



**SUSTAINABILITY
REPORT 2020**



timay & tempo

SINCE 1987

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About the Report

Constituting the second report we are publishing, with Timay & Tempo's "2020 Sustainability Report" we aimed to present a summary of our sustainability understanding and performance in the economic, social and environmental areas to all our stakeholders.

The information included in the report covers the period between 1 January - 31 December 2020, and aims to present the performance of our companies; Tempo Metal Accessories Ind. & Trade Co. and Timay Snap Fastener, Rivet and Burr Ind. & Trade Co. These companies, which constitute all of the activities of Timay & Tempo, are shared as "Timay & Tempo" in the report.

Our 2020 Sustainability Report was prepared in accordance with the GRI Standards: "core" compliance level. In the report, we also included our contribution to the United Nations Sustainable Development Goals.

You can send us any questions, comments and suggestions about our Sustainability Report or our sustainability performance through

surdurulebilirlik@timaytempo.com

About Timay & Tempo

Timay & Tempo was established in 1987 in Turkey with the aim of serving the industry of textiles and metal accessories. While sales and marketing activities continues in Istanbul under the name of Tempo Metal Accessories Ind. & Trade Co., the production facility was moved to Merzifon under the name of Timay Snap Fastener, Rivet and Burr Ind. & Trade Co. in 1996.

As one of Europe's largest suppliers on production and sales basis, we export to more than 50 countries. With our flexible, investigative approach that provides fast service with a creative attitude, we are the solution partner of the leading brands of the world. We offer different styles and innovative approaches to the fashion industry with creative collections launched twice a year.

With more than 500 employees, our customer-focused strategies and creative perspective, we are strengthening our position in the market day by day. Through R&D investments, innovation and technology-oriented infrastructure, sustainable and environmentally friendly production understanding, our mission is to establish long-term relationships before and after sales.

We group the metal accessories we produce under two headings according to the markets we are suppliers to: the products we offer to the textile sector and the products we offer to the industrial market produced for use in various industries.

*Our company, which is the approved supplier of the world's leading global ready-made clothing brands, achieved **52%** of our turnover in 2020 from export sales.



Our Products

Metal and leather/jacron accessories form the basis of the Timay&Tempo product range. If we compare this scale to the markets we are suppliers to, we can classify them as Denim, Outdoor wear, Baby Wear, Women's/Men's Wear, Classical Wear, Work Wear, Uniforms, Medical, Technical Applications and Branding.

Button/Düğme



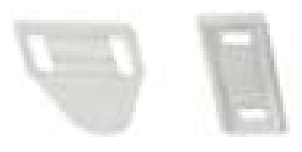
Burr/Perçin



Eyalet/Kapsül



Hook/Kanca



Prong Snap/Klikit



Snap Fastener/Perçin



Nail/Çivi



Sew On Button/Maçalı Düğme



Fix Label/Çakma Etiket



Sew On Label/Dikme Etiket



Buckle/Toka



Zipper Puller/Elcik



Stopper/Bağucu



Clip/Kıştırma



Metal Accessory/Metal Aksesuar



Leather / Jacron



OUR MISSION

To contribute to the development of Turkish industry with its high-quality products and services, efficient work and entrepreneurship; to strive for Turkey's sustainable economic growth goals with its ever-increasing import; to build long-term relationships based on respect, trust and loyalty through assuring the benefit of society at large, customers, suppliers and employees.

OUR VALUES

We are a company that moves in line with the core principle of respect for the country, society, laws and the environment that sees efficient work as a contribution to the economy, supports leadership in every level, always stands by its customers who loves its homeland, works for its country, is a partner that shares values of all its stakeholders and establishes long and short-term relationships based on loyalty, cares about technical expertise, is motivated by the satisfaction of its employees.

OUR VISION

To be the best brand in Europe with its high-quality product range and high ability in design.

Our Milestones

1986

Timay Corp. was founded

2008

Belgium and Tunisia offices were opened

1987

Tempo Corp. was founded

2010

Morocco Office was opened

1994

Two corporations merged into Timay & Tempo

2011

Italy Office was opened

1996

Plant in Merzifon was founded

2019

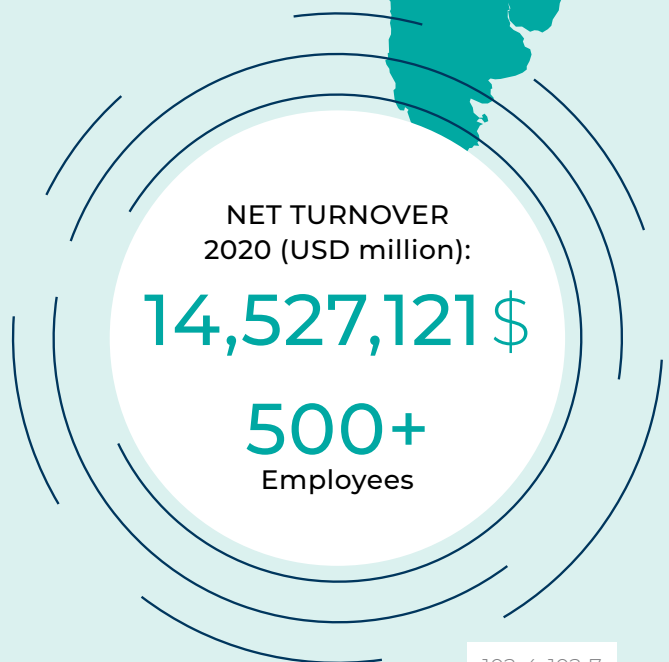
Approved by the Turkish Ministry of Trade and Industry, "Timay & Tempo Design Center" started its activities.
Factory in Pakistan was founded.

2004

Department of design was founded

2020

We are included in the TURQUALITY brand support program.





Countries We Operate In

Bangladesh, Pakistan, Morocco, Tunisia, Italy, Hong Kong, Belgium, Spain, Egypt, Portugal, India, Uruguay, Mexico, Israel, Argentina, Serbia, Paraguay, China, Denmark, England, Montenegro Lanka, Usa, Romania, Peru, Vietnam, Netherlands, Bulgaria, France, Poland, South Korea, Taiwan, South Africa, Estonia, Czech Republic

Production Facility and Sales Representatives

Bangladesh, Pakistan, Morocco, Tunisia, Italy, Belgium, Spain, Uruguay

Message from General Manager



▼
For our R&D studies, we allocated a budget of 351,845 TL in 2020 with an initial increase of 370% compared to 2018.

▼
We see that in the last three years, our emission intensity has decreased by 21% compared to 2018.

Dear Stakeholders,

Undoubtedly, when 2020 is mentioned, the first thing that comes to people's minds all over the world will be the Covid-19 pandemic. Unfortunately, this epidemic caught our society off guard and significantly changed the way we live. This process, in which we quarantined ourselves in our homes and spent more time alone, allowed us to look at the world from a different perspective. In fact, we realized how fragile the world can be. We started to see the problems related to the society and the environment much more clearly.

There has been a surge of environmental awareness in global markets, driven by consumers and businesses. Companies across the globe have stepped up their commitments to sustainability despite the economic setbacks of the pandemic.

According to the World Economic Forum's 2021 Global Risks Report, about 700 experts and decision makers globally agree that the biggest risks of the next decade are extreme climate events due to global warming and human damage to the environment, even more fatal than the pandemic at hand.

This consensus can be perceived as a hopeful indicator that environmental awareness is spreading across the globe; yet, it can also be perceived as a wake up call that the commitments made during the COP26 may be insufficient.

According to the People's Climate Vote research, which covers 50 countries where 56% of the world's population lives, conducted by the United Nations Development Program, the rate of those who state that the climate crisis is one of the most urgent issues on a global scale, is 64%.

It is an undeniable fact that we must take every step in business considering our impact on the world. As institutions, it has become a necessity, not an option, to include sustainability policies among our main strategies.

Sustainability policies are imperative to execute our vision to leave a better world for future generations and become sustainable institutions on every aspect.

Today, investors and consumers pay attention to the sustainability strategies of institutions and make their decisions accordingly.

Activities that contribute to society and the environment are not only needed for the future of our world, but also provide important benefits for the long-term success of institutions. As Timay & Tempo, we integrate our motto "Think green for the future" into all our services.

If Covid-19 has one benefit to our society, in exchange for all the atrocities caused, it is the increase in Environmental, Social and Corporate Governance (ESG) guided actions.

As United Nations Secretary-General Antonio Guterres said in a speech at the General Assembly session, "2020 brought tragedy and danger. 2021 should be the year to get the world back on track by changing gears. From death to health, from disaster to restructuring, from despair to hope, from the thought that it came and went, it is imperative that we turn to transformation. 2021 can be a year of opportunities and hope for the whole world."

As Timay & Tempo, we adopt this view and take our steps accordingly. While taking the necessary precautions regarding Covid-19 in 2020 and adapting to the new conditions brought by the pandemic, we also started important projects on sustainability. Regarding the sustainability policy, with the opinions and suggestions of our production and management teams, our corporate values; we have conveyed our contribution to the Sustainable Development Goals of the United Nations, by adhering to the principles of innovation, respect for the environment and reliability.

Buying and selling habits are changing with digitalization. We are also advancing step by step towards our goals that we have set in order to promote sustainable resource consumption and to adapt technology to our processes.

We have carried out many projects on the digitalization of our production processes, products and customer experience. The share of the products in our E-Timay & Tempo Project in our turn over, has approached 30% this year. In the coming periods, we aim to increase these shares even more and to digitize our entire sales organization.

With our R&D investments, we continue to adapt environmentally friendly technologies to our products and to design innovative and beneficial products. In 2020, we set out with the principle of "Responsible Products, Happy Customers". For our R&D studies, we allocated a budget of 351,845 TL in 2020 with an initial increase of 370% compared to 2018. As a result of our efforts, we are making a difference in the sector in all our end-to-end processes with the new model we have developed for our after-sales fastening/assembly machines, which will raise design awareness in 2020, as well as our qualified designs.

Our "sustainability" policy in the supply chain continued to be among our priorities in 2020 as

well. We also keep on improving the environmental and social impacts of our suppliers in line with our sustainable growth target.

We prefer recycled raw materials certified by the Global Recycling Standard (GRS). By realizing the sale of our paper-based jacron label products with FSC certificate, we are spreading our responsibility towards our future to wider masses together with our suppliers.

At Timay&Tempo; from a life-cycle perspective, we try to reduce our environmental impact in all our activities. We are minimizing our natural resource consumption day-by-day, as we turn to renewable energy and implement sustainable energy policies. Within the scope of LCA (Life Circle Assessment), which we started in 2020, we measure the environmental impact and pollution occurring at all stages from the cradle to the grave, such as the production, consumption and disposal of a product or service, with a scientific method calculated in accordance with ISO 14040 standards. Thus, we create and implement our action plans to keep our measured values at minimum levels.

As a result of our ISO 5001 Energy Management System compliant practices in production, we have achieved 16% more in energy savings compared to 2018. As we make strong and tangible progress in energy savings, our firm policies also resulted in 21% decrease in emission intensity compared to 2018.

We crowned all the measures we took in our production area in 2020 with the Zero Waste Certificate. We continue our work meticulously with the sense of responsibility this document gives us.

It is also important to note our determination in upholding social and ethical standards at our company.

In addition, at Timay & Tempo, we do not tolerate discrimination based on factors such as gender, language, religion, ethnicity and age in human resources processes. While trying to create a respectful and inclusive work environment, we always try to keep employee satisfaction at the highest level.

We pledge that we will never give up on our "green future" principles. As a brand that is environmentally conscious and socially aware, we will continue to aim for the highest standards and bring value to our society, as we have always been.

Mustafa Laçin
CEO

Our Strategy and Goals

At Timay & Tempo, we devise strategic plans outlining our 5-year vision. The 2020-2024 strategic plan was created on the principles of "Trust, quality, difference and creation of asset". Our fundamental goals are "to increase the value of our investments by navigating through the opportunities and threats within our industry, to bring foreign currency to our country, and to ensure the satisfaction of our shareholders." Combining our strategic plan to our fundamental values, we strive to survive in the long term, establish continuous learning, maintain sustainable profitability, expand the reach of our brand and achieve simplicity and efficiency.

We always aim to be ahead of our competitors with our differentiation and high-quality standards in our products.

Improving our processes in order to provide a fair, healthy and safe work environment for our employees and to prioritize their satisfaction levels are among our strategic priorities.

At Timay & Tempo, our main strategy is to expand our brand while increasing our profitability and economic added value in the light of sustainable growth, to become one of the respected and well-known world brands by ensuring continuous development and learning.



2024 Strategic Goals

Sustainable Economic Performance				
No	Goal	Target	2020	2024 Goal
1	Reducing Financial Expenses	At the end of 5 years, reducing the financing expenses in the turnover to 5%	6.75%	5.00%
2	Improving Purchasing Costs	3% annual improvement of the ratio of raw material purchasing costs to turnover, depending on the company's growth targets	3%	3%
3		2% annual improvement of the ratio of overhead purchasing costs to turnover, depending on the company's growth targets	2%	2%
4	Ensuring Transport Optimization	Reducing the Shipping cost from 1.7 in Turnover to 1.5 and keeping it under Control	1.50%	1.50%
5	Improvement of Warehouse Workflows	Reducing the Ratio of Warehouse Cost to Turnover from 1.97% to 1.5%	1.60%	1.50%
6	Supporting Process Design to Increase Product Quality and Production Efficiency	Receiving 1 project support for the Modernization of Incentive-Supported Production Resources every year	1	1

R&D, Innovation and Digitalization Goals				
No	Goal	Target	2020	2024 Goal
1	Accelerating New Product Development Studies	Carrying out 4 different product studies per year in the snap fastener group	4	4
		Carrying out product and design studies for 3 sub-product groups per year in the Prong Snap group	3	3
		Leading product and design studies for at least 4 product groups per year in the accessory group.	4	4
		Making product and design studies for at least 10 products per year in button-burr-nail groups	10	10
		Raising the products of the orders that require new molds in an average of 7 days	7	7
		Developing 80 new colors annually	80	80
		Renewal studies on 5 existing products every year	5	5
2	Dissemination of Smart Factory Systems	Increasing the traceability of the molds to 100% by using Information Technologies	40%	100%
		Automatic Coating Plant Establishment	40%	100%
		Integration of Doruk Automation System into Paint and Coating Processes	60%	100%
3	Creating Innovations in Products and Processes	Creating 3 projects every year to improve production processes in line with the increase in efficiency of newly developed products and existing processes	3	3
4	Improving, Enriching, Increasing the Quality and Diversity of IT Services	Increasing the Usage Effectiveness of Enterprise Resource Planning (ERP) Program and Environmental Programs to 100%.	95%	100%
		Implementation of Software and Projects Required by the Organization	100%	100%
		Increasing Digital Interactions of Sales and Production Teams	50%	100%
		Establishment of the Product Data Management System Integrated into the SAP ERP system	75%	100%
		100% Completion of Corporate IT Projects	60%	100%
5	Improving the quality of production using Information Technologies	Increasing the traceability of the molds to 100% by using Information Technologies	30%	100%
6	Accelerating New Product Development Studies	Establishment of R&D design center	100%	100%
7	Increasing Production Efficiency	Realization of 5S and Lean Manufacturing Audit score of 8.5 and above	8,60	8,60

Operational Goals				
No	Goal	Target	2020	2024 Goal
1	Reducing deadlines	Reducing deadlines from 5 days to 4 days for sample orders at the end of 5 years	4	4
2		Reducing deadlines from 7 days to 6 days for standard orders at the end of 5 years	6	6
3	Compliance with deadlines	Increasing compliance with deadlines from 94% to 95%	95%	95%
4	Increasing the Level of Input Quality Control	Improving the existing input control system, ensuring 100% of this control and not accepting products without MSDS information	100%	100%
5	Improving purchasing product quality	Keeping the ratio of the products that are not suitable during the pre-control phase, which are planned to be purchased, to 0%, 0.1%	99%	99%
6		100% compliance with international new standards in coating	100%	100%
7	Increasing the Rate of Compliance with the Lead Time	Increasing Lead Time Compliance from 86.2% to 95%	92%	95%

Customer Satisfaction				
No	Goal	Target	2020	2024 Goal
1	Strengthening existing brand awareness within the organization	Increasing the brand awareness rate within the company from 80% to 100% at the end of 5 years	100%	100%
2	Increasing market share in foreign and domestic markets	Inclusion of 15 new customers in the international portfolio every year	15	15
3		Inclusion of 10 new customers in the domestic portfolio every year	10	10
4	To increase customer satisfaction with Effective Customer Management in Domestic and International Markets	Increasing the Overseas Consumer satisfaction rate from 85% to 98% at the end of 5 years	90%	98%
		Increasing the Domestic Consumer satisfaction rate from 83% to 98% at the end of 5 years	90%	98%
5	Increasing Overseas Customer Satisfaction	Increasing the existing Customer Satisfaction from 85% to 98% at the end of 5 years, Increasing Loyalty	90%	98%
6	Increasing brand awareness	Increasing the Domestic Brand awareness from 5.1% to 15% at the end of 5 years	6%	15%
		Increasing the brand awareness abroad from 3.5% to 10% at the end of 5 years	5%	10%
7	Increasing International Sales Turnover	Entering 1 target market per year	1	1
8	Increasing the value that packaging provides to the Brand and the Customer	Developing packaging and boxes for all Main Product groups in 5 years, taking into account Brand Awareness, Customer Needs, and Storage Expenses	3	3
9	Dissemination of Total Quality Management	Increasing the unit-based total quality performance score average to 90% (Blue Collar Team Performance Scorecard Average)	90%	90%
10	Increasing Customer Satisfaction	To reduce the monthly average of Quality Based Customer Complaints below 5	10	3

Environmental and OHS Goals				
No	Goal	Target	2020	2024 Goal
1	Reducing External Dependence on Energy Use	100% realization of renewable energy maintenance	100%	100%
2	Reducing External Dependence on Energy Use	Conversion of 1100 20 W led bulbs instead of fluorescent bulbs throughout the factory	300	300
3	Increasing Production Efficiency	Occupational Accident Frequency Rate ratio decreased from 7 to 5 on average	5	5
4	Dissemination of Total Quality Management	Obtaining Environmental and Occupational Safety Certificate	100%	100%

Work Life				
No	Goal	Target	2020	2024 Goal
1	Reducing Blue-collar Personnel Turnover Rate	Reducing the personnel turnover rate to 5% at the end of 5 years	9,00%	5,00%
2	Increasing Employee Satisfaction Rate	Increasing employee satisfaction to 75% at the end of 5 years	75,0%	75,0%
3	Increasing Production Efficiency	Keeping the annual recommendation number above 300	340	340
4	Impression of HR Systems via Successfactors provide Phase 1	Activating the backup and development module and ensuring its 100% implementation	-	100%
		Commissioning and 100% implementation of the Training Module	-	100%
		Commissioning the recruitment and e-orientation modules and 100% application	-	100%
5	Norm Staff project	Within the scope of the organizational development project, to carry out the norm staff work for the T&T group and to implement it 100%	-	100%
6	Increasing/disseminating intra-company communication	Increasing the Efficiency of Intranet Technologies to 90%	70%	90%
7	Extraction of Functional Competence sets	Extracting position-based KM competencies and defining them in the Performance system	0%	100%
8	Establishment of career management system	Creation of position-based career maps	0%	100%
9	Preparing the infrastructure for independent audit studies	Training of staff on the subject	100%	100%





OUR MANAGEMENT APPROACH

At Timay & Tempo, we strive to be a reliable, respected, responsible and innovative company for all our stakeholders. Our management approach guides us in our goal of creating sustainable value for all our stakeholders. With this guidance, we adapt to global trends as a company.

8 DECENT WORK AND
ECONOMIC GROWTH



At Timay & Tempo, we base our strategic plans not only on financial success, but also on sustainable value creation. We measure, develop, and improve the sustainability expectations that stand out for us and our stakeholders in our activities.

We adopt transparency and accountability in our business practices and commit to complying with all laws and regulations in the geographies in which we operate.

CORPORATE GOVERNANCE

The Board of Directors is the highest strategic decision-making body at Timay & Tempo, which is responsible for determining corporate targets, ensuring compliance with corporate governance principles, determining and managing strategic orientations, and ensuring the operability of risk management and control systems. The Audit Committee, the Corporate Governance Committee and the Early Detection of Risk Committee continue to work under the Board of Directors.

COMMITTEE	MEETING INTERVAL
Project Evaluation Committee	Quarterly
Investment Committee	Twice a year
Credit and Allocation Committee	Monthly
Budget and Planning Committee	Quarterly
Audit Committee	Quarterly
Brand Committee	Twice a year
Risk Management Committee	Quarterly
Human Resources Committee	Every six months
Strategy and Business Planning Committee	Twice a year
Executive Board	Twice a year
KVKK Committee	Quarterly
BCYS Risk Evaluation Committee	Twice a year
Digitalization Committee	Twice a year
TZY Committee	Once a year

RISK MANAGEMENT

We regularly review all financial or non-financial risks that may affect our operations. The Early Detection of Risks Committee plays a fundamental role in early detection of risks, taking necessary actions against identified risks, and managing risks. We carry out our risk management activities, which we handle with a proactive approach, under the responsibility of the Board of Directors. We identify and analyze risks and opportunities that may affect our company's goals and that concern all our stakeholders. We take actions within the framework of the policies determined by the Board of Directors in order to prevent risks or to minimize their effects. At the end of each year, we present the risk reports we create to the senior management.

At Timay & Tempo, we follow the elements that pose a threat to our 5-year strategic goals with a preventive approach. Experts in internal control systems, which are specific to each department, manage these risks related to strategic targets.

At Timay & Tempo, in addition to the financial and operational effects of risks, environmental, compliance and social effects are also taken into account in the classification of risks and determination of management strategies. In this context, fire, occupational health and safety, environment, employee rights and abuses are included in our corporate risk map.

We work to raise awareness among employees about the risks by handling occupational health and safety risks with a proactive approach. Our occupational safety experts and workplace doctor work in cooperation for all risky situations during daily field controls. We create OHS Risk Analysis Reports and determine preventive measures. We aim to zero the risks with the measures we take, such as health surveillance, department-based trainings, and periodic controls of employees

and equipment. We share our “Safe Workplace Booklet” with each of our employees and periodically raise awareness within the company on the subject. We aim to prevent and reduce our environmental and social risks through the trainings we provide to prevent work and vehicle accidents.

We also attach importance to combating cyber-attacks and information security risks that arise with technological developments. Since 2012, we have been conducting our IT processes with ISO 27001 management system certification. Thus, we minimize the loss that may arise from the risks that may occur against our corporate information assets and ensure the continuity of our activities in a systematic way in case of any interruption.

In line with the “Risk and Opportunity Management Procedure” we have published, we determine the risks of Timay & Tempo against information assets and take precautions against these risks while evaluating the opportunities brought by the risks and implementations. Every year, our work is subjected to internal and external audits. We are audited by TÜRKAK (Turkish Accreditation Agency) and regularly update our certificates. Within the scope of the Information Security management system, we provide user development at all points with periodic trainings. We receive training and consultancy services that will increase the knowledge and skills of our SOME (Siber Olaylara Müdahale Merkezi) and IT teams on information technologies and cyber security. In order to strengthen our IT infrastructure, we secure our systems through independent organizations with periodic penetration tests.

INTERNAL AUDIT AND CONTROL

We carry out internal audit activities that secure our management systems with a risk and process focus in order to control compliance with corporate policies and principles and determined strategic targets. We convey the findings regarding the risks identified in our internal audit activities, where we focus on corruption and abuse, to the relevant units and create improvement suggestions. At Timay & Tempo, the work carried out within the scope of internal audit and control is reported to the Corporate Governance Committee, which continues its activities under the Board of Directors.

ANTI-CORRUPTION

At Timay & Tempo, we have high standards to prevent corruption and bribery. Our financial relations with all our business partners, especially public institutions and organizations, are subject to independent auditing. In accordance with our ethical principles, all of our employees are obliged to report situations that violate the rules or are suspected of bribery and corruption. Necessary confidentiality measures and other measures have been secured by the system in order to prevent our employees who have informed us from encountering a negative situation. All reports are meticulously evaluated by the Ethics Committee. Our rules regarding the fight against bribery and corruption are binding on all our stakeholders, primarily suppliers and business partners, as well as employees. During the reporting period, there were no penalties for non-compliance with social, environmental and corruption-related laws.



SUSTAINABILITY IN SUPPLY CHAIN AND RESPONSIBLE PROCUREMENT

Behind the quality of every product produced at Timay & Tempo lies the long-term relationships we have established with our suppliers. Thus, we ensure the continuity of our raw material source safely. As a supplier of global textile and industry brands, we act with the awareness of the difficulties faced by suppliers in supply chain management.

We closely monitor the economic, social and environmental performances of our suppliers, who are our business partners, with the quality contracts we demand. We expect them to show the same diligence as us about sustainability and the standards we have. Accordingly, we regularly inform our suppliers about our quality and product safety standards and sustainability expectations. Supply chain management at Timay & Tempo is carried out by the Supply Chain Management. We prefer local suppliers in purchasing processes.

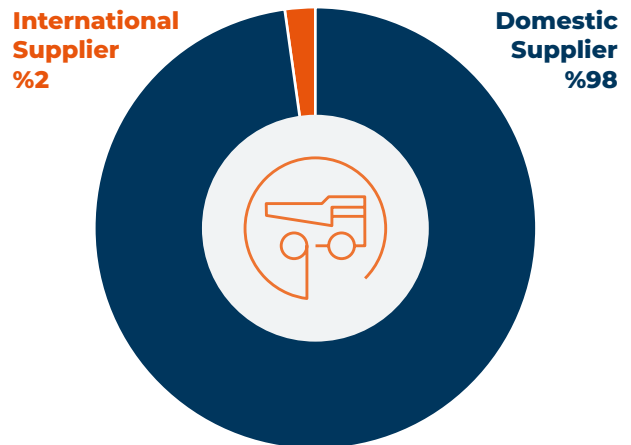
We provide added value to our country while minimizing our environmental impacts from local suppliers and logistics. We worked with 216 suppliers in 2020, 98% of our suppliers were domestic suppliers.

In 2020, the "Supplier Business Principles Guide", which includes the Supplier Quality Agreement and compliance with environmental legal obligations, was created and shared with our suppliers.

The issues we pay attention to when choosing our suppliers in our purchasing processes:

- OHS
- ISO 9001 ,14001 Standards
- Corporate stance against Child Labor, Illegal and Forced Labor
- Management of Materials

Supplier Rates



COMPLIANCE – QUALITY

The relations of our employees among themselves and with our stakeholders are shaped in line with the Code of Ethics and Implementation Principles in the disciplinary regulation. A significant part of our business ethics approach consists of compliance with applicable legislation and relevant quality and safety standards.

We control our level of compliance with the standards through audits. We are subject to regular audits every year within the scope of ISO 9001 Quality Management System Certification and every three years under the Oeko-tex Standard. We are also audited by our customers through quality system reviews (Kontoor audit) and social responsibility audits by independent third parties (social responsibility audit for Inditex). In this context, no penalty was imposed due to non-compliance with laws and regulations during the reporting period.

EMERGENCY PREPARATION

We are constantly reviewing and increasing our emergency response capacity. We organize regular drills throughout the year in order to minimize risks. We consider being prepared for natural disasters such as earthquakes, fires, floods or epidemics that threaten human life as one of our basic responsibilities. During the reporting period, we developed a proactive action plan against the COVID-19 outbreak.

Measures Against the COVID-19 Pandemic

The COVID-19 pandemic, which affected the whole world in 2020, also created risks in many areas for companies. In this process, we have taken many precautions in order not to endanger the health of our stakeholders, to prevent deterioration in the supply chain, to avoid sales losses and to ensure our business continuity.



102-11; 102-16; 102-17

- As Timay & Tempo, we have gathered COVID-19 and other epidemic diseases under one roof by taking the risk control hierarchy steps for the safety of our employees and customers.
- We started awareness raising activities and organized trainings long before the disease was detected in Turkey. We created an infection prevention and control action plan by rating the risks. We announced to all our employees and customers the protection measures based on the principle of “People first, health first” in factory production areas, social facilities and technical offices.
- We have updated our “Safe Workplace Guide”, published within the scope of Gümüş Group, with necessary measures for the COVID-19 outbreak. We shared with our employees the document containing the precautions taken and the rules to be followed for the transportation process, the stage of entering the workplace and working hours.
- Within the scope of our infection prevention and control action plans and practices, we were entitled to receive the “COVID-19 Safe Production Certificate” issued by TSE for the second time.
- We guided the local residents and our suppliers with the measures and precautions we took in the supply chain.
- We provided overalls and N95 type masks to the health officials serving the people of the region. We met the need created by the production of an average of 500 face shields per day. We produced, distributed and installed aerosol boxes and sampling cabinets.
- We set an example for industrial establishments in the region with detailed cleaning, sustainable hygiene measures and disinfection activities in addition to daily cleaning in factory production areas, social facilities and technical offices.
- Our safe distance rules are implemented in production areas and social facilities and their continuity is inspected. It is forbidden to take passengers without masks to the personnel service vehicles and secret inspections are carried out continuously. Taking into account the feedback of our employees, activities are carried out for notifications by being included in the agenda in daily meetings.
- Our employees at Timay & Tempo set an example for more than 15% of the region’s population by strictly implementing the measures and precautions taken. With our guidance to companies under the roof of the supply chain, it is estimated that we are an example in the measures taken against the pandemic, which is more than 25% of the population of the region today.

SUSTAINABILITY WITHIN TIMAY & TEMPO

The COVID-19 pandemic has acted as a magnifying glass for many problems affecting the world. While mega trends such as climate change, demographic and social changes, increasing urbanization rate and technological developments shape our world, the sensitivities of the global system are also emerging. Consumers' expectations, living conditions and habits are also changing rapidly in line with these trends. All these rapid changes invite the players of the business world to consider environmental and social performance beyond mere financial success.

Innovation, respect for the environment and reliability, which are our corporate values, form the basis of our sustainability understanding. We evaluate the long-term effects of our products and activities on our environment and our stakeholders, using strategic methods. Our participatory management structure and strong communication with our stakeholders make it easy to incorporate our sustainability understanding into our business processes and products.

Timay & Tempo Sustainability Working Group, which is responsible for the dissemination and management of sustainability issues within the company, monitors our performance and trends in this area. The Board of Directors is involved in the process by evaluating the views and suggestions of the Working Group.

SUSTAINABILITY PRIORITIES

We determined our priority issues following the result of research, stakeholder surveys and workshops we carried out in 2019. While determining our sustainability priorities, we were guided by global sustainability trends, peer company practices, our corporate strategic plans and the expectations of our stakeholders. You can find the details of our materiality process on page 16 of our 2019 Sustainability Report.

Resources we refer to when determining our sustainability priorities:

- Corporate strategies
- Corporate values
- Stakeholder expectations
- Global sustainability trends
- Industry requirements
- Corporate engagements
- UN Sustainable Development Goals



OUR MATERIAL ISSUES AND THE SDG'S WE CONTRIBUTE



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), determined by the United Nations in 2015, is a call to action for governments, companies and non-governmental organizations to work collaboratively and take action against global problems for a sustainable future. As Timay &

Tempo, we support the United Nations Sustainable Development Goals and fulfill our responsibilities for sustainable development. We believe that we directly contribute to 5 goals in line with our activities.



Goal 5: **Gender Equality:**

We work to ensure Gender Equality and increase women's participation in business life.



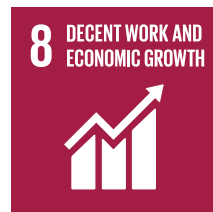
Goal 6: **Clean Water and Sanitation:**

We work to reduce the amount of water we use in our activities and to increase the quality of the water we discharge.



Goal 7: **Accessible, Clean Energy:**

We expand the access to sustainable and clean energy by increasing the share of renewable energy in our company.



Goal 8: **Decent Work and Economic Growth:**

To provide our employees with the working conditions they deserve, we take international standards as a guide. In procurement, we ensure fair working conditions and we are legally against employing child labor and forced labor. We increase production and economic growth with our investments in R&D and innovation.



Goal 9: **Industry, Innovation and Infrastructure:**

With our innovative products, we continue sustainable industrialization and support innovation in the digitalized world.

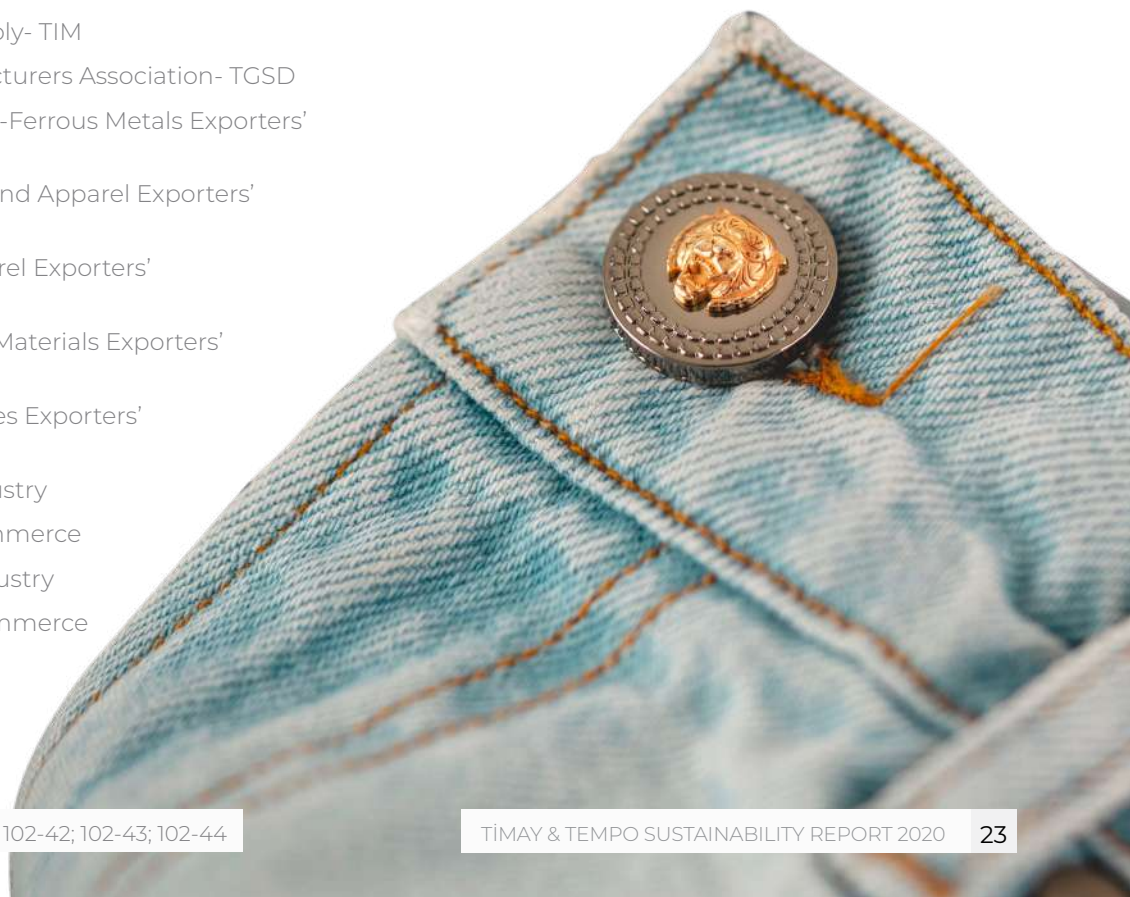
STAKEHOLDER RELATIONS

As Timay & Tempo, we pay attention to regular communication based on full-time interaction with our stakeholders. Being aware of the fact that each stakeholder group has different expectations and characteristics, we continue to communicate with our different stakeholder groups on many platforms. Within the scope of stakeholder communication, we contribute to our corporate knowledge with the organizations of which we are members.

Stakeholders	Expectations and Goals	Communication Methods
Shareholders	Compliance with laws and regulations, working in accordance with strategic goals, sustainable growth	Corporate website, meetings, annual report and sustainability reports
Employees	Good working conditions, satisfaction and commitment to the company, motivation	Employee Satisfaction Survey, Performance Management System, HR meet ups, "Ask Mr. Mustafa" meetings
Customers	Loyalty, partnership, quality, reliability and continuity	Customer Satisfaction Surveys, Visits, Fairs
Suppliers	Strategic cooperation, compliance with deadlines, quality	Seminars, face to face meetings
Public institutions	Reporting, compliance with the law, fulfillment of requirements	Annual and monthly reportings
Governmental and Non-Governmental Organizations	Donations, aids and supports to non-governmental organizations that comply with corporate priorities	Project-based partnerships

CORPORATE MEMBERSHIPS

- Turkish Exporters Assembly- TIM
- Turkish Clothing Manufacturers Association- TGSD
- Istanbul Ferrous and Non-Ferrous Metals Exporters' Association
- Istanbul Ready-to-Wear and Apparel Exporters' Association- İHKİB
- Istanbul Textile and Apparel Exporters' Association -ITKİB
- Istanbul Textile and Raw Materials Exporters' Association-iTHİB
- Machinery and Accessories Exporters' Association- OAİB
- Istanbul Chamber of Industry
- Istanbul Chamber of Commerce
- Merzifon Chamber of Industry
- Merzifon Chamber of Commerce



GLOBAL TRENDS

While responding to today's needs, we do not forget to consider the future in the light of global trends that shape the world. At Timay & Tempo, we are redefining our ways of doing business in a world changing with trends, with our evaluation studies.

Digital Transformation and Industry 4.0

New technologies affect our lives as well as the business world. The COVID-19 pandemic has accelerated digital transformation in the world. While digital transformation changes the way companies interact with their stakeholders, it also changes company culture beyond digital products and services. Integrating this transformation into all areas of business processes helps us create a sustainable world.

<https://www.weforum.org/agenda/2020/01/digital-transformation-sustainable-world/>

While the internet of things (IoT), smart devices and fast access to big data are rapidly changing the way of doing business, we at Timay & Tempo implement projects on the digitalization of our production processes, products and customer experience. While we carry our internal processes to a large extent with SAP modules, we ensure a high degree of digitalization in our supply processes with the VEPO system. We work to adapt our production areas to the smart factory concept for high efficiency, flexibility and reduction of unit costs in our production processes, and we follow up-to-date automation technologies.

Cyber security is a risk brought by digitalization and requires strict precautions. At Timay & Tempo, we carry out studies and investments to protect information privacy and security.

Epidemic Diseases

The COVID-19 pandemic, the effects of which started to be seen in 2019, changed our lives, ways of doing business and our priorities all over the world. This period full of uncertainties threatened the health of our employees and our business continuity.

With the decisions we made during the epidemic, we quickly adapted to the new conditions. Thanks to our digitalization investments, we have enabled remote job tracking and flexible working models. By providing all the necessary health and hygiene conditions in our factories and offices, we were entitled to receive the TSE COVID-19 Safe Production Certificate. We started awareness raising activities within the company long before the disease was detected in Turkey by guiding the people of the region and our suppliers with the measures and precautions we took in the supply chain.



Talented Employees

Digital transformation, which changes the dynamics of business life, creates the need for a workforce with new competencies. The reduction in the number of talented employees threatens companies. At this point, it is important that companies, public institutions, educational institutions and individuals work together in order to realize the talent transformation in the face of developing technologies and changing needs.*

We believe in the power of talented, potential and competent employees in line with our strategic goals. With our focus on continuous development, at Timay & Tempo, we offer our employees talent transformation programs that will strengthen their personal development and professional competencies. With our dynamic organizational structure, we provide our employees and potential employees the flexibility to open new areas in our organization. With the remote working model that we started with the pandemic, we aim to be a company preferred by employees by adopting new generation working models and culture.

Combating Climate Change and Diminishing Natural Resources:

Increasing world population and industrial production pose serious dangers to the protection of natural resources. According to the World Economic Forum's (WEF) 2021 Global Risk Report, environmental risks such as extreme weather conditions, climate crisis, human-induced environmental destruction, loss of biodiversity rank higher than their probability of occurring in the next ten years. At Timay & Tempo, we address the climate crisis, which presents many stakeholders with complex challenges, together with its risks and opportunities. The future of water, energy and natural resources is at risk. In the face of this risk, we think it is an opportunity to extend the sustainable production and consumption model to all our production processes and products. In this context, at Timay & Tempo, we implement environmentally friendly energy and waste management by minimizing our natural resource consumption, in line with our circular economy approach.

Compliance with Changing Regulations

Worldwide financial crises, political uncertainties and the changes brought about by the ongoing pandemic increase the importance of following the changing regulations and compliance risk in the business world. As a company with a wide supply chain, we monitor and analyze new international regulations, and proactively manage our processes for timely and accurate integration. The European Green Deal, announced by the European Union as a new growth strategy, creates a driving force for companies to become carbon neutral with the regulations it sets forth. To comply with these regulations, we use our resources efficiently and produce environmentally friendly products with a circular economy approach in the countries where we operate. We calculate carbon footprints by calculating the energy, chemical and water consumption of our products with life cycle (LCA) analyses.





RESPONSIBLE PRODUCTS, HAPPY CUSTOMERS

As Timay & Tempo, we are the solution partner of the world's leading brands with our flexible, researcher, creative attitude and fast service understanding. Establishing long-term relationships with our customers before and after sales is one of our main priorities. While fully meeting the demands of our customers with responsible products, we closely follow technological developments for creative solutions.

8 DECENT WORK AND
ECONOMIC GROWTH



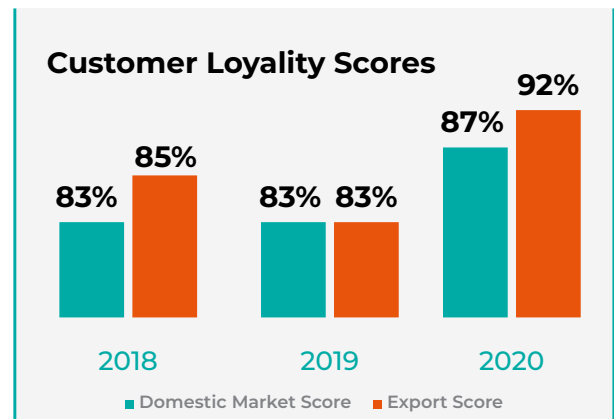
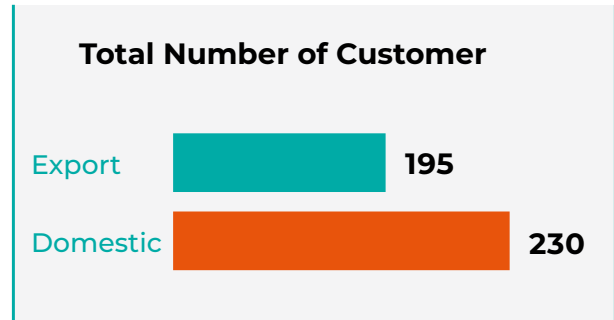
9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



RESPONSE TO CONSUMER EXPECTATIONS AND CUSTOMER SATISFACTION

At Timay & Tempo, it is crucial for us to produce products that exceed the expectations and requirements of our customers and consumers. With our understanding of sustainable growth, we are increasing our customer share in the markets we operate in day by day. In the reporting period, we served a total of 425 customers, with an increase of 72% compared to the previous year. 230 of these customers are domestic and 195 are export customers.

In order to fully meet the demands of our customers, we need to analyze their needs, expectations, suggestions and complaints, and changing trends. Accordingly, we regularly conduct customer satisfaction surveys to our domestic and export customers. The surveys we conduct every year consist of measurement and evaluation questions consisting of many topics such as sales, operations, quality and assurance, design, accounting. We identify our areas of improvement with SWOT analysis in the survey results, and develop customer-oriented, corrective and remedial actions. In 2020, we received a total of 51 feedbacks -20 from our domestic customers and 31 from our export customers- and reviewed our products and processes in line with these suggestions.



We care about the ideas of our customers during the design phase of the products, and we provide them with flexible design opportunities. Thus, we increase our satisfaction rates for the final product.

We reach our customers with “Customer Handbooks” in order to inform them about quality, consumer health, social responsibility, environment, work safety and working life rules. In order to inform our customers in the category of brand and apparel manufacturers, we organize online visits and online information meetings about our sustainability and quality system practices.

Our teams within the Sales and Operations Directorate provide fast service, free mold and sample support, and on-site and/or remote technical service in case of problems. Within the scope of increasing the satisfaction of our customers, we aim to react faster to customer complaints, improve service speed and be constantly accessible.

In 2020, we increased our customer satisfaction levels. While the satisfaction score for our export customers was 92 with an increase of 8 points, this rate for our domestic market customers increased by 4 points to 87.

PRODUCT SAFETY

At Timay & Tempo, we fully comply with quality and safety standards from the design stage to the final use of the product. We are constantly working to improve the quality and safety level of our products.

The planned process for our products to pass the necessary tests for health and safety is managed by the Quality Management System determined by our Quality Assurance Department. We carry out all our activities in compliance with the ISO 9001 Quality Management Standard. We constantly improve our quality work with the feedback we receive from our stakeholders, and we periodically review and improve our Quality Management System and policy.

The Standards We Follow to Ensure Quality and Safety in Our Products

Higg Index

Oeko - Tex® Standard 100 Product- Metal (OEKO-TEX 05.MO.0435)

Oeko - Tex® Standard 100 Product- Jacron (OEKO-TEX 20.HTR.39140)

Oeko - Tex® Standard 100 Product- Leather (OEKO-TEX0.HTR.39572)

ISO 14040/44- Life Cycle Assessment

CPSIA-2008 (Consumer Product Safety Improvement Act)

AB REACH Direktive

Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals



We use numerous chemicals in the metal accessory products we produce. In order to protect consumer health and the environment, we consciously consume the dyes and chemicals used in our products in accordance with legal regulations. With the BHive (Chemical Inventory Management System) application, we monitor the use of chemicals in our products. Thanks to the SAP system, we can see the names of paints and chemicals used in paint and coating codes. We aim to commit to the implementation of ZDHC (Zero Discharge of Hazardous Chemicals) in the coming years.

We carry out our tests and controls for different product groups in a laboratory environment. We observe the highest quality and safety standards especially for accessories used in baby clothes. "Data-Sheet Service, Connection Strength, Needle Detector and Household Washing Tests" are among the checks we regularly perform.

For the traceability of basic raw materials and our products, samples are taken and stored in the archive room after each order shipped to the customers by our Quality Assurance Department. Thus, after each notification from our customers, we can apply the necessary tests to the samples. We intervene in product defects in a timely and systematic manner and take corrective and preventive actions at all levels to prevent these errors from recurring.

DOMESTIC GOODS CERTIFICATE

is the document given for the product group that is produced entirely in Timay & Tempo or has an important part of the production process and economic value, the workmanship part is made by Timay & Tempo. Our product groups of 54 snap fasteners, 61 snap fasteners, mini 61 snap fasteners, alpha snap fasteners, beta snap fasteners, eyelets, buttons, rivets, nails, aluminum nails, plastic injection products have been certified with the "Domestic Goods Certificate".



RESPONSIBLE MARKETING

It is one of our main priorities to inform all our stakeholders about our products accurately and on time. We add the main information and warnings about our products to the product boxes with the "warning card" application. Our warning cards are prepared in three languages (French, English, Turkish) and in full compliance with the regulations.

Upon request, we present the "Technical Product Information Form" to our customers, which

provides more detailed information about the products. Product information on technical issues such as nailing machine usage and data-sheet application training is provided by our Timay & Tempo Technical Service Department.

In the following years, it is aimed to provide systematic information to our customers about the "Timay & Tempo Quality Management System" practices. During the reporting period, there were no cases of violation of the label and information of our products.

R&D AND INNOVATION

At Timay & Tempo, we focus on R&D and innovation investments to create innovative and flexible designs that make life easier. Accessory designs and seasonal collections that we specially prepare according to the demands of our customers make us stand out in our sector.

We believe that effective innovation will only happen with the spread of integrated thinking

within the organization. We support our employees at every stage, from innovative ideas to product production. Our experienced Timay & Tempo design team, working in our R&D design center, helps us to offer a wide variety of innovative products that offer fast solutions, suitable for the world brands we work with in the textile industry and fashion trend analysis. In this context, in line with the demands of our customers, we have prepared a special collection for accessories used in children's and baby clothing, we have made special studies for products such as rank, epaulette, button used in international military clothing (Qatar, Sudan, Uzbekistan, etc.), we created a special color chart for ecological products and distributed to our customers. We allocated a budget of 351,845 TL for our R&D studies in 2020, an increase of 370% compared to 2018.

** In the last three years,
we allocated a total of*

634,004 TL
*budget to R&D and
innovation studies.*

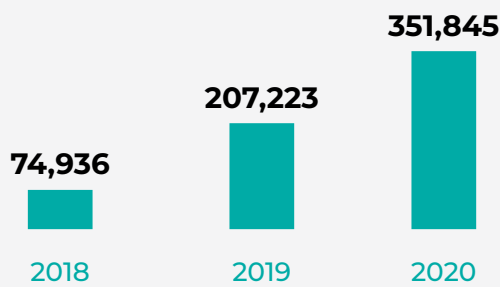
*In 2020, we achieved a great
success by obtaining 25 R&D
projects and 8 patents. In
addition, at our Ministry of
Industry and Technology
Approved Design Center, we
continue to produce new
ideas for the markets in
which we operate.*



We continue our research and development activities in our product management portfolio, and we aim to add new products to the market every day. In the reporting period,

- We have developed coloring processes with the use of water and ceramic stones by making use of the natural color of the raw material (brass, copper, stainless steel and aluminum).
- We made color development with water-based colorants in paint processes.
- We have developed new colors by using low-concentration chemicals by utilizing the raw material ground color.
- We have developed new products such as heart electrodes and automotive stop sockets for the automotive and medical industries by utilizing our production capabilities.

Budget Allocated for R&D (TL)



Machine Modernization for Automated Production of Burrs of Possible Diameters

In this project, we aimed to add a new product to our portfolio with the square cap burr to be used in the denim product group. We have increased our customer satisfaction and production speed by designing an automatic assembly machine to produce this new product with a different design. We benefited from the technology and the experience of our design team during the design process of the new design product and the mold to be assembled for this product.

New 8 System Prong Snap Design Project

Designed to be used in baby accessories, outerwear and similar products, 8 System Prong Snap is one of our products specially developed within the framework of the highest quality and safety standards. By making innovations in the design phase of the product, the transition from the standard split system, which can cause fabric stretching and fabric tearing during nailing, to the cut system has been made. With the cutting system, risks such as fabric tearing have been eliminated and more stable and balanced results have begun to be obtained. Thus, the quality defects that emerged in the split system were eliminated, and an advantageous and profitable system was started by providing trouble-free assembly to all kinds of fabrics after nailing.

Life Cycle Assessment

Life Cycle Assessment (LCA) studies are a scientific method in which the environmental impacts and pollutions that occur at all stages from the cradle to the grave, such as the production, consumption and disposal of a product or service, are calculated in accordance with ISO 14040 standards. At Timay & Tempo, we carry out Life Cycle Assessment studies, identify the processes that cause the most environmental pollution during production, and carry out improvement studies, process design and developments. We work on innovative products and processes, processes and designs by combining Life Cycle Analysis with Timay & Tempo's knowledge, experience and creativity.

During the reporting period, we defined standard colors and their equivalent, visually corresponding eco colors and processes. In this study, we completed processes that our competitors do not have in the sector by conducting process studies with different raw materials. In the study, we included the raw material type, chemical properties, processing time, consumption characteristics and sustainability stages in the design error types and effects analysis (FMEA). We rely on LCA knowledge in our innovative product and process improvement and development efforts.

New Generation Belt Buckle for the Apparel Industry

In this project, we developed a functional new generation belt buckle for the apparel industry. The product, which has a different design from other belt buckles, also has the ability to be molded differently from other product groups. The core formwork system, which has multiple parts and requires special design, is used in the project, which is realized by benefiting from the knowledge and experience of our design team. With this system, it is possible to make the desired color work from Timay color processes and to make designs in different sizes. Thanks to this feature, it has become easier to make trial studies in different colors with the product coming out of the same mold. The belt buckle we have developed consists of pin structures that have a separate area for advertisements, logos, brands and the like, and can be mounted on the leather part. As a result of the project, our customers' requests and logo works have been fully met and our preference by customers in the denim industry has increased.

Defective Product Sorting System Design and Prototype Development Project

In our project, which includes the design and prototype production of a mechanical separation system that will help to separate faulty products on benches used in metal button manufacturing, we designed a faulty product separation system added to the metal button machine tool and assembly machine. We have created the faulty product separation system, which accelerates the production process, saves time and aims at cost reduction, based on the experience we have gained from metal button production and based on company experiences.

The system, which cannot be sold with ready-made production in the world, was developed for the first time in Timay & Tempo. The most important output of the project is to ensure that faulty products in the production process are separated without any additional work.



IN-HOUSE ENTREPRENEURSHIP

We provide scientific contributions to new process and product designs at the “Timay & Tempo Design Center”, which was established within the scope of our in-house entrepreneurship activities and approved by the Ministry of Industry and Technology. Some of the practices we conduct at the center:

- New color enhancements,
- Patent and utility model studies,
- Functional designs,
- Process improvement studies,
- Internal project studies,
- Public supported project studies (University-industry cooperation studies, such as TEYBED),
- R&D activities,
- Sustainability studies,
- Brand-specific P&D studies
- Mentoring studies,
- Trend analysis and season collections,
- Product infrastructure studies are carried out for fairs.

DIGITAL TRANSFORMATION

The digital transformation that developed with Industry 4.0 is growing rapidly and changing our communication, life and business practices. This change brings advantages such as operational efficiency, process efficiency, meaningful communication with customers and resource efficiency to companies that have assimilated digital culture well. Launched in 2012, the digital transformation at Timay & Tempo is managed by the Information Technologies Directorate. In our digital transformation journey, we continue to progress by adding digital solutions to our business processes with our stakeholders in line with our operational simplicity and efficiency strategies.

At Timay & Tempo, we integrate digital transformation into many systems, from production management system to customer relationship management. In this context, artificial intelligence, smart factory applications, digital marketing, cloud computing, additive manufacturing, new generation smart sensor technologies and cyber security works come to the fore by using Industry 4.0 technologies.

With SAP modules, we perform all sales, order, SSH (Secure Shell), human resources and



production processes in computer systems. With the VEPO system, we ensure a high degree of digitalization in our supply processes. We use the Doruk Automation MES system to collect data from production sites and to reflect work orders created in SAP to the field. We are working on robot technologies under the leadership of our automation team. In the coming years, we continue our projects regarding the realization of RPA processes and non-value-added business processes entirely by robots.

Thanks to our ProVIEW Production Management System, we automatically monitor the digital data of press, zamak injection, nail and assembly machines and perform various functions through a single data collection network.

We also enrich our customer experiences with digital transformation. We digitize our sales and after-sales processes and ensure that the workflow is faster and more efficient. With the e-Timay & Tempo system, we monitor our customer relations through online communication channels. We also digitized our after-sales processes with the SAP C4C module.

Our long-term goals are to realize projects that will increase the sustainability and quality of the support we provide to our employees and business partners in digital transformation. To give priority to various projects in order to increase the effectiveness of our self-service channel, which will enable our customers worldwide to reach us, receive detailed information about our products and place orders, and to carry out lifecycle management with an end-to-end application within the scope of the SAP Solution Manager Project.

Our 2024 Digital Transformation Goals

- Making Timay & Tempo E-Commerce website suitable for international infrastructure,
- Establishment of the Digital Blue-Collar System,
- Increasing the traceability of the molds to 100% by using Information Technologies

CUSTOMER DATA SECURITY

With the risks brought by digitalization, the importance of information security and privacy has increased and it has become one of the critical issues in the business world. We see the monitoring of information security and privacy issues as a necessary part of our digital transformation.

With our effective risk management mechanism, we protect the information of our customers and business partners and take precautions accordingly. In this context, we carry out our activities within the framework of ISO 27001 Information Security Management System standards. While SOME (Cyber Incident Response Team – Siber Olaylara Müdahale Merkezi) provides internal audits against cyber risks that may arise, third parties regularly carry out external audits. We are audited every year by accreditation institutions, especially TÜRKAK (Turkish Accreditation Agency). We are working and making investments to strengthen the possible weak points in the audited inventories.

We provide information security trainings to all our employees in order to strengthen user awareness within the company. We inform senior management about the subject with periodic case studies. Our efforts to combat information security attacks, which we carry out systematically, are protected by firewall, antivirus and DLP systems, and are monitored instantly with central security policies. During the reporting period, we did not receive any complaints regarding breach of customer data security.





COMPETENT EMPLOYEES

In our industry, where human labor is intense and creativity is at the forefront, having competent employees plays a critical role. With this in mind, at Timay & Tempo, we protect the rights of our employees and offer them a working environment where they can realize themselves. In line with our Human Resources Policy, we focus on self-development of our employees and thus strengthening our corporate culture.

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



At Timay & Tempo, we organize the working life by prioritizing the happiness and loyalty of our employees. It is one of our long-term goals to be a company that is preferred by new talents and differentiates itself in the sector with a happy working environment.

WORKING CONDITIONS

We guarantee the employee and human rights of all our employees. We organize the working life at Timay & Tempo with the regulations in the Human Resources Handbook. All human resources processes, guided by the Gümüş Group HR Regulation, are shared on platforms accessible to employees. Thus, we provide our employees with transparent information on issues such as recruitment and placement, rotation, promotion and assignment, working conditions, personal rights and resignations. We review and update our HR practices every year.

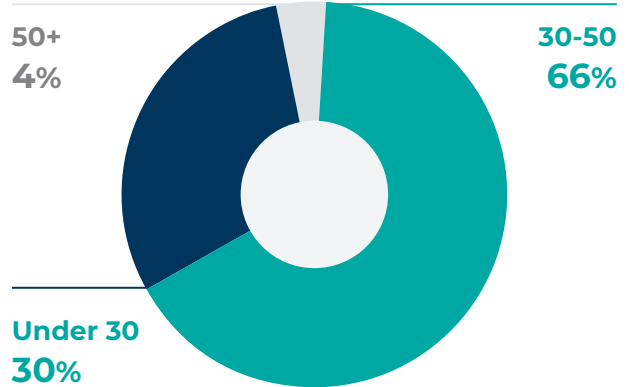
EQUAL TREATMENT PRINCIPLE

Offering a working environment enriched by diverse cultures and talents is among our priorities. At Timay & Tempo, we do not tolerate discrimination based on factors such as gender, language, religion, ethnicity and age in human resources processes. We strive to create a respectful and inclusive work environment. In line with the principle of equal pay for equal work, we treat our female and male employees equally in remuneration. We determine our wage rates according to the job evaluation methodology we use, and we present a balanced wage distribution for our blue- and white-collar employees both inside and outside the company.

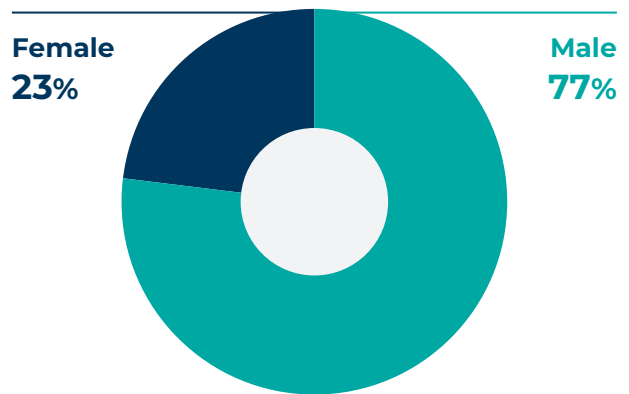
We prevent child labor and forced or compulsory labor, and strive to ensure fair working conditions in our operations and supply chain.

We are aware of the importance of women's active participation in all areas of life and in the business world for a sustainable future. We support the employment of female employees and their participation in management positions. We aim to increase the number of female employees working at all levels. Accordingly, we have increased our female employee rate by 23% in the last four years. Female employees make up 23% of our team and 20% of our senior managers.

EMPLOYEE DISTRIBUTION BY AGE



EMPLOYEE DISTRIBUTION BY GENDERS



EMPLOYEE LOYALTY AND MOTIVATION

We organize an "Employee Satisfaction Survey" every year in order to increase the loyalty of our employees and strengthen their motivation. In 2020, 77% of our employees participated in the survey, employee loyalty was measured as 70%. According to the survey results, we develop practices that increase the loyalty and motivation of our employees.

TALENT MANAGEMENT

With the belief that learning and development is an endless journey, we aim to be with our employees in their personal and professional journeys. While improving the current competencies of our employees, we strive to be an attractive workplace for our potential employees.

We are aware that a development-oriented approach will contribute to the development of both our employees and our company. In this direction, we design training and development programs that will reveal the potential of our employees.

The presence of our talented, potential and competent employees is of great importance in achieving our strategic goals. We aim to have a competent, constantly improving, highly committed and solution-oriented workforce with the trainings we have organized within Gümüş Akademi. In the reporting period, we provided a total of 6,515 person*hours of training with professional and personal development trainings and on-the-job training designed based on the needs of our employees and the organization.

With our belief that coaching activities constitute an important part of development activities, we ensure that employees meet with their managers at regular intervals and ensure that they constantly feel the support of their managers in their career and personal development journeys. Thanks to our Leadership School development program, we provide our employees with the opportunity to transition to managerial roles after they pre-evaluate our manager candidates, reveal their strengths and areas that need improvement, and then successfully complete the training and coaching meetings that lasted for about a year with a personalized development program.

Within the scope of İşkur On-the-Job Training Program, which is a program we run jointly with

İşkur, in order for people who are actively looking for a job to gain professional experience, observe the professions for which they have received theoretical training in practice, and adapt to the working environment, our internal trainers provide trainings for İşkur employees.

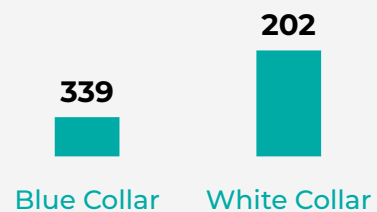
We offer various career opportunities to young talents, who are very valuable for the future of our country, and develop collaborations with vocational high schools and universities for technical and personal development. We provide them with new employment opportunities and enable them to get to know our company and business life closely through internships. We increase the awareness of our brand by new talents by participating in career days organized by different universities every year, and we introduce our internship programs. Winter Internship Program for Vocational and Trade High School students in September-June; On the other hand, we provide university students with internship experience with short or long-term options with the Team Of Stars Internship Program. After the internship, we show the flexibility to open new areas within the organization for our young friends who want to stay with us in line with their career goals. As an example to this, we can state that 9 students had the opportunity to do internships at Timay & Tempo during the reporting period.

With our perspective of managing the company together with the employees, designing business processes and working conditions together with innovative ideas, we listen carefully to the suggestions of our employees and include them in our decision-making processes. In 2020, we implemented 28 of the 120 suggestions we received from our employees.

We measure the success of our employees fairly through performance evaluation processes. We plan development processes together with our employees by giving feedback in line with the measured performance data. During the reporting period, we provided performance feedback to 95% of our employees.



Employees Given Regular Performance Evaluation Feedback



OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety is among the issues that are meticulously managed at Timay & Tempo. We fully comply with national and international standards so that all our employees work in a healthy and safe work environment. We implement our approaches and practices shaped by our Occupational Health and Safety Policy in a risk-focused, multi-participatory and proactive manner. We take precautions against physical and chemical risk factors that may arise in our production processes and create new action plans.

At Timay & Tempo, we deal with OHS risks from multiple perspectives. We monitor and report the data obtained as a result of business conduct and hazard analysis and risk assessment analysis. In addition to daily field controls, we perform monthly departmental audits. We direct our employees with health and safety signs at production sites. For our employees, we ensure the use of personal protective equipment suitable for the job. Periodic controls of the machinery and equipment used are carried out by accredited authorized companies.

We take precautions against physical and chemical risk factors that our employees are exposed to during production processes. As stated in the risk control hierarchy; We complete risk elimination, substitution method, engineering controls, administrative measures and personal protective equipment applications. We allocate resources to meet the relevant needs and expectations for emerging risks.

We make improvements in office ergonomics to protect the physical health of our office workers. We provide suitable air conditioning and lighting conditions in all our offices. We prefer office furniture and tools suitable for personal anthropometry.

We carry out our OHS processes in cooperation with the workplace doctor, occupational safety experts, human resources officer, support staff, employee representatives and department managers. We hold OHS Committee meetings every 2 months with the participation of responsible members. During the reporting period, 12 members, including 4 employee representatives, took charge in the Timay & Tempo OHS Committee.

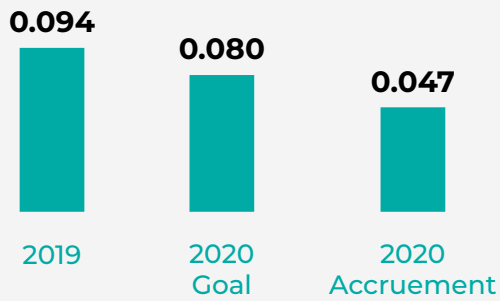
We aim to increase the level of knowledge and awareness within the company in order to strengthen our OHS culture. In this context,

- We organize OHS Awareness activities,
- Information seminars are presented by the workplace doctor to all employees and those in certain risk groups,
- We organize information sessions by specialist physicians on public health issues on special days,
- We organize ergonomic working trainings for our office workers by the workplace doctor,
- In the company of experts, we organize awareness-raising trainings for our female employees on issues that directly concern women's health, such as breast cancer,
- Our employees can share their suggestions and dangerous situations such as near misses via the suggestion forms in the departments and the Tim Action Application. Thus, we can quickly create an action plan on situations communicated by our employees.

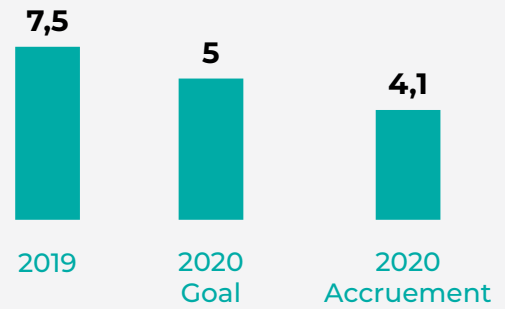
We organize OHS trainings every 2 years for new hires and current employees. We organize the trainings under 4 main titles: general subjects, health subjects, technical subjects, and other subjects.



Accident Severity Rate



Accident Frequency Rate



In 2020, we provided a total of

1,108
person*hours
of OHS training to our blue- and white-collar employees.

In 2020, we out performed the targets we set for accident

severity and accident frequency rates.

We carry out stress management practices to protect our employees from the stress of working life. We focus on reducing the stress level of our employees in 5 steps:

- To diagnose the sources that cause stress
- To reduce or eliminate sources of stress
- To provide employees with experiences that cause stress Stres deneyimi kazandırmak?
- To inform employees about the consequences of stress
- To support combatting stress







RESPECT TO THE ENVIRONMENT

Climate change and depleting natural resources are among the urgent issues that the business world should focus on. As Timay & Tempo, we manage the risks brought by climate change and our environmental impacts arising from our activities in a controlled manner. For our future, we lead our industry by aiming to increase efficiency in the use of natural resources and energy resources in line with the “less chemicals, less electricity and water consumption and less waste” system.

6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



Inefficient use of resources and insensible production activities increase the burden of environmental pollution, threatening the entire ecosystem and the lives of future generations. According to the 2021 Global Risk Report of the World Economic Forum (WEF), environmental risks such as extreme weather conditions, climate crisis, human-induced environmental destruction, loss of biodiversity are expected to dominate the next decade. At Timay & Tempo, we aim to be a part of the solution by addressing the climate crisis, which confronts governments and the business world with complex challenges, together with its risks and opportunities.

We strive to slow down the negative effects of the climate crisis for a sustainable future. In this direction, we conduct all our operations in accordance with environmental legal regulations and practices, we reduce our environmental footprint in all our business steps, from our production processes to our product range. As Timay & Tempo, we aim to implement our sensitive environmental approaches throughout the entire value chain. Accordingly, we regularly monitor the environmental performance of our suppliers and expect a similar approach from them. Our Environmental Policy guides us in improving the environmental footprint of our operations and products. We fully comply with the laws and regulations in the geographies where we operate, and we manage our activities within the framework of ISO14001 Environmental Management System Standard.

By minimizing natural resource consumption, we turn to renewable energy use with sustainable energy policies.

HIGG Index Environment Module

We support initiatives that will minimize the negative environmental impacts of the textile industry we are in. Since 2018, we have been measuring our environmental performance with the Higg Index* Environmental Module and sharing the results with our business partners.

*The Higg Index is a self-assessment package developed by the Sustainable Apparel Coalition in 2012 that helps brands, retailers and facilities of all sizes accurately measure and improve their sustainability performance.

ENVIRONMENTALLY FRIENDLY PRODUCTS AND RAW MATERIALS

We carry out various studies to minimize the possible environmental effects of our products. We prefer raw materials that comply with our understanding of sustainability. We apply Life Cycle Analysis, which is an evaluation method in which the environmental impacts of a product are calculated throughout its entire life cycle, from the acquisition of raw materials to the end of life and disposal. We calculate the energy, chemical and water consumption of our products with product life cycle (LCA) analyzes, compare their carbon footprints with equivalent products, and receive approved reports from accredited institutions abroad. During the reporting period, a total of 23 products were subjected to life cycle analysis.

BHive (Chemical Inventory Management System) application helps us to control the use of chemicals in our products. With the HIGG Index Environment Module, we self-evaluate our environmental performance every year. As a result of our evaluations, we set targets for areas open to development and allocate relevant resources.

We prefer recycled raw materials certified under the Global Recycling Standard (GRS). We contribute to the sustainability of our forests by selling our paper-based jacronetag products with FSC certificate. We also have products with green environmental certificates such as Eco Leaf and Green Leaf.

In the reporting period, in order to produce more environmentally friendly products with environmental processes,

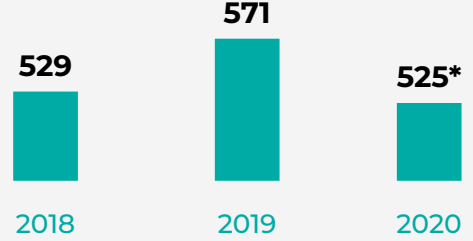
- By switching to the production of aluminum bottom parts and covers, we have achieved a 25%-60% reduction in product weights and chemical savings by not coating the lower parts.
- Instead of traditional production methods, we made coloring directly by using the raw material surface. In this way, we saved chemicals, water and energy.
- By using the washing water used in the coating section processes up to the measured pollution rate determined by the special cascade system, we have ensured recycling to the processes.
- We have provided support for ecological sustainability by using a new solvent system that has a lower carbon footprint and can dissolve in nature as a thinner in paint processes.

RESOURCE EFFICIENCY

Our focus on the efficiency of the resources we use creates sustainable results for our operations and our stakeholders. In line with our understanding of resource efficiency, we try to achieve more efficient processes and products with less resources. We use all resources responsibly, especially natural resources. Thus, we reduce the cost of our final products and reduce our environmental footprint.

We process a significant part of the wastes that occur in metal and plastic injection printing and re-evaluate them in production. We have recycled and reused 1,625 tons of raw materials in the last three years, and 525 tons in 2020. Our raw material density decreased by 39.4% compared to 2018.

Amount of Recycled Raw Material (ton)



**2020 yılında pandemi nedeniyle üretim oranlarındaki düşüş dolaylı olarak geri dönüştürülmüş ham madde miktarına yansımıştır.*

Raw Material Intensity (ton/unit)



Our raw material density decreased by

39.4%

compared to 2018.



WATER MANAGEMENT

Water, which is the natural resource necessary for the survival of all living things, is at risk as a result of climate change and many problems brought by it. In the face of these risks, protecting water resources by using water effectively is among our priorities at Timay & Tempo. We use water intensively in the bathrooms in the coating department at Timay & Tempo. While we monitor water consumption with mechanical water meter applications, we strive to recycle water at the maximum rate. We have recycled 7,000 m³ of water in the reporting period, and a total of 19,500 m³ of water in the last three years.

In order to reduce our water consumption, we re-evaluate rinsing water with cascade systems. We reduced our water density by 11.8% compared to 2018.

Wastewater generated as a result of our activities is transferred to the treatment plant of the Organized Industrial Zone infrastructure facility after being processed in the chemical wastewater pre-treatment facility. While performing our water discharge, we comply with the laws and regulations related to wastewater discharge, especially the Water Pollution Control Regulation. We do not have direct discharge to the receiving environment.

Water Intensity (m³/unit)



Amount of Recycled Water (m³/year)



ENERGY AND EMISSION MANAGEMENT

One of the most important causes of the climate crisis, which is one of the serious problems our world is facing, is the increasing greenhouse gas emissions. As Timay & Tempo, we try to control our energy consumption resulting from our production and logistics activities and try to limit our emissions.

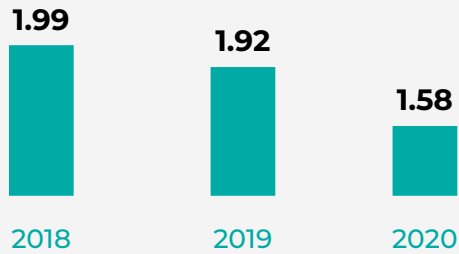
We implement projects and practices that will save energy within the framework of ISO 50001 Energy Management System. In the reporting period, we achieved 16% more energy savings compared to 2018 with our projects and practices to reduce our energy consumption. In the last three years, our emission intensity has decreased by 21% compared to 2018.

At Timay & Tempo, we meet 24% of the electricity we consume internally from renewable energy sources. We produce a significant part of our energy with the Timay & Tempo Solar Power Plant (GES) installed in our production facility. With the energy produced by our SPP facility, which became operational in 2015, we prevented the release of a total of 12,288.17 kg of carbon, 5.35 kg of nitrogen and 0.41 kg of sulfur to nature in 2020.

**With the energy produced by our SPP facility, which became operational in 2015, we have prevented the release of a total of*
2,089,414.35
kg of carbon,
908.77
kg of nitrogen and
68.13
kg of sulfur to nature.



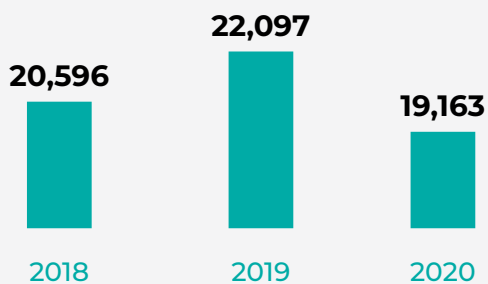
Emission Intensity (ton/unit)



Amount of Energy Saving (GJ)



Total Energy Consumption (GJ)



WASTE MANAGEMENT

Today, the rapidly increasing amount of waste threatens the environment and all ecosystems. Waste management with sustainable methods makes positive contributions to the protection of resources and the devastating consequences of climate change. We carry out our waste management in line with the circular economy approach we have adopted at Timay & Tempo. We aim to minimize the waste generated as a result of our activities, and we care about recycling. We contribute to the circular economy with environmentally friendly disposal methods. We carry out our related activities within the scope of Environmental Law and Waste Management Regulation.

We make sure that the wastewater generated in our production processes complies with the discharge standards with the chemical pre-treatment process. Through the "Zero Waste Management System" that we started three years ago, we attach importance to maximum recycling and zero waste understanding in all processes of production by separating at the source. We were entitled to receive the Zero Waste Certificate in 2020.



PERFORMANCE INDICATORS

ECONOMIC INDICATORS			
	2018	2019	2020
Number of active suppliers	254	258	216
Number of local suppliers	250	251	211
Local supplier rate in the purchasing budget	0,98	0,97	0,98
Total purchasing budget (million TL)	51.527.000	64.060.000	
Local purchasing in the total purchasing rate (TL)	48.950.000	61.498.000	
Budget rate (%)	0,95	0,96	

	2018	2019	2020
R&D Budget (TL)*	74.936	207.223	351.845
Number of Patents Obtained	2	1	1
Number of R&D Employees	-	15	14
Number of university/industry R&D collaborations	-	1	0
Technical Collaboration Grants (TL)	-	87.041	0

*The R&D Budget includes the values realized in the 750 main account code.

SOCIAL INDICATORS			
Employee Demographics	2018	2019	2020
Employees			
Total number of employees	593	639	565
<i>Total number of female employees</i>	148	154	131
<i>Total number of male employees</i>	445	485	434
<i>White collar female employees</i>	98	97	84
<i>White collar male employees</i>	117	129	118
<i>Blue collar female employees</i>	49	50	46
<i>Blue collar male employees</i>	323	329	308
<i>Total number of disabled employees</i>	16	14	14
<i>Total number of interning university students</i>	1	9	5
<i>Total number of interning high school students</i>	5	25	4
Employees by age groups			
<i>Below 30</i>	225	236	171
<i>30-50</i>	358	384	372
<i>Above 50</i>	10	19	22
Employees by nationality			
<i>Native</i>	593	639	565
<i>Foreigner</i>	0	0	0

Çalışan Demografisi	2018	2019	2020
Average years of seniority by employee categories			
<i>Senior executives</i>	9	11	12
<i>Mid-level managers</i>	10	12	13
<i>Experts and blue collar</i>	5	5	6
Employees by type of contract			
<i>Permanent</i>	593	639	565
<i>Temporary</i>	0	0	0
Senior executive demographics			
<i>Total number of senior executives</i>	11	11	10
<i>Total number of female senior executives</i>	2	2	2
<i>Total number of Turkish senior executives</i>	11	11	10
Senior executives by nationality			
<i>Native</i>	11	11	10
<i>Foreigner</i>	0	0	0
Senior executives by age groups			
<i>Below 30</i>	0	0	0
<i>30-50</i>	11	11	9
<i>Above 50</i>	0	0	1
Employee retention rate after maternity leave			
<i>Number of employees on maternity leave</i>	4	4	3
<i>Number of employees returning from maternity leave</i>	4	4	2
Employee Development	2018	2019	2020
Employee trainings - Number of participants			
<i>Blue collar</i>	287	361	289
<i>White collar</i>	164	183	87
<i>Female</i>	118	127	74
<i>Male</i>	333	417	302
Employee Trainings - Total Hours			
<i>Blue collar female</i>	692	1262	93
<i>White collar female</i>	1578	1083	343
<i>Blue collar male</i>	2789	3550	1020
<i>White collar male</i>	2007	999	222
Number of employees that receive regular performance evaluation feedback			
<i>Blue collar female</i>	44	45	44
<i>White collar female</i>	77	78	84
<i>Blue collar male</i>	288	283	295
<i>White collar male</i>	114	117	118
Employee engagement rate	64%	62%	

Employee Turnover	2018	2019	2020
Employee turnover by gender			
<i>Female</i>	%5	%4	%3
<i>Male</i>	%8	%12	%8
Employee turnover by age groups			
<i>Below 30</i>	%8	%14	%7
<i>30-50</i>	%6	%5	%3
<i>Above 50</i>	%0	%0	%0,4
Recruited employees			
<i>Number of recruited female employees</i>	53	28	10
<i>Number of recruited male employees</i>	84	72	45
<i>Number of recruited employees below 30 years old</i>	85	76	41
<i>Number of recruited employees between 30-50 years old</i>	52	23	12
<i>Number of recruited employees above 50 years old</i>		1	2
Employees who have resigned			
<i>Number of female employees who have resigned</i>	27	28	15
<i>Number of male employees who have resigned</i>	49	76	45
<i>Number of employees below 30 years old who have resigned</i>	45	75	39
<i>Number of employees between 30-50 years old who have resigned</i>	31	28	19
<i>Number of employees above 50 years old who have resigned</i>	-	1	2
Occupational Health and Safety	2018	2019	2020
OHS Committees			
<i>Number of OHS Committees</i>	1	1	1
<i>Number of OHS Committee Members</i>	12	12	12
<i>Number of employee representatives at OHS Committees</i>	4	4	4
OHS Trainings			
<i>Total OHS training hour for employees</i>	2640	3206	1108
<i>Number of employees participated to OHS trainings</i>	220	267	93
Accident Severity Rate	0,044	0,094	0,047
Occupational Disease Rate (ODR)	0	0	0
Number of work-related fatalities	0	0	0
Accident Frequency Rate	5,65	7,48	4,13

ENVIRONMENTAL INDICATORS

Use of Material	2018	2019	2020
Amount of production (unit)	1.339.776.013	1.498.339.473	1.573.905.186
Total amount of raw materials used (ton)			
<i>Plastic Raw Material</i>	46	50	27
<i>Metal Raw Material</i>	1463	1554	1292
<i>Chemicals</i>	877	650	390

Use of Material	2018	2019	2020
<i>Plant-based (biodegradable) and sustainably sourced materials</i>	1	1	3
<i>Total</i>	2.386	2.254	1.709
Raw material intensity ((ton/unit)*100.000)	0,179	0,164	0,109
Recycled/reused input materials (ton)	529	571	525
Energy and Emissions	2018	2019	2020
Energy consumption within the corporation (GJ)	20.596	22.098	19.163
Direct energy consumption			
<i>Natural gas (m³)</i>	110.754	115.047	100.973
Indirect energy consumption			
<i>Electricity (kWh)</i>	4.552.547	4.924.565	3.147.185
Amount of renewable energy production (kWh)	309.530	281.667	
Share of renewable energy consumption in total energy consumption	%90	%92	%87
Amount of energy saving (GJ)	684	756	792
Scope 1 emissions (Co ₂ e)*	2.665.000	2.882.000	2.492.000
Greenhouse gas (GHG) emission intensity ((ton/unit)*1000)	1,99	1,92	1,58
Energy intensity (GJ/unit)	0,154	0,147	0,145
Water Consumption	2018	2019	2020
Total amount of water withdrawal (m ³ /year)	6.427	6.135	7.008
Amount of water withdrawal by source (m ³)			
<i>Well water consumption</i>	10.287	10.481	
<i>Mains water used</i>	22.756	23.689	23.666
<i>Total amount of water consumption</i>			
Volume of recycled and reused water (m ³)	6.427	6.135	7.008
Water intensity ((m ³ /unit)*100)	1,70	1,60	1,50
Water saving (m ³ /year)	6.427	6.135	7.008
Waste	2018	2019	2020
Hazardous waste (ton/year)			
<i>Recovery</i>	120.494	205.340	236.222
<i>Landfill</i>	0	0	
Non-hazardous waste (ton)			
<i>Landfill</i>	0	0	
<i>Recovery</i>	5.882	2.820	7.610
Environmental Management	2018	2019	2020
Trainings for employees (total hours)	95	100	110
Number of employees who received trainings	95	100	110
Environmental investment expenses (TL)			140.000
Environmental management expenses (TL)	555.766	1.070.404	290.873

*Parameters: Natural Gas: 0,2328 kg CO₂e; Electricity: 0,5797 kg CO₂e

**Calculated according to Scope 1.

GRI CONTENT INDEX

Disclosure	Descriptions and Page Numbers
GRI 101: Foundation 2016	
GRI 102: General Disclosures 2016	
Corporate Profile	
102-1	About the Report, page: 1
102-2	About Timay & Tempo, page: 2-3
102-3	Contact, page: 57
102-4	About Timay & Tempo, page: 6-7
102-5	http://yatirimci.silverline.com.tr/index.asp?id=69
102-6	About Timay & Tempo, page: 2-3
102-7	About Timay & Tempo, page: 5-7 ;Performance Indicators, page: 48
102-8	Equal Treatment Principle, page: 38; Performance Indicators, page: 48
102-9	Sustainability in Supply Chain and Responsible Procurement, page: 18
102-10	Sustainability in Supply Chain and Responsible Procurement, page: 18
102-11	Risk Management page: 16-17; Emergency Preparation, page: 19
102-12	Stakeholder Relations, page: 23
102-13	Corporate Memberships, page: 23
Strategy	
102-14	General Manager's message, page: 8-9
102-15	Risk Management, page: 16-17; What kind of a World? Global Trends, page: 24-25
Ethics and Integrity	
102-16	About Timay & Tempo, page: 4; Compliance-Quality, page: 19
102-17	Compliance-Quality, page: 19; Anti-Corruption, page: 17
Governance	
102-18	Corporate Governance, page: 16
102-19	Sustainability in Timay & Tempo, page: 20
102-20	Sustainability in Timay & Tempo, page: 20
102-21	Sustainability Priorities, page: 21; Stakeholder Relations, page: 23
102-29	Sustainability in Timay & Tempo, page: 20
102-30	Risk Management, page: 16-17
102-31	Sustainability in Timay & Tempo, page: 20
102-32	Sustainability in Timay & Tempo, page: 20
Stakeholder Engagement	
102-40	Stakeholder Relations, page: 23
102-41	GRI Content Index: There is no collective bargaining agreement in Timay & Tempo.
102-42	Stakeholder Relations, page: 23
102-43	Stakeholder Relations, page: 23
102-44	Stakeholder Relations, page: 23; Sustainability Priorities, page: 21
Reporting Practices	
102-45	About the Report, page: 1
102-46	About the Report, page: 1
102-47	Sustainability Priorities, page: 21
102-48	GRI Content Index: No significant changes were made during the reporting period.

"GRI Hizmetler Birimi, Materiality Disclosures Service kapsamında, GRI İçerik İndeksi'nin açıkça sunulduğunu ve 102-40 ve 102-49 arası Açıklamaların raporun uygun bölümlerinde yer aldığını değerlendirmiştir. Bu hizmet, raporun Türkçe versiyonu üzerinden gerçekleştirilmiştir."



Disclosure	Descriptions and Page Numbers
102-49	GRI Content Index: No significant changes were made during the reporting period.
102-50	About the Report, page: 1
102-51	GRI Content Index: Timay & Tempo 2020 Sustainability Report is Timay&Tempo's second sustainability report. The previous report is Timay & Tempo 2019 Sustainability Report.
102-52	GRI Content Index: Reporting is annual.
102-53	About the Report, page: 1
102-54	About the Report, page: 1
102-55	GRI Content Index, page: 52
102-56	GRI Content Index: There is no external assurance.

Material Issues

Standard	Disclosure	Descriptions and Page Numbers
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Sustainable Financial Growth

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Our Management Approach, page: 15-16; Sustainability in Timay & Tempo, page: 20
	103-2 The management approach and its components	Our Management Approach, page: 15-16; Sustainability in Timay & Tempo, page: 20
	103-3 Evaluation of the management approach	Our Management Approach, page: 15-16; Sustainability in Timay & Tempo, page: 20
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About Timay & Tempo, page: 6-7
	201-2 Financial implications and other risks and opportunities due to climate change	What kind of a World? Global Trends, page: 24-25 ; Çevreye Saygı, sayfa: 43-44
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	R&D and Innovation, page: 31-32; Talent Management, page: 39

Corporate Management

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Our Management Approach, page: 15-16
	103-2 The management approach and its components	Our Management Approach, page: 15-16
	103-3 Evaluation of the management approach	Our Management Approach, page: 15-16
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Internal Audit and Control, page: 17
	205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption, page: 17
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	GRI Content Index: No legal actions during reporting period.

Sustainability in Supply Chain and Responsible Procurement

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability in Supply Chain and Responsible Procurement, page: 18
	103-2 The management approach and its components	Sustainability in Supply Chain and Responsible Procurement, page: 18
	103-3 Evaluation of the management approach	Sustainability in Supply Chain and Responsible Procurement, page: 18
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability in Supply Chain and Responsible Procurement, page: 18

Resource Efficiency

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Resource Efficiency, page: 45
	103-2 The management approach and its components	Resource Efficiency, page: 45
	103-3 Evaluation of the management approach	Resource Efficiency, page: 45

Standard	Disclosure	Descriptions and Page Numbers
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Indicators, page: 50-51
	301-2 Recycled input materials used	Resource Efficiency, page: 45; Performance Indicators, page: 51
Energy and Emission Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Energy and Emission Management, page: 46
	103-2 The management approach and its components	Energy and Emission Management, page: 46
	103-3 Evaluation of the management approach	Energy and Emission Management, page: 46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Indicators, page: 51
	302-3 Energy intensity	Performance Indicators, page: 51
	302-4 Reduction of energy consumption	Energy and Emission Management, page: 46; Performance Indicators, page: 51
	302-5 Reduction in energy requirements of products and services	Energy and Emission Management, page: 46; Performance Indicators, page: 51
GRI 305: Emmissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance Indicators, page: 51
	305-4 GHG emissions intensity	Energy and Emission Management, page: 47; Performance Indicators, page: 51
	305-5 Reduction of GHG emissions	Energy and Emission Management, page: 46;
Water Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Water Management, page: 46
	103-2 The management approach and its components	Water Management, page: 46
	103-3 Evaluation of the management approach	Water Management, page: 46
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page: 46
	303-2 Management of water discharge-related impacts	Water Management, page: 46
	303-3 Water withdrawal	Performance Indicators, page: 51
	303-5 Water consumption	Performance Indicators, page: 51
Waste Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Waste Management, page: 47
	103-2 The management approach and its components	Waste Management, page: 47
	103-3 Evaluation of the management approach	Waste Management, page: 47
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Performance Indicators, page: 51
	306-3 Significant spills	GRI Content Index: No significant spills during reporting period.
	306-5 Water bodies affected by water discharges and/or runoff	GRI Content Index: There are no water sources significantly affected by Timay & Tempo's operations.
Environmentally Friendly Raw Material and Products & Use of Chemicals		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Respect to the Environment, Environmentally Friendly Products and Raw Materials, page: 43-44
	103-2 The management approach and its components	Respect to the Environment, Environmentally Friendly Products and Raw Materials, page: 43-44
	103-3 Evaluation of the management approach	Respect to the Environment, Environmentally Friendly Products and Raw Materials, page: 43-44
GRI 307: Environmental Compliance 2016	307-1 Environmental Compliance	GRI Content Index: No legal actions during reporting period.

Standard	Disclosure	Descriptions and Page Numbers
Working Conditions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Working Conditions, page: 38
	103-2 The management approach and its components	Working Conditions, page: 38
	103-3 Evaluation of the management approach	Working Conditions, page: 38
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	GRI Content Index: There are no gender-based salary differentiation. Timay & Tempo employs "equal work-equal pay" understanding. Regardless of gender, the starting level wage is determined with a rate of 1.03 of minimum wage for blue collar; and a rate of 1.52 for white collar employees.
	202-2 Proportion of senior management hired from the local community	GRI Content Index: All senior level managers are Turkish citizens.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Indicators, page: 50
	401-3 Parental leave	Performance Indicators, page: 49
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	GRI Content Index: Legal notice periods are taken into account for significant changes.
Fair Employer		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Equal Treatment Principle, page: 38
	103-2 The management approach and its components	Equal Treatment Principle, page: 38: 38
	103-3 Evaluation of the management approach	Equal Treatment Principle, page: 38: 38
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Indicators, page: 49
	405-2 Ratio of basic salary and remuneration of women to men	GRI Content Index: There are no gender-based salary differentiation. Timay & Tempo employs "equal work-equal pay" understanding.
GRI 406: Non discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	GRI Content Index: No discrimination incident occurred during the reporting period.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Equal Treatment Principle, page: 38
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Equal Treatment Principle, page: 38
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	GRI Content Index: All security personnel have completed the necessary legal training.
Employee Development & Talent Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Talent Management, page: 39
	103-2 The management approach and its components	Talent Management, page: 39
	103-3 Evaluation of the management approach	Talent Management, page: 39
GRI 404: Employee Development 2016	404-1 Average hours of training per year per employee	Talent Management, page: 39; Performance Indicators, page, sayfa: 49
	404-2 Talent management and life-long learning programs	Talent Management, page: 39
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management, page: 39; Performance Indicators, page, sayfa: 49
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Occupational Health and Safety, page: 40
	103-2 The management approach and its components	Occupational Health and Safety, page: 40
	103-3 Evaluation of the management approach	Occupational Health and Safety, page: 40

Standard	Disclosure	Descriptions and Page Numbers
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, page: 40
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page: 40
	403-3 Occupational health services	Occupational Health and Safety, page: 40
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page: 40 Performance Indicators, page: 50
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, page: 40-41; Performance Indicators, page: 50
	403-6 Promotion of worker health	Occupational Health and Safety, page: 40-41;
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page: 40
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, page: 40
	403-9 Work-related injuries	Occupational Health and Safety, page: 41; Performance Indicators, page: 50
Product Security		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Product Security, page: 29
	103-2 The management approach and its components	Product Security, page: 29-30
	103-3 Evaluation of the management approach	Product Security, page: 29-30
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Security, page: 29-30
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index: There are no cases of non-compliance in the reporting period.
Responsible Marketing		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Responsible Marketing, page: 31
	103-2 The management approach and its components	Responsible Marketing, page: 31
	103-3 Evaluation of the management approach	Responsible Marketing, page: 31
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Responsible Marketing, page: 31
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: There are no cases of non-compliance in the reporting period.
	417-3 Incidents of non-compliance concerning marketing communications	GRI Content Index: There are no cases of non-compliance in the reporting period.
Customer Privacy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Customer Data Security, page: 35
	103-2 The management approach and its components	Customer Data Security, page: 35
	103-3 Evaluation of the management approach	Customer Data Security, page: 35
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Content Index: There are no incidents of breach in customer data security.
Other Material Issues		
Risk Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Risk Management, page: 16-17; What kind of a World? Global Trends, page: 24-25
	103-2 The management approach and its components	Risk Management, page: 16-17; What kind of a World? Global Trends, page: 24-25
	103-3 Evaluation of the management approach	Risk Management, page: 16-17; What kind of a World? Global Trends, page: 24-25

Standard	Disclosure	Descriptions and Page Numbers
Stakeholder Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Stakeholder Relations, page: 23
	103-2 The management approach and its components	Stakeholder Relations, page: 23
	103-3 Evaluation of the management approach	Stakeholder Relations, page: 23
Transparency, Traceability, Reporting		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Governance Management, page: 15-16
	103-2 The management approach and its components	Governance Management, page: 15-16
	103-3 Evaluation of the management approach	Governance Management, page: 15-16
R&D and Innovation		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	R&D and Innovation, page: 31-32
	103-2 The management approach and its components	R&D and Innovation, page: 31-32
	103-3 Evaluation of the management approach	R&D and Innovation, page: 31-32
Digital Transformation		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Digital Transformation, page: 34
	103-2 The management approach and its components	Digital Transformation, page: 34-35
	103-3 Evaluation of the management approach	Digital Transformation, page: 34-35
Emergency Preparation		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Emergency Preparation, page: 19
	103-2 The management approach and its components	Emergency Preparation, page: 19
	103-3 Evaluation of the management approach	Emergency Preparation, page: 19
Response to Consumer Expectations and Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Response to Consumer Expectations and Customer Satisfaction, page: 28
	103-2 The management approach and its components	Response to Consumer Expectations and Customer Satisfaction, page: 28-29
	103-3 Evaluation of the management approach	Response to Consumer Expectations and Customer Satisfaction, page: 28-29

CONTACT

Tempo Metal Aksesuar Sanayi ve Ticaret A.Ş.

Orta Mahalle, Topkapı Maltepe Cad. No:6
Silkar Plaza Kat 2
34030 Bayrampasa, Istanbul / TURKEY

Tel: +90.212.484 47 00

Fax: +90.212.482 34 01

Reporting Consultant and Design:



kiymetiharbiye.com

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