



SUSTAINABILITY POLICY

Guiding Principles

The principles based on which we operate are **Respect, Teamwork, Integrity, Humility, and Innovation**. We strive for creating a peaceful and joyful working environment for our employees, developing environmentally and socially friendly products, delivering superior value to our stakeholders, and benefiting the communities where we do business in.

Key Focus Areas

Environmental and Community Respect

Sustainability is our cornerstone. We are committed to running our business in an environmentally and socially responsible manner. We conserve environmental resources, engage local teams, manage waste, and support the communities in which we operate.

Stakeholder Value Creation

We focus on creating value for our stakeholders, including shareholders, employees, suppliers, partners, and the communities where we operate. Sustainability guides our approach to business opportunities, risk management, efficiency improvement, and cost reduction.

Employee Well-being

We prioritize the safety, well-being, satisfaction, development, and reward of our employees. We provide a supportive work environment, adhere to corporate values, encourage diversity and inclusion, and offer opportunities for growth and advancement.

Supplier and Partner Relationships

We build strong, transparent, and long-standing relationships with our suppliers and partners based on integrity and honesty. We do our best to collaborate with responsible suppliers who share our values and navigate challenging business environments together.

Clients Satisfaction

We strive to provide innovative, efficient, and high-quality products to ensure clients satisfaction. Moreover, we actively engage with our customers to understand their needs and deliver exceptional experiences.



Main Actions

To achieve our sustainability goals, we take the following actions:

Eco-friendly Practices

We choose eco-friendly suppliers whenever possible and manage water, power, and paper waste.

Employee Safety

We follow strict safety protocols across our offices and operations.

Cybersecurity

We maintain active cybersecurity protocols and constantly enhance our infrastructure.

Employee Benefits

We provide remuneration and benefits above market standards and offer opportunities for employee development and career growth.

Operational Excellence

We constantly update our operational systems and strive for deeper digitalization to improve efficiency.

Risk Assessment

We conduct in-depth risk assessments to identify and mitigate potential risks.

Transparent Relationships

We maintain transparent relationships with suppliers and stakeholders, fostering honesty and collaboration.

Continuous Training

We provide ongoing training to employees and partners on environmental and social awareness.

Innovative Product Creation

We create and offer innovative, high-quality products to meet the needs of our customers.



Community Collaboration and Support

We collaborate with governmental and university career offices to support long-term unemployed individuals and youth employment by offering internships and job openings for inexperienced individuals. We also desire to participate to actions that will bring value to the communities on which we conduct business (events, donations, etc.).

To summarize, by implementing these actions, we aim to create a sustainable business that prioritizes the well-being of our employees, delivers value to our stakeholders, and respects the environment and communities where we operate.