2021.

MKS Marmara was awarded the second prize in the "Organic Chemicals Export Category" by the Istanbul Chemicals and Chemical Products Exporters' Association (ICPEA).

Turkiye's second largest exporting sector, chemistry, in 2021, broke a new record with its exports of 25.4 billion dollars. The sector's exports grew by 39% in 2021 compared to the previous year. ICPEA presented the export stars of 2021 with an organized event.



Authorized obligated party status (AOPS) has been obtained, and gaining this status is another positive development for MKS Marmara in 2021. With this document, which is given to companies that fulfill their customs obligations, have a regular and traceable registration system, and have financial competence, safety and security standards, it is documented that the commercial activities of our company are reliable and traceable, and that the safety of goods is provided in the best way. AOPS status provides us with international prestige. This certificate, which allows customs clearance procedures to be completed in a short time, is issued by Republic of Türkiye Ministry of Trade.

We were awarded the bronze medal in the EcoVadis Rating in 2021. EcoVadis Rating is providing a holistic sustainability rating service to companies through a global cloud-based SaaS platform, requires monitoring on a wide range of non-financial indicators, including environment, labor and human rights, ethics and sustainable purchasing.



## OUR MEMBERSHIPS



Gemlik Chamber  
of Commerce  
and Industry  
**GTSO**



Istanbul Chemicals  
and Chemical  
Products Exporters'  
Association  
**İKMİB**

### 3. CORPORATE MANAGEMENT

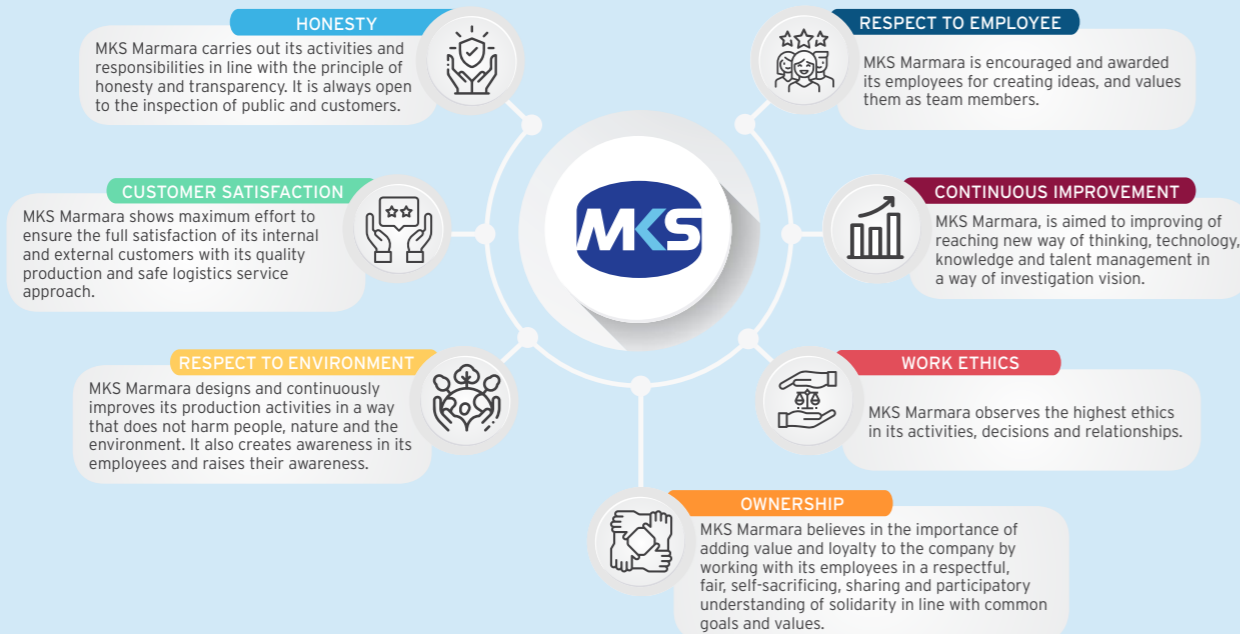
## CORPORATE GOVERNANCE

The highest management body responsible for duties such as defining strategic goals, ensuring continuity by applying corporate management, identifying human and financial resources, supervising the performance of the management, observing the compliance of the Company's activities with the legislation, Company Articles of Association, internal regulations and established policies in MKS Marmara, is the Board of Directors. Reporting to the Board of Directors is made through the Executive Board.



## OUR CORPORATE VALUES

As MKS Marmara, we are aware of implementing our mission in a good manner focusing on our vision. Our Management Principles and core values were guiding lights of our decision making processes. As the MKS Marmara family, we wholeheartedly believe in our corporate principles and protect our values.



MKS Marmara has redesigned its corporate governance structure within the framework of sustainable management and planned it in line with the principles of accountability and transparency. Within the scope of its efforts to transition to a sustainable management system, it created sustainability strategies and announced its targets until 2026.

In this context, we will continue to work with all our stakeholders to increase our social impact and focus on societal benefit.

7 focus areas have been identified within a good corporate governance framework.

### OUR FOCUS AREAS





**In the world's 2050 neutral carbon journey, we are on a journey to transform our processes with the awareness of our responsibility.**

**With our values and our leadership in the chemical industry, our mission to operate in the global market and the decarbonization of the changing energy, which is transformed by the pressure of climate change, is at the center of our processes.**

Our sustainability strategy includes the risks and opportunities of change and transformation. In this sense, as MKS Marmara, we have entered a period where we focus on our sustainability strategies.

In order to increase our social impact as a part of our values since the beginning, we support corporate social responsibility projects which are integrated into the UN SDG. Our purpose is support for a better life and for that reason we have been working with 6 selected UN SGD.



## SUSTAINABILITY COMMITTEE

A Sustainability Committee has been established at MKS Marmara and is responsible for the transition to sustainable management and the management of processes within a balanced decision-making mechanism within the environmental, social and economic framework. It is aimed to provide a holistic view by including managers from different departments of MKS Marmara in the committee.

**The Sustainability Committee of MKS Marmara has been structured by two levels.**

**1. Management Level** - At this level, strategies are determined and a general scheme is created for implementation. An organizational structure has been established in which the relevant Executive Board members and department managers are involved.

**2. Implementation Level** - At this level, transformation of operational processes is aimed with performance indicators within the scope of environmental, social and governance. It is aimed to transition to a systematic application with a structure in which representatives from all departments take place.

### MKS Marmara Sustainability Committee

#### ASSIGNMENT

Plant Manager  
Accounting and Finance Manager  
R&D and Quality Assurance Manager  
Operating Manager  
Maintenance and Project Manager  
Domestic Trade Manager  
Foreign Trade Manager

#### MANAGEMENT LEVEL

### MKS Marmara Sustainability Management Committee

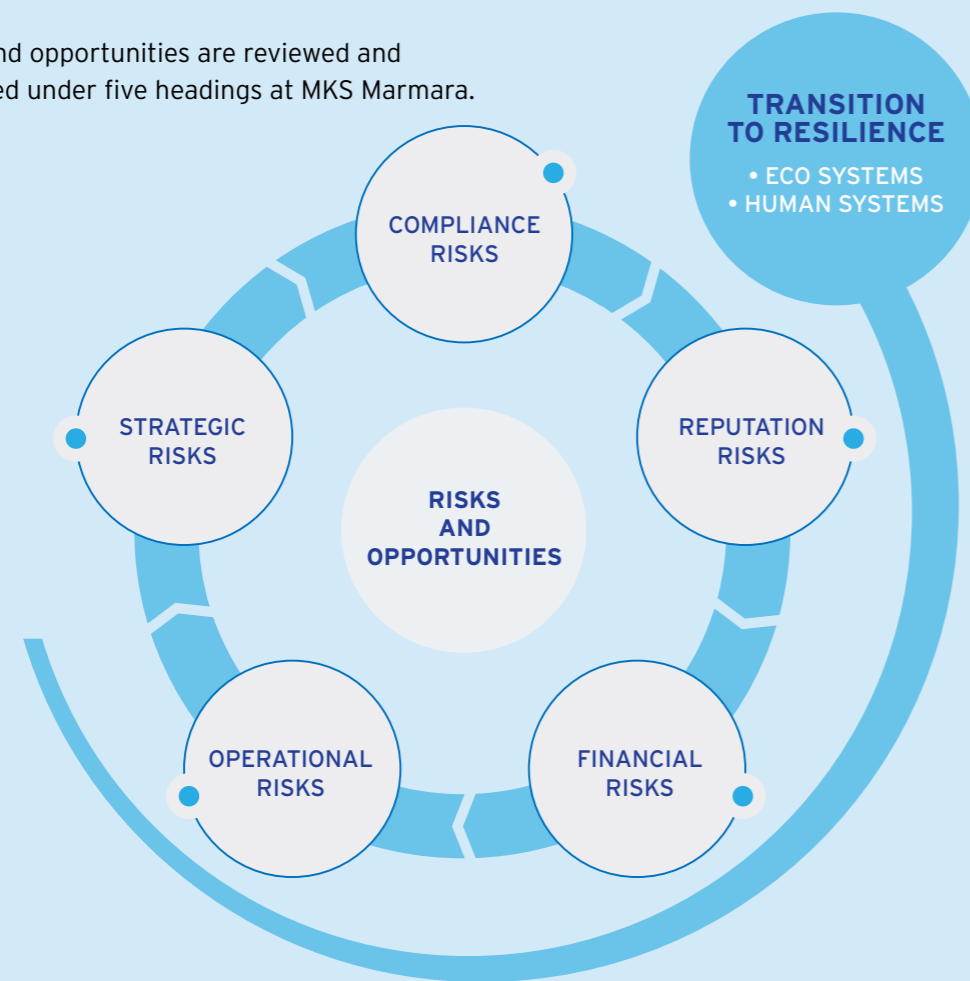
#### ASSIGNMENT

Management Systems Representative  
Occupational Safety and Field Inspection Engineer  
Environmental and Water Conditioning Engineer  
Human Resources Representative  
Electrical Maintenance Chief  
Foreign Trade Deputy Manager

#### IMPLEMENTATION LEVEL

## RISKS AND OPPORTUNITIES

Risks and opportunities are reviewed and managed under five headings at MKS Marmara.



One of the important risks and opportunities of our sector is the management of global climate change and carbon emissions accordingly. As MKS Marmara, we carefully monitor our risks and opportunities in national and global markets. In this context, our transition to sustainability management also offers us opportunities.

Having a port facility in the Sea of Marmara is one of our important logistical opportunities. In our maritime activities, within the scope of compliance obligations,

our “Risk Assessment and Emergency Response Plan” is implemented within the scope of the Regulation on the Principles of Emergency Response and Compensation for Damages in Pollution of the Marine Environment with Petroleum and Other Harmful Substances; In this context, the process is supported by training and praxes. International Ship and Port Facility Security (ISPS) Application requirements are also implemented in our port.

## “ MKS MARMARA TURNED GLOBAL CHALLENGES INTO OPPORTUNITIES. ”

After Covid 19 epidemic, increasing demand with logistic difficulties in Asia and production slow down in Europe, caused increase MKS Marmara’s export rates. This situation brought us very nice and rapid outcomes of previous marketing activities that our customer portfoy is enlarged and specifically customer diversity is increased in the USA.

Logistic difficulties also affected MKS Marmara operationally and financially.

Logistic activities generally caused importing difficulties . MKS Marmara has not been in a situation of difficulties with a strong structure and supply chain management.

## GLOBAL RISKS OF THE INDUSTRY



## ETHICAL IMPLEMENTATION

Integrity and honesty are our primary values in all our business processes and relationships. Acting with integrity and honesty in our relations with our employees and all our stakeholders is our most important principle and is among our corporate values.

We carry out our activities focused on the protection of trade secrets, confidentiality and avoidance of conflicts of interest.

### TO OUR EMPLOYEES

### TO OUR CUSTOMERS

### TO OUR SHAREHOLDERS

and other parties or institutions with which we cooperate, in accordance with the scope of our "Ethical Rules and Working Principles". The fight against corruption is handled and managed in this context.

When non-compliance arises in the determined processes, it is evaluated and finalized by the Ethics Committee, which we have formed for the resolution of the processes.

FACTORY ETHICS COMMITTEE MEMBERS	PLANT MANAGER	HEAD OFFICE ETHICS COMMITTEE MEMBERS	GENERAL MANAGER
	OPERATING MANAGER		GENERAL DEPUTY MANAGER
	R&D AND QUALITY ASSURANCE MANAGER		ACCOUNTING AND FINANCE MANAGER
	MAINTENANCE AND PROJECT MANAGER		FOREIGN TRADE MANAGER
	HUMAN RESOURCES REPRESENTATIVE		DOMESTIC TRADE MANAGER
	MANAGEMENT SYSTEMS REPRESENTATIVE		

Notifications and complaints can be made to the Ethics Committee via e-mail, telephone and mail, and the identity of those who make notifications and complaints are kept confidential.

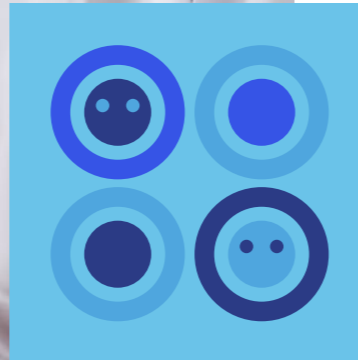
In case of violation of Disciplinary and Personnel Regulations, Labor Law, Occupational Health and Safety and other relevant compliance requirements and working rules and procedures during the investigation process of non-compliance evaluation by the Ethics Committee, the relevant employee or employees may be referred to the Disciplinary Committee. The Disciplinary Committee, employees and employer representatives, has been chosen, and the committee consists of 6 permanent and 2 alternate members in our production facility, and 4 permanent and 2 alternate members in our head office. Reporting of cases of discrimination and corrective actions taken are managed by the Ethics Committee.

At MKS Marmara, our membership continues

within the scope of Sedex ethical trade partnership. Sedex is one of the world's leading ethical trade services providers working to improve working conditions in global supply chain, and our ethics data platform supports the improvement of our processes as a collaborative platform for buyers, suppliers and auditors to rapidly and easily store, share and report supply chain information.

Our training on anti-corruption and human rights are scheduled for 2023, and within our Sustainability Strategies, it is aimed to create a "anti-bribery and anti-corruption compliance program until 2025".





## 4. STAKEHOLDER MANAGEMENT AND MATERIALITY

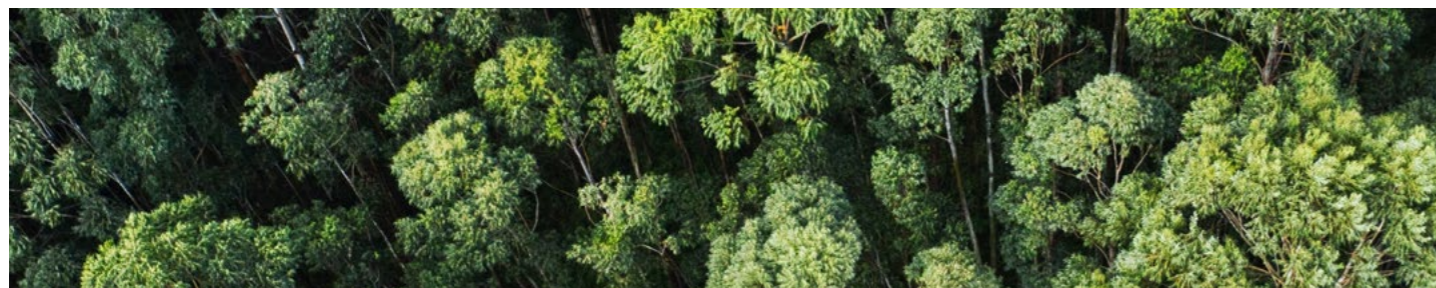
MKS Marmara has addressed the needs and expectations of stakeholders and created a strategic roadmap with the start of sustainability studies. In this context, stakeholder engagement and material analyzes were carried out. A template was created by making an application with broad participation with the created questionnaire.

Communication with stakeholders is operated in accordance with the principle of determining the needs and expectations of stakeholders as a part of the management systems being implemented.

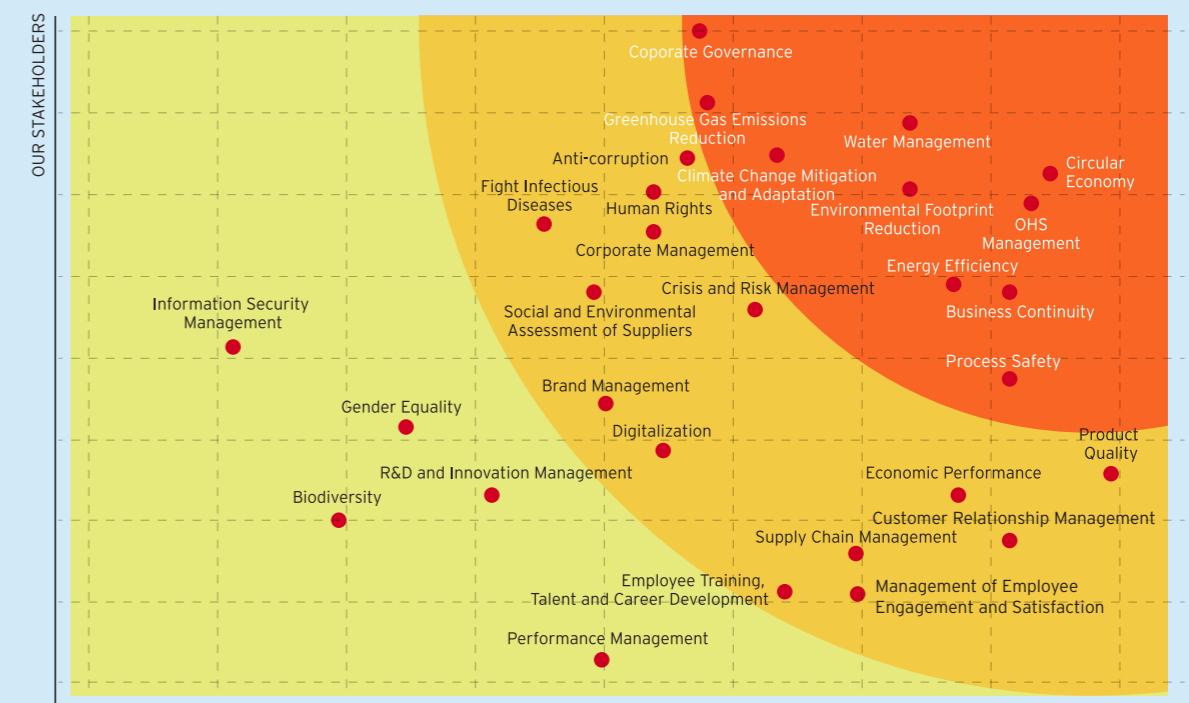


The materiality analysis also served as a basis for establishing sustainability strategies.

Communication with stakeholders has been summarized and it is one of our goals to provide value on a societal scale by establishing a link between each stakeholder and the UN SDG.



OUR STAKEHOLDERS	COMMUNICATION PLATFORM	UN SDG
Employees	Our management systems monthly newsletters, stakeholder workshops, training and seminars.	2 ZERO HUNGER, 4 QUALITY EDUCATION, 6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Customers	Visits, brochures, our monthly newsletters.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
Shareholders	Annual reports and meetings.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
Suppliers	Stakeholder meetings, supplier days, social and environmental audits.	8 DECENT WORK AND ECONOMIC GROWTH
Local Authorities	Informative brochures, training and seminars, visits, corporate social responsibility projects.	2 ZERO HUNGER, 4 QUALITY EDUCATION, 6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS
Public Institutions and Organizations	Meetings, investor presentations, correspondence.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
Universities, NGOs, Professional Organizations, Neighbors, Global Organizations and UN	Career days, sectoral knowledge sharing, research and development studies.	4 QUALITY EDUCATION, 6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS





## 5. SUSTAINABILITY MANAGEMENT



## SUSTAINABILITY MANAGEMENT

“ MKS Marmara has rearranged its processes in its sustainability journey and has undergone a systemic change in order to create social value in the focus of sensitivity, together with its management systems. This change includes the understanding and implementation of sustainable management and a transformation together with its suppliers. ”

### INTEGRATION OF MANAGEMENT SYSTEMS INTO SUSTAINABLE MANAGEMENT



MKS Marmara is implementing Integrated Management Systems in its operational processes. ISO 9001, ISO 14001, ISO 45001, ISO 50001 and ISO 27001 systems are in place and continuous development is a part of our systems. Also, FAMI-QS Ver. 6.0 & Q-S Quality and Safety for Feed Ingredients Management System is integrated into our processes and implemented.

### MKS MARMARA ECOVADIS SUSTAINABILITY RATING

#### ECOVADIS Sustainability Rating

- Environment
- Business and Human Rights
- Work Ethics
- Sustainable Purchase



Our work was evaluated by ECOVADIS, an international independent organization, and our institution was awarded a BRONZE MEDAL.

#### SEDEX Ethical Trading Partnership

- Environment
- Health and Safety
- Business Continuity
- Business Standards/Legislations



An independent international audit was passed and no non-compliance was detected during the audits.

All our customers can access our audit report from the SEDEX platform, if they request it.

### OUR OTHER COMPLIANCE OBLIGATIONS

#### Customs Trade Partnership Against Terrorism (C-TPAT)

C-TPAT is a supply chain security program maintained by the USA. Customs and border guard is focused on increasing the security of private companies' supply chains against terrorism.

#### Personal Data Protection Law (PDPL)

The system was established within the scope of PDPL.

#### Authorized Economic Operator Status (AEOS)

In this context, the works were completed in 2021. The system was established within the scope of the [Regulation on Facilitating Customs Procedures](#).

## OUR SUSTAINABILITY INDICATORS

### ENVIRONMENT

In MKS Marmara, environmental management, energy management, water management, waste management, combating climate change, greenhouse gas emissions and other emissions and supply chain management are reported with our environmental indicators.

Having a port facility in the Sea of Marmara offers us an opportunity in terms of logistics.

Environmental management at MKS Marmara is managed with the ISO 14001: 2015 standard and the continuity of the management system is ensured.

Our focus in environmental management;



In this context, reducing greenhouse gas emissions, adaptation and resilience are also among our strategic goals.

We manage our greenhouse gas emissions within the scope of compliance obligations for the reduction, removal, calculation and verification of greenhouse gas emissions.

### OUR ENVIRONMENTAL TRAININGS



### Our performed drilling exercises in 2021

<b>ISPS Drill</b> 03.12.2021	<b>Escape Drill</b> 10.03.2021
<b>Port &amp; Good Security Drill</b> 08.10.2021	<b>OHS &amp; Environmental Drill</b> 21.12.2020
<b>Fire Drill</b> 02-03-04.03.2021	<b>Product Safety Drill</b> 26.10.2021

## ENERGY MANAGEMENT

ISO 50001: 2018 Energy Management System is implemented and systematic improvements are provided accordingly.

### INTERNAL ENERGY CONSUMPTION 2021

Electricity (kWh)	33.562.018,00
Natural Gas (Sm <sup>3</sup> )	549.199,00
Lignite (ton)	49.754,00
Diesel (lt)	97.863,00

### ENERGY REDUCTION STUDIES

AMOUNT OF ENERGY  
SAVED kWh

1	Compressed Air System Revision (VAP Project) Commissioning K1 compressor is replaced with a more efficient one within this project.	<b>787.500</b>
2	Closed Circuit Cooling System Revision (VAP Project) Commissioning Replacement of TSP7 and TSP10 Pumps with TSP9; 336kW, 1800 m <sup>3</sup> /h efficiency 39% pump change with 210kW 1900 m <sup>3</sup> /h efficiency 81% pump	<b>960.000</b>
3	Investment of one 38 MW boiler instead of 2 boilers (23.38 MW in total) from which heat is currently produced	<b>26.000.000</b>

Energy Efficiency is included in our sustainability strategies, and also plays an important role in reducing our greenhouse gas emissions.

### Our goals within the scope of energy efficiency:

- Development of Renewable Energy projects
- Increasing the rate renewable energy use by 75% compared to total energy use
- Reducing energy loss by 25% until 2030 through energy efficiency projects

In addition, it is aimed to increase cooperation with universities and to support energy efficiency research and thesis studies in educational institutions.

With the energy management system we have established for the systematic and planned management of energy efficiency, we will reduce energy use in the medium and long term, as well as reduce greenhouse gas emissions.



As MKS Marmara, energy efficiency awareness raising activities were carried out by providing ISO 50001 Energy Management Systems training to plant employees in order to understand the systemic conditions by the employees.

## WATER

Water is of critical importance as a performance indicator for MKS Marmara and groundwater is used in our processes.

### Our water consumption;

WATER TYPE BY SOURCE	2019	2020	2021
Tap water m <sup>3</sup>	-	-	-
Surface water m <sup>3</sup>	-	-	-
Ground water m <sup>3</sup>	74.953	71.702	101.397
Amount of recycled/ reused water m <sup>3</sup>	-	-	-

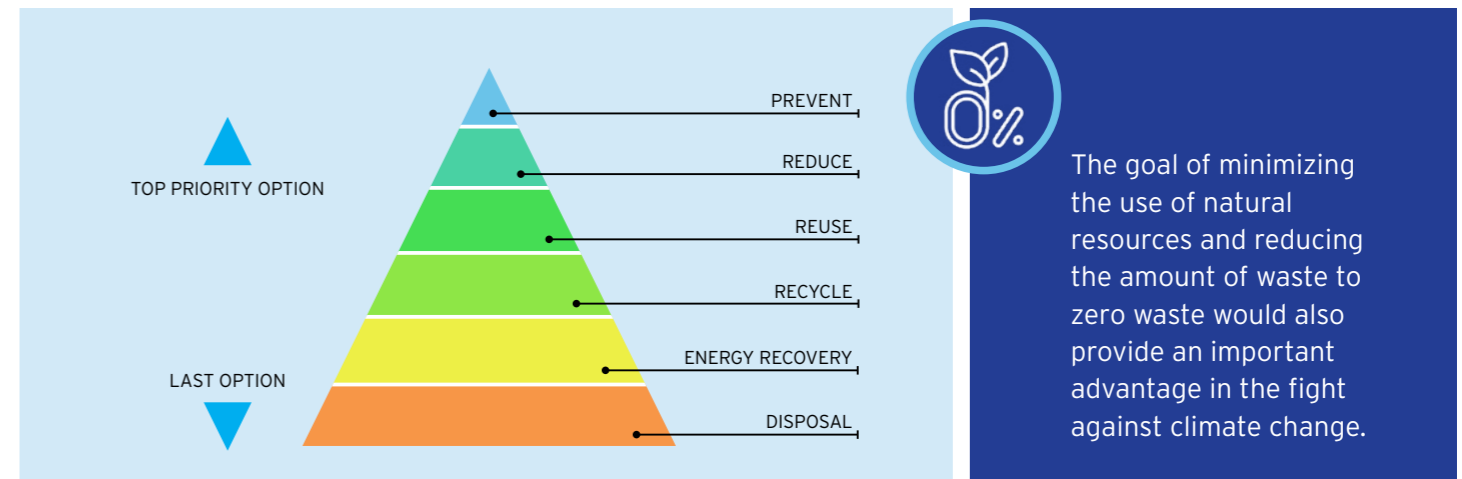
Diversifying the use of water at the source and reducing the water footprint of the product is one of the important targets of MKS Marmara's 2030 sustainability strategies. In this context;

### FIGHTING WITH WATER SHORTAGE IS OUR STRATEGIC FOCUS

- **Monitoring of water usage and costs based on product and location,**
- **Increasing the efficient usage of water,**
- **Calculating of water footprint,**
- **Water consumption reduction in production until 2030,**
  - Calculating our water footprint in our factory in 2022 and giving water consumption reduction targets in production processes until 2030,
  - Increasing water efficiency at determined rates until 2030,
- **Collecting and using rainwater,**
- **Improvement of the treatment plant with the help of advanced technology systems,**
- **Identification of gray water usage areas and 50% recovery,**
  - Ensuring 100% use of recycled water until 2030,
- **Efficient use of water and providing hygiene trainings,**
- **Creating corporate social responsibility projects within the scope of collecting and reusing rainwater in schools in the region where our facility is located,**
- **Reducing the water footprint with deep sea cooling systems.**



**MKS Marmara has implemented the zero waste project in 2020 and has a BASIC LEVEL ZERO WASTE CERTIFICATE.**



**ZERO WASTE AND CIRCULAR ECONOMY** main title is one of the sub-targets of MKS Marmara's Sustainability Strategies and in this context,

- Increasing the use of alternative resources.
- To reach zero waste at the source by contributing to the national economy within the scope of the circular economy, by the waste collected separately at the source in our facilities and offices until 2030.
- It is among our goals to carry out corporate social responsibility projects with a circular economy focus within the scope of zero waste and sustainable development. Within the scope of compliance obligations, wastes are collected at the source at all operating locations under conditions that are appropriately defined, and recycling or disposal is ensured.

Zero waste is an important target in MKS Marmara's sustainability strategies and is also a performance indicator that we follow within the scope of combating climate change and reducing our greenhouse gas emissions.

In our production location, we manage our waste with the temporary storage areas, appropriate equipment and qualified employees in accordance with compliance obligations.

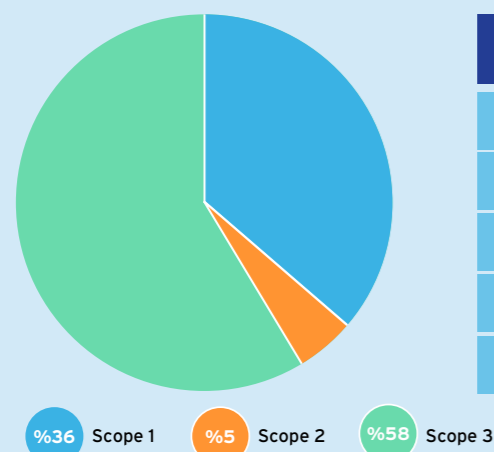
WASTE TYPE (ton)	2019	2020	2021	2022 (Foresight)
HAZARDOUS WASTES	59	9	24	11
NON-HAZARDOUS WASTES	143	74	61	45
TOTAL	203	83	86	56

## EMISSIONS

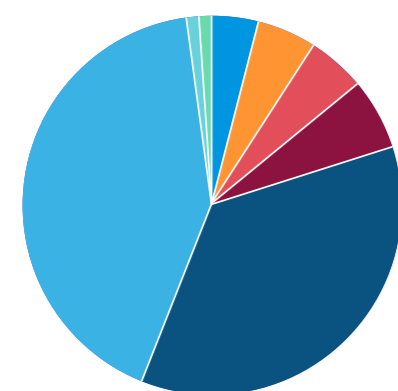
We have been monitoring our emissions as greenhouse gas emissions and other emissions.

### Greenhouse Gas Emissions

The distribution of the greenhouse gas emissions originating from the activity of MKS Marmara in 2021 has been shared. While our scope 1 emissions were 36%, our scope 3 emissions were 58%.



Greenhouse Gas Emissions	GHG emissions equivalent as tonnes CO <sub>2</sub>	%
Scope 1	121.729	36
Scope 2	17.584	5.3
Scope 3	195.466	58
Total with Scope 1-2	139.313	42
Total with Scope 1-2-3	334.779	100



Looking at the distribution of total greenhouse gas emissions by activities in MKS Marmara, it is seen that greenhouse gas emissions based on purchased raw materials are in second place after scope 1 emissions.

## OTHER EMISSIONS

Our other emission measurements within the scope of the Industrial Air Quality Protection Regulation (IAQPR) have been shared.

Among our emission measurements, our CO and SO<sub>2</sub> parameters are monitored within the scope of compliance obligations in our emission sources.

	Parameter	Limit value (mg/Nm <sup>3</sup> )	Average (mg/Nm <sup>3</sup> )
Manhole 1	CO	200	117
	SO <sub>2</sub>	2000	807
Manhole 2	CO	200	104
	SO <sub>2</sub>	2000	1.341

## BIODIVERSITY

At MKS Marmara, biodiversity is monitored, implemented and maintained in accordance with our policy and commitments. In this context, our compliance obligations are followed up.

## SUPPLY CHAIN MANAGEMENT

Suppliers in our sustainability journey is our focus area. Our suppliers are managed within Integrated Management Systems and their selection, approval and management are handled by our business processes on purchasing and management of approved suppliers.

In accordance with international norms, the quality, environment, occupational health and safety, human rights and anti-corruption issues of all our suppliers are managed within the principle of transparency depending on our ethical rules and procedures.

MKS Marmara, which uses quality, environment, occupational health and safety management systems effectively, added energy management to its integrated management systems in 2020. In the

selection of suppliers, priority is given to suppliers holding ISO 9001, ISO 14001, ISO 45001, ISO 27001 and ISO 50001 certificates. In our 2030 sustainability roadmap, the issue of reducing greenhouse gases in the fight against climate change is among our works.

One of the most important links of our value chain is our suppliers. In our suppliers, we continue to work on reducing greenhouse gas emissions caused by vehicle use, saving energy in energy use and raising awareness in water use, within the scope of fight against climate change.

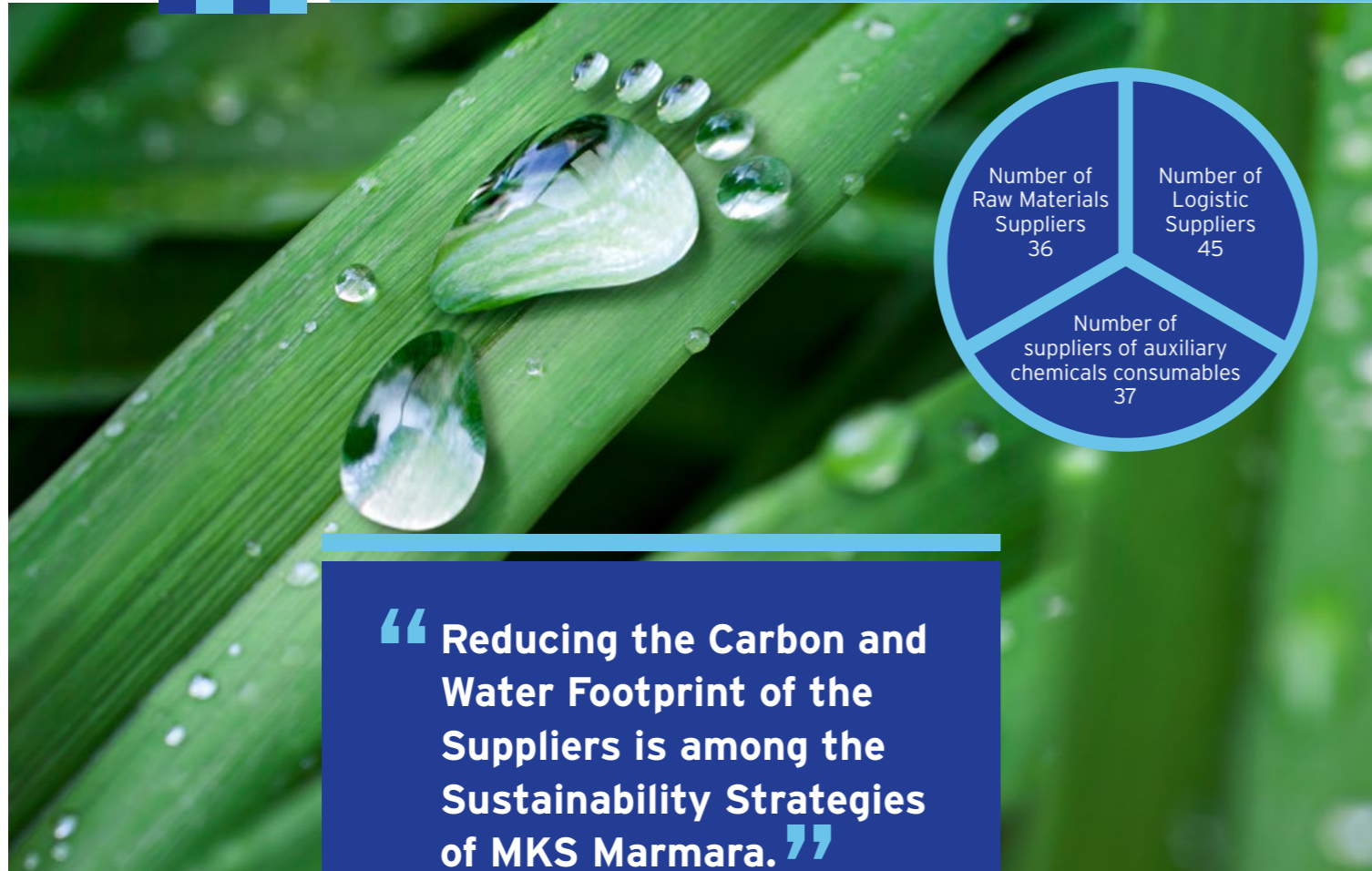
In our supply chain we care ;

- Environment and OHS trainings,
- Increasing recycling,
- Reducing greenhouse gas emissions by reducing fuel use.



Our targets will include issues such as reinforcement of suppliers' to climate-based risks and neutralizing their carbon footprint.

MKS Marmara's sustainability strategies included priorities in the social and environmental audits of its suppliers and the reduction of water and carbon footprints. In this context, it is planned to establish and implement environmental compliance criteria for new suppliers in the 2022 - 2026 period.



### Our sustainability strategies with a focus on our suppliers

Balancing suppliers' economic growth and business continuity

Investigation of emission reduction opportunities in the value chain

Working within the scope of creating emission reduction incentives

Establishing social and environmental inspection and implementation system specifically on carbon and water footprint for stakeholders

**We worked with 38% local suppliers in 2021.**

## OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety is monitored and maintained with the ISO 45001 : 2018 Management System. We are working with the aim of providing a safe and healthy organizational structure to all our stakeholders with a proactive system focused on risks and opportunities.



Occupational Health and Safety is among the Sustainability Strategies of us. In this context, our targets:

- OHS campaigns to reduce workforce losses
- Providing health and safety management training at home and at work with the families of the employees
- Monitoring, evaluating and scoring the OHS performances of suppliers and contractors
- Carrying out an annual study for the detection of leaks in the facilities and completing the improvement works.

The ratio of occupational health and safety training to total training is 30%.

Risk analyzes are made to cover the entire business and are revised within the scope of change management. Dow-FEI, HAZOP and ETA-FTA analyzes have been completed within the scope of the business plan for our processes within the scope of the Regulation on the Prevention of Major Industrial Accidents and Mitigation of Their Effects.



#### Distribution of OHS training hours by years

	YEARS		
	2019	2020	2021
Training Hours			
Average annual OHS training hours per employee	16	16	16

Our OHS performance indicators have been shared.

OHS DATAS	MKS			Contracting Companies			Total		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Number of accident with lost working days	14	8	10	7	1	0	21	9	10
Number of fatal accidents	0	0	0	0	0	0	0	0	0
Number of lost days	192	121	363	65	1	0	257	122	363
Accident frequency rate (%)	-	-	-	-	-	-	45,73	20,89	21,41
Accident severity rate (%)	-	-	-	-	-	-	4,17	1,72	5,66
Occupational disease diagnosis	0	0	0	0	0	0	0	0	0

#### Planned projects for systematic improvements for 2022



Occupational health and safety assessments are made during the project phase in the works with the contractors. Systematic practices based on hazard and risk analyzes are managed with health and safety practices.

Distribution of work accidents, corrective actions and actions by years are shared. The closing rate of our actions related to the corrective actions we planned was 100%.

	2019	2020	2021	Total
Number of Work Accident	20	10	9	39
Number of Corrective Actions	20	10	9	39
Number of Actions Related to Corrective Actions	38	23	21	82
Closing rate of Actions (%)	100	100	100	100

Corrective actions, near-miss notifications and systemic improvements are planned and actions are taken. Thus, the continuity of the planned movements' integrity is ensured.

	2019	2020	2021	Total
Number of Near Misses	17	9	20	46
Number of Corrective Actions	17	9	20	46
Number of Actions Related to Corrective Actions	23	10	29	62
Closing rate of Actions (%)	100	100	100	100

Within the scope of compliance obligations, we have an Occupational Safety Board, and our committee consists of 9 members, including R&D & Quality Assurance Manager (Chairperson), Occupational Health and Safety Specialist, Workplace Physician, Human Resources Representative, Business Foreman Representative, Mechanical Maintenance Foreman, Electrical Maintenance Foreman, Subcontractor Representative and the Chief Employee Representative. Decisions taken by the Board are supported by actions.

	2019	2020	2021	Total
Number of Actions	7	3	9	19
Closing Rate (%)	100	100	100	100

The number of work accidents in 2020 and 2021 was reduced by 50% compared to previous years, and awards were given to all our employees with the aim of increasing motivation. In 2022, a department based reward system will be introduced.

## OUR EMPLOYEES

Providing our employees career developments at MKS Marmara is one of our targets. With this regard, our Human Resources Policy has been developing with a base of sustainable management, supported sustainable strategies.

Talent management and development is among our sustainable strategies.



Our intern recruitment and orientation programs have been continuous both in summer and winter.

Support programs for our employees



Our employee engagement and satisfaction program has been planned and targets have been established accordingly.

Increasing motivation and engagement of our employees, different collective activities has been continued in 2021.



## CAREER MANAGEMENT

We take care of human resources continuous development to reach our strategic goals. We have an internal selection system for new positions and developments.

The promotion system is used as a career planning method for our human resources system for developing needs for our future with increase of employee's engagement. With this regard, we create a synergy, increasing motivation and efficiency among employees. Providing opportunities for personal development, work and life balance, life quality is our career management priority.



## TALENT MANAGEMENT

On the basis of talent management, it is aimed to manage the right positions with the right placements, and talent management starts with the recruitment process.



Our aim is to discover the talents of the employee and recruit them. During the recruitment phase, we use additional modules suitable for the competitive environment by technical and personal development tests, foreign language exams.

Maintaining a high level of employee engagement is a part of this process, and we support lifelong learning programs for the development of our employees.

Improving the performance of our employees is a part of this process.

## OUR MOTIVATION AND COMMUNICATION PROGRAMS

Within the scope of employee satisfaction, satisfaction surveys are conducted every 3 years. Accordingly, 170 employees out of 215 employees participated in the survey conducted for 2021, resulting in a 79% participation rate.

Considering the participant evaluations, our employee satisfaction rate was 68%.

Our studies initiated depending on the evaluation results;

### SOCIAL ACTIVITIES PLANNING

Picnic organization, participation in the football tournament

### THE PROCESS OF PURCHASING MANAGEMENT

Purchasing unit was created and purchasing management was started in accordance with the conditions defined by the purchasing unit.

### SERVICE REQUESTS

The service network is spread over all shifts.

### SENIORITY REWARD SYSTEM

A reward system was developed by defining two separate seniority years, 10 and 20 years, for employees.

## FIGHTING THE COVID 19 EPIDEMIC



Within the scope of Covid19 epidemic, a Pandemic Council was established with the Pandemic Disease Implement Instruction. Pandemic Council has been effected on working in accordance with the rules of all employees by evaluating Covid 19 epidemic.

38 of our employees caught the COVID-19 in 2021, and regained their health after isolation and treatment. In addition, according to scientific reports, the importance of vaccination in order to end the COVID-19 epidemic and overcome it with the least damage was explained to our employees through the training carried out by the workplace physician, and our employees were encouraged to vaccinate. 95% of our employees had their 1<sup>st</sup> overdose in 2021. Applications have been made in the subcontractors from which we receive continuous security, field and cleaning services, and a total of 30 employees have received at least 1 dose of COVID-19 vaccine.

Fuel support was provided to all our employees during the pandemic period. Administrative leave application has been started for our employees who were suspected of COVID-19.



	2019		2020		2021	
EMPLOYEE TURNOVER RATE						
	0	5,80	0	3,60	0	8,10

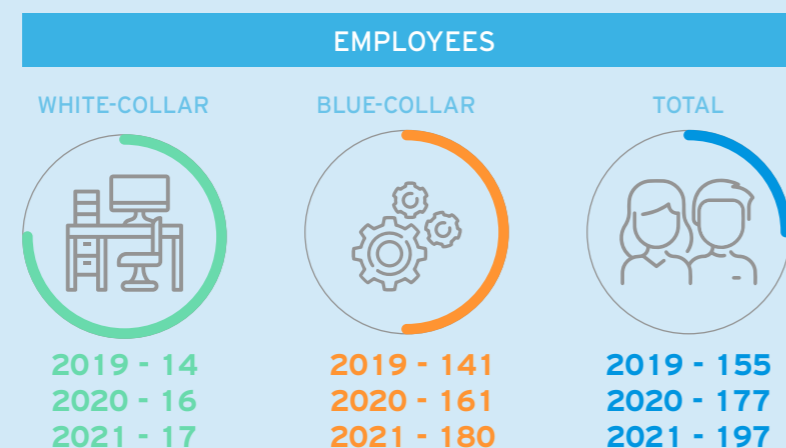
Age distribution scale of the board of directors is given.



Age and gender distribution of employee turnover rates are shared.

NUMBER OF NEW EMPLOYEES BY GENDER, AGE	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of new beginners	0	25	0	28	0	16
Over 50 ages	0	4	0	0	0	0
Between 30-50 ages	0	6	0	13	0	3
Under 30 ages	0	15	0	15	0	13

New recruitment in 2021 both white and blue collars are shared.



## OUR CORPORATE SOCIAL (CSR) PROJECTS

Our corporate social responsibility projects are integrated into the UN SDGs and as a result of this MKS Marmara materiality goals under the UN SDGs are determined. MKS Marmara has continued its social responsive approach for a long time supporting



social projects with subtitles of health, education and environment.

Within this sustainability journey, MKS Marmara is planning to increase its social impact with CSR projects together with its core business strategies.



## OUR SOCIAL RESPONSIBILITY PROJECTS

### BURSA CITY HOSPITAL

3 wheelchairs were donated to the hospital.



### GEMLIK PUBLIC HOSPITAL

Chocolate and coffee were served to 280 people on Nurses' Day to show our support and increase their motivation for healthcare professionals. In addition, 28,910.00 TL financial support was provided for the capacity increase of intensive care and similar units during the pandemic period.

### SPECIAL SCHOOL

Lunch support for 15 people is provided to the school.



### GEMLIK INDUSTRY VOCATIONAL HIGH SCHOOL

Within the scope of the Europe Union project at the high school, Erasmus students were supported for paint work.



### GEMPORT ANATOLIAN HIGH SCHOOL

By providing laboratory installation support to the high school, energy control unit, experiment unit, bunsen burner, table, material cabinets, stool etc. were obtained.



### GEMLIK SOUP KITCHEN

Food material (dry food, meat donation, etc.) support is provided within the scope of the monthly food needs of 1500 people.



### GEMLIK BASKETBALL TEAM

Financial support was provided.



### GEMLIK MUNICIPALITY BOATHOUSE AND PORT

Financial support with an amount of 236,000.00 was provided to the boathouse and the port. Thus, a vault system to the port around 500 m in front of the boathouse and the univers, was installed with an additional floating pier and chain support.

### ARCHITECT SINAN ENGINEERS ASSOCIATION

Dolunay Teknofest Team sponsorship was provided.



### MINISTRY OF INTERIOR FIRE PERIOD DISASTER SUPPORT

300,000.00 TL financial support was provided.



### TURKISH RELIGIOUS FOUNDATION

59,799.25 TL financial support was provided to foundation. Food aid was provided for the Religious Foundation with the construction of a mosque in Erzurum. In addition, construction materials such as electrical installations and timber were met with an amount of 22,236.77 TL in line with the mosques in Gemlik needs.

### PROVIDING INTERNSHIP OPPORTUNITIES TO THE CHILDREN OF OUR EMPLOYEES

It is at our priorities that the children of our employees' do internship.

### THE COOPERATION WITH INDUSTRY VOCATIONAL HIGH SCHOOL

Internship opportunities are provided to young people within the scope of cooperation protocol.



### MEB TECHNICAL EQUIPMENT SUPPORT

21 pcs computer cases support was provided with purchasing 21 pcs monitor.



### ULUDAG UNIVERSITY

3 pcs fume hoods support was provided for use in the university laboratory.



### GEMLIK PREFECTURE

21,199,00 TL financial support was provided for structural conversion.



### BURSA RABIA HATUN ENVIRONMENT PROTECT ASSOCIATION

3,000.00 TL financial support was provided within the scope of continuation of the activities.

### ENVIRONMENT AND WASTE MANAGEMENT

Promoting zero waste and recycling of vegetable waste oil, we started two campaigns as shared.

In the process of encouraging the recycling of waste vegetable oils, vegetable oil is gifted within the scope of encouraging the recycling of waste vegetable oils.

Encouraging collecting waste batteries, we promoted collected waste batteries with replaced them with batteries and behaving change is targeted.

	2019	2020	2021
Waste Vegetable Oil (lt)	114	48	60
Gifted Oil (lt)	38	16	20
Collected Waste Battery (pieces)	290	193	386
Gifted Battery (pieces)	29	19	39

## OUR TRAININGS

Training programs has been continued in 2021 as a part of our processes.

2021 Training Hours

7425,50 hr

Participant

750 employees

Realization ratio of planned trainings in 2021

%78

In realized trainings in 2021

- Internal training ratio 23%  
- External training ratio 77%

A training hall has also been established to make training more efficient.

Average annual training hour per employee



### Trainings we have improved

#### MANAGEMENT SYSTEM TRAININGS



- ISO 50001
- ISO 27001
- FAMI-QS trainings
- Integrated management system internal auditor trainings

#### SELF-IMPROVEMENT TRAININGS



- English language training
- Project management training
- OHS specialist training

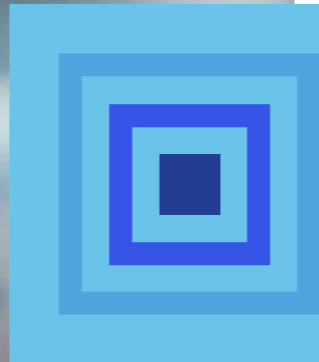
#### LEGAL REGULATIONS TRAININGS



- Trainings in the scope of Occupational Health and Safety Regulations
- Environmental trainings
- Health trainings
- Trainings in the scope of Authorized Liability Status
- Vocational training for workplaces within the scope of Law No. 6331
  - Industrial steam Boiler Burning Training
  - Basic chemistry process training in hazardous and highly hazardous works
- Professional competence and refresher trainings
  - Steel welder level 3 trainings
  - Machine maintainer level 3 & 5 trainings
- Trainings about chemicals
- Trainings in the scope of preventing major accidents and reducing their effects

#### LIFELONG LEARNING PROGRAMS





## 6. APPENDIX

## GRI CONTENT INDEX



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For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. The service was performed on the Turkish version of the report.

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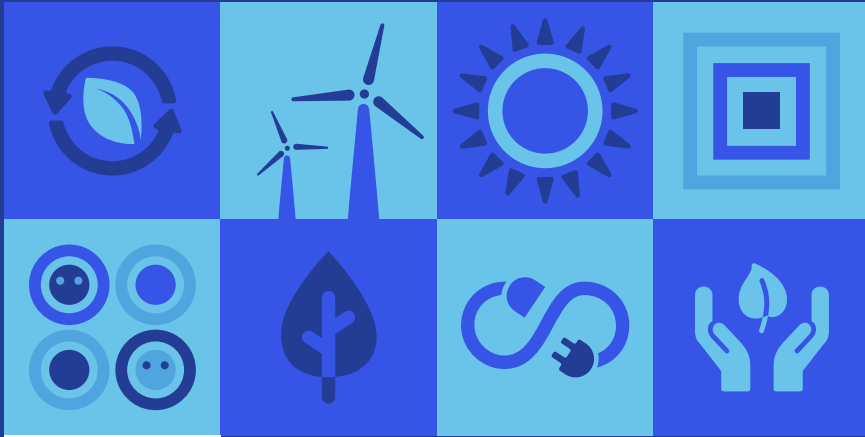


## REPORTING CONSULTANCY



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